

OFFICE FOR GENDER EQUALITY

NEWSLETTER DECEMBER 2020



What's new?

Mailing list for female researchers

If you wish to receive information about current funding opportunities and news for female researchers at all faculties of Ulm University, please sign up to our mailing list: ► **Subscribe.**



ExzellenziaUlm – research award for excellent female junior researchers



The **ExzellenziaUlm research prize** honours excellent female junior researchers who, through their outstanding research work, help to shape Ulm University as a research institution and who act as an important role model for other female researchers and students. The prize is endowed with 5,000 € and was announced in this form for the first time in September. The President will award the prize at the beginning of next year as part of a public event.

The ExzellenziaUlm research prize was created by redesigning Ulm University's previous gender equality prizes, namely the Mileva Einstein-Marić Prize and the Gender Equality Prize for Structural Measures and Innovative Projects, both of which were adapted in the light of the University's overarching gender equality strategy.

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Network for female junior researchers

The Office for Gender Equality (Equal Opportunities) at Ulm University seeks to establish a network for female junior researchers to facilitate mutual networking, provide support around orientation and further development, and to achieve tangible progress in terms of structural and cultural equality for female researchers. To ensure that the network serves the actual needs of our female researchers, especially early-career researchers, we are conducting a wide-ranging needs analysis and designing a tailored concept. The network launch is scheduled for spring 2021 and will be marked with a kick-off event.

We would like to take this opportunity to thank you for your active participation in the online survey that we started at the end of October – we have loved the many positive responses and great suggestions! We look forward to supporting you in your career development and to welcoming you to events of the newly-established network in the future!



Committee elections in January 2021

The committee elections that were originally scheduled in June 2020 will now be held in January 2021. The voter groups elect their members for the Senate and Faculty Councils for a one-year term. The following voter groups are called upon to offer themselves as candidates and to vote:

- academic staff
- doctoral candidates / PhD students
- students
- other employees of the Medical Faculty

In its Mission Statement Gender Equality, Ulm University emphasises the importance of balanced and equal representation on the committees. The upcoming elections for the Senate are a great opportunity to take a considerable step towards this goal and to make sure the Senate reflects the diversity we have in research. Let's seize this opportunity!

On **Tuesday, 12 January**, you will have the opportunity to exercise your right to vote in person at the polling station and thus actively participate in the shaping of the university self-administration.

Would you like to stand as a candidate for election? Or do you know someone from the above groups who you regard to be a good representative? Why not reach out to them and spark their interest in university politics? Nominations can be submitted in the period from 10 November to 1 December 2020. More information on this and other important dates in connection with this election can be found ► [here](#).

In light of the corona pandemic, we would like to emphasise the option of voting by postal vote. **Postal voting documents** can be requested **until 4 January 2021**.

More information on voting by postal vote will be provided with the election announcement and can also be found on this ► [website](#).

POLiS Award of Excellence for Female Researchers – news from battery research

The ► **POLiS Award of Excellence for Female Researchers** was recently announced for the first time and will be awarded annually to excellent female junior researchers in the field of post-lithium battery research. The prize is endowed with up to 70,000 € to support the establishment and expansion of research collaborations as well as the laureate's research. Applications closed end of October.

Selection criteria are in particular:

- excellence and significance of the research work in the field of battery research
- publications, patents, prizes
- interdisciplinary collaborations
- (prospective) collaborations within the POLiS Cluster of Excellence
- applicant's function as a role model in terms of her academic career path

The Post Lithium Storage (POLiS) Cluster of Excellence conducts research into batteries that are more powerful, reliable, sustainable and environmentally friendly than today's lithium-ion batteries. POLiS is a joint Cluster of Excellence of the Karlsruhe Institute of Technology (KIT) and Ulm University, with Justus Liebig University Giessen and the Centre for Solar Energy and Hydrogen Research (Zentrum für Sonnenenergie- und Wasserstoff-Forschung; short: ZSW) as associated partners.



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Programme for Women Professors III

Ulm University's institutional strategy to promote gender equality (Gleichstellungszukunftskonzept) has once again qualified for the Programme for Women Professors (Professorinnenprogramm) of the federal and state governments. The programme aims to increase the proportion of female professors and strengthen the gender equality structures at German universities through specific measures. Following its successful participation in the Programme for Women Professors I and II, Ulm University's gender equality strategy convinced yet again in the third programme phase (2018 - 2022).

