

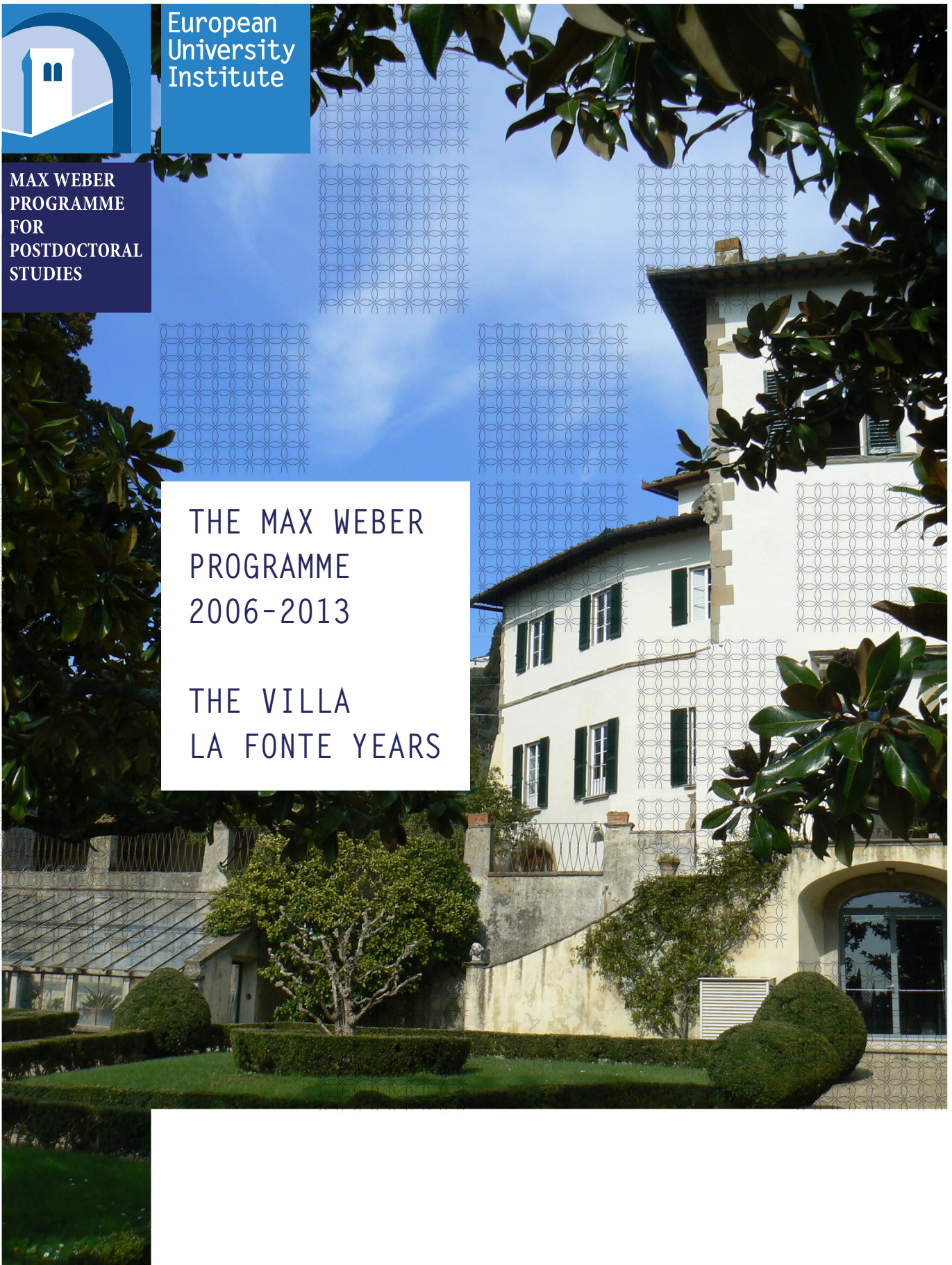


European  
University  
Institute

MAX WEBER  
PROGRAMME  
FOR  
POSTDOCTORAL  
STUDIES

THE MAX WEBER  
PROGRAMME  
2006-2013

THE VILLA  
LA FONTE YEARS



THE MAX WEBER  
PROGRAMME  
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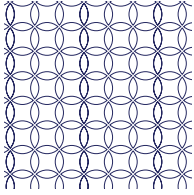
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## FOREWORD

The Max Weber Programme (MWP) of the European University Institute began in the academic year 2006-2007 with forty Max Weber Fellows. This report summarizes the most relevant features of the Programme in its first seven years. Villa La Fonte (VLF) was the home and meeting point of the MWP over these seven academic years. A beautiful place to reflect, discuss and work, VLF gave character to the MWP. In the end, however, what characterizes the MWP over these first years are: the Max Weber Fellows, the MWP activities and the people who have made them possible. This report focuses on these characteristics: it provides basic 'historical' statistics of the MWP, contains a new study by the Academic Careers Observatory, assessing the impact of the postdoctoral Programme, and it highlights its main Multidisciplinary Research and Academic Practice Activities. These activities have evolved over the years, since the MWP has been a learning experience from the outset, and have also provided continuity and structure to the Programme, making it unique within the Social Sciences and Humanities.

This report is a collective effort of the MWP team; nevertheless, different sections have been written by different members of the team and it is organized as follows. The first section is both an introduction and, at the same time, a personal reflection by the Director of the MWP, Ramon Marimon. Section 2 presents the main facts and figures of the MWP 2006-2013, based on data assembled every year by Eija Heikkinen, (EUI Academic Service), which has been developed by the Academic Careers Observatory, in particular by Tamara Popić and Cristina Cirillo who have written this section. Section 3 presents the last ACO impact report of the MWP, by Cristina Cirillo, Ramon Marimon and Alanna O'Malley. In Section 4, Laurie J. Anderson and Karin Tilmans describe the Academic Practice Activities and in Section 5, Sarah Simonsen and Ramon Marimon the Multidisciplinary Research Activities, while the activities of the Academic Careers Observatory are presented by Alanna O'Malley, Tamara Popić and Ramon Marimon in Section 6. Section 7, compiled by Alyson Price and Ognjen Aleksić, presents, as a benchmark, some of the research and scholarly achievements of former Max Weber Fellows in these past seven years, and Section 8, assembled by Susan Garvin concludes with her personal testimonial and those of three more people who worked in Villa La Fonte over the seven years. Valeria Pizzini has been responsible for the final editing and publication of the report, with the help of Alyson Price, Sarah Simonsen and the EUI Communications Services.

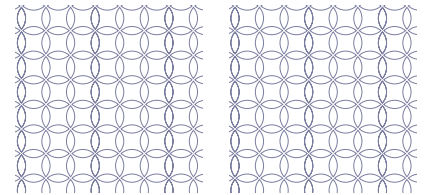


# SECTION 1

## A PERSONAL REFLECTION







2 September 2006. In my welcome to the first group of Max Weber Fellows to the beautiful Villa La Fonte, to characterize the Max Weber Programme (MWP) I said a few things that – almost to my surprise – are still valid, seven years later. In particular, I mentioned that one drawback of postdoctoral programmes in the Social Sciences and Humanities (SSH) is that they typically offer either a ‘parking office’ – where fellows can follow their research agendas, or ‘the possibility to work on a research project’, typically under the direction of a professor. In the former, basically an extension of PhD work, the fellow gets the luxury of time, but the anxiety of facing many challenges (finding a job, revising a paper, etc.) in solitude. In the latter, basically a qualified Research Assistant’s job, the fellow gets the stimulus of being part of an active research group, but dependence on someone else’s research agenda. The Max Weber Programme was designed to be neither of the above.

In order to avoid simply saying what the Programme was not, I said the MWP was aimed at combining research and postdoctoral training in a collective multidisciplinary environment; designed to enhance a range of skills much needed in pursuing an academic career, such as communication in writing, presenting, teaching, etc.; academic professionalism, in applying for research funds, refereeing, mentoring, etc.; a balance between specialization and broad understanding, between individual concentration and collective work and criticism; and in time management to meet different academic commitments. Nevertheless, I also said that the Programme was going to be ‘a learning experience.’ In saying this, I was being both honest and prudent since neither I, nor anyone else in my Max Weber Programme team or the EUI, had a very precise idea of how these ideas were going to be implemented or of how the Programme was going to evolve. As with any innovation, there was quite a lot of discussion and experimentation at the beginning. However, the main components of the Programme rapidly materialized in the organization of Multidisciplinary Research Activities and Academic Practice Activities.

This report provides a testimonial of how, in these seven years, the Programme has evolved to define a new structured model of postdoctoral studies. It also shows how important the collaboration of EUI faculty and staff, as well as of external participants, has been for the success of the Programme. In the Multidisciplinary Research Activities, we have had outstanding social scientists delivering the monthly Max Weber Lectures or attending Conferences and workshops (see Section 5), enriching the already lively research activity of the European University Institute. Similarly, for Academic Practice Activities we have greatly benefited from the support of the FIESOLE Group, a European group of scholars working on Higher Education issues (see Section 4). The experience gained through these activities is already helping in the design of similar activities for the PhD programme of the EUI and other graduate and postgraduate programmes.

### **Defining the Max Weber Fellowship**

However, it is the Fellows that ultimately define a postdoctoral programme.<sup>1</sup> What is, or what should be, a Max Weber Fellow? Maybe it is a good idea to step back<sup>1</sup> and simply ask: what is a ‘fellowship’? The *Oxford Dictionary* provides two definitions:

fellowship [felō,SHip]

noun

<sup>1</sup> friendly association, esp. with people who share one’s interests: *they valued fun and good fellowship as the cement of the community.*



- ♦ a group of people meeting to pursue a shared interest or aim.
  - ♦ a guild or corporation.
- 2 the status of a fellow of a college or society: *she held the Faulkner fellowship.*

Definition n.2 is the one usually seen from the outside; in our case it should say: ‘she held the Max Weber Fellowship’. The success of the Programme – as this report documents – has given a new meaning to this definition: it is highly competitive, with an acceptance success rate of around 3%, and has a statistically significant positive impact on Max Weber Fellows’ lives and academic advancement. To be a Max Weber Fellow is now a status on its own and, as many Fellows have experienced in these last few years, it is a positive signal in the academic job market. Is that all? I don’t think so, but let me take it step by step.

Seen from the inside it is definition n.1 that matters. Through daily interaction between Fellows of different nationalities, and from academic backgrounds and disciplines, within an academic year most of them become ‘a group of people meeting to pursue a shared interest or aim’: a successful international research and academic career; but they have also ‘valued fun and good fellowship as the cement of the community’. It is this experience that many former Max Weber Fellows recall the most. As Justin Valasek (MWF 2011-2012) put it, giving additional content to the OUP definition, the Max Weber Fellowship is ‘a peer review experience.’ Along the same lines, the *Wikipedia* definition states:

In academia, a **fellow** is a member of a group of learned people who work together as peers in the pursuit of mutual knowledge or practice.

I think that for most Max Weber Fellows it has been ‘working, and talking, together as peers with shared academic interests’ that has given content, and friendship, to the Max Weber Fellowship status, which also reflects the selective character of a highly competitive Fellowship. In sum, the Max Weber Fellowship clearly satisfies both definitions of fellowship of the OUP Dictionary. Put simply,

A Max Weber Fellowship is probably one of the best things that can happen to you as a young academic. Silja Häusermann (MWF 2008-2009)<sup>2</sup>.

Karin Tilmans, MWP-Steering Committee 2009





However, ‘working, and talking, together as peers with shared academic interests’ is not an abstraction but rather refers to the specific activities in which Max Weber Fellows have been involved: from the informal get-togethers (in and out of Villa La Fonte) and the Max Weber Fellows Wednesday lunches, to the more formal and structured Max Weber Academic Practice and Multidisciplinary Research Activities (see Section 4-5). For example, as Konrad Lawson (MWF 2012-2013) has recently said, referring to last autumn’s 8<sup>th</sup> yearly Conference on Academic Careers organized by the MWP Academic Careers Observatory,

this conference which, together with the workshop on funding opportunities in Europe and the teaching certificate programme, is among the three go-to examples I most often use to tell colleagues and friends about the directly practical and immensely useful events that the MW Programme offers Fellows and other members of the EUI community when it comes to the academic career. I haven’t seen anything like it in other universities I have been at.

### **A Programme with an open service: The Academic Careers Observatory**

The Academic Careers Observatory (ACO) was not in the original MWP plan. It started in 2007 to fill a void that became apparent from the beginning of the MWP<sup>3</sup>, a Programme characterized by its *internationalization*: Max Weber Fellows come from all over the world, in general do not pursue graduate studies in their country of origin and are likely to continue their academic career in yet another country (see Section 2). However, while being essential for the Fellows’ future, it is not easy to understand what an academic career in a different country really entails, what research funding opportunities there are, etc. There was a need to collect and provide this information, to have workshops or conferences to gain *mutual knowledge* about the diverse and changing structure of academic and research careers and organizations. Furthermore, it was important to provide an open web service, since this was not only of interest to the Max Weber Fellows and the EUI community, but also to an increasingly large population of international graduate students and, in general, of internationally mobile academics. It is also of interest to those concerned with the development of the European Research and Higher Education Area (ERHEA) and, more generally, to the development of Research and Academia in the world.

SPS Fellows 2008-2009, Zsafia Barta (SPS 2011-2012), Ramon Marimon







Clockwise:  
 Laurie Anderson, Nicola Hargreaves, Alyson Price,  
 Sarah Simonsen, MWP team 2011, Ognjen Alexsic,  
 Annarita Zacchi, Nicola Owtram, Marise Cremona,  
 Karin Tilmans



Most of ACO's work (and web-display) is on 'the mismatch problem in academic careers,' which primarily refers to the contrast between the large supply of international PhDs in the Social Sciences and Humanities (and in other sciences) and the limited offer of stable, or 'tenure track,' contracts in the academic and non-academic sectors. However, the 'academic mismatch' is not just a question of numbers – new PhDs in SSH vs. new positions for them in academia and elsewhere – it also reflects two things: first, the 'missing offers,' due to the existence of national academic institutions that, in practice, are not very open to international scholars and/or are subject to severe financial restrictions; second, the 'unsatisfactory offers' that, if taken, are a misallocation of talent or do not provide an adequate academic career.

This digression into ACO's work reveals another aspect of the Max Weber Fellowship: it provides awareness of the opportunities and barriers in pursuing international academic careers (in SSH). This awareness helps Max Weber Fellows (and whoever accesses the ACO web page) to better design their academic career paths, but can also help them to become more conscious and responsible with respect to the problems and challenges different academic systems face. It also brings another discussion to the table: 'Academic Ethics.' The original Max Weber Fellows' discussion generated a wider one within the institution, resulting in the adoption of the EUI 'Code of Good Practice in Academic Research.' The follow-up annual Academic Practice Workshops on the topic have been a common reflection on the fact that, for the 'peer review experience' to work properly, we need high standards of academic ethics, a principle which also applies to academic institutions in general.

There is another aspect of the work of ACO which I also want to mention: the assessment of the Max Weber Programme. Two studies have been carried out. Both have a common methodological approach: to compare the selected Max Weber Fellows with candidates who in the selection process were very close to being selected but were not admitted due to the limited capacity of the, already large, Programme. The first <sup>4</sup> contributes to the existing literature that documents the above-mentioned mismatch between PhD specialization and required academic skills. Based on a survey of Max Weber Fellows and other candidates as a 'control group' and using a statistical methodology, the study shows, among other things, a 'positive effect on the general life satisfaction of former Fellows and their publication activity'. The second (incorporated here as Section 3), instead of surveying both groups, collected information directly from the web on academic careers from a larger sample of both groups. Among other things, it shows that 'the probability of securing and maintaining an academic job and of career progression in academia is higher following participation in the Max Weber Programme'. In sum, both studies help us to better design the Programme, vindicate the work done during these years, and provide a general lesson for post-doctoral studies: 'an active and collegial research environment, with training in academic skills during postdoctoral employment, may improve the academic outcomes of postdoctoral Fellows'.

### **A Postdoctoral Programme in the Social Sciences and Humanities**

But the MWP is a postdoctoral programme in the Social Sciences and Humanities (actually, Economics, History, Law and Social and Political Science, the disciplines of the EUI). Therefore, the characterization of the Max Weber Fellowship would not be complete without a reference to its SSH research activity and, paraphrasing, its 'human dimension.'

There is no space here to do justice to all the Multidisciplinary Research Activities of the Max Weber Fellows in these past years<sup>5</sup>, their departmental activities, publications, etc., but a couple of facts should at least be mentioned. Since the third year, the 'end of the year' Max Weber Programme June Conference has been the Max Weber Fellows' contributions to social sciences and humanities conference, where current and former



Fellows have presented and discussed their ongoing research, usually grouped (by the MWF organizers) into multidisciplinary themes, many of them indirectly contributing to current policy debates. In particular, from 2006–2013 we have witnessed one of the most severe world financial crises and the worst socio-economic crisis in the history of the European Union. Through the initiative of the Max Weber Fellows, the Max Weber Programme has taken this theme on board every year from 2008 to 2013, with Multidisciplinary Reading Groups, Workshops and Conferences and Max Weber Fellows' publications.

Beyond their value as contributions to SSH research, these multidisciplinary research activities may also have a lasting effect on Max Weber Fellows. As Matthew Hoelle (MWF 2010-2011) says in his testimonial:

the Programme provides a setting that brings together different ideas, and challenges us to think outside of our particular field of research. This synthesis of knowledge and catalysis of thought is crucial as we continue maturing into scholars with ideas and policy suggestions that carry weight outside the academic sphere.

### **A Programme made possible thanks to many**

As I said, there is also the 'human dimension' of these seven years of the Max Weber Programme in Villa La Fonte, to which I cannot do justice in these few lines. But I must thank all who have made it possible. First of all those who had the idea and made the proposal to the European Commission – in particular, Yves Mény and Andreas Frijdal – and, obviously, the European Commission, DG Education and Culture, who had the vision to finance it through these years, a vision which was already reflected in the opening words of the then Director General, Odile Quintin. The MWP team, starting with Rüdiger von Krosig, the first Programme Coordinator who went through the 'initial development and experimental period', and those who have been members of the team for all these seven years and are no longer with the MWP: the 'always helpful and reliable' Susan Garvin, the 'Villa La Fonte (and MWF) keeper' Nastos Pandelis, Giovanni's 'Bar & Mensa @ Villa La Fonte' and the unexpected and enthusiastic gardener and soccer player, Luan Mangiu<sup>6</sup> followed by Eugenia Istrate who kept the inside of the Villa as immaculate as Luan kept the garden. The members of the team for most of these years who now continue their work in the Badia Fiesolana: Karin Tilmans, coordinating the Programme; Sarah Simonsen – now at the helm of the MWP administration – and Ognjen Aleksič, with their remarkable day by day support, and the 'new entry' Valeria Pizzini for finalizing this report, too. Also my thanks to: Arnout Mertens, Michele Grigolo, Matthieu Lietaert, Igor Guardiancich, Alanna O'Malley, Cristina Cirillo and, more recently, Tamara Popič, who have developed ACO through these years. Thanks to the helpful Academic Communications and English Language support team: Laurie Anderson, Alyson Price, David Barnes and, with the members of the EUI Language Centre, Nicola Owtram and Nicola Hargreaves, as well as the rest of the, already mentioned, FIESOLE Group; Annarita Zacchi, who has introduced many Max Weber Fellows and their partners to the Italian language. And to the staff of the EUI who have worked each academic year for the Programme, Eija Heikkinen and Michela Menicagli



handling all the applications and admissions of the Fellows and Filipa de Sousa their arrival; the Marinai brothers, who always improved their Villa La Fonte when needed, the VLF Computer Site Officers, as well those who kept the VLF clean, all of them helped in making life in VLF very enjoyable. And thanks to the members of the Max Weber Programme Steering Committee, in particular the faculty members with whom I spent many Autumn hours discussing applicants (and who still remember my colour-coded Excel files); the faculty who have generously participated in MWP activities; the, already mentioned but too many to name, external collaborators, and, of course, the Max Weber Fellows<sup>7</sup>.

I have a great esteem and respect for all the Max Weber Fellows who have actively participated in the Max Weber Programme in its first seven years and now, spread throughout the world pursuing their careers, remember their Fellowship 'peer review experience' and the beauty of Villa La Fonte. And thinking about them, I realize it has been demanding on my time but I have been lucky to direct the Max Weber Programme in its first seven years.

San Domenico di Fiesole, December 2013

<sup>1</sup> Obviously one can find 'the official definition' of the Max Weber Fellowship in the How To Apply: <http://www.eui.eu/ProgrammesAndFellowships/MaxWeberProgramme/ApplytotheMWP/Index.aspx>

<sup>2</sup> See this and other Max Weber Fellows' Testimonials in: <http://www.eui.eu/ProgrammesAndFellowships/MaxWeberProgramme/ApplytotheMWP/Testimonials2010.aspx>

<sup>3</sup> See Chapter 6 for a more complete account of the work of the Academic Careers Observatory.

<sup>4</sup> 'A statistical evaluation of the effects of a structured post-doctoral programme,' with Alexey Bessudnov (MWF 2010–2011)

and Igor Guardiancich (MWP-ACO Academic Assistant 2010–2011), forthcoming in *Studies in Higher Education*.

<sup>5</sup> See Chapter 5 for a short account, as well as the MWP Newsletters in the MWP Blog: <http://blogs.eui.eu/maxweberprogramme/mwp-newsletter-archive/>

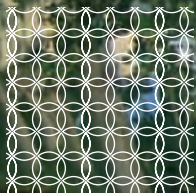
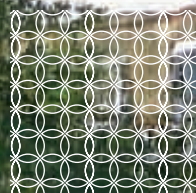
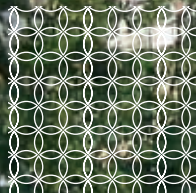
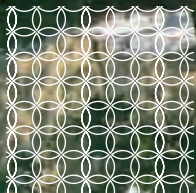
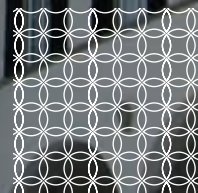
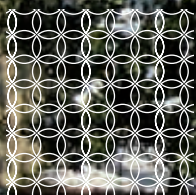
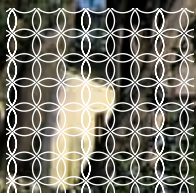
<sup>6</sup> See their personal testimonials in Section 8.

<sup>7</sup> See the Max Weber Fellows Network Map: <http://www.eui.eu/ProgrammesAndFellowships/MaxWeberProgramme/FormerFellowsAffiliations.aspx>



## SECTION 2

### FACTS AND FIGURES OF THE MWP 2006-2013





## Introduction

In this chapter, we provide a snapshot of the main statistics regarding applicants and Fellows during the first seven years of the MWP. Our aim is to analyse the changes in the Max Weber Programme from 2006 until 2013, highlighting the main differences over years, disciplines and nationalities. The chapter is divided in two main parts. The first part provides a detailed look at the demographics of the applicants to the MWP, while the second looks at the demographic details of the Max Weber Fellow cohort over the entire seven years of the MWP. Following its seven years in existence, the Max Weber Programme enjoys high visibility and a reputation for excellence all over the world. Between 2006 and 2013, 8,312 applications were submitted to the Programme, from 124 different countries. Moreover, with respect to the first year of the Programme, the number of applications for 2014-2015 increased by 230%.

The percentage of Europeans interested in the Programme has been growing relatively but an even larger increase in the number of applicants comes from North America and Asia, especially with respect to the first two years. In fact, the number of applications from these two regions in the academic year 2014-2015 is around five times more than in 2006-2007, and while a low percentage of applications was registered for South America, Central America and Africa the number of applicants from these areas for 2014-2015 is almost double with respect to the previous year. A high number of young academics now apply for the Programme, and consequently a much smaller percentage is now accepted, 2.86% for the academic year 2013-2014, demonstrating the very selective nature of the application process.

During its first seven years, the Programme hosted 286 Fellows from 51 different countries, ensuring a balanced representation of all four disciplines: Economics, History, Law and Social and Political Science. However, the composition of Fellows, according to disciplines and nationalities, reflects the trend in applications and over the years has become more and more heterogenous. While the number of Europeans has been fairly stable, the number of non-Europeans has been increasing, especially the North Americans. In aggregate for all seven years, the USA is the third represented country for the number of Fellows, after Italy and Germany, representing a higher share than the UK and Spain.

What can be concluded from our analysis is the increasing recognition of the Max Weber Programme as a highly international, interdisciplinary, competitive and appreciated postdoctoral programme. This reputation has been recognized not only in Europe but also in other countries in the world and, in particular, in North America and Asia.

## Demographics of applicants to the MWP

From its inception in 2006, the Max Weber Programme attracted a high number of applicants. For the first academic year of the Fellowship, 2006-2007, there were 555 applicants from five different continents. During the following years, the number of applicants increased considerably, reaching 1,139 applicants for the academic year 2011-2012, and 1,277 for the academic year 2014-2015, 230% more in comparison to the first year.

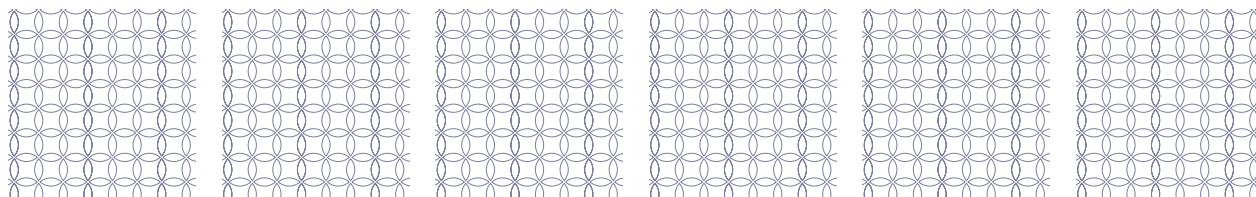
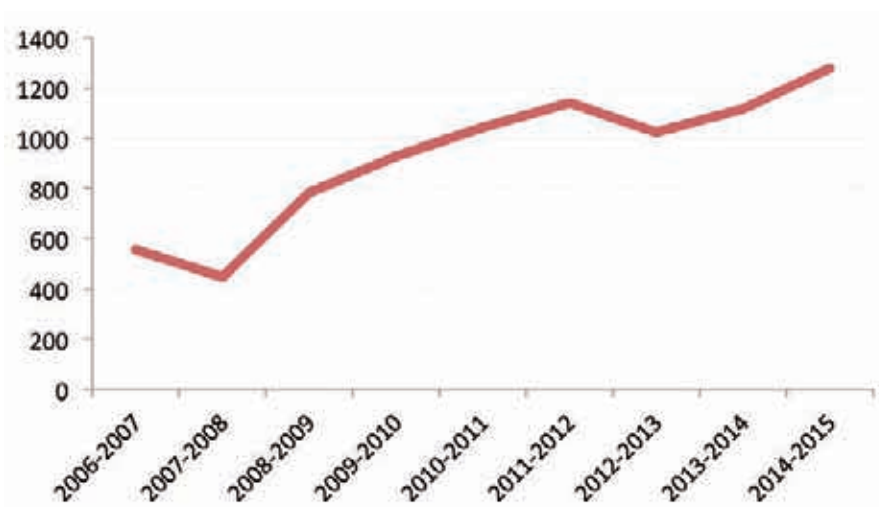


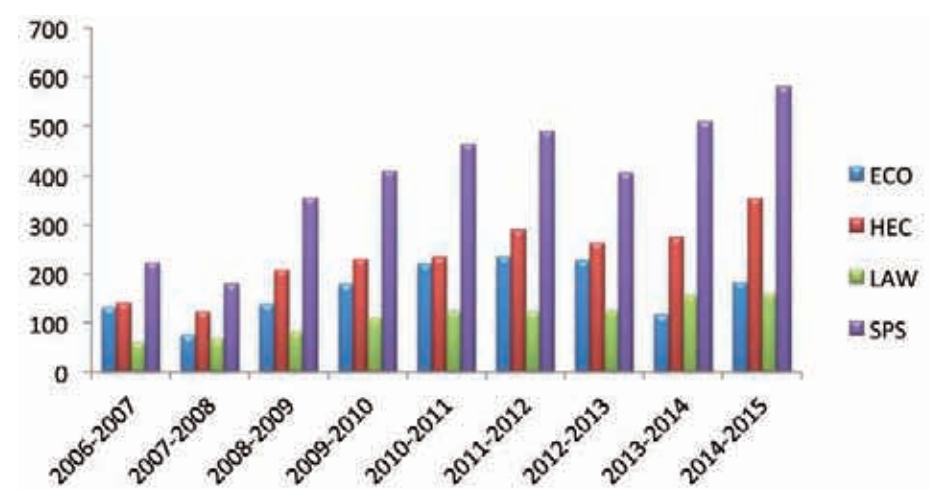


Figure 1. Trend of applications to the MWP



For the first year of the Max Weber Programme the majority of applicants were political scientists (40.18%), while only 10.81% were in Law. This tendency was confirmed for each selected year: the highest percentage of applications was registered for political scientists, followed by historians and economists, while the applications for Law were the lowest for each academic year (Figure 2).

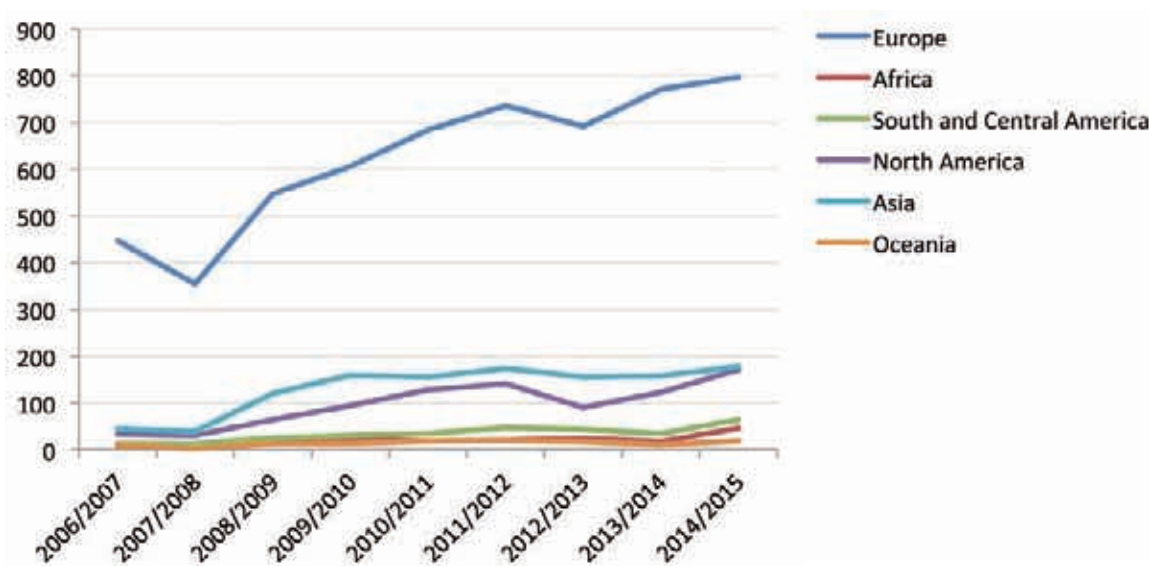
Figure 2. Number of applicants by discipline and year



Overall, from 2006-2007 to 2014-2015, there were 8,312 applicants to the MWP. Of these, 3,619 were in Social and Political Science, 2,119 in History, 1,507 in Economics and 1,007 in Law.

Over the years, the MWP gained both high visibility and a good reputation. This is demonstrated by the increasing number of applicants from all five continents (Figure 3 and Figure 4). Most applicants come from Europe; the percentage of Europeans interested in the Programme continues to increase. An increase in the number of applicants can also be noted for North America and Asia, especially with respect to the first two years. In fact, the number of applications from these two regions in 2014-2015 is around five times larger than the number in the first year, 2006-2007. At the same time, a low percentage of applications was initially registered for South America, Central America and Africa. However, a good sign that this is changing lies in the number of applicants from these three areas for 2014-2015, which almost doubled with respect to the previous year (rising from 18 to 46 applicants from Africa, 34 to 65 from South and Central America and 11 to 19 from Oceania).

