



Universität
Zürich ^{UZH}

Graduate Campus

Facts & Figures 2025

Graduate Campus

12 May 2025

Focus on
Postdocs

GRC

At the University of Zurich (UZH), the **Graduate Campus** (GRC) offers cross-faculty activities for the promotion of early career researchers (ECRs), with a focus on postdocs.

The quality and visibility in this important qualification phase are strengthened through the organization of transferable skills courses, as well as through the targeted allocation of funding and awards for outstanding achievements. In addition, individual counseling and coaching offer support to address questions and challenges in the academic environment as well as in career development. Beyond this, the GRC is committed to the ongoing development of the framework conditions in early career researcher support.

In 2025, **demand** for our services continued to rise across all areas. The number of course participants, applications for funding, as well as requests for counseling have increased. This shows that our offerings are **very well received** by the target group and effectively address their **needs**.

Thanks to the federal program “[Action plan for the postdoc phase](#)”, the offerings in 2025 were strategically expanded in the areas of quality assurance, financing, and transferable skills, and complemented by new initiatives. These include, among others, the introduction of entrepreneurship courses, an empowerment program for female and first-generation postdocs, the development of an inter-university career tracking, and the revision of regulations for postdocs.

This report provides an insight into the **facts and figures for 2025**, including the offerings within the framework of the action plan.

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Basis and Focus

The GRC addressed the target group of **6 876** doctoral and postdoctoral researchers at UZH with its tailored offerings.

5 566



**Doctoral candidates
(PhDs) at UZH***

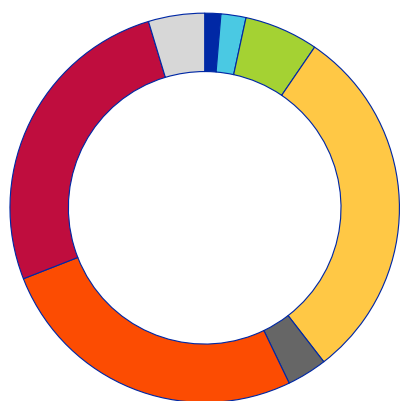
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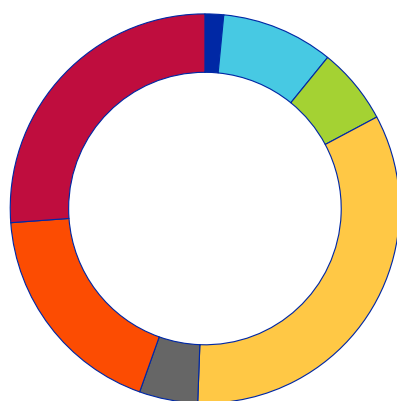
Postdocs at UZH*

* Basis: UZH Controlling, UZH Annual Report as of 31.12.2025

PhD Candidates and Postdocs by Faculty



Postdocs: 1 310



PhDs: 5 566

Faculty	% ECR*	Postdocs**	PhDs
TRF Faculty of Theology and the Study of Religion	1,5 %	18	86
RWF Faculty of Law	7,9 %	28	518
WWF Faculty of Business, Economics and Informatics	6,3 %	83	354
MeF Faculty of Medicine	32,7 %	405	1 858
VSF Vetsuisse Faculty	4,6 %	45	270
PhF Faculty of Arts and Social Sciences	19,9 %	354	1 024
MNF Faculty of Science	26,2 %	355	1 456
Div. Strategic programs	0,9 %	63	–

*Early career researchers

**41 postdocs have multiple affiliations and are therefore listed more than once.

GRC 2025

Engagements & Strategic Projects

Strategic Activities

The Graduate Campus works at university and international level to shape optimal framework conditions for early career researchers. In 2025, this commitment included leading and participating in numerous working and policy groups, as well as targeted networking activities.

- Operational lead of the working group and communication of the new UZH authorship guidelines (2024–2025)
- Operational lead and implementation of the pilot project for quality assurance in doctoral supervision – monitoring supervision quality (2024-2028)
- Coordination of the UZH network doctoral programs
- Coordination of the UZH network conflict mediators
- Co-chair of the LERU Policy Group on Doctoral Studies
- Member of the U21 Global Research Steering Group
- Collaborator in the COST Cross-Cutting Activity on career development for young researchers (2024-2026)

Engagements & Strategic Projects

Action Plan for the Postdoctoral Phase

Within the framework of the federal program “Promotion of Early-Career Researchers – Subprogram 1,” the Graduate Campus implements numerous measures in the areas of regulations, funding, and training.

