



PROGRAMME OF EVENTS SOSE 2022 FOR THE SCIENTIFIC STAFF

Brief overview

Tues. 14.06.2022

12:00-13:30

Good scientific practice. Handling, challenges, conflicts.

Face-to-face event for all academic staff

Tues. 21.06.2022

12:00-13:30

Sense and benefit of annual reviews for scientific employees

Online event for WiMis

Thu. 21.06.2022

15:30-17:00

Annual reviews as an instrument of appreciative leadership & support

Online event for Professors and academics with leadership responsibilities

Fri. 24.06.2022

10:00-12:00h

And once again I was too critical...

Feedback in research, teaching and everyday university life

Online event for WiMis & junior professors

Tues. 28.06.2022

12:00-14:00

PhD... and what comes next?! Exploring academic career paths.

Online event for doctoral students and early postdocs

Mon. 11.07.2022

14:00-15:30

Archiving and publishing research data: Offers and services of Leuphana

Online training for all researchers/scientists

Tues. 12.07.2022

10:00-11:30

Making research visible through Open Access

Online training for all researchers/scientists

Wed. 13.07.2022

09:00-17:00

Voice training for teaching & science

Face-to-face event for all scientists and teachers

Tues. 30.08.2022

10:00-11:30

Science management as a career option for scientists?!

Online event for PhD students & early postdocs

Thu. 01. & Fri. 02.09 2022

Both days from 9:00-17:00

Understanding and dealing with conflicts in organisations

Face-to-face event for WiMis and junior professors

Mon. 05.09.2022

17:00-19:00

Role-Model-Monday

From a career in science to a career in Science Management:

The path is made by walking.

Role Model: Dr. Inga Brinkmann - Faculty Executive Director

Online event for all academic staff

Tues. 06. & Wed. 07.09.2022

Both days from 10:00-14:00

Navigating the "shark pool". Power games and micropolitical competence in academia

Online workshop for doctoral candidates and postdocs, young professors and executives and people in coordinating or advisory functions in science management

Thu. 08.09.2022

12:00-13:30

"Black box professorship appointment" I: On the way to a professorship

Online information event for advanced doctoral students & postdocs

Fri. 09.09.2022

10:00-12:00

"Black box professorship appointment" II: Behind the scenes of professorship appointment proceedings

Online information event for advanced doctoral students & postdocs

Participation in the academic personnel development offers must be agreed with the superior. Offers in consultation with the supervisor can only be taken up if your area of responsibility requires it and the work processes allow it.

Good scientific practice. Handling, challenges, conflicts.

Target group: Scientific staff

Format: Face-to-face event

Language: German

Your added value: An essential prerequisite for scientific work is compliance with the rules of "good scientific practice". This includes not only the conscientious collection and careful handling of scientific data, but also the observance of rules of communication between scientists. The ethics guideline of the Leuphana University states in this regard that good scientific practice is lived and practiced through suitable framework conditions and by anchoring it in the in the scientific culture must be lived, taught and practiced.

The aim of this event is to give an introduction to the basic rules of good scientific practice and to show which forms of handling and possibilities exist for dealing with various challenges and conflicts in science. Based on the guidelines of the DFG and the guidelines of the Leuphana University to ensure good scientific practice, the framework for action will be shown in concrete terms, which describes the procedural steps for resolving conflicts in scientific practice. Participants will also have the opportunity to discuss concrete questions and problems regarding the rules of good scientific practice.

Date: **Tues. 14.06.2022, 12:00-13:30 (s.t.)**

Room/Location: C 40.601

Speaker: **Prof. Dr Werner Härdtle**, Institute of Ecology, Faculty of Sustainability at Leuphana University Lüneburg

Registration required.

Please do this via the online portal of the Internal Continuing Education:

<https://www.leuphana.de/intranet/weiterbildung/details/gute-wissenschaftliche-praxis-umgang-herausforderungen-konflikte.html>

Sense and benefit of annual reviews for scientific staff members

Target group: Research assistants

Format: Online event

Language: German

Content: According to the “Dienstvereinbarung”, your superiors are obliged to offer you an annual interview once a year, which you can accept or refuse. Likewise, you have the option of requesting such a discussion from your superiors. Perhaps you are wondering what sense and benefit such a discussion can have for you? Perhaps you are uncertain about what to expect at an annual meeting and how to deal with it? Perhaps you have concrete concerns or questions that you would like to discuss in a protected circle with colleagues in a similar situation? The aim of the event is to familiarise you with the framework conditions, the process and the meaning and benefits of annual interviews for your academic career development and to clarify open questions so that you can enter the interview confidently and in a targeted manner.

Date: **Tues. 21.06.2022, 12:00-13:30 (s.t.)**

Room/location: Access data to the online room will be provided shortly before the start of the event.

Speaker: **Dr. Nicole Justen**, Officer for Academic Personnel Development at Leuphana

Registration required.

Please do this via the online portal of the Internal Continuing Education:

<https://www.leuphana.de/intranet/weiterbildung/details/sinn-und-gewinn-von-jahresgesprachen-fuer-wissenschaftliche-mitarbeiterinnen-1.html>

Annual reviews as an instrument of appreciative leadership & support

Target group: Scientists with leadership responsibility

Format: Online event

Language: German

Content: According to the "Dienstvereinbarung", you as a supervisor are obliged to offer your employees an annual review once a year. Perhaps you are wondering, or are not quite sure after the first talks, how these can work in your area with your particular circumstances in a useful and helpful way for all concerned? Would you like to use annual reviews as an instrument of appreciative leadership and support? In this event, you can learn how to deal with these situations in a group of colleagues with similar questions and challenges. This will give you a clearer idea of how you can conduct the annual appraisal in a useful and helpful way and how it can serve you as an instrument of appreciative leadership and support for your staff. Annual reviews can help to maintain, develop and improve a good working atmosphere.

Date: **Thu. 21.06.2022, 15:30-17:00 (s.t.)**

Room/location: Access data to the online room will be provided shortly before the start of the event.

Speaker: **Dr. Nicole Justen**, Officer for Academic Personnel Development at Leuphana

Registration required.

Please do this via the online portal of the Internal Continuing Education:

<https://www.leuphana.de/intranet/weiterbildung/details/jahresgespraeche-als-instrument-wertschaetzender-fuehrung-foerderung-1.html>

And once again I was too critical...

Feedback in research, teaching and everyday university life

Target group: WiMis, lecturers & junior professors

Format: Online event

Language: German

Content: Researchers, teachers and students give feedback consciously and unconsciously on a daily basis and are themselves recipients of feedback on a lecture, a written paper or a project result. The event is aimed at all researchers and teachers who - in the context of teaching, their own qualification or in their day-to-day academic work - want to reflect feedback situations with supervisors, staff, colleagues and students for themselves.

In the first part of the lecture, different feedback contexts at higher education and important feedback models from psychology and educational science will be presented, which should help the participants to systematically classify feedback situations. In the second part, we will discuss together successful and unsuccessful feedback processes and uncover some feedback myths ("Feedback must always first..."). The event ends with an exchange on possible further workshops and trainings in the area of "feedback and communication".

Date: **Fri. 24.06.2022, 10:00-12:00 (s.t.)**

Room/location: Access data to the online room will be provided shortly before the start of the event.

Speaker: **Prof. Dr. Marc Kleinknecht** is Professor of School Education and School Development at the Institute for Educational Science at Leuphana University Lüneburg. He heads the Centre of Excellence for Teacher Training. His teaching and research projects on video-based classroom feedback in teacher training have received several awards.

Registration required.

Please do this via the online portal of the Internal Continuing Education or the GradSkills portal:

<https://www.leuphana.de/intranet/weiterbildung/details/und-wieder-mal-war-ich-zu-kritisch-feedback-in-forschung-lehre-und-hochschulalltag.html>

PhD...and what comes next?! Exploring academic career paths.

