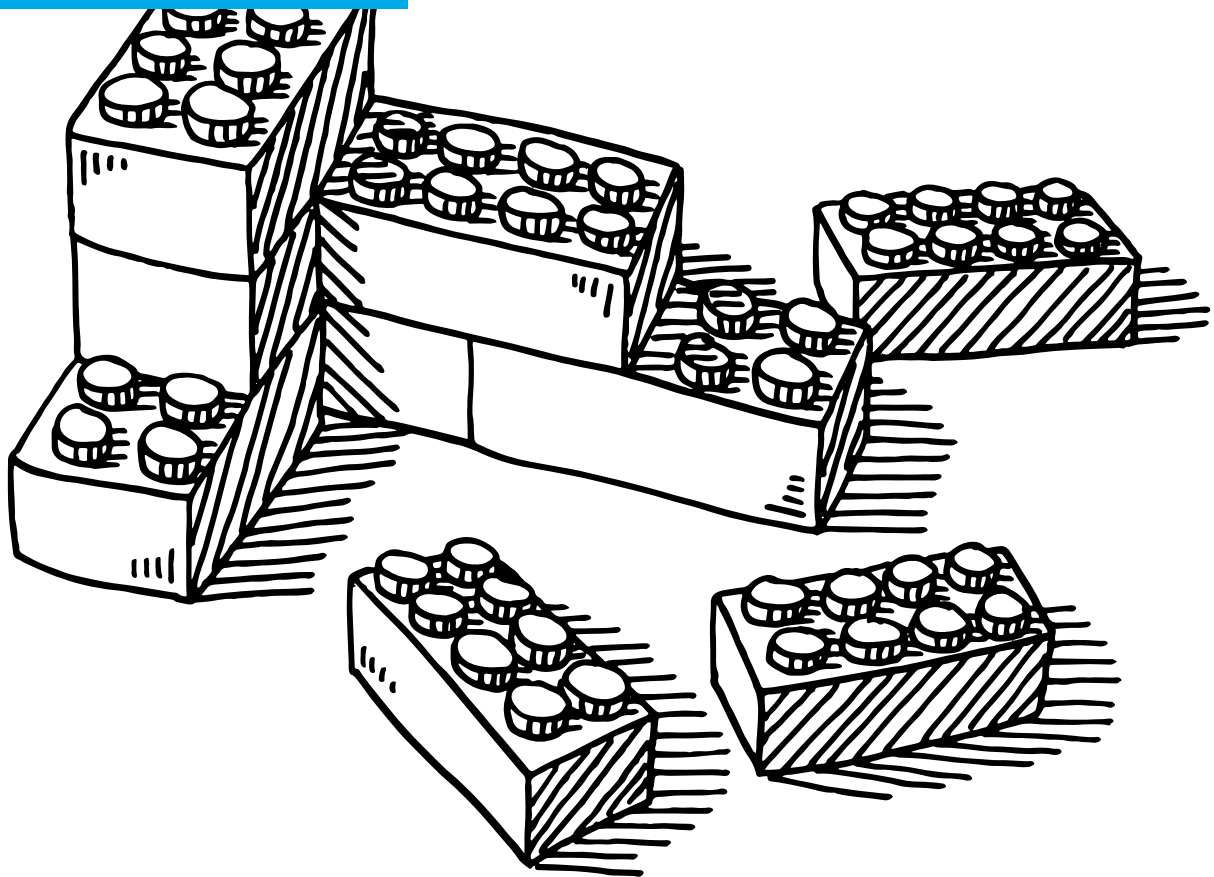


2023/2024

Career Kit Plus



Herz and ZUKOnnect Fellows

Your support to enhance your complementary academic career skills

Career Kit Plus: Introduction

The Zukunftskolleg Konnect (ZUKOnnect) and Herz Fellowships aim at supporting early career researchers with their integration into the German and global academic community. One major component for achieving a successful integration is the enhancement of complementary academic career skills.

The **Career Kit Plus** offers a wide range of opportunities for further professional self-development as provided by the Academic Staff Development, International Office, Welcome Centre, Research Support, Team Open Science (KIM) and Alumni cooperation office and the Zukunftskolleg itself.

