

European Alliance on Research Career Development

The MO Forum's Action Plan & Survey Results

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- From Istanbul to Strasbourg: steps & accomplishments
- Survey of member organisations: some findings
- Food for thought
- Today & tomorrow: what to look at



1. Research career taxonomy & Career tracking

A. Taxonomy

Goal 1: one joint taxonomy encompassing private, public & higher education research → structure to research funding

Status: c... development & endorsement of EC 'European Framework for Research Careers'

Accomplished!

B. Career tracking

Goal 2: identification of good practice to be built on by Member Organisations

Action: Ov... of career tracking surveys

Ongoing!

International workshop in February 2012



2. Professional skills development

Goal: agreed framework and joint tool for researchers' continuous professional development in Europe

Action: Validated pan-European professional development framework for researchers based on Vitae's Researcher Development Framework (UK)

Ongoing!

3. Mobility

A. Peer review & portfolio careers

Goal: development of a guideline based on European Peer Review Guidelines and Peer Review Forum

<http://www.esf.europa.eu/activities/mo-fora/peer-review.html>

Action: analysis of good practice in addressing portfolio careers in peer review

Ongoing!



B. Inter-sectoral mobility

Goal: policy recommendation on how to foster inter-sectoral mobility

Action: mapping Member organisations' policies & practices to support mobility between the public & the private research sector

Ongoing!

C. Incoming 3rd country researchers

Goal: identification of Member Organisations' good practice in implementing agreements

Action: collaboration with European Commission's project 'The Researchers Report'

Ongoing!



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The questionnaire

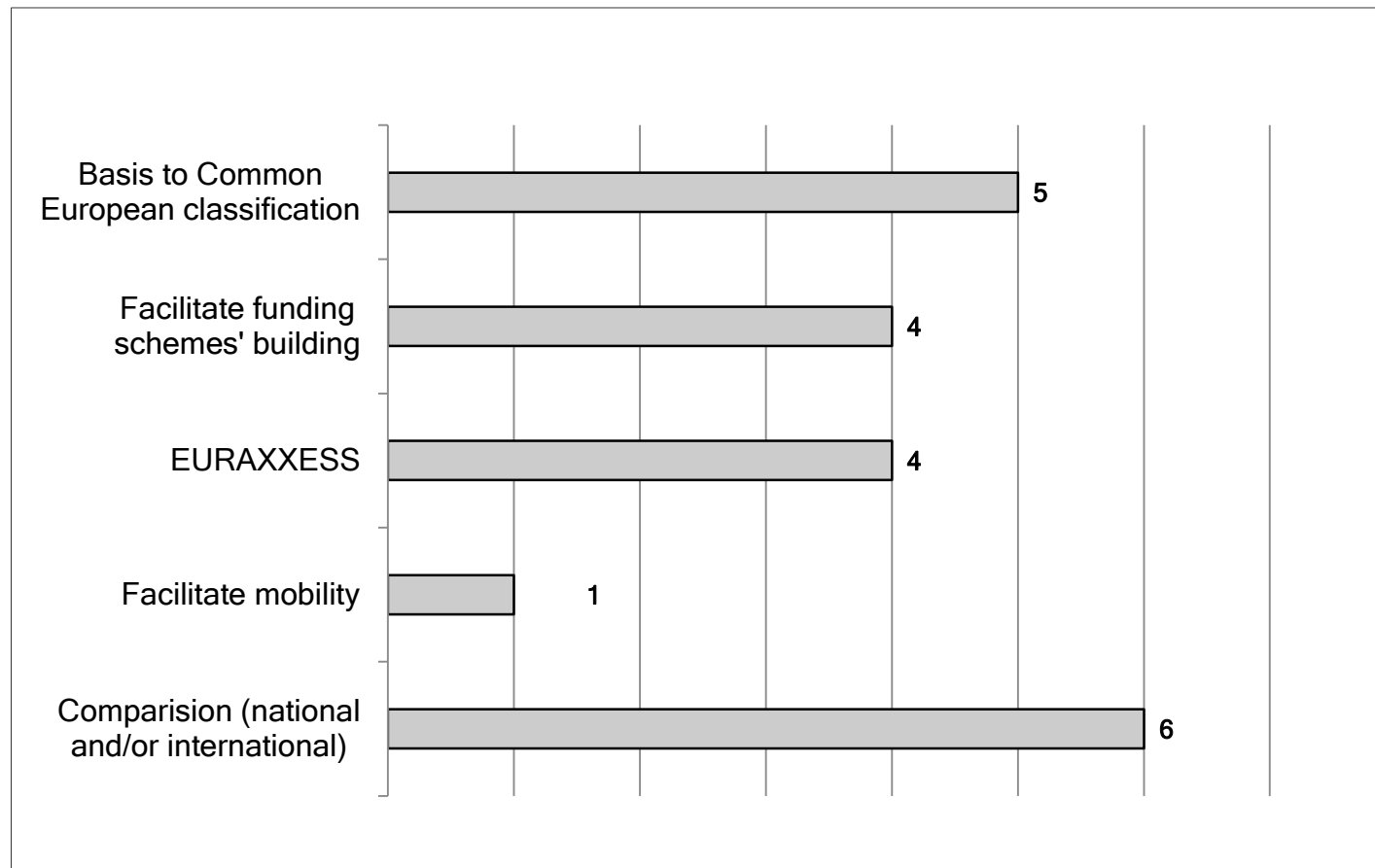
- Addressing major fields of activities
 - Taxonomy, career tracking, continuous professional skills development, mobility, peer review & portfolio careers

The participants

- 20 organisations from 17 all across Europe
 - Austria, Belgium, Denmark, Estonia, Germany, Hungary, Italy, Luxemburg, Norway, Poland, Romania, Slovakia, Spain, Sweden, Switzerland, Turkey, United Kingdom



How should the new taxonomy be used?



What organisations are afraid of:

- Rigid use of the taxonomy
- Difficulties in translating or harmonising
 - EU taxonomy ↔ existing national models

Required action

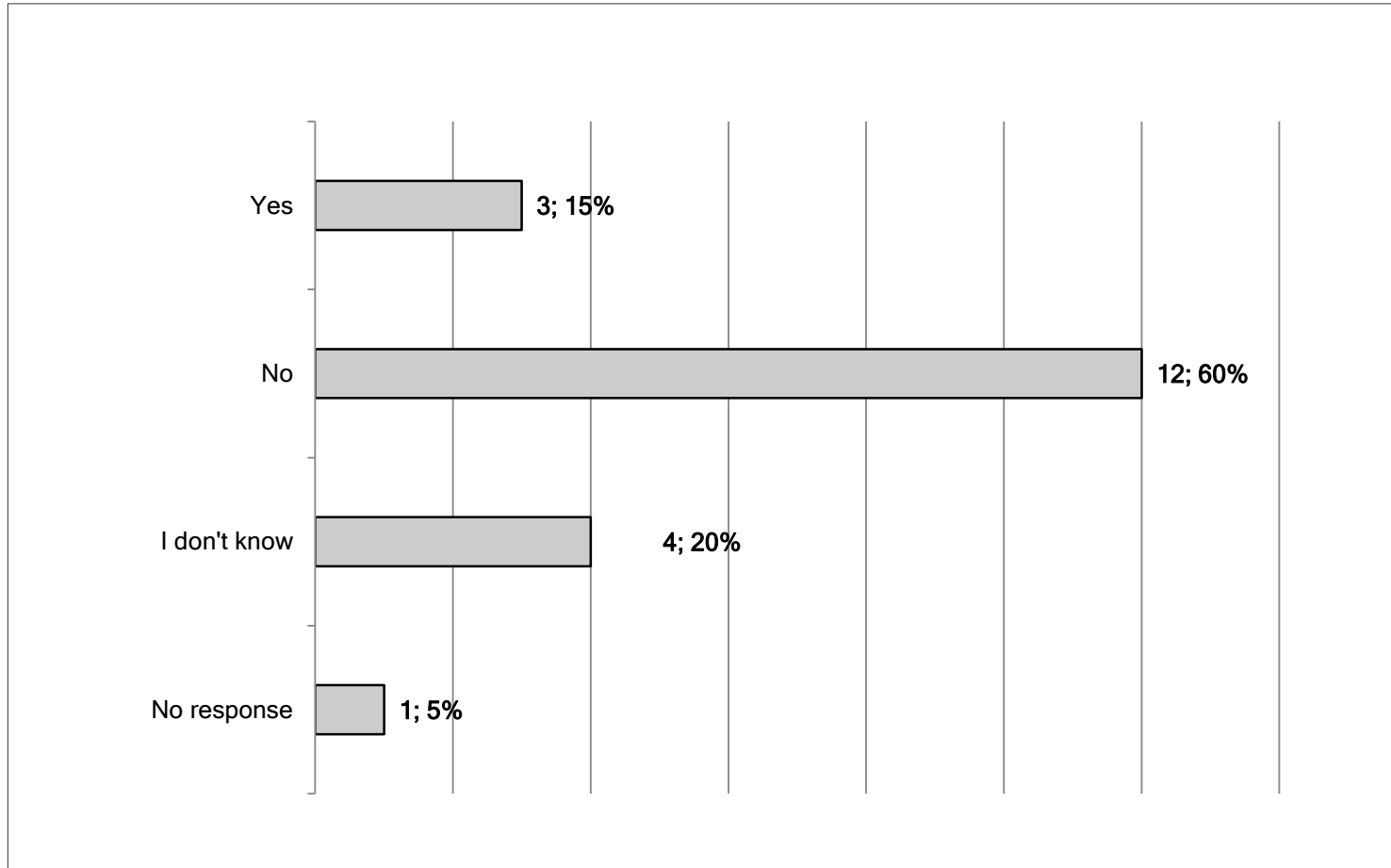
- Further discussion & thoughts
 - How to translate European Taxonomy for Research Careers to national level?
 - How to use in order to make research careers in Europe more transparent, comparable & predictable?



