

30/11/2018

ANNEX 4 - FINAL SUMMARY REPORT

GEM-EMJD (FPA 2010-0010)



A. RELEVANCE AND RESEARCH QUALITY

A.1- Have all your EMJD objectives as stated in the application (including in scientific and socio-economic terms) in relation to the needs analysis in the field(s) been met?

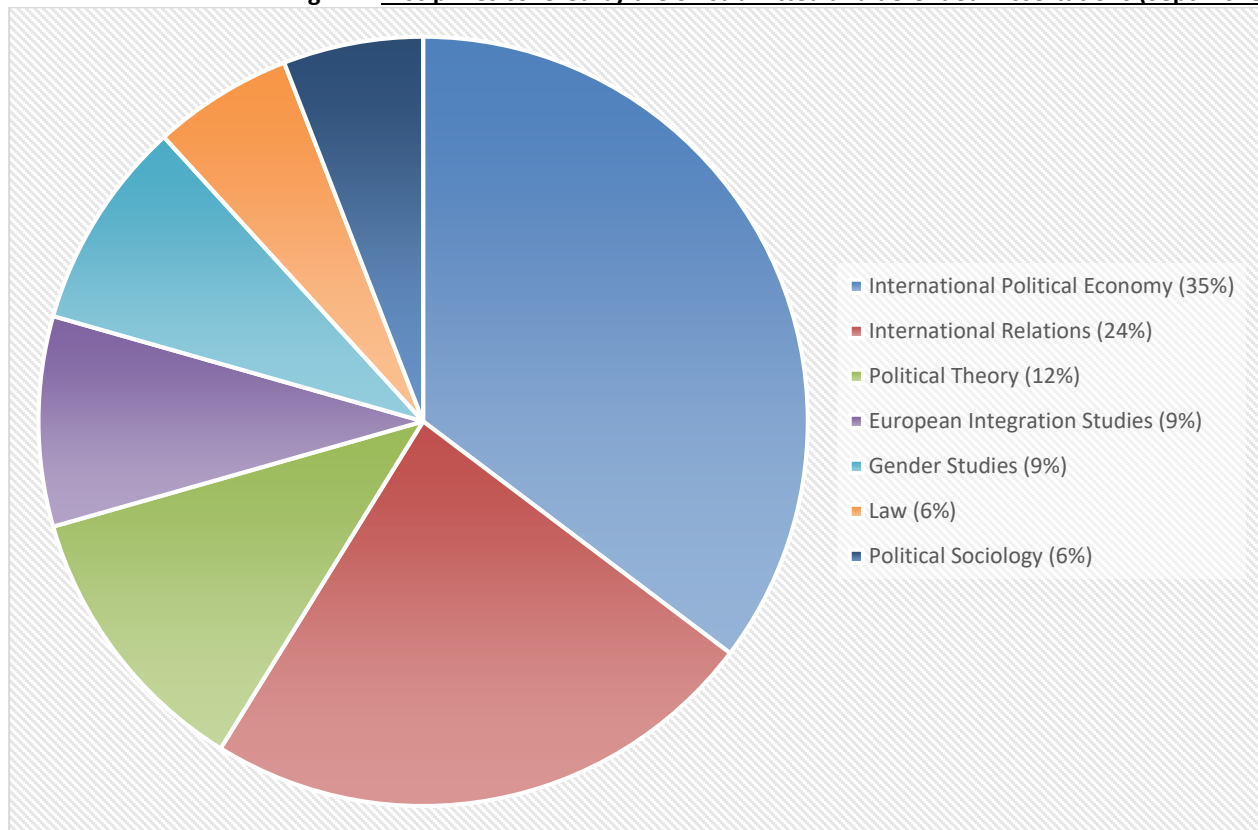
The original GEM-EMJD applications stated “the decision to forge ahead with this doctoral project rested upon three crucial observations made by the consortium’s prospective members as to the growing need for doctoral programs to: (1) offer enhanced inter-disciplinary excellence; (2) accelerate structural moves toward internationalization; and (3) strengthen the professionalization of doctoral education”. To achieve these goals the project was set-up with an eye on mobilizing the resources and structures provided through the EMJD program so as to (i) synergize the existing doctoral programs among the 8 partner institutions, on the one hand; and build-up the best practices and experiences drawn from the FP6-funded GARNET Network of Excellence, on the other.

With regards to the objective of enhancing interdisciplinary excellence in the fields associated with the study of Globalisation, Europe and Multilateralism, the core concern of the project was to accompany, supervise and ultimately see graduate the 49 doctoral fellows who joined the programme between 2010 and 2014.

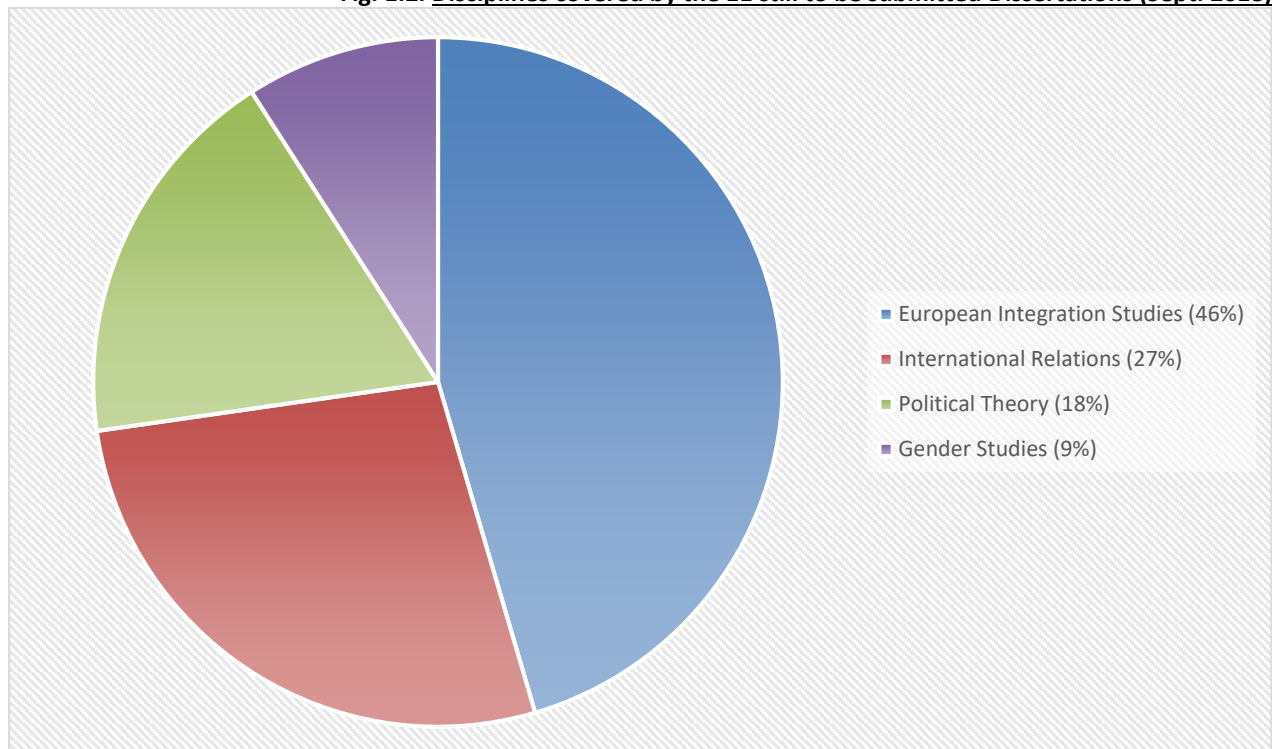
Tab1.1. Full List of Enrolled Fellows in the GEM-EMJD program (Sept. 2010 - Sept. 2018)

	Numbers
Graduated Fellows recipient of a EM Fellowship	34
Graduated Self-funded Fellows	1
Drop-Outs recipient of a EM Fellowship	2
Self-funded Drop-Outs	1
Enrolled Fellows recipient of a EM Fellowship	8
Enrolled Self-funded Fellows	3
TOTAL	49

As of September 2018, the overall numbers are good considering that 34 fellows have successfully submitted and defended their dissertation whereas a further 11 are expected to do so over the following 12 months. This means the program as a whole can bank on a graduation rate of 94%, which confirms it has largely met the quantitative targets associated with its primary objective (see Tab.1.1). Substantially, the program also fulfilled its research objectives as the successfully accomplished theses reflect the project’s interdisciplinary agenda (see Fig.1.1), and represent an impressive body of original research covering a wide range of topics related to at least two out of the three focal points of the research program – i.e. Globalisation, Europe or multilateralism.

Fig. 1.1. Disciplines covered by the 34 submitted and defended Dissertations (Sept. 2018)

Beyond the 34 submitted and defended theses, a further 11 are expected to be concluded over the coming 12 months (see Tab 1.1); this will further consolidate the disciplinary spread of the program (see Fig 1.2).

Fig. 1.2. Disciplines covered by the 11 still to be submitted Dissertations (Sept. 2018)

Ultimately, the project will have fostered original doctoral research across 7 disciplines involving 9 faculties/Departments across 6 degree-awarding universities (See Tab. 1.2). GEM-EMJD has fostered a unique international & interdisciplinary research community.

Tab1.2. Diploma Awarding Universities and the Departments/Faculties mobilized

Degree-awarding University	Faculty / Department	PhD Delivered	PhD Still to deliver
Université libre de Bruxelles	Political and Social Sciences	24	11
	Law	2	0
University of Warwick	Politics & International Studies	20	5
LUISS Guido Carli	Governance	10	0
	Political Theory	4	2
Université de Genève	Social Sciences	4	2
	Law	2	0
Universität Bielefeld	Sociology	2	0
Universität Hambourg	Political Sciences	0	1

A further indicator of the project's success at meeting its goal of enhancing interdisciplinary excellence is the thriving scientific book series it created and nurtured - i.e. the **GEM Book series** (<https://www.routledge.com/Globalisation-Europe-Multilateralism-series/book-series/ASHSER1392>).

