UNIVERSITÄT
HEIDELBERG
ZUKUNFT
SEIT 1386

Welcome to pursuing your PhD in Heidelberg!

Dr. Helke Hillebrand

Administrative Director
Graduate Academy
Heidelberg University

Heidelberg, October 2023

Who are we?

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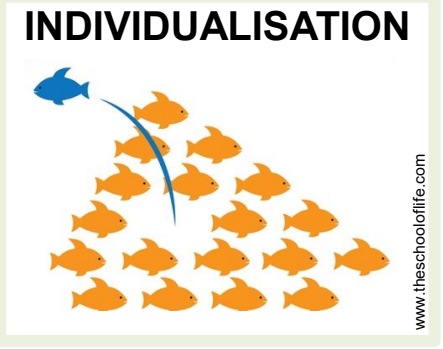
The **Graduate Academy** is at work for **YOU** -
a central **point of contact** supporting
career orientation and **development**
for **early career researchers**.

• 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

INDIVIDUALISATION



NETWORKING

Who are YOU?

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Where are you from?

What are you passionate about?

What do you most enjoy doing?

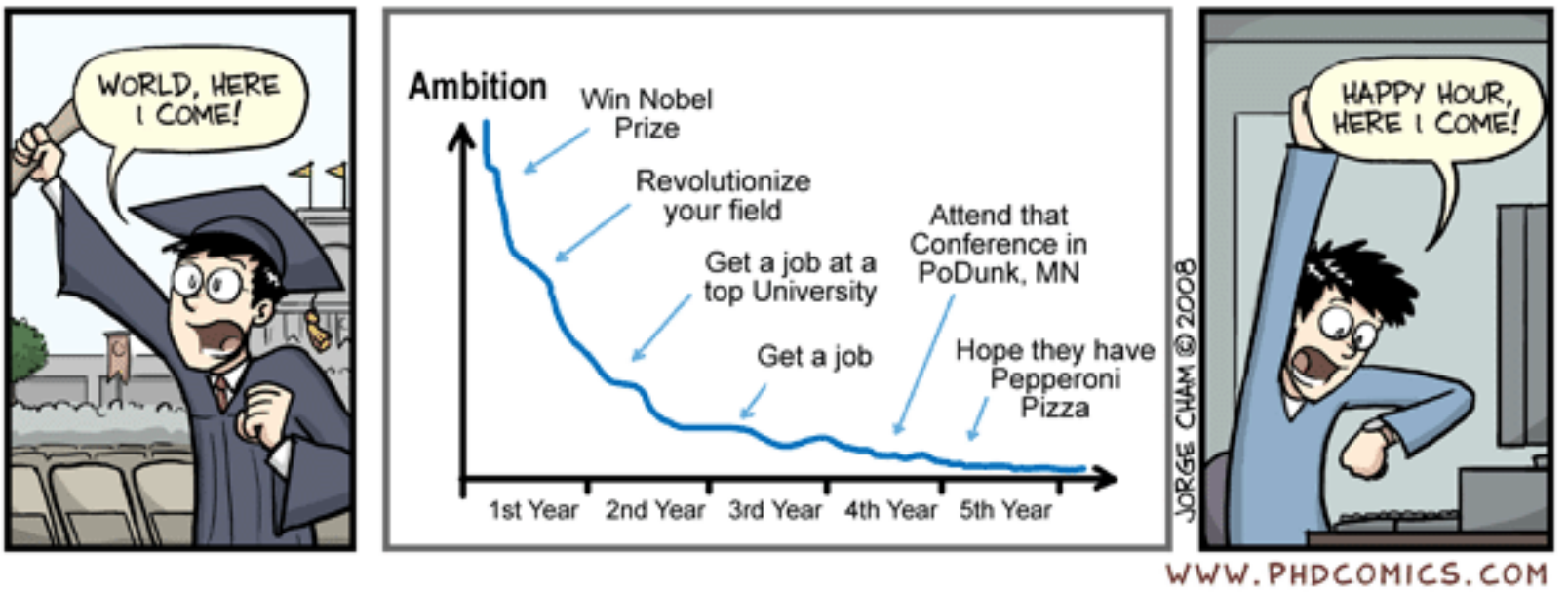
What is your way to enjoy science?

