
Surveys on the professorships of the Swiss National Science Foundation

Report

Professor Andreas Balthasar and Milena Iselin (Dip. Soc.)
18 December 2014

Table of contents

1.	Introduction	3
2.	Methodology	4
3.	Evaluation results	6
3.1	Initial position	6
3.1.1	Institution and position at the time of application	6
3.1.2	Motives for applying	7
3.2	Concept of the SNSF professorships scheme	9
3.3	Implementation of the SNSF professorships scheme	9
3.3.1	Implementation by the SNSF	9
3.3.2	Implementation by the host institutes	10
3.4	Impacts on the SNSF professors	16
3.4.1	General impacts	16
3.4.2	Comparison with other researchers at the host institute	17
3.4.3	Deadweight effect	20
3.4.4	Contribution to scientific independence	20
3.4.5	Influence on the grantees' further scientific career	22
3.5	Impact on the host institutes	24
3.5.1	Motives for accepting SNSF professors	24
3.5.2	Evaluation of the SNSF professors	25
3.5.3	Impacts of employing researchers with SNSF professorships	26
3.6	Achievement of overall objectives	27
4.	Summary and conclusions	28
4.1	Summary of results	28
4.1.1	Initial position	28
4.1.2	Concept of the SNSF professorship scheme	28
4.1.3	Implementation of the SNSF professorship scheme	28
4.1.4	Impact on the SNSF professors	29
4.1.5	Impact on the host institutes	30
4.1.6	Overall objectives	30
4.2	Conclusions and points for discussion	31
4.2.1	Conclusions and comparisons with Ambizione	31
4.2.2	Points for discussion	32
5.	Annex	34

1. Introduction

SNSF professorships address young researchers who intend to pursue an academic career and wish to establish their own team to realise a research project. They are one of the SNSF's primary career funding schemes. The SNSF has decided to evaluate the implementation and impacts of the professorships by surveying different groups. The surveys focused on the evaluation of the SNSF professorships by the rectors of the Swiss universities, as well as the impact of the professorships for the grantees and their host institutes.

The purpose of the surveys was to investigate the following subjects and answer the following questions:

Initial position

- Why do researchers apply for an SNSF professorship and who receives them?

Concept of the SNSF professorships

- What do respondents think of the application process and the arrangements for the SNSF professorship?

Implementation by the SNSF and the host institutes

- What do respondents think of the way the SNSF implements the professorships?
- What support do the holders of the professorships receive from their host institutes and what do they think of this support?

Impact on holders of the SNSF professorships

- What is the impact of receiving an SNSF professorship?
- How are SNSF professors regarded compared with "regular" assistant professors at Swiss universities?
- Does being awarded an SNSF professorship have an impact on the holder's academic independence and future career development?
- Do former SNSF professors remain in the academic system and do they obtain (permanent) professorships?

Impact on the host institutes

- To what extent do host institutes benefit from employing SNSF professors?
- Does accepting SNSF professors cause the host institutes any problems?

Overall objectives

- How far have the overall objectives that the SNSF has set itself in relation to the professorships been met?

2. Methodology

The SNSF professorships were evaluated in the course of three surveys. First, all SNSF professors between 2000 and 2013 were surveyed. Second, all the superiors at institutes which were hosting SNSF professors at the time of the survey were contacted. These two surveys were conducted online. Third, all university rectors in Switzerland were surveyed. The questionnaire for this third target group was sent by e-mail as a PDF attachment. In all, 487 SNSF professors, 143 superiors at host institutes and 12 university rectors were contacted (full census).

The surveys were conducted in August and September 2014. Each of the two online questionnaires was accessible for a period of two weeks. At the end of the first week, reminders were sent to everyone who had not yet participated in the surveys at that time. A few rectors were followed up by telephone.

The following table shows the population and response to the three surveys at the end of the period.

Table 1: Key figures of the three surveys

Study group	Sample	Valid responses	Response rate
SNSF professors	487	390	80%
Superiors at host institutes	143	91	64%
University rectors	12	12	100%

Source: Interface, surveys of SNSF professors, superiors at host institutes and university rectors.

Table 2 shows the distribution of certain key variables in the sample and the corresponding population of SNSF professors.

Table 2: Distribution of key variables of SNSF professors

Variable		Total population (n = 530)	Sample (n = 390)
Gender	Female	28% (149)	28% (103)
	Male	72% (381)	72% (260)
Nationality	Swiss	64% (339)	65% (243)
	Foreign	36% (191)	35% (132)
Ph.D. obtained...	...in Switzerland	-	65% (245)
	...abroad	-	35% (130)
Applicant applied from...	...Switzerland	68% (358)	66% (246)
	...abroad	32% (172)	34% (129)
Field of support*	I	32% (168)	30% (109)
	II	34% (181)	36% (134)
	III	34% (181)	33% (121)
	Other	-	1% (4)
Type of host institution	University/university hospital	78% (413)	75% (280)
	ETH/EPF	21% (112)	22% (81)
	University of applied sciences	1% (5)	2% (9)
	Other	-	1% (3)

Source: Interface, survey of SNSF professors. Missing values have been excluded.

* Fields of support: I = humanities and social sciences; II = mathematics, natural and engineering sciences; III = biology and medicine; other = respondents unable to allocate their main discipline to any of the fields of support indicated.

The sample provides a very good representation of all persons holding SNSF professorships in the period under investigation. This applies to all the selected distinguishing characteristics.

The distribution of the key variables sampled among the superiors at host institutes is shown in Table 3. No data is available on distribution in the total population (all people responsible for researchers holding current SNSF professorships).

Table 3: Distribution of key variables of superiors at host institutes

Variable		Sample (n = 88)
Field of support*	I	23% (20)
	II	41% (35)
	III	33% (28)
	Other	3% (3)
Type of host institution	University/university hospital	75% (66)
	ETH/EPF	19% (17)
	University of applied sciences	4% (3)
	Other	2% (2)

Source: Interface, survey of superiors at host institutes. Missing values have been excluded.

* Fields of support: I = humanities and social sciences; II = mathematics, natural and engineering sciences; III = biology and medicine; other = respondents unable to allocate their main discipline to any of the fields of support indicated.

Eighty-eight valid responses were received from superiors at host institutes. Looking at the distribution of respondents by field of support and assuming that this should correspond with the distribution of SNSF professors, it appears that researchers in field of support I are slightly under-represented and those in field of support II slightly over-represented. The two samples largely agree in respect of distribution by higher education institution.

A 100 per cent response rate was obtained from the university rectors. The sample is therefore identical to the population and perfect representation may be assumed.

3. Evaluation results

The following chapter covers the results of the surveys of SNSF professors, superiors at host institutes and university rectors. A description is given of grant holders' situation at the time of their application, followed by an explanation of the concept underlying the support provided by the SNSF and host institutes and how this was implemented. Then the impact of the SNSF professorship on the grant holders and the host institutes is described. Finally, the survey results relevant to the achievement of the overall objectives of the SNSF professorships scheme are given.

3.1 Initial position

The following section gives a more precise description of the situation of the SNSF professors at the time of their application. It looks at where and in what posts the grantees were employed at the time of application and what motivated them to apply.

3.1.1 Institution and position at the time of application

Eighty-six percent of the SNSF professors surveyed (321 people) were employed at universities and university hospitals at the time they submitted their application. The figure below shows the positions held by the grantees at that time.

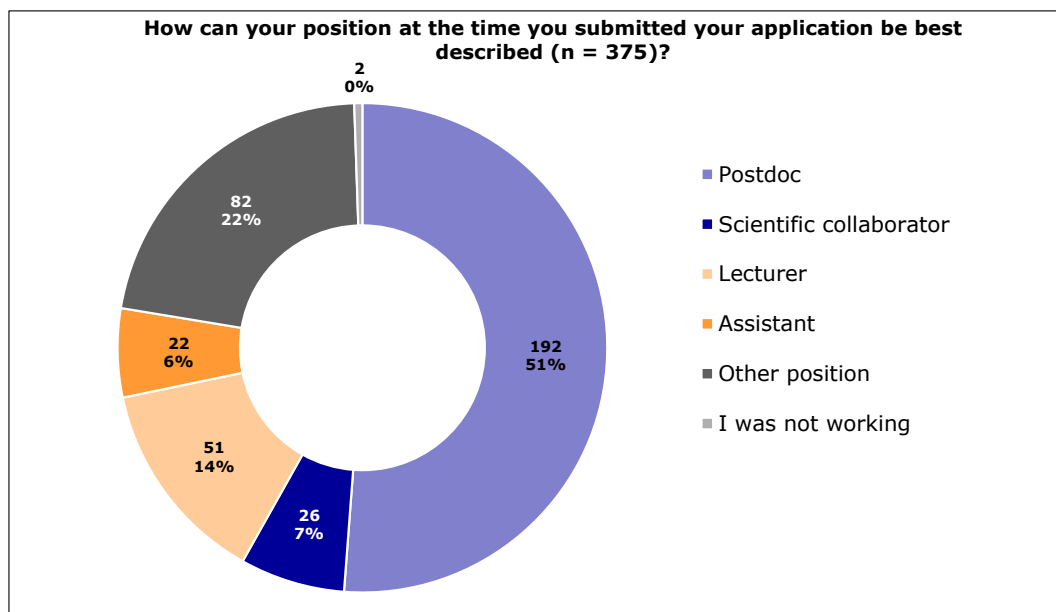


Figure 1: Position of grant holders at time of application

Source: Interface, survey of SNSF professors. Missing values have been excluded.

Almost all the individuals in the sample were working as postdocs or in similar positions at the time they applied. A large number of people could not allocate their position at the time of their application to one of the positions indicated. Eighty-two individuals gave their position at the time of their application as "other". An analysis of the open-ended responses shows that 21 of the individuals who put "other" were working as senior assistants. Eleven researchers were already employed as assistant professors (some with tenure track). These were all holders of assistant professorships in

other countries at the time of their application. Six grantees were employed under the Ambizione scheme at the time of their application.

3.1.2 Motives for applying

Figure 2 illustrates the significance to the SNSF professors surveyed of a series of possible reasons for applying for this kind of professorship.

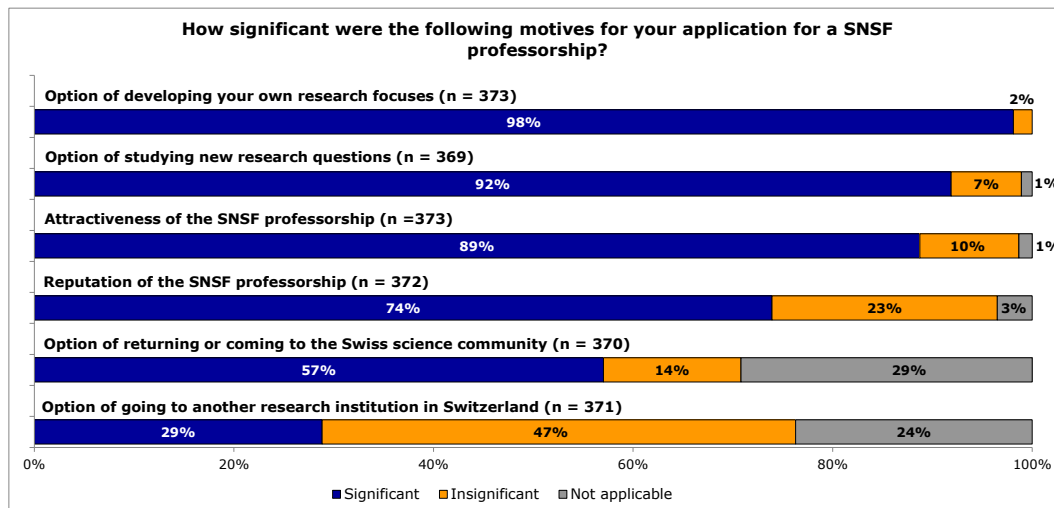


Figure 2: Motives for applying for an SNSF professorship

Source: Interface, survey of SNSF professors. Missing values have been excluded.

The three most important motives for applying for an SNSF professorship, with significance rates of between 89 and 98 percent, were the opportunity to develop the applicant's own research focuses, the chance to study new research questions, and the general attractiveness of an SNSF professorship. The least important reason for applying for an SNSF professorship was the opportunity to switch to a different research institution in Switzerland. Just under 30 percent of respondents stated that the latter was a motive. Here, it is useful to give separate consideration to the researchers who applied from Switzerland. The significance rate for this sub-group was slightly higher, at 34 percent, but still substantially lower than the significance rate for the other statements. At first sight, the significance rate for "Option of returning or coming to the Swiss science community" suggests that the SNSF professorships are not primarily tempting researchers (back) into the Swiss science system. However, if we look only at those researchers who are Swiss citizens and submitted their applications from abroad (n = 105), the agreement rate was 90 percent. The SNSF professorships therefore seem to be perceived by many researchers from Switzerland as an opportunity to return home, thus fulfilling a similar function to the Ambizione scheme.

The motives for applying were similar for male and female survey participants. In fact female researchers were slightly more likely than their male counterparts to cite the opportunity to study new research questions, which was one of the most important motives generally. Furthermore, male survey participants were even more likely than female respondents to reject the option of going to another research institution in Switzerland, which was the motive with the lowest overall significance rate. The differences with regard to disciplines are more marked. The following table shows results by field of support for the items where differences exist, in order of frequency of agreement.

