

Action Plan 2016-2024 (Status February 2022)

Good Practice in Research, Ethical and Professional Aspects					
Action 1	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Commission for Ethics in security-relevant research <ul style="list-style-type: none"> Screen non-life-science research at JGU for ethical issues Improve procedures for ensuring ethical research practice at JGU 	7. Good practice in research	Q1 2017	S	1. Decision on institutional position and nomination of members. 2. Indicators and criteria are developed, workflow is established and communicated. 3. Commission of Ethics is established. <i>Remarks:</i> <i>This action was overtaken by decentral events; several faculties have now established individual ethics commissions in accordance with the decentralised structure at JGU. Projects not covered by faculty commissions can address the review boards of relevant scientific associations for an ethics assessment.</i>	Cancelled
Action 2	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Guidelines for academic integrity <ul style="list-style-type: none"> Set standards Warrant that all researchers at JGU are aware of and can relate to academic integrity policy Ensure that academic integrity is central to self-understanding of researchers at JGU 	3. Professional responsibility 7. Good Practice in research 34. Complains/appeals	Q4 2022	S, UL, GSHS, GYR	1. A new set of guidelines preventing research misconduct is developed and published on website. 2. Action plan for areas in need of improvement and rules of enforcement are devised. 3. Current needs and concerns of doctoral candidates (R1) are analyzed, additional measures devised and integrated into PhD supervision policy and model supervision agreement. 4. Action plan and sanctions are implemented. 5. New academic staff receive information material, containing the Charter for Good Academic Practice, information about the concepts of academic integrity, good scientific practice, and scientific misconduct, frequencies and causes of scientific misconduct. 6. A transparent workflow for counselling with the ombudsperson is defined.	Extended

				<i>Remarks:</i> GYR and GSHS are responsible for indicator 3 This measure was expanded to meet the specific needs of R1 researchers. This action is connected to Action New statutes for academic integrity	
Action 3	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
New statutes for academic integrity (responsible research and innovation)	3. Professional responsibility 7. Good Practice in research	Q2 2023	S, EUB, UL	1. In line with the "Guidelines for Safeguarding Good Research Practice" issued by the German Research Foundation (DFG) and in cooperation with all JGU faculties, new JGU statutes regulating good scientific practice are developed. 2. Regulations for ensuring good scientific practice and procedures for dealing with research misconduct are developed, adopted and published on website. <i>Remarks:</i> This action is connected to Action Guidelines for academic integrity New action	In progress
Action 4	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Information strategy for third-party funding <ul style="list-style-type: none"> Ensure researchers are informed about their rights and responsibilities within more elaborate and specific funding lines 	4. Professional attitude 6. Accountability	Q4 2022	RT	1. Guidelines for EU-funded projects with a focus on HORIZON EUROPE are updated. 2. Processes are visualized in a suitable manner. 3. Trainings on EU funding are updated and implemented 4. Finance Department has initiated a newsletter answering administrative FAQs. 5. Trainings and exchange of best practice take place within the European University Network FORTHEM and its H2020-funded CSA FIT FORTHEM.	In progress
Action 5	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Transfer Audit <ul style="list-style-type: none"> Identify additional opportunities for 	8. Dissemination, exploitation of results	Q4 2018	EUB, RT	1. Audit steps outlined by auditing agency are completed 2. Audit report is received	Completed

