



Präsentation der HHU Postdoc-Umfrage - Ergebnisse / Presentation of the HHU Postdoc Survey Results

General data on the study

- Method: Standardised online survey (Unipark)
- Questioning timeframe: 23 March to 17 April 2023
- Study group: 648 HHU Postdocs (JUNO Mailing List)
- Filled questionnaires: n = 173 individuals (135 German / 38 English)
- Response rate: 27%; significant differences by faculty →
- 54% female; 45% male; 1% divers

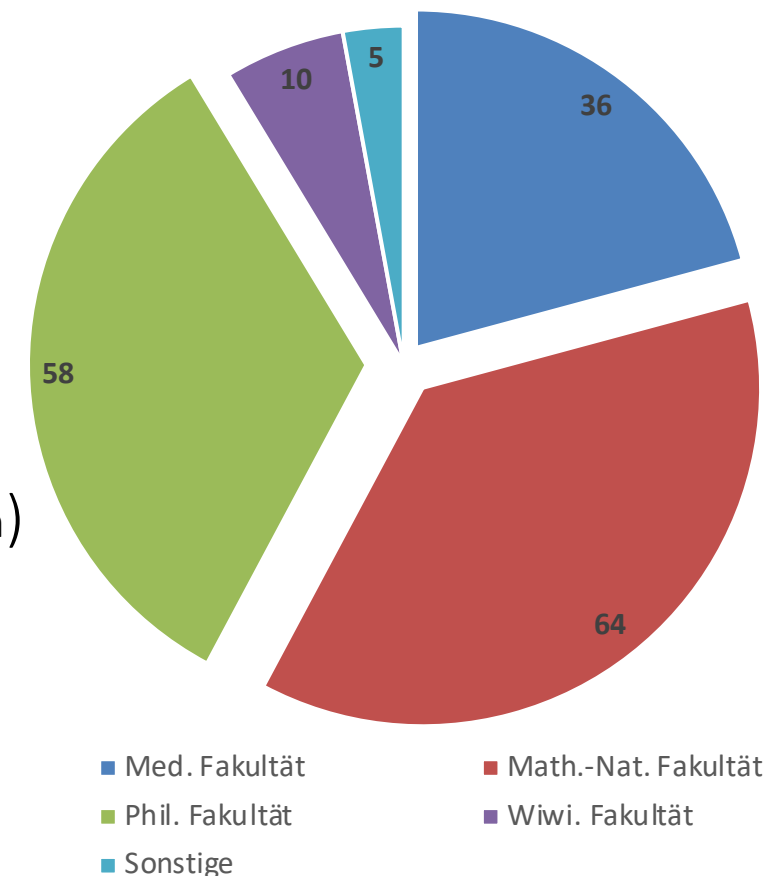


Figure. 1: Response rate by faculty (n=173)

Period of being a postdoc at HHU

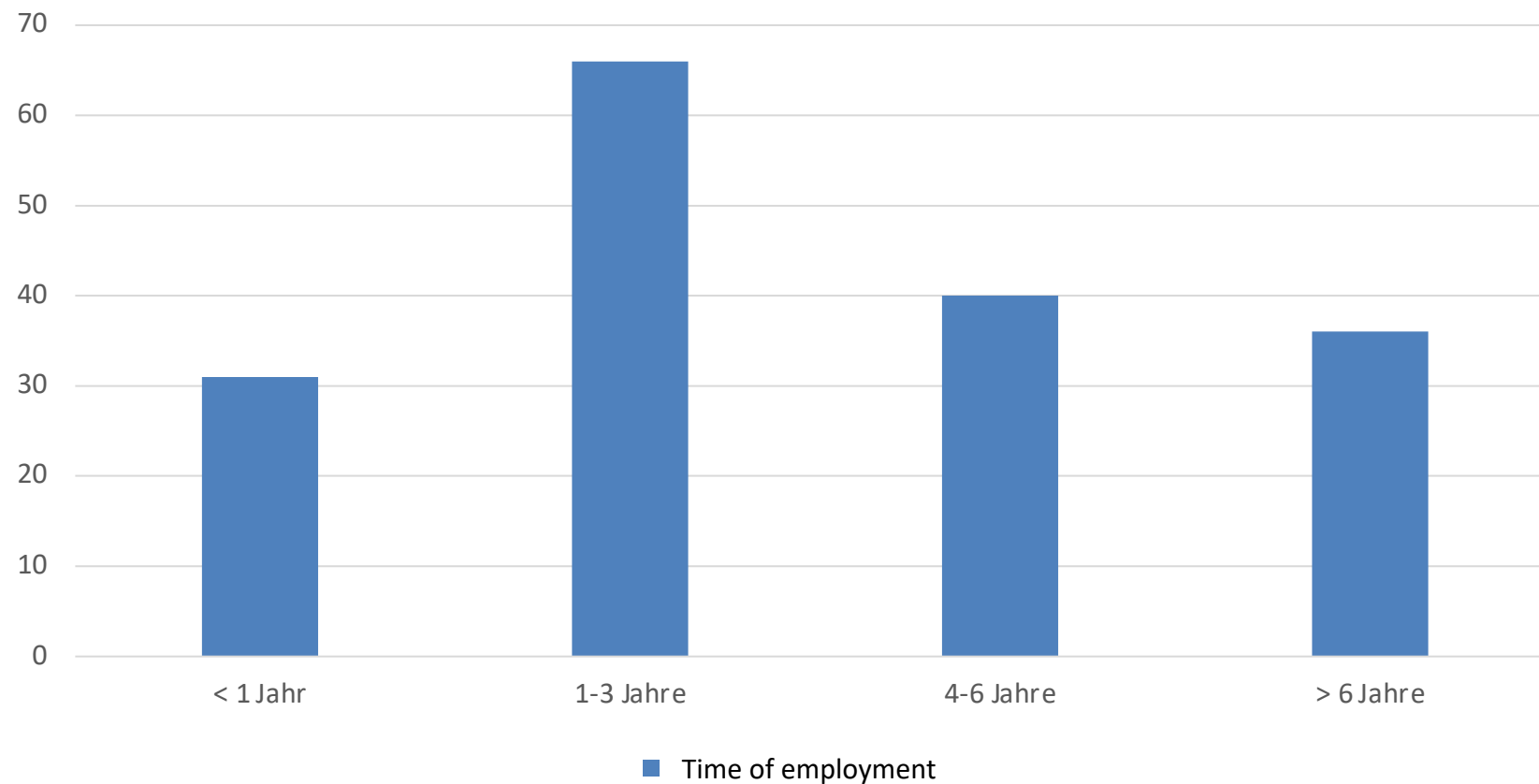


Figure : Employment time of postdocs (n=173)

Motivation factors for Postdocs

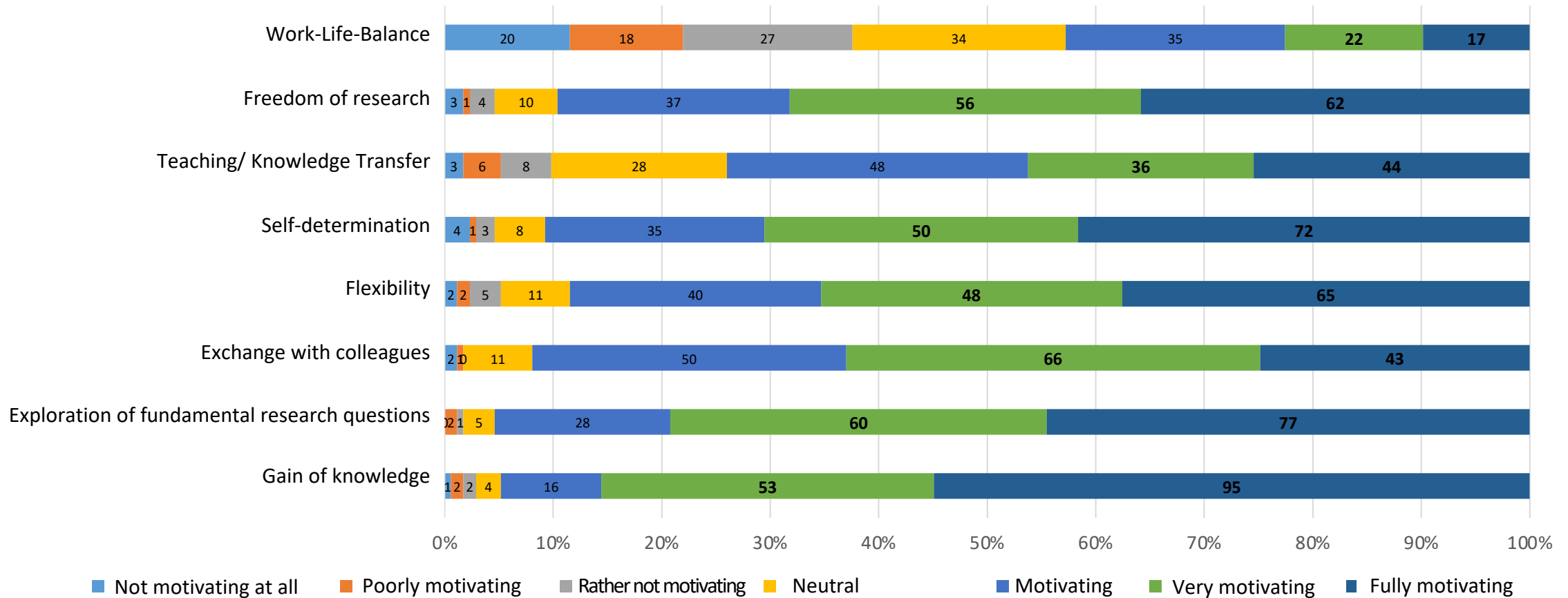


Figure. 3: Motivation factors for Postdocs (n=173)

Attractiveness of career opportunities in general

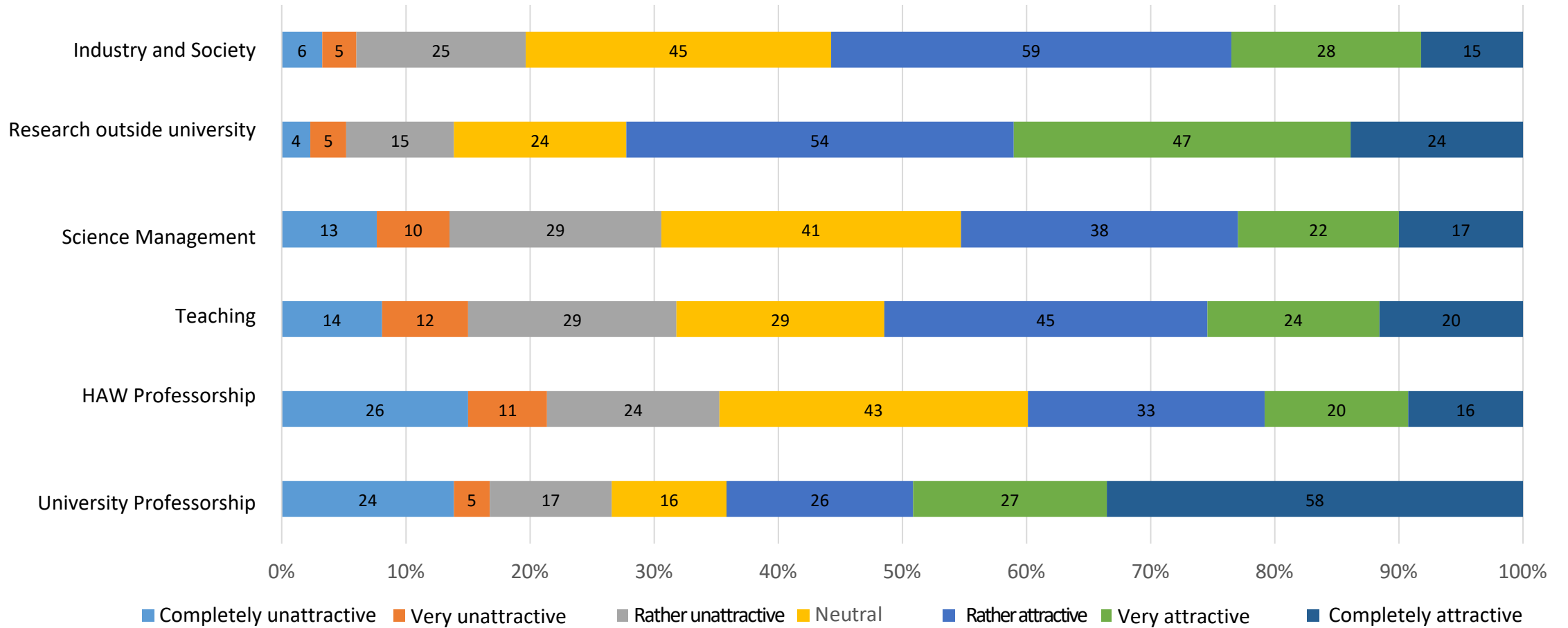


Figure 5: Attractiveness of different careers (n=173)

