

Young researchers: What does UNIL do and what can UNIL do next?

1st UNIL workshop *By Postdocs For Postdocs*
Academia: What can I do next (and how)?

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Plan

1. Some general aspects and numbers
2. What we have done so far
3. What comes next



1. Some general aspects and numbers

Our leitmotif:
Aim for success!

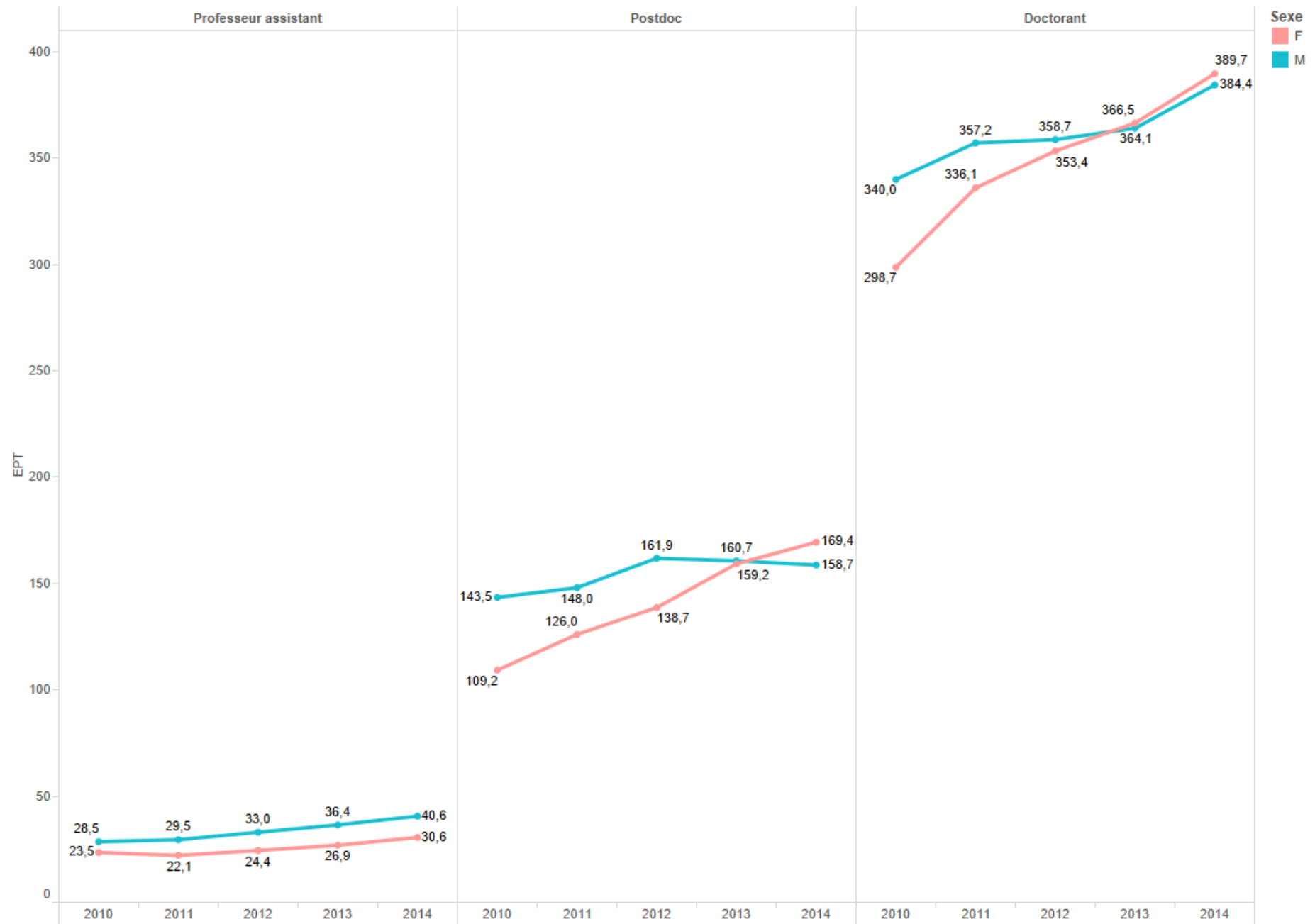
Institutional anchorage

- At the rectorate-level:
 - *Dicastère* and *commission consultative de relève* were created in 2011
 - Intensive collaboration with the *dicastère* research
 - Young academics
 - Doctoral students, postdocs, assistant professors
- At the faculty-level:
 - Vice-deans for junior faculty
 - Doctoral programs, doctoral schools
- At the young researcher-level
 - Associations!

