



Concept for Promoting Young Scholars

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1 Summary

This paper sets out the strategic cornerstones for the promotion of early career researchers and scholars at the International Psychoanalytic University Berlin (IPU). It deals with the various approaches and forms of support for young scholars from undergraduate studies to doctoral studies to the postdoctoral phase and finally to assistant professorship, with a focus on postgraduate support. Here in particular, it also highlights the connection to the university's research profile. With its ideas, projects and already established forms of promoting young scholars, the IPU Berlin is striving to be awarded the right to award doctorates. With this aspiration, it will face its next reaccreditation by the German Council of Science and Humanities.

2 Introduction/Preamble

In addition to and in conjunction with research and teaching, the promotion of young scholars is at the core of IPU Berlin's academic goals. It thus makes its contribution to progress in science, studies and teaching; it ensures its own and academic self-renewal in the disciplines it represents, in particular, psychology, psychotherapy and psychoanalysis. With its methods and means of promoting young scholars, which begin as early as possible, the IPU provides incentives for performance, creates new cooperation structures and promotes academic exchange. In this way, it paves the way for outstanding research and teaching at the IPU and for attractive career paths. Supporting young scholars in their psychoanalytic research with a transdisciplinary approach also aims to enrich the scientific community at the IPU and other scientific institutions as well as the general public.

The promotion of young scholars is also a decisive factor for its own institutional continuity and further development. The promotion of young scholars at the IPU is based on the standards of scientific excellence, competition and social balance.

The IPU Berlin has been committed to these goals since its foundation – they even formed its founding motive at one time, namely, to give psychoanalysis more recognition through an appropriately oriented university degree program and to gain new insights for psychology and psychotherapy at the intersection of clinical, social and cultural science perspectives and related disciplines.

In promoting and supporting young scholars, the IPU focuses on the entire spectrum from studies to psychotherapeutic training and practice to research. The concept to promote young scholars presented here particularly deals with structures and activities during bachelor's and master's studies, doctoral work and the postdoctoral phase. The support offered is based on the above-mentioned mission and the research profile of the university as well as the possibilities provided by a small university financed exclusively by private funds.

The next developmental step for the IPU Berlin is to obtain the right to award doctorates as part of its institutional reaccreditation, which will be initiated in 2023.

The core elements of the concept are

- Opportunities to research and publish, including appearing at academic conferences, and teaching during the master's degree program (e.g., in the context of tutoring as a student assistant),
- The IPU doctoral program (see 4.4, 6.3) and a joint graduate school by the IPU and the Hans Kilian and Lotte Köhler Center for Social and Cultural Psychology and Historical Anthropology (KKC) at the Faculty of Social Sciences at Ruhr-Universität Bochum (see 4.1, 4.4, 6.3),
- the promotion of research, publication and networking activities of mid-level scientific staff,
- the establishment and support of assistant professorships (see 7.3) and
- the acquisition of international experience through study and research stays abroad (see 5.7, 5.8).

3 Goals and premises of promoting young scholars

With proven and new forms of support for young scholars, and in particular the acquisition of the right to award doctorates, the IPU Berlin aims to promote the strengthening and innovative further development of psychoanalysis and related disciplines and to train and support academically capable and committed young scholars in the best possible way.

The premises for this objective are therefore

- outstanding and diverse support for prospective or already active young scholars in all their activities in research, teaching, and academic self-administration, beginning during their studies and continuing throughout the doctoral and postdoctoral phases,
- the fit of corresponding activities with the IPU's research profile and concept,
- maintaining domestic and international cooperations in junior staff development to promote the acquisition of international experience and expand corresponding networks,
- the provision of structured graduate support services, in particular by means of doctoral colleges and programs as well as the establishment and expansion of stable institutional cooperations with other universities and (clinical) institutions,
- financing doctoral scholarships and other forms of doctoral support through funds from the Foundation for the Promotion of University Psychoanalysis, third-party funds, and from the IPU budget,
- the establishment of a legally secure, reliable and – above all – quality-based set of academic regulations for doctoral projects, including doctoral regulations that comply with the Higher Education Act and the establishment of a doctoral office,
- increasing the number of successfully completed doctorates while adhering to the standard processing time of three or a maximum of four years,
- the promotion of postgraduates through the establishment of postdoctoral positions, assistant professorships, postdoctoral fellowships and support for stays abroad, participation in conferences, publications, the acquisition of third-party funding, and the acquisition of teaching experience.

