**Career Fund for Female Scientists at iDiv**

Date: March 2019

**Background**

Within the iDiv funds, money has been allocated by the DFG to specifically promote the careers of female scientists. We want to support especially young women who want to stay in academia or just started as a group leader. Thus, doctoral researchers (PhD students), post-docs or young professors are encouraged to apply that are at iDiv or working in iDiv member groups. All female scientists within iDiv can apply for support irrespective of whom pays their salary.

The prime aim of the FSF should be to promote the careers of female scientist by **increasing their scientific network and visibility** in their field of research. It will not be enough to just give money to female scientist to attend a conference: many female scientists are attending conferences these days, and support for travel and conferences is relatively easy to obtain for young scientists. However, due to various factors, they 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 young female scientists in the scientific community, such as:

* (Research) visit to a female role model
* Organization of specific networking activities for female scientists at iDiv
* Attending/organizing specific courses that teach you how to network/increase your visibility
* Chairing and organizing sessions or workshops at an (inter)national conference
* Speaking or presenting a poster at an important conference in your field where you can network

**How to apply for funding and criteria on which funding will be allocated**

To obtain funding, young female scientists of iDiv or iDiv member groups

(see website: <https://www.idiv.de/groups_and_people/members.html> ) can write a short proposal in which it is explicitly mentioned how the proposed activity will positively contribute to their career.

There will be up to 4 calls per year.

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 will be asked to report back on their experiences 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 experiences gained by individual female scientist and the fund will be brought to the attention of newcomers.

**Criteria**

The main criteria on which the committee will decide for funding are:

* To which extend will the activity contribute to the visibility or the network of the applicant?
* To which extend 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?

Decisions will be taken and communicated with the applicants within fourteen days of the application deadline. The money granted can be spent from the same day onwards – as well as activities that have taken place between the deadline and the decisions.

The committee will write a short, confidential report on each decision that will be sent to the applicant personally.

A list of successful applicants will be published on the iDiv website and/or the iDiv newsletter.

**Committee**

The committee currently exists of:

Prof. Dr Kirsten Küsel (FSU Jena and Director of iDiv)

Prof. Dr Isabell Hensen (professor at MLU Halle)

Prof. Dr Nicole van Dam (group head at iDiv and chair of the Equal Opportunity Committee)

**Rules of Best Practice attended by the committee**

In case of conflict of interest of an applicant with a particular committee member (e.g. she is the 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.

The proposal, 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. The applicant is free to share them if she wishes.

Questions or complaints about the decisions or procedures can be sent directly to the committee or to any member of the Equal Opportunity Committee. In case of severe conflicts, please approach one of the Counsellors of iDiv  **[Dr Nicole Sachmerda-Schulz](https://www.idiv.de/groups_and_people/employees/details/eshow/sachmerda_schulz_nicole.html%22%20%5Co%20%22Opens%20external%20link%20in%20new%20window)** and [**Dr Marten Winter**](https://www.idiv.de/groups_and_people/employees/details/eshow/winter_marten.html)

(see also: <https://www.idiv.de/about_idiv/structure/bodies/eoc.html> ) for help