



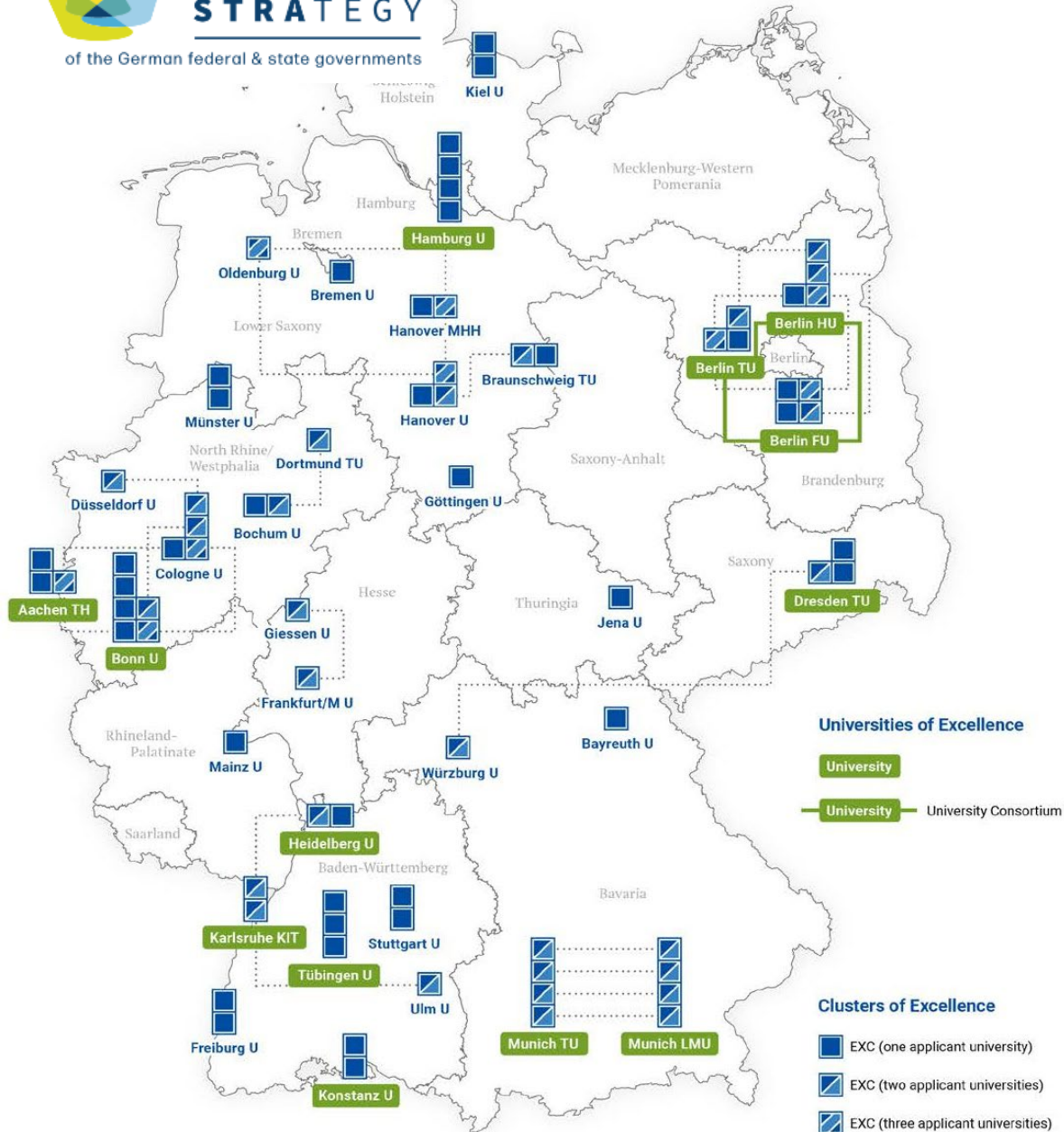
The Postdoc Academy of the Berlin University Alliance

PRIDE Postdoc Conference 10.06.2024

Sabine Hunke, Humboldt Graduate School & BUA Promoting Talent



The Excellence Strategy



57 Clusters

- project-based funding for internationally competitive research areas
- €385 million per year