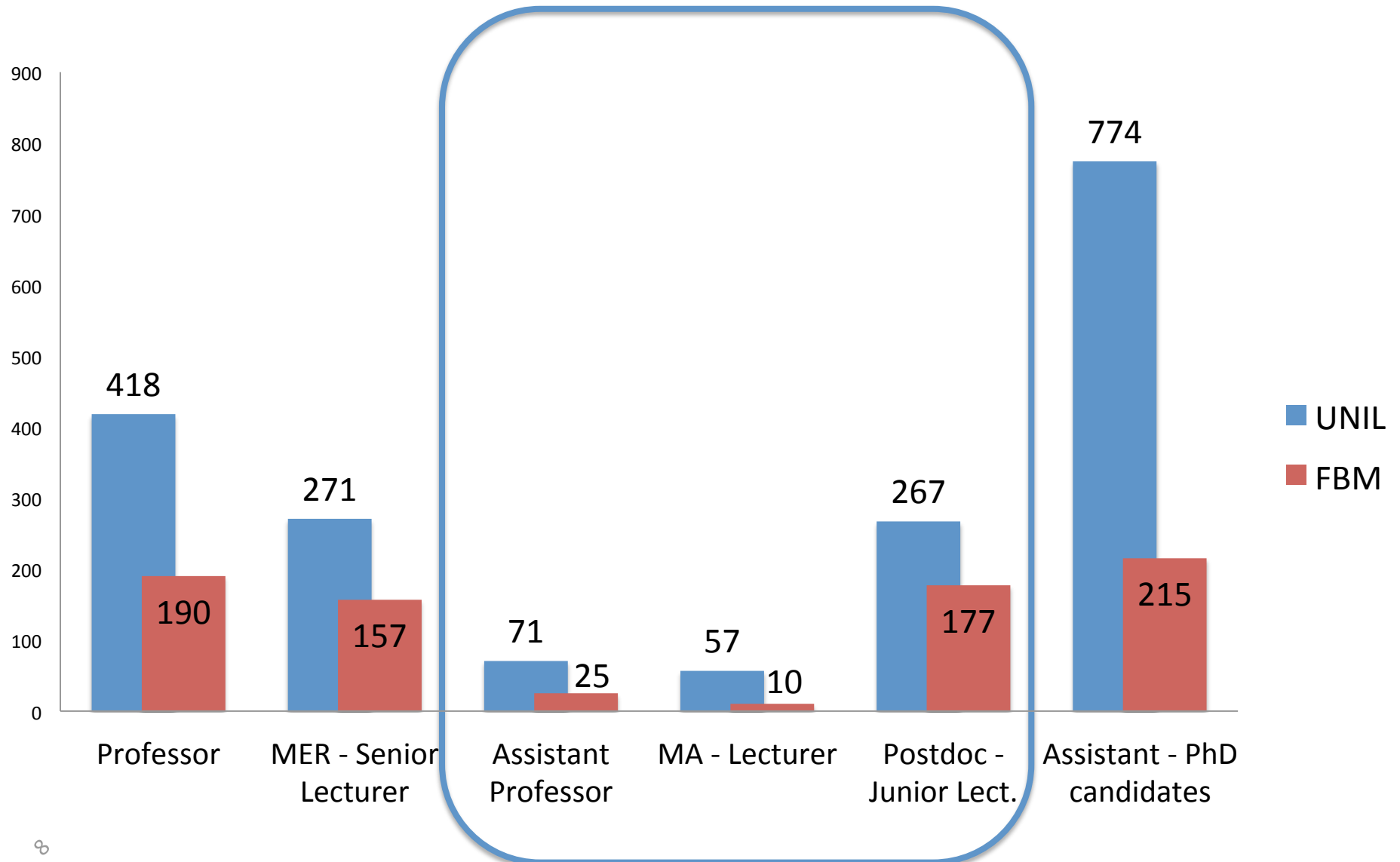
Young researchers at UNIL today: Rough overview

