

Candidates for Professorial Appointment Procedures

Search and approach of qualified women

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Introduction

This summary is a support and guideline for the proactive search for qualified female candidates for professorial appointment procedures. It provides information on the possibilities to approach and empower female researchers to apply in the context of suitable advertisements, but also for the search of experts. The focus lies on databases containing information about female scientists and special women's mailing lists with a focus on MIN subjects.

1 Procedure

In parallel to the advertisement of a professorship, the dean's office and/or the appointment committee have to carry out a structured and documented search for suitable candidates according to § 1 (4) of the appointment regulations.

After the official appointment of the committee and the finalization of the advertisement text, the chairperson of the committee initiates the clarification of the responsibility for the active search for both female and male candidates. It is advisable to assign this task to someone with subject-specific expertise, ideally to the scientific contact person.

Nevertheless, any other member of the committee can also accept this task.

Each step during the research and every direct approach must be documented in the respective protocols and the appointment proposal. The Presidium of the university partly demands proof of the conducted research, e.g. in form of printouts of search results from data bases.

It is not automatically the task of the respectively involved equal opportunity representative to take over the active search specifically for female candidates. However, cooperation is recommended.

It's important:

- that early in the process, one person takes over responsibility for searching/approaching qualified and suitable female candidates
- that the research/contact efforts are documented

2 Research for Female Candidates

Enclosed you will find an overview of the options to specifically address suitable female candidates and the further distribution of the advertisement in order to specifically address women. On the one hand, a distinction between interdisciplinary and subject-specific portals is made, on the other hand, national and international platforms are differentiated. In addition, there is a distinction between (1) databases which are specifically set up for scouting purposes, (2) so-called "speaker" lists and (3) portals and lists for the distribution of the job advertisement.

2.1 Female Scientists of all MIN-Subjects

2.1.1 National Databases MIN

Fem Consult: <http://www.gesis.org/cews/femconsult/recherche/suche/>
Women register themselves for this database.

AcademiaNet: <http://www.academia-net.de/suche/>
Women are proposed by research institutions, for example.

Inquiries to the DFG Review Boards, see
https://www.dfg.de/en/dfg_profile/statutory_bodies/review_boards/index.html

Database of the Margarete von Wrangell Habilitation Program (Baden-Württemberg):
<http://www.margarete-von-wrangell.de/index.php?nav=1>.
Female postdoctoral lecturers from Baden-Württemberg in various fields.

2.1.2 National Distribution Lists MIN

Deutscher Akademikerinnenbund e.V. DAB: via e-mail to info@dab-ev.org.
German-wide representation of female academics with a scientific focus.

Work Group "Women in Science and Technology" of the Deutschen Akademikerinnenbundes e.V.: via e-mail to ak-fnt@dab-ev.org.
Experts from natural sciences and technology with a focus on science.

Association of Women in Science and Technology NUT e.V.: via e-mail to
geschaeftsstelle@nut.de.

Scientifica: Posting the professorial advertisement on
http://scientifica.de/redaktion/neues-stellenangebot/?no_cache=1.
Portal for women in science and technology in Baden-Württemberg.

2.1.3 International Databases MIN

Femdat: <http://www.femdat.ch/>

Swiss scientists and experts in various fields with a degree from a university or a university of applied sciences. Female Scientists can register themselves.

Working group for equal opportunities: <https://akgl.uni-graz.at/en/for-members-of-staff/database-of-women-holding-a-postdoctoral-academic-qualification/>

Austrian database of habilitated women, independent research not possible (you need to file a request).

Research in DFG project database <https://gepris.dfg.de/gepris/OCTOPUS?language=en> or the research database of the European Commission <https://cordis.europa.eu/projects>.

Research in international research networks, such as www.academia.edu/, www.academicpositions.eu or <http://www.researchgate.net/> (all fee required). In some cases, job ads can also be placed there.

FEMtech: <https://www.femtech.at/en/femtechs-database-female-experts>.

Austrian women scientists with a focus on science and technology. Women register themselves here; platform also serves to find mentors.

UK Database of Women Experts in SET: <http://cemu10.fmv.ulg.ac.be/WITEC/intro.htm>. Experts from the SET area (Science, Engineering and Technology).

STEM Women Australia: <https://www.stemwomen.org.au/>

Online list of Australian women scientists from the MINT fields.

2.1.4 International Distribution Lists MIN

Association for Women in Science (AWIS): Posting of a job advertisement on

<http://awis.associationcareernetwork.com>. (fee-based service)

US-American women's network in science, technology, engineering and mathematics; not exclusively scientists.

Cambridge Association for Women in Science and Engineering (AWiSE); both, science and industry in England.

Distribution via email to a list of members (prior registration for the list is needed (email with subscribe in the subject line to: ucam-awise-request@lists.cam.ac.uk)).

2.1.5 International „Speaker“-Lists MIN

500 women scientists: <https://500womenscientists.org/request-a-scientist>.

Global database of women in science, technology, engineering, mathematics and medicine (STEM).

Women speaker foundation: <https://women-speaker-foundation.jimdo.com/>.

