

MST Career

*Career skills for internationally
competitive scientists*

Intensive Career Skill Training

at the Faculty of Fisheries & Marine Sciences, Bogor Agricultural University

EVALUATION REPORT

of the 1st MSTCareer
Training Course held from
November 3-13, 2014

General Information about MSTCareer

www.MSTCareer.info

MSTCareer is an intensive career skills training program at the Bogor Agricultural University *complementary* to existing courses that provide scientific knowledge. The course program is targeted to young researchers with potential to become internationally competitive scientists on marine-related topics and aims to enhance skills that are required to succeed on an international level. Through taking part in MSTCareer the participants will be strengthened in

- presenting their research to international audiences in a convincing, self-confident manner
- starting their international networking already at an early phase of their career
- succeeding with job applications and grant proposals
- designing experiments and research projects
- efficiently profiting from tools and resources commonly used by scientists
- their overview of international career opportunities
- their knowledge on international standards in science

Target group

MSc Students, PhD Students, and early-career scientists in the broad area of Marine Sciences and related fields from all Indonesian universities who aim to pursue a scientific degree or a research stay abroad.

Language of Instruction: English

Organizers

Dr. Carsten Thoms, DAAD Longterm Lecturer at IPB-FPIK, carsten.thoms@gmail.com

Dr. Hawis Madduppa, MST Secretary and Head of Marine Biodiversity and Biosystematics Lab at IPB-FPIK, madduppa@yahoo.com

Participants in MSTCareer2014

- Total number: 6 (5 female, 1 male)
- Home institutions:
 - Bogor Agricultural University, Indonesia [2x]
 - Brawijaya University, Indonesia [1x]
 - Jakarta Fisheries University, Indonesia [1x]
 - Research Centre for Deep Sea, Indonesian Institute of Sciences (LIPI) [1x]
 - University of Göttingen, Germany [1x]
- Academic levels:
 - Bachelor student [1x]
 - MSc students [1x]
 - Doctoral candidates [2x]
 - Senior Lecturer [1x]
 - Research Associate [1x]

MSTCareer2014 Course Elements

- 1. How to write a Research Abstract**
 - Lecture + joint discussion of the participants' Abstracts
 - Lecturer: *Dr. Carsten Thoms*
- 2. Poster Design & Presentation**
 - Lecture + practical training of poster presentations with feedback
 - Lecturer: *Dr. Carsten Thoms*
- 3. Job Application / How to compile successful Application Documents**
 - Lecture + discussion of sample applications
 - Lecturer: *Dr. Carsten Thoms*
- 4. Job Application / Preparing for an Interview**
 - Lecture + practical job interview training with feedback
 - Lecturer: *Dr. Carsten Thoms*
- 5. Designing a Research Project / Experimental Design**
 - Lecture
 - Lecturer: *Dr. Hawis Madduppa*
- 6. The Art of Research Proposal Writing**
 - Lecture
 - Lecturer: *Dr. Carsten Thoms*
- 7. Oral Scientific Presentations**
 - Lecture + practical oral presentation training with feedback
 - Lecturer: *Dr. Carsten Thoms*
- 8. Studying & Research Abroad**
 - Lecture "Germany" (*Dr. Carsten Thoms & Dr. Hawis Madduppa*)
 - Lecture "France" (*Dr. Agus Atmadipoera*)
 - Lecture "Japan" (*Prof. Dr. Alimuddin Alsani*)
- 9. Good Scientific Conduct**
 - Lecture
 - Lecturer: *Dr. Carsten Thoms*
- 10. Tools & Informational Resources in Science**
 - Lecture
 - Lecturer: *Dr. Carsten Thoms & Dr. Hawis Madduppa*)
- 11. Networking in Science**
 - Lecture
 - Lecturer: *Dr. Carsten Thoms*

