

**Report on Doctoral Research
representation activity and goals at
GSI/FAIR 2018**

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1. Introduction

Jan-Paul Alexander has been elected to be the HGS-HIRe student representative and therefore the GSI PhD student representative as well as the Helmholtz-Juniors representative in October 2017. The first activities were solely restricted to introductory meetings and the organization of the GSI Young Scientists' Poster Session 2018 in April, due to a heightened workload contributing to the beam time preparation of 2018.

After the beam time delays work as Doctoral Researcher representative has been resumed again after being contacted by the HeJu spokesperson Erich Zähringer at DLR. At the same time Lukas Kreis has been announced as deputy representative and HeJu representative as well. Both Lukas Kreis and Jan-Paul Alexander Hucka were reelected as representatives in november 2018.

The purpose of the report is to show current activities and clarify our goals as Doctoral Researcher representatives at the GSI and FAIR centers.

2. Activities

The activities being reported on follow the goals of improving the three main goals stated in 3.

1) Communication

a) Doctoral Researcher portal

After being elected as the GSI doctoral researcher representative in October 2017, Mr. Hucka has been approached by the staff council and its spokesperson Jan Regler. The idea of a Doctoral Researchers portal as an online platform has been mentioned by Cathrina Ullmann. The goal being the improvement of communication between administration and doctoral researcher by founding and designing a doctoral researchers owned online platform to establish a centralized information flow.

This idea was pitched to Tobias Engert, Prof. Karlheinz Langanke, Yvonne Leifels, Bettina Lommel, and Gerhard Burau. Oral approval has been expressed by the mentioned parties.

A subsequent kick-off meeting in April 2018 has been scheduled and the purpose and guidelines of the portal have been outlined. It was decided that the Public Relations department should be asked for development and hosting responsibility.

Hosting responsibility has been accepted but development responsibility has been denied. As a result a team of doctoral researchers responsible for designing and developing the portal has been established.

Regular meetings are being held.

b) Doctoral Researchers meetings

A doctoral researchers meeting inviting all doctoral researchers whose research work is related to GSI and FAIR centers has been organized in Dezember 2018 by Jan-Paul Hucka, Lukas Kreis and Mathilde Himmelreich.

The goal of the meeting was to revive former HGS-HIRe doctoral researchers activities at the GSI and establish a channel for inform doctoral researchers about recent events and activities and to gather feedback from the doctoral researcher about topics that are important to them.

At this event the PhD Working Conditions Survey has been announced and conducted.

2) Working Conditions

a) Contract Situation

After receiving information from Erich Zähringer during an HR meeting that the BMBF allows the increase of the number of vacation days from 20 to 30 in the Doktorandenfördervertrag, Jan Regler has been contacted and asked for cooperation in the effort to change the number of vacation days in the Doktorandenfördervertrag from 20 to 30.

b) Doctoral Researchers Survey Result

In order to compare the contractual situation and working condition situation with the HeJu-Juniors Survey in 2017, a small Doctoral Researchers working condition survey has been conducted at the GSI center in November 2018. The results of this survey and a discussion can be found in the “Report on Doctoral Researchers Working Conditions Survey at GSI/FAIR in November 2018”

3) Representation

a) The current GSI organigramm does not state the doctoral researchers representation in any kind of way. Therefore in order to establish transparency and better visibility Jan Regler has been contacted in order to know how to change the organigramm. This step requires approving the doctoral researchers representation and instating an official council at the GSI and FAIR centers. In order to achieve his goal the statutes of the HGS-HiRe Doctoral Researchers Council (DRC) have been drafted in accordance with the HeJu statutes. Further review and approval is required.

3. Goals

The goals of the GSI doctoral researchers representatives represent the three main topics as follows: Communication, Working Conditions and Representation. Improvement in the individual topics is to be achieved by efforts of each individual representative.