Initially launched with Ashgate publishing, the book series is now with Routledge publishing. It has become a recognized publication platform for research on a variety of topics related to the place of the European Union in international affairs and global governance. Since its launch in 2013 under the auspices of the GEM Board of Directors, the series has published 11 edited volumes and one textbook (see Table 1.3). As of November 2018, a further 2 manuscripts were submitted for publication in early 2019 and a further 4 are scheduled for submission by the end of 2019.

All books published within the series undergo a double blind review process. Proposal are first anonymously assessed by two members of the GEM Board of Directors to ensure proposals meet the necessary quality criteria and fit within the perimeter of GEM's research agenda. Subsequently, manuscripts are submitted to the peer-review process within Routledge, thus ensuring the highest quality of academic publishing.

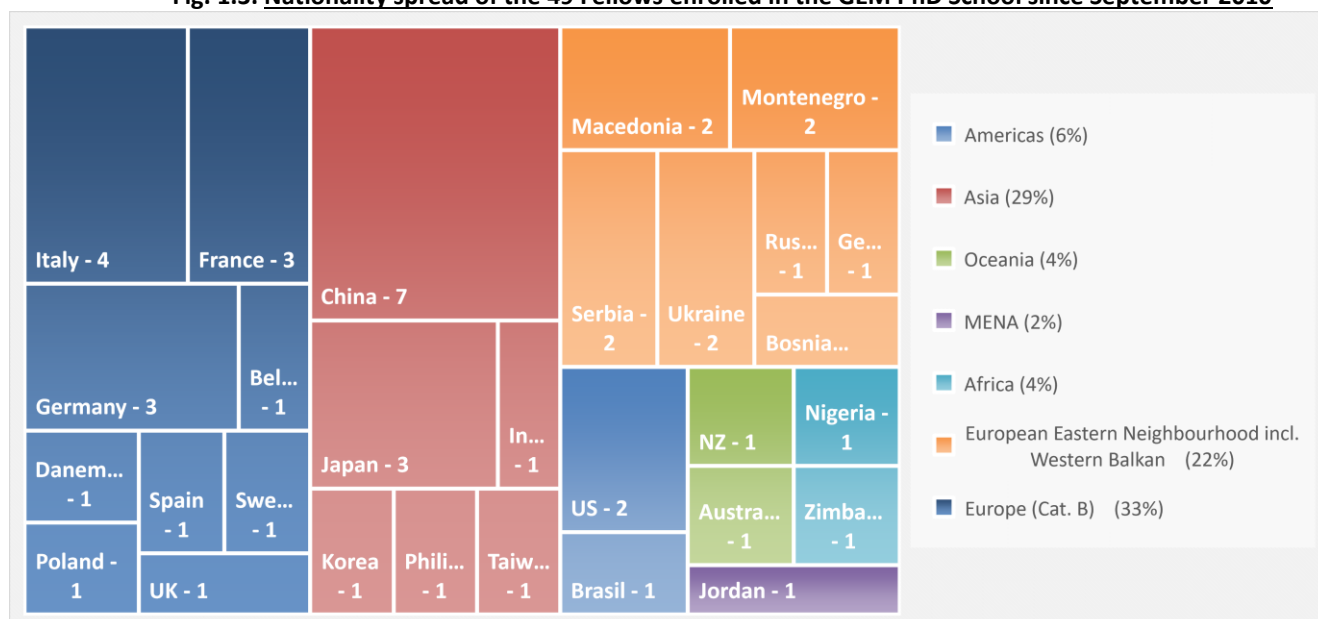
In every possible way the GEM book series has proven itself a worthwhile contribution to excellence in research both within and beyond the program as its publications:

1. involve all components of the GEM research community - i.e. senior academics, GEM alumni and enrolled GEM PhD fellows
2. cover the main disciplinary components of the research output - i.e. European studies, international relations, comparative regionalism, international political economy EU law and political theory)
3. include an interdisciplinary textbook targeted at graduate students and early stage researchers providing them with an overview of the GEM research agenda
4. comprise both edited volumes compiling multiple original contributions on a transversal cross-cutting topic of interest across the community; as well as, monographies written by GEM alumni on the basis of their successfully defended PhD thesis

With regards to the internationalization objective of the project, the numbers are once again very positive. First and foremost, the fulfilment of this 2nd objective is reflected in the enrolled fellows' national and educational backgrounds. The 5 highly competitive and open recruitment drives orchestrated by the GEM PhD School saw it constitute a truly global research community (See Fig. 1.3).

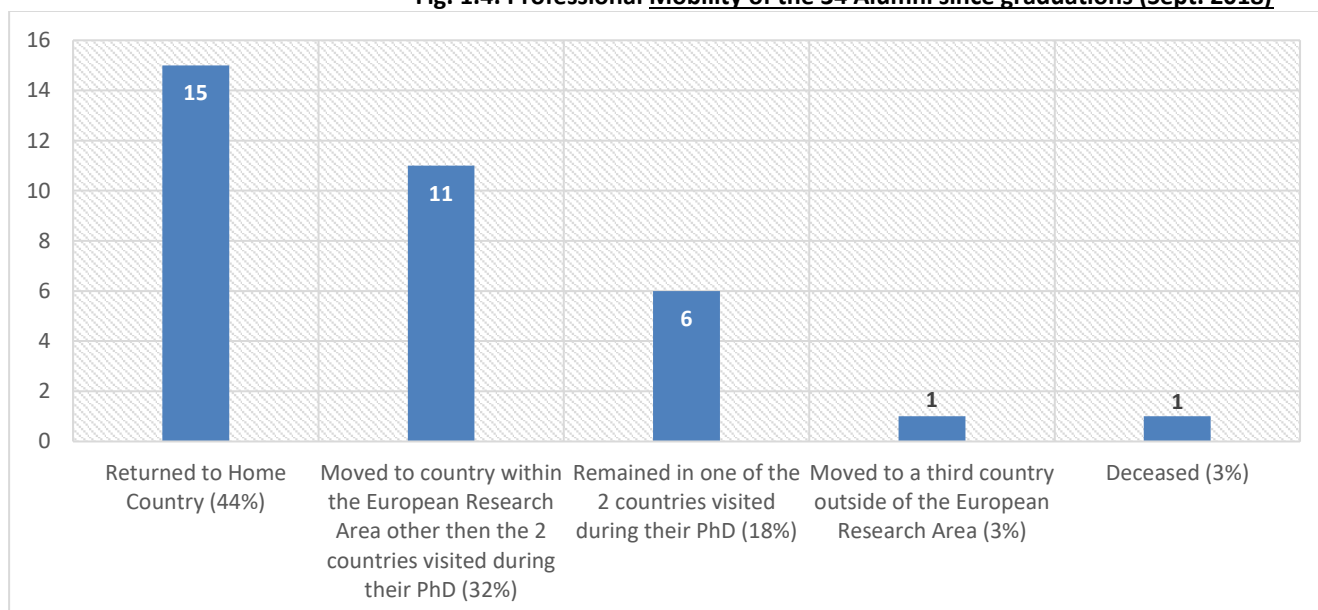
Furthermore, the program's double degree and mobility components also consolidated the project's impact as a catalyst for Internationalisation/Europeanisation of early stage careers as each graduating fellows secured degrees from two higher education institutions from the European Research & Higher Education Areas (ERA & EHEA) (see Tab 2.1).

Fig. 1.3. Nationality spread of the 49 Fellows enrolled in the GEM PhD School since September 2010



The training, mobility actions and double degrees collectively facilitated graduates' subsequent international career prospects as reflected in their mobility paths since graduation (see Fig 1.4) which include (i) capacity-building dynamics as 44% returned to their home country, (ii) Europeanisation dynamics as 32% moved to another country within ERA; (iii) local integration as 18% found employment in one of the two countries visited during their PhD and (iv) open-sky internationalisation as 3% have moved to a completely new third country.

Fig. 1.4. Professional Mobility of the 34 Alumni since graduations (Sept. 2018)



With regards to the final objective to contribute toward the professionalization of doctoral education across the EHEA the project can list a series of achievements at both the consortium and local levels. Several of these points are describe in more detail in response to question **B. Quality and course integration**, but the main accomplishments to be highlighted at this stage is the fact that all 34 graduates having concluded their doctoral program by September 2018 are currently regularly employed with some 82% of the graduates working in the academic sector. Equally, the program also included such skills training as: data collection, research and referencing Software, print and online Media, policy consultancy, and general professional skills.

