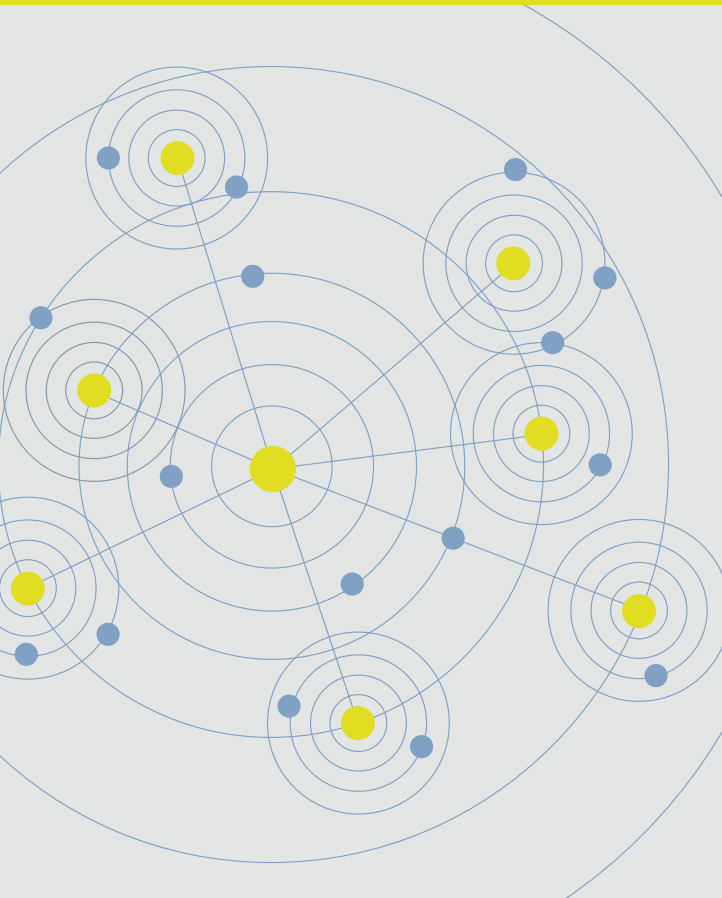




# DAHLEM RESEARCH SCHOOL

Center  
for Junior  
Researchers

## Facts and Figures | 2014



**27**  
Doctoral Programs

**1.792**  
Applications

**865**  
DRS Doctoral Candidates

**349**  
International Doctoral Candidates

**434**  
Graduations since 2009

**90**  
Transferable Skills Courses



## SUMMARY

In its annual report for 2014, Dahlem Research School (DRS) refers to current status and recent developments. The analysis is based on the data provided by Dahlem Research School's member programs that were collected in December 2014.

In the following, the most important aspects are highlighted:

- The visibility and attractiveness of the DRS doctoral degree programs is rising: the programs that advertise their new positions in open calls received more than 1.792 applications. Of all applicants, more than three-quarters came from abroad (77%).
- Dahlem Research School and its member programs are internationally oriented: 18 programs include research collaborations with international partners and 25 programs are exclusively or partly taught in English. As a consequence, 40 percent of all doctoral candidates come from abroad.
- Gender ratio is well balanced. Women account for 53 percent of all doctoral candidates.
- In 2014, 107 candidates in DRS doctoral degree programs successfully completed their dissertation. Around 31 percent of graduates are international and 42 percent are women.

DRS programs also maintain extensive research partnerships in the Berlin area: 15 programs are linked with universities and 14 with non-university institutions in the region, 8 of them being organized under joint responsibility.

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## DAHLEM RESEARCH SCHOOL AT A GLANCE

Dahlem Research School (DRS) is one of strategic centers implementing the Freie Universität's career path model which seeks to comprehensively support junior researchers. DRS increases the awareness of the needs of junior researchers in general and implements sustainable structures dedicated to support them systematically in various phases of their professional development: from doctorate to professorship. The core elements are the Professional Development Program and the Researcher Development Program developed according to the needs of junior researchers at different career stages. Junior researchers at DRS benefit from an excellent training and educational environment where they can develop their full potential and achieve their academic and professional goals. DRS is committed to the development and success of outstanding postdoctoral fellows. The underlying concept of the DRS postdoc program is to promote the enhancement of academic career continuity through comprehensive career development in interdisciplinary and international networks. DRS supports the postdocs not only with a specially designed qualification program but also with funding for research projects that are integrated in one of the university's joint research networks.

*Table 1 Dahlem Research School – key information*

<b>DRS doctoral programs</b>	<b>27</b>
... projects within doctoral programs	54
<b>Applications for entry in 2014</b>	<b>1.792</b>
<b>DRS doctoral candidates</b>	<b>865</b>
... of which are women	458 (53%)
<b>International doctoral candidates</b>	<b>349 (40%)</b>
<b>DRS doctoral graduations since 2009</b>	<b>434</b>
<b>DRS Incoming Postdoc Fellows admitted in 2014</b>	<b>21</b>
<b>Transferable Skills Courses</b> (Winter Term 2013/14 and Summer Term 2014)	<b>90</b>
<b>Researcher Development Program courses in 2014</b>	<b>14</b>

# MEMBERS OF DAHLEM

## Humanities & Social Sciences

BDPEMS – Berlin Doctoral Program in Economics and Management Science

Berlin Graduate School for Transnational Studies

Berlin Graduate School Muslim Cultures and Societies

Berlin Graduate School of Ancient Studies

Ancient Languages and Texts

Ancient Philosophy

History of Ancient Science

Landscape Archaeology and Architecture

Languages and Cultures of the Silk Road

Material Cultures and Object Studies

Doctoral Program in Business Research

Friedrich Schlegel Graduate School of Literary Studies

DramaNet

TEEME – Text and Event in Early Modern Europe

Graduate School of East Asian Studies

Graduate School of Global Politics

Graduate School of North American Studies

History and Cultural Studies

Astrofuturism

International Max Planck Research School on the Life Course (LIFE)

Interart Studies

Languages of Emotion

Latin American Studies from a Comparative and Transregional Perspective

desiguALdades.net

Entre Espacios

Notational Iconicity

Research on Organizational Paths (Pfadkolleg)

