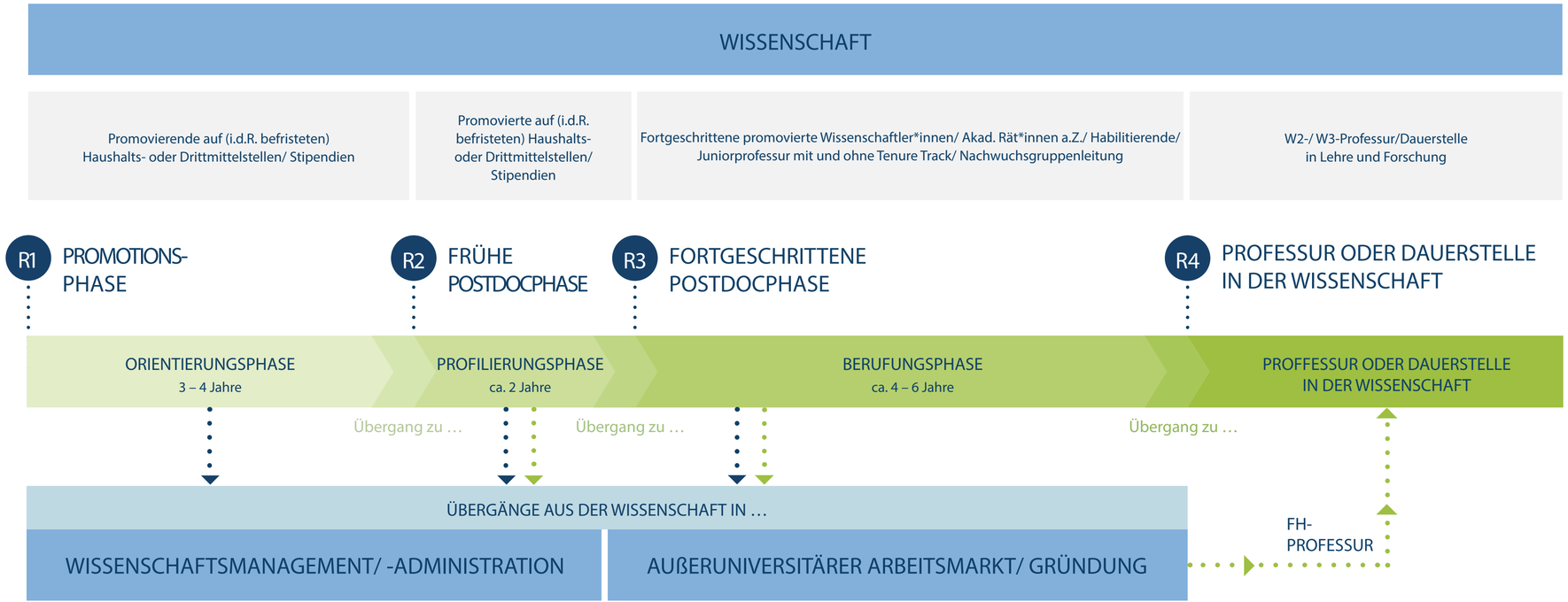KARRIEREWEGE FÜR WISSENSCHAFTLER*INNEN