

**ESSCaSS 2022**  
**Behind the Scenes:**  
**How Does One Become a**  
**(Machine Learning) Researcher,**  
**and What Does It Mean To Be One?"**

Christoph Lampert



**Institute of  
Science and  
Technology  
Austria**



## **Publicly-Funded Research Institute**

- PhD-granting graduate school
- no undergraduate studies (but internships)
- founded in 2009
- located close to Vienna, Austria

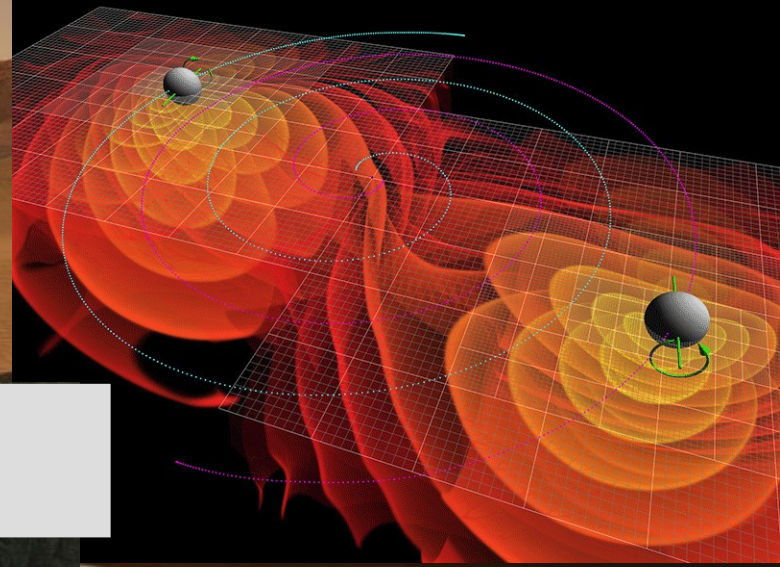
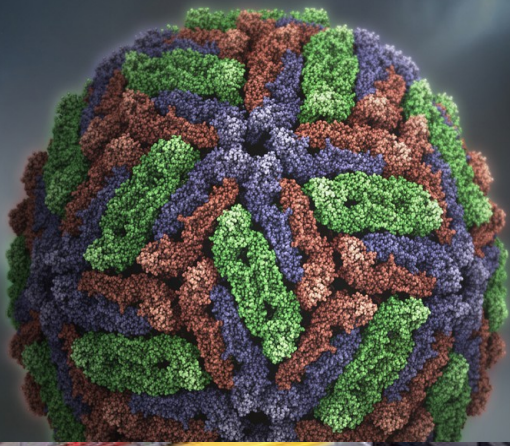
## **Focus on**

- curiosity-driven basic research
- interdisciplinarity: Computer Science, Mathematics, Biology, Physics, Chemistry, Earth&Climate Sciences, Neuroscience

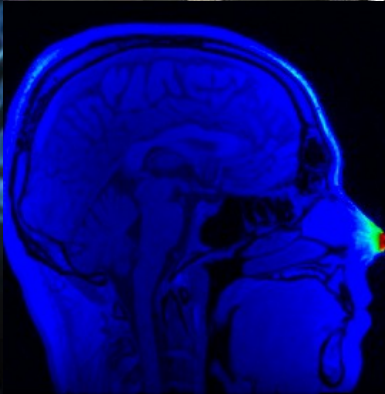
**Fully English-speaking**



e virus  
k4r



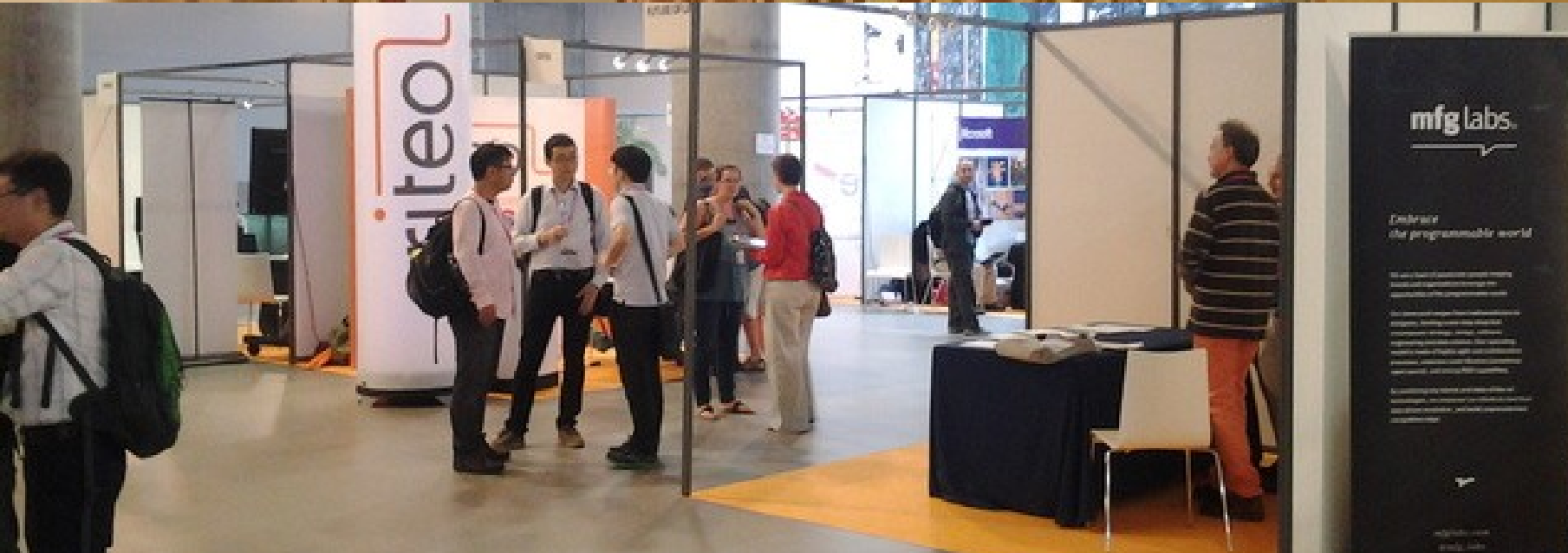
# Science is Everywhere







Scientists are in High Demand



**WANTED**  
TOP RESEARCHER  
\$200,000+SHARES

**FACE++**  
REWARD RY  
career@faceplusplus.com.cn

# Scientific Career Steps in Academia

## Standardized career path world-wide:

- Step 1: Obtain a Bachelor's and/or Master's Degree
- Step 2: Obtain a Doctorate/PhD
- Step 3: Work as a "Postdoc" for a few years
- Step 4: Become an Assistant Professor
- Step 5: Become a Tenured Professor

## What about science in industry?

- Leave the process anywhere after Step 2



# Case Study: me

- **2000: Masters degree in Pure Mathematics**  
University of Bonn, Germany
- **2001: Research stay**  
Chalmers University, Gothenburg, Sweden
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I switched fields after the PhD.



# before: Complex Analysis

**Lemma 72.** Wir unterscheiden verschiedene Fälle für  $\tilde{E}_m$ , analog zu Satz 73. Es gilt dann

- $\mathcal{R}\tilde{M}^1 E'_m = E'_m$ ,
- $\mathcal{R}\tilde{M}^1 \partial \bar{\rho} \wedge E'_m(\zeta, z) = (1 - |\tau|^2) \partial \rho \wedge E'_m$ ,
- $\mathcal{R}\tilde{M}^1 \bar{w} d\xi \wedge E'_m(\zeta, z) = \tau \frac{(-r)}{av} \partial \rho \wedge E'_m$ ,
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**Beweis.** Der Beweis ist jeweils direktes Ausführen der Substitutionen  $\tilde{M}^1$  und  $\mathcal{R}$ .

Schließlich gelangen wir zum eigentlichen Ergebnis dieses Abschnitts:

**Satz 73.** Es sei  $A$  zulässig und von einer Form, so daß  $A'$  definiert und transformiert zulässig ist. Der Term  $\tilde{E}_m$  sei zerlegt in

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wobei  $E^1$  bis  $E^5$  jeweils isotrop sind, nicht von  $\xi$  oder  $w$  abhängen und auch nicht die Differentiale  $d\xi$  oder  $d\bar{w}$  enthalten. Dann ist

$$A' = \frac{(-\rho)^{\delta}}{v^{\delta+1} \bar{v}^k} (1 - |a|^2)^{\alpha+\delta-j-k} (v P_1 E^1 + v P_2 \partial \rho \wedge E^2 + (-r) P_3 \partial \rho \wedge E^3 + (-\rho) P_4 \bar{\partial} r \wedge E^4 + P_5 \wedge \partial \rho \wedge \bar{\partial} r \wedge E^5).$$

Dabei sind  $P_1$  bis  $P_5$  Polynome in  $(1-2|a|^2)$  vom Grad  $j-\alpha-\delta$ , normiert durch  $P_j(1) = 1$ .

**Beweis.** Indem wir die Substitutionen kombinieren, wissen wir bereits, wie  $\mathcal{R}\tilde{M}^1 \tilde{A}^b$  aussieht. Für den Beweis verbleibt also nur von die Integration  $\tilde{M}^2$  auszuführen. Die Rechnungen sind sehr ähnlich zu denen in [Lam 00], auf die wir bereits an anderer Stelle verwiesen haben. Zunächst faktorisieren wir alle Terme, bis nur noch Ausdrücke, die  $\tau$  enthalten, unter dem Integralzeichen stehen. Exemplarisch führen wir dies für die Terme mit  $E^1_m$  und  $\bar{w} d\xi \wedge E^3_m$  durch, für welche wir erhalten:

$$\mathcal{R}\tilde{M}^1 \frac{(-\rho)^{\delta} \tilde{E}^1_m}{\bar{v}^{\delta+1} \bar{v}^k} = \frac{\alpha-1}{\pi} \frac{(-\rho)^{\delta} E^1_m}{v^{\delta} \bar{v}^k} \int_{|\tau|<1} \frac{(1-|\tau|^2)^{\alpha+\delta-2}}{(1-a\bar{\tau})^j (1-\bar{a}\tau)^k} d\ell(\tau),$$

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# after: Computer Vision

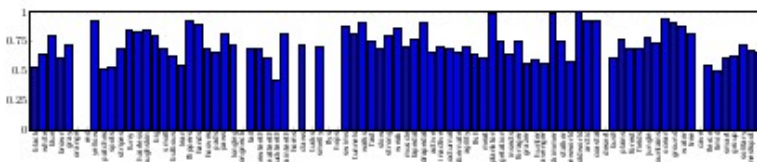


Figure 6. Quality of individual attribute predictors (trained on *train* classes, tested on *test* classes), as measured by by *area under ROC curve* (AUC). Attributes with zero entries have constant values for all test classes of the split chosen, so their AUC is undefined.

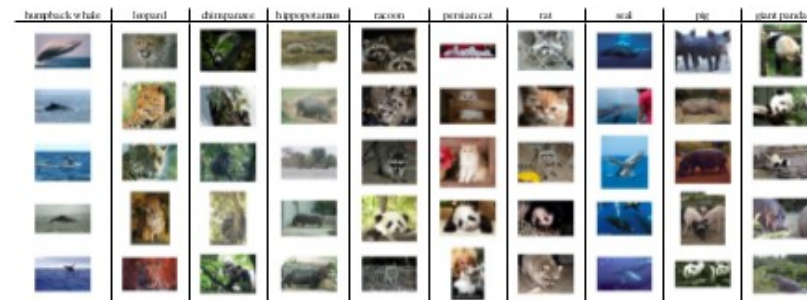


Figure 7. Highest ranking results for each test class in the *Animals with Attributes* dataset. Uniquely characterized classes are identified well, e.g. humpback whales and leopards. Confusions occur between visually similar categories, e.g. pigs and hippopotamuses.

ages for training and testing. Clearly, the availability of a large number of training samples from the same classes as the test data vastly simplifies the problem. With a resulting multi-class accuracy of 65.9%, supervised training does indeed perform better than the 40.5% achieved by *attribute-based learning*. However, given the different amount of training information included, we believe that the difference in accuracy is not discouragingly large, and that learning with attributes has the potential to complement supervised classification in areas where no or only few training examples are available.

