ERCIM
European Research Consortium
for Informatics and Mathematics

www.ercim.eu

ERCIM and its Fellowship Programme

Keith G Jeffery (President)

With acknowledgement to Emma Lière (ERCIM Office)

ERF Seminar 2010, Villingen

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Agenda

- ERCIM
- ERCIM Fellowship Programme
- ERCIM ABCDE Scheme (EC co-funding)
- Conclusion

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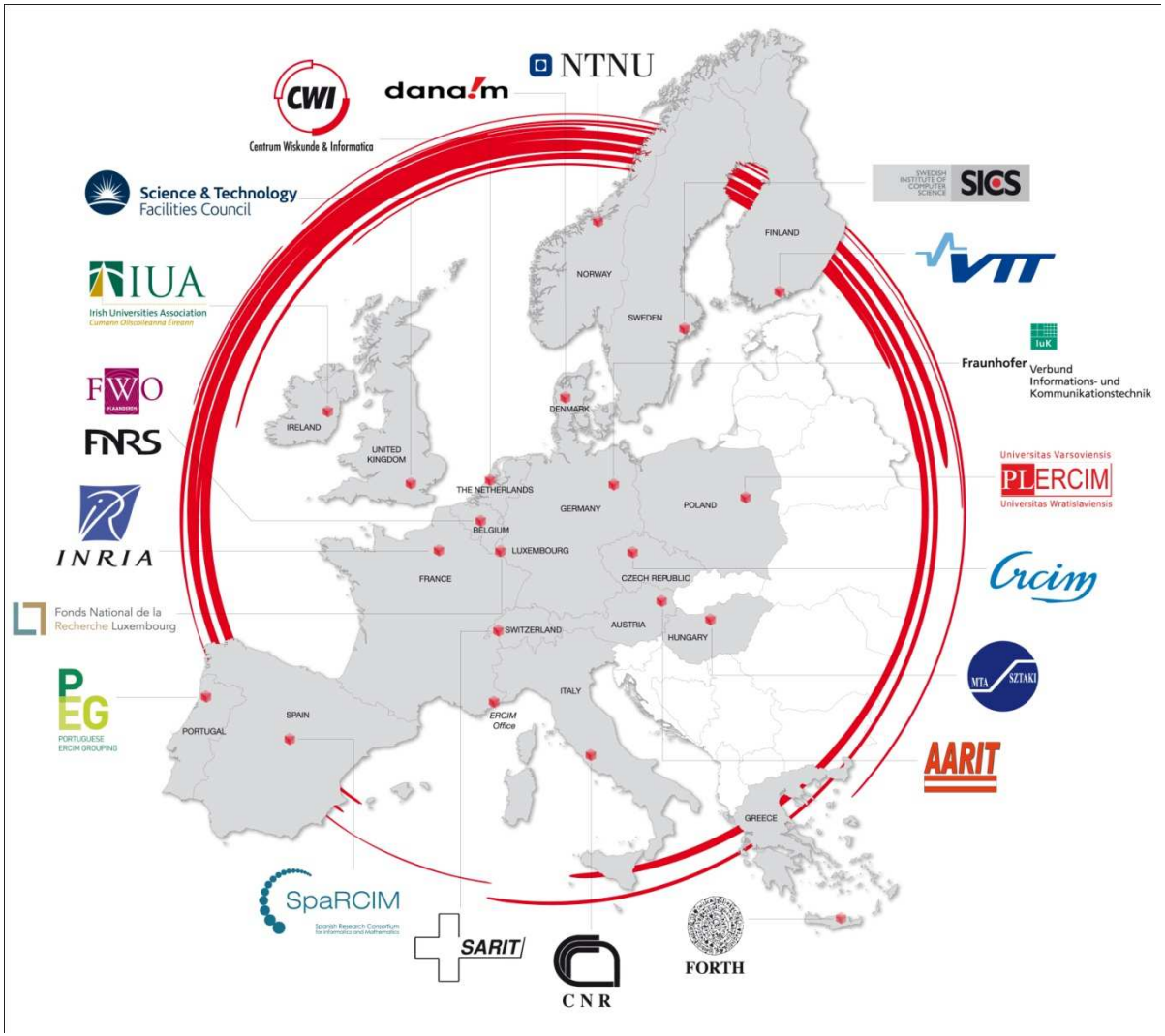
Members

ERCIM is a consortium of leading research institutions from 20 European countries committed to information technology and applied mathematics.



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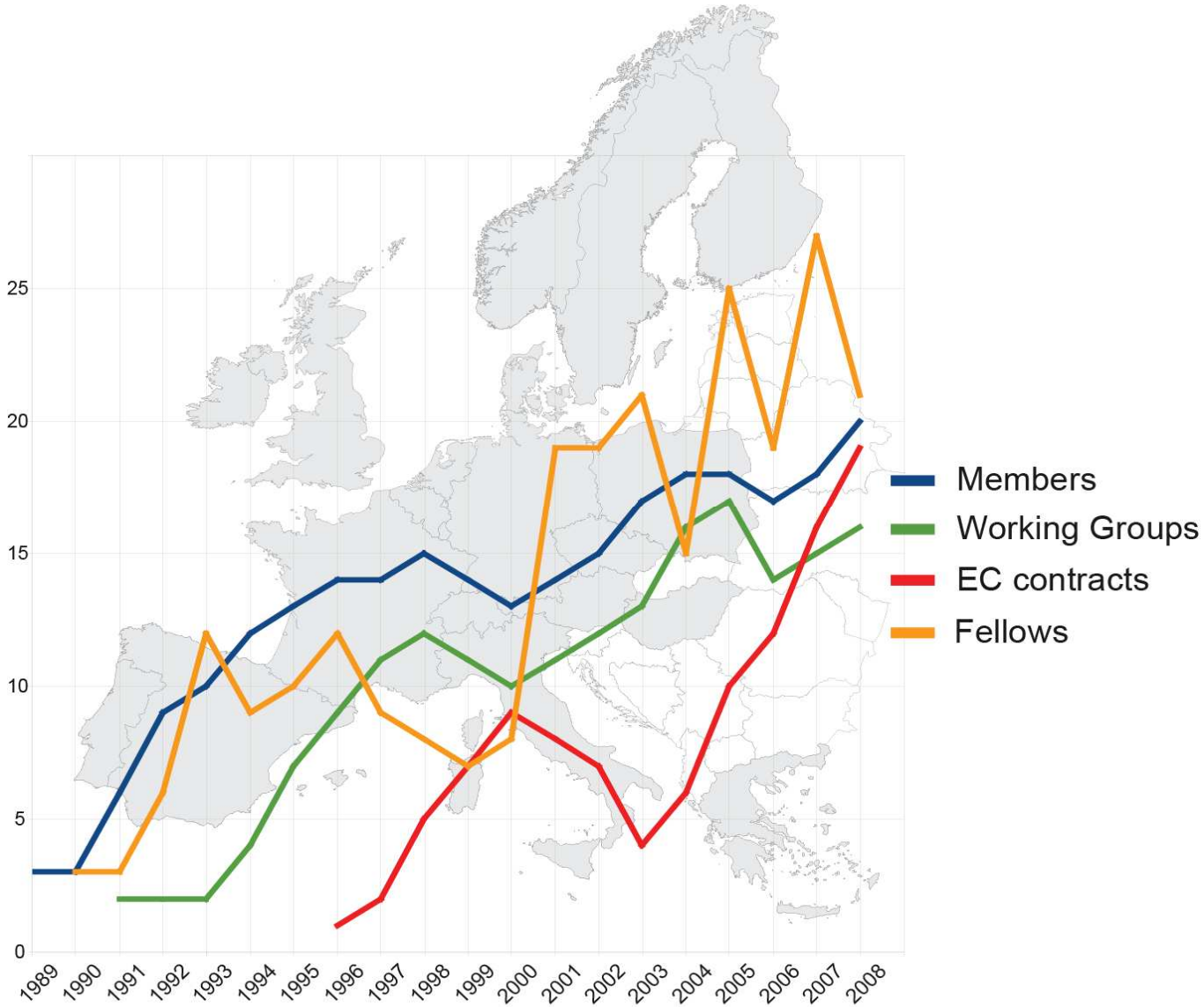
Evolution of ERCIM

The graph shows the increase in ERCIM Membership, Working Groups (WG), European contracts managed by ERCIM and Fellows hosted at ERCIM institutes through the 'Alain Bensoussan' Fellowship Programme.



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Fellowship Programme
The Process

- Application
  - Form, instructions
- Eligibility
  - Office
- Selection of the fellows
  - Applicant file available for pre-selection to members
  - Deadline for sending the pre-selection list to office
  - Voting procedure to determine preference order for applicants to members
- Review and certification

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Fellowship Programme Statistics

- End of the 1st round (2010-2011)

	2010-2011	2009-2010		2008-2009	
	round 1	round 2	round 1	round 2	round 1
Submission	105	128	74	78	56
Participation of the institutes	7	11	9	11	7
Pre-selected candidates	37	43	47	38	26
Available fellowships	24	38	38	34	21
Granted fellowships	22	29	30	23	17
Selected candidates	19	23	22	16	12
Women	4	7	9	2	2
Men	15	16	13	14	10
12 months scheme	16	17	14	10	10
9+9 months scheme	3	6	8	6	2

Health Insurance

- Egide (health insurance) www.egide.asso.fr
  - Trend to increase the formalism
  - Family scheme protection available for fellows with Universal cover scheme but not hosting in France
  - Egide costs maintain to 200€
- Updated documents
  - FAQ, FP welcome package …

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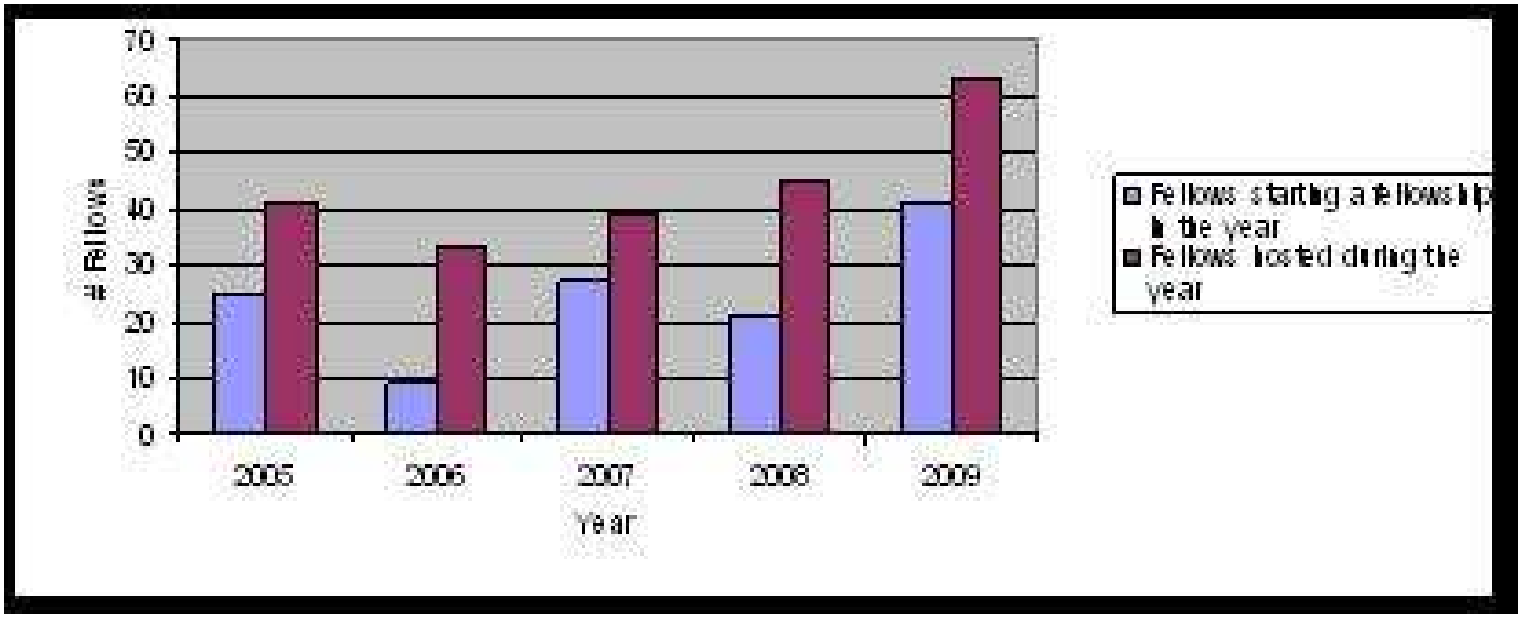
Fellowship Programme Development



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Fellowship Programme / ABCDE Aspects

- Cofund action to support existing ABFP
- The programme must run an open, merit-based competition for the applying researchers founded on international peer-review
- Freedom of the fellow (research topics/organisation) is a key element
- Community contribution is at 40% of the fellowship costs based on scales of unit costs.
- Project ABCDE duration: 4 years

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Fellowship Programme / ABCDE Changes

- New duration of the schemes:
  - 12+12-month period (instead of 9+9-month period)
  - still 12-month period.
- From stipends to working contracts
  - for 5 institutes: INRIA, SPARCIM, FNR, AARIT and SARIT).
- Actions to stimulate cooperation between Eastern and Western countries
- Importance of the HR part (personal development plan / career improvement)

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Fellowship Programme / ABCDE Process

1. Determination of the average costs for a fellow under stipend contract (living allowance part)
2. Estimation of the average costs for a fellow under working contract (living allowance part)
3. Estimation of the other non-fixed costs (travel expenses, conference expenses, ...)
4. Estimation of the budget costs linked to fixed costs (ABCDE seminars, Kick-off, Admin Management costs, Scientific Management costs…) (sometimes under management or research costs…)
5. Determination of the number of fellows co-funded (Budget max).
6. Planned budget to be redistributed to hosting institutes

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Fellowship Programme / ABCDE Finance

Planned individual post-doc costs

	Stipend 12 months			Stipend 12+12 months			Working contract 12 months			Working contract 12+12 months		
	Number per year	Amount each	Total (or Max) amount	Number per year	Amount each	Total (or Max) amount	Number per year	Amount each	Total (or Max) amount	Number per year	Amount each	Total (or Max) amount
Moving trips	2	460,6	921,2	1,5	460,6	690,9	2	460,6	921,2	1,5	460,6	690,9
REP trips	2	879,0	1 800,0	0	879,0	0,0	2	879,0	1 800,0	0	879,0	0,0
Conference trips	1	743,3	1 200,0	1	743,3	1 200,0	1	743,3	1 200,0	1	743,3	1 200,0
ABCDE seminar	1	1 511,2	1 511,2	0,5	1 511,2	755,6	1	1 511,2	1 511,2	0,5	1 511,2	755,6
Living allowance	12	2 724,5	32 694,1	12	2 724,5	32 694,1	12	4 317,5	51 810,4	12	4 317,5	51 810,4
Total			38 126,4			35 340,5			57 242,8			54 456,9

at least

max

Comment Stipend 12+12 & working contract 12+12 have been normalized on a one year base

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Fellowship Programme / ABCDE

Fixed (collective) costs

General management		
	1 year cost	4 years costs
Personnel direct costs	89 570	358 280
Overhead	109 310	437 240
Other admin costs	10 000	40 000
Sub-total:	**208 880**	**835 520**
Scientific management		
	1 year cost	4 years costs
Personnel direct costs	30 000	120 000
Overhead	30 000	120 000
Sub-total:	**60 000**	**240 000**
Kick-off meeting (1 day year 1 only)		
	1 year cost	4 years costs
Kick-off meeting	6 406	25 624
Sub-total:	**6 406**	**25 624**
ABCDE seminar (3days per year)		
	1 year cost	4 years costs
ABCDE seminar fixed costs	26 612	106 447
Sub-total:	**26 612**	**106 447**
E/W program costs		
	1 year cost	4 years costs
Total	**30 000**	**120 000**
Total fixed costs		
	1 year cost	4 years costs
Total	**331 898**	**1 327 591**

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Fellowship Programme / ABCDE

Global budget

Post-doc costs

	Average unit cost	Quantity	Cost per year	Cost over 4 years
Stipend 12	38 126	14	533 770	2 135 079
Stipend 12+12	35 341	4	141 362	565 448
Sub-total stipend	**na**	**18**	**675 132**	**2 700 527**
Working contract 12	57 243	15	858 641	3 434 566
Working contract 12+12	54 457	6	326 741	1 306 965
Sub-Total Working Contract	**na**	**21**	**1 185 383**	**4 741 531**
Total	na	39	1 860 515	**7 442 058**

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Total

8 769 649

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EC contribution % per category

- 100 % for collective (fixed) costs: 1 327 591 €
- around 29% for individual (non-fixed) costs: 2 180 269 €

EC contribution for non-fixed costs		
EC amount over 4 years	EC amount - fixed costs over 4 years	% of EC contribution for Post-doc costs
3 507 859	2 180 269	29,30

Application on 4 schemes			
Average EC contribution for a stipend12-year	Average EC contribution for a stipend12+12-year	Average EC contribution for a working_contract12-year	Average EC contribution for a working_contract12+12-year
11 170	10 354	16 770	15 954

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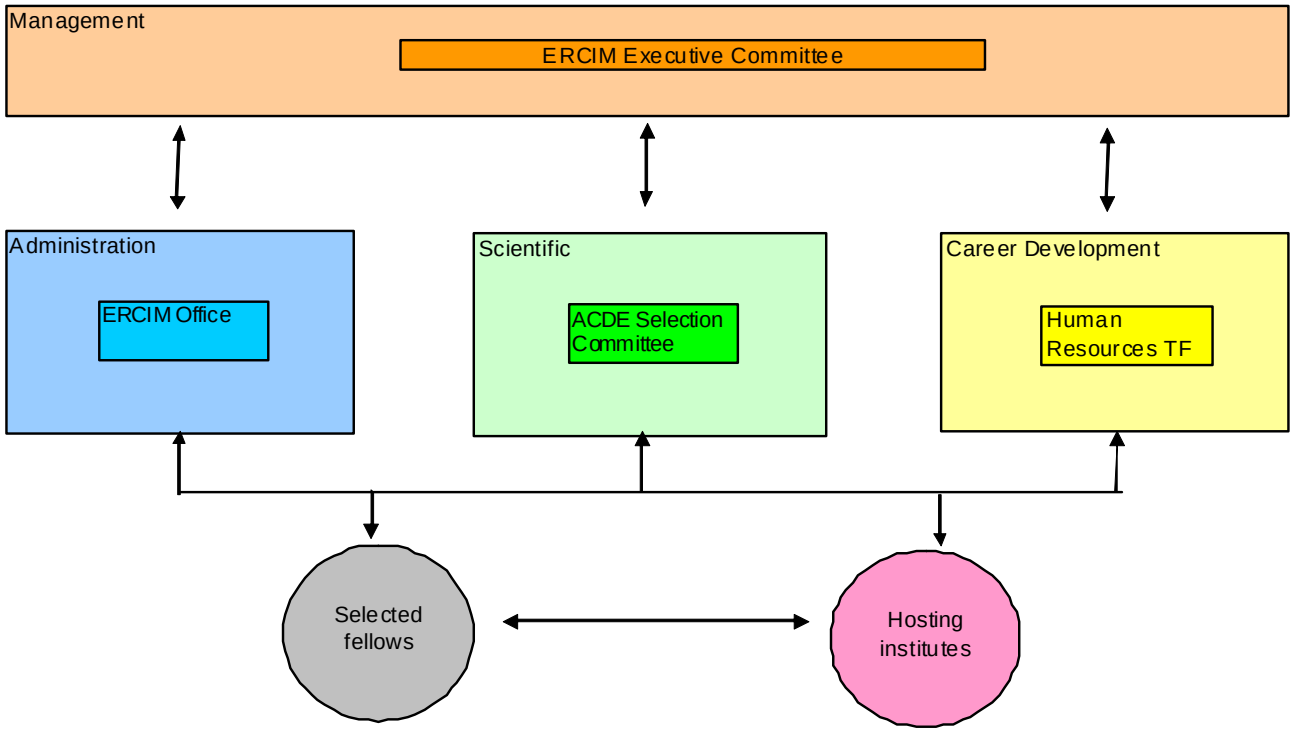
Management structure



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Selection Committee

- Composition: one representative per institute
- Role:
  - In charge of the selection of fellows (evaluation of candidates)
  - Scientific expertise: peer review is possible if needed
  - Every 6 months strategic analysis to be performed (to identify any bottlenecks, analyse the results of the call…)
  - Participation to a briefing meeting to ensure that the guidelines will be taken into account
  - Participate to the improvement of the evaluation guidance notes

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Human Resources TF (1)

- Composition
  - One representative / institute with HR competences
- Main Role:
  - Obtain data/reports from each hosting institutes (each local HR will still have to assume its usual role for ABCDE fellows)
  - Drive personal development scheme
  - Assist the fellow in their future career plans

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Human Resources TF (2)

- Mainly in charge of :
  - an internal survey by institute
  - The preparation of some documents such as the guidelines for the selection of the fellows.
  - Validation of the ABCDE documents and templates to improve their efficiency
  - The preparation and analyse of a Career orientation assessment questionnaire
  - Mailing campaign to promote the fellows
  - Prepare the agenda of the ABCDE seminars
  - Participation to the ABCDE seminars
- Meeting: regularly + audio-conferences

⇒ Necessary to foreseen between 1 or 2 days of work each month by institute for the HRTF contribution

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ERCIM Office

- Composition:
  - 4 people for planned 17 pms
    - Coordinator, assistant, systeam, dissemination
- Role:
  - To insure the administrative coordination of the project:
    - with EC: contacts with the project Officer, send the deliverables,
    - with the ERCIM Members: supervision of the selection process, creation of specific tools (selection form online, wiki, …), reporting, …
  - To be involved in the day-to-day implementation:
    - with fellows
    - with hosting institute
    - with Egide

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Fellowship Programme / ABCDE

Other people involved

- Scientific supervisor(s)
  - To supervise scientifically the post-doctoral researcher
  - To define the research agenda (with ethical issues if any)
  - To define and ensure the day-to-day career development scheme with HR
- Administrative contact(s) in hosting institute
  - To help the fellow to open an account, to obtain a visa, to find an accommodation…
- HR advisor in hosting institute
  - To manage the career development plan of the post-doctoral researcher
  - To provide personal coaching and career development counselling
  - To help the fellow to identify the potential fields of competence from human resources perspective

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And it works.....

- One of our early fellows.....
- Won the Cor Baayen Award (best recent PhD)
- Did excellent research (many grants, many publications, many citations)
- Now represents his country as Director sitting on ERCIM Board of Directors