Invitation to apply for re-distribution of funds for a visiting chair in Hedda Andersson’s name

Background
The visiting chair in Hedda Andersson’s name stems from efforts to achieve a more equal gender distribution among Lund University’s professors. Even the fixed-time appointment of a visiting professor of the underrepresented gender can create a positive effect regarding gender equality, which is why SEK 14 million has been set aside for re-distribution of funds for this purpose. The symbolic significance of a visiting professor of the underrepresented gender sets an important example to the career prospects of students, doctoral students and teaching staff.

Faculties/equivalents at Lund University can apply for a maximum of SEK 2 million of re-distributed funds for the appointment of a proposed visiting professor.

Conditions
A requirement for being granted funding for a visiting professor according to the above is that the proposed visiting professor is employed as a professor (in accordance with the requirements of the Higher Education Ordinance and internal guidelines of Lund University) at a higher education institution other than Lund University or satisfies the requirements in the Higher Education Ordinance and Lund University internal guidelines for appointment as professor. A statement attached to the application is to certify that the proposed candidate meets the requirements for appointment as professor. The visiting professor is to be of the underrepresented gender in the environment the professor is to be active in, and it is to be clearly stated how the professor can help to facilitate the work towards a gender equal environment and serve as an example to students and staff in the relevant subject.

Call for proposals
All faculties/equivalents at Lund University have the opportunity to apply for re-distribution of funds to employ a visiting professor of the underrepresented gender. In the assessment of the proposals, special emphasis will be placed on the need for

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1 “Environment” refers to research, teaching, a subject, faculty, department
a visiting professor of the underrepresented gender in the environment the professor is to be active in. In cases where an environment has a very uneven gender distribution, re-distribution of funds can be granted for two visiting professors at the same faculty/equivalent.

**Application requirements**

For an application to be processed, the following information is to be clearly presented in the proposal:

- That the candidate is employed as a professor at another higher education institution, in accordance with the Higher Education Ordinance and internal Lund University guidelines, or satisfies the requirement for appointment as a professor, in accordance with the same regulations.
- A presentation of the candidate’s research and teaching qualifications as well as other qualifications of importance for the work and study environment, including a complete CV
- Planned duties
- Starting date and duration of the stay/s at Lund University
- What impact is the visiting professor expected to have from a gender equality perspective, both during and after the appointment?
  - In what way can the professor contribute to attract and support people of the underrepresented gender in the specified workplace’s research and teaching?
  - In what way can the professor contribute to all levels of education and research?
- A justification of why this workplace in particular has a need for a visiting professor of the underrepresented gender – what are the consequences if the workplace is considered to be same-gender\(^2\) or moderately gender integrated?

**Follow-up and reporting**

The appointment is to be evaluated with a brief written report on the visiting professor’s significance and effect in the specified area, based on the pledges made in the application for funding in Hedda Andersson’s name.

The financial report is to be clearly presented. Any remaining funds are to be paid back. If there are special requirements, an extended right of disposal can be granted.

The evaluation will be followed up by the Management Group for Gender Equality and Equal Opportunities, which reports to the vice-chancellor and the Vice-Chancellor’s Management Council.

**Apply by 26 January 2018 at the latest**

The complete application is to be sent by email to jol@pers.lu.se, Human Resources, by 26 January 2018 at the latest. Applications and relevant attachments

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\(^2\) The term same-gender is commonly used when 80 % are of the same gender. If the ratio is 60–79 % of the same gender, the term moderately gender segregated is used, and if the ratio is 40–59 % it is deemed to be gender integrated (Dahlerup, Drude 2010, Jämställdhet i akademin: en forskningsöversikt [Gender equality in academia: a research overview]. Stockholm: Delegation for Gender Equality in Higher Education.)
are to be marked with the proposed candidate’s name and the reference no STYR 2017/1246.

**Questions**
If you have any questions concerning the invitation to apply, these can be answered by human resources consultant Lena Lindell, Human Resources (secretary of the Management Group for Gender Equality and Equal Opportunities) and Anna Maria Drake, Vice-Dean of the Faculty of Medicine and chair of the Management Group for Gender Equality and Equal Opportunities. Questions are to be sent to jol@pers.lu.se

**Processing of applications and decision on allocation**
The vice-chancellor makes a decision on the allocation of funds after the applications have been processed by a working group appointed by the Management Group for Gender Equality and Equal Opportunities.

**Next call for applications**
Due to the low number of applications, the re-distribution of funds for the appointment of a visiting chair in Hedda Andersson’s name will be evaluated. Information on any changes in the application procedure will be issued in the spring of 2018.