

Target agreements 2023-2027

to increase the proportion of women in Science
between
the university management
and
the Faculty of Business, Economics, and Law
at Friedrich-Alexander-Universität Erlangen-Nürnberg

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I. Preamble

Implementing equal opportunities for all members of the University is a prime concern throughout Friedrich-Alexander-Universität Erlangen-Nürnberg (FAU). The structural and personnel promotion of gender equality is an important pillar in the development of a sustainable gender- and diversity-sensitive as well as family-friendly university and scientific culture.

In order to continue to successfully intensify research strengths and focuses, the focus is also on attracting highly-qualified young female researchers.

The proportion of women in academia is still unsatisfactorily low in most faculties. While the gender ratio among undergraduates and graduates is fairly well balanced at approximately 50% of both women and men, the proportion of women in academia subsequently decreases with each career level in science. This “leaky pipeline” causes a significant loss of potential in the academic system. FAU is therefore making an active contribution to significantly increasing the number of women at all levels of academia, from students, doctoral candidates, and postdoctoral candidates, but also among mid-level research staff and professors.

The underrepresentation of women in science, especially at the higher career levels, can only be eliminated through coordinated, consistent processes of organizational and personnel development, as well as through opportunity-oriented structures. The measures already implemented in the area of gender equality are to be further developed in the future, with emphasis on needs. Our aim is to break down gender-based stereotypes and strengthen the multi-faceted potential of women. This involves taking a participative and proactive approach to encourage cultural change.

The strategic measures in the target agreements 2023–27 are intended to make a significant contribution to sustainably increasing the representation of women in science. The focus is on a triad (i) tailored career support for young female scientists, (ii) structural strengthening of gender mainstreaming in all planning, decision-making and recruiting processes, and (iii) the transformation to a family- and gender-friendly organizational and scientific culture.

The following fields of action are key to attaining our objectives:

1. Providing early and intensive support for young female researchers at all qualification levels and career stages as well as increasing the proportion of women at professorial level. Special attention is paid to female scientists from the final phase of their doctoral/early postdoc phase and at the Faculty of Technology during the transition to doctoral studies and in the early doctoral phase.
2. Boosting the profile and career development of young female researchers by offering interdisciplinary training aimed at developing skills in research and project management from an early stage.
3. Encouraging gender-sensitive personnel development in the form of gender mainstreaming as well as implementing measures aimed at increasing awareness of the implicit gender bias for decision-makers and leaders at FAU.
4. Optimizing the balance between studying, career and family.
5. Strengthening the position of the officers for equal opportunities for women in science and the arts at a structural and personnel level to express appreciation for and continue to boost the professionalism of this voluntary office.
6. Ensuring that management and committee positions are filled with as much gender parity as possible.
7. Encouraging and combining research and teaching on aspects of gender and diversity.
8. Implementing preventative measures on the topic of sexual harassment and discrimination within the framework of the Guidelines on preventing and dealing with cases of discrimination, harassment and sexual harassment at Friedrich-Alexander-Universität Erlangen-Nürnberg (FAU) and Universitätsklinikum Erlangen (UKER).

Family-friendly University

Whilst striving for excellence in research and teaching and meeting its social responsibilities, FAU systematically promotes striking a balance between research, studying, work and family life.

All members of the University ought to be able to balance their academic career, studying and working with their role within the family. Family in this respect refers to people living together and taking on long-term social responsibility in the broadest sense. The focus of family duties lies on caring for children or

other relatives. The guiding principle is implementing equality of opportunity on all qualification and career levels for all members of the University irrespective of their personal situation or family background. Ensuring a family-friendly environment is understood as a cross-sectional task at all levels of planning and decision-making.

The faculties have committed to following this principle. They therefore require and support the use of personnel development tools that lay a focus on a family-friendly, gender-sensitive and inclusive leadership culture and working environment.

The University provides cover in the event of staff shortages in teaching and research when a research associate takes maternity leave. This bridge funding totals up to 50% of a TV-L E13 position, or from the postdoctoral level up to 100% of a TV-L E13 position.

This also applies to employees with third-party funding, in order to improve women's chances of being hired for project positions.

The faculties actively support the political efforts of the officers for equal opportunities for women in science and the arts at all levels, as well as the work of the Office of Equality and Diversity and the FAU Family Service aimed at promoting a family-friendly working environment.

