



Gender Equality Policies

In April 2008, the Ulm University Medical Center was the first University Hospital in Baden-Württemberg to receive the Career and Family certificate from the Hertie Foundation;

Ulm University followed in November 2008 by being awarded the Family-friendly University certificate and since then numerous provisions, for example, flexible working hours, opportunities for leadership development, practical information for employees returning to work following a family-related career break, have been gradually introduced and implemented.

Gender equality is an important goal of Ulm University and has been fixed in its “Plan for Structure and Development.” Ulm University strictly supports the DFG concept of “Research-oriented standards of gender equality” (see www.dfg.de/chancen-gleichheit). A variety of gender equality measures are anchored in all the boards and panels of the university in the form of the Gender Equality Officer and the newly founded Gender Board. In addition, Ulm University established a new administrative office for Human Resources, Gender and Diversity. One major aim of these measures is to significantly increase the number of females at all levels of leading positions. Ulm University has been ranked in second place (out of 65 universities) with respect to gender aspects in a report of the CEWS (A. Löther, GESIS - Leibniz-Institut für Sozialwissenschaften, Center of Excellence Woman and Science, Hochschulranking nach Gleichstellungsaspekten, 2009, Bonn).



Ulm University and its Medical Center are actively engaged in adopting numerous measures to promote gender equality policies.

Mentoring Program

A special Mentoring and Training program (MuT), which has been in place for several years, supports female students, doctoral candidates, and post-doctoral researchers in planning their careers, in order to prepare them for their future leadership roles in science and thus to improve their career prospects. Many of the mentors who represent the MuT program (Mentoring and Training) have themselves built up a significant career in science while raising their children at the same time, and therefore act as role models for young women in similar situations.

Margarete von Wrangell Post-Doctoral Program for Women in the State of Baden-Württemberg

This program fosters the postdoctoral theses of female scientists. The grant support lasts for up to five years, three of which are funded by the Ministry of Science, Research and the Arts, and two by Ulm University.

Schlieben-Lange Program for Young Women Scientists with Children

Within the framework of this special program, Ulm University awards scholarships for young women scientists with children on behalf of the State Government of Baden-Württemberg and the European Social Fund. The aim of this program is to increase the number of women with children who can attain professorships by improving the compatibility of the scientific qualification phase with their family responsibilities.





Katja Schilling, Vera Gramich, Dr. Melanie Schirmer, and Dr. Nicole V. S. Ratzinger (from left to right) received the Mileva Einstein-Marić-Award of Ulm University in February 2012.



Mileva Einstein-Marić Award

Since 1999, Ulm University has granted a Women's Award (now known as the Mileva Einstein-Marić Award) worth €5,000. On the one hand, this prize can be used to acknowledge and support special structural measures and innovative projects for the effective promotion of women and, on the other hand, to recognize excellent scientific performance by nominating individuals for this prize. The presidential council of the university decides on the winner of the prize based on the recommendations of the Equal Opportunities Commission.

The Medical Faculty's Intramural Support Program

Finally, there is specific support for female scientists within the Medical Faculty's Modular Program. Within both the Individual Grants and the Rotation Position programs, special conditions apply for mothers in order to improve their chances of acquiring these research funds.

Child Care Center – In the summer of 2007, the completion of a new child day care center brought an important structural improvement to the Medical Center and the university where up to 70 children between the ages of nine weeks and three years can now be cared for (chère/crib). Moreover, the construction of a new kindergarten was begun in 2010 and opened in September 2011 for the care of 100 children aged from three years to school age. As a rule, the centers are not closed for more than five days in the year in order to support our qualified employees to reconcile the needs of their families and careers more effectively. In the Flea Circus, the Student Welfare Service's child day care center, there are 20 places for one to three-year old children of enrolled graduate and postgraduate students. Many kindergartens in the surrounding area also look after children between the ages of three and six years.

In order to enable PhD students with children to pursue their work, the International Graduate School in Molecular Medicine Ulm offers various childcare programs. It provides financial support for childcare during meetings and conferences, stays abroad and for childcare services outside the regular business hours of day care centres. Practical help in finding the right day care center can also be offered. For doctoral candidates who are pregnant, the Graduate School finances the employment of technical assistants (up to one year) to conduct experiments for students during pregnancy and maternity leave as regulated by law.

Hertha Nathorff Program

This recently established program enables the scientific career development of young female scientists with a PhD or MD background. Through a total exemption from clinical obligations, junior female scientists are encouraged to conduct experimental (preferred) or clinical studies. In addition, technical assistance can also be funded to secure part-time work arrangements for the participant. Further individual requirements for additional qualifications (e.g. conference visits, networking etc.) are also eligible for financing. The criteria for receiving a grant are a successfully completed doctorate and an innovative research topic, which is preferably integrated into the research focus of the Medical Faculty and the CRC Initiative. In 2014, funding has been allocated for up to seven positions.

Holiday Care Programs

Holiday care programs for children of employees of the Medical Center and the University have been taking place since 2006. Supervised throughout the day and grouped according to age and school year, the children are able to make their first contact with a variety of scientific fields over a period of three weeks during the Easter and summer vacation. For primary school children and those about to start school, there are what are known as Research Holidays while for children in their fifth, sixth and seventh year of school, there is the Science Camp. In the Science Camps children attend lectures and practice research in workshops under the guidance of scientists, students performing their lectureships and voluntary senior consultants. These programs have proved to be hugely popular and are a welcome source of support for parents of school-age children during the holiday period.

