

Newsletter #8-9 December 2010



The European Council of Doctoral
Candidates and Junior Researchers

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Editor's Note

Dear Members and Partners,

Long time no see!

It's been a long time since the last time you held our newsletter in your hands or saw it in your PC screens! This is why we thought we ought to give you much more this time... Also the design is under new management. We hope you like it, since it took quite some time assembling it. Thus, we are delighted to circulate today two issues of our Eurodoc Newsletter; Issue#8 and Issue#9 in an attempt to fill in the gap of our absence!

In these two issues you will find the profiles and recent activities of the Board and Secretariat 2010-2011 elected during Eurodoc Annual Meeting and AGM 2010, which took place in Vienna, Austria, between 11th-15th March 2010. You can also take a glance on happenings in the arena of Research and Doctoral Education that took place in previous months or will hap-

pen in the coming weeks. Please note that reports from events in November and December are still coming in, so you will find those in the next issue.

As we are approaching Christmas and the New Year, let us spread our warm wishes for seasons greetings! May the New Year reach everybody in good health and spirit and bring numerous happy moments at all levels!

If you have already started with your new year's resolutions don't forget to note that in 2011, Vilnius (Lithuania), will host the 10th Eurodoc Annual Conference from March 31st to April 4th. Those who wish some further information on how to join the event, don't hesitate to 'travel' through the lines of our invitation!

The Editorial Team

Annual General Meeting in Vilnius

Invitation to the Annual Eurodoc conference Vilnius on March 31-April 4, 2011



"Young generation in science: new fashion ERA? The reflections of research traditions, models and relationships in a fast changing world"

Last year the 10 years anniversary of the European Research Area (ERA) was celebrated. During our annual Eurodoc conference in Vienna in March 2010, we looked back on achievements in major policy agendas. One of the main outcomes of this conference was the accent on doctoral candidates as the link between European Higher Education Area (EHEA) and ERA.

2011 is also a year to celebrate as the Eurodoc Annual Conference that will take place in Vilnius (Lithuania) from March 31 to April 4 will be the 10th international Annual Eurodoc conference. We invite you to take the chance to join us for celebration and to try to take a glimpse into the future of European Research.

On April 1 and 2 the conference will feature plenary sessions on - Young generation in science: new fashion ERA? - The reflections of research traditions, models and relationships in a fast changing world. It is evident that we live in a fast changing world, and a younger generation is more receptive to innovation. Traditions are valuable in Europe and this is attractive when you speak about tourism - but how attractive is this in research? Are new investigation methods encouraged only on the "agendas"? How much social strain

between generations is reality? What is the situation of research integrity? What are the attitudes toward research traditions and which is the overall mission of science the new generation brings? Young researchers and doctoral candidates will discuss these questions from different points of view, bringing insights from different research fields and various countries experiences.

The organisers of the conference invite you to come to the centre of Europe and to take part in discussions and celebrations. French researchers pinpointed a spot of 20 kilometres north of Vilnius as being the geographical centre of Europe. Probably Vilnius, the capital of Lithuania, is the best place to discuss the topic of the conference as it has a well-deserved reputation as one of the safest and friendliest cities in Europe. Vilnius was the European Capital of Culture in 2009. The city displays a variety of both architectural expression and willpower. This is perhaps due to the interesting history that rests in this attractive town, which for over five centuries, until the 18th century, had been political and cultural centre of Grand Duchy of Lithuania. The capital is listed in the World Heritage Register of UNESCO. The Old Part of Vilnius is among the most prominent monuments of culture in the world. Epoch-making European styles have left their distinct traces in the city's architecture: Gothic, Renaissance, baroque and classical. In the very pleasant and very beautiful old town you will also find Vilnius University, the first university in Eastern Europe, St. Anne's church. According to legend, Napoleon Bonaparte was so enraptured by St. Anne's church that he exclaimed his desire to bring the church back to France in the palm of his hand.

We recommend you to leave this church where it is, as the participants of the Eurodoc Annual Conference will be able to take back to their homes not only beautiful pictures of Vilnius, but also new ideas and inspirations for their future activities. The workshops of the conference will give participants the opportunity to interact and develop recommendations for the future ERA. A fair with stands and posters will al-

low institutions, projects and companies to present their activities and products to the audience of young researchers and policy makers.

More information is available on the conference webpage www.eurodoc.net/2011 or contacting the conference team – eurodoc2011@eurodoc.net.