<p>knowledge and technology transfer</p> <ul style="list-style-type: none"> Improve awareness for transfer options in all areas of research and academic activity 				<p><i>Remarks:</i> There was a delay based on late audit report and time needed to designate a strategic coordinator. Audit report received in October 2017: results are currently being translated into a transfer strategy (since March 2018); see Action Transfer strategy.</p>	
Action 6	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
<p>Transfer strategy</p> <ul style="list-style-type: none"> Identify additional opportunities for knowledge and technology transfer Improve awareness for transfer options in all areas of research and academic activity 	8. Dissemination, exploitation of results	Q4 2024	EUB, RT	<ol style="list-style-type: none"> Working group presents draft transfer strategy transfer policy and action plan on website is published Policy and action plan is implemented Policy and action plan is revised and updated based on first implementation effects Continuous implementation <p><i>Remarks:</i> This action is based on the previous work of the transfer audit, see Action Transfer Audit. New action</p>	In progress
Action 7	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
<p>Doctoral student Representation</p> <p>Establish a doctoral student representation facilitate doctoral student's participation in decision making processes at JGU</p>	35. Participation in decision-making bodies	Q2 2022	S, GYR	<ol style="list-style-type: none"> A doctoral student representation is established The representatives are chosen by vote. Electoral regulations are defined. Senate confirms implementation and electoral regulations. First election takes place. Doctoral student representatives are integrated into the academic self-governance. <p><i>Remarks:</i> New action</p>	In progress

Recruitment					
Action 8	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Optimize professorial appointment procedures <ul style="list-style-type: none"> Ensure quality standards, transparency, and strategic relevance of new professorial appointments 	13. Recruitment (Code) 14. Selection (Code) 15. Transparency (Code)	Q1 2023	EUB, HRD, FB, SP, EO	<ol style="list-style-type: none"> Pilot project in the Faculty of Biology is completed, reviewed and evaluated (completed). Guidelines for professorial appointment procedures are updated and developed (in progress). Advice and support for tenure track appointment committees, development of a handout and a tool for the potential analysis and assessment of leadership skills helps Tenure Track committees (in progress). Updated guidelines are published (delay). Information portal is online (extended). Training program for appointment committee members is implemented (extended). <p><i>Remarks:</i> The process of updating and redefining guidelines was suspended because of the revision of the Higher Education Act Rhineland-Palatinate (Hochschulgesetz), which was adopted by the State Parliament end of 2020. Because of the implementation of a Tenure Track Program (Nachwuchspakt) it was necessary to give advice and support to tenure track appointment committees, develop of a handout and a tool for the potential analysis and assessment of leadership skills. These appointment procedures have to be integrated, so this action has been extended.</p>	Extended
Action 9	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Publication of academic job vacancies on EURAXESS	13. Recruitment (Code)	Q2 2018	HRD (FB)	<ol style="list-style-type: none"> Link of EURAXESS publications with application management tool is implemented. Every vacancy for professorships is published on EURAXESS. 	Completed

Action 10	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Manual for researcher recruitment and selection <ul style="list-style-type: none"> Update existing guidelines for personnel recruitment Better tailor recommendations to needs of researchers Work towards a fully open, transparent and merit-based recruitment process at all levels of recruitment 	13. Recruitment (Code) 14. Selection (Code) 15. Transparency (Code)	Q3 2021	HRD	1. Existing guidelines as to their validity for researcher recruitment, in view of legal changes are reviewed. 2. Existing guidelines are updated and specified. 3. Updated and improved guidelines are available and HRD advice is provided.	Completed
Action 11	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Implement an IT-based applicant-management tool (e-recruitment and talent management)	13. Recruitment (Code) 15. Transparency (Code)	Q2 2021	HR	1. Catalogue of requirements and specifications that IT tool needs to meet is defined. 2. Appropriate IT solution is identified, tested and tailored. 3. IT solution is available and in use for first applications. 4. E-recruitment and talent management is fully implemented.	Completed
Action 12	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Establish a JGU web portal for applicants and JGU employees (working title "JGU – your employer")	15. Transparency (Code)	Q1 2023	HR, HRD	1. Relevant information on HR policies, processes, and opportunities is easy to find on JGU HR-Websites not only for employees but also for potential applicants. 2. Relevant documents are translated in English. <i>Remarks: The HR web pages were thoroughly revised, an onboarding portal was set up for new employees, and a new career page was created for applicants. Information specifically for researchers is currently being revised with the aim of presenting JGU as an attractive international employer. Other Human Resources web pages and documents are still in translation.</i>	In progress

