

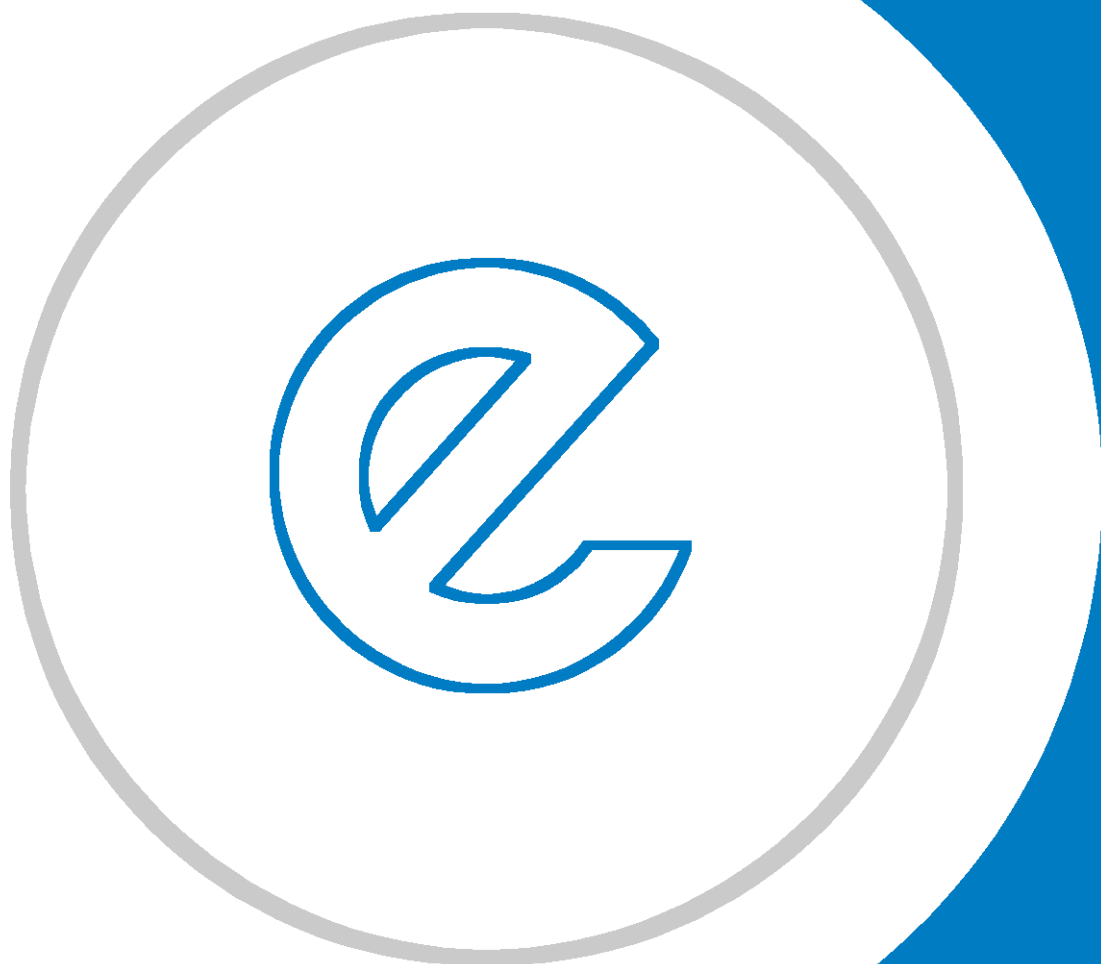
Conference report

# Research career – a living dream?

Eurodoc 2018  
conference

LOC: The Finnish Union  
of University  
Researchers and  
Teachers (FUURT)

Tampere, Finland,  
April 18–19, 2018



## Conference report

**Wednesday April 18**

**10.00–10.15**

### **Opening of the conference**

Miia Ijäs, The Finnish Union of University Researchers and Teachers

Rector Liisa Laakso, University of Tampere

President Gareth O'Neill, Eurodoc

**10.15–12.00**

### **Session I: Policy making and the current situation of ECRs**

Chair: Liisa Laakso (rector, University of Tampere)

