

# Development and status quo of equality policy at Friedrich-Alexander-Universität Erlangen-Nürnberg (FAU)

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## I. General

The **promotion of gender equality** and the implementation of gender mainstreaming at Friedrich-Alexander-Universität Erlangen-Nürnberg are key cross-departmental tasks that have utmost priority in all University bodies, boards and committees. The **primary goals** of gender equality policy at FAU are:

- Increasing the number of female professors by prioritising applications from women
- Early and intensive encouragement of young women's involvement in research and teaching at all qualification and career levels
- Optimising the balance between studying, career and family
- Ensuring equal representation of the genders on all University decision-making committees
- Perceiving gender equality as an important task in all bodies, committees, commissions, and panels throughout the University

Moreover, efforts will be made in increasing the numbers of male students in degree programmes where men are clearly under-represented.

FAU's **equality concept**<sup>1</sup> was passed by the University's Executive Board in 2011 to document all equality measures at the University within the context of strategic alignment, structural integration and the future of equality policy as a key element of FAU's guiding principles. The policy serves to establish the objectives of the University with regards to gender equality and communicate existing and planned gender equality measures both internally and externally. FAU has made a commitment to pursuing a strategy of diversity management in its equality policy and actively acknowledges its diversity. In future, **diversity management** at FAU will include further categories of diversity such as migration background, social class, age, disability and sexual orientation in addition to gender and family policy on all levels of strategic university development.

A major step towards achieving equality was taken in 2005 with **gender equality targets** agreed upon between the Executive Board and all five faculties for increasing the quota of women in academia by improving framework conditions while considering the specific situations and requirements of the individual **faculties**. The gender equality targets are based on a cascade model. FAU is the first university in Bavaria to encourage diversity with gender equality targets, which have been instrumental in ensuring equal treatment of women and men. In view of evaluation results and the current needs of the faculties the gender equality targets have been signed for a working period of five more years (2013-2017)<sup>2</sup>.

The University's efforts towards achieving gender equality were recognised by the Bavarian State Ministry of Sciences, Research and the Arts with an award for the best university equality concept in 2008. In target agreements concluded with the **Bavarian State Ministry of Sciences, Research and the Arts** in 2006 and 2009, FAU emphasises equal 'opportunities for women as a key aspect of its strategic planning'.<sup>3</sup> Increasing the number of female researchers through target agreements and the further development of childcare facilities is an important priority for FAU. Further target agreements were reached with the **DFG** in March 2008.<sup>4</sup> Following evaluation of an initial statement on the implementation of equality measures at FAU in 2010, the DFG certified the University as having an '**impressive overall concept**' that is '**mostly implemented**' (**Implementation stage 3+**). As a consequence, numerous new measures and targets for promoting equality based on the DFG research-

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<sup>1</sup> [http://www.gender-und-diversity.fau.de/download/Gleichstellungskonzept\\_17\\_02\\_2011.pdf](http://www.gender-und-diversity.fau.de/download/Gleichstellungskonzept_17_02_2011.pdf)

<sup>2</sup> <http://www.gender-und-diversity.fau.de/zielvereinbarungen/universitaetsleitung-fakultaeten/index.shtml>

<sup>3</sup> <http://www.uni-erlangen.de/universitaet/zielvereinbarung/>

<sup>4</sup> [http://www.gender-und-diversity.uni-erlangen.de/download/ZielvereinbarungenDFG\\_03\\_09.pdf](http://www.gender-und-diversity.uni-erlangen.de/download/ZielvereinbarungenDFG_03_09.pdf)

oriented equality standards have been agreed upon and implemented, as published in the final report to the DFG in February 2013.

The toolbox for the DFG's (German Research Foundation) Research-Oriented Standards on Gender Equality serves as an important resource across Germany's scientific community. It contains a collection of equal opportunity measures providing practical examples.

