Welcome to pursuing your PhD in Heidelberg!

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Graduate Academy
Heidelberg University

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Who are we?

The **Graduate Academy** is at work for **YOU** - a central **point of contact** supporting **career orientation** and **development** for early career researchers.

- seminars
- workshops
- service on demand
- lectures
- e-learning tools
- digital resources
- language support
- text production support
- individual advice
- visa support
- 1-o-1 meetings
- ombudsprogram
- cotutelles
- fellowships
- heiDOCS2.0
- events
- welcome pack
- brochure
- kiosk
- bulletin board
- newsletter
- instagram
- working space
- coming soon: media room

**ORIENTATION**

![ORIENTATION](http://www.thebusinessclinc.org)

**INDIVIDUALISATION**

![INDIVIDUALISATION](https://uberflip.cdntwrk.com)

**NETWORKING**

![NETWORKING](https://uberflip.cdntwrk.com)
Who are YOU?

Where are you from?

What are you passionate about?

What do you most enjoy doing?

What is your way to enjoy science?

What do you expect from your PhD?

Any plans for the future?
WORLD, HERE I COME!
Cornerstones of the PhD lifecycle…
Cornerstones of the PhD lifecycle…

- Successfully fight your 2nd year depression
- Take a top job
- Submit your thesis
Who are you?

- On average, about 1200 doctorates per year
  - Diversity matters: About 25% international PhD students
  - Gender balance: About 50% female and male graduates
- It takes on average 4 years to complete a Doctorate (w/o Dr.med.)
Doctoral community Heidelberg University

- About 8700 doctoral candidates steady state (incl. Dr. med.)
- Heidelberg doctoral community is the largest in Germany
- Four major Graduate Schools
  (Life Sciences, Mathematics, Physics, Humanities & Social Sciences)
- More than 40 structured PhD Programs
  (DFG, Excellence Cluster, EU-ITN, LGFG (MWK), participation in
  IMPRSs and Helmholtz International Graduate Schools, else)

Heidelberg University in international comparison

Heidelberg University ranks 1st in Germany - Shanghai Ranking 2023
University ranks 55th worldwide and 16th in Europe (August 15, 2023)

Heidelberg University ranks 3rd in Germany - QS World University Ranking 2024
University ranks 87th worldwide and 31st in Europe (June 27, 2023)

Ruperto Carola among the world’s top 50 - THE Ranking 2024
University ranks 47th worldwide, 14th in Europe and 3rd in Germany (October 16, 2023)

Heidelberg University ranks 5th in Germany – THE Global University Employability Ranking 2022
University ranks 73rd worldwide and 32nd in Europe (November 23, 2022)
Our mission

Serving excellent students carefully attended to by 13 different faculties across campus!
MISSION

your comfort zone

2023 → 2027

Adapted from https://pbs.twimg.com/media/CRvORSqUEAAED5t.jpg
Where the magic happens

your comfort zone

Adapted from https://pbs.twimg.com/media/CRvORSqUEAAED5t.jpg
Quality standards

Quality standards for doctoral training at Heidelberg University:

- Global recruitment of highly qualified candidates
- Transparency of admission criteria and procedures
- Best possible supervision of doctoral candidates
- Adherence to the principles of good scientific practice
- Transparency of the review process
- Fostering interdisciplinary competencies
- Provision of relevant academic and professional qualifications
- Fostering academic independence and internationalization

The daily business at Graduate Academy
Key considerations

- **Overarching philosophy**
  - Foster early independence
  - Nurture self management & lifelong learning competencies

- **Servicing more than 8.5k doctoral researchers across all faculties**
  - How to create an appropriate impact for the individual CV?
  - How to guarantee for scalable high quality offerings?
  - How to maximize impact of precious face-to-face time?

- **Applying a few key principles**
  - Optimize **investment** of resources for all
  - Optimize **time commitment** for doctoral candidates
  - Intensify **modularization** of course contents
  - Provide **selected e-learning modules**
  - Propose integrated **training progression paths** (career stage & goal)
  - Offer **self-assessment** tools
PhD poll – fit for purpose?
(in German & English; 25.04.- 31.05.2023)

Topics of the pilot study:
Part 1
- Questions about the person
- General conditions for the doctoral project
- Supervision, research situation, TAC
- Working situation/working space and time investment
- Competencies and qualification needs
- Career perspectives/mobility
- (Mental) wellbeing
- Comments

Part 2
- Research questions for validation
What’s in for you?
What do we offer today?