What do you expect from your PhD?

Any plans for the future?

WORLD, HERE I COME!
www.phdcomics.com

Cornerstones of the PhD lifecycle…



Cornerstones of the PhD lifecycle…

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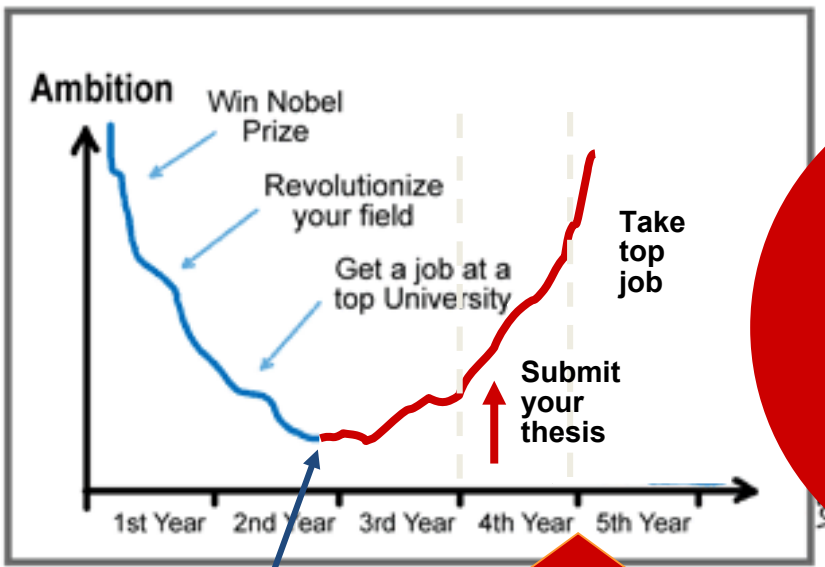

Successfully fight your 2nd year depression

Who are you?

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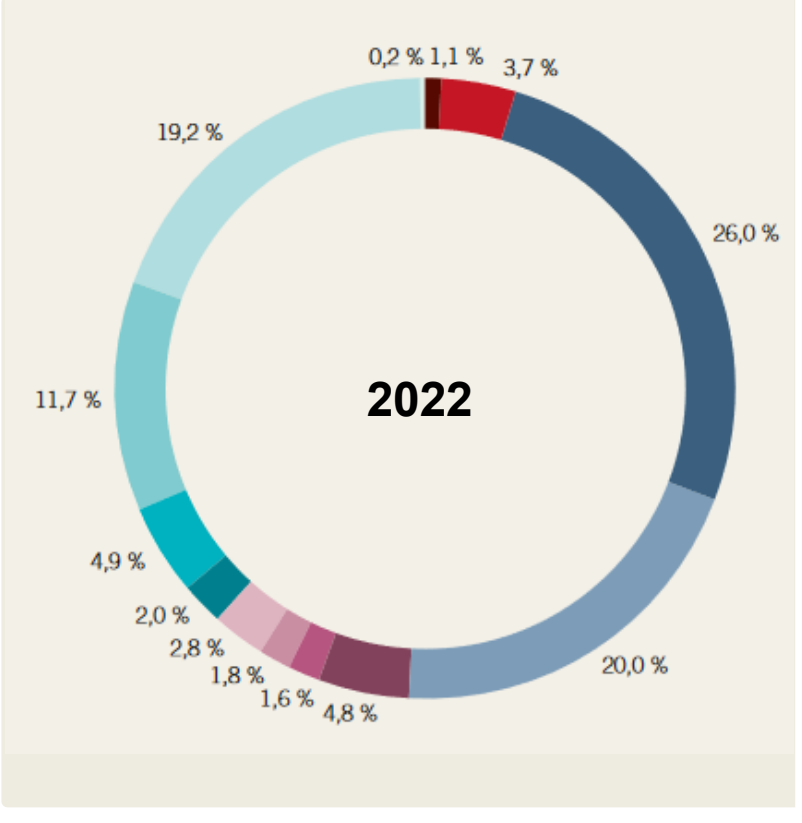
- On average, about 1200 doctorates per year
  - Diversity matters: About 25% international PhD students
  - Gender balance: About 50% female and male graduates
- It takes on average 4 years to complete a Doctorate (w/o Dr.med.)



