FemChem Newsletters

Issue 3, December 2020

FEMCHEM ACTIVITIES 2020

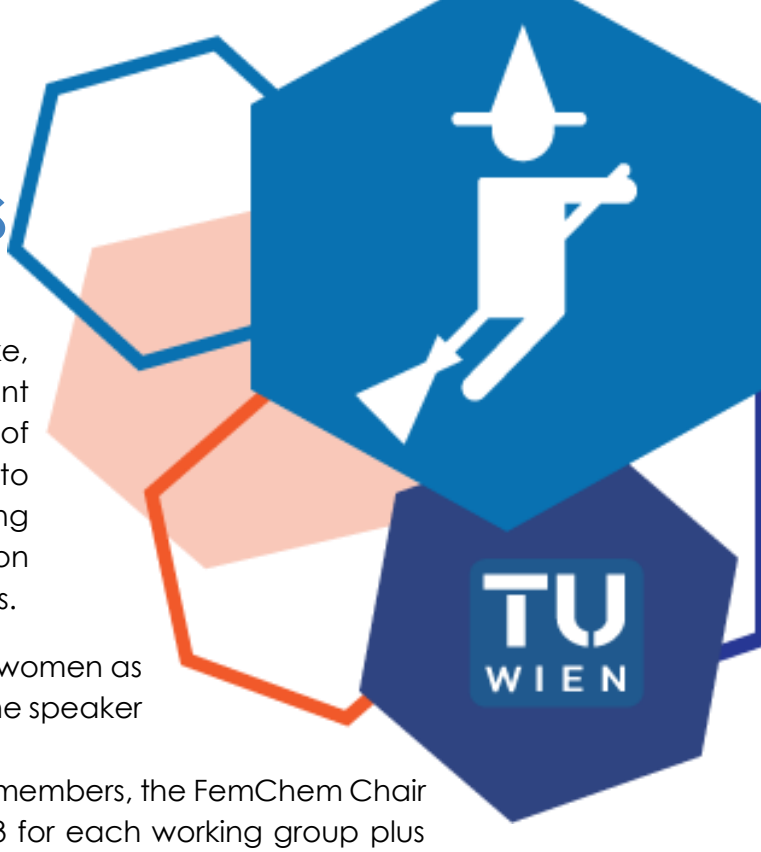
FemChem in lockdown: Out of the living room

With 2020 approaching, FemChem had a lot of plans: workshops, social events, our joint monthly lunches for informal discussion – our minds were set on extending the network and bringing in new people.
The lockdown in mid-March then abruptly ended all offline meetings and events on campus and confined us all to our living rooms. Many FemChem members suddenly had to arrange their daily work around home schooling and taking care of their children and/or take their first steps in online teaching – not an easy task. Others worried about not being able to collect new data and to run experiments – quite a setback in the short time span of a PhD.
During this time, FemChem's events were on hold, but we still continued our work from home: the call for a female assistant professorship at the Faculty was opened and the study on the *Situation of Young Scientists at the Faculty* published. In autumn 2020, we then launched our first online events, with more to follow in 2021. Stay tuned!

Looking Back at 2020 …

RESULTS OF THE 2020 FEMCHEM BOARD ELECTIONS

A motivated team for the next 2 years



IT HAS BEEN EXCITING 2 YEARS with a lot of plans to make, decisions to take, events to organize and – most important – putting a lot of effort into the build-up and shaping of FemChem. But now, it is time to get some fresh energy into the FemChem Board to be ready for all the upcoming challenges. And so, a new Board was elected on December 7, 2020, at the end of the fixed term of 2 years.

The active members of each FemChem team elected 3 women as their representatives in the Board and one of those 3 as the speaker of the team.
In the course of the first Board meeting of the new Board members, the FemChem Chair was elected. The Board, again, consists of 13 women (3 for each working group plus one chair) and it is supported by a representative of the Committee on Equal Treatment and a representative of the senate.

The new FemChem Board will continue the regular Board meetings to discuss and decide on further events and activities, as well as to shape FemChem and develop its strategy. The FemChem Chair and the speakers of each team will also carry on with the quarterly meetings with the Dean to inform him about the FemChem activities and discuss about upcoming topics.

We wish our new Board all the best for its 2-year term! Much has been achieved already, but lots of interesting and exciting tasks will come up in the future for FemChem.

The results of the 2020 Board elections in detail:

Chair
Bettina Mihalyi

Board			
Competence Enhancement	**Identity & Diversity**	**Networking**	**Communication & Information**
Katharina Ehrmann (Speaker)	Anne Kasper-Giebl (Speaker)	Vanessa Nürnberger (Speaker)	Noelia Barrabés Rabanal (Speaker)
Catarina Santos	Marianne Lahnsteiner	Victoria Dorrer	Katarina Knezevic
Lisa Sinawehl	Katharina Mairhofer	Martina Marchetti-Deschmann	Jasmin Schubert

Representative Committee on Equal Treatment	Representative Senate
Annette Foelske	Simone Knaus

Details on the team duties can be found on our webpage femchem.chemie.tuwien.ac.at

MORE WORK FOR FEMCHEM'S CHAIR BETTINA MIHALYI

as Dean of Academic Affairs

AS FOUNDING MEMBER and current chair, Bettina Mihalyi has played a key role in the establishment of FemChem and in defining its role within the Faculty. In 2020, she also started a new position as Dean of Academic Affairs at the Faculties of Mechanical & Industrial Engineering and Technical Chemistry – just a few weeks before the Covid-19 lockdown reached TU Wien. Without any time for preparation, Bettina Mihalyi successfully managed to implement the distance learning guidelines at the Faculty.

