

Guideline for the allocation of funding within the framework of the Equal Opportunities Concept

Grant Line 3: Incentive system to increase the proportion of women in professorial positions

I. General information

In order to support female scientists in the early stages of their career in particular, the Presidium has established an „Incentive System to Increase the Proportion of Women in professorial positions“ as part of the implementation of its equality concept.

II. Eligibility/amount of funding to be applied for

Faculties that have appointed a female professor or junior professor from outside the university are eligible to apply for the „Incentive System to Increase the Proportion of Women Professors“ program. The appointment must have been made between October 16, 2024 and October 15, 2025. For each appointment, the appointing faculty can apply for up to €30,000 for gender equality measures. The total funds available for the program are sufficient for a total of five new appointments per year, with priority given to faculties where female professors are currently must underrepresented. The program is open to all universities in Germany.

III. Application form and deadline

Applications in this program line must be submitted in coordination with applications in the funding programs „Establishment of a WiMi position/staff resource pool for female graduates“ and „Support for junior female professors and postdoctoral researchers through WiMi positions“ as a complete package by the faculties to the Presidium, which decides on the allocation of funds. **Applications can be submitted to the Presidium via the dean's offices until October 15, 2025.** The faculty-specific submission deadlines for the faculty-internal preselection will be announced by the dean's offices. The funds provided are generally to be spent within 12 months of the application deadline.

If several applications are submitted, the faculty must prioritize them and justify its decision. This list of recommendations (max. 3 proposals) to the Presidium should be drawn up by the faculty **with the participation of the Equal Opportunities Officer**. The application must be accompanied by a **concept with the specific measures** for which the funds are being requested and a **cost plan**. Funding may be requested for measures in line with the equality concept, in particular measures to promote female scientists in the early stages of their careers. These should be new measures or additions to existing measures. If the objectives of the measures overlap with other programs (e.g., the FK's research reserve), it should be made clear why funding is being sought within the framework of gender equality.

The following documents must be enclosed with the application:

1. Concept for the planned equality measures
2. Schedule
3. Cost plan

IV. Duration of funding

The funding period is 12 months. Any expenditure beyond this period must be justified.

V. Reporting obligations

After the end of the funding period, the Presidium must be informed about the status of the funded measures. A corresponding form, which is intended to serve as a guide, is available at:

[Form for the report on funding line 3](#)

Contact

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