



DFG

The Excellence Initiative

Impact on Research Careers

The German Excellence Initiative

„The development of the science system in Germany is not to have a flat field but a picture of mountains and valleys.“



Topics

1. The Excellence Initiative
2. Outcomes
3. Example of Institutional Strategy
4. Gender Related Measures



The German Excellence Initiative – a contest

Aim:

- Strengthen Germany's universities
- Make them more visible and attractive internationally

Three lines of funding:

- Graduate Schools
- Clusters of Excellence
- Institutional Strategies

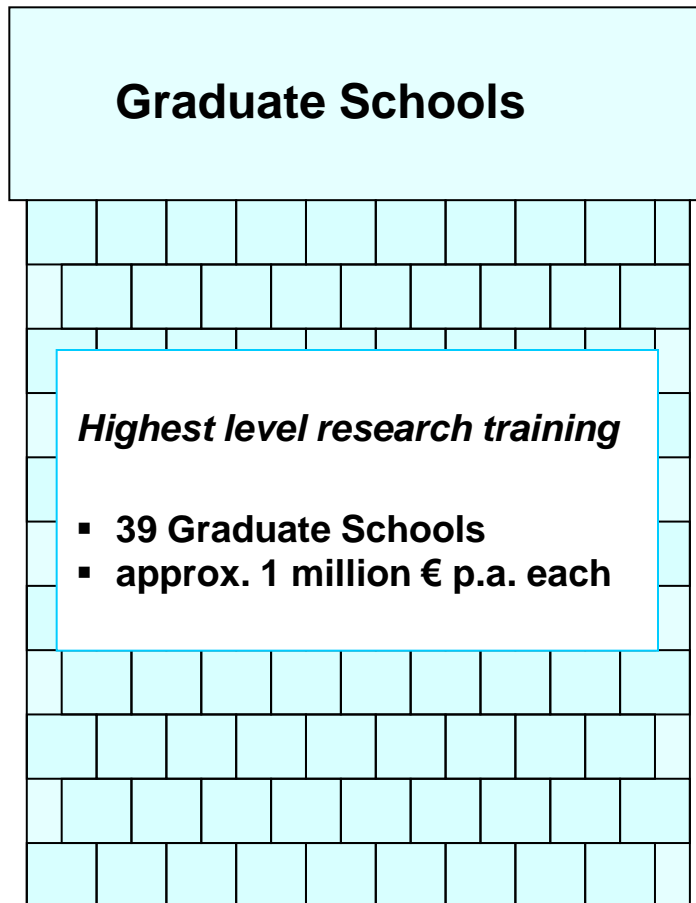
Input: 1.9 billion € government funding for 5 years (2007 – 2012)



Germany's Excellence Initiative

- ▶ **Program feature: Universities can apply for funding of ...**
- **Graduate Schools (39):** highest-level research training; ~ 1 Mio. € p.a.
 - coordinated PhD training
 - professional management
- **Clusters of Excellence (37):** centers of excellence in research; ~ 6.5 Mio. € p.a.
 - huge centers of interdisciplinary research
 - new in terms of size and budget, flexibility of money
- **Institutional Strategies to promote top-level research (9):**
excellent research, research training and institutional planning; ~ 21 Mio. € p.a.
(including minimum of one Cluster and School)

