

# TUM Postdoc Workshops & Postdoc101 Talks Summer Semester 2023



# Talent Program for Postdocs at TUM

Dear Postdocs,

the TUM Talent Factory supports postdoctoral researchers at TUM and continuously expands and improves its program. Please check out our broad program of **transferable skills workshops** as well as **online courses you can take at any time from any place**. Additionally, we organize together with the Munich Postdoc Network the **Munich Postdoc101 Talks**, a talk series open to all postdocs based in the Munich area.

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

The TUM Talent Factory is recruiting international postdocs for TUM e.g. via the Research Opportunities Week (ROW) and supports researchers of all levels applying **for third party funding**.

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.

To stay informed about all our offers and events as well as interesting calls we kindly invite you to register for our TUM Postdoc Newsletter and to follow us on our TUM Postdoc [LinkedIn](#) and [Twitter](#)!

**Please also share this program with other TUM postdocs** who might not receive our [TUM Postdoc Newsletter](#) yet.

Best regards,

TUM Talent Factory

<https://www.forte.tum.de/en/talent-factory/> | [postdoc-application@tum.de](mailto:postdoc-application@tum.de)

# 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 costly 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, please feel free to contact us at [postdoc-application@tum.de](mailto:postdoc-application@tum.de).

# Munich Postdoc101 Talk Series

## | Wednesdays 16.00 – 18.00

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 will 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.**

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. However, the talks cannot offer the space to discuss personal situations or issues in detail.

If you have further ideas for topics that appeal to a larger group of postdocs, you are very welcome to contact us anytime so we can take your ideas into consideration for further events!

**Cooperation Partner:** [Munich Postdoc Network](#)



# Overview of all Workshops & Talks

*For detailed information, please see the descriptions below!*

<b>Online Courses you can access anytime</b> <b>– please follow the instructions on our websites (see below):</b>	
Webcast	<a href="#">How to apply for Professorships</a> by <a href="#">schainundkuchenbrandt</a>
Nature Master Classes	Please see our <a href="#">website</a> for details. The online course <a href="#">“Focus on Peer Review”</a> is free to access upon registration.

<b>April</b>		
12	Munich Postdoc101 Talk	Appointment Negotiations and Salaries for Professorships (Hans-Conrad Ostermeyer)
13–14	TUM Postdoc Workshop	Leading in Academia (Ania Smolka)
26	Munich Postdoc101 Talk	Imposter Syndrome – Why Your Brain is Lying to You (Prof. Christine Lohmeier)
24	TUM Postdoc Workshop	How to Acquire and Manage Third-Party Funding (Magnus M. Gees)
24–25	TUM Postdoc Workshop	My First DFG Proposal (Dr. Alexander Schiller)
28 (+follow-up 12.05.)	TUM Postdoc Workshop	Grant Proposal Writing: How to Design and Communicate Your Project Convincingly (Dr. Sabine Preusse)

May		
04	TUM Info-Session/ Mini-Workshop	European Funding Opportunities for Postdocs - Beyond Individual Funding (Dr. Astrid De Clercq & Nadja Garchery)
09	Munich Postdoc-Day	<i>Please see the announcement on the Munich Postdoc Network's website: <a href="#">Munich Postdoc Day 2023</a></i>
10	Munich Postdoc101 Talk	A Postdoc Winding Road – How To Find Your Way (Dr. Jesús Agustín Banda Vázquez)
17	Munich Postdoc101 Talk	Peer Review in Research Funding & Publishing (Dr. Oliver Grewe)
23	TUM Postdoc Workshop	Smart Work in Academia: How To Manage Your Mental and Physical Energies (Stephan Pfob)
24	Munich Postdoc101 Talk	Be Part of the Solution – Identifying Solutions to Advance Minorities in Science (Prof. Andrea Erhardt)
31	Munich Postdoc101 Talk	Sustainability for Postdocs – Holistic Perspectives in a University Context (Tobias Michl)
June		
01–02	TUM Postdoc Workshop	My First DFG Proposal (Dr. Alexander Schiller)
07	Munich Postdoc101 Talk	The Artwork of Scientific Stories (Dr. Annette Klinkert)
07–08	TUM Postdoc Workshop	Women At Work: Find and Score the Job that Suits You (Dr. Karin Bodewits)

20	TUM Info-Session/ Mini-Workshop	European Funding Opportunities for Postdocs – Individual Funding: ERC Starting Grants and MSCA Postdoctoral Fellowships (Mirjam Dallmeier & Carla Herrmann)
21	Munich Postdoc101 Talk	The Embassy of Good Science: A Platform for Research Integrity and Ethics (Dr. Lisa Tambornino & Tom Lindemann)
28	Munich Postdoc101 Talk	Career Paths for Postdocs (Dr. Vera Kaulbarsch & tba)
<b>July</b>		
04	TUM Info-Session/ Mini-Workshop	Career Paths in Academia – (Funding) Opportunities for Postdocs (Dr. Tiffany Paulisch & Carla Herrmann)
05	Munich Postdoc101 Talk	All You Need to Know about the "Wissenschaftszeitvertragsgesetz" (Dr. Vanessa Adam)
11–12	TUM Postdoc Workshop	Building & Managing Your Research Group for Postdocs (Dr. Thomas Koch)
19–20	TUM Postdoc Workshop	Professor wanted! How to Apply for Professorships (Dr. Dieta Kuchenbrandt)
tba	Munich Postdoc101 Talk	Women in Science (Dr. Amelie Heuer-Jungemann, Dr. Melanie Schirmer & tba)

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

Quick Links:	<a href="#">TUM Institute for LifeLong Learning</a>
	<a href="#">TUM University Library</a> , esp. <a href="#">Courses &amp; Consultations</a>
	<a href="#">TUM Language Center</a> , esp. <a href="#">German</a> and <a href="#">Academic English</a>
	<a href="#">TUM IAS Wednesday Coffee Talks</a>
	<a href="#">TUM Global &amp; Alumni Office</a>
	<a href="#">TUM Community</a> and <a href="#">Career Service</a> , esp. <a href="#">Welcome Services</a>



# Postdoc Workshops

**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 costly 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, please feel free to contact us at [postdoc-application@tum.de](mailto:postdoc-application@tum.de).

# Leading in Academia

Date: 13–14 April 2023

**Format:** Online workshop via Zoom, 9.00–13.00

**Target group:** This workshop is designed for Postdocs who lead or aspire to lead project groups and/or doctoral students.

**Description:** Becoming an effective leader is a lifelong learning journey. This interactive workshop is designed to provide you with fundamental leadership skills that will enhance your effectiveness as a leader. The workshop will cover key concepts and practical tools that will enable you to communicate better, foster a positive work environment, and increase your team's productivity.

## **Contents:**

- Defining your role as a leader
- Crucial communication skills:
  - Listening deeply
  - Leading focussed conversations and scientific discussions with questions
- How to motivate others
- How to give feedback effectively

**Method:** Each workshop day will include hands-on tools, interactive exercises, case studies and group discussions that will enable participants to apply the concepts to their own research projects and work environments. By the end of the training, participants will have a better understanding of their leadership style and how to communicate effectively with their team members.

**Trainer:** [Ania Smolka](#) is a business coach, leadership and communications trainer working with diverse scientific communities. She acquired her Diploma in Psychology at the University of Münster in 2011 and co-founded the [I2A Network](#), a self-organized group of facilitators that specialises in team and individual leadership learning journeys.

# How to Acquire and Manage Third-Party Funding

Date: 24 April 2023

**Format:** Online workshop via Zoom, 09:00 –17:00 (incl. breaks)

**Target group:** This workshop is designed for postdocs and early-career-scientists.

**Description:** The workshop is both about acquiring and managing third-party funding but with a focus on managing the funding.

