



**Global Young Academy**  
The voice of young scientists around the world

# 2013

## MEETING REPORT



### 1. International Expert Workshop “The Global State of Young Scientists” (GloSYS)

13 – 15 May 2013  
in Hannover, Germany

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## BACKGROUND

As part of “The Global State of Young Scientists” (GloSYS) Project, the GYA and their GloSYS project team held their first International Expert Workshop. The workshop was hosted by the Volkswagen Foundation and took place in castle Herrenhausen in Hannover, Germany, between 13 and 15 May 2013.

In 2013 the GYA is conducting a precursor study on the Global State of Young Scientists (GloSYS). We are examining the career paths of young scientists and researchers around the world focusing on different conditions and obstacles, including 1) the national support systems and their impact on productivity and success, 2) the increasing need for international mobility in science and its effect on the lives and ambitions of scientists, and 3) the young scientists’ authentic views and perceptions of their situation and their personal motivation to pursue a career path in science. As part of the precursor study the exploratory International Expert Workshop in Hannover brought together international experts, primary stakeholders, and GYA members. At the workshop the GYA provided insights into the aims and objectives of the GloSYS project and presented a preliminary evaluation of the innovative research on the situation of young scientists in different countries around the world.

During the break-out sessions, the participants had the chance to share their experiences and expertise with colleagues and engage in setting the course for this global study. The working groups discussed the most critical issues with regard to careers in science and debated suitable ways of exploring these questions. More importantly, the participants started original research to improve the conditions of young scientists around the world and had the opportunity to engage with current-day and future science leaders.

## Objectives

The purpose of the meeting was to accomplish the following objectives:

- Exploring and discussing the current state of research in the GloSYS project.
- Opening discussion on the relevance of a global study on the state of young scholars between different interest groups such as young scholars themselves, National Young Academies, policy makers and researchers in science study.
- Presenting related studies and empirical findings on the situation of young researchers on all continents.
- Considering the relevance of cultural and national differences for a global study such as GloSYS.



- Refining the survey draft according to the expertise and experiences of a diverse set of participants.
- Discussing central issues and national examples of good practice to support and empower young scholars.

## Planned Outcomes

The planned outcomes of this meeting included the following:

- Building a network of experts, young scientists and policy makers on the basis of shared interests in the working and living conditions of young scholars globally.
- Refining the aims and objectives of the GloSYS project with recognized experts in the field.
- Developing concrete suggestions for improving the methodological and conceptual parts of the GloSYS study.
- Building collaboration and fostering exchange between the GloSYS project, related research projects, initiatives of National Young Academies

## List of Speakers

The invited speakers at the International Expert workshop provided valuable insights into a variety of topics. The following presentations were held (alphabetical order of speakers):

- Olanike Adeyemo (Nigeria): “A female academic in a developing world: my dream, my story, my aspirations”
- Aftab Ahmad Chatta (Pakistan): “Status of young scientist in Pakistan: a survey based study”
- Catherine Beaudry (Canada): “The impact of women scientists in biotechnology”
- Daniel Chappell (Germany): “The initiatives of the Junge Akademie in Germany”
- Sindy Duong (Germany): “Career paths of former Junior Professors in Germany”
- Irene Friesenhahn (Germany): “The Global State of Young Scientists (GloSYS) – project presentation”
- Ester Ava Höhle (Germany): “Academic career structures in an international comparison”