#### **Lotta Alhonnoro & Tommi Kokkonen, FUURT:**

#### ***Academics of the future – Survey for Early Career Researchers in Finland 2017***

Survey for early career researchers (ECRs) was carried out at the end of 2017 by The Working Group of Early Career Researchers under The Finnish Union of University Researchers and Teachers (FUURT). Similar survey was conducted also in 2012. In 2017, there were 1862 respondents: 75 % working on doctoral dissertation and 23% postdocs. In Finland, competition for positions and funding has tightened (Siekkinen et al. 2016) and the uncertainty of an academic career has grown. University sector has suffered funding cuts and strategic short-term funding has been emphasized, and there have been lay-offs in universities.

According to the survey conducted by FUURT, over 70 % of researchers have had two or more funding sources (grants, work contracts etc.) during their PhD project. Typical contracts and grants are for 1–2 years. Applying for funding takes too much time. Typical salary for PhD candidate is 2000–3000 €/ month (gross) and for post-docs: 3000–4000 €/ month. Typical grant is 2000–2500 €/ month (for both PhD candidates and postdocs).

#### **Median salaries in Finland**

Education level	Median salary / month
Higher level tertiary (all)	4042 €
Higher level tertiary (< 40 y/o)	3582 €
Doctorate level tertiary	4907 €

According to the survey, ~ 50 % feel that their salary/ grant is too small. Especially for grant recipients, the grant does not match the workload.

#### **Passion for research**

Research is mostly recognized as a dream job. Research is also a meaningful way for self-actualization and to serve society. 73% of the respondents are bothered by the uncertainty of their professional career. Also the co-operation negotiations and lay-offs are causes for concern. Respondents consider themselves as researchers. However, 40% of them do not feel that they are members of the academic work community. Nearly 50% would prefer to work in the university sector. Yet 58% of respondents have considered changing to the private sector and 48% have considered changing to work with something completely different.

### **Suggestions**

1. Career planning and guidance: at present, no career guidance is given.
2. Longer contracts: enable planning, reduce stress and time consumed in applying for money.
3. Occupational health services for grant holders.
4. In case of unemployment, many claim frustration towards government run employment (jobseeker) services and need for more knowledgeable service.

### **Fabienne Gautier, Head of Unit ERA Policy and reform in DG research and Innovation, European Commission: *Modern universities – embracing open science, challenges and perspectives***

Fabienne Gautier told about The European Commission's science and knowledge services, European Commission Training Programmes and Open science. She also underlined how important is that researchers are better prepared to work outside of academia.

Open Science is changing the way to think about research. How research is produced, accessed and utilised? Open access is of enormous importance for a range of different target groups: researchers, lecturers, students, administrators and publishers. The values of Open Science are not constrained to the scientific community or researchers themselves. They extend to the whole society, including citizens, the public and private sector and libraries. Increasingly also funders are embracing Open Research within their policies. It is very important to motivate researchers to open the data.

### **Open Science, Open Research, Open Data**

Open Research is an interchangeable term with Open Science. Open science can be defined “the idea that scientific knowledge of all kinds should be openly shared as early as it is practical in the discovery process.” Open science includes transparency of the research process (making data and tools openly available), increased collaboration by making the research process public and open for anyone to join, and increased efforts to make science more available to the public.

Open Research embodies ideas of best research practice by opening access to results, data, protocols and other aspects of the research process. It also includes the use of open source software and open standards.

Benefits of Open Science can be summarised in the following factors: efficiency, quality and integrity, economic benefits, innovation and knowledge transfer, public disclosure and engagement and global benefits.

### **Conclusion**

"Nowadays, it is widely recognised that making research results more accessible contributes to better and more efficient science, and to innovation in the public and private sectors."

**Stephan Kuster, Secretary General, Science Europe:**  
*Early career support in a changing research environment*

Stephen Kuster told about Science Europe in general, Issues and challenges for ECRs, Gender balance in research and Open Science.

**What does Science Europe do?**

The aims of Science Europe are to follow the best possible science policies at EU and national level and to provide evidence, contribute and influence. Collaboration is mainly to exchange best practices, set standards and guide implementation. There is work on nine areas including research careers, open science, gender and diversity etc. Science Europe has representation at EU institutions and at Global Research Council (GRC).

