

TUM Postdoc Workshops & Postdoc101 Talks Summer Semester 2022



Support Program for Postdocs at TUM

Dear Postdocs,

the TUM Talent Factory supports postdoctoral researchers at TUM and continuously expands its activities. One of our main focuses is recruiting international postdocs for TUM via the Research Opportunities Week (ROW). Furthermore, we support researchers applying for third party funding. As new additions to our support program, we are very excited to now being able to offer a broad range of **transferable skills workshops** as well as **online courses you can take at any time from any place**.

Together with the Munich Postdoc Network, we organize the Munich Postdoc101 Talks, a talk series open to all postdocs based in Munich.

We warmly invite all postdocs at TUM to register for our workshops and online courses. For further suggestions on topics and formats that you think would be useful for postdoctoral researchers, please contact us anytime at postdoc-application@tum.de.

It has been brought to our attention that new postdocs only learn about the TUM Talent Factory by chance. We thus kindly invite you to **share this program with other TUM post-docs** who might not receive our [TUM Postdoc Newsletter](#) yet.

At TUM there are various teams and points of contact offering workshops and support measures for postdocs. Therefore, we also inform about these offers in this brochure.

Please join our TUM Postdoc [Linkedin Site](#) and follow us on [Twitter](#) to stay informed!

Best regards,

TUM Talent Factory

<https://www.forte.tum.de/en/talent-factory/> | postdoc-application@tum.de

Overview of all Workshops & Talks

For detailed information, please see the descriptions below!

Any-time	Online Courses you can access anytime – please follow the instructions on our websites (see below):	
	Webcast	How to apply for Professorships by schainundkuchenbrandt
	Nature Master Classes	Please see our website for details. The online course " Focus on Peer Review " is free to access upon registration.

April 2022		
7–8	Workshop	The Artwork of Scientific Stories – Science Communication and Public Engagement with a Focus on Storytelling (Annette Klinkert)
13	Post-doc101	Coping with Stress, Anxiety and Self Doubt (Christine Lohmeier)
27	Workshop	Career Paths in Academia: (Funding) Opportunities for Postdocs (together with the TUM Graduate School) (Olga Malets, TUM ForTe)
28–29	Workshop	My First DFG Proposal (Alexander Schiller)

May 2022		
4	Postdoc 101	Ausstieg aus der Wissenschaft (Talk in German) (Svea Korff)
10–11	Workshop	Shaping Interdisciplinary Work: Strategies for Academic Self Branding and Team Work (Mareike Menne)
10 & 17	Workshop	Grant Proposal Writing – How to Design and Communicate Your Project Convincingly (Sabine Preusse)
18	Postdoc 101	Hire Only the Best: De-Bias Your Workplace (Philipp Gramlich)
18–19	Workshop	EU Funding for Collaborative Research – an Introduction to Horizon Europe (tba, KoWi Brussels team)
24–25	Workshop	Start the Dialogue, Open Up Science! Introduction to Science Communication and Public Engagement (Annette Klinkert)
25	Postdoc 101	All You Need to Know about the „Wissenschaftszeitvertragsgesetz“ (Talk in English) (Vanessa Adam)
June 2022		
1	Postdoc 101	How to be a Good Supervisor (together with the TUM Graduate School) (Felix Brandt and Chien-Yun Lee)
10	Workshop	Understanding Reviewing Procedures for Third-Party Funding Proposals (Oliver Grewe)
15	Postdoc 101	Effective Use of Social Media (Jamie Gallagher)

22	Postdoc 101	Boosting Your Academic Creativity (Mareike Menne)
23	Workshop	Smart Work (Stephan Pfob)
July 2022		
6	Postdoc 101	Gender Aspects in Grant Proposals (Sabine Preusse)
25–26	Workshop	Building and Managing your Research Group for Post-docs (Thomas Koch)
now confirmed!		
1 June	Postdoc 101	How to be a Good Supervisor (together with the TUM Graduate School) (Felix Brandt and Chien-Yun Lee)

Points of Contact at TUM *(for further information, please see below!)*

Quick Links:	TUM Institute for LifeLong Learning
	TUM University Library
	TUM Language Center
	TUM IAS Wednesday Coffee Talks
	TUM Global & Alumni Office
	TUM Community and Career Service

Postdoc Workshops

The TUM Talent Factory warmly invites postdoctoral researchers at TUM to participate in a series of workshops designed to enhance research and transferable skills. Workshops are mostly held in English and include online as well as on-site events.

We particularly recommend to take part in workshops that go beyond your day-to-day research, i. e., to learn more about topics such as science communication, teamwork or conflict management. Most workshops are designed for **early to mid-career postdocs**, but we also added various workshops specifically for **advanced postdocs and research group leaders**, particularly TUM Junior Fellows.

Registration & Deadlines: Please register for the workshops by filling in our [registration form](#) (TUM-account required):

<https://wiki.tum.de/display/postdoc/TUM+Postdoc+Workshops>

Deadlines can be found on our website. After the deadline, we select the participants and announce free spots or the possibility to register for the waiting list via our [TUM Postdoc Newsletter](#).

