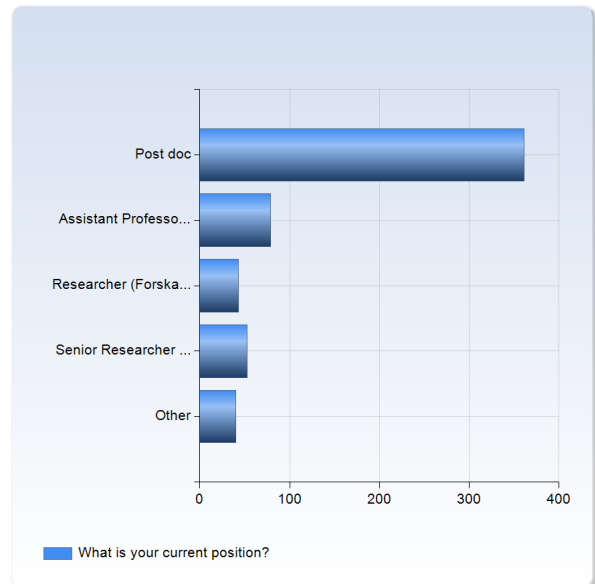


## JF/KIPA survey of Research Career Government proposal

Answer Count: 563

### What is your current position?

What is your current position?	Number of Responses
Post doc	361 (64.1%)
Assistant Professor (Forskarassistent)	79 (14.0%)
Researcher (Forskare)	43 (7.6%)
Senior Researcher (Senior Forskare)	53 (9.4%)
Other	40 (7.1%)
Total	576 (102.3%)



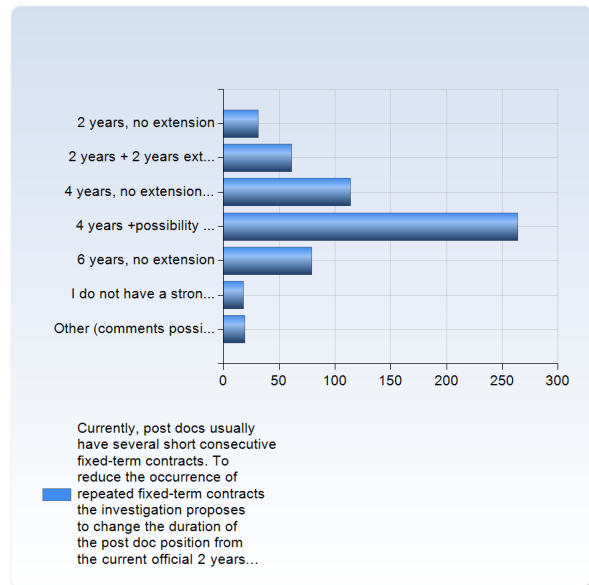
	Mean	Standard Deviation	Coefficient of Variation	Min	Lower Quartile	Median	Upper Quartile	Max
What is your current position?	1.8	1.3	70.3 %	1.0	1.0	1.0	2.0	5.0

**Currently, post docs usually have several short consecutive fixed-term contracts. To reduce the occurrence of repeated fixed-term contracts the investigation proposes to change the duration of the post doc position from the current official 2 years (+ unofficial 2 years possible extension by a regular temporary position – called ALVA) to 4 years official postdoc with no extension. The main difference between a postdoc position and a temporary position is that the postdoc position is prolonged in case of parental or sick leave, whereas the temporary position is not.**

**I think the postdoc position should be:**

Currently, post docs usually have several short consecutive fixed-term contracts. To reduce the occurrence of repeated fixed-term contracts the investigation proposes to change the duration of the post doc position from the current official 2 years (+ unofficial 2 years possible extension by a regular temporary position – called ALVA) to 4 years official postdoc with no extension. The main difference between a postdoc position and a temporary position is that the postdoc position is prolonged in case of parental or sick leave, whereas the temporary position is not.

