

Minutes of the 2018 PhDnet General Meeting

Day 1, Wednesday 7.11.2018

11:00 – 13:00 Registration on site

12.00 – 13:00 Informal get together, refreshments

13:00 – 13:15 **Welcome** [General Meeting group]

[information about institute, Ilka speed-dating, “approachable” SG (join us at lunch / dinner), logo contest]

13:15 – 13:50 **Annual report** [Steering Group]

Steering Group and Agenda 2018

1. Introduction of SG members
2. Collection of Ideas from the last PhDnet Meeting 2017
3. Agenda
 - a. Collaboration with the GA
 - i. it is better to collaborate to succeed in projects
 - b. Career Strategy
 - c. Survey
 - d. Working conditions
 - e. Conflict Management
 - f. Political Activity and N2
 - g. Events
 - h. External/internal communication
 - i. Open Science

Career

1. Severin headed the Career Fair
2. we have a generally good landscape to further our careers
3. however more than 60% leave academia after finishing PhD track
4. what can be established that we want to see?
5. Development of strategy papers: connect people, employers; skills training and translate skills to companies; spread information/information dissemination
6. Four flagship projects
 - a. Career fund
 - b. Mentoring
 - i. Mentoring program for all PhD students
 - ii. Building networks, etc.
 - c. Big career fair
 - i. With the Helmholtz Society and Leibniz
 - d. Onboarding
 - i. Flagship project
 - ii. Idea is that after we sign up as a PhD student, we start working

- iii. Maybe better with an onboarding program/orientation seminar or training given to incoming PhD students
- 7. Collaboration with the GA to make things work
 - a. Career fund
 - b. Discussion with Personnel and Chances Department
 - c. Ideas are heard by the GA and hopefully good progress can be established
- 8. Alumni Workshops
 - a. Pilot workshops done in Munich and Frankfurt
 - b. Speakers can be either on-site or through Skype
 - c. Hoping to do these workshops more

Parenting and PhD

1. Parenting and PhD
2. Issue on parenting connected with career development
3. Open survey asking for experiences and we received more than 35 replies
 - a. Positive experiences due to individual exceptions and supportive supervisors
 - b. Financial and career/extension worries
 - c. Insufficient support from colleagues and administration
 - d. Uncertainties about rights
4. Task force with the GA
 - a. FAQ's around PhD and parenthood: promoting transparency
 - b. Further work on financial support for PhD's

Finance

1. Budget of 63.000 Euros
2. Money allocation
 - a. Career development
 - b. Soft skill seminars
 - c. Interdisciplinary meeting and career fair
 - d. Travel costs
 - e. General Meeting
 - f. N2
 - g. Print and Survey

Soft Skills Courses

1. Seminar on presentation skills
2. Seminar on intercultural competence, critical thinking, and self-management
3. Workshop on gender inequality in science
4. Workshop on video production with a smartphone
5. Soft Skills list available

Workshops for Working Groups

1. Smartphone Video Workshop for the Offspring Working Group

Communication

1. Release of FAQ's at the end of 2018
 - a. General structure
 - b. Contracts
 - c. Visa Regulations and International students support
 - d. Parenting
 - e. Conflicts
 - f. TAC meetings
 - g. Future: Maybe BGM/Mental Health?
2. Survey Presentation
 - a. Meeting with Prof. Stratmann last April
 - b. General Works Council last January
 - c. HS, BMS, and CPT Section meetings last October
3. Social Media
 - a. Instagram
 - b. Twitter
 - c. Facebook
4. New institutes and elections
 - a. Secretary group in charge of elections
 - b. 84 different institutes, 78 are part of the PhDnet, 70 part of the meeting
 - c. New institutes
 - i. MPI for Science of Human History
 - ii. MPI for Chemical Energy Conversion
 - iii. MPI for Extraterrestrial Physics
 - iv. MPI for Science of Light
 - d. Only 4 missing institutes now
 - e. Two (2) institutes had representatives before but now no one stood for election -- MPI Luxembourg, MPI for Software Systems
 - f. Three (3) institutes have not yet their elections
 - g. 54 institutes had the elections before the end of May

Political Activity

1. Political statement
 - a. Foster diversity, help with mobility
 - b. Open diverse career paths
 - c. Ensure research without financial hardship
 - d. Strive for agile management in science
2. Meeting with members of the Parliament (questions on research and education; except AfD)
3. Evaluation of the WissZeitVG (BMBF)
 - a. Law affecting doctoral researchers

N2

1. Tool for positive change!
2. Joint event
 - a. 4 days, 450 people, 3 organizations
 - b. November 2019, Berlin
 - c. 120k budget
 - d. "From basic research to application"
3. Position Papers
 - a. Power abuse
 - b. Equal Opportunities
 - c. Working Conditions
4. Joint Survey
 - a. First half of 2019
 - b. Data important to support what we stand for
5. Collaborations
 - a. IPP Mainz
 - b. Promovierendeninitiative, Fraunhofer

Power Abuse

1. Incidents at the MPI Astrophysics and MPI for Human Cognitive and Brain Sciences
2. 10-15 calls and anonymous reports
3. Allegations of harassment, mobbing, and discrimination
4. Large media attention
5. Position paper and task force
 - a. Position paper focused on four points: prevention, protection, arbitration, and consequences
 - b. PhDnet as a permanent guest: survey, evaluation of reporting mechanisms, recommendations, code of conduct

Other topics and achievements

1. Survey 2018
2. ViS
3. Career fair
4. Offspring
5. Mental Health
6. Open Science
7. Communication
8. Working conditions
9. Logo, statutes
10. Guests: Postdocnet, General Works Council, MPAA, N2, Capgemini

13:50 – 14:50 ***The new department “HR Development and Opportunities”*** : Attracting and Retaining Top-Level Talents [Kerstin Dübner Gee]

Fields of Development: MPG Talent Management

Results of Analytical Phase -- Field of Action Strategic HR Development

- Overall strategy for talent management
- Service infrastructure with decentralized organization and limited HR capacities
- Core processes manager recruitment (focused scouting, tracking, etc.) and onboarding
- Advancement strategy for scientific support areas
- Bureaucratic, administrative requirements
- Utilization of digital options
- etc.

Make PEOPLE the focus

- talent management as the central function of MPG
- all programs centered on MPG family approach

Needs as critical success factors

- Integration and welcome
- Partnership and dual career
- Scientific community and specific interests
- Mobile talent (criteria for decision)
- Onboarding and time for research
- Desired region and infrastructure
- Career and development prospects

Overarching Department Goals

- international excellence in recruiting and onboarding
- Outstanding career advancement and transparent career paths
- Increase quota on top-level scientists
- International reputation of the MPS with optimum framework conditions

Orientation and Concept

Medium Term Goals

- Attract and recruit → welcome and onboard → retain → _____

Target groups: overall system

- ←-support services for science -- junior scientists -- _____ -->

Target Group Focus

- support services
- scientific managers
- doctoral students
- group leaders
- talented scientists worldwide
- alumni
- families and dual career couples

Focal Areas

Targets

1. Planck academy
2. Concept implementation
3. Onboarding and MPG
4. Scouting office
5. Service structure
6. etc.

Programme Architecture and Organizational Structure

- Establish a right programme
- Have a revamped organizational structure
 - three sub-groups for programmes, support and development, welcoming and family life...

Planck Academy

- Focus:
 - Internationalization
 - Digitalization
 - Collaborations
 - Marketing
 - Quality Management
- Many activities and projects, e.g. mentoring, coaching, onboarding, etc.

PhD Career Development

- Welcome and develop → navigate → transfer
- support in the form of welcome services, onboarding services, training and coaching, mentoring, career paths (even beyond academia), skills assessment, etc.

PhD course program 2019

- Support dissertation → navigate → transfer

Mental Training: pilot project

- Development of practicable model to successfully manage stress during the doctorate and in later professional life
- Combining proven approaches

Max Planck Leaders Program

- Objectives
 - Orientation within the organizational framework
 - Optimal onboarding
 - Good leadership with a high level of scientific freedom
 - Ongoing support
 - Strengthening of responsible leadership roles
- Programs for directors; orientation/training for a span of 1 to 15 months, then ongoing training and support
 - Welcome and onboarding
 - German language courses and integration courses
 - Voluntary commitment to responsible leadership upon joining MPG
 - Seminar offer
 - Coaching packages
 - Support for conflict management mediation
 - Community building and networking

EO measures

- Presidential Commission and Equal Opportunities (PKC)
 - new initiatives are ongoing
- Career actions
- Reconciliation between career and family life
 - child care subsidies for infants (pilot until June 2019)
 - dual career services (currently extended)
 - Pme services
 - etc.

