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

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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

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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

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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!