



2022 PhDnet General Meeting

10-12 October 2022, Cologne (hybrid)
MPI for the Biology of Ageing

Monday, 10th of October

Registration 10.00-12.00

Coffee Break 11.00-11.15

Introduction 12.00-13.00

Chair: Manali Jeste | Speakers: Manali Jeste, Hang Liu, Alina Fahrenwaldt, Anna-Dorothea Heller, Maria-Bianca Leonte, Jonas Sinjan, Danielle Pullan

There have been problems setting up the hybrid meeting (microphone was not audible via zoom). For the first session we did not use a microphone to be audible via zoom.

1. Welcome General Meeting Group

- Introduction to the logistics, wifi, toilets, meals, coffee breaks, where to find schedule etc.

2. Welcome Steering Group

- Introduction of the PhDnet: first priority is to improve working conditions, second priority is to improve career paths
- Introduction to the structure of the PhDnet: sections, working groups and the Steering Group members
- Past achievements of the PhDnet: Contracts, vacation, salary, yearly meeting with the MPS president, coverage of almost all institutes with external reps.
- Political activities: Position papers, statements, etc.
- Agenda Steering Group: minimum 4 year contracts, onboarding and TAC taskforce, safer spaces project, career development (Planck Academy), improving communication (inside and outside of the PhDnet), continuous coordination with the GA

- Danielle: political situation in Iran, Jonas Schulze as contact person regarding the protests in Iran
- Anna: recruitment of new members for the PhDnet working groups (everyone – independent of their status as phd_representative - can become a member of a working group); explanation of the voting procedure on Wednesday

Opening 13.15-14.15

Chair: Manali Jeste | Speakers: Prof. Dr. Stratmann (President of the MPS)

1. Talk Prof. Dr. Stratmann

- Past achievements of the PhDnet: Contracts, projects with the Max Planck Academy, efficient complaint system, mandatory surveys at all institutes
- Agenda: Current topics (2022), Junior scientists, Challenges
- Nobel prize for Medicine to Svante Pääbo, MPI for Evolutionary Anthropology
- New leadership: President Elect – Patrick Cramer, Secretary General – Simone Schwanitz
- Challenges of great acceleration – increasing consumption of resources calls for changes and innovations to ensure survival in the near future, emphasizes the need for science to face this challenges
- New MPI in Jena “Geoanthropology”: combining modeling of societal and natural sciences (unique interaction between human and medical section, investment into new scientific fields)
- Skills and qualification levels at the MPS:
 1. PhD students (most will leave science)
 2. Post Docs (orientation phase - the period should not last too long)
 3. Research Group Leaders (“beginning of the 30s of age”, structure programs e.g. *Lise-Meitner (W2 tenure)* that help junior group leaders to reach director positions)
 4. Directors (W3 appointment)
- Lisa Meitner Program for young group leaders for female scientists only:
 - 6 year program including a planned in maternity leave year
 - one clear path (and not a “zoo” of possibilities)
 - 1 month application period (first call in spring 2023)
- In the making: MPS alumni database (to serve as mentors for young scientists or for committee work)
- IMPRS students not originating from Germany, tend to not stay in the German economic system compared to German alumni (5 years after graduation: 30% vs 10%) —> Introduction of the career evolution hub to promote the transfer between science and business, which will go online on the 13.10.2022
- “MAXimize” techtransfer from science to industry: How to start a business with an idea:
 1. Scouts as contacts
 2. “Gründen ohne Gründer” program
 3. Start-up award
 4. Bootcamps. MPS funded start-ups
- Upcoming challenges: the Ukraine-Russia war: German economic stability (expenditure vs income) crumbles in the aftermath of COVID-19 and the Ukraine-Russia war and leads to expected negative impact on publicly funded science
- Distribution of ERC grants: Leading are CNRS (France), MPS (Germany), Cambridge and Oxford (UK) and ETH Zurich

- Decline of EU based science and lack of scientific opportunities in Eastern Europe
- Dioscuri program (Dioscuri centers – DCs): focus on research in eastern Europe (for now Poland and Czechia for now); “Minimize brain drain and maximize brain gain”; specific program to focus on Ukraine

2. Discussion

- Question: Promoting German language courses at the MPIs?
Answer: Should be requested at the institute level, the German industry was always close to science and is interested in international employees
- Question: New career paths, pooled between institutes?
Answer: Need to combine the size of our institutes for effective pooling of our institutes
- Question: Promotion of scientific collaborations outside of Europe?
Answer: Yes, there are programs e.g. for Africa, based on landscape experiments so far, but we should focus on exchange with the universities as well
- Question: What are the organizational elements of the programs? Who to be contacted?
Answer: Most programs are open calls, competition also with outside scientists; programs should be designed as helping programs to acquire official funding partner organisations
- Question: Timetable to the new career path?
Answer: 4-5 years similar to the Lise Meitner program
- Question: Who is the target of the MAXimize program?
Answer: No answer
- Question: What are the expectations to a startup? Does the MPI keep stakes at the startups?
Answer: Acquire capital from the market; probability of survival