Tab1.3. Overview of the GEM Book Series (November 2018)

Book	GEM-EMJD Involvement	Book	GEM-EMJD Involvement
 <p>The EU's Foreign Policy. What Kind of Power and Diplomatic Action? (2013)</p> <ul style="list-style-type: none"> - In GEM Research perimeter - Edited by GEM Academic - Includes 3 chapters by academics involved GEM - Used at GEM Summer School 		 <p>The European Union and Japan</p> <ul style="list-style-type: none"> - In GEM Research perimeter - Edited by GEM Academics - Includes 4 chapters by academics involved GEM 	
 <p>Globalisation, Multilateralism, Europe. Towards a Better Global Governance? (2014)</p> <ul style="list-style-type: none"> - Official shared GEM Textbook - Includes 11 chapters by academics involved GEM - Used as reference book at 5th GEM Summer School 		 <p>The Politics of Transatlantic Trade Negotiations (2015)</p> <ul style="list-style-type: none"> - Within the research perimeter of the GEM agenda - Edited by GEM Academics - Includes 4 chapters by academics involved GEM 	
 <p>EU Foreign Policy through the Lens of Discourse Analysis (2014)</p> <ul style="list-style-type: none"> - Compiled in response to Methodological questions emerging from within GEM - Edited by GEM Academic - Includes 2 chapters by academics involved GEM 		 <p>Interregionalism and the European Union (2016)</p> <ul style="list-style-type: none"> - In GEM Research perimeter - Edited by GEM Academics - Includes 6 chapters by academics involved GEM and 1 chapter by a GEM Alumni 	
 <p>The Eurozone Crisis and the Transformation of EU Governance (2014)</p> <ul style="list-style-type: none"> - In GEM Research perimeter - Edited by GEM Academic - Includes 2 chapters by academics involved GEM 		 <p>Developing EU-Japan Relations in a Changing Regional Context (2017)</p> <ul style="list-style-type: none"> - In GEM Research perimeter - Edited by GEM Academics 	
 <p>The European Union with(in) International Organisations (2014)</p> <ul style="list-style-type: none"> - In GEM Research perimeter - Includes 1 chapter by academics involved GEM 		 <p>Deepening the EU-China Partnership (2017)</p> <ul style="list-style-type: none"> - In GEM Research perimeter - Edited by GEM Academic - Includes 3 chapters by GEM academics + 4 chapter by a GEM Alumni + 1 chapter by a GEM fellow 	
 <p>The European External Action Service and National Foreign Ministries (2015)</p> <ul style="list-style-type: none"> - In GEM Research perimeter - Includes 1 chapter by academics involved GEM 		 <p>Multiple Modernities and Good Governance (2018)</p> <ul style="list-style-type: none"> - In GEM Research perimeter - Includes 2 chapters by academics involved GEMs 	

A.2- Clarify your joint programme's added value and distinctiveness compared with existing programmes at national, European and international level.

The first and most obvious added value of the program was that it was for a significant amount of time the only Transnational Doctoral Training program in the field which led to the granting of two certified doctoral degrees from two leading academic institutions based in two different ERA countries. Furthermore, if since its inception the GEM PhD School has been joined by a limited number of other international doctoral schools studying the global dimension of the EU; the GEM PhD school remains the initial pioneer in the field. In October it remains one of the only programs to consequently lead to the awarding of a certified Double Doctoral Degree, and which is so far the only EMJD in the field to have led to successful follow up programs funded by other sources (e.g. the so-called GEM-STONES, MSCA-ITN sponsored European Joint Doctorate – see www.gem-stones.eu).

Any reference to the institutional added value of the programme's work should include the fact that as a Double Degree awarding program involving two fully recognized Doctoral Degrees the GEM PhD School responded to a specific need within the broader field of emerging study programs awarding Double, Multiple or Joint Degrees. It successfully targeted the level of tertiary education the least affected by the general trend towards multiple degrees – i.e. the doctoral one. This pioneering role in setting up double degrees at the doctoral level saw the project tackle a host of challenges and thus establish workable jurisprudence in the field on issue such as: (i) the reconciliation of very different supervisory and assessment practices and standards, (ii) the first ever inclusion of a leading UK institution in a full double doctoral degree program in the fields of social sciences, and (iii) the development of the necessary branding and referencing to be included on the two jointly awarded diplomas to reflect their status as “European Degrees”

Substantially, the program's unique scope and interdisciplinary outlook were a direct product of its distinctive openness in terms of (a) disciplines covered, (b) eligible backgrounds of the candidates, and (c) individual topics explored within the perimeter of the project's common research agenda. Reflecting the coordinating institution's own interdisciplinary agenda – i.e. the Institut d'études Européennes at the ULB, the GEM PhD School's distinctive set-up would prove an efficient catalyst for an open form of interdisciplinary research rooted in disciplinary excellence. Indeed, from the its open-ended application process to the breath of expertise mobilized across the 9 faculty/departments involved; the GEM PhD school has been an interest-driven collective research endeavour. In times where project-driven collective research has become increasingly prevalent; the bottom-up dynamics that characterized the GEM PhD School stand-out and allow for original and distinct research to emerge. As fellows from across the world have applied on the basis of their own personal research proposals, the program's openness has avoided some of the recurring pitfalls in the field – e.g. euro-centrism, the marginalisation of non-Western perspectives, a lack of mixed methods, overly singularly oriented theoretical training, or poor cross-referencing beyond disciplinary and even theoretical boundaries.

A.3- Was the expected outcome from the innovative, educational, scientific and technological points of view acquired?

As stated above the core outcome was the successfully training, co-supervision and ultimately graduation associated with the near to 50 enrolled PhD fellows in the program (See Table 1.1). The successfully implementation of this core responsibility would see the GEM PhD School secure a host of both necessary and ancillary innovative, educational, scientific and technological outcomes (see Tab. 1.3)

Tab1.3. Overview of innovative, educational, scientific and technological Outcomes

	Level	Description
Innovative	Consortium-wide	<ul style="list-style-type: none"> - Theoretical bridging between three fields of study – i.e. international relations, European integration and comparative regionalism - DDDA Template - Joint selection & evaluation procedures - The so-called AGORA Forums, a new form of inter-sectoral dialogue with Brussels-based practitioners
	Local-level	<ul style="list-style-type: none"> - In cooperation with GEM the University of Warwick develop a Viva methodology that allowed for local rules to be respected as well as those from the partner institution
Educational	Consortium-wide	<ul style="list-style-type: none"> - Integrated curriculum - GEM summer schools - annual conference
	Local-level	<ul style="list-style-type: none"> - ULB introduced Full-English doctoral research methods class; - UNIGE leverage the GEM experience to break open disciplinary partitions within its doctoral programme - LUISS adopted best practices observed within GEM to its nascent doctoral schools in political science
Scientific	Consortium-wide	<ul style="list-style-type: none"> - 34 successfully concluded original doctoral dissertation GEM; - 11 dissertations scheduled to be submitted by years' end; - 12 Books published in the Routledge Book Series
	Local-level	<ul style="list-style-type: none"> - Strengthening Critical IPE scholarship on EU at the University of Warwick - Strengthening Comparative Regionalism and EU external Action scholarship at the IEE-ULB - Strengthening Political Theory scholarship at LUISS
Technological	Consortium-wide	<ul style="list-style-type: none"> - Online evaluation system embedded into the project's website - Generalisation of video-conferencing infrastructures to allow long-distance participation at either supervisory meetings or final Viva
	Local-level	<ul style="list-style-type: none"> - N/A

A.4- Was the level of internationalisation in terms of concrete international experience and activities relevant to the EMJD objectives?

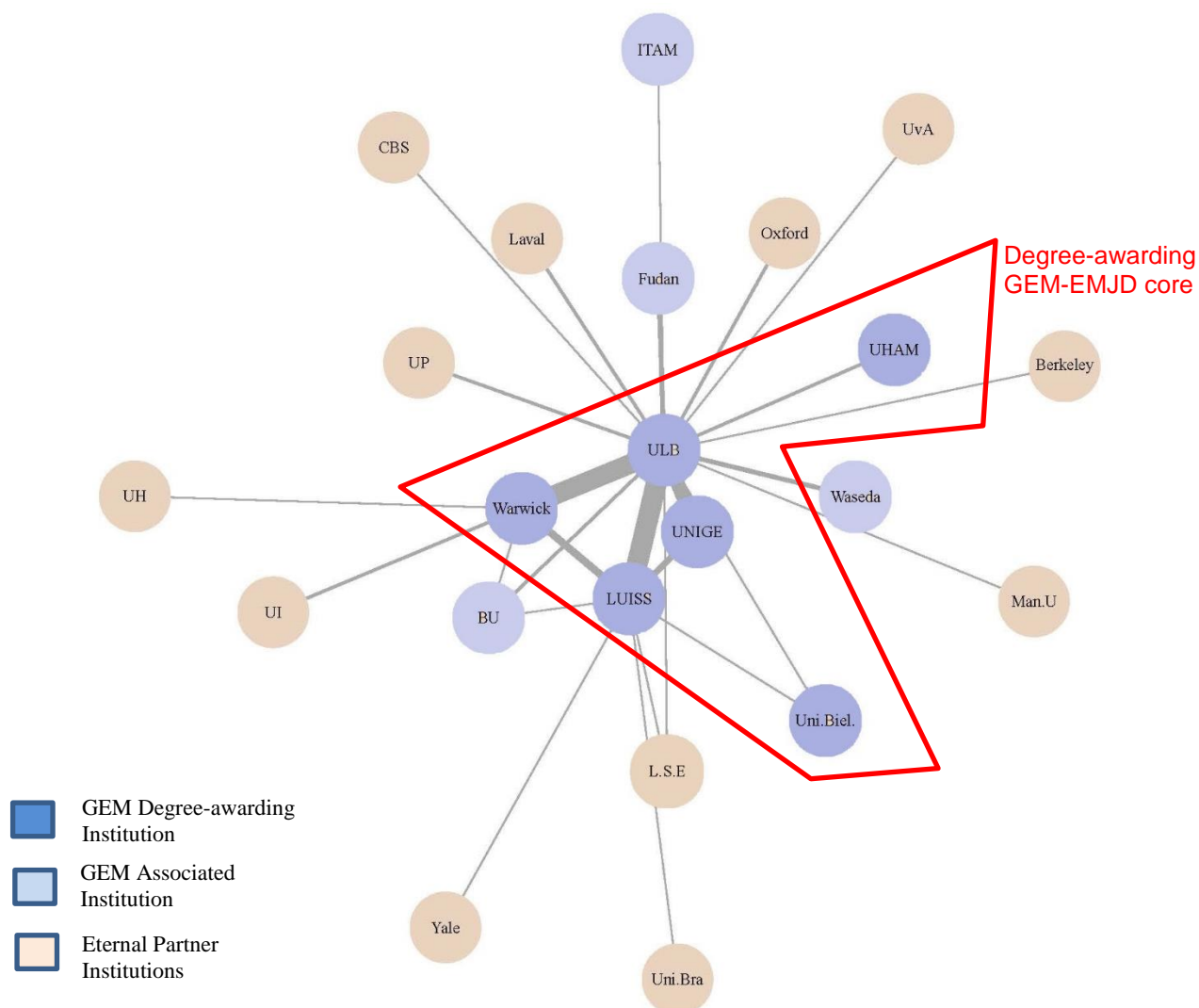
As aforementioned internationalisation is central feature of the program's agendas. Ultimately, mobility actions will have involved 6 degree-awarding institutions and 16 non-degree awarding institutions – of which. 75% are from non-EU third countries and 25% from within the EU (See Tab 1.4). The high number of mobility actions undertaken reflects the high level of internationalisation. With 79 successfully undertaken actions (i.e. 45 degree-awarding actions // 34 additional actions), this represents an average rate of 1,6 mobility actions per fellow – i.e. nearly double the required minimum. Further indicators of the program's international dimension are the 29 nationalities represented among the enrolled fellows (see Fig 1.3), and the wide range of international careers paths of the Alumni (see Fig. 1.4).

