Herz and ZUKOnnect Fellows
Your support to enhance your complementary academic career skills
Career Kit Plus: Introduction

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 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.

FabLab Workshop “Creativity meets technology”

Date/Time: 27 September, 15:15–16:45
Manuel Bernhardt, FabLab Manager
The FabLab spend 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.
Zukunftskolleg’s Interdisciplinary Community

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.

**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 Zukunftskolleg 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

**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.

**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

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 inter disciplinary 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:** 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 (ages 16–18) to share their fascination for science around the world.

**Let’s talk about SDG’s**

**Date/Time:** in December 2023, tbc

Barbara Elle, Andreas Schwarzzier, 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 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.

**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 Sachart-schulz (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.

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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 and Commitment Therapy), participants will discover their own automatic thoughts, and learn how to replace them by 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 natural sciences. In addition, researchers from the social sciences publishing journal articles are welcome.

On-campus Course "Publication Strategies"
Date/Time: 23 Nov 2023, 9:00–17:00
Trainer: 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?
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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 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 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.

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

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 workshop will take 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

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=dVdRR3Jq5FdOMnpvYmd3XjJqY1BhUT09

“Seerhein” at ILIAS:
– uni-konstanz-de.zoom.us/j/92191902527?pwd=eE1NLVpleXNfRnRjSV9Hc1RdTlYXZz09

On site

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

– Wed, 04.10. – Mon, 28.10. – Mon, 04.09. – Mon, 09.09. – Mon, 16.10.
– Fri, 06.10. – Mon, 30.10. – Mon, 06.11. – Mon, 13.11. – Mon, 20.11.
– Fri, 06.10. – 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.

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.

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.

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<td>15:15–16:45</td>
<td>Cultural Training</td>
<td>On Campus Y327 Office</td>
<td></td>
</tr>
<tr>
<td>Oct 26–27</td>
<td>Thursday–Friday</td>
<td>9:00–15:00</td>
<td>Career Strategies and Development Planning for Researchers</td>
<td>On Campus Y327 *ASD – registration necessary</td>
<td></td>
</tr>
<tr>
<td>Oct 30</td>
<td>Monday</td>
<td>17:00–18:30</td>
<td>German Class with Susanne Jahn</td>
<td>On Campus Y327 Welcome Centre/SLI</td>
<td></td>
</tr>
<tr>
<td>Nov 2–3</td>
<td>Thursday–Friday</td>
<td>9:00–17:00</td>
<td>Make an Impact! Networking, Self-Marketing and Communication Skills</td>
<td>Online</td>
<td>ASD – registration necessary</td>
</tr>
<tr>
<td>Nov 6</td>
<td>Monday</td>
<td>17:00–18:30</td>
<td>German Class with Susanne Jahn</td>
<td>On Campus Y327 Welcome Centre/SLI</td>
<td></td>
</tr>
<tr>
<td>Nov 7</td>
<td>Tuesday</td>
<td>evening</td>
<td>Reden für Europa</td>
<td>Bodensee-Forum City of Konstanz</td>
<td></td>
</tr>
<tr>
<td>Nov 8</td>
<td>Wednesday</td>
<td>9:00–16:00</td>
<td>Writing Successful Grant Proposals</td>
<td>On Campus Y327 Research Centre</td>
<td></td>
</tr>
<tr>
<td>Nov 13</td>
<td>Monday</td>
<td>17:00–18:30</td>
<td>German Class with Susanne Jahn</td>
<td>On Campus Y327 Welcome Centre/SLI</td>
<td></td>
</tr>
<tr>
<td>Nov 17</td>
<td>Friday</td>
<td>10:00–11:30</td>
<td>Academic careers for postdoctoral researchers in Germany</td>
<td>On Campus Y326 Academic Staff Development (ASD)</td>
<td></td>
</tr>
<tr>
<td>Nov 20</td>
<td>Monday</td>
<td>17:00–18:30</td>
<td>German Class with N.N.</td>
<td>On Campus Y327 Welcome Centre/SLI</td>
<td></td>
</tr>
<tr>
<td>Nov 21</td>
<td>Tuesday</td>
<td>9:00–16:00</td>
<td>Fostering Confidence and Assertiveness in Everyday research (women only)</td>
<td>On Campus Y327 ASD – registration necessary</td>
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<tr>
<td>Nov 22</td>
<td>Wednesday</td>
<td>15:15–16:45</td>
<td>Research Data Management and more</td>
<td>On Campus Y327 KOM</td>
<td></td>
</tr>
<tr>
<td>Nov 23</td>
<td>Thursday</td>
<td>9:00–17:00</td>
<td>Publication Strategies</td>
<td>On Campus Y327 *ASD – registration necessary</td>
<td></td>
</tr>
<tr>
<td>Nov 27</td>
<td>Monday</td>
<td>17:00–18:30</td>
<td>German Class with N.N.</td>
<td>On Campus Y327 Welcome Centre/SLI</td>
<td></td>
</tr>
<tr>
<td>Nov 29</td>
<td>Wednesday</td>
<td>16:30–19:30</td>
<td>University Day 2023 – Connecting researchers of tomorrow</td>
<td>On Campus Y3 ZUKO + Hegau-Bodensee-Seminar</td>
<td></td>
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<tr>
<td>Dec 4</td>
<td>Monday</td>
<td>17:00–18:30</td>
<td>German Class with N.N.</td>
<td>On Campus Y327 Welcome Centre/SLI</td>
<td></td>
</tr>
<tr>
<td>Dec 7</td>
<td>Thursday</td>
<td>11:00–13:00</td>
<td>Round table “Academic Careers in Africa, Asia and Latin America”.</td>
<td>Hybrid/On Campus Y3 ZUKO + Cluster Inequality Cluster Collective Behavior</td>
<td></td>
</tr>
<tr>
<td>Dec 11</td>
<td>Monday</td>
<td>17:00–18:30</td>
<td>German Class with N.N.</td>
<td>On Campus Y327 Welcome Centre/SLI</td>
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<tr>
<td>Dec 13</td>
<td>Wednesday</td>
<td>15:15–16:45</td>
<td>Good Research Practice</td>
<td>On Campus Y327 Cluster/Michael Mende</td>
<td></td>
</tr>
<tr>
<td>Dec 18</td>
<td>Monday</td>
<td>17:00–18:30</td>
<td>German Class with N.N.</td>
<td>On Campus Y327 Welcome Centre/SLI</td>
<td></td>
</tr>
<tr>
<td>Dec 20</td>
<td>Wednesday</td>
<td>15:15–16:45</td>
<td>Feedback Loop</td>
<td>On Campus Y327 ZUKO + Alumni</td>
<td></td>
</tr>
</tbody>
</table>

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