**Science Europe Members and ECRs**

- Employment (working conditions)
- Funding (independence)
- Open science
- Skills, career development and training
- Mobility (all types)
- Gender and diversity

**Issues and challenges for ECRs**

Demands on ECRs have increased in recent years. An increasing number of PhD holders are in pursuit of permanent academic positions and at the same time, these positions are declining (in Europe). Who supports employability in other sectors and provision of transferable skills? Research is changing: what worked for your supervisor in due course, will not necessarily work for you nowadays. Care and family duties vs. academic career are also causes for concern.

**Gender balance in research**

Childbearing and caregiving are major determining factors for women leaving competitive research careers, but they are not the only factors. The lack of appropriate mentoring is also frequently cited, and such as gender imbalance appears to be self-reinforcing. The working environment in Research Performing Organisations (RPOs) is often perceived as unsupportive of women candidates at all levels of seniority. One of the sharpest declines in the percentages of women in the traditional academic research career track occurs between the graduate and tenure track or permanent position career points. This is the so-called "leaky pipeline".

Source: Women in Science database, DG Research and Innovation and Eurostat- Education Statistics

**Open Science**

Open science as a new way of doing research: treating data, publishing collaborating, reviewing, engaging beyond peers, etc. Open science is driven by communities, digital technology and new generation of researchers. It is supported by rewards, funding, training, infrastructure and policies.

**What have you done for me lately? Jackson, Janet (1986)**

Employers provide academic mentoring for ECRs, development plans as part of HR strategy and decent contracts and working conditions. There is a code of practice for post-doctoral training for the host, employer and supervisor. Employers offer networking activities, alumni work and seminars. Funders encourage the above. Funders provide career starting grants (with provisions for parental and other care), career reintegration funding (after longer breaks or experience outside academia) and funding for mobility (all types, including inter-sectoral mobility). Funders also fund doctoral and post-doc training (research integrity, open science, dealing with IPR, entrepreneurship, etc.) and mandate good practice in Open Science and provide guidance and training: dealing with Research Data management Plans, publishing in Open Access, etc.

**12.30–14.00**

## **Session II: Developing doctoral training in Europe**

Chair: Eva Hnatkova (Eurodoc)

### **Alexander Hasgall, European University Association Council for Doctoral Education (EUA-CDE): *Doctoral training in Europe today: What are the key challenges?***

The first of the three speakers was Alexander Hasgall who presented the Council for Doctoral Education (EUA-CDE) of European University Association. In his talk *Doctoral training in Europe today: What are the key challenges?*, Alexander Hasgall discussed the current state and challenges in doctoral training in Europe drawing on the policy document ‘Doctoral Education – Taking Salzburg Forward: Implementation and new challenges’ (2016). He raised four themes that are central in developing doctoral training. First, he called for an ethos of research integrity to ensure good research conduct. Second, doctoral training need to prepare for the increase in digital and open science. Third, it has to be thought how to facilitate researchers’ mobility and research internationalization in a way that it can enrich research. Sharing best practices of doctoral training is also central. Fourth, universities’ engagement with the rest of the society needs to be facilitated and their position in regional ecosystem recognized. Doctoral researchers could be considered as ambassadors who engage with regional stakeholders in their work.

### **Ewelina Pabjańczyk-Wlazło, Polish Doctoral Association (KRD):**

#### ***The Constitution for science – systemic change in science and higher education in Poland***

The second speaker Ewelina Pabjańczyk-Wlazło presented the Polish Doctoral Association (KRD). This non-profit association represents the interests and defends the doctoral candidates’ rights nationally. Its president Pabjańczyk-Wlazło gave a talk *The Constitution for science – systemic change in science and higher education in Poland* sharing Polish experiences of putting up a bill initiative that aims to improve the currently poor status of doctoral candidates and the very low defense ratio in the country. She highlighted that KRD has played a crucial role in the process. The bill is based on 2 years of public consultation with the entire academic community. If the initiative is accepted by the government, it will be put into force gradually starting from October 2018. The new law would guarantee a special income for doctoral candidates, one that is not subjected to tax, and does not allow doctoral candidates to seek other types of income simultaneously. It also aims at increasing the quality of research as well as number of doctoral candidates. New requirements for supervision would be set. Doctoral training would be organised in doctoral schools after the law takes effect, and doctoral candidates will be involved in planning these schools. Pabjańczyk-Wlazło pointed out that Eurodoc good practices have been benefited from in the making of the initiative.

