

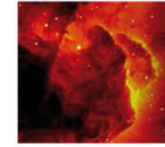
Equal Opportunity – two main foci in Hamburg

Family

- Flexible & family-friendly work environment (focus on parents)
- Support and foster parental leave (focus on fathers)
- Information on rights & regulations, financial support

Career

- Mentoring with Career guidance (focus on women to stay in science)
- Soft-skill training and networking
- Coaching to avoid drop-out
- Information on options, financial support



Kick-off in 2012

Seminar of the SFB 676 "Particles, Strings and the Early Universe"

Winter Term 14/15

Families & Careers in Physics

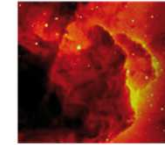
R. Boels, W. Kircheisen, J. List, J. Louis, G. Moortgat-Pick

Course Description:

This seminar focuses on how to combine a career in physics with family obligations. Each week, a different topic is discussed, like existing programmes, best practice examples in science and industry, career strategies, supporting measures and career management. The presentations will be held in English by invited experts, who will be available for questions by the participants of the seminar. More information is available at <http://sfb676.desy.de> → Career Opportunities

- Oct 21 **Equal Opportunity at DESY**
Sylvie Faverot-Spengler (Equal Opportunity Commissioner DESY)
- Oct 28 **Equal Opportunity at Universität Hamburg**
Prof. Britta Ramming (Equal Opportunity Commissioner Universität Hamburg)
- Nov 4 **Future Equal Opportunity Strategies at Universität Hamburg (SR 2/2a)**
Prof. Jetta Frost (Vice President of Universität Hamburg)
- Nov 11 **Inside out Science: Family and Career in Industry**
Dr. Monika Marquart (Berenberg Bank)
- Nov 20 **Scientific Career and Parenthood**
More information and registration at <https://indico.desy.de/event/SCaP14>
- Nov 25 **The Inside Story: Mothers in Science**
Dr. Valentina Sola (UHH), Dr. Lea Steder (DESY)
- Dec 2 **The Inside Story: Fathers in Science (SR 1)**
Dr. Oscar Stål (Stockholm University), Dr. Lukas Vamelderen (UHH)
- Dec 9 **The view outside: Family and Career in the Netherlands (SR 1)**
Dr. Anna Watts (University of Amsterdam)
- Dec 16 **Communication: Family and Leadership**
Dr. Tanja Meyer-Treschan (Düsseldorf)
- Jan 13 **Career Center and Family Office**
Ama Born and Frauke Narjes (Career Center), Carolin Steinat (Family Office)
- Jan 20 **The view outside: Families and Careers at CERN (SR 1)**
Genevieve Guinot (Diversity Programme Leader at CERN)
- Jan 27 **Future Equal Opportunity Strategies at DESY**
Prof. Helmut Dosch (DESY Director)

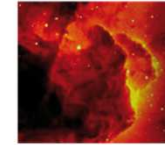
Date and Place: Tue, 14:00 – 15:00, SR 4b, Campus Bahrenfeld
Starting on: 21 Oct 2014



Information
brochure in English
on German regulations
around maternity &
parental leave

Families and Careers





Discussion and
 Information event
 in English
 (scientists & admin.)

Outcomes:

- 10 steps to parental leave @ UHH
- Family APP
- Act of Academic fixed term Contracts translated
- More PhD positions instead of stipends (e.g. Max-Planck)

Scientific Career and Parenthood

Balancing scientific career with family life can be daunting

- Find out about the legal ramifications of limited work contracts
- Understand the consequences of taking parental leave
- Share strategies for balancing career and family life

An informative evening of discussion hosted by the ClISAP and CUI Clusters of Excellence and the Collaborative Research Center „Particles Strings, and the Early Universe“ (SFB 676) in cooperation with Universität Hamburg’s Family Services



Thursday, 19 November 2015, 6:30 - 8:30 pm

Campus Bahrenfeld, building 99 (CFEL), Luruper Chaussee 149, 22761 HH

Welcome address: Dr. Angelika Paschke-Kratzin, Equal Opportunity Commissioner, UHH

Legal input: Irina Haan, HR Services, UHH
Nina Stoffers, HR Services, DESY

Moderation: Marie Lutz, Equal Opportunity Officer, CUI

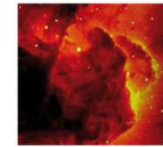
Panelists: Dr. Benjamin Bechtel, ClISAP
MSc Lana Casselmann, Research Training Group 1670
Jun.-Prof. Dr. Ulrike Frühling, CUI
Dr. Lukas Vanelderen, SFB 676

Please register here: <https://indico.desy.de/event/SCaP2015>

Free childcare will be provided. Please contact Johanna.Schumny@Studierendenwerk-Hamburg.de no later than 10 November 2015

in 2016
 part of
 DPT
 3.-6.Nov.