Measures	Status
Improvement of the employment conditions of senior research and teaching assistants & postdoctoral researchers through the assessment of activity profiles and the revision of the regulations on the general outline of rights and responsibilities	running
Career tracking of postdocs in collaboration with the universities of Bern, Fribourg and Lausanne	1st data collection in 2026
Financial resources to promote autonomy and mobility	running
Facilitating the transition to extra-academic career paths (including job shadowing)	1 event & 2 courses organized in 2025 Job Shadowing & 2 courses planned for 2026
Promotion of Entrepreneurial Skills through workshop series	First workshop series organized in 2025 Second workshop series planned for 2026
Leadership training for professors to strengthen the feedback culture	2 course days organized in 2025 2 course days planned for 2026
Empowerment program (GROW) for female and/or first-generation postdocs	1st cohort 2025/26 running Cohort 2 & 3 planned for 2026-2027

Engagements & Strategic Projects

Events

Organization & coordination	Participants
Sparkling Research – event to honor award winners from the Vice President Research	165
Postdoc Onboarding (held twice)	52
3MT competition, 18 presenters	55
Mid-level staff event – in collaboration with VAUZ	110
Panel discussion “The Third Space – A Hidden Career Path Beyond Research” as part of the Long Night of Careers – in collaboration with UZH Career Services	80
Lecture “Ignite – How to Stay Focused and Resilient in Research” by Prof. Dr. Neeltje van Horen	95
Citizen Science Winter School – in collaboration with Citizen Science Zürich	30
Workshop Transferable Skills Network – in collaboration with CUSO	30

Cooperations / Participation

UZH Welcome Day (3x/year)

Grüezi@RWF (2x/year)

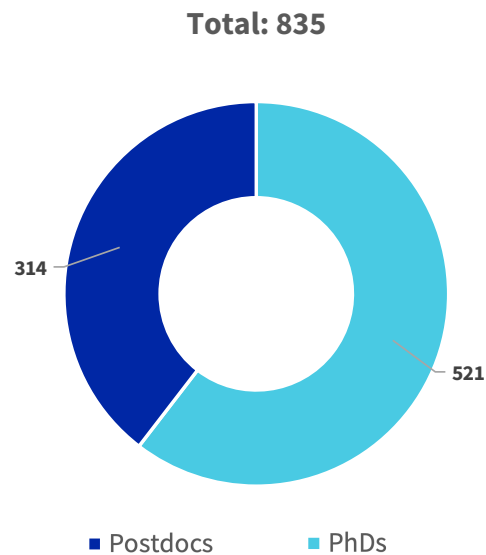
Presentations about the UZH Authorship Guidelines during the Lunch & Learn Open Science session as well as for the network conflict mediators



GRC 2025

Transferable Skills

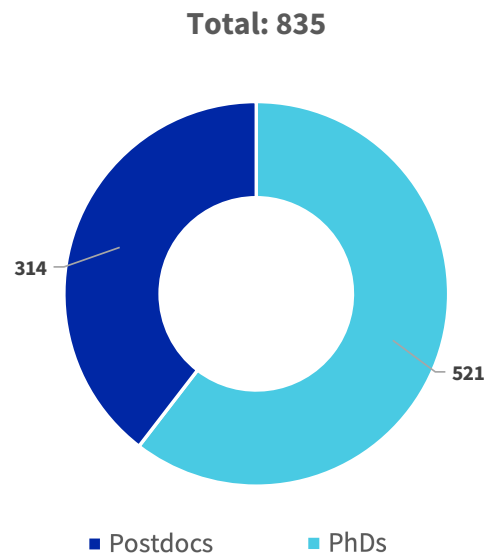
Participants by Faculty – Absolute Participation Rate



Faculty		Postdocs	PhDs
TRF	Faculty of Theology and the Study of Religion	1,3 %	1,3 %
RWF	Faculty of Law	2,2 %	1,7 %
WWF	Faculty of Business, Economics and Informatics	3,8 %	9,6 %
MeF	Faculty of Medicine	32,2 %	11,9 %
VSF	Vetsuisse Faculty	4,8 %	3,5 %
PhF	Faculty of Arts and Social Sciences	18,8 %	23,8 %
MNF	Faculty of Science	36,9 %	48,2 %