II. Measures

Percentage of a full-time position applicable to all faculties

| Pay grade | Profile | Costs |
|---|---|-------------------|
| 50% TV-L E13 position Financed by funds from target agreements | Project coordination and monitoring of target agreements; supporting University and Faculty officers for equal opportunities for women in science and the arts in their work promoting equal opportunities. | €44,000 per annum |

Overarching target agreement measures applicable to all faculties

| Field of action | Framework |
|---|--|
| Meetings with Executive Board | Regular meetings of the University and faculty officers for equal opportunities for women in science and the arts with the Executive Board encourage progress towards achieving gender equality. |
| Appointing officers for equal opportunities for women in science and the arts | <ul style="list-style-type: none"> • Strengthening the position of the Officers for equal opportunities for women in science and the arts at a structural and personnel level at both University and faculty level empowers professional efforts to promote gender equality. • Regular training courses strengthen the competence of the officers for equal opportunities of women in science and the arts and promote networking as well as providing a forum for exchanging ideas. |
| Family-friendly University | The financial compensation provided to cover for women on maternity and parental leave and prohibitions on working during pregnancy and while breast-feeding reduce the risk of women being discriminated against upon appointment. |
| Quality assurance in appointment procedures | <ul style="list-style-type: none"> • Guidelines help to ensure that women are evaluated without discrimination during appointment procedures and encourage proactive recruiting of female researchers. • Measures aimed at raising awareness of gender bias help make the recruitment process more professional, more transparent and more gender-sensitive. |
| Evaluation of gender equality measures at FAU | Data monitoring and evaluation support the assessment and continued development of implemented measures and allow them to be tailored to suit the target group. |
| Personnel development/support for young researchers | <p>Young female researchers should be retained within the academic system, for example thanks to</p> <ul style="list-style-type: none"> • Participation in the ARIADNE mentoring program • Proactively identifying high-potential female doctoral candidates and female postdoctoral researchers for an academic career at an early stage • Career counseling |
| Career and network building measures | Guest lectures and career talks |
| Measures aimed at preventing sexual harassment and discrimination | <ul style="list-style-type: none"> • Regular training courses for officers for equal opportunities for women in science and the arts on dealing with cases of sexual harassment and discrimination. • Different formats raise awareness across the University of the issue of sexual harassment and discrimination at work and whilst studying. |

III. Financial planning for measures at the faculties

Breakdown of costs for target agreements 2023-2027

Pursuant to the Executive Board resolution dated September 21, 2022, a total annual budget of €733,508 is available. This sum includes the 50% TV-L E13 position for project coordination and monitoring of the target agreements amounting to €44,000 per annum. Accordingly, the five faculties will be provided with €689,508 funding per annum dedicated to increasing the proportion of women in academia.

During the five year term of the target agreements, there may be changes to the requirements and opportunities for supporting women. The option of transferring funds allows the faculties to react flexibly to changing requirements and to tailor support to reflect the needs of women at any given time. Funds that are not allocated can be transferred within the context of the applicable target agreement to existing measures or promising new measures after consulting with the relevant Vice President and the Finance department.

It is also permissible to exceed one type of costs by up to 20% if the excess is balanced out by other types of costs of the same amount, provided the costs are listed in the same financial year. This means, for example, that up to 20% can be transferred from staff costs to equipment costs. The transfer must first be approved by the project coordinator at the Office of Equality and Diversity.

| Fields of action | Faculty | Costs per annum | Costs 2023-2027 |
|---|--|-----------------|-----------------|
| 50% TV-L E13 position Project coordination and monitoring of target agreements | For all faculties | €44,000 | €220,000 |
| Measures set forth in the target agreements for increasing the proportion of women in academia | Faculty of Humanities, Social Sciences, and Theology | €157,300 | €786,500 |
| Measures stipulated in the target agreements for increasing the proportion of women in academia | Faculty of Business, Economics, and Law | €139,248 | €696,240 |
| Measures stipulated in the target agreements for increasing the proportion of women in academia | Faculty of Medicine and Universitätsklinikum | €81,700 | €408,500 |
| Measures stipulated in the target agreements for increasing the proportion of women in academia | Faculty of Sciences | €158,560 | €792,800 |
| Measures stipulated in the target agreements for increasing the proportion of women in academia | Faculty of Engineering | €152,700 | €763,500 |

Overview of objectives and measures at the Faculty of Business, Economics, and Law at FAU

The following measures for promoting gender equality are to be implemented at the Faculty of Business, Economics, and Law. The framework for these measures is the goal of maintaining and continuing to develop the Faculty's existing culture of equal opportunities for all and to increase the proportion of women in academia in those areas where they are currently underrepresented. Special funding options will be provided, fields of action identified and the necessary institutional structures created.

