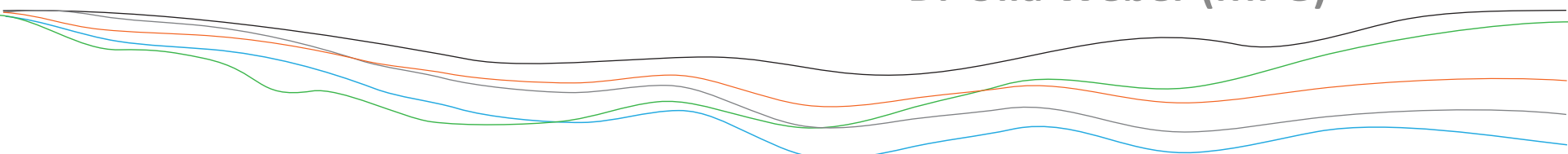


# Customized GEPs and their implementation in physics


## Work Package 4

Katrin Klink (KIT) and  
Dr Ulla Weber (MPG)



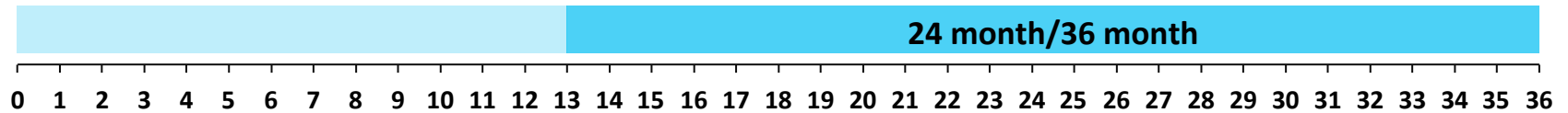
# Facts

Work package lead:

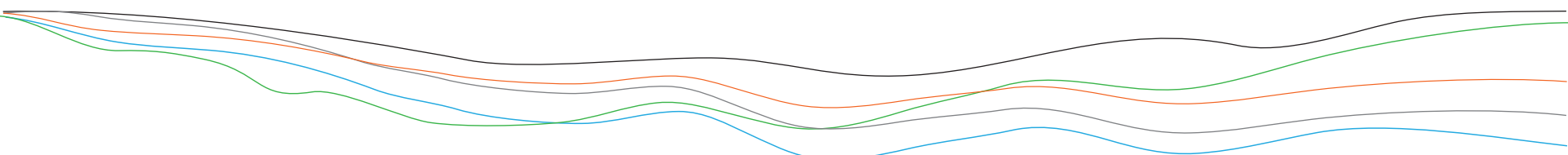
Tasks 4.1 & 4.2   
Karlsruher Institut für Technologie