Eurodoc Members Participating at Conferences

GenSET Consensus Seminar, Paris 3rd-4th June 2010

Between March and June 2010, three genSET Consensus Seminars brought together 14 European science leaders to share knowledge and experience and arrive at a consensus view on the gender dimension in science and on the priorities for gender action in scientific institutions. The question How European Science Can Benefit from Integrated Action on Gender framed the deliberations on the gender dimension, with a specific focus on:

1. Bringing about greater equality of opportunity and treatment in recruitment and advancement of women and men scientists, and in assessment of their performance and work; and
2. Incorporating gender and sex in the research process, in science knowledge making, and in the science value system to improve quality and excellence of scientific endeavors.

The genSET Consensus Seminars adapted the format of the traditional Consensus Conference model, putting the science leaders in the role of a 'lay panel,' meant to reach consensus with the help of gen-

der researchers as 'experts,' and science stakeholder institutions as their 'public'. Creating first a list of loose priority themes related to the gender dimension on science, the Panel proceeded to specific recommendations designated for science policy makers and scientific institutions. This was done with the help of invited gender experts during the second Seminar at the Technical University in Berlin. In the final Paris Seminar, additional gender experts and leaders and decision makers from the target science institutions assisted the panel in clarifying details of the final consensus recommendations.

The consensus recommendations call for action in four priority areas of the gender dimension in science: science knowledge making, deployment of human capital, institutional practices and processes, and regulation and compliance with gender-related processes and practices. All of these recommendations are meant to be included within an overall institutional science strategy.

Marisa Alonso Nunez

The 2nd World Conference on Research Integrity WCRI2010, 21st-24th July, Singapore

The 2nd World Conference on Research Integrity WCRI2010 was held in Singapore from 21st-24th July. Eurodoc was represented by Snežana Krstić and was the only association of younger researchers that took part of the event. Four key areas were discussed at the conference: national and international policies, codes of conduct, training and other ways to promote integrity, and author-editor issues. Special attention was paid to topics such as climate change debates, integrity issues in dual-use research, and the use of digital technologies to promote integrity in research. One of the aims of the conference was to produce a landmark document ("Singapore statement") which would be a baseline for future discussions and actions.

Eurodoc's activities on Research Integrity have started with the pre-conference sur-

vey on awareness of younger researchers on this and related issues, which has provided interesting results related to state of art, problems and possible future directions. Currently possibilities for new activities, cooperations or projects are explored. One of planned activities is the Workshop on Research Integrity, to be held within Eurodoc Annual Conference in Vilnius the next year.

Snežana Krstić



Euroscience Open Forum (ESOF) 2010 2nd-7th July 2010, Torino, Italy

You could meet many of us in hot July days in Torino. Many of our members and colleagues took the opportunity to get involved in Europe's largest interdisciplinary science conference. As a close partner of Euroscience and ESOF, Eurodoc successfully organised two sessions:

The session "New comparable data on young researcher's mobility patterns available: what are the consequences for European Research Policy?" was aimed to provide an overview of the newly available comparable data, including Eurodoc survey results, on crucial topics like motives for pursuing a doctorate, career paths, funding, supervision, generic skills and mobility. Among the speakers were Dagmar Meyer from the European Commission, Giancarlo Gasperoni from the University of Bologna, Karoline Holländer and Snežana Krstić from Eurodoc.

The other session "What would science look like if it were invented today?" discussed how researchers can benefit from the new communication tools such as blogs, microblogs, wikis and other collaborative environments, and how public post-publication peer review and contribution-based metrics can work to enrich scientific communication. The session was a showcase on how those communication tools for scientific interaction can work in practice. The expert speakers Steven Mansour from World Association of Young Scientists, and Daniel Mietchen from Eurodoc were connected online to Torino to communicate with the participants which were physically present during the session.

Besides these sessions, Eurodocers participated at other workshops as speakers, chairs or general participants.

On 3rd July 2010, our president, Izabela Stanislawiszyn gave Eurodoc's presentation to the topic "What is the impact of the European Charter for Researchers on me? The HR strategy for researchers as a new tool for improving my working environment" at the session organized by the European Commission, DG Research.



