

A close-up, high-resolution photograph of a woman's face, showing her eyes, nose, and a wide smile. The image is the background for the entire page.

UNIVERSITÄTSMEDIZIN
GÖTTINGEN : UMG

Gender Equality Coordinator

Women in Cutting- edge Research

Issued by

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Dr. Sarah Khadjeh

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Foreword

We know it takes special effort to recruit medical students to science careers. Researchers working both in basic science and patient care who can combine the two are particularly important. A look at the numbers quickly shows that women choose careers in medical science considerably less often than men. Many studies have dealt with the manifold reasons for this, and measures have been implemented to reduce this disparity. The dearth of both scientifically and clinically trained women physicians is cause for concern not only because it shows that far fewer women become qualified for top positions, and thus less often occupy higher structural positions, but also that the lack of highly qualified women essentially counters efforts to meet the need for gender diversity in research and patient care.

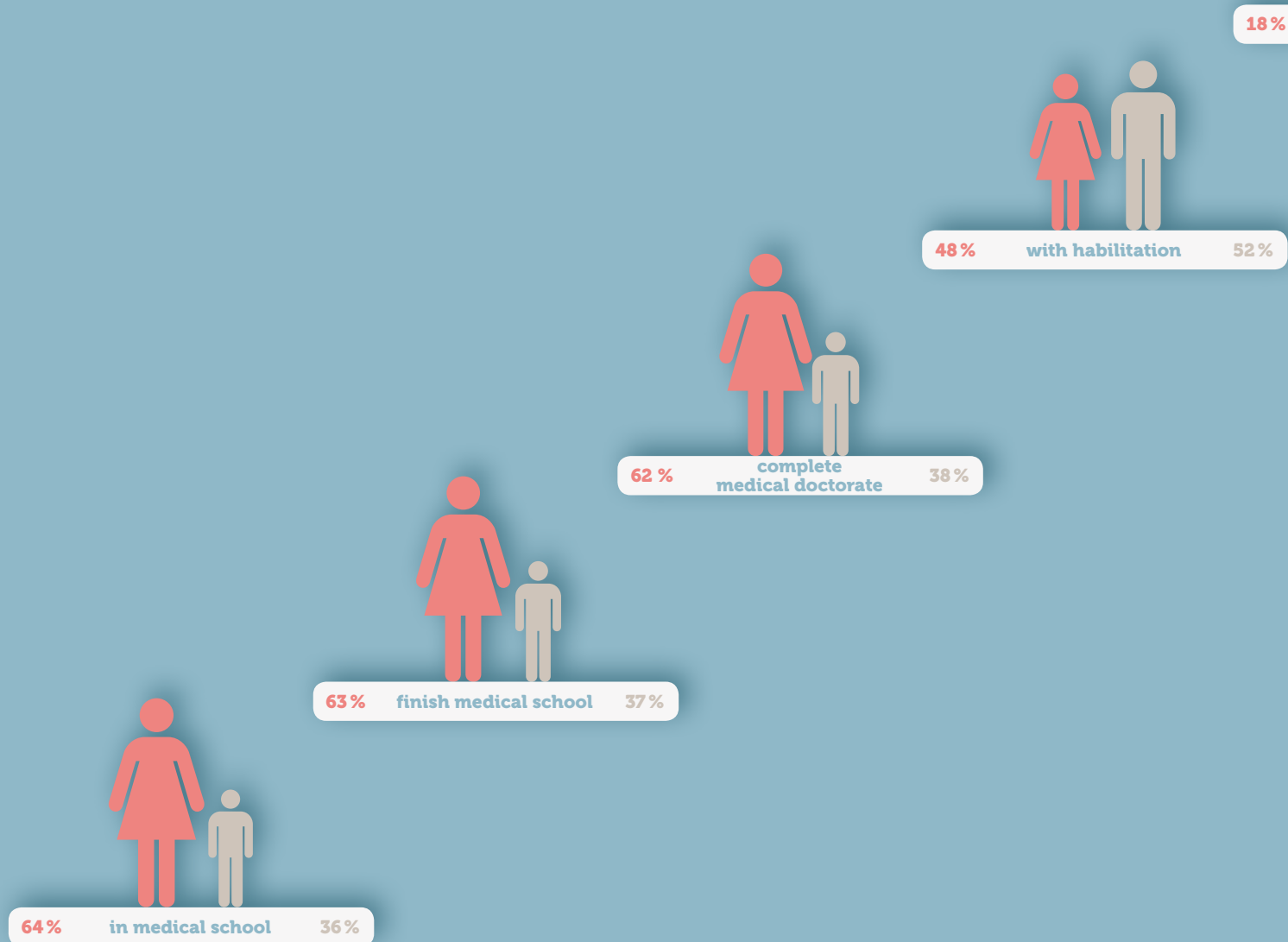
In addition to programs to fund research and to promote women scientists, the UMG has compiled a gender equality plan in which the issue of gender equality is presented systematically and statistically, and goals and measures are outlined. The resulting picture is that women are underrepresented from the postdoctoral career phase onwards. These numbers lead to the formulation of goals and measures that are based primarily on averages.

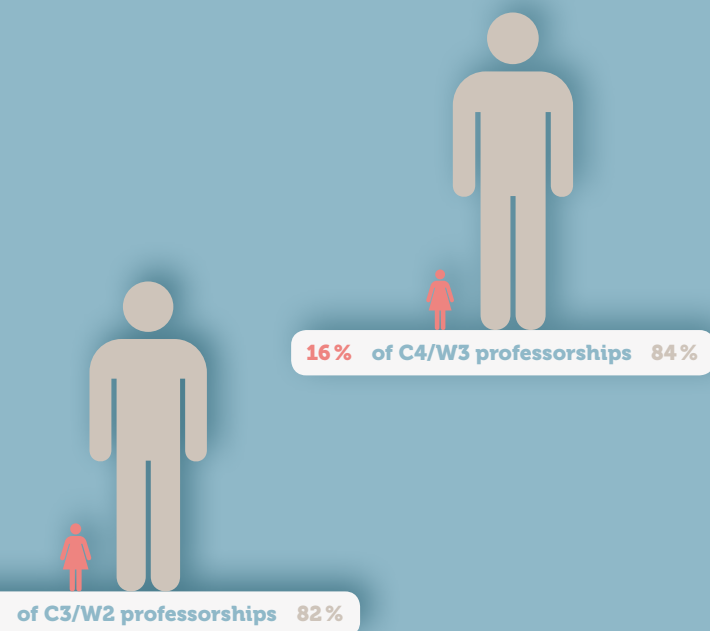
But percentages regarding women are only of limited value when trying to understand individual people and the factors that influence their careers. Therefore, to supplement the gender equality plan, we provide this brochure, which offers seven short portraits of young female scientists working in top-level research at the UMG. Our intention is to show how individual, yet also in some ways how astonishingly similar, scientific career paths can be. We consciously chose women in different clinical or basic science research areas as well as with different personal backgrounds. What they have in common is that they are all not yet professors, they are all pursuing their careers at the UMG, and they are all already working in cutting-edge research.