Coffee Break 14.15-14.30

Power Abuse Prevention in MPS 14.30-15.30

Chair: Osama Iqbal | Speakers: Prof. Dr. Ulman Lindenberger (Vice President of the MPS)

Prof. Dr. Ulman Lindenberger

Power abuse (general)

- Cognitive research - people change over time/ individual differences, currently speaker of two IMPRS
- We treat each other with respect, honestly/ethically/integrity, communicate transparently and respectfully
- Leadership/management: listen/ reflect and communicate, given the MPS’s size it should have good management, sense of agency and responsibility (all levels of hierarchy)
- Benefit/perils of being a director: can lead to misperceptions of the reality, others should tell you, invite scientists from other institutes so that the colleagues are from the same level and be critical at what you are doing
- Abuse: the commission of an unlawful act in the official capacity
- Non-scientific misconduct: behaviour contrary to law that affects MPS
- Scientific misconduct: occurs scientifically, misuse of scientific intellect, impairment of research activity, gross negligence

- It is difficult to find a line between these two misconducts: if non-scientific misconduct occurs it'll probably also harm the pursuit of the scientific endeavor
- Prevention of abuse of power: two person rule, checks and balances, separation of powers, transparency and accountability; could apply to all international organizations
- Communicate common values during onboarding - there should be some understanding at any level about the values that we hold, they should be made explicit
- Establish rules and processes at the institute and make contact persons possible, provide counseling services, obtain regular feedback, have surveys so that you can identify problems across the institutes, maybe leadership culture/discrimination/sexual harassment
- Train staff in conflict management, *Safer Spaces* program (EO WG), educate yourself about offers by Planck Academy, coaching etc.

Prevention of power abuse (PhD specific)

- At the beginning of the PhD conversation between the supervisor and the doctoral student about the broad structure of the PhD project over the next few years
- Discuss the What-if-scenarios
- Clarify duties and responsibilities on both sides
- TAC (= Thesis Advisory Committee), leadership training (even junior researchers)—> it's important that they have someone in the institute they can approach, confidential and independent conflict resolution (so that they are not in the line of the abuse/supervision)
- Protection through anonymity (there might be situations like in the case of a court case, where it is difficult to uphold)
- TAC feedback form: the advising person should be part of another department, should be knowledgeable of the institute, but not in the direct connection with the supervisor
- Day-to-day supervisor is necessary if the director does not have the time
- Important to talk these things out in the beginning and not later, in some cases then the third party involvement is very useful as they can tell you from an outside point of view of the situation to the student and the director
- Guidelines on the training of the doctoral students (in the OHB)

Discussion

- Question: What are the exact steps that need to be taken in case of sexual abuse?
Answer: If unsure about the procedures (in any case of power abuse), please contact you're [PhDnet Section Representative](#). They'll help you navigating on where and to whom to report best.
- Question: In case of conflict/abuse, unconditional biases, as external representatives we do workshops, etc., but are group leaders going through such (awareness) trainings as well?
Answer: MPS is taking steps in this direction, onboarding of the new directors—> they get leadership skills including *Unconscious Bias Welcome Package*; package is not mandatory though (so not everyone is doing this), and what about all the leaders/directors which are already in the MPS—> we can only be open, serving as good examples, they are being coached
- Question: Prevention of abuse in the future, we don't really have good contacts to stop the abuse, the training that you talk about, this does not happen when the directors were young but only when they go high up.
Answer: *Deformation professional*: some conflicts are reinforced because of the power, when the student does not find anyone to help, in such a case if the conflict resolution at the institute is not successful then the HQ needs to be informed and they have to take action. It is not easy for the student, and they risk their anonymity, the student has to

rely on the fact it should be possible to resolve at some level if not in their institute. Also set up TAC with a third party!

- Question: MPS-wide conflict resolution - so that there is a resolution at every level?
Answer: There is one such solution by Fr. Duebner-Gee.
- Question: Changing procedures within the MPS, lack of transparency with conflict resolution, how much can you make it independent?
Answer: Transparency is very difficult to maintain with all the parties involved, there can be transparency of the procedures, there is always room for improvement (maybe an external lawyer, external and internal expert)