Tab1.4. List of the 22 mobility destinations mobilised over the course of the program

Degree-Awarding Mobility Destinations	Non-Degree Awarding Mobility Destinations
Université libre de Bruxelles (ULB) – Belgium	Waseda University (WUT) - Japan
University of Warwick (UoW) – UK	Boston University (BU) - USA
LUISS Guido Carli – Italy	Fudan University (FU) – China
Université de Genève (UNIGE) - Switzerland	ITAM - Mexico
Universität Bielfeld (Uni.Biel.) – Germany	Oxford University - UK
Universität Hamburg (UHAM) – Germany	Copenhagen Business School (CBS) – Denmark
	Universiteit van Amsterdam (UvA) – Netherlands
	London School of Economics é Politics (L.S.E) – UK
	Université Laval – Canada
	UC Berkeley – USA
	Yale University - USA
	Universita Indonesia (UI) - Indonesia
	University of the Philippines (UP) - Philippines
	Université de Haïti (UH) - Haïti
	Universidade de Brasília (Uni.Bra) – Brazil
	Manouba University (Man.U) - Tunisia

The cumulative effect of these numerous iterations of cross-cutting mobility actions contributed towards weaving a tight network of collaborating institutions with: a core EU-based cluster of degree-awarding institutions, surrounded by a first circle of partners (both inside of the EU and in third-countries), as well as a series of singular connections to more distant partners (See Fig1.5)

Fig1.5. Representation of the Emerging Weighted Networks born from the GEM sponsored mobility actions



B. QUALITY AND COURSE INTEGRATION

B.1- Which good practices in terms of doctoral/graduate/research schools or co-tutelle arrangements have been put into practice?

Within the GEM PhD School, the legal basis for the necessary co-tutelle arrangements/Double degree provisions was a **standard Double Doctoral Degree Agreement (DDDA)** all degree-awarding universities had committed themselves to through the project's underlying consortium agreement. Signed by the fellow, the two co-supervisors, the two relevant deans and the two legal representatives of the degree-awarding institutions these DDDAs set out the responsibilities and obligations of all parties thus binding the universities delivering the degrees, the departments providing the local training, the supervisors supervising the fellow and the individual writing the dissertation to set of common standards, procedures and rules. A good implementation of the DDDAs required both maximal transparency and flexibility as local obligations were to be respected at all times to ensure the both awarded degrees were certified by the relevant national authorities. With this in mind by year two of the programme **a series of good practices were established and published online as:** (1) a DDDA template; (2) a general program guidebook specifying the horizontal obligations of the enrolled fellow; (3) a guidebook to the specificities of the various PhD submission and Viva procedures. The joint impact of the jointly agreed to DDDA template and the publically available procedural guidebooks allowed for a shared jurisprudence to emerge and accepted practices to be socialized across the consortium. One should note that having established an accepted framework (in the DDDA) and associated procedures (in the guidebooks) any extension of the consortium or the inclusion of new degree-awarding institution was done on the basis of the accepted jurisprudence.

A further practice that proved necessary to a good implementation of co-tutelle agreements was regular meetings between the fellow and both supervisors. Beyond bilateral contacts the fellows might have with each of the supervisors it has proven essential to ensure regular trilateral contacts involving both co-supervisors and the fellow. The regularly mandated annual meeting between the fellows and their supervisor proved insufficient to avoid miscommunication or imbalances emerging within the shared supervisory environment. In response the GEM programme quickly implemented a series of three measure in each DDDA to ensure a minimum of three formal moments between the fellows and their co-supervisors a year. These measures involved:

1. Annual Online Progress evaluation

As part of their contractual obligations (as stated in their DDDA), at the start of every calendar year, each fellow had to undergo an online self-evaluation exercise. This would involve them filling out a series of extensive online self-evaluation forms – facilitated through the custom made online evaluation system hosted in the program's website; which in turn would be assessed by both supervisors. The Board would then statute on the progress (and renewal of the fellowship) on the basis of the information provided by the fellows and the supervisors.

2. Integration of the other co-supervisor into the local evaluation structures at the partner university

The co-supervisors from both degree-awarding institutions were integrated into the local evaluation committees on either side. Depending on the specifications included in the DDDA dictated by the necessary conditions within each national context, the doctoral follow up committees of both degree-awarding institutions were either merged (meeting once a year) or maintained as two separate entities (meeting twice a year). In both cases the fellow was guaranteed at least one face-to-face meeting with both supervisors (and a third external academic) each year. Re-enrolment at the degree-awarding institutions in Sept.-Oct. was based on the greenlight provided by these follow up committees.

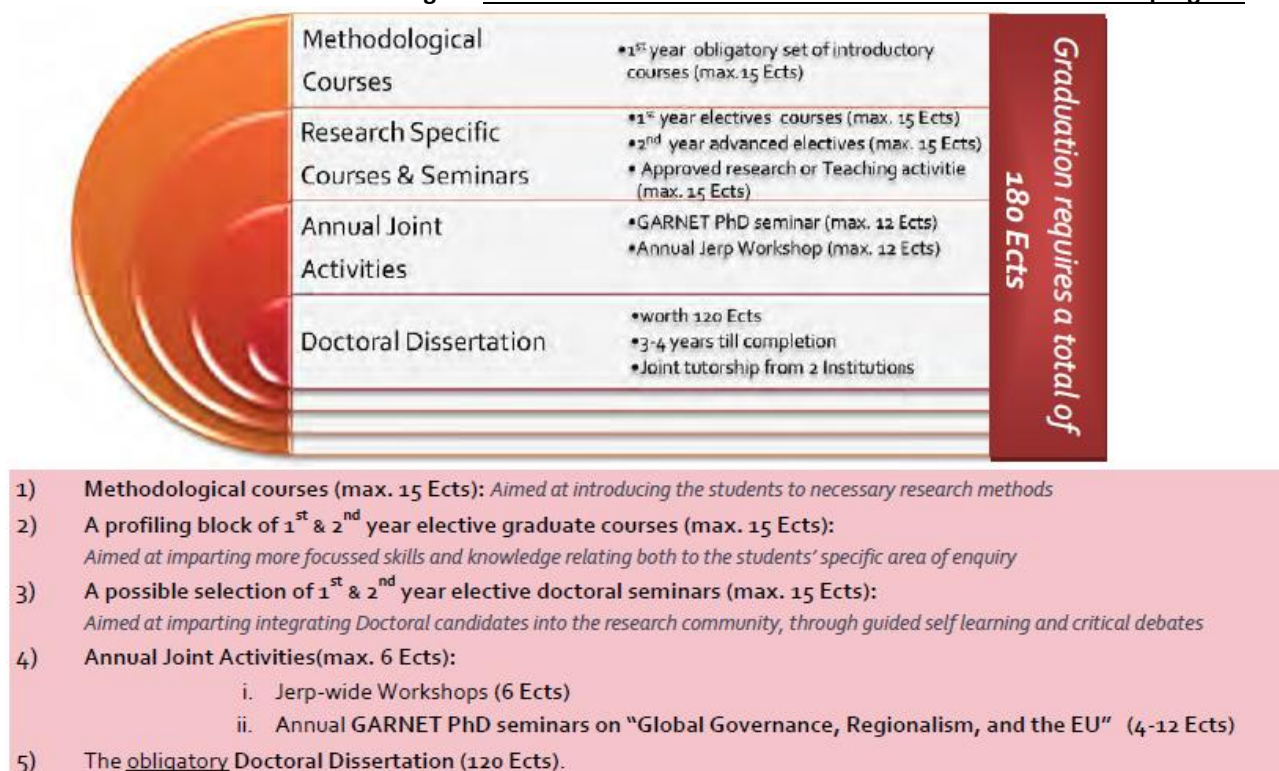
3. Financial and logistical support to facilitate actual in person meetings of the three parties

The program set aside the necessary budgets to make sure fellows would meet both of their supervisors at a common face-to-face meeting at least once a year. Similarly, the additional costs born from the co-supervision related to the single Viva/Defence were also born by the program.

Full recognition of all the training and research activities performed by the fellows was secured through the ECTS system. For greater certainty this was formalised within each DDA with several

articles spelling out the mutual-recognition guarantees and the overall credits needed to secure the pursued double degree. In this respect the outlined course and ECTS structure included in the initial –e proposal was scrupulously implemented across all the degree-awarding institutions (See Fig 1.6)

Fig1.5. confirmed Course and ECTS structure within the EMJD-GEM program



B.2- Were the mandatory mobility periods according to the Erasmus+/EM guidelines respected? Were they justified in relevance and appropriately organised?

In all but one case the mandatory mobility periods were implanted in accordance with the Erasmus+/EM guidelines. It must be stated that enforcing the mobility rules proved rather controversial at times among the EM fellows given that certain mobility actions were mandated for procedural rather than substantive reasons. Bearing in mind the very tight work schedule, mobility obligations tied into the standardized formal requirements would at times clash with the fellows' own research schedule.