With all these measures and initiatives, the IPU strives to acquire the institutional authorization to award the doctoral degree of Dr. phil.

4 Framework conditions for the promotion of young scholars

4.1 Institutional cooperation in teaching and research

The IPU Berlin uses contractually agreed upon institutional teaching and research collaborations with other colleges, research institutions and universities to provide doctoral candidates and other early career researchers with the best possible support and networking for their academic development. A focus on or affinity with psychoanalysis is our aspiration and selection criterion when identifying cooperating institutions (usually relevant faculties or scientific centers of cooperating universities or colleges). One example of this is the joint Graduate School of the IPU Berlin with the Hans Kilian and Lotte Köhler Center for Social and Cultural Psychology and Historical Anthropology (KKC) at the Faculty of Social Sciences of the Ruhr University Bochum, which was founded on January 1, 2023. In addition, there are agreements with individual researchers or research groups that can also be used in the context of research and doctoral studies.

4.2 Personnel categories and financing

Doctoral candidates at IPU Berlin are either employed as academic staff or receive a doctoral scholarship. Doctoral projects according to individual agreements are also possible, in which case the doctoral candidates are usually employed by a cooperating university or otherwise affiliated. The positions at the IPU are remunerated similarly to pay groups 12 to 13 of the collective wage agreement for the public sector (TVÖD, federal or state) and should comprise at least 50% of a full-time equivalent. Additional funds for a position or for separate positions in the academic staff can be acquired via third-party funded projects. As a rule, positions corresponding to TVÖD pay group 13 are also applied for. For each professorship, the IPU budget provides a half position for academic collaboration.

Doctoral candidates who are neither employed by the IPU nor have an IPU doctoral scholarship, but are funded elsewhere, can use the resources of the IPU as Research Fellows on a contractual basis. Whether positions in the academic staff are created as postdoc positions or as positions for doctoral candidates and advertised accordingly depends on the content of the position, which is determined by the respective professors.

Assistant professorships are advertised and evaluated in accordance with the provisions of the Berlin Higher Education Act. The appointment procedure is regulated in the IPU's appointment regulations and complies with the Berlin Higher Education Act in every respect.

4.3 Information for doctoral candidates and onboarding

Onboarding is supervised by the professor to whom the employee is assigned. In the future, new doctoral candidates and/or academic staff will be provided with (digital) onboarding resources at the beginning of their work at IPU Berlin, which contains all essential information about the university and its most important cooperation partners. All information for doctoral candidates can be found in the doctoral regulations (see 6.1), in the regulations and sample guidelines for the supervision agreement, and in a corresponding section of the IPU website, which is maintained by the Doctoral Office (see 6.2). Every year, the IPU organizes a Doctoral Candidates' Day, which serves as a forum for the exchange of information on doctoral activities at the IPU and all relevant questions or problems. A mentoring program is also planned for doctoral candidates in their first year of doctoral studies. Are also regular opportunities for informal socialization for doctoral students organized by the doctoral students themselves.

4.4 Content focus according to the research profile

The makeup of the IPU Berlin doctoral program and the joint IPU/KKC Graduate School (see 6.3, 6.4), as well as dissertation topics, are oriented towards the focal points of the IPU's research profile (<https://www.ipu-berlin.de/en/university/research/focuses/>), both in terms of the questions to be addressed and the application of specific research methods. The corresponding focal points are

- **Psychotherapy research and its foundations**, with a broad spectrum of questions on psychotherapy process and outcome research,
- **Analysis of cultural and social transformation processes**, which examines overall social and cultural transformation processes from an inter- and transdisciplinary perspective, which have significant effects on actors in all areas of their lives and lead to tense standardizations and changes in practice.
- **Conceptual research with a focus on psychoanalytic subject theory and epistemology**, which argues at the interface of psyche and society in terms of cultural psychology, among other things, and focuses primarily on psychoanalytic subject theory and epistemology and discourse criticism.

For example, the framework topic of the joint IPU/KKC Graduate School (see 6.3) builds on the long-standing interdisciplinary trauma research within the DAAD-funded project "Social Trauma in Changing Societies" (STICS) and thus relates in particular to the third focus of the IPU research profile.

