



**University of
Zurich** UZH

Graduate Campus



Portrait Graduate Campus

“Diversification of career paths”

Elisabeth Stark, Vice President Research, and Claudine Leysinger, Head of Graduate Campus, on the priorities for promoting junior researchers at the University of Zurich



Claudine Leysinger

The University of Zurich (UZH) is focused on improving the situation for junior researchers. Which achievements should be particularly highlighted in this regard?

Elisabeth Stark: “As a university with a strong research focus, junior researchers are at the heart of UZH. PhD candidates and postdocs can apply for various grants (over CHF 9 million invested annually), for example for salary contributions, stays abroad, or academic networking. The question of whether these grants should also include funds for research assistants, especially at the postdoc level to maintain greater scientific independence and competitiveness in the academic market, is currently under review across the university. The university’s research development framework (*Universitäre Forschungsförderung, UFO*) and its considerable resources are essential here.”

Are there other priorities in the pipeline?

Elisabeth Stark: “In addition to this new development, there are three projects currently in progress to further improve the situation of junior researchers at UZH: first, clear UZH-wide employment terms for assistants and PhD candidates should ensure more comparability, transparency, and sufficient protected time for research. Academic freedom is an important asset for a university; this freedom includes the right to apply for grants from the



Elisabeth Stark

Swiss National Science Foundation, so that research can become even more autonomous from the chairs. Secondly, UZH is currently considering implementing an anonymized monitoring system to survey the job satisfaction of PhD candidates and ensure the quality of their supervision. Graduate Campus is playing a key role in both of these projects.

Thirdly, researchers who want to work in academia but aren’t necessarily pursuing a professorship should be offered new career opportunities between academia and university administration, for example, in science and data management or in libraries. More permanent positions that aren’t linked to any professorships are also being considered for non-professorial academic staff, each with a focus on teaching or research. This could relieve the burden on teaching staff or help us avoid a brain drain

in research, while also providing advanced junior researchers with long-term job prospects. Three university management areas are involved here: the Vice President Education and Student Affairs, the Vice President Finances and Human Resources, and my own.”

What attention is paid to mentoring junior researchers?

Claudine Leysinger: “Graduate Campus successfully introduced the course ‘Professionals in Supervision’ a few years ago. This course is designed to help participants reflect on their own supervision philosophy, exchange ideas with peers from different disciplines, and develop their own best practices in supervision. As Elisabeth Stark mentioned, Graduate Campus will introduce a monitoring system for the quality of supervision this fall. In addition, we introduced the UZH Mentoring Award in fall 2021 and asked junior researchers to make excellent mentoring visible. The response was great, and the number of submitted nominations enabled us to award three winners for the first time for their valuable commitment to junior researchers.”

Access to funding is very important for junior researchers. What role does Graduate Campus play here?

Claudine Leysinger: “The funding measures provided by Graduate Campus are intended to help junior researchers build networks in the scientific community. This type of low-threshold funding is unique among Swiss universities and is highly appreciated and actively requested by junior researchers. The UZH Candoc and Postdocs Grants, which are grants that run for several months to several years for junior researchers, naturally play a completely different role than the Graduate Campus grants. However, GRC grants are crucial for junior researchers because they can realize their own ideas or projects independently of the chair, such as workshops or symposia.

Postdocs in particular often apply for these funds, since they have no other contact point at UZH where they can apply for financial support for their individual ideas and activities. We noticed last year that especially the increased support of postdocs would be very important now, as this group receives far less support for their career compared to PhD candidates. We’re now planning to focus our activities more on supporting postdocs.”

What should the promotion of junior researchers look like in the future?

Elisabeth Stark: “Junior academics are the backbone of research at UZH, with some 5,500 PhD candidates and about 1,500 postdocs compared to just under 800 professorships. At the same time, it is only in the last few years that we have become aware, also regarding our support measures, that very few junior researchers will or can land a professorship – and an increasing number do not want to. In my opening remarks, I referred to the diversification of career paths for non-professorial academic staff, which is now underway. Claudine Leysinger has also just described the special situation of postdocs as a whole – we must take particular care of them, and we will do so by reorganizing Graduate Campus based on a review of all the activities we have offered junior researchers over the past year. This is where we can excel; we are determined to provide postdocs with valuable services across all faculties. Only at this qualification

level does the interdisciplinary orientation of Graduate Campus make sense, as well as the many networking and coaching opportunities.”

What recommendations can junior researchers take with them for their own career development?

Claudine Leysinger: “I can advise all junior researchers to engage in networking and to use this time as best as possible to build networks, which demands a great deal of mobility and flexibility. These networks are very helpful later for research projects and non-academic careers, and they can also lead to lifelong friendships.”

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Expansion of skills and methods

Graduate Campus offers a comprehensive course program in the area of transferable skills for doctoral and post-doctoral researchers at UZH, which is continuously evaluated and further developed. The courses and workshops, geared towards advancing academic careers (and beyond), are led by experts, have low or partially waived fees, and achievements are awarded with ECTS Credits.

“Best transferable skills course I have taken so far by far!”

“I honestly think that this was one of the best and more useful courses I had during my PhD program.”

“Ich kann diese Kompetenzen direkt für mein laufendes Projekt einsetzen, in der Laborarbeit oder auch im Privatleben.”

“It was a very interesting and delightful course which was really helpful and gave me useful tools at hand to implement and improve my presentation skills and techniques!”

Insight into the variety of courses

Writing Lab

The literal fear of a blank page, writing inhibitions, and difficulties finding the central theme can put a strain on the writing process of a research paper or dissertation. Through virtual writing consultation meetings, one-on-one help is provided and work and writing processes are resolved.

Postdoc Community

In the Postdoc Community, postdocs from all disciplines meet to discuss their individual situations and to support each other on the path to professional success within and outside academia.

Research Integrity

What is good scientific practice and what does it mean for my research? Graduate Campus offers an interactive online course on good scientific practice, which can be completed free of charge for UZH members and done at your own pace. It can be accessed via the Graduate Campus website grc.uzh.ch under “Transferable skills.”