From an organisational point of view, a distinction is to be made between 3 mobility types:

1. Degree-awarding mobility actions spelled out in the DDDA

These were obvious to all parties concerned. Set up in line with student's personal projects and both clearly justified and fully certified by way of the DDDA. In line with the program's overall bottom up set-up as well as to ensure optimal fit between the individual research projects the second degree-awarding institution – and thus the core mobility - was only decided by the Board of Directors some 6-months after the fellows' enrolment. Substantively, this proved a good choice as it ensured a tailor-made mobility scheme informed by both the fellows' evolving personal research and the primary supervisor's initial assessment. Organisationally, this two-step implementation principal proved an additional challenge introducing a level of uncertainty into the overall mobility calendar of the fellow which made longer-term planning – be it for the fellows and the program – more complicated.

2. Additional mobility actions required to meet the mandatory mobility requirements

In a limit number of cases (7 total) academic/research imperatives and Erasmus+/EM mobility guidelines conflicted. In a few cases the choice of a given member institutions as the second degree-awarding institution proved manifest despite possible conflicts with Erasmus+/EM mobility guidelines. This might be the product of any case-specific factors among which primarily because of: (i) the quality of local expertise on a given topic, (ii) the presence of a desired supervisor, (iii) a applications that forcefully and convincingly argues substantive reasons why a given institution needs to be included for

the good of the research, or (iv) because of personal/familial imperatives that might have knock-on effects on the research. In all of these cases the Board of directors' role as guarantor of the project's research quality comes into direct competition with its role as custodian of the Erasmus+/EM mobility guidelines. When confronted with such a situation the GEM Board favoured a case-by-case approach involving a dialogue with the fellow in question and both of his supervisors to agree on a personalised mobility scheme which would include not one but two mobility actions so as to meet both the substantive requirements of the project and the formal Erasmus+/EM mobility guidelines. This was successfully implemented in all but one case. The singular case were substantive considerations prompted the consortium to endorse a unconventional mobility in the hope it would be signed off on in light of the specific circumstances was in the case of M. Giovanni Vezzani where the two degree-awarding institutions proved self-evident considering his personal research, but where an additional mobility would then be needed to meet the Erasmus+/EM mobility guidelines. However, due to an unforeseen sick-leave and the fellows desired to finish his work within the minimum 3 years foreseen (for personal reasons related to career opportunities) the Board was suddenly confronted with too little time left for an additional mobility to be implemented without up-ending the fellow's own research schedule. As a result, M. Vezzani was allowed to conclude his dissertation without the scheduled additional mobility. This specific case was reported to the agency as the only case where no compromise between individual imperatives and programmatic guidelines could be found.

3. Additional mobility actions requested by fellows – e.g. fieldwork, networking, ...

A plurality of the fellows would request additional non-degree awarding mobility actions with an eye on the specific needs of their research. These 28 additional non-degree-awarding mobility actions requested by the fellows for research purposes would ultimately involve 14 mobility actions to consortium members in third countries, 10 mobility actions to associated institutions in third countries, and 4 mobility actions to associated institutions in the EU.

From the onset the programme proved open to this and set-up a clear procedure for fellows to request such additional non-degree awarding mobility opportunities. The criteria the Board used when assessing such additional mobility requests were: (1) the necessary approval of both co-supervisors, (2) a commitment from the fellow that it will not endanger the timely submission of the dissertation, (3) a obvious and clearly articulated link between the mobility and the ongoing research and lastly (4) an academic host institution able and willing to welcome the fellow as a visiting researchers for the agreed upon period. If the implementation of these additional mobility actions proved straightforward enough from a substantive point of view, their administrative reporting was more complicated as their inclusion in the Data Mobility Base required the host institution to become an associated member of the consortium agreement and a notification to be sent to the Agency. If initially, both the Board and the Central Office of the program implemented such detailed reporting measures, as the number and variety of destinations exploded a more informal reporting process was set-up centred on the academic evaluation and reporting of the fellows rather than the mobility one.

B.3- Was the quality of joint supervision and monitoring of the candidate activities, to ensure the highest quality of outcomes, met?

Indicators reflecting the efficiency and high quality of the joint supervision and monitoring of the candidate activities set-up by the GEM PhD School include

Tab2.1. Indicators signalling the strength of the established co-supervision mechanisms

Suggested Indicator	Description
High Success rate with and expected graduation rate of 94% by September 2019	Established mechanisms saw an overwhelming majority of fellows reach their academic goals
Precedent setting function of the supervision and evaluation practices established within GEM-STONES	Supervisions mechanisms having been tried and tested within GEM have since be exported to other double degree doctoral programs
The low-level of revisions required, the laudatory comments included in the viva reports and the list prizes awarded to the graduates of the program among which:	The remarkable quality of the theses produced under GEM-EMJD's co-supervision mechanisms has been widely proven and repeatedly recognized. For example, the lion-share of concluded dissertations were

<ul style="list-style-type: none"> - Dr. Zhang won a 2013 “Bourse complémentaire pour doctorat, Fonds Alice et David van Buuren” - Dr. Savevska won a 2013 “Harvard Law School – IGLP Residential Fellowship” - Dr. Savevska won a 2013 “Bourse complémentaire pour doctorat, Fonds Alice et David van Buuren” - Dr. Müller won a 2016 “Bourse complémentaire pour doctorat, Fonds Alice et David van Buuren” - Dr. Tooker won the 2018 “Jean Blondel ECPR Prize” - Dr. Goron won the 2017 “Prix Marthe Engelborghs-Bertels de Sinologie” - Dr. Lopez Lucia won a 2014/15 “Warwick Early Career Fellows” - Dr. Pforr won a 2015/16 “Warwick Early Career Fellows” - Dr. Martín de Almagro won a 2017-2019 Marie Curie Individual Fellowship to go to Cambridge University - P. Markovic won a 2017/18 “Wiener-Anspach Doctoral Prize” to go to Oxford University - Dr. Tilley won a 2017 Leverhulme Early Career Fellowships - Dr. Lopez Lucia won a 2017 Leverhulme Early Career Fellowships - F. Denuit won a 2017/2018 WBI mobility grant as a visiting researcher at Universiteit van Amsterdam - E. Avramovska won a 2017/2018 SNF mobility grant as a visiting researcher at Universiteit van Amsterdam 	<p>accepted as submitted without any major or minor revisions.</p> <p>Furthermore, several GEM theses have been rewarded with specific international prizes, and recognitions awarded by third parties thus testifying to the quality of the resulting research products</p>
The high (and increasing over time) positive feedback from the fellows regarding the co-supervision as part of the annual quality survey	In 2013, when the joint supervision provisions were included for the first time among the questions submitted to the fellows as part of the annual quality review
The repeated investment of a number of professors who took on several supervisions charges over the course of the program	Most of the professors having experienced a first co-supervision within the GEM context were eager to repeat the experience. Similarly, over time increasing numbers of academics from the various degree-awarding institutions were willing to engage with the process
A very limited number of cases where a supervisor had to be changed, and this always for exogenous factors	None of the co-supervision arrangements set-up in the project reached a point where an external intervention by the GEM Board was needed to correct or change the supervisory environment. The only changes made to the initially set-up co-supervisions were due to exogenous factors such as the departure or passing of a colleague
A tried-and-tested continuous evaluation mechanisms which in two cases would lead to the exclusion of a fellow for academic reasons	Regular meetings – both bilateral and trilateral – between the fellows and their supervisors proved a crucial element in ensuring the quality, harmony and responsiveness of the supervisory environment
A two-level evaluation system (consortium-wide and within each local institution) which did lead to either gridlock or conflicting assessments but rather proved an efficient early warning system and joint yet decentralised assessment method	The annual online evaluations discussed by the GEM Board in combination with the local evaluation provisions have proven an efficient warning system allowing for the supervisory environment to react to any emerging problem in/challenge to a fellow’s ongoing doctoral work

B.4- Were the language policy objectives, originally foreseen, met?

In line with the original proposal GEM-EMJD had English as its only working language and would therefore not impose any further language requirements throughout the program. Accordingly, all research output supported by the program, including the submitted theses, are written in English regardless of the underlying institutions or the involved researchers’ mother-tongues.

As suggested in the submitted proposal, the project only concession towards the acquisition of other languages would be to ensure all primary degree-awarding institutions would make language classes available to those fellows wanting to study the local language when different from English. In this respect the ULB provide free access to their French as foreign language classes to any incoming GEM fellow, whereas LUISS did the same with Italian.

