

What's after the PhD?

Funding Opportunities and Career Options at KIT

Dr. Stefan Götze (KHYS)

Karlsruhe House of Young Scientists (KHYS)



Agenda

- I What are your options after you completed your PhD?
- II What are your options if you (maybe) want to stay in academia?
- III How does KIT support your career after the PhD?

About KHYS

- Founded in 2007 in the context of the “Initiative for Excellence“
- Central service unit
- Allocated to Vice President Higher Education and Academic Affairs

Target groups

- Doctoral candidates
- Postdocs
- Those interested in doing a PhD at KIT
- Supervisors
- Coordinators of doctoral programs



Information and advice

- Doing a doctorate at KIT
- Funding
- Handling of external funding & awards
- KHYS network

Support and promotion

Internationalization & networking

- Research Travel Grant
- Networking Grant
- Internationalization Program

Further education & career service

- Interdiscipl. further education
- KHYS Foyergespräche
- KIT PhD Days

Proactive behavior and self reliance

- KIT PhD Symposium

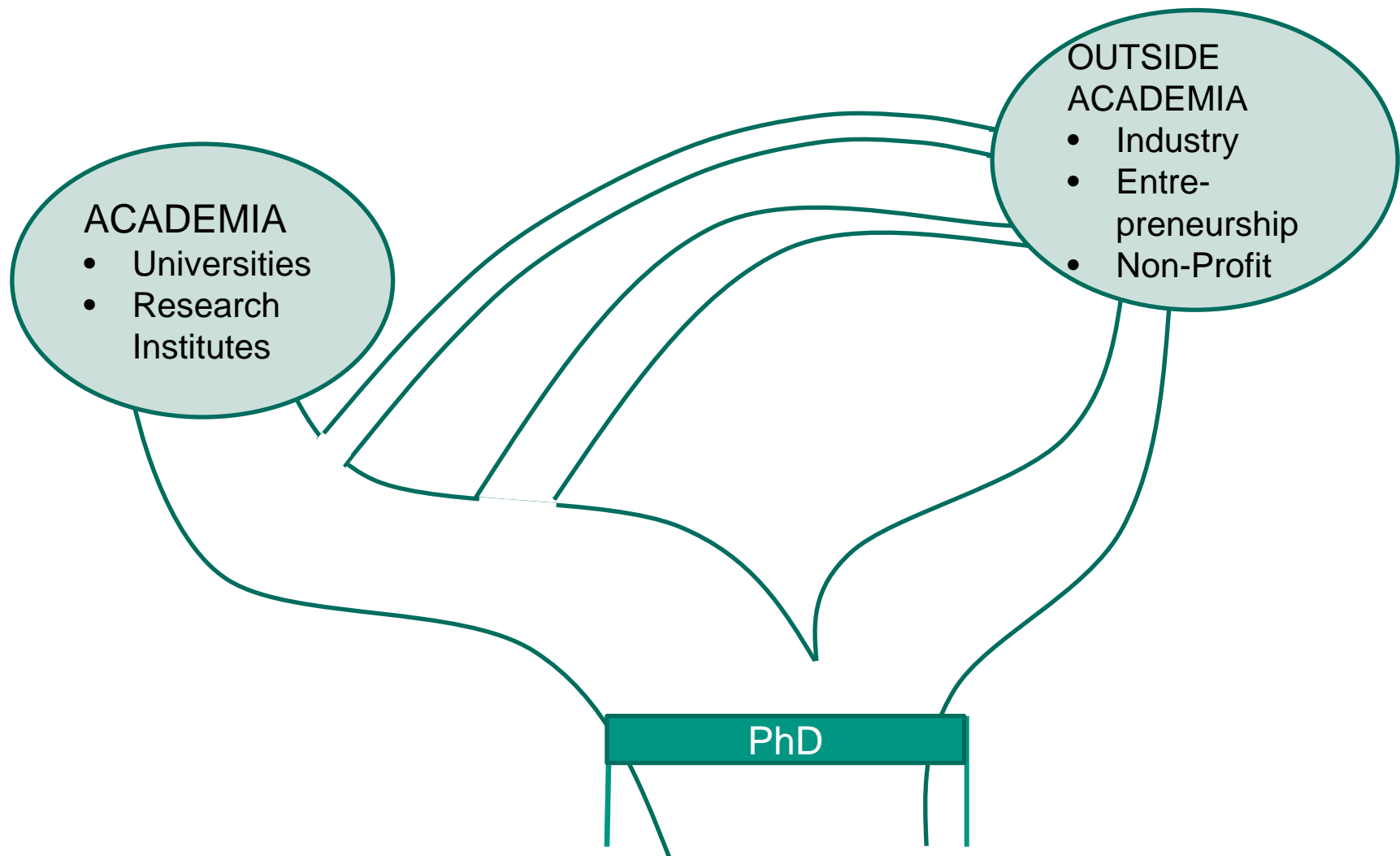
Quality management

- Doctoral researcher survey
- Registration of doctoral researchers
- PhD quality standards
- Support and networking for doctoral programs
- Best practices
- Standards for supervision
- Improvement of administrative processes for doctoral researchers

I What are your options after you completed your PhD?



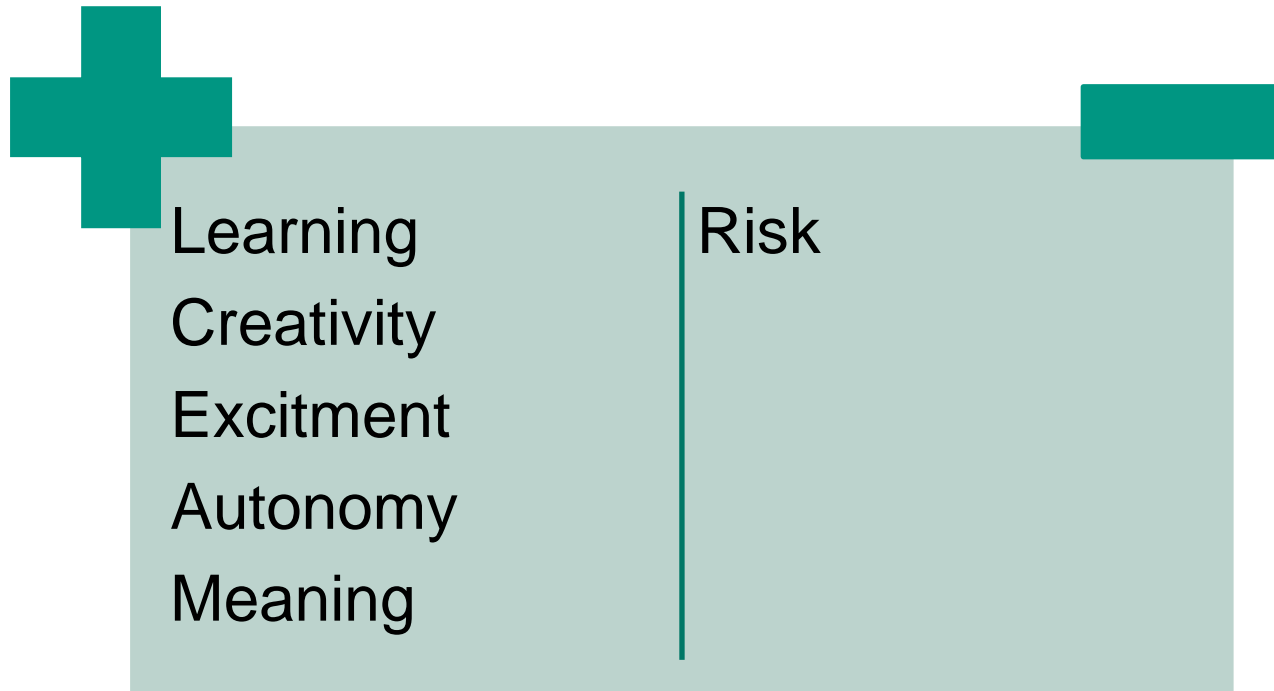
Your basic career options (... and your hardest choice)



