



University of
Zurich ^{UZH}

Graduate Campus

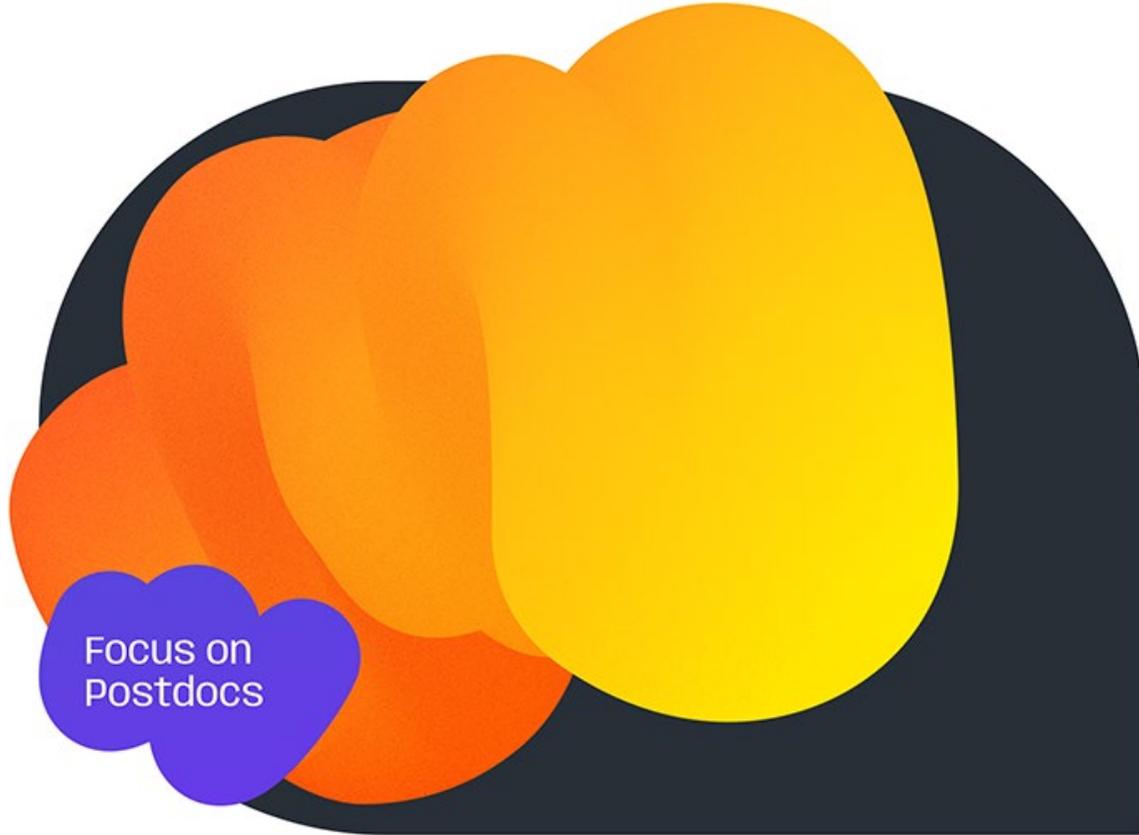
Promotion of Early Career Researchers at UZH

Dr. Claudine Leysinger
10 June 2024

Focus on
Postdocs

GRC

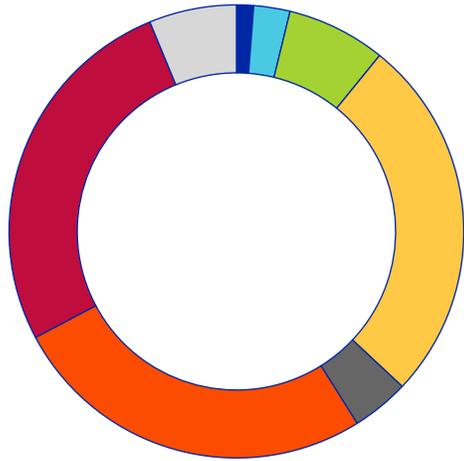
Graduate Campus at a glance



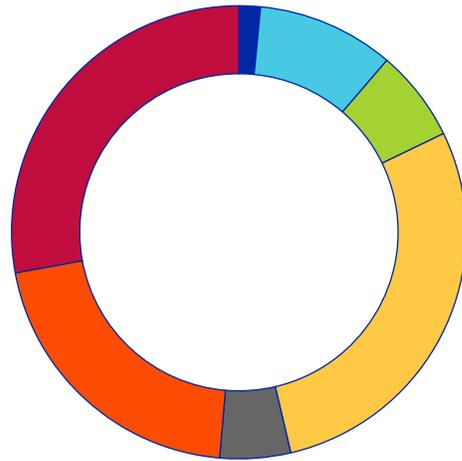
Cross-faculty offerings to support early career researchers, with a focus on postdocs:

- Awarding **grants**, honoring special achievements, and offering a wide range of courses in **transferable skills**
- Individual **counseling**, coaching and networking programs to promote career development
- **Orientation** through tailored information transfer in events and via digital communication channels

PhDs and Postdocs (ECRs) at UZH by Faculty 2023



Postdocs: 1 319



PhDs: 5 443

Faculty	% ECR	Postdocs	PhDs
TRF Faculty of Theology and the Study of Religion	1,5 %	16	83
RWF Faculty of Law	8,4 %	34	531
WWF Faculty of Business, Economics and Informatics	6,6 %	93	356
MeF Faculty of Medicine	28,1 %	345	1 552
VSF Vetsuisse Faculty	4,8 %	54	273
PhF Faculty of Arts and Social Sciences	21,8 %	345	1 131
MNF Faculty of Science	27,6 %	350	1 517
Div. Strategic Programs	1,2 %	82	-

International Mobility in Doctoral Education

Country / university	% international PhDs*
Switzerland	56,6 %
University of Zurich	45,1 %
Austria	36,8 %
Germany	23,1 %
Total OECD	24,3 %

*Source: «Education at a Glance 2022,
OECD indicators» with data from 2020

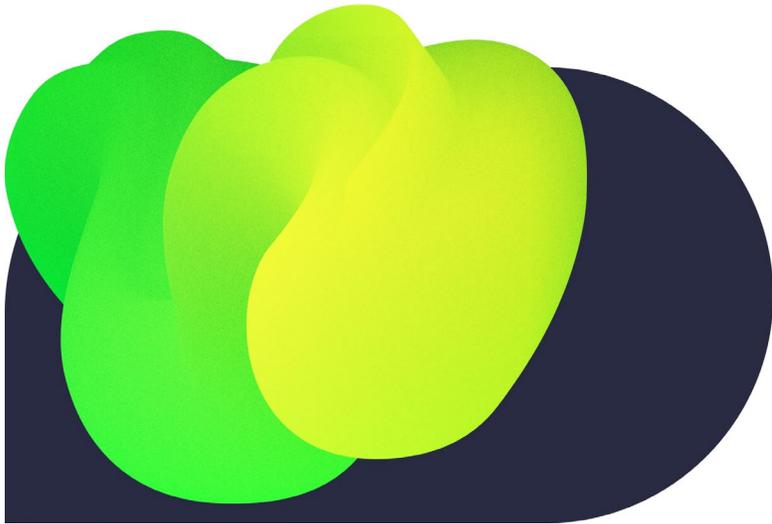
International Mobility at Postdoctoral Level

Country / university	# of postdocs @UZH *	In %
Switzerland	388	27,7 %
Germany	306	21,8 %
Austria	31	2,2 %
Total internationals	1'014	72,3 %

*Total postdocs per 2022: 1'402 (data from UZH Controlling)

Graduate Campus offerings

Skills



Counseling

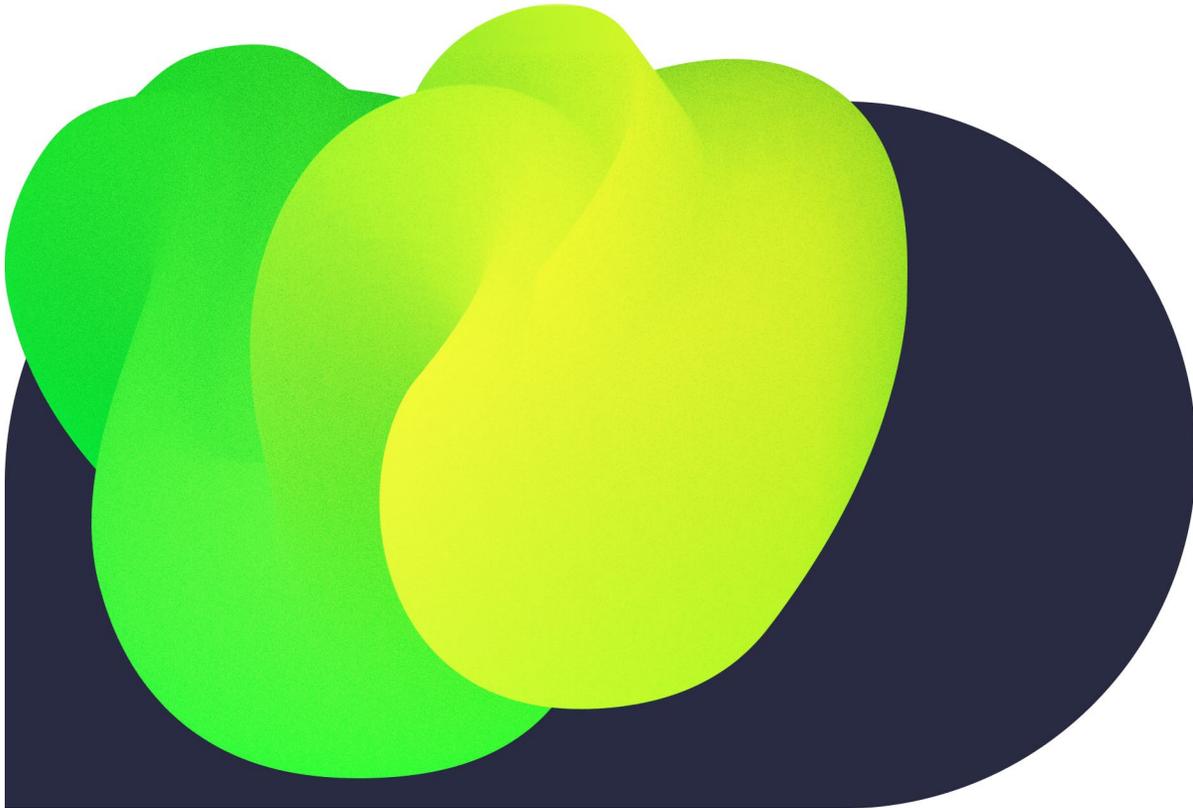


Funding



grc.uzh.ch

Transferable Skills

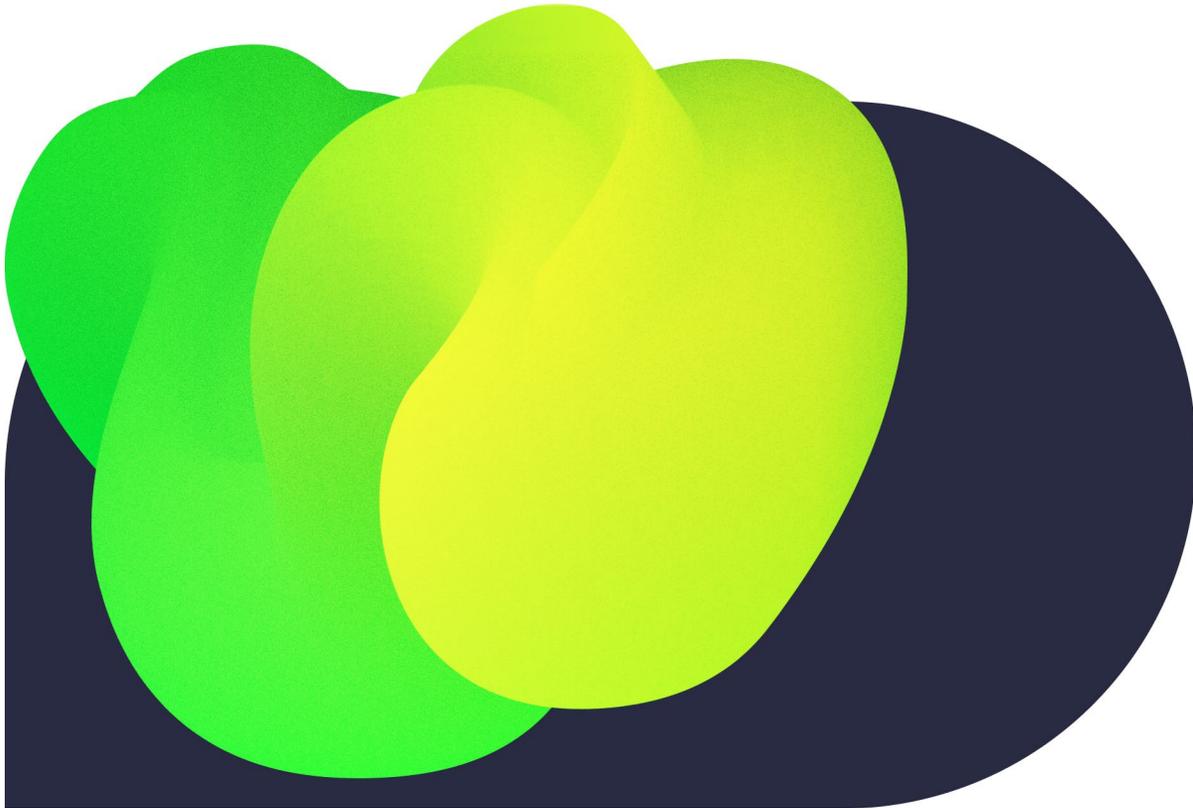


Courses in transferable Skills for PhDs and Postdocs



Summer Schools:
Citizen Science / Open Science

Transferable Skills

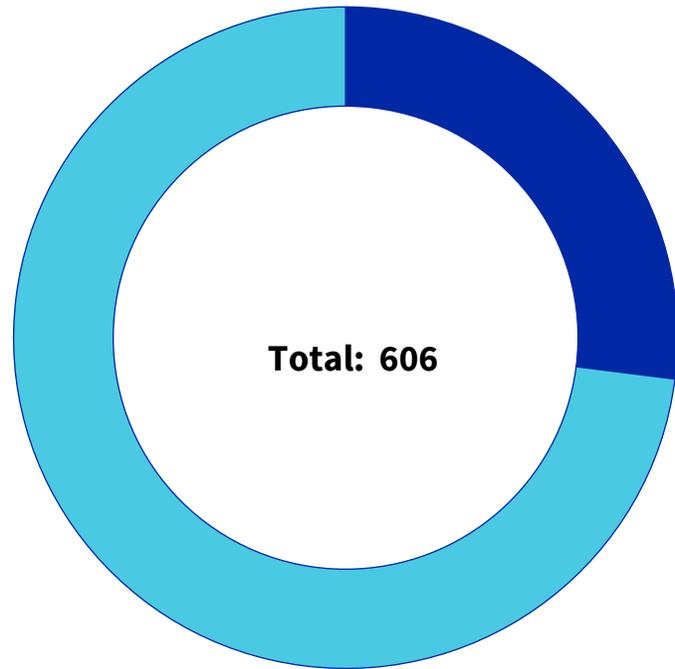


Focus:

- Career & self-management
- Leadership & collaboration
- Academic skills & storytelling
- Writing support
- Mindfulness

