



TECHNISCHE
UNIVERSITÄT
DRESDEN

YOU PROF

YOUNG PROFESSORS PROGRAMME

The background consists of several overlapping, semi-transparent shapes in various shades of purple and blue. A large, light blue shape dominates the right side, while a darker blue shape is in the bottom left. A medium purple shape overlaps the top left, and a lighter purple shape is in the top right. The overall effect is a modern, layered geometric design.

REACH YOUR POTENTIAL.

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Dear colleagues,

It is a great pleasure for me to welcome you to TU Dresden. As a University of Excellence and member of the association of German Universities of Technology (TU9), TU Dresden has secured its place among the top German higher education institutions. Our central task revolves around maintaining the highest international standard with regard to teaching, research and the exchange of scientific information with businesses, while constantly striving to improve it.

In order to be able to fulfil these tasks in the long term, we aim to promote young scientists even more passionately. In line with various measures of the Federal Government, we endeavour to expand our junior professor and tenure track programmes with the goal of supporting and accompanying both national and international professors after a successful probationary phase, ultimately leading to a permanent chair.

In this brochure, we present the Young Professors Programme YOU PROF – a programme that provides you with a number of options for developing your potential in your academic career. The contact person is the programme advisor Dr. Maria Elena Zegada.

I wish you an inspiring read and a great start at TU Dresden!



Prof. Dr.-Ing. habil. DEng/Auckland
Dr. h.c. mult.
Hans Müller-Steinhagen
Rector



$$v_3 + \sigma.v = 0$$
$$P(s)$$

$$T.v = 0$$

$$\| \Delta \varphi \|$$

Var(Sample)

$$P(v, c) = P(v, c) - (v, c)$$

$$c > 20$$
$$v > 0$$

$$\Theta(\log)$$

$$v(s)$$
$$c(s)$$

Reduce Prob % intervals

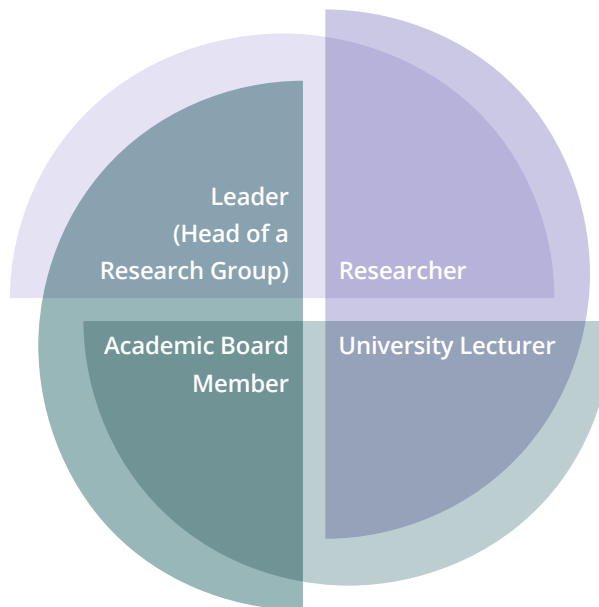
$$P(v, c)$$

YOU PROF – YOUNG PROFESSORS PROGRAMME

The Young Professors Programme of Technische Universität Dresden accompanies you in a comprehensive, structured, individual and effective way on your journey to attaining a permanent chair. Our goal in the programme is also your goal: we want you to be optimally adapted to and prepared for your new professional, interdisciplinary and external endeavours.

Career, competition and skills

Especially today, research systems function both globally and dynamically. The results and methods of excellent research are exchanged and discussed with scientists from all over the world. This is the only way they can contribute to innovations and the improvement of social decision-making processes. Your appointment to a chair opens up many opportunities for you as well as for the new area of research. Particularly noteworthy are your roles as a:



In addition to scientific excellence, these fields of activity require university didactics, social and intercultural expertise, as well as leadership and management skills. A distinct ability to communicate is also pivotal for success in the international scientific context.

Individual qualification plan for interdisciplinary and personal development

We are happy to support you to overcome all the aforementioned challenges as you take on your new role. We offer you an initial consultation not long after your start. Together, we can determine your tasks and goals, develop a qualification plan with tailor-made offers and measures, and optimally support you in meeting the important requirements of a permanent professorship.