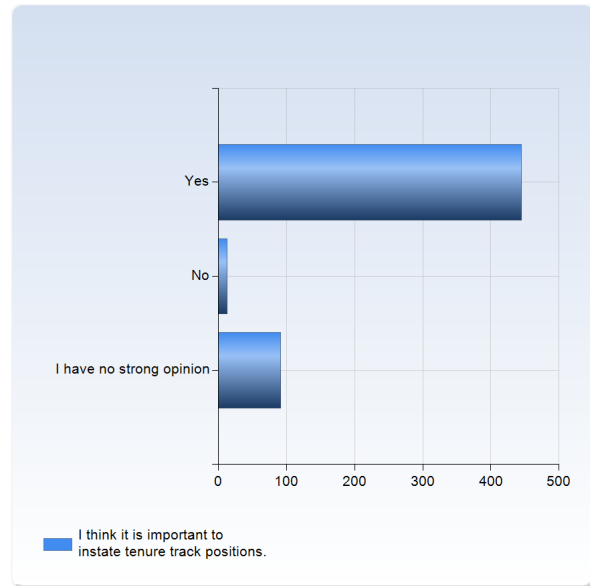
I think the postdoc position should be:	Number of Responses
2 years, no extension	31 (5.5%)
2 years + 2 years extension by temporary position (ALVA), as it is now.	61 (10.9%)
4 years, no extension (the suggested option)	114 (20.4%)
4 years +possibility of ALVA extension (allow consecutive fixed-term employments)	264 (47.2%)
6 years, no extension	79 (14.1%)
I do not have a strong opinion	18 (3.2%)
Other (comments possible in the last question)	19 (3.4%)
<b>Total</b>	<b>586 (104.8%)</b>



	Standard Mean	Deviation	Coefficient of Variation	Lower Min	Quartile	Median	Upper Quartile	Max
Currently, post docs usually have several short consecutive fixed-term contracts. To reduce the occurrence of repeated fixed-term contracts the investigation proposes to change the duration of the post doc position from the current official 2 years (+ unofficial 2 years possible extension by a regular temporary position – called ALVA) to 4 years official postdoc with no extension. The main difference between a postdoc position and a temporary position is that the postdoc position is prolonged in case of parental or sick leave, whereas the temporary position is not.								
I think the postdoc position should be:	3.7	1.3	33.5 %	1.0	3.0	4.0	4.0	7.0

## I think it is important to instate tenure track positions.

I think it is important to instate tenure track positions.	Number of Responses
Yes	445 (81.8%)
No	13 (2.4%)
I have no strong opinion	91 (16.7%)
Total	549 (100.9%)



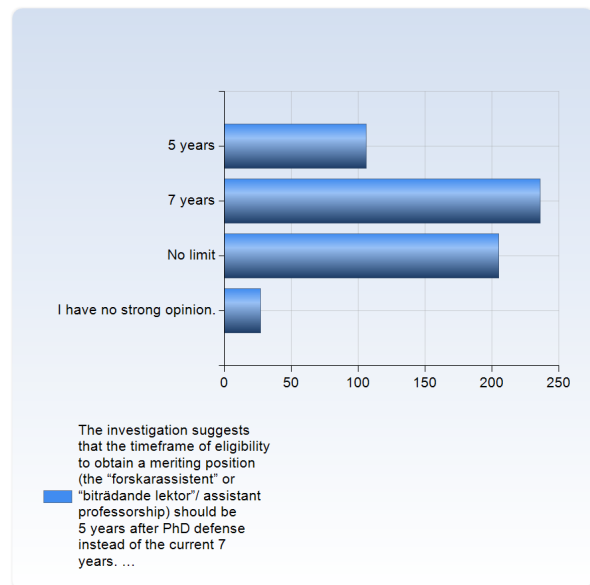
	Mean	Standard Deviation	Coefficient of Variation	Min	Lower Quartile	Median	Upper Quartile	Max
I think it is important to instate tenure track positions.	1.4	0.7	55.3 %	1.0	1.0	1.0	1.0	3.0

The investigation suggests that the timeframe of eligibility to obtain a meriting position (the “forskarassistent” or “biträdande lektor”/ assistant professorship) should be 5 years after PhD defense instead of the current 7 years.

## I think the time of eligibility should be:

The investigation suggests that the timeframe of eligibility to obtain a meriting position (the “forskarassistent” or “biträdande lektor”/ assistant professorship) should be 5 years after PhD defense instead of the current 7 years.

