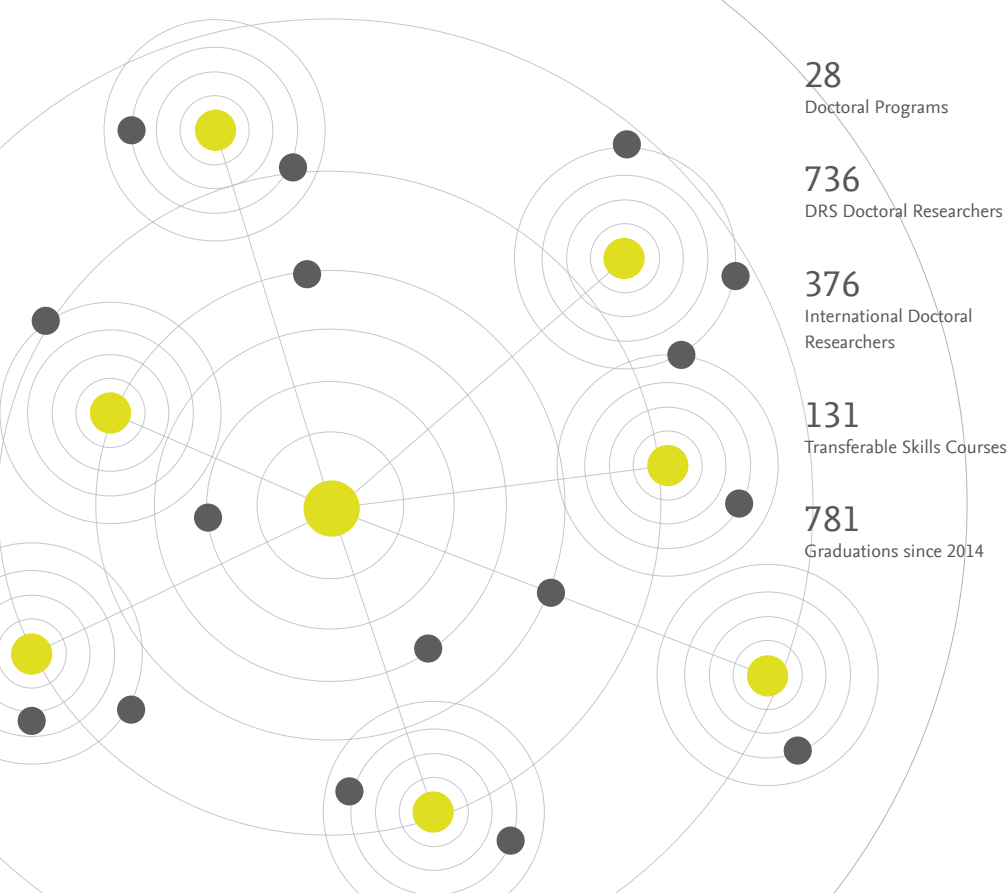




**DAHLEM
RESEARCH
SCHOOL**

Center
for Junior
Researchers

Facts and Figures | 2018





SUMMARY

“Facts and Figures 2018” highlights achievements and challenges during the second phase of Germany’s Excellence Initiative (2012–2017). Its focus lies on Dahlem Research School’s (DRS) member programs funded through the initiative and on current co-operations between Berlin’s universities. Data was collected in December 2018 from Excellence Graduate Schools, university enrollment statistics, the DRS course management system and, during 2011–2016, in annual surveys of doctoral researchers as part of the ProFile¹ study. An additional survey on DRS course satisfaction was started in 2018.

In the following, the most important aspects are highlighted:

- Freie Universität Berlin continued to work on standards for doctoral education and issued guidelines for good supervision of doctoral research.
- Dahlem Research School extended its target groups:
 - professional development training for all doctoral candidates at Freie Universität (and beyond)
 - welcome services, advice and courses for international doctoral candidates through FUBright (promoted by the German Academic Exchange Service, DAAD, and funded by Germany’s Federal Ministry of Education, BMBF)
 - researcher development training for postdoctoral researchers at Freie Universität
- The Elsa Neumann Program, Berlin’s scholarship scheme for doctoral candidates, moved to Dahlem Research School.
- International orientation and gender balance remain strong in Dahlem Research School: more than 51 percent of doctoral candidates hail from abroad; 53 percent are women.

DRS member programs maintained extensive research partnerships – cornerstones for Berlin’s joint application in Germany’s Excellence Strategy. They link Berlin’s universities with non-university research institutions, public sector organizations and universities regionally, nationally and internationally.

¹ by iFQ (Institute for Research Information and Quality Assurance) / DZHW (German Centre for Higher Education Research and Science Studies)
https://www.dzhw.eu/forschung/projekt?pr_id=514

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DAHLEM RESEARCH SCHOOL AT A GLANCE

As the Center for Junior Researchers, Dahlem Research School develops strategies and measures to ensure and improve the high quality of doctoral education at Freie Universität Berlin. In addition to advice and services for its members programs, it provides comprehensive training for doctoral and postdoctoral researchers at all career stages. To this end, Dahlem Research School seeks to increase awareness of the needs of junior researchers and to implement support structures – especially during transition phases of their career within and beyond academia. Transferable skills training is complemented by projects for specific target groups like FUBright for international doctoral candidates and DREAM Mentoring for female doctoral researchers. DRS Postdoc Fellowships provide funding for outstanding postdoctoral fellows to conduct their project within one of the university’s research networks. Dahlem Research School also administers the Elsa Neumann Scholarship program of the state of Berlin.

Figure 1 Dahlem Research School – key information

for 2018	
DRS doctoral programs	28
... including projects within doctoral programs	52
...Graduate Schools/Programs (Excellence Initiative)	8
Applications for entry (Excellence Initiative)*	426
DRS doctoral candidates	736
... of which are women	393 (53%)
... of which are international doctoral candidates	376 (51%)
DRS Dream Mentees	15
Elsa Neumann Scholarships at Freie Universität	25
DRS Postdoc Fellows	20
Transferable Skills Courses (Winter Term 2017/18 and Summer Term 2018)	131
since 2014	
DRS doctoral graduations	781
... of which are women	371 (48%)
... of which are international doctoral candidates	307 (39%)
DRS Dream Mentees	88
Elsa Neumann Scholarships at Freie Universität	149
DRS Postdoc Fellows	150
Transferable Skills Courses (Summer Term 2014 until Summer Term 2018)	508

* Data collected from Graduate Schools in December 2018 is based on total numbers across all partner universities. For two Graduate Schools no data was available within the requested time frame.