	Fakultät
11	Theologische Fakultät
36	Juristische Fakultät
253	Medizinische Fakultät Heidelberg
195	Medizinische Fakultät Mannheim
47	Philosophische Fakultät
16	Neuphilologische Fakultät
18	Fakultät für Wirtschafts- und Sozialwissenschaften
27	Fakultät für Verhaltens- und Empirische Kulturwissenschaften
19	Fakultät für Mathematik und Informatik
48	Fakultät für Chemie und Geowissenschaften
114	Fakultät für Physik und Astronomie
187	Fakultät für Biowissenschaften
2	Fakultät für Ingenieurwissenschaften
973	Summe

©: Universität Heidelberg Jahresbericht 2022

Doctoral community Heidelberg University

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- 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

http://www.uni-heidelberg.de/university/rankings/

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 32th in Europe (November 23, 2022)

Our mission

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metadisciplinary skills!

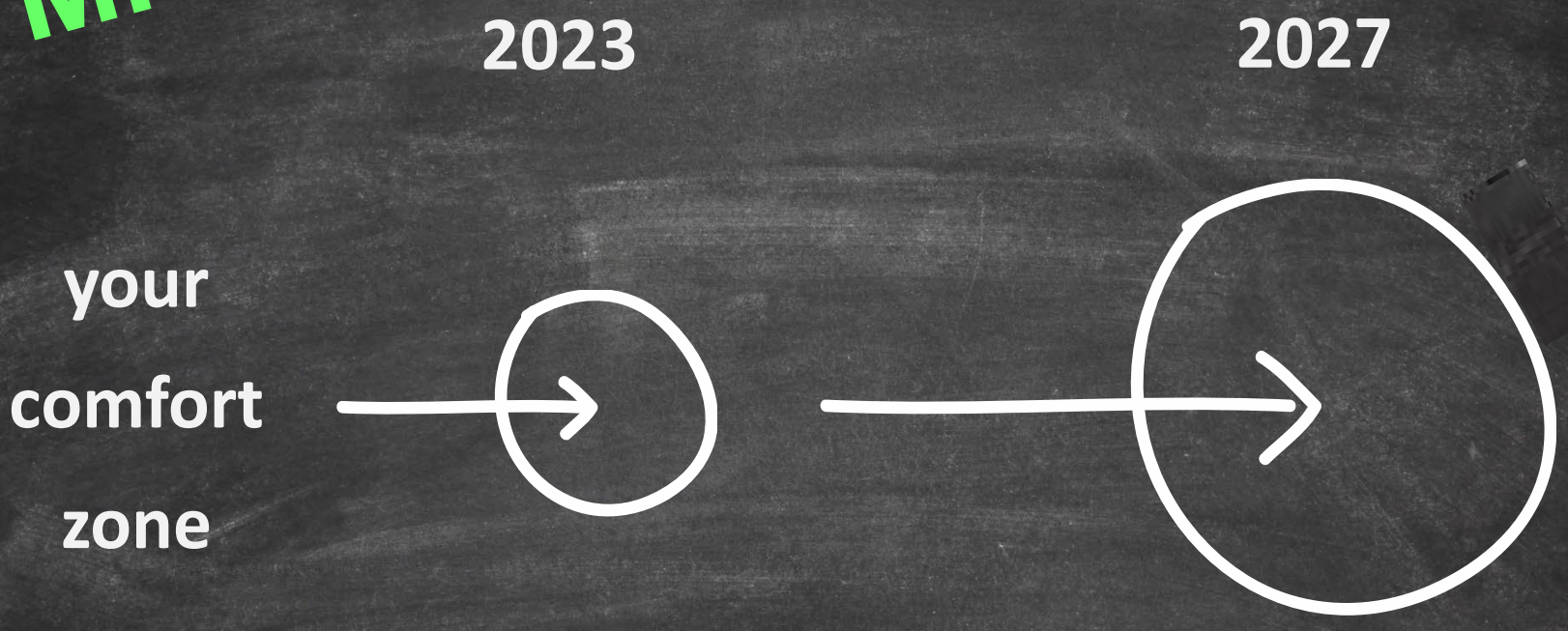
Serving excellent students

carefully attended to

by 13 different faculties

across campus !

