



# 3<sup>rd</sup> Annual Meeting of MPG Ph.D. Students Representatives 26<sup>th</sup> -30<sup>th</sup> October 2004 Munich/Garching

## Preface

*This is meant to be an internal protocol. For the report, some paragraphs are shortened concerning several details that should be kept internal in order not to show Prof. Gruss exact words to the directors. So please keep this version internal.*

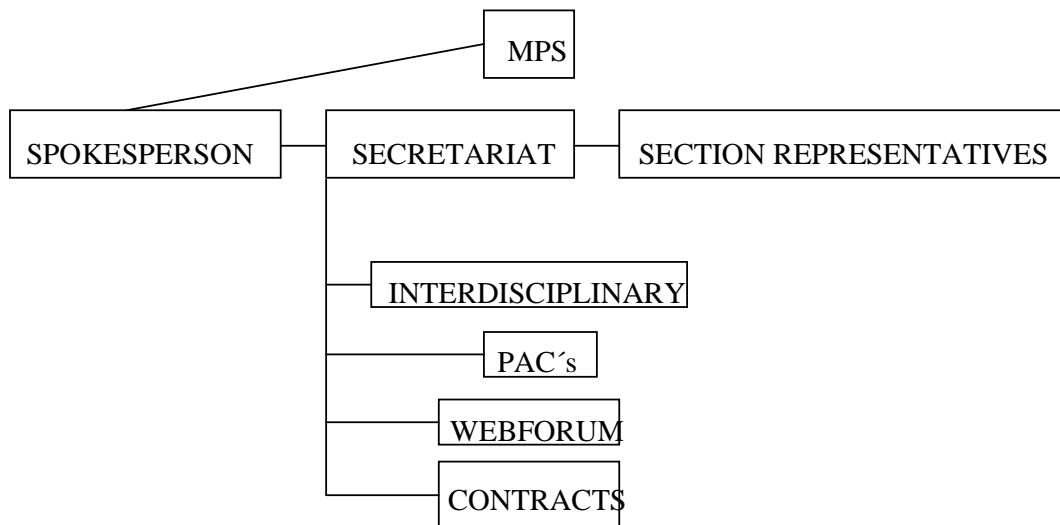
## Wednesday, 27<sup>th</sup> October

### 1) Kathrin Kirsch reviews one year as spokesperson

First of all she explained what this network is supposed to do. The Ph.D. Network provides communication structures between Ph.D Students; assists representatives of the institutes in their work; communicates needs to the General Administration (Generalverwaltung – GV) and other institutions of the Max-Planck Society (MPS); organizes seminars, workshops, meetings; and last but not least, represents the Ph.D.s, around 3500 people, as a group within the MPS.

This was the third meeting of the Network. The previous ones took place in Heidelberg (2003, about 50 students); the second one, in Dresden (2003, about 45 students). This year we hosted about 58 representatives in Munich.

Kathrin showed the structure of the network inside the MPS. It looks like this:



As the scheme shows, the spokesperson is the link between our network and the GV. During her mandate Kathrin tried to:

- write a letter to the directors on the contracts' issue (more later) and let Gruss sign it.
- get in contact with Frau Mellinghoff to ensure the coordination of the network initiative to organize a "Soft Skill Seminar" for **every** Phd-Student once in his/her 3 year (30-40 people, organized by the MPG)
- no specific other action on the contract issue

What happened:

- overall good contact with Frau Mellinghoff
- Gruss would not send the letter to the directors in his name but encouraged her to send it herself
- Lack of feedback from the network whenever she asked for help
- Verena Krenberger (Freiburg) and Malte Hübner (Saarbrücken) organized a presentation skills seminar on 13<sup>th</sup>/14<sup>th</sup> November 2004
- There are still questions to be solved, i.e. contracts, situation of foreign students, teaching activities etc.
- The network achieves goals, but the load of work lies on the shoulders of very few people. More participation is necessary.
- "Continuity": we run the risk of re-inventing the wheel every time we meet. We need progress in the discussion.