With the profile described above, research at the IPU Berlin is characterized by multi-perspective and transdisciplinary approaches. Accordingly, it also makes use of theoretical and hermeneutic methods as well as empirical, qualitative and quantitative approaches within the framework of doctoral projects. It includes methodological and scientific-theoretical reflections and contributes to the further development and differentiation of the methodological reservoir of psychological and psychoanalytic research. This applies equally to the clinical sector, where qualitative studies on psychotherapy in university outpatient clinics secure access to clinical practice for young scholars and open corresponding fields of research.

5 Support during studies – before the doctoral phase

5.1 Scholarships during studies

Fees are charged for studying at the IPU Berlin, which does not receive any state subsidies. Students are entitled to Bafög, provided they meet the legal requirements. In addition, they can pre-finance their studies as part of a "reverse generation contract" with CHANCEN eG (www.chancen-eg.de).

The Germany Scholarship (Deutschlandstipendium) of 300 euros per month offers particularly talented and committed students the opportunity to receive additional funding, which can be granted independently of Bafög or one's income situation. These students are selected by an award committee. The IPU regularly seeks funding for this, including from the IPU Sponsors and Fundraisers Association, the Foundation to Promote University Psychoanalysis or from other foundations, such as the Friedrich Foundation Hannover and the Foundation Fund Priv.-Doz. Dr. Harald Leupold-Löwenthal, each of which will support a corresponding thematic class.

Thematic classes of the Deutschlandstipendium, introduced at the IPU for the first time, serve to promote young scholars by involving the supervised cooperation of a group of five students on a specific framework topic, which can later be used, for example, as part of a thesis.

In the future, the IPU will also support more students in applying for scholarships from the German Academic Scholarship Foundation and use the opportunity to encourage the best students for a scholarship on its own initiative. Cooperations with other study foundations, especially those that support stays abroad, are also to be expanded.

Not least, by applying for funds from the DAAD Scholarship and Support Program (STIBET), the IPU will continue to make regular use of the opportunity to support international scholarship holders with 830 euros per month.

The same applies to the StuFen project, which since 2015 has provided funding for selected psychology students with refugee backgrounds who started their studies abroad (initially from Syria, as of 2022 also from Ukraine).

5.2 Student tutorials

Since 2010, student tutors have been supervising tutorials from the curriculum. They are remunerated with a supplementary agreement to the usual student assistant position of 144 euros per credit hour. The module coordinators or the professors of the corresponding lecture support the tutors in preparing the courses.

Since 2019, students have also been able to apply for project tutorials, which are remunerated at a comparable level. There are regulations that set out the criteria for submitting applications, which specify that each tutorial must be approved by a professor or research associate. As a rule, this person also supports the students in drawing up the concept. The "Project Tutorials" working group formally reviews the applications received in accordance with the criteria set out in the regulations, and the Study Commission takes note of them. If more applications are received than the number of tutorials allocated, the students themselves can choose which tutorials are to be offered. Two tutorials per semester are financed from the IPU budget.

5.3 Research-based study – curriculum-based courses

The principle of research-based study is anchored in several courses at IPU Berlin. These include, for example, the empirical internship (research-oriented internship I) in the bachelor's course in Psychology, the research-oriented internship II on psychotherapy research in the master's course in Psychology (with a focus on clinical psychology and psychotherapy) and the research project in the master's degree course in Leadership and Counselling.

5.4 Research day for students

With the Research Day each January, which began in 2013, the IPU Berlin provides students the opportunity to find suitable topics for their final theses, to integrate them into projects if necessary, and to find out about research internships at the IPU. To this end, current research projects at the IPU are presented. Furthermore, graduates present their theses, reports on research internships, publications, and other forms of their involvement in research.

5.5 Involvement in research as a student assistant

Students can also apply to work as student assistants to support research (in addition to teaching, academic self-administration and administrative tasks). Direct involvement in a research project is particularly suitable for inspiring independent research questions, practicing scientific collaboration in a team, learning methods, and, finally, finding topics for final theses or for a doctorate that has already been initiated.

In this or as part of a research internship, IPU students can participate in the design, collection and evaluation of studies. This gives them the opportunity to present posters or talks at conferences and contribute to publications.

