

Career Fund for Female Scientists at iDiv (FCF)

Version: January 2024

Background

Within the iDiv funds, money has been allocated by the DFG specifically to promote the careers of female scientists. We want to support especially early career researchers who want to stay in academia or just started as a group leader. Thus, doctoral researchers (PhD students), postdocs or young professors, who are located at iDiv in Leipzig or working in iDiv member groups, are encouraged to apply. In general, all female scientists within iDiv can apply for support irrespective of which organization/university funds their research.

The prime aim of the FCF (Female Career Fund) should be to promote the careers of female scientists by **increasing their scientific network and national or international visibility** in their field of research. It will not be enough just to give money to female scientists to attend a conference: Many female scientists are attending conferences these days, and support for travel and conferences should be covered by the group leader independent of gender. In addition, there are often specific programs to support conference participation of young scientists. However, due to various factors, female scientists are hardly *visible (or audible)*. This 'invisibility' inhibits the progression of female scientists in the scientific community.

Hence, we propose that the money will be used to sponsor specific activities that are actually improving the visibility of early career female scientists in the scientific community, such as:

- Research visits to a female role model
- Chairing and organizing sessions or workshops at an (inter)national conference
- Joining targeted workshops at important conferences in your field to improve (scientific) networking
- Activities to enhance visibility of the applicant's research to the scientific community or society
- Organization of specific networking activities for female scientists at iDiv
- Organization of specific activities to increase awareness of gender bias
- Attending/organizing specific courses that teach you how to network/increase your visibility

How to apply for funding and criteria on which decisions for funding will be based

To obtain funding, all female scientists of iDiv or iDiv member groups (see iDiv website) can write a short proposal in which it is explicitly mentioned how the proposed activity will positively contribute to their career. Forms can be found on the intranet at the site of the [Female Career Fund \(FCF\)](#) or will be provided by us. In 2024, there will be one call only due to the DFG funding-phase ending on 30 September 2024. There is no maximal amount of money that can be applied for. However, the committee can decide to only partially fund the application depending on the justification of the budget and the number of other applicants in the same round.

Successful applicants might be asked to report back on their experience via a short presentation on a get-together for female scientists at iDiv organized by the combined group of successful applicants. In this way, more female scientists at iDiv will benefit from the experience gained by individual female scientists and the fund will be brought to the attention of newcomers.

Criteria

The main criteria on which the committee will base its decisions for funding are:

- To which extent will the activity contribute to the visibility or the network of the applicant?
- To which extent will the activity enhance the career of the applicant?
- Is the sum of money applied for reasonable in relation to the activity?
- Have other sources of funding been applied for? If not, has it been sufficiently explained why?

Please note that your formal relationship with iDiv (e.g. work contract, granting period) must still be in place when deploying the activity for which you use the grant.

Decisions will be taken and communicated with the applicants within one month of the application deadline. The committee will write a short, confidential report on each decision that will be sent to the applicant personally.

Committee

The committee currently consists of:

Prof. Dr. Alexandra Weigelt – Chair (Leipzig University)
Prof. Dr. Kirsten Küsel (FSU Jena)
Dr. Ute Jandt (MLU Halle)

Administrative Support

Céline Bonnamy

Committee Code of Conduct

In case of conflict of interest of an applicant with a particular committee member (e.g. being supervisor of an applicant), the committee member will refrain from commenting or deciding on this proposal. Conflict of interest can be indicated on the form by the applicant and will also be specified in the decision letter.

The proposals, all discussions on the proposals among the committee members, as well as the comments sent to the candidates, will be kept confidential by the committee and the committee administrative assistant. The applicant is free to share information if she wishes.

Questions or complaints about the decisions or procedures can be sent directly to the committee or to the chair of the Equal Opportunity Committee or Science Strategy Board. In case of severe conflicts, please approach one of the Counsellors of iDiv (see website) for support.

Contact

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