MPG Wide Network Management

- Regional/Institutional network management
- Network management for/with addresses
- Network competent consultants in regions
- Need for networking services
 - One solution is to foster collaboration and cooperation
 - Wide range of targets for 2018/2019
 - Solutions in the network as a core strategy
 - Collaboration between PhDnet and Departments/Administrative HQ as important prerequisite for success

Questions and Discussion

1. What do you mean by "leaders"?
 - a. Max Planck Leaders Program should be open to all leading a group
 - b. Start next year with the directors and then work from there
 - c. Training regarding compliance; reports of non-compliant managing directors
2. Onboarding question
 - a. it would be nice to have onboarding events and programs
 - b. Work with the different regions
 - c. Welcoming and Onboarding services should be for each target group
 - d. Onboarding services is a nice idea to let incoming students to know about the PhDnet
3. Collaboration for mental training: seminars?
 - a. Working on different models for the training
 - b. Have it for different regions, and one may apply to the nearest to the institute
 - c. How to offer to more people? Deliberating on this still.
 - d. You can already do this within the institute available within the General Works Council.
4. Troubles for recruitment and retention of doctoral students?
 - a. Max Planck schools as to attract young researchers
 - b. Department is envisioned to attract more talents and to keep them
 - c. Problematic about women scientists on the top level; competition is very aggressive for female professors
5. Different strategies on people working with hard sciences or social sciences?
 - a. Need to think about giving the best attention
 - b. Not easy to find a solution to the challenge on difference between the hard sciences or social sciences
6. How are Post-docs approached? How does the department help improve the situation?
 - a. Lot of activities and programs for post-docs in mind
7. Coaching for directors?
 - a. It is our job to make it very attractive for directors to join
 - b. Provide a good framework for these measures and have easy access
 - c. Not necessary for some students to send a director to the coaching program
 - d. It would be nice to have a venue for all directors to assemble together and discuss among each other
8. Practical standpoint: more training for the post-docs more reasonable?
 - a. Idea is to have something for each target group and not just directors
 - b. Press stuff opened doors for the department to have these objectives and plausible programs for training, coaching, etc.
 - c. Dynamics are existing in this field
9. Voluntary programs: supervision certificate?
 - a. Leadership trainings would be mandatory
 - b. Before a director signs a contract, he/she needs to undergo the training
10. Partnering with others, how do you envision the same?
 - a. if we talk about a track, we then have the idea of an academy, we would like to organize seminars or events with companies
 - b. Important to organize events
 - c. A company could help if they can give information about how to apply, etc.

15:00 – 16:00 Coffee Break (SG Q&A)

16:00 – 17:00 ***Obtaining a PhD degree in a Max Planck Institute - Where are we coming from, and where we are today*** [Reinhard Jahn]

Conventional way to get a PhD degree in Germany

Diplom/Master's Studies

- University education
- Scientific thesis
- Diploma degree

Doctoral studies

- Entry level diploma/MS except fast-track programs
- Supervised thesis work
- Pros
 - Thesis project and supervisor can be freely chosen
 - No complicated application and selection involved
 - No affiliation/enrolment with university required until the thesis is completed
 - No time wasted with credit points and courses
 - No deadlines, no interference from others
 - No formal rules
- Cons
 - Absolute dependence on supervisor
 - No additional training provided
 - No reliable time frame
 - No PhD student networks
 - No conflict management
 - Many dropouts
 - Only a handful graduate, not so big number
 - Non-university institutions legally banned from awarding degrees as well as funding training

First reforms made

- DFG Graduiertenkollegs (Research Training Groups of the German Science Foundation) were initiated; still project-centered, but some additional training was involved
- Universities required enrolment for a certain time period before the degree was awarded to curb the rise of PhD candidates coming “coming out of the blue”
- But not so much improvement

How it all started...

- For each doctoral student, a formal advisor at the university had to be found (on your knees)
- As director and adjunct professor: he was not allowed to write the second evaluation

for his own candidates (copy and paste normally)

- Degree regulations were grueling, and there was an attempt to find friendlier universities
- Aim is to attract excellent students from all over the world to Göttingen for scientific training of highest standards; shorten and streamline the education
- Individual selection of student applicants, requiring international screening procedures
- Completely new curriculum, entry level BS, first year of intense and practical training, followed by an MS exam, and language English
- Structured PhD phase, with thesis advisory councils as central element of quality assurance (US American model)
 - TAC plays a very important role
- Overcoming the traditional boundaries -- and frictions -- between MPI and university faculties

Launching of the IMPRS Program in 2000

- Two successful MS/PhD programs in Molecular Biology and Neuroscience, running strongly until today
- Partly encouraged by our example, the MPS president -- Hubert Markl -- launched the IMPRS program, where our programs were integrated and received much needed financial support
- Initial motivation is to make it non-exclusive for universities to grant PhD degrees
- There was initial diversity among the research schools
- TAC not mandatory

Major additional boost in 2006

- Excellence Initiative in 2006
- Three funding lines
 - Funding Line 1 was about the instalment of graduate schools for the training of PhD students → more than 30 graduate schools were founded
 - Unfortunately, funding ends at the end of the year and with no replacement (due to recommendations in the infamous "imboden Gutachten")
- Majority of all PhD regulations in Germany still largely embrace a paternalistic system, with only minimal adjustments
 - BMS institutes should have a TAC

Junior scientists committee

- Starting point
 - Paternalistic tradition in Germany, based on trust
 - No formalistic training except "on the job"
 - Financial support can be messy
 - No fixed duration -- all dependent on supervisor
 - No guaranteed procedures
 - Scientists leaving academic science are branded as "failures"
 - IMPRS now serves as best practice example and have a major impact on

doctoral education in the MPS

- Guidelines on the training of doctoral students
 - Rules and regulations need to be openly accessible
 - Representatives for doctoral affairs at each institute
 - Support agreement between doctoral student and supervisor as regards thesis work
 - Agreement about a fixed plan for the dissertation, max. of 4 years
 - Guaranteed financing for the entire duration of thesis work
 - Recommended: “coaching”, thesis advisory committees
 - Coaching should be done upon entry to the job
 - Coaching is not a remedy for everything especially if the receiving end does not understand the message
 - Active participation of doctoral students
 - Scientific and professional education, publication
 - Education in the principles of good scientific practice

Guidelines for IMPRS

- Continuation of IMPRS based on the concept issued by the Senate of the MPS
- In principle, the IMPRS can be continued for long period of time
- Downloaded in the net!

IMPRS 2.0

- New concept for elite schools
- Thematically focused, uniting the best scientists in Germany in a particular field
- Spread across Germany
- Highly attractive support -- 5 years, full salaries, very competitive
- Launched in 2017 after controversial discussions
- First student cohorts presently being recruited
- “Super IMPRS”

How should doctoral students be paid?

- Germany is peculiar in financing doctoral students
- Top-down approach: funded through the supervisor; supervisor-centric (reflects in a way this paternalistic system)
- There are fellowship programs but only comprised of around 10%
- Varying funding sources: funds for teaching assistance, budget allocations, grants to the PI from various funding sources, private fellowships
- Most sources are time-limited, duration of grants/awards usually does not coincide with the time frame of the PhD
 - Issues with ensured funding upfront
- Juggling pots of money, often with strings attached, to ensure coverage of students for the duration of the PhD

Payment of PhD students

- Doctorate is the final part of an academic education

- PhD is voluntary
- PhDs have better chance in the job market
- They would have higher entry level salaries
- A lot of training is involved
- If PhD is the final part, then
 - Fellowship is more appropriate
 - Only fellowships provide freedom
 - Still dominant in universities in particular when the PhD degree is the final degree for most students (e.g. Chemistry)
- On the other hand, the doctorate is a professional activity that should be paid as any other job
 - PhD students conduct majority of all research in German academic institutions
 - PhD students work more than 40 hours a week and should be remunerated for this time
 - PhD students already have the diploma entitling them for full pay
- The problem with a “one size fits all” approach
 - Except for personal fellowships, funding by the PI from a large variety of funding sources, each with their own regulations
 - Enormous disciplinary differences in the type of work and the benefit of the supervisor/institution
 - Different in the kind of work of those in humanities and those in sciences
 - Dictated to no small extent by the market, relationship between students seeking PhD positions and supervisors seeking PhD students -- again major disciplinary differences
 - This notwithstanding, the MPS has the **Doktoranden-Fördervertrag** which strives -- and almost achieves -- a combination of freedom to carry out your own research -- instead of following supervisor instructions -- with the benefits of a salaried position
 - Not sure if this is sustainable in the long run
 - Step forward though

