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Dear PhD-students, Supervisors and Project Partners,

even on hot summer days, it is worth to take a look at our newsletter. You will find current information on new opportunities of the mentoring program, the registration dates for coming courses and various other developments in the GGG. The Chapter 'Looking into Science' informs you on how teams whose members are working in different locations are able to cooperate using new technologies.

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Expansion of the PhD mentoring program

More confidence and new perspectives through mentoring

Mentoring programs can offer important guidance and concrete support during periods of qualification and career transition. Thus, the University of Goettingen offers mentoring programs for PhD-students and postdoctoral researchers that focus on various professional paths in research and teaching, in science management as well as in business.

Which opportunities do I have after finishing my doctoral studies? When do I have to settle for a professional field and which steps do I have to take to follow my chosen professional path? Which additional qualifications and networks would be advantageous for my career? How do I overcome barriers to my career progress? How do I act in competitive situations? And how can I balance family and professional life? These questions reveal that planning a successful career means more than just convincing by performance. Objectives need to be defined, decisions have to be made and next steps require concrete planning.



What is mentoring?

Mentoring programs are aimed to cover the need of support for career planning. To do so, one or more mentees and one mentor are "matched" as a mentoring tandem or a mentoring group with the objective of providing structured career advice and guidance. For the duration of the program, which normally lasts 1 to 1½ years, the mentoring tandem or

group meets regularly for one to two-hour discussions. These discussions provide an opportunity for the mentees to ask questions or to talk about their concerns in a confident atmosphere. Furthermore, most mentoring programs provide a complementary framework for networking as well as a qualification scheme to strengthen career-relevant core competencies.

A frequent topic in mentoring discussions is helping participants achieve a better understanding of the informal, 'rules' of the selected professional field, as well as providing support for making targeted decisions in important situations or for avoiding typical beginner's mistakes. Thus, the special aspect of a mentoring partnership is the independence of the mentees from the mentor and vice versa. This independence leads – together with the mutual interest and the willingness to pass on experience to the mentees – to meetings and discussions that are characterized by an open and confident atmosphere yielding a win-win situation for both parties. Hence, not only the mentees benefit from the program by receiving answers to their questions and resolving their concerns, the mentors also appreciate the opportunity to see things from a different perspective, especially if they occupy a leading position themselves. In addition, the program provides an opportunity for mentors to develop their advisory skills. In doing so, they often are supported by a complementary qualification program.



Due to their successful concept, mentoring programs have not only become a central human resources development measure in the private sector during the last 15 years, but also in the science sector. In the science sector, mentoring programs especially serve for the promotion of the careers of young scientists, but also facilitate a successful transition from (doctoral) study to professional life.

Which mentoring measures are available in Goettingen?

In the course of the Excellence Initiative for German universities, the University of Goettingen introduced a central mentoring program for the promotion of young scientists. Since 2012, the Dorothea Schloezer Mentoring Program is open to all female PhD-students and postdoctoral researchers at the Goettingen Research Campus. The annual program starting in October is available in English and addresses in particular women who are striving for leading academic positions. In this way, the University of Goettingen aims to increase the proportion of women holding leading positions in

academia. The program starts in October 2013, applications can be submitted until the 31st of August, 2013. For more information, please refer to the following website: www.uni-goettingen.de/mentoring.

Starting in autumn 2013, the mentoring program will be supplemented by two additional measures based on a cooperation of the mentoring coordination office of the university with the Goettingen Graduate School of Social Sciences (GGG) and Humanities (GSGG): PhD-students and postdoctoral researchers interested in a career in scientific management can apply for a place in the program „WeWiMento“ – **Wege ins Wissenschaftsmanagement** in the near future (program starts in November 2013). Those interested in a business career in the private sector can apply for the participation in the program „KaWirMento“ – **Karrierewege in die Wirtschaft** (program starts in January 2014). Both programs are only available in German.

With this expansion of the mentoring program, the university is implementing a new model of young staff development created

in the course of the University's Institutional Strategy and provides a wide range of possibilities for career preparation beyond academia.

The course announcements will soon be available on the website of the mentoring coordination office www.uni-goettingen.de/mentoring as well as in the News section of the GGG website <http://www.uni-goettingen.de/en/42253.html>.