What we offer at a Glance

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This handbook provides information on the various offers to gain complementary academic career skills that are available during your fellowship. Some offers are only available to ZUKOnnect and Herz Fellows. These courses take place every **Wednesday from 15:15 to 16:15** and require your attendance. Other courses, which are also available to other researchers at the University of Konstanz, can be attended on a voluntary basis.

Orientation and Career Perspectives

Welcome to the 2023 ZUKOnnect & Herz Fellowships

Date/Time: 5 July 2023, 13:00, online

[Daniela Kromrey and Renate Krüßmann \(Zukunftskolleg\) and Sandra Gerspacher and Anne Köthen \(Welcome Centre\)](#)

In this first welcoming session, the group of Herz and ZUKOnnect Fellows will meet virtually for the first time. It will offer the possibility to get to know each other and will introduce the Zukunftskolleg, the benefits and duties of the fellowship – in digital and during your time in in Konstanz – and will present the Career Kit Plus. Additionally, it will offer a chance to clarify details on digital access to the university as well as some last-minute advice on your travel preparations by the Welcome Centre.

Introduction to the University of Konstanz

Date/Time: In your first meeting with the Welcome Centre, upon arrival

[Anne Köthen and Sandra Gerspacher, Welcome Centre](#)

During our first meeting at the Welcome Centre with you, we do not only want to go through the formalities of your stay but also give you some useful information about the University of Konstanz and support structures at the university.

FabLab Workshop “Creativity meets technology”

Date/Time: 27 September, 15:15–16:45

[Manuel Bernhardt, FabLab Manager](#)

The FabLab opened in Summer 2023 as part of the future Forum Konstanz and therefore an essential element of the strategy “University of Konstanz – creative together”. It wants to promote interdisciplinary work and actively supports the transfer between specific subject areas, research and education. One of its goals is to forward the exchange between the university and community, economy and politics. The FabLab is open to anyone and creates an easy access to modern

production technologies. These technologies include 3D printing, laser cutting, CNC milling and more computer operated machinery. People are able to realize their ideas independently and can freely use the equipment and knowledge of the FabLab. For the joint start in your first days at Konstanz, we want to produce a little surprise ...

Welcome Campus Tour “Arts meets Science”

Date/Time: 18 October, 15:15–16:45, meeting in Y 329 (common room at the ZUKO)

[Welcome Centre](#)

To welcome you to the campus of the University of Konstanz, we will offer this tour to get you better acquainted with the architectural structure of the campus but also with the art pieces that can be found spread over the entire area. This multi-faceted walk will present the rich variety of artworks created in the context of Kunst am Bau at the University of Konstanz between 1970 and 1984.

Academic careers for postdoctoral researchers in Germany

Date/Time: 17 November 2023, 10:00–11.30, Y 326

[Franziska Spanner, Academic Staff Development](#)

What does the German academic system expect from postdocs? And what opportunities does it open up for a further academic career? This information session gives an overview of the career phase between doctorate and professorship: What are the requirements, what are typical career paths and what specifics of the German academic system should you know? The session will combine an input by Franziska Spanner, expert for postdoc careers at the University of Konstanz, with a Q&A session. This offer is available for all international researchers at the University of Konstanz.

[– asd-veranstaltungen.uni-konstanz.de/workshops-in-english](https://asd-veranstaltungen.uni-konstanz.de/workshops-in-english)

Orientation and Career Perspectives (continuation)

Round tables “Academic Careers in Africa, Asia and Latin America”

Date/Time: 7 December 2023, 11:00– 13:00, Y 326 (hybrid)

At these round tables, your expert knowledge will help researchers from University of Konstanz understand academic career paths in your home country. You will provide in-depth knowledge on structural differences as well as discipline specific insights into local academic careers. Researchers from Konstanz will then be better informed

on how to read and understand applications from Africa, Asia and Latin America. We will organize two simultaneous round tables – one in the social science and humanities (hosted by the Inequality Cluster) and one in the STEM fields (hosted by the Collective Behaviour Cluster). We will contact you individually about your attendance as experts and/or participants, to guarantee a well-balanced panel concerning disciplines, gender, academic age and world regions.