On behalf of FemChem, we really want to congratulate her on her new position and want to use this opportunity to introduce her to you in the following:

Bettina Mihalyi studied Technical Chemistry with a specialization in Chemical Engineering at the Vienna University of Technology. For her master thesis she went to the Institute of Analytical Chemistry at the University of Veszprém in Hungary to investigate the backscattering effect of inorganic compounds in atmospheric aerosols.

After the birth of her two daughters, she worked as a freelancer at the Institute for Technology Assessment (ITA) of the Austrian Academy of Sciences in a project about integrated environmental technologies for one year.

Subsequently she started her doctorate at the Institute of Chemical, Environmental and Bioscience Engineering at the Vienna University of Technology in the field of fiber technology and received her doctorate in 2007.

Her research today deals with the development of new, environmentally friendly processes for the use of renewable raw materials as a chemical feedstock in a multiproduct biorefinery. Parallel to this scientific research, she started with the development and implementation of models for an ex ante life cycle assessment (LCA) and sustainability analysis as a decision support in process design towards a sustainable development.

As vice chair of the Studies Commission (2010 - 2019) for Technical Chemistry, she has played a very active role in the development of the specialization "Sustainable Technologies and Environmental Technology" in the master course Technical Chemistry. As a co-founder, she is member of FemChem since its establishment in 2016 and is chair of FemChem since December 2018.

In her private life, she spends as much time as possible in nature, running, hiking, skiing or mountain biking, preferably together with her partner, her three kids and/or friends. As many chemists, she loves to cook special dishes. In addition to her professional career, she graduated in craniosacral biodynamics.

PROF. MARTINA MARCHETTI-DESCHMANN ABOUT HER LIFE AND CAREER

Becoming a female Professor at TU Wien

WE ARE HAPPY THAT the Faculty has gotten yet another female professor! It is a great pleasure for us to introduce Prof. Martina Marchetti-Deschmann:

Martina Marchetti-Deschmann studied Chemistry at the University of Vienna. From early on she was interested in Analytical Chemistry. After finalizing her diploma degree in this area, she moved to industrial analysis during her doctoral studies. It was during this times that her fascination for protein analysis started.
She assessed the potential of latex gloves to eliciting allergies in humans and characterized the major allergens. Before submitting her thesis, she joined Franz Hillenkamp's lab in Münster for two months.
In 2003, Martina joined TU Wien as Assistant at the Institute of Chemical Technologies and Analytics, where she started to develop her own research interests: omics methodologies in the context of industrial engineering. Since 2009, she is utilizing mass spectrometry to pioneer new techniques for visualizing and understanding molecular structures of biological tissues. Teaching obligations did not allow for long-term stays, but she joined multiple international research groups as visiting researcher (Academy of Sciences/CZ, FOM institute AMOLF/NL, Leiden University Medical Center/NL).

Martina was the first person who held a tenured position at TU Wien. In 2009, she was appointed Assistant Professor, after her habilitation in 2013 she became Associate Professor. Since then, she has been heading her own research group, MS Bio and Polymer Analysis (former: Omics Technologies), and the Metabolomics and Bioprocess Analysis Laboratory (collaboration with Shimadzu), which became an Innovation Center for Shimadzu in 2013. In 2016/2017, she joined the group of Richard Caprioli at Vanderbilt University as visiting professor (sabbatical). Martina Marchetti-Deschmann was appointed Full Professor in 2020.

She is an internationally recognized expert and a driving force for MS imaging with a special focus on multimodal imaging. She is elected vice-president of the MS Imaging Society (MSIS), board member of the International Mass Spectrometry Foundation (IMSF) and has been on the board of many professional societies to advance mass spectrometric research, education and professionalization.

Her research was awarded the Beynon Prize from the Journal "Rapid Communications in Mass Spectrometry" in 2007 and the Fritz Feigl Prize by the Austrian Society of Analytical Chemistry in 2013.

Martina Marchetti-Deschmann likes to read, enjoys cinemas and is interested in software/hardware developments. In 1998, Martina started to play golf and is passionate about it since then – she gave up skiing, although being an instructor, she gave up ballroom dancing, although dancing at grand openings. Many things of these sports relate to her professional life.

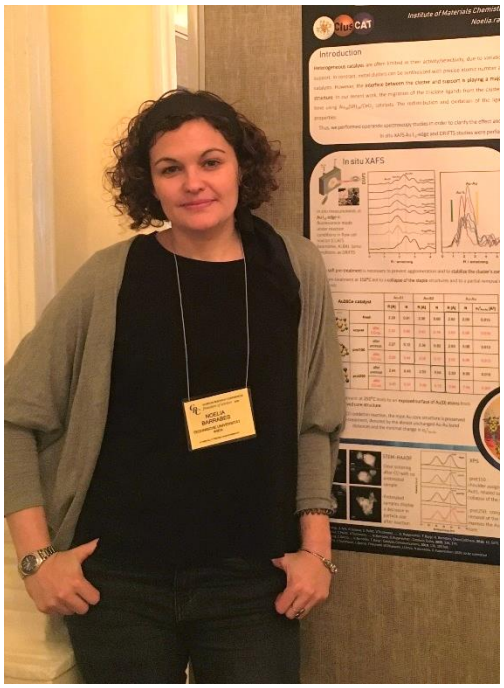
FWF ELISE RICHTER GRANT FOR NOELIA BARRABÉS

Looking at Covid19-unrelated clusters

NOELIA BARRABÉS, BOARD MEMBER of FemChem and spokesperson of the Communication & Information team, has been awarded a FWF Elise Richter grant in 2020. The Elise Richter grant is dedicated to highly qualified female senior post-doctoral researchers that strive for an academic career in Austria. We congratulate Noelia Barrabés and are happy she shares her career story with us:

Noelia Barrabés studied Chemical Engineering at the Rovira i Virgili University (Tarragona, Spain), where she also did her PhD focused on heterogeneous catalysis, developing nanostructured catalysts for environmental catalytic processes. During this time, she did several stages at Queens University in Belfast, at TU Wien and at Biomagune. Her thesis was awarded by her home university and by the Spanish Catalysis Society.

In 2009, Noelia Barrabés moved to Montpellier for a postdoc at the CNRS/ENSCM center, working on layered materials for catalysis. Shortly afterwards, she got an IEF Marie Curie grant (2010) for combining catalysis with *in-situ* spectroscopic studies, hosted at TU Wien and including some research stays at ICIQ. In 2012, she moved to Geneva and got the SNSF Marie Heim Vögtlich fellowship. At this point, she started developing her main research topic, the synergy of metal nanoclusters, surface science and catalysis. Since she finished her PhD, Noelia Barrabés has been able to fund her research career and work independently, while also managing two maternity leaves.



Noelia Barrabés moved back to Vienna in 2015 to obtain her habilitation and started the group ClusCat, focused on atomically designed heterogeneous catalysis by metal nanoclusters. Her work on disclosing nanocluster catalyst dynamics on surfaces by *operando* spectroscopy (XAFS and IR) led to several feature journal articles. In 2019, she got the Wissenschaftspreis of the Austrian Chemical Society (GÖCH) and in 2020, she was awarded an Elise Richter excellence grant from the Austrian Science Fund (FWF).

Noelia Barrabés also studied over 10 years in the Music Conservatorium, obtaining the solfa and the medium degree in piano. Nowadays, she plays piano when her two small daughters leave her some free time. She played in the female Spanish league of soccer, and afterwards just as a hobby at the university team and in Vienna with friends. Noelia loves water board sports too and tries to practice when she visits her family in Spain. Further on, she loves reading and traveling.

LET'S MEET DEAN PROF. MARKO MIHOVILOVIC

Dean of the Faculty of TCH at TU Wien

IN 2020, PROF. MARKO MIHOVILOVIC became the new Dean of the Faculty of Technical Chemistry. In this position, he is meeting with representatives of the FemChem Board for quarterly Jour fixes for information and discussion about next steps and events. In a first joint effort between our new Dean and FemChem, the application modalities and announcement text for the new Female Assistant Professor Position at the Faculty (page 12) was defined over several months and the call finally opened in November 2020.

We therefore wanted to give him the opportunity to introduce himself to our network in this newsletter. Unfortunately, due to the ongoing Covid-19 safety regulations, the interview could not be conducted in person. However, FemChem wants to thank Prof. Mihovilovic, who still found the time to answer our questions in great detail!

Part 1: Career history and personal experience

FemChem: Could you give us some brief information about your family/life situation, education and career?

Prof. Mihovilovic: I obtained my Diploma and PhD degrees from TU Wien in the classical area of heterocyclic synthetic chemistry. I then embarked on an adventure to expand my scientific profile in the direction of biocatalysis, actually coming back to an old "dream" of mine when starting to study at TUW, as I initially wanted to specialize in biochemistry (but then "ended up" in organic chemistry). I conducted postdoc stays in Canada and Florida in order to acquire experiences in the utilization of enzymes in chiral synthesis and transferred the know-how back to Vienna after returning to TUW.

Dean Prof. Marko Mihovilovic (© TU Wien)

After finally obtaining a full position at TUW (I had returned to a part time position after my postdocs overseas), I quickly acquired several FWF grant to initiate my independent research program. Exploitation of recombinant whole-cell systems for biotransformations was a particular USP at that time (despite substantial activities of the Graz cluster in the area of biocatalysis) and allowed me to quickly receive recognition in the field of redox-biocatalysis, ultimately culminating with my Habilitation on this topic in 2003.

I then moved "through the ranks" by being appointed as associate professor in 2004 and becoming full professor in 2014 representing the chair in bioorganic synthetic chemistry. With the retirement of my former mentor Peter Stanetty, I repositioned the research activities in heterocyclic synthesis towards medicinal chemistry. This put us into a position as a leading cooperation partner for small molecule design in Austria.

