

Leaflet on

the Proposal for the Establishment of a Junior Research Group in the “Diversity and Gender Equality Network” (DiGENet) in the Berlin University Alliance, Cross-Cutting Theme “Diversity and Gender Equality”

I. Objective

The requested funds are intended to support the work of four junior research groups and thus the establishment of research contexts in which new questions, methods, and approaches are used to create scientific foundations for empirically informed organizational development in the areas of diversity and gender equality at universities. Building on the excellent state of knowledge and the data and analysis material already available in Berlin, it is planned to critically examine existing equality and anti-discrimination measures and evaluate them in terms of their transferability to new diversity measures. The identification and analysis of discriminatory and exclusionary structures and practices in the organizational structures and academic cultures of the partner institutions will be leveraged into the development of innovative standards that promote cultural change toward a diverse and gender-sensitive research and teaching environment.

II. Content

Calls for proposals will be made for four junior research groups.

Researchers on the following groups of topics are eligible to apply:

Fixing the Institution: overarching analyses of the mechanisms of impact of gender equality, diversity policies and practices across university disciplines and in universities as institutions

With regard to the design and implementation of diversity policies, the aim of this group of topics is to take stock of existing measures, particularly those relating to gender equality, to assess their transferability to the field of diversity, and to build knowledge about the possibilities and limitations of factors that affect the successful implementation of diversity and gender equality policies. Cross-university and university or discipline-specific research projects are conceivable. Newly developed guidelines and measures are to be evaluated on an ongoing basis and adapted as necessary.

Fixing the System: Analyses in the context of the history of science

In this group of topics, projects oriented towards the history of science can be applied for to investigate the causes of exclusion and inequality of opportunities, especially with regard to the interactions of the generation of knowledge and the evaluation of the relevance of this body of knowledge. The findings are intended to provide information on the basis of the current lack of inclusion of gender equality and diversity policies and practices.

Core Data Sets Diversity: Empirical Studies

This group of topics is intended for applications for empirical projects that can be implemented in concepts and measures for concrete (university) steering instruments at all levels. In two sub-areas, tools and mechanisms for improving gender equality and diversity measures are to be developed on the basis of quantitative and qualitative data, which can be designed to be both cross-university and university and discipline-specific.

Sub-area a: Tools, legal and technical challenges, and solutions of data collection on diversity measures

Sub-area b: Empirical studies of success factors, obstacles to, and intervention strategies for improving diversity, with special emphasis on university medicine and life sciences within the Berlin University Alliance.

The four junior research groups will be institutionally based at the four gender research centers of the BUA partner institutions:

- Charité – Universitätsmedizin Berlin: Institute of Gender in Medicine (GiM)
- Freie Universität Berlin: Margherita von Brentano Center (MvBZ)
- Humboldt-Universität zu Berlin: Center for Transdisciplinary Gender Studies (ZtG)
- Technische Universität Berlin: Center for Interdisciplinary Women's and Gender Studies (ZIFG)

III. Notes on the application

Junior researchers with a doctorate from institutions of the Berlin University Alliance (Charité – Universitätsmedizin zu Berlin, Freie Universität Berlin, Humboldt-Universität zu Berlin, and Technische Universität Berlin) are eligible to apply as well as Postdocs who are not institutionally affiliated, provided that they are willing to base their projects at one of the gender studies centers of the partner institutions. When submitting the application, the applicant must indicate at which of the four institutions the junior research group will be based.

Applicants must provide evidence of an outstanding doctoral degree, international research and publication experience, initial leadership experience, teamwork skills, and experience with interdisciplinary collaborations. When submitting the application, a person can already be appointed for the position of research assistant to be staffed.

Junior and temporary W1/W2 professors are eligible to apply.

The “Junior Research Groups” call for proposals is aimed at outstanding researchers with a doctorate who would like to establish a junior research group in the field of Diversity and Gender Equality at one of the gender studies centers of the BUA partner institutions. The junior research group leader will be employed at the institution with which the junior research group is affiliated. Employment will be for a period of up to 5 years. The employment contracts of the junior research group leaders are contractually agreed as guest lectureships and include a teaching obligation.

The following funds can be applied for:

1. A lump sum for the position of junior research group leader based on TV-L EG 14/15. Job share 100%, incl. compensation for VBL-benefits. Compensation is based on the rules of the institution with which the junior research group is affiliated.
2. Staffing of the junior research group:
One research assistant (100%)
Employment of personnel shall be in accordance with the specifications of the receiving institution. Research assistants have regular teaching obligations.
Upon request and subject to available funds, other employee categories may be applied for.
3. Material costs can be applied for as follows:
A lump sum of 10,000 euros per annum is available to the junior research group for material costs, e.g., for travel and accommodation expenses for the academic staff, smaller equipment and software, utilization costs for equipment, test animals, publications, participants in experiments, and other material costs. The funds are managed in accordance with the budgetary requirements of the State of Berlin.
Personnel and material costs (2 and 3) are fundable.

The teaching obligation of the junior research group leaders is agreed upon in the contract for the guest lectureship. As a rule, it amounts to 2 hours of courses; due to internal regulations, 4 hours of courses can be agreed upon. Research assistants of the junior research groups are subject to the teaching obligation regulation. (LVVO).

The following documents must be submitted for the application:

1. Application for the establishment of a junior research group
2. CV of the applicant and, if applicable, of the intended research assistant(s)
3. Max. two relevant publications of the applicant (if not freely available electronically)
4. Completed budget table
5. Signed consent form from the receiving institution

To ensure equality and diversity, applications from women as well as groups of people underrepresented in science (e.g., researchers with diversity characteristics such as disabilities, migration experience, first generation, etc.) are especially welcome.

Application deadline: August 1, 2021