10 Universities of Excellence

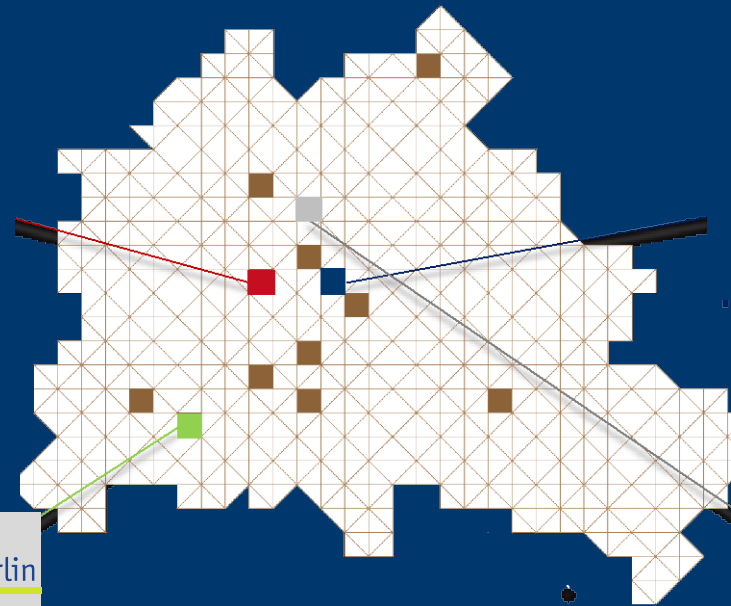
- strengthen institutional profile and international position in research based on Clusters of Excellence
- 2 Cluster minimum
- 1 Excellence Consortium** (minimum 1 Cluster per partner)
- €148 million per year



Berlin University Alliance: An Alliance for Innovative Research and Teaching

Four academic institutions in Berlin join forces to research and teach together as well as across subject and institute boundaries.

- Freie Universität Berlin
- Humboldt-Universität zu Berlin
- Technische Universität Berlin
- Charité – Universitätsmedizin Berlin