Six currently applied equality measures at the FAU are mentioned as "Best Practice Examples"; e.g. the Faculty of Sciences and Engineering offers "Girls in Science and Technology" internships to female high school students, the ARIADNEReWi Mentoring Program provides career support for women throughout all stages of their academic career in the field of law, business and economics at their faculty. Above that the University of Erlangen-Nürnberg awards the "Renate-Wittern-Sterzel-Prize" for equal opportunities and offers a scholarship program for female academic excellence at the Faculty of Humanities, Social Sciences and Theology.

The University was awarded the certificate **audit familiengerechte hochschule** for family-friendliness in April 2008.<sup>5</sup> A re-audit followed in spring 2011 as well as in 2014.

## **II. Status quo**

To implement its equality policy as quickly and efficiently as possible, the University has established a number of equality measures at various levels.

### **II.1 Specific equality measures<sup>6</sup>**

- **Ensuring a representative number of female student assistants as a starting point for academic careers**
  - **Acquiring female or male students in subjects in which either gender is under-represented**
    - **'Mädchen und Technik' (Girls and Technology)**

The Faculty of Sciences and the Faculty of Engineering have organised the 'Mädchen und Technik' programme for girls since 1999. The programme aims to encourage interest in science and engineering subjects in female students from Gymnasium (highest type of German secondary school) years 8–13 and increase career choices.
    - **Girls' Day**
    - **Boys' Day**

Girls' Day and Boys' Day offer young men and women the opportunity to explore subjects and careers that are typically associated with the other gender. Both events aim to overturn gender-based career homogeneity.
    - **Presentations from female researchers at fairs and schools in the region**

The Faculty of Engineering holds annual information events at schools to encourage girls to study engineering degrees.
    - **Female researchers camp at FAU**

A research camp for young female researchers aged 15 and above has been held at the Faculty of Engineering each year in the autumn school holidays since 2007. The project is supported by FAU professors, the women's representative at FAU and a project team from Siemens AG.
  - **Career and personnel development for young female researchers**
    - **ARIADNE Mentoring Programme** at all five FAU faculties
    - **Scholarships and faculty prizes** for especially qualified and high-achieving women
    - **Professional development and coaching programmes** for women of all qualification levels at the University

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<sup>5</sup> <http://www.familienservice.uni-erlangen.de/konstitutionelle-rahmenbedingungen/audit-familiengerechte-hochschule/>

<sup>6</sup> <http://www.gender-und-diversity.fau.de/zielvereinbarungen/universitaetsleitung-fakultaeten/> or [http://www.gender-und-diversity.fau.de/download/Gleichstellungskonzept\\_17\\_02\\_2011.pdf](http://www.gender-und-diversity.fau.de/download/Gleichstellungskonzept_17_02_2011.pdf)

- **Funding for participation in congresses** (including summer and autumn schools) for especially talented young female researchers
  - Holiday academy for **female students and young female researchers** as a platform for new interdisciplinary research through exchange between female researchers, practitioners, politicians, managers and other young researchers
  - **Individually focused leadership skills training for female professors** which can be adapted to individual needs and cover, for instance, management skills, university management and university teaching.
- **Measures for increasing the number of women in academic positions, especially professorships:**
- **Proactive appointment policies and monitoring the appointment of professors<sup>7</sup>: the Regulations for Equality in Appointments** ensure systematic and consistent equality in the appointments process. Its **procedural regulations** include:
    - At least two female professors shall be included on every appointment committee
    - To ensure that women are represented equally, a maximum of two external professors with related subjects may be appointed
    - Female professors in faculties with a low number of female members can apply for teaching support
    - Equal appointment of male and female reviewers where possible
    - Compulsory training on the Regulations for Equality in Appointments for all appointment committee members
    - Mandatory documentation of gender equality in the appointment process
    - Proactive internal headhunting as a key element of appointment policy at FAU
    - Training for all women's representatives on gender equality in the appointments procedure
  - **Renate-Wittern-Sterzel Prize** - Diversity prize of Friedrich-Alexander-Universität Erlangen-Nürnberg
  - **Events for increasing the visibility of academic careers and research efforts of women:**
    - Visiting professorships for subject areas where women are under-represented
    - Emmy Noether lectures
    - Guest lectures by renowned female researchers
    - Research and teaching positions related to the subject of gender
- **Measures for improving the balance of studies, research, work and family<sup>8</sup>:**
- **Coordinating unit: family service of FAU and Universitätsklinikum**
  - The family service offers a comprehensive **consulting and assistance service** for every problem concerning balancing of studies, research, work and family
  - **“Förderverein Familie und Wissenschaft e.V.”** supports families during studies and research with individual grants. Support of selected projects for improving childcare.
  - **Part-time degree programs** for students with family duties
  - **Day care for children** (nursery school, children at the age 6 months – 3 years): currently 186 places for children of university members and 74 places for children of students are provided
  - **Flexible and short-notice childcare and family care services** “Känguru” for children who suddenly became sick, “Pinguin” for job-related needs (conferences, meetings in the evening etc.) and “Delfin” for related dependants
  - **Age-group specific day care** during school holidays (except Christmas holidays) for children at the age of 3-14 years
  - **Babysitting service** at home for short-term coordination difficulties with studies or work, as well as regular child care arrangements