C. STUDENT ISSUES

C.1- Please list the services (housing facilities, coaching, activities aimed at social integration, visa assistance and social insurance, banking) offered to the candidates while on mobility

All services listed in the initial proposal were provided and as announced these were accessible either through a local contact point within the host institution, or through the central office based at the IEE-ULB in Brussels. As a reminder, the proposal stated that “all information regarding these services will be centralized and readily available on the EMJD-GEM website as well as on the partners’ individual website. Upon selection of a candidate, the EMJD-GEM desk within the first Destination institution will contact the fortunate applicant and start all necessary enrolment procedures [...] in turn, the CeO at the ULB can provide further assistance if necessary. The support infrastructures are available on a daily basis to help students with all kinds of problems, related to their study programme, financial issues, housing problems, medical issues, administrative problems, etc”. Throughout the program’s lifespan all of these services were implemented and the annual quality survey proved an efficient tool to see the quality of these services improve over time through peer-review and best practice sharing. With regards to the specific services GEM-EMJD can report on the following policies implemented:

1. Information Provisions

Standard and transparent information provision quickly emerged as the key challenged when seeking to ensure that the “Central Coordinator at the ULB was able to guarantee, support, evaluate and coordinate the student services which were to be offered across the consortium” along a “Decentralized and personalised” model. To this effect the Central Office would over the course of the first year publish a series of online guidebooks made readily available through the project’s website. These would provide all the fellows with a clear and standardized description of their rights and obligations incl. their contractual arrangements, access to services, training requirements, and personal responsibilities. The guidebooks published in such a fashion include:

A Program Guidebook

<http://erasmusmundus-gem.eu/files/sitepages/.66/GEM%20Programme%20Guidebook.pdf>

Employment Contract Factsheets

<http://erasmusmundus-gem.eu/files/sitepages/.89/GEM%20Contract%20Descriptions.pdf>

Official Erasmus+/EM mobility guidelines (on GEM Website)

http://eacea.ec.europa.eu/erasmus_mundus/programme/programme_guide_en.php

Thesis Defence Guidelines

<http://erasmusmundus-gem.eu/files/sitepages/.148/GEM%20Common%20Defence%20Guidelines.pdf>

DDDA Template

[http://erasmusmundus-gem.eu/files/sitepages/.148/\[GEM%20PhD%20School\]%20Double%20Degree%20Contract%20Template.pdf](http://erasmusmundus-gem.eu/files/sitepages/.148/[GEM%20PhD%20School]%20Double%20Degree%20Contract%20Template.pdf)

2. Housing

As stated in the proposal fellows were directed towards “each partner institutions established “Housing Service” with an eye on securing access to the host institutions list of on- & off-campus rooms/apartments.” As stated in the proposal the local housing offices did assist the students in their search for adequate housing, but the responsibility to find and securing the housing was in the hands of the individual fellows. In line with established practices at European universities and in accordance with their status as research employees (which precludes the fellows from accessing student housing) fellows were just provided with guidance and assistance but housing was not readily provided upfront. If fellows at times complained about the burden of finding their own housing – even with institutional help, one should note that all fellows, with the necessary help, found housing at all times allowing for all mobility to proceed as planned. Housing the fellows secured was at times managed by the universities (e.g. LUISS, Uni.Biel), listed through the university but privately managed (Warwick & UNIGE), a mixture of university managed and private sector housing (ULB, UHAM)

3. VISA Procedures

Support in this regard was efficiently provided exactly along the lines stated in the proposal: “Visa applications are the student’s own responsibility. They are expected to apply for it in advance in their country of residence. The International Office (IO) at hosting institution will provide all the necessary documents and support the students throughout the Visa application process. In case of difficulties, the ULB’s International Office will intervene”. Throughout the program all necessary VISAs were obtained in a timely fashion allowing for mobility actions to proceed as scheduled.

4. Social Integration

Joint activities, facilities to encourage shared living arrangements, buddy systems for more senior fellows to help newly arrived ones, peer-to-peer information sharing notably via a private blog and a shared private Facebook and messenger group were all efficiently implemented to create a very strong sense of community. Along with the numerous friendship linking the fellows across different generations, all quality assessments would confirm a very strong sense of common purpose and community

Overall service provision throughout the project was very positively received and the annual Quality Survey launched in 2010 allowed for the program to address any weakness be they at the central or local levels. For more details on the measures taken and the positive evolutions booked through please consider the 6 annual Quality survey’s included in annex to this report – incl. reports from 2010 till 2017

C.2- What type of agreement/contract was offered to the candidates and did it meet E+/EM minimum requirements and allocated monthly amount?

From the onset, as set out in the Consortium Agreement, all employing institutions agreed to provide employment contracts that were conform to E+/EM minimum requirements. Following the initial implementation of the contracts in Brussels (ULB), Italy (LUISS) and the UK (Warwick) and EACEA evaluation concluded that the contractual format implemented by Warwick did not meet all the necessary requirements whereas those implemented by LUISS and ULB did. In response to this assessment which was requested by the consortium only 6 months into the implementation of the first generation of fellows, the university of Warwick with the help of the GEM-EMJD central office develop a new contractual set-up that was both conform t the E+/EM minimum requirements and allowed the institution to ex post rectify past payments. As such, all payments for the first generation were brought up to standards, and future generations were paid according to these same certified practices.

It should be noted that on this point the EMJD program as a whole and the GEM-EMJD in particular had a direct and major impact on contractual practices in the UK where doctoral fellows are not normally provided with employment contracts but rather non-contractual scholarships in line with their student status. As such, the implementation of the E+/EM minimum requirements Through GEM proved precedents setting in the UK-case where for the first time PhD fellows were considered employees and provided with full contracts. The detailed process that led to the establishment of this new standard was reported on in great detail to the EACEA in the report associated with the first SGA of FPA 2010-0010.

Once all three monthly payment contracts were established and certified as conform the main concern became to communicate transparently to avoid any confusion among enrolled or potentially interested parties. To this end an Employment Contract Factsheets was published on line setting out in great detail the payment, tax and contractual contours of each type of contract in accordance with the relevant national social and labour legislation – e.g. Belgium, Italy or UK.

C.3- Were the joint course implementation rules and mechanisms, mutual rights, obligations and responsibilities of the two parties as regards to academic, administrative and financial aspects of the student's participation in the EMJD respected?

Overall, all the major obligations were respected and clearly laid out, be it in the DDDA with regards to any rules and mechanisms, mutual rights, obligations and responsibilities related t the joint doctoral course; or the consortium agreement with regards to any financial or institutional obligations and commitments.

Furthermore, the consortium proved willing and able to address any problems that emerged during the life-span of the project and which were seen as hampering the exercise of the abovementioned rights and obligations. In this respect corrective measures successfully taken over the course of the program include:

1. Adjustment of Employment contracts in Warwick and LUISS to meet E+/EM grant standards
2. Adjustment of Jury Provisions at ULB, UoW and UNIGE to ensure both compatible and a single Viva
3. Adjustment to Mobility paths of fellows passing through UNUIGE (CH) to meet E+/EM mobility standards
4. Flexible case-by-case selection of Diploma-awarding institutions to ensure Degrees are compatible both underlying as well as with the researchers' intent (in one case a degree-awarding institution had to be re-assigned due to disciplinary incompatibilities between the project and the department involved at said institution).
5. The annual online evaluation implemented under the authority of the Board independently of the degree-awarding institutions allowed for its members to develop a deep and distinct understanding of each project's progress, and thus intervene in the case of an emerging problem or disagreement

C.4- Specify in what way the consortium adhered to and implemented the European charter for Researchers and the Code of Good Conduct for the Recruitment of Researchers.

The European charter for Researchers is annexed to each DDDA ensuring that its rights and obligations are known by all and bind all parties, both the fellows and their supervisors.

The Code of Good Conduct for the Recruitment of Researchers for its part was provided along with each call for application so that potentially interested parties would be informed of the standards that would apply to the selection and recruitment procedures. The GEM Board exercising the selection was also communicated the full code and expressly signed up to its principles.

D. COOPERATION ARRANGEMENTS

D.1- Was the consortium composition and the expertise of the key academic and research staff involved relevant to achieve the EMJD objectives?

The expertise of the key academic and research staff involved proved very relevant indeed.

A Total of 423 Full-time Academics from 6 HEIs took part in the co-supervisions in GEM.

Supervising Academics	Number of Fellows Supervised (2010-2018)	Home Institutions
Mario Telo	6	ULB
Jean-Frédéric Morin	5	
Anne Weyembergh	1	
Amandine Crespy	3	
Barbara Delcourt	1	
Christian Olsson	2	
Marianne Dony	1	
Janine Goetschy	1	
Justine Lacroix	1	
Glenn Newey	2	
Asaad Azzis	1	
Nahavandy Firouzeh	3	
François Forêt	1	
Jean-Michel De Waele	2	
Emmanuelle Bribosia	1	
Jihane Sfeir	2	
David Paternotte	1	
Jean-Yves Prenchère	1	
Julien Jeandesboz	3	
Jean-Luc Demeulemeester	1	
Aude Merlin	2	UoW
Matthew Watson	9	
Stuart Croft	2	
George Christou	3	
Shaun Breslin	1	
Shirin Rai	1	

Vicky Squire	2	
Ben Clift	1	
Leonard Seabrooke	1	
Christopher Browning	1	
Sebastiano Maffettone	7	LUISS
Raffaele Marchetti	11	
Gianfranco Pellegrino	1	
Francesca Corrao	1	
Sergio Fabbrini	1	
Leonardo Morlino	3	
Nicolas Levrat	5	UNIGE
Rene Schwok	2	
Matteo Gianni	1	
Maryline Lieber	1	
Andreas Vasilache	2	Uni.Biel
Cord Jakobeit	1	UHAM

D.5- Did the nature of non-academic involvement change over the five successive editions of your EMJD? Please share any success stories, lessons learnt and recommendations for the future.

The program did not include any specific inter-sectoral dimension as all participating institutions were academic in nature and all mobility actions involved academic institutions.

As a reminder the initially submitted proposal did not include an inter-sectoral agenda, nor did it foresee the active participation of non-academic partners as these were not yet standard expectations in Erasmus Mundus Joint Doctorates submitted in 2009.

D.6- Describe the kind and nature of the degree awarded? Did the consortium achieve to deliver a fully accredited and recognised joint degree? If not, which were the obstacles encountered?

As amply mentioned above, the project successfully delivered fully accredited Double Degrees to all graduates. These degrees link two diploma from two of the project's six degree-awarding universities and are rooted in individual Double Doctoral Agreements signed between the institutions mobilised in a given case.

