

Marie Curie Fellows Association



Letter to Members

2016

Dear MCFA Member,

Welcome to a new issue of the Letter to Members with news concerning our Association!

The MCFA Board

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Save the date!

18 February 2017, Haus der Universität in Düsseldorf MCFA Annual General Assembly and Career Workshop

Career Workshop and General Assembly 2017 – Save the date!

Dear members, on the 18th February 2017 you are welcome to participate at the next Career Workshop – co-organized with the HeRA (Heine Research Academies from the Heinrich-Heine-Universität) and the CERFA – and the MCFA General Assembly. The official invitation will follow at the beginning of next year.

The MCFA can do as much as the people that are engaged to do it. We welcome your interest and will be happy to increase the number of members at the Administrative Board. The MCFA can be a development platform for you and your activities. Join us in February!

Workshop Promote the Female Leadership Through Role Models across Research, Industry and Business University of Bari, Italy

Organised by

- University of Bari,
- University of Salento,
- ITWIIN (Italian Women Innovators and Investors Network),
- Marie Curie Fellows Association (MCFA),
- Marie Curie Alumni Association (MCAA),
- Business Professional Women (BPW)

The main issue addressed at the workshop is why do women remain underrepresented in leadership and what we can do about it to raise the number of women leaders in research, industry and business fields. The aim is not to solve the issues but to identify best practices, such as Role Models, to guide current and future leaders.

Speakers: The speakers and moderators of round tables have been:

- Rita Assogna, president ITWIIN (Italian Women Innovators and Inventors Network)
- Prof. Agostino Marengo, University of Bari
- Giovanna Avellis, board of ITWIIN, MCFA and MCAA, chair of GEMS WG
- Prof. Stefania Mondello, moderator of 1st Round Table, ITWIIN
- Ira Didenkulova, MCAA
- Natalia Balcazar, MCAA and MCFA
- Prof. Luisa Torsi, University of Bari and ITWIIN
- Prof. Sara Invitto, University of Salento
- Rosanna Quagliariello, IAMB (Istituto Agronomico Mediterraneo di Bari)
- Rosa Capozzi, CNR

- Laura Caradonna, moderator of 2nd round table, BPW Italia (Business Professional Women), FIDAPA
- Bola Olabisi, President EUWIIN (European Women Inventors and Innovators Network) and GWIIN (Global Women Innovators and Inventors Network)
- Annamaria Annichirico, director of TECNOPOLIS Science Park, Italy
- Eliana Di Gioia, ITWIIN
- Marina Lalli, director of Marcherita di Savoia's Terme, ITWIIN
- Federica Longo, ITWIIN
- Carla Laura Petruzzelli, BPW Europe and ITWIIN

The aim of the workshop was to provide role models that testify the leadership of women and the issues raised in Industry, Research and Business fields for female leadership. It also underlined some tips for current and future leaders.

The impact of the workshop has largely been strong among the members of the different association participating in the event, namely, ITWIIN, BPW, FIDAPA, MCAA, MCFA, CNR, TECNOPOLIS SCIENCE PARK, University of Bari and University of Salento, EUWIIN and GWIIN. Further the insights of the workshop impact have been shared by the students and women as well as men attending the Workshop from Bari city. About 50 female and male participants were counted. The Rector of Bari University sent his delegate to give the greetings and forward to the participants of the Workshop, as well as Prof. Agostino Marengo from Bari University, who organised the Workshop in collaboration with Gianna Avellis.

By Gianna Avellis



CON IL PATROCINIO DELL'UNIVERSITÀ DI BARI E DELL'UNIVERSITÀ DEL SALENTO

PROMUOVERE LA LEADERSHIP FEMMINILE ATTRAVERSO I ROLE MODELS NEL CAMPO DELLA RICERCA, INDUSTRIA E BUSINESS.

