



Faculty of Humanities and Social Sciences - The Center for Transdisciplinary Gender Studies (ZtG):

Doctoral Research fellow (m/f/d) with expected 3/4 part-time for 3 years - E 13 TV-L HU. Starting date is September 1, 2023.

The project „Attitudes toward Diversity, Objectivity and Meritocracy in Science (ADOMiS): Multiple barriers to academic excellence“ includes a survey of doctoral students, mid-level faculty and professors at different universities in Germany about their retrospective and planned careers. Moreover, attitudes towards diversity, objectivity and meritocracy in science (ADOMiS survey) in their immediate environment are examined. These attitudes form the normative framework in which unequal career development and career planning are embedded. Experiences of discrimination, mental health and the internalized attitudes of marginalized researchers themselves (e.g., internalized stigma, negative self-image) are taken into account as underlying psychological mechanisms. Instruments to measure the participants' social positioning and identities will be constructed in a participatory manner with pretests and validation among the respective marginalized communities. The aim of this project is to create an empirical basis for long-term cultural change at universities, which promotes diversity among researchers and in research content.

Requirements:

- A Master university degree in sociology, psychology, political science or a related social science discipline
- Sound knowledge of intersectional inequality research, discrimination research, gender and/or diversity research
- Good knowledge of quantitative analysis methods (regression analyses)
- Experience in handling data analysis software (Stata or R) or willingness to acquire this in a timely manner
- Very good written and spoken English language skills. German at a B1-level or willingness to acquire in a timely manner
- Enthusiasm for inter- and transdisciplinary collaborations
- Independent, diligent and dedicated work ethic
- Excellent organizational, coordination and communication skills

Job Description:

- Collaboration on the project „Attitudes toward Diversity, Objectivity and Meritocracy in Science (ADOMiS): Multiple barriers to academic excellence “ led by Prof. Dr. Mirjam Fischer
- Teaching in the Bachelor and Master programs Gender Studies
- Tasks for your own academic qualification (PhD)



Applications:

Please send your application (including a research proposal of 1.5 pages max., plus references; a cover letter of 1 page max.; CV without photo; names and contact details of two referees (no need for letters of recommendation)) **by August 8, 2023**, quoting the **reference number AN/226/23**, to Humboldt-Universität zu Berlin, Kultur-, Sozial- und Bildungswissenschaftliche Fakultät, Zentrum für transdisziplinäre Geschlechterstudien, Prof. Dr. Mirjam Fischer, Unter den Linden 6, 10099 Berlin or, preferably, by e-mail in one single PDF file to Mirjam.fischer@hu-berlin.de.

If you have any questions, please contact Mirjam.fischer@hu-berlin.de. Please consider the additional information provided on the project.

To ensure equal opportunities, applications from qualified women are especially welcome. Severely disabled persons will be given preference in the case of equal suitability. Applications from people with a migration background are expressly welcome. As we do not return your documents, we kindly ask you to enclose only copies with your application.

You will find data protection information on the processing of your personal data in the context of the advertisement and selection process on the homepage of Humboldt-Universität zu Berlin: <https://hu.berlin/DSGVO>.

Please visit our website www.hu-berlin.de/stellenangebote, which gives you access to the [legally binding German version](#).