

Working Group on Equal Opportunities Arbeitskreis Chancengleichheit (AKC)

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Overview of Invited Talks and Sessions (Lecture hall H2)

Invited Talk

AKC 1.1 Fri 9:30–10:00 H2 **Closing the gender gap: avoid dropout in the postdoc and junior professor phase — •PETRA RUDOLF**

Session

AKC 1.1–1.2 Fri 9:30–12:00 H2 **Career in Academia**

AKC 1: Career in Academia

Time: Friday 9:30–12:00

Location: H2

Invited Talk

AKC 1.1 Fri 9:30 H2

Closing the gender gap: avoid dropout in the postdoc and junior professor phase — ●PETRA RUDOLF — Zernike Institute for Advanced Materials, University of Groningen, The Netherlands

The first big drop out from the scientific career for both women and men happens after the postdoc phase. In this talk I shall analyze the reasons why the postdoc phase is the most vulnerable phase in every young researcher's career and discuss what institutions and young researchers can do to better move on to a fulfilling position inside and outside academia. Of course every young scientist has to be good to make it but as a community we have a clear responsibility to foster talent development in physics.

Then I shall concentrate on academic careers and suggest some support actions for junior professor/ tenure track assistant professors to help these young talents to develop their full potential. Proper onboarding and mentoring in addition to practical help to easier reconcile professional and family duties can avoid losing the young academics at this stage of their career.

Discussion

AKC 1.2 Fri 10:00 H2

University career – yes, but how to? — ●PETRA RUDOLF¹, DORIS REITER², ULRICH ECKERN³, and MONIKA MÜHLBAUER⁴ — ¹Zernike Institute for Advanced Materials, University of Groningen, The Netherlands — ²Condensed Matter Theory, TU Dortmund, Germany — ³Professor emeritus, Theoretische Physik II, Universität Augsburg, Germany — ⁴University of Applied Sciences, München, Germany

With the successful defense of the PhD dissertation, many graduates wish to continue their **career in academia**, aiming to work in a somehow independent position. This initially results in making life in temporary postdoc positions. On the long run, this desire leads to an academic career, with the prospect of later employment as a **group leader** in research centers of the scientific societies (MPG, HGF, FHG, ...) or as a university **professor**.

In combination with research-oriented teaching, a professorship is particularly attractive, bridging among generations with its orientation towards future, in largely open-ended and respected positions.

What obstacles are to be met, how to get on track? Comprehensive general information on the framework of preconditions and careful planning are essential for the targeted implementation of the necessary career steps. In particular, the sharing experiences with fore-runners allows participation, including gender-specific aspects. All of this enhances the success probabilities of the **candidates**.

We are offering this **open format panel discussion** in our intention to encourage **young women and men** to pursue a scientific career in physics.

The **AKC** is continuously evaluating data from the Federal Statistical Office for physics. We are committed to booster the proportion of female professors (currently 13%), optimally up to their relative population fraction (51%). There is still a long path to go for this goal.

The major concern of this event is hence the link to role models – professionally successful physicists in science-oriented careers. Prof. Petra Rudolf (U Groningen, former first female president of the EPS) will give the introductory lecture and chair the session. Jun. Prof. Doris Reiter, Prof. Ulrike Diebold, Prof. Ulrich Eckern and Prof. Monika Mühlbauer will contribute and share their experiences. Prof. Mühlbauer will also present the “**Get to be a professor**” campaign that promotes this career choice by specific guidance and support.

The activity shall take place as a lively and informative **platform for everyone** such as to encourage physicists, in particular females among them, to pursue an academic career. The event will provide information, and it shall support the formation of professional networks by getting acquainted to each other. We aim at active contributions from all participants: questions, comments and reports on own experiences are explicitly invited.