Curricula vitae as reproductive interfaces in research - workshop program

Monday
Past, present and future of CV formats
09:30-10:00 Arrival, registration, coffee/tea
10:00-10:15 Welcome by Lorentz Center representative
10:15-11:30 Introduction by organizers and icebreaker. Introduction themes: academic CVs and excellence culture, CVs in peer review and experimental CV formats, CVs as a data source
11:30-12:30 Alex Csi
dar (Harvard University): Academic CVs and scientific ‘goal displacement’
12:30-13:30 Lunch @ Snellius restaurant
13:30-15:00 Group work: Participants fill in questionnaire about gaps and serendipities in their own CVs (changing research fields or careers, unemployment, parental leave, etc.), discuss results in groups
15:00-15:30 Coffee/tea break
15:30-16:30 Groups report back
16:30-17:30 Björn Hammarfelt (University of Borås): Platforming the academic CV: Community, quantification and existential recognition on social networking sites
17:30-17:45 Wrap-up
18:00 Wine and cheese party

Outline:
The workshop will start with a general introduction to the main workshop themes and a short overview of the program. We will then hear a lecture by Alex Csiszar. The talk will offer a historical perspective on scientific CV conventions and their coevolution with notions of scientific professionalism, zooming in especially on recent discussions about ‘scientific goal displacement’. After lunch, we will reconvene for an open discussion about the role of CV in the science system in general, addressing questions such as the following: Why do we have CVs? What different purposes do they serve, for example in formal evaluative contexts and in the way scientists plan their careers and research agendas? How did we arrive at current CV formats, and what alternatives to these conventions can we imagine? We will also discuss what relevant recent developments participants see in CV practices, both on the level of individual practice (e.g., use of extended or idiosyncratic CVs on websites, connection between CVs and social media profiles) and institutions (e.g., use of standardized or experimental CV formats by funders and universities).
We will then form five breakout groups (groups will stay the same for Monday and Tuesday). Here, participants will be asked to fill in and discuss a questionnaire that stimulates reflection on gaps and serendipities in their own biographies (changing research fields or careers, unemployment, parental leave, etc.), as well as instances where they felt constrained or empowered by their previous trajectories and general biographical expectations. The groups will first discuss their experiences in filling in the survey amongst themselves and then report back to the workshop at large.
The formal program will be concluded with a talk by Alessandro Delfanti on academic use of social media and its implications for biographical self-representation of scientists.

Tuesday
CVs, creativity, and scientific development
09:00-10:00 Lecture: Catelijne Coopmans, an STS scholar and scientific career coach
10:00-10:45 Practical activity: Let’s analyze scientific career advice materials (1)
10:45-11:00 Coffee/tea break
11:00-12:00 Practical activity: Let’s analyze scientific career advice materials (2)
Outline:
We will start the second day with a lecture by Catelijne Coopmans, an academic career coach who also has a thorough theoretical background in science & technology studies. She will give insight into her daily work and the typical issues scientists and scholars from different career stages approach her with. She will then reflect on the implications of these issues for science at large and introduce the subsequent group work.

Late morning and early afternoon will be spent analyzing scientific career advice materials, drawn from various sources such as self-help resources, universities, and academic labor unions. How does such advice purport to navigate the challenges of an ever more competitive academic labor market? What scientific subjectivities and forms of common sense are thereby produced? What are the implications for particularly vulnerable groups, such as precarious junior researchers and minorities?

We will conclude the day with an interactive event by Ruud Akse and Zwaan Ipema, a duo of conceptual artists who have explored CVs and related bureaucratic formats from an aesthetic perspective. Their contribution will stimulate participants to reflect on how CV conventions constrain and enable creative work in the art world, throwing into relief parallels and differences with science and scholarship.

Wednesday

Experimental CV formats in peer review for funding and recruitment
09:00-10:30 Michaela Strinzel (SNSF), Kasper Gossink-Melenhorst (NWO) & Sean Sapcariu (FNR): Report on experiences with experimental CV formats in funding programs, followed by prepared responses by Liz Simmonds + Q&A
10:30-12:00 Group work (incl. coffee): Adopt the perspective of applicants/reviewers using experimental CV formats
12:00-13:30 Lunch and informal discussions @ Snellius restaurant
13:30-15:00 Collective reflection on group work
15:00-15:15 Coffee/tea break
15:15-16:15 Group work: Develop research projects on the topic of CVs and CV practices
16:15-17:30 Presentation and discussion of group work
17:30-17:45 Wrap-up
18:30-22:00 Workshop dinner

Outline:
We will start the day with two compact reports from experimental CV projects in a funding and university context, focusing on the initiatives of SNSF (Switzerland) and Cambridge University (UK). The talks will introduce the initiatives and their specificities - for example the inclusion of narrative elements -, as well as the challenges encountered in their design and practical implementation.

