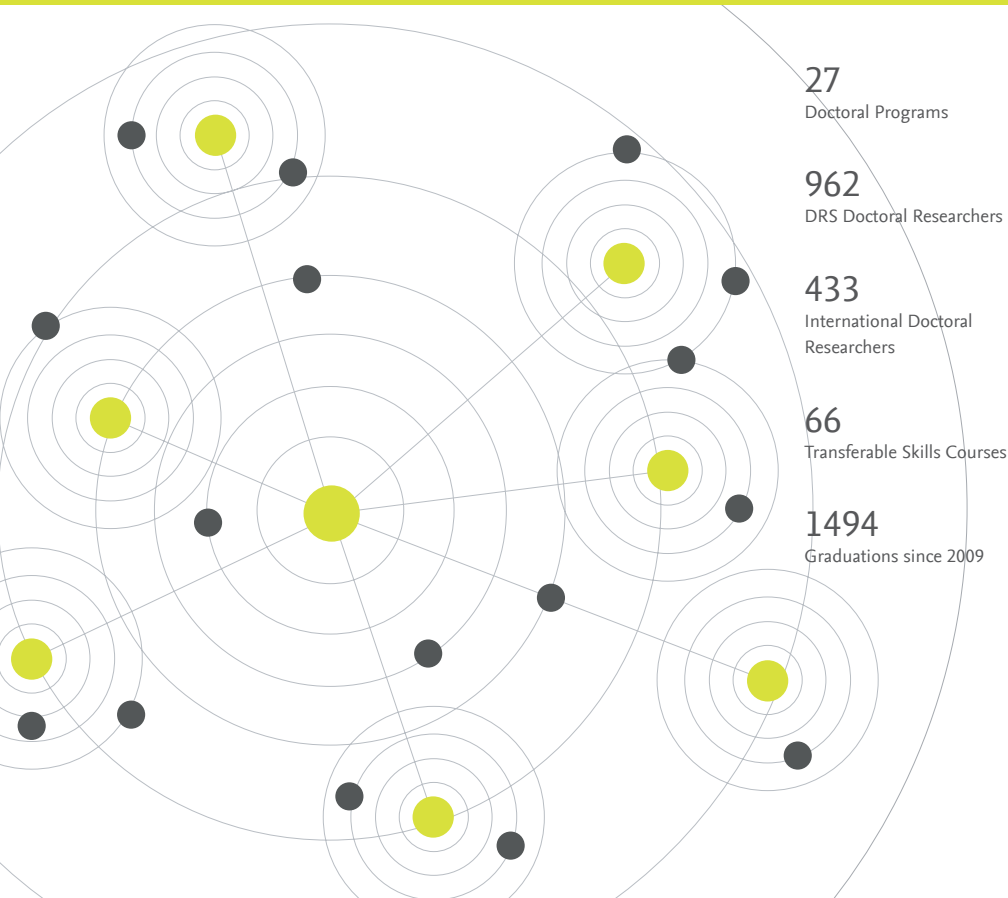




**DAHLEM
RESEARCH
SCHOOL**

Center
for Junior
Researchers

Facts and Figures | 2020



27
Doctoral Programs

962
DRS Doctoral Researchers

433
International Doctoral
Researchers

66
Transferable Skills Courses

1494
Graduations since 2009



SUMMARY

“Facts and Figures 2020” is based on

- data collected from DRS Doctoral Programs in December 2020,
- university enrollment statistics from December 2020,
- DRS training statistics for winter semester 2019/20 and summer semester 2020,

Highlights of 2020:

- Dahlem Research School and its sister institutions of the Berlin University Alliance (BUA) started the Berlin Graduate Studies Support Program (GSSP) across all partner universities. Due to the pandemic, nearly all events had to be transferred to virtual spaces, but reached more participants than had been originally estimated for the physical workshops. Highlights for Dahlem Research School were the Introduction Week in autumn, organized jointly with the Technische Universität, and the Writing Week in September 2020. In total, 130 doctoral researchers took the opportunity to join these events.
- The DRS welcomed “Natural Science”, a new member program. Initiated by the Department of Biology, Chemistry, Pharmacy together with the Department of Physics, “Natural Science” has designed a flexible and interdisciplinary curriculum. As part of a new optional course module, “Natural Science” offers its doctoral researchers the chance of bringing their own teaching into the program. Another element worth mentioning is a compulsory workshop on diversity, which will go beyond established concepts by reflecting on disciplinary prejudices against other (neighboring) disciplines.
- Una Europa, a European university alliance of eight top universities, created a joint PhD program in Cultural Heritage. Scholars from Edinburgh, Paris, Leuven, Bologna, Madrid, Krakow, Helsinki, and Berlin will contribute to a truly interdisciplinary program in a rapidly expanding research field. The first cohort will be admitted in autumn 2021.

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DAHLEM RESEARCH SCHOOL AT A GLANCE

Freie Universität Berlin is committed to improving the conditions for doctoral training and to sustainably ensuring the quality of research achievements, including doctoral research. As the Center for Junior Researchers, Dahlem Research School develops strategies and measures to safeguard the high quality of doctoral education at Freie Universität Berlin. In addition to advice and services for its members programs, it provides comprehensive training, counseling, and advice for doctoral and postdoctoral researchers at all career stages.

Dahlem Research School seeks to increase awareness of the needs of junior researchers and to improve support structures – especially during transition phases of their career within and beyond academia.

Dahlem Research School also coordinates the Postdoctoral Researchers International Mobility Experience (P.R.I.M.E.) of the German Academic Exchange Service (DAAD) and administers the Elsa Neumann Scholarship program of the state of Berlin.

