

The GEOMAR Women's Executive Board



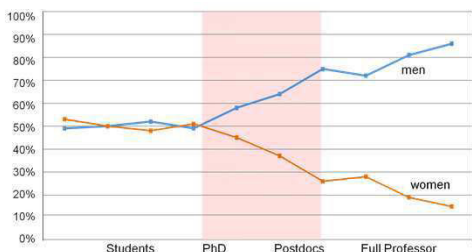
WEB Board (Prof. Dr. Katja Matthes, Prof. Dr. Anja Engel, Dr. Birte Matthiessen)

The Problem: The Leaky Pipeline

Situation of Women in Science

Still, women at universities and non-university research facilities are strongly underrepresented in scientific and administrative leading positions. Nationwide, the number of female full university professors in 2010 was 19.2%, while it was even lower in non-university research facilities with 12.0% in 2011.

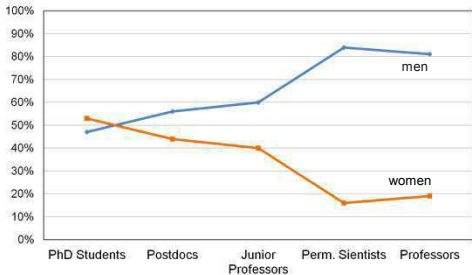
Percentage of Women in Academic Careers



Source: CEWS-Statistikportal (www.cews.org/informationsangebote/statistiken)

At GEOMAR there is already an equal gender ratio at the Ph.D. level and short-term postdoctoral and junior-professor positions; the percentage of women at this stage is between 40 and 53 (status: end of 2012). However, the proportion of women on permanent scientist and professorship positions is heavily underrepresented (between 8 and 21 percent).

Percentage of Women in different Career Levels at the GEOMAR



Source: GEOMAR administration (31.12.2012)



Equal participation of men and women at all levels is important for active junior scientists recruitment and innovation in science (Photo: A. Gall)

The Idea: Women's Executive Board

Background

Women in permanent leadership positions at GEOMAR, working in both science and administration, founded the Women's Executive Board (WEB) in May 2013. WEB would like to promote and encourage qualified and motivated women to stay in science. We would like to show ways to contribute in the long term to an equal gender ratio at permanent and leadership positions.



Bringing qualified junior scientists into leadership positions is the aim of the WEB (Photo: B. Grundmann)

Mission Statement

The Women's Executive Board aims at fostering a modern equal opportunity-oriented culture at GEOMAR through equal participation of men and women at all levels. This will be achieved through the following:

- Recognition and presentation of professionally successful women,
- Support of career paths and perspectives for women,
- Promotion of transparent decision and communication structure,
- Assistance to implement the cascade mode,
- Advisory service to GEOMAR decision makers with regard to gender balance.



Prof. Dr. Cindy Lee (left), a famous Marine Organic Geochemist, and Prof. Dr. Heike Lotze, Biologist of the Dalhousie University, gave the opening and the second lecture of the Marie-Tharp Lectures Series, respectively. (Photo: Jan Steffen, GEOMAR)

Getting Involved

Your ideas, opinion and comments do matter to the WEB. We intend to initiate panel discussions and 'idea incubators' to discuss topics like work-life-balance and double career with young female scientists. Please contact us if you have ideas:

Taking Action: WEB Concept

Workshops & Trainings

In cooperation with the SFB 754 and the cluster of excellence 'Future Ocean', the GEOMAR WEB develops a concept to stimulate and support women's careers at GEOMAR. In addition to already existing programs such as the mentoring program of the CAU ("via:mento_ocean"), the mentoring program ("Taking the Lead") and the program for female W2/W3-Professors, both of the Helmholtz Association, we will offer one to two day seminars:

- **Planning for careers** in both universities and research organizations. Duration 1 day, offered separately to PhD students and Postdocs.
- **Application training.** Duration 2 days, offered separately to PhD students and Postdocs.
- **Events** (idea incubator, panel discussions, ...) to discuss topics like work-life-balance with young scientists and work on proposals for solutions.



Marie Tharp (1920-2006) (Photo: Lamont-Doherty Earth Observatory)

Marie-Tharp Lecture Series for Ocean Research

Marie Tharp (1920-2006) is a pioneer of modern oceanography. Tharp was the first to map details of the ocean floor on a global scale (1977, Heezen-Tharp map). Her observation became crucial to the acceptance of the theories of plate tectonics and continental drift in Earth sciences. She was one of the first women in the academic world of geology, although she received official recognition only at the end of her career.

The Marie-Tharp Lecture Series for Ocean Research aims at presenting and honoring high-profile scientists in marine sciences as role-models for young scientists. In combination with a public lecture, a get-together exclusively for women is organized to discuss career paths and exchange experiences.

Contact
 Women's Executive Board
 c/o Prof. Dr. Katja Matthes
 GEOMAR Helmholtz Centre for Ocean Research Kiel
 Düsternbrooker Weg 20 | 24105 Kiel
 Tel. +49 431 600-4054
womensexecutiveboard@geomar.de