Attractiveness of career opportunities

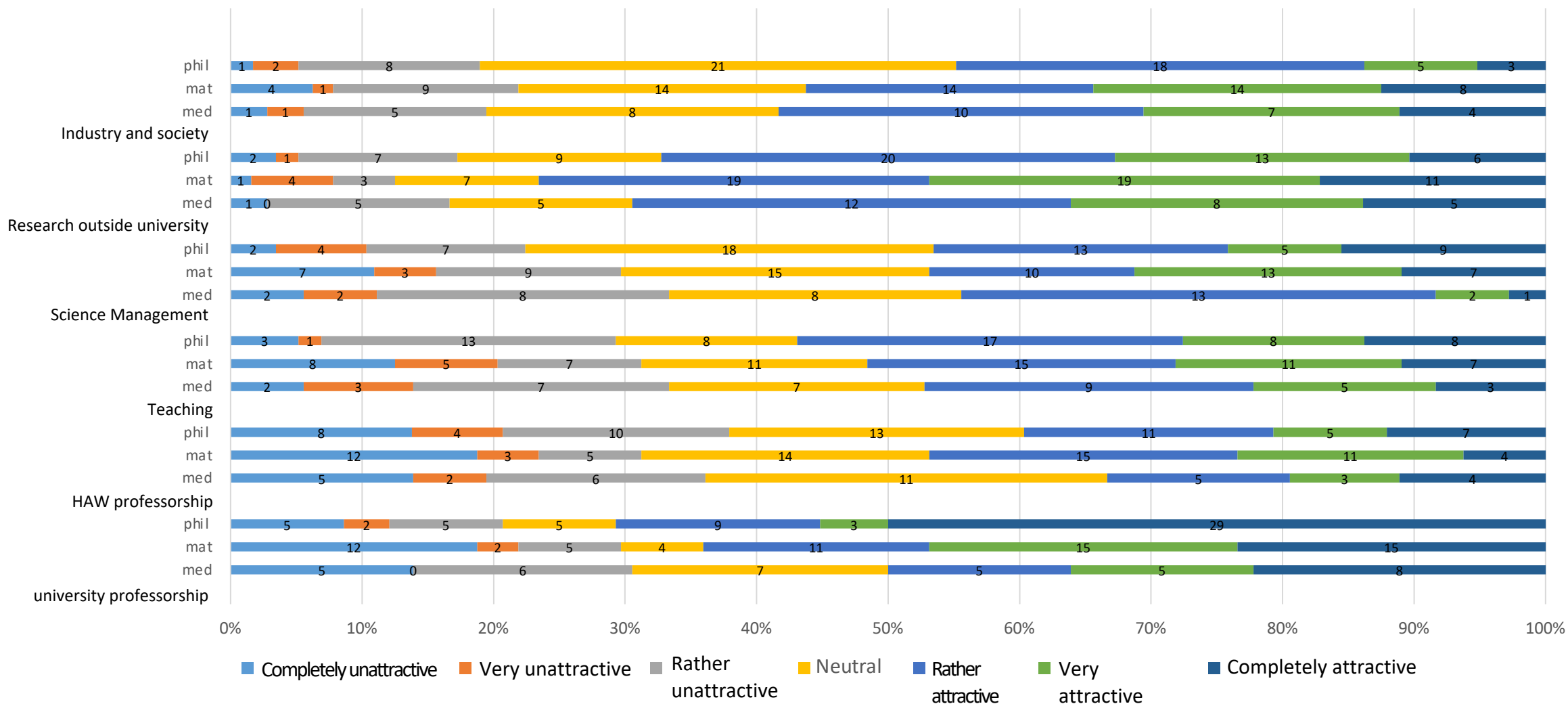


Figure: Attractiveness of career opportunities (n=168)

Chance of reaching career goals

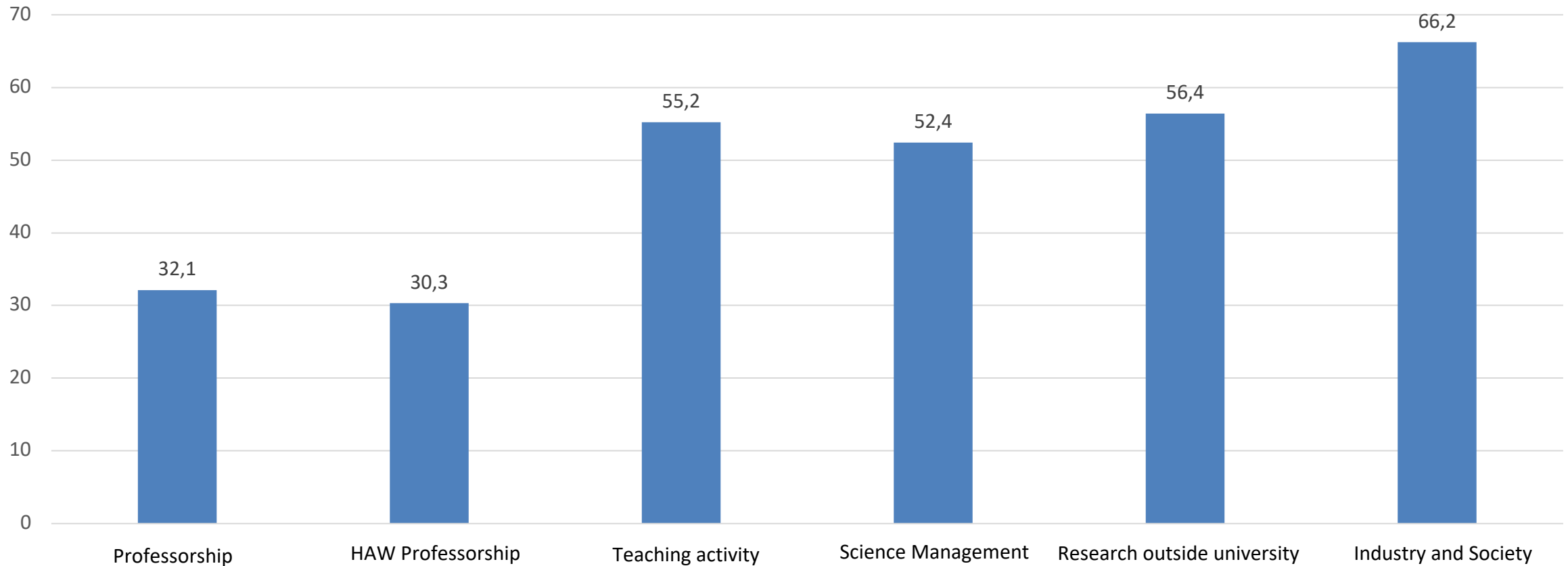


Figure. 4: Mean values of the estimated probability of achieving certain career goals,

Explanation: Postdocs (n=173) estimate the chance to obtain a professorship to be 1/3 (32%); to obtain jobs in industry and society ca. 2/3 (66%)

Information on the German Academic employment law (WissZeitVG)

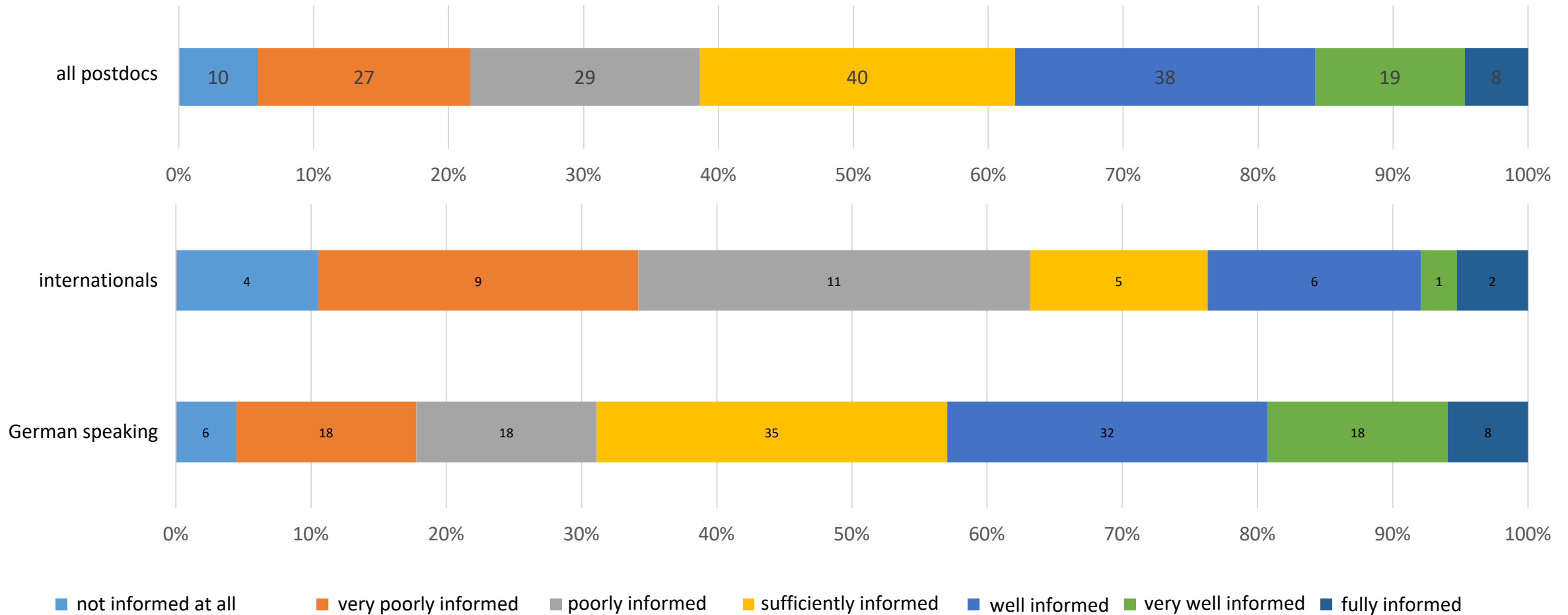


Figure. 7: How well informed do you feel about your maximum fixed-term contract period and the regulations of the Academic employment law (WissZeitVG)? According to nationality (n=173)

Expectations for the postdoc phase

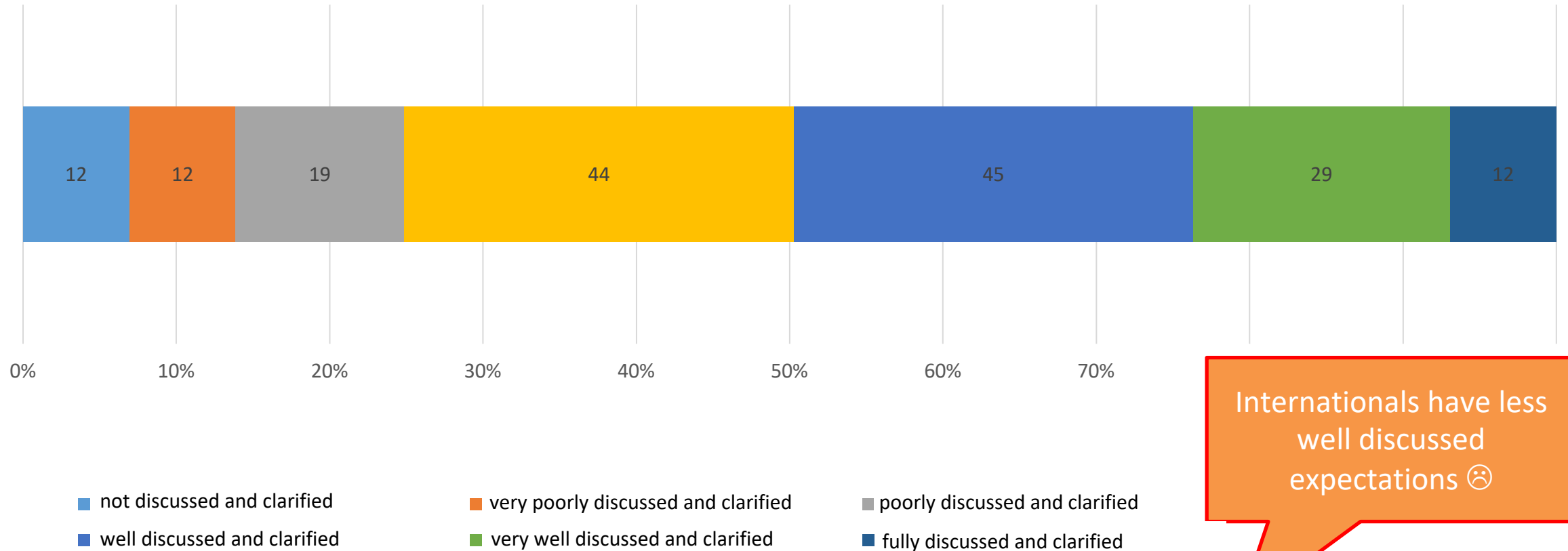


Figure: How well have you discussed and clarified common expectations for the current postdoc phase with your supervisor? all postdocs (n=173)

Structuring and planning of your postdoc phase

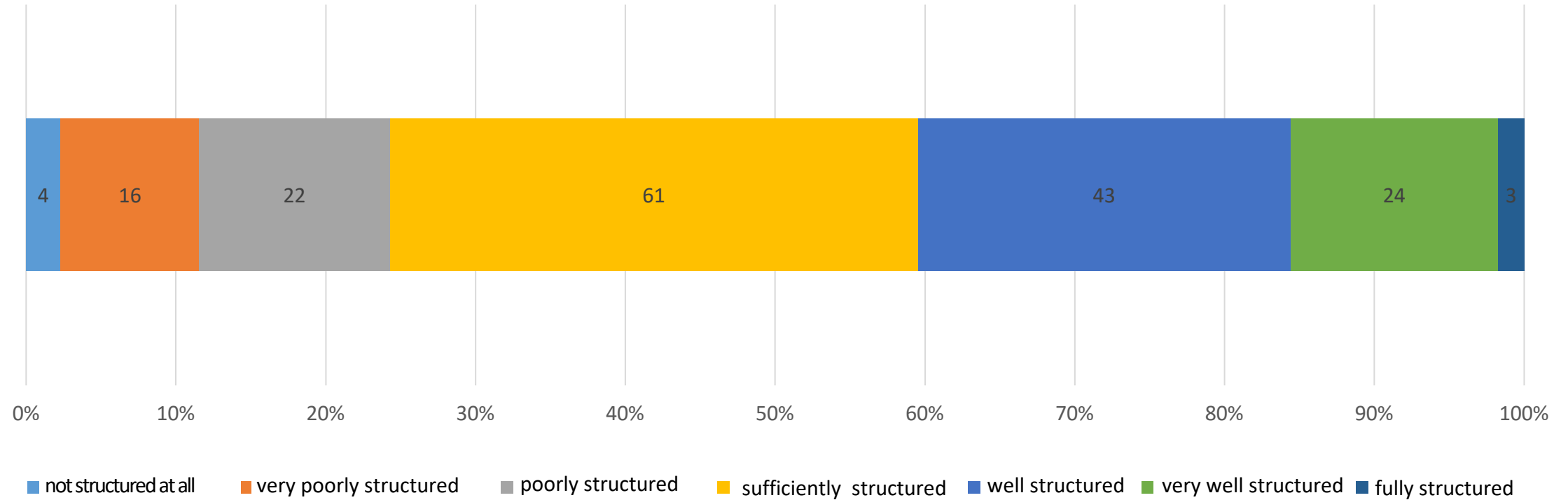


Abb. 9: How do you feel about structuring and project planning your postdoc? all postdocs (n=173)

Exchange with your supervisor with respect to the postdoc phase

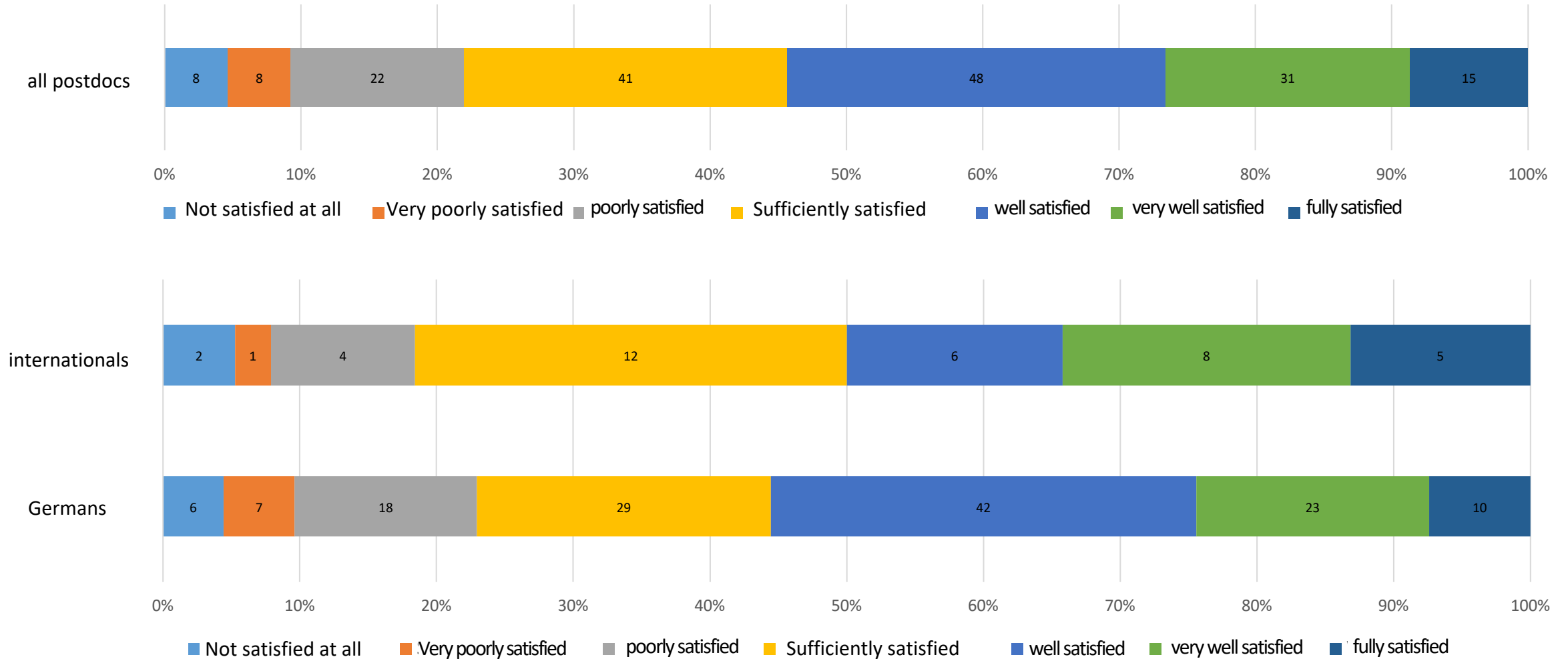


Figure: How satisfied are you regarding the exchange with your supervisor with respect to the postdoc phase? ? all postdocs (n=173)

Feedback sessions with your supervisor

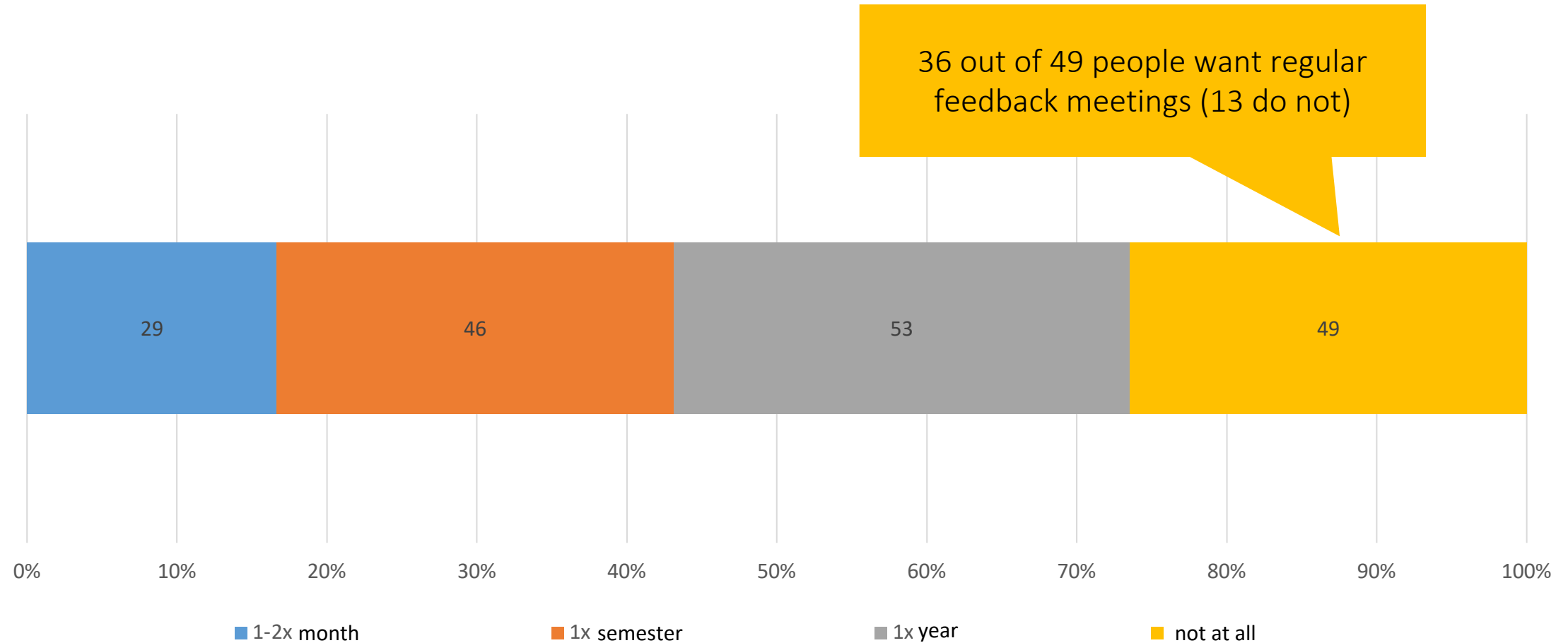
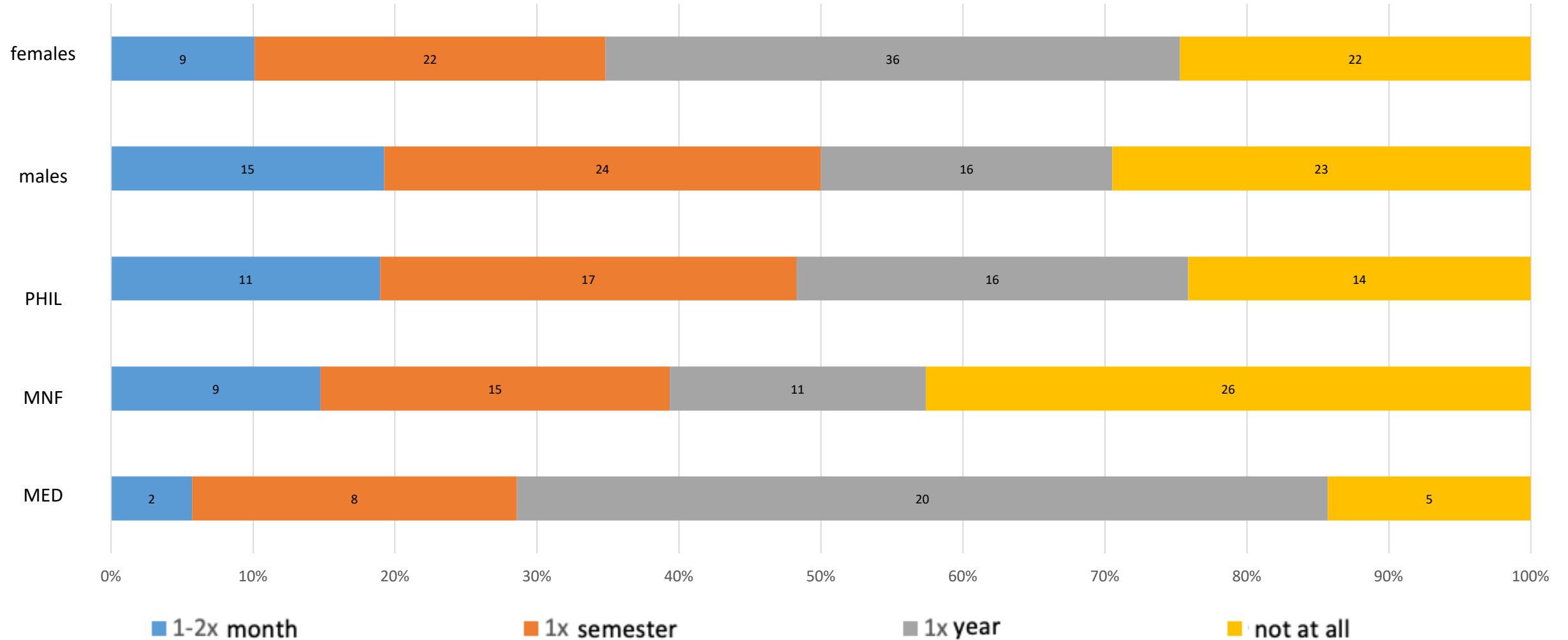


Abb. 14: How often do postdocs have feedback sessions with their supervisors? All postdocs (n= 173)

Feedback sessions with your supervisor



Free-text answers and suggestions

- Yearly surveys on all levels for all audiences involved
- Postdoc career guide and information sessions / more career information/ Networking ✓
- Leadership trainings for PIs
- Feedback
- Peer coaching
- Mandatory staff performance reviews with documentation
- transparent communication, structured planning of the postdoc phase
- Information about the postdoc phase (onboarding information) ✓

Availability of supervisor for professional support

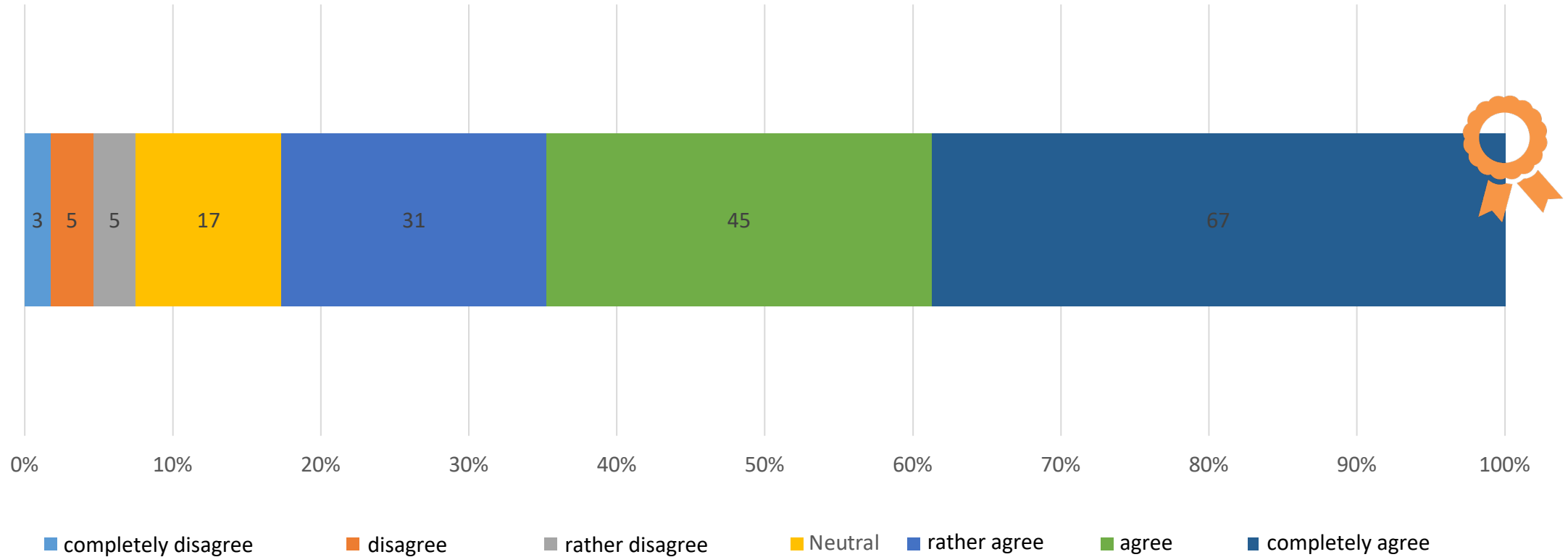


Figure: My line manager/ my supervisor is available to me when I need professional support., all postdocs (n=173)

Supervisor support with regard to career planning

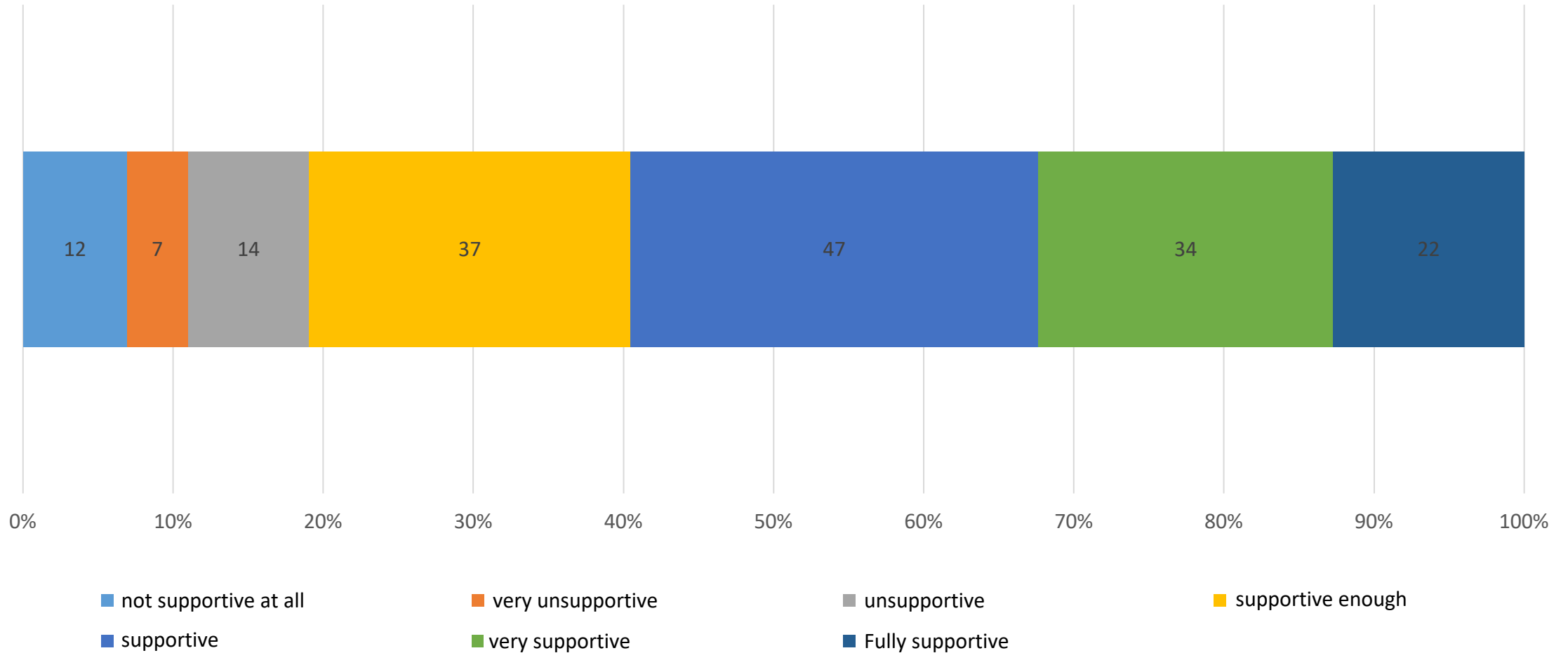


Figure: How supportive do you feel your supervisor is with regard to your career planning? all Postdocs (n=173)

Information on career development offers

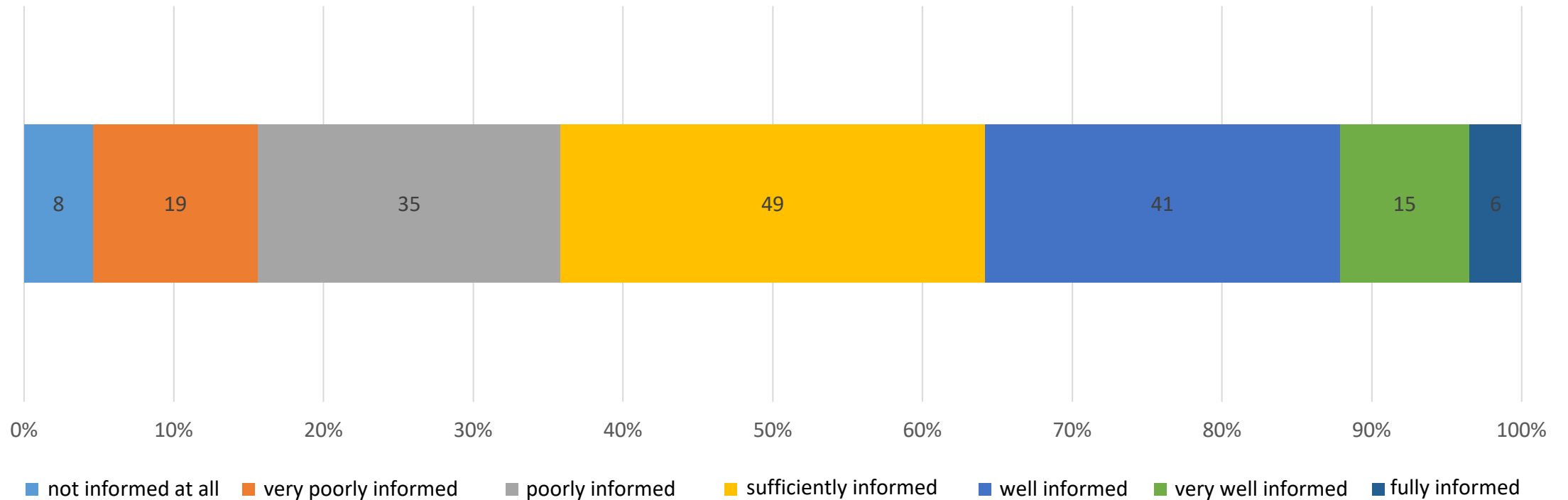


Abb. 10: How well do you feel informed about career development opportunities within your current position? All Postdocs (n=173)

