




University of  
Zurich <sup>UZH</sup>

**ETH**

Eidgenössische Technische Hochschule Zürich  
Swiss Federal Institute of Technology Zurich

*life*science zurich  
graduate school


# ANNUAL REPORT 2010



University of  
Zurich <sup>UZH</sup>

**ETH**

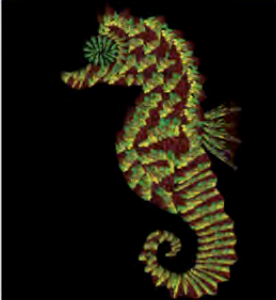
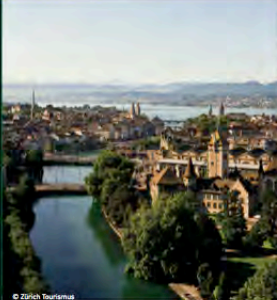
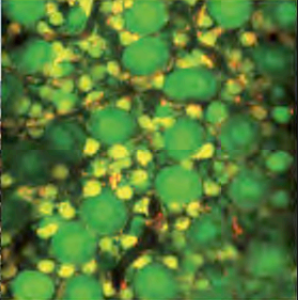
Eidgenössische Technische Hochschule Zürich  
Swiss Federal Institute of Technology Zurich



## International Ph.D. Programs in Life Sciences

### ETH Zurich and University of Zurich

Application deadlines: 1 December, 1 July  
Application forms and detailed information:  
[www.lifescience-graduateschool.ch](http://www.lifescience-graduateschool.ch)

Programs	
	Biomedical Ethics and Law (medical track)
	Biomolecular Structure and Mechanism
	Cancer Biology
	Ecology
	Evolutionary Biology
	Integrative Molecular Medicine
	MD / PhD Program
	Microbiology and Immunology
	Molecular Life Sciences
	Neuroscience
	Plant Science
	Plant Sciences and Policy
	Systems Biology
	Systems Biology of Complex Diseases

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## 1. Executive Summary

In 2010 the Life Science Zurich Graduate School (LSZGS) consists of 13 joint ETHZ/UZH PhD programs and an MD/PhD Program (only UZH) and includes over 300 faculty members and 1071 students (as of December 31, 2010). Since the peak in July 2009 the number of complete application is continuously diminishing, although not yet in an alarming extent. In the two recruiting rounds 2010 we received 1033 application (2009: 1628) and 912 (2009: 1197). Part of the reduction is due to the fact that we have been using a so-called geo-targeting tool on various recruiting web pages. It shows the ad only in previously determined countries (mainly Europe in our case) and suppresses the publication in other areas. It is indeed the case that the number of Indian applications dropped considerably compared to July 2009. Despite of this being a desired effect, we are well aware that the international competition is fierce and we still need to strengthen our efforts to attract outstanding students from abroad but especially also from Switzerland, where we still only recruit few students.

The LSZGS offered seventeen transferable skill courses in 2010 and we again received a very positive feedback from the students for most of them. Many courses were fully booked and in a few cases we even had to reject interested students. Unfortunately, we were not really able to further broaden the range of offered courses and to find skilled trainers for new topics.

However, we could make headway with the web page and the application tool. Luckily, the serious security problems we faced at the end of 2009 were quickly solved and ever since the tool has been proven to be much safer and stable. As the external company who is now in charge of maintaining the web page had first to profoundly revise the whole system before they could start with some required modifications, we could not really further develop the application tool but hope to do so in 2011.

In financial terms, 2010 was a very changeful year for the LSZGS. After many meetings and discussions the UZH and ETHZ signed an agreement, which will fund the Life Science Zurich Graduate School and its PhD programs with CHF 700'000 from 2011 on. Although the amount does not entirely meet our expectations, we are very grateful that both the UZH and the ETHZ decided to fund PhD education in the long run.

## 2. Introduction

The idea to found a graduate school that houses all the different PhD programs in the Life Sciences offered at the University of Zurich and the ETH Zurich came up at the faculty meeting of the MLS PhD program on September 14, 2005. Already a month later, on October 19, 2005, the chairs and administrators of the different programs met for a constitutional meeting. On December 8, 2005 the Life Science Zurich Graduate School was officially launched and became an autonomous branch of the Life Science Zurich Initiative.

