

AutoCurious

A NEWSLETTER FROM AutoCure • OKTOBER 2009

Women in Science – how to combine family and career



■ **AutoCure intensifies gender actions**

■ **This is how WE made it**
– interviews with female scientists

■ **Gender questions to the members of AutoCure work management group**

What do you as a leader do in your daily practice to facilitate/promote the career of your female PhD-students and post-docs?

Consider science as an important, challenging and stimulating task, not as a 100-meter race where you always have to be first, i.e. look first on the results of science, second on the career.

As an important role model - what is your best career advice to them?

Look for research environments/groups with a good scientific record and a reputation for generosity and openness. When forming your first own research group and when defining your goal for this group – try to define an important task, which is not addressed by everybody else, and a task where your environment presents a competitive advantage for your work.

Most of us are ordinary people. Identify environments and colleagues/friends which will enable “ordinary people to make extraordinary contributions”

What can - or should- AutoCure do to promote gender equality in the academic world?

Promote the environments and collaborations that will enable women (and men) to thrive scientifically and personally. Finally AutoCure should foster more of discussions and tutoring concerning scientific leadership and mentoring in general to enhance formation of environments where “ordinary women and men make extraordinary contributions”.



Prof. Lars Klareskog
Coordinator of the AutoCure project


AutoCure
– curing autoimmune diseases

AutoCure is an FP6 EU-funded integrated research project, with a translational approach to autoimmune diseases in the postgenomic era, using inflammatory arthritis and myositis as prototypes and learning examples.



AutoCure takes action on the gender issue

AutoCure is now intensifying the work to improve the gender equality within the consortium. The new active genderplan involves a new mentorship programme, a widely spread questionnaire, a list of female collaborators and a gender workshop at EWRR.

Mentorship

AutoCure wishes to launch a mentorship programme for all partners of the consortium. This action plan aims at supporting the professional and personal promotion of young female and male scientists and medical doctors in their academic and medical carrier over EU.

Through this programme we aim at:

IDENTIFYING institutions within AutoCure that already developed mentoring programmes, analyzing their mode of actions and results, and come up with a "merged-optimized" proposal.

LISTING potential mentors within AutoCure who wish to support promotion of young fellows, that will be posted on Fronter for mentees who wish to have a mentor to identify one.

ORGANIZING an annual mentoring session gathering AutoCure mentees and their mentors to confront specific actions about career and personal plans in each institution/country, ask questions and get advices, the matters of the group discussions are confidential.

CONTRIBUTING to develop a career by providing advices and participating in open discussions, but also by concrete actions such as promoting within EULAR, EWRR and ACR scientific programme sessions

co-chaired by a senior and a mentee, oral presentations dedicated to young investigators, involving mentees in the organization of workshops and meetings.

This proposal is addressed to all PhD students, post-doctoral fellows and assistant doctors working in AutoCure, who plan to have a professional career and want to realize it in accordance with their personal way of life.

MENTORING allows discussing in a one-to-one format about your career plans and personal development with your mentor.

To have a meaningful mentor programme we recommend meetings once a month preferably as face to face meetings, but other possible arrangements are telephone or SKYPE conferences or emails between the face to face meetings in case of long distances between the mentor and the mentee.

The objective is to discuss the mentee's questions, to listen to specific requirements and wishes, and to provide the mentee with advices and/or concrete actions and support. The mentee could ask for additional advice regarding career questions in his/her specific field.

The most important task for the mentor is to be a listener.

From the AutoCure Mentor programme we can identify mentors and facilitate and co-ordinate matching mentors and mentees.

QUESTIONNAIRE

A questionnaire covering the work- and home situation for all collaborators in AutoCure will be distributed. The purpose of the questionnaire is to find potential differences between the genders, countries, universities, companies etc in regard to salaries, benefits, career possibilities, encouragement, involvement etc.