Figure 1 Dahlem Research School – key information

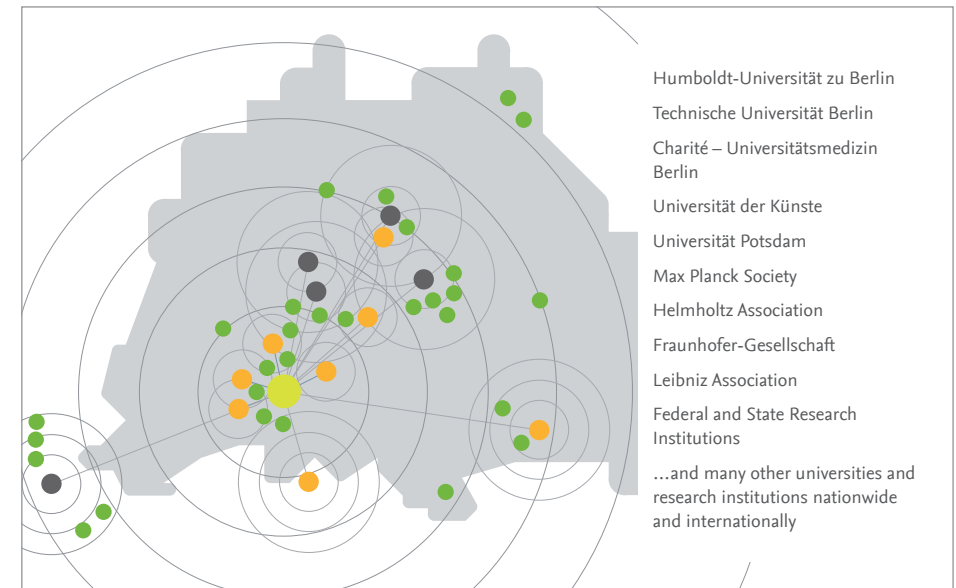
2020	
DRS doctoral programs	27
DRS doctoral researchers	962
... women	516 (54%)
... international doctoral researchers	433 (45%)
Elsa Neumann Scholarships at Freie Universität	21
Transferable Skills Courses	66
since 2009	
DRS doctoral graduations	1494
... women	721 (48%)
... international doctoral researchers	571 (38%)
Transferable Skills Courses (Summer Term 2014 until Summer Term 2020)	1060

Doctoral Programs of Dahlem Research School

Humanities and Social Sciences	Natural and Life Sciences
Berlin School of Economics	Berlin-Brandenburg School for Regenerative Therapies
Berlin Graduate School for Global and Transregional Studies	Berlin Mathematical School Facets of Complexity Scaling Cascades in Complex Systems
Berlin Graduate School Muslim Cultures and Societies	Berlin School of Integrative Oncology
Berlin Graduate School of Ancient Studies Ancient Languages and Texts Ancient Objects and Visual Studies Ancient Philosophy and History of Ancient Sciences Landscape Archaeology and Architecture* Languages and Cultures of the Silk Road	Dahlem Research School Biomedical Sciences Parasite Infections Scaffolding of Membranes – Molecular Mechanisms and Cellular Functions Innovations in 3R Research – Genetic Engineering, Tissue Engineering and Bioinformatics ZIBI Graduate School – Center of Infection Biology and Immunity
Berlin School of Mind and Brain*	Dahlem Research School Molecular Science International Max Planck Research School Multiscale Biosystems Protonation Dynamics in Protein Function Helmholtz Graduate School Macromolecular Bioscience Ultrafast Spin Dynamics Fluorine-Specific Interactions
Cinepoetics – Center for Advanced Film Studies	Graduate Program Biodiversity, Evolution and Ecology
Friedrich Schlegel Graduate School of Literary Studies	Graduate School Future Information Technologies
Doctoral Program in Business Research	Graduate School Materials for Solar Energy Conversion
Graduate School of East Asian Studies	Graduate School Plant Sciences Biocommunication: Mechanisms and Consequences of Information Storage and Retrieval in Plants and Microbes
Graduate School of North American Studies	International Graduate Program Medical Neurosciences
Graduate School Global Intellectual History	International Max Planck Research School for Biology AND Computation
History and Cultural Studies	MyoGRAD – International Research Training Group for Myology
International Max Planck Research School Moral Economies of Modern Societies	
International Max Planck Research School on the Life Course*	
Latin American Studies from a Comparative and Transregional Perspective Temporalities of Future	

