

The GOETHE INTERNATIONAL POSTDOC PROGRAM (GO-IN)

Grant Agreement Number: 291776

Funded by the European's Union FP 7, COFUND

36 postdoc fellowship years have been awarded to 22 young scientists, which have been hosted in one of seven key research areas at the Goethe University from 2013 to 2017. The program focuses mainly on incoming mobility and addresses junior researchers from all nationalities, who have minimum 4 years and maximum 10 years of research experience (incl. the phase of the PhD) before the start of the postdoctoral research grant being applied for. The fellowships lasted between 3-24 months according to the research project the fellow plans to execute at Goethe University. For the time of the fellowship all fellows received an employment contract according to the conditions of national regulations and the guidelines of the Marie Curie Program. This covers social security and payments of social benefits such as a contribution to pension funds and health insurance. The program emphasizes equal opportunities and strongly encourages the application of junior scientists, who want to resume their academic career, which has been interrupted because of familial reasons. The program runs an open, merit-based competition for the applying fellows and is founded on international peer-review.

The GO-IN PROGRAMME focuses on seven key research areas of the university, which are selected based on their capacities and outstanding international recognition: 1. Normative Orders, 2. Empirical Educational Research, 3. Structural Biology, 4. Biodiversity and Climate Research, 5. Oncology, 6. Gene and Cell Therapy, and 7. Economics, Finance and Management. Fellows selected the topic and supervisor for their research project freely from these seven topics. The program provides added value for both, the recruited postdocs and Goethe University: the postdocs will have the opportunity to gain essential international experience during a crucial stage of their career and research and the Goethe University benefits from scientists at their most creative stage of their academic development.

The individual career development of postdoctoral researchers is one main focus of the program and was monitored in a further evaluation. All fellows are continuing their career after termination of their GO-IN fellowship, and the majority of fellows stay as researchers in academia and start as group leaders or assistant professors. 83 % of the fellows stated that the fellowship had a high impact on their career development (17 % medium). Except one, all fellows are continuing their career in academia for instance as assistance professor at the Oxford University (UK). One fellow became director of preclinical studies in a private company in Dijon (France). The fellow, who was awarded a Humboldt fellowship, is now Lecturer at the University of California, Berkeley (USA). The researchers published in 39 publications and books, contributed as speakers and poster presenters to many conferences.

22 GO-IN fellowships have been awarded in total from four calls. 64 % researchers are female and 36 % male although more male researchers applied (33 female, 40 male). The countries of origin of the GO-IN researchers are Australia 1, France 3, Germany 3, India 2,

Israel 2, Italy 3, Romania 1, Russia 1, Spain 1, United Kingdom 1, USA 4. The countries of origin from all applicant are Armenia 2, Australia 1, Canada, 1, Chile 1, China, 3, Croatia 1, Czech Republic 1, Egypt 2, France 4, Germany 4, Greece 2, Hungary, 1, Israel 2, India 12, Indonesia 1, Iran 2, Italy 9, Pakistan 3, Poland 1, Romania 3, Russia 3, Spain 3, Syria 1, Taiwan 1, Turkey 1, United Kingdom 3, USA 4.

GO-IN has an own webpage at the Goethe University web site (www2.uni-frankfurt.de/research/go-in) and is introduced on the webpage of the Federal Ministry for Education and Research. For further information contact Dr. Bernd Märtens, Research Service Center, Goethe University Frankfurt am Main, Max-von-Laue-Str. 9, 60438 Frankfurt am Main, Germany.

WORK PROGRESS AND ACHIEVMENTS DURING THE PERIOD

The GO-IN PROGRAMME focuses on seven key research areas of the university, which are selected based on their capacities and international recognition: 1. Normative Orders, 2. Empirical Educational Research, 3. Structural Biology, 4. Biodiversity and Climate Research, 5. Oncology, 6. Gene and Cell Therapy, and 7. Economics, Finance and Management. Fellows can choose the topic and supervisor for their research project freely from these seven topics.

Management

The project manager submitted the reports on the 3rd and 4th call to the REA. Before and during the selection the project manager monitored the selection process and the composition of the members of the selection committees. The report on ethics is included into this report (see below). He introduced the selection committee members into the rules and processes of the selection process, calculated the rankings and set up the communication between all parts involved in the selection process. He surveyed the selection processes and kept records. He surveyed the employment processes and assisted to issues regarding salary, work contract, financing and co-financing. Each host institute had to subscribe a financial agreement for the regulation of co-finance of salary and research costs giving the details about the funds used to finance the costs.

He coordinated training of the fellows. Besides the training in the labs and host institutes, the fellows have the opportunities to take language courses at the Goethe Institute and generic skill and further language courses at the Goethe Academy (GRADE) and the courses offered by the Goethe University. The project manager informed the fellows about these opportunities. All courses are free of charge. Only the courses at the Goethe Institute will be financed by the GO-IN management. Here 3 of the 5 fellows employed with the last 2 calls took a German course with certificate. Those fellows, who left the GO-IN programme took the next level in their career. Some are still in the host institutes to continue with their research projects and to build up an own team. Others left the Goethe University and are assistant professors (e.g. Oxford University, London, UK), lecturers, or experienced postdocs and team leaders in academia. Only one fellow has a position at a private company in France.

The management organized kindergarten capacities for fellows with children near by the host institute and organized parental leave times.

Task 2.2 Present evaluation and selection criteria on the program website

All information about the application, the evaluation, and selection processes is defined in detail on www2.uni-frankfurt.de/research/go-in. All information was provided actualized. Applications require the fill in of the request form ensuring the providence of all data required for a complete and correct application.

Task 2.3. Assignment of reviewers, eligibility check of application, organize evaluation process, interviews

The eligibility check of applicants was executed by the GO-IN project manager on the mobility rule and the research experience. The project manager also checked the completeness of documents.

The reviewers for the evaluation of applicants out of the pool of eligible applicants were assigned by the administration of each research area. The assembly of a typical selection committee consists of 5 members (2 professors, 2 postdocs, and the research area coordinator). The members are representing the disciplines of the respective Research Area. A gender balance was aimed at. At least one member should be international (in natural sciences a professor, in social sciences a senior member) meaning an international visiting scientists etc. (outside GU, outside Germany). The names of the members of the selection committees were reported to the REA at least after every round. The members stay on the SC as long as willing to. If a place becomes available, the research area's governing board has to decide on a replacement. It was not allowed to be a reviewer, if one of the applicants applied for a position at the reviewers' lab to avoid conflicts of interest.

2 of the members of each selection committee executed the interviews of those candidates reaching the threshold of points (20 points of 33) during the former evaluation. Interviews were executed via appointment or Skype.

Finally the Supervisory Board consisting of the heads, representatives or coordinators of each research area decide about the employment. With each employment process the ethical committee of the Goethe University evaluates ethical issues, the women's representative surveys the selection process to avoid gender discrimination, and the handicap representative surveys the selection process to avoid discrimination of people with a handicap.

Applicants were informed about each step of the selection process via email.

Task 2.4 Monitor correct implementation of evaluation and selection procedures throughout the program duration

The project manager surveyed the correctness of each selection process. This includes the completeness of the evaluation on each of the selection criteria provided on the selection and the interview form. For the selection process:

I. Competence of the fellow

1. Quality and results of previous research with regard to the planned project
2. Potential or recognized excellence evaluated with regard to previous research activities, publications and, if applicable, previous third-party funding raised by the applicant
3. Scientific independence
4. International experience, research activities in an international context, transnational mobility
5. Experience in teaching, supervision, teamwork, knowledge transfer, management, public awareness activities, intersectorial mobility, and practice

II. Scientific quality of the planned research project

1. Novelty and originality of the planned project

2. Impact and benefit to the fellow's career
3. Precise goals, clear perspective of the project
4. Target-oriented use of research funds
5. Realistic time schedule of the project
6. Integration in the respective research context of Goethe University

All these criteria have to be discussed and evaluated.