- Futao Huang (Japan): “Study of young academics in 19 higher education systems in comparative and empirical perspectives”
- Rees Kassen (Canada): Welcome Address by the GYA co-chair
- Marc Kaulisch (Germany): “Theoretical and empirical considerations about the timing, sequence and likelihood of academic careers”
- Wilhelm Krull (Germany): Welcome Address by the workshop host Volkswagen Foundation
- Grit Laudel (Netherlands): “How do national career institutions influence the development of new research lines?”
- Zainovia Lockman (Malaysia): “Views on the academic career from a female scientist in Malaysia”
- Erin Leahey (USA): “The impact of interdisciplinarity on scientists’ careers”
- Tatiana Duque Martins (Brazil): “Motivation of young scientists to the academic career in Brazil”
- Jeff Murugan (South Africa): “State of Young Scientists in the context of Science, Innovation and Technology in South Africa”
- Dietrich Nelle (Germany): Ministerial Welcome Address
- Bernard Slippers (South Africa): Welcome Address by the GYA co-chair
- Wisdom Tettey (Canada): “Growing the next generation of African scientists for socio-economic development: challenges and opportunities”
- Uchenna Udeani (Nigeria): “Nigeria women scientists and engineers in the academia: why so few?”
- Borys Wrobel (Poland): “The state of young Polish scientists: empirical considerations”



## PLENARY SESSIONS

### Opening Ceremony

The plenary sessions started with an Opening Ceremony and welcome addresses by our host, Dr. Wilhelm Krull, Secretary General of the Volkswagen Foundation, the fundor of the GYA and the GloSYS workshop, Dr. Dietrich Nelle from the German Federal Ministry of Education and Research (BMBF) the sponsor of the GloSYS project, and the two co-chairs of the GYA, Rees Kassen (Canada) and Bernard Slippers (South Africa).



Opening Ceremony of the GloSYS Workshop: (from left to right) Dr. Wilhelm Krull, Dr. Dietrich Nelle, Prof. Rees Kassen, Prof. Bernard Slippers

The welcome speeches addressed the need of a global perspective on the state of young scholars in the light of changes and global challenges in science. The speakers all pointed to the relevance of the GloSYS study for the globalized system of science. Dr. Krull referred to the efforts to sponsor young scholars in the form of fellowship programs but also to young scientists' need for more independence and more suitable support. A sensible evaluation of the conditions and needs of young scientists, but also on good practice to increase fairness and transparency for young scholars is an expectation of the GloSYS project. Dr. Nelle endorsed this expectation and indicated that the GloSYS project enables the GYA to give advice on how to implement adequate support measures to improve the state of young scientists globally. As a result of the study, the GYA hopes to provide valuable information for decision makers to help them create the environment for better support networks and research systems that encourage education in the sciences, provide security for researchers, create a research system that promotes excellence and impact, and forms a vital part of the innovation and wealth-creation system of the country. Co-chair Rees Kassen (Canada) emphasized this expectation: "It is our hope that when the world needs to know more about how young scientists are faring in different parts of the world, it is the GloSYS project to





which they will return.” Bernard Slippers, co-chair from South-Africa, highlighted the importance of joint visions and strong partnerships for realising this global study. He thanked the German Federal Ministry of Education and Research and the Volkswagen Foundation for their continuous support of the GYA and the GloSYS project.

## Keynote Address

In his keynote speech Futao Huang from Hiroshima University in Japan presented findings from an international survey on the state of young academics in 19 higher education systems (Canada, USA, Finland, Germany, Italy, Netherlands, Norway, Portugal, UK, Australia, Japan, Korea, Hong Kong, Argentina, Brazil, Mexico, South Africa, China, Malaysia) generated in an international study called “The changing academic profession” (CAP). Huang addressed key findings on the state of young scientists in both mature and emerging systems. In summary, the study indicated the following recommendations: In mature systems the working conditions of junior academics should be improved to help them secure research funds. In addition, he highlighted the importance of good communication and supportive structures between management and academics to attract new talents. In the emerging systems, however, efforts for improvement should focus on more favorable research conditions such as facilities, infrastructure and ‘hardware’. Domestic and international collaboration should be promoted but also a stronger focus on research quality and academic productivity.



Prof. Dr. Futao Huang

## GloSYS Project Presentations



Prof. Dr. Catherine Beaudry

The project leader, Catherine Beaudry from École Polytechnique de Montréal in Canada, explained the initial idea behind the GloSYS study and introduced the GYA working group which transformed this vision into the current global project. The first discussions took place during the World Economic Forum “Summer Davos” in 2008 and 2009 and were continued during the GYA’s General Assembly in Berlin (2010 and 2011) and in Johannesburg 2012. The central points included that young researchers are especially mobile and creative. They can be the key innovators, creators and leaders of tomorrow. Thus, they play a pivotal role in growing a strong national innovation and research system.