Izabela underlined that Eurodoc has been involved since the very beginning in the creation of the Charta and Code. However, the Charta and Code are still being treated like a recommendation and not like a binding document and thus it does not affect to a high extent yet the improvement of the critical issues of the doctoral candidates and junior researchers in Europe. Izabela stressed the importance of raising the awareness of the Charta and Code in Europe also among junior researchers. She also emphasised the need to improve the implementation of the Charta and Code in Europe.

Izabela Stanislawiszyn

In two year's time, the Euroscience Open Forum will be held in Dublin in Ireland.

CJC's Summer University, Strasbourg University Campus, 30th June 2010

The French Confederation of young researchers (CJC), the French Eurodoc member, organised a round table discussion about the role of doctoral research in the European Research Area which was held on 30 June as a part of CJC second summer university on Strasbourg University campus.

The round table aimed at discussing the evolution of the doctoral research in Europe, the contribution of European institutions in its development, the current trends and the potential challenges. Namely, the objective was to look into the effects that the Bologna process, the creation of ERA, the Salzburg principles and the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers have had so far on the doctoral research and on the career of doctoral researchers in Europe.

Lilia Bondareva, Eurodoc general board member, was invited as a guest speaker. In her speech she focused on the perceived prospects of the doctoral career among the

young researchers based on the Eurodoc Survey results. She pointed out that academic research career, however liberating it may seem, frequently restricts career opportunities outside research thus limiting career choices and creating frustration at some point. She emphasized the role of training transferrable skills and providing the right conditions for researchers as it is stipulated in the Charter and Code. She noted with regret the low awareness of the Charter and Code among the respondents of the Eurodoc Survey and called for extra efforts on behalf of European institutions and organisations to further promote the Charter and to contribute to better conditions for researchers across Europe.

CJC Survey

After the round table CJC presented the results of the national survey they conducted in May 2010 which was aimed at young foreign researchers. In France, 41% of the doctoral candidates are foreigners. The survey addressed the questions of their professional status, working

conditions and access to social rights. The survey results indicated that the absence of the work contract is a major issue for foreign doctoral candidates in France, as well as complicated administrative procedures and insufficient information.

CJC, thus, calls for improved work conditions (contracts, incomes comparable to the French references for doctoral candidates, access to tools), for a better networking among universities, companies

and immigration administration to avoid discriminations, for more efficient information and for a better respect of the EU directive 2005/71/EC on a specific procedure for admitting third-country nationals for the purposes of scientific research.

For more information about the CJC survey go to <http://cjc.jeunes-chercheurs.org/expertise/etrangers/>

Lilia Bondareva

DOSZ SUMMER CAMP, Szombathely, 19th-22nd August 2010



Since about 10 years, Doktoranduszok Országos Szövetsége (DOSZ) the association of Hungarian PhD and DLA Students (DOSZ), member of Eurodoc, organises each year a summer camp for doctoral candidates. In 2010 about 70 participants, mainly students and doctoral candidates in their first years of their doctoral programme were invited to come to Szombathely in Western Hungary.

The programme included presentations about the Hungarian system of doctoral education and provided the participants with valuable information about the rights,

obligations and opportunities for doctoral candidates in Hungary. On the first day at the opening ceremony, the president of Eurodoc, Izabela Stanislawiszyn gave a short presentation about Eurodoc.

The teambuilding elements and the social programme were well received by the participants as an opportunity for Hungarian young researchers to get together and make contacts to their colleagues. In personal conversations, participants showed interest in getting involved in DOSZ and at European level in Eurodoc and received more customised information and advice directly from representatives of both organisations.

Wolfgang Eppenschwandtner,
Izabela Stanislawiszyn

EDAMBA Annual Conference 2010, 5th-7th September 2010

The European Doctoral Programmes Association in Management and Business Administration (EDAMBA) and ISCTE/IUL Business School, Lisbon in Portugal organized the EDAMBA Annual Meeting and General Assembly 2010. It took place in Lisbon at ISCTE Business School on September 5-7 2010.

The theme of the ANNUAL conference 2010 was "Key Performance Indicators

and Beyond: the impact of doctoral education in society".

On 7th September Izabela gave a presentation entitled: "Doctoral studies from a doctoral candidate's perspective", explaining the position of Eurodoc. She stressed the point, that PhD candidates should be viewed as professionals, and that they should be appropriately funded.