Presso Università degli Studi di Bari "Aldo Moro"
Centro polifunzionale, via Cesare Battisti 1, Bari (Italy)

14 MAGGIO 2016
ORE 9:00 - 13:00

ORGANIZZATORI
Università di Bari - Università del Salento - Italian Women Innovators and Inventors Network (ITWIIN) - Marie Curie Fellows Association (MCFA) - Marie Curie Alumni Association (MCAA) - BPW (Business Professional Women)

PROGRAMMA

- **Ore 9:00** Salvo del Rettore dell'Università degli Studi di Bari, Prof. Annalisa Maricchi e della Consigliera Regionale di Puglia, Serenella Moliterni
- **Ore 9:15** Introduzione: Prof. Agostino Marengo, Università di Bari
- **Ore 9:30** Il lavoro negli BROOK DI ROLE MODELS della ITWIIN, MCAA e MCFA - Rita Anselmi - Presidente ITWIIN e Gianna Avellis, ITWIIN, MCAA e MCFA
- **Ore 9:45** "PERCHÉ LE DONNE SONO SOTTO-RAPPRESENTATE NELLA LEADERSHIP FEMMINILE E COSA POSSIAMO FARE?" Gianna Avellis, ITWIIN, MCAA, MCFA
- **Ore 10:15** LA TAVOLA ROTONDA "ROLE MODELS DI LEADERSHIP FEMMINILE NEL CAMPO DELLA RICERCA" moderata Stefania Mondello, ITWIIN
- **10:30** PASTICCIERI - Lilia Tassi, Università di Bari, ITWIIN, Sara Inglese, Università del Salento, ITWIIN, Ita Dideriksen, MCAA
- **Ore 11:30** TAVOLA ROTONDA "ROLE MODELS DI LEADERSHIP FEMMINILE NEL CAMPO DELL'IMPRESA E BUSINESS" moderata Laura Caradonna, FIDAPA, BPW sezione Milano
- **12:00** COLAZIONE - Bola Olabisi, Presidente EUWIIN, European Women Inventors and Innovators Network, Annamaria Annichirico, Direttore Parco Scientifico Tecnologico TECNOPOLIS, Eliana Di Gioia, ITWIIN, Marina Lalli, Direttore Terme Marcherita di Savoia, Laura De Rosa, ITWIIN, FORMEDILUS, Federica Longo, ITWIIN, FORMEDILUS, Carla Laura Petruzzelli, ITWIIN, BPW Europe, Elisabetta Duranti, ITWIIN (CNR)

Patrocinata da: MCAA, MCFA, Regione Puglia, Istituto Agostino Maricchi e della Consigliera Regionale di Puglia, Serenella Moliterni, Rita Anselmi, Prof. Agostino Marengo, Università di Bari, CNR, MCAA, MCFA.

WHY DO WOMEN REMAIN UNDERREPRESENTED IN LEADERSHIP AND WHAT WE CAN DO ABOUT IT?

Too many glass ceilings and walls mark us today. This waste of talents, these showy disparities and discriminations are harming both the women and the man. And when potentialities and possibilities are leaking, all of us will lose. The Workshop will explore these questions with a group of leading women from across Research Industry and Business.

Studies highlight that the women are the 60% of the working force, that they are on average more clever and that they got their degree before than their men friends. The professionalism and the competences grow nevertheless their professional grow to apical positions goes to a slower rate. In this Workshop we try to grasp the reasons of this lag and to find solutions. One of them is the Role Models of women that remark the motto "I can do it", or better "I have done it". We hope that this initiative also succeed to make a difference as a chance of confrontation, reflection and grow, although we know that the female employment in Italy is still at 47.5% versus an average of 59.6% at European level and most of all the management presence is reaching only the 29% (and that of Board of Directors reaches the 26.5% thanks to the 120/2011 law of gender quota) and the gender network entrepreneurship is limited to less than 15%. In a country such as Italy, where the decision-making takes place only in "some circuits" if the women will remain among

women they will not succeed to raise their voice. It is necessary then to exit from the circuits in which the women have closed themselves and go to sit in those discussion tables of men and to bring to those tables the professional technical competences and experiences that the women hold and that surely cannot emerge if the women are relegated to the last row to talk only of work-life balance issues. Our aim today is to talk about Role Models where women have demonstrated that they are capable to speak of Research, Entrepreneurship, and Business, Finance, Corporate Governance, Engineering, visions and strategies for the future... only so it cannot be said anymore... there are not women competent for that role" only so it will be possible to play a game an equal...and it holds the motto