Questions and Discussion

1. Great that there is a lot of focus in innovating contracts. What possibilities is there when you want to wrap up and you are told you have not done enough?
 - There should be a limit for 4 years but some supervisors still say “no”
 - No good solution from Prof. Jahn
 - TAC were not yet mandatory for many institutes
 - Jana: TAC's are most important for checks and balances; at the last year there should be a written agreement with the TAC for what needs to be done, etc.
2. Support agreement but the person does not have this in the institute
 - Talk with the administration of the IMPRS
3. Hybrid between stipend and contract: international students? International students pay taxes, etc. and you need to enrol in the university.
 - Ilka: student visa need to be until master level of studies
 - Working contract needs a working visa

- Go to the Administration and the Ausländerbehörde

17:00 – 17:30 **PostDocNet** [Yu-Xuan Lu]

Postdoc initiative group

- Group of people, e.g Martin Grund

Definition

- Defining a postdoc in general: you need to have a PhD degree, pursue his or her chosen career path
- Postdoc = the academically correct term for “high quality intern”
- within MPS: doctorate obtained, serves a scientific profile formation, time limited
- it is a transition stage for future professor and the think tank of our society community
- the postdoc phase is really dynamic from 3 up to 7-12 or even >12 years (Wagner-Baier et al 2012 Jena Universität)

Expectation vs Reality:

- more people want to become professors but not all can do it
- Bundesbericht wissenschaftlicher Nachwuchs 2017; 50000 postdocs, 25000 professors university
- Postdocs can benefit not only academia but also many others in our society, changing direction is possible
- → you need to define your career as well!

Orientation:

- your mentor/supervisor
- your peers eg. postdoc associations
- There are postdoc guidelines within the MPS explaining career conditions

Good examples:

- MPI-MP (Dortmund) build up their postdoc network with statutes
- Biology of aging have a career network with coaching, equality office, grants office etc.

How it is now:

- Institutes: 23 hum 32 bms, 33 cpt→ only 3 (HS),19 (BMS) ,6 (CPT) have postdoc networks
- → there is a need for an MPG wide PostDoc Net to create and address collective knowledge and awareness eg. career orientation, promote cross-disciplinary exchange and expand MPS success; enhance solidarity and strengthen the link to other organisation such as PhDnet, Alumni, Lead, Minerva
- Mentoring or coaching ideas can be included in there and link that with PhDnet
- also link to other PostDoc nets

Milestones:

- short history: founded/reinitialized in Oct/Nov 2017 by Martin Grund together with 10 initial postdoc activists
- Feb/Mar 2018:
- July 2018: Mr. Stratmann replied to our request; he will support this and grant 10000 € for first meeting
- Oct/Nov 2018: Yu Xuan Lu volunteers as a spokesperson, draft for the first meeting

Next steps:

- Nov 2018: feedback from PhDnet
- Nov Dec 2019: Invite Postdocs of the individual institutes
- Jan March 2019: Launch the webpage have a logo
- 29.-30.April 2019: first meeting @ Harnack House Berlin
- contacts:Martin blaser (blaser.martin@googlemail.com); Yu-Xuan Lu (ylu@age.mpg.de)

Open questions & brainstorm:

1. Burning topics for postdocs? How can we gather postdocs from individual institutes?
 - a. Grant travel stipend in order to facilitate the participation of interested postdocs which are not organized/supported by their institute
2. What can we learn from success examples eg. PhDnet? How to strengthen the connection?
3. Widespread (just finished Phd vs. nearly group leader) with different opinions & needs. How do you want to include this?
 - a. Define postdoc first = temporary contract but independent which lasts until 6 years
4. Postdoc scenario should be included in the career development discussion
5. The 1st PostdocNet meeting is an invitation for all to attend
6. Invitation or flyers would be made available for posting
7. Postdocs finding a job in academia difficult?
 - a. Depends on the disciplines and on the grants, you have a time limit once you got a Phd so if you want you know this things and be informed
8. If someone wants to promote it in the institute?
 - a. No facebook or website yet which needs to be discussed with the GA
9. Make sure to have a good humanities representation and have a preliminary webpage either on the institute or just a website; build one for some information for now to have something
10. Some workshops within MPS but also outside are already existent eg grant writing

17:30 – 18:15 **Presentation 2018 survey** [Survey group]

Intro

- 5037 doctoral researchers were reached and 50% responded
- BM = 52% covered, CPT 45% covered, HUM 54% covered
- Goals: raise awareness, identify problems, report to authorities and promote

improvement with sophisticated data

Survey topics

Demographics

- Nationality, Gender, birth year
- Nationality: Majority German, followed by Europe, Asia, North America, (12% no answer)
- Gender: assigned sex at birth: Gender related plots do not include others (52 % male, 41 % female. BM: equal representation, CPT 67% men, HUM (57%)
- age distribution (at what age they start): most female start at 25, male researchers at 26. Most of them started within the last 3 years
- Summary: MPG is highly international, BM section most internationals one, BM gender balanced, CPT and HUM not, male start in general 1 year later than female
- 2 comments

Working conditions

- Salary: 86 % have a contract. 1300 and 1700 Euro are the peaks within the salary distribution. BM section close to overall distribution. CPT usually better payed with 66%. HUM mostly 50 % contracts. sum over all sections: female earn less than male over all doctoral researchers
- External support: 80 % need no support, 10 % do need it. most that earn less than 1200 € need support
- Workload: Average 46 h, 1 h less than last year. BM = 50h, CPT and HUM 45 h, Female = 48 h , male = 45 h, this is based on a section issue. 25 % work during weekends and public holidays. Humanities work mostly on weekends in comparison to CTP and BM
- Holidays used: reasons are diverse, mostly parental leave and financial reasons (travel cost)
- Satisfaction: 71 % are satisfied or very satisfied, most happy with office equipment, work environment. Most unhappy with salary and amount of holidays. Male are significantly more satisfied than women, German PhDs are significantly more satisfied than Internationals. CPT are the most satisfied, BM are less satisfied. The satisfaction level decreases with the duration of the PhD
- Giving up PhD: 59 % have thought about it at least once. trend: the less you meet your supervisor or have a TAC, the more they think about giving up. Female think more about giving up than male. The longer the PhD takes, the more often PhDs think about giving up. Host in HUM (68%), only 58 % in BM and CPT. Reasons mostly: Results, high pressure.
- 3 comments

Supervision

- TAC: 63 % have one, 29 % no, 8 % not applicable. Most think it improved the quality (58 %) and ensures to complete the research (43 %). Only 34 % think it improves the quality of the contact to the supervisor; there is quite a lot percentage being undecided partially even up to one third
- Supervisor: mostly open to respects research ideas, and inform about the current

state of the search. bad at helping to write proposals and paper. Average 3 - 4 doctoral researchers, meet in average weekly, HUM meets less often with their supervisors

- TAC is mostly helpful but some do not even have a TAC
- 3 comments: talking about the need for minimum 2 supervisors to be present

Good scientific practice

- 49 % know the regulations on Good Scientific Practice at their institute but quite a lot do not know what is written there (39%)
- 64 % know that there is an Ombudsperson but a lot do not trust their ombudsperson
- involved in or observed sloppy work (23 %), conflicts in authorship (20 %), 'honorary' authorship (17 %). Trends are detected within sections
- Report of scientific misconduct: 5 % reported it, and the problem was solved in 40 % without negative consequence, 30 % nothing happened, 13 % had negative consequences. This has a negative consequence on the overall satisfaction
- HUM are least aware of GSPs
- 2 comments: pressured to name a more senior researcher to publish the paper. Not believed to be a neutral ombudsperson

Career perspectives

- excellent research attracts PhDs but not salary or holidays
- Service to society is attractive to work in academia (57%) and least because of salary and job perspectives within academia. Research topics are considered to be interesting.
- From the comments: Most complaints come from Wissenschaftszeitgesetz, Family planning and permanent positions. Career Fairs, soft skill courses are considered to help with it
- 2 comments: disappointed by academia, notorious lack of mid-term perspectives

Family planning

- 8 % have children, 6 % want to have and 64 % want to have children but think that the PhD is not the right time for it.
- Reasons to not have kids during PhD: 57 % = financial support, 54 % work conditions are family unfriendly, personal reasons and 39 % women fear sabotaging their career
- Parental leave: 81 % want it, 51 % of it only partially. Female tend to take more the full parental leave. HUM most people that want to take full parental leave.
- Reason to not take full parental leave: 74 % want to finish their PhD, 45 % workload, 17 % not necessary
- comments: anxiety, work pressure and competitiveness are factors to not have a child or take full parental leave
- 2 comments: science is too competitive to have a child = career is at danger, PhD students and scientist fight the prejudice in society that they are bad mothers as they work too much and take too less care of their children

18:15 – 19:15 Transfer to hostel & check in

19:15 – 19:30 Transfer to Bootshaus

19:30 – 22:00 Dinner (Hubs)

Day 2, Thursday 8.11.2018

09:15 – 10:00 **Statutes change** [Steering Group]

Presenting the mechanics

- Explain the sending of the proposed amendments two weeks ago
- Explanation of the minor voting and the major voting, by all attendees and external representatives, respectively
 - For the change?
 - Ratification of the amendments?