## 6. Conclusion

In this paper, we have introduced *learning for disjoint training and test classes*. It formalizes the problem of learning an object classification systems for classes, for which no training images are available. We have proposed two methods for *attribute-based classification* that solve this problem by transferring information between classes. The transfer is achieved by an intermediate representation that consists of high level, semantic, per-class attributes, providing a fast and easy way to include human knowledge into the system.

Once trained, the system can detect any object category, for which a suitable characterization by attributes is available, and it does not require a re-training step.

Additionally, we have introduced the *Animals with Attributes* dataset: it consists over 30,000 images with pre-computed reference features for 50 animal classes, for which a semantic attribute annotation is available from studies in cognitive science. We hope that this dataset will facilitate research and serve as a testbed for *attribute-based classification*.

Starting from the proposed system, many improvements and extensions are possible. Clearly, better designed per-attribute and multi-class classifiers could improve the overall performance of the system, as could a per-attribute feature selection set, because clearly not all attributes relevant for a human can be determined from images. For an adaptive system that can grow to include new classes, it should be possible to increase the attribute set without retraining. It would also be very interesting to remove the amount of human effort, e.g. by letting a human define the attributes, but build an automatic system to label the image classes with the attribute values, possibly using textual information from

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# also after: Machine Learning

## Maximum Margin Multi-Label Structured Prediction Supplemental Material

Christopher H. Lampert  
IST Austria (Institute of Science and Technology Austria)  
Am Campus 1, 3400 Klosterneuburg, Austria  
<http://www.ist.ac.at/~chl> chl@ist.ac.at

### 1 Generalization Properties of MLSP

We provide the proof of Theorem 1 (Section 3.2) of the original manuscript.

Let  $G_w(x) := \{y \in \mathcal{Y} : f_w(x, y) > 0\}$  for  $f_w(x, y) = \langle w, \psi(x, y) \rangle$ . We assume  $|\mathcal{Y}| < r$  and  $\|\psi(x, y)\| \leq s$  for all  $(x, y) \in \mathcal{X} \times \mathcal{Y}$ , and  $\lambda(Y, y) \leq \Lambda$  for all  $(Y, y) \in \mathbb{P}(\mathcal{Y}) \times \mathcal{Y}$ . For any distribution,  $Q_w$ , over weight vectors, that can depend on  $w$ , we denote by  $L(Q_w, P)$  the expected  $\Delta_{\max}$ -risk for  $P$ -distributed data,

$$L(Q_w, P) = \mathbb{E}_{w \sim Q_w} \{ \mathcal{R}_{P, \Delta_{\max}}(G_w) \} = \mathbb{E}_{w \sim Q_w, (x, Y) \sim P} \{ \Delta_{\max}(Y, G_w(x)) \}. \quad (1)$$

**Theorem 1.** With probability at least  $1 - \sigma$  over the sample  $S$  of size  $n$ , the following inequality holds simultaneously for all weight vectors  $w$ .

$$L(Q_w, D) \leq \frac{1}{n} \sum_{i=1}^n \ell(x^i, Y^i, f) + \frac{\|w\|^2}{n} + \left( \frac{s^2 \|w\|^2 \ln(rn/\|w\|^2) + \ln \frac{2}{\sigma}}{2(n-1)} \right)^{1/2} \quad (2)$$

for  $\ell(x^i, Y^i, f) := \max_{y \in \mathcal{Y}} \{ \lambda(Y^i, y) [v_y^i f(x^i, y) < 1] \}$ , where  $v^i$  is the binary indicator vector of  $Y^i$ .

*Proof.* The argument follows [1] Section 11.6], using the PAC-Bayesian bound

$$L(Q_w, D) \leq L(Q_w, S) + \sqrt{\frac{KL(Q_w, \pi) + \ln \frac{2}{\sigma}}{2(n-1)}}, \quad (3)$$

where  $\pi$  denotes a prior distribution on  $w$ , which we set as zero-mean Gaussian,  $\pi(w) \propto \exp(-\frac{1}{2}\|w\|^2)$ . We choose  $Q_w$  as a Gaussian centered at  $\alpha w$ ,  $Q_w(\bar{w}) \propto \exp(-\frac{1}{2}\|\bar{w} - \alpha w\|^2)$ . Then, the KL divergence between  $Q_w$  and  $\pi$  is just  $\alpha^2 \|w\|^2/2$ . Analyzing the sample risk  $L(Q_w, S)$  can be done for each training instance due to i.i.d. sampling. We denote by  $\hat{Y}^i$  the predicted output for  $x^i$  with respect to  $\bar{w}$ . The proof is complete if we show

$$\mathbb{E}_{w \sim Q_w} \Delta_{\max}(Y^i, \hat{Y}^i) \leq \ell(x^i, Y^i, f_w) + \frac{\|w\|^2}{n}. \quad (4)$$

The claim follows then by inserting (4) and the expression for  $KL(Q_w, \pi)$  into the PAC bound (3).  $\square$

To show inequality (4), we use

$$\mathbb{E}_w \Delta_{\max}(Y^i, \hat{Y}^i) = \mathbb{E}_w \max_y \{ \lambda(Y^i, y) [v_y^i f(x^i, y; \bar{w}) \leq 0] \} \quad (5)$$

$$\leq \max_y \{ \lambda(Y^i, y) [v_y^i f(x^i, y; w) < 1] \} + P_w \{ v_y^i f(x^i, y; w) \geq 1 \wedge v_y^i f(x^i, y; \bar{w}) \leq 0 \}, \quad (6)$$



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- ✓ I was first Assistant Professor and later Professor at the same place.
  - “tenure-track” position

# Scientific Career Steps in Academia

## Standardized career path world-wide:

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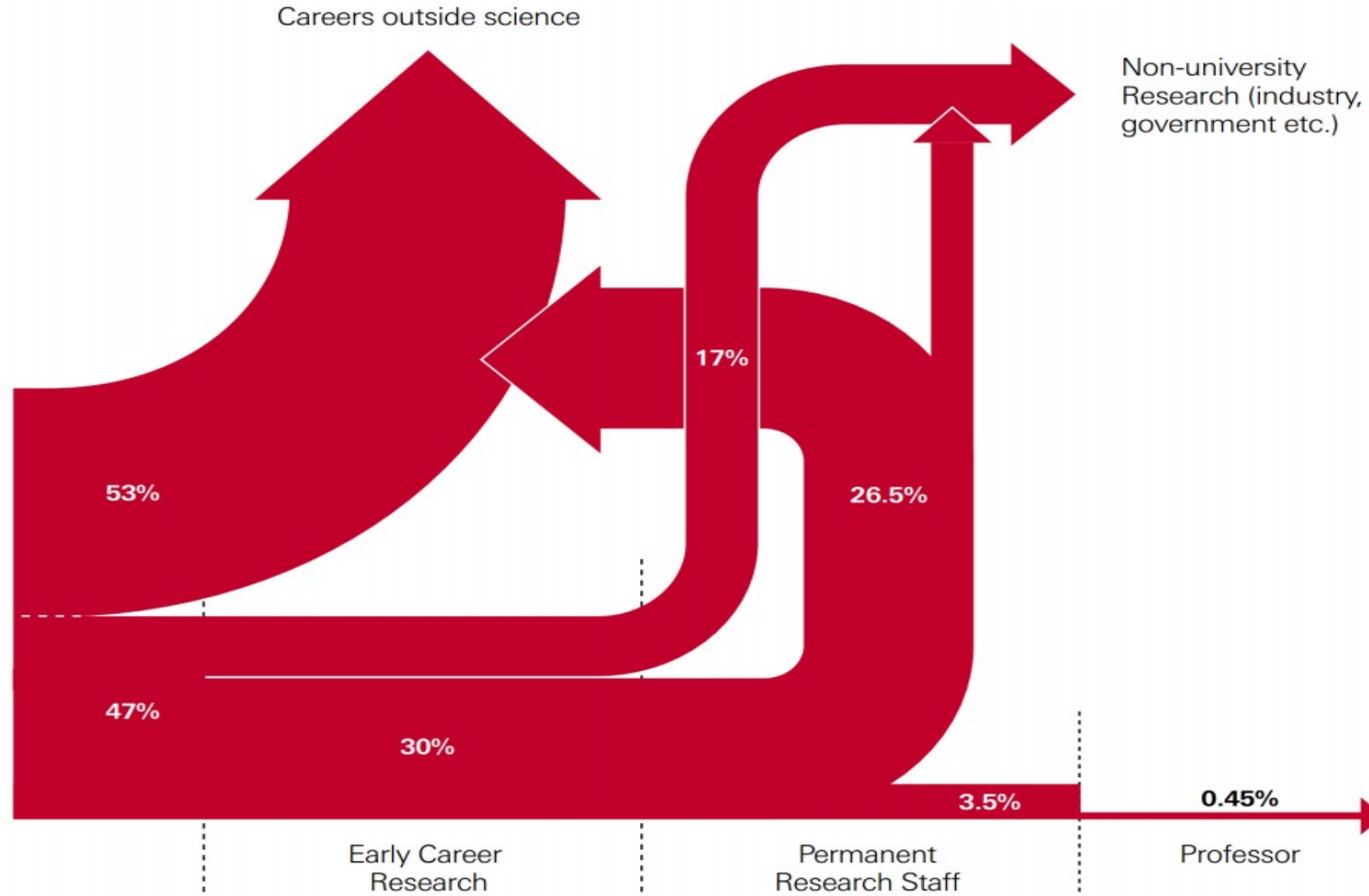
## Outside of academia:

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**Beware: competition is fierce!**



# Careers of Scientists after the PhD





**How to have the best chances?**

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- Do your PhD at an even better institution
  - change the university, try to go abroad
  - apply to several PhD programs, but not too many: you must be able to tailor your application
    - often: some top choices, one or two “fallback” options
  - select programs that fit your interests, but don't be narrow-minded regarding topics
  - start early: up to one year between application deadline and start of the program!

**Where to do a PhD?**



# Where to do a PhD?

**Strong universities exist on every continent (except Antarctica)**

- but: most university rankings target undergraduates, not PhD students

**1) use resources that look at scientific publications, e.g. <http://csranks.org>**

- filter by research area(s) and continent/country
- scan list of faculty for potential supervisors

**2) check who publishing at top venues**

- don't just look for individual big-shots, but clusters of strong people

**3) find networks of excellence, e.g. ELLIS for machine learning in Europe**

# CSRankings: Computer Science Rankings

Rank institutions in  by publications from  to

## All Areas

### AI









































- Artificial intelligence
- Computer vision
- Machine learning & data mining
- Natural language processing
- The Web & information retrieval

### Systems

- Computer architecture
- Computer networks
- Computer security
- Databases
- Design automation
- Embedded & real-time systems
- High-performance computing
- Mobile computing
- Measurement & perf. analysis
- Operating systems
- Programming languages
- Software engineering

### Theory

- Algorithms & complexity
- Cryptography
- Logic & verification

#	Institution	Count	Faculty
1	▶ Carnegie Mellon University  	25.3	89
2	▶ Max Planck Society  	20.2	26
3	▶ ETH Zurich  	19.4	37
4	▶ Massachusetts Institute of Technology  	15.4	71
5	▶ Univ. of California - Berkeley  	15.0	57
6	▶ Stanford University  	13.9	53
7	▶ Cornell University  	13.8	49
8	▶ Univ. of Illinois at Urbana-Champaign  	13.6	67
9	▶ Univ. of California - San Diego  	13.0	58
10	▶ University of Pennsylvania  	11.6	50
11	▶ Tel Aviv University  	11.3	31
11	▶ University of Texas at Austin  	11.3	27
13	▶ University of Washington  	10.4	46
14	▶ EPFL  	10.3	45
15	▶ Technion  	8.9	45
16	▶ KAIST  	8.8	54
17	▶ IST Austria  	8.4	11
17	▶ Tsinghua University  	8.4	68
19	▶ University of Waterloo  	8.1	24
19	▶ University of Wisconsin - Madison  	8.1	38

# CSRankings: Computer Science Rankings

Rank institutions in Europe by publications from 2012 to 2022

## All Areas [\[off | on\]](#)

### AI [\[off | on\]](#)



- ▶ Artificial intelligence
- ▶ Computer vision
- ▶ Machine learning & data mining
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- ▶ The Web & information retrieval

