



Documents and publications

Here you may find regulations, documents and information material of the Graduate Academy.

Publications

Second Jena Postdoc Survey

Based on the postdoc survey in 2012, the Jena postdocs were asked again in 2016 about how they perceive their working situation, their qualification conditions, and their career paths. The survey was conducted within the project "House for young researchers" which has been funded by the Mercator Foundation. More than 400 postdocs from FSU Jena and other non-university research institutes in Jena provided information about their career goals within and outside of the academic system, about their assessment of future career opportunities, the support they received from their supervisors, and about the compatibility of family and career.

The study "Analysen zu Arbeitssituation, Qualifizierungsbedingungen und Karrierewegen von Jenaer Postdoktorandinnen und Postdoktoranden" was published in 2018 and can be downloaded [here](#) (in German).

Conference proceedings "Profound research"

The conference proceedings show how scientists can become more familiar with a critical reflection of their own research. Therefore, it connects different topics and players and thus enables the transfer of knowledge from science philosophy, ethics and science sociology into graduate supporting structures as well as qualification structures for young researchers. The authors not only prove the necessity of a reflexive scientific education but also offer content-related and methodic starting points to implement it.

The proceedings are based on a symposium called "Profound Research" ("Fundiert Forschen. Wissenschaftliche Bildung für Promovierende und Postdocs"), which took place in December 2014, when over 70 scientists discussed these questions. The conference proceedings can be ordered [here](#).

Conference transcript: The German academic system and its postdocs

Often, being a postdoc means showing strong commitment at low pay and existential uncertainty for young researchers. Universities which are supposed to win the cleverest minds for academia, quite often lose talented and highly qualified young researchers. Yet, how can the interests of science on the one hand and the career demands of postdocs on the other hand be compatible? Which courses of action do the different actors in the economic system have in order to improve the general conditions of the postdoc phase?

These questions were discussed at the symposium in Jena which was organised by the Graduate Academy of Friedrich Schiller University in November 2012. The conference transcript concerning the symposium has been released in 2013 by the university press Webler. It gathers the presentations and findings of this symposium as well as some thoughts of participants that were expressed afterwards. The transcript can be ordered via university press Webler and costs 24.80 Euro.

Article in the conference proceedings *Nachwuchsförderung in der Wissenschaft*

There is very little data available on doctoral candidates in Germany. Reliable figures exist only with respect to the number of enrolled doctoral candidates as well as the number of PhDs completed. However, German universities generally do not know how many young researchers are currently working on their PhDs. At FSU, the situation did not look any better than elsewhere. Therefore, it was decided to develop a PhD management and administration system, with which it is possible to manage the doctoral process online.

This system was presented at a conference of the GraduateCenter of Ludwig Maximilian University of Munich in 2012. In 2013, the conference proceedings were published including the contribution on Doktorandenerfassung an der Friedrich-Schiller-Universität. The article can be found [here](#).

First Postdoc Survey

In order to develop quality standards for the postdoctoral training phase, the University set up a working group in autumn 2010. With the aim to provide empirical facts to support the committee's work, a survey was conducted among postdocs to assess their actual conditions of work and research and their professional perspectives. The results of this survey are summarised in the postdoctoral report titled "On the Situation of Postdoctoral Researchers at Friedrich Schiller University of Jena." It formed the basis for the "Recommendations for Improving the Professional Situation of Postdoctoral Researchers at Friedrich Schiller University of Jena". You will find the full report [here](#) (in German).

Yearbook "PhD graduates" of Friedrich Schiller University (FSU) Jena

The yearbook "PhD graduates" is published annually on Schillertag (Schiller Day) and contains all doctorates completed at FSU Jena in the previous academic year. A doctorate is considered as completed only if the doctorate was finished (decision by the Faculty's Board) and deposit copies of the dissertation have been handed in at the library.

PhD graduates who attend the graduation ceremony on Schillertag will receive this yearbook together with their PhD certificate.