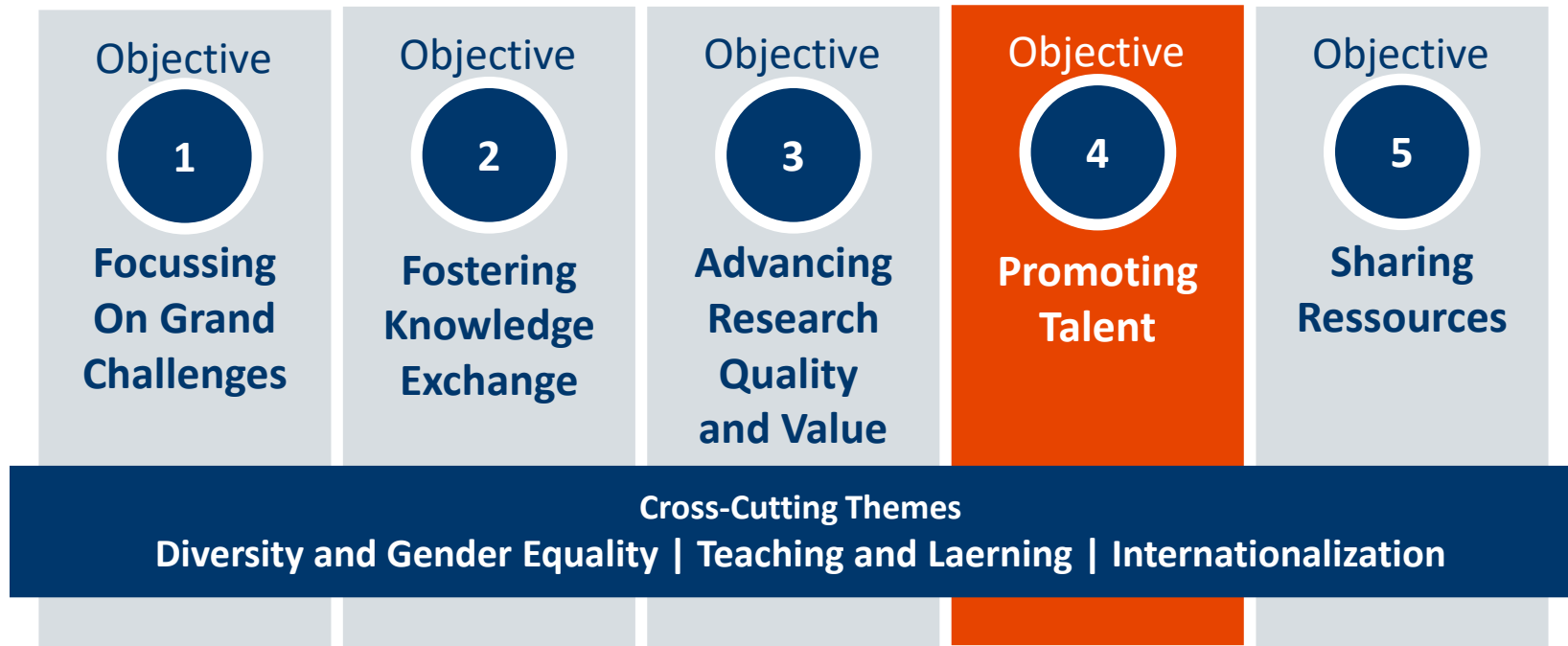


Berlin University Alliance

Turning Berlin into an
Integrated research environment
that will be
one of Europe's leading science hubs
with the Alliance as
nucleus and driving force

Goals of the Berlin University Alliance (BUA)

Integrated Research Environment



O4 Portfolio - Targeting talents at all career levels





Shared needs –
(more) career support services for postdocs

Postdoctoral careers - The academic landscape in Germany



- ~ 6% PhDs will become professors
- ~ 19% PhD holders are still or again working in academia (PhD panel, DZHW)
- > 50% of them with fixed-term contract

BUT time is limited

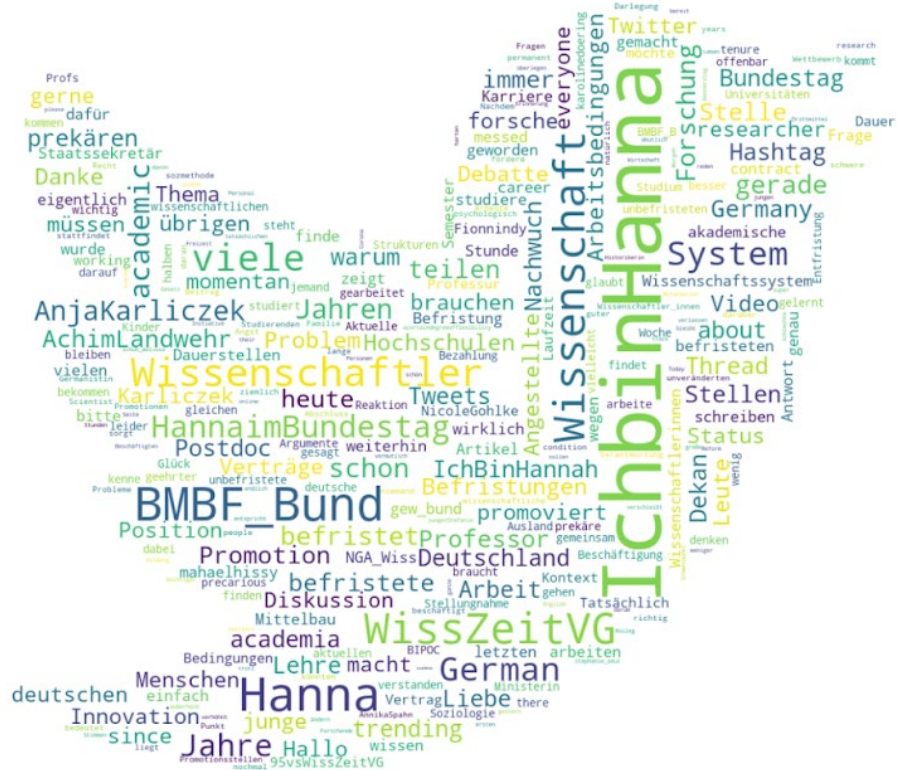
- Wissenschaftszeitvertragsgesetz
German Academic Fixed-Term Contract Act

- Introduced in 2007
- creates a 'special right to fixed-term contracts' in academia
- sets a limit on the number of fixed-term contracts for "academic and artistic staff" at German universities.

