

Promoting the career of talented female researchers – two innovative examples at the University of Basel.

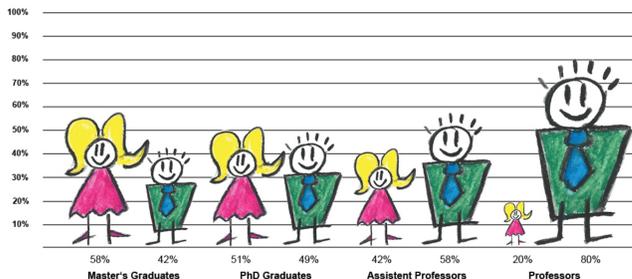
Initial situation

The University of Basel has been working towards achieving equal opportunities for men and women since 1998. With its Equal Opportunities Action Plan 2013-2016, the University of Basel established a comprehensive strategy-plan with well-coordinated central and faculty equal opportunities measures.

Central aims of our work in equal opportunities are to support the University of Basel to be a

- non-discriminatory,
- gender-sensitive and
- family-friendly

place to promote excellent research, teaching and knowledge-transfer and to increase the proportion of women on the different levels of qualification.



Caption: Leaky Pipeline of the University of Basel, based on figures for June 2016.

As the illustration about the current situation at the University of Basel shows, female scientists still face the glass ceiling as a barrier that keeps them from rising to the upper rungs of the academic ladder, regardless of their qualifications or achievements.

This is where the present contribution of the University of Basel's action plan takes up: To mitigate this situation, the Equal Opportunities Office developed different perspectives. Due to this, five scopes of work were defined.

Strategic measures of the University of Basel Equal Opportunities Action Plan 2013-2016

To achieve our aims, five major fields were established:

- organisational development
- career development
- increasing the proportion of women
- reconciling family and career
- reducing segregation

Especially in the field of career development, two major funding lines were developed that became our major showcases in marking innovative and successful concepts in programs for female early career researchers: antelope and stay on track.

Project team

- Equal Opportunities University of Basel
- Lead: Nicole Kälin
- antelope: Dr. Andrea Flora Bauer and Patricia Zweifel
- stay on track: Dr. Beate Böckem

Website

www.unibas.ch/chancengleichheit

antelope

- is a competitive career program offered by the University of Basel
- is aimed at highly qualified female doctoral students and postdoctoral researchers
- helps to plan careers systematically in individual and common settings
- prepares for leadership and management roles
- sharpens the academic profile
- is exclusive, concise and free of charge

Founded in 2014, antelope has constantly developed. From a career program for female doctoral students with two subprograms, towards a career program with four subprograms, two of them aimed at postdoctoral researchers. Also the president's board is convinced of the success of antelope. Since 2015, antelope is entirely financed by university's money. Originally a part was financed by the Federal Equal Opportunities Program.

Four subprograms



Figures

- 3 years antelope: 154 participants, 329 applications
- participants from 34 and experts from 16 different countries

"antelope is a prestigious project that not only promotes outstanding young female researchers, but distinguishes the whole university."

Prof. Dr. Edwin C. Constable, Vice President for Research

Participants' achievements

- Support and preparation in academic and non-academic careers
- acquisition of competencies and skills (ECTS)

Program's achievements

- high number of applications
- success rate concerning postdoc positions and professorships
- established career program in the area of research and career advancement
- promoted by faculties, NCCRs and institutes with an accredited status
- expansion to an international professional research network for experts and young researchers

stay on track

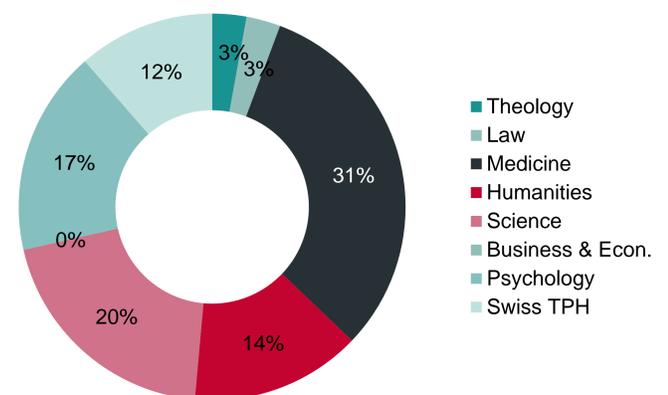
The line of funding is aimed toward highly qualified female postdoctoral researchers in the early stage of motherhood. Support measures will be made available on a semester-by-semester basis to help focus and maintain high-quality research. The support measures are scheduled to fit approximately with the duration of semesters.

temporary cover options:

- providing a (laboratory) student assistant
- replacement for project leadership / administrative tasks (workload generally 10-15%)
- temporary teacher to cover the mandatory teaching load
- individual support option

stay on track was established in 2014. Until now, it supported 35 postdoctoral researchers throughout all faculties and institutes and helped them to stay on their tracks for professorship.

Funded female researchers by faculties, in total 35 (2014-16)



Upcoming: get on track

Is aimed at doctoral students with family duties

Aims

- finish dissertation in the duration of the doctorat
- disadvantage compensation for research
- attractive and competitive offers for young researchers
- support structures address family tasks

Start in 2017, dates & deadlines cf. stay on track