Zukunftskolleg’s Interdisciplinary Community

Academic Mentoring

The academic mentoring is carried out by the fellow’s local host at the University of Konstanz. A local host (LH) is a senior faculty member from one of the thirteen departments at the University of Konstanz, who works in a similar research field. Candidates of the ZUKOnnect programme are required to name a potential mentor in their online application.

The LH are then asked to review the proposed research projects regarding their coherence with the research landscape at the university and the feasibility of their research project. For Herz Fellowships, the LH was already involved in the nomination of the candidates. During the fellowship, the LH acts as a senior colleague and academic mentor for the Herz or ZUKOnnect Fellow within the respective research discipline and, if relevant, supports the proposed research project with research space and equipment. The LH and the fellows will meet predominately during the on-campus phase, which will help to identify any difficulties or additional needs the fellows might experience. The LH may also offer career guidance. Disciplinary guidance and training are thus anchored at the departmental level, with the

Zukunftskolleg providing a maximum of freedom in research and support to build lasting academic networks.

Peer Tandems and other occasions

Peer tandems are matched between a ZUKOnnect or Herz Fellow and a Zukunftskolleg Fellow. The information on each match will be shared with you individually in due course. The tandem programme with peer researchers will offer some guidance at the university and support the integration into the community of fellows at the Zukunftskolleg. Peer tandems are interdisciplinary and do not involve disciplinary, academic mentoring. They essentially entail a social component – offering an open exchange on academic cultures and some introductory help towards the Do’s and Don’ts of German academia and practices at the University of Konstanz.

Peer tandems and other networking formats with different members of the university and diverse settings will be communicated with short notice and generously supported by the Universitätsgesellschaft e.V. (plans as of September 2023 tbc).

Poster Session

Date/Time 24 October 2023, 13:30–15:00, Y 326

The Zukunftskolleg’s Jour Fixe will open on 24 October with your Poster Session – this will give you the opportunity to present your work to our fellows’ community and your local hosts early on and use the contacts created then for the remaining time of your fellowships.

Jour Fixe

Date/Time every Tuesday 13:00–15:30, Y 326 (hybrid mode) please join physically if on campus

The Zukunftskolleg is a place for people from different departments to meet and talk about their research. This enables interdisciplinarity. Fellows are encouraged to step out of line and explore the zone between the disciplines. The Jour fixe is the weekly interdisciplinary session for the Fellows and Senior Fellows. Here they discuss the progress of their work, present results, share and encounter questions from other disciplines and explore the possibilities of interdisciplinary collaboration. Weekly Jour fixe sessions take place on Tuesday. Attendance on invitation only.

Update programme see – uni-konstanz.de/zukunftskolleg/events/jour-fixe

University Day 2023 – connecting researchers of tomorrow

Date/Time: 29 November 2023, 16:30–19:30, Y 326
Dr. Norina Procopan (HBS) and Sigrid Elmer (Zukunftskolleg)

ZUKO fellows and selected of the ZUKOnnect fellows are invited to interact with pupils of the Hegau Bodensee Seminar (aged 16–18) to share their fascination for science around the world.

Let’s talk about SDG’s

Date/Time: in December 2023, tbc

Barbara Ette, Andreas Schwärzler, Gabriele Schaub (Quali N) and Renate Krüßmann (Zukunftskolleg)

This is a network event and open discussion with Konstanz students enrolled in the “Qualification N”, an additional certificate for those interested in Sustainable Development Goals. In Germany many prioritise on climate change. What dominates the discussion and activities in other countries? Ecological, economic or social aspects – let’s widen the horizon together.

We will kindly ask ZUKOnnet fellows interested in the SDGs to share their experience and perspectives with students.