Action 13	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Young Talents for JGU - Active recruiting of international, excellent researchers esp. advanced postdocs and group leaders	12 Recruitment 18. Recognition of Mobility experience 29 Value of mobility	Q4 2023	HRD, INT	1. A concept for support measures is developed. 2. Information and training for researcher are implemented.	New
Action 14	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
OTM-R assessment reporting	13. Recruitment (Code) 14. Selection (Code)	Q2 2018	EUB, HR, UD	As part of HRS4R reporting, progress on OTM-R will be regularly assessed every three years since 2018. The analysis is the basis for further measures.	Completed
Action 15	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Install IT-based tool for professorial appointments	13. Recruitment (Code) 15. Transparency (Code)	Q4 2026	EUB	1. Evaluation phase and license purchase is completed. 2. Customization and pilot phase are completed. 3. Software is rolled out and in use for all professorial appointments. 4. Implementation will result in optimized appointment procedures.	In progress
Working Conditions and Social Security					
Action 16	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Strategy paper "Rules for Good Employment at JGU" <ul style="list-style-type: none"> Reach consensus on meaning and importance of good employment at JGU Improve working conditions and job security for researchers 	24. Working conditions 25. Stability and permanence of employment	Q1/2017	EUB, HR	1. Draft paper is concluded, adopted by the Senate and the staff council. 2. Paper is published online, all staff levels are aware of strategy paper. 3. Create the necessary conditions for administrative implementation. 4. The rules are implemented and monitored.	Completed

<ul style="list-style-type: none"> Improve job prospects and transparency of career options 				<i>Remarks:</i> <i>This action is connected to Action Revision of the strategy paper "Rules for Good Employment at JGU".</i>	
Action 17	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Revision of the strategy paper "Rules for Good Employment at JGU"	24. Working conditions 25. Stability and permanence of employment	Q2 2024	EUB, HR	<ol style="list-style-type: none"> The strategy paper "Rules for good employment at JGU" is revised. Revision is implemented, monitored and published. Continuous implementation and monitoring. <i>Remarks:</i> <i>JGU evaluated and reported on the implementation of the "Rules for Good Employment" end of 2021. This is the basis for revision and development.</i> <i>This action is connected to Action Strategy paper "Rules for Good Employment at JGU".</i> <i>New action</i>	In progress
Action 18	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Central funding pool for "bridge employment"	25. Stability and permanence of employment	Q3 2017	EUB	<i>Remarks:</i> <i>A result of clarifying the legal and formal framework and options and the ensuing discussion was that this instrument cannot be implemented in a legally satisfying way. Therefore, the pool will not be implemented.</i>	Cancelled
Action 19	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Standards for balancing teaching, research and administration loads <ul style="list-style-type: none"> Create transparent basis for taking on positions in scientific self-administration Balance research and teaching load for all 	22. Recognition of the profession 33. Teaching	Q2 2017	UD	<ol style="list-style-type: none"> Indicators and criteria are established and communicated to researchers of JGU within the administration information „Loads and Reduction of Loads“. Reports about load reduction are published every two years as an internal document as an essential part of a monitoring of load reduction. Criteria if necessary or legally required are adapted. 	Completed

