

# Information event for Post-Doc Researchers

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# Agenda

1. Pathways to a permanent professorship
2. Third party funding opportunities
3. Support Schemes for Post-Docs at EUF
4. Promotion of Early Stage Researchers at ICES, CREST and ZeBUSS



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# 1. Pathways to a permanent professorship



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# Becoming a professor in Germany

To become a professor at a German university, you need:

- To have completed your doctorate
- “eligibility for professorship” (Berufungsfähigkeit)

→ Requirements depend on your subject, research focus and academic interest

# Becoming a professor in Germany

## 1. Habilitation

- Production of a habilitation treatise
- Includes an examination process that certifies the ability to teach in academic subject
- can also be achieved “cumulatively”

### Habilitation at EUF:

A habilitation is possible in a subject or subject area that is represented by a full-time professor at one of the three faculties of Europa-Universität Flensburg. An overview of currently possible **habilitation subjects** at the Europa-Universität Flensburg can be found on the pages of the respective faculties.

Requirements:

1. *a successful doctorate,*
2. *several years of successful academic activity, and*
3. *academic affiliations with EUF documented by teaching or joint research projects.*

Two habilitation achievements must be submitted:

1. *a written habilitation thesis and*
2. *an oral habilitation examination.*

More information and links to the faculty-specific regulations: <https://www.uni-flensburg.de/en/research/doctoral-and-early-career-researchers/habilitation>

HABILITATION SUBJECT	HABILITATION PROCEDURE	HABILITATION THESIS	COLLOQUIUM	FUNDING OPPORTUNITIES AND SERVICES	DOCUMENTS
The <b>habilitation</b> procedure at the Europa-Universität Flensburg is described below. As the application to open the procedure is only submitted after the habilitation thesis has been completed, please contact the relevant dean's office at an early stage to check the admission requirements and clarify any other questions.					
1	<b>Application for admission to the habilitation procedure</b> <ul style="list-style-type: none"><li>• Applications must be submitted to the respective Dean's Office.</li><li>• A list of documents to be submitted (written Habilitation thesis etc.) can be found in the Habilitation regulations</li></ul>				
2	<b>Review of the written habilitation thesis</b> <ul style="list-style-type: none"><li>• The expert reports are appointed by the habilitation committee.</li><li>• The reports are available for inspection for four weeks (at least two weeks during the lecture period).</li><li>• On the basis of the reviews, the committee decides whether to accept or reject the written habilitation thesis.</li></ul>				
3	<b>Colloquium</b> <ul style="list-style-type: none"><li>• Once the written habilitation thesis has been accepted, the oral habilitation examination takes the form of a presentation followed by a discussion (colloquium).</li><li>• As a rule, the committee selects a lecture topic from suggestions made by the habilitating researchers.</li><li>• Immediately after the colloquium, the committee announces its decision on the acceptance or rejection of the oral habilitation examination.</li></ul>				
4	<b>Assessment of the habilitation (Dr. habil.)</b> <ul style="list-style-type: none"><li>• Once all habilitation work has been completed, the committee decides on the successful completion of the habilitation procedure.</li><li>• This is associated with the right to use the degree of doctor with the addition <i>habilitata</i> or <i>habilitatus</i> (Dr. habil.).</li></ul>				
5	<b>Authorization to teach (PD) and inaugural lecture</b> <ul style="list-style-type: none"><li>• An application for authorization to teach can be submitted. This is accompanied by the right to use the academic title <i>Privatdozent*in</i> (PD).</li><li>• Following the conferral of the teaching authorization (by the University President and the Faculty), a public inaugural lecture shall be held.</li><li>• <i>Privatdozent*innen</i> are authorized and obliged to teach at Europa-Universität Flensburg.</li></ul>				
6	<b>Publication of the habilitation thesis</b> <ul style="list-style-type: none"><li>• The habilitation thesis should be made available to the academic public in an appropriate manner within three years of the end of the procedure.</li></ul>				