The questionnaire will be widely spread within the consortium to reach as many people as possible. A post doc will be financed to develop, collect and analyse the questionnaires. This will be done together with a statistician and someone with knowledge in behaviour medicine. A budget of 25-30 K euro will be allocated to this work.

List of female collaborators

This list will be posted on www.autocure.org/Fronter and sent via e-mail to all the partners.

Workshop at EWRR, March 4-6, Bamberg, Germany

The AutoCure Leadership and Gender committee has been allotted a two hour session on leadership and gender. It is still under discussion whether this should be held as a parallel session or with a key note speaker.

New EULAR-strategies



For the second time AutoCure proposes a symposium at a EULAR conference on "Academic leadership in Rheumatology with a gender perspective" on the agenda.

– We believe that this would be one important way to raise awareness on gender imbalance in academic leadership. We also believe that active plans are needed to improve the gender balance to avoid a continued loss of good women scientists in rheumatology research, says professor Ingrid Lundberg at Karolinska Institutet, who submitted the same proposal to the EULAR Scientific Committee last year.

– I had some initial feedback that this was a good idea for a EULAR symposium but it was not on the programme in Copenhagen so therefore we propose it again.

The background for the proposal is the

successful workshop on "Leadership and gender in academic rheumatology" that AutoCure arranged in Prague last year.

– Both male and female scientists from many universities in Europe participated. Several very good suggestions came up to improve the gender balance in academic leadership and to promote women scientists in European rheumatology.

– We think it would be great if EULAR could take a lead in such actions, says professor Lundberg.

The AutoCure initiative has been well taken and Loreto Carmona, Scientific chairperson in the EULAR Programme Committee, has already proposed several strategies:

– In the Plenary session "The year in review" there will be a review of Science and clinical advances, but also a review of EULAR goals and achievements. I will tell the speaker to talk about women and about the session I'm putting up.

– I will put up a session under the type "EULAR Rheumatology Update" on

Question to former EULAR president

? As a previous president of EULAR, you declared that gender equality was of the highest priority in EULAR. Which measures did you take to involve more women in the EULAR committees and to assign more female chairs? What is the main reason, according to you, behind the fact that there now are only 2 women in the EULAR executive committee?

” As president of the nomination Ctt I will continue my quest. Please realize that Loreto Carmona will be one of the most important EULAR officials namely the chair of the programme Ctt. You are right by noting that there is no equality yet. It is indeed a challenge to recruit internationally visible females to that circuit where professionals meet during the weekends in order to do their practice in the week. I will do everything I can to line up a female president elect.

FERDINAND BREEDVELD

EULAR's leadership: Women, Young ones, and Less favoured ones.

– I will also ask EULAR President Paul Emery to highlight in his Opening speech the need for EULAR to foster Orphan diseases as much as the leadership of European Women, says Loreto Carmona.

New EU plans to promote women in science

A new EU report on gender equality in European research funding – The Gender Challenge in Research Funding. Assessing the European National Scenes" has been quoted in Nature (21 May 2009).

The report, performed by an expert-group from the EU-commission, clearly shows that female scientists are under-represented amongst applicants for research grants as well as in the groups that are responsible for research fundings. This means, according to the report, that female scientists are unable to influence research, a fact that can have a negative

impact on their careers.

Another report, published in a special issue of "Research EU" - the magazine of the European research area" in April 2009, has studied European gender statistics and states that "If women of science exist, they are still far from having the same visibility as their male colleagues".

The article confirms the well known fact that the number of women decreases at the top levels in the academic hierarchy. In 2003 there were only 15 % female professors in the European academic world. Around 30 percent of the active research

ers in Europe are women and women PhD numbers are still rising – but on the top grade of management posts there is one woman for nine men.

For various reasons there are also gender differences in finding research funding. Women are generally less successful and to promote a better balance the EU Commission now plans to involve more women in the Framework Programme for Research. In the "Science and Society" programme there are several actions dedicated to support women in science.

Read more on: <http://ec.europa.eu/research/research-eu/women/article>

Gender questions to the work

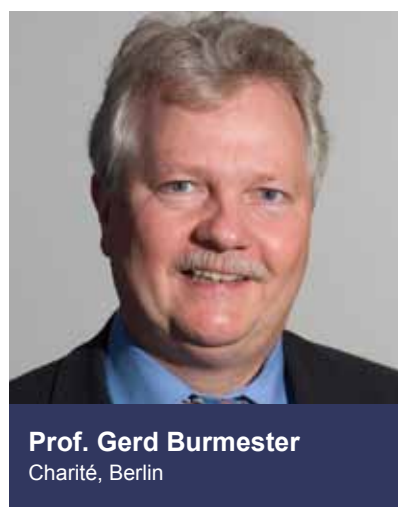
1 What do you as a leader do in your daily practice to facilitate/promote the career of your female PhD-students and post-docs?

2 As an important role model – what is your best career advice to them?

3 What can – or should – AutoCure do to promote gender equality in the academic world?



Prof. Steffen Gay
University Hospital, Zürich



Prof. Gerd Burmester
Charité, Berlin



Prof. Tom Huizinga
Leiden University Medical Center

1
To engage into periodic individual meetings to explore from the beginning their goals and visions in life and listen to their "dreams" about their future professional and personal life, then discuss their needs and the available possibilities achieving their goals and thereby facilitate their future development.

2
To work on cutting edge of science projects, Submit the results to excellent meetings and publish in important journals.
Cooperate and collaborate with colleagues from the same area of research, form some networks, even on an international level.

3
To facilitate and financially support the exchange of fellows between the centers to study the promotion and support available in the role model centers.

1
I provide the same conditions for all persons, allow flexibility and time for research work, offer them special workshops, e.g. mentoring programmes, or other programmes e.g. special fellowships, career programmes. I promote successful women in our clinic for programmes, lectures, scientific meetings to increase their presence in the community.

2
Take individual chances, find your passion, have confidence in yourself, emotional intelligence is most important.

3
More women as lecturer in conferences, as chairwomen, offer programmes for women's networking to certain themes, try to get balances in all boards or commissions to get more women in, no election without a women that can be elected, look for women, ask women and promote women for important positions.

1
I stimulate everybody as much as possible making clear that quality counts irrespective of gender, racial background, sexual orientation or socio-economic background.

2
My role as a rolemodel is to make clear that my children are the most important in the whole world to me and that has not been prohibitive for being the academic rheumatologist that I am.

3
AutoCure creates awareness and makes clear that scientific excellence is the only thing which is really important.



management group



Prof. Chris Buckley
University of Birmingham

1

50 percent of group leaders in the Rheumatology Research Group are women, and we offer all students a good mentoring scheme. We also have flexible work hours. It doesn't matter at all WHEN you do your work as long as you do it. Freedom and responsibility go hand in hand.

2

I try to be very honest and realistic when we discuss their future plans with the ambition to make them aware of gender related pro-

blems that can arise. I ask them questions like: What are your ambitions? How will you use your PhD? I also encourage them to find good mentors.

3

I think we should use a kind of "chinese torture", that is never stop discussing this issue on an international level. A good example of our efforts is a proposal to the EULAR Scientific Committee to use more female speakers at conferences and to organize a symposium on Gender and Leadership.



Prof. Ingrid Lundberg
Karolinska Institutet

1

- I try to encourage them to take on different leading responsibilities, chair meetings.
- I ask them to give presentations, that is I propose them as presenters instead of me.
- I encourage them to write grants and give feedback on their grants.
- I encourage them to do a postdoc in another research unit, preferably abroad.
- I nominate them to awards.

2

- Make a decision whether you want to continue to do research or not.

- If yes, think strategically – what do you want to achieve, think ahead, what would you like to do in 5 or 10 years and how would this be possible? What career pathways are ahead?
- Do a postdoc abroad after their PhD.
- Find a mentor.

3

- See women scientists as equal. See the women!
- Always think twice when you suggest a person to lead a group, to give a talk, to chair a session. Promote the women, give them challenging tasks and responsibilities in the consortium.



PI Margriet Vervoordeldonk
Arthrogen B.V., Netherlands

1

- I allow them flexibility with working hours
- I am open for part-time applications for

jobs, preferable 4 days, but also 3 days can be discussed for specific jobs.

- I will inform them when a higher position is available and discuss also their cv's with management to emphasize the availability of potential female candidates.
- Allow in specific cases max 0.5 day working at home for a longer period. Incidentally, 1 day a week belongs to the possibilities.
- Arthrogen does not have a special arrangement that they will pay for day-care since that is already arranged by law.

2

- Stay in research, even for a short period of only 3 days a week.
- Discuss the possibility of part-time work with your boss.
- But be a little flexible and realise that sometimes extra work at home is needed

to reach deadlines or finish important papers, reports, etc.

3

- I think the most important action at this time is to create awareness of gender issues within AutoCure. The gender meeting in Prague was excellent as a tool, and the short presentations given by the gender group in Potsdam in general meetings are of importance.
- To give a list to the audience with actions that can be taken quite easily to promote gender equality. The best option to create such a list is to organize a (short) workshop with male and female scientists and to brainstorm about actions for this list.
- Create more permanent positions for (female) scientists, although this will be difficult within the scope of AutoCure,

Interviews on gender and careers

The AutoCure consortium is full of successful female scientists, both seniors and juniors. Read their stories on the following pages on how the senior scientists have managed to combine families and academic careers and how the young female researchers look upon their future.



” VP Manufacturing and Operations, Arthrogen B.V
MARGRIET VERVOORDELONK, Netherlands, age 43:

I have three children, aged 6, 9 and 11 and I am pretty sure that this has not affected my career too much. It is always a hard struggle to be a good mother and a good scientist but I think that I have managed to combine it rather well thanks to very good organisation. I was 32 years old when I got my first child and had done two years as a post-doc. I went back to work after only four weeks of maternity leave for a few hours a week to supervise ongoing projects of PhD-students. Sometimes during those first months I brought my son with me but most of the time I could work from home. Both me and my husband, then worked four days a week, and at that time we shared household and caring for the children fifty-fifty. One year after my

second child I went back to three working days a week. At the AMC a very good child care was located, which was partly subsidized, and very practical for us. My boss at the time was also always very supportive. Flexible working hours and of course good internet access at home, makes it much easier to stay on in research. It's important though to point out that flexi-

My boss was also always very supportive

bility goes both ways, meaning that you sometimes might have to work other days than your usual working days. A few of my technicians are pregnant now and I try to be flexible with the precise working days and hours when they want to come back to work. Getting your first child when you have already your research ongoing, eg after one year post-doc, helps a lot. I did not have a permanent position at that time but it never was a problem for me. With a good organisation at home and flexible working hours I managed to combine three young children at home and a carrier. As soon as all the children went to primary school I went back into almost a full-time job, which I prefer.

I usually look at the names and so far there has never been fifty percent women at any of the meetings I have attended



” PhD **KARIN LUNDBERG**, London, age 33:

I have been working as a post-doc in London, at the Kennedy Institute of Rheumatology, since 2005, but will move back to Stockholm end of this year to form my own research group at Karolinska Institutet. I don't have any children yet but I refuse to think that it would be a problem to combine a future family with my career. For me it will never come to a choice between those two things because I am convinced that it is possible to have both. Many of my Swedish friends and research colleagues have young children now and this has not affected their careers in any way.