A handwritten signature in blue ink, reading 'Anja Lipschik'.

Anja Lipschik
(Gender Equality Coordinator)

University Medical Center Göttingen: Qualifications and Career





Career ladder in medical science

Women comprise about two-thirds of all medical students, up to the qualification level of completing a medical doctorate. Above this level, however, the percentage of women rapidly decreases for higher-qualified positions in science, or for leadership positions.

(Source: UMG G3-242, data from 2017)

Scientific knowledge today is more comprehensive and differentiated than ever before. Thus, a high level of specialist and translational expertise is necessary to meet the demands of ever more specialization in medicine, and to remain competitive in national and international research.

The University Medical Center Göttingen recognizes this challenge and has introduced concerted measures to better promote young researchers. These also include targeting the problem of the underrepresentation of women in top-level research. The particular focus here is to recruit highly qualified women for medical services and for research at the UMG.

Successes up to now (a selection)

- The percentage of women at all career levels has risen since 2014
- The number of applications to the Heidenreich von Siebold Program reached its highest level in 2016 (11 applications)
- The Margaret Maltby Mentoring Program for young women researchers at the UMG is well established
- The UMG will re-audit for the "Career and Family" certificate in 2018

Further aims (a selection)

- To increase the number of women achieving habilitation to at least 30%
- To increase by at least 1% per year the percentage of women with full professorships
- Evaluation and adjustment of research funding for young women scientists at the UMG
- To actively recruit more women in appointment procedures
- To implement measures from the "Career and Family" audit, for scientists as well
- To increase the number of women in the university's decision-making bodies

Medical Studies and Scientific Career



Medical degrees

63 % | 37 %

The percentage of women of a total 354 graduates in 2016 was 63% (222 women graduates) and thus higher than ever before, and about 10% higher than in 2005. In a group of 100 persons, there were 37 men to 63 women at this academic level.



Medical doctorates

62 % | 38 %

The percentage of women with recently completed medical doctorates increased by about 5% compared to 2014, corresponding approximately to the number of women medical students. Women were not underrepresented up to this qualification level in 2016: There were 37 men to 60 women.



Habilitations

48 % | 52 %

In comparison to 2014, the percentage of women achieving habilitation increased by 15%. At this academic level there were 37 men to 34 women.



Professors

17 % | 83 %

The percentage of women professors at the UMG was 17% in 2017. This represents an increase of 1.4% compared to 2014. At this academic level there were 37 men to 8 women.

Medical Qualifications and Professional Positions



Residents in training

50 % | 50 %

The qualification level „residents in training“ is the only level with a balanced quantitative gender ratio. There were 50 men to 50 women at this level.



Senior physicians

28 % | 72 %

The number of women senior physicians is still considerably lower than that of men. It increased slightly, however, from 26% in 2014 to 28% in 2016. At this level there were 50 men to 19 women.



Department chairs

12 % | 88 %

Here, too, in this male-dominated area, a small increase was seen. The percentage of women increased in 2016 by 5% in comparison to 2014. There were 50 men to 7 women at this level.



"Equality between men and women in the area of science has not yet been achieved. This represents a loss in excellence and efficiency: outstanding research cannot do without the potential of women scientists", concluded Dorothee Dzwonnek, General Secretary of the German Research Council (DFG) on July 5, 2017, at the council's annual assembly. Where do we at the University Medical Center Göttingen stand in terms of gender equality? What can be done, what must be done? The following is a discussion of the challenges as well as possible solutions.

Interim Summary



Lipschik: Professor Kroemer, young researchers in medical science have a particularly difficult career path because they must balance clinical work with research. It is striking that far fewer women reach the top career levels than men. How do you see this development in the context of the existing competition for the best minds in cutting-edge research and patient care?

Kroemer: I think we need to approach the problem differently: we train more women than men and, at the same time, have a strong imbalance in leadership positions. We want to change this, but are far from being as successful

as we would like to be. We have to identify the true causes more clearly and differentially, and certainly focus more on the fact that individuals have different plans and priorities in life. That also means that this is not only a structural problem. Systematic monitoring with the goal of a valid assessment of the situation, including a description of the diverse work cultures in the various specialty areas, would be essential in my opinion. For example, we see a particularly dramatic dominance of men in the area of surgery as compared to other specialty areas. There must be a reason for this, and we must understand that reason.

Grade: As regards the specialty area surgery, it is certainly very difficult for both women and men to balance the intense pressures in the clinic, with its highly concentrated daily routine from 7 a.m. to 6 p.m., with an individual's personal life. This is even more acute for people with children. The problem starts with daycare. There are almost no facilities oriented to the actual work schedule. In the end, it only works out if the other partner takes on most of the work at home – this is even more the case if, in addition to the clinic, scientific work is carried out, for example for a habilitation.

Lipschik: How do you see this as a senior physician with departmental responsibilities: Do women – especially in the area of surgery – have any chance at all to succeed in the desired dual path of clinical work and scientific research?

Grade: In our clinic there are actually several women physicians who have been successful in UMG-funded research programs, and have managed to complete their residencies while furthering their science careers at the same time. On the other hand, I know one woman colleague with a habilitation who could not return to the clinic after giving birth to her child because she was not able to find daycare.

Kroemer: I find the issue of daycare exceptionally important, but if we do not manage to relieve the pressure of the clinical routine, we are always going to have a problem with gender inequality. Every department needs extra personnel, one or two positions, to be able to react more flexibly and to offset temporary personnel gaps due to maternity or parental leave. Any other situation is simply not reconcilable with gender equality.



Lipschik: Professor Stadelmann, what else besides motivation, personality and achievement is necessary for structural promotion of young women researchers?

Stadelmann: Because societal conditions are as they are, because there are only few highly qualified women to serve as role models, it is all the more important that universities help by leveling out this career path. For example, department directors in their leadership positions are responsible for systematically encouraging women scientists.

Lipschik: In 2002 the UMG was the first university in Germany to establish a mentoring program, the Margaret Maltby program for women scientists. So far, about 200 women scientists have participated in this program. What are your experiences as a mentor and a member of the career network MedF3?

Stadelmann: The right timing for support is crucial. Individual mentoring by the department chair or laboratory head should ideally begin on day one. We all need to keep an eye out for women with potential for advancement and then actively promote and support them.

Kroemer: That's right, and I am also under the impression that we fortunately have a new generation of department chairs and clinic directors who know very well that we can no longer afford not to promote promising young colleagues.

Stadelmann: That has certainly helped make a difference. What is also just as important for career planning is a well-defined clinic organization. Effective time management and good institute organization are the motor. This applies equally to men and women. An individual can be as well trained and motivated as the best of them, but if the topic and the structure are not right, it will not work.

Lipschik: Dr. Bleckmann, you won the UMG habilitation prize in 2017, have been a non-professorial academic member on the faculty board for four years, and work as a senior physician at the Clinic for Hematology and Medical Oncology. You also participated in the Heidenreich von Siebold program. In retrospect, what were the greatest challenges in your career up to now?

Bleckmann: I think the most difficult part is consistently managing to combine teaching, science and clinical training. I never wanted to be half-hearted about being a physician. I agree completely with Professor Stadelmann: keeping up the same performance at all levels only works well when there are clear structures and a safe haven in the clinic. And only very few people manage it without mentoring. That's why I would find it important for the development of every support measure that we concentrate on the basics, to be able to identify connections and not create too many patchwork solutions. For instance, start-up funding to begin a scientific project at a very early stage does not necessarily ensure that a young researcher will successfully publish a paper and acquire third-party funding.

Lipschik: Don't we have to not only differentiate but also, more importantly, concern ourselves with much more comprehensive and fundamental questions about how to advance women in medical research?

Bleckmann: Yes, I think so. Basically it also has to do with the question: "How important is a habilitation?" This must be clarified particularly because it has considerable consequences, among other things for family planning, an issue especially relevant for women. Because anyone who is not extremely intrinsically motivated to take this step will inevitably face the question about the advantages of a habilitation. I asked female and male colleagues whether they plan to take the path to habilitation. For many of them this did not come into question. Others were very motivated and would surely profit from structured programs. Then there are those who are not sure about themselves. For these people, specific information, good networking and maybe also model curriculums could pave the way for them.



Previous double page, from left to right: **PD Dr. Annalen Bleckmann**, Senior Physician at the Clinic for Hematology and Medical Oncology of the UMG, who won the habilitation prize of the UMG in the winter semester 2016/2017 for her work "Bioinformatic analysis of the WNT signal pathway and its networks in metastatic carcinoma," member of the Faculty Board (as a non-professorial academic member) from 2013 to 2017; **Prof. Dr. Heyo K. Kroemer**, Spokesperson of the Executive Board, Head of the Office of Research and Teaching and Dean of the Medical Faculty Göttingen, President of the Medical Faculties Association; **Anja Lipschik (Dipl.-Oec.)**, full-time Gender Equality Coordinator of the UMG; **PD Dr. Marian Grade**, Managing Senior Physician of the Clinic for General, Visceral and Pediatric Surgery at the UMG; **Prof. Dr. Christine Stadelmann**, Deputy Director of the Institute of Neuropathology of the UMG, Head Senior Physician, Spokesperson for the Gender Equality Commission, Spokesperson for the Scientific Advisory Committee of the University (mentoring).

Picture at top, from above left to below right: Prof. Christine Stadelmann, Prof. Heyo K. Kroemer, PD Dr. Annalen Bleckmann, PD Dr. Marian Grade

Profiles of Top-level Women Researchers

These young women scientists gave very diverse answers to the interview questions – not only about their scientific work but also about the many challenges they encounter at the interface between family and career. At the same time, common themes emerge that are typical of the science workplace and also represent central problems of gender equality. Profiles of seven young women researchers.



Short biography

Dr. Sarah Khadjeh studied biology in Hannover and completed her PhD at the University of Göttingen. She is now the mother of one daughter and presently working as a postdoc at the Clinic for Cardiology and Pneumonology at the University Medical Center Göttingen. Her research in the Collaborative Research Center (SFB) 1002 focuses on regulatory mechanisms in the transition from compensated dilated cardiomyopathy to heart failure. Khadjeh: "I was fortunate in having a very good PhD supervisor and also now an outstanding research environment. When I announced my pregnancy, I also received only encouragement and support here at the UMG."

Current research environment

Title: SFB 1002, "Modulatory units in heart failure"

Spokesperson: Prof. Dr. Gerd Hasenfuß, UMG

Funding periods: (1) 2012–2016, (2) 2016 – 2020

Grant sums: (1) 9.2 million euros, (2) 11.8 million euros


Size: 17 ongoing and 9 completed projects. 11 research areas at the UMG as well as project partnerships at the MPI for Dynamics and Self-organization and the MPI for Biophysical Chemistry.

The Collaborative Research Center SFB 1002, "Modulatory units in heart failure," aims to better understand the mechanisms and relationships involved in heart failure, in order to develop new methods for more effective treatment of heart disease. The research groups are searching for signal pathways that facilitate the communication between different cells and functional units of the heart and which play a role in heart disease.

Personal statement

"A big factor of insecurity for researchers is only having a series of temporary work contracts. In addition, there is enormous pressure to constantly publish papers in high-impact journals, and the job often requires a nomadic lifestyle. This scares a lot of women away, especially when they are planning a family. Most of the mothers I know who are on the career path to professorship have the feeling that they cannot do justice to both their careers and their families. Still, women should not let themselves be frightened away from the tough, competitive environment."

**Dr. Sarah
Khadjeh**

A close-up portrait of Dr. Thi Ngoc Nhu Phan, a woman with dark hair, smiling warmly at the camera. The image is positioned on the left side of the page, with a dark grey text box overlaid on the top left corner containing her name.
 Dr. Thi Ngoc Nhu Phan

Short biography

Dr. Thi Ngoc Nhu Phan studied chemistry in Vietnam and completed her PhD in Sweden. She has been conducting research on mass spectrometry imaging of lipids in brain tissue at the Department of Neuro- and Sensory Physiology at the University Medical Center Göttingen since 2016. In 2017 she received a stipend from the Collaborative Research Center 1286. Phan: "With the outstanding scientific expertise in brain microscopy as well as synaptic imaging on location in Göttingen, conditions are ideal for my own research, providing an optimal environment for my personal development. Here I have an excellent opportunity to work with leading worldwide experts in synaptic research."

Current research environment

Title: SFB 1286 "Quantitative synaptology"

Spokesperson: Prof. Dr. Silvio Rizzoli, UMG

Funding period: 2017–2021

Grant sum: 9 million euros

Size: 24 work groups and 25 single projects, including an associated project headed by the Nobel Prize winner for medicine, Prof. Dr. Erwin Neher, MPI for Biophysical Chemistry in Göttingen.

The aim of the SFB 1286 is to characterize pre- and postsynapses so precisely that it is possible to develop a computer-based simulation of a functional, virtual synapsis. In the future this will help us better understand neurological and neurodegenerative diseases and possibly also their healing mechanisms. For this research the newest imaging methods will be applied such as STED, STORM, nanoSIMS, or the newly developed fluorescence microscope MIN-FLUX from Prof. Dr. Stefan Hell, Nobel Prize winner for chemistry, from the MPI for Biophysical Chemistry.

Personal statement

"An academic career requires the highest possible commitment, particularly due to the irregular working hours. That is extremely hard for women with children. But I am determined to make it. However, it will be necessary that my personal network of friends and family manages most things when my family grows. Only then will it be possible for me to be successful in science when I have a child."

Short biography

The biologist Dr. Katrin Streckfuß-Bömeke studied in Göttingen and also received her PhD there. She is presently working as a scientist at the UMG Heart Center, heading a research group of the International Research Training Group 1816 that focuses on the "Analysis of cardiovascular diseases with patient-specific, induced pluripotent stem cells." "In my postdoc period I received start-up funding, and in 2015 I was also accepted to the Göttingen Heidenreich von Siebold Program and received a grant for two years. This funding served as a basis for the research data that now have been successfully published and make it possible for me to complete my habilitation."

Current research environment

Title: International Research Training Group 1816 (IRTG)

Spokespersons: Prof. Dr. Dörthe M. Katschinski (Heart Center, UMG) and Prof. Dr. Ajay M. Shah (King's College London)

Funding periods: (1) 2013–2017, (2) 2017–2022

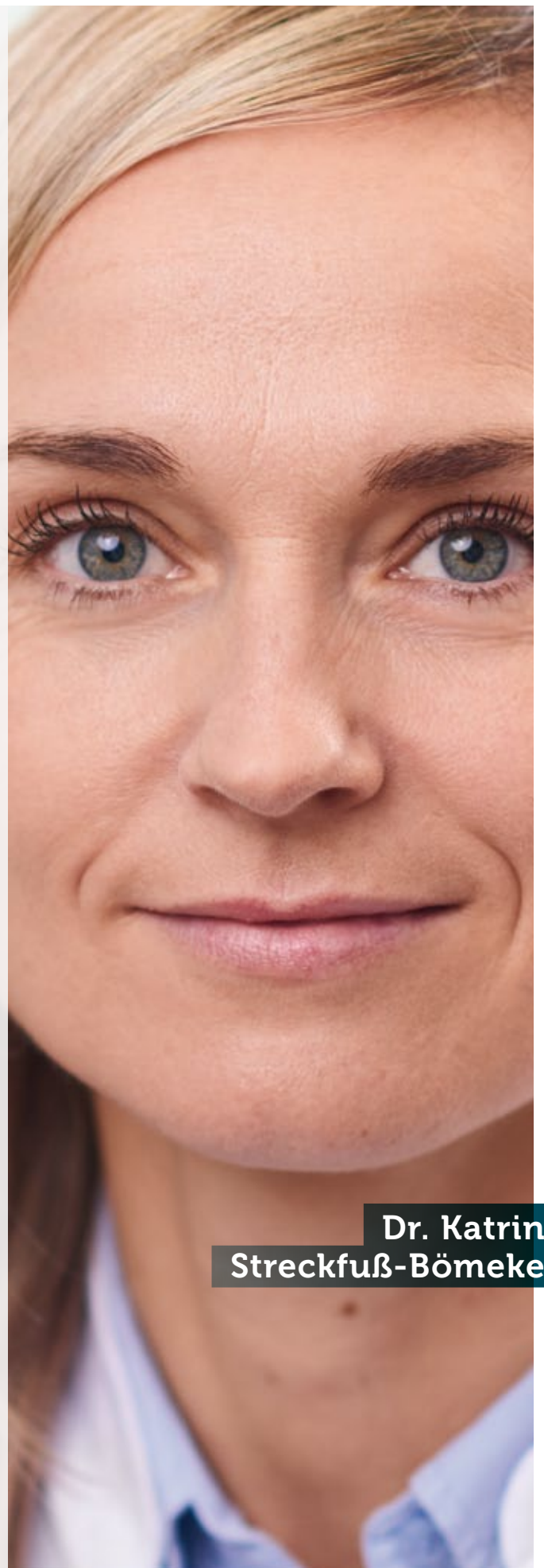
Grant sums: (1) 5.6 million euros, (2) 5.4 million euros

Size: 34 PhD students from 12 different countries, 12 research projects


The IRTG offers a top-level training program for PhD students as well as a research program in close collaboration with work groups in London and Göttingen, focusing on better understanding the mechanisms behind heart failure.

