FemChem Newsletters

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FEMCHEM ACTIVITIES 2021

From lockdown to normal... and back

We started in 2021 from home, wearing mostly jogging clothes and setting up our homes as offices, lecture or meeting rooms, managing day-to-day work with homeschooling and childcare, and/or figuring out how to continue research remotely.

FemChem shifted to online workshops, events, and networking. During the spring and summer, we experimented with slowly opening up, gradually leaving our homes and returning to the office and lab. Then the hybrid events, combining presence and online, emerged, and this was the new style of work for FemChem (scientific workshop, meetings, and networking).

The numbers looked really good, everything opened up and we felt like we could go back to a normal life. However, this good feeling did not last too long. We were able to hold our annual meeting with strict rules, but wearing our FP2 masks another time. A few weeks later, we are back on in lock down, almost in the same situation as at the beginning of the year.

But we have learned to adapt to the different situations and to switch to online or hybrid so we can continue our work! We don't yet know how we will start 2022, at home or at the faculty, but we do know that FemChem events, workshops and meetings will continue in 2022. Stay tuned!

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FEMCHEM STUDIES

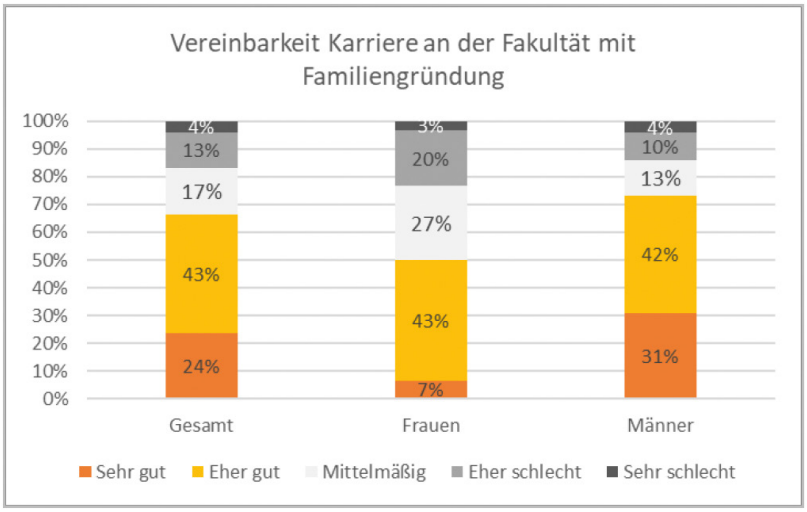
Study on the situation of young scientists at the Faculty of Technical Chemistry

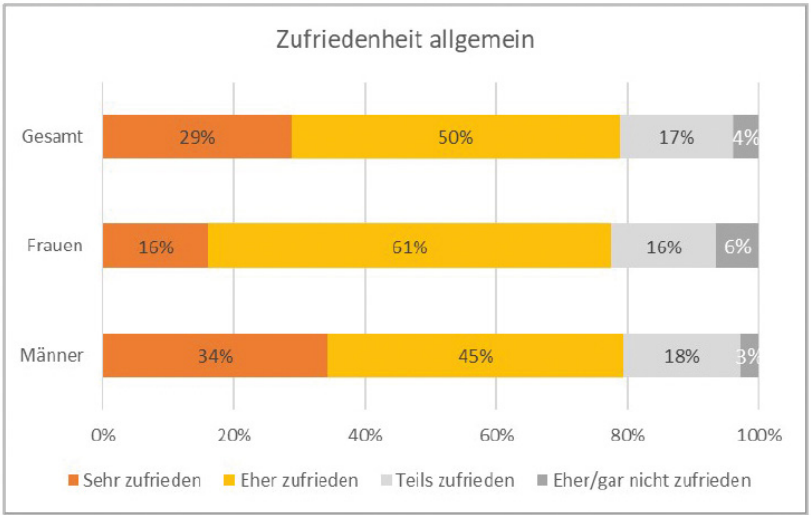
Follow-up activities to the study *"Investigation of the situation of junior academics in the Faculty of Technical Chemistry at TU Wien"*, which was already completed in 2020 took place in early 2021. The interest in the outcome of this study reached the Minister of Women and Integration Susanne Raab. On Feb 8th five delegates from FemChem took part in an online event together with Rector Sabine Seidler and Dean Marko Mihovilovic to introduce our network as well as the main outcomes of the study to Minister Susanne Raab.