# RESEARCH SCHOOL

## Natural & Life Sciences

Berlin-Brandenburg School for Regenerative Therapies

Berlin School of Integrative Oncology

Berlin Mathematical School

Biomedical Sciences

Biology of Nutrition

Functional Molecular Infection Epidemiology

Nanocarrier

RESET: Langzeit-Monitoring von Enterobacteriaceen in Nutztierhaltungen

Scaffolding of Membranes

Berlin-Brandenburg research platform BB<sub>3</sub>R with the Graduate Program “Innovations in the 3R Research – Genetic Engineering, Tissue Engineering and Bioinformatics”

GeoSim  
Explorative Simulation in Earth Sciences

Graduate School Plant Sciences

Biocommunication

SMART – Rivers and Their Tidal Systems

IMMUCCO  
Chronic Inflammatory Diseases

International Max Planck Research School for Computational Biology and Scientific Computing

Materials for Solar Energy Conversion

MyoGRAD – International Research Training Group for Myology

Molecular Science

Elementary Processes in Molecular Switches at Surfaces

Fluorine as a Key Element

International Max Planck Research School Multifunctional Biosystems

Molecular Biophysics (Leibniz School)

Multivalence as a Chemical Action Principle

Protonation Dynamics in Protein Function

Macromolecular Bioscience (Helmholtz Graduate School)

International Max Planck Research School on Multiscale Bio-Systems

As of December 2014, 865 doctoral candidates pursue their doctoral studies in one of Dahlem Research School's 27 doctoral degree programs.

Table 2 Development of Dahlem Research School

Year	2006	2007	2008	2009	2010	2011	2012	2013	2014
Programs	2	4	14	16	19	20	23	24	27
Doctoral Candidates	20	60	220	307	591	852	912	866	865

Fig. 1 Development of Dahlem Research School



The liaison offices of Freie Universität Berlin significantly contribute to the recruitment of excellent junior researchers worldwide. They advertise job opportunities and open calls, provide information and advice. As regional contact points, they are also involved in a first screening of applicants for the DRS fellowship programs.

Fig. 2 Liaison offices of Freie Universität Berlin



## APPLICATIONS

In 2014, DRS doctoral degree programs received altogether 1.792 applications for admission, of which 77 percent came from abroad and 41 percent were received from female applicants. However, significant differences between subject groups are evident: around 49 percent of applications in Humanities and Social Sciences came from women, whereas in the Natural and Life Sciences roughly 34 percent of applicants were female.

The following programs did not admit new candidates in 2014 and therefore did not issue calls for applications during the reporting period: History and Cultural Studies, Languages of Emotions, Notational Iconicity and Pfadkolleg.

Applicants to the programs Biomedical Science, Molecular Science and Plant Science are reviewed in a preliminary selection procedure prior to the final application process and are not included in the tables below. Also, BSIO is not included in the tables on applications.

Table 3 Applications for entry in 2014

Subject Group	Total Number	Origin				Gender			
		German		International		Female		Male	
		Number	%	Number	%	Number	%	Number	%
Humanities & Social Sciences	831	265	31,9	566	68,1	407	49,0	424	51,0
Natural & Life Sciences	961	144	15,0	817	85,0	325	33,8	636	66,2
<b>Total</b>	<b>1.792</b>	<b>409</b>	<b>22,8</b>	<b>1.383</b>	<b>77,2</b>	<b>732</b>	<b>40,8</b>	<b>1.060</b>	<b>59,2</b>

Fig. 3 Applicants by subject group, gender and origin

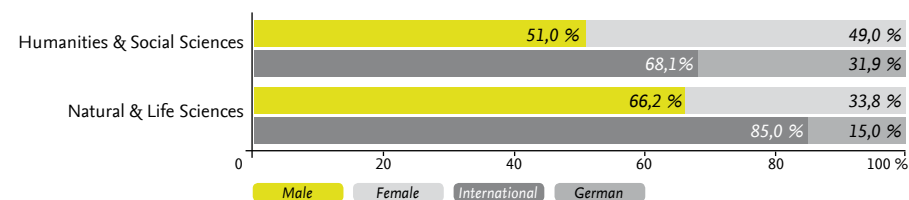


Table 4 Applicants, by region of origin and subject group

Region	Total Number		Humanities & Social Sciences		Natural & Life Sciences	
	Number	%*	Number	%**	Number	%**
Australia & Oceania	10	0,6	3	0,4	7	0,7
Central and South America	71	4,0	27	3,2	44	4,6
CIS	77	4,3	53	6,4	24	2,5
East Asia	167	9,3	100	12	67	7
Europe (w/o Germany)	348	19,4	182	21,9	166	17,3
Germany	409	22,8	265	31,9	144	15
Middle East & North Africa	173	9,6	67	8,1	106	11
North America	59	3,3	35	4,2	24	2,5
South and South East Asia	301	16,8	79	9,5	222	23,1
Sub-Saharan Africa	177	9,9	20	2,4	157	16,3
<b>Total</b>	<b>1.792</b>		<b>831</b>		<b>961</b>	

\*in relation to total number of applications, \*\*in relation to total number of applications in subject group

Fig. 4 Applications of international candidates, by region of origin

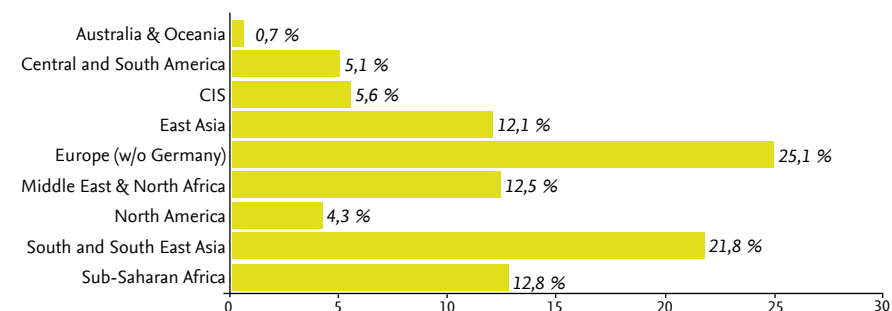
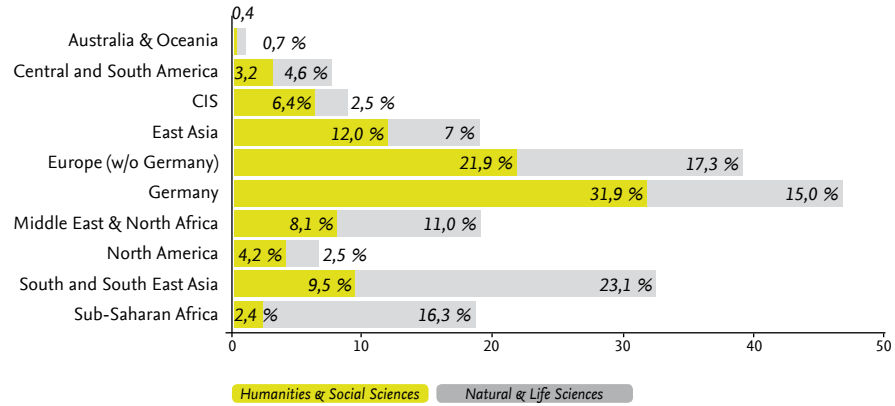