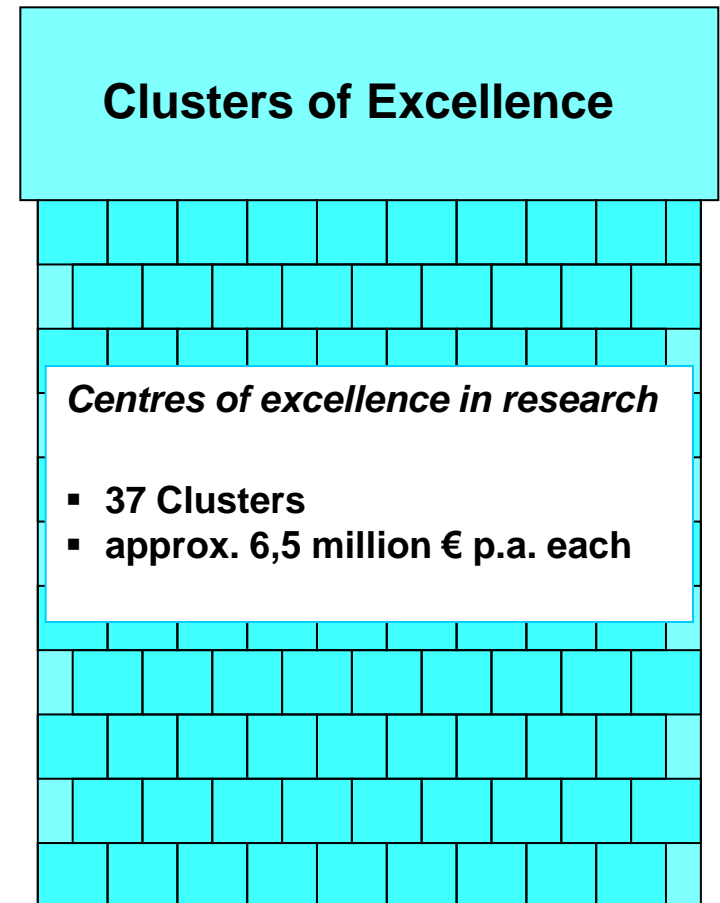
Graduate Schools



- Structured research training in an excellent research environment
- Internationally competitive centres of top-level research by promoting young researchers
- Instrument of quality assurance in graduate education
- Professional management (~80 % of budget)
- 45-500 PhD students, postdocs, undergraduates, junior researchers, professorships
- International recruitment (25%)

Clusters of Excellence

- Local concentration of research competence, thematic focus
- Internationally visible and competitive, network under university leadership
- Significantly raise a university's profile, build on already existing strengths
- 5-15 new professorships, 50–100 postdocs and graduate students, international recruitment