During most recent years, I again shifted my scientific interests into utilizing photochemistry for both driving redox-biotransformations as well as designing molecules bearing photo-triggers for turning biological activity on/off or incorporating organic molecules into biopolymers.
With my appointment as Head of Institute in 2013 I got increasingly immersed in university administration. This certainly resulted in gradually re-positioning my activities from science to management, and the most recent appointment to become Dean of the Faculty completed this development.
I consider this re-focusing on management tasks not necessarily as burden (although I miss closer contact with "my pet projects"), but especially as opportunity to inspire with my own curiosity and dedication for science a much larger group of interested people and, consequently, promote the momentum that was indicative for the past 2 decades of my own scientific career.
On a personal note, I am happily married to a former study colleague of mine (although it required a trans-Atlantic separation period to realize that the two of us belonged together). My wife works for a global pharmaceutical company and this enables a lot of insights into the "other side" of the job market. And since 2003 I am facing the everyday challenge of raising two sons…

FemChem: What helped you to obtain a leadership position and what are the specific challenges associated with it?

Prof. Mihovilovic: I am absolutely convinced that the secret to success (also to obtain a leadership position) is associated with identifying first your own aims and, secondly, drafting out a clear roadmap on how to get there. I like to compare this with sailing a boat (and I am an enthusiastic amateur sailor): first you need to know your target harbor, and then you have to plot a course for it. In case winds change, you eventually have to adjust your course; but this can only be successful when you do not lose sight of your ultimate aim.
I recognize very often that a lot of people I come into contact exploit their individual potential only partially. And this is very often a result that they do not really know what they want, or at least they did not take the time to deeply reflect on this. As a consequence, I perceive many people "drifting around" in their careers (and studies).
I am naturally attracted by problems and develop the surge to solve them. Transferring this into my current business in management (a "leadership position" as indicated in the question): I aim to identify weaknesses in ongoing processes and try to optimize systems. This clearly requires the ability to make decisions, but also to identify relevant parameters, and this requires close interaction with the people who finally have to implement the decisions. So, in management there is the core triad of (i) analysis of the situation, (ii) development of a solution and (iii) taking proper decisions to implement this solution – and this last part is the most challenging, as it clearly involves to convince your coworkers of the validity of your decisions.
And there is one more important aspect: one has to accept, that there is no perfect decision. Circumstances may vary, during implementation of a decision the outcome may miss the initial intention, etc.etc. (the past 10 months during the Covid pandemic were full of such situations for me).

If you identify errors in your decisions, this is not the end of the world, as long as you manage to adjust your decisions and get back on track to meet your targets. Regrettably, we do not have a strong culture of failing in continental Europe – but only when we make mistakes and realize this, we are able to perceive the better solutions; the important point is, to then correct such imperfect decisions.

FemChem: In your opinion, what are the characteristics and/or qualities that have been the most beneficial to you in your professional career so far?

Prof. Mihovilovic: I always try to have a vision when embarking on a new challenge. And such challenges can never be mastered alone, so I early-on try to convince a strong group of followers to join me. It took me more than 2 weeks of consideration when I was first approached and asked about eventually running for the appointment as Dean; and I took the decision only when I had received convincing feedback by people, whose opinion I very much value, to individually contribute to the plans that had materialized in my mind.

Prof. Marko Mihovilovic in his laboratory…
(© TU Wien)

Part 2: Women in science and research // Advancement of women // Career opportunities for women

FemChem: What do you think of measures to advance women (e.g. gender parity)?

Prof. Mihovilovic: It is clear that equal opportunities independent of gender are not yet implemented. As a consequence, we are not fully exploiting the potential of our society, and in particular of the scientific community. Since entering the age of enlightenment it has become apparent that research flourishes most when a maximum diversity of approaches is entertained for answering complex scientific questions.

I consider it of utmost importance to allow such diversity and remove any obstacles en route to obtaining knowledge. Due to an "uneven playing field" in the past decades, we have to provide special support so female scientists can successfully develop their career plans.

Along this line, I consider it justified to put in place specific openings and career opportunities for females. However, any such activities can only represent a proper framework to finally enable scientific excellence (as exemplified by the opening of a tenure track position for females at the faculty in November 2020).

Already in my position as Head of Institute I identified a major hurdle in such endeavors to achieve compatibility of career perspectives and family planning. I think we have come along quite some way and TUW offers certain programs in support, but we still need some substantial opinion building in our society and even at our university. I am fully aware that this should not be an exclusive topic for female scientists, however, I am confronted with the fact, that it very often still is. Hence, I would like to put special attention to this aspect in the coming years and invite interested individuals to join, so we can make a difference.

FemChem: Which measures should be taken to increase the number of women in leadership positions at the Faculty of Technical Chemistry?

Prof. Mihovilovic: I am convinced that we are already in the middle of such a transient development when looking at the trend substantiated during the past 2-3 years. It seems particularly important to me to demonstrate best-practice experiences and to provide successful role-models as testimonials and mentors for the next generations. This will further support a momentum we have already gathered within the faculty.