Table 4: Motives for applying by field of support

Motive	FS*	Significant	Insignificant	Not applicable
Option of returning or coming to the Swiss science community (n = 360)	II	73%	7%	20%
	III	53%	18%	29%
	I	44%	18%	38%
Option of studying new research questions (n = 359)	I	96%	3%	1%
	II	90%	8%	2%
	III	90%	9%	1%
Reputation of the SNSF professorship (n = 362)	III	79%	18%	3%
	I	75%	20%	5%
	II	69%	28%	3%
Attractiveness of the SNSF professorship (n = 363)	I	92%	6%	2%
	II	88%	12%	0%
	III	87%	11%	2%
Option of going to another research institution in Switzerland (n = 361)	I	32%	46%	22%
	II	29%	48%	23%
	III	26%	51%	23%

Source: Interface, survey of SNSF professors. Excludes respondents with "other" fields of support.

* FS: Field of support

Although differences are evident, there is no clear pattern of responses. The largest differences are seen for the option of returning to the Swiss science community. However, part of the difference here is accounted for by the unequal number of "returners" in the fields of support. Field of support I has the fewest returners, and field of support III the most. The same applies to the option of changing to another research institution in Switzerland. Of the individuals who submitted their applications from Switzerland, most are in field of support I, followed by II and III. For the other items, the significance of the SNSF professorships' reputation shows the largest differences. This can be interpreted as meaning that the SNSF professorships enjoy a good reputation particularly among researchers in medicine and biology, while this is least true in the mathematical and natural sciences disciplines.

Another way of illustrating the position of young researchers at the time of application is to look at the grants these individuals received before submitting their applications. Of the SNSF professors surveyed, 83 percent had received one or more grants before applying. This is a large proportion, even compared with recipients of other types of SNSF funding: in the case of young researchers in receipt of SNSF project funding the percentage was just under 60, while for Ambizione it was 74. A detailed analysis shows that in each case, about 40 percent had received an SNSF fellowship for advanced researchers (now known as Advanced Postdoc.Mobility), a project grant and/or an SNSF fellowship for prospective researchers (now known as Early Postdoc.Mobility). In the case of both Ambizione and Marie Heim-Vögtlin grants, 7 percent of those surveyed had received previous SNSF funding. At the time they applied for their SNSF professorship, almost 40 percent had received more than one other SNSF grant.

3.2 Concept of the SNSF professorships scheme

To assess the concept underlying the SNSF professorships, grantees were asked about their satisfaction with various aspects of the application process and with the duration of the SNSF professorship and the amount of the associated grant. The results are presented in figure 3.

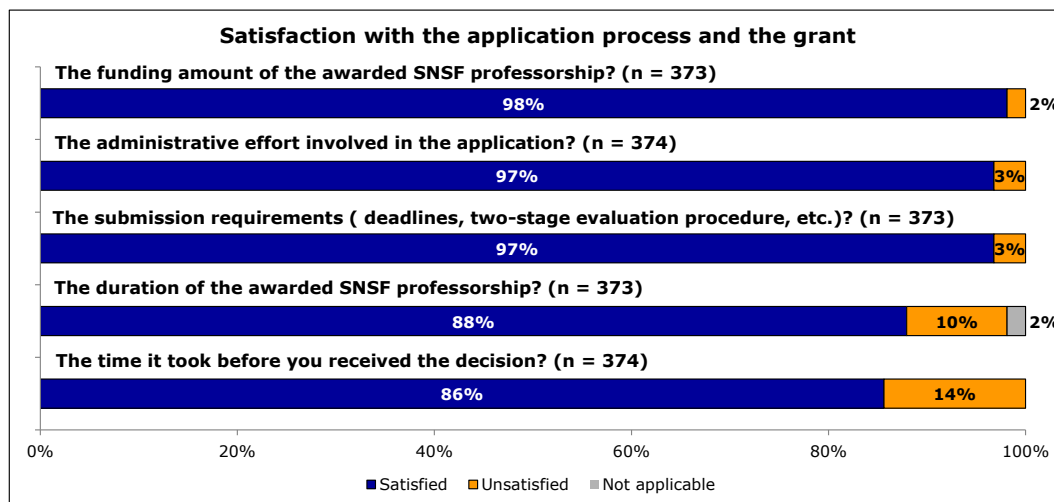


Figure 3: Satisfaction with the application process and the grant

Source: Interface, survey of SNSF professors. Missing values have been excluded.

The respondents were very satisfied with the funding amount, the administrative effort involved in making their application, and the submission requirements. The lowest satisfaction levels were for the duration of the SNSF professorship and the time it took for applicants to receive the decision on their application. Fourteen percent were dissatisfied with the latter. Compared with the Ambizione grantees who were asked about the same aspects, the biggest difference was in relation to the funding amount awarded. For Ambizione, 93 percent were satisfied with the amount of the grant. Dissatisfaction with the duration of the award was more marked for Ambizione grant holders (19% were dissatisfied compared with 10% of the SNSF professors).

3.3 Implementation of the SNSF professorships scheme

The following chapter shows the results of the surveys of SNSF professors and superiors at the host institutes with regard to the implementation of the professorships scheme by the SNSF and the host institutes.

3.3.1 Implementation by the SNSF

Implementation by the SNSF was evaluated using the question about satisfaction with the support and advice received from the SNSF during the application process and during the professorship funding period. Figure 4 illustrates the responses of the SNSF professors surveyed:

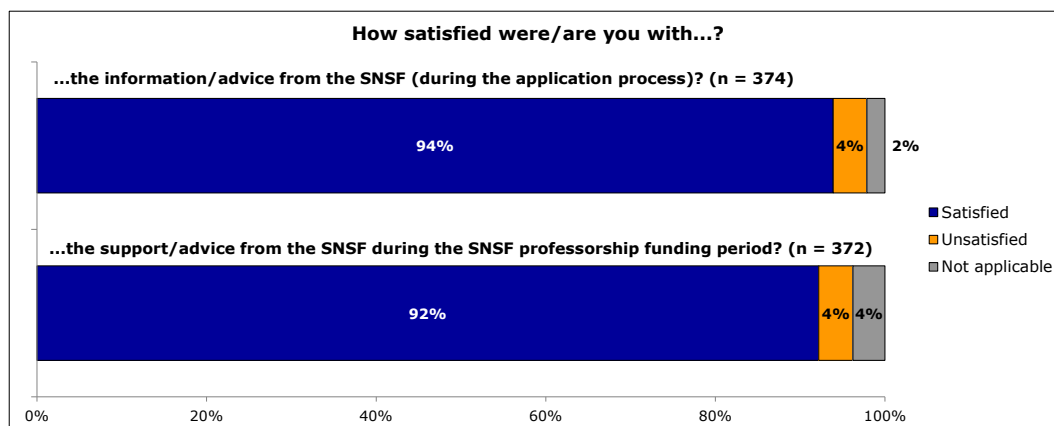


Figure 4: Satisfaction with the advice and support received from the SNSF

Source: Interface, survey of SNSF professors. Missing values have been excluded.

The figure shows that the respondents were very satisfied with the advice and support received from the SNSF. This applied both during the application process and during the funding period.

3.3.2 Implementation by the host institutes

Besides the SNSF, the host institutes play a key role in implementing the scheme. In the case of the host institutes, implementation refers to the support measures received by researchers granted SNSF professorships, their funding, the SNSF professors' teaching activity and the financing of this teaching activity, and how well the grant holders integrated into their host institutes.

General support measures

The following table shows the support measures that the SNSF professors received from their host institutes.

Table 5: Support from the host institutes (n = 390)

By what specific means did/does your host institute support you?	%* (n)
I was able to use existing infrastructures (rooms, IT, instruments, etc.).	92% (360)
I received additional financial support for my own research work.	44% (172)
The host institute financially supported the acquisition of new infrastructure.	32% (124)
Further support	15% (60)
I received additional financial support for activities at the host institute (e.g. teaching).	14% (54)
The host institute acquired new infrastructure.	0% (0)

Source: Interface, survey of SNSF professors.

* Percentage of respondents (n = 390). Multiple answers were possible.

In almost all cases, the SNSF professors were able to use the infrastructure available at the host institutes. Nearly half the respondents received additional financial support for their own research work from the host institute. A third received assistance with the acquisition of new infrastructure.

Some differences between male and female survey participants can be identified as regards the support received. For example, 15 percent more male than female re-

searchers received financial support for the acquisition of infrastructure, and the proportion of men in receipt of additional financial support for their own research work was 13 percent higher than for female survey participants. These differences can be accounted for by the differing distribution of men and women in the fields of support. The proportion of male survey participants in fields of support III and II, in which researchers can be expected to have a greater need for additional infrastructure and funding, was 78 and 75 percent respectively. Even larger differences in respect of these support measures are noticeable between disciplines, although this can again be accounted for by the unequal distribution. Researchers in field of support III were particularly likely, and researchers in field of support I particularly unlikely, to receive support for the acquisition of infrastructure. This is hardly surprising, since infrastructure is less often necessary in the humanities and social sciences than in the disciplines of the other two fields of support. The same observation applies to additional financial support for the grantees' own research work. Sixty-nine percent of the people in field of support III said they had received this kind of support, but this figure declined to just 17 percent in field of support I. This result, too, can be explained in terms of the differing types of research in the disciplines. It can be assumed that research projects in the humanities and social sciences are cheaper to conduct and therefore rarely need extra funding beyond the usual amount granted under the terms of the SNSF professorship.

How satisfied are the grant holders with the infrastructure at the host institutes and with the general support they received? The following figure shows the answers given by the respondents.

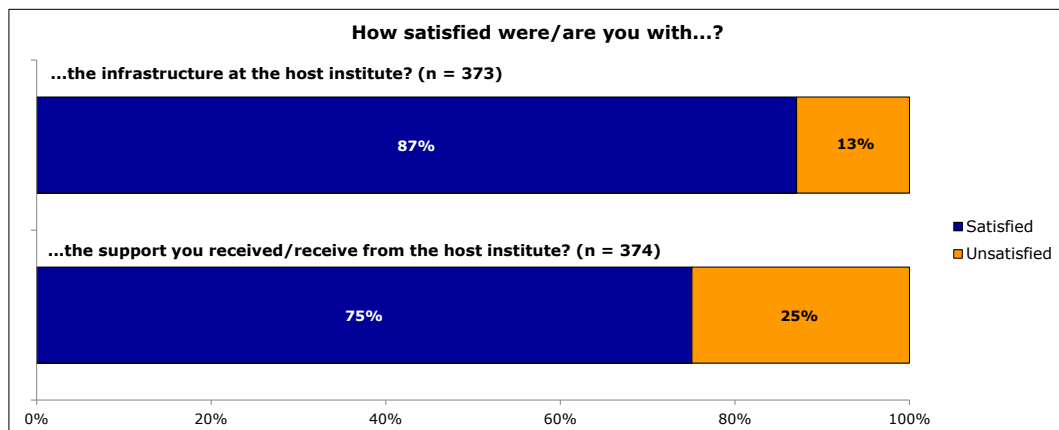


Figure 5: Satisfaction with the advice and support received from the host institute

Source: Interface, survey of SNSF professors. Missing values have been excluded.

The respondents were particularly satisfied with the infrastructure at the host institutes. A quarter of the SNSF professors surveyed were dissatisfied with the support they received from their host institute. The reasons for this were elicited by means of an open-ended question. An evaluation of the answers reveals five main reasons for their dissatisfaction:

- The most commonly cited problem was the lack of tenure track or an absence of career prospects for SNSF professors at their host institutes. It was felt that this acts as an obstacle to integration and support right from the outset.

- The second most common criticism was levelled at absent or inadequate infrastructure – usually workstations, office space, laboratory space etc. Some respondents had problems obtaining the necessary infrastructure (e.g. measuring instruments) because they received no financial support from the institutions.
- A third cited problem area was absent or inadequate additional financial support from the institution.
- When asked about support from the host institute, some respondents said they had not felt integrated and that the institution had made no efforts to help in this respect.
- Some respondents did not feel welcome or wanted at the host institute and had the impression that they were being treated as outsiders.

A comparison by gender and field of support produces interesting results. Male respondents were more satisfied than their female counterparts with the support provided by the host institute and the infrastructure available there. Researchers in field of support III were less satisfied with the support from the host institute than people in the other two fields of support. In terms of infrastructure, people in field of support I were slightly less satisfied than the other survey respondents.

A comparison with the survey of Ambizione grantees shows that the latter were more satisfied than the SNSF professors with both aspects of the support received from the host institute. This is interesting, because the Ambizione grantees did not receive more or different support from the host institutes. However, the open-ended answers suggest that this is connected with the degree of integration into the host institute. The SNSF professors appear to have felt less well integrated than the Ambizione grantees surveyed, which may have influenced how they evaluated the support they received. Moreover, it is possible that the SNSF professors had higher expectations of the support provided by the host institutes, since they are further advanced in their careers and contribute more to the host institutes.

Additional personnel

Another question relating to the support received from the host institutes is whether the SNSF professors were able to employ additional (scientific) personnel besides the doctoral students, postdocs and other personnel funded by their SNSF grant, and if so, how these extra personnel were funded.

In total, 64 percent of the respondents received additional personnel for their research projects. Of these 236 SNSF professors, 44 percent were assisted by one extra person, 39 percent by two and 17 percent by three extra people. The distribution across the different types of additional personnel is as follows:

Table 6: Support from additional scientific and other personnel (n = 236)

What type of additional personnel was/is available to provide support?	%*
Doctoral students	81% (192)
Postdocs	56% (132)
Other personnel (e.g. assistants, technicians etc.)	35% (83)

Source: Interface, survey of SNSF professors.

* Multiple answers were possible.

Doctoral students were available for the majority of respondents assisted by additional personnel. Over half were (also) assisted by postdocs.

Table 7: Funding of scientific and other personnel

	Partially by the SNSF professorship, partially by the host institute	Fully through the host institute	Other financing	Don't know
Doctoral students (n = 192)	11% (22)	28% (54)	60% (115)	1% (1)
Postdocs (n = 131)	7% (9)	20% (26)	73% (96)	0% (0)
Other personnel (n = 80)	15% (12)	49% (39)	36% (29)	0% (0)

Source: Interface, survey of SNSF professors. Missing values have been excluded.

In most cases, additional doctoral students and postdocs were funded through other unspecified sources. The financing of other personnel was entirely financed by the host institute in nearly 50 percent of cases.

Teaching activity at the host institutes

The respondents also reported on whether they undertook teaching duties at their host institutes, and if so, at what level and how the teaching was financed.

Almost all the SNSF professors surveyed – 96 percent – undertook teaching duties at their host institutes. Most of them taught for two, four, six or eight hours per week during semesters (including preparation time). Tables 8 and 9 give details of the level of teaching provided, and how it was financed.

Table 8: Level of teaching provided (n = 355)

What level of teaching did you provide?	%* (n)
Bachelor's	73% (260)
Master's	87% (308)
Doctoral	47% (168)
Other	3% (9)

Source: Interface, survey of SNSF professors. Missing values have been excluded.

* Multiple answers were possible.

Table 9: Financing of teaching activity (n = 353).

How was/is your teaching financed?	% (n)
Entirely by the SNSF professorship	72% (254)
Partly by the SNSF professorship, partly by the host institute	13% (47)
Entirely through host institute funding	7% (25)
Other funding	1% (2)
Don't know	7% (25)

Source: Interface, survey of SNSF professors. Missing values have been excluded.

The majority of the respondents taught at two or three different levels, mostly (in 87% of cases) at Master's level. The teaching activity of 72 percent of respondents was

entirely funded by the SNSF professorship. The host institute was entirely responsible for financing it in only 7 percent of cases.

Integration into the host institute

The integration of grantees is an important aspect of the implementation of the SNSF professorships by the host institutes. During the survey, grant holders were asked how they rated the quality of their integration into their host institutes. 80 percent of the SNSF professors surveyed said they were satisfied with the integration, while 20 percent were dissatisfied. There was no difference between male and female respondents as regards how they rated the integration. As far as academic disciplines are concerned, there was a difference between field of support I and field of support II. Researchers in field of support I were particularly likely to be satisfied and researchers in field of support II particularly likely to be dissatisfied with their integration into the host institute.

A look at the reasons for this dissatisfaction, however, shows that the lack of integration is often connected with the faculty or department rather than the host institute. Sometimes the SNSF professors were not invited to faculty meetings or had the impression that their opinions on strategic issues, for example, were given less weight than those of regular assistant professors.

The superiors at the host institutes and the university rectors were also asked about the quality of the integration of the SNSF professors into the host institute or host institution. Figure 6 illustrates the results.

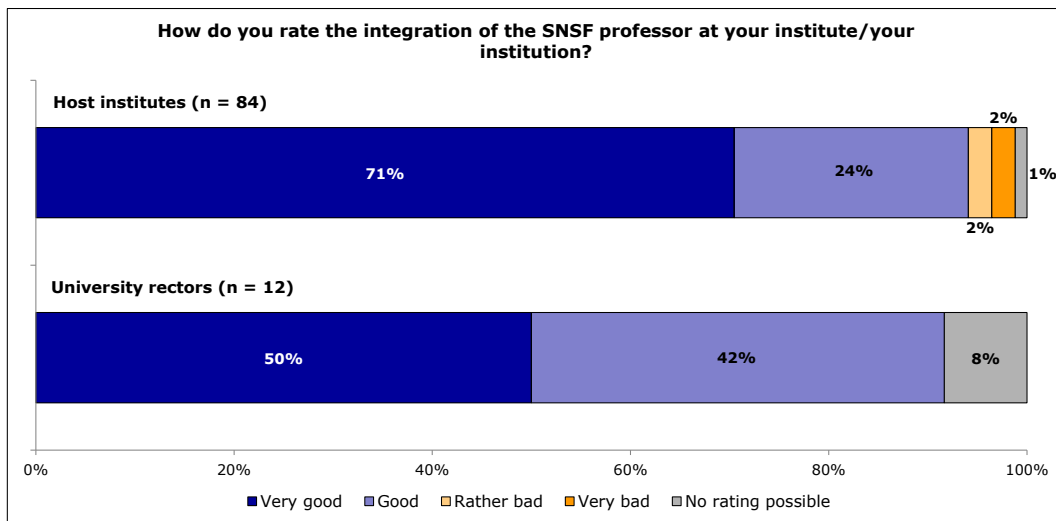


Figure 6: Integration of the SNSF professors

Source: Interface, surveys of superiors at host institutes and university rectors. Missing values have been excluded.

Both groups rate integration more positively than the SNSF professors themselves. Of the superiors at host institutes, 95 percent think that integration was very good (71%) or good (24%). Only 4 percent rate integration negatively. This rating is the same for respondents from all fields of support, if the categories are combined into "good" and "bad". A more detailed consideration reveals that the proportion of people in disciplines in field of support II who rated integration as very good (77%) is almost 20 percent higher than that of people in disciplines in field of support I (60%).

Ninety-two percent of the university rectors regarded integration as good to very good, but here the proportion of people who rated it as very good (50 percent) is significantly smaller than the corresponding proportion of superiors at host institutes. On the other hand, none of the university rectors rated integration as bad.

Integration into the host institute may also be measured in terms of the involvement of the SNSF professors in administrative processes at the host institute or host institution. During the survey, the SNSF professors indicated whether they officially supervised doctorates during their professorship and whether they were permitted to participate in faculty or departmental meetings, and whether they had a vote at these meetings.

The vast majority – specifically 94 percent of the SNSF professors who employed doctoral students using their professorship grant or alternative sources of funding – were able to supervise the work of these students officially. A large majority of the respondents were also allowed to attend faculty or departmental meetings. Eighty-nine percent of the respondents were able to attend such meetings. Ninety percent of these researchers also had a vote at these meetings.

The rectors of the Swiss universities were also asked whether the SNSF professors at their institutions are entitled to supervise doctoral theses. Eighty-three percent (10) of the rectors surveyed stated that SNSF professors are permitted to supervise doctoral theses. The other two rectors replied that this depended on the faculty/department. One of these universities is currently making changes to enable all SNSF professors to supervise doctorates in the near future.

The rectors were also asked whether the researchers with an SNSF professorship were systematically invited to apply for vacant posts within the institution and whether SNSF professors have tenure track. Half the universities systematically consider SNSF professors for vacant posts. At one of the universities, a member of the respective faculty management holds regular one-to-one interviews with assistant and SNSF professors to discuss career prospects. SNSF professors have tenure track at half the institutions, while this depends on the faculty or department at another 17 percent. Four universities do not offer SNSF professors tenure track.

3.4 Impacts on the SNSF professors

The following section examines the impacts of an SNSF professorship on the grant holders.

3.4.1 General impacts

Figure 7 shows the extent to which the grant holders surveyed felt that certain possible general effects of holding an SNSF professorship applied to them.

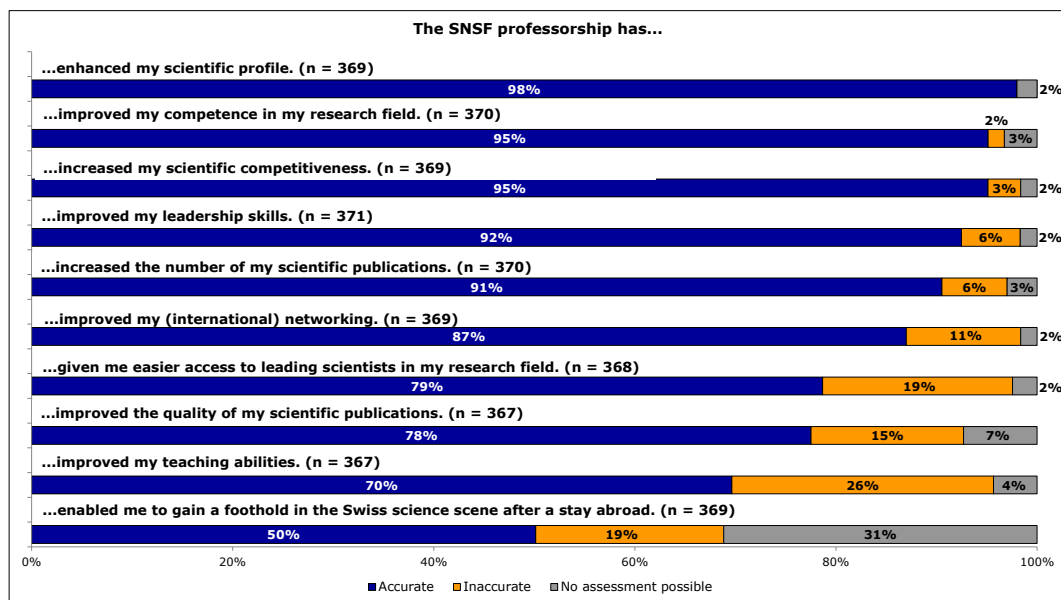


Figure 7: Impacts of SNSF professorships on grant holders

Source: Interface, survey of SNSF professors. Missing values have been excluded.

The three most important impacts of an SNSF professorship are enhancing the holder's scientific profile, improving their competence in their research field and increasing their scientific competitiveness. There was a high level of agreement with most of the other suggested impacts, too. Respondents were least likely to say that the SNSF professorship had an impact on their teaching abilities. For the question on "returning to the Swiss science system", it is appropriate to consider respondents educated in Switzerland¹ but applying for an SNSF professorship from outside Switzerland (n = 107) as a separate group. In this sub-group, 82 percent felt that this impact applied to them. SNSF professorships are therefore also suited to bringing young researchers from Switzerland who are spending time abroad back into the Swiss science community.

Male and female respondents both assessed the impacts in very similar ways. The only noticeable difference is that the women feel more strongly affected by almost all impacts than the men. This effect was also observed in relation to Ambizione and SNSF project funding. Researchers in the different disciplines also rate the impacts in a similar way. For most impacts, researchers in field of support I agree most strongly. This was also found to be the case for the respondent Ambizione and SNSF project funding grantees. One difference was seen in relation to the question on improvements in

¹ Respondents educated in Switzerland refers to people who obtained their Ph.D. here.

teaching abilities. Respondents in field of support II felt most strongly that this impact applied to them, those in field of support I least strongly.

The superiors at the host institutes were also asked how they rate the above-mentioned impacts of an SNSF professorship. They too agreed most strongly with the statements about the impact on scientific profile, competitiveness and competence. Furthermore, a large proportion of the respondents believe that an SNSF professorship increases the holder's chances of obtaining a regular professorship and strengthens the academic independence of the grantee. Here too, the statement that an SNSF professorship improved the grantee's teaching abilities attracted the least agreement. This may be explained by the fact that SNSF professors focus mainly on their research and have only limited teaching duties at their host institutes.

3.4.2 Comparison with other researchers at the host institute

The three groups surveyed (SNSF professors, the superiors at host institutes and university rectors) were asked about differences between researchers with SNSF professorships and researchers with assistant professorships or recipients of other types of funding. The figure below shows the responses of the three groups to the question of how the position of the SNSF professors compares with that of other assistant professors (own and others' opinions).

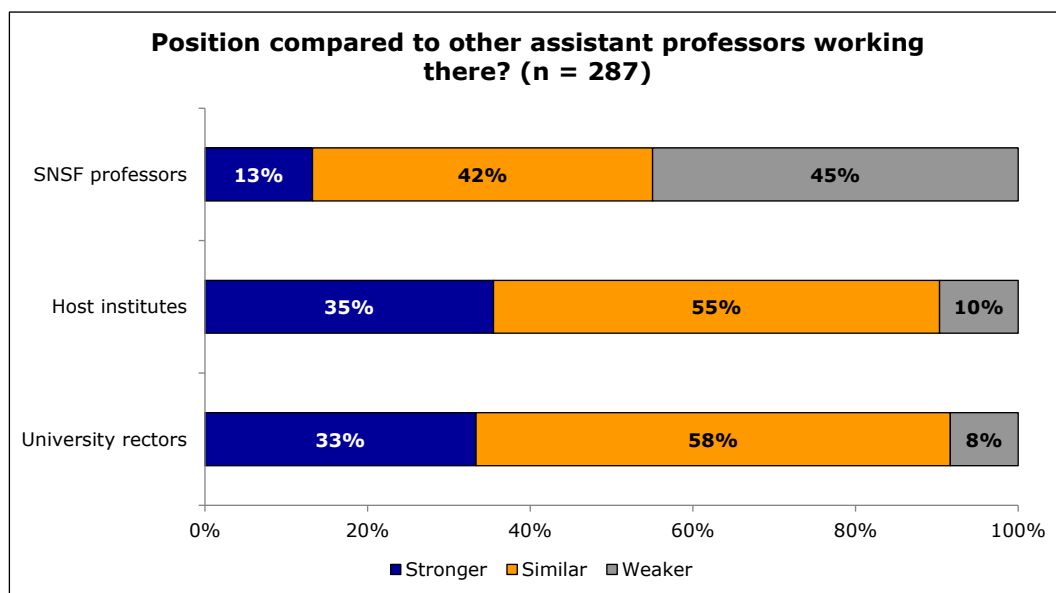


Figure 8: Comparison of the position of SNSF professors with that of "regular" assistant professors

Source: Interface, surveys of SNSF professors, superiors at host institutes and university rectors. Missing values have been excluded.