## 2) PAC-Group report

"P.A.C." stands for **Ph.D. Advisory Committee**. PACs were already successful at giving advice and guides to Ph.D. students in some MPIs. The main task of the working group (WG) was to support the implementation of PACs and to provide advice and information. The following is a review of the guidelines for new PACs (although there are no standards since there are differences among the institutes in size, structure, etc.):

A PAC consists of 3 members (1 chosen by PhD-candidate, advisor included and an external member, preferably from the University) and should meet at least 3 times in 3 years PhD to review the progress of the PhD-work and ensure the finishing on time. At the 1<sup>st</sup> meeting the student dissertation proposal should be presented and discussed. They should keep track of the student's progress. The last meeting should ensure that the project will be finished on time. Protocols of the meetings should be sent out to all 3 PAC-members.

The WG prepared a PAC-questionnaire to evaluate the situation of this institution in all MPIs:

- The questionnaire was sent out to all institutes.
- Small response. Therefore, the numbers may not be representative. One reason could be the lack of anonymity.
- It seems that more than 50% of all students who answered the questions would want a PAC.
- Not big differences among different sections, especially not between technical/physical/chemical and bio/med. The humanities section seems to be quite content with the supervision. They don't have PACs so far.

After the status report we discussed the following possibilities:

- Could the Fachbeirat (they judge scientific work of the institute, also situation of students) be used as powerful method to introduce PAC?
- Conclusion: One should first ask directly (to the institute's directors) if PAC can be installed. Furthermore, not all institutes do want a PAC or see the need for it.

### 3) WEB-Group report

The web site ([www.phdnet.mpg.de](http://www.phdnet.mpg.de)) is supposed to build a web platform for every Ph.D. student of the MPS. It was completely updated, including content, links, and forum. A new and much more appealing design was introduced.

The forum is not used very frequently. The representatives were encouraged to make the website known and use it.

Discussion:

- Should the private area designed for internal discussions of PhD-representatives be opened to everybody?
- Overall consensus is no. But more “hot” topics should be included into the general discussions in order not to only debate on “cold” topics there. It should be checked by the next WEB-Group, if a limitation to MPG-members (check of IP-Adress?) can be introduced, if it does not further complicate the access for Ph.D-students. It was reminded, that all Ph.D. representatives should subscribe to the “internal” part (also other interested Ph.D. students can subscribe by the same way to the internal part) and that all Ph.D. representatives should check the content regularly and actively participate in the forum.

### 4) Contract Group

Until October 2004, the MPG mostly offered two kinds of contracts: BAT IIa/2 and Stipends. Based on statistics (out of more than 30 MPIs) the different contracts were given depending mainly on nationality.

After the 2nd meeting it was agreed that this is in fact a rule: MPG's contracts were issued in accordance with rules laid down by the Bund-Länder-Kommission, the government body that funds the MPG. These rules are anchored in a number of different documents on employment law—some of which date back to 1974.

A stipend consists of € 975 netto, contracts of € 1000-1080 netto depending on age. The contracts furthermore include social benefits such as healthcare, retirement savings, Christmas money and some more. On top of the money paid to a student in a contract, the institute pays also the employer part for the social benefits. Overall, the costs for a stipend per student and year are about €12000, whereas they are €24000 for a contract. This explains, why the institutes can save a lot of money when issuing stipends. Students that are paid with a stipend receive between 1000 and 2500 €/year less and do not obtain any of the available social security benefits, especially a good health care. Further explanation can be found in previous reports from the Network.

The health insurance's coverage is a hot topic, since it can only be sign to a maximum period of 1 year, not paying for any maternity care, even if there has been rape or any other circumstance; sometimes the insurance is not renew if the student develops an “expensive” illness (where an operation is needed or similar) during the year of coverage. Other hot topics is that students under a Stipendium do not have to be included as an author in patents, even if they are the main author.

This inequality was already reported in the 1st meeting in Heidelberg, where it was asked to start a discussion as soon as possible. No action was taking. This discrimination was again reported in the 2nd meeting, where Prof. Gruss referred to the BLK rules. However, after investigating the BLK rule, it was found out that BLK is dealing with other institutions like

the Leibniz, DFG, and none of them are subjected to that rule. Plus, the BLK only “recommends” which institution is given how much money.

