



LUND
UNIVERSITY

Vice-Chancellor

INVITATION

1

1 October 2020

STYR Reg. no 2020/1410

Faculty of Engineering
Faculty of Fine and Performing Arts
Faculties of Humanities and Theology
Faculty of Law
Faculty of Medicine
Faculty of Science
Faculty of Social Sciences
School of Economics and Management
Specialised Centres

Invitation to apply for equality stimulus funding - financing of visiting professor of the underrepresented gender

Background

The University's stimulus funding for equality measure in the form of financing of visiting professor of the underrepresented gender, 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 8 million has been set aside for this for 2021, possible to distribute to the end of 2023. 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 funds for the appointment of a proposed visiting professor of the underrepresented gender. The maximum of funds is SEK 2 million per proposed visiting professor.

Apply by the **29 January 2021**.

Conditions

A requirement for granting the 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. If this requirement is not fulfilled the faculty must show that the candidate **meets the requirements** in the Higher Education Ordinance and Lund University internal guidelines for appointment as full professor. Only a statement

from the Faculty recruitment board, certifying that the requirements are filled, will be accepted.

Please note that it is only possible to employ a visiting professor for a maximum of 5 years within Lund University. In case the candidate already has reached the 5 year maximum of employment as a visiting professor within LU, it is not possible to prolong the employment. It is therefore not possible to apply for the funding.

The visiting professor is to be of the underrepresented gender in the environment¹ that the professor is to be active. You need to state clearly how the professor can help can serve as a role model to students and staff and students of the underrepresented gender in the relevant subject.

Application for funding

All faculties/equivalent at Lund University have the opportunity to apply for 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 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, funds can be granted for two visiting professors for the same environment.

To make certain that you include all the information needed in the application, you are to use the application form, found here: <https://www.staff.lu.se/organisation-and-governance/vision-objectives-and-strategies/gender-equality-and-equal-opportunities/funding-for-equal-opportunities-initiatives>

Application requirements

The application is to be made using the form mentioned above.

For an application to be processed, you need to clearly present the following information in the proposal:

- That the candidate is employed as a full professor at another higher education institution, in accordance with the Higher Education Ordinance and internal Lund University guidelines,
- Or, if that is not so, include a certificate by the Faculty's recruitment board stating that the candidate satisfies the requirement for appointment as a full professor, in accordance with the 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
- Applied amount,
- Cost calculation
- Starting date/s and duration of the stay/s at Lund University
- Percent of full time (up to 100 %) for the employment period
- Contact person for the application (at the department/equivalent)
- In what way can the professor act as a role model to employees and students of the underrepresented gender in the specified subject/department/equivalent research and teaching?

¹ "Environment" refers to research, teaching, a subject, faculty, department

- A justification of why this workplace in particular has a need for a visiting professor of the underrepresented, if the workplace is considered to be same-gender² or moderately gender integrated?
- Signed by the contact, the Head of department and the Dean of Faculty

Follow up

A financial report and a short evaluation is to be sent to: jol@hr.lu.se by the principal applicant, after the end of the visit.

The visiting professors impact is to be documented continuously in the organisation's equal opportunities report. A template for the equal opportunities report can be found at: <https://www.hr-webben.lu.se/arbetsmiljo/diskriminering/systematiskt-forebyggande-arbete-mot-diskriminering>.

The report on the initiative will be followed up by the Council for Gender Equality and Equal Opportunities, which reports to the vice-chancellor and the vice-chancellor's Management Council.

Apply by 29th January 2021 at the latest

Send the complete application (using the application form) by email to jol@hr.lu.se, by 29 January 2021 at the latest. Mark the application and relevant attachments with the proposed candidate's name and the reg. no STYR 2020/1410.

Questions

If you have any questions about the application or interpretations of the invitation, please contact Lena Lindell, HR consultant, or Hanna Björklund, coordinator (administrative support in the Council for Gender Equality and Equal Opportunities). Send your questions to jol@hr.lu.se.

Processing of applications and decision on allocation

The vice-chancellor makes a decision on the allocation of funds after the Council for Gender Equality and Equal Opportunities has handled the applications. The decision will be made in April/May 2021.

Next call for applications

Provided that the University Board will allocate stimulus funding for equality measures for the upcoming year, a new call for applications will be issued in October 2021.

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 akademien: en forskningsöversikt [Gender equality in academia: a research overview]. Stockholm: Delegation for Gender Equality in Higher Education.)