If you wish to order a yearbook, you are welcome to contact the Graduate Academy at any time:

Graduate Academy of Friedrich Schiller University Jena
Johannisstraße 13
07743 Jena
Phone: 03641-930400
Email:

Regulations

- [Allgemeine Bestimmungen für die Promotionsordnungen der Fakultäten der Friedrich-Schiller-Universität Jena](#) (FSU's General Doctoral Examination Regulations) (only available in German)
- [Doctoral examination regulations of the faculties of FSU Jena](#)
- [Grundordnung der Friedrich-Schiller-Universität Jena](#) (Constitution of Friedrich Schiller University) (only available in German)
- [Statutes of the Graduate Academy \(as of April 17th 2008\)](#)
- [Geschäftsordnung des Rates der Doktorandinnen und Doktoranden](#) (Statutes of the Doctoral Council of FSU) (only available in German)
- [Satzung über die Besetzung von Tenure-Track-Professuren vom 17. Mai 2017 \(Tenure-Track-Satzung\)](#)

(Statutes for the recruitment and hiring process for Tenure Track Professorships) (only available in German)

Concepts, recommendations and guidelines

- Guidelines for the Structuring of Doctoral Programmes at the GA
- Conceptual Frame of the GA
- Ergebnis der AG "Promotion" (Result of the working group on doctorate at FSU (AG "Promotion")) (May 2013) (in German)
- Handlungsempfehlungen des Senats zur Verbesserung der beruflichen Situation von Postdoktorandinnen und Postdoktoranden an der FSU Jena (Recommendations for action by the senate for the improvement of the occupational situation of postdocs at FSU Jena) (June 2012) (in German)
- Richtlinie für die Ausgestaltung von befristeten Beschäftigungsverhältnissen wissenschaftlicher MitarbeiterInnen an der Friedrich-Schiller-Universität Jena (Guidelines for the arrangement of temporary employment contracts at Friedrich Schiller University Jena) (in German)
- Guideline for the Postdoc Career Planning Conversation (Appendix to Richtlinie 2015)
- Richtlinie zur Einrichtung und Besetzung von wissenschaftlichen Funktionsdauerstellen an der FSU Jena (Guidelines for the appointment and filling of academic permanent posts with special capacities at FSU Jena) (May 2016) (in German)
- Personalentwicklungskonzept für das wissenschaftliche Personal und den wissenschaftlichen Nachwuchs (Personell development concept for the academic staff and young researchers) (2017) (in German)
- Qualitätssicherung für Promotionsprogramme an der Friedrich-Schiller-Universität Jena. Grundsätze des Evaluierungsverfahrens für Mitgliedseinrichtungen der Graduierten-Akademie (Quality assurance of structured doctoral programmes at Friedrich Schiller University Jena. Principles of evaluation procedures of Graduate Academy's member institutions) (Juni 2018) (in German)

External recommendations for the doctoral phase:

- Nachwuchsförderung und Zukunft der Wissenschaft (1999) (Recommendations by the work group "Young Researchers" of the Presidium of the German Research Foundation (DFG)) (in German)
- Empfehlungen zur Doktorandenausbildung (2002) (Recommendations by the Science Council (Wissenschaftsrat)) (in German)
- Salzburg Conclusion (2005) & Salzburg II Recommendations (2010) (European University Association - Council on doctoral education)
- Empfehlungen zur Promotion an deutschen Universitäten (2011) (Recommendations by the German University Association of Advanced Graduate Training (UniWiND)) (in German)
- Zur Qualitätssicherung in Promotionsverfahren (2012) (Recommendations by the Presidium of the German Rector's Conference (HRK)) (in German)
- Career Guidelines of the Leibniz Association (2013) (Leibniz Association)
- Orientierungsrahmen zur Förderung des wissenschaftlichen Nachwuchses nach der Promotion und akademischer Karrierewege neben der Professur (Recommendations by the general assembly of the German Rector's Conference (HRK)) (2014) (in German)
- Empfehlungen zu Karrierezielen und -wegen an Universitäten (2014) (Recommendations by the Science Council (Wissenschaftsrat)) (in German)
- Guidelines on the training of doctoral students at the Max Planck Society (2014) (Max Planck Society)
- Eckpunkte für die Gestaltung von kooperativen Promotionsverfahren (2014) (Recommendations of German Association of University Professors and Lecturers (Deutscher Hochschulverband)) (in German)
- Doctoral Supervision. Recommendations and good practice for universities and doctoral supervisors (2015) (Recommendations by the German University Association of Advanced Graduate Training)
- Handhabung der Kooperativen Promotion (2015) (Recommendations by the German Rector's Conference (HRK)) (in German)
- Personalentwicklung für den wissenschaftlichen Nachwuchs. Bedarf, Angebote und Perspektiven - eine empirische Bestandsaufnahme im Zeitvergleich (2016) (Study of Stifterverband and German Centre for Higher Education Research and Science Studies (DZHW)) (in German)
- Eckpunkte zur Qualitätssicherung der Promotion mit externem Arbeitsvertrag (2017) (Recommendations by