For the interview the criteria are:

1. Convincing presentation of the proposed project
2. Convincing motivation for the application at Goethe University
3. Fitting of the aspired fellowship into the candidate's future career plans
4. Convincing presentation of the candidate's research experience
5. Personal fitting of the candidate into the respective research area

3rd Call, dissemination, selection

In the last reporting period the third call was in the selection phase, published on the 30/04/2014 in EURAXESS, naturejobs.com, and advertized within the research communities of the research areas and in detail on the GO-IN-webpage (www2.uni-frankfurt.de/research/go-in) offering all remaining 5 positions in the programme available.

2 fellows have been employed out of 10 applications from young scientists from 6 countries worldwide, while only 5 application were eligibly (Oncology: 2; Cell & Gene Therapy: 0; Structural Biology: 5).

10 young scientists applied for fellowships in the GO-IN program by end of the deadline, 15/06/2014 (3 female, 7 male, Countries: France 1, India 5, Italy 1, Pakistan 1, Romania 1, and Russia 1). Out of the 10 applications 5 were not eligible, 5 were eligible (according to the eligibility criteria defined in Annex I, B1, 1.3). In June 2014 applicants were informed, whether their applications were eligible and forwarded accordingly to the Selection committees or not.

The Selections were executed on the 15th and the 30th of July 2014. The meetings were executed according to the criteria defined in Annex I, B1, 1.3. From the eligible applicants 3 were evaluated lower than 22 points. Finally 2 applicants were invited for an interview (via phone conference and on-site) and suggested for employment by the Selection Committees. Finally the Supervisory Board accepted the candidates as GO-IN fellows. The successful candidates were donated a EU-work contract they accepted and are employed.

Each Selection Committee from each research area was composed by 2 professors, 2 postdoctoral scientists and the coordinator of the research area (5 members in total). One of the professors was an international expert and not related to the Goethe University. Each member is a proven expert in the relevant scientific field and selected by the research area. Most members except the international experts are residing in Germany if not it is noted below. Before each selection round the selection committees were introduced into the selection rules by the GO-IN coordinator, who also provided a template for the evaluation of each applicant as well as an evaluation handbook as provided to the REA already. For details see sore analysis tables and records attached.

Oncology

Prof. Dr. Francois Ghiringhelli, Centre Georges François Leclerc, Department of Biology and Pathology of Tumors, 21000 Dijon, France, fghiringhelli@cgfl.fr

Prof. Dr. Evelyn Ullrich, Goethe University Frankfurt, University Hospital, Center for Children and Youth Medicine, 60590 Frankfurt, Germany, evelyn.ullrich@kgu.de

Dr. Annette Romanski, Goethe University Frankfurt, University Hospital, Department of Medicine II, 60590 Frankfurt, Germany, a.romanski@em.uni-frankfurt.de

Dr. Frank Schnütgen, Goethe University Frankfurt, University Hospital, Molecular Hematology, 60590 Frankfurt, Germany, schnuetgen@em.uni-frankfurt.de

Coordinator: **Birgit Rosiejak**, Goethe University Frankfurt, University Hospital, Medical Hospital II, 60590 Frankfurt, Germany, rosiejak@em.uni-frankfurt.de

Cell and Gene Therapy

Prof. Dr. Francois Ghiringhelli, Centre Georges François Leclerc, Department of Biology and Pathology of Tumors, 21000 Dijon, France, fghiringhelli@cgfl.fr

Prof. Dr. Bernard Brüne, Goethe University Frankfurt, University Hospital, Institute of Biochemistry I, 60590 Frankfurt, Germany, b.bruene@biochem.uni-frankfurt.de

Dr. Özlem Demirel, Goethe University Frankfurt, University Hospital, Medical Hospital II – Hematology/Oncology, 60595 Frankfurt, Germany, o.demirel@biochem.uni-frankfurt.de

Dr. Tobias Schmid, Goethe University Frankfurt, University Hospital, Institute of Biochemistry I, 60590 Frankfurt, Germany, t.schmid@biochem.uni-frankfurt.de