Alumni network

Feedback Loop and Alumni Cooperation

Date/Time: 20 December 2023, 15:15–16:45, Y 329 (common room at the ZUKO)

Renate Krüßmann (Zukunftskolleg) and Olga Sachartshuk (Alumni Cooperation)

Towards the end of your on-campus fellowships, we would like to invite you to a feedback loop session – discussing the past but also looking into the future. In the first part of the meeting, we will discuss your experiences during your ZUKOnnect and Herz Fellowships. In the second part, we would like to talk about some ideas for the formation of a community of alumni. This way, we want to ensure that you as ZUKOnnect and Herz Fellows remain part of our academic family and that the ties we have created last.

Career Skills

On-campus Course “Fostering Confidence and Assertiveness in Everyday Research – a Practical Workshop for Female Researchers”

Date/Time: 21 Nov 2023, 9:00–16:00, registration necessary in advance

Trainer: Dr Orit Harel

Academic lives and careers are often experienced as stressful. About two-thirds of women in academia tend to experience either chronically or sporadically what is sometimes referred to as “imposter syndrome”, which describes a consistent feeling of self-doubt even in areas where one excels and has been successful. This feeling is not just an internal insecurity, it is also a combination of external unconscious biases that still exist about women’s competency as researchers, mentors, and teachers. Sparking conversations about these biases is essential for change. In this workshop, participants will learn about the notion of “imposter syndrome” as well as other cognitive biases, mind traps, and how to cope with ruminating thoughts. By learning about the nature of our brain and cognition and by filling out self-analyzing questionnaires from the worlds of CBT (cognitive behavioral therapy) and ACT (Acceptance committed therapy), participants will discover their own automatic thoughts, and learn how to replace them by cultivating internal compassionate and strengthening voices. They will practice strategies such as awareness of thoughts and cognitive diffusion, which strengthen their well-being, assertiveness, confidence, and academic performance in everyday research.

This workshop is targeted at female doctoral researchers and female early postdocs. On Nov 21st 2023 the workshop will take place for all. In addition, participants will have the opportunity to make an appointment with the trainer for a 60-minute individual coaching session (on Zoom) in the weeks following the workshop (the specific appointment will be made in the workshop).

On-campus Course “Publication Strategies”

Date/Time: 23 Nov 2023, 9:00–17:00

Trainer: Dr Philipp Mayer

Publishing articles and receiving citations is crucial for the advancement of your academic career. A strategic approach to publishing helps you to stay on track, to use your time effectively, and to benefit from available guidelines and online tools. This workshop provides a platform for exploring guidelines and tools, sharing experiences, and developing individual strategies. In this workshop, we will discuss five challenges:

- Publication targets: What should we try to achieve in terms of quality, quantity, and frequency of publications?
- Collaboration: How can we shape collaboration and teamwork in order to achieve our publication targets?
- Journal selection: Which criteria should we consider when selecting journals?
- Achieving acceptance: What helps to convince editors and reviewers?
- Increasing citation rates: How can we increase the citation rates of our publications?

We will analyse, evaluate, and synthesize suggested publication strategies. We will share experiences and identify differences between disciplines. For summarizing insights, we will prepare a set of key recommendations. Please note: the target group of this workshop are postdoctoral researchers and advanced doctoral researchers. The workshop is ideally suited for researchers from the life sciences and the natural sciences. In addition, researchers from the social sciences publishing journal articles are welcome.

ZUKOnnect Fellows and Herz Fellows may participate in the following courses available to the academic staff at the university, registration necessary:

On-campus Course “Good Scientific Practise”

Date/Time: 13 December 2023, 15:15–16:45,

Trainer: Dr. Michael Mende

As Ombudsperson for the DFG Dr. Michael Mende (also at the Cluster Collective Behavior) would like to explain the state of the art regarding approaches, codes and the system of Ombudsperson to check standards of good scientific research as expected by several national and European organizations. He also has experience in mediation in difficult cases brought to his attention.

Online Course “Make an Impact! Networking and Self-Marketing Skills for Researchers”

Date/Time: 2 November 2023, 9:00–17:00 and 3 November 2023, 9:00–13:00

Trainer: Julie Stearns

How can I make an impact in scientific contexts such as small-talk situations at conferences? What can help me in situations where I face an international crowd and how can I connect to an interdisciplinary audience? The workshop Make an Impact! offers the opportunity to enhance overall effective communication (verbal and non-verbal) to improve networking and self-marketing opportunities. The workshop focuses specifically on self-expression in terms of vocal quality, body language and verbal expression in academic and professional and contexts.