I think the time of eligibility should be:	Number of Responses
5 years	106 (18.9%)
7 years	236 (42.1%)
No limit	205 (36.6%)
I have no strong opinion.	27 (4.8%)
Total	574 (102.5%)



	Mean	Standard Deviation	Coefficient of Variation	Min	Lower Quartile	Median	Upper Quartile	Max
The investigation suggests that the timeframe of eligibility to obtain a meriting position (the “forskarassistent” or “biträdande lektor”/ assistant professorship) should be 5 years after PhD defense instead of the current 7 years.								
I think the time of eligibility should be:	2.3	0.8	35.8 %	1.0	2.0	2.0	3.0	4.0

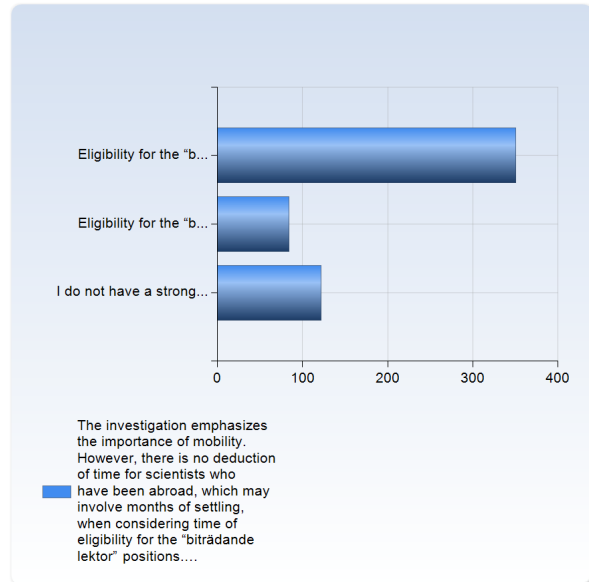
**The investigation emphasizes the importance of mobility. However, there is no deduction of time for scientists who have been abroad, which may involve months of settling, when considering time of eligibility for the “biträdande lektor” positions.**

**In case of mobility (postdoctoral time in another country) of one year or more following the PhD, I think that:**

The investigation emphasizes the importance of mobility. However, there is no deduction of time for scientists who have been abroad, which may involve months of settling, when considering time of eligibility for the “biträdande lektor” positions.

In case of mobility (postdoctoral time in another country) of one year or more following the PhD, I think that:

	Number of Responses
Eligibility for the “biträdande lektor” position should be extended.	350 (63.9%)
Eligibility for the “biträdande lektor” position should not be extended.	84 (15.3%)
I do not have a strong opinion.	122 (22.3%)
Total	556 (101.5%)



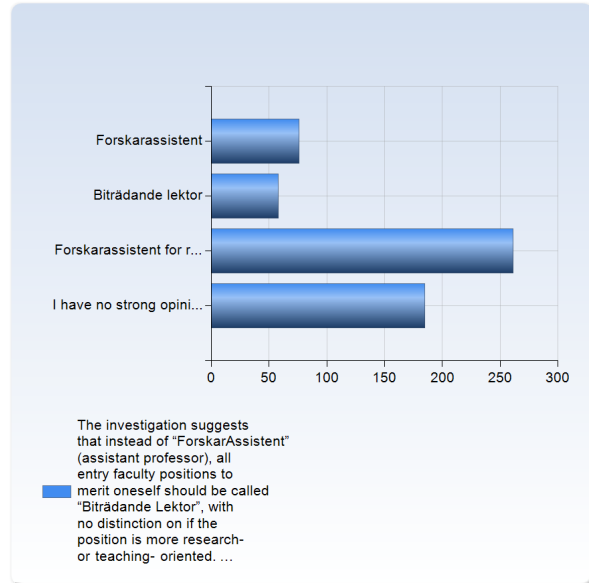
	Mean	Standard Deviation	Coefficient of Variation	Min	Lower Quartile	Median	Upper Quartile	Max
The investigation emphasizes the importance of mobility. However, there is no deduction of time for scientists who have been abroad, which may involve months of settling, when considering time of eligibility for the “biträdande lektor” positions.								
In case of mobility (postdoctoral time in another country) of one year or more following the PhD, I think that:	1.6	0.8	51.9 %	1.0	1.0	1.0	2.0	3.0

The investigation suggests that instead of “ForskarAssistent” (assistant professor), all entry faculty positions to merit oneself should be called “Biträdande Lektor”, with no distinction on if the position is more research- or teaching- oriented.

**I think the Swedish title should be:**

The investigation suggests that instead of “ForskarAssistent” (assistant professor), all entry faculty positions to merit oneself should be called “Biträdande Lektor”, with no distinction on if the position is more research- or teaching- oriented.

