

Protocol Helmholtz Juniors meeting 26-28th of January 2012

25.01.2012

Present: Elisabeth Zillner HZB, Benjamin George HZB, Gisselle Baires HMGU, Fabian Frieß HZG, Axel Möller HZG, Alexander Migdoll DFZ, Lukas Schmidt AWI, Connie Walther AWI, Uwe Scholz GSI, Andreas Maier GSI, Marlene Bamberg DLR, Lena Noack DLR, Thomas Krings FZJ, Sarah Finkeldei FZJ, Martin Seilmayer HZDR, Simon Pfersdorf KIT, Holger Hain KIT, Rebecca Klages KIT, Dinto Jose MDC, Marcel Gätjen MDC, Václav Tlapák DESY, Ines Thronicker UFZ, Antje Wegner KIT, Manuela Zinnbauer (ProFile)

Discussion round with Antje Wegner (representative KIT):

- not enough support from PhD students
- need more advertisement about HHJ and DokTeams in the Helmholtz centers
- problems with old working groups, not enough communication
- no representatives of the groups "Stipends and Contracts" and "PhD-Day"

Talk about Karlsruhe House of Young Scientists – KHYS

- KIT: 3200 PhD students, ~800 in Helmholtz domain
- Target group: from undergraduate to supervisors
- Aim: support, quality management for doctoral period, increase KIT's attractiveness
- scholarships for research travel (3-6 months), KIT doctoral award, help with applications for DocSchools, financial support for events
- PhDs register in the beginning of their PhD

Connie Walther (current HHJ representative): Talk and Discussion (→ see presentation HHJ representatives)

- Helmholtz Association: 18 centers, staff ~31200, PhD candidates ~4800
- PhD candidates offer scientific work -> should have contract that acknowledges work
- HHJ: every year centers should delegate one "old" and one "new" HHJ
- tasks of HHJ: collect information (DokTeams/Survey), represent PhDs, annual meeting
- Working Groups: survey, networking & communication, PR, stipends & contracts, alumni & careers
- Consensus of meeting with Mlynek:
  - o What is an attractive employer? -> Payment of all the work (not half of it), good career options (in and outside of Helmholtz)
  - o but statement Mlynek: no leveling of income (e.g. 75% contracts for every PhD candidate)
  - o working conditions: depend on the center
- open letter to Mrs. Schavan: came from HZ München, only some centers did sign the letter, no response to the letter, only standard mail -> no interest in the letter

- Contracts/Stipends-Group: some improvements (75%-100% contracts), but no influence on stipends, contracts vary from center to center (and in a center, as well)
- Problems in HHJ-group: poor intern communication, low motivation of HHJ, survey not completely analyzed, no public relations
- How to improve:
  - o Promotion of HHJ, use social networks
  - o better communication and motivation needed
  - o have smaller meetings (e.g. in the work groups)
  - o reward for being HHJ (e.g. longer contract, certificate)
  - o finish survey
- comparison Germany to France, England, US: at university typically ~50% of staff have life-time contracts, in Germany only 14% Junior/W2/W3 professor, rest is only assisting staff
- after the meeting: every participant gets all slides, protocol, mailing list -> use Helmholtz-wiki

#### Survey group - Elisabeth Zillner (HZB) (→see presentation survey group 2011)

- survey of PhD candidates, long-term investigation
- 2010: 2<sup>nd</sup> survey; 3<sup>rd</sup> survey planned for 2012
- plan is to have a more professional provider and to have a better communication to centers
- work for 2011:
  - o new survey topics (e.g. about grad. school)
  - o compare old & new topics, evaluate old questions, create new survey with improved question set
  - o contact to centers still open
  - o not all centers participate

#### Survey group – Ines Thronicker (UFZ) (→ see presentation survey group 2010)

- in average 50% participation (extreme cases: AWI 100%, DLR 0%)
- kind of contract completely different from center to center (contract, third-party, scholarship)
- at some centers: ~30% do not have a guaranteed funding for the planned PhD time
- at some centers: up to 30% do not know if a graduate school is offered, at other centers 95% of PhDs are enrolled in grad. school
- survey 2010: the good participation shows trust in the survey and data handling
- weak points: problematic data file (concerning format, info about questions etc.)
- perspective:
  - o good participation to be expected
  - o power in terms of content/data
  - o little effort to improve data file
  - o ready-to-use questionnaire
  - o applicable for long-term study
  - o add ability to have subgroups of questions for a specific center

## ProFile – Manuela Zinnbauer

- survey with currently 7000 participants from universities, research centers, ...
- get deeper insight into conditions, quality of education and careers of doctoral holders
- set up a reporting system for doctoral programs, universities...
- name and year of birth of every participant has to be stated for finding double entries
- first wave started 2011: Start of PhD, 2<sup>nd</sup> wave in 2015 after completion of PhD (in between yearly update), 3<sup>rd</sup> wave 2019
- ProFile is offered to Helmholtz centers: every center has to make an own contract
- currently free of charge, will change for non-DFG-centers
- several Helmholtz centers are interested: AWI, DKFZ, DESY, GFZ, MDC, ...
- other centers want to wait: KIT, HZDR, DZNE, HZB, ...