Our network was briefly introduced by Bettina Mihalyi and the main outcome of our study on the situation of young scientists at the Faculty of Technical Chemistry was presented by Anne Kasper-Giebl.

A very short outline of some of the main results is given here: Overall, satisfaction with the work situation is fairly high; four out of five junior academics are very or somewhat satisfied. However, large discrepancies are apparent between men and women who responded as "very satisfied": 34% of men, but only 16% of women (see figure on next page), placed themselves in this category. Satisfaction with the various aspects of the work situation was addressed in detail. Only when it came to social standing women did appear to be more frequently "very satisfied" than men; in all other aspects, women were slightly less satisfied (e.g. volume of work assignments) or significantly less satisfied than men. There were particularly big differences regarding relations with line managers, work/life balance and time for career development (see figure).

The fundamental selection of junior academics begins very early, as the basis for collaboration is often laid in an internship and as part of bachelor/masters' studies.





The lower the level of qualification, the less often there is a specific advertisement or specific selection procedure.

An informal and unstructured selection favors "choosing acquaintances" following the "perfect match" concept and is thus orientated towards the conventional image of an ideal academic, who continues to be conceived as male, free from other (including family) obligations. People who think differently, live differently, and communicate differently tend to be more easily excluded or not consciously included, which has a negative impact on the selection and recruitment of women in a male-dominated environment.

For a comprehensive information about the results of the study we strongly refer to:
- the entire report (in German) : https://repositum.tuwien.at/handle/20.500.12708/16230
- the executive summary (in English) : https://femchem.chemie.tuwien.ac.at/wp-content/uploads/2021/01/Executive-Summary_en.pdf

Furthermore, our first collaboration with Frauendomäne (www.frauendomaene.at) (women's organization which created the 1st data base for female experts in Austria) took place on June 1st, 2021, as a two-hour online workshop. Fides Raffel and Hannah Zach (both members of the board of Frauendomäne) guided through the workshop called "Reclaiming Expertise", which helped to encouraged female faculty staff to acknowledge their personal expertise in the context of their working environment here at TU Wien as well as in personal matters. We had 12 participants taking part and contributing beautifully to the collective as well as individual reflection on the topic of what expertise means and who defines who to consider an expert. After this successful workshop in 2021, we look forward to an ongoing collaboration with Frauendomäne with other workshops and joint projects in the future.

OPENING FEMCHEM

Opinion on Friends of FemChem

FemChem is dedicated to promoting young talents, raising bias awareness, and creating equal opportunities. In recent times, all of us had to adapt to new circumstances. By now, we have learned to use unforeseen changes to our advantage. Our FemChem network also has gone through major changes in the last year. Besides expanding the range of our activities, (most of) our events are now open to all genders.

A month ago we reached the 100 registrations to FemChem, it was from Alex Opitz, a colleague from the Institute of Chemical Technologies and Analytics. He also attended our Annual Meeting event among others. Then, we asked him to give us his opinion about the new "Friends of FemChem" initiative.

Why do I think it is a good idea to open FemChem to all genders and why do I support this initiative as a Friend of FemChem?

These questions can actually be simplified to "Why do I, as a man, find a women's network worth supporting?" One can certainly find many answers to this question, from "fairness & justice" to "because it is a political mandate". However, what is often not mentioned is that a system that puts women at a disadvantage, loses their intellectual potential. We had such a system at our faculty a few years ago. Although we had almost the same number of female and male students, there was not even one female professor - obviously women could not climb the career ladder. This is not meant to be an accusation. I don't believe that there was any discriminatory intent behind faculty staff policy, but that the system had become this way for historical reasons. An important factor that makes a system grow in this direction is certainly the social imprint that we - men and women - experience in the course of our lives.

As a teacher, I have often experienced this social imprint very impressively. That is, when excellent female students turned down an offer of a position for a diploma thesis with the reason "The topic is very exciting, but I don't dare to do it...". Male students, even if they were less competent in the subject compared to their female colleagues, almost never had this inhibition. I was often annoyed by this excuse, because it was

obviously only a question of self-confidence and our working group lost intellectual potential as a result.