About the MSTCareer2014 course evaluation

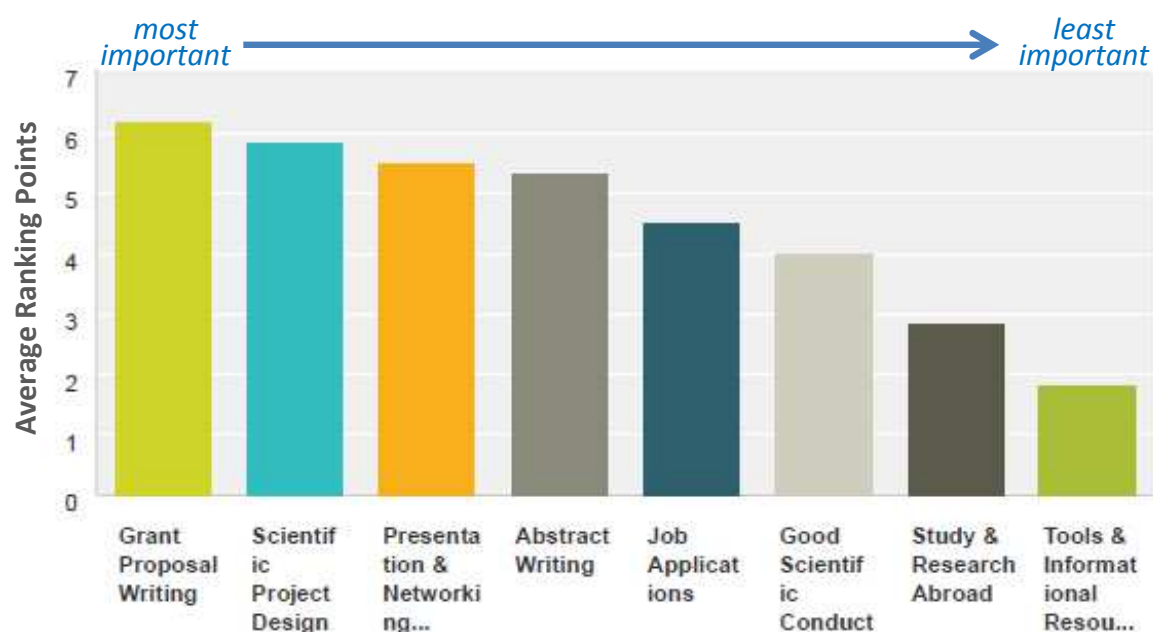
The course evaluation was conducted anonymously by use of an online questionnaire (www.surveymonkey.com) after completion of the course. Seven questions had to be answered (see below). All six course participants participated in the evaluation.

Q1: Please rank the eight course modules according to the importance for your decision to participate in MSTCareer

(1 = the module that was most important for your decision to participate; 8 = module that seemed the least interesting to you when applying for MSTCareer)

Participant response table (importance for participation ranking 1-8):

	Ranking									
	The values in the boxes (e.g. 50.00% , 3) represent the percentage and the total number of participants who selected the respective ranking									
	1	2	3	4	5	6	7	8	Total	Average Ranking
Grant Proposal Writing	50.00% 3	0.00% 0	16.67% 1	0.00% 0	16.67% 1	16.67% 1	0.00% 0	0.00% 0	6	6.17
Scientific Project Design	0.00% 0	16.67% 1	50.00% 3	33.33% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6	5.83
Presentation & Networking Skills	16.67% 1	16.67% 1	16.67% 1	0.00% 0	50.00% 3	0.00% 0	0.00% 0	0.00% 0	6	5.50
Abstract Writing	0.00% 0	33.33% 2	16.67% 1	16.67% 1	16.67% 1	16.67% 1	0.00% 0	0.00% 0	6	5.33
Job Applications	16.67% 1	16.67% 1	0.00% 0	33.33% 2	0.00% 0	0.00% 0	0.00% 0	33.33% 2	6	4.50
Good Scientific Conduct	16.67% 1	0.00% 0	0.00% 0	16.67% 1	16.67% 1	16.67% 1	33.33% 2	0.00% 0	6	4.00
Study & Research Abroad	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	16.67% 1	50.00% 3	16.67% 1	6	2.83
Tools & Informational Resources in Science	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 2	16.67% 1	50.00% 3	6	1.83

