

Application guidelines: Research time for female clinicians+ *Divers* 2026

Increasing research performance through additional research time for clinicians with special burdens

Clinical education and training, research, teaching and family responsibilities are difficult for clinicians at the Faculty of Medicine to reconcile during the "rush hour of life". To make combining this with a scientific career more attractive and feasible, the faculty has installed the funding instrument "Additional research time for female clinicians". In collaboration with the respective clinic management, young scientists are given time off from clinical duties to carry out research, with the Dean's Office financing 50% of their position for the funding period.

Mode of exemption

Funding is granted as a lump sum. On this basis, the leave of absence for the funded person can be arranged flexibly and in consultation with the clinic management within a period of 18 months. Different leave models are possible. Block models, in which the leave of absence is taken for several months at a time, are preferable. However, models with regularly granted days off, which can be taken on a weekly basis, for example, are also possible. During the funding period, clinicians are generally to be released from teaching, patient care, and administrative tasks in order to pursue their research. Please note that half of the funding for the funded person relates exclusively to the periods during which they are on leave for research.

Target group

Habilitation candidates and postdoctoral researchers who are aiming for a habilitation in a clinical subject. From a diversity perspective, individuals who live with a long-term physical or mental impairment and/or are responsible for childcare or caring for relatives will also be considered for funding. Please note that only young female scientists who belong to the core area of the UKE can be funded. Unfortunately, clinics that primarily focus on patient care and lack scientific focus (e.g. MVZ, Martini-klinik) cannot be considered.

Criteria for the application

- The clinician must have already embarked on the path to habilitation.
- The person to be funded may not hold a pure research position or a (compensatory) bonus position financed by the Faculty of Medicine's research promotion fund.

Application procedure

The application must be submitted by the clinic management and must contain the following information and documents:

- A presentation and classification of the scientific potential of the clinicians proposed for funding by the applicant clinic management.
- Justification of the application and presentation of the planned scope and mode of research time (including start and end date, block model or daily model, allocation) by the clinic management.

- Comprehensible explanation of how the working group/clinic will ensure that the sponsored person is released from work. If a complete absence of the sponsored person is not feasible within the framework of the clinic organization, one weekend shift or one night shift per month is permitted as part of the leave of absence
- Proof of budget-financed employment at the UKE for the duration of the funding (18 months after approval).
- A written declaration from the center management that 50% co-financing will be provided.

The person to be sponsored supplements the application with the following documents:

- Complete curriculum vitae
- Completed profile/application form (see homepage)
- Complete list of publications, third-party funding and teaching using the corresponding template (see homepage)

Important notes

Decisions on applications for exemption are made following an internal review process involving the Equal Opportunities Committee. Feedback is usually provided within one month of the application deadline. The costs of the leave of absence are shared equally between a fixed lump sum from equality funds and the centers' budget. Funding is provided on a lump-sum basis and distinguishes between

* specialist physicians (Ä 2/1) and

* assistant physicians (Ä 1/3).

Which of the two flat rates applies is determined on the basis of the remuneration level currently applicable to the person receiving funding.

Half of the funding for the position of the person receiving funding is provided by the Equal Opportunities Department and relates exclusively to pure personnel costs and does not include any additional allowances, such as night or weekend shifts. **The leave of absence must begin no later than six months after the funding application has been approved and must be taken within a maximum period of 18 months.** The approved funds will be allocated to the budget of the applicant department at the start of the leave of absence. A postponement of the leave of absence phase is only possible in justified exceptional cases and must always be agreed with the Equal Opportunities Unit. The Equal Opportunities Unit must be informed immediately if the person receiving funding leaves the organization or changes jobs. In the event of non-compliance with the equality concept submitted by the clinic or institute, the Equal Opportunities Office reserves the right to reevaluate the funding granted and, if necessary, to discontinue it.

Applications should be sent to the Equal Opportunities Department:

Dr. Nina Kullrich, gleichstellung@uke.de

At the end of the funding phase, the Equal Opportunities Office expects a report on the results achieved during the release phase and a perspective on the progress of the habilitation project.