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NEWSLETTER

FOCUS ON FAIRNESS



UNIVERSITÄT
HEIDELBERG
ZUKUNFT
SEIT 1386

Spring is finally here, and so is a new edition of our newsletter.

In addition to our well-tried events and activities, we are offering two new formats in 2019: An information event on “Mobility in Academia” as well as a workshop for tutors interested in knowing more about intercultural learning. For offers tailored to your specific needs, please contact the office of your Collaborative Research Centre.

We have some news, too, on the topic of conflict resolution. The brochure “Against Sexual Harassment, Stalking and Bullying” is now available on our website as well as at the Equal Opportunities Office. You will also find an information package for persons of trust including guidance on how to conduct conversations with persons affected by sexual harassment, stalking or bullying, a form for documenting conversations and an infographic showing the rules of procedure at Heidelberg University.

Before exploring interesting activities in the field of equal opportunities at other institutions – this time we focus on the Max Planck Society – we introduce a new section of our newsletter: “Good Practice UHD” presents exemplary projects and activities from within the University’s decentralised structures.

In this edition, we take a look at the Heidelberg Graduate School of Mathematical and Computational Methods for the Sciences (HGS MathComp).

If you would like to talk about successful equal opportunity measures at your CRC or project network, too, get in touch with us.

In “Briefly Noted” we provide information on current developments at the Deutsche Forschungsgemeinschaft, among other things. What strikes us most of all is that gender and diversity become increasingly important in the application process.

Last but not least, we would like to wish you a wonderful spring. Enjoy the sun!

We hope you enjoy the read,

Evelyn Kuttikattu and Agnes Speck

AGENDA

Funding Programmes for Female Researchers

This event is aimed at female junior researchers , advanced doctoral students and female postdocs and offers information about research support and career development programmes. 10.04.2019, 10 am -12 noon [more](#)

Peer Coaching – peer group meetings guided by a supervisor

For advanced female post-docs who have embarked on an academic career: A forum for exchange among peers, for the supervision of scenarios from everyday academic life and for developing strategies and solutions. 07.05./ 28.05./ 25.06./ 09.07.19, 6pm-9pm [more](#)

Career Advice Intensive – compact individual coaching

One-on-one coaching sessions for individual advice on academic careers. Analysis of your current situation and planning of next steps. 10.7.2019 [more](#)

New: Information Event - Mobility in Academia

Practical information on organising a stay abroad, alternative forms of mobility and funding options for advanced postdocs who have embarked on an academic career. Dr Beate Scholz, a strategy consultant who operates internationally, will be the speaker. 11.07.2019 9.30pm-12noon [more](#)

New: Workshop - Intercultural Competence for Tutors

(Student) tutors are introduced to tools and methods that can be used to successfully teach and work with students with different cultural backgrounds. 22.07.2019 9am-2pm [more](#)

AGENDA PLUS

In our last newsletter we used this space to inform about the possibilities of conflict resolution at Heidelberg University. Here is what's new.

Brochure “Against Sexual Harassment, Stalking and Bullying”

Last fall saw the publication of the brochure “Against Sexual Harassment, Stalking and Bullying: Support Offers and Prevention.” The brochure provides information on definitions, legal bases and university regulations, offers advice for persons affected, and introduces programmes and activities as well as contact points for counselling and complaints. It can be obtained via the Equal Opportunities Office. [more](#)

Information Package for Counselling Sessions

Persons of trust, who oftentimes are the first point of contact in cases of sexual harassment, stalking, bullying and discrimination, can now rely on an information package containing information on conducting conversations with affected persons as well as a form for documentation of those conversations and infographics of the internal procedural regulations at Heidelberg University. [more](#)

GOOD PRACTICE UHD

Heidelberg Graduate School - Mathematical and Computational Methods for the Sciences (HGS MathComp)

On May 3–4 2018, the annual meeting of the German Chapter of the network “European Women in Mathematics” (EWM) took place at Heidelberg University. It was jointly organized by EWM (German Chapter), Federica Fanoni, Maria Rupprecht, Anna Wienhard and Michael Winckler from UPSTREAM – The Network for Women in Maths at Heidelberg Graduate School Mathematical and Computational Methods for the Science (HGS MathComp) – and the Konstanz Women in Mathematics. [more](#)

In the course of the conference “Geometric Analysis meets Geometric Topology“, the exhibition “Women of Mathematics” was opened in February 2019. This touring exhibition portrays thirteen women mathematicians, serving as role models to stimulate young women scientists to trust their own strength. The exhibition will be on display from February 26 - May 31, 2019 at the Foyer of the Mathematikon. [more](#)