Throughout the workshop, participants will be guided through interactive exercises to improve their body language, as well as focus on the quality of their language content. The aim is to develop strategies to make a lasting and positive impact on groups, colleagues, and significant contact persons. Trainer input will provide the opportunity to gain new insights in effective communication and learn how to present themselves more effectively and to make the best impression and strongest impact.

E-Trainings PINKTUM (Leadership, Communication, Agile Skills, etc.)

Date/Time: ongoing (expected to be available from December 1, 2023)

PINKTUM is a provider of e-training courses with a focus on interdisciplinary qualifications in the areas of agile skills, communication, leadership, soft skills, methodological competence.

Online courses are available in two different formats: Competence training (professional acting scenes, content input, tests and questions for users, learning material) and compact seminars (recorded seminars by experts, partly with learning material).

The length of an e-training is between 45 and 120 minutes and can be seen within the course description. The trainings are usually structured into different lessons, at the end of which questions on the learned content are often asked. Many courses also provide accompanying material, information on the user’s learning progress or a certificate.

Each ZUKOnnect Fellow/Herz Fellow can take up to 2 courses from the PINKTUM course programme during the entire fellowship period (i.e. including both the online phases and the on site-phase).

More information on courses and registration at

(registrations possible from mid-October 2023):

– uni.kn/en/asd/services/courses-and-events

Grant Proposal Writing

The skill to fund your own research

Why should you want to look closer into grant proposal writing? In short, you are a researcher and want to do research which usually asks for financial, infrastructural, personnel and other resources. Having your own research money will open many doors, especially when you are looking for a host institution or applying for positions. Also, the skill to secure research funds in your own name qualifies you for a senior position in most academic systems. Having a track record of your own research projects is one of the best ways to demonstrate your ability to succeed in the competitive, peer reviewed market for research funds. This is one of the qualifications universities and research institutions are looking for in their future members. The Research Support provides postdoctoral researchers at the University of Konstanz advice on grant proposal writing and supports you in obtaining funding for your research projects. We assist you every step of the way: from your first project idea to the final submission of your research proposal. In addition, we provide information and advice on all aspects of national, international and European sources of research funding. For more information, visit our website or get in touch: [– uni.kn/en/research-support/contact](https://uni.kn/en/research-support/contact)

Cultural Awareness

Cultural Awareness, Part I

Date/Time: 11 October 2023, 15:15–16:45, Y327

[Agnieszka Vojta, Intercultural Trainer, International Office](#)

In this (online) workshop, we will reflect on cultural identities, discuss prejudices and stereotypes. The goal is to increase the cultural awareness and deepen the intercultural competencies as well as exchange in the international group. The contents of this workshop will be deepened in a (face-to-face) workshop during the term.

Workshop: Writing successful grant proposals

Date/Time: 8 November 2023, 9:00–16:00, Y327

[Trainer: Josefine Honke and Katrin Schmitts,](#)

[Research Support](#)

This practice-oriented course will look closer into the highly competitive market for research funding, focus on the elements of a successful proposal and what evaluators are looking for. We will discuss what it takes to come up with a cool research question and how to identify the right funding source for your research interests. You will learn what matters most in writing grant proposals, which pitfalls to avoid, and how the review process is structured. This will allow you to work on your own funding strategy and join our individual coaching sessions. The workshop is only available to ZUKOnnect and Herz Fellows.

Contents in brief:

- Exploring funding opportunities
- Knowing what makes a successful proposal
- Developing and advancing a project idea
- Avoiding common pitfalls
- Passing the review process

Cultural Awareness and Intercultural Competence, Part II

Date/Time: 25 October 2023, 15:15–16:45, Y327

[Agnieszka Vojta, Intercultural Trainer, International Office](#)

In this workshop, we will shape and deepen our cultural awareness and discuss how to deal with intercultural challenges. The goal of this workshop is to maximize the potential inherent in the intercultural experience and bridging across differences.