Fig. 5 Applications, by subject group and region of origin



## DOCTORAL CANDIDATES

Note: In this and all the following tables, out of all BMS students only Phase II (doctorate) students enrolled at Freie Universität are considered. Out of all doctoral candidates pursuing doctoral studies in programs cooperating with other universities in the region, only the doctoral candidates enrolled at Freie Universität are considered.

As of Winter Term 2014/2015, a total of 865 doctoral candidates pursue their doctoral studies in one of the DRS doctoral degree programs. 53 percent are female doctoral candidates and 40 percent come from abroad.

Table 5 Doctoral candidates enrolled at DRS, December 2014

Subject Group	Total Number		Origin				Gender			
	Number	%	German		International		Female		Male	
			Number	%*	Number	%*	Number	%*	Number	%*
Humanities & Social Sciences	460	53,2	287	62,4	173	37,6	257	55,9	203	44,1
Natural & Life Sciences	405	46,8	229	56,5	176	43,5	201	49,6	204	50,4
<b>Total</b>	<b>865</b>		<b>516</b>	<b>59,7</b>	<b>349</b>	<b>40,3</b>	<b>458</b>	<b>52,9</b>	<b>407</b>	<b>47,1</b>

\* in relation to total number per subject group

Fig. 6 Doctoral candidates, by subject group, gender and origin

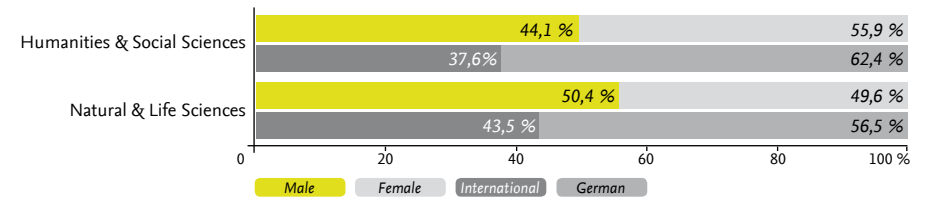
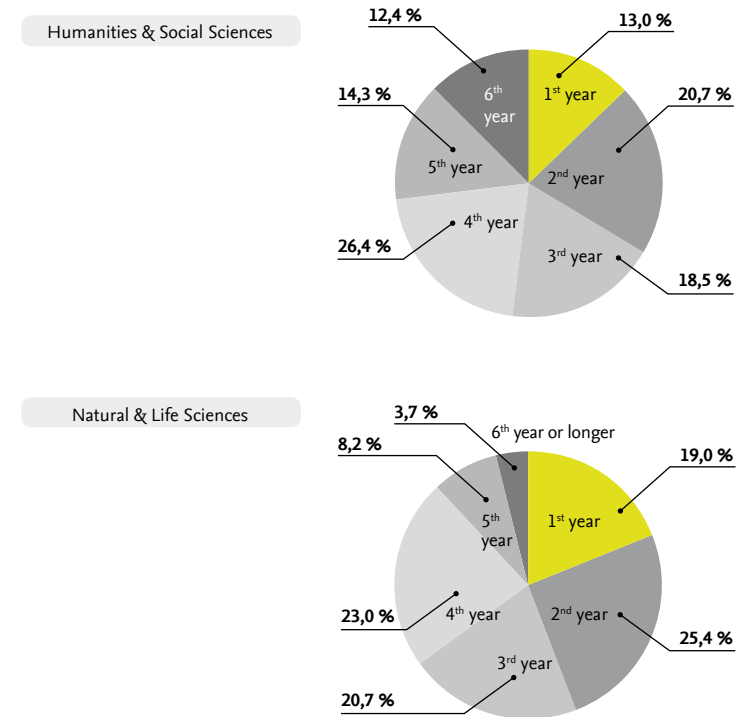


Fig. 7 Doctoral candidates, by year of the program





53 percent of the DRS doctoral candidates are financed by various types of scholarships and 25 percent hold positions (financed by university or third-party funds) at the university or other institutions. Approximately six percent finance their doctoral studies from their own resources. For roughly 16 percent of doctoral candidates there is no data on funding.