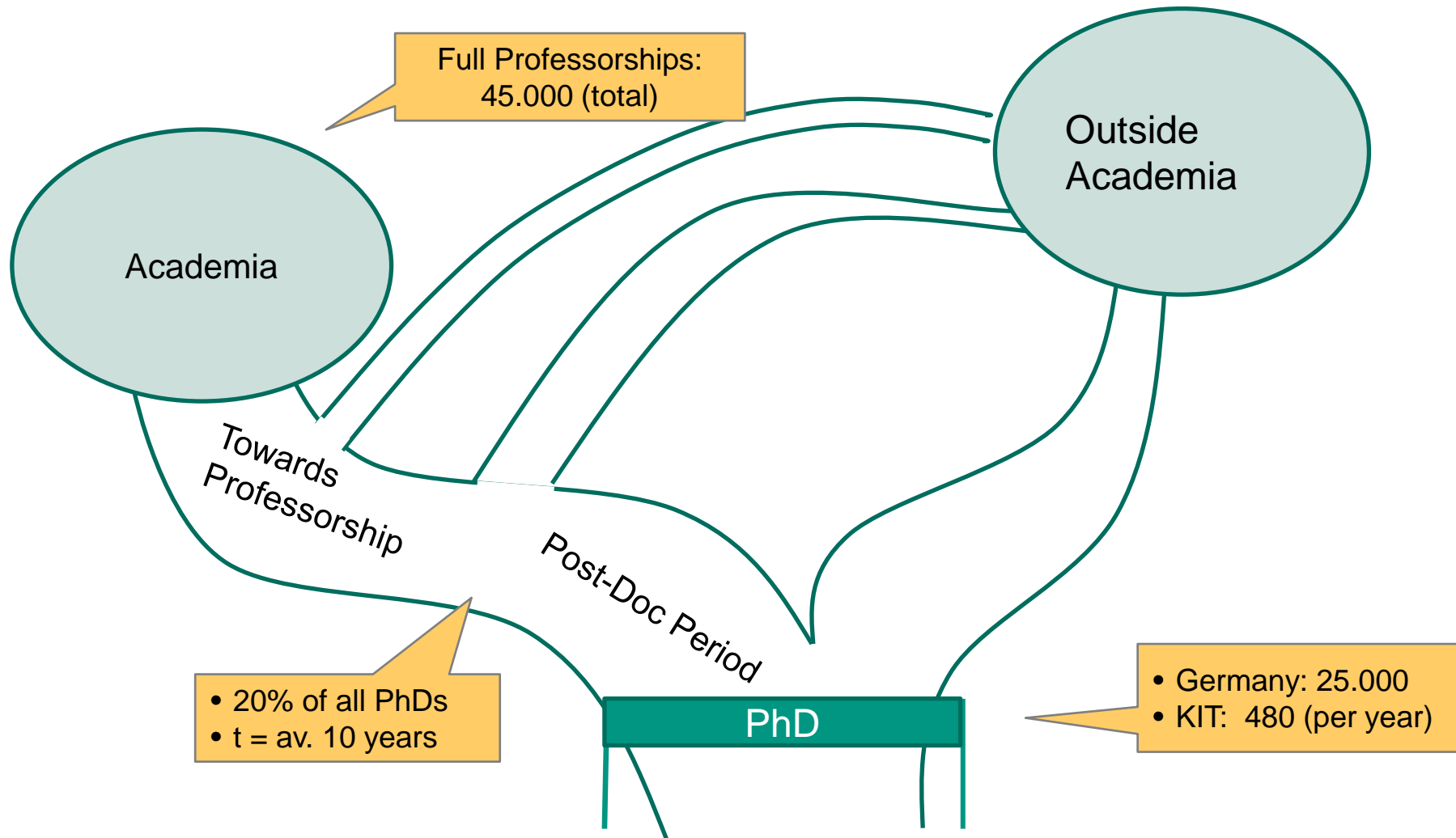
The Pro's and Con's of Staying in Academia (I)



The Pro's and Con's of Staying in Academia (II)

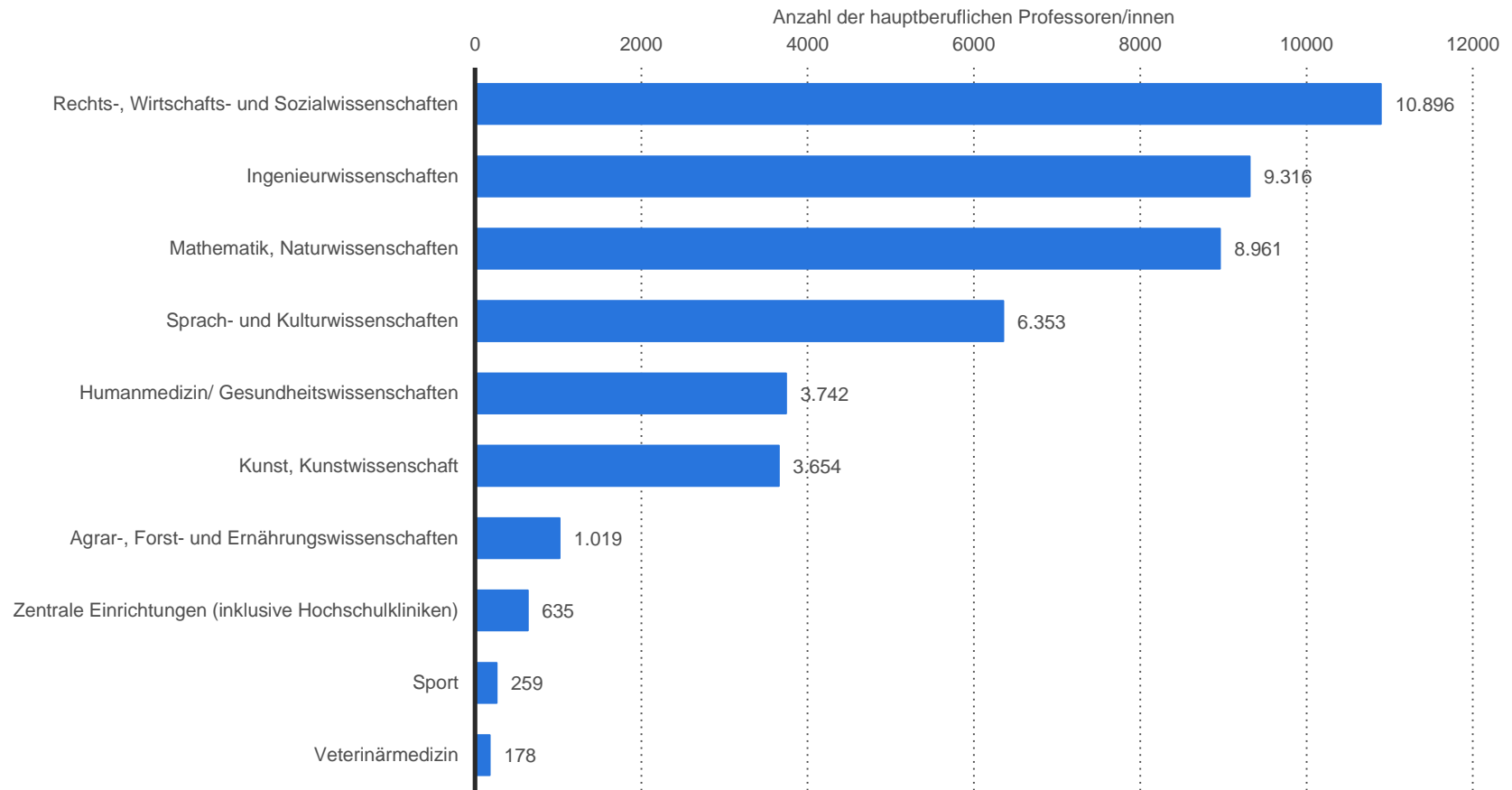


The Pro's and Con's of Staying in Academia (III)



Professoren an deutschen Hochschulen nach Fächergruppen 2013

Anzahl der hauptberuflichen Professoren und Professorinnen an deutschen Hochschulen im Jahr 2013 nach Fächergruppen