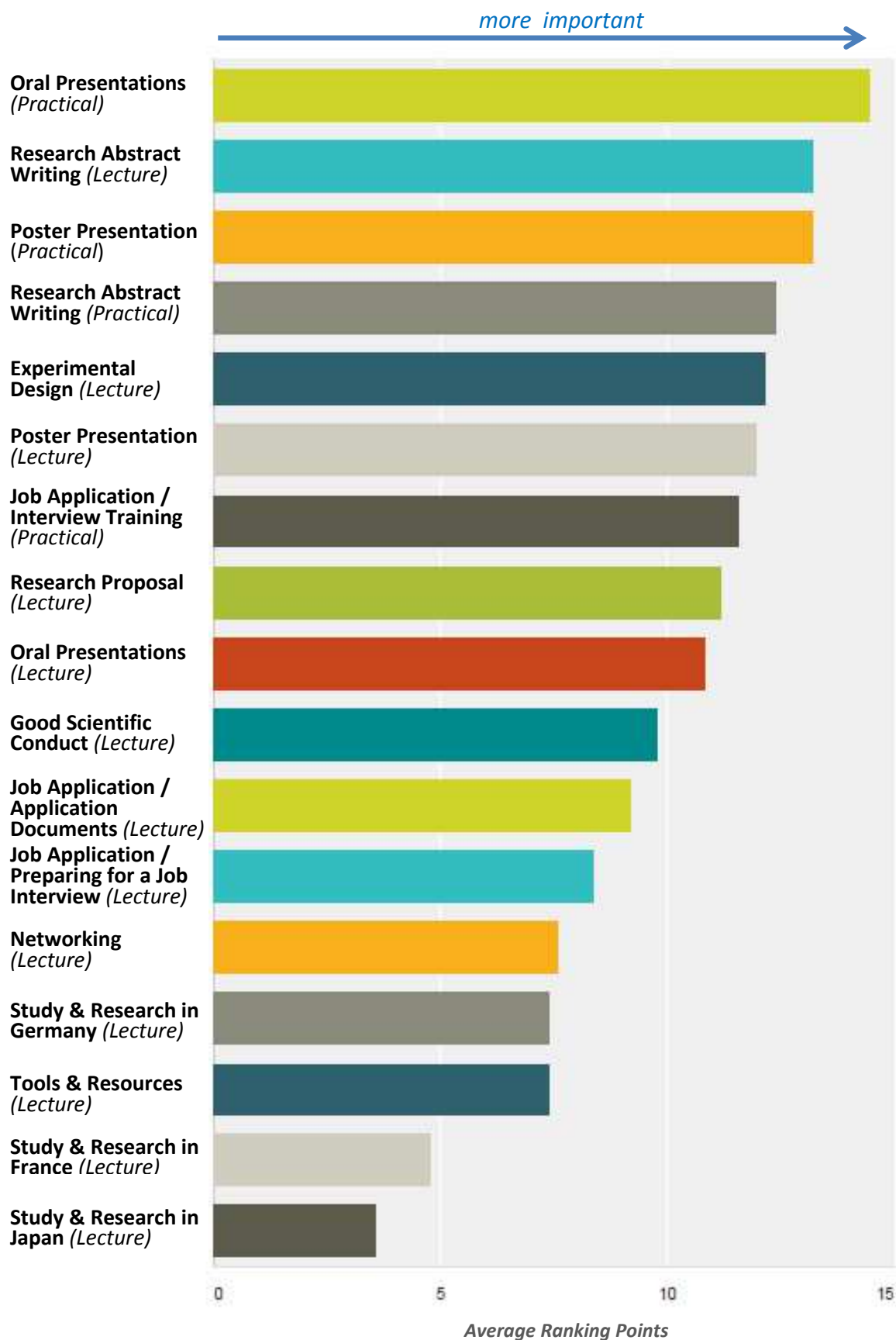
Ranking Chart (importance for course participation; higher value = more important):


Q2: Please rank the 17 MSTCareer Lectures and Practical Trainings according to the importance of what you actually learned from them for your future career (1 = lecture or practical training you learned the most from; 17 = lecture or practical training you benefited the least from).

Participant response table (importance of knowledge gained ranking 1-17):