European Speakers Agency

2.2 Women Scientists of Individual MIN Subject Areas

2.2.1 International Databases Biology

EMBO-WILS Database of women in the life sciences: http://wils-database.embo.org/members_meet.php.

Fungalgenomes: <http://fungalgenomes.org/blog/wrifo/>.

Blog with a directory of female scientists in the field of fungi and oomycetes.

Microbiome Digest: <https://microbiomedigest.com/sample-page/women-in-microbiology-for-keynote-lectures/>.

Blog with a list of female scientists in the field of microbiology.

2.2.2 International Databases Earth System Sciences

The job list of the Earth Science Women's Network: https://eswnonline.org/resource/the-earth-science-jobs-network-es_jobs_net/

Prior registration is needed: http://mailman.ucar.edu/mailman/listinfo/es_jobs_net

The MPOWIR Blog ('Mentoring Physical Oceanography Women to Increase Retention'): <http://mpowir.org/blog/>.

Frantecologist: <https://franciskadevries.wordpress.com/women-in-soil-science/>.

Blog with link to a list of female scientists in the field of earth system sciences

2.2.3 International Databases Informatics

Women in Machine Learning (WiML): https://wimlworkshop.org/sh_projects/directory/

Directory with female scientists in the field of machine learning

2.2.4 International Database Mathematics

Women in Number Theory: <http://womeninnumbertheory.org/directories-women-in-number-theory/>.

Online list of female scientists in the field of mathematics

2.2.5 International Distribution Lists Mathematics

European Women in Mathematics – German list: via e-mail to ewm-info@uni-magdeburg.de

Prior registration is needed: <https://listserv.uni-magdeburg.de/mailman/listinfo/ewm-info>.

European Women in Mathematics: via e-mail to EWM-ALL@JISCMail.ac.uk

Prior registration is needed: <https://www.jiscmail.ac.uk/cgi-bin/webadmin?SUBED1=EWM-ALL&A=1>.

2.2.6 International „Speaker-List“ Physics

American Physical Society (APS Physics):

<https://www.aps.org/programs/women/speakers/index.cfm> "Women Speaker" list with women physicists from North America.

2.2.7 (Inter-) National Distribution List Physics

E-mail list female physicists -- Information and discussion forum women in physics:

Information under <https://lists.physik.uni-muenchen.de/mailman/listinfo/physikerinnen>.

Message to all list members (moderated) to physikerinnen@lists.physik.uni-muenchen.de.

3 Platforms of other Underrepresented Groups in MIN Subjects:

3.1 All Subjects

CAISE List: <http://www.caiselist.com/index.html>

Online list of historically marginalized scholars (here: Black, LGBTQ+, women, disabled, native american, Hispanic, Pacific Islander and veterans) in STEM areas

500 Queer Scientists: <https://500queerscientists.com/>
with scientists from the LGBTQ+ community in STEM areas

Diversify STEM Conferences: <https://dscnatl.org/speakers-list/>
Online list of scientists from underrepresented groups

Diverse Sources: <https://diversesources.org/>
Database with scientists from underrepresented groups in the fields of natural sciences, health and environment

3.2 Biology

Diversify EEB: <https://diversifyeeb.com/>

Directory with scientists from underrepresented groups in the fields of evolutionary biology and ecology

3.3 Chemistry

Diversify Chemistry: <https://diversifychemistry.com/>

Directory with scientists from underrepresented groups in the field of chemistry

4 Working Groups of Expert Associations

Expert Associations often have working groups for equal opportunities within the respective field. Sometimes they (also) have a declared person that can be specifically addressed with questions regarding diversity and equal opportunities in science:

Working group equal opportunities (AKC) of the DPG, see https://www.dpg-physik.de/vereinigungen/fachuebergreifend/ak/akc?set_language=en.

Working group equal opportunities in chemistry (AKCC), see <https://en.gdch.de/>.

Section for women's work and informatics of the German Informatics Society. <https://fg-frauen-informatik.gi.de/>.

Diversity and equal opportunities department of DMV, see <https://www.mathematik.de/en>.

German Association of Women Engineers e.V. (dib): posting of the tender under <https://www.dibev.de/english.html> after registration under <http://www.dibev.de/106.html>.

5 Women Distribution Lists at the MIN Faculty of the Universität Hamburg

All departments of the MIN faculty have their own women's distribution lists. Please also send job advertisements to these lists, as the scientists at the Universität Hamburg can be great multipliers.

Hamburg women physicists:	PhysikFrauen@min.uni-hamburg.de .
Hamburg women earth scientists:	frauen.geo@mailman.rrz.uni-hamburg.de .
Hamburg women biology scientists:	BioFrauen@min.uni-hamburg.de .
Hamburg women chem scientists:	ChemieFrauen@min.uni-hamburg.de .
Hamburg women math scientists:	MatheFrauen@min.uni-hamburg.de .
Women-information network:	wissenschaftlerinnen@informatik.uni-hamburg.de / frauen-inform@informatik.uni-hamburg.de .

6 Support / Contact

If further support is needed, the MIN faculty will gladly help (contacts see below).

Please also send any comments and additions to this guide to gleichstellung.min@uni-hamburg.de.

Questions regarding the appointment procedure can be answered by the faculty's appointment office (see below).

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