

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

for the implementation of gender equality, 2018-2022





Target agreement between the University Governing Board and the Faculty of Mathematics, Physics & Computer Science for the implementation of gender equality, 2018-2022

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 \in 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 threeyear 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 Mathematics, Physics & Computer Science		
	As of 2012	As of 2016/2017	Target for Dec. 2022
Female students	30 % (289 of 972)	Total 27.7% (328 of 1183), including BA 22.3% (139 of 623) and teacher education, total 49.25% (263 of 534)	Teacher education 50%, target area 25% in bachelor's programmes
	(WS 11/12)	(WS 16/17)	
Doctorates completed	12 % (6 of 50)	18.8% (13 of 69)	20%
(3-year period)	(2009 – 2011)	(2014-2016)	
Successful qualification for	0 % (0 of 3)	0% (0 of 6)	15%
professorship° (3- year period)	(2009 – 2011)	(2014-2016)	1070
Proportion of female professors (incl. JP,	10 % (4 of 40)	11.36% (5 of 44)	
without guest and interim professors, without leaves of absence)	(As of 25.01.2012)	(cut-off date 01.12.2017 - preliminary figures as of 19.01.18)	13%

°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.

While the teacher education students have almost achieved an equal distribution, the regular study programmes show an unequal distribution of the sexes, which increases as the career progresses. **The average proportion of women among students (excluding teacher education programmes) fell from 22.3% to 11.36% among professors.**

The high proportion of women among teacher education students indicates that the STEM fields are quite attractive for women. The low proportion of women in regular study programmes cannot therefore be attributed to the STEM content, but must be due to the living conditions associated with STEM occupations. Here, women opt for different life plans than their male counterparts, although the external circumstances (job offers, kindergarten places, etc.) are generally the same for both sexes. We attribute this to a different weighting of the subjectively perceived opportunities and risks.

This has the following consequences for the Faculty:

There is still a need to increase the attractiveness of STEM programmes for women through public relations work and information. However, there is a particular need to inform women about their career opportunities in the STEM subjects in order to broaden the range of career choices and open up new prospects.

The **aim of the Faculty's support for women** is therefore to counteract gender-specific career decisions. In view of the low and, above all, practically static rates of women in mathematics, computer science and physics, which have been low for decades, we consider a milestone to have been reached when the **rates of women in the various career stages improved by 10% in each of the 5 and 10 years compared to the previous 5-year period.**



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**.
- **PhD Perspective Event** for doctoral candidates (support for female doctoral candidates). Advertising: Moodle platform for communication.
- 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.
- Establishment of a protection scheme for excellent doctoral students, through which the prize money can be easily awarded as **scholarships**.
- Application and announcement of the measures and events carried out by the Equal Opportunities Department (e.g. scholarships, equal opportunities funds, CoMento, EINBLICKE, Girls' Day, Girls and Technology) and the network "Gender, Queer, Intersectionality and Diversity Studies (GeQuInDi)".
- Increase the **proportion of women in committees** in all status groups: Regularly appoint women as candidates for the Faculty Council and for other committees (Senate, University Council, VP) in order to prepare them for university management tasks.
- **Faculty Council election**: Care is taken to ensure that, on average, at least one woman in the group of female professors, at least one woman in the group of academic staff, and at least three female students stand for election to the faculty council.
- 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.
- **Job advertisements/professorships are formulated broadly** in order to increase the employability of women. The chairperson of the appointment committee is responsible for implementation. The committee's rapporteur monitors the implementation.
- Trained participants in appointment procedures that offer equal opportunities: A high standard in **personnel selection procedures** requires not only willingness, but also knowledge and ability. For this reason, professional training of the persons involved in appointment procedures should contribute to ensure equal opportunities in order to win the best minds for the University of Bayreuth. The members of the Faculty (in particular the members of the Appeals Commissions) are encouraged to take part in the training courses organised by the Equal Opportunities Department 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.
- 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. Ingrid Bauer Dean of the Faculty of Mathematics, Physics & Computer Science