I think the Swedish title should be:	Number of Responses
Forskarassistent	76 (13.6%)
Biträdande lektor	58 (10.4%)
Forskarassistent for research-focused positions and Biträdande lektor for teaching-focused positions.	261 (46.9%)
I have no strong opinion.	185 (33.2%)
Total	580 (104.1%)



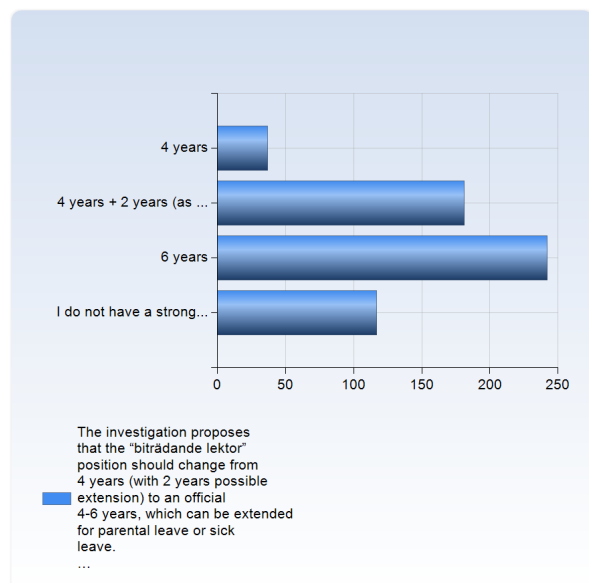
	Standard Mean	Standard Deviation	Coefficient of Variation	Lower Min	Quartile Median	Upper Quartile	Max
The investigation suggests that instead of “ForskarAssistent” (assistant professor), all entry faculty positions to merit oneself should be called “Biträdande Lektor”, with no distinction on if the position is more research- or teaching- oriented.							
I think the Swedish title should be:	3.0	1.0	32.8 %	1.0	3.0	3.0	4.0

The investigation proposes that the “biträdande lektor” position should change from 4 years (with 2 years possible extension) to an official 4-6 years, which can be extended for parental leave or sick leave.

**I think the “biträdande lektor” position should be:**

The investigation proposes that the “biträdande lektor” position should change from 4 years (with 2 years possible extension) to an official 4-6 years, which can be extended for parental leave or sick leave.

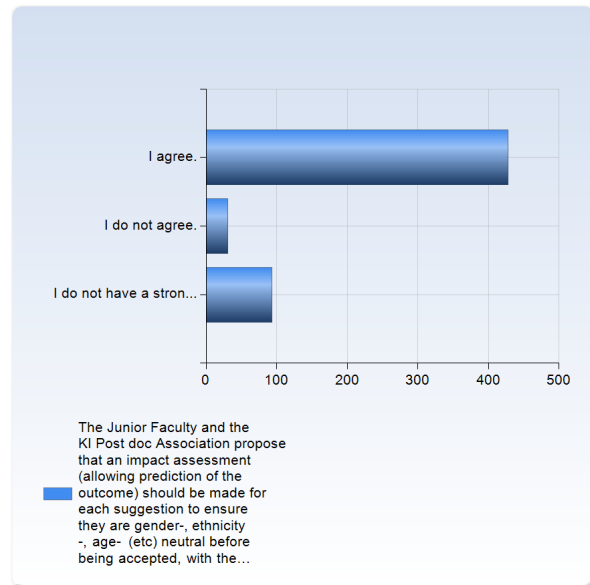
I think the “biträdande lektor” position should be:	Number of Responses
4 years	37 (6.6%)
4 years + 2 years (as it is now)	181 (32.4%)
6 years	242 (43.4%)
I do not have a strong opinion	117 (21.0%)
Total	577 (103.4%)



	Mean	Standard Deviation	Coefficient of Variation	Min	Lower Quartile	Median	Upper Quartile	Max
The investigation proposes that the "biträdande lektor" position should change from 4 years (with 2 years possible extension) to an official 4-6 years, which can be extended for parental leave or sick leave.								
I think the "biträdande lektor" position should be:	2.8	0.8	30.7 %	1.0	2.0	3.0	3.0	4.0

**The Junior Faculty and the KI Post doc Association propose that an impact assessment (allowing prediction of the outcome) should be made for each suggestion to ensure they are gender-, ethnicity -, age- (etc) neutral before being accepted, with the aim of promoting equal opportunity for all.**

	Number of Responses
The Junior Faculty and the KI Post doc Association propose that an impact assessment (allowing prediction of the outcome) should be made for each suggestion to ensure they are gender-, ethnicity -, age- (etc) neutral before being accepted, with the aim of promoting equal opportunity for all.	428 (78.5%)
I agree.	31 (5.7%)
I do not agree.	93 (17.1%)
I do not have a strong opinion.	552 (101.3%)
Total	



	Mean	Standard Deviation	Coefficient of Variation	Min	Lower Quartile	Median	Upper Quartile	Max
The Junior Faculty and the KI Post doc Association propose that an impact assessment (allowing prediction of the outcome) should be made for each suggestion to ensure they are gender-, ethnicity -, age- (etc) neutral before being accepted, with the aim of promoting equal opportunity for all.	1.4	0.8	54.5 %	1.0	1.0	1.0	1.0	3.0

## If you have additional comments, please fill in below.

If you have additional comments, please fill in below.