The measures must take the various needs of the target groups into consideration, while bearing in mind the options for taking action and exerting an influence available to the University. Female graduates and young female researchers can benefit most from mentoring programs, training, and financial support, although it is important to differentiate according to the special features of the two Schools within the Faculty (the School of Law and the School of Business, Economics and Society) and the various qualification levels (female doctoral candidates on the one hand and postdoctoral researchers/habilitation candidates on the other). When appointing professors, the focus should be on ensuring that appointment procedures are free from discrimination. A supportive gender-sensitive working and research climate should be created to make the University attractive to women considering applying for a position.

The measures are aimed at achieving certain targets. These figures act as an indicator of the status regarding gender equality as it stands at present. They are accompanied by qualitative evaluations. A cascade model is taken as the basis when considering academic qualifications (doctoral degrees and habilitations). The starting point is the proportion of women in the total number of graduates from the Faculty in the year 2020, amounting to 55.1%.

The measures are designed to achieve the following objectives:

- Increase the proportion of women completing a **doctoral degree** at the Faculty from 44% (average from 2018-2020) to 55% by 2027.
- Increase the proportion of women completing a **habilitation** at the Faculty from 14% (average from 2018-2020) to 44% by 2027.
- Maintain the proportion of **female assistant professors** at the Faculty at 62% (December 1, 2020) as far as possible through to 2027.
- Increase the proportion of women who hold an **associate/full professorship** at the **School of Law** from 9% (December 1, 2020) to 18% by 2027
- Increase the proportion of women who hold an **associate/full professorship** at the **School of Business, Economics and Society** from 20% (December 1, 2020) to 24% by 2027.

| Fields of action | Framework | Total funding 2023–2027 (in euros) | |
|---|--|---|-------|
| Officers for equal opportunities for women in science and the arts | Support from a personal assistant (75% TVL E13) and student assistants | 365,000 | p. 9 |
| Public relations | Financial support for creating marketing materials to publicize the measures available to support women | 2,120 | p. 10 |
| Family-friendly University | Financing cover for researchers on maternity leave | No details [§] | p. 11 |
| Quality assurance in appointment procedures | Commitment to follow the Guidelines on quality assurance in appointment procedures. | No details [§] | p. 12 |
| Fields of action | Personnel measures | Total funding 2023–2027 (in euros) | |
| Supporting the careers of young female researchers with the ARIADNEReWi mentoring program | Individual support for gifted and talented women | 10,000 | p. 13 |
| Funding participation in academic conferences | Providing funding for particularly talented young female researchers to attend presentations and conferences | 70,000 | p. 14 |
| Awarding Faculty Women's Prizes | Granting awards to young female researchers for qualification projects or research projects that are particularly worthy of funding (doctoral candidates, postdoctoral researchers, habilitation candidates, assistant professors not on the tenure track) | 50,000 | p. 15 |
| Seminar program for young female researchers | Seminars for young female researchers on topics relevant to their careers | 65,000 | p. 16 |
| Individual coaching sessions for young female researchers | Funding for individual coaching sessions for female postdoctoral candidates, habilitation candidates and assistant professors not on the tenure track | 15,000 | p. 17 |
| Career program for young female researchers | Budget for individual requirements for female post-doctoral researchers, habilitation candidates and assistant professors not on the tenure track | 85,000 | p. 18 |
| Visiting scholarship | Financial support for female postdoctoral candidates, habilitation candidates and assistant professors not on the tenure track to spend time abroad | 34,120 | p. 19 |

[§] Cost-neutral or needs-based measures that are covered by central funds or faculty funds..

Framework condition 1: Officer for equal opportunities for women in science and the arts

The Officers for equal opportunities for women in science and the arts at both Schools are provided assistance in carrying out their duties of implementing, monitoring and evaluating the measures stipulated in the target agreements with staff resources for a shared personal assistant (75% of a TVL E13 position) and student assistants for a maximum of 20 hours per week, distributed equally across the Schools.

