

PhDnet WORKING GROUPS AGENDA 2025

Web

Social Media

Equal
Opportunities

Secretary

General
Meeting

Open
Science

Offspring
Magazine

Podcast

Survey

Working
Conditions



Survey Working Group

7th March 2025 – Agenda meeting



Julia Teufel

Max-Planck-Institut for the Study
of Crime, Security and Law
2024-2025 Co-coordinator

Davy Lin

Max-Planck-Institut für
Kohlenforschung
2023-2025 Co-coordinator

What do we do?

- Survey the demographics, working conditions, satisfaction and workplace safety of all DRs within the MPS

MAX-PLANCK-GESELLSCHAFT

Did you ever encounter problems regarding your supervision?

☐ Check all that apply

☐ Disagreement over time management/micromanagement

☐ Supervisors not experienced enough in your field

☐ Disagreement between supervisors

☐ Disagreement about publication(s)

☐ Not enough encouragement

☐ Too many meetings

☐ Not enough feedback

☐ Other:

Are doctoral researchers involved in the process of director/professor/group leader hirings at your institution?

☐ Yes, we have an active say

☐ Yes, but we don't have an active say

☐ No

- Objectives: Get evidence and reveal systemic problems

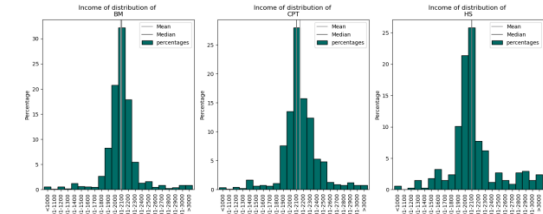
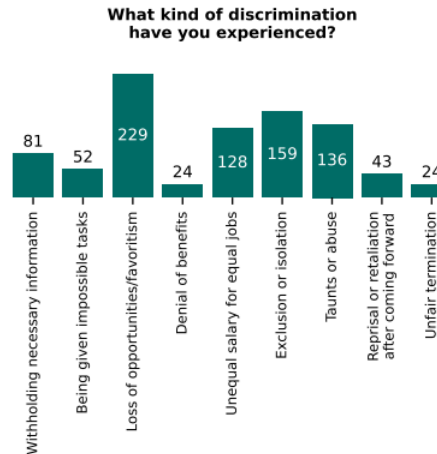


Figure 3.12: Income of the DRs per section.

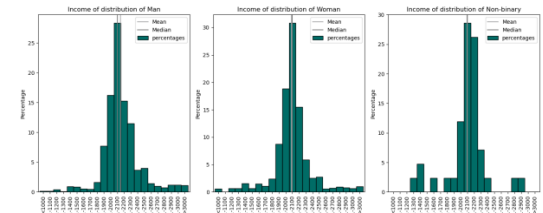


Figure 3.13: Income of the DRs per gender.