researchers involved in teaching and supervision					
Action 20	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
<p>Leadership development: enhance tools with focus on performance reviews</p> <ul style="list-style-type: none"> Ensure that employees, incl. researchers, benefit from performance reviews 	<p>36. Relation with supervisors 37. Supervision and managerial duties 40. Supervision</p>	Q4 2021	HRD	<ol style="list-style-type: none"> A revised version of performance reviews, the so-called “Annual Interviews” (Jahresgespräche) with focus on researchers is implemented. Supportive elements accompany this change: a website, information events, workshops for supervisors and employees, consultation options as well as a detailed manual on annual interviews (in German and English) is offered. Feedback from users is collected for evaluation purposes. A re-edited version of the manual to meet the needs of young researchers to have more clarity regarding fixed-term contract conditions is published. Offer is provided on an ongoing basis. 	Completed
Action 21	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
<p>Postdoc survey: improve research and working conditions for postdocs with focus on Humanities and Social Sciences</p> <ul style="list-style-type: none"> Develop and implement tailor-made funding programs as well as other support services for Postdocs. Improve the career perspectives and work/research conditions for early career researchers at JGU 	<p>24. Working conditions 39. Access to research training and continuous development</p>	Q4 2024	GYR, GSHS	<ol style="list-style-type: none"> To identify the specific needs of postdocs at JGU a JGU-wide postdoc survey is prepared and conducted. Subject-field specific and university-wide measures to improve the local support of early career researchers are identified. The awareness for the major challenges of the different career paths to a professorship nowadays is increased by discussing the current situation from different point of views in the departments of JGU on the basis of a discussion paper to initiate a department/university-wide discussion process. Improved and newly developed measures are implemented. <p><i>Remarks: New action</i></p>	In progress

Action 22	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Diversity audit (Stifterverband für die deutsche Wissenschaft) <ul style="list-style-type: none"> Apply principles of non-discrimination to all areas of employment at JGU Assure equal opportunities at all levels and in all areas of employment Identify specific barriers to achieving non-discrimination and equal opportunities 	24. Working Conditions 27. Gender Balance 10. Non-discrimination	Q1 2020	EUB, EO	1. Audit steps as outlined by auditing agency are completed. 2. Establishment of a coordination office for diversity 3. Policy and action plan are defined. 4. The JGU diversity strategy is extended to create university-wide discourse including all status groups. 5. Diversity policy and action plan on website is published. 6. Audit recommendations are implemented in the following areas: <ul style="list-style-type: none"> Study conditions and university teaching Human resources development for university teachers Development of a concept for diversity monitoring 7. Policy and action plan are revised, updated and implemented based on first implementation effects. <i>Remarks:</i> <i>This action is connected to Action Diversity Re-Audit (Stifterverband für die deutsche Wissenschaft).</i>	Completed
Action 23	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Diversity Strategy <ul style="list-style-type: none"> Apply principles of non-discrimination to all areas of employment at JGU Assure equal opportunities at all levels and in all areas of employment at JGU Identify specific barriers to achieving non-discrimination and equal opportunities 	24. Working Conditions 27. Gender Balance 10. Non-discrimination	Q4 2023	EO	1. Audit steps as outlined by auditing agency are completed and Re-Auditing-process has started. 2. Re-Audit received. 3. Continuous implementation of the action plan in the fields of diversity-oriented teaching, diversity monitoring, diversity-oriented promotion of young scientists, improving the conditions for non-binary people, handout on non-discriminatory language, diversity-sensitive event planning, implementation and evaluation, Corona support, inclusion, implicit bias trainings, FORTHEM working group on diversity and inclusion. <i>Remarks:</i> <i>This action is connected to Action Diversity audit (Stifterverband für die deutsche Wissenschaft).</i> <i>New action</i>	In progress