Kick-off in 2013
 (4 all-day workshops fully
 booked within 10 days)

Outcomes:

- Women & Leadership for PhDs
- Improvisation workshop in scientific presentations
- Networking
- Key note talks by seniors
- Academic Leadership program PD & upwards (4 workshops/1 term)

Women's Career Day

Train your skills,
 develop your abilities,
 and increase your network.

Career event for women in physics
 and natural sciences.

Workshops for postdoctoral researchers,
 PhD students, and master's students



18 – 19 February 2016
9:00 – 17:00h

CFEL, Campus Bahrenfeld, building 99, SR IV+V,
 Notkestr. 85, 22607 Hamburg

Registration
www.pier-hamburg.de/wcd2016



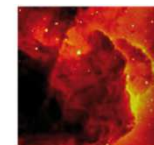
Workshop 1
 Project Management in Science

Workshop 2
 Becoming Visible: Self-marketing in Academia

Workshop 3
 Time Management Scientific Research

Workshop 4
 Leadership in Academia

Keynote Speech and Get-together with Prof. Louise Morley, University of Sussex, UK
 Troubling Intra-actions: Gender, Neoliberalism and Research in the Global Academy
 18 February 2016, 6 pm, CFEL, SR I-III



Kick-off in 2014

Interdisciplinary
 International
 Intense

New Leadership

Target Group:

Postdocs in a group leader position, associate Professors (Privatdozentinnen und Juniorprofessorinnen) of CUI, MIN, and UKE.

Maximum number of participants: 15



Module Goals:

- Furthering self-awareness of one's leadership skills
- Learning about effective leadership behaviors
- Preparation for future leadership positions

Method:

Based on state-of-the-art knowledge of leadership and challenges women face in leadership positions, we will facilitate participants' individual development.

To allow this, we will offer a personal analysis of the participants' leadership style and behavior. Participants will work on this during the workshop as part of their personal development plan.

Based on the individual feedback they will be given on how they are perceived as a leader, the participants will also be able to contrast their own perception with their team's perception.

At the end, a follow-up survey will highlight the individual progress each participant made; Moreover, it will point out the potential for further development.

Skills for

Module I:

Leadership Identity: Developing as a Leader

- (Academic) Leadership: Key Concepts and Theories
- Self-Reflection: My Role as Academic Leader
- Authentic Leadership: Congruency of Personal Values and Leadership Style
- Working towards my Personal Development Plan: Individual Leadership Profile

Friday 19.9.2014, 9.00 - 17.00
 Saturday 20.9.2014, 9.00 - 14.00
 Venue Campus Bahrenfeld
 Luruper Chaussee 149,
 Building 99, Room IV/V
 Trainer Kristin Knipfer, München
 Brooke Shaughnessy, München

Module II:

Leadership Style: How to Lead Effectively?

- Leadership Principles
- The Full Range of Leadership in Academia
- Leadership and the Female Gender Role
- Personal Leadership Style and Development Plan

Friday 21.11.2014, 9.00 - 17.00
 Saturday 22.11.2014, 9.00 - 14.00
 Venue UKE, Martinstr. 52, Campus Lehre,
 N55, 3rd Floor, Room 312
 Trainer Ellen Schmid, München
 Tanja Hentschel, München

Women

Module III:

Getting in a Leadership Position

- Woman as Leaders (in Natural Sciences)
- Gender Stereotypes and Selection Biases
- Self-Presentation
- Networking and Mentoring

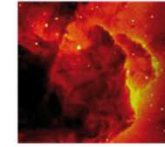
Friday 23.1.2015, 9.00 - 17.00
 Saturday 24.1.2015, 9.00 - 14.00
 Venue Geomatikum, Bundestr. 55
 Building 8, Room 1528
 Trainer Brooke Shaughnessy, München
 Tanja Hentschel, München

Module IV:

Wrap-Up and Reflections

- Follow-Up Analysis of Your Personal Leadership Profile
- Reflections on Your Personal Progress
- Refinement of Your Personal Development Plan