out of 314 out of 521

Participants by Faculty – Relative Participation Rate

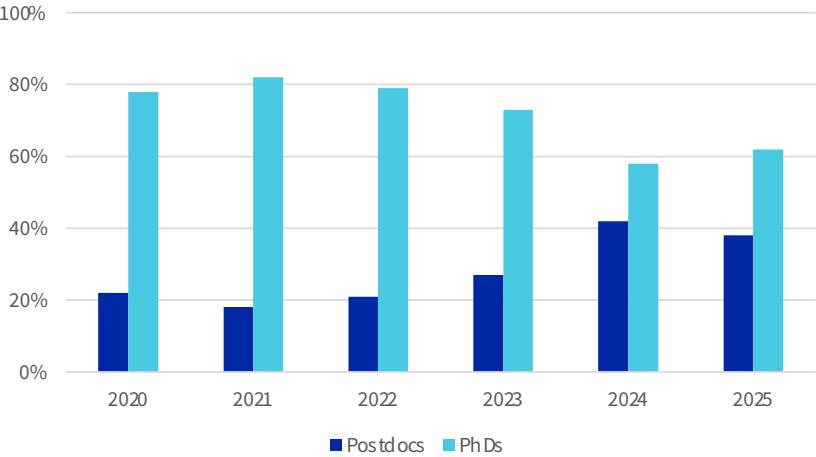


Faculty		Postdocs	PhDs
TRF	Faculty of Theology and the Study of Religion	22 %	8 %
RWF	Faculty of Law	25 %	2 %
WWF	Faculty of Business, Economics and Informatics	14 %	14 %
MeF	Faculty of Medicine	25 %	3 %
VSF	Vetsuisse Faculty	33 %	7 %
PhF	Faculty of Arts and Social Sciences	17 %	12 %
MNF	Faculty of Science	33 %	17 %

The relative figures show that our courses are attended by postdocs from all faculties.

Transferrable Skills

Participants by Target Group



Year	Postdocs	PhDs
2025*	38 %	62 %
2024	42 %	58 %
2023	27 %	73 %
2022	21 %	79 %
2021	18 %	82 %
2020	22 %	78 %

*24 % of all postdocs at UZH and 9 % of all PhDs at UZH were reached with the transferable skills courses

Transferable Skills

Overview 2025

incl. action plan

69 courses & workshops		Postdocs	PhDs
Appointment training	2x/year	X	
NEW Boosting creativity with artful thinking at Kunsthaus Zurich	1x/year	X	X
NEW Bringing your research into society through design	1x/year	X	X
Collaborating with emotional intelligence	2x/year	X	X
Design your data management plan for the SNSF	2x/year	X	
Ethics training for researchers	2x/year	X	X
Exploring AI for science communication	2x/year	X	X
Facilitating collaborative innovation	1x/year	X	X
Filmmaking for researchers	1x/year	X	X
Fit für die Karriere	2x/year		X

		Postdocs	PhDs
Good research practice	2x/year	X	X
Grant writing workshop	3x/year	X	X
How to give a presentation effectively and persuasively	2x/year		X
Improvisation skills for researchers	2x/year	X	X
Leadership skills for doctoral candidates	2x/year		X
Leadership skills for postdocs	2x/year	X	X
Managing conflicts	1x/year		X
NEW Mental fitness: from self-sabotage to self-mastery	1x/year	X	X
Mindfulness & meditation	1x/year	X	X
Narration and storytelling for persuasive academic presentations	2x/year	X	X

Transferable Skills

Overview 2025 (part 2)

		Postdocs	PhDs
Negotiating successfully to a win-win	2x/year	X	X
Open up & share: Publications, data, impact	1x/year	X	X
NEW Pivot with purpose: Strategic career moves for advanced postdocs *	1x/year	X	
Project management for PhDs	2x/year		X
Project management for postdocs	2x/year	X	
NEW Prompting theory and practice	1x/year	X	X
Publish or perish: Designing research for publication	2x/year		X
Resilience and well-being in academia	2x/year	X	X
Resource-focused stress management	2x/year	X	X
Scientific poster design	2x/year	X	X

* As part of the action plan for the postdoctoral phase

		Postdocs	PhDs
Scientific publication: discover, manage & disseminate	1x/year		X
NEW Social media and science communication	1x/year	X	X
NEW Start early, be ready: Career engagement strategies for early career postdocs *	1x/year	X	
Storytelling skills for science communication	2x/year	X	X
Supervision training for postdocs	1x/year	X	
NEW Think, prompt, reflect: GenAI for academic research	2x/year	X	X
Verhandlungs- und Moderationstechniken	1x/year		X
Voice training and public speaking skills	2x/year	X	X
Wirtschaft verstehen – ein kompakter Einstieg für Nicht-Ökonom:innen	1x/year	X	X