### Systems [\[off | on\]](#)

- ▶ Computer architecture
- ▶ Computer networks
- ▶ Computer security
- ▶ Databases
- ▶ Design automation
- ▶ Embedded & real-time systems
- ▶ High-performance computing
- ▶ Mobile computing
- ▶ Measurement & perf. analysis
- ▶ Operating systems
- ▶ Programming languages
- ▶ Software engineering

### Theory [\[off | on\]](#)

- ▶ Algorithms & complexity
- ▶ Cryptography
- ▶ Logic & verification

#	Institution	Count	Faculty
1	▶ Max Planck Society  	20.2	26
2	▶ ETH Zurich  	19.4	37
3	▶ Tel Aviv University  	11.3	31
4	▶ EPFL  	10.3	45
5	▶ Technion  	8.9	45
6	▼ IST Austria  	8.4	11
	<u>Faculty</u>	<u># Pubs</u>	<u>Adj. #</u>
	Krishnendu Chatterjee    	49	14.5
	Bernd Bickel    	33	6.6
	Christoph H. Lampert    	27	11.6
	Thomas A. Henzinger    	25	7.0
	Dan Alistarh    	19	5.4
	Christopher Wojtan    	18	6.2
	Krzysztof Pietrzak    	17	4.7
	Vladimir Kolmogorov    	9	3.2
	Marco Mondelli    	6	2.5
	Gasper Tkacik    	2	0.8
	Calin C. Guet   	1	0.2
7	▶ University of Edinburgh  	6.7	39
8	▶ Ecole Normale Supérieure  	6.6	24
9	▶ TU Munich  	6.0	23





e l l i s

European Laboratory for Learning and Intelligent Systems

ELLIS - the European Laboratory for Learning and Intelligent Systems - is a pan-European AI network of excellence which focuses on fundamental science, technical innovation and societal impact. Founded in 2018, ELLIS builds upon machine learning as the driver for modern AI and aims to secure Europe's sovereignty in this competitive field by creating a multi-centric AI research laboratory. ELLIS wants to ensure that the highest level of AI research is performed in the open societies of Europe and follows a three-pillar strategy to achieve that.



### ELLIS Units (as of 2022)

Alicante	Amsterdam
Copenhagen	Darmstadt
Lausanne (EPFL)	Zürich (ETH)
Haifa (Technion)	Heidelberg
Vienna (IST Austria)	Leuven
London (UCL)	Madrid
Modena (Unimore)	Munich
Paris	Prague
Tel Aviv	Tübingen
Berlin	Cambridge
Delft	Edinburgh
Freiburg	Genoa
Helsinki	Jena
Linz	Lisbon
Manchester	Milan
Nijmegen	Oxford
Saarbrücken	Stuttgart
Turin	



# How to find a good supervisor?

## 1) scientific quality matters

- excellent scientists are not automatically excellent supervisors
- but mediocre scientists will not be able to make you excellent

## 2) the past is the best predictor of the future:

- check out who graduated from the potential supervisors' groups over the last year
- what career path did they take? were they successful? would you like to end up like them?

## 3) ask (also) the group members:

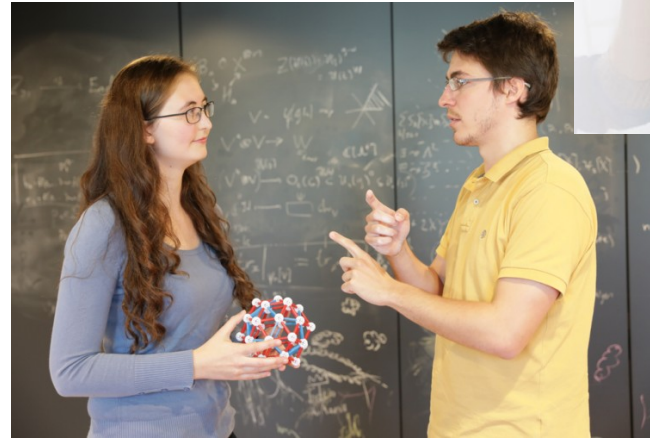
- supervisors are overwhelmed with email, they might not reply, or only superficially
- group members a) have more time, b) are more open if the supervision is good or not

**What to look for in a PhD program?**

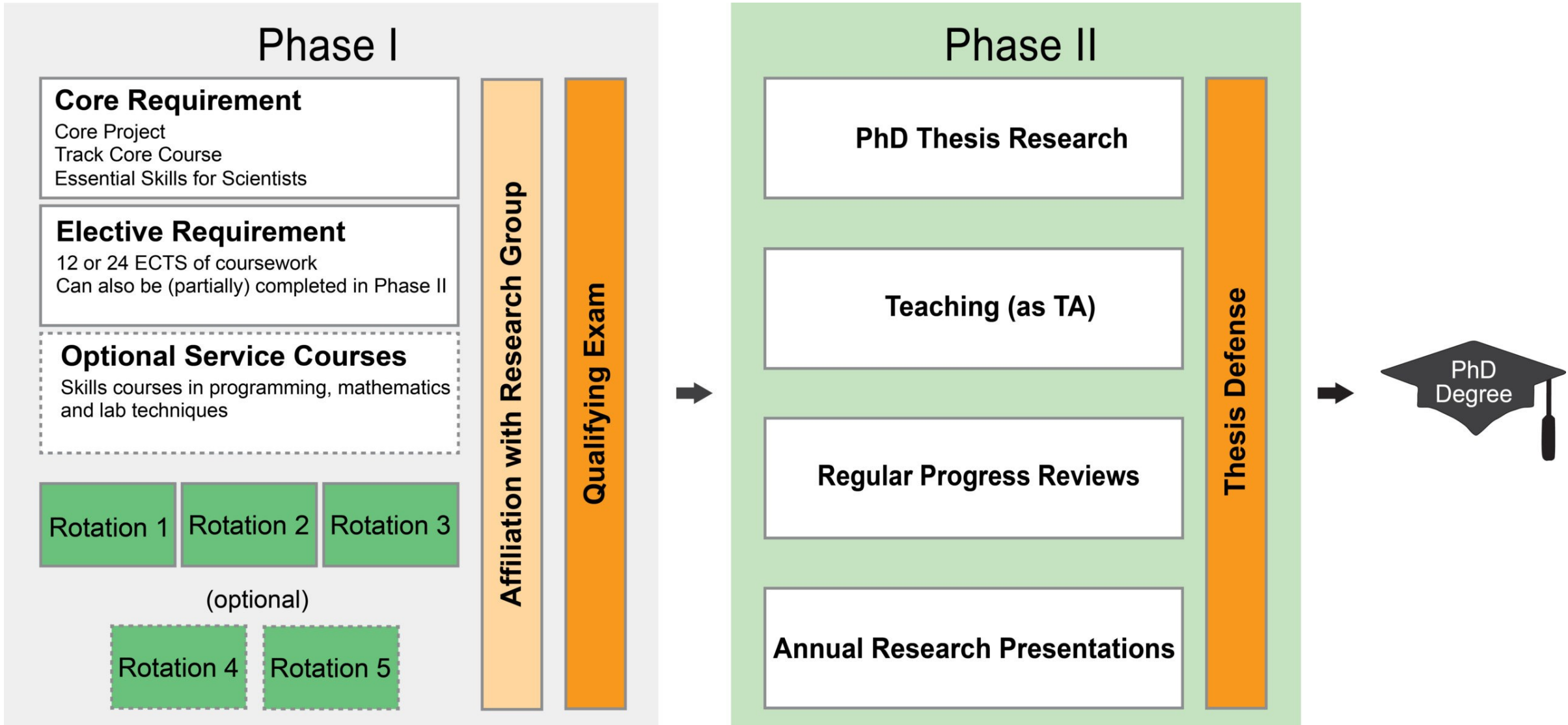
**Running example:  
the PhD Program at ISTA**

# Check the format

- Traditional European Master-Apprentice system
  - supervisor hires PhD student
  - usually requires Masters degree
  - few additional support structure
- (US-style) graduate school system
  - centralized admissions process
  - sometimes: initial 'unaffiliated' phase with courses and/or rotation projects
  - enter with a BSc or MSc degree
  - for BSc entry, possible en-route MSc degree

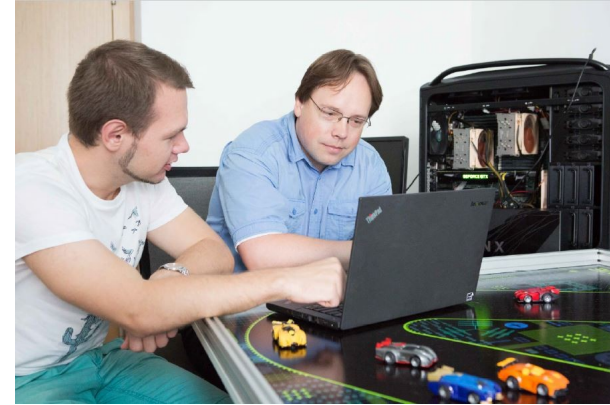


# Example: ISTA PhD program



# Gradschool is more than a job

- Research requires personal connections
  - supervisor is boss but also mentor
  - research groups offer team experience
  - collaborators and thesis committee provide external advice



- Strong feeling of coherence between students
  - life-long connections across discipline boundaries
  - often cross-cultural experiences  
e.g. ISTA: 280 students from 54 countries



# Gradschool is also a job

Check for fair treatment of PhD students:

- competitive salary (full position), social security?
- are PhD students supported, e.g. with a travel budget?
- additional benefits?
  - on-campus housing?
  - public transport?
- campus life?
  - e.g. ISTA: soccer field, tennis courts, volleyball court, in-house gym, restaurant, bar, kindergarten, ...







## Last but not least: location!

*In the institution located in  
"The murder capital of country X" ?  
or in  
"The most livable city worldwide" \* ?*

\* That's Vienna, according to Mercer's Quality of Living Rankings



Photo: Ulf Liljankoski



Image: Daderot from Wikipedia, CC BY-SA 3.0





**Getting into a strong PhD program**

**Running example:  
the PhD Program at ISTA**

## Getting into a strong PhD program

- Are good graduate schools hard to get in? Absolutely...
- ISTA PhD program: acceptance rate ~4% in 2021
  - over 4000 interested applicants
  - 2569 submitted applications
  - ~200 interviews (online and on-campus)
  - 106 offers
  - 67 accepted

# Getting into a strong PhD program

## How to maximize your chances?

- Prepare:
  - a lot of material is online, check out the program websites
  - identify potential programs, ideally more than one
  - identify potential supervisors, ideally more than one
- Try to stand out from the crowd:
  - talk to potential supervisors at workshops/meetings
    - you can try email, but often that's too anonymous
  - consider doing an internship before applying:
    - e.g. <http://ist.ac.at/research/internships/>



### Welcome to ISTA Graduate School

The Graduate School Office (GSO) at ISTA provides support, development opportunities, funding and advocacy for current and prospective PhD students.

[About Us](#)



# Getting into a strong PhD program

Requirements: Bachelor's or Master's degree, depending on the program  
(by the time the program starts)

Application material:

- 1) **resume**
- 2) **transcripts** of your BS and/or MS degree
- 3) **statement of purpose**
- 4) contact details of **three referees**
  - reference letters will be uploaded by the referees, not by you
- 5) some places: English language certificates (e.g. TOEFL)

# Getting into a strong PhD program

## *Resume*

- tabular academic resume:
  - usually 1—2 pages
  - English language
  - inverse chronological order
  - no (truly) personal data required:
    - ~~photo, marital status, religion, hobbies, ...~~
  - emphasize education over work experience
  - include relevant experiences/achievements:
    - awards, internships, publications, language skills, ...

