



Let's talk about a PhD!

Women* @WiWi

01.06.2026

Agenda

1. Presentation of Women* @WiWi
2. The ABC of the PhD
3. Doing a PhD within the framework of GSLES
4. Information on family and care tasks



Women* @WiWi

OBJECTIVES AND ACTIVITY

Team



Emily Fuchs
PhD candidate



Lea Freimann
PhD candidate



**Victoria
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Postdoctoral researcher



**Marina
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PhD candidate



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Postdoctoral researcher



Lena Böswald
PhD candidate

First a few figures...

Source: Destatis, 2024

PhD Students	Total	Female	Male	Proportion of women
Germany	204 945	98 828	106 117	48,2%
Würzburg	3 000	1 478	1 522	49,3%
Business, Germany	3 227	1 304	1 923	40,4%
Economics, Germany	1 332	493	839	37%

WiWi, Bachelor & Master in Würzburg: 38.8% Female Representation

Frauenanteile der Studierenden, Absolventen und des Personals an Hochschulen	Frauenanteil in Prozent		
	2022	2023	2024
Studienanfänger	52,3	52,4	52,1
Studierende¹	50,5	50,9	51,2
Absolventen	52,6	52,8	53,1
Darunter: Promotionen	46,1	46,3	46,2
Habilitationen²	36,5	36,9	36,3
Hochschulpersonal insgesamt³	54,9	55,2	55,6
Hauptberufliches wissenschaftliches und künstlerisches Personal³	42,1	42,8	43,3
Wissenschaftliche und künstlerische Mitarbeiter³	44,9	45,5	45,9
Hauptberufliche Professoren³	28,0	28,8	29,7
C4-Professoren³	12,3	11,9	11,8

Stand: 09.12.2025,
Statistisches Bundesamt

Objectives



Invite

e.g. find suitable female students for PhD



Encourage

encourage female student assistants to do a PhD



Inspire

motivation through offers and information, e.g. further education and training, personal development programs



**Prospective PhD candidates/
students**



PhD candidates

Activities

Get together's for PhD female students	BCGD seminar for bachelor students	Cozy Get Together/ Speed Meet and Greet for potential PhD candidates	Mentoring
Women*@WiWi - Information event	Consultation hour for students	(Structured) Hiwi program	OpenEar
Workshops: Voice training for PhD candidates	Hiwinnen/ Prof*in meeting	Lecture series: Women in science	Dean's List Dinner



Let's talk about a PhD

THE ABC OF THE PHD

Agenda

1. Goals & reasons for a PhD
2. Types of PhDs & funding
3. Requirements
4. Procedure of a PhD
5. Decision-making aids
- 6 What should I do next?

1

Goals of a PhD

Doing a PhD – what does that actually mean?

Simply put: The writing of a scientific (dissertation) with subsequent defense (disputation) for the award of the doctoral degree

Goals of a doctorate

First and foremost, the attainment of a doctoral degree (at our faculty: Dr. rer. pol)
Associated with this (but **not** a mandatory consequence): Entry into a career in science

2

Types of PhDs

Individual PhD

No (or very manageable) training program and no predetermined doctorate duration (on average 3 - 5 years; regardless of student status)

Structured PhD

Structured training program (depending on the program, e.g. attendance of doctoral courses and completion of examinations, joint seminars with the doctoral students of a cohort); duration is usually determined in advance, usually around 3-5 years

2 Funding the PhD

Internal PhD at a chair

- During your PhD, you will work at a chair and take on tasks in teaching (e.g. carrying out exercises, supervising these and seminar papers, organizing courses), in scientific assistance or in the completion of research projects, and other tasks (e.g. organizing events)
- The chair holders are usually also your supervisors

Funding: Generally **by the university** (teaching commitments) or **third-party funded projects**. The contractually stipulated scope of the position is usually between 50% (part-time) and 100% (full-time), but can rarely be less. You should clarify individually whether the work on the dissertation is also included in these working hours.

2 Funding the PhD

External PhD in a company

- You work (usually full-time) in a company. Depending on the agreement, your doctorate will take place actively together with the company (e.g. processing company data), or you will be given time to write your dissertation, or you will do your PhD "on the side", i.e. at the weekend / during your regular vacation / sabbatical
- Supervision is provided by a professor outside the company and is organized independently of the workplace

Funding: Usually **through your employer**. Financing conditions are therefore very individual, but you are often employed full-time.

2 Funding the PhD

External PhD with scholarship

- Your job is to do a PhD, i.e. you receive a certain (monthly) amount from your scholarship provider (e.g. political associations, private foundations, etc.), which is linked, for example, to the preparation of annual reports, participation in certain events or similar.
- Important: It is essential to obtain information and apply early, as there are often long application procedures. The search for a supervisor should be completed in advance, but be sure to check the individual rules of the scholarship providers!

Funding: Through your scholarship provider. The scholarship funds are sometimes more or less generous, depending on the size of the scholarship, and are usually limited to a certain period of time (often a maximum of 3 years)

3

Prerequisites

Legal requirements (WiWi Faculty, University of Würzburg): Doctoral degree regulations

"(1) A person may be admitted as a PhD candidate who

1. has completed at least **four years of regular study** at a university or equivalent institution of higher education or has completed a university Master's degree or a Master's degree program at a university of applied sciences,
2. has successfully completed a degree in economics or a relevant Master's degree in economics **with above-average grades** and
3. as an applicant whose native language is neither German nor English, has demonstrated sufficient knowledge of **German or English.**

Above-average success within the meaning of para. 1 no. 2 is deemed to have been achieved if the final examination was passed with **an overall grade of at least "good"** [Note: **up to 2.4**]. The Doctoral Committee may exempt applicants from providing proof of above-average success in the previous degree and proof of sufficient knowledge of German or English at the request of a member of the Doctoral Committee; the decision may be made dependent on the fulfillment of conditions."

4 Procedure of a PhD

1. Application phase & admission

- Different ways
- Contact the chair/supervisor

Detailed information incl. templates: <https://www.wiwi.uni-wuerzburg.de/forschung/promotion/ablauf-und-dokumente/>

4 Procedure of a PhD

2. Work on the dissertation project

- Mostly choice of writing a **monograph** or a **cumulative dissertation**
- **Cumulative:**
 - The individual papers of the dissertation must be "publishable" in peer-reviewed scientific journals
 - At least one article must be written as a single author
- **Individual agreements** with the supervisor are possible
- In Würzburg, there is also an obligation to take **5 courses** in the areas of "research methods", "theory" and "key qualifications" (see "Guidelines for good practice for the implementation and supervision of a doctorate within the framework of the qualification program of the doctoral regulations of the Faculty of Business Administration and Economics")

4 Procedure of a PhD

3. Disputation/ Defence

- May be applied for after completion of the dissertation and completion of all examinations
- **Submission of the dissertation** and other documents, which are usually forwarded to two reviewers (supervisor and second reviewer) for review

4. Publication obligation

- After passing the doctoral examination, the doctoral thesis must be made accessible to the public
- After publication, the doctoral certificate is awarded and the title may be officially worn

5 Decision-making aids: Pro's & Con's

In favor of pursuing a PhD...

- Good working environment with lots of freedom and flexibility in terms of space and time
- Opportunity for personal realization & further training
- Collection of valuable (professional and personal) skills and soft skills

Against pursuing PhD...

- Payment not optimal depending on conditions
- High workload and mentally difficult phases at times
- Difficult scheduling (own responsibility)

5 Decision-making aids: Contact persons

Professors / employees at chairs

Psychological Counseling Center for the Talented at the University of Würzburg (right)

Career Center of the University of Würzburg

PhD consultation hour

Orientierungsberatung

Begabungspsychologische Beratungsstelle

UNIVERSITÄT WÜRZBURG



Individuelle Angebote

Das Angebot der Orientierungsberatung richtet sich an **SchülerInnen und Studierende**, die im Hinblick auf ihre weitere berufliche Orientierung oder die Studienfachwahl unsicher sind.

Im Fokus der persönlichen Beratung steht die Klärung der eigenen **Begabungen, Interessen und Wünsche** unter professioneller Begleitung sowie die Unterstützung bei **Entscheidungen**, die die **Berufs-/Studienwahl** oder die Fortführung des Studiums betreffen.

Mögliche Schwerpunkte der Beratung sind:

- Klärung allgemeiner Neigungen, Interessen & zentraler Lebensziele
- Feststellung beruflicher Interessen
- individuelle Stärkenanalyse
- Abwägen der Vor- & Nachteile verschiedener Möglichkeiten eines Studiums
- Unterstützung bei der Entscheidungsfindung bezüglich Fachwahl, Fachwechsel, Studienabbruch etc.

www.begabungsberatungsstelle.uni-wuerzburg.de

Orientierungsberatung

Begabungspsychologische Beratungsstelle

UNIVERSITÄT WÜRZBURG

Kontakt und Terminvereinbarung

Sekretariat:

Elke Ackermann

0931/ 31-86023, Mo-Do 8:30-12:00 Uhr

begabungsberatungsstelle@uni-wuerzburg.de

Präsenz-, Telefon- und Videoberatung möglich

Für die Beratung bitten wir um eine Spende. Informationen dazu siehe:

www.begabungsberatungsstelle.uni-wuerzburg.de

Weitere Orientierungsangebote

- fachübergreifender Online-Interessentest
- fachspezifische Online-Selbsttests

Kostenlos und ohne Anmeldung unter:
www.uni-wuerzburg.de/online-selbsttests



Begabungspsychologische Beratungsstelle
Röntgenring 10
97070 Würzburg

www.begabungsberatungsstelle.uni-wuerzburg.de

5 Decision-making aids: Collection of links

Information from the faculty

- Guide to good practice for the implementation and supervision of a doctorate within the framework of the qualification program of the doctoral regulations of the Faculty of Business Administration and Economics: <https://www.wiwi.uni-wuerzburg.de/fileadmin/wifak/Bereiche/Promotion/Leitfaden.pdf>
- Doctoral regulations: https://www.uni-wuerzburg.de/fileadmin/ext00267/A3-QM_und_OE/QM-Seite/Studiengangentwicklung/promotionsordnungen/Promo-Ordnung-WiWi-20231122-gesamt.pdf
- Procedure and documents: <https://www.wiwi.uni-wuerzburg.de/forschung/promotion/ablauf-und-dokumente-2023/>

6 I want to do a PhD: What should I do next?

Tip 1: Get a taste of scientific work

e.g. by writing as many scientific papers as possible, even better by working at a chair (student assistant and/or tutor activity)

Tip 2: Make contacts

to professors or research assistants / companies / ...

Tip 3: Set your study focus

Thematically and, above all, methodologically; possibly suitable choice of university for the Master's degree

Tip 4: Use advice and exchange offers



Doing a PhD within the framework of GSLES

About the GSLES

The Graduate School of Law, Economics and Society (GSLES) develops structured doctoral programs with a transdisciplinary approach in all research fields of the social sciences. GSLES is a joint initiative of three faculties:



Law



Economics



Human Sciences esp.
Department of Political
Science and Sociology

Concept of the GSLES

- PhD students familiarize themselves with the approaches and methods of neighboring disciplines
- Development of genuine interdisciplinary research approaches
- Three-member, interdisciplinary doctoral committee

Contact us



GSLs

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Information on family and care tasks

Focus: JMU Würzburg

A COMPILATION BY THE OFFICE OF THE UNIVERSITY WOMEN'S REPRESENTATIVE

OFFERS FROM THE OFFICE OF THE UNIVERSITY WOMEN'S REPRESENTATIVE

- Personal advice
- (Info)Events
- Scholarship opportunities
- Funding of childcare in accordance with the requirements of the JMU/research associations (coordination)
- Close cooperation with the family service:
 - Expansion of the family rooms (currently in the new office building)
 - More support in care tasks by expanding the range of mediation services and the continuous expansion of collaborations

OFFERS FROM THE FAMILY SERVICE

The FAMILIANSERVICE

provides university members with various services

Babysitting & tutoring services

Placement of students for private care or tutoring

Further offers:

- Information & activity events for families
- UNI-Event: Organization of childcare during university events
- Playbox rental for working days and events with children



Care for babies and toddlers aged 2 to 18 months from students & academic staff



Campus Kinderhaus

Crèche & kindergarten for children of JMU employees from 10 months until they start school



Campus Camp vacation care

in all Bavarian school vacations for children between 6 & 12 years of age



Contact persons:
Elena Stenglin & Katja Klug
familienservice@uni-wuerzburg.de



If you have any questions on the subject of compatibility, please contact

<https://www.uni-wuerzburg.de/chancengleichheit/frauenbeauftragte/team/mitarbeiterinnen/>



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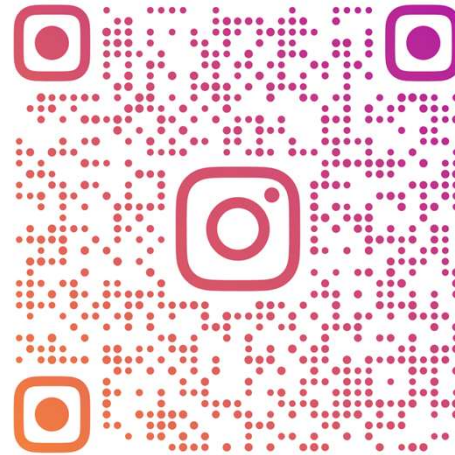
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Questions?



What's App Channel



Instagram



OpenEar