



***Academics at Risk  
Association***

**ANNUAL REPORT**

**2022**

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# *Academics at Risk Association Annual Report 2022*

## **To Our Members**

*I greet you, our esteemed members, and everyone reading these lines with my most sincere feelings and respect on behalf of our association.*

*It is a paradoxical contradiction that humanity, which is opening the doors of new great trends in innovation and digital transformation, cannot show similar success in solving social problems on earth. In many parts of the world, backwardness, authoritarianism, oppression, and wars still continue. What a sad picture for humanity, and especially for the people of the 21st century.*

*Distortions and contradictions have become almost normal in some regions along with social, political, and economic imbalances. Beyond being able to produce solutions in these regions where social crises are experienced, it has become very difficult and risky for intellectuals and scientists, who are solution producers, to live. Naturally, people have to move away from these regions and migrate to less risky and safer areas. Along with the difficulties and grievances of these people, the separation of these extremely valuable brains from those societies constitutes a loss that is difficult to replace.*

*Dear Members,*

*As it is known, our story began with the formation of an unfortunate political crisis in our beautiful country. Hundreds of scientists had to leave it and migrate to safer places in the world. Academics at Risk studies were initiated by a small number of academics who came to Germany, leaving their country, loved ones, universities, students, and research environments behind.*

*This report shows the foundation, goals, objectives, and structural status of the Academics At Risk Association. Furthermore, it is the first to provide a summary of its three-year initiative period and eight months from the date it was granted public benefit status.*

*The power of an academic association and its activities are directly proportional to its research output, projects, and the power of its members. We will continue to improve with the devoted efforts of our members in the activities of the association, their written suggestions, evaluations, criticism, and other invaluable contributions.*

*As of January 2022, 151 academics from 16 different countries applied for membership. We thank you for the support you have given to all our efforts in line with our goals in our charter and for the trust you have shown to our management. We believe that you will support our efforts to produce more valuable output as much as possible, and we expect your support.*

*Wishing you healthy and peaceful days,*

*With respect and love,*



# *Academics at Risk Association Annual Report 2022*

## **Association-Brief History**

*A Brief Story Of The Transition Process From The Platform/Initiative Period To The Association  
The conversion process to the Association*

*In the anti-democratic process that took place in Turkey between 2014 and 2016, great pressures were created on intellectuals and scientists. After the unfortunate attempt of July 15, thousands of scientists were expelled from universities and hundreds more were arrested. In this process, those who had the opportunity to go abroad had to immigrate to various countries of the world.*

*Who knows what new opportunities this reluctant, painful and risky migration would open up for the scientific world and scientists!*

*Indeed, that happened.*

*A group of scientists who had been acquainted before took the initiative and attempted to open the doors of rejoining the world of science.*

*This initiative has revealed a new platform that will be a roof for scientists in Germany.*

*The first attempt took place in the new and humble environment of scientists who had landed at the “0” point in October 2018. It was held in a temporary guesthouse called “Heim” in Germany by 3 academics and 1 administrative staff who had the opportunity to go abroad in an unfortunate and difficult process.*

*In this brainstorming, scientists concentrate on the following priorities and discuss possible solutions;*

*To be able to adapt more quickly to the social and cultural conditions of the country they are in.*

*To be able to produce motivation and research ground to return to research.*

*Making efforts to explain the antidemocratic process in Turkey, the injustices, persecutions and imprisoned scientists to the European public and the scientific world.*

*Of course, these were goals for more than a few people and involved a lot of work. Therefore, they try to reach more and different scientists. They decide that the best way to do this is to gather willing people together under the umbrella of a non-governmental organization (Initiative).*

*As a result of intense efforts, an initiative called Academics at Risk was established on 20.04.2019 with the scientists they could reach and persuade in various European countries, especially in Germany.*

*Working groups were formed with a series of meetings held in the period after the establishment, task distribution was made and activity plans were put into writing to achieve the determined objectives.*

# *Academics at Risk Association Annual Report 2022*

*In this process, which lasts about 3 years, a large number of activities are carried out while the plans are realized.*

*A few examples of what has been done;*

*First of all, the web page and social media organization has been completed.*

*Survey studies were carried out to get opinions and views on the platform and to determine the expectations and needs of scientists.*

*After the needs were determined, a series of seminars and activities were held on the following topics;*

- *The Philipp Schwartz Initiative Scholarship Application, Roadmap and Information Seminar,*
- *Roadmap Seminar for Young Scientists who have to leave their doctorate or master's degree, or who want to pursue a doctorate, master's,*
- *Preparation for the German Academic World and Initial Projects and Scholarships Seminar,*
- *Preparation of application files, Seminars on Finding a Job in Germany,*
- *Seminar on making Ausbildung, Weiterbildung, Fortbildung, Umschlung in Germany,*
- *“Memorial and Story Writing Event” was organized*
- *“Academic Freedom in Turkey Report” was prepared after July 15.*
- *A report was prepared for the “Universal Periodic Review (UPR)” regarding the member states of the United Nations and two scientists representing the Initiative made a presentation in Geneva.*

*These activities were instrumental in meeting new people. There has been a continuous increase in the number of members with new scientists. The accumulated knowledge and experience and the increase in the number of new members encouraged the Initiative management to take a step forward. To achieve some further goals, it was decided to switch from the initiative legal entity to the association legal entity.*

*With the excitement of a new establishment, a new by-law study was initiated. Although there was no opportunity to meet physically, discussions were held with the members and potential members in six different states on the mission, duties and core values of the Association, via video conference method.*

*With the experiences gained in three years and the feedback received from the meetings with the members, the charter and basic values of the Association were formed.*

*The Platform or Initiative was now ready to be transported to a different dimension!*

*The charter of the association was finalized at the Online General Assembly meeting held on 17.04.2021, the Board of Directors and the Audit Committee were elected and the Academics at Risk e.V. Association was established.*

# *Academics at Risk Association Annual Report 2022*

## **Mission**

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### **WHO ARE WE?**

Academics at Risk was an initiative that was a group of scientists who are trying to reintegrate the scientists at risk who had to leave their countries and scientific institutions to the scientific world. Now it has grown and turned into an association with the support of many academicians.

This initiative is formed within humanitarian responsibility as well as professional solidarity.

### **MISSION OF THE ASSOCIATION**

The association aims to promote and guide scientists at risk, deprived of their primary rights and freedoms, herewith they could continue their scientific studies in a free and safe environment.

As a multicultural and global organization, the main goal of the association is to carry out joint projects with international academic and humanitarian organizations to reintegrate scientists at risk into the science world





# *Academics at Risk Association Annual Report 2022*

## **Statute and basic principles studies were carried out in the reorganisation process**

Academics at Risk initiative was founded in 2019 with the initiative of Turkish scientists who were exposed to immigration. The two-year activities of the initiative and necessity to produce permanent solutions for its members raised the need to become an association. In order to carry out more comprehensive activities and to produce permanent solutions, the initiative has been transformed into an association.

The initiative administration adopted a participatory method for a smooth transition by establishing an exchange of opinions programs. In this transformation plan, "negotiation programs" were prepared to exchange ideas with stakeholders. Duties, basic functions and working principles were determined by discussion in these participatory programs.

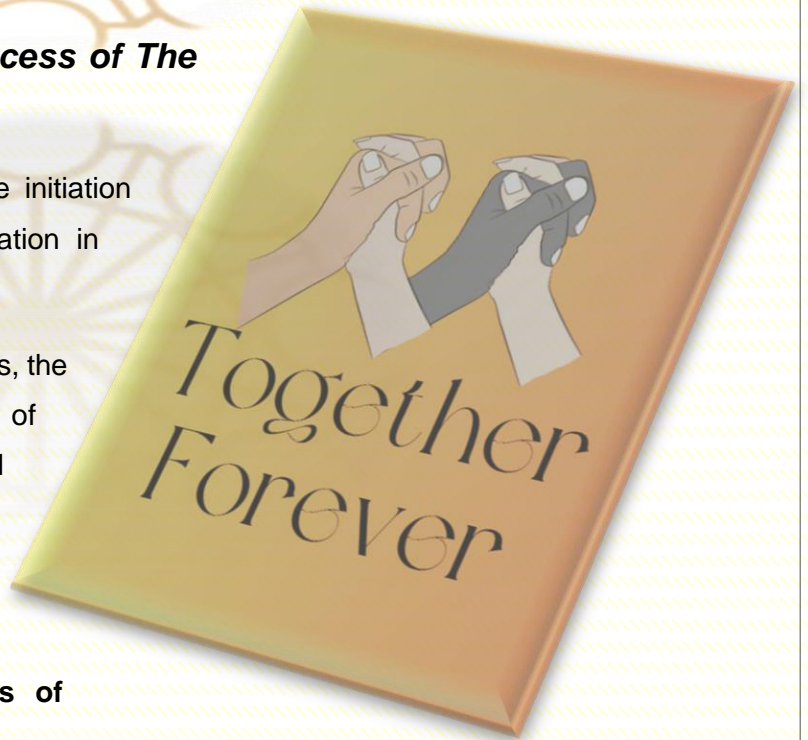
### ***The writing and approval Process of The Statute:***

A team made up of members of the initiation discussed the statute of the association in February 2020.

