

ROUND TABLE on Tuesday Afternoon 7/11

The Round table had two parts :

1. -Part One devoted to questions and discussions about Hybrid part of the Program. Paul Lecoq Chaired this part.
2. -Part Two (chair Thomas Beyer) was devoted to a free expression of young colleagues on the theme : « What are you waiting from this workshop and from us, How do you see your career... »

Many Thanks to Paul, Thomas and all those who have expressed themselves

YL

Thomas Beyer, Vienna Medical University

What do you study ?

- Medical physics (2)
- Medicine
- Physics Engineering (2)
- Electrical Engineering and IT
- Medical Physics and Biophysics
- Physics

Career path and turning points

(from informal discussions at Coffee Break)

- Couldn't find a job after MSc, now working in other field
- PhD studies
- After BSc planning further studies also abroad
- BSc -> MSc -> PhD: benefits from intra educational turning points
(short-term projects)

“Ultimately in life I wish to do research, which contributes to understanding the working of the brain”

What are key points to an academic career ?

- “Perseverance, passion, enthusiasm, altruism; but also good grades, Love for teaching”
- Publications and personal network
- “Working”
- Tolerance for failure
- Time management
- “Never give up!”
- Accept responsibilities
- “only study hard”

Business career

- Same as Academic + “social skills”
- Sales and negotiation skills
- “A business career is a harder step as academia because it takes harder work”
- Courage to start an own business
- “Education helps open your eyes”
- Professional network
- Experience
- Personal skills

Rough salary estimate

-Varies strongly with country:

-300-400€ Graduate engineer

-300 € MSc Physics

-“Human mind is never pleased with its salary and always wants more

-A factor of 2 between received and perceived salary

-Additional income is needed for studying (cf work-life balance)

Is it harder for women to get/reach a position ?

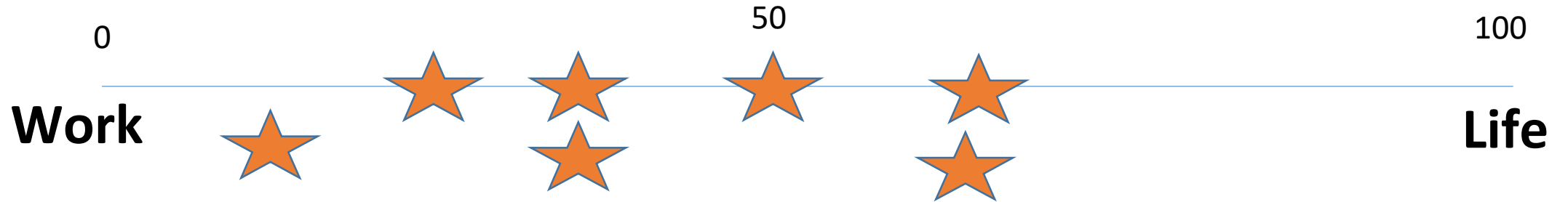
- Yes: 4

- No: 2

- “ I don't think so, a woman can reach the same things only by studying hard”

- “We need to be beware of stereotypes” (cf “Fixed mind set”)

Work life balance



“ I think more people in science have no time for life / family”

What would you do different?

- Physics -> Economy
- Power engineering -> Hardware engineering
- add experience abroad
- work harder
- “I would do the same thing”
- Improve language skills
- Start academic career abroad

“A key difficulty is getting scholarships abroad.”

To help expression of everybody a questionnaire was elaborated
(to be collected Wednesday morning):

People with a story

Questionnaire / Main aspects

- What did you study and what is your position now?
- Please sketch out your career path and indicate main turning points.
- What are key points to an academic career?
- What are key points to a business career?
- Please provide a rough estimate of your salary; what would be an adequate salary for someone in your position?
- Is it harder for women to reach the position you're in?
- Please rate your work-life balance (0 = work, 100=life).
- What would you do different if you could start all over?

QUESTIONNAIRE

- The idea of a questionnaire collected the next morning was apparently very good. Many pages were collected.
- They are displayed below (sorry for bad quality of copying!).
- Some students answered with their heart which is a very positive point.
- **We are not sure all expressions were collected here but there is still possibility to express yourself by using the Home WEB Page (Menu: «1- Give advice & suggestions » on left column) until end of year in <http://www.ifmp.eu> (Please mention Corfu Questionnaire!)**

People with a story

Questionnaire / Main aspects

- What did you study and what is your position now? *Still studying medicine*
- Please sketch out your career path and indicate main turning points.
- What are key points to an academic career? *Paper Publications and connectio*
- What are key points to a business career?
- Please provide a rough estimate of your salary; what would be an adequate salary for someone in your position?
- Is it harder for women to reach the position you're in? *No*
- Please rate your work-life balance (0 = work, 100=life). *65*
- What would you do different if you could start all over? *Work harder*
- Key difficulty? - *Getting a scholarship for a post graduate degree or a PhD*