For this rating, it should be noted that the superiors at host institutes and the university rectors were asked to compare the position of the SNSF professors with that of assistant professors without tenure track, whereas the SNSF professors were comparing themselves with assistant professors both with and without tenure track. It is therefore not surprising that the self-assessment by the SNSF professors was the most negative, while the ratings given by the superiors at the host institutes and by the university rectors showed a similar picture.

Most of the SNSF professors assessed their position as weaker than (45%) or similar to (42%) that of assistant professors. Respondents gave five main reasons for regarding their position as weaker:

- The lack of tenure track or long-term prospects meant they were less likely to be able to stay at the host institute.
- Holding a temporary position meant fewer opportunities to participate in the life of the institute and less integration into the host institute. SNSF professors also felt that their opinions were less valued.
- Lower salaries and less funding available
- Less acceptance, because individuals were evaluated by the SNSF rather than the faculty
- Lack of evaluation of performance and/or progress during the period of the SNSF professorship

When assessing their own positions, there were no differences between male and female researchers with SNSF professorships. Looking at the responses by discipline shows that researchers in field of support I evaluate the position of SNSF professors significantly better than researchers in the other fields of support, especially field of support II. The following table illustrates the difference.

Table 10: Assessment of own position by field of support

Field of support	Stronger	Similar	Weaker
I	24%	46%	31%
II	10%	36%	54%
III	10%	47%	43%

Source: Interface, survey of SNSF professors.

The superiors at the host institutes and the university rectors considered the standing of the SNSF professors to be as high as or even higher than that of assistant professors without tenure track. Since the SNSF professors regard their lack of tenure track as the main reason for their weaker position, it may be assumed that they rank themselves at approximately the same level as an assistant professor without tenure track.

The university rectors were also asked to compare the career potential of researchers with SNSF and assistant professorships and to give their assessment of the position of SNSF professors compared with recipients of other funding (e.g. ERC or Consolidator Grants). Their answers are shown in Tables 11 and 12.

Table 11: How do you assess the career potential of SNSF professors compared with "regular" assistant professors?

Compared with	Higher	Similar	Lower	Don't know
Assistant professors without tenure track	50% (6)	17% (2)	8% (1)	25% (3)
Assistant professors with tenure track	0% (0)	17% (2)	75% (9)	8% (1)

Source: Interface, survey of university rectors.

The career potential of SNSF professors is seen as higher than or the same as that of assistant professors without tenure track. However, SNSF professors are thought to have lower career potential than assistant professors with tenure track. Open-ended

questions were used to elicit reasons for this assessment. For the comparison between SNSF professors and assistant professors without tenure track, the belief in higher career potential was attributed to two causes: first, the SNSF professors have the advantage of a reputable "label" with rigorous selection criteria and an SNSF guarantee, and second, SNSF professorships are more prestigious. The rector who saw lower career potential for SNSF professors justified this by saying that the selection procedure for the latter is less selective than the procedure for assistant professors at his home institution, and also referred to the age of the researchers with SNSF professorships, which in some cases is too high for the requirements of his institution.

The majority of rectors are convinced that researchers who hold an assistant professorship with tenure track have higher career potential than SNSF professors. The following reasons are given:

- Because the scientific profile of the SNSF professors often does not match that of the university, the institution is less committed to retaining the individual at that institution.
- Regular assistant professors with tenure track have been promoted to full professor, which has not been the case for SNSF professors.
- The institution expects an assistant professor with tenure track to remain at the institution and plans a suitable permanent post for them. This is not the case with SNSF professors.
- The career potential of SNSF professors also depends on the faculty. There are faculties whose policy facilitates the retention of SNSF professors at the institution (e.g. medicine). Other faculties accept many researchers with SNSF professorships for reasons of academic excellence, but are not able to offer any permanent posts.
- SNSF professors could therefore succeed only if their scientific profile matched that of the university.
- Competition for SNSF professorships is thought to be less intense than for assistant professorships with tenure track.
- Professors with limited-term positions would always have lower career potential than assistant professors with tenure track.

The table below shows the responses of the rectors to the question of how the position of researchers with SNSF professorships compares with researchers with other forms of funding, such as ERC grants.

Table 12: How do you assess the position of SNSF professors compared with recipients of other forms of funding?

Stronger	Similar	Weaker	No assessment possible
8% (1)	25% (3)	42% (5)	25% (3)

Source: Interface, survey of university rectors.

The rector who assessed the position of the researchers with SNSF professorships as stronger did not give a reason for this view. Three main reasons for a weaker position were cited: (1) ERC grants have a better reputation because of the international competition involved, (2) ERC Consolidator and Advanced grantees have even greater independence, more funding and usually a permanent post, (3) an ERC Starting or Consolidator Grant is usually seen as a greater achievement than an SNSF professorship.

3.4.3 Deadweight effect

An important indicator for assessing the effectiveness of a grant is the "deadweight" effect. This effect occurs when a grant loses part or all of its incentive for the grant holder. This is the case with individuals who would have carried out the project even if they had not received funding. These people are known as "deadweights". The table below shows the responses of the SNSF professors to the question whether they would still have been able to carry out their research project without the professorship. Since all the respondents had received a professorship, their replies are hypothetical. The strength of the deadweight effect can therefore only be estimated.

Table 13: Conducting a research project without an SNSF professorship

Could your research project have been carried out without the SNSF professorship? (n = 369)	
Yes	31% (114)
No	69% (255)

Source: Interface, survey of SNSF professors. Missing values have been excluded.

Thirty-one percent of researchers believe that their research project could still have been carried out without an SNSF professorship. The corresponding figure for Ambizione was 36 percent, and for SNSF project funding 25 percent. On this basis, a similar deadweight effect may be assumed for the three types of funding.

The researchers who said that they could still have carried out the project without an SNSF professorship were asked how they could have achieved this. Most respondents said they could have carried out their research projects by obtaining a different grant. Many mention an ERC Starting Grant as a possible alternative. Some respondents would have left Switzerland to carry out their project, because they had been promised another job abroad, for example.

3.4.4 Contribution to scientific independence

One important impact of the SNSF professorships is the positive influence on the scientific independence of the grantees. Figure 9 shows how the SNSF professors rate the impact of their SNSF professorship in this respect.

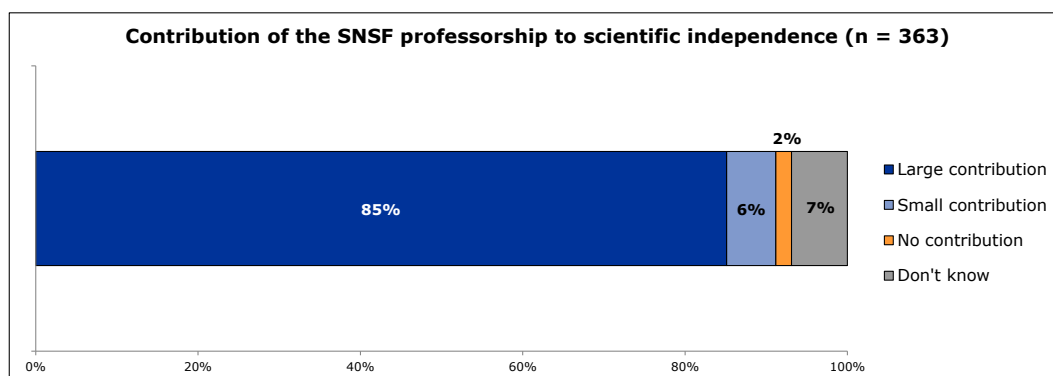


Figure 9: Contribution of the SNSF professorship to scientific independence

Source: Interface, survey of SNSF professors. Missing values have been excluded.

Over 90 percent of respondents think that their SNSF professorship has contributed to their scientific independence, while 85 percent believe it has made a large contribution. This is similar to the finding for the Ambizione grants, where 94 percent of the grantees surveyed said the same. Nearly 90 percent of the researchers who received SNSF project funding agree, although only 73 percent say it has made a large contribution.

The contribution to scientific independence was rated equally by male and female respondents. Bigger differences are evident in relation to the various disciplines, with researchers in field of support III citing a significantly larger contribution (95%) than researchers in field of support I (85%). This again reflects the findings of the survey of Ambizione grantees. The figure below shows the differences between disciplines:

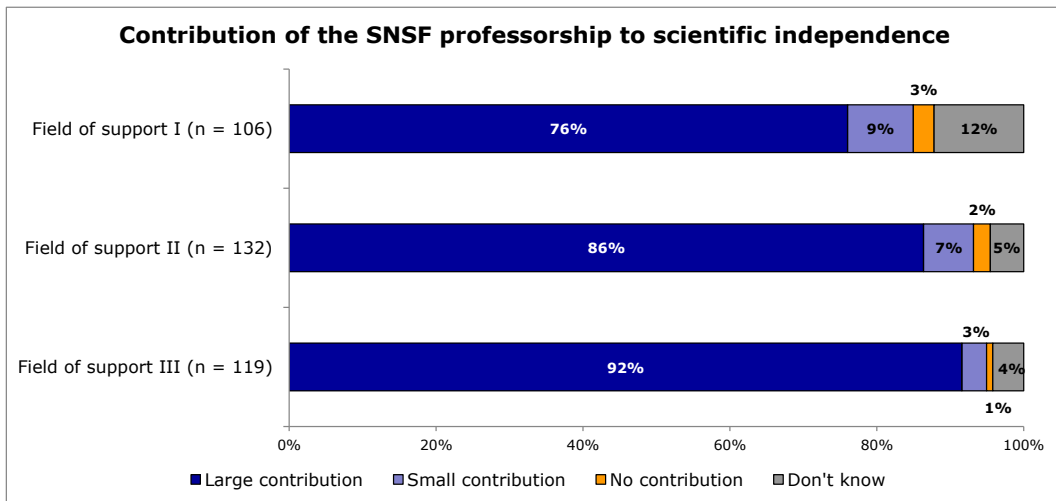


Figure 10: Contribution to scientific independence by field of support

Source: Interface, survey of SNSF professors. Missing values have been excluded.

The superiors at the host institutes were also asked to evaluate the impact of an SNSF professorship on the scientific independence of the grantee. Eighty-seven percent of these respondents believed that an SNSF professorship has a positive impact on the scientific independence of the grant holder.

The superiors at host institutes also assessed whether the SNSF professors can be described as more scientifically independent than the regular assistant professors at their institute. Fifty-one percent said there was a difference between researchers with SNSF professorships and researchers with assistant professorships. Of these 36 individuals, 40 percent (14) – less than half – thought the difference lay in the higher scientific independence of the SNSF professors. Three other differences between SNSF professors and assistant professors were cited: the lack of tenure track or secure future prospects for the SNSF professors, the more limited teaching obligations and the reduced administrative duties of the SNSF professors.

3.4.5 Influence on the grantees' further scientific career

In addition to scientific independence, the future career path of the SNSF professors, and the influence of the SNSF professorship on this, are very important.

Influence on further career

The SNSF professors surveyed assessed the influence of the SNSF professorship on their future career paths.

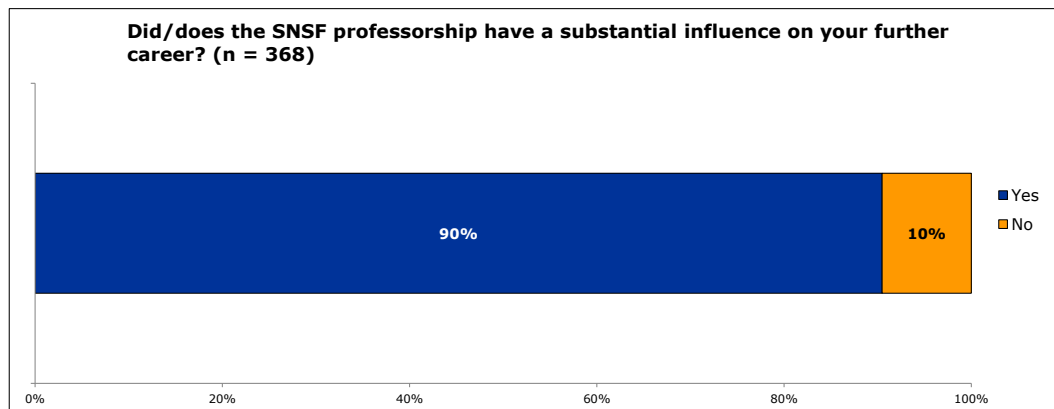


Figure 11: Influence of the SNSF professorship on further career

Source: Interface, survey of SNSF professors. Missing values have been excluded.

Ninety percent of respondents think that the SNSF professorship will have (or has had) an influence on their future scientific careers. This is a large proportion, even when compared with the other grant holders surveyed. Eighty-nine percent of Ambizione grantees and 81 percent of researchers with SNSF project funding thought that their grants had influenced their future scientific careers.

No differences could be discerned between the responses of male and female survey participants regarding the influence of an SNSF professorship on the grant holder's further scientific career. As regards the various disciplines, respondents in field of support I were somewhat more likely to notice an influence, while those in fields of support II and III evaluated this influence rather more critically.