Doctoral Programs of Dahlem Research School

Humanities & Social Sciences

Berlin Doctoral Program in Business Research

Berlin Doctoral Program in Economics and Management Science

Berlin Graduate School for Transnational Studies
as of 2019: Berlin Graduate School for Global and Transregional Studies

Berlin Graduate School Muslim Cultures and Societies

Berlin Graduate School of Ancient Studies
with 5 Member Programs

Cinepoetics – Center for Advanced Film Studies

Friedrich Schlegel Graduate School of Literary Studies
with 1 Member Program

Graduate School of East Asian Studies

Graduate School of North American Studies

Graduate School Global Intellectual History

Graduate School of Global Politics

History and Cultural Studies

Human Rights under Pressure

International Max Planck Research School Moral Economies of Modern Societies

Latin American Studies from a Comparative and Transregional Perspective

Natural & Life Sciences

Berlin-Brandenburg School for Regenerative Therapies

Berlin Mathematical School
with 1 Member Program and 1 Associated Program

Berlin School of Integrative Oncology

Dahlem Research School Biomedical Sciences
with 4 Member Programs

Dahlem Research School Molecular Science
with 6 Member Programs and 1 Associated Program

Graduate Program
Biodiversity, Evolution and Ecology

Graduate School
Future Information Technologies

Graduate School
Materials for Solar Energy Conversion

Graduate School Plant Sciences
with 3 Member Programs

International Max Planck Research School for Computational Biology and Scientific Computing
as of 2019: Biology And Computation

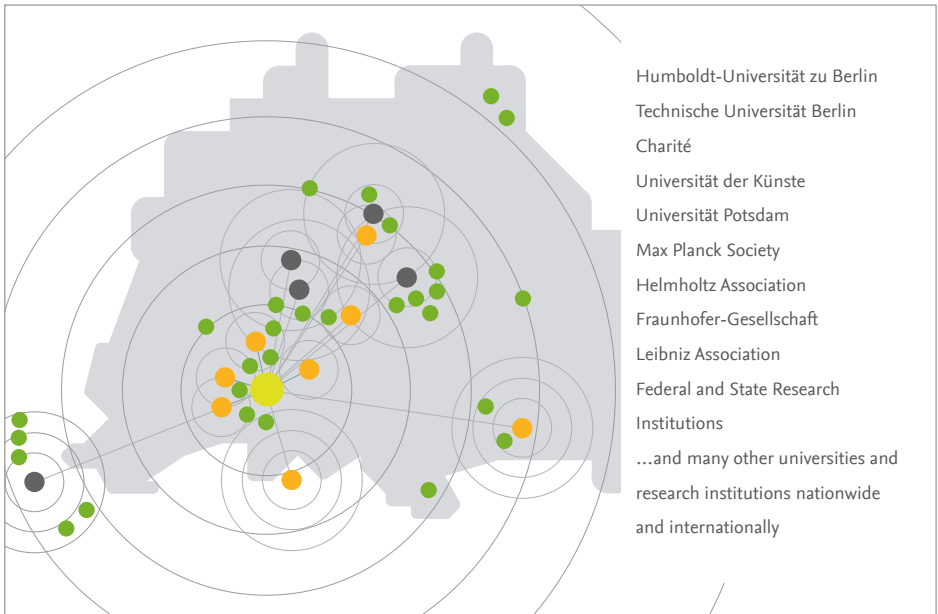
MyoGRAD – International Research Training Group for Myology

Berlin School of Mind and Brain *

International Max Planck Research School on the Life Course *

* Program with strong interdisciplinary elements

Figure 2 Regional networks of partner institutions in member programs



Berlin's universities and the University of Potsdam host about 100 graduate schools and doctoral programs between them. They combine the strengths of different institutions and existing links with non-university research institutes.

Examples for jointly hosted programs are the Berlin Mathematical School (BMS) of Technische Universität, Freie Universität and Humboldt-Universität, and the Berlin Graduate School of Ancient Studies (BerGSAS) of Freie Universität and Humboldt-Universität. Both BMS and BerGSAS also maintain an extensive network of global partners.

Research institutions involved in BerGSAS include the German Archaeological Institute, the Prussian Cultural Heritage Foundation, the Berlin-Brandenburg Academy of Sciences and Humanities and the Max Planck Institute for the History of Science. Cooperating institutions of BMS include the Einstein Center for Mathematics Berlin, the Max Planck Institute for Molecular Genetics, the Research Center MATHEON, the Weierstraß Institute for Applied Analysis and Stochastics and the Zuse Institute Berlin.

Main types of doctoral programs are:

- Excellence Graduate Schools
- DFG Research Training Groups
- Integrated Research Training Groups in DFG Collaborative Research Centers
- International Max Planck Research Schools
- Graduate Programs at Helmholtz Centers

Most programs include doctoral positions funded by a variety of third-party sources, together with individual scholarships like those awarded by Berlin's Elsa Neumann Program or from the university's own budget. As of December 2018, 736 of the 4047 doctoral researchers who are registered at Freie Universität Berlin pursue their research in one of Dahlem Research School's 28 doctoral degree programs. Doctoral researchers registered in partner universities are not included in the data presented to maintain comparability.

Figure 3 Dahlem Research School – development since 2009

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
Programs	16	19	20	23	24	27	27	28	29	28
Doctoral Candidates	307	591	852	912	866	865	800	842	802	736

After strong growth initially, the number of DRS programs is now stabilizing. The current 28 DRS programs consolidate 52 projects and member programs, acting as umbrella structures for relevant research areas.

Figure 4 DRS Umbrella Programs – number of doctoral candidates since 2009

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
DRS Biomedical Sciences	23	29	78	82	94	104	89	76	76	74
DRS Molecular Sciences	50	59	76	64	78	111	106	106	110	98
DRS Plant Sciences	18	24	27	47	61	59	56	41	35	26

Decrease in admission numbers reflects a temporary effect of the transformative phase in which the graduate schools are evolving from projects into permanent structures and are preparing for the intake of the future doctoral researchers of the new Clusters of Excellence in the Berlin research area.

RECRUITMENT AND ADMISSION

Calls for application of member programs and for Dahlem Research School's own Postdoc Fellowships are advertised internationally: on online researcher recruitment platforms, at research career fairs², via a postdoc funding opportunities newsletter³ and through the liaison offices of Freie Universität, who advertise directly in the different regions. The Liaison offices also provide information and advice on higher education systems and institutions and, as regional contact points, they advise and screen potential applicants.

Another instrument for international recruitment is the platform "Doctoral Programs in Berlin"⁴, a cooperation with the other Berlin universities and Universität Potsdam funded by the Einstein Foundation. It provides easily accessible information on research in Berlin, funding opportunities and some 100 doctoral programs allowing searches across disciplines and institutions.

Figure 5 Liaison offices of Freie Universität Berlin



2 such as the European Career Fair (ECF) hosted by the Massachusetts Institute of Technology in partnership with the European Commission and the Talent Fair of the German Academic International Network (GAIN) in San Francisco

3 a cooperation of Dahlem Research School and the Research Funding Service Team of Freie Universität Berlin with about 1500 subscribers worldwide

4 <https://www.doctoral-programs.de/welcome>

Figure 6 Website “Doctoral Programs in Berlin”



<https://www.doctoral-programs.de/welcome/>

Application and admission in Graduate Schools

Graduate Schools funded by the Excellence Initiative are a focal point for doctoral research at Freie Universität, admitting a total of 426 candidates⁵ since 2014. There are significant differences between disciplines: 49 percent of successful applicants in the Humanities and Social Sciences are women compared to 34 percent in the Natural and Life Sciences. Regarding internationalization, all programs successfully recruited abroad. In the Natural and Life Sciences 77 percent of admitted candidates are international compared to an overall 57 percent in the Humanities and Social Sciences (with 67 percent in programs with a focus on area studies).

⁵ Data collected from Graduate Schools in December 2018 is based on total numbers across all partner universities. For two Graduate Schools no data was available within the requested time frame.

Figure 7 Applications & admissions in Graduate Schools 2014–18, by origin and gender

	Total Number			Admission by Origin				Admission by Gender			
	App.	Adm.	%	German		International		Female		Male	
				No.	%	No.	%	No.	%	No.	%
Berlin-Brandenburg School for Regenerative Therapy	1,632	62	3.8	8	12.9	54	87.1	42	67.7	20	32.3
Berlin Graduate School Muslim Cultures and Societies	763	59	7.7	21	35.6	38	64.4	9	15.3	12	20.3
Berlin Mathematical School*	1,951	146	7.5	48	32.9	98	67.1	47	32.2	99	67.8
Friedrich Schlegel Graduate School of Literary Studies**	361	63	17.5	-	-	-	-	-	-	-	-
Graduate School of East Asian Studies	378	48	12.7	15	31.3	33	68.8	33	68.8	15	31.3
Graduate School of North American Studies	390	48	12.3	30	62.5	18	37.5	20	41.7	28	58.3
Total	5,475	426	7.8	122	28.6	241	56.6	151	35.4	174	40.8

* successful applications include Phase I (fast track) and II (direct entry)

** number of applications missing for 2018

Figure 8 Admissions Graduate School of North American Studies 2014–18, by region



Figure 9 Admissions Berlin School Muslim Cultures and Societies 2014–18, by region



Figure 10 Admissions Graduate School of East Asian Studies 2014–18, by region



In the two Natural and Life Science programs for which data was available, the regional spread of both applications and admissions is far wider than in area studies programs. In summary, the successful candidates come predominantly from Germany and other European countries.

Figure 11 Applications Natural & Life Sciences 2014–18, by region

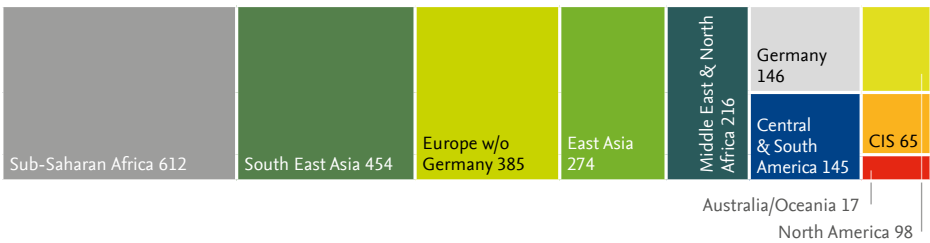


Figure 12 Admissions Natural & Life Sciences 2014–18, by region



DOCTORAL CANDIDATES AT DAHLEM RESEARCH SCHOOL

As of Winter 2018/19 a total of 736 doctoral candidates pursue their doctoral research in one of the DRS member programs. Women account for 53 percent while the number of international candidates has steadily risen to 51 percent – the latter percentage being higher than the 36.6 percent of international doctoral candidates at Freie Universität as a whole.

Figure 13 DRS – doctoral candidates 2018, by origin and gender

	Total Number		Origin				Gender			
			German		International		Female		Male	
	No.	%	No.	%	No.	%	No.	%	No.	%
Humanities & Social Sciences	440	59.8	195	44.3	245	55.7	245	55.7	195	44.3
Natural & Life Sciences	296	40.2	165	55.7	131	44.3	148	50.0	148	50.0
Total	736	100	360	48.9	376	51.1	393	53.4	343	46.6

Overall, the percentage of international doctoral candidates from Europe is the highest followed by Asia and the Americas. China remains (unsurprisingly) the single nation with most candidates followed by Italy and India.

Figure 14 DRS – international doctoral candidates 2018, by discipline and region

	Total Number		Humanities & Social Sciences		Natural & Life Sciences	
	No.	%	No.	%	No.	%
Australia & Oceania	2	0.5	1	0.3	1	0.3
Central & South America	42	11.2	29	7.7	13	3.5
CIS/Russia	15	4.0	10	2.7	5	1.3
East Asia	76	20.2	56	14.9	20	5.3
Europe (w/o Germany)	126	33.5	77	20.5	49	13.0
Middle East & North Africa	35	9.3	21	5.6	14	3.7
North America	37	9.8	35	9.3	2	0.5
South & South East Asia	35	9.3	13	3.5	22	5.9
Sub-Saharan Africa	8	2.1	3	0.8	5	1.3
Total	376	100	245	65.2	131	34.8

Doctoral degrees

Since 2009, 1091 doctoral candidates in DRS programs completed their doctoral degree, 52 percent of them within 4 years or less. This means that a considerable percentage of graduates still require more than four years to complete the doctorate. 37 percent of the graduates are international researchers and 49 percent are women.

Figure 15 DRS – doctoral degrees since 2009, by origin and gender

Year after admission	Total Number		German		International	
	No.	%	Female	Male	Female	Male
Up to 3.5 years	326	29.9	78	112	60	76
Up to 4.5 years	411	37.7	139	128	63	79
Longer than 4.5 years	354	32.4	125	107	60	62
Total	1,091		342	347	183	217

A cohort analysis since 2012 confirms the rather long completion times. However, the data warrants a closer look at delaying factors such as maternity leave. For example, for the class of 2012, the percentage of women is equally high at the start and at the last point of reference.

Figure 16 DRS – doctoral cohorts 2012–15, duration and drop-out/change

Class of...	Newly enrolled		Degrees completed			Still enrolled		Drop-out*		Degrees completed			Still enrolled		Drop-out (total)*	
	No.	... of which are women	No.	... of which are women	%	No.	%	No.	%	No.	... of which are women	No.	%	No.	%	
			▶ ... as of					▶ ... as of								
2012	193	55%	2015	29	41%	121	22%	2017	106	55%	34	27%	(since 2012)			
2013	228	54%	2016	34	53%	152	18%	2018	143	67%	45	18%	(since 2013)			
2014	210	49%	2017	52	35%	125	16%									
2015	144	51%	2018	28	39%	94	15%									

* Drop-out numbers include students completing their studies at other universities.

As for drop-outs and changes, the data for doctoral candidates in DRS programs indicates that these rates are decreasing.

A further advantage of DRS programs is the transparent application and admission process, which leads to a percentage of international doctoral candidates that is both constantly rising and considerably higher than the percentage for Freie Universität as a whole – 51.0 compared to 36.6 percent in December 2018.

Finally, doctoral programs seem to have the edge when it comes to the grades achieved. They likely profit from the competitive selection for the programs and the high level of support during the research phase.

Figure 17 DRS & Freie Universität - doctoral degrees 2018, by grade

	Total No.		Grades						
	Summa cum laude			Magna cum Laude		cum Laude		Rite	
	No.	No.	%	No.	%	No.	%	No.	%
Freie Universität (w/o DRS)	283	54	19.1	157	55.5	51	18.0	11	3.9
Dahlem Research School	68	20	29.4	41	60.3	3	4.4	0	0.0
Total	351	74	21.1	198	56.4	54	15.4	11	3.1

Quality assurance

Freie Universität participated in ProFile (2009-2016)⁶, a longitudinal study of doctoral researchers at several universities and funding institutions, who were surveyed at regular intervals. ProFile placed special attention on the effects of structured doctoral programs. The study will be continued as Nacaps⁷ study in 2019.

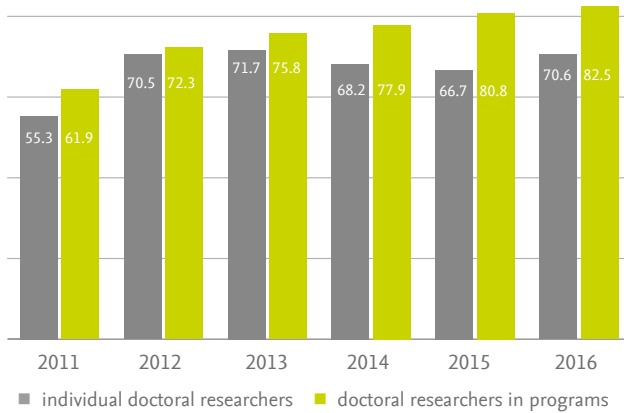
ProFile showed that certain aspects of doctoral education at Freie Universität have continuously improved, mostly for both individual graduates and researchers in doctoral programs, with the figures for the doctoral programs always slightly ahead.

⁶ The study was carried out by the former iFQ (Institute for Research Information and Quality Assurance) until it became part of the DZHW (German Centre for Higher Education Research and Science Studies). https://www.dzhw.eu/forschung/projekt?pr_id=514

⁷ The National Academics Panel Study (www.nacaps.de) is a new longitudinal study of doctoral candidates and doctorate holders in Germany. Freie Universität Berlin is one of over 60 universities taking part. The first survey will take place in February 2019.

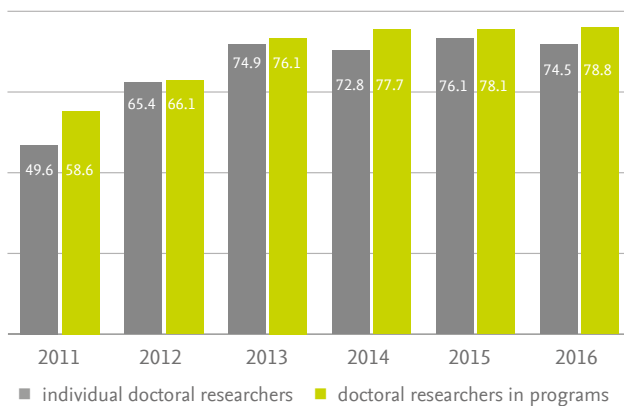
In 2011, 55.3 percent of individual doctoral researchers and 61.9 percent of researchers in doctoral programs stated that they met with their supervisors at least several times per semester to once per week. In 2016, the number increased to 70.6 percent of individual and 82 percent of researchers in doctoral programs.