MISSION



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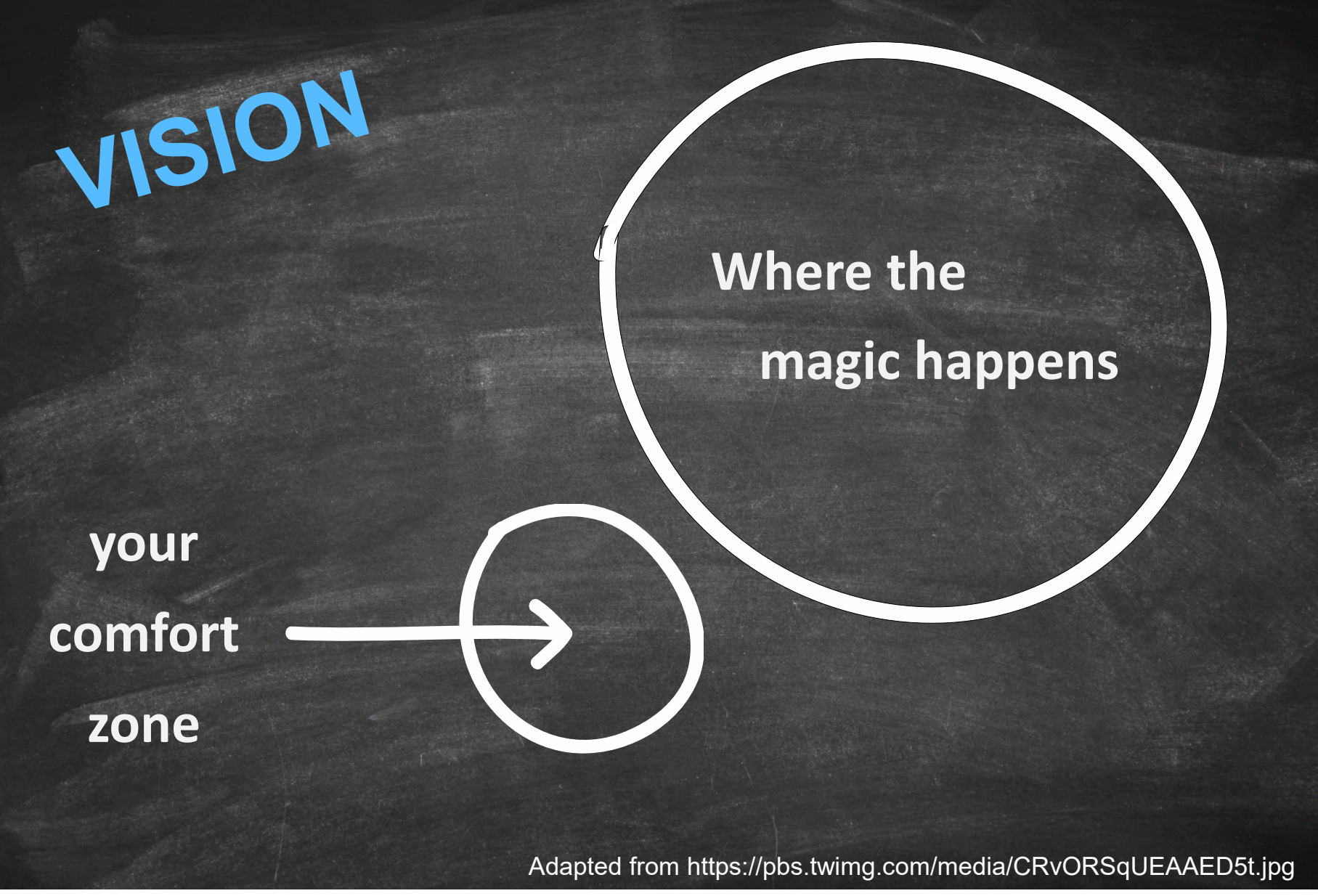

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Quality standards

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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

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- **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 s**elf-assessment** tools

PhD poll – fit for purpose?