# Becoming a professor in Germany

## 2. Junior professorship

- Temporary position, some offer a tenure track option
- allows to supervise doctorates, have teaching obligations and role in academic administration
- Evaluation (normally after 6 years the latest)

*Further information on EUF-specific regulations and support structures can be found here:*

<https://www.uni-flensburg.de?id=40792&L=2>

## 3. Leadership of own junior research group

- International research experience is a helpful and occasionally even essential requirement
- Often financed by third party funding (e.g. DFG Emmy Noether, BMBF Nachwuchsgruppenleitung)

## 4. (Post-Doc position in industry)

<https://www.research-in-germany.org/en/your-goal/postdoc/career-options-and-dual-careers/professorship.html>

## 2. Third party funding opportunities

2.1 Fellowships/ Stipends

2.2 Project Grants with funding of own position

2.3 Researcher groups

List of Funding Opportunities for Post-Docs can be found on the ICES Website  
(<https://www.uni-flensburg.de?50560> )

Recently published opportunities in the ICES & ZeBUSS monthly newsletters



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## 2.1 Fellowships/ Stipends

### Permanent listings:

- DFG Walter-Benjamin Stipend and Position/ Deadline: anytime
- AvH Feodor-Lynen Fellowship (*Fellowships for German researchers to go abroad*)
- Maria Weber Grant (Teaching replacement for a research semester) / Deadline: 15. September each year
- DAAD: *Postdoctoral fellowships* for research activities abroad (3-6 months; 3 deadlines per year: March, June, Nov)
- Akademie der Wissenschaften Hamburg: Young Academy Fellows/ Deadline: Spring 2026

### Recently published:

- Max Weber Network: Research Fellowship for archival studies in Eastern Europe / Deadline: 15.05.25
- Deutsches Polen-Institut: Research Fellowships 2025 / Deadline: 18.05.25
- Joachim Herz Stiftung: Add-on Fellowships for Interdisciplinary Science and Transfer (research support for projects on “resources for the future”) / Deadline: 16.05.25



## 2.1.1 DFG Walter-Benjamin Program

### 1. Purpose:

- starting independent research career and exercise autonomy
- fostering the mobility and thematic development

### 2. Eligibility Requirements:

- Researchers in the early post-doc training phase
- Change to research institution in Germany (position) or abroad (fellowship; if based in Germany before)
- Refugee researchers can apply for projects carried out in Germany (no restrictions with regard to the career phase)

### 3. Funding Duration: up to 2 years

[https://www.dfg.de/en/research\\_funding/programmes/individual/walter\\_benjamin/index.html](https://www.dfg.de/en/research_funding/programmes/individual/walter_benjamin/index.html)

## 2.1.2 AvH: Feodor Lynen Research Fellowship

The Alexander-von-Humboldt-Stiftung (AvH) Feodor Lynen Research Fellowship supports postdoctoral and experienced researchers with their research abroad.

### 1. Funding and Support

- **Postdocs** may apply for a 6- to 24-month fellowship, **experienced researchers** for a 6- to 18-month fellowship
- Possibility of **return fellowship** and support for every Humboldtian's individual journey through life

### 2. Requirements:

- doctorate completed during the last four years
- published in academic journals and by renowned publishing houses

### 3. Deadlines

- Selection Committee meetings are in **February, June and October**.
- Submit application four to seven months prior to the meetings

<https://www.humboldt-foundation.de/en/apply/sponsorship-programmes/feodor-lynen-research-fellowship>

## 2.2 Project Grants with funding of own position

1. DFG Research Grants (submission any time; modularised project funding)
  - Also in the context of an International Cooperation (Standing Open Proposal Submission in Individual Grants Programme; submission any time)
2. Horizon Europe and other international funding lines:
  - [MSCA Postdoctoral Fellowships](#) (next deadline: 10. Sept. 2025)
  - [Global Challenges](#): collaborative projects (call-specific topics; preliminary version just been published)
  - [Interreg Baltic Sea Region](#): Third call for small projects (Deadline: 05.06.25)
3. BMBF Project Grants (call-specific topics)
  - [BMBF: Islamism](#) – Research on impact, counterstrategies, and prevention / Deadline: 30.06.25
4. Foundations
  - [Fritz Thyssen Stiftung: Project funding](#) (deadline every year: 15.2. & 15.9.)
  - [Volkswagen-Foundation: Open Up](#) (Humanities & Cultural Studies; next deadline 2026) or [Pioneering Research](#) (High-risk, high-gain research; next deadline: autumn 2025); [Democracies under change](#) - Transdisciplinary research funding (Deadline: 09.09.25)

## 2.2.1 DFG Individual Research Grants

### 1. Eligibility Requirements:

- Qualified researchers holding a doctorate from all disciplines and topic open
- working or planning to work at German research institutions
- Collaborative applications are possible

### 2. Various funding modules including

- Module Temporary position for PI (Eigene Stelle) for national and international scientists holding a PhD to focus exclusively on their projects
- Basic Module: direct project costs, project-specific staff, instrumentation, publications

### 3. Funding Duration: based on individual needs (normally 3 years)

### 4. Application process: no deadline, at least 6 months before intended start

[https://www.dfg.de/en/research\\_funding/programmes/individual/research\\_grants/](https://www.dfg.de/en/research_funding/programmes/individual/research_grants/)



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## 2.2.2 Volkswagen Foundation – *Pioneering Research: Exploring the Unknown Unknown*

1. **Purpose:** Supports groundbreaking, high-risk basic research projects that seek to explore entirely new scientific territory – not the “known unknown,” but the radically uncharted. Projects should aim for transformative breakthroughs, even at the risk of failure.
2. **Eligibility:**
  - Postdoctoral researchers and professors Affiliated with German universities or research institutes; International collaboration is possible
  - All academic disciplines welcome
3. **Funding:**
  - Up to €1.3 million for 3 to 5 years
  - For visionary, high-risk basic research
4. **Application:**
  - Highly competitive, two-stage process
  - Next call expected: Autumn 2025
5. **Criteria for Funding:**
  - Radically exploratory, off-the-beaten-track ideas, scientifically risky in concept or method
  - High potential for scientific breakthroughs or paradigm shifts
6. **Not Eligible:**
  - Incremental advances or logical continuation of own research
  - Overlap with other thematic Volkswagen Foundation programs or projects fundable by DFG, BMBF, etc.

More Info: [Volkswagen Foundation Website](https://www.volkswagen-stiftung.de/en)

## 2.3 Researcher groups & individual funding

1. DFG: Emmy Noether-Programm (junior research group leader)
2. BMBF Nachwuchsgruppenleitung (call-specific topics; example Higher education research call)
3. ERC Starting Grant (2 - 7 years after PhD, autumn 2025)
4. DFG Heisenberg Program (*for those meeting all requirements for a permanent professorship appointment; submission any time*)

## 2.3.1 DFG: Emmy Noether-Programm

### 1. Purpose:

- qualify for appointment as a university professor (research, teaching, leading)
- attract outstanding early career researchers (back) to Germany from abroad

### 2. Eligibility Requirements:

- at least two years and normally max. of 4 years postdoctoral experience
- not open to those already qualified for a professorship
- substantial international research experience
- Applicants from abroad are expected to continue careers in Germany

### 3. Funding duration: 6 years

[https://www.dfg.de/en/research\\_funding/programmes/individual/emmy\\_noether/index.html](https://www.dfg.de/en/research_funding/programmes/individual/emmy_noether/index.html)

## 2.2.3 DFG Heisenberg Program

1. **Purpose:** support outstanding researchers to prepare for a senior academic role by conducting high-level research projects. Four different types of funding : Heisenberg **professorship**, Heisenberg **position**, Heisenberg temporary substitute position for clinicians and Heisenberg **fellowship**.
2. **Eligibility Requirements:**
  - Open to researchers from all academic disciplines with a track record of excellence in research.
  - Typically, candidates should have a habilitation or equivalent qualification.
3. **Funding Duration:** Up to 5 years.
4. **Application Process:**
  - Proposals may be submitted at any time.