Figure 18 ProFile study – intensity of supervision (met at least several times per semester) at Freie Universität Berlin



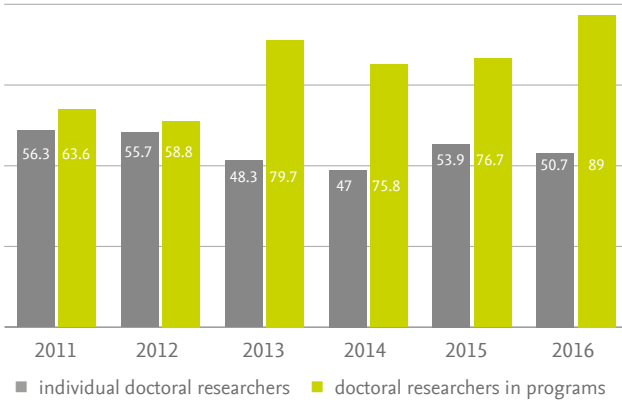
Satisfaction with supervision also improved from 49.6 percent for individual doctoral researchers and 58.5 percent for researchers in programs in 2011, who were (very) satisfied with their supervision, to 74.5 percent of individual graduates and 78.8 percent of researchers in doctoral programs in 2016.

Figure 19 ProFile study – supervision satisfaction (satisfied/very satisfied) at Freie Universität Berlin



In 2016, 89 percent of doctoral researchers in programs are (very) satisfied with the curriculum; for individual doctoral students of Freie Universität this share was only 50.7 percent.

Figure 20 ProFile study – curriculum satisfaction (satisfied/very satisfied) at Freie Universität Berlin



Finally, 67.1 percent of researchers in doctoral programs, but only 55.4 percent of individual doctoral researchers felt (very) well prepared for their career goals.

DREAM MENTORING

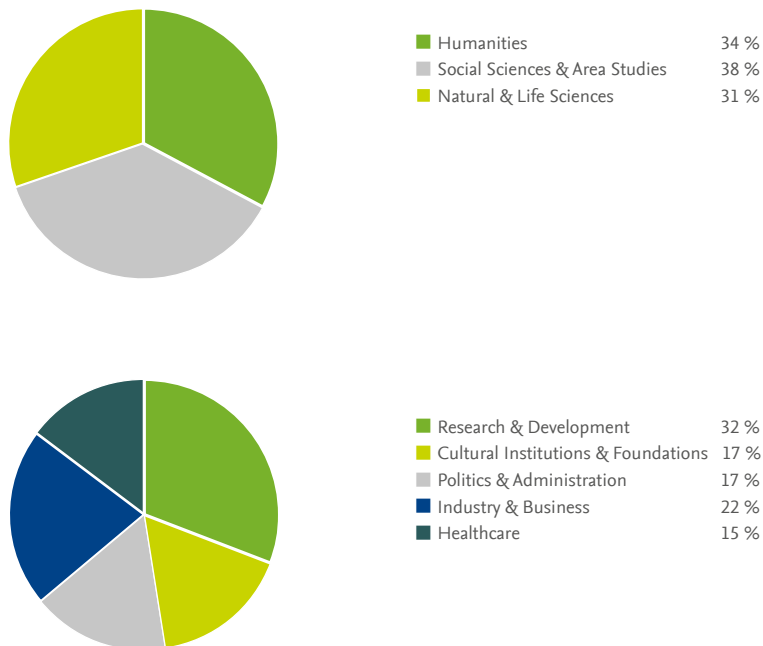
In the top ranks of science and business, women are still underrepresented. Though equally qualified, they typically have fewer career opportunities than men. Tackling this problem, DREAM (Dahlem Research Mentoring) provides female doctoral candidates of all disciplines, who may pursue both academic and non-academic career goals, with strategic support for career planning, skills training and network building.

A mentor and a mentee jointly explore and build the mentee’s abilities and discuss career-related issues. This one-to-one mentoring partnership is supplemented by specific workshops, coaching and networking events.

Since the start of the program in 2011, 88 female researchers have successfully completed the one-year program, and another 15 mentees started in October 2018.

The mentors – many of whom are alumni of Freie Universität – work in an honorary capacity and have diverse professional backgrounds.

Figure 21 DREAM mentees & mentors since 2011, by discipline and field



ELSA NEUMANN SCHOLARSHIPS

The state of Berlin awards Elsa Neumann Scholarships to excellent doctoral students at one of Berlin's state-funded universities. The program is named in honor of the physicist Elsa Neumann who was the first woman to receive a doctorate from the (then) "Friedrich-Wilhelms-Universität zu Berlin" in 1899. The program is open for applications from all disciplines and requires a supervision commitment by a professor at one of the universities. The scholarships are awarded by an interdisciplinary and inter-university commission appointed by the Senate of Berlin. They are administered at Dahlem Research School.

Figure 22 Elsa Neumann Scholarships at Freie Universität 2014–18, by gender

	Applications		by Gender				Admission		by gender			
	Total	%	Female		Male		Total	% of appl.	Female		Male	
			No.	%	No.	%			No.	%	No.	%
Humanities & Social Sciences	356	75.7	208	44.3	148	31.5	104	22.1	58	69.8	46	30.9
Natural & Life Sciences	114	24.3	74	15.7	40	8.5	45	9.6	25	30.2	20	13.4
Total	470	100	282	60.0	188	40.0	149	31.7	83	55.7	66	44.3

Figure 23 Elsa Neumann Scholarship applications 2014–18, by region



Figure 24 Elsa Neumann Scholarships at Freie Universität 2014–18, by region



FUBRIGHT FOR INTERNATIONAL DOCS

Since 2015, Dahlem Research School runs FUBright. The project supports international doctoral candidates at Freie Universität in preparing themselves for new steps in a foreign (research and work) culture by providing information and advice, training, and mobility allowances for conferences and research stays.

