Introduction to the Leibniz PhD Network
Leibniz Association: Organization and Structure

The Leibniz Association consists of 95 institutes in 5 sections, 19 ScienceCampi with more than 4,200 doctoral researchers

Section A (23 institutes)
Humanities and Educational Research

Section B (17 institutes)
Economics, Social and Spatial Sciences

Section C (23 institutes)
Life Sciences - Biodiversity & Health

Section D (23 institutes)
Mathematics, Natural Sciences and Engineering

Section E (9 institutes)
Environmental Research
Leibniz Association: Structured Programs

• Promotes next generation of researchers:
  o Leibniz-DAAD Research Fellowships (young post-docs, 2yrs)
  o Leibniz Mentoring Programme (female post-docs, 1yr)
  o Leibniz-Kolleg (2d retreat for post-docs)
  o Others: Leibniz PhD Symposium, Leibniz Dissertation Award, Leibniz Competition and more
  o 31 Leibniz Graduate Schools

• However, almost no structured representation and promotion of doctoral researchers
And In Other Research Performing Organizations?

• Max Planck PhDnet
  o Since 2003, ~ 5000 doctoral students
  o Managed to improve compensation for students: no scholarships, only TVöD contracts, more holidays

• Helmholtz Juniors (HeJu)
  o Since 2005, ~ 6800 doctoral students

• Duties: Organization of trainings, networking events, working groups, conferences, science communication and own set goals
Leibniz PhD Network

• Aims
  o Founded in 2016
  o There was no structured representation of the approx. 4,200 doctoral researchers in the Leibniz Association
  o Establish a structure to organize events, channel information, work on political positions, find standards, and make demands to improve work conditions and educations of doctoral researchers

• Structure
  o Representatives of doctoral researchers in every Leibniz institute
  o Annual General Assembly
  o Standing rules since 2017
  o Working groups
Organigram

**Head Office**
- Präsidium, Sektionstreffen
- Projektgruppe Karriereförderung
- Arbeitsgruppen

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**Steering Group**
- 2 Spokespersons
- 1 Financial Officer
- 5 Section Officers (A-E)

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**General Assembly**
- ~150 Representatives of the Doctoral Researchers
- About 4200 Supervised Doctoral Researchers

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**Working Groups**
- WG Survey
- WG PhD Agreement
- WG Diversity
- WG General Assembly
- WG N² / PhD Network Event
- WG Communication
- WG Career Development
- WG Welcome Package

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**Working Conditions**

**Every doctoral researcher can join a WG**
**Every WG include one member of the SG**

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**N² – Network of Networks**
- Postdoc Network

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**Networks**

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**General Groups**

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**Section A**
- Humanities and Educational Research

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**Section B**
- Economics, Social Sciences, Spatial Research

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**Section C**
- Life Sciences

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**Section D**
- Mathematics, Natural Sciences, Engineering

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**Section E**
- Environmental Research
Aim: Reach as many doctoral researchers as possible, as efficient as necessary, in order to develop the agenda of the Network.

www.leibniz-phd.net
Twitter: @Leibniz_PhD_Net
www.facebook.com/leibnizphdnetwork/
Instagram: @leibniz_phd_net
de.linkedin.com/company/leibniz-phd-network
WG Welcome Package

Welcome package

• How to start working life in Germany (international researchers)
• Leibniz Association & Leibniz PhD Network
• Institute specific information
WG Career Development

- Leibniz Alumni Network
  - Learn about possible career paths
- Leibniz Post-Doc Network
  - Mentoring
- Database of People and Companies providing soft and hard skill courses
  - For e.g. summer schools, retreats, etc.
WG PhD Agreement, Survey and Diversity

- **PhD agreement** between doctoral researchers and institutes
  - template for all institutes
  - clearly defined requirements from the Network’s point of view
  - Currently under revision

- **Guidelines** for the employment of doctoral researchers
  - recommendations on contracts, working hours, career development, GSP, ...
Survey 2017

• Online survey between December 2017 - February 2018
• Target population: doctoral researchers of Leibniz institutes and museums
• 1026 participants, 40% doctoral researchers

The next survey is scheduled for September 2019. If you want to participate, contact your representatives to include you in the institute’s doctoral researchers email list, which they maintain.

