2019 General Meeting Meetings
4-6 November, Göttingen

MPI for biophysical Chemistry & MPI for Dynamics and Self organization
Am Faßberg 11, 37077 Göttingen

Monday 4 November 2019 (Day 1)

11:00-13:00 Registration
12:45-13:15 WELCOME BY THE Steering Group (SG) & INTRODUCTION OF OPEN TOPICS

The 2019 SG group opened the meeting by introducing themselves and their position. Alex (PhDNet Spokesperson) began the General Meeting with a welcome and structure of the program, including a short introduction to PhDNet Hubs and the hub dinner. Additional highlights included:

- PhDNet experienced a big breakthrough with holidays and the PhDNet was able to get 30-days of vacation for Doctoral Researchers.
- The PhDNet Steering Group was invited to participate in the Max Planck Task Force addressing power and power abuse in the experience of Doctoral Researchers.

Nikki (PhDNet Deputy Spokesperson) highlighted further achievements of Max Planck PhDNet:

- The PhDNet is improving presence on social media through platforms such as Twitter, Facebook, Instagram and LinkedIn.
- The MPS Task Force preliminary results are available. The MPS survey on work culture and work atmosphere is available **online**.

13:15-14:15 OPENING BY PRESIDENT MARTIN STRATMANN & OPEN DISCUSSION

- There are more than 20,000 people in MPS
- President Stratmann completed his PhD with Max Planck and enjoyed the freedom of an atmosphere driven by science. This is a broad overview of what MPS is trying to achieve.
- MPS wants to stay competitive globally.
  - Overall spending in science has doubled over the years. China is now a new competitor in the field, with remarkable growth in published papers and bypassing Germany.

- o MPS is making sure to do very well in hiring and improving internal structure.
- o 76.47 % of all new directors came to the MPS from an institution abroad. (institutions, not citizenship)
- o The regions where the MPS attracts most young researchers are Europe, China, and India.
- o Europe still has a major importance for MPS.
    - Almost 50 of all scientific collaborations of MPIs include partners in the Euro Research Area.
    - Need more collaborations in Africa and Latin America.
    - Excellence is the driving force in Euro (through grants). MPS is leading in acquiring grants in Europe.
    - The Dioscuri Centers of Excellence has the goal to establish groups that are successful in the long term. The pilot program is in Poland and trying to close the gap for research in Eastern and Central euro.
- o The goal is to remain attractive for top international talent and pushing the frontiers of knowledge.
- Challenges
    - o Focus on hubs of excellence
    - o New career paths for researchers (tenure track)
    - o Cross-location and cross- disciplinary network-structures necessary
    - o Transformation of the German research and higher education landscape
    - o The distribution of the partners and hubs present certain challenges and opportunities to team up and get a broader view of science
    - o Training the next generation of excellent academics

- Why networks?
    - o International collaboration
    - o Important for MPS visibility
- IMPRS
    - o 67
    - o structured PHD student training, including Thesis Advisory Committees
    - o Clear thematic focus
- MPS Networks
    - o Max Planck Law
    - o CS@ max Planck – MP graduate center for computer and information science
    - o MP Graduate Center for Quantum Materials
    - o Grad centers
        - Joint projects and trainings
    - o Visibility, "Faculty"
    - o Intra- & Interdisciplinary
- Max Planck Schools
    - o Max Planck School of Cognition
    - o Max Planck School of Matter to Life

- o Max Planck School of Photonics
- o 3 Pilot-Schools MPS w/AUFs and 9 universities
- o Start at undergraduate level is possible
- o Visibility in German research landscape
- o Intra- & Interdisciplinarity
- There 2 new MPIs:
  - o [Cyber Security and Privacy](#)
  - o [Animal Behavior](#)
- MPS Abroad
  - o USA, Florida
  - o The Netherlands
  - o Luxembourg
  - o Italy
- Future challenges
  - o Budget – 50% DE and 50% by local states.
  - o Will get a 3% increase for 12 years.
  - o Nearly 170 directors leaving the MPS.
    - ▪ Need to find a way to keep top talent.
    - ▪ Creating a program to identify cluster retirements and see if there is an opportunity for new ideas. Each section of the MPS now makes these decisions (previously made by each institute).
- MPG 2030
  - o Attracting the best talent
  - o Improve the flexibility of the MPG – scouting and hiring processes, cluster retirements and new fields for existing institutes
  - o Improve the attractiveness of the MPG for outstanding young rising stars
  - o Improve campus structures
  - o Improve the status of the MPG in the large field of computer science
  - o Enhance good leadership
  - o External stability

- The MPG Scouting Office
  - o Each section has its own scouting officer
- MPS Survey: Working Culture and Work Atmospheres in the MPS
  - o More than half filled out the survey.
  - o Topics covered:
    - ▪ sexual discrimination
    - ▪ pressure to perform and bullying
    - ▪ working culture
  - o Gender specific analysis 2) section specific analysis 3) status group analysis 4) nationality specific analysis
  - o Betriebsrat is still the established channel of reporting concerns
  - o Central Office Contact
    - ▪ Hiring someone who is fully responsible for leading all investigations, reporting only to the President and Vice-President.

- There will be more surveys in the institutes. The variation between the institute is very large and measures to improve the working culture inside the institutes is important.
- There are two paths that should be followed for complaints:
  - The complaint should involve the director and they have to be a part of the solution
  - If the director is the problem, then the administration will deal with the problem
- The code of conduct has to be passed by the senate in the summer.
- Challenge of modern junior staff policy in a research organization
- Support for young families

Additional comments
- The Betriebsrat should be your friend as a director.
- One has to know the way Germany works as well as some of the challenges of living in Germany.
- The majority of young researchers will look beyond academia for career opportunities. There are various requirements for employment with businesses in Germany. The companies take (speaking/learning German) as a serious attempt to integrate.

Questions/Comments
- In the new graduate schools, there are positions that are paid 100%. Directors take students with them making other students thinking that there is a 2-class system for students.
  - Response: The idea is to start with a first-class training with Max Planck and universities, starting with the undergraduate level. This is a new concept for the MPS policy. There are still discussions surrounding this new system.
- If there is an institute that is known for trouble with students is it possible to have some form of transparency report?
  - Response: The law firm is the first place to go if there is a serious complaint and you are totally under control of the complaint. If it enters the central administration, where one person deals with the complaint, the process has to be clear and transparent with a feedback system. At that point, one cannot do this anonymously. In this case, MPS will be open and transparent. The contact person has a background as a lawyer/judge.
    - Does the feedback go just to the directors?
    - Answer: No. It goes to the person who makes the complaint.

14:15-15:00 PRESENTATION WORKING GROUPS I

Working Group Presentations were provided to introduce each working group and general tasks to doctoral researchers. Further information provided in the working group

sessions. Doctoral researchers are encouraged to sign up for a working group during the sessions as well as after the general meeting.

- Secretary Group (Esther)
  - The secretary group runs the election process and general administration tasks of PhDNet.
  - The team works with each institute in MPS to organizes elections for the external and internal representatives.
    - Uses LimeSurvey for elections
  - Secretary group proposes changes to the PhDNet statutes that will be voted on during the general meeting.
  - Looking for people interested in learning the administrative functions of the MPS, institutes and organizational structure
- Survey Group (Linda)
  - 2019 Survey was still open with the goal to increase participation.
  - The survey was a part of the collaboration with N2.
  - Information for the survey is used to provide statistics that support the positions of PhDNet on various topics (i.e. 30 days vacation)
- Open Science Group
  - Advocating for open access as a standard process
  - Good scientific practices guidelines
  - Organizing and planning the Open Access Ambassadors event, December 10 – 11 in Berlin (Harnack Haus)
  - The Open Science Survey was conducted in June and July 2019
- General Meeting Group (Swati)
  - Organizing the General Meeting with PhD representatives from different Max Planck Institutes, SG and the GA
- Offspring Group (Srinath)
  - Blog and print magazine that highlights the ongoing activities of the PhDNet and MPS (MPS)
  - The 2019 Offspring Magazine is online, and prints are available
  - Participated in workshop on video editing
  - Doctoral researchers can submit their own articles to share research
- Web Group (Merle)
  - Maintains the PhDNet website and mailing lists
    - Provides support to working groups to update website with information
  - The website was redesigned in 2019
  - Email server was changed

15:00-15:30 Coffee break and group picture

15:30-16:00 FRATZL - CHAIR OF THE CPT SECTION
- MPS is a society (like a club) with members from different parts of society
  - Everything that is done has to be done at the local level and the central level at the same time.
  - Requires a lot of involvement on every level, including the PhDNet level.