For information about the various programs, please contact:

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At a glance

Dorothea Schloezer Mentoring Program

On 30th October 2013, the next round of the Dorothea Schloezer Mentoring Program will start. The one-year program in English includes group mentoring for female PhD-students, a complementary career training program as well as information and networking opportunities. All female PhD-students of the entire Goettingen Research Campus aiming for a leadership position in sciences are invited to submit their application by 31st August 2013. www.uni-goettingen.de/mentoring

Academic writing week of the International Writing Center

From 9th to 13th September 2013, the first academic writing week of the International Writing Center will take place. Among other things, a productive working atmosphere, individual support and handy tips of writing advisors will wait for you. For further information, please refer to: www.schreibzentrum.uni-goettingen.de

4th Interdisciplinary Day for PhD-students of Gender Studies

The fourth interdisciplinary Day for PhD-students of Gender Studies in Lower-Saxony of the federal state working group of the center for women's studies and gender research (Landesarbeitsgemeinschaft der Einrichtungen für Frauen- und Geschlechterforschung in Niedersachsen (LAGEN)) is organized by the University of Vechta on 7th/8th November 2013. Six PhD research

projects will be presented and commented by expert scientists in the field of gender research. In addition, there will be a poster presentation about projects from other PhD-students on 7th November. The aim of the conference is the presentation and networking of young scientists in the field of gender research in Lower Saxony.

For further information, please contact Sabine Bohne, Network Coordinator „Gender Studies“ of the University of Vechta, Tel.: 04441 15757. For poster presentations (poster in DIN A0), please register by 01st October 2013 by sending an e-mail indicating the title of your doctoral research project to: sabine.bohne@uni-vechta.de. www.uni-vechta.de/forschung/gender

U4 Mobility Funding

Together with the University of Gent, Groningen and Uppsala, the University of Goettingen is member of the U4 University Network. This network is in funds of the German Academic Exchange Service (DAAD) which are provided for the support of the mobility of students, PhD-students and scientists between the four partner universities. New applications for these mobility grants will be considered in October. For further information, please refer to: <http://www.u4network.eu>

Business and Science

Looking into Science

At this point, the „Looking into Science“ series appears in loose succession. This series aims to present scientific results of current social science research projects at the University of Goettingen in a practice-oriented way and thus make them directly available to businesses at an early stage.

Communication in geographically distributed teams

With the diffusion of communication technologies, the number of geographically distributed teams in small and medium-sized enterprises (SME), that mainly communicate on a written basis via e-mail or computer conferences, increases. But is this type of communication suitable for dealing with complex tasks in SME and for making important decisions?

Relevancy for SME

The proportion of so-called ‚distance cooperation‘ is not only increasing in global companies but also in SME. Due to the geographic independence of the team members, these teams have the advantage that they can be build according to their qualifications and not to the local resources available. Moreover, distributed teams allow quick and flexible reactions to suddenly arising challenges (e.g., market changes). Computer-based communication, especially via e-mail, forms the basis of these advantages by making the efficient cooperation across long distances possible. However, the use of text-based communication media also involves some challenges. For instance, how can a manager assess the working atmosphere in a team if he/she is not on site? How can the manager motivate the team members if they are working in different locations? How does a confident atmosphere develop in the team if there is no informal communication in tea kitchens or in the corridors? Research reveals that all these challenges can be handled by adapting the communication behavior. Hence, it is possible for SME to use geographically distributed teams even for complex tasks (such as negotiations) and, in doing so, to reduce travel expenses and expenditure of time.

Brief overview of results

A pilot project conducted at the University of Goettingen found that geographically distributed teams, which maintain a text-based communication - e.g., via e-mail - reach similar performance levels as teams working on a task face-to-face. This is surprising, as distributed teams are limited by the lower trans-

mission capacity and a higher asynchrony of the communication medium. This can be explained by the fact that distributed teams adjust their communication to the limitations of the medium and are hence able to compensate for the disadvantages. Thus, in chats, doubts are for example communicated by verbal explicit doubts, instead of mimic expressions used in face-to-face conversations. Emoticons (:-)) and acronyms („lol“) are further compensation options.

The pilot project of the University of Goettingen titled „Führung in räumlich verteilten Teams – Mediengestützte Kommunikation“ (www.verteilteteams.uni-goettingen.de) aims to raise the awareness of managers and team members for the challenges of geographically distributed teams as well as to exploit the enormous potentials of such teams. Within this project, Martin Riethmüller put the emphasis of his PhD-thesis on the research question how complex communication tasks can be solved despite medial limitations.

