

Introduction to Institutional Culture: Women at EMBL

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EMBL at a glance

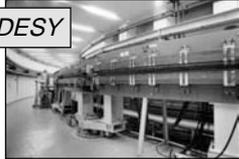


- The European Molecular Biology Laboratory [EMBL] was established in 1974 and is supported by seventeen member states including nearly all of Western Europe and Israel.
- EMBL consists of five facilities: the main Laboratory in Heidelberg [Germany], Outstations in Hamburg [Germany], Grenoble [France] Hinxton [UK], and Monterotondo [Italy].
- EMBL is one of the top research institutions in the world; it is the flagship of European molecular biology, ranking as the highest non-US institute in research performance.



Five branches of EMBL

DESY



Hamburg:
Structural Biology

Sanger
Centre



Hinxton:
European Bioinformatics
Institute (EBI)

EMBO



Heidelberg:
Basic research in
molecular biology

ILL, ESRF



Grenoble:
Structural Biology

EMMA
CNR



Monterotondo:
Mouse Biology



EMBL at a glance



- More than 1200 people from 60 nations currently work at EMBL; the more than 3000 alumni form a network of connections throughout Europe and the world.
- EMBL is a world-renowned international centre for advanced training and has had the right to award its own PhD degrees since 1997.
- EMBL is a truly international institution. It offers services and facilities which are driven by cutting-edge biological research, and regards education – at all levels – as a way of life.



EMBL mission



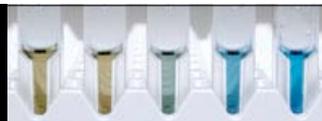
EMBL was founded with a five-fold mission:

- conduct basic research in molecular biology,
- provide essential services to scientists in its Member States,
- provide high-level training to its staff, students, and visitors,
- develop new instrumentation for biological research,
- transfer technology from basic research to industry.

These core functions are combined with significant outreach activities in the areas of science and society and training for science teachers. Over its 30-year history, the Laboratory has had a deep impact on European science in all of these areas.



EMBL research



- The Research Units of the Laboratory consist of a number of individual Research Groups, each with scientific independence.
- Collaboration between these groups is extensive, and is supported both by a system of joint appointments and the EMBL Centres, Cross-Unit focal points for interdisciplinary projects.
- Research at the nine Units [in Heidelberg and Outstations] is subject to periodic reviews by multinational external supervisors.



EMBL education



- **Education** is in many cases organised by scientists as an additional activity to their research. The **EMBL International PhD programme** takes on 50 new students per year. Currently 80 **postdoctoral** researchers are training at EMBL.
- Many scientific **courses and conferences** take place at EMBL. The new **Advanced Training Centre** will provide an exciting milieu for training and exchange.
- Several hundred **visitors** come to EMBL each year to use the facilities, learn new techniques or collaborate with EMBL staff.
- Outreach and education for the promotion of science include **Science and Society** and the **European Learning Laboratory for the Life Sciences**.



EMBL: Training at all levels

Staff: Time-limited contracts and turnover

Ambitious projects in an interdisciplinary, international environment; turnover after 9 years. (approx. 85% move from EMBL to member states)

Students: International PhD Programme

Degree-granting authority with strong links to national universities (currently 170 students from 30 countries)

Postdoctoral Fellows: EMBL Postdoc Association

Visitors: Collaboration and training

- Internationally recognised courses and workshops
- Exceptionally strong visitors programme
 - Over 12% of the people at EMBL are working visitors; more than 3000 visitors per year

Non-specialist community: Outreach activities



EMBL is just one of Europe's Intergovernmental Scientific Infrastructures



EMBL alumni- where are they now?

373 EMBL alumni work in non-member states
197 Non-member state EMBL alumni have repatriated
176 Member state EMBL alumni have repatriated
144 Non-member state EMBL alumni work in member states



EMBL Women



Women are well represented at EMBL **at every level**

- Women comprise >50% PhD students and postdocs
- Over 20% of EMBL faculty are women



What is EMBL doing right?

- EMBL focuses on youth in science (most group leaders have just finished their postdoctoral training)
- EMBL provides strong, consistent research support for 9 years
- EMBL strongly encourages female group leaders to apply, offering:
 - An excellent on-site day-care and kindergarten
 - An array of international schools in the region
 - An inclusive, international research atmosphere (>60 countries represented)



Leading by example

Leadership roles:

- Women head two of the five EMBL campuses (Bioinformatics, Mouse Biology)
- The Dean of PhD Program is a woman
- One of the three members of the Directorate is a woman

= **gender-neutral promotion**