

Measures for the Advancement of Women at the Medical Faculty

Increasing the research output of women in clinical disciplines through additional research time for early-career female researchers (Funding Instrument: "Flexible Research Time")

In order to increase the research output of women in clinical disciplines, the Medical Faculty's Equality Plan provides a funding instrument to finance additional flexible research time during the habilitation process. This is intended to support women who have a proven track record in research and are pursuing a habilitation in a clinical discipline. Eligible candidates may receive additional flexible research time of up to a maximum of 84 working days over a period of 12 months (this corresponds to a one-third position and, including a holiday entitlement of 10 days, results in an effective research period of 74 working days)¹. During this time, they are to be relieved of teaching, patient care, and administrative duties to focus on their research.

The costs of this release from clinical duties are funded by the Medical Faculty's women's advancement funds and paid to the dispatching clinic. Typically, up to 3 female researchers can be supported by this instrument per year. The Commission for Equality and Diversity of the Medical Faculty, in collaboration with the Deanery of the Medical Faculty, is responsible for the competitive call and selection process.

Requirements for Application

Clinic directors may apply for additional research time for early-career female researchers employed at their clinic, provided the candidate holds at least a half-time position. The following criteria must be met and documented in the application:

- The researcher must demonstrably be on a promising path toward habilitation, meaning that the completion of the habilitation is highly likely within 24 months of the application date. This must be evidenced by the fact that at least two-thirds of the publication output required to open the habilitation process has already been achieved.
- The researcher must not hold a dedicated research position or a research position funded by the Medical Faculty's research funding concept.

Application Process

The informal application from the Clinic Director must contain the following information and documents:

- A brief introduction of the researcher and her function within the clinic, along with the justification for the application.
- A detailed list of the periods for which the release from clinical duties is requested, jointly developed and signed by the Centre/Clinic Director and the researcher. Please note that the funding period must begin within the year of approval and cover a maximum of 12 months.

- A written commitment from the Centre/Clinic Director to release the employee from clinical duties, including detailed personnel and task planning, demonstrating how the researcher's release will be ensured within the clinic during the additional research time.
- Proof of a budget-funded academic employment relationship at the UKM that exists for the duration of the funding (according to the detailed research time planning mentioned above).

The applicant must supplement the application with the following documents:

- A full Curriculum Vitae (CV).
- A brief research concept and a prospective timeline for completing the habilitation requirements.
- A complete list of publications, structured and evaluated according to the guidelines for requesting the opening of the habilitation process (including assignment to journal categories, specifying the chosen category and the Impact Factor (IF) for each publication).
- A list of third-party funding.
- A detailed list of teaching activities and proof of qualification in medical education (medical didactics).

Applications may be submitted once a year, by 1 April of each calendar year. Applications should be addressed to the Equal Opportunities Officer of the Medical Faculty. Only applications with complete documentation (as listed above) will be considered.

The Equality Commission of the Medical Faculty (FB 05) will review the applications and make a funding recommendation to the Deanery. The final decision on funding is made by the Deanery of the Medical Faculty. This programme is financed by the Medical Faculty's women's advancement funds. In all publications resulting from the funding period, the Deanery of the Medical Faculty of the University of Münster must be mentioned as the funding institution in the "Acknowledgements" section.

¹ If approval is granted to an applicant who does not hold a full-time position, the funding may be implemented by extending the funding period. For example, in the case of a half-time position, this would cover a period of 24 months, with a flexible research time of up to a maximum of 168 (half) working days (which, over 24 months, corresponds to a one-third position and, including a holiday entitlement of 20 half-days, results in an effective research period of 148 (half) working days. (*Decision of the Deanery on 23 May 2019*).