

Measures for the Advancement of Women at the Medical Faculty

Funding Instrument: "MOMENTUM Women's Leadership Journey"

Since 2022 the Medical Faculty has integrated the MOMENTUM Women's Leadership Programme - initially launched by the CRU 326 - into its catalogue of measures to support the scientific careers of early-career female researchers. This is a further measure to increase the proportion of women in leadership positions in both clinical and research fields.

The "MOMENTUM Women's Leadership Journey" is a nine-month leadership and personal development programme. It aims to sharpen the individual perception of one's own leadership within projects and daily activities, as well as to further develop and strengthen the leadership competencies of female academic staff across various qualification levels.

The programme begins with comprehensive personal (360°) feedback in the form of a Leadership Circle Profile (LCP) and individual coaching, followed by five interactive group workshops and an individual coaching session at the end of the programme.

Target Group

The MOMENTUM Women's Leadership Programme is aimed at female physicians and scientists at the Medical Faculty of Münster who are at the start of their scientific career (typically in the post-doctoral phase) and who are aspiring to or considering an academic career with the long-term goal of a professorship.

Typically, up to 12 female academic staff members with employment contracts at the Medical Faculty of Münster or from research consortia within the Medical Faculty may participate. The Medical Faculty covers the costs for up to six participants with employment contracts at the Medical Faculty/UKM using equality funds. The remaining places are reserved for staff from research consortia and must be funded by those respective consortia.

The Equal Opportunities Officer, together with the Commission for Equality and Diversity of the Medical Faculty and in collaboration with the Medical Faculty's Deanery, is responsible for selecting the participants funded via the faculty's equality funds. The selection of applicants funded by research consortia is the responsibility of the respective consortia.

Requirements for Application

The following criteria must be met and documented in the application:

- The researcher should ideally be in the first few years of the post-doctoral phase and not yet have completed her habilitation, but must demonstrate a clear ambition to pursue a scientific career (e.g., through integration into a scientific research group and initial publications).
- The applicant must currently hold, and continue to hold for the entire duration of the programme, at least a half-time position at the Medical Faculty of Münster, funded either by the budget of the Medical Faculty/UKM or via third-party funds/consortium projects/IZKF.

Application Process

The informal application must contain the following information and documents:

- Letter of Motivation: A brief introduction of the researcher and her current role in the clinic/institute/research group, an explanation of her motivation, and details of planned or existing leadership responsibilities.
- Full CV and List of Publications: Structured and evaluated according to the guidelines for requesting the opening of the habilitation process.
- List of Third-Party Funding (if applicable).
- Written Commitment: A signed statement from the relevant Institute/Clinic Director or Principal Investigator (PI) confirming the researcher's release for the programme (it must be explicitly stated that the person is released for participation and that the time spent will be counted as working time).
- Funding Confirmation:
 - For applicants with UKM/University of Münster contracts: Confirmation from the relevant Institute/Clinic Director that no gender-equality funds are available to finance the participation.
 - For applicants in positions funded by third-party funds/consortium projects/IZKF: Confirmation from the relevant Principal Investigator (PI) that the participation costs will be covered.
- Proof of Employment: A copy of the employment contract confirming a budget-funded academic position (at least half-time) at the Medical Faculty of Münster/UKM (established post) or a corresponding position funded by third-party funds/consortium projects/IZKF within the Medical Faculty of Münster, spanning the duration of the funding (typically January to October).

Applications may be submitted once a year, by 31 January of each calendar year. Applications should be addressed to the Equal Opportunities Officer of the Medical Faculty (for applicants with UKM/University of Münster contracts) or to the respective lead of the third-party project/IZKF (for applicants in positions funded by third-party funds/consortium projects/IZKF). Only applications with complete documentation (as listed above) will be considered.

As of November 2024