Transferable Skills

Overview 2025 (part 3)

		Postdocs	PhDs
NEW Entrepreneurial Skills: How to become a sciencepreneur *	1x/year	X	X
NEW Entrepreneurial Skills: Get your innovation project funded - navigating funding and grant applications *	1x/year	X	X
NEW Entrepreneurial Skills: Intellectual property basics and strategy *	1x/year	X	X
NEW Entrepreneurial Skills: Team building and collaboration *	1x/year	X	X
NEW Entrepreneurial Skills: Test your idea before you build *	1x/year	X	X
NEW Entrepreneurial Skills: Turning Research into Social Impact and Exploring Entrepreneurial Journeys *	1x/year	X	X
NEW GROW-Kurs: Grant writing *	1x/year	X	

69 courses: 14 for postdocs | 14 for PhDs | 41 for both (priority registration for postdocs)

* As part of the action plan for the postdoctoral phase

Transferable Skills

Overview 2025 (part 4)

Professor:innen

NEW Orientierung geben, Entwicklung fördern – Feedback in der Postdoc-Phase *	1x/year	X
Professionals in supervision	1x/year	X

* As part of the action plan for the postdoctoral phase



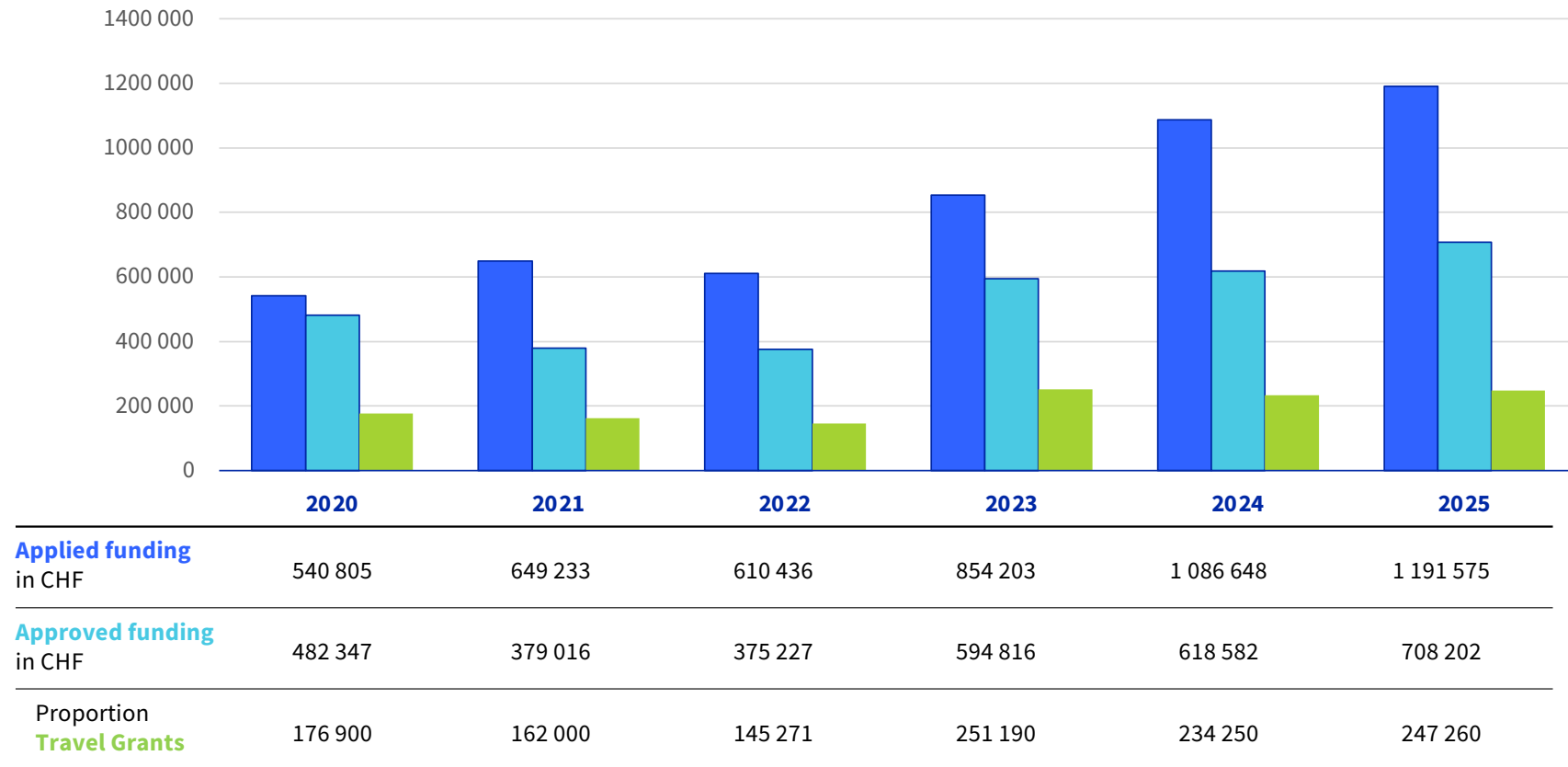
GRC 2025

Funding & Awards

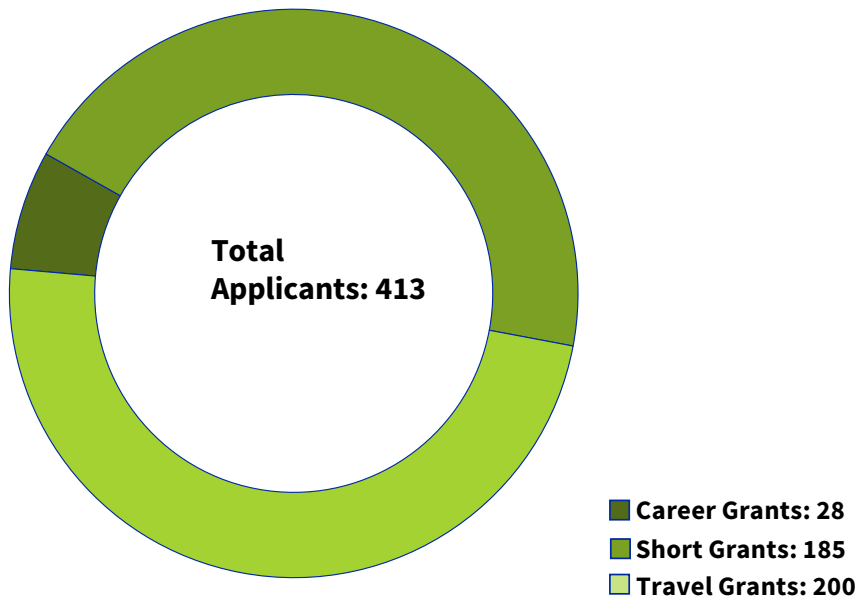
Funding Allocation Overview

Overview 2025	Allocation	Funding volume	Funding approved
GRC Career Grants Individual applications	2x/year	CHF 4 000 – 15 000	CHF 231 394
GRC Short Grants Individual applications	continuous	up to CHF 5 000	CHF 229 548
GRC Travel Grants Short research stays / travel	2x/year	up to CHF 4 900	CHF 247 260
*of which resources action plan			*CHF 68 600

