



Dorothea Schläzer Programme

University of Göttingen

Göttingen University's Dorothea Schläzer Programme was set up with the aim of promoting equal opportunity and personnel diversity at the Göttingen Campus. It was designed to increase the proportion of women at all academic stages of qualification. The programme was established in 2009 to implement

research-oriented standards on gender equality as set out by the DFG (German Research Foundation). The Dorothea Schläzer Programme focuses on several gender equality measures for the promotion of female scientists and scholars – both junior and established – at different stages of their academic career.

Positions

for female postdocs

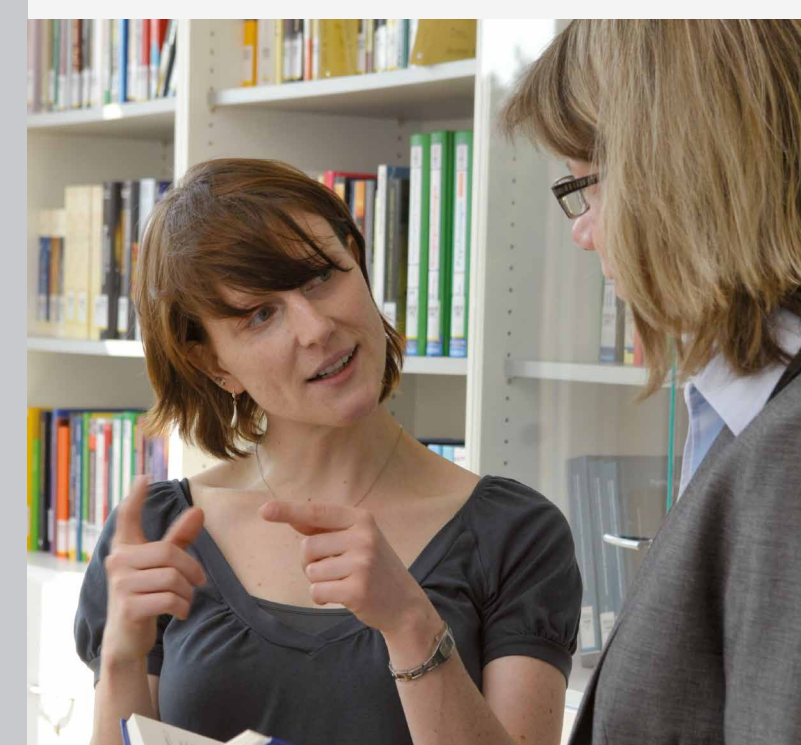
- Aim: Supporting excellent female junior scientists and scholars at the University of Göttingen through
 - Postdoctoral positions (before 2016: fellowships)
 - Offers career development and networking
- Participants: 66 fellowship holders, 10 position holders
- Achievements: successful transition to the next stage of qualification (leading positions in academia, professorships/junior professorships)



Mentoring

for female doctoral students and postdocs

- Aim: Structured consultation and promotion of academic careers through
 - Role models and established professors as mentors
 - One year programme for mentees and mentors to support their career development and promote networking
- Participants: 178 mentees, among them 89 doctoral students and 89 postdocs
- Achievements: Broadening the mentees' career prospects and increasing their self-confidence in action, strengthening



professors' gender-sensitive advisory skills

- Programme language: English

Career Coaching

for female postdocs

- Aim: Supporting women in their career development and preparing them to take up a leading position in the international academic field through
 - Regular coachings and interdisciplinary exchange
 - One year intensive programme to expand academic key competences, career-related knowledge and networking
- Participants: 121 postdocs
- Achievements: Increased competences in strategic career development and



in the assumption of leadership responsibilities

- Programme language: Bilingual (English/German)

Coaching

for newly appointed female professors

- Aim: Supporting newly appointed female professors during their introductory phase at the University of Göttingen through
 - Individual coaching
- Participants: Female professors' from all faculties
- Achievements: Strengthening female professors as leaders, initiating an academic personnel development for female professors



Dorothea Schläzer Medal

- Aim: Honouring women who have made outstanding contributions to research and academia or who are exceptionally committed to achieving equal opportunities for women in higher education
- Medal holders (since 1958) amongst others:
 - Prof. Dr. Rita Süßmuth (2016)
 - Prof. Dr. Helga Nowotny (2011)
 - Prof. Dr. Jutta Limbach (2009)
 - Prof. Dr. Lise Meitner (1962)



state: April 2019

Contact

Postdoctoral positions, Career Coaching and Coaching for newly appointed female professors

University of Göttingen
Equal Opportunity and Diversity Unit
Dr. Nina Gülcher, Nina Härter, Dr. Doris Hayn

www.uni-goettingen.de/schloezer

Mentoring Programme

University of Göttingen
Academic staff development
Dr. Vera Bissinger

www.uni-goettingen.de/mentoring