5.6 Promotion of student publications

Students at the IPU Berlin are also given the opportunity to publish scientific papers. This applies to term papers and final theses for bachelor's and master's degree programs. Authors of outstanding term papers and theses are encouraged to publish them in specialist journals. Starting in 2024, the Leupold-Löwenthal Prize will be awarded for outstanding master's theses, which also includes financial support for publication. If students have contributed to scientific publications, posters, or other forms of presentation by professors or IPU staff, or if they themselves appear as authors, this will be appropriately indicated.

The IPU library is setting up a specialist repository for psychoanalysis that also covers student publications. With the platform OEDIPUB (Open Electronic Documents of the IPU Library), for which funding was applied for from the German Research Foundation (DFG) in late summer 2022, scientific articles, monographs, chapters, and research data can be published free of charge with Open Access. This also applies to bachelor's and especially master's theses.

5.7 Study and internship abroad

As an internationally outstanding university, the IPU Berlin has an extensive network of partner universities and numerous exchanges for international studies and internships abroad. It regularly encourages all students to spend one or two semesters abroad as part of their studies. The IPU regards this as a particularly intensive form of promoting young scholars, as studying abroad in both the bachelor's and master's phases serves to gain insight into a different study system, establish academic contacts, train intercultural skills, and develop foreign language skills. Courses worth at least 15 credit hours are offered in English as early as the bachelor's degree course. This opens the possibility for foreign students to study psychology at IPU Berlin as part of the ERASMUS exchange program. It also promotes the multilingualism of IPU students in psychological language. As preparation, IPU students can take a free course in technical English with a special focus on psychoanalysis as part of the BSc Psychology PLUS.

Certificates obtained abroad are recognized to the greatest extent possible. Through relevant funding programs and the IPU Berlin's long-standing cooperation with the DAAD, all financial funding opportunities are explored and utilized, especially within the framework of the Erasmus+ and PROMOS scholarship programs.

The same applies to international internships: IPU students can apply for funding through the Erasmus+ program in the case of a European internship and through the PROMOS program outside of Europe.

In 2022 alone, 49 students took advantage of the opportunity to study or do an internship abroad, a number that has grown significantly in the last five years – interrupted by the Covid19 pandemic. The IPU's International Office (IO) regularly advises students interested in studying abroad (as part of the study information day, which takes place every semester) – also individually – and actively supports them in the application process.

Under the leadership of the IPU, application documents for an Erasmus Mundus Joint Master's Program status project were submitted to the European Commission (Funding & Tender Opportunities, Single Electronic Data Interchange Area, SEDIA) on 15 February 2023. If approved, this international

cooperation project will significantly expand and stimulate the range of international courses on offer at the IPU.

In addition, IPU students going abroad have the opportunity to take language courses online via the European Union's OLS platform both before and during their studies or internship abroad. The IO regularly informs students about this, encourages them to use this platform, and offers them support with registration.

5.8 Summer schools, international guest professorships and webinar series

The IPU Berlin will continue to regularly organize international summer schools, also within the framework of the DAAD-Balkan network "STICS" (Social Trauma in Changing Societies), which has been in existence for 10 years. In addition, it organizes a further summer school on different topics each year, funded partly by the DAAD and partly from its own resources.

Also financed by third-party funds and with the support of the Foundation to Promote University Psychoanalysis, the IPU invites international guest researchers to the Horst Kächele Guest Chair every year, who lead research-based courses at the IPU and regularly organize the *International Horst Kächele Memorial Webinar Series on Contemporary Psychoanalytic Research*, which is aimed at particularly interested students and, above all, young researchers.

5.9 Alumni Talks, Research Alumni Group

In specially organized "Alumni Talks", former students – including those working in science – have been reporting on their professional careers since 2020, advising students and exchanging information with small groups on career prospects in clinical, non-clinical and scientific spheres. Students interested in research can also participate in the alumni group "Research and Doctorate", which consists partly of employees or doctoral candidates of the IPU and its cooperation partners.

5.10 Prizes

Since 2021, an annual prize has been awarded for outstanding bachelor's or master's theses. The prize, named after the founder and benefactor of the IPU Berlin, Christa Rohde-Dachser, is endowed with 500 euros for bachelor's theses and 1,000 euros for master's theses and is funded by the Foundation to Promote University Psychoanalysis. It is awarded by a jury.

A prize sponsored by the DAAD is usually awarded annually for above-average academic performance and social commitment.

