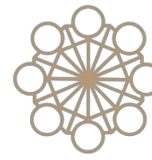


AaR NETWORK MEETING & RETREAT REPORT



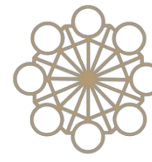
PROGRAM FLOW

29 JUNE 2024 SATURDAY

- 09:00 Breakfast + Conference Registration + Hotel Check-in
- 11:00 Association Promotional Video Screening
- 11:10 Opening speech and presentation of association activities
- 12:00 Dr. Melanie Fritz, Strategic Career Planning in Academia
- 13:00 Snack + Coffee Break
- 13:30 Dr. Melanie Fritz, Strategic Career Planning in industry
- 14:45 Coffee Break
- 16:00 Dr. Bankim S. Chander, Entrepreneurship and Start-ups
- 17:00 Coffee Break
- 17:30 Yunus Bulut, Artificial Intelligence
- 19:00 Dinner

30 JUNE 2024 SUNDAY

- 08:00 Breakfast
- 09:30 Panel: How did I succeed? Moderator Boran U. Yazgi Participants Dr. Kasim Yekeler, Prof. Dr. Özgür Kişi, Assoc. Prof. Dr. Şengül Çelik
- 11:00 Coffee Break
- 11:30 Panel: Integration and Our Future in Germany
Moderator: Assoc. Prof. Dr. Fatih Çelebioglu
Participants: Dr. Hilal Akdeniz, Prof. Dr. Vedat Demir, Prof Dr. Savaş Genç
- 13:00 snack + coffee break
- 13:30 Awards Ceremony Prof. Dr. Haluk Savaş Encouragement and congratulatory awards
- 14:00 Discipline Groups Workshop
- 15:30 Coffee Break
- 16:15 Presentation of the Results of the Workshop
- 17:15 Future Perspectives Session: An interactive Event
- 18:50 Closing Remarks
- 19:00 Dinner & leave



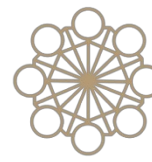
Dear AaR members and valuable participants,

On June 29-30, we came together at the AaR Network Meeting and Retreat. On the first day of our program, Dr. Melanie Fritz gave two impressive presentations on strategic career planning in both academia and industry. Then, we had the opportunity to listen to Dr. Bankim's presentation on entrepreneurship and start-ups. In the last presentation of the first day, Yunus Bulut gave comprehensive information about the development and uses of artificial intelligence.

Two panel sessions were held on the second day of our program. In the first panel, Prof. Dr. Haluk Savaş Incentive and Congratulations Awards were presented, followed by an interdisciplinary workshop.

With this report, we would like to inform you about the presentations made in our program, the topics discussed in the panels and the results of the workshops.

This interactive, informative and experience-sharing oriented event gave our participants the feeling of being a part of academic life again and we received very positive feedback. In addition, this meeting provided solidarity and motivation for all of us. We hope to see you again in our future events.



29.06.2024

Presentation Summary of Strategic Career Planning for Science by Dr. Melanie Fritz

At our "Academics at Risk" event on 29-30 June, Dr. Melanie Fritz gave an enlightening presentation on strategic career planning for scientists. The presentation highlighted some of the key considerations needed to effectively navigate an academic career.

Key Points Discussed:

1. Professional Orientation as a Continuous Process: Dr. Fritz emphasized that professional orientation requires continuous efforts supported by traits such as curiosity, persistence, motivation, frustration tolerance, flexibility, optimism, unconventionality, patience, effort and self-initiative.

2. Situation Analysis in Academia:

- **Early Career Stages:** The ease of obtaining PhD and postdoc positions was discussed, noting that post-doc roles often come with very short-term contracts.

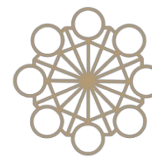
- **Competitiveness at the Professoriate:** Obtaining a professorship is highly competitive and only about 4% of PhD students are able to obtain a permanent academic position.