- Organizational structure, https://www.mpg.de/about-us/governing-bodies. There is a sort of "separation powers" of the MPS.
    - **Executive**, responsible for the budget, administration, controlling, interaction with politics, etc.
- **Strategic-scientific (BM, CPT, and HS section)**, oversees director hires, evaluation of new scientific directions, new institute concepts, etc.
- **Scientific members**, including the directors and other members of the society (supporting, honorary, and ex-officio)
- The scientific council is the coordination between the sections of the MPS to discuss the issues and meets only once a year with general topics
- Each section meets February, June and October.
- Main task of the section is hiring directors, creating new scientific directions and concepts for institutes
    - **Human Sciences.** Examples include cultural studies, law, social sciences, cognitive sciences, linguistics
    - **Biology & Medicine.** Examples include developmental and evolutionary biology, genetics, immuno, infection biology, behavioral science, plant science, cell biology
    - **Chemistry, Physics, & Technology.** Examples include astronomy, earth science, computer science, mathematics, etc.
    - There is much overlap between the sections and the council is working on through internal section committees
- MPS is special because there is an incredible degree of freedom and flexibility in research, led by the director
    - Director is responsible for
        - the budget
        - all staff recruitment and hires in the department
        - shaping the research for the department
    - the consequence is that there is a large diversity in how each institute is structured
- There are several ways you could be organized
    - IMPRS – research schools
    - Doctoral researcher in a scientifically independent research group. The director does not define the research in these groups.
    - Research schools, where students start at the bachelor level in principle
- 2017 – 55% doctoral levels and 75% postdoc level are international (come from outside of Germany)
- There are programs for equal opportunities
    - mentoring networks Minerva Fast-track program, networking and information on career building.
    - Career and family life
- Many of the things have to be organized at the local level due to the structure of the individual institute or group. It cannot be organized centrally.
- Contributing to the section
    - Big Picture

- - Role of the section is scientific strategy Even when there is scientific freedom, if a director retires, the department does not have to stay "as is". It goes back to the pool in theory and can be restarted in a totally different field.
    - Ideas come up for new institutes and evaluating institute concepts: When a new institute is created, sometimes other things have to be stopped to prevent a huge increase in budget. Example: MPI Cyber Security and Privacy
  - Smaller Picture
    - One director retires, a new director needs to be appointed
      - Electing Appointment committee
      - Candidate interviews that validate the candidate
      - Search symposia
      - External members, honorary membership in the society
      - Excellence program for W2 professors and handles the second phase of the quality evaluation by the section and the MPS relationship with all types of issues.
- Doctoral Researchers as scientific staff representatives
  - There were newly elected Doctoral Researchers as scientific staff reps in the section meeting two weeks prior to the GM.
  - Every institute has one scientific staff representative that is elected by the staff
    - Please take part in the voting process
    - The interaction could be stronger in this area
  - Doctoral Researchers can run for the scientific staff representative
    - Staff with contracts are eligible to run for the position. This was difficult when more PhDs had stipends. Now, most PhDs have contracts.
  - Scientific staff rep attends the section meetings and voting on the directors.
    - Need 80% "yes" votes to elect a director
  - Scientific staff rep are members of the Perspective Commission, a subcommittee of the section.
    - Discusses the scientific council of the institutes
    - New potential directions for MPS and below
    - Central issues
    - One representative of the scientific staff. Nominated by the scientific staff representative for the commission
- Ask the scientific staff rep to report to you. Call a meeting where the staff representative reports to staff the results of the meeting.
- Give input to the scientific staff rep
- Hiring process of directors (may be slightly different for each section)
  - **Step one.** The institute propose one candidate for an open director position
    - Invite a number of candidates through invitations, symposia, etc. (Can take months or years)

- Before the section invites the hiring committee, the scientific staff rep of the institute has to submit an official statement that has to include to position of the Doctoral Researchers and other scientific staff of the institute.
  - Doctoral Researchers (DRs) should have a chance to at least interact with the candidate and take leadership on the way the candidate interacts with Doctoral Researchers.
  - If there is a problem, DRs should communicate with the scientific staff representative of the institute.
  - The involvement of the Doctoral Researchers is very important at this stage for spotting any red flags.
  - In the CPS section, there is a CPS mentor that looks into equal opportunities. Example: 7-8 candidates and it is not a diverse selection; the mentor can propose additional candidates.
    - *Elisabeth Schiemann Kolleg* mentoring organization participates in this process by nominating a mentor. Elisabeth Schiemann was the first female director of the MPS.
  - Sometimes the hiring committee organizes a separate symposium from the institute, but this is not as common.
  - **Step two.** The section invites the hiring committee.
    - One representative of the scientific staff is not from the institute proposing the candidate is a part of this because the work of the committee is confidential even in respect to the institute.
      - This is the quality control part of the process.
      - The meetings and the process are mostly confidential.

Questions

- Who is the representative in my institute?
  - Response: Each institute in all sections have the scientific staff representative. **Please find out.**
    - Go to the administration to find out the name of the representative.
    - Even if this is not the right person to represent the interests of DRs it is still important to meet the scientific staff representative to see if it can be improved.
      - This can come from both sides – DRs and administration
    - The elections take place at different times in different institutes.
    - There are still key points of discussions about the position of scientific staff rep
      - The representative is elective for 3 or 4 years, which is sometimes outside of the term of a doctoral researcher
      - The positions combine the interests of the DRs, postdocs and scientific staff, which can be very different.
      - Is this the right person to represent the interests of the DR.
- Do all students have a voting right?

- o If you have a contract with the institute, you have a voting right. A stipend is different.
- Comment. At one institute, the position and the director process are not being advertised openly. So, it is not known who has what position. A recommendation is to advertise it within the institute is the first step and the PhDNet should share that students have a right to vote or run for this position.
  - o For every hiring, the representative of the staff has to report what the DRs told them. The institute is expecting feedback, at least when hiring is happening. Good practice: after each section meeting, the representative has a staff meeting to report to the staff what happened.
- If an institute does not implement these processes, is there any central measure to enforce?
  - o The staff should hold the scientific staff rep accountable
- What happens to the employees of an institute when a director retires, or the institute is redirected? Is there a strategy to handle this?
  - o Most people in the MPS are not tenured because it is hard to change direction of the institute.
  - o If groups are tenured, there are some financial means to continue with the change of director or direction.
    - ▪ There are case-by-case situations where groups are moved.
- Redirecting an institute with facilities in place that are well-used?
  - o Very different in different disciplines.
    - ▪ In BM, there are central facilities and similar technologies, so a change may not make a big difference. In astronomy, for example. with satellite launches, the continuation is a much more pressing issue.
  - o In general, nothing is set is stone at MPS
- Is there a fixed quota for women in the hiring process for directors?
  - o There is no fixed quota.
  - o There are numbers that MPS is trying to achieve (25 – 30% is promised) among directors. These are different between each section.
  - o The topic requires much more information.
  - o Difficult because most hires below the director are not done centrally. It is done by the institute. So, there is pressure, but no fixed quota.
- One of the key issues that affects DRs is when directors retire and the movement of group leaders. (examples: DRs have different supervisors, other directors may/may not take them over, there are measures in place, but they don't seem to work)
  - o Most group leaders are there for 5 – 7 years. The likelihood that DRs are not finished before the move. This creates many issues for DRs.
- Can they only say "yes" or "no" to a candidate?
  - o In HUM section, they can call for a symposium. In BM and CPT, this never happens.
  - o If they say "no" to a director, the whole process starts over again.