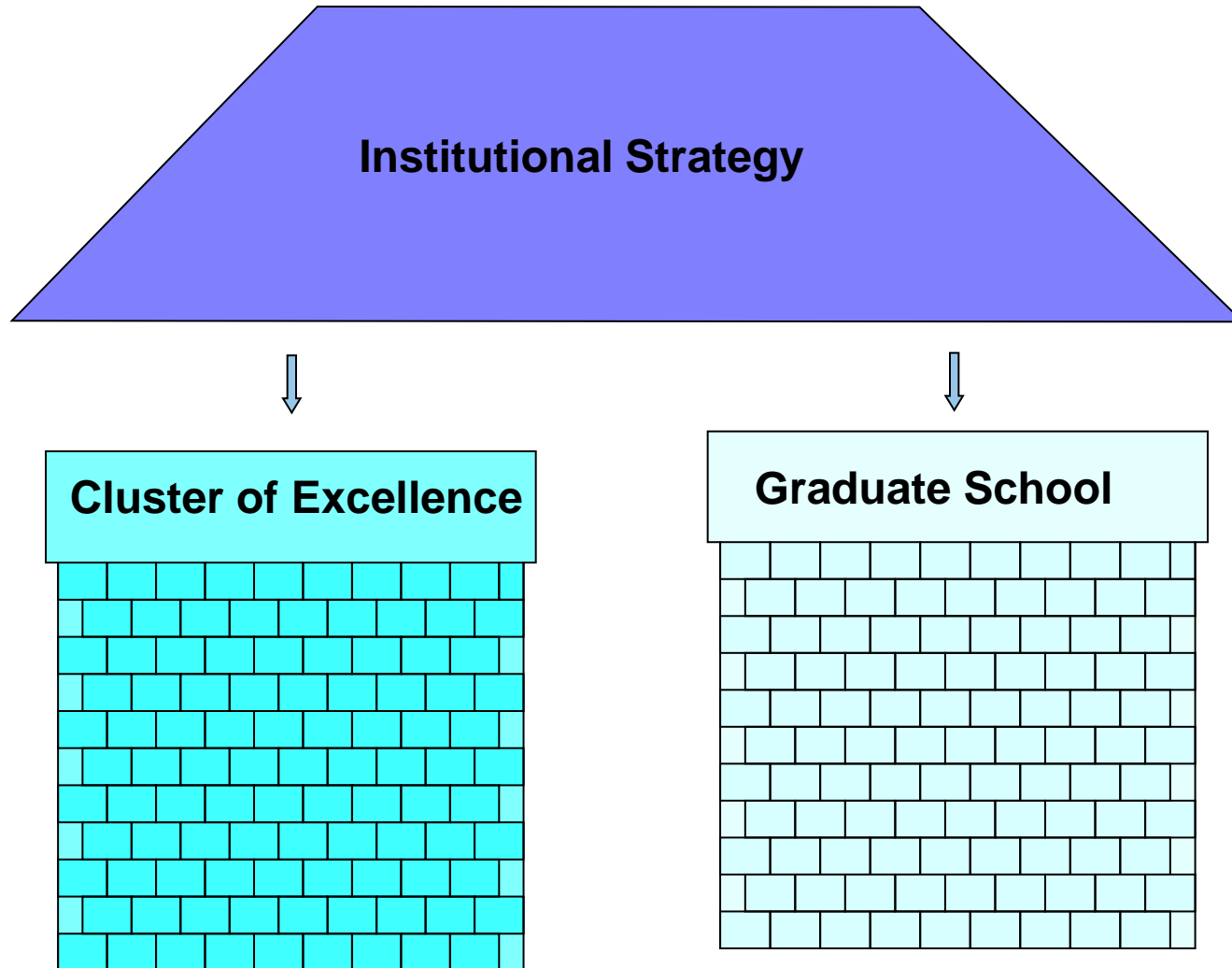


Institutional Strategies

- 9 universities
- 21 mio € per year each

- For top-level university research
- Increase international competitiveness of the whole university

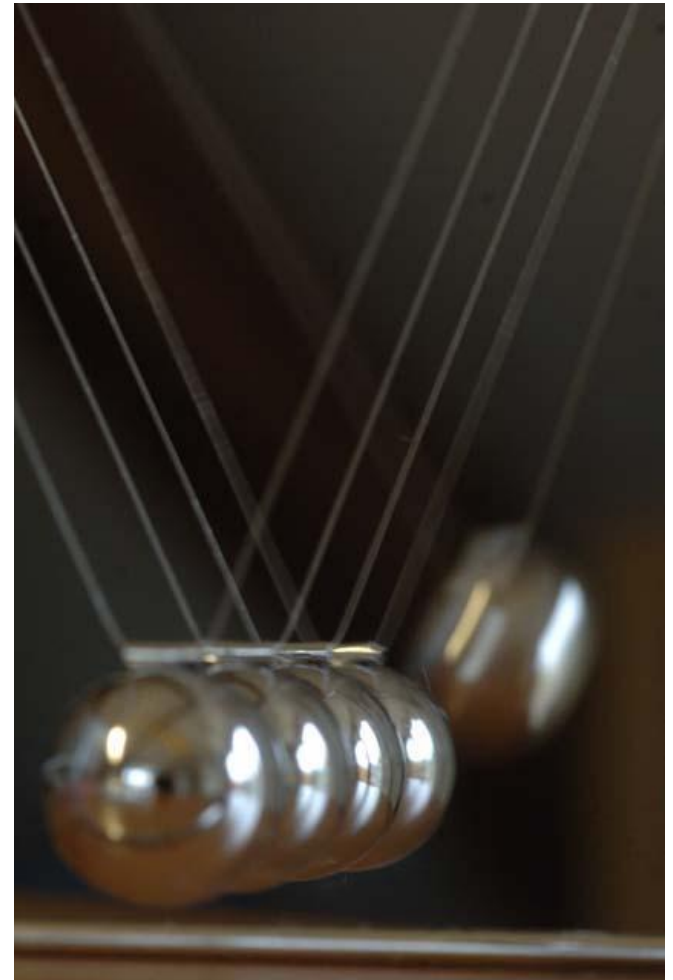
Institutional Strategies



**How does the Excellence Initiative
Promote Young Researchers
in Germany ?**

Direct and indirect effects:

- ▶ New positions: 'fresh' money
- ▶ Beneficial structures
- ▶ Positioning of universities in global competition



The Excellence Initiative

Fresh money, new positions

Total number from both rounds of the Excellence Initiative:
About 4000 new positions

▶ **EXC and GSC up to April 2009:**

- ~ 1200 PhD positions
- ~ 660 positions for PostDocs
- ~ 70 junior professors/group leaders
- ~ 180 senior professorships

