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NEWSLETTER

FOCUS ON FAIRNESS



UNIVERSITÄT
HEIDELBERG
ZUKUNFT
SEIT 1386

Autumn is here, and so is the next issue of our newsletter "Focus on Fairness". In this edition we provide an overview of current events and workshops at the Equal Opportunities Office. We also take a closer look at offers for families, since this year Heidelberg University has once again been re-certified as a family-friendly university. In our section "outside the box" we introduce career programmes for female researchers at the Universities of Basel and Vienna – from time to time, we will use this section to introduce best practice examples as a suggestion. Do you have any questions, suggestions or requests? We are looking forward to your feedback.

We hope you enjoy the read, Lena Esplá und Agnes Speck

AGENDA

Peer Coaching – Peer Group Meetings Guided by a Supervisor

With our "Peer Coaching" training programme we would like to offer you a forum for exchange among peers, for the supervision of scenarios from everyday academic life and for deepening your knowledge of internal university processes and activities.

Dates during winter semester 2017/18: 7 November 2017, 28 November 2017, 19 December 2017 and 16 January 2018. [more](#)

Career Advice Intensive – Compact Individual Coaching

This offer focuses on questions regarding the possibilities, planning and building of an academic career: individual and intensive advice in a one-on-one coaching session, analysis of current professional situation and advice on and planning of next steps.

Dates during winter semester 2017/18: 13 November 2017 and 2 February 2018. [more](#)

My Path towards EU Research Funding

The purpose of this event is to give you an overview of research funding options for your project ideas in Germany and Europe, and to find out, which of these meet your individual needs. Programme MuT – Mentoring and Training / Registration is required. [more](#)

Management Programme "Towards a Professorship"

This programme prepares young researchers to take on responsibilities in leadership and management, it provides support for their personal career planning and facilitates the building of an interdisciplinary network.

Dates and Modules

Thurs. 15.2. – Sat. 17.2.2018

Module 1: Negotiation and Understanding Conflict Thurs.

28.6. – Fri. 29.06.2018

Module 2: Leadership Skills

Thurs. 2.8. – Fri. 3.8.2018

Module 3: Appointment Procedures

[more](#)

Fit for Research – Yoga for Female Researchers

Get fit for research and everyday life – with a health programme offered in cooperation with Hochschulsport at Heidelberg University. [more](#)

AGENDA PLUS

Following the audit by berufundfamilie gGmbH – an initiative of the non-profit Hertie Foundation – Heidelberg University has once again been certified as a family-friendly university in July 2017. It is for this reason that this newsletter focuses particularly on services for families offered by the Equal Opportunities Office. These offers and services are intended to help members of staff, researchers and students reconcile their family responsibilities with work and studying as best as possible.

Children's Centre

Heidelberg University Childcare Offers

In addition to the crèche for the youngest, the Neuenheimer Feld campus area also features a day care centre for children up to school age and the KidsClub for children of visiting scholars. [more](#)

Backup- Service

In addition to regular childcare the University offers flexible childcare for its members. The University's Backup-Service provides individual childcare in unforeseeable situations and emergencies. [more](#)

Congress Childcare

When visiting scholars come to Heidelberg for conferences or your institution organises an event, you can contact the Equal Opportunities Office for enquiries regarding childcare. We organise congress childcare for you. [more](#)

Service for Families

Clearing Service "Academia and Family"

If a family is expecting a child, the Clearing Service offers the parent who will be taking care of the child, a moderated counselling session with their head of department / institute or team leader to plan the continuation of their academic career and future cooperation. [more](#)

Concierge Service

The Concierge Service makes daily life easier for scientific and non-scientific personnel at Heidelberg University. It takes care of time-consuming tasks, which are difficult to reconcile with family and work responsibilities, and organises the relevant services. [more](#)

Club Parentes – New Programme is Online

During the winter semester "Club Parentes", a meeting place for students and doctoral candidates with children, once again offers an exciting programme. Meetings take place on 25.10./22.11./20.12./24.1. from 3 pm to 5 pm at Café Einhorn/Triplex Mensa. [more](#)

OUTSIDE THE BOX

Thinking outside the box can be a rewarding experience – in this spirit, we would like to introduce you to two career programmes for female researchers at the University of Basel and the University of Vienna. Both universities have designed programmes for female researchers to support and accompany them on their career paths en route to leadership positions.

University of Basel: antelope

"antelope" is aimed at highly qualified doctoral students or postdocs of all faculties. Over the course of ten months, young female researchers receive advice on how to systematically plan and develop their careers and are prepared for future management and leadership roles through individual training sessions, coaching and networking with experts. [more](#)

University of Vienna: Career Programme for Female WU-Scientists

With its career programme the University of Vienna supports its female researchers in planning and designing their individual career paths. In small groups (10 group members at the most), participants work on topics and skills relevant to their careers. While taking a look at one's own research career within the scientific community at large, the programme also focuses on conflict management, negotiation and self-presentation skills. [more](#)

BRIEFLY NOTED

New: Janitor Service

The Concierge Service of the Equal Opportunities Office now includes janitor services, too. Smaller repair and handyman services can now be called upon in a swift and uncomplicated manner. [more](#)

TOTAL E-QUALITY Award

Heidelberg University has been awarded the TOTAL E-QUALITY award for equal opportunity and diversity and ranks among the award winners of 2017. TOTAL E-QUALITY stands for successful and sustainable commitment to equal opportunity and diversity in the workplace. [more](#)

Revised Version of Senate's Guideline on Fair Conduct

This summer, the Senate's Guideline on Fair Conduct has been revised. With this guideline, the University has made a commitment not to tolerate any form of conduct that harms the dignity and integrity of another person. [more](#)

FURTHER READING

In this section we collect articles, studies and books that might be of interest to you.

"A Systematic Look at a Serial Problem: Sexual Harassment of Students by University Faculty"

This article inventories and analyses actual faculty sexual harassment cases at universities in the US, while situating the findings in current literature on sexual harassment and violence in education and at the workplace. In doing so, it "adds to our understanding of sexual harassment in the university setting and informs a number of related policy and legal questions." [more](#)

Couples' Transitions to Parenthood

This book explores the implications of family policies and gender culture from the perspective of couples who are expecting their first child. Couples' parenting ideals and plans are thereby analysed in the wider context of national institutions. [more](#)

EU- Ranking – Germany Ranks 12th on Equality Index

Where in the EU do women receive the lowest wages? Which countries demonstrate equality in bodies of political power? Where in the EU do men engage in housework? The European Institute for Gender Equality looked into it. [more](#)

Research Support and Career Paths – A Comparative Study on DFG Programmes in Support of Research Careers

This report presents a comparative analysis of the career paths of researchers who applied to DFG programmes aimed at supporting young researchers at different stages of their careers. [more](#)

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