



MO FORUM ON RESEARCH CAREERS

ANNUAL ASSEMBLY

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Concluding Remarks

by

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Conclusions - 1

- Corporate Identity in place
- Career Structure
 - Taxonomy: Bologna for Researchers
 - But: avoid uniformity
 - Inventory of programmes (funders) & career tracks (RPOs)
 - Link with non-academic world:
EIRMA
 - Examples of successful careers outside academia
 - Importance of researchers' networks

Conclusions - 2

- Gender Issues
 - Salaries and parental leave count (all fields, both gender)
 - Peer review: look at the individual
 - But: agreement on common set of quality criteria
 - Transparency in selection processes and recruitment
 - Mobility in relation to personal circumstances
 - Stress good practice
 - Special schemes
 - Prolongation of eligibility window (academic age)
 - Hiring of replacement

Conclusions - 3

- HR development
 - Basic definition & list of skills
 - Broader coverage => questionnaire
 - Go beyond the phase of the doctorate
 - Consider practice in companies
 - Links with EUA

Next Steps & End Targets

- Keep & get additional stakeholders involved
- Next Annual Assembly in summer 2009
- Forward Look
- Set of 10 recommendations
- Handbook: career structure, corresponding programmes, role models
- Larger scale public conference in November 2009

The whole is indeed
greater than the sum of
its parts!