“Sehr hilfreicher und abwechslungsreicher Workshop, der sowohl sehr viel Inhalt und Theorie vermittelt, wie auch über praktische Übungen sehr viel Selbsterfahrung ermöglicht. Darüber hinaus begeistert der sehr kompetent geführte Workshop für das Thema an sich und regt zur weiterführenden Beschäftigung mit dem Thema an.”

“Ich konnte sehr viele Dinge mitnehmen für mich persönlich, insbesondere aber auch für die Lehrtätigkeit in meiner Assistenzstelle.”

“The course was amazing. It gave me the tools to bring the joy back in my research; to play as a child, be creative, and enjoy the process. With these tools I also managed to find a solution to a specific problem I had.”

“Awesome course, important topics, wonderful instructors. Great input that is very valuable for my future in every aspect.”

Contact: Eric Alms, Transferable Skills
→ eric.alm@uzh.ch

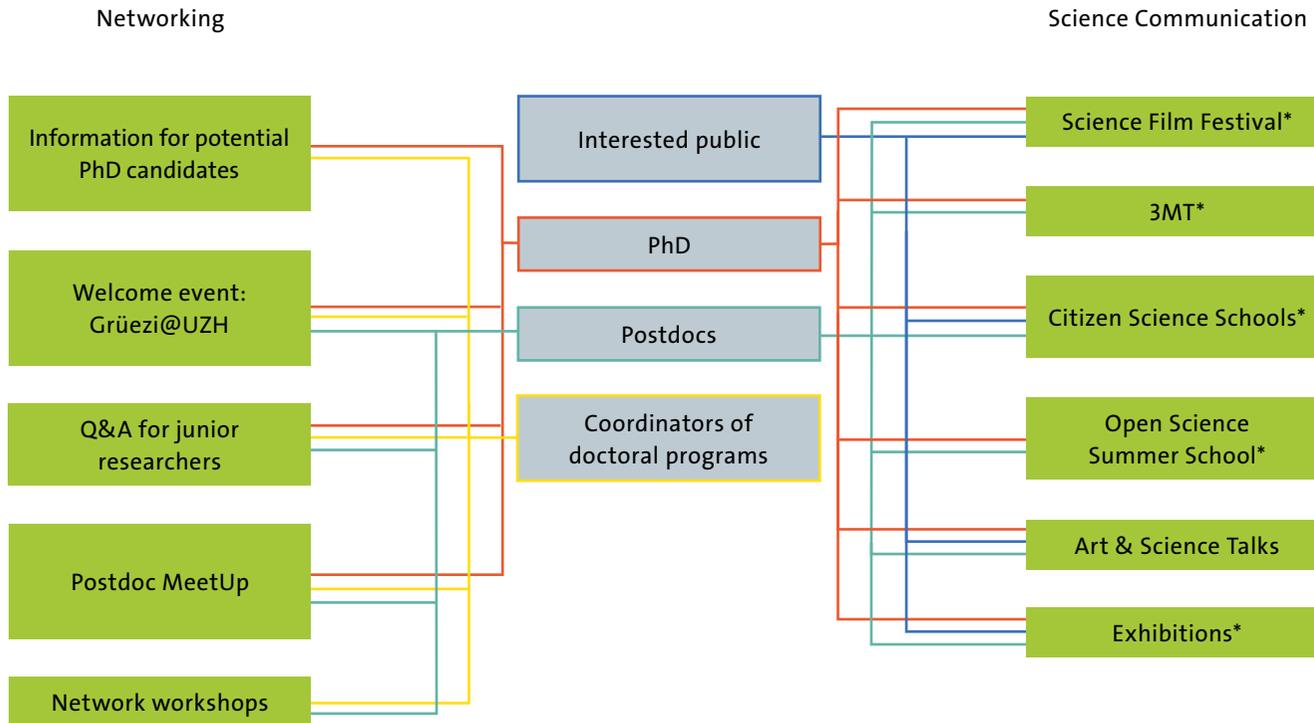
Attached to this publication:
spring 21 & fall 21 → courses with participant numbers

Inspiration and networking

Through various event formats, Graduate Campus addresses current topics of interest to junior researchers. This also encourages doctoral candidates and postdocs to network with each other, with the interested public, with influential decision-makers, and with inspiring role models.

Contact: Birte Lembke-Ibold,
Events & Networking
→ birte.lembke@grc.uzh.ch

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*In cooperation with event partners



Participants of the Citizen Science School

In dialogue

Graduate Campus stimulates networking between disciplines and gives the general public an insight into research topics at the University of Zurich. Through films and exhibitions, junior researchers join a dialogue with diverse target groups and establish sustainable networks. The transdisciplinary approach also enables fresh perspectives on one's own research and is thus a valuable impulse from which new synergies can arise.

[a] Machine learning in the wild

Camera traps with motion triggers enable wildlife ecologists to observe animals in the wild without having to resort to invasive means such as collars or ear tags. However, this technology generates huge amounts of data, which is very time-consuming to analyze. More and more research teams are therefore using machine learning to speed up image analysis. The video installation *Triggered by Motion*, developed at Graduate Campus together with researchers, documents this process. It is the walk-through result of transdisciplinary and transnational cooperation: from video data collected by 21 camera traps in 14 countries around the world, a pavilion has been created that immerses its visitors in the natural environment of wildlife. The synchronized screens inside are arranged to reflect the geographic distribution of the camera locations. Within 20 minutes, an entire year passes by in the rhythm of day and night.

Behind *Triggered by Motion* is a broad network. Through online meetings, lectures, webinars, and lively debates, over two years of work on the installation has brought together researchers from the fields of wildlife research, conservation, and image / video data analysis from around the world and has generated interesting new ideas and initiatives. For example, Dr. Alice Brambilla, a postdoctoral researcher at UZH's Department of Evolutionary Biology and Environmental Studies who

was involved in the project, says that *Triggered by Motion* opened up new avenues for her.