With funds from the "Priv.-Doz. Dr. Harald Leupold-Löwenthal" endowment fund, established by his widow Ida di Pietro, the Harald Leupold-Löwenthal Young Talent Prize for outstanding master's theses will be awarded for the first time in the winter semester 2023/2024. The prize is endowed with 1,000 euros and includes financial support for the publication of the thesis. It is based on annually changing key topics, which are derived in advance by a jury from the oeuvre of the Viennese psychoanalyst Harald Leupold-Löwenthal (1926-2006).

6 Funding in the doctoral phase

6.1 Doctoral supervision

IPU Berlin places great importance on providing doctoral candidates with reliable and intensive supervision and support, while at the same time ensuring the greatest possible freedom for independent academic work. Based on a critically reflected analysis of needs and requirements, this freedom should recognize and reinforce the doctoral candidates' personal responsibility.

To this end, the IPU offers various programs and ensures participation in the academic life of the institution and its cooperation networks. It also offers regular opportunities to present and discuss their own research results in the context of doctoral projects. All this is set out in an individual supervision agreement, for which the IPU Doctoral Committee has published a model (https://www.ipu-berlin.de/fileadmin/downloads/promotion/IPU_Promotionsregistrierung_Betreuungsvereinbarung.docx). In cases of conflict, mediating discussions involving one or more trusted persons are facilitated.

Further details are regulated by the doctoral regulations (see <https://intranet.ipu-berlin.de/dokumente/Dokumente/promotionsordnung-20220128.pdf?Web=1>).

6.2 Establishment of a doctoral office

For the organization, coordination and support of doctoral procedures at the IPU Berlin or with cooperating universities, the establishment of a Doctoral Office is planned after gaining the right to award doctorates, which will be equipped with half a staff position. In close cooperation with the Doctoral Committee, it will advise and support doctoral candidates as well as the supervising scholars from the project application to the publication of the dissertation and will provide all the necessary information: Admission requirements including equivalence checks for international degrees, supervision agreement, doctoral regulations, examination procedures, defense or disputation, certification, and legal issues regarding the use of the doctoral degree. In this sense, the Doctoral Office serves as a service, information, and documentation point for all those involved in a doctoral project.

6.3 Doctoral programs

The following programs are offered at the IPU Berlin (see <https://www.ipu-berlin.de/en/doctoral-program/>):

- Doctoral program "Psychoanalysis in Discourse" with three modules: "Doctoral colloquia and research-related exchange", "Research methods", and "Comprehensive key qualifications"
- Since 01.01.2023: Joint Graduate School "Trauma and Collective Violence: Articulation, Negotiation and Recognition" of the IPU and the Hans Kilian and Lotte Köhler Center for Social and Cultural Psychology and Historical Anthropology (KKC) at Ruhr-Universität Bochum.

As part of these doctoral programs, the IPU offers events for its doctoral candidates and the cooperating institutions that serve the purpose of further education and academic exchange. As long as the IPU does not have an independent right to award doctorates, its doctoral college is an optional offer. Its aim is to support participants on an individual basis in those areas of expertise and knowledge, including research methodological qualifications, for which they and their supervisors recognize a corresponding need. Participation can be recognized and documented via credit hours.

The offerings in the doctoral program of the joint IPU/KKC Graduate School, on the other hand, are binding, especially as they are accompanied by their own doctoral funding in the form of scholarships

(currently for six doctoral candidates over a period of four years, i.e., three from the IPU and three from KKC). This college will set up a program jointly developed by the IPU and KKC, which will include training courses as well as meetings and conferences and offer platforms for scientific exchange. Supervision of these doctoral students will be provided by a PI team consisting of professors from the IPU and KKC (or Ruhr-Universität Bochum) as well as other cooperating universities (including Humboldt-Universität zu Berlin, Goethe-Universität Frankfurt am Main and the University of Osnabrück). All offers for doctoral candidates of the IPU and KKC within and outside of these programs are inter-linked and open to each other free of charge.

In the long term, the IPU is aiming to establish a structured doctoral program in English, which will lead to a PhD and connect to the existing English track of the master's program in Psychology. This also provides links to the Erasmus Mundus Joint Master's Program status project, an international cooperation project for which the application documents were submitted to the European Commission (Funding & Tender Opportunities, Single Electronic Data Interchange Area, SEDIA) on 15 February 2023 under the leadership of the IPU.