Grants – Development of Applications and Allocations

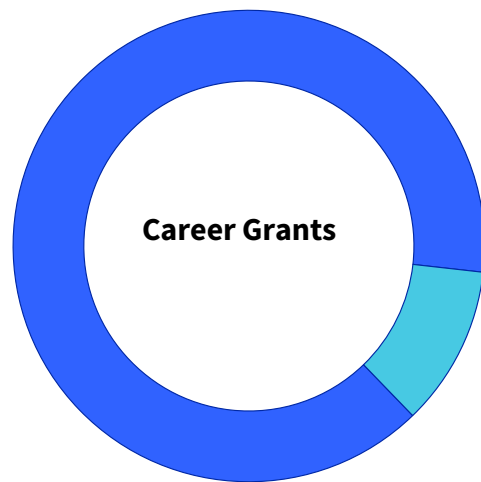


Funding Grants – Demand by Faculty

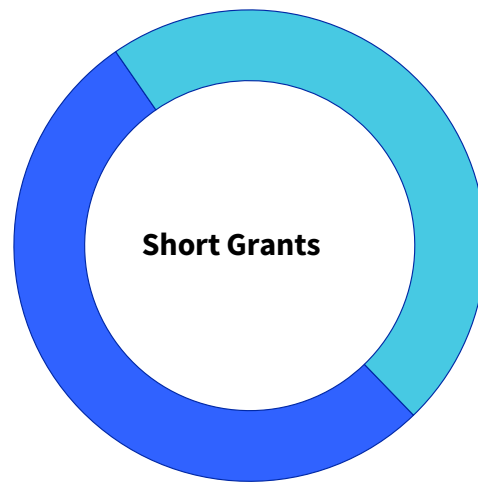


Percentage of total applications		Career Grants	Short Grants	Travel Grants
TRF	Faculty of Theology and the Study of Religion	0 %	0,5 %	4,0 %
RWF	Faculty of Law	3,6 %	2,2 %	4,0 %
WWF	Faculty of Business, Economics and Informatics	3,6 %	9,7 %	9,5 %
MeF	Faculty of Medicine	25,0 %	14,6 %	15,5 %
VSF	Vetsuisse Faculty	10,7 %	6,5 %	6,5 %
PhF	Faculty of Arts and Social Sciences	28,6 %	44,9 %	27,5 %
MNF	Faculty of Science	28,5 %	21,6 %	33,0 %
		out of 28	out of 185	out of 200

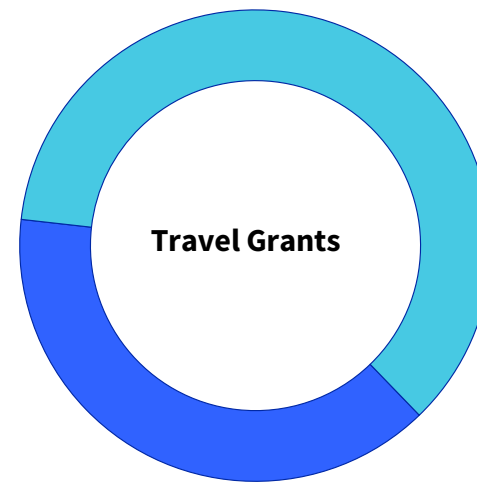
Grants – Applications by Funding Line and Target Group



■ Postdocs 89%
■ PhDs 11%



■ Postdocs 53%
■ PhDs 47%



■ Postdocs 39%
■ PhDs 61%

Total applicants

413

Funding Applications – Total Overview

Career Grants

Number of applicants	28
Individual applications*	27
Approved applications	17
Approved funds	CHF 231 394

Short Grants

Number of applicants	185
Individual applications*	128
Approved applications	78
of which: share of applications approved with conditions or with reductions	41
Approved funds	CHF 229 548

Travel Grants

Number of applicants	200
Individual applications*	200
Approved applications	138
Approved funds	CHF 247 260

*An application may be submitted jointly by several applicants.

Due to constraints inherent to the system, only part of the actual demand is reflected in the applications.

Further Funding Activities

International Networking

Overview 2025

	Allocation persons	Funding share per person	Funding Total approved
LERU Summer School	3 PhDs	CHF 900 (+ Registration fee)	CHF 2 700
U21 Early-Career Researcher Workshop	2 Postdocs	CHF 1000	CHF 2 000
5 Una Europa Intensive Courses (e.g. Summer Schools)	5 PhDs & 1 Postdoc	CHF 300-750	CHF 4 050

Further Funding Activities

Awards

Overview 2025

	Allocation	Funding Volume	Funding
FAN* Awards Award for excellent early career researchers in the fields of humanities and social sciences law and economics medicine and natural sciences *Fonds zur Förderung des akademischen Nachwuchses of UZH Alumni	1x/year	each CHF 5 000	CHF 15 000
Mentoring Awards Award for excellent supervisors	Every 2 years	each CHF 5 000	CHF 20 000
3MT Awards Award for outstanding research presentations in three minutes, 2 jury prizes & 1 audience award	1x/year	CHF 300 - 700	CHF 1 500

Further Funding Activities

Awardees

FAN Awards

Moritz F. Adam (TRF), Stefania Ionescu (WWF), Dominik Groos (MNF), left to right



Mentoring Awards

Kannan Venugopal (VSF), Anikó Hannák (WWF), Silvio D. Brugger (MeF), Jörg Frey (TRF), left to right



3MT Awards

Agnese D'Angelo (PhF) – audience award, Nick Kabrel (PhF) – 1st place, Jonathan Zeller (RWF) – 2nd place, left to right – jury members in the back