Particular attention will be paid to:

- Your personal situation, your individual career path as well as your experiences, needs, aspirations and ideas, for example, previous experience with didactic university teaching, leadership experience, successfully completed courses and previous evaluations
- The objectives that are individually negotiated in the appointment agreements

The qualification plan consists of individual measures to support, promote and train you as well as group formats. All individual building blocks are designed and assembled specifically for you – third parties will not receive this information, as we keep our work confidential.

Measures

1

Integration and Commitment

- Welcome
- Discussions

2

Mentoring

- Collegial mentoring
- Professional mentoring by internal and external experts

3

Coaching

- Individual coaching
- Team coaching

4

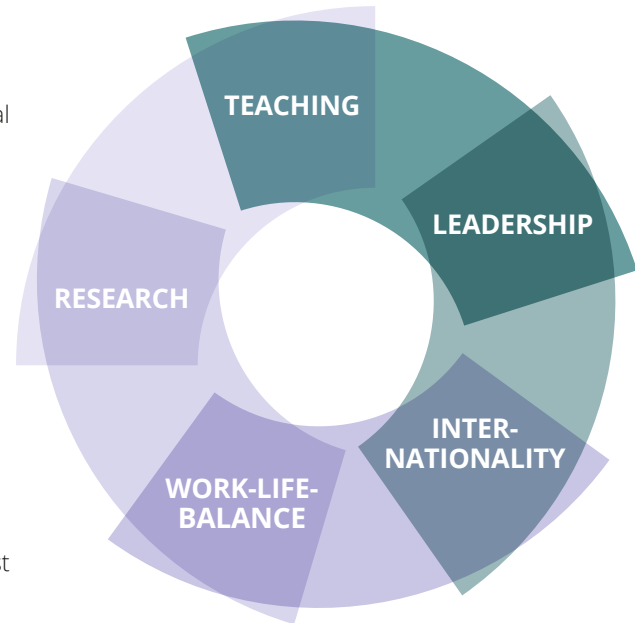
Network building and cooperation

- Sharing experiences – collegial advice
- Stays abroad
- Participation in meetings, congresses and conferences
- Networking within DRESDEN-concept
- Sharing experiences:
Teaching Day, Research Day, Long Night against procrastination

5

Training advice and support

- University didactics and leadership skills
- Scientific (intercultural) communication
- Responsible and successful PhD support and good scientific practice
- Challenges in balancing family and career
- Research funding: workshops and consulting on projects, internal funding opportunities and application for third-party Funding for the exploitation of results
- Strategies and techniques in scientific careers
- Alternative career paths



Aspects of Work

INTEGRATION AND COMMITMENT

1

Your personal qualification plan is part of a systematic staff development scheme, which also encompasses workshops, consultations, coachings and events for networking and exchanging information.

Welcome

Once per year, our University Executive Board welcomes the newly appointed professors. These gatherings take place in a relaxed and trusting environment, in which you can familiarise yourself with the members of the Board and their areas of work and responsibility. Here, the structure of TU Dresden, our mission statement, our Research Priority Areas and the integration of TU Dresden into the research network DRESDEN-concept are presented.

Our university is large. All of your complex administrative and service tasks are performed by the Central University Administration (ZUV). At different events, the directorates and the service facilities of the Central University Administration provide a compact overview of the tasks and responsibilities of their units.

This is especially important for you as a new member of the university because all administrative procedures relevant for beginning your work will be explained, and you will have the opportunity to get to know the wide range of services offered by the Central University Administration. "Infamous" administrative pitfalls will be pointed out. And what is more: you can get in touch with the administrative employees immediately after beginning your work and in this way gain special insight into the administration of university life.

Discussions

Four times a year, the Rector invites the professors of TU Dresden to the "Prof*Treff", offering a relaxed environment, in which you can get to know your colleagues. For a goal-orientated exchange of experiences between you and the members of the University Executive Board, dialogues will be held at regular intervals in the future. A keynote lecture covering a number of themes, including teaching and research topics, internationality, leadership tasks or the research network DRESDEN-concept, acts as the prelude to further discussions.



MENTORING

2

Mentors support you with their knowledge, as well as with their personal and professional experience. They bolster your strengths, cultivate your ideas and plans, and analyse these alongside your goals and their feasibility. They provide constructive criticism and reflect on your development with encouragement.