Policies aimed at this group can have a large impact on research and innovation. However, the question remained whether their potential is nurtured properly. As a result of those discussions these GYA members constituted a working group and listed the issues they felt are major concerns for young scientists worldwide. The GloSYS project team referred to this list as a guideline when the precursor study was designed.

Subsequently the design, the aims and the objectives of the GloSYS study was introduced by the Project Officer, Irene Friesenhahn from the GYA office in Berlin, Germany. The study focuses on three key pillars: 1) A review of the available literature to obtain an overview of the current state of knowledge on young scientists across the world. The literature review will also help to identify gaps in our current knowledge that will direct future data collection and exploration. 2) Conducting semi-structured interviews to gain first-hand information about young scholars' experiences and concerns and to include their authentic voices. 3) Developing and distributing a global survey to generate reliable and comparable data on the state of young scientists in different parts of the world. The study aims to identify common trends, the most important challenges faced by young researchers and how these differ across countries around the world. Another focus is to identify the best models to face these challenges. "The idea is to provide a more solid foundation to assess the state of young scientists around the world so that ultimately their working conditions can be improved in an informed way", Friesenhahn explained. Due to the global character of the GYA, the collected data will allow for cross-country comparisons which are necessary to capturing south-north disparities. Sound global findings will help opening the discussion between young scientists, policy makers and relevant stake holders.



## Empirical Studies from around the world

On Tuesday and Wednesday, the GloSYS project's global aims were complemented by ten talks presenting empirical studies from around the world. All these studies addressed the state of young scholars and specific aspects of their working and living conditions in different countries:

The African situation was discussed by Uchenna Udeani from Nigeria, Wisdom Tettey from Canada and Jeff Murugan from South Africa. Udeani's talk followed the question how the gender balance could be improved in the Nigerian system and discussed the impact of affirmative action for the increase in female participation in science, engineering and technology. Tettey explored the extent to which the African continent has made progress





towards the growth of its human resource capacity in the area of science and technology, with a particular focus on training, retention, excellence, and sustainability of young scientists. Murugan presented findings of a study by the South African Young Academy (SAYAS) on the state of young scientists in South Africa. The major challenges found in this study were: balancing work and family life, the growing teaching and administrative loads and the unattractive salaries relative to the other opportunities. However, the biggest problem appeared to be the challenges of securing adequate funding for research.

Findings from Europe were presented by Marc Kaulisch, Sindy Duong, Ester Höhle and Daniel Chappell, all from Germany, and by Grit Laudel from the Netherlands. Kaulisch presented findings from an EU funded project called “Mobility of researchers in Europe” embedding the issue of timing, sequence and likelihood of career events in the contexts: science, society and higher education, each having an impact on the conditions of scientists. Duong demonstrated the results of a project funded by the Hans Boeckler Foundation analyzing the motivation, satisfaction, career goals and paths of former junior professors as well as the challenges they faced. Höhle showed different academic career trajectories in several higher education systems in Europe including characteristics such as gender, age, retention and contract conditions of researchers before securing a permanent position in academia. Chappell presented initiatives of the German Young Academy demonstrating how national young academies as the representatives of young scholars can have an impact on science policy. Laudel presented data from three systems, namely Germany, the Netherlands and Australia and discussed how national career systems shape the opportunities of early career researchers to start new research lines.

The situation in North America was discussed by Catherine Beaudry from Canada and Erin Leahey from the USA. Beaudry examined the factors that influence the productivity and the quality of the scientific production of female biotechnology scientists in Quebec. The study found that the age of female scientist is a central factor for productivity, implying that during the "child bearing" years, women are less productive than men and more productive once this period is behind them. Leahey presented data from over 900 American scientists critically assessing inter-disciplinary research (IDR) and its implication for scientific careers. She showed that scholars with greater levels of engagement with IDR experience lower levels of productivity, and also a ‘visibility benefit’: once their work is legitimated by publication.

