



Career Paths and Qualification Requirements in Science and Higher Education Management

Research aim

The project " **KaWuM** – Career Paths and Qualification Requirements in Science and Higher Education Management,¹ funded by the German Federal Ministry of Research and Education, aims to identify tasks in science management and their qualification requirements. The three year project (2019-2022) has a total funding volume of around 700.000 Euros.

Its chief research questions are: How do science managers get to their jobs, and to what extent do people qualify for them (further)? In order to investigate these, **KaWuM** is collecting quantitative and qualitative data on career paths, competencies, qualifications, perceived professionalization tendencies and organizational development.

KaWuM is being carried out under the lead of the German University of Administrative Sciences Speyer in cooperation with the Humboldt University of Berlin and the International University of Applied Sciences (IUBH). It is therefore divided into three research teams:

¹. In German: **Karrierewege und Qualifikationsanforderungen im Wissenschafts- und Hochschul-Management**

Research Teams

Team A
KaWuM - Central Coordination & Interviews

PI and Team leader
Dr. Susan Harris-Huemert

Team member
Dr. Julia Rathke

Chief Scientific Adviser
Prof. Dr. Michael Hölscher

Team B
KaWuM - Survey

Team leader
Dr. René Krempkow

Team member
Ester Höhle M.A.

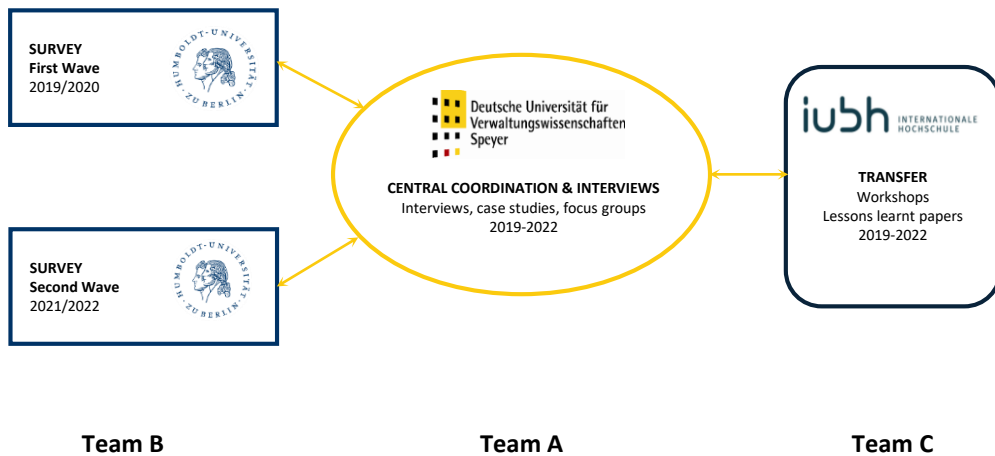
Team C
KaWuM - Transfer

Team leader
Dr. Kerstin Janson

Methodology & Research Structure

KaWuM uses a mixed-methods approach. At the start and end of the project, standardized quantitative online surveys will be carried out, drawing on experience from graduate and occupational research, sociology of professions and (higher education) organizational research. In addition to the results of the surveys, further findings on career paths, competencies and qualification requirements will be generated by using qualitative methods including individual or focus group interviews with different members of the science and higher education management community and directors. Three case studies on different types of higher education institutions complement the investigation. Ongoing project-accompanying transfer into practice and politics flanks the project from start to finish. Findings generated in each of the project phases are not analyzed outside the professional field, but are discussed with practitioners after each phase and, as far as possible, translated into concrete recommendations for action.

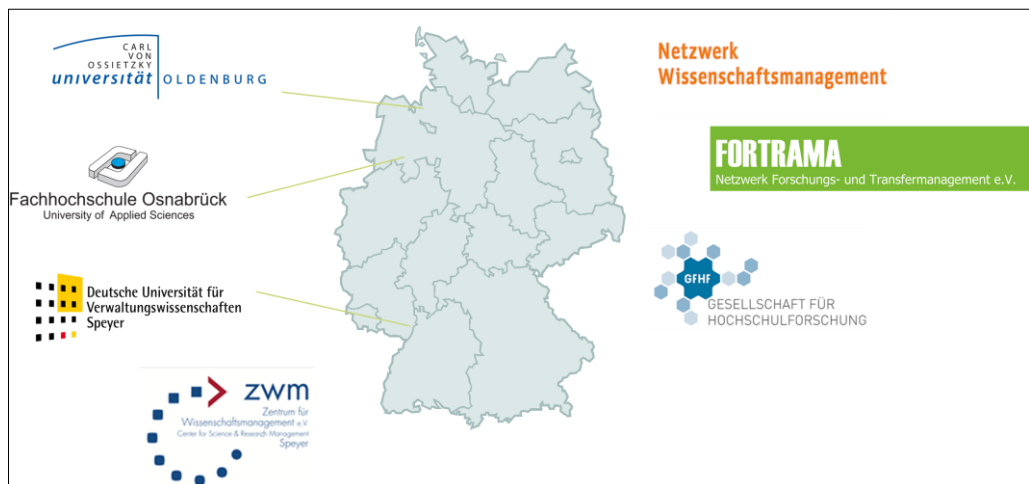
The results should enable robust conclusions to be drawn about competencies and needs among science managers in order to develop better support or career options.



Project Partners and Affiliations

Our partners are supporting us with access to our target groups including alumni, students and co-workers during qualitative and quantitative phases. They also provide us with input and advice concerning the development and improvement of our research instruments.

Our partners include providers of Master study programmes in science and higher education management, and professional peer networks for Science Management, Higher Education Research and for Research and Transfer Management.



Follow KaWuM via our homepage: <https://kawum-online.de/>