Action 24	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Total E-Quality award <ul style="list-style-type: none"> Continually improve overriding and structural measures at JGU to support equal opportunities 	27. Gender Balance 10. Non-discrimination	Q2 2020	EO	1. Audit steps as outlined by auditing agency are completed and further and/or improved measures are defined. 2. Employment and business policies to ensure equal opportunities for women is established. 3. Measures and further action plan on website are published. 4. Audit recommendations are implemented. <i>Remarks:</i> <i>This measure was completed as part of the preparation for the 2020 audit process, after which JGU received the TOTAL E-QUALITY award for the sixth time in succession (resulting in an additional award for sustainability).</i> <i>This action is connected to Action Re-Audit Total E-Quality award.</i>	Completed
Action 25	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Re-Audit Total E-Quality award <ul style="list-style-type: none"> Continually improve overriding and structural measures at JGU to support equal opportunities Document existing and planned measures at regular intervals 	27. Gender Balance 10. Non-discrimination	Q4 2023	EO	1. Gender equality plans for each faculty are developed and submitted to the Executive University Board. 2. Gender equality plans resolved. 3. Re-Auditing-process „Total E-Quality-Audit“ is finished. 4. Re-Audit received. 5. Gender equality plans and audit recommendations are implemented. <i>Remarks:</i> <i>This action is connected to Action Total E-Quality award.</i> <i>New action</i>	In progress
Action 26	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Research-oriented equal opportunities standards <ul style="list-style-type: none"> Continually improve and monitor existing and planned measures to 	27. Gender Balance 10. Non-discrimination	Q3 2018	FB, (UD), EO	1. Implementation of measures defined in the recommendations of the German Research Foundation (DFG) is monitored. 2. Reflection on equality-related fields of action that are given by the DFG every second year. 3. Annual gender controlling report is implemented.	Completed

<p>support equal opportunities at the level of the faculties</p> <ul style="list-style-type: none"> • Maintain awareness for targeted standards within the faculties 					
Action 27	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
<p>Gender and Diversity Consulting in third-party-funded (TPF) projects</p> <ul style="list-style-type: none"> • Raise awareness of equal opportunities in all TPF projects • Increase proportion of women in research areas in which they are underrepresented • Raise awareness of and reduce unequal opportunities • Promote diversity and family-friendliness in TPF projects 	<p>24. Working Conditions 27. Gender Balance 10. Non-discrimination</p>	Q4 2025	EO, RT	<ol style="list-style-type: none"> 1. Pilot phase for gender consulting services is initiated. 2. A range of gender and diversity consulting services is conceived. 3. Services among faculties and network other administrative support units are publicized. 4. Website on gender consulting services is online. 5. Tools to advise on the integration of gender aspects in research topics are developed. 6. Consulting for all large, collaborative TPF research projects in which JGU is co-applicant (German national funding programs such as DFG, BMBF) or coordinated by JGU (EU funding programs) is implemented. 7. Tools, text modules, information and consulting, and regular networking events are developed and provided. 8. Pilot phase is completed, gender and diversity consulting services have been established. <p><i>Remarks:</i> <i>New action</i></p>	In progress
Action 28	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
<p>Equal opportunities standards for scholarships and scientific awards</p> <ul style="list-style-type: none"> • Foster diversity and equal opportunities in application/selection procedures and conditions 	<p>27. Gender balance 10. Non-discrimination</p>	Q2 2023	RT, GYR, GSHS, EO	<ol style="list-style-type: none"> 1. Working group is created. 2. The existing JGU Scholarship Guideline is revised (taking into account diverse trajectories and career paths). 3. New scholarship guidelines are published. <p><i>Remarks:</i> <i>New action</i></p>	In progress

of scholarships and prizes awarded by JGU					
Action 29	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Dual career services <ul style="list-style-type: none"> Increase attractivity of JGU to top researchers with family obligations Increase share of researchers recruited from abroad 	27. Gender Balance 29. Value of mobility 24. Working conditions	Q1 2020	HRD	<ol style="list-style-type: none"> Dual Career services are conceptualized, cooperation between Executive University Board, Faculties, Welcome Center, Family Service Center and Human Resources Development Department is clarified. Cooperation and collaboration in the expansion of an employer network regarding dual career in the region is established. Dual Career Advice exists for newly appointed professors and Junior research group leaders. 	Completed
Action 30	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Corporate health management strategy <ul style="list-style-type: none"> Develop overriding strategy for health management at JGU Systematically expand measures to improve the health of its JGU employees 	23. Research environment 24. Working conditions	Q4 2023	HRD	<ol style="list-style-type: none"> Funding for pilot phase is secured (completed). A task force (members of HR and the staff council) has analysed measures associated with a corporate health management strategy already implemented at JGU and gaps are discovered (completed). A university-wide “Workplace Integration Management” is developed and enrolled and an IT-tool to coordinate the process is implemented (extended). Website with information about healthy working conditions at JGU is relaunched (completed). Continuous implementation and formative evaluation to ensure continuous development. <p><i>Remarks:</i> A gap was identified the corporate health management strategy in the area of “Workplace Integration Management”. This is a legal requirement and was prioritized by the task force.</p>	Extended
Action 31	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
On-boarding and assistance for new (international) scientists	24. Working conditions 37. Supervision and managerial duties	Q4 2025	HRD, HR, INT, FB	<ol style="list-style-type: none"> A critical analysis of the available information and administrative processes is carried out with a focus on the needs of international scientists (completed). 	In progress