16:00-16:30 INTRODUCTION WORKING GROUPS II

- Equal Opportunity Group (Erica)
  - MPQueer – if you know someone who would like to record a mentoring video let the MPQueer network know
  - How to respond when you are called out – for those who might feel defensive or need resources
  - Looking for endorsements for the non-binary letter
  - Mental Health Awareness Week – please continue to send feedback on your institute events during MHAW
- N2 (Nathan)
  - Collaboration with doctoral students from other research institutes (Helmholtz, Leibniz) in Germany
  - Lobbying for improved conditions for doctoral researchers in Germany and the EU
- Career Fair Group
  - Organizes and creates topics for soft skills seminars for DRs.

16:30-18:00 WORKING GROUP SESSION (finding the right groups, selection of group leaders, collecting contacts, taking group pictures)

18:30-19:30 HUB-DINNER

19:30 HUB ROUND TABLES AND CROSS EXCHANGE OF IDEAS

Tuesday, 5 November 2019 (Day 2)

09:00-09:45 SG ANNUAL REPORT AND DISCUSSION
Alex
- How would the contract percentages be implemented within the MPS? Would this be a bonus recruitment?
  - MPS favors the TVöD
  - As N2, the position is taken that full working time should also be granted full payment.
  - Pushing for 100% payment on paper
- Published a joint position paper on power abuse.
  - First outlined at the 2018 General Meeting (GM)
  - Available on the PhDNet website, https://www.phdnet.mpg.de/news/2018/power-abuse-statement
- Equal opportunities group are working on the key points for organizations to improve on this topic.
- Mental Health is the topic of this year's survey
  - Push in organization

- o Talk with stakeholders and funders about this topic
- 2019 Survey. Pushing for over 50% participation
- Collaborations
  - o N2 Event in Berlin with well-known speakers and important topics
  - o Stipends are highly discouraged. While most DRs have contracts, working with N2 on how to get rid of the rest with funders (e.g. VW Foundation, DFG) and improving funding schemes.
  - o European PhD Network – lobbying organization in Brussels
  - o Study on PhDs in Germany (in January)
  - o Max Planck Schools and discussing how they are involved in PhDNet and align our interests in a network. May need to address in the statutes in the future.
- SG submitted a letter to the section chairs reporting various concerns, especially in the case of supervision and power abuse. If there were DRs represented more in the process, this could be improved.
  - o The chair scientific council responded, agreeing with the point, but didn't acknowledge fully that supervision is an important part.
    - ▪ Proposed the representatives of the PhDNet and Postdoc could submit a similar letter as the scientific staff representative.
    - ▪ The discussion took a step back and recommended going through the scientific staff representative. But there are still PhDNet concerns:
      - • The election of this representative does not align with the timing of the DR contract – 4 years
      - • Still needs to be admitted by the director after the election, which a DR could potentially be rejected even if elected.
      - • Senior scientists/group leaders that tend to be elected don't really represent our interests.
  - o Open Ambassador's program. Spoke with different bodies in the MPS (works council and administration) about this initiative along with MPDL.
- Questions
- Gender pay gap. Is there a section pay gap? What do you mean?
  - o There are more women in humanities, which on average pays worse than other sections (CPT is paid more and has more men). If you count all DRs, the result shows a gender pay gap.
- Has there been any contact with the Frauenhofer Institute?
  - o They are welcoming of a network, but they are not actively pursuing a partnership.
  - o DRs are encouraged to share experience with DRs in Frauenhofer.
- Is there any effort to get involved with the hiring of group leaders or other managers to help them get valid tools for managing people?
  - o They are looking for red flags for people they want to eliminate from the hiring process.
  - o Looking to give training to others that exhibit warning signs after hiring.
  - o The SG has brought up the issue with administration, but there are no preliminary plans. The discussion should continue forward.

- The TACs are not common in some institutes and sections (e.g. CPT). How are they implemented?
  - BM mostly implements TACs, HUM has some forms implemented, CPT is still discussing the concept because the section is quite specialized.
  - The TAC includes a supervisor and other experts (usually 2 others) that provides scientific support (on-site or abroad) and a safety net in case something goes wrong with the supervisor.
    - Can help the student and the supervisors
    - There are different models of the TAC online
    - Concerns
      - Conflict of interest between members
      - Couples
      - Power imbalance
      - TACs are in place but are not implemented due to lack of interest or desire by director or TAC members
    - Strongly advocate for the proper implementation of TACs through using tools available online (e.g. PhD Guidelines,
- How are power Abuse concerns and complaints?
  - DRs have contacted the SG with problems
  - The power abuse paper is an identification of issues and recommendations for solutions
  - Some people don't feel comfortable reporting
- Is there a way to standardize the extensions of contracts?
  - Working on making clearer guidelines for extensions and decision makers (e.g. PIs)

Nikki

- Presentations on the survey report in the CPT section
  - Most DRs in 2018 did not have a TAC.
  - Start a conversation with your directors to start a TAC with guidelines for fair and useful TACs.
- Collaboration with Presidential Circle
- Scientific misconduct response and shock towards results in the BM Section
- Doctoral researchers are encouraged to
  - Clarify the hiring process
  - really get involved with the directors
  - find out who the staff representative is in your institute.
  - work with the internal representatives of the PhDNet. It shows the administration that PhDNet and DRs are passionate about the issue of hiring and want to improve the process.
- Budget. Requested a budget for 5 years at 65,000 Euros a year
  - travel for SG
  - travel for working groups (when absolutely necessary)
  - Funding the GMs
  - Interdisciplinary conference N2 or Visions in Science
  - Printing of The Offspring
  - Soft skills seminars (e.g. Offspring's seminar on video editing)

- o Institute seminars
    - ▪ *Side note about workshops:* If there is really no other funding available from any other funding body, then we can help you fund a workshop that is not available from the other available MPS sources.
        - • Example: Institute on Legal History had a workshop on diversity that was not common in Germany.
    - ▪ It is important not to plan the seminar until you have the approval for the seminar.
        - • Funding process takes some time
- o MPQueer subgroup
- o Parenting Group travel

Social Media Presence
Lindsay
- • Facebook, Instagram, Twitter and Instagram
- • Received a lot of help from the Offspring Group
- • Direct feedback to the SG, Offspring or join in the effort to improve communication on social media.

Career Development
Lisa and Raquel
- • Met in Munich with the new HR department about a mentoring program that could assist with career development for DRs (what they would like to do next).
    - o Still in the process of development as a pilot project
    - o Could be a part of the MPAA (alumni association) process through membership or collaboration
        - ▪ MPAA started a regional trial
    - o Mentoring focuses on next steps
        - ▪ Connecting with professionals
        - ▪ Connecting with industry
        - ▪ Tries to connect DRs with mentors from different backgrounds

09:45-10:30 PANEL DISCUSSION (STATUTES, PROBLEMS AT INSTITUTES)
Esther and Liane

- • DRs are asked to encourage the institutes and other DRs to run for external representative in order to make sure there is good representations of all MPS institutes.
- • Statutes for PhDNet can be found online on the website, highlighting the process for elections
- • There were two options sent out to external representatives for proposed statute changes to Section 3 and Section 5.
    - o Historically, democratic legitimacy of the statutes is based on alignment with the general statutes of the MPS.