## **Aims:**

- Getting an overview of the most important project sponsors as well as third-party funders,
- Getting to know the peculiarities of programs and project lump sums,
- Understanding third-party funding as "holistic" resource planning (basic funding, third-party funding, overhead, revenues),
- Being able to recognize and avoid common mistakes in the application process and in this way increasing one's own funding chances,
- Deepening the knowledge of third-party funding management in organizational (administration) as well as qualitative aspects (control, sustainability)

## **Contents:**

- What is third-party funding?
- Acquiring, obtaining and managing third-party funding
- Project sponsors
- Quality management
- Financing plan
- Program and project lump sum
- Call for funds and proof of use
- Controlling and risk management

**Trainer:** [Magnus M. Gees](#) is a trainer at ZWM – Zentrum für Wissenschaftsmanagement e. V. Speyer (Center for Science and Research Management). He works as a consultant individually and cooperatively, especially with clients from the field of research, university and R&D departments of the economy. His consulting and teaching approach is holistic and sustainable. His goal is to support clients in identifying and activating potential – in order to be able to make optimization better!

# My First DFG Proposal

Date: 24–25 April 2023

**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 scientist's 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 the evaluation process. Examples from the trainer's 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:** [Dr. ès sc. habil. Alexander Schiller](#) was a DFG Heisenberg fellow and juniorprofessor for inorganic chemistry at the University of Jena (Germany). In 2011 he started the project [Schiller & Mertens](#). Since 2016 he is a full-time trainer, certified coach and facilitator: teaching advanced research skills, such as communication in science, team building and leading competences and didactics and methodology in university teaching. As researcher and group leader Dr. Schiller knows the challenges of scientists and addresses them interactively in an innovative setting. He is a member in the „Bundesverband für Training, Beratung und Coaching“. Since 2018, Dr. Schiller is a „Certified Advanced Coach“ by the The Thiagi Group, Inc.

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

Date: 28 April & 12 May 2023

**Format:** Online workshop via Zoom, 9.00–17.30 (incl. breaks)

**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. However, the process of how to work out these details is a common denominator to the different 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.

# European Funding Opportunities for Postdocs – Beyond Individual Funding (Info-Session)

Date: 04 May 2023

**Format:** TUM Info-session / Online mini-workshop via Zoom, 09:15-10:15

**Target group:** The workshop is tailored to postdocs (all levels) who are keen to learn more about the large European Funding landscape and are willing to collaborate on an international level.

**Description:** The workshop aims to provide postdoctoral researchers with an overview of the funding opportunities available for collaborative research projects, mainly within the competitive Horizon Europe program.

Participants will learn about the EU Funding & Tender Portal, the application process, eligibility criteria, and evaluation criteria for obtaining funding. The workshop will use case studies, examples, and testimonials to provide attendees with practical insights and strategies on how to develop successful EU-proposals. The workshop will also explore strategies for building international research networks and partnerships with industry in this context.

*Please note that the focus of the workshop is NOT on the individual funding schemes such as MSCA Postdoctoral Fellowships and ERC Starting Grants (see our Workshop on 20 June).*

## Aims:

- Finding collaborative funding opportunities within your field of research
- Understanding eligibility criteria
- Understanding the main differences within programs (e.g. Pillar II/EIC) and calls (RIA/IA/CSA)
- Be able to navigate through the documentations of a certain call
- Become familiar with the different support options in the European Funding Landscape (TUM ForTe, BayFor, National Contact Points)

**Trainers:** [Dr. Astrid De Clercq](#) is an expert on European funding programs for collaborative research. [Nadja Garchery](#) has many years of experience in the field of European research funding, with a focus on ERC Grants. They both work in the EU and International Research Support Team of the [TUM Office for Research and Innovation](#) (TUM ForTe).

# Smart Work in Academia: How to Manage Your Mental and Physical Energies

Date: 23 May 2023

**Format:** On-site workshop, City Center Campus, 09.30–14.00

**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. 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 practices and guidelines for sustainable productivity
- 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
- How to deal with stress and increase positivity about work
- Answers to your individual topics and concerns (feel free to use the little survey before the workshop)

**Trainer:** [Stephan Pfob](#) is a speaker, author and New Work guide at [Berlin Alley](#). He is specialized in feedback and the psychology of work and has extensive work experience in different fields, ranging from academics to administration, teaching, information design and business intelligence. Berlin Alley is an agency for New Work helping to build a culture of collaboration, continuous learning and human-centered work – for individuals, teams and organizations of all sizes.

