

Equal opportunities call 2017

The call for funding in the framework of improving equal opportunities at the Department of Physics and Astronomy in 2017 was published on January 2 and the deadline for applications was February 15. Nineteen applications were received, asking for a total of 7.13 million SEK. Each application was read in detail by at least two members of the equal opportunities group and then presented, discussed and evaluated in recent group meetings. During the general discussion, all present members of the equal opportunities group were involved. In all cases where a member of the equal opportunities group is in the same division as, collaborating with or privately connected to an applicant, the respective member was not allowed to evaluate the corresponding application. Group member Mucke was excluded during the discussion of her application. Group member Söderström did not take part in the whole evaluation process.

The call followed closely the one from last year that was formulated after the changed legal situation. With experiences from last year, we now also included a general category allowing for any measures that would improve the equality situation at the department. However, nearly all of the applications regarded personal research funding. Even though we improved the wording of the call concerning e.g. required information and possible argumentation, we observe that a number of applications are based on general arguments, such as belonging to a certain gender, instead of a specific argument at the personal level.

In order to reach a proposal for distribution of the available funding of 2.4 million SEK we ranked the income applications according to their equal opportunities motivation. Highest Priority was given to applications that concerned general initiatives, parental leave or urgent extension of temporary employment. High priority was given to less urgent employment extension cases. Medium priority was given to applications with equality motivations not deemed as strong as the above cases, as well as to recurring cases. Zero priority was assigned to applications that we deemed to have no substantial specific equality motivation. Please note that the priority level does not directly translate into the amount we suggest to allocate, which rather is set by the present situation and the need of the applicant. As last year, we suggest funding applications based on parental leave with approximately 1/3 full salary month per full month of parental leave plus possibly some travel funding. Further, we suggest maximum amounts for most of the applications of highest and high priority. Applications of medium priority are suggested to receive lower amounts, e.g. equalling the travel part contained in the budget. Especially in cases where employments are at risk due to ending research grants, we would like to see that the corresponding divisions express their support of the applicants by adding complementary funding. In the case of Olvegard, salary funding requires that she will be hired on permanent positions, only then can the money be allocated. In her case, we reduced the suggested amount despite the highest

priority since we regard 6 months as a very long extension and wish to see extra support from her division. The amount for the summer school by Schönning and Gengelbach was reduced because we were not convinced of the need for such a long preparation time.

Below, we summarise our funding suggestion for this year's applications, values in SEK.

applicant	priority	applied for	suggested
Åberg Lindell, Matilda	highest	168,360	168,360
Aronson, Erik	highest	135,072	135,072
Bergeås Kuutmann, Elin	-	500,000	0
Cappel, Ute	high	130,000	130,000
Delczeg, Erna Krisztina	high	282,000	282,000
Heiter, Ulrike	-	160,000	0
Hellsing, Maja	highest	542474	260,000
Iusan, Diana	high	266,660	266,660
Jönsson, Petra	medium	346,000	100,000
Lanzilotto, Valeria	highest	300,000	300,000
Luo, Wei	medium	369,000	73,700
Mucke, Melanie	medium	294,500	101,759
Mutta, Venkata Kamalakar	medium	300,000	60,000
Olvegard, Maja	highest	445,403	320,000
Ramstedt, Sofia	-	273,360	0
Stopfel, Henry	-	386,400	0
Vasquez Jaramillo, Juan David	-	180,900	0
Villaroel Rodriguez, Beatriz	-	1,800,000	0
Schönning, Karin & Gengelbach, Aila	highest	250,000	200,000

The sum of the suggested funding is 2,397,551 SEK.

The Equal Opportunities Group
Uppsala, April 21, 2017