New course offerings every semester

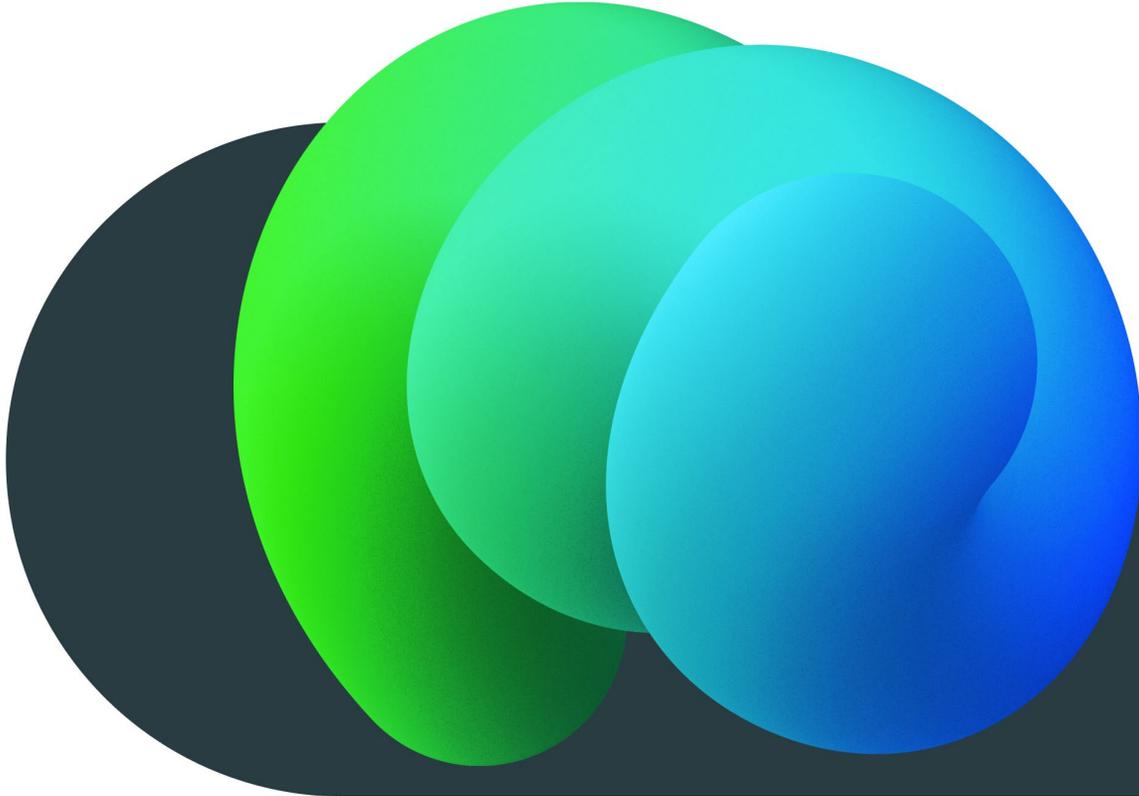
Participants by Faculty (2023)



■ **Postdocs 27%**
 ■ **PhDs 73%**

Faculty		Postdocs	PhDs
TRF	Faculty of Theology and the Study of Religion	2,1 %	3,4 %
RWF	Faculty of Law	3,5 %	2,0 %
WWF	Faculty of Business, Economics and Informatics	5,6 %	5,9 %
MeF	Faculty of Medicine	27,5 %	5,9 %
VSF	Vetsuisse Faculty	5,6 %	0,2 %
PhF	Faculty of Arts and Social Sciences	19,0 %	24,3 %
MNF	Faculty of Science	36,6 %	57,9 %

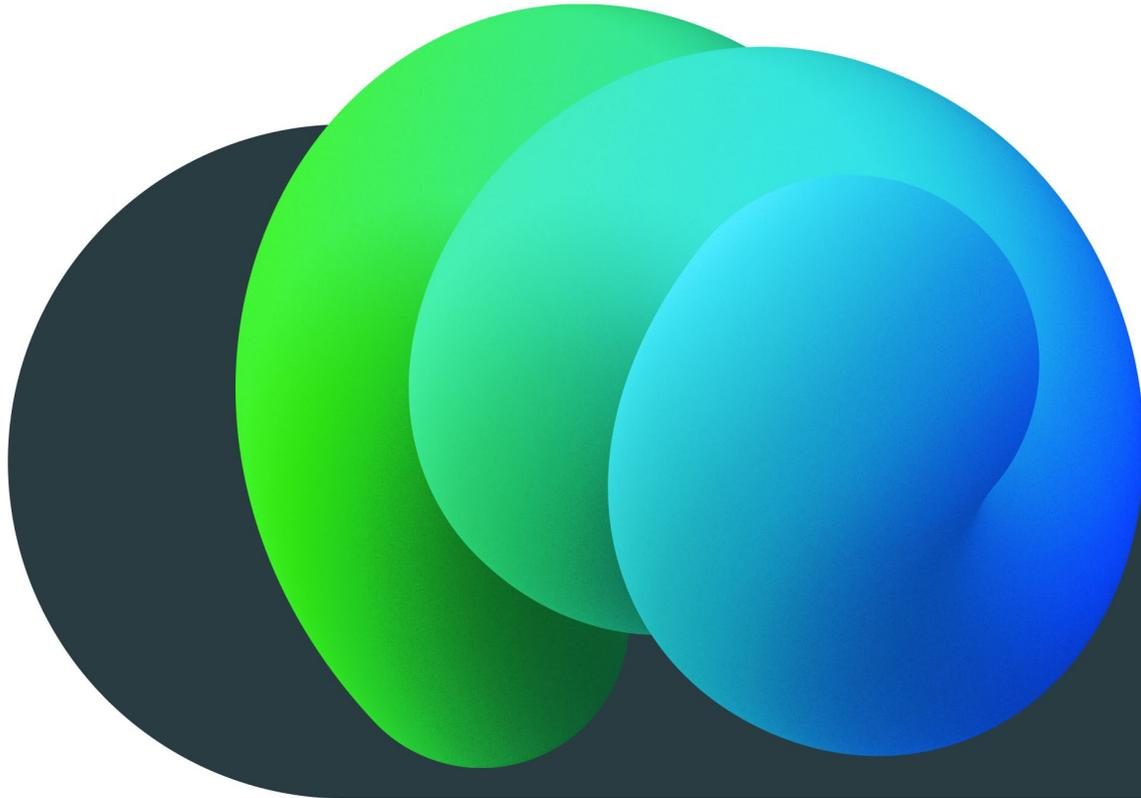
Counseling



Individual counseling and coaching
for issues related to the qualification
phase

Events for tailored information
transfer and networking programs

Counseling



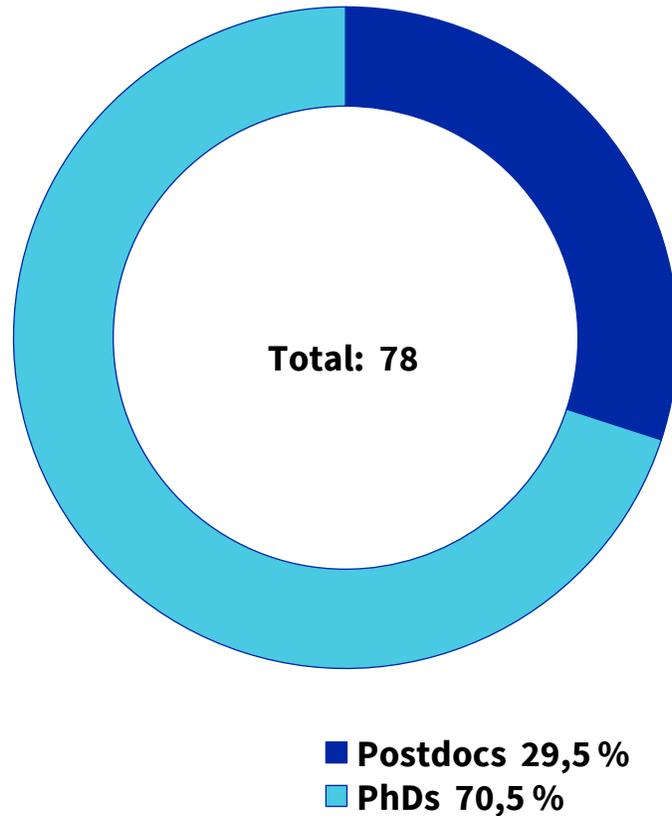
Event series:

- Onboarding Postdocs
- Postdoc Meet Up
- Postdoc Jobworld



Ads via X, LinkedIn,
Newsletter

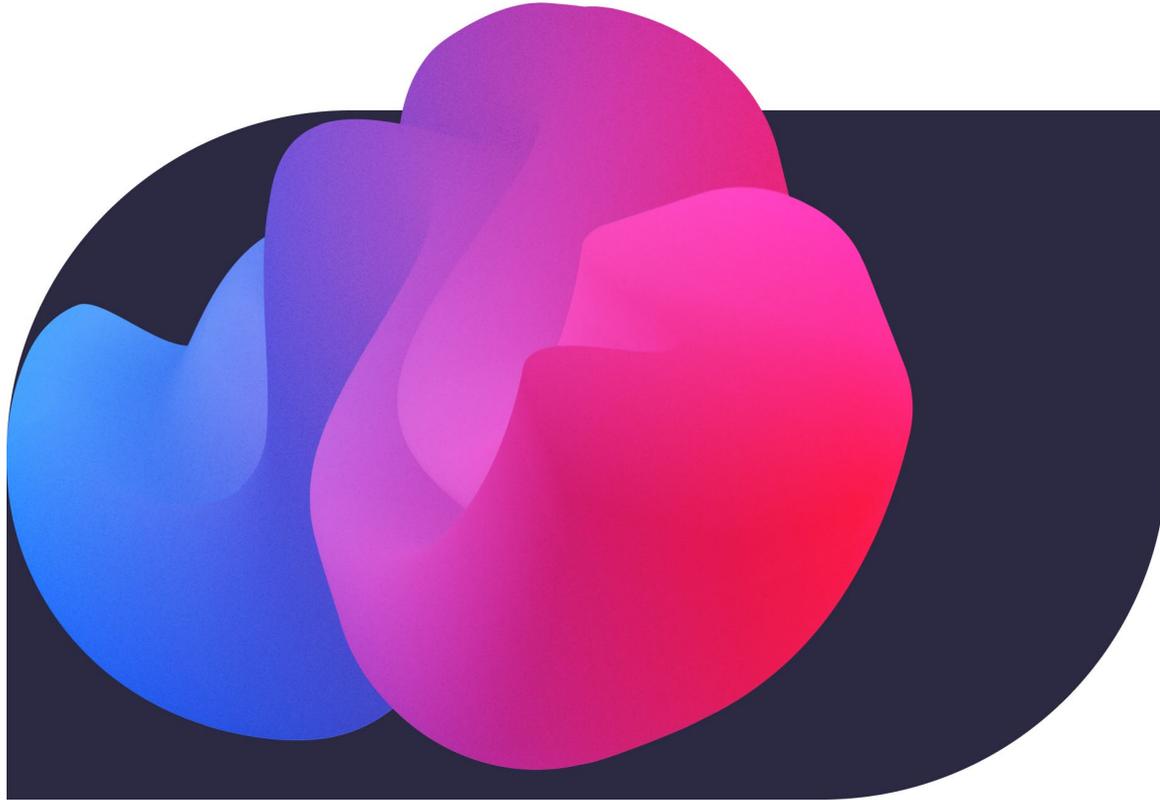
Counseling & Coaching Participants by Faculty (2023)