More [Information](#)



# 3. Support Schemes for Post-Docs at EUF



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# EUF's research funding, services and resources \*

<https://www.uni-flensburg.de?id=40741&L=2>

Flensburg Program for Research Funding (FPFF)		Program for the Promotion and Qualification of Researchers in Qualification Phases (FQ-WiQ)		
Module: Consulting and Support	Module: Funding	Module: Qualification	Module: Positions and Scholarships	Networking and Career Positioning
<a href="#">Funding and proposal application advising</a>	<a href="#">Preparation of third-party funding applications</a>	<a href="#">Qualification offers interdisciplinary skills</a>	<a href="#">State graduate scholarships</a>	<a href="#">International research and teaching fellowships - Junior Professors (in preparation)</a>
<a href="#">Academic editing for English articles and proposals</a>	<a href="#">Academic events</a>	<a href="#">Subject-specific qualification programs</a>	<a href="#">Post-doc program</a>	<a href="#">Mobility Funding Erasmus+ for pre- and post-docs</a>
<a href="#">Ethics votes</a>	<a href="#">Transfer events</a>	<a href="#">Participation in external training courses and academic events</a>	<a href="#">Research stays</a>	<a href="#">Participation in conferences and congresses</a>
<a href="#">Project support</a>	<a href="#">Publication grants (DEAL contracts etc.)</a>	<a href="#">Coaching program</a>	currently suspended: <a href="#">Student assistants (SHK/WHK)</a>	<a href="#">Publication funding (dissertation and postdoctoral theses, open access journal articles)</a>
<a href="#">Work and meeting rooms</a>	<a href="#">Open calls</a>	<a href="#">Mentoring-Program (in preparation)</a>	<a href="#">Hardship fund for the final doctoral phase</a>	
<a href="#">Support for guest researchers and collaborative projects</a>				
<a href="#">Reduced teaching load</a>				

# Offers for early career researchers at EUF

	ZSB	GraZ	Commit-tees	DokNet	Intern. Center	Equal opportunities	ZeBUSS	ICES	CREST	Office for Research
Training in academics & research		X		X	X		X	X	X	
Training in teaching		X								
Overarching competencies		X					X	X	X	
Information, consulting and coaching	X		X			X	X	X	X	X
Academic networking				X			X	X	X	X
Funding			X		X		X	X	X	
Other				X			X	X	X	



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# Graduate Center (GraZ)

- Opened on 1 March 2024 as an **interdisciplinary research support structure** for researchers in career phases anchored in the Department of the Vice President for Research and Knowledge Transfer
- The *Graduate Center* is responsible for **training courses for early stage researchers**
- Check out the **central information platform** with an overview of the available support structures, services and programmes

More information: <https://www.uni-flensburg.de?56075>

# Qualification offers at GraZ

## Frühjahrssemester 2025

- › Mentoring-Programm für Doktorand\*innen (21.05.)
- › Die Promotion Meister: gut planen, umsetzen und erfolgreich abschließen (22. & 23.05)
- › Diskussionsreihe „Promotion – komplex und kontrastiv“ (10.06.)
- › Zeitschriftenartikel veröffentlichen: Strategien für den Erfolg (03.07. & 04.07.)
- › Disputationstraining (07.07. & 08.07.)
- › MAXQDA 24 - Teamwork & Intercoder-Reliabilität (29.08.)