Andrea Raccanelli, an Italian student from the MPI for Radioastronomy in Bonn, has issued the MPG for discrimination, as the only reason to give him a stipendium and not a contract, and losing all these economical, social and health benefits was because he was an Italian and not a German. He has also taken other actions:

- Question to the European parliament: Written question E-0062/04 (08 January 2004)
- Question to the European parliament: Written question E-1301/04 (20 April 2004)
- Article published on “The Scientist”, March 9, 2004:  
<http://www.biomedcentral.com/news/20040303/03/>
- <http://www.justresponse.net/Raccanelli.html>

In October 2004, the Rundschreibung 93/2004 finished with this discrimination by giving the Institute directors freedom to give any kind of contract to any person, independent on nationality.

The contract group conclude that although an advance, this Rundschreibung is not the optimal solution for several reasons: a change in the rule, does not mean necessarily a change in the policy, and discrimination can be maintained; even, though not likely, it opens new possibilities of discrimination or the possibility to give stipendia even to all students, German or foreigners, in order to save money.

The PhD Network still find positive to have two options, as each one has got advantages and disadvantages in a way (although not all institutes apply them), and some people might feel more comfortable with a Stipendium than with a BAT IIa/2. The optimal solution, based on the Network opinion, is to explain detailed both kind of contracts and let the student choose with which one he or she prefers.

## 5) Review of the talk with Gruss from last year (video presentation).

## 6) Section representatives

Nadine Häring from the sections representatives presented the structure of some internal committees in the MPS where we should get a voice in.

First of all she explained the work in the Institute meetings. They consist of directors, group-leaders and scientific representative. It is important that students participate, because they represent a big number of the scientific members of MPIs, so they should be adequately represented, they should be able to vote and get access to open protocols.

In the section meetings the directors of every MPI in the section (there are 3: humanities and arts and social sciences, bio- and medical sciences and technical-physical-chemical sciences) and the elected representative of the scientific staff come together. We should find out who represents us and eventually explore the possibility to be elected ourselves or at least get a student representative inside. About the Munich round table there was not really a clear idea, whether we should be represented there or not. The same applies to the “Perspektivenkommission”.

## 7) Topics to be discussed with the president:

After a long discussion 5 points were picked (and voted on). 5 topics for working groups (out of which the first 4 issues should be discussed with Prof. Gruss on Thursday) were decided:

1. Legal Issues (Contracts and Bologna Process)
2. PACs status
3. Voices
4. Corporate identity
5. Legal status of president and structure of the MPS (just for information)

### **Thursday, 28<sup>th</sup> October**

After splitting in smaller groups to discuss and outline the questions about the 5 topics mentioned above, we met again and presented the issues in the way we would like to discuss them with the president.

#### **a) Legal issues (Contracts & Bologna Process)**

1. Status of the Ph.D. Students: the Bologna Process started in Paris/Sorbonne in 1998 and seeks the harmonisation of educational degrees within Europe. It follows that after a 2-step compromise (Bachelor/Master), the Ph.D. would follow as a 3<sup>rd</sup> step in education and no longer be seen as scientific work, whereas the “Wissenschaftsrat” considers our work still as scientific work. This could carry out consequences for the distribution of stipends or work-contracts (contracts only for scientific work?). The question is whether there will be a change in the status of Ph.D. students in MPS.
2. A second issue was the spirit of Rundschreiben 93/2004 (see above): whether everything stays as in the past or everybody would get a stipend (also Germans).
3. We suggested that the students should be informed about the (dis)advantages of stipends and contract have the right to choose between BAT IIa/2 and stipend depending on their own convenience. At least there should be efforts to get better health insurance conditions for the stipends.

#### **b) Supervision**

1. The time to get a Ph.D. degree is normally 3 years, which is good for both students and teachers/MPIs. To achieve this goal, well defined projects and a good supervision are needed.
2. Not everybody knows about PAC or uses this chance
3. We suggested that Prof. Gruss engages to make PAC known and to care about the quality of supervision in MPIs. We would like also a private slot with the Fachbeirat to discuss with them about this subject.
4. We also suggested that the rigid rule of 3-years time payment could be softened in exceptional cases.