* cross-cutting programs with Natural & Life Sciences elements

Figure 2 Regional networks of partner institutions in member programs

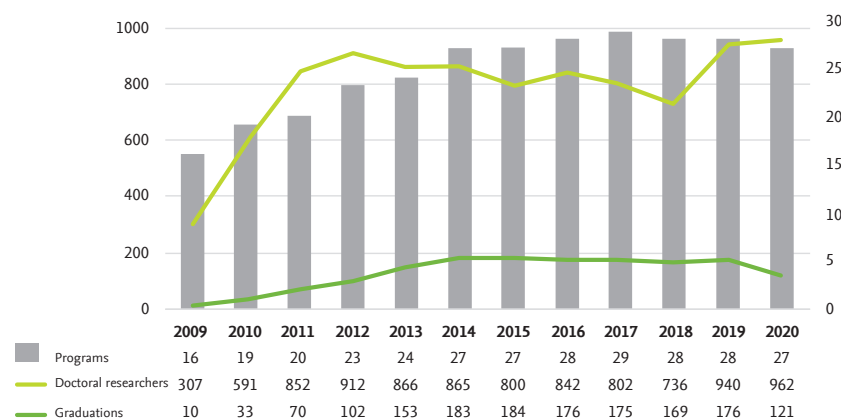


Berlin's universities and the University of Potsdam host more than 100 graduate schools and doctoral programs, most of them cooperating with researchers from other universities in Berlin and Brandenburg or from non-university research institutions, such as the Berlin Social Science Center (WZB), the Berlin-Brandenburg Academy of Sciences and Humanities, or the Robert-Koch-Institute (RKI). Manifold forms of cooperation in the field of doctoral education strengthen the bonds between different excellent research institutions and constitute an extremely rich and stimulating research environment for doctoral studies. Examples for jointly hosted programs are the Berlin Mathematical School (BMS, graduate school of the German Excellence Initiative, since 2019 part of the Excellence Cluster Math+), a joint program of the Freie Universität Berlin, the Humboldt-Universität zu Berlin, and the Technische Universität Berlin, or the Berlin Graduate School Muslim Cultures and Societies (BGSMS), a joint project by Freie Universität Berlin, Humboldt-Universität zu Berlin, and Leibniz-Zentrum Moderner Orient (ZMO). Like most of the doctoral programs in Berlin, the BMS and BGSMS also maintain an extensive network of regional and global partners. With regard to internationalization, doctoral programs play an important role. As our figures show, doctoral programs of Freie Universität receive about 90% of all applications from other countries than Germany, and even in the Humanities and the Social Sciences, where language might be an issue, the portion of international doctoral researchers is larger than the portion of German natives. Evidently, the

advantages of structured doctoral studies within a doctoral program are highly attractive especially for international early career researchers, since they provide guidance, orientation, and recruit by transparent application and selection processes, making doctoral programs the main entry door for international talents to the Berlin research area.

As of December 2020, 962 of the (est.) 4400 doctoral researchers of Freie Universität Berlin pursue their research in one of Dahlem Research School's 27 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



Figures for 2019 and 2020 are based on data provided directly by DRS doctoral programs, similarly the figures for 2009-2014, while the 2015-2018 figures are based on Freie Universität's enrollment statistics. As the number of graduations has remained stable since 2014 it can be assumed that the number of doctoral researchers has also not changed as much as the figures for 2015-2018 suggest. In 2020, graduation numbers took a drop of 31 percentage points compared to 2018. For the university as a whole, the drop was also noticeable with 11 points. This drop may be explained with COVID-restrictions and the reluctance of Freie Universität to allow oral examinations via video conference plus the high number of international doctoral researchers in DRS programs. In Germany, an overall drop in graduation numbers of 7% was reported for the year 2020 compared to the previous year.¹

¹ „Pandemie verzögert Abschluss von Promotionen“, www.forschung-und-lehre.de/karriere/promotion/pandemie-verzoegert-abschluss-von-promotionen-4008/, Artikel vom 14.09.2021

RECRUITMENT AND ADMISSION

Calls for application of member programs are advertised internationally: on online researcher recruitment platforms, at research career fairs 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”², 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 4 Liaison offices of Freie Universität Berlin



² www.doctoral-programs.de/welcome

Figure 5 Website „Doctoral Programs in Berlin“

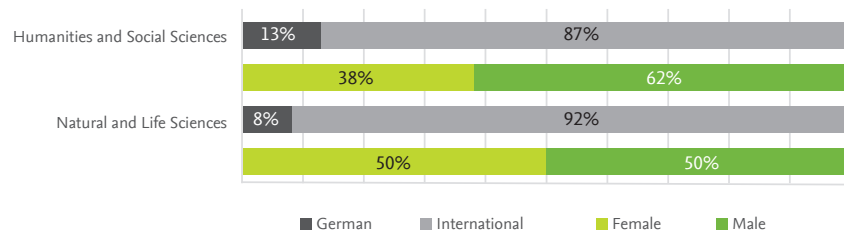


www.doctoral-programs.de/welcome

Application and admission

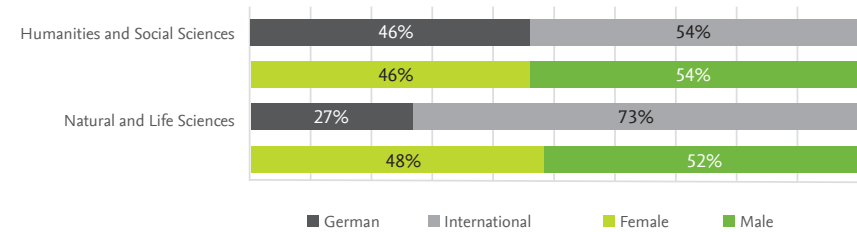
In 2020, 92% of applicants to DRS doctoral programs in the Natural and Life Sciences and 87% of Humanities and Social Sciences applicants are international. 50% of Natural and Life Sciences applicants and 38% of Humanities and Social Sciences applicants are female.

Figure 6 Applications by subject, origin and gender



46% of successful applicants in the Humanities and Social Sciences are women compared with 48% in the Natural and Life Sciences, very similar to 2019. The rate of international admissions has increased since last year: by 10 percentage points in the Natural and Life Sciences with now 73% of admitted researchers being international and by 2 points in the Humanities and Social Sciences to 54%.

Figure 7 Admissions by subject, origin and gender



Similarly to 2019, for both subject groups, about 60% of successful researchers come from Germany and other European countries. Admissions from Asia have increased vastly, to 30% in the Humanities and Social Sciences and to 19% in the Natural and Life Sciences, while admissions from South America have decreased down to 0% in the Humanities and Social Sciences and admissions from Africa increased to 15% in the Natural and Life Sciences.

