



UNIVERSITÄT
BAYREUTH

Target agreement between the University Governing Board and the Faculty of Life Sciences: Food, Nutrition & Health

on the implementation of gender equality at the University of
Bayreuth for the period 2021 to 2022



Target agreement between the University Governing Board and the Faculty of Life Sciences: Food, Nutrition & Health on the implementation of gender equality for the period Jan. 2021 - Dec. 2022

with the support of the Women's Representatives and the Equal Opportunities QM of the Equal Opportunities Department.

General framework

The target agreements are a university policy steering element to implement gender equality in the faculties. The current round was decided by the University Governing Board on 11 January 2018 and signed by the deans. Faculty VII enters this round of target agreements retrospectively and under certain conditions, which are described in more detail below. The signing of these target agreements took place on 25 March 2021.

1. Duration and objective

The present target agreements run for a period of two years: from January 2021 to December 2022. Since the faculty is in the process of being established, is strongly interdisciplinary in nature, and does not yet have several years of figures and statistics to serve as a basis for analysis, the quantitative targets for December 2022 were formulated with regard to the proportions of women at different qualification levels as far as possible and taking into account the proportions of female applications or the parity approach.

2. Reporting on the gender equality situation

The dean will report on the current development of the proportion of women at the designated levels in the faculty council in the last meeting of Winter Semester or in the first meeting of Summer Semester and present it for discussion. The implementation status of the faculty-specific equality measures will also be covered. The results will be used by the faculty to evaluate the goals it has set itself and are presented to the University Governing Board. The Equal Opportunities QM of the Equal Opportunities Department coordinates and supports the reporting process of the faculty to the University Governing Board. The submission of the report is due annually on 31.05. starting in 2021.

3. Women's Advancement Prize

As an incentive for the faculties to achieve their goals, the University awards **a prize for the advancement of women totalling €70,000 annually**. The prize is awarded in three categories:

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

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

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

Faculty VII will not be able to participate in category 3 (Proportion of female professors) until the 2023 award, since an initial statistical basis for this category will not be available until that time (3-year period, 01.12.20, 01.12.21, 01.12.22). The basis for determining/identifying

the award-winning faculties in categories 1-3 are the figures for the previous year (or the corresponding 3-year periods), which are evaluated with a point system. The prize money is at the free disposal of the faculties; the faculty council decides on the concrete use of the money won. In category 2, in addition to a successfully completed *Habilitation*, junior professorships, and Lichtenberg professorships after a positive interim evaluation, appointments to other universities, Emmy Noether programmes from the beginning of the 2nd phase, Heisenberg fellowships, and ENB junior research groups are taken into account.

4. Budget for innovative gender equality measures

Since 2018, the University Governing Board has set aside an **additional budget of €10,000** annually **for planned "Innovative Equality Measures"**. Requests for funds from this budget may also be made by members of Faculty VII. The deadline for submitting concepts to the Equal Opportunities Department is 31 May each year. The Committee for the Advancement of Women then proposes a ranking of eligible applications to the University Governing Board for decision. The use of these funds is earmarked.

Current status and target values

Faculty of Life Sciences: Food, Nutrition & Health		
	Status as of 2020	Target by Dec. 2022
Female students	77.8% (14 out of 18, 1st cohort MSc Food Quality & Safety), as of 15.12.20	Balanced ratio (50%)
Completed doctorates, (3-year period)	/	Balanced ratio (50%)
Successful qualification for professorship° (3-year period)	/	Balanced ratio (50%)
Proportion of female professors (incl. JP, guest and substitute prof., leave of absence)	Proportion of women at professorial level as of 01.12.20: 66.6% (2 female of 3 total)	46%

°From 2018 onwards, successful qualification for professorship includes, in addition to a completed *Habilitation*, the qualification steps mentioned in the general framework conditions. Corresponding data will be collected and reported by the faculty.

The targets for female students, completed doctorates, and successful qualification for professorships do not come into play in the target agreement round up to and including 2022 due to a lack of data.

Measures

The faculty envisages the following measures for the target agreement period:

Continuing education:

- **Participation of newly appointed professors in the University Governing Board's training programme** on gender- and diversity-responsive personnel management, gender- and diversity-responsive communication and innovative teaching.
- **Information and applications regarding continuing education offered by the University Governing Board** on gender- and diversity-appropriate personnel selection for professorial members of the appointment committees.
- **Information and advertising of similar opportunities for mid-level academic staff** (open to all faculties) with a focus on gender-sensitive and diversity-appropriate communication with students, lecturers, and in counselling. In cooperation with StabCG and the Office of Diversity.

Monitoring proportions of women:

- Monitoring **students (bachelor's and master's level)**: documentation of the proportion of women in applications and selection of students.
- Monitoring of **doctoral students and completed doctorates**.
- Monitoring at the **professorial level**: documentation of applications from women, listed women, appointments offered to women (also not accepted), appointed women.
- Documenting **proactive candidate search/recruitment**.
- **Keeping an eye on the proportion of women in individual departments** in which they are underrepresented **and designing tailor-made measures**. Regular reflection in the faculty council by presenting the annual report to the University Governing Board.

Shaping faculty culture:

- **Gender-sensitive public relations** (homepage, printed materials, etc.): using language guidelines, paying attention to visual language, letting female role models speak.
- Establishing a **faculty fund for individual support** (from prize money still to be acquired): e.g. for academic staff and students with children, (international) academic staff and students in emergency situations.
- **Family-friendliness**: holding important meetings within regular care hours, active communication on family-friendly offerings.
- Communicating **information and contact persons on the topics of sexual harassment, sexualized discrimination, and racist discrimination**, in some cases offering a workshop for students/employees (in cooperation with StabCG/ZS Div).
- **Advancement of women**: Communicating contact and counselling services of the Faculty Women's Representative as well as services of the StabCG, forming women's networks, role model events (in cooperation with StabCG).
- **Gender-sensitive personnel selection**: Broadly formulating job advertisements, proactively searching for female candidates, training staff.
- If required, the members of the faculty make use of **Gender & Diversity Consulting** offered by the Equal Opportunities Department and the Diversity Service Office to receive advice on an integrated equality strategy when requesting third-party funding (e.g. DFG).

Measures in cooperation with the University Governing Board:

- Process monitoring 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 advertise events (Girls' Day, MUT, etc.) and to expand the STEM network to recruit potential students.
- Supporting the information policy of the transdisciplinary and cross-faculty network Gender, Queer, Intersectionality and Diversity Studies (**GeQuInDi**).

Bayreuth, 25.03.2021

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

Prof. Dr. Stephan Clemens
Dean of the Faculty of Life Sciences:
Food, Nutrition & Health