Izabela Stanislawiszyn

EAIE Annual Conference "Making knowledge work", 15th-18th September 2010

From 15th till 18th September 2010 the 22nd Annual EAIE Conference took place in the city of Nantes, France. International higher education professionals came together for hands-on interactive workshops and cutting-edge sessions highlighting the latest trends in the field. The EAIE Exhibition was the largest to date and offered a wealth of networking opportunities.

At the conference, on 16th September I gave the presentation at the session: Towards European Doctorate model. European Joint Doctorate Model.

At my speech I presented Eurodoc and juxtaposed the barriers to mobility of doctoral candidates in Europe on the basis of our survey "Situation of doctoral candi-

dates in Europe". I also mentioned the need of the recognition of professional status of doctoral candidates in Europe, who should be clearly discerned from students of the 1st and 2nd cycle, the need for appropriate funding for doctoral candidates and career development paths for young researchers in Europe. Then I commented shortly on the need to increase the awareness of the European Charter for Researchers, the Code of Conduct for the recruitment of young researchers also among young researchers in Europe. I also underlined the need to improve the implementation of C&C in Europe.

Izabela Stanislawiszyn

ASEM official side event, 4th Connecting Civil Society Workshop, Brussel, Belgium, 30th September - 3rd October 2010

The conference took place from 1st-3rd October 2010 in Brussels, as an official side-event of the 8th Asia-Europe Meeting Summit (ASEM8).

Eurodoc participated in the workshop entitled "Who should pay for higher education". Below are the conclusions from the workshop which served as recommendation for the ASEM8 meeting.

During the discussion Izabela presented Eurodoc and underlined the current issues of doctoral candidates in Europe, lack of appropriate funding for doctoral candidates in Europe, lack of clear status for doctoral candidates in Europe which would give them employment contracts and ensure appropriate funding.

Mobilise Resources for Higher Education:

- Higher education is a public good and a fundamental element of economic,

social and cultural development. Governments need to provide continued support to ensure continuity, quality, diversity, equity and access.

- Governments need to facilitate an effective and efficient degree of autonomy in higher education institutions. Higher education institutions should actively involve other stakeholders, including students, in the management of their resources, in defining strategic priorities and in evaluating outcomes.
- Costs and funding models should be defined by the needs and expectations of students as well as employers and the wider society. In the ASEM context, an effort should be made to explore supra-national and cross-regional strategies.

Izabela Stanislawiszyn

EU Belgian Presidency Conference: Conditions for Achieving Excellence in Universities and Other Research Organisations, Brussels, 14th - 15th October 2010

As part of the Belgian presidency of the EU Council, the Brussels Minister for Economy and Scientific Research, ISRIB (Institute for the Encouragement of Scientific Research and Innovation of Brussels) and RIB (Research in Brussels) asbl together with the European Commission organized the conference.

The conference was intended to prepare the upcoming European initiatives in the area of research and innovation. The output and the best practices identified during

this conference are supposed to feed the debates and might be turned into conclusions during the formal competitiveness EU Council in order to achieve the ERA.

Eurodoc gave a presentation about the doctoral programmes in Europe.

More information can be found under <http://www.researchexcellence.eu/en/>

Izabela Stanislawiszyn

Upcoming Events/Conferences

- Fourth EUA-CDE Workshop "Mobility and Collaboration in Doctoral Education – international and inter-sectoral", 20th-21st January 2011, Budapest
- 12th International Seminar on Globalization of Higher Education: Challenges and Opportunities, 4th-5th January 2011, New Delhi, India - Website: <http://www.internationalseminar.org>
- World Universities Forum, 14th-16th January 2011, Hong Kong, China - Website: <http://www.universitiesforum.com>
- International Conference on Globalization, Higher Education and Disability, 3rd-5th February 2011, Bangalore, Karnataka, India - Website: <http://www.conferencebub.org>
- Education and Development Conference 2011, 5th-7th March 2011, Bangkok, Thailand - Website: <http://www.tomorrowpeople.org/>
- International Conference for Academic Disciplines, 7th-10th March 2011, Las Vegas, USA - Website: <http://www.internationaljournal.org/vegas.html>

Workgroup News

Career development

The workgroup have developed a policy paper based on the European Commission's suggestion for a European Framework for Research Careers.

We are starting up a new project from 1st of September 2010 which aims at investigating the career development possibilities in all of our member countries. The

goal is to clarify what is being done now and suggest improvements; among other things through best practice from other member countries. Please join us.