FUBright for International Doctoral Candidates is promoted by the German Academic Exchange Service (DAAD) and funded by Germany's Federal Ministry of Education and Research (BMBF). Based on experiences from FUBright, Dahlem Research School will re-design its information and qualification offers after the successful completion of the project in 2019.

Figure 25 FUBright program areas

FUBright for International Docs			
FUBright Welcome	FUBright Qualification	FUBright Career	FUBright Mobility
Pre-Arrival Support	Half Time Reflection	Career Transition Days	Conference Trips
Welcome Events & Services	Final Spurt Days	Group Mentoring	Research Stays
Buddy Programs		Business Administration	
German Language Courses			
Peer Mentoring			

Figure 26 FUBright participation 2015–18

FUBright for International Docs								
	FUBright Welcome		FUBright Qualification		FUBright Career		FUBright Mobility	
	Events	Attendances	Events	Attendances	Events	Attendances	Attendances	Research Stays
2015	16	188	8	40	3	38	-	-
2016	19	266	19	163	8	93	13	8
2017	20	310	23	200	10	110	6	12
2018	4	85	19	163	5	39	17	10
Total	59	849	69	566	26	280	36	30

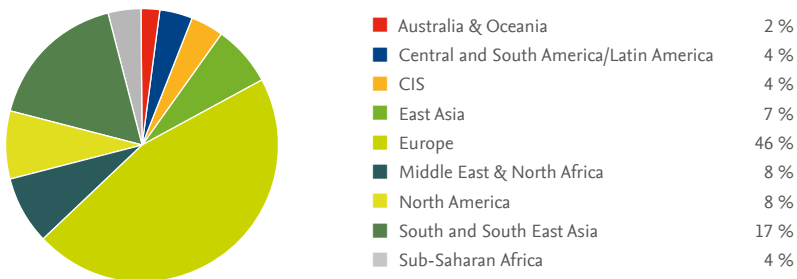
Figure 27 Freie Universität - international doctoral candidates 2018, by region

	Australia & Oceania	Central & South America	CIS / Russia	East Asia	Europe (w/o Germany)	Middle East & North Africa	North America	South & South East Asia	Sub-Saharan Africa	Total
No.	9	160	86	315	536	156	69	126	23	1,480
%	0.6	10.8	5.8	21.3	36.2	10.5	4.7	8.5	1.6	100.0

DRS POSTDOC FELLOWSHIPS

The postdoctoral phase is a critical time in which researchers decide for or against a career in academia. The DRS Postdoc Program of the Dahlem Research School supports postdoctoral researchers by providing salaried positions and an adequate research budget for 24-month-long projects in the internationally advertised POINT⁸ (2013-18) and its successor DAHLEM POSTDOC Fellowship programs, and with 12-month-long HONORS Fellowship stipends for recent graduates of DRS member programs. Since 2011, 150 DRS Postdoc Fellows from over 30 countries have carried out their own research project at Freie Universität Berlin.

Figure 28 POINT & DAHLEM POSTDOC Fellowship applications 2014–17, by region



⁸ Freie Universität Berlin was the first German university to succeed in 2011 in establishing fellowships for international postdocs with the help of the European Commission's COFUND program. With a second successful co-financing in 2013, the project scope increased from less than 2 Million to more than 8 Million Euro.

Competitive selection

Dahlem Research School employs a highly competitive selection procedure in both programs: peer review, structured interviews, final ranking and approval by the university's Executive Board.

Figure 29 POINT & DAHLEM POSTDOC Fellowship success rates 2014–17

	2014 applications		2015 applications		2016 applications		2017 applications		total
	male	female	male	female	male	female	male	female	
received applications	168	103	197	151	211	192	73	61	
total	271		348		403		134		1,156
successful applications	12	6	10	11	12	8	10	5	
total	18		21		20		15		74
success rate in %	7	6	5	7	6	4	14	8	
total success rate in %	7		6		5		11		6

Whereas POINT and DAHLEM POSTDOC Fellowships include salaried positions, DRS HONORS Fellowships provide bridge funding in form of stipends for the transition between the doctorate and the first postdoctoral position. Altogether, 94 applications were received and 49 fellowships granted. Over the years, the number and the success of international applicants increased with each round, peaking in 2018, when all 5 HONORS Fellowships were awarded to international candidates.

Integration into the research environment and the institution

DRS Postdoc Fellows propose their own research topics, based on the foci of research within the host projects. The host projects, Freie Universität's Focus Areas, Excellence Projects and DRS doctoral programs, are networks for interdisciplinary collaborative research and provide a unique research environment.

Early independence

Within the host projects, the DRS Fellows receive support from senior researchers who act as scientific advisors and provide mentorship. At the same time, by having their own research budget, DRS Postdoc Fellows experience a flexibility that strengthens their independence as researchers - this is something on which former fellows all agree. In addition, the DRS courses on leadership, team and project management prepare junior group leaders of tomorrow for their future tasks and responsibilities.

Added value

DRS Postdoc alumni have so far successfully raised over 7 Million Euro in third-party funding for Freie Universität Berlin, which more than offsets the costs of the program. Of course there are also non-monetary benefits: The DRS Postdoc Fellows' interdisciplinary projects have strengthened the research profiles of the Berlin Clusters of Excellence and enabled new collaborations. The host institutions have benefited from new perspectives, knowledge, expertise and stronger international networks.

However, the main output of the last seven years of the DRS Postdoc Fellowships are independent and successful researchers. More than 90 percent of the 130 DRS Postdoc Fellows, who already completed their projects by December 2018, found successful follow-up positions.

Figure 30 DRS Postdoc Fellows - follow-up positions



QUALIFICATION

The Professional Development Program (PDP) of Dahlem Research School complements the disciplinary education provided by the member programs. It allows its doctoral and early postdoctoral researchers to develop a broad set of professional skills and tools necessary to enhance their academic performance and achieve their professional goals:

- to succeed in their research project,
- to enhance their competencies and maximize their potential, and
- to prepare for a career in industry, academia or the public sector.