These regional talks together with the keynote speech of Futao Huang who presented research from 19 countries on all continents provided an excellent overview of the global state of knowledge on young researchers worldwide which the workshop delegates used as a foundation for discussing the GloSYS study.



## Evening Plenary Talks

On 13 and 14 May the workshop days ended with evening plenary talks delivered by five young scientists. The focus of the two talks on Monday evening was on “career stories”. Olanike Adeyemo, an Aquatic Epidemiologist from the University of Ibadan in Nigeria (pictured) and Zainovia Lockman, a material engineer from Universiti Sains Malaysia gave insights into their own career paths as female scientists in developing countries. Their personal stories inspired the audience but were also examples of the issues and concerns young scholars face globally. Both scientists centered their speeches on their own ambitions and motivation to pursue a career in academia, the support and help they have received along the way but also on challenges such as social expectations, gender issues and the struggle of balancing family and career. During the evening plenary talks on Tuesday national initiatives from Asia, South America and Europe were presented to the audience. Aftab Ahmad Chatta from Pakistan, Tatiana Duque Martins from Brazil and Borys Wróbel from Poland presented concepts and empirical approaches to study the state of young scientists in their own countries. These initiatives show that the state of young scientists truly is a topic of global interest and concern.



Prof. Dr. Olanike Adeyemo

## BREAKOUT SESSIONS

The breakout sessions were the core part of the workshop as the participants had the opportunity to share their experiences and expertise with colleagues and helped in setting the course for the GloSYS study. The workshop participants divided into three different working groups: A) Career development, B) impact and scientific productivity and C) attractiveness of the academic profession. In each of the three groups they discussed the survey draft of the GloSYS project and regional good practice policies each concentrating on their group’s focus.

The three groups chose one speaker/rapporteur and one group animator. An overview of these roles in each group is given below:

### A) Career development

- Wisdom Tettey, Canada (group animator)
- Jorgen D’Hondt, Belgium (rapporteur)



*B) Impact and scientific productivity*

- Erin Leahey, USA (group animator)
- Grit Laudel, Netherlands (rapporteur)

*C) Attractiveness of the academic profession*

- Olanike Adeyemo, Nigeria (group animator)
- Ester Höhle, Germany (rapporteur)

Table 1 demonstrates the analytical dimensions and related aspects in the GloSYS project which were derived from the original list of young scholars' main issues and concerns developed by GYA members during the GA in Johannesburg. The gender issue – originally one of the aspects on the list – is transcendent to the categories shown below (table 1) and was thus kept as a transversal issue that will be examined through each category and aspect.

Dimension	Related aspects (non-exclusive)
Career development	<ul style="list-style-type: none"> <li>- social and organizational support mechanisms: mentoring, job security and prospects for promotion</li> <li>- regional conditions</li> </ul>
Impact and scientific productivity	<ul style="list-style-type: none"> <li>- availability of funding and resources</li> <li>- academic freedom</li> <li>- recognition of peers</li> </ul>
Attractiveness of academic profession	<ul style="list-style-type: none"> <li>- mobility</li> <li>- changing academic profession/ challenges</li> <li>- work and family conflict</li> <li>- motivation</li> </ul>

Table 1: Analytical key dimensions in the GloSYS project

Furthermore, the key dimensions were the instructive basis for dividing the workshop participants into three thematic groups. During both breakout sessions the participants remained in the same thematic group and worked together on different questions.







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## Breakout Session 1

### *Approach*

The survey draft and the first project results were presented to the workshop delegates prior to the breakout sessions. The groups A, B and C were asked to discuss issues and gaps in knowledge on the state of young scientists that need to be addressed in the survey and/or in the project. The breakout session took 90 minutes in which each group worked intensively on identifying knowledge gaps and improving the survey.