This third funding period will be an extension of already well-established and very popular funding programmes for female researchers. **Funding for travel expenses** and **project start-up funding** will be offered again, among other things. We will inform you about the call for applications for each of the programmes in due time.



Funding options and application deadlines for female researchers

Bridging funding

Ulm University would like to make it easier for female junior researchers to enter the next level of qualification and offer an additional incentive for faculties and institutes to attract and retain qualified women for a career in academia.

The funding can be used to **bridge the gap between graduation from a master's degree and the start of a doctoral project, or between the completion of a doctorate and the start of a medium- or longer-term funded post-doc phase.**

The bridging funding is provided in the form of a fixed-term employment contract in pay grade 13 of the TV-L (collective agreement of the federal states) at 50 % of a full-time equivalent for those waiting to start a doctorate, and at 65 % of a full-time equivalent for those waiting to start their post-doc phase. Funding criteria are:

- a completed master's degree, or a submitted application for the commencement of the doctoral examination procedure.
- 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 at Ulm University 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.
- Access to a work station and the equipment of an institute or a work group at Ulm University must be ensured.

The bridging funding can be granted for up to 12 months and ceases as soon as the requested third-party funds become available for the position

Please note that the programme cannot be offered to researchers of the Medical Faculty.



2. Call for applications – open until 11 January 2021

Funding can be provided to bridge the gap between graduation (master's degree) and the start of the doctoral project, or between a doctoral project and the start of a medium- or longer-term funded post-doc phase, in each case in the form of a fixed-term employment contract. Female researchers can submit an application until 11 January 2021.

For more information, the programme guidelines and FAQs, please ► [click here](#)

Are you interested? Please feel free to contact us!

Contact

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Graduate and Professional Training Centre ProTrainU – Start-up funding A and B

Applications will soon open for the two lines of **start-up funding** for the support of post-doctoral research projects at Ulm University. The aim is to sharpen the candidates' research profile, to support their independence and/or the preparation of an application for third-party funding respectively.

Start-up funding A or »major« project start-up: A maximum of EUR 100,000 can be granted for two years (i.e. EUR 50,000 per year), e.g. to employ a doctoral student. This year, the funding amount was increased to facilitate the financing of 65% positions. The funding starts on 1 July 2021.

Start-up funding B or »minor« project start-up: Up to EUR 10,000, e.g. to finance materials and equipment or assistant staff for a project. The funding starts on 1 March 2021.

Application details and forms are available in German and English on the ► **ProTrainU homepage**.

The deadline for submission in both cases is 11 January 2021.

Qualification programme for doctoral students and post-docs – highlights

- ▷ 3 + 4 December: Seminar Project Management with Julia Dorandt (English, online)
- ▷ 5 December: Einzelcoaching und Karriereberatung (individual coaching and career advice) with Karin Wurth (German, online)
- ▷ 29 January: Seminar How to become a professor (English, online)

Please also note the continuously updated and expanded course programme. Details and registration modalities on the ► **ProTrainU homepage**.



Brigitte-Schlieben-Lange-Programme – funding for excellent female junior researchers with child(ren) on their way to professorship

The Ministry of Science, Research and the Arts (Ministerium für Wissenschaft, Forschung und Kunst; short: MWK) has announced the Brigitte Schlieben-Lange Programme to support female junior university teachers in Baden-Württemberg. Applications are open to female junior researchers with child(ren). The next **call for applications** is expected in **spring 2021**.

Funding is available for employment in the post-doc phase to the extent of usually 75% TV-L 13 or 14 (collective agreement of the federal states) or TV-Ä1 (collective agreement for doctors).

Which qualification goals are eligible?

- habilitation or its preparation (one to max. two years funding)
- acquisition of necessary teaching and research experience (max. two years)
- design of third-party-funded projects (max. one year)

Female researchers at Ulm University have been successful with their applications.



Dr. Stephanie Weißinger received a 2-year grant until the beginning of 2020 for her planned habilitation in the field of **pathology**.



In October, Dr. Catharina Lisson from the Clinic for Diagnostic and Interventional **Radiology** began her twelve-month funding phase to prepare for her habilitation.

Both researchers describe their experiences:

Which career goal would you like to achieve?