				<ol style="list-style-type: none"> 2. An Online Portal for New Employees is developed and online (completed). 3. The Welcome Center is expanded to flank the on-boarding measures and assist researchers from abroad in non-academic matters during their stay in Mainz (completed). 4. A survey providing information on current onboarding practices and needs of newly appointed professors is conducted (in progress). 5. A pilot project is carried out with the Faculty of Biology to develop a standard process for onboarding (international) professors. 6. Results are discussed with faculties. 7. Continuous implementation. <p><i>Remarks:</i> <i>New action</i></p>	
Professional Development and Training					
Action 32	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
<p>Quality assurance of the doctorate at JGU</p> <ul style="list-style-type: none"> • Development and implementation of a regulatory framework for all doctoral regulations at JGU (in the context of the recent amendment of the Rhineland-Palatinate`s Higher Education Act) 	<p>28. Career Development 39. Access to research training and continuous development</p>	Q1 2023	VPR, S, GYR, UD	<ol style="list-style-type: none"> 1. Minimal standards for obtaining a PhD at JGU are presented and discussed with the Senate. 2. Senate has decided on the standards. 3. Regulatory framework for obtaining a doctoral degree is adjusted. 4. Ministry of Science and Health has approved framework. 5. English Translation is published. <p><i>Remarks:</i> <i>New action</i></p>	In progress
Action 33	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Guidelines for supervision of doctoral students	<p>37. Supervision and managerial duties 40. Supervision</p>	Q1 2017	GYR	<ol style="list-style-type: none"> 1. Guidelines with standards for supervision based on experience in existing structured doctoral programs are developed. 	Completed

<ul style="list-style-type: none"> Based on the principle of research training, ensure the quality of PhD-student supervision Ensure clear and transparent supervision arrangements for doctoral students 				<ol style="list-style-type: none"> Guidelines and standard templates with discipline-specific options and in line with examination regulations are created. They are recommended by the senate to implement in all faculties and supervision agreements are issued. Templates are available for central download from pertinent websites. Use of templates in all faculties is regularly promoted. After period of introduction, process for use in all faculties is established. 	
Action 34	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
<p>Supervision of doctoral students</p> <ul style="list-style-type: none"> Support of doctoral supervisors Enhancement of supervision skills throughout collegial exchange 	<p>37. Supervision and managerial duties 40. Supervision</p>	<p>Q4 2022</p>	<p>GSHS, HRD</p>	<ol style="list-style-type: none"> To support supervisors of doctoral students and to improve their supervision skills new exchange formats for supervisors are developed. (completed). A panel discussion between experienced supervisors from different fields is organised to diffuse best-practice examples. (completed). Collegial workshop-series for supervisors is established to bring together supervisors in order to reflect on specific challenges in PhD supervision (i.e., diversity in PhD supervision, dealing with mental health issues, balancing research, teaching and supervision demands, etc.) (in progress). There are individual counselling offers for supervisors. <p><i>Remarks:</i> <i>New action</i></p>	<p>In progress</p>
Action 35	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
<p>Structured doctoral training programs</p> <ul style="list-style-type: none"> Continue to improve doctoral training at JGU Give best possible preparation for maximum employability 	<p>30. Access to career advice 39. Access to research training and continuous development 28. Career Development</p>	<p>Q3 2023</p>	<p>EUB, ZQ, RT, GYR, GSHS</p>	<ol style="list-style-type: none"> Research-orientation is a central element of doctoral training at JGU. Should faculties propose to establish cross-disciplinary graduate schools, such efforts will be encouraged and supported. Ten additional postgraduate research groups were funded to help make structured doctoral training a standard in social sciences and humanities (in progress). Further significant milestones have been or will be implemented to extend this action: A new Graduate School for Humanities and Social Sciences (GSHS) is established (completed). 	<p>Extended</p>