https://www.ssoar.info/ssoar/handle/document/61363
https://leibniz-phd.net/survey
Results of Survey: General Satisfaction

- Very satisfied
- Satisfied
- Rather satisfied
- Rather dissatisfied
- Dissatisfied
- Very dissatisfied

<table>
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<tr>
<th>Category</th>
<th>First year (N=273)</th>
<th>Second year (N=236)</th>
<th>Third year (N=210)</th>
<th>Fourth year (N=132)</th>
<th>More years (N=100)</th>
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<tbody>
<tr>
<td>Very satisfied</td>
<td>22.2%</td>
<td>16.5%</td>
<td>12.6%</td>
<td>13.9%</td>
<td>12.6%</td>
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<tr>
<td>Satisfied</td>
<td>55.7%</td>
<td>48.6%</td>
<td>56.8%</td>
<td>34.4%</td>
<td>40.3%</td>
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<tr>
<td>Rather satisfied</td>
<td>18.2%</td>
<td>25.4%</td>
<td>18.6%</td>
<td>28.4%</td>
<td>23.0%</td>
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<td>Rather dissatisfied</td>
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<td>Dissatisfied</td>
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<tr>
<td>Very dissatisfied</td>
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Results of Survey: Funding

Section A (N=112)
- 100%: 79.4%
- 51 - 65%: 10.7%
- 76 - 99%: 0%

Section B (N=157)
- 100%: 19.6%
- 51 - 65%: 34.8%
- 76 - 99%: 12.7%
- 25 - 49%: 21.6%
- 66 - 75%: 5.9%

Section C (N=222)
- 100%: 8.1%
- 51 - 65%: 45.0%
- 76 - 99%: 37.5%
- 25 - 49%: 0%

Section D (N=226)
- 100%: 10.8%
- 51 - 65%: 22.0%
- 76 - 99%: 17.0%
- 25 - 49%: 43.4%

Section E (N=83)
- 100%: 5.4%
- 51 - 65%: 21.5%
- 76 - 99%: 42.8%
- 25 - 49%: 23.0%
- I prefer not to answer: 0%
- I do not know: 0%
Results of Survey: Internationals

Internationality of Leibniz doctoral researchers
→ Every third is from a foreign country.

Language

- 40% face language barriers at work and 45% do not receive all relevant information in a language understandable for them

Support by institutes

- 49% of respondents wish to have more support
- Formal contact person available for 40% of respondents
- Very heterogeneous portfolios of support offers by institutes
  → potential to exchange experiences and best-practices between sections and institutes
Results of Survey: Working in Academia Compatible With Care Responsibilities for Children?
WG Events

Conference on Interdisciplinarity in Magdeburg 2018 with 80 participants
WG N² Events

First N² joint event on “Science Communication” with 160 participants
The 3rd General Assembly in 2018

- 96 doctoral researchers of 63/93 Institutes attended (68%)
- New working groups intended and expanded
  - Career development, Diversity, Welcome package
Steering Group 2018/2019

- Direction and coordination
- Maintenance
- Representation by spokespersons
Events 2019

4th General Assembly
(September 2019, Postdam)

http://n2-network.net/conference
**N² - Network of Networks**

- PhDnet + HeJu + Leibniz PhD Network + IPP
  - Representation of more than 14,000 doctoral researchers
- Joint events
  - “Science communication” and “From research to application”
- Goals: refine the core interests of doctoral researchers in Germany
  - Diversity
  - Fair working conditions (secure contracts, sufficient social security, proper work-life balance)
  - For individual career opportunities of doctoral researchers in Germany
Position paper on how power abuse can be avoided and conflicts resolved.

Read the full statement here:

The Network at the Institute

• The more the merrier!
  o Create space at your institute to interact (BBQ, PhD Happy hour, ...)
• Get organized and connected
  o Get together at meetings (election of representatives, discuss, create)
  o Join a WG or establish your own local WG?
  o Get info and support from your section officer when something is not working well
  o Join the staff council, discuss with your director
• Implement guidelines
  o E.g. supervision agreement, working conditions, etc
More information:
https://leibniz-phd.net/
Facebook, Twitter, Linkedin, Blog

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