

Mid-level faculty meeting

05.02.2025

Agenda

1. Who are we?
2. Current topics
3. Questions + suggestions?
4. Discussion
 1. Diversity statement
 2. Master thesis supervision

1. Who are we?

- Mid-level faculty: All academic staff except for full University Professors*
 - (Ass.-, Assoc.-, ao. Professors (6))*
 - Senior Scientists + Senior Lecturers (18)
 - PostDocs (22)
 - PhD Students (35)
 - External lecturers (84)
 - Student assistants (45)
 - Project staff (71)
- Mid-level curia: One of the three representative groups within the academic self-government (in addition to the Student- and Professor curia)
- Difference to ECRs
 - ECRs offer direct support in various aspects of working life & career etc.
 - They have no political power

*Soon: No more ao. Profs; Assoc. Prof part of the Professor curia

1. Who are we?



Ulrich Pomper
(471, senior scientist)



Celine Bencker
(472, praedoc)



Eva Specker
(471, postdoc)



Christian Haider
(474, praedoc)



Julia Reiter
(473, postdoc)



Dorothea König
(472, senior lecturer)



Ulrich Tran
(471, senior lecturer)



Leopold Roth
(473, praedoc)

1. Who are we?

- <https://psychologie.univie.ac.at/interner-bereich/mittelbau-kommunikation/>

Sie sind hier: ▶ [Universität Wien](#) ▶ [Fakultät für Psychologie](#) ▶ [Interner Bereich](#) ▶ Administrativer Bereich

Interner Bereich



Willkommen im Internen Bereich der Homepage. Dieser Bereich enthält alle wichtigen Informationen für Mitarbeiter*innen der Fakultät für Psychologie.

Interner Bereich

Administrativer Bereich ▾

[Persönliche Informationen](#)[Mailingliste](#)[Online Formulare](#)[Downloads](#)[Teaching Award 2024](#)[Diversity und Inklusion -
Rekrutierungstools](#)[IT&EDV Wiki](#)[Mittelbau Kommunikation](#)

Verbindungsstatus

Hier sehen Sie Ihren momentanen
Verbindungsstatus:

Benutzername: **pomperu5**

ABMELDEN ▶

1. What do we do?

1. Faculty Conference („Faculty advisory board“)
 - Dean’s office, elected representatives of each curia (Profs, Mid-level faculty, Students), Administrative staff
 - Relevant consulting board for key strategic decisions at Faculty
2. Study Conference („Teachers & Students advisory board“)
 - Directorate of Studies (SPL) & Students and Teachers
 - Relevant consulting board for teaching-related decisions at the Faculty

→ *Opportunity for to bring in important topics for us*

1. What do we do?

Fakultätskonferenz

1. Beratung und Stellungnahme bei der Errichtung und Veränderung der Binnenstruktur;
2. Beratung und Stellungnahme bei der Errichtung von Forschungsplattformen und Forschungszentren;
3. Beratung und Stellungnahme zu dem von der Dekanin oder vom Dekan vorgelegten Entwurf des Entwicklungsplans der Fakultät;
4. Beratung und Stellungnahme zu von der Dekanin oder vom Dekan geplanten Entscheidungen in wichtigen Angelegenheiten, insbesondere bei wesentlicher Änderung der Personalstruktur oder der innerfakultären Ressourcenverteilung; über diese Angelegenheiten hat die Dekanin oder der Dekan die Fakultätskonferenz vorab zu informieren;
5. Erstellung eines Vorschlags für die Bestellung der Mitglieder des wissenschaftlichen Beirats (Scientific Advisory Board) der Fakultät durch das Rektorat;
6. Beratung und Anhörung bei der Bestellung der Studienprogrammleiterinnen und Studienprogrammleiter;
7. Beratung bei den internationalen Aktivitäten der Fakultät;
8. Erstellung eines Vorschlags zur Größe der Studienkonferenzen (8, 12, 16 oder 20 Mitglieder) an die Studienprogrammleiterin oder den Studienprogrammleiter;
9. Anhörung vor der Bestellung der Stellvertreterinnen oder Stellvertreter der Leiterin oder des Leiters der Fakultät oder des Zentrum

1. What do we do?

Fakultätskonferenz

- Die Dekanin bzw. der Dekan hat die Stellungnahme der Fakultätskonferenz bei der Entscheidung zu berücksichtigen. Weicht sie oder er bei ihrer oder seiner Entscheidung von der Stellungnahme der Fakultätskonferenz ab, so hat die Dekanin bzw. der Dekan das der Fakultätskonferenz mitzuteilen und auf Verlangen zu begründen. Die in Abs. 1 Z 1 bis 3 genannten Stellungnahmen sind in schriftlicher Form (inklusive einer Darstellung des Diskussionsverlaufs) an das Rektorat zu übermitteln.
- Die Fakultätskonferenz beschließt mit einfacher Mehrheit.
- Die Dekanin oder der Dekan sowie ihre oder seine Stellvertreterinnen und Stellvertreter gehören der Fakultätskonferenz als ständige Auskunftspersonen ohne Stimmrecht an.

1. What do we do?

Studienkonferenz

1. Empfehlung und Stellungnahme zur Bedarfsplanung der Lehre;
2. Empfehlungen und Stellungnahme zur Durchführung und zur Qualitätssicherung der Lehre;
3. Empfehlungen und Stellungnahme zum Vorschlag der Studienprogrammleiterin oder des Studienprogrammleiters bezüglich des Lehrprogramms;
4. Beratung bei studienorganisatorischen Angelegenheiten;
5. Anregungen an die Studienprogrammleiterin oder den Studienprogrammleiter zur Verbesserung der Studienbedingungen.

1. What do we do?

3. Professorship Appointments

- Influence on who gets hired
- What are important qualities for professors/our bosses?
- Chance for ECRs to be „on the other side“ which can be good preparation for those who may be in the applicants role in the future

4. Habilitations commissions

- Influence on quality control of teaching/ supervision staff (with a Habilitation you can supervise masters and PhD students even if you're not a professor)
- Chance for ECRs to be „on the other side“ which can be good preparation for those who are considering to do a Habilitation

5. Other University bodies (e.g. Senate)

- Not directly „us“ but also has mid-level faculty representatives

1. What do we do?

6. Organize Faculty parties

2. Current topics

1. Voter turnout of the last election (spring 2024): 18,8% (Profs: 40%, Mid-level faculty: 13,11%, non-academic staff: 50%) → Dean would like to see more networking and interaction among Mid-level faculty
2. Psychotherapy master
3. CAG for new masters curriculum and psychotherapy master; both curricula will start in 2 years; CAGs will this spring; Question regarding the distribution of resources and the competences that each master will teach
4. Distribution of rooms + workspace
5. New professorships (Tenure Track Psychology of Digitalisation, Work and Organisational Psychology, Tenure Track Messerli, Klinpsy. Intervention research, Psychotherapy?, Health and Environmental Psychology)

2. Current topics

6. SPL plans a change regarding accessibility provision and adaptations for students with special needs. The SSC currently receives an enormous number of applications daily. Coordination positions and contact persons will be set up in the Faculties.
7. Circle U. and cooperation with University of Chicago
 - Circle U.: The Rectorate has a great interest in promoting cooperation with the Circle U. partner universities (9 European universities) (see: <https://www.circle-u.eu/>). The central Research Service therefore offers targeted support for project applications in international programs (e.g. MSCA Doctoral network) if cooperation partners from at least two other Circle U. universities are involved in the consortium.
 - Uni Chicago: Great interest in cooperation; new campus in Paris, with many new opportunities for cooperation
 - Special opportunities for ECRs
 - There will be special calls for Chicago/Paris - University of Vienna projects for which the faculties can apply; especially for young researchers; calls are annual
8. Lecture together with BÖP: Career alternatives: Video recording on Moodle (this is a regular course, 1 ETCS)

Report of the dean

<https://urise.univie.ac.at/?lang=en>

U:rise - 14.1.2025

Was ist **u:rise** ?

- u:rise ist die **neue Plattform** für **ALLE** Angebote zu Professional & Career Development an der Universität Wien und löst bisherige Anmeldesysteme ab.
- u:rise basiert auf **Moodle** und verbindet eine **Buchungsplattform** mit der bereits aus der Lehre bekannten Funktion der **Moodle-Kurse**.
- Gutes **User Experience Design, Usability, Barrierefreiheit** und die Erstellung einer **mobilen Version** waren einige der Schwerpunkte des Projekts.

Angebote für:

- Mitarbeiter*innen
- Studierende
- Interessierte Öffentlichkeit

Angebote von:

- Doctoral Schools
- Bibliotheks- und Archivwesen
- Forschungsservice und Nachwuchsförderung
- Personalwesen und Frauenförderung
- Studienservice und Lehrwesen
- Zentraler Informatikdienst

Report of the dean

<https://postdocs.univie.ac.at/career/>



A postdoctoral position is temporary. In consequence thinking about the next step is an essential part of this journey. Ideally, you should begin your postdoc by reflecting on your research and career plans: Consider whether pursuing an academic career is the right choice, weigh the (personal) costs and benefits, and familiarize yourself with the career opportunities available beyond academia. [Here you'll find resources, tools and opportunities to help build your career and empower your transition from academia to other sectors.](#)

[Show all](#) / [Hide all](#)

✓ Career planning

✓ Resources to Reflect

✓ Trainings to equip you for a range of future opportunities

✓ Fellowships and Funding

Report of the dean

Post doc support

- **Objective:** To develop a state-of-the-art career development programme for postdocs at the University of Vienna that is specifically geared towards promoting competences, self responsibility skills and empowering participants.
- **Postdoc Career Development Project**, project of the whole University since 2024; we have ca 1.100 Postdocs
- **Career-Trainings incl. individual coaching**
- **Community-Building**
- **Communication measures**
Website, Newsletter, Postdoc Conference

| Training | Registered / Max. number of participants |
|---|--|
| Career planning for Postdocs (Webinar series) | 84 / no limit |
| Career planning for Postdocs (Workshop) <small>(Februar 2025)</small> | 19 / 20 |
| Self-leadership under permanent pressure to perform <small>(nächster Termin SoSe)</small> | 33 / 12 |
| Applying for a professorship: Preparing a convincing portfolio <small>(SoSe und WiSe)</small> | 40 / 12 |
| Raising your profile - the postdoc edition | 8 / 15 |
| Research Impact (Self-learning online course) | 10 / no limit |
| National and International Funding Opportunities for Early Postdocs | 30 / no limit |

3. Any Questions or suggestions?

4. Discussion: Master exams

- Post Docs are asked to cover exams – not as examiners but as protocol-writers („Vorsitz“)
 - How many get these requests? Only the German-speakers?
 - What do people think of the task?
- Option to set rule that only professors do this?
- Option to change curriculum – stop having Masters exams?
 - Alternative format could be Master thesis poster congress
 - Other universities have no such exam
 - Goal of the exam? Pros and cons?

4. Discussion: Master theses



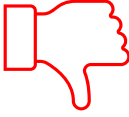
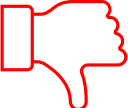
- Survey among PhDs (ca. 2022) showed that involvement in Master theses varied greatly between institutes
 - Helpful for some, others were overworked
 - Plus, receiving no credit for the work
- Situation among Post Docs?
 - Are you all filling in the co-supervision forms (official recognition, one-time extra payment like the professors)?
 - Helpful or burdensome?
- Wishes for changes?

Diversity Statement: summary

Our Commitment: At the Faculty of Psychology, we are dedicated to creating an (academic) environment that values, fosters, and implements diversity, embraces inclusiveness, and works to identify and fight all forms of discrimination (for instance, but not only, in terms of gender, age, social identification, nationality, beliefs, health conditions, and special needs). In addition to being fundamental to our mission of promoting excellence and innovation in research, teaching, administration and the third mission, we believe that a diverse and inclusive culture is essential for the well-being of our mentees and for promoting a pleasant and constructive working atmosphere. As a Faculty, we thus feel it is important to share this vision with our coworkers and research groups and recommend specific measures to achieve diversity and inclusion.¹



Diversity Statement: current state

- Statement lists a series of reasons for diversity 
- Also gives some ideas about implementation 
- No specific or binding goals 
- Nothing measurable or anything that has a deadline 

Diversity Statement: our active role

- Establishing specific goals:
 - Which goals?
 - Timeline for implementation?
 - Measurable targets, also for Professors?

Diversity Statement: moving forward

- Let us know about your needs
- Is the faculty doing enough to foster Diversity & Inclusion?
- If you have ideas, we are very happy to hear about them