### *Output*

Each group developed a list of issues and gaps in current knowledge regarding the state of young scientists which would be instructive study further. Furthermore, the draft survey questions were discussed in the light of the preliminary results of the GloSYS project. The groups proposed amendments to the questions, made suggestions to modify part of the questionnaire and added questions which complemented the research topic to collect reliable and representative data on the state of young scientists.

## Breakout Session 2

### *Approach*

After having heard the results of empirical studies from around the world and the preliminary findings of the GloSYS project, the groups A, B and C discussed the best practices to support the careers and improve the state of young scientists from various parts of the world. The session took 120 minutes in which the groups were asked to describe up to 10 leading practices and draft policy recommendations (desiderata) with regard to these good practices.

### *Output*

Each group reflected on methods which would be relevant for policy makers and practitioners to consider in national and international agencies, governments and scientific institutions on current trends and policy practices concerning scientists between completion of their PhD (or graduate training more generally) and reaching tenured or long-term research positions with independence and responsibility. In addition to this, each group developed fundamental policy recommendations which may help in improving the state of young scientists worldwide.



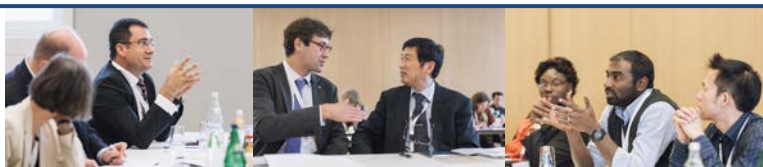


## MAIN CONCLUSIONS

The context in which careers in science take place was an important element in the workshop. The working groups reflected on the increasingly mobile and international careers of young scientists, who work in a profession where knowledge is produced in global competition but also in environments strongly shaped by local and national institutions. One of the major challenges of discussing and eventually improving *the global state of young scientists* is the duality between an international system of science and a national higher education system.

Within this context the working groups produced a number of universal ideas which are topical and consider contemporary, global challenges and opportunities of young scientists' situation. One suggestion concentrates on the assessment process and the expectations for career advancement which play a central role on the way of becoming a fully established member of the scientific community. The career path and the assessment criteria along the way appear ambiguous and vague to many young scholars. Therefore an increase in transparency and fairness of the assessment process would improve the career development of young scholars and are considered prerequisites for diversity and sustainability in science. The importance of mentoring and guidance was also highlighted in this context. Another issue addressed the training of young scientists which often leaves them poorly equipped for the duties and responsibilities on the next level. Apart from conducting research, young scientists should formally be trained in teaching, preparing grant applications, group management and science communication. Furthermore they should be given the opportunity to contribute meaningfully in projects and collaborate with relevant partners. Another central idea is the support structures young scholars can rely on. A good work-life balance, fair payment and an acceptable workload are the pre-conditions for job satisfaction. Other factors such as an adequate infrastructure and the availability of start-up grants, an increase in job stability and family-friendly policies allow young scientists the freedom to be creative and productive while balancing professional and personal duties, but they also enhance the progress of the national science and innovation systems.

The analysis of the literature emphasized the importance of a global study such as GloSYS for filling major gaps in knowledge on the current state of young researchers and how they can best be supported. The research, the publications and the total body of knowledge on the state of young scholars were primarily produced by developed countries in Europe and North America. Our current understanding thus focuses, unfortunately, only on the challenges and opportunities of young scientists in a few countries, while neglecting the situation in the majority of national research systems of developing and emerging nations. Thus, the GloSYS study represents an outstanding opportunity to contribute profound and



novel insights into the situation of young scientists in these under-researched parts of the world.

## FUNDING AND SUPPORT

The meeting would not have been possible without the generous financial support of the following organisations:

**The Volkswagen Foundation** generously bore all expenses for the venue (Castle Herrenhausen in Hannover, Germany), the meals during the workshop, the travel costs and accommodation of delegates from developing countries and of delegates without other funding possibilities, and the associated costs of the meeting.