After the preliminary series of meetings, the statute writing team held a series of negotiation meetings with current and potential members from six regions in Germany.

**A draft statute was written in June 2020 with the contributions of Academics, NGOs and Law experts.**

The statute was finalized in December 2020. It was sent to the Finance Office for Review and Opinion. The official approval process was started by holding the General Assembly on 17.04.2021 (Notary and Court process) in 2021, it was approved as a "Public Benefit Association".



# *Academics at Risk Association Annual Report 2022*

*The statute has been prepared to perform the following basic duties;*

- *Creates a network of relations among scientists,*
- *Provides support and guidance for scientific studies,*
- *Encourages academic development and provides career support,*
- *Contributes to the development of universal, social, cultural, and educational issues,*
- *Establishes and develops relations with national and international institutions/individuals,*
- *Encourages and supports project studies,*
- *Encourages and promotes the establishment of research institutions*

## ***The writing and Announcement of basic principles:***

Along with the statute writing process, the process for determining the basic working principles was also started.

The previously established “Guiding Principles for the Statute” was revised in the light of information gathered from local meetings and composed into a draft called “The Basic Principles” by the new Board of Directors.

This draft then was announced as “The Basic Principles” in June 2021 with the help of feedback from the Cloud Discussions in Google Docs.

Further work had to be done to applicable “The Basic Principles”, which consisted of abstract statements. For this purpose, "Institutional Values" and "Codes of Behaviour" were produced in order to bring the principles to life and guide practices.

Finally, The Board of Directors has announced “The Basic Principles” on the association's website, with a commitment to their implementation as basic working principles.



# *Academics at Risk Association Annual Report 2022*

## **Basic Principles**

*The Board of the Association has determined and committed to the following working principles:*

### **1. LEAN ORGANIZATION**

- 1.1. A simple structure and minimum hierarchy: minimum units and personnel, employment through projects, and service procurement.**
- 1.2. Making use of cloud organization, virtual communication, and virtual training methods.**
- 1.3. Efficient use of resources; minimum stationery, minimum space, giving priority to plain and functional in all aspects.**

### **2. PARTICIPANT DECISION MAKING AND INFORMATION SHARING**

#### **2.1. Pluralism, democratic inclusion in governance**

#### **2.2. Active and participatory member policy.**

#### **2.3. Delegation, inclusion, and sharing:**

- 2.3.1. Respect for the vote and ensuring of the meeting democracy providing an open agenda, free discussion environment, and making decisions under democratic methods.
- 2.3.2. Taking into account and respecting the other person's opinion.
- 2.3.3. Free expression of thought.
- 2.3.4. Making a positive and concrete contribution.
- 2.3.5. Respect for the decision and the decision council.

#### **2.4. Emphasis on solidarity and utilizing from Expert Opinion**

- 2.4.1. Basing the subject that requires professional knowledge on professional opinion
- 2.4.2. Establishing a continuous and professional relationship
- 2.4.3. Establishing and effectively managing a feedback-based suggestion system.
- 2.4.4. Consulting and informing the members of the General Assembly periodically

#### **2.5. On-Time and open Sharing of Information**

- 2.5.1. Sharing of information on time and open
- 2.5.2. Exact, clear, and understandable written or verbal communication.
- 2.5.3. Attributing of the shared information to sources

#### **2.6. Protection of Information Privacy**

- 2.6.1. Taking maximum precautions to protect personal information.
- 2.6.2. Protection of meeting information privacy.
- 2.6.3. Using of the information only with the consent of the relevant person.

#### **2.7. Recording of Transactions on time**

- 2.7.1. Recording at the time of transaction.
- 2.7.2. Recording all input and output.
- 2.7.3. Carrying out corporate relations based on contracts and protocols

# *Academics at Risk Association Annual Report 2022*

## **3. CORPORATE JUSTICE AND ASSIGNMENT**

### **3.1. Merit-Based Assignment**

3.1.1. Competency-based recruitment. (aiming for maximum rapport between job requirements and personal characteristics).

3.1.2. Basing work distribution and assignments on objective criteria.

### **3.2. Compliance with the Principles of Distributive Justice and Equality**

3.2.1. Prevention of discrimination.

3.2.2. Ensuring balanced and fair distribution of work.

3.2.3. Ensuring the balance of authority and responsibility.

3.2.4. Performance-based evaluation.

## **4. OPENNESS-TRANSPARENCY AND INDEPENDENCE**

### **4.1. Making Registered Transactions and Sharing Transaction Information.**

### **4.2. Maximum Openness and Transparency, Minimum Privacy**

4.2.1. Registration of inputs and outputs precisely and on time

4.2.2. Openness and readiness of the recording for auditing

4.2.3. Sharing records with the public.

4.2.4. Periodic publication of the annual report.

### **4.3. Independence and objective Policy**

4.3.1. Maintaining scientific, objectivity, and independence.

4.3.2. Equidistant to different beliefs, cultures, political thoughts, and opinions.

4.3.3. Accepting differences as wealth

### **4.4. Corporate Relationship Policy**

4.4.1. Prioritizing the institutional relationship in joint ventures.

4.4.2. Prioritizing the relationship with national and international institutions.

4.4.3. Establishing permanent relations and collaboration based on protocol and contract.

## **5. ACCOUNTABILITY**

### **5.1. Awareness of Responsibility to Laws, Principles, Society, and Members in Transactions**

5.1.1. Implementation of the agreed basic principles and providing self-directed control

5.1.2. Questioning the compliance of decisions and transactions with principles and the law.

5.1.3. Paying attention to information security in every stage and process.

5.1.4. Taking measures to prevent abuse and corruption.

# Academics at Risk Association Annual Report 2022

## Member Profile

As of January 2022, 172 academics from 16 different countries applied for membership.



Distribution of Our Members by Field of Science:

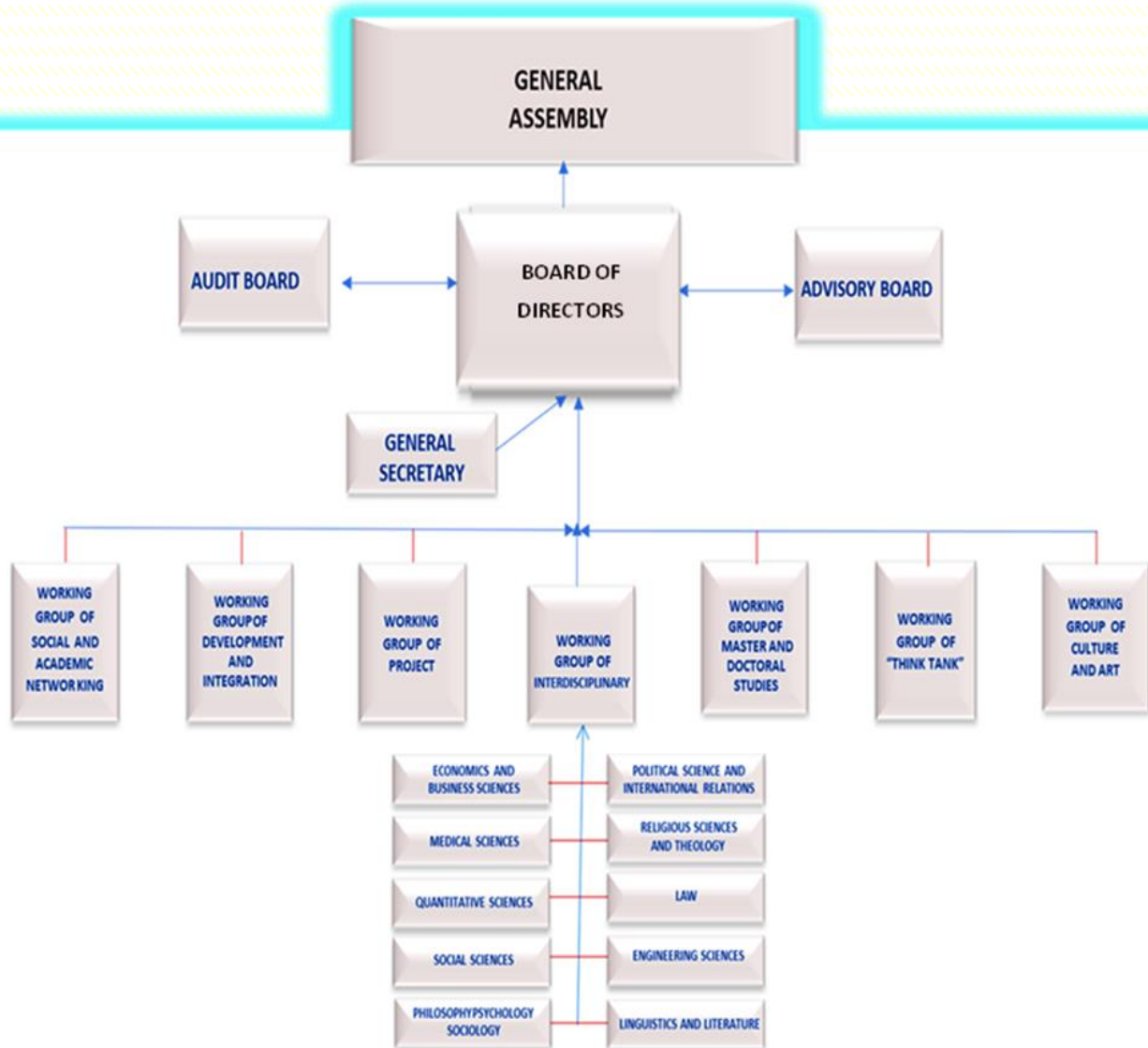


- International relations
- educational Sciences
- Law
- Engineering Sciences
- Linguistics and Literature
- Economics and Business Sciences
- Religious Studies and Theology
- Medical Sciences
- Sociology
- Psychology
- Maths
- Physics and Chemical Sciences



# Academics at Risk Association Annual Report 2022

## Organizational Structure



# Academics at Risk Association Annual Report 2022

## Working Group for Culture and Art Studies

**Event:** Women's Day Event (Public Activity-Webinar)

**Event Subject:** “March 8, International Women's Day” (online)

The aim of the program is to voice the rights violations against women all over the world. In particular, it is to reiterate that we do not have equal rights in our daily lives, despite the fact that women run equally in the same lane with men in terms of academics.

In our online program, human rights experienced with various instrumentals (ney, saz, kanun) by our 3 artists have been tried to be expressed through music. Our artists and listeners from different countries of the world participated (45-50) in our program.

**Date:** 08.03.2022 Tuesday

**Time:** 20:00 European Time

**Program Flow:**

**Speakers**

Arzu Yıldız (journalist, writer)

Doc. Dr. Esen Savaş (academician)

**Artists and Musics**

**Fikriye Öz**

“Hatırla Sevgili” (Kanun)

“Üsküdar'a Gider Iken” (Kanun)

**Tugay Yalçın**

“Mihriban” (Bağlama)

“Sarı Gelin” (Bağlama)

“Sultan-ı Yegah” (Ney-instrumental)

“Sevi” (Şiir-Ümit Yasar Oguzcan)

“Ebruli Making Show”

**Doc. Dr. Bilal Celik**

“Mavi Yazma” (Bağlama)

“Ela Gözlüm” (Bağlama)

Academics at Risk e.V.  
Kültür ve Sanat Çalışma Grubu

**Etkinlik:**  
8 Mart Dünya Kadınlar Günü

**Konuşmacılar**  
Doç. Dr. Esen Savaş - Akademisyen  
Arzu Yıldız - Gazeteci, Yazar

**Sanatçılar**  
- Fikriye Öz  
1. 'Hatırla Sevgili' (Kanun)  
2. 'Üsküdar'a Gider Iken' (Kanun)

- Tugay Yalçın  
1. 'Mihriban' (Bağlama)  
2. 'Sarı Gelin' (Bağlama)  
3. 'Sultan-ı Yegah' (Ney)  
4. 'Sevi' (Şiir - Ümit Yasar Oguzcan)  
5. 'Ebruli Yapım Gösterisi'

- Doç. Dr. Bilal Çelik  
1. 'Mavi Yazma' (Bağlama)  
2. 'Ela Gözlüm' (Bağlama)

Tarih: 08.03.2022 Salı  
Saat: 20:00 Avrupa Saati

<https://zoom.us/j/93159634780?pwd=altpa545NlRlUkZlTUlnbWVpZkxkZD09>  
Meeting ID: 931 5963 4780  
Passcode: 433758

[www.academicatrisk.org](http://www.academicatrisk.org) @AcademicatR

# Academics at Risk Association Annual Report 2022

**Event:** Public Activity-Webinar

**Event Subject:** „ 5 June World Environment Day“

The aim of the program is to draw attention to the rapidly increasing environmental pollution in the world and therefore to the endangered creatures. The precautions that each individual can take on what can be done to prevent this are emphasized.

**Date:** 05.06.2022 Sunday

**Program Flow:**

**Moderator**

Abdurrahman Icyer

**Speakers**

1.Vedat Sen

2. Dr. Birsen Bilgen Sivri

**Artist and Musics**

Figen Arsu (Piano) – (Video Record)

- Evgeny Grinko, Jane Maryam
- Su, Hava, Toprak, Can
- Vals II
- Türk Sanat Müziği





# Academics at Risk Association Annual Report 2022

**Event :** Online Festivals-II Event (Public Activity-Webinar)

**Event Subject:** „Timeless Friends, Timeless Festivals-II “ (online)

The aim of the program is to celebrate Eid al-Adha with the accompaniment of music with academicians and participants from all over the world.

**Date:** 12.07.2022 Tuesday

**Program Flow:**

## Speakers

Dr. Birsen Bilgen Sivri (Germany)

Dr. Ayhan Erdal (USA)

Melik Alkan (Georgia)

Dr. Bora Aslan (Philippines)

Habib Bedir (Iraq)

Doc. Dr. Hezi Eynalov (Azerbaijan)

## Musics

Namika-Lieblingsmensch

Whitney Houston-I will always love you

Nani Bregvadze-Tbiliso/Tiflis

Cem Karaca-Kerkük Zindani Anak-Child

Resid Behbudov-Nazende Sevgilim



# Academics at Risk Association Annual Report 2022

**Event:** Public Activity-Webinar

**Event Subject:** „World Refugee Day and World Music Day “ (online)

The aim of the program is to draw attention to the problems of academics who had to leave their country for war and political reasons and to celebrate world music day.

**Date:** 26.07.2022 Tuesday

## Program Flow

### Moderator

Vedat Şen

### Speakers

1. Prof. Dr. Mohammad Osman Babury  
(Afghanistan)

2. Dr. Shaden Sabouni (Syria)

3. Dr. Fatih Celebioglu (Turkey)

### Musics

Afghan song ‘Watan’

Moby Group Team ‘Watan Eshq Tu Eftekharam

Sanaa Moussa ‘Oh we are going to Aleppo’

Barış Manço ‘Gül Pembe’

Emre Sertkaya ‘Minnet Eylemem’

Asfour Talli Min Shibbak



# Academics at Risk Association Annual Report 2022

**Event :** World Human Rights Day Public Activity-Webinar

**Event Subject:** 10 December World Human Rights Day “Human Rights Violations: Latest Stories in Academia”

The aim of the program is to voice the human rights violations experienced all over the world. Human Rights are inviolable, inalienable and inalienable rights that stem from the human being and are acquired from birth. We are all human and we are all equal in the common denominator of humanity, no matter what language, religion, sect, profession, gender or ethnic group...

**Date:** 10.12.2022 Saturday

**Program Flow:**

**Moderator**

Abdurrahman Icyer

**Speakers**

1. Ali Langroudi (Iran)
2. Akif Tahiev (Ukraina)
3. Mark Simson (Russia)

**Artist – Live Performance**

**1.Mehmet Özbek (Baglama)**

Murat Gögebakan “Ay Yüzlüm”

Asik Veysel “Uzun İnce Bir Yoldayım”

Nazim Hikmet Ran “Karlı Kayın Ormanı”

**2. Kamil Güler (Guitar)**

Ahmet Kaya “Hani Benim Gençliğim” Kirac “Benim Yolum”

**3. Beyza Nalbantoglu (Ud)**

Aylin Şengün Taşçı “Kızıl Goncaya Benzer Dudağın”

Figen Genc “Nazende Sevgilim”





## **Natural Sciences Working Group**

**Event:** Professional and Experience Days of the Interdisciplinary Working Group:  
1st Online Seminar

**Event Subject:** “Weiterbildung” alternatives in Geographic Information System (GIS)  
and employment conditions in Germany as an immigrant

### ***Seminar Presenter :***

K.K. (Topographical engineer. GIS Specialist)

**Activity Date:** 08.07.2022

### ***Activity participants :***

Scientists looking for a job in academia or industrial position in Germany

### ***Activity purpose***

It is aimed to bring together the scientists who are looking for an academic or industrial position in Germany with experienced people on how to gain a qualifications in the IT branch and what kind of qualifications are required to get a job. It is thought that the people who give the seminars have an immigrant background and are academicians, increasing the interaction.

### ***Output of Activity***

Academics who immigrated to Germany from their own countries and need support are trying to integrate into Germany and learn German in the process. They are also looking for a job to practice their profession. If there is no opportunity to do their job, which field can be considered in the IT branch as an alternative, and an answer is sought for the question? In this context, a seminar was organized for academics who are looking for a job, for people from different professions who have been or will be involved in the IT branch. In addition to the questions posed by the participants at the seminar, answers were sought to the following questions.



# *Academics at Risk Association Annual Report 2022*

Questions:

1. Is training really enough for the job?
2. Can I start my education with zero computer knowledge?
3. Do you work remotely or from the workplace?
4. What range are salaries in the IT industry in Germany?
5. How sustainable is my job position?
6. Is there an internship? Is it as important as in Germany?
7. Do the courses help you find a job?
8. How old can people start this business?
9. Which branch of knowledge can do this profession?

**Event:** Professional and Experience Days of the Interdisciplinary Working Group: 2<sup>st</sup> Online Seminar

**Event Subject:** “Weiterbildung” alternatives in Cyber Security and employment conditions in Germany as an immigrant

**Seminar Presenter**

B.Y. (Cyber Security Consultant)

M.T. (Azure Cloud Security Analyst)

*Activity Date:* 15.07.2022

**Activity participants**

Scientists looking for a job in academia or industrial position in Germany

**Activity purpose**

It is aimed to bring together the scientists who are looking for an academic or industrial position in Germany with experienced people on how to gain qualifications in the IT branch and what kind of qualifications are required to get a job. It is thought that the people who give the seminars have an immigrant background and are academicians, increasing the interaction.



# *Academics at Risk Association Annual Report 2022*

## ***Output of Activity***

Academics who immigrated to Germany from their own countries and need support are trying to integrate into Germany and learn German in the process. They are also looking for a job to practice their profession. If there is no opportunity to do their job, which field can be considered in the IT branch as an alternative, and an answer is sought for the question? In this context, a seminar was organized for academics who are looking for a job, for people from different professions who have been or will be involved in the IT branch. In addition to the questions posed by the participants at the seminar, answers were sought to the following questions.

## **Questions**

- 1.** Is training really enough for the job?
- 2.** Can I start my education with zero computer knowledge?
- 3.** Is German or English spoken at work?
- 4.** How important is English at work?
- 5.** Do you work remotely or from the workplace?
- 6.** What range are salaries in the IT industry in Germany?
- 7.** Am I the only one in charge of workplace safety?
- 8.** How sustainable is my job position?
- 9.** What responsibilities do they have, what happens if I do something wrong?
- 10.** How long does pre-employment training take?
- 11.** Is there an internship? Is it as important as in Germany?
- 12.** Do the courses help you find a job?
- 13.** Will I have to constantly learn new things in the future?
- 14.** What is asked in interviews?
- 15.** Is the business environment multi-cultural?
- 16.** How is the climate of cooperation among colleagues after getting a job?
- 17.** What are the expectations from us in the workplace?
- 18.** Are they recruiting us as specialists or for training?
- 19.** How old can people start this business?



# *Academics at Risk Association Annual Report 2022*

**Event :** Professional and Experience Days of the Interdisciplinary Working Group:  
3st Online Seminar

**Event Subject:** “Weiterbildung” alternatives in Cyber Security and employment  
conditions in Germany as an immigrant

Natural Sciences Working Group

## ***Seminar Presenter***

I. Y. (Cyber Security Analyst)

*Activity Date :*

18.08.2022

## ***Activity participants***

Scientists looking for a job in academia  
or industrial position in Germany

## ***Activity purpose***

It is aimed to bring together the  
scientists who are looking for an  
academic or industrial position in  
Germany with experienced people on  
how to gain qualification in the IT  
branch and what kind of qualifications are required

to get a job. It is thought that the people who give the seminars have an  
immigrant background and are academicians, increasing the interaction.

## ***Output of Activity***

Academics who immigrated to Germany from their own countries and need support are  
trying to integrate into Germany and learn German in the process. They are also looking for  
a job to practice their profession. If there is no opportunity to do their job, which field can  
be considered in the IT branch as an alternative, and an answer is sought for the question?  
In this context, a seminar was organized for academics who are looking for a job, for people  
from different professions who have been or will be involved in the IT branch. In addition  
to the questions posed by the participants at the seminar, answers were sought to the  
following questions.



# *Academics at Risk Association Annual Report 2022*

## **Questions**

1. Is training really enough for the job?
2. Can I start my education with zero computer knowledge?
3. Is German or English spoken at work?
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16. How is the climate of cooperation among colleagues after getting a job?
17. What are the expectations from us in the workplace?
18. Are they recruiting us as specialists or for training?
19. How old can people start this business?



# *Academics at Risk Association Annual Report 2022*

**Event: Professional and Experience Days of the Interdisciplinary Working Group: 4<sup>th</sup> Seminar**

**Event Subject: The Nursing specialists in Germany**

Natural Sciences Working Group and Health Sciences Working Group

## ***Seminar Presenter***

Two nurse teachers working in the field of health in Germany

*Activity Date: 3.09.2022*

## ***Activity participants :***

The nurses looking for health care jobs in Germany

## ***Activity purpose***

defining the necessary procedures to make it easier for nurses to find work in Germany.

## ***The Output of Activity***

The nurses in need of support who have immigrated to Germany from their home countries are trying to adapt and learn German.

They are also looking for a job where they can practice their profession. In order to work as a nurse in Germany, certain requirements must be met. In this context, two nurses who have met these requirements and found employment in health care institutions in the field of nursing organized a seminar for academics in the nursing field. During the seminar, answers were sought to the following questions and issues raised by the participants.

Questions:

1. Documents required for the profession of nurse,
2. What path should nurses take in Germany to achieve equivalence?
3. What path should those who want to come here officially from Turkey take?
4. Differences between the “Anpassungslehrgang” and the “Kenntnis” examination,
5. Questions and answers about the nursing internship,
6. Language learning process for nurses,
7. The start-up environment and the curious and inquisitive.





# *Academics at Risk Association Annual Report 2022*

**Event:** Professional and Experience Days of the Interdisciplinary Working Group: 5 st Seminar

**Event Subject:** LinkedIn entry training and Xing platform entry training

Natural Sciences Working Group

*Seminar Presenter*

Oak Academy Career Coach & LinkedIn Specialist

Hüseyin Ogur

*Activity Date:* 08.10.2022

*Activity participants*

Scientists looking for a job in academia in germany

*Activity purpose*

Providing information to scientists seeking academic positions in Germany on how to use LinkedIn and Xing accounts for job searches.

*The Output of Activity*

Academics in need of support who have immigrated to Germany from their home countries are trying to integrate in Germany and learn German in the process.

They are also looking for a job so that they can practice their profession. The social media sites LinkedIn and Xing also support job seekers in their search for a job. In this context, a seminar was conducted on the effective use of LinkedIn and Xing for job-seeking academics. The seminar sought answers to the following questions as well as answers to questions posed by the participants.

**Questions**

1. What role do the LinkedIn and Xing platforms play in the job search?
2. How do you create a LinkedIn and Xing profile?
3. What information should be included in a LinkedIn and Xing profile?
4. What do employers look for in a LinkedIn and Xing profile?
5. What tips are there to make your LinkedIn and Xing profile stand out?
6. Everything about LinkedIn and Xing platforms in this seminar?



# Academics at Risk Association Annual Report 2022

**Event: Professional and Experience Days of the Interdisciplinary Working Group:  
1st Online Seminar**

**Event Subject: Python Programming: for Engineers and Scientists**

Natural Sciences Working Group

*Seminar Presenter*

Dr. I.T. (Ph.D. Mathematician, author, Python Programming) O.A.D. ( Computer Engineer)

**Activity Dates**

16.01.2022 (3 hours), 23.01.2022 (3 hours), 30.01.2022 (2 hours), 05.02.2022 (3 hours),  
06.02.2022 (3 hours), 11.02.2022 (2 hours), 13.02.2022 (3 hours), 18.02.2022 (2 hours),  
20.02.2022 (3 hours), 27.02.2022 (3 hours), 05.03.2022 (3 hours), 12.03.2022 (3 hours),  
21.05.2022 (3 hours), 28.05.2022 (3 hours), 04.06.2022 (3 hours), 18.06.2022 (3 hours),  
25.06.2022 (3 hours) Total:**48 Hours**



**Activity participants**

Scientists looking for a job in academia or industrial position in Germany

**Activity purpose**

It is aimed to increase the qualifications of scientists seeking an academic or industrial position in Germany.