The research results of the pilot project form the basis of the conception of training seminars with a high practical relevancy. Classical communication trainings based on face-to-face situations need to be extended by aspects of computer-based communication and thus be transferred into the daily practice of SME. By means of a scientific training as offered within the pilot project, employees of SME are trained and qualified for a successful distance cooperation using effective medial communication.

Contact

If you are interested in building up cooperations between a business and the university or if you have questions regarding funding and support, please contact the project coordinators of the SME-network:

Jaqui Dopfer: Tel. 0551 39 10646
Christina Qaim: Tel. 0551 39 10630
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For questions about the research topic, please contact Dr. Martin Riethmüller by sending an e-mail to mriethm@uni-goettingen.de.

Qualification

Our courses in the fourth quarter of 2013

From now on, you can register for the following courses of the fourth quarter by sending an e-mail to: ggg.kursanmeldung@uni-goettingen.de. For detailed information on our courses and on additional courses for PhD-students offered by cooperating institutions, please go to: www.qualiportal-promovierende.uni-goettingen.de.

Termin	Kurs	Referent/in
14th – 18th October 2013	An introduction to R	Nadja Klein / Benjamin Säfken
08th, 21st + 22nd November 2013	Career planning for advanced PhD-students	Dr. Christine Bäumlner / Sabine Gossner

And that is how it works: The GGG divides the year into four quarters. You can register for courses six weeks before the start of a new quarter. Every workshop can be attended by 12 to 16 PhD-students. We have a „first come, first serve“ policy. Four weeks before the course starts, your registration will be considered as binding. Detailed information about the courses and the registration procedure can be found on:

www.qualiportal-promovierende.uni-goettingen.de

Please only use the following email address for registration: ggg.kursanmeldung@uni-goettingen.de. Please consider the applicable registration procedure.

Free places available in the course „Gute wissenschaftliche Praxis“

In addition, there are still a few places available in the course „Gute wissenschaftliche Praxis“ on 12th and 13th September 2013. This course focuses on ethics in sciences, various aspects of good scientific practice, and how to deal with scientific misconduct. <http://www.uni-goettingen.de/de/414847.html>

Free places available in the course „Project Management in a Business Environment“

There are still a few places available in the project management course on 05th/06th and 27th/28th September 2013. The course addresses PhD-students interested in an introduction to project management. The case studies are based on (international) business situations. <http://www.uni-goettingen.de/de/414863.html>

Events: conferences in cooperation with the GGG

8th/9th November: Conference “New economic concepts in the current European crisis”

In November 2013, the University of Goettingen hosts the Conference titled „Labor market design & policies, socio-ecological taxation and economic policy-making in the EU - New economic concepts in the current European crisis“. The conference addresses young scientists from the fields of economics and political sciences and is supported by the SME-Network of the GGG. For further information, please refer to: <http://wirtschaftswende.de>.

13th/14th November: “International Conference on Resource Efficiency in Interorganizational Networks”

The conference (organized by the DFG-Research Training Group 1703) brings together interdisciplinary researchers developing strategies and solution concepts for efficient resource utilization. For further information, please refer to: <http://reseff2013>.

uni-goettingen.de. Please register until 15th September. This conference is supported by the SME-Network of the GGG.

Call for Papers: International solidarity reloaded

From 01st to 04th April 2014, the Hans-Boeckler-Stiftung organizes – together with the GGG – a conference for PhD-students titled „Internationale Solidarität reloaded“ in Goettingen. In general, we invite PhD-students from all fields as well as habilitation candidates and scientists working at the interface of research and practice. For this conference, now the call for papers is open. Please send your abstracts to the contact address available online by 06th September 2013. www.uni-goettingen.de/de/364950.html

Sponsorships

The Goettingen Graduate School of Social Sciences provides funding and scholarships for PhD-students of social sciences. For an overview of the latest offers, please refer to the GGG website:

www.ggg.uni-goettingen.de/GGG-Foerderung

The following funding options are available for the second half of 2013:

Funding measure	Duration	Application deadline	Funding amount	Target group
Summer school	flexible	flexible	depending on available re-sources	PhD-students who would like to attend an international summer school with a direct reference to their PhD-thesis.
Forum for PhD-students	flexible	flexible	depending on expenditure	PhD-students who are looking for networking opportunities
Grants for practical work	Several weeks	flexible	Maximum € 400 each	MA-students who are working on a research project in cooperation with SMEs
Grants for practical research	Up to 6 months	flexible	funding of a scientific assistant position of about 25%	PhD-students who are conducting a research project in cooperation with SMEs
Travel expenses grant for an international conference	flexible	Conference travel	maximum € 400 per grant	PhD-students who broaden their key qualifications by participating in a conference abroad

Events

The GGG is hosting different events to which we would like to cordially invite you! You can already make a note of the following events. Additional information about times and locations will be provided on our website, in our leaflet, and by the team of the GGG.

25.09.2013: Presentation „Gute wissenschaftliche Praxis“

On 25th September, Gerlinde Sponholz informs about good scientific practice and how to avoid scientific misconduct. The public presentation (in German) will start at 07.00 p.m. and is part of the 8th Methodenwoche of the GGG. After the presentation, we cordially invite all guests for a reception in the Historische Sternwarte. Please register for this event by 13th September 2013 under ggg@uni-goettingen.de. For further information, please refer to www.methodenwoche.uni-goettingen.de.

12.11.2013: PraxisForum – Speed-Dating with Businesses (Registration by 20th October)

PhD-students and chair representatives, who want to build up a connection between their work and the regional economy, are given the opportunity to talk to business representatives (only in German). Conversation topics are agreed in advance. Everybody interested is invited cordially. Please register for this event by 20th October 2013 by sending an e-mail to kmu-netzwerk@uni-goettingen.de.



[goettingen.de](http://www.goettingen.de). Further information will be provided shortly on the following website: www.kmu-netzwerk.uni-goettingen.de

19./20.11.2013: Presentation and Information at the SoWi GO!

On this years SoWi GO!, you can get information about the options and framework conditions of doctoral studies in the field of social sciences. On one of these two days, the GGG will provide a presentation (in German) on this subject and will be available for all your questions. The exact date will be available shortly before the event on the SoWi GO! website www.uni-goettingen.de/de/193334.html.

News of the GGG

Participate in the evaluation of the GGG

The Goettingen Graduate School of Social Sciences is currently evaluated in order to find out which measures are effective, which could be improved and what aspects are missing (for a detailed report on this topic, please refer to the newsletter 01/2013). In doing so, all PhD-students and supervisors of the GGG will be surveyed, existing data will be analyzed and strengths, weaknesses and potentials of the GGG will be analyzed in a joint discussion with internal and external experts.

Inter alia, educational deans, representatives of external graduate schools, PhD representatives of the GGG and the spokesperson of the project group „Doktoranden der Gewerkschaft Erziehung und Wissenschaft“ participate in the evaluation.

For your wishes and comments to be heard, we would appreciate your active participation in the evaluation. Thus, please send comments and suggestions to the GGG-team and complete the questionnaire you will receive at the beginning of September.

Summer schools for PhD-students

Top-quality summer schools help to keep PhD-students informed about current scientific discussions and methods, to start a discussion about your own work and to build up networks within the scientific community. Hence, the GGG started supporting the participation in summer schools by funding or subsidizing travel expenses in July 2013. Each PhD-student that is a member of the GGG can apply for this funding option. <http://www.uni-goettingen.de/de/441573.html>

TROUP – Trade Discussion Group

We cordially invite you to join our trade discussion group TROUP on theoretical and empirical aspects of international economics. Researchers from all fields are welcome!



The group promotes an interdisciplinary dialogue in empirical and theoretical aspects of international economics. We want to provide young researchers with the opportunity to present work in progress at an early stage, and enable the exchange of research ideas and networking. On a monthly basis, we will meet to discuss our research in an informal and friendly setting. Guest speakers will be invited on an irregular basis.

Please visit www.uni-goettingen.de/troup for further information and to sign up for our mailing list. This group is supported by the GGG as Forum for PhD-students.



On our own account

Please be aware that all coming courses are open for registration after the publication of this newsletter: From now on, PhD-students can register for the courses offered by the GGG in the fourth quarter of the year 2013.

This newsletter is published quarterly and is available to all PhD-students and supervisors of Social Sciences, as well as to all interested parties. The newsletter is provided online (www.uni-goettingen.de/en/42253.html) or you can subscribe to it by email. The next newsletter will be published on 18th November 2013.

This newsletter is supposed to provide information about the basic questions of writing a PhD-thesis, as well as to develop and maintain a closer contact between you and the GGG-team. Hence, it enables an easy and flexible access to all courses and events of the graduate school. For further information, please do not hesitate to contact our team (see last page of the newsletter) or have a look at our various projects, which can be accessed online.

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This Newsletter will be sent to all members of the GGG.

In case of questions or remarks, please contact ggg@uni-goettingen.de

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