Language Skills

German as a Foreign Language: Course for the ZUKOnnect&Herz fellows offered by instructors of the University of Konstanz

Pre-arrival

Intensive Online Course (14:00–17:30 CET), online ZOOM link:

[– uni-konstanz-de.zoom.us/j/99852248594?pwd=dVdRR3JqSFdOMnpvYmdXdjJqY1BhUT09](https://uni-konstanz-de.zoom.us/j/99852248594?pwd=dVdRR3JqSFdOMnpvYmdXdjJqY1BhUT09)

“Seerhein” at ILIAS:

[– uni-konstanz-de.zoom.us/j/92191902522?pwd=eENLVlpleXNhRnRjSjBHclRDd0xkZz09](https://uni-konstanz-de.zoom.us/j/92191902522?pwd=eENLVlpleXNhRnRjSjBHclRDd0xkZz09)

Mon, 28.08.	Tue, 29.08.	Wed, 30.08.	Thu, 31.08.	Fri, 01.09.
Mon, 04.09.	Tue, 05.09.	Wed, 06.09.	Thu, 07.09.	Fri, 08.09.

instructor: Andrea Birk (andrea.2.birk@uni-konstanz.de)

On site

Language Course (17:00–18:30 CET), Room Y327

Wed, 04.10.	Fri, 06.10.	Mon, 09.10.	Fri, 13.10.	Mon, 16.10.
Mon, 23.10.	Mon, 30.10.	Mon, 06.11.	Mon, 13.11.	Mon, 20.11.
Mon, 27.11.	Mon, 04.12.	Mon, 11.12.	Mon, 18.12.	

instructor: Susanne Jahn (Susanne.jahn@uni-konstanz.de)/N.N.

Open Science

The cultural transformation that the term Open Science addresses has many different aspects, including free and unrestricted access to scientific publications (Open Access), the use of open source software, open data or open educational resources as well as open peer review processes.

Open Access, Research Data Management and more

Date/Time: 22 November 2023, 15:15–16:45, Y327

[Trainer: Matthias Landwehr](#)

In a nutshell, open access means free access to scientific literature on the Internet. So far, so good. But what are the advantages of open access publishing? What are the different models? And how do I find a suitable open access journal? These and other questions are addressed in the online course “Introduction to Open Access”. In addition to providing a basic understanding of

open access, the course also introduces the Open Access offerings of the University of Konstanz, which has long been committed to Open Access and Open Science. Not only will the financial support options for journal articles and books be discussed, but the Konstanz Online Publication System KOPS will also be presented.

Career Kit Plus, Language Course and other dates

September – December 2023

Date	Weekday	Time	Topic	Format	Organiser
Aug 28	Monday	14:00–17:30	German Class with Andrea Birk	Online	Welcome Centre/SLI
Aug 29	Tuesday	14:00–17:30	German Class with Andrea Birk	Online	Welcome Centre/SLI
Aug 30	Wednesday	14:00–17:30	German Class with Andrea Birk	Online	Welcome Centre/SLI
Aug 31	Thursday	14:00–17:30	German Class with Andrea Birk	Online	Welcome Centre/SLI
Sep 1	Friday	14:00–17:30	German Class with Andrea Birk	Online	Welcome Centre/SLI
Sep 4	Monday	14:00–17:30	German Class with Andrea Birk	Online	Welcome Centre/SLI
Sep 5	Tuesday	14:00–17:30	German Class with Andrea Birk	Online	Welcome Centre/SLI
Sep 6	Wednesday	14:00–17:30	German Class with Andrea Birk	Online	Welcome Centre/SLI
Sep 7	Thursday	14:00–17:30	German Class with Andrea Birk	Online	Welcome Centre/SLI
Sep 8	Friday	14:00–17:30	German Class with Andrea Birk	Online	Welcome Centre/SLI
Sep 27	Wednesday	15:15–16:45	Workshop “Creativity meets Technology”	On Campus R6/K6	FabLab
Oct 4	Wednesday	17:00–18:30	German Class with Susanne Jahn	On Campus Y327	Welcome Centre/SLI
Oct 6	Friday	17:00–18:30	German Class with Susanne Jahn	On Campus Y327	Welcome Centre/SLI
Oct 9	Monday	17:00–18:30	German Class with Susanne Jahn	On Campus Y327	Welcome Centre/SLI
Oct 11	Wednesday	15:15–16:45	Cultural Training	On Campus Y327	International Office
Oct 13	Friday	17:00–18:30	German Class with Susanne Jahn	On Campus Y327	Welcome Centre/SLI
Oct 16	Monday	17:00–18:30	German Class with Susanne Jahn	On Campus Y327	Welcome Centre/SLI
Oct 18	Wednesday	15:15–16:45	Welcome Campus Tour “Arts meets Science”	On Campus Y3	Welcome Centre
Oct 23	Monday	17:00–18:30	German Class with Susanne Jahn	On Campus Y327	Welcome Centre/SLI
Oct 24	Tuesday	13:30–15:00	Poster session ZUKOconnect/Herz	On Campus Y3	ZUKO
Oct 24	from now on every Tuesday	13:30–15:00	ZUKO community meeting for all as of 24 Oct 2023 (announcements will follow, hybrid mode)	On Campus Y326	ZUKO
Oct 25	Wednesday	15:15–16:45	Cultural Training	On Campus Y327	International Office
Oct 26–27	Thursday–Friday	9:00–15:00	Career Strategies and Development Planning for Researchers	On Campus	ASD – registration necessary

