

Call for proposals within the framework of the Berlin University Alliance

Cross Cutting Theme “Diversity and Gender Equality”

Call for proposals:

4 Junior research groups “Diversity and Gender Equality” (Reference: Rf. 61)

Start of the call for proposals:

End of the call for proposals: 01.08.2021

Expected start of funding: March 2022

Application deadline:	1. August 2021
Earliest start of funding	1. March 2022
Target audience / Eligibility	International researchers with a doctorate whose degree was awarded no more than 4 years ago. Deviations from this threshold are possible in exceptional cases (childcare or nursing periods, professional activity outside the research sector)
Funding Period	4 years, 6 months
Funding for	Personnel and material costs
Funding amount	<ul style="list-style-type: none"> Personnel: includes the position of a junior research group leader, 1 FTE of research assistant Material costs: up to 10.000 Euro p.a.
Contact	diversity-gender-equality@berlin-university-alliance.de

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1. Context of the call for proposals

The Berlin University Alliance is a consortium consisting of three major Berlin universities – Freie Universität Berlin, Humboldt-Universität zu Berlin, Technische Universität Berlin – and Charité – Universitätsmedizin Berlin, established to shape research and education in Berlin. The four partners joined forces to further develop Berlin as a research hub with international drawing power. Together, around 1,700 professors, 100,000 students, 12,000 doctoral students and 26,000 employees research, teach, learn and work in the Alliance. The Berlin University Alliance is funded by the Federal Ministry of Education and Research (BMBF) and the state of Berlin under the Excellence Strategy of the Federal Government and the Länder. The Alliance has given a special commitment to research quality, open science and diversity and - by building synergies and a balance between research and implementation - will contribute to achieving a sustainable improvement at the institutions of the Berlin University Alliance.

The Berlin University Alliance has set out to develop and implement a systematic strategy for promoting diversity and gender and diversity studies among all of its partner institutions. Its long-term goal is to drive a cultural shift toward a diverse and gender-sensitive research environment. These measures are aimed at combatting discriminatory structures and practices at all levels and to establish diversity

as a central institutional and academic concern. The long-term goals of this cross-cutting theme are to expand the already leading position of Berlin's universities in the area of equal opportunities, to increase the promotion of diversity, and to establish sustainable, diversity-related, and internationally competitive standards within the alliance.

2. Objective of the funding

With the call for four junior research groups, the Berlin University Alliance offers outstanding researchers (Postdocs) the opportunity to establish a joint cross-university research context in which new questions, methods, and approaches are used to create scientific foundations for empirically informed organizational development in the areas of diversity and gender equality at universities. The identification and analysis of diversity-enhancing as well as discriminatory and exclusionary structures and practices in the organizational structures and academic cultures of BUA institutions will be leveraged into the development of innovative standards and interventions that promote cultural change toward a diverse and gender-sensitive research and teaching environment.

3. Subject of the funding

Calls for proposals will be made for four junior research groups.

Researchers on the following groups of topics are eligible to apply:

Fixing the Institution: overarching analyses of the mechanisms of impact of gender equality, diversity policies and practices across university disciplines and in universities as institutions

With regard to the design and implementation of diversity policies, the aim of this group of topics is to take stock of existing measures, particularly those relating to gender equality, to assess their transferability to the field of diversity, and to build knowledge about the possibilities and limitations of factors that affect the successful implementation of diversity and gender equality policies. Cross-university and university or discipline-specific research projects are conceivable. Newly developed guidelines and measures are to be evaluated on an ongoing basis and adapted as necessary.

Fixing the System: Analyses in the context of the history of science

In this group of topics, projects oriented towards the history of science can be applied for to investigate the causes of exclusion and inequality of opportunities, especially with regard to the interactions of the generation of knowledge and the evaluation of the relevance of this body of knowledge. The findings are intended to provide information on the basis of the current lack of inclusion of gender equality and diversity policies and practices.

Core Data Sets Diversity: Empirical Studies

This group of topics is intended for applications for empirical projects that can be implemented in concepts and measures for concrete (university) steering instruments at all levels. In two sub-areas, tools and mechanisms for improving gender equality and diversity measures are to be developed on the basis of quantitative and qualitative data, which can be designed to be both cross-university and university and discipline-specific.

Sub-area a: Tools, legal and technical challenges, and solutions of data collection on diversity measures

Sub-area b: Empirical studies of success factors, obstacles to, and intervention strategies for improving diversity, with special emphasis on university medicine and life sciences within the Berlin University Alliance.

Qualification:

Throughout its entire duration, the research project serves to further qualify the group leader for appointment in research or to qualify for prominent positions in research, research administration, or other fields of practice, and to qualify the junior researcher for a doctorate.

Structural matters:

The four junior research groups will be institutionally based at the four gender research centers of the BUA partner institutions:

- Charité – Universitätsmedizin Berlin: Institute of Gender in Medicine (GiM)
- Freie Universität Berlin: Margherita von Brentano Center (MvBZ)
- Humboldt-Universität zu Berlin: Center for Transdisciplinary Gender Studies (ZtG)
- Technische Universität Berlin: Center for Interdisciplinary Women's and Gender Studies (ZIFG)

Applicants must indicate at which institution they wish to establish their research (first and second priority) and include with their application a declaration of acceptance signed by the institutions.

The junior research groups form a joint research network and also cooperate with researchers in relevant projects, especially in the context of research priorities of the host centers, clusters of excellence and measures of the Berlin University Alliance. They are advised and supported by a team of experts in the Diversity and Gender Equality Network (DiGENet).

4. Pre-requisites / Eligibility for application

Junior researchers with a doctorate from institutions of the Berlin University Alliance (Charité – Universitätsmedizin zu Berlin, Freie Universität Berlin, Humboldt-Universität zu Berlin, and Technische Universität Berlin) are eligible to apply as well as Postdocs who are not institutionally affiliated, provided that they are willing to base their projects at one of the gender studies centers of the partner institutions. When submitting the application, the applicant must indicate at which of the four institutions the junior research group will be based.

Applicants must provide evidence of an outstanding doctoral degree, international research and publication experience, initial leadership experience, teamwork skills, and experience with interdisciplinary collaborations. When submitting the application, a person can already be appointed for the position of research assistant to be staffed.

Junior and temporary W1/W2 professors are eligible to apply.

The “Junior Research Groups” call for proposals is aimed at outstanding researchers with a doctorate who would like to establish a junior research group in the field of Diversity and Gender Equality at one of the gender studies centers of the BUA partner institutions. The junior research group leader will be employed at the institution with which the junior research group is affiliated. Employment will be for a period of up to 5 years. The employment contracts of the junior research group leaders are contractually agreed as guest lectureships and include a teaching obligation.

5. Type, scope and amount of funding

The “Junior Research Groups” call for proposals is aimed at outstanding researchers with a doctorate who would like to establish a junior research group in the field of “Diversity and Gender Equality” with affiliations to one of the partner institutions of the BUA. The junior research group leader is employed at the institution with which the junior research group leader is affiliated. Employment is for a period of

4 years and 6 months. The employment relationships of the junior research group leaders are contractually agreed as guest lectureships and include a teaching obligation.

Fundable costs:

1. Lump sum for position of junior research group leader based on TV-L EG 14/15. Full-time position, incl. compensation for VBL-benefits. Compensation is based on the rules of the institution with which the junior research group is affiliated.
2. Staffing of the junior research group: Research assistant [1.0 FTE]

Employment of personnel shall be in accordance with the specifications of the receiving institution. Research assistants have regular teaching responsibilities.

3. A lump sum of up to 10,000 euros per year is available to the junior research group for material costs, e.g., for travel and accommodation expenses for the academic staff, smaller equipment and software, publications, and other material costs (contract awards, funds for further training, etc.). The funds are managed in accordance with the budgetary requirements of the State of Berlin.

Personnel and material costs (2 and 3) are eligible for cover.

6. Application procedure

Applications must be submitted by 01.08.2021 as a pdf file by mail

indicating the reference (Rf. 61) to the following address:

diversity-gender-equality@berlin-university-alliance.de

(With an electronic application, you acknowledge that your data are saved and processed.)

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Review and selection are a multi-stage process, which is planned as follows:

Receipt of application:

Checking the formal criteria

- Completeness and correctness of the documents submitted
- Fulfilment of the formal requirements for funding (especially membership of the target group)

Formal criteria are checked by the Administrative Unit of CCT 6.

Review of the application:

For those applications that meet the formal criteria, external experts, at least two for each application, will be asked to provide a written statement addressing the following aspects:

6.1. Assessment criteria

Scientific excellence of the research project

- Relation of the project to the objectives of the funding and fulfillment of the funding requirements;
- Innovativeness of the research program;

- Quality of the research design including the appropriateness of the selected research methods as well as the handling of research ethical aspects;
- Adequacy of data collection and access;
- If applicable: quality of the data management plan;
- Practical relevance of the question or high application relevance;
- Quality and informative value of the utilization plan, also with regard to the objectives of the funding measure, including the consideration of cooperative, socially acceptable utilization approaches;
- Realistic work, time and milestone planning;
- Realistic plan for the dissemination of the research results;
- Concept for the implementation of aspects of Open Science (e.g., Open Data, Open Methodology, Open Code, Open Access).

Composition/development of the project team

- Qualifications, expertise, and past performance record of the junior research group leader in the relevant topic or related topics;
- Consideration of interdisciplinary and/or transdisciplinary approaches;
- Adequacy of the integration into academic structures and the planned cooperation, especially with regard to the cooperation within the Berlin University Alliance (expertise of the receiving institution), taking into account the criteria of interdisciplinarity, practical involvement and/or internationality;
- Independence of the junior research group leader in supervising doctoral candidates;
- Appropriateness of supervision approach to group members;
- Support from the supervising institution.

Project organizational aspects

- Suitability of financial planning
- Necessity, suitability, and eligibility of the requested funds
- Description of how the planned junior research group will be affiliated with at least one other partner institutions of the Berlin University Alliance.

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6.2. The selection process

The written reviews are submitted to the selection committee, which deliberates on them and draws up an invitation list. At least eight candidates who the selection committee considers to be the most suitable will be invited to an interview. This interview consists of a scientific presentation by the candidates, a discussion of this presentation and an interview with the candidates. The first part of the interview, i.e., the scientific presentation as well as the discussion on it are public. The interview with the candidate is not open to the public.

As a result of these interviews, the selection committee draws up a shortlist of the four most suitable candidates, including a concrete proposal for the award of the junior research group leadership. This as well as the shortlist will be submitted to the Executive board (ExB) for a final decision. As a result, the applicants will be informed about the outcome of the review and selection.

Reviewers and selection committee

The applications that meet the formal requirements will be evaluated by at least two reviewers each. The selection of the reviewers is based on their expertise. The selection of the reviewers is made by

the selection committee. In the event of a Conflict of Interest as defined in the Code of Conduct of the Berlin University Alliance, the member of the SC for whom bias has been established in accordance with the criteria set forth therein will be excluded from the selection of reviewers. The reviewers are exclusively national and international experts who are not affiliated with one of the institutions of the Berlin University Alliance.

The review of the bias criteria is realized for all reviewers.

The selection committee consists of board members of the four host institutions and four external experts as well as the members of SC 6 (advisory). The external members are appointed by the ExB upon proposal of the SC.