The workgroup has become an active stakeholder in EUAs project DOC CAREERS II. The project will run till early 2012.

Eurodoc Members News

Meet a Eurodoc member - CJC

CJC was founded in 1996 in order to gather the French associations of PhD candidates as well as entry level researchers.

CJC is a national network of young researchers from a various range of fields, exchanging and casting informations, skills and experiences among a large audience. Almost 40 local associations, covering the whole country and representing all disciplines are today members of the Confederation. Thanks to its constant work and the proactive participation of its members, CJC became gradually unavoidable within the national framework, offering to any potential partner the same scientific and rigorous work of expertise and advise, keeping always in mind its basics: solving problems with the help of pragmatic solutions.

CJC has therefore been recognized by the public institutions as a privileged partner for every questions regarding the doctorate. Completely independent, being fundamentally interdisciplinary, representing no trade or labour union, neither political parties or private interests, CJC is also constantly contacted by numerous private partners, the medias, stakeholders and shareholders of the doctorate. Among its many achievements, CJC :

- developed and promoted the idea of a "doctoral contract", which has been nationally adopted in 2009, in order to set rules for the doctoral employment,

- published a popular report showing the obsolescence in France of the "thesis charters", and subsequently, their complete inadequacy with the European Framework Program,

- is about to publish an exhaustive guide-book for the doctorate addressed to each and every actor of the field,

- is willing to improve the debate about working conditions of foreign researchers, trying to uniformize it with its ongoing action about working conditions of researchers as a whole, without distinction of origins,

- is proactive in promoting the doctoral training as a true project achievement as well as an effective professional experience,

- is improving by its many actions the visibility of doctorates among private and public institutions and by conducting reflections with those partners about, for instance, career development,

- chairs at the National Council for Higher Education and Research (CNESER).

As a member of Eurodoc and one of the funding members, CJC is involved in the ongoing work of Eurodoc at the European level by encouraging the debates and achievements on research, higher education, and especially on the European issues involving the doctorate and the young researchers.

Contact:

<http://cjc.jeunes-chercheurs.org/>

Confédération des Jeunes Chercheurs
Campus des Cordeliers
15 rue de l'École de Médecine
75006 Paris



Eurodoc Background

Eurodoc was founded in Girona (Spain) on 02/02/02. It is the European Council of doctoral candidates and junior researchers. It takes the form of a federation of national associations of PhD candidates and young researchers.

Eurodoc's objectives are:

- To represent doctoral candidates and junior researchers at the European level in matters of education, research, and professional development of their careers.
- To advance the quality of doctoral programmes and the standards of research activity in Europe.
- To promote the circulation of information on issues regarding young researchers; organize events, take part in debates and assist in the elaboration of policies about Higher Education and Research in Europe.
- To establish and promote co-operation between national associations representing doctoral candidates and junior researchers within Europe.

Contact details:

Eurodoc
The European Council of
Doctoral Candidates and
Junior Researchers

c/o Focus Research
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For more information on Eurodoc visit
<http://www.eurodoc.net/>
or make an inquiry at
board@eurodoc.net

Editors: Peter Kristöfel
Pictures: Eurodoc (p.5.), 2nd WCRI Official
Organizer (p.4.)
Logotypes: Respective owners



Eurodoc Board

President

Izabela Stanisławiszyn



Izabela Stanisławiszyn was born (1979) and raised in Opole, Poland. She is President of Eurodoc since March 2010. At present she is a doctoral candidate at Warsaw School of Economics (SGH) where she focuses her research

activities and doctoral thesis on Foreign Direct Investment Policy.

In 2009 she was elected President of the Council of Doctoral Candidates at Warsaw School of Economics and in 2010 she was re-elected for this position. She has been a member of National Representation of Ph.D. Candidates in Poland (KRD) since 2010, where she is in charge of the international affairs and international mobility issues.

