



UNIVERSITÄT
BAYREUTH

Target agreement between the University Governing Board and the Faculty of Humanities & Social 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 Humanities & Social Sciences		
	As of 2012	As of 2016/2017	Target for Dec. 2022
Female students	42 % (610/ 1449.5) (WS 11/12)	44.1% (852 of 1931) (WS 16/17)	45%
Doctorates completed	35 % (8 of 23) (2009 – 2011)	48.2% (27 of 56) (2014-2016)	50%
Successful qualification for professorship ^o (3-year period)	58 % (7 of 12) (2009 – 2011)	0% (0 of 6) (2014-2016)	50%
Proportion of female professors (incl. JP, without guest and interim professors, without leaves of absence)	15 % (4 of 27) (As of 25.01.2012)	34.4% (11 of 32) (cut-off date 01.12.2017 - preliminary figures as of 19.01.18)	40%

^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:

- The **support fund of the Women's Representative of the Faculty to foster early-career scholars**, which was set up out of the prize money in the last target agreement period, will continue to exist if funds are available. There is a great need for this, so in the future a larger share of the prize money will flow into the support fund. Award via application to the Faculty women's representatives.
- The **target values and measures** from the target agreements for the implementation of gender equality are **regularly discussed** in the Faculty on the basis of specific reasons.
- In subjects in which women are under-represented, more female students are being hired as **assistants** and **tutors**.
- **Female scholars are involved at an early stage**, e.g. as scientific assistants and doctoral candidates in research projects; specific information is provided about doctoral degree programmes and funding programmes.

- In order to showcase female scholars as role models, **EINBLICKE events** are offered in cooperation with the Equal Opportunities Department.
- 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.
- 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. Professional training in gender and diversity skills for decision-makers in the Faculty will be supported.
- 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.
- to **sensitize all lecturers in Faculty V** to the need to organize teaching and research activities in such a way as to support women, e.g. by adhering to fixed working hours and, in the case of female scholars with children or relatives in need of care, by avoiding professional obligations outside the opening hours of kindergartens and day-care centres;
- **Providing information on professional qualification measures** for female scholars in the framework of workshops by the women's representatives;
- **Providing information on offers for the interdisciplinary qualification of** female scholars in the framework of group and individual coaching;
- The active recruitment of suitable female applicants and the preferential hiring of women for upcoming mid-level vacancies and at the level of professorships and chairs (**proactive recruitment of female applicants**).

Bayreuth, 01 February 2018

signed

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

Prof. Dr. Kurt Beck
Dean of the Faculty of Humanities &
Social Sciences