A special focus is placed on research integrity courses offered in cooperation with Humboldt Graduate School and Potsdam Graduate School, and complemented by an annual Day of Good Research Practice at Freie Universität.

With the establishment of the Researcher Development Program (RDP) and the project FUBright for International Docs Dahlem Research School offers systematic support for various target groups at different stages of their academic career:

RDP provides postdoctoral researchers with qualifications in order to give them the best possible support on the way to a professorship. The program focuses on career management, teaching, leadership and includes various forms of training, coaching, and mentoring.

FUBright, funded by the Federal Ministry for Research and Education via the German Academic Exchange Service, offers welcome services, social events, and an additional set of courses which cater for the specific needs of incoming international scholars.

Most PDP courses charge for participation and are open to doctoral and postdoctoral researchers of Freie Universität (and beyond). RDP and FUBright are limited to the target groups at Freie Universität and offer courses free of charge.

Figure 31 DRS - course participation since 2014

Term	Total Numbers					Gender*			
	Attendances					Female		Male	
	Courses	Total	PDP	RDP	FU Bright	Atten- dances	%	Atten- dances	%
Summer Term 2014	52	415	321	94	-	261	62.9%	154	37.1%
Winter Term 2014/15	58	531	429	102	-	314	59.1%	217	40.9%
Summer Term 2015	38	302	240	39	23	189	62.6%	113	37.4%
Winter Term 2015/16	48	360	267	37	56	196	54.4%	145	40.3%
Summer Term 2016	54	385	209	61	115	230	59.7%	147	38.2%
Winter Term 2016/17	70	560	326	109	125	349	62.3%	198	35.4%
Summer Term 2017	58	372	219	44	109	252	67.7%	111	29.8%
Winter Term 2017/18	73	544	354	51	139	378	69.5%	154	28.3%
Summer Term 2018	58	485	328	73	84	288	59.4%	181	37.3%
All courses	509	3,954	2,693	610	651	2,457	62.1%	1,420	35.9%

* not including “other/prefer not to disclose” and missing data

PDP: Professional Development Program of DRS

RDP: Researcher Development Program of DRS

The portfolio is completed by Open Door Talks on various topics, from general information for students interested in doctoral research to funding opportunities for early postdoctoral researchers, and a number of special formats and events.

Two examples for special formats offered by Dahlem Research School, Pro Business and Pro Transfer, bridge the gap between research, business and industry. Pro Transfer links Dahlem Research School to the Digital Entrepreneurship Hub of Freie Universität and Pro Transfer will be developed into a blended learning format with the Network pzi⁹ – an international initiative to support and strengthen the innovation mindset of postdoctoral researchers.

An annual “Career Day” with panelists from various fields is planned and organized by doctoral candidates, under the guidance of Dahlem Research School, Humboldt Graduate School and the TU-DOC Office.

Future developments of the qualification program at Dahlem Research School will be closely linked to the joint application of the Berlin University Alliance in the Excellence Strategy, which would include a joint qualification program for junior researchers at Freie Universität, Humboldt-Universität and Technische Universität.

Evaluation and course satisfaction

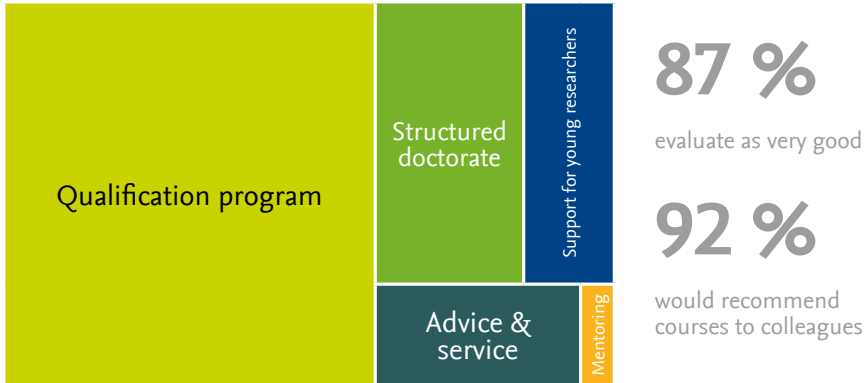
Participants evaluate all qualification courses immediately after the end of each workshop and overall satisfaction has been consistently high. In fall 2018, Dahlem Research School started a survey on course quality and usefulness among course participants of the previous twelve months and received over 150 responses. A number of group interviews conducted in early 2019 will complement this online survey.

Asked what they associated with Dahlem Research School, most respondents regarded Dahlem Research School as a provider of high quality workshops and events supporting researchers in their academic career. General support for early career researchers as well as the support and advice services of Dahlem Research School are frequently mentioned.

The qualification program is generally very well received. 87 percent of respondents regard it as “excellent” or “very good” and more than 90 percent would recommend the courses to colleagues.

⁹ <https://www.pzi-network.eu>

Figure 32 DRS online survey – “What do you associate with Dahlem Research School?”



All course groups received overall good marks with teaching, research integrity and career orientation rated as (mostly) excellent.

The picture is different for long term usefulness: courses on career orientation, teaching and presenting seem to provide clearly recognizable and directly applicable benefits and skills. On the other hand, courses on skills that will only be applicable sometime in the future do not score high on the usefulness index.

Matching course objectives and individual needs therefore is a crucial factor for providing high quality support for early career researchers.



FUTURE DEVELOPMENTS

“Facts and Figures 2018” reflects a period of transition. Boosted by the Excellence Initiative of the German Government in 2007 and 2012, many doctoral programs in nearly all represented disciplines were set up and added to the traditional form of doctoral education at Freie Universität Berlin and other Berlin universities. Being interdisciplinary and inter-institutional, they opened up new fields for cooperation in Berlin, bringing senior and junior researchers from different universities and non-university research institutions closer together.

Building on this experience, the former Excellence projects are now transforming into permanent structures and amongst others preparing for the integration of the future doctoral researchers from the seven Excellence Clusters in Berlin. They will contribute significantly to the success of the developing Berlin University Alliance and the creation of a powerful common research area in Berlin.