(in German & English; 25.04.- 31.05.2023)

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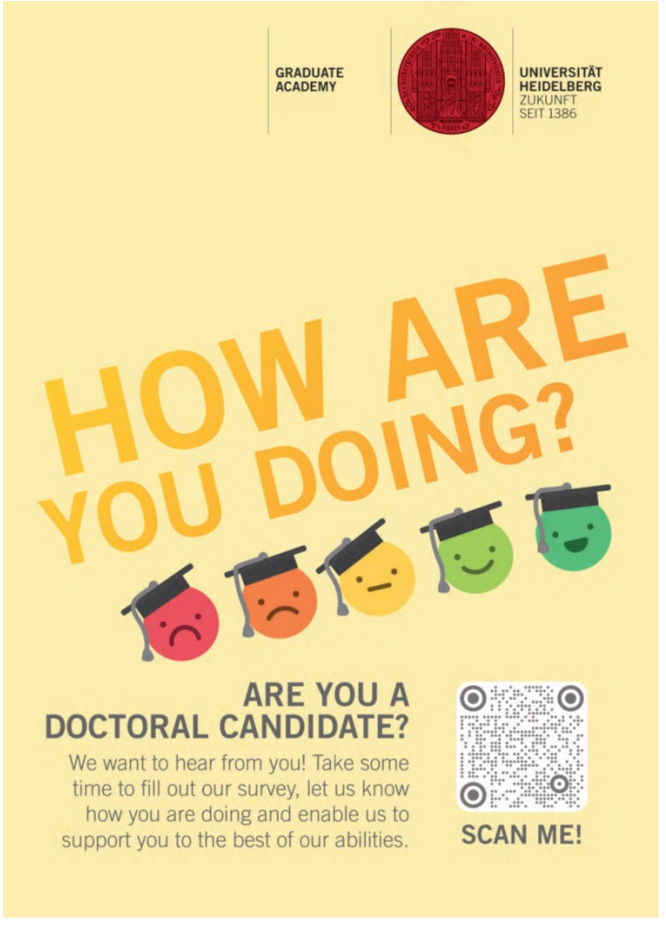

Topics of the pilot study:

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

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What's in for you?

What do we offer today?

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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)