- o Voting on the statute changes is postponed until next year to make sure any proposed changes align with democratic legitimacy of PhDNet
- Challenges with election procedure
  - o Multiple rounds of elections
  - o Quorum
  - o Difficult to get the required percentage of votes in larger institutes due to various issues (e.g. engagement, presence of "abstain" voting, etc.), which can create multiple rounds of voting.
    - ▪ Additional proposal: majority of the vote wins

10:30-11:00 Break

11:00-12:00 OPEN Q&A
ILKA Schießler-GÄBLER & BIRGIT ADAMS

- Ilka Schießler-Gäbler, Department of personnel affairs and development for PhDNet
- Birgit Adams – personal development program for DRs and undergraduates. Consult the MPIs on contracting for PhDs, internships and stipends
- Ilka and Birgit were available at the GM for concerns and questions.
- Talent Management Cycle was introduced at the 2018 GM
  - o Welcome/onboarding
  - o Development/retain
  - o Attract/recruit
  - o Gender equality is integrated in all the measures
- New colleagues to support the different groups
- A big emphasis on leadership program for directors and scientific leaders.
  - o Good leadership
  - o Compliance
  - o Power abuse
- Alumni
- Dual Career relationships
- Max Planck Leaders seminars with new directors
  - o PhDNet guidelines
  - o TACs
- Scouting Officers and other recruiting initiatives
- Max Planck Schools have started already
- Planck Academy (Onboarding) is in the pilot phase.
  - o Want to be online at the beginning of next year (from January or February)
  - o Planck Academy will be a virtual academy.
  - o Should be able to register online.
  - o Must have a Max Planck email address to participate.
    - ▪ Please make sure that everyone who is entitled has a Max Planck email by going to the administration.
    - ▪ There are also guest accounts.
  - o The Onboarding program should also be available as an app.

- Please register for the seminars and cancel ahead of time. When DRs/registrants do not show up, someone loses a spot and the money is still spent.
- The travel guide should be available next year for DRs
  - Intended to be used on smart phones
  - Have information available before and after you start
- Plan to integrating the DRs for the career steps program with postdocs
- PhD events
  - Welcome event
  - PhD days
- Want to introduce a Max Planck-wide science communication competition.
  - Started in Potsdam
  - Because MPS is funded by German tax money, have to report what measures to foster science and research (pact agreement)
  - Have to do an outlook on plans for the future, which could include the science competition
- Research and Children
  - There is now a Family Office in the General Administration
  - Support in all stages, including financial support
  - Family Service information should be shared at the institute
    - Supports families (including elder care) and they will provide opportunities in the region for different services for support
    - There are three contacts in the general administration for the program
- Want to bring all the staff networks (PhDNet, Postdoc Net, LeadNet, etc) together so information and processes are shared, increasing impact and strength
- Use the MPAA and the networks to bring together most of alumni
- New colleague working with industry tract
  - Bringing together needs of industry and young researchers
  - Members only (industry partners)
  - Related to alumni as well
- Gender equality and diversity management
  - New colleague only responsible for this area and related measures

Questions
- Who received money or know someone who has received money for subsidy for early childcare?
  - Administration struggles to send the documents required. Suggestion that the program is retrospective so that there is time to submit documents and get a response.
    - There were many applicants
    - Contact administration with any questions or concerns
- Is there anything that the DRs can do to find or start an IMPRS?
  - No. The directors have to apply for a school.
  - The application process is a structured process.
- Is there a person in the HR person that can help the institutes find a suitable person for a particular job?
  - The scouting office is not the HR office.

- They are preparing to find people who could be the next directors of the institutes.
  - There is no person on the HR level that supports institutes to hire persons with specific skills (e.g. grant writing)
  - There are people in various institutes that can support finding third-party funding
- IMPRS there is a lack of clarity as to the status of the DRs that are not associated with the MPS but are connected to the universities. What access do they have to programs and resources?
  - They can take part in the IMPRS activities
  - In the cooperation contract with the university, the IMPRS may have a clause that clarifies the access that DRs have to various resources of MPS and the universities.

12:00-12:30 [POSTDOCNET](#)
Rana Amini

- Why should you think about PostdocNet?
  - 2,753 Postdocs in the MPS
  - Supportive network for the "limbo" period of the postdoc.
  - Identify problems of postdoc
  - Professional and career development
- Cross-disciplinary exchange with Postdocs of MPS
  - Max Planck PostdocNet Founding Meeting at the Harnack Haus in Berlin on Monday the 29th and 30th of April 2019
  - 65 reps from 40 MPIs
- Structure is similar to PhDNet
  - Steering Group at the core
  - Working Groups (similar to PhDNet)
    - [Equality and Diversity](#)
    - [General Meeting](#)
    - [Legal Support](#)
    - [Research Needs](#)
    - [Secretary](#)
    - [Seminar](#)
    - [Social Rights](#)
    - [Survey](#)
    - [Web and Media](#)
- Accomplishments
  - Postdoc mailing list
  - Postdoc survey - 745 responses, over 70 MPIs
    - Demographics
    - Major challenges
      - Employment conditions (still have stipends)
      - Lack of communication and transparency with administration
  - Projects/Ideas presented in October at the section meetings

- Working on a development package for Postdocs when starting MPS
- Improve awareness and implementation of Postdoc guidelines
- Grants (interdisciplinary, long-term collaborative)
  - o Meeting with partners in September
- What PhDNet can do
  - o Share the information about PostdocNet with your institute and Postdoc colleagues

Visit social media (Twitter and LinkedIn) and webpage, http://www.postdocnet.mpg.de/
  - o Contact PostdocNet with questions

Questions
- Contracts and Stipends. Is that something that needs to be done on the MPS level or the institute level?
  - o Two points:
    - *Stipends.* It should be addressed on the MPS level because there are many Postdocs that are international that do not know, before they arrive, about the differences between contracts and stipends and their rights in Germany.
    - *Fellowships.* Postdocs should know that once they get the fellowship, they won't have a contract anymore. Many international students do not know this happens.
- Is PostdocNet going to push the need? Or will it be something that each director can decide?
  - o Lobbying the different agencies to improve this issue
  - o One solution: Keep the Postdocs on fellowship on a part-time contract
  - o Another solution: Give the Postdoc the proper information ahead of time to choose a fellowship knowing that they will let lose benefits of having a contract

CONTRACTS
ILKA Schießler-Gäbler

- The MPS guidelines for Doctoral Research education include information about contracts.
- Rule: the contract should be 3 years and only can be shorter if it can be foreseen that your research will be shorter
- 50% related to the salary of TVöD and can be topped up by a hiring bonus and must be stated in your first contract
  - o Can be paid for everyone in one institute or in one department if there is a regulation in that institute
  - o Can be only paid for the future (ex. "Hiring bonus for everyone in the institute for 1 January" only applies to those starting after that date)
- In continuous discussion with financers from the government.

