



Career development patterns: from Erasmus to ERC

MCAA Career Development Seminar
EMBL Heidelberg 2 May 2016
Dario Pellizzon



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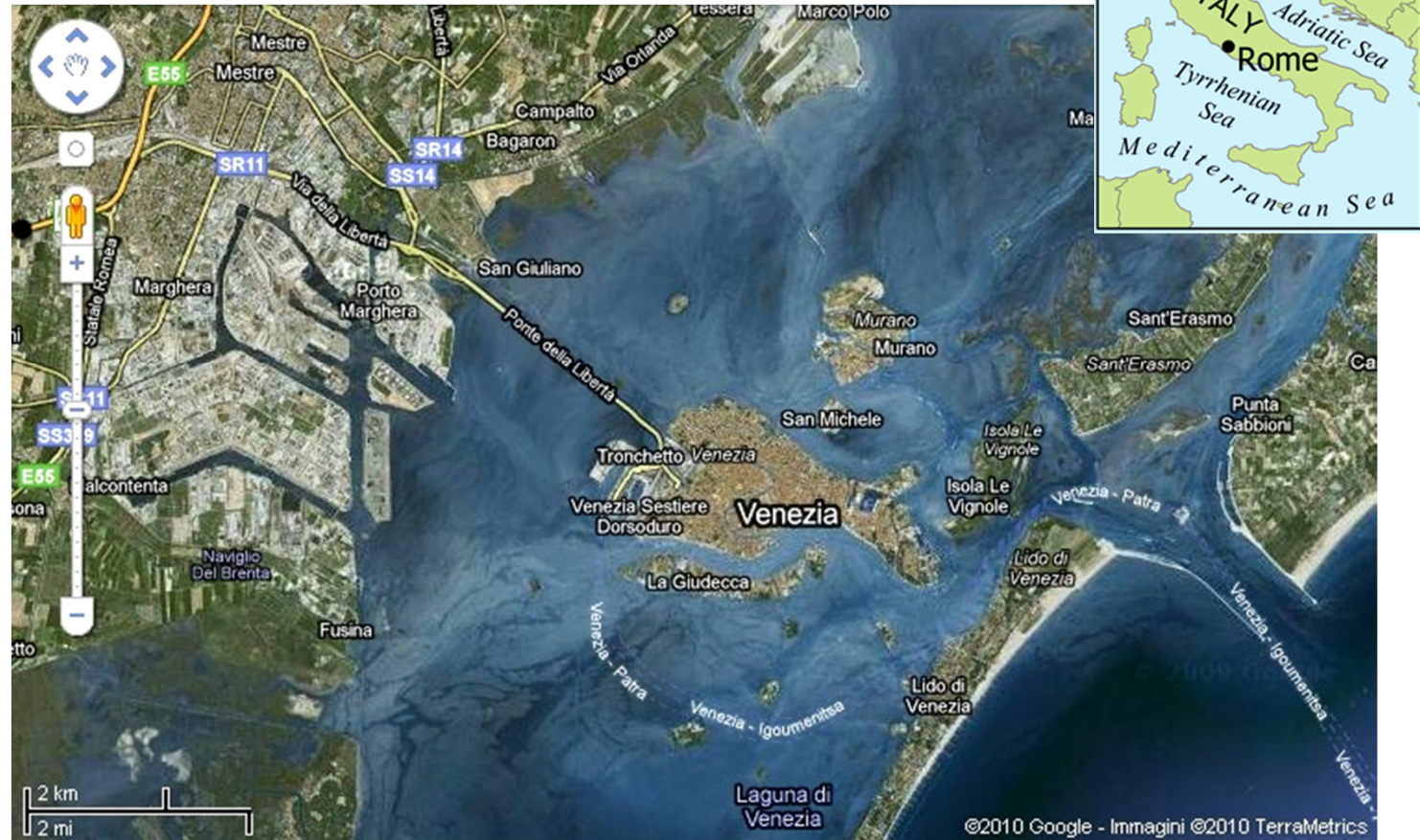
Venice and Europe





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The location of Venice





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Ca' Foscari University of Venice



Established on August 6th 1868 as a **Royal Business College**, Ca' Foscari University of Venice was the first educational institution in Italy to offer higher education in business and economics.

Nowadays, Ca' Foscari offers **4 main subject areas** (**Economics**, **Humanities**, **Languages** and **Sciences**) .



Ca' Foscari actively participates in the city cultural life, organizing over 400 events every year, collaborating with other prestigious cultural institutions and organizing successful art exhibitions at "**Ca' Foscari Esposizioni**", the exhibition space in the main building.



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Ca' Foscari at a glance

- **20.400 students**, among which there are **1.400 international students**
- **1.200** Professors, lecturers, native language teachers and administrative **staff**
- **16** Undergraduate Programs (3 years)
- **30** Graduate Programs (2 years)
- **14** Doctoral Programs
- **34** Professional Master's Programs (1 year)
- **2 Summer Schools** (6-8 weeks) in partnership with Harvard University and Columbia University of New York (U.S.A.)
- **8 Departments**
- **3 Schools**: Challenge School (for continuing education) Graduate School (for doctoral studies) Ca' Foscari School for International Education
- ***Marie Curie Individual Fellowships: top host institution Italy (call 2014 and call 2015)***



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A focus on
**Researchers' careers in
Europe**