### **c) Voice:**

1. We wanted to know, at which level the decisions made within the MPS are that directly affect Ph.D. students. We would like to participate in those forums.
2. We asked about the role and importance of different types of meetings.

### **d) Interdisciplinary/ Corporate Identity:**

1. We wanted to build up an alumni database with former Ph.D. students who have already finished, to get feed back about life after the degree.
2. We suggested printing id./business cards to reinforce the connection between the MPS and the students.
3. We want the support of the President/ the MPS to organise interdisciplinary seminars, such as soft skills seminars or meetings.

## 8) Report on the scientific career opportunities

Ms. Viola Tegethoff from the MPS Brussels office talked to us about the Marie Curie fellowships and the possibilities to research abroad. (More information can be found under <http://www.phdnet.mpg.de/meetings/munich2004/index.html>)

Prof. Dr. Andrea Vortkamp gave a talk about how to plan our future career and what we should keep in mind. Prof. Vortkamp was independent group leader at MPI for molecular genetics in Berlin for 6 years after coming back from the USA, where she stayed as a Postdoc at the Harvard Medical School. (Slides under <http://www.phdnet.mpg.de/meetings/munich2004/index.html>)

## 9) Discussion with Prof. Gruss

*Exact quotations are expressed between “”, questions by the students are marked by Q*

After listening to the questions on the 5 different topics Prof. Gruss answered as follows:

### **a) Legal issues (Contracts & Bologna Process)**

Prof. Gruss started with the words “we want the best [people]” (for MPG). Then Prof. Gruss stated that there are currently 35 IMPRSs (International Max-Planck-Research-Schools) installed. Some future IMPRS will begin on a bachelor level (in India currently 97% of applicants in IT and engineering studies were rejected, which indicates a very high quality level. 80% of the remaining 3% goes to USA after Bachelor. We have to get them). The degree giving institute is the university. For IMPRSs the MPI is 50/50 involved with the universities.

### **To Bologna:**

Prof. Gruss sees no contradiction between Bologna and Wissenschaftsbeirat in this point of view. (But he seemed not to have understood the question. It intended to point out the issue about working or studying Ph.D.s). After we explained him, what we meant, he said, that the main goal of a PhD is to get the degree. But it is a mutual benefit: for him/her (student) and

the institute. Anyway it is still a training period. They are scientific workers with a limited status.

Q: Will the situation change?

G It was always considered scientific work and will always be.

G If you are aiming for a full payment this is not realistic.

Q: That is not our aim. We want to clarify whether in the future stipends or contracts will be issued?

G Both is possible.

#### **Contract vs. stipends:**

G Prof. Gruss clarified that the extra money of a contract is given for extra work that is done (there are divergences on this point). A stipend is only assistance to a thesis. Extra work can be rejected. But it could be harmful for the atmosphere...

Q: This division is not realistic. In our institute stipend and contract holders do exactly the same work.

G This depends on the institute.

#### **Right to choose:**

G The institutes are free.

G The student should not be able to choose. MPIs are autonomous and Prof. Gruss will not interfere.

#### **Healthcare:**

G It would be good to get a better Rahmenvertrag. On the short run he promised to look for better rates for the Rahmenvertrag (Q: also for better quality?: G: yes, also that).

G On the long term Prof. Gruss and Frau Mellinghoff will try to change the rules in the BLK concerning stipends to assure equal healthcare for the stipends.

Q (to contract vs. stipends): Changing the rule does not mean changing the policy, does it?

G Prof. Gruss thinks that equal rights should prevail. But it's fully in hand of the local directors. He also promised to deliver BLK paper without the confidential parts.

#### **b) Supervision:**

##### **Problem of going beyond 3 years:**

G Prof. Gruss personally used extra money to extend contracts beyond 3 years. Not everybody has extra funds. 3 years is a general rule for DFG, Helmholtz, MPG,...