"It got me thinking about the possibility of developing an application to automatically identify the ibexes I am researching in Italy." In addition, she said, the project work has allowed her to make contacts, including Laurens Bohlen, a student at UZH's Institute of Evolutionary Biology and Environmental Sciences and a Graduate Campus student assistant.

Triggered by Motion has also opened up new perspectives for Dilşad Dağtekin, a PhD candidate at the same institute as Alice Brambilla, who is researching the effects of the seasons on wildlife populations in Turkey. The project gave her an impetus to approach her research on a more communicative level in the future, she says: "I think it's important in science to think outside the box and communicate findings to a broader audience." She says she was excited when she first entered the pavilion because her research had never been shown in this way before.

Science communication is one of the core concerns of *Triggered by Motion*. After all, the future of digital nature conservation looks promising – but nature conservation projects only work if they are also supported outside the specialist community. Alice Brambilla therefore sees great aesthetic and communicative potential in the pavilion, which was itself designed in an algorithm-based visual programming language. Thanks to social media, *Triggered by Motion* has attracted a lot of interest in Italy, she says. "This has allowed me to communicate my research to people who have not traveled to Zurich to see the pavilion," she says – and hopes to show the installation in Italy soon. *Triggered by Motion* will in fact travel on: to the Swiss National Park, to India, and probably also to South Korea, China and Brazil. In this way, the installation is intended to provide a forum, especially for the junior researchers who participated in the project, to communicate their research to a broad public and to network transnationally.

The network behind *Triggered by Motion* was developed with the support of Swissnex San Francisco, Brazil, Boston, China and India as well as the Swiss Science &

Technology Office Seoul, and the Swiss Embassy in Nairobi. The pavilion was produced by Impact Acoustic using 33,000 recycled PET bottles.

Project lead: Katharina Weikl.

Project team: Manuel Kaufmann, Leila Girschweiler, Anne-Christine Schindler, Laurens Bohlen.

Further information → grc.uzh.ch "Transdisciplinarity".



Pavillon "Triggered by Motion", part of Planet Digital



Installation "Hate Speech", part of Planet Digital

[b] Planet Digital

The first thing anyone entering the Planet Digital exhibition at the Museum für Gestaltung Zürich did was to pause for a moment and take in the many impressions: colors, movement, and invitations everywhere to join in and interact with the exhibits as a visitor. Far back on the wall, the projection of two hands shaking each other gleamed above everything – symbolic of the handshake between research and design that Planet Digital made tangible. Behind the entire exhibition was the question of how digitization can be grasped and communicated as a process affecting society as a whole.

Digitization is a complex, multi-layered subject area, and the claim to understand it comprehensively requires multi-perspective approaches. Around 50 institutes and over a hundred researchers from the UZH, the Zurich University of the Arts and the Zurich University of Applied Sciences have therefore collaborated on the initiative of the Graduate Campus and the Museum für Gestaltung

Zürich to bring 25 current research projects closer to the general public. In this way, Planet Digital functioned as a transdisciplinary laboratory for research and design, from which previously unseen synergies emerged. The exhibition also provided a platform for junior researchers in particular to make their research accessible in interactive installations far beyond the confines of specialist circles.

Research turns into an immersive experience

For the installation "Kamituga | Digital Gold," Gabriel Kamundala, a PhD candidate at the Department of Geography at the University of Zurich researching the working conditions of miners in the Kamituga region of the Democratic Republic of Congo, cooperated with a team from the Immersive Arts Space at the ZHdK. Together, they translated Kamundala's research into an immersive experience. Visitors to the installation were able to move into the 3D model of a hand-dug mine tunnel and listen to the real voices of the workers in the virtual twists and turns of the

tunnel as they mined gold for our smartphones. In doing so, Kamundala and the Immersive Arts Space team used the design possibilities to also convey ambivalences and contradictions on a visual level. For example, the smartphone with which Kamundala made the 3D scan of the tunnel and with which he records the conversations he has with the miners for his doctoral thesis appears in the walk-through model – but it itself contains gold and rare earth, which are mined under precarious conditions in such mines. This subtle form of visual communication was intended to make visitors to the installation uncomfortable and to make them think.

They were therefore invited to articulate their impressions and thoughts on an online platform so that Kamundala could in turn communicate them to the people working at Kamituga.

This is just one of the examples that point to the transdisciplinary networking within Planet Digital. The exhibition brought together researchers from all faculties of UZH and other research institutions from all over Switzerland with creative thinkers from the fields of film, music, gaming, and interaction design and visual communication from the Zurich University of the Arts. It thus functioned as a colorful kaleidoscope that allowed us to experience digitization in all its facets – from the influence of algorithms on our everyday lives to the possibilities of digital forensics to deep fakes or multisensory simulation experiments – and contributed to the dialogue between science and the public.

From February 11 to June 6, 2022 at the Museum für Gestaltung Zürich, curated by Katharina Weikl, Graduate Campus and Damian Fopp, Museum für Gestaltung Zurich. Enabled by the Digitization Initiative of the Zurich Universities DIZH, the Mercator Foundation Switzerland and the Schwyzer Winiker Foundation ([digital accompanying publication](#)).

Further information → grc.uzh.ch "Transdisciplinarity"

[c] Science films for researchers

Audiovisual media offer powerful forms of science communication. For this reason, Graduate Campus produces an individual film for the winners of its FAN Awards, which are presented each year to three junior researchers for outstanding academic achievements. This offers the researchers a new way of communicating with the public and conveying their research results. With success – the films created in this way, such as the current “Über den Fluss” or “Was wirklich hilft”, are shown at international science film festivals and also receive awards.

The transfer of subject-specific scientific languages into a visual-aesthetic form of communication is a challenge. The films are therefore created in a close exchange between Graduate Campus and the junior researchers, who can and must reflect on their research in this way from the perspective of people from outside the discipline. Through this transdisciplinary process, they receive direct feedback on the messages from their research, says Dr. Minxia Luo, one of the three FAN 2021 award recipients. Luo conducts research on the cognitive health of older adults at the UZH Institute of Psychology. The film, made by Graduate Campus, is about language complexity in everyday use; it features an animated version of Luo presenting her research in the style of a TED Talk. “Working on the storyline together,” she sums up, “helped me to make the narration clear and highlight the practical implications of my research.” She really likes the result: “The film is easy to understand for a wide audience with different backgrounds, it’s fun to watch, and it’s also great to share on social media.”