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| Reason for action | The additional workload incurred for responsibilities based on the target agreements has to be compensated appropriately. |
| Action | The officers for equal opportunities for women in science and the arts at both Schools can rely on the support of a shared personal assistant (75% of a TVL E13 position) for the coordination, monitoring and evaluation of measures stipulated in the target agreements (such as ARIADNEReWi mentoring program, funding for conferences, workshops, coaching sessions, career program, other events, marketing etc.). Funds are also provided for student assistants with a contingent of a total of 20 hours per week, distributed equally across the Schools. |
| Target group | Officers for equal opportunities for women in science and the arts at the Faculty of Business, Economics, and Law |
| Detailed description of the measure and its implementation | As the position of officer for equal opportunities for women in science and the arts is a voluntary position at Bavarian universities, providing staff to assist the officer expresses appreciation for this voluntary work. The personal assistant and the student assistants help the Officers for equal opportunities for women in science and the arts fulfill their duties. Experience with the target agreements to date has shown the importance of this for easing the workload of the officers for equal opportunities for women in science and the arts, and it should therefore remain an indispensable component in the future. |
| DFG classification according to gender equality aspects | Structural |
| Possible challenges | None |
| Responsible person | Faculty officer for equal opportunities for women in science and the arts |
| Timescale/milestones | January 1, 2023 to December 31, 2027 |
| Expenditure/costs | Fixed-term personnel funding for one 75% TVL E13 position (€60,000 per annum), funding for student assistants amounting to €13,000 per annum |
| Criteria for success | The officers for equal opportunities for women in science and the arts should actively support the measures within the framework of the target agreements. |
| Coordination | The project coordinator for the target agreements should work in close consultation with the Officers for equal opportunities for women in science and the arts at the Faculty of Business, Economics, and Law |

Framework condition 2: Public relations

The university management has provided a budget earmarked for publicizing the measures offered by the Faculty using marketing materials and all other available communication channels.

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| Reasons for action | It is important to raise awareness of the various measures available to support women. |
| Action | Creating and updating websites, posters, flyers, information brochures and the like on measures relating to the target agreements, giving information about whom to contact and who is responsible, and publicizing other support measures in the Faculty and FAU. |
| Target group | All members of the Faculty |
| Detailed description of the measure and its implementation | In order to achieve the greatest possible acceptance of the measures to promote the careers of female scientist, knowledge of this is a necessary prerequisite. Therefore, various marketing strategies are used to publicize the support measures and to disseminate important information. As well as printing information brochures and posters (e.g. for advertising funding options and events), it is also important for the Faculty to continue to host and maintain its own website. This funding is earmarked to cover the creating and printing of printed materials and hosting fees. |
| DFG classification according to gender equality aspects | Structural |
| Possible challenges | None |
| Responsible person | Faculty officers for equal opportunities for women in science and the arts |
| Timescale/milestones | January 1, 2023 to December 31, 2027 |
| Expenditure/costs | Production, printing and hosting fees amounting to a total of €2,120 for the entire duration (transferable funds) |
| Criteria for success | Establishing awareness of the measures and services on offer in the Faculty |
| Coordination | Officers for equal opportunities for women in science and the arts, their personal assistant and the project coordinator for the target agreements |

Framework condition 3: Family-friendly Faculty

The university management bridges personnel bottlenecks in teaching and research as a result of the absence caused by a female researcher taking maternity leave.

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| Reason for action | Optimizing a family-friendly environment at the University. |
| Action | Financing cover for researchers on maternity leave |
| Target group | Female professors and researchers |
| Detailed description of the measure and its implementation | The Executive Board has funds available upon application to cover staff shortages when a female researcher takes maternity leave. |
| DFG classification according to gender equality aspects | Structural |
| Possible challenges | None |
| Responsible person | Executive Board |
| Timescale/milestones | January 1, 2023 to December 31, 2027 |
| Expenditure/costs | Depends on the number of applications filed for maternity cover. |
| Criteria for success | No discrimination against women in recruitment or appointments. |
| Coordination | Human Resources |

Framework condition 4:

Quality assurance in appointment procedures

The Faculty has committed to implementing the guidelines passed by the University Administration on December 15, 2010 set forth in the Regulations assuring the quality of the appointment procedure for University professors and junior professors under particular consideration of aspects of gender and diversity.