Mentoring is offered by experienced university lecturers and is carried out in the form of so-called mentoring tandems. The mentoring tandems are selected in such a way that there is no conflict or competition between the partners. Mentors have no management or evaluation responsibility for mentees. For the mentoring process, 18 months is recommended. This may vary depending on the individual. The aim is to be involved in mentoring for the entire programme period.

Collegial mentoring

The primary goal of collegial mentoring is to quickly get to grips with all university structures, including their stakeholders, networks and information sources. It is supervised by professors outside of your department.

Topics of collegial mentoring may include:

- Introduction to structures, processes and organisational culture
- Sharing personal experience and informal knowledge
- Advice on career goals and development opportunities
- Support in networking with relevant actors as well as facilities inside and outside TU Dresden
- Advice on how to deal with challenges in the management and administrative processes
- Support with questions and strategies for research and teaching
- Advice on strategies for third-party fundraising and publications
- Advice on the identification of training requirements and special skills in academic life (leadership, self-organisation)

Professional mentoring by internal or external experts

There is also the possibility to be involved in professional mentoring as an alternative or as an addition to the collegial mentoring. This special support method offers you internal or external experts, such as your own colleagues or those from a related department. Specialist mentors from the broad network of DRESDEN-concept partners with a wide range of disciplines and, where appropriate, colleagues from other national and international contexts are also used.

Mentoring can also help you with your integration into the respective scientific community as well as with your professional development.

Possible mentoring topics include first and foremost:

- Your personal career planning: how will you be situated at TU Dresden and within the Dresden research landscape?
- Decisions regarding professional development: which decisions did you like so far? Where are you heading? How should your working group improve and expand? What alternatives are there – also for the development of cooperations and partnerships?
- Or specifically: in which journal should you publish?
- Personal development: what are you capable of and what room is there for manoeuvre? Are you aware of the requirements for qualified services? What has improved your ability to handle conflict? Interdisciplinary skills have to be gained for a successful tenure evaluation.

COACHING

3

Newly recruited members of staff are initially looking for their place and their role at TU Dresden. A neutral authority, an (external) coach can be vital in helping to gain a foothold. A coach offers help without any interference by third parties. The recognition and classification of possible internal competitors and conflict situations, dealing with these, as well as tackling the requirements of the subject and the university, and shouldering staff and budget responsibility – all these are usually handled better with advice and reflection.

Individual coaching

Coaching is an advice service that is tailored to fit your individual goals and requirements. These are discussed and solution (or development) possibilities suggested within a confidential environment. The following can be supported:

- The improvement of personnel management and communication with staff
- The management of complex change processes
- Personal conflict management in the workplace
- Self-management and time management

A large number of external coaches are involved in our programme, all of whom have many years of experience in a university environment. You are the one who decides which coach suits you best!

Team coaching

We offer supervisors and their teams the opportunity to participate in team coaching sessions. After a comprehensive assessment of your requirements, you will identify and discuss your potential and challenges and plan further steps and measures. Team coaching is particularly suitable

- for improving communication within a team,
- for setting common goals,
- for solving conflicts within a team,
- for establishing new team structures,
- for improving processes.

NETWORK BUILDING AND COOPERATION

4

A variety of national and international contacts are indispensable in today's scientific world to ensure a constant and lively exchange of information for developing new ideas, but also for joint projects, cooperations and networks.

In order to establish and expand these contacts, to intensify existing collaborations and to promote joint activities, we provide funds for participating in conferences. Depending on individual needs, financial resources are also made available for longer research stays in Germany and abroad. All of these measures enable the establishment and consolidation of reliable and helpful networks with affiliated partners.

Sharing experience – collegial advice

Collegiality is essential. This also implies an interest in what your colleagues do, what experiences they have gained, and what successes they have achieved. We become stronger through sharing. To this end, junior and tenure track professors meet on a casual basis to exchange experiences. A series of sessions for a larger circle of people has been planned for this purpose. Short keynote speeches are followed by open discussions in a relaxed atmosphere.

Teaching Day, Research Day, Long Night against procrastination

On TU Dresden Teaching Day, all lecturers and students as well as all people interested in teaching and learning are invited to focus on the topic of teaching in lectures, workshops and presentations, to exchange ideas and to develop new ideas for teaching. Research Day and the Long Night Against Procrastination are organised with similar goals in mind.