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Patterns



**Marie Curie researchers and their
long-term career development: a
comparative study - 2012**



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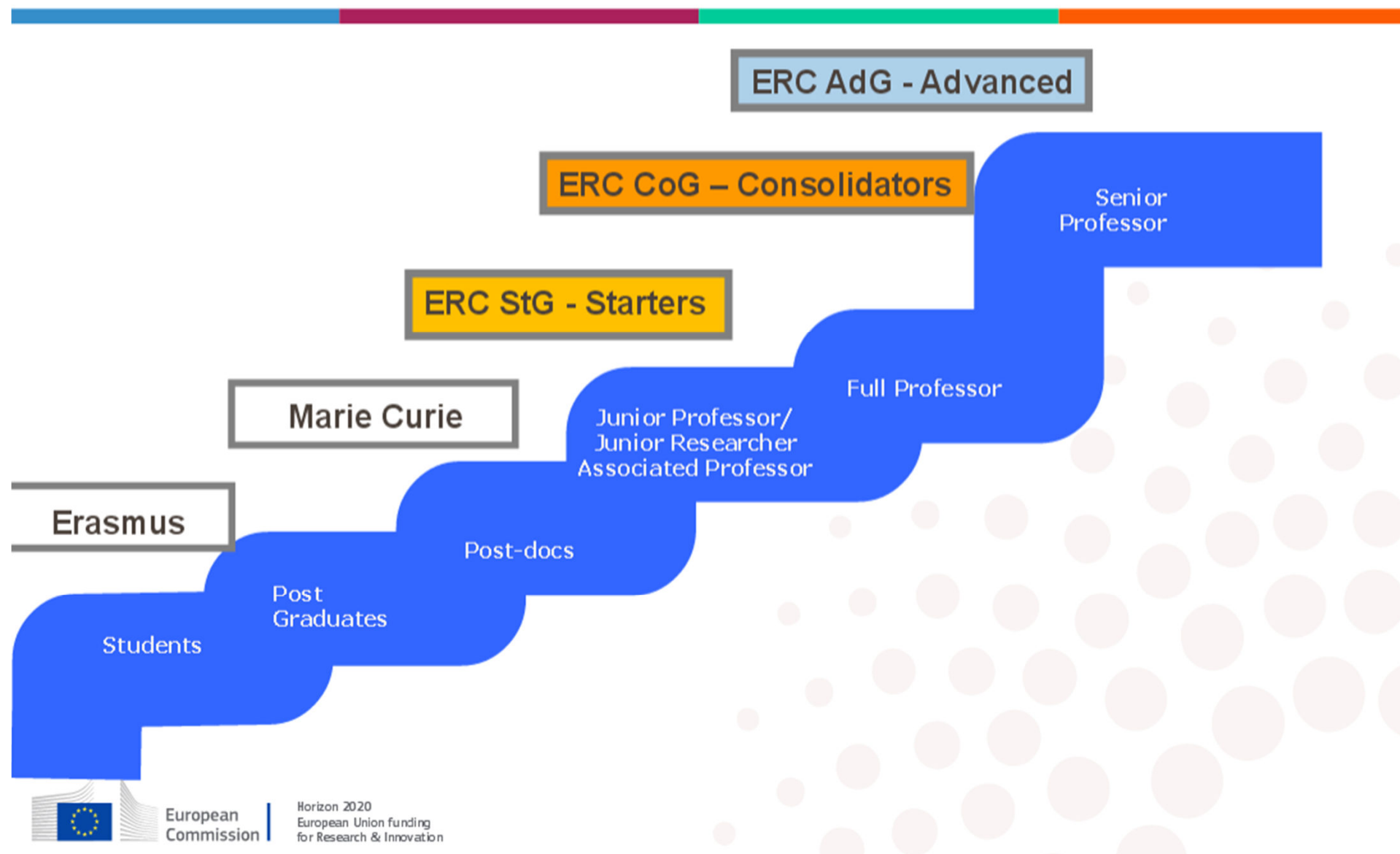
“In particular, it appears that MC fellows have comparatively greater access to the European Research Council (ERC)’s very competitive grants for high quality research”



ERC main funding schemes complementarities



European Research Council
Established by the European Commission





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Building a Good CV

- funding ID
- early achievement track-record
- significant publications
- conference organisations
- invited presentations in conferences
- patents, awards, prizes, memberships

(publications without PhD supervisor)



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Funding *ID*

*Hidden question: **are you reliable?***

- Small size fellowships
- Own institution's grants
- Local / regional / national grants
- Private foundations
- Companies
- Spin off companies
- Associations
- Being part of EU funded networks (COST)
- Visiting scholar/professor
- Supervision of graduate students

Career development: the role of your institution

How does the research office can help promising researchers?

1. **Communication** campaigns:
 - website
 - social networks
 - newsletters and targeted emails
 - info-days
 - Researchers' night and public engagement activities
2. **Guidance** in order to match the researcher's competencies and proposal with the most appropriate financial instrument
3. Creation of the "Expression of Interests" form as a tool to allow researchers to **interact directly** with the Research Office
4. Mapping and communicating **individual funding opportunities**



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Career development: the role of your institution (cont.)

5. Practical guidance to project design (specific **training** also!)
6. Annotated **guide for applicants** and application forms
7. Proposals' **reviews** by experts and National contact point
8. **Support** during the grant preparation phase
9. Direct **management** of funded projects.



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Research environment matters

- How can we **attract** the best researchers?
- How can we foster “brain **circulation**”?
- Research is collaboration: how can we build good **teams**?
- (**Support services** are a key asset.. But is everybody aware of it?)