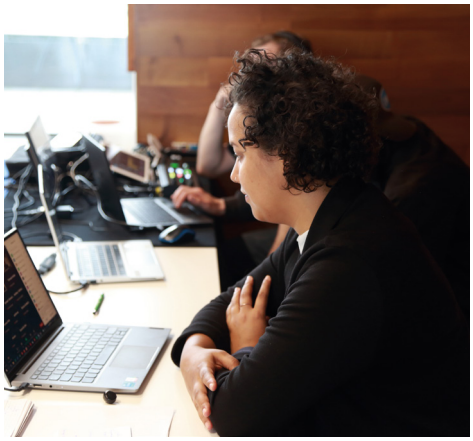
This is precisely where FemChem comes in, to support young female chemists in breaking down the fear of contact that exists due to social prejudice. In the beginning, it was certainly necessary to act as a "closed society" in order to provide a safe framework for this endeavor. However, thanks to the successes achieved through the FemChem activities, the female colleagues can now present themselves with a clear conscience. In addition, the career ladder has also become much more permeable, as can be seen from some recent appointments to professorships and tenure track positions. I therefore feel that the step of no longer acting as a pure "women's club" is for at least two reasons very foresighted. First, the entire faculty benefits from the fact that female colleagues with high potential no longer fall out of the system. Therefore, it makes perfect sense to involve the entire faculty in this process of promoting young female colleagues. Second, in view of the successes, envy would soon set in, since the fact that one does not see what is going on behind the scenes can lead to uncertainty. This can be avoided by making FemChem activities transparent.

And it is for these very reasons that I also find worth supporting the FemChem initiative and its opening to all genders – it brings two essential things to our faculty that I very much welcome. The chance to increase our scientific performance and a high degree of transparency. We can all only benefit from both!

SCIENTIFIC WORKSHOP

Insights into the Faculty Research

The 3rd FemChem Scientific Workshop on September 20th was special in many ways. It was our first hybrid event, with a total of more than 130 on-site and more than 40 online participants. Four invited talks were given by our new colleagues on female-career positions Anne Conibear, Maricruz Sanchez-Sanchez, Maren Podewitz and Irina Delidovich. Additionally, 13 oral presentations were given and 12 scientific posters were presented by young researchers of all genders.



We collected various impressions from the chairs of the sessions and some of the participants:

"I had the pleasure to chair the second session together with my co-chair Marianne Lahnsteiner. The session was dedicated to heterogeneous catalysis and materials chemistry. Maricruz Sanchez Sanchez, newly appointed professor of Chemical

Engineering, gave a great opening lecture with examples from her research on novel catalysts for sustainable production of fuels and chemicals, followed by four presentations from the Institute of Materials Chemistry covering hot topics such as CO_2 hydrogenation and photocatalysis. Gernot Pacholik and Lorenz Lindenthal, both PhD students in the Physical Chemistry division, presented their exciting work on CO_2 hydrogenation over sulfides and perovskite oxides. Jasmin Schubert from the Eder group reported on her stimulating work on photocatalytic water splitting for renewable hydrogen production. Finally, Bernhard Bayer-Skoff showed us impressive studies on Indium anchoring on graphene. On top of the fantastic talks, the lively discussion with many questions from the audience made the session highly enjoyable!" Karin Föttinger

"As we were fortunate enough to have all new career position colleagues at our workshop, we had the pleasure to start into the second session with Ass. Prof. Maren Podewitz. In her invited talk, she presented the use of computational methods to predict the behavior of different catalyst materials using quantum chemistry. With a wide variety of topics, material characterization was the common focus of the third session. It was demonstrated in five presentations, how experimental data can be supplemented and exploited by different approaches (such as computational, electrochemical, and statistical methods). The materials investigated by our speakers ranged from metal-organic compounds to thin films, metals, and polymers." Katharina Mairhofer

"I had the honor to chair the last session of the workshop which covered three quite different contributions, illustrating the diversity in research presented at the workshop: The plenary speaker opening the 4th session was Irina Delidovich, giving an overview about her work on catalytic transformation of biogenic waste products into valuable platform chemicals and the development of recovery techniques from aqueous solutions. Afterwards Alexander Ricke, a PhD student at IAS, showed a possible alternative for biodegradable materials used in tissue engineering. The last contribution was provided by Lena Schmieder, (MSc student at ICEBE). She presented her work on optimizing thermochemical energy storage and its transfer to large-scale industrial applications." Chair 4th Session, Marianne Lahnsteiner