G He will look into the statistics on the average duration of a PhD-thesis

##### **PACS for IMPRS installed:**

G Promotionsordnung applies for universities. A Zweiberichter (second referee) is necessary, he can but he mustn't do supervision.

G "I can write a letter to the directors to show my preference (for PACs)."

Q: Uni Mainz: one has to do IMPRS and work at the university, and that is double workload.

G Prof. Gruss will talk to them.

Q: What if an individual student wants a PAC, has he the right to get it?

G Depends on affiliation of the director. PACs are not compulsory. Universities (which give the degree) don't foresee PACs.

##### **Guaranteed slot for at least the PhD-representative in Fachbereirat:**

G "You want that the PhD representatives can talk to the Fachbeirat? Ok, we see for this".

G “If you feel this gives you a more representative position to explain the PhD students’ situation, then we can look for this.”

**c) Voice in Committees:**

G Münchner Runde would be a good point. There have been talks on the junior professorship. On one of the upcoming meetings you could give a review of your problems through the spokesperson.

G For the section: PhD students are already represented through representative of the scientific staff. You could be elected also.

Q: Not very realistic, with an election period of 3 years...

G Ok, yes.

**Institute meetings:**

G You can talk to your directors about this.

G You could be present in the general meetings.

**Perspektivenkommission:**

No. Münchner Runde would fit better.

Q: To whom should we address problems that the directors do not listen to?

G The proposal seems to be a good idea, detached from the individual case and brought forward to the Fachbeirat through the Ph.D. representatives. (We had voted that students, who are not representatives should be able to attend too, if they want to)

**d) Interdisciplinary and cooperate identity:**

G Soft-skills should be dealt with locally in the institutes.

G Classic speech training with camera is out (expensive/slow).

G Instead: Invitation to people from industry, science, newspapers.

G A scientific part should be included in the next annual meeting.

G “I could write a letter again to the directors asking the institutes to pay for the next meeting.” If you add something more scientific, you make it easier for some directors to agree.

G “I am prepared to help you morally.”

Q: Some institutes do not want to pay for the possible participants.

G Institutes have their own budget. They should pay for this. “It is part of your training.”

**To corporate identity:**

G “I love cooperate identity”.

G Problem: Where do you feel you belong to? Institute? MPS? University? Research group?

Q: If we prepare a booklet for beginners, would you publish it?

G If I agree on the content we can publish and distribute it.

Q: Exact numbers/statistics on PhD students?

G In the annual year book of the MPG society. About 3500 PhD-students currently.



## Friday, 29<sup>th</sup> October

### 10) Presentation by Garching Innovation.

Dr. Matthias Stein-Gerlach presented us a talk about the Technology transfer at MPS, discoveries, patents, licenses. (More about it under <http://www.phdnet.mpg.de/meetings/munich2004/index.html>)

### 11) Election:

Benno Quade (MPI for foreign and international social law, Munich) was elected with 24 votes as new spokesperson (Soledad Saux and Niels Syassen were other candidates). Soledad Saux (MPI for foreign and international criminal law), Niels Syassen (MPI for quantumoptics, Munich/Garching) and Joscha Gussmann (MPI for infection biology, Berlin) were elected as representatives of the humanities, arts and social sciences, chemical-physical-technical and bio-medical sections respectively.

### 12) Next meeting:

The next meeting will take place in Göttingen in November 2005 (vote decision, Tübingen was also suggested). We will have 1 meeting per year.

It was voted that it is preferable to have at least one part of the meeting on a weekend, otherwise some representatives may not be able to come (either will not be allowed to or have experiments running).

### 13) Short infos:

Presentation skills meeting in Saarbrücken on 12<sup>th</sup>-13<sup>th</sup> November 2004.  
Interdisciplinary Meeting in Göttingen, Biology, more infos via internet.

### 14) New Groups, short report on the plans:

New WGs were formed to discuss the tasks that we want to accomplish until the next meeting in Göttingen.