Networking within DRESDEN-concept



**DRESDEN
concept**

Exzellenz aus
Wissenschaft

The Alliance DRESDEN-concept e.V was established in 2010 and is the umbrella organisation of the TU Dresden and its strong partners from the world of science and culture as well as their mutual projects

The DRESDEN-concept partners develop and harness synergies in research, education, infrastructure and administration. Within the Scientific Area Committees (SACs) and the Scientific Area Networks (SANs), ideas are identified for areas in which Dresden is, or could be, an international leader.

With the SANs, DRESDEN-concept has been initiating research-orientated, thematically limited and interdisciplinary networking activities for all partner institutions since 2017. The aim is to strengthen joint research on selected interdisciplinary topics and to make the corresponding competencies visible at the location. The SANs are open to early-career scientists from all 32 DRESDEN-concept partner institutions. Twice a year, new SANs are initiated in which scientists present their research questions or approaches at a kick-off event in the form of a short lecture. This is followed by discussions with interested participants from other disciplines in an informal atmosphere with a chance to reflect on these issues together. Subsequently, working groups are formed to pursue different goals such as the establishment of a lecture series, the implementation of summer schools or the preparation of joint project proposals. The following SANs are organised, moderated and accompanied by DRESDEN-concept:

- SAN I: Future of Urban and Rural Areas
- SAN II: Innovations in Medical Technology
- SAN III: Change through Digitalisation
- SAN IV: Perspectives on Materiality in Art and Design
- SAN V: Dynamics of Complex Networks
- SAN VI: Processes of Ageing

Further SANs are in preparation. Please find more information at:
www.DRESDEN-concept.de.

Expert working groups

We support you in exchanging ideas with colleagues from Saxon universities on subject-specific and topic-specific challenges of teaching, and with developing solutions and concepts for higher-education didactics as well as implementing concrete measures.





TRAINING, COUNSELLING AND SUPPORT

5

With its extensive range of workshops, counselling and support services, TU Dresden offers a diverse portfolio that is tailored to your specific needs, concentrating on the following key points:

Training programme “Starting successfully at TU Dresden”

The continuing education and consultation programme “Starting successfully at TU Dresden” is designed to make it easier for you to get started with your diverse tasks. For this purpose, workshops and consultations are offered on didactics of higher education, media and writing as well as in communication.

Continuing education programme “Leading successfully at TU Dresden”

The advanced training and consulting programme “Leading successfully at TU Dresden” consists of a basic module as well as supplementary workshops, and consulting and networking offers. In addition, you can participate in individual coachings and networking with leaders of TU Dresden.

The basics of leadership are taught in four lectures of the basic module. You will:

- deal with your role as a manager,
- analyse your leadership skills,
- get to know different leadership styles,
- develop an individual repertoire for leadership and development of teams,
- learn how to deal with communicative conflicts,
- gain an insight into collegial consulting,
- reflect on and anchor these skills in your own leadership role.

The specification module includes advanced workshops on selected leadership topics, which can be attended according to your individual needs. The topics vary from semester to semester.

Topics include:

- The Chair – Rights and Duties
- The Annual Feedback Discussion
- Recognising conflicts and solving them in a constructive manner
- Health and leadership
- Successful negotiation
- Chair development as a success factor

In order for the workshops to have a long-term positive effect, the formation of collegial advisory groups is encouraged. It is a platform to exchange own experiences and learning successes on issues of leadership.

Training in higher education and media didactics

Our higher education and media didactics courses are designed to help you develop your individual teaching concept. Therefore, they take into account the respective teaching formats, any special conditions and the target group of the courses. In addition, workshops can be developed that meet your specific needs in the areas of teaching and learning. You can use these workshops to create your own teaching portfolio, which consists of your teaching philosophy, presentation of teaching practice and concepts, evaluations and further training. We are happy to advise you on creating your teaching portfolio. The portfolio also serves as a self-critical examination of your own teaching and is therefore very well-suited as preparation for the tenure evaluation self-report.

To prepare for the biannual teaching evaluation in a targeted manner, we recommend that you participate in a lecture shadowing session in which you will receive professional feedback from higher education didactics experts at the Centre for Continuing Education. Lecture shadowing includes a preparatory talk, a visit to one of your courses and a feedback discussion after the lecture.

In addition to quantitative teaching evaluation, qualitative methods such as Teaching Analysis Polls can be used. Aim: The students' feedback should be collected in order to identify further measures for the development of higher education and media didactics skills.