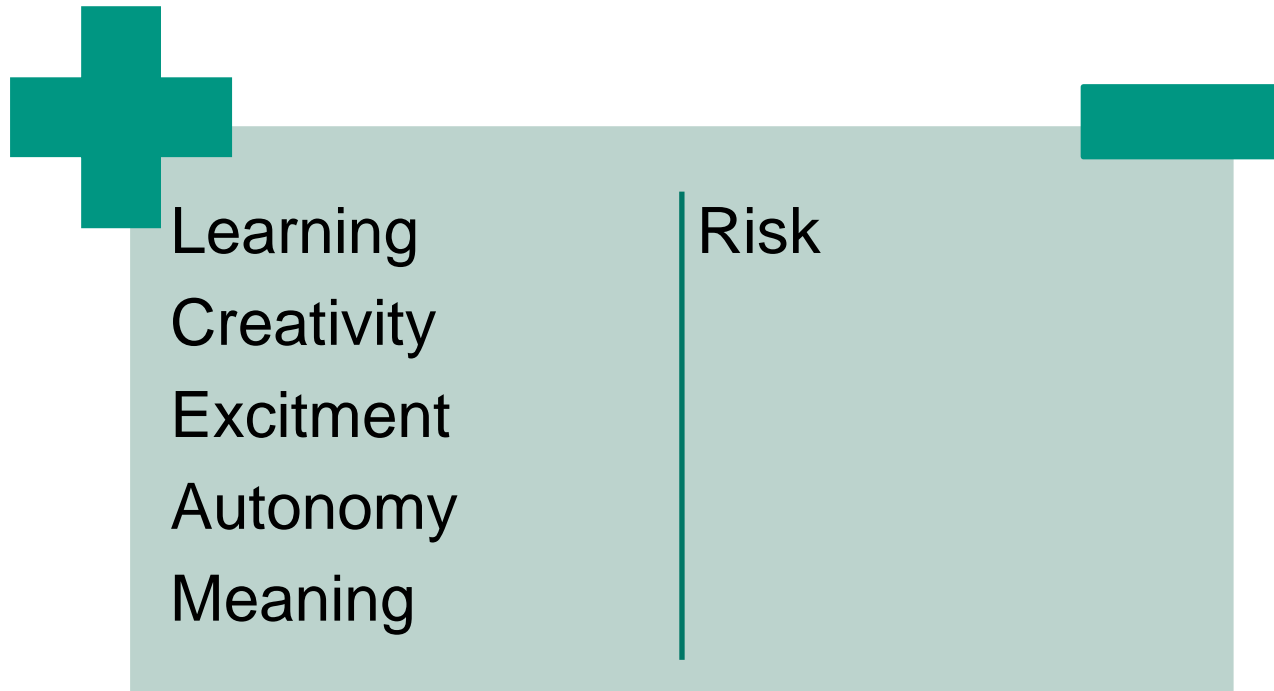


Hinweis: Deutschland

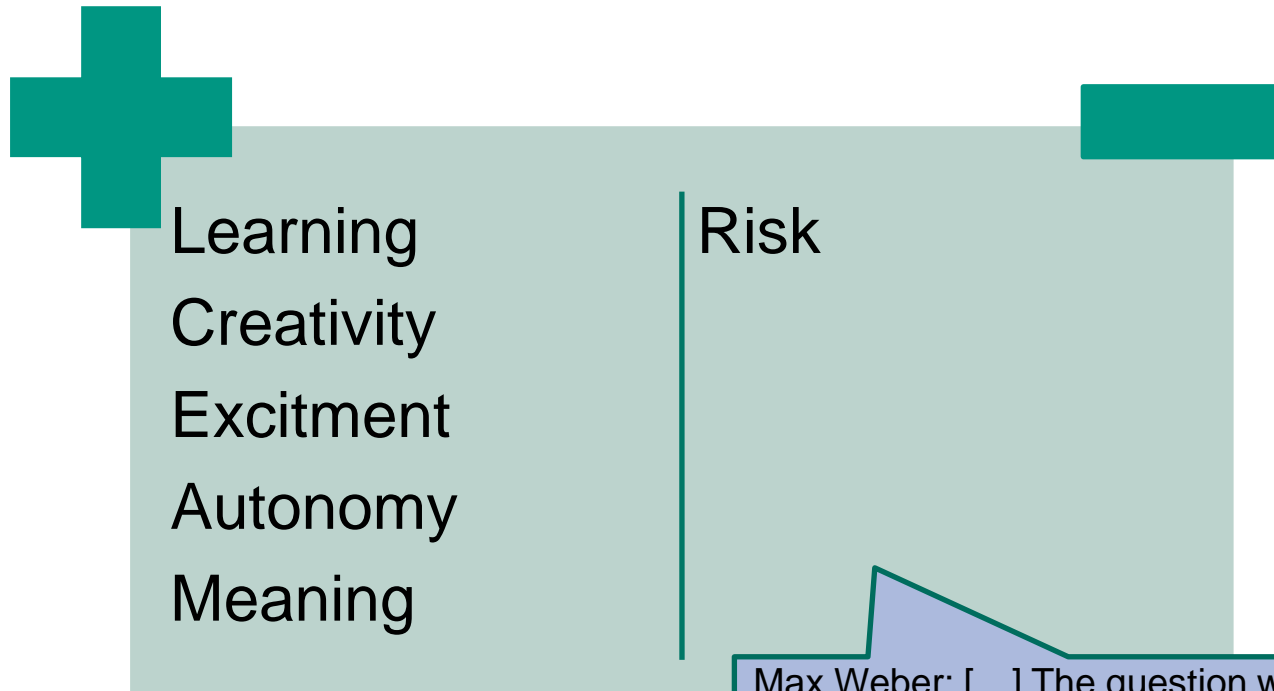
Weitere Angaben zu dieser Statistik, sowie Erläuterungen zu Fußnoten, sind auf [Seite 24](#) zu finden.

Quelle: Statistisches Bundesamt; ID 247329

The Pro's and Con's of Staying in Academia (IV)

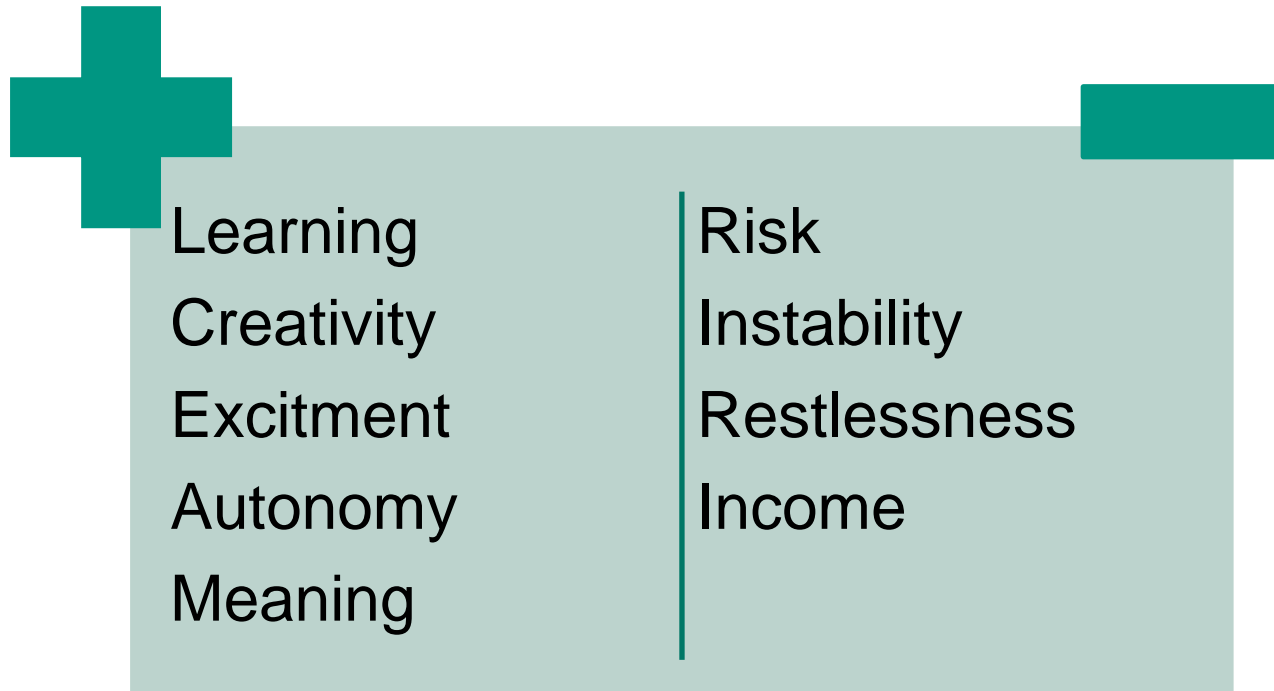


The Pro's and Con's of Staying in Academia (IV)



Max Weber: [...] The question whether [...] an assistant, will ever succeed in moving into the position of a full professor or even become the head of an institute [...] is simply a hazard. Certainly, chance does not rule alone, but it rules to an unusually high degree. I know of hardly any career on earth where chance plays such a role.