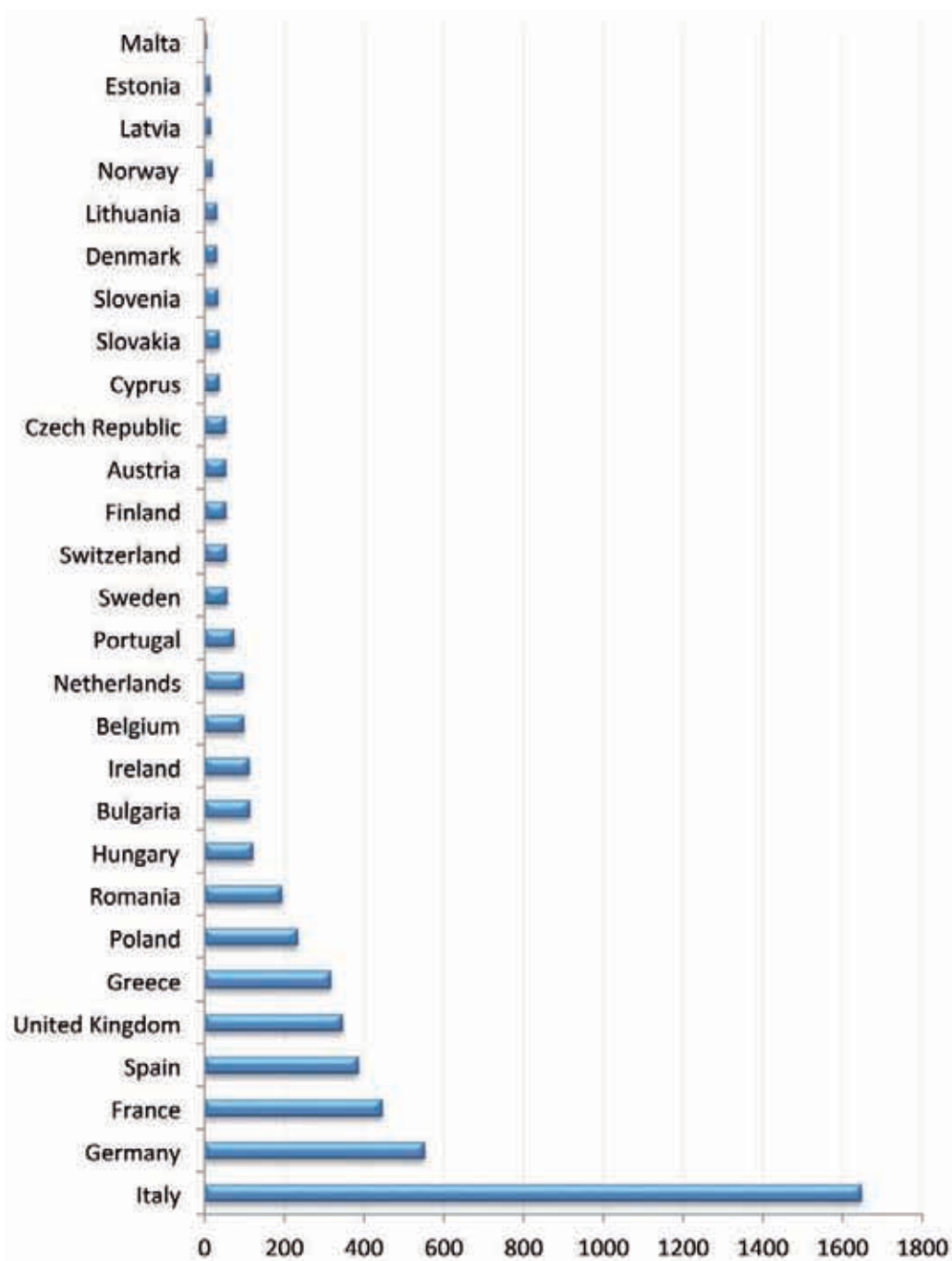
Figure 3. Number of applicants by year and geographic area



Among European countries, and in particular among the countries belonging to the European Research Area, the majority of applicants come from Italy (31.49%), followed by Germany (10.54%), France (8.51%), Spain (7.37%) and the UK (6.62%) (Figure 4). It is also interesting to notice that there is a relatively high percentage of applications from Eastern European countries (in aggregate 12.36%), such as Poland, Hungary, Romania and Bulgaria.

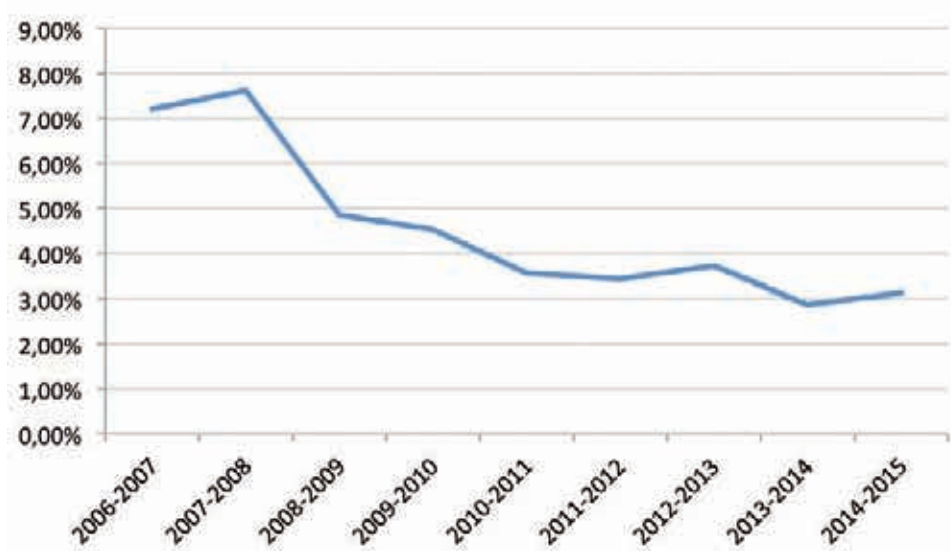


Figure 4. Number of applicants from ERA countries 2006-2015



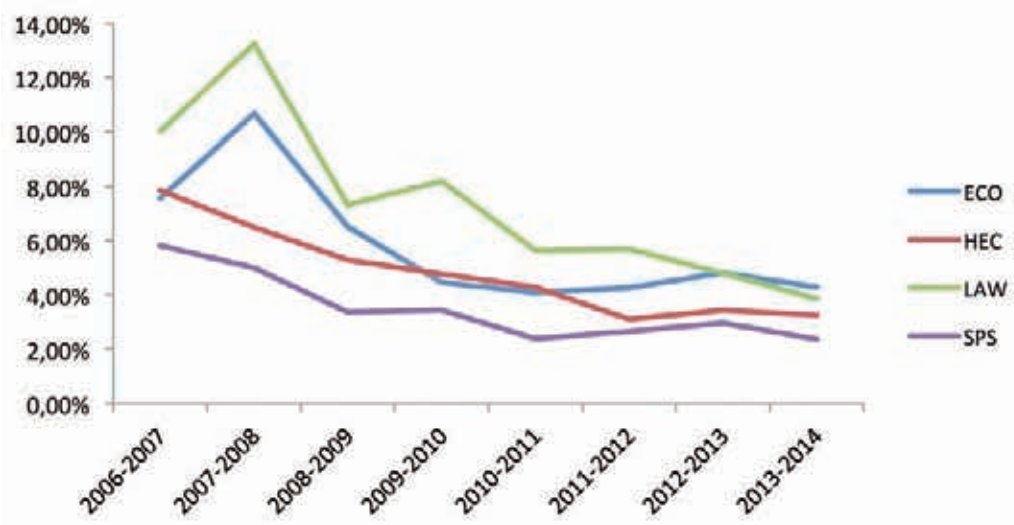
During the first seven years of the programme, while the number of applicants significantly increased, the number of Max Weber Fellows in each year remained relatively constant, ranging between 40 and 49 Fellows each year. This explains the consistent decrease in the success rate for those applying to the Programme, from 7.21% to 2.87% for 2013-2014 and, looking ahead, 3.13% for the academic year 2014-2015 (Figure 5).

Figure 5. Success rate by year (self-funded and second year not included)



This result also holds if we consider each discipline separately. However, Law applicants present the highest success rate, mostly because the number of applicants for this discipline is the lowest, with respect to the other three disciplines (Figure 6). On average, for the first eight years of the Programme, the success rate for Law was 7.34%, for Economics 5.83%, for History 4.81%, while for Social and Political Science the rate was only 3.49%. In aggregate for all disciplines, the average success rate from 2006-2007 to 2013-2014 is 4.72%, demonstrating the very selective nature of the application process.

Figure 6. Success rate in applying to the MWP by discipline and year (self-funded and second year not included)



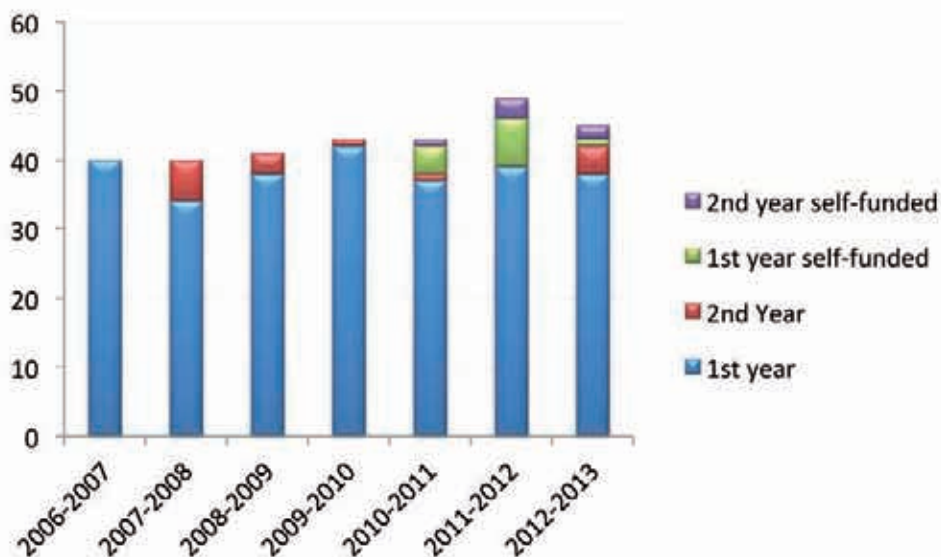


### Demographics of the first seven cohorts of Max Weber Fellows

In this part, we focus on the main features of the first seven cohorts of MWFs. Despite the fact that the total number of Fellows did not vary significantly over the seven year period, there were some important changes in the cohorts' composition (Figure 7).

Over its first seven years, the Programme hosted 286 Fellows, of which 21 stayed for two years, 15 funded by the Programme and 6 self-funded, while 12 Fellows were self-funded in their first year. In fact, starting from 2007-2008, several Fellows extended their stay on the MWP, being admitted to a second year of the Fellowship. To begin with the second year was funded by the MWP but, starting in 2010-2011, there were two new features. The first was that both Fellows in their first and second year could participate in the MWP as self-funded Fellows (e.g. funded by a National Fellowship), provided they satisfied the same selection criteria as the funded Fellows. In particular, in 2011-2012, 7 Fellows in their first year, and 3 in their second year, were self-funded. It is worth noting that all years are characterized by the presence of Fellows in their second year, either funded by the MWP or not. The majority of people obtaining a MW Fellowship for two years are from the department of Law, followed by Social and Political Science, Economics and, lastly, History.

Figure 7. Number of Max Weber Fellows by year



The Max Weber Programme has always tried to ensure a balanced representation of all four disciplines, even though the priority in the selection process has always been the quality of the research proposal. However, the composition of Fellows' cohorts reflects the number of applications for each discipline (Figure 8 and Figure 9). In these first seven years, the majority of both applicants and Fellows were political scientists (30.56%), which includes both sociology and political sciences, and historians (25.25%), while the lowest participation both in the application process (11.7% of applicants) and in the MWP (21.26%) was registered for Law.

Figure 8. Max Weber Fellows by discipline (2006-2013)

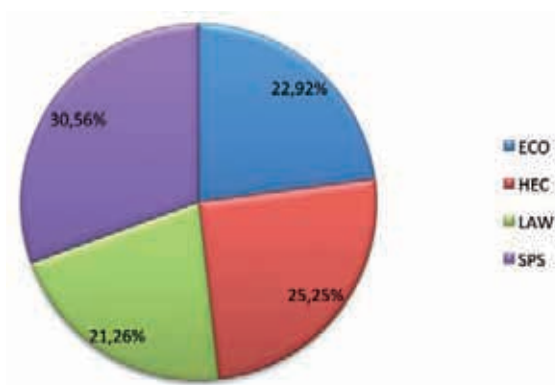
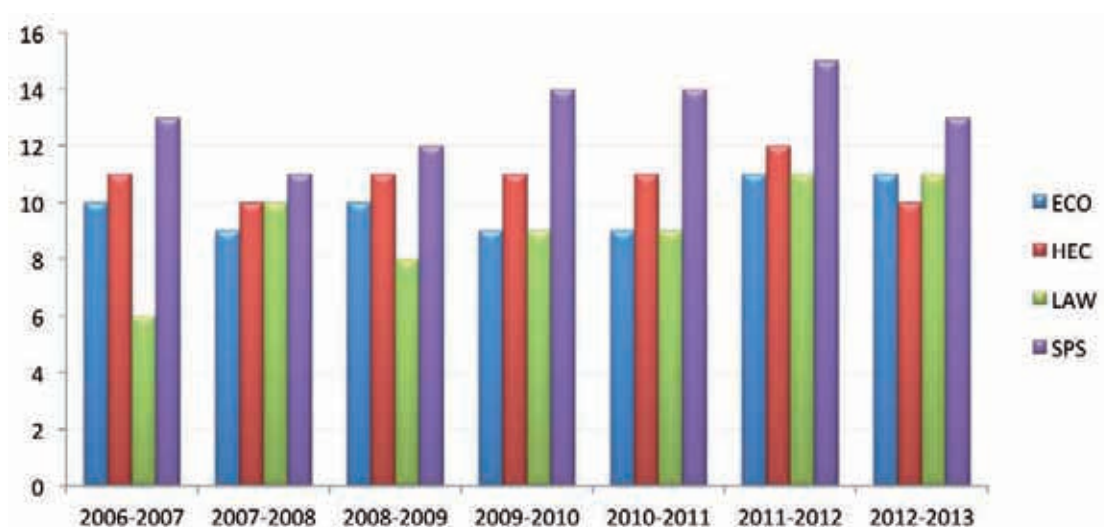


Figure 9. Number of Max Weber Fellows by discipline and year



Particular attention was also paid to ensuring the gender balance and, as shown in aggregate in Figure 10, the percentage of men and women participating in the MWP in the first seven years was quite similar. It is worth noting that only among Fellows in the 2009-2010 cohort, was the number of females higher than that of males (Figure 11).

Figure 10. Max Weber Fellows by gender (2006-2013)

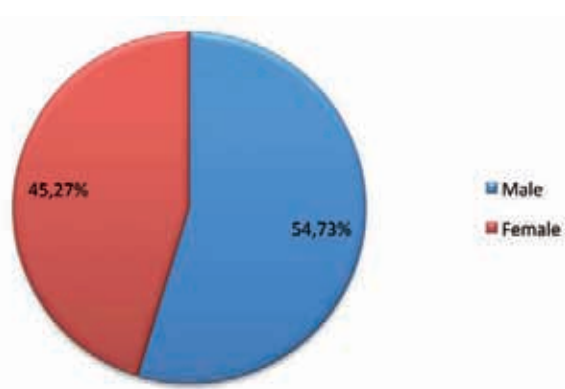
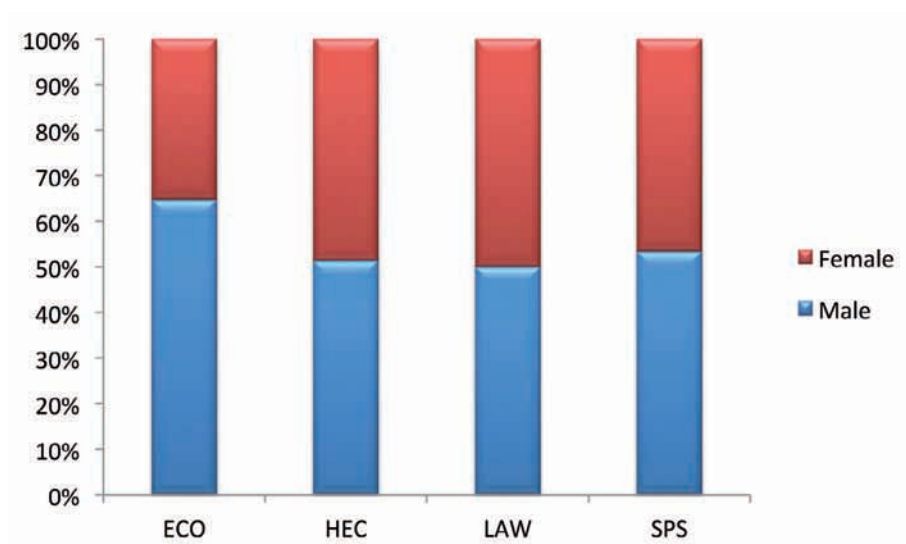


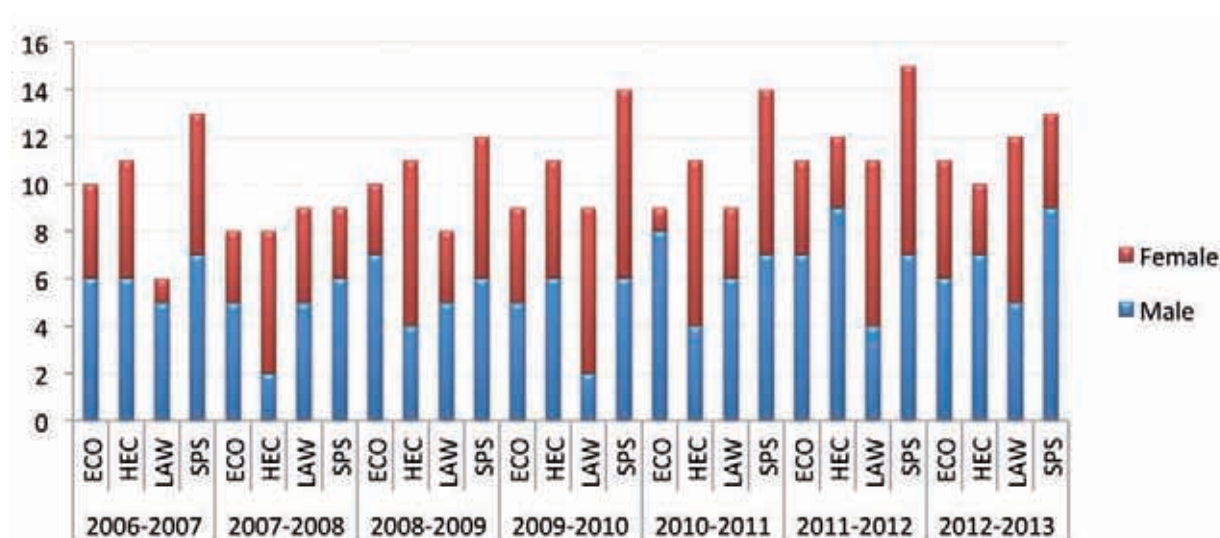


Figure 11. Max Weber Fellows by gender and discipline (2006-2013)



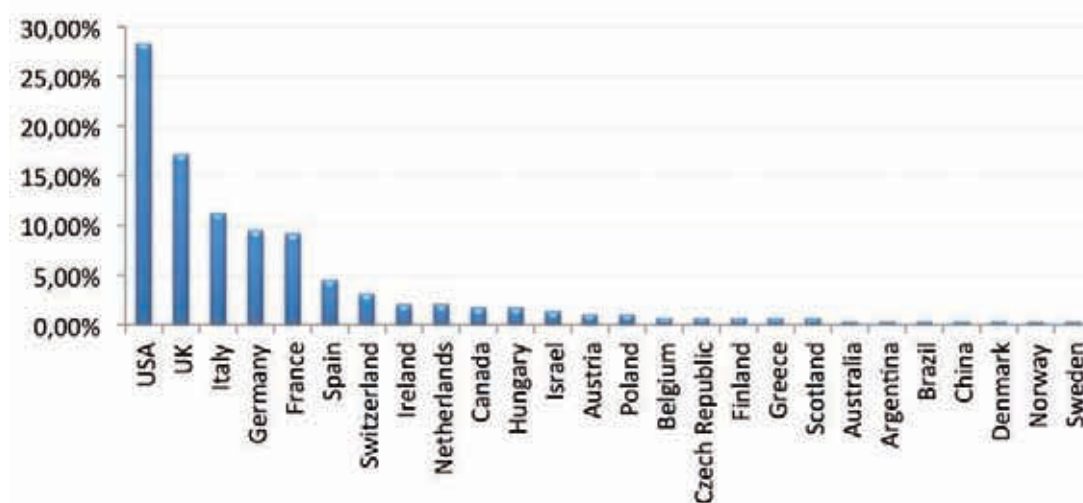
In aggregate and across disciplines, for the first seven years of Programme, the gender ratio at the Max Weber Programme was well-balanced for all disciplines except Economics where the percentage of men in aggregate was 64.7% (Figures 12 and 13).

Figure 12. Max Weber Fellows by discipline, gender and year



The Max Weber Programme, during the first seven years, hosted Fellows of various academic backgrounds. In fact, former Fellows obtained their PhDs from 152 different universities located in 26 different countries (Figure 13). During the first seven years of the Programme, 28.32% of Fellows obtained their PhD from a university located in the United States, while 17.13% of them came from UK universities.

Figure 13. Max Weber Fellows by PhD Country (2006-2013)



The quality of candidates was always the main criteria for Fellowship selection. Table 1 shows the list of universities at which at least two Fellows obtained their PhDs, while Box 1 lists the remaining universities in which only one Fellow (in total 32.17% of former Fellows) defended his/her PhD. As shown in Table 1, most of the Fellows come from well recognized universities. In fact, many Fellows came from universities ranked among the top 100 in the world by *Times Higher Education*, such as Oxford University, Harvard University and the University of Cambridge. However, during the selection process, the quality of each single candidate was taken into account, as shown by the variety and the high coverage of universities listed below.



Table 1. Number of Fellows by PhD University (2006-2013)

PhD University	MWFs	PhD University	MWFs
Oxford University	17	Boston University	3
Columbia University	9	University of Toronto	2
École des Hautes Études en Sciences Sociales	7	Charles University	2
London School of Economics	7	University of Toulouse	2
University of Michigan	7	Paris School of Economics	2
University of Cambridge	6	University of Paris II	2
New York University	6	Toulouse School of Economics	2
University of California, Los Angeles	5	University of Munich	2
University Paris I	4	Humboldt University of Berlin	2
University of Siena	4	University of Regensburg	2
Trinity College Dublin	4	University of Padova	2
Carlos III University	4	University of Venice	2
University of London	4	University of Pisa	2
University of Essex	4	Sant'Anna School for Advanced Studies	2
Northwestern University	4	University of Bologna	2
University of California Berkeley	4	University of Dublin	2
University of Vienna	3	Maastricht University	2
Free University of Berlin	3	Warsaw University	2
Ludwig Maximilian University of Munich	3	University of Lausanne	2
Central European University	3	University of Geneva	2
Hebrew University of Jerusalem	3	University of Zurich	2
University of Rome 1, La Sapienza	3	University of York	2
Bocconi University	3	University of Warwick	2
University of Florence	3	New School University	2
University of Amsterdam	3	Princeton University	2
University Pompeu Fabra	3	University of Washington	2
Comptense University of Madrid	3	Massachusetts Institute of Technology	2
Harvard University	3	University of Texas at Austin	2
Yale University	3	Duke University	2

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## Other Universities where MWFs obtained their PhD

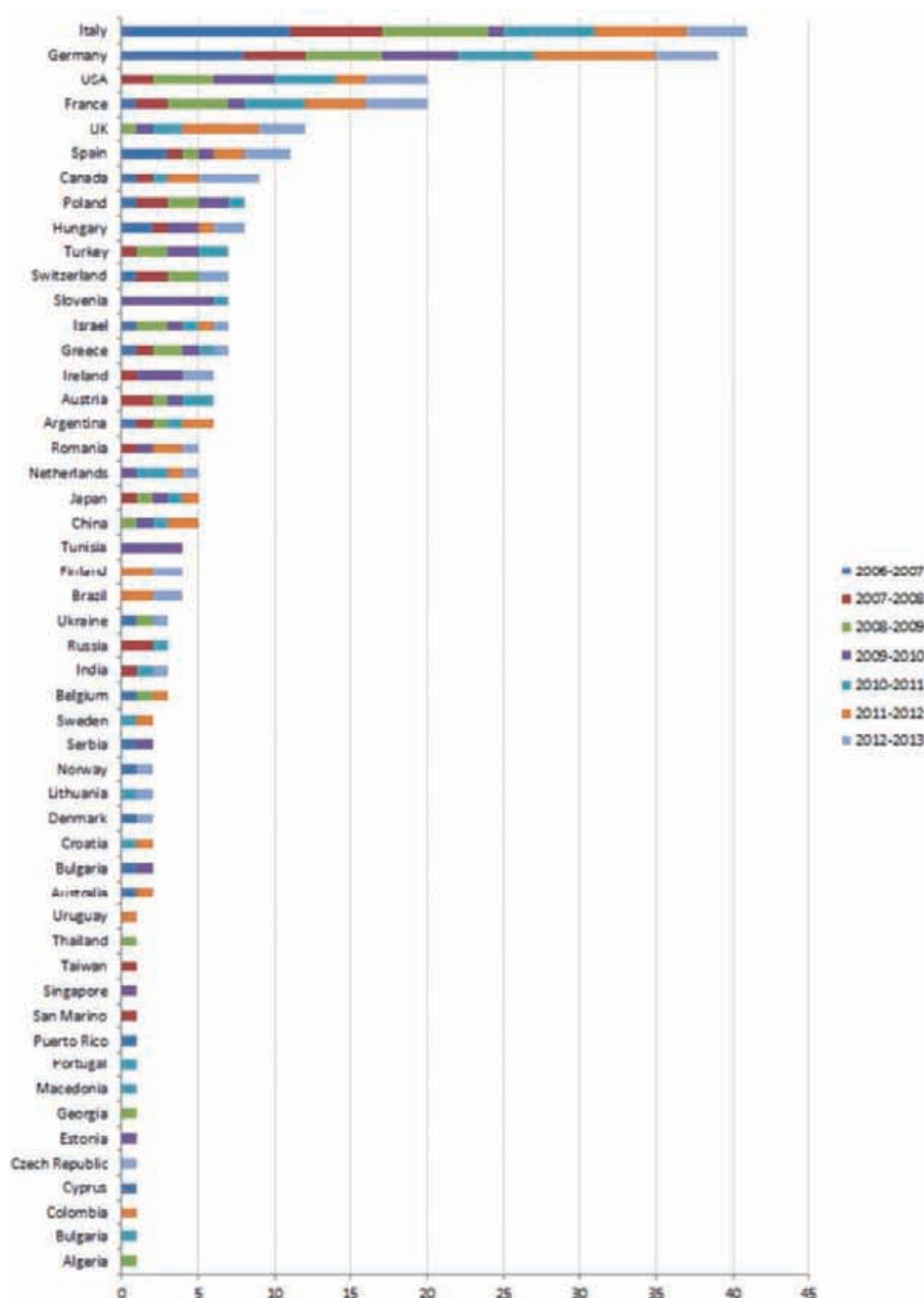
Aberystwyth University; Åbo Akademi University; Athens University of Economics & Business; Auvergne University; Berlin University of Technology; Bristol University; Brown University; Budapest University of Economics; California Institute of Technology; Catholic University of Leuven; Cornell University; Eötvös Loránd University; European University Institute; Federal Institute of Technology Zurich; Florida International University; Gdansk University of Technology; Goethe University; Graduate Institute of International and Development Studies; IIES Stockholm; Institut d'Études Politiques de Paris; Institut d'Études Politiques de Grenoble; Institute of Political Science of Bordeaux; Jagiellonian University; Johns Hopkins University King's College London; North Carolina State University; Ohio State University; Pablo de Olavide University Princeton University; Purdue University; Rutgers University; Saarland University; Sciences Po Paris; Sorbonne University; Southwest University of Political Science and Law; Stanford University; Tel-Aviv University; Ohio State University; Universidad Autónoma de Madrid; Universidad de Buenos Aires; Université de Montréal; Université du Québec Montréal; University College London; University of Aberdeen; University of Alicante; University of Athens; University of Augsburg; University of Bamberg; University of Bergen; University of Berne; University of Bielefeld; University of Bremen; University of British Columbia; University of California (Irvine); University of Catania; University of Chicago; University of Copenhagen; University of Duisburg-Essen; University of East Anglia; University of Edinburgh; University of Freiburg; University of Genoa; University of Grenoble; University of Groningen; University of Hamburg; University of Heidelberg; University of Helsinki; University of Illinois; University of Kiel; University of Konstanz; University of Lecce; University of Leuven; University of Maryland; University of Milan; University of Minnesota; University of Naples; University of North Carolina; University of Pennsylvania; University of Pescara; University of Pittsburgh; University of Rochester; University of Roma Tre; University of Rostock; University of São Paulo; University of Sydney; University of Southern California; University of Southampton; University of Texas; University of Turin; University of Ulster; Virginia Polytechnic Institute and State University.

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As explained above, applicants to the MWP come from all five continents. During its first seven years, the Programme became increasingly international in nature, by 2013 hosting Fellows from around 51 different countries. The majority of European Fellows, in particular in the first year, were Italians and Germans. Over the years, however, thanks to the increasing popularity of the Programme, the composition of Fellows has become more and more heterogeneous. While Italians and Germans are still relatively numerous, the programme has been hosting an increasing number of young academics from France, the UK, Spain, Ireland and Switzerland, as well as Eastern European countries such as Hungary and Poland (Figure 14).

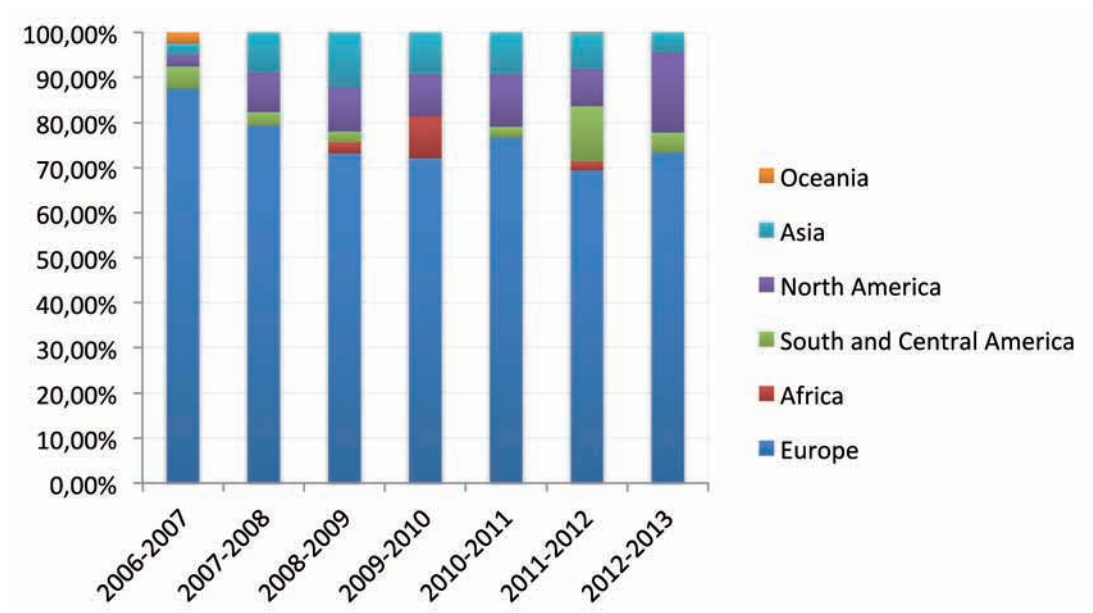


Figure 14. Number of Max Weber Fellows by nationality and year



Finally, there are specific regional trends. While the number of European Fellows has been fairly stable over the years, the number of non-European Fellows has been increasing, especially in relation to young academics coming from North America, i.e. Canada and the USA (Figure 13). In 2012-2013, for example, around 18% of the Fellows were North American. Furthermore, if we look at the aggregate data for all seven cohorts of Fellows, differentiating them by nationality, significant evidence emerges. After Italy and Germany, the USA is the third represented country for the number of Fellows, with a higher share of Fellows than the UK and Spain (Figure 15).