Birgit Rosiejak, Goethe University Frankfurt, University Hospital, Medical Hospital II, 60590 Frankfurt, rosiejak@em.uni-frankfurt.de, Coordinator

Structural Biology

Prof. Dr. Markus Seeger, University of Zurich, Institute of Medical Microbiology, CH-8006 Zürich, Switzerland, m.seeger@imm.uzh.ch

Prof. Dr. Stefanie Dimmeler, Goethe University Frankfurt, University Hospital, Institute for Cardiovascular Regeneration, 60590 Frankfurt, Germany, dimmeler@em.uni-frankfurt.de

Dr. Thomas Meier, Max-Planck-Institute for Biophysics, Department for Structural Biology, 60438 Frankfurt am Main, Germany, thomas.meier@biophys.mpg.de

Dr. Andreas Ernst, Goethe University Frankfurt, University Hospital, Institute for Biochemistry II, 60590 Frankfurt, Germany, ernst@biochem2.de

Dr. Tanja Schuler, Goethe University Frankfurt, Cluster of Excellence Macromolecular Complexes, Coordinator, 60438 Frankfurt am Main, Germany, schuler@biochem2.uni-frankfurt.de

Details 3rd Selection Round

Applications in total:	10
Eligible applications in total:	5
Invited for Interview in total:	2
Forwarded to Supervisory Board in total:	2

Research Area Oncology

Applications:	2
Eligible applications:	2
Invited for Interview:	1
Forwarded to Supervisory Board:	1
Ranking after Selection Committee:	
Anne-Lucie Nugues	28,5 points
Sumbul Shamim	18,5 points
Final Ranking after interviews:	
Anne-Lucie Nugues	42,5 points (suggested for fellowship)
All members of the Supervisory Board agreed	

Research Area Cell and Gene Therapy

Applications:	0
Eligible applications:	0
Invited for Interview:	0
Forwarded to Supervisory Board:	0

Research Area Structural Biology

Applications:	3
Eligible applications:	3
Invited for Interview:	1
Forwarded to Supervisory Board:	1
Ranking after Selection Committee:	
Oleg Tolstenkov	30,8 points
Sudipta Bhowmik	18,5 points
Pravin Kesharao Shende	17,8 points
Final Ranking after interviews:	
Oleg Tolstenkov	45,3 points (suggested for fellowship)
All members of the Supervisory Board agreed	

4th Call, dissemination, selection

17 young scientists applied for fellowships in the GO-IN program by end of the deadline, December 19, 2014 (8 female, 8 male, 1 no information on gender; Countries: Australia 1, Croatia 1, Czech Republic 1, Egypt 1, France 1, Germany 1, India 6, Iran 1, Pakistan 1, Syria1, USA 1).

Out of the 17 applications 13 were not eligible (no proposal provided (17), no application form submitted (16), 4 were eligible (according to the eligibility criteria defined in Annex I, B1, 1.3) although all candidates were informed about missing documents or data short after receipt of the application by the GO-IN manager. The ineligible applicants did also not apply for a certain research area or selected a supervisor.

All applicants were informed, whether their applications were eligible and forwarded to the Selection committees or not short after receipt of each application.

3 Fellowships were advertised on the GO-IN webpage of the Goethe University, in Nature Jobs and EURAXESS for the research areas Biodiversity and Climate Research and Structural

Biology. The Selections were executed on the 20th of January and the 2nd of February 2015. The meetings were executed according to the criteria defined in Annex I, B1, 1.3. From the eligible applicants 1 withdrew his application after the selection process. All remaining candidates exceeded the threshold of 22 points. Finally 3 applicants were invited for an interview (on-site) and suggested for employment by the Selection Committees (for details see minutes on selections and interviews attached). Finally the Supervisory Board accepted the candidates as GO-IN fellows. A work contract has been awarded to the successful candidates. The GO-IN project manager was present at all selection meetings and during the interviews. He kept the records introduced the participants into the regulations and procedure and surveyed the processes.

