

Visiting Scholarships abroad and at the Faculty of Engineering

Periods spent conducting research abroad are often key to a successful academic career. The Faculty of Engineering offers outstanding young female researchers (postdoctoral candidates and above) the opportunity to apply for an international visiting scholarship (**Visiting Scholarship abroad**).

Visiting Scholarships for a period of research at the Faculty of Engineering are also provided to young female researchers from institutions abroad (advanced doctoral candidates and above) who have demonstrated excellence in their track record to date. Candidates for a **Visiting Scholarship at the Faculty** should apply via a professor of the Faculty of Engineering.

Individual coachings

Funding for **individual coachings** is available for young female researchers, for example for working out a concept on how best to balance an academic career and a family, for providing guidance about applying for a position as a professor, for preparing for the appointment procedure or for undertaking a similar career step.

Visiting Professorship and guest lectures

By funding a rotating **Visiting Professorship**, the University aims at increasing awareness of outstanding female researchers as role models among female students and young researchers. This also contributes to efforts to support women, by providing female post-doctoral researchers with the opportunity to advance their careers in teaching and research at the University. Chairs can apply for **funding for guest lectures** by elite female scientists and academics. The idea behind this scheme is to inspire female students and early career researchers to embark on scientific careers by enabling them to access lectures by female role models on specialised topics and career paths.

Quality assurance in appointment procedures

The Faculty of Engineering has pledged to follow the regulations for quality assurance in appointment procedures under particular consideration of aspects of gender and diversity enacted by the Executive Board in 2017. Women's Representatives are voting members of all appointment committees. In order to increase the proportion of women among professors, suitable qualified women are actively searched for and encouraged to apply for professorships.

Start-up funding for newly appointed female professors

All newly appointed female professors receive start-up funding in addition to their negotiated funding package. This measure is intended to encourage the appointment of women to professorships and make FAU a more attractive employer for highly qualified female researchers.

Maternity leave cover

FAU is committed to being a family-friendly employer. Accordingly, it provides funding to cover the maternity leave of a researcher or professor and for research assistants to carry out laboratory work during their period of absence. Information on applying is available on the Faculty Women's Representatives' website.



FACULTY WOMEN'S REPRESENTATIVES

Contact:

Marion Kämmlein

(programmes for students/young researchers)
Assistant to the Faculty Women's Representatives
Dekanat der Technischen Fakultät
Martensstraße 5a, 91058 Erlangen
Phone: +49 9131 8527705
Fax: +49 9131 8527831
E-mail: tf-frauenbeauftragte-ma@fau.de

Astrid Nietzold

(programmes for school students)
Assistant to the Faculty Women's Representatives
Institut für Erziehungswissenschaft
Regensburger Str. 160, 90478 Nürnberg
Phone: +49 911 5302589; Fax: -588
E-mail: tf-frauenbeauftragte-ma@fau.de

The Women's Representatives will be pleased to respond to any questions or suggestions you may have.

You can find more details, including information on applying for grants and support, at www.tf.fau.eu/go/womens-representative



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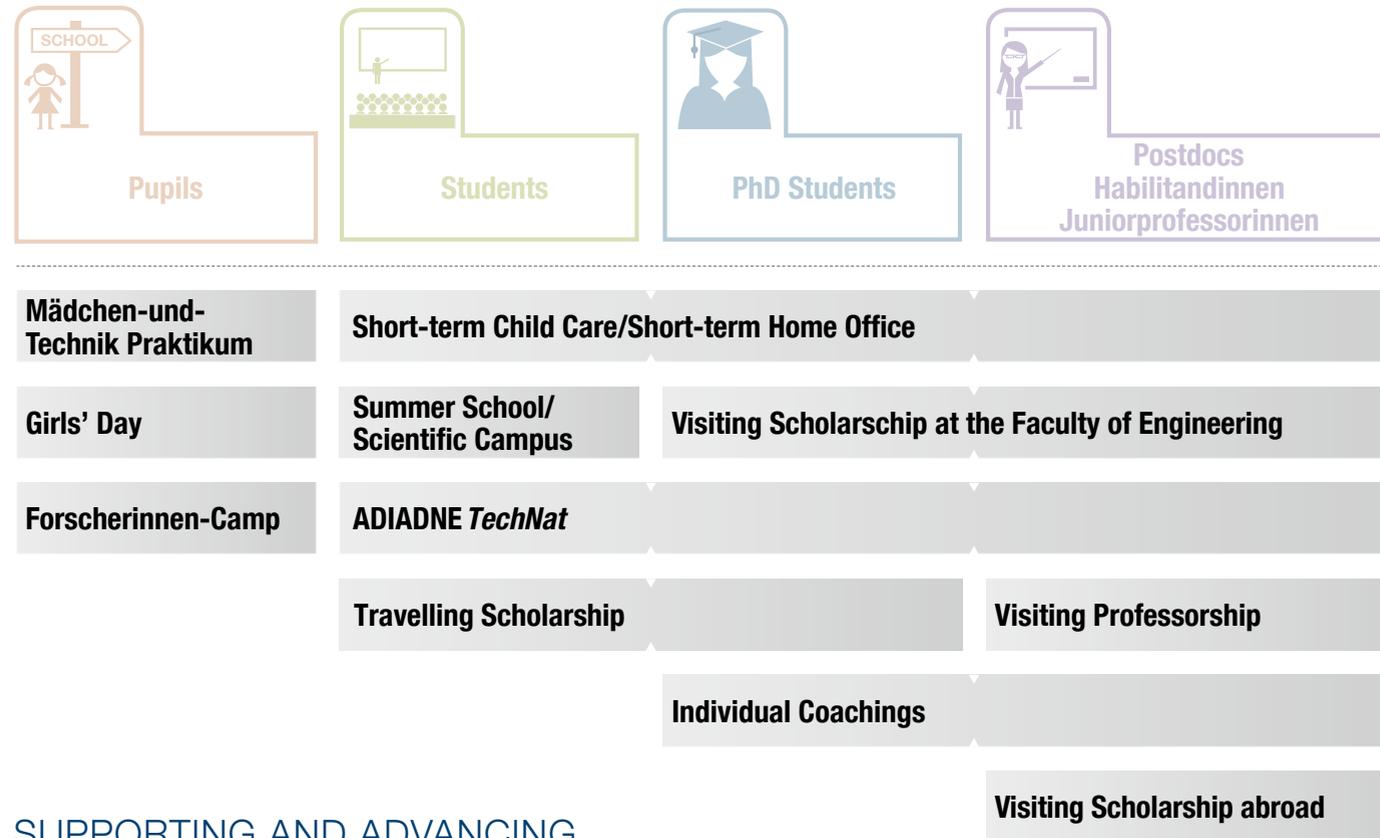
Issued by: Women's Representatives, Faculty of Engineering, Friedrich-Alexander-Universität Erlangen-Nürnberg
Content and layout: Marion Kämmlein, Sarah Linz, Astrid Nietzold
Photo credits: front (left-right): Erich Malter, FAU; Department CBI; Department EEL; Erich Malter, FAU; shutterstock; Back: shutterstock
Design: Andrea Förster
Issued: 02/2018