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Creating (new) opportunities

- **Growing** number of **PhD** scholarships and **post doc** research grants, with a focus on **interdisciplinarity**
- **Permanent positions** open to excellent researchers employed as permanent faculty members by foreign universities or research institutes
(... *“inbreeding avoidance”*)

Fostering interdisciplinarity

social science+computer science

archeology+microbiology+climatology

nature

Vol 446 | 5 April 2007 |

LETTERS

Quantifying social group evolution

Gergely Palla¹, Albert-László Barabási² & Tamás Vicsek^{1,3}

physics+ethology

LETTER

doi:10.1038/nature12109

Earliest evidence for the use of pottery

O. E. Craig¹, H. Saul^{1,2}, A. Lucquin¹, Y. Nishida², K. Taché¹, L. Clarke^{3,4}, A. Thompson⁵, D. T. Altoft¹, J. Uchiyama⁶, M. Ajimoto⁷, K. Gibbs⁸, S. Isaksson^{9,10}, C. P. Heron³ & P. Jordan¹¹

digital humanities

RESEARCH ARTICLE

Interaction ruling animal collective behavior depends on topological rather than metric distance: Evidence from a field study

M. Ballerini[†], N. Cabibbo[§], R. Candelier^{†¶}, A. Cavagna^{¶**}, E. Cisbani[†], I. Giardina[¶], V. Lecomte^{†††}, A. Orlandi^{*}, G. Parisi^{††§**}, A. Procaccini[†], and M. Viale^{§§}, and V. Zdravkovic^{*}

^{*}Centre for Statistical Mechanics and Complexity (SMC), Consiglio Nazionale delle Ricerche-Istituto Nazionale per la Fisica della Materia, [†]Dipartimento di Fisica, and [§]Sezione Istituto Nazionale di Fisica Nucleare, Università di Roma "La Sapienza," Piazzale Aldo Moro 2, 00185 Roma, Italy; [¶]Istituto Superiore di Sanità, viale Regina Elena 299, 00161 Roma, Italy; ^{||}Istituto dei Sistemi Complessi (ISC), Consiglio Nazionale delle Ricerche, via dei Taurini 19, 00185 Roma, Italy; and ^{††}Laboratoire Matière et Systèmes Complexes, (Centre National de la Recherche Scientifique Unite Mixte de Recherche 7057), Université Paris VII, 10 rue Alice Domon et Léonie Duquet, 75205 Paris Cedex 13, France

Contributed by G. Parisi, December 4, 2007 (sent for review September 25, 2007)

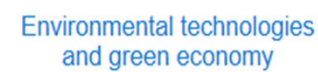
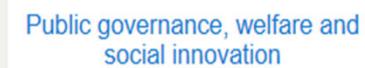
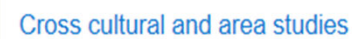
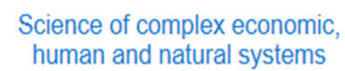
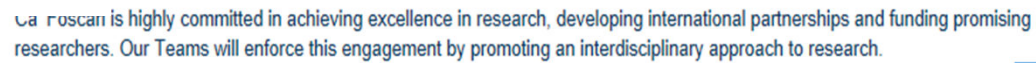
Quantitative Analysis of Culture Using Millions of Digitized Books

Jean-Baptiste Michel,^{1,2,3,4,5,*†} Yuan Kui Shen,^{2,6,7} Aviva Presser Aiden,^{2,6,8} Adrian Veres,^{2,6,9} Matthew K. Gray,¹⁰ The Google Books Team,¹⁰ Joseph P. Pickett,¹¹ Dale Hoiberg,¹² Dan Clancy,¹⁰ Peter Norvig,¹⁰ Jon Orwant,¹⁰ Steven Pinker,⁵ Martin A. Nowak,^{1,13,14} Erez Lieberman Aiden^{1,2,6,14,15,16,17,*†}

We constructed a corpus of digitized texts containing about 4% of all books ever printed. Analysis of this corpus enables us to investigate cultural trends quantitatively. We survey the vast terrain of 'culturistics,' focusing on linguistic and cultural phenomena that were reflected in the English language between 1800 and 2000. We show how this approach can provide insights about fields as diverse as lexicography, the evolution of grammar, collective memory, the adoption of technology, the pursuit of fame, censorship, and historical epidemiology. Culturistics extends the boundaries of rigorous quantitative inquiry to a wide array of new phenomena spanning the social sciences and the humanities.