Changes proposed

- Deputy Spokesperson became important as it now has voting rights within the Board of the N2
- To make the process democratic, then the Deputy Spokesperson shall need to be elected
- Deputy Spokesperson shall be the former Financial Officer position
- Another change is the clarification of election procedure in the statutes

Why the Finance Officer?

- Much discussed in the Steering Group
- Finance Officer because less working load than the rest
- N2 also involved a lot of budget issues
- Time + qualification for the position

Why not create a new position?

- We did not want to expand the number of the SG too much
- Because in the past we encountered issues

Amendment of the Spokesperson (5.1.3)

- “The Spokesperson is responsible for the representation of the PhDnet within N2, the network of networks”
- No contest

Amendment of the Finance Officer Provisions (5.1.4)

- “The Deputy Spokesperson takes on the responsibilities of the Spokesperson when the Spokesperson is temporarily unable to act. In case the Spokesperson is unable to complete the term of office, the Deputy Spokesperson becomes the new Spokesperson and a new Deputy Spokesperson has to be selected as defined in §5.4.
- “The Deputy Spokesperson is responsible for communication with external parties, especially the general public and media. The Deputy Spokesperson is

responsible for the management of the PhDnet's various outreach platforms such as press releases and social media presence.

- "Next to the Spokesperson, the Deputy Spokesperson is responsible for the representation of the PhDnet within N², the network of networks."
- No contest

Amendment of Election Procedure

- "4. Should a candidate receive more than 50% of valid votes cast in the first round of voting, she or he shall be elected. Otherwise a second round of voting will take place with candidates to be decided by the Election Committee. In the second round, if one candidate receives more than 50% of valid votes cast, then that candidate is elected; otherwise the election is invalid. If only a single MPS-PhD stands as a candidate in the first round of voting and fails to achieve at least 50% "Yes" votes among valid votes cast, the election shall be invalid.
- "5. **Should a draw occur between the two candidates in the second round of voting, the external representative is decided by lot.** An electronic record must be kept of each election. This record must in particular state:
 1. the name of the institute
 2. the name of the election committee members,
 3. the number of people eligible to vote,
 4. the number of votes cast per candidate,
 5. the number of invalid votes, and
 6. if the election was valid, a statement of acceptance signed by the elected candidate.
- No contest to the amendment

Voting for the Ratification

- Voting shall be done electronically; administered by Mohamed and Isabel
- 61 out of the 67 voted yes for the ratification of the statutes while the rest had no response
- Two (2) people thus far did not receive the email initially, but that was handled and they were able to vote
- Statutes have been ratified!
 - Amended statutes shall be sent after the GM, together with the minutes as well as the presentations made

10:00 – 10:15 **MAX: the new Intranet** [Birgit Adam, Maria]

Max, the "new" Intranet

- Not a new technology, but new social intranet

- Maxnet is horrible to look at; it has existed since 2007 and now will be discontinued with the new social intranet will take over, developed together with two pilot institutes. Compatible with Slack and Google Docs, etc.
- So far all internal news will only be available in German → Welcome to MPS :/

Administration of the pages and content; features

- Favorites for starting page, browser based and always available
- Content is not handled by communication department but by somebody responsible from within, e.g. for PhDnet it is handled at the moment by Ilka
- For the bottom of the page: Social media accounts of MPS mirrored
 - Pinboard for e.g. internal events, tasks from team rooms are displayed and also latest documents you worked on
 - If institutes migrate to new intranet, all internal news will be available there. But also if institutes do not join all doctoral researchers shall have access to team rooms from 1. January 2019

Team rooms

- Only available in the test platform at the moment
- Idea for team rooms is to move all workflow from working groups there
- There's a description, links, people, etc.
- There's a list of tasks colored to priority
 - They can be assigned to people from the group
 - There's also a due date, one gets notified if due date is approaching
- There are documents that all people can work on (a la google docs)
- You can download the document to work locally and Word will show a refresh button that leads to a sync of the document with the online version. The syncing only works for MS docs
- Working groups are closed, no link sharing is available
- everyone can create a team room (also nice for local hubs/ internal representatives)
- there won't be sub team rooms

Other features

- Sharelatex is not yet there, but interface for latex is planned

10:15 – 10:45 **Presentation of Logo finalists** [Steering Group]

Presentation of the logos

- Logos are shown in big and in small (logo size)
- Logo descriptions are read of 11 logos
- Overview is shown over the coffee break

10:45 – 11:00 Coffee Break

11:00 – 11:30 **Logo voting** [Mohamed]

- After first round of voting between 11 logos that were presented for 30 minutes (during coffee break) there were two favourites No 1 (20 votes) and No 2 (29 votes) after 15 minutes of voting
- → there is no majority so there is another round of voting: #1 vs. #2
- 61% voted for logo two
- The winning design is from Merel Wolf (MPI for Psycholinguistics)

11:30 – 12:30 **Discussion: Task Force “Work Atmosphere in the MPG”** [Jana, Plenum]

Introduction

- This is a discussion about the issue of the power abuse, the present task force, and the position paper made in relation to the power abuse/conflict resolution
- Brainstorming done; questions or issues that need to be addressed
- Weakest link: doctoral researchers
 - Questions about conflict resolution, confronting power abuse
- Two incidents of power abuse were released in the media but this has been known internally by the Steering Group and the GA
- Public outcry about the two incidents were arguably necessary to open the discussion
- Task force was formed by the President, with Prof. Huttner from the MPI for Molecular Cell Biology and Genetics, Dresden as the head of the task force, members are directors from the three sections, administrative staff; guest members would be the Head of the General Works council and the PhDnet Spokesperson
- It has changed nowadays wherein the PhDnet has a voice or participation; previously commissions did not include the PhDnet representation

Purpose of the task force

- Assess the existing reporting mechanisms (ombudsperson, equal opportunity officers, works council, and the PhDnet)
 - The present mechanism does not seem to work. Especially when there is a conflict with a director and all persons responsible to solve the conflict are dependent on that director.
 - PhDnet is a good contact point but as to the point of making solutions, it is not so enough
- Accompany survey
 - Subcontracted to the Fraunhofer Institute, conducted by Prof. Schrautner
 - Reaching all people employed or working in the institutes
 - Qualitative interviews shall also be done in addition to the survey
 - Feedback to the survey by task force
 - Additionally, qualitative interviews
 - Timeline is to conduct the survey by the end of 2018; practically speaking, it can be conducted by January/February
 - Results should/could be published by Spring 2019; three months post-survey
- Formulate recommendations
 - Aimed at the President of the MPG

- Recommendations from the task force and Prof. Schrautner

Position Paper: Four (4) Main Points

1. Prevention
2. Protection
3. Arbitration
4. Consequences

Prevention

- Definition and implementation of the TAC's
 - Reason for power abuse situations is the heavy dependence on your PI
 - PI holds the power and if there is a problem with the PI, then most likely the doctoral student shall be in trouble
 - Another possible scenario is when the PI cannot continue supervision due to accident/health reasons/death, then the TAC member can substitute
 - Define what the TAC is
- Clear definition of PI role and supervision agreement
- Decision about contract extensions not only with one person
- MPS has the responsibility to come up for funding until the end of the PhD
 - Contract is with the MPS as represented by the director
 - In actuality, there is no security of being funded until end of the work
- Leadership trainings
- Onboarding workshops
 - Crucial tool in prevention
 - We can inform people about their rights, limits, reporting mechanisms, etc.
 - Network of peers is crucial as to how to stand up for one's rights

Prevention

- We want to embolden people and make them feel safe to reach out when there is a power abuse or conflict problem
- Empowerment is the key term herein
- Help with finding a new supervisor in case of conflict
 - Question: Isn't it reasonable to have a regular monitoring of people within the institutes?
 - Jana: Probably an exit assessment would be nice
 - Monitoring when and how many people finish
 - Question: How much time one needs to finish with respect another supervisor?
 - Maria: time needed to finish is dependent as well on the student and the section/topic (e.g. Biology working with mice in aging or Alzheimer's takes longer)
- Binding agreement for data access until the end of the project
 - Some projects are heavily dependent on data
 - And when conflict ensues, there is a hindrance most of the time to access data
- Commitment for funding until the end of the project
 - If extension is needed due to the conflict

- Conflict is recognized as reason for an extension
 - Mandatory ground?

