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Dear PhD students, supervisors and project partners,

In our current newsletter we report on a round table on university professors' social background. Moreover, there are lots of news and events to discover, e.g. our Welcome Day, and the GGG's annual "Week of Methods". The newsletter also includes:

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Your GGG-Team

Qualifications are (not) everything !?

Inequality on access to scientific careers due to social background was the issue of a round table organized by the GGG project "Building Bridges for PhD students" at the beginning of 2016. Christina Möller (Paderborn University), who has carried out a study on social backgrounds of university professors had been invited to talk about her expertise concerning social inclusion and exclusion mechanisms at universities. In the following we present some theses postulating that social background still is a dubiously big issue in terms of access to scientific career paths.

The doctorate as a first autonomous scientific work is associated with the idea that its quality and effectiveness in terms of career success is judged upon purely scientific factors and according to performance criteria. Scientific work is based upon facts and methodological accuracy, controllability, and bound to good scientific practice. Universities are obligated to make admission, doctoral procedures and career paths as transparent and objective as possible.

Positions in each case are to be given to the tangibly "best" person. Along the way the so-called "academic offspring" shall be perfectly supported and goal-oriented.

However, these premises can only be partially confirmed: studies investigating professorships' social composition have proved that women, migrants and educational climbers are inadequately represented. Christina Möller investigated professors' social origin across all peer groups in North Rhine-Westphalia.¹ Due to the study's representativeness, her findings can be combined with the student union's and the German Federal Statistical Office's social surveys and thus be applied for the whole of Germany. Möller's findings and theses were discussed in the context of the event series "Bestellt – und nicht abgeholt? Soziale Herkunft und Bildungsaufstieg an Hochschulen" (engl.: "Been ordered – and never picked up? Social origin and educational mobility at universities"), in the course of the series "Alle

¹ Christina Möller 2015: Herkunft zählt (fast) immer. Soziale Ungleichheiten unter Universitätsprofessorinnen und -professoren. Weinheim und Basel. (see there for explanation of data and evaluation methods; available at SUB).

Göttingen Graduate School
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GGG Welcome Day on May 25, 2016

If you have just started working on your PhD or got a bunch of questions about GGG offers, GGG Welcome Day just fits the bill. The PhD students' representatives and team members will shortly introduce GGG and its offers to PhD students on Wednesday, May 25, 2016 starting at 4 pm in the big seminar room in the Conference Centre at the Historical Observatory. There will be enough time afterwards to gather detailed information about GGG types of actions and events at different high tables as well as ask questions or get to know other PhD students. A grill buffet on the Conference Centre's terrace will provide for "culinary" well-being alongside. For further details please visit GGG website at: www.uni-goettingen.de/en/97835.html



If you are interested, please sign up by **20.05.2016** at ggg@uni-goettingen.de.

Gleich Anders!? – Diversity in Theorie und Praxis“ (engl.: “All equals different!? – Diversity in Theory and Practice”) in January 2016 at Göttingen University.

Does social background count for professorship?

Christina Möller's central findings display the **social closure trend**: while an opening has in fact taken place among students (at least until the 1990s), social closure in scientific careers can be observed right from doctoral level on and even more so in terms of professorship. It has been found especially in transitions between qualification levels. Social closure has even risen again among students over the last two decades.

Doctorate: The findings are particularly visible in data from the last two decades concerning PhD students: while 13% of the PhD students came from the lower class in 1988, 34% from upper and high class, there were only 9% from lower classes and 54% from upper and high classes in 2009.

Professorship: The majority of professors across all peer groups comes from middle and upper classes – only 10% come from working class families (as opposed to almost 50% of employed persons), only 6% do not have German citizenship (as opposed to 8.9% inhabitants without German citizenship and 20.3% inhabitants with a migrant background² and only 20% are women. The trend towards exclusion has increased instead of diminished over the last two decades, especially with regard to social origin. Moreover, there are major **differences between areas of study**: according to Möller's study, legal and medical studies have been found to be socially cohesive to a large degree, whereas social sciences, agricultural sciences, forestry and nutrition sciences are less cohesive by comparison. All of these findings contradict principles of general equality and social justice. Also, scientific positions and projects should be staffed as heterogeneously as possible. This is the only way to record and study reality in its complexity and from a variety of (social) perspectives. Therefore, social closure in terms of scientific decision-making positions impedes the rise of various talents, limiting scientific knowledge as a whole.