Personal statement

"From my own experience I know that women scientists with children need support from their friends and family. The system cannot level out everything. However, it is also important to provide better funding opportunities during the postdoc phase. At present postdocs need to have already produced something even to apply for funding – and that can be difficult for women who often have children during this phase of their careers. Many have a problem with bridging the gap in their careers when they have been on leave for giving birth. The situation with work contracts also plays a role here. Many women have no choice but to postpone their desire to have a child, which is also the reason why many women scientists have children much later in life or never become mothers at all."



**Dr. Katrin
Streckfuß-Bömeke**



Dr. Ricarda Richter-Dennerlein

Short biography

Dr. Ricarda Richter-Dennerlein studied Molecular biotechnology in Dresden and completed her PhD at the Newcastle University (UK). Now a mother of two children, she has been heading an Emmy Noether Junior Research Group at the Department of Cellular Biochemistry at the UMG since 2016, and is an associated member of both the SFB 1190 and the SFB 860. In 2017, together with Dr. Sven Dennerlein, she received the GZMB Award for outstanding research. "During my PhD project I was quite certain that I wanted to continue to work in research. However, at some point I began to doubt whether the difficulties involved in maintaining a long-distance relationship and the constant postponing of our family planning were worth the effort. Since I've been in Göttingen, these doubts have vanished because my personal situation and also the scientific environment are good. I have my Research group, fantastic mentors, and my family."

Current research environment

Title: SFB1190 "Compartmental Gates and Contact Sites in Cells"

Spokesperson: Prof. Dr. Peter Rehling, UMG

Funding period: 2016–2019

Grant sum: 9 million euros

Size: 18 research groups with 16 subprojects and 2 service projects, 2 associated members

Main focus: For a long time, cell compartments and their functions were seen as isolated units. However, these compartments are connected to each other by complex communication channels and through direct or indirect contacts. These will be studied in detail in the framework of the SFB 1190, with the aim of better understanding of cellular processes and associated human diseases.

Personal statement

"For most women, the success of their career depends on whether they can balance family and work life. The biggest hurdles are posed by temporary work contracts and a lack of full-time daycare offerings. Particularly in top positions, a longer leave of absence is often unthinkable. Nursery care for children younger than one year, which is commonly available in other countries, would be important to set the right course."

Short biography

Dr. Lena-Christin Conradi is doing her residency in general and visceral surgery and performs basic research in oncology. During her residency, she has taken part in the two-year mentoring program at the UMG. In 2014 Conradi was awarded a grant from the Else Kröner Research College, which provides funding for young physicians in translational research. With this funding she was able to carry out research abroad for three years at a prestigious cancer research institute. "It was a great chance for me to gather scientific knowledge working in an interdisciplinary research group and engaging in exciting exchange with international researchers." In 2017, Conradi was awarded the UMG Science Prize.

Current research environment

Title: Else Kröner Research College, "Molecular therapy and prediction in gastrointestinal malignancies"

Spokesperson: Prof. Dr. Matthias Dobbstein

Funding periods: (1) 2014–2018, (2) 2019–2021

Grant sums: (1) 1 million euros, (2) 1 million euros

Size: 10 physicians and 4 scientists

Main focus: Translational oncological research

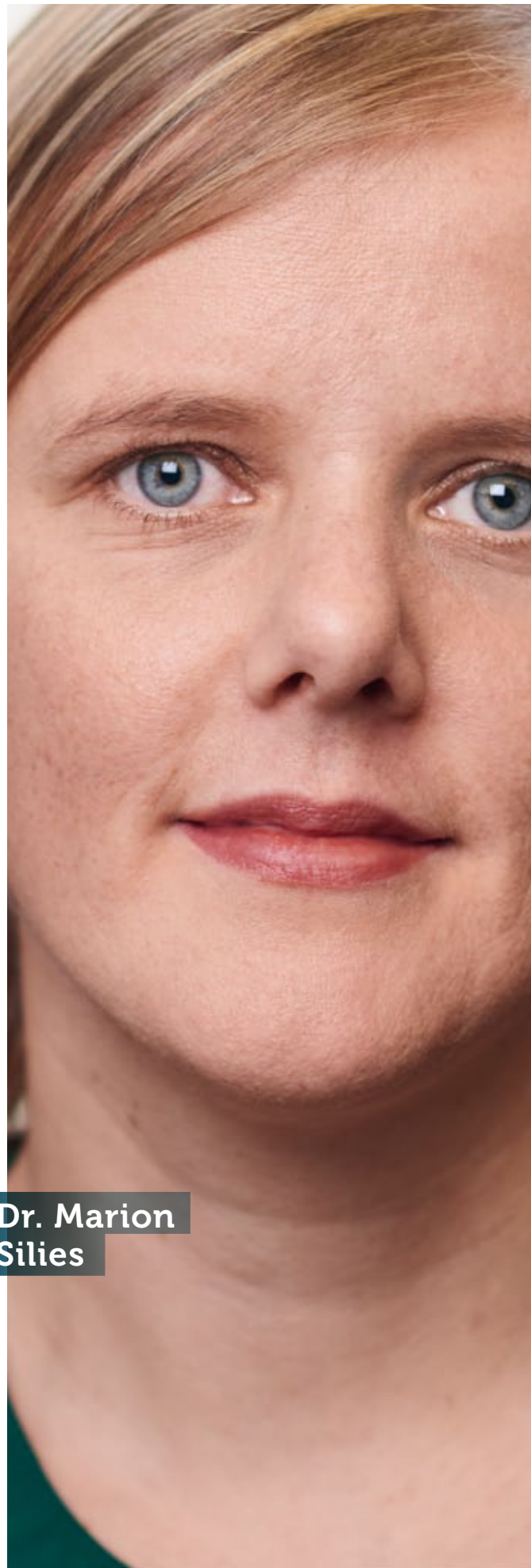
The Else Kröner Research College aims to provide support for physicians pursuing a scientific career while completing their specialist training. For these "clinician scientists" the college has developed projects in which basic science approaches are closely interlinked with clinical problems. The funding aims to provide the time and structures necessary to stimulate scientific research under the supervision of experts and mentors. Continuing education courses with international guest speakers, methods training and workshops in key skills supplement the program.