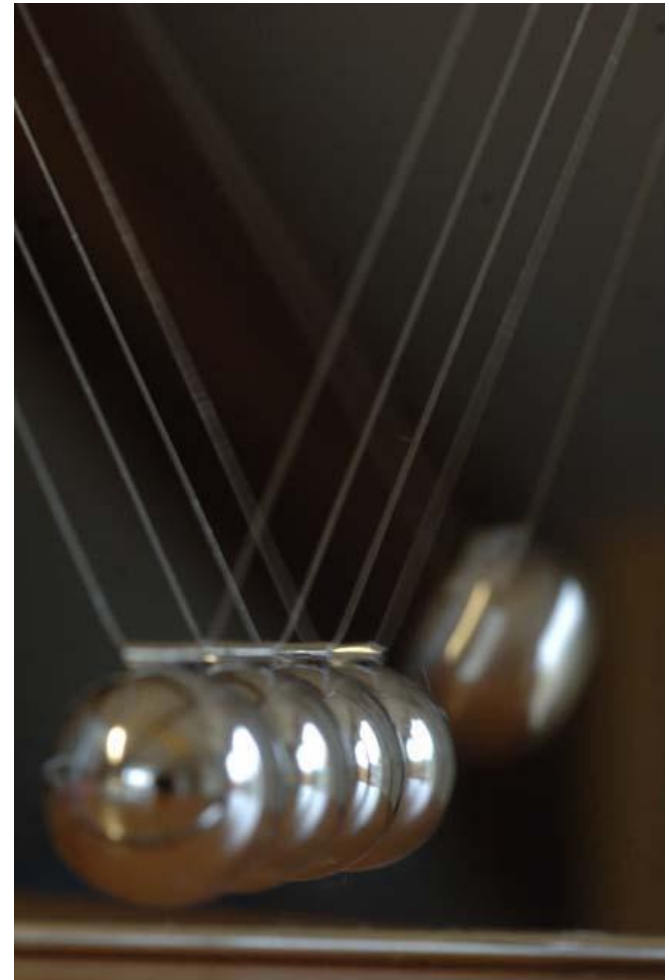
▶ **Institutional Strategies**

- ~ 850 positions for young researchers (PhD to group leader)
- ~ 140 senior professorships



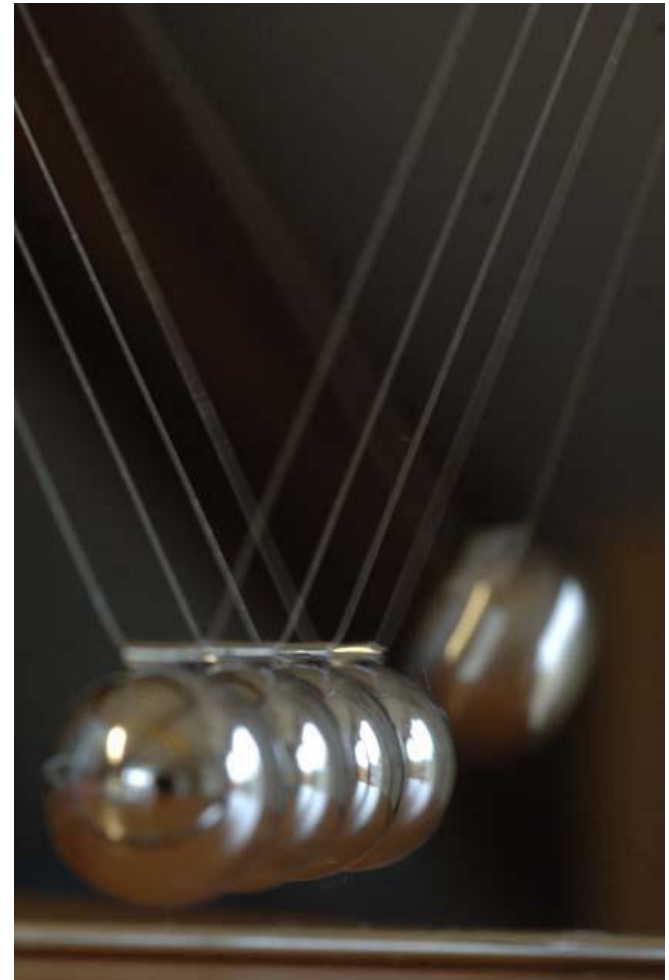
New Beneficial Structures

- Overarching structures new in terms of size, financial budget and cooperation
- Professional administration and management structures
- Tenure track options
- Industry cooperation
- Career centres for Phd students
- Tailor made study and mentoring programs
- Open and international atmosphere
- Double career programs
- Child care services
- Welcome centres for international researchers
- High flexibility of budget
- High pressure to succeed due to evaluation



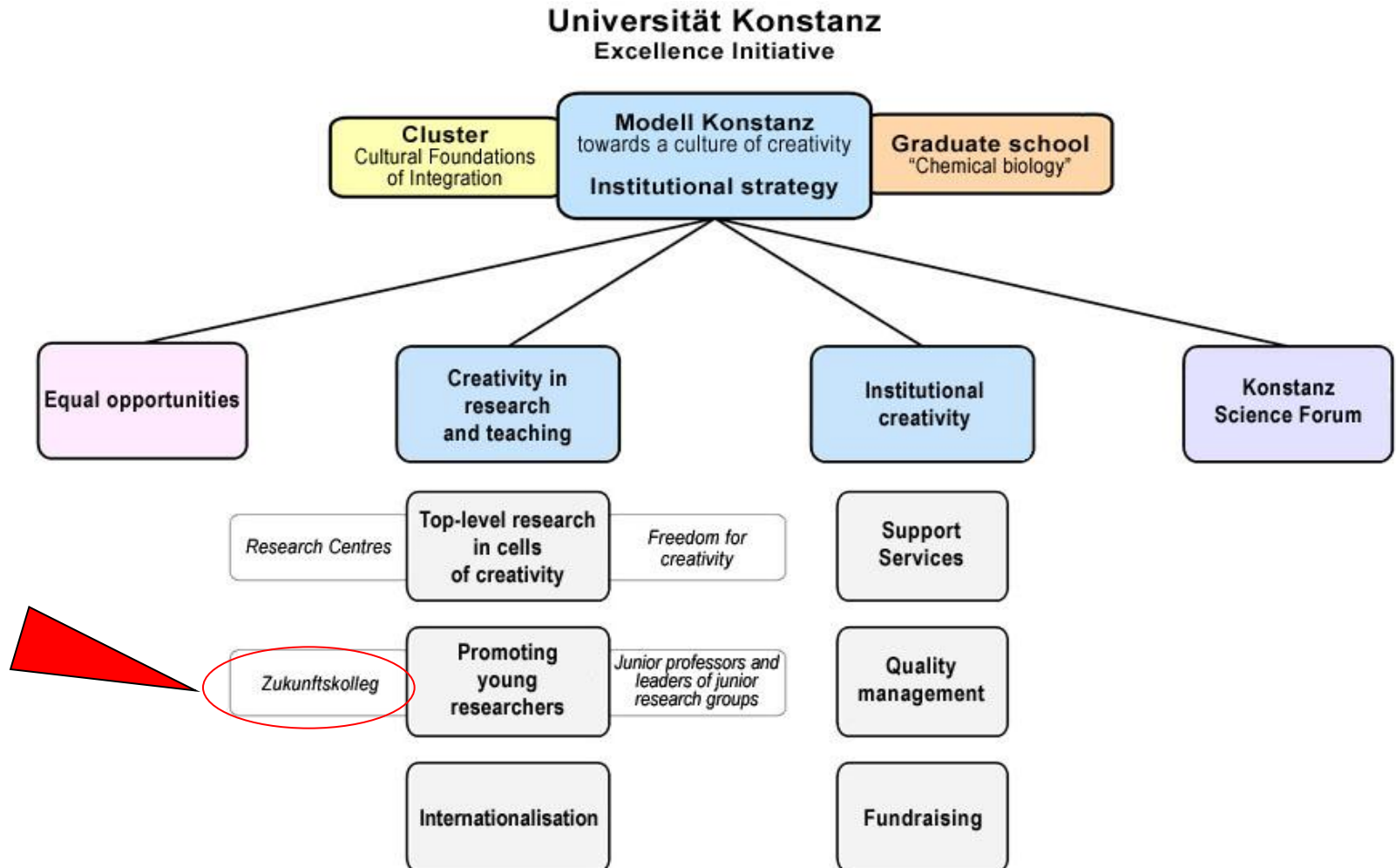
Impact on German Universities

- Creativity boost for the university system
- Competition and differentiation between universities gains momentum
- Structural changes
- Improved networking between universities and other research institutions
- Impulse towards greater internationalisation, improved gender balance, more diversity
- Increased awareness for universities and research in the media and the general public
- Alumni culture, fundraising strategies
- 4000 new research positions at all levels