"For each woman that goes up to an apical position there is a lift that goes down to favour another woman, and this is not because she is a woman but because she deserve it!"

Humboldt grant

Ira Didenkulova, Humboldt alumni and MCAA member, won a Humboldt innovative networking grant for women in science to be supported by the MCFA and MCAA. Soon there will be a call for CVs for Role Models.

Read more about it here:

<https://www.humboldt-foundation.de/web/humboldt-alumni-award-initiatives-2016.html>

COST application

Gordon Dalton, the PI of the GERI proposal, initiated a COST application on precarious careers for which Maria Bostenaru acts as secondary proposer on behalf of the MCFA and of her own university in Romania. In a tight competition of only 25 proposals awarded from almost 500 it was not successful. It was resubmitted in December; results are expected in June 2017.

ICoRSA membership

The chair of the MCFA signed to remain member at ICoRSA (International consortium of research staff associations).

News of ICoRSA from the ESOF concern RESAVER and the young scientists' declaration. Reflection on RESAVER after ESOF 2016:

ICoRSA position on RESAVER:

RESAVER is an investment fund. They follow the IORP directive (Institutions for occupational retirement provision, http://ec.europa.eu/finance/pensions/iorp/index_en.htm).

ICoRSA welcomes the initiative, as it should, if successful, provide pension coverage for researchers working in

countries which currently do not have such system. Also, it should relieve researchers from dealing with several pension schemes (losing some of it as a result of mobility) when moving across European institutions.

Pros:

- Provides a unique pension scheme, making mobility across European institutions easier and ensuring no loss in pension benefits (due to mobility) is encountered.

Contras:

- Main stakeholders, the early career researchers (those most mobile with temporary contracts), and their representatives (Associations and Unions) were not adequately consulted with regard to the creation and/or the implementation of the scheme.

- For countries where pension schemes are available, researchers have no saying in whether to switch to RESAVER, stay on the existing scheme or use both. Since these national schemes usually come with guarantees, many will prefer not to make the switch. At the moment, this decision is reserved to the research institution.

What is still unclear/still needs to be worked out?

- It is still unclear if there are any guaranties on payout amounts when pension is due (may be as part of IORP), or if the fund comes with the same risks as regular investments. Is there a minimum payment of what was paid in?

- Will universities continue to contribute their part to the pension total as currently do e.g. 10% from researcher 10% from University?

- The details of the portfolio of investment, in terms of which industries and markets to invest into, are not clear.

To be worked out:

- Involve researchers and their representatives in the implementation of the scheme. A discussion has been initiated at ESOF 2016 between ICoRSA, Eurodoc and RESAVER and promises of future communication were made.
- More transparency with regard to RESAVER investment plan and predicted mid to long term returns and the risks associated with it.
- Researchers and their representatives should familiarise themselves with the RESAVER scheme as well as their local /national pension scheme, and engage their institutions as well as RESAVER to foster an open dialogue and ensure their opinion has an impact on the decision to join RESAVER or not.