- 16 organisations use own taxonomies
 - With few exceptions: four-stage classification, usually starting at doctoral candidate level
- 3 refer to other European taxonomies
 - LERU, ESF
- Purposes of taxonomy use
 - Define paycales and/or occupational status of employees
 - Describe target groups and eligibility for funding schemes
 - Statistical analyses



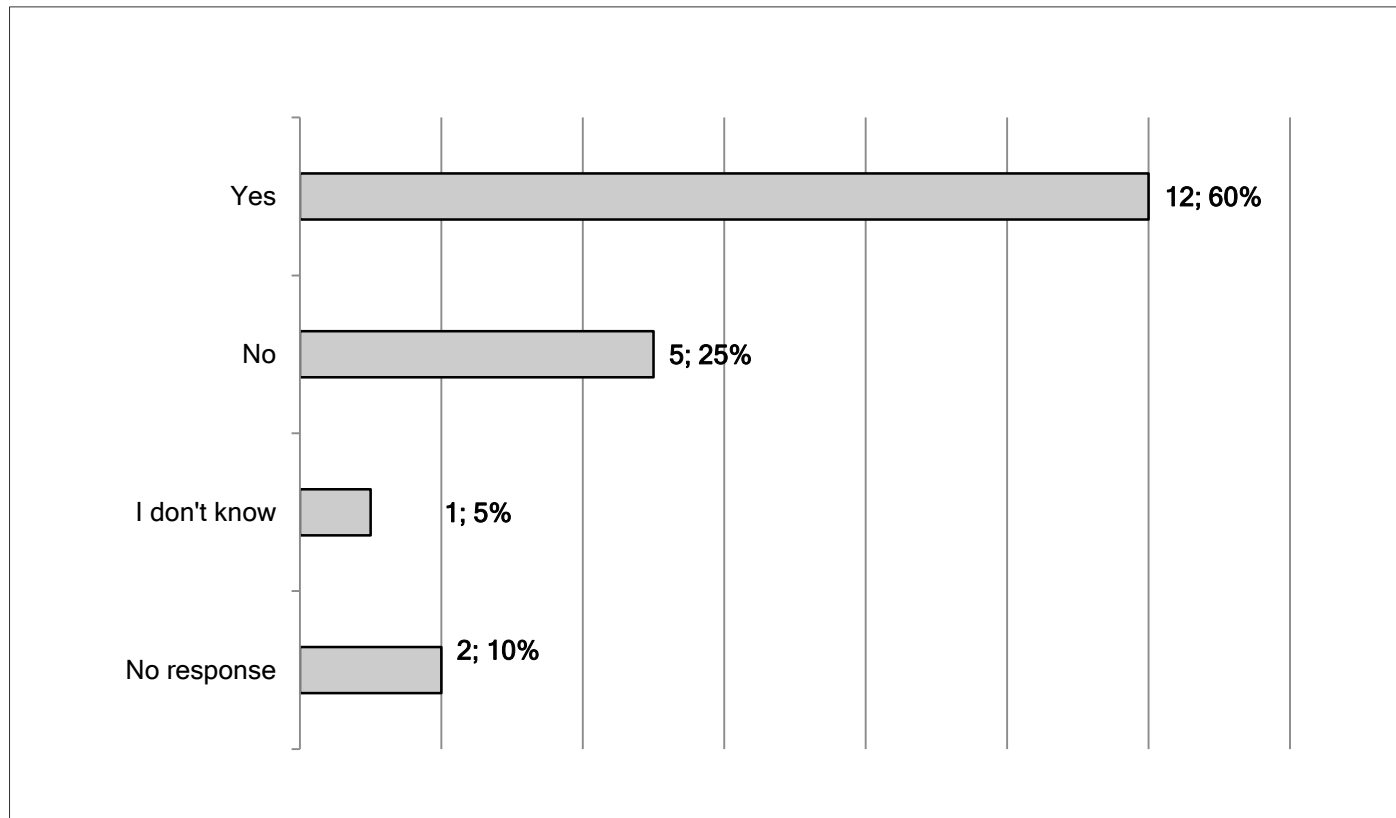
Awareness of differences in taxonomies: industry vs. academia



Limited awareness, no common denominator
Would companies have a different view?



Earlier experience in career tracking of researchers

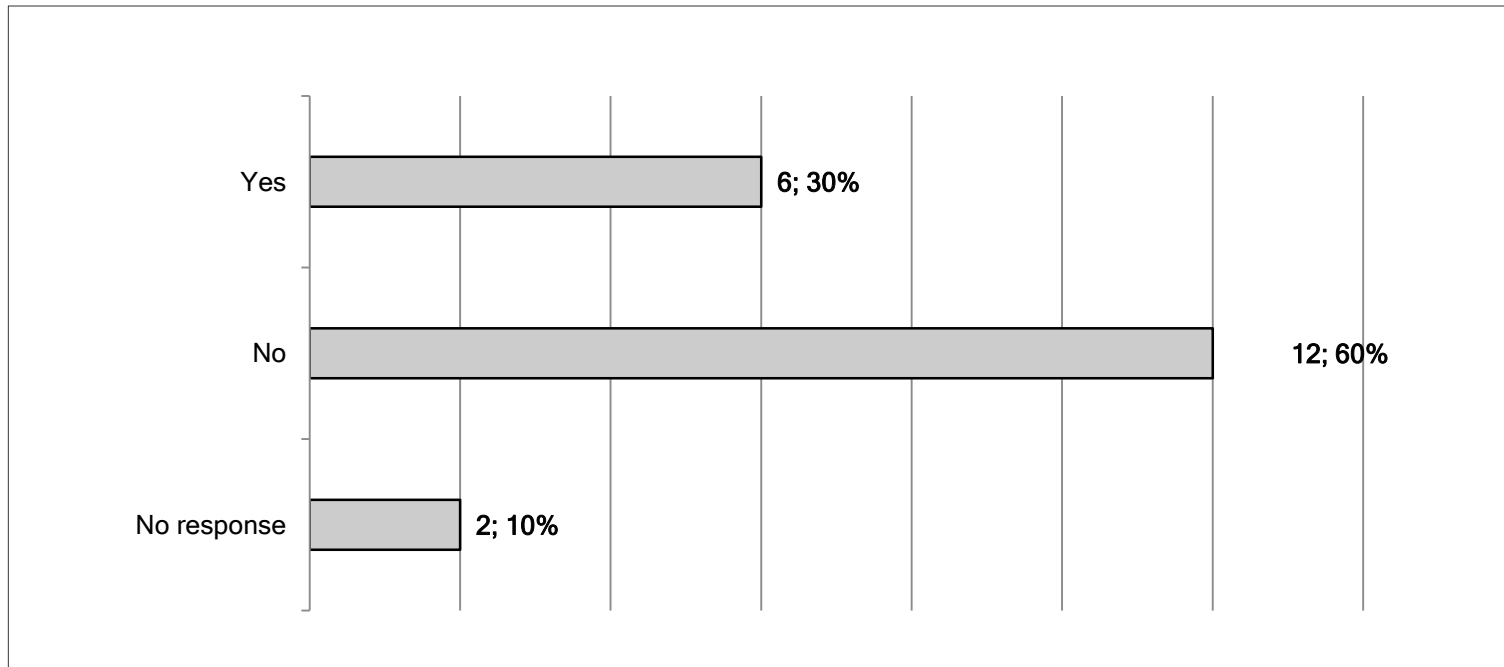


But: Do all have a common understanding of career tracking?