**The Output of Activity**

Academics who immigrated to Germany from their own countries and need support are trying to integrate into Germany and learn German in the process. They are also looking for a job to practice their profession. In order to increase their qualifications, their motivation was increased by providing training in their mother tongue. In addition to learning the German language, the opportunity to cooperate and cooperate supported by training in their mother tongue was also provided. Due to the Corona pandemic, the distance education method has been presented as a solution.



# Academics at Risk Association Annual Report 2022

## Engineering Sciences

**Event:** Social activity between families (Picnic)

**Event Subject:** Meeting with families of members of Engineering Science

*Name of the discipline performing the activity*

Engineering Sciences Working Group

*Activity Date*

19.06.2022

*Activity participants*

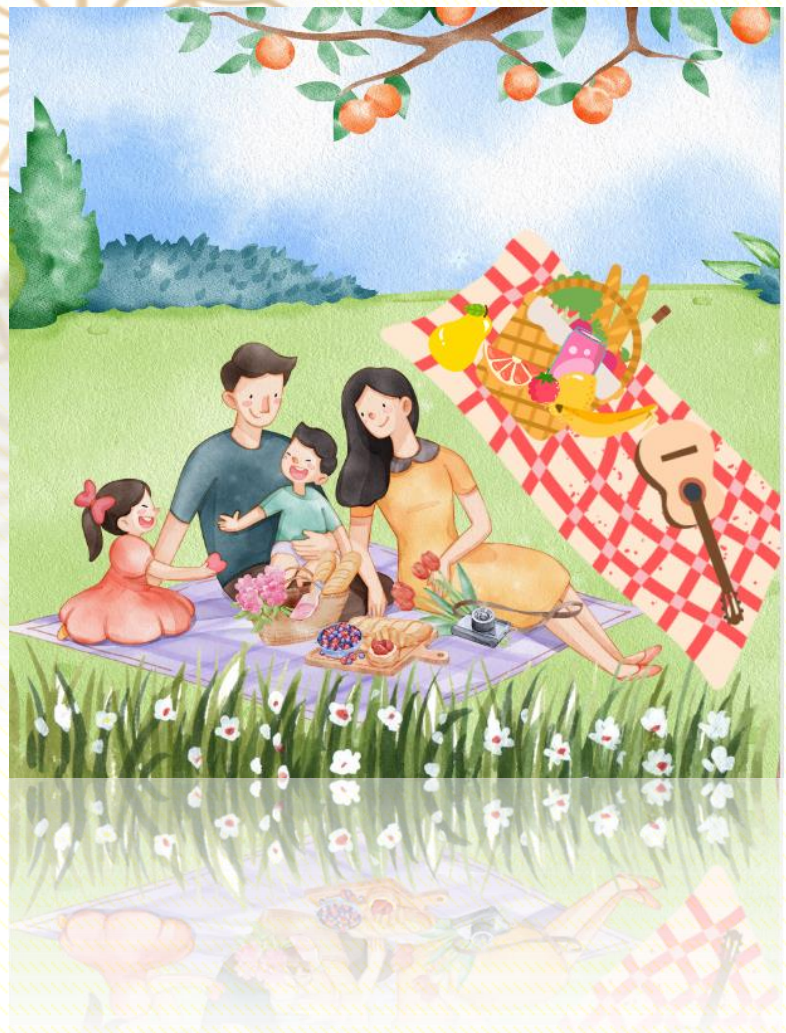
The members of the Engineering Sciences Working Group

*Activity purpose*

Meeting with families and socializing after the Corona

*The output of Activity*

The group members had the opportunity to meet face-to-face and were motivated and encouraged to attend academic events in their field of study.





# Academics at Risk Association Annual Report 2022

**Event:** To consider in CV preparation and job application process (Online Seminar)

**Event Subject:** Creating CV and LinkedIn platform entry training

**Engineering Sciences Working Group**

*Seminar Presenter :*

D. K.

*Activity Date :*

25.08.2022

*Activity participants*

The members of the Engineering Sciences Working Group

*Activity purpose*

To inform the participants how to

prepare for a job interview in Germany

*The Output of Activity*

Academics are looking for a job where they can practice their profession. This is also necessary for them to find a position at the university as academicians In order to work as an Engineer in Germany, certain requirements must be met. This seminar was conducted on the effective use of LinkedIn for job-seeking academics. The group members have been informed how to create an effective CV and LinkedIn profile



# *Academics at Risk Association Annual Report 2022*

**Event:** Finding a job in Germany (Online Seminar)

**Event Subject:** Preparation process for job interview

**Engineering Sciences Working Group**

**Seminar Presenter**

Civil Engineer K. (Master)

**Activity Date**

22.10.2022

**Activity participants**

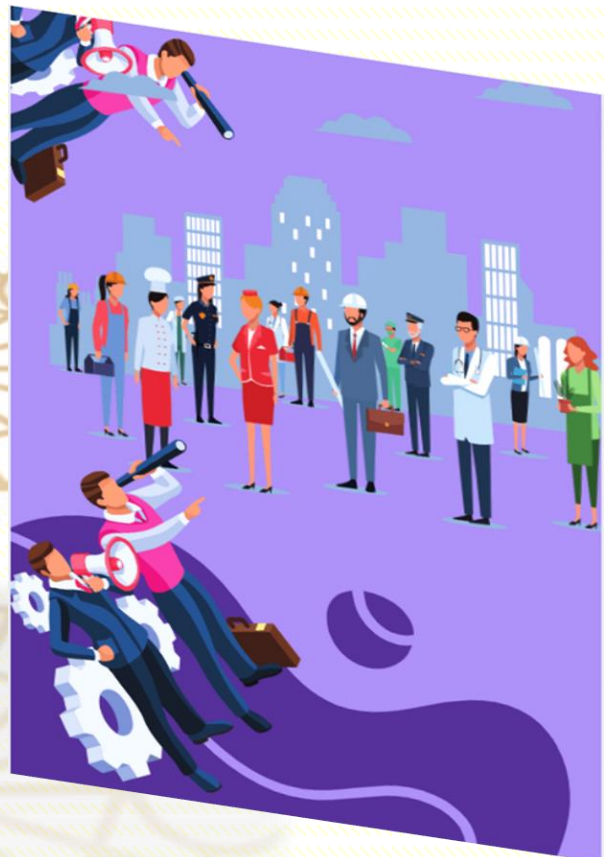
The members of the Engineering Sciences Working Group

**Activity purpose**

To inform the participants how to prepare for a job interview in Germany

**The output of Activity**

Academics are looking for a job where they can practice their profession. This is also necessary for them to find a position at the university as academicians. In order to work as an Engineer in Germany, certain requirements must be met. In this context, an Engineer who has met these requirements and found employment as Engineer in Germany organized a seminar for academics in the Engineer field. During the seminar, the group members have been informed about the preparation process of job interview, language learning process for engineers and the start-up environment.



# *Academics at Risk Association Annual Report 2022*

## Working Group of Religious Sciences and Theology

**Event:** The Importance of Ramadan for Our Material and Spiritual Life (Online Seminar)

**Event Subject:** The month of Ramadan with all of its aspects.

### *Seminar Presenter*

Assoc. Prof. K. P.

### *Activity Date*

29.03.2022

### *Activity participants*

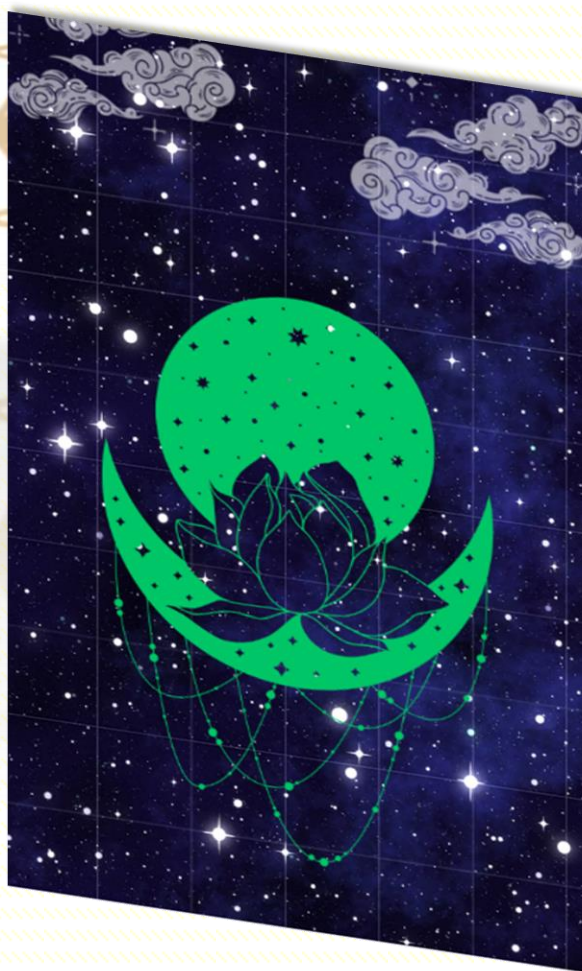
The members of the Academics at Risk Association

### *Activity purpose*

Informing the members of the association about the features of Ramadan from an expert of view and giving them some suggestions about how to spend the month of Ramadan.

### *The output of Activity*

The Muslim members of the association came together in Ramadan and with this togetherness they gained some motivation from religious, cultural and personal aspects. Besides, the members reached the correct information about this month from an authoritative resource.





# *Academics at Risk Association Annual Report 2022*

**Event:** The Effects of Islamic Art on Craftsmen (Online Seminar)

**Event Subject:** The contributions of Islamic art to the ones who perform it.

**Religious Sciences and Theology Working Group**

*Seminar Presenter*

Assoc. Prof. K.

*Activity Date*

23.12.2022

*Activity participants :*

The members of the Religious Sciences and Theology Working Group

*Activity purpose*

To inform the participants about some different kinds of Islamic art and the contributions of these arts to those who practice them.

*The output of the Activity*

The group members were motivated and encouraged to attend academic events in their field of study. (Because this presentation was a result of such an effort.)

The group members discussed if Islamic art can support some other fields with its healing power. For example, one of our group members from the Netherlands is attending an online Pastoral Caring Programme in Canada. After this presentation, he decided to add some new suggestions about dealing with Islamic art to this programme.



# *Academics at Risk Association Annual Report 2022*

## **Working Group of Political Science and International Relations**

**Event:** Scientific analysis method online seminar

**Event Subject:** Introduction of Mendeley

**Activity Date**

12.11.2022

**Activity purpose**

Mendeley is a reference manager software developed by Elsevier that supports academicians to create online achieve of their research. It introduced to the academician at risk, immigrant

academicians to revive their academic resources. It also aimed at motivating academicians to do research with Mendeley citations for efficient time.

***The output of the Activity***

Participants understand the practical usage of the Mendeley at the end of the Presentation followed by a Q and A session, exchanged ideas and concluded in using such programs for refugee academics is handy and efficient for the citation in the research and scholarly articles.



# *Academics at Risk Association Annual Report 2022*

**Event:** Scientific analysis method online seminar

**Event Subject:** Introduction to MAXQDA

**Political Science and International Relations**

**Activity Date**

26.11.2022

**Activity purpose**

MAXQDA is a software program designed for computer-assisted qualitative and mixed methods data, text and multimedia analysis in academic, scientific, and business institutions. To introduce the MAXQDA for quality of research, time-saving method, efficient and friendly usage. The main purpose to introduce the availability of such software, present it to the academics who were burnout due to the immigration process, integration and incursion phase of their new settlement.

**The output of Activity**

Participants understand how to use the MAXQDA

Software program for mixed research methods and found effective method for the mixed methods.





# *Academics at Risk Association Annual Report 2022*

**Event:** Scientific analysis method online seminar

**Event Subject:** Informing Study Websites and Recourse Search

**Political Science and International Relations**

**Activity Date**

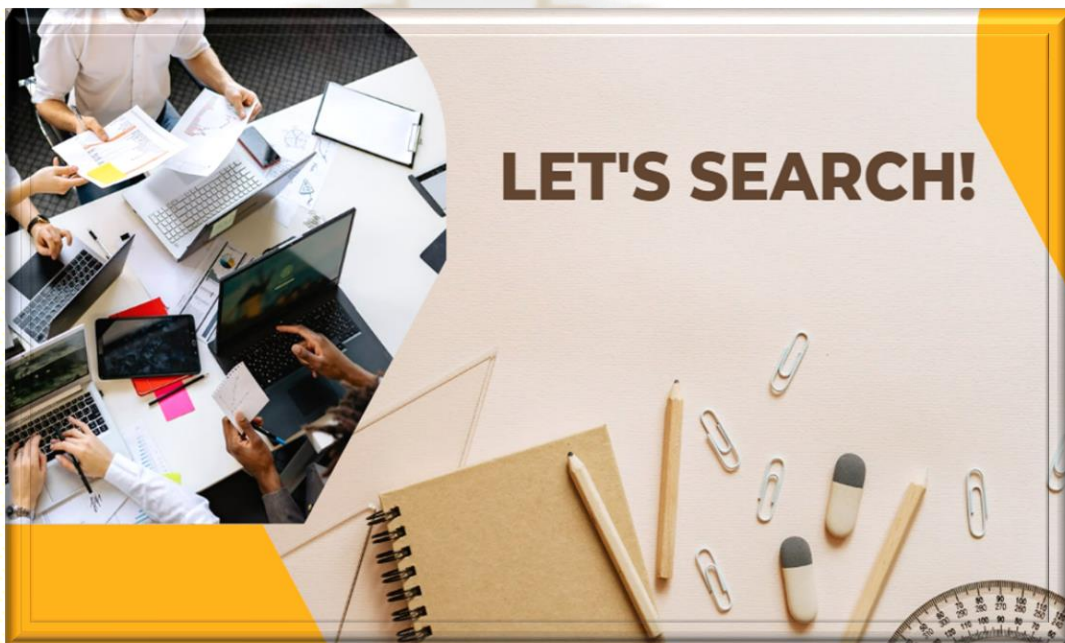
10.12.2022

**Activity purpose**

Method of accessing resources Social Science Using such platforms will establish networks.

**The output of Activity**

Participants get an insight into the main available platforms to expand the networks among their colleagues that can help them to create groups, reconnect and establish a network in their own field.



# *Academics at Risk Association Annual Report 2022*

**Event:** Scientific Discussion (online seminar)

**Event Subject:** Hofstede Cultural Comparison. Intercultural communication

**Political Science and International Relations**

**Activity Date**

24.12.2022

**Activity purpose**

To introduce cutting-edge tools, study and methods in Intercultural communication to newcomers academician to Germany. It can be useful for integration and understanding other cultures Exploring intercultural communication tools, methods, and theory will help refugees to integrate into society without conflict. Hofstede comparison country tools is one of the best tools to compare cultures. The main idea to introduce such studies is to accelerate the integration of the members of the Academic at risk without cultural shocks and stumbling blocks.

**The output of Activity**

Participants found the tool and study very helpful to understand German society based on the 6 dimensions by Geert Hofstede. The seminar supported participants to examine the culture through the lenses of notable studies to evaluate culture in framework of cultural comparison.



# *Academics at Risk Association Annual Report 2022*

**Event:** Scientific Discussion (online seminar)

**Event Subject:** Seminar on Political Participation of Third Country

**Political Science and International Relations**

**Activity Date**

14.01.2022

**Activity purpose**

Participants get an insight into political participation in theoretical and methodological understanding. Title was from A master thesis presentation, researchers were encouraged to present their previous academic works.



**The output of Activity**

Participants got encouraged to present their published and unpublished papers for the discussion, further creating a scholarly debate around their research, to further motivated. Participants were motivated to shape their papers with the help of fellow members through such activities.



# *Academics at Risk Association Annual Report 2022*

**Event:** Scientific Discussion (online seminar)

**Event Subject:** Study on Memory Diplomacy

**Political Science and International Relations**

*Activity Date*

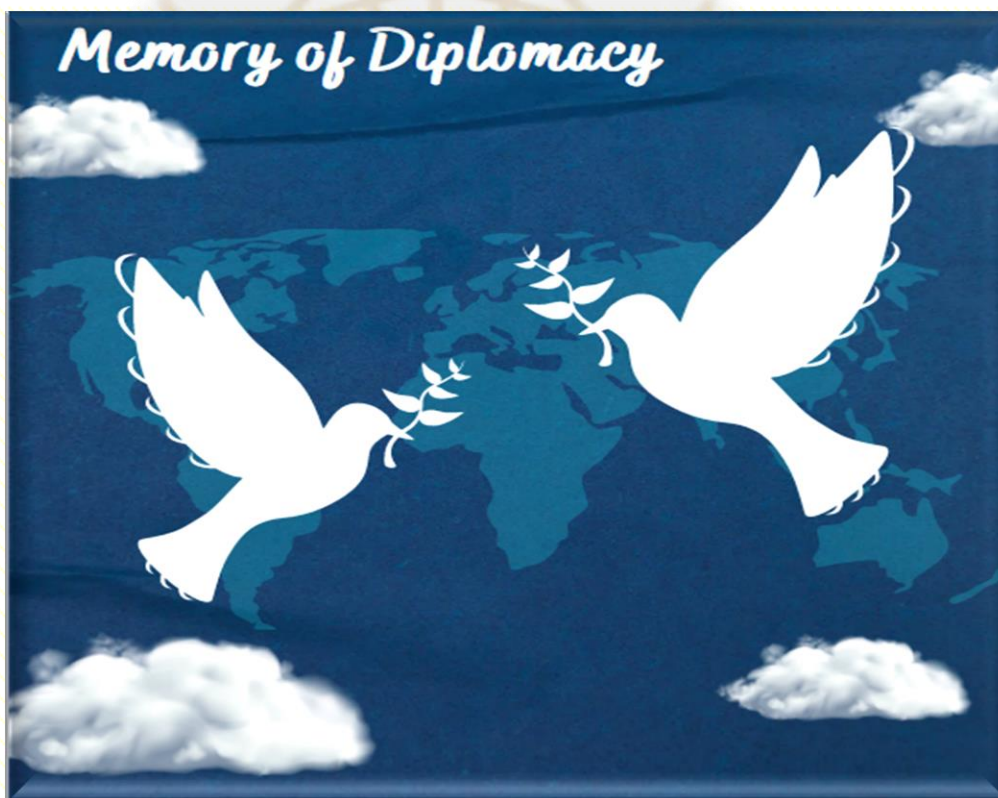
28.01.2022

*Activity purpose*

It aimed at introducing the topic of memory Diplomacy to academicians in International relations. How states use the memory of diplomacy as an instrument or tool to convince and exert influence over neighbouring countries.

*The output of Activity*

Presentation followed by discussion and exchanges of ideas on the topic Theories, concepts, and buzz words is welcomed to discuss to transfer into today's International affairs. In conclusion, memory diplomacy has been introduced to understand the content of the international, or bilateral relations between states.



# *Academics at Risk Association Annual Report 2022*

**Event:** Scientific Discussion (online seminar)

**Event Subject:** Study on India, current changes and future demographic challenges  
“Causes of Religious Change in India”

**Political Science and International Relations**

*Activity Date*

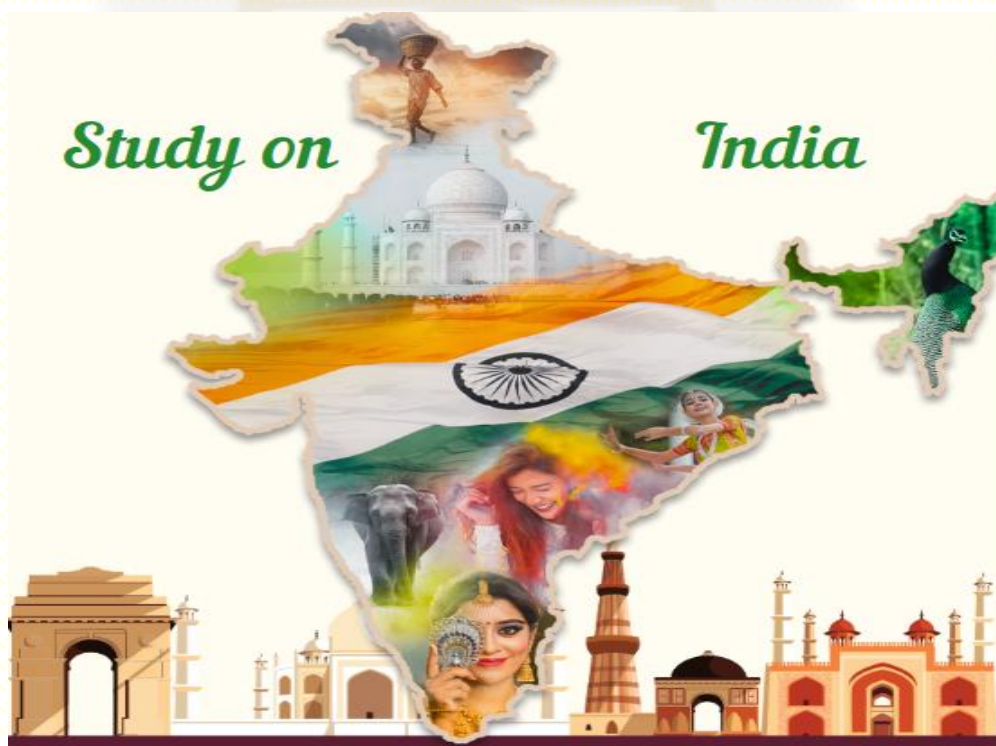
04.03.2022

*Activity purpose*

The seminar was designed to introduce PEW research as a reliable source to assess statistical data, therefore, the group read and discussed a report by Research by Pew institute's findings.

*The output of Activity*

In order to understand the dynamic of faith and society, qualitative methods support our scientific reasoning and sound inferences were the subject matter for such case studies. At the end of the seminar, participants exchanged ideas on the data methodology of pew research and desired to conduct similar research. As a case study, India was given the city due to its demographical feature, population density and diversity of faiths.





# *Academics at Risk Association Annual Report 2022*

**Event:** Scientific Discussion (online seminar)

**Event Subject:** Beyond “Merkelism”: Article reading and discussion about future of Germany

**Political Science and International Relations**

*Activity Date*

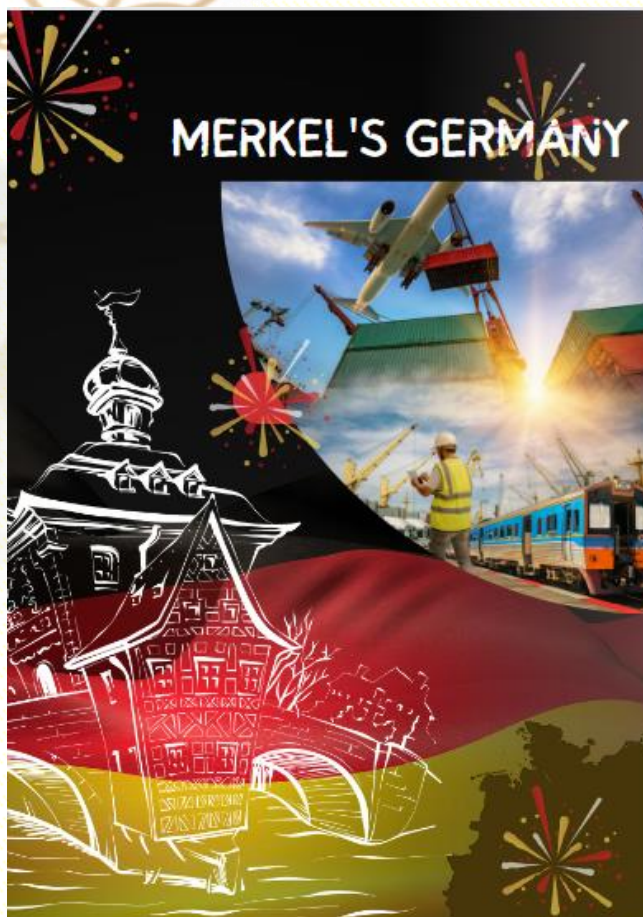
1.4.2022

*Activity purpose*

It aimed to explore Germany’s position in the future of the Europe underlining the election, what do we expect from Germany in such an era that democracy, human rights, and the rule of the law is waning away? Can Germany help? In order to make sense out of the election, and the reactions from other EU countries to the German election, a research article has been brought to attention and a discussion was set up to develop the discussion. It also aimed at to create critical thinking, discussion, and communication among the members.

*The output of Activity*

Members participated to share their ideas about the future of Europe after Merkel and the Election and the German role in shaping the EU In order to have knowledge about Election, democracy and leadership, time of change is important to observe. Foundation encourage its members to observe and participate in change, election and ideas.





# *Academics at Risk Association Annual Report 2022*

**Event:** World Human Rights Day (online activity)

**Event Subject:** Presentations dedicated to the day of World Human Rights Day

**Political Science and International Relations**

*Activity Date*

13.05.2022

*Activity purpose*

It is designed to present several topics that are dedicated to human rights day. As members of the ARS underwent several human rights violations in their countries. It was important to present topics on human rights and related topics.

*The output of Activity*

First Generation rights in human rights generation” presentation was conducted by member. The right to express and live religion freely and discrimination Policies against Muslims in Europe and their consequences. Womens’ Right and the Religion of Islam. Observing international days and events are the central event of ARS. Participants actively involved in human rights and experts in their field received a chance to express their ideas and present guidelines for the advocates of

human rights around the world.



# *Academics at Risk Association Annual Report 2022*

**Event:** Scientific Discussion (online seminar)

**Event Subject:** Introduction to world politics and film

**Political Science and International Relations**

**Activity Date**

16.12.2022

**Activity purpose**

Seminar was designed and presents to use multimedia in the studies of International relations. The main purpose was to underline that see is more than reading in IR and how to effectively use the visuality, cultural and soft material in the research. How to watch a film like a critic? Were the main questions to find.