	Ranking																			
	The values in the boxes (e.g. 50.00%, 3) represent the percentage and the total number of participants who selected the respective ranking																			
	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	not attended	Total	Average Ranking
Oral Scientific Presentations – Practical Training	16.67% 1	0.00% 0	16.67% 1	0.00% 0	33.33% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 2	6	14.50
How to write a Research Abstract – Lecture	0.00% 0	16.67% 1	0.00% 0	33.33% 2	16.67% 1	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	6	13.20
Poster Design & Presentation – Practical Training	0.00% 0	33.33% 2	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	6	13.20
How to write a Research Abstract – Practical Training	0.00% 0	0.00% 0	16.67% 1	0.00% 0	16.67% 1	33.33% 2	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	6	12.40
Designing a Research Project / Experimental Design	0.00% 0	16.67% 1	16.67% 1	0.00% 0	0.00% 0	33.33% 2	16.67% 1	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6	12.17
Poster Design & Presentation – Lecture	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	16.67% 1	33.33% 2	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	6	12.00
Job Application / Preparing for an Interview – Practical Training	33.33% 2	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 2	0.00% 0	0.00% 0	0.00% 0	16.67% 1	6	11.60
The Art of Research Proposal Writing	33.33% 2	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	33.33% 2	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6	11.17
Oral Scientific Presentations Lecture	0.00% 0	0.00% 0	16.67% 1	16.67% 1	0.00% 0	0.00% 0	16.67% 1	16.67% 1	0.00% 0	16.67% 1	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	6	10.83
Good Scientific Conduct	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	16.67% 1	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	6	9.80
Job Application / How to compile successful Application Documents	0.00% 0	16.67% 1	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	16.67% 1	0.00% 0	0.00% 0	16.67% 1	6	9.20
Job Application / Preparing for an Interview Lecture	0.00% 0	0.00% 0	16.67% 1	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	16.67% 1	16.67% 1	6	8.40
Networking in Science	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	33.33% 2	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	6	7.60
Studying & Research Abroad / Germany	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	16.67% 1	0.00% 0	33.33% 2	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	16.67% 1	6	7.40
Tools & Informational Resources in Science	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	16.67% 1	0.00% 0	0.00% 0	33.33% 2	0.00% 0	0.00% 0	0.00% 0	16.67% 1	6	7.40
Studying & Research Abroad / France	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	16.67% 1	0.00% 0	33.33% 2	0.00% 0	16.67% 1	6	4.80
Studying & Research Abroad / Japan	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	0.00% 0	16.67% 1	33.33% 2	16.67% 1	6	3.60

Ranking Chart (importance of knowledge gained; higher value = more important):



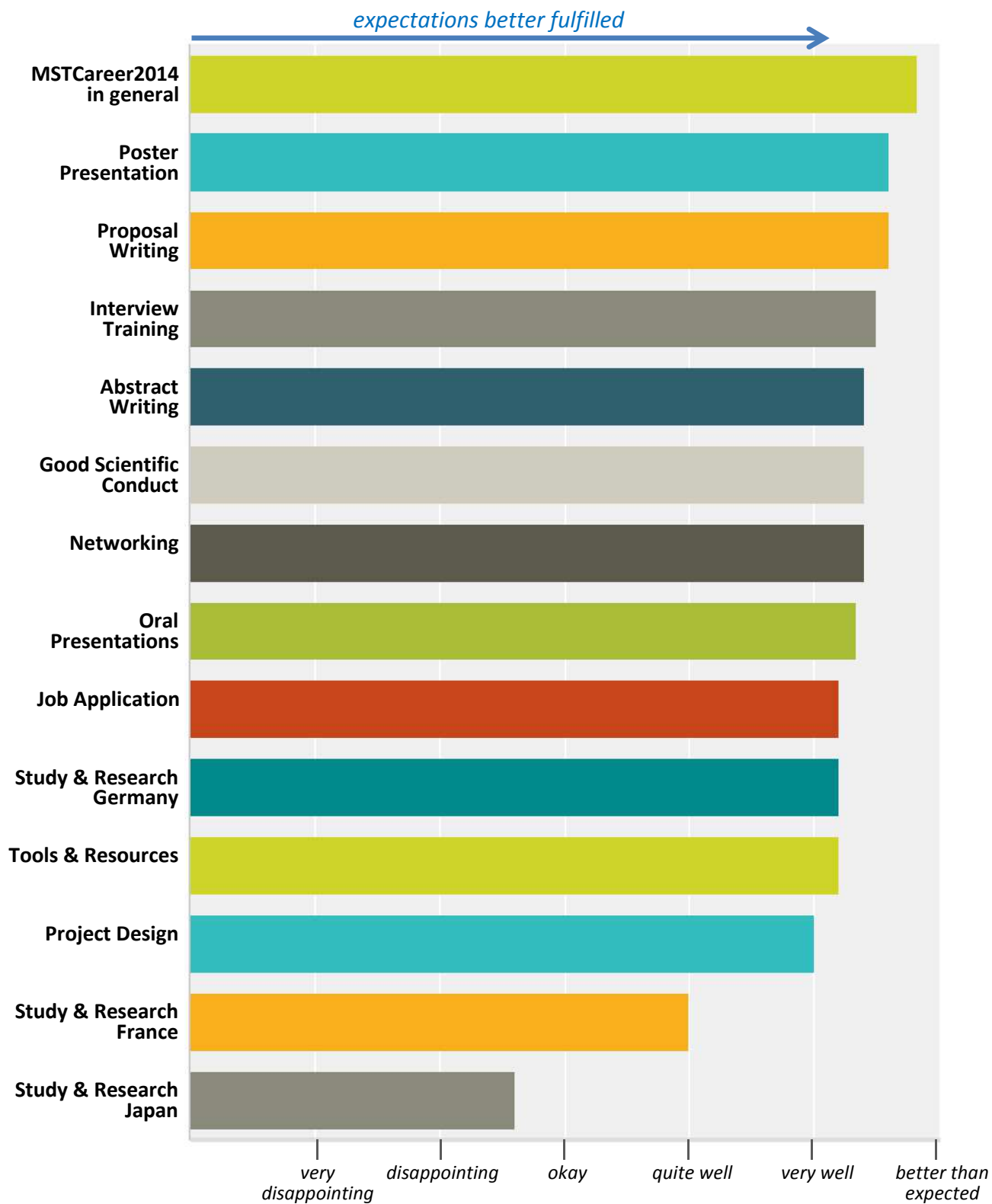
Q3: How well did MSTCareer 2014 fulfill the expectations you had for the course? (e.g. were all questions you had answered as well as you had hoped for? do you think your career skills got strengthened as much as you had hoped for? did you get the information you were hoping for?)