Figure 8 Applications in Humanities and Social Sciences, by origin, in %



Figure 9 Admissions in Humanities and Social Sciences, by origin, in %

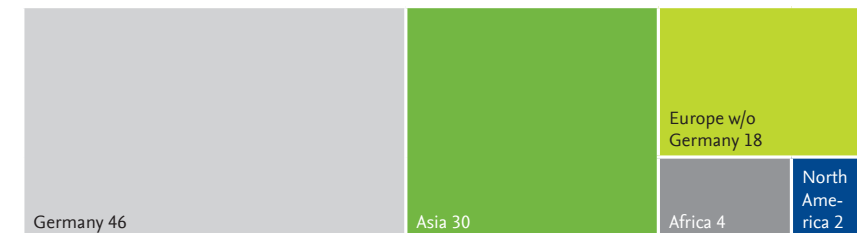


Figure 10 Applications in Natural and Life Sciences, by origin, in %

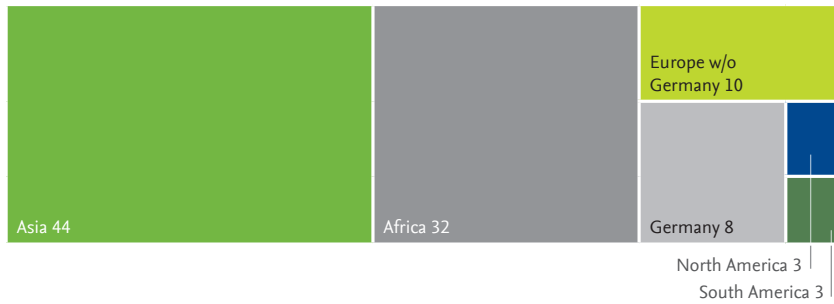
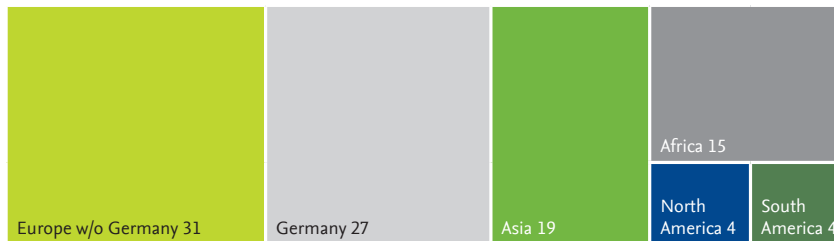


Figure 11 Admissions in Natural and Life Sciences, by origin, in %

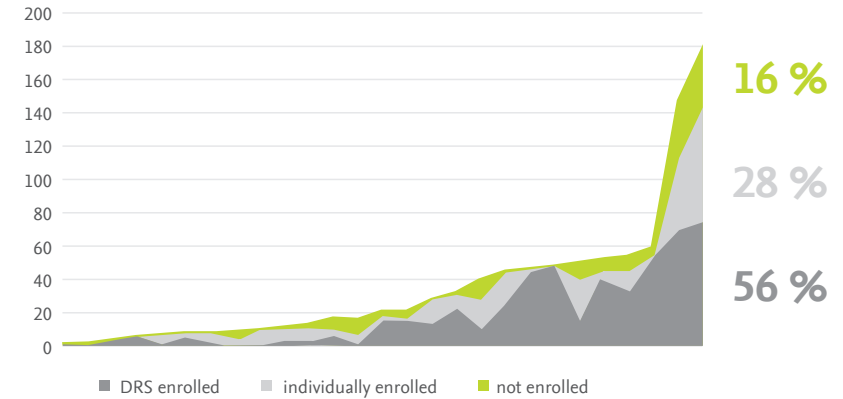


DOCTORAL RESEARCHERS AT DAHLEM RESEARCH SCHOOL

After comparing the data collected from DRS programs with the enrollment statistics, the results show:

- the share of correctly enrolled DRS doctoral researchers has risen by 1 point to 56%
- only 28% of DRS doctoral researchers in 2020 are enrolled incorrectly as individual doctoral researchers compared to 35% in 2019
- the percentage of DRS doctoral researchers who are not enrolled at all has risen by 6 points to 16%.

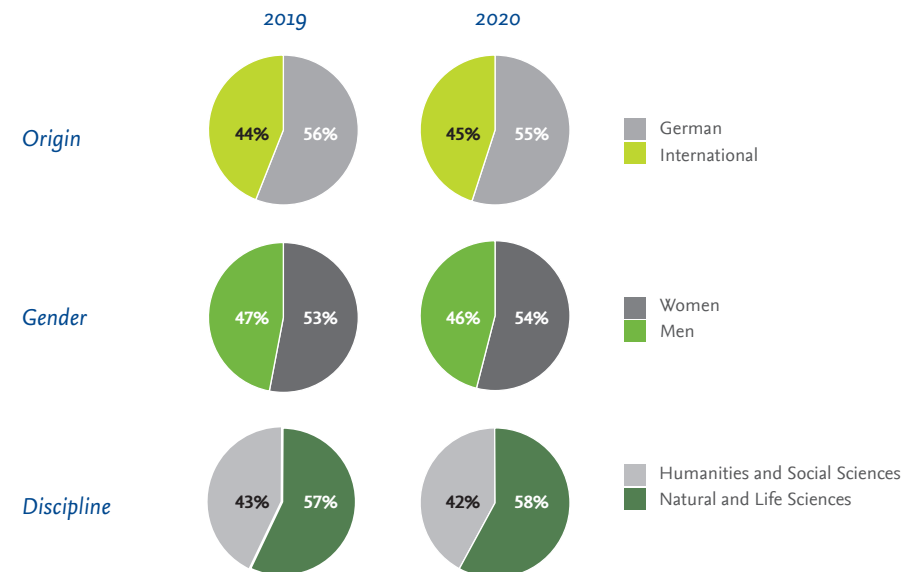
Figure 12 Admissions in Natural and Life Sciences, by origin, in %



In the following, we refer to the data collected directly from DRS programs unless stated otherwise.

On December 1, 2020, a total of 962 doctoral researchers pursue their doctoral research in one of the DRS member programs.

Figure 13 DRS – doctoral researchers 2020, by origin, gender, and discipline

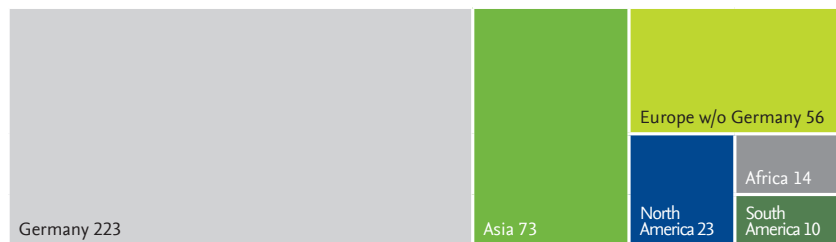


Dahlem Research School and its member programs are internationally oriented: most programs include research collaborations with international partners and almost all are exclusively or partially taught in English. Consequently, 45% of DRS doctoral researchers are international. The share of international doctoral researchers among all doctoral researchers of Freie Universität Berlin is 36%.

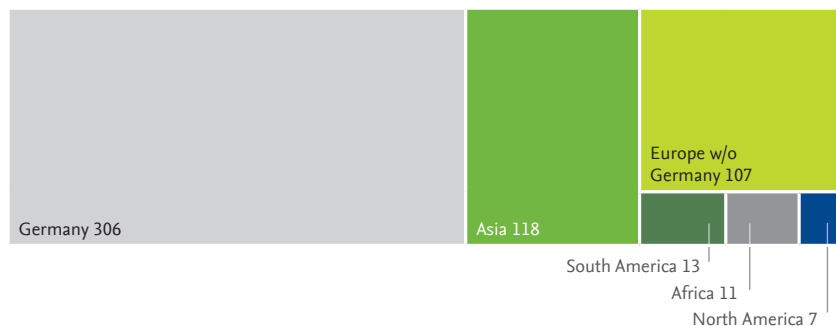
Similar to 2019, the percentage of international doctoral researchers from Asia is the highest followed closely by Europe and after some gap then by the Americas. China remains the single nation with most researchers followed by Italy, India and Turkey.

Figure 14 DRS – doctoral researchers 2020, by discipline and region

a) Humanities and Social Sciences



b) Natural and Life Sciences

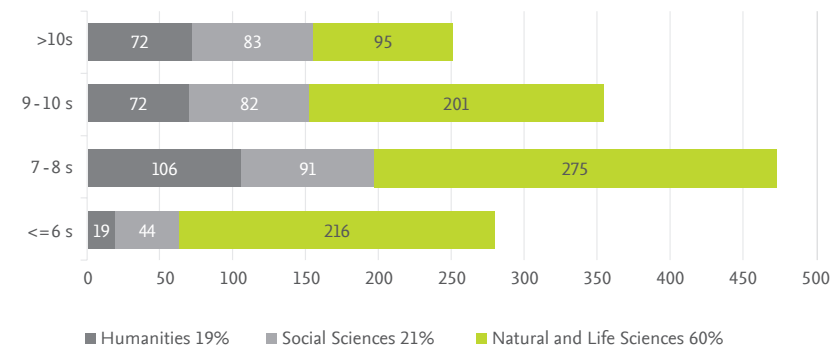


Doctoral degrees

Between 2009 and 2020, 1494 doctoral researchers completed their doctoral degree in DRS programs. 40% of the graduates are international and 48% are female researchers.

56% completed within 8 semesters, 44% took longer. 140 graduates (mostly from the Natural and Life Sciences) were never enrolled and the time to degree is not known.

Figure 15 DRS – doctoral degrees since 2009, by duration in semesters



Of all researchers who started their doctorate in a DRS program between 2009 and 2020, according to the enrollment statistics, 310 doctoral researchers were exmatriculated for different reasons. This represents a share of 11% of all DRS doctoral researchers. 85 of exmatriculated researchers (3%) stated that they were still completing their studies, at Freie Universität or a different university. 62 (2%) declared that they dropped out altogether. The remaining 163 (6%) were exmatriculated for unknown reasons and will hopefully re-appear as graduations.

A comparison with the list of 300 exmatriculations from 2019 reveals that 73 of these researchers are listed in the updated graduates' list of 2020. 53 of these had stated as reasons for their exmatriculation that they were completing their studies, 1 that they were ending their studies (dropping out) and 18 had been exmatriculated for unknown reasons.