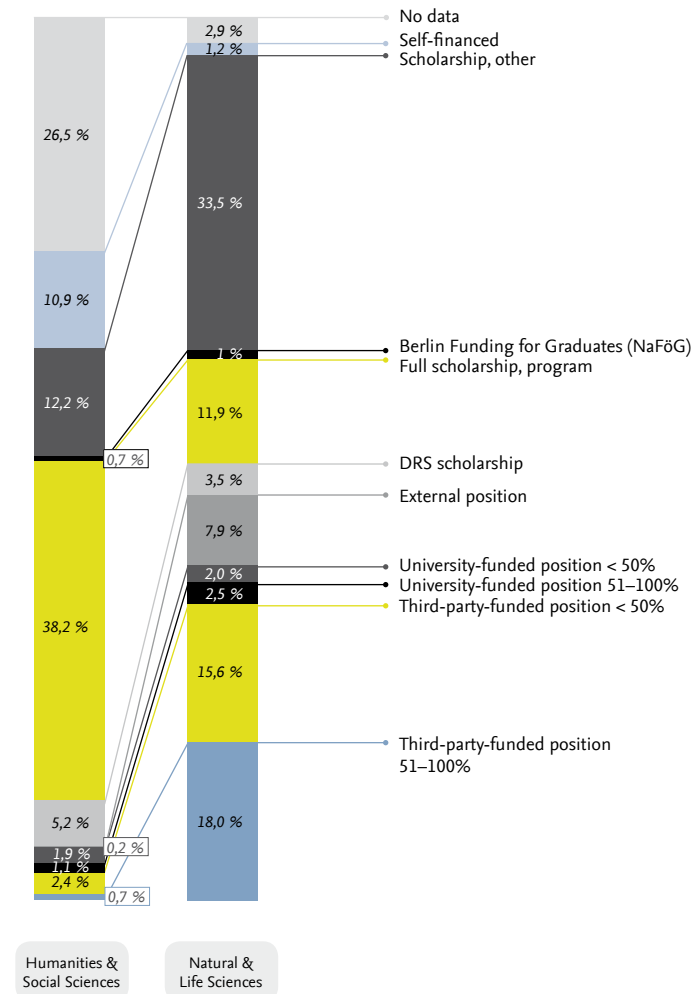


Fig. 8 Doctoral candidates, distribution by type of funding  
International doctoral candidates

International doctoral candidates are well represented in the DRS doctoral degree programs. In comparison to the year 2012, the percentage of international doctoral candidates increased from 33,3 to 40,3 percent.

Table 6 International doctoral candidates, by region of origin

Region of Origin	Total Number		Humanities & Social Sciences		Natural & Life Sciences	
	Number	% *	Number	% **	Number	% **
Australia & Oceania	3	0,9	3	1,7	0	0
Central and South America	30	8,6	16	9,2	14	8,0
CIS	26	7,5	20	11,6	6	3,4
East Asia	61	17,4	30	17,3	31	17,6
Europe (w/o Germany)	143	41,0	69	40,0	74	42,0
Middle East & North Africa	28	8,0	14	8,1	15	8,5
North America	17	4,9	11	6,4	6	3,4
South and South East Asia	33	9,4	6	3,4	26	14,8
Sub-Saharan Africa	8	2,3	4	2,3	4	2,3
<b>Total</b>	<b>349</b>		<b>173</b>		<b>176</b>	

\* in relation to total number, \*\* in relation to total number in subject group

Fig. 9 International doctoral candidates, by region of origin

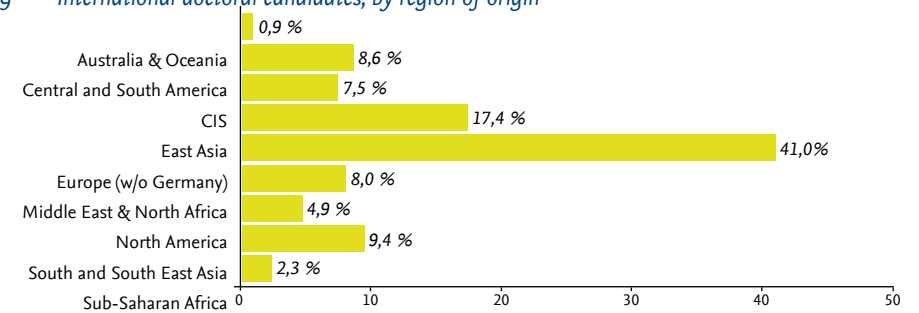
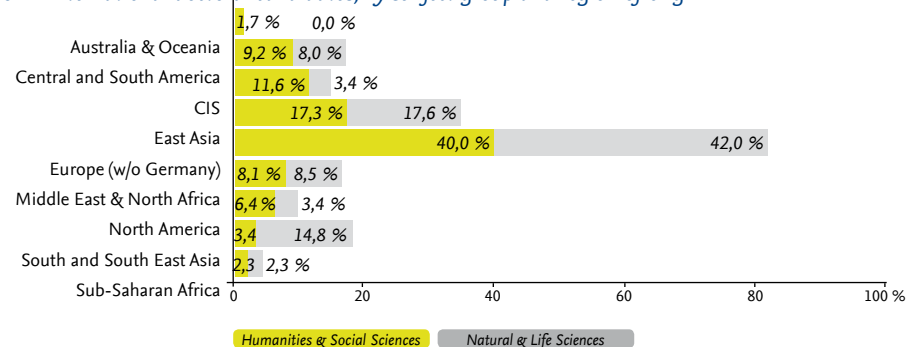


Fig. 10 International doctoral candidates, by subject group and region of origin



Dahlem Research School is committed to the principles of employment equity of Freie Universität and supports talented junior researchers with family obligations. Currently, eight percent of DRS doctoral candidates have family responsibilities.

Since 2009, 434 doctoral candidates in DRS programs have completed their doctoral projects. 59 percent of them graduated within 4 years. This means that a considerable percentage of graduates (41 percent) require more than four years to complete the doctorate. 31 percent of the graduates are international researchers and 49 percent are women.

Table 7 Completed doctoral degrees since 2009, by year of admission to the program

Year after admission	Total Number		German		International	
	Number	%	Female	Male	Female	Male
Up to 2 years	27	6,2	3	13	5	6
Up to 3 years	53	12,2	18	15	9	11
Up to 3,5 years	70	16,1	17	30	11	12
Up to 4 years	108	24,9	45	30	14	19
Up to 4,5 years	68	15,7	28	23	7	10
Longer than 4,5 years	108	24,9	43	35	14	16
<b>Total</b>	<b>434</b>		<b>154</b>	<b>146</b>	<b>60</b>	<b>74</b>

Since 2009, 49 (3,8%) doctoral candidates left the programs without having completed the doctoral degree.

Table 8 Drop-out since 2009, by year of admission to the program

	Total Number		German		International	
	Number	%	Female	Male	Female	Male
Within the first year after admission to the program	17	34,7	5	5	5	2
Within the second year after admission to the program	11	22,4	9	2	0	0
Within the third year or longer after admission to the program	21	42,9	10	5	4	2
<b>Total</b>	<b>49</b>		<b>24</b>	<b>12</b>	<b>9</b>	<b>4</b>

## CAREER TRACKING

For the third time DRS asked its member programs to provide information on the transition to the labor market in order to track the careers of DRS doctoral graduates. However, for roughly 40 percent of doctoral graduates no data on was available.