- o There is a survey running from the federal ministry of education and research
  - ▪ MPS handed in documents last December
  - ▪ No results as of that date
  - ▪ Looks like will be entitled to pay more than 50%, but not sure how the hiring bonuses can be paid. A further inquiry has been sent

Questions

- o There are PhD projects that take longer (e.g. some need 6 years) and somehow specific institutes create contract rules that are not applied equally (e.g. hiring bonus, length of contract) to DRs in an institute. Is there a way to make the contract rules applied equally to everyone?
  - ▪ Response: There is a 3-year contract rule with MPS. A person should have a contract for 3 years. The contract can be prolonged, and should be, if you are not finished with your doctoral research for reasons that the DR is not liable for. The guidelines say it should be 3 years + 1-year prolongation.
    - • There are rules where the financiers provide limitations based on German labor law. The law limits time under contracts (e.g. 6 + 6 rule) where the institute may not be able to prolong contracts longer than 6 years.
    - • There are different cases that may affect the way these are applied.
- o With the 3-year Rule be changed for one specific DR or can a department do this all the time?
  - ▪ Response: For one specific DR. There is not department entitled to say that they will only give contracts for 2 years.
    - • If a director is going to retire, they get a "Stop" letter, telling them that they are not entitled to hire DR or other staff, which cannot fulfill the requirement of the 3-year contract. Meaning, a director cannot hire people and give them a 2-year contract because in 2 years they are leaving the institute.
    - • The administration should be aware of this.
    - • If there are concerns, talk to the administration of the institute.
      - - If the administration needs back-up from the General Administration, the head of administration should contact the administration.
- o In the case of the group project closing in less than 3 years and the group leader leaves, who can prolong the contracts?
  - ▪ The institute has to secure that the people can finish their PhD, even a prolongation of the contract. There should be enough money at an institute to prolong the contract.
  - ▪ In the case a director retires, they are responsible to take measures that the DR can finish their PhD.

- It might be that a person either can go to the university to another supervisor with funding from the MPI or funding from the university; or someone from the department takes your supervision with funding from MPI. The contract is with the MPI and not a specific director.
- The guarantee is that you have funding so you can finish the PhD.
  - If there are complaints of pressure to finish due to retirement, go to the PhDNet spokesperson and try to solve the program locally with the institute administration.
    - If there are problems with the administration, contact the PhDNet spokesperson to start the process
    - There is an *Institutsbetreuung* for each section under the General Administration that tries to solve the problem with the institute administration and the directors.
- Is there something that can be done for DRs that have different funding sources that cannot get the same benefits (e.g. childcare) as those who have a contract?
  - Those that have third-party funding stipends might have the opportunity to have a "mini-contract" that provides a stipend, but this is only allowed if the third-party funder allows additional stipends
  - Under labor law, if the person is entitled to work in Germany and the time under the contract law, the person must do something that is not related to their PhD funding.
    - This is very difficult to work with "mini-contracts".
    - Even with the "mini-contracts", one may not be entitled to take part in any of the MPI/MPS measurements that are for those with a funding contract under the MPS.
- What is the status of the *Haltezulage* in relation to the hiring bonus?
  - It is a part of the government survey, and there are no updates to this date.
- It can be intimating for DRs to talk with the directors about the PhD Guidelines. Is it possible for the MPS to enforce the guidelines in any way?
  - The scientific advisory boards should be contacted when something is wrong. The board has to see that the guidelines are implemented at the institutes.
  - The Onboarding process for the new directors also addresses the rules of the MPS and the doctoral and postdoctoral guidelines to try to train the directors and leaders in a better way.
- Running over the 4-year contract is common (for many issues) and creates other issues due to money. How much of a topic is this in Munich?
  - The MPS can only do something if it is brought to them.
    - Sometimes, administrators call to ask for support in discussions with the directors.

- There's not a rule to cut off after the 4th year
- There is a place to fill-in to say why they pay more than 4 years
- Stipends and old cases can be addressed
- The President says he does not want to have DRs finish the PhD on unemployment (*arbeitslosengeld*)
- Suggestions:
  - Put it on the agenda for next year's steering group
  - Do a small survey on the issue and if it is a major topic, it can be presented to the President
  - Have the institute administration contact the general administration or contact the steering group to contact general administration
- o Is there a recommendation for how to approach a director to discuss contracts and signing bonuses?
  - Look in the organizational handbook for more information.
  - Take it with you to discuss with the directors.
- o Why can't the institute end the contract and issue a new contract with the signing bonus?
  - Because the person is already hired. It must be a competitive situation that comes from outside of the institute.

Final comment: The MPS is waiting for the results from the government, but internally there is still a discussion about bringing up the level of the base payments until information from the government is received.

12:30-13:30 Lunch

13:30-13:45 MAX PLANCK ALUMNI ASSOCIATION (MPAA) (https://www.mpg-alumni.de/**)**
Filippo Guarnieri

- A community that provides the possibility to stay connected to the MPS
  - o 3 years old
  - o Organizes events
  - o Discusses issues
  - o Providing career support
  - o Sharing experience with students and universities from around the world
- Mission is to help alumni connect to each other and stay in contact with the MPS
- Everyone is a volunteer
- Members of MPAA are located in cities around the world
- Who are alumni?
  - o Anyone who worked with MPS for 6 months or more (visitors and staff members included)
    - Even active members working with MPS (e.g. postdocs)
- MPS has 100,000 members

- The target size of MPAA is 50,000 members
- Currently over 800 members
  - Around 50% in academia
  - Around 50% foreigners
  - Around 50% living in Germany
- Various groups and networks, committees of all the people working at the MPIs available for support
  - MPI Groups and Associations
  - Regional groups
  - Shared Interest Groups
- First general meeting in 2019

13:45-14:15 MPDL/ MAX(NET-)/ MAX PLANCK INNOVATION

MAX
- MAXNet will be shut down at the end of January.
  - MAX is the new name. If you have an old profile on MAXNet, log onto Max (http://max.mpg.de/) to create a new account.
  - If there are any issues, send an email to the Max team
- Institutes still need to migrate to MAX
- Demo of MAX and team rooms
- Team rooms are very useful
- Must create a personal website with information and contact on MAX
  - Can add any additional information you want
- Contact the MAX team with any questions

Max Planck Digital Library, https://www.mpdl.mpg.de/
- MPDL was launched in 2007
  - One of the 4 central service units
  - Works with institute libraries to form the library system for MPS
  - Take care of tasks that provide value to the MPS
- Located in Munich, next to the University of Munich
- The staff has various backgrounds and fields of knowledge
- Tasks
  - Information and software provision
  - Access to 14,999 research journals (no longer with Elsevier)
  - Access to databases (e.g. Web of Science)
  - 800,000 e-books in the MPG catalogs, not only research related (e.g. yoga, mental health)
  - Cover 90% of MPS information provision (largest provider of scientific information in Europe)
  - http://www.soli.mpdl.mpg.de/, Software Licensing group (can only be accessed within an MPI)
  - Research support
    - Electronic lab notebooks, apps, share tools, etc.

- o Organizes workshops
- o Participates in events
- o Road shows (Can be invited to your institute)
- Apart of national initiatives (Open Access Ambassadors, DEAL, etc)
- Contact on social media

Max Planck Innovation, https://www.max-planck-innovation.com/
- Subsidiary of the MPS
- Located in Munich
  - o Team of 30 people (interdisciplinary)
- Technology Transfer for the Max Planck Society
- Services
  - o Provide information on patents, "know-how", start-up
  - o Visiting MPIs at least once a year
  - o Support for starting industry collaborations
  - o Assistance with licensing
  - o Assistance with filing for patents
  - o Incubating projects
  - o Support for start-ups
- 125 invention disclosures a year
- In 2018, MPS founded about 12 companies (start-ups)
  - o Low compared to US
  - o Goal to increase number of start-ups from MPS
- Envisioned Program
  - o Entrepreneurial education program in 2020
    - ▪ Need feedback from scientists if interested
    - ▪ Target group: scientists at all levels with ideas for a business
      - Proposal (1 – 3 pages) sent to Max Innovation
      - Ready to invest time on the project
      - Need entrepreneurial mindset and to be open for new ideas
      - Motivated to provide own research results
      - Need to have permission from supervisor
    - ▪ Onsite-workshops and practical work
    - ▪ Experienced trainers and "learning by doing"
  - o If interested, contact the team

FÜRSTENBERG INSTITUTE – "Employee and Manager Assistance Program"
(EMAP)
LINDSAY

- External service
- DRs and MPS staff should have received a flyer in pay slip
- Completely anonymous
  - o May have to create an anonymous email

