



UNIVERSITÄT
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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?

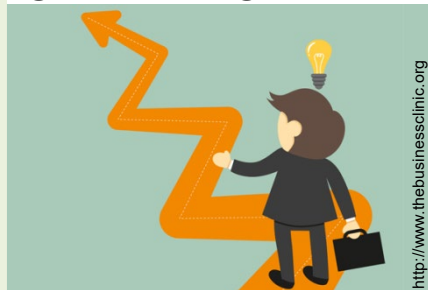


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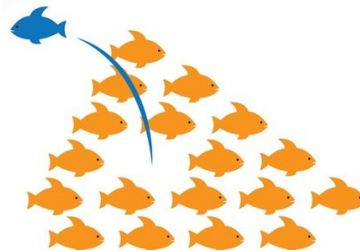
The **Graduate Academy** is at work for **YOU** -
a central **point of contact** supporting
career orientation and **development**
for **early career researchers**.

• 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?





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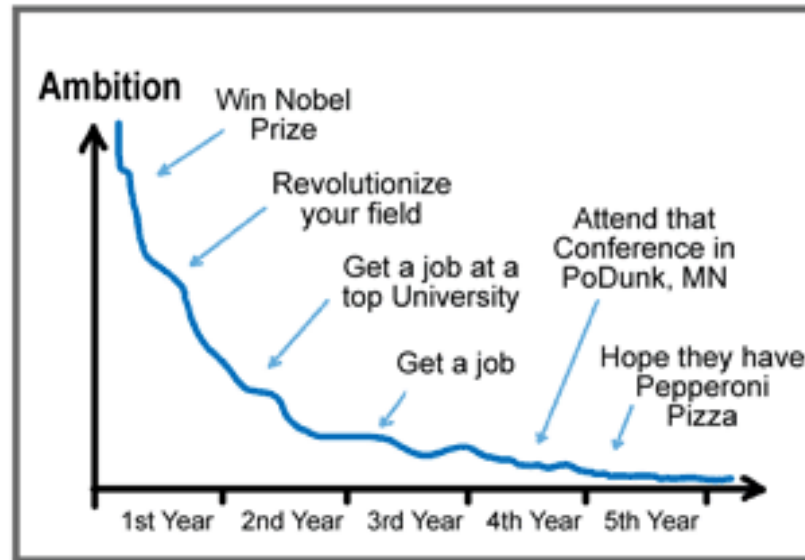


www.phdcomics.com

Cornerstones of the PhD lifecycle...



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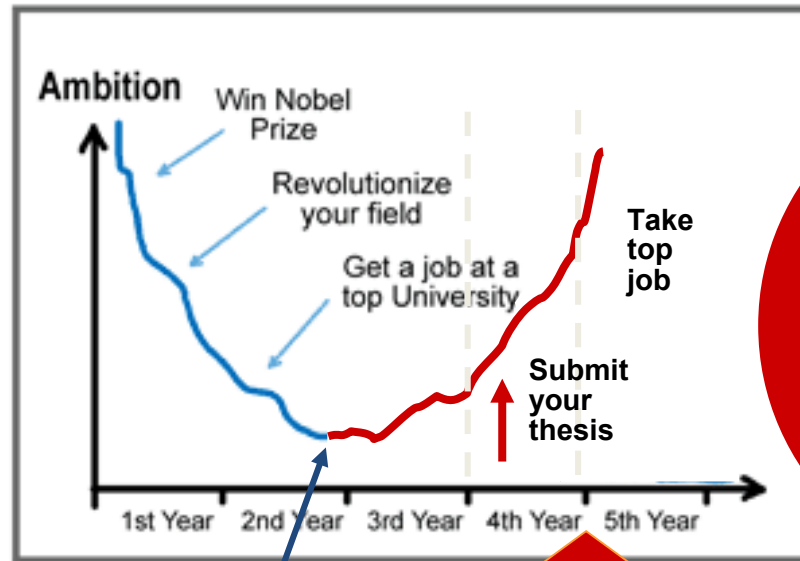
JORGE CHAM © 2008

WWW.PHDCOMICS.COM

Cornerstones of the PhD lifecycle...