Just like in other sectors, gaining a higher position can take different amounts of time for different people. For some, a longer postdoc period may be necessary to fulfil the criteria of Forskarassistent. To impose a time limit after completed PhD would deter rather than attract people to research as it would 1) rush the research processes, which in itself appears counterintuitive and 2) force people out of a career in research if they cannot adhere to the time limit. The problem in research is that positions are time-limited, which is arguably necessary considering the time-limited nature of research projects. To make research more attractive it would be better to focus on employment security rather than a rigid career track. If people feel safe in their employment as postdocs, a year or two extra does not matter before being promoted to Forskarassistent. By enforcing time limits you risk forcing people out of a research career prematurely (i.e. when the postdoc period has run out but the timing is not right, project wise or skill wise, to be promoted).

In case of maternity/paternity during the postdoc, the timeframe of eligibility to obtain a meriting position ("forskarassistent"/"biträdande lektor") should be AUTOMATICALLY extended (1 year/kid). Not all countries have the same maternity/paternity system as Sweden!

It is counterproductive to link positions to whether or not the applicant has kept within a certain time frame. Research quality should be the only merit of concern. The current prepositions will lead to a new round of metrics inflation and the main outcome will be lower research quality

I do not understand item 8

no comments

there should be a clear tenure-track system not a series of fixed-term contracts without perspective of moving up in the career

N/A

It's hard to think of any other occupation that has both the low salary and tenure insecurity of a post-doc. Planning a normal life isn't easy with these circumstances. It's about time this was recognized and changes were initiated!

From the questions it sounds like you already have quite a good idea of how you will respond? I have not met many "biträdande lektor" but people tend to become lektor immediately after their PhD. I have never heard of this "maximum years from PhD graduation"-limit that you describe, and don't see the point of it. I don't really see that the postdoc position can be extended due to parental leave, that only applies if you are on full time parental leave (which I think is crazy, it has "forced" me to drop work completely during some periods even though I could have done some hours).

I believe that all these discussions on the number of years of eligibility after the PhD for positions and grant application are necessary but would eventually don't mean much without considering the number of years working in a lab post Master. The only way to ensure equality and fairness would be to consider this time which varies considerably between people and between countries. Anyhow, I am in favor of no time limit, since I do not see how for instance 2 strong post docs training of 4 years each in great labs should be considered as a weakness.

If tenure track positions will become more general the time frame for being eligible for such a position (postdoc, forskarassistent) must be less rigid. Many life events (including work abroad) can make you "lose" a year after dissertation. However, I would prefer if we all could be employed as researchers either with own funding or with funding from someone else. When the funding is about to end the person can be fired, much like in industry. I don't see why Universities need special regulations.

think the assistant professorship should be more flexible individualized according to different situations, for example, assistant professors in another country moved to Sweden currently not entitled anymore to apply the funding or position usually, which is not fair enough

PhD education should be, at least partially, covered by the University, not paid fully by grant money.

Limit of time should not be important matter in science. 2, 4, 6 this are problem for science. But there should job and fund security.

The main two problems with the academic system in Sweden are: 1) Politics is valued far above merit and performance in determining grant allocations and research group leader positions 2) There are a vast number of toxic personalities, in particular narcissistic psychopaths, amongst the senior academics

there should be a career-track even after the assistant professor-level, which is only the entry level in the career-track. What happens when the 4-6 years of assistan professorship ends?

The applications for all positions at KI should be as free from biasing information as possible. First initials and last names instead of full names mostly remove gender biases. Also, why is age asked??

4 years positions as postdoc could be allowed to be under stipendium since too expensive otherwise. It is a dramatic change to go from a stipendium to a regular position after only 2 years when the postdoc is likely to be in the middle of his/her best time in terms of producing results. Many colleagues had to stop a postdoc doing well after 2 years since the regular position starting at that time was too high for their financing.

As it is now, it is impossible to get a tenure track position in life science without doing at least 2 postdocs, which imply more than 5 years.

I definitely think that we have to accommodate to the actual situation which is more and more PhD students and less positions!we should just increase the number of positions ;-)