Film clip “Language Complexity and Cognitive Aging” on the research work of Minxia Luo

All film productions → grc.uzh.ch “Transdisciplinarity”
 Directed by Katharina Weikl in cooperation with various film animation experts

● Contact: Katharina Weikl
 Exhibitions & Transdisciplinarity,
 Deputy Head of Division
 → katharina.weikl@grc.uzh.ch

Orientation

Graduate Campus serves as a central point of contact for junior researchers at UZH for questions and concerns related to the qualification phases of doctoral studies and postdoctoral research. In the individual counselling or one-on-one coaching sessions, PhD candidates or postdocs receive advice on non-subject-specific concerns or a reflection in relation to their work, work environment, employment, and career.

Two exemplary cases with a successful outcome:

1 Individual counselling and support for a PhD candidate

As a result of an accident for which he was not responsible, a PhD candidate had to deal with health restrictions. He had been employed at UZH until his supervisor retired and had successfully applied for a UZH Doc.mobility grant to spend a semester with his second supervisor at a university abroad. In view of health restrictions, he had to postpone the planned research stay. He lacked any income until the start of the grant and contacted Graduate Campus in search of an emergency fund.

During the advising session, the issue of starting points and funding sources were discussed, which led to three specific options. Finally, the institute where the PhD candidate was previously employed agreed to support him financially with a short-term position until the fellowship began.

2 Individual coaching for a postdoc

A UZH postdoc had applied for a professorship at another Swiss university and was invited to give an appointment talk. Graduate Campus offers a course on appointment training in the area of “Transferable Skills” and, as part of the new event series “Postdoc Community,” a moderated peer coaching, accompanied by an expert, takes place to promote exchange and successful positioning for a professorship.

Since both formats were not available in terms of timing for the postdoc, she was referred to a coach with special expertise in the field of performance management. The appointment presentation and the appointment process ended successfully for the postdoctoral researcher: She received the call to the professorship and was able to accept it.

Claudia Vorheyer, is in charge of counselling & quality assurance at Graduate Campus, and specifies, the topics and concerns of the junior researchers are manifold: they range from career-related planning and decision-making processes to general orientation needs to difficult phases in the research or writing process, communication difficulties, and conflicts. We offer support in various problems or act as a mediator to other offices and specialists



Installation “Handshake,” part of Planet Digital



Visibility

To honor and provide visibility to outstanding academic achievements of junior researchers and to recognize the special commitment to mentoring and promotion of junior researchers, Graduate Campus Awards the FAN Award and the UZH Mentoring Award.

FAN Awards for junior researchers

The FAN Awards are presented annually by the Fund for the Advancement of Young Academics (FAN) of UZH Alumni for outstanding academic achievements. From the nominations submitted in the areas of arts and social sciences, law and economics, and medicine and natural sciences, a jury evaluates the nominees on the basis of a short presentation and selects three award winners. The prizes are endowed with CHF 5,000 each and are awarded at a public event of Graduate Campus.

UZH Mentoring Award

The mentoring of junior researchers is an essential aspect of the promotion of junior researchers at UZH. The central pillars of an inclusive and supportive working environment for PhD candidates are their supervisors. For this reason, Graduate Campus created a new award in the

summer of 2021 that puts more emphasis on good mentoring relationships and support for junior researchers at UZH. The UZH Mentoring Award will be given annually to three supervisors of PhD candidates at UZH. The nominations submitted by junior researchers are reviewed by a jury consisting of five junior researchers, from which three supervisors are awarded a prize of CHF 5,000 for their team.

For the first UZH Mentoring Award 2021, 91 PhD candidates and postdocs submitted a nomination and 48 mentors (22 women and 26 men) were nominated.



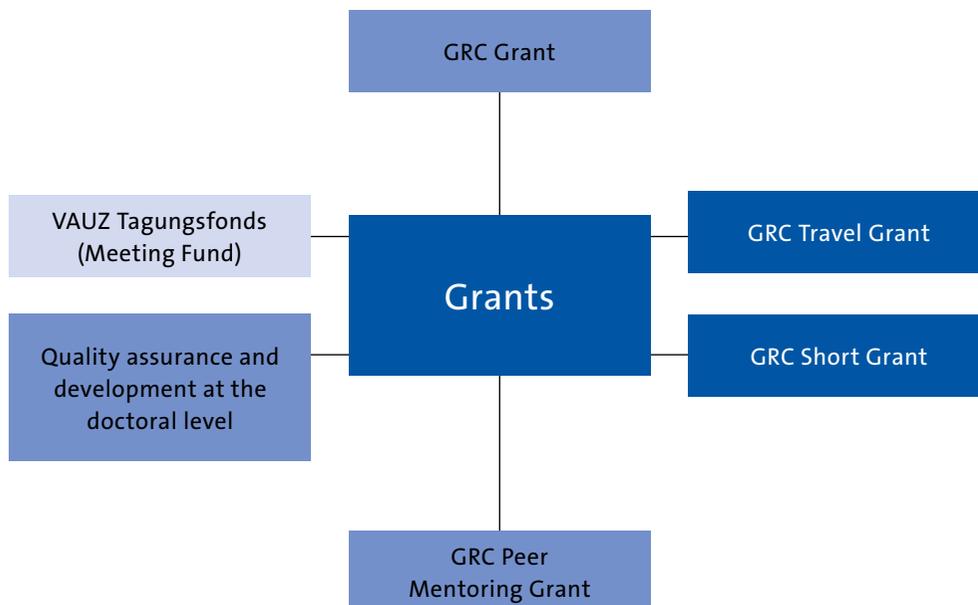
FAN Awardees 2021: Minxia Luo (left) and Angela Müller (right) with Sibylle Ambühl (middle, President of FAN),
In absentia: Awardee Fabian Vogt



Awardees 2021: Katharina Maag Merki (left), Martin Kleinmann (right) with Claudine Leysinger (middle),
In absentia: Awardee David Seidl

Autonomy in initiatives

Graduate Campus supports initiatives of junior researchers and thus promotes networking and exchange within UZH and the wider scientific community. Up to twice a year, junior researchers can apply for funding for their projects, provided they meet the call criteria. Graduate Campus plays a pioneering role in this respect throughout Switzerland by giving young scientists autonomy to develop their own individual initiatives.