Figure 16 DRS – all doctoral researchers 2009–2020, with exmatriculations and causes

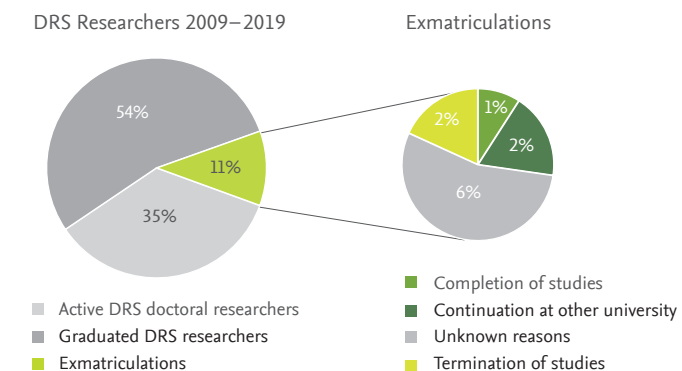
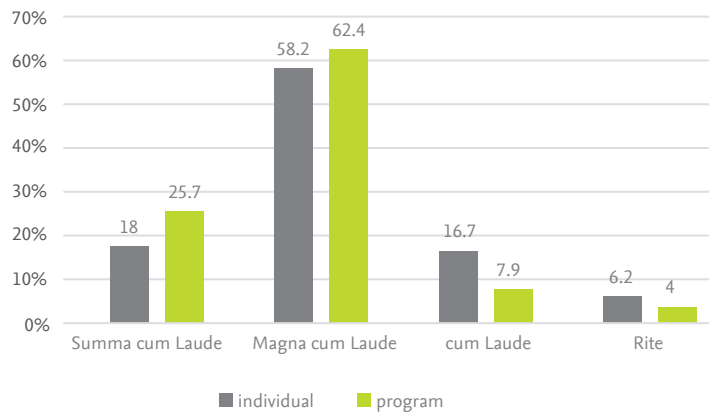


Figure 17 DRS & Freie Universität – doctoral degrees 2020, by grade



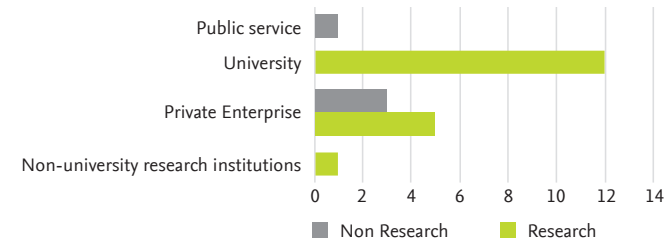
According to the enrollment statistics, DRS doctoral programs do seem to have the edge when it comes to grades achieved. These may be explained by the competitive selection carried out by the programs and the high level of support during the research phase.

Career Tracking

In 2020, Dahlem Research School started a career-tracking project, which will annually track those DRS doctoral researchers who graduated 10 years before. In 2010, the group of graduates consisted of 8 women and 18 men, of which there were 25 natural scientists and 1 humanities graduate, 15 international and 11 German graduates. In 22 cases a position could be determined from data freely available on the internet.

The results show that 2 years after graduation 95% and 10 years after 82% of graduates continue to work in a research position. 100% of female and 73% of male graduates continued their scientific career, most of them in a university, followed by private sector enterprises.

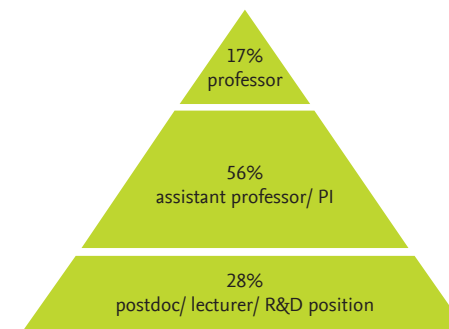
Figure 18 DRS – positions by sector



55% of graduates went abroad and 45% stayed in Germany.

10 years after graduation, 17% of the graduates who followed a research career achieved full professorships, more than half achieved an assistant professorship or PI position and only 28% still work in a postdoc position. However, the career ambitions stated by doctoral researchers at Freie Universität in the Nacaps Survey 2019 have not quite been met: 34.6% intend to achieve a professorship.³

Figure 19 DRS – positions by research career step



The differences between the genders are startling: none of the women compared to 27% of the men achieved a professorship, 43% of the women compared to 64% of the men achieved an assistant professorship or PI position and most strikingly, 57% of the women compared to 9% of the men still work in a postdoc position.

³ 19 survey of the National Academics Panel Study Nacaps, a longitudinal study of doctoral researchers and doctorate holders by the DZHW (German Centre for Higher Education Research and Science Studies). www.nacaps.de/, <https://nacaps-datenportal.de>

Of course we are looking at very small numbers here, which are also heavily biased towards natural sciences. It is worth noting that an overall look at all graduates regardless of the year of their graduation (then 1348) taken in 2019 resulted in a different picture: the number of professorships was evenly divided between men and women.

ELSA NEUMANN SCHOLARSHIPS

The state of Berlin awards Elsa Neumann Scholarships to excellent doctoral researchers at Berlin’s state-funded universities. The program is named in honor of the physicist Elsa Neumann, the first woman to receive a doctorate from Friedrich-Wilhelms-Universität zu Berlin in 1899.

Applications from all disciplines are accepted. The scholarships are awarded by an interdisciplinary and inter-university commission appointed by the Senate of Berlin and administered by Dahlem Research School.

Figure 20 Elsa Neumann Scholarships at Freie Universität 2020

Subject	Applications			Admission		
	Total	Female	Male	Total	Female	Male
		Number	Number		Number	Number
Humanities and Social Sciences	37	25	12	13	12	1
Natural and Life Sciences	15	10	5	8	5	3
Total	52*	35	17	21	17	4

* in 2020 there was only one call due to the pandemic situation

Figure 21 Elsa Neumann Scholarship applications 2020, by region



Figure 22 Elsa Neumann Scholarships awarded at Freie Universität 2020, by region



DRS AWARD FOR EXCELLENT SUPERVISION

Each year, Dahlem Research School acknowledges and rewards two professors of Freie Universität Berlin for high quality supervision. Doctoral researchers from DRS member programs may nominate their supervisors for the DRS Award for Excellent Supervision.