6.4 Scholarships for doctoral candidates

The Foundation to Promote University Psychoanalysis offers two doctoral scholarships each year. The aim is to support outstanding graduates of the IPU whose degree is likely to lead to a successful academic career.

In addition, the Foundation has recently launched a temporary special scholarship program (in the form of up to four additional scholarships per year), which is aimed at doctoral students who, following their master's degree under the old regulations (i.e. before the new Psychotherapy Act came into effect in 2020), are pursuing a doctorate in conjunction with psychotherapeutic training (which will expire in this form in 2032).

All doctoral scholarships funded by the Foundation to Promote University Psychoanalysis (currently up to six per year) are advertised and awarded on the recommendation of a jury in a competitive process. A total of six scholarships (three funded by the IPU) are available as part of the joint IPU/KKC Graduate School.

The scholarships for both programs include a monthly payment of 1,400 euros per scholarship (duration 3 years, extension by a maximum of one year possible). In addition, a family allowance of 150 euros per month is granted for doctoral students with children.

6.5 Doing a doctorate as a research associate

Organizing courses in curricular teaching is one of the tasks of doctoral research associates and serves to acquire teaching experience and skills. In conjunction with the doctorate, however, this results in a considerable workload. Particularly in the first semester spent entirely at the IPU, the new academic staff members are expected to work hard at their lectures. New academic staff are therefore given special support with their teaching tasks, for example through team teaching opportunities together with an experienced instructor. Professors encourage participation in teaching through regular discussions on the design and feedback of courses.

In order to effectively promote successful and timely doctorates at the IPU and to reduce the workload of academic staff for their various tasks (teaching, research, academic self-administration and, if applicable, training/further training in psychotherapy), the teaching load on doctoral candidate positions will be reduced from six to four credit hours (full-time, otherwise pro rata) starting October 1, 2023,

thus bringing it into line with the teaching load at state universities. Even though this will have a considerable impact on the budget, it will give IPU academic staff in doctoral qualification positions the opportunity to plan their teaching load in such a way that they have the freedom to concentrate on their academic work and compensate for any teaching load deficits that may arise at the beginning of their career.

In addition, the workload is to be discussed in future at regular meetings between the university management and those involved, with the aim of achieving a better balance.

6.6 Other instruments and measures to promote and represent interests

In order to grow into the academic community outside of IPU Berlin from the outset, supervising professors encourage respective activities by academic staff. This can include, for example, active participation in national and international congresses with their own original work (lecture, poster, workshop, panel discussion, etc.) or the preparation of publications, whereby the doctoral candidates are actively accompanied and supported as required. The IPU supports scholarship holders as well as employees in doctoral candidate positions with grants for travel expenses or conference fees, which can be reimbursed, reduced or waived. The same applies to participation in specialist or higher education didactic training and courses (such as the Berlin Center for Higher Education Teaching, BZHL), but also for career advice, acquiring third-party funding or acquiring soft skills.

Great importance is also placed on the compatibility of tasks in the context of the doctorate and parallel psychotherapy training. The plan is – similar to the Marburg model¹ – to dovetail the content and time structure of future further training to become a psychotherapist in accordance with the new Psychotherapy Act with the modules of the doctoral college (see <https://www.ipu-berlin.de/en/doctoral-program/>), where appropriate and possible.

Academic staff who are bound to the IPU by their employment contract elect representatives from among their colleagues for the Academic Senate and other university committees. Together with the doctoral scholarship recipients and research fellows, they can also elect a joint spokesperson to articulate their interests within the university.

Finally, the statutes of the IPU/KKC Graduate School stipulate that doctoral students can also elect a representative to represent their interests vis-à-vis the Graduate School management. Every semester, a meeting is held between all doctoral students, mid-level academic staff, and the university management, at which information is provided on innovations at the IPU and the concerns of the mid-level academic staff can be discussed.

7 Funding in the postdoc phase and for assistant professors

7.1 Seed funding for research projects (with third-party funding) and research forum

The IPU Berlin has created the instrument of seed funding to support applications for larger research projects. Since 2017, in addition to professors, postdoctoral research associates have also been able to apply for seed funding. Recommendations for approval are made by the Research Commission after appropriate assessment. In exceptional cases, the funding can be used for preliminary studies or the follow-up of successful research projects (outstanding reports, publications, etc.).