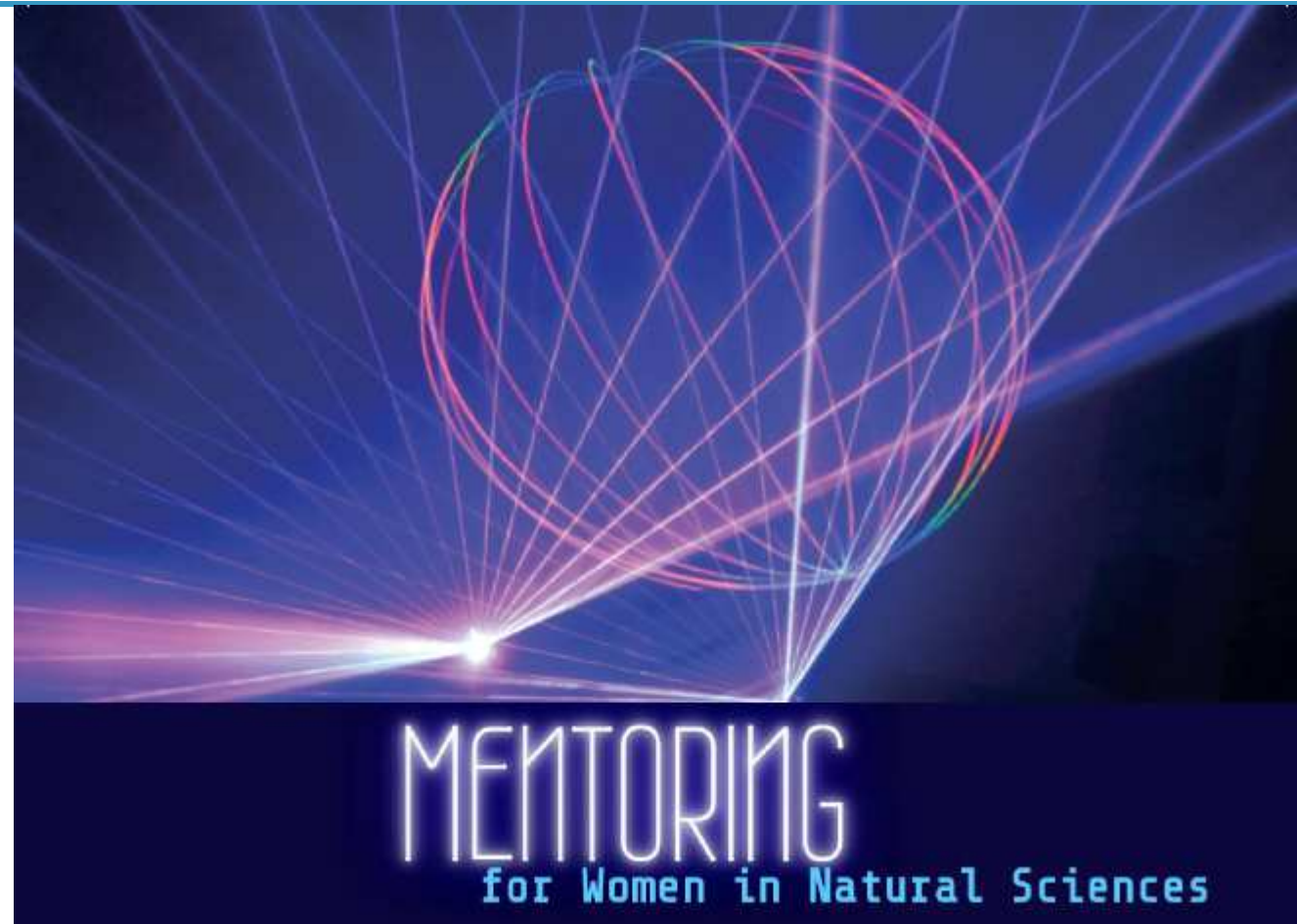
Friday 6.3.2015, 9.00 - 17.00
 Saturday 7.3.2015, 9.00 - 14.00
 Venue Campus Bahrenfeld
 Luruper Chaussee 149,
 Building 99, Room IV/V
 Trainer Kristin Knipfer, München
 Ellen Schmid, München



Kick-off in 2015

with 15 tandems
(10 PD + 5 PhD)

<http://mentoring.desy.de/>



The program offers:

- Confidential one-to-one sessions with an experienced female mentor
- Networking events
- Workshops and career events