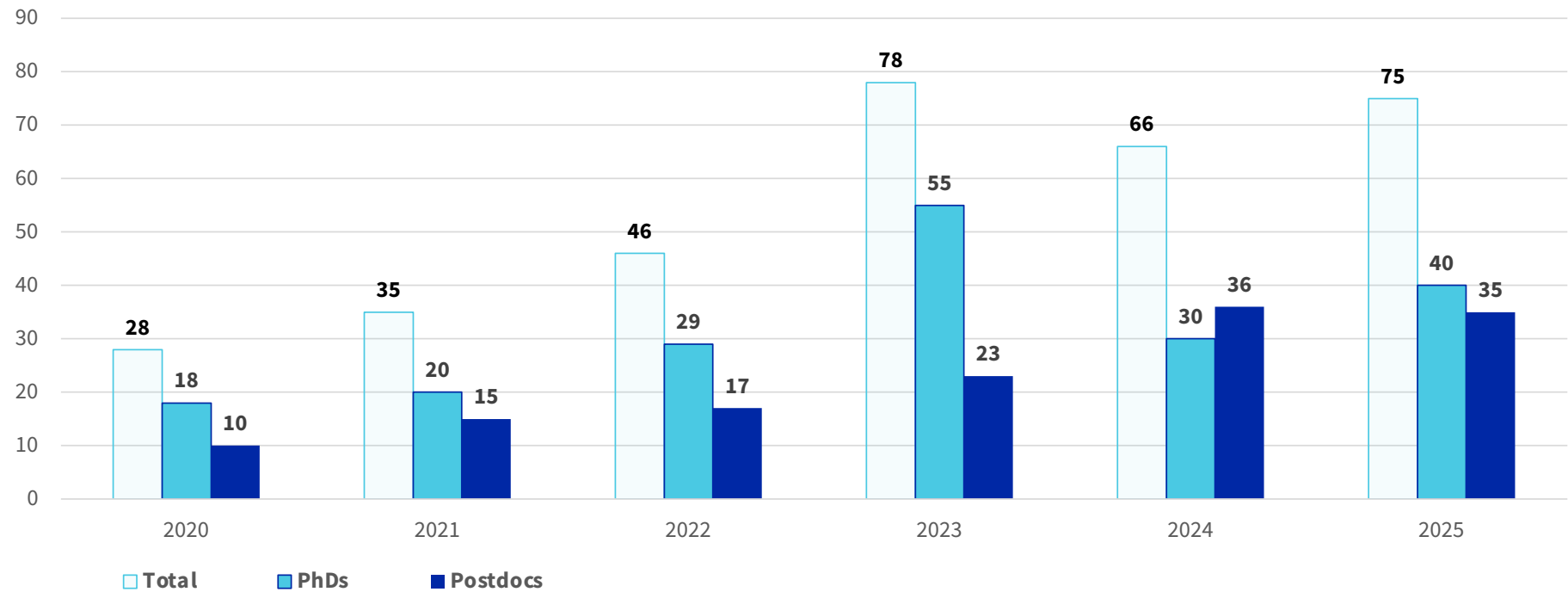




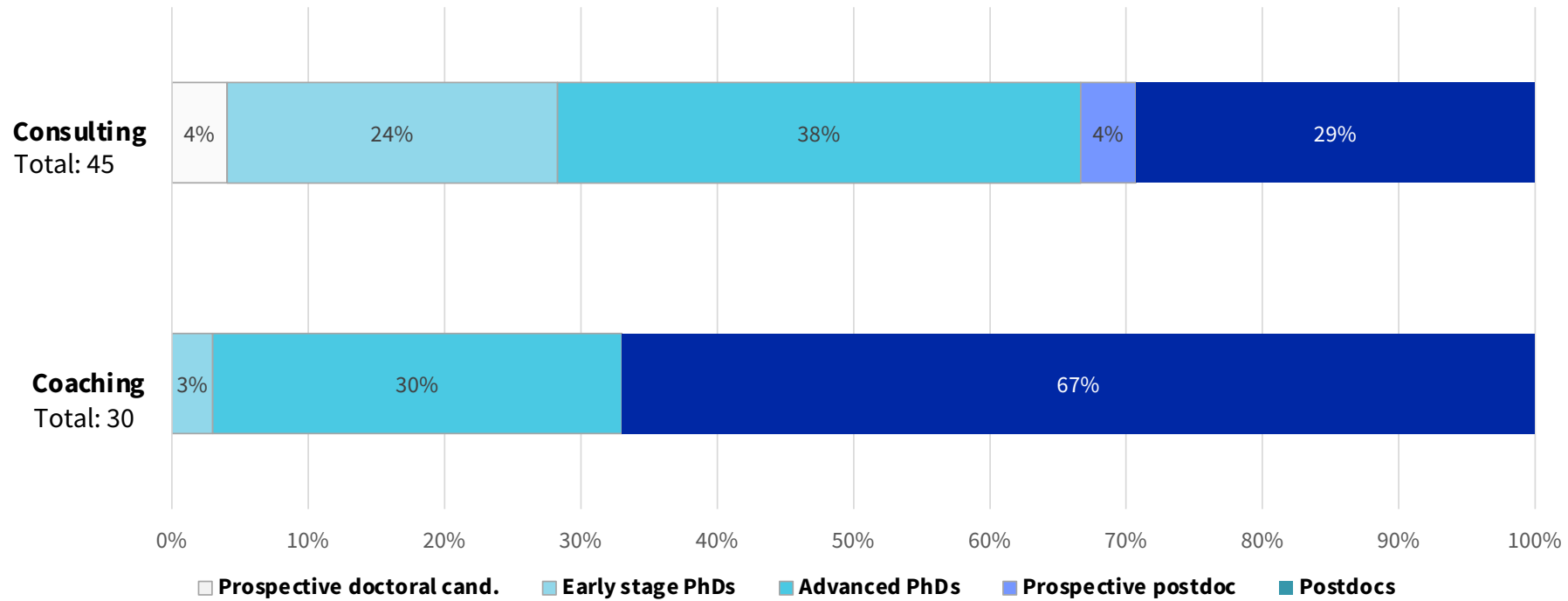
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Counseling & Coaching

