

Newsletter

Equal Opportunities Office

September 2026 issue

Dear Scientists,

we would like to inform you about the newest calls of our equality programs, current events, and news around the topic of gender equality.

You can find current information concerning the equal opportunities work of the Medical Faculty [here](#)

Information about the equality work at the University of Hamburg can be found [here](#)

If you have any questions, please contact the Equal Opportunities Consultants of the Medical Faculty:
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Committed to equality? Apply now for the Equality Award!

Anyone at the UKE who contributes innovative ideas, projects, or strategies related to equality, diversity, or balancing family responsibilities with a career can now apply for the Equality Award.

Each year, the award recognizes employees, groups, or organizational units that are particularly committed to fostering a culture of equality and equitable structures at the UKE. The prize is endowed with 10,000 euros and is intended to facilitate the implementation of further equality-oriented measures.

The winners will be selected in November by the Committee for the Advancement of Women and Equality and honored at the 2027 Equality Conference.

Apply here now through October 31, 2026!

Open consultation hours at the Gender Equality Office

We have set up open consultation hours at the Gender Equality Office:

Every Wednesday, 10am–12pm,
in **Room 32, Erika-Haus (W29, Entry A)**,
the Gender Equality Officer, Dr Nina Kullrich, offers accessible advice on all equality-related issues for academic staff and students.

In a confidential and safe environment, we will discuss your concerns with the fundamental aim of strengthening your ability to take action and expanding your scope for action. Our approach is respectful, empathetic and supportive. We work in a systemic, person-centred and resource-oriented manner. Our overarching goal is to protect the dignity, identity, boundaries and careers of those seeking advice. Together, we will discuss how we can best support you.

Outside of the open consultation hours, you can still contact us – anonymously if you wish – by telephone or email, or arrange a personal consultation appointment – in person or online.

You are very welcome!

FUNDING PROGRAMS

Doctoral Fellowship

WHO? Pro-Exzellenzia in cooperation with the UKE

WHAT? A 12-month doctoral fellowship for advanced female doctoral candidates in the STEM fields at the UKE.

FOR WHOM? Female doctoral candidates (with “female” listed as their gender) who are pursuing a Ph.D. in STEM fields at the UKE, have their primary residence in Hamburg, and are not receiving any other scholarship. Applications from women with a migration background and/or from non-academic families are expressly encouraged.

WHAT IS OFFERED? 1,600 € per month plus a child allowance, if applicable, as well as a mandatory training program on leadership and career skills.

WHEN? Application deadline: October 31, 2026; expected start date: January 1, 2027.

WHERE? Submit your application electronically as a PDF to gleichstellung@uke.de

Forschungszeiten für Klinikerrinnen plus Divers

Application deadline: 9.10.

The programme supports young female scientists by relieving them of clinical duties and creating time for research. Clinic management teams can apply for this support for women and individuals facing exceptional workloads.

Operationskurse für Frauen in chirurgischen Fächern

Application deadline: 09.10.

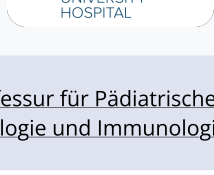
The Equal Opportunities Office provides partial funding for surgical courses in order to support women who have experienced delays in their further training in surgical subjects. Such delays may be caused by pregnancy.

Bonusstellen nach Habilitation einer Frau

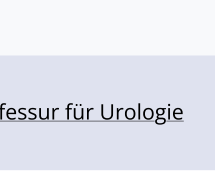
Application deadline: 09.10.

Clinics or institutes can apply for compensation funds to fill a position for a female research assistant (0.5 VK for 18 months) after a woman has completed her habilitation. The programme is financed by funds for the advancement of women at the Faculty of Medicine. The Committee for the Advancement of Women and Equality decides on the applications. Since we were unable to post any bonus positions in the third quarter of 2026, an extended deadline for the prior habilitation applies on a one-time basis for this round of postings: A female researcher must have completed her habilitation at the respective clinic or institute within the last 8 months.

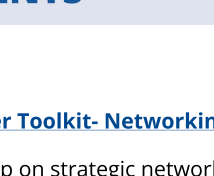
PROFESSORSHIPS ADVERTISED



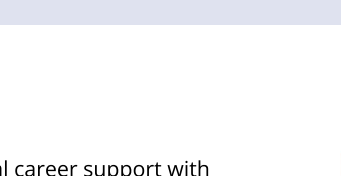
W2-Professur für Geburtshilfe und
Pränatale Medizin



W3-Professur für Krankenhaushygiene
und Infektionsprävention



W3-Professur für Pädiatrische Onkologie,
Hämatologie und Immunologie



W3-Professur für Urologie

NEXT EVENTS

Academic Career Toolkit- Networking (Workshop)

WHAT? Workshop on strategic networking, visibility, and mutual career support with Dr. Juliane Handschuh.

FOR WHOM? Female* scientists—women, trans*, inter*, non-binary, and agender individuals

WHY? To use networking strategically to advance your career, sharpen your professional profile, and strengthen visibility and mutual support.

WHEN? October 9, 2026, from 9:00 a.m. to 4:00 p.m.

WHERE? Haus der Erde, Bundesstrasse 55, Hamburg



Academic Career Toolkit - "Years not lost: How to stay attractive for industry while working in academia" (Networking Event)

WHAT? A networking event featuring a keynote followed by a discussion over drinks and snacks about academic and non-academic career paths with Dr. Karin Bodewits.

FOR WHOM? Female* scientists—women, trans*, inter*, non-binary, and agender individuals.

WHY? To discuss the goals and challenges of an academic career in a safe and supportive setting and to explore potential career paths outside of academia.

WHEN? December 1, 2026, 4:00–5:30 p.m.

WHERE? Lehre N55 Campus, Rooms 312 + 313, UKE, Martinistraße 52, 20246 Hamburg

Registration? Please email: gleichstellung@uke.de

Female Leadership and AI: Skills, Bias, and Responsibility

15.10.26
14:00 -17:00

face-to-face Workshop
Pro -Exzellenzia

Female Leadership Days 2026 - Lead the change

19.11.26
8:30-17:30

face-to-face Workshop
Pro -Exzellenzia

GENDER EQUALITY NEWS FROM SOCIETY AND POLITICS

Position Paper & Online Petition: Against Permanent Fixed-Term Contracts in Academia

Given that approximately 80 percent of researchers without a professorship are on fixed-term contracts and that the average contract duration is less than 1.5 years, the "Alliance Against Permanent Fixed-Term Contracts in Academia" is now calling, in a joint position paper and an online petition, for permanent positions to be established for ongoing tasks in research, teaching, student advising, management, and knowledge transfer, and for permanent fixed-term contracts to be abolished.

Gender-Sensitive Medicine Receives New Research Funding

The Federal Ministry of Research, Technology, and Space is funding new research projects that specifically analyze health data from a gender-specific perspective. The focus includes, among other things, gender-specific biases in data, diagnostics, and treatment, as well as the development of gender-sensitive medical approaches. Interdisciplinary and transdisciplinary projects are eligible for funding.

The DFG Is Integrating Gender Equality and Diversity More Fully into Reporting

On July 1, the DFG General Assembly adopted new guidelines for the integrated report on research-oriented gender equality and diversity standards for the 2026–2028 reporting cycle. As a result, gender equality and diversity will continue to be systematically incorporated into the institutional reporting of research institutions.

The Matilda Effect: Recognition of Female Scientists Is Improving

A new analysis of more than 220 million scientific publications spanning 125 years has yielded a remarkable finding: The historical “Matilda Effect”—the lower recognition of women’s scientific achievements—has significantly diminished over the past two decades. Women now account for more than 40% of authors; it is particularly interesting that they are now listed as “corresponding authors” relatively more often than in the past. This trend is especially pronounced in the health sciences. The study is already available as a preprint.

TEAM



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Studentische Mitarbeitende



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Studentische Mitarbeitende

Best regards,
The Equality Team for Academic Staff and Students