**The German Ministry of Education and Research (BMBF)** is the sponsor of the GloSYS precursor project and compensates for the costs of the project staff and the research demand throughout the year 2013.



Federal Ministry  
of Education  
and Research



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## Annex 1: Workshop Program



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## Global State of Young Scientists (GloSYS)

### Workshop– Program

**13 May**      Monday

12:00	<b>Registration and Light Lunch</b> Maria Mayer and Kirstin Ohlendorf	Foyer
13:00	<b>Opening Ceremony</b> Welcome Address by the Workshop Host <b>Dr. Wilhelm Krull</b> Volkswagen Foundation  Ministerial Address <b>Dr. Dietrich Nelle</b> German Ministry of Education and Research  Address by the GYA Co-Chairs <b>Prof. Dr. Rees Kassen</b> University of Ottawa, Canada  <b>Prof. Dr. Bernard Slippers</b> University of Pretoria, South Africa	Seminar room 4
13:30	<b>Plenary Sessions</b> <b>The Global State of Young Scientists – Project Presentation</b> Introduction of the study by the GloSYS Project Leader  Presenter <b>Prof. Dr. Catherine Beaudry</b> Polytechnique Montréal, Canada	Seminar room 4
14:00	<b>Keynote Address</b> <b>Prof. Dr. Futao Huang</b> Hiroshima University, Japan  <i>Study of young academics in 19 higher education systems in comparative and empirical perspectives</i>	Seminar room 4
14:45	<b>Break &amp; Group Photograph</b>	
15:15	<b>The Global State of Young Scientists Presentation of the First Empirical Findings and a Survey Draft</b> State of work presentation by the Project Team together with the Project Leader  <b>Irene Friesenhahn</b> GloSYS Project Officer, GYA	Seminar room 4



**13 May**

Monday

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16:00	<b>Developing a Global Perspective</b>	Seminar room 4
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Open session where conference participants will have the opportunity to raise any issues related to the themes of the workshop and discuss different perspectives. The attention will be on reflecting on the state of young scientists and researcher all over the world.

How do the regional and the disciplinary backgrounds of scientist and researchers influence the key dimensions:

- A. Career development
- B. Impact and scientific productivity
- C. Attractiveness of the academic profession?

Session Moderator: Project Leader

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16:45	<b>Organization of Working Groups</b>	Seminar room 4
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Explaining the aims and objectives for the working groups.

All participants select one topic of interest (from A, B or C) and join the working group with the respective focus for the break out sessions 1 and 2.

The working groups A, B and C define a spokesperson.

- A. Career development,
- B. Impact and scientific productivity,
- C. Attractiveness of the academic profession?

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17:15	<b>Pause before Dinner</b>	Seminar room 3
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18:15	<b>Dinner</b>	Seminar room 3
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20:00	<b>Evening Plenary Talk</b>	Seminar room 4
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Career stories: Chances and obstacles  
in the career journey of young scientists

**Prof. Dr. Olanike Adeyemo**

University of Ibadan in Nigeria and GYA member

**Dr. Zainovia Lockman**

Universiti Sains Malaysia and Young Scientists Network Malaysia





**14 May**

Tuesday

08:30	<b>Empirical Studies from 3 Countries focusing on Gender Issues and Academic Career Paths</b> Presentations <b>Prof. Dr. Catherine Beaudry</b> Polytechnique Montréal, Canada <i>The impact of women scientists in biotechnology</i> <b>Marc Kaulisch</b> Institute for Research Information and Quality Assurance, Germany <i>Theoretical and empirical considerations about the timing, sequence and likelihood of academic Careers</i> <b>Prof. Dr. Uchenna Udeani</b> University of Lagos, Nigeria <i>Nigeria Women Scientists and Engineers in the Academia: Why so few?</i>	Seminar room 4
10:00	<b>Coffee/tea break</b>	Seminar Room3 and Foyer
10:30	<b>The State of Young Scientists in South Africa</b> Empirical results from a survey on the state of young scientists in South Africa Presenter <b>Dr. Jeff Murugan</b> University of Cape Town and South African Young Academy of Sciences	Seminar room 4
11:00	<b>Analyzing the State of Young Scientists and Researchers</b> Plenary Input Presentation <b>Sindy Duong</b> Center for Higher Education, Germany <i>Career Paths of Former Junior Professors in Germany</i> <b>Break out in Working Groups 1</b> A. Career development B. Impact and scientific productivity C. Attractiveness of the academic profession <b>Goals</b> - The groups A, B and C discuss issues and gaps in knowledge on the state of young scientists that need to be addressed in the survey and/or in the project. - The groups A, B and C will discuss the draft survey questions in light of the preliminary results presented and propose amendments to questions and/or add questions for the missing aspects of the topic. <b>Output</b> - List of issues/gaps in knowledge to learn more on the state of young scientists. - Suggestions to modify part of the questionnaire to collect reliable and representative data on the state of young scientists.	Seminar room 4, 5 and 6
12:30	<b>Lunch</b>	Seminar room 3



**14 May**

Tuesday

13:30

**The State of Young Scientists  
in different Parts of the World**

Seminar room 4

Plenary Input presentations

**Prof. Dr. Jesus Francisco Galaz-Fontes**

Universidad Autónoma de Baja California, Mexico

*Mexican Junior and Senior Researchers:*

*A First Exploratory Analysis*

**Dr. Grit Laudel**

Center for Higher Education Policy Studies, Netherlands

*How do national career institutions influence*

*the development of new research lines?*

**Prof. Dr. Erin Leahey**

University of Arizona, USA

*The Impact of Interdisciplinarity on Scientists' Careers*

**Prof. Dr. Wisdom Tettey**

University of British Columbia, Canada

*Growing the next Generation of African Scientists*

*for Socio-economic Development: Challenges and Opportunities*

15:00

**Coffee/Tea Break**

Seminar room 3  
and Foyer

15:30

**Improving the State of Young Scientists  
and Researchers**

Seminar room  
4, 5 und 6

Plenary Input presentation

**Ester Ava Höhle**

International Center for Higher Education Research, Germany

*Academic Career Structures in an International Comparison*

**Break out in Working Groups 2**

- A. Career development
- B. Impact and scientific productivity
- C. Attractiveness of the academic profession

**Goals**

- The groups A, B and C will discuss the best practices to support the careers of young scientists from various parts of the world.
- The groups A, B and C will draft policy recommendations (desiderata) in the light of these practices.

**Output**

- Description of the leading practices (How can they help to improve the state of young scientists?)
- List of policy recommendations and required measures to improve the state of young scientists

17:30

Pause before Dinner



**14 May**

Tuesday

19:00

**Dinner with Speakers  
from the Young Scholar Community**

Seminar room 3

*Young Scholars' Careers: Issues and Perspectives  
from National Projects on the State of Young Scientists*