S. Weißinger: „The next goals that I've set for my career are primarily the specialist degree in pathology and my habilitation in this fieldt.“

C. Lisson: „I seek to become a clinically-founded senior physician and want to derive questions from my focus on oncological imaging to be worked on in concrete research projects together with doctoral students and, ideally, to then integrate the results into clinical routine.“

How did the BSL programme benefit you personally?

S. Weißinger: „For me the BSL programme offered a perfect balance between family and job or rather two children and career plans, as well as numerous opportunities for continuous education and training: Be it through the advanced training courses offered within the framework of the BSL programme as well as other courses that I only became aware of as a scholarship holder (e.g. events offered by the Office for Gender Equality, MuT programme, project funding possibilities, travel funding for conferences etc.).

Another major advantage of the programme is the personal flexibility (independent organisation of e.g. laboratory/project and paper work, reduction/extension of work hours). And also that you can focus almost entirely on the approved research project.“

C. Lisson: „The funding programme offers the promising opportunity to work both clinically and conduct substantial research at the same time, since family responsibilities in particular leave less room for research projects alongside clinical work. The programme also offers a unique platform for exchange and collaboration with other female researchers from different fields.“

What was particularly helpful for you?

„It was very helpful to have a supportive and motivating environment, both professionally and at home, which has given me both freedom for the preparation as well as important suggestions and food for thought, and they showed a real interest in my research efforts.“

Do you have any tips for applicants?

„It should be a coherent project with a red thread, which is realistic and innovative in terms of both feasibility and classification with regard to the current state of research and understanding. It is also important for the project plan to show possible alternative paths that will ensure the achievement of the goal should a sub-project fail.“

What hurdles did you encounter during the application or funding phase?

„The biggest hurdle was to compete against other applicants. But fortunately, you don't really notice any of this process! Luckily, I had no hurdles to overcome during the funding phase itself.“

Was the funding a success for you personally and what will happen for you now that the funding has ended?

„For me personally, the programme was a complete success. I've learned a lot during this time and was able to develop myself and my career. Now that the programme has come to an end, I will primarily focus on my specialist training, but will still have the opportunity to continue my research projects.“

Are you interested in applying for 2021?

You can find the current funding guidelines, the application procedure and the documents that were required for the last round in 2019 ► [here](#).

We are happy to advise you individually or add you to our contact list for the upcoming call for applications.

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Mentoring and Training (MuT) – how does it work?

Since 2012, Ulm University has been collaborating with MuT, a programme for the support and promotion of female junior researchers in Baden-Württemberg. It was recently agreed to continue the collaboration for another three years.

We would like to encourage you to take advantage of the programme to enhance your skills and to thus make more successful use of your career opportunities.

What are your benefits?

- The programme offers you
 - orientation events
 - trainings, workshops and conferences
 - consulting and coaching
 - matching with a mentor
 - networking opportunities
- Eligible for participation are doctoral students, post-docs, Privatdozentinnen (PD lecturers), junior professors and those working on their habilitation.
- At least one training event takes place at Ulm University each year.
- Right now, most MuT trainings are held online.
- Your participation fee will be covered by the Office for Gender Equality. This applies to female researchers from all faculties of Ulm University.
- For MuT events that go for several days, the costs for accommodation and meals are already included in the participation fee.
- Travel expenses can be claimed as business travel and should therefore be reimbursed by your institute.

How does the reimbursement of the participation fee work?

You register independently for the desired event and pay the participation fee directly to the Conference of Equal Opportunities Officers at universities and academic institutions in Baden-Württemberg (LaKoG, University of Stuttgart). Within four weeks of the event, send the following documents to the Office for Gender Equality:

- ► reimbursement form
- payment receipt
- certificate of participation

Tip

A special focus within the MuT programme is the **intensive training for future women professors**. The offer **Berufungsverfahren realistisch trainieren** (to realistically train for appointment procedures) is aimed at female researchers who have already applied for professorships or are about to apply. Realistic training conditions provide comprehensive insights into the complexity of appointment situations. The training prepares individually and specifically for the guest lecture (Berufungsvortrag) that applicants are required to hold as part of the appointment selection procedure, as well as the subsequent discussion with the appointment committee. One after the other, the participants face a committee that comprises the same set of representatives as a real appointment committee – from students to the gender equality officer and experienced professors. The individual presentation is followed by a discussion with the commission. The qualified feedback of the appointment committee offers the opportunity to optimise application documents and to professionalise your presentation. Dates are arranged on request.