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| Reason for action | Low proportion of women in professorial positions |
| Action | Quality assurance in appointment procedures under particular consideration of aspects of gender and diversity |
| Target group | Members of appointment committees, professors |
| DFG classification according to gender equality aspects | Structural |
| Possible challenges | Failure to comply with guidelines |
| Responsible person | Chairperson of appointment committee in consultation with the Dean |
| Timescale/milestones | January 1, 2023 to December 31, 2027 |
| Expenditure/costs | All faculties can apply to the Chancellor for funds for identifying potential candidates and proactively recruiting women during appointment procedures. |
| Criteria for success | Proportion of women in professorial positions increases |
| Coordination | Faculty Council, Officers for equal opportunities for women in science and the arts at the Faculty of Business, Economics, and Law and target agreement project coordinator |

Personnel initiative 1:

Supporting the career of young female researchers with the mentoring program ARIADNEReWi

The Faculty of Business, Economics, and Law works together with the Office of Equality and Diversity to support and encourage particularly gifted and talented women with the mentoring program ARIADNEReWi. Our aim is to provide particularly well-qualified and talented young female researchers – in the School of Law female students from the final stage of their degree program to female habilitation candidates and postdoctoral researchers, and in the School of Business, Economics and Society doctoral and habilitation candidates, and female postdoctoral researchers – with individual career support tailored to their specific needs provided by experienced academic mentors and to encourage them to network with each other.

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| Reason for action | Very low proportion of women in academic careers; encouraging women to pursue an academic career particularly in subjects and at qualification levels where the proportion of women is comparatively low. |
| Action | Young female researchers are supported with a mentoring program available across the Faculty. Information events and networking meetings encourage participants to network with each other. |
| Target group | Young female researchers |
| Detailed description of the measure and its implementation | Candidates who successfully pass all stages of the selection procedure can enjoy individual mentoring and advice from a professor who already has experience of progressing up the career ladder. Networking meetings also encourage women to share experiences and ideas. The program takes 18 months to complete. A qualified, experienced program coordinator (see personal assistant to the Officer for equal opportunities for women in science and the arts) monitors the program and ensures that it continues to evolve to take the changing needs of academia into account and continues to meet high quality assurance standards. This is essential to ensure funding for the measure. |
| DFG classification according to gender equality aspects | Personnel |
| Possible challenges | Lack of interest in participation |
| Responsible person | Personal assistant to the Officers for equal opportunities for women in science and the arts at the Faculty responsible for coordinating the program (design, organization and implementation; monitoring progress and reporting to the Executive Board) |
| Timescale/milestones | January 1, 2023 to December 31, 2027 |
| Expenditure/costs | Transferable material resources of €2,000 per annum; personal assistant responsible for coordination |
| Criteria for success | The program is recognized within the faculty, talented young female researchers are supported |
| Coordination | Officers for equal opportunities for women in science and the arts at the Faculty and program coordinator |

Personnel initiative 2: Funding participation in scientific conferences

The Faculty of Business, Economics, and Law supports outstanding young female researchers by motivating them to participate in academic presentations or conferences and providing funding for traveling to conferences, staggered according to the researcher's status and destination.

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| Reason for action | Active participation in presentations and conferences is an important component of an academic career |
| Action | Particularly well-qualified young female researchers are informed about the relevance of actively taking part in presentations and/or conferences and are specifically motivated or provided with funding to participate in relevant events. After attending the conference, the participants submit a report on their experiences to the officers for equal opportunities for women in science and the arts) at the Faculty of Business, Economics, and Law. |
| Target group | Young female researchers |
| Detailed description of the measure and its implementation | The young female researchers should submit an application for conference funding in accordance with the Guidelines for attending conferences. The Faculty officer for equal opportunities for women in science and the arts checks whether the application is worth funding and then forwards it to the Office of Equality and Diversity. There the decision is taken concerning the amount of funding, taking the application guidelines and the destination into account. After attending the conference, the young researchers submit a report on their experiences to the Faculty officer for equal opportunities for women in science and the arts. |
| DFG classification according to gender equality aspects | Personnel |
| Possible challenges | Lack of awareness of these funds leads to low uptake. |
| Responsible person | Officers for equal opportunities for women in science and the arts at the Faculty and program coordinator |
| Timescale/milestones | January 1, 2023 to December 31, 2027 |
| Expenditure/costs | €14,000 per annum to cover conference and travel expenses (conditions pursuant to funding guidelines: funding provided for the most reasonable means of transport and accommodation, reimbursement of conference fees but no daily allowance, highest amount of funding available staggered according to status and destination: see Guidelines on awarding funding for travel costs). |
| Criteria for success | Positive evaluation of the experience reports by the Officer for equal opportunities for women in science and the arts at the Faculty of Business, Economics, and Law. |
| Coordination | Officers for equal opportunities for women in science and the arts at the Faculty and young female researchers |

Personnel incentive 3: Awarding Faculty Women's Prizes

The Faculty of Business, Economics, and Law recognizes the achievements and potential of talented young female researchers (female doctoral candidates/post-doctoral candidates/habilitation candidates/assistant professors not on the tenure track) by awarding an annual prize at each of the Schools to fund particularly promising qualification or research projects.

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| Reason for action | Increasing recognition and funding for talented young female researchers |
| Action | A prize is awarded annually to two prize-winners in each of the Schools at the faculty (one female doctoral candidate and one female postdoctoral candidate, habilitation candidate, or assistant professor not on the tenure track for each School). The Faculty Women's Prize (€2,500 funding for each prize winner) can be used as seen fit, within the constraints of the project for which the funding is awarded. After the end of the funding period, the award winners submit a report on their experiences to the officers for equal opportunities for women in science and the arts at the Faculty of Business, Economics, and Law. |
| Target group | Young female researchers |
| Detailed description of the measure and its implementation | Female faculty researchers are eligible to apply. Funding doctoral and post-doctoral projects and, in the case of W1 professors, research projects related to career development. Applicants should send the usual application documents (letter of application, CV, copies of certificates) as well as a detailed outline of their project. The outline should be 5 to 15 pages in length and provide details on the topic of the project, the chosen method, the stage the applicant is currently at, a breakdown of work, and a schedule of planned steps. The applicant should also include a review from her supervisor detailing why the applicant and her project deserve funding. A selection committee consisting of the officers for equal opportunities for women in science and the arts professors and research associates (with both Schools equally represented) decides who should receive the prize. |
| DFG classification according to gender equality aspects | Personnel |
| Possible challenges | Lack of awareness |
| Responsible person | Selection committee for the Faculty Women's Prize at the Faculty of Business, Economics, and Law in consultation with the Officers for equal opportunities for women in science and the arts at the Faculty |
| Timescale/milestones | January 1, 2023 to December 31, 2027 |
| Expenditure/costs | Funding of €5,000 per year and School (total: €10,000 per year) |
| Criteria for success | High demand, successful evaluation of experience reports |
| Coordination | Committee for awarding Faculty Women's Prizes, Officers for equal opportunities for women in science and the arts at the Faculty, target agreement coordinators and Dean's Office |

Personnel incentive 4: Seminar program for young female researchers

The program is aimed at young female researchers at the faculty who wish to pursue a scientific career.

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| Reason for action | Proportion of women in science too low, need to support women particularly in subjects in which the proportion of women is low in comparison to other areas. |
| Action | The aim of the seminar program is to encourage young female researchers to gain further qualifications during career advancement workshops, to network with others, and to expand their portfolio of key qualifications. |
| Target group | Young female researchers |
| Detailed description of the measure and its implementation | Young female researchers are given the to attend career-relevant workshops in order to acquire important skills for their academic career. Various workshops on career-related topics are offered at both the Faculty's locations (such as conflict management, professional communication, resilience and coping with stress, cultivating a confident manner as a female researcher, work-life balance, time management and self-management, body language, good scientific practice, supervising doctoral candidates, project management, moderation techniques). |
| DFG classification according to gender equality aspects | Personnel |
| Possible challenges | Lack of awareness and low uptake |
| Responsible person | Officers for equal opportunities for women in science and the arts at the Faculty and their personal assistant |
| Timescale/milestones | January 1, 2023 to December 31, 2027 |
| Expenditure/costs | €13,000 per annum |
| Criteria for success | High number of participants in seminars and increase in proportion of women in academia |
| Coordination | Officers for equal opportunities for women in science and the arts at the Faculty and young female researchers |

Personnel incentive 5: Individual coaching sessions for young female researchers

A successful academic career on the path towards professorship not only requires excellent subject-related skills but also involves developing strategies and personal skills. Female researchers each face very different circumstances when it comes to their career planning. Individual, tailored consultations with a professional coach are often an important component when deciding on which direction to take.