- **High Dependency:** Early career researchers face significant dependencies due to fixed-term contracts and the structure of the academic system.

3. Career Strategy:

Skills for Survival in Academia: Dr. Fritz outlined the importance of strategic planning and self-responsibility for a successful academic career.

Success Factors: Key elements for success include developing a promising research profile, producing top-tier publications, obtaining prestigious grants, gaining international experience, building a professional network and maintaining visibility within the academic community.



4. Strategic Development Tools:

Assessment Tools: Tools for assessing one's career environment and competitive position were introduced.

Basic Strategy Map: A strategic plan should be continuously adapted to dynamic changes in the academic environment.

5. Critical Recommendations:

Avoid isolating yourself or working without concrete results.

Balance ambitious projects with achievable short-term goals to ensure sustained publication output.

Maintain independence and effectively manage relationships with supervisors and colleagues.

6. Important Links and Resources:

A PhD is not enough! A guide to survival in science. EXCELLENT book about how the academic world works and what should be done and be avoided to succeed. I really recommend this as a MUST READ.

<http://www.amazon.de/PhD-Is-Not-Enough-Survival/dp/0465022227>

Wissenschaftszeitvertragsgesetz:

<http://www.gesetze-im-internet.de/bundesrecht/wisszeitvg/gesamt.pdf>

Informationen zur aktuellen Reform:

<https://www.bmbf.de/bmbf/shareddocs/faq/wisszeitvg-reform.html>

- The many hats of an academic researcher Information about the many different roles a professor must live:

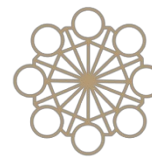
<https://www.asbmb.org/asbmb-today/careers/100114/the-many-hats-of-an-academic-researcher>

- How to build a career in the biomedical sciences:

<http://blogs.nature.com/naturejobs/2014/10/06/how-to-build-a-career-in-the-biomedical-sciences>

- Science Careers. Running your lab. Excellent collection of career relevant information for young researchers.

<https://www.science.org/content/resource/career-trends-running-your-lab>



Strategic Career Planning for Science Presentation Summary by Dr. Melanie Fritz

Dr. Melanie Fritz's presentation focused on critical aspects of career planning for scientists in the academic and industrial sectors. The key points addressed were:

Continuous Professional Orientation:

The need for continuous professional development and the importance of traits such as curiosity, persistence and flexibility were emphasized.

Situation Analysis in Academia:

Early career stages are relatively accessible, but progression to a permanent academic position is highly competitive.

Fixed-term contracts lead to high dependency and uncertainty for young researchers.

Career Strategy:

The importance of strategic planning, self-responsibility and developing a strong research profile were emphasized.

Success factors include high-level publications, securing grants, international experience, networking and visibility.

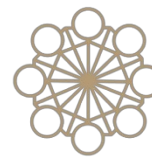
Strategic Development Tools:

Provided tools to assess career environments and competitive positioning. A strategic plan should be adaptable to changes in the academic environment.

Critical Recommendations:

Avoid isolation and balance ambitious projects with achievable goals.

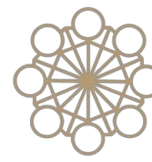
Maintain independence and manage relationships effectively.



Sources:

Useful links

- <https://myidp.sciencecareers.org/?AspxAutoDetectCookieSupport=1> - Individual Development Plan to identify your skills achieved during your research work and find suitable career options to fit your interests
- <https://www.science.org/content/article/so-you-think-you-have-skills> Very useful Science Careers article about the transferable skills built in research
- <https://biosciencecareers.org/> - Blog with very interesting information and ideas on career planning for research bioscientists
- <https://www.science.org/content/article/careers-away-bench> - Science Career Booklet with interesting information & career examples
- <https://www.science.org/content/resource/career-trends-informed-job-search> Science Career Booklet with description of all steps for successful job search
- <https://www.science.org/content/article/hidden-talents-hungry-markets-phds-have-many-skills-offer-industry> - Really encouraging Science Career Article
- <https://www.science.org/content/article/tooling-breaking-free-academia-test-and-quiz> - Science Career Article with what is needed to land a job outside
- <https://www.science.org/content/article/person-european-career-tour-research-research-management> - Personal real report on moving from academia to research management
- <https://www.science.org/content/article/mastering-your-phd-career-management-consulting> Science Career article about how PhD work and skills acquired relate to working in consulting
- <https://www.science.org/content/article/careers-research-support> Science Career article with examples of real people who have moved from research to research support jobs