*Maya Boudiffa, media and communication,
ICoRSA*

Gordon Dalton, Chair, ICoRSA

If the MCFA members want to comment on it, add their views and what they think would be the best action, we are very interested, they can join our LinkedIn discussion

(<https://www.linkedin.com/groups/8120391/profile>), or tweet about it with the mention @ICoRSA_News

Please sign the petition and spread the word through your personal and professional networks. The link to the petition is

<http://www.ipetitions.com/petition/bra-tislava-declaration-of-young-researchers>

From there, you can also access the full text of the Declaration

By Miguel Jorge, ICoRSA

Further collaboration with ICoRSA

The MCFA applied in frame of a consortium led by ICoRSA for a GERI 4 project in the autumn H2020 call. Members of the team are Rui Guimaraes, Natalia Balcazar and Maria Bostenaru Dan. The consortium includes higher education institutions, research funding institutions (paired per country) as well as associations.

Results in February 2016 revealed the proposal on reserve list. The proposal was adapted and is going to be resubmitted in 2017.

Cooperation with MCAA

First contacts are made with the Board of the MCAA to reduce confusion of fellows and institutions about the existence of both associations. Our aim is to get an easy and clearly way to collaborate and support the work of all the fellows that are interested to engage themselves.

The MCFA is now 20 years old and want still working for the next years. Some areas where the MCFA can be interesting for the fellows is for instance by the application for funding – because the MCAA are already financed by the EC.

Careers, funding, and networking opportunities

Overview COFUND Fellowships

KoWi, a German institution, published a list of COFUND Marie Curie Fellowships. More details at:

http://www.kowi.de/en/Portaldata/2/Rsources/horizon2020/msca/KoWi-Overview_COFUNDED_Programmes.pdf

Opening soon CEU IAS

The Central European University in Budapest offers fellowships in Humanities,

A call will open in September. More information can be found at:

<https://ias.ceu.edu/fellowships-ias-ceu>

Visiting professors in Germany

A call is open for visiting professors in Germany, funded by the DAAD. Deadline 16th of January 2017.

<https://www.daad.de/hochschulen/aus-schreibungen/projekte/de/11342-foerderprogramme-finden/?s=1&projektid=57347899>

Germany introduces tenure track

As previously discussed by publications such as Nature, Germany opens 1000 tenure track professorships to make academic advancement and career attractiveness in academia bigger.

More information here:

<https://www.bmbf.de/tenuretrack>

Dumbarton Oaks fellowships

Dumbarton Oaks is a Harvard research centre located in Washington. Fellowships are available for Byzantine studies, Pre-columbian studies, and Landscape and Garden studies. Apart of them, there are 1 month research awards. Deadline is 1st of November. More information can be found at:

<http://www.doaks.com/>

Past meetings with MCFA participation

MCAA conference

3-4 March 2016, Venice, Italy

Some members of the board met in Venice before the MCAA conference. A report on the MCAA meeting is available at:

<https://www.mariecuriealumni.eu/events/mcaa-conference-general-assembly-march-2016>

We hope that this meeting will be also possible during the next MCAA General Assembly in March 2017 at Salamanca, Spain.

European Geosciences Union General Assembly

17-22 April 2016, Vienna, Austria

Maria Bostenaru participated at the Short courses on MC-IF and ERC applications at the EGU.

<http://meetingorganizer.copernicus.org/EGU2016/session/22115>

<http://meetingorganizer.copernicus.org/EGU2016/session/20510>

A further topic of interest was an ERC led session on equity in science. At this Maria Bostenaru talked with COST targeted policy action SciGeneration on the possible involvement of MCFA but they would prefer the members to participate individually in the respective WGs and not as observer.

<http://meetingorganizer.copernicus.org/EGU2016/session/21698>

All these might be offered next year as well.

Also the grant of Ira Didenkulova targets the EGU with maybe a booth on women in geosciences. Those interested to participate at the booklet are welcome to signal this.

Meeting in Düsseldorf with CERFA (Association of Spanish Scientists in Germany) during the NRW-Symposium “Women in Science”

Frauke Kersten (MCAA) was planned to be speaker at the NRW Regional Symposium “Women in Science” of CERFA in Düsseldorf, Germany, but due to her unexpected illness, Natalia Balcazar presented her speech.