The Pro's and Con's of Staying in Academia (IV)





Please keep in mind:

Learning

Creativity

Excitement

Autonomy

Meaning

Risk

Instability

Restlessness

Income

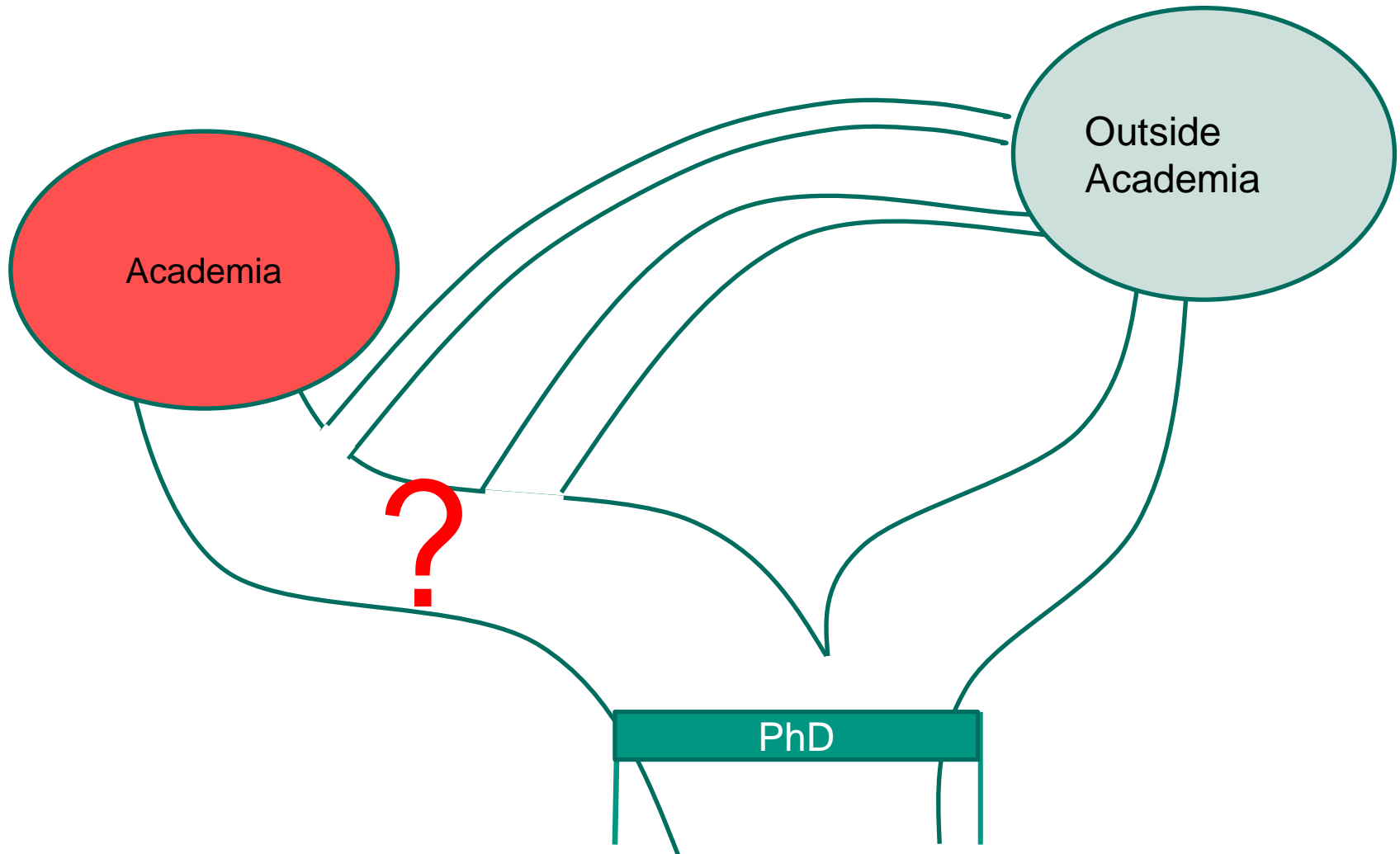
**... can be found
in other professions as well!**

The Pro's and Con's of Staying in Academia (VI)

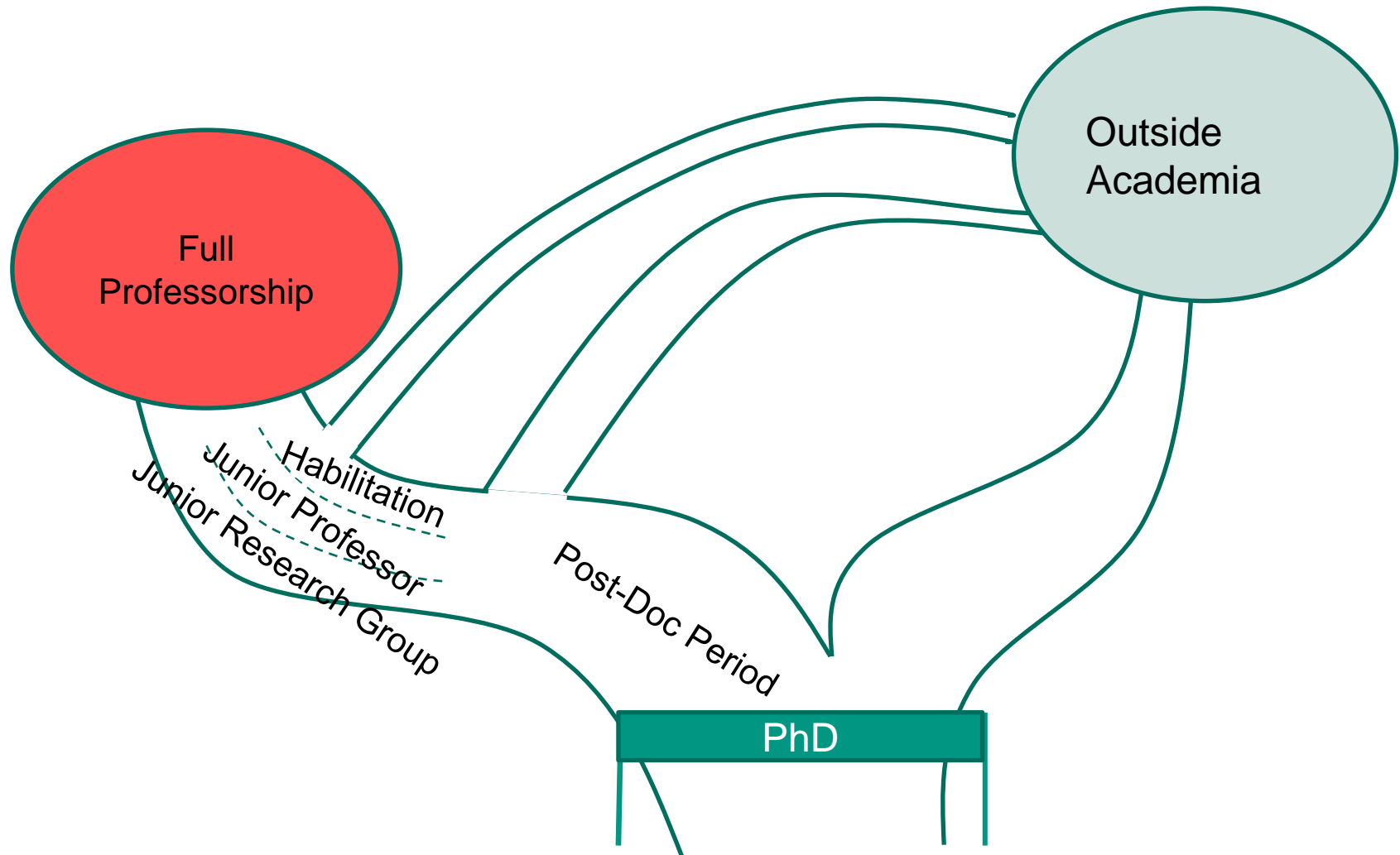
■ Recommended Readings:

- Max Weber ,Science as a vocation‘
- David Brooks ,The Big Decisions‘ (*New York Times*, Aug. 25, 2015)

II What are your options if you (maybe) want to stay in academia?