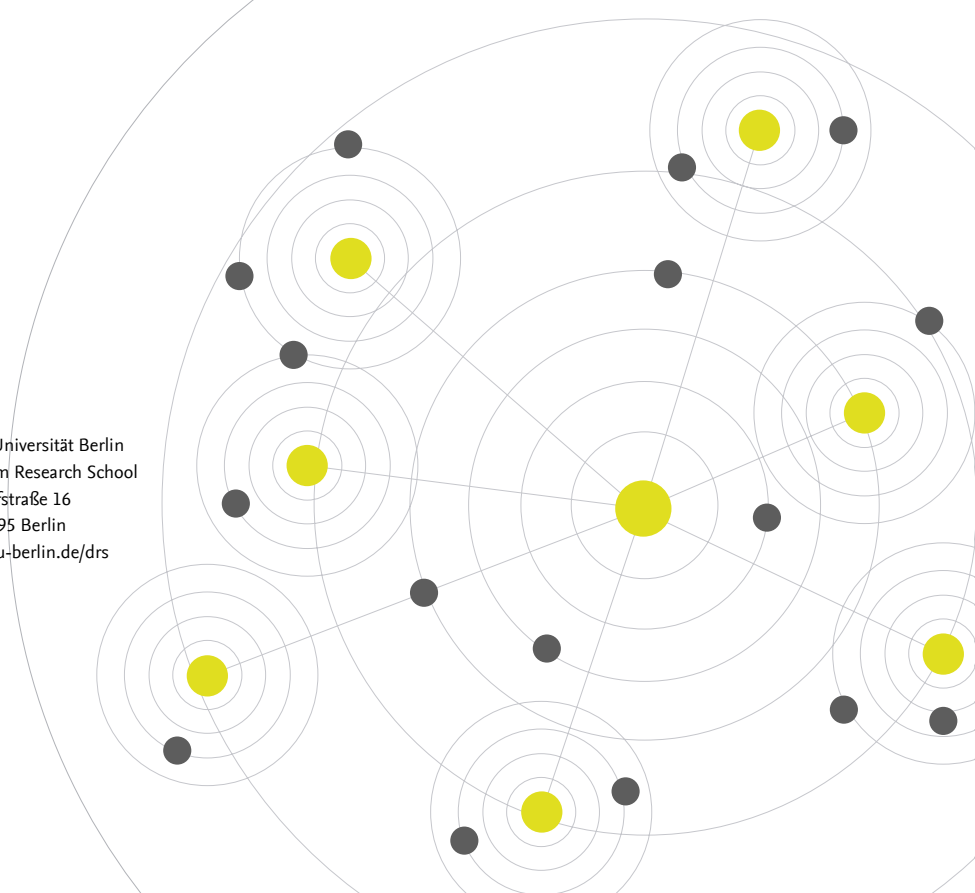
Published by
Freie Universität Berlin
Dahlem Research School
Hittorfstraße 16
D-14195 Berlin
www.fu-berlin.de/drs

Layout
Freie Universität Berlin
Universitätsbibliothek, CeDIS

Publication Date
February 2019



Freie Universität Berlin
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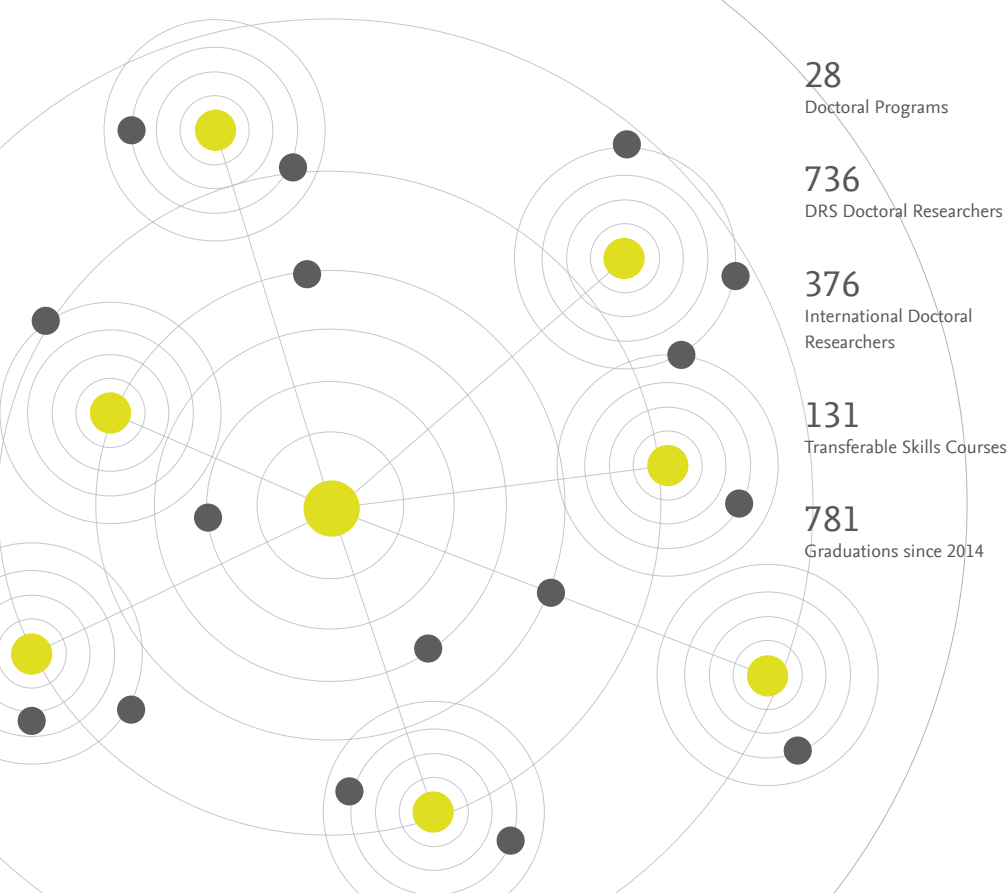




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Layout
Freie Universität Berlin
Universitätsbibliothek, CeDIS

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February 2019