N² Presentation 15.30-16.00

Chair: Osama Iqbal | Speakers: Alina Fahrenwaldt, Hang Liu

- network for Helmholtz, Leibnitz, and MPG, IPP Mainz - >16000 researchers, non-uni research institutes, founded in 2017 by the spokespeople
- focus is to approve the working conditions, mental health, impact on societies, active consultations for federal ministries, bi-annual N2 survey
- our demands: 100% payment (as doing a PhD is a full time job), abolishment of stipends (more social security and less visa-struggles), 4 year contracts (because that is the reality 4.7y - 5.7y to finish the PhDs), prevention of power abuse (reduce dependents)
- internal activities (harmonized survey every 2 years, N2 every 2 years)
- external activities (network exchange and political advisory)
- WissZeitVG – regulates the fixed term contracts, for PhD you get 6 years and then kicked out and same for postdoc phase. Outside of academia, it is already possible (3 fixed term contracts and after 2 years you get a permanent position)
- Issues – term “qualification” is loosely defined, too much misinterpretation
- requests: the term qualification should be clearly defines, when does it apply when does it not, PhD phase minimum 4 years, after the PhD there should be a clear procedure about when you would get a permanent position
- Our work– Involvement in the advisory board for he evaluation of the last WissZeitVG amendment, exchange with other stakeholders
- Q: how to prevent extended PhDs? → TAC implementation and specifically the guidelines
- Q: how much is it promising that these 4 pillars would be prevented? → we are in conversation with the President and the political parties, also people at universities, it's a general issue (in uni it's worse)

Sponsor Pitches 16.00-16.15

Chair: Osama Iqbal | Speakers: Dr. Antje Gent, Dr. Julia Götsch

Promega

- a life science company founded in 1978 in Wisconsin. Promega in Germany are located in Walldorf, over 120 employees. How can we support your project
- DNA, RNA purification → manually with few samples, you can isolate DNA and RNA in 30-60 s, DNA and RNA extraction and purification from various materials. RNA transcription and RNA protection
- expert leader in bio luminescent technologies
- cellular analysis (cell health, cell signaling, imaging etc), cell based essays
- energy and lipid metabolism essays, cholesterol essays
- protein analysis

Coffee Break 16.15-16.30

TAC Panel Discussion 16.30-17.00

Chair: Jonas Sinjan | Speakers: Alina Fahrenwaldt, Aroma Dabas

- Do PhDs at your institute have TACs? → Highly variable between institutes and some still don't have TACs
- Core ideas: Advice and Feedback on the project, check working conditions and advice on career development (last point appears to be lacking) → Formal guidelines
- Monitoring position "PhD coordinator" at every institute
- Question: How to prevent that TAC members are chosen by the supervisor
Answer: We try to reduce the link between the supervisors and the TAC members and avoid strong hierarchical questions
Comment: In one institute the TAC is directly chosen once the topic is set (and are supposed to take over your project if there should be clashes with your direct supervisor)
- Question: How to unify the TAC meeting that the social questions don't get cut short (e.g. too long scientific discussions)?
Answer: Have a third person attending, monitoring and observing the TAC meeting (ideally the PhD coordinator)
- Question: It is unrealistic to choose the TAC members in the first 3-6 months without your PI, who at the time is deeper into the topic?
Answer: That is exactly why we need a PhD coordinator
- Question: How can one person keep track and know so many projects?
Answer: It doesn't necessarily depend on scientific understanding but a general understanding of the dynamics of the different group leaders at the institute. So eventually the monitoring can also be taken over by other PIs
- Question: Who can give independent advice vs who can best judge your topic? Should the TAC members be also part of the evaluation committee?
Answer: They can but they don't need to
- Question: Keep a list of external rep alumnis that could serve as external supervisors for TAC meetings in the future
Answer: In any case if you have a problem with the choice of your TAC

Career Paths in MPS 17.00-17.30

Chair: Jonas Sinjan | Speakers: Ilka Schießler-Gäbler (HR MPS)

- Introduction Dr. Sabine Ziegler: head of the Alumni Network, responsible for
- postdoc positions within the MPG
- international visibility is also a priority through our international partners
- MPG encourages to apply for third-party funding in addition to Postdoc contracts/stipends
- Postdoc guidelines in addition to PhD guidance
- Discussing a new career track at the moment (divided into two parts)
 - Level 1: it is the successor of the MPG group leader program, funding for 6 years, a startup package and the position as group leader; evaluation after 5 years
 - After evaluation, either the contract ends, or transforms into Level 2
 - Level 2: form a faculty.

- First call for Level 1 in 2023 (career track program, still working on the title)
- Research Group Leader:
 - independence, autonomy, own budget
 - qualification for a further career, development of own research questions
 - not coordinated centrally
 - existing positions are not touched with this new research program
 - 194 research groups and leaders at this point. Most of them either get a professorship or a directorship in the MPG or other research institutes.
- Lise Meitner Excellence Program:
 - call is running in the moment
 - recruit and promote exceptionally qualified female scientists
 - program runs since 2017/18
 - Minerva FemmeNet is the mentoring network
- Minerva fast track program:
 - funding for three years after the dissertation or the first postdoc
 - own research project
 - Elisabeth-Schiemann-Kolleg and Sign UP! Careerbuilding
- Career Evolution Hub (especially in case of people who want to leave academia and join the industry; platform that links between science and industry)
- Maxpreneurs
- Maximize (official start-up incubation program)
- Take charge of your career!