- About 2000 doctoral students
 - about 50% with UNIL or SNSF contracts
- About 330 postdocs and maitre assistants
 - + about 80 on other postes
 - about 50% with SNSF contracts
- About 70 assistant professors
 - About 35 on tenure track
 - About 20 with SNSF professorships

It's not always been like this ...

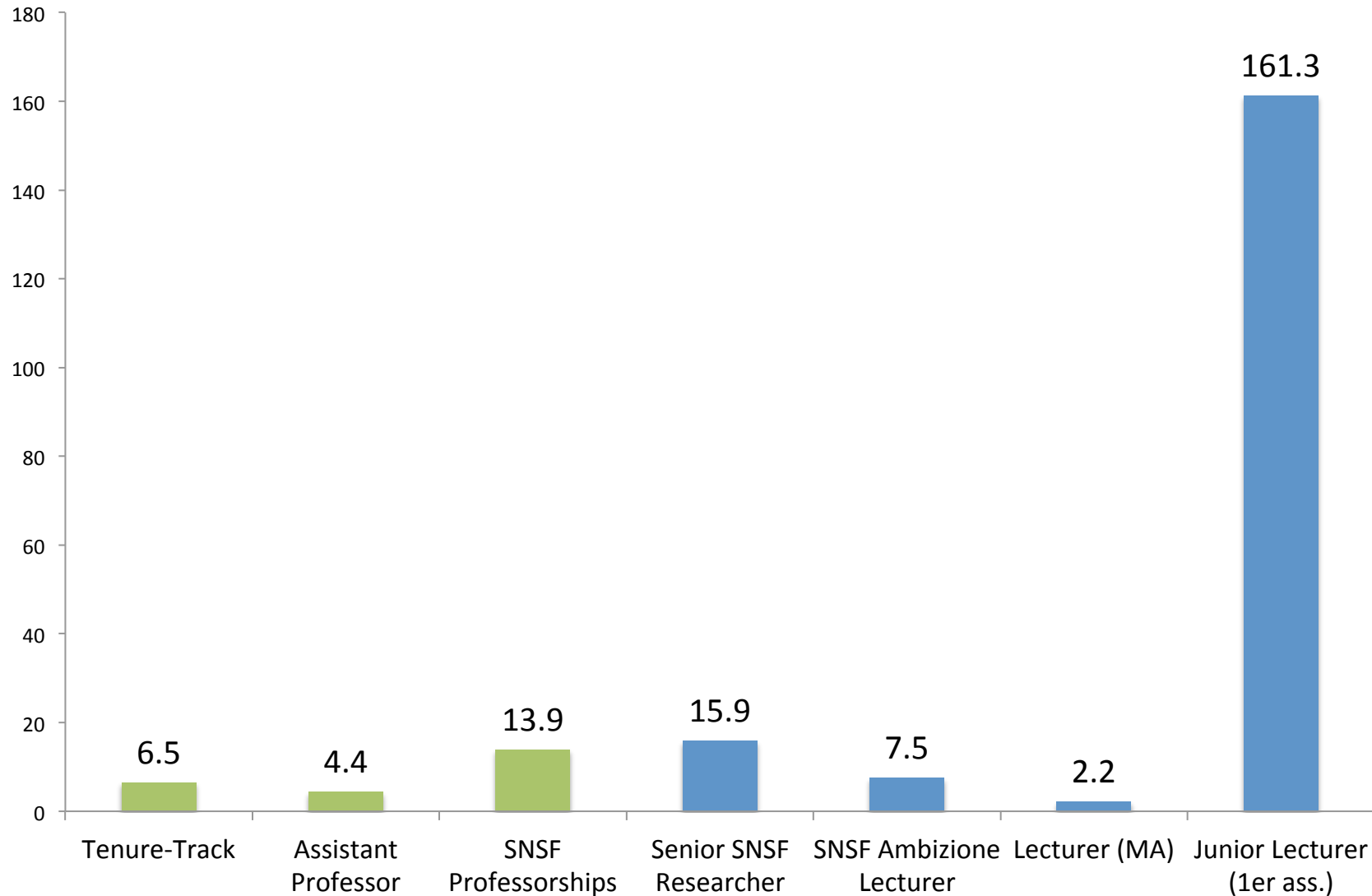


Academic Staff at UNIL and FBM in FTE



Young researchers at FBM: More details (FTE)

