Application guidelines: "Surgical courses for women in surgical disciplines"

More than half of the successful doctorates in medicine and dentistry at the UKE are completed by women. For a large proportion of doctors, this is followed by a phase of further training in which, in addition to their research activities, they must complete a defined list of specialists with surgical and invasive activities. For various reasons, there are often considerable delays in obtaining the specialist qualification, especially for female doctors, which in turn has a negative impact on their chances of achieving a senior consultant position.

This is where the "Surgical courses for women in surgical subjects" funding program comes in. Women who have experienced delays in their further training in surgical subjects are to be supported through the pro rata funding of surgical courses by the Equal Opportunities Department.

**Target group**

Assistant, specialist and senior physicians who

* work in a surgical specialty
* have experienced delays in their further training and general acquisition of practical knowledge due to pregnancy(ies), lack of opportunities to reconcile work and family or other reasons

**From a diversity perspective**, particular consideration is given to women who

* live with a long-term physical or mental impairment,
* have experienced particular obstacles in their professional careers due to racial discrimination,
* have experienced particular obstacles in their professional career due to their social background.

Please note that only young female scientists who belong to the core area of the UKE can be funded. Unfortunately, clinics that mainly serve patient care and do not have a scientific focus (e.g. MVZ, Martiniklinik) cannot be considered.

**Criteria for training courses and maximum funding amount:**

All surgical operation courses that are recognized by the respective professional associations can be subsidized. A lump sum of 3000 Euros per course is covered by the Equal Opportunities Department. Any additional costs incurred are to be covered by the course participants themselves

**Application procedure**

The **informal application** must contain the following information and documents:

* Cover letter justifying the application according to the above criteria and the chosen training course
* Complete curriculum vitae
* Profile/application form (see below)
* Information on the selected training course with the following information: Time, place, costs
* Complete list of publications, structured according to the guidelines for the habilitation procedure.
* Overview of teaching performance
* List of third-party funds - if available.
* Information on special activities and achievements in research and teaching, e.g. experience in supervising doctoral students, patents, teaching and research awards, review activities, etc.

**Please send applications in digital form summarized in a pdf file to the Equal Opportunities Department:**

Janne Ehlers, Tel. 040 7410 58354, [gleichstellung@uke.de](mailto:gleichstellung@uke.de)

The applications received are selected following an internal review process. The success of the application is then communicated promptly. The costs for the course are initially covered directly by the participant. Subsequently, the invoice can be submitted together with the binding confirmation of registration and reimbursed up to an amount of 5000 euros by the Equal Opportunities Department.

Application form for the funding program "Further training for women in surgical disciplines

|  |  |
| --- | --- |
| **Personal data**  Academic degree: | Business address: |
| First/last name: | Business phone: |
| Date of birth: | Business e-mail: |
| Center: |  |
| Institute/clinic: |  |

**Training and professional field**

Current employment relationship:

since:

to:

Degree (subject, topic and date of doctorate):

Further training:

Specialist training

□ yes, currently being completed, graduation planned for:

□ yes, completed on:

□ no

**Diversity aspects**

If diversity aspects\* apply to you, please explain them.

\*For a definition of the diversity dimensions, see: [Diversity Charter - For diversity in the world of work (charta-der-vielfalt.de)](https://www.charta-der-vielfalt.de/)

□ yes, justification attached.   
  
□ no

Date:

Signature of the person to be sponsored:

We would like to point out that we would like to evaluate the program. The purpose of providing the email address is to be able to contact you with a separate evaluation form after your participation.

*I agree to be contacted by the Equal Opportunities Office for academic staff and students for the evaluations of the program. Please contact me at the following email address:*

E-mail address:

Date:

Signature: