

Astrocareers & Diversity workshop

Prof. Dr. Katja Poppenhäger

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University of Potsdam**

Zoom etiquette for today:

while listening:
mute yourself

when you interact:
unmute (and video on if you like)

use “raise hand” feature and zoom
chat

This is me:

Prof. Dr. Katja Poppenhäger

I'm a professor for Stellar Physics
and Exoplanets at Potsdam
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Babelsberg

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All workshop materials on my homepage under → Misc. → Diversity



Why this Astrocareers & Diversity workshop?

topics:

- a) proposal writing
- b) general career skills

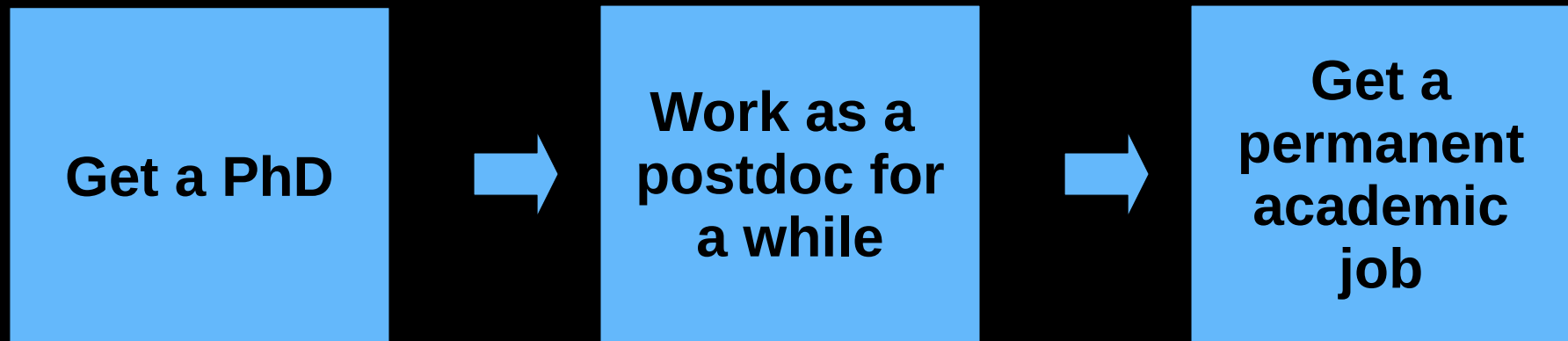
How academic astronomy careers work

Get a PhD

**Work as a
postdoc for
a while**

**Get a
permanent
academic
job**

How academic astronomy careers work

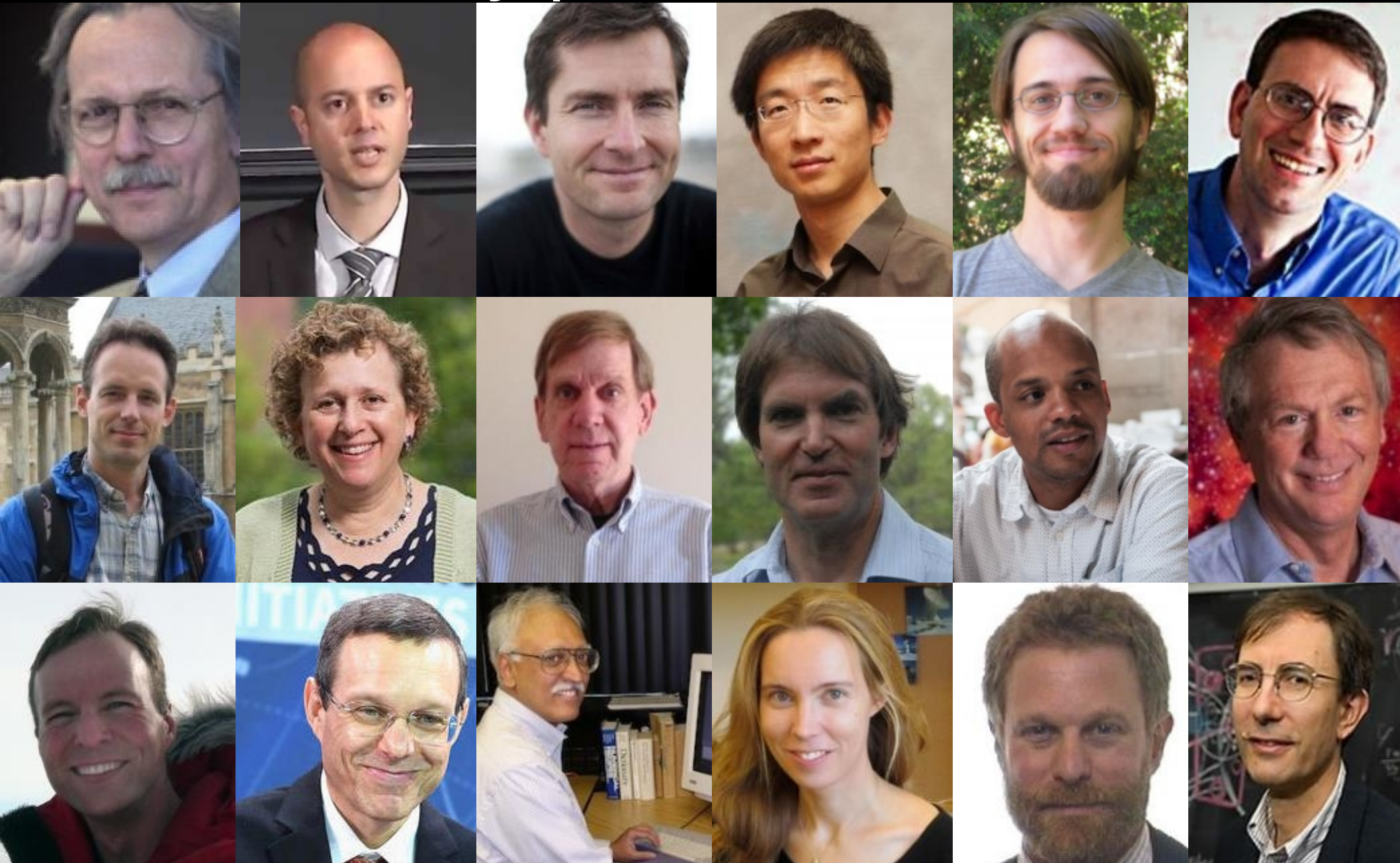


In each of these transitions, there are more applicants than available positions.

The selection process has to select the “top” 25% (or so) from the previous stage to advance to the next stage. - Fairness?

Astronomy professors at Harvard

Astronomy professors at Harvard



Academic careers



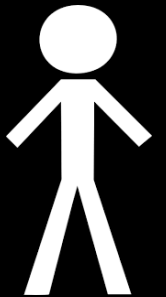
Academic careers



Academic careers



Already pretty difficult



Academic careers



Biases

Many studies show that people (including successful professors who do the selecting) have biases (conscious and unconscious).

- People in power evaluate people of color, women, trans people, people with a disability, ... more negatively, **even when the data is exactly the same.**

- This also applies to mentoring situations - people tend to tell the semi-secret tips and tricks mainly to people who look like the outdated scientist stereotype.

Goal of this workshop:

- give you the skills you need to succeed

- turn “secret handshakes” into career knowledge for everyone