

FemChem Newsletters

Number 5, December 2022



FEMCHEM ACTIVITIES 2022

Another year of FemChem activities is almost over, and with the publication of our annual newsletter we want to recap on everything we accomplished over the year of 2022. It was a year filled with lots of great workshops organized by the Competence Enhancement team, networking opportunities like the scientific workshop and the annual meeting organized by the networking team and some major improvements on our website and communication channels implemented by the communication & information team. As one of our biggest projects, the currently running paren-



tal initiative, which is organized by the diversity & identity team, will continue in 2023 and we can't wait to see the final results. At this point we only want to say one more thing! A big thank you to everyone who has put time and energy into the network this year. Without all the enthusiastic members, these things would not be possible and we are already very impatient to see what next year will bring. Merry Christmas and a happy new year 2023!

The FemChem Network

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Annual Meeting

Review on a successful 2022 and an optimistic look into 2023

As a clear fixed point of the year, our annual meeting took place on 21.11. Bettina Mihaly-Schneider, as chair of the network, opened the event, by giving the floor to [Brigitte Ratzer](#), who is a constant companion of FemChem. Her forceful words about equity will hopefully have a reverberating effect in the future.



A nice overview of accomplishments and successful milestones of the last few years by Bettina kicked off the annual reports by the 4 teams.

Major advances like the great start of the ongoing parental initiative (Parents in Research and Technology), the very well attended courses (hard- and soft-skill) and a successfully conducted survey regarding the improvement of our webpage, were presented.

In this year's meeting we could also look back at a set of great events, i.e. the "Von Frau zu Frau" talk with Dr. Sabine Herlitschka (CEO of Infineon Austria) and our 4. Scientific Workshop with a lively participation of members from the whole faculty.

It was an uplifting feeling after the set of presentations, that the network was able to implement all plans which were presented in last year's annual meeting. Starting with Friends of FemChem where the intention was to bridge the gap between a strict "women only" policy to a network that lives inclusion, diversity and openness. Going further to the implementation of a lecture dedicated to learn skills in project management and coping with resistances, giving participants the opportunity to earn ECTS points for their voluntary engagement withing FemChem.

In addition to all of that, a great and very informative presentation by [Magdalena Andrae and Ingrid Haas](#) from the TU Library gave insights in the field of open access publication and research dissemination platforms. The knowledge that was presented, made it very clear that successful research doesn't end with great results. Knowing how and where to present and distribute your work can definitely help you create a profile that allows you to get the visibility you need and deserve.

Last but not least [dean Marko Mihovilovic](#) gave us some insight in the current financial situation of the TU Wien, and reminded us that our everyday actions and our motivation to create the innovations of tomorrow can help us adjust to difficult times, that won't vanish in the near future. In any way, what we as FemChem can say with certainty at this point is, that we are more than optimistic to maintain our motivation and our drive to improve the system even in times of uncertainty. And we are looking forward to a new year of events, activities and opportunities to [Connect, Evolve, Inspire](#).