Thanks to good and not very expensive childcare and paid maternity and paternity leave it is of course a lot easier to stay on in research in Sweden. Here in the UK half my monthly salary would go to child care fees. But the gender issue is not just about finances, appropriate child care or flexible working hours. To have good support from seniors is a very important factor if you want to have an academic career. I am very lucky to have an excellent network, which is probably also the only way to change the fact that there are so few female lecturers and chairpersons at con-

ferences. I usually look at the names and so far there has never been fifty percent women at any of the meetings I have attended. The fact that there are only about 20 percent female professors in Rheumatology (in Sweden) also tells us that we still have a bit to go before we have gender equality in the academic world, but I think it's a good strategy to refuse to give in, to refuse to acknowledge the obstacles and just continue to try and change the situation.



” PhD-student **FARRAH ALI**, Birmingham, age 21:

I have just started my three year PhD- period in Dagmar Scheel-Toellner's research group. Science is fascinating for me, and I especially look forward to learning more about the varied and complex field of immunology. I am eager to broaden my knowledge on autoimmunity in women.

My mother is also a biomedical scientist so I have many good role models for my future career. So far I have never ever experienced any injustices due to gender. And if there still are any I am sure things will change soon. I feel no pressure yet to have children and I know that my family will support all my choices.

I am eager to broaden my knowledge on autoimmunity in women



Jane Worthington with daughters

99 Professor **JANE WORTHINGTON**, Manchester, age 48:

I have two children, born in 1993 and 1996. I chose to wait until I had already established a track record in research before deciding to have children. At that time I was still on short term contracts, so I had some concerns but I was reassured by having very supportive colleagues who were keen to encourage me back to work. I took six months maternity leave with each child and initially returned to work on a part-time basis (three or four days per week), only returning to full-time work once the children were well established in school. I was the first researcher in my department to ask for a part time and flexible work schedule. I therefore recognised the importance of demonstrating that it's possible to achieve as both a scientist and a mother and I'm pleased to see that now it's quite the norm for female investigators to have part-time contracts after returning from maternity leave. I think my career may have progressed faster without children because without maternity leave

I was the first researcher in my department to ask for a part time and flexible work schedule

and part-time working I would have been ready to apply for promotions earlier, but that is a price that I was very happy to pay because my choices have made for a more balanced and fun life.

– I have had no mentor in particular but a number of very supportive senior colleagues. I do not feel having a mentor is essential. I preferred to choose who to approach as and when I needed advice.

In my view the key things, if you want to combine a career with children, are to have good child care, a supportive and responsible partner, an extended family, for example grand parents who can help with childcare, and flexible work hours. But even if you have all that it has to be said that for women choosing to combine a research career and having a family, is not an easy option. As a leader I try to be very supportive if someone becomes pregnant but it is of course very difficult if it happens in the middle of a PhD-period. My best advice to the students and post-docs is to pick the time carefully and when returning to work try to ensure that you have the right balance of time at home and at work. To work hard for 3 or 4 days a week may be much more productive than returning full-time but always dashing off home because of child-care problems. Most of all be sure to enjoy time with your children, they grow up far too quickly!

” Professor **INGRID LUNDBERG**, Stockholm, age 59:



I have two children, aged 31 and 27. They were both born during my training to become a specialist. I started my research career rather late, because I realised that it would be impossible to be both a clinician, a researcher and a mother. I was 41 years old at my dissertation and my supervisor, who did not have any children herself, was anything but supportive in thoughts of an academic career. She thought I was much too old for a career as a scientist and did not encourage me to pursue research. I learned the hard way how important it is to have supportive and understanding

leaders and senior colleagues. Thankfully I am a very stubborn person and decided to show my supervisor and others that it indeed was possible to have a career as a scientist also after a late start. Today many women tend to wait with children until they have a fixed position, which is understandable. But it's important to realise in time that children can't wait and that it is possible to combine family life and a career.

I worked full hours most of the time when the children were small. In those days it was not acceptable to work part time as a clinician but luckily I at least never had to be on emergency duty. I had much help from my parents and mother in law and shared all responsibilities with my husband, I did my post-doc in the US when the children were 10 and 13 and that was an important choice that has helped me a lot in my career. When I was younger I was not very aware of gender inequality, I never seemed to have any problems. But when two male colleagues automatically got a higher position than me right after the dissertation I slowly started to wake up. After my postdoc year in the US back at Karolinska Institutet I joined a mentorship programme and

I worked full hours most of the time when the children were small

got a mentor whom I valued a lot. I found that very valuable and later I have taken on mentorship and been mentor for postdocs in our hospital, which has also been very educational and stimulating. I think this is one way forward to support young women and men that want to pursue a scientific career.

Even if there could be several obstacles in your attempts to pursue an academic career, and it may seem difficult to combine that with a family life, if you want to become a scientist do not give up. Find your own strategy and find a mentor to discuss your strategies with. Identify supporters both at home and at work as they could be very helpful.



Times are very tough still in the world of science with a lot of competition from abroad

” Professor **SOLBRITT RANTAPÄÄ-DAHLQVIST**, Umeå, age 62:

I got pregnant with my first daughter during my training to become a specialist. I was 28 years old and me and my late husband were of the firm opinion that children are very important – and definitely something that can't wait. My husband who also was a professor was a very supportive man. We shared absolutely everything, also the parental leave and we both worked part time while the children were small. The next daughter was born three years later.

In periods I actually worked longer hours than my husband which was a bit unusual in those days. Of course we ex-

perienced many difficulties during those years. My husband's boss was for example very annoyed when he frankly declared that he would work part time.

It has never been easy to combine work and family but we managed rather well thanks to a flexible work schedule and a mutual willingness to solve problems. During my career I have had several different mentors; my husband, my professor and another professor who all have been important for me. I don't believe that my own career has "suffered" from having children but without the total support

of my husband it would not have worked, that's certain. My advice to young female students who are interested in research is to start very early because then it will be a natural priority to continue also after pregnancy, instead of a possible and perhaps difficult choice later on. Times are very tough still in the world of science with a lot of competition from abroad. If you want to have a career you have to be totally committed but with good planning and a supportive environment it is possible to combine research and family life.



” Senior Research Fellow **DAGMAR SCHEEL-TOELLNER**, Birmingham, age 45:

I became pregnant at the end of my first post-doc and that was probably the biggest risk I've taken in my career. My daughter is now 13 years old and I have fought very hard to get where I am today. I definitely wanted to hang on to a career in science so I started to work full hours after 18 weeks maternity leave. Luckily my supervisor was very supportive and allowed me to work quite flexibly whenever there was a problem like chickenpox etc. I don't think that I worked less than my colleagues, just a lot of it happened at night. Six years ago I was awarded an arc career development fellowship, allowing me to start my own research team. My husband who is a scientist too, has always shared the responsibility for our child and we have supported each others careers since we met in the lab 15 years ago. This has meant a lot of difficult decisions for him as

well. During my daughter's first year we shared a nanny with another scientist family who lived near by, which was a good solution, but very expensive. After that she went to the nursery here at the university and that was very practical. Combining a career in science and bringing up a family has certainly affected my career. I could for example have done a post-doc in the US, which is important in your CV, and I could have done a lot more useful networking by attending more conferences etc. I firmly believe though, that things are slowly changing now in a good way. What is needed is a European system of flexible funding to support female scientists with young children. With that kind of support they can buy both time and proper childcare. A very good example of this is the foundation that has been created by the Nobel Prize winner Christiane Nüsslein-

Volhard (please see full article on page 11) I remember my PhD supervisor back in Germany advising me that children and science was an impossible combination for women.

But my best advice to women scientists is to never listen to the sentence: "You can't do that"!

Things are slowly changing now in a good way

Nobel Prize winner starts foundation to support female scientists

CHRISTIANE NÜSSLEIN-VOLHARD-STIFTUNG

CHRISTIANE NÜSSLEIN-VOLHARD-FOUNDATION

The aim of the Foundation for the advancement of science and research is to facilitate the progress of highly qualified women with children in science. We especially aim to support excellent graduate students by providing them with funds to be used for additional childcare and domestic help. The Foundation intends this contribution to enable young mothers to gain greater flexibility and time for their scientific work. We hope, by way of our Foundation, to contribute to advance more highly qualified women in Germany's leading scientific research.