Career development

There are two different approaches to investigating the career development of the grant holders. Considering the current position of the respondent in isolation gives a snapshot that does not show their position at the time of application, and thus does not take the quality of their career development into account. This approach provides an answer to the question of whether or not people with SNSF professorships are (still) employed in posts at (assistant) professor level. The second approach, which focuses on career development, is based on the concept of the "career jump". Here, a normal career jump is considered to mean moving from a postdoc-level post (postdoc, scientific collaborator, lecturer, assistant) at the time of application, to a position at professorial level (assistant, associate or full professor). The frequency or proportion of cases in which this type of career jump occurs can be used as an indicator of the impact of a funding scheme. This indicator can be compared for different types of funding and can thus also indicate differences in the effectiveness of different schemes. The indicator can also be defined more narrowly, by considering only jumps from a postdoc-level

post to a permanent (assistant) professorship. This kind of career jump is called a "big career jump" in this context.

The current situation of the grantee is first considered in isolation. Ninety-five percent of the SNSF professors surveyed who had completed their funding period continue to work in science. Seventy-six percent work in Switzerland and 61 percent are still employed at their former host institution. Figure 12 illustrates the distribution of the current posts held by SNSF professors who have completed their funding period.

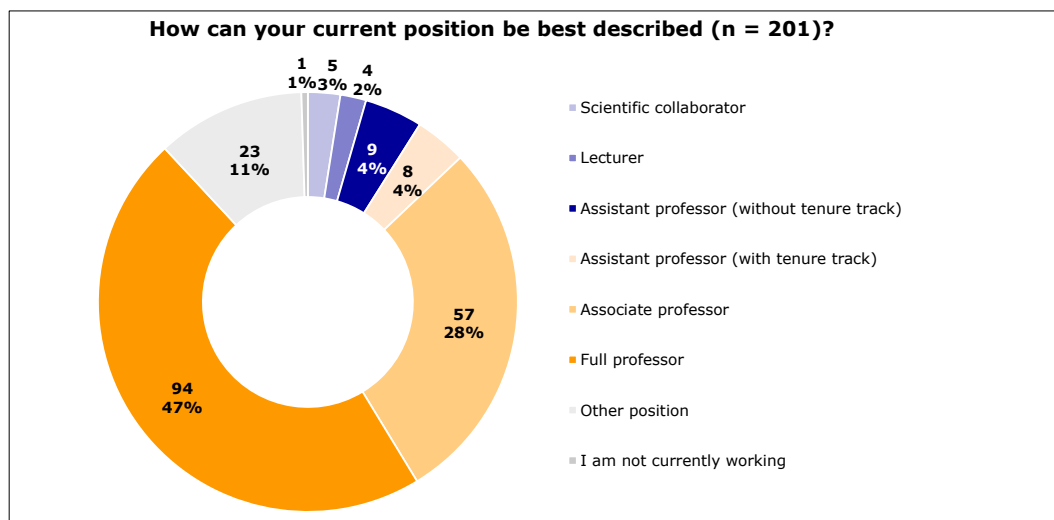


Figure 12: Current position of former SNSF professors

Source: Interface, survey of SNSF professors. Missing values have been excluded.

Eighty-three percent of the SNSF professors who have completed their funding period are currently working in posts at (assistant) professor level. Five percent were not able to maintain the same level as their SNSF professorship.

The frequency of successful career jumps is shown in Table 14. It illustrates the frequency of career jumps for researchers with SNSF professorships, Ambizione grants and project funding:

Table 14: Career jumps from postdoc to (assistant) professor

Group	Normal career jump	Big career jump
Researchers with SNSF professorships* (n = 142)	94% (134)	88% (125)
Ambizione grantees* (n = 50)	58% (29)	30% (15)
Researchers with SNSF project funding** (n = 40)	48% (19)	28% (11)

Source: Interface, survey of SNSF professors, Ambizione grantees and researchers with SNSF project funding.

* Only researchers who have completed SNSF professorships/Ambizione projects. ** Only researchers with a position at postdoc level to start with and who have completed their projects. Researchers who are not in employment and researchers in "other" posts have been excluded.

The most striking proportion of individuals with career jumps is seen among the SNSF professors. Ninety-four percent of the respondents who completed their SNSF professorships are now (assistant) professors, and have thus at least been able to stay at the same level as their SNSF professorship. Eighty-eight percent of individuals made the

jump to a permanent position at this level. These percentages are much higher than for the other two types of SNSF funding under investigation.

Normal career jumps and big career jumps were observed almost equally frequently for male and female survey participants who had completed their SNSF professorships. Normal career jumps occur at similar frequency levels for all three fields of support. However, there was a difference for big career jumps, which are 10 percent more frequent among researchers in field of support I than among those in field of support III. Field of support II lies between the two.

For big career jumps (jump to a permanent post at professorial level), the survey also looked at whether career development took place within the host institution. This would indicate an in-house appointment. A total of 125 individuals made a big career jump, meaning that 125 former SNSF professors in the sample currently hold permanent posts at professorial level. Of these 125 researchers, 51 (41%) are still employed at the institute which hosted their SNSF professorships. An in-house appointment can therefore be observed in 41 percent of the big career jumps.

It is interesting to analyse these in-house appointments by field of support. The table below shows how many researchers made big career jumps and what proportion of these individuals are still employed at their former host institutes.

Table 15: In-house appointments by field of support

FS*	Total with completed SNSF professorships**	Big career jump	Of which employed at host institute
I	46	93% (43)	40% (17)
II	54	87% (47)	28% (13)
III	40	83% (33)	61% (20)

Source: Interface, survey of SNSF professors.

* FS = field of support; ** excludes "other" posts.

The frequency of in-house appointments varies considerably between the different fields of support. For survey respondents in field of support III, the proportion of researchers achieving a big career jump who are still employed at their former host institute is more than 30 percent higher than for researchers in field of support II.

3.5 Impact on the host institutes

In addition to the impacts that the SNSF professorships had on the grantees themselves, the survey looked at the impacts on the host institutes. It investigated the reasons for employing researchers with SNSF professorships, the way various aspects relating to the researchers and their projects were rated, and the advantages and possible problems experienced by the host institutes as a result of employing SNSF professors.

3.5.1 Motives for accepting SNSF professors

The superiors at the host institutes reported on what motivated them to accept researchers with SNSF professorships. Table 16 lists the responses:

Table 16: Reasons for accepting SNSF professors (n = 90)

Motive	% (n)*
Reputation of the researcher	77% (69)
Research plans complement/complemented the focus of the institute particularly well (complementarity)	64% (58)
Reputation of the SNSF professorship	48% (43)
Expansion of the human or financial resources of the institute	40% (36)
The research project helped establish a new research field at the institute	36% (32)
Personal contact with the researcher	34% (31)
Knowledge transfer	32% (29)
The research plans match/matched the priorities of the institute particularly well (symmetry)	31% (28)
Previous cooperation with the researcher	26% (23)
Researcher previously employed with different funding	17% (15)
Reputation of the researcher's previous place of work	10% (9)
Opportunity to forge contacts abroad	3% (3)
Other reasons	3% (3)

Source: Interface, survey of superiors at host institutes.
 * Multiple answers were possible.

From the point of view of the superiors at the host institutes, the reputation of the researchers was the main reason for accepting them as SNSF professors. The complementarity of the proposed research project with the priorities of the institute was another important motive. Very few respondents cited the opportunity to forge links with other countries by employing researchers with SNSF professorships, and the reputation of the candidates' place of work.

3.5.2 Evaluation of the SNSF professors

Furthermore, the superiors at the host institutes were asked to evaluate the collaboration with the grant holders, the quality of the research projects and the teaching activities of the SNSF professors. Figure 13 shows how the respondents evaluated these aspects.

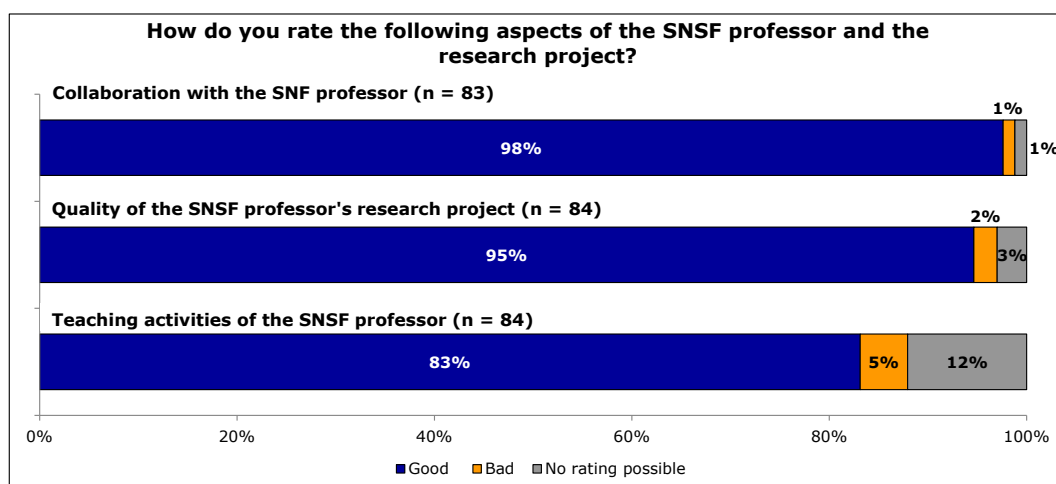


Figure 13: Assessment of various aspects of the SNSF professors and their research projects

Source: Interface, survey of superiors at host institutes. Missing values have been excluded.

There was a very high level of satisfaction with the aspects included in the survey. The respondents were particularly satisfied with the collaboration with the SNSF professors and the quality of the research projects. Each of these aspects was rated "very good" in over 70 percent of the responses.

3.5.3 Impacts of employing researchers with SNSF professorships

The figure below shows how the superiors at host institutes rated the possible impacts of employing an SNSF professor.

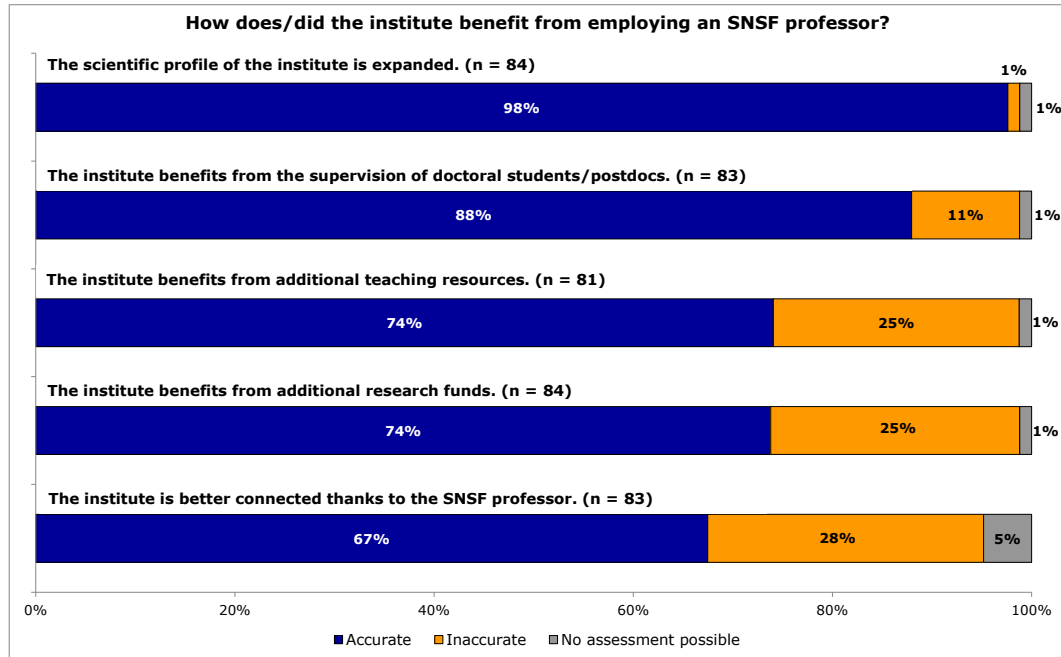


Figure 14: Impacts of employing researchers with SNSF professorships

Source: Interface, survey of superiors at host institutes. Missing values have been excluded.

The host institutes benefited in particular from expanding their scientific profile (e.g. an increase in publication activity or addressing new research focuses). The supervision of postdocs and doctoral students by the SNSF professors also seems to have brought important added value to the host institutes. In addition, at least 67 percent of respondents agreed with the other impacts.

For nearly 20 percent of respondents (17 people), employing SNSF professors also caused problems. These were described in more detail in the open-ended responses. Most of the responses mentioned the need for additional space (e.g. in laboratories). A shortage of financial resources and the extra administrative burden were also cited.

The university rectors were asked whether their institutions benefit from employing researchers with SNSF professorships. All 12 rectors agreed that they do. One of the respondents describes the positive effects in the following terms: "Expanded teaching and research activities; additional scientific expertise; enhancement of the reputation of a particular research field; gaining young, highly talented researchers; a larger number of qualified people available to educate doctoral students." Collaborations with SNSF professors are seen as another positive factor. One person thinks that a large number of SNSF professors at an institution acts as a quality label for the institution.

3.6 Achievement of overall objectives

The SNSF has set itself a series of overall objectives for the SNSF professorships scheme. The SNSF professorships should (1) help to advance academic careers by enabling the holders to build up their own research teams; (2) make it easier to reintegrate researchers from Switzerland who are returning from a stay abroad; (3) keep talented young researchers in the academic system; (4) complement the regular assistant professorships and (5) help develop new fields of research at university institutes.

As part of the various surveys, all three groups were asked to assess how far these objectives are being achieved. The results are shown in figure 15.