**Pirjo Nikander, research director of University of Tampere Doctoral School:  
*Purpose, Vision and Visibility. Toward Nordic Excellence in Doctoral Training.***

The third speaker Dr. Pirjo Nikander, research director of University of Tampere Doctoral School, gave a talk with the title *Purpose, Vision and Visibility. Toward Nordic Excellence in Doctoral Training*. In her presentation, Nikander pictured doctoral training as a means of supporting early stage researchers' research careers. Her vision was that, one day, doctoral schools bring same fame for the Nordic countries as Pisa results do currently for Finland. When first examining the role of local institutional level in the development work, Nikander used the UTA doctoral school as an example. She viewed that such umbrella organizations are valuable for supporting early-career research on a local level. In Tampere, the school organizes 50 courses for doctoral candidates, 65% of which are in English. To support ECRs' careers, doctoral schools need to prepare candidates for a career outside the academia, use the EUA-CDE recommendations as guidelines and benchmark, paying attention to the broader work-life relevance of the studies, teach ECRs to focus on verbalizing their skills and increase their digital visibility, and make candidates ready for life-long learning and skills development. Second, Nikander discussed the role of collaborative national-level institutions in developing doctoral training. She introduced the practices of The Finnish National Doctoral Training Network. Its TOHTOS-project aims to improve the employment of doctoral candidates, develop the curricula of doctoral programmes, and to promote the fluent transition of doctorates into working life. A free, open and digital nationwide study package for doctoral candidates has been created in the project to be used in doctoral training nationwide.

**15.00–17.00**

**Session III: Career development and ECRs' working conditions**

Chair: Filomena Parada, ABIC/Eurodoc

**Giovanna Avellis, ITWIIN, MCAA/MFCA:**

***International mobility and gender equality to boost women's research career***

Givanna Avellis presented how Marie Curie Fellows Association (MCFA), Marie Curie Alumni Association (MCAA) and the Italian Association of Women Inventors and Innovators (ITWIIN) try to encourage and promote women's mobility and gender equality in science. The MCAA has several working groups dedicated to promoting women's mobility and gender equality as well as empowering women scientists. Some of the biggest issues in international mobility and gender equality are the brain drain of women researchers and information barriers that prevent mobility. The best way to tackle these issues is to offer female role models who encourage women's mobility and help to develop the female attitude. Women should also be supported in reaching a good work-life balance. One of the major issues is the diverse parental leave and benefit policies across Europe. MCAA could possibly collaborate with Eurodoc in the future by networking, organizing annual workshops and mentoring as well as creating a role model database similar to AcademiaNet.

**Inge van der Weijden, CWTS:**

***Academic working conditions and mental health of early career researchers***

Inge van der Weijden shared results from a study that investigated the working conditions of PhD candidates at Leiden University. The aims of the study were to gather systematic empirical data on mental health of PhDs, assess the scope of the problems through comparison between different groups, to gain better understanding of ECRs' mental health issues and to find out how insecure career prospects and increased work loads affect PhD candidates' mental health. The main results were listed as follows: 47% of respondents experienced constant stress, 32% were unhappy or depressed, 32% lost sleep, 31% could not overcome difficulties, 31% lost concentration, 28% lost their self-confidence, 26% did not enjoy activities, 24% were not happy and 15% had feelings of worthlessness. Overall 38% of PhD candidates at Leiden University reported at least 4 symptoms and were at risk of mental health problems, especially depression. According to the study, the main risk factors for mental health problems were work pressure and problems dealing with it, negative view on career prospects, dissatisfaction with supervision and thoughts of quitting doctoral research. In addition, limited knowledge about the system, language barriers, culture differences and feelings of loneliness were risk factors for international PhD candidates. After the study the researchers have proposed several changes in conduct at Leiden University, such as consultations with a doctor or a confidential counselor in case of psychological issues, annual review talks with 1–2 staff members and leadership training for new supervisors. Van der Weijden suggested establishing an international network in collaboration with Eurodoc concerning mental health issues. She also suggested that Eurodoc could conduct research on mental health issues within the organization.