# My First DFG Proposal

Date: 01–02 June 2023

**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 scientist's 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 the evaluation process. Examples from the trainer's 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:** [Dr. ès sc. habil. Alexander Schiller](#) was a DFG Heisenberg fellow and juniorprofessor for inorganic chemistry at the University of Jena (Germany). In 2011 he started the project [Schiller & Mertens](#). Since 2016 he is a full-time trainer, certified coach and facilitator: teaching advanced research skills, such as communication in science, team building and leading competences and didactics and methodology in university teaching. As researcher and group leader Dr. Schiller knows the challenges of scientists and addresses them interactively in an innovative setting. He is a member in the „Bundesverband für Training, Beratung und Coaching“. Since 2018, Dr. Schiller is a „Certified Advanced Coach“ by the The Thiagi Group, Inc.



# Women at Work: Find and Score the Job That Suits You

Date: 07–08 June 2023

**Format:** Online workshop via Zoom, 9.00–11.30

**Target group:** This workshop is designed for postdocs of all levels.

**Description:** Have you enjoyed research and teaching in the past years, but now you think it is time to change? Or maybe you are not sure yet whether to stay in academia or not, but would like to learn more about other possibilities before making any decision? In this course, which has been specifically developed for postdocs, we will not only broaden your view about everything you can do with your qualification, but also give you practical tips on how to reach your personal goals.

## **Contents:**

- Job opportunities in- and outside of academia
- How to sell your skills
- Job application strategies

**Trainer:** [Dr. Karin Bodewits](#) comes from the Netherlands where she studied Biology. After spending some time at Puleva Biotech in Spain and Unilever in China, she completed a PhD in Biochemistry at the University of Edinburgh. In 2012, she founded the successful company NaturalScience.Careers, a seminar and talk provider for natural- and life scientists. In this function, she became book author, short story writer, speaker and workshop leader and published a wide range of career and soft skills related articles in magazines like [Chemistry World](#) and [Naturejobs](#). She wrote the [Career Fables](#) for [Science Careers](#).

# European Funding Opportunities for Postdocs – Individual Funding: ERC Starting Grants and MSCA Postdoctoral Fellowships (Info-Session)

Date: 20 June 2023

**Format:** TUM Info-Session / Online mini-workshop via Zoom, 09:15-10:15

**Target group:** This Info-Session is tailored to early career researchers who are keen to learn more about the individual funding schemes of ERC Starting Grants and MSCA Postdoctoral Fellowships.

**Description:** This Info-Session aims to provide postdoctoral researchers with an overview of ERC Starting Grants and Postdoctoral Fellowships of the Marie Skłodowska-Curie Actions (MSCA) as important individual funding opportunities within the competitive Horizon Europe program.

Participants will gain insights about the application process, eligibility criteria, and evaluation criteria for obtaining funding. They will also learn about support structures available to TUM Postdocs to successfully pursue these funding opportunities.

*Please note that the focus of the workshop is NOT on the collaborative research projects (see our Workshop on 04 May).*

## Aims:

- Finding individual funding opportunities within your field of research
- Understanding eligibility and evaluation criteria of different programs
- Understanding the respective application processes
- Becoming familiar with the different support options in the European Funding Landscape (TUM ForTe, National Contact Points)

**Trainers:** [Mirjam Dallmeier](#) and [Carla Herrmann](#) work at the [TUM Office for Research and Innovation \(TUM ForTe\)](#) and are experts on the European funding programs of ERC and MSCA Postdoctoral Fellowships.

# Career Paths in Academia – (Funding) Opportunities for Postdocs (Info-Session)

Date: 04 July 2023

**Format:** TUM Info-Session / Online mini-workshop via Zoom, 13.00–15.30

**Target group:** The workshop addresses funding programs suitable for doctoral researchers in their final year and early-career postdocs.

**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 any 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 workshops aims at early-career researchers and doctoral students who want to gain insight into the system and prepare for their first application in Germany.

