

## Workshop on career development – short description of the Program

**Title:** Workshop on career development

**Language of instruction:**

- English

**Dates of the physical activity:**

- Start – 30<sup>th</sup> January, 2023 (arrival 29.01.2023)
- End – 31<sup>st</sup> January, 2023 (departure 01.02.2023-04.02.2023)

**Venue of the event:**

- University of León, León, Spain

**Leading institution:**

- University of León, León, Spain

**Participant institution:**

**Montanuniversität Leoben** (Austria) – MUL;

**Technische Universität Bergakademie Freiberg** (Germany) – TU BAF;

**Technical University of Crete** (Greece) – TUC;

**Universidad de León** (Spain) – ULE;

**Silesian University of Technology** (Poland) – SUT;

**University of Petrosani** (Romania) – UP;

**University of Applied Sciences Mittweida** (Germany) - HSMW

**University of Lorraine** (France) – UL;

**Hasselt University** (Belgium) – HU;

**Organizational timeline:**

- Opening call October 10<sup>th</sup>, 2022
- Deadline on December 20<sup>th</sup>, 2022

### Program description

As part of the RE-EURECA-PRO, the workshop on career development is planned by physical mobility within January 30<sup>th</sup> and 31<sup>st</sup>, 2023, open to any researcher of the consortium.

This workshop will help us to find a common framework among the different research careers in Europe. The goal is to set a framework to allow future synergies and push the career development of the researchers independently of the country in which they are. Thus, it will help to standardize the research career in order to guide future programs.

The diverse and rich approach of the workshop will allow us to detect good practices in research careers, transversal skills with new and current researchers, and fostering international networking.

The workshop is oriented towards:

- Gaining a broad vision and learning from cross-national opinions on research careers in the consortium. It could be beneficial for researchers not only to gain an approach from the consortium institutions but to get closer towards a European research career unification. It could also be appealing that guest researchers implement this knowledge into their PhD students: good practices and limitations in the research career, international mobilities and transversal skills, so that they prepare them better for their research career.
- Giving access to guest researchers to potential networks. The organizers will try to support the interaction with ULE researchers to exchange views, teach or be trained in case they want to prolong their stay. For this, guest researchers could request for an extension of their stay till 18<sup>th</sup> November (or even more days if it is agreed) to meet ULE researchers in their field.

### Participants

- **Profile: open to all researchers.** Due to the characteristics of the workshop, the organization recommends that participants who are postdoctoral stage and tenure researchers.
- **Number:** each partner institution could be represented between 3 and 5 researchers (in case there is a need or will to send more than 5 researchers, please, contact the organization).

### **What researchers must do?**

- Before the Workshop. Guest researchers must gather information regarding the relevant topics that are going to be discussed during the workshop. This information must reflect their home institution's reality and if it's possible, the country's reality.
- During the debates/colloquiums, guest researchers will take an active role. We require them to give a short presentation regarding the topics selected at each session. After that, organizers will guide an open debate for all participant researchers to intervene and interact. At the end of the session will be wrapped-up.
- After the Workshop. Guest researchers could send further information they would like to share either with RE-EURECA-PRO team in ULE and other guest researchers.
- After the Workshop. Days 3, 4 & 5 - (1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>th</sup> February 2023). If guest researchers extend their stay to meet ULE researchers in their field. RE-EURECA-PRO in ULE will try to support the interaction with ULE researchers to exchange views, teach or be trained in case they want to prolong their stay under the Erasmus+ mobility program.

### **Traveling**

#### **How to fund the participation?**

- We suggest using Erasmus+ mobility funds (training). Please contact your IRO for gathering the specific information.
- If guest researchers would like to prolong their stay more days to meet ULE researchers in their field, there is an option to combine Erasmus + teaching and training mobilities or using just one of them. If you have questions about it, contact your IRO.

#### **ULE support**

- The trip and the accommodation must be carried out by the participants. ULE would provide you with a list of possible accommodations. I
- The researchers that decide to prolong their stay, should apply at their home institutions for the corresponding Erasmus+ funding and communicate this to the organizers so that we can help to find links with ULE researchers.

### Structure of the program

The Workshop is structured as an open conversation and debate regarding the topics below in career development. The topics are in relation with some of the relevant topics identified in the D5.1 Deliverable in-depth interviews analysis. We expect to identify common approaches, barriers and best practices in the research career development.

- Assessment of merits
- Research career development
- Gender equity & life-work balance
- International mobilities
- Transversal skills
- Examples of best practices and proposals

#### Day 0 – 29<sup>th</sup> January, 2023

Arrival to León

#### Day 1 – 30<sup>th</sup> January, 2023

Presentations, open debate and summary of the following topics:

- Assessment of merits	75 min
- Research careers	75 min
- Gender equity & life-work balance	75 min
- International mobilities	75 min
<b>Total</b>	<b>5 hours</b>

#### Day 2 - 31<sup>st</sup> January, 2023

Presentations, open debate and summary of the following topics:

- Transversal skills	75 min
- Good practices: summary	75 min
- Good practices: lessons learned and proposals	75 min
<b>Total</b>	<b>3:45 hours</b>

<b>- TOTAL</b>	<b>8:45 hours</b>
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#### Day 3, 4 & 5 - 1<sup>st</sup>, 2<sup>nd</sup>, 3<sup>th</sup> February, 2023

\* OPTIONAL. Personal teaching/training activities at ULE's research groups.