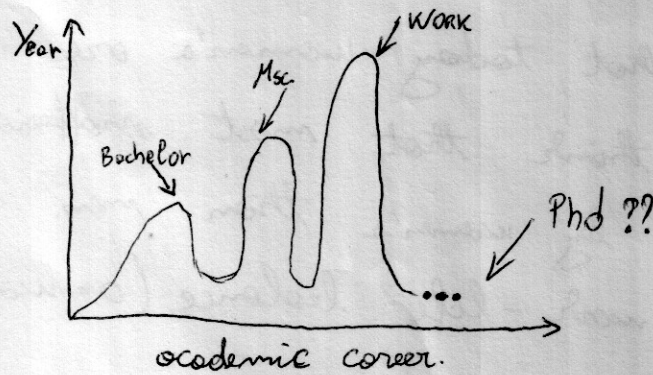
People with a story

Questionnaire / Main aspects

- What did you study and what is your position now? *MSc Physic, Procurement manager*
- Please sketch out your career path and indicate main turning points.
- What are key points to an academic career? *I could not find a work as a physician, so I start this work and I have 2 sponsors for working*
- What are key points to a business career? *Knowing to sell, negotiations*
- Please provide a rough estimate of your salary; what would be an adequate salary for someone in your position? *300€ / 600 - 1000€*
- Is it harder for women to reach the position you're in? *No*
- Please rate your work-life balance (0 = work, 100=life). *60-70*
- What would you do different if you could start all over? *I will study economy*

1) What did you study and what is your position now?
 I am studying Engineering Physics and just finished the Master of science in this field. Actually I am working as a responsible in the field of sterilization.

2) Please sketch out your career path and indicate main turning points.



3) What are key points to an academic career?

- Passion
- Love of learning
- Pacience
- Hard work
- Failure
- Accept Responsibility
- Focused
- Time Management
- NEVER QUIT

4) What are key points to a business career?

When we start our career we face the decision, 'what do I really want to be best at?'

A business career is a bit harder step because it takes hard work. Some key points must be:

- Brisk
- Confident
- Be in the perfect time
- Grasp the opportunities.

Human kind is never pleased with they salary, always want more. Personally I think that my last salary would be compared to what I give; how much passion I put and what are the gods. As long as we are determined the salary is not a problem.

6) It is harder for women to reach the position you are in?

It is very true that today women's are discriminated but personally I think that most professions are coded much more better by women's than men.

7) Please rate your work-life balance (0 = work; 100 = life)

40 = WORK

60 = FAMILY

8) What would you do different if you could start all over?

I would do the same nothing if I could start over!

Be the change you want to

see in the world.

Msc

People with a story

Questionnaire / Main aspects

- ① • What did you study and what is your position now? MEDICAL PHYSICS AND I'IT
PHD STUDENT
- ② ● Please sketch out your career path and indicate main turning points.
 - What are key points to an academic career?
 - What are key points to a business career?
- ③ ● Please provide a rough estimate of your salary; what would be an adequate salary for someone in your position?
- ④ • Is it harder for women to reach the position you're in?
- ⑤ ● Please rate your work-life balance (0 = work, 100=life).
- ⑥ • What would you do different if you could start all over?

① I'm finishing my bachelors degree in Electrical Engineering and Information technologies. My main field is Power Engineering, Automation and Renewable Energy sources, but in 2nd year of bachelor, I found out about Biomedical Engineering and decided to continue in that field for masters.

② This semester I'm finishing my bachelor thesis, I am also applying to internships and masters. Next semester I will (hopefully) go on an

internship, if not, I will work on ~~an~~ some project with a prof, do HOCs and read books (all relevant for BioMed Eng.)

From September 2018, I will start (hopefully) a master abroad since there is no programme for Biomedical Engineering in my country. The following 2 years, I will be finishing

Questionnaire / Main aspects

- 1 • What did you study and what is your position now?
- 2 ● Please sketch out your career path and indicate main turning points.
- 3 • What are key points to an academic career?
- 4 • What are key points to a business career?
- 5 ● Please provide a rough estimate of your salary; what would be an adequate salary for someone in your position?
- 6 • Is it harder for women to reach the position you're in?
- 7 ● Please rate your work-life balance (0 = work, 100=life).
- 8 • What would you do different if you could start all over?

④ the ~~the~~ master. After that, I will apply for a PhD ~~in a field~~ on a topic connected to neuroscience (from an engineering aspect).

Ultimately, in life, I wish ~~to~~/plan to ~~study~~ do research which contributes to understanding the working of the brain and thus brings more commodity to all living things. → cont'd

3] Perseverance, passion, enthusiasm, altruism (~~hopefully, not always~~)
But also good grades. * Love for teaching (in cases you do teach.)

4] The same as above, besides the good grades. Plus, social skills, teamwork mindset,

5] Since I'm a student, no salary is adequate. For a graduated engineer, the starting salary in my country is between 300-400 EUR.

6] In my faculty, there are ~~~~~ ~40% women among the students, which is quite a good number compared to other countries. However, academia and the industry are male-dominated. A big part of the older male population has, still, conservative views.
Answering to the question, yes.

7] ~~40~~⁶⁰-work, ~~40~~⁴⁰-life; I enjoy working and studying. I don't mind this unbalance. Maybe after masters or PhD I can work on improving

8] Choose ~~the~~^{my} main field to be hardware engineering (electronics) instead of power engineering.

(If only we had some advisory options in my faculty, who would tell us which field is good for which career options we are interested in. (and/or research))

I finish Master Science in Physics Engineering. My position for the moment is that I am unemployed. I'm waiting ~~for~~ for the job applications in nuclear physicists institute to be open so I can apply in Tirana.

2- Please sketch out your career ~~the~~ path and indicate main turning points?

It's not that I have a big or great career since I have just finished my university and my Master Science. And I don't have a real main turning point if we can call it like that, my biggest till now it's when I got a ten [10] (the highest grade) for my graduate diploma in Master Science.

3) What are key points to a business career?

Key points to a business career it are always depends on the business that you're doing or going to do. But the main key point is the courage to start a business.

4) What are key points to an academic career?

Key points for an academic career it's only one thing "Get and study hard"

5) Please provide a rough estimate of your salary; what would be an adequate salary for someone in your position?

My adequate salary in the place where I live would be about 700 € per month.

I have studied Physics Engineering. On September 2017 I finish Master Science in Physics Engineering. My position for the moment is that I am unemployed. I'm waiting for the job applications in nuclear physicists institute to be open so I can apply, in Tirana.

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I don't think so, a woman can reach the same thing only by studying hard.

7) Please rate your work-life (0=work, 100=life)

If we can call the school and studying a kind of work then my rate would be about 70% ~~work~~ work and 30% life. If we don't call it like that then my rate ~~work~~ changes to 70% life and 30% work.

8) What would you do different if you could start all over?

If I could start everything over, what I'd have done would definitely be studying a little bit more English and that's the only thing about it.

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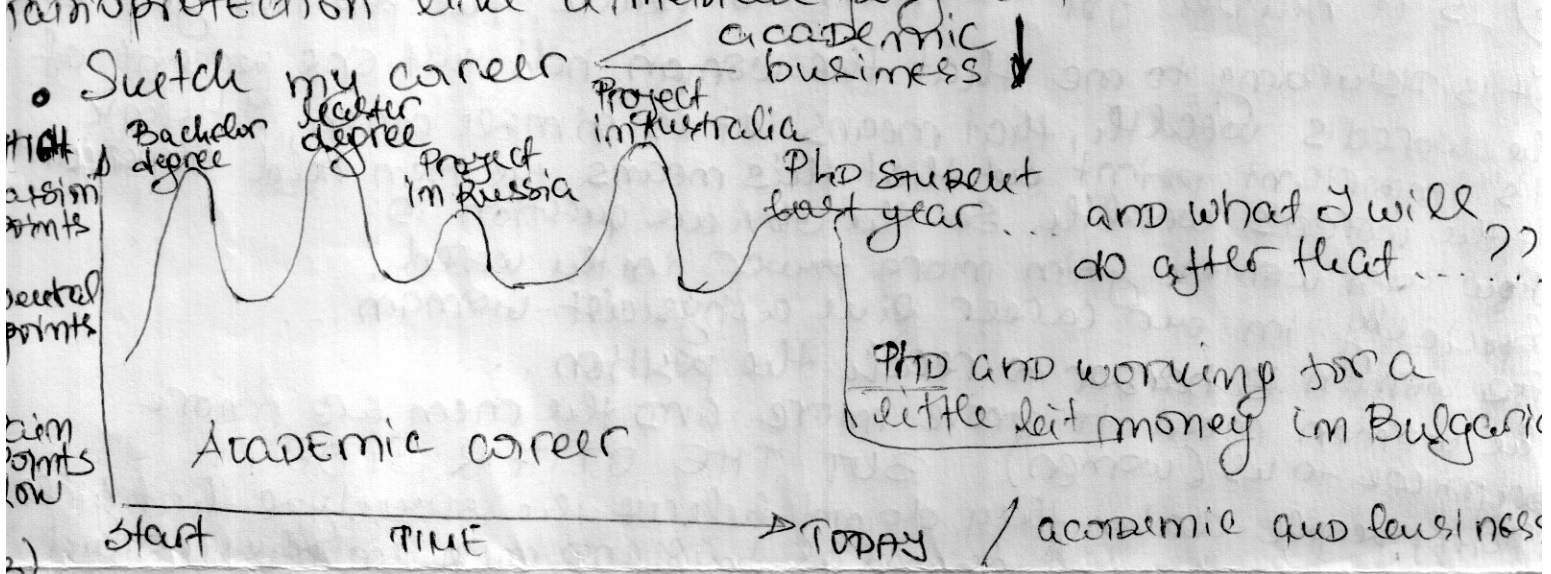
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WORKSHOP Questionnaire - CERN 2014.