Based on some of the conclusions of the gender surveys presented in the Fall 2020, it became evident that female scientists at TCH obtain the impression of fewer career support by their superiors. Consequently, I will also emphasize on career development activities both within FemChem and also in context of the new campaign of setting up a Young Investigator Academy.

In view of my own experiences within an FWF graduate school program, I also have the vision to provide a more structured PhD education within our faculty; critical decisions of career planning for scientists are taken during the PhD phase, and we need to make sure that we provide the best support there for our next generation researchers.

FemChem: Which characteristics do you think are valuable for people in science, and more specifically, in leadership positions? Do you think there is a difference for women and men?

Prof. Mihovilovic: A successful career in science requires above all curiosity in nature, open mindedness to reflect on allegedly ordinary things from a different viewpoint in order to discover new aspects, and dedication to obtain answers to the critical research question of the field. It is always remarkable how we scientists cope with the fact, that 90% of all our time usually does not generate the results hoped for, and we take all the motivation to go on from those sparse moments when suddenly we recognize a new finding.

Leadership to me means to expand your own field of activity and move beyond your individual experiences. When becoming a principal investigator, one accepts the responsibility to supervise coworkers, which represents a profoundly different level. And this usually requires not only self-organization, but also the capacity to lead a team.

There are so many different approaches to lead a team, which in part I have experienced personally as team-member and also supervisor at various levels, that I would be very surprised if there was a genuine difference between women and men. So far, I have only identified one universal property for a good team leader: she/he must be inspirational!

FemChem: Did the situation of women in a scientific working environment change or have the structures stayed the same since you started your career?

Prof. Mihovilovic: When looking at the career of my wife and myself over the years, I can only conclude that circumstances have changed substantially, at least in our core discipline of chemistry (admittedly from a rather unfavorable level). Let alone the awareness of providing (or at least aiming at) equal opportunities represents a major game-changer.

I remember being exposed to this aspect for the first time (and unprecedented at that time) during my postdoctoral stay in the US (with an even higher complexity including aspects of ethnical origin) more than 20 years ago – since then, the attitude towards females in chemistry in general and females in leadership positions in particular has definitely evolved (and needs further evolution).

Part 3: About FemChem

FemChem: How did you perceive the FemChem initiative and its development so far?

Prof. Mihovilovic: FemChem is a remarkable activity of the Faculty for Technical Chemistry at TUW; several of the other faculties are currently taking the initiative as best-practice example initiating similar programs in their environment. In my own perception, FemChem has matured from a loose network to a strong interaction platform providing also important services in support of the Female Scientist Development Plan of TCH.

… and in his office. (© TU Wien)

FemChem: In your opinion, what is crucial for the sustainability of this initiative?

Prof. Mihovilovic: Such networking activities largely depend on active protagonists and their dedication for the greater cause. It is good to see that FemChem attracts an increasing number of motivated females to contribute to the diverse activities of the initiative.

FemChem is a well-established core program of the faculty by now; during the past years valuable infrastructure and web-presence has been established to ensure visibility also for the years to come. With the 3 gender surveys completed in 2020, a major project with clear deliverables was also completed successfully. Hence, I would consider it important for the initiative to now reflect on where to move next.

Needless to say, that I had hoped for (and aimed at) a clearer pathway to institutionalize the program; but this did not proceed as initially envisaged. So, my proposed roadmap towards a sustainable track was obviously a minority opinion within FemChem and the initiative has to provide an answer to this question by itself.

FemChem: Where do you see FemChem in 10 years?

Prof. Mihovilovic: Currently, I understand FemChem to continue as network in support of female scientists to close the gap towards gender equality. I am convinced that the aggregated expertise over all thematic areas of the faculty represents a high potential to become a competitive "think-tank" providing input for fine-tuning the Female Scientist Career Plan of the faculty. Moreover, a critical number of role-models and mentors for the next generations of female scientists in chemistry has been gathered to unfold its effect in fostering career development.

WANTED: FEMALE ASSISTANT PROFESSOR IN CHEMISTRY

at the Faculty of Technical Chemistry

THREE YEARS AGO, IN 2017, the Rectorate of the TU Wien opened an internal competition to present sustainable equality concepts, with one female career position being awarded to each of the winning faculties. The Faculty of Technical Chemistry was one of the awardees due to the continuous work of FemChem. In November 2020, the call for a **Female Assistant Professor** in the Faculty of Technical Chemistry has been opened.

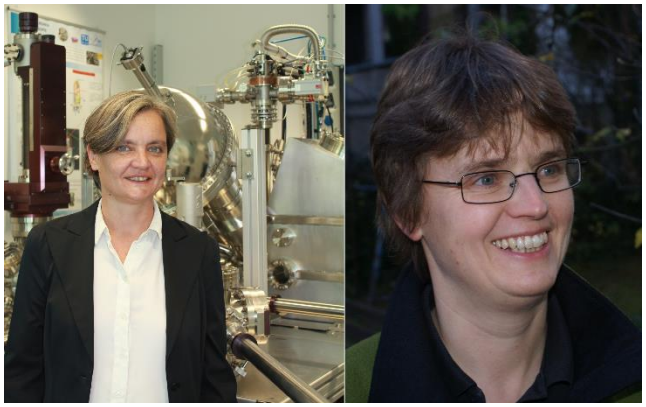
The position is initially limited to a period of six years, starting around April 2021, and, in the event of a qualification agreement being signed and fulfilled, includes the option for promotion to an unlimited employment contract as an Associate Professor.