You can find further information on registration as well as the current MuT newsletter on the

► **newly-designed homepage of the Conference of Equal Opportunities Officers at universities and academic institutions (LaKoG).**

„The intensive training has demystified the appointment procedure for me.“

(participant, 2014)

„The feedback was immensely helpful. I can now optimise my written documents and prepare even better for the commission's questions.“

(participant, 2017)

Pregnant! Now what?

You are pregnant? Congratulations! Alongside the joy about the new prospective family member, you are probably also facing some new challenges as a researcher. The Office for Gender Equality and the Family Service are happy to talk to you about the subject of parenthood and a career in academia.

Laboratory work during pregnancy? One particular challenge for many female researchers is the continuation of their laboratory work during pregnancy and period of breastfeeding. For medical reasons, laboratory work is prohibited during pregnancy and breastfeeding and may no longer be performed by the pregnant/breastfeeding woman herself. Ulm University therefore offers you the option to apply for lab assistance. Lab assistance can be granted for the following periods: from the notification of pregnancy until the beginning of maternity leave and from the beginning of the return to work until the child's first birthday (assuming that your employment contract doesn't end before then).

Applications for lab assistance can be submitted at any time. (Please note: There is no legal entitlement to this funding.) For an initial consultation on how to apply, please contact the Office for Gender Equality at Ulm University or the Medical Faculty respectively (also for clinical institutions). You can find further information ► [here](#) or ► [here](#) for the Medical Faculty.

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Gender Consulting – help with research proposals

The Office for Gender Equality can help you to develop convincing gender equality concepts for your research projects. We are happy to support you from the beginning of the application process to the concrete implementation of measures.

The support of the Office for Gender Equality includes:

- provision of up-to-date text segments (German and English) on the gender equality strategy of Ulm University
- advice on area- or project-related measures in joint projects; provision of best practice examples
- advice on the integration of gender equality measures as well as gender or compatibility aspects in general in research proposals
- help with the design and implementation of equality measures at the faculty and institute level
- assistance with the design of posters for on-site inspections of research consortia
- poster presentations and attendance at on-site inspections

Please feel free to contact us for further information, pre-written texts suggestions (German and English) and best practice examples, as well as for area- or project-related advice!

Since the beginning of this year, the German Research Foundation (Deutsche Forschungsgesellschaft; short: DFG) has been requiring a statement on the relevance of gender and diversity in research as part of the ► **description of project proposals**. Applicants are required to submit a statement on the direct influence of gender and diversity on their own research.

A ► **checklist for applicants** as well as further information on the topic can be found on the ► **homepage of the DFG**

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Gender equality at the Medical Faculty

The Medical Faculty of Ulm University has firmly anchored its commitment to support a balance between work or studies and family life, and in particular to support female junior doctors and researchers in the Faculty's support programme. It has established the Equal Opportunities and Career Development Division in 2016 as part of the Dean's Office (Faculty Board).

All gender equality issues of members of the Medical Faculty are coordinated by gender equality representative Dr. Ruth Knipper-Willmann and discussed in the Commission for Equal Opportunities and Career Development, which is chaired by Vice Dean Prof. Dr. Anita Ignatius. The Medical Faculty offers an advisory service for applications within the framework of the federal- and state-funded Programme for Women Professors, the Margarete von Wrangell Programme and the Brigitte Schlieben-Lange Programme in close collaboration with the University's Office for Gender Equality. It has also created its own funding opportunities with the Hertha Nathorff Programme and supports rotation, exemption and research positions, lab assistance for female junior researchers as well as child and holiday care services in cooperation with the University and the University Medical Centre. You can find information on the individual funding opportunities on the pages of the ► **Medical Faculty**.

For a personal consultation, please contact the equal opportunities representative of the Medical Faculty, Dr. Ruth Knipper-Willmann, directly by email ruth.knipper-willmann@uni-ulm.de or by telephone (+49 731 /50-33604) Mon - Thu mornings.



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Contact persons gender equality

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Prof. Dr. Sandra Ludwig, Faculty Gender Equality Officer

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Faculty of Natural Sciences

Prof. Dr. Gerhard Taubmann, Faculty Gender Equality Officer

► Contact persons for matters of sexual harassment

The female contact person is

Dr. Dorothea Güttel at the Office for Gender Equality (Equal Opportunities)

Male contact person is

Michael Zips, Catholic student priest.



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