


GUIDELINES FOR

OLYMPIA MORATA-PROGRAM (OMP)***PROGRAM FOR THE PROMOTION OF FEMALE
POSTDOCTORAL RESEARCHERS¹**

*The program is named after  Olympia Fulvia Morata, who was a teacher at the Heidelberg University in 1554.

1. OBJECTIVE OF FUNDING

In the postdoc phase, proportionately more highly qualified women than men still leave science nationwide². This also applies to the Heidelberg University. Against this background and within the framework of Heidelberg University's equality concept, the goal of the Olympia Morata-Program is to support qualified female postdocs¹ with an outstanding scientific qualification project. An outstanding scientific qualification project includes, among other things, a habilitation project, the application for an independent research project (e.g. Emmy-Noether, ERC, BMBF junior research group) or an independent research project that increases the appointment to a professorship. In this way, the program aims to contribute to increasing the proportion of women in science and in leadership positions within and outside the university.

2. ELIGIBLE APPLICANTS

The program is aimed at female¹ postdoctoral researchers at Heidelberg University in the earlier postdoc phase, the so-called R2-postdoc-qualification stage³. In this qualification phase, the focus is on further scientific qualification and the formation of an own research profile. At the time of application, the doctorate should not have been completed more than 3-4 years ago. The prerequisites are a very good or excellent doctoral grade, an accepted publication closely related to the proposed project and/or corresponding preliminary scientific work on the OMP-application.

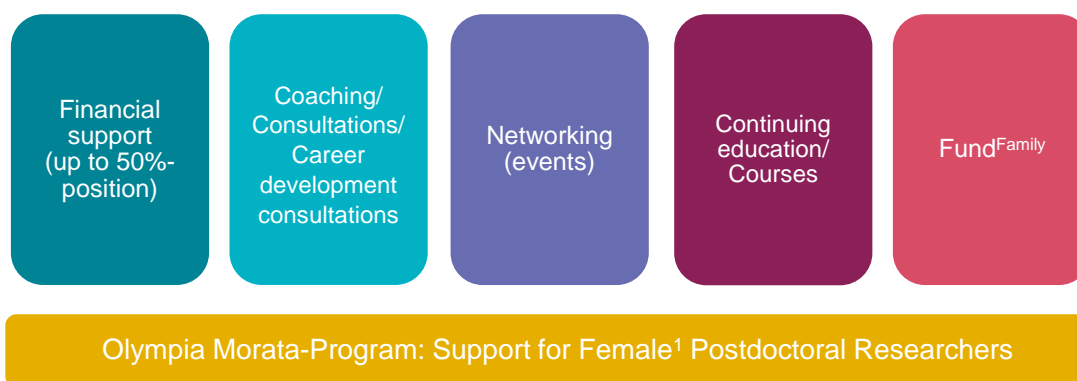
3. FUNDING

The OM-Program typically funds a part-time position (pay grade 13/TV-L). It is assumed that the institutes at which the applicants work will also provide part-time positions (EG 13/TV-L) or corresponding personnel funds. The funding period is usually 2 years, but can be extended by a maximum of 2 years on application due to family commitments, a disability and/or chronic illness. Part-time funding is possible to enable applicants with family and care responsibilities to receive funding. The program comprises five pillars, as illustrated in the following figure:

¹ I.e. FLINTA*

² Wagner, Petra (2019): Strategien gegen die „Leaky Pipeline“: Wie bleiben Akademikerinnen in der Postdoc-Phase der Wissenschaft erhalten?, In: IAB-Forum 16. Oktober 2019, <https://www.iab-forum.de/strategien-gegen-die-leaky-pipeline-wie-bleiben-akademikerinnen-in-der-postdoc-phase-der-wissenschaft-erhalten/>, Retrievable: 24. August 2023; “Postdoc” usually refers to the phase of transition between the completion of the doctorate and a permanent professorship at a university or college.”

³ R2 Recognised Researcher - PhD holders or equivalent who are not yet fully independent (Document Guidelines Career Development at Heidelberg University)



In addition to financial support (left column of the figure), continuing education and career development measures should accompany and be compulsory for scientific project work. These include, for example, coaching and career development consultations, networking events, continuing education and courses in the area of "gender" and "diversity" or in the area of "leadership". In addition, material resources from fundFamily are available for e.g. business trips with child(ren) or childcare during business trips. The specific measures and times will be discussed with UNIFY based on the professional portfolio.

4. COMPONENTS OF APPLICATION

The funding application must include the following documents:

Components	Details and requirements
1. Letter of application with information on academic career and professional goals	<ul style="list-style-type: none"> — Letter of motivation — CV — List of teaching experience and experience in academic self-government — List of publications (submitted and accepted publications) — If applicable, details of third-party funding, prizes, awards, congress participation — Professional objectives, including how the candidate could benefit from the funding in her professional development
2. Certified copy of the doctoral degree	
3. Binding commitment by the faculty/institute that a position (EG 13/TV-L, 50%) or corresponding personnel resources with infrastructure are available	<ul style="list-style-type: none"> — At least for the duration of the funding
4. Exposé of the qualification project	<ul style="list-style-type: none"> — Description of the scientific project including <ul style="list-style-type: none"> a) information on the gender component according to DFG guidelines and on the preliminary work b) time schedule of the overall project c) if applicable, details of specific qualification goals for the funding period applied for d) brief summary — If publications explicitly related to the proposed project are already available,

	please list them separately here as preliminary work
5. Two letters of recommendation, about the applicants development potential in the subject and on the qualification project, at least one of which must be an external expert opinion	— Confirmation of supervision by the 1. supervisor and 2. mentor
6. Questionnaire	— application form will be sent after consultation with UNIFY (see below)

5. DEADLINE

The program is usually tendered once a year towards the end of the year. Funding starts on 1 March each year. To find out about current deadlines, please visit [Website](#) of the Olympia Morata-Program.

6. PROCESS AND RESPONSIBILITIES

Interested party can obtain information and advice from Carmen Waiblinger (06221 54-4013; carmen.waiblinger@uni-heidelberg.de) at UNIFY (Unit for Family, Diversity and Equality) and then receive the questionnaire form, which is necessary for the complete documents. The documents - the entire application in one PDF file - must be sent electronically to carmen.waiblinger@uni-heidelberg.de.

The selection of candidates is based on an evaluation of the applications received by a selection committee. On average, 4 places are available per call year. A legal claim is excluded.

7. OBLIGATIONS

The participants undertake to participate in evaluations until 5 years after the end of the funding and to mention this funding in the publications resulting from the funding.

8. DATA PROTECTION

Personal data will be collected and processed in accordance with the relevant legal data protection regulation. More detailed information on the processing of data by and on rights can be found on the [Data protection declaration-Website](#) of Heidelberg University. The contact details of the data protection officer are also provided there.