Each Selection Committee from each research area was composed by at least 2 professors, 1-2 postdoctoral scientists and the coordinator of the research area (5 members in total). One of the professors was an international expert and not related to the Goethe University. Each member is a proven expert in the relevant scientific field. Most members except the international experts are residing in Germany if not, it is noted below. Before each selection round the selection committees were introduced into the selection rules by the GO-IN coordinator, who also provided a template for the evaluation of each applicant as well as an evaluation handbook as provided to the REA already. For details see score analysis tables and records attached. The successful applicants were donated an EU-work contract and they have been employed.

Biodiversity and Climate Research

Prof. Dr. Steven Higgins, University Otago, Department of Botany New Zealand, 479 Great King Street, Dunedin, 9016 steven.higgins@otago.ac.nz

Prof. Dr. Imke Schmidt, Biodiversity and Climate Research Centre BiK-F, Adaptation and Climate, Georg-Voigt-Str. 14-16, 60325 Frankfurt, Germany

Prof. Dr. Markus Pfenniger, Goethe University Frankfurt, Institute for Ecology, Evolution, and Diversity, 60438 Frankfurt, Germany, markus.pfenniger@senckenberg.de

Dr. Francesco dal Grande, Biodiversity and Climate Research Centre BiK-F, Adaptation and Climate, Georg-Voigt-Str. 14-16, 60325 Frankfurt, Germany

Dr. Kerstin Höntschi, Biodiversity and Climate Research Centre BiK-F, Georg-Voigt-Str. 14-16, 60325 Frankfurt, Germany, Coordinator

Structural Biology

Prof. Dr. Markus Seeger, University of Zurich, Institute of Medical Microbiology, CH-8006 Zürich, Switzerland, m.seeger@imm.uzh.ch

Prof. Dr. Robert Ernst, Goethe University Frankfurt, Institute for Biochemistry, 60438 Frankfurt am Main, Germany, dimmeler@em.uni-frankfurt.de

Dr. Denys Pogoryelov, Goethe University Frankfurt, Institute for Biochemistry, 60438 Frankfurt am Main, Germany, pogoryelov@em.uni-frankfurt.de

Dr. Andreas Ernst, Goethe University Frankfurt, University Hospital, Institute for Biochemistry II, 60590 Frankfurt, Germany, ernst@biochem2.de

Dr. Tanja Schuler, Goethe University Frankfurt, Cluster of Excellence Macromolecular Complexes, Coordinator, 60438 Frankfurt am Main, Germany, schuler@biochem2.uni-frankfurt.de

Details 4th Selection Round

Applications in total:	17
Eligible applications in total:	4
Invited for Interview in total:	4
Forwarded to Supervisory Board in total:	3

Research Area Biodiversity and Climate Research

Applications:	3
Eligible applications:	3
Invited for Interview:	3
Forwarded to Supervisory Board:	2
Ranking after Selection Committee:	
Alexis Licht	31,0 points
Marlee Tucker	28,8 points
Chloe Bracis	25,3 points

Final Ranking after interviews:

Marlee Tucker	41,5 points (suggested for fellowship)
Chloe Bracis	40,3 points (suggested for fellowship)

All members of the Supervisory Board agreed

Research Area Structural Biology

Applications:	1
Eligible applications:	1
Invited for Interview:	1
Forwarded to Supervisory Board:	1
Ranking after Selection Committee:	
Maike Bublitz	32,4 points

Final Ranking after interviews:

Maike Bublitz	47,5 points (suggested for fellowship)
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All members of the Supervisory Board agreed

1.6 It was not possible to win 4 external excellent, international, and independent experts for the external evaluation of the programme. But the programme manager evaluated the project twice with an evaluation questionnaire sent to all fellows in February 2015 and 2016 to monitor the efficiency and quality of GO-IN (see attachments for details). The project coordinator guaranteed that the information of each questionnaire will be kept confidential especially to the supervisors. The requested information concerned the

1. Individual career advancement,
2. Support by the research areas and the university concerning execution of your proposed research project, training and career development,
3. Interdisciplinarity (cooperation),

4. Key indicators (scientific performance and career development).

In total 13 fellows in the first and 12 in the 2nd evaluation send the questionnaire back. The majority of fellows met the goals defined in the career development plan and the timeline of the objectives defined in the project plan. In some few cases (3 of 10, 2 of 10) changes in the plan due to new opportunities or delays in the project the timeline could not be kept and forced the concerning fellows to changes.