1999, 2000, 2001, 2002, 2003, 2004, 2005, 2006, 2007, 2008, 2009, 2010, 2011, 2012, 2013, 2014, 2015, 2016, 2017, 2018, 2019, 2020, 2021, 2022, 2023, 2024, 2025, 2026, 2027, 2028, 2029, 2030, 2031, 2032, 2033, 2034, 2035, 2036, 2037, 2038, 2039, 2040, 2041, 2042, 2043, 2044, 2045, 2046, 2047, 2048, 2049, 2050, 2051, 2052, 2053, 2054, 2055, 2056, 2057, 2058, 2059, 2060, 2061, 2062, 2063, 2064, 2065, 2066, 2067, 2068, 2069, 2070, 2071, 2072, 2073, 2074, 2075, 2076, 2077, 2078, 2079, 2080, 2081, 2082, 2083, 2084, 2085, 2086, 2087, 2088, 2089, 2090, 2091, 2092, 2093, 2094, 2095, 2096, 2097, 2098, 2099, 2100, 2101, 2102, 2103, 2104, 2105, 2106, 2107, 2108, 2109, 2110, 2111, 2112, 2113, 2114, 2115, 2116, 2117, 2118, 2119, 2120, 2121, 2122, 2123, 2124, 2125, 2126, 2127, 2128, 2129, 2130, 2131, 2132, 2133, 2134, 2135, 2136, 2137, 2138, 2139, 2140, 2141, 2142, 2143, 2144, 2145, 2146, 2147, 2148, 2149, 2150, 2151, 2152, 2153, 2154, 2155, 2156, 2157, 2158, 2159, 2160, 2161, 2162, 2163, 2164, 2165, 2166, 2167, 2168, 2169, 2170, 2171, 2172, 2173, 2174, 2175, 2176, 2177, 2178, 2179, 2180, 2181, 2182, 2183, 2184, 2185, 2186, 2187, 2188, 2189, 2190, 2191, 2192, 2193, 2194, 2195, 2196, 2197, 2198, 2199, 2200, 2201, 2202, 2203, 2204, 2205, 2206, 2207, 2208, 2209, 2210, 2211, 2212, 2213, 2214, 2215, 2216, 2217, 2218, 2219, 2220, 2221, 2222, 2223, 2224, 2225, 2226, 2227, 2228, 2229, 2230, 2231, 2232, 2233, 2234, 2235, 2236, 2237, 2238, 2239, 2240, 2241, 2242, 2243, 2244, 2245, 2246, 2247, 2248, 2249, 2250, 2251, 2252, 2253, 2254, 2255, 2256, 2257, 2258, 2259, 2260, 2261, 2262, 2263, 2264, 2265, 2266, 2267, 2268, 2269, 2270, 2271, 2272, 2273, 2274, 2275, 2276, 2277, 2278, 2279, 2280, 2281, 2282, 2283, 2284, 2285, 2286, 2287, 2288, 2289, 2290, 2291, 2292, 2293, 2294, 2295, 2296, 2297, 2298, 2299, 2300, 2301, 2302, 2303, 2304, 2305, 2306, 2307, 2308, 2309, 2310, 2311, 2312, 2313, 2314, 2315, 2316, 2317, 2318, 2319, 2320, 2321, 2322, 2323, 2324, 2325, 2326, 2327, 2328, 2329, 2330, 2331, 2332, 2333, 2334, 2335, 2336, 2337, 2338, 2339, 2340, 2341, 2342, 2343, 2344, 2345, 2346, 2347, 2348, 2349, 2350, 2351, 2352, 2353, 2354, 2355, 2356, 2357, 2358, 2359, 2360, 2361, 2362, 2363, 2364, 2365, 2366, 2367, 2368, 2369, 2370, 2371, 2372, 2373, 2374, 2375, 2376, 2377, 2378, 2379, 2380, 2381, 2382, 2383, 2384, 2385, 2386, 2387, 2388, 2389, 2390, 2391, 2392, 2393, 2394, 2395, 2396, 2397, 2398, 2399, 2400, 2401, 2402, 2403, 2404, 2405, 2406, 2407, 2408, 2409, 2410, 2411, 2412, 2413, 2414, 2415, 2416, 2417, 2418, 2419, 2420, 2421, 2422, 2423, 2424, 2425, 2426, 2427, 2428, 2429, 2430, 2431, 2432, 2433, 2434, 2435, 2436, 2437, 2438, 2439, 2440, 2441, 2442, 2443, 2444, 2445, 2446, 2447, 2448, 2449, 2450, 2451, 2452, 2453, 2454, 2455, 2456, 2457, 2458, 2459, 2460, 2461, 2462, 2463, 2464, 2465, 2466, 2467, 2468, 2469, 2470, 2471, 2472, 2473, 2474, 2475, 2476, 2477, 2478, 2479, 2480, 2481, 2482, 2483, 2484, 2485, 2486, 2487, 2488, 2489, 2490, 2491, 2492, 2493, 2494, 2495, 2496, 2497, 2498, 2499, 2500, 2501, 2502, 2503, 2504, 2505, 2506, 2507, 2508, 2509, 2510, 2511, 2512, 2513, 2514, 2515, 2516, 2517, 2518, 2519, 2520, 2521, 2522, 2523, 2524, 2525, 2526, 2527, 2528, 2529, 2530, 2531, 2532, 2533, 2534, 2535, 2536, 2537, 2538, 2539, 2540, 2541, 2542, 2543, 2544, 2545, 2546, 2547, 2548, 2549, 2550, 2551, 2552, 2553, 2554, 2555, 2556, 2557, 2558, 2559, 2560, 2561, 2562, 2563, 2564, 2565, 2566, 2567, 2568, 2569, 2570, 2571, 2572, 2573, 2574, 2575, 2576, 2577, 2578, 2579, 2580, 2581, 2582, 2583, 2584, 2585, 2586, 2587, 2588, 2589, 2590, 2591, 2592, 2593, 2594, 2595, 2596, 2597, 2598, 2599, 2600, 2601, 2602, 2603, 2604, 2605, 2606, 2607, 2608, 2609, 2610, 2611, 2612, 2613, 2614, 2615, 2616, 2617, 2618, 2619, 2620, 2621, 2622, 2623, 2624, 2625, 2626, 2627, 2628, 2629, 2630, 2631, 2632, 2633, 2634, 2635, 2636, 2637, 2638, 2639, 2640, 2641, 2642, 2643, 2644, 2645, 2646, 2647, 2648, 2649, 2650, 2651, 2652, 2653, 2654, 2655, 2656, 2657, 2658, 2659, 2660, 2661, 2662, 2663, 2664, 2665, 2666, 2667, 2668, 2669, 2670, 2671, 2672, 2673, 2674, 2675, 2676, 2677, 2678, 2679, 2680, 26





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Overcoming barriers to entry

Writing an application should not be a “loss of time”...