**Presenters**

**Aftab Ahmad**

National Academy of Young Scientists (NAYS), Pakistan

**Prof. Dr. Tatiana Martins**

Federal University of Goias, Brazil

**Prof. Dr. Borys Wrobel**

Adam Mickiewicz University and Polish Academy of Sciences, Poland



**15 May**

Wednesday

	<b>Plenary Sessions</b>	
09:00	<b>Looking back on Day 1 and 2 and Perspectives for Day 3</b> Presenter Project Leader	Seminar room 4
09:15	<b>Follow-up: Results from the Working Group Sessions</b>  Presentation of the outcomes of the break out sessions 1, 2 and the results of the working groups A, B and C from both sessions. The results will be presented by the workshop spokespersons, followed by a discussion of the outcomes by all participants.  Presenters Speakers of the working groups <b>Goal:</b> Presentation of each group's outputs: - (A1), (B1), (C1) + 30 mins discussion and - (A2), (B2), (C2) + 30 mins discussion	Seminar room 4
10:45	<b>Coffee/Tea Break</b>	Seminar room 3
11:15	<b>Making a change: The Initiatives of Young Academies</b> Examples from "Die Junge Akademie"  Presenter PD Dr. Daniel Chappell German Young Academy	Seminar room 4
11:30	<b>Plenary Wrap-Up: Panel Discussion and Recommendations</b> Discussing action steps to complete the project  Presenters Project Leader, Co-Chairs, Speaker of the working groups	Seminar room 4
12:30	<b>Close of Conference</b>	
12:30	<b>Lunch/Snack Boxes</b>	Foyer
12:30	GYA General Assembly participants bus shuttle to Halle/Saale	
After 13:30	<b>Visit of the New Museum Schloss Herrenhausen</b> Optional activity for participants who are available in the afternoon	

## Annex 2: List of GloSYS Workshop Participants



	first name	last name	country of residence	Institution
1	Olanike	Adeyemo	Nigeria	University of Ibadan
2	Aftab	Ahmad	Pakistan	University of the Punjab
3	Eva	Alisic	Australia	Monash Injury Research Institute
4	Amal	Amin	Egypt	National Research Center
5	Yusuf	Baran	Turkey	Izmir Institute of Technology (İYTE)
6	Catherine	Beaudry	Canada	Polytechnique Montréal
7	Daniel	Chappell	Germany	University Hospital of Munich
8	Sophie	Dejaegher	Belgium	Jonge Akademie Belgium
9	Jorgen	D'Hondt	Belgium	Vrije Universiteit Brussel
10	Martin	Dominik	UK	University of St. Andrews
11	Sindy	Duong	Germany	Center for Higher Education (CHE)
12	Elisabeth	Epping	Germany	VDI/VDE Innovation + Technik GmbH
13	Irene	Friesenhahn	Germany	Global Young Academy (GYA)
14	Jesus Francisco	Galaz-Fontes	Mexico	Autonomous University of Baja California
15	Hans	Hilgenkamp	Netherlands	University of Twente
16	Martin	Högbom	Sweden	Stockholm University
17	Ester Ava	Höhle	Germany	International Center for Higher Education Research (Incher)
18	Futao	Huang	Japan	University of Hiroshima
19	Rees	Kassen	Canada	University of Ottawa
20	Marc	Kaulisch	Germany	Institute for Research Information and Quality Assurance (ifQ)
21	Shoji	Komai	Japan	Nara Institute of Science and Technology (NAIST)
22	Wilhelm	Krull	Germany	Volkswagen Foundation



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24	Erin	Leahey	USA	University of Arizona
25	Zainovia	Lockman	Malaysia	Universiti Sains Malaysia
26	Numpon	Mahayotsanun	Thailand	Khon Kaen University
27	Tatiana	Martins	Brazil	Federal University of Goias
28	Maria	Mayer	Germany	Global Young Academy (GYA)
29	Cornelis	Menke	Germany	University of Bielefeld
30	Fadzai N. N.	Mukora Mutseyekwa	Zimbabwe	Africa University
31	Jeff	Murugan	South Africa	University of Cape Town
32	Dietrich	Nelle	Germany	German Federal Ministry of Education and Research
33	Kirstin	Ohlendorf	Germany	Global Young Academy (GYA)
34	Linda	Sass	Germany	Berlin-Brandenburg Academy of Sciences and Humanities (BBAW)
35	Bernard	Slippers	South Africa	University of Pretoria
36	Winnetou	Sosa	Germany	Berlin-Brandenburg Academy of Sciences and Humanities (BBAW)
37	Wisdom	Tetty	Canada	University of British Columbia
38	Uchenna	Udeani	Nigeria	University of Nigeria
39	Monika	Wächter	Germany	Federal Ministry of Education and Research
40	Heidi	Wedel	Germany	Global Young Academy (GYA)
41	Borys	Wrobel	Poland	Polish Academy of Sciences