6 + 6



#IchBinHanna



Sebastian Kubon
@SebastianKubon



Das [@BMBF_Bund](#) verschleißt befristete Wissenschaftler_innen und verhöhnt sie auch noch. Zur Erinnerung, dass das WissZeitVG sich gegen Menschen richtet, gebe ich dem wiss. Prekariat ein Gesicht: [#IchbinHanna](#). [#95vsWissZeitVG](#) [@AmreiBahr](#) [@DrKEichhorn](#) [#acertaindegreeofflexibility](#)



Kristin Eichhorn @DrKEichhorn

Das [#WissZeitVG](#) als Abfuhrmittel der Wissenschaft? Wehe, wenn eine Generation "alle Stellen verstopft" (01:08)! [bmbf.de/de/media-video...](#) [#95vsWissZeitVG](#) [#ACertainDegreeofFlexibility](#) [@BMBF_Bund](#)

9:11 vorm. · 10. Juni 2021



♡ 1.090 💬 17 🔗 Link zum Tweet kopieren

New regulation in the Berlin Higher Education Act

- With academic staff members holding a doctorate, **a follow-up commitment must be agreed that takes appropriate account of this qualification goal**, provided that the qualification goal specified in the employment contract is achieved.
- Sentence 2 does not apply to staff members who are financed predominantly from third-party funds or from programmes of the Federal Government and the Länder or of the Land of Berlin [...].
- § 110 Abs. 6 Satz 2f Reparaturnovelle
- BUT...





Shared needs –
(more) career support services for postdocs

Postdoc Academy has two goals

Service portfolio development & visualisation for R2

- Strengthening individual career development skills
- Promoting independence
- Participation in network resources

Developing sustainable governance

- model for a sustainable structure to benefit all postdocs at BUA partners

Service Portfolio Development

4 Areas

- Career empowerment
 - Potential analysis & self-management
- Career development
 - Stay in academia or not
 - Transfer
- Networking
- Family and career (Women)

Action plan

- BUA-wide inventory of the status quo of existing services
- Joint identification of service gaps
- Development/testing of tailored/new services