Experiences in Göttingen

The above mentioned findings formed the basis of a round table attended by GGG's Bettina Roß, Britta Korkowsky and Mike Bielib as well as staff from the Student and Academic Services (Diversity Management, Building Bridges for students), the Faculty of Humanities' "movemento" program and the graduate schools of GFA and GAUSS. The role of social origin in terms of PhD and subsequent careers was at the centre of the discussion. The participants recounted their experiences from working with students and PhD students on a daily basis and discussed possible reasons for social closure within the academic context. Additionally, the round debated approaches to facilitate transitions within the academic system, thus opposing the trend towards social closure.

² German Federal Statistical Office: Bevölkerung nach Migrationshintergrund 2014 <https://www.destatis.de/DE/ZahlenFakten/GesellschaftStaat/Bevoelkerung/MigrationIntegration/Migrationshintergrund/Tabellen/MigrationshintergrundDoppelstaatler.html> (13.04.2016)



So, what can we do? To achieve improvements reflection and change of exclusionary structures in schools and at universities are equally important as a strengthening of role models and door openers (children of academics mostly get this within their families; educational climbers depend on finding them at university or in other networks). One possible approach is offering information events in the form of field reports so that persons are able to function as role models due to their career paths. The goal would be a so-called “aha” effect: “If he/she has done it, I can do it, too!”

Moreover, formalization and transparency support this kind of approach: even though individual levels of qualification are clearly identifiable in the academic system, the way to get there sometimes seems opaque. Firstly, there is a lack of low-threshold accessible information and, secondly, a lack of scholarships / positions reducing existing financial pressure. Personal advices in transitioning from one level to another as well as information events are decisive in many cases. Therefore, it is necessary to raise awareness for these problems among students, PhD students, teachers and supervisors and, particularly, the management level. It is a long-term concern to remove existing structural barriers complicating studies or a PhD for educational climbers. After all, any talent should be supported in its variety at maximum level. In doing so, we will be able to safeguard researchers and teachers with diversity competence as well as forces shaping science and society.

With its events and workshops the GGG project “Building Bridges for PhD students” intends to build and support expertise and access to educational success according to peoples' qualifications. We would like to thank all participants for a very interesting exchange on the issue and will include the insights in our further work.

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GGG News

Today's PhD students are tomorrow's alumni

Alumni Göttingen has extended its offers: Every person who has been or is a member of Göttingen University can become a member of the alumni network (free of charge) by now, deciding for themselves whether they additionally wish to become a member of Alumni e. V. (fee-based). This network enables you to cultivate various contacts with other alumni people. Additionally, all current information covering alumni work will be provided. A corresponding online portal with helpful search functions for both the network and the association has been established lately. You may register during or after your university membership and network with other alumni people. In the course of this year the portal will provide a group for all (former) PhD students. GGG will provide for an own alumni group, as will the other three graduate schools in Göttingen. You may already register for the alumni network and join the groups later on.

www.alumni-goettingen.de

New call for proposals for conference trips subsidies anticipated for 30.06.2016

With the probable deadline of 30.06.2016, the university's International Office will most likely invite PhD students from Göttingen University once again to apply for conference trips subsidies in the second term of 2016. We will keep you informed on our website and our GGG Facebook page as soon as we learn more about it. Therefore, it is good advice to keep an eye on our information channels.

New funding: language revision grants

If you are writing your thesis in German but are not a German native speaker, you may apply for editing funding as a GGG member. Your thesis should be completed textually during editing but not have been submitted to the faculty. Funding covers an acknowledged editor's fee working with you on error control and linguistic improvement of the text. Applications may be filed each for the following half-year. Next application deadlines are 30.06. and 30.09.2016.

www.uni-goettingen.de/en/368105.html

Call for Posters: creating expertise and work

The Research Training Group "Qualifikatorisches Upgrading in KMU: Fachkräftebedarf und Akademisierung im Mittelstand" (engl.: "Qualification Upgrading in SME – Demand for Skilled Labor and Academization in the Middle Class") organizes an interdisciplinary conference entitled "Wissenskraft und Arbeit schaffen? Akademisierung im Mittelstand" (engl.: "Creating expertise and work? Middle class academization") from November 17 to 18, 2016, inviting scientists and junior researchers as well as representatives from political life to participate with a poster. The doctoral study course supported by Hans Böckler Foundation explores, on an interdisciplinary level, fundamental changes regarding competence requirements that small and medium-sized enterprises (SME) are facing today and will have to deal with in the near future, analyzing changes in qualification structures, cooperation practices and professional development perspectives resulting from that.

Applications can be submitted to jgumula@gwdg.de by September 15, 2016. Further information at: www.uni-goettingen.de/en/536196.html

Career - Corner

Creative career management – what the hell is that?