Faculty

TRF	Faculty of Theology and the Study of Religion	9 %
RWF	Faculty of Law	5 %
WWF	Faculty of Business, Economics and Informatics	8 %
MeF	Faculty of Medicine	8 %
VSF	Vetsuisse Faculty	1 %
PhF	Faculty of Arts and Social Sciences	38 %
MNF	Faculty of Science	30 %
	no specification of faculty	1 %

Funding



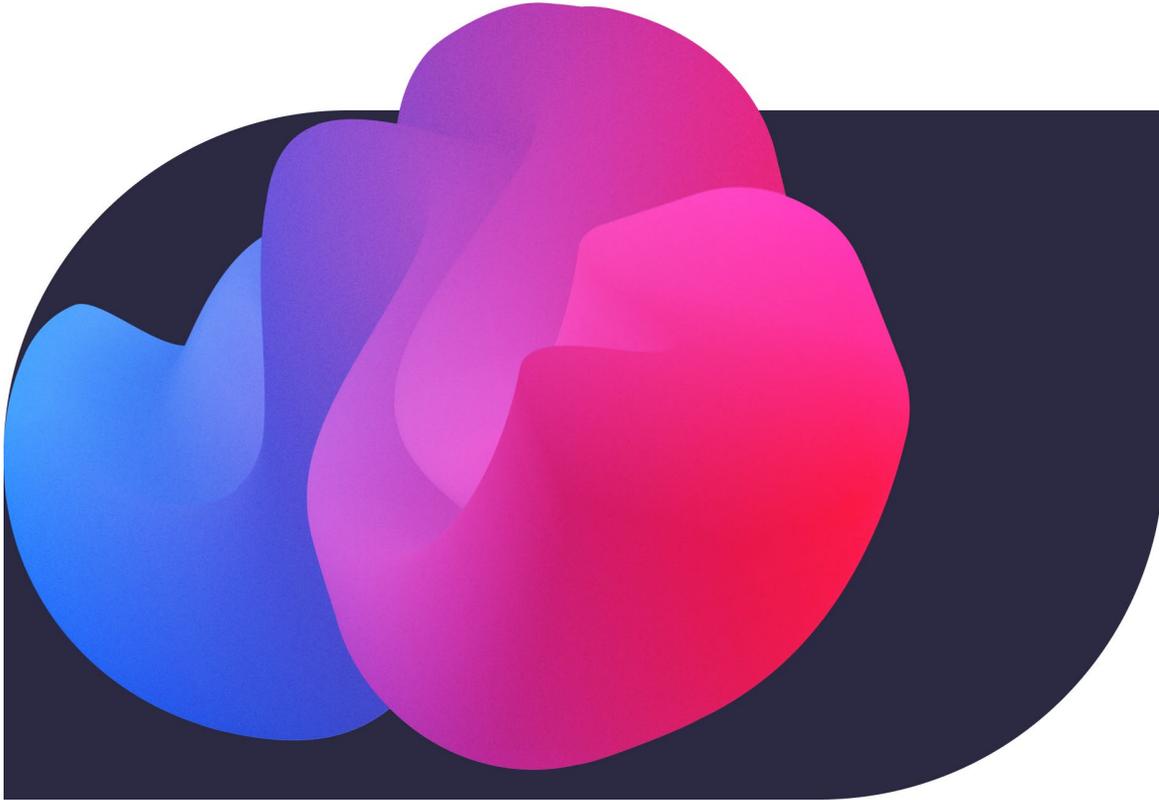
GRC Career Grant,
Short Grant, Travel Grant,

Focus on
Postdocs

Mentoring Awards, FAN Awards, 3MT

International networking:
U21, LERU, Una Europa, Geneva Science
Policy Interface

Funding



Support of individual projects:

GRC Career Grants

CHF 5'000 – 15'000 | twice per year

GRC Short Grants

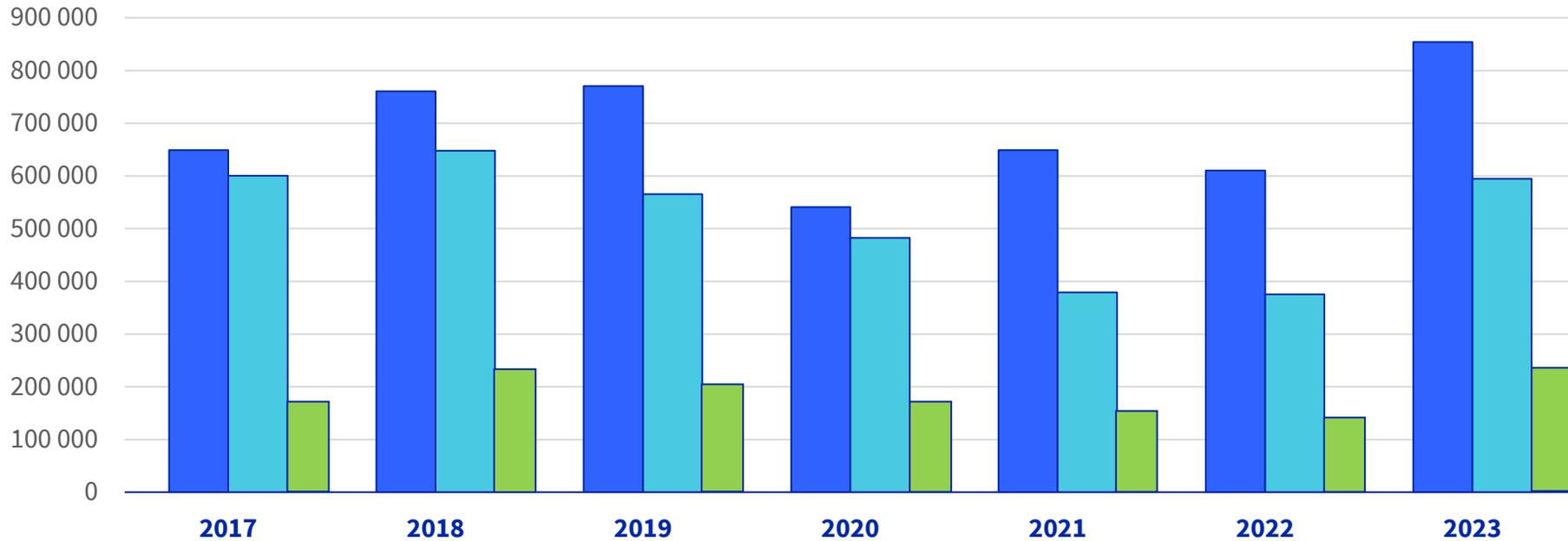
CHF 1'000 – 5'000 | continuously

Support of stays/travels:

GRC Travel Grants

max. CHF 4'600 | twice per year

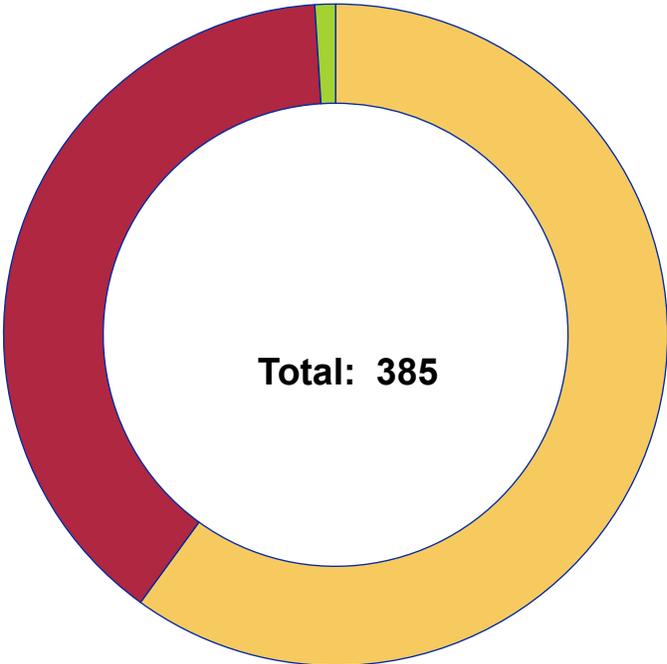
Development of Applications and Allocations



	2017	2018	2019	2020	2021	2022	2023
Funds requested in CHF	648 790	760 788	770 823	540 805	649 233	610 436	854 203
Funds approved in CHF	600 416	648 080	565 678	482 347	379 016	375 227	594 816
thereof Travel Grants	182 040	237 378*	203 000*	176 900*	162 000*	145 271	251 190

* more funding resources for **Travel Grants** (a.o. funds of Mercator Foundation Switzerland))

Grants Applications 2023

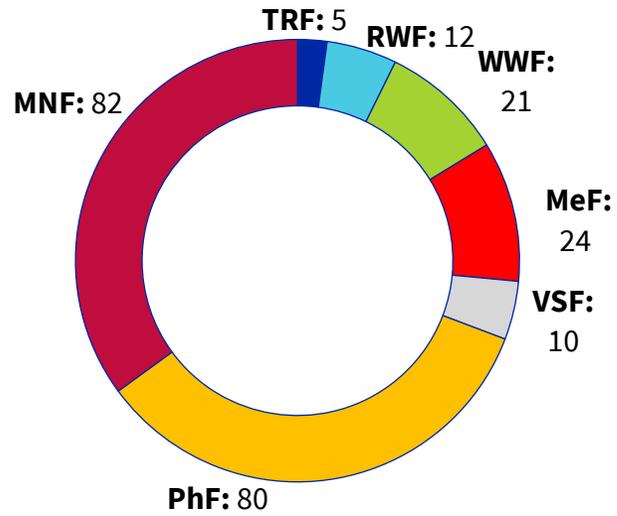


- Women 60%
- Men 39%
- n/a 1 %

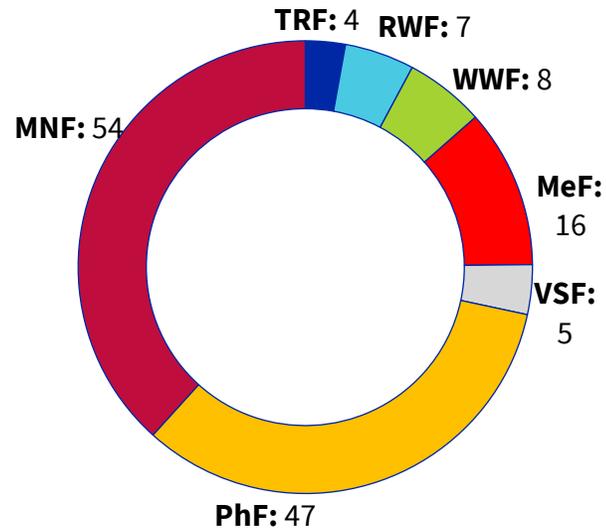
Total applicants	Women	Men	n/a
385	230	150	5
	60 %	39 %	1%