Task 4.3   
MAX-PLANCK-GESELLSCHAFT

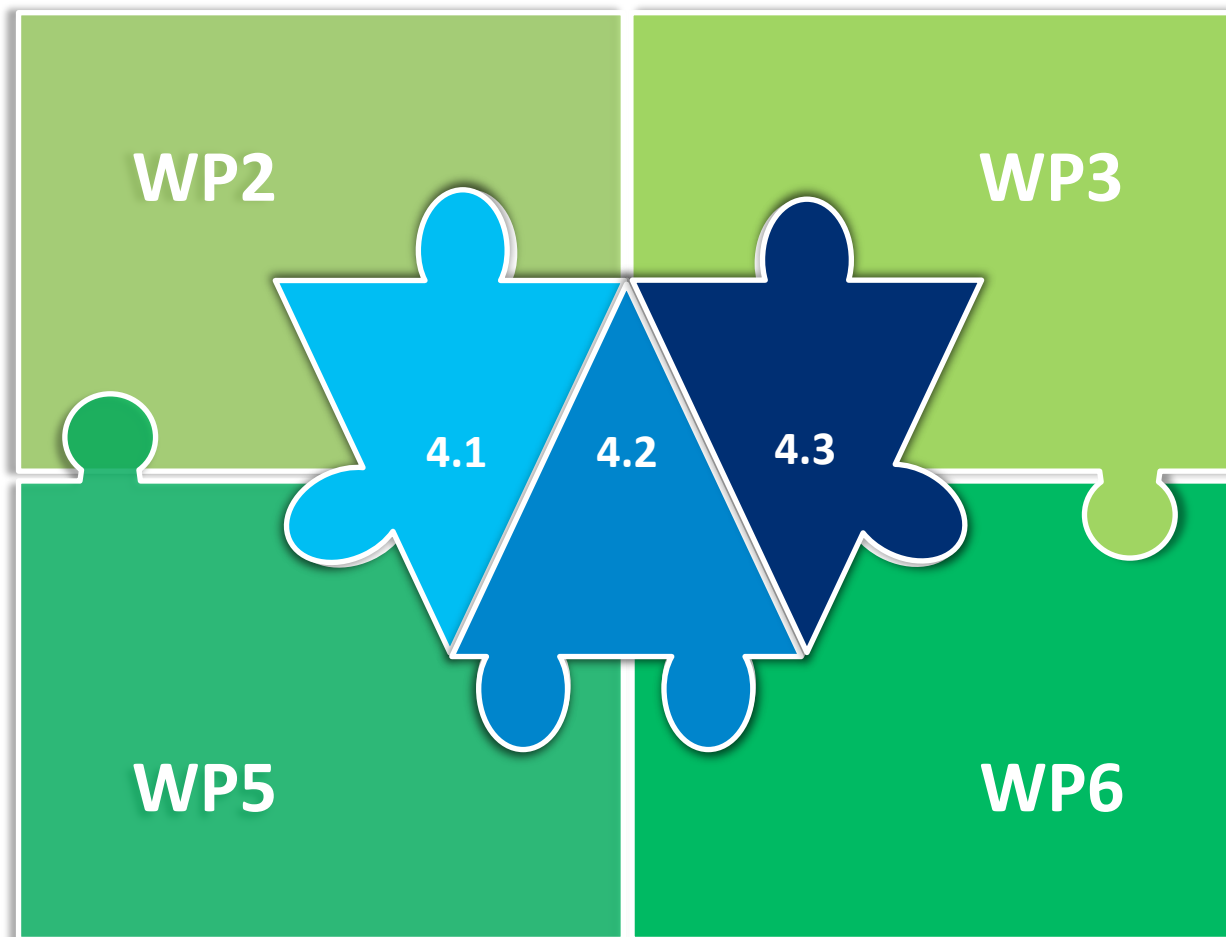
Duration: Month 13 – 36



Total person-months: 164



# Interactions



## Work package 4

### 4.1 Toolbox

**Develop** new features for tailored GEPs

### 4.2 Roadmap

**Define a roadmap** for implementing customized GEPs in physics

### 4.3 Implementation

**Support RPOs and RFOs** in implementing their **individual GEPs** in a science context

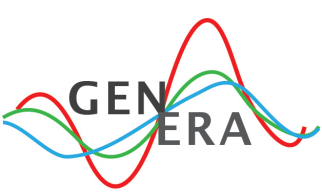
# Task 4.1 Preparation for implementing GEPs

Basis for WP4 – results of WP2 & WP3 →  
close cooperation with WP2, WP3 & WP5

🌀 Description and categorisation of identified measures

- Method
- Prerequisites for successful implementation
- Possible hindering factors and barriers
- Effort implementation
- Expected outcomes and impacts

🌀 Development & classification of new features for a toolbox to customize GEPs



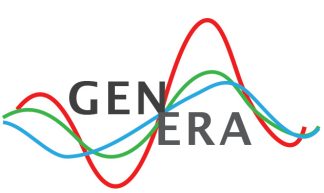
# Task 4.2 Roadmap for implementing customized GEPs in physics



- ✍ Roadmap = Description of the actual implementation of the GEPs
  - Steps to support the successful implementation of GEPs
  - Project management plan (timeline and personnel involvement)
  - Templates with identified activities
  - Recommendations for long-term monitoring
  - Instructions for promotion of an international exchange between female researchers



- ✍ Outcome: Roadmap – a practical guide for implementation managers



# Task 4.3 Support RFOs and RPOs in implementing innovative activities



- Implementation managers
- Exchange of experiences, problems, and solutions
- Constant feedback and knowledge exchange between WP3 and WP4
- Status Report and Final Report

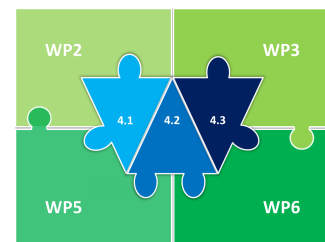
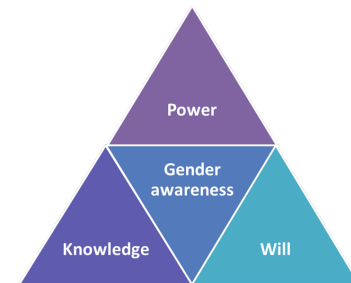


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# Challenges



- ✧ Tailored GEPs require tailored implementation support
- ✧ Implementation managers: skills, competences, and responsibilities
- ✧ Reports:  
How to identify organisational change?





# Outcomes