The choice for Double rather than Joint Doctoral degrees was strategic, practical and principled in nature. From a principled point of view, there is no consensus currently within the EHEA/ERA regarding the quality/opportunity of joint degrees at the doctoral level. Insisting on joint degrees within such a fluid legal environment would be irresponsible at this stage as no certified degree could be guaranteed to the student. Accordingly, the Double Doctoral Degree offers a more responsible and easily to communicate alternative which can rest on established practices and existing certification methods. Tactically, the adoption of Double Degrees was already a novelty for some of the degree-awarding institutions involved (e.g. Warwick) as such a piecemeal step-by-step approach was called for favouring the intermediary option of a double degree rather than the more radical one of a joint diploma. Lastly, from a practical point of view the double degree set-up offers the graduate a more flexible and competitive arrangement when entering the academic job-market where much of the initial evaluation is reputational which means that relatively unknown or even unidentified doctoral diplomas such as joint degrees would hampered a candidate's chances. On the contrary, having the option to play out either or both certified national degrees will open more doors and make the fellows more easily compatible with a range of still largely national academic hiring environments. The very high employment rate of the GEM Alumni seems to confirm this last intuition.

In conclusion, it should be noted that some key national accreditation agencies within the EU still block any prospect of a certified joint doctoral degree. As such, involving institutions from these countries or ensuring graduate can have their degrees easily recognized in said countries requires a Double Degree rather than a joint degree set-up (at least at the doctoral level)

D.7- What was the degree of institutional commitment of the consortium's partners?

The partners' commitment was very high. Although over time a clear distinction emerged both in terms of commitment as well as leverage over the program's evaluation between on the one hand the degree-awarding institutions, and the partner ones, on the other.

Institutional commitment on the part of the partner institutions (non-degree awarding) was often limited to the annual board meeting and any specific joint event they might come to host. In a limited number of cases their investment was increased as they hosted one or two fellows as short-term researchers (e.g. Boston, Fudan, Waseda and ITAM). Overall, the non-degree awarding institutions had a positive experience but they were very quickly confronted with their limited impact on the program in comparison to the degree-awarding partners. This in turn had one of two consequences, the lion-share of the partners chose not to reiterate their commitment beyond the EMJD-GEM horizon, whereas a more active minority sought to commit itself to new follow-up programs but seeking this time to meet the standards of a degree-awarding institution. As such, the high expectations associated with a joint European doctorate program see some third-country and secondary partners withdraw after some time, while others try to rally to meet these higher standards moving forward. Overall though the status of non-degree partner university is transitional in nature.

As for the degree-awarding institution, participation in an EMJD-EJD program is a very serious commitment involving all the key components of a traditional HEI – i.e. research, training, student affairs and internationalisation. As such, the very high commitment of all degree-awarding parties was reflected in the mobilisation of both departmental and central administrations and authorities within each degree-awarding institution. This commitment at each level of the institutions was reflected, repeatedly reiterated and formalized in the DDDAs as each one included the signatures from both institutions of the local supervisor, dean and university legal representative. Accordingly, besides the initial consortium agreement signed in 2010, each degree-awarding institutions would recommit with each signature of a DDDA. Although cumbersome at times this ensured that commitments on all parts remained fresh and that the local administrators and authorities became increasingly familiar with the needs and implications of an EJD program such as GEM.

D.8- Describe the management and/or supervision board working mechanism. To what extent are doctoral candidates involved in the coordination and implementation tasks? How is the feedback system (i.e regular surveys) established and used?

As stated in the initial proposal "the consortium's governance is ensured through 4 main bodies: (1) the Board of Directors, (2) the Central Executive Office; (3) the GARNET Academic Council; and (4) the consortium's International Advisory Board". All four of the bodies functioned admirably and its members proved consciousness and devoted to the necessary implementation efforts. Evolutions in its membership reflect changes within the partner institutions rather than any kind of disengagement the part of the scholars involved.

D.9- How was the E+/EM grant (especially lump sum and contribution to the participation costs) used and how was it distributed among the partners.

The lump sum for each Special Grant Agreement was concentrated in the hands of the central coordinator – i.e. IEE-ULB, to cover the following expenses

1. Central Office Costs

- 1.1. Personnel – 1 full time administrator based in Brussels
- 1.2. Tuition fees at each degree-awarding institutions – in accordance with the CA
- 1.3. Consumables – office incidentals and travels
- 1.4. Impact & Dissemination – website and publicity

2. Joint Activities

- 2.1. Summer Schools –Waseda (2011), Fudan (2012), Geneva (2013), Brussels (2014 & 2015)

2.2. Annual Conference – Rome (2011-2012-2013), Brussels (2014-2015-2016)

3. Incidentals

3.1. Travel Funds to cover costs of Supervisory Committee Meetings

3.2. Travel Funds to cover costs of Final Viva

E. IMPACT AND DISSEMINATION

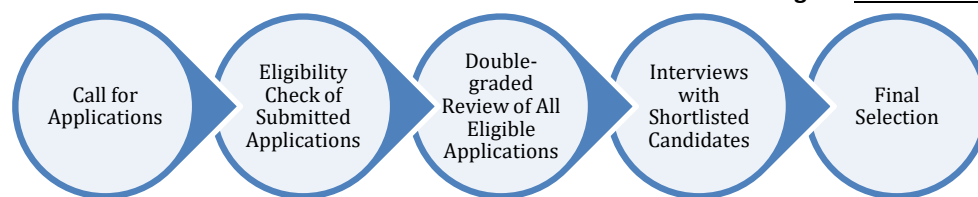
E.1- Describe the information and promotion strategy used to attract and enrol candidates from both EU and non-EU countries.

Recruitment was coordinated by the Central office and sought to rise to the twin challenges of mounting international competition and the highest standards with regards to equity & transparency. To this end, great care was given to ensure the global visibility and credibility of the recruitment process. The Central office did this by combining large-scale announcement efforts with targeted dissemination actions (See Tab. 5.1).

Tab5.1. Recurring Dissemination Platforms

Platform	Type	Average Numbers for each Call
GEM-webpage www.erasmusmundus-gem.eu	Online advertisement – Project website	- 22 699 visits, and 12 781 separate visitors - 1 096 shares on Facebook - 388 shares on LinkedIn
EURAXESS Job Portal	Online advertisement – Job portal	- 46547 Searches - 94 Clicks - 0 Applications
Facebook contents on the IEE-ULB page	Online advertisement – Social media	- 3 723 likes (14.12.16)
“Spotlight” section of the IEE-ULB website and dedicated “box” in the project section + “news” section	Online advertisement – External website	- 4 400 visitors/month
Facebook sponsored content	Online advertisement – Social media	- 20 403 views, 165 likes/comments/shares, 974 clicks :
Twitter contents on the IEE-ULB page	Online advertisement – Social media	- 177 followers
LinkedIn contents on the IEE-ULB page	Online advertisement – Professional websites	- 442 followers (14.12.16)
Contents on ULB social media (Facebook, LinkedIn, Twitter) and ActULB (news)	Online advertisement – Social media	- 46 639 followers on Facebook, 10076 followers on Twitter (14.12.16)
ALL Consortium members charged with disseminating the call	Partner institutions, their own websites and platforms	- N/A
PMO mailing effort	Individual targeted emails	- 800 academics contacted individually because of their profile/optimal position to relay the call
Emails to IEE-ULB’s institutional partners, 2000+ alumni network and the 2 principal EU studies associations	Targeted emails	- N/A
Publication in IEE-ULB newsletter and specific advertisement emailing to IEE mailing list	Online advertisement	- 12 000+ recipients in IEE mailing list

The international Calls for Applications and subsequent recruitments were centrally managed through the Central Office before being dispatched to the partners. The necessary quality among the applicants was ensured by way of a transparent and targeted communication effort. The GEM standard Call for Applications provided detailed descriptions of: (1) required knowledge and competences; (2) the working conditions set out in the Double Doctoral Degree Agreement; and (3) the contractual environment the doctoral fellow would experience. The enviable working conditions and the double degree associated with the fellowship were both clearly spelled out in the Call for Applications.

Fig5.1. GEM Recruitment Process

Lastly the recruitment's necessary procedural equity and expediency were guaranteed under the auspices of the Board all members of which have extensive experience in the field of international recruitment calls. Provisions taken to meet these procedural imperatives included the mobilization of the partner organisations research and communication departments, the implementation of a tried-and-tested three stage selection process (see below), and the provision for recourse and feedback. If procedural imperatives related to equity (e.g. gender balance, geographic openness, accessibility, and diversity) and efficiency (i.e. meeting the tight deadline set out for the program's launch) were taken into account throughout; academic quality considerations remained the deciding factor as all recruitment decisions were first made by the relevant supervisory trio before being assessed and ultimately approved by the full academic supervisory board.

E.2- Describe which measures were undertaken to ensure the candidate's future employability and to post monitor the career development once graduated.

Referring back to the original proposal, the project through its central office committed to seeing "career-building exercises integrated into the programme [as well as] taking on the task of supporting and managing a GEM-Alumni Associations". Both of the stated actions were implemented with a GEM Alumni association and a GEM Alumni delegate having been created in 2015. Whether as a consortium, or through individual support from member academics graduates could count on advise, support and recommendations from the GEM Academic community when looking for further employment. In this respect the very high employment rate is a testament to both the quality of the program's graduates as well as the investment and support of the academic community involved in GEM.

Support in looking for further employment within the academic sector often took one of three forms: (1) information provision and dissemination as the GEM central office took it upon itself to circulate job offers and fellowship opportunities to its graduates through the GEM Newsletter; (2) guidance in drafting and submitting further (post)doc) funding applications with both the central office and individual academics providing council and recommendation letters to strengthen graduate's applications; and (3) lastly encouraging Alumni to apply when academic vacancies presented themselves in a member institution.