## **Aims:**

- After the seminar, the participants know research support and career services offered by the TUM Office for Research and Innovation (TUM ForTe), in particular by its National Research Support team and TUM Talent Factory, and other support structures at TUM.
- Participants understand an academic career system in Germany (e.g. from a postdoc position through research group leader to a professorship)
- Participants know funding options for postdocs, main German funding organizations and their programs.
- Participants know sources and tools to identify calls for proposals for third-party funding.

**Trainers:** [Dr. Tiffany Paulisch](#) and [Carla Herrmann](#) work at the [TUM Office for Research and Innovation \(TUM ForTe\)](#) and are experts on national funding programs and research and industry cooperations. They also coordinate the [TUM Talent Factory for Postdocs](#), a program offering a range of career services to TUM postdocs and to external postdocs interested in joining the TUM.

**Cooperation Partner:** [TUM Graduate School](#)

# Building and Managing your Research Group for Postdocs

Date: 11–12 July 2023

**Format:** On-site workshop, City Center Campus, day 1: 9.00-17:00; day 2: 9.00-13.00  
+ *Individual consultancy sessions (optional) in the following days*

**Target group:** This workshop is designed for postdocs with initial leadership experience or senior postdocs.

**Description:** The transition from postdoc to independent research group leader is an exhilarating, yet challenging experience. This workshop raises critical awareness of how to navigate research leadership with confidence. Reflecting different styles of leadership, it provides hands-on tools and techniques to develop vision and mission, set goals, identify needs, recruit and develop research staff, manage expectations, and review progress. It also addresses the challenges of operating successfully in a 360-degree leadership context.

**Your benefits:** 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 behaviours, experiences, and skills,
- create a welcoming and invigorating research environment,
- set out vision and direction for your research group,
- employ appropriate tools and techniques to foster progress,
- advance your career as an independent researcher.

**Methods:** This highly interactive workshop employs theoretical input and practice scenarios, plenary discussions, individual and small group work, experience sharing, and expert advice.

**Trainer:** [Dr. Thomas Koch](#) is a research management consultant, certified business trainer and coach. Holding a PhD in physical chemistry from the UK, he builds on more than ten years of international research experience. For twelve more years, he has worked as a research manager and senior administrator, delivering high-level support and advisory services for both researchers and university top management at universities in Bochum (RUB) and Munich (LMU). In 2016, he started up his own consultancy [academic futures](#) to provide hands-on workshops and individual guidance for researchers to realise their research ideas and career objectives.

# Professor wanted! How to Apply for Professorships

Date: 19–20 July 2023

**Format:** Online workshop via Zoom, 9.00-17.00

**+Individual consultancy sessions (optional) in the following weeks**

**Target Group:** Postdocs with at least 2 years of postdoc experience and Research Groups Leaders who are preparing to apply for professorships. If you want to obtain more general information about how to apply for professorships, we recommend you to take part in the Webcast "How to apply for Professorships" (see below) any time.

**Description:** The workshop aims to give you insights into the application procedure for professorships (focus: Germany) – a procedure that is highly formalized but often lacks transparency and differs in many aspects from other application formats in academia. In this seminar, we deal with your written application as well as topic-related and strategic advice for your selection interview, application presentation and demonstration lecture. We focus on different aspects of the appointment procedure, such as typical and critical questions during the selection interview, potential snares during the demonstration lecture, or ambivalent interests among the members of the audition committee. Moreover, we work on how to present yourself and your academic profile successfully and how to emphasize your particular expertise.

After the workshop, participants have the opportunity to take part in a one-hour individual coaching session. Participants can use this, for example, to receive feedback on application documents, to reflect on previous experiences in appointment procedures, to prepare for a specific hearing or to work on further individual questions.

**Trainer:** [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.

# Munich Postdoc101 Talk Series

## | Wednesdays 16.00 – 18.00

**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.**

**Cooperation Partner:** [Munich Postdoc Network](#)



**Just register until one day before the respective talk –  
*You do not have to inform us if you cannot participate!***

# Appointment Negotiations and Salaries for Professorships

Date: 12 April 2023

**Description:** This talk will give a brief overview of the possibilities for the appointment package and salary negotiations. It shows the basic principles of the salary system for professors in Germany and gives a structural overview of the W-Salary systems as well as of the possibilities for negotiating appointment increments.