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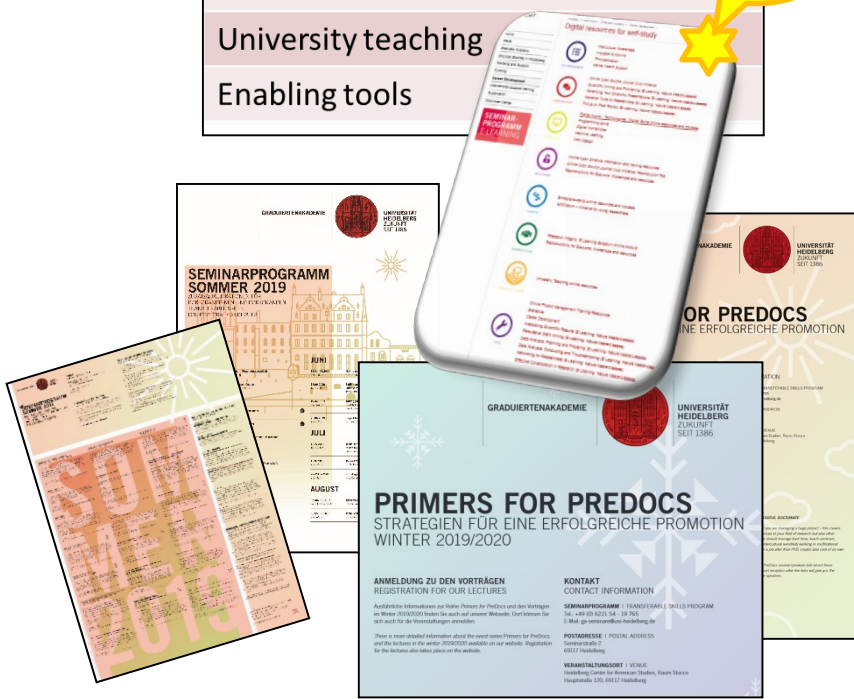
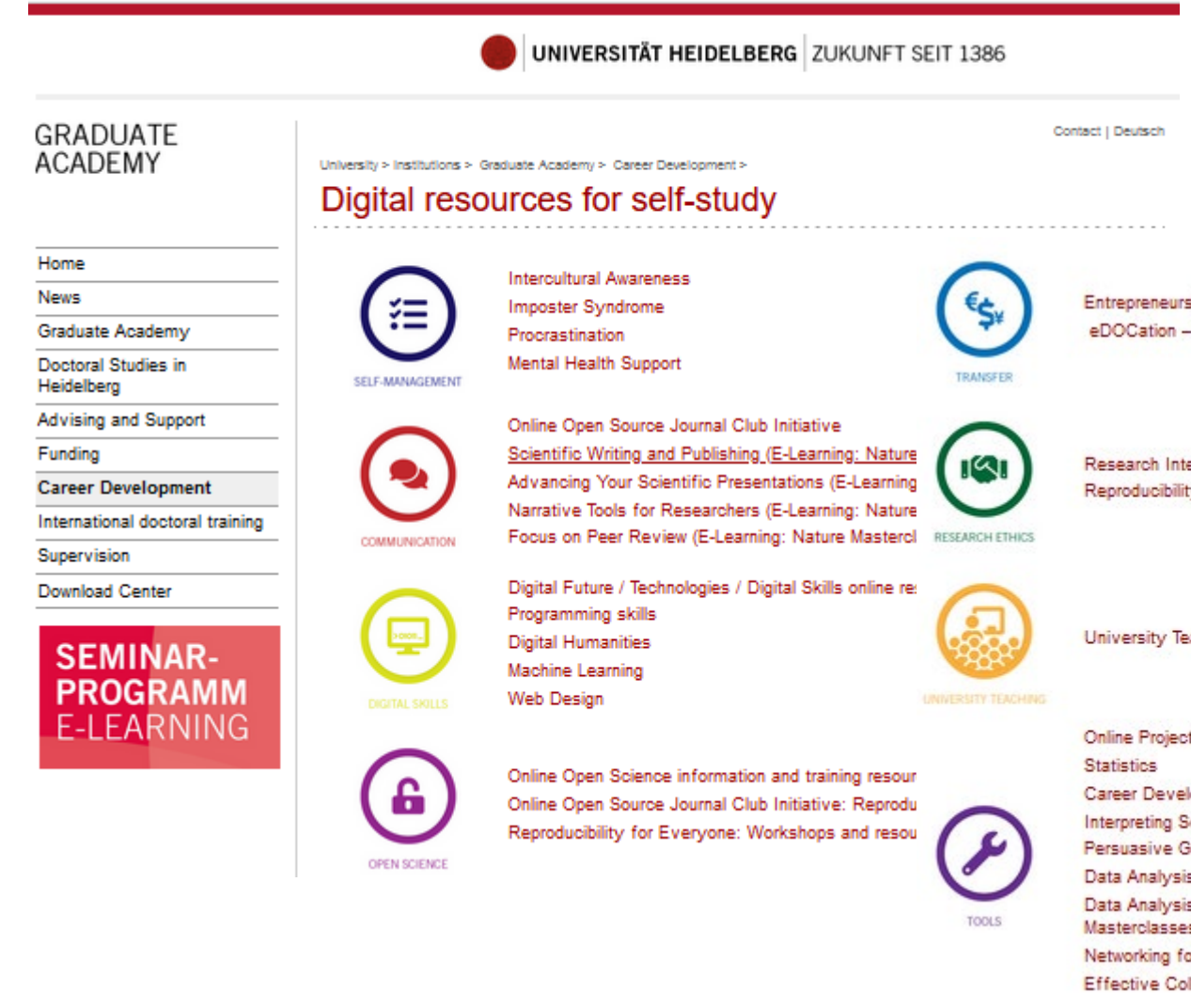
- Consultations
- Welcome events & welcome packs
- Seminar and workshop program (ca. 60 courses p.a. in D & E)
- Primers for Predocs
- Digital (e-learning) resources
- Language and text production support
- German language courses
- Summer Schools (SHS, LERU, HISS)

