

## WHY DO WE NEED THE WEB?

**„In school we already learn to excel by performing. For female scientists this is as important as visibility and networking – this is where the WEB can offer support.“**

Dr. Nicole Schmidt, Head of research coordination

**„We are stronger, more present and are more recognized with the WEB and can therefore give advice to our female colleagues on their way to leadership positions.“**

Dr. Catriona Clemmesen-Bockelmann, Marine Biologist

**„Formulating and presenting self-generated ideas, then trusting and finding the right instruments to implement them. Here is where the WEB can help.“**

Dr. Birgit Quack, Marine Chemist

**„There are so many excellent female scientists, who deserve a long-term perspective in research, including leadership positions. WEB members can pass their own career experiences on to young women, in order to sustainably accompany and foster them.“**

Prof. Dr. Katja Matthes, Meteorologist

**„Young female scientists need to see that it is possible to achieve their goals, which are sometimes multifaceted and seemingly at odds with one another (e.g. family and professorship). WEB can help by creating a community through which female scientists can share ideas, experiences, and a feeling of comradeship. This support network can thereby bolster their chances of success in the future.“**

Dr. Christa Marandino, Marine Chemist

**„Women are struggling more than men to balance a scientific career with a family.“**

Prof. Dr. Tina Treude, Marine Microbiologist



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**Ideas and exchange are very welcome!**

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More information about  
the GEOMAR WEB can be  
found here:  
[www.geomar.de/go/web](http://www.geomar.de/go/web)

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Picture: B. Grundmann

GEOMAR WOMEN'S EXECUTIVE BOARD

# GEOMAR WEB





## Women's Executive Board

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. 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).

## 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 structures,
- ▶ Assistance to implement the cascade model,
- ▶ Advisory service to GEOMAR decision makers with regard to gender balance.

## Concept

The WEB acts as a motor and moderator of supporting activities to accompany qualified and motivated women into leadership positions. The WEB concept will be continuously developed and evaluated in close collaboration with the board of directors, as well as other committees. To support women optimally, already existing programmes such as the mentoring programme of the Helmholtz Association („Taking the Lead“) and the mentoring programme of the Christian-Albrechts-Universität zu Kiel (via:mento\_ocean) will be used.

## Events

### GEOMAR Marie Tharp Lecture Series for Ocean Research

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, there will be a get-together exclusively for women to discuss career paths and exchange experiences.

### One to two day seminars

- ▶ Planning for careers in both universities and research organisations. 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.

**“A successful gender strategy leads to a remarkable added value: gender balance influences the quality of research in a positive way, since talents can be recruited from a larger population [diversity] [...]. The consideration of relevant gender and diversity aspects is a fundamental part of high-quality research.”**

German Research Foundation (DFG) in its research-oriented gender balance standards from August 2008.



**01** In the laboratory: feeding shells with algae

**02** On expedition: with the research diving boat JAGO to the gas sources in front of Spitzbergen at 300 meters depth

**03** Young scientists on board of research vessel SONNE

**04** Marie Tharp [1920-2006]: Her maps of the middle Atlantic ridge were essential to the theory of plate tectonics

**05** Prof. Dr. Cindy Lee, a famous Marine Organic Geochemist, gave the opening lecture of the Marie Tharp Lectures Series at GEOMAR