# Getting into a strong PhD program

## Resume

**Maria Antonova** | [antonova@cs.cmu.edu](mailto:antonova@cs.cmu.edu)

**2019 - 2021** **Computer Science BA**  
Carnegie Mellon University | GPA: 3.9/4.0

- Top 10 Computer Science Undergraduate in the US (2021)
- Member of Phi Kappa Phi Honor Society
- Research Assistant - "Learning to Rank" (2020)
- Member of the IEEE Student Branch

**2017 - 2019** **Department of Computer Science, University of California, San Diego (UCSD)**  
Bachelor of Science in Computer Science

- Member of Phi Kappa Phi Honor Society
- Research Assistant - "Learning to Rank" (2018)
- Member of the IEEE Student Branch

**2015 - 2016** **UCSD Honors Program**  
Bachelor of Science in Computer Science

- Member of Phi Kappa Phi Honor Society
- Research Assistant - "Learning to Rank" (2015)
- Member of the IEEE Student Branch

**2013 - 2014** **UCSD Honors Program**  
Bachelor of Science in Computer Science

- Member of Phi Kappa Phi Honor Society
- Research Assistant - "Learning to Rank" (2013)
- Member of the IEEE Student Branch

**2021 - 2022** **Research Assistant**  
Department of Computer Science, Carnegie Mellon University

- Developed a novel algorithm for learning to rank, which was published in the Proceedings of the AAAI Conference on Artificial Intelligence (2022)

**2020** **Research Assistant**  
Department of Computer Science, Carnegie Mellon University

- Developed a novel algorithm for learning to rank, which was published in the Proceedings of the AAAI Conference on Artificial Intelligence (2020)

**2019 - 2020** **Research Assistant**  
Department of Computer Science, Carnegie Mellon University

- Developed a novel algorithm for learning to rank, which was published in the Proceedings of the AAAI Conference on Artificial Intelligence (2019)

**2018 - 2019** **Research Assistant**  
Department of Computer Science, Carnegie Mellon University

- Developed a novel algorithm for learning to rank, which was published in the Proceedings of the AAAI Conference on Artificial Intelligence (2018)

**2017 - 2018** **Research Assistant**  
Department of Computer Science, Carnegie Mellon University

- Developed a novel algorithm for learning to rank, which was published in the Proceedings of the AAAI Conference on Artificial Intelligence (2017)

# Getting into a strong PhD program

## *Transcripts*

- transcripts of Bachelor and Master degree (if available)
  - courses taken
  - grades
  - if grading system is complicated: provide explanation
  - if not in English: provide translation
    - some places ask for certified translations, ISTA does not

Note: Master's/Bachelor's grades **do** matter! PhD grades don't.

# Getting into a strong PhD program

## *Statement of Purpose*

- between 1 and 2 pages:
  - why do you want to do a PhD?
  - why at this institution?
  - what research are you interested in?
  - also: opportunity to explain things that might be awkward in the other documents
    - bad grades, gaps in the CV, ...
- be honest, but don't be modest



# Getting into a strong PhD program

## Statement of Purpose

**Statement of Purpose**

November 11, 2013

To: Professor in DE

My name is Fawang Wang, a M.S. candidate in Computer-Aided Drug Design & Discovery. I was educated by a joint project held by Shanghai University and Shanghai Institute of Materia Medica, Chinese Academy of Sciences, and I will get the master's degree in 2014 summer. Thus I am applying for a PhD position in your institution. For its international reputation, the first class education and impressive researchers, I believe that DE is the best place I should be.

As a dedicated scientist I want to be in the future. I will establish my own team to get a deeper understanding of how virus and bacteria infect human body. Structuralism can be used as a good tool to identify key proteins involved in infection process. Structural biology enables us to get the three-dimensional structure of the target proteins, which will facilitate structure-based drug design. Computer-aided drug design are efficiency tools for us to identify and develop key protein inhibitors, which in turn can serve as chemical/biology probes. I hope my own team can work in a pipeline from target identification using bioinformatics, to resolve the crystal structure of the target employing structural/biology methods, to design and develop drugs with computational methods. My previous research mainly focus on computer-aided drug design and biomolecular simulations. I strongly believe that it is a fantastic opportunity for me to get trained in bioinformatics, structural biology and computational drug design. Without no doubt, the PhD training in DE will facilitate my scientific career.

I have been trained in Drug Design and Development Center in SIBS since September 2011 under the supervision of Prof. Shuliang Jiang, Prof. Cheng Luo and Prof. Weiming Lu. My research project mainly focus on design and develop of epigenetic inhibitors using computational methods and structure-functional biology study of epigenetic proteins employing molecular dynamics. All these experiences make me familiar with docking software (Glide, AutoDock, Dock, Vina), molecular dynamics

simulation software (Gromacs) and quantum chemistry software (Gaussian 09). I am also teaching myself CCP4 these days. I am good at reading English scientific papers, performing sequence and structure analysis.

Additionally, I have developed strong leadership and communication skills. This summer I led a group of 17 undergraduates to serve as volunteer English teachers in Teacher High School for about one month, which has a certificate issued in Guangzhou. As the team leader, I am in charge of communicating with the local school, team management and supervising English teaching. This experience provides more evidence of my communication and team work skills.

I am interested in structural biology and computational biology. I am looking forward to get your feedback whether I am a suitable candidate.

Sincerely,  
Fawang Wang

looks good

**STATEMENT FOR APPLYING FOR PHD**

I have done MS (Physics) and then MSc (Electronic Engineering) and now doing PhD (Electronic Engineering) which is mentioned in my resume.

Now I want to continue my research in my basic subject physics, especially in image processing and nanotechnology. For that reason I have applied in your jurisdiction institutions.

Regards!  
(SUNHAT KHAN)

too short

# Getting into a strong PhD program

## *Statement of Purpose*



much too long (complete PhD topic proposal)

# Getting into a strong PhD program

## *Referees*

*(reference letters are surprisingly important, choose well)*

**Note: most good places will contact referees directly for letters.  
If you attach any letters yourself, they will be ignored.**

- most important: **reference letters must be positive and strong**
  - not *“She's an okay student.”*
  - rather *“She's the smartest student I ever met.”*
- also important: **reference letters must be personal**
  - not *“I don't really know him well.”*
  - rather *“I supervised his master thesis.”*

# Getting into a strong PhD program

## *Referees*

*(reference letters are surprisingly important, choose well)*

- also important: **referees should know you scientifically**
  - not “*I'm her soccer coach.*” or “*I'm his brother.*”
  - rather “*She did an internship with me for six months.*”
- also: **try to choose a diverse set of referees**
  - not three course teachers from the same university where you study
  - ideally: different countries, or at least different institutions
- also: **scientific reputation of referees matters** as well
  - avoid: graduate student or first year postdoc
  - preferable: internationally well-known professor at top university
  - But: when in doubt, choose strong and personal reference over lukewarm one from a big-shot
- **Look for potential referees already before you need them!**



# Getting into a strong PhD program

## *Publications?*

- if you have any, list them
- **first-author publications at top-tier venues** are taken as sign of excellence
  - for some competitive CS programs, such as UC Berkeley, almost a requirement
- **other publications** (low-tier, or as middle author) demonstrate that at least you participated in research work and experienced the process
  - the acquired soft skills will count as positive
  - but: the contents of the publication will matter little

# Getting into a strong PhD program

## *Start early*

### ELLIS PhD Program

- |  |         |
|--|---------|
| • Application portals open in late autumn                | Oct 1   |
| • Deadline to apply and submit: winter                   | Nov 15  |
| • Interviews (selected candidates): early spring         | Jan/Feb |
| • Admissions offers: soon afterwards                     | Feb/Mar |
| • Deadline to accept or decline offers: usually April 15 | Apr 15  |
| • Programs start: next autumn                            | Sep/Oct |

How to fill the summer gap?

- summer schools, internships, vacation, volunteer work..



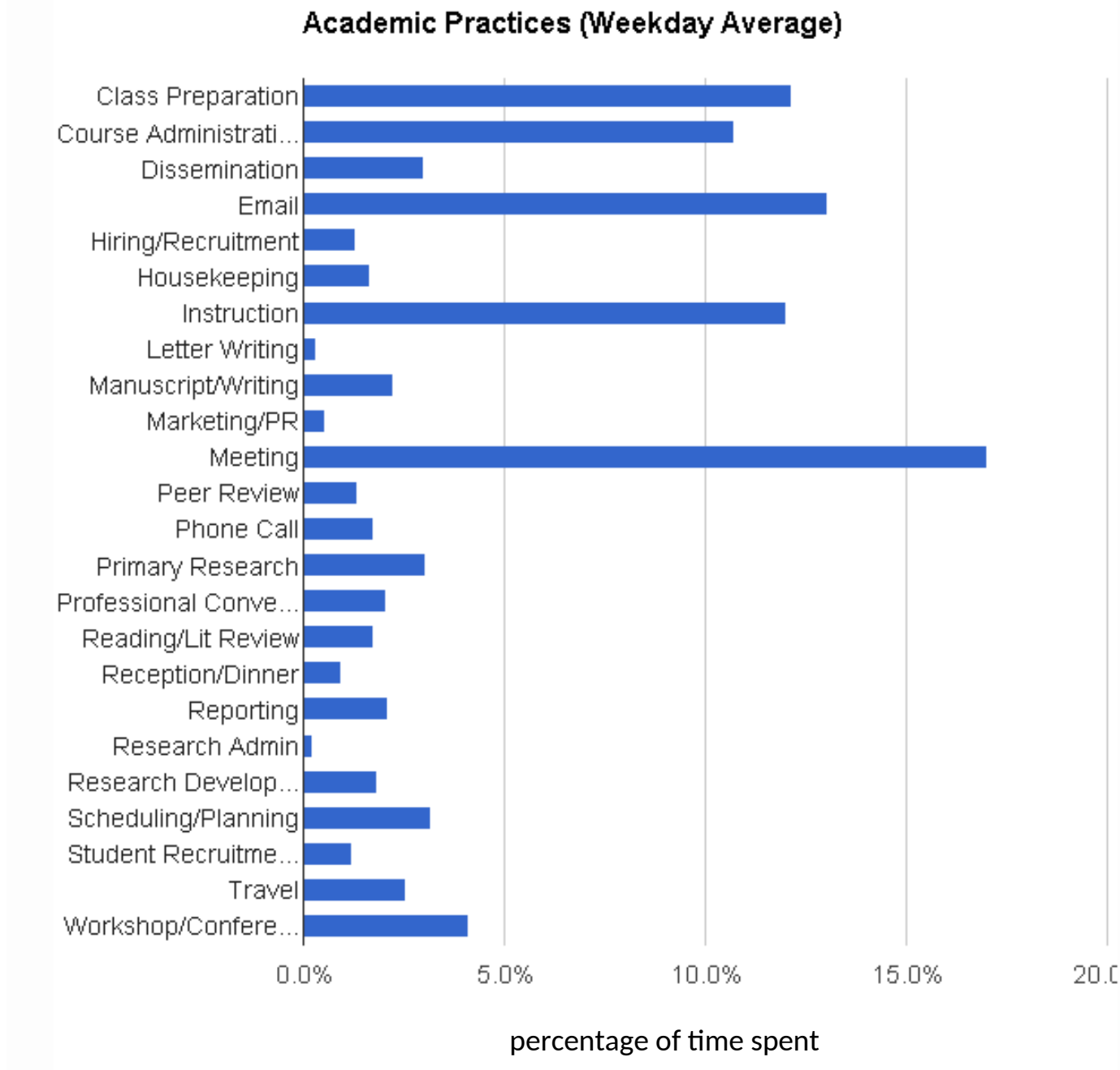
**ANSWERS**

**QUESTIONS**

**Behind the scenes:  
Life of a (Machine Learning) Researcher**



# How do researchers spend their time?



Source: non-representative survey from Boise State University:  
<https://thebluereview.org/faculty-time-allocation/>

# How do researchers spend their time?

## Administration

- meetings
  - research group
  - institution
  - project teams
- recruiting
- reporting

## Research

- actual real research
- publications:
  - writing
  - reading
  - reviewing

---

- grant proposals:
  - writing
  - reviewing

## Education

- lectures
  - preparation
  - teaching
  - grading exams/  
homeworks
- supervision
- mentoring

# How do researchers spend their time?

## Administration

- meetings
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  - writing
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PhD student

## Education

- lectures
  - preparation
  - teaching
  - grading exams/  
homeworks
- supervision
- mentoring

# How do researchers spend their time?

Postdoc in academia



## Administration

- meetings
  - research group
  - institution
  - project teams
- recruiting
- reporting