The three most typical paths for staying in academia



The ultimate prize: A full professorship

▶ Still the only way of staying permanently in German academia

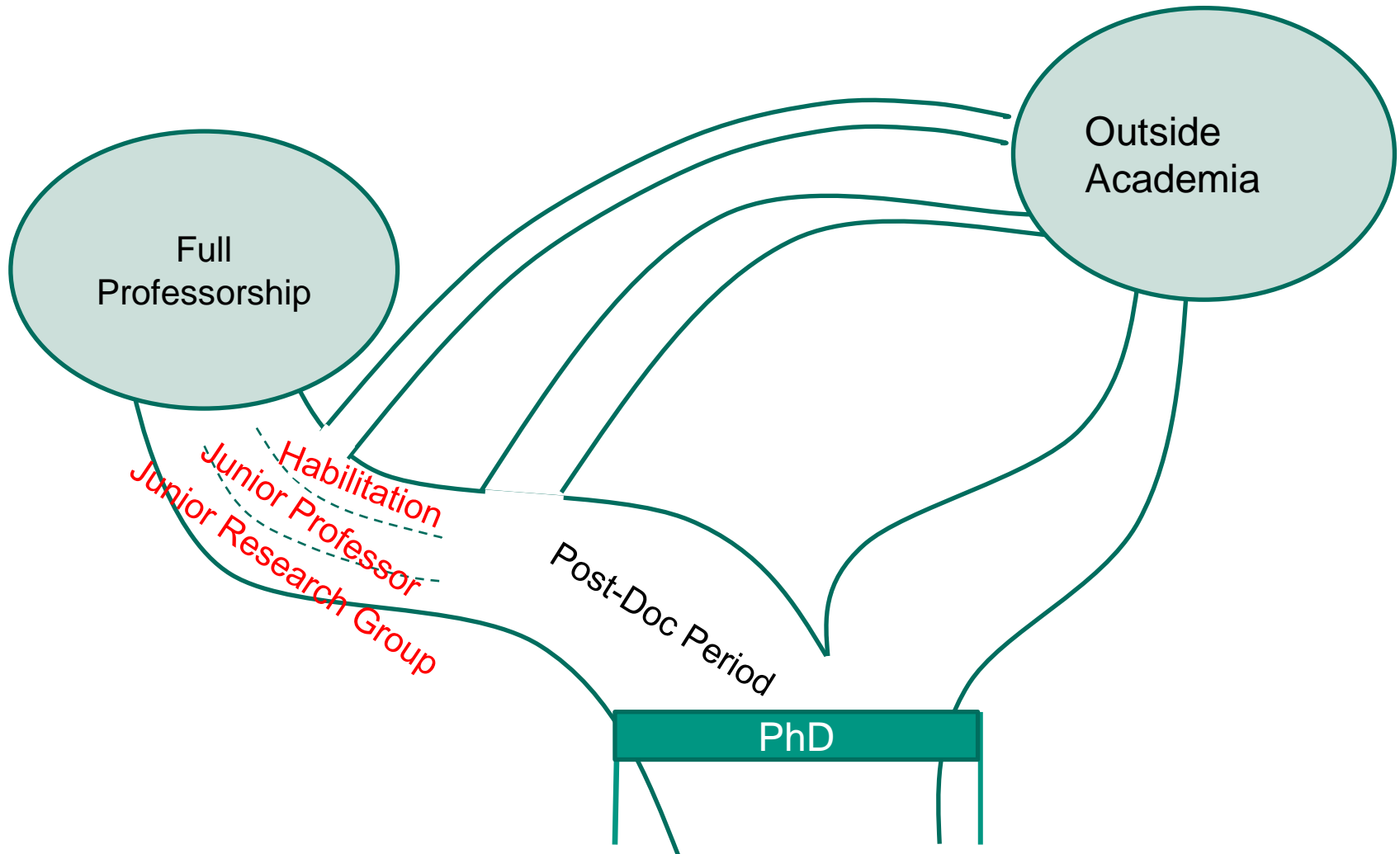
▶ Responsibilities

- Research
- Teaching (9 SWS)
- Supervision and Exams
- Contribution to academic self-administration

▶ Requirements

Formal	Essential	Valueable
<ul style="list-style-type: none">• University degree• Proficiency in reserach and teaching• Academic achievements	<ul style="list-style-type: none">• Significant Publications• Grants• Networks• Mobility	<ul style="list-style-type: none">• Strategic Fit• Project Management Experience• Innovative research agenda

Paths to a professorship



The traditional (and still most common) path to a professorship: The Habilitation

- ▶ Highest-order exam at German universities
- ▶ Exam includes
 - Habilitation treatise (or equivalent proof of research) (i.e. a second dissertation)
 - Lecture followed by colloquium
 - Course
- ▶ Significance for later appointments varies across disciplines
- ▶ Funding:
 - ▶ Assistent position (Institute or research project)
 - ▶ Third-party grants (see below)

Alternative paths to a professorship (I): The „Junior Professorship“ (Juniorprofessur)

- ▶ **Since 2002**
- ▶ **Intention:** alternative route to full professorship (instead Habilitation) through independent research and teaching
- ▶ Responsibilities mostly equivalent to full professors but ...
 - ▶ Limited contract (max. 6 years, mid-term evaluation)
 - ▶ Smaller salary
- ▶ **Facts:**
 - ▶ ca. **1.440** Juniorprofessuren (Germany, 2012)
 - ▶ KIT: **15** Juniorprofessuren (2014)
 - ▶ Conditions vary between states / universities
 - ▶ **1/3** of all Junior Professors habilitate in parallel

Funding

- University positions
- Third Party Grants:
 - Carl-Zeiss-Stiftung (Carl-Zeiss-Juniorprofessur)
 - Volkswagen Stiftung (Lichtenberg-Professur)

Alternative paths to a professorship (II): Leading a Junior Research Group

▶ Junior Research Group (JRG):

- ▶ independent research unit led by a researcher with a PhD
- ▶ autonomous budget

▶ Head of JRG:

- ▶ managerial responsibilities
- ▶ research (but no teaching)
- ▶ limited contract

▶ Facts:

- ▶ Germany 550 JRGs

Funding for JRGs

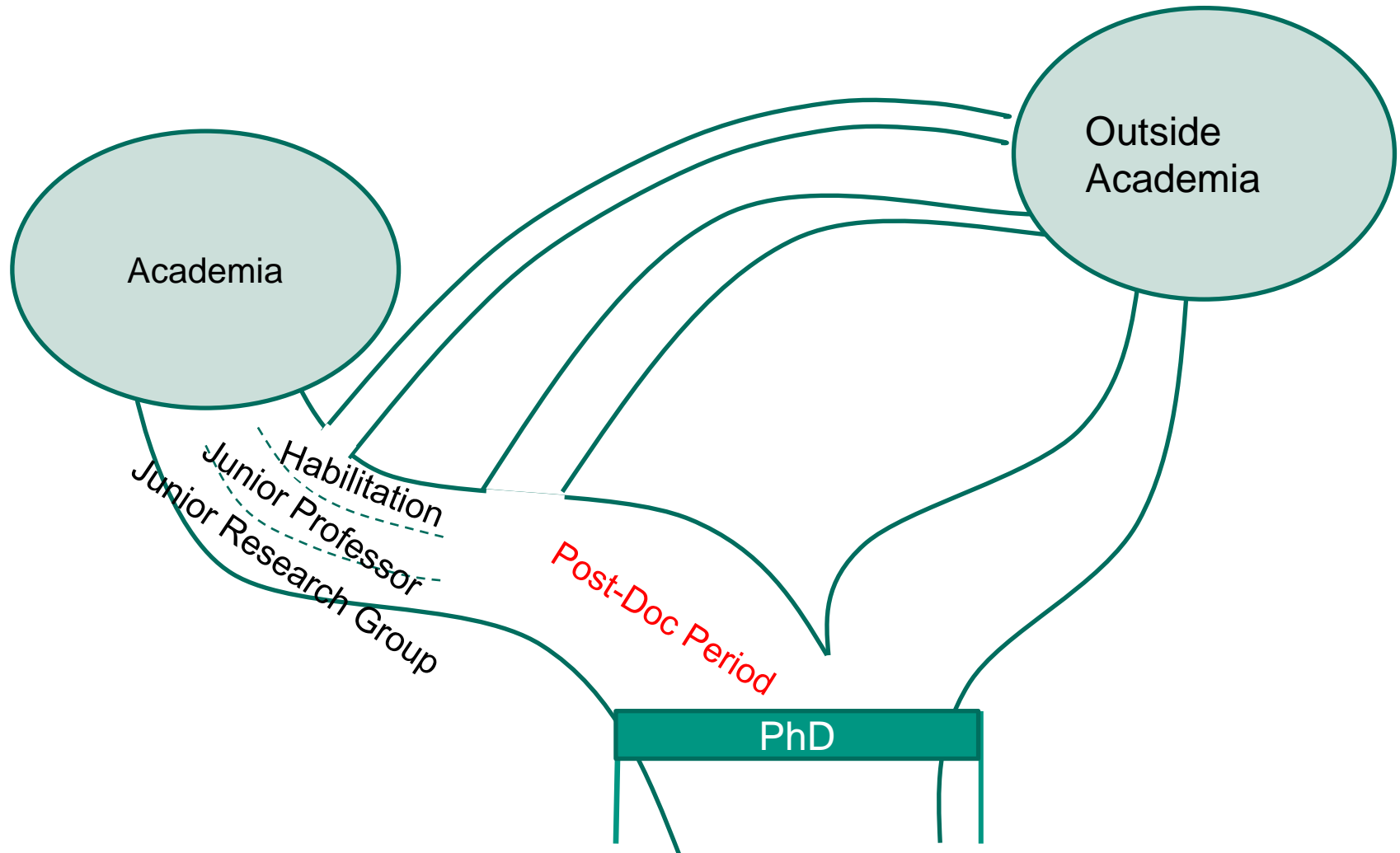
■ Emmy Noether-Programm (DFG)

- most important funding instrument (2/3 of all German JRGs)
- **Eligibility:** 2 - 4 years after completion of PhD
- **Funding (modules):** Position, overheads, assistants, workshops, international collaboration (Mercator-Fellow), marketing
- **Length of Funding:** 5 – 6 years
- **Rolling applications**

■ ERC Starting Grants

- **Eligibility:** 2-7 years after completion of PhD
- **Funding:** max. € 1.5 Mio
- **Length of Funding:** max. 5 years
- **Annual calls**

The runway for an academic career: The Postdoc period



What is a Post-Doc?

- ▶ **General meaning:** period after PhD
- ▶ **KIT:** Transitional period (t= 3 years) for the purpose of professional orientation

„KIT 2025“: At KIT, the status of a Post-Docs is principally limited to **three years** in total. Up to this point the latest, it will be **settled** how the **individual's career** will progress (i.e. inside or outside the KIT, as a Junior Professor, as a head of a Junior Research Group, with a Habilitation, within a research project, or a permanent position within the KIT).

What should the strategic Post-Doc do?

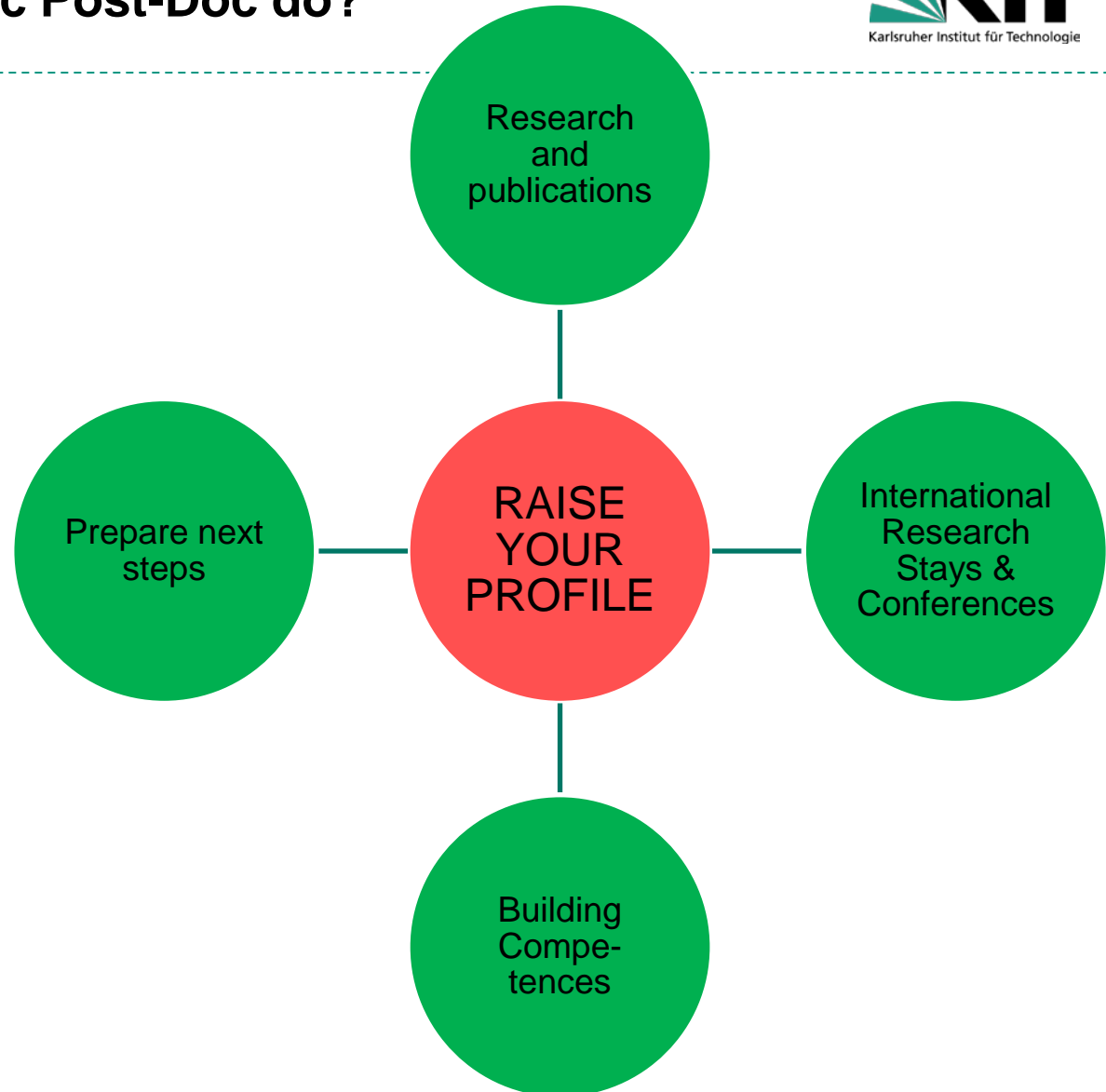
(De facto)
requirements for
professorships:

- Significant publications
- Grants
- Networks
- Mobility
- Project Management Experience

What should the strategic Post-Doc do?

(De facto) requirements for professorships:

- Significant publications
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▶ **Principal Options:**

- ▶ (Short-term) employment as an assistant at institutes or within research projects

Please note: state-funded positions are cumulatively **limited to six years** by current law!