Funding lines	Postdocs	PhDs
GRC Grants, Short Grants	50 %	50 %
GRC Travel Grants	31 %	69 %

Applications – GRC Travel Grants (2023)



Applications



Approved

GRC Travel Grants

Individual applications	234
Applications approved	141
Released funds	CHF 251 190
Success rate applications	60,3 %

Offerings for Postdocs @UZH

Divisions from Central Services open to postdocs:

- **Research Development:** fellowships for postdocs @UZH → 12-24 months as protected time
Support to acquire third party funding
- **Career Services:** career counseling for postdocs who are aiming for a career outside academia & FemInno program
- **Diversity and Inclusion:** custom-made workshops for female postdocs → these workshops are not going to be offered in 2025 anymore
- **Innovation:** fellowships, courses and start-up grants

Further funding or offerings for postdocs @UZH:

- **FAN Academic Excellence Fellowships** (funded by UZH Alumni)
- **Collegium Helveticum Junior Fellowships** → 9 months at Collegium, Institute of Advanced Studies
- **SNSF Ambizione** → salary and project funds for postdocs
- **SNSF:** different project funding or mobility funding for postdocs
- **Lecturer positions** in teaching and research

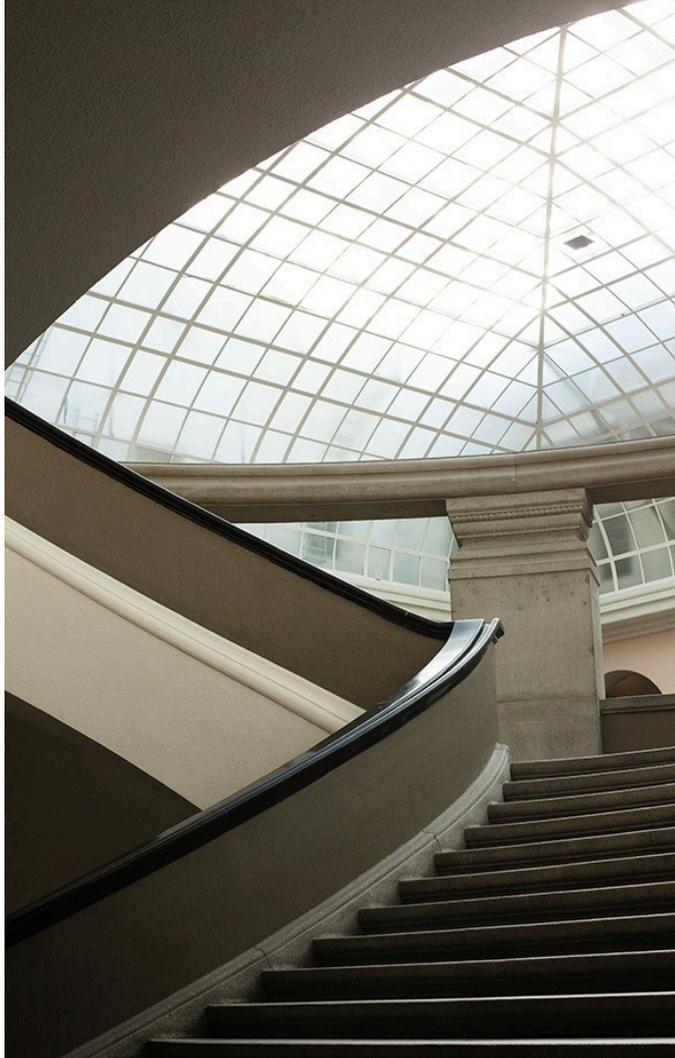
Faculties/institutes are starting to offer services for postdocs

Law:

- Research program: financial top-up for professors who want to finance a postdoc without having the necessary funding for this position; it comes with an individual development plan
- Custom-made training and advice for postdocs aiming for an academic career
- Information on how to become appointable as professor
- Support to acquire third-party funding



Faculties/institutes are starting to offer services for postdocs



Medicine:

- **Advanced Clinician Scientists:** for clinicians who are also active in research, funding of protected research time, staff and project funding
- **Filling the Gap:** career advancement for excellent clinician scientists with a special focus on women
- **ERC for me:** specific support for clinician scientists who are about to apply for a ERC grant
- Bespoke training and counseling for postdocs aiming for an academic career (in planning)

Action plan for early-career researchers at Swiss HEI (2025-28) 1/2

Recommended action areas:

- Employment framework, like clear employment conditions for postdocs
- Maximum employment period
- Minimum level of employment
- Workload and protected time
- Tenure track models
- Structure of academic personnel, like fostering permanent lecturer positions
- Flattening the hierarchy
- Employment and supervision, like staff management

Action plan for early-career researchers at Swiss HEI (2025-28) 2/2

- Point of contacts in case of conflicts
- Reducing interdependency
- Increasing skills, specially transversal skills
- Diversification of postdoc experiences, like intersectoral mobility
- Empowerment, like getting enough protected time for one's research
- Mentoring and coaching
- Structuring the postdoc phase and supporting individual planning
- Supporting international and intersectoral mobility
- Valuing different ways of internationalization
- More comprehensive research assessment



Focus on
Postdocs

GRC