



UNIVERSITÄT
BAYREUTH

Target agreement between the University Governing Board and the Faculty of Biology, Chemistry & Earth Sciences

for the implementation of gender equality, 2018-2022



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Supported by the women's representatives and the Equal Opportunities QM of the Equal Opportunities Department.

General framework

The target agreements are a regulatory element in higher education policy for the purpose of ensuring equal opportunities in the Faculties. They were adopted by the University Governing Board on 11 January 2018 and signed by the deans.

At the Faculty Council's last meeting in Winter Semester or first meeting of Summer Semester, the Dean delivers a report on the current development of the proportion of women in positions at the above-mentioned levels and presents these for discussion. The findings are used by the Faculty to evaluate the goals they have set and are presented to the University Governing Board.

The target agreements run over a period of five years; from January 2018 to December 2022. As an incentive for the Faculties to achieve their goals, the University is awarding an annual "prize for the advancement of women" totalling €70,000.

As an innovation in the second round of internal target agreements, the university management is providing **an additional budget of €10,000 per year for planned "Innovative Gender Equality Measures"** during the target agreement period (2018-2022), which the faculties can apply for with corresponding concepts. The Committee for the Advancement of Women proposes a list of eligible applications to the Governing Board. The use of these funds is earmarked.

The prize for the advancement of women is awarded in the following three categories:

1st Category: completed doctorates (€10,000)

2nd Category: Successful qualification for professorship (€20,000)

3rd Category: Proportion of female professors (€40,000)

Categories 1-3 are based on the figures achieved in the previous year (or the respective three-year periods), which are evaluated using a point system. The prize money is freely available to the Faculties, the Faculty Council decides on the concrete use of the money. In Category 2, in addition to the successfully completed Habilitation, junior professorships and Lichtenberg professorships are awarded after a positive interim evaluation, calls to other universities, Emmy Noether programmes from the beginning of the 2nd semester onwards, and Emmy Noether programmes from the beginning of the 2nd phase as well as Heisenberg scholarships and ENB junior research groups. The target values for Category 3 were determined taking into account the objective that "1/3 of (expected) new appointments should be women". If structural changes should occur in the course of the Excellence Strategy, the objectives may have to be redefined.

Actual status and target values

Faculty of Biology, Chemistry & Earth Sciences			
	As of 2012	As of 2016/2017	Target for Dec. 2022
Female students	53 % (1115 of 2088) (WS 11/12)	52.1% (1155 of 2219) (WS 16/17)	maintain a balanced ratio
Doctorates completed (3-year period)	44 % (79 of 179) (2009 – 2011)	47.1% (99 of 219) (2014-2016)	50%
Successful qualification for professorship° (3-year period)	10 % (1 of 10) (2009 – 2011)	25% (3 of 12) (2014-2016)	33%
Proportion of female professors (incl. JP, without guest and interim professors, without leaves of absence)	12 % (9 of 75) (As of 25.01.2012)	20.6 % (13 of 63) including BGI (cut-off date 01.12.2017 - preliminary figures as of 19.01.18)	24%

°Successful qualification for professorship from 2018 on includes the qualification steps mentioned in the general framework conditions in addition to the completed Habilitation. Corresponding data is collected and reported by the Faculty.

The proportion of women in the various departments is relatively well balanced among students and doctoral students. It should be noted, however, that the proportion of women in the respective teacher education programmes is higher than in the bachelor's and master's programmes. Despite the successful increase in the proportion of women at the postdoctoral and professorship level, the greatest need for action remains at these levels. The proactive search for female applicants is already being utilized successfully as an instrument for filling professorships in all departments.

The women's support measures offered by the Faculty for all qualification levels in the past target agreement period, such as the events Sichtweisen or EINBLICKE as well as offers for girls from local high schools (Girls' Day or Girls and Technology) were very well received.

All in all, the Faculty considers itself to be on the right track.

Measures to be taken

The following measures are planned by the Faculty for the target agreement period:

- In order to attract potential students, the faculty participates in **Girls' Day and Girls and Technology**.
- In order to showcase female scientists as role models, **EINBLICKE und Sichtweisen events** are offered in cooperation with the Equal Opportunities Department.
- Whenever possible, **meetings** are held during core working hours.
- Junior professorships prove to be a particularly effective instrument for fostering young talent for women when they are awarded with **tenure tracks**. For this reason, the Faculty endeavours to set up junior professorships with a tenure track wherever possible.
- **Proactive recruitment of female applicants** in appointment processes.
- The Faculty **documents the number of offers** received by women (even if these offers are not accepted).
- The members of the Faculty utilize **Gender Consulting** provided by the Equal Opportunities Department to obtain advice on an integrated equal opportunities concept when applying for third-party funding (e.g. DFG).

Measures in cooperation with the University Governing Board:

- Furthermore, a process-accompanying coordination of these target agreements and the associated processes (annual reporting and awarding of prizes) by the **Equal Opportunities QM** in the Equal Opportunities Department.
- Expansion of cooperation with the **STEM Coordination Office** to organize and promote events (Girls' Day, Girls and Technology, etc.) and to expand the STEM network to attract female students.
- Conceptual support of the transdisciplinary and interdisciplinary network Gender, Queer, Intersectionality and Diversity Studies (**GeQuInDi**) in its activities.

Bayreuth, 01 February 2018

signed

Prof. Dr. Stefan Leible
President of the University of Bayreuth

Prof. Dr. Matthias Breuning
Vice Dean of the Faculty of Biology,
Chemistry & Earth Sciences