



International Cooperations Gender Equality Policies



International Cooperations of the International Graduate School in Molecular Medicine Ulm.

International Cooperations

Scientific excellence not only depends on the outstanding performance of researchers and teachers but also on the close cooperation with a worldwide network of renowned partner institutions. In addition to the increasing level of personal interaction between researchers of Ulm University Medicine and expert institutions abroad, and their participation in collaborative research projects and networks coordinated from institutes in the USA and The European countries, we have established several international research and training networks that are funded, for instance, by the EU and the High-Q Foundation. These include the Marie Curie Research Training Network “ApopTrain: Cell death: from basic principles to therapeutic application” (see page 37); the European Network for “Promoting the Health of Residents in Psychiatric and Social Care Facilities” (HELPS; see page 24); the European Network “Clinical decision making and outcome in routine care for people with severe mental illness” (CEDAR; see page 25); and the “European Huntington’s Disease Network” (EHDN; see page 29).

The International Graduate School in Molecular Medicine (see page 34) has made every effort to develop doctoral training programs within an international context. Consequently, the Graduate School has established close links with the following international partner institutions since its foundation in 2006:

- Biocenter Oulu, Finland (exchange programs and common summer schools)
- Padova, Italy (joint PhD program)
- Bart's and Queen Mary's College (London), Università Campus Bio-Medico di Roma (Rom), Universitat autònoma de Barcelona (Barcelona) (tri-national PhD program in Endocrinology)
- Timisoara, Romania (summer school)
- University of North Carolina at Chapel Hill, USA (common research projects and PhD students, exchange programs, summer schools)
- Houazhong University of Science and Technology/Tongji Medical College, Wuhan, China (summer schools)
- Beijing, China (summer school)

With the aid of various exchange programs, Ulm University makes it possible for students of medicine, dentistry and molecular medicine to complete a part of their course of studies in foreign universities cooperating with Ulm:

- Universidade Federal Fluminense Niteroi, Brazil
- Universidade do Estado do Rio de Janeiro, Brazil
- Universidad Catolica de la Santisma Concepcion, Chile
- Southeast University Medical College Nanjing, China
- Tongji University Shanghai, China
- Tongji Medical College of the Houazhong University Wuhan, China
- University of Limpopo, Faculty of Medicine, Pretoria, South Africa
- Kwame Nkrumah University of Science and Technology, School of Medicine, Kumasi, Ghana
- Semmelweis University Budapest, Hungary
- Albert-Szent-Györgi University, Szeged, Hungary
- University of Massachusetts Medical School, Worcester, USA

Within the framework of the Erasmus exchange program, Ulm University has close links with the following partner universities:

- University of Liverpool, UK
- University of Oulu, Finland
- Université d'Angers, France
- Université de Franche Comté, Besançon, France
- Université Paris 13 – Paris Nord, France
- Università degli Studi di Padova, Italy
- Università Campus Bio-Medico di Roma, Italy
- Università di Bologna, Italy
- Università degli studi di Napoli, Italy
- Univerzita Komenského v Bratislave, Bratislava, Slovakia
- Universita Karlova v Praze, Prague, Czech Republic
- Universidad de Málaga, Spain
- Universidad de Las Palmas de Gran Canaria, Spain
- Universidad de La Laguna, Santa Cruz de Tenerife, Spain
- Universidad de León, Spain
- Universidade Nova de Lisboa, Lisbon, Portugal
- Universiteit Leiden, Netherlands
- Universiteit Gent, Belgique
- Cucurova Üniversitesi in Adana, Turkey
- T.C. Maltepe Üniversitesi, Istanbul, Turkey





Gender Equality Policies

Ulm University and its Medical Center are actively engaged in adopting numerous measures to promote gender equality policies.

Women's Award

Since 1999, Ulm University has granted an award aimed specifically at women and worth €5,000 in order to support innovative projects undertaken by women and acknowledge their contribution to outstanding scientific performance.

The Medical Faculty's Intramural Support Program

In the *Individual Grants Program*, the *Gerok* positions and post-doctoral scholarships of the Medical Faculty, special conditions are applicable for mothers to help improve their eligibility for acquiring research funds (see also page 39).

Child Day-Care Center

In the summer of 2007, the completion of a new child day-care center brought an important structural improvement to the Medical Center and the university where up to fifty children between the ages of nine weeks and three years can now be cared for. In the Flea Circus, the Student Welfare Service's child day-care centre, there are 20 places for one to three-year old children of enrolled graduate and postgraduate students. Many kindergartens in the surrounding area also look after children between the ages of three and six. The Medical Center and the University are currently planning to build a kindergarten with a capacity of an estimated 100 places and it is hoped this will be up and running by 2011.

A special provision applies to female PhD students of the *International Graduate School in Molecular Medicine Ulm* where the costs for childcare (day nursery, day-care centre, kindergarten) are met by the Graduate School. For doctoral candidates who are pregnant, the Graduate School offers technical assistance to work on scientific experiments. If required at congresses or weekend events, childcare can be financed and quickly arranged with the minimum of bureaucracy by the Graduate School.

Holiday Care Programs

Holiday care programs for children of employees of the Medical Center and the University have been taking place since 2006. Supervised throughout the day and grouped according to age and school year, the children are able to make their first contact with a variety of scientific fields over a period of three weeks during the Easter and summer vacation. For primary school children and those about to start school, there are what are known as *research holidays* while for children in their fifth, sixth and seventh year of school, there is the *Science Camp*. These programs have proved to be hugely popular and a welcome source of support for parents of school-age children during the holiday period.

Combining Career and Family, Family-friendly University

In April 2008, the University Medical Center Ulm was the first University Hospital in Baden-Württemberg to receive the *Career and Family* certificate from the Hertie Foundation; Ulm University followed in November 2008 by being awarded the *Family-friendly University* certificate and since then numerous provisions, for example, flexible working hours, opportunities for leadership development, practical information for employees returning to work following a family-related career break, have been gradually introduced and implemented.

Mentoring Programs

Finally, the Medical Faculty and University Medical Center Ulm offer a variety of mentoring and support programs in collaboration with the state of Baden-Württemberg and other bodies. For instance, the MuT Program (Mentoring and Training) is intended to support women students, doctoral candidates and post-doctoral researchers in planning their careers and preparing them for leading roles in the field of science to improve their future career prospects. Despite family commitments, many of the mentors involved in this program have themselves been able to pursue a career in science and act as role models for young women facing the same situation. The *Margarete von Wrangell Post-doctoral Program* aims to support the post-doctoral theses (*Habilitation*) of women scientists. This support lasts for up to five years, three of which are funded by the Ministry of Science, Research and the Arts, and the remaining two by Ulm University. The *Schlieben-Lange Program* awards scholarships for young women scientists with children on behalf of the state government of Baden-Württemberg and the European Social Fund. The aim of this program is to increase the number of women with children eligible to fill professorships by assisting them to fulfil their family responsibilities during the period leading up to their scientific qualification.



Awarding of the Certificate Family-friendly University to Anna-Maria Eisenschenk, Nursing Director, University Medical Center Ulm (left) by Dr. Ursula von der Leyen, former Federal Minister, Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (right).