**Speaker:** [Hans-Conrad Ostermeyer](#) is a lawyer as well as in-house lawyer at Deutscher Hochschulverband (DHV). He gives legal advice to the members of DHV and supports members during their appointment negotiations. His areas of expertise are university law, public service law and employment law.

# Imposter Syndrome – Why Your Brain is Lying to You

Date: 26 April 2023

**Description:** Within the work context, having imposter syndrome refers to recurring thoughts that you are simply not good enough for the position you have and that you cannot perform appropriately. The main thesis presented in this talk is that the imposter syndrome is based on “thought errors”. “Thought errors” are thoughts that appear helpful and benevolent on the one hand, but create a negative effect at closer inspection. By the end of the talk, you will have a deeper understanding of why and how an imposter syndrome develops. Plus, you will hear some strategies on how to move forward.

**Speaker:** [Prof. Christine Lohmeier](#) is a communication scholar and a certified coach. She offers workshops, courses and 1-on-1 mentoring for postdocs in particular and academics in general. Her offers support clients in reaching their goals (inside and outside academia) and raising the level of their (self-)leadership. An active academic herself, Prof. Lohmeier 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.



# A Postdoc Winding Road – How To Find Your Way

Date: 10 May 2023

**Description:** The postdoc phase is not only a stage full of interesting opportunities and exciting options to advance a career in science, but it also may pose great challenges and necessitate difficult decisions. This talk will give you a deep and personal insight into an individual career path as a postdoc: Which decisions have to be made when, how do you position yourself in a highly competitive international environment and how can you raise appropriate funding for your research? In addition to this, you will have numerous opportunities for mutual exchange and networking with other fellow postdocs from different disciplines and institutions in this talk.

**Speaker:** [Dr. Jesús Agustín Banda Vázquez](#) studied Genomic Sciences (2006-2011) at the National Autonomous University of Mexico (UNAM, Mexico). Regarding graduate studies in Biochemical Sciences, he obtained his MSc (2013) at the Biotechnology Institute (IBT, Mexico) and his PhD (2018) at School of Medicine, UNAM. His research experience regards protein engineering and protein design by means of computational methods and experimental testing. His expertise has been developed and applied in Mexico (IBT and School of Medicine at UNAM), Germany (Max Planck Institute for Developmental Biology at Tübingen and Helmholtz Zentrum at Munich), and Canada (University of Ottawa). With an interest in applying his expertise to lighting devices, Dr. Banda Vázquez is a Marie Skłodowska-Curie Actions Postdoctoral Fellow at the Technical University of Munich working at the chair of Biogenic Functional Materials with Prof. Rubén D. Costa. His research focuses on prediction and improvement of suitable sustainable materials for Bio-hybrid LEDs.

# Peer Review in Research Funding & Publishing

Date: 17 May 2023

**Description:** This talk explores the reasoning behind peer review processes and, by retracing its history, aims to make the current status, procedures and dilemmas of peer review comprehensible. By discussing its inherent trade-offs, deliberating critical arguments which highlight the problems of peer review and presenting current approaches for finding solutions for these problems, the speaker invites the audience to reflect on how to determining the value of scientific insight.

**Speaker:** [Dr. Oliver Grewe](#) organizes and manages peer review processes in research funding, science evaluation and the selection of highly gifted researchers as a program manager of the Volkswagen Foundation, one of Germanies biggest private research funders. He started his career in science management at the German Academic Scholarship Foundation (Studienstiftung) and the Scientific Commission of Lower Saxony (Wissenschaftliche Kommission Niedersachsen). Since 2015 he additionally supports academics as a trainer and coach.

# Be Part of the Solution – Identifying Solutions to Advance Minorities in Science

Date: 24 May 2023

**Description:** While we are all aware that women and minority groups continue to be underrepresented in the sciences, it can be challenging to know what each individual can do to reverse these trends. However, at every career stage change meaningful steps can be taken to help the advancement of underrepresented groups.