Target group: PhD students

Format: Online event

Language: German

Your added value: Many doctoral students do not begin to look more closely at their own career preferences and possible occupational fields until they have completed their doctorate. However, the competitive field of science requires early knowledge, reflection and sounding out of individual career goals and structurally possible career paths as well as one's own competences and resources, which facilitate or impede career opportunities in science. By providing concrete information, the event encourages participants to reflect on the opportunities and challenges of career development in the science system in order to be able to consciously shape the next steps on the path to science. Alternative career paths outside of the classic university science career will also be briefly discussed.

Date: **Tues. 28.06.2022, 12:00-14:00 (s.t.)**

Room/Location: Access data to the online room will be provided shortly before the start of the event.

Speaker: **Dr. Nicole Justen**, Dipl.-Päd., consultant for academic personnel development at Leuphana, systemic consultant, many years of experience in research and teaching as well as in supervising doctoral colloquia as a postdoc.

Registration required.

Please do this via the GradSkills online portal:

<https://www.leuphana.de/graduate-school/promotion-postdoc/kompetenzentwicklung/schlüsselkompetenzen/details/promotionund-was-dann-sondierung-wissenschaftlicher-karrierewege.html>

Archiving and publication of research data: Leuphana offers and services

Target group: all researchers/scientists

Format: Online training

Language: German

Content: After a general introduction to the topic and an explanation of relevant features and requirements for archiving and requirements for the archiving and publication of data, this event will focus on the archiving and publication services provided at Leuphana. The focus will be on the newly developed institutional data repository "PubData" from the Information Centre (MIZ) with its archiving and publication services, its mode of operation, i.e. the underlying workflows and checking processes. Finally, the view is broadened to other publication organs and options.

Date: **Mon. 11.07.2022, 14:00-15:30 (s.t.)**

Room/location: Access data to the online room will be provided shortly before the start of the event.

Speaker: **Thomas Schwager**, Consultant of the Service Unit Research Data Management, MIZ

Registration required.

Please do this via the online portal of the Internal Continuing Education:

<https://www.leuphana.de/intranet/weiterbildung/details/archivierung-und-publikation-von-forschungsdaten-angebote-und-services-der-leuphana-1.html>

Making research visible through Open Access

Target group: all researchers/scientists

Format: Online training

Language: German

Content: Open Access - free access to scientific publications - opens up numerous advantages for various actors. Authors in particular benefit from a greater reach of their publications and a better protection of their rights. Since Open Access is increasingly funding agencies, it is essential that researchers familiarise themselves with this publishing model and gain knowledge of the support services available to them at their own research institution.

In this course, the basics of OA publishing will be taught and the focus will be on the OA-related services and infrastructure offered at Leuphana. Among other things, the range of advisory services will be presented, concrete financing funding possibilities within the framework of various publishing agreements and the requirements for applying for the university's own OA funding.

Date: **Tues. 12.07.2022, 10:00-11:30 (s.t.)**

Room/location: Access data to the online room will be provided shortly before the start of the event.

Speakers: **Gesa Baron & Martin Bilz** (both E-Science & Media Management, MIZ)

Registration required.

Please do this via the online portal of the Internal Continuing Education:

<https://www.leuphana.de/intranet/weiterbildung/details/forschung-sichtbar-machen-durch-open-access-1.html>

Voice training for teaching and science

Target group: Scientific staff

Format: Face-to-face event

Language: German

Your added value: The voice is an indispensable tool for people who work in teaching or otherwise in science. Yet most frequent speakers know very little about how the voice and about the functioning and background of the voice. When the voice is strained, there is a risk of hoarseness, pain and sometimes even loss of voice. There is also a great deal of insecurity about one's own voice, which many women often find "not loud enough", "squeaky and high" or generally "unattractive".