Considering the DRS graduates the data is available for, science and research (both university and non-university institutions) is, unsurprisingly, the main occupational destination (72%). 17 percent of the graduates entered occupations in the private sector (including self-employment) and nearly 9 percent are employed in the public sector. Over 90 percent of the graduates gained employment within 6 months of graduation.

Table 9 Employment of the DRS graduates (for all years of the program)

Sector	Total Number		Humanities & Social Sciences		Natural & Life Sciences	
	Number	%*	Number	%**	Number	%**
Science and Research (university and non-university sector)	188	43,3	99	52,4	89	36,3
Private sector (including self-employment)	43	9,9	14	7,4	29	11,8
Public sector (other than science and research)	24	5,2	21	11,1	3	1,3
Non-profit bodies (associations etc.)	5	1,2	5	2,6	0	0,0
No data	174	40,1	50	26,5	124	50,6
<b>Total</b>	<b>434</b>		<b>189</b>		<b>245</b>	

\*in relation to total number \*\* in relation to total number per subject group

Fig. 11 Breakdown of DRS graduates' employment by sector (without the no data value)

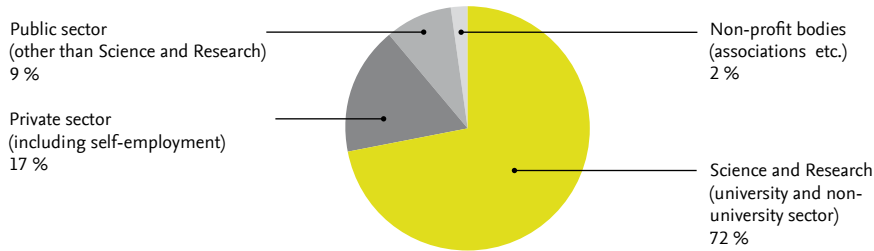
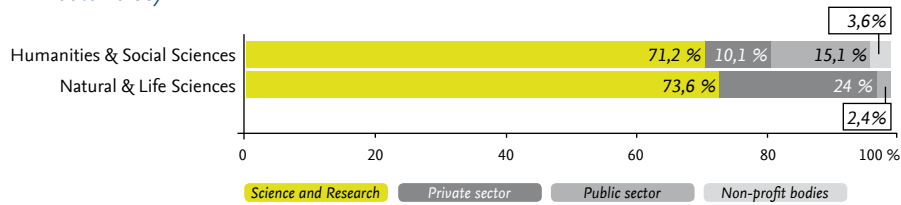


Fig. 12 Occupational distribution of DRS graduates, by sector and subject group (without the no data value)



## DRS POSTDOC FELLOWSHIPS

Dahlem Research School offers a high profile Postdoc Fellowship Program (POINT) co-financed by the Marie Curie Program of the European Commission and by the German Research Foundation. The program is designed to foster the further academic career development through:

- integration into excellent research groups and facilitation of new cooperations in a stimulating research environment
- research funding
- the opportunity to develop teaching and leadership skills
- a qualification program including professional guidance on grant application.

The program provides systematic support through the following key measures: broad recruiting strategy, highly competitive selection procedure, integration into one of the university's most prestigious fields of research, attractive funding conditions (18 + 6 months), employment contract including all social benefits plus research and travel allowances for independence and tailored qualification program.

DRS fellows are selected in a five-step procedure: eligibility check and feasibility screening, international peer review, structured interviews, final ranking, and approval by the university's Executive Board.

At the end of the funding period, DRS fellows are expected to submit a grant application for a follow-up research project at Freie Universität Berlin.

Fig. 13 DRS Incoming Postdoc Fellowships 2011–2014: selection procedure (in absolute numbers)

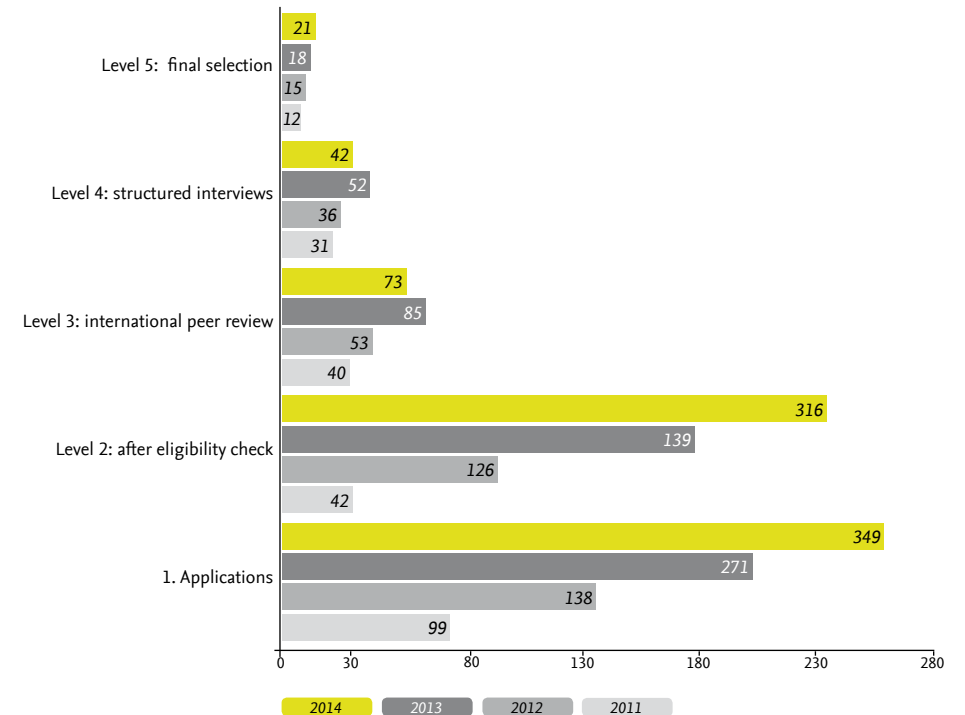


Table 10 DRS Incoming Postdoc Fellowships 2011–2014: applications by call, subject group and gender

Calls	Total number		Subject Group				Gender			
			Humanities & Social Sciences		Natural & Life Sciences		Female		Male	
	Registration	Appl.	Number	%	Number	%	Number	%	Number	%
2011	136	99	66	66,7	33	33,3	43	43,4	56	56,6
2012	305	183	108	59,0	75	41,0	82	44,8	101	55,2
2013	1059	271	176	64,9	95	35,1	103	38,0	168	62,0
2014	1270	349	248	71,1	101	28,9	152	43,6	197	56,4

Table 11 DRS Incoming Postdoc Fellowships 2011-2014: applications by region of origin

Call	2011		2012		2013		2014	
	Number	%	Number	%	Number	%	Number	%
Australia / Oceania	2	2,0	2	1,1	16	5,9	6	1,7
Central & South America	12	12,1	5	2,7	12	4,4	7	2,0
CIS	5	5,1	8	4,4	5	1,8	15	4,3
East Asia	16	16,2	11	6,0	12	4,4	34	9,7
Europe w/o Germany	40	40,4	76	41,5	95	35,1	149	42,7
Germany	n.a.*	n.a.*	4	2,2	14	5,2	9	2,6
Middle East & North Africa	13	13,1	14	7,7	4	1,5	36	10,3
North America	7	7,1	18	9,8	27	10,0	17	4,9
South East Asia	3	3,0	36	19,7	75	27,7	58	16,6
Sub-Saharan Africa	1	1,0	9	4,9	11	4,1	18	5,2
<b>Total</b>	<b>99</b>		<b>183</b>		<b>271</b>		<b>349</b>	

\* only addressing international candidates

Fig. 14 DRS Incoming Postdoc Fellowships 2011–2014: applications by region of origin (in absolute numbers)

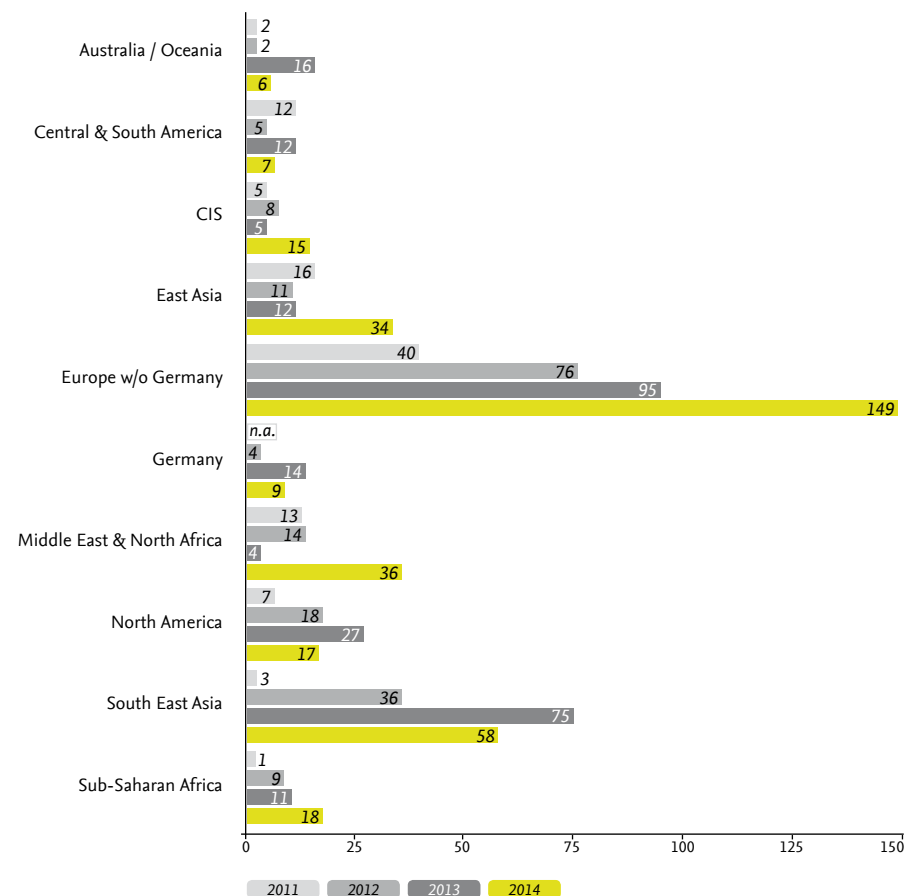


Table 12 DRS Incoming Postdoc Fellowships 2011–2014: admissions by region of origin

Call	2011		2012		2013		2014	
	Number	%	Number	%	Number	%	Number	%
Australia/ Oceania	0	0,0	0	0,0	0	0,0	1	4,8
Central & South America	0	0,0	0	0,0	1	5,6	0	0,0
CIS	1	8,3	0	0,0	0	0,0	1	4,8
East Asia	2	16,7	1	6,7	3	16,6	3	14,3
Europe w/o Germany	8	66,7	7	46,7	10	55,5	11	52,3
Germany	0	0,0	1	6,7	1	5,6	2	9,5
Middle East & North Africa	0	0,0	1	6,7	2	11,1	1	4,8
North America	1	8,3	2	13,3	1	5,6	2	9,5
South East Asia	0	0,0	2	13,3	0	0,0	0	0,0
Sub-Saharan Africa	0	0,0	1	6,7	0	0,0	0	0,0
<b>Total</b>	<b>12</b>		<b>15</b>		<b>18</b>		<b>21</b>	

\* only addressing international candidates

Table 13 DRS Incoming Postdoc Fellowships 2011–2014: admissions by call, subject group and gender

Calls	Total number		Subject Group				Gender			
			Humanities & Social Sciences		Natural & Life Sciences		Female		Male	
	Applica-tions	Admis-sions	Number	%	Number	%	Number	%	Number	%
2011	99	12	9	75,0	3	25,0	8	66,7	4	33,3
2012	183	15	8	53,3	7	46,7	8	53,3	7	46,7
2013	271	18	12	66,7	6	33,3	5	27,8	13	72,2
2014	349	21	15	71,4	6	28,6	12	57,1	9	42,9

The DRS HONORS Fellowships provide bridge funding for the transition between the doctorate and the first postdoctoral position to exceptional doctoral graduates in DRS programs.

