



UNIVERSITÄT
BAYREUTH

Target agreement between the University Governing Board and the Faculty of Engineering Science

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 Engineering Science		
	As of 2012	As of 2016/2017	Target for Dec. 2022
Female students	23 % (206.5 of 893) (WS 11 of 12)	19.67 % (143 of 727) (WS 16/17)	22 %
Doctorates completed	26 % (14 of 54) (2009 – 2011)	27.7 % (23 of 83) (2014-2016)	28 – 29 %
Successful qualification for professorship ^o (3-year period)	0 % (0 of 0) (2009-2011)	0 % (0 of 1) (2014-2016)	no target set, since neither Habil. nor JP represents The traditional path to a professorship.
Proportion of female professors (incl. JP, without guest and interim professors, without leaves of absence)	20 % (3 of 15) (As of 25.01.2012)	5.9% (1 of 17) (cut-off date 01.12.2017 - preliminary figures as of 19.01.18)	15 %

^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.

For comparison: In Winter Semester 2016/2017, the proportion of female students studying mechanical engineering/process engineering in Germany was 20%, electrical engineering and information technology 13%, and materials science and engineering 26%. The proportion of doctorates was 18%. (Federal Statistics Office).

The Faculty of Engineering Science thus meets the university's goal of increasing the proportion of women at all hierarchical levels in accordance with the cascade model (i.e. achieving the same proportion of women at the next higher level as at the previous level).

The Faculty of Engineering Science is pleased that the activities coordinated by its Women's Representative, which already start with girls from local high schools, are successful and sees them as an incentive for further development (support through STEM funding programme). It should be emphasized that success was achieved naturally through encouragement and openness, but without any artificial preference for women.

Measures to be taken

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

- In order to attract potential female students, the Faculty participates in **Girls' Day and Girls and Technology** and provides information about its programmes of study at local high schools (more events in schools, especially addressing girls)
- Cooperation with **school advisory services** and the **BIZ** in the employment office is being expanded in cooperation with the STEM Coordination Office.
- In **public relations work**, care is taken to ensure that women and men are addressed equally and that appropriate visual material (women in active roles) is used.
- In order to showcase female scientists as role models, **EINBLICKE-MINT events** are offered in cooperation with the Equal Opportunities Department.
- **Invite guests**: possibly find a person from the StabCG database who has already been to the University of Bayreuth and could be invited as a speaker/role model.
- **Meetings** are held during family-friendly working hours or during regular childcare hours.
- Follow the results of the **project of Prof. Peus (TUM)** "Leading the creation of knowledge - success factors for the recruitment and advancement of women in STEM leadership positions in science (FührMINT)" <https://www.rm.wi.tum.de/fuehrmint/projekt-fuehrmint/>
- The members of the Faculty utilize **Gender Consulting** as an offer from 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, MUT, etc.) and to expand the STEM network to attract female students.

Bayreuth, 01 February 2018

signed

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

Prof. Dr.-Ing. Frank Rieg
Dean of the Faculty of Engineering
Sciences