Core activities Graduate Academy:

- Information services & consultancy (Beratung)
- Sponsorship for doctoral candidates (Förderung)
- Career development support (Seminarprogramm/ Karriereentwicklung)
- Writing and text production support G/E (Sprachberatung und Textproduktion D/E)
- Service on demand for faculties & structured programs: Supporting the advancement of excellent PhD framework conditions (e.g. heiDOCS)
Graduate Academy offerings (I)

- Consultations
- Welcome events & welcome packs
- Seminar and workshop program (ca. 60 courses p.a. in D & E)
- Primers for Predocs
- Digital (e-learning) resources
- Language and text production support
- German language courses
- Summer Schools (SHS, LERU, HISS)

Themes
- Personal skills / Self management
- Communication skills
- Digital future – technologies - skills
- Open Science
- Transfer & Entrepreneurship
- Research Ethics
- University teaching
- Enabling tools

NEW!
Digital resources

https://www.graduateacademy.uni-heidelberg.de/karriere/digitale_weiterbildung/digitale_ressourcen_selbststudium_en.html
Free access to e-learning resources

via Moodle

Statistical Research Methods

Coming soon

Strengthen your core skills & extend your understanding in statistics to deliver research excellence at all levels

https://www.graduateacademy.uni-heidelberg.de/karriere/digitale_weiterbildung/e-learning_en.html

offers quick self-test for easy orientation

via uni-hd e-mail

Professional development training for researchers — via online courses and workshops

Free access for researchers from low income countries

We've partnered with Research4Life to offer free access to researchers from low income countries.
Graduate Academy offerings (II)

- Cotutelles: Negotiating contracts for dual affiliations incl. supervision with international partners

- Brochure Kiosk – see [http://www.graduateacademy.uni-heidelberg.de/downloads/](http://www.graduateacademy.uni-heidelberg.de/downloads/) (Graduate Academy downloads)

- Newsletter (please subscribe on our homepage)

- Instagramm [www.instagram.com/ga_uniheidelberg](http://www.instagram.com/ga_uniheidelberg)

- Bulletin board (seeking partners for research, scientific or language co-operations; [https://www.graduateacademy.uni-heidelberg.de/aktuelles/index_en.html#board](https://www.graduateacademy.uni-heidelberg.de/aktuelles/index_en.html#board))

- Jour fixe Doktorandenkonvent

- Coordinating the Ombudsprogram for doctoral candidates
Whom to contact if anything goes pear-shaped?
Avoid the fly 🐝 turning into a big white elephant…

Talk (*selectively!*) to

- your supervisor
- your 2nd supervisor/mentor/TAC members
- your peers or the postdoc you work with
- the student representative(s)
- the PhD program coordinator
- us – contact the Graduate Academy
- the department head / Dean of Graduate Studies
- the equal opportunity office (Gleichstellungsbüro)
- the doctoral ombudsperson

... and start talking early on; communication is key!
Ombudspeople & Ombudsprogram

Prof. Dr. C. v. Stutterheim
(Institut für Deutsch als Fremdsprachenphilologie; IDF)

Prof. em. Dr. M. Wink
(Seniorprofessor, Pharmazeutische Biologie; IPMB)

https://www.graduateacademy.uni-heidelberg.de/beratung/ombudsperson_en.html
Sponsorship for doctoral candidates – status quo

- Fellowships for doctoral candidates (Landesgraduiertenförderung; LGF)
  - Individual 3-year fellowships
  - Completion fellowships (3-6 month)
  - Small-scale PhD programs ((Kooperative) Promotionskollegs)

- Coordinating the Heidelberg University faculties’ heiDOCS -Program for doctoral researchers

- Support towards identification of suitable (external) fellowships for (international) doctoral candidates (individual meetings & workshop format)

- Support towards establishing a meaningful application/ exposé writing
Complementary skills training

The right thing at the right time...

...and what to do after the PhD?
Enhancing general competencies
(incomplete list of examples)

- **Complementary scientific skills training**
  - Individualized qualification paths
  - Important for all: good scientific practice and research ethics (!)

- **Personal skills training**

- **Extracurricular academic activities**
  - Doctoral fellow representation
  - Contributions to conference/workshop/meeting organization
  - Vocational skills training & career orientation/coaching
  - Teaching

- **Alumni resource**
Good scientific practice

Get your copy of
- Heidelberg University’s guidelines regarding scientific (mis-)conduct
- The DFG „bible“ on safeguarding good scientific practice

Get acquainted with the rules on how to avoid
- Plagiarism
- Scientific misconduct

Take a course!
- Digital: Epigeum (certificate available)
- Trainings: Graduate Academy & central library
Training throughout the PhD

- Continuous scientific training
  - Seize the opportunities on campus to go to lectures that help you to develop a broad (interdisciplinary) scientific overview and to network.
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Mandatory courses
- Towards establishing equivalency of the degree you earned previously and the requirements of Geidelberg university – assessed in the context of faculty admission
- Within the context of your PhD program/Graduate School

Voluntary courses & conferences – make it part of your work plan
- Scientific courses/summer schools to foster subject-related expertise
- Conferences (unwritten rule: participation usually requires own active contribution)
- Vocational skills training & career development
- Self-assessment tools