- Support the Steering group with the data for their arguments

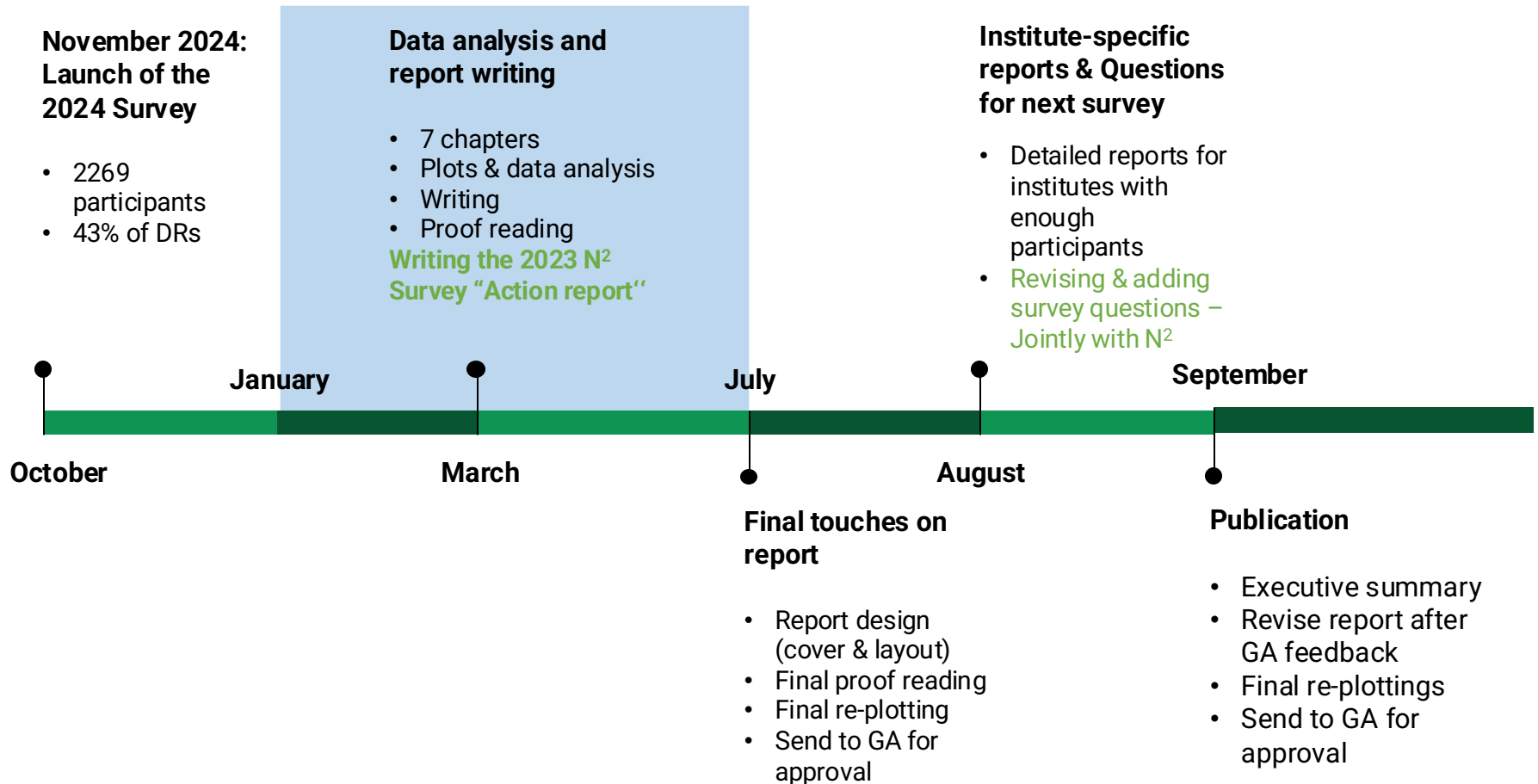


- Write and publish a yearly report of the working conditions of ~5000 DRs



- Prepare and distribute institute-specific reports for internal use by the representatives





- Demographics (age, gender, nationality)
- Working conditions
 - General (contract types, funding, working hours etc.)
 - Exploitation
- Supervision (supervision agreements, evaluation of supervision)
- Satisfaction (new: gender equity and environmental measures)
- Support
 - Family (DRs with kids or caring responsibilities)
 - Integration & inclusion (onboarding, language barrier)
 - Career development (support options for different career paths)
- Conflicts and discrimination (bullying, power abuse, sexual harassment)
- Mental health (depression, anxiety & burnout)



A big thank you to the 2023 survey team!



Survey team of 2023-2024

Mention to S. Perizonius, P. Xia (MPI Aesthetics) and D. Admiraal (MPI Psycholinguistics) currently working on the Institute reports

The 2025 team is looking for:

- Writers
- Data analysts

Contact us at:

survey.group@phdnet.mpg.de



Join us!