Link: <https://www.uni-flensburg.de?56078>

# Emerge offers for transdisciplinary research & training

The European University Alliance EMERGE is launching a wide range of research, mobility, and training opportunities for EUF researchers. Offers for postdocs include:

- **Transversal Skills Training:** A 5-day blended intensive programme (BIP) with transferable skills training; starts 2025 (annually in September);
- **Research Seminars** on community-based participatory research; virtual/hybrid, starting 2026;
- **EMERGE Career Days**, connecting early career researchers with non-academic employers (annually from 2026);
- **Doctoral Network** to foster cooperation among PhD students across the alliance (from 2027)

→ Get in touch with **Isabella Tegethoff** for more information ([Isabella.Tegethoff@uni-Flensburg.de](mailto:Isabella.Tegethoff@uni-Flensburg.de)) or check out the website <https://www.uni-flensburg.de?41894>

## 4. Promotion of Post-Docs at ICES, ZeBUSS and CREST



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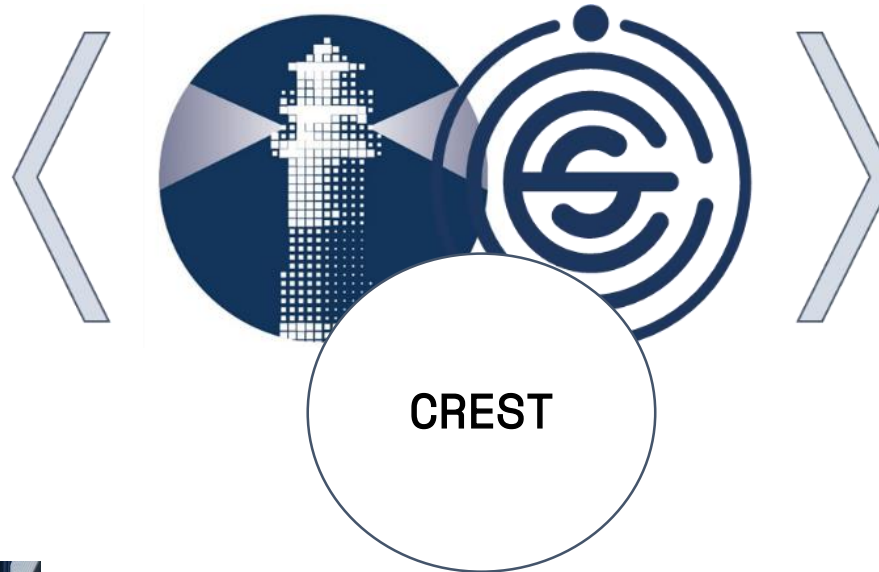
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# Mandate and objectives of EUF's core research centers

**Internally**  
*Comprehensive service hub, dedicated to advancing research and promoting early-career researchers*



**Externally**  
*Nationally and internationally renowned research cluster with an innovative profile*



ZeBUSS, ICES & CREST are EUF's core research centers. They were founded to broaden and deepen the university's focus on **Educational Research, European Studies** and **Sustainability and Transformation Research**





# Tasks and Opportunities

## Research Funding and Support

*Third-party funding advice*

*Project affiliation and support*

*Newsletter and information services*

## Networking

*EU-Internal networking events*

*Conferences, Lectures, Workshops, Winter School*

*Supporting cooperation / Advisory Board*

## Promotion of early-stage researchers

*Research School/ Forschungsakademie*

*Academic Training*

*Networking*



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# ICES Research School

- Established in 2020 to provide a platform for networking and qualification of early stage researchers in the field of European Studies
- 20 doctoral students and 10 post-docs from 10 different departments are affiliated – open to ESRs from EUF and other universities
- Cooperation with the European Wasatia Graduate School for Peace and Conflict Resolution
- Our goal is, on the one hand, to promote qualification and networking *within* their own discipline and, at the same time, to strengthen interdisciplinary cooperation and qualification



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# Termine und Veranstaltungen