Mentors

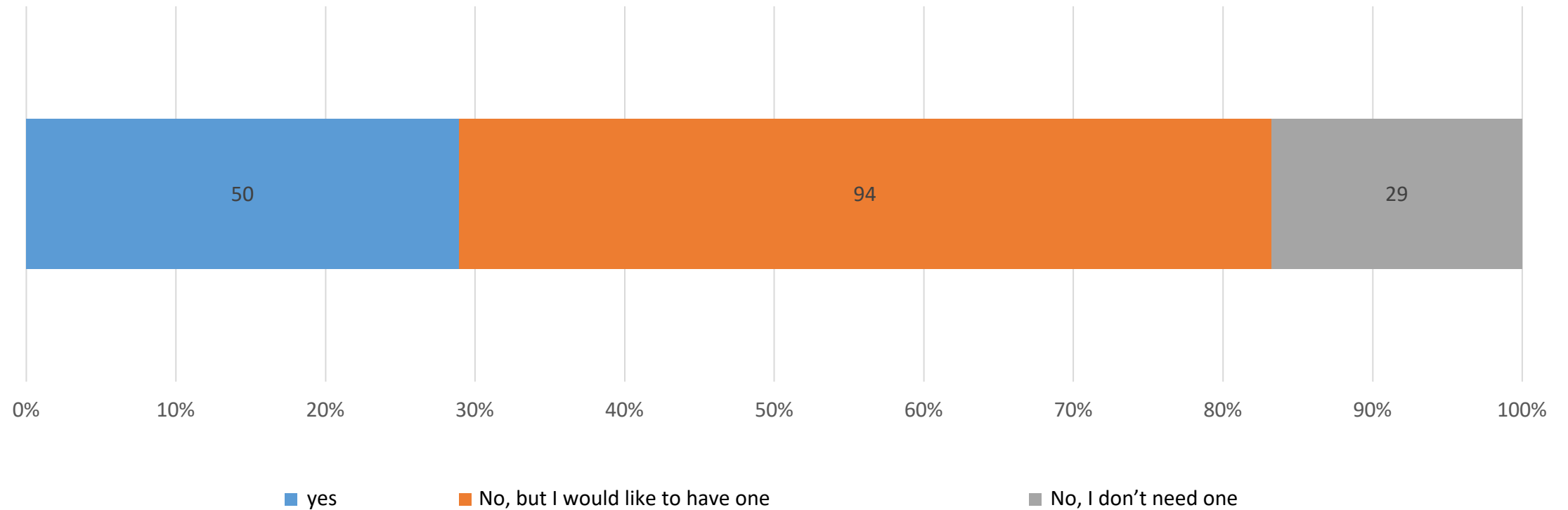


Figure: Do you have a mentor or a person with whom you can discuss career issues (besides your supervisor)? All Postdocs (n=173)

Supportive collegial environment

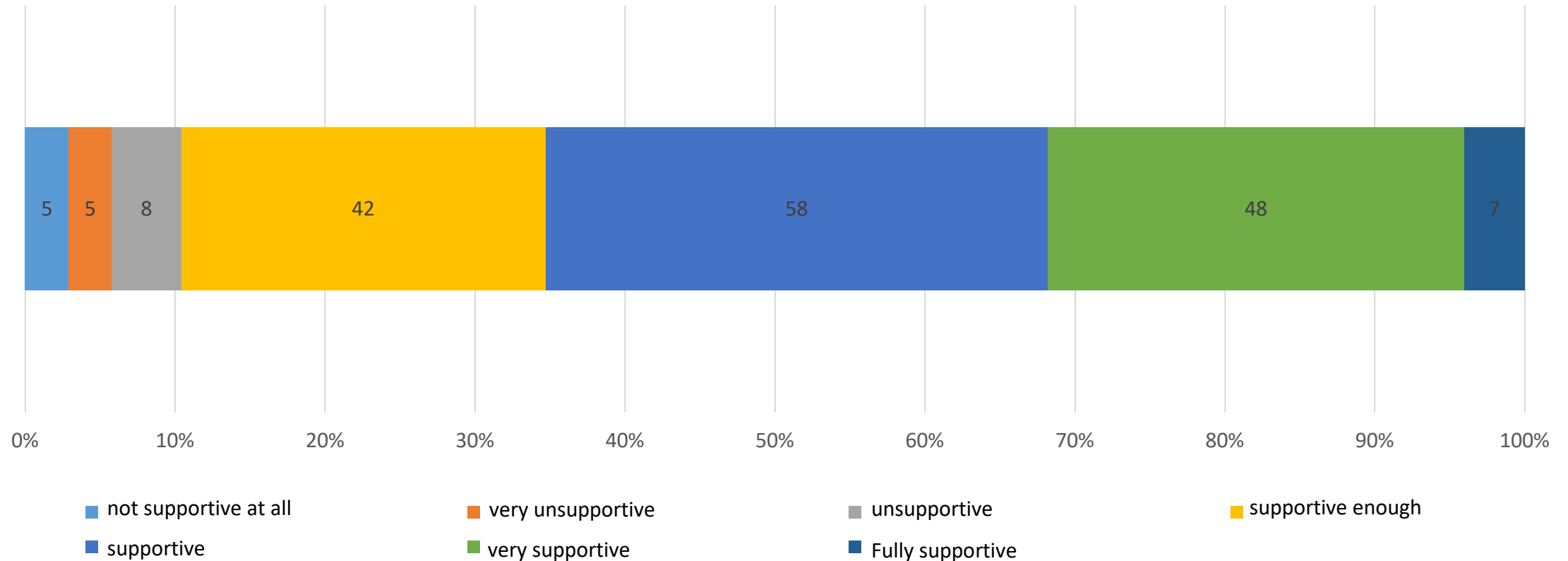


Figure: How supportive do you find your collegial environment/ your university network at HHU? all Postdocs (n=173)

Research infrastructure

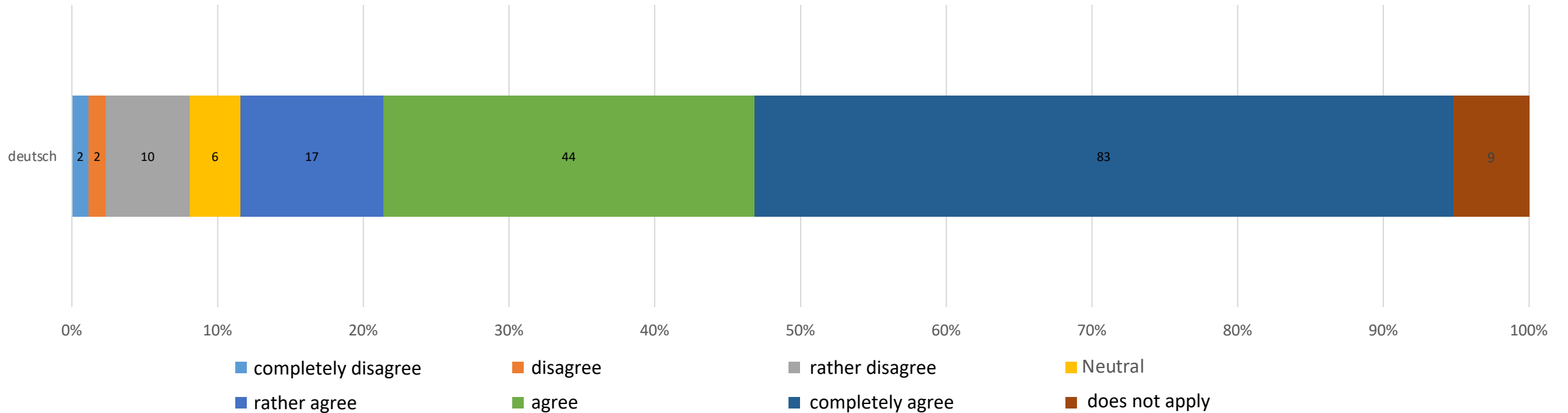


Figure: I have access to the research infrastructure I need. All Postdocs (n=173)

Acquisition of subject related competences

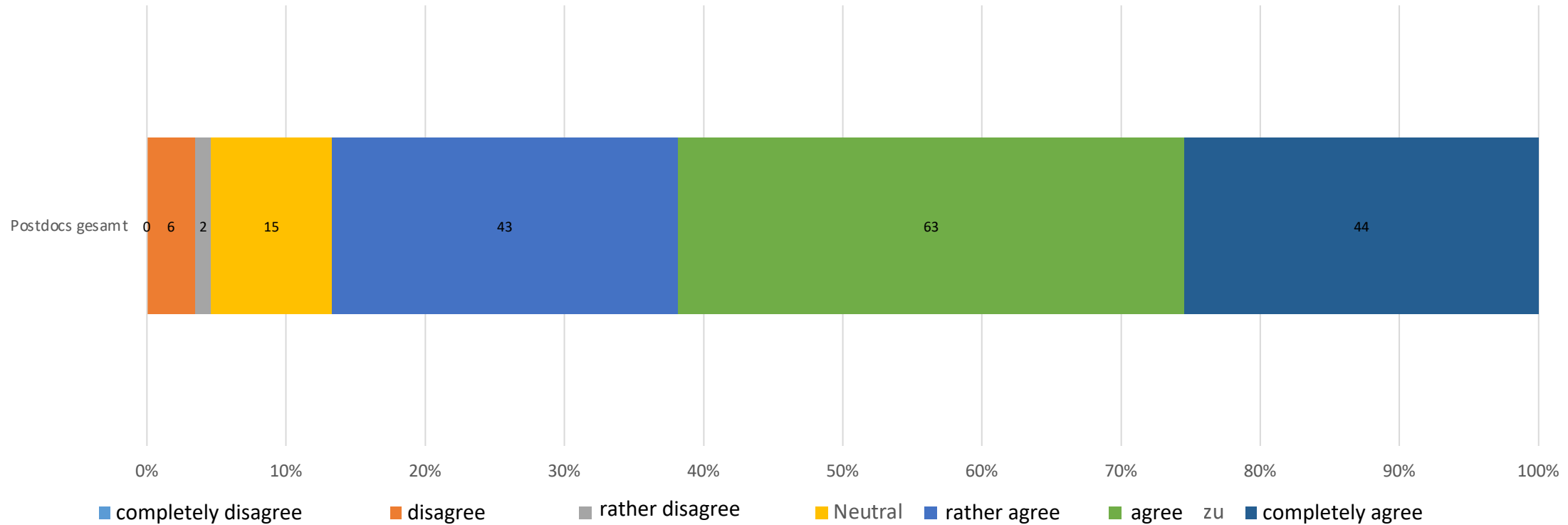
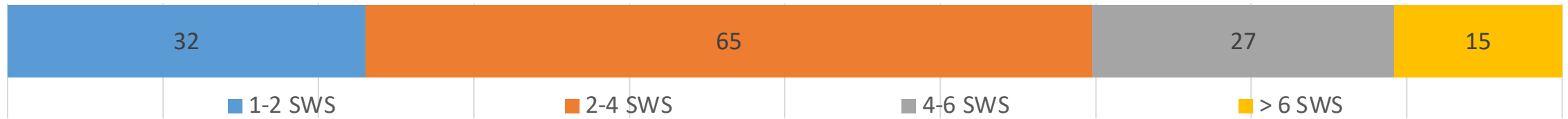


Figure: I have acquired new expertise in my postdoc time to date, all Postdocs (n=173)

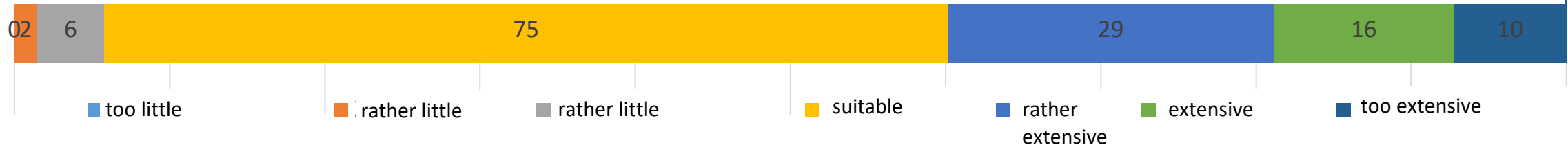
Teaching

80 percent (139) of HHU's postdocs are teaching – 20 percent (34) are not.

