**BRIDGING PROGRAMME TO SUPPORT FEMALE JUNIOR SCIENTISTS IN THE BEGINNING**

**OF THEIR POST-DOCTORAL PHASE**

from 15 February 2017

In a meeting on 14 February 2017, the Board of Ulm University decided the following directive for the allocation of bridging funding for the support of female junior scientists:

The University utilises numerous measures in order to increase the percentage of female scientists. A bridging programme as part of the Programme for Women Professors II (PPII) shall be offered in addition to other regular research funding options.

1. **Objective**
2. The bridging programme aims to afford qualified women their entry into the post-doctoral phase (habilitation/postdoctoral teaching qualification, or alternative qualification pathways). The funding is an additional incentive for faculties and institutes to recruit and retain qualified female junior scientists for careers in science.
3. The funding serves on an individual basis as bridging between the doctoral position and the beginning of a medium or long-term financing of the post-doctoral phase.
4. **Eligibility**
5. Eligible are positions for female junior scientists that fulfil all of the following criteria:
6. Initiation of the doctoral procedure has been proposed.
7. A third-party funds application for the position of a female junior scientist (including name of the candidate) has been submitted. The application must demonstrate credible perspectives for a science career in Ulm for at least two years following the programme, including the financing of the position, research project(s) and the scientific connection. The female junior scientist has either contributed to the third-party funds application or written it herself.
8. The provision of the work station and access to the equipment of an institute or a work group of Ulm University are ensured.
9. The funding must not replace any other already planned funding.
10. **Scope of funding**
11. In the context of the bridging programme the director of the institute / supervisor of the female junior scientist receives funding for a temporary position in accordance with TV-L (collective agreement of the federal states) pay grade 13 at 50 per cent of a full-time equivalent.
12. The funding period is up to 12 months.
13. The funding ends as soon as the requested third-party funds or any other funds become available for the position.
14. **Application procedure**
15. The bridging programme is announced university-wide.
16. The funding application must be submitted in writing to the address provided in the announcement. Please use the application form provided with the announcement and attach the following documents to your application:

|  |  |
| --- | --- |
| 1. Cover letter | Motivation for your application (max. 1 page) |
| 1. Academic history | * Curriculum vitae * List of publications (the faculty can determine a minimum amount of publications) * Copy of the latest graduation certificate * Proof of submission of the doctoral thesis * Copy of birth certificate(s) of child(ren) if applicable * Copy of disability ID card if applicable * Statement on delays of scientific works if applicable (illness, disability, caring for a child or family member) |
| 1. Synopsis | Maximum of 5 pages with the following details on the funding period:   * Short description of previous scientific works * List of qualifications * Previous positions / funding * Project description incl. work schedule: * Please describe the planned scientific project and publications. * Establish the difference between this project and your doctoral project and the submitted third-party funds project. * Please attach a detailed work schedule for the entire funding period (individual steps, milestones incl. times specifications). * Financing perspective: What financing options are planned subsequent to the funding? |
| 1. Statement of the academic supervisor (sufficient if provided directly in the application form) | Assessment of   * the scientific competences of the applicant, * the female junior scientist's prospects in science, * the planned tasks throughout the funding period, * the infrastructure that will be made available to the female junior scientist,   confirmation that the female junior scientist will continue to be employed in the third-party funded project as soon as it commences. |

If the application documents are neither in German nor in English, certified German translations must be provided.

(3) The female junior scientist must provide the following personal details:

* Surname, first name, title
* Gender
* Work address, and if not available, private address
* Phone number
* Email address
* Faculty, subject & institute
* Academic studies and degree(s)
* Doctoral degree or date of the submission of the doctoral thesis
* Name of third-party funds provider and expected beginning of the subsequent funding
* Personal details as stated in the certificates according to para. 2.

These data are needed to process the funding application.

1. **Allocation procedure**
2. Based on the selection criteria (6) the Faculty selects from all correctly and timely submitted applications those who can be included in the funding programme. The Faculty’s selection relies on suggestions by a specifically instated selection committee.
3. The Dean of the responsible Faculty assesses if the requested measure benefits the advancement of the applicant's academic career. The Dean’s Office make their decision on the funding application based on the preselection of the selection committee. Areas in which female scientists are particularly underrepresented will be treated preferentially.
4. **Selection criteria**
5. The selection criteria are:

a) the applicant's qualification and

b) the applicant's potential for a scientific career.