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| Reason for action | Too low a proportion of women in academia; individual support for female researchers aiming for a professorship. |
| Action | Costs are covered for individual coaching sessions on career planning. |
| Target group | Female postdoctoral candidates, habilitation candidates and assistant professors not on the tenure track |
| Detailed description of the measure and its implementation | Targeted career support for young female scientists, who need take advantage of professional support for their next career steps. Female researchers should apply to the Officer for equal opportunities for women in science and the arts at the Faculty. Applicants should submit an informal letter of motivation with a basic outline of the topics that are to be discussed during the coaching session, a CV and the name of the preferred coach, if applicable. Coaches with experience in higher education consultation may apply directly or be identified by the Office of Equality and Diversity. Appointments for coaching sessions are arranged directly between the researcher and the coach. |
| DFG classification according to gender equality aspects | Personnel |
| Possible challenges | Lack of awareness of the measure among the Faculty, resulting in Lack of participation. |
| Responsible person | Officers for equal opportunities for women in science and the arts at the Faculty and their personal assistant |
| Timescale/milestones | January 1, 2023 to December 31, 2027 |
| Expenditure/costs | €15,000 for the entire duration |
| Criteria for success | Significant demand, successful academic career paths pursued by young female researchers, young female researchers remain within academia. |
| Coordination | Officers for equal opportunities for women in science and the arts at the Faculty and their personal assistant |

Personnel incentive 6: Career program for young female researchers

The Faculty of Business, Economics, and Law offers an individual career program to female postdoctoral candidates, habilitation candidates and assistant professors not on the tenure track. Female researchers receive a budget for individual use. From this, they can finance various support measures depending on their needs and career stage.

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| Reason for action | Too low a proportion of women in academia; individual support for female scientists on the path to professorship. |
| Action | Support by assuming costs for various measures aimed at encouraging individual career planning. After the funding has been completed, the researcher submits a short report and a breakdown of costs. |
| Target group | Female postdoctoral candidates, habilitation candidates and assistant professors not on the tenure track |
| Detailed description of the measure and its implementation | <p>After completing her doctoral degree, each researcher determines her own career path. In order to provide targeted and needs-based support in this area, female researchers can apply for funding earmarked for this purpose in the target agreements. If the funding is approved, the researcher will receive a budget of max. €2,000 per annum (max. €5,000 per person during the entire duration of the target agreements) which she can use according to her own needs. The funds can be used to pay for student or research assistants, interim financing, material resources, empirical research projects, participation in continuing education/professional development measures, or attending conferences.</p> <p>Female researchers should apply to the Officer for equal opportunities for women in science and the arts at the Faculty. The application should include an outline of the research project, a basic schedule and details about what the funding will be used for, as well as a CV.</p> |
| DFG classification according to gender equality aspects | Personnel |
| Possible challenges | Lack of awareness of this option at the Faculty, leading to slow uptake |
| Responsible person | Officers for equal opportunities for women in science and the arts at the Faculty and their personal assistant |
| Timescale/milestones | January 1, 2023 to December 31, 2027 |
| Expenditure/costs | €85,000 for the entire duration |
| Criteria for success | Significant demand, successful academic career paths pursued by young female researchers, young female researchers remain within academia. |
| Coordination | Officers for equal opportunities for women in science and the arts at the Faculty and young female researchers |

Personnel incentive 7: Visiting scholarship

The Faculty of Business, Economics, and Law offers scholarships to enable outstanding young female researchers from the Faculty to spend time conducting research abroad (for a maximum of 3 months). The visiting scholarship also encourages internationalization at FAU.