Table 14 HONORS Fellowships: applications, by subject group, origin and gender

	Total			Subject Group				Origin				Gender			
	Appl	Adm	%	Humanities & Social Sciences		Natural & Life Sciences		German		Internat-ional		Female		Male	
				No	%	No	%	No	%	No	%	No	%	No	%
HONORS 2012	9	4	36,0	9	100,0	0	0,0	6	66,7	3	33,3	1	11,1	8	88,9
HONORS 2013-1	9	5	55,6	8	88,9	1	11,1	7	77,8	2	22,2	5	55,6	4	44,4
HONORS 2013-2	4	3	75,0	3	75,0	1	25,0	3	75,0	1	25,0	4	100,0	0	0,0
HONORS 2014-1	5	5	100,0	4	80,0	1	20,0	3	60,0	2	40,0	3	60,0	2	40,0
HONORS 2014-2	9	5	55,6	8	88,9	1	11,1	6	66,7	3	33,3	1	11,1	8	88,9

Table 15 HONORS Fellowships: admissions, by subject group, origin and gender

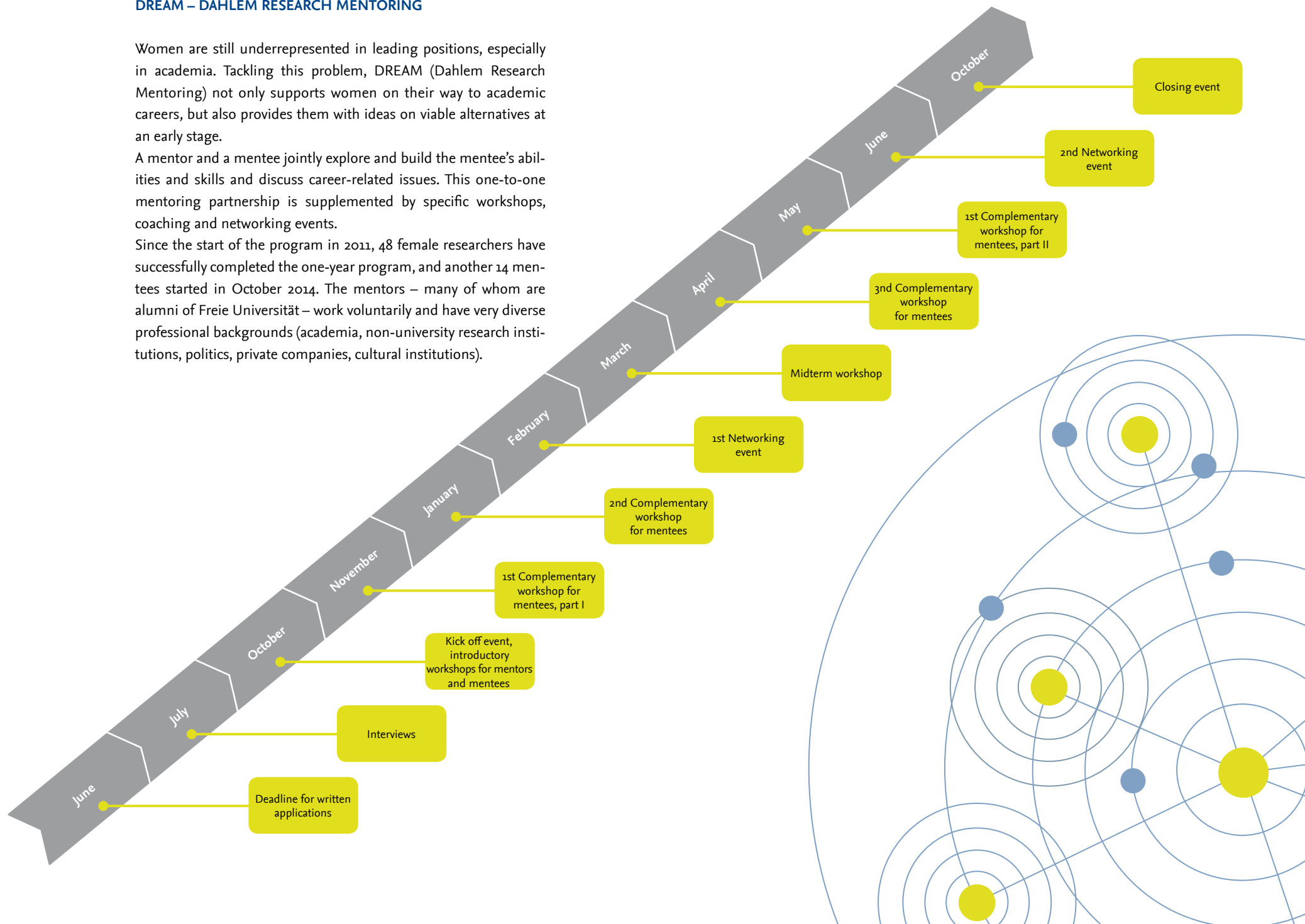
	Total		Subject Group				Origin				Gender			
			Humanities & Social Sciences		Natural & Life Sciences		German		International		Female		Male	
	No	%	No	%	No	%	No	%	No	%	No	%	No	%
HONORS 2012	4	4	100,0	0	0,0	2	50,0	2	50,0	1	25,0	3	75,0	
HONORS 2013-1	5	4	80,0	1	20,0	4	80,0	1	20,0	4	80,0	1	20,0	
HONORS 2013-2	3	2	66,7	1	33,3	2	66,7	1	33,3	3	100	0	0,0	
HONORS 2014-1	5	4	80,0	1	20,0	3	60,0	2	40,0	3	60,0	2	40,0	
HONORS 2014-2	5	4	80,0	1	20,0	3	60,0	2	40,0	1	80,0	4	20,0	

## DREAM – DAHLEM RESEARCH MENTORING

Women are still underrepresented in leading positions, especially in academia. Tackling this problem, DREAM (Dahlem Research Mentoring) not only supports women on their way to academic careers, but also provides them with ideas on viable alternatives at an early stage.

A mentor and a mentee jointly explore and build the mentee's abilities and skills and discuss career-related issues. This one-to-one mentoring partnership is supplemented by specific workshops, coaching and networking events.

Since the start of the program in 2011, 48 female researchers have successfully completed the one-year program, and another 14 mentees started in October 2014. The mentors – many of whom are alumni of Freie Universität – work voluntarily and have very diverse professional backgrounds (academia, non-university research institutions, politics, private companies, cultural institutions).