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

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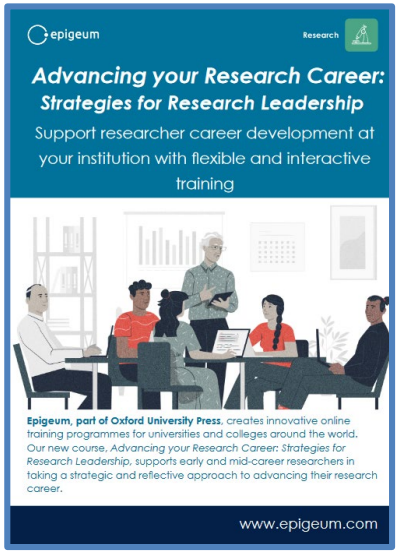

via Moodle

Coming soon

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

via uni-hd e-mail

offers quick self-test for easy orientation

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

Graduate Academy offerings (II)

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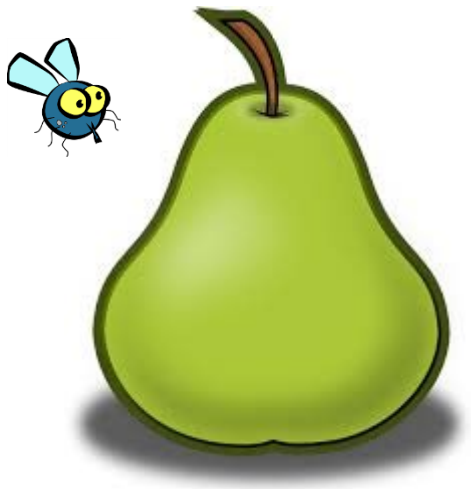
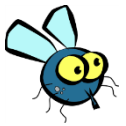
- Cotutelles: Negotiating contracts for dual affiliations incl. supervision with international partners
- Brochure Kiosk – see http://www.graduateacademy.uni-heidelberg.de/downloads/ (Graduate Academy downloads)
- Newsletter (please subscribe on our homepage)
- Instagramm www.instagram.com/ga_uniheidelberg
- Bulletin board (seeking partners for research, scientific or language co-operations; https://www.graduateacademy.uni-heidelberg.de/aktuelles/index_en.html#board)
- Jour fixe Doktorandenkonvent
- Coordinating the Ombudsprogram for doctoral candidates

NEW!

Whom to contact
if anything goes pear-shaped?



Avoid the fly  turning into a big white elefant…

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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

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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*

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- 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

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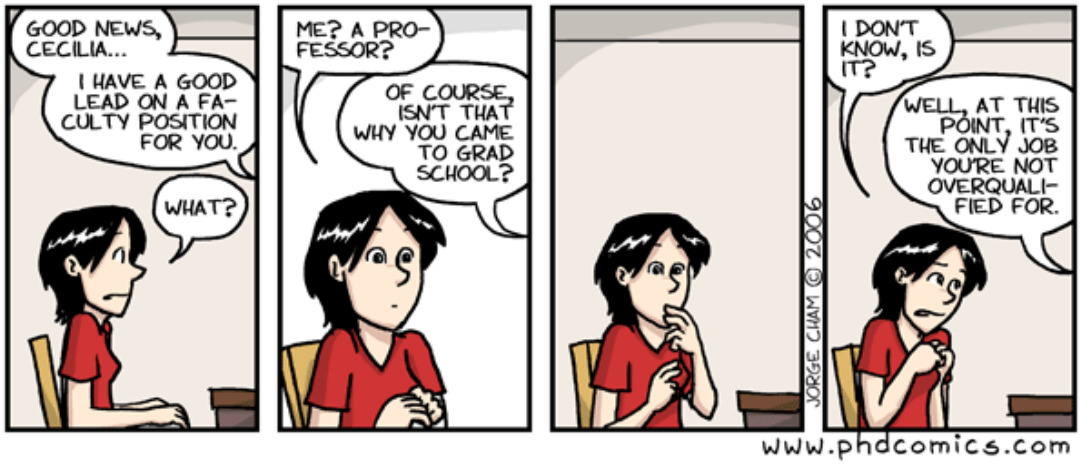
Complementary skills training