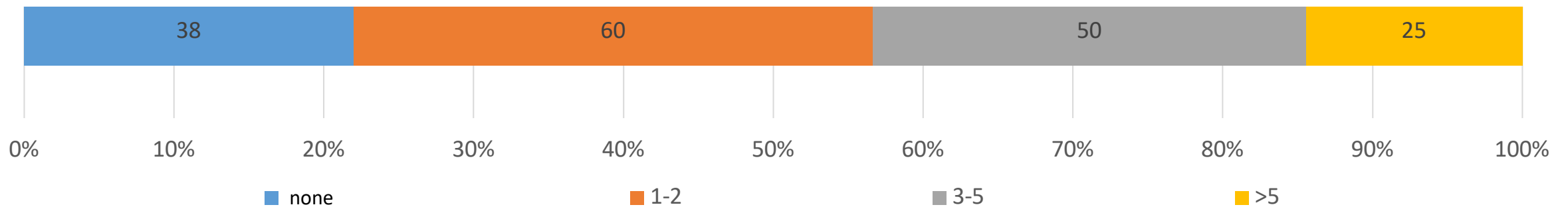
Teaching load



Subjective stress due to teaching



Supervision of thesis



Providers of university advanced and further training measures

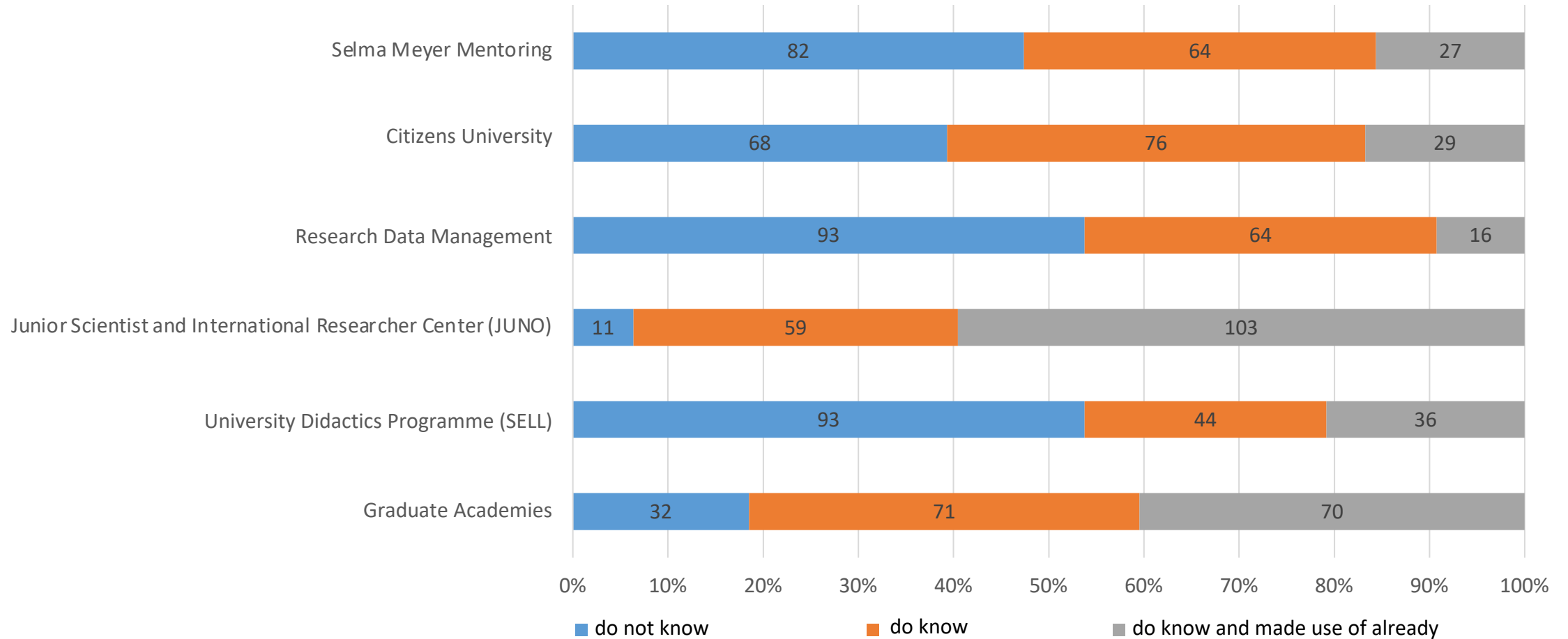


Figure: Do you know one or more of the following providers of university advanced and further training measures? Have you used them yet? (n=173)

Contact points for early career researchers at HHU

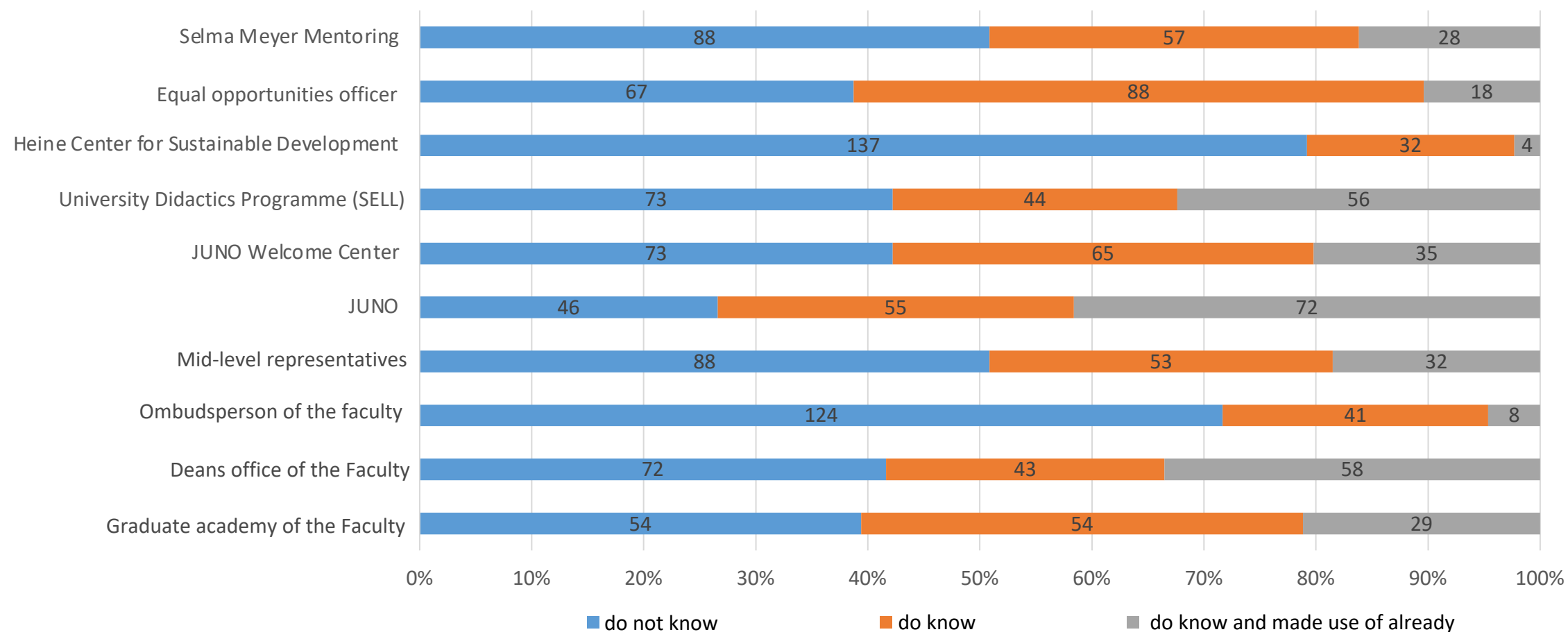


Figure: Do you know the following contact persons/contact points for (young) scientists in your faculty or at HHU? (n=173)

University committees (university self-administration)

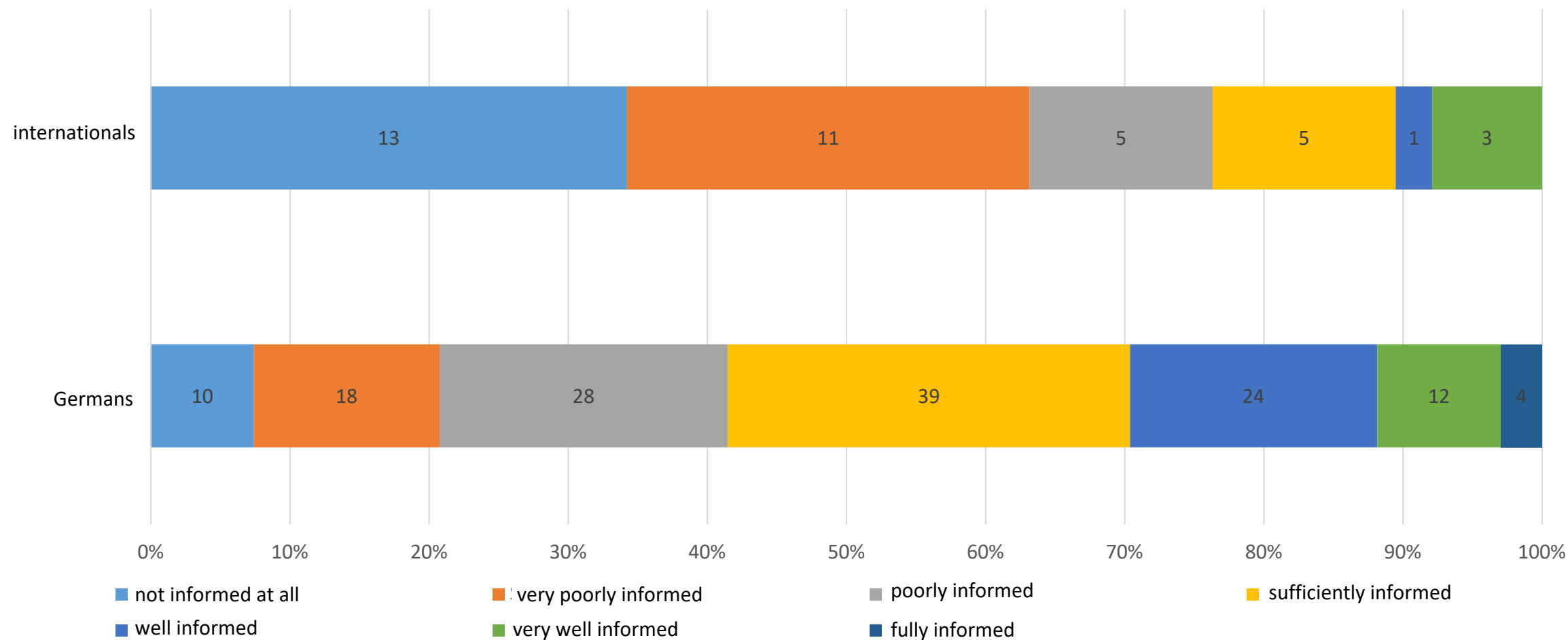


Figure: How well informed are you about the work or decisions of the university committees (university self-administration) at HHU? according to nationality (n=173)