GRC Grant

For junior researchers, funding volume from CHF 4,000 to CHF 10,000, call for applications: 2× per year

GRC Short Grant

For junior researchers, funding volume of maximum CHF 4,000, rolling call for applications

GRC Travel Grant

Short research stays at universities or other research institutes, archive or library research, field studies, excavations, and similar activities, as well as participation at summer / winter schools

GRC Peer Mentoring Grant

Provides junior researchers with the means for funding activities of peer mentoring groups. Max. funding volume / calendar year CHF 7,500 (2021) and CHF 10,000 (2022), per UZH member max. CHF 375 per year

Quality assurance and development at the doctoral level

For coordinators and those responsible for doctoral programs

VAUZ Tagungsfonds (Meeting Fund)

- Attendance of scientific events (conferences, symposia, workshops and similar)
- Funds are administered by Graduate Campus

- Award decisions: award committee of junior researchers from the seven faculties of UZH
- Award decisions: VAUZ Board

GRC Grant

**Event title: How to SciComm?
Challenges and Future of Basic Research Communication**
**Applicants: Lorenzo Gesuita, Sara Bottes,
Daniel Gonzalez Bohorquez,
Faculty of Medicine, Brain Research Institute, UZH**
Event: November 2021

One of the current challenges in research is to make the results accessible to a broad public. In this project, the focus was on communication in basic research, and discourse was held on the challenges and strategies for presenting research. Another added value was the development of an own outreach strategy for the communication of basic medical research.

The original approach of the initiators was to develop a web series with this thematic focus. In reflecting on this with Graduate Campus, the basic idea was refined with the aim of combining active networking and sustainable knowledge transfer. A symposium was developed as a platform for a group of experts in the field of scientific communication to exchange ideas with junior researchers. "I found the support of Graduate Campus in our project great," Sara Bottes sums up the process of developing the initiative. Fellow applicant Lorenzo Gesuita adds:

"It is important how the Graduate Campus gives PhD candidates and postdocs the opportunity to build a network and the chance to do this under the umbrella of the University of Zurich. GRC Grants enable junior researchers to invite experts to UZH that may otherwise not have been accessible to them and to engage in meaningful discussions with scientists from around the world."

GRC Short Grant

Event title: Re-thinking Art History through Disability
**Applicants: Virginia Marano, Charlotte Matter and
Laura Valterio,
Faculty of Arts and Social Sciences,
Institute of Art History, UZH**
Event: October 2021

The workshop explored the issue of representation and embodiment in adopting an intersectional approach that confronts art history with disability studies to open up new research questions. The workshop was designed over two days, during which three different panels took place on the following focus topics: Representation of Disability, Functional Diversity as a Challenge to Understanding Art, Access to Art, and the Politics of Inclusion.

The group of initiators perceived Graduate Campus as "a very important establishment within UZH, which makes it possible to organize activities on a local and international level." By supporting junior researchers, it gives visibility to the independent projects of student groups and provides a very helpful platform to grow academically and collectively. The final conclusion of the project group:

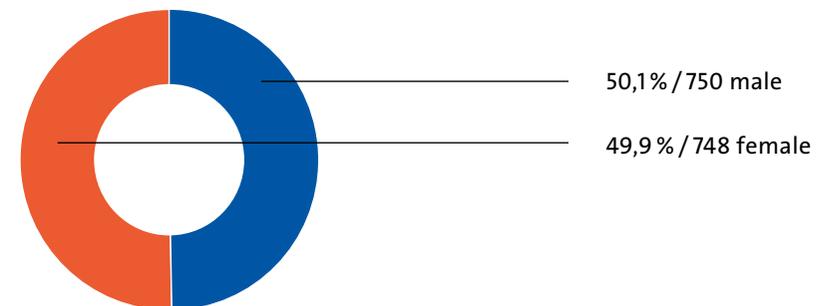
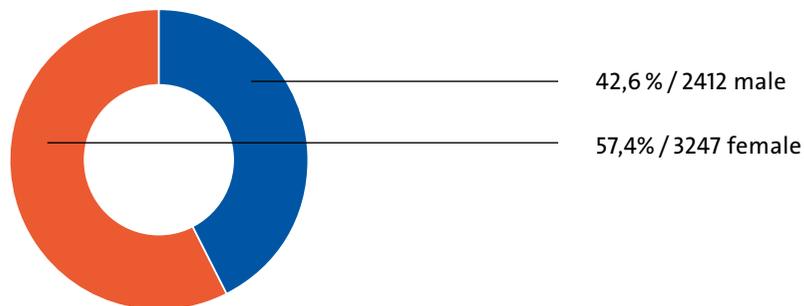
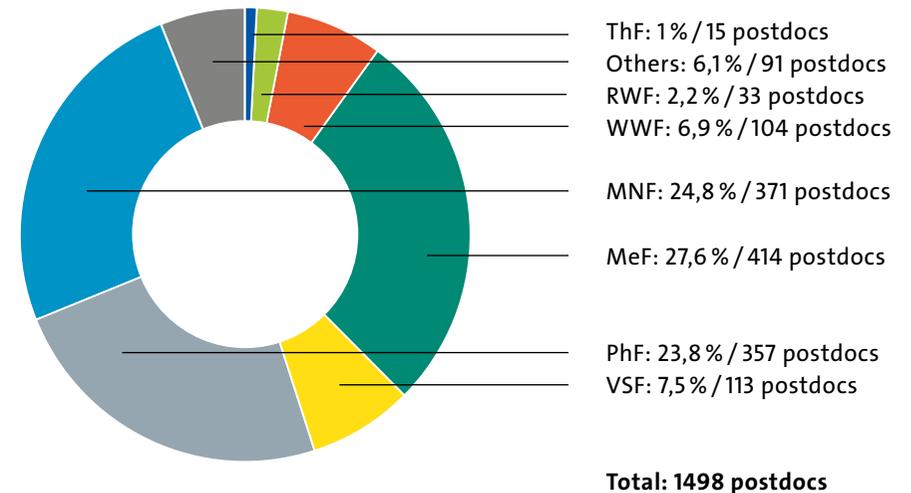
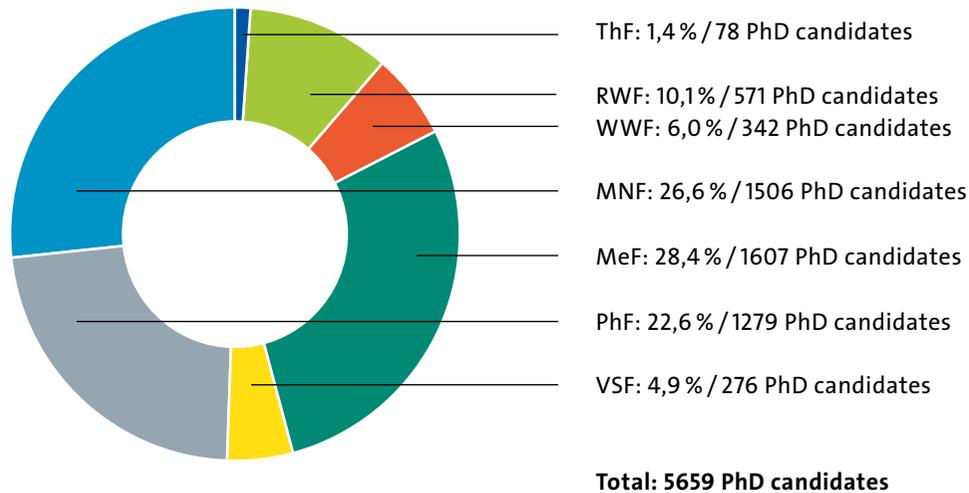
"The experience of organizing a workshop at UZH will help us with our next career steps, like for example preparing a postdoc project. We might also further develop this common project with different funding opportunities."

● **Contact: Marco Toscano**
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● **Attached to this publication:**
→ [Overview of applications 2021](#)

PhD candidates and postdocs at UZH

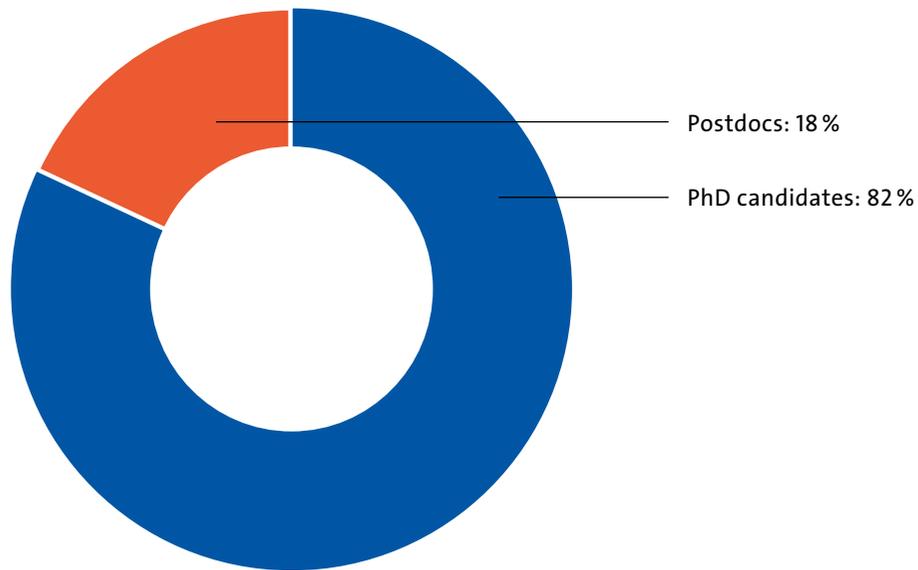
- Faculty of Theology (ThF)
- Faculty of Law (RWF)
- Faculty of Business, Economics and Informatics (WWF)
- Faculty of Medicine (MeF)
- Vetsuisse Faculty (VSF)
- Faculty of Arts and Social Sciences (PhF)
- Faculty of Science (MNF)



Transferable Skills

- Faculty of Theology (ThF)
- Faculty of Law (RWF)
- Faculty of Business, Economics and Informatics (WWF)
- Faculty of Medicine (MeF)
- Vetsuisse Faculty (VSF)
- Faculty of Arts and Social Sciences (PhF)
- Faculty of Science (MNF)