In this workshop, participants will get to know their voice, learn about the parameters of a healthy voice and do exercises that are suitable for everyday use to make their voices more resilient. In this way, they will be able to perform in their daily work. In addition, the connection between voice and personality is shown, as these two factors influence each other. So there is the possibility of using this relationship for one's own benefit. A central concern of the workshop is to find joy in one's own voice and to have fun "playing" with this organ and using it for oneself.

Contents:

- Basics of voice function, anatomical and functional
- practical exercises to strengthen and care for the voice (including the LaxVox method)
- Connection between voice and personality
- Mode of action of vocalisation (mirror neurons/ status)
- Tips and tricks for dealing with the voice as a frequent speaker
- Voice and gender: the voice as a status symbol and prejudices against voices

Date: **Wed. 13.07.2022, 09:00-17:00 (s.t.)**

Room: **C 9.102**

Trainer: **Julia Baumeister** is a qualified opera singer, voice coach and state-certified speech therapist. For several years she has been working for "Scienza Science Coaching" with a focus on presentation, communication, voice training and networking. She attaches great importance to individual work with the participants and always tries not to neglect the sense of humour.

Registration required. Please do this via the online portal of the Internal Continuing Education:

<https://www.leuphana.de/intranet/weiterbildung/details/stimmtraining-fuer-lehre-und-wissenschaft.html>

Science management as a career option for scientists?!

Target group: WiMis, doctoral students and postdocs of Leuphana

Format: Online event

Language: German

Your added value: You will learn what distinguishes science management, what fields of work there are, which competencies the field requires and how the path from academia to science management can succeed. You will be encouraged to realistically assess whether the path to science management can be a possible career option for you.

Contents:

- General information on science management
- Working conditions in science management
- Required qualifications
- Career paths in science management
- Qualification and further training opportunities

Date: **Tues. 30.08.2022, 10:00-11:30 (s.t.)**

Room: Access data to the online room will be provided shortly before the start of the event.

Speaker: **Dr. Nicole Justen**, Leuphana's academic personnel development officer, Dipl.-Päd., systemic consultant, many years of work in research and teaching as WiMi and Postdoc, now working in science management.

Registration required.

Please do this via the online portal of the Internal Continuing Education:

<https://www.leuphana.de/intranet/weiterbildung/details/wissenschaftsmanagement-als-karriereoption-fuer-wissenschaftlerinnen-2.html>

Conflict management - understanding and dealing with conflicts in organisations

Target group: Research assistants, junior professors

Format: 2 consecutive attendance days / 8 units à 90 min.

Your added value: At the end of the workshop you will be able to better understand conflicts and classify them according to their severity. You will be able to recognise conflict potential in your own work environment and deal with it cooperatively and have learned something about yourself and your behaviour in conflict situations.

Content: When people work together, conflicts always arise for various reasons. In this workshop you will look at the conditions under which conflicts can be used for the development of organisations and for personal development. You will reflect on conflicts with the help of socio-psychological models and develop ways of dealing with conflicts with the aim of strengthening cooperation.

Date: **Thu. 01.09.2022 & Fri. 02.09.2022, both 09:00-17:00 (s.t.)**

Room: **Both days in C 9.102**

Speaker: **Dr. Claudia Nounla**, qualified adult educator, organisational consultant, supervisor (DGSv). Training and further education in theme-centred interaction, organisational development, coaching and supervision. Research assistant at the KHN from 2005 to 2014, freelance since 2014. Main areas of work: Supervision/coaching and further training for teachers and managers, process support in change processes and conflicts.

Registration required.

Please do this via the GradSkills online portal:

<https://www.leuphana.de/graduate-school/promotion-postdoc/kompetenzentwicklung/schluesselkompetenzen/selbstkompetenzen-staerken.html>

**Role-Model-Monday: From a career in science to a career in science management:
The path is created while walking.**

Target group: Scientific staff

Format: Online event

Language: German

Content: Advancement, career, success... especially in the university context, these terms are almost used as a matter of course when thinking about one's own professional development. There is one direction of travel, and that is professional success. But what do the terms mean apart from their theoretical definitions when people who have risen their career and who are credited with being successful, tell us about their career paths? How do these people perceive their professional development? Which detours, breaks, lines, ascents, successes and personal developments have they experienced? What visions, ideas, doubts and goals accompanied/accompany their path? What can we learn from their experiences in order not only to follow a theoretical idea of career and success, but the realisation of one's own personal goals. The Role-Model-Monday is an offer to discover professional development stories, to experience leaders and engage in conversation with them.