### 2.1. Mission

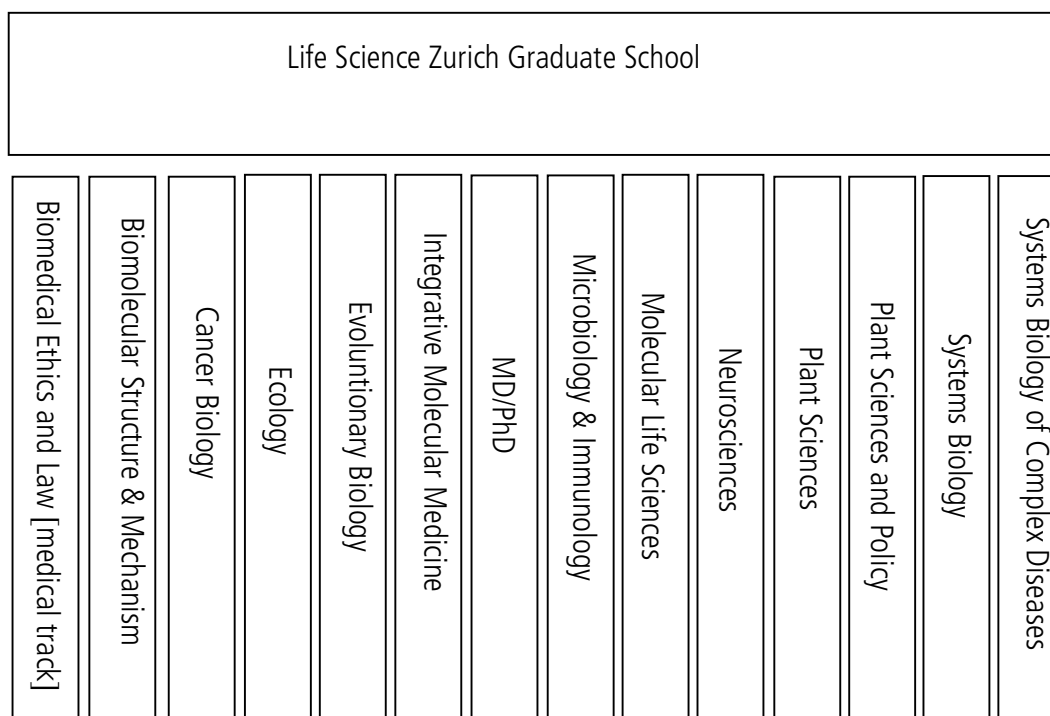
The aim of the Life Science Zurich Graduate School (LSZGS) is to promote first-class graduate education in the life sciences at the University of Zurich (UZH) and the ETH Zurich (ETHZ). The LSZGS offers centralized services (e.g. recruitment administration, locating new funding possibilities) and products (e.g. transferable skills courses) that support established PhD programs and facilitate the development of new programs in the Life Sciences. The centralized administration of these services enables the individual PhD programs to focus on the education of their graduate students within the respective research fields. The individual PhD programs

are thereby relieved of administrative tasks and ensuing costs in areas not directly related to their specific research fields.

Specifically, the Life Science Zurich Graduate School LSZGS aims:

- to increase the visibility and attractiveness of the LSZ-PhD Programs world-wide in order to reach excellent undergraduates who consider doing a PhD in the life sciences
- to initiate the recruitment process to attract the best students internationally
- to improve the coordination of recruitment, avoiding redundant reviews of applicants
- to support the development of new PhD Programs
- to improve the coordination of teaching for PhD Programs with common areas of interest and/or curricula
- to support the PhD Programs by providing a centralized course program in relevant transferable skills for all graduate students
- to provide support on career development for the graduate students; alumni of the LSZGS should be equipped with the key attributes for successfully entering the competitive job market in the life sciences
- to identify and pursue new funding opportunities for the Graduate School and its member PhD Programs (e.g. European funding, foundations, SNF)
- to ensure *quality* and *sustainability* of the services and products of the LSZGS

**Figure 1: Chart of the Life Science Zurich Graduate School**



## 2.2. Strategy and Products of the LSZGS

The major units of the LSZGS are:

- LSZGS Steering Committee (Program Directors from each PhD Program)
- PhD Programs
- Graduate School Office: Administration

**Table 1: Roles and Responsibilities of LSZGS units**

<b>Unit</b>	<b>Roles and Responsibilities</b>
LSZGS Steering Committee	<ul style="list-style-type: none"><li>• Strategic development of LSZGS</li><li>• Advice and support for the PhD Programs and GS Administration</li><li>• Development of common criteria for quality assurance of the PhD Programs</li><li>• Promotion of relevant contacts within the scientific community of life sciences</li><li>• Identification of common course needs</li><li>• Development of a transferable skill curriculum</li><li>• Identification and development of joint funding initiatives</li></ul>
PhD Programs	<ul style="list-style-type: none"><li>• Evaluation and acceptance of students into the program</li><li>• Development, implementation and funding of a discipline-specific graduate curriculum</li><li>• Quality assurance</li><li>• Fundraising for a specific PhD Program</li><li>• Tracking development of the students within each program</li><li>• Funding flights and accommodation for interview candidates from abroad</li></ul>
Graduate School Office	<ul style="list-style-type: none"><li>• Increasing the visibility of the PhD Programs world-wide</li><li>• Advertising the graduate school and its recruitment procedure (advertisements in Nature, posters etc.)</li><li>• Coordination of the recruitment process (Application forms, internal and external communication, i.e. information to Principle Investigators and to candidates)</li><li>• Organization of interviews</li><li>• Funding for PR, the common application web tool and the transferable skill courses.</li><li>• Development and maintenance of the LSZGS web site for dissemination of information</li><li>• Financial planning and financial controlling of the LSZGS activities (especially recruitment and courses)</li><li>• Advice and support for the development of new programs (practical procedures, know-how transfer)</li><li>• Fundraising for LSZGS in areas <i>independent</i> of a specific research field (e.g. for common activities or for fellowships for students from a specific country)</li><li>• Development and organization of a centralized Transferable Skills Program for all graduate students, including acquisition, commitment and support of internal and external facilitators, advertising the courses (GS web site) and coordinating sign-up</li><li>• Support for the career development of graduate students (courses, activities, web-information)</li><li>• Assurance of quality and sustainability of the services and products of the LSZGS office</li></ul>

- 
- Exchange and collaboration with other units of the LSZ initiative
  - Exchange and collaboration with other graduate schools, both in and outside of Zurich
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### **2.2. a) LSZGS steering committee and participating PhD programs**

As per December 31, 2010 the Life Science Zurich Graduate School includes thirteen PhD programs and a MD/PhD program. Each program is presided by a director, who generally represents the program in the steering committee (see list below). In 2010 this steering committee met three times in order to decide on the strategic orientation and development of the Graduate School. On 28 May Prof. Michael Hengartner stepped back as chair of the Graduate School and Prof. Markus Aebi was unanimously selected as new chair for a term in office of two years.

**Table 2: Directors of the LSZGS PhD programs**

<b>Program</b>	<b>Director</b>
Biomedical Ethics and Law [medical track]	Prof. Nikola Biller-Andorno (Institute of Biomedical Ethics, UZH)
Biomolecular Structure and Mechanism (BSM)	Prof. Frédéric Allain (Institute of Molecular Biology and Biophysics, ETHZ)
Cancer Biology	Prof. Josef Jiricny (Institute of Molecular Cancer Research, UZH)
Ecology	Prof. Bernhard Schmid (Institute of Evolutionary Biology and Environmental Studies, UZH)
Evolutionary Biology	Prof. Carolus van Schaik (Anthropological Institute, UZH)
Integrative Molecular Medicine (imMed)	Prof. Thierry Hennet (Institute of Physiology, UZH)
MD/PhD Program	Prof. Adriano Aguzzi (Institute of Neuropathology, UZH) Prof. Alexandra Trkola (Institute of Medical Virology, UZH)
Microbiology & Immunology (MIM)	Prof. Markus Aebi (until May 2010) (Institute of Microbiology, ETHZ) Prof. Leo Eberl (Institute of Plant Biology, UZH) Prof. Hauke Hennecke (since May 2010) (Institute of Microbiology, ETHZ)
Molecular Life Sciences (MLS)	Prof. Alex Hajnal (Institute of Molecular Life Sciences, UZH)

Neurosciences (ZNZ)	Prof. Martin Schwab (Institute of Brain Research, UZH)
Plant Science (PSC)	Prof. Ueli Grossniklaus (Institute of Plant Biology, UZH)
Plant Sciences and Policy	Prof. Ueli Grossniklaus (Institute of Plant Biology, UZH)
Systems Biology	Prof. Uwe Sauer (Institute of Molecular Systems Biology, ETHZ) Prof. Jörg Stelling (Department of Biosystems Science and Engineering, ETHZ)
Systems Biology of Complex Diseases (SBCD)	Prof. Matthias Peter (Institute of Biochemistry, ETHZ)

Program administrators, who are in charge of day-to-day affairs, normally also participate in steering committee meetings, although without voting rights. The following persons currently act as program administrators:

**Table 3: Administrators of the LSZGS PhD programs**

<b>Program</b>	<b>Administrator</b>
Biomedical Ethics and Law [medical track]	Dr. Effy Vayena (Institute of Biomedical Ethics, UZH)
Biomolecular Structure and Mechanism (BSM)	Isabelle Allen (Institute of Molecular Biology and Biophysics, ETHZ)
Cancer Biology	Bettina Rausch Dr. Cornelia Schaub (Institute of Molecular Cancer Research, UZH)
Ecology	Dr. Susann Eichenberger (Institute of Evolutionary Biology and Environmental Studies, UZH)
Evolutionary Biology	Dr. Tony Weingrill (Anthropological Institute, UZH)
Integrative Molecular Medicine (imMed)	Annemarie Brennwald Heidi Preisig (ZIHP, UZH)
MD/ PhD Program	Jacqueline Wiedler (Institute of Neuropathology, UZH)
Microbiology & Immunology (MIM)	Olympia Stefani (Institute of Microbiology, ETHZ)
Molecular Life Sciences (MLS)	Dr. Susanna Bachmann

	(Institute of Molecular Life Sciences, UZH)
Neurosciences (ZNZ)	Dr. Wolfgang Knecht Francesca Becchio (until May 2010) Nadia Mouci Menard (Institute of Brain Research, UZH)
Plant Science (PSC)	Dr. Melanie Paschke Yannick Städler (Institute of Plant Science, ETHZ)
Plant Sciences and Policy	Dr. Andrea Pfisterer (Institute of Plant Science, ETHZ)
Systems Biology	Dr. Franziska Biellmann (since October 2010) Dr. Caroline Roggo (until August 2010) (Department of Biosystems Science and Engineering, ETHZ)
Systems Biology of Complex Diseases (SBCD)	Dr. Urte Hinrichs Davina Rodgers (Institute of Cell Biology, ETHZ)

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## **2.2. b) Graduate School Office**

Since April 1, 2006 the Graduate School has its own administrative office. Dr. Susanna Bachmann is employed on a part-time basis of 30% and attends the day-to-day business of the LSZGS. Since September 2008 Nadia Mouci Menard is working as assistant for Life Science Zurich. She dedicates about 15% of her employment to the LSZGS.

## **3. Activities**

### **3.1. Recruitments**

For the December 1, 2010 deadline the PhD program in Evolutionary Biology recruited for the first time students through the common online applications system. An overview of the numbers of applicants per program can be found below. For both recruitment rounds in 2010, applicants of the Indian subcontinent formed the biggest group (approximately 1/3 of all applicants for the July and for the December deadline), followed by students from Germany, Italy, Pakistan, Iran, China and Switzerland. For a detailed overview of the applicants' country of origin please see Appendix 1.

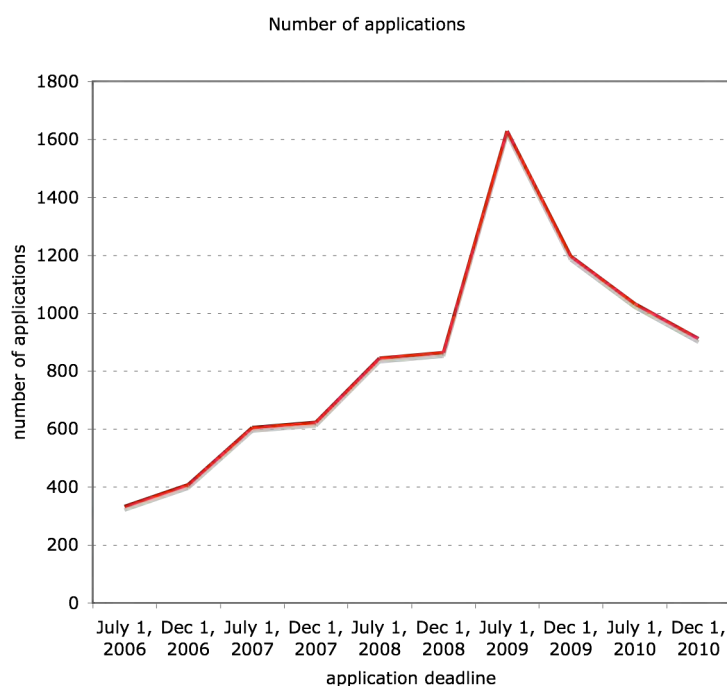
Since the peak for the July 1, 2009 deadline when the number of complete applications nearly doubled from 864 (December 1, 2008) to 1628 the number of applications has decreased continuously and with 912 applications (December 1, 2010) we have only slightly more applications than we obtained in December 2008. While it is not easy to find a convincing explanation for the sudden increase, there are several reasons for the current diminution. First and foremost the increase is not as dramatic as it seemed. Due to a programming mistake a certain number of applications entered in 2009 twice in the statistics. However, irrespective of this mistake the number of applications was higher in 2009 than in 2010. This year we used for the first time a so-called "geo targeting" function on some recruiting web pages, which shows our ads mainly in Europe. As a matter of fact, the number of applications from the Indian Subcontinent dropped considerably, whereas the number of European applicants remained more or less constant.

It is obvious that the Graduate School needs to increase its efforts to attract more excellent students to Zurich, as we still clearly missed our goal of inviting two students for each open position (78 for July 1 and 93 for December 1). Taking also into account that many renowned European universities have set up PhD programs and Graduate Schools in recent years, we will have to strengthen our efforts in order to keep up with the increasing competition.

**Table 4: Applications per PhD program in 2010**

<b>Complete applications of LSZGS per PhD program</b>			
	<u>Dec. 1, 2009</u>	<u>July 1, 2010</u>	<u>Dec. 1, 2010</u>
Biomedical Ethics and Law (med. Track)	15	7	6
Biomolecular Structure and Mechanism	90	53	66
Cancer Biology	203	251	174
Ecology	92	48	41
Evolutionary Biology	-	-	18
Integrative Molecular Medicine	32	40	23
MD/PhD Program	0	0	0
Microbiology and Immunology	175	163	119
Molecular Life Sciences	287	235	185
Neuroscience	69	81	83
Plant Science	156	85	115
Plant Sciences and Policy	10	17	18
Systems Biology	31	41	39
System Biology of Complex Diseases	37	12	25
<b>TOTAL</b>	<b>1197</b>	<b>1033</b>	<b>912</b>

**Figure 2: Total number of applications since July 1, 2006**



In general, about three fifth of the applicants were male and two fifth female. Most of the applicants learned about the program from the internet (from our own web page or ads on different recruiting web sites). As in former years, applicants also learn about the program from friends who have once applied to the LSZGS or who are performing their PhD in one of our programs. The poster as a recruiting tool seems to be less important compared to the other factors. Nonetheless, we are convinced that it is necessary to mark presence on the information boards of other universities, and will continue to also invest in this medium.

Following review of the written applications by the admission committees of the different programs, the top ~12 to 17% of applicants were invited to Zurich for an interview and lab visits. About half of the candidates present at the interview were offered a position in Zurich, underscoring the fact that a selection based solely on written applications would not be sufficient to insure a high quality student body. In the winter round approximately 1/4 of the applicants who have been offered a position in Zurich rejected this offer, whereas in the summer round 1/8 decided against Zurich. The drop-out rate ranged between 12% and 22%, which is a bit lower, respectively higher, than the average of former recruitment rounds (15-20%). Still, a matching rate of nearly 50% is quite a success and of the students who turned down our offer most eventually joined other very strong programs in Europe or in the US.

**Table 5: Recruiting statistics in 2010**

<b>LSZGS recruiting statistics</b>			
	<u>Dec. 1, 2009</u>	<u>July 1, 2010</u>	<u>Dec. 1, 2010</u>
Applications	1197	1033	912
Invited candidates	141	136	157
Drop-outs before interview	17	29	*
Candidates at interview	124	107	*
Free slots	97	78	93
Matches	59	52	*
Candidates without matches	27	26	*
No list handed in	9	5	*
Decision against LSZGS	19	6	*
Rejected candidates	11	11	*

\*data will be included in 2011 annual report

Unfortunately, despite this very high acceptance rate, we are usually able to fill only two thirds (July 1) to three fifth (December 1) of the positions that are open, as about a third of the group leaders fail to find a suitable candidate in any given round. We plan to address the issue by working to further increase the quality and quantity of students applying to the LSZGS and to improve the contact between group leaders and candidates during the interview days.

Because not all open positions can be filled during a given recruiting round, all programs also accept to a greater or lesser extent "track II" candidates. Track II students are students who have applied independently to (and have been accepted by) a group leader who is a member of a specific PhD program. This more traditional way of recruiting students is especially pronounced in some of the younger programs, which cannot yet attract enough track I students. Applications of track II students are administrated directly by the different programs.

### 3.2. Web site

As mentioned in last year's report our online application system had to be closed down at the turn of the year because of some severe security problems. "Glowbase" our new system provider took care of the problem and in fact we could re-open our application pages at the beginning of February. Much work of our system administrators has been dedicated to improve the security and to standardize our pages. Moreover, many of the functions that have only been accessible to the system administrator were opened up for all program administrators, which made us less dependent on backend support from our provider. And last but not least, the management of the open positions has been arranged in a way that this has now become another useful and user-friendly tool of the system.

Irrespective of this satisfying progress (too) many steps of the application procedure still have to be done manually, as for example the scheduling of the lab visits. This manual work is not only time-consuming but also subject to annoying errors and mistakes. Together with our system administrators we have started to look for remedies and we hope that we can, step by step, automatize further operations of the application process.

### 3.3. Transferable skills courses

Besides the centralization of the application process, one of the main motivations to found the Graduate School was to offer common courses, which are not related to the specific scientific focus of a program. As courses in ethics or scientific exposition are included in the curricula of most of the PhD programs, it makes sense to organize and offer these courses centrally through the Graduate School. In 2010, four scientific writing courses were offered on the web page of the LSZGS, one of them organized by the LSZGS and the others by different programs. In the same way, three courses in Ethics or Biopatenting were offered centrally. The electronic registration, which Robert Dudler (Institute of Plant Biology, UZH) had programmed for the Graduate School, guarantees that the students of the program that offers the course, have priority to attend over the students of other programs.

As last year, we could offer 17 courses in total. A detailed list can be found below. Many courses were completely booked or even over-booked and the students seem to appreciate and take advantage of attending courses that are not directly linked with their research field, but help them to prepare for future leadership functions. Although the Graduate School managed to find some skilled teachers, the fee charged by external trainers still sets a clear limit to the number of courses that can be offered.

**Table 6: Courses offered by the LSZGS**

Course Name	Date	Trainer	Number of Participants
Scientific and other career building strategies	January 21 & 22	Dr. Monika Clausen	12
Managing & Targeting	January 26 & 27	Daniel Burri	15
Key to success: Knowing about my competences	February 22 & 23	Dr. Monika Clausen	12
Scientific Writing	Afternoon of March 18, 23, 25 & 30	Dr. Sabine Schrimpf	19

Self-marketing – an indispensable boost to your career	March 29 & 30	Dr. Monika Clausen	10
Successful Start of a Professional Career	May 17 & 18	Dr. Monika Clausen	13
Study Design and Data Analysis	May 19 – 21 & 26 -28	Prof. Bernhard Schmid	22
Supervising students – dealing with roles and relationships	May 20 & June 10	Dr. Markus Weil & Patric Brugger	6
Patenting in Life Sciences	May 31 & June 1	Forum Genforschung	22
Science communication	June 15 & 22	Atlant Bieri	12
Crash course in statistics	Various days in July	Dr. Christoph Luchsinger	13
Active networking – a professional success factor	August 16 & 17	Dr. Monika Clausen	8
Open access	September 6, 8, 13 & 15	Dr. Christian Fuhrer	20
Self-marketing – an indispensable boost to your career	October 18 & 19	Dr. Monika Clausen	10
Improving time and self-management skills	November 9 & 10	Daniel Burri	15
Key to success: Knowing about my competences	November 11 & 12	Dr. Monika Clausen	12
Supervising students – dealing with roles and relationships	November 12 & December 10	Dr. Markus Weil & Patric Brugger	23

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#### 4. On-going projects

As mentioned above, the online application system still could not be extended in the way we had planned in 2010 but we hope that this will now be possible in 2011. One project that has been designated for quite a while but still remains unaccomplished is a list of all group leaders that are affiliated with one of our PhD programs on a common page. Keywords should make it possible to list PIs who are working in the same research fields and make it easier for the applicants to gain an overview of the manifold research that is done in Zurich. We hope that especially the smaller groups will benefit from such a keyword function, as it is often difficult for them to attract the applicants' interest amidst the bigger and better known groups.

The directors' conference decided to increase the budget for the transferable skills courses for 2011 in a way that the LSZGS should be able to offer approximately 25 courses per year. On the one hand, this augmentation will allow the programs to source out some of their transferable skills courses to the LSZGS, should they not have enough funds to pay for all of them in 2011. On the other hand, the centralization should help to fill transferable skill courses that address very specific topics. Furthermore, we hope also to better meet the demand for courses that are generally overbooked such as "scientific writing" and "ethics".

For fall 2011 we plan a next site visit of the advisory board. Another four PhD programs should be evaluated and we hope that the board's valuable suggestions and comments may help us to further improve the high standard of our PhD programs and the Graduate School.

## 5. Finances

2010 was a changeful year in financial terms for the LSZGS. Quite early in the year the upper echelons of the UZH and ETHZ signaled interest in drawing an agreement for the Life Science Zurich Initiative including the Life Science Zurich Graduate School. Besides organizational and administrative aspects the agreement will also fix the financial support of the two universities. Because of different financial and educational policies a consensus was not easy to achieve. However, by the very end of the year the leaders of the UZH and ETHZ signed the agreement allocating shares of CHF 400'000 (UZH) and CHF 300'000 (ETHZ) to the LSZGS from 2011 on. As it was first expected to sign an agreement already for 2010, ETHZ postponed their contribution for the LSZGS. Because of the unexpected delay the ETHZ share will only be transferred to our account at the beginning of 2011.

Although the CHF 700'000 do not entirely meet what we had expected to obtain, we are very grateful that the two universities could reach this agreement. The LSZGS can now for the first time rely on long-term funding and is not forced to dedicate a lot of time and energy to find each year new (ad hoc) allowances.

**Table 7: Statement of account 2010**

	<b>Income</b>	<b>Expenses</b>
Balance January 1, 2010	77'944	
<b>Income</b>		
ETHZ (300'000 to be paid in 2011)	0	
UZH, Faculty of Science (Bologna II/III)	89'000	
Cancellation fees (courses)	200	
Membership fee MD/PhD program	6'000	
Share Vienna for application tool	11'946	
<b>Expenses</b>		
Salaries school administrator		28'814
Social benefits		5'274
Part salary assistant		15'000
Lunch Vouchers		500
Salaries teachers		34'576
Costs web page (incl. costs for 2009)		80'930
Marketing (Ads, Poster & Flyer)		17'142
Office material, phone, photocopies etc.		3'425
Directors conference (3 meetings)		619

Concession tax web page		128
Tax added value		9
Total	185'090	186'417

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**Balance Dec 31, 2010** **-1'327**

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In the year 2010, the LSZGS first paid accommodation, travel costs as well as the general recruiting costs, such as publicity, provisions and public transport. But for the publicity, the individual PhD programs are billed for the entire recruitment costs, once it is clear which program the recruited students will join.

**Table 8: Recruitment costs in 2010**

		<b>February</b>	<b>September</b>
<b>On-site expenses</b>		124 students	107 students
Public transport	CHF	3'720	2'568
Student Party	CHF	4'257	5'255
Lunch Voucher	CHF	3'618	2'952
Snack	CHF	3'991	3'017
Marketing (paid by LSZGS)	CHF	0	0
Total	CHF	15'586	13'792
Costs per student	CHF	126	129
<b>Travel and accommodation for external students</b>		94 students	85 students
Accommodation	CHF	17'978	21'615
Travel Costs	CHF	39'030	34'006
Total	CHF	57'008	55'621
Costs per student	CHF	606	654
<b>Total costs</b>	<b>CHF</b>	<b>72'594</b>	<b>69'413</b>

## 6. Outlook

For the first time the financial situation of the Graduate School is rather satisfying. Although the PhD programs and the LSZGS will receive considerably less money, we know now in advance how much we will obtain and can plan accordingly. Moreover, the disproportion of the support of the different PhD programs by the universities is now eliminated and the support per student is, though not yet completely equal but nearly so.

One question the LSZGS will have to address is how to distribute the money among the programs and the Graduate School in a way that each of them is able to maintain their core tasks despite of the substantial cuts in their budgets. As a distribution of the funds per capita would be very disadvantageous for the smaller programs, the directors' conference already agreed on paying each program a fix allowance besides the per capita contribution. In order

not to penalize the bigger programs, the allowance will be slightly graded. Another problem the LSZGS needs to tackle is the duration of the funding for the individual student. Currently, the per capita fee is paid for each student irrespective of how long he or she has been studying. In order not to encourage a long duration of the PhD, the contribution could be limited to three or four years. The programs would thus obtain for all students the same amount of money, irrespective of how long it takes them to complete their PhD.

## Appendix 1: Statistics Intake Rounds

Table 1: LSZGS Intake round July 1, 2010

	Not invited	Invited	Total
<b>Sex</b>			
Female	374	51	425
Male	556	58	614
	930	109	1039
<b>Knowledge of program</b>			
Internet	703	77	780
Poster	22	3	25
Friends	290	69	359
Ad	27	3	30
Other	48	9	57
<b>Country of origin</b>			
Albania	2	0	2
Algeria	2	0	2
America	3	0	3
Argentina	0	1	1
Armenia	4	0	4
Austria	8	6	14
Azerbaijan	1	0	1
Bangladesh	27	0	27
Belarus	2	0	2
Belgium	1	0	1
Brazil	4	0	4
Briton	7	1	8
Bulgaria	2	2	4
Burma	1	0	1
Cameroon	7	0	7
Canada	2	0	2
Chile	1	0	1
China	38	6	44
Colombia	7	0	7
Croatia	2	4	6
Cuba	2	0	2
Czech Republic	1	1	2
Egypt	14	1	15
Estonia	1	0	1
Ethiopia	14	0	14
Finland	1	0	1

France	8	0	8
Georgia	1	0	1
Germany	46	29	75
Ghana	8	0	8
Greece	11	3	14
Hungary	1	0	1
India	373	5	378
Indonesia	10	0	10
Iran	45	1	46
Iraq	2	0	2
Ireland	0	1	1
Israel	1	2	3
Italy	41	8	49
Jordan	3	0	3
Kazakhstan	1	0	1
Kenya	6	0	6
Korea	3	0	3
Kuwait	1	0	1
Lebanon	1	0	1
Lithuania	1	0	1
Malaysia	3	1	4
Mexico	7	0	7
Mongolia	1	0	1
Morocco	1	0	1
Mozambique	1	0	1
Nepal	11	0	11
Netherlands	1	0	1
Niger	1	0	1
Nigeria	20	2	22
Pakistan	39	1	40
Peru	2	0	2
Poland	16	3	19
Portugal	10	0	10
Romania	3	0	3
Russian Federation	8	3	11
Senegal	1	0	1
Serbia	4	2	6
Singapore	2	0	2
Slovakia	1	1	2
South Africa	1	0	1
South Korea	1	0	1
Spain	5	2	7
Sri Lanka	4	0	4

Sudan	4	0	4
Sweden	1	0	1
Switzerland	9	20	29
Taiwan	6	0	6
Thailand	2	0	2
Turkey	20	3	23
Uganda	2	0	2
Ukraine	7	0	7
Uzbekistan	1	0	1
Venezuela	1	0	1
Vietnam	7	0	7
Yemen	1	0	1
Yugoslavia	2	0	2
Zimbabwe	1	0	1

**Table 2: LSZGS Intake round December 1, 2010**

	<b>Not invited</b>	<b>Invited</b>	<b>Total</b>
<b>Sex</b>			
Female	292	70	362
Male	490	60	550
	782	130	912
<b>Knowledge of program</b>			
Internet	572	79	651
Poster	14	7	21
Friends	269	81	350
Ad	19	1	20
Other	40	7	47
<b>Country of origin</b>			
Afghanistan	1	0	1
Algeria	4	0	4
America	1	0	1
Armenia	3	0	3
Australia	2	0	2
Austria	11	8	19
Azerbaijan	1	0	1
Bahrain1	0	1	
Bangladesh	32	0	32
Brazil	1	1	2
Briton	3	3	6
Bulgaria	4	2	6

Cameroon	6	1	7
Canada	1	1	2
Chile1	1	0	1
China	45	5	50
Colombia	2	0	2
Costa Rica	2	0	2
Croatia	5	0	5
Cyprus	2	0	2
Czech Republic	2	0	2
Denmark	0	3	3
Egypt	13	2	15
Eritrea	1	0	1
Ethiopia	25	0	25
Finland	2	0	2
France	5	2	7
Germany	30	37	67
Ghana	6	0	6
Greece	3	1	4
Hungary	0	1	1
India	285	7	292
Indonesia	4	0	4
Iran	47	2	49
Iraq	1	0	1
Israel	0	1	1
Italy	25	8	33
Jamaica	1	0	1
Japan	1	0	1
Jordan	2	0	2
Kenya	5	0	5
Korea	1	0	1
Kyrgyzstan	2	0	2
Lebanon	4	0	4
Lithuania	1	1	2
Luxembourg	1	0	1
Macedonia	1	1	2
Malawi	1	0	1
Malaysia	8	1	9
Mauritania	1	0	1
Mexico	1	0	1
Morocco	1	0	1
Nepal	12	0	12
Netherlands	3	0	3
Nigeria	11	0	11

Norway	1	0	1
Pakistan	31	2	33
Peru	3	0	3
Philippines	4	0	4
Poland	8	1	9
Portugal	4	0	4
Romania	3	0	3
Russian Federation	12	6	18
Rwanda	1	0	1
Serbia	2	0	2
Singapore	0	1	1
Slovakia	1	0	1
Slovenia	1	1	2
South Korea	0	1	1
Spain	1	1	2
Sri Lanka	6	0	6
Sudan	3	0	3
Sweden	1	3	4
Switzerland	10	18	28
Syrian Arab Republic	4	0	4
Taiwan	14	1	15
Tanzania	5	0	5
Thailand	5	0	5
Turkey	12	4	16
Ukraine	8	2	10
Vietnam	5	1	6
Zambia	1	0	1
Zimbabwe	2	0	2