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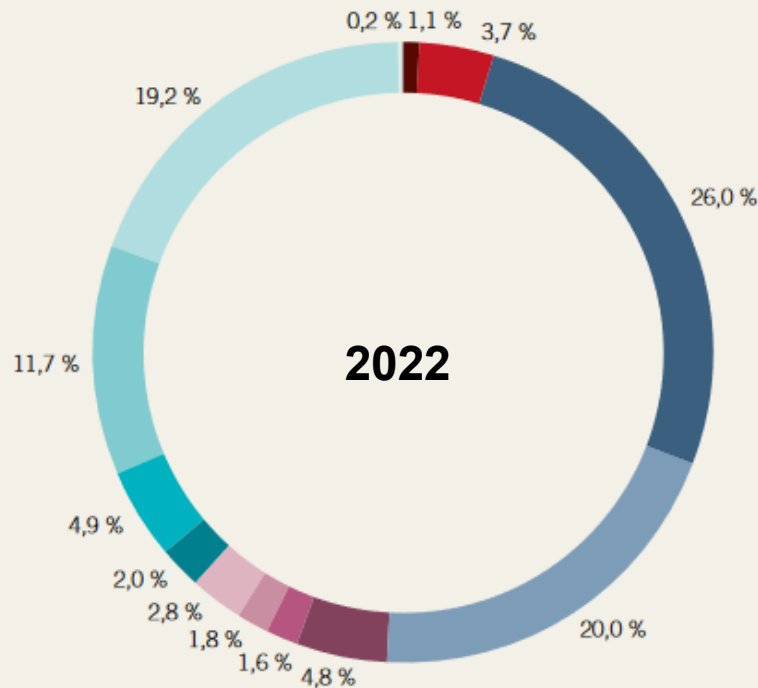
Successfully fight your
2nd year depression

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.)



11
36
253
195
47
16
18
27
19
48
114
187
2
973

Fakultät	
●	Theologische Fakultät
●	Juristische Fakultät
●	Medizinische Fakultät Heidelberg
●	Medizinische Fakultät Mannheim
●	Philosophische Fakultät
●	Neuphilologische Fakultät
●	Fakultät für Wirtschafts- und Sozialwissenschaften
●	Fakultät für Verhaltens- und Empirische Kulturwissenschaften
●	Fakultät für Mathematik und Informatik
●	Fakultät für Chemie und Geowissenschaften
●	Fakultät für Physik und Astronomie
●	Fakultät für Biowissenschaften
●	Fakultät für Ingenieurwissenschaften
Summe	

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 !

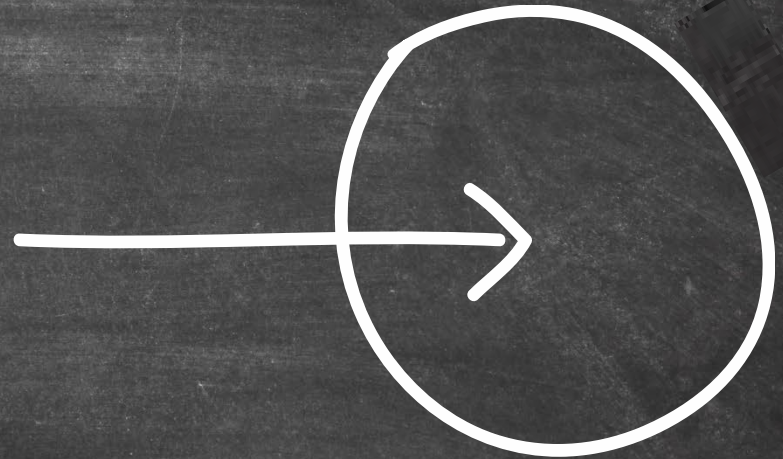
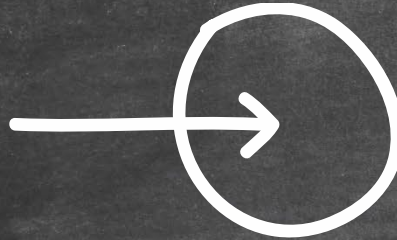