				<ol style="list-style-type: none"> 3. A comprehensive workshop program, self-organized working groups and peer networking in the GSHS is available and encourages self-organized activities by doctoral students (in progress). 4. A comprehensive approach for the GSHS is developed and implemented for bridging the gap between transferable and disciplinary/methodological skills (in progress). 5. GSHS portfolio is completed (in progress). 6. A similar structure for the Sciences is devised and a new Graduate School for Sciences is established (new). 	
Action 36	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
<p>Mentoring for young (female) researchers in sciences</p> <ul style="list-style-type: none"> • Strengthen young female students and researchers in the sciences 	<p>30. Access to career advice 39. Access to research training and continuous development 28. Career Development 27. Gender Balance</p>	Q4 2020	FB, EO	<ol style="list-style-type: none"> 1. Existing programs are monitored and continually improved and implemented according to their specific timelines: <ul style="list-style-type: none"> • Program „Weiblicher Wissenschaftsnachwuchs (ProWeWin)“ (career workshops and coaching for young female researchers from all fields of research) • Christine de Pizan Mentoring-Program (CdP) (for female researchers in social sciences and humanities, at the School of Music and the School of Art) • MeMentUM (mentoring for female researchers in the medical sciences) • Ada Lovelace (career workshops and mentoring for female researchers in STEM fields) 2. Programs are part of a network of similar programs in Rhineland-Palatinate. 3. Leaders of various mentoring formats at JGU and neighboring universities have strengthened their exchange. 4. The network “Campus Mainz Mentoring+” has implemented a joint web portal to increase internal and external visibility of mentoring programs at JGU. 5. Continuous implementation. 	Completed
Action 37	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Mentoring programs for faculties and research groups	<p>30. Access to career advice 39. Access to research</p>	Q1 2021	HRD	<ol style="list-style-type: none"> 1. Research groups and faculties can request tailor-made mentoring programs for young researchers from HRD. 2. Continuous implementation. 	Completed

	training and continuous development 28. Career Development			<i>Remarks:</i> <i>New action</i>	
Action 38	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Internationalization of research/international exchange options for young researchers	29. Value of mobility	Q4 2023	EUB, INT, RT	<ol style="list-style-type: none"> 1. More opportunities for young researchers – including virtual options - for international networking are offered with the FORTHEM and FIT FORTHEM project. 2. Funds for short-term visits to research partners within the network are provided. 3. Administrative barriers to international research exchange are lowered. This includes testing new digital tools, developing joint open science portals to allow better access to data and results, and cultivating intercultural competencies for researchers and research support staff. 4. Tasks and Milestones are outlined in the FORTHEM and FIT FORTHEM projects. 5. First stage of FORTHEM project is completed. 6. FIT FORTHEM project is completed. <p><i>Remarks:</i> <i>As part of the EUN FORTHEM with partner universities in seven European countries, JGU is attempting to vastly improve the international experience of its researchers.</i></p>	In progress
Action 39	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Broaden portfolio of transferable skills for young researchers	30. Access to career advice 39. Access to research training and continuous development 28. Career Development	Q1 2021	GYR, RT	<ol style="list-style-type: none"> 1. Series of career orientation lectures open to all young researchers at JGU are funded and take place in cooperation with the universities Frankfurt and Darmstadt. 2. Participation in the pilot project “Young Entrepreneurs in Science” and Young Entrepreneurs in Science Campus certificate by the Falling Walls Foundation obtained. 3. Renewal of the funding of series of career orientation lectures focusing on R1-R2 early career researchers. 4. Entrepreneurship training at JGU is established. 5. Continuous implementation. 	Completed