- **Researchers' career stages**
 - E.g. doctorate holders, senior researchers
 - **Level of analysis**
 - National or organisational level
 - **Types of studies**
 - E.g. programme evaluation, monitoring
 - **Methodology**
 - E.g. survey, database analysis
- No common understanding of career tracking
- Some refer rather to monitoring

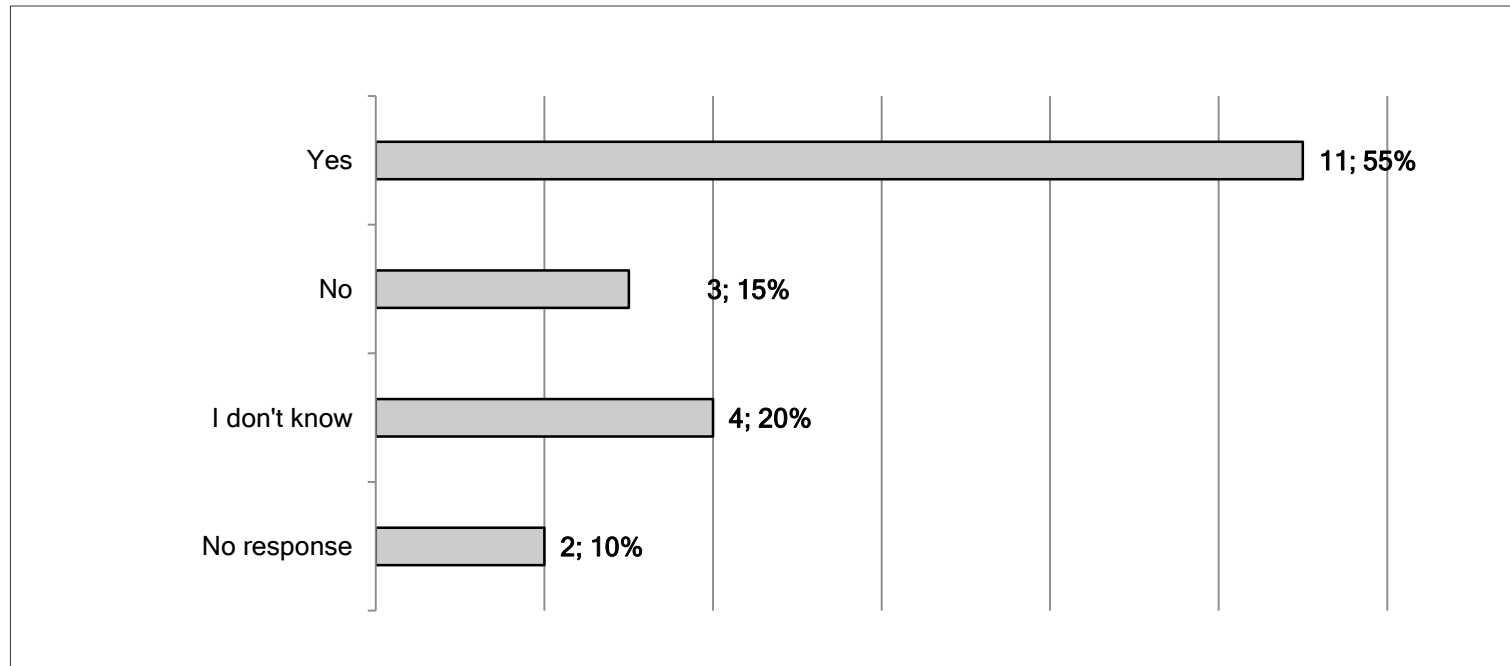




Examples

- Centre on R&D monitoring, branch at Ghent University
- Panel survey by Institut fuer Forschungsinfomation & Qualitaetssicherung
- OECD CDH, VITAE, EUA



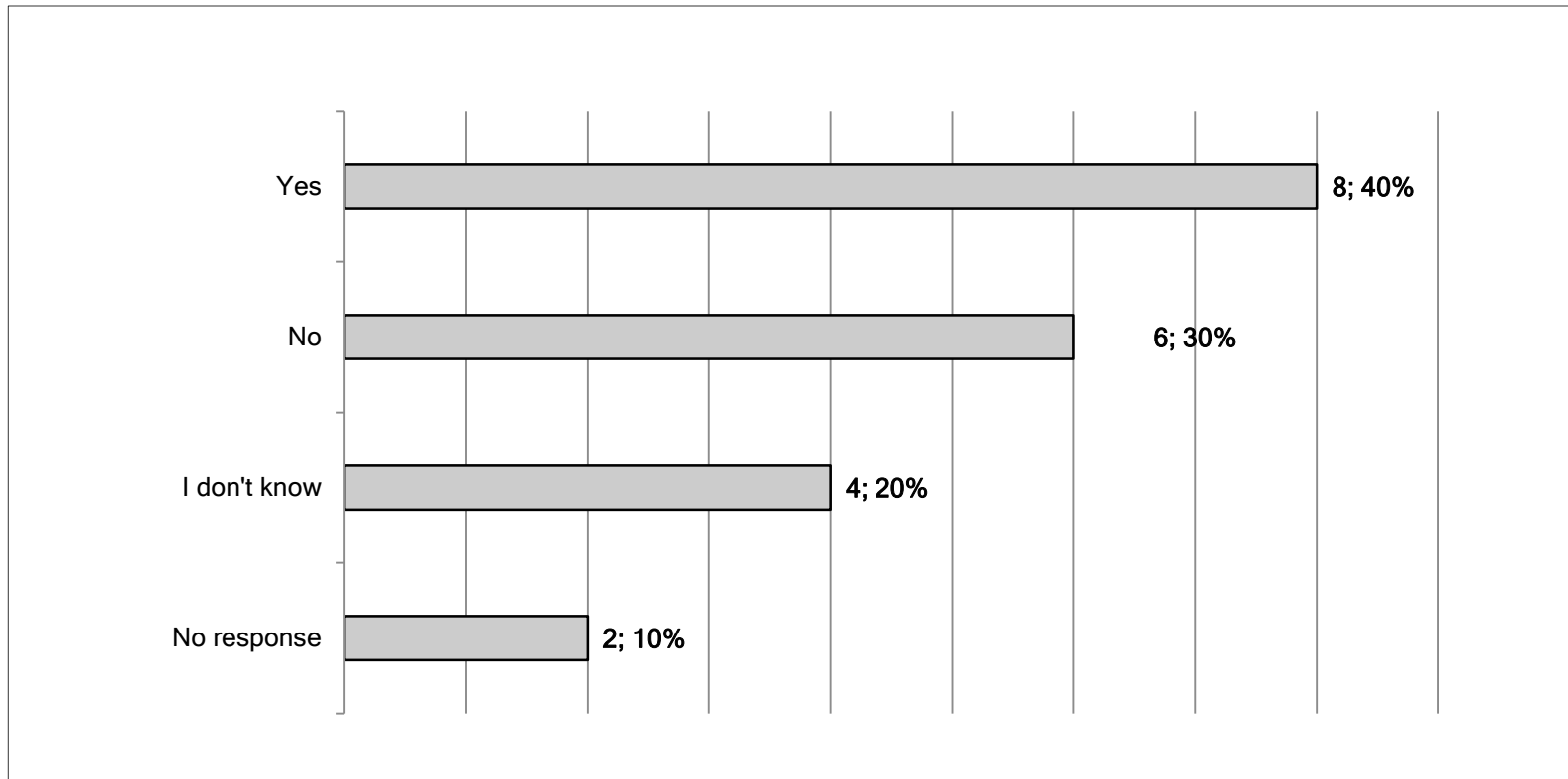


Motivation

- Career tracking as tool to measure impact & success
 - Funding or qualification schemes (RPOs)