### **Henri Virtanen, Mela: Mela-security for grant recipients**

Henri Virtanen talked about Mela-security that is a part of the Finnish Pension Insurance system and offers insurance for researchers working with a grant. The security includes pension insurance, accident insurance and sickness allowance. It applies to grant work lasting over 4 months and when the grant amount is over 1280€/month. One of Mela's aims is to offer peer support for grant researchers to prevent loneliness and possible mental health problems. Mela organizes different events for this purpose. The insurance is mandatory and a grant recipient has to apply for the insurance during his/her scholarship (if over 4 months). The insurance payments come out of the grant.

### **General discussion**

After Henri Virtanen's presentation the discussion on PhDs' mental health and their working conditions continued. Chair Filomena Parada led the discussion. It was stated that the working conditions of ECRs across Europe are not great. They are often treated as cheap labor and they often have no contracts. The lengthening of the postdoc phase was also seen as problematic. In addition, the opportunistic behavior of supervisors, low salaries, lack of benefits, underemployment and inadequate definition of rights and responsibilities were mentioned as severe issues in ECRs' working conditions. Another issue that was addressed in the discussion was the lack of transparency in recruitment processes in academia.

### **Evening reception at the Tampere City Hall.**

**Thursday April 19th**  
**9.30–11.30**

## **Session IV: Careers, labor market and mobility**

Chair: Rolle Alho, Tohtoriverkosto, University of Helsinki

### **Hannele Lahtinen, Academy of Finland, ERC national contact:** ***Boosting research career with ERC funding***

Hannele Lahtinen presented European Research Council (ERC) and its funding schemes. The ERC was established in 2007 to support excellence in frontier research and has set the benchmark of competitive funding in basic research – European universities are competing in the number of grants received. The ERC is an independent Scientific Council with 22 members: It has full authority over its funding strategy. The funding schemes cover all research areas and the only criterion for funding is excellence. The budget was 13 billion € in Horizon 2020 (2014–2020), which almost doubled from the previous funding period (2007–2013).

The ERC has three grant schemes for individual researchers according to career phase. *Starting grants* are for junior researchers (2–7 years after PhD) and can be up to 1,5 million € for 5 years. *Consolidator grants* are for professor level (7–12 years after PhD) and can be up to 2 million € for 5 years. Advanced grants are for senior professors and require significant research for past 10 years – they can be up to 2,5 million € for 5 years. In addition, there are two other types of grants. Synergy grants are for projects with 2–4 principal investigators and can be up to 10 million € for 6 years. Proof-of-concept grants provide additional funding for all ERC grant holders: They are intended for reaching the earliest stage of marketable innovation. Two thirds of ERC grants are allocated to early career researchers.

Evaluation of proposals proceeds through two steps, while the applicants their proposal in a single step. The proposals are evaluated by three panels: Life sciences, Physical sciences and engineering, Social sciences and humanities. Hannele Lahtinen provided some tips for planning the proposal. To weigh one's abilities as PI, the following questions are helpful: Are you internationally competitive? Why are you the right person to carry out the project? What are your scientific achievements? Can you show scientific leadership and independence of your research? Hannele Lahtinen concluded by discussing common feedback on rejected projects. These are lacking novelty, they are not considered sufficiently groundbreaking. Often the research focus is too narrow, a European view is missing. They also suffer from an inadequate presentation of the feasibility analysis. The collaborative nature of the project is also a hindrance.