¹ https://www.uni-marburg.de/de/fb04/team-rief/marburger_modell/marburger-modell, retrieval on 31.8.2022

Each meeting of the Research Committee is followed by a research forum open to the university public, in which applicants present their research project or report on initial results. In the case of applicants from the academic staff, the IPU also considers and organizes this as an important form of support for junior researchers.

7.2 Postdoc Fellowship

Since 2021, the IPU Berlin and the KKC at Ruhr-Universität Bochum (see 4.1) have jointly awarded an annual postdoctoral fellowship, which is aimed at young scholars who have completed their doctorate with an outstanding dissertation in the field of social and cultural psychology. It includes a monthly stipend of 3,000 euros plus family allowance, if applicable, as well as a budget for organizing lectures and symposia.

7.3 Assistant professorships

According to the Berlin Higher Education Act and the IPU Berlin's appointment regulations, assistant professorships are initially limited to three years, with the possibility of an extension to a total of six years. They serve to acquire an equivalent to a habilitation and thus the ability to be appointed to a university professorship. The IPU has been making use of this option for several years. When filling vacancies, the Senate Administration allowed the option for the first time in 2022 to advertise and fill vacancies either in line with W3 or W1 with tenure track, depending on qualifications and experience. This will give the IPU additional possibilities for developing its own young scholars. Halfway through the initial duration of an assistant professorship, an evaluation is conducted by two external professors, who assess whether the candidate has achieved a qualification equivalent to habilitation. For this purpose, the Academic Senate sets up an evaluation committee consisting of three professors, one member of academic staff, and one student.

At the end of the assistant professorship and, if applicable, the fulfillment of the tenure track, new expert opinions must be obtained before an application for appointment as a regular professor at the IPU Berlin is submitted to the Senate Department responsible for universities. For this purpose, the Senate Administration determines the requirements for appointment as a professor in accordance with Section 123 (6) sentence 3 of the Berlin Higher Education Act and approves the full-time employment of the person concerned with the duties performed by professors at state universities.

With this personnel category, the IPU aims to open promising career opportunities, particularly for scholars with excellent potential and the desire to take on responsibility for academic tasks at an early stage, while at the same time securing its own junior staff in the group of professors. The President and Vice President are available for consultation upon request.

7.4 Other specific funding instruments in the postdoc phase

The IPU Berlin's other funding instruments for the promotion young scholars in the postdoc phase include

- Assignment in the supervision and assessment of theses as a first reviewer with the acquisition of appropriate skills and experience (a completed doctorate is a prerequisite for this); doctoral candidates can also be consulted as second reviewers, provided they agree to this,
- Preparation of a habilitation (support in finding a topic, planning the methodological and organizational procedure, etc.), possibly within the framework of cooperation agreements with other universities or their relevant faculties,

- Funding for open access publications in peer-reviewed journals; IPU researchers can apply for a grant of up to €1,500 per publication; the IPU provides €10,000 per year for this purpose.
- special events on career planning and advice (upcoming).

8 Quality development and monitoring

The following instruments are used or will be used in the future to monitor the achievement of the objectives and the success of the measures described:

- In the future, doctoral candidates will be surveyed once a year about their needs and feedback on the current program and supervision.
- The Doctoral Candidates' Day, which is held once a year, serves as a forum for exchange and feedback on the existing offers. It has taken place twice so far. In addition to the doctoral candidates, supervising professors and university management are also invited to attend.
- Measures are derived from the survey and the results of the Doctoral Candidates' Day (usually in pilot phases), which are monitored by the Quality Development team and evaluated at the next Doctoral Candidates' Day regarding their effectiveness in order to plan and implement improvements if necessary.

The following key figures and indicators are collected annually and published in the annual report:

- Bibliometric analysis of publications by academic staff,
- Number and results of successfully completed doctorates, average duration of the doctorate, and, if applicable, drop-out rate,
- Rate of positively evaluated assistant professorships (interim evaluation and final evaluation),
- third-party funds raised by postdocs,
- Absolute number of FTEs for research associate positions within the IPU budget,
- Proportion of various diversity criteria among academic staff, in particular gender, social background, marital status (children),
- Number of supervised and successfully completed doctorates per professorship.