- ▶ Third-party grants

▶ **Third Party Grants *including* position**

- ▶ Deutsche Forschungsgemeinschaft (DFG)

- ▶ „Sachbeihilfe“ (Position, Assistents, Workshops etc)

- ▶ Helmholtz-Gemeinschaft („Post-Doc Programm“)

- ▶ European Research Council (ERC Starting Grant)

- Carl-Zeiss-Förderprogramm für Postdoktoranden

- Projektförderung für Postdoktoranden der Fritz Thyssen-Stiftung

- Stipendium für jüngere Postdocs der Fritz Thyssen-Stiftung

- Freigeist-Fellowships der VolkswagenStiftung

- Evonik Stiftung – Evonik Stipendien

- Fonds der Chemischen Industrie - Liebig Stipendium

▶ **Third Party Grants *excluding* position**

- ▶ Stipendienprogramm für Postdoktoranden (Daimler und Benz Stiftung)
- ▶ Ministerium für Wissenschaft, Forschung und Kunst Baden-Württemberg (MWK)
(Eliteprogramm)

▶ International Mobility

- ▶ DAAD - Postdoctoral Researchers International Mobility Experience (P.R.I.M.E.)
(Bewerbungsschluss: 31. März 2014)
- ▶ Deutsche Akademie der Naturforscher Leopoldina – Leopoldina-Postdoc-Stipendium
- ▶ Alexander von Humboldt-Stiftung: Feodor Lynen-Forschungsstipendium

▶ Promotion of young female scientists

- Margarete von Wrangell-Habilitationsprogramm (MWK)
- Internationale UNESCO-L'Oréal-Stipendien „For Women in Science“
- UNESCO-L'Oréal-Förderprogramm für Wissenschaftlerinnen mit Kindern

Examples of Post-Doc Funding Instruments (I)

▶ „Helmholtz-Postdoc-Programm“

Eligibility: Postdocs bis max. 1 Jahr nach Promotion

Funding: bis zu 100.000 EUR/Jahr (für max. 3 Jahre)

Call / Deadline: tba (May/June)

Requirements:

- Application together with KIT-scientist/professor
- Matching Funds
- Pre-selection by KIT
- Research stay abroad expected

Examples of Post-Doc Funding Instruments (II)

▶ Eliteprogramm für Postdoktoranden der BW-Stiftung

Eligibility: Postdocs

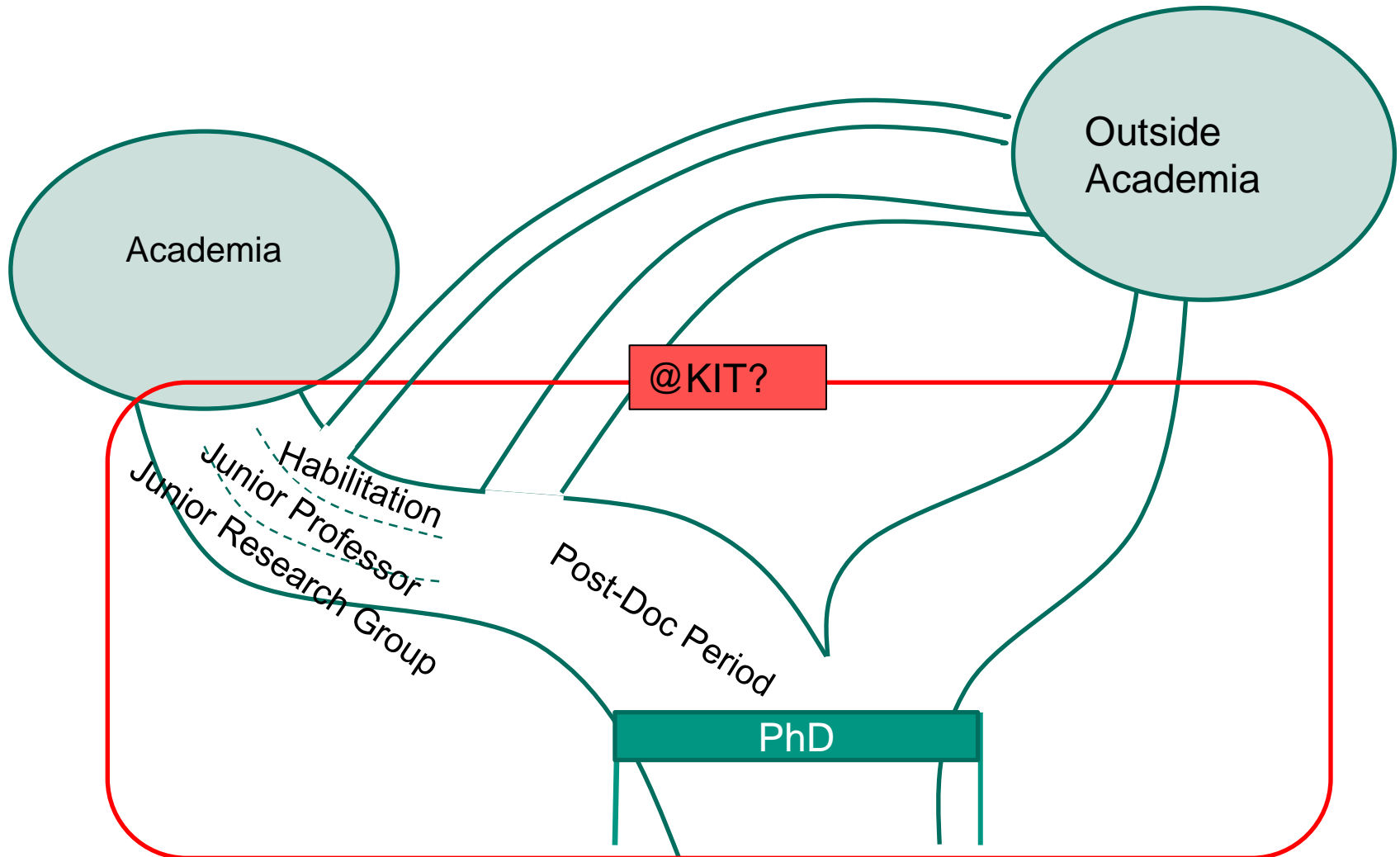
Funding: 100.000 EUR for two years (but not usable for position);

Call/Deadline: tba (May)

Requirements:

- Innovative research program
- Matching Funds (position funded by KIT, 10% of grant sum)
- Pre-selection by KIT
- Center of (working) life in Baden-Württemberg