### **Charlotte Weber, Eurodoc Doctoral training WG, University of Tromsø:** ***Identifying transferable skills to enhance Early Career Researchers' employability***

Charlotte Weber presented the practical guide for doctoral candidates on transferable skills, which Eurodoc's Doctoral training WG is working on. The guide is intended to help doctoral candidates to recognize, identify and develop such skills, as well as justify and demonstrate them through documentation. The WG set out to work on the guide because many doctoral candidates will not get a job in the academia even if they would like to, but need to find a non-academic job after they



graduate. During the PhD journey, doctoral candidates develop a set of skills that are applicable in other jobs, but these are often not recognized.

The guide includes several sets of transferable skills, including Research competencies, Teaching and education skills, Communication skills, Open science skills, Cognitive abilities, Organizational skills, Enterprise skills and Interpersonal skills. The guide will help doctoral candidates to identify their transferable skills and relate them to what one wants to do in the future. These skills may be acquired in different ways, e.g. by taking courses or through hobbies. The guide will provide tips for documenting one's skills by compiling a portfolio or uploading teaching materials. The guide will be published soon and Charlotte Weber asked for attendants' help to promote and disseminate it.

**Kirsi Korhonen, EURAXESS Finland:**  
***EURAXESS – Researchers in motion – in Finland***

Kirsi Korhonen presented EURAXESS and related mobility services. EURAXESS is a Pan-European initiative providing information and support services to researchers wishing to pursue their research careers in Europe. Its services are free of charge. The initiative receives its funding from European Commission and there are several projects on issues such as career development, dual career and diversity management. Local EURAXESS offices arrange different kinds of activities, e.g. networking meetings, which one can follow on social media.

When planning on going mobile in Europe, Kirsi Korhonen recommended checking the EURAXESS website of the target country, the Finnish site is [www.euraxess.fi](http://www.euraxess.fi). These websites provide information on working and living in the country, about job opportunities, research funding and job security. For registered users, the portal at <https://euraxess.ec.europa.eu/> provides services for making a profile with CV so that the site can match you with job opportunities. The intranet also includes a funding database and training resources.

**Falko Döring, EIT Alumni:**  
***From a PhD to your own company – a dream journey?***

Falko Döring presented the activities of the European Institution for Innovation and Technology (EIT) and the EIT Alumni community. The EIT focuses on the 'knowledge triangle' between higher education, research and industry in six sectors (energy, climate, health, digital, food and raw materials). It supports interaction between the edges of the triangle through different kinds of initiatives (projects, entrepreneurship and education) by distributing funding for knowledge and innovation communities to strengthen innovation in the EU. The EIT Alumni community, which includes over 20 000 people, organizes different kinds of activities for the members, e.g. workshops and events. Its mission is to inspire and facilitate interdisciplinary and multicultural collaboration and knowledge transfer, to boost entrepreneurial action, and to amplify the impact of its innovation activities.

Falko Döring presented the InnoEnergy PhD School in more detail. The goal is to help PhD candidates in the energy field to transform their research into innovation by providing entrepreneurial, innovation and business training. The participants get to complement their PhD by combining research with industry challenges and adding a market perspective to the research. The PhD School offers training courses and international placements (including financial support) and organizes

conferences. Falko Döring concluded with discussing two success stories of people who are members of the EIT Alumni community.

**12.00–14.00**

## **Session V: Research and society**

Chair: Päivi Tikka, Acting Managing Director, Council of Finnish Foundations

### **Rosarii Griffin, ICoRSA:**

#### ***Responsible Research and innovation – new definitions and how researchers play a part***

ICoRSA is Non-Profit Company Registered in Ireland that aims to provide global voice for research staff and postdoctoral scholars. It has member associations from 13 different countries plus two European-wide associations.

H2020 RRING project has six objectives:

1. To promote responsible research and innovation (RRI) by creating the global RRING community network.
2. Mobilise, promote and disseminate a global open access knowledge based on RRI.
3. Align RRI to the UN Sustainable Development Goals.
4. Determine the competitive advantages of RRI.
5. Create RRI strategy recommendations for the seven geographic zones.
6. Promote inclusive engagement of civil society and researchers.

RRI consists of five keys / pillars:

1. Citizens and citizens' associations engagement in science.
2. Formal and informal science education.
3. Gender equality in science.
4. Research ethics and integrity.
5. Open access to research results.

RRING project will increase ICoRSA's admin and research capacity and it will enable it to become a global expert in RRI, and create a stronger voice for researchers worldwide.