The right thing at the right time...



…and what to do after the PhD?

Enhancing general competencies

(incomplete list of examples)

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- **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

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➡ 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

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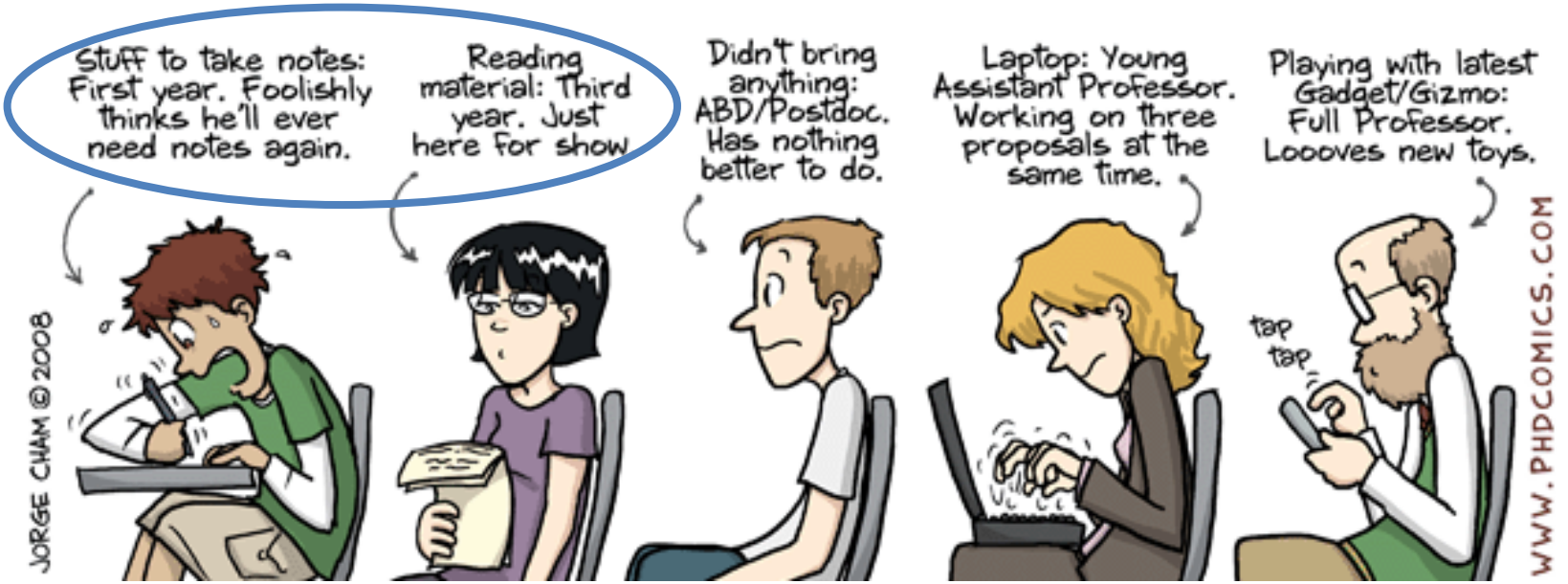
- **Continuous scientific training**
  - Seize the opportunities on campus to go to lectures that help you to develop a broad (interdisciplinary) scientific overview and to network



Training throughout the PhD

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- **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

- **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

https://commons.wikimedia.org/wiki/File:Thank-you-word-cloud.jpg