## Research

- actual real research
- publications:
  - writing
  - reading
  - reviewing
- 
- grant proposals:
  - writing
  - reviewing

PhD student

## Education

- lectures
  - preparation
  - teaching
  - grading exams/  
homeworks
- supervision
- mentoring

# How do researchers spend their time?

Researcher in industry

Postdoc in academia

## Administration

- meetings
  - research group
  - institution
  - project teams
- recruiting
- reporting

## Research

- actual real research
- publications:
  - writing
  - reading
  - reviewing
- 
- grant proposals:
  - writing
  - reviewing

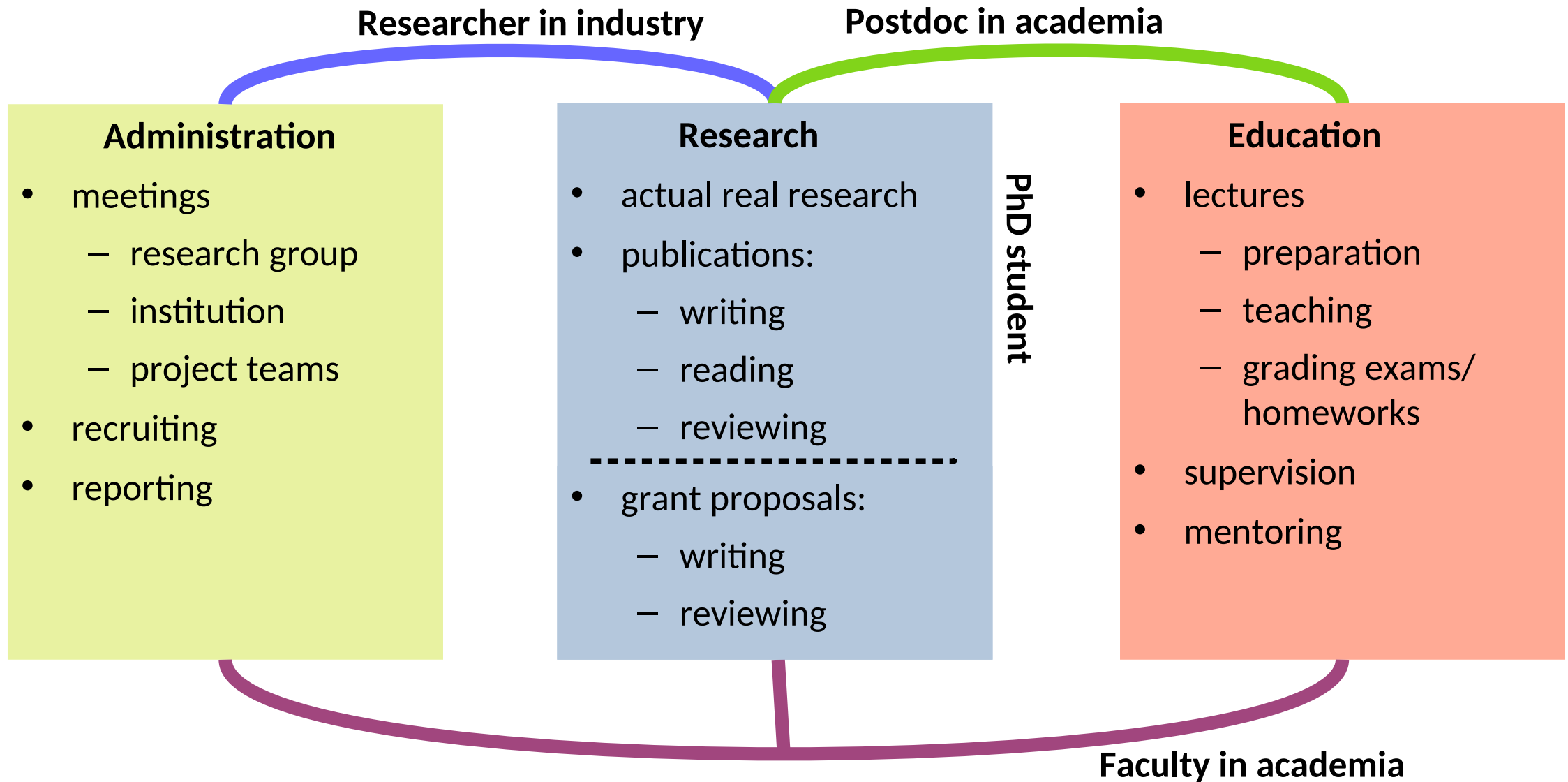
PhD student

## Education

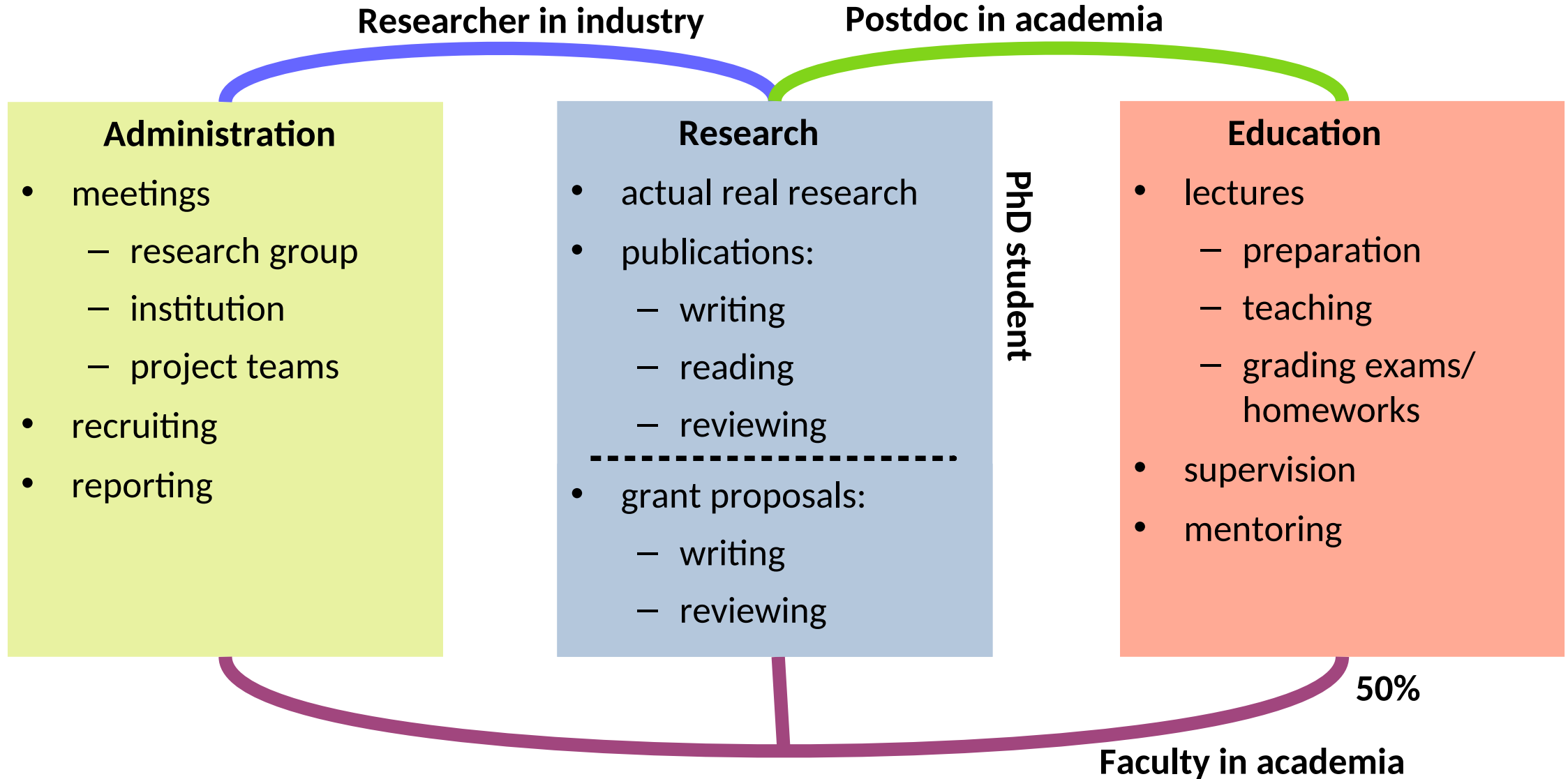
- lectures
  - preparation
  - teaching
  - grading exams/  
homeworks
- supervision
- mentoring



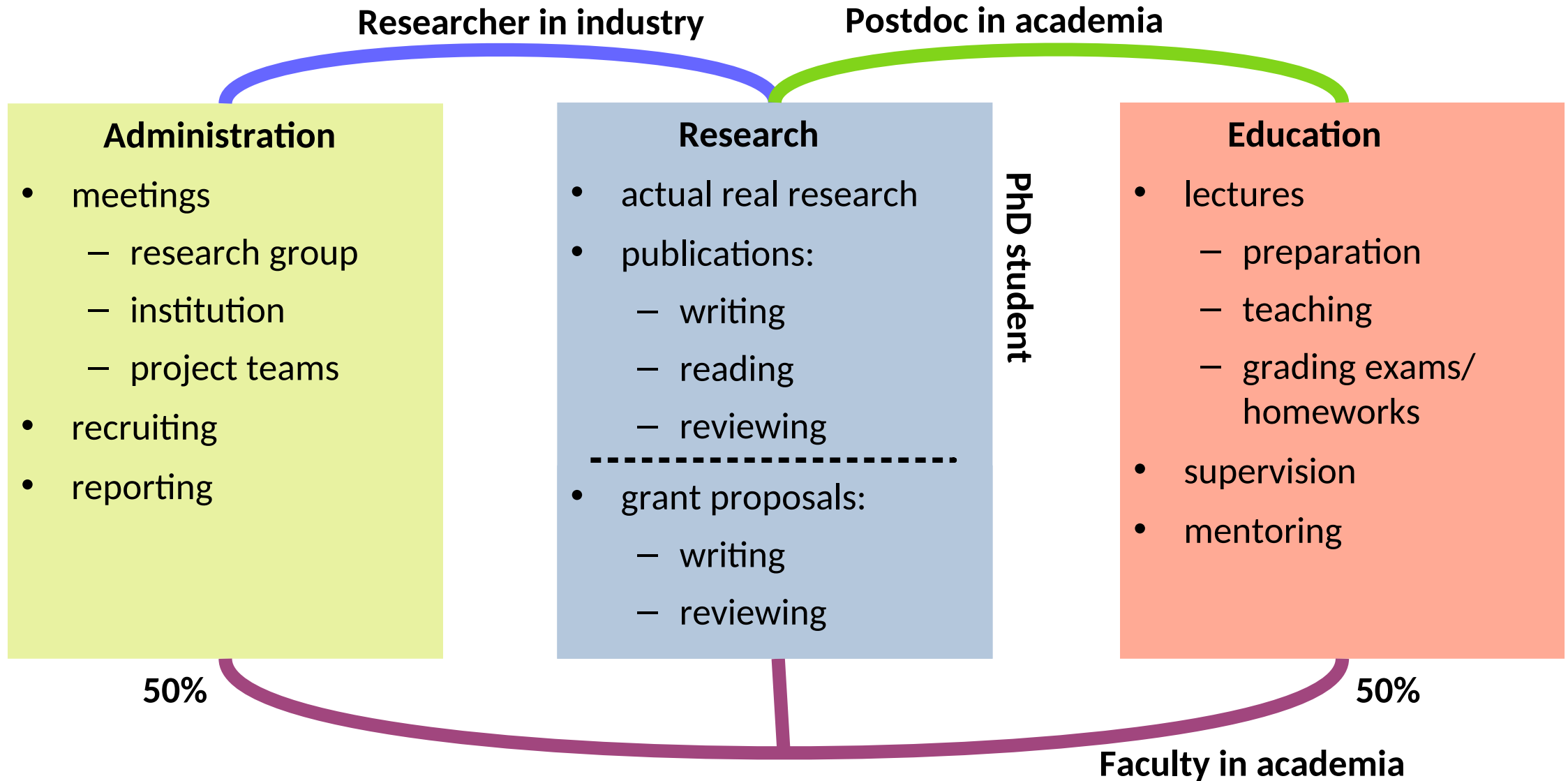
# How do researchers spend their time?