Applications are still possible until January 7, 2021. Please find the full text of the call and information of the application procedure on the FemChem Homepage: Call for Female Assistant Professor
Feel free to share this information within your networks and with potentially interested colleagues!

FEMCHEM WOMEN IN THE NEWS

Chemiereport interviews of Annette Foelske and Anne Kasper-Giebl

TWO OF FEMCHEM'S BOARD MEMBERS gave interviews in "Chemiereport" this year. Learn more about their career & research in the full articles (in German):



Annette Foelske (left) and Anne Kasper-Giebl (right)

Annette Foelske, head of the Analytical Instrumentation Center (AIC) gave an interview in the "Chemiereport" (2020/06) about surface analysis, cooperation with industry and coordination of research activities. Find the full interview here.

Anne Kasper-Giebl, head of the Environmental Analysis Research Group at the Institute of Chemical Technology and Analytics gave an interview in the "Chemiereport" (2020/03) about Sonnblick as a "guardian" of air quality, the interaction between environmental policy and technology, and her work as a Young Science Ambassador. The full interview can be found here.

SITUATION OF YOUNG SCIENTISTS AT THE FACULTY OF TECHNICAL CHEMISTRY

Results of the study are now available

DURING A WORKSHOP ABOUT 'Identity and Diversity', FemChem's subteam working on the exact same topic had the idea to initiate a comprehensive study to examine the situation of young scientists at the Faculty of Technical Chemistry at TU Wien. The study was launched in 2019 in collaboration of FemChem, the Faculty of Technical Chemistry and Gender Competence.

You can find the results of the study here (DOI: 10.34726/281). The articles are currently only available in German, however, translation to English is planned.

The study consists of three parts:

The first part comprises an analysis by means of descriptive statistics of gender distribution from 2013 to 2018 and was part of a master's thesis entitled **"Gender-specific Representation at the Faculty of Technical Chemistry at the TU Vienna"**. The thesis was written by Verena Mrazky, MA at the Department of Sociology at the University of Vienna under the co- supervision of ao. Univ.-Prof.in Mag.a Dr.in Eva Flicker and Mag.a Dr.in Angela Wroblewski.

The second part **"Work and career perspectives of young scientists at the Faculty of Technical Chemistry at TU Wien"** is based on discussions in focus groups and a subsequent online survey. This part of the project was conducted by Dr.in Bettina Stadler (FORBA). Dr.in Stadler is a sociologist and, in addition to her work at FORBA, is also a staff member of the Equality and Gender Studies Unit at the Danube University Krems. Previous activities include work at Statistik Austria and the Institute for Economic Sociology. She teaches quantitative methods of empirical social research at the University of Vienna.

The third part of the study **"Survey of the supervisors and academic advisors, qualitative analysis"** was conducted by Dr.in Marita Haas. Marita Haas is a management consultant with a focus on gender consulting. In addition to numerous positions in business, the doctor of economics researched gender & diversity in organizations at the University of Vienna, the TU Wien and the University of Göttingen. She critically examines conventional women*-only formats and advises companies and NGOs on the development of gender-sensitive processes and structures.

"VON FRAU ZU FRAU" MEETS SAVT CAREER TALK

with Veronika Wilk // August 28, 2020

AS A JOINT EVENT between the SAVT TU Wien and the "Von Frau zu Frau" initiative of the FemChem Networking Team, an "all female" SAVT Career Talk took place in August. Due to the ongoing Corona pandemic, the event was organized outside at the Jesuitenwiese in the Wiener Prater.

FemChem's chair Bettina Mihalyi had the pleasure to interview Veronika Wilk, former chair of the SAVT and now thematic coordinator at the Austrian Institute of Technology.
Veronika Wilk gave insight into her time as PhD student at the Institute of Chemical, Environmental and Bioscience Engineering and gave an overview of the different research topics she has encountered throughout her career so far. She also explained why she chose to study Chemical Engineering at TU Wien and what led to her position at the AIT. Veronika Wilk also revealed her secret to winning the SAVT Pubquiz already two times: a perfectly harmonious team.

FEMCHEM ONLINE PUBQUIZZES

Nov. 11, 2020 & Dec. 9, 2020 // Bring your own beer!

THE FEMCHEM PUBQUIZ WAS HELD for the first times using Zoom, and the breakout-session feature. The participating teams of four had to proof their knowledge in 5 different categories. This platform was created by the networking team of FemChem and will be held as a monthly activity, instead of the FemChem Lunch, **every 2nd wednesday of the month at 8pm (ct)**!

In the second quiz on December 9, 2020, four teams competed and again had to prove their knowledge about geography, music, sports etc. in three 10-minute rounds. The quiz was then followed by gossiping in casual atmosphere.

We hope to see you at our first monthly Pubquiz in the new year on **January 13, 2021**!

5TH ANNUAL MEETING

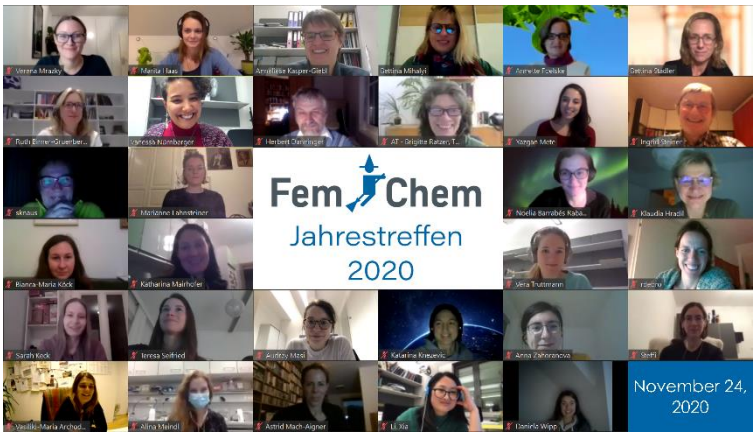
November 24, 2020

AS WITH SO MANY THINGS this year, FemChem had to adapt its annual meeting and bring it into the virtual world. The 5th FemChem Annual Meeting took place via Zoom, on November 24, 2020.

After a short welcome and introduction of FemChem's chair, Bettina Mihalyi, Dean of the Faculty, Prof. Marko Mihovilovic gave the audience an overview of the current status and numbers of women within the Faculty of Technical Chemistry at TU Wien. He also presented an outlook to the progress he would like to see within the Faculty for the advancement of women.

The audience could also raise a (virtual) glass to acknowledge that there are now three women among the curia of professors, two of which were assigned in 2020: Associate Prof. Golta Khatibi, and Univ.Prof. Martina Marchetti-Deschmann (see also her portrait on page 4)! They joined Univ.Prof. Ruth Birner-Grünberger, who was already appointed in 2019.

In the following, the four teams within FemChem (Networking, Communication & Information, Competence Enhancement, Identity & Diversity) gave a summary of their activities and the projects each has fulfilled and what is planned for next year.



This Session was followed by parallel Breakout-sessions, during which the participants of the Annual Meeting could join a room for each team. There, they had a chance to get to know how FemChem works within the teams, as well as chatting with the team members.

The former Dean of the Faculty of Technical Chemistry, Herbert Danninger, also attended the Annual Meeting and participated in the discussions within the Breakout-rooms. We would like to greatly thank him for his open ear and great inputs.

For the second part of the event, the authors of the three sub-studies on the *Situation of young scientists at the Faculty of Technical Chemistry* presented a short summary of their work, concluded by a moderated discussion, chaired by Anne Kasper-Giebl. For more details, please refer to the article on the study on page 12 of this newsletter.

We would like to thank all the participants of the 5th FemChem Annual Meeting for their time and input. Even though being virtually, we enjoyed getting back together with you for interesting presentations and discussions. Hopefully, 2021 will allow us to meet again without computer screens in between us.

THE STEM FATALE INITIATIVE

A new platform for women in STEM with research on women's leadership careers

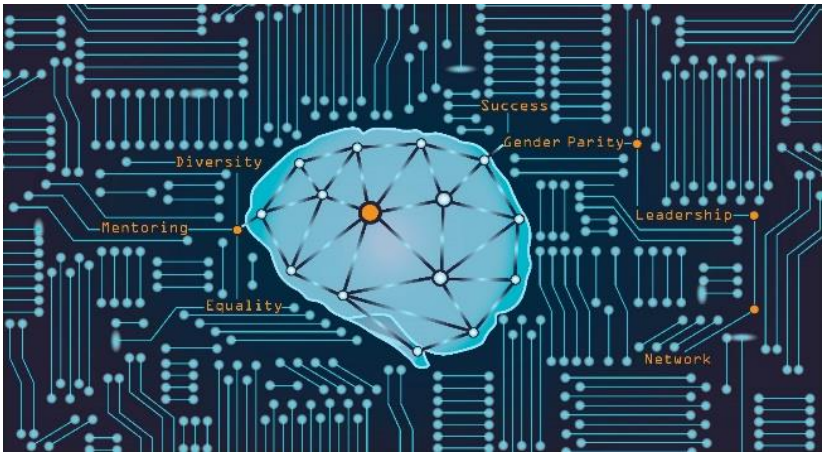
FEMCHEM IS CURRENTLY reaching out to similar networks in Austria to collaborate and promote each other. Therefore, we are very happy to introduce **The STEM fatale initiative**:

Did you know that the share of women in scientific leadership and management positions drops by approximately 30% after the early career phase? The STEM fatale Initiative is a newly established network for female researchers and scientists that aims to promote gender equality in scientific leadership positions.

The initial "The Stem fatale Initiative" team: From left to right: Nicole Amberg, Lisa Cichocki, Melissa Stouffer, Angela Bitto-Nemling. Photo credit: Rafaela Pröll

The STEM fatale Initiative has 3 main goals: mentoring, networking and a survey with data publication. Results from the survey will be published in an international scientific journal and additionally as a publicly available report. These data will provide a framework to develop targeted strategies for educational measures in order to overcome women-specific career obstacles. Additional networking and mentoring programs will allow to further support exchange with peers and enhance career-strategic goal-setting.