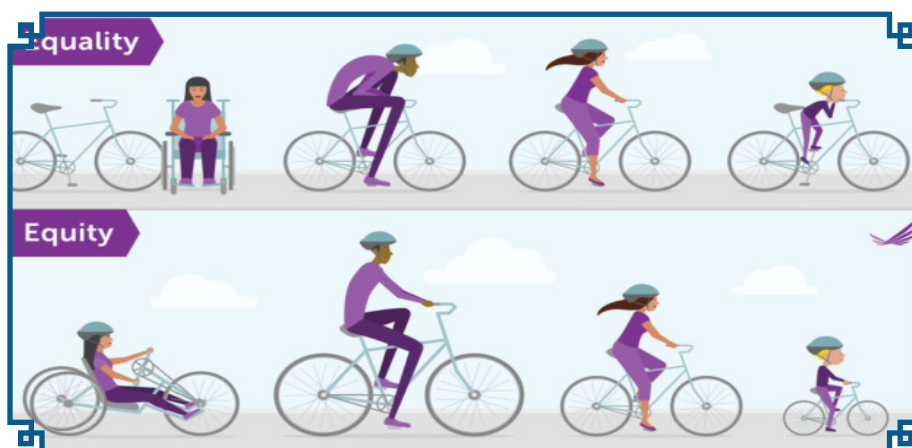
Equality vs. equity

By Brigitte Ratzer

Again and again, there are discussions about why there should be women's promotion at all, or even quotas. Whether there should be women's networks is also up for debate. What is behind this? Many arguments that question whether women should get special programs, access, or measures assume that all people are equal. On paper, this is true; for example, the Austrian constitution stipulates that men and women are equal. From this perspective, it seems unfair if special programs or networks are offered for women.

In reality, however, men and women are by no means equal. In science, this is also still quite well studied, and can be divided into the following points:

Non-events: women are usually not actively discriminated against, but simply “over-



looked”, not taken seriously, not included in the important networks, conferences, publications. This is also how discrimination happens: by nothing happening at all. Isolation and exclusion: many female scientists report that they do not feel like a full member of their team / working group. This can be seen in small examples, such as the question of who goes to lunch with whom. The feeling of isolation often leads to dropping out of studies or an incipient career.

Women are rated lower for the same achievements. There are so many studies and publications about this that there is no need to elaborate here. And finally, in their academic careers, women are always in competition with men, who do little or no care work, take on hardly any private obligations and can thus work full time for their careers. As long as this is the guideline by which performance is measured, all people who also want to live a “normal life” alongside academia will be at a disadvantage.

All this leads to the fact that women have by no means equal chances as men to make an academic career.

And that is why we need: equal opportunity programs. And: women's networks, like FemChem!





Scientific Workshop

Insights into the Faculty Research

Following an already established tradition, the 4th FemChem Scientific Workshop was held on September 15th. The workshop was opened by an invited talk by Dennis Svatunek on mechanistic insights into the reactivity of molecules. This brilliant lecture was a great opening of a high-level scientific program of the workshop. Ten oral presentations were given, and three posters were presented by bachelor, master, and Ph.D. students. In total, more than 130 participants were registered for the workshop.



We asked the presenters and chairs of the sessions what they like about the FemChem Scientific Workshop. Here are some opinions:

Dennis Svatunek: "The FemChem workshop represents a unique opportunity at the Faculty of Chemistry to connect with fellow researchers and students from all areas of chemistry. I enjoyed being able to present my research in front of such a diverse group of scientists and hopefully inspire young students."

Samar Batool: "It was a great experience to present my work in FemChem workshop and get feedback from students and senior researchers of the chemistry department. It gave me a great sense of confidence and provided me with the opportunity to network within the chemistry department."

Alexey Cherevan: "It is a great internal venue where the work from different institutes can be presented and ideas exchanged. I like FemChem workshops because of the usually very relaxed atmosphere which makes people more interactive and less shy to ask questions and speak up."

Laura Daza-Serna: "I think it is worthy participating in the FemChem workshop because it is a space to share the progress and main topics that are being investigated at our University. I also think it is a wonderful space to acknowledge the path that other women as me have walked in science, and strengthen our presentation skills."



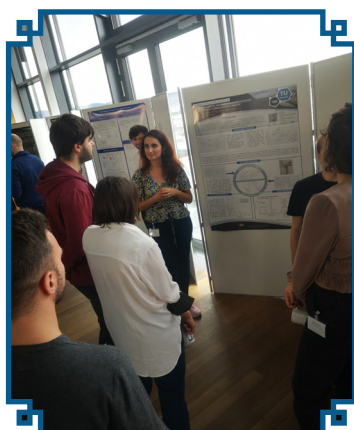


Johanna Templ: "For me, it was a great pleasure and benefit to participate in the FemChem scientific workshop. On the one hand, to get insight into current research conducted by young students, who were given the stage in this workshop (meaning presentations from a PhD point of view). On the other hand, I'm really honored share my work with younger students and hopefully encourage and inspire them in their very own field."