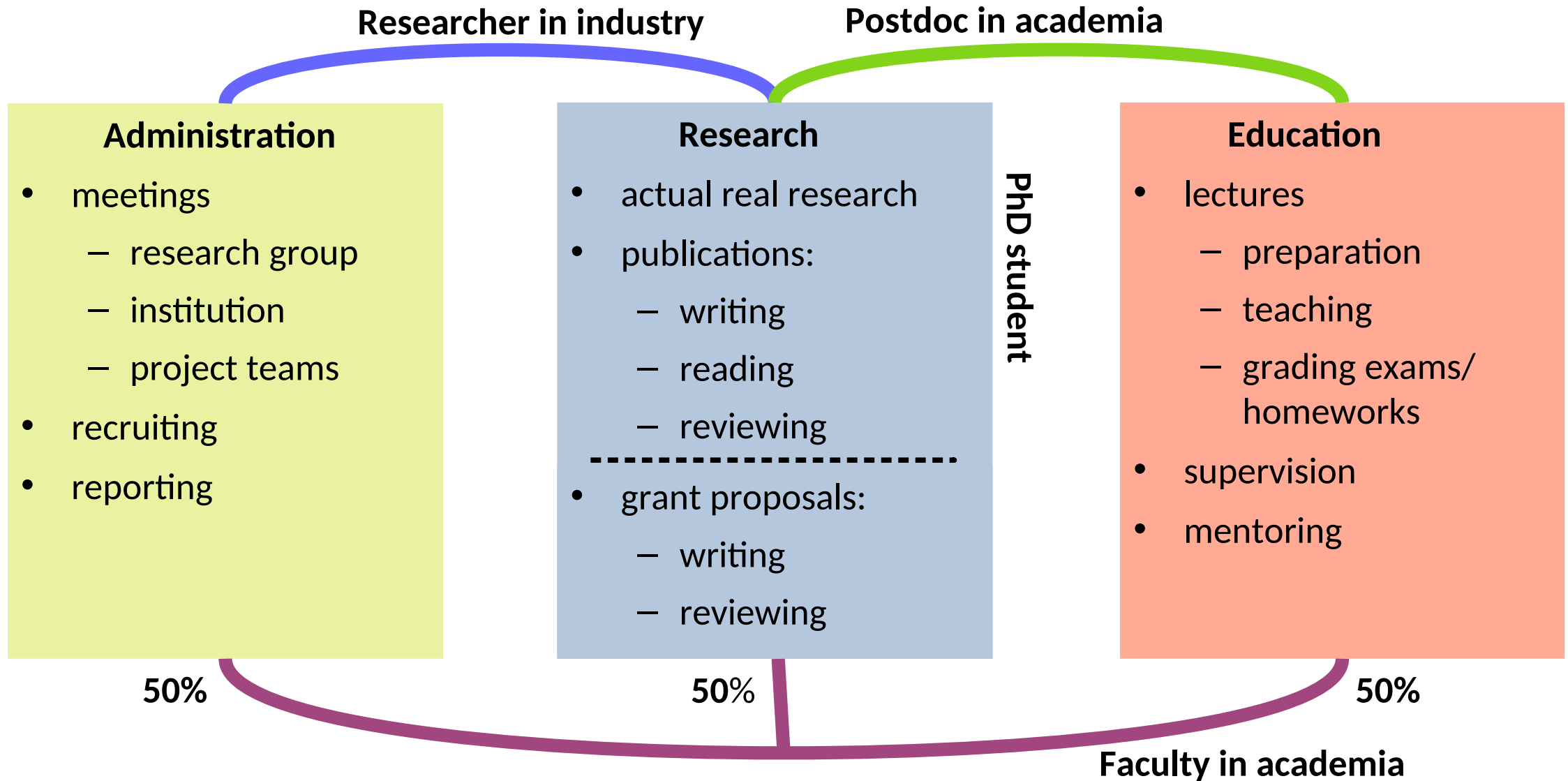
# How do researchers spend their time?



# How do researchers spend their time?



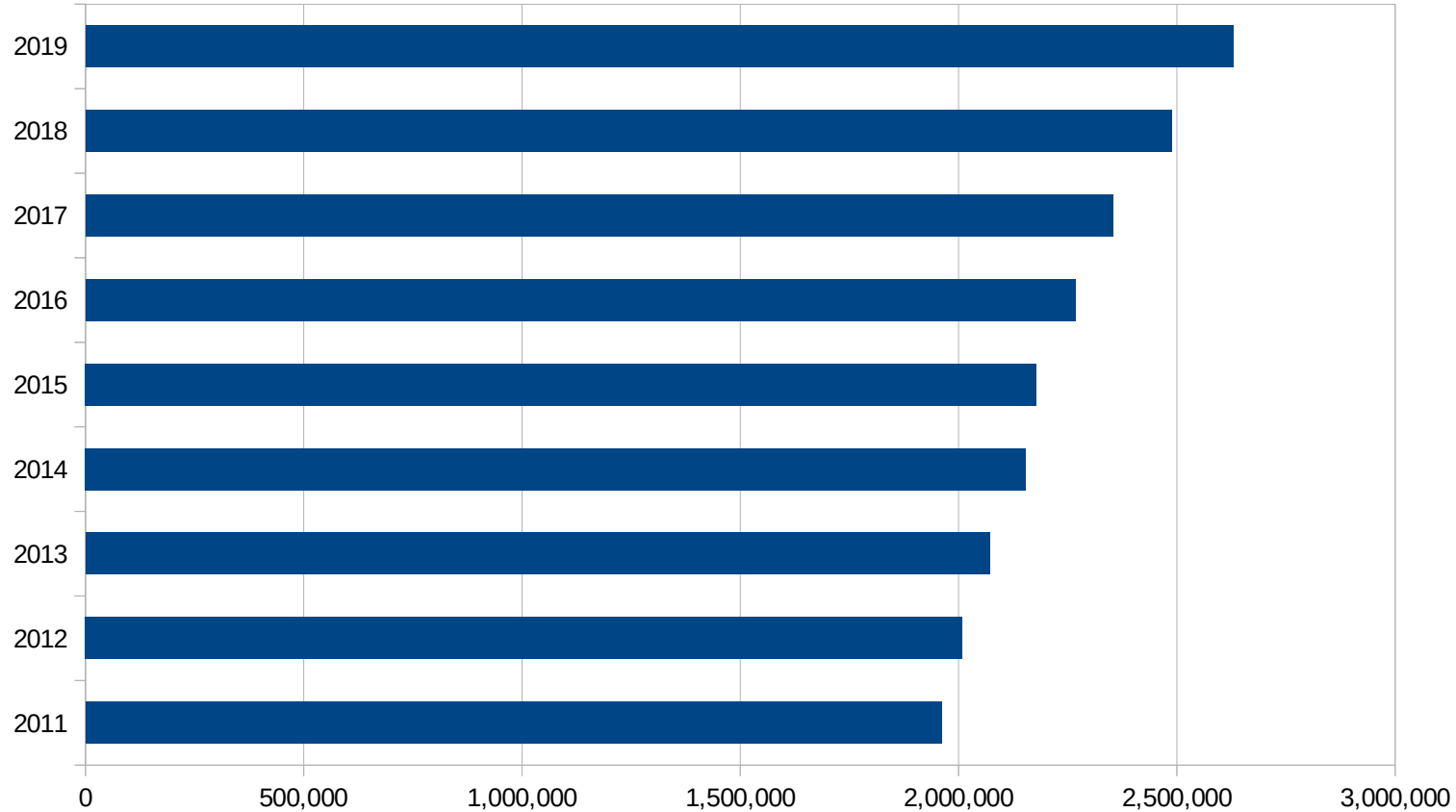
# How do researchers spend their time?



# **Behind the scenes: Publish or Perish**



# Behind the scenes: Publish or Perish



- more than 2.5 million new publications per year
- ~5% (150.000) in artificial intelligence/robotics
- clearly growing trend  
35% increase 2011-2019

# Behind the scenes: Publish or Perish

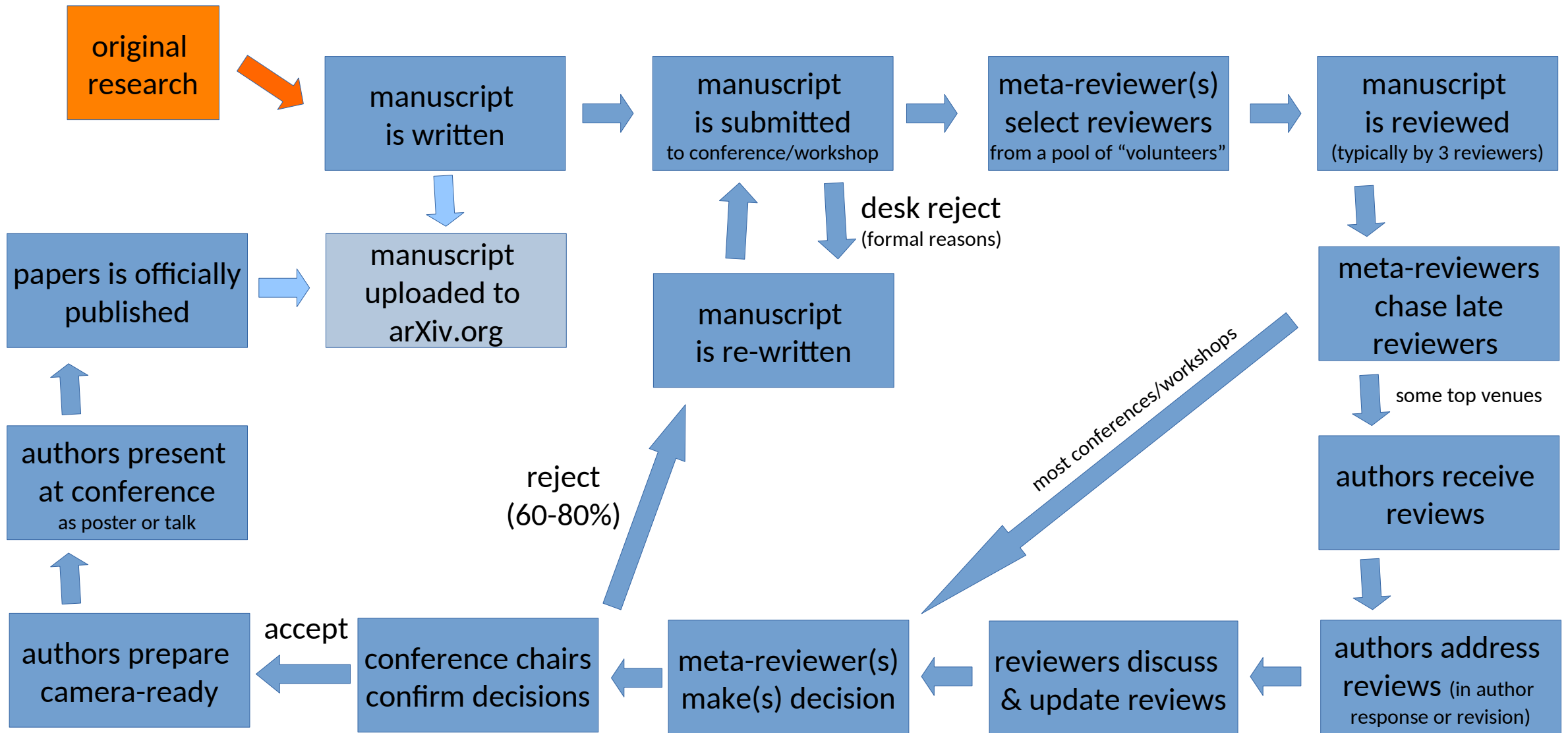
In a large research area, such as machine learning, it's impossible to stay up-to-date with all works!

One has to rely on other mechanisms to identify what papers (or at least their titles) to read:

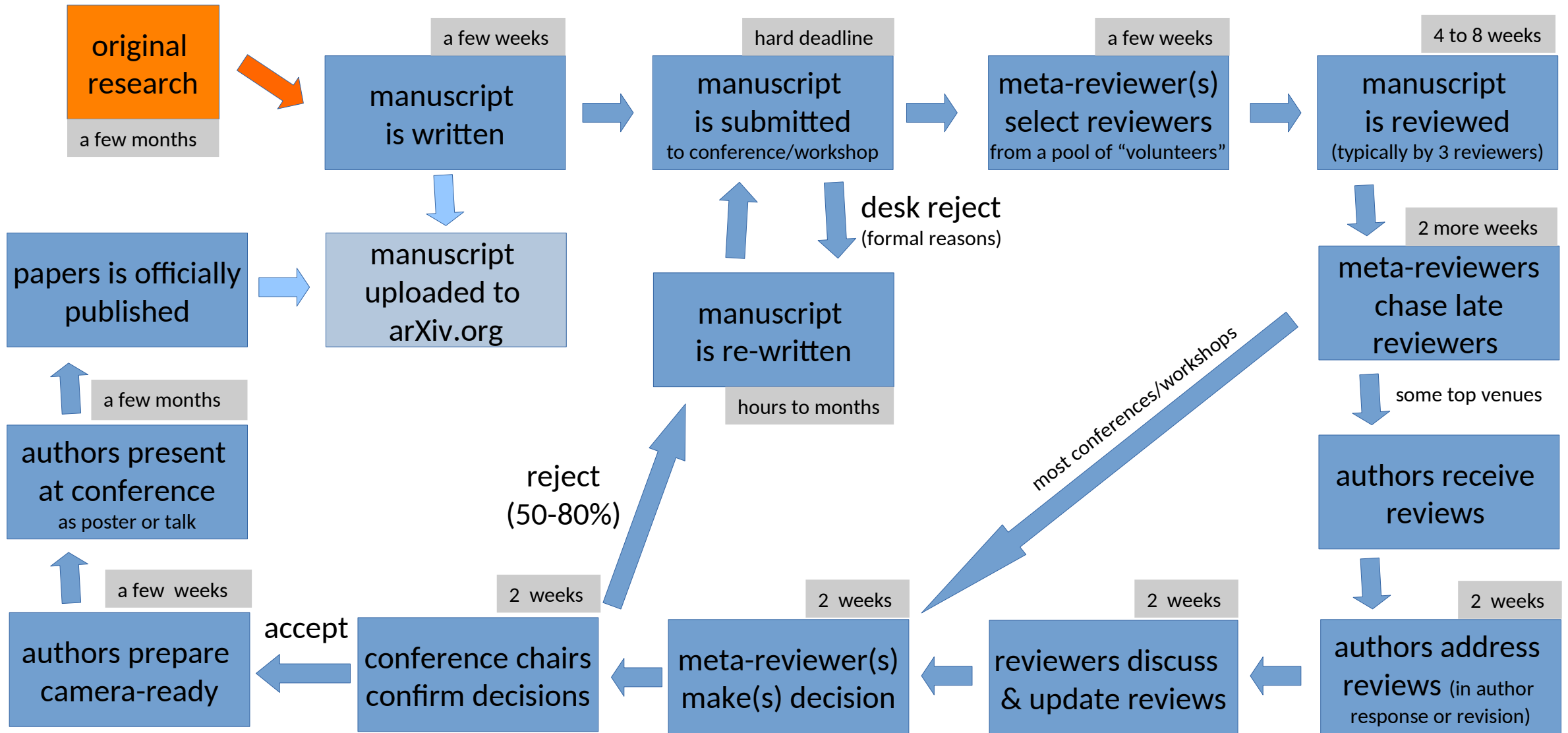
	Peer Review	Name Recognition	Aggregators	Social Media
<b>what to read?</b>	what is published at top conferences or journals	publications from top research labs	automatic digests, e.g. Google Scholar, based on keywords or citations	what shows up on Twitter or Youtube
<b>how much?</b>	a few thousand papers every couple of weeks	a few dozen papers every couple of weeks	100 papers per week (adjustable)	10 papers per day
<b>problems?</b>	still too much; mainstream bias: what's currently trendy in the community	too little; rich-get-richer; narrow coverage	filter bubble; focus on arXiv preprints	hype-driven; filter bubble; focus on arXiv preprints

**Advice to young scientist:** To be read, you have to make oneself visible: scientific homepage, Google Scholar profile, upload manuscripts to arXiv, Twitter account, socialize...

# The long path of a (machine learning) publication

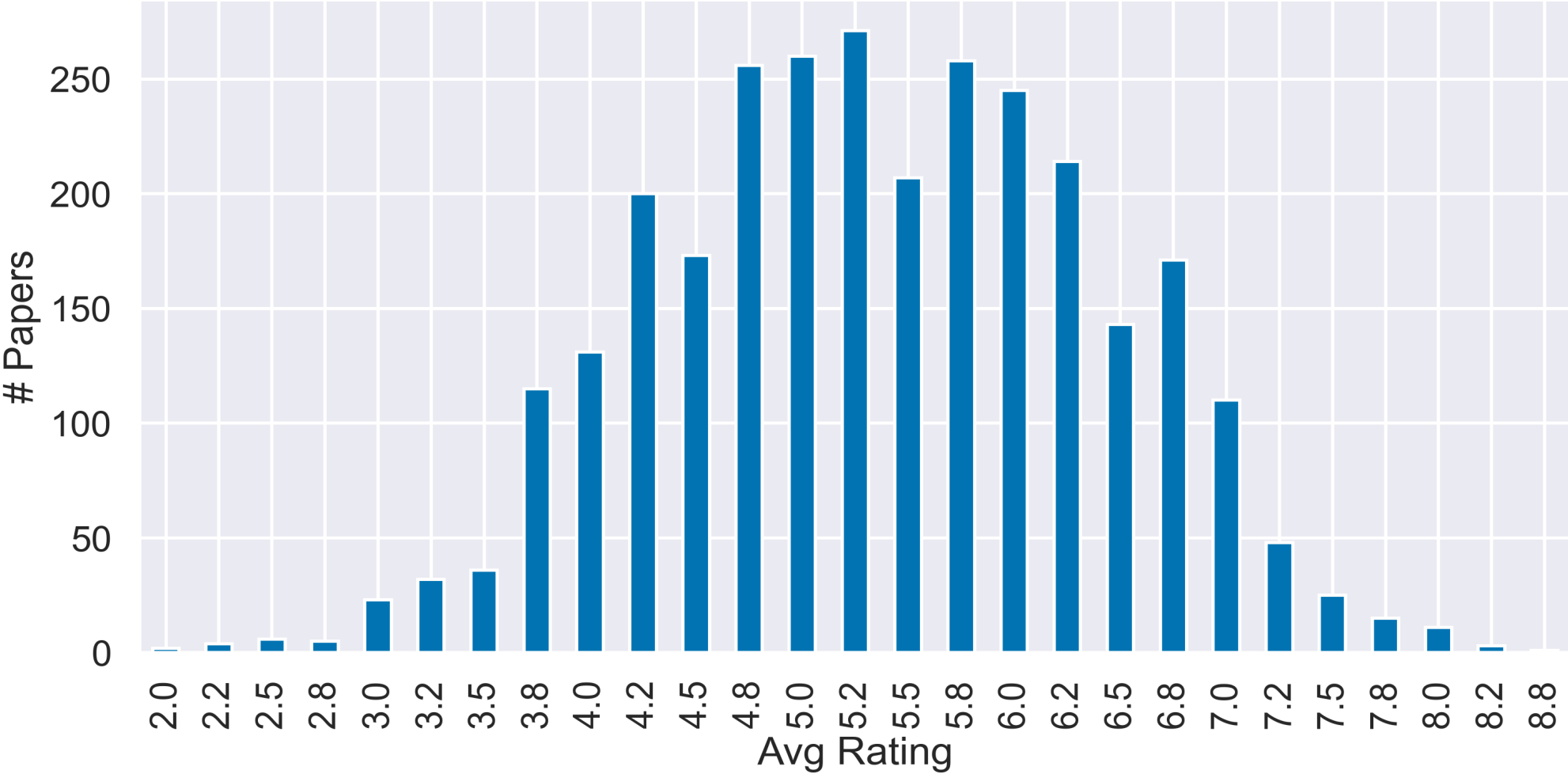


# The long path of a (machine learning) publication



# Behind the scenes: Publish or Perish

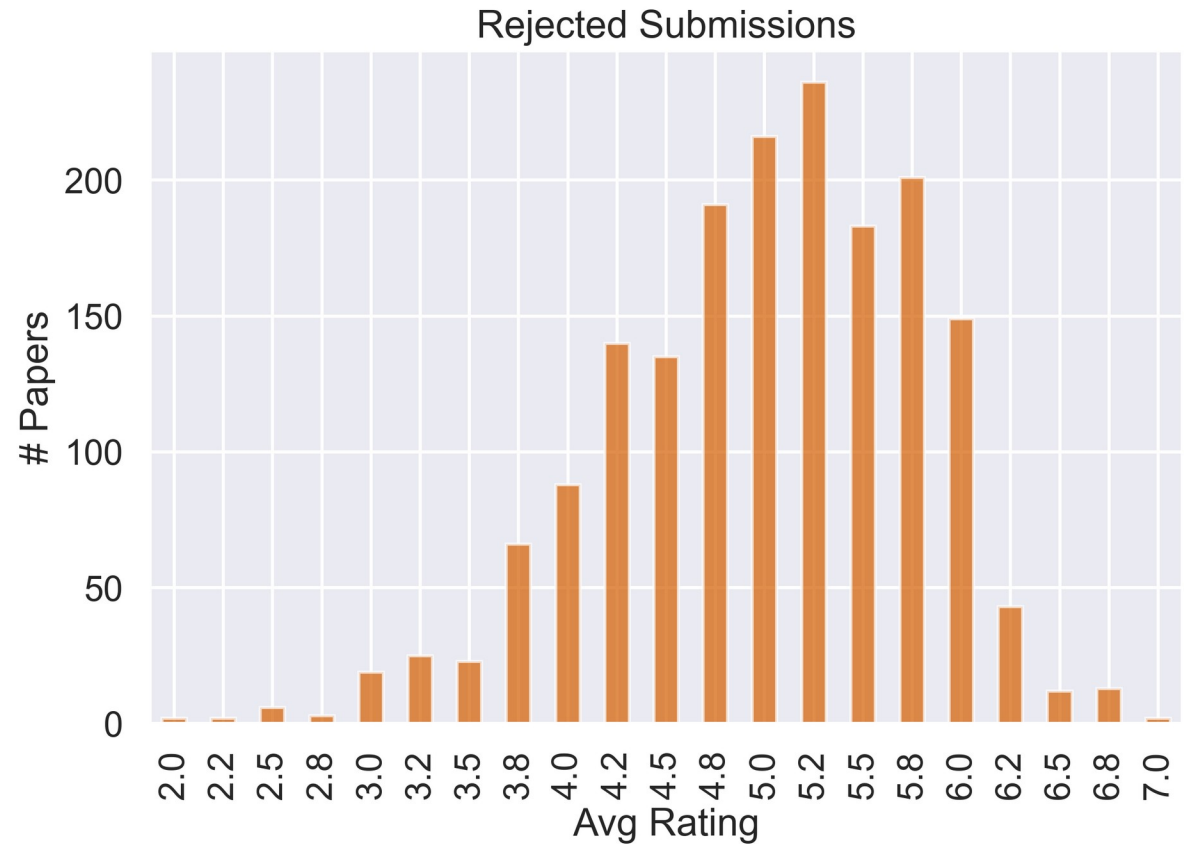
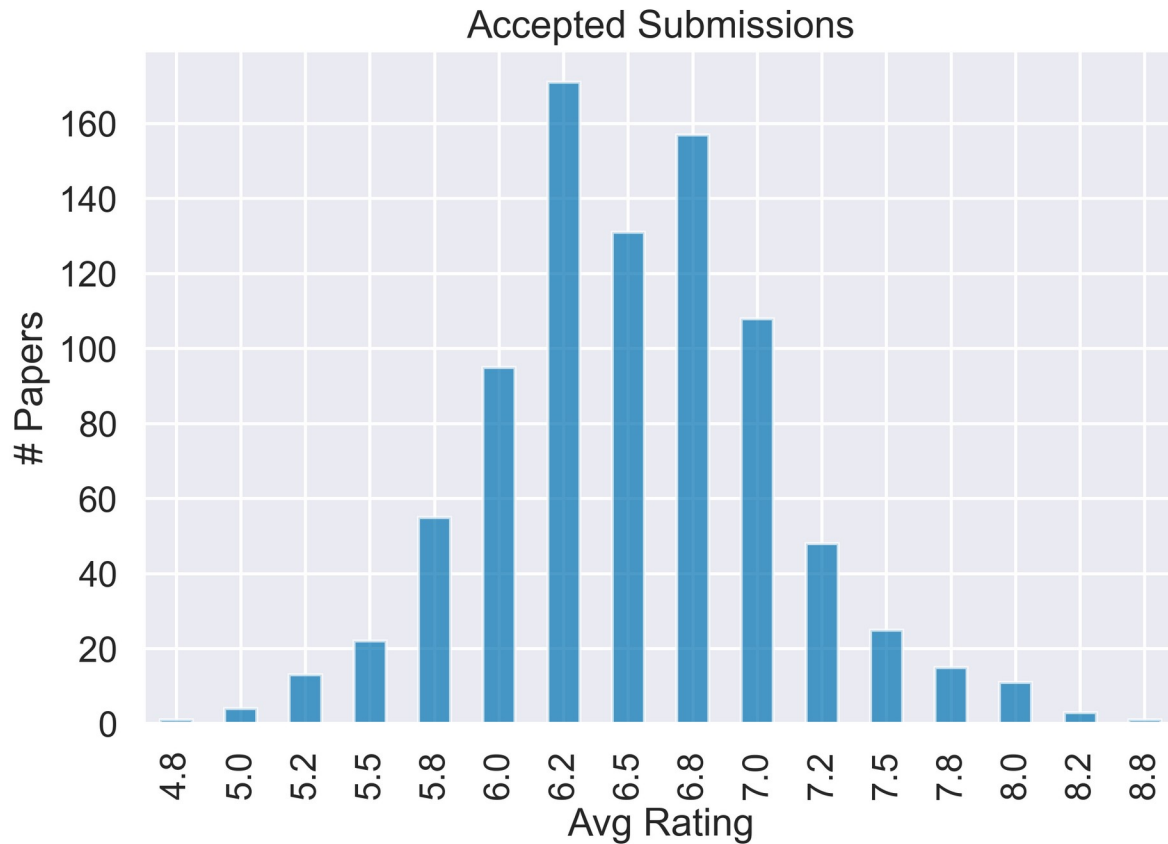
ICLR 2021 Ratings Averaged By Paper