#### **Meeting Group:**

The 4<sup>th</sup> Ph.D. student representatives meeting will be held in Göttingen in the year 2005. Göttingen was voted as the meeting venue during the 3<sup>rd</sup> PhD student representatives meeting, which took place in Munich, Oct 2004. The following PhD representatives will organize the meeting,

MPI Biophysical Chemistry, Göttingen (Ajaybabu Pobbati, Ralf Jauch)

MPI Experimental Medicine, Göttingen (Micha Wehr, Anja Schuchardt)

MPI Flow Research, Göttingen (Moritz Hiller)

MPI Solar System Research, Katlenburg-Lindau (Sabine Preusse).

The meeting will probably take place in November. We plan to have the meeting for three days (ideally, Thursday, Friday and Saturday). Such meetings are strongly supported by Prof. Peter Gruss, President of the Max Planck Society. He normally attends the representatives meeting and answers our queries. The exact date of the next meeting will strongly depend on his availability.

We try to get representatives from all the 80 Max Planck Institutes. The following work groups namely, Legal, Web, Interdisciplinary, Meeting and PAC/Supervision will present their accomplishments. The presentations will be followed by discussions and appropriate queries to the president of the MPI will be noted down. Eventually, these queries will be presented to the president for a response.

We hope to include an interdisciplinary session, containing a general topic that can be addressed from all disciplines of the Max Planck Institutes. This will happen in collaboration with the interdisciplinary work group. We also hope to include a general scientific or career related talk from a professional, and a social program. We will discuss with the Legal working group in making the statute of the meeting.

There will be a conference fee to cover expenses for the conference dinner, guided city tour etc. There was surplus money during the Munich meeting, which will be used to partially cover these expenses. The accommodation issue is still pending but it is likely that we only suggest accommodation and not offer to book them. The meeting fee for the next year's conference is yet to be decided.

Contact person:

Ajaybabu Pobbati: [apobbat@gwdg.de](mailto:apobbat@gwdg.de)

#### **Legal group:**

We agreed to put a statute for the MPG Ph.D. network together. This statute will include a mission statement as well as guidelines for the functioning of future MPG Ph.D. network meetings. For example, election of members to positions of speaker, as well as other vital organs in the student network.

The draft statement of purpose for the Student network is as follows:

“The Ph.D. Student Network is an association of representatives of the Max Planck Institute. Its aim is to promote the interdisciplinary exchange and education among MPI Ph.D. students, as well as build a forum to address the needs of PhD students.”

We will put together a set of guidelines for new and incoming Ph.D. students. These guidelines will include vital information that every student starting at the MPI should know. We have chosen to await outcome of Prof. Gruss pledge to work towards improving healthcare for students with stipends.

Contact person:

Enoma Omoregi: [omoregi@mpi-bremen.de](mailto:omoregi@mpi-bremen.de)

#### **WEB-Group:**

They seek to update information on the website, include meeting information, make a map of the representatives and try to get a link from the official MPG site to ours.

Contact person:

Markus Garczarczyk: [garcz@mppmu.mpg.de](mailto:garcz@mppmu.mpg.de)

#### **Alumni:**

Their aims are to establish a link from the network's website, establish on-line registration. To Alumni-Group: Please send more concrete info to Soledad Saux ([s.saux@iuscrim.mpg.de](mailto:s.saux@iuscrim.mpg.de))

Contact person: ????

## **Interdisciplinary:**

Members of last years' group have organized a soft-skill seminar, taking place in Saarbrücken in November. Already 80 persons have registered.

We still feel that one of the main goals of our network is a growing interdisciplinary cooperation, be it through personal contacts or an interdisciplinary session at each meeting. Also, the president of the MPS, Prof. Peter Gruss, expressed his wish that we include scientific topics into our Network meetings.