Hannah Rabl: "The FemChem Workshop is a great opportunity to get together and get to know other research groups within the TU. It also gives young researchers the possibility to present their work (for the first time) to a scientific community. I personally also really appreciated the relaxed and welcoming atmosphere at the Fem-Chem Workshop"

Bernadette Kirchsteiger: "By attending this workshop one gathers a lot more than presentation practice. The given talks from the various fields of chemistry demonstrate the interdisciplinary live at TU Wien, which is for sure motivating and helps to generate some ideas and start new collaborations. Besides that, it offers you a nice atmosphere to (re)connect and chat with colleagues after such a long time of isolation."

Daniela Kojic: "For me, the participation in the FemChem Scientific Workshop offers the unique opportunity to give an understanding of the own research field to all the students, scientists and professors of the whole faculty. Furthermore, it is a great chance to learn how to present scientific data, network with colleagues and collect new great ideas!"





Obdach Ester

Women's Day Center Shelter Ester

We want to tell you about the successful collection of donations in kind together with the SAVT team. In the first week of March, when the Covid-19 situation finally allowed it, hard-working volunteers from the SAVT board and the FemChem team collected donations in kind for the Women's Day Center Shelter Ester and the Opportunity House Shelter Favorita.



The work was made more accessible for us, because we only received things listed on the donation list - TOP dear donors - keep up the excellent work! The donations in kind were carefully sorted and stored in boxes with appropriate labeling, as this facilitates the work of the social workers at Obdach Wien. We can be happy about a considerable amount of donations and excellent cooperation

with FemChem during this action - we would like to repeat something like this!

Frauendomäne Workshop

"Reclaiming expertise – What is your Turf?"

The workshop "Reclaiming expertise – What is your Turf?" by Frauendomäne was held on June, 9th at TU Wien Kontaktraum. The overall motivation for such an activity is to work towards closing the gap between the number of female experts out there versus the difficulty in finding one.

The reason behind it is that women often have a challenging time to self-identify as an expert – even when they are.

In that sense, this workshop was an opportunity to gather women from the Faculty of Technical Chemistry and discuss what is our concept of terms like "expertise" and "expert" as well as the unconscious biases associated to them. Because of what comes to people's mind, including women, when thinking about an "expert" is the male stereotype, we often do not recognize ourselves as one.



Also, because of how society has been structured, women are much more apprehensive on claiming themselves as suitable for a professional opportunity, such as a job or a talk.

However, to acknowledge another woman expertise seems to be a much easier task. That is why working on this social puzzle in such a group dynamic is so beneficial. After some fruitful exchanges at this workshop, we could say that at least a bit more than when we first arrived, we reclaimed our expertise!

Von FRAU zu FRAU

Talk with Dr. Sabine Herlitschka

On the 30th of June, we had the honor to have an intimate discussion with Dr. Sabine Herlitschka, the CEO of Infineon Austria.



In the surroundings of the Infineon iHub at Paniglgasse 1-3 in the heart of the 4th district Dr. Ayse Koyun introduced Dr. Herlitschka to the audience, and soon a lively discussion about women in science and industry, and the importance of networks followed. The participants were very eager to learn more about Dr. Herlitschkas carrerpath that started at TU Wien, and insights on how she actively supports women within her company and outside using networks.



After about one and a half hours no question was left unanswered, and the iHub was rearranged to a networking space for further discussions among the participants of the event. On this note, a big thank you to the iHub team and Infineon Austria for hosting FemChem and making this event as unique as it was.





Origin Pro Workshop

Together we are stronger!

