Research Scholarships for Female Early Career Researchers

Program to Promote Equal Opportunities for Women in Research and Teaching

Call for Applications

The Bavarian State Ministry of Science and Art finances the "Program to Promote Equal Opportunities for Women in Research and Teaching". The aim of this program is to promote highly qualified early career women researchers on their way to become professors by providing financial support for covering the researcher's living expenses.

Eligible researchers can apply for following scholarships which are subject to fund allocation by the ministry and to budgetary approval.

- **Scholarships for beginning a doctorate**
- **Scholarships for completing a doctorate**
- **Postdoc scholarships**
- **Habilitation scholarships**
- **Post-habilitation scholarships**

Application deadline and the date for the start of funding will be published on our website.

1 Types of Scholarships and Requirements

1.1 Scholarships for Beginng a Doctorate

- Only for the initial or preparatory phase of the doctorate at the UR
- Requirements:
  - Above average academic achievements
  - Master's degree already completed at the time of application
  - The doctorate studies will be pursued at the University of Regensburg
- Amount of funding: 1.400 euros per month
- Duration of funding: for a maximum of three months. An extension is not possible.

1.2 Scholarships for Completing a Doctorate

- Only for the initial or final phase of the doctorate at the UR
- Requirements:
  - Above-average academic achievements
  - A detailed justification why the previous funding cannot continue until the completion of the doctorate
  - The entire duration of the doctoral phase, including the duration of funding which you now apply for, will not exceed four years
- Amount of funding: 1.400 euros per month
- Duration of funding: for a maximum period of one year; payments will end in the month in which the thesis is defended. An extension is not possible.

1.3 Postdoc Scholarship

- For research projects concerning the period between the completion of the doctorate and the admission to a *habilitation*. The scholarship intends to enable the candidates to successfully qualify for the admission to a *habilitation*, completing research papers or publications, or to apply for funding of the following *habilitation* phase.
- Requirements:
  - Postdoc project at a chair or an institute of the UR
  - The completion of the doctorate with excellent results (at least "magna cum laude")
  - Generally, the duration of the doctoral phase did not exceed four years
- Amount of funding: 2.400 euros per month
- Duration of funding: for a maximum period of one year

1.4 Habilitation Scholarship

- Promotion of the initial or completion phase of a *habilitation* at the UR
- Requirement: admission as a *habilitation* candidate at the UR
- Amount of funding: 2.800 euros per month
- Duration of funding: for a maximum period of one year; payments will end with the completion of the *habilitation* procedure.

1.5 Post Habilitation Scholarship

- Before the application, the individual situation and the candidate's career perspectives must be discussed with the university women's representative.
- Amount of funding: 3.200 euros per month

2 Process of Application and Selection

2.1 Application Documents

Every applicant needs to send the following documents:

- Application form
- CV
- Project description (subject, task and objective, research methods, preliminary work, work schedule and time plan for the applied funding period) as well as the position of the scholarship in the overall career plan (maximum five pages)
- Publication list
- Copies of every university certificate you received
- If applicable, a copy of your children's birth certificate(s)
- An assessment by the supervisor (doctorate) or by the university lecturer who admits the postdoc project to their chair or by a mentor in the field of the *habilitation* procedure. This assessment has to be sent directly to the respective women's representative and to the "Koordinationsstelle Chancengleichheit" to chancengleichheit@ur.de.

Additional documents required for *habilitation* scholarships:

- An additional assessment by a university lecturer
- A confirmation issued by the faculty on the admission as a *habilitation* candidate
- A copy of the *habilitation* agreement
- A copy of the doctoral certificate
- If you are applying for the funding of the initial phase of the *habilitation*, please include specific evidence on how you plan to finance later stages of your qualification process as a researcher.