**The output of Activity**

Participants explored how to use multimedia, particularly cinema in world politics and how to use dominant International theories in the films and to understand the connection between visuality and world politics. The film “lord of the flies” was introduced and participants discovered multiple themes in realism, and classical realism.



## **Working Group of Economics and Business Sciences**

**Event:** Online training seminar

**Event Subject:** IBM SPSS and AMOS (Structural Equation Modelling) Training (24 Hours)

Prof.Dr. Halil Demirer

### *Activity Dates:*

06.03.2022 (3 hours)

13.03.2022 (3 hours)

20.03.2022 (3 hours)

27.03.2022 (3 hours)

03.04.2022 (3 hours)

10.04.2022 (3 hours)

17.04.2022 (3 hours)

24.04.2022 (3 hours)



### **Activity participants**

Scientists from various disciplines seeking ways to develop research data analysis skills for publishing and looking for a job in academia or industrial position in Europe.

### **Activity purpose**

The activity mainly aimed to promote researchers' capabilities in quantitative data analysis with structural equation modelling in AMOS.

### **The output of Activity**

Academics who fled to Europe had an opportunity to improve their data analysis skills with one of the latest benchmarked techniques called SEM (Structural Equation Modelling). Various software executes the technique. But SPSS AMOS is one of the most practical and robust one which gained popularity among scientists from many research fields.

The SPSS AMOS seminars were given online due to pandemics measures and helped participants to have competence in research field and supported them in their integration to Germany.



# Academics at Risk Association Annual Report 2022

## Working Group For Master and Doctoral Studies

**Event:** Master and doctoral Studies in Germany

**Event Subject:** Sharing Experience-7<sup>th</sup> Seminar

**Seminar Presenter:** Lemye Zehirlioglu

### Activity Date

12.02.2022

### Activity participants

Master's Student and Ph.D. candidate

### Activity Purpose

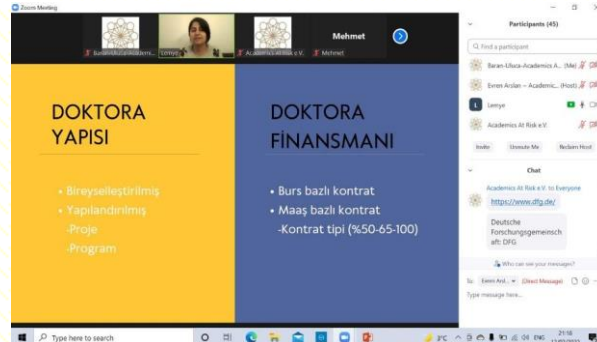
The aim of the seminar was to introduce a highly successful female academic with an asylum background to inspire the younger generation to pursue higher education and academic careers. The speaker, who faced significant political challenges, shared her inspiring story of successfully obtaining a DFG grant to complete her PhD.

### Output of Activity

During her talk, the speaker covered the following topics:

- Roadmap for pursuing a PhD in Germany.
- DFG (Deutsche Forschungsgemeinschaft) as a funding opportunity for PhD candidates.
- What to expect after being accepted into a PhD program?
- Navigating the asylum process while pursuing doctoral education.

Additionally, a hands-on demonstration was provided, offering valuable information on how to find DFG projects. At the end of the seminar, participants had the opportunity to ask the speaker questions directly.



# Academics at Risk Association Annual Report 2022

**Event:** Master and doctoral Studies in Germany

**Event Subject:** Sharing Experience-8<sup>th</sup> Seminar

**Working Group For Master and Doctoral Studies**

**Seminar Presenter**

Birol Topuz

**Activity Date**

12.03.2022

**Activity participants**

Master's Student and Ph.D. candidate

**Activity Purpose**

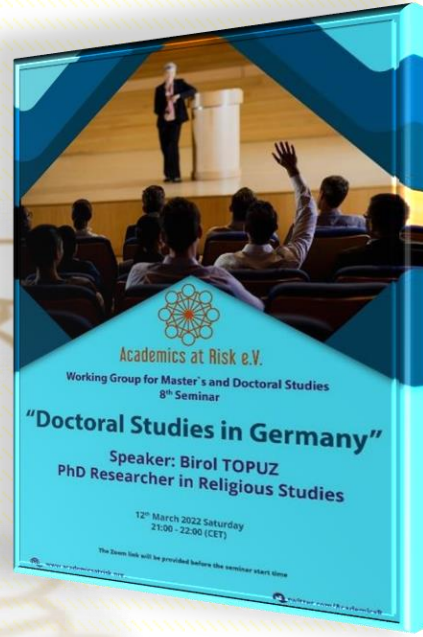
How to complete and unfinished doctoral education

**Output of Activity**

During his talk, Birol Topuz addressed the following questions:

- Can I resume my unfinished doctoral education from where I left off?
- What should I expect after being accepted into a Ph.D. program?
- Is writing a Ph.D. thesis mandatory to complete the program?
- What are the academic study opportunities available after obtaining a Ph.D. degree?

At the end of the seminar, participants had the opportunity to ask the speakers questions directly.



# *Academics at Risk Association Annual Report 2022*

**Event:** Master and doctoral Studies in Germany

**Event Subject:** Sharing Experience-9<sup>th</sup> Seminar

**Working Group For Master and Doctoral Studies**

**Seminar Presenter:**

Two Master Students

**Activity Date**

14.05.2022

**Activity participants**

Bachelor's and Master's Degree

Students

**Activity Purpose**

Explaining the requirements for registering for a master's education in Germany.

**Output of Activity**

The presentation was given by two active academics who are currently pursuing master's degrees in Germany: one in the Department of Chemistry at the University of Göttingen, and the other in the Faculty of Law at the University of Freiburg. The speakers provided diverse perspectives and shared their own experiences, offering the audience valuable insights.

The speakers addressed the following questions during their presentation:

- How to apply for a master's degree and the necessary requirements to meet?
- Scholarship, accommodation, and employment opportunities available to master's degree students.
- The possibility of receiving support from the Jobcenter or the Bundesagentur für Arbeit while pursuing a master's degree.
- Language of instruction, application deadlines, and opportunities for refugees.

At the end of the seminar, participants had the opportunity to ask the speakers questions directly.





# *Academics at Risk Association Annual Report 2022*

## **Auditor's Report**

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### **Academics at Risk Association Internal Audit Reports**

The 2022 fiscal year audit process started after the appointment of an auditor from within the Audit Board. The auditing process was completed and submitted to the Board of Directors within the given four-week period of informing (13.03.2023 to 20.03.2023)

The compliance of the association's 2022 activity records, member records, expenditures and income-expenditure records to the legislation and the association's statute was audited with the help of interviews with relevant persons and a detailed examination of records.

### **The Audited Subjects**

#### *Association Membership Procedures:*

The membership applications were made in writing as evaluated by the board of directors. The applicants are notified in writing via e-mail about the membership approval decision.

#### *Association Board Meetings:*

The Board of directors of the Association held 20 meetings in 2022 which is in accordance with the statute statement. All of the Board decisions were recorded in the resolution book in order of date and number. The decisions were taken by voting for the majority at the board meetings.

#### *Association Activities:*

The Association reported 30 activities that were congruently conducted with the statute statement objectives during 2022.

#### *Accounting Books and Recording Principles of the Association:*

The board of directors' expenditure decisions were made in accordance with the association's objectives as stated in the statute statement. All of the expenses realized were reported and proved by invoices and bank statements.

#### *Assets of the Association:*

The association has no physical space and no real property.  
There are no paid employees in the association either.

# Academics at Risk Association Annual Report 2022

## BALANCE SHEET as of December 31, 2022

### ASSETS

EUR

A. Balance from 2021

656,54

### B. Current Assets

I. Cash on hand, Bundesbank balances,

1.309,16

Credits at Credit-institutes and cheques

1.309,16

Account Designation

**Cash on hand, Bundesbank balance,  
With banks and cheques**

1200 Banks

1.309,16

**Total assets**

1.309,16

### LIABILITIES

EUR

A. Own Capital

1.309,16

I. Net Income

1.309,16

Account Designation

**Net Income**

1.309,16

**Total liabilities**

1.309,16

## PROFIT AND LOSS ACCOUNT from 01/01/2022 to 31/12/2022

EUR

1. Revenues

1.766,55

**2. Gross Performance**

1.766,55

3. Other operating expenses

a) Various operating costs

457,39 6

**4. Result after taxes**

1.309,16

**5. Net Income**

1.309,16

## PROOF OF ACCOUNT for G.u.V. from 01/01/2022 to 12/31/2022

Account Designation

EUR

**Revenues**

8110 Other tax-free Domestic sales

1.766,55

**various operational costs**

4970 Additional costs of money transactions

457,39 6

**Net Income**

1.309,16



# *Academics at Risk Association Annual Report 2022*

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## **Contact Information**

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