26<sup>th</sup> of January 2012

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Welcome by Simon Pfersdorf

Open letter group - Report by Connie Walter

- set up of facebook page (see down)
- discussion about possibilities for public relations:
  - Suggestion Giselle: news letter
  - using the newsletters at the different institutes
  - using Herrmann newsetter
  - introduction of doc teams and Juniors to new PhD candidates regularly

Communication group - Holger Hain (KIT)

- plan for doing media conference: did not work out due to technical problems
- update of official homepage
- placed wiki at the helmholtznet
- complicated to register: administrator has to grant access, but you have to send an e-mail that he knows
- to do:
  - use the helmholtznet
  - keep mailing list up to date (with the Helmholtz.juniors e-mail lists)
  - get a helmholtz.juniors@center.de for all the centres easier to keep up to date,
  - external things: facebook and official page

#### List of communication possibilities

- facebook Juniors account (extern)
  - Presentation of the Juniors
  - Invitation to join the new group "Helmholtz-Juniors"
  - Use this page to get to know to the public
  - Posting of interesting issues
  - Connie needs help with page → ask her for the password
- official/public homepage (extern)
  - [www.helmholtz.de/jobs\\_talente/doktoranden/helmholtz\\_juniors/](http://www.helmholtz.de/jobs_talente/doktoranden/helmholtz_juniors/)
  - Bad space somewhere deep down in the Helmholtz page
  - Only one page
  - We are responsible for the content
  - To do: put the information and link on internal PhD homepages
  - Updated once a year after the meeting
  - Links to the doc team homepages
- internal homepage: [www.helmholtznet.de](http://www.helmholtznet.de) (intern)

Includes the wiki

Information for the actives what is going on

Put all useful information for the Juniors on this page

complicated to register: administrator has to grant access, but you have to send an e-mail that he knows

- websites of the Doc-Teams in each center (external)

Hopefully with link to helmholtz juniors page and facebook page

DLR has no doc-team webpage

Brainstorming about new ways of efficient working and motivation possibilities

- Problems

Unclear mission

Lack of motivation

Conditions are not clear

Why are there Helmholtz-Juniors? What is the main idea of the Helmholtz Juniors?

No one knows about financial possibilities.

- Ideas / Solutions

Job description

Relation, goal, material, background

Find what is our mission?

Framework and conditions should be clear

Keeping the internal knowledge → use the wiki, invite Juniors from the last year

Write down the framework and keep the knowledge

Knowing about financial position

## What is the mission of the HHJ?

HHJ = Delegates of the DokTeams :o)

- Helping each other about common problems within DokTeams
- Information exchange between DokTeams (about work/ideas/content/problems/...)
- Representation of PhD Candidates to whomever
- Informing the general public and Helmholtz-public about situation of PhD Candidates
- Improving the network of the PhD-students of the different centres
- give PhD Candidates a voice
- improve/enhance the visibility of PhDs
- establish connections to other PhD networks nationally and internationally
- be contact fo HGF (top-down)
- bring the attention of the HGF to the centres in terms of problems they cannot solve themselves
- find a common opinion on central problems
- getting to know the situation of the PhDs
- do not feel alone
- keep HHJ/DokTeams/all HH-PhDs updated somehow
- keep updated somehow
- build a bridge to the career after PhD
- alumni network (helmholtz-wide)
- spread information about PhD-situation and research possibilities
- building a bridge between PhD and management as well as senior scientists
- define our legitimation
- improving the situation of PhDs in Helmholtz Association
- Enhance/establish the HHJ's relevance

----- 20 voices in total -----

Exchange internally (within HHJ/DokTeams/all PhDs at Centre) (20)

Representation (20)

Exchange externally (with public, HGF, other PhD-networks) (19)

Improve PhD situation (18)

Legitimation (16)

After PhD (9) – Minor Mission

## Goals serving the Mission

Exchange internally (Helmholtz)

1. Common Platform to exchange
2. Create Database (Collect Data)
3. Meet annually

4. Skype monthly
5. Newsletter quarterly
6. Information sheet (Flyer) (HHJ, DokTeams)
7. Maintain Homepage (HGF)
8. Maintain Facebook Account
9. Contact external Newsletters, etc.
10. Networking between Helmholtz Students