- the German Rector's Conference (HRK)) (in German)
- [Promotion im Umbruch](#) (2017) (Joint statement of German National Academy of Sciences Leopoldina, National Academy of Sciences and Engineering (acatech) and the Union of the German Academies of Sciences and Humanities) (in German)
- [Promotionen in Kooperation zwischen promotionsberechtigten Hochschulen und Unternehmen \(Promotion mit externem Arbeitsvertrag\)](#) (2018) (Joint position of Confederation of German Employers' Associations (BDA), BDI The Voice of German Industry, German Rector's Conference (HRK) und Stifterverband) (in German)
- [Doctoral education in Europe today: approaches and institutional structures](#) (2019) (Study of European University Association - Council for Doctoral Education)
- [Conflict resolution and power abuse in science](#) (2019) (Joint position paper of helmholtz juniors, PhD candidates of IPP Mainz, Leibniz PhD Network and Max Planck PhDnet)
- [Helmholtz Doctoral Guidelines](#) (2019) (Helmholtz Society)
- ["Vielfalt durch Kooperation"](#) (2019) (Recommendations by the German University Association of Advanced Graduate Training on doctoral procedures with partner institutions) (in German)

External recommendations for the postdoctoral phase:

- [Empfehlungen zu Karrierezielen und -wegen an Universitäten](#) (2014) (Recommendations by the Science Council (Wissenschaftsrat)) (in German)
- [Nach der Promotion: Übergang zur Postdoc-Phase und in den außeruniversitären Arbeitsmarkt. Unterstützungsangebote an Universitäten und Handlungsempfehlungen zur Förderung des Karriereübergangs](#) (2014) (Publication of the German University Association of Advanced Graduate Training (UniWiND)) (in German)
- [Qualifizierung in der Postdoc-Phase. Handreichung zur Planung und Umsetzung von Angeboten](#) (2015) (Publication of the German University Association of Advanced Graduate Training (UniWiND)) (in German)
- [Guidelines for postdoc stage in the Max Planck Society](#) (2016) (Max Planck Society)
- [Postdoctoral Funding Schemes in Europe](#) (2016) (Study of Science Europe Working Group on Research Careers)
- [Postdocs als selbstständige Wissenschaftlerinnen und Wissenschaftler - Wie sehen gute Bedingungen aus?](#) (2017) (Position paper of the board of German University Association of Advanced Graduate Training (UniWiND)) (in German)
- Perspektiven nach der Promotion. Berufswege außerhalb der Wissenschaft: [Teil 1: "13 Portraits"](#) & [Teil 2 "Arbeitgeber im Gespräch"](#) (2018) (Special publication of the German University Association of Advanced Graduate Training (UniWiND)) (in German)
- [Guidelines for the Postdoc Phase within the Helmholtz Association](#) (2019) (Helmholtz Association)

Flyer & Brochures

- [Qualification programme \(Archive of qualification programme\)](#)
- [Offers for doctoral candidates](#)
- [Offers for Postdocs](#)
- [Welcome Service for Doctoral Candidates and Postdocs](#)
- [Career Service for Doctoral Candidates and Postdocs](#)
- [Welcome and Service Desk for Doctoral Candidates and Postdocs](#)
- [Admission as a doctoral candidate](#)
- [Enrolment as a doctoral candidate](#)
- [Funding your doctorate](#)
- [House "Zur Rosen" \(only German\)](#)
- [City map Jena](#)
- [Flyer Photo competition "Hats off!"](#)