Arbitration

- Not yet in the agenda of the task force
- Code of Conduct
 - Most of behaviors are not covered by German criminal law
 - MPS must take a stand as to what is tolerable and not
 - Signed by directors and incoming directors
- Independent arbitration committee
 - Not inside the MPG
 - Had a start with the external law firm
 - The law firm does not have executory power however
 - This law firm's role needs to be defined
 - Probably well to transfer their services as an independent arbitration committee together with independent members from the MPG
 - They shall investigate complaints, etc.
- Progress of investigation under control of victim
 - The victim needs to be always addressed and acknowledged per step taken towards the complaint
- Flow of information to all involved parties
 - MPS is generally secretive
 - What has been going on? People have been in the dark.

Consequences

- Based on the severity of the offense
- Coachings, mandatory supervision, and complete prohibition to supervise doctoral researchers

Questions and Discussion [not included in minutes, closed discussion]

12:30 – 13:30 Lunch

13:30 – 13:50 **General works council** [Lambert Rasche]

Works Council at the local institutes, Betriebsrat

- Less than 60 institutes have work councils
 - There are no works Council in Dresden, for example
- 1-17 members depending on the number of employees
- Four year election period (2018-2022)
- Works Constitution Act is the underlying law that defines the duties and responsibilities
- Participation in the selection process of new employees, pay scale grouping and job description
- Monthly meeting with the managing director and head of administration
- "License to complain" about things that do not work properly within the institute
- The works council represents everyone in the institute

- Works council can address PhD issues in the monthly meeting with the managing director and head of administration
- Nice to have a good relationship with your works council
- Fix issues before they escalate

General Works Council

- One delegate per each local works council
- Guests of MPI Eisenforschung, MPI Kohlenforschung, Hertziana, and KHI Florenz
- They would meet four times a year
- General Works Agreements

General Works Committee

- Within the General Works Council, composed of 9-11 people
- Meets three times a year with the management of the MPG, wherein we can ask questions, which we need to send 6 weeks in advance as the management cannot answer spontaneously
- MPG President asked the General Works Committee to work better given that the PhDnet presence has been increasing and has been working very hard

Issue on Holidays

- Different answers given like on one end, they would say it is not possible but they would have a different response to the PhDnet

Power Abuse

- GA tackling six more issues of power abuse but the GA did not want to name which these six cases are
- 8 out of 300 directors are known not to be working really well
- The task force should then present good work

Whistle-blower system

- Discussed in the recently distributed newsletter
- GWK wants MPS to have a system
- GBR proposed an agreement
- MPS did not even read this proposal, too lengthy and written with the support of an attorney they do not like
- GBR did not accept the more "superficial" proposal of the MPS
 - Only those covered by criminal law?
- MPS denied thereafter further negotiations and they are now calling for an arbitration committee
- Labor Court in Berlin and not Munich shall be responsible
 - But why Berlin?
- Arbitration committee now nominated last Monday (5 November)
 - Not yet known how many meetings it needs to take to finalize things
- Further details are in the newsletter

Reputation related to the holidays issue

- Holidays issue

- The reputation is very valuable and should not be damaged
- Damage to the MPG's reputation is difficult to measure
- Now: not to pay 51 days of holiday is more important than "bad news" from European Court and Federal Labor Court
 - Not enough that the administration tells you you have n number of holidays and you need to take it but they should force you to take it...

Questions and Discussion

1. Scientists have fixed term contracts and when you have the same, then it would be hard to raise your voice to your directors. Some have scientific staff members as parts of the works council
2. It is difficult to have international students to become part of the works council
3. Hard when the works council meetings are conducted in German and the students are international students, or mostly international. Then this is aggravated with the workload and time involved.
4. It is important to have spare members for the works council in addition to the 5-7 regular members of the works council

13:50 – 14:10 *Max Planck Alumni Association* -- [Birgit]

Alumni careers are diverse and by no means predictable

- Diversity is exemplary from the Max Planck
- Sometimes it is difficult to help given the diversity of career tracks people would take after leaving Max Planck
- The alumni network took diversity as an opportunity
- Local → global connections

Local connections must become global connections

- Alumni database held by the IMPRS coordinators normally, in the alternative, an alumni coordinator
- Local alumni officers of the MPI should be there since 2007
 - Maintain local alumni database
 - Provide brief alumni information on the institute's websites
 - Important proceedings at the MPI
 - Invite to MPI events
- Worldwide MPAA
 - Provides an infrastructure for Max-Planck-wide self-organized activities regarding mentoring
 - Network digitally through social media
 - Local meetings at city hubs
 - Membership is necessary but for free
 - Everyone who is with the MPI for at least six months is eligible for membership

Mission of the MPAA

- provides international beacons of the MPG and fosters lifelong career networks spanning across academia and industry, as well as all sections and disciplines

MPAA is your network

- More than 20 events organized
- Around 10 participants per event
- Formats: get togethers, meeting with German ambassadors, on conference
- Strong support from embassies

Meeting alumni offline

- Symposium for alumni and early career researchers
- Two days of workshops plus keynote talks
- Resulted to 20 new regional MPAA Groups, Think Tank Munich, Ad Hoc Committee for Career Service and Mentoring, Ad Hoc Committee for Max Planck Ambassadors

14:10 – 14:30 **Open Science x PhDnet** [Mohamed, Ilka]

What is open?

- Concept of open: open access, open education and open data
- Open matters as 3.2 T \$ potential increase in global economy due to Open Data

Max Planck and Open Access

- MPG is good at supporting the open culture. It is a leading sponsor for the OpenCon and also initiated it. It has several open access projects
- 3- 4 publishers host most scientific publications and MPG made deals with them to publish more open access
- MPG digital library has open access agreements with APCs
- MPG pays for the open access of their publications
- They have an open access ambassador program
- if you have a closed publication you can still go to the MPS library and they can publish it open 12 month after the original publication

PhDnet and Open Access

- PhDnet represented at OpenCon since 2016
- Mohamed went there to Toronto this year
- Ambassador program: organize a conference on how to promote open, what is open access and there is an open access ambassador at each institute
- multiple events were organized by the ambassadors for their institutes
- no events since 2015
- Mohamed proposes a new working group in PhDnet that takes care of open science
- they should be part of the OpenCon organizing committee, organize events and workshops and promote the open culture, work on sustain Max Planck funding for OpenCon and collaborate with Offspring for science communication
- Prof. Stratman appreciates the open access spirit but the MPG management is not so fond of it
- working group should work together with the president to secure funding for the OpenCon
- Jana and Mohamed were involved in the open access file but they only took care of the OpenCon
- MPG digital library approached Ilka, as there is a lot of change in the open access community and they were sad about the open access ambassador program to fall

asleep over the last year. They would like us to spread the work and keep it alive from bottom up

Discussion:

- People that want to help with the N2 event might also be interested in helping with open access
- People are really interested and think that open access is important as one talk from one institute was chosen to be presented over 20 other scientific talks
- SG was invited to join the board of early career researchers and they want to talk about open access. One of the working group members for open access could take part of it
- Will there be a MPG task force to tackle it? Georg Bots is dealing with this topic in his department and they are taking care of the connection to the publisher
- The MPG wants the ambassador to have a more lively information for their institutes
- Nikki: It seems that it is especially important for the young scientist to understand it. Ilka: We see the PhDs as a target group and we don't want to lose them on this topic. Nikki: This can be part of the onboarding and tell them what the options are as soon as they publish. Mohamed: That's what the ambassadors can communicate to young scientists.
- Senior scientists are recommended by the MPG to publish open access
- Jana: the society is further ahead than the PhDnet, it is our turn to keep up and fill the possibilities that was created by the MPG. She supports the idea of founding this new working group

14:30 – 15:00 ***A future outside academia?*** [Christoph Euler, CapGemini]

About Christoph:

- Physicist from Heidelberg
- Did a PhD in Mainz in an experimental position
- He soon after realized that he was better at process data than set up experiments and then became a data analyst for Process Analytics Factory figuring out how people decide to buy things
- Went on to Capgemini as a Consultant / Data Scientists: strategy consulting and data science.

Capgemini Group:

- French company, with 210 000, one of the largest IT consultancies
- Capgemini invent: focuses now more on business models and their innovations
- They cover a lot of different business fields
- Data is their basis to help the companies reinvent their business strategies.

The role of a data scientists

- Predictions based on statistics, programming and code development to manage data
- The opposing side is the client interaction with business clients
- Their business expertise is needed and some marketing knowledge
- They bridge clients with data analysis
- They work with specialists on industry to transform their business question into a

numerical questions.