- **To value** ‘above-threshold’ projects in post doc recruiting
- To support the **resubmission**.



A CV of failures

Keeping a visible record of your rejected applications can help others to deal with setbacks, says **Melanie Stefan**.

A couple of months ago, I received a letter informing me that my fellowship application had failed. On the same day, Brazil's World Cup squad announced that football phenomenon Ronaldinho had not been selected. "Cool," I thought. "I am like Ronaldinho." But that thought offered only little consolation. No scientist enjoys such failures, but too often we hide them.

In a way, a fellowship rejection is to be expected. Most of these fellowships have success rates of about 15%, meaning that an applicant might be successful in only one out of every seven tries. For every hour I've spent working on a successful proposal, I've spent six hours working on ones that will be rejected. I don't mind the extra work — after all, if I abhorred tedious tasks with low chances of success, I would not be in research.

Even so, this means that for every endorsement, there are about six challenges to my ability, my determination and my vision. I find this harder to swallow. Perhaps this is because I have generally succeeded so far. I did well at school and later at university, earned the PhD position of my dreams, and have published several papers. This is the story that my CV reveals.

But that is exactly the problem. My CV does not reflect the bulk of my academic efforts — it does not mention the exams I failed, my unsuccessful PhD or fellowship applications, or the papers never accepted for publication. At conferences, I talk about the one project

that worked, not about the many that failed.

As scientists, we construct a narrative of success that renders our setbacks invisible both to ourselves and to others. Often, other scientists' careers seem to be a constant, streamlined series of triumphs. Therefore, whenever we experience an individual failure, we feel alone and dejected.

Such is not the case with every profession. Consider Ronaldinho. A football player cannot hide his setbacks. Everything is out in the open — every failure to be selected for a big competition, every injury, every missed penalty is on display. Maybe this is a good thing. It shows young aspiring players what it means to be a football player. It helps them to cope with their own setbacks.

So here is my suggestion. Compile an 'alternative' CV of failures. Log every unsuccessful application, refused grant proposal and rejected paper. Don't dwell on it for hours, just keep a running, up-to-date tally. If you dare — and can afford to — make it public. It will be six times as long as your normal CV. It will probably be utterly depressing at first sight. But it will remind you of the missing truths, some of the essential parts of what it means to be a scientist — and it might inspire a colleague to shake off a rejection and start again. ■

Melanie Stefan keeps a *Postdoc Journal* at go.nature.com/yd2cjs and is a postdoc in neurobiology at the California Institute of Technology in Pasadena.





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Dealing with failures

JOHANNES HAUSHOFER
CV OF FAILURES

Most of what I try fails, but these failures are often invisible, while the successes are visible. I have noticed that this sometimes gives others the impression that most things work out for me. As a result, they are more likely to attribute their own failures to themselves, rather than the fact that the world is stochastic, applications are crapshoots, and selection committees and referees have bad days. This CV of Failures is an attempt to balance the record and provide some perspective.

This idea is not mine, but due to a wonderful article in *Nature* by **Melanie I. Stefan**, who is a Lecturer in the School of Biomedical Sciences at the University of Edinburgh. You can find her original article here, her website here, her publications here, and follow her on Twitter under *@MelanieIStefan*.

I am also not the first academic to post their CV of failures. Earlier examples are here, here, here, and here.

This CV is unlikely to be complete – it was written from memory and probably omits a lot of stuff. So if it's shorter than yours, it's likely because you have better memory, or because you're better at trying things than me.

Degree programs I did not get into

| | |
|------|---|
| 2008 | PhD Program in Economics, Stockholm School of Economics |
| 2003 | Graduate Course in Medicine, Cambridge University Graduate Course in Medicine, UCL PhD Program in Psychology, Harvard University PhD Program in Neuroscience and Psychology, Stanford University |
| 1999 | BA in International Relations, London School of Economics |

Meta-Failures

| | |
|------|---|
| 2016 | This darn CV of Failures has received way more attention than my entire body of academic work |
|------|---|

- http://www.princeton.edu/haushofer/Johannes_Haushofer_CV_of_Failures.pdf



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Wait a minute...

- How's life in *Accademia*?
- Is there life outside the *Accademia*?