Participating junior researchers spring / fall 2021

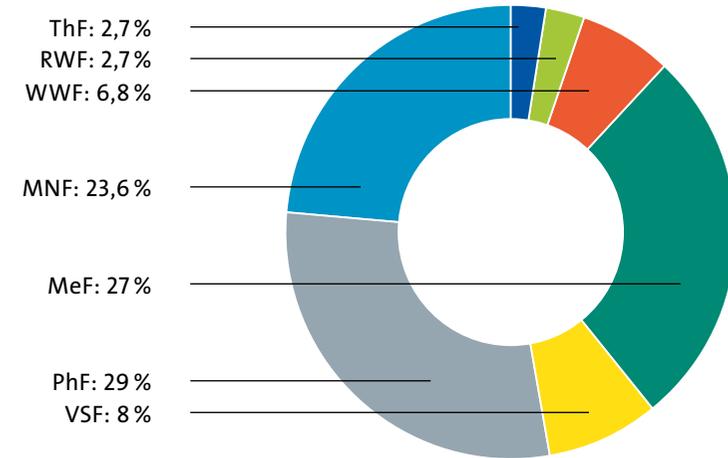


Utilization rate PhD candidates vs. postdocs

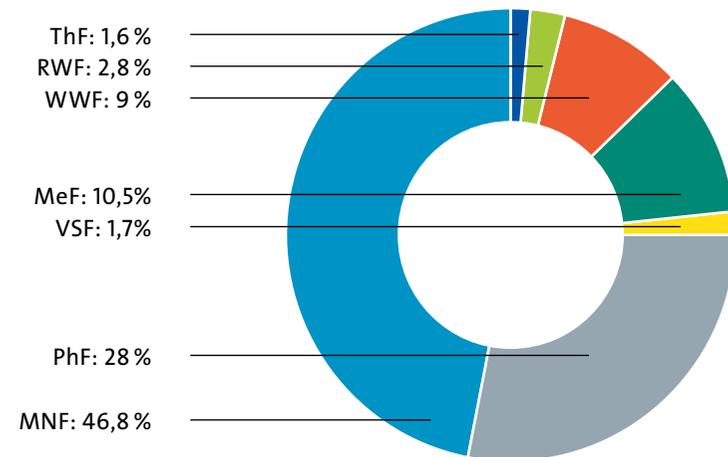
Year	PhD candidates	Postdocs
2019	12,4%	12,6%
2020	10,7%	12%
2021	12,5%	11,2%

Utilization of courses offered in relation to the total number of PhD candidates or postdocs

Postdocs



PhD candidates



Transferable Skills

Transferable skills course program 2021	spring 21	fall 21
Advanced Citizen Science	X	
Auftrittskompetenz und Körpersprache	X	
Art & Science collaborations: Gaining a transdisciplinary toolkit		X
Berufungstraining für Postdocs	X	X
Design your data management plan for the SNSF	X	X
Doing creative research	X	
Introduction to Citizen Science	X	
Einführung Citizen Science		X
Energy and stress management	X	
Ethics training for researchers	X	X
Fit für die Karriere	X	X
Führungskompetenzen für Doktorierende	X	X
Fundraising strategies for successful academic careers	X	
Good research practice (I & II)	X	X
How to give a presentation effectively and persuasively	X	X
Improvisation skills for researchers	X	X
Lateral leadership: Leading in the sandwich position	X	X
Leadership skills for doctoral candidates	X	X
Managing conflicts	X	X
Managing the Transition	X	X
Mind & meditation		X
Narration and storytelling for persuasive academic presentations	X	X
Negotiating successfully to a win-win result	X	X
Open Up & Share: Publications, Data, Impact	X	
Postdocs: Whats next?	X	
Project design and grant proposal writing	X	X

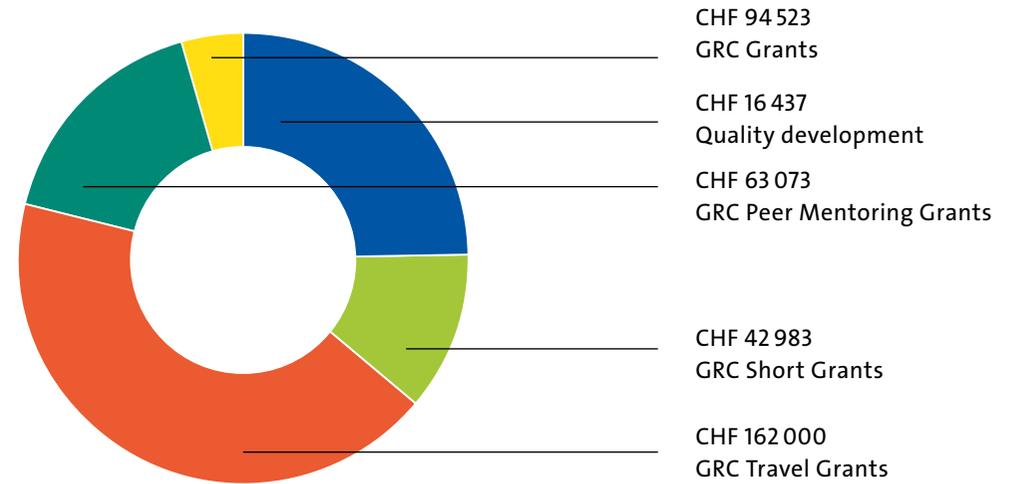
Project management for postdocs	X	X
Publish or perish: Designing research for publication	X	X
Resilience and well-being in academia	X	X
Resource-focused stress management	X	X
Sales training for researchers	X	
Scheitern und Improvisation		X
Scientific poster design	X	X
Scientific writing and publishing	X	X
Storyboarding as a research tool	X	X
Supervision training for postdocs	X	X
Überzeugend und kompetent präsentieren – Präsentationstraining mit Video-Unterstützung	X	X
Verhandlungs- und Moderationstechniken	X	X
Vertiefung Citizen Science		X
Videoanalyse und Visualisierungen		X
Virtuelle Gesprächsführung	X	
Voice training and public speaking skills	X	X
Wirtschafts-Know-how	X	X
Wissenschaftliches Schreiben in den Geisteswissenschaften	X	X
Zeit- und Projektmanagement	X	