Additionally, a clear understanding of diversity issues, and the language used to discuss them, are increasingly an important part of faculty and industry hiring processes. Candidates are expected to both understand the challenges of bringing diverse groups to campus, along with proposing steps they will take to increase the retention of under-represented groups. Strong responses to these questions are increasingly important worldwide.

In this talk, we will discuss both the impact and steps forward to creating a more equitable and inclusive academic environment. This overview talk will summarize the current research and provide examples of current steps for improvement. Topics will include defining the biggest issues preventing the success of diversity, equity, and inclusivity initiatives, best practices for inclusive teaching and building research groups, and how to address implicit bias.

## Contents:

- Overview of best practices for advancing underrepresented groups in science
- Discussion of how to build inclusive research work environments
- Identifying bias in your research network and
- Discussion and ideas for improvement both now and in future career positions

**Speaker:** [Prof. Andrea Erhardt](#) is an Anna Boyksen Fellow for the Institute for Advanced Studies at TUM and an Associate Professor at the University of Kentucky, USA. She received her PhD in isotope geochemistry from Stanford University, followed by postdoctoral studies at the University of Cambridge. Her research covers both palaeoceanography and mechanisms for increasing diversity in the geosciences.

# Sustainability for Postdocs – Holistic Perspectives in a University Context

Date: 31 May 2023

**Description:** Sustainable development and the sustainable transformation of our societies is the essential challenge for humanity in the 21<sup>st</sup> century. The word “Sustainability” has become a common terminology not only in everyday life, but also in academic contexts. But what is behind this buzzword? This talk not only addresses the questions where sustainability is encountered by postdocs and what meaning it has for example in the context of research funding. It also gives an overview and contextualisation in the global, national and institutional perspective (with a focus on the TUM Sustainable Futures Strategy 2030) and introduces significant networks on this topic.

**Speaker:** [Tobias Michl](#) is Sustainability Manager at the TU Munich and part of the [TUM Sustainability Office](#). This presidential staff unit is responsible for the development of the TUM Sustainable Futures Strategy 2030 and the coordination of its implementation.

# The Artwork of Scientific Stories

Date: 07 June 2023

**Description:** This talk will provide scientists and researchers with practical strategies for leveraging the power of storytelling to effectively communicate their work to a broader audience. It will show how stories can inspire curiosity and interest in science, and ultimately advance scientific understanding and progress. The presentation will highlight how storytelling can help to bridge the gap between the scientific community and multiple publics, enabling researchers to connect with non-scientists and inspire them to take an interest in science. The talk will then delve into the elements of effective storytelling, including the importance of creating a narrative arc, using vivid and descriptive language, and leveraging emotional resonance to connect with the audience. The speaker will use real-life examples from scientific storytelling, highlighting successful stories that have captivated audiences and spurred action. The talk will also address common challenges that scientists face when communicating their work, such as jargon and complex technical language, and provide strategies for overcoming these barriers. The speaker will emphasize the importance of tailoring the storytelling approach to the specific audience and context, highlighting the need for flexibility and adaptability in science communication.

**Speaker:** [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, Dr. 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.

# The Embassy of Good Science: A Platform for Research Integrity and Ethics

Date: 21 June 2023

**Description:** The Embassy of Good Science is a pan-European platform that supports researchers to act with integrity and according to relevant ethical standards. In this presentation, you will be given an overview of the structure and functions of the platform and outline how it can support researchers, especially postdocs. The talk will explain what research ethics and research integrity are and why all researchers should think about ethical challenges before, during, and after conducting research projects. Based on case discussions, the speakers will show how good scientific practice can look like.

**Speakers:** [Dr. Lisa Tambornino](#) works in the areas of research ethics and research integrity for [EUREC](#) - the European Network of Research Ethics Committees. She is involved in many different EU projects on research ethics, ethics of emerging technologies and ethics of participation. She studied philosophy, psychology and law at the University of Bonn and has a substantial background in ethics, especially bioethics and medical ethics. She has more than ten years of experience in working in interdisciplinary fields – in research, writing/editorial, project management and teaching.