After many online workshops caused by the Corona pandemic, us, the Competence & Enhancement team was excited to offer a Workshop focusing on the software Origin on May, the 13th in presence. We chose this course, as this software is highly needed among scientists to process and evaluate their data. Our highly motivated trainer,

Markus Höhen gave a thorough insight into the program, starting from basics to specific questions from the audience. The Origin workshop was open for both genders and was a huge success with 30 interested participants. A wide range of issues and questions were discussed in a pleasant atmosphere. Our participants were very satisfied and there is demand for further, in- depth Origin courses, which we plan to do in the upcoming years.



Here's just some of the feedback we got:

"Thank you for organisation - it was great! The course helped me a lot to start working with Origin." -**Jasmin Reinbold**

"Thank you very much for organizing such an excellent course/activity/training and gathering space, and also to allow men to participate." -**Sebastian Serna Loaiza**



Appear convincing Workshop

By Heilwig Pfanzer

On May 24th and June 14th, the FemChem CE Team organized the second Workshop of the year in collaboration with the ess, TV moderator and voice coach Heilwig Pfanzer. For several years, she is an expert in coaching the voice and appearance in front of an audience. Since many members of FemChem are frequently giving talks and presentations, we were happy to gain new input on powerful speeches and appearance.

Our highly motivated trainer Heilwig gave us insights on how to warm up the speech and how to stand and act more confident when giving a talk. Furthermore, breath-



ing exercises and camera shots of short presentations were made to improve future talks. Overall, the participants were very satisfied with the course and will hopefully implement some of the skills for their next presentation!





Workshop Impressions

Workshop on Statistics



Workshop “Apply like a Pro”

In cooperation with TU Career Center

On November 29th 2022, our first round of the “Apply like a Pro” application training workshop took place.

Our two experienced trainers from the TU Career Center, Lisa Bockberger and Daniela Mühlbacher, offered our participants a glimpse behind the curtain and many helpful tips for the application and hiring process – including the employers view of things! Not only was one of our trainers a recruiter during an earlier career phase of hers, but also did Infineon present itself as a company and employer. After starting out by reflecting on everyone's application experiences so far and communicating expectations for the course program, the group was offered valuable tips for the preparation of application material. Several Do's and Don'ts for CVs and cover letters were discussed focusing on the participants' individual situations.



Additionally, the participants were taught how to handle gaps in their CVs with confidence and turn them into something positive. The trainers of the TU Career Center did not only make a point of how to improve and analyze the participants' application materials but also how to correctly read and interpret job adds. The coaching for the job interviews included, among other issues, salary negotiation strategies and how to handle uncomfortable questions during a job interview. Especially topics like family planning and parental leave were addressed, providing the attendees with tactics and confidence to tackle these subjects during interview situations.



The open-minded, safe space of the workshop, the trainers and the participants led to many inspiring and fruitful discussions. During some mock self-presentation rounds, the participants could take first steps towards exploring their favorite way of describing themselves to a new future employer.

The workshop was topped off by the insights of Infineon in their company structure and culture and what they would advise future applicants to pay

attention to regarding their CV and self-presentation. Overall, the participants gained a lot of helpful recommendations for the application process leading to more confidence in future job interviews and many new contacts of like-minded, young, female scientists to support each other during their upcoming job hunts!

Parents in Research and Technology

The PARENT study is officially launched!

The PARENT (Parents in Research and Technology) study is supported by the Faculty of Technical Chemistry and the Representative for Family-Work Balance Issues and is an initiative of FemChem's Diversity & Identity team. The main goal is to describe how parenthood is lived and perceived at the faculty.

Gender experts [Marita Haas](#) (Marita Haas Consulting) and [Bettina Stadler](#) (FORBA) have been conducting this research since the beginning of September. So far, focus groups from both parents and non-parents were successfully established to discuss from their personal experience matters concerning the balance between parenthood and career. This builds up the ground for the formulation of an anonymous online survey launched in November, targeting the whole faculty of technical chemistry scientific staff as well as alumni.

