

Fund to support female (junior) scientists with extensive committee responsibilities by employing a student or research assistant (SHK-Fund)

Information considering realization

Preamble

According to its gender equality and family concept, the European University Viadrina (EUV) aims to increase the proportion of women in professorships, junior professorships, and in committees and leadership positions, as well as implementing gender- and diversity-oriented support for young academics. To support these goals, the Viadrina has established a fund as a gender equality measure, which supports (junior) female scientists with extensive committee activities by financing student or research assistants.

From this fund, support services by a student or research assistant can be granted upon application and within the limits of available funds. They serve to compensate for multiple workloads and the associated extensions or delays in qualification projects or in scientific activities of (junior) female scientists, which arise due to extensive committee activities, in particular because of the proportion of women in academic self-administration required by the Higher Education Act.

Target group:

The funding is aimed at

- **female doctoral and postdoctoral researchers** with a scientific connection to the EUV (usually via academic advisor) or
- **female professors and junior-professors** working at the EUV,

who assume **extensive** committee responsibilities or functions in the academic self-administration provided for in the basic regulations of the EUV (Grundordnung).

Requirements

The fund represents a measure for the advancement or compensation of women in accordance with the "Quality Standards for Equal Opportunities and Family Orientation at Brandenburg Universities".

The subsidies can be awarded to women who have a multiple workload due to extensive committee work, which is necessary in particular to comply with the legal women's share of 40% in appointment committees according to § 40 (2) and 30% in all other committees of academic self-administration according to § 61 (2) of the Brandenburg Higher Education Act or for functions provided for in the basic regulations. An extensive workload is to be assumed in the case of activities in several committees or functions at the same time or functions with high responsibility or intensive workload (i.e. Chair of Committee or special representative). The extent of the time load is to be documented and made credible.

The committee activity must be either current or not more than 6 months in the past. If other compensation (staff support, reduced teaching load, etc.) has already been granted, this must be stated.

Type of support

The employment of a student assistant or research assistant usually extends over 3 to 6 months at 5 hours per week.

Application

The application deadline is once a year, or twice a year if there are remaining funds. The current deadlines are communicated via the deaneries and chairs as well as the website www.europa-uni.de/gleichstellung.

The following evidence must be submitted

- a) Detailed and comprehensible presentation of the effort put into committee work (see requirements)
- b) doctoral and post-doctoral candidates: written confirmation from a university professor that the applicant has a scientific connection to the EUV.
- c) If applicable, more evidence concerning childcare for children up to 12 years (biological and other children living in the same household), care for care-dependant relatives, case of hardship.

Funding

The support services are financed from funds of the target agreement of the European University Viadrina Frankfurt (Oder) with the Ministry of Science, Research and Culture of the State of Brandenburg.

Decision on disbursement from the fund

The Commission for the Allocation of Funds in the Field of Research and Young Academics decides on the disbursement from the fund by joint proposal of the Chief Gender Equality Officer and the Family Officer.

Support payments can only be awarded within the limits of available funds. If more applications are submitted than funds are available, priority will be given in the decision to:

- Female applicants with high multiple workloads due to committee activities.
- Applicants in qualification phases
- special hardships (single parents, financial or social hardship or similar)

Contract with the student or research assistant

The application for employment of a student or research assistant must be completed by the applicant and forwarded for signature to the Chief Gender Equality Officer as the person responsible for the costs.

By receiving funding, a short report (describing the effect of the support by a student/research assistant) at the end of the funding period is obligatory.