Action Plan 2022



Identify
People for
PA Council & 'Friends



SC4 und ExG

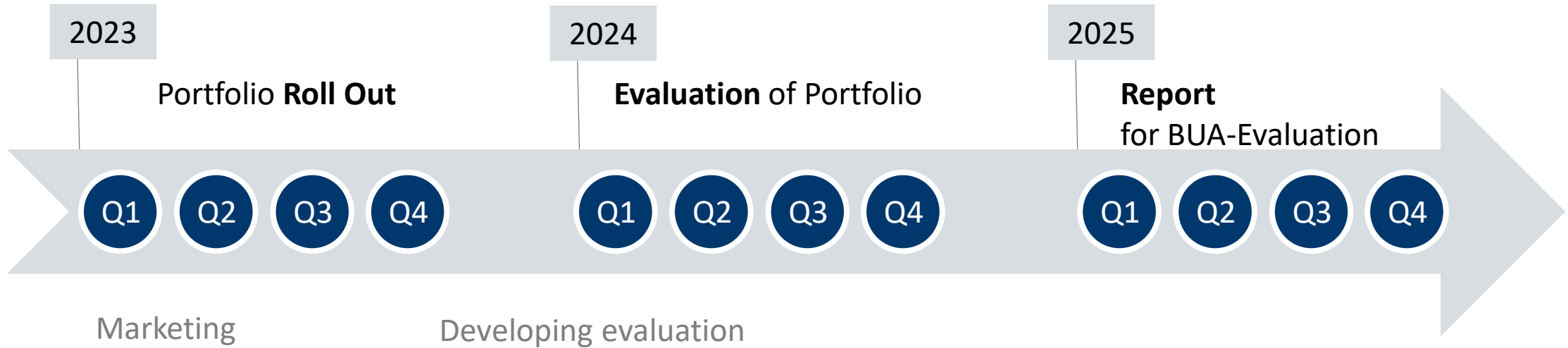
PAC
Goal
Brainstorming

BoD

PAC & Friends
Portfolio ideas

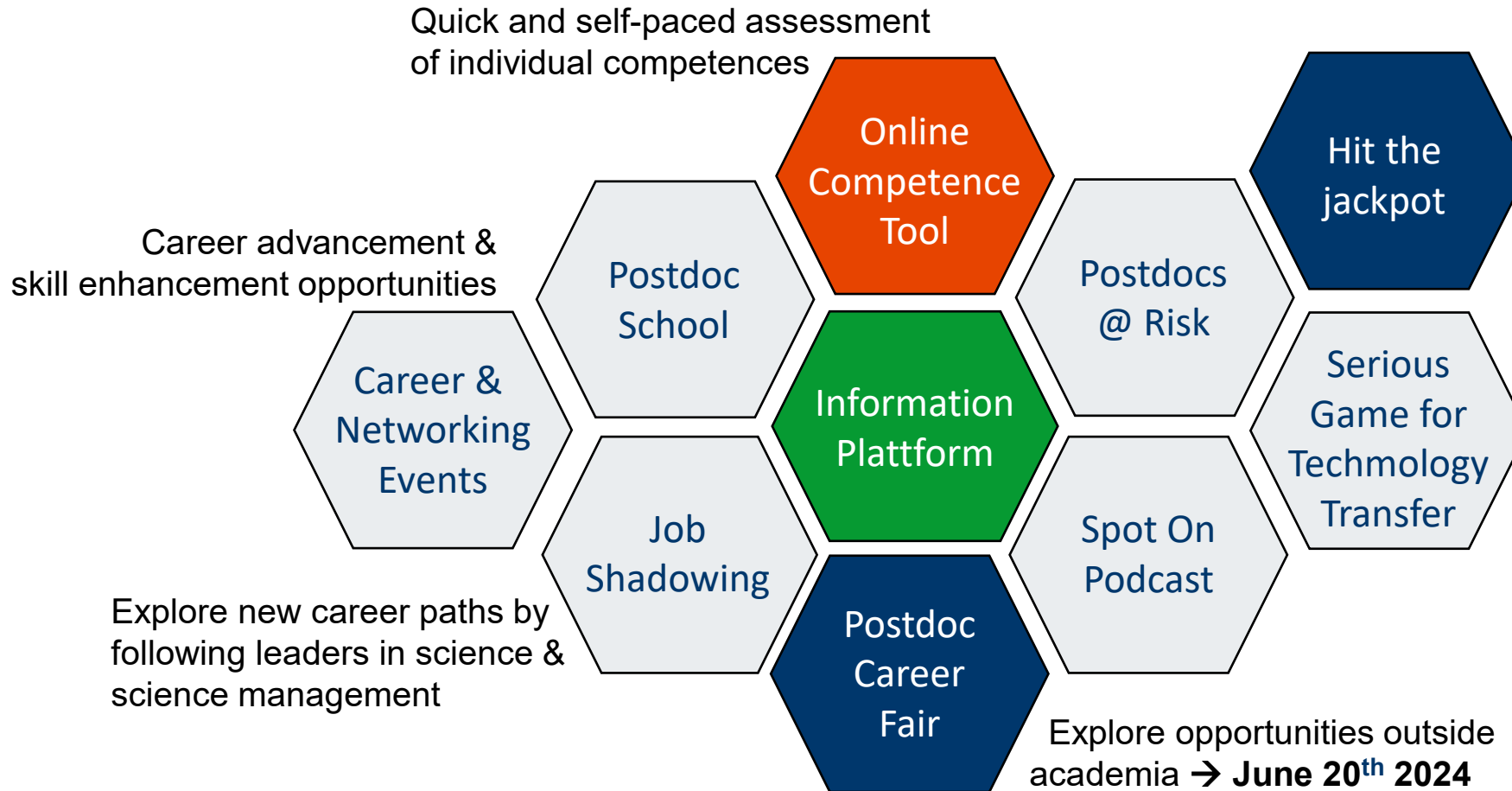
PAC
Portfolio definition
Preparation for implementation
Communication strategy

Action Plan 2023-2025





BUA Postdoc Academy - Portfolio



Web



Newsletter



Facing Legal Challenges



Detailed information

Postdoc Career Fair and Postdoc Career Day

postdoc.
academy

Berlin University Alliance 

POSTDOC CAREER FAIR

BOOST YOUR FUTURE PLANS!

June 20, 2024
Humboldt-Graduate-School!

Connect with HR managers, recruiters,
labor market experts, and experienced
postdocs from the fields of science
management, industry, startups, and the
public sector!

Explore career options
beyond academia!



Program



Hit The Jackpot

- The Friday Light Talks as Berlin-wide multidisciplinary events by Katayoun G. & Riccardo P / FU & TU
- Public social sciences for women by Nina M. & Daniela K. / HU & CHA
- Bridging the gap between life sciences and engineering communities: A cross-disciplinary online platform “Team up Buddies” to liaise postdocs by Katarina R. & Jorge T. / CHA & TU
- Synthesizer - listening to the future of chemistry” A Berlin-based podcast series on sustainable chemistry and society by Nona S. & Benjamin S. / HU & TU
- Visibility and Impact: Communicating Science Successfully by Lena M. & Rico N. / FU & TU



Welcome to the Postdoc Academy Kick-off!

Alliance

Great that you exist
and support and
unite us!

Thanks a lot, I think
the postdoc Academy
is really helpful for me
personally and to bring
ideas together!

Great organisation of
the event, new
insights and thought
through event.
Thank you!!

Thank you very much
for the informative,
well organised and
great event!

I want to say thanks
for all!

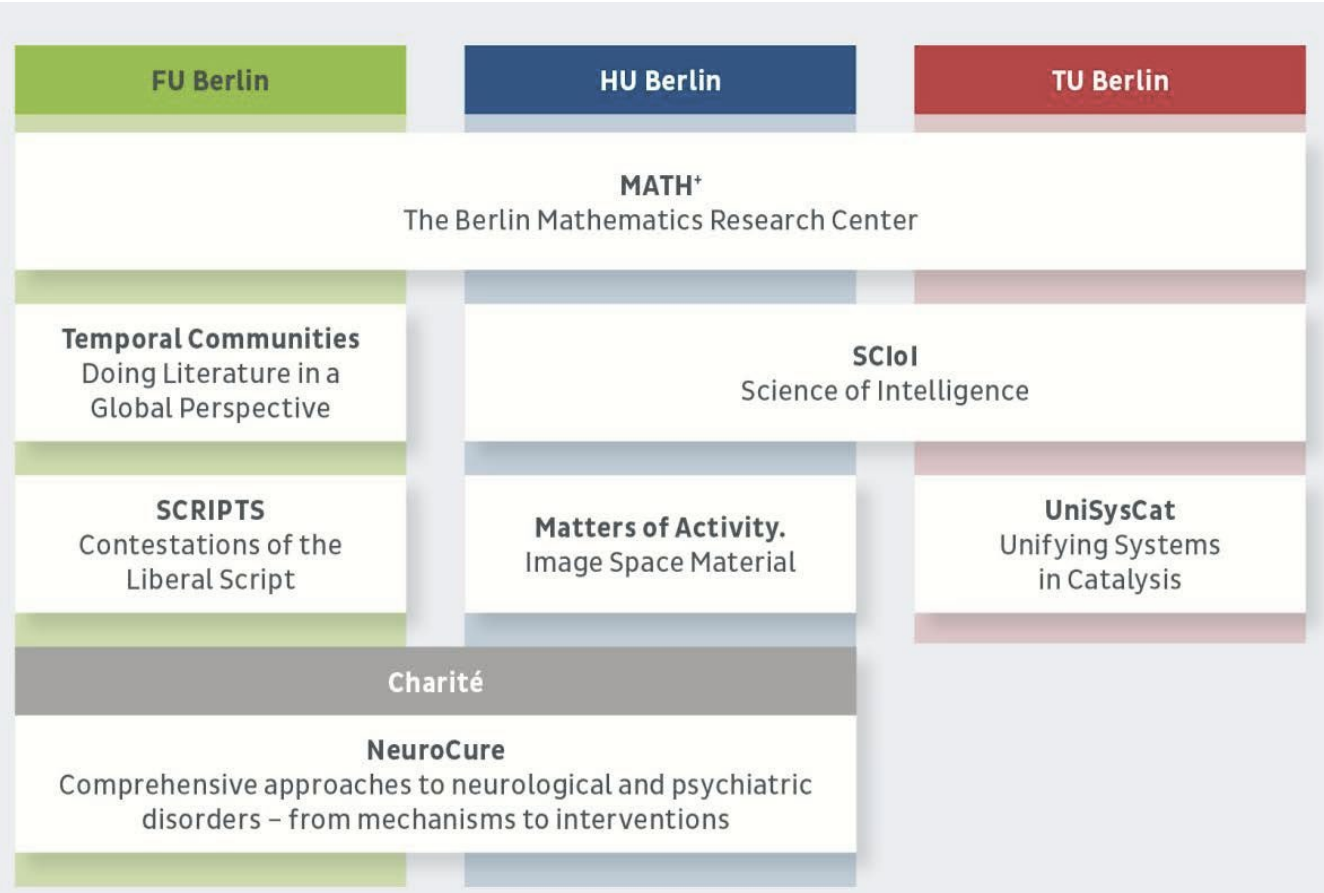
Das Workshop war
super, vielen Dank
dafür!



BUA Objective 4 Promoting Talent

Unleashing the potential of our talents

...in a complex environment



Clusters of excellence among Berlin's universities

- 3 of 7 Clusters in consortium
- In a wide range of disciplines
- high success rate in humanities and social sciences

Careers of postdocs Academia and beyond