- Questions: An intrinsic problem of the Minerva: It is limited for 3 years. Own group and PhD students. The contract of the PhD students is longer than the contract of the Research Group Leader. The Group Leader is taking a new position permanently. So that Group Leader is leaving with unfinished PhD projects.
 Answer: Usually, supervision projects are taken with into the new job or somebody else takes the projects. But we will note this down.
- Question: who is the stakeholder of the project after it is successful (this concerns the maximize program encouraging startups).
 Answer: I don't know if MPG is a stakeholder in the projects. But there's no need to find external stakeholders.
- Question: Quotas for Postdocs and Research Group Leader. If you become a group leader in the Lise Meitner program, you still need to find an institute that fits.
 Answer: Normally, if the topic fits, the MPIs are quite eager to take the recipients of this program.

Sustainable Working Culture 17.30-18.00

Chair: Jonas Sinjan | Speakers: Kerstin Dübner-Gee (HR MPS)

- highly appreciate the feedback and input on improvements in the program
- current challenges:
 - Leadership, diversity, talent management
 - Consistent newsletter
 - Institute specific working culture surveys
 - MPG core values
 - Organizational culture
 - Talent cycle phases
 - Welcoming and onboarding
 - Support and training

- Navigation – career support, Planck Academy training programs
 - Career evolution hub, career evolution web series, podcasts, resources
 - EMAP
- Questions: colleagues who are not hired directly by MPG. What happens when they run out of their sponsors?
Answer: budget constraints given the ongoing crisis, so it is not a good idea to discuss further programs right now. Some pandemic solutions were provided. We have to clarify what a guest worker is. We will discuss more in person.
 - Question: we were told that MPI does not offer less secure forms of funding e.g. stipends anymore. I am a concrete example of one of those sources i.e. stipends. This is a problem at our institute. We have still not received contracts and they cause us a lot of problems.
Answer: This has been a topic of discussion for a long time. This should be an agenda topic with the new president next year.
 - Question: in our institute we have a lot of movement to make working conditions better. Such initiatives have no institutional support. These discussions take place but no one helps us. We do not have help from HR and our directors. Is there a general strategy to support such groups and positions that help us improve equality?
Answer: This is very important. The saferspace initiative. It is creative. I dont have a solution but I am comoletely with you. One people manager per institute should be financed.

Networking 18.00-18.30

Dinner 18.30-19.15

Roundtable Discussion 19.15-20.00

Chair: None | Speakers: -

Topic: Future of the PhDnet

- main discussion theme: How can PhDnet work with other networks of doctoral researchers across Germany and Europe?
- strategies for more effective advocacy for the working conditions of doctoral researchers

Tuesday 11th of October

Meeting with Contact Person 10.00-18.00

Research Talk: Green Macroeconomics 10.00-11.00

Chair: Osama Iqbal | Speakers: Dr. Ben Braun (MPI for the Studies of Society)

- climate change policies, fiscal policies related to that in western europe
- state capacity determined by the macrofinancial regime
- combination of different institutions and policies that govern the creation and stabilisation of green financial industrial assets
- climate finance: US 90% + private money sources, east asia and pacific more even split with public money, and in total much more than other regions in the world (2019)
- Climate finance needs to increase 5 or 6 fold on an annual basis to keep up with the climate change
- Reasons why to study macrofinancial regimes:
 - Institutional complementarity – mutually compatible institutions and policies
 - Path dependency – decisions today shape institutions tomorrow
- Research purpose: expand strategic thinking to the realm of macrofinancial institutions, to avoid status-quo bias
- Political ecology – ecological economics, emerged alongside 80s environment movement
- State dominated by structural power of business, to accumulate capital at all costs
- ‘Green state might strike many people as a rather quixotic idea’ (Eckersley 2004)
- Green industrial policy
 - New literature: Emphasises distributive conflict and political support coalitions
 - This policy without strong guardrails, risks shoring up the existing shareholder primacy regime of corporate governance
- Institutional pillars:
 - Coordination mechanism for green investment, via price signals and derisking
 - Industrial policy, interventions to correct market failures vs picking and disciplining firms
 - Macroeconomic policy mix, relationship between fiscal and monetary policy
 - Financial regulation, determines the hierarchy of public vs private money creation and allocation
 - Political support: social blocs and green support coalitions
- Cannot mix and match different institution corrections/regimes/regulations – need to keep the wholistic view when tinkering with individual policies
- ‘Small green state’: power of the state mostly used to change the risk return profile for private investors, so state does actively intervene to broadly achieve its goals, but by derisking – the status-quo regime that we currently are under
- Derisking for whom? Bank assets versus institutional capital pools (pension funds, insurers and asset managers) – across the world, increase in these institutional capital pools far outstripping bank credit
- They want the green transition to be investable, but only incentivised if done so by the state
 - Monetary derisking by the central bank (government and private bonds)
 - Fiscal derisking (public-private partnerships)
 - Regulatory derisking, so investors can enter new asset classes, houses, health and care infrastructure