The outcome of the survey will be presented to all interested by the beginning of next year!

On top of that, leaders of the faculty will be invited to a workshop, which intends to create joint solutions and increase awareness of the challenges faced by parents from a gender perspective.

If you are interested in it, just get in contact with FemChem's CI team or read more about it on our official page femchem.chemie.tuwien.ac.at. You can find detailed information in the [section studies](#).

Regardless of being a parent or not, we count on you to take part in the online survey to have a complete overview of the situation!





Travel Grant Reports

SciX 2002 conference in Covington

*My experience at SciX 2022
by Catarina Santos*

From the 2nd to the 7th of October 2022 I attended the SciX 2002 conference in Covington, Kentucky. SciX is a large international conference for Analytical Chemistry, with over 900 attendees! I was able to attend many inspiring lectures from different fields including mine (AFM-IR), but also Raman Spectroscopy, Chemometrics, Mass Spectrometry, and even Space Exploration. I presented my work on Tuesday morning and was asked some thought-provoking questions by the audience which will help in shaping my future research, namely through the use of the recently discovered surface sensitive AFM-IR mode, a type of contact mode measurement with sensitivity only to the upper 20-30 nm of the sample. In addition to the lectures and poster sessions, SciX was a great opportunity for networking in the many social events throughout the conference. I was able to talk in person to Arianne Denisset-Besseau, one of the leading researchers in applications of AFM-IR, and with who's group our group is now starting a monthly journal club, to discuss recent publications and common problems encountered in our field. Furthermore, I also talked to Francesco Ruggeri, another leading researcher in AFM-IR, who offered me some insights and advice on how to continue with my career after I complete my PhD. All in all, SciX 2022 was an amazing experience both scientifically (as described above), but also personally, since it allowed me to visit the United States for the first time in my life, and even to watch a baseball game in real life! I am truly thankful to FemChem for supporting my travel there, and allowing me to experience all of these things.

15th Pannonian International Symposium on Catalysis

4.-8. Sept. 2022, Jastrzebia Gora, Poland by Eva Szoldatits

The 15th Pannonian International Symposium on Catalysis took place from 4th to 8th of September 2022 in Jastrzebia Gora, where the Baltic Sea meets the green landscape of northern Poland. The symposium was opened by a plenary talk given by W.J. Roth from the Jagellonian University Cracow about zeolite nanosheets obtained by exfoliation methods and their application as support material for catalysts. Other plenary talks followed on Monday and Tuesday given by A. Khodakov from Lille about photocatalytic methane conversion at ambient temperature and by N. Keller from Strasbourg about challenges in heterogeneous photocatalysis. The scientific program consisted of numerous interesting talks about different fields in catalysis like soot combustion (Z. Sojka), the possibilities of elucidating reaction pathways using time-resolved IR spectroscopy (K. Gora-Marek), the exsolution of nanoparticles in perovskites (H. Drexler, F. Schrenk, T. Berger and L. Lindenthal)

or the tailoring of graphene surface properties via oxygen functional groups (A. Kotarba), just to give a few examples. Monday was dedicated to heterogeneous catalysis where the TU Wien was represented by four student talks, including my talk about the catalytic performance of SiOC supported Ni catalysts in the CO₂ methanation reaction. During coffee and meal breaks and poster sessions, there was time to converse with other participants, to discuss their scientific work but also to establish connections for cooperations in future. It was an honour for me to represent the TU Wien as a young female scientist and connecting to a lot of other female scientists from other countries who presented their work was very empowering. I want to express my gratitude to FemChem for their fellowship program giving me the possibility to present my work in an international framework.

Blue Danube Symposium of Heterocyclic Chemistry"

Conference experience by Lavinia Klement

In August 2022, I had the great opportunity to attend the conference "Blue Danube Symposium of Heterocyclic Chemistry" in Bratislava, Slovakia. During the three days, I presented results of my internship from 2021 based on the synthesis of new potential materials for organic semiconductors. As I experienced, the event is also a place for students to gain their first experiences on presenting their research in front of a greater audience. During the poster presentations the opportunity was given to talk to national and international researchers. Especially interesting was the talk of nobel prize winner Ben Feringa. Also, the presentations of other participants and scientists motivated me in my work as a researcher. I am really looking forward to the next conference.

Blue Danube Symposium of Heterocyclic Chemistry"

Conference report - Electroceramics Kraków by Kirsten Rath

The Ceramics in Europe conference consisted of three smaller events that were held simultaneously. Therefore, I could listen to many interesting presentations by experts of a wide range of topics in the field of ceramics. I enjoyed listening to talks about medical applications and 3D-printing of ceramics and especially those about my field of research, namely functional and electronic ceramics. Another fascinating topic was presented in the symposium of ceramics for energy and environmental technology and membranes – an issue of great importance in our modern society and closely related to my own work. It was very inspiring to connect with scientists from all over Europe and to be able to exchange experiences and ideas.

The conference was well planned, the venue modern and provided a beautiful view over the Vistula River and Wawel Royal Castle.





The generous coffee and lunch breaks provided not only great food but also the possibility of long conversations with colleagues and new acquaintances. Presenting my poster taught me a lot in terms of how to present my work to people outside of my research group. It was well received and I got new input for my future work. Attending this conference also provided me with a change of scenery – a most welcome diversion after over two years of a reduced social life due to the pandemic.

ICCC 2022 Conference Attendance

Conference experience by Shaghayegh Naghdi

The ICCC conference is an annual conference on coordination chemistry and covers various topics on Coordination compounds, Metal-organic frameworks, Homo/Heterogeneous catalysis, Sustainable and environmental chemistry, and Bioinorganic chemistry. This conference acted as a platform to enhance a constructive dialogue on my research, especially in presenting my achievements about various MOFs and methods related to photocatalytic hydrogen production and on adsorption of nitrate and glyphosate from wastewater. The poster I presented at the conference, titled "Water purification by metal-organic frameworks via selective ligand removal strategy," was allocated in the metal-organic framework section. Which mainly focused on novel methodologies for improving the water stability of the MOFs and their adsorption capacity to remove contaminants from water. I was also attending other conference programs. During the conference, I had several inspirational discussions with Prof. Stephan Kaskel, one of the experts in the field. ICCC 2022 conference included more than a thousand participants and 140 invited speakers from all the continents to present their recent research. It provided me with a beneficial learning experience. For example, it was a great opportunity to participate fully in discussions with MOF researchers and share findings and views during poster sections, coffee breaks, and conference dinner. As a result, I have known many academics and professionals from different countries with similar research interests, such as MOFs applications in environmental protection. Moreover, I firmly believe that the dissemination of my work at this highly prestigious conference was of huge impact, timely and beneficial to further my academic career at TU Wien. It was also an excellent opportunity to establish TU Wien as a new player at the world's level in this exciting field of research. Finally, I would like to thank the Department of material chemistry at TU Wien, and FemChem, for funding the expense of attending the conference. Also, thanks should go to my supervisor Prof. Dominik Eder for his full support and advice.

FemChem Lecture – gender-sensitive collaboration and project management

LVA-Nr. 034.018

The seminar FemChem - Gender Sensitive Collaboration and Project Management (LVA-Nr. 034.018) goes into the second round and started on 14.10.2022 with the initial workshop.

What happens in the seminar? The central point is the participation in the FemChem network. This can be done in the context of the regularly conducted activities, such as the organization of the annual meeting or the design of the newsletter. But it is also possible to suggest own projects and implement them in cooperation with one of the FemChem teams.