Additional documents required for postdoc scholarships

- A copy of the doctoral certificate or another document from your faculty administration stating that you have completed your doctorate
- Detailed explanation of how you plan to fund the rest of the postdoc phase

Additional documents required for scholarships for completing a doctorate

- A confirmation issued by the faculty on the admission as a doctoral candidate
- If applicable, a confirmation on the participation in a structured doctoral studies course or doctoral research groups

A letter of recommendation must be submitted to the respective faculty women's representative and the "Koordinationsstelle Chancengleichheit" by the supervisor of the research project (doctorate), the university lecturer who admits the candidate to their chair (postdoc projects) or the university mentor for the habilitation procedure:

An assessment on the research project and the meaning of the scholarship in regard to the applicant's overall career plan.
In the case of completion scholarships for the final phase of the doctorate, the supervisor needs to explain why the previous funding cannot be continued.
The assessment for scholarships funding of the initial postdoctoral and *habilitation* phase should contain a plausible plan on the follow-up funding of the research project.
If the research project is a cross-faculty project, the assessment needs to entail an assignment of the project to one faculty.

A letter of assessment of applications and their ranking must be submitted by the women's faculty representative to the "Koordinationsstelle Chancengleichheit"

The decision of the faculty's committee which reviews the applications and suggests a ranking of the applicants if more than one application was submitted.

2.2 Application Procedure

- The complete application must be submitted by the due date electronically (**as one single pdf file**) via e-mail to the respective faculty women's representative and to the Equal Opportunities Coordination Office chancengleichheit@ur.de.
- The letter of recommendation should be sent directly to the faculty women's representative and to the Equal Opportunities Coordination Office, chancengleichheit@ur.de.
- The application, all the documents, as well as the assessments can be submitted in English. If certificates are not in English or German, it is necessary to include a certified translation into one of those two languages.
- The legally binding official notification of funding is issued on behalf of the university's management by the Unit II/7 of the UR administration and will be mailed to the applicants.

2.3 Selection Process

2.3.1 Eligibility Criteria

The academic achievements of the women early career researcher and her ability to successfully pursue the goal to become a professor are of the utmost importance. Since the Bavarian state government promoted equal opportunities for women in research and teaching, in particular in STEM subjects, applicants of faculties, where the proportion of women is below average will be given preference in the selection process.

2.3.2 Faculty Awarding Committee

The members of the faculty awarding committee headed by the faculty women's representative cast their vote on the quality of the applications. Apart from the faculty women's representative, the awarding committee usually consists of the dean, the dean of research and further specialists in the field.

Should there be several applications from one faculty, these should be ranked and a brief explanation should be submitted.

2.3.3 Central Awarding Committee

The final selection is made by the central committee which consists of the university women's representative, her deputies and the vice president for research and promotion of young researchers. The central awarding committee may form a waiting list of applicants, who may receive funding if the amount of funds is higher than previously expected.

3 General Information and Funding Guidelines

3.1 Funding Period

Funding always begins on the first or 15th of a given month.

3.2 Childcare Benefits

For children under the age of 12 additional childcare benefits may be paid upon request. The monthly amount for one child is 300 euros, for each additional child 100 euros will be granted. A copy of the birth certificate of each child must be submitted with the application.

3.3 Employment and Teaching

The scholarship holders should work full-time on their research projects. Simultaneously, the faculty must guarantee a close institutional connection (especially as far as scholarships for postdocs or *habilitation* candidates are concerned), which can be achieved by teaching activities.

a) Completion scholarships for doctoral candidates: scholarship holders can be involved in a regular employment which must not exceed 40 hours per month.
b) Postdoc and *habilitation* scholarships: holders of postdoc or *habilitation* scholarships are generally obliged to two hours of teaching per week during each term. An additional two hours per week are permitted. Further additional employment is not allowed.

3.3 Additional Scholarships and Social Security Benefits

In general, scholarship holders cannot receive another scholarship. Furthermore, it is not possible to receive a scholarship and unemployment benefits at the same time. The receiving of parental benefits needs to be indicated and can lead to an exclusion of scholarship eligibility.