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| Reason for action | Research stays at foreign scientific locations are an essential part of a successful scientific career. |
| Action | Research fellowship for particularly talented young female researchers who are aiming for a scientific career and are planning a research stay abroad. |
| Target group | Female postdoctoral candidates, habilitation candidates and assistant professors not on the tenure track |
| Detailed description of the measure and its implementation | <p>Talented young female researchers should be supported in their careers by receiving financial assistance in order to spend time conducting research abroad (3 months maximum). After completing the stay abroad, the participants must submit a report on their experiences to the officers for equal opportunities for women in science and the arts at the Faculty.</p> <p>Any female researchers who are interested in this funding should submit the following documents:</p> <ul style="list-style-type: none"> • Curriculum vitae including a list of publications • Letter of support from the Chair (or for assistant professors: from a professor in a related subject at the Faculty) • Short project description that explains the preliminary work already carried out and a work plan detailing the content and schedule for the funding period in question (approx. 3 pages plus work plan) • Placement of the project in applicant's career planning • Copies of the birth certificates of any children <p>Applications can be submitted at any time.</p> |
| DFG classification according to gender equality aspects | Personnel |
| Possible challenges | Lack of awareness of this option at the Faculty, leading to slow uptake |
| Responsible person | Officers for equal opportunities for women in science and the arts at the Faculty and their personal assistant |
| Timescale/milestones | January 1, 2023 to December 31, 2027 |
| Expenditure/costs | €34,120 for the entire duration; a total of €2,200 per applicant per month (up to a total of max. €6,600) plus any additional child care allowances (financial support for the family) |
| Criteria for success | High demand, successful scientific career paths of female young women scientists, retention of young women scientists in the science system. |
| Coordination | Officers for equal opportunities for women in science and the officer for equal opportunities for women in science and the arts at the Faculty and their personal assistant |

Financial data for the target agreement between the Executive Board and the Faculty of Business, Economics, and Law



| | |
|-----------------------------------|-----------|
| Total amount of funds 2023 - 2027 | 696.240 € |
| Average sum/year | 139.248 € |

| | |
|--|-----------------|
| | Personnel costs |
| | Material costs |

Faculty-Specific Measures: Framework

| Measures | | 2023 - 2027 | | | | | |
|--------------------------------------|--------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|
| Fields of action | Specification | 2023 | 2024 | 2025 | 2026 | 2027 | Total |
| Office of the Women's Representative | Referent (0,75 TV-L E13) | 60.000 € | 60.000 € | 60.000 € | 60.000 € | 60.000 € | 300.000 € |
| | Auxiliary resources | 13.000 € | 13.000 € | 13.000 € | 13.000 € | 13.000 € | 65.000 € |
| Public Relations | Marketing materials | 424 € | 424 € | 424 € | 424 € | 424 € | 2.120 € |
| Family-Friendly | Maternity cover | n/a | n/a | n/a | n/a | n/a | n/a |
| Quality assurance in appeals | Guide, Finding Symposia | n/a | n/a | n/a | n/a | n/a | n/a |
| | | 73.424 € | 73.424 € | 73.424 € | 73.424 € | 73.424 € | 367.120 € |

Faculty-Specific Measures: Personnel support measures

| Measures | | 2023 - 2027 | | | | | |
|-------------------------------------|--|-----------------|-----------------|-----------------|-----------------|-----------------|------------------|
| Fields of action | Specification | 2023 | 2024 | 2025 | 2026 | 2027 | Total |
| ARIDNEReWi Mentoring | Material resources | 2.000 € | 2.000 € | 2.000 € | 2.000 € | 2.000 € | 10.000 € |
| Day funding | Financial support | 14.000 € | 14.000 € | 14.000 € | 14.000 € | 14.000 € | 70.000 € |
| Faculty Women's Award | Material resources | 10.000 € | 10.000 € | 10.000 € | 10.000 € | 10.000 € | 50.000 € |
| Seminar program | Workshops on career-related topics | 13.000 € | 13.000 € | 13.000 € | 13.000 € | 13.000 € | 65.000 € |
| Coaching | Individual coaching for post-docs | 3.000 € | 3.000 € | 3.000 € | 3.000 € | 3.000 € | 15.000 € |
| Career Program | Budget for individual needs for post-docs+ | 17.000 € | 17.000 € | 17.000 € | 17.000 € | 17.000 € | 85.000 € |
| Visiting scholarship for post-docs+ | Stays abroad | 6.824 € | 6.824 € | 6.824 € | 6.824 € | 6.824 € | 34.120 € |
| | | 65.824 € | 65.824 € | 65.824 € | 65.824 € | 65.824 € | 329.120 € |