Please note: "MSTCareer2014 in general" (in the first line) refers to your overall expectations regarding the entire course program, in the following lines please give feedback on the individual training courses elements.

Participant response table (expectation fulfilment):

	very disappointing	disappointing	a bit disappointing, but okay	quite well	very well	better than expected	N/A - I did not attend	Total	Average Rating
MSTCareer2014 in general	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	83.33% 5	0.00% 0	6	5.83
Poster Design&Presentation	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 2	50.00% 3	16.67% 1	6	5.60
Research Proposal Writing	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 2	50.00% 3	16.67% 1	6	5.60
Interview Training	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 3	50.00% 3	0.00% 0	6	5.50
Research Abstract Writing	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 3	33.33% 2	16.67% 1	6	5.40
Good Scientific Conduct	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 3	33.33% 2	16.67% 1	6	5.40
Networking	0.00% 0	0.00% 0	0.00% 0	0.00% 0	50.00% 3	33.33% 2	16.67% 1	6	5.40
Oral Scientific Presentations	0.00% 0	0.00% 0	0.00% 0	16.67% 1	33.33% 2	50.00% 3	0.00% 0	6	5.33
Job Application	0.00% 0	0.00% 0	0.00% 0	0.00% 0	66.67% 4	16.67% 1	16.67% 1	6	5.20
Study&Research Germany	0.00% 0	0.00% 0	0.00% 0	0.00% 0	66.67% 4	16.67% 1	16.67% 1	6	5.20
Tools & Informational Resources	0.00% 0	0.00% 0	0.00% 0	16.67% 1	33.33% 2	33.33% 2	16.67% 1	6	5.20
Research Project Design	0.00% 0	0.00% 0	16.67% 1	0.00% 0	50.00% 3	33.33% 2	0.00% 0	6	5.00
Study&Research France	0.00% 0	0.00% 0	16.67% 1	50.00% 3	16.67% 1	0.00% 0	16.67% 1	6	4.00
Study&Research Japan	33.33% 2	0.00% 0	33.33% 2	0.00% 0	16.67% 1	0.00% 0	16.67% 1	6	2.60

Response Chart (expectation fulfilment of MSTCareer in general and of the individual training course elements):