MISSION

2023

2027

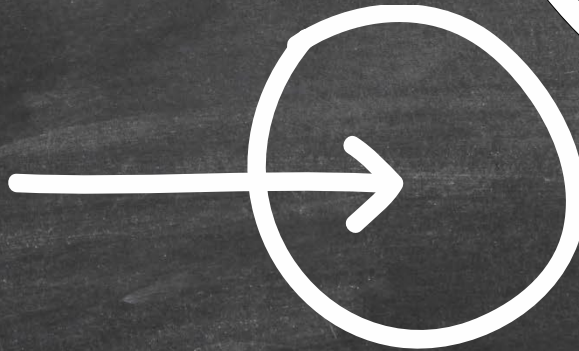
your
comfort
zone



Adapted from <https://pbs.twimg.com/media/CRvORSqUEAAED5t.jpg>

VISION

your
comfort
zone



Where the
magic happens

Adapted from <https://pbs.twimg.com/media/CRvORSqUEAAED5t.jpg>

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 **self-assessment** tools

PhD poll – fit for purpose?

(in German & English; 25.04.- 31.05.2023)



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GRADUATE
ACADEMY

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HOW ARE YOU DOING?

ARE YOU A
DOCTORAL CANDIDATE?

We want to hear from you! Take some time to fill out our survey, let us know how you are doing and enable us to support you to the best of our abilities.

SCAN ME!

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?

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*)






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Graduate Academy offerings (I)

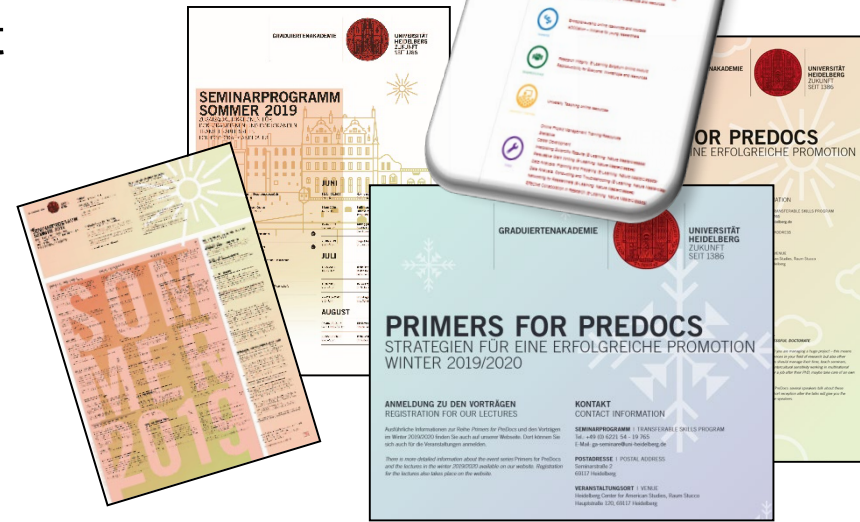


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- Consultations   
- Welcome events & welcome packs
- Seminar and workshop program
(ca. 60 courses p.a. in D & E)
- Primers for Predocs
- Digital (e-learning) resources
- Language and text production support
- German language courses
- Summer Schools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



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- Home
- News
- Graduate Academy
- Doctoral Studies in Heidelberg
- Advising and Support
- Funding
- Career Development**
- International doctoral training
- Supervision
- Download Center

SEMINAR-
PROGRAMM
E-LEARNING

Contact | Deutsch

University > Institutions > Graduate Academy > Career Development >

Digital resources for self-study



SELF-MANAGEMENT

Intercultural Awareness
Imposter Syndrome
Procrastination
Mental Health Support



TRANSFER

Entrepreneurship online resources and courses
eDOCation – Initiative for young researchers



COMMUNICATION

Online Open Source Journal Club Initiative
Scientific Writing and Publishing (E-Learning: Nature
Advancing Your Scientific Presentations (E-Learning)
Narrative Tools for Researchers (E-Learning: Nature
Focus on Peer Review (E-Learning: Nature Mastercl



RESEARCH ETHICS

Research Integrity: E-Learning Epigeum Online Module
Reproducibility for Everyone: Workshops and resources



DIGITAL SKILLS

Digital Future / Technologies / Digital Skills online re:
Programming skills
Digital Humanities
Machine Learning
Web Design



UNIVERSITY TEACHING

University Teaching online resources



OPEN SCIENCE

Online Open Science information and training resour
Online Open Source Journal Club Initiative: Reprodu
Reproducibility for Everyone: Workshops and resou