Networking with peers

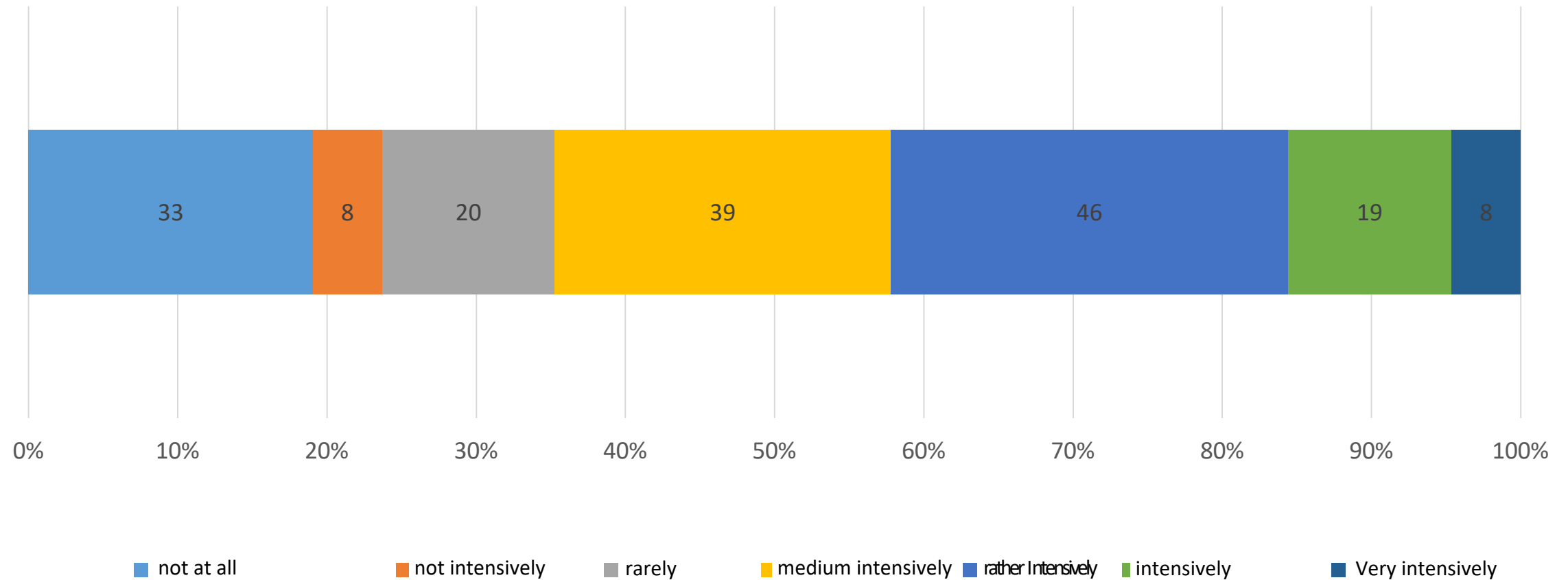


Figure: How intensively do you exchange ideas with other postdocs? All Postdocs (n=173)

Overtime

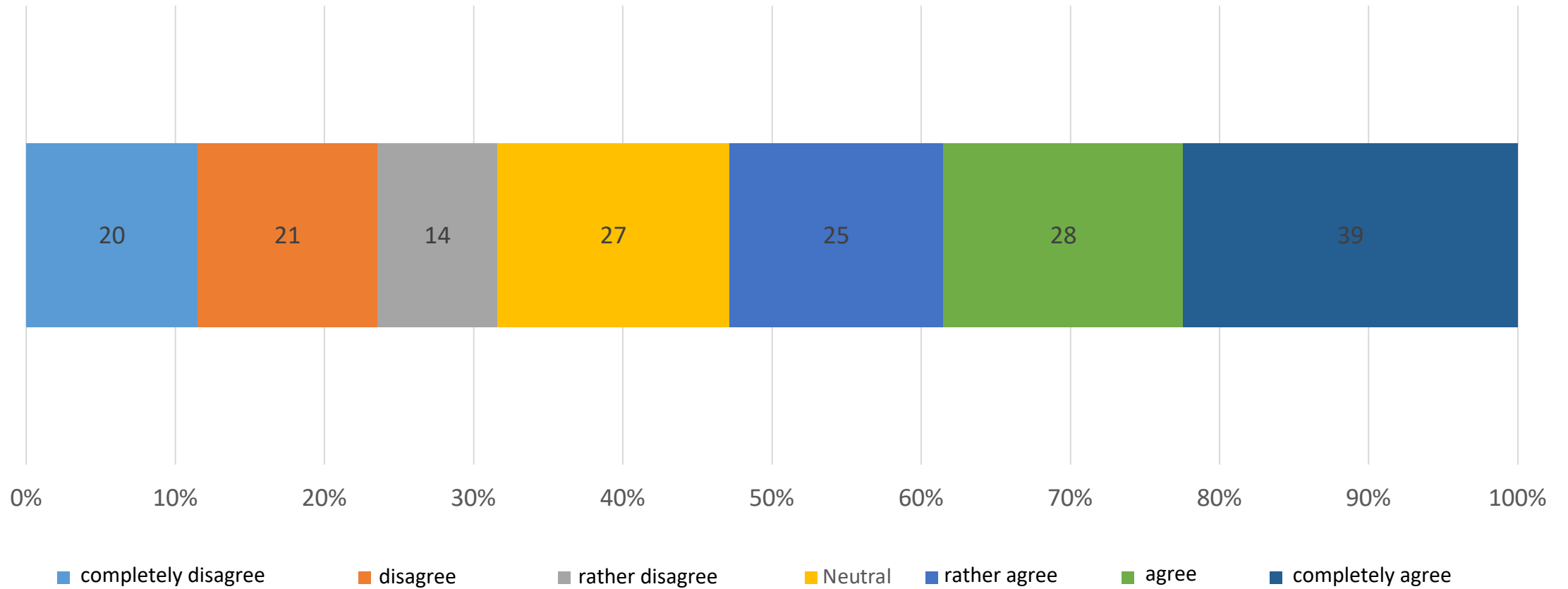


Figure: I regularly work overtime, all postdocs (n=173)

Extra burdens ?

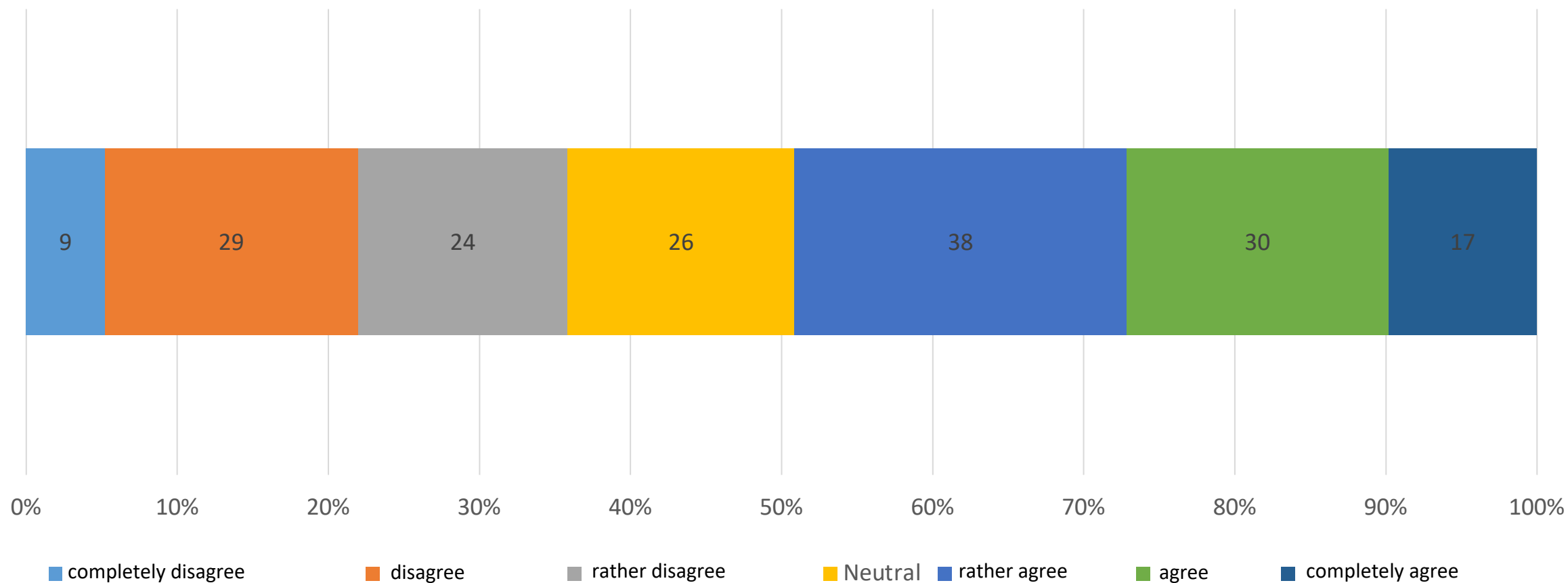


Figure: My supervisor makes sure that I am not burdened with tasks that make it difficult to achieve my career goals. , all Postdocs (n=173)

Recognition of private situation

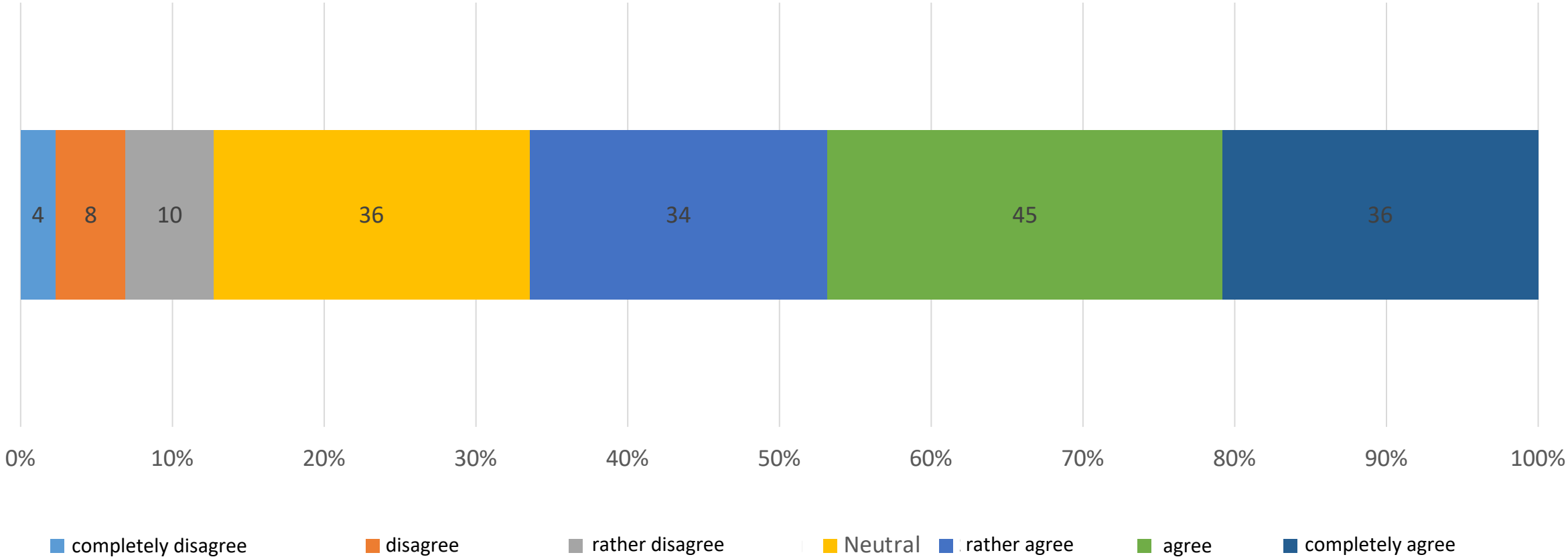


Figure: My superior is respectful of my private situation (children, care etc.), all Postdocs (n= 173)