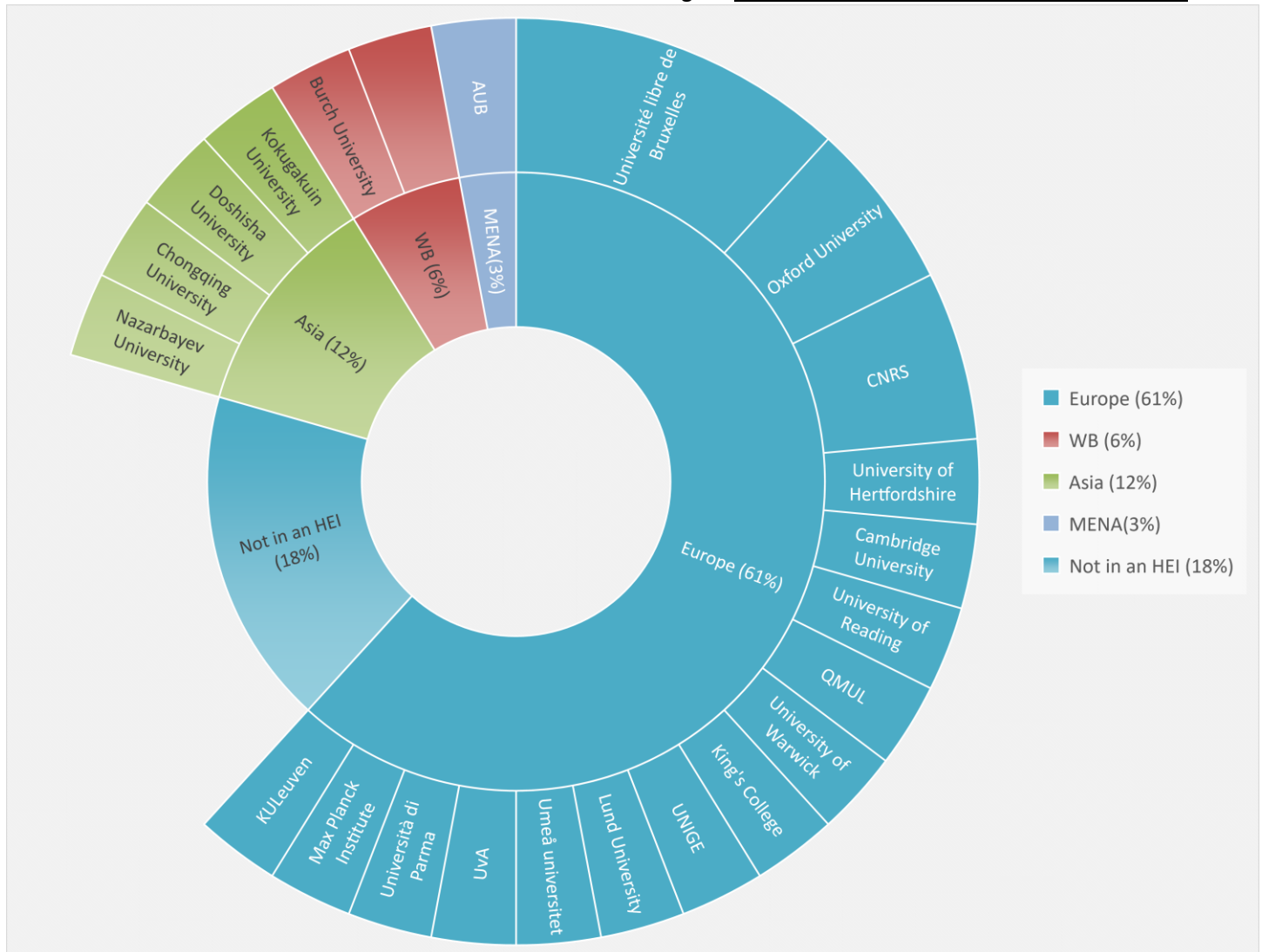
E.3- Please describe whether you have any information on the post-graduation activities (tracer studies) amongst the fellowship holders?

Two tracer studies were carried out to assess the progress of graduates since exiting the programme: one in February 2015 and a second one in February 2018. These studies served as the basis for the program's heightened Alumni efforts which included: (1) inclusion of an Alumni representative in the Board of Directors (alongside the student delegates already present); (2) the promotion of Alumni inclusion - as scientific contributors or teachers – in the program's going activities (e.g. workshops, summer schools, publications); (3) a reinforced Alumni promotion effort aimed at promoting and disseminating their achievements since graduation and lastly (5) an attempt at collaboration with Erasmus Mundus Alumni Association (EMA) which did not prove fruitful.

Data was collected through individual mails and standard questionnaires circulated to all alumni. Response rate in both instances proved quite high and increasingly so, with the first effort reaching

83% of the graduate and the second one secure confirmed information on 94% of them. As stated, by October 2018 all 34 graduates of the program were regularly employed with some 82% of the graduates working in the academic sector (Fig 5.2)

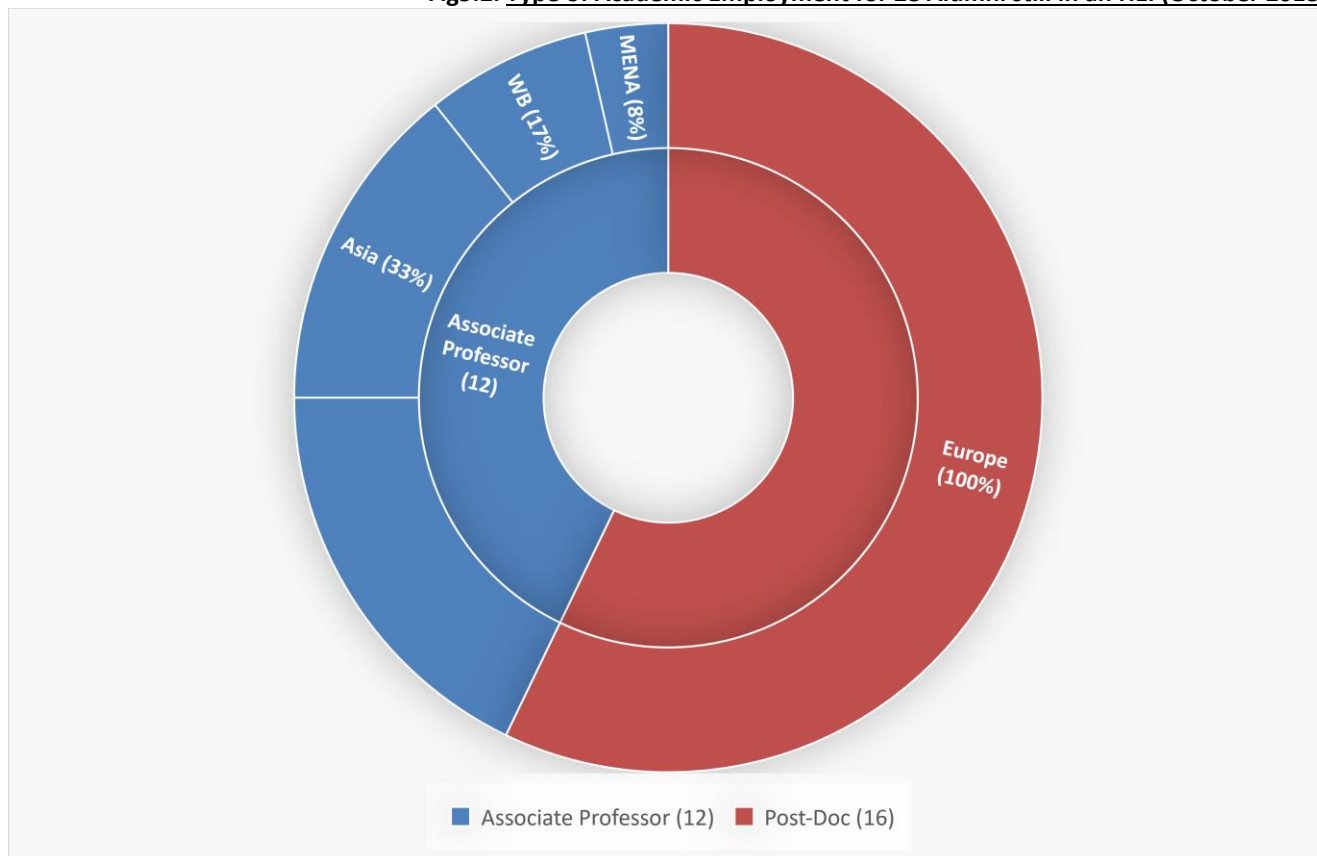
Fig5.1. Employment of 34 GEM Alumni (October 2018)



For the 82% of the graduates who remained in the academic sector the supported, guidance and networks provided through GEM proved quite useful as:

- 21% are employed by one of the member universities of the GEM consortium
- 43% have permanent/tenured Track positions – i.e. Associate Lecturer
- 57% have 2-to-4-year post-doc research contracts
- 53% are working in an HEI in one of the countries included in the consortium
- 61% are currently working in an HEI within the EU
- 90% of the HEI contracts employing GEM Alumni are covered by national funds

Fig5.2. Type of Academic Employment for 28 Alumni still in an HEI (October 2018)



F. DOCTORAL CANDIDATE PARTICIPATION

		2010	2011	2012	2013	2014	total
A	EMJD fellowship (eligible) applicants	134	146	206	135	184	805
B	EMJD fellowships (category A/Partner Country) offered	6	6	6	6	5	29
C	EMJD fellowships (category B/Programme Country) offered	4	3	3	3	2	15
D	EMJD fellowship holders (category A/Partner Country) actually enrolled	6	6	6	6	5	29
E	EMJD fellowship holders (category B/Programme Country) actually enrolled	4	3	3	3	2	15
F	Non-scholarship holders enrolled from Partner Countries	0	0	0	1	2	3
G	Non-scholarship holders enrolled from Programme Countries	0	0	0	2	0	2
H	Total fellows enrolled	10	9	9	12	9	49
I	EMJD fellowship holders graduated (expected by June 2019)	8	9	9	9	7	42
J	Other enrolled doctoral candidates graduated	0	0	0	2	1	3
K	Total graduated fellows	8	9	9	11	8	45