Each nomination is evaluated according to four criteria categories by help of a questionnaire. The most important dimension is the supervision of the doctoral thesis itself and the provision of feedback on both, the development of the research and the personal development of the doctoral candidate. The provision of the necessary research infrastructure, including the training in research skills and in research integrity as well as help with applications for funding, is another important aspect. “Integration into the scientific community”, that is provision of networking opportunities, fostering collaboration with colleagues, encouraging participation in national and international conferences, and, last not least, “career guidance”, make up the other dimensions. The questionnaire is semi-structured, asking for the level of agreement with a set of statements and allowing for comments on each dimension plus a letter of nomination.

A selection panel comprised of doctoral researchers and staff members of Dahlem Research School evaluate the anonymized proposals and select the awardees. Each award consists of a grant of 2,000 Euros earmarked for further support of junior researchers.

Winners of the 2020 award were Prof. Reinhard Bernbeck (Near Eastern Archeology and PI of the Berlin Graduate School for Ancient Studies) and Prof. Sérgio Costa (Sociology, Latin American Institute and PI of the International Research Training Group “Temporalities of the Future”). Both were selected for their tireless efforts, their accessibility, their intellectual integrity, and their empathy for the personal situation of their candidates.

Due to the pandemic, the award ceremony had to be cancelled and the awards were given out by post. In lieu of the ceremony, Freie Universität's Office of News and Public Affairs interviewed both prize winners and published a feature in the University newsletter *campus.leben*:

www.fu-berlin.de/campusleben/lernen-und-lehren/2021/210203-drs-award.

POSTDOCTORAL RESEARCHERS INTERNATIONAL MOBILITY EXPERIENCE (P.R.I.M.E.)

With funding from the Federal Ministry of Education and Research (BMBF) and the European Union (FP7/Marie Curie Actions/COFUND), the German Academic Exchange Service (DAAD) initiated the funding program Postdoctoral Researchers International Mobility Experience⁴ (P.R.I.M.E.) in 2014 and has since supported international mobility in the postdoctoral phase through temporary positions at German universities. The funding includes a 12-month phase abroad and a six-month integration phase at a German university, where the grantees are employed as postdocs for the entire funding period. In 2020, three applicants from Freie Universität were selected in a competitive process. The average funding rate for the selections so far is about 12-13 %. With a total of 14 P.R.I.M.E. Fellowships, Freie Universität has acted as host institution for the most P.R.I.M.E. Fellows compared to all other universities. 156 fellowships have been awarded and hosted by more than 50 universities nationwide.

Five female and nine male researchers from Brazil, China, Germany, Italy and Poland have carried out their research projects at Freie Universität and UNC Chapel Hill, University of California, Columbia University New York, University of New York, University of Wisconsin-Madison, Pennsylvania State University and Princeton University in the USA, Mohammed VI University, Rabat in Morocco, Katholieke Universiteit Leuven in Belgium, Università degli studi Roma Tre in Italy, Universidad de Madrid in Spain, University of Edinburgh in the UK and Université Paris-Sud in France. Five of the P.R.I.M.E. Fellows have been hosted by the Department of History and Cultural Studies, three by the Department of Philosophy and Humanities, two by the John F. Kennedy Institute for North American Studies, two by the Department of Biology, Chemistry, Pharmacy and one each by the Departments of Earth Sciences and of Mathematics and Computer Science.

The annual call for applications starts in April/May, with an August deadline and the earliest funding start date in May of the following year.

⁴ www.daad.de/en/study-and-research-in-germany/scholarships/postdoctoral-researchers-international-mobility-experience/

QUALIFICATION

Forced by COVID-19 and the sudden closure of the physical campus, Dahlem Research School and its sister institutions of the Berlin University Alliance had to move all courses online. The ad-hoc conversion of all classroom to digital formats succeeded without any major difficulties - also thanks to the great in-house support. Technical solutions, data protection test results, didactic tutorials and guidebook Wikis were quickly available and all external trainers were quickly provided with all the necessary access rights.

On the part of the participants, special mention should be made on the one hand of the high level of tolerance in the face of technical glitches and on the other hand of the participation discipline, which was significantly greater than is usually observed for face-to-face events. "No-shows" only occurred in isolated cases.

DRS "Workshops and Courses" complement the disciplinary education provided within the departments and member programs. They allow 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. In addition, the Berlin University Alliance offers a joint Berlin Graduate Studies Support program across all partner universities, as part of which, workshops and courses at each institution are now open to doctoral researchers from all partners free of charge.

The comprehensive BUA Berlin Graduate Studies Support Program reflects the different phases of a doctorate. It consists of five core events and a broad selection of satellite workshops as well as coaching and mentoring services.

Core events:

- a joint retreat for new doctoral candidates,
- a conference on good research and research integrity,
- a writing week,
- an event on mental health / resilience,
- a career day offering insights into career paths within and outside of universities.

Of the core events, Freie Universität and Technische Universität host one of the biannual retreats jointly and Freie Universität also hosts the writing weeks.

The fall retreat hosted by Freie Universität and Technische Universität offered four half days of discussions of doctoral regulations, supervision agreements, and one's own role, exercises on scheduling techniques, and three moderated networking sessions. The capacity was 90 (three groups of 30, one of which was held in English). 87 participants took part. The event was evaluated positively across the board. Information on support/consulting services was found to be particularly helpful. The participants also rated the digital format and the resulting greater flexibility positively.