🔊 Vorlesen

Kategorie ▾

Ab heute ▾

## Mai 2025



Mai  
07

INFORMATION

### Info Event about funding opportunities for Post-Docs

Mittwoch, 12:00 Uhr, hybrid

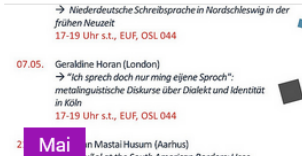


Mai  
07

VORTRÄGE

### Wasatia Lecture by Motaz Qafiesheh - Hebron University

Mittwoch, 16:15 Uhr, HEL 167



Mai  
07

VORTRÄGE

### Geraldine Horan (London)

Mittwoch, 17:00 Uhr, OSL 044



Mai  
08

VORTRÄGE

### Constructing a new reality with faith: Nadia Zasanska

Donnerstag, 10:00 Uhr, RIG 601 & online



Mai  
09

WORKSHOPS

### Border Concepts Workshop

Freitag, 08:30 Uhr, RIGA 601

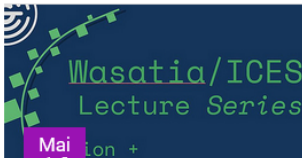


Mai  
14

VORTRÄGE

### Sébastien Tremblay&Luc Wodzicki -Landscapes in/of Transition

Mittwoch, 16:00 Uhr, RIG 601



Mai  
14

VORTRÄGE

### Wasatia Lecture by Jörg Benedict - University of Rostock

Mittwoch, 16:15 Uhr, HEL 167



Mai  
21

VORTRÄGE

### Karolina Barglowski - Bridges to belonging

Mittwoch, 16:00 Uhr, RIG 601

# Forschungsakademie Bildung (FAB)



- Established in 2022 to support the strategic goal of the EUF to sustainably promote and further qualify scientists in qualification phases.
- Newly established as well as already existing offers of the ZeBUSS are bundled under one roof.
- The target group of the offer are doctoral students and postdocs of the projects located at the ZeBUSS, but also scholarship holders and other members of the ZeBUSS in qualification phases.

# Aktuelle Veranstaltungen am ZeBUSS

🔊 Vorlesen

**FORSCHUNGS  
AKADEMIE**  
BILDUNG

INFO EVENT FOR POSTDOCS



DFG ANTRAGSWERKSTATT

## VERANSTALTUNG

Forschung in Zeiten  
der Normalisierung  
rechter Positionen

Mittwoch, 14. Mai 2025  
16.00 – 18.00 Uhr (o.ä.)  
FORSCHEN IN ZEITEN DER NORMA-  
LISIERUNG RECHTER POSITIONEN



MONTAGSKINO



3. ZEBUSS FORSCHUNGSTAG

<https://www.uni-flensburg.de/zebuss/veranstaltungen/aktuelle-veranstaltungen>

	ICES, ZeBUSS, CREST	
Training in academics & research	X	<ul style="list-style-type: none"> <li>▪ Support for &amp; organization of targeted workshops in the fields of European Studies / BUSS field; ZeBUSS winter school</li> </ul>
Training in teaching		
Overarching competencies	X	<ul style="list-style-type: none"> <li>▪ Qualification Programme for Early-Stage Researchers (QP, <i>in cooperation with GraZ &amp; Office for Research</i>)</li> </ul>
Information, consulting and coaching	X	<ul style="list-style-type: none"> <li>▪ Individual counselling on current funding programs</li> <li>▪ Individual support during the proposal-writing process</li> </ul>
Academic networking	X	<ul style="list-style-type: none"> <li>▪ Interdisciplinary &amp; cross-institute networking, particularly through <ul style="list-style-type: none"> <li>– Research School / Forschungsakademie Bildung</li> <li>– Colloquium, Lectures, Reading Group, Conferences</li> <li>– Visiting researchers, institutional cooperations, etc</li> </ul> </li> </ul>
Funding	X	<ul style="list-style-type: none"> <li>▪ ZeBUSS funding instruments to support innovative research ideas and publications</li> <li>▪ ICES Call for field research and qualification grants; further calls such as ICES Open Call or ICES Call for Conference Proposals;</li> </ul>
Other	X	<ul style="list-style-type: none"> <li>▪ Work desks, technical equipment, software, seminar &amp; meeting facilities</li> <li>▪ Open for new ideas</li> </ul>

# Further Information

- ZeBUSS: <https://www.uni-flensburg.de/zebuss/>
  - [Promotion of Early Stage Researcher](#)
  - [Dates and Events](#)
  - [Newsletter](#)
- ICES: <https://www.uni-flensburg.de/en/ices/>
  - [ICES Research School / ICES Qualification Program](#)
  - [Dates and Events](#)
  - [Funding opportunities for Post-Docs/ Newsletter](#)
- CREST: <https://www.uni-flensburg.de/crest>
- Webseite Forschung <https://www.uni-flensburg.de/en/research>
  - [Early-Stage Researchers](#)
- GraZ: <https://www.uni-flensburg.de?56075>
- International Center: <https://www.uni-flensburg.de?41300>
- Equal Opportunities Office: <https://www.uni-flensburg.de?id=24273&L=2>



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Thank you for your  
attention!



