Frequently Asked Questions “Incentive grants for women in STEM”

1. General

Q: What is the purpose of this grant?
A: This grant is intended to retain women who are qualified in science or the engineering sciences.

Q: What can be applied for?
A: It involves reimbursement of the researcher’s salary and, if necessary, a personal material budget.

2. Starting points

Q: What is meant by ‘temporarily no funding’ or a ‘financial gap’?
A: This refers to a period without salary in which the end of a temporary or permanent employment contract and the commencement of the permanent employment contract or the start as a Tenure tracker do not immediately match up.

Q: What is meant by ‘starting from Tenure Track’?
A: The call is based on the definition used by the VSNU for a Tenure track: https://www.vsnu.nl/Tenure-track.html. Tenure track is the step that precedes a permanent position as a university lecturer (UD), associate professor (UHD) or professorship.

Two groups of researchers may be eligible for this grant:
1. **After the Tenure Track**: researchers who have completed a Tenure Track or have reached a similar position (*) in science and have to bridge a period without a salary to a new permanent position at a higher level, namely UD, UHD, professorship. (*) A similar position can, for example, also be a postdoc.
2. **Before the Tenure Track**: researchers who have to bridge a period without a salary to a Tenure Track position.

Bridging a period without a salary during a Tenure Track falls outside the scope of this grant scheme.

3. Scenarios

Q: Can the switch from permanent to permanent also be made within this call?
A: Yes, this is possible in two situations:
1. If the applicant’s permanent employment is at an end; it is not intended that this grant should be used to fill the gap to a lower permanent position. It only fits within the purpose of this call if the new permanent position is at the same level or higher.
2. If a problematic situation arises towards a higher permanent position. Higher really has to be a step higher on the scientific ladder. It must be a promotion, e.g. from permanent UD to permanent UHD and from permanent UHD to professor.
The necessity must be clear in all cases. The prospective employer, for example, cannot offer a solution for this.

**Q: Can I apply for this subsidy in the transition between positions?**

A: Yes, however, there must be a real financial gap (see definition above), which cannot be filled in any other way, in order to qualify for this grant.

**Q: Is it also possible to switch from a temporary U(H)D contract to a permanent U(H)D contract?**

A: Yes, this scenario is also eligible for a grant within this call. In that case it concerns the transition from a temporary to a permanent contract.

**Q: Is this call open to women who are currently in a Tenure Track, but for whom this funding can be a means to make a career move within that Tenure Track?**

A: No, the grant is not intended to make a career step or pay salary costs within an existing Tenure track or permanent contract, as a permanent or Tenure track appointment is already in place. In addition, in order to qualify for this funding, there must be a financial (salary) gap, which cannot be solved in any other way. The call only reimburses salary costs and possibly a small material budget for the transition to a fixed or higher position (from Tenure track). In these cases there is no period without salary between positions. It is expressly not the intention that universities use this subsidy as a condition for a promotion.

**Q: Can this call be used if I have a permanent or Tenure track contract, without research funding but with the prospect of a higher position?**

A: No, please see answer to the previous question. If there is no period without salary and transition to a permanent or higher (from Tenure track) position, this subsidy cannot be applied for.

**Q: Is this call open to women who have prospects of a higher position, and currently already have a permanent position?**

A: This depends on the situation. If there is a period without a salary, it is possible. This subsidy is not intended to compensate for the difference in salary between permanent positions.

**Q: Is this call open to women who have a Tenure Track, and through this position obtain a guaranteed permanent position from the university at the end of the Tenure Track?**

A: No, the call is not intended for that. It is explicitly not the intention to cover salary costs in this way or to be used as research money, if the woman in question already has a contract with the university for a fixed period of time. In that case there is no direct financial gap without salary between positions.

**Q: My Tenure track / permanent appointment conditions include that I take care of my own salary, can I apply for this subsidy?**

A: The grant is not intended to make a career step or to pay salary costs within an existing Tenure track or permanent contract, as there is already a permanent or Tenure track appointment. This subsidy can only be used if there is a gap in salary associated with a period without salary, in which the end of an employment contract and the start of the permanent employment contract or the start as a Tenure tracker do not immediately match up.
4. Other questions

**Q: Why is there an assessment committee, if an embedded guarantee has already been requested?**

A: The embedded guarantee is a condition that we set for submissions. The assessment committee assesses the applications on the basis of set criteria: necessity, project proposal of the period to be covered and CV.

**Q: Is it possible to use this call only to finance a project?**

A: No, the sole purpose of this call is to provide temporary financial support to a researcher for a certain period of time without a salary, by financing the applicant's salary and possibly also a small material budget. The embedded guarantee ensures that the applicant will actually get the position when the grant is awarded. It is explicitly **not** intended that the grant will be spent on the salary costs of other staff.

**Q: What is the aim of the embedding guarantee?**

A: By issuing an embedding guarantee, the institution at which the research is to be carried out guarantees that, when this is honoured, the applicant will be granted a permanent and/or more senior position (from Tenure Track). There might be a situation in which the permanent and/or more senior position (from Tenure Track) is not directly available, for example because this position is still held. In that case, the embedding guarantee states that the applicant will be granted this position within a maximum of 18 months, and until that time she will get a permanent and/or more senior position preceding this position.

**Q: Can the period of 18 months be prolonged?**

A: No, the maximum duration of the grant is 18 calendar months. After this period, the research institute will have to finance these expenses by itself.

**Q: Does it matter at which faculty I am going to work at?**

A: No, applications can be submitted as long as the scientific research on which the applicant is focusing fits within the research areas of the Science domain, or the domain of Applied and Engineering Sciences. If in doubt, mail a short summary of your application to: womeninstem@nwo.nl.