

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

Grant Line 1:

Establishment of a WiMi position/staff pool for female graduates

I. General information

To support the best female graduates who wish to pursue a doctorate, the Executive Board of Paderborn University has established a human resources pool as part of the implementation of its equality concept.

Each year, funding is available for a total of five positions for **female research assistants** as start-up financing for the development of a doctoral thesis topic. **TV-L E 13 positions are funded at 100% for 12 months.** The duties associated with the position are based on § 44 HG with a teaching obligation of 4 SWS for full-time employment.

II. Eligibility for funding/amount of funds to be applied for

Graduates of all faculties at the University of Paderborn who are preparing for a doctorate at the University of Paderborn are eligible for funding. The approved financial resources are tied to the funding of the graduate. At least one graduate per faculty can be funded per application deadline, provided they meet the requirements.

Funding can be requested for up to one research assistant position (TV-L E 13, 100%). The funding period is 12 months. Material resources are not provided by the funding line.

III. Form of application and deadline

Applications in this program line must be submitted in coordination with applications in the funding programs "Incentive System to Increase the Proportion of Women in Professorships" and "Support for Junior Female Professors and Postdoctoral Researchers through WiMi Positions" as a complete package by the faculties to the Executive Board, which decides on the allocation of funds. The funding application must be submitted by the supervising professors and submitted via the dean's office. The faculty-specific submission deadlines for the internal faculty pre-selection will be announced by the dean's offices. If there are several applications, the faculty must prioritize them. 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. Applications can be submitted to the**

Presidium via the dean's offices by October 15 of each year. As a rule, the graduate should not already be employed as a research assistant at the time of application. However, employment as a WHB, SHK, or WHK at the time of application does not constitute an exclusion criterion in terms of the funding line.

The funding line is open to female graduates of the University of Applied Sciences who have completed their studies with a bachelor's degree in a technical or natural science subject.

IV. Submission of the employment application after a positive vote

If the graduate has been awarded funding as part of the selection decision by the Presidium, the employment application must be submitted to Department 4.2. Further information for academic employees is available here (only available in German).

The following documents must be enclosed with the application:

1. Description of the doctoral project (max. 2 pages)
2. Concept for the intended further funding (timetable and type of intended further funding)
3. Curriculum vitae
4. Copy of the degree certificate or a confirmation of grades that proves the graduate's very good academic performance and comprises at least 60 credit points.

V. Requirements

Graduates who can demonstrate academic and examination achievements **that exceed the average requirements** and who are preparing for a doctorate are eligible for funding. The period between graduation and the start of funding can be up to 12 months. Support cannot be granted if the graduate to be funded is already receiving funding for the same purpose and for the same period from another source. The period between graduation and the start of funding may be up to 12 months. Support cannot be granted if the graduate to be funded receives or has received other funding for the same purpose and for the same period from a public or privately funded institution. The funding is granted for a maximum period of 12 months.

VI. Duration of funding

The duration of the funding is 12 months.



VII. Reporting obligations

At the end of the funding period, a report on the status of the doctoral studies and further funding must be submitted to the Executive Board. A corresponding form, which is intended to serve as a guide, is available at:

[Form for the report on funding line 1](#)

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