<sup>7</sup> <http://www.uni-erlangen.de/einrichtungen/personalabteilung/handbuch-personal/berufungsverfahren/> or <http://www.gender-und-diversity.fau.de/download/Berufungsleitfaden.pdf>

<sup>8</sup> <http://www.familienservice.fau.de/>

- **Conference Service** for participants in conferences at the university
  - **Elder Care:** FAU offers a comprehensive information and consulting service for care of dependant relatives as well as periodical talks about Elder Care topics
  - **Work spaces for parents and children** at different places in the FAU, for instance at the School of Engineering, at the Department of Physics and at the university library
  - **Maternity leave cover for female professors and colleagues**
  - **Dual Career Service** in cooperation with the Dual Career Netzwerk Nordbayern (DCNN), Member of the Dual Career Netzwerk Deutschland (DCND)
- **Gender- and family-awareness:**
- **Management training on the creation of gender-awareness for new appointees** as part of the Welcome Day
  - Several aims to improve gender-, diversity- and family-awareness defined by joint agreements in the framework of “**audit familiengerechte hochschule**”

## II.2 Process management

- **Vice President for Teaching, Studying and Equality:** As a member of the FAU Executive Board, the Vice President for Teaching, Studying and Equality directs equality strategy and co-operates with the Commission for Equality and the women's representatives at the University. The Vice President is a permanent contact for all equality functions and a representative for all enquiries on equality from outside of the University.
- **Commission for Equality chaired by the Chancellor of the University<sup>9</sup>:** The Commission was established by the FAU Executive Board in 2003 as part of the implementation of the concept of gender mainstreaming at the University. The Commission's task as a University think-tank is developing project goals based on an analysis of the current situation and developing instruments and methods to achieve these goals. At FAU, the Commission for Equality is a key initiator of equality measures and projects including target agreements with the FAU Executive Board and the faculties to encourage female researchers at each of the faculties, and certification procedures for the 'audit familiengerechte hochschule' and 'Fördervereins Familie und Wissenschaft e.V.' The DFG's 'Toolbox for Research-Oriented Standards on Gender Equality' is an important basis of the Commission for Equality's work.
- **The University's mission statement<sup>10</sup>:** 'FAU is dedicated to the principle of equal opportunities for all employees, female and male. Nobody is discriminated against or disadvantaged on the basis of gender, nationality, religious beliefs, social background or disability. FAU strives to offer a balance between study, work and family.'
- **Equality concept at Friedrich-Alexander-Universität Erlangen-Nürnberg 2011:** The equality concept consolidates all equality measures and perspectives of the University based on the DFG Research-Orientated Gender Equality Standards.
- The University launched a competition for **faculty equality concepts** in 2012. The equality concepts of the faculties are a key part of faculty development plans for emphasising the importance of equality strategy at the faculty level.
- **Women's representatives and the Office for Gender and Diversity at FAU:** The Office for Gender and Diversity and women's representatives have a central role in implementing equality projects at FAU. In addition to supporting the women's representatives at the faculties in implementing requirements of the Bavarian Higher Education Act, they are also involved in strategic development and active implementation and evaluation of equality measures in research.