OFFSPRING MAGAZINE

Increasing digital presence

Optimization of the online version of the magazine

Liaising more with podcast and social media groups

Improving publishing schedule

Definition of clearer deadlines and have monthly meetings

Creation of a design team (2 to 3 persons)

Improving the journal's direction

Clearer themes and sections



Get in touch: offspring.magazine@phdnet.mpg.de

Offspring Magazine Podcast

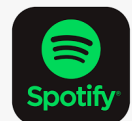


Check out the PhDnet podcast hosted by PhD students of the Max Planck Society

We talk about science research within and outside the Max Planck Society, careers in and out of academia, diversity in science, PhD matters, open science, and much more

<https://www.phdnet.mpg.de/offspring/podcast>

Find the Offspring magazine podcast on:



Interested in shaping the future of the podcast? Join the team for season 6 as a:
Coordinator, Host, Editor, or Social Media Liaison

Contact us at: Offspring.podcast@mpg.de



Podcasts



5 season 100+ episodes
21,500+ listens/streams overall

- The Offspring Magazine Podcast group conducts interviews broadly relevant to students, PhD candidates, and senior researchers of the Max Planck Society. We highlight exciting science but also discuss topics like open science, gender equality, and non-academic careers.
- Last year, we crossed the 100-episode mark and entered our 5-year podcast anniversary.
- We just finished Season 5 - our main goals for the next year are to (1) spread the word about the podcast, so more researchers within the MPS get to know about the work and (2) find a motivated team of PhD candidates to take over the podcast for its 6th season. We are looking for a podcast coordinator, hosts, audio/video editors and a social media liaison. The podcast is an exciting opportunity to get to know leading scientists in their respective fields, improve science communication skills and have an impact by highlighting issues and opportunities in academia.

WORKING CONDITIONS GROUP

Agenda 2025

Anirudh Ravishankar & Siska Führer

WORKING CONDITIONS GROUP - WHO ARE WE?



Anirudh



Annika



Simon



Siska

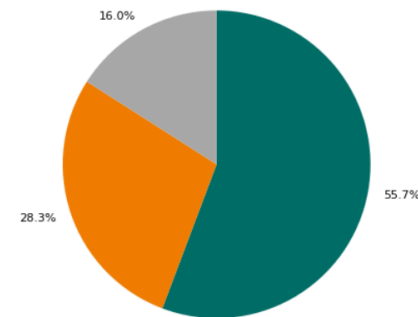
... and potentially some more people ☐

WHAT DO WE WANT TO DO IN 2025?

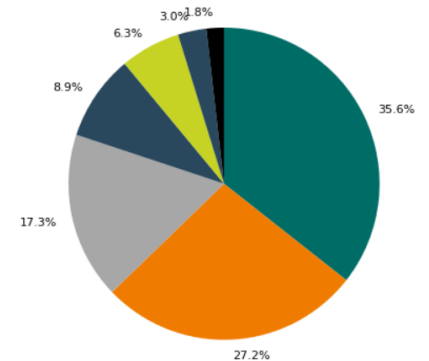
- Support of SG in general goals such as tracking of working hours, etc.
- Analysis of questions we contributed to the 2024 PhDnet survey (support of survey group)
- Use results of 2024 PhDnet survey as motivation to phrase specific goals (e.g. contract situation, salaries in expensive cities)

WHICH TOPICS DO WE BRING FROM 2024?

- TAC situations at the different institutes: implementation and satisfaction (see example below)
- Supervision guidelines: existence / strengthening
- Contract situation: TVÖD vs. Fördervertrag
- Optional: teaching non-uniformities



I have a TAC (N=2675)
■ Yes (1491)
■ not applicable (757)
■ No (427)



How satisfied are you with your TAC? (N=1486)
■ Satisfied (529)
■ Neutral (404)
■ Very satisfied (257)
■ Does not apply (132)
■ Dissatisfied (93)
■ I don't want to answer (44)
■ Very dissatisfied (27)



General Meeting Group

General Meeting group agenda



MAX PLANCK INSTITUTE
FOR MOLECULAR GENETICS

13-15 October 2025, Berlin
(online attendance possible)

Organization of the 2025 PhDnet General Meeting:

- Preparing a **program** (speakers, Steering Group and Workgroup presentations)
- Arranging **catering** and **accommodation**
- Overseeing participant **registration**

Group members:

Elodie Limberg
Nishtha Pareek
Jana Englert
Daniella Fradin
Hafsa Zahid
Marta Couce Iglesias
Meghna Dutta
Louison Nicolas-Asselineau
Eva De Poi



PhDnet

Contact us at general.meeting@phdnet.mpg.de

PhDNet

Open Science Workgroup

Our goal: more accessible, transparent and reproducible research at MPG



Nerea Gurrutxaga



Sanghita Chandra



Toluwanimi Victory Afolayan



Vignesh Vaikundaraman



PhDnet



PhDNet Open Science Workgroup

2025 Activities:

- Open Science Ambassadors follow-up event – 12 February 2025
- Online workshop – Summer 2025
- Open Science Ambassadors In-Person Meeting – 15&16 September 2025
- More doctoral researchers to join the group



Reach out to us!

open.science@phdnet.mpg.de



Tools, resources and information



Max Planck PhDnet
The doctoral network
of the Max Planck Society



*Secretary
Group*

Em@ils, em@ils,
em@ils

Collect, update and sort
information about
institutes and their
representation



- Support institutes with elections
- Organize elections for the GM
- Maintaining the PhdNet and External Reps mailing lists

Secretary Group
secretary.group@phdnet.mpg.de



„Gotta catch ‘em all!“

The Team



Grgo



Annabelle



Anna



Secretary Group
secretary.group@phdnet.mpg.de

Join Us!

2025 Goals/Stats

- Streamline Archiving and Delegation
 - Especially for future workgroups!
- Ensure that all Institutes are represented!
- Keep regular contact with Webgroup
- Update onboarding for new Reps
- Update statutes regarding prolonged voluntary terms (GM2025)

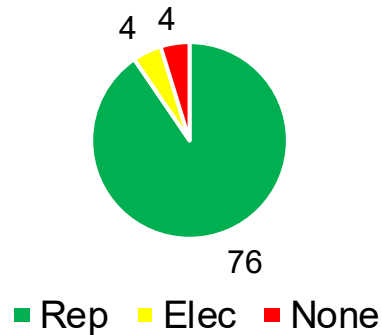


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Total MPI Representation



Secretary Group

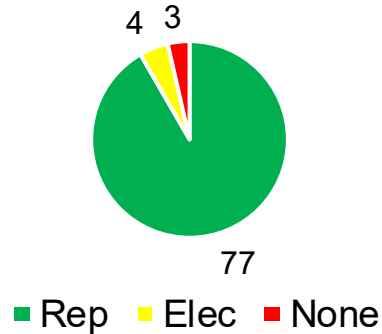
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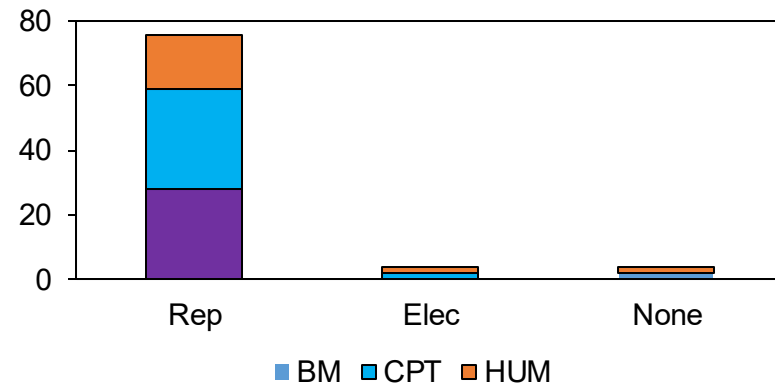
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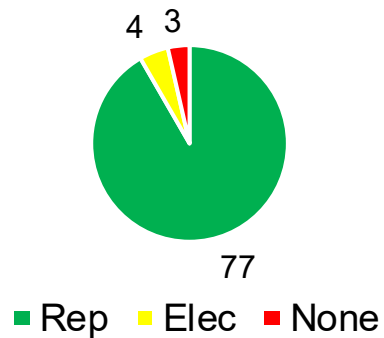
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secretary.group@phdnet.mpg.de



2025 Goals/Stats

- Streamline Archiving and Delegation
 - Especially for future workgroups!
- Ensure that all Institutes are represented!
- Whats up with Brazil?