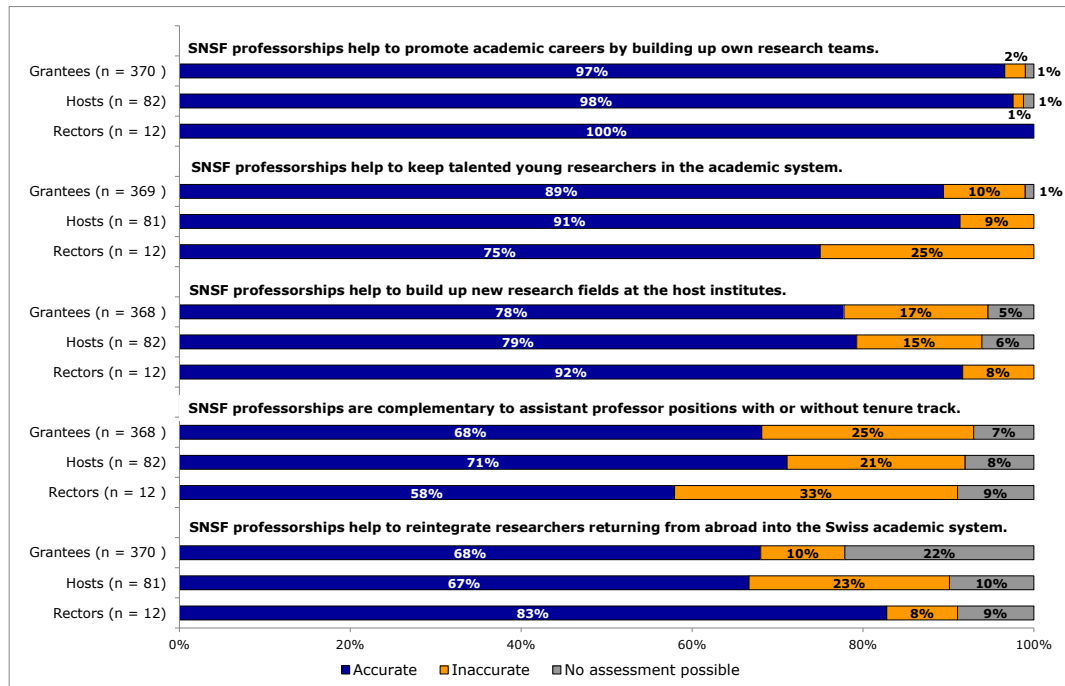


Figure 15: Achievement of overall objectives of the SNSF professorships scheme

Source: Interface, surveys of SNSF professors, superiors at host institutes and university rectors.

The respondents agree that SNSF professorships help to promote academic careers by enabling the grant holders to set up their own research teams. For the other overall objectives, the responses of the rectors differ from those of the other groups, although the small number of cases should also be taken into account. Around 90 percent of SNSF professors and their superiors at host institutes think that the SNSF professorships help to keep talented young researchers in the academic system. About 80 percent of these two groups think that SNSF professorships help to establish new research fields. For grantees and hosts, the statements regarding the reintegration of researchers returning from abroad and the complementarity of SNSF professorships and assistant professorships received the least agreement. The latter statement was even less likely to be agreed with by the university rectors.

4. Summary and conclusions

The final chapter contains a summary of the main findings of the surveys of SNSF professors, their superiors at host institutes and university rectors. In addition, it draws conclusions from a comparison with the results of the surveys of Ambizione grantees and recipients of SNSF project funding. Finally, suggestions are made for potential improvements.

4.1 Summary of results

The results are presented below according to the topics investigated and the corresponding questions.

4.1.1 Initial position

1. *What was the initial position of the SNSF professors?*

- Eighty-six percent of the SNSF professors surveyed were employed at universities and university hospitals at the time of application. The great majority of the respondents were employed as postdocs (51%) or in similar posts (27%) at the time they applied. Three percent were already working as (assistant) professors abroad at that time.
- Over 80 percent of the SNSF professors were receiving another type of funding at the time they applied.

2. *Why do researchers apply for an SNSF professorship?*

- The SNSF professors surveyed were mainly motivated to apply by the prospect of a job with new research focuses and research topics. The general attractiveness of the SNSF professorship was also a crucial factor for many of the respondents.

4.1.2 Concept of the SNSF professorship scheme

3. *What do respondents think of the application process and the arrangements for the SNSF professorship?*

- Above all, the respondents are very satisfied with the amount of funding, the administrative effort involved in making an application, and the submission requirements. The proportion of dissatisfied respondents is slightly higher for the time taken to reach a decision on their application and the duration of the SNSF professorship, at 14 and 10 percent respectively.

4.1.3 Implementation of the SNSF professorship scheme

4. *What do respondents think of the way the SNSF implements the professorships?*

- The SNSF professors surveyed were very satisfied with the advice and support they received from the SNSF. This applied both before and during the application process and during the funding period.

5. *What support do the holders of the professorships receive from their host institutes and what do they think of this support?*

- In almost all cases, the host institutes made infrastructure available for the SNSF professors to use. The survey results show that in most cases, the grant holders were satisfied with the infrastructure provided.
- Nearly half the respondents received additional financial support for their own research work from the host institute. As regards support, there are differences relating to gender and field of support, but these can all be explained by the number of cases (75% of the respondents in field of support III are men) or the type of research project (infrastructure is more often required in field of support III). Sixty-four percent of respondents received additional (scientific) personnel for their research projects. All categories of such personnel (doctoral students, postdocs, other personnel) were fully financed by the host institute in around a third of cases.
- Three-quarters of respondents are satisfied with the support received from the host institute, with male respondents slightly more satisfied than female respondents. Researchers in field of support III are less satisfied with the support from the host institute than researchers in the other two fields of support.
- Almost all respondents undertook teaching duties in their host institute. In most cases, this teaching activity was fully funded by the resources of the SNSF professorship.
- Involvement in the administrative processes of the host institutions and host institutes may be described as good. Almost all SNSF professors were able to supervise doctoral students and participate and vote in faculty meetings. Eighty percent of the SNSF professors surveyed are happy with their integration into their host institutes. An analysis by field of support shows that researchers in field of support I are particularly happy with their integration, while researchers in field of support II are most critical about this aspect.

4.1.4 Impact on the SNSF professors

6. *What is the impact of receiving an SNSF professorship?*

- The three most important impacts of an SNSF professorship are enhancing the holders' scientific profile, improving their competence in their research field and increasing their scientific competitiveness.

7. *How are SNSF professors regarded compared with "regular" assistant professors at Swiss universities?*

- Most of the SNSF professors surveyed assessed their position compared with other assistant professors as weaker (45%) or the same (42%). Researchers in field of support I rate their position significantly higher than researchers in the other fields of support.
- The superiors at the host institutes and the university rectors considered the standing of the SNSF professors to be as high as or even higher than that of other assistant professors without tenure track.
- For all groups, the main reason given for a weaker position was the lack of tenure track.

8. *Does being awarded an SNSF professorship have an impact on the holder's academic independence and future career?*

- Over 90 percent of respondents think that their SNSF professorship has contributed to their scientific independence, while 85 percent believe it has made a big contribution. This applies to men and women equally. Researchers in field of support III rate the contribution as significantly more important than researchers in field of support I.
- Ninety percent of respondents think that the SNSF professorship will have (or has had) an influence on their future research careers. This is a large proportion, even when compared with the other grant recipients surveyed.

9. *Have the former SNSF professors made a career jump?*

- Ninety-four percent of the respondents who have completed their SNSF professorships are now (assistant) professors, and have thus at least been able to stay at the same level as their SNSF professorship. Eighty-eight percent of individuals made the jump to a permanent position at this level. Both types of career jump occurred equally frequently for male and female researchers. Big career jumps may be observed for researchers in field of support I in particular, whereas they occur less often for researchers in field of support III.

4.1.5 Impact on the host institutes

10. *To what extent do host institutes benefit from employing researchers with SNSF professorships?*

- The host institutes benefit in particular from expanding their scientific profile – for instance by increasing their publication activity or covering new research focuses. The supervision of scientific personnel by the SNSF professors has also brought important added value to the host institutes.

11. *Does accepting SNSF professors cause the host institutes any problems?*

- Employing a researcher with an SNSF professorship caused problems for around 20 percent of respondents. These were mainly caused by a shortage of resources (in relation to infrastructure, funding and administration).

4.1.6 Overall objectives

12. *How far have the overall objectives that the SNSF has set itself in relation to the professorships been met?*

- The groups surveyed agree that SNSF professorships help to promote academic careers by enabling the grant holders to build up their own research teams.

4.2 Conclusions and points for discussion

This section contains conclusions drawn from the results of the surveys, as well as points for discussion raised by the various groups.

4.2.1 Conclusions and comparisons with Ambizione

The SNSF professorships are an effective tool for career advancement at several levels, and have a positive influence on the scientific independence and future career of the grantees. This tool significantly increases their chances of obtaining a permanent post as (assistant) professor. A comparison with other SNSF funding schemes shows that SNSF professorships have a considerable impact on career jumps. In 88 percent of cases, researchers with SNSF professorships make big career jumps. This impact exists regardless of the gender or academic discipline of the grantee, although researchers in field of support III believe that an SNSF professorship is particularly important for their future career. This applies even though this group of survey participants make big career jumps less frequently than respondents in the other two fields of support. Interestingly, many grant holders and hosts criticise the lack of tenure track or a lack of future prospects for the SNSF professors. However, the survey indicates that this is the subjective opinion of the grantees, and does not necessarily correspond with reality on completion of the SNSF professorship. It therefore appears that the problem lies in the fact that SNSF professors may find themselves in situations where they are competing with other assistant professors at the host institute and feel that they are being placed at a disadvantage. It remains to be discussed how this situation could be avoided and whether the SNSF can and should do anything to strengthen the position of researchers with SNSF professorships at the host institutes.

Conclusions about the overall objectives that the SNSF has set itself in relation to the SNSF professorships may also be drawn from the survey results. In the light of the survey results, the objective of advancing academic careers by enabling grant holders to build up their own research teams may be regarded as having been met. It also appears that the SNSF professorships have made it easier to reintegrate researchers from Switzerland who are returning to the country following a stay abroad. A return to the Swiss scientific community is an important motive for applying, at least for researchers who were educated in Switzerland and are applying from another country. Eighty-four percent of this group agree that the SNSF professorships have this impact.

Practically all researchers remain in the academic system after completing their SNSF professorships. This was also specified as one of the scheme's objectives. Although the survey results cannot prove that a contribution is being made to building up new fields of research at university institutes, the responses from the SNSF professors, their superiors at the host institutes and university rectors tend to indicate that this objective is being achieved.

A comparison with the evaluation of Ambizione shows in particular that the SNSF professorships are regarded as having a similarly large impact on grantees' scientific independence and future careers. Among SNSF professors, the proportion of respondents who think that the SNSF professorship had or is having an impact on their future scientific career is in fact even larger than among the Ambizione grantees surveyed. This is confirmed by looking at career development and career jumps. An SNSF

professorship leads to a permanent post as (assistant) professor more often than is the case for Ambizione.

Whereas two suggestions for improvement (extending the funding period, enabling grant holders to employ scientific personnel) came out very clearly for Ambizione, there does not appear to be any urgent need to amend the fundamental arrangements for the SNSF professorships at present. This shows that the SNSF professorships are a well-established funding scheme 14 years after their launch, and that the right adjustments have been made to the scheme. Nevertheless, various suggestions for fine-tuning can be gleaned from the surveys. These are presented in the following section.

4.2.2 Points for discussion

A number of points for discussion or suggestions for improvement from the different groups can be identified on the basis of the surveys, and these may be significant for the future development of the SNSF professorships as a funding scheme. They are presented below, divided into the groups surveyed.

SNSF professors

The responses from the grant holders reveal one main point for discussion: the lack of tenure track and the lack of prospects for obtaining a permanent post at the host institute. According to the grantees, this leads to a lack of commitment on the side of the host institutes, poorer integration and a weaker position when competing with regular assistant professors.

The SNSF professors surveyed made further suggestions for improving the professorships scheme:

These include extending the funding period (e.g. to 5 plus 3 years), increasing the amount of the grant and shortening the time it takes to announce whether the initial application has been successful. Other suggestions cover increasing the level of cooperation between the SNSF and the universities with the aim of ensuring the commitment of the host institutes, setting up a mentoring programme for SNSF professors, and opening up the professorships to international competition. Another topic is switching between universities within Switzerland, which some respondents felt should no longer be urged so strongly.

Superiors at the host institutes

Four main suggestions for improvement can be identified in this group:

- First of all, tenure track or a future career path for the SNSF professors should be created. According to the survey of superiors at the host institutes, this could be achieved by involving the institutions more fully in the selection process and aligning the focus of the grant holders and the host institutes more closely.
- Second, like the grantees, this group of respondents also suggests amending the duration of the SNSF professorships. In individual cases, they say that extensions of three or four years should be permitted.
- Third, the superiors at the host institutes would welcome a modification to the SNSF selection process. Candidate assessment should be more rigorous and involve the host institutes more closely.

- The respondents recognise the problem of the sometimes inadequate integration of SNSF professors into the host institutes and, like the grantees themselves, suggest setting up a mentoring programme or institutionalised interim reporting to the SNSF.