#### Representation

1. Meeting annually President of Helmholtz
2. Regulate/Manage/Moderate meetings
3. Formulate Statements regarding recent discussions

#### Exchange externally (not Helmholtz)

1. Meeting/Contact other PhD-networks
2. Maintain Homepage (HGF)
3. Maintain Facebook Account
4. Contact Media and Unions (top-down, bottom-up)

#### Improve PhD situation

1. Facts about the situation (Database)
2. Communicate with HH-Mgmt, Media, Unions
3. Consent on main issues/goals
4. Collect facts about Payment of PhDs
5. Collect facts about holiday regulations of PhDs
6. Collect facts about contacts

#### Legitimation

1. Elections of HHJ/DokTeams in each centre
2. Overview of legitimation status of delegates (not elected DokTeams at HZDR, GSI, KIT,...)
3. Get to know the "Satzung" of HHJ and – if needed – improve/update it
4. Check legal implications of the HHJ (Data collection, money issues,...)

#### Working Groups suggested:

- a) Survey Group
- b) Communication (Giselle, Marcel, Thomas)
- c) Stipends and Contract
- d) PhD-Day-Group
- e) Consitution and Policy Group
- f) Representatives

#### Who wants to join? :o))

- a) Survey Group
  - Lukas (AWI)
  - Martin (HZDR)
  - Ines (UFZ)
  - Dinto (MDC)
  - Vaclav (DESY)

b) Communication

- Marlene (DLR)
- Sarah (FZJ)
- Giselle Arguenta Baires (HMGU) Responsibility for facebook
- Marcel Gätjen (MDC) Responsibility for WIKI (helmholtznet.de) and mail list
- Thomas Krings (Jülich) takes the responsibility for Skype communication
- Lena Noack (DLR) website

c) Stipends and Contract

- Axel (HZG)
- Alexander (DKFZ)
- Benjamin (HZB)
- Uwe (GSI)
- Andreas (GSI)

d) PhD-Day-Group as part of Communication Group

- Lena (DLR)
- Connie (AWI)
- Elisabeth (HZB)
- Marlene (DLR)

e) Consitution and Policy Group

- as part of Communication Group: Elisabeth (HZB)

f) Representatives

g) Organizing HHJ-Meeting

- Fabian (HZG)
- Simon (KIT)

Protocol Helmholtz Juniors meeting 27<sup>th</sup> of January 2012

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21 Persons, 12 Centers present

Presentation of Survey Group (2012) by Lukas Schmidt (→see presentation survey group 2012)

-pros and contras for survey by the iFQ and own survey

Fabian suggestion to ask Fr Löchte if someone from the Helmholtz Association can do the survey and analyze the data for us

Lena against this because we want to work and analyze the data on our own due to questions coming up during analysis

Pro for help by Helmholtz Association: less work and having someone professional on it, it is too much work for us, problems due to data protection (data should be only at one center)

Contra: analysis need to be done by ourselves to see the results we want

In favour for the IFQ survey (1)

Own survey (17)

Undecided (1)

Contact Lena for contact about data analysis

Plan: have a look at the questionnaire existing send it to the groups to see if their questions are covered and then go to the centers and do the survey

Talk to Nina Löchte about financing of programs and about help with data analysis

Presentation of Communication group by Gisselle Baires (→see presentation communication group 2012)

Thomas wants to have a Skype conference in the end of February, send your skype name to Marcel

Comment by Holger: Please be active in the wiki, a wiki only works if many people put content there

About the wiki: register at [helmholtznet.de](http://helmholtznet.de) and then send an e-mail to Marcel ([marcel.gaetjen@mdc-berlin.de](mailto:marcel.gaetjen@mdc-berlin.de)) that he will grant you access to the Juniors wiki

Send your photos of the meeting to Gisselle ([gisselle.baires@helmholtz-muenchen.de](mailto:gisselle.baires@helmholtz-muenchen.de)) or upload them to the wiki that Gisselle can put it in the facebook

Comment by Uwe: Give the information to the Hermann Newsletter

Comment by Lena: PhD day in Berlin in summer about Carrier, discussion with Nina Löchte

#### Presentation of the Contract and stipend group by Alexander Migdoll

Not only focus on stipends and contracts, cover different regions of working conditions, collect information and put it in the wiki about

- stipends and contracts: ask doc teams how the situation is at their institute
- education: graduate schools, soft skills,... What is done and offered at what institute
- regulations of centers
- general framework of the PhD candidates: graduate schools, ombudsmen, service to the PhD candidates, seminars,...
- transition from PhD to post doc and industry, extension after 3 years,...
- family planning: problems with stipends...