Availability of policies or guidelines

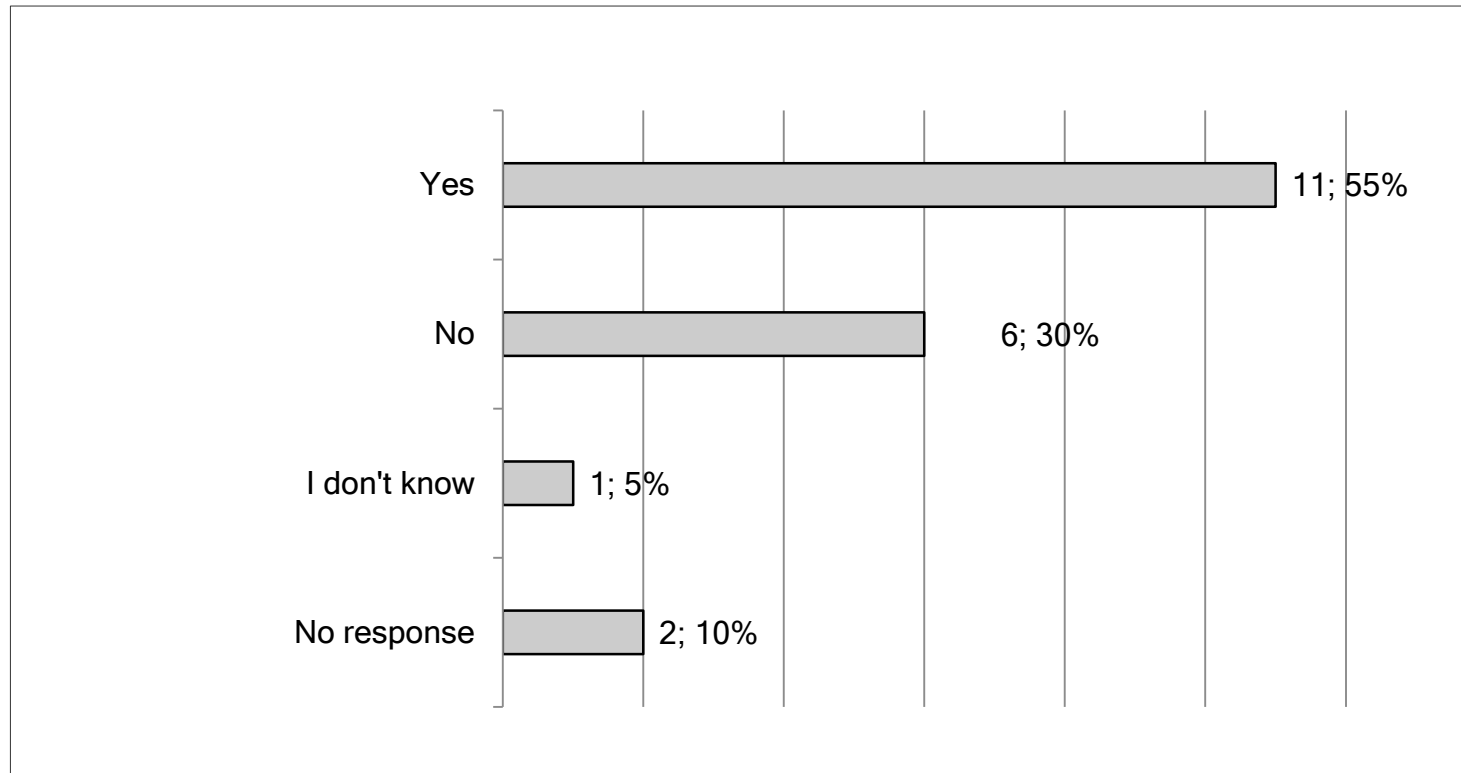


→ Mixed picture



- **Level**
 - National policies vs. policies at organisation level
 - Rarely both (RC UK)
- **Tradition**
 - Upcoming topic vs. established policies & programmes
- **Application**
 - Internal staff development policies (RPOs) vs. decentralised approach (RFOs)
- **Target groups**
 - Mostly R1, some R1-R3, rarely R4
 - Most comprehensive approaches: UK & Turkey



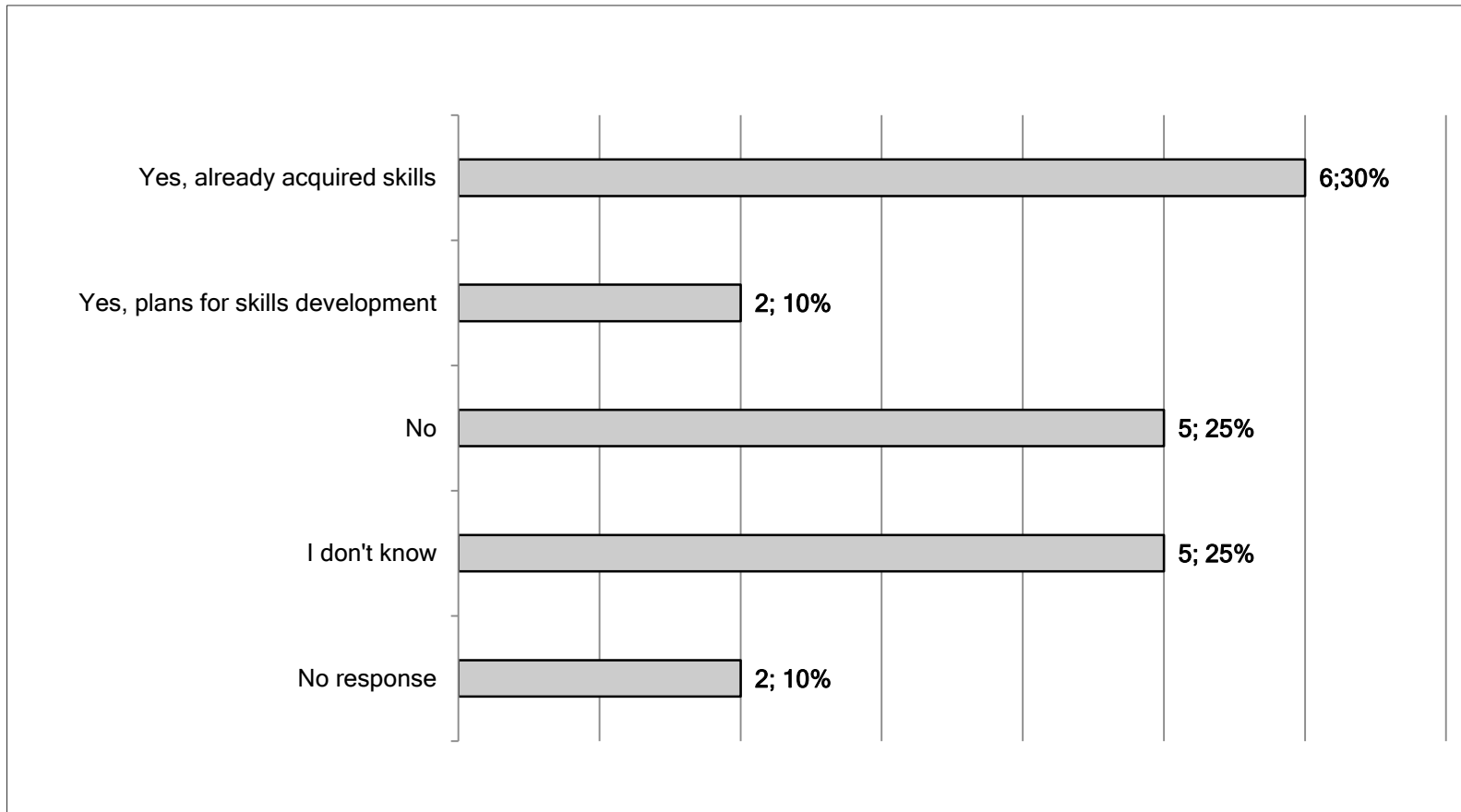


- Variety of interpretations of professional skills
- 8 out of 11 organisations refer to own models

But: professional skills paradox!!!



Acknowledgement of professional skills development



Nice to have, but far from being considered a quality criterion!



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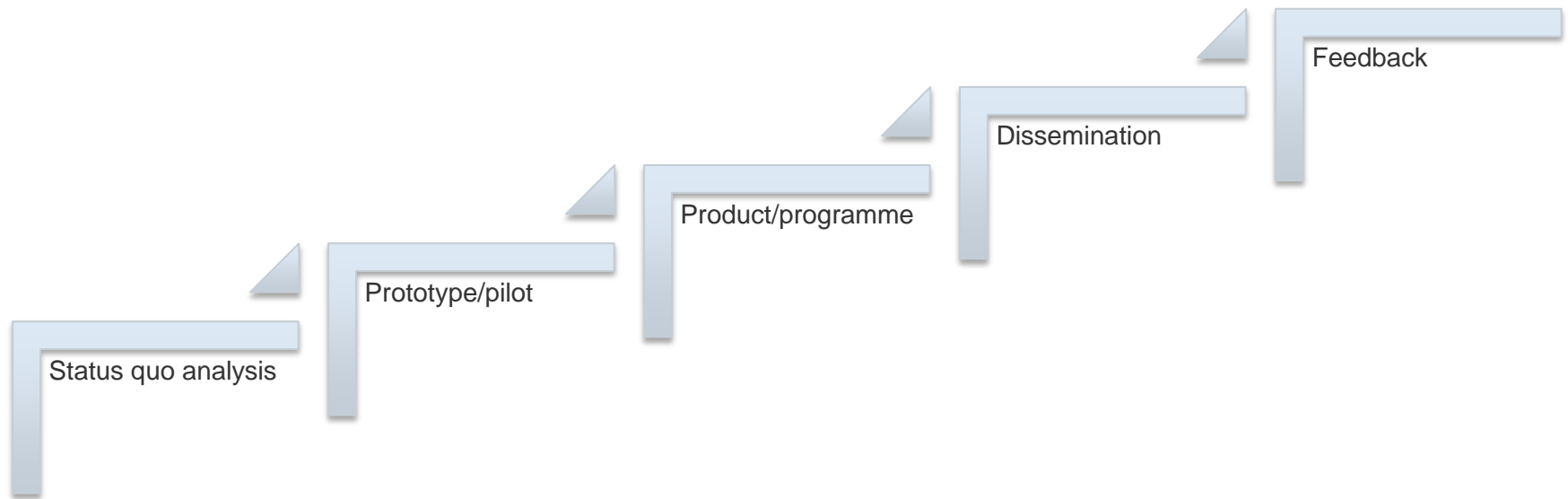
- **Reaffirm overall goals**
 - Raise attraction of research careers in Europe
 - Create transparency & orientation
 - Europe Open House
- **How to popularise?**
 - European Taxonomy for Research Careers
- **Evidence base: need for common frameworks**
 - Career tracking
 - Professional skills development
- **Overcome paradox**
 - Support vs. recognition



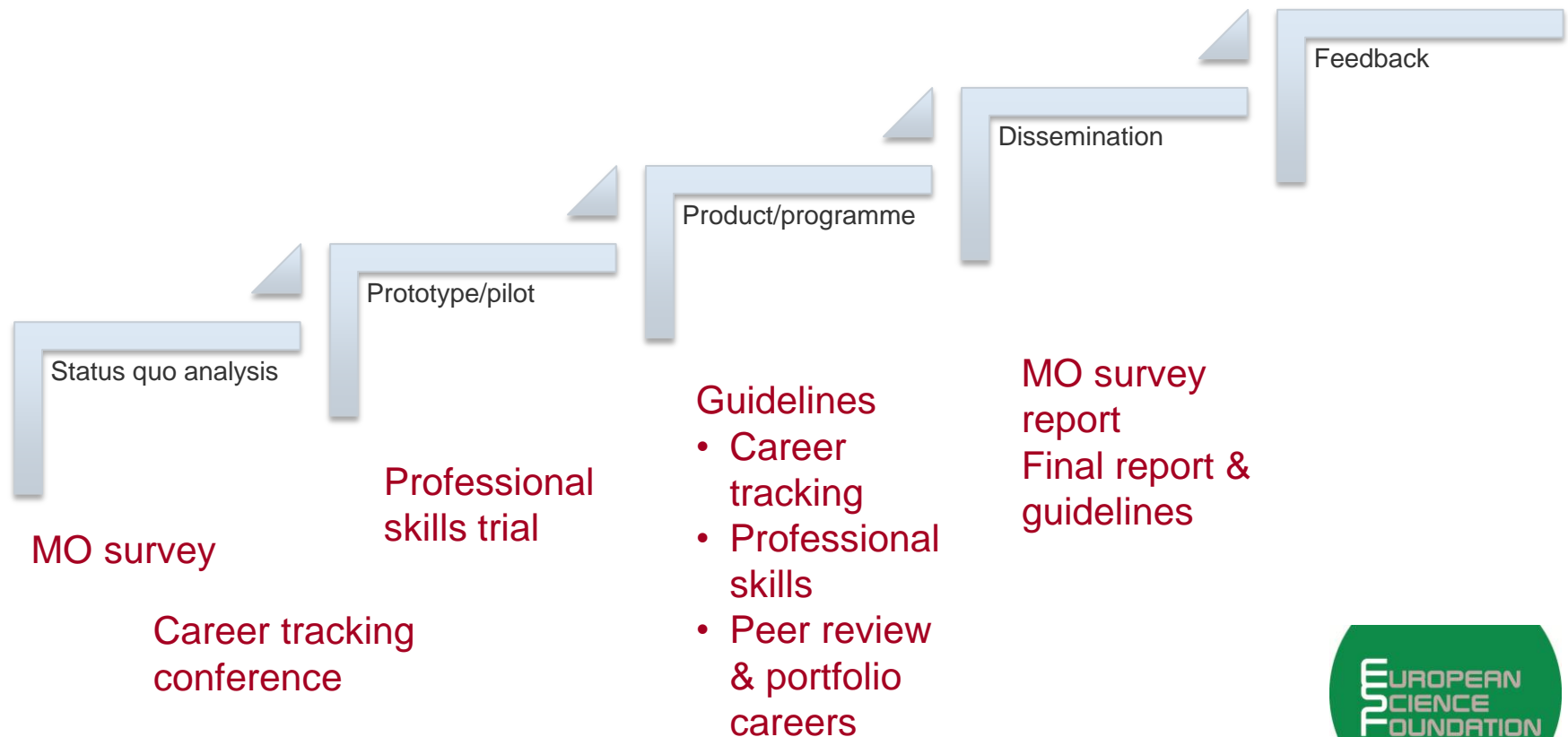
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Elements of strategy development



Elements of strategy development



- Discuss dissemination strategy of European Taxonomy
- Finalise programme of career tracking conference
- Draft guidelines of professional skills framework
- Consider workshop on intersectoral mobility & recognition of portfolio careers



Mobility survey analysis

Important findings & conclusions

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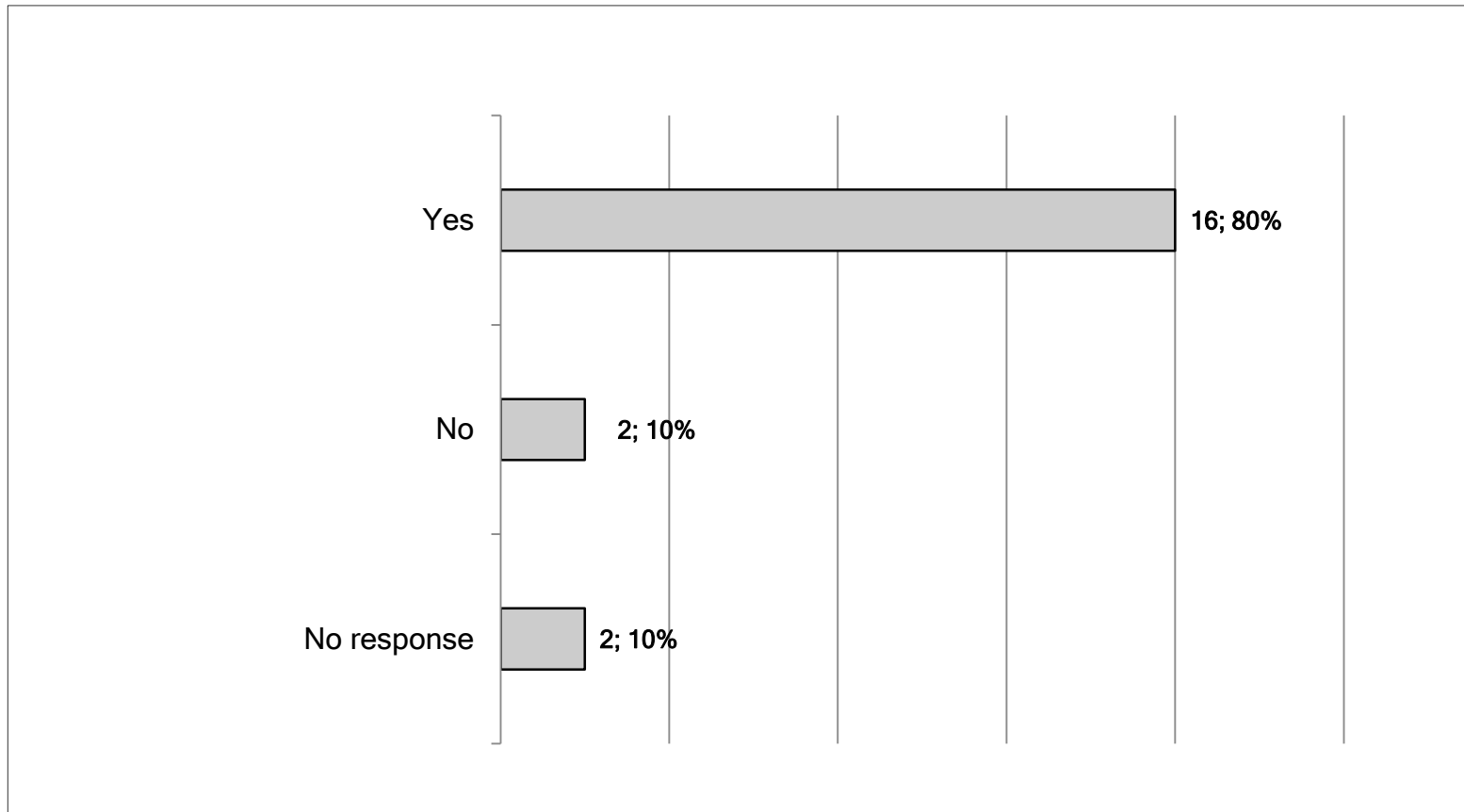
Public side

- Lack of acceptance
- Differences in meriting systems
- Differences in salary levels
- Limited awareness of research career opportunities outside academia
- Barriers in employment legislation of researchers in public universities

Industry side

- Lack of interest/awareness
- Lack of opportunities to publish
- Few research activities?!
- Missing interest in doctorate holders
- Difficulties to resourcing interactions on the side of Small and Medium Sized Enterprises





Considerable efforts to stimulate intersectoral mobility

- Primary attention to R1 programmes
- 7 organisations address R1-R4



Northern European countries

- Focus on doctoral training
- Scandinavian industrial PhD' programmes & their European impact

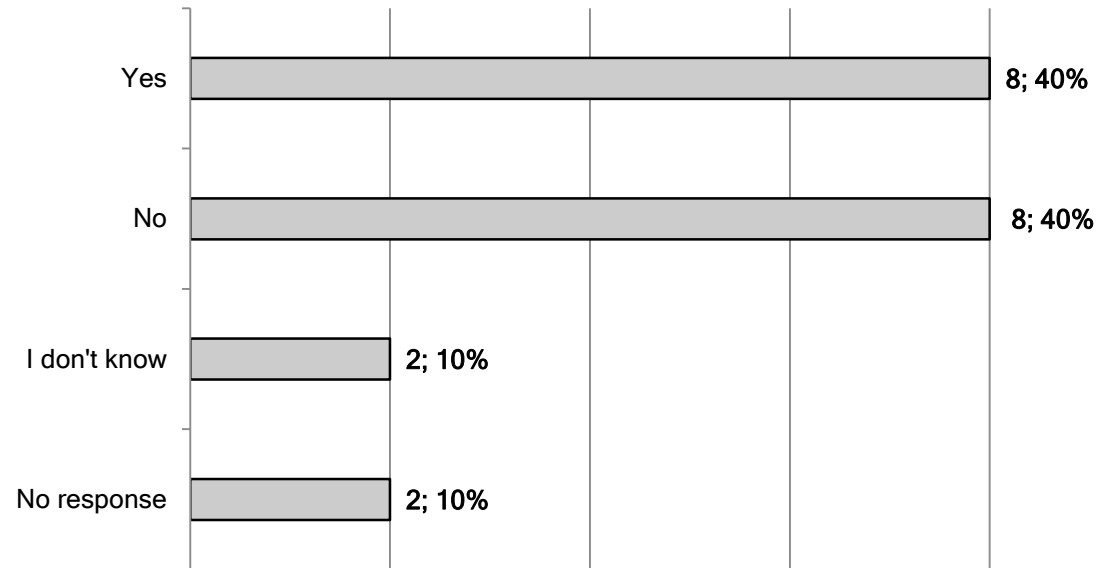
Primarily German speaking countries

- Broader approach to support technology transfer strategies

Southern European countries

- Reference to national legislations or ministerial programmes to foster intersectoral mobility & cooperation



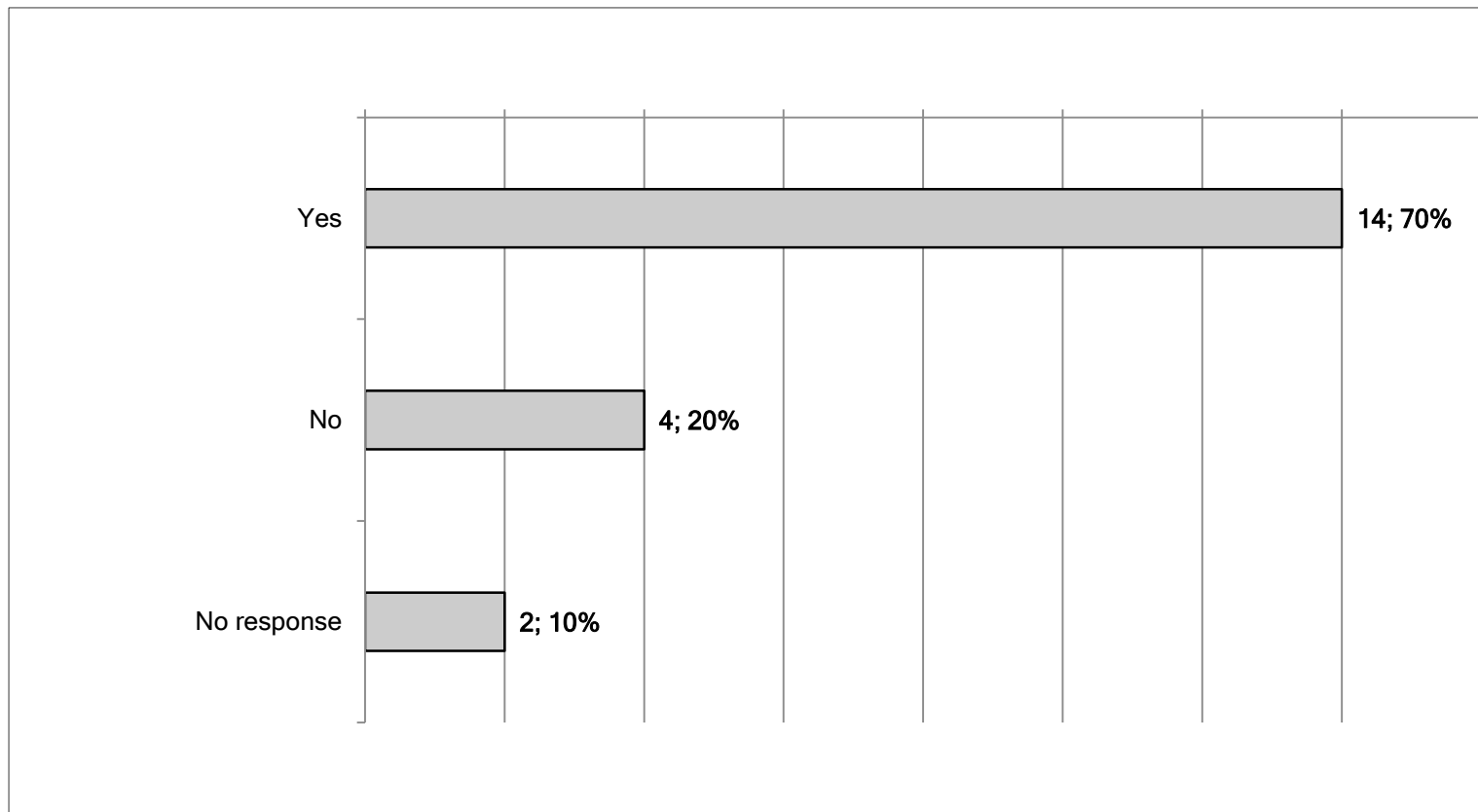


Few examples

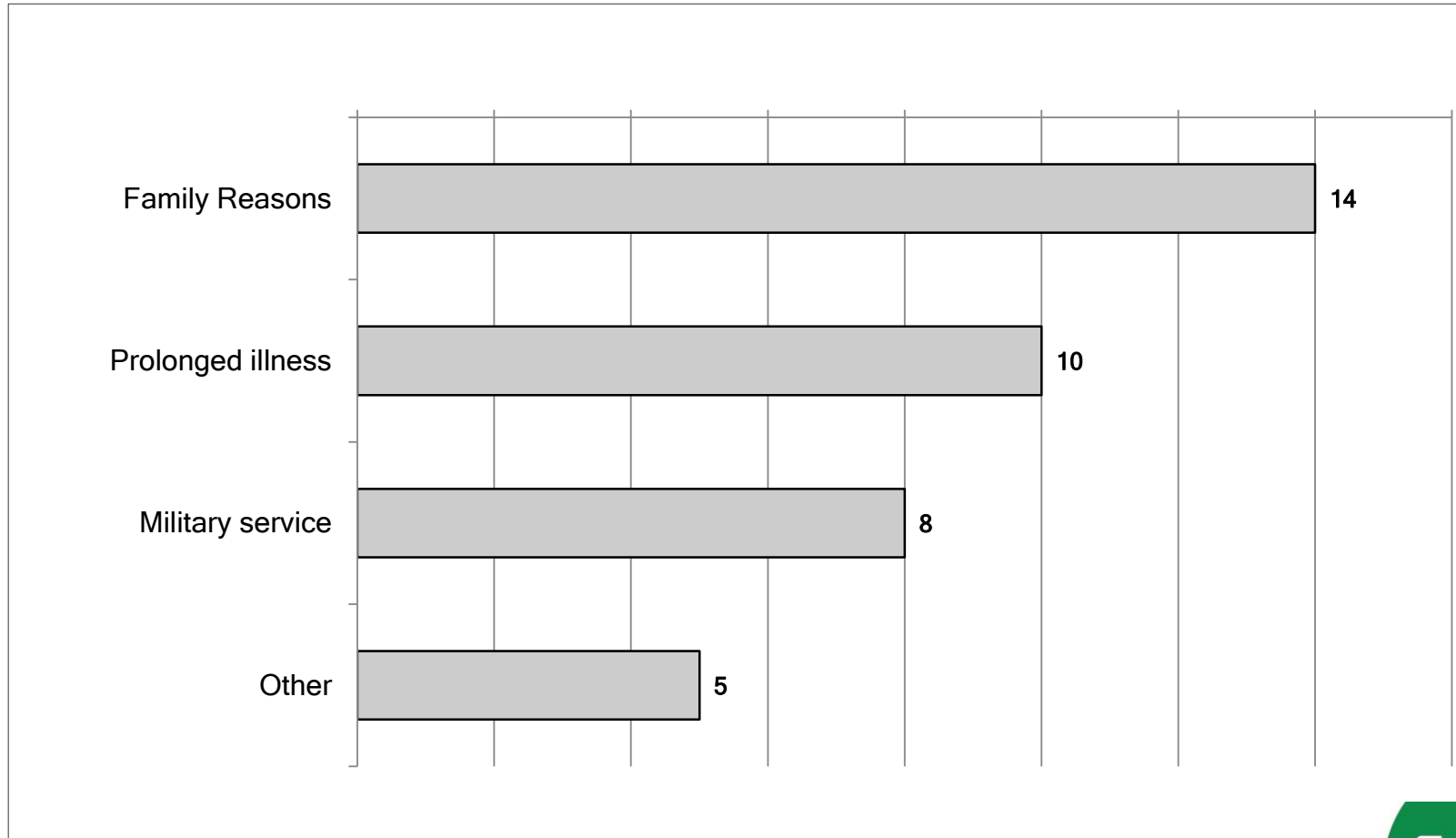
- Dual appointments of professors (DE, NO, UK)
- Secondments (LU)
- Clinical researchers (DK, SE)



