

Principles for the Advancement of Early Career Researchers at Johannes Gutenberg University Mainz

Preamble

Next to teaching and research, the advancement and qualification of its early career researchers is one of the primary responsibilities of Johannes Gutenberg University Mainz (JGU). JGU thereby pays tribute to the excellent and indispensable contributions early career researchers make to research and teaching, which are an important component of the profile of JGU.

The goal of these principles is to set forth the JGU view of its relationship with its early career researchers and to formulate standards that will be shared by the whole university and therefore have an effect on both the attitudes and actions of its members. Crucial points are:

- facilitating and promoting **early scientific and academic autonomy**
- **honoring the achievements of early career researchers** appropriately
- accepting and assuming **responsibility both on the part of the advisors and the early career researchers**

Doctoral candidates, postdoctoral researchers, and so called “habilitation candidates” are included in the group of early career researchers. Additionally, junior professors, as well as externally funded junior research group leaders are included. Thus, those who have already achieved a high level of independence in research and teaching are also incorporated.

JGU aspires to significantly increase the number of female employees who pursue a career in research and teaching after having obtained a doctoral degree and to support female early career researchers through targeted measures.

Academic Autonomy

Autonomy in research and teaching is an integral part of a career in science and academia. Scientific and academic autonomy requires consistent regulations, a defined scope of action and financial resources. JGU vows to provide both the **space** and **structural framework** necessary in order to realize this academic autonomy. JGU will also support easier **access to funding programs** through visible and targeted information and advising offers.

JGU supports early career researchers in the **development of their own research projects** and in financing these by assisting with **securing third-party funding**. The university is actively committed to allowing early career researchers, depending on their status in their subject area, to **independently supervise** students completing **final theses**, as well as overseeing staff members. JGU is committed to providing opportunities for early career researchers to gain teaching experience and takes into regard both the teaching load, as well as course content. Through this, JGU supports early career researchers in building their reputations in both **teaching and research**.

JGU **encourages** and **supports** early career researchers in publishing their research results and holding presentations in order to increase **visibility in the scientific and academic community** and network within their subject areas.

Honoring Achievements

The achievements of early career researchers should be acknowledged in their everyday work, as well as during the annual review, and by being recognized appropriately in academic and scientific publications. Outstanding achievements are honored with awards and prizes and appropriately communicated to the public by JGU.

Responsibility

Established scientists and academics accompany and advise the early career researchers on their career path in their function as advisors, supervisors, or mentors by giving them **orientation** and **perspective**, and showing them **opportunities** and **restrictions**. This is based on mutual respect and in accordance with the JGU leadership guidelines. Furthermore, early career researchers are to be informed of their rights, duties and restrictions of their duties, as well as points of contact in case of problems or conflicts, in a fitting manner.

Doctoral candidates and postdoctoral researchers, along with their advisors, are responsible for **exchanging information on academic goals, progress** made, as well as the adherence to **good scientific and academic practice on a regular basis**.

Advisors and supervisors encourage early career researchers to take over responsibility in the areas of research, leadership, and advising according to their professional and subject-related profile.

In the context of earning a doctorate, advising agreements can make cooperation easier: They document agreements and make doctoral candidates more aware of the different challenges over the course of earning their doctorate.

For JGU, **transparency** in the management of the goals, employment conditions, and future prospects of early career researchers is the basis for a respectful interaction with each other. The university aims to create the best possible **working, research, and employment conditions** for early career researchers. At the same time, JGU is aware of the uncertainties connected to an academic or scientific career and supports its early career researchers through **further education opportunities, individual support** through mentoring and coaching, as well as **advising offers related to employment opportunities**.

Within its possibilities, JGU supports early career researchers in combining family demands with academic and scientific demands. JGU strives to contribute to finding solutions for conflicts by making mediation offers available.

JGU offers early career researchers the opportunity to contribute to the design of the university framework. In addition to the committees for institutional self-administration, the Gutenberg Council for Early Career Researchers advocates the interests of the early career researchers.

Mainz, August 8, 2018

Univ.-Prof. Dr. Georg Krausch
President of Johannes Gutenberg University Mainz

Johannes Gutenberg University Mainz – Recommendations and Regulations

Betreuungsrecht für Nachwuchsgruppenleiterinnen und -leiter (Right to Advising for Junior Research Group Leaders) – Gutenberg Council for Early career Researchers' recommendation adopted by the Senate on July 15, 2016 (in German)

Charta Familie in der Hochschule (JGU's Family Charter) – signed in 2016 (in German)

Human Resources Strategy for Researchers (HRS4R): JGU Action Plan 2016-2020

Staff Agreement on Annual Interviews (Dienstvereinbarung zum Jahresgespräch) – signed in 2015 (in English and German)

Leitlinien zur Betreuungsvereinbarung (Principles on Advising Agreements) – adopted by the Senate on April 28, 2017 (in German)

Leitlinien guter Arbeit an der Johannes Gutenberg-Universität Mainz (Principles of Good Practice at Johannes Gutenberg University Mainz) – agreed upon by the Senate on December 18, 2015; approved by the Staff Council with small changes on December 22, 2015 (in German)