"I attended FemChem with a poster presentation and enjoyed it very much. The curation of speakers from different scientific backgrounds made for an interesting mix of topics and contributed to a great collaborative atmosphere. All in all, I had a wonderful time at this workshop and I am very thankful to have had the opportunity to contribute to it." Bernhard Fickl

"FemChem's Scientific Workshop was an unforgettable experience! The whole conference was thought through to the smallest details and perfectly organized – which is very impressive considering the hybrid nature of the event. I really loved the idea of the 4 thematic blocks, each introducing one of the new female career-position-colleagues, enabling them to present their work and connect with others. The sense of human connection is undeniably important for the well-being (especially in the new environment), but rather hard to establish in the recent times of social distancing. And the aspect I – a junior scientist entering the scientific community- appreciated the most? The extremely warm and supportive atmosphere promoting open discussion and free exchange of ideas and experience. Huge thanks to the whole team for this highly inspirational and motivating event <3!" Zuzana Gajarska

"It was the first time this scientific workshop was realised as a hybrid event and open for all genders, well let's say – it's a match! This workshop provided an environment, which clearly represented the diversity of our faculty. It was delightful to listen to all the presentations, thank you for that!" Bernadette Kirchsteiger

"I am very happy that I had the opportunity to attend the workshop. I got to know nice colleagues and their work. It also helped me to learn how to design and present scientific posters, so I was able to gain a very good initial experience for further meetings. Thanks to the whole FemChem team for that." Danijela Kojic

"After quite a long time of online conferences and pre-recorded talks, it was a very enjoyable experience to attend a live meeting and to hear a broad range of very interesting scientific talks. Apart from the very good organization and the well implemented hybrid option, it was really great to see the quality and diversity of the research that is being done here at TU Wien." Matthäus Siebenhofer

FROM 1 TO 3 FEMALE ASSISTANT PROFESSORS

New International Women in the Faculty

Last year, the Faculty of Technical Chemistry was one of the awardees of an internal TU Wien competition for the presentation of sustainable equality concepts, thanks to the continuous work of FemChem. In November 2020, the call for applications for one female assistant at the Faculty of Technical Chemistry was open

There was a large number of applications from young female scientist from all over the world. The competition reached such a high level that two additional positions were created. We had the pleasure of meeting them in person and online at the FemChem Scientific Workshop.

The first to join the faculty on August 1st was Maren Podewitz, at the Insitute of Materials Chemistry. She is the recipient of the FemChem tenure track! We are happy to welcome her and to have her on the FemChem CI team. It is a great pleasure for us to introduce her:

Born and raised in Northern Germany, Maren Podewitz decided to move to the center of Germany and started studying Chemistry in Jena. Already during her years as an undergrad, she became interested in Theoretical Chemistry. She spent one year at the University of Gothenburg in Sweden as an Erasmus student, where she studied physical and theoretical chemistry. Back in Germany, Maren moved to Switzerland to conduct her Master's thesis working on the description of metal-metal interaction under the supervision of Prof. Markus Reiher at ETH Zürich. She continued her PhD studies in the same group, where she delved deeper into the foundations of quantum chemistry. After graduating from ETH, Maren joined the group of Prof. Ken Houk at the University of California, Los Angeles to solve problems in physical organic chemistry with computational tools and became first interested in designing new molecules. However, discouraged by the prospects of Academia, she decided to leave the University and accepted a "secure" job as a quantitative risk analyst at an

Maren is an avid traveler and loves exploring new places and trying exotic food. As a teenager, Maren was an active Judoka and trained several junior groups. Nowadays, she prefers cross-country skiing in Winter and biking in Summer. She practices Yoga to relax and never says no to a good meal and drinks with friends.

insurance company in Switzerland. While acquiring knowledge in statistics, project and process management, Maren soon realized that risk management was not what she is most passionate about. So, after two years, she quitted her job and joined the University of Innsbruck as a postdoctoral scholar. In the group of Prof. Klaus R. Liedl, she broadened her expertise towards biomolecular simulations. Eventually her work was supported by FWF Lise Meitner Fellowship. In 2020, she secured a FWF stand-alone project to fund her independent line of research working on the prediction of reactivity and selectivity in catalysis for rational design before she joined the TUW as an Assistant Professor in August 2021.

