

Equalisation Fund

for Female Junior Professors, Female Professors and Female Academic or Artistic/Creative Employees with Committee Duties

I. Target Audience and Objective

The Equalisation Fund is aimed at *female professors, junior professors and scientific or artistic/creative employees at the Bauhaus-Universität Weimar* who are involved in the university's committees or faculty management. Applicants can apply for financial support for compensation and support for their work on the following offices, boards, councils, commissions, or committees:

- University or faculty management (Presidium/Dean's Office)
- Central university or faculty committees, bodies or commissions
- Other advisory boards, commissions or committees appointed by the Presidium, the Senate or the Faculty Boards

Committees or offices that do not fulfil Equalisation Fund criteria are not eligible for funding.

Committee duties as a result of a function in another committee/office are not eligible for funding (e.g. Graduate Admissions Committee is usually automatically chaired by the Dean of Student Affairs).

Work groups are not eligible for funding.

The deadline for 2024 funding is **29 February**.

Details:

Within the context of its equal opportunity policy, the Bauhaus-Universität Weimar has adopted the goal of establishing a representative composition of its governing bodies, search and appointment committees, as well as its other bodies and committees. The current fundamental under-representation of women in individual status groups has created an excessive burden for women within the context of self-administration at the university.

As a measure to promote gender equality, the Equalisation Fund is financed by the Professorinnenprogramm III (funding programme for female professors) of the German federal government and federal states for the period of 2022 to 2024. The Equalisation Fund should serve to lessen the workload of women who are junior professors, professors or scientific or artistic/creative employees who are involved in committees at the Bauhaus-Universität Weimar. The fund is also intended to provide additional incentives for women to become more involved in committees with the long-term goal of achieving gender parity across the staffing of all university committees, for example in university and faculty management.

II. Application and Awarding Process

(1) Funding

Female junior professors, professors and scientific or artistic/creative employees are eligible to apply for compensation/relief funding from the Equalisation Fund. Funding may be used, for example, to hire research assistants, to increase the contracts of scientific or artistic/creative employees (applicant's own position or employed staff) for a specific period of time, or to implement individual career-promoting measures, such as financing publications (editing, translation, printing costs, etc.), conference and research trips, coaching or teaching materials. The applicants are free to decide themselves on the exact use of the compensation/relief funding.

Funding is allocated according to the following scheme:

<i>Type of committee</i>	<i>Lump sum compensation per year and per committee</i>
University or faculty management (Presidium/Dean's Office) ¹	€ 2000.00
Central university or faculty committees, bodies or commissions ²	€ 1500.00
Other advisory boards, commissions or committees appointed by the Presidium, the Senate or the Faculty Boards ³	€ 1000.00

¹ *Presidium*: Vice-President; *Dean's Office*: Dean, Dean of Student Affairs, Vice-Dean

² University Council, Senate, University Assembly, Faculty Board, Presidium appointment officers, appointment committees, Presidential Search Committee

Restrictions:

Appointment committee membership is not eligible for funding unless the appointment committee has been reviewed and recognised by the Senate before the funding application deadline (29 February 2024).

³ Finance & Planning Committee, Student & Academic Affairs Committee, Projects & Research Committee, programme directors, examination committees, Student Commission, Scholarship Commission, Equal Opportunity Advisory Board, Diversity Advisory Committee, Doctoral Council, Staff Council, IT Advisory Committee, Safety Committee, Representatives for Individuals with Disabilities

Restrictions:

The Staff Council and Equal Opportunity Advisory Board positions are eligible for funding; participation in the individual committees that the office requires (e.g. appointment committees) is not, however.

Funding from the Equalisation Fund may be applied for in a lump sum for each committee that the applicant is involved in listed in the table (*period of: 1 October 2023 – 01 March 2025*). In the case of participation in more than one committee/office, the respective compensation amounts are added together.

The awarding of funding is subject to availability.

Restrictions:

Relief measures that have already been awarded (e.g. reduced teaching load) are taken into account in the allocation of funding. This may reduce the compensation awarded.