- Most global investment in public private partnerships is done in transport (roads, rails, etc.)
- Another regime is Carbon shock therapy, make fossil fuels very expensive
 - To force companies to shift away from these expensive raw materials
 - Impossible to make prices high enough to make this transition, would severely 'shock' the current population
- Third regime is the Big green state (China comes relatively close to this regime)
 - Coordination less reliant in key sectors – some indicative planning, government would guide investment via price signals, etc.
 - Fewer asset classes for institutional investors, so would need redesigning of pensions funds, etc.
- Conclusion: one important consideration, we think that we will not be able to grow our way out of the climate emergency, there will have to be some significant degrowth as well, of these three regimes, the first 2 are heavily reliant on conventional growth and profits, only the third regime would develop mechanisms to coordinate investments in the long term view, and ignore the short term profits, and without the breakdown of the global policy

Coffee Break 11.00-11.20

Working Group Presentations 11.20-12.30

Chair: Noah Kürtös | Speakers: Andrea Bours, Adriana Vucetic, Beatriz Mourato, Beatrice Lansbergen, Anna Czepiel, Jonas Sinjan, Maria Elisa Almeida Góes, Danielle Pullan, Anna-Dorothea Heller, Maria-Bianca Leonte

1. Webgroup – Andrea Bours

- maintain webpage and mailing list: posts by GM, offspring magazine, SG posts etc
- we also maintain the N2 network website, career evolution
- Collab with Offspring podcast: uploading all the episodes, they are also in contact with the social media of the podcast
- takes 5min/week, don't need to know anything about it, it's very easy
- need new people because most of us are finishing

2. Survey Group – Adriana Vucetic & Beatriz Mourato

- we collect ideas and designing a survey, think about concerns of the students and ask the questions
- survey conduction happens end of year, ext rep should promote the survey for a better response rate
- once the data arrives, there is analysis, then the writing of the report
- it is a core tool to negotiate with the GA because of the data that we get, e.g. stipends, mental health brought to attention etc.
- Institute specific survey reports should get by next month

3. Offspring Group – Beatrice Lansbergen

- magazine: write articles, editing (website, magazine), based around themes every year but not restricted to it, also design the magazine, figures, logos

- podcast: record podcasts, science communicators, any topic not restricted to any theme. We publish once a week, (30-60 mins)
- format of episodes: we record audio, mostly recorded online, also an opportunity to do it in person if in Germany, visual aspect of the podcast increases the listeners
- Podcast host: edit and release your own podcasts, if you are only interested part of it then ask us. Social media is covered by Nadya: maintaining and writing posts online, advertising etc

4. Open Science Group – Anna Czepiel

- OS includes enhanced transparency, open education, share knowledge, public access
- we also train young researchers (open science ambassadors)
- it brings you increased visibility

5. General Meeting Group – Jonas Sinjan

- main objective: to meet and enough people to elect the next steering group
- have your own theme, invite own people

6. Career Development & Conference Group – Maria Elisa Almeida Góes

- series of moderated talks about transitioning career to industry
- business oriented games week: lectures about soft skills, developed a business case (developed a product, with a target country etc)
- career evolution hub: online platform aiming to connect science and industry, networking platform, academic and industry persons are matched via an algorithm

7. Equal Opportunities Group – Danielle Pullan

- equal opp for everyone in the society: we highlight the discrimination, in field of research, nationality, gender, sexual orientation etc
- provide resources for mental health awareness, legal sex change etc, MPQueer etc
- Questions like ethnicity, gender identity, microaggressions were asked in the previous survey in 2020
- include diversity in various organisation
- safer spaces: a peer counseling program coming soon

8. Secretary Group – Anna-Dorothea Heller

- perform elections for the reps, for SG, maintain mailing list
- necessary for PhDnet, constant workload

9. Social Media Group – Maria-Bianca Leonte

- a brand new group, promote your research (tweets), twitter takeover
- a day in the life of a scientist: instagram stories etc
- tips from fellow PhDs

Lunch 12.30-13.30

Behind the Scenes of Nature 13.30-14.30

Chair: Noah Kürtös | Speakers: Dr. Aline Lückgen (Springer Nature)

- Journals in the nature family_nature related journals and scientific reports
- Choosing the right journal: how big the story, audience, revision time, open access
- full time PhD level staffs employed
- Nature - main journal
- Nature research journals: specific area are many like Nature biomedical engineering, Nature biotechnology, nature medicine so on
- Nature communications: open access and wide areas are covered, communication journals (like communications biology), scientific reports (less stringent for novelty)
- Question: copyright issues when paper is published first and later has to be used in the thesis
Answer: paper is protected throughout the review process and if some other similar research is published, the paper is still published
- authors can list reviewers not to be considered in case of competition, conflicts
- submitting the paper: focus also on the cover letter where you explain also the important findings
- related papers: common reasons to rejection before peer review are out of scope for journal, lack of experimental evidence, ethical concerns, unclear conclusions
- Peer review looking for experts in the field as reviewers, also consider ethnicity, gender, geography to broaden the reviewers
- when PIs ask students to help with reviewing ask PIs to mention this in the letter to the editor
- credits for reviewers are also through ORCID which has number of papers reviewed
- reviewers can advice on science and techniques of the paper
- editors take ultimate responsibility to publish and is not based on votes
- How to revise the manuscript: address all issues, state why it is out of the scope of the paper, always contact the editor in case of any concerns
- if the paper is reject, it can also be transferred to another journal by the editor
- Editorial career: read manuscripts, find reviewers, conferences, special projects, engage with scientific community, visiting scientists, network, traveling
- Qualifications: publications, broad interest, curiosity, strong research background
- In general, 15% success rate of submitted publications
- Question: why it is expensive?
Answer: open access, massive work to review all manuscripts including rejected ones
- Question: How much time editor spend per manuscript?
Answer: 45 mins on average, figures are very very important, conclusion and introduction is important
- editors don't spend much time in materials and methods
- editors get around 12 manuscripts per week
- journal trend is going more towards open access