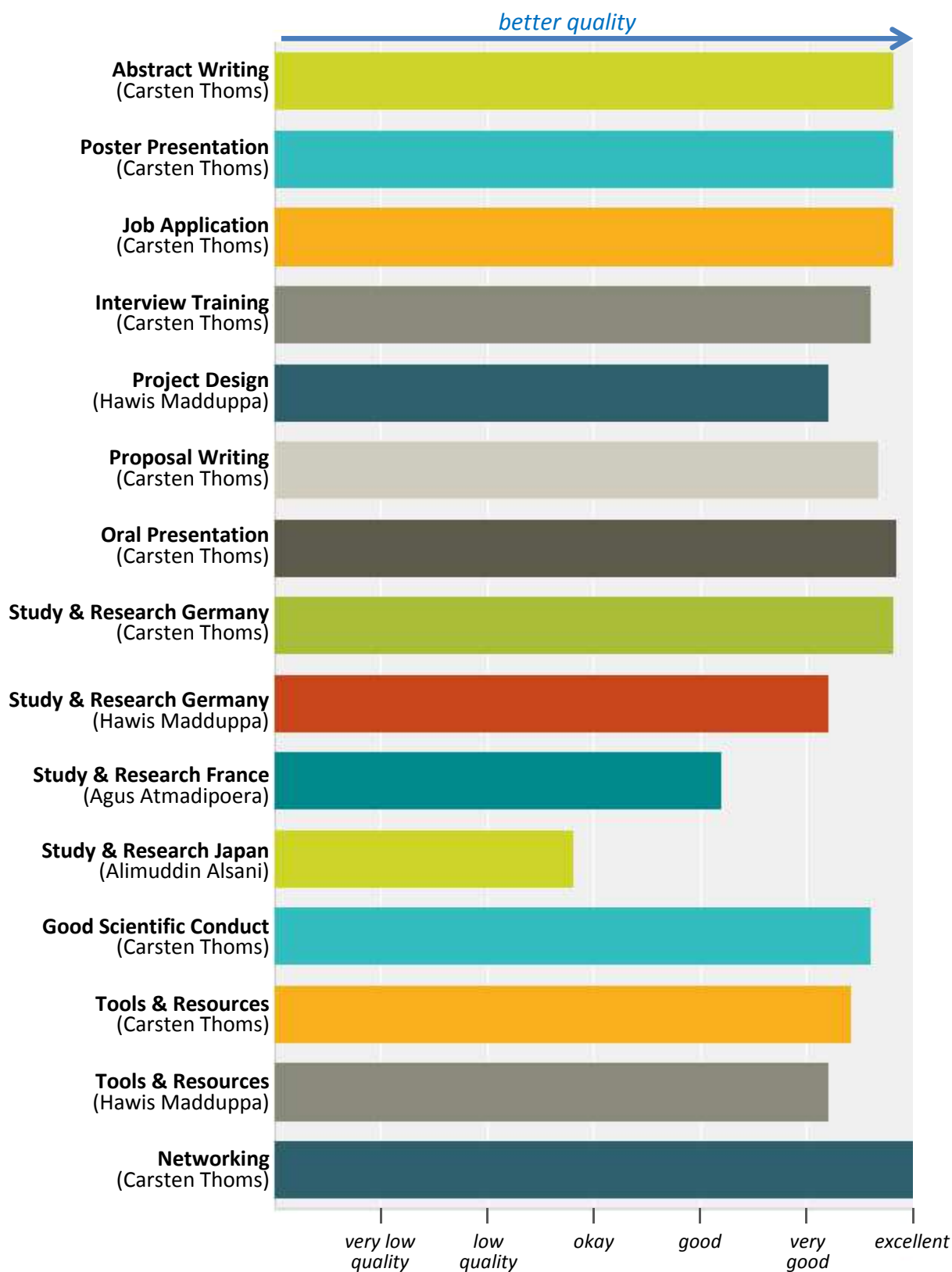


Q4: Please rate the overall quality of the lecturers in the respective lectures
(base your rating for example on the questions: Was the lecturer well prepared for this lecture? Did he respond well to your question during this lecture? Did he present this lecture in an understandable manner? Were his presentation slides clear and informative? Did he provide you with helpful additional materials or ideas for further reading?)

Participant response table (lecturer presentation quality; higher 'Average Rating' = better rating by participants):

	very low quality	low quality	okay, but not good	good	very good	excellent	N/A - I did not attend	Total	Average Rating
Research Abstract Writing (Carsten Thoms)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	66.67% 4	16.67% 1	6	5.80
Poster Design&Presentation (Carsten Thoms)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	66.67% 4	16.67% 1	6	5.80
Job Application (Carsten Thoms)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	66.67% 4	16.67% 1	6	5.80
Interview Training (Carsten Thoms)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 2	50.00% 3	16.67% 1	6	5.60
Research Project Design (Hawis Madduppa)	0.00% 0	0.00% 0	16.67% 1	0.00% 0	16.67% 1	50.00% 3	16.67% 1	6	5.20
Research Proposal Writing (Carsten Thoms)	0.00% 0	0.00% 0	0.00% 0	16.67% 1	0.00% 0	83.33% 5	0.00% 0	6	5.67
Oral Scientific Presentations (Carsten Thoms)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	83.33% 5	0.00% 0	6	5.83
Study&Research Germany (Carsten Thoms)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	16.67% 1	66.67% 4	16.67% 1	6	5.80
Study&Research Germany (Hawis Madduppa)	0.00% 0	0.00% 0	0.00% 0	16.67% 1	33.33% 2	33.33% 2	16.67% 1	6	5.20
Study&Research France (Agus Atmadipoera)	0.00% 0	0.00% 0	16.67% 1	50.00% 3	0.00% 0	16.67% 1	16.67% 1	6	4.20
Study&Research Japan (Alimuddin Alsani)	33.33% 2	0.00% 0	33.33% 2	0.00% 0	0.00% 0	16.67% 1	16.67% 1	6	2.80
Good Scientific Conduct (Carsten Thoms)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	33.33% 2	50.00% 3	16.67% 1	6	5.60
Tools & Informational Resources (Carsten Thoms)	0.00% 0	0.00% 0	0.00% 0	16.67% 1	16.67% 1	50.00% 3	16.67% 1	6	5.40
Tools & Informational Resources (Hawis Madduppa)	0.00% 0	0.00% 0	0.00% 0	16.67% 1	33.33% 2	33.33% 2	16.67% 1	6	5.20
Networking (Carsten Thoms)	0.00% 0	0.00% 0	0.00% 0	0.00% 0	0.00% 0	83.33% 5	16.67% 1	6	6.00