University of Konstanz – Institutional Strategy

Positioning of universities in global competition



University of Konstanz: „Zukunftskolleg“

Support for young investigators

Innovative, institutionally established postdoctoral fellowship program

- ▶ Interdisciplinary and cross-generation approach
- ▶ Gives postdocs the opportunity to work with renowned senior fellows
- ▶ Distinguished researchers are invited to participate as senior fellows in cooperation projects
- ▶ Even beyond the boundaries of their own subject
- ▶ (Junior) Fellows to young scientists who have already made outstanding scientific achievements and whose projects have exceptional potential



University of Konstanz: „Zukunftskolleg“

Support for young investigators

Goal

- ▶ Independence in research, training in key qualifications, encouragement of interdisciplinary dialog with senior fellows
- ▶ Assumption of responsibility in committee work and higher education policy
- ▶ Acquisition of various soft skills, scientific contacts and experience, membership in networks



University of Konstanz: „Zukunftskolleg“

Support for young investigators

Instruments available

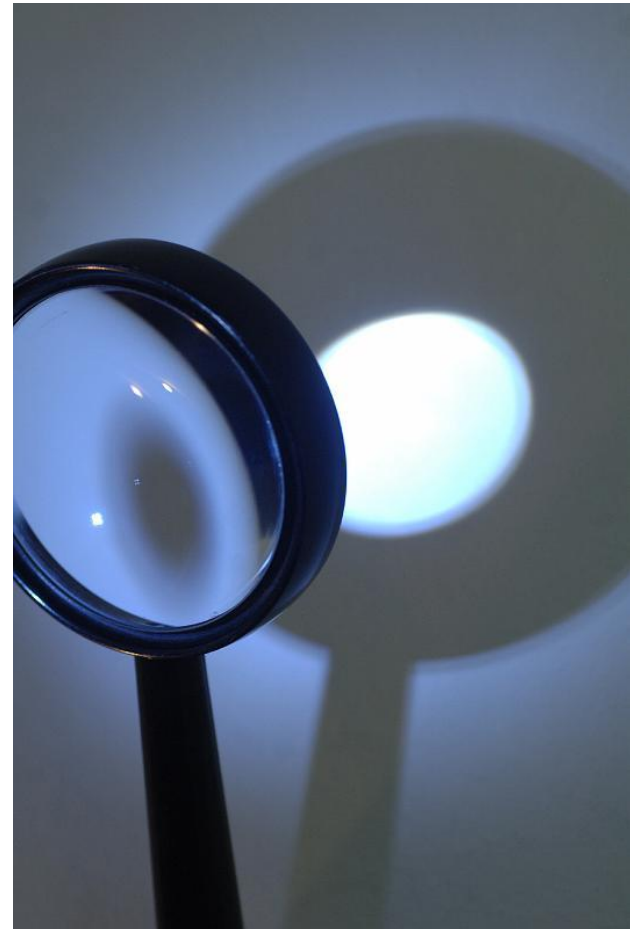
- ▶ Awards for postdoctoral researchers, junior professors, heads of junior research groups
- ▶ Co-financing of investments, and material resources
- ▶ Co-financing of personnel: for fellows, senior fellowships, doctoral fellowships, scientific retreats, mentorships
- ▶ Coaching program
- ▶ Posts of new fellows recruited through official calls for applications



The Excellence Initiative

Indirect Effects

- Universities realize non-funded initiatives on their own
- Rejected initiatives are supported by individual states (*‘Länder’*)
- Overhead introduced to all DFG Programmes (20%)
- DFG decided for research oriented gender standards



Research-Oriented Standards on Gender Equality

Self-governance to promote gender equality in German higher education

Goal

- Generally promote gender equality in the German science system
- Significantly increase the participation of women in research in Germany
- Set benchmarks in the field of gender equality in German higher education
- Putting gender equality high on the agenda in German research



Research-Oriented Standards on Gender Equality

Self-governance to promote gender equality in German higher education

Research-oriented standards on gender equality: two parts

- **First part (structure):**

structural requirements to safeguard gender equality, e.g. the design of management and review processes or the editing of data on the situation of gender equality within the institution

- **Second part (people):**

comprises personnel standards and the „cascade model“.