Oct 30	Monday	17:00–18:30	German Class with Susanne Jahn	On Campus Y327	Welcome Centre/SLI
Nov 2–3	Thursday–Friday	9:00–17:00 9:00–13:00	Make an Impact! Networking, Self-Marketing and Communication Skills	Online	ASD – registration necessary
Nov 6	Monday	17:00–18:30	German Class with Susanne Jahn	On Campus Y327	Welcome Centre/SLI
Nov 7	Tuesday	evening	Reden für Europa	Bodensee-forum	City of Konstanz
Nov 8	Wednesday	9:00–16:00	Writing Successful Grant Proposals	On Campus Y327	Research Support
Nov 13	Monday	17:00–18:30	German Class with Susanne Jahn	On Campus Y327	Welcome Centre/SLI
Nov 17	Friday	10:00–11:30	Academic careers for postdoctoral researchers in Germany	On Campus Y326	Academic Staff Development (ASD)
Nov 20	Monday	17:00–18:30	German Class with N.N.	On Campus Y327	Welcome Centre/SLI
Nov 21	Tuesday	9:00–16:00	Fostering Confidence and Assertiveness in Everyday research (women only)	On campus	ASD – registration necessary
Nov 22	Wednesday	15:15–16:45	Open Science: Open Access, Research Data Management and more	On Campus Y327	KIM
Nov 23	Thursday	9:00–17:00	Publication Strategies	On campus	ASD – registration necessary
Nov 27	Monday	17:00–18:30	German Class with N.N.	On Campus Y327	Welcome Centre/SLI
Nov 29	Wednesday	16:30–19:30	University Day 2023 – Connecting researchers of tomorrow	On Campus Y3	ZUKO + Hegau-Bodensee-Seminar
Dec 4	Monday	17:00–18:30	German Class with N.N.	On Campus Y327	Welcome Centre/SLI
Dec 7	Thursday	11:00–13:00	Round table „Academic Careers in Africa, Asia and Latin America“.	Hybrid/On Campus Y3	ZUKO + Cluster Inequality Cluster Collective Behavior
Dec 11	Monday	17:00–18:30	German Class with N.N.	On Campus Y327	Welcome Centre/SLI
Dec 13	Wednesday	15:15–16:45	Good Research Practice	On Campus Y327	Cluster/Michael Mende
Dec 18	Monday	17:00–18:30	German Class with N.N.	On Campus Y327	Welcome Centre/SLI
Dec 20	Wednesday	15:15–16:45	Feedback Loop	On Campus Y327	ZUKO + Alumni

Note: further dates of potential interest for the ZUKO community will be announced via email

participation expected
German language course

Imprint

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Based on the idea of Daniela Kromrey et al.

Picture Credit

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