Acknowledgement of career breaks in peer review procedures



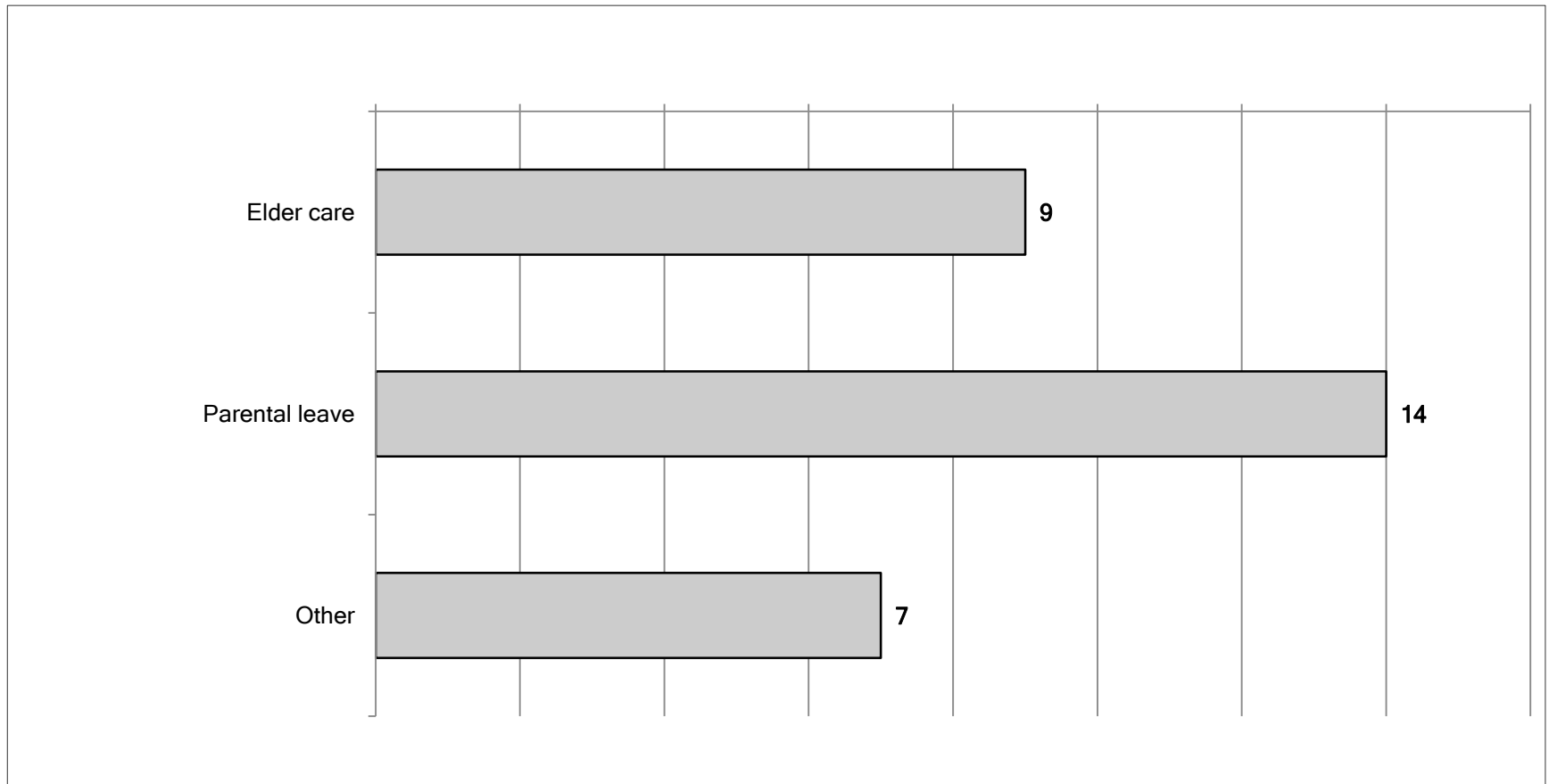
Which career breaks are acknowledged?



100% family friendliness!!!



What is understood by 'family reasons'?



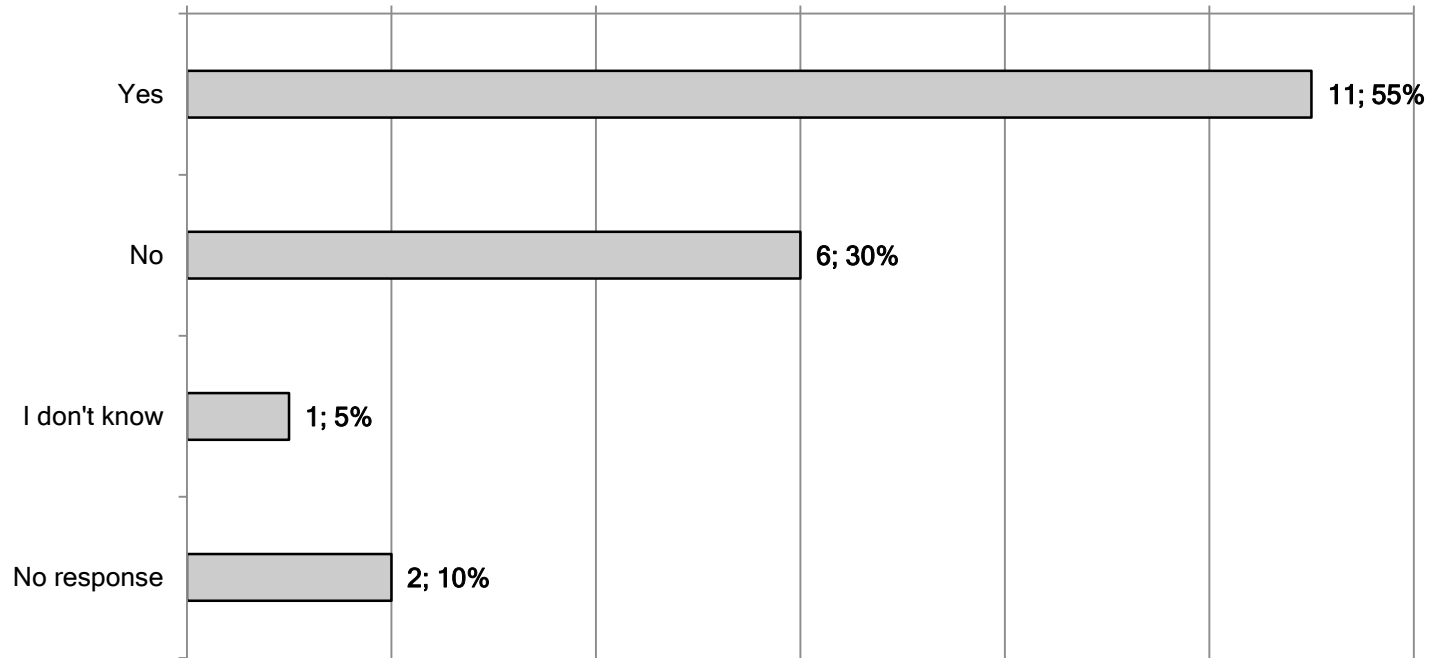
Even in ageing populations little attention to elder care



- Pragmatic approaches in dealing with career breaks
- Formalised authorisation
- Guidelines to reviewers
- Extension of eligibility windows or project durations
- Return grants



Consideration of mobility in peer review



Given the strong emphasis on mobility 11 is not a lot!!!