University rectors

The university rectors see scope for improving the SNSF professorships by harmonising the research focuses of the SNSF professors with the scientific focuses, strategic orientation and structural planning of the universities and institutes in advance. This is the only way to ensure effective integration and advance the future academic careers of the grant holders. A number of rectors believe that researchers with SNSF professorships should be allocated more teaching duties so that they can acquire valuable experience in this area. Other suggestions for improvement from individual rectors are as follows:

- The SNSF professorships should not be called "professorships", since professors are selected by the institutions and grant holders may lose the title at the end of their SNSF professorship. Grant holders should be clearly informed that an SNSF professorship does not entail a permanent job at the host institution.
- Greater flexibility as regards setting research priorities should be allowed during the funding period, to make it easier for grantees to integrate into the host institute.
- The host institutions should be involved more closely in the evaluation process
- Host institutes should be obliged to carry out career tracking and help grant holders gain skills in teaching, leading research groups etc.
- Modify the selection of SNSF professors to harmonise it with the tenure track culture.
- Create the option of allowing foreign universities to be selected as host institutions.

5. Annex

5.1 Survey with SNSF professors



SWISS NATIONAL SCIENCE FOUNDATION

Dear participant

We highly appreciate your willingness to participate in our survey concerning the Swiss National Science Foundation's (SNSF) professorships. You have been asked to participate because you were awarded a SNSF professorship between 2000 and 2013. The SNSF recently decided to examine its SNSF professorships and commissioned INTERFACE Politikstudien Forschung Beratung, run by Prof. Andreas Balthasar, for this purpose.

It should take you approximately 15 minutes to complete the survey. Please select the answers that best reflect your personal opinion. Some open-ended questions have been included to allow you to provide a more detailed answer. You can browse backward and forward through the questionnaire by clicking on the "Previous" and "Next" buttons at the bottom of each page. If you can't answer a question, please select "Don't know" or "No assessment possible". Please finish the survey by clicking "Submit" at the end of the questionnaire.

Your responses will be kept strictly confidential and your name will not be attached to any of the survey results.

If you have questions concerning the survey, or if you experience technical problems, please contact Helen Köchli at Interface (koechli@interface-politikstudien.ch).

Thank you very much for your valued collaboration.

Background information

In which year did you receive a SNSF professorship?

I have never received any SNSF professorship.

What funding amount (in CHF) were you awarded?

Has your research project funded by the SNSF professorship been completed?

Yes No

Was any application for a SNSF professorship submitted by you rejected?

Yes No

Why was your application rejected?

Your application for a SNSF professorship

Which statements apply to you?

- I own a Swiss passport.
- I do not own a Swiss passport.

- I obtained my doctorate in Switzerland.
- I obtained my doctorate abroad.

- I have submitted my application for a SNSF professorship from Switzerland.
- I have submitted my application for a SNSF professorship from another country.

Where were you working when you submitted the application?

- At a university/university hospital
- At a university of applied sciences
- At a research facility outside academia
- Private sector/administration/NPO
- Other work
- I was not working

How can your position at the time you submitted your application be best described?

- Postdoc
- Scientific collaborator
- Lecturer
- Assistant
- Other position, namely:

Had you already received any other type of funding before submitting your application?

- No
- Yes, namely:
- Funding from another Swiss institution/agency (not the SNSF), namely:
- Funding from a foreign institution/agency, namely:
- SNSF funding, namely:
- SNSF fellowship for prospective researchers
- SNSF fellowship for advanced researchers
- Ambizione
- Marie Heim-Vögtlin (MHV)
- SNSF project funding
- Other SNSF funding

How satisfied were you with the following aspects of the application procedure?

	Very satisfied	Rather satisfied	Rather unsatisfied	Not at all satisfied	Not applicable
The information/advice from the SNSF?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The administrative effort involved in the application?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The submission requirements (deadlines, two-stage evaluation procedure, etc.)?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The time it took before you received the decision?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

We would like to ask you a few questions on your choice of the SNSF professorship and the host institute.

How significant were the following motives for your application for a SNSF professorship?

	Very significant	Rather significant	Rather insignificant	Completely insignificant	Not applicable
Option of returning or coming to the Swiss science community	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Option of developing your own research focuses	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Option of studying new research questions	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Reputation of the SNSF professorship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Attractiveness of the SNSF professorship	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
Option of going to another research institution in Switzerland	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Are there other significant reasons why you chose to apply for a SNSF professorship?

- No
- Yes, namely:

At what type of institution was/is your SNSF professorship host institute based?

- University/university hospital
- ETH/EPF
- University of applied sciences
- Other institution

How did you find your SNSF professorship host institute (or your department, lab, team etc.)? (multiple answers possible)

- I knew my host institute thanks to personal contacts.
- I knew my host institute due to earlier stays.
- I was already employed at my host institute before I received funding.
- My host institute was recommended to me by scientific mentors or colleagues.
- I found my host institute by other means.

Why did you choose your host institute (or your department, lab, team, etc.)? (multiple answers possible)

- Reputation of the host institute
- Reputation of scientists at the host institute
- Importance of the host institute in my research field
- Existing links to the host institute
- Infrastructure of the host institute
- Employment conditions at the host institute
- Family/personal reasons
- Other/further reasons, namely:

Research within the scope of the SNSF professorship

The following questions concern different aspects of your research activities within the scope of your SNSF professorship.

How satisfied were/are you with...

	Very satisfied	Rather satisfied	Rather unsatisfied	Not at all satisfied	Not applicable
...the support/advice from the SNSF?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...the funding amount of the awarded SNSF professorship?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...the duration of the awarded SNSF professorship?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...the support you received/receive from the host institute?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...the infrastructure at the host institute?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...the integration into the host institute?	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Why were/are you not satisfied with the support/advice from the SNSF?

Why were/are you not satisfied with the funding amount of the awarded SNSF professorship?

Why were/are you not satisfied with the duration of the awarded SNSF professorship?

Why were/are you not satisfied with the support you received/receive from the host institute?

Why were/are you not satisfied with the infrastructure at the host institute?

Why were/are you not satisfied with the integration into the host institute?

By what specific means did/does your host institute support you? (multiple answers possible)

- I was able to use existing infrastructures (rooms, IT, instruments, etc.).
- The host institute financially supported the acquisition of new infrastructure.
- The host institute acquired new infrastructure.
- I received additional financial support for activities at the host institute (e.g. teaching).
- I received additional financial support for my own research work.
- Further support, namely:

How would you describe your position as a SNSF professor at your host institute compared to other assistant professors working there?

- Stronger
- Similar
- Weaker
- There are/were no other assistant professors at my host institute.

Would you like to explain the difference?

What type of personnel were/are financed by your SNSF professorship?

- Doctoral students
- Postdocs
- Other personnel (e.g. assistants, technicians, etc.)

How many doctoral students?

How many postdocs?

How many other personnel?

Were/are you supported by additional doctoral students, postdocs and/or other personnel in your research work (financed by other funds)?

- Yes
- No

What type of additional personnel was/is available to provide support?

- Doctoral students
- Postdocs
- Other personnel (e.g. assistants, technicians, etc.)

How many doctoral students?

How were/are these additional doctoral students funded?

- Partially by the SNSF professorship, partially by the host institute
- Fully financed through funds from the host institute
- Other financing
- Don't know

How many postdocs?

How were/are these additional postdocs funded?

- Partially by the SNSF professorship, partially by the host institute
- Fully financed through funds from the host institute
- Other financing
- Don't know

How many other personnel?

How were/are these additional other personnel funded?

- Partially by the SNSF professorship, partially by the host institute
- Fully financed through funds from the host institute
- Other financing
- Don't know

Were/are you officially allowed to act as the PhD advisor of your doctoral students at your host institution?

- Yes
- No

Would you like to comment on your answer?

Were/are you involved in teaching activities at the host institute during your time as a SNSF professor?

- Yes
- No

What was/is the scope (hours per week per semester, incl. time for preparation) of these teaching commitments across the entire SNSF professorship period?

- Don't know.

At which level did/do you teach? (multiple answers possible)

- Bachelor level
- Master level
- Doctoral level
- Other level

How were/are these teaching activities financed?

- Fully funded through the SNSF professorship
- Partially by the SNSF professorship, partially by the host institute
- Fully financed through funds from the host institute
- Other financing
- Don't know

Were/are you allowed to attend faculty meetings or department meetings (ETHZ)?

- Yes
- No

Would you like to comment on your answer?

Did/do you have the right to vote in faculty meetings or department meetings (ETHZ)?

- Yes
- No

Would you like to comment on your answer?

Have you received further funding during your SNSF professorship? (multiple answers possible)

- No
- Yes, namely:

- Funding from another Swiss institution/agency (not the SNSF), namely:
- Funding from a foreign institution/agency, namely:

SNSF funding, namely:

- SNSF project funding
- National Research Programmes (NRP)
- National Centers of Competence in Research (NCCR)
- Sinergia
- Other SNSF funding

Funding from the ERC, namely:

- Starting grant
- Consolidator grant
- Advanced grant
- Other ERC grant

We would now like to ask you some questions about the effects of your SNSF professorship.

The SNSF professorship has...

	Very accurate	Rather accurate	Rather inaccurate	Completely inaccurate	No assessment possible
...improved my competence in my research field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...enhanced my scientific profile.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...increased my scientific competitiveness.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...improved my teaching abilities.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...improved my leadership skills.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...improved my (international) networking.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...given me easier access to leading scientists in my research field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...increased the number of my scientific publications.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...improved the quality of my scientific publications.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...enabled me to gain a foothold in the Swiss science scene after a stay abroad.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Did/does your SNSF professorship have any other impacts?

- No
- Yes, namely:

The concept of scientific independence is interpreted and implemented differently in different disciplines.

What are the criteria for scientific independence in your discipline?

What kind of contribution has the SNSF professorship made to your scientific independence in this sense?

- A very large contribution
- A rather large contribution
- A rather small contribution
- No contribution
- Don't know

Did/does the SNSF professorship have a substantial influence on your further career?

- Yes
- No

How?

Why not?

Could your research project have been carried out/have been started without the SNSF professorship?

- Yes
- No

How?

Why not?

At what kind of institutions and where have you worked from the end of your SNSF professorship up to now? (multiple answers possible)

- | | | |
|---|---|---|
| <input type="checkbox"/> At universities/university hospitals: | <input type="checkbox"/> In Switzerland | <input type="checkbox"/> In another country |
| <input type="checkbox"/> At universities of applied sciences: | <input type="checkbox"/> In Switzerland | <input type="checkbox"/> In another country |
| <input type="checkbox"/> At research institutions outside academia: | <input type="checkbox"/> In Switzerland | <input type="checkbox"/> In another country |
| <input type="checkbox"/> Private sector/administration/NPO: | <input type="checkbox"/> In Switzerland | <input type="checkbox"/> In another country |
| <input type="checkbox"/> Other work: | <input type="checkbox"/> In Switzerland | <input type="checkbox"/> In another country |
| <input type="checkbox"/> I have not worked since then | | |

Have you received further funding after your SNSF professorship?

No

Yes, namely:

Funding from another Swiss institution/agency, namely:

Funding from a foreign institution/agency, namely:

Further SNSF funding, namely:

SNSF project funding

National Research Programmes (NRP)

National Centers of Competence in Research (NCCR)

Sinergia

Other SNSF funding

Funding from the ERC, namely:

Starting grant

Consolidator grant

Advanced grant

Other ERC grant

Were other applications of yours for further funding rejected after the end of the SNSF professorship?

No

Yes, namely for:

Funding from another Swiss institution/agency, namely:

Funding from a foreign institution/agency, namely:

Further SNSF funding, namely:

SNSF project funding

National Research Programmes (NRP)

National Centers of Competence in Research (NCCR)

Sinergia

Other SNSF funding

Funding from the ERC, namely:

Starting grant

Consolidator grant

Advanced grant

Other ERC grant

Your career situation today

The following questions concern your current career situation.

Where is your current main job?

In Switzerland

In another country

I am not currently working

In what kind of institution is your main job?

At a university/university hospital

At a university of applied sciences

At a research facility outside academia

Private sector/administration/NPO

Other work

Are you still working at your SNSF professorship host institution?

Yes

No

How can your current position be best described?

- Full professor
- Associate professor
- Assistant professor (with tenure track)
- Assistant professor (without tenure track)
- Scientific collaborator
- Lecturer
- Assistant
- Postdoc
- Other position, namely:

Attainment of goals and potential for improvement

With the SNSF professorships, the SNSF aims to achieve various overarching goals. We would like to know your views with regard to the attainment of these goals.

How do you rate the following statements with regard to the goals attained through the SNSF professorships?

	Very accurate	Rather accurate	Rather inaccurate	Completely inaccurate	No assessment possible
SNSF professorships help to promote academic careers by building up own research teams.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SNSF professorships help to reintegrate researchers returning from abroad into the Swiss academic system.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SNSF professorships help to keep talented young researchers in the academic system.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SNSF professorships are complementary to assistant professor positions with or without tenure track.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SNSF professorships help to build up new research fields at the host institutes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you see any potential for improving the SNSF professorship?

- No
- Yes, namely:

Do you have further comments concerning the SNSF professorships?

Personal data

We would like to conclude this questionnaire by asking you some questions about yourself.

In which year did you obtain your doctorate?

In which country did you receive your doctorate?

In which main discipline did you complete your doctorate?

- Humanities and social sciences
- Mathematics, natural and engineering sciences
- Biology and medicine
- Other main discipline

In which main discipline of the humanities or social sciences did you complete your doctorate?

