

Promoting equality of women and gender research

Women's representative, Faculty of Medicine

Prof. Dr. med. Kerstin Amann

Deputies

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Function and structure

The women's representative of the Faculty of Medicine serves the academic staff of FAU and UK Erlangen. In October 2007, the Executive Board of FAU and the Faculty of Medicine concluded the first target agreements for increasing the proportion of women in academia, thus strengthening the position of the faculty's women's representative. On February 5, 2018, the third target agreement was signed, including these goals to be achieved by 2022:

- Increase in the number of women with 'Habilitation' from 20.7% (2015) to 30% (2022)
- Increase in the number of female W2 professors from 14.6% (2016) to 20% (2022)
- Increase in the number of female W3 professors from 3.7% (2012-2016) to 10% (2022)
- Increase in the number of female senior physicians from 20% (2015) to 30% (2022).

Gender mainstreaming

In addition to systematic headhunting, FAU aims to increase the proportion of female professors by means of gender-sensitive appointment procedures. This entails making appointment processes more transparent and ensuring that, next to the woman's representative, one additional female expert is part of each appointment committee. Furthermore, a member of the Senate of FAU monitors the appointment process in order to achieve a systematic and consistent consideration of gender aspects.

Mentoring program ARIADNEmed

Program coordinator: Dr. M. Zirngibl

The ARIADNEmed mentoring program, aimed at young female researchers in the postdoctoral and postgraduate phases, started in October

2008 as part of the target agreements for increasing the proportion of women in academia. The core component of the program is individual mentoring/coaching of young female scientists by experienced female and male professors, focusing on strategic questions regarding career development and leading to the concrete decisions. In addition, ARIADNEmed offers a high-quality seminar program on relevant career topics, such as funding, work-life balance, publishing or coaching for appointment processes. A program round lasts for 18 months. In July 2018, the sixth round ended and the seventh round, with 21 young female scientists from FAU's Faculty of Medicine and/or UK Erlangen, commenced.

Gender lectures

Every term, the women's representative organizes "Gender Lectures" featuring one or two female speakers who may serve as role models, motivating young female researchers to pursue an academic career themselves. Each lecture consists of a 30 – 40-minute talk, followed by a discussion.

Travel grants and scholarships

Talented postdoctoral researchers can apply for financial support to attend scientific conferences. The travel grant may be applied for once a year, with a maximum of three times overall – under the condition that applicants actively participate in the conference in question, e.g., via a talk or a poster contribution.

Protected research period for female postdocs

Since 2018, female physicians who care for children or other relatives can go on paid leave to fully dedicate themselves to their 'Habilitation' process. The exemption can be granted either for two to three months (100%) or four to six months (50%). The Faculty of Medicine's women's representative decides on the applications.

Office for work and family at UK Erlangen

The office, staffed with one part-time official, began its work in September 2018. Its task is to facilitate the compatibility of science, career, and family and to promote equal opportunities for young female scientists. To this end, the office develops specific measures and provides advisory services. Moreover, in cooperation with FAU's Office of Equality and Diversity, it advises DFG-funded research networks on the use of gender equality funds, from the application

phase to the conception and implementation of concrete measures (gender consulting).

Public relations

In October 2016, the faculty women's representative's own website was launched. Interested parties may here find detailed information, e.g., on funding opportunities, contacts, and topics, such as sexual harassment at the workplace.

FAU UNIVERSITÄT ERLANGEN NÜRNBERG
UNIVERSITÄTSKLINIKUM
Erlangen

Gender Lectures
Vortragsreihe für Studentinnen und Mitarbeiterinnen
an der Medizinischen Fakultät und am Klinikum

Prof. Dr. med. Stefanie Kürten
Inhaberin des Lehrstuhls für Anatomie und
Zellbiologie am Anatomischen Institut der
FAU Erlangen-Nürnberg

Dienstag,
26. Juni 2018
17.30 Uhr

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