Steering Group Role Presentations 14.30-15.10

Chair: Noah Kürtös | Speakers: Hang Liu, Alina Fahrenwaldt, Anna-Dorothea Heller, Maria-Bianca Leonte, Jonas Sinjan, Danielle Pullan

- presenting of tasks they took over during the last years, but that's very flexible
- only *cursive tasks* belong to the respective SG role
- Spokesperson and Deputy Spokesperson (Hang Liu & Alina Fahrenwaldt)
 - *main contact with N2*
 - *weekly meeting with GA and all major meetings of society*
 - *invitations from politicians like mental health of early career researchers*
 - *Deputy Spokesperson: financial officer*
 - many projects to implement at society level eg.
 - TAC meeting project, EMAP, Planck Academy
- General Secretary (Anna-Dorothea Heller)
 - *coordinator of Secretary Group (external rep & GM elections)*
 - help with web page
 - maintain MAX team rooms
 - Onboarding project
- BM section representative (Maria-Bianca Leonte)
 - *1-2 meetings per year with all external rep in the section*
 - managing of PhDnet Newsletter content
 - founding of Social Media working group
- CPT section representative (Jonas Sinjan)
 - *section meetings with CPT external reps*
 - represent at UniWiND PhD conference
 - Onboarding project
- HS section representative (Danielle Pullan)
 - *1-2 section meetings with HS external reps*
 - strongly invested in tasks connected to equal opportunities, stipend issues and employment instability (e.g. Equal Opportunities Group, Safer Spaces program)
- Difficulties:
 - tasks can often take longer than expected
 - managing difficult and conflict situations and meetings
 - patience, trust the other people in the group with their tasks
 - safety in case of unpleasant stories
 - learn to not let the PhDnet influence you too much by setting priorities, prepare for weekly meetings, etc.

Sponsor Pitches 15.10-15.30

Chair: Noah Kürtös

Techniker Krankenkasse

- biggest statutory health insurance
- TK-MediCall and TK-Doc services, doctors available through phone and video calls all the time in EN/DE
- Travel vaccination, HPV-immunisation at age of 26, alternate medicines, skin cancer screening from 20 yrs
- TK app in google store in EN/DE

Miltenyi Biotec

- cell and gene therapy as well as biomedical research
- founded in 1989 as part of his diploma thesis in the basement of his parents.
- MACS technology for cell separation_magnetic labeling with antibodies, magnetic separation and elution of the labeled cells.
- almost 400 open positions now in RandD, QC, marketing

Coffee Break 15.30-15.50

Working Group Time 15.50-16.30

Equal Opportunity & Diversity 16.30-17.00

Chair: Sadig Niftullayev | Speakers: Frauke Logermann (HR MPS)

- Scientists with disability is 3.5% in MPG but these are mostly non-scientists
- 38% directors are international
- Under representation of people of color, migration, from non-academic households
- 41% PhDs and 33% post-docs are female
- Among the discrimination, 42% is because of the nationality
- Safer spaces to work_project on safer spaces agent in all the institute in future, selected form the institute and trained
- To reach more countries, CACTUS at MPI tubingen has a project for internships for internationals

Alumni Talks 17.00-18.00

Chair: Jonas Sinjan | Speakers: Dr. Elifcan Celebi, Dr. Fateme Kamali

1. Elifcan Celebi – Postdoctoral Researcher (CCCP)

- IMPRS-SPCE program: offered a comprehensive course work, which is not the norm in Germany (experience at a German university as a postdoc)
- two funding programs being offered at the IMPRS-SPCE at the MPIFG: contracts and stipends
- reputation of program is strong, empirical and theoretical strong
- Library and administrative support is outstanding, especially as compared to the resources provided by universities
- stipend holders receive less wage, no bonuses, no health insurance, no unemployment insurance
- 4 years of work are not counted for the pension period
- There were some temporary solutions provided by the institute (included the provision of short contracts, 8 hour contracts for a month, which allowed researchers to enter the public insurance; could be institutionalized, at least as a first step)
- room for improvement for non-European researchers
- most challenging part was the residence permit applications (mentally, physically challenging and time consuming)
- first step is to discuss with our PhD colleagues (unfortunately not a lot of people are aware of it)
- process was a full week job each year; some times unacceptable behavior of the Ausländer offices