Date: **Mon. 05.09.2022, 17:00-19:00 (s.t.)**

Role Model: **Dr. Inga Brinkmann** - Managing Director of the Faculty of Education at Leuphana

- studied art history, philosophy and Protestant theology (1997-2003)
- Doctorate in art history, funded by a doctoral scholarship from the State of Berlin (graduation 2008)
- Lectureships at the FU Berlin & Postdoc grant from the Fritz Thyssen Foundation
- LfbA as a qualification position at the Philipps University of Marburg (2010-2016)
- DFG position at the Philipps University of Marburg (2016-2018)
- In 2016, first thoughts on reorientation in the direction of science management
- Advisor for appointment matters and academic procedures at the University of Oldenburg (2018-2019)
- Extra-occupational training in science management
- Consultant for university development with a focus on appointment management at Leuphana (2020-2022)
- Managing Director of the Faculty of Education at Leuphana (since 04/2022).

Room/location: Access data to the online room will be provided shortly before the start of the event.

Moderation: **Dr. Nicole Justen**, Academic Personnel Development Officer at Leuphana

Registration required. Please do this via the online portal of the Internal Continuing Education:

<https://www.leuphana.de/intranet/weiterbildung/details/role-model-monday-von-der-wissenschaftlichen-karriere-zu-einer-karriere-im-wissenschaftsmanagement-der-weg-entsteht-beim-gehen.html>

Navigating the "shark pool". Power games and micropolitical competence in academia

- Target group:** Doctoral candidates and postdocs, young professors and executives and people in coordinating or advisory functions in science management; max. 12 participants
- Event format:** Online workshop
- Language:** English
- Content:** Socially, research environments may vary a great deal. In Germany and elsewhere researchers are embedded in specific hierarchical constellations. Regardless of their position at the upper, middle or lower levels of their institution, they are sometimes confronted by irritating and even incomprehensible behaviour and results: formal regulations may be bypassed, expertise and institutionally defined responsibility may prove to be unimportant when decisions are taken, rivaling camps may impair any cooperation, ... Some situations or processes involving power games are perceived as unproductive, frustrating or even annoying. However, experience also tells us that difficult situations can be mastered by analysis, understanding and appropriate communication and, generally, by a power-conscious approach.

The approach of micropolitical theory and its conceptual enhancement provide a framework to systematically grasp manifestations of the everyday uses of power in organisations. Micropolitics is not just about persons interacting in leadership positions or about power-abuse. In fact, selfinterests (which may be ethically motivated) are pursued at all organisational levels. Individual or collective strategies are used to exert informal influence or to avoid control by others. Of central interest is the question of power resources, also from a perspective of diversity. The subject matter of the workshop may enrich your (virtual) tea kitchen talks with an important shadow topic in your own organisation. Above all, however, an opportunity is offered to reflect on power processes in your own environment as well as your roles in micropolitical games - as "victims" or "actors" - by a systematic and unbiased approach. The workshop facilitates identifying resources and strategies in order to enhance your micropolitical competence.

Topics:

- science system and organisation (focus on Germany)
- micropolitics, power games, power resources
- typical 'arenas
- roles / game positions
- room for manoeuvre and micropolitical tools.

Before the workshop, participants will receive some documents for preparation. To ensure a lasting effect of the event, participants will receive a comprehensive script including the content of the workshop and references to further reading and exercises.

Date: **Tuesday 06.09. & Wednesday 07.09.2022, both days from 10 a.m. - 2 p.m.**

Room/location: Access data for the online room will be provided shortly before the start of the event.