The contact to the CERFA members, supported through the president of the NRW-group Tanya Romacho, also MC fellow, will increase in the future.

The next activity planned is the Career Workshop in Düsseldorf in the frame of our Annual Assembly.

GENPORT online conference February 2016

Maria Bostenaru participated at the GENPORT online conference on how to include the climate change dimension in H2020 proposals.

It can be read at:

<http://www.genderportal.eu/group/incorporating-gender-perspective-h2020-research-proposals>

ICoRSA online meetings

Gianna Avellis and Maria Bostenaru participated at some ICoRSA online meetings.

Sheduled is also a meeting on RESAVER to which Rui Guimaraes will participate.

EuroScience Open Forum

22-27 July 2016, Manchester, UK

The EuroScience Open Forum took place next in Manchester, the UK.

More information is available at

<http://www.esof.eu/>

genderSTE conference

5-7 October, Madrid, Spain

The genderSTE COST action (targeted policy) will held its final conference in Madrid. Maria Bostenaru, observer on behalf of the MCFA and WG member of the targeted area of “engendering cities” has an accepted paper to the conference.

More information is available at:

<http://engenderinghabitat3.genderste.eu/>

9th Gender Summit

8-9 November 2016, Bruxelles, Belgium

This year's gender summit took place in Brussels, first at the European Parliament and afterwards at the BEL Building.

Gianna Avellis and Natalia Balcazar presented the poster "Closing Leadership Gender Gap in Research, Industry and Business" with the results of the Workshop celebrated in Bari (see report at the beginning of this Letter to Members).

More information available at:

<https://www.mariecuriealumni.eu/posts/mcaa-gender-summit>

20 years Marie Curie Actions

29 November 2016, Bruxelles, Belgium

The chair of the MCFA, Rui Guimaraes, participated to the anniversary conference of Marie Curie Actions. The conference was also live streamed.

More information available at:

http://ec.europa.eu/research/mariecurieactions/events/20161129-20-years-msca_it

Publications

20th anniversary MCFA

On the occasion of the 20th anniversary of the MCFA we collected the letters from the past in a volume of more hundred pages reflecting the life of the association over time.

These can be found on ResearchGate and at our website:

European Parliament study and interview

Maria Bostenaru Dan gave an interview to Inga Ulnicane on behalf of the MCFA for a study of science policy of the European Parliament on the ERA and cost of non-Europe. Inga Ulnicane is based in Vienna. You can read the study here:

[http://www.europarl.europa.eu/RegData/etudes/STUD/2016/581382/EPRS_STU\(2016\)581382_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/STUD/2016/581382/EPRS_STU(2016)581382_EN.pdf)

Research careers in Europe

Final report

A report with evaluation of mobility and Marie Curie actions such as researcher night.

<http://bookshop.europa.eu/en/research-careers-in-europe-pbNC0614200/>

Open innovation, open science, open to the world - a vision for Europe

<https://ec.europa.eu/digital-single-market/en/news/open-innovation-open-science-open-world-vision-europe>

Gender Equality in Research: From Policy to Practice

A white paper.

<https://grants-uk.idoxgroup.com/acton/media/19116/social?platform=hootsuite>

The Speaker's Corner



We would like you to share with us your experience as a Fellow, good or bad: has your funding been taken

away by someone else in the lab? Were the conditions of the contracts different than promised? Did you feel a lack of support from your lab or the EC management? Or

on the contrary everything went fine and the MC fellowship helped you start a successful career. More generally, we also welcome articles about your views on European Science policy. Please send an

email to office@mariecurie.org (Subject line: "Speaker's corner") to be published in this section in the next Letter to Members

Upcoming events

Vitae Researcher Development International Conference 2016

12-13 September, Manchester, UK

The established annual Vitae Researcher Development International Conference is the largest dedicated event that brings together all those with a strategic and practical role in developing researchers.

<https://www.vitae.ac.uk/events/vitae-researcher-development-international-conference-2016>

European Geosciences Union General Assembly 2017

Vienna, 23-28 April 2017

The GEMS group of the MCAA, the m-Wiset group of the MCFA and the Humboldt grant joint efforts in a session on women in geosciences at the upcoming EGU GA.

Submit your abstracts here (deadline 11th of January):

<http://meetingorganizer.copernicus.org/EGU2017/session/23685>

News in Brief

FROM EUROPEAN COMMISSION

On Brexit

<https://ec.europa.eu/programmes/horizon2020/en/news/outcome-referendum-united-kingdom>

FROM EUROSCIENCE

Quota or no quota

<http://www.euroscientist.com/quota-or-no-quota/>

FROM NATURE

Germany to fund 1000 professorships

<http://www.nature.com/naturejobs/science/articles/10.1038/nj7610-190a>

Does it take too long to publish research?

<http://www.nature.com/news/1.19320>

Celebrating Peer Review Week at Springer Nature

<http://blogs.nature.com/ofschemesandmemes/2016/09/19/celebrating-peer-review-week-at-springer-nature>

Is science only for the rich?

<http://www.nature.com/news/is-science-only-for-the-rich-1.20650>

<http://www.nature.com/news/science-1-how-income-inequality-is-getting-worse-in-research-1.20651>

FROM SCIENCE RESAVER

With mention of ICoRSA

<http://www.sciencemag.org/news/2016/07/pan-european-pension-fund-scientists-leaves-station>

BRATISLAVA DECLARATION OF YOUNG RESEARCHERS

<http://www.sciencemag.org/careers/2016/08/young-european-researchers-set-groundwork-policy-changes>

Sign the petition here

http://www.ipetitions.com/petition/bratislava-declaration-of-young-researchers/?utm_source=facebook&utm_medium=social&utm_campaign=sign-pet

MOMOWO

Women and architecture photography contest

The EU culture project has run a contest on woman architects in their environment.

<http://www.momowo.eu/activities/ipc/>

National Groups

Call for coordinators of MCFA National Groups

After the General Assembly in London we expect to be still looking for MCFA members who are willing to become MCFA National Group coordinators in their country, or to participate in organizing the activities in their own country. National Group coordinators can be current or past MC fellows who are currently resident in the given country.

The National Groups can help the current Fellows meet each other to exchange experiences. This is very simple: a

Coordinator announces that s/he would like to organize a meeting, and then we announce it on the website, and help you write to all the current members in your country. The meeting can be in a cafe, at a university or wherever you think it is practical. If you organize a meeting, we can help you also with some funds.

Due to different issues with our website in the past months, we have not been able to provide to MCFA members and affiliates the service we wanted to, please accept our apologies for this. We have now moved the website to a different hosting service, this website is still incomplete but

work is in progress. Please try to log in to <http://mcfa.eu/> and write us to webmaster@mcfa.eu for any issue you may encounter. Please also take this opportunity to review your account and contact details.

Help us organize your NG, so we can build a strong and supportive effort for

younger researchers. With your efforts, we can help researchers everywhere. For more information please get in contact with us by email: office@mcfa.eu, with the text [National groups] in the subject.

We wish best regards
for you and your family,
happy holidays
and a very happy New Year!

Please feel free to forward this Letter to Members to your colleagues and friends, even if they are not Marie Curie Fellows!

We also remind you that you are encouraged to use the MCFA flyers, available from the Internal Documents: <http://mcfa.eu/site3/sites/default/files/flyer-bw.pdf>.

This Letter is edited by the Association des Boursiers Marie Curie a.i.s.b.l. (Marie Curie Fellows Association), <http://mcfa.eu/>. Editors: Maria Bostenaru Dan (Maria.Bostenaru-Dan@alumni.uni-karlsruhe.de). Director of publication: Rui Guimaraes. Please send requests about articles in this Letter and submissions for the next Letter to Members to office@mcfa.eu.