TOOLS

Online Project Management Training-Resources
Statistics
Career Development
Interpreting Scientific Results (E-Learning: Nature Masterclasses)
Persuasive Grant Writing (E-Learning: Nature Masterclasses)
Data Analysis: Planning and Preparing (E-Learning: Nature Masterclasses)
Data Analysis: Conducting and Troubleshooting (E-Learning: Nature Masterclasses)
Networking for Researchers (E-Learning: Nature Masterclasses)
Effective Collaboration in Research (E-Learning: Nature Masterclasses)

Free access to e-learning resources



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epigeum Research

Research Integrity UK version

Research Integrity has been comprehensively rewritten and restructured to deliver the most up-to-date training on the principles, practices, and responsibilities that apply to every researcher throughout the research lifecycle – reflecting the revised Concordat to Support Research Integrity.

www.epigeum.com

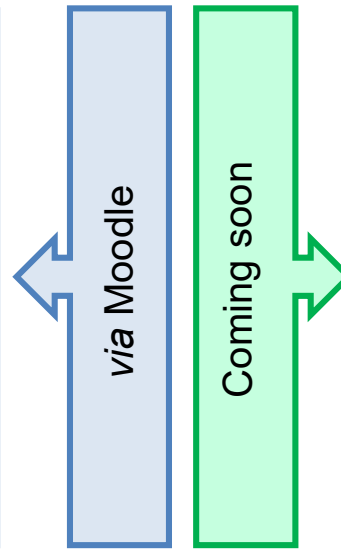
epigeum Research

Advancing your Research Career: Strategies for Research Leadership

Support researcher career development at your institution with flexible and interactive training

Epigeum, part of Oxford University Press, creates innovative online training programmes for universities and colleges around the world. Our new course, Advancing your Research Career: Strategies for Research Leadership, supports early and mid-career researchers in taking a strategic and reflective approach to advancing their research career.

www.epigeum.com

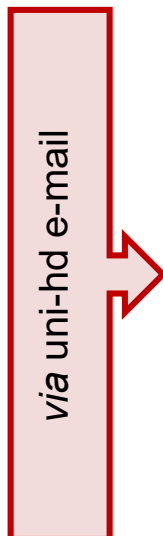


epigeum About Epigeum

Statistical Research Methods

In Development To be published: May 2024 Approximately 5 hours of Core activities

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



a natureresearch service

MENU nature masterclasses

Professional development training for researchers – via online courses and workshops

Request a quote

Free access for researchers from low income countries

We've partnered with Research4Life to offer free access to researchers from low income countries.

offers quick self-test for easy orientation



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

Graduate Academy offerings (II)



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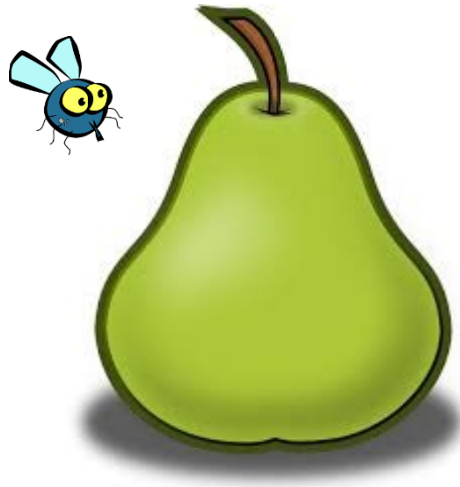
- Cotutelles: Negotiating contracts for dual affiliations incl. supervision with international partners 📄
- Brochure Kiosk – see <http://www.graduateacademy.uni-heidelberg.de/downloads/>
(Graduate Academy downloads)
- Newsletter (please subscribe on our homepage)
- ★ Instagram www.instagram.com/ga_uniheidelberg
- 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 elephant...



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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*



