GUIDELINES FOR
OLYMPIA MORATA PROGRAMME*

PROGRAMME FOR THE PROMOTION OF YOUNG FEMALE SCIENTISTS WITH A DOCTORATE[1]

*This program is named after Olympia Fulvia Morata🔖 a teacher at Heidelberg University in 1554 Heidelberg.

1. FUNDING OBJECTIVE

There are still proportionately more highly qualified women than men leaving science across Germany during their postdoctoral phase[2]. This also applies to Heidelberg University. Against this background and within the framework of the equality plan of Heidelberg University, the goal of the Olympia Morata programme is to promote qualified female postdoctoral researchers[1] 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 chances for a professorship. The programme aims to help increase the proportion of women in science and management positions within and outside the university.

2. Eligible applicants

The programme is aimed at female postdoctoral researchers[1] at Heidelberg University in their earlier postdoc phase (R2 postdoc qualification phase[3]). In this qualification section, the focus is on further scientific qualification and the formation of your very own research profile. The doctorate should not have been awarded more than 3-4 years ago at the time of application. The prerequisites are a very good or excellent doctorate, an accepted publication closely related to the proposed project and/or corresponding scientific preparatory work for the OMP application.

3. FUNDING

OMP funding usually entails a 50% part-time position according to salary group 13/TV-L. It is expected that the institutions at which the applicants work will also provide such part-time positions (EG 13/TV-L) or corresponding personnel resources. The funding period is usually 2 years. Part-time funding (at least 75% of a full-time position) is possible, which is intended to support applicants[1] with family and care responsibilities in qualifying. However, there is no claim to add the reduced position percentages to the total funding period.
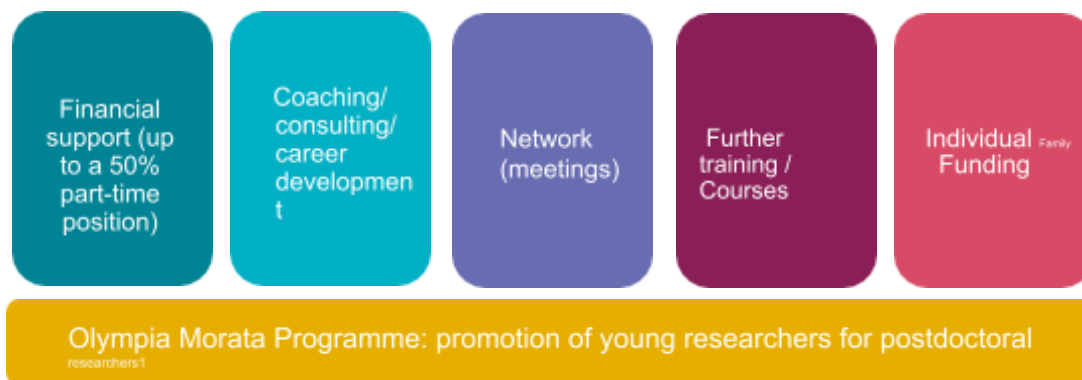
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[1] FLINTA*: lesbian, intersex, non-binary, trans and agender

[2] Wagner, Petra (2019): Strategien gegen die „Leaky Pipeline": Wie bleiben Akademikerinnen in der Postdoc- Phase der Wissenschaft erhalten? In: IAB-Forum 16 October 2019, https://www.iab-forum.de/strategien-gegen-die-leaky-pipeline-wie-bleiben-akademikerinnen-in-der-postdoc-phase-der-wissenschaft-erhalten /, retrieval date: 21.10.2024;
"Postdoc" usually refers to the phase of transition between the completion of the doctorate and a permanent professorship at a higher education institution.

[3] R2 Recognised researcher – doctoral student or equivalent persons who are not yet fully independent (Heidelberg University Career Development Guidelines document).

The program consists of five modules:

Financial support (up to a 50% part-time position)	Coaching/ consulting/ career development	Network (meetings)	Further training / Courses	Individual Family Funding

Olympia Morata Programme: promotion of young researchers for postdoctoral researchers1

In addition to financial support, further training and career development measures are to be completed in an accompanying and mandatory manner for scientific project processing. These include, for example, coaching and career development consultations, network meetings, further training and courses in the field of "gender" and "diversity". In addition, material resources of individual family funding are available, for example, for business trips with children or childcare during business trips. The specific measures and times will be discussed with UNIFY on the basis of the professional portfolio after individual consultation.

4. Grant Application
The grant application must contain the following documents:

Components	Details and requirements
1. Letter of application, information on previous academic career, curriculum vitae	− Letter of application, with details of professional objectives, which, among other things, set out how the candidate could benefit from this support in their professional development − List of Teaching Experience and Academic Self-Governance Experience − List of publications (submitted and accepted publications) − CV − If necessary, information on third-party funding, prizes, awards, attendance at congresses
2. Certified copy of the doctoral certificate	a simple copy is not sufficient
Binding commitment from the faculty/institute that a position (EG 13/TV-L, 50%) or corresponding personnel resources with infrastructure is/are available	− At least for the duration of the funding − signed by faculty or institute management

4. Exposé of the qualification project	– Presentation of the scientific project including a) a short summary b) Information on the gender component according to the DFG guideline and on preparatory work c) Scheduled timing of the overall project d) if applicable, details of specific qualification objectives for the funding period applied for – If there are already publications explicitly for the requested project, please also indicate separately as preparatory work here
5. Two expert opinions on the person, their development potential in the subject and on the qualification project, at least one of which is an external expert opinion	– The first report can be written by the supervisor/ mentor4 and may contain a supervision agreement. – The second report should be external to Heidelberg University.
6. Questionnaire	Structured application form will be sent after consultation with UNIFY (see below)

5. Application Deadline

The program is usually advertised once a year towards the end of the year. The start date of funding is 1st March of each year. To find out about current deadlines, please visit the Olympia Morata Programme website.

6. PROCEDURE, APPLICATION SUBMISSION AND RESPONSIBILITIES

Interested parties[1] can contact UNIFY (Unit for Family, Diversity and Equality) for information, advice and then receive the questionnaire form, which is needed for the complete application documents. Contact: Carmen Waiblinger , carmen.waiblinger@uni-heidelberg.de, Tel. 06221 54-4013.

The application is submitted digitally. The complete documents – application components 1 to 5 in the specified order in a combined pdf file and the questionnaire (application component 6) in a second pdf file – are to be sent exclusively electronically to carmen.waiblinger@uni-heidelberg.de.

Candidates are selected on the basis of an evaluation of the applications received by an award committee. On average, up to 4 positions are available each application phase. A legal claim is excluded.

7. OBLIGATIONS

The participants[1] commit to participating in evaluations up to 5 years after the end of the funding and to name this funding in the publications resulting from the funding.

8. DATA PROTECTION

The personal data will be collected and processed in accordance with the relevant legal data protection regulation. Further information on the processing of data by and about the rights can be found on the data protection website of Heidelberg University. The contact details of the data protection officer are also provided there.

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[4] The terms are to be understood equivalently. Both terms refer to the person who supports/supervises the applicant in their qualification project/habilitation process.