



Vice-Chancellor

## INVITATION

Reg. No.  
STYR 2023/1614

*Date* 2023-11-01

### *Recipient*

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**

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. 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.

The University's stimulus funding for equality measure in the form of financing of visiting professor of the underrepresented gender is allocated yearly. This invitation regards the allocations for funds for initiatives starting within two years from the date of the Vice-Chancellor's decision.

A total of SEK 5,5 million will be allocated for employment of visiting professors of underrepresented gender. All granted

applications will be allocated an equal amount. The size of the funds depends on the number of granted applications. When assessing the application, particular emphasis is placed on the need for a visiting professor in the relevant environment in which the professor will work. In cases where an environment has a very uneven gender distribution, funds can be granted for two visiting professors for the same environment.

Apply by **30<sup>th</sup> of April 2024**.

### 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 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 environment that the professor is to be active. You need to state clearly how the professor can serve as a role model to students and staff of the underrepresented gender in their field. There must be a clear plan for how the proposed visiting professor will participate in research and teaching and how the proposed visiting professor will

contribute to the faculty's work on gender equality and equal opportunities.

Lund University intends to increase the visibility of the visiting professors who are granted funding, which is why it may become relevant for the visiting professor to participate in university-wide seminars or similar.

### Application form

The application is to be made using the application form available on the website [Funding for equal opportunities initiatives](#).

### Application requirements

The application must be made on the form indicated above. For an application to be processed, you need to clearly present the following information:

- 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 the visiting professor will participate in teaching, to be visible among the student population.

- In what way the visiting professor will be made visible within the department and the relevant research environment.
- In what way the visiting professor will act as a role model to employees and students of the underrepresented gender in the specified subject/department/equivalent research and teaching
- In what way the visiting professor will contribute to the faculty's work with gender equality and/or equal opportunities.
- A description of the delimitation of the environment (e.g. subject, department or similar) you consider to have a need for a visiting professor of underrepresented gender.
- A justification of why this environment in particular has a need for a visiting professor of the underrepresented gender, if the environment is to be considered single-gender<sup>1</sup> or moderately gender integrated.
- An evaluation plan for the visiting professor's stay.
- Signed by the contact, the Head of department and the Dean of Faculty

Send the complete application, using the application form, via email to [radetjol@hr.lu.se](mailto:radetjol@hr.lu.se) by **30<sup>th</sup> of April 2024**, at the latest.

### Previously awarded funding

Applications for visiting professors that have previously been awarded funding from the University must have been reported back to the Council for Gender Equality and Equal Opportunities in order to be eligible for new funding.

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<sup>1</sup> The term single-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.)

## Follow-up and reporting

A financial report and a short evaluation of the visiting professor's stay are to be sent to [radetjol@hr.lu.se](mailto:radetjol@hr.lu.se) by the main applicant, after the end of the visit.

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 30<sup>th</sup> of April 2024

Send the complete application via email to [radetjol@hr.lu.se](mailto:radetjol@hr.lu.se) by 30<sup>th</sup> of April 2024, at the latest. Mark the application and relevant attachments with the proposed visiting professor's name and the reg. no STYR 2023/1614.

## Questions

If you have any questions about the application or interpretations of the invitation, please send them to [radetjol@hr.lu.se](mailto:radetjol@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 is planned for June 2024.**

## 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 November 2024.