Except 1 fellow in 2016 all fellows rated the impact on the career and the development of a scientific network between high to medium. In some cases the next step in the career was not decided yet and though the impact was voted with "medium". Deviation from the proposed project or changes in the career planning let some fellows decide to vote the impact based on the scientific outcome according to the proposed project plan with "medium". Those fellows who already started their fellowship were not able to develop a scientific network to higher extents and voted with "medium" and also with "low". Fellows in the middle or at of after the end of their fellowship were able to develop national and international scientific networks as well as scientific cooperation.

The support by the research area/lab concerning the execution of the research project was rated in most cases between "excellent" and "very good". A few fellows rated the support with "good" and one with "sufficient".

Most fellows rated the support provided by the research areas/labs concerning training and career development with "excellent" and "very good". Only 1 fellow rated the support with "good" in each evaluation and in one year the rating "sufficient" occurred. This was the same fellow, who also rated the support to the research project with "poor". In the latter case the project manager was alarmed and contacted the supervisor to develop strategies for an improvement. The following evaluation demonstrated that the measurement resulted into a better rating. In one case the fellow did not read the information provided at the beginning of the fellowship on training opportunities outside the research area and was informed personally by the project manager about the opportunities and took the a German course immediately afterwards.

The support by the university administration was rated between "excellent" and "good". In some cases the rating was "sufficient" but also "poor". The project manager contacted the fellows rating that low to achieve an understanding for the motivation of the rating. In these cases the administration of the Goethe University Hospital was not able to keep all communication especially the administration of the recruiting processes in English. The project manager informed the head of the administration of the department for recruiting. Here at least one person able to communicate in English is now available in the department and supervisors are briefed to chaperon the fellows in all communication with the Goethe Hospital administration or ask the GO-IN project manager to chaperon the fellow. At the Goethe University beside the hospital the administration works efficient and service orientated. Enough English speaking personal is available and meanwhile all contracts and contract information is available in English language.

Nearly all fellows built up cooperation with other labs or institutes at the Goethe University, labs in Germany and labs in other countries. 3 fellows took a secondment in a lab outside Germany.

Nearly all fellows published in scientific journals or in books, presented their projects on conferences in talks or posters (see Dissemination for details). Some were also successful in applying for third funds.

Objectives WP3: Dissemination

Task 3.1 to 3.4:

For the announcement of calls first a wider range of platforms were used. After the first call the range was limited to platforms causing certain feedback, which was monitored by a field "How came the fellowship to your attention?" to be filled in into the application form. Here the applicants got notice about the calls via EURAXESS, Naturjobs, the university GO-IN webpage, and via the communication within the scientific communities of the research areas. GO-IN has an own webpage at the Goethe University web site and is introduced by the Federal Ministry for Education and Research on the federal states governments website.

Task 3.5: Please find attached the texts of the calls

Objectives WP4: Ethical Issues

Every applicant has to fill in a questionnaire to indicate experiments involving ethical issues with the application. This form will be provided to the selection committees and to the supervisors before the selection processes start. The Ethical Issues form will also be attached to the documents required for the employment of the GO-IN fellows.

The project officer briefed the selection committees and coordinators about ethical issues. However, the instruments for the treatment of ethical relevant issues are installed throughout the organization of the Goethe University. For instance the university hospital has an ethic commission and works together with the supervisors to survey the compliance of experiments with ethical regulations. Also all other departments have their instruments to guarantee and survey the abidance by the ethical laws and restrictions.

None of the fellows employed worked or is working on experiments involving research or use of human embryos/fetuses or embryonic stem cells. All other indicated ethical issues are regular experiments in agreement with the ethical regulations and surveyed by the ethical committees and instruments installed (see forms on Ethical Issues of all GO-IN fellows attached with last periodic report).