- Hosted by the Fürstenberg Institute, https://www.fuerstenberg-institut.com/
- Contact EMAP - Consultation Service for Employees
  - free phone number 0800/387 78 36 or from foreign countries 00800/38 77 83 62
  - Can discuss and any issues, both work and non-work related (e.g. family, personal, physical)
  - Can refer you to doctors or services in your city that can further help
  - Number available anytime
- Health oriented- leadership
- Video for EMAP, https://www.youtube.com/watch?v=vdne0cqU2C0&feature=emb_title

SUSTAINABILITY NETWORK
Julian D. Rolfes (J.D.)
- Over 250 colleagues in ~50 MPIs
- „Sustainability Groups "/ „Green Teams" from few people up to 26 members (MPI-CBG, Dresden)
- Group leaders, postdocs, doctoral researchers, technical & administrative staff
- Bottom-up / Grass roots network
- Sustainability network that is not restricted to certain staff members.
- Workshop was in May 2019.
- Elected a steering committee of 12 people from all levels of MPS
- Communication
  - Would like meetings of local sustainability groups
  - Annual meeting
  - Mailing list
  - Digital team room on max.mpg.de
  - Wiki
  - Discussion threads
  - Archive for documents
  - Regular video conference meetings of the interim steering committee
- Topics:
  - Procurement, Waste & Recycling
  - Biodiversity
  - Renewable Energies
  - Mobility, MPG wide (how employees get to and from the institutes)
    - Research: Bulk of CO_2 emissions in science and research due to business trips (ETH 50% due to flights)
    - Strategies to reduce CO_2 emissions
    - Reduction/avoidance of business trips if possible, substitution e.g. by video conferences
- Self-Commitment, call for voluntary commitment by the coworkers of the MPS: Climate Friendly Business trips
- Catalogue of Measures
- Sustainability Initiative

- Contact for more information:
  - sustainability@lists.mpg.de
  - rolfes@kofo.mpg.de

d-fine, https://www.d-fine.com/en/
Jochen Meyer and Matthias Hummel

- European consulting company for business analysis and tech services
  - helps clients manage large organizations with certain key figures.
- Staff with mathematical core (both science and mathematical experience)
- Create specific, sophisticated solutions for complex businesses
- Need staff with strong analytical skills
- Culture that draws from scientific background of staff
  - Non-competitive
  - Focused on solutions
- Provide interesting projects
- Provide training programs supported by the company (e.g. (E)MBA)
- Experience of a consultant
  - Support companies with know-how and additional manpower
  - Provide independent view of company
  - Provide high motivation and commitment
- Benefits of working for d-fine
  - Challenging work environment
  - Flexible career options
  - Flexible work hours and additional benefits
  - Freedom to travel around
- Summary of Typical workday
  - Morning /train to client
  - Day-to-day project work – on-site with customer 8:00/9:00 to 19:00/20:00
  - Afterwork – work-life balance
  - Friday Afternoon/Weekend
    - 14:00
    - No work on weekends

Questions:
- If 90% of staff have a mathematical background, what experience does the other 10% have?
  - Different background, but all have a mathematical core.
- Does the sophisticated model include Excel?
  - Projects often start with Excel because it is common in most companies. D-fine often develops something more specific or uses other tools for client solutions.

14:25-15:25 Coffee break and Max Planck fair

15:25-15:45 Central Ombudsoffice

Ulrich Braun

- Cases of
  - Jan Hendrik Schön, who almost became an MPS director
    - Fraudulent data
    - Motivated MPS to create a set of rules to protect from fraudulent action and problems with scientific data
    - Implemented from 2001, from 2002 each MPI must have an ombudsperson
      - Cases must be treated confidentially
      - Goal is to make science transparent
      - From 1997, there are rules for dealing with scientific fraud
  - Woo Suk Hwang, stem cell research based on fraudulent data
- 2009 MPS Rules of Good Scientific Practice, i.e. https://www.evolbio.mpg.de/3306231/rules-of-good-scientific-practice.pdf, addresses additional issues such as harassment and bullying.
  - The 2019 DFG paper is mostly similar

- 90 % of the contacts to ombudsperson is about authorship problems
  - Important to prevent authorship problems
  - When groups start to communicate rule about authorships
  - Plagiarism
  - Intellectual property
- The ombudsperson should know how to guide the problem
  - Administration, Central Office
  - Section Ombudsperson
  - Institute Ombudsperson
  - Person can contact the ombudsperson outside the institute if the local ombudsperson is too close to the problem

Questions:
- What does support mean?
  - The scientific advisor (director or whoever works with you) is responsible that you have working conditions that you can perform science.
    - Give you an opportunity to show your results
    - To ask questions
    - Not defined as a specific amount of time they have to spend with you or guide your own science authoring
    - There is no clear definition
  - If there is already a problem, try to deal with it as the authorship question: to make clear the expectations and what you expect them to do.
- If there is a problem or misconduct (e.g. supervisors publishing data as their own and neglecting DRs), but the person does not want to take action or is reluctant to report the supervisor due to dependence on supervisors, what should happen?
  - Contact the ombudsperson

- An office in Berlin for independent ombudsmen issues (founded DFG) can be contacted and they will provide independent consultants
  - Will keep confidential
  - Should be ready to reveal the person responsible
  - The challenge is how to find proof for what happened.
    - It is a hard case. To start the process, you have to give the identity of the person who reported the event.
- Do you provide workshops for institutes over the guidelines?
  - There is a new share point for the ombudspersons
  - DRs should ask the local ombudsperson to give a lecture to staff
  - It is an obligation of MPS and MPIs to give lectures, there are rules about that
- Do you have more information about MPS-wide whistleblower system?
  - It is not yet ready due to legal issues to be resolved
    - How to be sure that the identity is not revealed
    - Not open the gate for anonymous whistleblowing
  - We have a lawyer's bureau. If you have proof and you want to make a case, there is an MPG lawyer.
    - Would need to take legal steps
- Is it possible to implement some form of contract for discussions on authorship?
  - Has not been implemented so far, by MPS or DFG
    - Difficult to have a unified standard for all disciplines
  - One of the projects for the future
  - Should always discuss expectations at early stages
  - If there is a severe case, start a proceeding for scientific misconduct
  - Could be a topic for a discussion within an institute as a form of transparency
- Are there consequences for scientific misconduct, e.g. for the PI?
  - 10 – 15 cases a year that go on to the formal procedure
  - Around 30 cases of consequences
    - Huge range
    - 3 or 4 cases where PI fired
    - Most cases – papers have to be corrected or taken back
    - PIs and directors have to leave MPS (very few cases)
    - No numbers about where DRs cannot continue their career
- For the local ombudsperson, how is it ensured that they will protect your data (e.g. contract, verbal agreement, etc)?
  - After election, they are obliged to deal with a case confidentially
  - Difficult to determine the exact point where they have to perceive it because they have to pass it on to the managing director
  - Confidentiality ends if one is needed as an eyewitness
  - They are contractually bound to keep confidentiality
- Recommendations:
  - Contact the central office with questions
  - Try to get the local ombudsperson to present the guidelines to the institute

15:45-16:05 N2 PARTNER, http://n2-network.net/conference/
Jacob L. Gorenflos López, FMP-Berlin (spokesperson)

- Recommended Deborah Webber Wolf – paper on publishing
- PhD at Leibniz institute
- Provided background on Leibniz Institute and the PhD Network,
  https://www.leibniz-gemeinschaft.de/en/
- 1000 participants in Leibniz 2017 Survey
  - 75% somehow satisfied
  - 1/3 international background
  - Disappointing percentage of DRs can be defined as poor
- Goal is to get to the 65% for DR contracts
- Other goals
  - "Greening" institutes
  - Preventing power abuse
  - Make signing the PhD agreement a standard procedure
  - Creating an alumni association
- N2 – Leibniz, MPS, Helmholtz
  - International PhD program, Mainz, International PhD program, Mainz
- Conference the following week in Berlin

