

# HIDA Evaluation Survey 2023

Methods and Results

# HIDA Evaluation survey

To evaluate HIDA's past and current activities and to get feedback about planned future activities from relevant stakeholders, HIDA recently launched a survey. The most significant and informative results were included in Part II and III of the HIDA Platform report.

The complete results as well as information on the methods an analysis of the evaluation survey can be found in this document. In detail, you can find the following content in this supplementary document:

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# Methods

## Survey design & procedure

The conceptualization of the survey underwent several stages in its development.

First, we designed a survey framework that served as a foundation for the development of survey questions. From a conceptual point of view, we started off by resuming the goals pursued as stated in the HIDA concept from 2019, as well as the goals developed during the years of operation that underlie our activities. Based on this, questions were developed by the team covering the retrospective and future perspective of HIDA activities. For each question, the relevant stakeholders were identified.

Two team internal workshops were held in the development stage where the procedure and the questions were discussed and agreed upon. Moreover, the concept and survey questions were sparred with two team external experts, whose feedback was partly integrated into the survey design.

The survey in its final form entailed seven question groups: 1) Demographics, 2) Courses, 3) Trainee Network and Visiting researcher grant, 4) Talent Scouting and Recruiting, 5) Events, 6) Communication, and 7) HIDA. In total, the questions in these groups amount up to 99, whereby every individual got only a subset of questions across all question groups, which was relevant to the stakeholder group they belonged to.

The stakeholder group was identified through the position they currently identify most with (i.e. Student, PhD candidate, Postdoc, PI, Coordinator HIDSS, Employee at Graduate School (Helmholtz Center), Human Resource Department (e.g. Recruitment, personnel development, career center or the like), and Employee at a Helmholtz Incubator Platform). The questions were mostly closed questions using rating scales. Whilst the majority of questions were mandatory in order not to result in too much missing data, a few optional free text questions were included. Those provided respondents the opportunity to give us feedback that was not covered in our closed questions.

The survey was rolled out using the LimeSurvey tool as provided by the Helmholtz platform HIFIS. The mailing list included our newsletter recipients, former participants (of courses and exchange programs), PIs/hosts involved in the latter, HIDA liaisons and friends, international partners, Personnel developers, HIDA Steer, and other multipliers in the Helmholtz Centers. The survey was online from January 25 up to and including February 7, 2023. 464 individuals accessed or (partly) answered the survey.

## Analysis

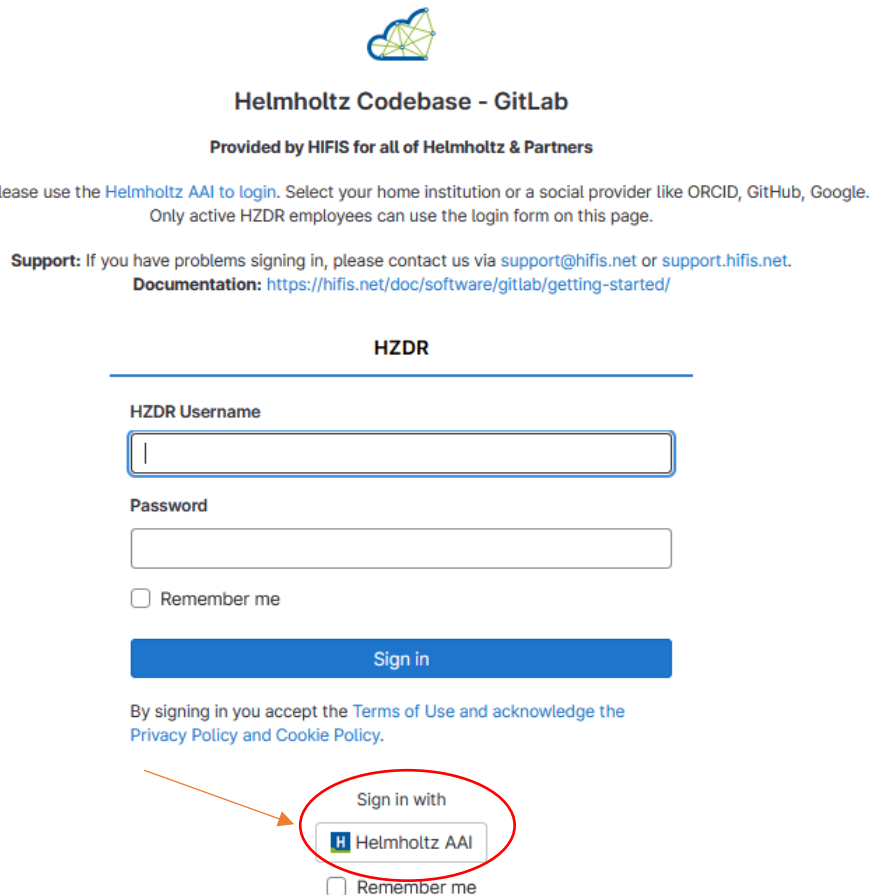
We analyzed this survey in cooperation with [Helmholtz Federated IT Services \(HIFIS\)](#) and the tool “surveyval” ([to be found here](#)). HIFIS developed this framework particularly for data analysis from Limesurvey exports, and to bridge the gap between LimeSurvey and data analysis with Python. In order to account for the Helmholtz Open Science Policy and reproducibility of our survey analysis, we set up a GitLab project to make the steps taken throughout this survey analysis comprehensible.

Every stakeholder received a coordinated set of questions and, in addition, was confronted with branching questions resulting in more/ less questions per stakeholder group in total. Therefore, the sample size  $n$  varies per question. The data analysis was limited to frequency distributions only. An overview of the sample size and frequency distribution per question can be found on page 5 in the chapter “Results”.

Should you wish to look at the analysis scripts or meta data for more detailed information, or want to request any further analysis of the data, we invite you to access our GitLab project.

Despite the anonymous responses, some of the information provided in the dataset could be traceable to individual respondents, for instance through gender, position, and institution. Therefore, we made the decision to not make the survey data publicly available. However, if of interest, you as Panel members may access the GitLab project by following these steps:

1. Go to the [GitLab page](#)
2. Please then log on via Helmholtz AAI.



The image shows the login page for Helmholtz Codebase - GitLab. At the top is a logo consisting of a blue cloud and a green network diagram. Below it, the text reads "Helmholtz Codebase - GitLab" and "Provided by HIFIS for all of Helmholtz & Partners". A "Login" section instructs users to use the Helmholtz AAI to login, with a note that only active HZDR employees can use the login form on this page. A "Support" section provides contact information: support@hifis.net or support.hifis.net. A "Documentation" link is also provided: https://hifis.net/doc/software/gitlab/getting-started/. Below this is a section for "HZDR" with a form for "HZDR Username" and "Password". There is a "Remember me" checkbox and a "Sign in" button. Below the button, it states: "By signing in you accept the Terms of Use and acknowledge the Privacy Policy and Cookie Policy." Below this is a "Sign in with" section with a red circle around the "Helmholtz AAI" button and a red arrow pointing to it. There is also a "Remember me" checkbox.

3. Choose your home institution, i.e. the institution where you already have your home account. You can scroll down or use filtering. If you cannot find your institution or it is not supported, you can login via **ORCID, Github or Google**. Select it accordingly.



The image shows the login page for Helmholtz Research for Grand Challenges. At the top is the Helmholtz logo in blue and green, with the text "RESEARCH FOR GRAND CHALLENGES" in green. Below it, the text reads "Login to Helmholtz AAI OAuth2 Authorization Server". There is a form with a "orcid" input field and a "ORCID" button. Below the button is a "ID" label.

4. Accept data transmissions from your home institution's identity provider (IdP) to Helmholtz AAI.
5. Only if you log in the first time — Register at Helmholtz AAI. (Click on Register - Please check your name and mail address - Read and accept the AAI usage policies – click on submit).

6. GitLab assigns you your name, which usually corresponds to the one used in the entity through which you logged in. Please notify [hida-courses@helmholtz.de](mailto:hida-courses@helmholtz.de) once you have logged in together with that name.
7. HIDA will then grant you personal access to the project by sending you an invitation to that project.

Should you have trouble logging in, please contact Stephanie Schworm ([Stephanie.schworm@helmholtz.de](mailto:Stephanie.schworm@helmholtz.de)) for support.

**Please note that by accessing the project, you agree that the data provided there is to be kept confidential.**

## Sample

From the 464 (partial) respondents, several were excluded from the sample. First, every individual who answered “Do you know HIDA (Helmholtz Information & Data Science Academy)” with “No” was excluded, since answers given by those individuals cannot be considered reliable. Second, all individuals who did not answer up to and including question group 4 were excluded from the sample. Since the vast majority of the partial respondents quit the survey during the group “demographics”, this seemed the most appropriate procedure to keep the sample size as stable as possible over the core activities of HIDA. After those two steps, we ended up with a sample size of  $n = 297$ .

The sample consists of individuals of whom 40,7% identify most with the female, 57,9% with the male, and 1,3% with the diverse gender ( $n = 297$ ). 83,16% of the individuals of the sample currently work at Helmholtz, of which the affiliations are distributed over all 18 Helmholtz Centers like the following:

FZJ (15,4%), GFZ (13,4%), MDC (7,7%), KIT (7,7%), AWI (7,3%), DESY (6,1%), HMGU (6,1%), Other (4,9%), DKFZ (4,9%), HZDR (4,9%), DLR (4,0 %), HZB (3,6%), UFZ (3,6%), HEREON (3,2%), GEOMAR (2,8%), HZI (1,6%), DZNE (1,6%), CISPA (0,8%), and GSI (0,4%).

The respondents are in the following positions: Student (1%), PhD candidate (46,1%), Postdoc (18,9%), PI (14,1%), Coordinator HIDSS (2,0%), Employee at Graduate School (Helmholtz Center) (2,0%), Human Resource Department (e.g. Recruitment, personnel development, career center or the like) (2,4%), Employee at a Helmholtz Incubator Platform (4,4%), and Other (9,1%).

The students, PhD candidates, Postdocs, and PIs occupy the following main research areas: Aeronautics, Space or Transport (3,8%), Earth or Environment (32,4%), Energy (8,0%), Health (27,3%), Information 12,2%), Matter (7,6%), or Other (8,8%).

## Results

In the following, the survey questions are listed per question group as described in the chapter “survey design & procedure” together with the respective sample size and distributive frequency.

### Group 1: Demographics

#### A1: What is your current position

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>PhD candidate</i>	137	46,13
<i>Postdoc</i>	56	18,86
<i>PI</i>	42	1,41
<i>Other</i>	27	9,09
<i>Platform</i>	13	4,38
<i>HR Department</i>	7	2,36
<i>Employee Graduate School</i>	6	20,20
<i>Coordinator HIDSS</i>	6	20,20
<i>Student</i>	3	10,10

***n=297***

#### A0: Do you currently work at the Helmholtz Association (Helmholtz center / HIDSS / Graduate school / Incubator platform / head office)?

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Yes</i>	247	83,16
<i>No</i>	50	1,68

***n= 297***

**A2: Please state your current affiliation.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>FZJ</i>	38	15,38
<i>GFZ</i>	33	13,36
<i>MDC</i>	19	7,69
<i>KIT</i>	19	7,69
<i>AWI</i>	18	7,29
<i>DESY</i>	15	6,07
<i>HMGU</i>	15	6,07
<i>Other</i>	12	4,86
<i>DKFZ</i>	12	4,86
<i>HZDR</i>	12	4,86
<i>DLR</i>	10	4,05
<i>HZB</i>	9	3,64
<i>UFZ</i>	9	3,64
<i>HEREON</i>	8	3,24
<i>GEOMAR</i>	7	2,83
<i>HZI</i>	4	1,62
<i>DZNE</i>	4	1,62
<i>CISPA</i>	2	0,81
<i>GSI</i>	1	0,40

***n = 247***

**A3: You indicated that you currently do not work within the Helmholtz Association.  
Please state your current affiliation.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Other</i>	25	50,00
<i>Friend of HIDA institution</i>	18	36,00
<i>Institution as part of HIDSS</i>	7	14,00

***n= 50***

**A4: What is your main area of research?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Earth or Environment</i>	77	32,35
<i>Health</i>	65	27,31
<i>Information</i>	29	12,18
<i>Other</i>	21	8,82
<i>Energy</i>	19	7,98
<i>Matter</i>	18	7,56
<i>Aeronautics, Space or Transport</i>	9	3,82

***n= 238***

## A5: Gender

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>male</i>	172	57,91
<i>female</i>	121	40,74
<i>diverse</i>	4	1,35

**n= 297**

## Group 2: Courses

### B1: Have you attended course(s) organized by HIDA in the past?

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>True</i>	115	58,97
<i>False</i>	80	41,03

**n=195**

Comments:

- Software Carpentry (Shell, Git, R for Reproducible Scientific Analysis)
- several courses
- Multivariate statistics,
- Mixed Models
- I have attended several statistical courses held jointly by HIDA and Helmholtz Munich. They were all wonderful.
- Statistics
- MVA
- Data Science & Health
- Git, Python
- Incubator Summer Academy
- OOP in Python
- Software Carpentry
- yes, I try to attend them regularly
- Hard to say with all the offers from different organizers. But I assume yes.
- I just attended webinar
- Introduction to Statistics
- Mixed Models
- HIDA annual (online) conference
- Graphics with R
- As part of the HDS-LEE graduate school
- I started recently



**B2: Were you satisfied with the overall organization of the course(s)?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	98	85,22
Partially	15	13,04
Cannot answer	1	0,87
No	1	0,87

**n= 115**

**B3: Did the contents presented meet your expectations?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	88	76,52
Partially	25	21,74
Cannot answer	1	0,87
No	1	0,87

**n= 115**

Comments:

- A lot of the courses were too much entry-level. It does not reflect the level of a young graduate student who already familiarized himself with data science during studies.
- really good courses!
- The courses were very well organized with great rich content.
- I like the variability of the offered courses
- They are too specific topics without practical knowledge
- here were creative ideas for networking (speed dating) but of course in-person would have been more effective (not possible due to Corona). Also, one got together with thematically too distant people.

**B4: Were you able to apply the knowledge and skills gained through the course(s) to your research?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Partially	59	51,30
Yes	47	40,87
Cannot answer	5	4,35
No	4	3,48

**n= 115**

**G02Q18: Did the participation in the course(s) help your career development (e.g. through network expansion or skill development)?**

<i>Answer</i>	<i>Total</i>	<i>Percentage</i>
Yes	54	46,96
Partially	41	35,65
No	11	9,57
Not relevant	9	7,83

***n= 115***

**G02Q19: Where did you find out about the course you attended?**

<i>Answer</i>	<i>Absolute</i>
Course catalog	34
HIDA monthly update	41
Newsletter	49
HIDA website	30
Social media	5
Colleague	33
Other	6

***n= 115; multiple choices possible***

**G02Q20: Have you gained connections to other researchers through our course offers?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
No	85	74
Yes	30	26

***n= 115***

**G02Q21: Why have you not yet participated in a HIDA organized course?**

<i>Answer</i>	<i>Absolute</i>
No specific reason	36
Course content not interesting to me	11
Course was full	10
Did not fit into my work	23
Other reason	17

***n= 80; multiple choices possible***

**G02Q22: Do you know the HIDA course catalog?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
No	14	63,64
Yes	8	36,36

**n= 22****G02Q23: Do the courses offered in the HIDA course catalog cover the current needs of (young) researchers in the field of data science?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	4	50.0
Partially	4	50.0

**n= 8**

Comments:

- It would be even greater if there were more courses for scientific paper writing/publishing and presentation.
- Students are articulating additional wishes regarding course content.
- The courses are less interesting for me as I am not directly working in data science

**G02Q24: Are you satisfied with the HIDA course offerings with regard to your personal development needs in the field of data science?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	3	75.0
Partially	1	25.0

**n= 4****G02Q25: How often do you check the HIDA course catalog?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Quarterly	2	50.0
Monthly	1	25.0
Rarely ever	1	25.0

**n= 4****G02Q26: Did you ever add an event to the HIDA course catalog?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
No	7	87,50%
Yes	1	12,50%

**n= 8**

**G02Q27: Which courses in the area of information and data science should we offer (regularly)?**

- courses on deep learning
- Statistics
- Bio-Statistics
- Causal and counterfactual inference.  
Bayesian analysis.
- Data in space
- statistical learning
- Data analysis
- space robotics development
- causal modelling
- R
- Python
- Open research/reproducibility
- Data visualization
- AI/ML/Big data
- using data from space experiments

***n = 5; free text answer option***

**G02Q71: Does participating in course(s) in the area of data science help the career development of your PhD-students/Postdocs (e.g. through network expansion or skill development)?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Yes</i>	36	66,67
<i>Cannot answer</i>	9	16,67
<i>Partially</i>	7	12,96
<i>No</i>	2	3,70

***n= 54***

Comments:

- The PhD / Postdocs learn new methods. geoscientists, they can benefit from specialized experts from data science within the Helmholtz community.
- Not involved in science, but infrastructure
- Yes, but students would benefit way more if courses we also available more often or even on demand.
- My students -those for whom it is relevant- are in [...] and get classes there.

**G02Q72: Are you aware of the HIDA course-funding offer?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	32	52,46
No	28	45,90
Cannot answer	1	1,64

**n= 61**

**G02Q73: Does the HIDA course funding meet your needs to extend your course offerings?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	17	53,13
Cannot Answer	14	43,75
No	1	03,13

**n= 32**

Comments:

- I have not considered it yet.

**G02Q28: Did you ever want to sign up for a HIDA course but the course was already fully booked?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
False	121	61,73
True	75	38,27

**n= 196**

**G02Q29: Do you see the need for a regular data consulting hour with data science experts to help you with data/statistics problems?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
True	140	56,22
False	109	43,78

**n= 249**

Comments:

- That would be excellent!
- Real experts are always in short supply
- Not regularly, but a easy accessible and quick consulting option would be helpful
- would be a great idea, especially a data or statistics consulting hour! I would very much encourage this!
- Could also be an additional training element for doctoral researchers to gain consulting experience
- Yes but it is only useful sometimes alongside practical guidance and code reviews, which was a bit missing.

- .. but i do not see this as a HIDA activity.
- I would prefer a non-regular way to do this. E.g. by contact through E-mail or a online forum.
- yes, I always think that is super helpful to make the quality of the science output better !
- but I have a statistics degree, so maybe it's still helpful for others
- Maybe, but needs to be highly targeted
- Yes, and we have a data cafe organized by our statistical consulting core facility and bioinformatics platform
- It would be great if collaborators in other related facilities (e.g. LMU) could also get such opportunities.
- We try to do it by ourselves
- good idea, but I think a hotline would be preferable over a regular hour
- I want to develop my R and Origin skills.
- I AM a Data Scientist... but for other colleagues, this might be helpful
- Would it be possible to support this via a ticket system instead of a regular offer?
- already installed at our center
- I am not sure if an hour would be enough - you would need to break down your problem which is not always possible. But it would be a first point of contact.
- I did not need it, yet. But it could be a wonderful service. In the past we had a statistic service person who left [...]. A lot of people got help from him. So it could be great, if these people had a new opportunity to get their questions answered.
- I don't think such a meet needs to be regular. Having such a meeting can be done as and when we have some issue for discussion.
- Similar service by Helmholtz AI consultants already used.

### G02Q30: Do you see a demand for HIDA-organized events specifically targeting women in data science?

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>False</i>	151	51,01
<i>True</i>	145	48,99

***n = 296***

Comments:

- Women IN data science should have already enough knowledge or access to it. Target should be women not (yet) in data science but interested in or requiring to work with data science.
- Women are still an underrepresented group in data science. We need special events and showcases of role models (in academia and industry)
- Not sure actually, not familiar with the pros and cons
- But I would appreciate them, especially with a focus on HPC.
- ... particularly for female leaders in DS
- My impression is that women are still underrepresented in this field. Any measure that helps to reduce this would be nice.
- There should be no difference between men and women.
- It could help, if women have a specific network.
- For courses, workshop, learning sessions etc. I cannot see a benefit in splitting the genders.
- that would be great!

- Data and gender / diversity have nothing to do with each other. Make sure any grants and projects are awarded irrespective of gender / diversity questions and with no candidate names and all is fine
- There are a few bottom up initiatives like the STEM Tisch and I think such events would help them to advertise and consolidate
- Even though I wish this wouldn't be needed, I think it is worth a shot offering courses tailored to women or (at large) under represented groups
- why? what content would these events have? I think it would be more valuable to organize events to attract women to Data Science/Computer Science/Mathematics. Why should female Data Scientists get "special" training in their own field of expertise? They are as good in their job as their male colleagues.
- Actually I do not know if the participation of female grant holders is well balanced or not?
- Rather than courses specifically targeted for woman, i prefer courses that try to reduce gender imbalance (in general increase social diversity) of participants and address the different kinds of learning and working among different people. It helps better to integrate woman than specific women courses, because it creates mutual understanding for each other and benefits of working together in heterogeneous teams.
- Yes, you could also build on existing networks, such as Women-in-HPC
- yes I think there is an overall demand, but personally I would not be interested
- As a male, I am not particularly aware of such a demand
- I believe that we need networks and visibility for women.
- In the sense of networking events for women already hired in Helmholtz this would be good.
- I have no Idea. Please ask women and not me if they have demand.
- s a male its hard to answer
- We have too few women in data science in Helmholtz and this could be a measure to increase both the total amount as well as the interconnection between them. We need more role-models to increase the number of women in data science and such measures could help.
- Equal opportunities and gender equality should be ensured in the employment process/hiring. In general exclusion of employees from events based on their gender cannot be the solution. However, if the events are specifically concerned with gender equality or problems only women face, this is different. I am not in a position to judge whether this is necessary.

### G02Q31: Do you know the Incubator Summer Academy?

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
No	145	74,36
Yes	50	25,64

**n= 195**

**G02Q32: Did you attend any courses/workshops/events at the Incubator Summer Academy?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
No	33	66.0
yes	17	34.0

***n = 50***

**G02Q33: Would you recommend the Incubator Summer Academy to your peers?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	17	100.0

***n= 17***

Comments:

- Definitely!
- I attended the course "Fundamental - introduction to Python", which was very practical and helpful, too.
- Very much!

**G02Q34: Why not?**

***n= 0***

**G02Q96: Do the courses offered by HIDA add value to the PhD program of your school?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	8	66,67
Cannot answer	2	16,67
No	1	8,33
Partially	1	8,33

***n= 12***

**Group 3: Trainee Network and Visiting Researcher Grant**

**G03Q35: know of the HIDA Trainee Network, a program that fully funds short-term research stays at another Helmholtz center.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
True	95	59,01
False	66	40,99

***n= 161***



**G03Q37: I am interested in participating in the HIDA trainee network in the future**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	48	57,83
Cannot answer	23	27,71
No	12	14,46

**n= 83****G03Q36: I already participated in the HIDA trainee network**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
False	83	87,37
True	12	12,63

**n= 95****G03Q38: My research has profited from participating in the HIDA Trainee Network.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	9	75,00
Partially agree	3	25,00

**n= 12****G03Q39: My network has profited from participating in the HIDA Trainee Network.**

<i>Answer</i>	<i>Total</i>	<i>Percentage</i>
Yes	9	75,00
Partially agree	3	25,00

**n= 12****G03Q40: I would be interested in an alumni event organized by HIDA.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	6	50,00
Disagree	3	25,00
Partially agree	2	16,67
Cannot answer	1	8,33

**n= 12****G03Q41: I knew HIDA before applying to the HIDA Trainee Network.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
No	7	58,33
Yes	5	41,67

**n= 12**

**G03Q43: I know of the HIDA Visiting Researcher Grant, a program that fully funds short-term research stays at one of the Helmholtz centers.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
No	102	53,40
Yes	89	46,60

***n= 191***

**G03Q44: I participated in the Helmholtz Visiting Researcher Grant.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
False	11	61,11
True	7	38,89

***n= 18***

**G03Q46: My research has profited from participating in the Helmholtz Visiting Researcher Grant.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	6	85,71
Cannot answer	1	14,29

***n= 7***

**G03Q47: My network has profited from participating in the Helmholtz Visiting Researcher Grant.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	5	71,43
Cannot answer	1	14,29
Partially agree	1	14,29

***n= 7***

**G03Q48: I would be interested in an alumni event organized by HIDA.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
True	6	85,71
False	1	14,29

***n= 7***

**G03Q49: I knew the Helmholtz Association of German Research Centers before applying to the Helmholtz Visiting Researcher Grant.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>True</i>	4	57,14
<i>False</i>	3	42,86

***n= 7***

**G03Q50: I knew HIDA before applying to the Helmholtz Visiting Researcher Grant.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>True</i>	4	57,14
<i>False</i>	3	42,86

***n= 7***

**G03Q92: I know of the HIDA research scholarship programs HIDA Trainee Network and Helmholtz Visiting Researcher Grant, which fully fund short-term research stays at Helmholtz centers.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>True</i>	46	86,79
<i>False</i>	7	13,21

***n= 53***

**G03Q76: I was or am currently a supervisor/host for a visiting reseacher supported by a HIDA research scholarship (Helmholtz Visiting Researcher Grant or HIDA Trainee Network)**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>False</i>	25	69,44
<i>True</i>	11	30,56

***n= 36***

**G03Q68: My research has profited from supporting an application to the HIDA Trainee Network or the Helmholtz Visiting Researcher Grant.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Agree</i>	9	81,82
<i>Partially agree</i>	1	9,09
<i>Cannot answer</i>	1	9,09

***n= 11***

**G03Q69: My network has profited from supporting an application to the HIDA Trainee Network or the Helmholtz Visiting Researcher Grant.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Agree</i>	10	90,91
<i>Partially agree</i>	1	9,09

***n= 11***

**G03Q77: I am interested in participating as a host or supervisor in the future.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Yes</i>	18	72.0
<i>Cannot answer</i>	6	24.0
<i>No</i>	1	4.0

***n= 25***

**G03Q78: The HIDA Trainee Network and Helmholtz Visiting Researcher Grant add *value to my research by bringing in new researchers, new knowledge, and/or new methods.***

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Agree</i>	9	81,82
<i>Partially agree</i>	1	9,09
<i>Cannot answer</i>	1	9,09

***n= 11***

**G03Q93: The HIDA Trainee Network and Helmholtz Visiting Researcher Grant add *value for our researchers / to the PhD-program of our school.***

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Agree</i>	31	67,39
<i>Partially agree</i>	8	17,39
<i>Cannot answer</i>	6	13,04
<i>Disagree</i>	1	2,17

***n= 46***

**G03Q94: The Helmholtz Visiting Researcher Grant helps with the *internationalization of our Helmholtz center /research school.***

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Agree</i>	5	50.0
<i>Partially agree</i>	2	20.0
<i>Cannot answer</i>	2	20.0
<i>Disagree</i>	1	10.0

***n= 10***

**G03Q91: Opportunities for exchange that are targeted towards researchers are important.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Agree</i>	16	84,21
<i>Partially agree</i>	2	10,53
<i>Cannot answer</i>	1	5,26

**n= 19**

**Group 4: Talent Scouting and Recruiting**

**G04Q47: I am planning to pursue a career in academia after my PhD.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>No</i>	69	51,49
<i>Don't know yet</i>	35	26,12
<i>Yes</i>	30	22,39

**n=134**

**Comments:**

- It's not promising to spend all the precious time searching for a permanent position, and even if you get one, you have to constantly write for grants, by that time you will lose your interest in doing research.
- To much bureaucracy and politics
- for work-life balance
- Other career options in Data Science seem more interesting and suitable for me.
- Quite demanding in workload, time, pressure and mental health.
- There is no place for foreigners
- I've found the perfect place for me to work in.
- the career path is not clear
- Because it is important to establish more evidence through clinical research at academia (I'm in medical field).
- Working conditions
- Short-term contracts
- Perspective
- I love working in academia and money is not as important to me as follow my own research ideas
- Because I really enjoy doing research.
- Badly Paid
- Half-Time Position
- Full-Timw WorkLoad requested/expected
- Arrogant Supervisors/Professor
- No social competence
- No Freedom in research topics
- Everything is linked to funding resources

- A career in academia appears prohibitive in terms of stability. The common short term contracts and (often) required location changes conflict with dual-career paths as well as with private goals such as family and a stable social live/environment.
- in no particular order:
- extremely competitive
- long working hours
- up-or-out structure (professor or unemployed in late 30s)
- nepotism
- acceptance of grants and papers is rather random
- low pay
- high stress
- (personally) no good (nature,neurips,...) publications at the end of phd
- Mainly because of the lack of long-term positions in academia.
- Most likely not, the uncertainty regarding location of employment makes it very unattractive.
- Personal reason and also depends heavily on opportunities
- Because I like the research environment. However, I also consider the possibility to work at a company in case there is no funding available.
- I want to move back to industry for a better work-life balance.
- want to do further research and lead a research group; work independently on what I find interesting and make a change in the (leadership) system
- Offers are not competitive.
- I was always more inclined to industry since it's usually more focused on application.
- Even though I like research, it is comparatively unstable.
- I would like to teach and do research
- I will maybe do without PhD, but at the moment, I don't plan to get the PhD.
- I value education and research as a public service
- I enjoy pursuing informative answers to interesting scientific questions, and being paid for it.
- I whishe to perform my research program un the within host spatiotemporal dynamical behavior of epidemiological system
- ork conditions in academia not too bad in comparison to industry, e.g. only short limited contracts, salary, not very family friendly etc.
- I love research and I would like to work in a field of my personal interest. I do not like to work in an environment where I have to do research on a topic that currently brings the most money. Also, I like to come up with own project ideas.
- not attractive because of short working contracts
- Too uncertain future, very long path to follow before having a permanent position, not much awareness in mental health in the academic environment, more demanding hours after working time, dependent to publications.
- Worked in academica for the last nine years - its time for something new.
- In addition to inadequate salaries, employees in science are offered no prospects whatsoever. As long as the Wissenschafts-Zeitgesetz is not changed, qualified and excellently trained employees will continue to be driven away to business and industry. The current regulation cannot continue in the long term. In the current status quo, employees are merely exploited, poorly paid and employed only on short-term contracts - in the knowledge that it can be done because people are pursuing their vocation and are willing to make compromises for it.

- I would like to continue but there is no funding for fusion materials, which is my current research topic. Thus, I would go and work for some industry happily.
- Curiosity for industry
- I like research and I want to finish projects I still have
- I have experienced research in academia and industry both, and I found academia more challenging and interesting
- academia only offers high-stress, low security jobs
- 1. I enjoy doing Science.
- 2. As a female scientist, I have always felt the lack of a female (specially women of color) scientist to look up to, who has been through the same struggles. I want to be one so that the upcoming generation doesn't have to feel the same.
- I love the idea of studying and looking deeply into environmental problems, developing solutions, and having the ability to come up with solutions to unanswered questions.
- I do not like the academic structure and pressure to publish papers.
- I would like to pursue the subject of my research
- I am not completely sure. But right now, I am inclined to enter the industry after my PhD.
- I have no interest in teaching.
- Limited long term positions. Intense competition.
- further study
- Temporary work contracts
- I am a curious person, with a lot of ideas on how my current work can be developed further. I like the work in academia and the sharing of knowledge with other people.
- Depends on positions open by the time I finish my PhD and on possible offers from industry.
- I feel like academic research is one of the most challenging and diverse fields with very meaningful work
- I love the work in research and would love to continue with it, but the working conditions in academia – especially temporary contracts that are hard to prolong – don't give me much hope.
- Short term contracts not suitable with little children (economic uncertainty)
- There is not economical stability pursuing a career in academia: moving out to a new city (or country) each year or two is mentally, socially and economically high demanding.

**G04Q52: I know the HIDA organized exchanges (Norway, Israel, Princeton).**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>False</i>	131	54,36
<i>True</i>	110	45,64

**n= 241**

**G04Q53: I took part in HIDA organized exchanges (Norway, Israel, Princeton).**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>False</i>	74	93,67
<i>True</i>	5	6,33

**n= 79**

**G04Q54: The exchange has been very beneficial to my research.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Partially agree</i>	3	60.0
<i>Cannot answer</i>	1	20.0
<i>Agree</i>	1	20.0

***n= 5***

**G04Q55: The exchange is a good tool to kick start research collaboration for me as an early career researcher.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Agree</i>	3	60.0
<i>Cannot answer</i>	1	20.0
<i>Partially agree</i>	1	20.0

***n= 5***

**G04Q56: The exchange showed me new perspectives and helped me to broaden my horizon.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Agree</i>	5	100.0

***n= 5***

**G04Q57: I would recommend the exchange to my peers**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Agree</i>	4	80.0
<i>Partially agree</i>	1	20.0

***n= 5***

**G04Q58: I am in contact with my former host about further collaborations.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>True</i>	4	80.0
<i>False</i>	1	20.0

***n= 5***



**G04Q80: I hosted an international researcher through a HIDA organized exchange (Norway, Israel, Princeton).**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>False</i>	39	92,86
<i>True</i>	3	7,14

**n= 42**

**G04Q79: Having an exchange student in my research group has been very beneficial.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Agree</i>	2	66,67
<i>Partially agree</i>	1	33,33

**n= 3**

**G04Q81: I would recommend being a host for international exchange students/researchers to my peers.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Agree</i>	3	100.0

**n= 3**

**G04Q200: I am in contact with my former exchange student /researcher about how to further collaborate.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>True</i>	2	66,67
<i>False</i>	1	33,33

**n= 3**

**G04Q59: Are there any countries you would like to do a (research) exchange with? Which country / countries and why?**

- USA,3,
- Japan,2
- America, Canada, England, Japan, Israel, Australia, France, Switzerland  
Countries that I believe have close to or better than German academic level.,.
- USA, leading scientists in my field of AI-driven material science.,
- France, we have connections to the french marine science centers. They have different approaches in organizing interdisciplinary work and seem also successful in their work
- Denmark, because of their advance research in biotechnology and harmonization of academia and industry
- The UK, Switzerland and generally other European Partners
- New Zealand, for personal reasons.
- All the available countries with security guaranteed. Because science do not have limit

- UK, due to interesting institutes and universities (EBI, Sanger, Universities) and large scale research projects such as UK biobank
- UK, due to interesting institutes (EBI, Sanger, London/Oxford universities) and large-scale projects such as UK biobank
- US --> good for the CV
- Of course, there are a lot of projects or potential exchanges I would be highly interested in, but as shown above - if there is no perspective for scientists in terms of security (unlimited contracts)- I will just write my PhD-thesis here and go back into industry. I am only willing to make one compromise - money or security, not both
- I want a research exchange with India because I see many promising candidates performing substantial work in the field of Data Science and there is a massive potential for growth
- the Netherlands
- Sweden. We have a cooperation with a research group in Sweden, but so far they always visited us, so I would like to be able to do a short-term research stay there as well.,.
- UK (UCL and university of Manchester), as I am aware of the groups working in the field of the biophysics and similar subjects
- all of them :)
- Brazil and Australia, because studies on tropical ecosystems are intense. ,.
- France, Spain and Portugal. Very active research community for my field of research in these countries
- USA (VIMS, UC Davis): new techniques skills, networking
- Denmark - Danish Geological Survey has abundant relevant geoscientific data useful for deep data science analysis  
Finland - same reason as Denmark  
Australia, Canada - Forerunners for geoscience, open data
- I would like to go to Norway or Sweden. Their research thematics would fit with what I would like to study
- Sweden. I am working in data-driven stochastic optimal control of renewable energy. Since renewable energy forms the largest percentage of energy consumption in Europe, I would like to visit the top energy research facilities there to investigate their data
- In general I would be interested in Trainee Network or any Exchange Program, if I would not have to do it in the limitations of my three year contract as a PhD student. I think it would be a great opportunity to extend my horizon, but finishing a PhD within three years is already very challenging (if possible) and I cannot spare 3 month to spend on something (within this time) that is not 100% connected to my PhD project. But as far as I know it is not possible to pause the running contract for the exchange and getting the funding from HIDA
- I think the UK should be added, since it is an English-speaking country with well-respected Universities and travel costs are lower than for the US
- USA and UK, since there are main hubs in many areas of A
- USA
- ISRAEL: Because of the cultural difference background
- Canada
- UK - language and expertise
- Cameroon and South Africa
- - UK, especially Scotland: Great (and one of the oldest and largest) research software sustainability communities in the world, my research topic
- I want with several countries but my supervisor did not allow me for HiDA exchanges (Norway, Israel, Princeton)
- Norway is one of the countries that promotes innovation and novelty
- I still could not begin the in-person exchange after 8 months due to visa issues
- Canada, Singapore: great labs

- Taiwan
- Switzerland! They have some great universities and are very active in the field of Data Science for Materials and for Materials Modelling
- USA
- United States
- canada, netherlands, UK
- No , I unfortunately am quite bound as I have a young daughter
- Switzerland, ETH or EPFL
- China, Japan, the USA, and the UK. Reason: many top labs from my field are based there
- Austria and USA are important center for flood statistics and flood risk analysis. ,.
- Switzerland, ETH Zurich
- Germany
- Denmark and Norway, but more for personal reasons than for work reasons
- Switzerland, especially ETH in Zurich. Because there is a team there who works in very similar topics
- Croatia  
Italy  
Brazil,
- Germany, UK, US
- I don't have a specific country in mind, but I think in general it's always a great to do a research exchange to expand our horizons and network with other scientists, learn new techniques that are not available to us on site etc. I would always be open for doing something like this
- USA, Finland, Denmark, Switzerland
- japan - RIKEN
- USA, highly different research structure
- Texas, USA, my supervisor works there
- USA, amazing universities with lots of expertise

***n= 61; free text answer option***

**G04Q60: It would be great if HIDA would also offer organized exchanges with industry partners.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	184	74,19
Cannot answer	42	16,94
No	22	8,87

***n =248***

**G04Q84: We have been able to recruit (international) data science talents through HIDA's career events.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Cannot answer</i>	4	57,14
<i>disagree</i>	2	28,57
<i>Partially agree</i>	1	14,29

***n= 7***

**G04Q85: We see HIDA's diverse possibilities for exchange, hackatons, and challenges with talents from outside of Helmholtz as a talent scouting tool.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Partially agree</i>	3	43
<i>Agree</i>	3	43
<i>Cannot answer</i>	1	14

***n= 7***

**G04Q86: We will make even greater use of HIDA's diverse opportunities for exchange, hackatons and challenges to attract talent in the future.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Cannot answer</i>	3	42,86
<i>Partially agree</i>	3	42,86
<i>Agree</i>	1	14,29

***n= 7***

**G04Q87: Through the short-term project collaborations initiated by HIDA, we were able to attract international talent from the field of data science (e.g. HIDA organized exchanges, Helmholtz Visiting Researcher Grant).**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Cannot answer</i>	3	42,86
<i>Agree</i>	2	28,57
<i>Partially agree</i>	2	28,57

***n= 7***

**G04Q89: HIDA`s help in sharing our job offers through the job board on HIDA`s website as well as other communication channels has helped us to make them more visible and increase the numbers of applicants.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Cannot answer</i>	6	85,71
<i>Partially agree</i>	1	14,29

***n= 7***

**G04Q100: I am familiar with HIDA`s offers open to me as a Friend of HIDA.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>No</i>	8	50.0
<i>Yes</i>	4	25.0
<i>Partially</i>	4	25.0

***n= 16***

**G04Q101: I would recommend HIDA`s offers to my network (community).**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Yes</i>	5	62.5
<i>Cannot answer</i>	3	37.5

***n=8***

**G04Q102: I am in favor of extending collaboration with HIDA, The Helmholtz Incubator and the Helmholtz association.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Yes</i>	12	75
<i>Cannot answer</i>	3	18,75
<i>Partially</i>	1	6,25

***n= 16***

**G04Q103: HIDA has been a great door opener and matchmaker to establish long-term research collaboration with the Helmholtz accociation in data science and a domain research field.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Yes</i>	7	43,75
<i>Cannot answer</i>	7	53,75
<i>No</i>	2	12,5

***n= 16***

**G04Q104: I see HIDA as a strategic partner for our country's AI strategy.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	8	50,00
Cannot answer	4	25,00
No	2	12,50
Partially	2	12,50

**n= 16**

## Group 5: Events

**G07Q49: Networking opportunities are important for an exchange between data scientists.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Agree	245	84,78
Partially agree	36	12,46
Cannot answer	5	1,73
Disagree	3	1,04

**n= 289**

**G05Q50: Would you like to participate in HIDA organized networking activities?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
Yes	206	71,28
Cannot answer	59	20,42
No	24	8,30

**n= 289**

**G05Q51: Do you know the HIDA events calendar on the HIDA Website?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
No	166	57,44
Yes	123	42,56

**n= 289**

## Group 6: Communication

**G06Q58: Through which channels have you learned about HIDA's activities in the past?**

	<i>Answer</i>	<i>Absolute</i>
	<i>Website</i>	130
	<i>Twitter</i>	27
	<i>LinkedIn</i>	19
	<i>HIDA Newsletter</i>	144
	<i>School mailing lists</i>	66
	<i>Course mailing lists (If yes which lists/sender?)</i>	38
	<i>Search engines</i>	10
	<i>Other (Please specify)</i>	55

***n= 279; multiple choices possible***

Comments:

- Colleagues (x14)
- As part of my role at Helmholtz Imaging
- Through word of mouth from Helmholtz colleagues
- Word of mouth
- via email
- Mattermost (x3)
- Intranet
- personal contact from another Helmholtz center
- E-mails forwarded to me by colleagues.
- I'm since the beginning the HIDA contact person at HZB
- GFZ mailing list (x2)
- DZNE Career Center includes HIDA
- Name comes up regularly in admin. Meetings
- RSS Feeds
- Synergies and Networks Office @ GFZ
- DZNE Career Center
- Lab Coordinator at my group
- Internal communication
- institute newsletters
- Communication within Helmholtz AI and across the platforms
- MDC newsletter
- Graduate school
- Center interest group mailing lists
- HIDA coordinator meetings
- We have had two HIDA-funded researchers in our section
- Collaborators
- I have been informed by my class mate
- FZJ mailing list
- Center
- mentioned in python statistics course

- Mailing list of my Helmholtz Center (geared towards PhD students)
- mattermost channels (Helmholtz news)
- Department Head
- Intranet of my organization
- Only recently found out about HIDA and did not get into their schedule yet
- center-internal forwarding of HIDA information
- Mailing list for doctoral researchers at FZJ
- postdoc office from the MDC

**G06Q66: Through which channels would you like to learn more about HIDA's activities in the future?**

<i>Answers</i>	<i>Absolute</i>
<i>Website</i>	126
<i>Twitter</i>	44
<i>Comment_LinkedIn</i>	2
<i>Mastodon</i>	21
<i>Newsletter</i>	145
<i>School mailing lists</i>	50
<i>Other mailing lists</i>	24
<i>Search Engines</i>	10
<i>Other websites</i>	4
<i>Other</i>	24

***n= 277; multiple choices possible***

Comments:

- I don't think there is a need for that
- most of the ways are active. mailing works better to convey information by not making people seek it
- I get enough information
- Intranet
- Telegram
- Meetings
- I have to cross sth
- RSS Feeds
- institute newsletters
- communication across incubator platforms - especially through their coordinators
- Opt-In keyword newsletters (somehow targeted information)
- HIDA coordinator meetings
- Not interested.
- No other channels, one mailing list is enough
- RSS feed
- Mattermost
- European Research Course Catalogues
- center-internal forwarding of information + distribution in the research fields and research programs
- Mattermost



- Current information channels are fine for me

#### G06Q59: Which topics are you interested in learning more about from HIDA?

<i>Answers</i>	<i>Absolute</i>
<i>Job offers at the Helmholtz centers</i>	135
<i>Courses and other training offers</i>	235
<i>Events</i>	170
<i>Exchange programs</i>	164
<i>News on data Science</i>	120
<i>Activities of partners (Friends of HIDA)</i>	84
<i>Activities and offers of the HIDSS</i>	100
<i>Other: (Please specify)</i>	9

***n= 278; multiple choices possible***

Comments:

- basically networking opportunities
- Highlights from projects and transdisciplinary cooperation
- opportunities for experimentalist to find a data scientist to collaborate with
- see above.
- resources and support to conduct data science activities
- Current topics are fine

#### G06Q60: About which topics would you like to learn more on HIDA's social media channels?

- All of above
- Data science jobs, Open Science, stories of data science.
- Neural Nets, Job Offers.
- Common data science problems and their simplified solution or how to approach them..
- I am not interested in social media channels.
- fine as it is.
- events.
- not using social media channels.
- National and European Training Activities (NFDI, EOSC, ...).
- I don't use social media.
- The above.

Plus: HIDA should offer courses on advanced (machine learning in my case) topics next to beginner-level ones and/or create a central place where all groups at Helmholtz (research groups, Helmholtz AI local units, etc) can list their courses. Often one hears about an interesting course by chance via word of mouth or an email send around to people that might be interested, but more often than not one doesn't.

- ML, DL, IT Basics (Hardware, Shell, OS etc.).
- exchange and funding.
- event reports, reports from people exchanges.
- Data Science.
- Courses and trainings..

- career shift and jobs in industry.
- jobs, networking events.
- I don't like social media.
- News on data Science (compared to event updates rather through mail).
- Health science( epidemiology).
- Cancel this social media shit  
Pure waste of time.
- Exchange programs.
- Upcoming Events, Exchange Programs, Job offers, Highlights from HIDA-related research.
- exchange opportunities.
- A bit of everything, it's nice to know what's going on..
- current Hida projects, output from Hida supported research. .
- Profiling of Individual researchers with their research questions maybe.
- Workshops, exchanges and job offers.
- I don't follow Hida on Social Media..
- Job offers, events, awards, news about grants.
- course offers, training possibilities, maybe even also offered from other sides than HIDA.
- I am not following social media..
- Invited experts from Industry/HIDA to parse current problems.
- Machine learning applied in clinical diagnostic and or risk assessment of multifactorial diseases with many comorbidities..
- Data Science related projects at Helmholtz centers.
- Relevant research topics. Sharing research publications that comes from HIDA.
- Lessons learned, good practices.
- All current opportunities: jobs, exchanges, events.

***n= 40; free text answer option***

### **G06Q61: About which topics would you like to learn more in the HIDA News?**

- Progress,.
- Recent milestones in data science research
- fine as it is
- best practices to recruit and onboard data scientists
- NFDI
- Support to conduct research, exchange of resources
- which methods are applied in Helmholtz, i.e. which methods work with which data
- The above
- exchange and funding
- reports from people exchanges
- Job opportunities
- Deep learning applications in industry
- career shift and jobs in industry
- networking events, courses
- All current opportunities: jobs, exchanges, events
- Job offers and exchange programs
- Regarding new training offers and events

- Major machine learning conferences and how to get successfully published there
- Workshops, exchanges and job offers
- Exchange programs
- HIDA funding opportunities
- Upcoming Events, Exchange Programs, Job offers, Highlights from HIDA-related research
- Upcoming events
- Achievements of scientists in terms of popular publications or talks
- Opportunities for collaborative projects
- News on Data Science
- Neural Nets, Job Offers
- How to initiate Hackathons, Who supports which HIDA-user requests?
- updates about the general concepts and offers by hida, individual support possibilities
- The variety of themes and disciplines that can be addressed. Data Science appears to be one abstract thing but the application field is wide and sometimes surprising collaborations do emerge
- Same
- Interesting results from research
- Courses, Exchanges
- courses

***n= 35; free text answer option***

**G06Q62: Where do you get information about current trends in the field of Information & Data Science?**

- Publications
- Twitter
- Publications, Newsletters, Social media
- From everywhere
- Conferences, Social Media
- peers and colleagues, twitter
- Twitter, Mastodon
- other scientists
- Mostly newspaper
- Through newsletters and social media
- I do not
- I do not actively search for current trends in those fields
- I do not get that information, I rely on my students
- HIDA!
- exchange with colleagues being more expert in the topic
- Colleagues, Instagram, Twitter
- conferences and social media
- Twitter, github, coworkers, talks, workshops / hackathons, topic-specific Helmholtz-internal mattermost channels
- colleagues, Google
- web, twitter, papers

- Abstracts of Papers in Journals, Review papers, discussions with colleagues
- Networking, Journals, Papers
- Random websites/forums
- HiDA
- LinkedIn, Mastodon
- attending conferences
- Twitter, YouTube, GitHub, ArXiv, Mastodon, Google Scholar, research journals
- Twitter, arXiv
- Twitter, colleagues and other social media
- Mostly talking to colleagues, reading journal papers & visiting seminars (virtually)
- Google scholar alerts of influential researchers
- Twitter. And tiktok
- Do not need such information. Information and course offers from [...] are sufficient for the need of our doctoral students
- Mastodon, LinkedIn
- MarDATA, journal articles
- Research and Review articles
- Conferences and publications
- Former and current colleagues
- online blogs, twitter, recommendations, literature searches
- Scientific publications, social media
- Journal, twitter
- Conferences and journal articles
- The Batch @ DeepLearning.AI Newsletter  
LinkedIn
- Twitter, publications, etc
- The Economist
- LinkedIn, Google Alerts
- networking, twitter
- Nowhere, I am not a data scientist. I only distribute the HiDA offers because I am a doctoral researcher representative
- Publications, google
- Conference publications
- scientific literature, conferences
- With colleagues and at Twitter
- papers, conferences, symposia, networking events
- social media  
conferences  
networking events  
blogs / news
- web
- Basically from the themes defined in calls & the project proposal of our scientists
- colleagues, networking events

***n= 59; free text answer option***

### G06Q63: In which channels, forums, or blogs do you network with other Data Scientists?

- None
- Social media, networking events
- twitter, linkedin, chat platforms of networks like the carpentries
- Twitter, Mastodon
- Twitter
- researchgate
- I dont
- Not really at all. More domain scientists, that have similar data sets as me, so we exchange experiences/ I learn from more experienced researchers
- Currently I do not network with Data Scientists
- none
- Mattermost, LinkedIn
- project meetings
- on site at the institute
- github, topic-specific Helmholtz-internal mattermost channels mostly
- Conferences etc
- Only partly on mattermost in the HPC/Python channels
- LinkedIn, ResearchGate
- twitter, email, linkedin, meetings
- twitter, Mastodon
- Mailing lists, slack, discord
- Unfortunately, I am not so much involved in the community of Data Scientists
- Slack communities, Mastodon. LinkedIn
- LinkedIn, technical forums (like LLVM discourse)
- GitLab, GitHub, Mattermost, Slack, Mastodon, Twitter
- Incubator Platforms, Twitter
- Twitter LinkedIn
- I do not "network" actively, I just retrieve the information from public sources and colleagues
- HIDA gitlab/mattermost, Stack Overflow
- LinkedIn, Mastodon, de-RSE Mailing list, de-RSE monthly call
- Twitter mostly
- WeChat
- Conferences
- Personal meetings
- Mainly Twitter
- non - I do not use social media
- Mostly at meeting or conferences
- I only did during Hida courses, and at GFZ - Hifis
- LinkedIn, Podcasts like Lex Fridman
- twitter, telegram
- Nowhere, I am not a data scientist. I only distribute the HiDA offers because I am a doctoral researcher representative
- personal communication
- LinkedIn
- Office
- Internal communication channel (mattermost GFZ) and Twitter (not so often)

- Data Science Symposia (AWI, GEOMAR, HEREON), University Bremen Data Science Centre, DataHUB EuU
- in person meetings on networking events + follow up through e-mail/social media
- LinkedIn, conferences
- I am not a data scientist
- LinkedIn
- linkedin

***n= 51; free text answer option***

## Group 7: HIDA

### **G07Q65: HIDA adds value to the Helmholtz Association.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Agree</i>	238	86,23
<i>Partially agree</i>	22	7,97
<i>Cannot answer</i>	15	5,43
<i>Disagree</i>	1	0,36

***n= 276***

### **G06Q64: HIDA's brand and work with regards to information and data science research is important and impactful.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Agree</i>	191	69,20
<i>Partially agree</i>	49	17,75
<i>Cannot answer</i>	32	11,59
<i>Disagree</i>	4	1,45

***n= 276***

### **G07Q82: Do you know the Helmholtz Incubator?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>True</i>	37	64,91
<i>False</i>	20	35,09

***n= 57***

**G07Q105: Where do you see the most potential in collaborating with HIDA?**

- Multidisciplinary projects.
- Research on AI and health. I believe such field is the perfect one for groundbreaking research results and such collaboration might position itself as a global reference

*n= 2; free text answer option*

**G07Q106: Have you collaborated with HIDA in the past?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>True</i>	8	80.0
<i>False</i>	2	20.0

*n= 10*

**G07Q107: The collaboration with HIDA was productive.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Agree</i>	7	87,50
<i>Partially agree</i>	1	12,50

*n= 8*

**G07Q108: Would you like to collaborate with HIDA in the future?**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>Yes</i>	2	100

*n= 2*

**G07Q109: Which area has potential for more collaborations between your platform and HIDA?**

- Intermediate or advance level programming,
- Exchange with schools, alumni/post-school-career tracking/handovers, community/networking workshops
- Courses and events,
- Helmholtz Data Challenges :)  
Scouting  
Promoting H.AI training events,
- I work for HMC and I think there are already collaborations, though I am not personally involved in any
- building a recruiting pipeline between the graduate schools and the centers
- reproducible data science, large scale data science and machine learning
- Advanced courses offered by HIDA, central register of non-HIDA courses
- Trainings

*n= 10; free text answer option*

**G04Q48: I would recommend my Helmholtz research center as an employer to my friends and family.**

<i>Answer</i>	<i>Absolute</i>	<i>Percentage</i>
<i>agree</i>	151	66,81
<i>partially agree</i>	51	22,57
<i>cannot answer</i>	19	8,41
<i>disagree</i>	5	2,21

**n= 226**

**G07Q110: Is there anything else you wish to give us feedback on?**

- The monthly HIDA updates are too frequent. Please create a yearly or half-yearly overview and spread it via only one contact point at each center. Currently, communication is directed to several contacts at the center in parallel, leading to confusion. This offensive marketing for HIDA is counter-productive.,
- Fund projects based on expertise and promising outcome, rather than seniority/fame of PIs
- I would be more happy if the recorded courses offered by HiDA would be publicly available for instance thorough YouTube channels
- The first part of the survey was a bit unclear (terminology, which center or organisation is what?)
- The leadership structure at some Helmholtz centers promotes Nepotism
- Getting the information that HIDA exists and what they offer once you start working at one of the Helmholtz Centers would be nice
- It would be great if HIDA could build it's own capacity of trainers and mentors. In the past years, HIDA acted in my view as coordination of courses provided by others. This is great and needs to remain the main mandate. For courses required a lot of times, it would be phantastic if HIDA could host data science instructors on its own
- I do not think that Helmholtz should gather more and more funds and resources for top-level projects (such as HIDA, HIP) but rather leave that to the single centers
- I see a great advantage of HIDA to discover similarities in needs with regards to Data Science that might be supported by the Helmholtz Gemeinschaft, e.g. common solutions for safe and secure data exchange on german servers, common activities like supporting development of german or european solutions eg. for speech recognition to have solutions that work within the boundaries of IT security
- No
- I think HIDA is doing a wonderful job!,
- THANK YOU
- More support for networking between the schools would be beneficial.  
Exchange programs are great but difficult to do due to the short contracts of 3 years and because the topics are already given. To find a topic that is relevant for one's PhD, one has to be lucky
- Please, offer more of your excellent courses!
- Regarding HIDA events, a short mail with a link to the calendar, e.g. every 2-3 months through the data science school would be nice.
- HIDA courses seem to be always quite basic. Would be fishing for more advanced courses, for example MPI in C++.
- the survey wasn't really anonymous if you ask if I am a school coordinator and at which center ;-)



Also, since it was not in the questions, I would like to give positive feedback about bringing the school coordinators together regularly, it really helps the networking between coordinators and their day to day work; between the ds schools in their entirety; and strengthens ties between schools and HIDA,

- Programs, talks, discussions about mathematical, mechanistic modelling approaches (e.g. ODE), maybe in applied sciences (e.g. biology).
- It is sometimes not clear, how HIDA is able to aggregate offers/work from the various schools,
- HIDAs exchange support which "fully covers an exchange" doesn't cover the salary. So, since it was not fully supporting to quickly finish the PhD it was not possible to do.
- Not really, I'm observing the activities since 2021 and I am very happy with the developments. I wish the best for this evaluation round. Cheers,
- to the last question: my family and friends are not working in a field relevant to "my" Helmholtz research center. Why should I recommend it as employer to them?,
- The possibilities to organise events in the HIDA office/Friedrichstrasse should be communicated
- Thanks for the hard work and great courses! I have learned a lot through HIDA.
- As I said, I'm not a data scientist. I'm not anymore in the research. [...] I forward the HIDA offers. It's sometimes a bit too much information from HIDA. I'm afraid of bothering my colleagues by sending too much,
- It would be great if a lot more opportunities by HIDA are also given to the public or collaborative researchers.
- Scope of collaborating with other countries on specific problems / challenges is still an untapped opportunity for Helmholtz Association. HIDA could play a good role in setting up dataset competitions, exchange programs with other countries and other joint projects which may enable better research outcomes and larger benefit to society.
- HIDA offers great initiatives, but could also provide more support for international scholars for better mobility in visa application, etc.
- HiDA exchange program provides around 2000 EUR per month to HiDA trainee which I think is not enough. It should be around 5000 EUR per month. When the trainee goes to other city for HiDA exchange than the trainee needs to pay at least 2500 EUR to hotel for one month stay. Thus, I suggest that the amount must be increased at least up to 5000 EUR per month.
- How is the last question connected to the purpose of this questionnaire??
- You have done and are doing a great and valuable job for Helmholtz and the early-career researchers! Well done!,
- thank you very much for the experience!,

***n= 32; free text answer option***