Source: UNISIS / Releve 11.06.2015

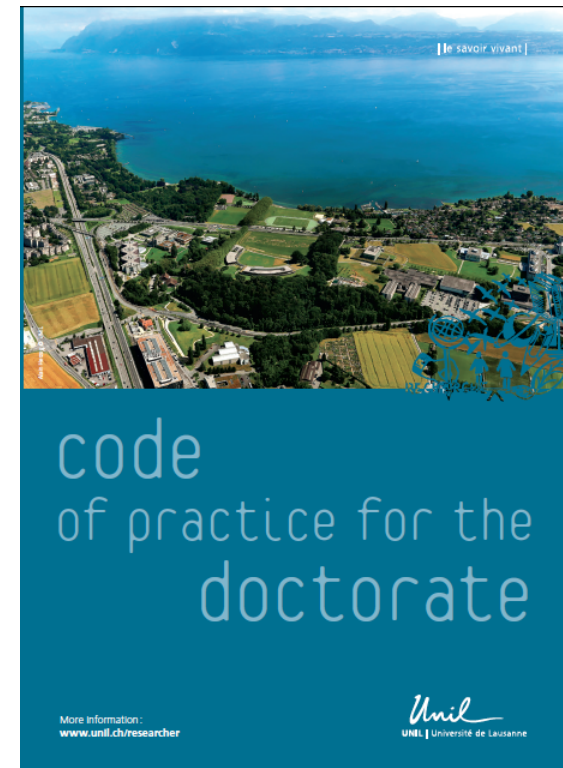




2. What we have done so far:
Some examples

Doctorate level

- Created doctoral programs where needed
 - Today, 96% of the doctoral students have access to an adequate program (72% in 2011)
- Quality of supervision:
 - Code of practice, introduced in 2013
 - Guidelines, values, good practices
 - Rights and duties of both parties
 - Workshops for doctoral students ... and for supervisors
 - 5 times, 72 professors



Postdoc level

- Large postdoc survey, in 2012/13
 - To get to know the postdocs at UNIL better
 - To know what they appreciate, what they don't appreciate and what they need
 - Report can be downloaded at www.unil.ch/researcher

Some new measures

- Arriving and getting settled at Lausanne/UNIL
 - UNIL Welcome Center, created in 2014
 - Housing, permits, schools, dual career couples etc.
- Support for preparing grant proposals
 - Reduced teaching load, during one semester, to prepare a grant proposal: **Application 2Xyear**
- Career Development
 - New tool *Individual Development Plan*: Developmental feedback and career planning
- New workshops
 - Labor market entry: *The postdoc job hunting package*
 - Mobility: Funding, mobility as a couple/as a family
 - By Postdocs For Postdocs: **organize your own workshop!**

Assistant professor level: A few words on tenure-track

- Assistant prof tenure track since 2005
- Important, highly valuable position at UNIL
 - Offers a clear career perspective
 - Clear criteria for success
 - Integration into institution
 - Attracts excellent male and female candidates
- Our philosophie: Aim for success!
 - Clear and high expectations from the start onwards
 - Strong *institutionalized* support during the tenure-track
 - Mentoring
 - Working conditions that help candidates succeed





3. What's next

Next challenges: some examples

- Doctorate level:
 - Selecting the right student; staying attractive for Master students
- Postdoc level:
 - Heterogeneous needs: Finding the right support, for everyone
- Assistant professor level:
 - Provide support, preserve autonomy; gender equality
- Institutionalize what's been done and what is to come
 - Create a Graduate Campus at UNIL