Source: <https://github.com/evanzd/ICLR2021-OpenReviewData>



# Behind the scenes: Publish or Perish



**Decision boundary:** approximately 6.0 (though with substantial overlap) → some luck is required, too.

# How much luck?



Consistency experiments at **NeurIPS 2021**:

- **8765 submissions** (overall acceptance rate: ~22%)
- for **882 (10%)** a second copy was processed twice independently

	2 <sup>nd</sup>	Accept	Reject
1 <sup>st</sup>			
Accept		99	107
Reject		96	462

## Analysis:

- fraction of inconsistent decisions: 23%.
- if acceptance were purely random: 35%

## Summary:

- luck matters, but scientific quality does as well
- results consistent with similar analysis in 2014 → at least, the process is not getting worse

**Behind the scenes: Research Grants**  
**Who pays for all this?**

# World-wide Research Spending

?

# World-wide Research Spending

>2 trillion USD (~2.6% of world GDP)

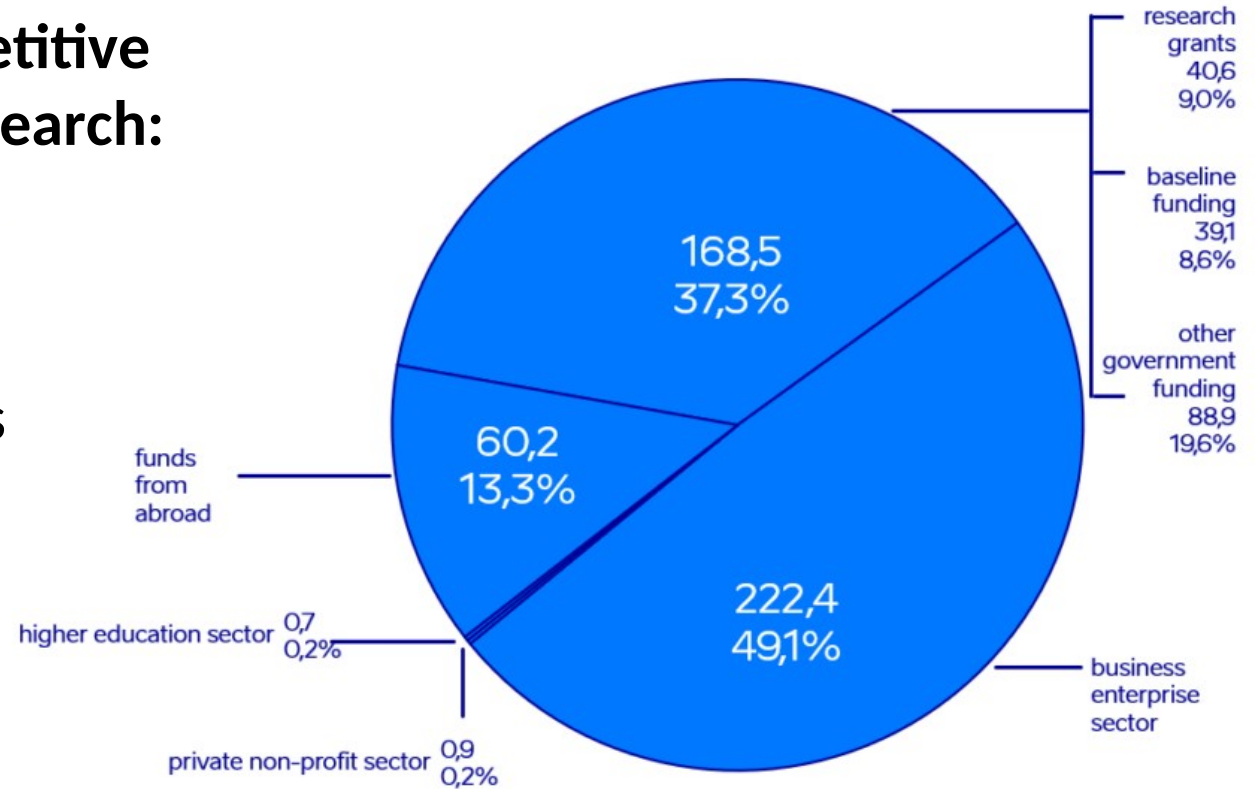
# Research Funding

**Most academic researchers rely on competitive research grants to fund their (group's) research:**

- national funding organizations
- European funding organizations
- world-wide programs, e.g. philanthropies

**Some numbers (somewhat anecdotal):**

- group leaders on average spend 40% of their time writing grant applications
- success rate: usually below 20%
- cost to prepare proposals: 15% of call budget



Expenditure of research and development in Estonia, 2019 (in MEUR)



# Competitive Research Grants

## **Individual/stand-alone grant:**

- generally: funds (partially) one PhD student or postdoc working on a specific project
- rarely (e.g. ERC Grants): funds a research team at a single institution

## **Collaborative grant:**

- funds a team working on a specific project, distributed across multiple institutions

## **Excellence Cluster/Network of Excellence/Doctoral School:**

- many positions at single or multiple institutions to work on different (related) projects

**... and many many others**

# Collaborative Grants

**Example: European Union's "Horizon Europe" – total budget: over 95 billion EUR**

- typically calls about specific research directions, e.g. *"green and sustainable innovation"*

## **Before the project:**

- three to eight partners (or more) from at least three different countries form a consortium
- prepare a joint proposal: project idea, prior work, solution path, cost breakdown, researcher resumes and publication lists, information on hosting institution, planned outreach, ethics forms, endorsement letters from industry partners...

## **During the project:**

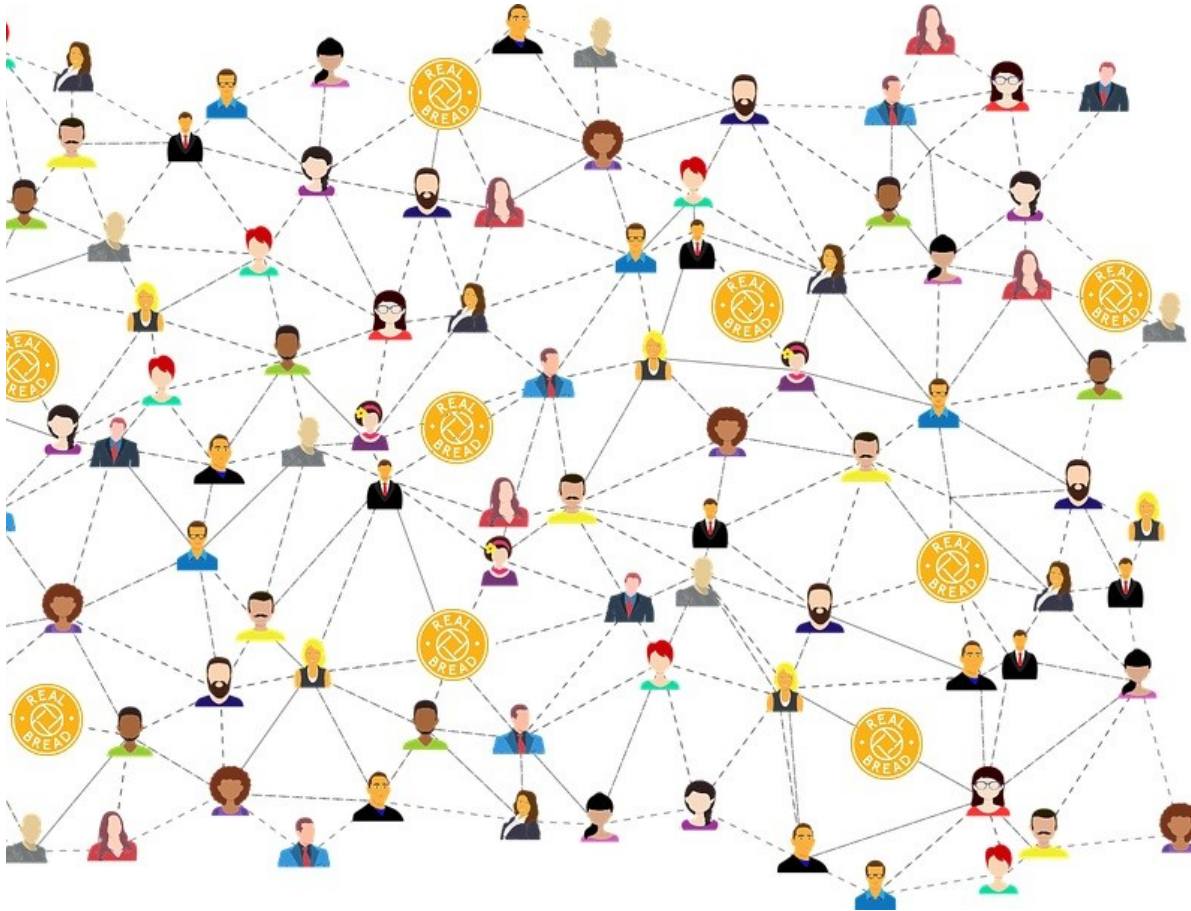
- time-sheets: who worked on which parts of the project for how long
- intermediate reports about milestones and deliverables
- intermediate review meetings with external experts

## **After the project:**

- write a final report: scientific outcome, development of human resources, impact beyond the project itself, efficiency of resource usage, perspectives of future possibilities

**Behind the scenes:  
You're not in it alone – collaboration networks**

# Research is a collaborative effort



**A network of collaborators allows:**

- joint research projects,
- joint paper writing,
- joint grant proposals,
- joint event organization,
- PhD committee memberships,
- recommendation letters,
- exchange of people,
- dissemination of scientific results,
- ... more fun at conferences and workshops.

**It's never too early to start a network of (future) collaborators!**



**ANSWERS**

**QUESTIONS**