Sustainability in Research Careers

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23 Jan. 2020

Marie Curie Alumni Association

- Current and previous beneficiaries of the prestigious EU Marie Skłodowska Curie Actions (MSCA) action

- >**120k researchers** have benefitted from MSCA

- >**14k researchers are members of MCAA**

- **Global organisation, 33 Chapters, 6 Working Groups**

- **Voluntary basis**

https://www.mariecuriealumni.eu/

Marie Skłodowska-Curie (1867-1934)

Declaration on Sustainable Researcher Careers

- 24th February, 2019: MCAA symposium on career paths of researchers
- 400+ researchers discussed key issues and factors influencing sustainable research careers
- Internal consultations within MCAA, and Eurodoc
- Published on 27 May 2019

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eurodoc
The European Council of Doctoral Candidates and Junior Researchers

http://doi.org/10.5281/zenodo.3194228

1. Provide sustainable career prospects for researchers

Problem:
- Short-term, doctoral and postdoctoral research funding
- Limited long-term career options in academia
- Decision to leave academia often postponed until the last minute

Recommendations:
- Long-term, predictable, and sustainable funding
- Early involvement of potential future, non academic employers
- Implementing career progress tracking systems

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2. Deploy career management services at organisations employing researchers

Problem:
- Little guidance on (alternative) career opportunities
- Institutions and research supervisors need to be transparent about potential employment opportunities
- Stress: available organizational support is still far from sufficient

Recommendations:
- Deploy services for career management to support individual career pathways
- Career guidance should be present early in the doctoral program
- Researchers need to be trained to reflect on their own skill set

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3. Put more emphasis on transferable skills training and recognition

Problem:
- Mismatch between academic and non-academic skill sets
- Transferable skills are critical to strengthen integrity and employability
- Researchers need to speak the non-academic language

Recommendations:
- Enrich researcher training with transferable skills training
- Excellence in transferable skills and community engagement should be part of researchers' regular performance evaluation
- Dedicated deliverables in research projects

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4. Provide wide variety of networking options and services in and outside of academia

Problem:

- High level of specialisation results in mental and physical isolation
- Building networks outside academia often depends on individual proactivity
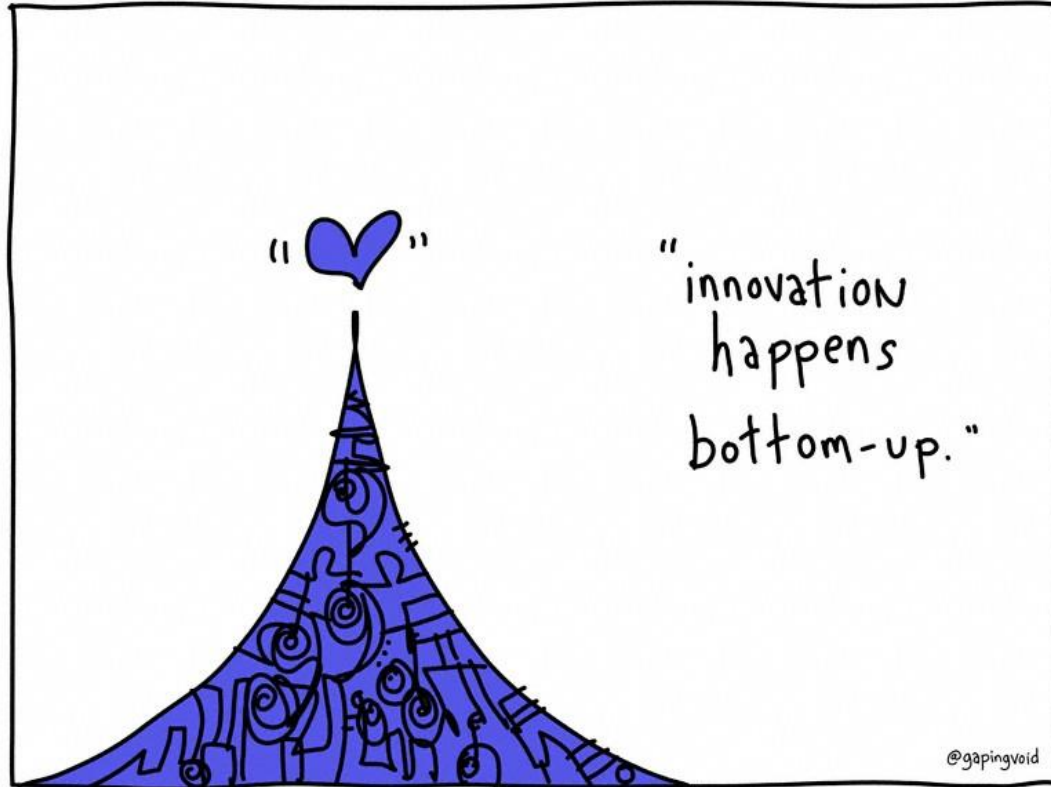- Non-EU researchers working in the EU are in a particularly difficult situation

Recommendations:

- Support researchers' inter- and intra-sectoral mobility
- Systematic organisational support
- Support in bridging cultural differences

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Next Steps

"innovation happens bottom-up."

@gapingvoid

Source: https://medium.com/code-for-america/bottom-up-and-outside-in-bd791daecb22

Policy recommendations

Recently published

- Towards responsible research career assessment
  https://doi.org/10.5281/zenodo.3560478

- Manifesto for the future of work and organizational psychology
  https://doi.org/10.1080/1359432X.2019.1602041

NEW HORRIZON
https://newhorrizon.eu/

Current work

- Continous consultation with the membership (MCAA GA, Eurodoc AC)

- Consultations with stakeholders (EUA, ESOF)

- Update on the declaration (Fall 2020)

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Training Development

Target sustainable employment of researchers

- Resilience
- Boundaryless careers

Improve researchers wellbeing and emotional skills

SciLink Foundation
https://scilink.eu/

Innovation Project

Enhancing the professionalization of researchers through open science, communication and mental health skills training

- Developing training
- Delivering a summer school series (2020-2022)
- Measuring training effectiveness

Eduverse
https://oeduverse.eu/

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Thank You!

https://www.mariecuriealumni.eu/2020-conference