- supervision mechanisms including supervision agreements and compulsory meetings exist, but challenges regarding the supervisor-supervisee relationship should be discussed more
- preparation for doctoral researchers for postdocs were not enough
- most of the training was for natural science disciplines, not useful for social scientists
- mentorship programs exist but didn't help in specific cases of issues with supervision
- residence permits end when the PhD ends, something should be done about this as well.
- What to do at the end of the PhD? -> last six months were the biggest challenge
- several responsibilities: write the dissertation, defend it, prepare for the job market, prepare for interviews, immigration issues if you are an international student
- gender and immigration background has a specific effect in Germany:
 - moving up the academic ladder, women are less represented
 - if you are an international citizen, chances of hiring are lower
- regardless of your background, there are strong structural challenges in the German academic job market:
 - temporary postdocs are becoming the norm
 - becoming harder to find a permanent postdoc
 - Remember that you are at one of the best doctoral programs out there!
- What do employers look for?
 - a completed PhD
 - publications are important, they differ across disciplines
 - often teaching requirements are a lot, so having teaching experience is helpful
 - solid proof of academic engagement
 - Conferences, applying to prizes is very important
 - we can already submit our publications but they are important
 - They are underappreciated but they are influential in the labor market
 - use alumni networks, they are helpful.
- Institutions for postdoc applications: universities (public and private), research institutes
- Industry – German companies in applied research
- Federal and state institutions offer positions and funding
- EU funding: European Research Council, Horizon Europe, Marie-Curie
- Foundations
- Regarding postdocs: temporary employment or fellowship? Full or parttime? Research group or an individual researcher?
- 12 year rule in German academia: Researchers can be employed only for 6 years as a doctoral student, and six years afterwards; after these 12 years, you are out of the system (adds the competitive layer but you are out of the job market)
- Question: Does the 12 year also apply to the MPIs?
Answer: It does, it applies to the public sector
- Question: Did you also apply to other grants? How was it?
Answer: Once you finish as a fresh researcher, it is not possible to apply for ERC funds. It works for postdocs who have some experience. I applied to foundations. They are the best options for you as a fresh researcher. Walter Benjamin is one of the offers from DAAD but not a lot for international students.

2. Fateme Kamali – Data Scientist (DHL Consulting)

- was at MPI for Radio Astronomy.
- focal point is the transition from academia to other sectors
- How do you use the skills you gained during your PhD to the new job?
- many companies need data scientists
- if you're applying for jobs in the industry, a non-academic CV is important
- publications are valuable but try to bring other perspectives, for instance good writing skills, programming skills, working with different computer systems

- transferable skills for instance project management, time management
- update your LinkedIn profile and think about joining other platforms such as Xing and Stepstone
- using the black box example to illustrate the process of producing knowledge during the PhD

Networking 18.00-18.30

Dinner 18.30-19.15

Roundtable Discussion 19.15-20.00

Chair: None | Speakers: -

Topic: Main Goals for the next 5 years

- main discussion theme: how does PhDnet engage with current events?
- sometimes they specifically affect academia (e.g. current situation in Iran where students and researchers are being arrested, or collaboration with Russian scientists during the Ukraine war)
- other times they are not directly connected to academia but affect our members (e.g. people displaced by war, worries about family back home struggling due to economic and political instability)

Wednesday, 12th of October

Steering Group Candidate Call 9.30-10.00

Chair: Anna-Dorothea Heller | Speakers: Anna-Dorothea Heller

- last chance for candidates to come forward and put their name up for election
- repetition of Steering Group positions and their demands
- explaining the following election procedure (as noted in the PhDnet [Statutes](#))

Steering Group Elections pt. 1 10.00-11.00

Chair: Anna-Dorothea Heller | Speakers: the candidates

1. Elections

- **Spokesperson**

Candidates: Jaswanth Subramanyam (MPI for Radio Astronomy)

Daksh Daksh (MPI for Polymer Research)

Elizaveta Bobkova (MPI for Terrestrial Microbiology)

Muhammad Osama Iqbal (MPI for the Study of Societies)

72 eligible voters

- 1st Round -

61 votes (84,7 % - quorum reached)

Result: Jaswanth Subramanyam - 13 votes
Daksh Daksh - 2 votes
Elizaveta Bobkova - 21 votes
Muhammad Osama Iqbal - 25 votes

- 2nd Round -

60 votes (83,3 % - quorum reached)
Result: Elizaveta Bobkova - 18 votes
Muhammad Osama Iqbal - 42 votes

- **Deputy Spokesperson**

Candidates: Noshaba Cheema (MPI for Informatics)
Jaswanth Subramanyam (MPI for Radio Astronomy)
Elizaveta Bobkova (MPI for Terrestrial Microbiology)

72 eligible voters
62 votes (86,1 % - quorum reached)
Result: Noshaba Cheema - 6 votes
Jaswanth Subramanyam - 15 votes
Elizaveta Bobkova - 41 votes