1. The employment during the funding period must demonstrably benefit the applicant's scientific qualification in a research topic and the intended length of the contract must be appropriate for this qualification.

(3) Other factors like personal or family circumstances like illness or disability, responsibility for children or caring for family members shall be considered on top of the overall qualification of the candidate.

1. **Approval**
2. The project coordination (Office for Equal Opportunities) bases its approval of the bridging funding on the decision of the respective Dean’s Office. The approval is announced in writing and includes the decision on the funding period.
3. The Dean’s Office provides the report on expenditure of funds to the project coordination.
4. **Duties of cooperation**
5. The female junior scientist must comply with the duties of cooperation that are fundamental for the selection procedure. They must, in particular, provide the information and certificates that are needed to assess their suitability and achievements.
6. The successful applicant must notify the project coordination immediately of any changes to their circumstances which are significant to the approval of the bridging funding. This includes the decision on the third-party funds application especially.
7. The successful applicant is obliged to adhere to the rules of good scientific practice.
8. Upon expiration of the funding the female junior scientist will write a report (max. 1 page) on her work throughout the bridging period. This report must also state the decision on the third-party funds application. The report must be submitted to the PPII project coordination (Office for Equal Opportunities) within one month upon expiration of the funding.

Office for Equal Opportunities

Last updated 23/11/2017

Ulm University

Office for Equal Opportunities

Albert-Einstein-Allee 11

D - 89081 Ulm, Germany

Application form 'Financial support for female scientists'

**Bridging funding**

A measure of the Programme for Women Professors II (PPII)

**Please allow for sufficient processing time of your application.**

|  |  |  |  |
| --- | --- | --- | --- |
| **Application number**  (to be allocated by the PPII project coordinator) | | | Date: \_\_\_.\_\_\_.\_\_\_\_\_\_ |
| Faculty:  Subject:  Institute: |  | | |
| Applicant  Surname, first name:  Study programme:  Date of graduation:  Date of doctoral degree:  Date of submission of the doctoral thesis (if doctoral degree has not yet been awarded): | \_\_\_.\_\_\_.\_\_\_\_\_\_  \_\_\_.\_\_\_.\_\_\_\_\_\_ | | |
| Project summary (max. 2,000 characters) |  | | |
| Requested period of funding (max. 12 months):  Requested funding to begin: | \_\_\_.\_\_\_.\_\_\_\_\_\_ | | |
| Follow-up funding requested from: |  | | |
| Estimated beginning of follow-up funding: | \_\_\_.\_\_\_.\_\_\_\_\_\_ | | |
| I herewith certify that the information provided in this application is true and given in good faith. | | | |
| Applicant's signature: |  | | |
| Statement by the academic supervisor\*)  How do you assess the quali-fication of the candidate? | ☐ outstanding ☐ very good ☐ good  ☐ average ☐ below average | | |
| The gender equality promoting measures of the Programme for Women Professors II (PPII) are complementary measures to promote gender equality. We confirm that, in case of approval of the application, the applicant will have access to institute funds to the same extent as her male colleagues. | | | |
| Academic supervisor\*) | Name | Signature | |
| Dean’s Office\*) | Name | Signature | |
| Falls die Antragstellerin von einer Verlängerungsmöglichkeit nach § 2 Abs. 5 WissZeitVG Gebrauch macht, die nicht aus dem Professorinnen-Programm II finanziert werden kann, werden wir seitens des Instituts die erforderliche Finanzierung bereitstellen. | | | |
| Institutsleitung \*\*) | Name | Unterschrift | |

\*) To be completed by the academic supervisor as well as the Dean’s Office

\*\*) Auszufüllen von der Institutsleitung bzw. dem/der Budgetverantwortlichen

Dear applicant,

The project coordinator of the Programme for Women Professors II (PPII) will inform you via email about the approval of your funding request.

Kind regards

Your Equal Opportunities Team

**Annotation by the PPII project coordinator**

☐ The requested funding is in accordance with the directives of the Programme for Women Professors II (PPII). The application is approved.

☐ The requested funding is not in accordance with the directives of the Programme for Women Professors II (PPII). The application is rejected.

The final report must be submitted to the Office for Equal Opportunities by \_\_\_\_.\_\_\_\_.\_\_\_\_\_\_\_\_.

Date \_\_\_\_\_\_\_\_\_\_\_ Signature \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_