### **Marcel Swart, Young Academy of Europe:**

#### ***(Re)presenting the academic society by young leaders***

Young Academy of Europe (YAE) is a group of excellent European young scholars. It was founded in 2012 in Brussels and has over 200 fellows. A researcher can be nominated as a member up to 12 years after doctorate. Active membership lasts for five years.

YEA focuses on

- Science policy
- Evidence-based policy
- Networking

- Science communication
- Interdisciplinary exchange
- Unconscious bias

Young scholars are in a position where they are starting their own career that includes the organizing of teaching, grant writing for survival, supervision of research, administrative duties etc. In addition they are often starting new life by building family and having kids.

They have lots of obligations with fierce competition because of the decreased number of permanent positions available.

In modern world their work is mainly evaluated based on their research. The evaluation is more and more based on number crunching, like bibliometrics or the number of papers published in high-profile journals.

YAE aims for

- More funding for bottom-up research
- Less administrative burden
- Recognition of domain diversity
- Ending bibliometrics as a primary quality criterion
- Bringing down publication costs
- Prioritize young researchers and incentivize research-poor countries

**Tommi Himberg, Young Academy of Finland:**  
***Changing ways of social impact for young academics***

YAF was established in 2017 and is hosted by the Finnish Academy of Science and Letters. Members are selected by invitation for 4 years. Currently it has 34 members.

Its mission is to promote science from the perspective of young academics. It also promotes interdisciplinarity, dialogue between different fields, and open, connected science.

Unions and associations are often e.g. worried about the precarious working conditions of academics. YAF's independence from associations and unions allows it to highlight and promote science from the positive perspective. Thus, one of their slogans is that "Science will save the world. Again."

Tommi Himberg encourages young researchers to take a look at the UN's sustainable development goals and take time to reflect on which goal(s) does his/her research help to give answers to.

**Ieva Silina, Vice-president of Eurodoc:** ***Personal branding in science***

Ieva Silina started her presentation by comparing how researchers are presented in public discussion and popular culture, and how this image differs from reality. To avoid false perceptions of science and scientists, scientists/researchers need to learn to communicate better their work and its importance

to the outside world. Researchers should build a personal brand for themselves to survive in (academic) world. Personal branding should combine one's research area, excellence and way of doing research/work, also personal skills and character. Successful personal branding can help in getting funding and finding success. Ieva Silina ended her presentation by introducing examples of successful personal branding by Latvian scientists.

**15.00–16.30**

## **Session VI: Panel Discussion “Research career – a living dream?”**

**Panelists:** Fabienne Gautier (EC), Alexander Hasgall (EUA-CDE), Gareth O'Neill (Eurodoc), Pirjo Nikander (UTA Doctoral School), Hannele Lahtinen (Academy of Finland, ERC), Anu Helkkula (Hanken; Finnish Doctoral Education Network)

**Chair:** Johanna Moisio, The Finnish Union of University Researchers and Teachers, FUURT

### **A conclusion of the conference**

The conference was closed by a panel discussion on “Research career – a living dream?” Chaired by Johanna Moisio from FUURT, wrapping up the discussions from the previous conference sessions, the first question considered conclusions and food for thought from the conference. Though there are a lot of challenges in building a research career, including a variety of responsibilities in addition to conducting research, Fabienne Gautier from European Commission and Hannele Lahtinen from Academy of Finland reminded of the positive side of the discussions: researchers' true and remarkable passion for work and serving the society, and also the initiatives already pushed forward on institutional, national and European levels and in collaboration. Further, Alexander Hasgall (EUA-CDE), pointed out the passion for communicating and making an impact with research and also passion for bringing higher education forward he witnessed in Eurodoc. Hasgall emphasised the importance of Eurodoc as a stakeholder and collaborator.

Gareth O'Neill, president of Eurodoc, stated that Eurodoc continues to promote open science practices and career development, and concentrate also on finding solutions on the issue of mental health problems among early career researchers, a theme well present during the conference that needs more attention and solutions. Anu Helkkula, chair for the Finnish doctoral education network, agreed on the importance of raising awareness on mental health issues, and underlined ECRs' need for support, especially under the growing demands and responsibilities.