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# Support Programs and resources for PhD researchers at EUF

	Graduiertenzentrum	Qualification Programme for Early Stage Researchers (QP)
<b>Training in academics &amp; research</b>	General research methods workshops	
<b>Training in teaching</b>	Support program for university teaching "ReflActive Teaching"	
<b>Overarching competencies</b>	Advanced training in project management, public relations, etc.	
<b>Information, consulting and coaching</b>		
<b>Academic networking</b>		
<b>Funding</b>		
<b>Other</b>		

## Support Programs and resources for PhD researchers at EUF

	ZSB (central student advisory service)
<b>Training in academics &amp; research</b>	
<b>Training in teaching</b>	
<b>Overarching competencies</b>	
<b>Information, consulting and coaching</b>	Information and coaching related to pursuing a doctorate at EUF and the transition from master's degree to PhD; Advice on scholarships
<b>Academic networking</b>	
<b>Funding</b>	
<b>Other</b>	Advising on other matters related to doctoral study

# Support Programs and resources for PhD researchers at EUF

	Ausschüsse/ Committees
Training in academics & research	
Training in teaching	
Overarching competencies	
Information, consulting and coaching	Advice on <u>formal questions</u> regarding the doctoral process ( <i><b>Promotionsausschuss</b></i> )
Academic Networking	
<div> <div>Funding</div> <div> <div>State Doctoral Scholarships</div> <div> <div>Hardship Fund</div> <div>Open Access</div> <div> <div>Conference and Congress Participation</div> <div>Publication Funding</div> </div> </div> </div> </div>	<ul style="list-style-type: none"> <li>• Advice on and allocation of doctoral <u>Schleswig-Holstein state scholarships</u> (<i><b>Stipendienausschuss</b></i>)</li> <li>• Funding for conferences, research stays (EUF &amp; visiting researchers, etc) (<i><b>Europaausschuss</b></i>)</li> <li>• Funding for conferences, publications etc. (<i><b>Forschungsausschuss</b></i>)</li> <li>• Hardship Fund grant during the final phase of doctorate (<i><b>Promotionsausschuss</b></i>)</li> </ul>
Others	

## Support Programs and resources for PhD researchers at EUF

	DokNet
Training in academics & research	
Training in teaching	
Overarching competencies	
Information, consulting and coaching	
Academic networking	DokNet general assemblies, Project pools, DokNet regular meetups, LunchBreaks, Writing meetups
Funding	
Other	Representation of the interests of doctoral students at EUF in matters of higher education policy

## Support Programs and resources for PhD researchers at EUF

	International Center
Training in academics & research	<b>TextLab:</b> Workshops for acad. writing and publishing; Writing advice and text coaching
Training in teaching	
Overarching competencies	
Information, consulting and coaching	
Academic networking	
Funding	Information about and administration of Erasmus+ funding opportunities
Other	Editing Service

## Support Programs and resources for PhD researchers at EUF

	<b>Arbeitsbereich Chancengleichheit/ Equal opportunities</b>
<b>Training in academics &amp; research</b>	
<b>Training in teaching</b>	
<b>Overarching competencies</b>	
<b>Information, consulting and coaching</b>	<ul style="list-style-type: none"><li>• Gender-sensitive coaching program,</li><li>• Advice on doctoral studies with family responsibilities, with handicap / with special needs, counselling / moderation in case of conflict</li></ul>
<b>Academic networking</b>	
<b>Funding</b>	
<b>Other</b>	