

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

A flexible research period of up to 6 months can be applied for. Funded researchers can take their leave of absence flexibly, in consultation with the clinic management, within an 18-months period. Different leave models can be agreed upon. Preference should be given to block models in which the leave is taken for several months at a time. However, regular days off, which are granted on a weekly basis, are also possible. In this case, a total of 125 working days (equivalent to 6 months) can be calculated over 18 months. As a rule, female clinicians must be relieved of teaching, patient care and administrative tasks during the funding period in order to pursue their research. Please note that half of the funding for the sponsored person relates exclusively to the days/weeks/months in which they are fully released 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. Half of the costs of the leave of absence are covered by a lump sum from the equality funds and half from the centers' budgets. Half of the funding for the position of the funded person by the Equal Opportunities Unit relates to the pure personnel costs and does not include any additional allowances such as night or weekend shifts. **The leave of absence phase 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 are allocated to the budget of the applicant department at the start of the leave of absence. Postponement of the leave of absence phase is only possible in exceptional cases for urgent reasons and must always be agreed with the Equal Opportunities Department. The Equal Opportunities Unit must be informed immediately if the funded person leaves or changes jobs

Applications should be sent to the Equal Opportunities Department:

Gesa Apenberg Tel. 7410 58319, 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.