  Questions:
  - Do you have TACs in your institutes?
    - Independent institutes
    - Some institutes have them and some do not

16:05-16:25 CENTRAL WORKS COUNCIL
Lambert Rasche

- 60 – 62 institutes have a works council
- There are 1 – 17 members, depending on the number of employees
- Term of 4 years
- At local institutes
  - There is a special law (Works Constitution Act) for the works council
  - Duties and responsibilities are defined
  - Participation in the selection of new employees, pay grouping, job descriptions and working hours
  - Monthly meeting with managing director and head of administration
  - Represents everyone at the institute
  - Meetings are mostly in German, but translation is possible
  - Say "hello" to works council
  - Fix issues before they become big problems
- Examples

- o MPI-M has meetings with PhDNet representatives, English "company meetings" after "Betriebsversammlung"
- General Works Council
  - o Meets 4 times a year
  - o Discusses general works agreements
- General Works Committee
  - o Group of 9 people
  - o Meet 3 times a year with the President
    - The President does not want a General Works agreement for home offices for all PhDs. The director of each institute shall decide on home office for their institute
- Whistle-blower System (general system)
  - o The arbitration committee
    - meets regularly" …"
    - Includes external lawyers and form judge
  - o MPS wants no electronic system
    - Works with law firm in Munich
- Working hours
  - o European court decided about this issue
  - o All hours shall be registered
  - o Response that it is not possible in science
  - o No news on change in law
  - o Allianz
- m/w/d (man/woman/diverse)
  - o most new position in MPS are not open for m/f/d
  - o but the option is not yet up to date in SAP software

Questions
- Could you move elections to every 2 years instead of 4?
  - o It is a schedule given by law
  - o So, the only way to change is if someone resigns and the election process starts over
    - Can be a lot of work for the election committee
- Can payment slips be provided in English so non-Germans can know what they are getting?
  - o Documents are available in English, but it may not be up to date.
  - o There is a pilot program for an electronic system to access payment, there may be opportunity there
- How can the opportunity to participate be improved for scientific staff (e.g. workload, language requirement, etc.)?
  - o The meetings of the works council must be in German by law
  - o Some institute-specific solutions:
    - meet afterwards to meet in English
    - provide English summary (main points)
    - slides in English and German
  - o It doesn't prohibit a person from attending who doesn't speak English

- Is the General Works Council aware of the PhDNet Nonbinary Letter?
  - Yes
- How can an institute start a works council?
  - Find people with MPS work contracts that would like to be on the council.
  - Start finding people for the election committee
    - Must study the regulations for election
    - Start several weeks before the election
  - Important to follow the formal rules in case there are conflicts (e.g. with directors)
  - Contact the Lambert Rasche or visit the website, https://www.mpg.de/gbr_en
- What do we do to get holidays when one is at the end of the contract?
  - Holidays should be paid
  - DRs are encouraged to take vacation
  - Discuss with the institute administration how many holidays you have left and take them before you leave
  - Should receive a letter from the institute
  - There is a European Court Decision regarding a pay out for unused holidays at the end of a contract
    - There are some prerequisites
      - The employers have to notify how many holidays are left.
      - You have to take the holidays
      - When employers refuse to grant holidays, there may be a payout
- What is the works council's role in the hiring process?
  - The works council has a right to see the candidates and the shortlist
  - May inform on the hiring of DRs
  - The works council may take part in certain parts of the hiring process for protection.
  - Don't take part in the interviews for the IMPRS

Recommendations: Meet the works council and make yourself known

WORKING GROUP SESSION (Discussion of Agenda and handover from old working groups)

WEDNESDAY 06.11.2019 (Day 3)

09:00-09:30 FEEDBACK SG/QUESTIONS FOR SG FROM POTENTIAL CANDIDATES

09:30-10:00 NEW SG CANDIDATE PRESENTATION

Spokesperson

Lindsay Bultema
- CPT Representative
- See value of working together
- Can transfer knowledge between sections
- Contract extensions and director retirement
  - Will experience and can offer guidance
- Will support others and be involved
- Don't want to re-invent the wheel

Aicha Haji Ali
- MPS is international
- Not German and can represent that MPS is international
- In the beginning of the second year

Deputy Spokesperson Candidates

Felipe Nathan de Oliveira (Nathan)
- Working with N2 conference
- N2
  - Working with PhDs for other institutes
  - Eurodoc working groups
  - Discuss the contracts
- Worked as co-coordinator of Munich hub and open access survey
- Experience with administrative tasks

Cornelia van Scherpenberg (Connie)
- Collected a lot of experience through events, communicating with people
- Linguist by training, have a connection to humanities section
- Organized event on open science and good scientific practice at institute
- Can juggle several things at one time (organize people, manage work, etc)
- Would like to be a part of the open group (important to MPS)
- N2
  - would have support from Martin Grund
  - collaborate with reps

Srinath Ramkumar
- With Offspring group from last year
- Developed skills from experience
- Be a good bridge to connect people with administration
- Bring change
- Worked with budgeting and finances (biggest motivator)

CPT Section Representative Candidates

Cissy Suen
- Passionate about science communication
- Would like to bridge science and arts
- Participate in a public event that combined physics and art that was successful
- Improve communication with new DRs (what you can do, resources, etc.) and normalize across MPS

Viktoriia Kamska
- Collaboration between institutes
- Share projects amongst DRs

Sarah Young
- Should engage as Germans to support international DRs
- Involved in the hiring process of professors
- Happy to provide a voice to the DRs in the hiring of directors

BMS Section Representative Candidates

Daniel Heinz
- From Munich
- Institute with many disciplines facing a lot of changes
- On the working group for the general meeting in Munich (can assist)

Nikki van Teijlingen Bakker
- Wants to improve career development options and present to the section
- Wants to improve information for transition to industry
- Assisting those who want to stay academia
- Insure that people's needs are met in the section
- Work with PhD reps for ideas

HS Section Representative Candidates

Damian Gonzales
- From Frankfurt
- Important to promote policies for diversity and integration in academia

Simon Hofmann
- Institute (cognitive brain sciences) represents the diversity in the HS Section
- Want to address the pay gap (gender-related issues) in the HS Section

General Secretary Candidates

Srinath Ramkumar
- Improving communication, related to duties for Offspring
- Would receive support from former general secretary at his institute
- Time management is important

Aicha Haji Ali
- Motivated to work on the steering group
- Has experience organizing conferences (related skills)
- Experience working with general administration (Ilka)

Julia van Beesel
- Has experience with directors retiring
- Improve relationship between PhD reps and other DRs in MPS
- Networking is important
- Manage time wisely – believes in vacation and breaks, but accessible for urgent matters and will answer requests in a timely manner

10:00-10:30 Coffee Break

10:30-12:00 ELECTION OF NEW SG
Spokesperson

| Lindsey Bultema (CPT - Hamburg) | 47 |
| Aicha Haji Ali (BMS - Munich) | 14 |

Deputy Spokesperson (Round 1)

Cornelia van Scherpenberg (HS - Leipzig)	25
Felipe Nathan de Oliveira (CPT-Munich)	19
Srinath Ramkumar(BM-Bad Nauheim)	18

Deputy Spokesperson (Round 2)

Cornelia van Scherpenberg (HS - Leipzig)	36
Felipe Nathan de Oliveira (CPT-Munich)	26

CPT Section (Round 1)

Cissy Suen (CPT - Stuttgart)	8
Sarah Young (CPT - Potsdam)	7
Viktoriia Kamska (CPT - Stuttgart)	6

CPT Section (Round 2)

Sarah Young (CPT - Potsdam)	12
Cissy Suen (CPT - Stuttgart)	9

BMS Section

Nikki van Teijlingen Bakker (BMS - Freiburg)	24
Daniel Heinz (BMS - Munich)	6

HS Section

Simon Hofmann (HS - Leipzig)	8
Damian Gonzales (HS - Frankfurt)	4

General Secretary (Round 1)

Julia van Beesel (EVA - Leipzig)	23
Srinath Ramkumar (BM - Bad Nauheim)	19
Aicha Haji Ali (BMS - Munich)	18

General Secretary (Round 2)

Julia van Beesel (EVA - Leipzig)	33
Srinath Ramkumar (BM - Bad Nauheim)	24

13:00-13:30 NEW WG AGENDA PRESENTATION

Career Fair & Visions in Science Group

- Teamed up for 2020
- 2020 Harnack Haus in Berlin
- Work with interesting companies
- Raise money
- Focus on having diverse companies
- Still opportunities to volunteer for Visions in Science

Offspring Group
- Produce more video
- Start a podcast
- Still opportunities to volunteer
- Aim to reach more people
- Contact to spread the word about the working groups

Open Group
- Outreach to reach more institutes
- Events
- Improve survey (include group leaders and postdocs)
- OAA in December 2019
- Create a network of open ambassadors
- Make the general meeting accessible to more DRs (with general meeting group and offspring group)

Equal Opportunities Group
- Mental health awareness week
- Increase understanding and support for invisible disabilities
    - Mental and physical
    - Address issues such as demanding work hours

Web Group
- Continue the work from 2019
- Share the workload
- Quick responses
- Maintain email lists

Secretary Group
- Need to address changes to the statutes
    - Voting procedures
    - Incorporating new MPS structures in PhDNet
- Open for new members or volunteers
- Good experience for people interested in understanding organization structures
    - Law background
    - Feedback on statute changes
    - Share working group options with DRs at institute

General Meeting Group
- 2020 meeting in Munich
- Many institutes in the city to support the General Meeting planning
- The date will be determined

13:30-15:00 SETTNG SG AGENDA 2019
- Power abuse, communication, onboarding, open access, section events and resources were points from last year

Comments/Questions:
- Would like to increase the discussion of the science
    - Collaborating for conferences
    - Have smaller meetings for various disciplines or scientific hubs during the general meetings (e.g. neurosciences, astronomy, etc.)
- Guidelines for approaching directors on the general rule on home office
- Onboarding for directors should be expanded to included group leaders and other positions
- Looking to increase outreach for external representatives in related departments
- Organize workshops that would be opened for other PhD students (e.g. Offspring/Open Science group workshop for video editing)
- Address teaching requirements at institutes
    - Gather data on teaching and regulations from universities
    - Process between disciplines because some disciplines want more experiences (e.g. law) and certain sections have more requirements to teach (e.g. BMS section)
- Push for 65% minimum salary for every institute with no opting out for directors
- Career Development
    - Internships – Is it possible to pause your contract for an internship (e.g. in industry for 6 months)?
        - Yes. Normally, you can suspend the contract.
        - Legally, two options:
            - Suspend contract
            - End contract and come back
        - Administration can guide you through the steps
    - If the contract runs for three years and you suspend the contract for 6 months, can you get the 6 months back?
        - Yes. There is legal framework and the support time. The support time should be 3 years. The leave (i.e. maternity, internship, etc.) won't count as a financially supported time.
- Contracts are in German that can be difficult to read
    - Signature page can be on top
    - Build awareness and improve opportunity to negotiate
- Centralized onboarding for DRs and communication
    - Maybe create a document for onboarding and onboarding checklist that can be downloaded for Reps at each institute.
        - This has started in the administration (i.e. an app)
            - Involve the Reps
            - Institute-specific
        - Can be done from a bottom-up approach (contact the section heads or other institutes doing this already)

- Steering Group could address: What is the best platform for collaboration?
  - MAX
  - Owncloud
- PhDNet start-up packages when institutes are reforming or starting over without PhDNet representatives
  - o Is there something for "Offboarding"? - Information when the PhD is ending in Germany
    - Could be city specific or MPS internal process
    - Legal assistance if there is resources or tax money be reclaimed after finishing the PhD?
      - There are solutions (in German and English) online
      - Some institutes, through the works council, give workshops for DRs on tax processes in Germany
  - o Need a statement or position paper from PhDNet on sustainability (perhaps in collaboration with the sustainability network)
    - The network is interested in close collaboration with PhDNet
    - Take a position on sustainability
      - Have the groups that are most passionate about and work on the topic to develop the statement and the SG could support/circulate information through the network - Similar to the EO letter and position paper the working group is development
- Keep Mental Health Awareness Week going every year and increase awareness
  - o Hope to continue in 2020
  - o Need eager people to take over the planning of MHAW
  - o Try to utilize established connections and partnerships
- Issue: Effort to translate documents (or translator) in English and support for documents in German with the university?
  - o Can find out how much of an issue it is and what can be tackled by PhDNet. Due to the local and separate nature of the university, PhDNet may not be able to do much.
  - o Not all universities are the same and the processes can be much slower
  - o PhD reps could contact international offices or student representatives at the university
  - o The local equal opportunity or international officer may be able to help.
  - o PhD Reps are encouraged to push their administrations to continue improving this issue.
- Visa issues and contracts
  - o Foreigners waiting on contract extensions have issues may have to pay for visa extensions twice when the contract is not signed in time.
    - Issue was brought up with the administration
    - With contract extensions, getting guidelines ask for one-year contract extensions
    - Talked to international office (as soon as possible) about these issues

- o Questions on type of visa: Case of student with a support contract visas – received a student visa and not an employment visa
  - Need to increase awareness on what type of visa DRs should be getting before they come to MPS
    - It is hard to change the wrong visa into the right visa.
    - The administration knows it is a problem. It has been incorporated in the onboarding process so people are aware of what should be done.
    - One institute has a selection week, where they inform prospective DRs not to select the student visa.
    - See if the university has legal services for students
    - When going to the foreigner's office for a visa, show the contract. Do not show a matriculation form because it can cause confusion.
  - o Suggestion: Setting a general timeline for implementing a TAC that is organized on the PhDNet level
    - May depend on sections and reception of the TAC
    - Change will need to happen on MPS level
    - Exchange institute practices with other institutes
- Printing the thesis and expense – What support is there for student cost?
  - o There is no entitlement to support the printing of the thesis
  - o The issue has been raised with the general administration
  - o Some institutes arrange for a discount with local printing companies
- Communication between MPAA and PhDNet
  - o SG is currently in contact with MPAA
  - o MPAA members providing open positions in their companies
    - Could be instituted on the local level (e.g. with institute secretary)
- Do other institutes offer local workshops for Power abuse and issues with PIs?
  - o Should this be tackled on the local level?
    - Yes. The SG could provide a statement further supporting.
    - The position paper addresses this topic and is a part of the ongoing discussion.
    - A part of the hiring discussion for new directors
    - The goal is something permanent and in writing.
- Are there any performance-based bonus payments or discussion about this topic?
  - o It is a TVöD issue
  - o It is a part of the discussion

Areas of Interest for New Steering Group Members
- Position Paper on contracts for DRs (e.g. declarations from the chancellors of the universities) that address the position of MPS DRs as "researcher" versus "student"
  - o Implementing network to share information between institutes to find a solution
  - o Working with N2 network

- Increase involvement in hiring of new directors and inform DRs how they can be a part of the process
- Increase the awareness of the pay gap, especially in the humanities.
  - Increase information to DRs and prospective DRs about the type of contracts and the benefits that come with it.
- Working with SG and general administration to improve the onboarding process