Starting on the 1st of October, Irina Delidovich joined the Institute of Chemical, Environmental and Bioscience Engineering (ICEBE). On behalf of FemChem, we would like to extend a warm welcome to her and introduce her to you:

Irina Delidovich was born and grew up in Kazakhstan. She studied chemistry at the Novosibirsk State University in Russia, where she obtained a diploma with honors in 2008. Irina Delidovich completed her PhD on catalytic oxidation of saccharides at the Boreskov Institute of Catalysis in Novosibirsk in 2011. In 2012, she moved to Aachen, Germany. Irina Delidovich worked as a postdoc in the Institut für Technische und Makromolekulare Chemie of the RWTH Aachen University from 2012-2016. In 2013, she was awarded by a scholarship of the Alexander von Humboldt Foundation and the Bayer Foundation. In 2016, Irina Delidovich was promoted to a group leader. Her research was supported by the DFG, as well as scholarships of the Max Buchner Research Foundation and Fonds der Chemischen Industrie.

Research of Irina Delidovich mainly focuses on chemo-catalytic isomerization of saccharides to obtain highly valuable and/or rare sugars. In addition, she works on development of downstream techniques for selective separation of saccharides, diols, and polyols based on their reversible esterification with phenylboronates. In 2021, Irina Delidovich joined the Institute of Chemical, Environmental and Bioscience Engineering of the TU Wien as a tenure-track assistant professor.

Irina Delidovich spends free time mostly with the family, her husband Artem and their son Ivan born in 2018. She likes travelling, dancing standard and latin dances, watching theater plays, reading, cooking, and sewing.

Outside of work, Anne enjoys hiking, being outside and exploring new places. Research has provided great opportunities to travel and make friends with people from all over the world. Other hobbies include singing in a choir, experimenting in the kitchen, reading, and trying to improve her German.

We are already looking forward for the starting of Anne Conibear around Jannuary 2022. She will join the Insitute of Applied Synthetic Chemistry. She gave a keynote presentation in our last Scientific Workshop and we would like to introduce her to you:

Anne Conibear is a protein chemist with a focus on deciphering how posttranslational modifications regulating the structure and function of proteins in health and disease. Following education in Zimbabwe, she completed her B.Sc. (Hons) and M.Sc. in Chemistry at Rhodes University, South Africa. She then moved to the University of Queensland, Australia for her PhD (2014), focusing on the structural characterisation and applications of cyclic disulfide-rich peptides from mammals, the theta-defensins.

In 2014, she was awarded an Interdisciplinary Cancer Research Marie-Curie co-fund postdoctoral fellowship at the University of Vienna and worked on targeted immune-stimulating molecules for cancer therapy. She returned to the University of Queensland in 2019 with a UQ Development Fellowship to start an independent project on the synthesis and structure of posttranslationally modified proteins.

Complementary to her research, Anne places a high value on teaching and mentoring young researchers. She also enjoys being part of a global community of scientists and aims to promote opportunities for discussion between researchers from different career stages, fields and regions. From 2022, Anne will take up a tenure track position at TU Wien and looks forward to the adventure of establishing her independent research group in protein chemistry.

MARICRUZ SANCHEZ-SANCHEZ: NEW FULL PROFESSOR IN CHEMICAL ENGINEERING

Let's meet her

The Department of Chemical Engineering has a new full professor, starting 1st October! On behalf of FemChem, we would like to extend a warm welcome to her. In the following, we would like to shortly introduce her to you:

Maricruz Sánchez was born in Granada, Spain, where she studied Chemical Engineering. She moved to the Institute of Catalysis and Petrochemistry in Madrid for her PhD studies. The topic of her dissertation was green hydrogen production by ethanol steam reforming over supported nickel catalysts. In 2010 she joined as postdoctoral fellow the department of Inorganic Chemistry of the Fritz-Haber-Institut in Berlin, where her research focused on selective oxidation catalysts for functionalization of alkanes. Since 2012 she has been Assistant Professor at the Technical University of Munich, where she completed her Habilitation in Technical Chemistry in 2020. In October 2021 she joined TU Wien Institute of Chemical, Environmental and Bioscience Engineering as Full Professor of Chemical Engineering.