OUTSIDE THE BOX

In this edition, we take a look at the activities of the Max Planck Society in the field of equal opportunities. A decentralised research organisation, the Max Planck Society conducts basic research in the natural sciences, life sciences, and humanities. It regards diversity as the basis of cutting-edge research and offers mentoring and funding programmes for female researchers to support equal opportunity. [more](#)

Minerva Femme-Net

This network is open to female researchers of all research institutions and at different stages of qualification within the Max Planck Society. The idea is to pass on the experience of highly qualified female researchers to young female researchers at the institute through mentoring relationships. At present, more than 300 mentors offer advice to about 400 mentees on all matters related to career planning and work-life balance [more](#)

Minerva Fast Track Programme

The Minerva Fast Track Programme by the Chemistry, Physics & Technology Section and the Humanities, Social and Human Sciences Section funds outstanding female researchers immediately after the completion of their doctorate or after their first postdoc position for a maximum of three years. Afterwards, they apply for an Open-Topic Max Planck Research Group. [more](#)

Lise Meitner Excellence Programme

This programme seeks to attract excellent female junior researchers. Starting in spring 2018 up to ten additional Max Planck research groups will be advertised for female researchers every year. Following a competitive selection process, successful candidates receive a W2 contract limited to five years and are given the opportunity to participate in a tenure-track process afterwards. [more](#)

Elisabeth Schiemann Kolleg

The Elisabeth Schiemann Kolleg is a network for female researchers after their postdoc phase, who would like to pursue an appointment as tenured professor or as director of a research institution. It includes mentoring, networking and regular plenary meetings, thus offering an interdisciplinary platform for scientific exchange and individual career support.

[more](#)

BRIEFLY NOTED

DFG grants Collaborative Research Centres

At the end of November the DFG announced that it will establish ten new CRCs, one of them at Heidelberg University. The CRC “Vascular Control of Organ Function” with Prof. Dr. Hellmut G. Augustin as spokesperson will receive funding initially for 4 years starting 1 January 2019. [more](#)

Sofja Kovalevskaja Award 2018 to Heidelberg Alumna

As one of six junior researchers, Paola Pinilla will receive the Alexander von Humboldt Foundation’s Sofja Kovalevskaja Award. The astrophysicist became a postgraduate at Heidelberg University, where she completed her doctorate in 2013. With the prize money she will set up a research group at the Max Planck Institute for Astronomy in Heidelberg starting in 2019 to investigate the formation of new planets. [more](#)

Hella Bühler Prize 2018 to Dr. Şevin Turcan

The award honours young researchers in Heidelberg whose outstanding cancer research has garnered well-deserved attention. Dr. Turcan works at the National Center for Tumor Diseases (NCT), researching the biology of gliomas. She directs a Max Eder junior research group in the Department for Neurology at Heidelberg University Hospital. The prize money of 100.000 € will fund further research. [more](#)

More Gender and Diversity in Proposals

At the DFG annual meeting, the decision- and policymaking bodies of the DFG agreed on a range of measures concerning gender equality. In the proposal preparation instructions, applicants will be encouraged to give appropriate consideration to diversity in the composition of project groups. Going forward, applicants will also be encouraged to reflect on the relevance of gender and diversity in the implementation of their research projects to avoid “blind spots.” [more](#)

Margarete von Wrangell Habilitation Programm for Heidelberg scientists

Art historian Dr. Alexandra Vinzenz and neuroscientist Dr. Anna-Sophia were successful with their applications for the Margarete von Wrangell Habilitation Programme for Women. With this programme the State of Baden-Wuerttemberg wants to encourage qualified researchers to qualify as a professor by offering them financial support. Funding takes the form of an employment limited to five years, three years of which are financed by the Ministry of Science, Research and the Arts Baden-Wuerttemberg and the European Social Fund, and two years are funded by the respective university. [more](#)

FURTHER READING

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

Rising Awareness of the Glass Ceiling in Science

Interview with Marie-Françoise Roy, founder of the network “European Women in Mathematics”, on “Gender Gap in Science”, a cross-disciplinary project investigating gender inequality in academia.

Relationship of Gender Differences in Preferences to Economic Development and Gender Equality

The study observed that the more women have equal opportunities, the more they differ from men in their preferences.

DFG report "Monitoring Equal Opportunity"

The DFG has published its annual report “Monitoring Equal Opportunity” on the participation of female researchers in DFG projects and the success of their proposals. This year’s report focuses on “Female Researchers in the Review and Decision-Making System of the DFG.”

Teamwork, Leadership and Gender

The field experiment investigates the impact of gender on individual performance in teams. The result shows that there is a positive and significant effect of female leadership on team performance.

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