Tools used:

- Databases, tools to extract, transform and load to get the analytics on the data by e. g. R, python, H2O and Ssas
- The final data and statistics have to be visualized to be presented to the clients. 3 B role in the end.

Skills needed to work beyond academia:

- Technical side: Maths like statistics. It skills like programming, analysis tool and server admins.
- Conceptual side: Business Administration skills for industry and domain knowledge is needed. Soft skills are needed to interact with the clients like project management, communication, presenting skills, mediation.
- The connecting part of all this is networking. It is considered to be really important.
- Applying at CapGemini always works if something makes you especially interesting for the company

Typical week now for Mr. Euler

- Weekends was a great consideration
- Work from Monday to Friday; travelling, almost every week
 - That makes social life hard but the weekends even more important
 - Friday normally spend at home but working for the company -- mostly sending 300 emails a day and be on the phone for 3 - 4 hours a day.
 - That is probably something people have to adapt to

5-4-3 week: Be at the client science at 10 on Monday, coordinate with them, discuss, meetings, schedule the work with the client, talk about further projects. Evaluating what was learned from the client. Redefine the question of the clients. Go back to 'home office' on Thursday evening, at home about 11 pm.

Applying for a job in general

- Four phases involved
 - Phase 1: Idea generation (area of work, corporate culture, industry, other things you need).
 - Phase 2: approach contacts, get to know area of work, contact people on e. g. LinkedIn and ask them about their career / company / ... and many people responded. In the end you should be able to map the hot topics in the industry to your experience
 - Phase 3: approaching companies, get to know companies, might have worked already in step 2. In the end you should have figured out if the company need fit your needs.
 - Phase 4: application: define your value for the company but be aware of peculiarities of the industry you're applying in.

CapGemini wants people that are able to think!

Questions:

1. If you work with one customer about 6 month, how much can you influence who is your next customer?
 - a. Dependent on who you know, what your specialities are and what your position / experience is. Seeing new clients is always an advantage as you always see new work styles. The longer you are with the company, the more you can influence it.
2. Up or out, does it exist?
 - a. A: Yes it generally exists, but it is really rare at CapGemini. There is a certain career path and you usually get promoted every 2 - 3 years. But you can stay on one stage if you like it.
3. Does CapGemini have a social impact?
 - a. Yes, I think so especially if I personally help the industries in my surroundings
4. Level of complexity for the analysis. Is it more challenging than a PhD? Is it still a challenge?
 - a. The challenge is more how to handle the results. What can and is done with the answer? If there is a simple code to solve a problem, that can easily be used.
5. Is travel regional / national / international?
 - a. Depends on the project, it can be everything. But 80 % of projects within Germany.
6. Is there something that can train the employees to develop or possibly occupy higher positions in the company?
 - a. CapGemini is good at training and teaching the needed skills to their employees.
7. Capgemini has made many acquisitions since the past year. How do these acquisitions apply in addressing requests from clients, etc.?
 - a. Whatever tools the client uses are the ones we use. We have a portfolio of useful tools that we recommend but it is always project dependent. It is important that the client understands the output. That can sometimes be very unforeseen solutions.
8. How is the transition from science to CapGemini as research is usually not motivated by money. You just make the work to make other people rich even though you might have fun and enjoy the work.
 - a. 2 components: CapGemini answer: We have a business model to assist companies to solve issues. Christoph: would have loved to stay in theoretical astrophysics and he wanted to continue with working on numbers, intelligent people that understand him talking about it and interaction with other people. He prioritises the social and learning aspects of the job.

15:00 – 15:30 Coffee break (possibility to chat with CapGemini)

15:30 – 16:00 **N² - the network of networks** [Erich Zähringer, Katharina Willenbücher]

Leibniz society:

- DRs all over Germany, organized in Sections (there are 5 of them)
- Bottom up structure of Leibniz PhD network
- At this moment they have 150 reps of the DRs who meet at the General Assembly (once per year, last in September, elections are held here).

Working Groups

- Communications, EO and Working Condition, Events, PhD Agreement, Survey

Survey preliminary results

- First working group survey
- Survey prelim: 75% are at least satisfied; 7% of students are considered as poor, 34 % do not think childcare and doctoral studies work together, 18 % stipends

Communications line

- Communication; Blog, FB, Twitter, does new Logo (hexagon) and style guide

Events

- This year conference on interdisciplinarity, 80 participants

Helmholtz Juniors

Helmholtz association

- 18 centres, 6800 DRs (new numbers up to 8000) (15000 Scientists total)
- GA has no legal power over centers (or payment by them)
- still many stipends :(

Helmholtz Juniors

- Created by GA
- Steering Group (elected) and four working groups
- But limited by people, two Helmholtz Juniors per Center (36 ppl, hard to fill the working groups)
- Topics of WG: Events, Survey, Communications, Working Conditions
 - Working conditions group: Is working to replace Fördervertrag with TvL/TvÖD contracts, make some recommendations for PhD Guidelines
- Want to establish 22.5% contract for stipend holders (especially external stipends)

N²

Agenda

- focused on political statement
- Goals 2018/2019:
 - joint event
 - lobbying for political agenda
 - synchronize surveys
 - statements to equal opportunities
- network present at meetings with
 - Promovierenden Initiative
 - mind the lab
 - WissZeitVG Eval
 - AGBR (joint Betriebsrat)
- Political Meeting
 - Some useful feedback
- Successes:
 - 65% contracts for Helmholtz
 - power abuse statement of PhDnet
 - Survey and network establishment of Leibniz
 - mental health crisis addressed
- Topics for future
 - make all info available in English
- N² helps to maintain organisational knowledge: Board is current spokespeople, but former ones are in advisory board (and don't wanna leave it). Also Advisory board can help to chip in in stressful times.

16:00 – 17:00 **Working group presentations**

Visions in Science/Career group

- Lisa from the Career Group that organized the Career Fair, which coincided with the ViS event
 - Comprised of 12 companies
 - Seminar section during the career fair; longer time slots for the companies to present
 - Contacting the companies becomes the biggest workload for organizing the career fair
 - An important part is to discuss how to further career options for doctoral researchers, might be nice to be continued next year
- Alex from Visions in Science
 - Visions in Science VII: "Science and Society"
 - Distribution of tasks went quite well
 - Looking for speakers, organizing the topics, etc.

Offspring group

- Maria and Aida
- Run the blog and magazine of the PhDnet
- One article per month in the blog and then they would be combined later on for the magazine
- Scientific articles to things up to date

- Position paper was also published in the Offspring
- You do not need to be involved in the organization to contribute
- Once a month Skype meetings
- One day workshop for video editing
- Offspring wants to vlog in 2019 (volunteers needed)

Secretary group

- Mohamed and Isabelle
- Collect and disseminate important information to all PhD candidates in the MPS
- Webpage, FB, and emails
- Assist in the election of new external representatives and the task is divided among the three sections
 - Inform about regulations and process according to statutes
 - Reminders
 - Limesurvey: online survey tool
- Since last year, there was a legal group which can give advice in legal matters
- Looking for people who could be responsible for organization, communication, and endurance, respectively -- Election responsible persons
- Looking too for legal advisors

Website group

- Stephanie
- Update website, update/create mailing lists, be helpful with technical issues surrounding website/email server
- For next year: change of the email server
- Skype meeting by the end of the year or early next year

General Meeting group

- Alex and Nikki
- Invite to your city, explore restaurants and bars with other people, you can get to work with other people like the SG and the GA
- Soft Skills need to be learned and internalized during organizing the GM, e.g crisis management, conflict management
- Nice to have a point person on the ground
- Work officially would start today if people sign up for the group
- If well organized from the beginning, then less problems to be encountered during the event itself

Survey group

- Conduct regular surveys
- Enable the SG to base decisions on existing data
- Questionnaire design → Survey → Analysis → Report
- Regular monthly meetings

EO group

- Erika and JD
- Equal treatment and no discrimination; from hiring to late career stages

- Split into subgroups
- At the institute level, look into your scientific supervisors, EO officers, Ombudsperson, Workers Council
- At the MPG level, then you can course through the SG or the EO Working Group, which would course through the head of department for early researchers, etc.
- At the HQ level, there is the EO Commission formed by VP Friederici
- Developments: FAQ, Offspring article, seminar/lecture database, tax/pension/insurance pamphlet, HQ Steering Group Mental Health Management, seminars and symposia, sanitary product availability, MPQUEER network for better visibility LGBTQIA+, Corporate Health Management (Betriebliches Gesundheitsmanagement), EO mini-survey October 2018 with 440+ responses