Maricruz Sánchez' current research in nano-tailored materials with catalytic functions has a two-fold objective: i) achieving a fundamental understanding of the catalytic mechanisms on surfaces, and ii) generating novel catalysts that enable carbon neutral production of essential chemicals and fuels. She has worked with metal oxides, acid zeolites, and the combination of metal ions hosted in zeolites. Unravelling the catalytic properties of these materials requires a multidisciplinary approach and collaborations between experts in reaction kinetics, material synthesis, cutting-edge spectroscopies, atomic resolution electron microscopy, and advanced methods for theoretical calculations. Her work has led to over 45 publications in international renowned journals, 5 patent applications and several public and industry funded projects. She received the Jochen Block Prize from the German Catalysis Society in 2017 for her outstanding career as young researcher in the field of catalysis.

Maricruz Sánchez loves music, books and travelling although her two children born in 2016 and 2018 have lately left her little time for these hobbies. To escape from the daily stress of a working mum she likes running and yoga. During college she used to attend drama classes and perfomed in amateur impro matches. She still loves watching theater plays.

AWARDS OF THE YEAR

Bernadette Kirchsteiger & Golta Kathibi

FemChem wants to congratulate to **Bernadette Kirschsteiger**, who was awarded this year's Lions Sponsorshop Award of the Lions Club Vienna St. Stephan. Bernadette's research deals with PAKs - these are polycyclic aromatics hydrocarbons, formed during the incomplete combustion of organic materials and that are harmful to humans. As part of the grant, she will spend a research period in Utrecht, at the Institute for Marine and Atmospheric Research Among other things, she will work with colleagues to develop a new method for analyzing PAKs in cloud water samples.

We asked her to give us a brief view about herself:
Ever since I was a kid, I am impressed by how things are built up by the assembly of particles, cells or molecules. This also may have been a driving force, why I decided to move to Vienna for school at the age of 14. Five years later, in 2013, I did not only graduate from HBLVA Rosensteingasse, I also started my studies of Technical Chemistry at TU Wien. And now I find myself doing a PhD in the research group for Environmental Analytics under the supervision of Ao. Univ. Prof. Anne Kasper-Giebl. During the past years I have gained so much more than a profound knowledge in environmental or analytical chemistry, this journey has also promoted my personal growth. People close to me perceive me as an independent, open-minded and ambitious woman, which makes me proud and drives me to pursue an academic career. The various fields of chemistry have always appealed to me and I love the challenges I find in new research projects. As I am mainly working with toxic substances, I felt the need to enlarge my knowledge about toxicology and the interaction of those substances with the human body, so I attended some courses at Medical University of Vienna alongside my PhD. As it is my personal wish to motivate young people to start their studies in a STEM discipline and raise their awareness for science, I am volunteering as a young science ambassador.

During my early education I evolved big interests in music and science. Besides enjoying scientific discussions and always trying to be up to date in my research area, I love to spend my free time in the mountains or playing the German flute or just having coffee (and probably also some cake, chocolate of course :) with some close friends or my family.

This year's Houskapreis in the category "University Research" went to Golta Khatibi Damavandi (Faculty of Technical Chemistry, Institute of Chemical Technologies and Analytics, Research Area Chemical Technologies, Research Group Mechanical Properties and Reliability), who beat her competitors with her project "Highly Reliable Power Electronics". It is related to the development of a patented test method for high-performance electronics. This make possible to shorten the time from the idea to market maturity using sensors and computer simulation programs to examine the operational stresses of microelectronics "in-situ".

HOUSKA PREIS 2021

Let's meet her! Golta Khatibi has studied Materials Science, has Master degree in Chemistry and she has a PhD in Technical Chemistry from TU Wien. She is an Associate professor leading the research group Mechanical Response of Materials and the CD Laboratory for Lifetime and Reliability of Multi-Material Electronics at the Institute of Chemical Technologies and Analytics at TU Wien.

The main field of her research is materials science, including material fatigue, physics of failure and fracture mechanics. A special focus is on the effect of miniaturization on thermal, mechanical and structural properties of various materials, multi-layered systems in MEMS, micro-systems and electronic devices. The research is accomplished by the development of dedicated measurement and characterization techniques suitable for investigation of miniaturized structures and components. A further special field of the research group is the development of accelerated mechanical testing techniques for lifetime and reliability assessment of microelectronic components. Her research work has resulted in about 170 scientific publications in peer reviewed journals and conference proceedings, 6 patents and patent applications which have been presented in several national and international conferences. She has served as the principle investigator and project leader in several public funded and industrial projects at the University of Vienna and TU Wien.

She is married with two sons. Her hobbies are biking, art & cinema, gardening, cooking and travelling.

EXPERIENCE ABROAD

Vera Truttmann in Kansas

After the stay being delayed for a year due to the Covid-19 pandemic, the situation was finally stable enough in fall 2021 for me to leave for my 3-month stay at the Kansas State University in Manhattan, Kansas (basically in the very middle of the USA). Manhattan, often called "Little Apple" by locals, is small midwestern college town, so living there was a bit of change compared to busy Vienna. But everyone was so friendly and helpful, which made it very easy to get used to the new environment.

The campus of Kansas State University is composed of a number of beautiful limestone buildings, most of them called "halls" (some of them even look like small castles). K-State is of great importance for the whole town, which is why its signature color purple is omnipresent both on campus and in town (Go Cats!). The campus is usually quite lively during the day and there is always an event one can attend. (Foto: KSU Chemistry Building; KSU Anderson Hall; Pumpkin Patch; Konza Prairie)

Research wise, I can definitely say I learned a lot and gained a new – in my case theoretical – perspective on my PhD topic. It is often said that going abroad and working in a different group will help you to broaden your horizon both professionally and personally, a claim I can fully confirm. Preparing for such a stay of course requires some effort (funding, housing, Visa, …), but at least for me, it was definitely worth it. And even though the pandemic has made travel more difficult, especially in terms of planning in advance and country-specific restrictions, I would still recommend doing it!

At this point, I want to thank Prof. Christine Aikens and the whole Aikens group for their support during my stay. Financial support through a Marshall Plan Scholarship from the Austrian Marshall Plan Foundation is acknowledged.

FEMCHEM RUNNING TEAM

Sport activities

Inside FemChem, a group of motivated women has founded the FemChem Running Team! Since June, they meet every Tuesday after work for a run through Vienna, starting at Getreidemarkt.

They prepared for the 33rd Austrian Women's Run, even specially designed T-shirts were made for the runners. On the morning of October 3rd, 12 runners joined the FemChem Running Team on-site at the Prater to be a part of the cheerful event. Two motivated ladies participated virtually. After a short, but effective warm-up, our runners started the competition over a distance of 5 km from different starting blocks. A great atmosphere was created by numerous fans and the music groups along the way, who helped the runners to achieve their best performances. Altogether, it was a great event for women of all ages, all shapes, and all backgrounds, just running together.

Our FemChem Running Team outdid themselves landing 5th place out of 32 teams. Our fastest runner finished the course in just a little over 23 minutes. And we will keep it up! Not only will we continue our training over autumn and winter, but also we are already looking forward to the next Austrians Women's run, which will probably take place in May of 2022.

If you want to join contact: Kathi Mairhofer (katharina.mairhofer@tuwien.ac.at); Marianne Lahnsteiner (marianne.lahnsteiner@tuwien.ac.at) or Anna Schmidbauer (anna.schmidbauer@tuwien.ac.at)

ANNUAL MEETING

Overview of 2021 & outlook for 2022

After last year's online event, we were delighted to host the event again in person at our faculty's great venue TUtheSky on November 11th. For the first time the Annual Meeting was open for all genders and we were able to welcome roughly 80 faculty members.

We had the honor to have prestigious special guests this year: Our rector Sabine Seidler, Brigitte Ratzer (head of the department for gender competence), our current dean Marko Mihovilovic and our former dean Herbert Danninger. A special thanks went to the former dean for his support in the early years and growing face of FemChem.

Furthermore, we were also happy to have visitors from other departments of TU: TU Career Center (Julia Stift), Human Resources Development (Stefanie Madsen), PR (Herbert Kreuzeder) and Fundraising (Claudia Bochinz).