## PROFESSIONAL DEVELOPMENT PROGRAM

The Professional Development Program of the DRS is designed to complement the respective disciplinary education which is provided by the member programs. The Professional Development Program allows its doctoral and postdoctoral researchers to develop a broad set of professional skills and tools necessary to enhance their academic performance and achieve their professional goals:

- to succeed in their research project
- to enhance their competencies and maximize their potential, and
- to prepare for a career in industry, academia or the public sector.

The Professional Development Program combines training, coaching and mentoring to convey the skills that are considered relevant to the future careers of junior researchers.

Table 16 Professional Development Program courses since 2009

Semester	Total number		Gender			
	Number of courses	Number of actual attendances	Female	%	Male	%
Summer Term 2009	16	167	112	67,1	55	32,9
Winter Term 2009/10	31	318	209	65,7	109	34,3
Summer Term 2010	24	229	156	68,1	73	31,9
Winter Term 2010/11	28	274	178	65,0	96	35,0
Summer Term 2011	30	298	167	56,0	131	44,0
Winter Term 2011/12	38	430	268	62,3	162	37,7
Summer Term 2012	40	390	228	58,5	162	41,5
Winter Term 2012/13	53	563	361	64,1	202	35,9
Summer Term 2013	53	569	330	58,0	239	42,0
Winter Term 2013/14	52	525	319	60,8	206	39,2
Summer Term 2014	38	321	201	62,6	120	37,4
<b>Total</b>	<b>403</b>	<b>4.084</b>	<b>2.529</b>	<b>61,9</b>	<b>1.555</b>	<b>38,1</b>

Fig. 15 Participants of Professional Development Program courses, by gender

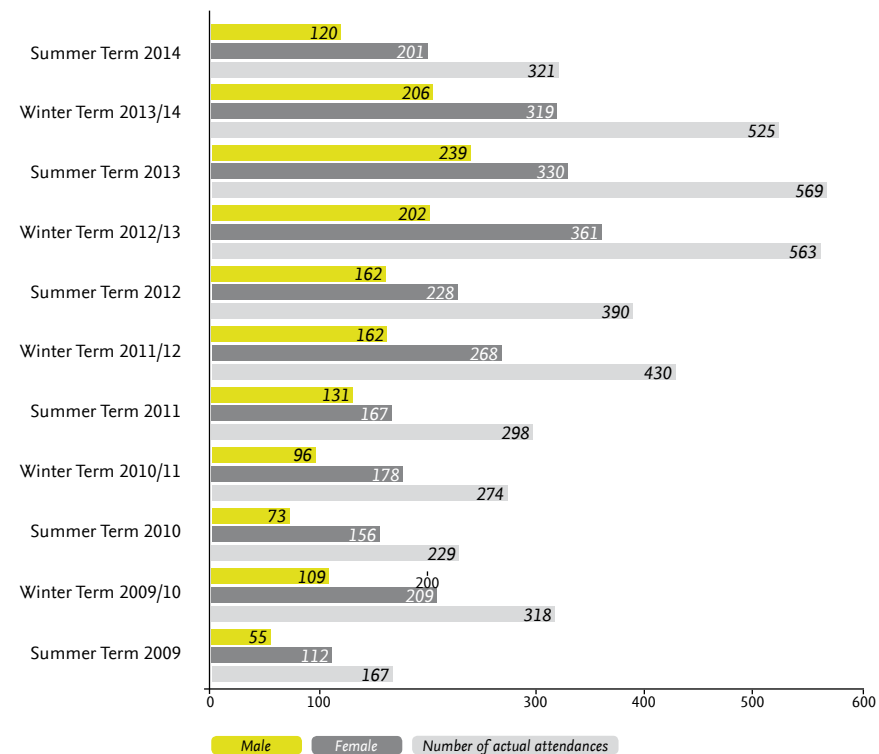
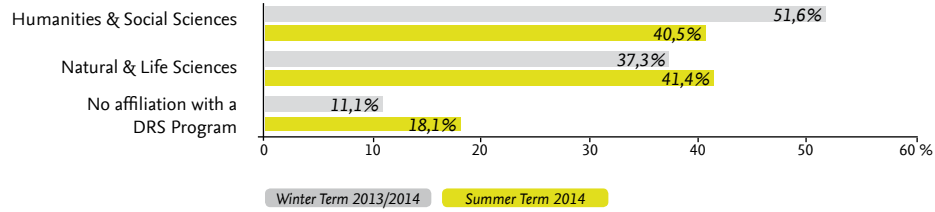


Table 17 Participants of Professional Development Program courses, by subject group

Subject Group	Actual Attendances			
	Winter Term 2013/14		Summer Term 2014	
	Number	%	Number	%
Humanities & Social Sciences	271	51,6	130	40,5
Natural & Life Sciences	196	37,3	133	41,4
No affiliation with a DRS program	58	11,1	58	18,1
<b>Total</b>	<b>525</b>		<b>321</b>	

Fig. 16 Participants of Professional Development Program courses, by subject group



All courses are evaluated by participants. The figures for 2014 (Table 18) show a high overall satisfaction with the courses.

Table 18 Satisfaction with Professional Development Program courses (Winter Term 2013/14 and Summer Term 2014)

	Overall Satisfaction	Atmosphere	Lecturer	Content	Benefit	Expectations fulfilled
Average (scale 1-5; 1 being the best)	1,4	1,3	1,3	1,5	1,7	1,5

## RESEARCHER DEVELOPMENT PROGRAM

The career path model of Freie Universität Berlin offers systematic support for junior researchers in various phases of their career development. The DRS Researcher Development Program provides postdoctoral researchers with qualifications in order to give them the best possible support on the way to a professorship. The program focuses on Career Management, Teaching, Leadership and includes various forms of training, coaching, and mentoring.

Table 19 Participants of Researcher Development Program in 2014

Total Number		Gender				Freie Universität Berlin				Cooperation	
No of courses	No of actual attendances	Female		Male		Humanities & Social Sciences		Natural & Life Sciences		WZB Members	
		No	%	No	%	No	%	No	%	No	%
14	94	60	64,0	34	36,0	46	49,0	39	41,0	9	10,0

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