Dr. Bankim Chander's "Entrepreneurship and Start-up" Presentation Summary

Dr. Bankim shared his experiences, highlighting the challenges and successes he experienced while launching his own initiatives. The topics covered in the presentation are summarized below.

Entrepreneurial Mindset:

The importance of adopting an entrepreneurial mindset in both academic and non-academic careers.

Key characteristics of successful entrepreneurs: flexibility, creativity and risk-taking.

Start-up Ecosystem:

Overview of the start-up ecosystem and available resources for new entrepreneurs.

Practical advice on how to start a business, including financing options and networking tips.

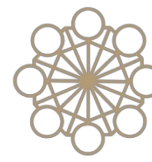
30.06.2024

Panel: How Did I Succeed?

The panel discussion titled "How Did I Succeed?" was held at the Olive INN Hotel in Frankfurt on Saturday and Sunday, June 29-30, 2024, with the intense participation of the audience. Dr. Kasım Yerdelen, who is responsible for projects in a public institution in Germany, Dr. Şengül Çelik, who lectures at the Faculty of Philosophy at the University of Mannheim, and Prof. Dr. Özgür Kişi, who works as a researcher at the Department of Civil Engineering at the Technical University Lübeck, contributed to the panel with their opinions and examples from their experiences.

In the panel, success stories, details and encouraging messages from our colleagues who left their countries and came to different countries in Europe were shared. Three speakers, who gained important experiences in terms of their careers despite all kinds of difficulties and achieved significant success in Germany after leaving Turkey, shared their processes and important details with the audience.

Prof. Dr. Kasım Yerdelen explained the integration process in Germany after his experiences in public institutions in Turkey, his language development and his experiences in finding a job, and then how to find a job in German public institutions based on his experiences in entering German public institutions. Very important topics such as the personal rights of public employees, job qualifications, issues to be considered in job applications and job interviews were followed with interest by the audience.



After sharing her success story in Turkey in detail, Prof. Dr. Şengül Çelik talked about her life and career in Germany. In particular, she talked about her acceptance to the Philipp Schwartz scholarship of the Alexander von Humboldt Foundation, her lectures at the University of Mannheim, the processes that enabled her to work in a job that is compatible with her professional field, and her success story.

Prof. Dr. Özgür Kişi, an academic who has published and cited many publications in his field, talked about his career experiences, what kind of work he did at the Technical University of Lübeck in Germany, the difficulties on the road to professorship in Germany, and how he tried to overcome the obstacles he faced to continue his career.

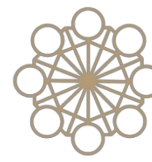
Afterwards, a question and answer session was held. Many comments from the audience showed how the panel emphasized important issues, and the questions were answered in detail by the panelists.

Panel: Integration and Our Future in Europe

A panel titled "Integration and Our Future in Europe" was held at the AaR Networking and Retreat Program held at Frankfurt Olive INN Hotel on 29-30 June. Sociologist Hilal Akdeniz, journalist and communication expert Prof. Dr. Vedat Demir and international relations and social policy expert Prof. Dr. Savaş Genç participated as panelists and the panel was followed with interest.

The panel discussed the many socio-cultural, political, economic and bureaucratic problems that our colleagues, who have experienced perhaps one of the biggest upheavals in their lives in recent years, face during the integration process in European countries. It was emphasized that although the adaptation process is overcome quickly, integration is a more difficult, time-consuming and attention-demanding process.