Creation of new working group for open access

- Minor voting
- Unanimously approved the working group

Presentation of Certificates of Appreciation to the different working groups

- Jana and Maria presented certificates of appreciation to the different working groups

17:00 – 17:30 Coffee break (working groups get-together)

17:30 – 18:30 **Formation of new working groups & knowledge transfer**

18:30 – 19:30 **Discussion: Fördervertrag** [Greta, Jana, Plenum]

General

1. There were two different types of employment: stipend vs. contract and then MPS decided to have a contract the so called Fördervertrag which is mandatory

Differences TVÖD Fördervertrag:

- base income 50-100% can be changed
- time you spent on the PhD project or not (fördervertrag 100% on the project no right of instructions by supervisor, no obligation for additional things which you must do on the TVÖD)
- 30 vs. 20 vacation days
- TVÖD experience level up to 3; Fördervertrag maximum of 2 experience levels (after 2 years) and you will stay there
- VBL (Vermögenswirksame Leistung, = Bonus for retirement) on TVÖD but not on Fördervertrag
- additional bonus schemes such as BVBL on TVÖD no bonus on Fördervertrag
- Schnullerprogramm only if you are on a Fördervertrag but not on TVÖD
- PhDnet supports the Fördervertrag because of the definite right of freedom without instructions

Proposed improvements:

1. Salary 65% TVÖD equivalent payment
2. holiday increase 20 - 30 days (especially important for parents and internationals)

3. VBL and bonus schemes should apply

- We set a baseline
- GA supports us but it is not so easy to change it MPS wide because of the GWK and BMBF (ministry of education and research) and they have to agree to the changes because it costs more and its tax money
- Reached the GWK: they want to access the state of the doctoral researchers within Germany
- We see the benefit of the freedom but we see the drawbacks and nothing is changing
- We propose a deadline (31.12.2019) that's when we (PhDnet) stop public support of the förderverträge if there is no substantial improvement in employment conditions
- → the GA has one more year to push for changes

→ That is up for discussions now: Voting ended in YES we propose a deadline to the president & GA

Discussion:

1. Why doesn't the GA support VBL and bonus? Why is the hiring bonus only when we get the contract? (situation 3rd party scholarship, later on fördervertrag without hiring bonus because he had one before)
 - a. no 3 (VBL) is a minor part we did not focus; it is possible to get a hiring bonus even if you were on a Fördervertrag before
2. Helmholtz Spokesperson
 - a. lawyers have the opinion to employ people with more than 50% with Fördervertrag
 - b. Base income of 65%? or is it 50% plus hiring bonus? then you have the problem that the hiring bonus does not increase with seniority over time and can be taken away;
 - c. it is possible to put people into the VBL because there are some people in the institutions have it
 - d. official inquiry to the BMBF if it is possible to give hiring bonus to everybody or
 - e. Ilka: Hiring bonus does increase with the experience level within the MPS
 - f. Base 65%: this needs to be filed to the GWK
3. VBL is possible to do it voluntarily but then you have to cover all of it Jana: VBL the employer pays as well, ends in 50€ per month pension on a 50% salary during PhD; you can get it back (internationals)
4. 20 days of vacation in an institute with a TVÖD: will check again what they actually have
5. Scholarships/stipend: they did not want to acknowledge Stufe 2 after his scholarships ended; his boss wrote a letter that his work experience is acknowledged; people in the administration said no→ Ilka: the law changed 2 years ago if it is the same project
6. new PhD are hired by 65% ; immediate extension of 1 year --> not possible to change there; this is pushed in the GWK to get a "Remaining Bonus"/Haltezulage
7. stopping support of the Fördervertrag openly what would it change?: conscious decision of the GA and the president to have this we supported

it but survey data do not show scientific freedom, they partially negotiate for us; they are more united if they present an closed front with the PhD → if we stop the support this will change and they will get difficulties for political discussion (comes to power comparison); VBL: 4 years paying VBL makes the differences

8. Nicki: Research schools 100% salary → can we use this as leverage? Jana: the funding, administration, contract is a whole mess; we will use this against them → lets see how it is implemented.
Ilka: webpage is misleading Master students will get a stipend up to 1000€, once they split up to the institutions and they have to pay their doctoral researchers a 100%; Jana: concerns from IMPRS it would be unfair → this is exactly what we want to do
9. 100% salary was announced publicly shouldn't we be beating them with that? Yes (APPLAUSE)
10. Baltazar: is there a way to put more pressure on the GWK because they are a problem → that's what we do with our political activity and this is why the survey is important
11. Sophia: is our PhDnet work seen as scientific freedom when I am on a fördervertrag? If you are on TVÖD this could happen; our work is a grey area
12. Swati: if you start the contract they have the right to not get us the 15% can the new directors of the new research schools say that as well? basically yes
13. Filippo: how much pressure is the deadline? If it is not that much, main idea is fair play towards them
 - a. Ilka: we discuss holidays for 2 years now and Jana pushed a lot this year; the GWK has it on their table and we have positive sign; the GA and even the president is in favor but they are stuck politically
14. started on payment level 2 50% contract with 15% hiring; base income switch to 65% what about the hiring bonus? Jana: we want a 65% base and then hiring bonus can go on top
Ilka: the hiring bonus has to be discussed again when base income is at 65%
15. duration of the contracts: control over PhD especially internationals; what pressure can be done towards the GA? contracts shorter than 3 years? contact SG it is a minimum and they have to! (it is a violation and needs to be reported)
additional year: if there are discussions contact the SG as early as possible
16. Fördervertrag 50+15%; stipend 3 years than switched in their 4th year → do you need to have a Fördervertrag not a TVÖD?
 - a. This is a should but the GA they do not like TVÖD; directors got really sensitive; BPC in Göttingen did it all together
17. How do you justify the rise of the base income?
 - a. Best argument to make it possible for everyone to do a PhD within the MPS maybe even the brightest that leave; market arguments also is a good one, equality argument because we are doing all the work and we have a MA degree; parenting argument → all these are used depending on with whom we speak
18. Change in Visa issue: paragraph 16 or 18; what if there is a change in the paragraph if you are on a contract → is the GA aware of these changes → Visa 18 or 20 are right, 16 is wrong; Visa 20 is researcher Visa 18 is

employed; student visa counts for half the time than the working visa if you want to apply for residency → whatever contract can we indicate us a research workers not student!

- a. Ilka: there were law changes recently; 20 you can stay in Germany to look for work afterwards; You get your Visa depending on your invitation letter and the phrasing there and this has a result on the Visa itself
19. What is the reason behind 65 percent?
 - a. First, we determined the funding obtained by the survey participants. The data from the survey provided the grounds for the 65%.
20. Why don't we have something that says that the Fördervertrag should be like the TVÖD?
 - a. It would be harder to get something like this
21. Deadline makes a lot of sense. Going with the TVÖD makes more sense and it might be good to work with the other doctoral students for example from the universities. Long term we can powerful if working together.
22. TVöD cannot be prolonged beyond 3+1 hence it is not advisable? Do we need to be in the office 100% of the time or can we do home office?
 - a. Not true that extensions cannot be made.
 - b. Home offices legal framework. This needs to be passed with the works council and local institutes. Working on a template now with the GA. Hopefully it gets approved by the legal department and then it would be published in the OHB to be enforceable. This gets the opportunity to have a home office until it is resolved whether you must always be in the institute 100%.
 - c. Hopefully by the end of the year we make progress.
23. If you get off a certain off time can you extend with this time?
 - a. Contract extended by the time you leave.
24. Outline the freedom setting your contract by the supervisor? It is possible to give out TVÖD if supervisor is willing in the first place?
 - a. Everything beyond 50%, 3 years contract, and 20 days vacation
25. Is it okay to move to stipend from Fördervertrag?
 - a. yes.
26. Working with those in the universities?
 - a. Different scenario with those in universities.
27. Comment on student status and then the visa thing. We need to be careful in changing the labels of our status as it may affect our work and conditions within the country. Joint effort on federal states to put things in the federal laws. As students we also gain benefits, etc. So we need to be careful in discussing visa issues.
28. If you have supporting administration, then you can negotiate the number of vacation days.
29. Vacation days: the core of the lawsuit about holidays?
 - a. Didn't get the entire amount of holidays the person was entitled to. According to the law, unused leaves is convertible to cash but the institute did not want to pay this unused leaves.
30. One needs to pay the VBL with the TVÖD contract but this is discretionary with the Fördervertrag.

Motion on the proposal: till December 2019, unanimously voted yes!