In order to achieve this goal during the next year, we have discussed the following:

### (1) Interdisciplinary session at the next PhD Network

At the next meeting, taking place in Göttingen in November 2005, we will organize, in close cooperation with the MEETING workgroup, a seminar on "The ethics in science"

- We will contact the responsible person at MPS to hold a talk, or provide a contact who could give a talk on the political background of the current ethics discussion (one possibility is Prof. Christiane Nüsslein-Volhard from MPI for Evolutionary Biology, Tübingen, she is a member of the *Ethikrat*, see. [www.ethikrat.org](http://www.ethikrat.org))

- We will select and contact 1-2 PhD student from MPIs of the humanities section to provide us with a background on the concept of ethics in the history and/or the legal status of ethics

- We will select and contact one PhD student from the Biomed section to give a talk on their experience with the ethics discussion in the daily lab life

Other activities and ideas discussed at the meeting include:

### (2) Providing the infrastructure and help for PhD level seminars

We will compile resources for PhDs who want to organize seminars, workshops and conferences and make this information available on the Networks' webpage. We will contact PhDs who have successfully organized meetings in the past and let them share their experiences with interested PhDs, in order to avoid another invention of the wheel.

### (3) MPG wide public lectures

The PhD students suggest an interdisciplinary lecture series ("*Ringvorlesung*"), held by scientists of the MPS at different Max-Planck-Institutes. The talks can be scientific, if the visited MPIs' research is somehow related. Talks could be held by scientists, whose research has received public attention in the media (e.g. "hot topics"). Also broader lectures would be welcome, to get a sense of the different aspects of natural and social sciences within the Max Planck Society. Lectures should be public and locally advertised to attract the interested public. Such an interdisciplinary lecture series would surely enhance the feeling of a corporate identity within the MPS and would also be an opportunity to present research of MPIs to the general public. To our knowledge such MPS wide public lectures do not exist.

The interdisciplinary group will formulate a letter to Mr. Wirsing, head of the public relations office of the MPS, with our suggestions.

### (4) Scientific cooperation on the PhD level

As a result of this years' network meeting PhD representatives from 6 MPIs (Meteorology, Hamburg, Limnology, Plön, Terrestrial Microbiology, Marburg, Marine Microbiology, Bremen, Chemistry, Mainz and Biogeochemistry, Jena) working in the Earth Science/Global Change field, came together to discuss the idea of a 6 institute 2 to 3-day seminar on "Earth System Science". The representatives will pursue this idea and try to organize such a seminar in March 2005. In conjunction with this meeting, the Interdisciplinary workgroup will meet during this seminar.

Contact person:

Gudrun Schlaf: [schlaf@mpch-mainz.mpg.de](mailto:schlaf@mpch-mainz.mpg.de)

- **Supervision:**

*PACs = PhD Advisory Committees*

At the PhD Network meeting in Munich the results of the PACs group of the last year were presented by Jens Twellmeyer.

Jens told us about the survey about PACs in all MPIs. Unfortunately the response was very low, especially in the humanities. The PACs group of the last year suspected the missing anonymity and the differences in the MPS sections being responsible for that. From the small number (not statistically significant) it seems the PACs are of special interest in Mat.-Phys. / Med.-Bio, but not for the humanities. We learned at the meeting that in all IMPRS there are PACs. Explicit examples where PACs were wanted but not provided were not reported.

The MPS president Gruss assists the PhD Network to get the possibility of PACs at each institute. Apart from the IMPRS, the directors are free to decide whether they want PACs since the 'Promotionsordnungen' of the Universities don't force PACs. Mr. Gruss promised a letter to convince the institute directors to provide the possibility of PACs.

We have to make sure that all MPIs are informed about PACs - students as well as directors. No MPI will introduce PACs just because Prof. Gruss sends a letter to the directors if there is no initiative from the students, moreover both initiatives have to be combined. No problems reported during the PhDnet meeting does not necessarily mean that everything is fine as long as not every institute is represented. Following such an initiative, students from these (not represented) institutes might find it worthy to join the PhDnet. After (or parallel to) such an information campaign, we can try to find about the status of PACs within the MPG in a survey in order to find out about remaining problems.

The PACs working group thinks that the relatively young idea of PACs (in Germany) needs further endeavours to give each PhD-student the possibility to choose if he/she wants PACs and then get it. Probably not each PhD-student within the MPS knows what PACs is and which advantages it has for the supervision, especially from those institutes, which did not answer the first questionnaire and did not send a representative to the PhD Network meeting.