Action 40	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Support for startup activities	30. Access to career advice 39. Access to research training and continuous development 28. Career Development	Q2 2023	RT	<ol style="list-style-type: none"> 1. European Entrepreneurship Summer School is implemented. 2. Additional startup awareness trainings and workshops are devised and implemented. 3. Formats are tested and evaluated. 4. Continuously implement successful formats, optimizing over time. <p><i>Remarks:</i> A dedicated Startup Center will support startup activities. As a pilot training event, it will implement a Summer School within the FORTHEM Alliance. Further formats will be tested as part of the state-funded project "Startup Culture", which will increase awareness for entrepreneurship within JGU and foster science-based startups. Events will be open to all JGU members. New action</p>	In progress
Action 41	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Career services for postdocs	30. Access to career advice 39. Access to research training and continuous development 28. Career Development	Q4 2020	HRD	<ol style="list-style-type: none"> 1. Strategy and clear goals for pilot phase are defined. 2. The plan for the pilot phase is completed, the pilot is initiated. Support for postdocs preparing to make a transition from academia to industry and/or non-profit organizations is available. 3. Support and encourage professors, group leaders and other supervisors to have career conversations with their postdocs. 4. Pilot phase is evaluated – the pilot was extended, full evaluation took place in mid-2019. 5. Based on success of pilot, modification and continuous implementation. 	Completed
Action 42	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Development program for researchers with executive functions <ul style="list-style-type: none"> • Increase awareness of leadership responsibilities in senior researchers 	39. Access to research training and continuous development 37. Supervision and managerial duties	Q4 2018	HR	<ol style="list-style-type: none"> 1. In 2022, the Leadership Development Program for Researchers will enter its 29th season. More than 220 researchers from all faculties have participated in this program to date. 2. The executive training program is continuously modulated based on feedback and perceived needs of the target audience. 	Completed

<ul style="list-style-type: none"> • Improve supervision and career development for young researchers • Professionalize management and leadership behavior of senior research staff 				<ol style="list-style-type: none"> 3. The same holds true for the university-wide Staff Development Program, which in 2021, over 270 researchers used to develop and professionalize their skills and knowledge. 4. Continuous implementation. 	
Action 43	GAP Principle	Timing	Responsible Unit	Indicator	Current Status
Implementation of tenure track professorships <ul style="list-style-type: none"> • Offer transparent and competitive academic career prospects for talented young researchers • Support for the tenure-track-professors 	30. Access to career advice 39. Access to research training and continuous development 28. Career Development	Q4 2022	HRD	<ol style="list-style-type: none"> 1. A structured coaching service for new tenure track professors is implemented. 2. Network building of the tenure-track-professors and network support. 3. Concept is completed and coaching service is implemented. 4. Network is implemented. 	In progress

List of Abbreviations

CRP	Senate Committee on Research Promotion
EO	Equality and Diversity Office
EUB	Executive University Board
FB	Faculties (<i>Fachbereiche</i>)
GSHS	Graduate School of the Humanities and Social Sciences
GYR	Gutenberg Council for Young Researchers
HR	Human Resources Department
HRD	Human Resources Development
INT	International Office
RT	Research and Technology Transfer
S	Senate
SP	Strategic Planning
UD	University Development
UL	University Library
VPR	Vice President for Research and Early Career Academics
ZQ	Center for Quality Assurance and Development