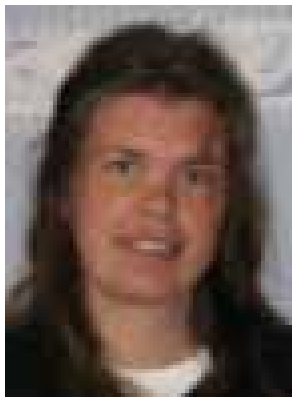
Izabela Stanisławiszyn holds Master Degree (MA) in International Relations from Warsaw School of Economics (2004) in

Poland and Master of Science (M.Sc.) in EU Business and Law from Aarhus School of Business in Denmark (2003). She was awarded CIRIUS scholarship of the Danish Government for research and studies at Aarhus School of Business. In 2002 she was a scholar at Solvey Business School /Université Libre de Bruxelles in Belgium and in 2003 a stipend at Friedrich-Alexander Universität Erlangen-Nürnberg in Germany. In 2007, she worked shortly in Ministry of Economy of the Rheinland Pfalz

Region in Mainz, Germany and Representation of Rheinland Pfalz Region in Berlin. In the years 2004-2009 she was working both in research and industry sector in the field of foreign direct investment at central and regional institutional level in Poland.

Izabela's main interest is history. Her passions are international travels, world music and world cuisine. She also plays football.

Vice-President Ing-Marie Ahl



Ing-Marie was born in Norrköping, Sweden. She received her Master of Science in biochemistry at Linköping University, Sweden in 2002 and in early 2010 she obtained a PhD degree in medical cell biology at the same university.

During her PhD education she has actively represented doctoral candidates in different boards and committees at different levels at Linköping University. In 2007/2008 she was vice president of the Swedish association of doctoral candidates, with a special

responsibility for career development issues, and she still is a board member of this organisation. In 2008/2009 she was a Eurodoc delegate and in 2009 she became a general board member of Eurodoc. Since 2008 she has also been a board member of the Swedish National Agency for Higher Education.

Ing-Marie likes to spend her free time with her two kids, family and friends. She has worked as an aerobics instructor for several years, and together with her husband she breeds and trains trotting horses.

Secretary Sif Jónsdóttir



Sif Jónsdóttir is a Doctoral Candidate at the University of Iceland School of Business. The subject of her Ph.D thesis is Risk Management in Financial Institutions.

Sif has a MBA in Finance from Alliant International University in San Diego, California and a Bsc in Business Admin-

istration from Reykjavík University in Iceland. She spent a semester at ESADE Business School in Barcelona – Spain. Sif is a board member of FeDoN - The Association of Doctoral Candidates and Doctoral Graduates and she has several years of work experience with financial institutions and as an entrepreneur.

Sif enjoys swimming, likes to paint and explore endless combinations of good food.

Treasurer Gertjan Tommel



Gertjan Tommel (1979) was born and raised in Amersfoort, the Netherlands.

He graduated in international business at Maastricht University in 2003. He is a former president of the PhD Candidates Network of the Netherlands (PNN).

At the moment, he works as a policy advisor at the biggest trade union for employees in the public services in the Netherlands, ABVAKABO FNV. His main areas of expertise are pensions, the organization of

public services, and the labor market specific to public services.

He is a member of the steering committee monitoring a recruitment, selection, and career counseling and guidance study among doctoral candidates and young researchers at Dutch universities.

Although already involved in another job, Gertjan is still writing his dissertation in marketing. His research mainly deals with the authenticity preference of various types of consumers.

In his little spare time, Gertjan loves to drive around on his motorbike.

General Board Members

Marisa Alonso-Núñez, Liliya Bondareva, Leone Cavicchia



Marisa was born in Astorga, a small town in the north of Spain. She moved to Salamanca where she got degrees in Pharmacy and Biochemistry.

In 2007, after she got her PhD in molecular microbiology and genetics she moved to Manchester (UK) where she is a postdoctoral researcher at the Paterson Institute for Cancer Research.

Marisa loves travelling and outdoors activities, but music is her passion. She plays different instruments and has been teaching piano for 10 years.



Liliya Bondareva was born in the region of Bryansk, Russia and now lives and works in Moscow. Liliya graduated from Moscow State University where she studied cross-cultural commu-

nication and modern languages. She then undertook research on the image of Russia in the USA press and received a PhD in political sciences in 2007. Currently Liliya teaches at School of Public Administration, Moscow State University.

Liliya is interested in modern and contemporary art and she is a keen theatre-goer.



Leone Cavicchia was born in Rome, Italy. At present he is a PhD candidate in Science and Management of Climate Change, a joint doctoral program of Euro-Mediterranean Centre For Climate Change (CMCC) in Bologna and Venice Uni-

versity. Before he studied theoretical physics in Rome University and Scuola Normale Superiore in Pisa.

Leone likes to spend his free time travelling to distant places and exploring different cultures.