



**BRIDGING PROGRAMME FOR FEMALE JUNIOR RESEARCHERS
AT THE BEGINNING OF THEIR ACADEMIC CAREER**

Decided by the Board of Directors of ProTrainU on 30 March 2020

Ulm University offers numerous measures to attract more female researchers. The Bridging Programme for female junior researchers was introduced within the framework of the Programme for Women Professors II (PPII) and is now continued on a permanent basis due to high demands and its great effectiveness.

In a meeting on 30 March 2020, the Board of Directors of ProTrainU has decided the following directive for the allocation of bridging funding to support female junior researchers:

1. Objective

- (1) The Bridging Programme is intended to make it easier for qualified female junior researchers to move on to their next level of qualification. The funding is also an additional incentive for faculties and institutes to recruit and retain qualified female junior researchers.
- (2) The funding is provided on an individual basis and serves to bridge the gap between graduation (master's degree) and the beginning of a doctoral project, or after the completion of a doctorate until medium- or longer-term funds become available for a post-doc position.

2. Eligibility

- (1) Eligible are positions for female junior researchers who meet all of the following criteria:
 - a) a completed master's degree, or a submitted application for the commencement of the doctoral examination procedure,
 - b) a submitted grant application that includes a position for the applicant (the position must be in her name). The application should demonstrate the female junior researcher's prospects for an academic career in Ulm following the completion of the Bridging Programme, either in the form of a doctorate or a minimum two-year post-doc position. It must elaborate how the position and the research project(s) are funded, as well as the professional integration at the University (department, lab, working group etc). The female junior researcher must have either contributed to the grant application or written it herself.
 - c) Access to a work station and the equipment of an institute or a work group at Ulm University must be ensured.
- (2) The bridging funding cannot be used to replace any other already planned modes of funding.



3. Scope of funding

- (1) The Bridging Programme provides the director of the institute / head of the research group with funding for a fixed-term position for the female junior researcher in pay grade 13 of the TV-L (collective agreement of the federal states) at 50 percent of a full-time equivalent for those waiting to start a doctorate, and at 65 percent of a full-time equivalent for those waiting to start their post-doc phase.
- (2) The bridging funding can be granted for up to 12 months.
- (3) The bridging funding ceases as soon as the requested grant money becomes available for the position.

4. Application procedure

- (1) The Bridging Programme is announced publicly at the University.
- (2) Applications must be submitted in writing to the address provided in the announcement. Please use the application form provided with the announcement and include the following documents:

1. Cover letter	Motivation for your application (max. 1 page)
2. Academic career	<ul style="list-style-type: none">- Curriculum vitae- List of publications- Copy of the latest graduation certificate- Proof of submission of the doctoral thesis, if applicable- Copy of birth certificate(s) of child(ren), if applicable- Copy of disability ID card, if applicable- Statement on delays of academic works (illness, disability, caring for a child or family member), if applicable
3. Synopsis	<p>Maximum 5 pages with the following details on the funding period:</p> <ul style="list-style-type: none">- Short description of previous academic works- List of qualifications- Previous positions / funding- Project description incl. project schedule:<ul style="list-style-type: none">• Please describe the planned research project and planned publications.• Establish the difference between this project and your doctoral project and/or grant proposal.• Please attach a detailed project schedule for the entire bridging funding period (individual steps, milestones incl. timeline)

	<ul style="list-style-type: none"> - Financing prospects: Please provide details on the financing options that are planned subsequent to the bridging funding
<p>4. Statement of the academic supervisor (can be provided directly in the application form)</p>	<p>Assessment of</p> <ul style="list-style-type: none"> - the academic achievements of the applicant - the academic prospects of the applicant - the project outlined in the synopsis. <p>Details of the infrastructure that will be made available to the female junior researcher.</p> <p>Confirmation that the female junior researcher will continue to be employed in the third-party funded project as soon as it commences.</p>

Please provide certified translations for documents (certificates etc.) that are not written in either German or English together with a copy of the original.

(3) For your application to be considered, please provide the following personal details:

- Family name, first name, title
- Gender
- Work address, or, if not available, private address
- Phone number
- Email address
- Faculty, department & institute
- Study programme and degree(s)
- Doctoral certificate or date of the submission of the doctoral thesis
- Name of third-party funds provider and expected availability of the subsequent grant money
- Person-specific details as stated in the documents listed under Eligibility

These data are necessary for the processing of the funding application and will be processed for this purpose only.

5. Selection procedure

- (1) Please note that only complete applications that have been submitted within the deadline can be considered. The Board of Directors of ProTrainU bases its decision on the selection criteria as outlined in (6).
- (2) The Board of Directors of ProTrainU will examine whether the measure applied for is conducive to the progress of the junior researcher's academic career and whether the project is eligible for funding. Priority will be given to women in academic areas where female researchers are particularly under-represented or in which the drop-out rate of female junior researchers is particularly high.



6. Selection criteria

- (1) The selection criteria are:
 - a) the applicant's academic qualification and
 - b) the applicant's potential for an academic career.
- (2) The employment during the funding period must demonstrably benefit the applicant's further academic qualification in a research topic and the intended length of the funding contract must be appropriate for this qualification.
- (3) Special personal or family circumstances such as illness or disability as well as care responsibilities for one's own children or family members shall be considered on top of the overall qualification of the candidate.

7. Responsibilities

- (1) The Bridging Programme is announced through ProTrainU.
- (2) Project coordinator is the Office for Gender Equality (Equal Opportunities).
- (3) The Board of Directors of ProTrainU selects the applications eligible for funding.
- (4) The Office for Gender Equality handles the call for applications and processes the successful applications.

8. Approval

- (1) In its function as project coordinator, the Office for Gender Equality approves the bridging funding on the basis of the decision made at the selection meeting of the Board of Directors of ProTrainU. Successful applicants will be notified in writing of the approval and the decision on the funding period.

9. Duties of cooperation

- (1) Applicants need to comply with the duties of cooperation that are the basis for the selection procedure. They must, in particular, provide the information and certificates that are needed to assess their suitability and achievements.
- (2) Participants in the Bridging Programme must notify the project coordinators immediately of any changes in their circumstances that were relevant for the approval of the bridging funding. This includes the decision on the grant application in particular.
- (3) Participants in the Bridging Programme are obliged to adhere to the rules of good scientific practice.
- (4) At the end of the funding period, the female junior researcher will write a report (max. 1 page) on her the work she conducted throughout the Bridging Programme. This report must also state the



decision on the grant application. The report must be submitted to the project coordinators (Office for Gender Equality) within one month after the end of the bridging funding period.