Personal statement

"Working in cutting-edge research, one must be efficient and structured when searching for answers to scientific questions. That demands maximum effort. This pertains equally to both women and men. You also have to take the initiative yourself. Then indeed you will be able create environments in which you have the opportunity to further develop."



**Dr. Lena-Christin
Conradi**



**Dr. Marion
Silies**

Short biography

Dr. Marion Silies is a basic researcher at the European Neuroscience Institute Göttingen (ENI-G). After finishing her undergraduate studies in biology in Münster as well as a five-year postdoc fellowship at Stanford, she is now leading both an Emmy Noether work group and a research group of the SFB 889. "I wanted to come to Göttingen because it is the best location for me scientifically. I feel exceedingly well supported here, and I am – speaking also as a woman – absolutely satisfied with Göttingen even though I have not received any specific gender equality support. But maybe that in itself is something that speaks for the location from a gender-related perspective. Scientifically, I have had excellent mentors. The issues we dealt with usually had to do with research or acquiring third-party funding." In 2017 Silies was awarded further funding, a five-year European Research Council grant for the project "Microcircuits in the fly visual system" with total funding of 1.5 million euros. Silies has also been awarded numerous prizes for her scientific research.

Current research environment

The European Neuroscience Institute Göttingen (ENIG) was established in 2000 and is a cooperation between the University Medical Center Göttingen and the Max Planck Society.

Personal statement

"Success has motivated me to carry on. However, women often suffer from a lack of self-confidence and that hinders them from proving how good they really are. Also, a lot of decisions, in science as well, are still influenced by gender aspects. For example, I remember a conference where only two women out of 38 total participants were invited to attend, even though in this area, a representative 30% of researchers are women! It is also astonishing that in every one of my job interviews, I was asked whether I had a partner and whether he would accompany me. I know several men who have never experienced that. Recently, too, it has happened several times that my successes were commented on with remarks like, 'You only receive that because you are a woman.' I would wish that independent of gender, it's really only the achievements on the backdrop of the respective personal situation that count."

Short biography

Dr. Manuela Schmidt heads an Emmy Noether junior research group at the Max Planck Institute for Experimental Medicine in Göttingen and is also closely connected to the UMG through the SFB 889. "The Emmy Noether group has been pivotal for my reaching where I am now. The scientific environment is also important. That is why we moved from San Diego to Göttingen. I knew of the excellent collaboration going on at the Göttingen Campus. There are few locations that can compare to that."

Current research environment

Title: SFB 889 "Cellular mechanisms of sensory processing"

Spokesperson: Prof. Dr. Tobias Moser, UMG

Funding periods: (1) 2011–2014, (2) 2015–2018

Grant sums: (1) 8.4 million euros, (2) 11.5 million euros

Size: 23 work groups and 21 projects

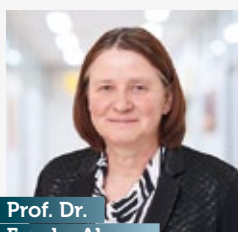
The SFB 889 aims to better understand the most important human senses, vision, hearing, smell and touch. Researchers from six UMG clinics and institutes, the European Neuroscience Institute (ENI-G), three Göttingen Max Planck Institutes, the University of Göttingen Faculty of Biology as well as the German Primate Center, are involved.

Personal statement

"The hard currency of science is the publication. And the birth of a child often falls right in that especially sensitive career phase when a researcher becomes a group leader. That is a difficult time. However, setting priorities is always a very individual issue. The system cannot do everything. The issue of balancing childcare and scientific research must, above all, be resolved within the family. That is why there should be more effort made to encourage men to take parental leave. On the whole, much more flexible models are urgently needed. The current measures to support families are too nonspecific. If these measures could be implemented more specifically, then the situation could be much improved in many cases."

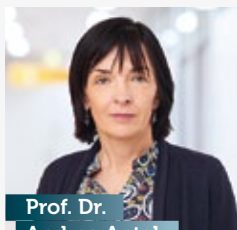
Dr. Manuela Schmidt





**Prof. Dr.
Frauke Alves**

Associate professor,
Clinic for Hematology
and Medical Oncology

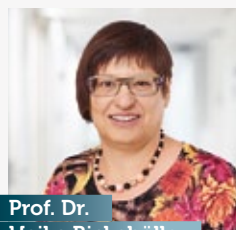


**Prof. Dr.
Andrea Antal**

Associate professor,
Clinic for Clinical
Neurophysiology

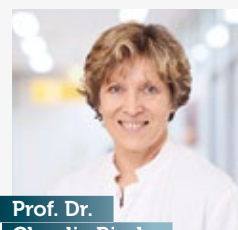
**Prof. Dr.
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Associate professor,
Institute for Human
Genetics



**Prof. Dr.
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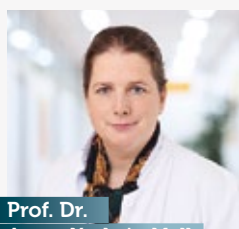
Full professor,
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Women professors at the UMG



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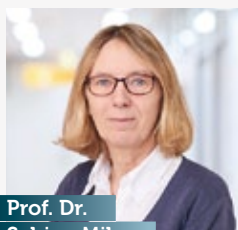
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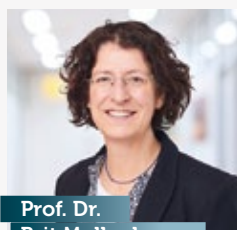


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**Prof. Dr.
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**Prof. Dr.
Brit Mollenhauer**

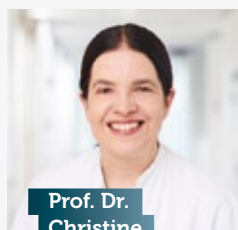
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sor, Clinic for Neu-
rology, Institute for
Neuropathology

**Prof. Dr.
Annegret
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Associate professor,
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Director of the Clinic
for Child and
Adolescent Psychiatry

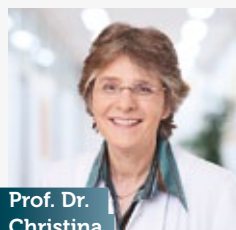


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Institute for
Neuropathology