While difficulties in language learning and finding a job come to the forefront in the integration process, it was stated that what needs to be done to protect the socio-cultural and religious identity and to prevent the problems that children and women may experience in the following periods gain importance. Sociologist Hilal Akdeniz, who was born to a family of workers who migrated to Germany many years ago, gave detailed information on these issues based on both her own experiences and academic studies.



Prof. Dr. Savaş Genç and Prof. Dr. Vedat Demir emphasized the need to be careful about the rise of populist and far-right politicians and parties all over the world and its potential repercussions. Based on their own expertise and experience, Prof. Dr. Savaş Genç and Prof. Dr. Vedat Demir stated that a successful integration process can open the door to both social peace and greater acceptance of our colleagues in society in these countries.

During the question and answer session, many comments from the audience enriched the panel and the questions were answered in detail by the panelists.

Discipline Groups Workshops and Final Report

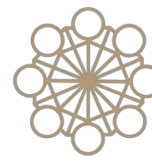
Discipline Groups Workshops were organized in the Networking and Retreat Program held on June 29-30.

Participation numbers:

- Quantitative Sciences 22
- Engineering: 20
- Economics and Business Sciences: 10
- Educational Sciences - Language and Literature: 14
- Theology: 3
- Political Science and International Relations: 3
- Law: 1

Final Report of the Workshops

1. The project group or Kasım Bey can work on organizing trainings on EU projects for disciplinary groups. In these projects, cooperation opportunities with academics in other EU countries can be developed.
2. Protocols can be signed with universities in different countries (universities in Nigeria, Bosnia, Georgia and Poland):
 - a. Distance/online education programs (undergraduate, graduate, MBA) and certificate programs can be organized.
 - b. Our academics can be given the opportunity to affiliate with these universities.
 - c. It may be possible to benefit from the indexes subscribed by these universities.



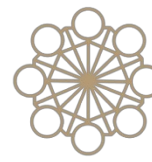
3. Work can be done to ensure unity by inviting our academics in the USA and other countries to disciplinary groups and programs.
4. The Economic and Business Sciences Discipline will set up a blog where they will post articles on trending concepts.
5. By signing protocols with universities in Germany, a study can be conducted on the possibilities of accessing indexes through online resources.
6. You can subscribe to a website called DaVo to stay informed about academic activities.
7. A section on job vacancies can be created on our website.
8. There are positive experiences about being a lecturer in Hochschule. An experience sharing seminar could be organized.
9. Education Sciences and Language and Literature Sciences platforms will be organized separately.
10. It may be useful for us to listen to the experiences of academics in the Netherlands in establishing institutes.
11. It would be useful to organize seminars and trainings to encourage and guide Abitur, Master and PhD students to academia.

Wishes after the Event

During the event, very valuable ideas were expressed both in the question-answer sessions after the presentations and in the conversations during the coffee breaks. We would like to conclude our report by sharing everyone's opinions, wishes and wishes on topics such as the activities of our association, what we can do together, strategic career planning and personal development as academics at risk.

Association Activities and Future Plans:

- Member of our number to increase and Especially woman academics Participation The importance of raising the rate was emphasized.
- It was stated that more intensive interaction could be achieved by organizing more events and increasing the number of face-to-face events.
- It was emphasized that increased participation in the events and the active role of all our members in these events will further increase the impact and power of our association.
- It was stated that information meetings about European Union project applications should be organized and our member lecturers should be included in these projects according to their areas of expertise.



- It was emphasized that in addition to academic careers, experience sharing on entrepreneurship opportunities should be increased and cooperation opportunities should be evaluated.
- It was stated that it would be useful to carry out joint article studies within the scope of interdisciplinary working groups.
- It was stated that more people should benefit from the Volunteer Vision Professional Mentoring Support Program and an informative e-mail was sent to our members.
- It was expressed that various training programs and workshops should be organized to develop academic and professional skills.

Future Events:

- Next year's AaR Network Meeting and Retreat is planned to be organized with the participation of all at-risk academics. In this context, we are looking for support from participants and members to invite more people to the event.
- It was stated that international collaborations should be increased and connections should be established with academic institutions in different countries.