To conduct research is a tremendously demanding task that bears its own set of challenges. Research requires motivation, passion, diligence, and the ability to work in a self-directed manner. Moreover, flexibility and mobility are essential in order to generate the conditions that foster high-quality research; in particular, a significant amount of time that can be dedicated to research is important. For female scientists who are also mothers the unavoidable lack of free time becomes a looming problem that invariably hinders professional progress. Breaks for any length of time or part-time positions are dangerous, since reentry into the field may not be successful. Lost time cannot be regained and previously acquired knowledge may have already become dated and thus useless. We would like to help highly qualified women who are serious in pursuing their careers to weather through this time of double responsibility and still be able to accomplish excellent research.

The grants of the Foundation are aimed at excellent »beginning« scientists in the field of experimental natural sciences. The CNV-Foundation sponsors female graduate students of all nationalities, conducting research at a German university or research institute. Financial assistance will be given for decreasing the amount of time spent with household tasks and for additional childcare. These funds can be used to, for example, hire help, buy a dishwasher or washing machine, and for additional childcare (baby sitter during the evenings or while attending conferences). The living expenses should be covered by an ongoing contract or stipend. It is expected that the child/children are already being taken care of by a daycare facility or other.

Information for applicants: www.cnv-stiftung.de
Next application deadline: **December 31st, 2009**

The CNV-Foundation is an independent, registered non-profit organisation.

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AutoCure is an FP6 EU-funded integrated research project, with a translational approach to autoimmune diseases in the postgenomic era, using inflammatory arthritis and myositis as prototypes and learning examples.

Objectives

To transform knowledge obtained from molecular research particularly within genomics, into a cure in an increasing number of patients suffering from inflammatory rheumatic diseases. Rheumatoid arthritis (RA) is used as a prototype since this disease offers unique opportunities to define and evaluate new therapies.

Work plan

- Potential key molecular mechanisms determining the course of RA and myositis are defined from genetic studies in humans, from relevant animal models and from basic cell and molecular biology.
- Predictors of disease development and therapeutic responses, enabling future individualised therapies, are developed with the help of our unique large patient cohorts and, biobanks.
- Development and evaluation of new therapies is performed using combinations of novel molecular tools and precise definition of disease phenotypes.

FRONTER – for internal communication

Fronter is the internal web site for AutoCure colleagues. The site can be reached via a link at www.autocure.org. In Fronter we put guidelines, programmes and protocols for meetings, publications published or submitted, project scientific tools etc. You can also find contact information to all participants in the project. Files and documents that are downloaded can be protected so that only a minor group can have access to it.

For more information on Fronter, please contact Susanne Karlfeldt, susanne.karlfeldt@karolinska.se.

Next years annual AutoCure meeting will again take place in Potsdam, Jan 24-26.

AUTOCURE-PARTNERS ARE LOCATED ALL OVER EUROPE

- Austria
- Czech Republic
- Denmark
- France
- Germany
- Greece
- Ireland
- Netherlands
- Poland
- Sweden
- Switzerland
- UK



AutoCurious

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- Institute of Rheumatology**, Poland, PI Wlodzimierz Maslinski
- FORTH - Crete**, Greece, PI Dimitrios Boumpas
- EULAR**
- VUMC Amsterdam**, Netherlands, PI Cor Verweij
- BMD**, France, PI Karine Mignon Godefroy
- Arthrogen B.V.**, Netherlands, PI Margriet Vervoordeldonk
- Genmab A/S**, Denmark, PI Jan van de Winkel
- Prolimmune**, UK, PI Nikolai Schwabe
- Redoxis**, Sweden, PI Peter Olofsson