- | | |
|---|---|
| <input type="radio"/> Philosophy | <input type="radio"/> Ancient history and classical studies |
| <input type="radio"/> Theology, religious studies | <input type="radio"/> Prehistory |
| <input type="radio"/> Educational sciences and pedagogy | <input type="radio"/> Archaeology |
| <input type="radio"/> Psychology | <input type="radio"/> Ethnology |
| <input type="radio"/> Sociology | <input type="radio"/> Art studies (art history, musicology, theater and cinema) |
| <input type="radio"/> Political science | <input type="radio"/> Architecture, social urban sciences |
| <input type="radio"/> Economics | <input type="radio"/> Literature |
| <input type="radio"/> Legal sciences | <input type="radio"/> Linguistics |
| <input type="radio"/> Communication sciences | <input type="radio"/> Other |
| <input type="radio"/> History in general, Swiss history | |

In which main discipline of mathematics, natural or engineering sciences did you complete your doctorate?

- | | |
|---|---|
| <input type="radio"/> Mathematics | <input type="radio"/> Material sciences |
| <input type="radio"/> Astronomy, astrophysics | <input type="radio"/> Information sciences |
| <input type="radio"/> Space research | <input type="radio"/> Environmental studies |
| <input type="radio"/> Chemistry | <input type="radio"/> Geosciences |
| <input type="radio"/> Physics | <input type="radio"/> Other |
| <input type="radio"/> Engineering sciences | |

In which main discipline of biology or medicine did you complete your doctorate?

- | | |
|--|---|
| <input type="radio"/> Biology as a basic science | <input type="radio"/> Clinical medicine |
| <input type="radio"/> General biology | <input type="radio"/> Preventive medicine (epidemiology/early diagnosis/prevention) |
| <input type="radio"/> Basic medical sciences | <input type="radio"/> Social medicine |
| <input type="radio"/> Experimental medicine | <input type="radio"/> Other |

In which other main discipline did you complete your doctorate?

In which year were you born?

Your sex?

- Female
- Male

Do you have children?

- Yes
- No

How many?

How heavy a burden was/is childcare during your time as a SNSF professor?

- Very heavy
- Rather heavy
- Rather light
- Very light

You have reached the end of the questionnaire. Thank you for your valued participation.

5.2 Survey with superiors at the host institutes



SWISS NATIONAL SCIENCE FOUNDATION

Dear participant

We highly appreciate your willingness to participate in our survey concerning the Swiss National Science Foundation's (SNSF) professorships. You have been asked to participate because you are currently hosting an SNSF professor. The SNSF recently decided to examine its SNSF professorships and has commissioned INTERFACE Politikstudien Forschung Beratung, run by Prof. Andreas Balthasar, for this purpose.

It should take you approximately 15 minutes to complete the survey. Please select the answers that best reflect your personal opinion. Some open-ended questions have been included to allow you to provide a more detailed answer. You can browse backward and forward through the questionnaire by clicking on the "Previous" and "Next" buttons at the bottom of each page. If you can't answer a question, please select "Don't know" or "No rating/assessment possible". Please finish the survey by clicking "Submit" at the end of the questionnaire.

Your responses will be kept strictly confidential and your name will not be attached to any of the survey results. If you have questions concerning the survey, or if you experience technical problems, please contact Helen Köchli at Interface (koechli@interface-politikstudien.ch).

Thank you very much for your valued collaboration.

Background

At what type of institution is your institute based?

- University/university hospital
- ETH/EPF
- University of applied sciences
- Other institution

In which discipline are you mainly doing research or did you last do research?

- Humanities and social sciences
- Mathematics, natural and Engineering sciences
- Biology and medicine
- Other discipline

In which main discipline of the humanities or social sciences are you mainly doing research or did you last do research?

- | | |
|---|---|
| <input type="radio"/> Philosophy | <input type="radio"/> Ancient history and classical studies |
| <input type="radio"/> Theology, religious studies | <input type="radio"/> Prehistory |
| <input type="radio"/> Educational sciences and pedagogy | <input type="radio"/> Archaeology |
| <input type="radio"/> Psychology | <input type="radio"/> Ethnology |
| <input type="radio"/> Sociology | <input type="radio"/> Art studies (art history, musicology, theater and cinema) |
| <input type="radio"/> Political science | <input type="radio"/> Architecture, social urban sciences |
| <input type="radio"/> Economics | <input type="radio"/> Literature |
| <input type="radio"/> Legal sciences | <input type="radio"/> Linguistics |
| <input type="radio"/> Communication sciences | <input type="radio"/> Other |
| <input type="radio"/> History in general, Swiss history | |

In which main discipline of mathematics, natural or engineering sciences are you mainly doing research or did you last do research?

- Mathematics
- Astronomy, astrophysics and space research
- Chemistry
- Physics
- Engineering sciences
- Material sciences
- Information sciences
- Environmental studies
- Geosciences
- Other

In which main discipline of biology or medicine are you mainly doing research or did you last do research?

- Biology as a basic science
- General biology
- Basic medical sciences
- Experimental medicine
- Clinical medicine
- Preventive medicine (epidemiology/early diagnosis/prevention)
- Social medicine
- Other

In which other main discipline are you mainly doing research or did you last do research?

Importance of SNSF professorships for the host institutes

The following questions concern the employment of SNSF professors at your institute or in your lab/group etc. Please refer to the SNSF professor currently employed at your institute.

Does the SNSF professor fit the strategic alignment of your institute?

- Yes
- No
- Don't know.

Does the SNSF professor fit the strategic alignment of the university?

- Yes
- No
- Don't know.

What motivated you to accept the SNSF professor? (multiple answers possible)

- Reputation of the researcher
- Reputation of the SNSF professorships
- Reputation of the researcher's workplace at the time
- Knowledge transfer
- Possibility of contacting researchers based abroad
- Earlier cooperation with the researcher
- Earlier employment of the researcher with different financing
- Personal contact with the researcher
- The research project is/was closely in line with the main research topics of the institute (symmetry).
- The research project complements/complemented the main research topics of the institute particularly well (complementarity).
- The research project helped to build up a new research area at the institute.
- Expansion of the human or financial resources of the institute
- Other reasons, namely:

We would like to know how you are able to benefit from the employment of the SNSF professor.

Please give your assessment of the following statements concerning the benefits of employing the SNSF professor at your institute.

	Very accurate	Rather accurate	Rather inaccurate	Completely inaccurate	No assessment possible
The scientific profile of the institute is expanded (e.g. increased publishing activity, new research focuses etc.).	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institute benefits from additional teaching resources.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institute benefits from additional research funds.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institute benefits from the supervision of doctoral students/postdocs.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
The institute is better connected thanks to the SNSF professor.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Does the institute benefit in other ways from the employment of the SNSF professor?

- No
- Yes, namely:

Does the employment of the SNSF professor create any disadvantages for the institute?

- No
- Yes, namely:

How do you rate the collaboration with the SNSF professor?

- Very good
- Good
- Rather bad
- Very bad
- No rating possible

Would you like to elaborate on your answer?

How do you rate the integration of the SNSF professor at your institute?

- Very good
- Good
- Rather bad
- Very bad
- No rating possible

Would you like to elaborate on your answer?

How do you rate the quality of the SNSF professor's research project at your institute?

- Very good
- Good
- Rather bad
- Very bad
- No rating possible

Would you like to elaborate on your answer?

How do you rate the teaching activities of the SNSF professor at your institute?

- Very good
- Good
- Rather bad
- Very bad
- No rating possible

Would you like to elaborate on your answer?

To what extent is it possible to guarantee the independence of the SNSF professor?

- To a very large extent
- To a large extent
- To a small extent
- To a very small extent
- No rating possible

Would you like to elaborate on your answer?

Is the SNSF professor different from other assistant professors at your institute?

- Yes
- No
- Don't know
- There are no other assistant professors at my institute.

Is the SNSF professor scientifically more independent?

- No
- Yes

Are there other/further differences?

- No
- Yes, namely:

What specific support does your institute provide the SNSF professor with? (multiple answers possible)

- Additional scientific personnel
- Additional financial support
- Acquisition of specific equipment (e.g. measuring instruments)
- Other support, namely:
- No additional support

Does the institute have any difficulty in providing this support?

- No
- Yes

Why?

Will the SNSF professor continue to be employed at the institute once the funding has ended?

- Yes
- No
- Don't know yet.

In what position?

How will this employment be financed?

Why not?

Effects of SNSF professorships on the grantees

We would like to know how you rate the possible effects of SNSF professorships on the grantees.

An SNSF professorship...

	Very accurate	Rather accurate	Rather inaccurate	Completely inaccurate	Don't know
...increases the grantees' competence in their field.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...improves the quality of the grantees' scientific publications.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...increases the scientific independence of the grantees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...enhances the scientific profile of the grantees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...increases the scientific competitiveness of the grantees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...improves the teaching abilities of the grantees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...improves the leadership skills of the grantees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...improves the (international) networking of the grantees.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
...significantly improves the grantees' chances to obtain a professorship position in Switzerland or elsewhere.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

In your opinion, does an SNSF professorship have a significant impact on the careers of grantees?

- Yes
- No

How?

Why not?

What in your opinion are the strengths of the SNSF professorships?

What in your opinion are the weaknesses of the SNSF professorships?

How do you rate the standing of SNSF professors in comparison with assistant professors without tenure track at your institute?

- Higher
- Similar
- Lower
- There are no other assistant professors at my institute.

How do you rate the standing of SNSF professors in comparison with other prestigious grantees (like ERC starting or consolidator grantees) at your institution?

- Higher
- Similar
- Lower
- There are no other grantees at my institute.

Contacts with the SNSF

How well do you feel you have been informed about the objectives of the SNSF professorships?

- Very well informed
- Well informed
- Rather badly informed
- Very badly informed
- No rating possible

How could the SNSF improve the information it provides about the SNSF professorships?

Attainment of goals and potential for improvement

With the SNSF professorships, the SNSF aims to achieve various overarching goals. We would like to know your views with regard to the attainment of these goals.

How do you rate the following statements with regard to the goals attained through SNSF professorships?

	Very accurate	Rather accurate	Rather inaccurate	Completely inaccurate	No assessment possible
SNSF professorships help to promote academic careers by building up own research teams.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SNSF professorships help to reintegrate researchers returning from abroad into the Swiss academic system.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SNSF professorships help to keep talented young researchers in the academic system.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SNSF professorships are complementary to assistant professor positions with or without tenure track.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SNSF professorships help to build up new research fields at institutes.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

Do you see any potential for optimising the SNSF professorships?

- No
- Yes, namely:

You have reached the end of the questionnaire. Thank you for your participation.

5.3 Survey with the rectors of the Swiss universities

Questionnaire for the evaluation of the SNSF professorships

1. Background

Please fill in your name and the name of your university/ETH/EPF:

2. Scientific standing of SNSF professors

We would like to know how you judge the scientific standing of the SNSF professors at your institution.

2.1 How do you rate the standing of the SNSF professors in comparison with Assistant Professors without tenure track at your institution?

Higher Similar Lower No rating possible

Would you like to elaborate on your answer?

2.2 How do you rate the standing of the SNSF professors in comparison with other prestigious grantees (like ERC Starting or Consolidator grantees) at your institution?

Higher Similar Lower No rating possible

Would you like to elaborate on your answer?

2.3 Does your institution benefit from the employment of SNSF professors?

Yes, namely: No, because:

3. Scientific integration of SNSF professors

We would like to know how you judge the scientific integration of the SNSF professors at your institution.

3.1 How do you rate the scientific integration of the SNSF professors at your institution?

- Very good Rather good Rather bad Very bad
 No rating possible

Would you like to elaborate on your answer?

3.2 Are the SNSF professors allowed to supervise PhD students by their own at your institution?

- Yes, always
 Depends on faculty/department
 No, never

Would you like to elaborate on your answer?

3.3 Are SNSF professors systematically invited to apply for open professor positions in their field of research at your institution?

- Yes
 No
 Don't know

Would you like to elaborate on your answer?

3.4 Does your institution consider SNSF professors for tenure track?

- Yes
 Depends on faculty/department
 No

Would you like to elaborate on your answer?

4. Career perspectives of SNSF professors

We would like to know how you rate the possible effects of SNSF professorships on the grantees' career potential.

4.1 What are, in your opinion, the strengths of the SNSF professorships?

4.2 What are, in your opinion, the weaknesses of the SNSF professorships?

4.3 How do you rate the SNSF professors' career potential in comparison with assistant professors without tenure track at your institution?

- Higher Similar Lower No rating possible

Would you like to elaborate on your answer?

4.4 How do you rate the SNSF professors' career potential in comparison with assistant professors with tenure track at your institution?

- Higher Similar Lower No rating possible

Would you like to elaborate on your answer?

5. Attainment of goals and potential for improvement

With the SNSF professorships, the SNSF aims to achieve various overarching goals. We would like to know your views with regard to the attainment of these goals.

5.1 How do you rate the following statements with regard to the goals attained through the SNSF professorships?

	Very accurate	Rather accurate	Rather inaccurate	Completely inaccurate	No assessment possible
SNSF professorships help to promote academic careers by building up own research teams.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SNSF professorships help to reintegrate researchers returning from abroad into the Swiss academic system.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SNSF professorships help to keep talented young researchers in the academic system	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SNSF professorships are complementary to assistant professor positions.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
SNSF professorships help to build up new research fields at institutes and contribute to scientific diversity.	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

5.2 In the domain of energy, the SNSF introduced "AP Energy Grants" as a pilot scheme in order to financially support recently nominated assistant professors (AP, salary covered by university). Would you judge such a scheme a valuable complement to the SNSF professorships in order to support newly established AP(TT) positions at Swiss universities?

- Yes
 No

Would you like to elaborate on your answer?

5.3 Do you see any potential for optimising the SNSF professorships?

- Yes, namely: No Don't know

Thank you for your participation!

Further comments: