

SELF-EVALUATION REPORT

2016-2022

Max Weber Programme



Table of Contents

Executive Summary.....	5
1. Introduction	8
1.0 Foreword by the Director.....	8
1.1 Max Weber Programme objectives and mission.....	9
1.2 The Max Weber Fellowship.....	12
1.3 Changes	15
1.4 Structure of the report.....	17
2. MWP in numbers: Fellows, applications, awards and activities	20
2.1 Fellows	20
2.2 Applications	22
2.4 Awards.....	27
2.5 Activities	31
2.6 Satisfaction	32
3. Academic Practice Activities: aims, experiences and self-assessment	36
3.1 Introduction.....	36
3.1.1 Design principles of the Academic Practice activities and the role of the FIESOLE Group	37
3.1.2 Covid response and current structure of the Academic Practice activities.....	39
3.2 Preparation for the job market and career development.....	40
3.3 Writing and publishing	42
3.4 Teaching Module and Max Weber Teaching Certificate	44
3.5 Brief self-assessment of the Academic Practice Activities.....	46
4. Research.....	50
4.1 Introduction	50
4.2 Publications	52
4.3 Research support.....	58
4.4 Multidisciplinary research activities	60
5. After the Fellowship: Mobility, careers and academic productivity	62
5.1 MWP job market support and job market outcomes	62
5.2 Alumni careers.....	64
5.2.1 Current placements	65
5.2.2 Fellows' career progression	67
5.2.3 Comparison between Fellows and reserve list candidates.....	72

5.3 Publications	74
5.4 Summary and discussion	75
6. Discussion: Looking into the future of the Max Weber Programme	78
6.1 Structural matters: budget and staffing	78
6.2 The Max Weber Programme as part of the EUI	79
6.3 Fellowships and recruitment	79
6.4 Academic practice and activities	81
6.5 Multidisciplinary activities	82
6.6 The Max Weber Programme as public service: Academic Careers Observatory (ACO) and research communication	82
Appendix	86
List of Max Weber Fellows	86
Academic Year 2016/17	86
Academic Year 2017/18	87
Academic Year 2018/19	89
Academic Year 2019/20	90
Academic Year 2020/21	91
Academic Year 2021/22	92
Academic Year 2022/23	94
Max Weber Programme Team	96
Academic Year 2016/17	96
Academic Year 2017/18	96
Academic Year 2018/19	96
Academic Year 2019/20	96
Academic Year 2020/21	96
Academic Year 2021/22	96
Academic Year 2022/23	96
List of Academic Practice Activities	97
Academic Year 2016/17	97
Academic Year 2017/18	98
Academic Year 2018/19	100
Academic Year 2019/20	101
Academic Year 2020/21	103
Academic Year 2021/22	104

Max Weber Multidisciplinary Research Activities	106
Academic Year 2016/17	106
Academic Year 2017/18	108
Academic Year 2018/19	110
Academic Year 2019/20	112
Academic Year 2020/21	113
Academic Year 2021/22	114
Multidisciplinary Research Workshops	116
Academic Year 2016/17	116
Academic Year 2017/18	117
Academic Year 2018/19	118
Academic Year 2019/20	118
Academic Year 2020/21	119
Academic Year 2021/22	120
Masterclasses with the Max Weber Lecturers	121
Academic Year 2016/17	121
Academic Year 2017/18	121
Academic Year 2018/19	122
Academic Year 2019/20	123
Academic Year 2020/21	123
Academic Year 2021/22	123
List of first job after the Max Weber Programme Fellowship (2016-2022)	124

Executive Summary

Max Weber Programme, academic years 2016-17 to 2021-22

- The Max Weber Programme (MWP) is a structured postdoctoral programme in the humanities and social sciences. It is the largest of its kind in Europe.
- The number of applicants to the Max Weber Programme has remained high, even though it has declined in recent years. The entry rate to the Programme remains low with just 4-5% of applicants entering the Programme.
- Max Weber Fellows have high publication activity and produce high-quality research.
- The Max Weber Programme is a node in the geographical mobility of early stage researchers. The majority of Fellows finds jobs in other countries than the country where they received their PhD. In particular, almost half of Fellows with PhDs from the US or UK move on to jobs in other countries.
- The placement of Fellows is excellent. Thirty percent of Fellows move on to junior level faculty job directly from the Programme and half have entered a junior level faculty job within 2 years. Fellows make this transition more often and faster than comparable reserve list candidates who applied to the Programme but were not Fellows in the MWP.
- We identify maintaining the Programme's high attractiveness, future budget uncertainty, high turnover in the directorship and staff, the position of the MWP within the EUI and updated development of the Programme's activities as points of focus for the future.



1. INTRODUCTION

1. Introduction

Juho Härkönen

1.0 Foreword by the Director

I had the privilege of becoming Director of the Max Weber Programme for Postdoctoral Studies in September 2021, after being at the European University Institute as Professor of Sociology since February 2018. Although I knew then that the Max Weber Programme is one of the gems of the EUI, I was struck by the high academic quality of the Max Weber Fellows as well as the professionalism of the Programme's staff. I vividly remember how impressed I was by the high quality of the September presentations – where all Fellows present their work and plans – which showed how academically mature the Fellows were. The mere range of topics covered in these presentations reminded me of what academia should be all about: rigorous work and respectful exchange of ideas across a large range of topics.

I took over the Directorship at a time when the world and the Programme with it were hoping to exit from one-and-a-half years of the COVID-19 pandemic. Although these wishes proved to be somewhat premature, as the EUI had to go through another round of restrictions to presence on campus, the worst in many respects had already passed. The pandemic was of course a difficult period for everyone and I want to thank my predecessor, Dorothee Bohle, and the MWP staff for professionally steering the Programme through the first year-and-a-half of pandemic and lockdowns.

This self-evaluation report describes and discusses the activities of the Max Weber Programme and its Fellows from 2016 to 2022 (academic years 2016-17 to 2021-22). All EUI units go through an evaluation approximately every five years and the self-evaluation is a central part of it. In the self-evaluations, the academic units discuss strategic objectives, achievements and challenges, and provide data on early stage researchers' achievements, progress and satisfaction.

Given the recurring nature of the self-evaluations, they also provide an opportunity for reflecting upon progress made on issues raised in the previous evaluation. The Max Weber Programme did not go through an external evaluation for the 2013-2016 period, as external evaluations of the academic units were introduced only after the previous assessment period. Instead, in 2017 the EUI's Research Council discussed the self-evaluation and opined on the Max Weber Programme's balance between research and training, the question of whether the Fellowships should by default be for 24 rather than 12 months, issues relating to parental leaves and the assessment of the Programme's success in promoting the Fellows' placement. These topics are discussed in this introduction as well as the concluding chapter, while more detail on them is provided in different parts of the report.

This self-evaluation diverts from those of the other EUI units in some respects. As a postdoctoral programme, the Max Weber Programme does not have doctoral students. Unlike other units, it also does not have full-time faculty. Similarly to the departments, it does offer training to the Fellows, which, however, is more focused on professionalization activities and teaching and academic practice.

Also, as we will argue in more detail below, the Max Weber Programme is rather unique in the European space for social sciences and humanities. It is much larger, focuses solely on early stage researchers, is multidisciplinary, does not have a stable and visible scientific profile, and it includes academic training as a core component. Because of this combination, it is difficult or impossible to find a benchmark institution to compare it to. Many universities currently have Institutes or Collegiums for Advanced Studies, but these typically are not exclusively focused on early stage researchers who have just recently finished their PhD studies and they rarely offer a structured training programme. Many leading research institutions – such as the Max Planck Institutes – of course host a large number of postdocs, but always around a specific (sub-)discipline. The Nuffield Postdoctoral Prize Fellowships at Oxford offer three-year postdocs in economics, political science and sociology, but do not include a structured training component. For these reasons, we refrained from naming benchmark programmes for comparison in this self-evaluation. Instead, in Chapter 5 of this report, to benchmark some of the achievements – in terms of the Fellows' career successes and scientific productivity – we compared (former) Fellows to candidates who had applied to the Programme and were placed on a reserve list. This comparison thus addresses one of the issues raised by the Research Council in its opinion on the previous self-evaluation report.

The Introduction presents the key features of the Max Weber Programme and the Fellowship and summarizes some of the changes the programme has experienced during the evaluation period. It already highlights some of the challenges ahead, a matter we return to in the final chapter of the report (Chapter 6). The MWP is not an island but a core part of the EUI. Therefore, in the Introduction and concluding chapter especially, the report reflects upon the EUI's Strategy for 2019-24.

1.1 Max Weber Programme objectives and mission

The Max Weber Programme for Postdoctoral Studies at the European University Institute is in many respects a unique setting for postdoctoral research in the humanities and social sciences. Postdoctoral positions in Economics, History, Law and Political and Social Sciences – the disciplines covered at the EUI – usually come in two flavours. On the one hand, there are positions in which postdocs receive funding to pursue their individual research projects. These postdocs are rarely part of a larger

research community but can be one of the few – or the only – postdoctoral researchers in the department where they are based. On the other hand, postdoctoral researchers are increasingly recruited to work on projects funded by external research funding bodies. In these positions, postdocs become part of a larger project and research community, but generally have to devote their time to working on research questions, data and methods handed over to them by a more senior researcher. Quite often, this leaves the postdocs little time to develop their own research agendas.

The Max Weber Programme was designed to be neither of these. Instead, it was designed to establish a novel and unique environment for early stage researchers at a sensitive stage of their academic careers. The overall objective of the Max Weber Programme is to offer early stage researchers the opportunity to develop their research as well as to offer them further training in an international hub for collaboration and networking, all with the main goal of fostering their success in academia. With its focus on doctoral and postdoctoral training, the European University Institute has long been a leading European higher education institution for training the next generation of academics in the disciplines it covers. The Max Weber Programme is a good example of this focus. This is not to deny that a number of Max Weber alumni have entered successful careers outside academia – in both the public and private sectors – and we take great pride in their success. But it underlines the fact that the large majority of early stage researchers who seek for and are successful in getting postdoctoral opportunities aim at and come to pursue an academic career. The Max Weber Programme exists to support these goals.

Three key features distinguish the MWP from other postdoctoral opportunities in the humanities and social sciences, making it difficult to compare the MWP to any other European postdoctoral environment in these disciplines. First, a central feature of the MWP is that it offers further training to prepare postdoctoral fellows for a career in academia. Indeed, the MWP was originally funded by the European Commission to pioneer the idea of a taught postdoctoral programme in the humanities and social sciences. Such programmes had for long been found in the natural sciences but the MWP stands alone in developing a distinct model of postdoctoral education for the social sciences and humanities that combines support for research in the widest sense with training in teaching, academic communication and other career development skills. Even when such opportunities are available for postdocs in other programmes, they are rarely offered in a similarly structured manner.

Second, the MWP is a multidisciplinary environment within the humanities and social sciences. Although the Fellows are affiliated with one of the EUI's four departments or the Robert Schuman Centre, their primary affiliation remains with the MWP. The multidisciplinary environment is facilitated both through organized and informal

means. The MWP organizes several multidisciplinary activities, such as the monthly and prestigious Max Weber Lectures, the September presentations of the Fellows and multidisciplinary workshops organized bottom-up by the Fellows themselves. In addition to the activities organized by the Programme, the daily interactions between the Fellows facilitate and foster exchanges between disciplinary boundaries that can otherwise remain absent in more disciplinarily organized settings. All of this supports intellectual and personal exchange across disciplinary boundaries to encourage the transmission of ideas, theories and methodological approaches and improve understanding of the work done in neighbouring disciplines. Together with the Research Clusters and the Robert Schuman Centre, the Max Weber Programme is one of the EUI's multidisciplinary research pillars.

At the same time, while facilitating multidisciplinary activities and exchange, the MWP recognizes that the academic job market continues to be organized according to academic disciplines, which is why the Fellows need a strong attachment to their primary discipline. Each Max Weber Fellow has a mentor in their department or the Robert Schuman Centre and is encouraged to participate in the activities and life of the academic unit they are affiliated with. In addition, the MWP organizes activities – such as workshops on publishing in the disciplines – that are meant to further strengthen the Fellows' success in their discipline and the job market.

A third core feature of the MWP is its global nature. No national academic culture dominates in the MWP. The 61 Max Weber Fellows of the current cohort come from 31 countries and no more than five Fellows are from a single country. A third of the Fellows originate from outside Europe and roughly a half from outside the EU. Over time, more than 700 Fellows from over 100 countries have enjoyed the opportunities to pursue their research and advance their academic skills as Max Weber Fellows at the European University Institute. The Max Weber Programme has consistently been successful in bringing scholars from different parts of the world to the EUI and added to its academic vibrancy and diversity. The global nature of the Max Weber Programme is visible not only in where the Fellows come from, but where they move to once completing their Fellowships and beyond. Max Weber alumni are found on all continents. As will be discussed in more detail in Chapter 5, the MWP is an international node in young academics' careers and has also been a part of many scholars' career trajectory when they have transitioned to Europe from doctoral programmes elsewhere. Finally, the international and global nature of the Programme also increasingly characterizes the research done by the Fellows. Indeed, the Max Weber Programme pioneered the EUI's global engagement and contributed to making the EUI not just a European but a global network node for academics in the humanities and social sciences well before these aims were written down in the EUI's Strategy for 2019-24.

1.2 The Max Weber Fellowship

What is the Max Weber Fellowship? This section describes it in more detail, starting from the application process and going through the conditions of the Fellowship and the activities offered.

The Max Weber Fellowship is a residential and taught postdoctoral Fellowship in which academic activities play an important role, next to research done by the Fellows. The academic activities consist of Multidisciplinary Activities and Academic Practice offerings. The former include the monthly Max Weber Lectures, the September presentations, and the multidisciplinary workshops as well as the June conference, whereas the Academic Practice training activities are structured around the three pillars of job market preparation and career development, writing and publishing, and teaching, as discussed in more detail in Chapter 3.

Figure 1.1 provides an overview of the academic activities across the academic year. The mandatory events are highlighted in bold.

The call for applications for Max Weber Fellowships is publicized in July and the deadline for applications is in mid-October. The Fellowships are advertised on the Programme's and EUI's websites and social media channels, general and disciplinary job market websites and by the EUI faculty and Max Weber Fellows and alumni, who help spread information about the Fellowships through their personal networks.

The candidates apply with their own research project proposals and also submit their CVs, an academic career statement and reference letters (sent directly by the letter providers). The ranking of candidates is largely done in the four departments, the Robert Schuman Centre and from 2023 onwards, the School of Transnational Governance. The academic units present their lists of proposed candidates to the Programme and by early December the applicants are informed of the results of the selection. The selection of the incoming cohort is typically completed by March.

Figure 1.1 Overview of MWP academic activities during the academic year



The selection criteria for the Fellowship are general academic excellence and potential, the quality of the research proposal, the availability of mentorship by the EUI faculty as well as diversity in terms of gender, geographical origin and background. In order to keep the recruitment open and fair, the applicants should not contact EUI faculty for consultation prior to applying. By the MWP rules, graduates from the EUI can only apply to the MWP if they have been away from the EUI for at least two consecutive years. The MWP cannot thus, as a rule, recruit postdoctoral fellows from the EUI's deep pool of doctorates. This guarantees the openness of the MWP and its selection process and shows in the composition of the Max Weber Fellows and their backgrounds, where the Fellows come from a large range of countries and universities.¹

The Max Weber Fellowships are granted for 12 or 24 months. Currently most of the Fellows in Economics (ECO), History and Civilisation (HEC) and the Political and Social Sciences (SPS) are offered 24-month Fellowships while the Department of Law (LAW) and the Robert Schuman Centre (RSC) continue to offer 12-month Fellowships. The 24-month Fellowships originated with the Economics Department as it was felt that restricting the Fellowships to 12 months would unnecessarily hinder the competitiveness of the Programme compared to alternative opportunities. In the most recent years, HEC and SPS also moved towards offering 24-month Fellowships.

The 24-month Fellowships offers Fellows stability and more time to develop their research before (re-)entering the job market, but it also means a reduction in the number of early stage researchers who can benefit from the Fellowship. Fellows offered a 24-month Fellowship are expected to stay with the Programme for most of the time during the first year and become more integrated with the academic units during the second year. Some Fellows (in ECO and SPS) take up part-time assistant professorships that include teaching in the departments. This arrangement integrates them more closely to the departments' teaching activities during the second year. The Fellowship can be extended beyond two years only in exceptional cases.

Each year, some Fellows who came to the Programme with a 12-month Fellowship stay for a second year, often with external funding. External funding can also be used to enter the Programme in the first place. In addition to the Fellowships paid from the regular MWP budget, special grants for Polish, Slovenian, Greek, Finnish and

¹ Exceptionally, this rule was waived for the special call for early stage researchers affected by the war in Ukraine, where recent EUI graduates were allowed to apply.

Japanese nationals are available; the Programme also welcomes Fellows who have won funding from national funding bodies or foundations.

The regular Max Weber Fellowship grant remained at 2,000 per month throughout 2016-22 (although minor adjustments for inflation were made more recently). In addition to the regular grant, all Fellows receive an annual research allowance of 1,000 and a relocation allowance. Fellows arriving with family are also eligible for supplements to the grant. Finally, Fellows who take on a part-time assistant professorship during the second year of the Fellowship receive a higher grant of 3,000 per month.

1.3 Changes

During the current period covered by this evaluation, the MWP has witnessed a number of changes, some planned and others not. After Richard Bellamy's term ended in 2019, the Directorship of the Programme changed from being a full-time to a part-time position held by a faculty member of the EUI. This change reflects the maturation of the MWP from a novel postdoctoral programme in the humanities and the social sciences to an institution with its established contents and practices. At the same time, it has meant that the Director manages the administration and development of the Max Weber Programme alongside other professorial duties (such as doctoral supervision), although with a reduced teaching load.

During the evaluation period, the Directorship has been held by three people. Richard Bellamy's term ended in 2019 and he was succeeded by Professor Dorothee Bohle as the first non-full-time Director of the Programme. After receiving a professorship at the University of Vienna, Bohle (Professor of Political Science in the SPS Department) left the Directorship before her term ended and in September 2021, Juho Härkönen (Professor of Sociology in the SPS Department) became the new Director.

Another change, which had clear implications for the Max Weber Fellows, has been an increase in 24-month Fellowships at the expense of 12-month ones. As discussed above, most of the Fellows in Economics, History and Civilisation and the Political and Social Sciences are currently offered 24-month Fellowships while the Department of Law and the Robert Schuman Centre continue to offer 12-month fellowships (RSC previously 24). This issue, which was also discussed during the previous evaluation, has thus developed in favour of longer Fellowships.

There have been other changes to what the Programme offers its Fellows as well. Starting from 2022, the four month parental leave – which extends the Fellowship for those who have a child during it – was extended to cover all carers, not just biological

mothers. The part-time assistant professor programme – which originated in the Economics Department – was taken up by the SPS Department. Currently, ECO has three and SPS Fellows as two part-time assistant professors.

Organisationally, the main changes – which will take place after this self-evaluation is written – have to do with the inclusion of the School of Transnational Governance as the EUI's sixth unit to host Max Weber Fellows, and the EUI's participation in CIVICA, the European university consortium for the social sciences. Regarding the former, three new Fellows will join the EUI and the STG in Fall 2023. The STG will be offering two-year Fellowships, where the Fellows take part in the STG's activities more fully in the second year. CIVICA started a postdoctoral exchange programme in Spring 2023, set up to foster postdoc mobility between the consortium partner universities. Two MWFs have been selected to spend their next academic year at partner universities and the MWP will be hosting three incoming postdocs through this programme. This programme will undoubtedly continue in the coming years and can form an additional networking layer for the MWP and its Fellows.

During the evaluation period, the Programme moved from the Badia Fiesolana building to Villa Paola and then back to the Badia again. Villa Paola offered a cosy environment for the Programme and its Fellows with a whole and relatively small building housing the entire Programme, which fostered community building. On the other hand, the Badia remains the central site of the EUI and the Programme's presence in the Badia can further improve its integration into the life of the EUI.

As for unplanned events, the COVID-19 crisis and Russia's occupation of Ukraine stand out. Like the rest of the EUI and academia around Europe and the world, the MWP had to abruptly move all its activities online and to the home office in March 2020. This obviously strained not only the Programme's activities but also its Fellows and staff. Yet the Programme can take pride in that it moved online and organized and delivered all activities but the Max Weber Lectures – which in their format do not work well in online mode – including the June conference. A big thank you for this impressive achievement goes to my predecessor Doro Bohle and in particular to the MWP staff who made it all happen.

The MWP reacted swiftly to Russia's attack on the Ukraine in February 2022. In March, the MWP was one of the first Programmes at the EUI and beyond to offer dedicated scholarships for postdocs affected by the war, not limited to Ukrainian nationals. As a result of an open call, the MWP received over 40 applications and could select four Fellows, two of whom started in the Programme immediately, the other two joining in the summer and in September, respectively. The hosting of four Fellows – rather than one as was initially planned – was made possible by generous funding from the

Academy of Finland, the European Commission's Joint Research Centres, and the Swedish Research Council. These four Fellows have since become an integral part of the Max Weber community and we are glad that we were able to extend their funding beyond the originally planned period that would have ended in August 2023.

1.4 Structure of the report

The following chapters between this Introduction and the discussion and future outlook (Chapter 6) present statistical data on the Programme and its developments (Chapter 2, Facts and Figures), on academic practice and training (Chapter 3), on research (Chapter 4) and on job placement and academic careers of the Max Weber Fellows and alumni (Chapter 5).

This report has been a collective endeavour by the Max Weber Programme team. Laurie Anderson and Libor Št pánek wrote Chapter 3, which provides an overview and discussion of the Programme's Academic Practice offerings. Veselina Spiridonova, Elisa Ciani and Julia Hiltrop (Academic Service) provided data, editing help and coordination throughout the report writing process. Ognjen Aleksic gave input to all parts of the report with his long institutional memory of the Programme. Alyson Price worked on the text. Karin Tilmans provided early input into the report planning and writing process. Alongside the MWP staff, PhD Researcher Salvador Lima helped gather and put together data presented in Chapter 2, and PhD Researchers Juho Hänninen, Jos van Leeuwen, Gaia Ghirardi and Giuseppe Ciccolini were central in collecting the data on professional careers and scientific productivity that were used in Chapter 5.

A photograph of a courtyard in a historic building. The building has a red-tiled roof and a ground-floor arcade with arches supported by columns. A second-floor balcony with columns is visible. A tall, slender cypress tree stands on the right. Two people are walking in the courtyard. The ground is paved with red and grey tiles. In the foreground, there is a stone wall with two topiary trees in pots and a small sculpture on a pedestal.

2.
MWP IN NUMBERS:
Fellows, applications, awards and activities

2. MWP in numbers: Fellows, applications, awards and activities

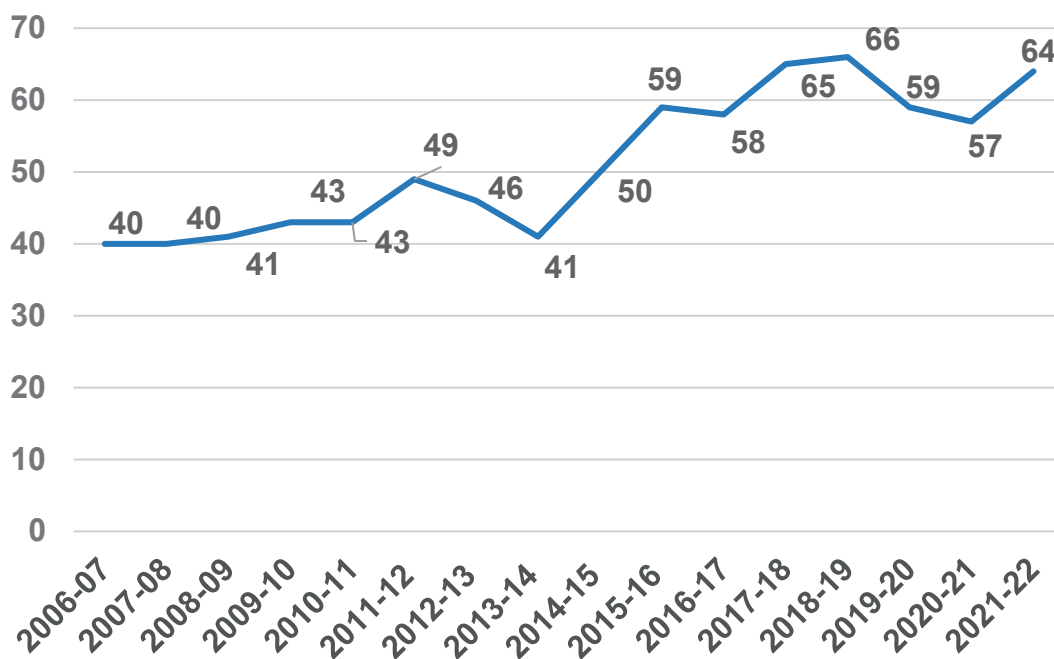
Juho Härkönen (with assistance from Elisa Ciani, Veselina Spiridonova, Salvador Lima and Julia Hlltrop)

The six sections of this chapter provide an overview of the Max Weber Programme in terms of numbers. How many Fellows has the Programme hosted and what have they looked like in terms of departmental affiliation, gender and background? How have the application numbers and success rates developed? How many activities has the Programme organized over the evaluation period, and how satisfied have the Fellows been? While the focus is on the academic years 2016-17 to 2021-22, some statistics put these figures into a larger context and compare them to longer-term trends since the start of the Programme. Figures from years after the evaluation period are discussed, when relevant, in Chapter 6, which looks at the Programme's future plans and challenges.

2.1 Fellows

The very first Max Weber Programme cohort (2006-07) had 40 Fellows. The number of Fellows grew thereafter (Figure 2.1), reaching 50 in 2014-15 and surpassing 60 in 2017-18. The 2018-19 cohort was the largest in the Programme's history, with 66 Fellows. The growth has reflected both the general establishment of the Programme as well as its organizational growth, with the Robert Schuman Centre joining the MWP in 2015 and an increase in externally funded Fellows and in Fellowships funded by external means.

Figure 2.1 Max Weber Fellows by cohort, 2006-07 to 2021-22



In terms of departmental affiliation (Figure 2.2), the largest number of Fellows has been affiliated with the Department of Political and Social Sciences (SPS). Since 2014-15, the number of SPS Fellows has been at least 15 and reached a high of 20 in 2018-19. The Departments of History and Civilisation (HEC) and Law (LAW) and the Robert Schuman Centre (RSC) hosted between 10-15 Fellows during the evaluation period, which represents an increase from the 10 annual Fellows in the early years of the Programme. The smaller number of Fellows affiliated with the Department of Economics (ECO), often less than 10 especially during the evaluation period (2016-2022), is related to the department’s use of second-year Fellows as part-time (assistant) professors, as discussed in the Introduction.

Figure 2.2 Max Weber Fellows by academic unit, 2006-07 to 2021-22

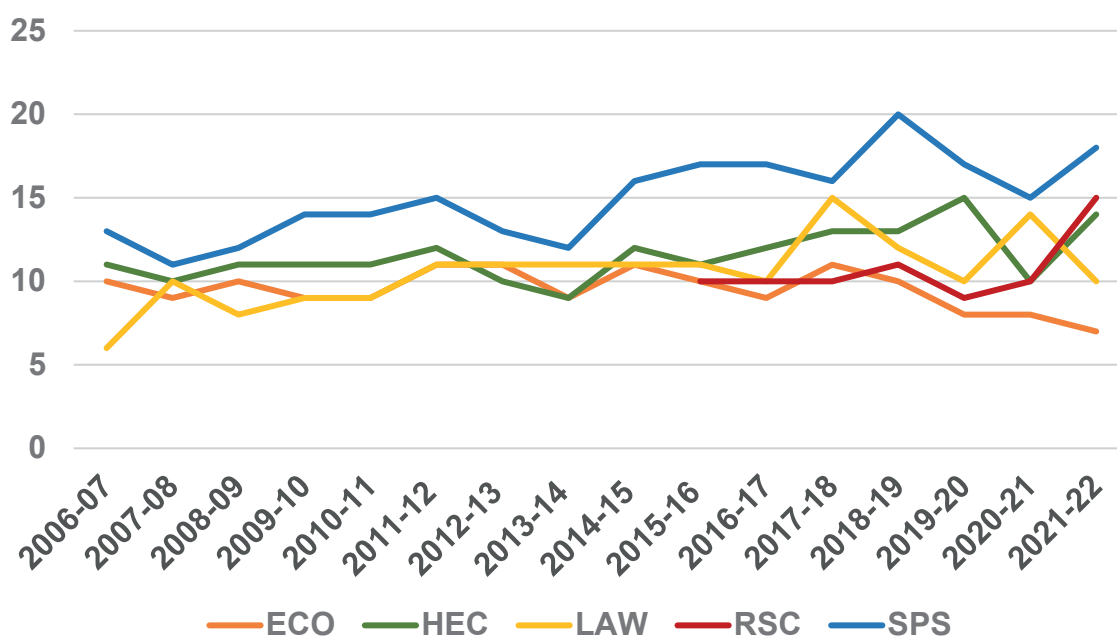


Table 2.1 presents a breakdown of Fellows present in the Programme during the evaluation period by first-year and second-year Fellows, and further by gender. 285 new Fellows were admitted to the Programme’s 2016-17 to 2021-22 cohorts. The largest number of admitted Fellows (73) were affiliated with the HEC Department, followed by SPS (69) and LAW (65), while the fewest new Fellows had an affiliation with the ECO Department (29). The gender distribution of the new Fellows was even. Two-year Fellowships were common in the Political and Social Sciences as well as Economics and the Robert Schuman Centre. They were rare in History and Law.² Again, the gender distribution of the second-year Fellows was even.

The final row of Table 2.1 shows the number of Fellows on special grants or external funding. The special grants include the Greek, Polish and Slovenian grants as well as the Canon grant for Japanese nationals. The external funding include grants from

² In History, 24 month Fellowships became standard since the 2022-23 cohort, which falls beyond the range covered here.

research projects (such as the ERC), national and other research funding bodies as well as foundations. The number of Fellows on a special grant or external funding varied between 5 and 10.

Table 2.1 First-year and second-year Fellows by year, department and gender, and special grants and externally funded Fellows by year

	2016- 17	2017- 18	2018- 19	2019- 20	2020- 21	2021- 22	All
First-year Fellows							
ECO	5	6	4	5	5	4	29
HEC	12	13	12	14	10	12	73
LAW	8	14	11	10	12	10	65
RSC	8	8	7	7	7	12	49
SPS	9	11	16	12	11	10	69
Female	19	25	25	26	24	26	145
Male	23	27	25	22	21	22	140
<i>All</i>	<i>42</i>	<i>52</i>	<i>50</i>	<i>48</i>	<i>45</i>	<i>48</i>	<i>285</i>
Second-year Fellows							
ECO	4	5	6	3	3	3	24
HEC	0	0	1	1	0	2	4
LAW	2	1	1	0	2	0	6
RSC	2	2	4	2	3	3	16
SPS	8	5	4	5	4	8	34
Female	11	5	6	6	3	9	40
Male	5	8	10	5	9	7	44
<i>All</i>	<i>16</i>	<i>13</i>	<i>16</i>	<i>11</i>	<i>12</i>	<i>16</i>	<i>84</i>
Special grants / external funding	5	10	9	6	9	9	60

2.2 Applications

The Max Weber Programme received a total of 6,893 applications for the 2016-17 to 2021-22 cohorts. The annual number of applications during this period varied between 1,058 in 2019-20 and 1,356 in 2017-18, which marked the record number of applicants in the Programme's history. Since this record year, the number of applicants remained around 1,100 until 2021-22 (Figure 2.3).

As presented in Figure 2.4, the Department of Political and Social Sciences continued to receive the largest number of applications during the follow-up period, with a total of 2,718 applicants, followed by the Department of History with 2,211 applicants. The Law and Economics Departments received

777 and 706 applications during the period, respectively, and 481 candidates applied for a Max Weber Fellowship with the Robert Schuman Centre.

Figure 2.3 Applications to the Max Weber Programme, 2016-17 to 2021-22 cohorts

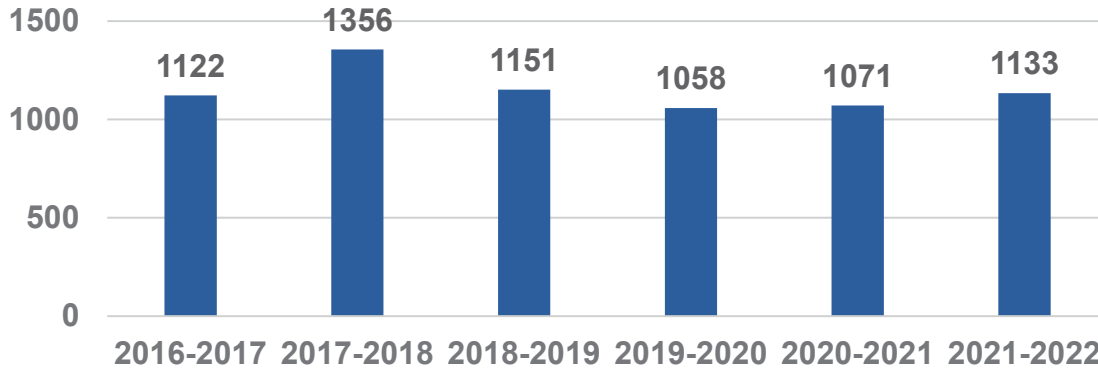
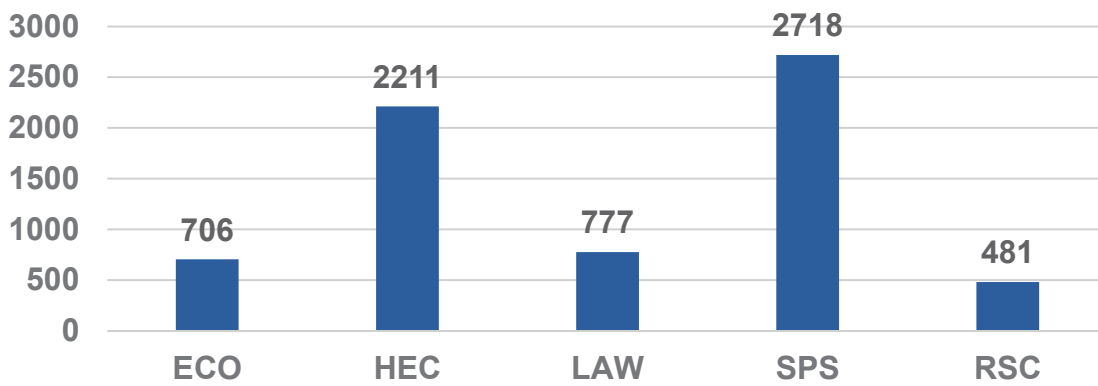


Figure 2.4 Applications by academic unit, 2016-17 to 2021-22 cohorts



To put these numbers in the context of longer trends in applications to the MWP, Figure 2.5 shows the development in the number of applications from the Programme’s very first 2006-07 cohort until 2021-22. Figure 2.6 presents the breakdown of these numbers by academic unit, starting from 2007-08 when the information is first available.

Figure 2.5 Applications to the Max Weber Programme, 2006-07 to 2021-22 cohorts

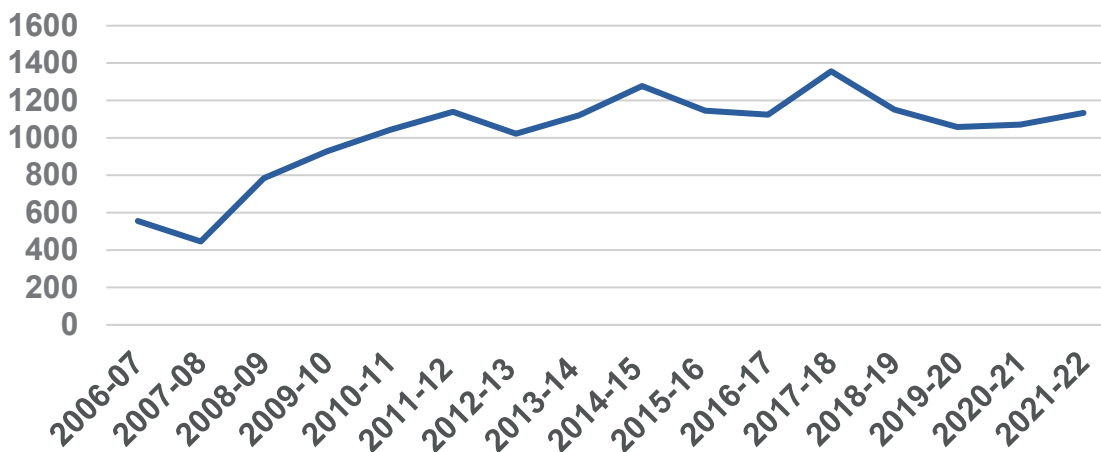
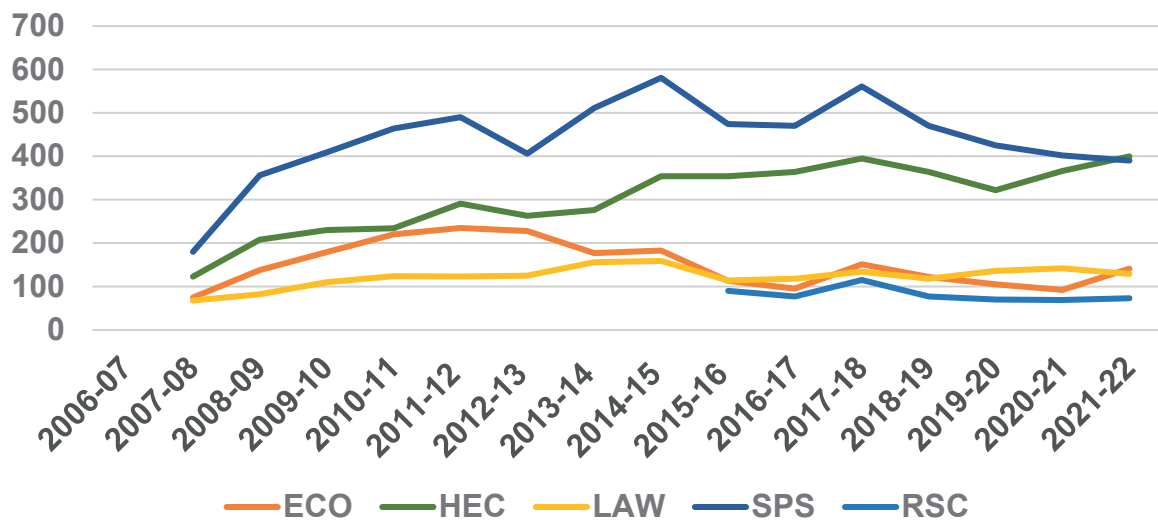


Figure 2.6 Applications to the Max Weber Programme by academic unit, 2007-08 to 2021-22 cohorts

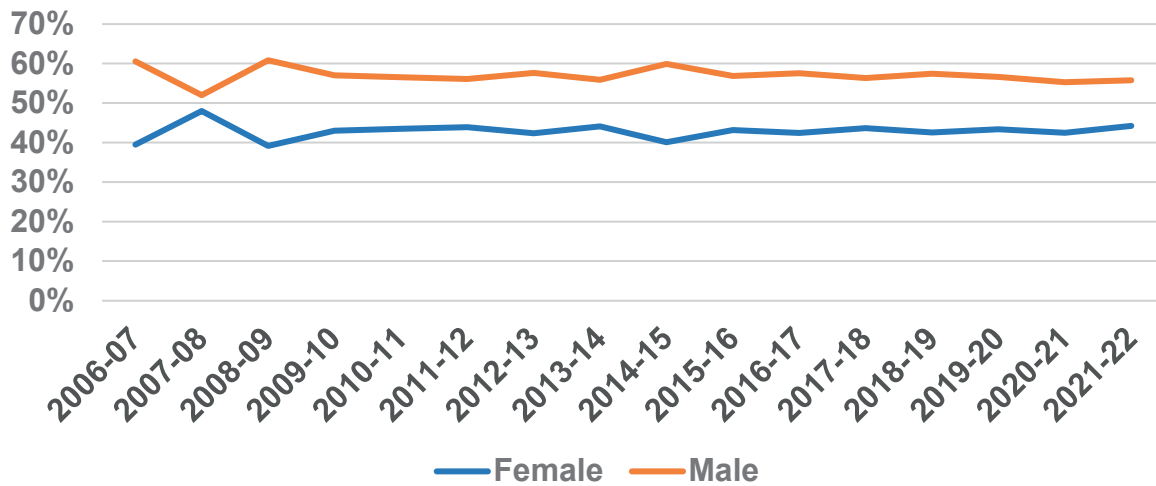


After the first years, the applicant numbers varied generally between 1,100 and 1,300 for a decade, from 2011-12 to 2021-22. Much of the initial increase in application numbers can be located to the trends in applications to the SPS Department. 180 candidates applied for a Max Weber Fellowship with the SPS Department for the 2007-08 cohort and this number reached a high of 581 in 2014-15. The number of applicants affiliated to the SPS Department ranged between 400 and 500 for most years until 2021-22. The number of applicants for a Fellowship with the HEC Department grew steadily to reach a peak of 400 applicants in 2021-22. Applications for a Fellowship with the ECO Department increased in the first years, to 235 in 2011-12, and have declined thereafter to around 100 annually during the evaluation period. There has been more stability in applications for a Fellowship with the LAW Department, and the numbers have generally varied between 100 and 150 since the first years of the Programme. In a typical year, there were between 70 and 100 applications for a Fellowship with the RSC since the Centre joined the Max Weber Programme in 2015-16.

The gender distribution of the applicants has been remarkably stable throughout the Programme's existence, and Figure 2.7 displays the share of applicants identifying as women or men. The share of applicants who identify as women has generally varied between 40% and 45% since the beginning of the Programme³. The share of female applicants is lower than the share of female Fellows the Programme has hosted each academic year (see above), indicating differences in acceptance rates.

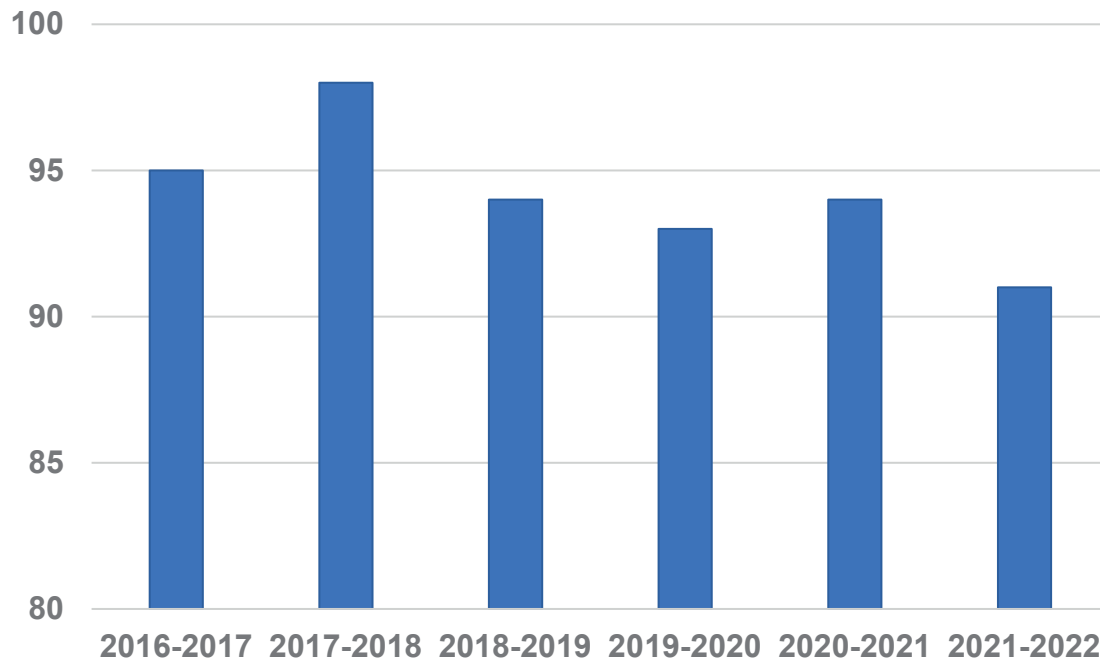
³ Applicants could self-identify as neither male nor female for the first time in the 2023-24 call.

Figure 2.7 Applications to the Max Weber Programme by gender (%), 2006-07 to 2021-22 cohorts



As a postdoctoral programme with a global reach, the MWP welcomes applications from across the world. The number of nationalities in each year’s applicant pool varied between 98 (2017-18) and 91 (2021-22), declining to 87 and 85, respectively in the last two rounds of applications (Figure 2.8).

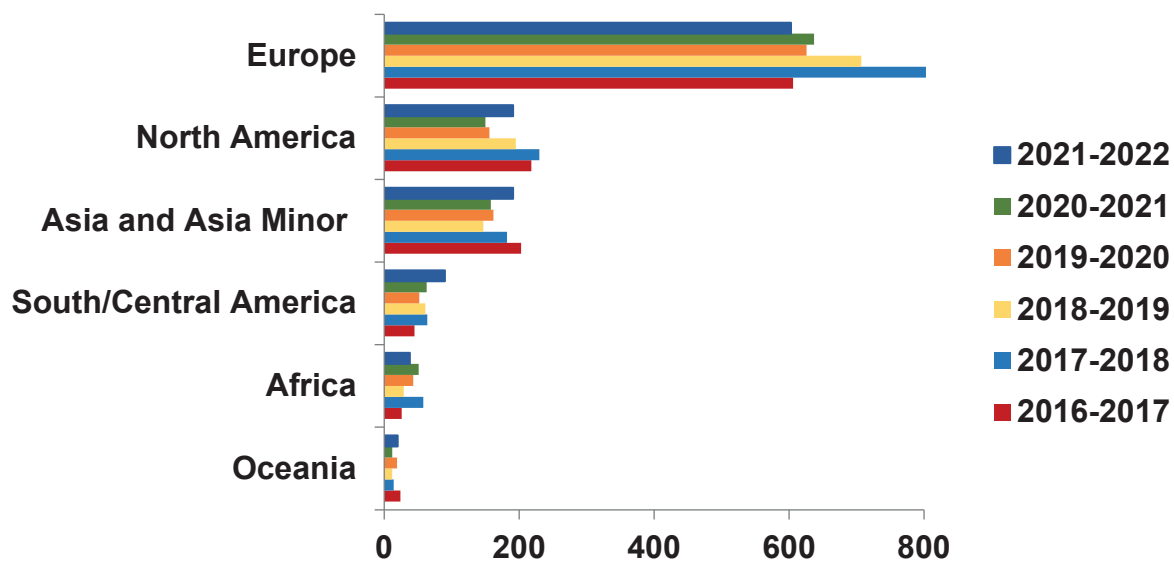
Figure 2.8 Applications to the Max Weber Programme: number of nationalities, 2006-07 to 2021-22



As one might expect, the largest number of applicants are European nationals (Figure 2.9). The Programme has received between 600 and 800 applications from European nationals annually. This represented just over a half of all applications and, notwithstanding some annual fluctuations, this share remained considerably stable

over the evaluation period. Although European nationals are the biggest group of applicants, almost a half of applications come from nationals outside Europe. The two next biggest regions from which the Programme attracts applications are North America (16.5%) and Asia (including Asia minor, 15.1%). Applicants of Southern and Central American (5.4%), African (3.1%) as well as Oceanian (1.5%) nationals together constitute a tenth of the applicant pool.

Figure 2.9 Applications to the Max Weber Programme by region of nationality, 2016-17 to 2021-22



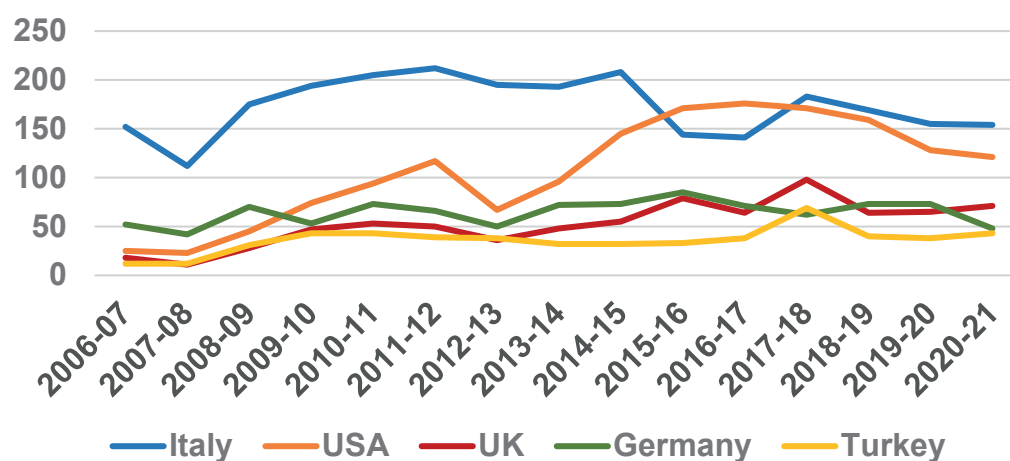
The MWP attracts the largest numbers of applicants from Italy and the United States, two nationalities which together account for over one fourth of the applicant pool (Table 2.2). Of the top dozen nationalities, half were nationals of current and former European Union countries (Italy, the UK, Germany, France, Spain and Greece).

Table 2.2 Applicants by nationality (2006-07 to 2021-22 cohorts): the top dozen

	N	% of all
Italy	938	13.7
USA	917	13.4
UK	430	6.3
Germany	376	5.5
Turkey	269	3.9
France	263	3.8
India	255	3.7
Canada	217	3.2
Spain	198	2.9
Greece	164	2.4
Brazil	142	2.1
Russia	137	2.0

To gain a view of the trends in applicants of the most common nationalities, Figure 2.10 shows how applications by candidates from the top-5 nationalities have developed over time. We can find large swings in the numbers of Italian and US citizens who have applied to the MWP. Although the number of Italian applicants has remained high throughout the Programme’s existence, they have decreased somewhat from around the mid-2010s. Application numbers from the United States grew until the same period and have remained high, in many years surpassing the applications by Italian nationals. Applications from the United Kingdom and Turkey increased during the first years of the Programme and have remained relatively stable – with annual fluctuations – as have the applications by German nationals, which have typically fluctuated between 50 and 70.

Figure 2.10 Applications by the five most common nationalities, 2006-07 to 2021-22



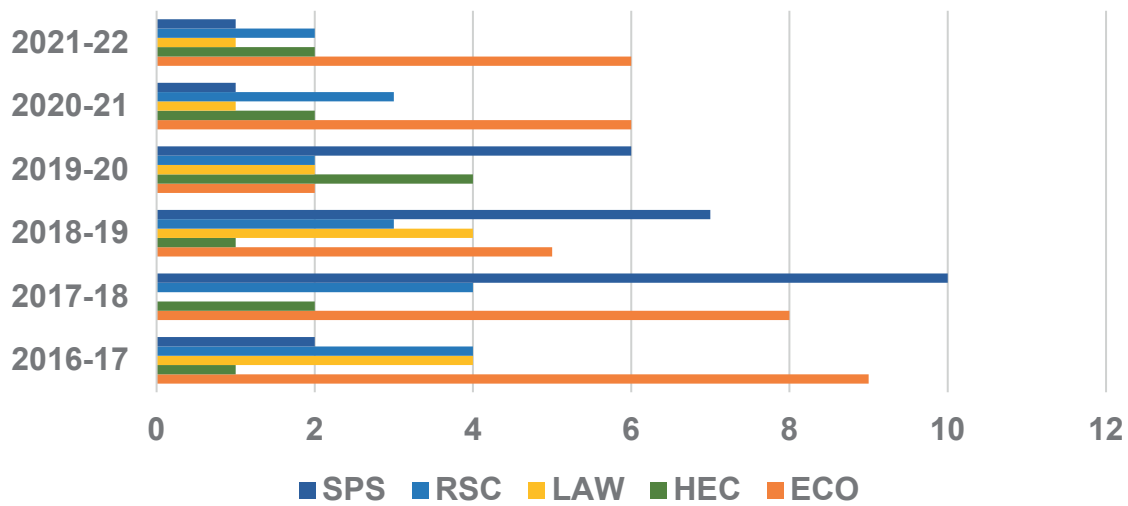
Taken together, these figures suggest that trends in applications from particular countries – and more generally – reflect on not just the attractiveness of the Max Weber Programme but alternative options in terms of national postdoctoral labour markets.

2.4 Awards

In total, 285 new Fellows entered the Programme from 2016-17 to 2021-22. As already presented in Table 2.1, 145 of the new Fellows identified as women and 140 identified as men, an even gender distribution.

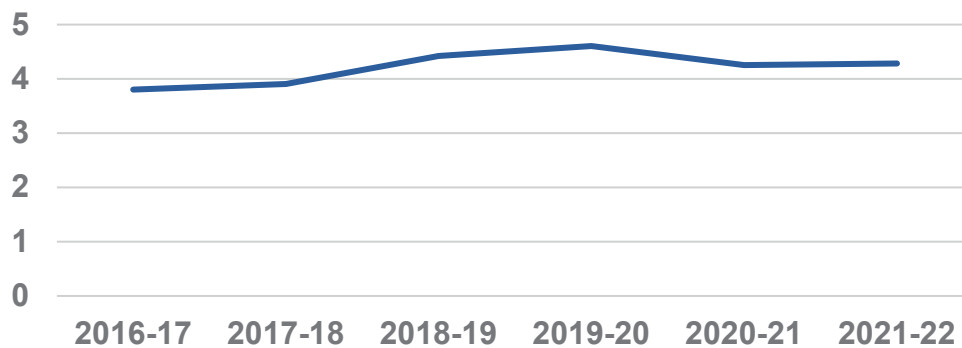
105 candidates who were offered a Fellowship did not accept it (Figure 2.11). This translates to a withdrawal rate of 37%. The withdrawal rate is the highest in Economics, with a total of 36 withdrawals for 29 offers, and the lowest for History where only 16% of the Fellowship offers were declined. Over time, the number of withdrawals has declined from 24 in the peak year of 2017-18 to 12 in 2021-22.

Figure 2.11 Number of Fellowship offers not accepted



The Max Weber Fellowships remain very competitive, as evidenced by the Programme’s entry rate, which was below 5% throughout the observation window (Figure 2.12).

Figure 2.12 Entry rate to the Max Weber programme, 2006-07 to 2021-22 (%)



A comparison of the entry rates across the departments (Figure 2.13) reveals that a Max Weber Fellowship with the SPS Department was the most competitive during the period, with only about 2-3% of applicants entering the Programme. This has been closely followed by the HEC and ECO Departments’ respective entry rates of 3-4% and 4-5%. Even though the entry rates have been higher for LAW (typically around 7-8%) and RSC (around 10%), the Fellowships to all of the EUIs academic units remain very competitive.

Figure 2.13 Average entry rate by academic unit (%)

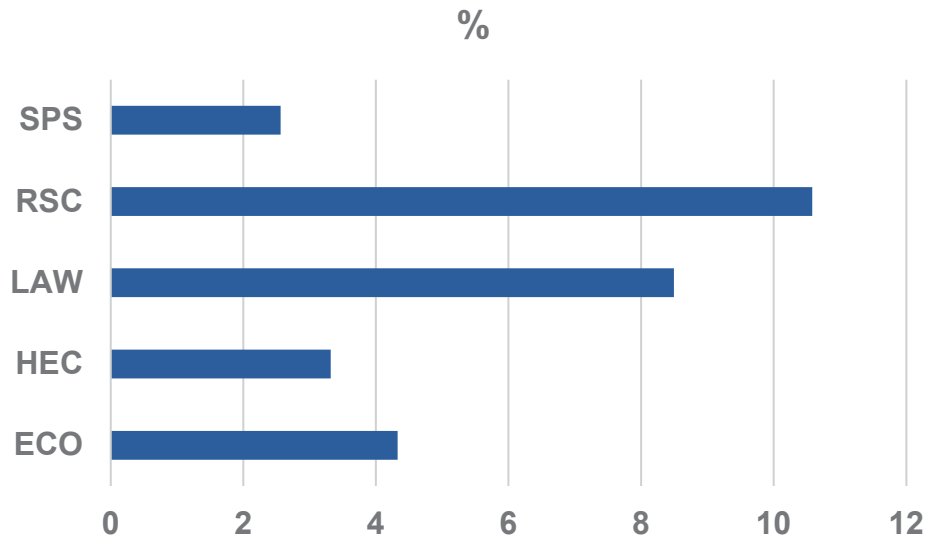
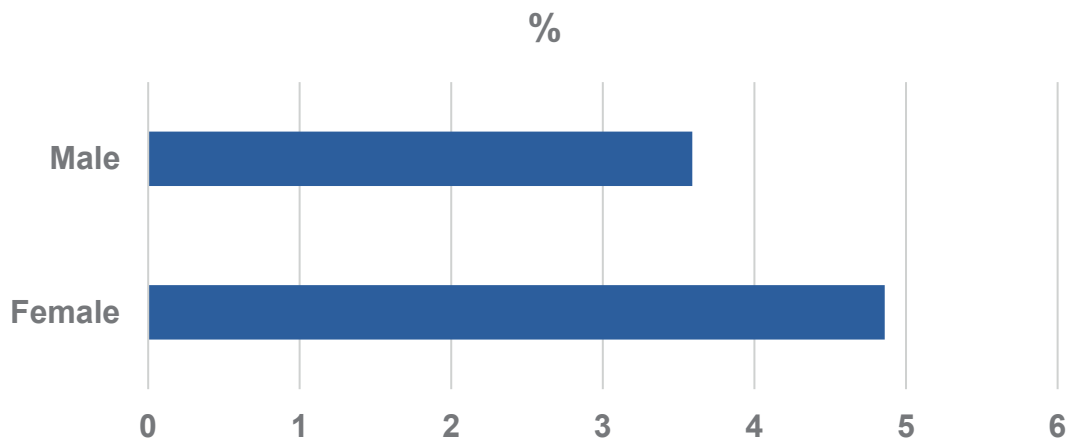


Figure 2.14 shows how the entry rates have been somewhat higher for women (close to 5%) than for men (around 3-4%). This explains how the higher share of male applicants (Figure 2.5) has translated into an even number of female and male first-year Fellows (Table 2.1).

Figure 2.14 Average entry rate by gender (%)



The 40-50 new Fellows that entered the Programme each year represented in a typical year 25-30 nationalities, as shown in Figure 2.15. 73% came from Europe, 10% from Asia and Asia minor, 9% from North America, and 4%, 2% and 1% from South America, Oceania and Africa, respectively (Table 2.3). The geographical distribution of the Fellows entering was more skewed towards Europe than the distribution of the applicants. The admission rate was correspondingly higher among European (and Oceanian) applicants than from other parts of the world. Additional examinations of the nationalities most represented among the new entrants, but not presented in the

figures and tables, showed that the most common nationalities were Italian (18%), German (10%), American (7%) and French (7%).

Figure 2.15 Number of nationalities of entering Max Weber Fellow cohorts

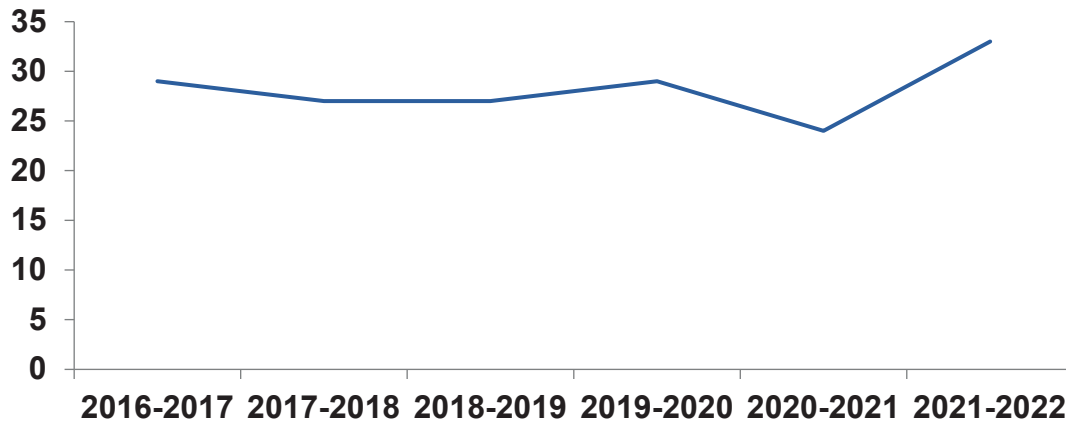
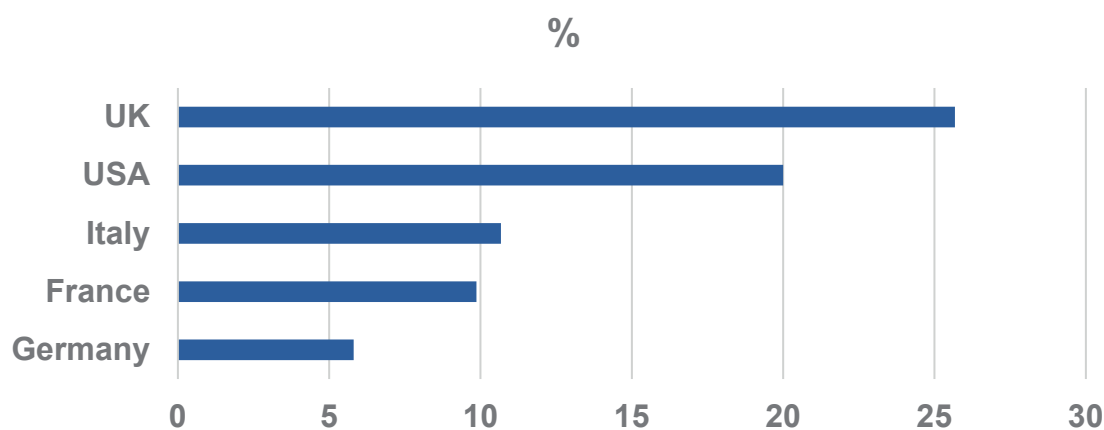


Table 2.3 Admitted Fellows and entry rate by region of (first reported) nationality

	Share of admitted Fellows	Entry rate
Europe	73%	5%
North America	9%	2%
South America	4%	3%
Asia & Asia minor	10%	3%
Africa	1%	1%
Oceania	2%	5%

Given academic mobility, nationalities do not necessarily reflect where the Fellows received their PhDs. Figure 2.16 presents the share of Fellows by the country that awarded their doctorate, listing the five most common countries of institutional provenance.

Figure 2.16 Share of admitted Max Weber Fellows by country of PhD awarding institution (top five)



Here, the UK and US institutions dominate and almost half of the Fellows received their doctorates from these two countries. It is worth noting that although 26% of the Fellows had doctorates from the UK, just 3% of the Fellows were UK nationals. Likewise, although 7% of the Fellows were US nationals, 20% of the Fellows had received a PhD from a US institution. On the other hand, 11% and 6% of the Fellows had PhDs from Italy and Germany, respectively, while the respective share of nationals from these countries was 18% and 10%.

2.5 Activities

As a taught postdoctoral programme, the MWP organizes numerous activities throughout the year. These activities fall under Academic Practice and Multidisciplinary Research activities, which are discussed in more detail in the following chapters. This section lists the number of the main activities organized each year, in Table 2.4.

Table 2.4 MWP Activities by main category

	2016- 2017	2017- 2018	2018- 2019	2019- 2020	2020- 2021	2021- 2022	Total
Lectures, Round tables	12	13	13	5	4	9	56
Interviews	7	8	9	5	4	3	36
Masterclasses	7	8	8	5	4	7	39
MRWs ¹	12	14	8	7	9	10	60
Conferences	2	3	3	3	1	1	13
PWWs ²	5	5	5	9	7	7	38
TMWs ³	7	7	9	7	5	5	40

¹ MRW = Multidisciplinary Research Workshop

² PWW = Publishing and Writing Workshop

³ TMW = Teaching Module Workshop

The monthly Max Weber Lectures have been the Programme's main regular event organized not only for the Fellows, but the EUI community as a whole. The Lectures are delivered by major scholars in the fields of the social sciences and humanities and gather a large audience. In addition to the monthly lectures, the Programme organizes Occasional Lectures and, during the COVID-19 years of 2020-21 as well as 2021-22, Book round tables discussing major new books. In total, the Programme organized 56 of these events. Attached to the Lectures, the MWP typically organizes a Masterclass given by the speaker, where the Fellows and other EUI members can engage more deeply with the speaker's work. In addition, two Fellows usually interview the speaker. The Lectures and Interviews are published on the Programme's YouTube channel. 36 interviews and 39 Masterclasses were organized during the evaluation period.

The Multidisciplinary Research Workshops (MRWs) are a core part of the Programme's Multidisciplinary Research Activities. The MRWs are bottom-up workshops organized by the Fellows on topics of their choice and, on average, 10 such workshops are organized each year. The annual June conference is another part of the

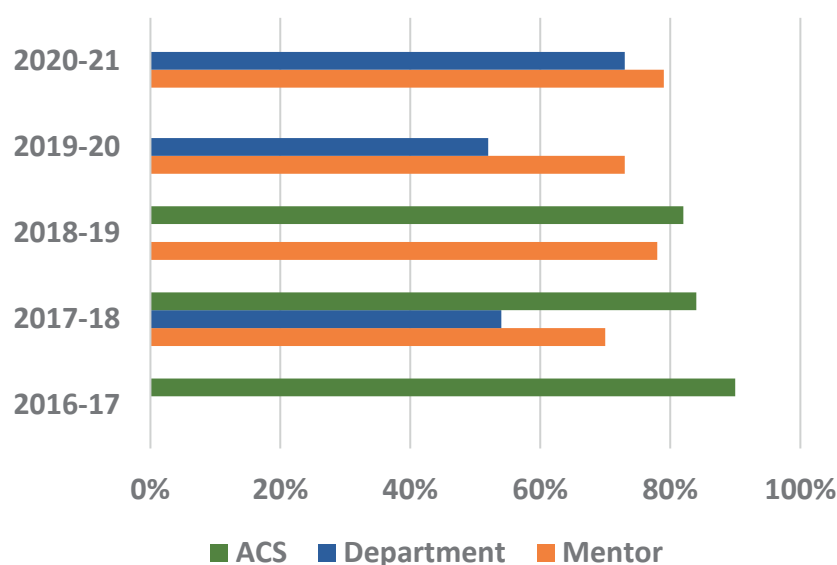
Multidisciplinary Research Activities, bringing together not just the Fellows in each cohort, but around 20 alumni who are invited back to the EUI to present and discuss their research. This event, again organized by the Fellows, provides continuity to the Programme where Fellows stay for 12 or 24 months and offers a possibility for current and former Fellows to get together and network. In addition, the Programme has in most years organized the Academic Careers Observatory conference focusing on research funding opportunities, and occasional conferences (including conferences on current EU topics with James Madison University).

The Publishing and Writing and Teaching Module Workshops and activities are part of Academic Practice activities, discussed in more detail in the next chapter. These activities are offered on a recurring basis, although their organization may differ from year to year (depending, for example, on whether journal publishing workshops are offered separately by discipline), which resulted in some variation in the number of activities offered annually.

2.6 Satisfaction

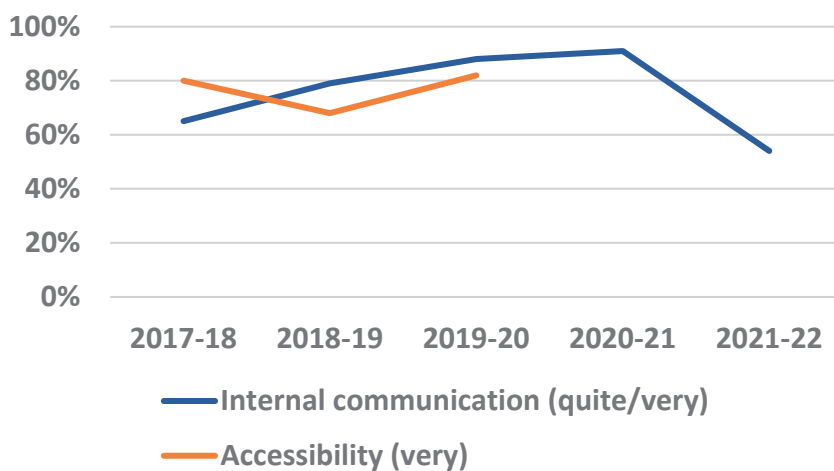
The MWP circulates surveys in the winter months, in June, or both inquiring about the Fellows' satisfaction with the Programme's activities. These surveys ask detailed questions about the different activities, on whether the Fellows participated in them and their satisfaction with them. They have typically also asked about satisfaction with communication within the Programme and the accessibility of the MWP staff. During the COVID-19 years of 2020 to 2022, ad hoc questions on the Programme's response to the pandemic were also included. Other questions too have been adapted to the offerings or situations each year. These data are reported and discussed in the Programme's Annual Reports, which are our main sources.

Figure 2.17 Fellows' satisfaction with their mentor (% "yes" reported) and perception of relevance of the relationship with the academic unit and Academic Communications Services (% "very" or "highly" reported)



The surveys are done precisely for the purpose of receiving feedback on the MWP's activities, thus many of the questions are adapted on a continuous basis. This limits the year to year comparability of the responses. Some central questions have been asked several times and Figures 2.17 and 2.18 show statistics on Fellows' satisfaction with their department, their mentor and the academic communication services (Figure 2.17), and with communication by the Programme and the Programme staff's accessibility (Figure 2.18).

Figure 2.18 Satisfaction with internal communication from the MWP (% reporting being "quite" or "very" satisfied) and accessibility of the MWP staff (% "very accessible" reported)



Responses to the other questions, including open ones, generally report high satisfaction with the Fellowship and the Programme's offerings. Satisfaction with the Programme's offerings has typically been higher with disciplinary and individually delivered activities, whereas satisfaction with the multidisciplinary activities (multidisciplinary workshops and Max Weber Lectures and book round tables) has been more ambiguous and with more variation in the responses. The former typically support the Fellows' current research and academic development needs more directly than the latter. Finally, the open ended questions regarding satisfaction with responses to the COVID-19 pandemic showed generally very high satisfaction with the efforts of the MWP team.



3

ACADEMIC PRACTICE ACTIVITIES:

aims, experiences and self-assessment

3. Academic Practice Activities: aims, experiences and self-assessment

Laurie Anderson and Libor Št pánek

3.1 Introduction

This section provides an overview and critical assessment of the Academic Practice (AP) activities carried out in the Max Weber Programme. These activities can be seen as a concrete expression of the preparation felt to be most useful for early career academics in the context of current EUI priorities, most importantly those of Bridging the capability gap in European higher education and Engaging globally.

In line with the Commission Communication (18 January 2022) emphasising the essential role universities should play in ‘shaping sustainable and resilient societies and economies’, the Max Weber Programme AP activities are based on design principles that recognize the close link between research and innovation in educational contexts and privilege the development of synergetic partnerships and research networks that can contribute to creating solid foundations for the development of ‘open, democratic, fair and sustainable societies as well as sustained growth, entrepreneurship and employment’⁴ in the EU and across the globe. With respect to academic values and freedom of scientific research, the AP activities focus on quality future-proof skills, diversity and inclusion, and aim to promote flexibility in academic careers through an integrated approach to teaching, research, academic leadership and outreach.

With today’s higher education scenario in rapid evolution, early career scholars need to prepare for the future and not just for the present. The Max Weber Programme responds to this challenge by approaching professional development in terms of capacity building in a lifelong learning perspective. At the same time, more immediate concerns – in particular, the need to successfully navigate an increasingly competitive academic job market – are addressed by equipping the Fellows with strategies that will allow them to successfully identify and resolve potential skill mismatches and gaps they may face in the future.

The Programme’s capacity to attract candidates from a wide range of national and regional contexts means that there is considerable diversity in previous training among incoming Fellows. This diversity is dealt with through a combination of collective and individual offerings that has evolved over the years in response to the needs of successive cohorts and changes in international academia. Some initiatives reaching beyond the immediate EUI community inform and support these offerings,

⁴ <https://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52022DC0016>

e.g. the FIESOLE Group, a network of applied linguists and language professionals from various European institutions which aims at developing best practices in academic communication for settings in which English functions as an academic lingua franca.

In what follows, the general principles underlying the current design and structure of the Programme's AP training are first briefly outlined, together with role of the FIESOLE Group. A description of the various offerings follows, together with a brief reflection on achievements, on lessons learnt especially from the COVID era, and on current challenges.

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

The cornerstone of the Max Weber AP activities is to foster Fellows' capacity for on-going professional development through reflective practice and peer review and interaction. *Reflective practice* consists in an ability to reflect on and critically assess one's own professional performance in order to adapt to new needs and to changing circumstances. Graham Gibbs, from the Learning Centre at the University of Oxford, worked with an early cohort of Fellows and was instrumental in helping establish the Programme's on-going emphasis on structured reflection as part of the 'experiential learning cycle' (Gibbs 1988). Reflection, as McAlpine and Weston (2002: 63) aptly put it, 'is the vehicle for turning experience into learning'. Alternating hands-on practice with opportunities for reflection is key to professional development since it is 'multiple, repeated observations and interactions with the phenomenon in particular contexts [that] enable one to detect patterns that then lead to knowledge'. Such self-awareness is not achieved in a vacuum: peer feedback is an essential component in the process of preparing research writing for submission to international journals; having a chance to see and hear oneself through the eyes and ears of one's audience or students (by viewing and discussing video recordings, for example) is critical to assessing and improving one's performance as a presenter or teacher. *Peer review and interaction* are thus important factors in professional development. For this reason, alongside workshops with experts in various areas of academic practice, over the years the Programme has drawn on the Fellows themselves as a resource in the design and implementation of activities, in order to exploit the synergies arising from their diverse experiences and from the multi-disciplinary nature of the Programme.

A third design principle underlying the Programme's AP activities is an emphasis on helping Fellows learn to respond flexibly to the requirements of different areas of academic practice and of diverse national contexts. Many skills are both transversal and transferable. Effective presentation skills, for example, are relevant not only for participation in international conferences but also for success in the job market and in the classroom: the challenge is to be able to critically adapt one's mode of interacting to the different aims and expectations of each of these settings. Given

that one of the Programme's principal mandates is to facilitate academic mobility and career advancement in Europe and beyond, the AP activities privilege a *strategic approach to skills development that explicitly incorporates a context-sensitive, transnational perspective*.

A central role in this respect is played by the FIESOLE Group, which came into being hand in hand with the opening of the Max Weber Programme in September 2006, when a group of applied linguists, educationalists and language professionals from various higher education institutions in Europe met to brainstorm ideas about how to give concrete support to the first cohort of Max Weber Fellows. Since then, the focus of the Group's activities has widened to include a concern with developing and disseminating best practices in the field of academic communication, with particular reference to the needs of doctoral and postdoctoral researchers and junior faculty in today's multilingual Europe and all around the world. In addition to the members of the EUI Language Centre's English Unit, members of the group have included faculty and language professionals from the London School of Economics (LSE) and Institute of Education (University College, London), Humboldt University (Berlin), Collège d'Europe (Bruges), University of Siena, Pompeu Fabra University (Barcelona), Department of Education (Oxford), Central European University (CEU), University of Copenhagen, Trinity College (Dublin), Universidad Autónoma de Madrid (UAM), University of Luxembourg and Masaryk University (Brno). The group collaborates through face-to-face interaction, teaching exchanges and virtual platforms in order to share teaching and learning practices that have proved successful in the members' home institutions. Through its activities, the group is dedicated to developing teaching materials, methodologies, and curricular guidelines particularly suited to multilingual settings in which English functions as an academic lingua franca. Specific areas of expertise include teaching and learning in university classrooms (with particular attention given to effective learner-centred approaches and cultural diversity), academic literacy, writing for publication and para-academic communication.

The Group's contribution to supporting a strategic and transnational approach to professional development within the Max Weber Programme can be exemplified by how it contributes to the consolidation of Fellows' oral communication skills. This work begins in September with observation and feedback on the Fellows' initial research presentations by the in-house members of the Group. In January, Fellows follow micro-teaching workshops in which feedback is provided both by peers and by the member of the FIESOLE Group, during most of the period under consideration, Lynn McAlpine (Oxford). In both cases, video-recording makes it possible for Fellows to also observe themselves first hand so as to achieve multiple perspectives on their performance. This strand culminates in the Teaching Practice weeks, in which Fellows can practise their teaching *in situ* at various European universities. Here, Fellows

receive more input and feedback on their teaching with students in the host institutions. This sequence allows participants to refine their oral communication skills and ability to interact with groups through reflection on experiences in different academic (and national) contexts.

The Group proved to be particularly valuable during the time of the COVID restrictions (2020-2022), when distance teaching and learning was fully or partially imposed. The flexibility of the network made possible emergency transfers of Fellows' practice sessions from university to university; in addition, members of the Group observed and taught the practising Fellows according to their time availability with no place restrictions. The strength of the network was demonstrated by its ability to quickly share technological and pedagogical know-how with the faculty and staff of participating institutions, making it possible to ensure effective support for online teaching, a support that was greatly appreciated by the Fellows.

3.1.2 Covid response and current structure of the Academic Practice activities

Approaching professional development strategically requires careful monitoring of both the career objectives and trajectories of individual Fellows and of general trends that characterize the current academic scene. Experience with successive MWP cohorts indicates that expertise in three broad areas of academic practice are fundamental for successful early-career advancement in a transnational perspective. First, understanding the dynamics of and responding to the varying expectations and requirements of different academic job markets (Marimon et al. 2008) is a must; this is also a practical concern that needs to be addressed from 'day one'. Just as essential is enhancing academic visibility and attractiveness through publishing with top-tier journals and publishers and through effective knowledge dissemination and networking. Finally, for many Programme participants, an important objective is to become better prepared to teach in the current higher education scenario characterized by increasing globalization, one in which increasing student diversity makes it imperative to be able to adapt to different cultural learning styles and to communicate fluently and effectively in English in multilingual settings.

The training component of the MWP addresses these three core areas of academic practice through a series of *three interlocking strands*:

- Preparation for the job market and career development
- Writing and publishing
- Teaching

The internal structure of each strand has evolved over the years on the basis of needs assessment carried out before the arrival of each new cohort and evaluative feedback provided by the Fellows mid-year and at the end of their stay. A common denominator, however, is the combination of a series of collective activities with

targeted individual support. The *collective activities* consist in a series of modules and workshops in academic communication and professional development delivered primarily by in-house staff (including colleagues from the EUI Centre for Academic Literacies and Languages), with the collaboration where appropriate of departmental faculty or external experts. *Individual support* is offered on a tutorial basis and varies according to each Fellow's background (academic, linguistic, geographical) and career objectives (for example, job markets targeted). Cutting across all three areas are initiatives designed to support professional academic leadership skills and effective career management.

In what follows, the offerings within the three strands as they are currently articulated are briefly outlined; where the Covid experience led to changes or adjustments that have informed the current aims and structure of given activities or offerings, this is highlighted in the subsection in question, along with the underlying rationale.

3.2 Preparation for the job market and career development

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

As regards the former, Fellows profit from the input and support provided by the Academic Careers Observatory, a unique resource for researchers looking for a job in academia and, in general, for people interested in the international comparison of academic careers. ACO activities involving the Fellows directly include the annual ACO conference, which focuses on national and EU funding opportunities of interest to early career scholars. Suspended for one year (2020-21) due to Covid restrictions, this event is normally held in the winter term in order to provide participants with sufficient lead time for preparing eventual applications. The focus of the most recent editions has been, at the request of the Fellows, primarily on ERC Starting Grants and Marie Curie Fellowships, and has included input from RSC project manager Ian Devine and Marie Curie Fellows hosted at the EUI, as well as opportunities to understand the ERC grant application process from the inside through interaction with former Fellows who have obtained ERC Starting Grants.

In addition to the ACO careers conference, throughout the academic year the Programme provides professional support and training to help Fellows present themselves effectively during the job search process and, in general, on the academic scene. Collective activities focusing on written communication include 'Job market package' input sessions with the Academic Communications Skills (ACS) staff, generally held early in the year. These sessions are designed to help Fellows develop their CVs, application letters, teaching statements etc. so as to showcase their scholarly profiles to best advantage according to the specific positions and national

job markets they are targeting. Individual support for job applications is then available throughout the year in the form of weekly tutorials and through the MWP copy-editing/language editing service. The last few years have been marked by an increasing openness among Fellows towards recruitment opportunities outside of the traditional European and North American academic job markets; this diversification has contributed to the already strong request for individualized support and coaching. It has also made having an effective web presence increasingly vital. In this regard, the EUI assures appropriate visibility by providing Fellows with a personal webpage, supported by the EUI Web Unit.

Tackling the job market successfully also requires an ability to interact effectively face-to-face during job talks, campus visits and interviews. To this end, as well as to enhance their public speaking skills in general, Fellows are offered the chance to give research presentations and to get feedback on these in three different contexts and at three key moments in the academic year: in September, when they present to a multidisciplinary audience composed of the other Fellows and EUI faculty members; in their departments at the beginning of the first term; in June, at the annual conference held by the Programme and which enables the Fellows to take stock of their work during the year that is just ending. The September presentations are filmed (the others can also be filmed on request) and the Fellows receive detailed feedback from two members of the ACS staff. Those wishing to work specifically on their oral presentation skills can then participate in a three-session Public Speaking module, designed for both native and non-native speakers of English, which is held by the ACS staff during the month of October. The Covid lockdowns and travel restrictions accelerated a trend towards conducting the early phases of interviewing for academic positions online; to meet this need, since 2020-21 specific sessions have been dedicated in the module in question to effective self-presentation in online settings.

The final stages of the job application process are a particularly 'high stakes' moment. Fellows preparing for job interviews may book a mock interview with a member of the ACS staff, which can be carried out either in person or online in order to simulate actual interview conditions. Self-organised mock job talks, with feedback from MWP peers, ACS staff and EUI faculty, give Fellows a chance to do a 'dry run' in a supportive setting prior to key campus visits and job interviews. During the Covid restrictions, when all interviews were conducted online, on various occasions ex-Fellows familiar with the job markets targeted participated in a mock panel or the Programme joined forces with the Fellow's PhD institution in organising a mock job talk; having observed the utility of drawing on this extended network in terms of preparation and support, we continue to encourage Fellows to do so where appropriate. These individualized 'just in time' modes of support are accessed extensively by Fellows and both survey and informal feedback indicate that they are particularly appreciated.

3.3 Writing and publishing

The AP offerings comprising the writing and publishing strand aim to enhance the ability of Fellows to write and publish in various key genres in their fields. Offered by in-house staff in collaboration with the EUI Centre for Academic Literacies and Languages (CALL) and with EUI faculty and external experts, they take various forms: one-off workshops, taught modules; facilitating of small groups of Fellows working towards similar goals; individual feedback and coaching.

An understanding of disciplinary-specific publishing strategies, of citation indexes and related bibliometric criteria, and of the journal review process is an important component of successful academic practice. Since 2019-20 the Programme has organized *disciplinary-specific publishing strategies workshops* (history, economics, political science/sociology, history) in the first term, in which Fellows (and in the case of history and economics, third and fourth year PhD researchers) have the chance to engage in a frank discussion of the journal submission and review process with two faculty members who are also seasoned journal editors. Drawing on feedback from Fellows from previous cohorts, these workshops were introduced in substitution of a previous multidisciplinary initiative (a round table involving faculty from all four departments). The workshops provide Fellows with an opportunity to re-examine and fine-tune their publishing agenda relatively early in their Fellowship, an aspect that has been shown to be linked to success on the academic job market (Anderson, 2017). They also reflect the Programme's aim at an institutional level to coordinate professional development initiatives where appropriate with the departments for reasons of effectiveness and economies of scale.

Three taught modules currently form the backbone of the AP support for academic publishing. These modules are delivered in conjunction with the Centre for Academic Literacies and Languages. The first, *Style in Academic Writing*, runs October to December. It takes the participants' own research writing and that of established scholars in their fields as a starting point to explore the interface between form (grammar/syntax), style/rhetoric and argumentative structure. The overall aim of this module is capacity building, i.e. supporting participants in expanding their expressive range in order to enhance scholarly 'voice' and effectiveness. Most Max Weber Fellows enter the Programme as already quite accomplished writers of academic English. This module is therefore not at all remedial; the accent, instead, is on enhancing participants' confidence and autonomy by presenting the writing process as a question of creative 'norm-referencing'. To this end, they work, for example, with large databases of disciplinary-specific research articles in order to uncover typical lexical and syntactic patterns and stylistic norms. The utility and appeal of this approach is demonstrated by the fact that native anglophone Fellows also tend to join the group and are often among the more enthusiastic participants.

The other two taught modules are more overtly 'product-oriented'. *Draft-to-Submission*, running January to March, provides focused support for getting an article ready for submission to a peer-reviewed journal. This module builds on the publishing strategies workshops mentioned above and mainly targets Fellows who have just completed their PhD. In some of the academic years in the period under consideration, a separate revise-and-resubmit workshop was offered in the second term, which brought the Programme's journal-related offerings full circle by addressing the challenges involved in responding proactively to the rejections or requests for revision inevitably received when international peer-reviewed journals are targeted as outlets for publication. The third module – and most significant addition to the Programme's publishing-related offerings during the period under consideration – is the co-taught module *Dissertation to Book*, designed by Ben Carver (EUI Centre for Academic Literacies and Languages). Articulated into three blocks (book proposal; sample chapter; throughline/draft conclusions), this course runs across the year (with intervals between each 4-session block), and is designed to help participants get their revised dissertation on the road to publication in book form. This offering was introduced in the academic year 2020-21 on the basis of a needs analysis and has proved popular among Fellows from disciplines in which book publishing is a key component in hiring and career advancement (history, law, various areas of sociology and political science).

Preparing work for submission to peer-reviewed journals and international publishers requires opportunities for peer feedback. Alongside the interdisciplinary Thematic Research Groups, for a number of Fellows the *disciplinary-based MW Writers' Groups* (WGs), instituted shortly after the Programme was founded, continue to be an important resource. These groups are facilitated by a member of the ACS staff who is both a writing expert and practising academic. Like similar initiatives with postdocs and junior faculty in other contexts (Lee & Boud 2003; McGrail et al. 2006), these groups give Fellows a chance to obtain input on the readability and effectiveness of texts before submitting them for publication, thus supporting the writing process and helping to boost output. Over the period under consideration, groups ran for HEC, LAW and SPS; during the Covid period, they were moved immediately online and proved particularly active and productive, with participants demonstrating considerable commitment and mutual support. Since the post-Covid 'return to normality' there has been a certain drop in Fellows' level of commitment to these groups (which to function successfully require both continuity and reciprocity), and we are monitoring the situation to assess whether adjustments in the offering may be required.

Knowing how to draft documents that can support an academic career, such as grant applications and book proposals, is more important than is frequently recognized. During the years covered by this report, the Programme drew on the input of external

experts in this area to some extent (e.g. prior to the Covid 'divide', in-person workshops with Henriette Bruun and Jacob Leveridge from UCL on effective grant writing; throughout the period, workshops – in person and online – on drafting a convincing book proposal with editors from Oxford, Cambridge and Cornell University Presses). An example of how close coordination of in-house support and external expertise can create effective synergies is provided by the support made available for preparing a book proposal: preliminary feedback on Fellows' book proposals by members of the ACS staff, followed by feedback from publishers' representatives). Since recourse to external experts can come with a cost, where feasible the Programme has been aiming to coordinate such initiatives with interested departments.

Individual consultations complete the AP offerings in the areas of writing and publishing. Offered weekly on a sign-up basis and open to all Fellows, these sessions can be used to discuss and revise writing in progress, but also to practise 'dry runs' of seminar or conference presentations, check slides or job application materials, or (on request) to revise specific aspects of English grammar or pronunciation. An important lesson over the years of the Programme has been that individual feedback based on Fellows' specific needs and concerns is often the most effective format for enhancing and strengthening academic communication skills.

Programme support for publishing is not limited to the above-indicated activities. Each Fellow is expected to write at least one *draft publication*, which – after feedback from their mentor – can be published on request in the Institute's open access research repository, Cadmus. The Max Weber Programme offers the Fellows an extensive copy-editing and language editing service, not only for these working papers but also for all and any writing for publication. Fellows can use this service for job-market needs (e.g. cover letters, CVs, grant applications), as well for various types of research-related writing. Feedback from Fellows has consistently highlight the importance of this service in supporting timely publishing in internationally-ranked journals and volumes, a core concern in terms of career planning and advancement.

3.4 Teaching Module and Max Weber Teaching Certificate

The Max Weber Teaching Module and Teaching Certificate aim to improve and develop standards of excellence in Fellows' teaching skills. They reflect global trends in the domain of teaching and learning practices in higher education. Since marrying traditional and innovative teaching theories with the day-to-day pragmatics is often easier said than done, especially when students' and institutions' expectations grow and external factors keep changing the rules of the game unexpectedly, this programme is designed to enhance Fellows' ability to develop their own teaching skills set and adapt to the diverse teaching environments of national and institutional cultures in a fully flexible and professional manner.

The MWP offers various options for gaining practical teaching experience: *abroad*, through an innovative programme involving Teaching Practice Weeks at European universities (typically from the FIESOLE Group network); *at local universities* (including several Florence-based American campuses), and *at the EUI itself*. Actual teaching by Fellows may not be a MWP requirement, but taking into account that Fellows arrive with differing backgrounds and that teaching methods differ across fields and university systems, gaining further training and practical experience is a priority for many of them.

A series of training activities involving experts in teaching and learning and in academic communication from the University of Oxford and from the institutions participating in the FIESOLE Group network (see above) constitutes the core of the MWP Teaching Module. At the beginning of the academic year preparatory meetings are held with representatives from the institutions involved in the Teaching Practice Weeks in order to familiarize Fellows with the typical organisation of and expectations about teaching in different national contexts. These are followed by a number of workshops and initiatives designed to encourage a reflective, transnational perspective on teaching/learning in higher education. Workshops have been held by EUI faculty and scholars from top universities, such as Lynn McAlpine (from the University of Oxford's Centre for Excellence, Preparing for Academic Practice), Mireia Trenchs Parera (from the University Pompeu Fabra, Barcelona), and Neil McLean (from the London School of Economics Language Centre), and include topics such as course design, lesson design, teaching tools, small group teaching, effective communication in the classroom, micro-teaching, feedback and assessment, and on challenges involved in working with students of different cultural and linguistic backgrounds. Opportunities for practice and feedback include micro-teaching sessions and small-group teaching, at the EUI itself, at local universities and abroad. Support for preparation for small-group teaching and opportunities for in-class observation and feedback are provided throughout the year by the in-house Academic Communications teaching staff.

The Max Weber teaching programme incorporates the common components of other teaching programmes for postdocs. It also goes further than them in demonstrating best practice by drawing on a well conceptualized developmental process developed at McGill University over 20 years ago, which is now used in many universities internationally (Saroyan & Amundsen, 2004). This series of developmental activities is complemented by workshops specifically designed with the transnational trajectories of many MW Fellows in mind. The key components of the certificate over the period focused on in this report have been the following:

- Introduction to a teaching portfolio: its role in personal development and institutional advancement

- Course design workshop: application of learning-centred thinking to the design of a course
- Microteaching workshop: teaching a component of the designed course using an interactive instructional strategy in a relatively risk-free environment
- Classroom observation workshop, with an emphasis on English as a Medium of Instruction (EMI) classrooms
- Workshop on teaching in culturally and linguistically diverse classrooms
- A teaching exchange: visit to another European university to teach undergraduate lessons
- Introduction to graduate supervision (rare in most programmes but a key responsibility of new academics)
- Submission by Fellows of a teaching portfolio summarizing their learning

The MW Teaching Certificate confers three ECTS credits, allowing for recognition in countries comprised in the European Higher Education Area (EHEA).

All the activities, including the Teaching Practice Weeks, were run even during the COVID-19 restrictions times (2020-2022), which was a clear benefit to the Fellows.

3.5 Brief self-assessment of the Academic Practice Activities

The main achievements of the Academic Practice component of the Max Weber Programme to date, with particular reference to the period in focus, can be synthesised as follows:

- Provision of effective support for career development and publishing of MW Fellows (as shown by the career trajectories and publishing records of the Programme's participants).
- Development of training approaches to English as an academic lingua franca that:
 - ✓ explicitly recognize the status of English as the language of *international* scholars and students and cater to the communication needs of both native and non-native speakers of English (thereby taking the internationalisation of higher education and the globalization of academic careers as the baseline against which to measure the effectiveness of training initiatives);
 - ✓ are sensitive to disciplinary differences (thanks to a close integration of training and research which make it possible to achieve an emic perspective on disciplinary-specific concerns and career trajectories);
 - ✓ have proved exportable to different national contexts (as shown by the fact that several previous Fellows have drawn on the Programme's AP activities framework to develop academic practice activities in their post-MWP institutions);
 - ✓ have proved sufficiently robust to weather the exogenous shock of the move online during the Covid restrictions and flexible enough to incorporate the

lessons learned into updated training offerings that can be adapted to both in person and online formats.

- Development of a training programme – the *Max Weber Teaching Certificate* – designed to prepare early-career scholars for effective teaching in an increasingly globalized academic context. The certificate can be seen as a concrete example of a set of structured, interconnected activities that reflect best practices in professional development and are designed to respond to the challenges of teaching to culturally-diverse groups of students, in-class or online, in an increasingly integrated HE space (EHEA) and beyond.
- Development of an international network – the *FIESOLE Group* – dedicated to developing best practices in academic communication in a European perspective. In exploiting the potential for collaboration among group members and their home universities in different national contexts, the network represents a potential model for other EU institutions of higher education for the training of early-career scholars.

The main challenges in training for Academic Practice that have emerged over the last three years or so and that will need to be systematically monitored and addressed in upcoming years can be summarised as follows:

- With the emergence of a more diversified approach to the academic job market on the part of recent cohorts of Fellows, there is a need to monitor ‘emerging’ academic job markets beyond the Programme’s traditional focus on Europe and North America.
- An increasing number of Fellows are moving on to teaching/research positions in institutions in non-anglophone countries in which English is a language of instruction. There is thus a need to monitor emerging trends in training for EMI (English Medium Instruction) and reflect these in the AP training provided.
- The experience of the COVID-19 restrictions times has brought home that it will be essential in upcoming years to focus on ICT-enhanced, and recently also AI-enhanced Fellows’ academic work, be it research, teaching, or leadership (Rapanta et al. 2021; Foreman-Brown, Fitzpatrick & Twyford, 2023).
- With institutions of higher education in various national contexts increasingly attentive in recruitment not just to research excellence but also outreach and media impact, it will be important in upcoming years to dedicate more systematic attention to these latter two aspects of Fellows’ preparation.

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A photograph of a garden scene. In the foreground, a large, rounded, green bush sits in a light-colored pot on the left. A low, light-colored stone wall runs across the bottom of the frame. Behind the wall, a tree with dense foliage in shades of green, yellow, and orange stands prominently. To the right of this tree is a tall, dark green, conical evergreen. In the background, a house with a light-colored exterior and a dark roof is partially visible through the trees. The overall lighting suggests a bright, sunny day.

4.
RESEARCH

4. Research

Juho Härkönen

4.1 Introduction

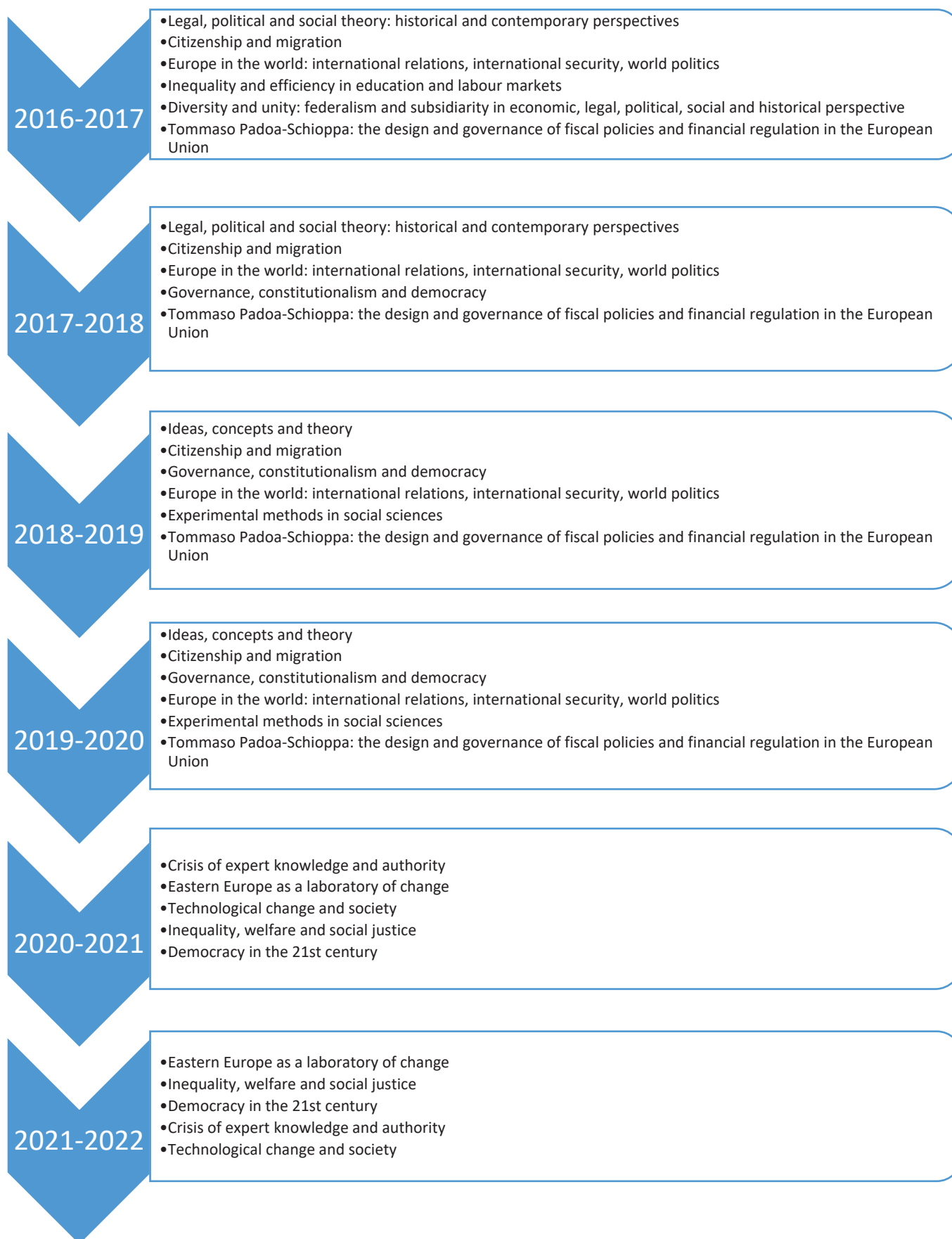
As a postdoctoral programme, academic research stands at the core of the MWP. The Programme hosts postdocs in Economics, History, Law and Political Science and Sociology, in the EUI's four departments as well as the Robert Schuman Centre.

The MWP has a highly diversified research profile. Indeed, the research done by the Max Weber Fellows shows a multifaceted and even eclectic palette of research topics that range in the current cohort from evolutionary game theory and macroeconomics to the regulation of online platforms, human rights, misinformation, time use, (de)colonialism and the history of insects. The range of topics can also be witnessed in the Fellows' publications – with some examples below – as well as in the bottom-up workshops organised by the Fellows and their presentations delivered in the annual June conference of the Programme.

Yet, the range of research topics is not random. It reflects the profiles of the four departments and the Robert Schuman Centre and their faculty, as well as the EUI's Interdisciplinary Research Clusters, IRCs (until 2020, Thematic Research Groups (TRGs)). The Research Clusters support the multidisciplinary exchange that is a core part of the Max Weber Programme's objective and render clearer and visible areas where the EUI's research is particularly active across its academic units.

Figure 4.1 presents the development of the TRGs and IRCs from the 2016-17 cohort to the 2021-22 cohort. The topics of each year's TRGs and IRCs depend crucially on the interest and support of the EUI's faculty; given that all faculty at the EUI are on temporary contracts, change in the TRGs and IRCs is natural. Every year, the majority of the Fellows have been affiliated with one of more Clusters or Thematic Groups, a large minority has remained unaffiliated.

Figure 4.1 Thematic Research Groups and Interdisciplinary Research Clusters.



4.2 Publications

During their Fellowships, Max Weber Fellows dedicate a significant portion of their time and exert considerable effort producing academic publications. A number of them engage in the composition of book manuscripts, typically based on their doctoral dissertations, while others – often next to their work on the book manuscripts – focus on writing manuscripts for publication in academic journals. In addition, many Fellows produce research reports, working papers and policy briefs for non-academic audiences.

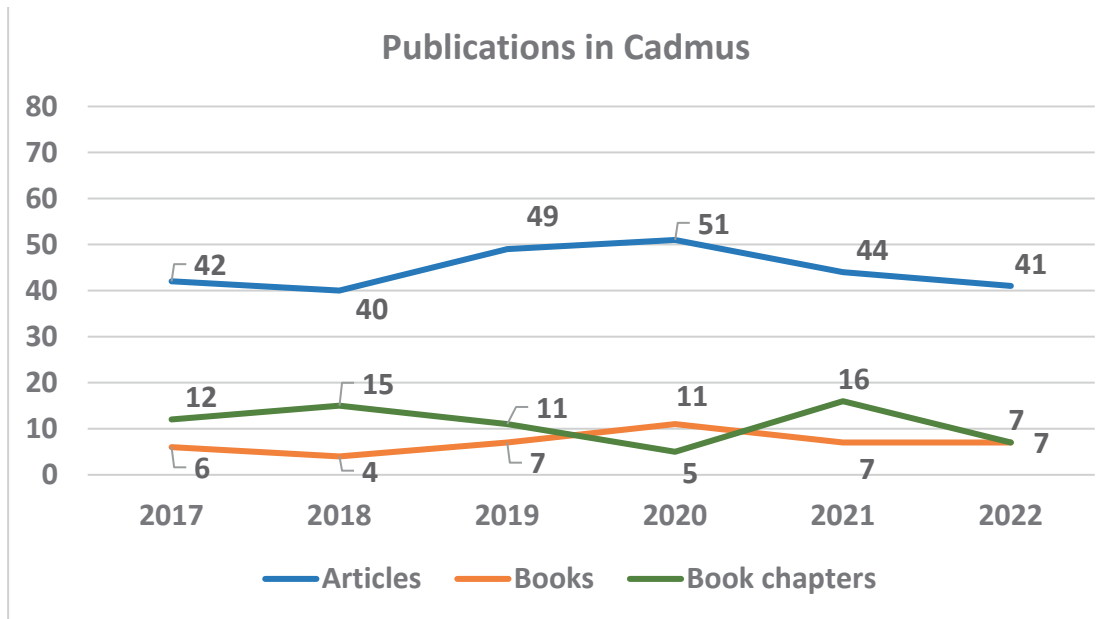
The Max Weber Programme offers the Fellows support in their book and article manuscript publication processes as part of the Academic Practice activities discussed in more detail in the previous chapter. The Programme organizes workshops on turning a doctoral thesis into a book and invites representatives of academic publishing houses to provide advice on the publishing process, including such practical matters as how to approach a publisher and write a publishing contract. The Programme also offers disciplinary workshops on journal publishing where EUI faculty with experience not only in publishing but also in editing go through the journal article publication process. Importantly, the Fellows submit a draft publication to which they receive feedback from their academic mentors and which is language edited within the Programme (by Alyson Price). The language editing service provided for the Fellows is not limited to the annual draft publication, and it is invaluable support especially, but not only, for Fellows whose native language is not English.

Much of the research output produced or set in motion during the Max Weber Fellowship is published after – sometimes even years after – the Fellowship. During their time at the EUI, the Fellows actively publish research initiated both during their doctoral training or the Fellowship itself.

To assess the publication activity of the Max Weber Fellows during the evaluation period, we collected information from two sources. As the first source, we used the Cadmus database⁵, the EUI's research repository managed by the EUI Library. EUI members are encouraged to report their publications to Cadmus but submission is voluntary, which presumably leads to an underestimation of publication output. Some Max Weber alumni submit publications they worked on during their time at the EUI but which were published only later. Figure 4.2 shows the number of journal articles, books and contributions to books in Cadmus with a Max Weber Programme affiliation, by calendar year (from 2017 to 2022).

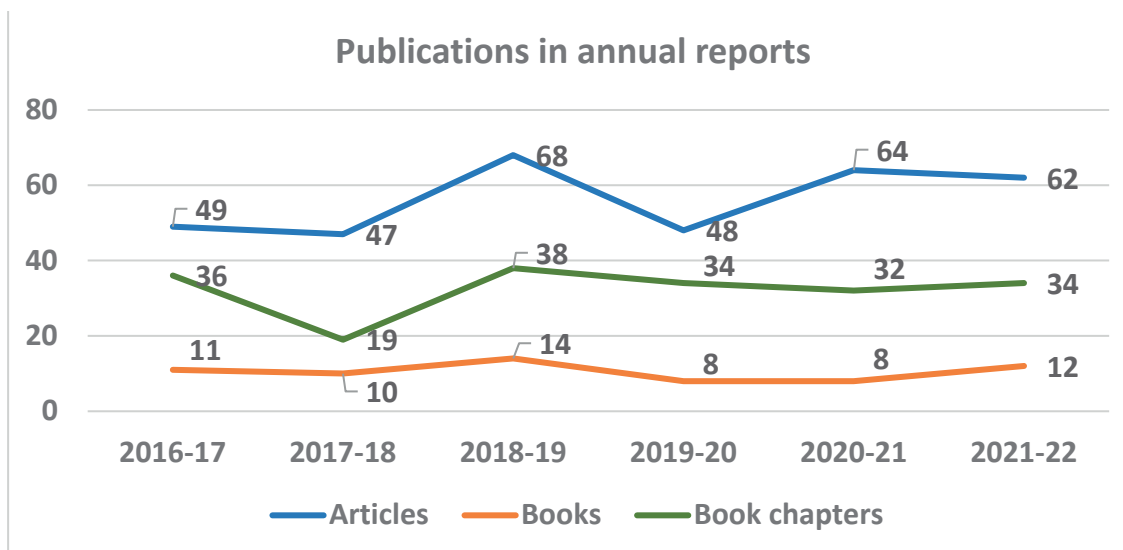
⁵ <https://cadmus.eui.eu/>

Figure 4.2 Number of Max Weber Fellow publications reported to Cadmus, 2017-22



Our second source for tracing publication activity is the annual report submitted by Fellows in late spring and which refers to their publication activities during that academic year⁶. This source has the benefit of better estimating the publication output of the Fellows while they were at the EUI, while it misses those publications to come out only after the Fellowship period. Figure 4.3 presents the same numbers as above, as calculated from the annual reports by academic year (2016-17 to 2021-22).

Figure 4.3 Number of Max Weber Fellow publications calculated from annual reports, academic years 2016-17 to 2019-22



The two sources can thus be seen as complementary information sources. As expected, the volume of publications retrieved from Cadmus is lower than that

⁶ Research output accepted for publication at the time of the report was also included.

calculated from the annual reports and this pertains in particular to contributions to books. In total, the Fellows published 63 books (of which 17 were edited volumes), 338 journal articles and 193 contributions to books during the academic years 2016-17 to 2021-22 as calculated from the annual reports (Figure 4.3). The total numbers calculated from Cadmus for the period 2017-2022 were somewhat lower (42 books, 267 articles, 66 contributions to books).

Notwithstanding annual fluctuations, the volume of publications has remained relatively stable with the Fellows publishing on average around 10 books, 50-60 articles and 30 contributions to books per year during the five academic years, as calculated from the annual reports. Given the approximate 60 Fellows the MWP has hosted each year, this results in an annual publication rate of roughly one article per Fellow, one book contribution per two Fellows and one book per six Fellows. Yet, because these numbers refer to the output realized during the Fellowship, they underestimate the Fellows' research activity. As mentioned, much of the research output is published only (years) after the Fellowship. This is the case with many books but also the research done by economists, which typically takes more time to become published than in the other disciplines.⁷

As examples of the work published by the Max Weber Fellows, Table 4.1 features a selection of books and journal articles and includes publications by Fellows during their stay with the Max Weber Programme as well as those that came out within two years of leaving the MWP (and were reported to Cadmus). In the case of co-authored publications, the Max Weber Fellows are underlined. This selection of publications highlights two important facts. First, it highlights the sheer range of research interests and topics pursued by the Max Weber Fellows, as was already discussed above. Second, it underlines how the Fellows publish in leading outlets in their respective disciplines.

⁷ We did not include working papers in the above figures because of changing working paper publication practices (from working paper series to preprints) and disciplinary differences in reporting of working papers as research output.

Table 4.1 Selection of Max Weber Fellows' publications (Fellow as co-author underlined)

Books

- Atrey, Shreya. 2019. *Intersectional Discrimination*. Oxford University Press.
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4.3 Research support

Max Weber Fellows receive an annual research allowance, which they can use to cover expenses such as conference travel or other research missions. However, the allowance is often not large enough to cover the types of data collection projects that are now part of many Fellows' research projects, such as field or lab experiments, survey collection or long-lasting research missions abroad.

To support such projects, the EUI offers competitive small research grants through its specialized funding scheme for early stage researchers (ESRs). This funding is available for postdocs as well as PhD researchers. The MWP has been part of this scheme since its launch in 2019 and, to date, 16 projects by Max Weber Fellows have received funding from the ESR calls. In addition, the Programme has contributed to this funding either by topping up awards (as the ESR project funding generally does not cover 100% of the eligible amounts) or extending the funding for more projects. In addition to the general ESR call, the EUI launched an ad hoc call for COVID-related research in 2020, in which four projects that involved Max Weber Fellows were successful. The successful MWF projects that have received funding from the ESR programme and the COVID-research call are presented in Table 4.2.

The small research grants funding scheme provides not only financial support for Fellows to carry out their planned research, but is also a good exercise for writing and planning larger-scale research projects. Next to the small research grants scheme, the Max Weber Programme and its Academic Careers Observatory have organized research funding conferences (discussed in the previous chapter), which cover the main research funding programmes at the European as well as national levels.

Table 4.2 Funding received by Max Weber Fellows in the EUI's Early Stage Researcher and COVID-19 funding schemes, by year of award (Fellow as co-author underlined)

Applicant(s)	Project title	Year
Battu, Balaraju	Gamblers get no sympathy: Luck and distributive preferences	2019
Spirig, Judith	Historical Origins of Exclusionary Attitudes - Collection of Historical Municipal-Level Voting Behaviour Data	2019
Wang, Xiaoren	Are consumers manipulated by advertisements and trademarks?	2019
Castiglioni, Michele	Proposal for archival data collection on non-ideological political lists	2020
Pereira, Alvaro	Start-up Governance in Europe: How Relevant is Company Law to Finance Innovation?	2020
Popic, Tamara	Government Discourse in the Context of Austerity-Driven Health Policy Reforms in Portugal, Ireland and Greece	2020
<u>Diaz Ceballos, Jorge</u> , <u>Hathaway, Ian</u> & <u>Jakovac, Gašper</u>	COVID: Experiencing Epidemics: Sharing Historical Research on Past Epidemics	2020
Lopes, Marta C.	COVID: Use of Telework and E-learning During COVID-19 Lockdown	2020
Colombo, Francesco & <u>Ray, Ari</u>	COVID: Trust, Information, and Logics of Redistribution in Post-Pandemic Italy	2020
Tassinari, Arianna	COVID: Economic interests, business power and policy responses to the Covid19: insights from Italy	2020
Bartoletti, Tomás	'White Slavery' in Brazil? Swiss Migration between Free and Forced Labour in Coffee Plantations, c. 1840-1860	2021
Garbiras-Diaz, Natalia	Paving the way for the rise of outsiders: Candidate and voter behaviour in an era of political disillusionment	2021
Kluge, Emma	The Limits of Decolonisation Archive Project	2021
Madar, Revital	State Agents on Trial: Hierarchies of State Criminality in Israel and France	2021
Gago, Maria	Making Coffee Global: World Collections, African Forests and Geopower (1933-1961)	2021
Goldstein, Daniel	The Social Foundations of Democratic Norms, SFDN	2022
Reheem Shaila, Sapna	'Working' on the rule of law: how international and local actors translated rule-of-law ideals into practice in East Timor	2022
Ritholtz, Samuel	Civil War and the Politics of Difference: Paramilitary Violence against LGBT People in Colombia	2022
Ceron, Matilde	Gender mainstreaming in the pandemic recovery: women's substantive representation across the policy cycle	2022
Flonk, Daniëlle	Hollow Multilateralism	2022

4.4 Multidisciplinary research activities

The Max Weber Programme takes pride in its multidisciplinary nature. The main activities for supporting multidisciplinary research are the Max Weber Lectures and book round tables, Multidisciplinary Research Workshops and the Max Weber Fellows June Conference.

In 2017-22, the Max Weber Programme organized 36 regular Max Weber Lectures, 15 Occasional Lectures and 5 book round tables, which in 2020-21 replaced the Lectures. The Lectures and book round tables are a core and compulsory part of the Programme, generally accompanied by a Masterclass given by the speaker and an interview of the speaker by Max Weber Fellows. These talks and round tables provide an overview of the scope of research in the disciplines represented at the EUI and feature leading scholars from Economics, History, Law, Political Science, Sociology and related disciplines. The Masterclasses provide an opportunity for the Fellows to engage in the recent or ongoing work of the speakers in a more intimate academic setting, while the interviews offer an additional arena to discuss research and other topics with leading scholars. The Lectures as well as the interviews are recorded and can be seen on the Programme's YouTube channel. The full list of Lectures, book round tables and Masterclasses is provided in the Appendix.

Each year, the Max Weber Programme organizes around 10 Multidisciplinary Research Workshops (MRWs). The objective of the MRWs is to enhance multidisciplinary understanding between the disciplines present in the programme. The MRWs are initiated by the Fellows who are also responsible for their academic content and they are organized with help from the Programme staff. As the name suggests, a central feature of the workshops is that they have to be initiated by Fellows from at least two disciplines and typically involve one or two external speakers as well as EUI faculty and researchers from different academic units. The full list of MRWs is provided in the Appendix.

Finally, the June Conference brings together current and former Fellows for a three-day academic event where Fellows present and discuss their recent research. The June Conference welcomes submissions in particular on current issues high on the social and research agendas, but is open to submissions from all current and former Fellows on their research. The event, which takes place in the same week as the EUI conferring ceremony as well as the June Ball, marks the end of an active academic year and allows Fellows to connect with Max Weber Alumni, many of whom take the opportunity to come back to Florence and the EUI to reconnect with colleagues and enjoy the Programme's academic environment. The Appendix provides the full list of June Conferences and their themes.

An aerial photograph of a historic Italian town, likely Siena, featuring terracotta-tiled roofs and a hillside in the background. The scene is bathed in warm, golden light, suggesting late afternoon or early morning. The architecture is characterized by light-colored walls and dark shutters. A prominent stone tower with arched windows is visible in the middle ground. The foreground shows a large, multi-story building with a tiled roof and several windows. The overall atmosphere is serene and picturesque.

5.
AFTER
THE FELLOWSHIP:
Mobility, careers and academic productivity

5. After the Fellowship: Mobility, careers and academic productivity

Juho Härkönen (with assistance from Giuseppe Ciccolini, Gaia Ghirardi, Juho Hänninen and Jos van Leeuwen).

A central part of the Max Weber Programme's objective of training a next generation of academics is to support and track the job market success of the Max Weber Fellows. This chapter examines what happened after the Fellowship by taking stock of the Fellows' geographical mobility, careers and academic productivity in terms of their publications.

Similar follow-ups have been done in the two previous self-evaluation reports. The most systematic analysis was done in the report on the 2006-2013 period, where a comparison was made of the job market outcomes between Fellows and candidates who were placed on the reserve list but who did not become Fellows. This analysis revealed that Fellows had been more successful in securing an academic position than comparable candidates who did not become Fellows. A later, published, analysis showed that Fellows had higher life satisfaction and publication productivity than the reserve list candidates some years after they had applied to the Programme (Bessudnov, Guardiancich and Marimon 2015).

The analyses in this chapter provide descriptive information on the job market success and geographical mobility of the Fellows as well as a comparison between Fellows and candidates on the reserve list in terms of their probabilities of securing academic jobs at different levels of seniority over time. The latter analysis is similar to the one produced for the 2006-2013 evaluation period. Crucially, ten years has passed since the previous analysis and the analysis presented here provides an update and extension of it over a longer period of time.

5.1 MWP job market support and job market outcomes

Several activities support the Fellows' job search. The Programme organizes professional support in writing CVs, cover letters, bio-sketches, web pages, and teaching portfolios. The Programme also arranges mock presentations and interviews on demand, and the Fellows receive feedback on the presentation and interview skills in these and other events. Timewise, the job market module starts in September with special sessions for 'early bird' Fellows who go on the American or other job markets that have an early academic hiring schedule. In addition to activities supporting the Fellows' job search, the Programme and its Academic Careers Observatory (ACO) organizes conferences and other activities on the academic job market as well as national and international grant schema.

Table 5.1 Key descriptive statistics of Fellows' job market outcomes, 2016-17 to 2021-22 (%)

	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Found a job	93	92	92	93	95	85
...in academia	95	98	92	95	95	97
... in a different country than PhD	63	53	71	65	74	54

stepping stone for many young academics with PhDs from the British and American academic powerhouses for careers in Europe.

Figure 5.2 Max Weber Programme alumni around the world



Figure 5.2 provides another view of the geographical spread of Max Weber alumni and alumna around the world, this time including all alumni/a for whom we had information available. Not surprisingly, the lion's share of all alumni/a are based in Europe, but a non-negligible share is found in other parts of the world, in all continents.

Finally, the first part of the Appendix lists the placement of Max Weber Fellows present in the Programme in the years covered, using the most up-to-date data from the Programme's career follow-up database. The information is also available on the alumni/a personal pages on the Programme's website under 'Former Fellows'.

5.2 Alumni careers

The above statistics gave some descriptive information on the Fellows' job market outcomes and mobility. To gather more systematic information on Fellows' careers, we collected information on Max Weber Fellows who were in the Programme over five different academic years (hereafter referred to as cohorts): 2006-07, 2009-10, 2012-13, 2015-16 and 2018-19. In total, we gathered information on 253 former Fellows.

In order to provide a more informative assessment on how well the Fellows have been performing, we collected additional information on 210 applicants to the Programme who were on the reserve list for a Fellowship (hereafter, Reserves)⁸. Given the high

⁸ The candidates on the reserve lists were typically not ranked. When the number of reserve list candidates exceeded the number of Fellows in each cohort, we took a random sample of the former for each year and academic unit that approximately matched the size of each cohort of Fellows.

number of applications to the Programme and the low acceptance rate (see Chapter 2), those on the reserve list are qualified candidates who could have been Fellows and thus create a suitable comparison group for analysing career outcomes. Reserve lists were unfortunately not available for the 2006-07 cohort. Although we use this cohort of Fellows for some of the descriptive statistics on Fellows' careers we did not include it in the comparison between Fellows and the reserve list candidates. These data were collected with additional research assistance by SPS PhD researches Giuseppe Ciccolini, Gaia Ghirardi, Juho Hänninen and Jos van Leeuwen.

Career data were collected using an online search using information on names but also PhD awarding institutions to identify the Fellows and reserve list candidates. Next to personal homepages, we searched sites such as LinkedIn and other webpages with information on professional affiliations and careers and used the web archive site Wayback Machine (web.archive.org) to trace older versions of websites to reconstruct career stages and their timing. In general, the search was very successful; only a few people could not be found online at all and for a few others we could not identify when particular career moves were made.

We used these data to, first, describe former Fellows' and the Reserves' current job placements and then describe different groups of Fellows' career paths to junior, mid-level and senior academic positions. These refer to academic jobs typically involving teaching: junior position refers to jobs such as assistant professorships and lecturers; mid-level jobs include senior lectureships and associate professorships; and the senior rank consists of professors. Third, we compared the Fellows and Reserves in terms of their progress rate to the above three academic job market categories. We also used these data in the next sub-section (5.3) on publication activity.

5.2.1 Current placements

Before moving on to an examination of careers from a longitudinal perspective, we look at the current placements of the Fellows and the Reserves. Overall, they are very similar.

Figure 5.3a. Fellows and Reserves currently in academia (%)

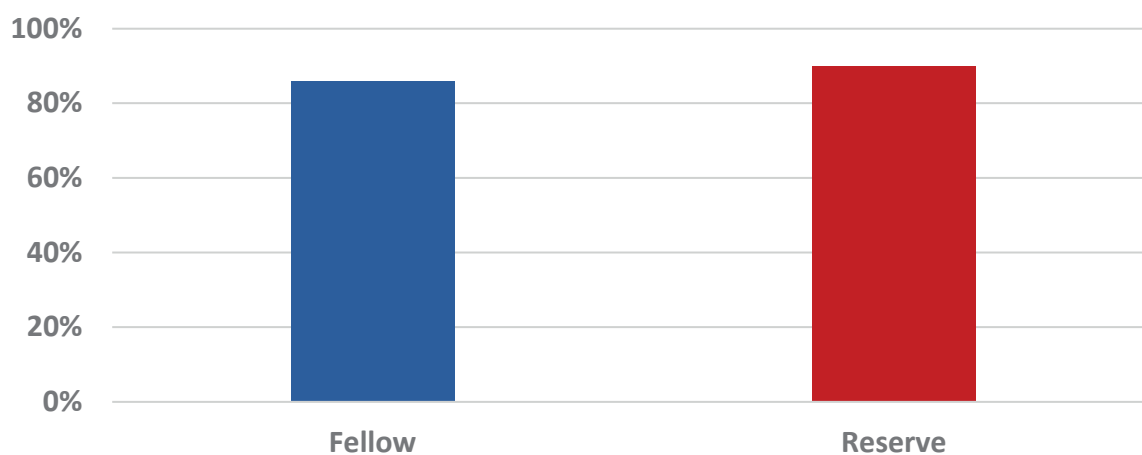


Figure 5.3b. Current teaching and research jobs among Fellows and Reserves (%)

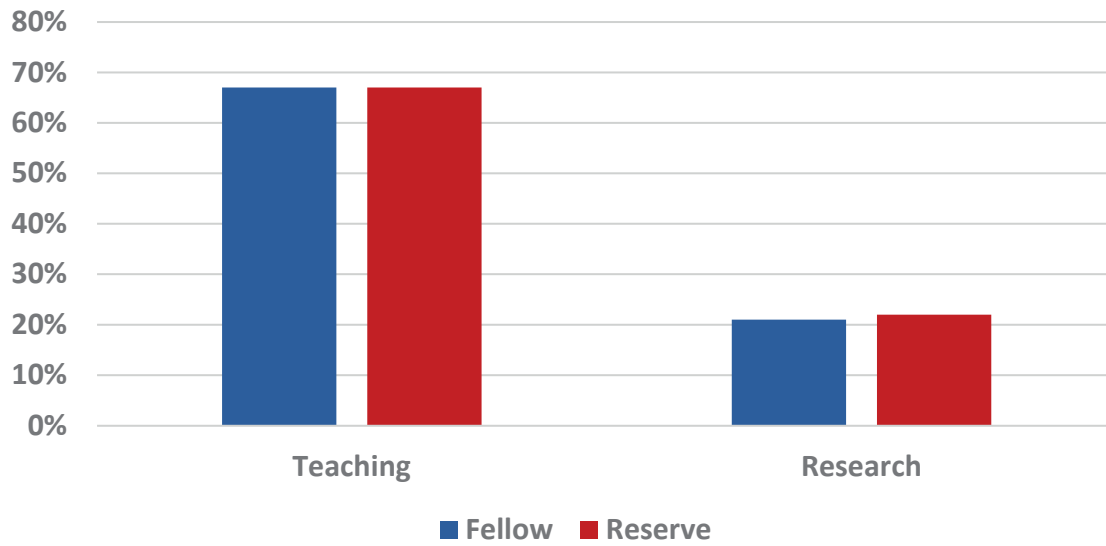
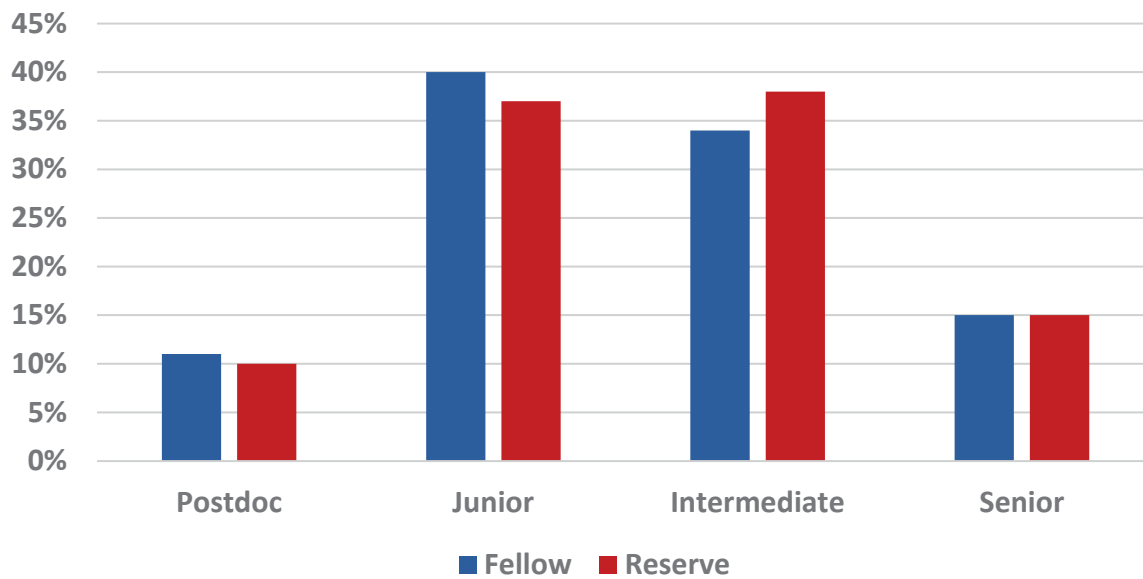


Figure 5.3c. Current job seniority of Fellows and Reserves in academia (%)



First, Figure 5.3a shows that the large majority of both groups were found in academia and the shares are very similar, with 86% of the Fellows and 90% of the Reserves holding teaching or research jobs in academia. Second, Figure 5.3b tells us how both Fellows and Reserves are mainly found in teaching jobs (67% in both groups) or in research (21% and 22%, respectively). Third, Figure 5.3c presents data on the level of academic jobs among those who work in academia: the shares of postdocs and senior faculty (professors) are the same in both groups; there is a slightly higher share of junior faculty among the Fellows (40% vs 37%); on the other hand slightly more intermediate-level faculty (38% vs 34%) among the Reserves.

5.2.2 Fellows' career progression

The above figures account for the occupation stage at the time of writing this report, in May 2023. Reaching mid-level and senior level positions takes time, however, and the above numbers are not informative on how long reaching them takes.

The following analysis takes stock of career progression from a longitudinal perspective and focuses on how long it took to get the first junior, mid-level or senior faculty job, which are central career steps in academia. In this sub-section, we describe these career moves among former Max Weber Fellows. In the following sub-section, we assess how the Fellows compare to candidates on the reserve lists.

We present a series of graphs of former Fellows' cumulative probabilities of entering junior, mid-level and senior academic jobs by gender, academic unit and cohort by years since completion of the Fellowship. Next to these figures, we comment on the cumulative probabilities of all former Fellows in the text⁹.

Thirty percent of the former Fellows moved on to a junior level faculty position directly after the Fellowship, half of the Fellows found a junior level faculty job within two years after completing the Fellowship and 80% had entered a junior-level faculty job within 10 years. Figure 5.4a compares the gender differences in entry into a junior level faculty position. More women (85%) than men (75%) made this career transition within twelve years after the Fellowship, but men made the transition faster than women. 40% of men and 32% of women went on to an entry level faculty job straight from the MWP. Half of the male Fellows had found a faculty job within a year after the Fellowship while it took 2 years before half of the female Fellows had found a junior-level position. The male and female curves cross at 8 years after the Fellowship ended. It is not an unreasonable hypothesis that women's slower rate of getting a junior level academic position is related to family formation, which for many happens during these early career years.

⁹ The figures were estimated using the Kaplan-Meier method. Those who already had a junior level position by the time they entered the Programme were excluded (there were no Fellows with more senior level jobs at that time). Those who entered directly into a mid-level or senior level position were also included as having entered a first junior level job and the same was done for mid-level jobs for those who entered a professorship without first becoming an associate professor, senior lecturer or similar.

Figure 5.4a Entry to first junior level academic job by gender, cumulative probabilities

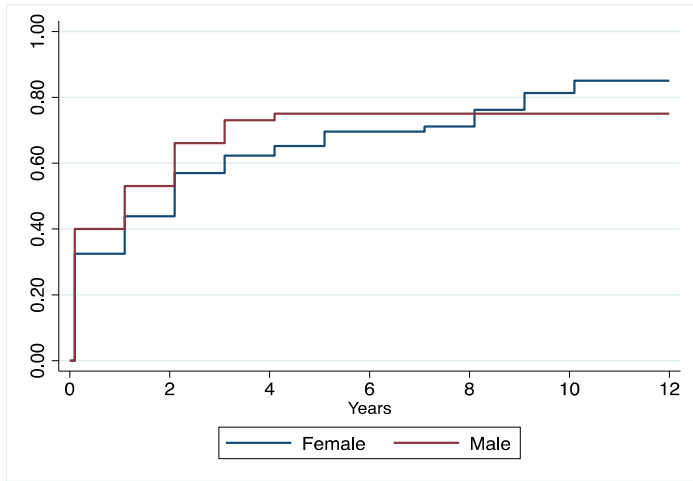


Figure 5.4b Entry to first mid-level academic job by gender, cumulative probabilities

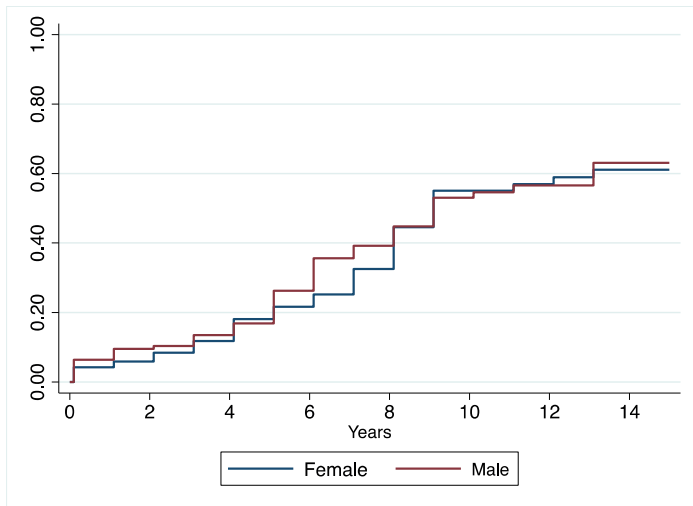
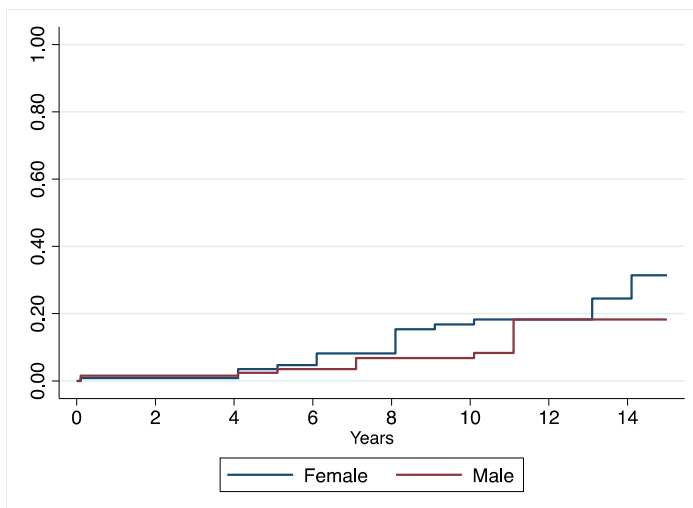


Figure 5.4c Entry to first senior level academic job by gender, cumulative probabilities



As expected, entry into mid-level faculty positions took longer and the entry rate was steadier (Figure 5.4b). The median time to become an associate professor, senior lecturer or similar was 9 years; by that time, half of the former Fellows had such a job. This rate was similar for female and male former Fellows (Figure 5.4c). Close to one quarter of the Fellows had become professors within 15 years of completion of the Fellowship. Interestingly, more Max Weber alumnae (close to one third) than alumni (one fifth) had reached a full professorship within 15 years. All in all, former female Fellows had a slower start to their careers, as witnessed by the entry rates to junior level faculty positions, but they caught up and surpassed their male peers when it came to reaching more senior ranks within academia.

Figure 5.5a Entry to first junior level academic job by academic unit, cumulative probabilities

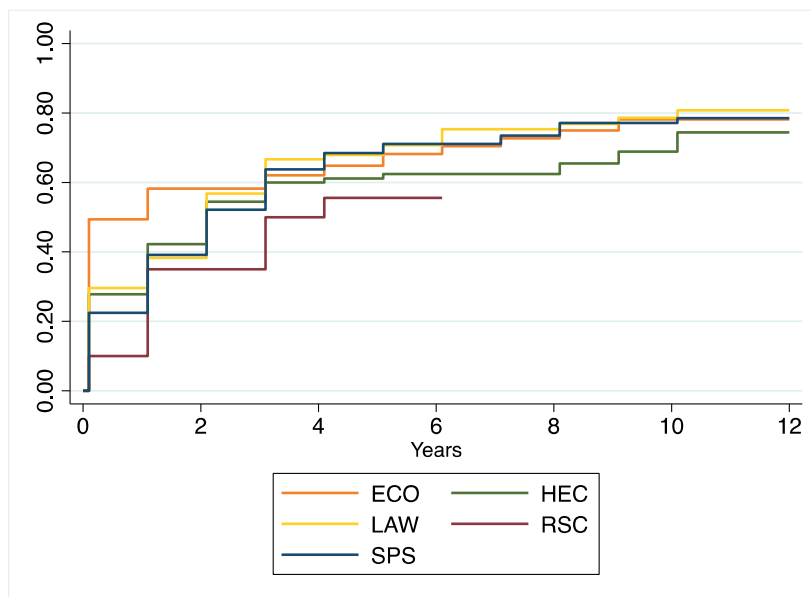


Figure 5.5b Entry to first mid-level academic job by academic unit, cumulative probabilities

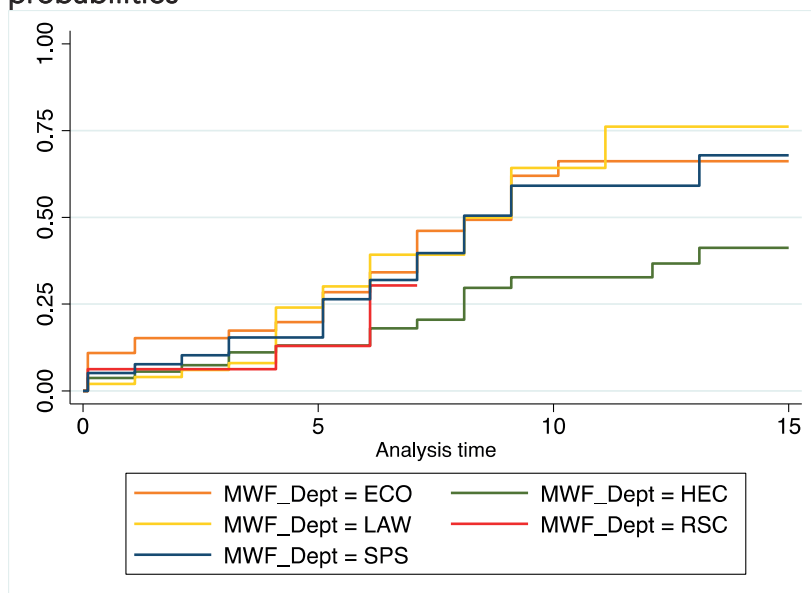
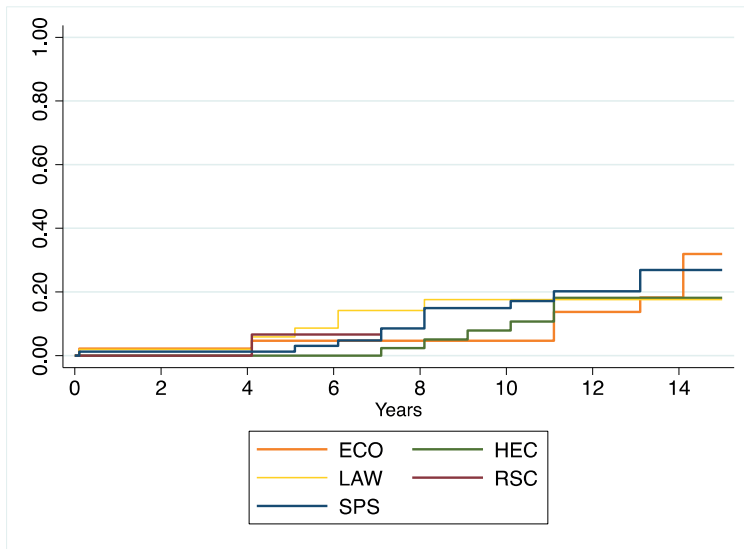


Figure 5.5c Entry to first senior level academic job by academic unit, cumulative probabilities



Differences in entering faculty positions between Fellows affiliated with the different academic units are shown in Figures 5.5a to 5.5c. The junior level trajectories of Fellows affiliated with the HEC and SPS departments traced one another closely (Figure 5.5a). ECO stands out with its high rate of entry into junior jobs right after the Fellowship, whereas Fellows who were affiliated with RSC showed slower progression to these positions. HEC stands out in entry rates to mid-level faculty jobs (Figure 5.5b); yet half of the former HEC Fellows had not reached the associate professor or senior lecturer stage within 15 years of the Fellowship, even though half of the former Fellows from ECO, LAW and SPS had done so within 9 years. Finally, no obvious differences in becoming a professor can be observed between the academic units (Figure 5.5c).

Figure 5.6a Entry to first junior level academic job by Max Weber Fellowship cohort, cumulative probabilities

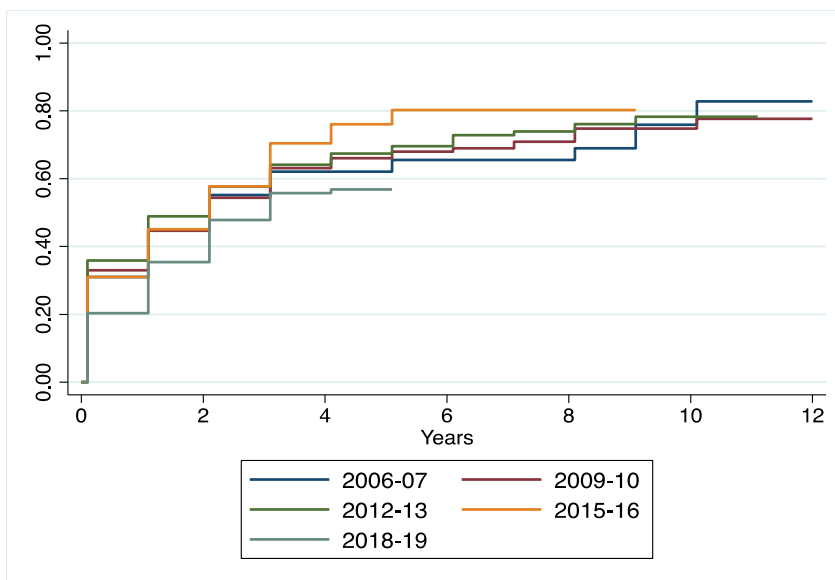


Figure 5.6b Entry to first mid-level academic job by Max Weber Fellowship cohort, cumulative probabilities.

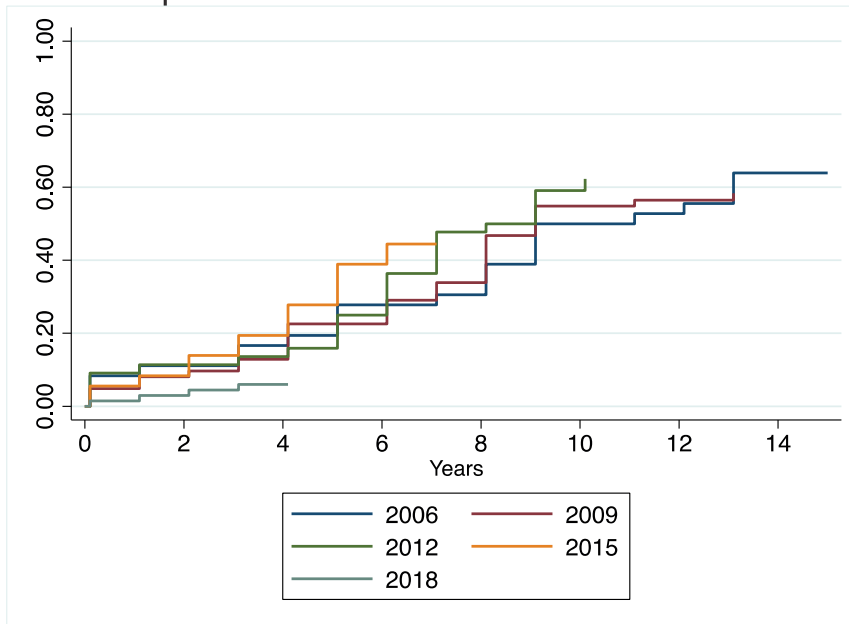
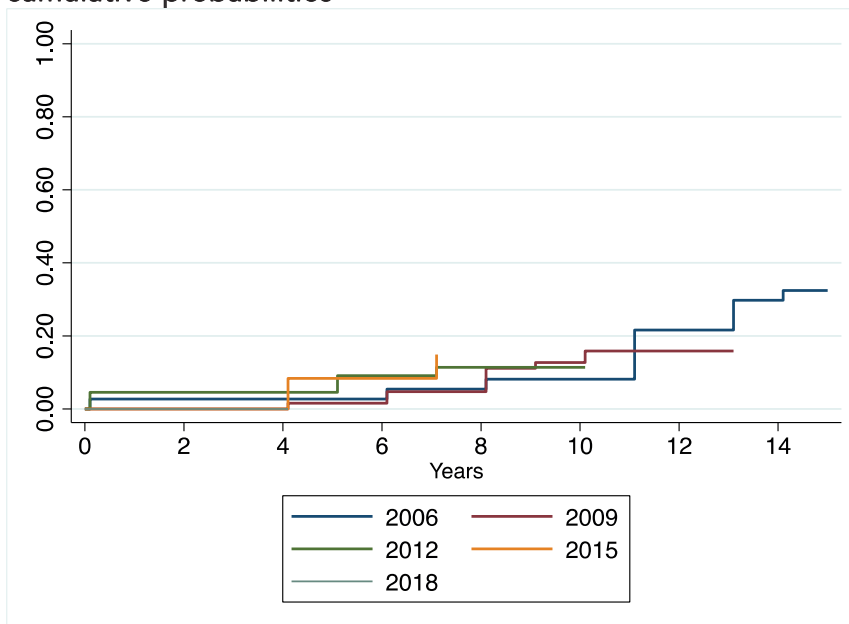


Figure 5.6c Entry to first senior level academic job by Max Weber Fellowship cohort, cumulative probabilities



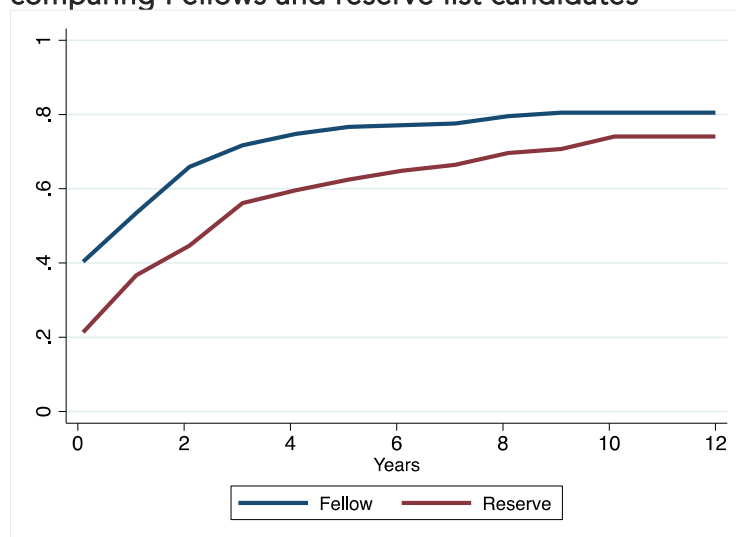
Max Weber Fellow cohort differences in academic career progression are examined in Figures 5.6a to 5.6c. Two main findings stand out from these comparisons. First, those who were in the Programme in 2018 had a slower progression to both junior level and mid-level positions. In terms of the former, the rate appears to slow down 3 years after the Fellowship, that is, during the COVID-19 pandemic years. At the same time, the 2015 cohort had the fastest pace of progression to both junior and mid-level faculty positions. Most of the cohorts have not yet had time to reach academia’s senior ranks and no cohort differences in getting a professorship are found.

5.2.3 Comparison between Fellows and reserve list candidates

This sub-section moves on to compare career progression rates between Fellows and candidates on the reserve list (Reserves). This comparison is done to benchmark the above presented estimates of Fellows' career progression. Even though they do not account for the 'effect' of the Programme in the strict sense of the word, they give an indication of the Fellows' career success in academia in relation to a reasonably similar comparison group.

The figures below present predicted cumulative probabilities from a statistical model that adjusts for gender, academic unit (applied to in the case of the Reserves), cohort, and years since receiving the PhD. The latter adjustment was made for two reasons. First, since the cumulative probabilities are shown by years since ending the Fellowship (Fellows) or from the year the applicants on the reserve list would have started their Fellowship (Reserves), the Fellows were typically one or two years more senior by the time they entered the analyses.¹⁰ Second, the Programme prioritizes candidates coming directly from graduate school, which means that the composition of the Fellows and Reserves may differ based on time since the doctorate. Because we could not access a reserve list for the 2006 cohort, this first cohort of Fellows is excluded from the analysis.¹¹

Figure 5.7a Entry into first junior level academic job. Predicted cumulative probabilities comparing Fellows and reserve list candidates

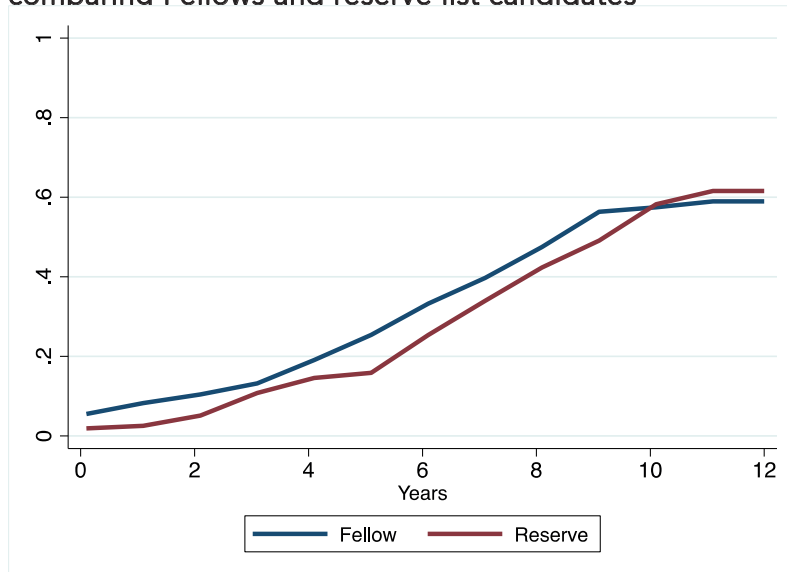


¹⁰ A key assumption in survival analyses such as this one is that the subjects must be 'at risk' (to use survival analysis parlance) of experiencing the event, in this case, starting an entry level academic job. Since we know that the Fellows were in the MWP for one or two years, they were not in the at-risk population during that time (they were, by construction, 'immune' during the Fellowship). This is the reason why their risk period starts at the point when their Fellowship ended.

¹¹ The estimates are based on Cox regression analyses that were stratified by Fellowship status. The stratification was done to allow the rate at which the Fellows and Reserves entered the different level academic positions to vary over time, a decision that was based on descriptive assessment of the survival functions in these groups. The reference categories for the covariates were SPS department, female, the 2009 cohort, and one year after PhD.

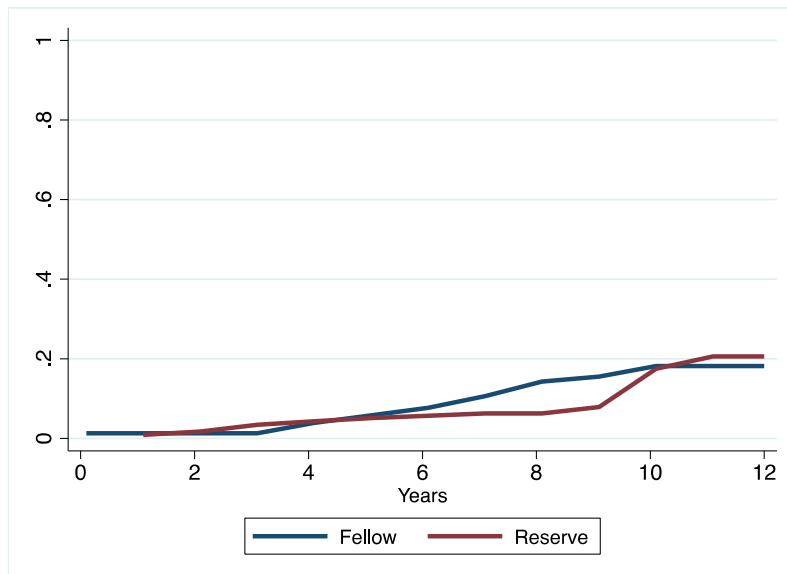
Note: Time since end of Fellowship (Fellows) or since application (Reserves). Adjusted for time since receiving PhD, department, cohort and gender.

Figure 5.7b Entry into first mid-level academic job. Predicted cumulative probabilities comparing Fellows and reserve list candidates



Note: Time since end of Fellowship (Fellows) or since application (Reserves). Adjusted for time since receiving PhD, department, cohort and gender.

Figure 5.7c Entry into first senior level academic job. Predicted cumulative probabilities comparing Fellows and reserve list candidates



Note: Time since end of Fellowship (Fellows) or since application (Reserves). Adjusted for time since receiving PhD, department, cohort and gender.

The results of this comparison are presented in Figures 5.7a to 5.7c. Fellows are both more likely to enter an academic entry level job and do it faster than those who were on the reserve list (Figure 5.7a). The difference between the Fellows and Reserves is statistically significant at the 1% level. Although the Reserves catch up with the Fellows towards the end of the follow-up period, their probability of finding an entry

level academic job remains lower. Additional analyses (not presented) showed that the gap between Fellows and Reserves (in favour of the Fellows) was the largest for HEC, although the difference was not statistically significant. Likewise, the ‘MWF advantage’ was the largest for the 2015 cohort and this difference was statistically significant at the 5% level when compared to the 2018 cohort, but not others. There were no differences in entry into mid-level (Figure 5.7b) and senior academic (Figure 5.7c) positions between the Fellows and Reserves. These figures are averages across all Fellows and Reserves, apart from one interesting difference, namely between the Fellows and Reserves in the 2015 cohort. Again, in this cohort, the Fellows had a higher rate of entering mid-level and senior level academic positions and the difference in the ‘MWF advantage’ in this cohort compared to others was statistically significant at the 5% level for entry into mid-level positions.

5.3 Publications

Next to career information, we collected data on publications: number of single and co-authored articles, number of books (single and co-authored as well as edited) and number of book chapters (single and co-authored) for the Fellows as well as the Reserves. We calculated these numbers from the Fellows’ and Reserves’ homepages and sources such as Google Scholar and Academia.edu. We did not include working papers. In addition to publication numbers, we collected information on the publications’ impact using the number of citations and the h-score from Google Scholar as metrics for those who had a Google Scholar profile page. Despite the limitations of such metrics, they can provide a glimpse of the impact of academic work.

Tables 5.2 and 5.3. show information on the Fellows’ and Reserves’ publications and publication impacts, respectively. Overall, the two groups are remarkably similar in terms of their publication activity as well as its impact. The average Fellow and Reserve in our data has published 0.5 sole-authored books and 1 book (either sole or co-authored, or edited) and 10 articles of which 5 were sole-authored. The Fellows were somewhat more active in publishing chapters in books (0.5. vs 0.3) and this difference is the only one which is statistically significant at the 5% level, as shown by the bold font. The two groups are, however, similar in sole-authored book chapter volumes.

Table 5.2 Publication statistics from the Fellows and the Reserves

	<i>Books</i>		<i>Articles</i>		<i>Book chapters</i>	
	Sole-authored	All	Sole-authored	All	Sole-authored	All
Fellows	0.57	1.2	5.0	10.0	0.3	0.5
Reserves	0.48	0.9	4.9	9.6	0.3	0.3

Note: Statistically significant (5% level) difference between Fellows and Reserves in **bold**.

Table 5.3 Google Scholar (GS) statistics from the Fellows and the Reserves

	GS profile	N citations	h-index
Fellows	53%	622	10
Reserves	57%	522	14

Slightly above a half of Fellows and Reserves had a Google Scholar profile. The research of the Reserves with a profile is shown to have had more impact when measured with the h-index, but this difference is not statistically significant (even when the h-index is logged). Fellows have, however, been somewhat more impactful when measured with the total number of citations of their publications. When the number of citations was logged to account for the highly skewed distribution, the difference between the Fellows and Reserves was just above the conventional level of statistical significance ($p = 0.06$). Together, a careful hypothesis could be that the Fellows may have published single works of greater impact than the Reserves, although more confident conclusions obviously require a closer analysis.

5.4 Summary and discussion

This chapter analysed life after the Max Weber Fellowship in terms of career success, geographical mobility and scholarly activity. This analysis was similar to the one done a decade ago for the first self-evaluation report of the Max Weber Programme, for the 2006-13 period; it updates and extends some of the findings of that project.

Overall, the Max Weber Fellows are successful in securing jobs soon after the Fellowship and move relatively swiftly to junior level positions in academia. They are also highly geographically mobile and the majority of them move to a job in a country different to where they received their doctorate. Notably, the MWP is a node for the large number of PhDs from the UK and US in their career trajectories to European academic job markets.

The self-evaluation of the 2006-13 period found that MWFs had a better success rate in securing academic positions than comparable candidates who applied to the Programme, were placed on a reserve list but did not become Fellows. The analysis presented here confirmed this result in terms of success in entering a junior level academic job, which was the majority outcome in the previous evaluation report as well. Namely, Fellows were both more likely to enter a junior level position and did it faster than the Reserves. Given these findings, it is may not be surprising that the Fellows reported higher life satisfaction than the Reserves in the study by Bessudnov, Guardiancich and Marimon (2015). The differences were smaller in entry rates to mid-level and senior academic jobs. In terms of scholarly productivity, the Fellows and Reserves were remarkably similar.

What, if anything, can these findings tell us about the role of the Max Weber Programme in promoting early stage researchers' academic careers? Although these results do not confirm the Programme's impact in the strictly causal meaning of the word, taken together, they can be seen as suggesting that the MWP can boost young academics' careers. The findings suggest that any effect may be due to the

Programme's reputation and its supporting activities. Overall, the Fellows and Reserves were similar in scholarly productivity and it is feasible to think that effects of a postdoctoral programme become weaker over time as scholars gain independence and those who did not benefit from a structured programme gain other types of experience. At the same time, a later follow-up of the Fellows' careers can provide more data points to assess whether any impact of the Programme may be long-lasting.

Reference

Bessudnov, Alexey, Guardiancich, Igor & Marimon, Ramon. 2015. A statistical evaluation of the effects of a structured postdoctoral programme. *Studies in Higher Education* 40(9): 1588-1604.



6.
DISCUSSION:
Looking into the future
of the Max Weber Programme

6. Discussion: Looking into the future of the Max Weber Programme

Juho Härkönen

After 17 years, the Max Weber Programme has in many respects been a success story. With a total of 18,000 applications to the Programme and over 700 Fellows over the years, the MWP has established its position as the largest postdoctoral programme in the humanities and social sciences in Europe and possibly beyond. This report has highlighted how the MWP has continued to remain an attractive alternative for early stage researchers and been successful in supporting research and job market placements for its Fellows. It has also shown how the Programme is central in contributing to the EUI's wider strategic goals of being a leading training site for early stage researchers in Europe, of developing and promoting multidisciplinary research and activities and of being a centre of research excellence and an international hub for the social sciences and humanities that reaches out beyond European borders.

This final chapter aims to look into the future of the Programme and into ways in which it can maintain its status as a leading multidisciplinary structured training site for postdoctoral researchers in the social sciences and humanities. An important part of this is to identify challenges facing the Programme. In addition to discussing challenges and ways to maintain the Programme's role, this concluding chapter identifies some potential avenues to further develop what it can offer.

6.1 Structural matters: budget and staffing

With Brexit, the United Kingdom left not only the European Union but also the European University Institute, creating a potential loss in revenue. While the full financial implications of EUI-Brexit remain unclear, the MWP together with the EUI's other academic units has to prepare for a budget cut. Should this happen, the Programme needs to make difficult decisions in terms of its priorities. The Fellowships constitute the lion's share of the Programme's budget and cuts to the number of Fellowships may be unavoidable, although not preferable. This, together with the pressure to raise the grant of the Fellowship (discussed below), makes for a difficult balance. Smaller savings can potentially be gained by finding efficiencies in the Programme's activities. These include collaborating with other academic units in event organization.

Staff turnover has been high in the MWP in the last years. The Director's three-year term means a stream of fresh ideas and input but it reduces continuity. The transformation of the Directorship into a part-time position held by an EUI faculty member with doctoral supervision responsibilities reduces her or his chances to develop the Programme beyond the day-to-day management of the Programme's and Fellows' matters. Likewise, staff turnover due to limited long-term contract

opportunities limits continuity and has created staffing shortages as the skilled staff members find more permanent positions elsewhere at the EUI. Yet the ongoing recruitment of a Teacher Officer to the Programme, which requires experience with coordinating and delivering parts of its Academic Training module, will strengthen continuity by fostering in-house skills in this core part of MWP.

6.2 The Max Weber Programme as part of the EUI

The Max Weber Programme is one of the EUI's flagship programmes and will continue to be so in the future. With the entry of Fellows affiliated with the School of Transnational Governance in September 2023, the Programme hosts Fellows with affiliations with all the EUI's academic units. With its global appeal, the Programme brings to the EUI young scholars who add to the University's academic vibrancy by bringing with them their ideas, skills and experiences not just from different parts of Europe but, importantly, beyond. In this sense, the Programme continues to be a well-integrated part of the EUI and its central role in the university was strengthened by its move to the Badia Fiesolana, the EUI's central building, in 2021, even if it came at the cost of the intimate comfort of Villa Paola.

The integration of the Fellows to the Programme and the academic units has been discussed throughout the Programme's tenure. As a multidisciplinary programme, the MWP requires the Fellows to be present in Florence and provides working spaces for them within the Programme's premises. Physical presence within the Programme is expected especially during the first year of the Fellowship as this promotes the multidisciplinary exchanges between the Fellows, a core objective of the MWP. At the same time, it is important that the Fellows become integrated into the academic units they are affiliated with in order to develop their discipline-specific skills and contacts. During the second year, the Fellows spend more time within the academic units and this is fostered in particular by the Economics Department and the Robert Schuman Centre (and from the incoming cohort, the School of Transnational Governance) which provide office space for their second-year Fellows. The MWP collaborates with the academic units to develop common activities that can benefit Fellows and other EUI members alike and these include Masterclasses and joint workshops on publishing and grant applications. It will be important to maintain and develop such activities in the future in order to maintain a close relationship with the academic units.

6.3 Fellowships and recruitment

The Max Weber Programme continues to attract large numbers of high-quality applicants each year, despite the relatively large availability of postdoctoral alternatives. Yet the application numbers have declined from their peak of 2017-2018; this drop has been most visible in the last two years – which fall outside the evaluation

period assessed in this report – when the numbers fell to around 800, a level not seen in the 2010s. The reasons for this decline are unclear, although discussions with colleagues suggest similar trends in other (doctoral) programmes and a possible unwillingness to relocate after the COVID-19 years. Applicants are asked how they learned of the Max Weber Programme and from one year to the next, a large share answer word-of-mouth. The absence of on-site conferences and other similar events during the pandemic may have contributed to reducing the spread of information about the Programme. The recent drop in applications, although clearly dramatic, has been part of a longer decline in applications to Fellowships in ECO and SPS in particular, in which the numbers have halved since the 2017-18 peak year. The development in the application numbers will be closely monitored and the Programme will develop strategies to maintain its attractiveness.

Despite the decline in applications, the acceptance rate has remained exceptionally low at 4-5%. This is in large part due to the expansion of two-year Fellowships in recent years, which has reduced the number of new Fellows entering the Programme and offset the effect of the decline in applications. Communication with the EU's academic units has not suggested dissatisfaction with the quality of the applicants either.

Whether Fellowships should be offered for one or two years has been a perennial issue of debate within the Programme and with the departments, and was discussed by the Research Council during the previous evaluation. Those on one-year Fellowships have for long complained that the short Fellowship does not allow them to appropriately develop their research before going on the job market again. The increase in the number of two-year Fellowships should increase the Programme's attractiveness, although it reduces the intake rate each year and limits the number of early stage researchers who can benefit from the Programme and its offerings. This is the other side of the coin.

In terms of attractiveness, the level of the grant has been another issue that has long been discussed and not least in the past year of rising inflation. Even though the base grant has been increased from the level of 2,000 per month – a level it has been at since the beginning of the Programme – during the past year to account for inflation, it has over the years lost in comparison to other postdoctoral grants and salaries. There will be pressure to increase the grant in the coming years.

The MWP takes pride in its global reach both in terms of its applicants and Fellows as well as the placement of its Fellows. Despite its global reach, the majority of Fellows come from Europe or doctoral programmes in the United States. While these facts are not at all surprising given geography and the quality of doctoral training in these

regions, recruiting qualified Fellows beyond them will remain of continuing interest. The entry of the School of Transnational Governance into the MWP team can help further this aim, given the STG's focus on Africa and other regions of the Global South. Within Europe, the CIVICA university consortium of leading European universities in the social sciences and humanities will bring an additional international network, most clearly visible in the newly established postdoctoral mobility scheme between the CIVICA partners of which MWP is a natural partner.

Next to information campaigns about what the Programme can offer, special grants to applicants from specified regions can facilitate the objective of increasing global reach. Such grants can also cover parts of Europe where academic traditions in the humanities and social sciences have been less strong than in the continent's academically leading countries. This would support the EUI's strategy of contributing to bridging Europe's capability gap in higher education. Given the budgetary outlook of the near future, as discussed above, such grants would likely require external funding. National funding agencies such as Greece, Poland and Slovenia already have an ongoing and successful collaboration with the MWP in providing special grants. The MWP also contributed towards this aim by providing grants to four Fellows affected by the war in Ukraine and this was partly made possible by funding from the Academy of Finland, the European Commission's Joint Research Centre's and the Swedish Research Council. External funding sources will remain of interest in the future.

There will be continuing interest in creating partnerships with funding agencies and foundations for other externally funded or special Max Weber grants as well. As a sign of this, the Programme started a collaboration with the newly established Kohli Foundation for Sociology to support a sociology postdoc for a two-year Fellowship.

6.4 Academic practice and activities

Academic Practice activities are one of the Programme's pillars and contribute to the EUI's larger strategic purposes of fostering training and support for early stage researchers in their pursuit of an academic career and bridging capability gaps between young scholars from different European regions and beyond. The experience of these activities has shown that Fellows come to the Programme with considerable diversity in previous training, underlining the potential of the Academic Practice activities in improving and equalizing the Fellows' preparation for the academic job market and academic careers. The combination of collective and individual offerings helps contribute to attaining this goal. These activities were discussed in detail in Chapter 3.

These activities will be constantly monitored and developed to reflect emerging needs and the current knowledge in the relevant fields. Digitalisation in its different

forms will be an obvious focus of attention. We, as others, received a crash course in using digital tools for teaching and academic engagement during the COVID-19 pandemic years. Next to the demands of online teaching, and for those who received their training during the pandemic when online teaching was the norm, in-person teaching, developments in artificial intelligence pose new challenges but also provide opportunities for teachers, learners and researchers alike. Increasing attention to diversity within academia – among faculty, researchers and in the classroom – will also continue to be reflected upon in the Programme’s Academic Practice offerings. With regard to the Teaching Module, the MWP will look into the possibility of increasing the number of partners for the teaching weeks in which Fellows gain hands-on experience with teaching, which can also contribute towards the above-mentioned attention to diversity in learners that Fellows as future academic teachers will face.

6.5 Multidisciplinary activities

Multidisciplinary activities are another of the MWP’s pillars and the MWP forms one of the EUI’s multidisciplinary pillars. The Max Weber Lectures provide the Fellows and the EUI community with an opportunity to hear and engage with renowned scholars across the humanities and social sciences and the Multidisciplinary Research Workshops allow the Fellows to organize events on topics of their choice that cut across disciplinary boundaries.

The multidisciplinary activities were supported by multidisciplinary Thematic Research Groups that later transformed into Multidisciplinary Research Clusters run by the EUI faculty. When applying, Fellows can express an interest in becoming part of the Research Clusters, which continue to attract many Fellows and allow them to engage with colleagues across the disciplines covered at the EUI. The level of activity of the Research Clusters depends largely on the coordinating faculty and the members of each Cluster. The MWP will continue to engage with the Research Clusters, particularly in coordinating Lectures, Masterclasses, workshops and other events of mutual interest. Additional means of potential collaboration include research support for Fellows’ projects that cut across disciplinary boundaries.

6.6 The Max Weber Programme as public service: Academic Careers Observatory (ACO) and research communication

Since the beginning of the Programme, the Academic Careers Observatory that has been part of it has provided analysis of the academic job market and support to Fellows in seeking academic employment. Many of these support activities are an integrated part of the Max Weber Programme and its offerings. The annual ACO conference has brought together representatives of national and international

research funding agencies to discuss funding opportunities as well as the future of the research funding field in general.

Additionally, a valuable feature of ACO has been its website, which has provided information on academic career structures across a range of countries as well as by discipline. In addition to supporting the Fellows and the EUI community at large, this website can be considered as a public service by the EUI towards the broader academic community as it has been and continues to figure high on internet searches on academic jobs and careers in Europe and beyond.

The information on the ACO website has not been actively updated in recent years because of a lack of resources. To maintain ACO's valuable role as an academic career support service to the EUI community and beyond, a review of the needs for a centralized and systematized platform on academic careers should be conducted to guide ACO's further development as a public service provided by the EUI, as well as a window of the EUI to the broader academic community. Appropriate resources will be required to review and, when needed, revise ACO and the service it can provide.

As discussed in Chapter 4, the Max Weber Fellows conduct high-quality research on a range of fascinating topics of both scholarly and public interest. Some of this research has direct policy relevance and the policy relevant research done by the Fellows will increase by the entry of Fellows affiliated with the School of Transnational Governance. Other research is of the more fundamental type but is often of broad societal and cultural interest. Effectively communicating this research to the broader public benefits the Fellows and the interested public as well as the Programme and the EUI by giving them wider visibility. The MWP has joined a recent initiative of the EUI's Communications Service to more actively promote communication on its research; development of ways to facilitate research communication will continue.



7. APPENDIX

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Appendix

List of Max Weber Fellows

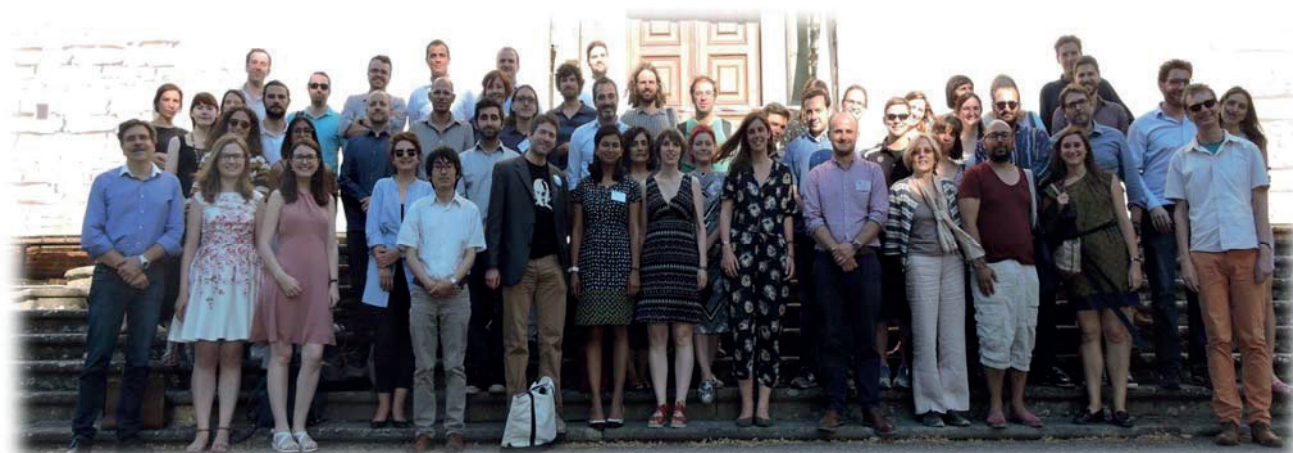
Academic Year 2016/17



- ALLUB, Liam (ECO)
- ATREY, Shreya (LAW)
- BASEDOW, Johann Robert (RSC)
- BAUER, Paul Cornelius (SPS)
- BERNIELL, Maria Ines (ECO)
- BONAZZA, Giulia (HEC)
- CALÒ, Silvia (RSC)
- CARRAI, Maria Adele (LAW)
- CASALE, Sinem (HEC)
- CHADWICK, Alexandra Alice Frances (HEC)
- CHADWICK, Anna Elizabeth (LAW)
- EILAT, Ran (ECO)
- ENACHE, Andreea (ECO)
- EREZ, Lior (SPS)
- FAINI, Matteo (RSC)
- FOSCHI, Matteo (ECO)
- GADE, Tine (RSC)
- GALARIOTIS, Ioannis (RSC)
- GARMENDIA MADARIAGA, Amuitz (SPS)
- GORYUNOV, Maxim (ECO)
- GRACIA, Pablo (SPS)
- GREENWOOD, Jonathan Edward (HEC)
- HACKER, Philipp Niklot (LAW)
- HIRSCHMANN, Gisela Katharina (SPS)
- OBDEN, Christine Louise (SPS)
- Van HOOFT, Paul Alexander (SPS)
- KATSAITIS, Alexander (RSC)
- KLEIN, Steven (SPS)
- KRYLA-CUDNA, Katarzyna Maria (LAW)
- KUKOVEC, Damjan (LAW)

- KULIC, Nevena (SPS)
- LANATI, Mauro (RSC)
- LEBOW, David (LAW)
- LEMIERE, Sophie (RSC)
- MARCUZZI, Stefano (RSC)
- MENON, Seetha (ECO)
- MILLET, Audrey Patrizia (HEC)
- MILIVOJEVIC, Andrej (HEC)
- MOLTENI, Francesco (ECO)
- MUSCHIK, Eva-Maria (HEC)
- MUSSO, Marta (HEC)
- PEHE, Veronika (HEC)
- PEREZ MELENDEZ, Jose Juan (HEC)
- POAMA, Andrei (SPS)
- PRAM, Kym (ECO)
- RAUCHEGGER, Clara (LAW)
- REHER, Stefanie (SPS)
- RENNWALD, Line (SPS)
- RIGO, Mate (HEC)
- SALLOUM, Cynthia (SPS)
- SCEPANOVIC, Vera (SPS)
- SEELKOPF, Laura Pamina (RSC)
- STRANER, Katalin (HEC)
- SUZUKI, Akisato (SPS)
- TRANTIDIS, Aris (SPS)
- TSOURDI, Evangelia (LAW)
- WINSLETT, Gary (RSC)
- ZEFFERT, Henrietta (LAW)
- ZHURAVLEVA, Tatyana (ECO)

Academic Year 2017/18



- ANDERSSON, Per Fredrik (SPS)
- BAGHERI, Saeed (LAW)
- BARRADAS DE FREITAS, Raquel (LAW)
- CAGLIOTI, Angelo (HEC)
- CANFIELD, Matthew (LAW)
- CARRIO CATALDI, Leonardo Ariel (HEC)
- CASTELLANOS-JANKIEWICZ, Leon (LAW)
- COMMAULT, Jeanne (ECO)
- DAGEFOERDE, Mirjam (SPS)
- DESTRI, Chiara (SPS)
- DOTTI SANI, Giulia Maria (SPS)
- DUNGY Madeleine Louise Lynch (HEC)
- FOSCHI Matteo (ECO)
- FOTIOU, Alexandra (ECO)
- GADE, Tine (RSC)
- GERRAND, Vivian (RSC)
- GOREA, Denis (ECO)
- GORYUNOV, Maxim (ECO)
- HADJIYIANNI, Ioanna (LAW)
- HENKE, Marina (SPS)
- HOLLEY, Jared (HEC)

- HOOFT (van), Paul Alexander (SPS)
- HOSOKAWA, Naoko (RSC)
- IAKOVIDIS, Iakovos (LAW)
- IVANOVA, Veneta Todorova (HEC)
- JENTSCH, Valentin (LAW)
- KANTENGA, Kory (ECO)
- KHAZANOV, Pavel (HEC)
- KLEIDER, Hanna (SPS)
- KULIC, Nevena (SPS)
- LAGIOIA, Francesca (LAW)
- LO IACONO, Sergio (SPS)
- MARCUZZI, Stefano (RSC)
- MARKWICA, Robin (RSC)
- MAUCEC, Gregor (LAW)
- MCDONOUGH, Paul (LAW)
- MENON, Seetha (ECO)
- MOLTENI, Francesco (ECO)
- MORVILLO, Marta (LAW)
- MOTYL, Katherina Maria (HEC)
- MOUAWAD, Jamil (RSC)
- PAPADIA, Andrea (RSC)
- PETROV, Victor (HEC)
- PRAM, Kym (ECO)
- QUARANTA, Mario (SPS)
- RANGONI, Bernardo (LAW)
- RAUCHEGGER, Clara (LAW)
- RENNWALD, Line (SPS)
- SCALISE, Gemma (SPS)
- SCHMITZ, Carolin (HEC)
- SEURAT, Leila (RSC)
- SINHA, Rajeshwari Mishka (HEC)
- SMITH, Blake (HEC)
- SOUSA da CUNHA, Joao Rafael (RSC)
- SUZUKI, Akisato (SPS)
- THIEBAUT, Cyrille Marie Agnes (SPS)
- TRANTIDIS, Aris (SPS)
- TRUCHLEWSKI, Zbigniew Grzegorz (SPS)
- TSAKAS, Christos (HEC)
- TURA, Giulia (LAW)
- WALLERMAN, Anna Elisabeth (LAW)
- YILDIRIM, Aydin Baris (RSC)
- ZAWISZA, Tomasz (ECO)
- ZHURAVLEVA, Tatyana (ECO)



- ALOISI, Antonio (LAW)
- ANDERSSON, Per Fredrik (SPS)
- BALLOR, Grace (HEC)
- BAQUERO, Pablo Marcello (LAW)
- BEREZ, Agoston Istvan (HEC)
- BONVINI, Alessandro (HEC)
- BOONSTRA, John (HEC)
- BOUWER, Kim (LAW)
- BRAUN, Christine (ECO)
- BRIGHT, Claire (LAW)
- BUCCA, Mauricio (SPS)
- CABEZA PEREZ, Laura (SPS)
- CORCODEL, Veronica (LAW)
- DAGEFORDE, Mirjam (SPS)
- D'AMATO, Silvia (RSC)
- DAZEY, Margot Helene Lizika (SPS)
- DEWIERE, Remi (HEC)
- DOBRESCU, Madalina (RSC)
- FIALA-BUTORA, Janos (LAW)
- FONTAINE, Amparo (HEC)
- FOTIOU, Alexandra Aikaterini (ECO)
- GARRITZMANN, Julian Leonce (SPS)
- GOREA, Denis (ECO)
- GREVENBROCK, Nils (ECO)
- HANCOX, Emily Victoria (LAW)
- HINZ, Julian (RSC)
- HOLLEY, Jared (HEC)
- IAKOVIDIS, Iakovos (LAW)
- KAIGA, Sakiko (HEC)
- KANTENGA, Kory (ECO)
- KNAPS Anna Maria (RSC)
- LEE, James (SPS)
- LEIPOLD, Bruno (SPS)
- LIM, Misun (SPS)
- LIM, Shiru (HEC)
- LO IACONO, Sergio (SPS)
- MARECHAUX, Benoit (HEC)
- MASSOC, Elsa Clara (SPS)
- MAVRODIN, Corina (HEC)
- MOLTENI, Francesco (RCS)
- PAPADIA, Andrea (RSC)
- PETROVA, Bilyana (SPS)
- QUEIROS, Francisco Vitorino (ECO)
- RANGONI, Bernardo (LAW)
- REIJERS, Wessel (RSC)
- ROBERTS, Christopher (LAW)
- ROESCU, Andra (SPS)

- ROGELJA, Igor (SPS)
- RONCHI, Stefano (SPS)
- SACHOULIDOU, Athina (LAW)
- SCALISE, Gemma (SPS)
- SCHOLZ, Danilo (HEC)
- SIEGRIST, Pascale (HEC)
- SOYEMI, Eniola Anuoluwapo (SPS)
- SPIGANTI, Alessandro (ECO)
- TURA, Giulia (ECO)
- TZANAKI, Anna (LAW)
- VAN 'T KLOOSTER, Jens (SPS)
- VRANCEANU, Alina (SPS)
- WESTERWINTER, Oliver (RSC)
- YILDIRIM, Aydin Baris (RSC)
- YOLCU, Serkan (LAW)
- ZAWISZA, Tomasz (ECO)
- ZEDERMAN, Mathilde (RSC)
- ZHURAVLEVA, Tatyana (ECO)
- ZSCHIRNT, Eva (SPS)

Academic Year 2019/20



- ALVAREZ-NAKAGAWA, Alexis Javier (LAW)
- AVRIL, Lola (LAW)
- BALLOR, Grace (HEC)
- BANKS, Elizabeth (HEC)
- BATTU, Balaraju (SPS)
- BUCCA OLEA, Mauricio Esteban (SPS)
- CRETU, Doina Anca (HEC)
- D'AMATO, Silvia (RSC)
- DESCHEPPER, Julie (HEC)
- DÍAZ CEBALLOS, Jorge (HEC)
- DIESSNER, Sebastian (RSC)
- FARGUES, Emilien (RSC)
- GOLD, Meira (HEC)
- GREINER, Andreas (HEC)
- GREVENBROCK, Nils (ECO)
- GROCHOWSKI, Mateusz (LAW)
- HATHAWAY, Ian (HEC)
- JAKOVAC, Gašper (HEC)
- KNIESS, Johannes Eduardo (SPS)
- LAFUENTE MARTINEZ, Cristina (ECO)
- LARSEN, Signe Rehling (LAW)
- LIM, Misun (SPS)
- LOPES, Marta (ECO)
- LOTT, Gaia (HEC)
- MARTYSHEVA, Lana (HEC)
- MAVROPOULOS, Nikolaos (HEC)

- MCNAMEE, Lachlan Andrew (SPS)
- MOLONEY, David (RSC)
- MÜLLER, Viola Franziska (HEC)
- MURPHY, Karl (LAW)
- MUSHÖVEL, Fabian (SPS)
- ONODA, Takuya (SPS)
- PANIAGUA, Maria Victoria (SPS)
- POPIC, Tamara (SPS)
- PROCTER, Caitlin (RSC)
- PROKIC, Milica (HEC)
- QUEIRÓS, Francisco Vitorino (ECO)
- RAY, Ari (SPS)
- REIJERS, Wessel (RSC)
- SIGILLÒ, Ester (RSC)
- SOYEMI, Eniola Anuoluwapo (SPS)
- SPIGANTI, Alessandro (ECO)
- SPIRIG, Judith (SPS)
- SUN, Junze (ECO)
- TAGIURI, Giacomo (LAW)
- TASSINARI, Arianna (SPS)
- THOMAS, Anja (RSC)
- TONDINI, Alessandro (ECO)
- TROUILLARD, Pauline Isabelle Sylvie (LAW)
- TSIARAS, Stylianos (RSC)
- VASEL, Johann Justus (LAW)
- VRÂNCEANU, Alina (SPS)
- WANG, Xiaoren (LAW)
- WILHELM, Lola (HEC)
- WITTELS, Annabelle (SPS)
- WOODHOUSE, Eleanor Florence (ECO)
- ZEITZ, Alexandra Olivia (SPS)
- ZIÓŁKOWSKI, Michał (LAW)
- ZSCHIRNT, Eva (SPS)

Academic Year 2020/21



- ALIPRANTIS, Christos (HEC)
- ANGHEL, Veronica (SPS)
- ANTONELLI, Giovanni (LAW)
- AZKARATE-ASKASUA, Miren (ECO)
- BAKÓ, Beáta Csilla (LAW)
- BARBOSA MACHADO, Weverthon (SPS)
- BATTU, Balaraju (SPS)
- BERTOLIN, Aline (LAW)
- BIASILLO, Roberta (RSC)
- CAPASSO, Matteo (RSC)
- CARON, Louise Renée Simone (SPS)
- CASEY, Conor (LAW)
- CASTIGLIONI, Michele (SPS)
- CHASAPIS TASSINIS, Orfeas (LAW)
- CHEVÉE, Adélie (RSC)
- COMACCHI, Maria Vittoria (HEC)
- CONG, Wanshu (LAW)
- CORREA LOPERA, Guadalupe (ECO)

- DERMINE, Paul (LAW)
- DI CARLO, Donato (SPS)
- DIESSNER, Sebastian (RSC)
- DINUR, Rona (LAW)
- DOLGOPOLOV, Arthur (ECO)
- DONIEC, Katarzyna Julia (SPS)
- DUCCI, Francesco (LAW)
- FARGUES, Emilien (RSC)
- FERRACANE, Martina
Francesca (RSC)
- FROST, Lillian (RSC)
- GAGO, Maria (HEC)
- GOOSSEN, Benjamin (HEC)
- JABŁONOWSKA, Agnieszka
(LAW)
- LAFUENTE MARTINEZ, Cristina
(ECO)
- MADDALUNO, Lavinia (HEC)
- MILANI, Tommaso (HEC)
- MITRA, Aruni (ECO)
- MOISE, Alexandru Daniel (SPS)
- MUESER, Benjamin (SPS)
- NEUMEYER, Joy (HEC)
- ONODA, Takuya (SPS)
- OST ANKSÝ, Josef (LAW)
- OSTROWSKI, Marius (RSC)
- PEREIRA, Alvaro Enrique (LAW)
- POPIC, Tamara (SPS)
- PRASAD, Shubha (SPS)
- QUERIN, Federica (SPS)
- REUTTER, Mirjam (ECO)
- SEKULI , Ana (HEC)
- SEMPLICI, Greta (RSC)
- SHIBAIKE, Takumi (SPS)
- SONG, Hyang-Gi (SPS)
- STYVE, Maria Dyveke (HEC)
- SUN, Junze (ECO)
- TAGIURI, Giacomo (LAW)
- TONDINI, Alessandro (ECO)
- TSIARAS, Stylianos (RSC)
- VICENT FANCONI, Andrés
María (HEC)
- WITTELS, Annabelle (SPS)
- ZIOŁKOWSKI, Michał (LAW)

Academic Year 2021/22



- ANGHEL, Veronica (SPS)
- BADENHOOP, Nikolai (LAW)
- BAJENOVA, Tatyana (RSC)
- BARTOLETTI, Tomás (HEC)
- CASTIGLIONI, Michele (SPS)
- COLFER, Barry (SPS)
- CORREA LOPERA, Guadalupe
(ECO)
- CRAVO, Télió (HEC)
- DI COCCO, Jessica (SPS)
- DOBROWOLSKA, Anna (HEC)
- DOLGOPOLOV, Arthur (ECO)

- DONNALOJA, Victoria (RSC)
- DYLAG, Matthew (LAW)
- FERRACANE, Martina
Francesca (RSC)
- FINN, Victoria (RSC)
- FLONK, Daniëlle (SPS)
- FRENYÓ, Edit (LAW)
- FUKUMOTO, Makoto (SPS)
- GAGO, Maria (HEC)
- GARBIRAS-DIAZ, Natalia (SPS)
- GONZALES, Giulia (RSC)
- JOZWIAK, Andreas (SPS)
- KILIÇ, Gözde (HEC)
- KLUGE, Emma (HEC)
- KUHN, Eroll (SPS)
- KURBAN, Dilek (LAW)
- LAURI, Cristiana (LAW)
- LEFEVRE, Catherine (HEC)
- LEPINAY, Thomas (RSC)
- MADAR, Revital (LAW)
- MANNAN, Morshed (RSC)
- MARCEDDU, Maria Laura (LAW)
- MCCRUDDEN ILLERT, Kathleen
(HEC)
- MCNEIL-WILLSON, Richard
(RSC)
- MÉSZÁROS, Gábor (LAW)
- MIGLIORATI, Marta (RSC)
- MOISE, Alexandru Daniel (SPS)
- MUESER, Benjamin (SPS)
- MURATORI, Umberto (ECO)
- NIESSEN, Christoph (SPS)
- ONODA, Takuya (SPS)
- OSTROWSKI, Marius (RSC)
- PAVŠI , Zala (HEC)
- PETTI, Alessandro (LAW)
- PIANTA, Silvia (RSC)
- PLOSZKA, Adam (LAW)
- PRASAD, Shubha (SPS)
- QUERIN, Federica (SPS)
- RAMZY, Farah (RSC)
- REUTTER, Mirjam (ECO)
- SEMPLICI, Greta (RSC)
- SONG, Hyang-Gi (SPS)
- STEFINI, Tommaso (HEC)
- STEVENS, Friso Michiel
Sijbrand (RSC)
- TENE, Eva (ECO)
- VAGNI, Giacomo (SPS)
- VALAITIS, Vytautas (ECO)
- VETTESE, Troy (RSC)
- VICENT FANCONI, Andrés
María (HEC)
- VOJINOVI , Miloš (HEC)
- WARREN, Jared (HEC)
- YILDIRIM, Duygu (HEC)
- ZANASI, Francesca (SPS)
- ZHENG, Weiwei (ECO)



- AKDENIZ, Aslihan (ECO)
- BAJENOVA, Tatyana (RSC)
- BARTOLETTI, Tomás (HEC)
- BERNATSKYI, Bohdan (LAW)
- BOSTOEN, Friso (LAW)
- CARAVANI, Matteo (RSC)
- CERON, Matilde (RSC)
- CHARITOPPOULOU, Effrosyni (SPS)
- CHOWDHRY, Sonali (RSC)
- ÇINELI, Ipek Tugce (SPS)
- CRAVO, Télio (HEC)
- DI COCCO, Jessica (SPS)
- DOMINIK, Paulina Dominika (HEC)
- DUHÉ, Arthur (RSC)
- EL TAKI, Karim Khalil (SPS)
- FINN, Victoria (RSC)
- FLONK, Daniëlle (SPS)
- GARBIRAS-DIAZ, Natalia (SPS)
- GIACOMINI, Giada (LAW)
- GOLDSTEIN, Daniel (SPS)
- GREAVES, Ellen Jennifer (ECO)
- GRUDNICKA, Anastazja Maria (HEC)
- HUTTNER, Liane (LAW)
- KILIÇ Gözde (HEC)
- KIM, So Yeon (LAW)
- KLUGE, Emma (HEC)
- KOCEMBA, Karolina (LAW)
- KOVÁTS, Bence (SPS)
- KRECH, Michele (LAW)
- LANCEREAU, Guillaume (HEC)
- LASHCHUK, Iuliia (RSC)
- LAURI, Cristiana (LAW)
- LEBEDENKO, Svitlana (LAW)
- LEFÈVRE, Catherine (HEC)
- LESCHKE, Julia (SPS)
- LI, Tsung-Hsien (ECO)
- MANNAN, Morshed (RSC)
- MARABOUTAKI, Christina (HEC)

- MAR ENKO, Miha (LAW)
- MCCRUDDEN ILLERT Kathleen (HEC)
- MOORE, Deirdre (HEC)
- MUNTA, Mario (RSC)
- MURATORI, Umberto (ECO)
- PAEK, Eunjeong (SPS)
- PARIHAR, Parth (ECO)
- PEYCHEVA, Anna (LAW)
- REHEEM SHAILA, Sapna (LAW)
- RITHOLTZ, Samuel (SPS)
- ROBERTS, George (HEC)
- SAGE, Lucas Christophe Marc (SPS)
- SCHAFF, Felix S.F. (SPS)
- STEFINI, Tommaso (HEC)
- TAKAHASHI, Yuki (ECO)
- TÈNE, Eva (ECO)
- THOMAS, Valentin (LAW)
- VAGNI, Giacomo (SPS)
- VETTESE, Troy (RSC)
- VOJINOVI , Miloš (HEC)
- WADLIG, Gabriele (LAW)
- ZEMLIAKOVA, Tetiana (HEC)
- ZHENG, Weiwei (ECO)

Max Weber Programme Team

Academic Year 2016/17

- ALEKSIÇ, Ognjen
- ANDERSON, Laurie
- BELLAMY, Richard
- GRASSINI, Francesca
- PIZZINI-GAMBETTA, Valeria
- PRICE, Alyson
- TILMANS, Karin
- WONG, Fiona

Academic Year 2017/18

- ALEKSIÇ, Ognjen
- ANDERSON, Laurie
- BELLAMY, Richard
- GRASSINI, Francesca
- PIZZINI-GAMBETTA, Valeria
- PRICE, Alyson
- TILMANS, Karin

Academic Year 2018/19

- ALEKSIÇ, Ognjen
- ANDERSON, Laurie
- BELLAMY, Richard
- GRASSINI, Francesca
- GREWAL, Jashwanni
- PIZZINI-GAMBETTA, Valeria
- PRICE, Alyson
- TILMANS, Karin

Academic Year 2019/20

- ALEKSIÇ, Ognjen
- ANDERSON, Laurie

- BOHLE, Dorothee
- GRASSINI, Francesca
- GREWAL, Jashwanni
- PRICE, Alyson
- TILMANS, Karin

Academic Year 2020/21

- ALEKSIÇ, Ognjen
- ANDERSON, Laurie
- BOHLE, Dorothee
- GRASSINI, Francesca
- GREWAL, Jashwanni
- PRICE, Alyson
- TILMANS, Karin

Academic Year 2021/22

- ALEKSIÇ, Ognjen
- ANDERSON, Laurie
- DITTMAR, Pia
- GREWAL, Jashwanni
- HÄRKÖNEN, Juho
- MARTIGNONI, Laura
- PRICE, Alyson
- TILMANS, Karin

Academic Year 2022/23

- ALEKSIÇ, Ognjen
- ANDERSON, Laurie
- CIANI, ELisa
- HÄRKÖNEN, Juho
- PRICE, Alyson
- SPIRIDONOVA, Veselina
- STEPANEK, Libor
- TILMANS, Karin

List of Academic Practice Activities



Academic Year 2016/17

- Job Market
 - September presentations, filmed and followed up with individual feedback sessions by the EUI Academic Communications Skills Staff (English Unit)
 - Early bird job market sessions for those applying in the US (with Laurie Anderson, MWP)
 - Departmental presentations by Fellows in seminars
 - Job market session with ACO and the MWP Team
 - Advancing a personal Academic File with a draft Research Grant Proposal and a new course syllabus outline
 - Mock interviews by EUI Faculty and Fellows, with direct feedback from EUI Faculty
 - Academic Careers Observatory activities
 - Job talks by the Fellows, with feedback from MWP peers and EUI Faculty
 - Fellows' June Conference: organization and on-going research presentations
- Publishing and Writing
 - Workshop, 'Research and Grant application: how to write a research proposal' (with UCL Faculty)
 - Workshop, 'Inside the journal editing process: a round table with journal editors' (with MWP Director Richard Bellamy and EUI Faculty)
 - Workshop 'Writing a book proposal, general session and individual tutorials' (with Richard Fisher, former director CUP, and Sarah Caro, Princeton UP)
 - Research Grant Proposal (with written feedback from EUI Faculty)
 - MWP Working Paper, to be published in Cadmus (with written feedback from EUI mentor and text editing)
 - Taught module, 'Draft to Submission'

- Writers' Groups, both by discipline and interdisciplinary
- Individual tutorials on written work, including research proposal, working paper, book proposal, course syllabus, job talks, PowerPoint presentations.
- Teaching
 - Preparatory meetings for the Humboldt , UPF and LSE Teaching Exchanges (David Bowskill from Humboldt University in Berlin, Mireia Trenchs from UPF Barcelona, and Alison Standing from the LSE, London)
 - Workshop 'Introduction to Teaching Portfolio' with Lynn McAlpine (Oxford)
 - Workshop, 'Curriculum and Course Development' with Lynn McAlpine (Oxford)
 - Workshop, 'Learning outcomes and strategies' with Lynn McAlpine (Oxford)
 - Workshop, 'Developing reflective practice: Approaches to classroom observation' with Laurie Anderson (MWP)
 - Workshop and individual feedback on the micro-teaching sessions with Lynn McAlpine (University of Oxford)
 - Workshop, 'Teaching at University from a cross-cultural perspective' with Mireia Trenchs (UPF), followed by tutorials for UPF teaching exchange Fellows
 - Workshop, 'Examining supervision: an individual and collective responsibility' with Lynn McAlpine (Oxford)
 - UPF Teaching Exchange (see below for details)
 - Humboldt Teaching Exchange (see below for details)
 - UCL Teaching Exchange (see below for details)

Academic Year 2017/18

- Job Market
 - September presentations, filmed and followed up with individual feedback sessions by the EUI Academic Communications Skills Staff (English Unit)
 - Early bird job market sessions for those applying in the US (with Laurie Anderson, MWP)
 - Departmental presentations by Fellows
 - Job market session with ACO and the MWP Team
 - Advancing a personal Academic File with a draft Research Grant Proposal and a new Course syllabus outline
 - Mock interviews by EUI Faculty and Fellows, with direct feedback from EUI Faculty
 - Engagement with Academic Careers Observatory activities

- Job talks by the Fellows, with feedback from MWP peers and EUI Faculty
- Fellows' June Conference: organization and on-going research presentations
- Publishing and Writing
 - Workshop, 'Research and Grant application: how to write a research proposal' (with UCL Faculty)
 - Workshop, 'Inside the journal editing process: a round table with journal editors' (with MWP Director Richard Bellamy and EUI Faculty)
 - Workshop 'Writing a book proposal, general session and individual tutorials' (with Richard Fisher, former director CUP, and Sarah Caro, Princeton UP)
 - Research Grant Proposal (with written feedback from EUI Faculty)
 - MWP Working Paper, to be published in Cadmus (with written feedback from EUI mentor and text editing)
 - Taught module, 'Draft to Submission'.
 - Writers' Groups, both by discipline and interdisciplinary
 - Individual tutorials on written work: research proposal, working paper, book proposal, course syllabus, job talks, PowerPoint presentations, etc.
- Teaching
 - Preparatory meetings for the Humboldt , UPF and LSE Teaching Exchanges (David Bowskill from Humboldt University in Berlin, Silvia Ruiz Babot from UPF Barcelona, Libor Stepanekl from Masaryk University and Sarah O'Brien from Trinity College Dublin).
 - Workshop 'Introduction to Teaching Portfolio' with Lynn McAlpine (Oxford)
 - Workshop, 'Curriculum and Course Development' with Lynn McAlpine (Oxford)
 - Workshop, 'Learning outcomes and strategies' with Lynn McAlpine (Oxford)
 - Workshop, 'Developing reflective practice: Approaches to classroom observation' with Laurie Anderson (MWP)
 - Workshop and individual feedback on the micro-teaching sessions with Lynn McAlpine (University of Oxford)
 - Workshop, 'Teaching at University from a cross-cultural perspective' with Mireia Trenchs (UPF), followed by tutorials for UPF teaching exchange Fellows
 - Workshop, 'Examining supervision: an individual and collective responsibility' with Lynn McAlpine (Oxford)
 - UPF Teaching Exchange

- Humboldt Teaching Exchange
- UCL Teaching Exchange
- Masaryk Teaching Exchange
- Trinity College Teaching Exchange

Academic Year 2018/19

- Job Market
 - September presentations, filmed and followed up with individual feedback sessions by the EUI Academic Communications Skills Staff (ACS Staff)
 - Presentation and Public Speaking module (with ACS Staff)
 - Early bird job market sessions for those applying in the US (with Laurie Anderson, MWP)
 - Departmental presentations by Fellows in seminars
 - Advancing a personal Academic File with a draft Research Grant Proposal and a new Course syllabus outline
 - Engagement with Academic Careers Observatory activities
 - Job talks and mock interviews by the Fellows, with feedback from MWP peers and EUI Faculty
 - Fellows' June Conference: organization and ongoing research presentations
- Publishing and Writing
 - Workshop, 'Research and Grant application: how to write a research proposal' (with UCL Faculty)
 - Workshop, 'Inside the journal editing process: a round table with journal editors' (with MWP Director Richard Bellamy and EUI Faculty)
 - Workshop 'Writing a book proposal, general session and individual tutorials' (with John Haslam, CUP; Dominic Byatt, OUP)
 - Research Grant Proposal (with written feedback from EUI Faculty)
 - MWP Working Paper, to be published in Cadmus (with written feedback from EUI mentor and text editing)
 - Taught module, 'Style in Research Writing' (first term)
 - Taught module, 'Draft to Submission' (second term)
 - Writers' Groups, by discipline (LAW, SPS)
 - Individual tutorials on written work: research proposal, working paper, book proposal, course syllabus, job talks, PowerPoint presentations, etc. (support utilised by circa ¾ of the Fellows)
- Teaching
 - Preparatory meetings for the Humboldt, Masaryk, Trinity College, UCL and UPF Teaching Practice Weeks (David Bowskill from Humboldt University in Berlin, Libor Št pánek from Masaryk University, Sarah

- O'Brien from Trinity College Dublin, Jane Skirving and Alex Standen from UCL in London, Silvia Ruiz Babot from UPF Barcelona)
- Workshop 'Introduction to Teaching Portfolio' with Lynn McAlpine (Oxford)
 - Workshop, 'Course Design with Lynn McAlpine (Oxford)
 - Workshop, 'Preparation for Micro-Teaching & Teaching Practice Weeks' with Lynn McAlpine (Oxford)
 - Workshop 'Preparation for Micro-Teaching & Teaching Practice Weeks: Seminar Teaching' with Neil McLean (LSE)
 - Workshop and individual feedback on the Micro-teaching Sessions with Lynn McAlpine (University of Oxford)
 - Workshop 'Teaching Portfolio: Integrating the elements of MW Teaching Programme' with Lynn McAlpine (Oxford)
 - Workshop, 'Developing Reflective Practice: Approaches to Classroom Observation' with Laurie Anderson (MWP)
 - Workshop, 'Teaching in Culturally and Linguistically Diverse Classrooms' with Mireia Trenchs (UPF), followed by tutorials for UPF teaching practice week Fellows.
 - Workshop, 'Examining Supervision' with Lynn McAlpine (Oxford)
 - Humboldt Teaching Practice Week
 - Masaryk Teaching Practice Week
 - Natolin College of Europe Teaching Practice Week
 - UCL Teaching Practice Week
 - UPF Teaching Practice Week

Academic Year 2019/20

- Job Market
 - September presentations filmed and followed up with individual feedback sessions by the EUI Academic Communications Skills (ACS) Staff
 - Presentation and Public Speaking module in early October (with ACS Staff)
 - 'Job market package' session in the first term for preparation of application materials (with Laurie Anderson, MWP) and relative individual tutorial followup throughout the year
 - Departmental presentations by Fellows in seminars
 - Advancing a personal Academic File with a draft
 - Research Grant Proposal and a new Course syllabus outline
 - Engagement with Academic Careers Observatory activities
 - Job talks and mock interviews by the Fellows, with feedback from MWP peers and EUI Faculty

- Fellows' June Conference: organization and on-going research presentations
- Publishing and Writing
 - Workshop, 'Research and Grant applications: how to write a research proposal', January (with UCL Faculty)
 - Publishing Strategies workshops, by discipline, December to February (EUI Faculty, ACS staff)
 - 'Writing a book proposal', general session and individual tutorials, November (with John Haslam, CUP); individual feedback on book proposals, second and third term, in lieu of in-person workshop and feedback originally planned (Roger M. Haydon, Cornell University Press). In both cases, this feedback from editors was preceded by individual feedback on preliminary drafts of proposals on the part of the ACS staff
 - Research Grant Proposal (with written feedback from EUI Faculty)
 - MWP Working Paper, to be published in Cadmus (with written feedback from EUI mentor and text editing)
 - Taught module, 'Style in Research Writing' (first term)
 - Taught module, 'Writing your Journal Article: Draft to Submission' (second term)
 - Writers' Groups, by discipline (LAW, SPS; moved online, via Zoom, from March to July)
 - Individual tutorials on written work (e.g. research proposal, working paper, book proposal, course syllabus, articles in progress, application materials), job talks, PowerPoint presentations, etc. (support utilised by circa 75% of the Fellows)

- Teaching
 - Preparatory meetings for the Humboldt, Masaryk, UPF Teaching Practice Weeks (David Bowskill from Humboldt University in Berlin, Libor Št pánek from Masaryk University, Mireian Trenchs from UPF Barcelona)
 - Workshop 'Introduction to Teaching Portfolio' with Lynn McAlpine (Oxford)
 - Workshop, 'Course Design' with Lynn McAlpine (Oxford)
 - Workshop, 'Preparation for Micro-Teaching & Teaching Practice Weeks' with Lynn McAlpine (Oxford)
 - Workshop 'Preparation for Micro-Teaching & Teaching Practice Weeks: Seminar Teaching' with Neil McLean (LSE)

- Workshop and individual feedback on the Micro-teaching Sessions with Lynn McAlpine (University of Oxford)
- Workshop 'Teaching Portfolio: Integrating the elements of MW Teaching Programme' with Lynn McAlpine (Oxford)
- Workshop, 'Developing Reflective Practice: Approaches to Classroom Observation' with Laurie Anderson (MWP)
- Humboldt Teaching Practice (because of Covid-19 this took place online)
- Masaryk Teaching Practice (because of Covid-19 this took place online)
- Natolin College of Europe Teaching Practice (because of Covid-19 this took place online)
- UPF Teaching Practice (because of Covid-19 this took place online)

Academic Year 2020/21

- Job Market
 - September presentations, filmed and followed up with individual feedback sessions by the EUI Academic Communications Skills (ACS) Staff
 - Presentation and Public Speaking module in early October (with ACS Staff)
 - 'Job market package' session in the first term for preparation of application materials (with Laurie Anderson, MWP) and relative individual tutorial followup throughout the year
 - Departmental presentations by Fellows in seminars
 - Advancing a personal Academic File with a draft Research Grant Proposal and a new Course Syllabus outline
 - Job talks and mock interviews by the Fellows, with feedback from MWP peers and EUI Faculty, adjusted to meet the challenges of the Covid19 pandemic
 - Fellows June Conference: organization and ongoing research presentations
- Publishing and Writing
 - Publishing Strategies workshops, by discipline, December to February (EUI Faculty, ACS staff): ECO (with David Levine and Edouard Challe); LAW (with Martijn Hesselink and Neha Jain); SPS (with Arnout van der Rijt and Carlos Closas); HEC (with Giancarlo Casale, Pieter Judson, Ann Thomson).
 - Taught module, 'Style in Research Writing'
 - Taught module, 'Writing your Journal Article: Draft to Submission'
 - Taught module 'From Dissertation to Book: Getting the Ball Rolling'
 - Writers' Groups, by discipline

- Research Grant Proposal (with written feedback from EUI Faculty)
- MWP 'Draft Publication' (with feedback from EUI mentor and text editing)
- Individual tutorials on written work (e.g. research proposal, working paper, book proposal, course syllabus, articles in progress, application materials), job talks, PowerPoint presentations, etc.
- Teaching
 - Preparatory meetings for the Humboldt, Masaryk, UPF Teaching Practice Weeks (David Bowskill from Humboldt University in Berlin, Libor Št pánek from Masaryk University, Daniele Cozzoli from UPF Barcelona)
 - Workshop 'Introduction to Teaching Portfolio' with Lynn McAlpine (Oxford)
 - Workshop, 'Course Design' with Lynn McAlpine (Oxford)
 - Workshop, 'Preparation for Microteaching and Teaching Practice Weeks' with Lynn McAlpine (Oxford)
 - Workshop and individual feedback on the microteaching sessions with Lynn McAlpine (University of Oxford)
 - Workshop 'Teaching Portfolio: Integrating the elements of MW Teaching Programme' with Lynn McAlpine (Oxford)
 - Masaryk Teaching Practice (because of Covid19 this took place online)
 - Natolin College of Europe Teaching Practice (because of Covid19 this took place online)
 - UPF Teaching Practice (because of Covid19 this took place online)
 - University of Luxembourg (because of Covid19 this took place online)

Academic Year 2021/22

- Job Market
 - September presentations filmed and followed up with individual feedback sessions by the EUI Academic Communications Skills (ACS) Staff
 - Presentation and Public Speaking module in early October (with ACS Staff)
 - 'Job market package' session in the first term for preparation of application materials (with Laurie Anderson, MWP) and relative individual tutorial followup throughout the year
 - MSCA Postdoctoral Fellowships workshop and individual follow-up sessions, with Ian Devine and Fabio Santeramo (RSC)
 - Departmental presentations by Fellows in seminars
 - Advancing a personal Academic File with a draft Research Grant Proposal and a new Course Syllabus outline

- Job talks and mock interviews by the Fellows, with feedback from MWP peers and EUI Faculty
- Fellows June Conference: organization and on-going research presentations
- Publishing and Writing
 - Publishing Strategies workshops, by discipline (EUI Faculty, ACS staff): ECO (with Sule Alan and Edouard Challe); LAW (with Sarah Nouwen and Mathias Siems); SPS (with Arnout van der Rijt and Jeffrey Checkel); HEC (with Pieter Judson and Glenda Sluga)
 - Taught module, 'Style in Research Writing'
 - Taught module, 'Writing your Journal Article: Draft to Submission'
 - Taught module 'From Dissertation to Book: Getting the Ball Rolling'
 - Writers' Groups, by discipline
 - Research Grant Proposal (with written feedback from EUI Faculty)
 - MWP Draft Publication (with feedback from EUI mentor and text editing)
 - Individual tutorials on written work (e.g. research proposal, working papers, draft publications, book proposal, course syllabus, articles in progress, application materials), job talks, PowerPoint presentations, etc.
- Teaching
 - Preparatory meeting for the Madrid Autonoma University, Masaryk University, Pompeu Fabra University Teaching Practice Weeks (Libor Štápanek from Masaryk University, Daniele Cozzoli from Pompeu Fabra University and Juan Pan Montojo from Madrid Autonoma University).
 - Workshop, 'Introduction to Teaching Portfolio' with Lynn McAlpine (Oxford).
 - Workshop, 'Course Design' with Lynn McAlpine (Oxford).
 - Workshop, 'Preparation for Micro-Teaching & Teaching Practice Weeks' with Lynn McAlpine (Oxford).
 - Workshop and individual feedback on the Micro-teaching Sessions with Lynn McAlpine (University of Oxford).
 - Workshop 'Teaching Portfolio: Integrating the elements of MW Teaching Programme' with Lynn McAlpine (Oxford).
 - Masaryk Teaching Practice.
 - Natolin College of Europe Teaching Practice.
 - Pompeu Fabra University Teaching Practice.
 - Madrid Autonoma University Teaching Practice.

Max Weber Multidisciplinary Research Activities



Academic Year 2016/17 MAX WEBER LECTURES

- Kalypso Nicolaidis (University of Oxford), *Three Meanings of Brexit*, 26 October 2016
- Philippe Van Parijs (Université Catholique de Louvain), *Just Europe*, 16 November 2016
- Ngaire Woods (University of Oxford), *Backlash: Is Globalization Killing Democracy?*, 14 December 2016
- Barbara Petrongolo (Queen Mary, University of London), *Women at work: Trends, Current Perspectives and Policy Responses*, 18 January 2017
- Barry Eichengreen (University of California, Berkeley), *Minimal Conditions for the Survival of the Euro*, 15 February 2017
- Rhacel Salazar Parreñas (University of Southern California), *Labor Regimes of Indenture: A Global Overview of Migrant Domestic Work*, 22 March 2017
- Sally E. Merry (New York University), *The Seductions of Quantification: Bureaucracy and the Politics of Measurement*, 26 April 2017
- Mark Philp (University of Warwick), *The Corruption of Politics*, 10 May 2017

MAX WEBER FELLOWS IN CONVERSATION WITH THE MAX WEBER LECTURERS

- Kalypso Nicolaidis interviewed by Johann Basedow (RSC) and Alex Katsaitis (RSC), 26 October 2016
- Philippe Van Parijs interviewed by Andrei Poama (SPS), 17 November 2016
- Barbara Petrongolo interviewed by Nevena Kulic (SPS) and Seetha Menon (ECO), 18 January 2017
- Barry Eichengreen interviewed by Anna Chadwick (LAW) and Marta Musso (HEC), 15 February 2017
- Rhacel Salazar Parreñas interviewed by Giulia Bonazza (HEC) and Lilian Tsourdi (LAW), 22 March 2017
- Sally E. Merry interviewed by Henrietta Zeffert (LAW), 26 April 2017
- Mark Philp interviewed by Lior Erez (SPS) and Steven Klein (SPS), 9 May 2017

MWP OCCASIONAL LECTURES

- David Dyzenhaus (University of Toronto), *Emergencies and Human Rights*, 7 December 2016
- Hilton Root (George Mason University), *Is Modernization Dead? Why Developments in World Politics Place an Epistemic Challenge for Social Scientists*, 16 March 2017
- Alan Cromartie (University of Reading), *The Hobbesian Project: Science, Politics, Worship*, 27 April 2017
- Lawrence Venuti (Temple University), *Genealogies of Translation Theory: Schleiermacher*, 17 May 2017

11TH MWP-ACO CONFERENCE

On 8th February 2017 the MWP-ACO conference on research funding opportunities brought together representatives of European and national agencies and research funding charities.

10TH MWP – JMU GRADUATE SYMPOSIUM

The Past, Present, and Future of the EU: Multidimensional Perspectives. 7 April 2017, joint conference by JMU and the MWP. The EUI's Max Weber Programme and James Madison University's MA Program in European Union Policy Studies held their 10th annual Joint Graduate Symposium.

11TH MAX WEBER FELLOWS' JUNE CONFERENCE

Transformation, Instability and Diversity, 7-9 June 2017. For decades the global order seemed engaged – with a few, though significant, exceptions – in a process of integration across every dimension (economic, political, social, and cultural) and on every level (global, inter-governmental, transnational, regional, national and local). Increasing diversity accompanied integration, leading to both the stabilisation and destabilisation of societies. However, in recent years that transformation has slowed down sharply, and in some cases come to a halt. Instability and mounting challenges to the liberal order and approaches across every dimension and on every level have replaced what appeared to be a smooth, inevitable, and supposedly benign 'progression', challenging historical consciousness. The diversity championed by the liberal order over the past decades has likewise been met with resistance from those seeking to return to more traditional boundaries – whether national, religious, ethnic, gender, or cultural. Is this the onset of a new era, or just the latest, perhaps temporary, development in an ongoing, open-ended transformation of global societies over the past centuries that has been marked by alternating moments of change and reaction? This multidisciplinary conference sought to answer these questions from a variety of social science and humanities perspectives (historical, political science and sociological, economic, and legal) and represented through the EUI's six thematic groupings. The conference welcomed regular presentations, poster presentations or panel proposals related to those thematic research groups, as well as contributions that addressed other issues of academic and social relevance.

Organising Committee of Max Weber Fellows: Katarzyna Kryla-Cudna (LAW), Akisato Suzuki (SPS), Nevena Kulic (SPS), Paul van Hooft (SPS), Katalin Straner (HEC), Evangelia (Lilian) Tsourdi (LAW), Line Rennwald (SPS), Maxim Goryunov (ECO)

Academic Year 2017/18

MAX WEBER LECTURES

- Wolfgang Schoen (Director, Max Planck Institute for Tax Law and Public Finance). *Taxation and Democracy*, 11 October 2017.
- Cecilia L. Ridgeway (Stanford University). *Understanding the Nature of Status Inequality: Why Is It Everywhere? Why Does It Matter?*, 8 November 2017.
- Odd Arne Westad (Kennedy School of Government, Harvard University). *The Cold War: A World History*, 13 December 2017.
- Jan-Werner Mueller (Princeton University). *After Populism*, 17 January 2018.
- Dani Rodrik (Harvard Kennedy School). *Globalization and the Populist Backlash*, 14 February 2018.
- Rachel Kranton (Duke University). *Deconstructing Group Bias: Groupy vs.*

Non-groupy social preferences, 14 March 2018.

- T. Alexander Aleinikoff (The New School for Social Research). *Mobility and Immobility: Migrants and Refugees*, 18 April 2018.
- Debra Satz (Stanford University). *The Government's Provision of Specific, In Kind Goods: A Defense*, 16 May 2018.

MAX WEBER FELLOWS IN CONVERSATION WITH THE MAX WEBER LECTURERS

- Wolfgang Schoen interviewed by MW Fellow Valentin Jentsch (LAW), 11 October 2017.
- Cecilia L. Ridgeway interviewed by MW Fellow Nevena Kulic (SPS), 8 November 2017.
- Odd Arne Westad interviewed by MW Fellows Madeleine Dungy (HEC) and Victor Petrov (HEC), 14 December 2017.
- Jan-Werner Mueller was interviewed by MW Fellow Chiara Destri (SPS) on 18 January 2018.
- Dani Rodrik interviewed by MW Fellows Zbigniew Truchlewski (SPS) and Aydin Yildirim (RSC), 14 February 2018.
- Rachel Kranton interviewed by MW Fellow Giulia Tura (ECO), 14 March 2018.
- T. Alexander Aleinikoff interviewed by MW Fellow Naoko Hosokawa (RSC), 18 April 2018.
- Debra Satz interviewed by the director of the Max Weber Programme, Richard Bellamy, and MW Fellow Jared Holley (HEC), 16 May 2018.

MWP OCCASIONAL LECTURES

- Andrea Sangiovanni (King's College London). *When and Why is Freedom of Movement Worth Defending?*, 22 November 2017.
- Ugo Mattei (UC Hastings) *From commons to capital and back. The turning point in private law*, 3 May 2018.
- Kenneth A. Armstrong (University of Cambridge) *Brexit and 'Constitutional Requirements': What Happens When an Under-Constitutionalised State Leaves an Over-Constitutionalised EU?*, 8 June 2018.
- Samuel Moyn (Yale Law School) *National Welfare and International Human Rights*, 11 June 2018.

11TH MWP – JMU GRADUATE SYMPOSIUM

Diverging Problems in the EU was held on 10 April 2018. This joint conference by the EUI's Max Weber Programme and James Madison University's MA Program in

European Union Policy Studies gave JMU's MA students in European Union Policy Studies an opportunity to present and discuss their own research with Max Weber Fellows and the wider EUI community in an academic setting.

12TH MAX WEBER FELLOWS' JUNE CONFERENCE

States, Societies and Crises across Time and Space, 13-15 June 2018. Each year, the Max Weber June Conference presents an opportunity to enhance academic exchange and collaboration between different generations of Fellows. At a time of perceived global upheaval and crisis, the goal was to bring together an eclectic group of scholars to discuss some of the major transformations that states and societies have undergone across time and space. The aim was to develop multidisciplinary perspectives on key current, past and likely future challenges faced by local, regional, national and transnational communities. These included, but were not limited to, issues related to income, employment, markets, finance, trade, education, health, mobility, migration, security, gender, sexuality, ethnicity, race, citizenship, religion, the workplace and the environment. This year, we were pleased to welcome Professor Jürgen Osterhammel (University of Konstanz) and Professor Michael Ignatieff (Central European University) as keynote speakers.

Organising Committee: Per Andersson (MWF SPS), Matthew Canfield (MWF LAW), Alexandra Fotiou (MWF ECO), Vivian Gerrand (MWF RSC), Valentin Jentsch (MWF LAW), Robin Markwica (MWF RSC), Francesco Molteni (MWF ECO), Mishka Sinha (MWF HEC), Cyrille Thiébaud (MWF SPS) and Christos Tsakas (MWF HEC).

Academic Year 2018/19

MAX WEBER LECTURES

- Thomas Christiano (The University of Arizona). *A Democratic Conception of Markets*, 17 October 2018.
- Catherine Schenk (University of Oxford). *The Global Financial Crisis 10 years after: using and forgetting the past?*, 14 November 2018.
- Neil Walker (University of Edinburgh). *When Sovereigns Stir*, 5 December 2018.
- Annelien De Dijn (Utrecht University). *Egalitarian Revolutions*, 16 January 2019.
Vivien Schmidt (Boston University). *The Rhetoric of Discontent: A Transatlantic Inquiry into the Rise of Populism*, 20 February 2019.
- David Soskice (London School of Economics). *Advanced Capitalism, Advanced Democracies and National Autonomy: Symbiotic Most of the Time*, 20 March 2019.

- Nancy L. Green (École des hautes études en sciences sociales) *A New Look at the Economics of Mobility: The Causes and Costs of Transnationalism*, 17 April 2019.
- Helen V. Milner (Princeton University). *Globalization and Its Political Consequences: The Rise of Populism?*, 15 May 2019.

MAX WEBER FELLOWS IN CONVERSATION WITH THE MAX WEBER LECTURERS

- Thomas Christiano interviewed by MW Fellow Jen van 't Klooster (SPS), 17 October 2018.
- William C. Roberts interviewed by MW Fellows Bruno Leipold (SPS) and Pascale Siegrist (HEC), 6 November 2018.
- Catherine Schenk interviewed by MW Fellows Elsa Massoc (SPS) and Andrea Papadia (RSC), 14 November 2018.
- Neil Walker interviewed by MW Fellows Claire Bright (LAW) and Emily Hancox (LAW), 5 December 2018.
- Annelien De Dijn interviewed by MW Fellows Jared Holley (HWC) and Bruno Leipold (SPS), 16 January 2019.
- Vivien Schmidt interviewed by MW Fellow Mirjam Dageförde (SPS), 20 February 2019.
- David Soskice interviewed by MW Fellows Per Andersson (SPS) and Julian Garritzmann (SPS), 20 March 2019.
- Nancy L. Green interviewed by MW Fellow Veronica Corcodel (LAW), 17 April 2019.
- Helen Milner interviewed by MW Fellows Aydin Yildirim (RSC) and James Lee (SPS), 15 May 2019.

MWP OCCASIONAL LECTURES

- William Clare Roberts (McGill University) *Marx's politics of freedom*, 6 November 2018.
- John Foot (University of Bristol, Fernand Braudel Fellow EUI) *The Archipelago? Writing a History of Post-War Italy*, 20 November 2018.
- Shmuel Nili (Northwestern University and Australian National University). *All the demagogue's men or How a liberal democracy disintegrates*, 8 January 2019.
- Catherine Lu (McGill University) *Decolonizing Self-determination*, 6 February 2019.
- Oisín Suttle (Queen's University, Belfast). *Justice in Trade: From Philosophy to Law*, 5 June 2019.

13TH MAX WEBER FELLOWS' JUNE CONFERENCE

Drivers and Consequences of Transformation, 12-14 June 2019, Badia Fiesolana. This conference aims at creating a cross-cultural and cross-disciplinary dialogue on historical and contemporary social, economic, legal and political transformations. The goal is to reflect on the driving forces and actors of past or current events shaping societal developments and their effects. Various dimensions of change will be explored, such as political transitions, social contestations, economic integration, cultural disjunctures, technological advancements, and socio-legal reforms. This year, the two keynote lectures were given by Professor Per Krusell (Professor of Economics, Stockholm University) and Baroness Onora O'Neill (Professor Emeritus, University of Cambridge).

Organising Committee of Max Weber Fellows: Veronica Corcodel (MWF LAW), Mirjam Dageforde (MWF SPS), Andra Roescu (MWF SPS), Pascale Siegrist (MWF HEC), Alina Vranceanu (MWF SPS) and Aydin Yildirim (MWF RSC).

Academic Year 2019/20

MAX WEBER LECTURES

- Valerie Jane Bunce (Cornell University). *Tit-for-Tat: The U.S.-Russian Game of Weaponizing Elections*, 16 October 2019.
- Richard Whatmore (University of St Andrews). *The End of Enlightenment and After*, 20 November 2019.
- Nadia Urbinati (Columbia University). *The Populist Ambition*, 15 January 2019.
- Marie-Janine Calic (Ludwig Maximilian University Munich). *The Enlightenment in Southeastern Europe*, 19 February 2020.
- Mariana Mazzucato (University College London). *Rethinking Value Creation for a post-Covid recovery that is inclusive & sustainable*, 29 June 2020.

MAX WEBER FELLOWS IN CONVERSATION WITH THE MAX WEBER LECTURERS

- Valerie Jane Bunce interviewed by two MW SPS Fellows, Alina Vranceanu and Tamara Popic, 16 October 2019.
- Richard Whatmore interviewed by two MW HEC Fellows, Gašper Jakovac and Jorge Díaz Ceballos, 20 November 2019.
- Nadia Urbinati interviewed by two MW Fellows, Johann Justus Vasel (LAW) and Ester Sigilló (RSC), 15 January 2020.
- Marie-Janine Calic interviewed by two MW HEC Fellows, Anca Cretu and Milica Prokic, 19 February 2020.

- Waltraud Schelkle interviewed virtually by two MW Fellows, Fabian Mushövel (SPS) and Stylianos Tsiaras (RSC), 15 April 2020.

13TH EU POLICY STUDIES, JMU AND MWP

The 2020 Joint Graduate Symposium of the Max Weber Programme and the EU Policy Studies at James Madison University (JMU) was organized by MWF Siliva D'Amato, who also serves as a lecturer at JMU, and Caterina Paolucci, (JMU). Under the title 'Politics Strikes Back: Europe between old and new challenges', 16 graduate students from JMU and the MA Programme in International Law of the University of Prishtina presented their work. 5 MWFs served as panel chairs and discussants

14TH MAX WEBER FELLOWS' JUNE CONFERENCE

A Time for Anxiety? 18-19 June 2020 – Online. 'May you live in interesting times' warns an apocryphal Chinese saying, sometimes used in English as a curse, which was selected as the title for last year's Venice Biennale. It may indeed be wiser to desire to live in *uninteresting times*, when peace, stability, and prosperity abound. *Interesting times* are, instead, moments of rapid change, rich in opportunity but also characterized by the displacement of traditions, institutions, and forms of living, which often result in growing inequality and conflict. These moments are, in the minds of many, times for anxiety. To grapple with the transitional nature of our own contemporary world, the 14th Max Weber Conference would like to encourage a responsible scholarly reflection on the turbulent political, economic, legal, and historical processes that characterize – today as in the past – both real and perceived times for anxiety.

Organising Committee: Anca Cretu (MWF HEC), Julie Deschepper (MWF HEC), Sebastian Diessner (MWF RSC), Nils Grevenbrock (MWF ECO), Mateusz Grochowski (MWF LAW), Ian Hathaway (MWF HEC), Viola Müller (MWF HEC), Tamara Popic (MWF SPS), Alessandro Spiganti (MWF ECO), Giacomo Tagiuri (MWF LAW), Eva Zschirnt (MWF SPS).

Academic Year 2020/21

MAX WEBER BOOK ROUND TABLES

- Siniša Malešević (University College Dublin), *Grounded Nationalisms*, 18 November 2020

- Vivien Schmidt (Boston University), *Europe's Crisis of Legitimacy: Governing by Rules and Ruling by Numbers in the Eurozone*, 2 December 2020.
- Katharina Pistor (Columbia Law School), *The Code of Capital: How the Law Creates Wealth and Inequality*, 3 February 2021
- Till van Rahden (University of Montreal), *Democracy: A Fragile Way of Life*, 19 May 2021

MAX WEBER FELLOWS IN CONVERSATION WITH THE MAX WEBER SPEAKERS

- Siniša Malešević (University College Dublin) interviewed by MW Fellows, Veronica Anghel (SPS) and Benjamin Goossen (HEC), 18 November 2020.
- Vivien Schmidt (Boston University) interviewed by MW Fellows, Donato di Carlo (SPS) and Sebastian Diessner (RSC), 2 December 2020.
- Katharina Pistor (Columbia Law School) interviewed by MW Fellows, Josef Ostransky (LAW) and Giacomo Tagiuri (LAW), 3 February 2020.
- Till van Rahden (University of Montreal) interviewed by MW Fellows, Tommaso Milani (HEC) and Benjamin Mueser (SPS).

15TH MAX WEBER FELLOWS JUNE CONFERENCE

Healing and Renewal. 16–18 June 2021 – Badia Fiesolana and Online.

The shock and grief of 2020 have prompted a search for healing and renewal. The Covid-19 pandemic exposed and exacerbated inequalities, upended common understandings of time and space, raised doubts about the knowledge of experts, and mobilised reactions from opposite ends of the political spectrum. The 15th Max Weber Conference welcomes reflections on political, economic, legal, and historical questions that offer insight into varying forms of recovery and regeneration.

Organising Committee: Aline Bertolin (MWF LAW), Wanshu Cong (MWF LAW), Guadalupe Correa Lopera (MWF ECO), Joy Neumeyer (MWF HEC), Marius Ostrowski (MWF RSC), Shubha Prasad (MWF SPS).

Academic Year 2021/22

MAX WEBER BOOK ROUND TABLES

- *Six Faces of Globalization*, with Nicolas Lamp (Queen's University) and Anthea Roberts (Australian National University), 16 February 2022.

MAX WEBER LECTURES

- Carles Boix (Princeton University) – *The Struggle for Political Emancipation and the Formation of Modern National Identities*, 3 November 2021.
- Larry Wolff (New York University) – *Western Perspectives on Eastern Europe: New Mental Mapping after the Cold War*, 1 December 2021.
- Johanna Gehmacher (University of Vienna/Fernand Braudel Fellow (EUI)) – *Im/possible Careers and Scholarly Households. Gendered Scholarly Personae around 1900*, 12 January 2022.
- Bartolomé Yun Casalilla (Universidad Pablo de Olavide Sevilla) – *Social networks, social capital and institutional enforcement mechanisms in the early modern Iberian empires. A proposal for imperial history*, 2 March 2022.
- Ruud Koopmans WZB (Berlin Social Science Center) – *The Crumbling House of Islam. Religious Fundamentalism and the Crisis of the Muslim World*, 6 April 2022.
- Ekaterina Zhuravskaya (Paris School of Economics) – *Mobile Internet and Confidence in Government*, 11 May 2022.
- Lea Ypi (London School of Economics) – *Freedom at the End of History*, 1 June 2022.

MAX WEBER FELLOWS IN CONVERSATION WITH THE MAX WEBER SPEAKERS

- Carles Boix (Princeton University) interviewed by MW Fellow Marius Ostrowski (RSC), 3 November 2021.
- Johanna Gehmacher (University of Vienna/Fernand Braudel Fellow (EUI)) interviewed by MW Fellows Miloš Vojinovi (HEC) and Kathleen McCrudden Illert (HEC), 17 February 2022
- Bartolomé Yun Casalilla (Universidad Pablo de Olavide Sevilla) interviewed by MW Fellows Andrés María Vicent Fanconi (HEC) and Tommaso Stefani (HEC), 9 March 2022

16TH MAX WEBER FELLOWS JUNE CONFERENCE

Perspectives on Global Crises: Challenges and Opportunities. 15-17 June 2022 – Badia Fiesolana. This conference brings together social, political, economic, historical, and legal expertise to answer the big questions of the past, today – and tomorrow. The aim is to invite a broad community of scholars to open new multi-disciplinary avenues with which to address global challenges. This year, we are pleased to welcome Professor Martti Koskeniemi (University of Helsinki) as Keynote Speaker. Organising Committee: Tatyana Bajenova (RSC), Cristiana Lauri (LAW), Federica Querin (SPS), Farah Ramzy (RSC), Duygu Yıldırım (HEC).

Multidisciplinary Research Workshops



Academic Year 2016/17

- 9 December 2016. *Citizens, Democracy, and Global Responsibility*. Organisers: Christine Hobden (SPS), Stefanie Reher (SPS) and Akisato Suzuki (SPS)
- 24 January 2017. *Critical Reflections on Asylum, Migration, and Xenophobia in Europe*. Organisers: Eva-Maria Muschik (HEC), Evangelia (Lilian) Tsourdi (LAW) and Ioannis Galariotis (SPS)
- 18 January 2017. *Survey Experiments*. Organisers: Andrei Poama (SPS) and Paul Bauer (SPS)
- 14 March 2017. *Persistent Inequalities: Studying Gender in the 21st Century*. Organisers: Ines Berniell (ECO), Pablo Gracia (SPS), Steven Klein (SPS) and Nevena Kulic (SPS)
- 15 March 2017. *When Institutions Fail: An Interdisciplinary Perspective on Institutional Change, Outcome Diversity and Unintended Consequences*. Organiser: Aris Trantidis (SPS)
- 17 March 2017. *All for One and One for All? Coalitions in the Fight against Terrorism*. Organisers: Matteo Faini (RSC), Tine Gade (RSC) and Stefano Marcuzzi (RSC)
- 27-28 April 2017. *European Hobbes Society Workshop*. Organiser: Alexandra Chadwick (HEC)
- 5 May 2017. *Evolution of Capitalism*. Organisers: Marta Musso (HEC) and Mate Rigo (HEC)
- 17 May 2017. *Translation in Transit: Interpreting Culture in the Modern World*. Organisers: Jonathan Greenwood (HEC) and Katalin Straner (HEC)

- 22 – 23 May 2017. *The Return of Economic Nationalism?* Organisers: Prof. Dorothee Bhole (SPS) and MW Fellows Vera Scepanovic (SPS) and Line Rennwald (SPS)
- 5 June 2017. *Bayesian Statistics: Concept and Practice*. Organisers: Akisato Suzuki (SPS), Amuitz Garmendia Madariaga (SPS) and Paul Bauer (SPS) under the initiative of the Quantitative Methods Working Group

Academic Year 2017/18

- 1-2 March 2018. *Picking up after Brexit: Explaining and assessing the British exit from the European Union*. Organizers: Marina Henke (SPS), Robin Markwica (RSC) and Aydin Yildirim (RSC)
- 6 April 2018. Moving (between) *Cultures: Theories and Practices of Transfer*. Organizers: Matthew Canfield (LAW), Naoko Hosokawa (RSC), Mishka Sinha (HEC) and Blake Smith (HEC)
- 20 April 2018. *Trust Matters*. Organizers: Raquel Barradas de Freitas (LAW), Sergio Lo Iacono (SPS), Marta Morvillo (LAW) and Carolin Schmitz (HEC)
- 2 May 2018. *European Security in an Age of American Restraint*. Organizers: Marina Henke (SPS) and Paul van Hooft (SPS)
- 4 May 2018. *Fears of Trolls and Little Green Men: Does Hybrid Warfare Work, for Whom, and Where?* Organizers: Stefano Marcuzzi (RSC), Akisato Suzuki (SPS) and Paul van Hooft (SPS)
- 4 May 2018. *Modern Readings of Epicureanism – Political Receptions and the Politics of Reception*. Organizers: Jared Holley (HEC) and Federico Testa (AEUFAl-HEC)
- 24 May 2018. *What is corruption?* Organizers: Chiara Destri (SPS) and Tatyana Zhuravleva (ECO)
- 28 May 2018. *Taxation and Fiscal Policy*. Organizers: Per Andersson (SPS), Alexandra Fotiou (ECO), Hanna Kleider (HEC), Andrea Papadia (RSC), Zbigniew Truchlewski (SPS) and Tomasz Zawisza (ECO)
- 1 June 2018. *Peace from Locals*. Organizers: Tine Gade (RSC), Vivian Gerrard (RSC) and Akisato Suzuki (SPS)
- 8 June 2018. *Challenges to EU Law and Governance in the Member States*. Organizers: Clara Rauchegger (LAW) and Anna Wallerman (LAW)
- 11 June 2018. *National Political Communities and International Institution*. Organizers: Angelo Caglioti (HEC), León Castellanos (LAW) and Madeleine Dungy (HEC)
- 5 July 2018. *The Role of Image-Making in the Prevention of Violence*. Organizers: Saeed Bagheri (LAW) and Vivian Gerrard (RSC)

Regulatory Governance Colloquia: Organizers: Matthew Canfield (LAW) Ioanna Hadjiyianni (LAW), Marta Morvillo (LAW), Bernardo Rangoni (LAW) and Gemma Scalise (SPS)

- 16 April 2018. *Unilateral Trade Regulation in pursuance of Global Environmental Protection: Legal Perspectives*
- 8 May 2018. *Taking stock of regulatory governance, hierarchical and heterarchical approaches*
- 22 May 2018. *Legal perspectives on expertise, politics and the quest for accountability*
- 31 May 2018. *Socio-Legal Approaches to Regulatory Governance: Shadows of Power*
- 6 June 2018. *The governance of social investment. Theoretical considerations and empirical findings*

Academic Year 2018/19

- 29-30 April 2019. *Rethinking Methodological Approaches to Islamic Movements*. Organizers: Margot Dazey (SPS), Mathilde Zederman (RSC)
- 2-3 May 2019. *Non-Majoritarian Institutions Under Political Pressure*. Organizers: Bernardo Rangoni (LAW), Anna Tzanaki (LAW)
- 6 May 2019. *State-Building In Non-Democratic Societies*. Organizers: Per Andersson (SPS), Rémi Dewièrè (HEC), Benoît Maréchaux (HEC), Corina Mavrodin (HEC), Andrea Papadia (RSC), Christopher Roberts (LAW)
- 9-10 May 2019. *Effectiveness Of Children's Education Around the Globe*. Organizers: Tatyana Zhuravleva (ECO)
- 17 May 2019. *European Transnationalism Between Successes and Shortcomings: Threats, Strategies and Actors Under the Microscope*. Organizers: Silvia D'Amato (RSC), Athina Sachoulidou (LAW)
- 28 May 2019. *Institutional Complexity in Global Governance*. Organizers: Oliver Westerwinter (RSC), Mette Eilstrup-Sangiovanni (Jean Monnet Fellow)
- 31 May 2019. *Fixing The Moves? Maps, State and Mobility in Social Sciences*. Organizers: Rémi Dewièrè (HEC), Igor Rogelja (SPS), Pascale Siegrist (HEC)
- June 2019. *The Roots of Human Altruism. Making Sense of Pro-Social Behaviour*. Organizers: Pascale Siegrist (HEC), Tatyana Zhuravleva (ECO)

Academic Year 2019/20

- 11 February 2020, 18:00-20:30 – Emeroteca, Badia. *One Film – Four Lenses*. Organizers: Johannes Kniess (MWF SPS), Johann Justus Vasel (MWF LAW)
- 16-17 April 2020 – online. *Lifecycle of Intergroup Conflict*. Organizers: Viola Müller (MWF HEC), Ester Sigilló (MWF LAW), Judith Spirig (MWF SPS), Annabelle Wittels (MWF SPS), Eva Zschirnt (MWF SPS)

- 5 May 2020 – online. *Labour Market Dynamics, Institutions and their Mutual Linkages: Fostering Interdisciplinary Dialogue*. Organizers: Cristina Lafuente (MWF ECO), Marta Lopes (MWF ECO), Arianna Tassinari (MWF SPS)
- 11-12 May 2020 – online. *Inequality and Discrimination*. Organizers: Balaraju Battu (MWF SPS), Mauricio Bucca (PUC Chile), Nils Grevenbrock (MWF ECO), Fabian Mushövel (MWF SPS), Alessandro Spiganti (MWF ECO), Stylianos Tsiaras (MWF RSC), Giulia Tura (MWF ECO), Eva Zschirnt (MWF SPS)
- 19-20 May 2020; 2-3 June 2020; 4-5 June 2020 – online. *Natural and Field Experiments for the Social Sciences*. Organizers: Alexis Alvarez Nakagawa (MWF LAW), Annabelle Wittels (MWF SPS), Xiaoren Wang (MWF LAW), Eleanor Woodhouse (MWF ECO)
- 3 June 2020 – online. *Migration in Historical and Contemporary Perspectives*. Organizers: Anca Cretu (MWF HEC), Alina Vranceanu (MWF SPS)
- 24 June 2020 – online. *The Protean Consumer: Exploring Competing Visions of Consumption and Consumerism*. Organizers: Giacomo Tagiuri (MWF LAW), Viola Müller (MWF HEC), Gasper Jakovac (MWF HEC), Mateusz Grochowski (MWF LAW), Xiaoren Wang (MWF LAW)

Academic Year 2020/21

- February–June 2021, Online (Zoom) *Envisioning the Global South(s)*. Organizers: Roberta Biasillo (MWF RSC), Matteo Capasso (MWF RSC), Wanshu Cong (MWF LAW), Maria Dyveke Styve (MWF HEC), Lillian Frost (MWF RSC), Maria do Mar Gago (MWF HEC)
- 25–26 March 2021 – Online (Zoom). *Pricing Technologies and their Economic and Social Consequences*. Organizers: Arthur Dolgoplov (MWF ECO), Agnieszka Jablonowska (MWF LAW), Francesco Ducci (MWF LAW), Giacomo Tagiuri (MWF LAW)
- April–May 2021 – Online (Zoom). *Humanitarian Intervention: the invention of a tradition?* Organizers: Josef Ostransky (MWF LAW), Orfeas Chasapis Tassinis (MWF LAW), Andrés Vicent Fanconi (MWF HEC)
- 13 May 2021 – Online (Zoom). *Causes and consequences of inequality*. Organizers: Weverthon Barbosa Machado (MWF SPS), Balaraju Battu (MWF SPS), Aruni Mitra (MWF ECO), Federica Quérin (MWF SPS)
- May–June 2021 – Online (Zoom). *Turning the Tide: Contemporary Challenges to Health and Healthcare in Europe and Beyond*. Organizers: Aline Bertolin (MWF LAW), Katarzyna Doniec (MWF SPS), Alexandru Moise (MWF SPS), Takuya Onoda (MWF SPS), Tamara Popic (MWF SPS), Mirjam Reutter (MWF ECO)
- 27–28 May 2021 – Badia (Refectory) and Online (Zoom). *Mobilities in Early modern and contemporary Mediterranean*. Organizers: Roberta Biasillo

(MWF RSC), Maria Vittoria Comacchi (MWF HEC), Lavinia Maddaluno (MWF HEC)

- 31 May 2021 – Badia (Refectory) and Online (Zoom). *Technocracy in Time and Space*. Organizers: Adélie Chevée (MWF RSC), Wanshu Cong (MWF LAW), Paul Dermine (MWF LAW), Sebastian Diessner (MWF RSC), Tommaso Milani (MWF HEC), Takuya Onoda (MWF SPS), Giacomo Tagiuri (MWF LAW)
- 3 June 2021 – Villa Schifanoia (Sala Europa) and Online (Zoom). *Radical Democracy and Populism*. Organizers: Adélie Chevée (MWF RSC), Guadalupe Correa Lopera (MWF ECO), Takumi Shibaike (MWF SPS), Josef Ostransky (MWF LAW)
- 27 May 2021 – Online (Zoom). *Jurisdictions*. Organizers: Alexis Alvarez-Nakagawa (Visiting MWF LAW), Jorge Díaz Ceballos (Alumnus MWF HEC)

Academic Year 2021/22

- 14 October, 28 October and 5 November 2021, (Badia Fiesolana) and Online (Zoom). *Anti-Corruption*. Organizers: Michele Castiglioni (MWF – SPS) and Aline Bertolin (former MWF – LAW)
- 16 May 2022, Emeroteca (Badia Fiesolana) and Online (Zoom). *The 'Peripheries' of Gender and Sexuality: Beyond European Borders*. Organizers: Anna Dobrowolska (MWF – HEC), Gözde Kılıç (MWF – HEC), Revital Madar (MWF – LAW), Zala Pavši (MWF – HEC) and Edit Frenyó (MWF – LAW)
- 19 May and 20 May 2022, Emeroteca (Badia Fiesolana) and Online (Zoom). *The Legitimacy and Trust Challenges of Digital Governance*. Organizers: Matthew Dylag (MWF – LAW), Daniëlle Flonk (MWF – SPS), Cristiana Lauri (MWF – LAW), Morshed Mannan (MWF – RSC)
- 23-24 May 2022, Emeroteca (Badia Fiesolana). *Causality Across the Social Sciences*. Organizers: Victoria Donnalaja (MWF – RSC), Eroll Kuhn (MWF – SPS), Eva Tène (MWF – ECO), Giacomo Vagni (MWF – SPS), Francesca Zanasi (MWF – SPS) and Peter Fallesen (SPS professor)
- 25 May 2022, Seminar Room 2 (Badia Fiesolana). *Causal Inference with Time-varying Treatments and Confounding*. Organizers: Juho Härkönen (MWP Director), Giacomo Vagni (MWF – SPS)
- 25-26 May 2022, Emeroteca (Badia Fiesolana). *Socialist Futures*. Organizers: Catherine Lefèvre (MWF – HEC), Marius Ostrowski (MWF – RSC), Troy Vettese (MWF – RSC), Morshed Mannan (MWF – RSC), Giacomo Vagni (MWF – SPS), Anna Dobrowolska (MWF – HEC)
- 30 May 2022, Sala degli Stemmi (Villa Salviati) and Online (Zoom). *Sovereign debt in an unsovereign world. Historical and legal reflections on sustainable sovereign debt*. Organizers: Nikolai Badenhoop (MWP – LAW), Catherine Lefèvre (MWP – HEC), Maria Laura Marceddu (MWP – LAW), Andrés María Vicent Fanconi (MWP – HEC)

- 6 June 2022, Emeroteca (Badia Fiesolana). Europe with adjectives. *Reflections upon the idea of periphery*. Organizers: Barry Colfer (MWP – SPS), Marta Migliorati (MWP – SPS), Andrés María Vicent Fanconi (MWP – HEC), Miloš Vojinovi (MWP – HEC), Jared Warren (MWP – HEC)
- 8 June 2022, Emeroteca (Badia Fiesolana) and Online (Zoom). *Law, Sovereignty and Legitimate Violence*. Organizers: Dilek Kurban (MWF – LAW), Revital Madar (MWF – LAW)
- 13-14 June 2022, Emeroteca (Badia Fiesolana). *Voters' Preferences and Parties' Performance in Politics*. Organizers: Guadalupe Correa-Lopera (MWF – ECO), Arthur Dolgoplov (MWF – ECO), Natalia Garbiras-Diaz (MWF – SPS)

Masterclasses with the Max Weber Lecturers

Academic Year 2016/17

- 27 October 2016. Kalypso Nicolaidis (University of Oxford). *Democracy and its Applications*. Thematic Group: Diversity and Unity
- 17 November 2016. Philippe van Parijs (Université Catholique de Louvain). *Gender Justice, Basic Income and European Democracy*. Thematic Group: Legal, Political and Social Theory
- 15 December 2016. Ngaire Woods (University of Oxford). *Is Better Global Governance Possible?* Thematic Group: Europe in the World
- 19 January 2017. Barbara Petrongolo (Queen Mary University London). *Gender Norms*. Thematic Group: Inequality and Efficiency in Education and Labour Markets
- 15 February 2017. Barry Heichengreen (University of California, Berkeley). *Cables, Sharks and Servers: Technology and the Geography of the Foreign Exchange Market*. Thematic Group: Tommaso Padoa-Schioppa
- 21 March 2017. Rhacel Salazar Parrenas (University of Southern California). *Mobilising Morality: Migrant Domestic Workers in Dubai*. Thematic Group: Citizenship and Migration
- 27 April 2017. Sally Engle Merry (New York University). *Cultural Dimensions of Power/Knowledge: The Challenges of Measuring Violence against Women*. Thematic Group: Legal, Political and Social Theory: Historical and Contemporary Perspectives

Academic Year 2017/18

- 12 October 2017. Wolfgang Schoen (Max Planck Institute for Tax Law and Public Finance). Thematic Group: Diversity and Unity

- 9 November 2017. Cecilia L. Ridgeway (Stanford University). *Status inequalities*. Thematic Group: Inequality and Efficiency in Education and Labour Markets
- 14 December 2017. Odd Arne Westad (Harvard Kennedy School). *Writing the history of the Cold War within the framework of global history*. Thematic Group: Europe in the World
- 18 January 2018. Jan-Werner Mueller (Princeton University). *The wrong way to think about populism*. Thematic Group: Legal, Political and Social Theory
- 15 February 2018. Dani Rodrik (Harvard Kennedy School). *Ideas, Interests, and Unpacking Them*. Thematic Group: Tommaso Padoa-Schioppa
- 15 March 2018. Rachel Kranton (Duke University). *News Sharing and the Market for (Fake) News*. Thematic Group: Inequality and Efficiency in Education and Labour Markets
- 19 April 2018. Alex T. Aleinikoff (The New School for Social Research, New York). *The Arc of Protection: Toward a New International Refugee Regime*. Thematic Group: Citizenship and Migration
- 17 May 2018. Debra Satz (Stanford University). *Some (Largely) Ignored Problems with Privatization*. Thematic Group: Legal, Political and Social Theory

Academic Year 2018/19

- 18 October 2018. Thomas Christiano (University of Arizona, Institute of Advanced Studies Toulouse). *The Nature of Procedural Equality in Markets*. Thematic Group: Ideas, Concepts and Theory
- 15 November 2018. Catherine Schenk (University of Oxford). *The Consequences of Financial Deregulation: reassessing the London 'Big Bang' of 1986*. Thematic Group: Tommaso Padoa-Schioppa: Assessing the Fiscal and Monetary Framework of the EU.
- 6 December 2018. Neil Walker (The University of Edinburgh). *Populism and Constitutional Tension*. Thematic Group: Governance, Democracy and Constitutionalism
- 17 January 2019. Annelien De Dijn (Utrecht University). *Republicanism and Egalitarianism: An Historical Perspective*. Thematic Group: Ideas, Concepts and Theory
- 19 February 2019. Vivien Schmidt (Boston University). *Europe's (Euro) crisis of legitimacy*. Thematic Group: Governance, Democracy and Constitutionalism
- 21 March 2019. David Soskice (LSE). *Democracy and Prosperity*
- 17 April 2019. Nancy L. Green (EHESS). *The Limits of Transnationalism*. Thematic Group: Citizenship and Migration
- 16 May 2019. Helen Milner (Princeton University). *Globalization and its Political Consequences: The Effects on Party Politics in the West*. Thematic Group: Europe in the World: International Relations, International Security and World Politics

Academic Year 2019/20

- 17 October 2019. Valerie Jane Bunce (Cornell University). *Removing Authoritarian Leaders from Office*
- 21 November 2019. Richard Whatmore (University of St Andrews). *Commerce and Peace in the Enlightenment*
- 16 January 2020. Nadia Urbinati (Columbia University)
- 20 February 2020. Marie-Janine Calic (Ludwig-Maximilians-Universität Munich). *Writing the history of Southeastern Europe in a global perspective*
- 15 April 2020 – online. Waltraud Schelkle (London School of Economics and Political Science). *Is the Covid-19 crisis really so different from the financial crisis?*

Academic Year 2020/21

No Master Classes were performed in this Academic Year.

Academic Year 2021/22

No Master Classes were performed in this Academic Year.



List of first job after the Max Weber Programme Fellowship (2016-2022)

Academic year	Surname	Name	Discipline	PhD Institution	Job position	Institution
2016-17	Allub	Lian	ECO	Universidad Carlos III de Madrid, Spain	Economist	CAF-Development Bank of Latin America
2016-17	Berniell	Ines	ECO	CEMFI, Spain	Assistant Professor	Universidad Nacional de La Plata
2016-17	Eilat	Ran	ECO	Tel -Aviv University, Israel	Assistant Professor	Ben-Gurion University of the Negev
2016-17	Pram	Kym	ECO	Northwestern University, US	Assistant Professor of Economics	University of Nevada, Reno
2016-17	Bonazza	Giulia	HEC	Ca' Foscari University/École des Hautes Études en Sciences Sociales, Italy/France	MSC Global Fellow	University Ca' Foscari and Columbia University
2016-17	Casale	Sinem	HEC	University of Minnesota, US	Assistant Professor	University of Minnesota
2016-17	Chadwick	Alexandra	HEC	Queen Mary, University of London, UK	Postdoctoral Fellow	University of Groningen
2016-17	Greenwood	Jonathan	HEC	Johns Hopkins University, US	Independent Scholar	
2016-17	Milivojevic	Andrej	HEC	UC Berkeley, US	Visiting Scholar	University of California
2016-17	Millet	Audrey	HEC	Université Paris 8/University of Neuchâtel, France/Switzerland	NA	NA
2016-17	Muschik	Eva-Maria	HEC	New York University, US	Associate Researcher	University of Bern
2016-17	Musso	Marta	HEC	University of Cambridge, UK	Teaching Fellow in Digital Asset & Media Management	King's College London
2016-17	Pehe	Veronika	HEC	University College London, UK	MSC Fellow	Czech Academy of Sciences, Institute of Contemporary History
2016-17	Perez Melendez	Jose Juan	HEC	University of Chicago, US	Assistant Professor of History	UC Davis, Hemispheric Institute on the Americas
2016-17	Rigo	Mate	HEC	Cornell University, US	Assistant Professor	Yale NUS College
2016-17	Straner	Katalin	HEC	Central European University, Hungary	Lecturer in Modern European History	University of Southampton
2016-17	Atrey	Shreya	LAW	University of Oxford, UK	Associate Professor in International Human Rights Law	University of Oxford, Bonavero Human Rights Institute
2016-17	Carrai	Maria Adele	LAW	University of Hong Kong	Assistant Professor of Global China Studies	NYU Shanghai
2016-17	Chadwick	Anna	LAW	London School of Economics and Political Science, UK	Lecturer in International Law	University of Glasgow
2016-17	Hacker	Philipp	LAW	Humboldt University of Berlin, Germany	Professor of Law and Ethics of the Digital Society	European University Viadrina Frankfurt (Oder), European New School of Digital Studies
2016-17	Kryla-Cudna	Katarzyna	LAW	University of Warsaw, Poland	Lecturer in Law	University of Bristol
2016-17	Kukovec	Damjan	LAW	University of Ljubljana, Slovenia	Senior Lecturer in Law	University of Middlesex
2016-17	Lebow	David	LAW	Yale University, US	Associate Director and Senior Lecturer in Law, Letters, and Society	University of Chicago

Academic year	Surname	Name	Discipline	PhD Institution	Job position	Institution
2016-17	Tsourdi	Evangelia	LAW	Université Libre de Bruxelles, Belgium	Assistant Professor of European Union Law	University of Maastricht
2016-17	Zeffert	Henrietta	LAW	London School of Economics and Political Science, UK	Professor	University College Cork
2016-17	Bauer	Paul	SPS	University of Bern, Switzerland	Research Fellow & Project Director	Mannheim Centre for European Social Research
2016-17	Erez	Lior	SPS	University College London, UK	MINDSS Postdoctoral Research Fellow	University of Haifa, School of Political Science
2016-17	Galariotis	Ioannis	SPS	University of Athens, Greece	Teaching Assistant	European University Institute
2016-17	Garmendia Madariaga	Amuitz	SPS	Binghamton University (SUNY), US	Assistant Professor in Political Science	Universidad Carlos III de Madrid
2016-17	Gracia	Pablo	SPS	Pompeu Fabra University Barcelona, Spain	Assistant Professor of Sociology	Trinity College Dublin
2016-17	Klein	Steven	SPS	University of Chicago, US	Lecturer of Political Theory	King's College London
2016-17	Poama	Andrei	SPS	SciencesPo Paris, France	Assistant Professor	Leiden University
2016-17	Reher	Stefanie	SPS	University of Oxford, UK	Associate Professor and Chancellor's Fellow	University of Strathclyde, School of Government & Public Policy
2016-17	Salloum	Cynthia	SPS	Ecole des Hautes Études en Sciences Sociales, France	Faculty Advisor and Researcher	NATO Defense College
2016-17	Scepanovic	Vera	SPS	Central European University, Hungary	Lecturer in International Relations and European Studies	University of Leiden
2016-17	Basedow	Johann	RSC	London School of Economics and Political Science, UK	Assistant Professor in International Political Economy	London School of Economics and Political Science
2016-17	Caló	Silvia	RSC	Trinity College Dublin, Ireland	Economist	Central Bank of Ireland
2016-17	Faini	Matteo	RSC	Princeton University, US	Junior Analyst External Relations - Public Sector	Italian Presidency of the Council of Ministers
2016-17	Katsaitis	Alexander	RSC	University College London, UK	Fellow in Public Policy & Administration	LSE
2016-17	Lanati	Mauro	RSC	University of Pisa, Italy	Research Fellow	EUI, Migration Policy Center
2016-17	Lemiére	Sophie	RSC	SciencesPo Paris, France	Associate Fellow	The University of Witwatersrand, The History Workshop
2016-17	Seelkopf	Laura	RSC	University of Essex, UK	Assistant Professor of International Political Economy	University of St. Gallen, School of Economics and Political Science
2016-17	Winslett	Gary	RSC	Boston College, US	Assistant Professor of Political Science	Middlebury College
2017-18	Commault	Jeanne	ECO	Ecole Polytechnique-CREST, France	Assistant Professor of Economics	Sciences Po Paris
2017-18	Foschi	Matteo	ECO	University of Leicester, UK	Consultant (Associate Principal)	Charles River Associates
2017-18	Goryunov	Maxim	ECO	CERGE-EI Prague, Czech Republic	Assistant Professor	Nazarbayev University, School of Sciences and Humanities
2017-18	Menon	Seetha	ECO	University of Essex, UK	Assistant Professor	University of Southern Denmark
2017-18	Pram	Kym	ECO	Northwestern University, US	Assistant Professor of Economics	University of Nevada, Reno

Academic year	Surname	Name	Discipline	PhD Institution	Job position	Institution
2017-18	Zhuravleva	Tatyana	ECO	Toulouse School of Economics	Associate Professor	Higher School of Economics
2017-18	Caglioti	Angelo	HEC	University of California, Berkeley	Assistant Professor	Columbia University, Barnard College
2017-18	Carrio Cataldi	Leonardo Ariel	HEC	EHESS, Paris/SUM-SNS, Pisa	Newton International Fellow	UCL
2017-18	Dungy	Madeleine	HEC	Harvard University, US	Lecturer	Ecole polytechnique fédérale de Lausanne
2017-18	Todorova Ivanova	Veneta	HEC	University of Illinois at Urbana-Champaign, US	NA	NA
2017-18	Khazanov	Pavel	HEC	University of Pennsylvania, US	Assistant Professor of Russian	Rutgers University
2017-18	Motyl	Katya	HEC	University of Chicago, US	Assistant Professor of History	College of Liberal Arts, Temple University
2017-18	Petrov	Victor	HEC	Columbia University, US	Assistant Professor of History	University of Tennessee-Knoxville
2017-18	Schmitz	Carolin	HEC	University of Valencia, Spain	Wellcome Trust Medical Humanities Fellowship	University of Cambridge
2017-18	Sinha	Mishka	HEC	University of Cambridge, UK	Research Associate	University of Oxford, St. John's College
2017-18	Smith	Blake	HEC	Northwestern University, US	Collegiate Assistant Professor	University of Chicago
2017-18	Tsakas	Christos	HEC	University of Crete, Greece	Carlsberg Fellow	Danish Institute at Athens
2017-18	Bagheri	Saeed	LAW	Ankara University, Turkey	Postdoctoral Fellow	University of Reading
2017-18	Barradas de Freitas	Raquel	LAW	University of Oxford, UK	Research Lecturer in Law	University of Oxford, Trinity College
2017-18	Canfield	Matthew	LAW	New York University, US	Assistant Professor of Law & Society and Law & Development	Leiden University
2017-18	Castellanos-Jankiewicz	Leon	LAW	Graduate Institute of International and Development Studies, Switzerland	Research Fellow	Asser Institute for International and European Law
2017-18	Hadjiyianni	Ioanna	LAW	King's College London, UK	Lecturer in Law	University of Cyprus
2017-18	Jentsch	Valentin	LAW	University of Zurich, Switzerland	Tenure Track Assistant Professor of Corporate Law	University of St.Gallen
2017-18	Lagioia	Francesca	LAW	University of Bologna, Italy	Senior Research Fellow/Adjunct Professor	EUI/University of Bologna
2017-18	Maucec	Gregor	LAW	University of Maribor, Slovenia	Marie Skłodowska-Curie Fellow	University of Copenhagen
2017-18	McDonough	Paul	LAW	Trinity College Dublin, Ireland	Lecturer in Law	Cardiff University
2017-18	Morvillo	Marta	LAW	University of Bologna, Italy	Marie Skłodowska-Curie Fellow	University of Amsterdam
2017-18	Rauchegger	Clara	LAW	University of Cambridge, UK	Assistant Professor	University of Innsbruck
2017-18	Wallerman	Anna	LAW	University of Gothenburg, Sweden	Associate Professor of EU Law	University of Gothenburg
2017-18	Andersson	Per	SPS	Lund University, Sweden	Postdoctoral Fellow	Stockholm University
2017-18	Dagefoerde	Mirjam	SPS	SciencesPo Paris, France	Research Fellow	Humboldt University Berlin & Sciences Po Paris
2017-18	Destri	Chiara	SPS	University of Milan, Italy	Marie Skłodowska-Curie Fellow	Sciences Po Paris
2017-18	Dotti Sani	Giulia Maria	SPS	University of Trento, Italy	Assistant Professor	University of Milan
2017-18	Henke	Marina	SPS	Princeton University, US	Professor of International Relations	Hertie School & Northwestern University

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2017-18	Van Hooft	Paul	SPS	University of Amsterdam, The Netherlands	Senior Strategic Analyst	The Hague Centre for Strategic Studies
2017-18	Kleider	Hanna	SPS	University of North Carolina at Chapel Hill	Lecturer in Public Policy	King's College London
2017-18	Kulic	Nevena	SPS	University of Trento, Italy	Senior fellow / Adjunct professor	University of Konstanz / University of Florence
2017-18	Quaranta	Mario	SPS	Istituto Italiano di Scienze Umane, Florence Italy	Assistant Professor of Political Science	University of Trento
2017-18	Rennwald	Line	SPS	University of Geneva, Switzerland	Postdoctoral Fellow	University of Geneva
2017-18	Suzuki	Akisato	SPS	Dublin City University, Ireland	NA	NA
2017-18	Thiebaut	Cyrille	SPS	University of Paris I Pantheon-Sorbonne, France	Postdoctoral Fellow	Sciences Po Paris
2017-18	Trantidis	Aris	SPS	King's College London, UK	Lecturer in International Relations and Politics	University of Lincoln
2017-18	Truchlewski	Zbigniew	SPS	Central European University	Postdoctoral Fellow	LSE
2017-18	Gade	Tine	RSC	SciencesPo Paris, France	Senior Research Fellow	Norwegian Institute of International Affairs
2017-18	Gerrand	Vivian	RSC	University of Melbourne, Australia	Research Fellow	Deakin University
2017-18	Hosokawa	Naoko	RSC	University of Oxford, UK	Postdoctoral Fellow	The University of Tokyo, Tokyo College
2017-18	Marcuzzi	Stefano	RSC	University of Oxford, UK	Marie Skłodowska-Curie Fellow	University College Dublin
2017-18	Markwica	Robin	RSC	University of Oxford, UK	Research Associate	European University Institute (RSC)
2017-18	Mouawad	Jamil	RSC	SOAS, London	Lecturer	American University of Beirut
2017-18	Seurat	Leila	RSC	SciencesPo Paris, France	Research Associate	CERI, SciencesPo Paris
2017-18	Sousa da Cunha	Joao Rafael	RSC	Graduate Institute of International and Development Studies, Switzerland	Lecturer	University of St. Andrews
2017-18	Yildirim	Aydin	RSC	University of Antwerp, Belgium	Marie Skłodowska-Curie Fellow	World Trade Institute
2018-19	Braun	Christine	ECO	University of California, Santa Barbara, US	Assistant Professor	University of Warwick
2018-19	Fotiou	Alexandra	ECO	Bocconi University, Italy	Economist	International Monetary Fund
2018-19	Gorea	Denis	ECO	Goethe University Frankfurt, Germany	Research Economist	Danmarks Nationalbank
2018-19	Kantenga	Kory	ECO	University of Pennsylvania, US	Consultant	Cornerstone Research
2018-19	Spiganti	Alessandro	ECO	University of Edinburgh, UK	Assistant Professor	University Ca' Foscari Venice
2018-19	Tura	Giulia	ECO	University of Bologna, Italy	Postdoctoral Fellow	University of Milano-Bicocca
2018-19	Zawisza	Tomasz	ECO	University of Cambridge, UK	Postdoctoral Fellow	The Institute for Fiscal Studies
2018-19	Zhuravleva	Tatyana	ECO	Toulouse School of Economics, France	Associate Professor	Higher School of Economics
2018-19	Berecz	Agoston István	HEC	Central European University, Hungary	NA	NA
2018-19	Bonvini	Alessandro	HEC	University of Salerno/Pontificia Universidad Javeriana of Bogota	Research Fellow	Scuola Superiore Meridionale
2018-19	Boonstra	John	HEC	University of Wisconsin-Madison, US	Lecturer on History & Literature	Harvard University

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2018-19	Dewière	Rémi	HEC	Paris 1 Panthéon Sorbonne University, France	WIRL-COFUND Fellow	University of Warwick
2018-19	Fontaine	Amparo	HEC	University of Cambridge, UK	NA	NA
2018-19	Holley	Jared	HEC	University of Cambridge, UK	NA	NA
2018-19	Kaiga	Sakiko	HEC	King's College London, UK	NA	NA
2018-19	Lim	Shiru	HEC	University College London, UK	Postdoctoral Fellow	The Göttingen Institute for Advanced Studies
2018-19	Maréchaux	Benôit	HEC	Universidad Carlos III de Madrid, Spain	Postdoctoral Fellow	University of Padua
2018-19	Mavrodin	Corina	HEC	London School of Economics, UK	Lecturer in the History of International Relations	Utrecht University
2018-19	Scholz	Danilo	HEC	Ecole des hautes études en sciences sociales, France	Postdoctoral Fellow	Institute for Advanced Study in the Humanities Essen
2018-19	Siegrist	Pascale	HEC	University of Konstanz, Germany	Postdoctoral Fellow	German Historical Institute London
2018-19	Aloisi	Antonio	LAW	Bocconi University, Italy	Marie Skłodowska-Curie Fellow and Assistant Professor	IE Law School
2018-19	Baquero	Pablo Marcello	LAW	University of Cambridge, UK	Postdoctoral Fellow	HEC Paris
2018-19	Bouwer	Kim	LAW	University College London, UK	Assistant Professor in Law	Durham Law School
2018-19	Bright	Claire	LAW	European University Institute, Italy	Assistant Professor in Private Law	NOVA Law School
2018-19	Corcodel	Veronica	LAW	Sciences Po Law School, France	Assistant Professor in European Law	Dublin City University
2018-19	Fiala-Butora	Janos	LAW	Harvard Law School, US	Lecturer	National University of Ireland, Galway
2018-19	Hancox	Emily Victoria	LAW	University of Edinburgh, UK	Spencer-Fairest Fellow in Law	Selwyn College, University of Cambridge
2018-19	Rangoni	Bernardo	LAW	London School of Economics, UK	Fellow in European and Comparative Political Economy	LSE
2018-19	Roberts	Christopher	LAW	NYU School of Law, US	Assistant Professor	The Chinese University of Hong Kong
2018-19	Sachoulidou	Athina	LAW	University of Heidelberg, Germany	Assistant Professor in Criminal Law	NOVA University of Lisbon
2018-19	Izanaki	Anna	LAW	University College London, UK	Marie Skłodowska-Curie Fellow	University of Lund
2018-19	Yolcu	Serkan	LAW	Ankara University, Turkey	Assistant Professor	Izmir University of Economics
2018-19	Andersson	Per	SPS	Lund University, Sweden	Postdoctoral Fellow	Stockholm University
2018-19	Barbu Roescu	Andra Maria	SPS	SNSPA, Romania	Research Fellow	University of Southampton
2018-19	Bucca Olea	Mauricio	SPS	Cornell University, US	Assistant Professor	PUC Chile
2018-19	Cabeza Pérez	Laura	SPS	University of Cologne, Germany	NA	NA
2018-19	Dageförde	Mirjam	SPS	Sciences Po, France	Research Fellow	Humboldt University Berlin & SciencesPo Paris
2018-19	Dazey	Margot	SPS	University of Cambridge, UK	Postdoctoral Fellow	Institute for Advanced Studies in Toulouse
2018-19	Garritzmann	Julian	SPS	University of Konstanz, Germany	Professor of Political Science	Goethe University Frankfurt
2018-19	Lee	James	SPS	Princeton University, US	Postdoctoral Research Associate	UC San Diego, Institute on Global Conflict and Cooperation

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2018-19	Leipold	Bruno	SPS	University of Oxford, UK	Fellow in Political Theory	LSE
2018-19	Lo Iacono	Sergio	SPS	University of Essex, UK	Postdoctoral Fellow	Utrecht University
2018-19	Massoc	Elsa	SPS	University of California, Berkeley, US	Postdoctoral Researcher	Foundation for Law and Finance, Goethe University
2018-19	Petrova	Bilyana	SPS	University of North Carolina at Chapel Hill, US	Postdoctoral Scholar	Stone Center, the City University of New York
2018-19	Rogelja	Igor	SPS	SOAS, University of London, UK	Teaching Fellow	King's College London
2018-19	Ronchi	Stefano	SPS	University of Cologne/University Duisburg-Essen	Postdoctoral Researcher	University of Milan
2018-19	Scalise	Gemma	SPS	University of Florence, Italy	Assistant Professor	University of Bergamo
2018-19	Soyemi	Eniola	SPS	Boston College, US	NA	NA
2018-19	Van 't Klooster	Jens	SPS	University of Cambridge, UK	FWO Postdoctoral Fellow	KU Leuven
2018-19	Zschirnt	Eva	SPS	University of Neuchâtel, Switzerland	Postdoctoral Research Fellow	University of Wuppertal
2018-19	Dobrescu	Madalina	RSC	London School of Economics, UK	NA	NA
2018-19	Hinz	Julian	RSC	Paris 1 Panthéon Sorbonne University/Paris School of Economics	Postdoctoral Fellow	Kiel Institute for the World Economy & Kiel Centre for Globalization
2018-19	Iakovidis	Iakovos	RSC	University of Athens, Greece	Diplomat	Greek Ministry of Foreign Affairs
2018-19	Knaps	Anna	RSC	King's College London, UK	Administrative Officer	DFG
2018-19	Molteni	Francesco	RSC	Paris 1 Panthéon Sorbonne University/Paris School of Economics	NA	NA
2018-19	Papadia	Andrea	RSC	London School of Economics, UK	Postdoctoral Fellow	University of Bonn
2018-19	Westerwinter	Oliver	RSC	European University Institute, Italy	Assistant Professor of Political Science	University of St. Gallen
2018-19	Yildirim	Aydin	RSC	University of Antwerp, Belgium	Marie Skłodowska-Curie Fellow	World Trade Institute
2018-19	Zederman	Mathilde	RSC	SOAS, University of London, UK	Teaching and Research Fellow	SciencesPo Toulouse
2019-20	Grevenbrock	Nils	ECO	Goethe University Frankfurt, Germany	Policy Advisor	Federal Ministry of Finance in Germany
2019-20	Lopes	Marta	ECO	Nova School of Business and Economics, Portugal	Assistant Professor of Economics	Universidad Carlos III de Madrid
2019-20	Queirós	Francisco Vitorino	ECO	Pompeu Fabra University, Spain	Postdoctoral Research Fellow	University of Naples, Federico II
2019-20	Spiganti	Alessandro	ECO	University of Edinburgh, UK	Assistant Professor	University Ca' Foscari Venice
2019-20	Woodhouse	Eleanor Florence	ECO	Bocconi University, Italy	Lecturer of Public Policy	University College London
2019-20	Ballor	Grace	HEC	University of California, Los Angeles (UCLA), US	Newcomen Fellow	Harvard Business School
2019-20	Banks	Elizabeth	HEC	New York University, US	Research Associate	Robert Schuman Centre for Advanced Studies (EUI)
2019-20	Anca Cretu	Doina	HEC	Graduate Institute of International and Development Studies, Switzerland	Research Fellow	ERC project
2019-20	Deschepper	Julie	HEC	National Institute of Oriental Languages and Civilizations, France	Academic assistant	Kunsthistorisches Institut in Florenz, Max-Planck-Institut

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2019-20	Díaz Ceballos	Jorge	HEC	Pablo Olavide University of Seville, Spain	Postdoctoral Research Fellow	Universidad Pablo de Olavide
2019-20	Gold	Meira	HEC	University of Cambridge, UK	Postdoctoral Research Fellow	York University
2019-20	Greiner	Andreas	HEC	ETH Zurich, Switzerland	Research Fellow	German Historical Institute Washington
2019-20	Hathaway	Ian	HEC	Yale University, US	Postdoctoral Research Fellow	LMU
2019-20	Jakovac	Gasper	HEC	Durham University, UK	Susan Manning Postdoctoral Fellow	University of Edinburgh
2019-20	Lott	Gaia	HEC	University of Florence, Italy	Officer	Italian Home Office
2019-20	Martysheva	Lana	HEC	Sorbonne University, France	Visiting MW Fellow	European University Institute
2019-20	Mavropoulos	Nikolaos	HEC	Sapienza University Rome, Italy	Visiting MW Fellow	European University Institute
2019-20	Müller	Viola Franziska	HEC	Leiden University, The Netherlands	Lecturer	University of Utrecht
2019-20	Prokic	Milica	HEC	University of Bristol, UK	Postdoctoral Research Fellow	Ludwig Maximilian University Munich
2019-20	Wilhelm	Lola	HEC	Graduate Institute of International and Development Studies, Switzerland	Postdoctoral Research Fellow	University of Geneva
2019-20	Alvarez-Nakagawa	Alexis	LAW	Birbeck College, University of London, UK	British Academy Postdoctoral Fellow	Queen Mary University
2019-20	Avril	Lola	LAW	Université Paris I Panthéon Sorbonne, France	Research Associate	Academy of European Law (EUI)
2019-20	Grochowski	Mateusz	LAW	Institute of Law Studies of the Polish Academy of Sciences, Poland	Senior Researcher	Max Planck Institute for International and Comparative Private Law
2019-20	Larsen	Signe Rehling	LAW	London School of Economics and Political Science, UK	Research Fellow	Magdalene College, University of Oxford
2019-20	Murphy	Karl	LAW	Dublin City University, Ireland	Teaching Fellow	Dublin City University
2019-20	Trouillard	Pauline	LAW	Paris 2 Panthéon-Assas University, France	Research Fellow	Yale Law School
2019-20	Vasel	Johann Justus	LAW	University of Hamburg, Germany	Assistant Professor	University of Düsseldorf
2019-20	Wang	Xiaoren	LAW	University of Illinois, US	Postdoctoral Research Fellow	University of Glasgow
2019-20	Ziółkowski	Michał	LAW	Institute of Law Studies of the Polish Academy of Sciences, Poland	Assistant Professor in the Department of Constitutional Law	Kozłowski University
2019-20	Battu	Balaraju	SPS	University of Allahabad, India	Postdoctoral Research Associate	NYU Abu Dhabi
2019-20	Bucca Olea	Mauricio	SPS	Cornell University, US	Assistant Professor	PUC Chile
2019-20	Kniess	Johannes	SPS	University of Oxford, UK	Lecturer in Political Philosophy	Newcastle University
2019-20	Lim	Misun	SPS	University of Massachusetts Amherst, US	Postdoctoral Research Fellow	WZB Berlin Social Science Center
2019-20	McNamee	Lachlan	SPS	Stanford University, US	Assistant Professor	University of California, Los Angeles
2019-20	Müshovel	Fabian	SPS	London School of Economics and Political Science, UK	Fellow in European Political Economy	LSE European Institute
2019-20	Paniagua	Victoria	SPS	Duke University, US	Assistant Professor of International Political Economy	LSE

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2019-20	Ray	Ari	SPS	University of Zurich, Switzerland	Postdoctoral Research Fellow	University of Geneva
2019-20	Soyemi	Eniola	SPS	Boston University, US	Research Associate	Centre for International Studies (Nuffield College)
2019-20	Spirig	Judith	SPS	University of Zurich, Switzerland	Lecturer in Political Science	University College London
2019-20	Tassinari	Arianna	SPS	University of Warwick, UK	Senior Researcher	Max Planck Institute for the Study of Societies
2019-20	Vranceanu	Alina	SPS	Pompeu Fabra University, Spain	Research Fellow	Robert Schuman Centre for Advanced Studies (EUI)
2019-20	Wittels	Annabelle	SPS	University College London, UK	NA	World bank
2019-20	Zeitz	Alexandra	SPS	University of Oxford, UK	Assistant Professor	Concordia University
2019-20	Zschirnt	Eva	SPS	University of Neuchâtel, Switzerland	Postdoctoral Research Fellow	University of Wuppertal
2019-20	D'Amato	Silvia	RSC	Institute of Humanities and Social Science of the Scuola Normale Superiore, Florence	Assistant Professor	Leiden University
2019-20	Moloney	David	RSC	University of Limerick, Ireland	Research Associate	Robert Schuman Centre for Advanced Studies (EUI)
2019-20	Procter	Caitlin	RSC	University of Oxford, UK	Part-time Professor	Robert Schuman Centre for Advanced Studies (EUI)
2019-20	Reijers	Wessel	RSC	Dublin City University, Ireland	Postdoctoral Researcher	University of Vienna
2019-20	Sigillò	Ester	RSC	Institute of Humanities and Social Science of the Scuola Normale Superiore, Florence	Research Fellow, ERC Project	University of Bologna
2019-20	Thomas	Anja	RSC	Sciences Po Paris / University of Cologne	Research Associate	Robert Schuman Centre for Advanced Studies (EUI)
2020-21	Azkarate-Ask	Miren	ECO	Toulouse School of Economics	Assistant Professor	Mannheim University
2020-21	Lafuente Martinez	Cristina	ECO	University of Edinburgh	Part-time assistant professor (ECO)	European University Institute
2020-21	Mitra	Aruni	ECO	University of British Columbia	NA	University of Manchester
2020-21	Sun	Junze	ECO	CREED	Visiting Fellow (ECO)	European University Institute
2020-21	Tondini	Alessandro	ECO	Paris School of Economics	NA	IRVAPP, part of the FBK foundation
2020-21	Aliprantis	Christos	HEC	University of Cambridge	Marie Curie Cofund research fellow	Ludwig Maximilian University in Munich
2020-21	Comacchi	Maria Vittoria	HEC	University Ca' Foscari Venice	Visiting Fellow (MWP)	European University Institute
2020-21	Goossen	Benjamin	HEC	Harvard University	NA	Havard University
2020-21	Maddaluno	Lavinia	HEC	University of Cambridge	Marie Curie	University Ca' Foscari Venice
2020-21	Milani	Tommaso	HEC	London School of Economics	Visiting Fellow (MWP)	European University Institute
2020-21	Neumeyer	Joy	HEC	University of California, Berkeley	Visiting Fellow (MWP)	European University Institute
2020-21	Sekulic	Ana	HEC	Princeton University	NA	University of Pittsburgh
2020-21	Styve	Maria Dyeke	HEC	University of Bergen	Visiting Fellow (MWP)	European University Institute
2020-21	Antonelli	Giovanni	LAW	La Sapienza University of Rome	Visiting Fellow (MWP)	European University Institute
2020-21	Bakó	Beáta Csilla	LAW	University of Münster	NA	NA

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2020-21	Bertolin	Aline	LAW	University Paris I, Panthéon-Sorbonne	Postgraduate Research Fellow	Institute of International Economic Law's (IIEL)
2020-21	Casey	Conor	LAW	Trinity College, Dublin	Assistant professor	University of Liverpool School of Law & Social Justice
2020-21	Chasapis Tassinis	Orfeas	LAW	University of Cambridge	Fellow	Lauterpacht Centre for International Law (cambridge)
2020-21	Cong	Wanshu	LAW	McGill University	Global Academic Fellow	Department of Law, HKU
2020-21	Dermine	Paul	LAW	Maastricht University and KULeuven	NA	European Court of Justice in Luxembourg
2020-21	Dinur	Rona	LAW	Hebrew University, Jerusalem	NA	NA
2020-21	Ducci	Francesco	LAW	University of Toronto	Assistant Professor	Western Law
2020-21	Jabłonowska	Agnieszka	LAW	University of Lodz	Assistant Professor	Institute of Law Studies, Polish Academy of Sciences
2020-21	Ost ansky	Josef	LAW	The Graduate Institute of International and Development Studies	NA	NA
2020-21	Pereira	Alvaro Enrique	LAW	University of California, Berkeley	Lecturer in Commercial, Corporate and Banking Law	University of Leeds
2020-21	Tagiuri	Giacomo	LAW	Bocconi University, Milan	NA	University of Amsterdam
2020-21	Ziolkowski	Michal	LAW	Institute of Law Studies of the Polish Academy of Sciences	Assistant Professor	Department of Constitutional Law at Kozminski University
2020-21	Biasillo	Roberta	RSC	Universita degli Studi di Bari - Aldo Moro (Italy)	Visiting Fellow (MWP)	European University Institute
2020-21	Capasso	Matteo	RSC	Durham University	Marie Curie	University Ca' Foscari Venice
2020-21	Chevée	Adélie	RSC	SOAS, University of London	Fellow	IHEID
2020-21	Diessner	Sebastian	RSC	London School of Economics	Assistant Professor	Faculty of Governance and Global Affairs, Leiden University
2020-21	Fargues	Emilien	RSC	SciencesPo Paris	Associate Researcher / Research Fellow	Centre for Political Science (CEVIPOF), Sciences Po Paris / Collaborative Institute on Migration (ICM), Collège de France
2020-21	Frost	Lillian	RSC	George Washington University	Assistant Professor	Department of Political Science at Virginia Tech
2020-21	Isiaras	Stylianios	RSC	University of Surrey	Scientific collaborator Luisa Lambertini's Chair of International Finance	Swiss Finance Institute at EPFL, Switzerland
2020-21	Barbosa Machado	Weverthon	SPS	Universidade do Estado do Rio de Janeiro	Postdoc	Utrecht University (Department of Sociology)
2020-21	Battu	Balaraju	SPS	University of Allahabad	Postdoctoral Research Associate	NYU Abu Dhabi
2020-21	Di Carlo	Donato	SPS	Max Planck Institute for the Study of Societies	Senior Researcher	Max Planck Institute for the Study of Societies
2020-21	Doniec	Katarzyna Julia	SPS	University of Cambridge	Visiting Fellow (MWP)	European University Institute
2020-21	Popic	Tamara	SPS	European University Institute	Lecturer in Social/Public Policy	Queen Mary University of London
2020-21	Shibaïke	Iakumi	SPS	University of Toronto	Postdoctoral Associate	School of Public Policy at the University of Calgary

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2020-21	Wittels	Annabelle	SPS	University College London	Visiting Fellow (MWP)	European University Institute
2021-22	Correa Lopera	Guadalupe	ECO	Malaga (Spain), Padova (Italy) (dual degree)	Assistant professor (tenure track)	UPNA
2021-22	Dolgoplov	Arthur	ECO	George Mason (USA)	Postdoctoral fellow	University of Bielefeld
2021-22	Muratori	Umberto	ECO	Georgetown (USA)	MW Fellow, 2022-23 (2nd yr) / Assistant professor ECO	European University Institute
2021-22	Reutter	Mirjam	ECO	Univ of Hohenheim (Stuttgart, Germany)	Assistant professor in Data Driven Economy (tenure track)	Justus Liebig University
2021-22	Valaitis	Vytautas	ECO	Duke (USA)	Lecturer	University of Surrey
2021-22	Dobrowolska	Anna	HEC	Oxford (UK)	Visiting Fellow (MWP)+ fellow IHEAID	EUI-IHEID
2021-22	Gago	Maria	HEC	Univ Lisbon (Portugal)	Adjunct professor	Nova University of Lisbon
2021-22	Lefevre	Catherine	HEC	Univ Glasgow (Scotland)	Lecturer in Contemporary Economic History	Glasgow University
2021-22	Mccrudden Illert	Kathleen	HEC	Yale (USA)	MW Fellow, 2022-23 (2nd yr)	European University Institute
2021-22	Pavši	Zala	HEC	Slovenian Academy of Sciences and Arts (Slovenia)	Postdoctoral fellow / Visiting fellow	CEU / EUI
2021-22	Vicent Fanconi	Andrés María	HEC	Univ Autonomade Madrid (Spain)	Postdoctoral fellow / Visiting fellow	University of Salamanca / EUI
2021-22	Warren	Jared	HEC	New York Univ (USA)	Postdoc research assistant	Wissenschaftlicher Mitarbeiter, LMU Munich
2021-22	Yildirim	Duygu	HEC	Stanford (USA)	Assistant professor	University of Tennessee
2021-22	Badenhoop	Walter Nikolai	LAW	Humboldt (Germany)	Postdoctoral fellow	Johann Wolfgang Goethe-Universität, Leibniz Institute for Financial Research
2021-22	Dylag	Matthew	LAW	York (Canada)	Assistant professor (tenure track)	Dalhousie University, Schulich School of Law
2021-22	Frenyo	Edit	LAW	Georgetown (USA)	Lecturer in Child and Family Law	University of Stirling, School of Law
2021-22	Kurban	Dilek	LAW	PhD Maastricht (Netherlands) + JD Colombia (USA)	Visiting researcher / Adjunct professor	WZB (Berlin Social Science Center)/ Hertie School
2021-22	Madar	Revital	LAW	Hebrew Univ of Jerusalem (Israel)	Visiting Fellow (MWP)	European University Institute
2021-22	Marceddu	Maria Laura	LAW	King's College London (UK)	Visiting Fellow (MWP)	European University Institute
2021-22	Mészáros	Gábor	LAW	Univ of Debrecen (Hungary)	UCHV Fellow in Law, Ethics and Public Policy	Princeton University Center for Human Values (UCHV)
2021-22	Petti	Alessandro	LAW	Sciences Po (France)	Postdoctoral fellow / Visiting Fellow	Oslo University / EUI
2021-22	Ploszka	Adam	LAW	Univ of Warsaw (Poland)	Assistant professor at Human Rights chair	Warsaw University
2021-22	Donnalaja	Victoria	RSC	LSE (UK)	Leverhulme Early Career Fellowship	University of Essex
2021-22	Ferracane	Martina Francesca	RSC	Hamburg (Germany)	Research Fellow (RSC)	European University Institute
2021-22	Gonzales	Giulia	RSC	Univ Torino (Italy)	Visiting Fellow (RSC)	European University Institute
2021-22	Lepinay	Thomas	RSC	Université Paris-1 Panthéon Sorbonne (France)	Postdoctoral researcher	University of Strasbourg

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2021-22	Mannan	Morshed	RSC	Leiden (Netherlands)	Research Fellow (RSC)	European University Institute
2021-22	Mcneil-Willson	Richard	RSC	Exeter (UK)	Postdoc researcher in the field of terrorism and political violence	Universiteit Leiden, Institute of Security and Global Affairs (ISGA)
2021-22	Migliorati	Marta	RSC	Univ of Milan (Italy)	Lecturer in European Studies	University of Malta
2021-22	Ostrowski	Marius	RSC	Oxford (UK)	Quodam fellow / Visiting Fellow	Oxford University / EUI
2021-22	Pianta	Silvia	RSC	Bocconi (Italy)	Part-time postdoctoral researcher / Visiting Fellow	EIEE / EUI
2021-22	Ramzy	Farah	RSC	Paris-Nanterre (France) & Univ Lausanne (Switzerland)	Maître de conférences	University of Strasbourg
2021-22	Semplici	Greta	RSC	Oxford (UK)	Visiting fellow (RSC)	European University Institute
2021-22	Anghel	Veronica	SPS	Univ Bucharest (Romania), co-tutelle Bordeaux (France)	Visiting Fellow / Adjunct Lecturer of Risk	EUI / Int'l Politics (SAIS) Bologna
2021-22	Castiglioni	Michele	SPS	Bocconi (Italy)	NA	NA
2021-22	Colfer	Barry	SPS	Cambridge (UK)	Director of Research	The Institute of International and European Affairs (IIEA)
2021-22	Fukumoto	Makoto	SPS	Univ Calif Berkeley (USA)	Assistant professor	Waseda University, Faculty of Political Science and Economics
2021-22	Jozwiak	Andreas	SPS	Univ North Carolina, Chapel Hill (USA)	Visiting Assistant Professor	Grinnell College Iowa
2021-22	Kuhn	Eroll	SPS	Univ North Carolina, Chapel Hill (USA)	Senior Researcher (postdoc)	Stony Brook University
2021-22	Moise	Alexandru Daniel	SPS	CEU (Hungary)	Research Fellow (SPS)	European University Institute
2021-22	Mueser	Benjamin	SPS	Columbia (USA)	Core Lecturer in Contemporary Civilization / Visiting fellow	Columbia University / EUI
2021-22	Niessen	Christoph	SPS	Louvain & Namur (Belgium)	Assistant professor in comparative politics	Leiden University
2021-22	Onoda	Takuya	SPS	LSE (UK)	Marie Skłodowska-Curie Individual Fellow	Sciences Po
2021-22	Prasad	Shubha	SPS	Georgetown (USA)	Assistant professor of International Relations	Hertie School
2021-22	Querini	Federica	SPS	Princeton (USA)	Professore a contratto; assegnista di ricerca (postdoc)	University of Bologna
2021-22	Song	Hyang-Gi	SPS	State Univ of NY, Stony Brook (USA)	Visiting fellow (RSC)	European University Institute
2021-22	Zanasi	Francesca	SPS	Tilburg (Netherlands)	Assegnista di ricerca (postdoc)	University of Bologna