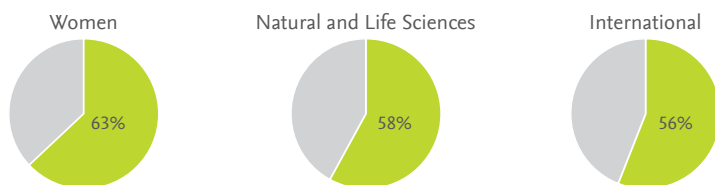
The writing week hosted by Freie Universität teaches a selection of techniques to structure the writing process and help overcome difficulties. Participants intensify their writing and, under the guidance of professional trainers, come together in peer groups in which joint writing, for example in the satellite event “Writing Time in the Morning,” is continued later. The first writing week took place in two runs with 20 participants each. This event noted very high demand with more than 90 additional interested doctoral researchers on the waiting list. Participants rated it very positively and particularly liked: Teaching of new writing techniques with the possibility of direct application; individual writing advice; exchange with peers / tandems; pleasant atmosphere. Participants identified the following benefits of the online format: Quick access to own documents; possibility to visualize own results or work together via screen sharing; time efficiency. Participants unanimously recommended the event. 63% of events were held in English due to high demand from international doctoral researchers.



Figure 23 DRS – course participation 2020

In addition to the core and satellite BUA events, other “DRS Workshops and Courses”, such as presentation workshops, interview and disputation training are offered. In total, 692 confirmed participations were recorded for DRS events, of these 452 were from Freie Universität, 53 from Humboldt-Universität, 65 from the Technische Universität, and 84 from the Charité. 4 doctoral researcher came from University of Potsdam, 11 from other institutions and 23 participants were postdocs.

Figure 24 Who were the participants in 2020?



Demand was in many cases well above capacity. Since digital formats are generally easier to adapt to higher numbers of attendees and participants face less travel and fewer difficulties to meet childcare obligations, DRS will continue to use the experience and tools of digital teaching alongside classroom formats in the future. Online formats such as the writing week and the introductory retreat not only enable doctoral researchers with additional obligations to participate, they also reduce the burden on organizing staff, so that, in line with the increased demand, the number of offers could also be significantly increased.

Clever software solutions facilitate the fulfillment of the central promise of the alliance: the creation of an integrated scientific area in Berlin. Freie Universität is currently examining the licensing of software that provides live streaming as well as matching functions including chat rooms. This would enable doctoral researchers to set up or expand peer networks and find tandem partners without being restricted to their home environment. This kind of potential must be identified and employed more intensively in the future.

Finally, a special format of Dahlem Research School, DRS Pro Transfer, offers a bridge between research, business and industry. DRS Pro Transfer links Dahlem Research School to the Digital Entrepreneurship Hub of Freie Universität, Profund Innovation and the Network pzi⁵ – an international initiative to support and strengthen the innovation mindset of postdoctoral researchers. DRS ProTransfer is developing into a blended learning format and offers interested researchers a step towards participation in the Research to Market Challenge, a competition for research-based product and business ideas from Freie Universität, Humboldt-Universität, Technische Universität and Charité – Universitätsmedizin Berlin.

FUTURE DEVELOPMENTS

“Facts and Figures 2020”, the new edition of the statistical report of the DRS, represents figures and information on the DRS member programs and, more generally, on doctoral education at Freie Universität Berlin in a changed environment. The year 2020 witnessed the implementation of structures and measures developed in the grant proposal for the Berlin University Alliance, most notably for the DRS the “Graduate Studies Support Program”. Whereas the qualification program, jointly developed by all four partners, was successfully transferred from the real into the virtual world and made pandemic-proof, the return to physical presence is yet to come and stand the test. However, the data reported here allows for some conclusions on measures and future challenges.

⁵ www.pzi-network.eu

1. Being the first report after the end of the Excellence Initiative of 2006/2007 and 2012 respectively, the present Facts & Figures does not yet reflect the consequences of the funding gap that resulted from the decision to exclude doctoral programs (“Graduate Schools”) from the competition. Numbers of doctoral researchers in the Graduate Schools as well as graduations have been stable in comparison with last year. However, a strategy is urgently needed in order to support these extremely successful program formats in the future and to create a sustainable perspective for the Graduate Schools of Freie Universität Berlin. This will become a main task of the DRS in the next two or three years.
2. The structured doctorate in a doctoral program again proved to be a powerful attractor for international doctoral researchers, as very high numbers of international applications to doctoral programs show. Nevertheless, it becomes evident from the figures that candidates from the Global South are underrepresented in or even absent from the count. To counteract this in a systematic way and to reduce the hurdles that prevent talents from these regions from entering into a doctorate at Freie Universität is one of the goals set for the DRS and its partner institutions of the Berlin University Alliance in the near future.
3. With the systematic career tracking started by the DRS this year, a new chapter has been incorporated in the present brochure. Going back ten years in history as we did (following the example of the “Bundesbericht Wissenschaftlicher Nachwuchs 2021”, www.buwin.de) has the advantage that the careers observed should have left behind the period of insecurity and precariousness characterizing the first years after the completion of the doctorate. For the DRS and with regard to the present report, it has the disadvantage that we are looking into years where the structured doctorate was being established at Freie Universität, meaning that the number of graduations is very small and observations are not as robust as one would wish. The quantitative basis for our examination however will become broader each year. Nevertheless, even considering the weak numerical fundament, our figures indicate that in terms of academic careers men are strikingly more successful than women. The DRS understands this as a clear call to action.

Data collection, data analysis, and statistical reporting is an invaluable tool to discover blind spots and shed some light into corners usually hidden behind stories of success. Thus, Facts & Figures 2020 does not limit itself to showcase great advancements made over the years e.g. in the fields of internationalization, the promotion of women, the securing of excellent supervision, the support for doctoral researchers. Rather, itself always being work in progress, it reminds us of the work that remains to be done in order to proceed.

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