Participants

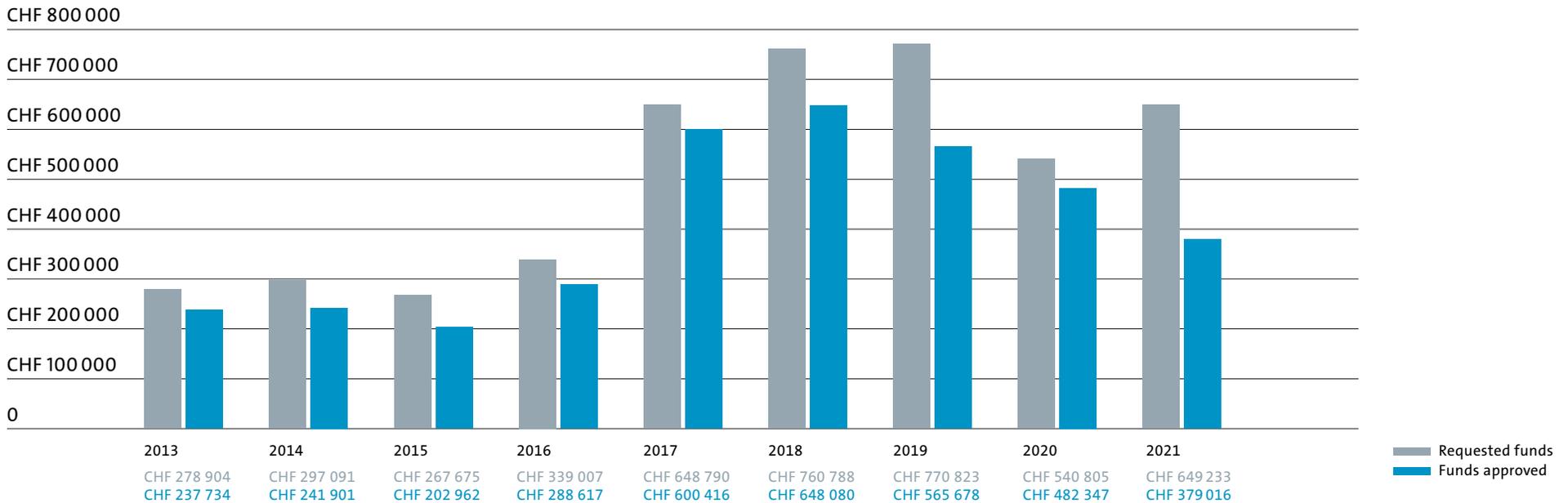
Male	Female	Total
277	536	863

Grants

Graduate Campus funding total 2021 (approved)



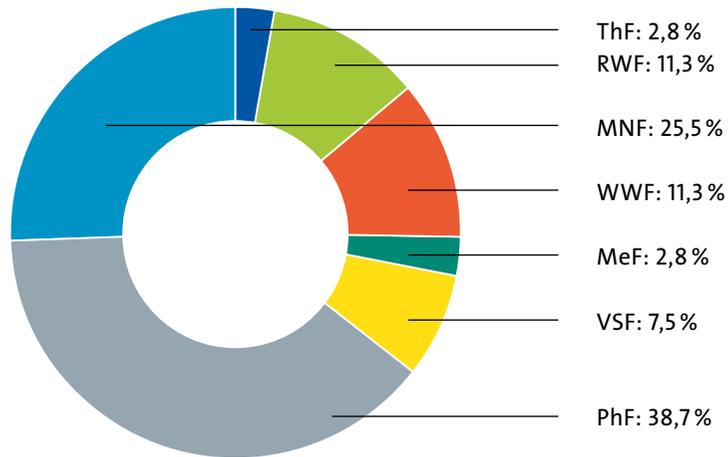
Overview of Graduate Campus grants 2013 – 2021



Grants awarded to junior researchers at UZH

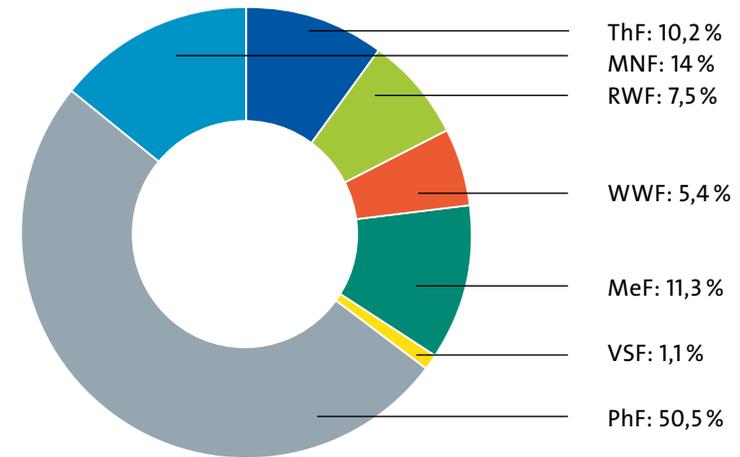
GRC Travel Grants

Applicants by faculty (all applications, including rejected applications)



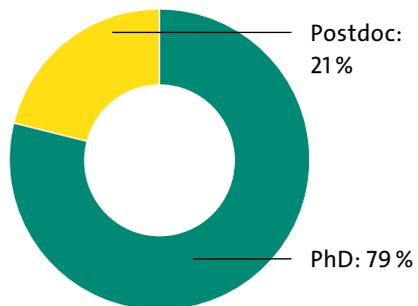
GRC Grants

Applicants by faculty (all applications, including rejected applications)



Applicants by function

(all applications, including rejected applications)



Travel Grants:

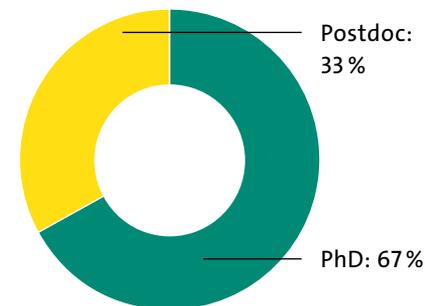
Utilization PhD candidates vs. postdoc

Year	PhD	Postdocs
2019	1,5%	2,8%
2020	1,1%	1,7%
2021	1,5%	1,6%

Utilization of travel grants in relation to total PhD candidates or postdocs

Applicants by function

(all applications, including rejected applications)



GRC Grants:

Utilization PhD candidates vs. postdoc

Year	PhD	Postdocs
2019	2,10%	5,86%
2020	1,99%	4,82%
2021	2,21%	4,34%

Utilization of travel grants in relation to total PhD candidates or postdocs (GRC Grants, Short Grants, Peer Mentoring Gruppen excl. Travel Grants)

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