Day 0	Sunday	29th Jan 2023	Arrival							
Day 1	Monday	30th Jan 2023	9:30 - 10:00	10:15 - 11:30	11:30 - 12:00	12:00 - 13:15	13:15 - 14:30	14:30 - 15:45	15:45 - 17:00	19:00
			Welcome	Coffee break	Assessment of merits	Research career	Lunch break	Gender equity & life-work balance	International mobilities	City Tour and dinner
Day 2	Tuesday	31st Jan 2023	9:30 - 10:45	10:45-11:15	11:15 - 12:30	12:30-13:45	13:45-15:00	Afternoon: Attendance to the Science Week events (to be confirmed)	Evening: Farewell dinner	
			Transversal skills	Coffee break	Good practices Part 1. Summary	Good practices Part 2. Lessons learned and proposals	Lunch break			

### Assessment of merits

- General approach from your country/region/university
- Assessment procedure
  - Who is in charge?
  - Is there a national/regional/university standardize process?
  - How do they work? How is the process?
  - What elements are included in the assessment?
  - Hot topics:
    - Is it an external evaluation process?
    - Is there any subjectivity in the process?
    - Existence of public and uniform criteria to promote
    - Pros and cons from your home model
- Merits
  - What merits are required for the different positions?
  - Hot topics:
    - Regarding research:
      - The most relevant research merits that are required (ranked)
      - Is there any economical support (or other type of support) to acquire the needed merits?
    - Regarding teaching:
      - The most relevant research merits that are required (ranked)
      - Relevancy of student's assessment
- Examples of best practices
- Summary: outlying a cross-European assessment model

### Research career development

- General approach from your country/region/university
- Research career stages/steps (tenure track). How does it work?
- Research career standing alone or includes mandatory teaching duties?
- Salary: fixed, part of the income coming from research/industry funding projects/contracts, publications, teaching activities.
- Stability in the research career

- Examples of best practices
- Hot topics:
  - Research career development crossdisciplinarity
  - Do you think there is a bottleneck in the research career development?
  - Industry-university interaction
  - Mobility. Networking
  - Beginning of the research career: PhD and funding opportunities.
  - Talent attraction, brain circulation (gain/drain) and endogamy
  - Administrative issues. Excess of bureaucracy
- Summary: outlying a cross-European research career development model

#### **Gender equality & work-life balance**

- General approach from your country/region/university.
- Gender equality: views, programs, supporting structures and actions.
- Family/work balance: adaptation, family conciliation and tenure track.
- Supporting structures, organizational culture and awareness raising.
- Examples of best practices.
- Hot topics:
  - Parental issues and research career
  - Satisfaction/research achievements
  - Recruitment and career progression support
  - Incentives
- Summary: outlying a cross-European approach to assess obstacles and overcome them regarding gender equality and work-life balance in the research career.

#### **International mobilities**

- General approach from your country/region/university
- Brain drain and brain gain
  - Talent flow practices, policies, barriers, and opportunities.
  - Talent retains practices, policies, barriers, and opportunities.
  - Openness of the academic system.
  - Attractiveness of the system and the research career development.
  - Incentives for universities to attract and retain talent.
  - Hot topics:
    - How does the country/university you are coming from acts regarding brain gain: focus on quality and merits; rigid and

centralized system; informal rules with a tendency to exclude outsiders.

- How does the country/university you are coming from acts regarding brain drain: incentives, training for researchers, international mobility encouragement, equity, etc.
- Examples of best practices.
- Summary: outlying a cross-European panorama.

#### Transversal skills

- General approach from your country/region/university
- Transversal skills in the researcher career:
  - Definition, needs and consideration of transversal skills
  - Types of transversal skills offered/demanded (communication, leadership, planning, teaching training, etc.)
  - For whom are they required?
- Ways to acquire transversal skills in this context
  - Training
    - Credits allocated for transversal skills (mandatory or optional)
    - In which stage(s) of the research career do you believe transversal skills should be developed?
- Hot topics:
  - What could we do to train new researchers? And current ones?
  - Which transversal skills do they need? And in the future?
- Examples of best practices
- Summary: outlying a cross-European panorama

#### Examples of best practices and proposals

- Examples of best practices: reflection
  - SWOT Analysis of each topic
- How could we make synergies towards a joint research career?
- Lesson learned and proposals (Workshop: recommendations)

These sessions are structured with an introduction by each researcher who will present the national/regional/university situation (2-4 minutes) on each topic followed by an open debate from all members and a wrap-up summarizing the session.