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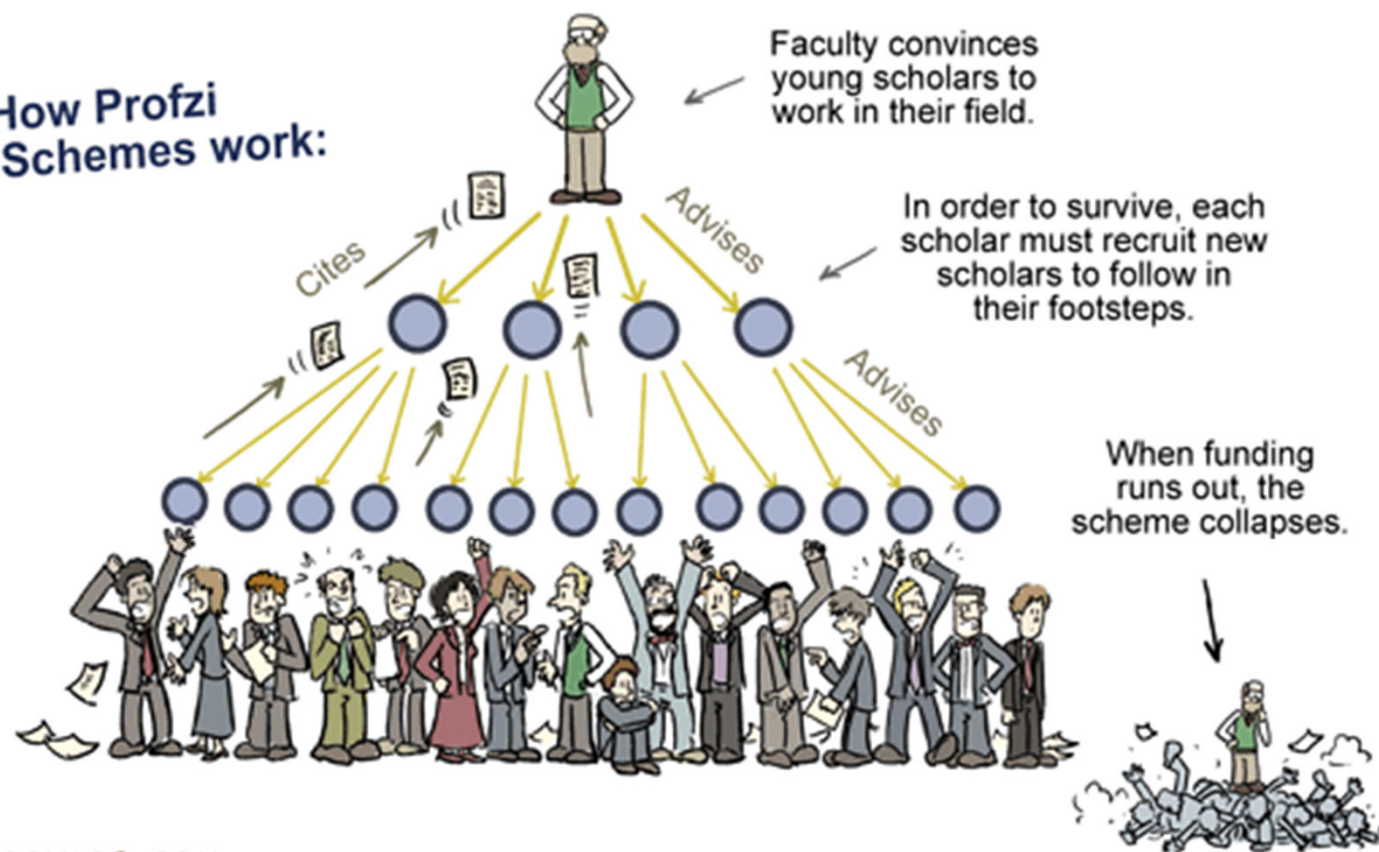
Academic life as a comic...

BEWARE

THE PROFZI SCHEME

DON'T GET SCAMMED!

How Profzi
Schemes work:

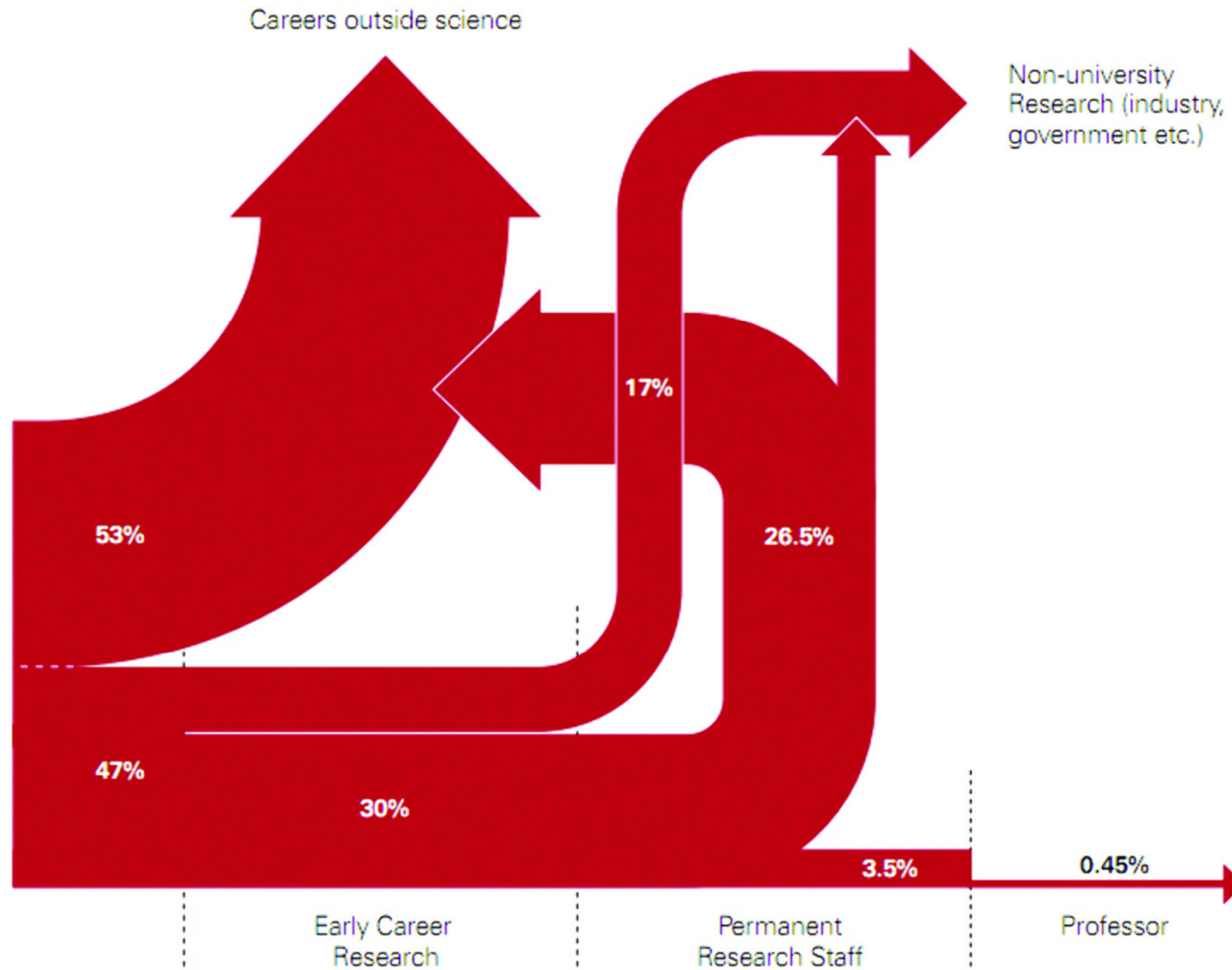


JORGE CHAM © 2009

WWW.PHDCOMICS.COM

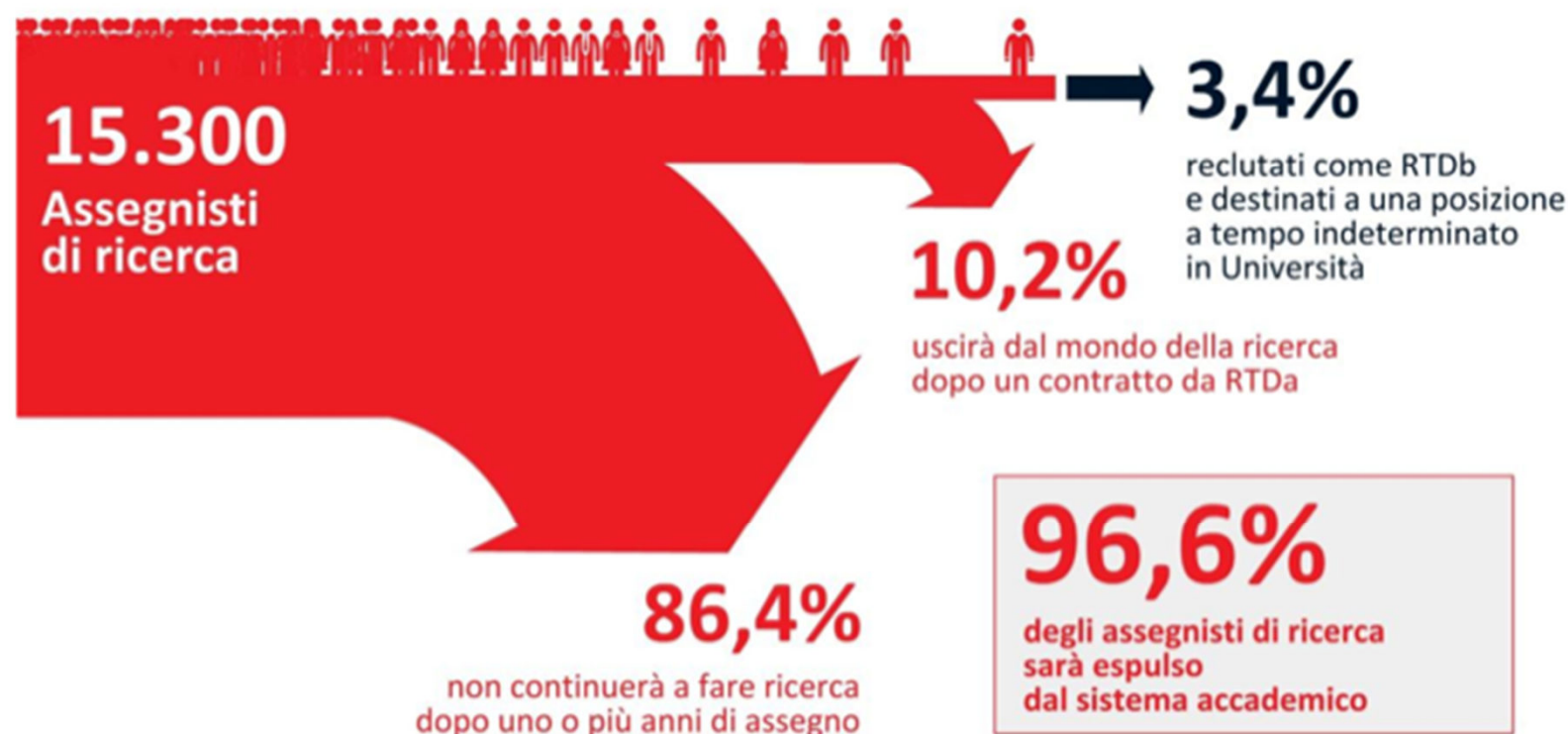


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Career routes following the completion of a PhD,
as published in the 2010 Royal Society report