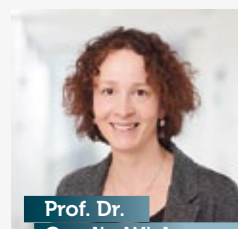
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Steinbüchel-Rheinwall**

Full professor,
Director of the Institute
for Medical Psychology
and Medical Sociology



**Prof. Dr.
Christina
Unterberg-Buchwald**

Associate professor,
Clinic for Cardiology
and Pneumology

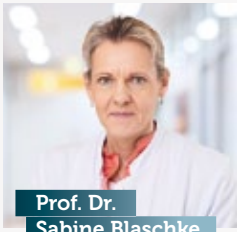


**Prof. Dr.
Carolin Wichmann**

Full professor,
Institute for Auditory
Neurosciences

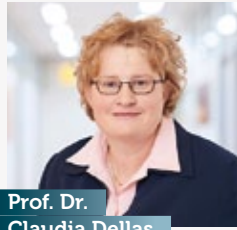
**Prof. Dr.
Heide Siggelkow**

Associate professor,
Clinic for Gastroentero-
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Oncology



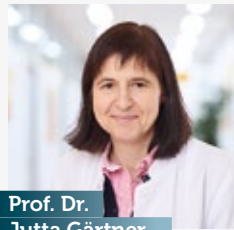
**Prof. Dr.
Sabine Blaschke**

Associate professor,
Medical Director of
the Interdisciplinary
Emergency Unit



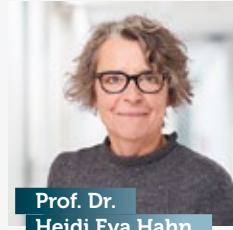
**Prof. Dr.
Claudia Dellas**

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Clinic for Pediatric
Cardiology and
Intensive Care Medicine



**Prof. Dr.
Jutta Gärtner**

Full professor,
Director of the Clinic
for Children's and
Adolescent Medicine



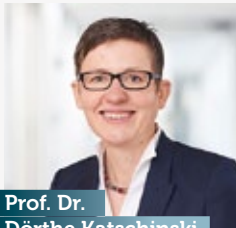
**Prof. Dr.
Heidi Eva Hahn**

Full professor,
Institute for
Human Genetics



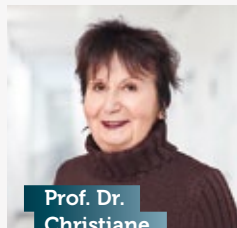
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Havemann-Reinecke**

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Clinic for Psychiatry and
Psychotherapy



**Prof. Dr.
Dörthe Katschinski**

Full professor,
Director of the Institute
for Cardiovascular
Physiology

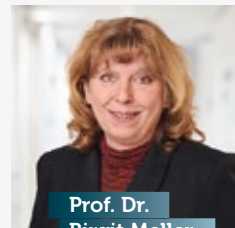


**Prof. Dr.
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Kiese-Himmel**

Associate professor,
Institute for Medical
Psychology and
Medical Sociology

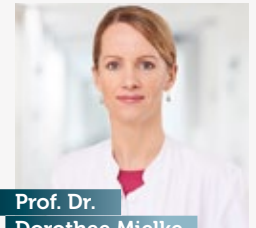
**Prof. Dr.
Susanne Lutz**

Full professor,
Institute for
Pharmacology
and Toxicology



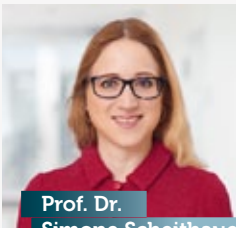
**Prof. Dr.
Birgit Meller**

Associate professor,
Department of
Nuclear Medicine



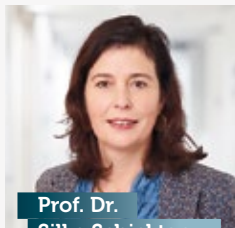
**Prof. Dr.
Dorothee Mielke**

Associate professor,
Clinic for Neurosurgery



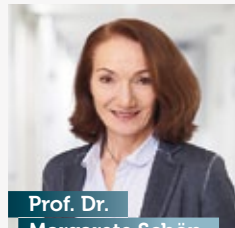
**Prof. Dr.
Simone Scheithauer**

Full professor, Director
of the Central Depart-
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Hospital Hygiene and
Infectiology



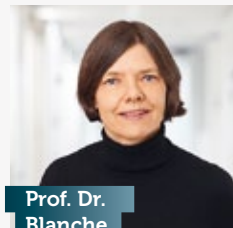
**Prof. Dr.
Silke Schicktanz**

Full professor,
Institute for Ethics and
History of Medicine



**Prof. Dr.
Margarete Schön**

Associate professor,
Institute of Cellular and
Molecular Immunology

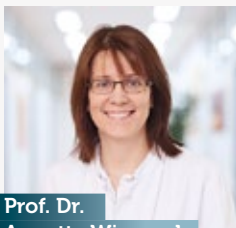


**Prof. Dr.
Blanche
Schwappach-Pignataro**

Full professor,
Director of the Institute
for Molecular Biology

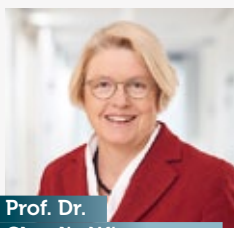
**Prof. Dr.
Cornelia Sabine Seitz**

Associate professor,
Clinic for Dermatology,
Venerology and
Allergology



**Prof. Dr.
Annette Wiegand**

Full professor,
Director of the Outpatient
Clinic for Preventative
Dental Medicine,
Paradontology and
Cariology



**Prof. Dr.
Claudia Wiesemann**

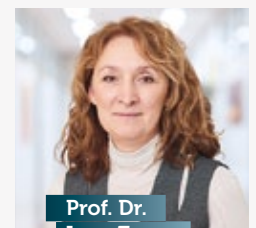
Full professor,
Director of the Institute
for Ethics and History
of Medicine

**Prof. Dr.
Melanie Wilke**

Full professor,
Director of the Institute
for Cognitive Neurology

**Prof. Dr.
Elisabeth Zeisberg**

Full professor,
Clinic for Cardiology
and Pneumology



**Prof. Dr.
Inga Zerr**

Associate professor,
Clinic for Neurology

A photograph of a woman with brown hair tied back, wearing a white lab coat, looking at a laboratory instrument. The instrument has a blue frame and a glass window showing internal components. The background is a laboratory setting with various equipment and papers.