Inter-sectoral mobility

- Work experience in a company, public management or other

International mobility

„Topical“ mobility

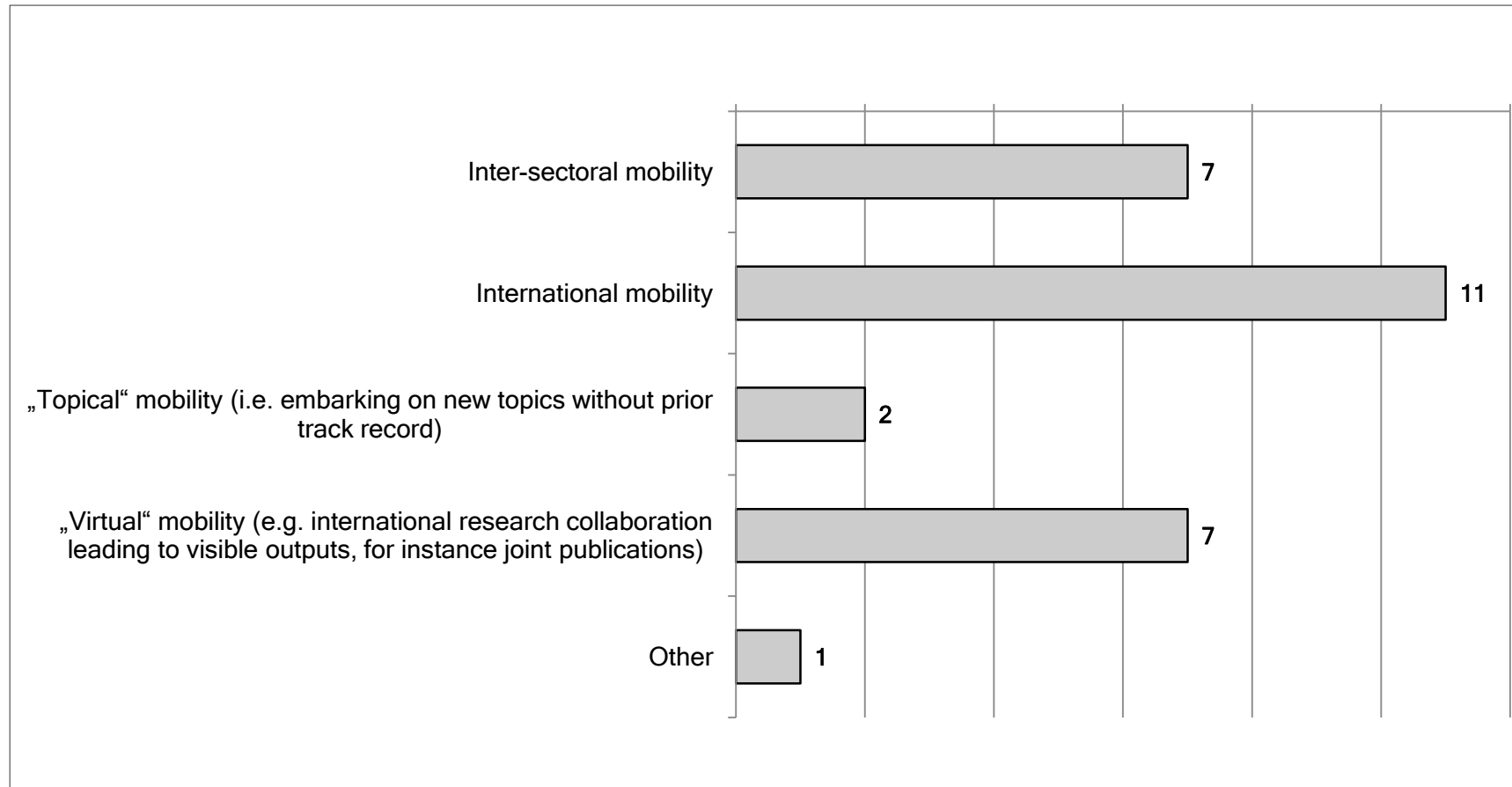
- Embarking on new topics without prior track record

„Virtual“ mobility

- International research collaboration leading to visible outputs, for instance joint publications

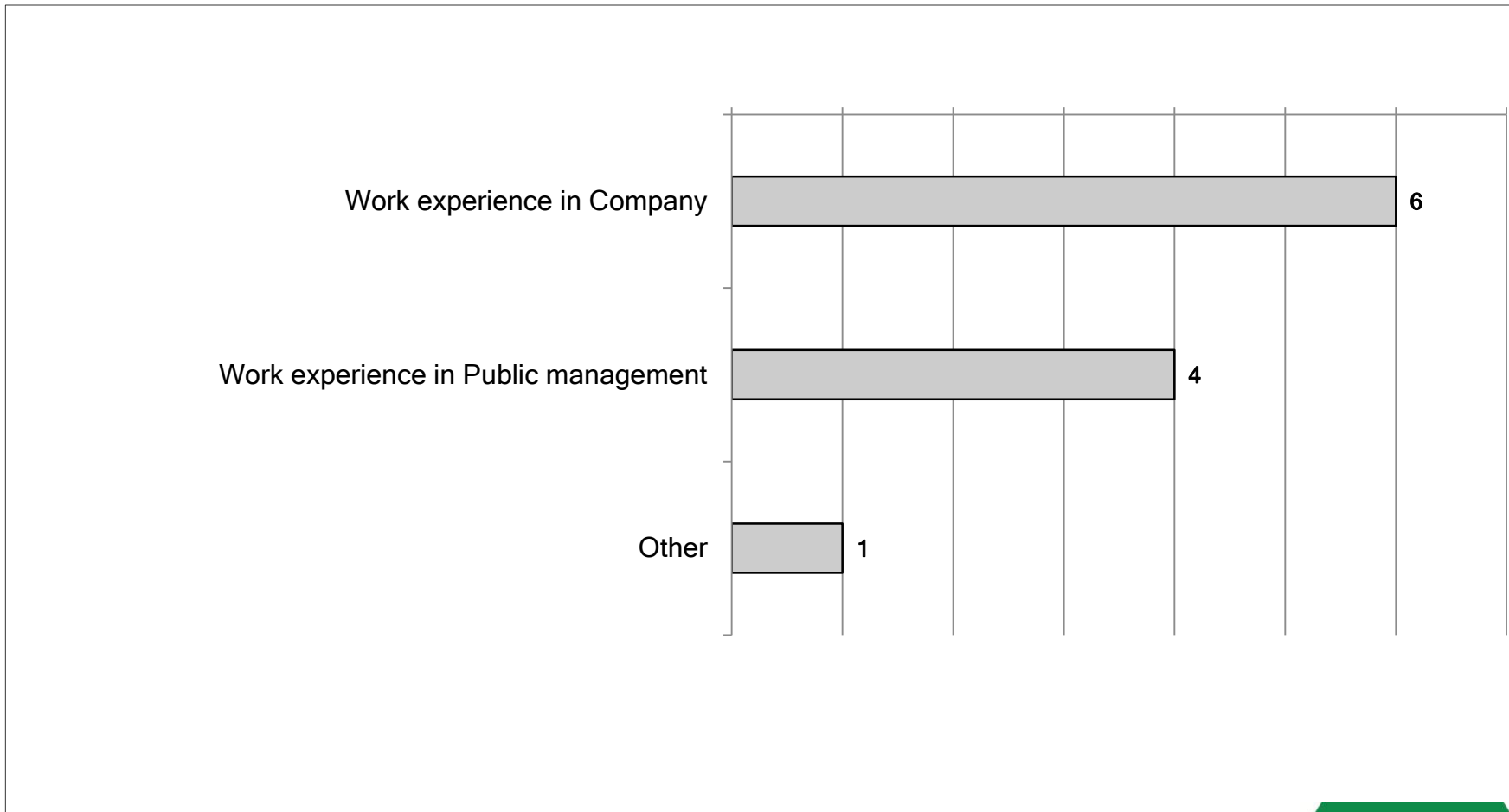


Acknowledgement of mobility patterns



International mobility acknowledged to 100%
Significantly less attention to intersectoral mobility





Intersectoral mobility paradox: funding, but limited acknowledgement



Potential stakeholder workshop

Exchange on practices

- Industrial doctorates
- Combined intersectoral positions
- Opportunities & challenges

Analyse recognition strategies

- Mobility
- Career breaks
- Portfolio careers

Envisaged outcomes

- Orientation to others
- Guidelines on peer review & portfolio careers