Self-Governance to Promote Gender Equality in German Higher Education

New approach to promote gender equality in German research

- Nationwide initiative while respecting the organisational freedom of the DFG's member institutions
- Participating institution must define and implement their own measures and
- report them to the DFG !
- Participating institutions are free to choose the means intended to reach the goals
- and to choose the extent of their own commitments
- Implemented on a five-year schedule (July 2008 until July 2013)



Research-Oriented Standards on Gender Equality

Self-governance to promote gender equality in German higher education

Online-Toolbox on best-practice measures promoting gender equality

(published July 2009)

- To provide helpful suggestions for the implementation of the standards
- Best-practice examples for different kinds of measures
- Quality assurance of measures prior to being included into the database
- Publicly accessible via the internet:
www.dfg.de/instrumentenkasten (only in German)

The screenshot shows the 'Instrumentenkasten zu den Forschungsorientierten Gleichstellungsstandards' interface. It features a navigation bar with 'DFG', 'Startseite', 'Modellbeispiele', 'Über den Instrumentenkasten', 'Kontakt / Impressum', and 'Hilfe'. The main content is divided into two sections:

1 Auswahl
Markieren Sie die Kästchen, zu denen Sie Modellbeispiele auswählen möchten. Pro Kriterium (Zielgruppen, Fächergruppen) muss mindestens ein Kästchen ausgewählt werden.

Zielgruppen:	<input checked="" type="checkbox"/> Studieninteressierte	<input checked="" type="checkbox"/> Studierende	<input checked="" type="checkbox"/> Graduierte / Promovierende
	<input checked="" type="checkbox"/> Postdocs	<input checked="" type="checkbox"/> (Junior-)Professuren	<input checked="" type="checkbox"/> Leitungspositionen
Fächergruppen:	<input checked="" type="checkbox"/> Geistes- und Sozialwissenschaften	<input checked="" type="checkbox"/> Lebenswissenschaften	<input checked="" type="checkbox"/> Naturwissenschaften
	<input checked="" type="checkbox"/> Ingenieurwissenschaften	<input checked="" type="checkbox"/> keine eindeutige Fachzuordnung	

2 Auswahl verfeinern
Markieren Sie in der linken Liste eines der fünf Kriterien durch Klick auf ein rundes Auswahlfeld, wählen Sie anschließend ein Unterkriterium der rechten Liste aus.

Maßnahmenkategorien	<input checked="" type="radio"/> Gender-Aspekte in der Forschung
Maßnahmentyp	<input type="radio"/> Gender-Mainstreaming
DFG-Gleichstellungsstandards (Strukturell)	<input type="radio"/> Gender-Sensibilisierung
DFG-Gleichstellungsstandards (Personell)	<input type="radio"/> Organisationsentwicklung und -steuerung
Bundesland	<input type="radio"/> Personal / Nachwuchsförderung
	<input type="radio"/> Qualitätssicherung
	<input type="radio"/> Rekrutierung von Studierenden
	<input type="radio"/> Wissenschaftskultur
	<input type="radio"/> Work-Life-Balance

Buttons: 'Recherche starten', 'Trefferliste', 'Trefferliste drucken: [aktuelle Listenansicht](#) oder [Detailsansicht](#)



DFG

Thank you for your attention!

Further Information:

- ▶ about the DFG: www.dfg.de
- ▶ about projects funded: www.dfg.de/gepris/
- ▶ about more than 17.000 German institutions of research: www.dfg.de/research_explorer/

University of Konstanz: „Zukunftskolleg“

Support for young investigators

Success parameters

- ▶ publications, projects,
- ▶ appointments/senior posts in research institutions or industrial research, prizes and awards, conference participation,
- ▶ patents, temporary professorships and "habilitations"