<sup>9</sup> <http://www.gender-und-diversity.fau.de/kommissionen/#chancengleichheit>

<sup>10</sup> <http://www.uni-erlangen.de/universitaet/leitbild.shtml>

- **The Commission 'Gender and Diversity in Teaching'** is tasked with establishing a permanent gender and diversity network in teaching at FAU. It has the objective of developing gender and diversity sensitivity and professional skills as integral to research and teaching at FAU. The Commission represents all faculty members at FAU responsible for research and teaching, the Centre for Teacher Education (ZfL), the Centre for Applied Ethics and Science Communication (ZIEW), Centre for Continuing Education in University-Level Teaching (FBZHL) and representatives of the Department for Teaching and Studying (quality management).

### **II.3 Equality and degree progress monitoring**<sup>11</sup>

The Department for Strategy publishes faculty-, department- and gender-specific data and reports on students, examinations, graduates, personnel and postgraduate and professorship qualifications. This information is provided to the FAU Executive Board, the faculties, University Administration and the women's representatives at least once a year for information and planning purposes. Gender data is used by the University to quantitatively measure the success of its gender policy and implement gender-specific measures.

- **Degree progress monitoring:** Degree progress monitoring was introduced to the quality management process in 2011. One aspect of this process is continuous **monitoring of female and male students' degree progress** as a basis for targeting gender equality.
- **Doctoral degree monitoring at the FAU Graduate School:** Data on doctoral degrees at FAU is collected centrally and used for monitoring the progress of doctoral degrees. Gender and family status data is compared against successful and failed graduations by subject to monitor the effectiveness of equality measures and services offered by the University.
- **Diversity monitoring at FAU:** Diversity monitoring at FAU involves collecting data on all groups from the University's statistics and conducting questionnaires among research staff.

### **II.4 Gender aspects in research and teaching**<sup>12</sup>

The University's equality concept is also relevant to the content of teaching and research. The contributions of women and gender inequality awareness must be explicitly reflected in research and teaching. This includes:

- **Chair of Social Psychology with special reference to women**, Prof. Dr. Abele-Brehm
- **Research position for Gender Research at the Faculty of Business, Economics, and Law**
- **Gender and Diversity guest professorship** from the faculty equality concept competition
- **Documentation of FAU gender and diversity research projects**
- **Promotion of conferences and symposia on gender research**
- **Teaching contracts in gender research:** 1. Chair of Human Rights; 2. Active Labour Market Policy and Integration at the Institute for Employment Research
- **Training** for various target groups on **gender and diversity skills**, for example, in teaching for university lecturers, in management (for managers) and teamwork (for all employees)

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<sup>11</sup> [http://www.gender-und-diversity.fau.de/download/Gleichstellungskonzept\\_17\\_02\\_2011.pdf](http://www.gender-und-diversity.fau.de/download/Gleichstellungskonzept_17_02_2011.pdf)

<sup>12</sup> [http://www.gender-und-diversity.fau.de/download/Gleichstellungskonzept\\_17\\_02\\_2011.pdf](http://www.gender-und-diversity.fau.de/download/Gleichstellungskonzept_17_02_2011.pdf)

- **Teaching and learning platform for best practice teaching concepts**
- **Development of Gender and Diversity Studies modules**
- **Exchange forum for doctoral students in gender and diversity research**
- **Events for information and communication related to gender and diversity:  
Lecture series, 1st Diversity Day focusing on gender and diversity research at FAU**

#### **II.5 Consistent evaluation of equality measures at FAU**

The implementation and effectiveness of all (faculty-specific) equality measures are monitored as a basis for continuous optimisation using various evaluation instruments.

- **Commission for the Evaluation of Equality Measures at FAU:** This University body is tasked with monitoring equality measures based on systematic integration with FAU expertise in equality, quality management, empirical social research and evaluation.
- **Evaluation of all seminar and coaching programmes**

#### **III. Further measures and perspectives**

In addition to the implementation and further development of the target agreements with the University faculties and the Ministry of Sciences, future equality policy at FAU will focus on implementing the equality measures developed in the target agreements with the DFG.