TUM.Family. Welcome Center for International Researchers
TUM. Dimensions 2012

13 Faculties
411 Buildings
156 Degree Courses
\(\sim 32\,500\) Students, 33% Female Students, 18% Internat'l Students
\(\sim 10\,000\) First-year Students
885 Doctorates completed
507 Professors (incl. hospital)
\(\sim 6\,000\) Scientific Staff Members (incl. hospital)
\(\sim 3\,200\) Non-Scientific Staff Members (not incl. hospital)
TUM.Family Welcome Center. Dimensions

- Founded in 2007
- Awarded with the label „Excellent Welcome Center for mobile international researchers“ by the Humboldt foundation (Roof organisation EURAXESS Germany) in 2011
- Welcoming appr. 250 researchers per year, therof 75% male
- Top 5 countries are: USA, China, India, France, Brasil, Russia
- Average duration of research stay is 8 months
- 35% of researchers are coming together with family/children, tendency to grow
TUM.Family Welcome Center. Aim, Target group and Structure

• International postdoc
• International professors
• International visiting researcher

Support the recruiting, integration and retention of research talent

• International PhD students

• All newly elected TUM professors
• Young and senior TUM researcher on postdoc level with a minimum stay of 2 years or longer
• Executives from official network partners

TUM.Family Welcome Center

TUM Graduate School

Munich Dual Career Office
TUM.Family Welcome Center. Philosophy

Full fletch service
– do everything for the researcher

Info service
– Help the researcher to do it/help himself

Criteria for the decision:
- Available Resources
- Service Orientation of external administration
- Target group
- General culture, etc.

Full service (TUM)
– do as much for the researcher as needed to overcome his specific problems, but leave room for intercultural learning and integration
TUM.Family Welcome Center. Areas of Expertise

Visa and Residence Permits, Insurances and Taxes

Accommodation

Kids and Family

Further services and resources at TUM

Life in Munich

Cultural Program
TUM.Family Welcome Center. Formalities

Visa and Residence Permits, Registration, (Health) Insurances and Taxes, Social security

Specific at TUM:
• Contacts to 3 different local authorities

Prior to arrival:
• Contacting researcher as soon as we get notice with welcome E-mail
• Advising on individual best solution for visa/residence permit
• Supporting researcher and family and hosting chair to prepare the necessary papers
• Intervention, if necessary, with German embassies and consulates
• Clarification of papers with local authority, if necessary

Upon arrival:
• Filling in all additional papers for the residence permit and other
• No chaperonage to local authorities, banks, etc.

Target group: (National) and international postdocs and professors, visiting scientists and family members
Information on the website, specific advice and preparing papers prior to arrival; topic will be major part of the welcome meeting where we fill out applications/papers together
TUM.Family Welcome Center. Accommodation

Prior to arrival:
• Looking for one available placement that fits budget and location of research, guaranteed if demand is made 3 months ahead of starting date
• Intermediary between tenant and landlord for rental contract
• Clarification on take over of apartment upon arrival

Upon arrival:
• Chaperonage, when needed and necessary

Specific at TUM:
• Only 12 apartments in guest house
• Database with more than 400 private apartments, mainly furnished
• Support for Campus WZW

Target group: international PhD students, postdocs, professors and visiting researcher
Information on the website with the possibility to ask for one individual offer, if minimum stay of 3 months; individual counseling via mail, skype, phone or in person prior to arrival; offering one placement prior to arrival
TUM.Family Welcome Center. Kids and Family

Information, individual consulting and finding placement for child care and schooling, if relevant

Problem:
• Few international, very expansive schools on secondary level that are mostly not affordable for researchers
• Munich „Gymnasiums“ usually deny admission of children without fluent German skills as integration classes with language support are offered in „Hauptschule“
• Affordable child care is rare
• TUM does not allow fellows in own child care facilities and has long waiting lists for staff
• Short duration of research stays

Target group: all TUM members (students, staff, scholarship holders and guests)

For Welcome Center clients: Information on the website, Individual counseling via mail, phone or in person prior to arrival; offering solution/placement prior to arrival according to needs
TUM.Family Welcome Center. Integration

Life in Munich

Further services and resources at TUM

- Opening of a bank account
- Mobile phones
- Broadcasting fees
- Registration with local utility company
- Public transport/Mobility
- Networks and communities
- Sports and language classes
- Leisure time (monthly newsletter)

- Language classes
- WLAN Access on campus
- Sports
- Libraries
- Cafeterias
- Further services, etc.

Target group: International postdocs and professors, visiting scientists and family members

Information on the website, in the welcome package upon arrival; topics will be part of the welcome meeting and in our monthly newsletter (Leisure time and if relevant any other topic)
TUM.Family Welcome Center. Cultural Program

- 1 monthly activity of different types with the aim of facilitating integration to Munich, Bavaria and Germany as well as networking (e.g. Museum visits, Bavarian cooking, walking tours, hiking tours)
- Activities take mainly place on the weekends, sometimes in the evening
- Accompanied by welcome center staff and/or student assistant
- Program published/communicated by semester with at least 1 activity for children/spouses
- Partly financed by the researchers taken part, co-financed by the DAAD
- Online registration through our website and payment via bank transfer

Target group: National and international postdocs and professors, visiting scientists and family members

Information on the website, in the welcome package upon arrival; topics will be part of the welcome meeting and in our monthly newsletter
MUNICH DUAL CAREER OFFICE

- Established January 2008 as service of the TUM Faculty Recruiting by the Exzellenzinitiative

- Formation of a well founded network with 24 institutions and several associated network partners – ongoing

- Career service for spouses and partners including application/CV screening/interview training, individual career planning, formal/informal interviews, information about Munich labour market, further training/language courses, funding opportunities for scientists

- Support of more than 340 Dual Career Partners of which 50% were from German speaking backgrounds and 80% career perspectives in research and science or science related fields

- One among the first Dual Career Service Offices in Europe and due to its established network adopted as best practice: EU-Projekt GECo, DFG-Instrumentenkasten, GENDERA
RECRUITMENT COUNTRIES

Consulting of Dual Career Partners with a strong cultural and geographical diversity.

Stand 9/2012

- 47% Germany
- 17% USA
- 3% Spain
- 2% Switzerland
- 2% Austria
- 5% UK
- 4% Italy
- 20% Others (z.B. China, New Zealand, Australia, India)
CAREER PERSPECTIVES

- Consulting period six months
- A total of 348 requests

- 46% Science & Research
- 27% Science related fields
- 7.5% Teaching
- 7.5% Others
- 9% Economy
- 3% Freelance

Stand 9/2012
MUNICH WELCOME! Network

Support the recruiting, integration, development and retention of highly qualified international talents in the Munich metropolitan region

Associated network members benefit from
against a contribution

• Joint welcome, relocation and integration services
• Joint talks and events
• Innovative projects

– Foundation in autumn 2012 together with the MPG as a project
– Joint Cultural Program and first „Meet the Expert“ talk on state pension insurances
– Joint welcome office
– Acquisition of network partners
– Discussion of legal and financial model for network
**MUNICH WELCOME! Network**

### Tasks

- Make the existing welcome culture in the Munich metropolitan area more visible and more tangible
- Overcome integration barriers
  - Urging politics to take action as powerful network of interests of international talents
  - Start innovative projects (e.g. international classes)

### Benefits for network members

- Advantages in recruiting of international talents through joint marketing
  - Raising/ensuring competitive advantage
- Through bundling of forces better influence and shape attractive future living and working conditions in the Munich metropolitan area
- Exchange of information and bundling of competencies for relocation and integration measures
  - Lower costs
- Higher potential to acquire third party funding

**Marketing of the Munich metropolitan region as excellent place for science and industry**
MUNICH WELCOME!

Attractiveness of location ↑ + Integration barriers↓

Talents

Research, Economy, Society
Welcome Center also as central Service Center for Hosting Chairs (internal clients)

Concept incorporates
- Accommodation
- Formalities
- (Funding opportunities)
- (Child care and schooling)

Hosting Chairs inform researchers or Welcome Center directly about services or upcoming stay

Many interfaces
- HR
- MDCO
- TUM Graduate School
- TUM ForTE
- Alumni department
- Career service
- International office
- Language Center
- (Family service)
- Communication
- Sports center
- Library
- ...
- ...

Tour through the faculties and research cluster in 2007
- High demand for support in accommodation, formalities and funding opportunities
- Child care and schooling
## Team TUM.Family

### Kids, Family & Elder Care Center
- [www.diversity.tum.de/service-fuer-familien](http://www.diversity.tum.de/service-fuer-familien)
- 1.0 FTE
- 0.75 FTE
- MUC / GAR
- WZW
- Maternal and Parental Leave
- Flexible working models
- Child care
- Schooling
- Elder Care
- thereof for international clients: approx. 0.3 FTE

### Welcome Center
- [www.researcher.international.tum.de](http://www.researcher.international.tum.de)
- 1.0 FTE
- 0.87 FTE
- Visa and Residence Permit
- Accommodation
- Insurances and taxes
- Research at TUM
- Life in Munich
- Cultural Program
- 0.2 FTE Student staff
- Cultural Program

1 FTE financed through the university, all other through third party funding
Your questions? Room for discussion…
Contacts

TUM.Family
Welcome Center

Dorit Winkler
Head of TUM.Family
Office: Augustenstraße 46
Post: Arcisstr. 21
80333 München/Germany
Tel: + 49.89.289.25297
Fax: + 49.89.289.25560
winklerd@zv.tum.de

Alexandra Schulz
Kids, Family & Elder Care
Office: Augustenstraße 46
Post: Arcisstr. 21
80333 München/Germany
Tel: + 49.89.289.14673
Fax: + 49.89.289.25560
schulza@zv.tum.de

Katrin Heinzmann
Formalities, Integration, Cultural Program
Office: Augustenstraße 46
Post: Arcisstr. 21
80333 München/Germany
Tel: + 49.89.289.22266
Fax: + 49.89.289.25560
heinzmannk@zv.tum.de

Jamie Elfant
Accommodation
Office: Augustenstraße 46
Post: Arcisstr. 21
80333 München/Germany
Tel: + 49.89.289.25445
Fax: + 49.89.289.25560
accommodation@zv.tum.de