Stefanie Madsen gave an overview of all support programs of the department HR TU Vienna, with the moto: *"For us, personnel development means perceiving the diversity of the people who work for TU Wien and contributing with attractive offers (onboarding,*

further training, consulting, team development, childcare, company health promotion) to ensure that you are optimally equipped for the current and future professional challenges at TU Wien."

Major advances of the past year were reported by the FemChem teams, i.e. the complete transition to MS Teams, new hard- and soft skill courses, as well as the collaboration with other female networks ("WoChem" and "STEM fatale") of other Austrian universities. Also, successful events such as the participation in Österreichscher Frauenlauf and the Scientific Workshop 2021 (open to all genders!) were acknowledged.

Furthermore, future plans were presented: the "Friends of FemChem" initiative, the possibility of ECTS recognition for MSc/PhD students engaged within FemChem and the kick-off for a professional add-on study in collaboration with the department of gender competence and other experts, dealing with how parenthood affects careers at the faculty. Finally, the event was completed with a lively networking session accompanied by drinks and snacks.

TEAMBUILDING SEMINAR WITH BILLIE RAUSCHER

"Reflection is one of the most underused yet powerful tools for success." Richard Carlson

5 years ago, the first teambuilding workshop was held. It was the kick-off for FemChem as a successful network within the faculty of technical chemistry. This success didn't come overnight, but the members are willing to maintain the success for the years to come.

For this reason, 15 FemChem members participated in a teambuilding workshop lead by Billie Rauscher in August of this year. It was the first in-person event since the beginning of the Covid pandemic and although strict restrictions were applied, it was a pleasure for every participant to meet up.

On the first day, the focus of the workshop was the reflection on the past. Moments of joy and frustration were equally collected and discussed. The path of Femchem was reconstructed, resulting in various team activities on how everyone experienced different situations and events. On the second day, brainstorming on how we want to keep going in the future were on the agenda. New ideas for events, activities and enhanced communication within FemChem were developed. Also, the crucial aspect of recruiting new members in the future, and the question on how we can increase the attractivity of the network were addressed.

At the end of the year, it is undeniable, that this workshop sparked a new enthusiasm after a long time of zoom meetings and online events. We, as a network, are looking forward to the new year, to bring some of the generated ideas to life.

WHAT'S NEXT?

Coming in 2022

LVA: „FemChem: Gender-sensitive collaboration and project management“

We are proud to announce that FemChem is going to offer a gender competence seminar starting from summer semester 2022, accounting for 3 ECTS. Registration for the seminar will be open to all genders from MSc level on. The number of participants will be limited, and an entry motivation letter will be required. The credits can be earned with a final written report or an oral presentation, besides actively participating on the lectures.

Professional survey on Parenthood and Scientific Careers

In a collaboration with Department for Family-Work Balance issues, and Faculty for Technical Chemistry, FemChem will run a survey in year 2022 and year 2023 for both men and women, with and without kids. The reflection of the work to the family life, and vice versa will be assessed in the scope of this survey. Even though the FemChem Network is initiating this new study, we point out that all topics regarding parenthood always concern men and women equally.

Redefine Expertise Workshop by Frauendomäne

In summer 2022 female can attend the workshop bringing to awareness female perception and positioning in the scientific world. Have you ever heard of phrases like: "There are no female experts." "You are too young to be an expert." "That is not a real achievement." Well, we have, but we definitely do not think that they are true. Redefine your image of what a 'scientist', an 'expert', or a 'specialist' should be or look like. Because all change begins in the mind.

4th FemChem Scientific Workshop

Here both young or experienced, female or male scientists can present their latest research and achievements. Attendants can get an overview of ongoing research at the TU Wien, especially in the field of Technical Chemistry. Interactions between the participants and exchange of knowledge is of an immense importance for scientific improvements.

Preferred and mostly used social networks survey

We want to improve our visibility on the scientific map and communication with our members, followers and participants of our workshops and courses. We want to attract new members, freshman, master, PhD or employees of the Faculty for Technical Chemistry, but we also want to stay in touch with our alumni members. Therefore, we are organizing the survey to hear your voice and accordingly develop the strategy to achieve our goals, connecting with you.

Stay tuned for the upcoming FemChem events:

Hard skills and soft skills courses
FemChem Running Team
Pub or Net Quiz, depending on the Covid regulation in Vienna
Exciting "Von Frau zu Frau" Talks

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