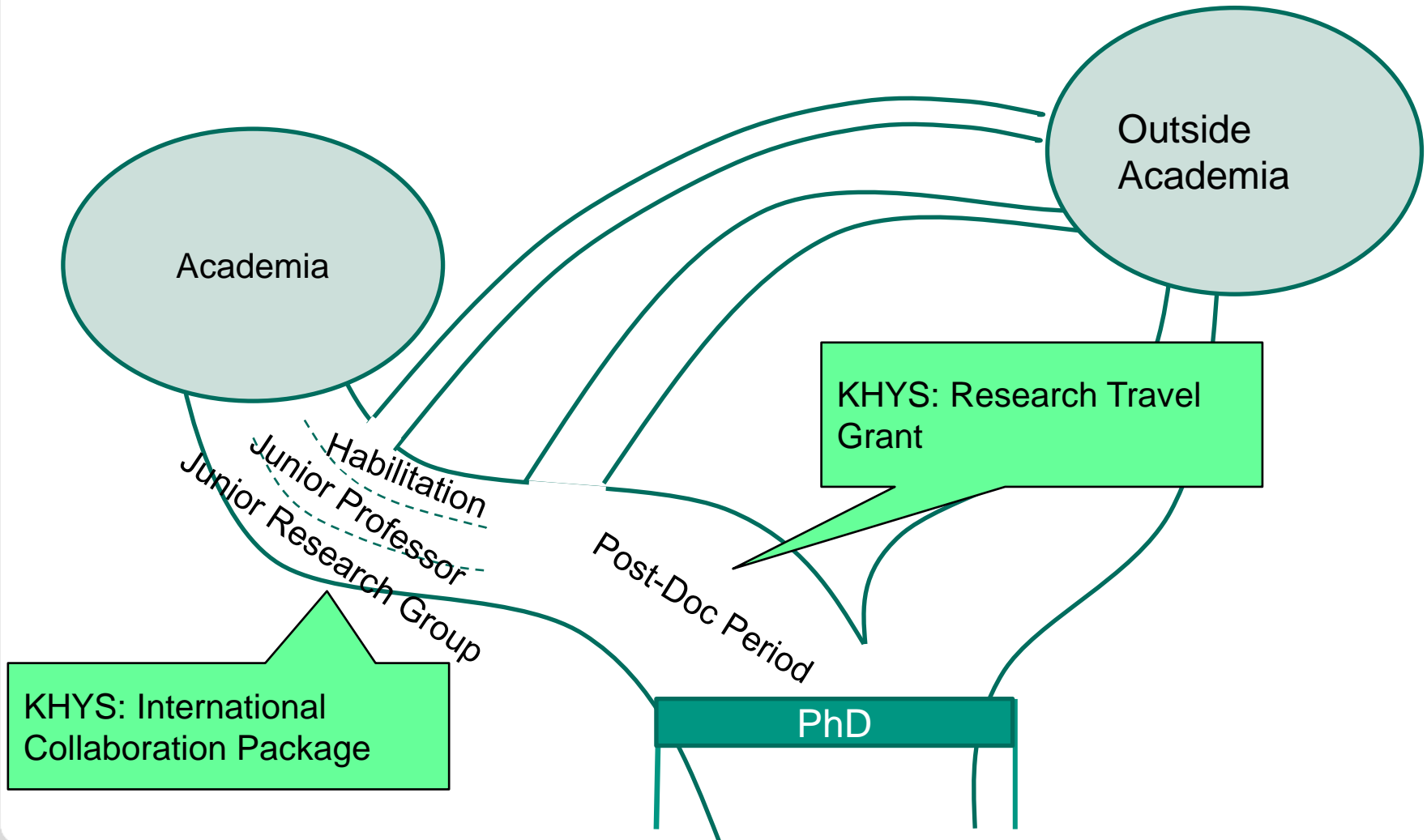
III How does KIT support your career after the PhD?



Information and advice for your career

UNIT	WHAT	CONTACT
KHYS	General career and funding options	jana.schmitt@kit.edu
PEBA	Self-assessment, Mentoring	katrin.klink@kit.edu
FOR	Funding Instruments (part. JRG), Awards	janine.maurer@kit.edu
RSM – Company & Career Service	Industrial job market, Applications	diana.jaeckel@kit.edu

Funding for your international activities



KHYS Research Travel Grant

Objective

- ▶ Research stay abroad
- ▶ 3-6 months

Target group

- ▶ Doctoral researchers
- ▶ Postdocs

Type of funding

- ▶ Financial support (travel and living expenses)

Requirements

- ▶ Continued employment by the KIT institute/work group during the stay abroad



Internationalization Program (KHYS) (I)

International Collaboration Package

Objective

- ▶ Promote the mobility and networking of doctoral researchers and sustainably establish these
- ▶ Intensification of international collaboration

Target group

- ▶ KIT doctoral researchers
- ▶ Heads of certified KIT Junior Research Groups

Type of funding

- ▶ Maximum of €12,000 per package

Next call: late 2015/early 2016

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DAAD

Deutscher Akademischer Austausch Dienst
German Academic Exchange Service

Internationalization Program (KHYS) (II)

International Collaboration Package

**One or several of the three modules can be selected
(focus on Module 3)**

- ▶ **Module 1:** Strategic meetings at the cooperation partner's organization
→ Travel and subsistence expenses for up to two KIT scientists for a period of up to five days

- ▶ **Module 2:** Sounding-out meetings at KIT
→ Catering costs for these meetings

- ▶ **Module 3:** Short term stays of KIT doctoral researchers at the cooperation partner (2-6 weeks)
→ Travel and subsistence expenses

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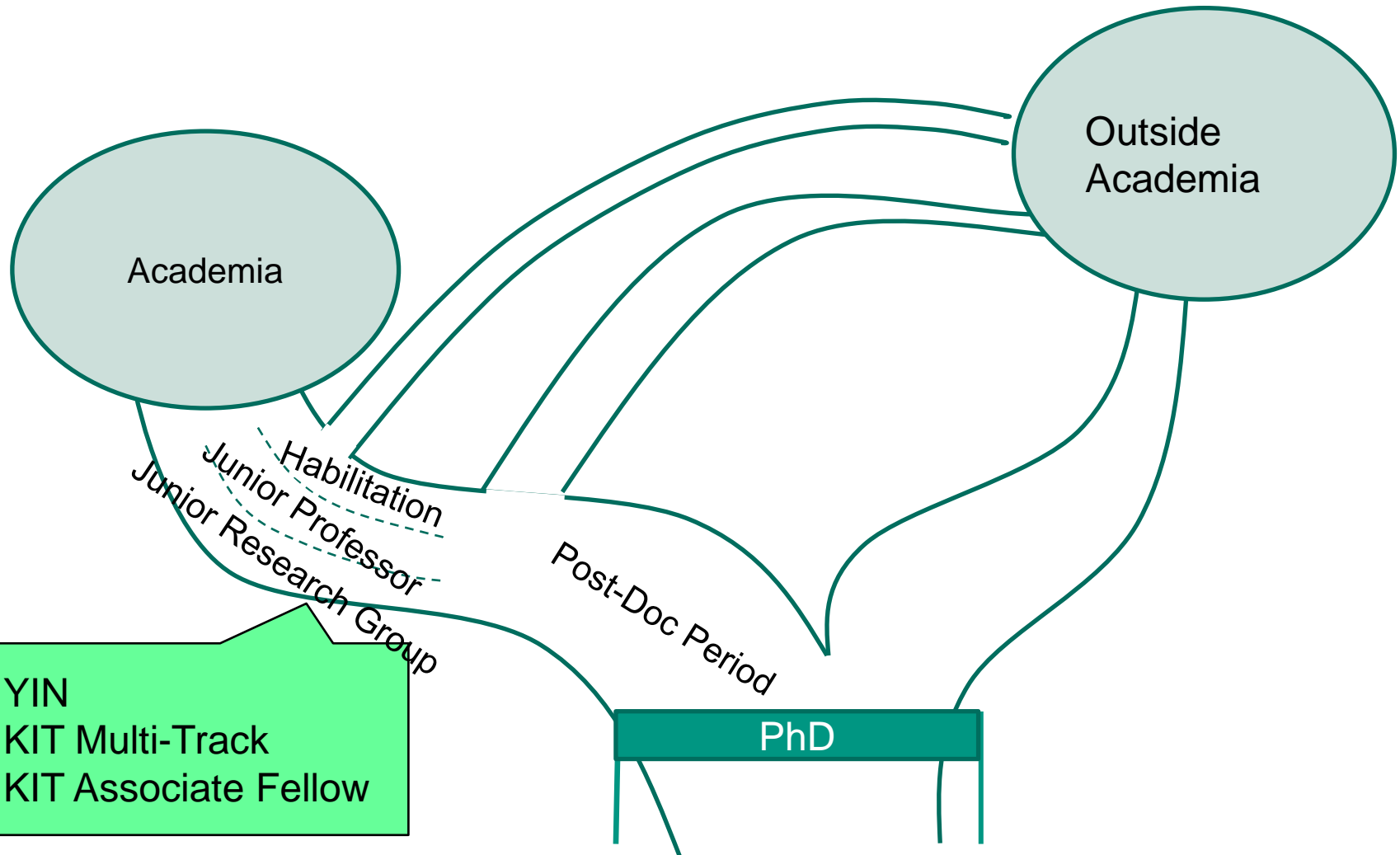


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DAAD

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Instruments supporting your (advanced) academic career at KIT



Head of a Certified KIT Junior Research Group

- Position gained through competition
- min. 1 assistant

may apply

Young Investigator Network (YIN)

- Training
- Networking
- Insider Advice

may apply

KIT Multi Track-Procedure

- Predictable career path

may apply

KIT Associate Fellow

- Formal participation in doctoral examination

Thank you for your attention!
Any questions?

stefan.goetze@kit.edu
jana.schmitt@kit.edu