1) Communication

Improvement in the field of Communication requires attention and effort in the communication between the GSI and FAIR centers administration and the doctoral researcher of said centers. Secondly to improve networking and allow the exchange of experiences, ideas and initiate discussions between doctoral researchers. And lastly to allow public visibility of doctoral researchers in the scientific community as well as the general public.

The following goals and activities serve to achieve the mentioned purposes.

a) Doctoral Researchers Portal

As mentioned in 2.1.a) the idea of a doctoral researchers portal has been brought up and efforts towards this goal are well underway. A long-term goal is to design a doctoral researchers owned and maintained online platform hosted by the GSI and FAIR centers, which establishes a centralized information outlet from the administration towards the doctoral researchers and allows for interactive exchange between doctoral researchers as well.

A short-term goal is to design a working prototype and improve further upon that. It is important to mention that out of the 19 existing Helmholtz Centers 4 (HZDR, FZJ, HZB, DLR) have already established such a platform.

b) Doctoral Researchers Meetings

As mentioned in 2.1.b) the initiative to hold regular doctoral researchers meetings at the GSI and FAIR centers has been started. The goal is to maintain the continuity and not allow the mentioned activities to subside.

Furthermore the goal of said meetings is to discuss strategies, events and feedback in order to improve the working conditions of the doctoral researchers.

It would be beneficial that the administration of the GSI and FAIR centers contribute to the support of these initiatives.

c) Doctoral Researchers Activities at GSI and FAIR

The goal is to organize activities and events, e.g. poster sessions, science talks, networking activities or conferences within the GSI, FAIR and Helmholtz Associations doctoral researchers communities to increase the visibility of doctoral researchers within the mentioned institutions and allow for the possibility to learn new or expand upon existing scientific communication skills. These goals are to be achieved with the support of the GSI and FAIR centers where possible.

One such activity will be the NextGen 2020 in Darmstadt conference described in more detail in 3.3.c).

2) Working Conditions

Before the goals can be described in detail it is important to understand the contractual situation at the GSI. Doctoral researchers can be employed at the GSI with 4 different types of contracts currently: an external scholarship, an internal scholarship, Doktorandenfördervertrag nach TVöD-13 or a TVöD-13 contract. The main differences between these different types of employment can be found in the subsequent table.

	External scholarship	Internal scholarship	Doktorandenfördervertrag (DFV)	TvöD-13
Salary	Varies	Varies	50%	50-65%
Vacation days	None	None	20	30
Rights at GSI/FAIR	None	None	All	All
Access to insurance and VBL	None	None	Insurance	Insurance + VBL
Work experience accountability	None	None	Possible but not always	Always

It is important to note that the GSI and FAIR centers has vowed to abolish internal stipends given by GSI and FAIR and employ doctoral researchers by contracts only, however external stipends funded by the GSI or FAIR centers and given to doctoral researchers still exist. These goals serve the purpose of decreasing the immense inequalities within the doctoral researchers community of the GSI and FAIR centers

and to show appreciation to the invaluable work done at the current GSI and future fair facilities.

a) Contract Situation

The long-term goal of the doctoral researchers representation at the GSI and FAIR centers is to abolish external/internal scholarships as well as the DFV and solely possess the possibility of being contractually employed by TVöD-13. Furthermore it is the goal to increase the salary rate of TVöD-13 to 65%. These goals are in accordance with the Helmholtz-Juniors' goals and have been confirmed and approved by Prof. Wiestler (head of the Helmholtz association, see Appendix 4.1) to receive support by the Helmholtz association. It is important to note that GEOMAR has legally established that doctoral researchers employed by GEOMAR receive TvöD-13 with 75% salary for a minimally funded period of 3 years.

A short-term goal to improve the contractual situation is the increase of vacation days of DFV from 20 to 30 days in accordance with the BMBF and the German Besserstellungsverbot. It is important to note that DLR, DZNE, DKFZ and HZG have already increased their number of vacation days for DFV from 20 to 30 vacation days.

A mid-term goal for the doctoral researchers representation is to abolish scholarships of any kind funded by the GSI and FAIR centers for doctoral researchers and ensure contract-only employment and provide English translations for their respective contracts.

b) Mental Healthcare and Power Abuse Prevention

Reports have shown that doctoral researchers suffer very often from mental health disorders, e.g. Anxiety, Depression or OCD, which are directly related to the stress that they are exposed to during their work and research and can be caused by many different factors. Therefore an important goal for the doctoral researchers representation at the GSI and FAIR centers is to establish a form of local mental health care counseling by a trained professional. If such a system does already exist, our goal then is to raise awareness of mental health care for the doctoral researchers community.

Out of 19 Helmholtzcenters 5 have already implemented a Mental Health care program for doctoral researchers which is either provided internally or externally and promoted as well as supported by the respective centers.

One major factor contributing to the decrease of mental health within the doctoral researchers community is the power abuse performed by the respective supervisors.

The goal is therefore to implement a system that creates an environment that does not enable the perpetuation of power abuse in any form, i.e. harassment in any form which violates the doctoral researchers guideline stated by the HeJus and physical, psychological and sexual harassment especially. Further details are presented in 3.3.b) and more information is provided in Appendix 4.2.

c) Buddy Program and Introduction

In order to make the start of a doctoral researcher's work at the GSI and FAIR centers easier a buddy program is proposed. This buddy program consists of a pool of either GSI employees, FAIR employees and doctoral researchers which pose as a buddy for a newly started doctoral researcher for a time frame of 3 months with the goal of sharing their knowledge and experience about the everyday life at the GSI and FAIR centers and introduce them to important secretaries and offices and lower the administrative challenges.

3) Representation

The representation of doctoral researchers at the GSI and FAIR centers has been so far organized by the graduate school HGS-HIRE by annually electing a HGS-HIRE student representative and its deputy. This poses the problem that someone can be elected whose work is not situated at the GSI locally, therefore representation of GSI and FAIR doctoral researchers might suffer substantially. Following goals are proposed in addition to the already existing HGS-HIRE doctoral researchers representation.

a) Official Doctoral Researchers Representation

The goal is to establish a representative body for GSI and FAIR doctoral researchers in the form of a council, that consists of elected doctoral researchers in order to represent the doctoral researchers community at the GSI and FAIR centers. Furthermore, more visibility is to be achieved by adding the HGS-HIRE Doctoral Researchers Council (DRC) unto the GSI/FAIR organigramm. Furthermore a budget for the DRC is to be required to allow for sending representative to regular HeJu meetings and to be able to organize local meetings and events. The statutes for the DRC have been drafted and await review and approval.

Out of 19 Helmholtzcentres 10 have implemented an official doctoral researchers council, which is elected by their respective local doctoral researchers and a budget is provided as well in these cases.

b) Ombudsperson and Whistle blowing

This goal is to be achieved by providing doctoral researchers with the possibility to contact a trained professional to complain about substantial violations of the HeJu doctoral researchers guidelines and ensure good scientific conduct by their respective supervisors. Additionally it should be enabled for doctoral researchers to be able to handle such issues with a third party that is completely unbiased and without having to fear any form of repercussions. This will require the handling of confidential information on the side of the ombudsperson on one hand and the proper documentation of such incidents by the afflicted doctoral researcher.

Out of 19 Helmholtzcentres 10 have already implemented an ombudsperson and whistle blowing program for doctoral researchers which is represented by a local expert at the respective centers.

c) NextGen 2020 in Darmstadt

In order to promote scientific communication, enable networking and increase the popularity of the GSI and FAIR centers, the HeJu representatives have volunteered to host the NextGen 2020 conference in Darmstadt with the participation of the GSI and FAIR centers. One of the main requirement of the organization committee is that funds can not be spent. However in-kind support by providing existing lecture facilities at either the TU Darmstadt or the GSI and FAIR centers are needed. As well as providing scientific speakers or lecturers from their respective institutes on different upcoming topics for the conference. The organizing committee expects 200 visitors from all the different Helmholtz institutions to participate in this event. In order to be on the safe side the approval by the administration is required to be able to plan and host such an event.