Initiatives for supporting and advancing women within the Faculty of Engineering

Issued by the Faculty Women's Representatives



Overview of programmes and initiatives run by the Faculty of Engineering for girls and women at various levels of qualification



SUPPORTING AND ADVANCING WOMEN

Target agreements

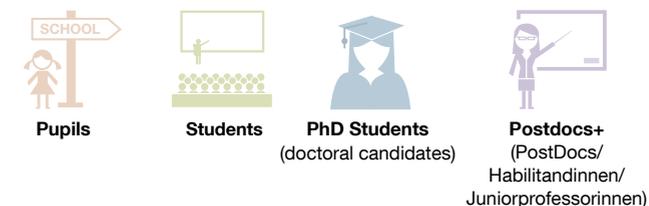
Target agreements on supporting and advancing women in the Faculty, concluded on 8 November 2017 between the Faculty of Engineering and the FAU Executive Board, are in place, covering the period until 31 December 2022. In accordance with the agreements, the Faculty aims to:

- increase the proportion of female students enrolled at the Faculty from 22 % (2016) to 27 %
- increase the percentage of women with doctoral degrees at the Faculty from 22 % (2016) to 27 %
- increase the proportion of Faculty professors who are women from 6.1 % (2016) to 10 %
- increase the percentage of women among permanent research staff (A13 on pay scale) from 19 % (2015) to 22 %

The purpose of this brochure is to provide information on the various programmes and initiatives the Faculty has set up in its endeavour to meet the targets in the agreements.

Target groups and programmes: an overview

We want to increase the proportion of women at all levels of qualification in our Faculty. Our programmes and initiatives are tailored to the specific needs of various target groups, which are:



PROGRAMMES AND INITIATIVES

Girls' Day

On the fourth Thursday in April, companies and organisations across Germany open their doors to girls from year 5 and up for Girls' Day. Various activities are offered by the Faculty of Engineering, giving an insight into research at the Faculty. Chairs that run experiments at the event can apply for financial support (e.g. for experiment materials or student assistants to supervise the experiments).

www.girls-day.de

Mädchen-und-Technik Praktikum (Girls and Technology internship)

In this programme aimed at increasing interest in science and engineering among girls, **female pupils from years 8 to 12** can take a hands-on approach to science and carry out various interesting experiments, whilst learning at the same time about the wide range of careers available in the field of engineering. It is always held in the last week of the school summer holidays.

www.maedchen-technik.de/

Forscherinnen-Camp (Young women's research camp)

The young women's research camp is aimed at girls **between the ages of 14 and 18** who are at grammar school (Gymnasium). The event hopes to increase the girls' confidence when it comes to technology, digitalisation and engineering. The pupils are given an intensive insight into the engineering profession by working on a genuine assignment together with the University and an industrial company over a period of five days.

www.tezba.de/aktuelleprojekte/forscherinnen-camp/

ARIADNETechNat

The ARIADNETechNat mentoring programme provides targeted support to female students and young researchers seeking to progress in their academic career. Each participant receives one-to-one mentoring, free of charge and tailored to their career stage and specific needs, to support their career planning, as well as having the opportunity to attend specific seminars.

- For Master's degree students: ARIADNETechNat master
 - For doctoral candidates: ARIADNETechNat doc
 - For postdoctoral researchers and Habilitationen: ARIADNETechNat postdoc+
- www.mentoring-tech-nat.fau.de/english-version.shtml

Travel scholarships

Female students working towards a Master's degree or a doctoral degree can apply for a **travel scholarship** to fund a conference attendance to deliver a paper or poster, give a talk etc. or for a short period of research abroad. Outstanding female Bachelor's degree students can apply for funding to enable them to attend a summer school or Science Campus event.

Doctoral thesis award

The Faculty of Engineering supports women and recognises their academic and scientific achievements through its annual doctoral thesis award, endowed with a monetary prize.