The course "Kreatives Karrieremanagement" (en. creative career management) has been held a few times by GGG in collaboration with lecturer Jutta Schwarz (www.juttaschwarz.de). Evaluations were brilliant every time, which is one of the reasons why we wish to maintain the course offer. The second reason is that we are simply enthusiastic about the course content. "Creative career management" refers to a method created by renowned career counselor Richard Nelson Bolles, presenting an especially helpful method of career planning in his book "What color is your parachute?". The first edition was published in 1970; meanwhile, the 44th edition has been published and the demand is still high.

Firstly, Bolles' theory is based on the simple – and most likely well-known – assumption that people have strong capabilities in things they like doing, simply because they are doing them often. If I enjoy dancing and therefore go dancing a lot, I will probably turn out a great dancer. Secondly, the theory assumes

that everybody has a whole set of so-called "transferable skills" – skills that can be easily transferred from one professional area to another (e.g. the ability to organize events). So far, so good – so notorious, you might like to add. What is new about Bolles is his attempt to applying these assumptions consequently to job search. So, his method is not about how jobseekers may best adjust to the existing job market, enlarging their profiles to match as many advertised positions as possible – it is quite the contrary. Bolles' method is about specifically focusing on one's own "transferable skills" and individual expectations to the professional environment, thus identifying what one would like to work with and where. Afterwards, selective interviews with people working in the respective areas help finding out whether your own ideas reflect reality – and if not, you may adjust job search to the new insights. Additionally, following this path will build you a network, which is very helpful for finding the job that really fits.

Continue on the next page...

Sounds like a lot of work? Like more than skipping through job advertisements and applying for jobs? Well, yes, you are right. But there is more than one reason why it is worth the effort. Firstly, interviews will get you a more intense insight into the professional sector you are aiming at – more than any “cookie-cutter candidate” – and thus putting you miles ahead of other applicants at job interviews. Secondly, this kind of job search is a lot more effective than applying for advertised positions. This is linked to the so-called “hidden job market”. In fact, only a fraction of all existing jobs are issued, the rest never (or at least only later on) gets to the public labor market. This phenomena is due to various reasons. It might e.g. be that some small enterprises cannot afford the tedious recruitment process, which is why they prefer recommendations. Or, companies first look for qualified internal staff before advertising a position publicly. This hidden

job market can be made accessible by using Bolles’ method and the network inevitably resulting from pursuing this method. It will, however, remain hidden for those focusing on advertised positions only (which is done by a major part of applicants). This also results in a smaller number of competitors as one finds in usual job search. And – last but not least – Bolles’ job searching method increases chances to finally find a job including tasks you love doing anyway.

Sounds interesting? Then you might be interested in getting a more precise picture of Creative Career Management soon – GGG will presumably put up the course again in collaboration with GFA (Graduate School Forest and Agricultural Sciences) in the beginning of December 2016. We will keep you informed about the exact time and place via our newsletter and other channels.

News in brief

GCG spring symposium 2016 on 20.05.2016

On May 20, 2016, this year’s spring symposium held by Göttingen Centre for Gender Studies takes place. The symposium starts at 2 pm at the Alte Mensa (engl.: old canteen). For further information please visit: www.uni-goettingen.de/en/489451.html

Workshop “Diversity in the Classroom” on 26.05.2016

In collaboration with the Equal Opportunities Office, Teaching and Learning in Higher Education holds an English-speaking workshop for teachers on May, 26 on the issue “Diversity in the Classroom”. Although registration period has already elapsed (12.05.2016), some places might still be available. For further information please visit: www.uni-goettingen.de/en/529484.html

Symposium on Career Paths in the Humanities and Social Sciences at 30.05.2016

At May 30, 2016, the DFG hosts a transatlantic symposium on the challenges for early career scholars in the Humanities and Social Sciences. Participation is free of charge. Further information at: www.dfg.de/download/pdf/presse/download/160530_transatlantisches_symposium_programm.pdf

Diversity Day on 07.06.2016

The goal of this year’s event by the Equal Opportunities Office, relating to the 4th national Diversity Day, is to make visible and audible at Göttingen University how diversity is (being) created. All students, university members and dependants as well as the interested public are invited. For further information please visit: www.uni-goettingen.de/en/536793.html

Applications for Dorothea Schlözer Mentoring Program possible until 19.06.2016

The application period for the seventh session of Dorothea Schlözer Mentoring Program will be from May 1 until June 19, 2016. The English-speaking program is addressing female PhD students and postdocs of Göttingen Campus going for a scientific career. For further information please visit: www.uni-goettingen.de/mentoring