Recognition of private situation

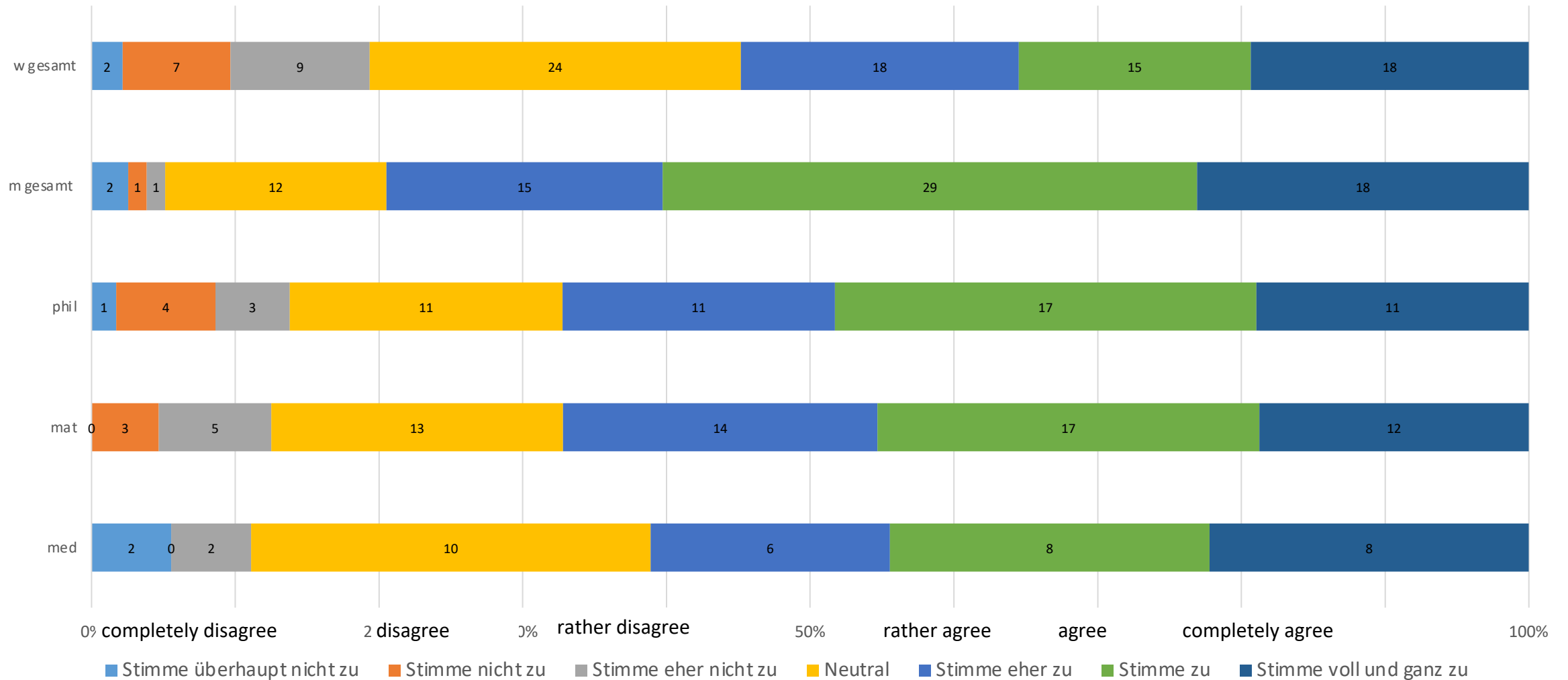


Figure: My superior is respectful of my private situation (children, care etc.) according to gender (n=171) according to faculty (n=158)

Work-Life-Balance

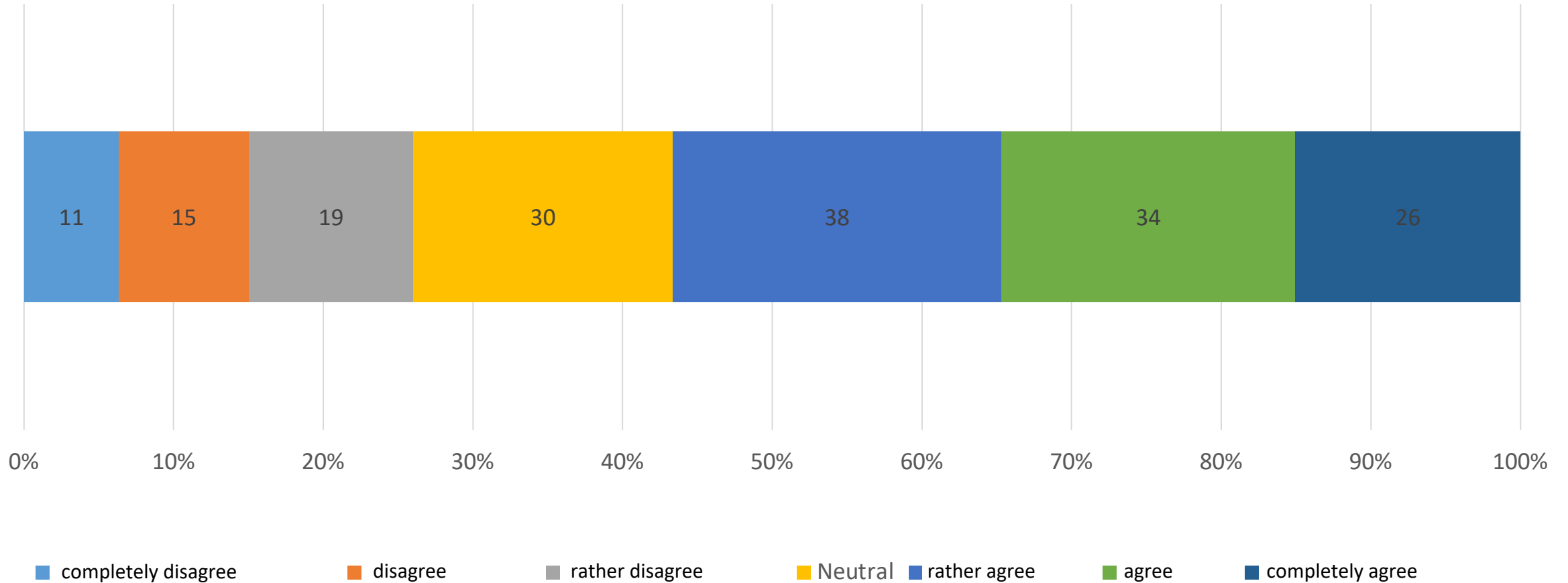


Figure: I am satisfied with my work-life-balance., all Postdocs (n= 173)

Challenges on the postdocs' working ability

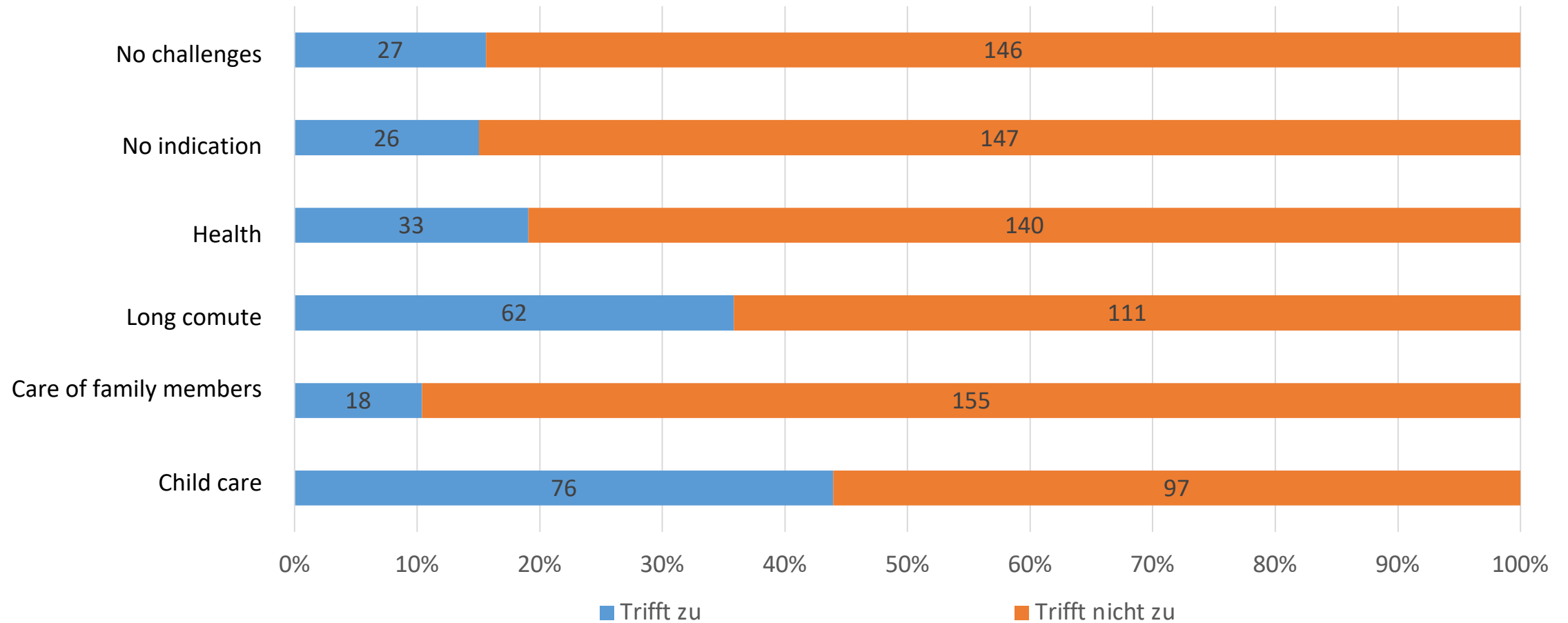


Figure: Which challenges encountered have an influence on the postdocs' working ability? Postdocs total (n=173)

Challenges continued

- mental health
- psychological stress due to fixed-term contracts
- discrimination, abuse of power

- framework conditions by law + non-permanent (short term) job contracts
- Relation to HHU's presidency, to the administration

Contact

JUNO-Koordinatorin

Dr. Uta Brunner

Mail: uta.brunner@hhu.de

DIID-Koordinator

Dr. Dennis Frieß

Mail: dennis.friess@hhu.de