Additional lump sum compensation for childcare or caregiving responsibilities:

Female junior professors, professors and scientific or artistic/creative employees who have committee responsibilities and who have children under the age of 18 or who care for dependants are eligible to apply for additional compensation funding. For each child or person being cared for, the applicant can receive a lump sum compensation of 150 euros (up to a maximum of 450 euros).

Only care activities that are carried out regularly and over a longer period of time are eligible for additional lump sum compensation (i.e. short-term care services — e.g. after accidents — are not subsidised by the Equalisation Fund). Please submit proof of your care activities (»Gutachten zur Feststellung der Pflegebedürftigkeit gemäß SGB XI« / »Expert opinion on the determination of the need for care in accordance with SGB XI«⁴ or confirmation of care activities from the responsible long-term care insurance fund for the person receiving care⁵) together with your application documents.

Additional lump sum compensation for disabilities or chronic illnesses:

Female junior professors, professors and scientific or artistic/creative employees who themselves live with a disability or chronic illness may apply for a lump sum compensation of 150 euros.

⁴ As part of the assessment of the need for care, the Medical Service (Medizinischer Dienst) assessor estimates the amount of care required by volunteer carers and records this in the care assessment report. The information on the person in need of care and the other parties involved (carers, family members, etc.) is also included. The person in need of care receives the report together with the notification of the need for care from their care insurance fund.

⁵ If required, the carer will receive an individual confirmation of their care activities from the care insurance fund responsible for the person receiving care. This confirms the weekly care hours recognised by the care insurance fund.

(2) Application Documents

The funding application must include:

- A filled-out online application form.

Applications submitted after the deadline will not be processed.

Incomplete applications submitted by the deadline will not be processed. Missing documents may be submitted up until the deadline.

(3) Application Deadline

Equalisation Fund support is awarded once a year. The deadline for 2024 funding is **29 February**.

(4) Selection Procedure

Upon reviewing the applications, the Equal Opportunity Advisory Board submits a proposal to the Presidium. The Presidium is responsible for awarding funding.

The amount of funding awarded depends on the committee(s) or office(s) that the applicant is involved with. The awarding of funding is subject to availability.

We look forward to receiving your application!

Your Equal Opportunity Office

Contact Person:

Dr. Michael Wallner
Professorinnenprogramm III Project Coordinator

Bauhaus-Universität Weimar Equal Opportunity Office
Amalienstraße 13, Room 304
99423 Weimar

Phone: +49 (0) 3643/58 42 46

Fax: +49 (0) 3643/58 42 45

E-mail: michael.wallner@uni-weimar.de

Information on Data Protection - Rights of the Applicant

(This translation is for information purposes only. For the legally binding version, please see the German text.)

1. The personal information collected by the Bauhaus-Universität Weimar Equal Opportunity Office is processed in accordance with the European General Data Protection Regulation (EU-GDPR), the Federal Data Protection Act (BDSG) and the Thüringer Datenschutzgesetzes (ThürDSG) in their respective applicable versions.
2. The responsible body for data processing in accordance with the EU-GDPR is: The Bauhaus-Universität Weimar Equal Opportunity Representative, Amalienstraße 13, Room 303, 99423 Weimar, Phone: +49 36 43/58 4240, E-mail: gleichstellungsbuero@uni-weimar.de
3. The responsible Data Protection Officer is: The Data Protection Officer, Office of the Chancellor, Belvederer Allee 6, 99423 Weimar, Phone: +49 (0) 3643 / 58 1222, E-mail: datenschutz@uni-weimar.de.
4. The data collected in this form will be destroyed 15 years after it has been received. You have the right to access, rectification, restriction of processing, deletion, disclosure, and the right to object to the processing of your personal information. You have the right to revoke your consent under data protection law at any time. You have the right to submit a complaint to a supervising authority, regardless of any other administrative or judicial recourse.
5. Detailed DSGVO regulations can be found in the privacy policy on our website at www.uni-weimar.de/datenschutz. These rights may be exercised with the Equal Opportunity Officer or the Data Protection Officer at the Bauhaus-Universität Weimar through a written request.