Pirjo Nikander, Research director of doctoral school of Tampere, was glad to get to know and learn about Eurodoc and its members who want to participate in rethinking and changing the academic system. She was impressed by the presentations, like Identifying transferable skills presented by Charlotte Weber, and pointed out the need to share best practices. Also Nikander mentioned mental health as a crucial issue.

### **What we can do more at European level and how to follow implementation?**

According to Fabienne Gautier, what should be done more on a European level is to give support on policy changes on national level. Partnership and collaboration is crucial. However, she also underlined the diversity of national systems as a good thing that should be kept, but collaboration offers avenues for policy development. There is a range of priorities under the European research area and European commission works together with the member states to assure the key priorities are met and implemented, also by monitoring. Also Eurodoc focuses on collaboration and communication between national associations and different stakeholders in order to share best practices, make policies concrete and also to create them. Working groups are at the heart of this work.

### **Employing doctorates in and outside academia**

Anu Helkkula emphasised first the differences between disciplines on the job market that create different kind of challenges. According to Helkkula, no PhD from Hanken is without a job. She claims doctoral education is not only for work in academia. Doctoral training changes how you think, how you identify problems, how you analyse the data, how you make implications and conclusions and so on, which is a real competence also outside academia. However, the reputation of PhDs needs a boost, and we need a better way to sell what researchers can do. Also, changing from academia to other sectors and back again would be fruitful. The objective of the training since day one should be that there should not be barriers between academia and outside of academia, and both options should be available. Helkkula calls for more contacts outside academia. Also, sharing research with the world around you, outside academia, is something one should learn in doctoral education.

According to Pirjo Nikander, it is not good or bad that academics are employed outside academia, it is a fact. Career outside academia is not an alternative, or inferior career, it is a career. However, there is still a cultural lag in our thinking on academic careers. Especially, it is a problem that supervisors still tend to train people exclusively for an academic career, though there are not enough posts. Doctoral researchers should take responsibility of planning their careers since day one. In addition to international mobility, we should also talk of intersectoral mobility. Nikander calls for 1) collaboration between the universities and local industry, 2) collaboration in education, and 3) initiatives like PoDoCo (Post docs in Companies) to create links between industry and academia.

Alexander Hasgall reminds there are also countries where graduates are so well paid outside academia that finding people for academia is hard. The skills received in doctoral training are needed also outside academia. Yet doctoral training needs to be adapted better for work outside academia.

### **Passion for academia but you fail -> What you can do?**

Pirjo Nikander reminds research can also be done outside of academia, even though the environment is different. Providing transferable skills are really crucial on any side of the fence – though there should not even be a fence. But if a person wants to strive for an academic career, there are certain choices: the silent knowledge has to be opened up and made clear, for instance do not write a monograph, be aware of mobility etc. The responsibility should not be solely on the doctoral candidate. However, to train good supervisors seems to be a question of new generations of postdocs. At the same time, Nikander does not support the Swedish system where supervisory courses are

mandatory because motivation is needed. Alexander Hasgall adds a bottom-up process and creating forums for discussion are important in supporting different kind of career paths.

### **New role of researchers?**

Hannele Lahtinen does not see the role as a new one. Lahtinen has been told ERC funding opens doors, and according to her those that have been founded are usually in many ways active, setting up companies and co-working with local companies, taking their research results ahead. Lahtinen also wants to introduce interaction plan (In Finland this has been introduced by the Academy of Finland for strategic research funding) which includes planning on with whom you are going to interact with, what sort of stakeholders to involve, with whom you communicate, what kind of help you need, to help you plan what you could potentially do with your research.

Talking about a new role of researchers in (social) media, it was considered that younger generations are more prepared and trained for it and it is easy for them.

Researchers are also the best ambassadors of their own work and results. Researchers should also try to get the message of importance of funding of research projects to political decision makers. These messages are still needed. Alexander Hasgall also points out the importance of research integrity, the pressures to be the first one to publish results and the contradictory demands and pressure.

### **Closing words by Miia Ijäs, FUURT**

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