However, the seminar puts this work into a broader context and teaches basic concepts of gender mainstreaming and diversity management in the initial workshop. In addition, a small and incomplete insight into the points that were discussed on 14.10:

How do we deal with changes in the professional environment or society? How and why does resistance form in us, or in the minds of colleagues?

The second part of the seminar deals with project management, clarifies why it is necessary and gives an insight into various methods of agile project management. Important tools (not only) for the work in FemChem.

After the initial workshop, the work in the FemChem teams starts until the group meets again in January for reflection. There will be new impulses from the department of gender competence, which will be compiled on the basis of the previously submitted experience reports of the participants.

Details about the LVA can be found on TISS. The seminar will also be held in the coming semester.

Running Team Success @ Österreichischer Frauenlauf

Our FemChem Running Team landed 2nd place out of 63 teams on-site (9th out of 240 teams in total) and our fastest runner finished the course in just a little over 22 minutes.

CONGRATULATIONS!!





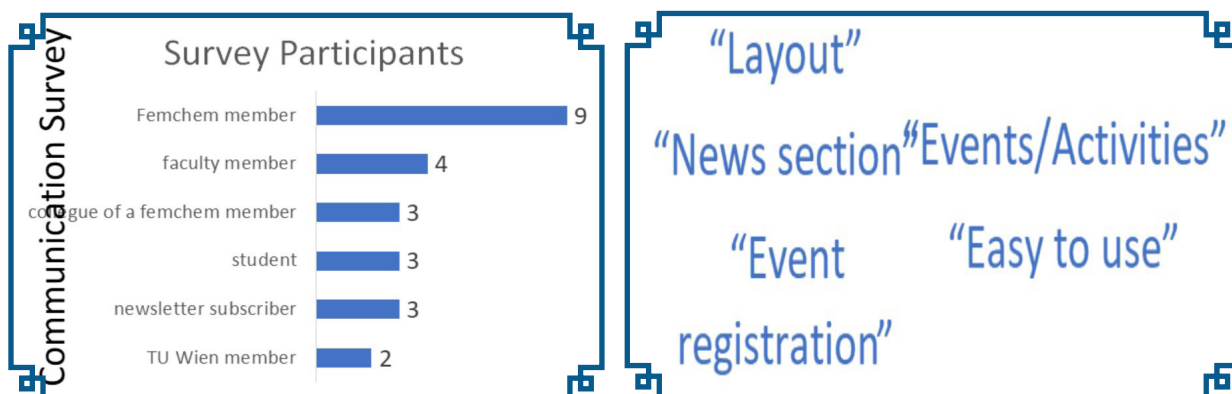
Homepage Questionnaire

What do you like about our homepage?

In spring the *Communication and Information* team decided to do an external and internal evaluation on the FemChem communication strategy to enhance our channels fitting to the needs of our different stakeholders.

In our online surveys the following people contributed (left picture):

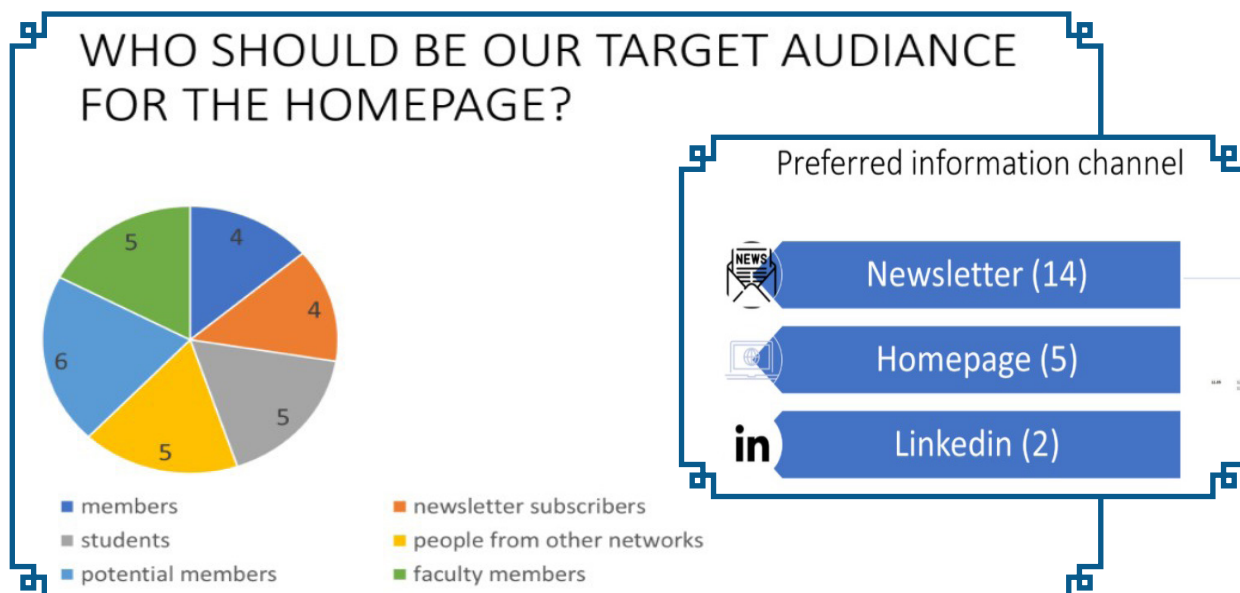
The *satisfaction with our homepage* was high, 22 of 24 found it was easy to find what they were looking for. Answers on the question "What do you like about our homepage?" were (right picture):



Improvements suggested were an Event Calendar (15 votes), detailed information about upcoming events (12), detailed information about FemChem (4) and an easier Navigation (4). The first two were already implemented.

The preferred Channels are Newsletters (15 votes), homepage (5 votes) and linkedin (2 votes). Therefore a improvement process of our newsletter was started.

The result on which audience to target with the homepage were very divers. We concluded to adapt the homepage for a broader audience.



Tuesday Lounge - Female Networking @ TU

organized by TU Vision

Within the framework of the Tuesday Lounge organized by the team of TU Vision, the FemChem network was invited to take part in a panel discussion focusing on feminist networks within the TU Wien. Together with representatives of **FemTume (Faculty of Mechanical Engineering)** and **Claiming*Spaces (Faculty of Architecture & Spatial Planning)**, Bettina Mihalyi-Schneider and Stefanie Taibl took part in the discussion on network development, successes, challenges and goals of each network. Topics like compatibility with the work as scientists, the challenge to work in networks based on voluntary engagement and the fact that continuous fluctuation of active members can lead to the loss of momentum, were the focus of the lively discussion between the panel members.

The discussion was moderated by **Dinah Gaffal** from the gender competence department. She created a pleasant atmosphere which gave everyone enough space to get into some interesting but also necessary discussions.



One of the most interesting facts of the event, was the following:

The faculty of mechanical engineering has the problem that only 10% of the first semester students are female, and that the drop-out rate reduces the number even further, resulting in only a few female researchers working at this faculty.

On the other hand, the faculty of architecture and spatial planning has 65% female students in the first semester. But again, only a small number of female architects stay in research and teaching. These numbers reinforce the absolute and non-debatable need of initiatives supporting female researchers despite the completely diverging situations at different faculties. This of course should not implicate that 100% of the support work for women should be done by women in the years to come.



After one and a half hours, hardly all points were discussed but it was definitely a fruitful exchange of experiences and ideas, which will allow to work even closer together in the future. For us as FemChem it was a great opportunity to get new ideas on activities, sponsoring and outreach opportunities.

Especially at a point, where we are in the process of reflecting on our goals and our team spirit, this valuable input came at the exact right moment.

And as Bettina put it in appropriate words during the panel session *"It is not always easy to keep the values of the network alive, and at the same time allowing a continuous development and adaption to current needs of the women at the faculty"*.



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