- **General Secretary**

Candidates: Franziska Schulz (MPI for Psycholinguistics)
Daksh Daksh (MPI for Polymer Research)

72 eligible voters
61 votes (84,7 % - quorum reached)
Result: Franziska Schulz - 40 votes
Daksh Daksh - 21 votes

Coffee Break 11.00-11.20

Steering Group Elections pt. 2 + Statutes Voting 11.20-12.30

Chair: Anna-Dorothea Heller | Speakers: the candidates

1. Elections

- **HS Section Representative**

Candidates: Alicia Haripershad (MPI for Legal History and Legal Theory)
Danielle Pullan (MPI for the Study of Societies)

19 eligible voters
15 votes (78,9 % - quorum reached)
Result: Alicia Haripershad - 11 votes
Danielle Pullan - 4 votes

- **CPT Section Representative**

Candidates: Adisorn Panasawatwong (MPI for Physics of Complex Systems)
Noshaba Cheema (MPI for Informatics)
Jaswanth Subramanyam (MPI for Radio Astronomy)

26 eligible voters
22 votes (84,6 % - quorum reached)
Result: Adisorn Panasawatwong - 3 votes
Noshaba Cheema - 4 votes
Jaswanth Subramanyam - 15 votes

- **BM Section Representative**

Candidates: Nuran Kocak (MPFI for Neuroscience)
Anupam Gautam (MPI for Biology)
Ana Yagüe Relimpio (MPI for Medical Research)
Maria Elisa Almeida Goes (MPI for Heart and Lung Research)

28 eligible voters

- 1st Round -

22 votes (78,6 % - quorum reached)

Result: Nuran Kocak - 3 votes

Anupam Gautam - 2 votes

Ana Yagüe Relimpio - 8 votes

Maria Elisa Almeida Goes - 9 votes

- 2nd Round -

21 votes (75,0 % - quorum reached)

Result: Ana Yagüe Relimpio - 10 votes

Maria Elisa Almeida Goes - 11 votes

Steering Group 2023

Spokesperson: Muhammad Osama Iqbal (MPI for the Study of Societies)
Deputy Spokesperson: Elizaveta Bobkova (MPI for Terrestrial Microbiology)
General Secretary: Franziska Schulz (MPI for Psycholinguistics)
BM Section Representative: Maria Elisa Almeida Goes (MPI for Heart and Lung Research)
CPT Section Representative: Jaswanth Subramanyam (MPI for Radio Astronomy)
HS Section Representative: Alicia Haripershad (MPI for Legal History and Legal Theory)

2. Statutes Voting

The proposed change was to update the working group list in the PhDnet Statutes section 5.2.6 to the following:

- General Meeting Working Group (organizing the annual General Meeting)
- Secretary Working Group (administering and supporting the network)
- Web Working Group (designing and maintaining the PhDnet's web presence)
- Equal Opportunities Group (fostering the similar treatment of people, unhampered by artificial barriers, prejudices or preferences)
- Career Development & Conference Working Group
- Offspring Working Group
- Survey Working Group
- Open Science Working Group

- Social Media Working Group

- **Vote of proposed change**

72 eligible voters

52 votes (72,2% - quorum reached)

Result: Yes - 51 votes

No - 1 votes

The proposed changes have been accepted by the General Meeting.

Lunch 12.30-13.30

Looking Ahead Discussion 13.30-14.15

Chair: Jonas Sinjan | Speakers: Jonas Schulze

Women's Movement in Iran

- Women's basic rights: no right to custody over their children, choose how they dress, sing/dance/swim, ask for divorce
- Gender inequality: no representation in politics, 5.6% women in the parliament, 20% of men's wage for equal work
- women take up majority of the science degree graduates, 81% female adult literacy
- Movements such as: One million signature— increase the rights by changing the law for women
- Magazines: Zanan (focused on publishing women's rights, suspended by government now), My Stealthy Freedom
- 22 year old Mahsa Amini from Kurdistan died in consequence to be beaten by the Iranian morality police for publicly not wearing a hijab. According to officials the death was caused by a "childhood injury", which many Iranians refuse to accept and protests have not ceased since then
- MPs have not put out any statement regarding this, unlike the Ukraine issue in his institute where they employed a number of scientists from Ukraine
- Danielle: we have to have central money in such cases so that we can use it since this is the main issue when employing or giving aid

Photo with New SG and Current SG

Now the New SG is leading a discussion session, noting down feedback and points of discussion from the audience:

- Make standing desks the standard
- Free sanitary products in every institute
- Reducing waste at every institute, collect info about sustainability groups
- EMAP system, changed provider to PME, increase awareness, issues with in house counselling, especially for english
- Centralised child care, kitas are reducing their working hours because of a lack of workers

- Ombudsperson, for conflict management - if the issue is not about scientific misconduct, there isn't a fixed way to approach these other issues
- Communication channel for all representatives

Section Meetings 14.15-14.50

Chair: Jonas Sinjan | Speakers: -

Debrief 14.50-15.00

Chair: Jonas Sinjan | Speakers: Jonas Sinjan