19:45 – 20:30 Transfer to Ratskeller

20:30 – 22:00 Dinner (working groups) [sponsored by CapGemini]

Day 3, Friday 9.11.2018

07:30 – 08:30 SG breakfast (Q&A)

09:00 – 09:30 **Presentation of Steering Group responsibilities** [Steering Group]

Explanation of mechanics for election:

1. Presentation of the responsibilities of the SG
2. New SG candidates presentation
3. Deliberations, interviews, etc. of the candidates
4. Elections shall be conducted: Spokesperson, Deputy Spokesperson, Section Heads, and then General Secretary

General Secretary Duties

- Making sure that elections would proceed in time
- Elections in April or May to synchronize the elections among all institutes
- Emailing and forwarding information to the external representatives
- Custodian of all PhDnet records
- Administrative things
- Depends on what you work on, you would need to devote around 3-4 hours of week

Section Representatives: Humanities (Julia, Angel)

1. HS: it is what you make it and how u want to get involved
2. emails from the section or the SG then you answer
3. skype 1 per week
4. You can choose a project eg. parenting (but you do not have to continue with that exact project because julia will anyways)
5. Angel: middle of the year mid year agenda; it depends what you want to do with the position; social media and make the SG available; law background is where Angel chose to contribute even mid year and that was really important for several cases such as power abuse
6. there is a lot of FUN even with traveling
7. a minority can bring so much change
8. main issue: information loss so FAQ is important

Section Representatives: CMT and BM (Severin and Maria)

1. Maria stepped in the same period as Angel; mid year
 - a. Lot of fun
 - b. Questions out of your question, then you address them or forward it to the SG

- and/or GA
- c. Depends on the project you want to put time on
- d. Maria didn't have any concrete project to take over so she decided to handle the FAQ and MAX project
- 2. Severin: they won't come emails section-wise but more of general problems and not section-specific
 - a. Weekly meetings
 - b. Collegial body, team effort
 - c. Valuable to have strong ideas and a strong team
 - d. Valuable experience in many ways: how the MPG works, traveling-wise there are two mandatory dates when the SG met with each other, etc.
 - e. There could be the need to travel, etc.
 - f. SG members complement each other; you are not alone

Finance Officer/Deputy Spokesperson (Greta, Mohamed)

- Budget planning
- How to spend the money best?
- Money-wise, there is a list of soft skill courses
- More workshops for more groups
- Weekly SG meetings
- Main role of Deputy Spokesperson is to stand in for the Spokesperson when he/she is not around
 - getting involved in the N2
 - Bi-weekly meetings with the N2 (every other week) with each board member has a specific project they work in
- Meetings and networking involved

Spokesperson

- 20 hours a week for PhDnet work
- 30 hours a week for PhD work
- There is no minute in the day that Jana did not know what to do
- Focus, time management, organization is something that grows with you
- At first Jana did not know or had the idea that she would run for any position but the organization grows in you
- She ran for Spokesperson but lost and then became a Section Head
- She ran for Spokesperson out of curiosity
- Head of the organization and when you meet other people, you meet them at eye level and this is a very good and helpful experience
- It makes the big shots not look so much big
- You see the inner workings of the academia
- leading the team + dealing with the outside
- Time is valuable and spend it on strategy, etc.
- Coordination and topic projects (e.g. power abuse, mental health)
- Involve in projects that interest you

Presentation of Token of Appreciation to Spokesperson and GM group

09:30 – 10:30 *New Steering Group candidate presentation*

Spokesperson candidates

1. Alex Filippi (BMS)
2. Angela Aguinaldo (HS)
3. Johannes (Physics institute)

Questions:

- Do you speak German? Angel yes she thought about this but it shouldn't be a disability
- how about speaking to politicians: we help each other out
- how do the three of you think if this will affect your academic career how far along are you and how do you want to manage this?
 - Angel: it depends on time management and if you are able to multitask; she is at the rather end of her PhD and she will put the thesis together
 - Alex: backing up by supervisor, 1.5 years into, manageable and experience with event
 - Johannes: wants to leave academia, boss has no clue but she is very supportive
- Highlight one topic you would be interested?
 - Johannes: raising PhDnet awareness; getting new reps involved in the institutes
 - Alex: sees responsibility in contract situation and working conditions
 - Angel: three things 1 - better working conditions; reliability and communication; power abuse & conflict resolutions (the lawyer speaking)

Deputy Spokesperson candidates

1. Lisa (Career Fair group head)
2. Nikki (GM group)

Questions

1. Lisa, what are your other ideas or experiences?
 - a. We did not handle money but just raised money for the career fair
 - b. We don't get funds from our institute, so we need to raise money ourselves and manage it as well
 - c. Nikki: it is important to spend money wisely and according to the MPS guidelines; allocate and plan accordingly the money
2. Nikki is not German and she needs to be interacting with politicians, etc.?
 - a. I speak German to a certain extent
 - b. Learning opportunity and challenge
3. Unique selling point
 - a. Lisa: growing with the PhDnet, the job grew on her; Fun which gives motivation
 - b. Nikki: MPG has a lot of potential and she is passionate about making a difference, we need to push forward the issues; in a year's time I am able to say that this is what we did and this is what we still need to do; working for the

future

CPT candidates

1. Benjamin Regler (survey group) -- impressive CV
2. Peter Swekis - "growing into the role"
3. Lindsey Ultima(?) -- going into it 100%, adaptability

BM candidates

1. Daniel (Munich) -- "interdisciplinary"
2. Anna Mankowski
3. Sofia, MPI for Experimental Medicine

Humanities candidates

1. Raquel from MPI European Legal History
2. Esther from MPI Foreign and International Criminal Law

General Secretary

1. Filippo

Checking of Attendance

10:30 – 11:00 Coffee Break (Q&A with the candidates)

11:00 – 12:30 ***Election of the new Steering Group***

[Mohamed]

We shall critically evaluate the electronic election process! After electing the spokesperson we switched to paper.

1) Spokesperson

Round one:

- a) Alexander Filippi: 24
- b) Angela Aguinaldo: 24
- c) Johannes Stein: 15
- d) Abstain:

Round two:

- Alexander Filippi: 33
- Angela Aguinaldo: 28
- Abstain: 2

2) Deputy Spokesperson aka Financial Officer

Round 1:

- a) Lisa Linhoff: 21
- b) Nikki van Teijlingen-Bakker: 29
- c) Johannes Stein: 12
- d) Abstain: 1

Round 2:

- Lisa: 23
- Nikki: 39

- 3) Section Rep CPT
Round 1:
a) Benjamin: 8
b) Peter: 8
c) Lindsey: 11
Round 2:
● Benjamin: 7
● Peter: 5
● Lindsey: 10
● Hannes: 4
Round 3:
● Benjamin 12
● Lindsey 13
- 4) Section Rep BM
a) Lisa: Won
b) Anna
c) Daniel
d) Sofia
- 5) Section Rep Humanities
a) Raquel: Voted
- 6) General Secretary
a) Felipe Nathan: 8
b) Filippo: 19
c) Esther: 34

12:30 – 13:30 Lunch

13:30 – 15:00 **Discussion: Agenda 2019** [new Steering Group]

Doctoral research programmes and recruitment

- Clear guidelines and standardization of on-boarding for newly employed doctoral researchers. Emphasize mental health, contact people and introductions to PhDnet and other structures.
- Mentoring/buddy system, implemented directly after the interviews, to reduce the number of 'good people' going to other programmes because of uncertainties.
- Support to get stricter guidelines for TACs. Get in touch with IMPRS coordinators to help push this issue.
- Transparency of DR recruitment within the MPS to ensure equal opportunity, especially when it comes to internal hiring. Try and attain stats on how recruitment is affected by current contracts etc.
- Transparency of director recruitment and retirement within the MPS, and resulting DR contract status and transition period.
- Evaluation of PIs, PhD duration, drop outs and overall satisfaction and suitability to supervise students.

Communication/Collaboration

- Connecting not only geographically close institutes, but also institutes with similar topics.

- Connecting students within the PhDnet, using Maxnet and other digital tools, add FAQs and open discussion boards. Make information more readily available.
- Improve public outreach, promote DR published papers online (social media?), public outreach within the area/hub, invite lay people and schools/kids.
- Improve direct communication with local organizational structures and directors, PhD reps can attend board meetings/works council meetings.
- N², postdoc-net connections and collaborations

Equal Opportunity, Mental Health

- Raise mental health awareness, increase availability of bilingual counseling.
- Increase equality of IMPRS/non-MPI PhD students and improve outreach and involvement of non-IMPRS/MPI students.
- Support of diversity, implement proper international offices and EO offices.
- Put survey data on website to broadcast diversity.
- Implement a code of conduct, both within institutes and for guests during conferences.

Contracts

- Equal pay and benefits
- 65% across all institutes