With the survey, the initiative seeks to learn more about the professional, structural, societal and personal factors that impact women's careers and needs your help to do so! If you're a female scientist at any career stage, please take a few minutes to participate in the survey. Your voices matter and will help shape the future of academia and leadership! Learn more about the initiative and participate in the survey on their website http://stem-fatale.com/.



Core Values of "The Stem Fatale Initiative" © Nicole Amberg

SURVEY ON FEMCHEM ONLINE EVENTS

What can we offer you @home?

AS IN THE YEAR 2020 most of the lectures, meetings, "after-work beers" and "hanging outs" turned towards online activities, FemChem had to adjust itself to the new circumstances as well. To keep in contact with its followers and to support them in these challenging times, FemChem decided to organize online social events and workshops. Aiming to make such online workshops attractive, FemChem made an online survey asking the audience in which type of activities they would like to participate in the most. The survey was successful and gave the following results, presented in order:

1 Do you think that FemChem online workshop would be a good idea?

89% of the participants expressed the opinion that a FemChem online workshop would be a good idea.

2 Would you be more interested in hard- or soft skills courses?

The difference between the votes for soft and hard skill courses was only 3,8% in favor for soft skill courses. Thus, FemChem decided to organize both a hard and a soft skill course.

3 Are you interested in specific hard skill courses?

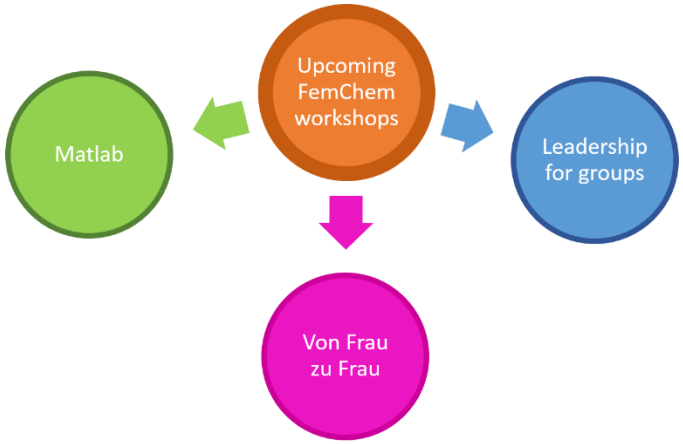
In this section, "Matlab" won unambiguously, followed by "Python" and "Machine Learning".

4 Are you interested in specific soft skill courses?

Hereby, the most desired workshop turned out to be "Leadership for groups".

5 Which of these other events you think FemChem should organize online?

In the third category of online events, the most votes were given to FemChem's famous event "Von Frau zu Frau". However, the "Pubquiz" also ranked high, with only one vote less.



FemChem is really happy for receiving answers and suggestions from followers and eager to organize according online workshops in each of the aforementioned sections, based on the survey results. It is worth mentioning that these and similar activities keep FemChem alive and enable its growth, deepening connections between female students and scientists, but also establishing new connections. Every interested woman of the Faculty is welcome to join us!

The complete evaluation of the survey can be found on our webpage. Moreover, there are already some workshops scheduled for 2021 (see the Outlook section of this newsletter). Stay tuned for further updates!

WHAT'S NEXT?

Join us for our upcoming activities!

Fit for your career // Spring 2021

Next spring, FemChem will organize a workshop about career planning and job application in cooperation with the TU Career Center. In this seminar, you will be able to discuss the application process and learn how to prepare for it. Furthermore, you will discuss negotiation strategies and how to plan your own personal career in a unique setting with women only. There will also be plenty of time for individual questions.

Python and Pandas and Data, oh my! // March 2021

We are pleased to announce that our next seminar will be a crash course in programming, data processing, visualization and machine learning using Python. This course is for everyone from our Faculty who would like to prepare publication ready graphics, process large amounts of data and learn to use a tool which improves your data processing. The content is designed for scientists without prior programming experience and will be provided in the form of videos and exercises, to be completed at your own pace. During scheduled online live sessions, you will also have the possibility to ask questions and get more information from our expert. Further information and registration will be available in January.
Please refer to our webpage for further updates: https://femchem.chemie.tuwien.ac.at/

Open PhD positions // Deadline Jan. 21, 2021

As part of the Doctoral College CO2Refinery, TU Wien is offering ten positions as university assistant (Pre-Doc) for 4 years for 30 hours/week. Expected start is March 2021. Young female applicants are especially welcome.
The Doctoral College CO2Refinery offers 10 interdisciplinary research projects in the field of activation and conversion of carbon dioxide to valuables focusing on innovative chemical and biotechnological reactions and pathways. Each project and PhD thesis will be supervised by at least two professors from the corresponding research areas.
The full text of the call and all further information concerning the application can be found here: https://jobs.tuwien.ac.at/Job/140171?culture=en
Deadline for applications is January 21, 2021.

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