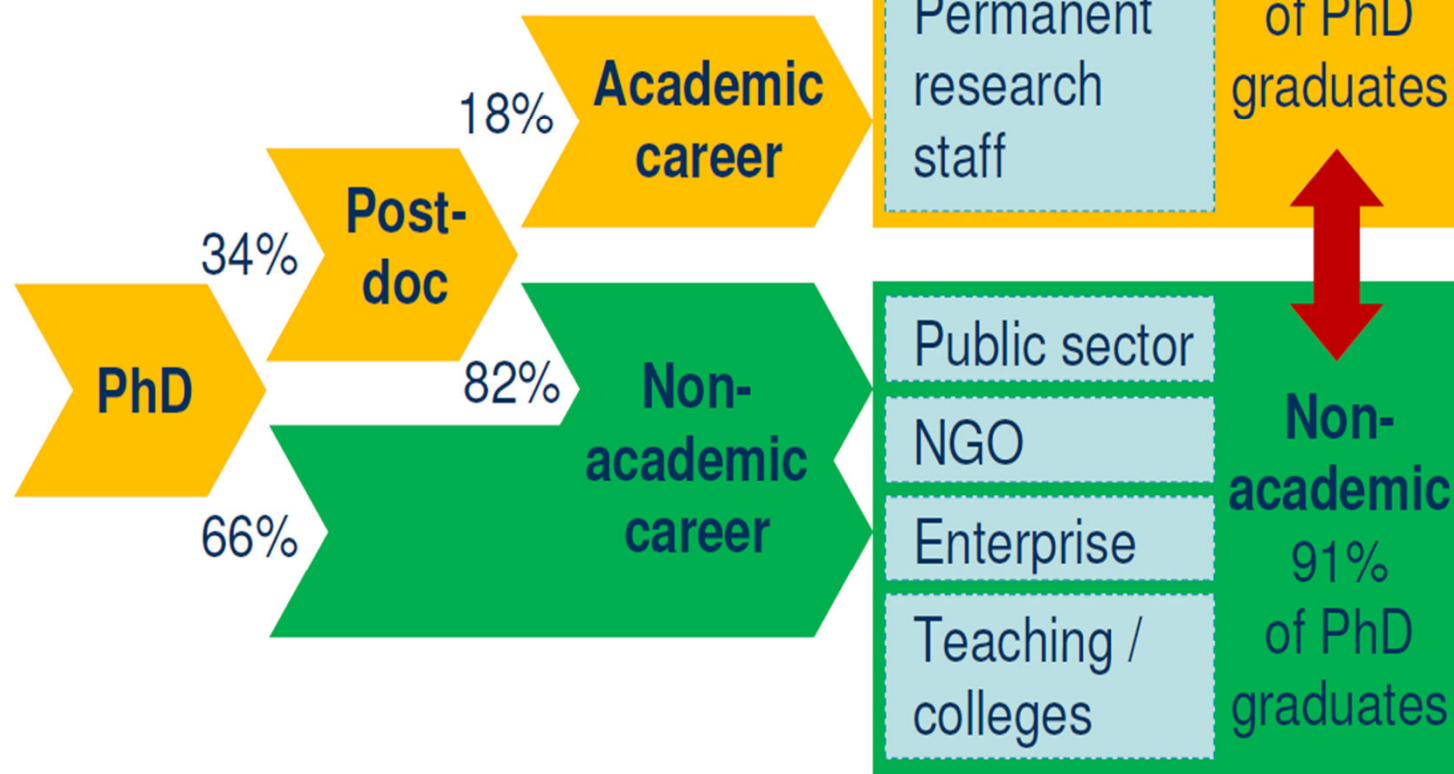
Figura 3.3 - Le prospettive degli assegnisti di ricerca





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Career paths of young researchers



% situation in Flanders

KU LEUVEN

A brand new panel



THE MARIE SKŁODOWSKA-CURIE ACTIONS: Individual Fellowships 'Society and Enterprise' Panel

| | | | | |
|---|---|---|---|---|
|  |  |  |  |  |
| Host organisations from non-academic sector only (e.g. businesses, civil society and government bodies) | €10 million funding to boost participation | For experienced researchers - fellowships of 1-2 years | Call opens: 12/04/2016; Deadline: 14/09/2016 | All domains of research and innovation are eligible for funding (except areas of research covered by the Euratom treaty). |

<http://ec.europa.eu/msca>

What's in it for me?



Benefits for host **organisations**



- Recruitment of highly skilled researchers;
- Employers costs included



- Transfer of cutting edge science and innovation into your organisation

"Participating in the 'Individual Fellowships' allowed us to attract academic talent to our company, to enlarge our international networks and to transfer research results into the business sector."

*Dr. Carmen Artal, Head of Advanced Materials Technology,
BSH Electrodomésticos España (Spain)*



Benefits for **researchers**



- Increase your career prospects outside academia through the acquisition of new skills and expertise



- 100% Funding
- Recognition of excellent science:
MSCA funding is a prestigious award

"The Marie Curie Fellowship allowed me to smoothly transition from an academic research position to an industry setting. Research in industry can come with some constraints but also offers great opportunities, such as seeing your research project developed into a product."

Dr. Alexander KARATZOGLU (Greece), Marie Curie fellow.

<http://ec.europa.eu/msca>

NB: Non-Contractual document,
please consult the call documentation
for full eligibility conditions
and call details.





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MARIE CURIE + 1

We foster our MC Fellows career development: **an additional year funded by Ca' Foscari ...**

- to allow researchers to exploit their research results in a better way...
- and apply for an **ERC Grant** choosing Ca' Foscari as **host institution!**



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Good news!

In Italy, starting from 2016

Marie Curie Fellowships

- **IOF** under FP7
- **Global** Fellowships under Horizon 2020 are giving access to **tenure track position** in italian universities



TENURE



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Dealing with ...



- To **support** and encourage **applications to ERC** calls
- **to** offer the best available position
- **tenure** track position (**Starting** grant)
- **associate** professor position (**Consolidator** grant)

**If you think
education is
expensive,
try ignorance**

Derek Bok | Harvard University



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... keep in touch!

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