



Gender Equality Programm in Transregional Collaborative Research Centre 32: Support for postdoc leading to principal investigator positions

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The TR32 is an interdisciplinary Collaborative Research Centre including the universities of Aachen, Bonn, Braunschweig, Cologne and the Research Centre Jülich (Germany). The TR32 comprises a broad range of scientific disciplines such as geophysics, soil and plant science, hydrology and meteorology and deals with patterns in state variables, and mass and energy fluxes in the coupled soil-vegetation-atmosphere systems due to complex exchange processes and interactions.

In spite of the broad range of scientific domains the TR32 scientist composition does not reflect the gender equality. A large majority of principal investigator positions, as well as the offered PhD positions are men: 5 % of our principal investigator positions and 15% of our PhDs are women.

Therefore in the second phase of TR32 (2011-2014) we implement, with the support of the four universities, the Research Centre Jülich and the German Research Foundation (DFG), a number of strategic measures to increase the number of female research scientists and to encourage them in a future scientific career:

- an open call for postdoctoral scholars with the potential of advancing to the senior scientist level to set up their own research group within the TR32 research area
- individual career coaching open to all female members of the TR32
- opportunities to participate in all activities of the female career centres of the involved universities
- funding of extended stays at international partner institutions to improve scientific career perspectives and networking opportunities

The successful installation of a gender equality program needs to build on the experiences made so far to succeed in this delicate political and social issue. That's why we will be glad to exchange experiences in open discussions.