[Tom Lindemann](#) works for EUREC where he is involved in several projects on research integrity and research ethics. He has helped developing, organizing and implementing educational and awareness actions to promote research integrity and written on ethical and legal aspects of data protection governance in ICT research. Moreover, he has expertise and experience in stakeholder engagement, project management and grant writing. Before joining EUREC Office, he worked at Saarland University.

# Career Paths for Postdocs

Date: 28 June 2023

**Description:** Sooner or later, many postdocs are faced with the question: What's next? A career within academia is a promising option, but by no means the only one. This talk will give you an insight into three different career paths that are possible venues for postdocs: academia, HAW Professorship and entrepreneurship. Our experts will not only give you in-depth information on each of these paths, but will also share their own first-hand experiences. In addition, the talk will offer various opportunities to ask questions and engage in a fruitful exchange.

**Speakers:** [Dr. Vera Kaulbarsch](#) is the coordinator [Project "Attract2HM"](#) at the TUM Graduate School.

**N. N.,** Entrepreneurship expert

**N. N.,** Academic expert

*For updates, please [see our website](#).*

# All You Need to Know About the „Wissenschaftszeitvertragsgesetz“

Date: 05 July 2023

**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 talk aims to equip participants with the necessary basic knowledge of WissZeitVG that is essential for the planning of a career in science. The Talk will be held in English.

**Speaker:** [Dr. Vanessa Adam](#) is a lawyer and consultant at Deutscher Hochschulverband, Bonn (DHV). 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 DHV members.



# Women in Science

Date: July 2023

**Description:** Although equality and attention to gender aspects should be standard practice by now, women in academia still often face a number of challenges in terms of (in-)visibility and recognition. In this panel discussion, three female scientists will present their career paths in academia. What challenges and opportunities have they encountered, how do they perceive their role as female scientists, group leaders and professors, and what do they wish they had known earlier? In addition to these personal insights, this talk also invites you to exchange ideas and connect with the speakers as well as with the other participants.

**Speakers:** [Dr. Amelie Heuer-Jungemann](#) leads the Emmy Noether Research Group “DNA Hybridnanomaterials” at the Max Planck Institute of Biochemistry (Martinsried, Germany). She previously was a Postdoctoral Fellow at LMU Munich and the University of Southampton.

[Dr. Melanie Schirmer](#) leads the Emmy Noether Research Group for Computational Microbiome Research and is a Junior Fellow at TUM. She also successfully acquired an ERC Grant in 2022.

**N. N.**

*For updates, please [see our website](#).*

# Online Courses You Can Attend Anytime

## Nature Masterclasses

TUM has an institutional subscription to [Nature Masterclasses](#). 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 work materials (handouts, 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 challenges 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 of these 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](mailto: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](mailto: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 a 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 bibliometric. 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 for example electronic lab books and data management plans  
support to researchers according to TUM's Open Access Policy, for example 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-on-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 [this website](#).

## TUM IAS Wednesday Coffee Talks

The [TUM Institute for Advanced Study \(TUM IAS\)](#) regularly invites TUM scientists and their guests for coffee! Meet other researchers and listen to a short talk (10-15 min) 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.

### **Welcome services for international researcher**

With its welcome services, the TUM Global and Alumni Office supports international postdocs, guest professors and TUM hosts, regarding all formalities related to relocating to Munich. We are the central point of contact for the campuses in Munich, Garching, and Freising and aim to help researchers integrate smoothly into TUM's academic life.

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

### **TUM Global Events**

The TUM Liaison Officers in Beijing, Brussels, Mumbai, San Francisco, and São Paulo regularly organise events 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 cycle. The [Career Service](#) organizes for example 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

Visit this [website](#) to stay connected!

**Technische Universität München**

TUM Talent Factory

TUM Office for Research and Innovation

Arcisstrasse 21

80333 München

<http://www.tum.de/postdoc> | [postdoc-application@tum.de](mailto:postdoc-application@tum.de)

Twitter: [@tumpostdoc](https://twitter.com/tumpostdoc)

LinkedIn: [@TUM Talent Factory for Postdocs](https://www.linkedin.com/company/tum-talent-factory)