



UNIVERSITÄT
BAYREUTH

Target agreement between the University Governing Board and the Faculty of Languages & Literatures

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 Languages & Literatures		
	As of 2012	As of 2016/2017	Target for Dec. 2022
Female students	71 % (903 of 1276) (WS 11/12)	65.4% (969 of 1481) (WS 16/17)	n.a.
Doctorates completed	42 % (10 of 24) (2009 – 2011)	53.8% (21 of 39) (2014-2016)	57%
Successful qualification for professorship ^o (3-year period)	25 % (1 of 4) (2009 – 2011)	33.3% (1 of 3) (2014-2016)	40%
Proportion of female professors (incl. JP, without guest and interim professors, without leaves of absence)	37 % (10 of 27) (As of 25.01.2012)	51.9% (14 of 27) (cut-off date 01.12.2017 - preliminary figures as of 19.01.18)	57%

^oSuccessful 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.

Measures to be taken

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

- **Meetings** are held during family-friendly working hours or during regular childcare hours.
- Increased consideration of applications from **international female doctoral candidates** (in BIGSAS, the proportion of African female doctoral candidates is relatively low)
- Use of the **prize money** to support doctoral students and scholars pursuing a Habilitation.
- The Faculty supports the transdisciplinary and cross-faculty network Gender, Queer, Intersectionality and Diversity Studies (**GeQuInDi**) in its activities and contributes to its (research) perspectives being taken into account in the Faculty.
- Offering **workshops** for female scholars to sensitize them to perspectives of gender and inequality in their research and introductory events in the research areas of gender, queer, intersectionality and diversity.
- Continuation of the **gender teaching assignments**, which have proven their worth and will become even more important with the introduction of the EduCare Coordination Unit.
- Trained stakeholders in appointment procedures that ensure equal opportunities: A high standard in **personnel selection procedures** requires not only willingness, but also knowledge and ability. For this reason, professional training should be provided for those involved in appointment processes

Stakeholders contribute to ensuring equal opportunities in order to attract the best and brightest to the University of Bayreuth... The Faculty uses its prize money, among other things, for training its members in appointment processes on the subject of "Professionalizing personnel selection".

- 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.

Bayreuth, 01 February 2018

signed

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

Prof. Dr. Sylvia Mayer
Dean of the Faculty of Languages &
Literatures