4. Appendix

See attached documents

4.1. Statement Prof. Wiestler

HELMHOLTZ SPITZENFORSCHUNG FÜR
GROSSE HERAUSFORDERUNGEN

Helmholtz-Gemeinschaft · Anna-Louisa-Karsch-Straße 2 · 10178 Berlin

An die Sprecher der Helmholtz Juniors
Erich Zähringer und Vasiliki Anastasopoulou

Ihr Schreiben vom 24. Juli 2018 zur Mindestvergütung für Doktoranden und Doktorandinnen in Höhe von 65% einer TVÖD E13-Stelle

01.08.2018

Sehr geehrte Frau Anastasopoulou,
Sehr geehrter Herr Zähringer,

vielen Dank für die interessante Diskussion am 24. Juli 2018 und Ihr im Anschluss überreichtes Schreiben, in dem Sie sich für eine Vergütung in Höhe von 65 % einer TVöD E13-Stelle für Promovierende in der Helmholtz-Gemeinschaft einsetzen.

Promovierende tragen mit ihrer exzellenten Forschung wesentlich zum wissenschaftlichen Erfolg der Helmholtz-Gemeinschaft bei. Die Helmholtz-Gemeinschaft setzt sich das Ziel, Promovierenden neben einer optimalen Betreuung und einem individuell abgestimmten Qualifizierungsprogramm attraktive Rahmenbedingungen zu bieten. Den Helmholtz-Zentren stehen hierfür mehrere Fördermodelle zur Verfügung.

Wir werden die in Ihren Schreiben formulierten Forderungen und Fragen in den Prozess zur Überprüfung der „Leitlinien zur Durchführung von Promotionsvorhaben in der Helmholtz-Gemeinschaft“ aufnehmen. Im nächsten Jahr ist vorgesehen, dass eine Expertengruppe die Helmholtz-Zentren zu ihren Erfahrungen mit den im Jahr 2014 verabschiedeten Promotionsleitlinien befragt und erörtert, ob die Inhalte noch zeitgemäß sind. Wir würden uns freuen, wenn die Helmholtz Juniors an diesem Prozess mitwirken.

Die konkrete Vertragsgestaltung liegt in der Hoheit der Helmholtz-Zentren, wir können aber über unsere Förderaktivitäten Normen setzen. Die Ausschreibungen des Impuls- und Vernetzungsfonds der Helmholtz-Gemeinschaft, die primär auf Förderung von Promovierenden abzielen, sehen teilweise bereits vor, dass Promovierende mindestens 65% einer E13-Stelle erhalten, zum Beispiel im Förderprogramm der Helmholtz International Research Schools. Wir werden diese Vorgabe flächendeckend in allen zukünftigen

Der Präsident
Prof. Dr. med. Dr. h.c. mult.
Otmar D. Wiestler

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Ausschreibungen des Impuls- und Vernetzungsfonds vorsehen, bei denen Promovierende aus Fördermitteln finanziert werden.

Mit freundlichen Grüßen



Otmar D. Wiestler

4.2. Max Planck Power Abuse Article

<http://www.sciencemag.org/news/2018/08/she-s-world-s-top-empathy-researcher-colleagues-say-she-bullied-and-intimidated-them>

<http://www.spiegel.de/lebenundlernen/uni/max-planck-gesellschaft-doktoranden-werfen-direktorin-mobbing-vor-a-1221885.html>

<http://www.sciencemag.org/news/2018/08/qa-doctoral-students-germany-s-max-planck-society-say-recent-troubles-highlight-need>