Response Chart:

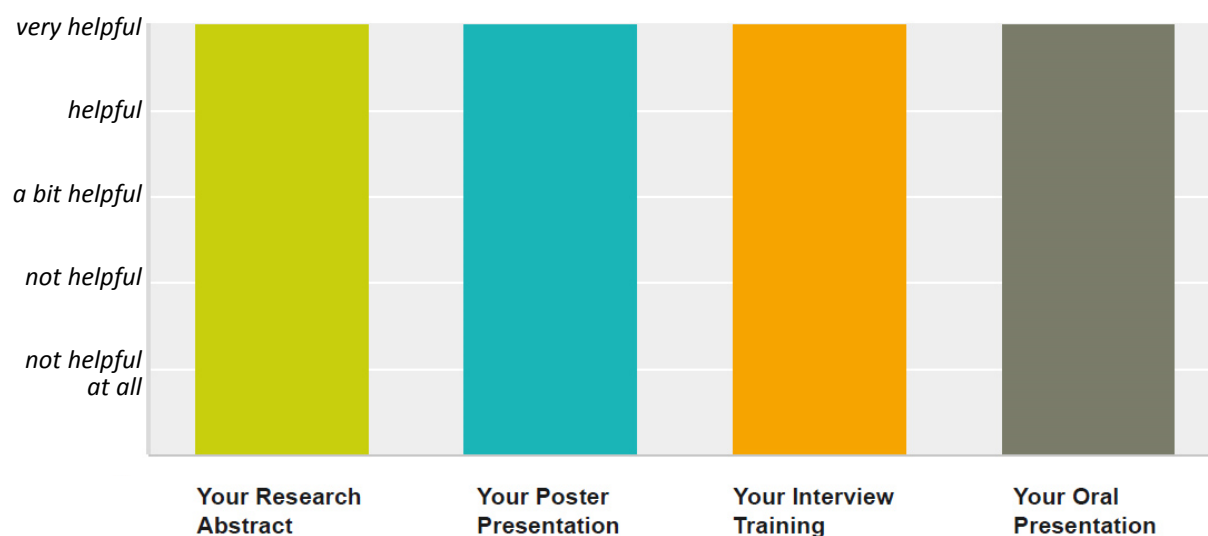


Q5: How helpful was the feedback on your own performance that you got during the MSTCareer Practical Trainings (from the instructors and the other participants)? How much does this feedback help you to improve your skills in the future?

Participant response table (benefit from feedback during practical training):

	not helpful at all	not helpful	only a bit helpful	helpful	very helpful	N/A - I did not attend	Total	Average Rating
Your Research Abstract	0.00% 0	0.00% 0	0.00% 0	0.00% 0	83.33% 5	16.67% 1	6	5.00
Your Poster Presentation	0.00% 0	0.00% 0	0.00% 0	0.00% 0	83.33% 5	16.67% 1	6	5.00
Your Interview Training	0.00% 0	0.00% 0	0.00% 0	0.00% 0	100.00% 6	0.00% 0	6	5.00
Your Oral Presentation	0.00% 0	0.00% 0	0.00% 0	0.00% 0	83.33% 5	16.67% 1	6	5.00

Response Chart (benefit from feedback during practical training):



Q6: Please comment: How could MSTCareer get better in the future? What did you especially like about it? What was not so good? Do you have ideas on additional training elements or how the efficiency of the course could be improved to prepare future participants even better for their career? How could more applicants be attracted to MSTCareer2015?

Please comment..

....A) on MSTCareer in general

...and B) on the individual lectures and practical trainings.