A Look at Some of the Gender Equality Initiatives at the UMG

Margaret Maltby Mentoring Program

The mentoring program for young researchers at the UMG began in 2002 and was the first of its kind nationwide for a medical faculty. Initiated by the Gender Equality Office, the program was integrated in 2010 into personnel development policy and restructured. From May 2010 to the end of March 2015, it was partially funded by the Program for Women Professors initiated by the German Ministry of Education and Research (BMBF) and the Ministry of Science and Art of Lower Saxony. About 200 women participated in the mentoring program. In the spring of 2014, the executive board of the UMG decided to continue the program indefinitely. At the start of its fifth season on March 24, 2015, the mentoring program was named after the physicist Margaret Maltby, who was the first woman to receive a doctoral degree from the University of Göttingen and who advocated for equality for women in science throughout her life.



The Dorothea Schlözer Program

Under the auspices of the university-wide Dorothea Schlözer Program, which the UMG participates in, several gender equality measures have been consolidated: the scholarship program, the qualification program, the mentoring program and the Dorothea Schlözer Medal. These measures are designed to promote excellent young researchers. Since the Dorothea Schlözer Program first began in the winter semester 2009/2010, 58 scholarships have been awarded for PhDs and researchers with a habilitation, 17 of which came from the UMG. Although these scholarships are no longer being awarded, the Georg August University and the UMG will fund postdocs by providing full-time positions for two years. There is also the option of working part-time or receiving extensions for women scientists who have caregiver responsibilities (for children or relatives).

Heidenreich von Siebold Program

In this program, women with completed habilitations are funded in the advanced phase leading up to professorship. The funding is for two years. Between 2008 and 2014, 18 women participated in the program. The UMG has set a goal, as stated in the gender equality plan (2016 to 2021), to reach a quota of at least 30% women with habilitations. Funding from the Program for Women Professors II is used for both the Dorothea Schlözer as well as the Heidenreich von Siebold Programs.



The Program for Women Professors II (PPII)

As part of its gender equality concept, the UMG has been successful with the Program for Women Professors II and was able to appoint Prof. Dr. Scheithauer to a W2 professorship. The funding for this professorship was provided in part by Lower Saxony and the UMG as well as 50% by the federal government. Additional start-up funding came from the "VW Vorab" program. The state of Lower Saxony supports gender equality measures and the UMG has committed itself to their efforts by releasing project funding. The duration of the funding is for five years. In the framework of this program, the gender equality office was able to obtain funding for two part-time positions needed to implement the goals set in the audit "Career and Family" as well as to support the career development of young women researchers.

Certificate "Career and Family" audit from the Hertie Foundation

The UMG was commended for its strategic family and life-phase personnel policies on June 23, 2016, in Berlin. With the certificate "Career and Family" the Hertie Foundation honored the measures implemented by the UMG up to now, as well as the UMG's one-year process towards improving the compatibility between studying, pursuing career goals and research on the one hand, with family on the other. Over the course of a year, headed by the Gender Equality Coordinator Anja Lipschik and in cooperation with all areas and relevant groups including students, the UMG compiled information to determine what action needs to be taken. About 50 measures to make the UMG more family-friendly were identified and are expected to be implemented in the coming three years. The measures are based on an understanding of family that includes both responsibility for children as well as care for family members, and is oriented to the different life phases of employees.



Parent's passport for students with children

The parent's passport for students was introduced on April 1, 2015, at the UMG and aims to help students with children organize their studies better. The parents receive a welcome packet and a special "parent's passport" for the clinical part of their studies, which allows them to choose courses in the morning. In addition, students with children can network and exchange experiences. A regular get-together with the Gender Equality Coordinator is held in the rooms of the student body office.

Parent-child area

In the winter semester of 2015/2016, the UMG opened a parent-child area located in the library of the medical faculty. It is a large, open area, 50 m² in size, with an adjoining 23 m² office as well as rooms for breastfeeding and diaper changing. The new area aims to provide a quiet space for parents with children. It also serves as space for reading, taking breaks, working, relaxing, phoning or for meetings in the office.

Some statistics and facts at a glance

Beds: 1.445, **Medical Students:** 3.600, **UMG employees:** 7.880

Funding for women scientists

Margaret Maltby Mentoring Program	Funding for young women researchers at the UMG Approximately 200 women have participated since 2002.
Dorothea Schlözer Postdoctoral Program for women (university-wide gender equality program)	Number of women funded since 2009: 20 Funding amount (UMG): 975,599 euros
Heidenreich von Siebold Habilitation Program	Funding for women with habilitations at the UMG in the advanced phase leading to professorship. Number of women who received funding since 2008: 29. Total funding amount: 235,000 euros per year

Balancing family with studies and career

Parent's passport for students with children	The parent's passport for students with children aims to help students balance the needs of family with study obligations. At the UMG, about 3% of students have children – nationwide this number is 5–6%. Since the passport was introduced in 2014, 91 have been handed out.
UMG daycare center	Next to the clinic complex there is a daycare center, established in 1973, for the care of 155 children daily between 6 a.m. and 6 p.m. The children are cared for in eight groups. There are about four times as many applications as there are openings for children under three years of age.
Certificate audit "Career and Family"	About 50 measures in eight categories of activity aimed at improving career and family balance will be implemented by the end of 2018. These measures are based on a wider understanding of family, which includes the care of family members.

Gender equality

The gender equality plan of the UMG	The UMG has compiled a gender equality plan for the years 2016 to 2021, which shows the actual percentages of women at all career levels. The approximately 100-page report describes goals and measures to reduce the underrepresentation of women.
Gender equality work at medical faculties and university clinics	Nationwide, 34 medical faculties and university clinics are actively engaged in gender equality policies. They are organized in the "Commission of Clinics" as part of the "Federal Conference of Women's and Gender Equality Officers at Universities" (Bukof). The spokespersons are Maike Busson-Spielberger, Anja Lipschik and Prof. Bettina Pollok. The annual conference in 2018 will be held in Göttingen.