6.3. Application structure

Applications for a junior research group shall be structured as follows:

1. General information

- Name and address (including telephone, fax and e-mail) of the person submitting the application
- Title of the project
- Name of the receiving institution(s) and the receiving faculty / department(s)
- Signature of the applicant

2. Description of the project (research content and further explanations) (maximum 10-12 pages)

2.1. Abstract of the project (maximum 400 words, to be published in case of funding)

2.2. Presentation of the central questions or the project objectives

2.3. Contextualization of the project in the current international state of research

- Including a statement with regard to the inter- and transdisciplinarity of the project

2.4. Detailed work program including:

- Work Packages and planned milestones
- Explanations on the theoretical framework
- Explanations on the methodological approach
- Explanations on field access, if applicable, designation of the responsible ethics committee
- Central risks of the project and planned measures for risk management

2.5. Information on exploitation possibilities and plans

- this includes possible uses of the results in the academic and non-academic public (exceeding those for academic publications; for publication strategy conf. 2.7.)

2.6. When developing measures for implementation, the following aspects must be considered:

- Presentation of practice-relevant research results and concept of measures/implementation

2.7. Description of the planned research data management and publication strategy measures

Note: Publications and research data are to be made accessible free of charge. If the results of the research project are to be published as an article in a scientific journal, does not initially appear in a journal that is electronically accessible to the public free of charge, the article shall be made electronically accessible to the public free of charge (secondary publication), if necessary, after expiration of an appropriate period (embargo period). In the case of secondary publication, the embargo period shall not exceed twelve months.

- Data obtained in the course of the project with possible relevance for use by third parties shall be made available to a suitable institution/research data center in a form

suitable for dissemination on the basis of common standards after completion of the project. The goal is to enable long-term data backup, secondary analysis or reuse. Common research data management requirements should be considered.

3. Description of the junior research group (maximum 4 pages)
 - 3.1. Planned composition of the junior research group (disciplinary and status group, e.g. Post-doctoral researchers and / or PhD candidates)
 - 3.2. Working and task areas of the potential members of the junior research group including – if relevant – explanations on:
 - Supervision concept and planned measures to link the qualification of the doctoral candidates with the work of the group
 - 3.3. If relevant: Envisaged or potential cooperation partners, in particular, possibilities of networking with other institutions of the Berlin University Alliance, if applicable including the respective Letters of Intent of the cooperation partners.

In total, the proposal should not exceed 15 pages (without financing plan and annex).

Please prepare the proposal in font size 11, Arial with a minimum line spacing of 1.15 x.

4. Please add the following annexes to your project proposal:

4.1. Financing plan

- Resource planning, i.e., overview of the foreseen personnel and material resources (subcontracts/procurement/travel) – details per category, year and total amount.
- Please use the template provided on the website.
- For the remuneration of the staff, please use the personnel rates of the German Research Foundation (https://www.dfg.de/formulare/60_12/60_12_en.pdf).

- 4.2. **CV** of the group leader including (please use the template provided on the website)

- Publication list highlighting the ten most relevant publications
- max. two relevant publications (if not freely available electronically)
- List of research data generated and published
- Details of relevant research projects

- 4.3. Declaration of acceptance: <https://www.berlin-university-alliance.de/en/commitments/diversity/junior-research-groups/declaration.pdf>

- 4.4. If applicable: Letter(s) of support of the affiliated institution(s) of the Berlin University Alliance

- 4.5. **Draft of job offer** for the positions of doctoral candidates / postdoctoral researchers

- 4.6. Other supporting documents / references / letters of intent

The project proposals and any other documents submitted will not be returned.

Please contact us with any questions at diversity-gender-equality@berlin-university-alliance.de and also refer to the call's information sheet on the website: <https://www.berlin-university-alliance.de/en/commitments/diversity/junior-research-groups/leaflet.pdf>

For the purpose of safeguarding Gender Equality and Diversity, applications from female researchers as well as other members of underrepresented groups in academia (people with diversity attributes such as disabilities, migration backgrounds, first-generation researchers etc.) are particularly welcome.