Figure 15. Number of Max Weber Fellows by geographic region and year

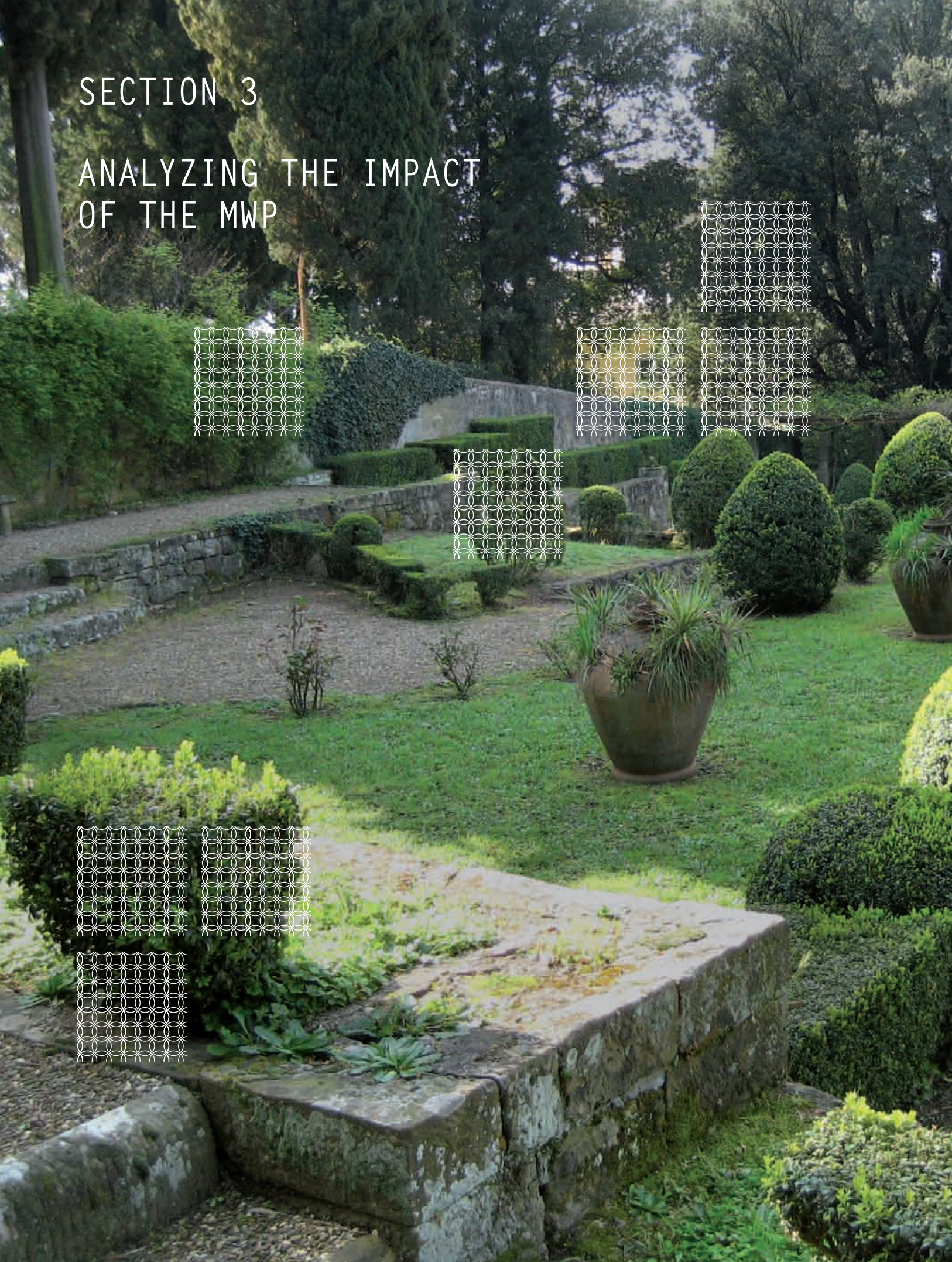


In sum, the data suggest that over its first seven years, the Max Weber Programme became increasingly international, not only on a European but also on a world scale. The high number of Fellows from non-European countries significantly contributes to the variety of the Fellows' academic experience and, together with interdisciplinarity, makes the Max Weber Programme genuinely unique.



# SECTION 3

## ANALYZING THE IMPACT OF THE MWP





### Executive summary\*

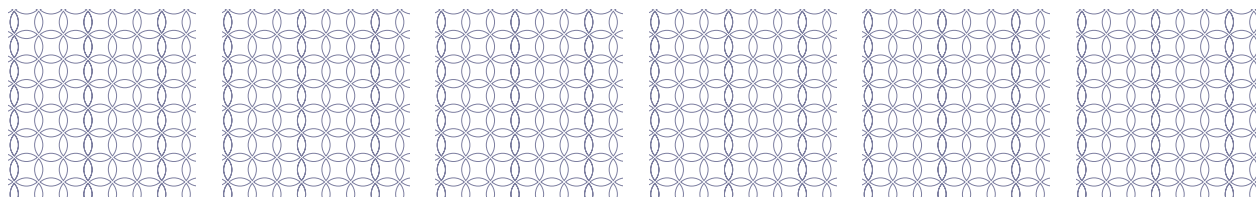
Between November 2012 and May 2013, the Academic Career Observatory (ACO) of the Max Weber Programme (MWP) carried out research on the career progression of former Max Weber Fellows (MWF) and Non-Fellows, i.e. those who applied to the Programme and either proved unsuccessful in their application or who declined the Fellowship. The central aim of this research is to assess whether or not the MWP has an impact on the academic labour market.

We gathered information on 481 postdoctoral academics, divided between former Fellows of the MWP and Non-Fellows. Information on the career progression and current job positions of the participants was gathered and analysed. The information on both groups was gathered from their application materials, which were supplied to the MWP, and the internet search-engine Google, which was used to trace Non-Fellows in particular. The results were stratified with the utilisation of variables including gender, occupational mobility and geographical mobility.

There were interesting results across the disciplines. Fellows and Non-Fellows in Economics and Law, perhaps not surprisingly, displayed a tendency to take up professional positions outside academia. It has been shown that the MWP does indeed have an impact in the academic labour market. The probability of securing and maintaining an academic job and of career progression in academia is higher following participation in the Programme. This indicates that the Programme trains and prepares Fellows well for the job market as revealed by their strong performance. It also shows that this performance is self-reinforcing, creating a strong international reputation for the Programme. In particular, the MWP produces Fellows who are more able to gain tenure-track positions immediately after completing the Fellowship, which is a significant difference from the results of Non-Fellows on the job market.

Nationality proved to be a strong determinant for career progression in different regions. The majority of MWF proceeded to gain academic positions in Europe (whereas among Non-Fellows who applied to the Programme from the United States, a high percentage were successful on the academic job market in North America). Finally, women among both Fellows and Non-Fellows prove to be less visible on the academic job market regardless of participation in the Programme.

\* With the collaboration of:  
Janine Christine Balter (ECO 2012-2013)  
and Olena Senyuta (ECO 2012-2013)





## Introduction

The Fellows and the former Fellows of the MWP analysed in the study were divided into the following cohorts based on the academic year in which they completed the Fellowship: 2007-2008, 2008-2009, 2009-2010, and 2010-2011. Non-Fellows were chosen from applicants with a high probability of being accepted into the MWP, but who did not ultimately enrol in the Programme. This probability ranking was assigned by the departments during the application process. Included are applicants who were successfully accepted into the MWP but who chose to decline the Fellowship. As a general rule the individuals in this group share similar characteristics with the Fellows selected for the study. This work follows previous research, conducted by Bessudnov, Guardiancich and Marimon in 2012<sup>1</sup>, with a similar goal of exploiting the comparison between the careers of Fellows and Non-Fellows.

This report is structured as follows. The first part lays out the dataset and the methodology applied. The second part analyses the result according to the visibility of the careers of Fellows and Non-Fellows, as discovered through Google, and the outcomes are reviewed in the third part titled 'Occupational analysis'. Mobility is regarded as a critical determinant of career progression. As such, two forms of mobility are analysed here: occupational mobility and geographical mobility. The fourth part addresses occupational mobility, which refers to the ability of Fellows and Non-Fellows to move between different rungs on the academic career ladder. It is important to determine whether MWFs retain a similar position to the one held before their application and how this compared to the career progression of Non-Fellows. The fifth part analyses mobility from a geographical perspective. Geographical mobility was considered on an inter-continental basis, which looked at the movement of Fellows and Non-Fellows between different regional systems rather than merely between different countries. The sixth part raises the question of whether or not participation in the MWP impacts upon the career progression of Fellows in comparison to Non-Fellows. In order to ascertain this, we constructed a dummy variable equal to one if a position found directly following or during the MWP is still held. The seventh part concludes.

## Dataset and methods

The dataset includes a total of 481 observations and is composed of two groups: 167 former Max Weber Fellows and 314 Non-Fellows who applied during the academic years 2007-2008, 2008-2009, 2009-2010 and 2010-2011. In order to avoid a situation in which the differences in outcomes are due to different abilities or personal characteristics, we looked only at Non-Fellows who, after having successfully completed the application process, were recognised as suitable for participation in the Programme (i.e. those who received a high probability ranking judged by the various EUI departments). Among these are applicants with characteristics similar to Fellows who were eventually rejected, as well as applicants who were successfully accepted into the MWP but who eventually turned down the Fellowship.

<sup>1</sup> A. Bessudnov, I. Guardiancich, R. Marimon, 'A Statistical Evaluation of the effects of a structured postdoctoral programme' forthcoming in *Studies in Higher Education*.

The following table and bar graph summarize the distribution of observations by discipline and academic year for which the candidates applied.

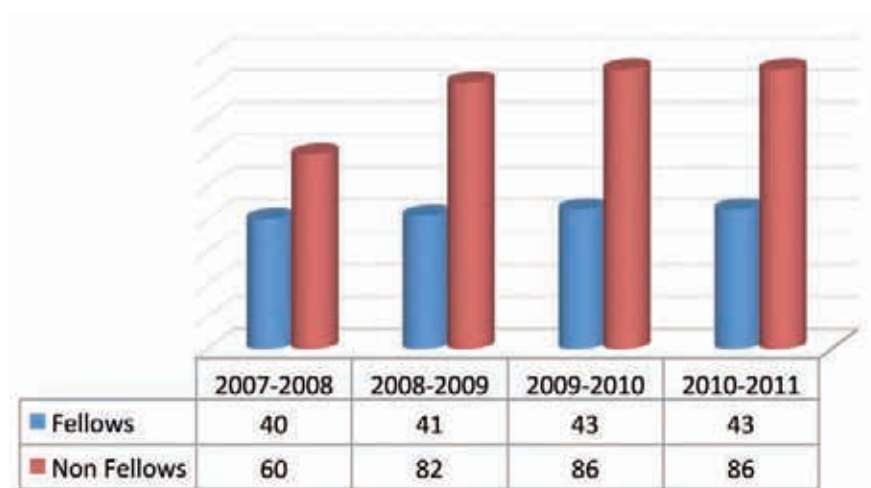
Table 1

	<b>Total observations</b>	<b>Fellows</b>	<b>Unsuccessful candidates</b>	<b>Candidates who declined</b>	<b>Total Non-Fellows</b>
<b>ECO</b>	163	37	76	50	126
<b>HEC</b>	107	43	61	3	64
<b>LAW</b>	78	36	35	7	42
<b>SPS</b>	133	51	76	6	82
<b>TOT</b>	481	167	248	66	314

One-third of the dataset is composed of Fellows and the corresponding two thirds of Non-Fellows. This proportion holds for total observations but not for disciplines, and for all years except 2007-2008 where it was difficult to obtain data. The distortion between the number of observations for each discipline is due to the priority of the study which was to include high-ranked and successful Non-Fellows. It is important to state that this is not a reflection of differences between participants from the various departments.

The decision to include applicants who declined the Fellowship (in most cases because they were offered a better position) potentially may have weakened the veracity of the results. The statistical differences found among Fellows and Non-Fellows are thus strengthened by the presence of candidates who declined.

Figure 1. Dataset composition by year





The data for the analysis is drawn from two sources. The first source is the set of applications submitted during the Fellowship application process, including information about the nationality, gender and discipline of applicants as well as country, year and university from which they earned their PhD.

The second source utilized is Google. Much of the information concerning the current position of individuals was uncovered through simple online Google searches. Most of these scholars have their Curriculum Vitae posted online on their current organization or university's website. We collected data on university, country and type of position, both before and after application to the Max Weber Programme. Another helpful source in the collection of data on Fellows involved in the study was the MWP webpage that tracks the alumni of the programme.

<http://www.eui.eu/ProgrammesAndFellowships/MaxWeberProgramme/FormerFellowsAffiliations.aspx>

This large research project, aimed at quantifying the value of a specific academic programme, has used Google prominently in the data gathering procedure. This type of research methodology reveals important information about the career visibility of various participants and allows for greater ease of access to data, as well as more reliable results than general studies typically offer. Furthermore, this research method allows for a quicker collection of data than the much slower process in general surveys. The data gathered is current as of December 2012, therefore the information used in this report is up to date and accurate.

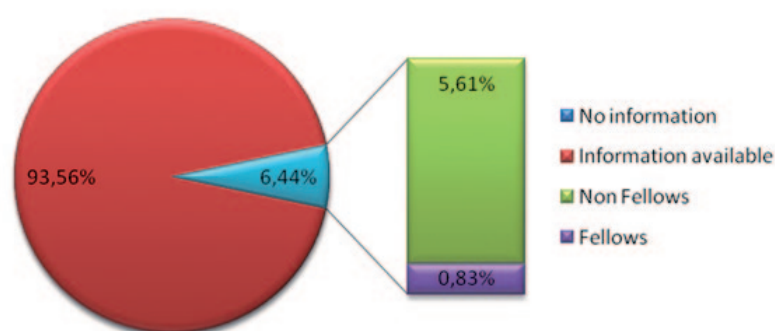
In order to assess the effect of the MWP on the careers of Fellows and Non-Fellows the first step was to construct some dichotomic variables providing information on the careers of applicants: among others, geographical and occupational mobility, and the availability of information on Google. Second, we produced a descriptive analysis comparing the values for Fellows and Non-Fellows. Last, in order to exclude the possibility that these differences are the results of this specific case, we estimated the impact of the MWP on dummy variables using probit regressions.

### **Career visibility**

The Internet may be considered the biggest database that has ever existed, providing abundant and freely available information about careers. We therefore decided to exploit this resource in order to collect the data for the 481 observations used in our research. Assuming that the more active a person is in the labour market, the more information is available on Google about him, in order to estimate the impact of the MWP, we compared the career visibility of Fellows and Non-Fellows. Our assessment method included a search of the applicant's name on Google, in order to check whether there is information available about him/her. To be able to find information about someone on Google implies that the person holds a good position in an important organization or university, or that s/he is writing a number of papers and articles published in prestigious journals or on academic websites. Moreover, as explained in the previous section, Google provides a lot of information about the institution, the country and the type of position currently held.

For this research, websites of universities and organizations played an important role, but websites that gather information about the careers of participants, or that offer career profiles, are also valuable instruments (among others, a broadly exploited and well organized website is LinkedIn). For Fellows, on the other hand, copious, current information can be found on the website of the MWP; information that is, in the majority of cases, updated by former Fellows themselves with new information about their careers. It is worth pointing out that there is only a limited percentage of people who cannot be found on Google, confirming a widespread use of the webpage among young scholars. As is evident by looking at Figure 2, the quota of people in the academic world whose career profiles can be found on the internet is very high, representing almost all of the cases for former Fellows.

Figure 2. Information on Google



Fellows are very 'visible' on the web, more so than Non-Fellows: we have found information for around 98% of Fellows and 91% of Non-Fellows, a result consistently confirmed for each academic year. The percentage of Fellows and Non-Fellows for whom we found information on Google is detailed in the following table:

Table 2

Application for year	Fellows	Non-Fellows
2007-2008	100%	91.7%
2008-2009	100%	93.9%
2009-2010	93%	89.5%
2010-2011	97.7%	90.7%

It was possible to gather information on 100% of the Fellows who participated in the Programme from 2007-2009 with relative ease; this provides positive auspices for the Programme. The MWP has clearly had a productive long-term effect on their careers.

In order to prove that these differences are not subject to varying circumstances on a case-by-case basis, but that the MWP actually has an impact on career visibility, we implemented a probit regression (the results can be found in Appendix A). We studied the impact of having been a Max Weber Fellow on the probability of being found on Google.

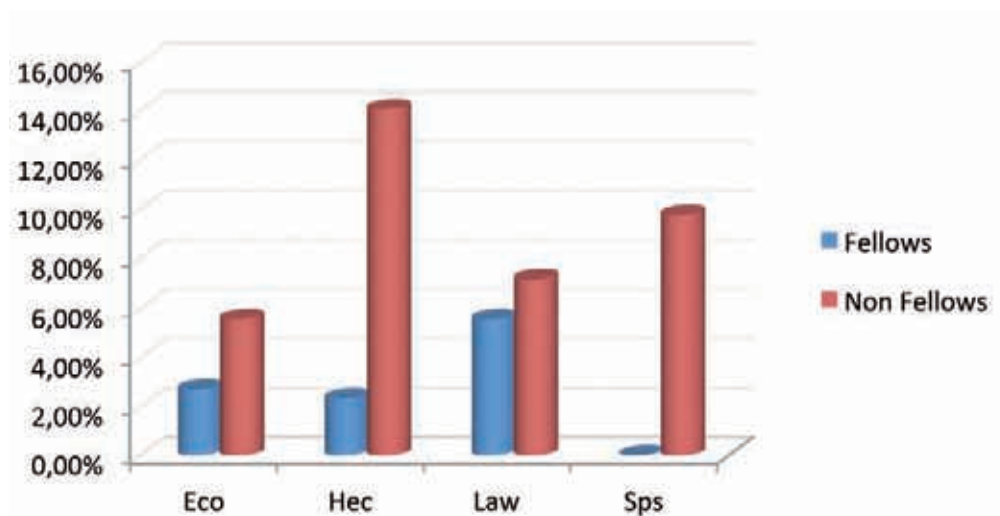
The probit regression shows that participation in the MWP has a positive impact on the visibility of participants on the Internet when searched through the Google search engine. The null hypothesis, 'no effect', is rejected at 1% of statistical significance. By looking at the marginal effect of the dummy Fellow, we can interpret the results in this way: *ceteris paribus*, having been a Fellow increases the probability of being found on Google by 6.4%. Other factors may have an effect on the dependent variable 'Info on Google'. Because of the scarcity of personal information we controlled only for gender, number of years passed since



the application and discipline, taking the Department of History and Civilisation (HEC) as a reference point. These control variables are not statistically significant, with the exception of the Economics (ECO) dummy with a significance level of 10%.

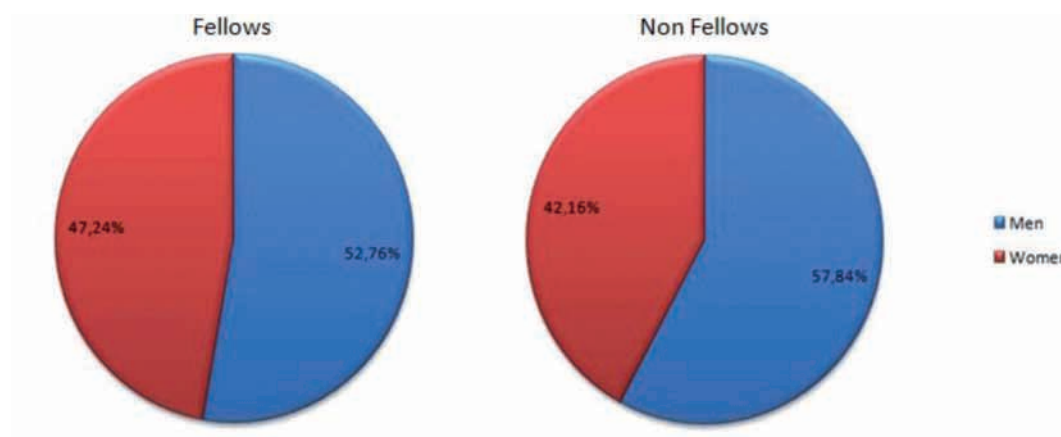
Important differences emerge between the disciplines too. In particular, the lack of information about Non-Fellows on the web is a concern for historians and political scientists; while to the contrary, we have information for all former Fellows of the Department of Social and Political Science. (Figure 3).

Figure 3. No information on Google



For Fellows, the availability of information on Google does not present significant differences according to gender, while for Non-Fellows we have found more information about men than women. (Figure 4).

Figure 4. Information on Google by Gender



### Occupational analysis

Researchers applying for the MWP held academic and non-academic positions in universities, organizations and institutions in a large number of countries. With regard to job distribution between academic and non-academic participants, the percentage of Fellows currently holding an academic position is higher than for Non-Fellows. This result occurs for each year, even though for some years the difference is small. (Figure 5 and Table 3).

Figure 5. Type of current position

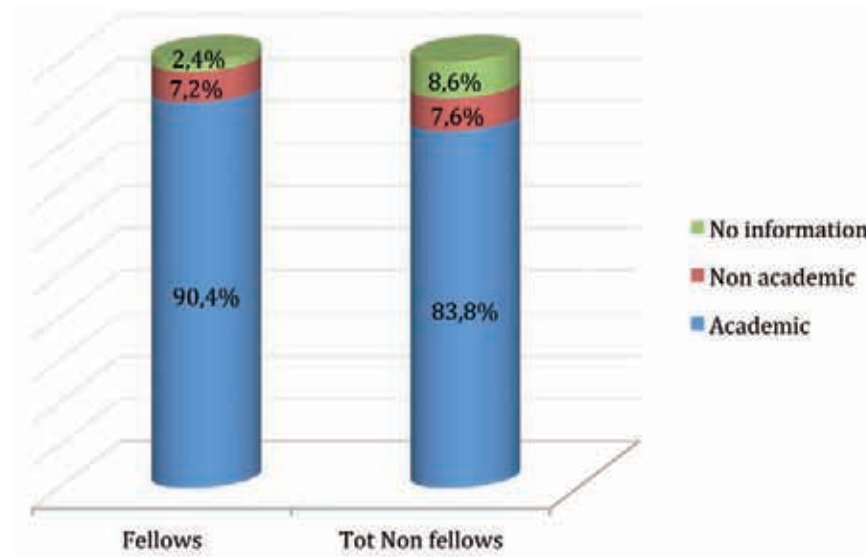


Table 3

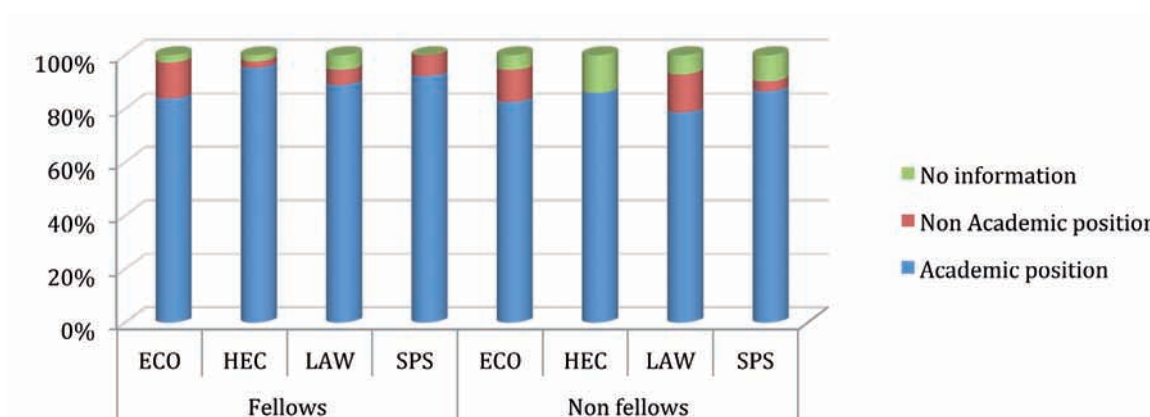
Application for year	Fellows	Non-Fellows
2007-2008	90.0%	88.3%
2008-2009	92.6%	84.1%
2009-2010	83.7%	82.6%
2010-2011	93.0%	81.4%

Among former Fellows currently holding an academic position, 31.1% are from the Department of Social and Political Science, followed by History (27.1%), Law (21.2%) and Economics (20.5%). On the other hand, among Non-Fellows occupying academic positions, 39,6% are from the Department of Economics (in particular 25,5% are economists who declined and 14,1% are unsuccessful candidates) while the lowest number of Non-Fellows currently holding an academic position are those who applied to the Department of Law (12.5%). Without considering those who declined the Fellowship but considering only unsuccessful

candidates currently holding an academic position, the distribution remains the same. In fact the high percentage is recorded by economists (31,6%) while the lowest by Law (12,3%). Both for Fellows and Non-Fellows, there are more men than women in academic positions. While in the case of Fellows, the difference between genders is as low as 7.3%, the share of men among the Non-Fellows involved in the academic world is 16.3% higher than that of female Non-Fellows.

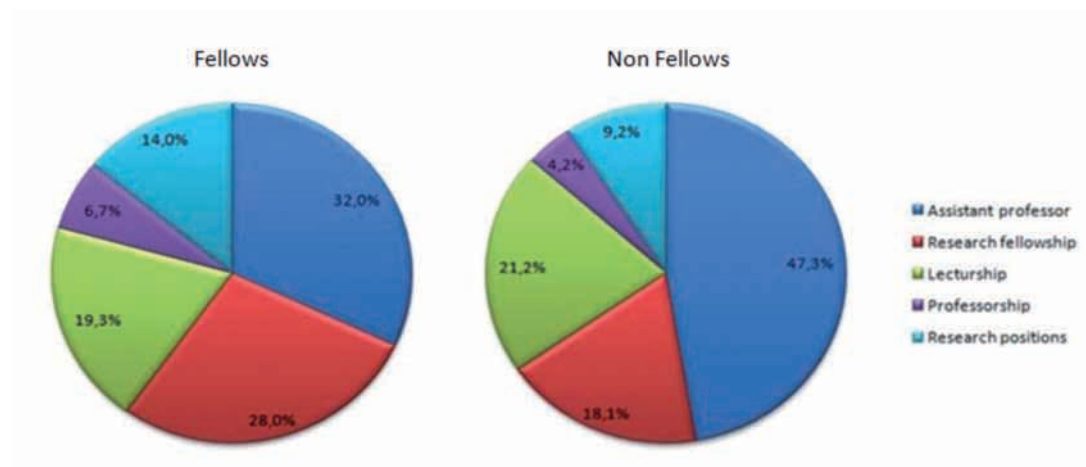
In the following graph we present the distribution between academics and non-academics by disciplines. The percentage of Fellows coming from the Departments of History and Law currently working in the academic world is higher than that of Non-Fellows. 95.3% of History Fellows and 88.9% of Law Fellows retain academic positions, as opposed to 85.9% of Non-Fellows in History and 78.6% of Non-Fellows in Law. Among Fellows, Economists are currently employed in more non-academic positions, followed by Political Scientists. To the contrary, for Non-Fellows, the discipline which produces the larger number of people who do not take up academic jobs is Law.

Figure 6. Type of position by discipline



The sample distribution according to the kind of academic position held is shown in the following figure.

Figure 7. Current Academic positions





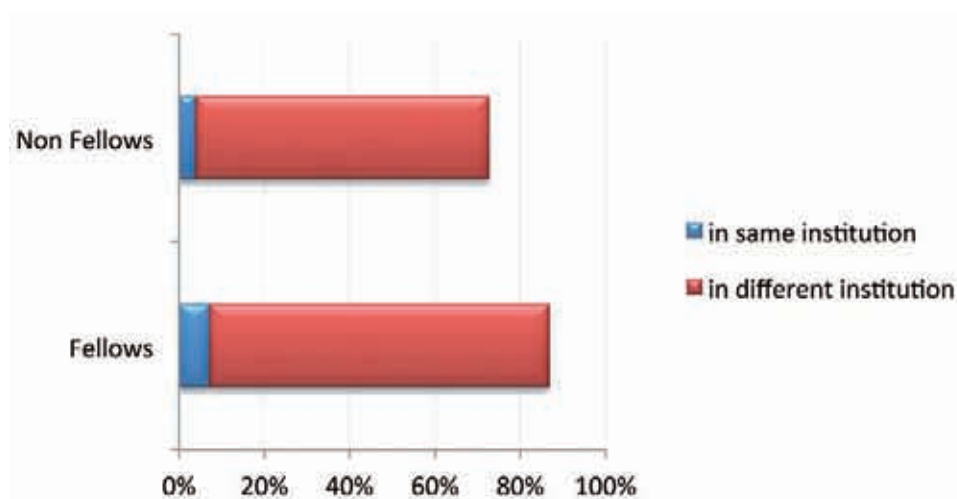
Among academics, the share of professors and researchers among Fellows is larger than among Non-Fellows, while the latter more frequently gain the position of Assistant Professor.<sup>2</sup>

### Occupational mobility

Applicants to a fellowship programme such as the MWP, having already attained their PhDs, are primarily looking for an opportunity to refine and expand their current skills in order to increase their competitiveness on the academic job market. As such, in order to properly judge the effects of the MWP, it is vital to determine whether graduates of the Programme enter into higher ranked job positions than were accessible without participation in the Programme. Occupational mobility is therefore an important factor in understanding the impact of the MWP.

In order to ascertain whether Fellows, after the MWP, continue to maintain the position they may previously have held before their application, or move towards a new and different position, we constructed a dummy variable indicating whether the position held before and after the MWP is different or not. In this case, and in others, we do not have enough information to run a meaningful regression. Yet, the aggregate results for all four years tell us that the percentage of Fellows that changed position (86.8%) is higher than that among the Non-Fellows (72.6%) [Figure 8].

Figure 8. Different previous and resulting position

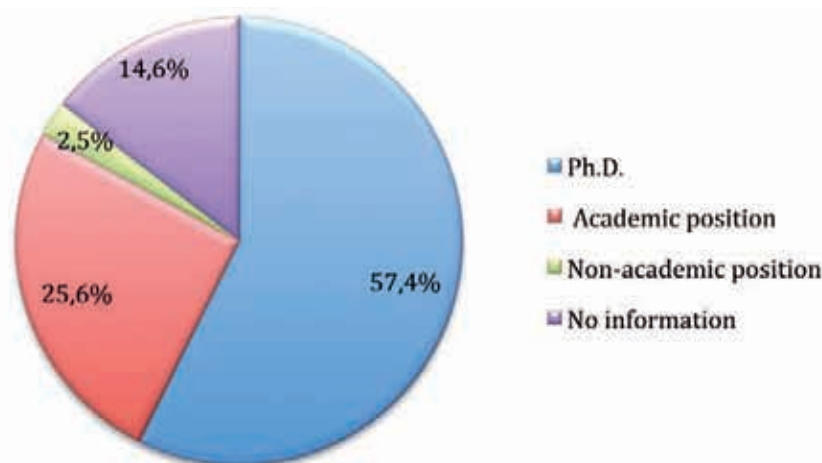


It can be verified that Fellows are likely to change position after completion of the MWP. In each case there is a low percentage of Fellows who returned to the same position they held before participation in the MWP. With respect to Non-Fellows, it is important to investigate whether or not they improved their positions.

Before application to the MWP, researchers tend to hold a number of different positions. As is shown in Figure 9, for the four academic years taken into consideration, the majority of applicants recently completed a PhD before their application; one quarter held an academic position and only 2.5% a non-academic position. For 14.6% of our observations we did not find information about the previous position of participants.

<sup>2</sup> This result also holds if we consider only unsuccessful candidates without including candidates who declined.

Figure 9. Type of previous position



Our aim is to understand whether researchers hailing from an academic position moved up the academic career ladder following participation in the MWP. One difficulty in ascertaining this information is the lack of an international ranking system for academic positions. The ranking of academic positions can be regulated within a single country but not internationally. For this reason we were forced to check each previous and current position individually and to use a dummy indicator that expressed whether there is an improvement in position or not.

The main finding is that 62.9% of Fellows coming from, and currently holding, an academic position improved their career prospects; as opposed to the 37.1% who maintained their previous position or moved down the career ladder. For Non-Fellows the percentages are respectively 61.0% and 39.0%. This reflects overall that although there is a small difference between Fellows and Non-Fellows who improve their position, participation in the Programme can increase the probability of improving career advancement.

In conclusion, the findings indicate that Fellows experience higher occupational mobility than Non-Fellows. Furthermore, there was a slight improvement in position rankings for those Fellows who completed the Programme and then changed their original positions in comparison with Non-Fellows. These findings are complicated by a lack of information about the previous positions of applicants, as well as the lack of an international academic ranking system. It should be noted that the majority of applicants came directly or very recently from their PhD programmes, and as such did not have the opportunity to enter the job market before beginning the MWP. Despite these restrictions the findings indicate a greater occupational mobility among Fellows than among Non-Fellows.

### Geographical mobility

The section below lays out the geographical distribution of Fellows and Non-Fellows. An incidental observation about career visibility for Fellows can be made from the evidence collected. While Fellows for the MWP are drawn primarily from European countries there is also evidence that shows that, after participation in the MWP, Fellows are more likely to remain in Europe than Non-Fellows. Finally, through

further analysis, Fellows and Non-Fellows are drawn from different academic traditions and it is evident that the Continental European and the Anglo-Saxon academic traditions produce the highest percentages of both Fellows and Non-Fellows. From the data in the table below it can be stated that Fellows are more mobile than Non-Fellows. This is especially so in the comparison between the country in which they lived upon application to the MWP and their country of current employment.

Table 4

	MWFs	Non-MWFs
<b>Different previous and resulting country</b>	<b>50.3%</b>	<b>42.7%</b>
The person was previously in his country of nationality	15.0%	7.3%
The person was not previously in his country of nationality	35.3%	35.3%

In the map we highlighted, for each country, the presence of Fellows and Non-Fellows. We coloured in green those countries for which the number of Fellows working there, in terms of the total number of former Fellows, is greater than, or equal to, that of Non-Fellows. Countries in red denote those in which the percentage of Non-Fellows employed is higher than that of former Fellows. Fellows find success in most European Countries, Russia, China, Japan and Argentina, while Non-Fellows are more frequently employed in the US, Canada, Mexico, India and Australia. The more marked differences are in Germany, where 16.2% of Fellows are working, as opposed to 6.0% of Non-Fellows, and in the US, where the percentages are respectively 15.6% and 25.5%.

Figure 10

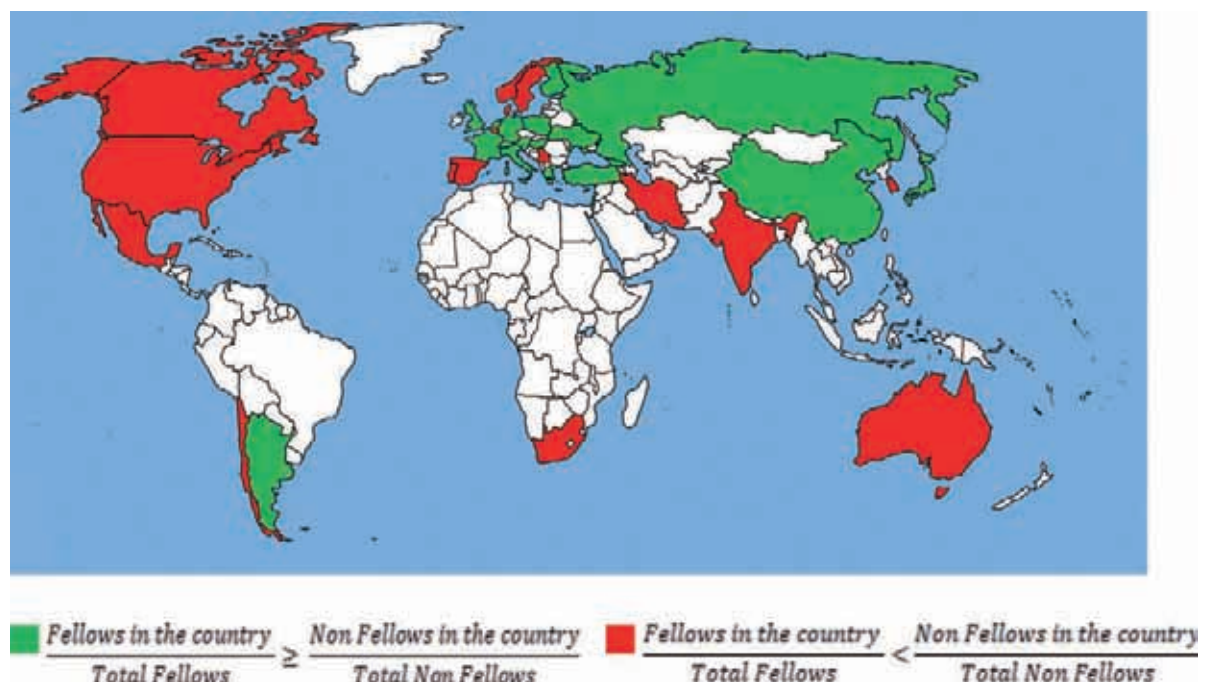
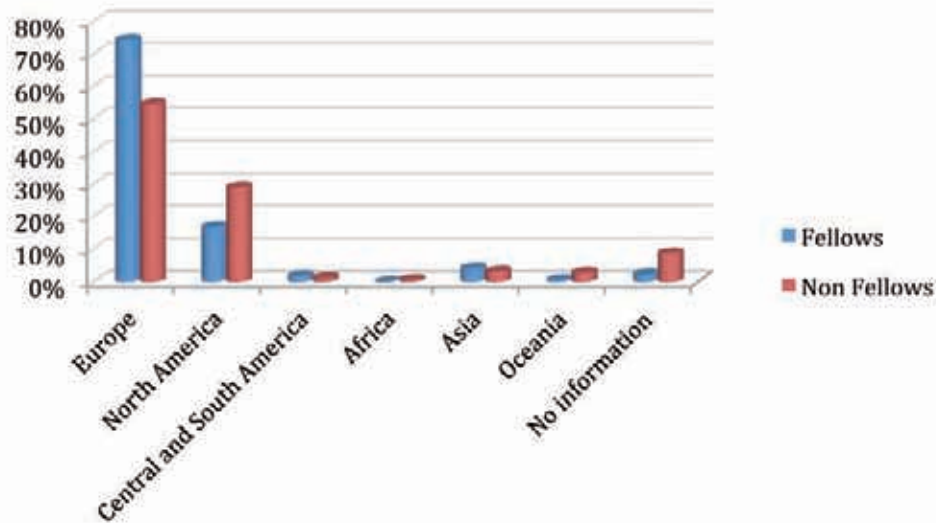




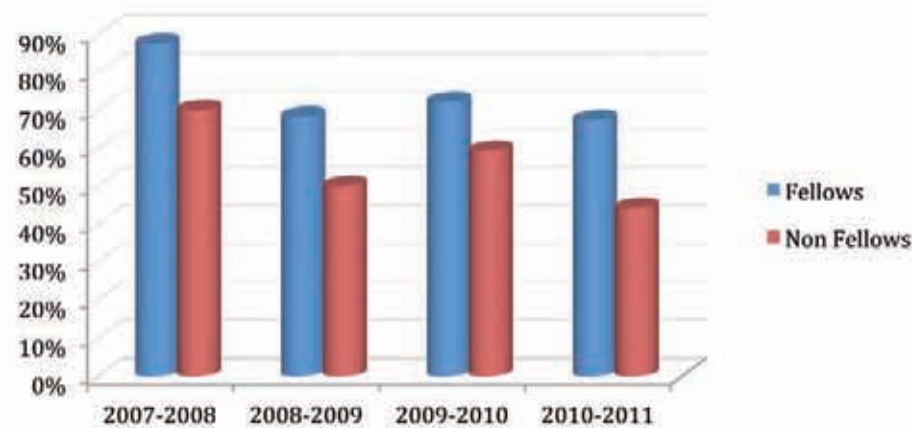
Figure 11. Geographical distribution by region



Fellows and Non-Fellows are distributed in a very different manner across the world, for instance Non-Fellows are more likely than Fellows to find a job in North America. The percentage of our 481 observations in less developed areas, such as Central and South America and Africa, is very small, as is the percentage who took up positions in Oceania (Figure 11).

The percentage of Fellows currently in Europe is higher than that of Non-Fellows, one in aggregate for all four years and for each single year as shown in Figure 12. Information pertaining to the current country of Fellows found on the web is more easily accessible than that which was found for Non-Fellows. This implies that Fellows seem to have higher rates of career visibility than Non-Fellows, which could be a result of participation in the MWP.

Figure 12. Distribution in Europe



The distribution in Europe of Fellows and Non-Fellows is not homogenous. We studied it by dividing the continent into areas according to their academic tradition. We grouped the countries of our observations following an alignment that was used in the previous 'Survey on Research Funding on Social Sciences in Europe by the Academic Careers Observatory'.<sup>3</sup>

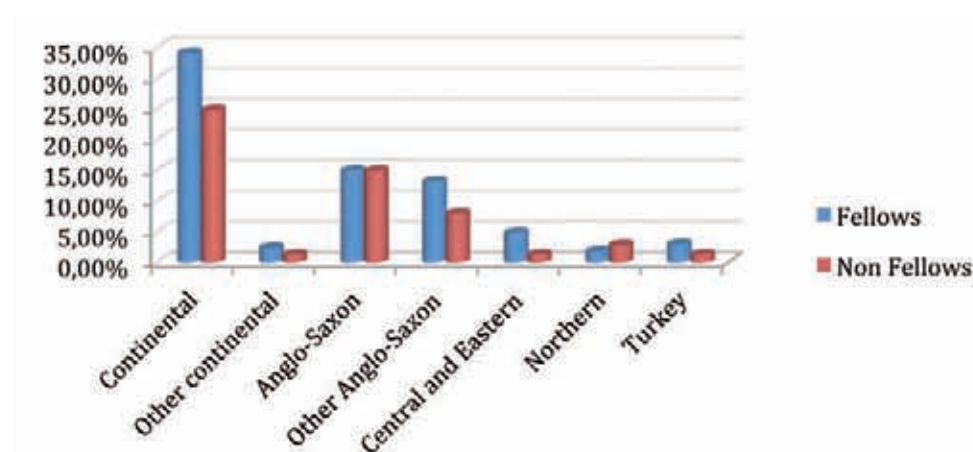
<sup>3</sup> Ramon Marimon et al., *Survey on Research Funding for the Social Sciences in Europe*, Max Weber Programme, Academic Careers Observatory, European University Institute, 2011. <http://www.eui.eu/Documents/MWP/Publications/20111012MWP-ACOSurveyResearchFunding-Full.pdf>

Table 5

Region	Countries
Continental	Belgium, France, Germany, Italy, Spain
Other continental	Austria, Greece, Luxembourg, Portugal
Anglo-Saxon	UK
Other Anglo-Saxon	Israel,* Netherlands, Switzerland
Central and Eastern	Poland, Russia, Serbia, Ukraine, Hungary, Slovenia
Northern	Denmark, Finland, Norway, Sweden
Others	Turkey

The distribution of Fellows between these areas is summarized in the following graph.

Figure 13. Distribution in European areas



The highest concentration of Fellows is found in continental Europe, followed by Anglo-Saxon countries. The distribution of Non-Fellows follows the same trend, except for a slightly higher percentage of Non-Fellows in Scandinavian countries. (Figure 13).

The results of the probit regressions, reported in Appendix A present strong evidence that the MWP can have an impact on the probability of Fellows remaining in Europe.

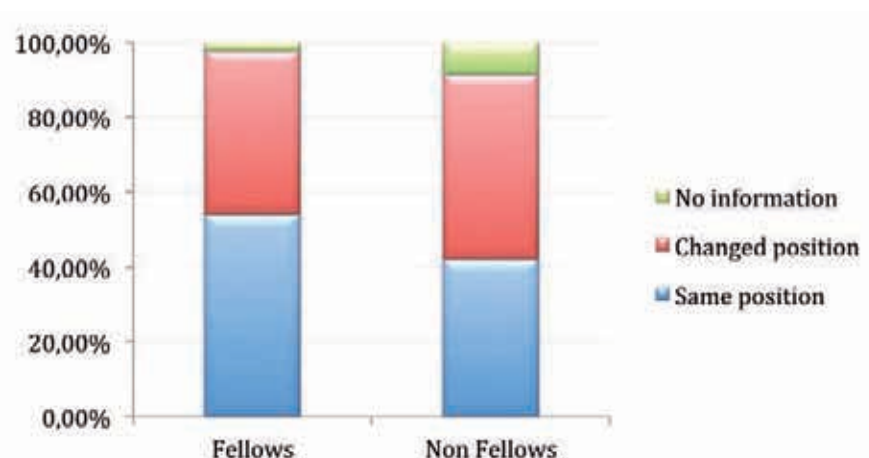
The difference between the percentage of Fellows and Non-Fellows currently living in Europe is statistically significant at 0.1%, with a margin value of 19.1%. Moreover, being a Fellow in Law increases the probability of remaining in Europe by 16.2% as opposed to the probability among historians. As expected, in this case, the status of being a European citizen significantly increases the probability of remaining in Europe as there is a high statistical difference among nationalities hailing from other continents (70.7%).

\* For analytical purposes, Israel was grouped with the Netherlands and Switzerland as it was identified as having an educational system and academic traditions similar to those of the Anglo-Saxon model. However, it should be noted that important differences remain between the Israeli academic system and any of the European systems.

### \*Does participation in MWP lead to greater career progression?

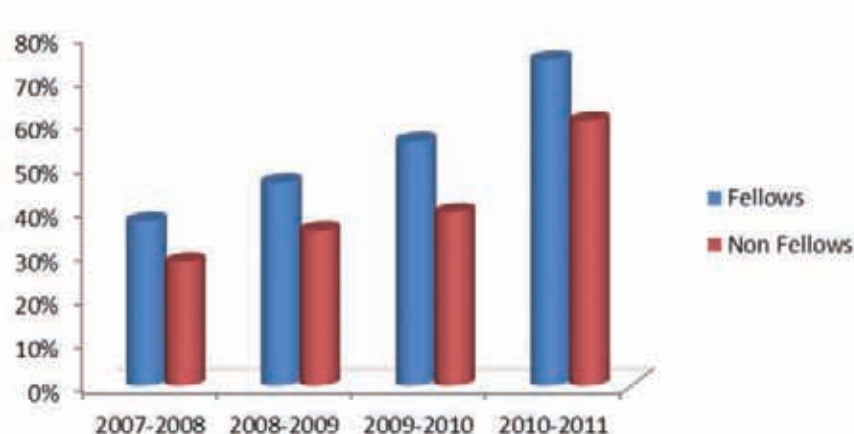
During the data collection procedure, we noted that most Fellows currently hold the position found during or just after participation in the MWP. By studying the issue in detail we found a number of relevant and significant results. In order to assess the difference between Fellows and Non-Fellows, we constructed a dummy variable (Same position), equal to one, if the person currently holds the position found during or just after the MWP, and 0 otherwise. We also analysed it for Non-Fellows, using the application year as reference. The main findings are presented below.

Figure 14. Same position



The percentage of Fellows maintaining the position found during or just after the MWP is higher than for Non-Fellows (Figure 14). One possible explanation is that the MWP has a good track record and therefore a strong reputation on the labour market and allows Fellows to find an ideal position which they tend to hold over time. It may also be argued that the MWP trains and prepares Fellows for a long-term academic career in Europe, primarily. This result is evident for every year, as shown in Figure 15, and obviously the percentage tends to increase for both groups in more recent years.

Figure 15. Same position by year





To assess whether these differences between Fellows and Non-Fellows are statistically significant, we implemented a probit regression, reported in Appendix A.

The difference between the two groups, in the probability of maintaining the same position found in the year of application, is statistically significant. It becomes even more significant when we control for the different disciplines. The status of Fellow in this case increases the probability of maintaining the job found during the year of the MWP by 18.2%. This holds in particular for the Department of Economics: being an economist increases the probability of maintaining the same position by 23.9% in comparison to historians.

### **Conclusion – Overview of the impact of the Max Weber Programme**

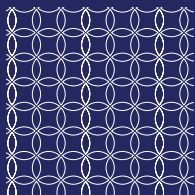
Between November 2012 and May 2013 the Academic Careers Observatory carried out research analysis of the Fellows and selected Non-Fellows on the job market across the seven years of the MWP. The Non-Fellows were selected from those who applied to the Programme and proved unsuccessful in their application, or those who declined the offer of a Fellowship. The information on participants was drawn from two sources; their application materials and their visibility on the internet as verified through the Google search engine. The aim of this project was to ascertain whether or not participation in the Max Weber Programme increased the probability of finding or improving academic positions, and which indicators reflect the most differences.

The first part of the study analysed how ‘visible’ Fellows and Non-Fellows are on the job market by looking at what information on their academic career could be found through Google. Details of nationality, current position, affiliation and productivity were all deemed relevant results. It was found that the MWP has a positive impact on ‘visibility’, as Fellows had a higher probability of having a strong academic profile on the internet. Among the Non-Fellows, the least information was available for women, with only 42,16% ‘visible’ as opposed to 57, 84% of male Non-Fellows who were ‘visible’.

The second part of the study revealed that the percentage of Fellows who secured academic positions during or immediately following participation in the MWP was higher than that of Non-Fellows. This result was consistent across all years, although, in some cases, the difference is small.

There was a marginally higher occupational mobility among Fellows than Non-Fellows. However, it should be noted that there is only a small statistical difference between those who improved their position and those who did not. In terms of geographical mobility, Fellows were found to be more likely to remain in Europe than Non-Fellows. Nationality played an important role here as a high percentage of Fellows are European and applicants from North America often found success within their own national job market.

Finally, a ‘dummy variable’ was used to show changes in positions over time. Participation in the MWP increases the probability of maintaining a job found during the Programme by 18.2%, particularly among economists.



# APPENDIX

## Appendix A

Table A.1: Probit regression of the impact of being a Fellow on the probability of being found on Google

	(1) Info on Google	(2) Info on Google	(3) Info on Google
Fellow dummy	0.612** (2.63)	0.628** (2.73)	0.671** (2.85)
Gender dummy		0.135 (0.74)	0.0784 (0.45)
Years ago		0.0954 (1.16)	0.101 (1.22)
ECO dummy			0.424 (1.72)
LAW dummy			0.194 (0.68)
SPS dummy			0.263 (1.07)
_cons	1.366*** (13.54)	0.974** (3.19)	0.742* (2.07)
N	481	481	481

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$



Table A.2: Probit regression of the impact of being a Fellow on the probability of working in Europe

	(1) EU	(2) EU	(3) EU	(4) EU
Fellow dummy	0.521*** (4.12)	0.523*** (4.11)	0.549*** (4.20)	0.527*** (3.97)
Gender dummy		0.145 (1.22)	0.117 (0.95)	0.155 (1.22)
Years ago		0.154** (2.87)	0.128* (2.31)	0.154** (2.71)
EU nationality			0.941*** (7.04)	0.982*** (7.16)
ECO dummy				0.123 (0.72)
LAW dummy				0.820*** (3.80)
SPS dummy				0.247 (1.41)
_cons	0.112 (1.58)	-0.489* (-2.35)	-1.040*** (-4.44)	-1.399*** (-5.18)
N	481	481	481	481

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

Table A.3: Probit regression of the impact of being a Fellow on the probability of maintaining the same position found during or just after the MWP\*

	(1)	(2)	(3)
	Same position	Same position	Same position
Fellow dummy	0.270* (2.14)	0.314* (2.46)	0.463*** (3.45)
Gender dummy		0.118 (0.97)	0.00410 (0.03)
Years ago		-0.198*** (-3.47)	-0.215*** (-3.63)
ECO dummy			0.613*** (3.53)
LAW dummy			-0.0551 (-0.28)
SPS dummy			-0.180 (-1.00)
_cons	-0.0759 (-1.01)	0.496* (2.35)	0.410 (1.65)
N	437	437	437

*t* statistics in parentheses

\*  $p < 0.05$ , \*\*  $p < 0.01$ , \*\*\*  $p < 0.001$

\* For Non-Fellows the application year is used as reference year.

## Appendix B

Figure B.1 Fellows by current position

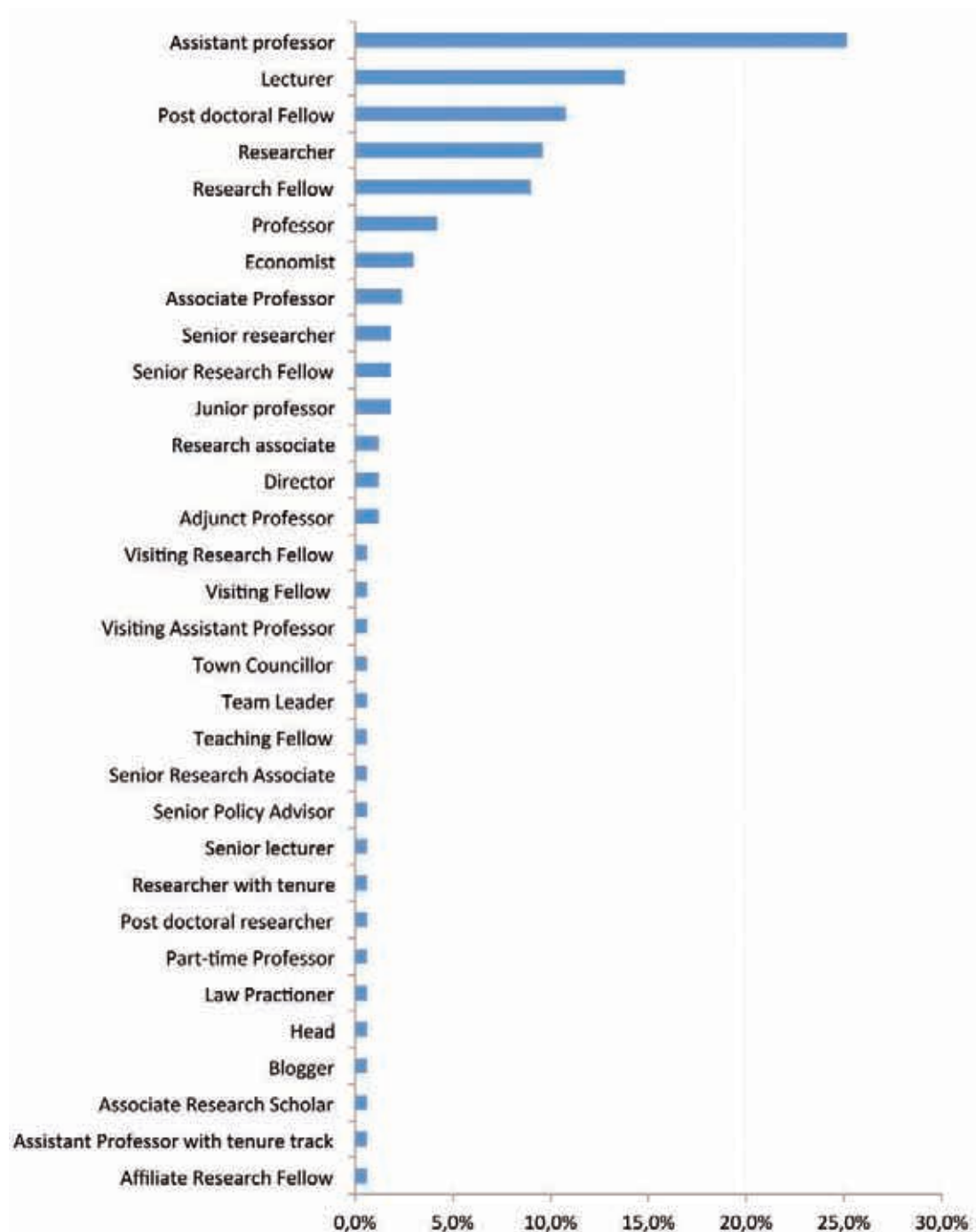




Figure B.2 Non-Fellows by current position

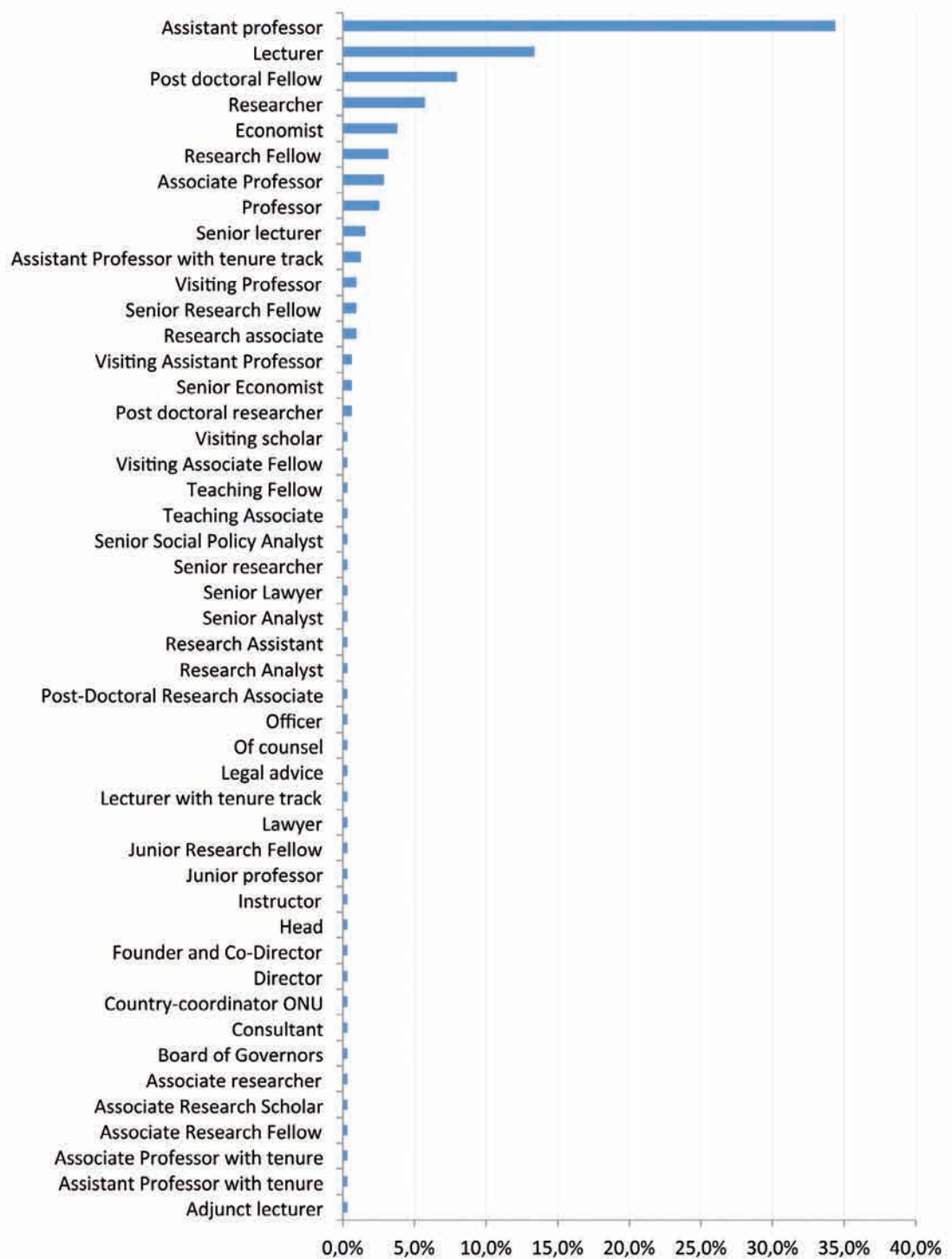


Figure B.3 Fellows by current country

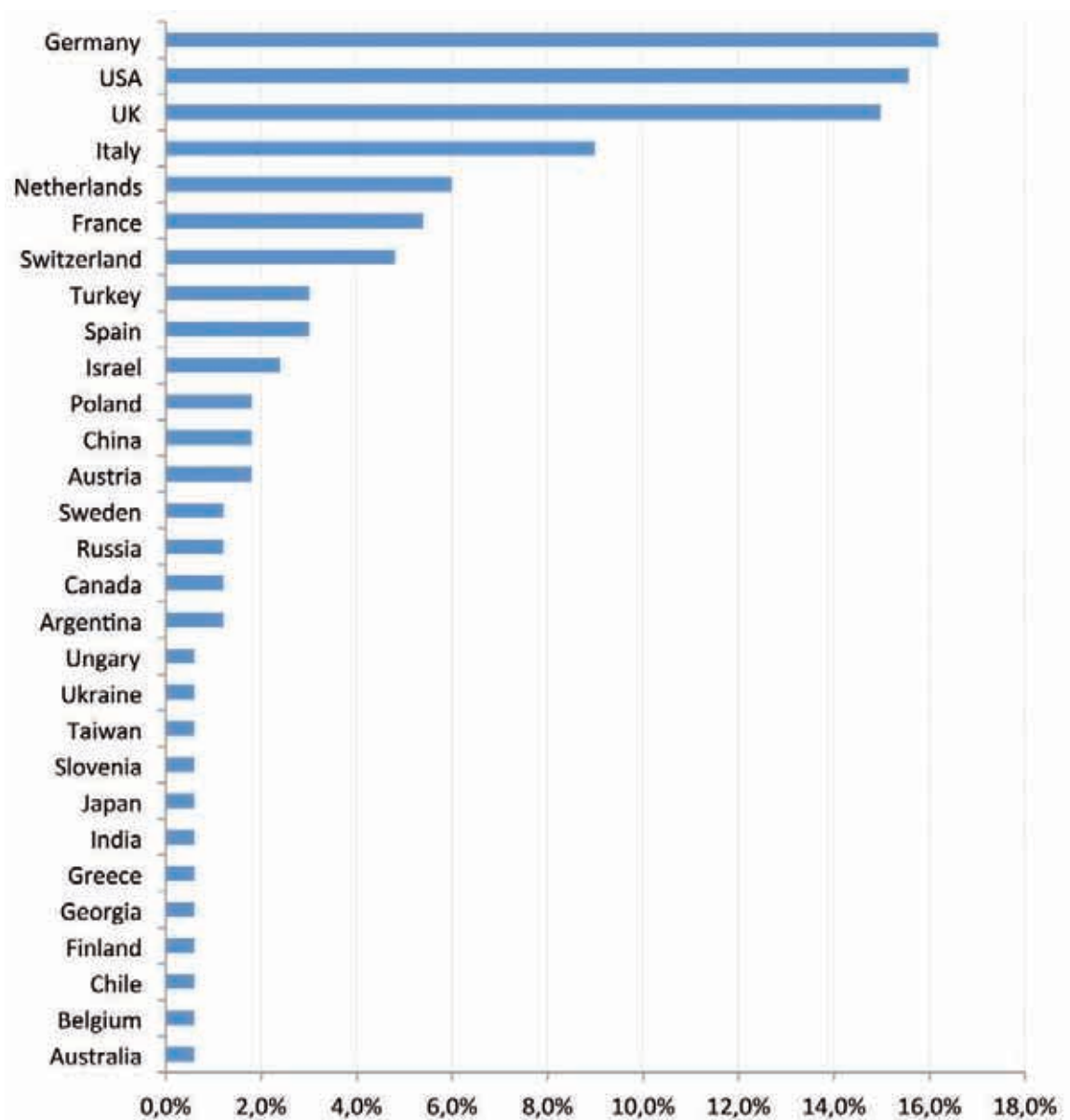
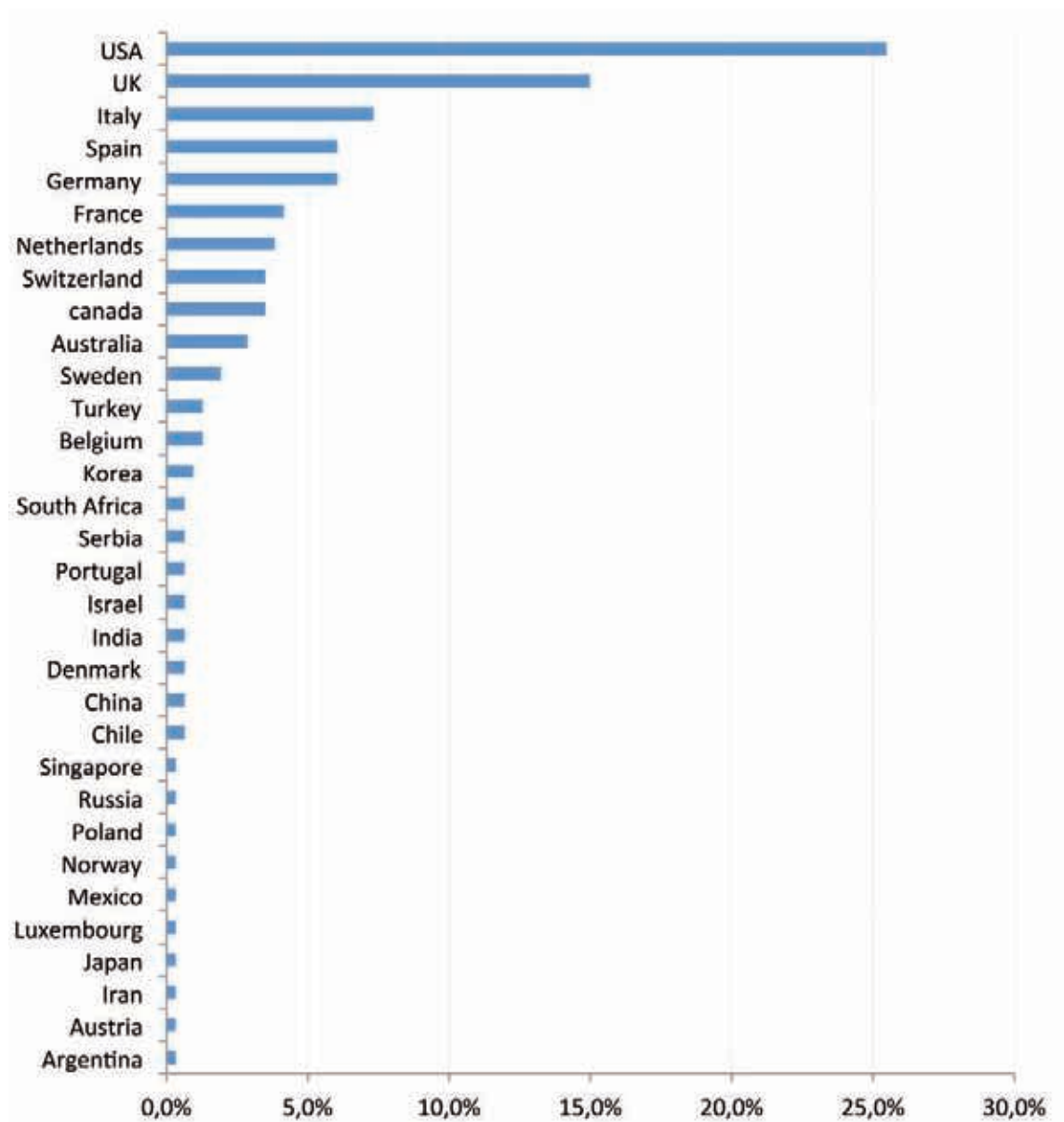


Figure B.4 Non-Fellows by current country





## Appendix C

### Academic year 2007-2008

Dataset composition 2007-2008

	Total observations	Fellows	Unsuccessful candidates	Candidates who declined	Total Non-Fellows
ECO	29	9	10	10	20
HEC	28	10	18	0	18
LAW	15	10	5	0	5
SPS	28	11	17	0	17
TOT	100	40	50	10	60

Figure C.1 Information on Google by discipline

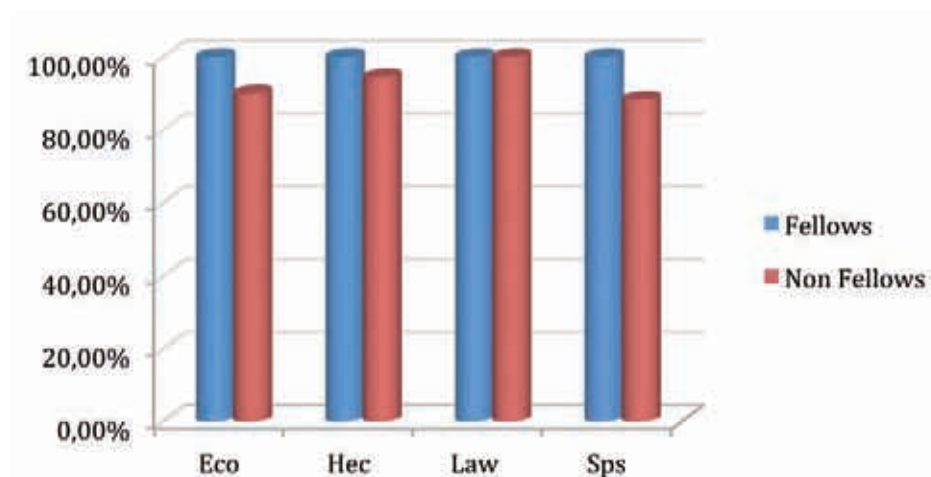


Figure C.2 Type of current position

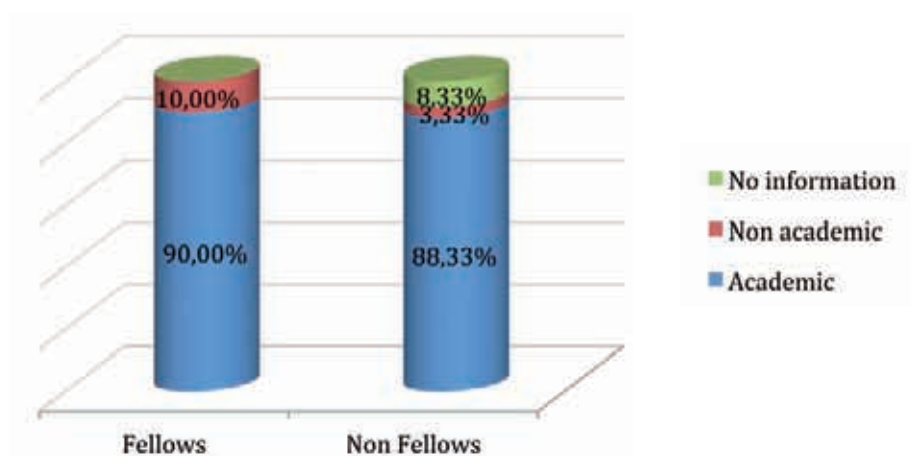


Figure C.3 Type of position by discipline

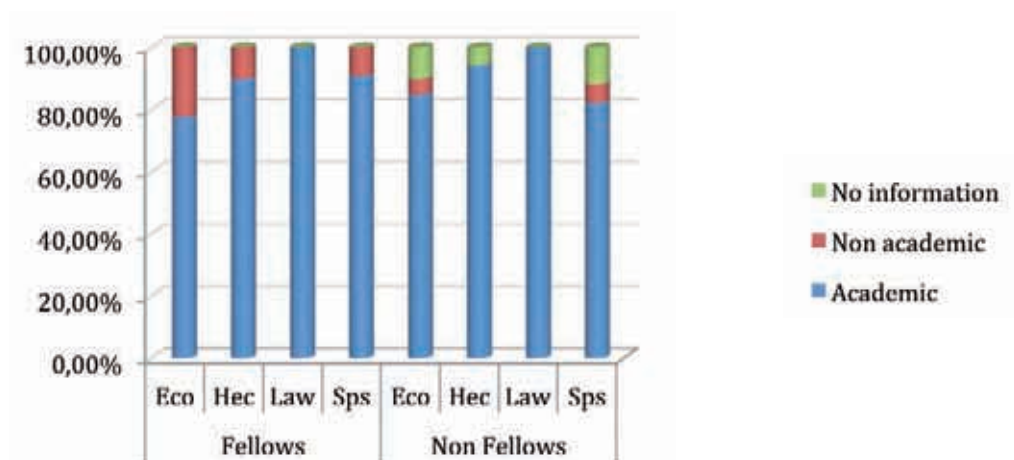


Figure C.4 Applicant's position before application

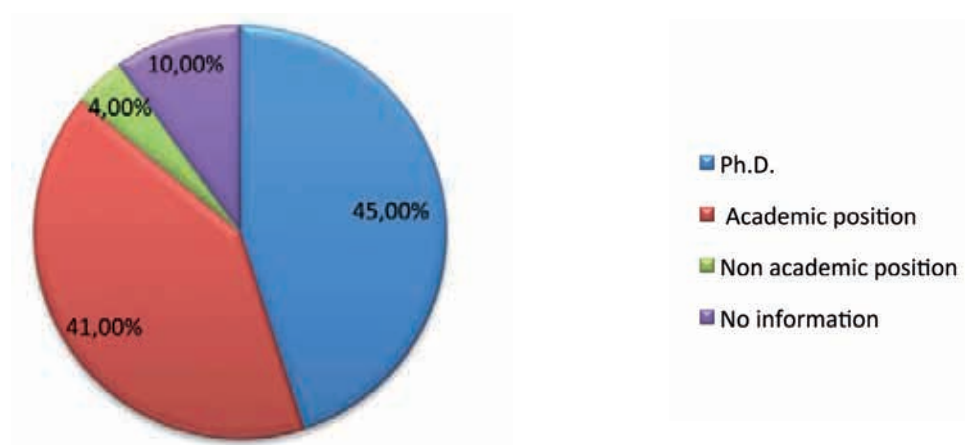


Figure C.5 Different previous and resulting position

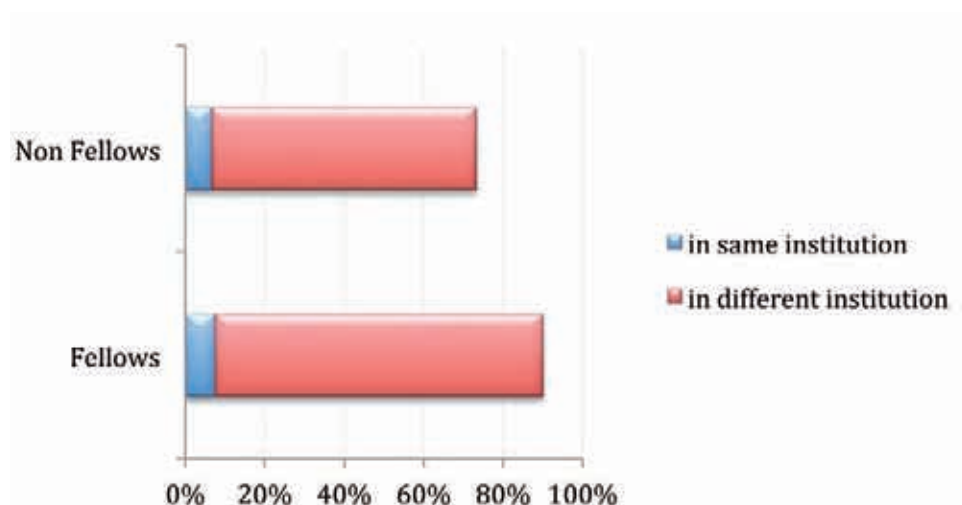


Figure C.6 Geographical distribution by region

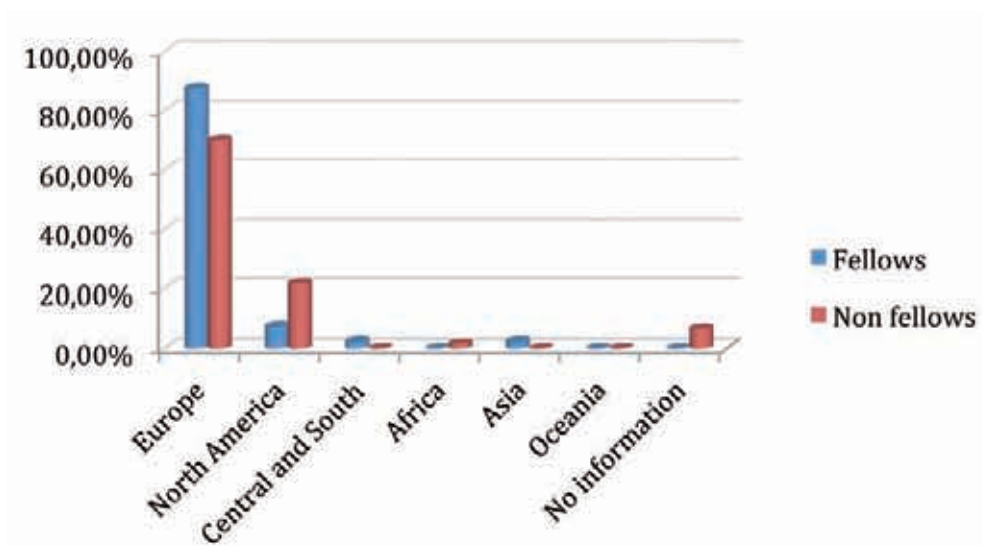




Figure C.7 Distribution in “European areas”

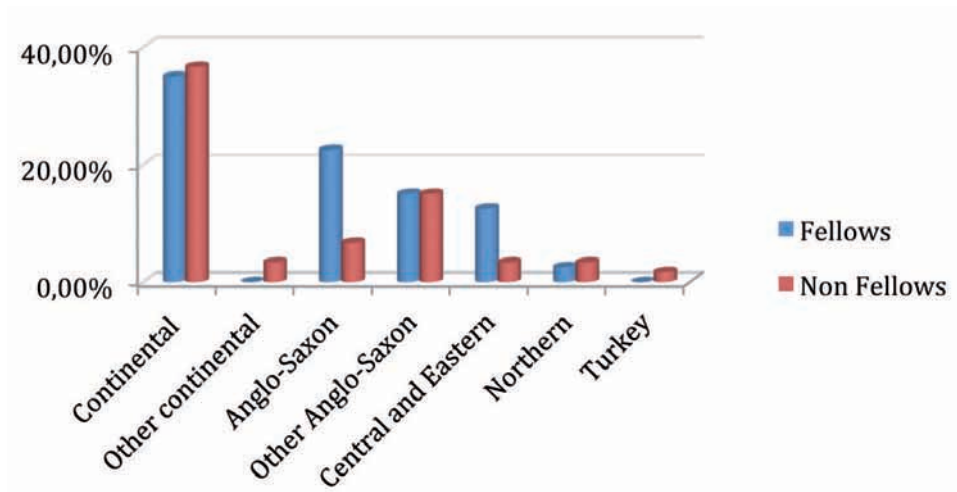
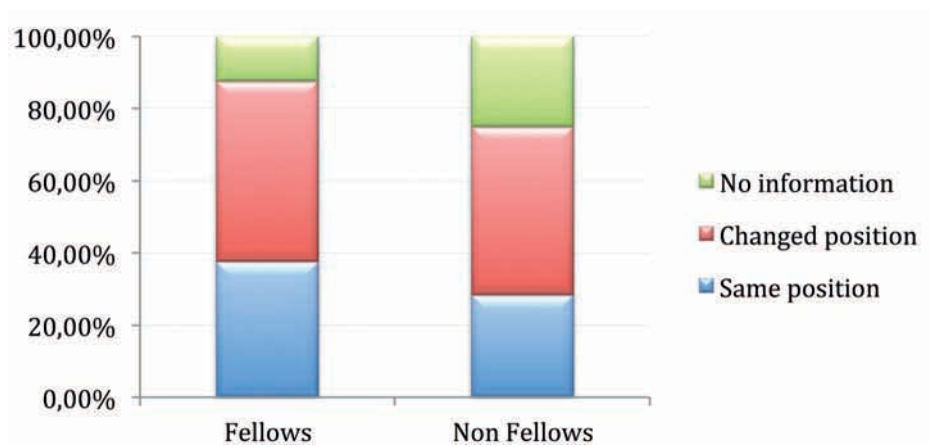


Figure C.8 Same position (2007-2008)



## Academic year 2008-2009

Dataset composition 2008-2009

	Total observations	Fellows	Unsuccessful candidates	Candidates who declined	Total Non-Fellows
ECO	45	10	24	11	35
HEC	28	11	17	0	17
LAW	13	8	5	0	5
SPS	37	12	22	3	25
TOT	123	41	68	14	82

Figure C.9 Information on Google by discipline

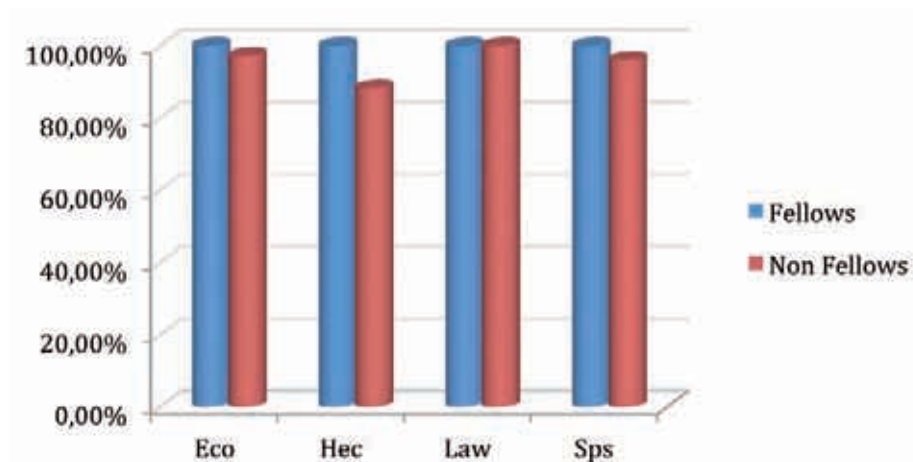


Figure C.10 Type of current position (2008-2009)

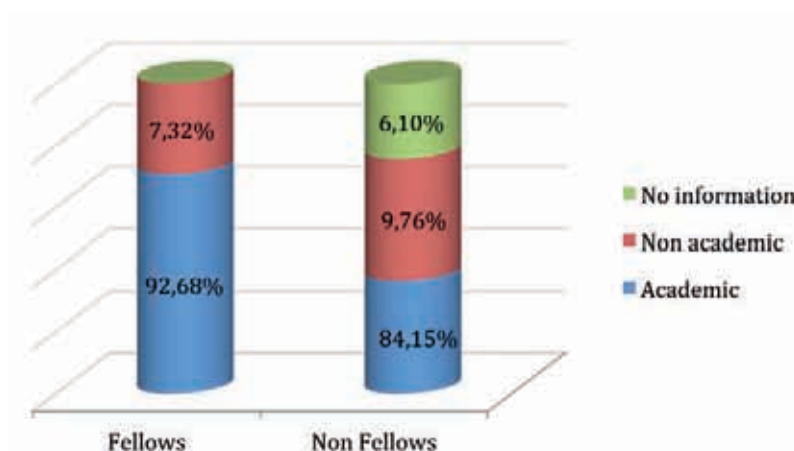


Figure C.11 Type of current position by discipline

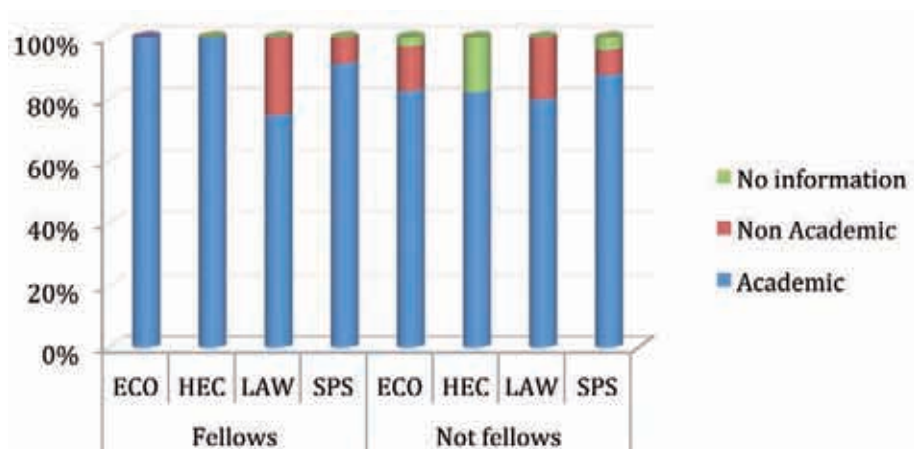


Figure C.12 Applicant's position before application

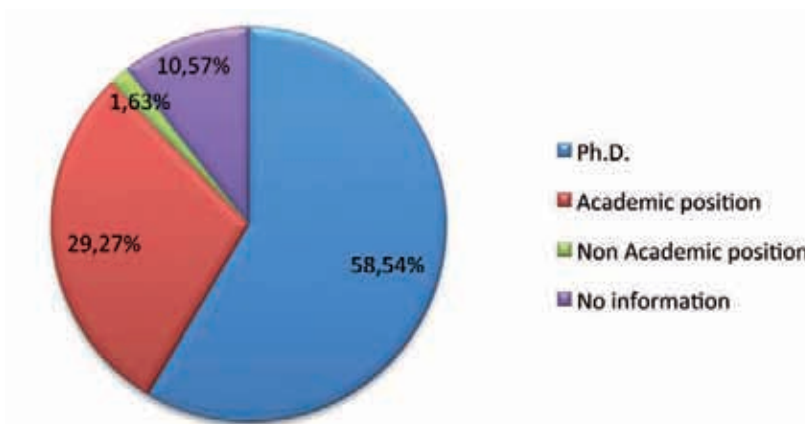


Figure C.13 Different previous and resulting position

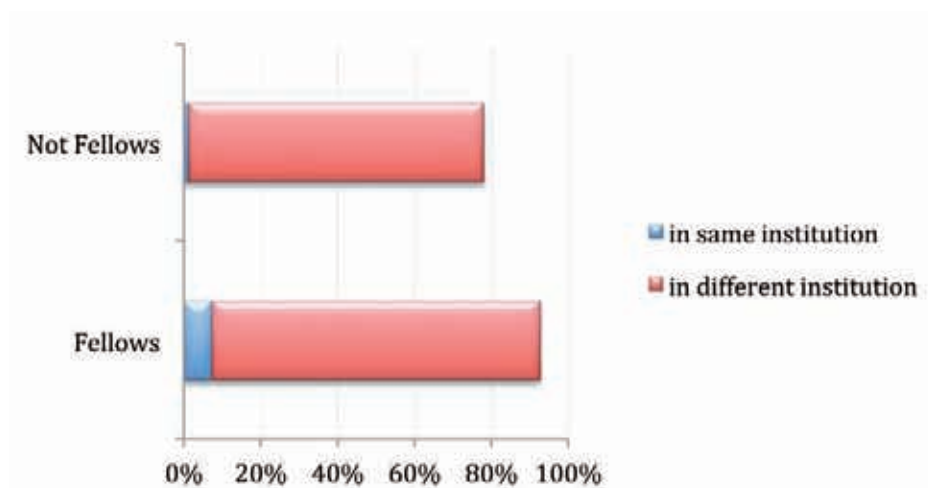


Figure C.14 Geographical distribution by region

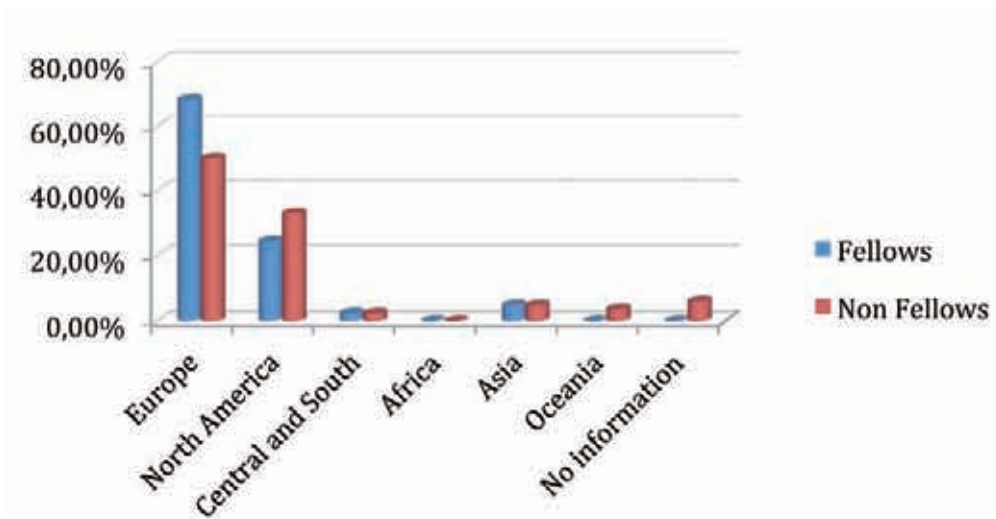




Figure C.15 Distribution in European areas

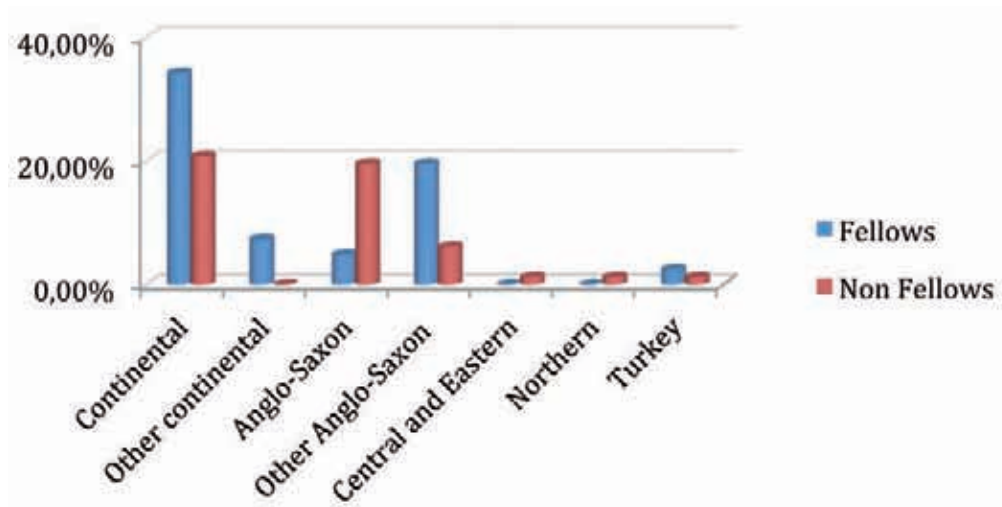
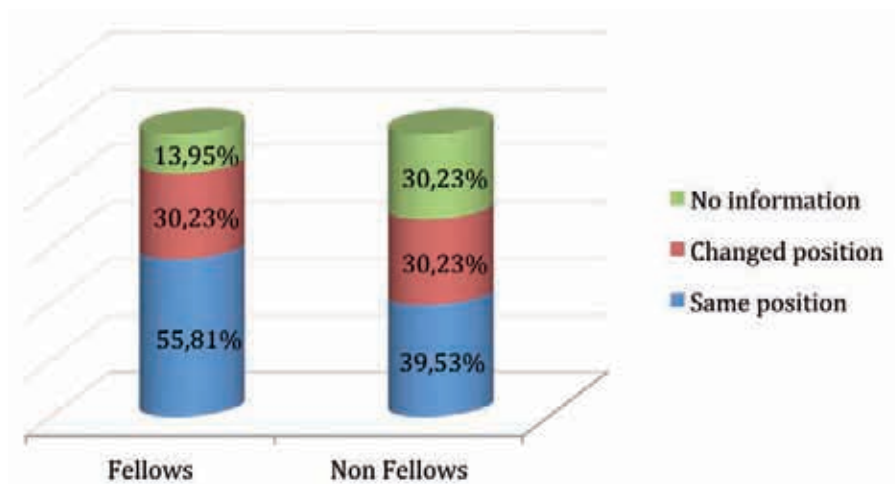


Figure C.16 Same position



## Academic year 2009-2010

Dataset composition 2009-2010

	Total observations	Fellows	Unsuccessful candidates	Candidates who declined	Total Non-Fellows
ECO	44	9	25	10	35
HEC	24	11	13	0	13
LAW	25	9	12	4	16
SPS	36	14	21	1	22
TOT	129	43	71	15	86

Figure C.17 Information on Google by discipline

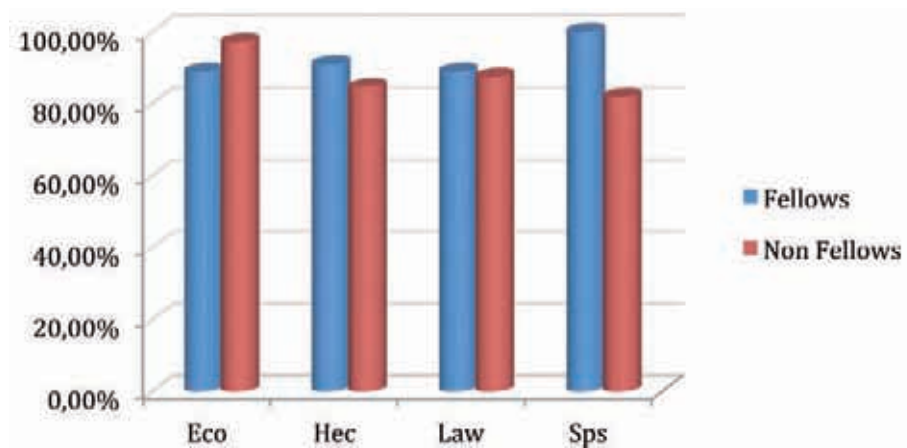


Figure C.18 Type of current position

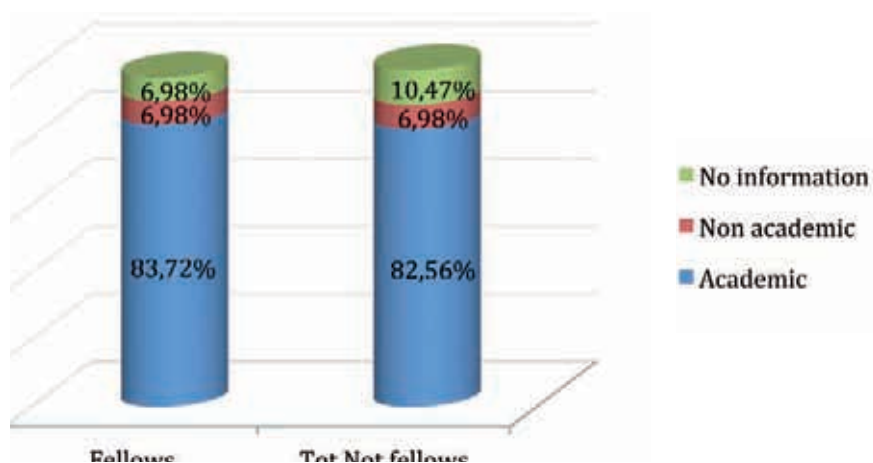


Figure C.19 Type of current position by discipline

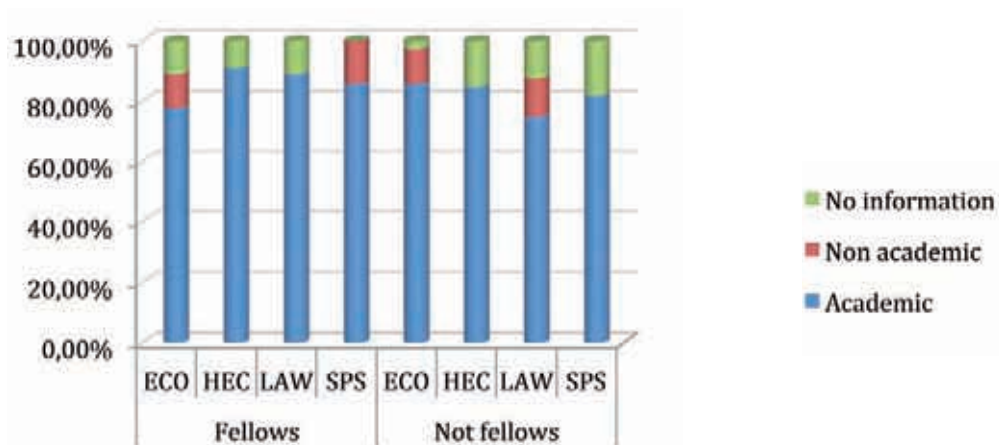


Figure C.20 Applicant's position before application

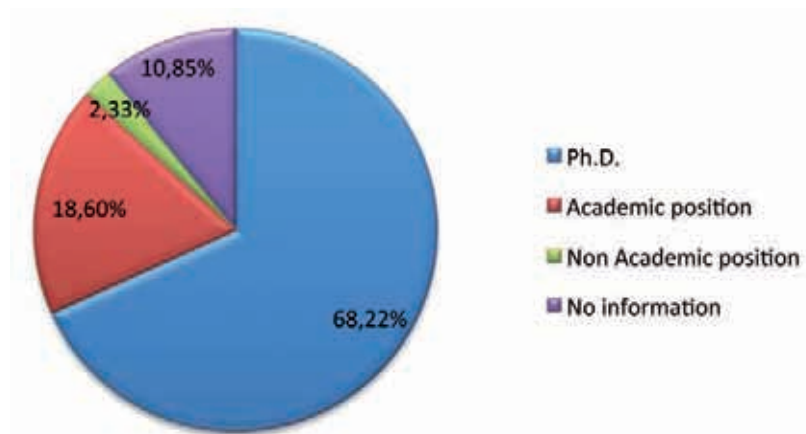


Figure C.21 Different previous and resulting position

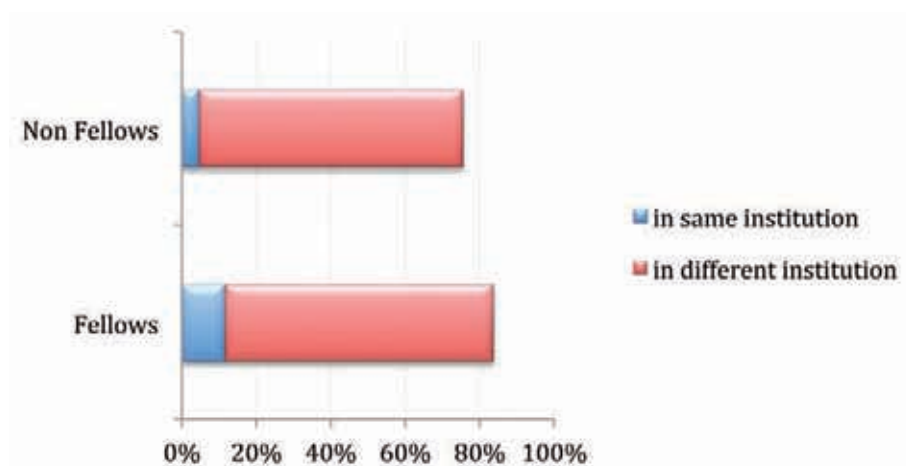


Figure C.22 Distribution in European areas

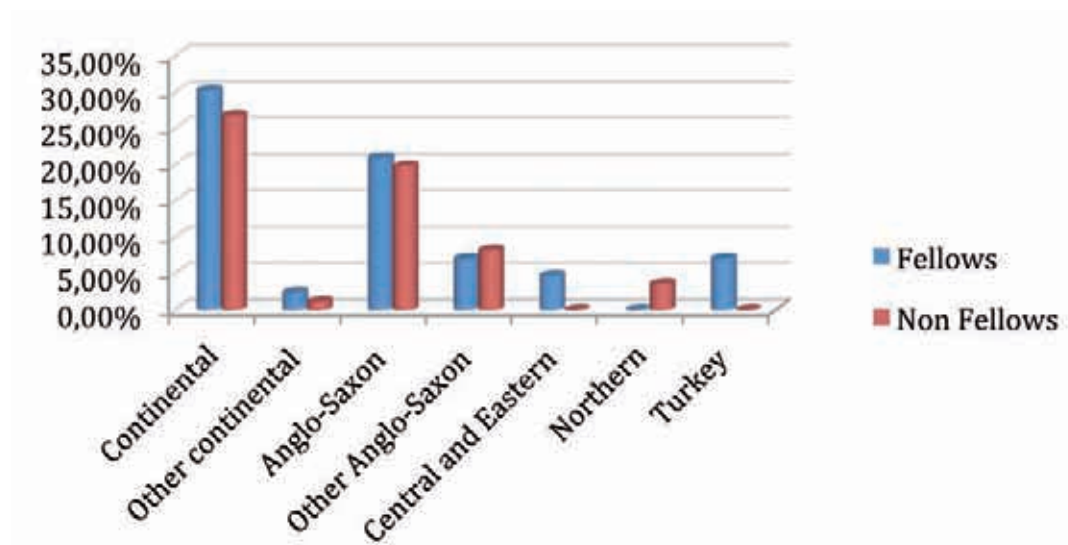




Figure C.23 Geographical distribution by region

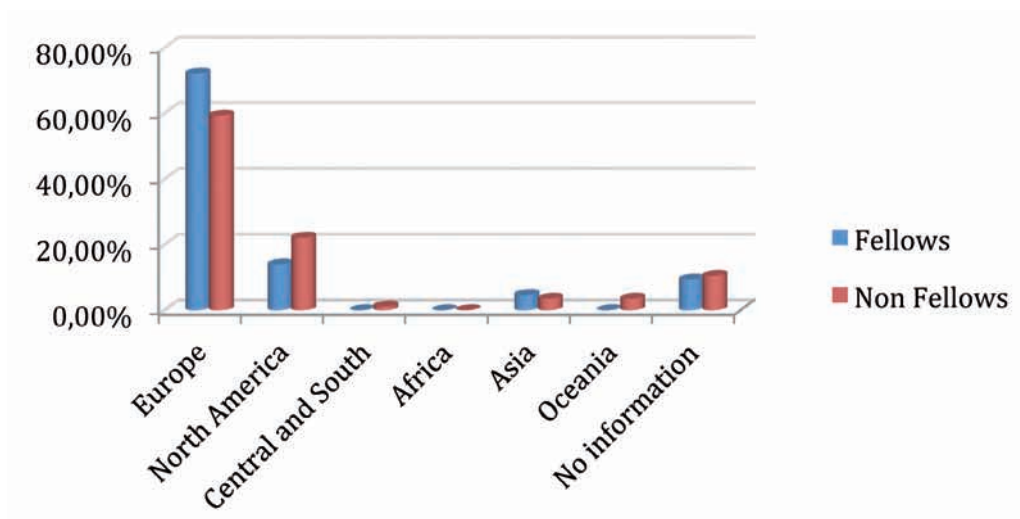
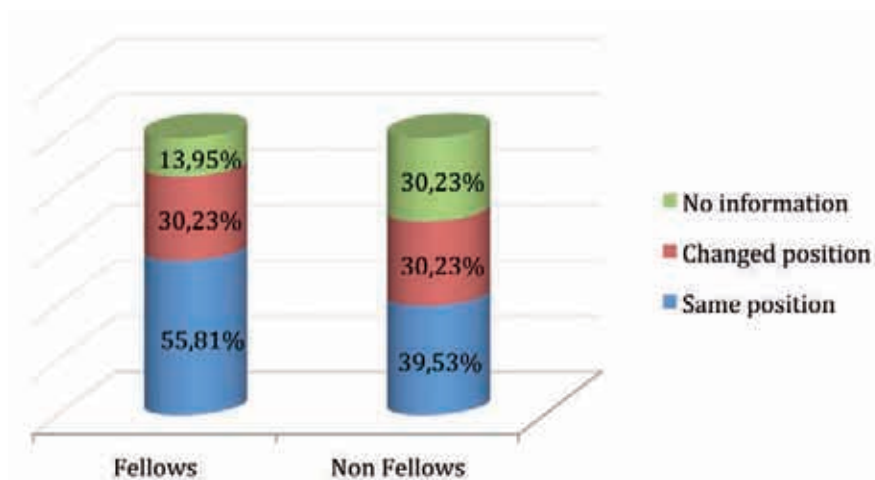


Figure C.24 Same position



## Academic year 2010-2011

Dataset composition 2010-2011

	Total observations	Fellows	Unsuccessful candidates	Candidates who declined	Total Non-Fellows
ECO	45	9	17	19	36
HEC	27	11	13	3	16
LAW	25	9	13	3	16
SPS	32	14	16	2	18
TOT	129	43	59	27	86

Figure C.25 Information on Google by discipline

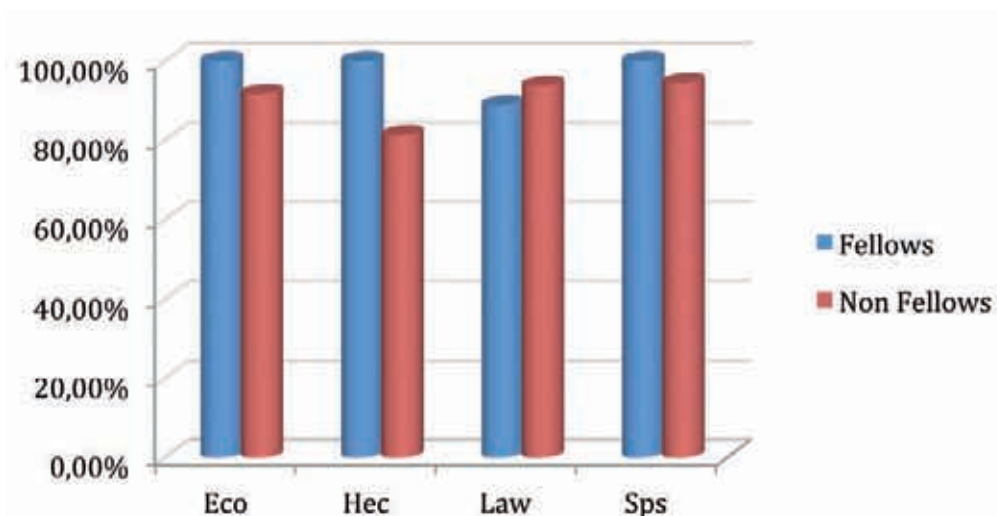


Figure C.26 Type of current position

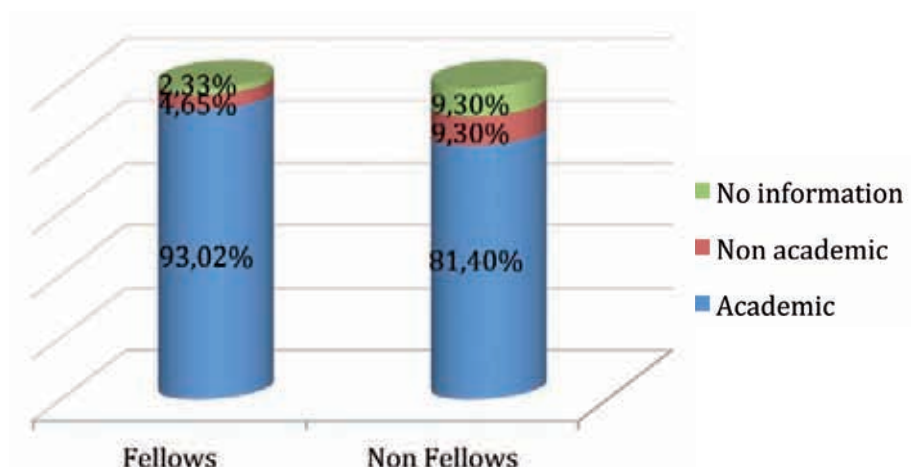


Figure C.27 Type of current position by discipline

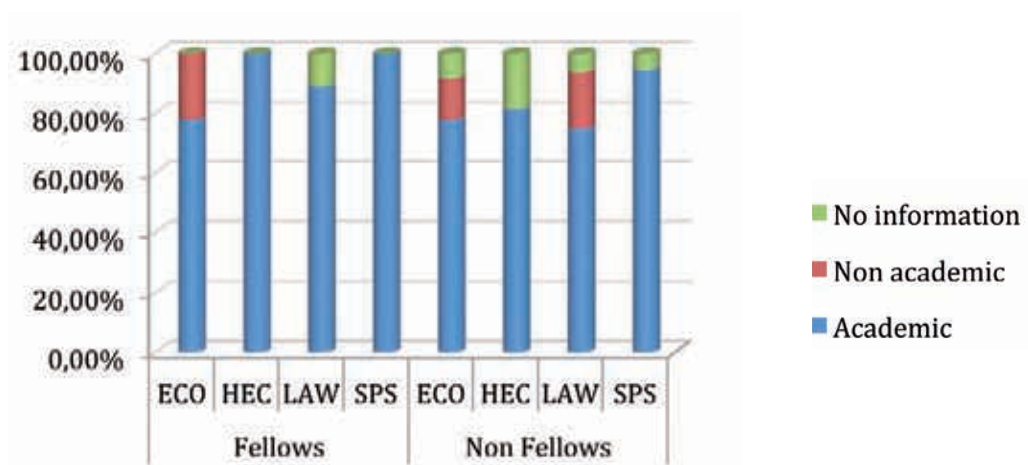


Figure C.28 Applicant's position before application

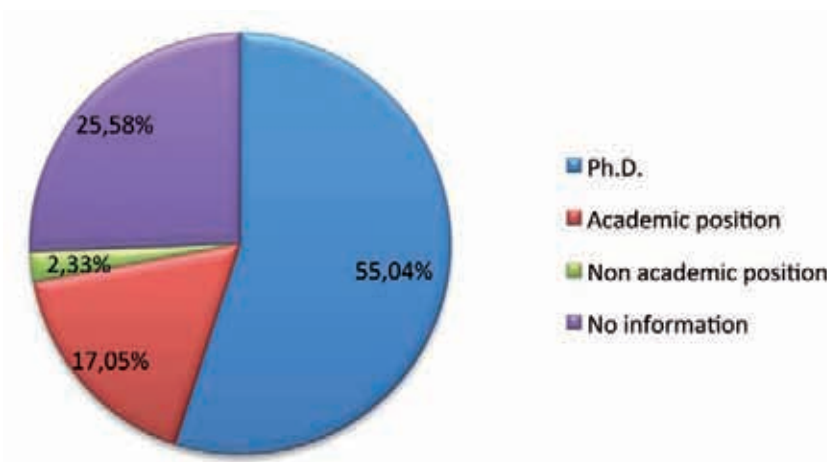


Figure C.29 Different previous and resulting position

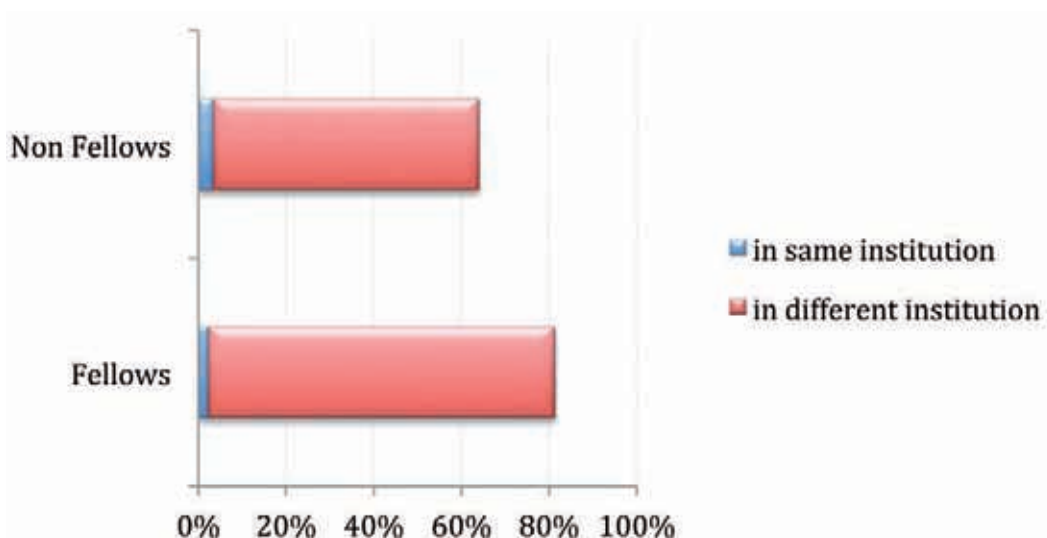


Figure C.30 Distribution in European areas

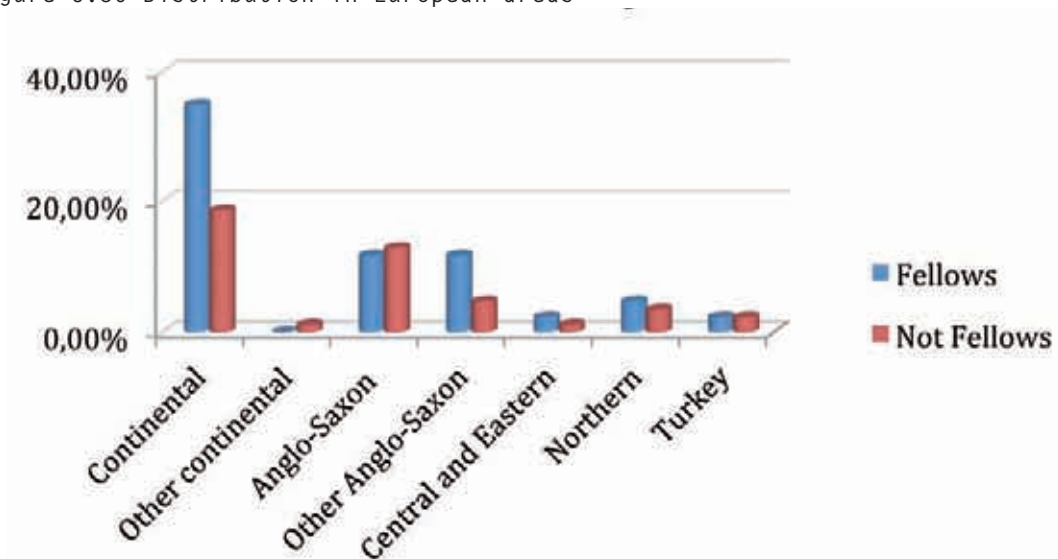




Figure C.31 Geographical distribution

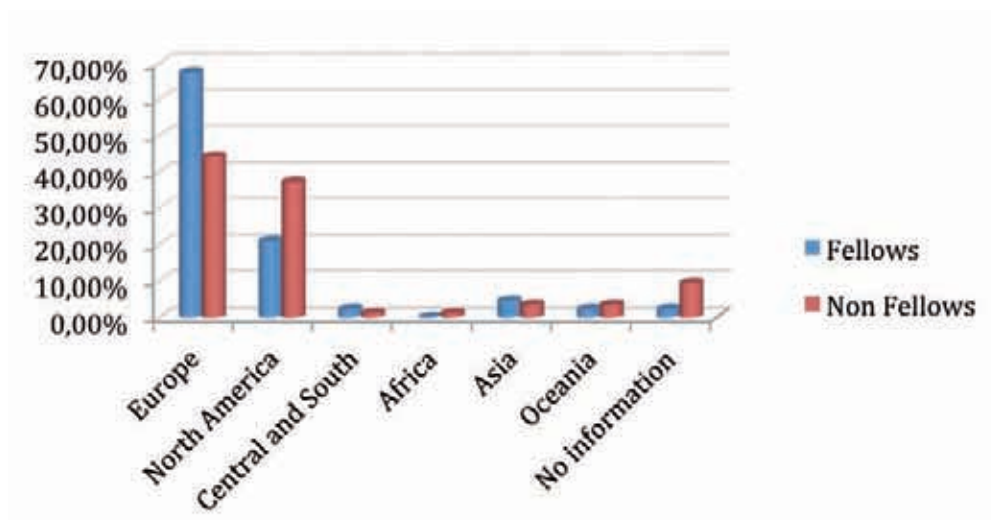
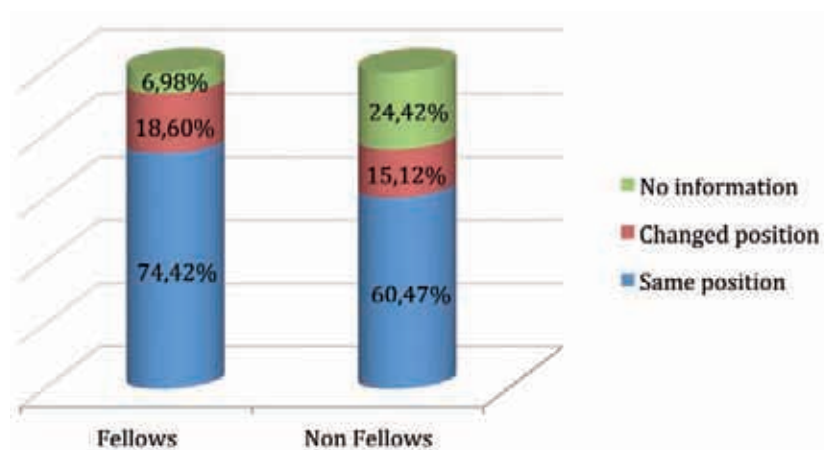


Figure C.32 Same position



## SECTION 4

### ACADEMIC PRACTICE ACTIVITIES: AIMS, EXPERIENCES AND ACHIEVEMENTS



## Introduction

This section is designed to provide an overview of the Academic Practice (AP) activities carried out on the Max Weber Programme. These activities can be seen as a concrete expression of the preparation felt to be currently most useful for young academics in the contemporary context of regional integration (the emergence of the European Higher Education Area, EHEA) and the increasing globalization of higher education. From its inception in September 2006, the Programme has placed considerable emphasis on professional development: in her inaugural speech, Odile Quintin, at the time Director General for Education and Culture of the European Commission, highlighted the importance of ‘training in pedagogical skills for tomorrow’s university professors, helping postdoctoral fellows to move from research to teaching’ (<http://www.eui.eu/Documents/MWP/AcademicCareers/ACODocument2008.pdf>) Seven years later, increasing mobility on the part of both students and faculty had made training for academic practice even more central to the agenda of the European Commission (<http://www.eui.eu/SeminarsandEvents/Index.aspx?eventid=91707>), as well as to the personal agendas of young academics themselves (McAlpine & Akerlind 2010, Anderson 2013).

With today’s higher education (HE) scenario in rapid evolution, young scholars need to prepare for the future and not just for the present. The Max Weber Programme responds to this challenge by approaching professional development in terms of capacity building in a lifelong learning perspective. At the same time, more immediate concerns – first and foremost, the need to successfully navigate an increasingly competitive academic job market – are also addressed. The Programme’s capacity to attract candidates from a wide range of national and regional contexts (<http://www.eui.eu/ProgrammesAndFellowships/MaxWeberProgramme/FormerFellowsAffiliations.aspx>) means that there is considerable diversity in previous training among incoming Fellows. This diversity is dealt with through a flexible combination of collective and individual offerings, which has evolved over the years in response to the needs of successive cohorts and changes in international academia. Two initiatives, reaching beyond the immediate EUI community, inform and support these offerings: the Academic Careers Observatory (see section 6) and the FIESOLE Group, a network of applied linguists and language professionals from various European institutions which aims at developing best practices in academic communication for settings in which English functions as an academic lingua franca. In what follows, the general principles underlying the current design and structure of the Programme’s AP training are first briefly outlined, together with the role of the FIESOLE Group. This is followed by a description of the various offerings and a reflection on achievements to date.

## Design principles of the Academic Practice activities and the role of the FIESOLE Group

The cornerstone of the Max Weber AP activities is to foster Fellows’ capacity for ongoing professional development through reflective practice and peer review and interaction. *Reflective practice* consists in an ability to reflect on and critically assess one’s own professional performance in order to adapt to new needs and to changing circumstances. Graham Gibbs, who worked with an early cohort of Fellows and was instrumental in helping establish the Programme’s ongoing collaboration with the Learning Centre at the University of Oxford, has stressed the importance of structured reflection as part of the ‘experiential learning cycle’ (Gibbs 1988). As McAlpine and Weston (2002: 63) put it, ‘reflection is the vehicle for turning experience into learning’ and it is ‘multiple, repeated observations and interactions with the phenomenon in particular contexts [that] enable one to detect patterns that then lead to knowledge’. Such self-awareness is not achieved in a vacuum: peer feedback is an essential component in the process of preparing research writing for submission to international journals; having a chance to see and hear oneself through the eyes and ears of one’s audience or students (by viewing and discussing video recordings, for example) is critical to assessing and improving one’s



performance as a presenter or teacher. *Peer review and interaction* are thus important factors in professional development. For this reason, alongside the provision of opportunities for expert input and evaluation in the various areas of academic practice, over the years the Programme has drawn on the Fellows themselves as a resource in the design and implementation of activities, in order to exploit the synergies arising from their diverse experiences and from the multidisciplinary nature of the Programme.

The other main design principle that underlies the Programme's AP activities is an emphasis on helping Fellows enhance the skills they already possess in order to respond to the requirements of different areas of academic practice and of diverse national contexts. Many skills are both transversal and transferable. Effective presentation skills, for example, are relevant not only for participation in international conferences but also for success in the job market and in the classroom: the challenge is to be able to critically adapt one's mode of interacting to the different aims and expectations of each of these settings. Given that one of the Programme's principal mandates is to facilitate academic mobility and career advancement in Europe and beyond, a *strategic approach to skills development that explicitly incorporates a transnational perspective* is imperative.

A central role in this respect is played by the FIESOLE Group, which came into being hand in hand with the opening of the Max Weber Programme in September 2006, when a group of applied linguists, educationalists and language professionals from various higher education institutions in Europe met to brainstorm ideas about how to give concrete support to the first cohort of Max Weber Fellows. Since then, the focus of the Group's activities has widened to include a concern with developing and disseminating best practices in the field of academic communication, with particular reference to the needs of doctoral and postdoctoral researchers and junior faculty in today's multilingual Europe. In addition to the members of the EUI Language Centre's English Unit, members of the group include faculty and language professionals from the London School of Economics and Institute of Education (University of London), Humboldt University (Berlin), Collège d'Europe (Bruges), University of Siena, Pompeu Fabra University (Barcelona) and the Central European University (Budapest). The group collaborates through face-to-face interaction, teaching exchanges and via a virtual platform in order to share teaching and learning practices which have proved successful in the members' home institutions. Through its activities, the group is dedicated to developing

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teaching materials, methodologies, and curricular guidelines particularly suited to multilingual settings in which English functions as an academic lingua franca. Specific areas of expertise include teaching and learning in university classrooms (with particular attention to issues of cultural diversity), academic literacy, writing for publication and para-academic communication.

The Group's contribution to supporting a strategic and transnational approach to professional development within the Max Weber Programme can be exemplified by how it contributes to the consolidation of Fellows' oral academic communication skills. This work begins in September with observation and feedback on the Fellows' initial research presentations by the in-house members of the Group. In January, Fellows carry out a short micro-teaching exercise on which feedback is given by a member of the FIESOLE Group from the Collège d'Europe. In both cases, video recording makes it possible for Fellows to also observe themselves first hand so as to achieve multiple perspectives on their performance. This strand culminates in the Teaching Practice weeks, in which Fellows can practise their teaching *in situ* in London, Barcelona or Berlin. Here, Fellows receive more input and feedback on their teaching with students in the host institutions. This sequence allows participants to refine their oral presentation skills and ability to interact with groups through reflection on experiences in different academic (and national) contexts.

### Current structure of the Academic Practice activities

Approaching professional development strategically requires careful monitoring of both the career objectives and trajectories of individual Fellows and of general trends which characterize the current academic scene. Experience with successive MWP cohorts indicates that expertise in three broad areas of academic practice constitute the core ingredients for successful early-career advancement within the European context. Understanding the dynamics of and responding to the varying expectations and requirements of different academic job markets (Marimon et al. 2008) is a must and, since most Programme participants are holders of one-year Fellowships, it is also a practical concern that needs to be addressed from 'day one'. Enhancing academic visibility and attractiveness through strategic publishing and through effective knowledge dissemination and networking (for example, through the construction of a personal web site) is equally essential. Finally, an important objective of many Programme participants is to become better prepared to teach in the current

Angela O'Neill, Antonio Miralles (ECO 2009-2010), Pablo Vásquez-Guestal (HEC 2009-2010), Claudia Gazzini, Raphaël Levy (ECO 2009-2010)



higher education scenario characterized by increasing globalization, a scenario in which the changing structure of academic careers and increasing student diversity make it imperative to be able to adapt to different cultural learning styles and to communicate fluently and effectively in English in multilingual settings. The Programme's AP activities address these three core areas of academic practice through a series of *interlocking modules*:

- ♦ job market
- ♦ writing and publishing
- ♦ teaching

The modules in question overlap in time, with the job market module concentrated for practical reasons in the first two or three months, and the writing/publishing and teaching modules developed over the course of the year. The internal structure of each module has evolved over the years on the basis of needs assessment carried out before the arrival of each new cohort and evaluative feedback provided by the Fellows mid-year and at the end of their stay. A common denominator, however, is the combination of *a series of collective activities with targeted individual support*. The collective activities consist in a series of workshops and initiatives in academic communication and professional development held by external experts (Academic Practice Workshops, APW) and by in-house staff (Academic Communications Support activities, ACS). Individual support is offered on a tutorial basis and varies according to individual Fellows' background (academic, linguistic, geographical) and career objectives (for example, job markets targeted); the contribution of the Fellows' departmental mentors in focusing career choices and publishing strategies is also of central importance. The collective offerings within each module are complemented by activities carried out in disciplinary-specific Academic Practice Groups (APGs), which are organized and run by the Fellows themselves with input and collaboration from EUI faculty members. Cutting across all three areas are initiatives designed to support professional academic leadership skills and effective career management.

In what follows, the offerings within the three modules as they are currently articulated are briefly outlined, along with the underlying rationale; the APGs and other initiatives which are transversal to these three areas of academic practice are then described.

### ***Job market module***

Navigating the academic job market successfully requires both an understanding of the requirements and dynamics of different national systems and an ability to present oneself effectively in both written and oral form. The Max Weber Programme actively supports Fellows seeking an academic position in both of these respects.

Fellows profit from the input and support provided by the Academic Careers Observatory, a unique resource for researchers looking for a job in academia and, in general, for people interested in the international comparison of academic careers (see section 6). ACO activities involving the Fellows directly include an initial input session with the ACO and MWP Team and the ACO's annual conference. The Academic Practice Groups also provide an opportunity for exchange of information and discussion of job market strategies. Professional support and training is provided to Fellows about how to present themselves most effectively during the job search process and, in general, on the academic scene. 'Job market package' input sessions with the ACS staff help Fellows develop their CVs, application letters, teaching statements etc. so as to showcase their scholarly profiles to best advantage according to the specific positions and national job markets they are targeting; additional individual feedback and support is available throughout the year in tutorial form or through the MWP copy-editing/language revision service. An increasingly vital part of the job search

is self-presentation on the internet. To assist the Fellows in presenting themselves and their research in the best possible way, the MWP offers all Fellows the opportunity to construct their own website. A special CMS system which is very easy for Fellows to use offers a space where they can upload their publications and present their research agendas and teaching experience in a professional manner (<http://www.mspweb.eu/>). Max Weber Fellows can take their personal websites to their new academic institutions when their Fellowship comes to an end, a distinct advantage in today's rapidly evolving academic job market.

Tackling the job market successfully requires not only excellent written and multimedia skills, but also an ability to interact effectively face-to-face during job talks, campus visits and interviews. To this end, as well as to enhance their public speaking skills in general, Fellows are offered the chance to give research presentations and to get feedback on these in three different contexts and at three key moments in the academic year: in September, when they present to a multidisciplinary audience composed of the other Fellows and EUI faculty members; in their departments at the beginning of the first term; in June, at the annual conference held by the Programme and which enables the Fellows to take stock of their work during the year that is just ending. The September presentations are filmed (the others can also be filmed on request) and the Fellows receive detailed feedback from the ACS staff. Those wishing to work specifically on their oral presentation skills can then participate in a three-session Public Speaking module, designed for both native and non-native speakers of English, which is held by the ACS staff during the month of October. Interview skills, instead, are enhanced through participation in mock job interviews with EUI faculty familiar with the expectations of both the European and international job market; these are also filmed and professional feedback provided. Finally, self-organised job talks, with feedback from MWP peers and EUI faculty, give Fellows a chance to do a 'dry run' in a supportive setting prior to key campus visits and job interviews.

Managing one's academic career can sometimes feel like a full-time job. To help Fellows juggle the sometimes conflicting claims on their time in order to maximize research outputs while meeting tight deadlines for job applications and other more mundane aspects of Academic life, a one-day workshop in time management is offered annually to the Fellows early in their stay at EUI. The workshop, led by Dr. Sarah Shephard, a time management expert who is herself a research scientist, looks at the conflicts and challenges faced particularly by high achievers and perfectionists in the academic world. Conscious thinking and learning, especially when issues are complex and abstract, are neurophysiologically exhausting – the tools offered in the workshop integrate the latest insights into these processes to help the MWF maximise their resources.

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### **Job market module**

- ♦ September, Departmental and June presentations
  - ♦ Building a personal website (with Jens Hoffmeister, MWP Web Collaborator)
  - ♦ Public speaking and Presentation Skills module (3 sessions)
  - ♦ 'Job market package' input sessions (CVs, cover letters, other application documents) (FIESOLE Group/ACS staff)
  - ♦ Mock interviews (with EUI Faculty)
  - ♦ Time Management Workshop, Sarah Shephard, University Zurich
  - ♦ Job talks (with Fellows and EUI faculty)
  - ♦ Academic Careers Observatory activities (ACO conference, website etc.)
  - ♦ MWP Academic Communication Skills and Language Service support (tutorials, support with application materials etc.)
-

### ***Writing and publishing module***

The offerings comprising the Writing and Publishing Module aim to enhance Fellows' abilities to write and publish in various essential genres in their fields. Two sets of activities make up the module: a series of workshops offered by EUI faculty and the writing activities offered by the in-house members of the FIESOLE Group (the Academic Communications coordinator and writing experts from the EUI Language Centre's English Unit).

Knowing how to draft effective research applications and proposals is clearly vital for early-career scholars, as is an understanding of disciplinary-specific publishing strategies and citation indexes, and the ability to referee peers' work. The Workshops in this area are held by EUI faculty in the various departments, thus enabling a more closely focused approach to situated disciplinary practices. As a follow-up to the research proposal workshop, Fellows also receive written feedback on a research grant proposal from EUI department members.

The Academic Communications offerings integrate and support this disciplinary approach to academic writing and publishing. The Writers' Groups (WGs) are the mainstay and reflect the importance that the Programme places on peer interaction in developing effective academic practice. Like similar initiatives with postdocs and junior faculty in other contexts (Lee & Boud 2003; McGrail et al. 2006), experience with the various MWP cohorts shows that writers' groups provide an effective setting for giving and obtaining peer feedback on the readability and effectiveness of texts before submitting them for publication, thus supporting the publishing process and helping to boost output. Groups (normally 4-5 fellows per group) are organised on a disciplinary basis according to Fellows' writing aims for the year (publication of articles in peer-reviewed journals, book proposal plus monograph, etc.). Facilitated by a writing expert (and practising academic) from the English Unit, they normally meet once every three weeks. For Fellows on the job market, specific sessions in October-November typically include support for job-market related writing. A recent analysis of post programme collaboration indicates that Fellows who participate actively in the Writers' Groups have tended to maintain on-going writing-related contacts with one or more co-participants, which range from providing informal 'long-distance' feedback on work-in-progress, to participation in research projects, to co-authoring/co-editing.





The Max Weber Fellows typically enter the Programme with considerable experience and competence in academic writing in English. For non-native speakers of English, in particular those who may not have studied or worked extensively in Anglophone contexts, the Programme provides opportunities for fine-tuning their English language skills, with an eye to achieving the high levels of grammatical, stylistic and rhetorical control expected by international journals. Over the history of the Programme, in response to the changing profiles of successive cohorts, the offering in this area has shifted from an academic writing course held in the first term to a series of one or more modules focusing on specific aspects; Fellows are invited to selectively participate in these on the basis of a writing sample provided to the ACS staff before starting the Programme. According to the needs and requests of the incoming Fellows, typical topics include modals and modalisation, the expression of writer stance in citing and paraphrasing the work of other scholars, patterns of time and tense in different sections of a research paper, grammatical and lexical resources for improving discourse cohesion and information flow, and so on. Collaboration in the first few years of the Programme with Nick Groom (of Birmingham University's Centre for English Language Studies) led to the realisation that corpus-based resources for linguistic analysis, which make it possible to query large databases of disciplinary-specific writing, are a valid tool for gaining a better understanding of typical patterns and stylistic norms. Reflecting the conviction that English in international academia belongs to *all* of its users and is not just the province of a native-speaker minority, the accent in these corpus-based sessions is on building the confidence and autonomy of participating non-native Fellows by presenting the writing process as a question of creative 'norm-referencing', in contrast to the 'rule-following' orientation which typically characterizes more traditional approaches to English for Academic Purposes.

Integrating the collective ACS offerings are individual tutorials, offered twice weekly by members of the English Unit on a sign-up basis. These sessions, open to all Fellows, can be used to discuss and revise writing in progress, but also as an opportunity to practise 'dry runs' of seminar or conference presentations, check slides or job application materials, or (on request) for targeted revision of specific aspects of English grammar. An important lesson over the years of the Programme has been that individual feedback based on Fellows' specific needs and concerns is often the most effective format for enhancing and strengthening academic communication skills.

Programme support for publishing is not limited to the Practice Workshops and ACS activities. Each Fellow is expected to write at least one working paper which, after feedback from their mentor, is published in the Institute's open access research repository Cadmus. The Max Weber Programme offers the Fellows an extensive copy-editing and language revision service, not only for the working papers but also for all and any writing for publication. Fellows can also use this service for PowerPoint slides, CVs and cover letters and other job-market and research-related writing.

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### **Publishing and writing module**

- Workshop, 'Research and Grant application: how to write a research proposal' (with EUI Faculty)
  - Workshop, 'Publishing strategies, Refereeing Peers and Citation Indexes' (with EUI faculty)
  - Research Grant Proposal (with written feedback from EUI Faculty)
  - MWP Working Paper, to be published in Cadmus (with written feedback from EUI mentor)
  - Taught module, 'Academic Writing in English'
  - Writers' Groups, both by discipline and interdisciplinary
  - Individual tutorials on written work: research proposal, working paper, book proposal, course syllabus, job talks, PowerPoint presentations, etc.
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### ***Teaching module and Max Weber Teaching Certificate***

The Max Weber Programme aims to improve and develop standards of excellence in Fellows' teaching skills. Actual teaching by Fellows is not an MWP requirement, but taking into account that Fellows arrive with differing backgrounds and that teaching methods differ across fields and university systems, gaining further training and practical experience is a priority for many Fellows. The MWP offers various options for gaining practical teaching experience: *abroad*, through an innovative programme involving Teaching Practice Weeks at three top European universities (Humboldt, London School of Economics and Pompeu Fabra); *at local universities* (including a number of the Florence-based American campuses (<http://www.eui.eu/ProgrammesAndFellowships/MaxWeberProgramme/TeachingatEUIAndAbroad/Index.aspx>) and *at the EUI itself*. In whatever context (or contexts) participants choose to gain experience, the focus of the module is on enhancing Fellows' ability to respond flexibly and professionally to the teaching and learning needs of today's increasingly diverse – and diversified – higher education scene.

A series of training activities involving experts in teaching and learning and in academic communication from the University of Oxford and from the institutions participating in the FIESOLE Group network (see above) constitutes the core of the MWP Teaching Module. At the beginning of the academic year preparatory meetings are held with representatives from the institutions involved in the Teaching Practice Weeks in order to familiarize Fellows with the typical organisation of, and expectations about, teaching in different national contexts. These are followed by a number of workshops and initiatives designed to encourage a reflective, transnational perspective on teaching/learning in higher education. In the 2012-13 academic year, for example, a four-day intensive workshop on course design by Lynn McAlpine (from the University of Oxford's Centre for Excellence, Preparing for Academic Practice) was followed by series of shorter workshops on small group teaching, on effective communication in the classroom, and on challenges involved in working with students of different cultural and linguistic backgrounds held by members of the FIESOLE Group, and a workshop on syllabus development and assessment held by EUI faculty. Opportunities for practice and feedback included micro-teaching sessions (filmed and commented on by members of the FIESOLE Group, both in-house and from the Collège d'Europe) and small-group teaching - at the EUI itself, at local universities and abroad. Support for preparation for small-group teaching and opportunities for in-class observation and feedback were provided throughout the year by the in-house Academic Communications teaching staff.

Since 2011-12, the Programme has formalized the teaching activities organised during the Fellowship and created the possibility for Fellows who follow the core training activities in the Teaching Module to obtain a Max Weber Programme teaching certificate. In June 2012, twenty-nine Fellows received the MWP Teaching Training Certificate; in June 2013, twenty did so.

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### **Teaching module and Max Weber Programme Teaching Certificate**

- ◆ Preparatory meetings for the Humboldt, UPF and LSE Teaching Exchanges (Matt Plews and David Bowskill from Humboldt University in Berlin, Mireia Trenchs from UPF Barcelona, and Nick Byrne from the LSE, London)
- ◆ Workshop, 'Curriculum and Course Development' with Lynn McAlpine (Oxford)
- ◆ Workshop, 'Learning outcomes and strategies' with Lynn McAlpine (Oxford)
- ◆ Workshop, 'How to structure a lecture' with Neil McLean (LSE)
- ◆ Workshop, 'Small-group teaching. Preparation for Micro-Teaching and Teaching Practice Weeks' with Neil McLean (LSE)
- ◆ Microteaching sessions, filmed and followed with individual feedback by the EUI Language Department
- ◆ Workshop and individual feedback on the micro-teaching sessions with Angela O'Neill (Collège de Bruges)

- ♦ Workshop, 'Teaching at University from a cross-cultural perspective' with Mireia Trenchs (UPF), followed by tutorials for UPF teaching exchange Fellows
  - ♦ Curriculum and Course development sessions with faculty
  - ♦ UPF Teaching Exchange
  - ♦ LSE Teaching Exchange
  - ♦ Humboldt Teaching Exchange
- 

### **Academic Practice Group**

The Academic Practice Groups (APGs), initiated in the second year of the Max Weber Programme, complement the Practice Workshops and often function as preparatory or follow-up sessions. They are discipline-bound and are organized independently by the four discipline groups represented in the EUI (Economics, History, Law, and Political and Social Sciences). After a general introduction to their aims at the beginning of the academic year, each APG arranges its own schedule and programme of activities. The groups function as an informal setting for comparing and discussing experiences from different national contexts. Small-group discussion of a particular topic or issue at a disciplinary level (often, although not always, preceded by input from an EUI faculty member) is in some cases followed by a collective feedback and discussion session, a format which provides Fellows with an opportunity to compare viewpoints and experiences from a multidisciplinary perspective.

The APGs foster leadership skills and aim to stimulate reflection about and develop standards of academic excellence. For instance, a typical session may involve designing and discussing what participants feel constitutes an ideal graduate programme or reflecting on concrete examples that bring up issues in professional ethics, a topic which has been increasingly thematized in recent years. Fellows commonly find that the APGs help establish very close working and personal ties.

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### **Some of the topics discussed within the Academic Practice Groups**

- ♦ Comparing different PhD experiences. Assessing the effectiveness of different graduate programmes or models
  - ♦ Publishing and refereeing: a) improving our understanding: main journals (publishers) in your field/discipline; b) effective use of citation indexes; c) strengths and weaknesses of current peer-review practices and the ethics of peer-reviewing; d) designing your publishing and refereeing strategy; e) writing a book proposal, etc.
  - ♦ Developing new course curricula. Best experiences or practices in teaching
  - ♦ Ethical issues involved in sharing knowledge and ideas: being a mentor; copyright
  - ♦ Making a research proposal and strategies for getting funding
  - ♦ Discussing 'Code of Good Practice in Academic Research'
  - ♦ Contributing to the development of academia, within your university, your professional associations, networks
  - ♦ Designing the Ideal Graduate Programme
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### **Achievements**

The main achievements of the Academic Practice component of the Max Weber Programme to date can be synthesised as follows:

- ♦ Provision of effective support for career development and publishing of seven cohorts of MW Fellows (as shown by the career trajectories and publishing records of the Programme's participants)



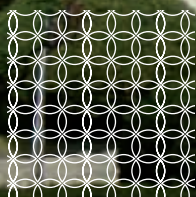
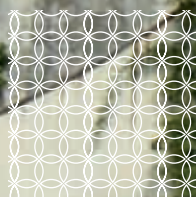
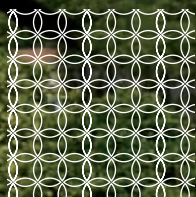
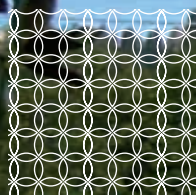
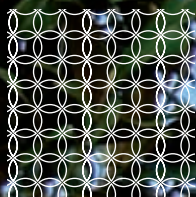
- ♦ Development of training approaches to English as an academic lingua franca that:
  - ▶ explicitly recognize the status of English as the language of *international* scholars and students and cater to the communication needs of both native and non-native speakers of English (thereby taking the internationalisation of higher education and the globalisation of academic careers as the baseline against which to measure the effectiveness of training initiatives)
  - ▶ are sensitive to disciplinary differences (thanks to a close integration of training and research which makes it possible to achieve an emic perspective on disciplinary-specific concerns and career trajectories)
  - ▶ have proved exportable to different national contexts (as shown by the fact that several previous Fellows have drawn on the Programme's AP activities framework to develop academic practice activities in their post-MWP institutions)
- ♦ Development of a model/pilot training programme – the *Max Weber Teaching Certificate* – designed to prepare young scholars for effective teaching in an integrated (and globalized) Europe. The Certificate can be seen as a concrete example of a set of structured, interconnected activities designed to respond to the challenges of teaching to culturally-diverse groups of students in an increasingly integrated HE space (EHEA).
- ♦ Development of an international network – the FIESOLE Group – dedicated to developing best practices in academic communication in a European perspective. (In exploiting the potential for collaboration among group members and their home universities in different national contexts, the network represents a potential model for other EU institutions of higher education for the training of early-career scholars).
- ♦ Acted as a springboard for the initiative 'Developing an EUI Programme in Academic Practice' currently underway, aimed at developing models of training for academic practice in which:
  - ▶ early-career development is viewed as encompassing both the doctoral and postdoctoral phases
  - ▶ the challenges and opportunities created by increasing regional integration (EHEA) are explicitly addressed.

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## SECTION 5

MULTIDISCIPLINARY  
RESEARCH ACTIVITIES,  
ALSO AT THE CORE  
OF THE MWP





The Multidisciplinary Research Activities are one of the main components of the Programme. They are designed to improve the Max Weber Fellows' understanding of the four disciplines: the questions being addressed by each and the different approaches and methods used to address them. In some cases multidisciplinary activities have been the basis for interdisciplinary collaboration among Max Weber Fellows. However, as their name indicates, the emphasis has been on multidisciplinary, on 'socializing among different social sciences and humanities,' on breaking down barriers and prejudices across disciplines. Without this mutual understanding, the claim for interdisciplinarity becomes a rhetorical exercise; instead, a better understanding can be easily achieved – without losing focus on one's own research agenda – when Multidisciplinary Research Activities take place in the context of everyday discussions among Fellows from different disciplines. The postdoctoral stage is very apt for this: with the disciplinary maturity of a PhD and before entering what is often a very discipline oriented institution, 'the department of...'. Over the past seven years, these activities have consisted in Max Weber Lectures, Max Weber Conferences, and Multidisciplinary Research Workshops and Reading Groups. These activities have also been a 'learning experience' for the Fellows involved, since most of them have been organized by the Max Weber Fellows themselves.

### **Max Weber Lectures 2006-2013**

The monthly Max Weber Lectures have been running since the first year of the Programme, with the aim of building up a series that can become a reference for leading perspectives on research in the Social Sciences and Humanities. The 68 Max Weber Lectures of these seven years – delivered by leading scholars, representing the four disciplines of the Programme (Economics, History, Law and Political and Social Sciences) and other related social sciences (e. g. Social Anthropology) – have responded to the set aim.

As examples of the research and scholarly achievements of the Max Weber Lecturers, we can refer to four lectures given by Nobel Prize winners in Economics,

- ♦ James J. Heckman, University of Chicago (2000) 'The Economics of Human Development', 18 October 2006
- ♦ Eric Maskin, Princeton University (2007) 'On Mechanism Design', 24 September 2008
- ♦ Thomas J. Sargent, New York University (2011) 'Evolution versus Intelligent Design in Macroeconomics', 16 April 2011
- ♦ Christopher Pissarides, London School of Economics (2010) 'Employment in Europe', 19 October 2011

and three given by holders of the Johan Skytte Prize in Political Science,

- ♦ Fritz W. Scharpf, Max Planck Institute for the Study of Societies (2000), 'Social Science as a Vocation. Are Max Weber's Warnings still Valid?', 4 October 2006
- ♦ Adam Przeworski, New York University (2010), 'From Representative Institutions to Democracy', 19 March 2008
- ♦ Philippe C. Schmitter, Emeritus Professor, EUI (2009), 'Micro-Foundations for the Sciences(s) of Politics', 23 September 2009

Without a doubt, if there were similar prizes in History or Law several holders of them would be among the list of 68 Max Weber Lecturers.

Most lectures are published in the Max Weber Lecture Series and are available through the EUI open access repository CADMUS (<http://cadmus.eui.eu/dspace/index.jsp> ) and, in recent years, clips of them have been made available on the Max Weber Programme YouTube channel: (<http://www.youtube.com/MaxWeberProgramme>). But beyond the famous names and the published lectures, possibly the most important feature of the Max Weber Lectures has been the lively discussions that have followed, the exchange of ideas among Fellows and with lecturers; in sum, the learning experience that cannot be had by just reading the lecture or watching it on YouTube.

### Max Weber Programme Conferences 2006-2013

Each year the Max Weber Programme has hosted at least three major conferences: an Academic Careers Conference in the autumn, a Classics Revisited Conference in the winter, and in the spring a Social Issues for Social Sciences Conference. Section 6 provides a brief account of the conferences organized by the Academic Careers Observatory (ACO). The other two conferences are part of the Multidisciplinary Research Activities and have been almost entirely organized by the Fellows.

The *Classics Revisited Conference* is a series that started in the first year of the Programme when two Max Weber Fellows, Frank Adloff and Manuel Borutta, proposed organizing a conference on the work of the pioneer European social scientist giving his name to our Programme, and interest in him from the perspective of the 21st century. The other conferences naturally followed, often based on proposals from incoming Fellows, made just after the 'September presentations', and with the same basic idea of not having a conference of specialists on one social scientist, discussing among themselves the latest findings on his or her work, but providing a contemporary perspective, of interest to young social scientists in general and not

Christopher Pissarides, Jared Diamond, Stephanie Mudge (SPS 2007-2008), Arthur Deyvre (LAW 2007-2008)





specialists on the named social scientist. The last of the seven conferences was also part of the Florentine celebrations of the 500th anniversary of Machiavelli's completion of *Il Principe*.

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**Max Weber Programme Classics Revisited Conferences 2006-2013:**

1. 'Max Weber in the 21st Century: Transdisciplinarity within the Social Sciences', 27-28 April 2007
  2. 'David Hume on Norms and Institutions', 17 April 2008
  3. 'On Objective Knowledge in the Social Sciences and Humanities: Karl Popper and Beyond', 13-14 March 2009
  4. 'Competition and Knowledge: Hayek's Perspective', 9 June 2010
  5. 'Thomas Hobbes and the Modern State: A 21st Century Interdisciplinary Perspective', 30 March 2011
  6. 'The Embeddedness of Markets today: Returning to Polanyi to rethink Development, Markets & Financial Crisis', 2 May 2012
  7. 'Machiavelli's *Il Principe* at 500', 7-8 May 2013
- 

The ***Social Issues for Social Sciences Conferences*** is the main end-of- year Multidisciplinary Research Activity, portraying the Max Weber Fellows' contribution to the Social Sciences and Humanities in research and academia. The conference offers the opportunity to invite back former Fellows, as either speakers or discussants, and as such provides a forum for fostering cross-disciplinary and inter-cohort academic collaboration.

In the 1st and the 2nd year of the Programme, the Social Issues for Social Sciences Conferences, also known as the Max Weber Fellows' June Conference, was a major thematic conference with invited outside speakers, including, among others, Harold James (Princeton University), Barry Weingast (Stanford University), Giuliano Amato (EUI), Daron Acemoglu (MIT), and Homi K. Bhabha (Harvard University).

Yves Meny, Miriam Ronzoni (SPS 2008-2009), Jon Elster





Clockwise:  
Yane Svetiev (LAW 2010-2012), Giulia Andrighetto  
(SPS 2010-2011), Daniel Lee (HEC 2011-2012),  
Richard Golsan, Isabelle Guinaudeau (SPS 2011-2012),  
Audience at a MWL in 2009, Carlo Ginzburg,  
Ramon Maimon, Adam Przeworski, Philippe Schmitter

The 1st June Conference: ‘Constitutions and Markets’, 14-15 June 2007, also had an element of ‘commemoration.’ As the announcement of the conference stated:

‘The year 2007 marks the 50th anniversary of the Treaty of Rome. A half century of peaceful socio-economic development in which the European Union has expanded from the original 6 signatories to its current 27 member countries (...). In sum, 2007 is an appropriate year to gather together the latest multidisciplinary contributions on the theory and evidence of the interplay between Constitutions and Markets. This is the goal of the conference, which brings together leading political scientists, lawyers, economists and historians working on different aspects of its common underlying theme.’

The second June Conference instead focused on ‘Globalization and Inequalities’, 12-13 June 2008, topics which, since then, together with ‘Migration’ and ‘Norms and Institutions’ (the 2nd Classics Revisited Conference) have been among the ongoing ‘themes’ throughout the seven years of the Programme; themes that other Fellows have followed up on through multidisciplinary research workshops, reading groups and panel sessions in other June Conferences. The announcement of the second June Conference, ‘Globalization and Inequalities: Reflections on the Development of a Divided World’, ran:

‘(...) This conference seeks to bring together leading scholars from diverse disciplines to explore both historical and contemporary evocations of the different dimensions of inequalities. The hope is that a multidisciplinary examination can deepen the understanding of the phenomena and positively inform explorations of policy measures to fulfil the aspiration to a just world order.’

From the 3rd year onwards, the June Conference really became the Max Weber Fellows’ conference, for which all current Fellows are invited to present a paper, usually based on the work done during the year, in order to provide a perspective of the Max Weber Fellows’ contributions to the Social Sciences and Humanities in research and academia. Especially the 3rd, the 5th and 7th June Conference were occasions to invite back a larger number of former Fellows, and thus create the foundation for establishing and enhancing inter-cohort community and collaboration among the Max Weber Fellows, and a moment to reflect on the MWP experience, for the benefit too of future cohorts of Fellows. The conferences were in some cases either inaugurated or concluded by an invited keynote speaker.

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#### **Invited speakers 3rd - 7th June Conference**

- ♦ Charles S. Maier, Harvard University, ‘Between Social Science and Surprise: Abiding Dilemmas of Historical Explanation’, 3rd Max Weber Fellows June Conference, 10-12 June 2009
  - ♦ Ernst Fehr, University of Zürich, ‘The Lure of Authority’, 4th Max Weber Fellows June Conference, 15-16 June 2010
  - ♦ Donald Rubin, Harvard University, ‘On Causality: the Analysis of Job-Training Experiments’, 5th Max Weber Fellows June Conference, 8-11 June 2011
- 

The 7th Max Weber Fellows’ June Conference, which took place from 12 to 14 June 2013, brought past and present Fellows together in Villa La Fonte. With the upcoming move of the Programme to the EUI main building, this was not only a farewell to Villa la Fonte, a very special home for the Programme, but it also marked the end of the Directorship of Ramon Marimon. His keynote talk, which concluded the conference, ‘Subjective Rationality and Trust – (On Social Sciences and the Euro crisis; an economist’s perspective)’, returned to the different themes that have been discussed in Max Weber Lectures and in the Revisiting the Classics Conferences in previous years. Among other things, the conference was also an occasion to



celebrate the fact that the Max Weber Programme Soccer Team (the 'Ramones') did better than previous years in the Coppa Pavone.

### **Other MWP Conferences**

A number of other conferences have taken place, on a variety of topics. Here we list a few.

#### ***European Policies and crisis:***

- ♦ 'Learning from Global Economic Crises: Lessons for and from the Social Sciences'  
11 May 2011, joint Conference by MWP and Pierre Werner Chair (RSCAS), EUI
- ♦ 'The 2007-2010 Financial and Economic Crisis: Causes, Consequences, and Policy Responses'  
15 April 2010, MWP, EUI

#### ***Migration and Inequality:***

- ♦ 'Contemporary Approaches to Inequality in the Social Sciences'  
5-6 May 2010, joint Conference by MWP and RSCAS, EUI
- ♦ 'Understanding the Dynamics of Migration: Family, Generations and Inequalities'  
11-12 March 2010, joint Conference by MWP and Pierre Werner Chair (RSCAS), EUI. Again, these conferences were organized by the Fellows and on their initiative, often in collaboration with the Departments or the Robert Schuman Centre for Advanced Studies.

### **Multidisciplinary Research Workshops 2006-2013**

The aim of the Multidisciplinary Research Workshops (MRW) is to enhance multidisciplinary understanding between the disciplines present in the Programme; this is done through participatory workshops showing either how some new advances in a particular discipline can be of interest to other social sciences or humanities, or how different disciplines contribute to a better understanding of a relevant issue. On average around 10 MRWs have been organized per academic year on very different topics; common among them is the participation of Fellows across disciplines. Many of these were the concluding events of reading groups that run over more than one year. For more about the reading groups see below.

The Multidisciplinary Research Workshops are based on input from an invited outside speaker, Fellow or EUI faculty member. In the first semester they are organized by the Max Weber Programme, often following up on proposals from Fellows, while those in the second and third semester are organized entirely by the Max Weber Fellows through the Academic Practice Groups. It is interesting to see what the Fellows have organized and how this has developed into reading groups, workshops and conferences.

Some of the topics that have been discussed in more than one MRW, and show the continuity from one academic year to the next, are: the Euro Crisis, Intellectual Property Rights, and Social Norms. Among the invited speakers at the Multidisciplinary Research Workshops there were recipients of the Johan Skytte Prize such as Rein Taagepera, University of California, Irvine & Professor Emeritus, Tartu University, (2008), 'Beyond Regression in Social Sciences: The Need for Logical Models' (4 June 2008).

### **Reading Groups 2006-2013**

The reading groups work entirely on the initiative of Fellows, and may or may not involve the participation of EUI faculty members. Sometimes they have been created in preparation for the visit of a Max Weber Lecturer, which was the case with the reading group leading up to the Max Weber Lecture by Seyla Benhabib in May 2012. Following the Max Weber lecture delivered by Seyla Benhabib, an additional seminar was organised on 17 June 2012, which



centred on a discussion of one of Professor Benhabib's most important books, *The Rights of Others*. This seminar was organised by the Max Weber Programme in collaboration with the Gender and Migration Working Group and involved participants from the different departments and programmes of the EUI.

During the seminar, much of the discussion focused on 'democratic iterations', a concept developed by Professor Benhabib and applied in *The Rights of Others* with regard to the position of migrants. The discussion clarified that democratic iterations can play an important role in determining the substance of immigrant membership – the content of the rights to which immigrants are entitled – while the question of who is admitted remains one that cannot easily be resolved. Other topics that were addressed during the discussion concerned the mechanisms that can be used to facilitate democratic iterations, the relationship with 'traditional' democratic procedures, whether democratic iterations always bring us closer to a cosmopolitan understanding of rights, the meaning of disaggregated citizenship and the possibility of alternatives for territorially bounded citizenship. Participants also shared national experiences of citizenship and integration policies and discussed the problems faced in this respect in different countries.

Other reading groups have run over two or more years, such as the Reading Group on the Euro Crisis, History and the Social Sciences, the reading group on Social Norms and the one on Property Rights. The format, number of meetings and participants has varied from reading group to reading group, but common to them all is the shared interest across the various disciplines. They often conclude with a multidisciplinary research workshop, where the outcomes have been shared with the rest of the Fellows.

Other reading groups have been organized in the spirit of multidisciplinary. For example the Game Theory Reading Group in 2010-2011, organized by Tali Schaefer (LAW), Reuben Kline (SPS) and Matthew Hoelle (ECO) started as a basic introduction to the theory of games for Fellows in all the disciplines. The same year, Giulia Andrighetto (SPS) and Stéphanie Novak (SPS) invited all Fellows to participate in a reading group on the notion of norms, open to any Fellow with an interest in norm-related topics. The idea was to pool the theoretical and methodological approaches of the participants in order to deepen and enrich their understanding of these social and legal artefacts, trying to exceed the boundaries of the single disciplines.

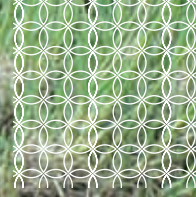
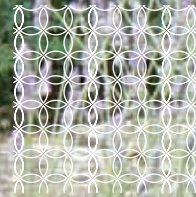
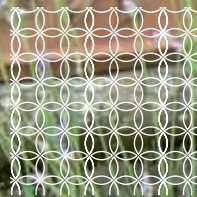
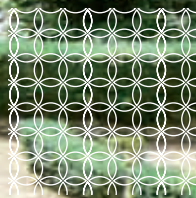
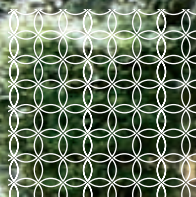
A reading group on Economic Theory took place in 2011-2012. During its meetings Economics Fellows presented their current work and received feedback from the other attending Fellows, providing an informal setting for the discussion of work at any stage of development. The presentations covered a wide range of topics in economic theory. The culmination of the reading group's activities took place on 23 May in an event co-organized with the Social Norms working group which, among its aims, sought to provide all the Fellows in other disciplines with an introduction to the applicability of game theoretic ideas to questions of interest to scholars outside of Economics. The invited speakers at this event were Kenneth Binmore, from UCL, and former Fellow Giulia Andrighetto (MWF, SPS 2010-2011).

Three official reading groups ran in the academic year 2012-2013. The Euro Crisis Reading Group, coordinated by Thomas Beukers (LAW), came together to provide a forum for discussing recent events in the Eurozone crisis and academic publications on the topic. The group was a multidisciplinary group with Fellows from all four disciplines as well as various guests throughout the year, including Director Ramon Marimon and other EUI faculty. The interdisciplinary reading group on Historical Sociology, organized by Gregorio Bettiza and David Pretel, had the scope of reading major books by leading contemporary authors and debating central ontological, epistemological and methodological issues raised by their work. The reading group is currently running in its second year. Finally, this is the third year of the reading group on norms, which saw Giulia Andrighetto (MWF 2010-2011) being invited back for the second time to speak at the reading group's concluding workshop.



## SECTION 6

### THE ACADEMIC CAREERS OBSERVATORY: THE OPEN MWP SERVICE





## **Introduction**

The Academic Careers Observatory (ACO) was established in 2007, one year after the official start of the Max Weber Programme. The Observatory developed out of the need to provide information on academic careers to Fellows in Europe and beyond. This need was driven by the very fact that in most of the cases, the educational profile of the Max Weber Fellows is highly international, since they did not pursue their studies in the country of origin and are likely to continue their career in another country (Section 2). At the same time, the general trend in the academic job market has been one of an increasing number of PhDs and the relatively closed nature of national academic institutions. Explaining what an academic career is, and providing information on career prospects in different countries, ACO aims to help both Fellows and researchers at the EUI to plan their professional development and to become more conscious and responsible with respect to the problems and challenges of different academic systems.

Over the past seven years, ACO has gradually developed its profile. Its core activity is to monitor disciplines incorporated both in the doctoral and postdoctoral programmes of the EUI – Economics, History, Law and Political and Social Sciences – and provide online information about career opportunities in these disciplines across countries. Today, the web page of ACO features academic career profiles of 39 countries around the world. While the ACO team has been consistently improving the web infrastructure of the Observatory, it also organizes events, conferences and workshops, in order to discuss on-going changes in academia and more specific topics, such as funding opportunities for young and mid-career scholars. Using the resources available both within the EUI, the MWP and from the wider network of the EUI scholars around the world, the Observatory also conducts surveys and compiles reports, which are published on its web page. All of these different activities of ACO have significantly raised its international visibility and helped in making its voice heard in the wider academic and policymaking debates on higher education and academic careers.

In a dual capacity, the Observatory also provides a comparative framework for reflection on the situation, problems and perspectives of academic careers in the humanities and social sciences in Europe and elsewhere. As this report of activity shows, from 2007-2013 ACO has both reinforced and expanded the way in which it interprets and performs this monitoring. ACO intends to build on its role as the central site for interaction and feedback between EUI scholars and the broader international academic and education policy community. It will do so on two levels. First, by fostering a collaborative network of researchers and Fellows from the EUI in the broader academic world, ACO acts as a point of cooperation for alumni to share their experiences in different university systems and countries. Second, ACO will assimilate and disseminate the information and feedback to relevant discussions on education policy in the university sector and expand its links with groups like EURAXESS and Voice of the Researchers.

## **ACO web page**

### ***Information on academic systems and specific disciplines***

The backbone of the ACO project is to provide information on national academic structures and job and research opportunities made available by universities and research institutions across countries. On the Observatory's website, users can check information on national higher education systems, information regarding access of non-nationals to specific career paths, career requirements, the type and number of positions available in each system and salaries and discipline-specific information. Web addresses are provided where researchers can check the list of national universities, total positions, job databases and







even specific programmes that, in each case, offer postdoc and other research opportunities. In order to ascertain certain types of information, especially on positions and salaries, ACO sometimes directly contacts the competent national authorities. Four sections of the ACO website provide this information in different perspectives: 1) country reports related to the EU and other countries which are viewed as important receivers of international researchers; 2) files on the career patterns and resources related to each of the four disciplines; 3) comparative analyses on specific issues (salaries, gender and age); and 4) a list of job and funding resources.

Figure 1. Monthly hits to the ACO web page, March 2010-March 2012.



### ***Career tips and the academic practice***

ACO ‘career tips’ have been online since early 2008. Ensuring that the information is relevant and current, ACO turns the information provided by experts in academic practice, who train Max Weber Fellows, into focused and valuable advice. This section provides advice on a range of questions such as applying for a postdoc, turning a PhD into a book and what to do (and not to do) before and during a job interview. The Observatory also relies on the experience of EUI faculty in participating, for example, in panels selecting projects for the 7th EU Framework Programme to guide researchers in drafting research proposals for that programme. It also draws upon the experiences of the former Max Weber Fellows as a resource for information on the most recent trends in the job market across different disciplines. In this regard, the web page offers testimonials of former Fellows about their experiences on the job market and provides advice regarding details of the application process, job interviews and the career prospects involved in academic positions in different countries.

### ***Job and funding resources***

The website provides links to national and international funding agencies and job websites, categorised by country. In this way, it functions as a useful resource for both EUI scholars and also external users, in particular because it is one of the very few websites to offer this breakdown of jobs and relevant links for funding sources by country and discipline.

### **ACO Reports**

Using the same approach, but a different method, ACO regularly carries out surveys and produces reports on topics related to academic careers. The logic that guides reporting by ACO is to put the information that the Observatory collects under an analytical lens, in order to scrutinize the changes and evolutions in the academic sphere. ACO’s publications take two different forms. First, the Observatory conducts research on the impact of the Max Weber Programme on the career progression of former Fellows. Second, ACO

carries out research on academic careers and funding in Europe and publishes the findings in papers and reports. Increasingly, the work of the Observatory has been published in peer-reviewed journals relating to the Higher Education sector and has been presented at various conferences. The increasing published output of ACO, alongside the wider dissemination of its work and the academic contribution provided by the research conducted, speaks to the quality of the office and is individual to any programme of this kind.

### ***Reports on the impact of the Max Weber Programme***

An article titled 'A statistical evaluation of the effects of a structured postdoctoral programme', by the Director of the Max Weber Programme, Ramon Marimon, former ACO Research Assistant Igor Guardiancich and Max Weber Fellow Alexey Bessudnov, is forthcoming in the journal *Studies in Higher Education*. This article asked whether there is an added value in having a structured postdoctoral programme aimed at preparing young scholars for the job market by offering training in teaching, writing, publishing and other academic skills. Former Fellows were compared with Non-Fellows (i.e. those who applied to the Programme and either proved unsuccessful in their application or who declined the Fellowship) and the main finding of the article was that there is a statistically significant positive effect of the Max Weber Programme on both the general life satisfaction and the publication record of the Fellows. The article suggests that this positive effect can be explained by the structured design of the Programme, based on communication and activities that help Fellows improve their academic outcomes. The article can be found here: <http://mwpweb.eu/IgorGuardiancich/Publication1798.html>

Furthermore, from November 2012 to May 2013 the Observatory carried out research on the career progression of former Max Weber Fellows (MWF) and Non-Fellows.. The central aim of this research was to assess whether or not the MWP has an impact on the academic labour market. Information on 481

ACO conference 2010, Igor Guardiancich, Ramon Marimon, Giunia Gatta (SPS 2009-2011)



postdoctoral academics was collected, divided between former Fellows of the MWP and Non-Fellows. Data on the career progression and current job positions of the participants was gathered and analysed. The information on both groups was gathered from their application materials that were supplied to the MWP and the internet search-engine Google, which was used to trace Non-Fellows in particular.

The results reflected some consistencies across these indicators. Nationality proved to be a strong determinant for career progression in different regions. The majority of MWF proceeded to gain academic positions in Europe (whereas among Non-Fellows who applied to the Programme from the United States, a high percentage was successful on the academic job market in North America). The gender indicator also produced interesting results with women among both Fellows and Non-Fellows proving to be less visible on the academic job market regardless of participation in the Programme. The report, titled 'Impact Evaluation of the Max Weber Programme in The Academic Job Market', was presented at the Max Weber June Fellows conference on 15 June 2013, and has since been published on the ACO web page: <http://www.eui.eu/Documents/MWP/AcademicCareers/FinalImpactReport.pdf>. The main findings of this report are also presented in Section 3.

### ***Reports on Academic Careers and Research Funding in Europe***

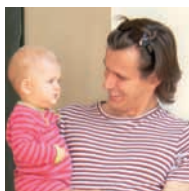
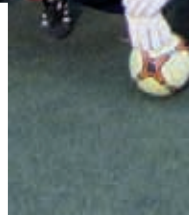
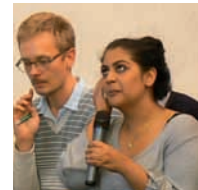
In its second capacity, ACO actively publishes reviews based on surveys conducted both internally within the EUI and externally among the EUI network and beyond. These papers address pertinent topics such as access to the job market, openness and competition in academic careers and the availability of research funding.

In 2008, ACO published its first report, titled 'Towards an Open and Competitive European Area for Research Careers'. This report provided an overview of different national academic systems and academic

Michele Grigolo, Igor Guardiancich, Alanna O'Malley, Lotte Holm







Clockwise:

Elisa Andretta (HEC 2008-2009), Giovanni Torchia, Pandelis Nastos, Simona Grassi (ECO 2008-2009), Yoko Akachi (ECO 2007-2008), Philip Balsiger (SPS 2012-2013), Ananya Chakravarti (HEC 2012-2013), The Ramones, End of year BBQ 2011-2012, Holger Döring (SPS 2010-2011), Rasmus Hoffman (SPS 2008-2009)

career patterns in Europe. The following year, an article by ACO, 'Towards the "Fifth Freedom": Increasing the Mobility of Researchers in the European Union', written by EUI researcher Matthieu Lietaert and ACO Research Assistant Michele Grigolo, was published in the journal *Higher Education in Europe*. In 2010, an ACO article by the Director of the Max Weber Programme, Ramon Marimon, Matthieu Lietaert and Michele Grigolo, 'Shifting from Academic "Brain Drain" to "Brain Gain" in Europe' was published in the journal *European Political Science*.

In June 2011, in collaboration with The European Economic Association Standing Committee on Research, ACO published 'Research Funding for Economics in Europe' by Ramon Marimon and EUI PhD researcher Mike Mariathan. Its findings were also published in an article, titled 'Granting our wishes' in *Public Service Review* and commented in the July edition of *Research Europe* for 2011. This report can be found here: <http://www.eui.eu/Documents/MWP/Publications/EEA-ACOREport30June2011.pdf>.

The same year, the Observatory published an extended report focused on funding not only in Economics but also in Sociology and Political Science. This report, titled 'Survey on Research Funding for the Social Sciences in Europe', was produced in collaboration with the European Economic Association, the European Sociological Association and the European Consortium for Political Research, by Ramon Marimon, Igor Guardiancich, Mike Mariathan and ACO Research Assistant Eva Rossi. Results of this report were based on three separate surveys of economists, sociologists and political scientists, the majority of whom held university positions. These individuals were invited to answer an on-line questionnaire regarding research funding in the social sciences in Europe. Each distinct survey was respectively carried out in partnership with the European Economic Association (EEA), the European Sociological Association (ESA), and the European Consortium for Political Research (ECPR). Overall, 3,802 valid responses were received from among the 19,944 invitations sent to 2,384 economists, 766 sociologists and 652 political scientists.

This survey was divided into two parts. Part I analysed the sociology of each profession, gathering personal information and assessing the respondent's current working position. Part II focused on the research funding experience of the respondents, revealing both the specifics of the respondent's research funding, as well as their subjective perceptions of the funding application and fruition processes. Both parts of the survey revealed remarkable consistency in the responses of economists, sociologists and political scientists. What is more, the survey highlighted the variation across the European Research Area (ERA) countries, which share distinct academic traditions, irrespective of the discipline of the respondent.

It was found that some countries – possibly as a response to the low transparency and availability of national grants – rely more than others on research funding at the European level. Over 60 per cent of ERC funds reportedly go to political science, while the other two sources show no relevant differences between the three disciplines. Out of all the professions, full professors in the fields of political science and economics receive the most funding from National Public research grants (especially in Anglo-Saxon countries, Belgium and Germany), the ERC, and the Framework Programme (not ERC).

Ultimately, economists, sociologists, and political scientists agreed on the most desirable features of research funding: flexibility, adequate funding, competent and transparent evaluation and the simplification of the application process. However, flexibility and accountability generate a trade-off: agencies should, hence, develop reliable record keeping on researchers to improve the allocation of research financing. So, in spite of the advances by many funding agencies, it was discovered that there is ample room to improve their

efficiency, in terms of flexibility – especially for the ERC and Framework Programme (not ERC) – and of competent evaluation, as the mistrust in the selection procedures is a major concern with the majority of National and Regional research funding agencies.

The preliminary results of this survey were presented at Bruegel, a Brussels based think-tank, with the President of the EEA, and 2011 Nobel Prize Winner, Christopher Pissarides, in July 2011, and one month later at the 25<sup>th</sup> Annual Congress of the European Economic Association (EEA) in Glasgow. The final report was presented at the annual ACO conference in November of the same year and can be found online here: <http://www.eui.eu/Documents/MWP/Publications/20111012MWP-ACOSurveyResearchFunding-Full.pdf>.

In 2012, ACO published the ‘Survey of EUI Researchers and Fellows on the Job Market’, in which it analysed the job market experience of both EUI cohorts between March and May of 2012. The main results of this report are published here: <http://www.eui.eu/Documents/MWP/AcademicCareers/Workshop/ACOJobMarketSurveyReport.pdf>.

### **MWP-ACO Conferences**

Conferences provide both an important source of information for ACO and a unique opportunity to test its own information and vision on issues related to academic careers. At the same time, they offer experts and Fellows the chance to discuss viewpoints and opportunities concerning the development of academic careers. So far, ACO has organised eight conferences on a range of topics relevant to the issues of an academic career. The ACO website has a special ‘ACO conferences’ section where one can find the themes, programmes, interventions and reports related to each conference.

In the last two years, ACO has expanded its activities in this sphere. Along with organising its annual conference in November 2011, the Observatory also brought together representatives from European and national funding agencies in March 2012 for a meeting to discuss the comparisons and contrasts between their funding opportunities for early career researchers. In March 2013, ACO again organized a conference on national and European funding opportunities, which included representatives from the European Research Council and the Marie Curie Programme, and from the national research agencies in Austria, Britain, France, Germany, Poland and Sweden, among others.

The ACO staff members are also active in promoting ACO publications and presenting the output of the Observatory conferences at various external events and deliberative forums. The Director, Ramon Marimon, is a familiar face at high-level education conference and events. His last presentation of ACO took place at the 54<sup>th</sup> Annual Congress of Italian Economic Association in Bologna in October 2013. In addition, last year, ACO’s Research Assistant Alanna O’Malley won a travel bursary from the Irish Research Council, to represent ACO at the Irish Presidency Conference ‘Researcher Careers and Mobility’, held in Dublin in May 2013.

The Observatory is also developing more initiatives internally. In April 2012, representatives from ACO played an active role in a workshop on ‘Teaching and Learning’ at the EUI. This event reviewed some of the pedagogical practices of the EUI with the aim of developing, over time, a Teaching and Learning Centre at the Institute. ACO contributed ideas and perspectives to the workshop based on the experience of ACO staff in dealing with such issues at the doctoral and postdoctoral level for the past seven years.



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### Academic Careers Observatory Conferences (2007-2013)

- ♦ 8<sup>th</sup> 'Academic Contract: How Careers and Universities are Changing', 19-20 November 2013
  - ♦ 7<sup>th</sup> 'Academic Careers in the Social Sciences: Entry, Competition and Advancement', 28 November 2012
  - ♦ 6<sup>th</sup> 'Funding Opportunities in the Social Sciences in the European Research Area', 30 November 2011
  - ♦ 5<sup>th</sup> 'Enhancing the Efficiency of European Research in the Social Sciences', 24 November 2010
  - ♦ 4<sup>th</sup> 'Openness and Competition in European Research and Funding', 11 November 2009
  - ♦ 3<sup>rd</sup> 'University Autonomy and the Globalization of Academia', 12 November 2008
  - ♦ 2<sup>nd</sup> 'Academic Careers in the SSH: National Comparisons and Opportunities', 30 November 2007
  - ♦ 1<sup>st</sup> 'Research and Higher Education in Europe: Opportunities and Challenges for Young Academics', 24 May 2007
- 

### Conclusions and future developments

As outlined above in the description of the activities of ACO, the Observatory has worked to consolidate its role as the site of interaction between EUI researchers and Fellows and the broader academic community on issues related to academic careers and practice. Through its research on academic careers, and in particular postdoctoral experience, the Observatory has made a significant contribution to knowledge in the field of postdoctoral education and the challenges of establishing an academic career in Europe and beyond. The relevance of the work of the Observatory is clear not just from the high output and dissemination of its publications, or the popularity of its events, but is also evidenced by the publication of its findings in academic journals.

Through emphasizing the importance of early-stage career opportunities and funding as well as researcher mobility, the Observatory has and continues to provide invaluable assistance to European researchers and academics and makes the first concrete steps towards forming a genuine European Research Area.

In terms of where to go from here, ACO intends, as a primary manoeuvre, to expand its function as a job resource platform and enhance cooperation with researchers and Fellows through a more formal and regularised feedback process. It also plans to play a crucial role in the new EUI Teaching and Learning Centre, drawing on its experiences in this area and providing support for the development of this initiative.

Further work remains to be done to situate ACO within the international education system. There is also a strong need to strengthening the network of ACO collaborators who act as *in situ* observers of the evolution of different academic systems. With these two main aims in mind, it will be important for the Observatory to forge auxiliary links to organisations such as EURAXCESS and Voice of the Researchers and to establish an active network of ACO collaborators from the group of both former Fellows and other EUI alumni.

Finally, it is important to emphasise that in all areas of activity, ACO has been increasingly active and has delivered policy relevant research on issues pertaining to academic careers. Using the EUI as a microcosm, it has been able to harness the experiences of researchers and Fellows in these areas and produce research on a range of issues from funding patterns, statistics on mobility, the openness of job markets to gender and geographical divisions in Europe and beyond. ACO is the only programme of its kind in Europe and has proven itself to be an indispensable tool in the promotion of academic careers among EUI researchers and Fellows, but crucially also in using the EUI as a case study in which to examine more deeply the fundamental challenges of the postdoctoral environment today.



# SECTION 7

## AFTER THE MAX WEBER PROGRAMME





Max Weber Fellows are now researching and teaching across the globe. In the United States and Canada there are Fellows at a range of top-tier universities, including Harvard, University of Chicago, Dartmouth, Princeton, University of Montreal, Bryn Mawr and Purdue; in the UK at the universities of Oxford, Cambridge, York, Nottingham, Warwick, Manchester and Queen's University in Belfast, and in London at the School of Oriental and African Studies, the London School of Economics and King's College; on mainland Europe at the universities of Bonn, Mannheim, Leuven, Amiens, Toulouse and Zurich. Further afield there are Fellows working in South America, China, India, Japan, Australia and South Africa.

The MWP Fellows have consistently published Working Papers on Cadmus, the EUI research repository. A recent survey has shown that many of these papers have since become either book chapters in edited volumes, or have been published in a variety of academic journals, including *Comparative Political Studies*, *Empirical Economics*, the *European Foreign Affairs Review*, the *European Journal for Philosophy of Religion*, the *European Law Review*, the *European Political Science Review*, the *European Review of History / Revue européenne d'histoire*, the *International Journal of Comparative Sociology*, the *International Journal of Constitutional Law*, the *Journal of European Integration*, the *Journal of International Money and Finance*, the *Journal of Nonparametric Statistics*, the *Journal of Political Economy*, the *Journal of Politics*, the *Journal of Time Series Econometrics*, *Macroeconomic Dynamics*, *Political Studies*, *Politics, Religion and Ideology*, the *Review of Economic Dynamics*, *Social Science & Medicine*, *Social Theory and Practice*, the *Socio-Economic Review*, *Utilitas*, and *West European Politics*.

**The MWP Newsletter** began publication in 2011. Past Fellows were invited to send us news of their lives and work: career changes, distinctions achieved, work published and babies born. All the information below was provided by the Fellows themselves.

## Awards and grants\*

Ananya Chakravarti (HEC, 2012-2013) was awarded the British Library's Endangered Archives Pilot Project grant (10,000 GBP) for a project titled, *Creating a Digital Archive of Indian Christian Manuscripts*, 2013-2014

Tina Freyburg (SPS, 2011-2012) won the 2013 JEPP Prize for the most downloaded article not from a special issue for her article 'National identity matters: the limited impact of EU political conditionality on the Western Balkans', *Journal of European Public Policy* (JEPP) (2013) Volume 17, issue 2, pages 263-281.

Isabelle Guinaudeau's (SPS, 2011-2012) project PARTIPOL, on how governing parties shape policies, has been accepted for funding (140.000 EUR) by the French Research Agency.

Laura Magi (LAW, 2009-2010) has been honoured by the Italian Society of International Law for the best article written by a young scholar, 'Sull'attribuzione ad una organizzazione internazionale dell'attività di società private che operano per suo conto'.

Quinton Mayne (SPS, 2009-2010) received two dissertation awards from the American Political Science Association (APSA): the Ernst B. Haas Best Dissertation Award from the European Politics and Society Section of APSA, and the Best Dissertation Award from the Urban Politics Section of APSA.

Miriam Ronzoni (SPS, 2009-2010) was awarded, in August 2010, a 5 year research grant, a Sofja Kovalevskaja Award, by the Humboldt Foundation, to conduct research on background injustice between states.

Giesela Ruhl (LAW, 2007-2008) was awarded the Carus Medal by the German National Academy of Sciences for her interdisciplinary work on Private International Law and International Civil Procedure.

\*For a more comprehensive list see: <http://www.eui.eu/ProgrammesAndFellowships/MaxWeberProgramme/PrizesAndDistinctionsMWF.aspx#MWF20062007>



Jenny Simon and Justin Valasek (ECO, 2011-2012) won the Klaus Liebscher Award for 'young economists from EU Member States and EU candidate countries for scientific papers dedicated to Economic and Monetary Union and European integration issues', for their co-authored article, 'Centralized Fiscal Spending by Supranational Unions'.

Violet Soen (HEC, 2008-2009) is a member of the first cohort of the newly founded Young Academy of Belgium.

### Publishing

For reasons of space we cannot include all the information sent by Fellows about their publishing activities, thus we have selected monographs to list here. We recognise that this does rather exclude economists whose publishing output tends to be in the form of articles.

Alexandre Afonso (SPS, 2010-2011) *Social Concertation in Times of Austerity. European Integration and the Politics of Labour Market Reforms in Austria and Switzerland* (Amsterdam University Press, 2013)

Mariano Barbato (SPS, 2007-2008) *Pilgrimage, Politics, and International Relations – Religious Semantics for World Politics* (Palgrave Macmillan, 2013)

Eszter Bartha (HEC, 2007-2008) *Alienating Labour: Workers on the Road from Socialism to Capitalism in East Germany and Hungary* (Berghahn, 2013)

Stéphane Beaulac (LAW, 2006-2007), *Précis de droit international public – théorie, sources, interlégalité, sujets* (LexisNexis, 2012)

Firat Cengiz (LAW, 2008-2009) *Antitrust Federalism in the EU and the US* (Routledge, 2012)

Adrien Delmas (HEC, 2011-2012) *Les voyages de l'écrit. Culture écrite et expansion européenne à l'époque moderne. Essais sur la Compagnie Hollandaise des Indes Orientales* (Honoré Champion, 2013)

Catherine Fletcher (HEC, 2010-2011) *Our Man in Rome: Henry VIII and his Italian Ambassador* (Bodley Head, 2012), the *Sunday Times* called the book a 'glittering debut'

Joerg Friedrichs (SPS, 2006-2007) *The Future Is Not What It Used to Be* (MIT Press, 2013)

Isabelle Guinaudeau (SPS, 2011-2012) *EU Politicization through the Lens of Salience: How the EU Enters the French, British and German Electoral Agenda (1986-2009)* (Palgrave Macmillan, 2013)

Katja Haustein (HEC, 2007-2008) *Regarding Lost Time: Photography, Identity, and Affect in Proust, Benjamin, and Barthes* (Legenda, 2012)

Ana Carolina Hosne (HEC, 2010-2011) *The Jesuit Missions to China and Peru, 1570-1610, Expectations and Appraisals of Expansionism* (Routledge, 2013)

Heather Jones (HEC, 2007-2008) *Violence against Prisoners of War in the First World War: Britain, France and Germany, 1914-1920* (Cambridge University Press, 2011)

Giuseppe Martinico (LAW, 2012-2011) *The Tangled Complexity of the EU Constitutional Process: The Frustrating Knot of Europe* (Routledge, 2012)

Andras Miklos (SPS, 2006-2007) *Institutions in Global Distributive Justice* (Edinburgh University Press, 2013)

Lorenzo Mosca (SPS, 2006-2007) *La webpolitica. Istituzioni, candidati, movimenti fra siti, blog e social network* (Le Lettere, 2012)

Sheila Neder Cerezetti (LAW, 2011-2012) *A Recuperação judicial de sociedade por ações* (Malheiros, 2012)

Stéphanie Novak (SPS, 2009-2010) *La prise de décision au Conseil de l'Union européenne* (Daloz, 2011)

Roberta Perger (HEC, 2008-2009) *In the Society of Fascists: Acclamation, Acquiescence and Agency in Mussolini's Italy* (Palgrave, 2012)

Roman Petrov (LAW, 2006-2008) *Exporting the Acquis Communautaire through EU External Agreements* (NOMOS, 2011)

Violet Soen (HEC, 2008-2009) *Vredehandel. Adellijke en Habsburgse verzoeningspogingen tijdens de Nederlandse Opstand (1564-1581)*, (Amsterdam Studies in the Dutch Golden Age), (Amsterdam University Press, 2012)

Kristin Surak (SPS, 2010-2011) *Making Tea, Making Japan: Cultural Nationalism in Practice*. (Stanford University Press, 2012)

Pablo Vázquez-Gestal (HEC, 2010-2011) *Una nueva majestad. Felipe V, Isabel de Farnesio y la identidad de la monarquía (1700-1729)*, (Marcial Pons, 2013)

Lunch in the garden Summer 2012





#### **MWP Fellows 2006-2007**

Frank Adloff (SPS)  
 Jose Maria Aguilera-Manzano (HEC)  
 Bojan Aleksov (HEC)  
 Andrew Beattie (HEC)  
 Stéphane Beaulac (LAW)  
 Stefania Bernini (HEC)  
 Guido Boni (LAW)  
 Manuel Borutta (HEC)  
 Sabina Brevaglieri (HEC)  
 Erzsebet Bukodi (SPS)  
 Helen Callaghan (SPS)  
 Déborah Cohen (HEC)

Valentina Fava (HEC)  
 Margherita Fort (ECO)  
 Jörg Friedrichs (SPS)  
 Roberto Galbiati (ECO)  
 Athanasios Gekas (HEC)  
 Christophe Germann (LAW)  
 Paolo Giordani (ECO)  
 Maria Heracleous (ECO)  
 Giammario Impullitti (ECO)  
 Mariely Lopez-Santana (SPS)  
 Stéphanie Mahieu (SPS)  
 András Miklós (SPS)  
 Juan Rafael Morillas (SPS)  
 Lorenzo Mosca (SPS)

Valeria Pansini (HEC)  
 Alexander Peine (SPS)  
 Alicia Pérez-Alonso (ECO)  
 Roman Petrov (LAW)  
 Margarita Petrova (SPS)  
 Carlos Ponce (ECO)  
 Cristina Poncibò (LAW)  
 Anne Rasmussen (SPS)  
 Philip Sauré (ECO)  
 Svein Atle Skålevåg (HEC)  
 Jeanine Thal (ECO)  
 Lars Vinx (LAW)  
 Marcin Walecki (SPS)  
 Hosny Zoabi (ECO)





#### **MWP Fellows and Staff 2007-2008**

Yoko Akachi (ECO)

Umut Aydin (SPS)

Joerg Balsiger (SPS)

Mariano Barbato (SPS)

Aniko Bartha (HEC)

Marc P. Berenson (SPS)

Lars Boerner (ECO)

Helen Callaghan (SPS)

Sergio Catignani (SPS)

Matei Demetrescu (ECO)

Arthur Dyevre (LAW)

Valentina Fava (HEC)

Athanasios Gekas (HEC)

Katja Haustein (HEC)

Thomas Hintermaier (ECO)

Hannes Hofmeister (LAW)

Giammario Impulliti (ECO)

Heather Suzanne Jones (HEC)

Ming Sung Kuo (LAW)

Rinku Lamba (SPS)

Brigitte Le Normand (HEC)

Anna Lo Prete (ECO)

Marco J. Lombardi (ECO)

Francesco Maiani (LAW)

Paolo Masella (ECO)

Carmen Menchini (HEC)

Jan-Hinrik Meyer-Sahling (SPS)

Ekaterina Mouliarova (LAW)

Stephanie Mudge (SPS)

Maria Belen Olmos Giupponi (LAW)

Roman Petrov (LAW)

Anne Rasmussen (SPS)

Giesela Ruhl (LAW)

Ruben Ruiz Rufino (SPS)

Antonio Stopani (HEC)

Anastasia Stouraiti (HEC)

Anicee Van Engeland (LAW)

Mikhail Velizhev (HEC)

Joanna Wolszczak-Derlacz (ECO)

Wojciech Zaluski (LAW)



#### **MWP Fellows 2008-2009**

Elisa Andretta (HEC)  
 David Art( SPS)  
 Can Aybek (SPS)  
 Stelios Bekiros (ECO)  
 Nicolas Berman (ECO)  
 Mouloud Boumghar (LAW)  
 Firat Cengiz (LAW)  
 Anna Cichopek (HEC)  
 Mathias Delori (SPS)  
 Joshua Derman (HEC)  
 Isabelle Engeli (SPS)  
 Marcello Figueroa (HEC)  
 Jane Gingrich (SPS)  
 Simona Grassi (ECO)

Gaye Gungor (SPS)  
 Silja Hausermann (SPS)  
 Rasmus Hoffmann (SPS)  
 Susan Karr (HEC)  
 Alexander Kriwoluzky (ECO)  
 Nikolaos Lavranos (LAW)  
 Simon Levis Sullam (HEC)  
 Paolo Masella (ECO)  
 Sami Miaari (ECO)  
 Edyta Molenda (LAW)  
 Ekaterina Mouliarova (LAW)  
 Diego Muro (SPS)  
 Raya Muttarak (SPS)  
 María Belén Olmos Giupponi (LAW)  
 Roberta Pergher (HEC)  
 Paolo Pin (ECO)

Ottavio Quirico (LAW)  
 Vincent Rebeyrol (ECO)  
 Miriam Ronzoni (SPS)  
 Edith Sand (ECO)  
 Roger Schoenman (SPS)  
 Florian Schuett (ECO)  
 Naoko Seriu (HEC)  
 Reinhard Slepcevic (LAW)  
 Violet Soen (HEC)  
 Ingo Trauschweizer (HEC)  
 Chiara Valentini (LAW)  
 Mindia Vashakmadze (LAW)  
 Iryna Vushko (HEC)  
 Fang Xu (ECO)





#### **MWP Fellows 2009-2010**

Ayşe Idil Aybars (LAW)  
 Gergely Baics (HEC)  
 Ivana Bajić-Hajduković (SPS)  
 Naomi Beck (HEC)  
 Valentina Calderai (LAW)  
 Nai Rui Chng (SPS)  
 Ayça Çubukçu (SPS)  
 Holger Döring (SPS)  
 Elaine Fahey (LAW)  
 Shikeb Farooqui (ECO)  
 Gianluigi Fioriglio (LAW)  
 Colin Fleming (SPS)  
 Luminita Gatejel (HEC)

Giunia Gatta (SPS)  
 Claudia Anna Gazzini (HEC)  
 Tomasz Witold Gromelski (HEC)  
 Armen Hakhverdian (SPS)  
 Laura Hering (ECO)  
 Alexia Katsanidou (SPS)  
 Richard Kirwan (HEC)  
 Merilin Kiviorg (LAW)  
 Sara Konoe (SPS)  
 Sarolta Laczo (ECO)  
 Noemi Lendvai (SPS)  
 Jernej Letnar Černič (LAW)  
 Raphaël Levy (ECO)  
 Yang Lu (ECO)  
 Laura Magi (LAW)

Quinton Mayne (SPS)  
 Alessandro Mennuni (ECO)  
 Antonio Miralles (ECO)  
 Anna Mirkova (HEC)  
 M'hamed Oualdi (HEC)  
 Autumn Marie Lockwood Payton (SPS)  
 Vincent Rebeyrol (ECO)  
 Guido Ruta (ECO)  
 Irit Samet (LAW)  
 Christian Schemmel (SPS)  
 Gonul Sengul (ECO)  
 Nadia Steiber (SPS)  
 Claudius Torp (HEC)  
 Seda Unsar (HEC)  
 Pablo Vázquez-Gestal (HEC)





#### MWP Fellows 2010-2011

Alexandre Afonso (SPS)  
 Giulia Andrighetto (SPS)  
 Alexey Bessudnov (SPS)  
 Giuseppe Contissa (LAW)  
 Cécile D'Albis (HEC)  
 Willem Martijn Dekker (SPS)  
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 Giuseppe Martinico (LAW)  
 Kyriaki Nanou (SPS)  
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 Daniel Ritter (SPS)  
 Tali Schaefer (LAW)  
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 Michael Sevel (LAW)  
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 Mathias Staudigl (ECO)  
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 Richard Van Weelden (ECO)  
 Dean Vuletic (HEC)  
 Heng Wang (LAW)  
 Rebecca Lisa Zahn (LAW)  
 Blaž Žakelj (ECO)  
 Galina Zapryanova (SPS)



#### MWP Fellows 2011-2012

Tara Alberts (HEC)  
 Birgit Apitzsch (SPS)  
 Zsofia Barta (SPS)  
 Elisabetta Bini (HEC)  
 Fedja Buric (HEC)  
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 Yarine Fawaz (ECO)  
 Tina Freyburg (SPS)  
 Eva M. Garcia-Moran (ECO)  
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 Sheila Neder Cerezetti (LAW)  
 Stefan Nygaard (HEC)  
 Adam Perry (LAW)  
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 Josef Schroth (ECO)  
 Jenny Simon (ECO)  
 Marta Simoncini (LAW)  
 Dalibor Stevanovic (ECO)  
 Alexander Street (SPS)  
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 Lauri Matti Oskar Tähtinen (HEC)  
 Michio Umeda (SPS)  
 Justin Valasek (ECO)  
 Inés Valdez (SPS)  
 Leen Vandecasteele (SPS)  
 Mihai Varga (SPS)  
 Dean Vuletic (HEC)  
 Andrea Wechsler (LAW)





#### **MWP Fellows 2012-2013**

Philip Balsiger (SPS)  
 Janine Christine Balter (ECO)  
 Jean Beaman (SPS)  
 Nadav Ben Zeev (ECO)  
 Gregorio Bettiza (SPS)  
 Thomas Beukers (LAW)  
 Adam Bower (SPS)  
 Charles Brendon (ECO)  
 Emilie Caldeira (ECO)  
 Ananya Chakravarti (HEC)  
 Gabrielle Clark (LAW)  
 Virginie Collombier (SPS)  
 Daniela Comandè (LAW)  
 Julia Cordero Coma (SPS)

James Cross (SPS)  
 Tomas Dumbrovsky (LAW)  
 Elena-Ivona Dumitrescu (ECO)  
 Brad Epperly (SPS)  
 Jennifer Mary Hillman (HEC)  
 Daniel Horn (SPS)  
 Matthew J. Hoyer (HEC)  
 Swen Hutter (SPS)  
 Simon Jackson (HEC)  
 Luana Joppert Swensson (LAW)  
 Kalle Kananoja (HEC)  
 Anita Andrea Kurimay (HEC)  
 Migle Laukyte (LAW)  
 Konrad Lawson (HEC)  
 Fabien Le Bot (LAW)  
 Thomas Leopold (SPS)

Stefan Johannes Link (HEC)  
 Hin-Yan Liu (LAW)  
 Sofia Moratti Baggio (LAW)  
 Annaig Morin (ECO)  
 Marcos Yamada Nakaguma (ECO)  
 Stefan Nygaard (HEC)  
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 Brandon Restrepo (ECO)  
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 Olena Senyuta (ECO)  
 Maria Laura Sudulich (SPS)  
 Jean Thomas (LAW)  
 Andrea Wechsler (LAW)



# SEVEN YEARS WORKING WITH THE MWP IN VILLA LA FONTE



**Susan Garvin**

The Villa La Fonte years. I worked for the EUI for 18 years in different departments and services but the 7 years I was with the MWP were really the cherry on the cake of my time there. The MWP has a life of its own, and Villa La Fonte was a perfect context. Refined, a little different, glorious to look at and be in, spilling over into that ethereal garden, it reflected the Programme and how it was conformist yet maverick, academic yet playful. The serious work never let up, workshops, conferences, teaching practice...

but lively lunches, satirical skits, piano playing, pot-luck dinners, dancing, football and ping-pong tournaments played their part in making sure everyone stayed on the planet and enjoyed their brief time at the EUI. And for the team, what could be better than meeting over 40 new and fascinating people each year, making friends, helping them find their way and settle in, and reveal their own special talents in a way that is not possible in a mere academic setting, you need the whole fabric of something like the MWP to get you there. The 'support staff team' at VLF was something special in its own right, and we were always part of the whole, not on the edge but central to the life of the Villa and the MWP.



### **Luan Nikolli**

I could write a book about the seven years of the MWP at VLF! I learned so much from the fantastic MWP team, and each year I became friends with so many new people, year by year the Fellows considered me as one of them, it was like being part of a family, where I was the youngest and the most indulged. I cannot express what my garden meant to me, I fell in love with it from the first day, and never tired of it for one moment, and it was a joy to me that it was from the outset an integral part of the

MWP. Pandelis was my guide and friend, Giovanni's bar an entertainment and a home from home, good friendships, good teamwork, unforgettable years.



### **Giovanni Torchia**

Seven years that flashed by, seeming only yesterday, working together with exceptional people. I had a good time, working there with the MWP team, colleagues who became friends, and the Fellows. We all talked, analysed, argued, gossiped and chatted, everyone so sociable, so lively, so open. Team work with the mythical Pandelis, and the phenomenal Luan ... then suddenly it was all gone, silent and empty. I will always miss the MWP and remember those VLF years with a smile, and with nostalgia.



### **Pandelis Nastos**

Dear MWP, from the first day we were a match, together with my MWP staff colleagues, the language teachers, the professors and the backing of the EUI; each year we hosted young academics from all over the world, in all their diversity, each contributing to your success in their own way. After one, sometimes two years, these same people would leave, handkerchief in hand, sad to go on their way, but better prepared and more confident in the pursuit of their future elsewhere. Mission Accomplished! Dear MWP, I would like to remind you

of our fellow travellers who took care of you and who contributed to your success: Eugenia who kept the inside of the Villa as perfect as Luan kept the garden outside; 'Prof' Barman Giovanni Torchia whose coffee was sometimes sweet sometimes bitter, depending on his theory of the day; our young Luan who grew along with his plants in the garden and in vases indoors; my good friend the electrician Dario who taught me so much; Antonella Pizzuto and the site officers, always helpful with our telephones and computers; Generoso and his team who set up the conference rooms; my trusted colleague Mr Neri who looked after the technical side of conferences; the Villa Viviani staff who took professional care of our lunches dinners and BBQs ... and many others ... In sum, Dear 'Max', I would finally give my personal thoughts. For me you were like a young plant, with the help of all these people who watered and cared for you so that you grew year after year and became strong and vigorous. It was an immense pleasure to have been there to make my own personal contribution to your growth; now keep on growing, and all my best wishes for the continuing MWP family.



**Max Weber Programme**

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