Post-grant policy

External funding is of great importance for the department's research activities and long-term development. While targeted efforts in the pre-grant phase (see the pre-grant policy) are central to securing external grants, it is equally essential that these grants are managed professionally and sustainably in the post-grant phase.

The acquisition of external funding - particularly major grants or a combined portfolio of multiple grants - entails significant responsibility and increased complexity in research leadership, resource allocation, and delivery of outputs. To ensure high quality in project implementation, support researchers' working conditions, and maintain the department's strong position in external funding, clear and transparent frameworks for post-grant support are required.

The department therefore seeks to actively support staff who secure external funding through a predictable and transparent allocation of post-grant support (norms) that reflects both the scope and complexity of the project.

Project complexity

The size of the post-grant support is determined on the basis of the project's overall complexity. Project complexity reflects the managerial, administrative, and coordination-related workload for the principal investigator (PI) and is used as a basis for a differentiated and fair allocation of resources.

Project complexity is assessed on the basis of three factors:

1. Involvement of Early Career Researchers
2. Involvement of Collaboration Partners
3. The possibility for workload reduction

Taken together, these three factors are intended to provide an accurate representation of the overall complexity of the project.

1. Early Career Researchers

The involvement of Early Career Researchers is calculated as the number of PhD students, post-docs and post-docs who have been converted into assistant professor positions within the department. Each position counts as 1, and the total score therefore corresponds to the total number of Early Career Researchers. Research assistants are not included in this calculation.

2. Collaboration partners

Collaboration partners comprise the project's core partners, i.e. other staff members who are involved in the project's central execution and are described as part of the project's core team (typically reflected in the budget and/or the project description). This also applies in cases where a collaboration partner's time is not fully funded by the grant, but where an ongoing contribution to the project's activities is expected.

The following are not considered collaboration partners in this assessment:

- Anchoring and scaling partners
- Stakeholders
- Members of advisory boards

Each collaboration partner is weighted by a factor of 1,5 in the complexity assessment, as collaboration with core partners entails an increased workload in terms of leadership, coordination, and academic integration.

3. Workload reduction

The possibility for workload reduction is of substantial importance for the PI's capacity to lead the project and therefore constitutes a central factor in the assessment of project complexity. Workload reduction refers to whether workload reduction for the PI is possible, whether this option has been actively explored, and whether the allocated funds have potentially been used for other project staff.

Workload reduction is categorised on a scale from 1 to 3:
1 = workload reduction for the PI (option explored, more than 2 months per project year)
2 = limited workload reduction for the PI (option explored, more than 0 months and less than 2 months per project per year)
3 = no possibility for workload reduction for the PI, or workload reduction funds have been used for project staff

Calculation of project complexity

The three factors outlined above are aggregated into a single numerical value representing the project's overall complexity. This value is subsequently placed within the following intervals, which determine the project's complexity level:

- Projects with a total value below 4 are assigned Complexity Level 1
- Projects with a total value between 4 and 7 (inclusive) are assigned Complexity Level 2
- Projects with a total value above 7 are assigned Complexity Level 3

For example, a project with one PhD student (= 1), one collaboration partner (= 1.5), and full workload reduction for the PI (= 1) has a total value of 3,5 and is therefore placed within the interval for Complexity Level 1. By contrast, a larger project with two PhD students and one post-doc (= 3), three collaboration partners (= 4,5), and no possibility for workload reduction (= 3) has a total value of 10,5 and is therefore placed within the interval for Complexity Level 3.

Concurrent projects within the same semester

If a staff member is involved in multiple projects that run concurrently within the same semester, the individual project values may be aggregated and assessed as a single, combined level of complexity. The aggregated value is subsequently placed within the intervals outlined above.
For example, if a staff member is responsible for one project with a complexity value of 3 and another project with a value of 2, the combined value amounts to 5, which places the staff member within the interval for Complexity Level 2.

Allocation of norms

Based on the assigned complexity level, norms are allocated according to the following model:

- Projects with Complexity Level 1: 0 hours per semester
- Projects with Complexity Level 2: 37 hours per semester
- Projects with Complexity Level 3: 55 hours per semester

Norms are allocated per semester for the duration of the project's planned grant period. As a general rule, no additional norms are allocated in connection with project extensions.

Policy implementation

The policy takes effect on September 1, 2026.

Evaluation of policy

The current post-grant policy will be evaluated in the spring of 2027.