If you are interested in more than one workshop, you can submit the form multiple times. Please make sure to add a motivational statement for each registration. The statement is crucial for our selection process when the numbers of applicants exceed the maximum number of available spots.

Workshop Registration & No Show Policy: We invite professional external trainers for our workshops, who usually work with small groups of 8-12 postdocs. Since these workshops are both expensive and in high demand by many postdocs, **we ask participants to only accept their spot if they are able to participate**. Last-minute cancellations or absences without prior cancellation are unfair to those on the waiting list and may also reduce the funding we receive for these workshops in the future. We therefore strongly ask you to make sure that you are able to participate in the respective workshop or to **cancel at least 10 days before the event**.

For further questions feel free to contact us at postdoc-application@tum.de.

The Artwork of Scientific Stories: Science Communication and Public Engagement with a Focus on Storytelling

Date: 7–8 April 2022

Format: Online workshop via Zoom, 7 April 2022, 13.00–17.00 & 8 April 2022, 09.00–12.00

Description: The presentation of scientific content to diverse audiences and media poses a particular challenge for researchers. The interactive and practical workshop presents benefits, challenges, barriers and goals of public communication of research topics. It includes concrete tips and tools for the design and implementation of an individual public engagement strategy. A focus point will be on the concept of “storytelling”. The emotional and fascinating telling will be introduced with concrete best practice examples and tested using interactive exercises. Afterwards the method and its application will be collaboratively reflected by the group. Furthermore, the workshop will present dialogue oriented public engagement formats that can be applied with various stakeholders.

Trainer: [Dr. Annette Klinkert](#) is an internationally experienced workshop facilitator, trainer and science communicator. Since 2012 she is CEO of [city2science](#), a German company developing innovative communication approaches connecting scientific institutions with urban and regional development strategies. She has created and organized a number of large-scale science communication formats across Germany, such as the science festivals GENIALE, FameLab Germany, WissensNacht Ruhr, MakerFaire Ruhr and Expedition Wissenschaft Paderborn. Since 2016, Annette Klinkert is the Executive Director of the European Science Engagement Association [EUSEA](#), an international network of more than 120 science organisations, science festivals, foundations and public institutions.

Career Paths in Academia: (Funding) Opportunities for Postdocs (together with the TUM Graduate School)

Date: 27 April 2022

Format: Online workshop via Zoom, 13.00–15.00

Target group: Doctoral researchers in their final year and **early-career postdocs (max. 2 years after completing their doctorate)**

Description: It is well known that pursuing a career in academia can be tedious and many young researchers continue their career beyond a PhD without being aware of the career system. They are expected to raise third-party funds, but are not given advice and training on how to apply for these funds.

In this workshop, you will get an overview of the largest funding organizations in Germany and the third party funding system, as well as general insights in the career paths at a university. The workshop aims at early career postdoctoral researchers and doctoral students who want to gain insight into the system and prepare for their first application in Germany.

What this workshop is not about: Applying for funding for research groups & larger collaborative projects.

Trainer: The course will be conducted by [Dr. Olga Malets](#) from the National Funding Team of TUM ForTe. At TUM, TUM ForTe and especially its program TUM Talent Factory is the central point of contact for young researchers who are planning to apply for third-party funding. We assist young researchers who are already working at TUM as well as work on bringing young talents to TUM for a long-term career. Our services include the support of researchers who apply for funding and provision of information about opportunities and programs.

Registration: Doctoral researchers who are members of the TUM Graduate School need to register via the TUM-GS, postdocs should register via the general form. Seats are not limited for this workshop!

Cooperation Partner: [TUM Graduate School](#)

My First DFG Proposal

Date: 28–29 April 2022

Format: Online workshop via Zoom, 9.00–15.00

Description: One of the most challenging tasks in science is getting continuously funded with creative and convincing proposals. Therefore, organizational and writing tools have to be learned early in a scientists' career. The aim of this course is to provide international Postdocs with an opportunity to build their understanding, skills, and confidence in writing and evaluating their own grant proposals to get funded. Special emphasis is put on project management in grant writing, key message, abstract, structure, work packages, texting, scientific storytelling, data visualization, contingency plans, appropriate funding calls, financials, and evaluation process. Examples from the trainers' successful research grants (DFG, EU, etc.) will be used. The participants create their individual proposals with title, abstract, outline, work packages, and financial plan. Specific details for the first DFG proposal will be of central importance.

Topics:

- Grant Proposal
- Key Message
- Scientific Storytelling
- Project and Time Management in Grant Writing

Trainer: [PD Dr. ès sc. Alexander Schiller](#) is a chemist from LMU Munich and holds a PhD in bioinorganic chemistry from EPF Lausanne. Dr. Schiller is a full-time trainer for transferable skills with Schiller & Mertens. He facilitates effective communication for scientists, engineers, physicians, and other rational minds as trainer and coach. He is a "Certified Facilitator and Advanced Coach" from The Thiagi Group Inc. He has a 20-years teaching experience at LMU Munich, EPF Lausanne, UC Santa Cruz, and FSU Jena (Lehr-Zertifikat Advanced, Habilitation in 2015, Venia legendi in Inorganic Chemistry).

Course format: Please note that preferences for this workshop will be given to TUM Postdocs who have not participated in another grant writing workshop at TUM.

The selected participants do not have to prepare a proposal beforehand.

Shaping Interdisciplinary Work: Strategies for Academic Self Branding and Team Work

Date: 10–11 May 2022

Format: Online workshop via Zoom, 10.00–14.00

Description: This workshop focuses on the relationship between interdisciplinary and field specialization with a twofold question.

On the first day, we look at the dimensions of interdisciplinary work in your individual academic profile. We will first clarify the formal framework, definitions, and professional realities of interdisciplinary work in your field. For the individual situation, we look at the impact that interdisciplinary has on research frameworks as well as on career paths. Then, you can decide which elements you want to include in your self-descriptions and for which strategic target.

The second day is dedicated to collaboration in multidisciplinary teams or cooperation. We understand multidisciplinary as a kind of diversity. Therefore, we look at ways to effectively distribute roles and tasks in terms of common goals. We work through different strategic scenarios and best practices for multidisciplinary teamwork.

Topics:

- Profile analysis
- Self-branding
- Identifying transfer potential
- Interdisciplinarity vs. specialization
- Working in interdisciplinary teams

Trainer: [PD Dr. Mareike Menne](#) received her PhD and habilitation in Early Modern History from Paderborn University. After her post-doctoral fellowship in the DFG-GK Archives – Power – Knowledge at Bielefeld University, she was in academic management at Stuttgart University. In 2013, she founded her consultancy on academic career planning, professionalization of academic self-governance and leadership, and resilience.

Grant Proposal Writing: How to Design and Communicate Your Project Convincingly

Date: 10 & 17 May 2022

Format: Online workshop via Zoom, 9.00–17.30

Description: Successful grant proposal writing is a fundamental basis to fund a career in research. There are plenty of national and international funding programmes with different funding schemes. Each scheme has its individual context and thematic focus, eligibility and funding rules, submission and evaluation process, and evaluation criteria. Thus, the detailed features and aspects of a successful proposal in one funding scheme are naturally differing from those of a successful proposal in another funding scheme. However, the process of how to work out these details is a common denominator to the different funding schemes. It requires skills way beyond the ability to work out a research idea in detail.

Therefore, this workshop focuses on (a) how to develop your idea for a project into a sound work programme, (b) how to match it to the requirements of the funding programme, and (c) how to facilitate the communication with the reviewer by presenting your complex ideas in an easy-to-understand way. To achieve this, we will try out the RaumZeit Toolkit for designing and communicating your research project convincingly by working on your own research project. This may be a new idea for a grant proposal or your current research project.

Transfer of workshop contents into real-life grant proposal writing: Participants can get individual feedback on their proposal with respect to the workshop contents once they have written the first draft any time after the workshop.

Trainer: After obtaining her PhD in Astrophysics, [Dr. Sabine Preusse](#) decided to quit academia in 2006 and move on to the project management of European Funded Research projects in the Steinbeis-Europa-Zentrum. Besides writing grant proposals and being a project manager in the field of production technologies, she further trained herself as a business economist (IWW) and a professional business trainer. With this she founded her own company RaumZeit e.K. Coaching Training Beratung in 2011 and is now (also as a professional business coach) supporting researchers of all levels and disciplines in grant proposal writing, the implementation of research projects, dissemination and exploitation of project results, and Open Educational Resources. Since 2011, Sabine Preusse has given more than 150 two-day workshops on grant proposal writing and more than 80 coaching sessions with respect to grant proposal writing, design of research projects, and career for young researchers, postdocs, and professors.

EU Funding for Collaborative Research: An Introduction to Horizon Europe

Date: 18–19 May 2022

Format: Online workshop via Zoom, 10.00–12.30

Description: The new EU Framework Programme for Research and Innovation "[Horizon Europe](#)" will provide excellent – though highly competitive – funding opportunities for the next years (2021-2027). The major part of the programme's budget is dedicated to collaborative research in project consortia, which offers interesting possibilities for postdoctoral researchers for extending their international networks and supporting their career development.

This workshop will provide an overview of the funding lines for collaborative research in Horizon Europe, namely the different thematic clusters and the Pathfinder programme of the European Innovation Council (EIC). It will highlight the application process, provide advice on how to write a good proposal, and how to access European networks.

The workshop will combine presentations, group discussions, and a number of small exercises to ensure that all participants get hands-on advice and answers to their questions on EU research funding.

Trainers: Members of the [KoWi Brussels team](#)

Start the Dialogue, Open Up Science! Introduction to Science Communication and Public Engagement

Date: 24–25 May 2022

Format: Online workshop via Zoom, 24 May 22, 13.00–17.00 & 25 May 22, 09.00–12.00

Description: The interdisciplinary and interactive training invites postdoctoral researchers to gain theoretical knowledge and practical skills in the cross-cutting fields of science communication and public engagement. Participants will gain competences with a strong relevance for academic and non-academic career paths, as well as for the acquisition of national and international funding. The dialogue-oriented course will empower researchers via a mix of input, reflections, and practical sessions. A major goal of the training will be to enable participants to develop a communication strategy related to their individual research topic and to communicate key messages to diverse audiences in a clear and effective way.

Learning Outcomes: Participants will...

- get to know national and international developments and best practice examples in science communication and public engagement;
- learn how to plan strategic communication and engagement activities related to their research topic;
- develop skills and discover practical tools for engaging multiple target audiences and stakeholders with research.

Trainer: [Dr. Annette Klinkert](#) is an internationally experienced workshop facilitator, trainer, and science communicator. Since 2012 she is CEO of [city2science](#), a German company developing innovative communication approaches connecting scientific institutions with urban and regional development strategies. She has created and organized a number of large-scale science communication formats across Germany, such as the science festivals GENIALE, FameLab Germany, WissensNacht Ruhr, MakerFaire Ruhr, and Expedition Wissenschaft Paderborn. Since 2016, Annette Klinkert is the Executive Director of the European Science Engagement Association [EUSEA](#), an international network of more than 120 science organizations, science festivals, foundations, and public institutions.

Understanding Reviewing Procedures for Third-Party Funding Proposals

Date: 10 June 2022

Format: Online workshop via Zoom, 9.00–17.15

Description: This workshop is aimed at young researchers who want to understand the logic of peer review processes in more detail. The workshop will present different peer review strategies and background information from the perspective of science funders. Participants will prepare short (mock) proposals and act as reviewers in two mock review sessions. By "re-enacting" a review process, participants learn how a review really works. They recognize the strengths and weaknesses of the peer review process, also because they have the opportunity to make all the typical "mistakes" of both applicants and reviewers at the same time. In this way, they benefit twice: as applicants, they will be able to address reviewers much more specifically in the future, and at the same time they will gain experience that will allow them to facilitate a better peer review in their role as reviewers.

Trainer: [Dr. Oliver Grewe](#) did his PhD in neuroscience. After his postdoc, he started working in science management at the German National Academic Foundation in Bonn. Subsequently he worked at the Scientific Commission of Lower Saxony (WKN), and is currently working as a scientific officer in the Volkswagen Foundation, being responsible for the "Freigeist Fellowships" program for young scientists. Dr. Grewe has many years of experience in science, science management and coaching.

Mandatory Preparations: The selected participants need to submit a one-page proposal for a fictional call for applications three weeks before the workshop and prepare a short presentation. These proposals will be shared with other participants so that they can act as reviewers during the workshop.

Smart Work in Academia: How to Manage Your Mental and Physical Energies to Do Great Work in a Healthy Way

Date: 23 June 2022

Format: **On-site workshop**, 14.00–18.30

Description: The demands of research and teaching often lead to exhaustion, overload and stress. Even worse, tight deadlines, busy schedules and huge workloads threaten to impair our mental health. With the normalization of remote work, these challenges have increased even more. To a large extent these challenges are influenced by how we manage our energies. This compact, research-based workshop provides insights and methods to work in a productive and sustainable way. It is targeted at postdocs but open for graduate students as well. In addition to individual practices, the workshop also helps to set up structures that support students and colleagues to work more efficiently. The concepts and methods are illustrated with examples of highly productive researchers, leaders, and creatives. The participants will be given the opportunity to share their best practices and receive additional information and resources to keep up the great work without sacrificing mental health and well-being.

Contents:

- The best rules for sustainable productivity and how to implement them.
- Practical insights into the conditions and mechanisms of great work: increasing energy, focus and clarity for yourself and the people you work with.
- How to rest and recover (all you need to know about sleep and taking breaks efficiently).
- How to deal with stress and increase positivity about work.
- Tips for managing your physical energies (f. e. exercise, sitting in a healthy way).

Trainer: [Stephan Pfob](#) is co-founder, trainer, and new work guide at [Berlin Alley](#), specialized in feedback and the psychology of sustainable work. He has extensive work experience in different fields, ranging from academia to administration, teaching, business intelligence, and information design. He is the co-author of *Wertschätzung. Ein Praxisbuch*, coach at *Science & Startups*, and trainer for *TUM ForTe* since 2020.

Building and Managing Your Research Group for Postdocs

Date: 25–26 July 2022

Format: On-site workshop, 9.00–16.30 + **Individual consultancy sessions (optional):**
28 July 2022

Target group: This workshop is designed for **postdocs with at least two years of postdoc experience who do not have their own group yet**, but are preparing for the next steps. Researchers who already have their own group can register for the **upcoming course in November 2022**.

Description: The transition from postdoc to research group leader, from being a member of somebody else's group to becoming an independent researcher, is an exhilarating, yet challenging experience. This hands-on workshop offers practical advice and techniques for establishing effective leadership, identifying needs, setting goals and managing expectations, recruiting and developing research staff, and reviewing progress. It also addresses aspects of self-management and developing yourself as PI. Overall, the workshop aims to raise critical awareness of how to build, lead and support a productive research team.

By participating in the workshop, you will be better equipped to...

- understand what makes an effective research leader, manager, and mentor,
- build a talented team with a variety of individual behaviors, experiences, and skills,
- create a welcoming and invigorating research environment,
- set out vision and direction for your research group,
- establish yourself as an independent researcher.

What this course is not about: How to fund your research group.

Trainer: [Dr. Thomas Koch](#) is a research management consultant and certified business trainer and coach. He provides hands-on workshops and individual guidance for researchers to realize their research ideas and career objectives. He also supports higher education institutions and research consortia in implementing strategic initiatives and preparing grant proposals. Holding a PhD in physical chemistry from the UK, he builds on 10 years of international experience as a researcher and 12 years of professional experience as a research manager and senior administrator at universities in Bochum (RUB) and Munich (LMU).

Munich Postdoc101 Talk Series | Wednesdays

16.00–18.00 hs.

With the Munich Postdoc101 Series, we want to provide crucial information about a variety of topics that are of particular importance for postdoctoral researchers. The talks are organized together with the [Munich Postdoc Network](#) as an open format for all postdoctoral researchers in the Munich area.

The talk series takes place on Wednesdays between 4-6 pm. The series will be conducted online via Zoom. We have invited many internal and external speakers who share their expertise with you in an open and accessible format.

Registration & Deadlines: The series is open to all postdocs in the Munich area and we do not limit the number of participants. For this format, there is no selection process and you do not need to inform us when you are unable to participate.

You can sign up for one, a few or all the talks via our [registration form](#):

<https://wiki.tum.de/display/postdoc/Munich+Postdoc101+Talk+Series>

Registration is possible until Tuesday at noon before the respective talk. Please use your TUM email address to register for the talk(s). **The Zoom link will be send to everyone who registered for the respective talk (or all talks) until Tuesday at noon before the respective talk.**

What the series is not about: The talks all include a Q&A session, so you have the chance to ask questions. Since the speakers will talk to a significantly larger audience than in our workshops, we will bundle the questions and moderate the sessions. Hence, the talks do not offer the space to discuss everyone's specific situation or issues in detail.

If you have further ideas for topics that appeal to a larger group of postdocs, feel free to contact us anytime so we can take your ideas into consideration for further events.

Cooperation Partner: [Munich Postdoc Network](#)



13 April 2022 | Coping with Stress, Anxiety and Self Doubt

Description: Academic life can be stressful, overwhelming and frustrating: lots to do, rejections, revisions, teaching, fixed-term contracts plus grant and job applications. Against the backdrop of cognitive and neuroscience research, we explore what causes these negative emotions. In a second step, we consider options for dealing with and handling negative emotions. Sounds touchy-feely – so why bother? Because the greater your capacity to handle negative emotion, the greater your levels of success – in academia and beyond.

Speaker: [Prof. Dr. Christine Lohmeier](#) is a communication scholar and a certified coach. Christine offers personalized services for academics dealing with overwhelm, anxiety and those wanting to let go of self-sabotage and build their confidence and inner strength.

Being an active academic herself, Christine intimately knows the challenges many PhD students, postdocs and professors face.

She uses cutting-edge cognitive-based techniques and insights from developmental and positive psychology to teach her clients how to bring joy and fun into their day-to-day while pursuing their goals.

„I help my clients reflect, gain clarity and develop strategies to deal with challenges inside and outside of the academy.“

4 May 2022 | Ausstieg aus der Wissenschaft (Talk in German)

Beschreibung: „Bin ich auf dem richtigen Weg?“ – Der Ausstieg aus der Wissenschaft als permanente Option

Wie kommt es, dass sich Postdocs für den Verbleib im oder den Ausstieg aus der Wissenschaft entscheiden? Postdocs befinden sich in der Phase zwischen Promotion und Professur in einem Orientierungsprozess, in dem sie ihren Weg, ausgelöst durch (kritische) Ereignisse, immer wieder infrage stellen. Was anstrengend klingt, Ressourcen bindet und raubt, ist gleichzeitig eine Strategie der Wissenschaftler:innen, die zunehmende Unsicherheit ihrer Karrieren selbst zu kontrollieren, statt sich ihren Wirkungen auszuliefern. Ausgehend von statistischen Kennzahlen zum Flaschenhals der Wissenschaftskarriere, wird es in diesem Vortrag darum gehen, ein Modell zum ereignisgestützten Orientierungsprozess vorzustellen, welches Erkenntnisse dazu liefert, durch welche kritischen Ereignisse es in der Postdoc-Phase zu Ausstiegsgedanken kommt. Der Vortrag wird aber auch Hilfestellung dabei bieten, welche (individuellen) Strategien und (externen) Angebote genutzt werden können, um Ausstiegsgedanken lösungsorientiert zu begegnen.

Sprecherin: [Dr. Svea Korff](#) ist Geschäftsführerin des Graduiertenzentrums der Universität Hildesheim und Beraterin für Wissenschaftler:innen in ihrer frühen Karrierephase. Sie unterstützt Wissenschaftler:innen beim Verbleib im oder beim Ausstieg aus der Wissenschaft. Sie ist seit 2015 Sprecherin des Forschungsclusters „Hochschule und Bildung“ und war Koordinatorin des DFG-geförderten wissenschaftlichen Netzwerks „Ausstieg aus der Wissenschaft“ (2018-2020).

18 May 2022 | Hire Only the Best: De-Bias Your Workplace

Description: When selecting staff, we want to hire only the best, but we're hampered by our own biases in this process. How can we de-bias our workplace? Hiring staff is one of the most crucial processes in scientists' careers, yet we're often remarkably 'un-scientific' when it comes to conducting them. Often, first impressions and other superficialities take over our minds as we try to select the best candidates for a position. We end up hiring clones of ourselves.

In this talk, we'll look at the many pitfalls we're facing when hiring staff, most of which have to do with confirmation biases: we're prone to try to confirm our initial snap judgments formed during the superficial first impression. How can we devise a process that will focus our minds on relevant information, how can we look behind facades and how can we critically question our own judgments?

This talk is not only relevant for hiring managers. Biases screw up a whole number of work processes, just think of the interpretation of data ("Oh dear, how I'd love to see a peak here...")! We take the hiring process as a case study, but many of the take-homes can be applied to other work settings as well.

Speaker: [Dr. Philipp Gramlich](#) has studied and researched chemistry (>2800 citations, Google Scholar 2021) at five universities in Germany, Australia and Scotland. He gained experience in industry, first at baseclick, a biotechnology start-up and later at Eurofins Genomics as Teamleader R&D, QC and Analytics, being responsible for up to 22 staff. Since 2016, he is fully focusing on his work as co-founder of NaturalScience.Careers. He specialises in seminars and talks about career development, leadership and presentation skills. Since 2016, he regularly writes career columns for "Nachrichten aus der Chemie".

25 May 2022 | All You Need to Know about the „Wissenschaftszeitvertragsgesetz“ (Talk in English)

Description: Most pre-docs and postdocs at German universities are working in limited-term employment contracts according to the Wissenschaftszeitvertragsgesetz (WissZeitVG). The WissZeitVG limits the overall duration of employment in limited-term contracts at German universities or research institutes for qualification purposes to 12 years (15 years in the field of medicine). In certain cases, for example for childcare, the WissZeitVG allows extensions of the maximum period of employment. It also contains special clauses for limited term employment in third-party funded projects. This TUM Postdoc101 talk aims to equip participants with the necessary basic knowledge of WissZeitVG that is essential for the planning of a career in science.

Speaker: [Dr. Vanessa Adam](#) is a lawyer and consultant at Deutscher Hochschulverband, Bonn. Her professional focus is employment law, university law and civil servant law. She offers legal consultations on these topics, support in appointment negotiations for professorships as well as general career advice in the academic field to members of Deutscher Hochschulverband.

Now confirmed:

1 June 2022 | How to be a Good Supervisor (together with the TUM Graduate School)

Description: As a postdoc, you are usually involved in supervising students and doctoral researchers in one or the other way. Most researchers are thrown into this very important task without formal training. While most researchers gain hands-on experience, we would like to discuss what makes a good supervisor as part of this Munich Postdoc101 talk. We have invited various experts to share their expertise and tips with you.

Speakers: [Prof. Dr. Felix Brandt](#), Supervisory Award Winner 2021, Decision Sciences & Systems (DSS), Department of Computer Science, School of Computation, Information, and Technology, TUM

[Dr. Chien-Yun Lee](#), Young Investigator Group Leader/TUM Junior Fellow, Chair of Proteomics and Bioanalytics, TUM School of Life Sciences

Cooperation Partner: [TUM Graduate School](#)

15 June 2022 | Effective Use of Social Media

Description: Getting your work on social media may be easy - but making it popular is more challenging. This workshop takes you through the main social media channels and looks at how to create share-worthy content messages. Discover how to use social media to foster meaningful interactions and share your work with as many people as possible. From tweets to live streams this interactive session is packed with ideas of how to maximise your use of social media as a researcher.

Objectives:

After the talk, you should be able to:

- Raise your profile with social media
- Know how to plan effective content to minimize the time requirement
- Understand the use of social media as a research and networking tool
- Increase your following and interactions by creating sharable content
- Create platform specific content for Twitter, LinkedIn, Instagram, Facebook and YouTube
- Know how to make online events accessible, safe and ethical

Speaker: [Dr. Jamie Gallagher](#) is an award-winning freelance communicator and engagement professional with ten years' experience in the delivery and evaluation of quality engagement projects. During the pandemic Jamie has delivered training to over 3,000 researchers and online events to over 10,000 people. With a specialisation in evaluation Jamie also provides consultancy services to charities and universities helping them to demonstrate their impact and understand their audiences and stakeholders.

22 June 2022 | Boosting Your Academic Creativity

Description: Actually, the matter is clear: research is for innovation and progress, and since these imply thinking and acting in a completely new way, there is a need for creative power in scientific work. Now disappointments can occur: The creative force shatters in the hierarchical administrative structures. Or exactly these structures, or the security methods provide, prevent to take the step into free, open thinking to lift projects and disciplines to a new level of quality and knowledge - and maybe even: joy, or purpose.

This talk takes a look at examples of good creative practices in science and wants to give inspiration for creative thinking between outcome orientation and intellectual pleasure.

Topics:

- Creativity techniques to overcome mental barriers
- Creativity techniques for innovation
- Creativity techniques to endure unbeloved duties
- Limits of creativity in Academia

Speaker: [PD Dr. Mareike Menne](#) received her PHD and habilitation in Early Modern History from Paderborn University. After her post-doctoral fellowship in the DFG-GK Archives - Power - Knowledge at Bielefeld University, she was in academic management at Stuttgart University. In 2013, she founded her consultancy on academic career planning, professionalization of academic self-governance and leadership, and resilience.

6 July 2022 | Gender Aspects in Grant Proposals

Description: An appropriate integration of gender aspects is key to successful grant applications, not only on a European Level. Other major funding bodies such as the DFG have also made it an explicit point of consideration in the project. However, it is the European Commission that makes gender aspects an explicit evaluation criterium with respect to scientific excellence. Their constructive integration into the research design delivers a higher quality of the research itself as well as a higher relevance of the research results. Therefore, I will introduce the different facets of gender aspects in grant proposals and present in an interactive discussion interactions from various disciplines. Following this, we will dive into some hands-on instructions on how to identify

- how the formulation of the research questions is influenced by the gender of the proposal writer,
- which aspects of sex, gender and diversity are part of the research “object”,
- how the proposed research methodology allows the research to uncover and/or integrate sex, gender, and diversity aspects,
- how the research results themselves reflect sex, gender, and diversity, and
- how these aspects are considered in the dissemination of the research results.
- You will also get a collection of helpful links for diving into further details.

Speaker: After obtaining her PhD in Astrophysics, [Dr. Sabine Preusse](#) decided to quit academia in 2006 and to move on to the project management of European Funded Research projects in the Steinbeis-Europa-Zentrum. Besides writing grant proposals and being a project manager in the field of production technologies, she further trained herself as a business economist (IWW) and a professional business trainer. With this, she founded her own company RaumZeit e.K. Coaching Training Beratung in 2011 and is now (also as a professional business coach) supporting researchers at all levels and from all disciplines in grant proposal writing, the implementation of research projects, dissemination and exploitation of project results, and Open Educational Resources.

Since 2011, Sabine Preusse has given more than 150 two-day workshops on grant proposal writing and more than 80 coaching sessions with respect to grant proposal writing, design of research projects and career for young researchers, postdocs and professors.

Online courses you can attend anytime

Nature Masterclasses

TUM has an institutional subscription to [Nature Masterclasses](#) at least until March 2022. Please see our [website](#) for details. The online course [“Focus on Peer Review”](#) is free to access for everyone upon registration.

Webcast “How to apply for Professorships”

Format: The [webcast](#) includes 3.5 hours of video material as well as materials (handout, sample CVs, list of questions from commission discussions).

Description: Every scientist who decides to stay permanently in academia, sooner or later faces what is supposed to be career’s hardest challenge: Applying for full professorship. The aim of the webcast is to provide participants with detailed information about all phases of the appointment procedure for professorships (with a focus on Germany), and to give them concrete advice and tips for their applications. The webcast will first deal with the procedure and the formal aspects of the appointment process. Afterwards, all necessary application documents (especially CV, cover letter, research and teaching concept) will be discussed in detail and partly illustrated with sample materials. The third part addresses all aspects of the hearing. Participants will learn about the requirements for the application talk and the demonstration lecture. In addition, the most frequently asked questions in the interview with the selection committee will be discussed.

Provider: [Dr. Dieta Kuchenbrandt](#) studied Psychology at the University of Greifswald, spent her postdoctoral years at the Center of Excellence in Cognitive Interaction Technology (CITEC, Bielefeld University), and was a visiting professor for Social Psychology at the University of Osnabrück. In addition, she completed a two-year training program in management consulting and coaching (Deutsche Psychologenakademie). Today, she is the co-owner of [schainundkuchenbrandt](#), working as a trainer and coach dedicated to the interests and concerns of scientists in academia. Her work particularly focuses on career planning and applying for professorships.

Webcast details and registration: As a member of TUM, you can register for access to the webcast on our [website](#). We will send you your login data within a week.

Further Points of Contact & Workshops at TUM

TUM Institute for LifeLong Learning

In addition to the Postdoc Workshops, you may also take a look at the Leadership and Project Management courses offered by the [TUM Institute for LifeLong Learning](#).

The [TUM Institute for LifeLong Learning](#) stands for evidence-based, future-oriented and sustainable continuing education. Adopting a holistic approach, it offers a wide range of individual courses and structured programs to support professionals in academia and business to advance their capabilities and to face current and future job-related and societal challenge effectively.

The TUM Institute for LifeLong Learning offers programs for TUM employees, including:

[TUM horizons](#): TUM horizons offers [coaching](#) and [workshops](#) on the topics change, communication, leadership, budgeting and digital working. Some but not all courses are free of charge. Please note that most workshops are held in German.

[Effective Science Management](#): The course program includes, among others, workshops on project management, agility, mental health, leadership and diversity. In addition, a new exchange format is available for scientists and science managers: “Best Practice-Ansätze im Wissenschaftsmanagement” (in German).

For further questions and suggestions, please contact sciencemanagement@ill.tum.de.

[CareerDesign@TUM](#): CareerDesign@TUM is a structured qualification program for mid-level academics. It offers five attractive qualification paths that allow participants to develop their talents in interests:

- TUM Researcher (Research)
- TUM Learning Professional (Learning and Development)
- TUM Science Manager (Science Management)
- TUM Entrepreneurship Advisor (Innovation and Spin-off Management)
- TUM Technical Expert (Technical Operations and Technology Management)

For further questions, please contact careerdesign@ill.tum.de

[ProLehre | Media and Didactics](#): Its aim is to improve your teaching, expand your teaching skills and make best use of the design possibilities of Educational Technologies.

ProLehre:

- issues [courses and certification](#) (Certificate for Teaching in Higher Education of the Bavarian Universities) at a foundation, advanced and specialisation level
- [advises and supports you](#) in developing your repertoire of teaching and evaluation tools
- offers a variety of [materials, tools, and online-videos](#) that help you improve your teaching skills

For further information, please visit their [website](#).

TUM University Library

The University Library offers much more than just books and databases! The library supports you with a wide range of publishing and consultation services in such areas as research data management, citation, open access, and bibliometrics. We particularly recommend their workshops and courses. Their services include

- courses and e-learning, such as e-courses on literature research and Citavi
- courses on research data management
- information and trainings on publishing and citing
- the TUM Workbench, a tool for an integrated project and research data management with which you can create e. g. electronic lab books and data management plans
- support to researchers according to TUM's Open Access Policy, e. g. by a publishing fund, consultation services and mediaTUM as TUM's self-archiving platform
- library tours
- themed weeks with a program on a variety of different topics

All dates and the complete course program is available on the [Library's website](#). For more information, please contact the [Library's Information Literacy Team](#).

TUM Language Center

German Language Courses

The TUM Language Center provides German language courses for international fellows and offers intercultural communication courses and events to enhance intercultural discourse. They offer special courses for the TUM staff, which makes it also a great opportunity to meet other researchers at TUM.

For updated information and other languages offers, please visit [this website](#).

English Writing Center

The English Writing Center offers free one-to-one consulting in English writing to all members of the TUM community. The Center is staffed by both professional language instructors and student Writing Fellows, all of whom are native (or near-native) English speakers. Contact them to develop long-term proficiency in English writing or to polish your papers in process!

For updated information, please visit the [following webpage](#).

TUM IAS Wednesday Coffee Talks

The TUM Institute for Advanced Study regularly invites TUM scientists and their guests for coffee! Meet other scientists and listen to a short talk (10-15 mins) on a recent major TUM publication or issue. For updated information, please visit [this website](#).

TUM Global & Alumni Office

The [TUM Global and Alumni Office](#) is your central hub to learn about international exchange opportunities, as well as the university's worldwide partnerships and networks. The TUM Global and Alumni Office

TUM Global Events

The TUM Liaison Officers in Beijing, Brussels, Mumbai, San Francisco, and São Paulo regularly organise event in their regions. The Series provides an opportunity to learn more about TUM's dialogue with international cooperation partners.

Find out more about their programme on the [website of the TUM Global & Alumni Office](#).

TUM Community

The [TUM Community](#) comprises all alumni, students, doctoral students, and postdocs, as well as all employees of TUM. The TUM Community

- offers advice on all stages of your career cycles. The [Career Service](#) organizes, e. g. application training, career counselling and an online CV-Check
- provides [mentoring for scientists](#)
- organizes regular events such as talks, discussions, and networking events for TUM students and alumni

[Join the Network](#) to stay connected.

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