Participants' free text responses:

A. MSTCarees was a brilliant idea. this program should be kept running since it is a very helpful especially for students to develop their soft skills which are very important. this program may offer free of charge and perhaps better offer like travel grant for the best applicant to make it more prestigious and more attractive. B. individual lectures and practical trainings themselves are really good. continuously training and no gap time between theory and practice, this kind of system is excellent.

11/16/2014 6:55 PM

A) : MSTCareer very useful to improve the ability of young researchers. This activity needs to be disseminated to other researchers in order to have the opportunity to gain knowledge directly from the experts. very nice and very helpful B) : very practical class testing capabilities, which in general training as this is just an explanation of the lecturers without any practice. but MSTCareer provide the opportunity for participants to learn and test the extent of his ability and turning reviews given by lecturers very constructive and encouraging the participants to become better again. I think, this activity is very useful for my progress and I do not regret having become part of the family MSTCareer, I am very proud of lecturers

11/16/2014 6:29 PM

A) MSTCareer in general was very great. I mostly got knowledge in practical trainings as these are very useful for my career. I suggest for the next training, there should be an intensive session how to success in filling DAAD scholarship form (Master and PhD). Providing such as travel grants for great applications might attract more participants

11/14/2014 9:45 AM

A. MSTCareer is the best intensive training that I ever had, it will help those who want to be a good scientist in future, hopefully this can be held regularly. B. all the lectures are well-prepared, mostly during practical-class it really helpful. NB: Please, consider the periode-training (not more than 7 days) mostly for the lecturers (only), to increase their ability in presenting their research-results and their scientific writing skills, but for others it still okey.

11/13/2014 6:00 PM

Q6 (continued):

Participants' free text responses (continued):

I think that the course was excellent, beyond my expectations. 2 weeks long is enough, i think, the modules were quite packed but efficient. and I don't think that it is necessary to prolong the course, in the future,, it will be hard for attending the course for someone who have commitment/work, i think. I find the job application course is the most interests me and very helpful, indeed. and module "Good scientific conduct" seemed interesting, pity i could not join. The modules were so comprehensive. But if I can make suggestion, probably, it's not necessary to explain too long about examples of job/scholarship advertisements. And in other module about research/experimental design, I would've expected to know the basics or general stuff in designing research/experimental works, such as how to conduct research in a good scientific manner, what to consider, factors, replications, statistics etc. But all in all, the course was excellent. I'm grateful to take part in this course, it's very helpful for me. Thanks.. Hope that in next time there'll be another MST career 2015 with much better improvement. Thanks a lot Carsten & Hawis.

11/13/2014 11:36 AM

A. MST Carreer in general and B) on the individual lectures and practical training : How could MST Career get better in the future? I recommend to spread the information of MST more, in order to select participant well. What did you especially like about it? Good preparation from lecturer, clearly the goal of program and always have a feedback in learning process. What was not so good? when the material about Study in Japan. Do you have ideas? I recommend to add more participant but no more than 10 people. How could more applicants be attracted to MST Career 2015? Put daily activity report on the website, and social media. For the lecturer: in MST Career the lecturer, have been explain and helpful a lot. especially when the material from lecturer we could interrupt or asking directly when we don't understand, the nice things is we get a lot of feedback from design poster, abstract writing, presentation, interview, etc and all the things help a lot to make better for our career.

11/13/2014 10:58 AM

Q7: Please state your overall opinion about MSTCareer in 1-2 sentences. If you were telling friends or colleagues about your attendance in MSTCareer2014 and whether it is worthwhile for them to attend MSTCareer2015, what would you say?

Participants' free text responses:

sadly i have only one word: EXCELLENT. and i will definitely tell my friends that this training is worth to travel the half globe for.

11/16/2014 6:57 PM

I will tell my friends of other researchers, I am proud to have the training MSTCareer because a lot of the benefits that I can get, therefore I recommend to my friends to attend this event in the next session

11/16/2014 6:31 PM

This was very great course for young scientists, lectures in building their soft skill capacity. I have told my colleagues that they should participate in this training next time.

11/14/2014 9:50 AM

If you really sure for future as a good-young scientist, just join this intensive-training and enjoy every single-things in there, for someday you will realize they bring you the big thigs.

11/13/2014 6:03 PM

I will encourage them to join, ofcourse. It's awesome course, no course like this elsewhere

11/13/2014 11:38 AM

MST Career give more than what I expected. The Real Career course and I'm amazed. what would you say? Join MST is what you need to build up your career and I guarantee.

11/13/2014 11:02 AM