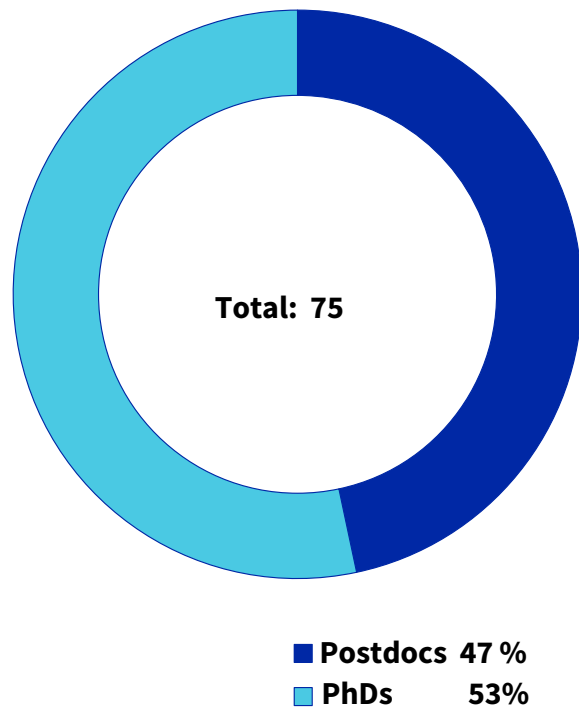
Counseling & Coaching Users by Target Group



Counseling & Coaching Users by Career Stage



Counseling & Coaching Users by Faculty



Faculty

TRF	Faculty of Theology and the Study of Religion	4 %
RWF	Faculty of Law	4 %
WWF	Faculty of Business, Economics and Informatics	8 %
MeF	Faculty of Medicine	19 %
VSF	Vetsuisse Faculty	3 %
PhF	Faculty of Arts and Social Sciences	39 %
MNF	Faculty of Science	24 %



GRC 2025

Head Office and Awards Committee

GRC Team



Claudine Leysinger
Head of Graduate Campus,
strategic projects



Maja Fischer
Deputy Head, strategic projects



Antje Derksen
Team assistant – HR and
finances, Management PD-
Stiftung



Eric Alms
Transferable skills, communication



Nina Handler
Team assistant – courses and
events



Marco Toscano
Grants



Lilian Leupold
Assistant grants and action plan
for the postdoc phase



Gwendolin Krämer
Student employee – events



Claudia Voheyer
Quality assurance and counseling



Irina Glas
Action plan for the postdoc phase

The Graduate Campus team comprises 5.1 full-time equivalent with additional resources allocated on a project-specific or temporary basis.

Awards Committee

Representatives of early career researchers from all faculties, for the awarding of grants & awards

Andreas Michael Baumer MeF	Fall 2025
Maike Carmen Brandt WWF	Spring & Fall 2025
Daniel Fuchs VSF	Spring & Fall 2025
Florence Gantenbein TRF	Fall 2025
Michael Jost TRF	Spring 2025
Anatol Jonas Heller PhF	Fall 2025
Ana Lupu PhF	Spring 2025
Svenja Luisa Nopper MNF	Spring & Fall 2025
Luana Nyirö MeF	Spring 2025
David Bertrand Roth RWF	Spring & Fall 2025



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Editor Annual Report: Maja Fischer