In the subsequent breakout session, participants will split up into five newly formed groups in which they take on either the perspective of applicants or reviewers using experimental CV formats. Two groups will fill in CV forms piloted by institutions (such as SNSF and Cambridge University), and the other three will
participate in a mock review panel in which they have to rank a sample of 5-10 applicant CVs (drawn from a funding program offered by a participating institution). We will then reconvene to discuss participants’ experiences in the breakout groups collectively. In so doing, we will begin to draft a guideline for use of alternative CV formats in a funding and hiring context. This guideline will include not only concrete suggestions for how to structure the CV format itself, but also for how to deal with the many obstacles and unanswered questions involved in the implementation.

We will start the other half of the day with three more compact reports from experimental CV projects, this time by NWO (NL), FNR (LU), and SFI (IR). The presentation format here will be the same as in the morning.

The rest of the day will be dedicated to another group work session where participants will develop tentative research projects around experimental CV formats, based on questions that have arisen throughout the workshop so far. Finally, participants will present their research projects to the group at large.

Thursday

Data mining CVs
09:00-10:00 Markus Hoffmann (TU Berlin): The impact of disturbed research conditions on research and career goals
10:00-10:45 Inge van der Weijden & Rodrigo Costas (Leiden University): CVs as a data source
10:45-11:00 Coffee/tea break
11:00-15.30 Workshop in which participants are given CV data to analyze (with buffet lunch)
15:30-16:00 Coffee/tea break
16:00-17:30 Group reports and discussion
17:30-17:40 Wrap-up

Outline:
The fourth day will encourage participants to analyze actual CVs and thus to treat them as a data source through which we can study otherwise invisible dynamics in the science system. To introduce this practical activity, there will be two preparatory lectures. Markus Hoffmann’s talk will firstly focus on two major sources of uncertainty in academic career trajectories, namely the common phenomenon of temporary unemployment, and the effects of COVID, which has exacerbated pressures especially on early career researchers. After that, Inge van der Weijden and Rodrigo Costas will introduce the affordances of CVs as a data source for various kinds of science studies research.

Participants will then rejoin the groups they formed on Wednesday, and each group will be given either biographical data from ORCID or narrative CV data submitted for funding programs of a participating institution. Together, participants will explore the datasets and attempt to formulate and answer empirical research questions of their choosing, which in turn will be informed by the topics of interest identified throughout the workshop. The group work will be facilitated by pre-designed dashboards that allow for user-friendly access and analysis of the materials. Finally, the groups will report their research projects back to the workshop at large.

Friday

Towards a new way of imagining individual and collective trajectories in science
09:00-10:00 Julian Hamann (Humboldt University): Biographical self-representation in the humanities in the 20th century – from narrative to list form and back again?
10:00-12:00 Revisit and refine the guideline for use of CV formats developed on Wednesday
12:00-13:00 Lunch @ Snellius restaurant
13:00-15:30 Opportunities for a common research agenda: Drawing together insights and ideas
15:30-16:00 Closing

Outline:
The final day will start with a lecture by Julian Hamann, who will draw a parallel between current trends in CV practices and an earlier historical period in which CV formats in some academic fields were more commonly presented in the shape of narratives. With this input, participants will revisit and refine the guideline for use of novel CV formats in a funding and hiring context developed on Wednesday. The main aim of the second half of the day is to draft a concrete outline of an interdisciplinary research agenda to study the crucial role of the CV in the reproduction of the scientific workforce, as well as to further develop research opportunities offered by various forms of CV data. Drawing together insights and reflections that have emerged throughout the workshop, this outline will contain main research topics and a selection of relevant case studies. The research agenda will be further developed and implemented in a series of coordinated research projects after the workshop, to be published in a special issue in the journal *Science, Technology & Human Values*. 