Speaker: **Dr. Veronika Fuest** is a certified consultant (systemic transactional analysis) and trainer. Extensive experience in science: multidisciplinary academic qualifications, involvement in collaborative research projects of various scientific institutions as well as own research including actor and institutional analyses in the field of science; in science management internal consulting and process moderation as well as supervision of ombudsman matters; academic teaching (including political anthropology). In addition, experience in development cooperation and activities as an expert for BMBF, DFG and Volkswagen Foundation.

Registration required. Please register via the online portal GradSkills:

<https://www.leuphana.de/graduate-school/promotion-postdoc/kompetenzentwicklung/schlüsselkompetenzen/details/navigating-the-shark-pool-power-games-and-micropolitical-competence-in-academia-1.html>

"Black Box professorship appointment" I: On the way to a professorship

- Target group: Advanced doctoral students and postdocs
("Black Box professorship appointment" I & II can be attended independently or building on each other)
- Format: Online information event
- Language: German
- Your added value: Career paths in science and research are very diverse and, above all, not very transparent. The event will provide an introductory overview of the appointment process, the components of the appointment interview and the work of the appointment committee. This information should enable you to develop a personal strategy to reflect on your basic prerequisites and competences and to sound out your own qualities and put them in the right light for an appointment procedure.
- Contents:
- Procedure
 - Strategic career planning
 - Candidature
 - Scientific lecture/teaching sample
 - Profile presentation
 - Commission`s discussion
 - Hearings
- Date: **Thu. 08.09.2022, 12:00-13:30 (s.t.)**
- Room: Access data to the online room will be provided shortly before the start of the event.
- Speaker: **Dr. Nicole Justen**, Leuphana's academic personnel development officer, qualified pedagogue, systemic consultant, many years of experience in research and teaching as a WiMi and postdoc. Experience as a member of various appointment committees.

Registration required.

Please do this via the GradSkills online portal:

<https://www.leuphana.de/graduate-school/promotion-postdoc/kompetenzentwicklung/schluesselkompetenzen/details/black-box-berufung-i-auf-dem-weg-zur-professur-1.html>

"Black Box professorship appointment" II: Behind the scenes of professorship appointment proceedings

- Target group:** Advanced doctoral students and postdocs
("Black Box professorship appointment" I & II can be attended independently or building on each other)
- Format:** Online information event
- Language:** German
- Content:** Applicants in appointment procedures can usually only actively participate in small sections of an appointment procedure that is extremely important for their own career and usually extends over a long period of time, for example when they are invited to a personal interview. From the applicant's perspective, by far the largest part of the process takes place 'behind the scenes': The selection process involves a large number of university and (non-)academic actors, consists of various selection steps that build on each other and is flanked by various quality assurance mechanisms. The event aims to give young researchers insights into these, from their point of view, "hidden" processes and to make transparent how the selection process in the run-up to filling a professorship takes place structurally. Among other things, the following questions will be addressed:
- Which actors are involved in appointment procedures and what role do they play in the selection process?
 - How are possible biases of the actors involved counteracted?
 - How does an appointment committee work, what rules are it bound by and what selection steps are carried out?
 - On what basis do the persons involved assess the suitability of applicants and make a selection decision?
 - What mechanisms serve to ensure the quality of appointment procedures?
- Date:** **Fri. 09.09.2022, 10:00-12:00 (s.t.)**
- Room:** Access data to the online room will be provided shortly before the start of the event.
- Speakers:** **Dr. Michaela Kaufmann**, Officer in Appointment Management at Leuphana & **Dr. Inga Brinkmann**, Management of the Faculty of Education

Registration required. Please do this via the online portal GradSkills:

<https://www.leuphana.de/graduate-school/promotion-postdoc/kompetenzentwicklung/schluessselkompetenzen/details/black-box-berufung-ii-hinter-den-kulissen-von-berufungsverfahren-1.html>