1) What did you study and what is your position now?

I finished my Master level degree and then I ~~begin~~ got PhD position by Medical physics and Biophysics of Sofia University. At the same time from 2 months I am working in National Centre Radiobiological and radioprotection line a medical physicist.



2) Please provide a rough estimate of your salary, what would be an adequate salary for someone in your position?

How you know already, I am from Bulgaria, for us physicist ~~Bulgaria~~ is very difficult to ~~work~~ study in Bulgaria without work. Even when you work the money is not enough. All the time in my University teaching I had to work and when I am PhD student I am working again in ~~both~~ places ~~more~~ ^{parallel} with my PhD training. ~~in around 2006~~ which is not enough to live. ^{standard} I think that for Bulgarian will be good for this specialists live us to take around (1500-2000) ~~not~~ ^{more} ~~less~~ ^{more} ~~more~~ ^{less} and with this salary will be ~~more~~ ~~less~~ ^{more} ~~more~~ ^{less} easier to live quiet and to have a family. ~~It is not~~ I think that this thing with salary is impossible to reach this salary even. Just we have to earn in abroad and find our life there. or start again in ~~there~~ ^{there} if you decide to stay in Bulgaria ~~will be~~ ~~with~~

What are key points to a business career? for me!

- 1) Education / with education you can open your eyes and see look from the other side of the life (the reality), but in Bulgaria the education is not so value comparison with the other world of people.
- 2) Capability
- 3) Network / more connections, more possibilities and so on!
- 4) Experience / more important thing / and as well as will help us. Personally, I feel better when I am preparing before that.

6) Is it harder for women to reach the position you're in?

It is disturbing to me that the women hold just one percent of the world's wealth, that means it is simple math, I think it's important point out that this means the men hold 99 percent of the world's wealth. So the obvious question is: How can women gain more power in the world?

Specially in our career like a physicist-woman...

For woman is harder to reach the position...

The women need to prove more and the men are more sceptical to us (women) BUT THE OTHER SIDE

Many people claim they do not believe the stereotype that girls and women are not as good as boys and men in physics and science.

Individuals with a 'fixed mindset' believe that intelligence is static.

In contrast, individuals with a 'growth mindset' believe that intelligence can be developed. Because of this they want to learn more and, therefore, tend to embrace challenges, persist when they encounter obstacles, see effort as a path to mastery, learn from criticism, and be inspired by the success of others.

Individuals with a fixed mindset are susceptible to a loss of confidence when they encounter challenges, because they believe that if they are truly 'smart' things will come easily to them. Individuals with a growth mindset, on the other hand, show a far greater belief in the power of effort, and in the face of difficulty their confidence actually grows because they believe they are learning and getting smarter as a result of challenging themselves.

When men and women believe they have a fixed amount of intelligence, they are more likely to lose confidence and disengage from science and engineering when they inevitably encounter difficulties in their work.

It is particularly relevant for

100 = life) around 85% for me without personal love work

I am so busy with my PhD education and with my work that I have not time for my personal life. During my observations, I think that more people who work in sphere in science, they have not time for family.

In other side, specially for Bulgaria, I think they afraid that they ~~don't~~ cannot rest at their family with this salaries. I do not where exactly is the truth... May be the time, the salary, the truth is somewhere there. ???

8) What would you different if you could start all over?

Yes, if I have this experience, may be I will change the profession... or I would begin my PhD ~~post~~ education (or Bachelor degree) in abroad. Because I think ~~in~~ that in abroad the people have more opportunities, facilities, possibilities.

I hope this questionnaire to have a point sense for future and for us as well...