Responsible and successful PhD support/scientific practice

The independent supervision of doctoral candidates is a pivotal task. In order to achieve and maintain the high standards of doctoral supervision, the Graduate Academy (www.tu-dresden.de/ga) offers an annual workshop lasting several days on the topic of professional doctoral supervision. In addition, you will receive comprehensive counselling and support for the doctoral candidates entrusted to your care. Workshops on good scientific practice are also offered.

Calmness, composure, presentation and (intercultural) communication

To communicate research in an understandable way, to make teaching lively, to be convincing as a leader and in discussions – the ability to communicate in an understandable, effective and captivating manner is of great importance to your work. The workshop provides the basics on the topic of “Powerful appearance with words, voice and the body”. The goal is to have a professional, sovereign and authentic appearance. The voice and body language are used to reinforce your own positive effect. Additionally, courses such as “Staying calm throughout university life” or “Stress competence and resilience at the university” are offered.

These and many more workshops and counselling offers are carried out by external lecturers of the Centre for Continuing Education (www.tu-dresden.de/karriere/weiterbildung).

Strategies and techniques in scientific careers

Your scientific work and your results should be shared with a wide audience. It must be clear that you and your institution are behind it! Advanced training on “Strategies and Techniques in Scientific Careers” comprises four modules on the most important core questions on the topic of managing your publications and research data. This advanced training deals with information transfer and individual workshop and counselling offers of the Saxon State and University Library Dresden (SLUB).

First, use a questionnaire to determine your current level of knowledge and select the modules that are right for you

Module 1 “Publication Management” deals with methods and criteria for the analysis of publication performance:



- You will receive an overview of suitable data sources for the analysis of the publication volume in your field.
- You will get to know applications and limits of key figures.
- You will examine the visibility and perception of your publications and receive tips on how to improve them.

Module 2 “Open Access Publishing” shows different ways of OA publishing and the corresponding support offers of the SLUB for TU Dresden members:



- You will get an overview of the methods and importance of OA publishing.
- You will get to know the OA service offers (financing of publications, document server Qucosa, secondary publication law, etc.).
- You will learn how to find suitable OA journals for your planned publication.

Module 3 “Academic Identity Management” shows you how you can assign your publications to your person and institution effectively and unambiguously, and thus improve the visibility of your research:



- You will receive an overview of author identifiers.
- You will find solutions for the appropriate naming of your institutional affiliation, especially if you belong to more than one institution.
- You will learn how to set up your own author profiles.
- You will receive tips on data maintenance and linking IDs.



Module 4 “Research Data Management” presents comprehensive services for managing your research data:

- You will be provided with an overview of principles, services and tools supporting data management.
- You will become acquainted with generic and subject-related research data archives.
- You will be given tips on planning, organisation, archiving and publication of the research data in your own research project.

Research funding at TU Dresden

Applying for funding to conduct research projects is part of your everyday life. We provide comprehensive information about strategies and opportunities, offer you in-depth advice and support for each individual project. We can answer questions about which projects can be funded by foundations and ministries, or national third-party funding bodies such as the German Research Foundation (DFG). Our services range from support with developing proposal ideas by searching for suitable funding formats and cooperation partners from science, economy and society, to guidance during the application process from scratch to submission, all the way to negotiating the cooperation agreement.

The Research Pool, the university's own support fund, assists TUD's researchers in applying for publicly funded research projects. Appropriate measures may be financed, which can, for example, be used to apply for structure-forming collaborative projects or research projects of early-career researchers.

In addition, various workshops on successfully writing proposals are offered. These are designed to perfectly match the requirements of different funding bodies.

The **Project Scouts** provide advice in the early phase, from gathering ideas to applying for the research project. They help with your search for funding opportunities and new cooperation partners from science, business and culture, for example within the framework of the event format **IDEEN-STUDIO**. The IDEENSTUDIOS help with interdisciplinary networking with potential cooperation partners within the university and within the Dresden science hub. They are, however, also useful when it comes to developing ideas for current and upcoming funding priorities. They provide the basis for innovative project concepts and competitive consortia both in advance or alongside calls for applications for funding.

Research services include

- Drawing up contracts and negotiating them with the project partners
- Providing advice on organisational and contractual issues, and project calculation
- Obtaining legally binding signatures
- Assigning specific project numbers (WBS elements) for the company's own booking system
- Coordinating internal university processes in the application phase of national large-scale research projects
- Coordinating internal university processes for applying for large-scale equipment for research
- Strategic consulting for project applications regarding texts
- Creating text templates, model contracts

The **European Project Center** (EPC) is responsible for EU-funded projects and provides funding advice on European programmes. The centre also provides information about support for research and innovation, education and cooperation with third parties, structural fund support, and administrative project management of complex projects.