Contact person:

Jan Forbrich: [forbrich@mpifr-bonn.mpg.de](mailto:forbrich@mpifr-bonn.mpg.de)

## **End of Meeting**

Protocol written by Soledad Saux ([s.saux@iuscrim.mpg.de](mailto:s.saux@iuscrim.mpg.de), Freiburg) and Thomas Classen ([t.classen@fkf.mpg.de](mailto:t.classen@fkf.mpg.de), Stuttgart).

### **For questions, suggestions and comments please contact the secretary:**

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## Participants:

Name	Surname	Institute
Anirban	Banerjee	MPI for Mathematics in the Sciences
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Sara E.	Beier	MPI for Limnology
Zuzanna	Bieniawska	MPI of Molecular Plant Physiology
Thomas	Classen	MPI for Solid State Research
Andreas	Dahl	MPI for Molecular Genetics
Tobias	Elze	MPI for Mathematics in the Sciences
Rene	Fassbender	MPI for Extraterrestrial Physics
Katia	Fiehler	MPI for Human Cognitive and Brain Sciences
Jan	Forbrich	MPI for Radioastronomy
Manuel	Garcia-Munoz	MPI of Plasma Physics
Markus	Garczarczuk	MPI of Physics
Joscha	Gussmann	MPI for Infection Biology
Nadine	Haering	MPI for Astronomy
Stefanie	Hartmann	MPI for Chemical Physics of Solids
Christian	Heinze	MPI for Foreign Private and Private International Law
Moritz	Hiller	MPI for Flow Research
Peter	Huber	MPI for Extraterrestrial Physics
Ralf	Jauch	MPI for Biophysical Chemistry
Alexander	Kaul	MPI of Biochemistry
Kathrin	Kirsch	MPI for Psycholinguistics
Thomas	Klose	MPI for Gravitational Physics
Christina	Knapek	MPI for Extraterrestrial Physics
Florian M.	Kolb	MPI of Microstructure Physics
Janne	Lembo	MPI of Developmental Biology Tuebingen
Sabrina	Leop	Bibliotheca Hertziana -
Mark-Oliver	Mackenrodt	MPI for Intellectual Property
Alberto	Martinez Joaristi	MPI of Coal Research
Felicitas	Mokler	MPI for Extraterrestrial Physics
Andrea G.	Müller	MPI for Human Development
Nikolai A.	Netuschil	MPI of Immunobiology
Enoma O.	Omorieie	MPI for Marine Microbiology
Melissa Anne	Pfeffer	MPI for Meteorology
Aiavbabu.V.	Pobbati	MPI for Biophysical Chemistry
Frank	Pollmann	MPI for the Physics of Complex Systems
Bettina	Posselt	MPI for Extraterrestrial Physics
Sabine	Preusse	MPI for Solar System Research
Thomas	Pütterich	MPI of Plasma Physics
Benno	Quade	MPI for Foreign and International Social Law
Stephan	Rauschenbach	MPI for Solid State Research
Frank	Rauscher	MPI for Dynamics of Complex Technical Systems
Dirk	Sachse	MPI for Biogeochemistry
Katrin	Sakreida	MPI for Human Cognitive and Brain Sciences
María Soledad	Saux	MPI for Foreign and International Criminal Law
Gudrun	Schlaf	MPI for Chemistry
Sabine K.	Schnabel	MPI for Demographic Research
Ania	Schuchardt	MPI for Experimental Medicine
Hennina	Seedorf	MPI for terrestrial Microbiology
Charlotte	Stenbv	MPI for Chemistry
Niels	Svassen	MPI of Quantum Optics
Jens	Twilmeyer	MPI of Biochemistry
Rasmus	Voss	MPI for Astrophysics
Norman	Warthmann	MPI of Developmental Biology Tuebingen
Gunter	Weaener	MPI for Marine Microbiology
Michael C	Wehr	MPI for Experimental Medicine
Philipp	Weis	MPI for Meteorology
Jens	Wohlfahrt	MPI for Biogeochemistry