3.4 Subsequent Applications, „Reallocation of Funding", Extension

Subsequent applications for postdoc or *habilitation* scholarships can only be considered in exceptional cases, and their consideration depends on the allocation of funds by the ministry; the necessity of this subsequent funding must be justified.
The change of the scholarship type due to the scholarship holder's changed academic situation (for example, change from doctoral completion scholarship to postdoc or *habilitation* scholarship) is not possible.
Funding can only be granted for the duration of the requested period. An extension of funding is not possible.

3.5 Maternity Leave

Subject to funds provided by the ministry, the scholarship shall be extended by the period of statutory maternity leave if it overlaps with the regular funding period. An informal written request with a copy of a medical certificate must be presented.

3.6 Part-time Scholarships

In exceptional cases, part-time scholarships which comprise half of the regular funding may be granted upon request. Researchers with children under the age of two may be eligible for a part-time scholarship with reduced payments in case of childcare obligations or part-time work of the other parent. However, this does not extend the maximum funding period. After six months of funding, the part-time scholarship holder must report to the university women's representative on her progress.

3.7 Interrupting the Scholarship Period

Upon written request, the scholarship can be interrupted for a maximum period of six months. Payments will be suspended at the beginning of the interruption.

3.8 Stay Abroad During the Scholarship Period

During the funding period, temporary stays abroad for research purposes are possible. During these research stays the scholarship holders are eligible to receive payments. However, additional benefits (e.g. travel costs, accommodation expenses, etc.) cannot be granted. The Equal Opportunities Coordination Office must be informed about the stay abroad.

3.9 Social Security

The scholarships do not establish an employment relationship. The payments are not subject to social insurance contributions as they are not a remuneration. The scholarship holders themselves are responsible for their own health insurance coverage and must cover other risks privately. The scholarship holders may apply for a health insurance allowance of up to 200 euros per month via the application form, if the recipient is required to obtain health insurance on her own.

3.10 Applicants with Foreign Nationality

In order to be eligible, applicants with a foreign citizenship need to have their main place of residence in the Federal Republic of Germany at the time of application. Applicants who already receive funding by their home country for their stay in Germany are not eligible.

3.11 Notification Obligation

The scholarship holder must immediately notify the Equal Opportunities Coordination Office and "Referat II/7" of any changes which might influence their entitlement to the scholarship.

3.12 Final Report/Report on Expenditure of Funds

No later than eight weeks after the end of funding, every scholarship holder must provide a report on the expenditure of funds. Depending on the type of scholarship, this entails:

a) Doctorate Beginning scholarships
   Final report on the entire funding period and statement on further planning (maximum two pages).
b) Doctorate Completion scholarships of dissertation or *habilitation*:
   a report on the progress of the research project copy of the doctoral certificate or the *habilitation* certificate
   If the process of dissertation or *habilitation* is not completed at the end of the funding period, but the completion is in the foreseeable future, a message via e-mail to chancengleichheit@ur.de on the date of completion is sufficient. A copy of the respective certificate is to be submitted unsolicited as soon as the scholarship holder receives it.
   If the scholarship recipient cannot complete her research project as intended until the end of the funding period, she must present a statement (maximum two pages) in which she states the reasons for the delay and describes the planned continuation of the project. The report should comprise the whole funding period. A copy of the certificate is to be presented unsolicited after the completion of the degree.
c) Scholarships for the initial phase of postdoc and *habilitation*:
   A final report on the whole funding period and a statement on further plans (maximum two pages). A copy of the admission as a *habilitation* candidate or the *habilitation* certificate needs to be presented after admission or completion.

3.13 Evaluation

For evaluation purposes, the scholarship holders are encouraged to inform the Equal Opportunities Coordination Office about essential and successful steps towards their goal of becoming a professor even after the end of funding.

3.14 Date Privacy

Please consult the date privacy statement for detailed information (in German only).
https://go.ur.de/chd-datenschutz

3.15 If you have further questions on this program, please contact:

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