Total MPI Representation



Secretary Group
secretary.group@phdnet.mpg



„You can run the office without a boss, but you can't run an office without secretaries.“

- Jane Fonda

Join Us!

Why?

- Getting to know awesome people
- Learning a lot about the Max Planck Society
- Ensuring the legitimate foundation of the PhDnet

If you like well-structured tasks and the good feeling of getting something done after a chaotic day of research, contact us at

Secretary Group
secretary.group@phdnet.mpg.de



Webgroup Coordinator



Giulia Tonon

Doctoral researcher,
Working Group
Coordinator
✉ Giulia.Tonon@...



Swati Mahiwal

BM Section
Representative,
Doctoral researcher,
Working Group
Coordinator
✉ smahiwal@...

Members

Andi Gritsch
Seifeddine Fathalli
Jamie Gorman
Jan Horlebein
Giulia Tonon
Swati Mahiwal
Tarik Karakaya

Web Group

We are responsible for maintaining the PhDnet website, the mailing lists and to provide web support to all other workgroups.

In our function as webgroup, we maintain the PhDnet website and the @phdnet.mpg.de mailing lists to share information and help communication and exchange within the PhDnet. We provide support to all other workgroups with regard to the website, mailinglists or other web-related topics.



Your workgroup page needs an update, you're unhappy with the layout, need hints on design or want to try something fancy, e.g. an interactive figure? Get in touch! We help you figure out how to improve your web content.



Are you organising an event and want to increase visibility and provide information, e.g. the schedule, on our website? Let us know, so we can create an event, set up an events page and upload text and images you provide!



We try our best to keep all information up to date, however, we need your help for this. Please let us know if information changes, you see any typos or have any suggestions for improvement. We appreciate your feedback!



Max Planck PhDnet
The doctoral network
of the Max Planck Society

Goals

Updating
external
representative
list every
month on the
Website

Updating the
website and
its content
more
frequently

Efficient
mailing list
maintenance
and moderator
requests
response
ASAP.

Timely upload
of new
episodes of
the Offspring
podcast

Social Media Working Group

The main focus of the Social Media workgroup is to spread information related to the Max Planck Society to all doctoral researchers by actively promoting events, initiatives, content and recruitment efforts.

Looking for a coordinator urgently!

Equal Opportunity WG (EOWG)

Our goal is to be a point of contact for any concerns regarding discrimination in the workplace against doctoral researchers and initiate actions to promote a progressive and inclusive culture in our institutes.

How can we make PhD life safer, less stressful, and more inclusive for our peers so we all can focus on on our research+jobs as much as possible?

Coordination Team

Petros Chalas

MPI Brain — Frankfurt



Co-coordinator

Jarred Green

MPI Physics — Munich



Co-coordinator

Ana Alexandre

MPI Physics — Munich



Coordination team member

Subgroups and goals

Subgroup	Goals and ideas
Gender Diversity	<ul style="list-style-type: none">- Free period products in bathrooms across institutes- Gender neutral bathrooms
Race & Ethnicity	<ul style="list-style-type: none">- Flexible holidays
Pride	<ul style="list-style-type: none">- Organise pride celebrations at MPIs
Mental health	<ul style="list-style-type: none">- Raise awareness about impact of power abuse on students mental health- In-house mental health counselling at MPIs
Family	<ul style="list-style-type: none">- Gather resources and corresponding information for PhD students with caregiving responsibilities
Disabilities	<ul style="list-style-type: none">- Create an informative fliers for new PhD students gathering resources and contact points at MPIs