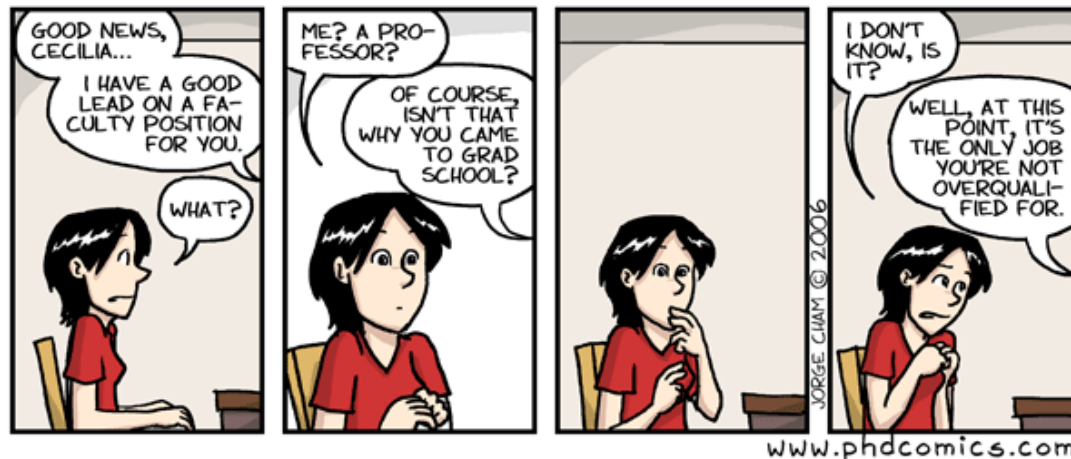
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- Fellowships for doctoral candidates
(Landesgraduierertenförderung; LGF)
 - Individual 3-year fellowships
 - Completion fellowships (3-6 month)
 - Small-scale PhD programs ((Kooperative) Promotionskollegs)
- Coordinating the Heidelberg University 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?



(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



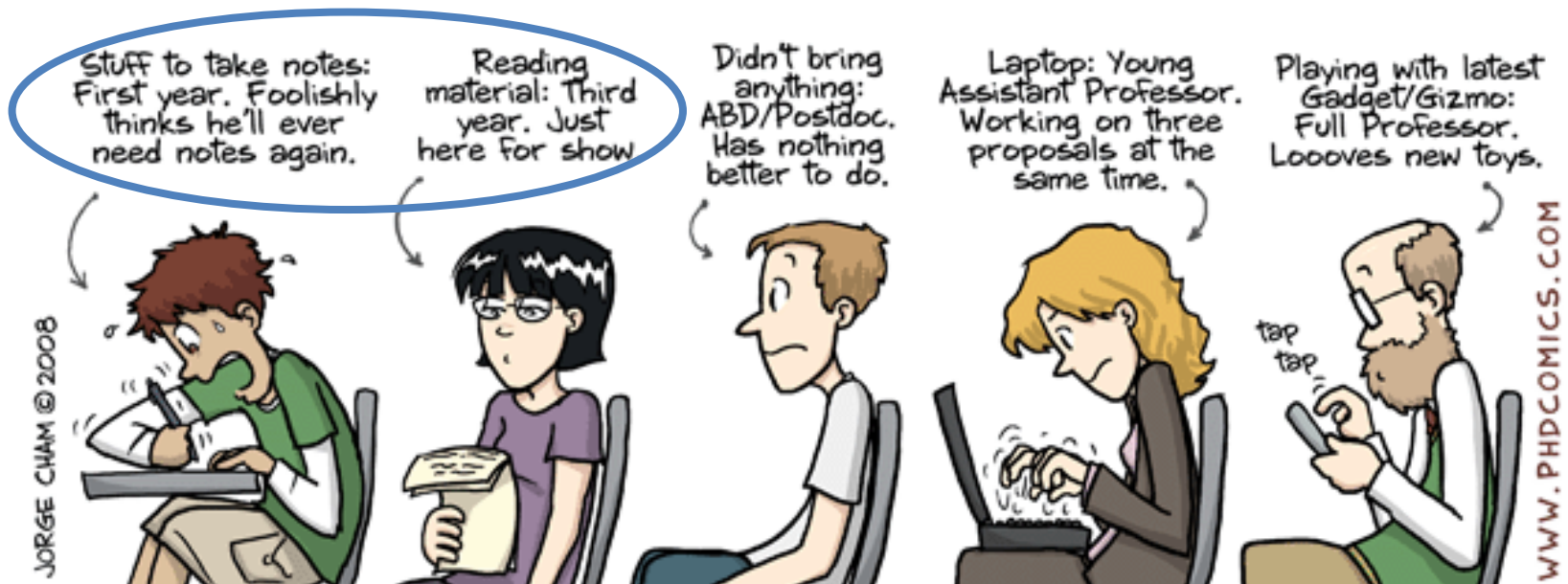
Training throughout the PhD



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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 Heidelberg 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