Holiday care for university members’ children provided from 25.06. to 29.06.2016

From June 25 to 29, the university provides a holiday program, which still holds a few available places. “Ferienspaß in der Lohmühle” (engl.: holiday fun at Lohmühle) is addressed to children between 4 and 10 years of age. For further information please visit: www.uni-goettingen.de/ferienbetreuung

Events on image analyses in Gender Studies on 03.06. and 01.07.2016

The newly established PhD students forum “Gender mit Methode!?” (engl.: Gender and methods!?) invites you to talks and workshops on visual narratives and methodology of (non-)moving image analysis and its connection to gender. For further information please visit: www.uni-goettingen.de/en/535255.html

Interdisciplinary PhD students’ Day Gender Studies on 11.11.2016

This year’s interdisciplinary PhD students’ Day Gender Studies LAGEN will take place in Braunschweig on November 11, 2016. Applications will be accepted until 30.06.2016. For further information please visit: www.nds-lagen.de/nachwuchsfoerderung/doktorandinnentag

We proudly present

The current GGG PhD students' representatives

In the March elections you confirmed the previous representation in GGG. We would like to thank Julia Gumula and Rüdiger Hesse for excellent cooperation and look forward to another year of great teamwork!

The current representation's term of office will last from April 2016 until March 2017.

Julia Gumula (PhD students' representation)



I am doing my PhD at the Georg Elias Müller Institute for Psychology in the Social and Communication Psychology department under the supervision of Prof. Dr. Margarete Boos. In my PhD project I explore the influence of major changes of perspective in idea development processes on the quality of the ideas in an experimental way.

Luckily, I am a grant holder of the Hans Böckler Foundation. I would not have been able to finance my PhD project by any other means, as I am also a mother of three children.

Before starting my PhD project, I co-founded and coordinated a binational master study program at the Otto von Guericke University in Magdeburg in cooperation with the Pedagogical University in Mozambique. I have been a PhD students' representative at the university in Magdeburg as well.

I studied cultural engineering: cultural studies, knowledge management, and logistics.

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Rüdiger Hesse (deputy)



I am a grant holder of the Hans Böckler Foundation and member of the Research Training Group "Qualifikatorisches Upgrading in KMU – Fachkräftebedarf und Akademisierung im Mittelstand" (engl.: "Qualification Upgrading in SME – Demand for Skilled Labor and Academization in the Middle Class") and I am doing my PhD at the Chair of Business Education and Human Resources Development. My thesis deals with the employability of students graduating from universities with Bachelor degrees. I explore the students' educational aspiration and typical contextual structures in terms of labor market integration. My social sciences studies at Göttingen University had already been interdisciplinary.

Moreover, I spent a year abroad at the University of Uppsala (Sweden). Furthermore, I am currently involved in the work of the National Report on Education as a research associate, describing the effects and returns of education.

Please feel free to contact me:

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On our own behalf

Please keep in mind that once this newsletter is issued, the registration period for the next courses has started: It is now possible for PhD students to register for the GGG courses in the third quarter of 2016.

This newsletter is published four times a year. It is available for PhD students and supervisors of social sciences, and all interested. The newsletter can be found online (www.uni-goettingen.de/en/42253.html) or received via e-mail. The next newsletter will be published on August 15, 2016.

This newsletter shall inform you about the basic issues of doing a PhD and contribute to a closer contact between you and the GGG team, thus making it easier for you to be up to date about the services offered by the graduate school. For more information please feel free to contact the team members (see last page of the newsletter) and visit the different projects online.

Qualification

Our courses in the third quarter 2016

As of now, you can enroll for the following course of the third quarter 2016 at ggg.kursanmeldung@uni-goettingen.de. Detailed information on our courses and on further courses for PhD students offered by cooperating institutions can be found at: www.qualiportal-promovierende.uni-goettingen.de.

Date	Topic	Referee
15.09. & 16.09.2016	Good Scientific Practice	Dr. Michael Gommel

And this is how it works: The GGG divides the course year into four quarters. You can sign up for courses of a quarter six weeks before a quarter starts. 12 to 16 PhD students can participate in a particular course. Places are assigned on a first come, first served basis. Four weeks before the course, application is considered binding; this applies to all applications. You can also find detailed information on individual courses and the application procedure at:

www.qualiportal-promovierende.uni-goettingen.de

Please send your application exclusively to ggg.kursanmeldung@uni-goettingen.de.
Please consider the applicable registration procedure.

GGG Week of Methods 2016

With the publication of this newsletter registration for this year's GGG Week of Methods, taking place **from 18.07. to 21.07.2016**, is open. The program includes workshops on "Mixed Methods", "Structural Equation Modeling", "Scientific Knowledge Transfer" and "Discourse Analysis". For further information and registration please visit www.methodenwoche.uni-goettingen.de.

Registration period for the Week of Methods
is **from 17.05. noon until 12.06.2016**.

Courses on teaching methods in higher education for PhD students and new teachers

We would furthermore like to draw your attention to the following courses of the division for Teaching and Learning in Higher Education Göttingen, which target especially PhD students:

Date	Topic	Referee
23.06. & 24.06.2016	Vielfalt in der Lehre in der Vielfalt – Eine Einführung	Henrik Dindas & Sven Oleschko
29.06. & 30.06.2016	Teaching and Learning in Higher Education	Prof. Dr. Erika von Rautenfeld
07.07.2016	Die Gruppe, mein Lampenfieber und ich – Souveränes Auftreten und Gelassenheit für Lehreinsteiger/innen	Ingrid Gündisch

Further information and registration can be found at:
www.uni-goettingen.de/en/365991.html

Support measures

The Göttingen Graduate School of Social Sciences provides funding and scholarships for PhD students of social sciences. These measures will be announced on the GGG website over the course of the year:

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

The following funding options are available for the coming months:

Funding measure	Duration	Application deadline	Funding amount	Target group
Summerschool	flexible	30.06. & 30.09.2016	maximum grant amount 1,000 €	PhD students participating in an international summer school providing direct benefit to their PhD (please note information online)
Language Revision Grant	final phase of PhD	30.06. & 30.09.2016	maximum grant amount 1,200 € to the editor	international PhD students in need of support for the final editing of their German PhD thesis
Family oriented finishing Grant	4 – 6 months	30.06.2016	1,200 – 1,300 € per month	PhD students caring for children under the age of 12 or relatives in need of care and thus needing more time to complete their PhD thesis
Conference trips	flexible	30.06.2016	max. 70% of expenses	PhD students actively attending an international conference (via Göttingen International)
PhD students' forum	flexible	flexible	depends on the expenses	PhD students wishing to network professionally

Events

We kindly invite you to events taking place within the GGG framework or with GGG involvement. Further information and times will be promptly available on GGG website, in brochures and at the GGG team. Please already note the following events:

Village life in Bischhausen on 08.06.2016

Rhea Braunwalder and the Helpdesk for International PhD students of the GGG invite you to get to know Göttingen's environs and its inhabitants: Bischhausen's inhabitants open their doors under the "Zeige dein Dorf!" initiative (= show us your village), presenting their life in the countryside to interested visitors. For further dates, information and registration please visit:

www.uni-goettingen.de/en/538196.html

Excursion to Quedlinburg on 18.06.2016

The Helpdesk for International PhD students of the GGG and Studium International (Göttingen International Office) are planning a one-day excursion: the bus will take us through Harz National Park to UNESCO world cultural heritage Quedlinburg, which we will discover on an extensive guided tour through the historical center and the castle. For further information and registration please visit:

www.uni-goettingen.de/en/538195.html

Karaoke in Foyer International on 04.07.2016

The Helpdesk for International PhD students of the GGG and Foyer International team invite all ambitious singers for a karaoke evening in Von-Siebold-Str. 2. For further information and registration please visit:

www.uni-goettingen.de/en/519080.html

Workshop "Science Management - is this the right thing for me?" in fall 2016

The workshop gives insights in Science Management as a possible professional field for PhD students and postdocs of Göttingen Campus. The impulses can be used by every participant to see if Science Management is a possible job alternative. Two workshops are taking place on September, 22 and October, 25 2016 (parallel, not consecutive). They are conceptualized and will be conducted by Dr. Vera Bissinger (Central Coordination for Mentoring Programs), Dr. Sabine Heerwart (GSGG), Dr. Bettina Roß (GGG) and Dr. Katrin Wodzicki (GGNB). Further information and application at: www.uni-goettingen.de/en/521128.html

Team



Dr. Bettina Roß

Executive Direction

Conceptual questions and issues for the future, PhD programs, advice for PhD students, funding and general questions.

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Dr. Kristin Schröder

PhD-Funding Guidance

Advice on PhD funding (individual support), career counseling, qualification courses, newsletter, Week of Methods and general questions.

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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.

Translation: Wiebke Blanck

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