Utilisation of research results

Ultimately, you will want to turn your research into capital and ensure that no one else steals your success. The Transfer Office supports you along the entire innovation chain in safeguarding and exploiting research results. The **Transfer Office** accompanies you from disclosing an invention, to carrying out patent searches in the Patent Information Centre (PIZ), to registering your patent, to marketing and utilising intellectual property rights, to networking with business partners.

Intellectual Property Management (IPM): Advising inventors, registering inventions and software, regulating collaborative inventions, drafting a patent strategy, preparing IP contracts, reviewing and negotiating (licences, purchase option contracts), completing national and international applications for intellectual property rights (IPs), paying out inventors' compensations.

Transfer management (TM): Conducting discussions on utilisation, carrying out market research and economic potential analyses, identifying fields of application, negotiating with utilisation partners, providing support for spin-offs through entrepreneur-friendly contractual conditions (TUDAG "Dresden Model").

Business Relation Office (BRO): Central contact and coordination point for questions from industrial and economic sectors for research and development projects.

Key Account Management: Establishing and coordinating strategic business cooperations, implementing networking and matching events, supporting commercialisation of research results (editorial aspects, trade fairs, various events).

Patent Information Centre (PIZ): Official cooperation partner of the German Patent and Trade Mark Office (DPMA), research in the field of intellectual property rights, freedom-to-operate searches.

If your research results prompt you to contemplate establishing a spin-off, TU Dresden's support structure "dresden|exists" offers prospective entrepreneurs a comprehensive range of information and training events as well as support throughout the entire start-up process – from drafting initial ideas to preparing a viable business plan and founding the company. The Transfer Office provides support with Intellectual Property and exploitation matters, and TU Dresden Aktiengesellschaft TUDAG is also there to assist entrepreneurs as a professional partner.

Alternative career paths

Filling a tenure-track position also entails the risk that this career path will not result in a permanent chair in the end. Therefore, TU Dresden sees it as its duty to ensure, together with you and all those involved, that your career path can also continue successfully outside TU Dresden. In addition to the scientific expertise acquired, important skills should therefore be conveyed which will help you to embark on an alternative career. In addition to imparting supplementary knowledge, you will be supported in developing your own profile. In case you become self-employed, you can also take advantage of the services offered for the implementation of research results. You can use the support structure "dresden|exists", assistance provided by the Transfer Office in the Directorate for Research and services offered by TUDAG.

YOU PROF MINIMUM CONTENT OF THE PROGRAMME

All newly appointed professors, including tenure-track professors, are required to complete three continuing education courses. This involves participation in a workshop on higher education didactics with 16 units and two workshops on leadership with 32 units. Please refer to your individual target agreement.

Further components of the programme are not necessarily mandatory. This means that the previous knowledge and experience of the participants can be taken into account, thus allowing the training plan to be customised to your needs.

Programme portfolio

You will receive a programme portfolio from us. It allows you to maintain a constant overview of your goals and results, your expectations and ideas, and serves to identify any further need for action. It documents the work process throughout the programme.

By creating the programme portfolio, you gain a better insight into the way you learn, work or conduct research. It encourages you to reflect on your own training path and makes it possible to develop effective strategies to achieve the desired and pre-defined goals. At the same time, the programme portfolio makes it easier to create the self-report necessary for a successful tenure evaluation.



You can collect the following in your programme portfolio:

- Basic documents** Individual qualification plan
Data on contact persons and partners
Alternating offers related to certain measures
- Teaching** Teaching portfolio
Completed programme components
Course documents
Teaching evaluation documents
- Research** Data (e.g. on research activities and publications)
Applications for third-party funding submitted
Patents
Trademarks
Cooperation agreements
Representation at trade fairs
Policy Papers (transfer of results, direct policy advice)
Further promotional work
- Leadership** Completed programme components
Course documentation
Documents on academic self-government
Supervision of doctoral candidates
- Internationalisation** Stays abroad
Attending high-level international conferences
International cooperations

Contact person

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In the YOU PROF Programme, expertise from various units is pooled and coordinated by the programme officer.

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