Collecting information by a set of questions to the doc teams

Suggestion of Simon to include questions about the situation of foreign students

Goal: Get an overview what the situation in different centers is.

Keep in contact with the survey group to put the necessary questions in.

Put information of the legal situation and framework (Grundsätze der Doktorandenvergütung,...) in the wiki.

Five tasks for each group:

Report in four weeks send to the representatives including:

- milestones
- The risks you see and how you want to deal with them.
- fixed dates, agenda, deadlines
- How to stay in contact with the representatives
- How to give information of their work to the Helmholtz Juniors?

Election of the Representatives

12 Centers present we are quorate

HZB, HMGU, HZG, DKFZ, AWI, GSI, DLR, FZJ, HZDR, KIT, MDC, DESY

electoral assistants: Holger and Thomas

All 20 in favour for Holger and Thomas being the electoral assistants

Candidates:

Martin - yes

Marlene - yes

Gisselle - no

Fabian - yes

Thomas - no

Václav – no

First round of election:

Martin 12

Marlene 25

Fabian 10

Abstention 1

→ Marlene is elected as spokesperson

MDC (Marcel and Dinto) leaves the meeting 11 centers present

Second round of election

Martin 10

Fabian 10

Abstention 2

→ third round necessary

Third round of election

Martin 13

Fabian 7

Abstention 2

→ Martin is elected as spokesperson

Marlene and Martin accept their election.

Fabian is willing to be the backup.

Points for discussion with Nina Löchte

- support for the survey
- view of Helmholtz Association on PhDs – won't raise this point
- What does the Association expect from the Helmholtz Juniors?

- establishing advisory board for the Juniors – won't raise this point
- What is her position? If she does not mention....
- Possibility to meet more often in the working groups? Who might pay for that? Helmholtz society?
- better establishment of doc teams in official committees,...
- What does she think about PhDs being in official committees?
- PhD day, ask for help
- Alumni network – late point
- financing problems
- getting the change to elongate the contract for being part of the doc team or Helmholtz Juniors and a certificate

Every group should give a short overview what they plan.

Connie will give a short overview on what we have done the last three days.

Discussion with Fr. Löchte

Welcome by Fr Löchte, sees herself as a bridge between us and the headquarters of the Helmholtz Society

Connie gives overview about the last three days

Gisselle gives overview about the communication group

Suggestion of Frau Löchte to give an article about the Juniors to the Hermann

Overview of the survey group by Vaclav

Frau Löchte is in favor of us doing our own survey.

Frau Löchte gives an overview about the work with the iFQ. Helmholtz society cannot take the responsibility in this theme, because the centers are independent.

Frau Löchte thinks that the problem of data protection is smaller for the Helmholtz Juniors than for ifQ because they are part of the Helmholtz.

Fabian is asking for help with the survey in the way of software and people helping.

Frau Löchte is not sure, but if we write something what we exactly want and then she can ask for it. General there is an interest but it is a difficult theme at the moment. Also complicated because of the independence of the centers.

Lena reporting about the PhD day plan.

Frau Löchte is in favor of our plan. She needs a precise plan and a rough calculation, to ask for the money.

Fr Löchte asks if there is a probability that the center will cover the traveling cost.

Suggestion to prepare a calculation for different levels for the PhD day (professional speaker, or not,...).

Alexander reports about the group stipends and contracts

Connie asks about elongation of contracts due to being a part of doc teams and Helmholtz Juniors.

Suggestion of Frau Löchte to ask Hr Mlynek to write a letter about supporting the Juniors and the Doc Team.

Suggestion of a pot for stipends for the elongation of PhDs if they don't get an elongation from the centers.

Nina Löchte says they are supporting the setup of graduate schools, and hope to improve the situation of students.

Research and graduate schools where set up from 2005 on, they evaluate after three years, to see if the situation of PhDs is improved.

They set up guidelines for PhD education on which all centers agreed. Graduate schools are examined on basis of this.

Those guidelines are public available on the website under PhD and call for graduate schools.

Question about possibility to meet more often in working groups about twice a year, put it in a letter...

Raising the problem of PhD representation in centers (Betriebsrat, WTR,..). Fr. Löchte will check about possibilities.

Question about the alumni network. There is no alumni network at the moment, but there is the idea to set up something like this.

We can always contact her under [nina.loechte@helmholtz.de](mailto:nina.loechte@helmholtz.de)

Telling us about the post graduate program. Program for people who have just finished their PhD. Information available after the 15<sup>th</sup> of February. [www.helmholtz.de/postdoc](http://www.helmholtz.de/postdoc)

General statement from Fr. Löchte: Please write an e-mail with the points mentioned above, that she can talk about them to Mr Mlynek.