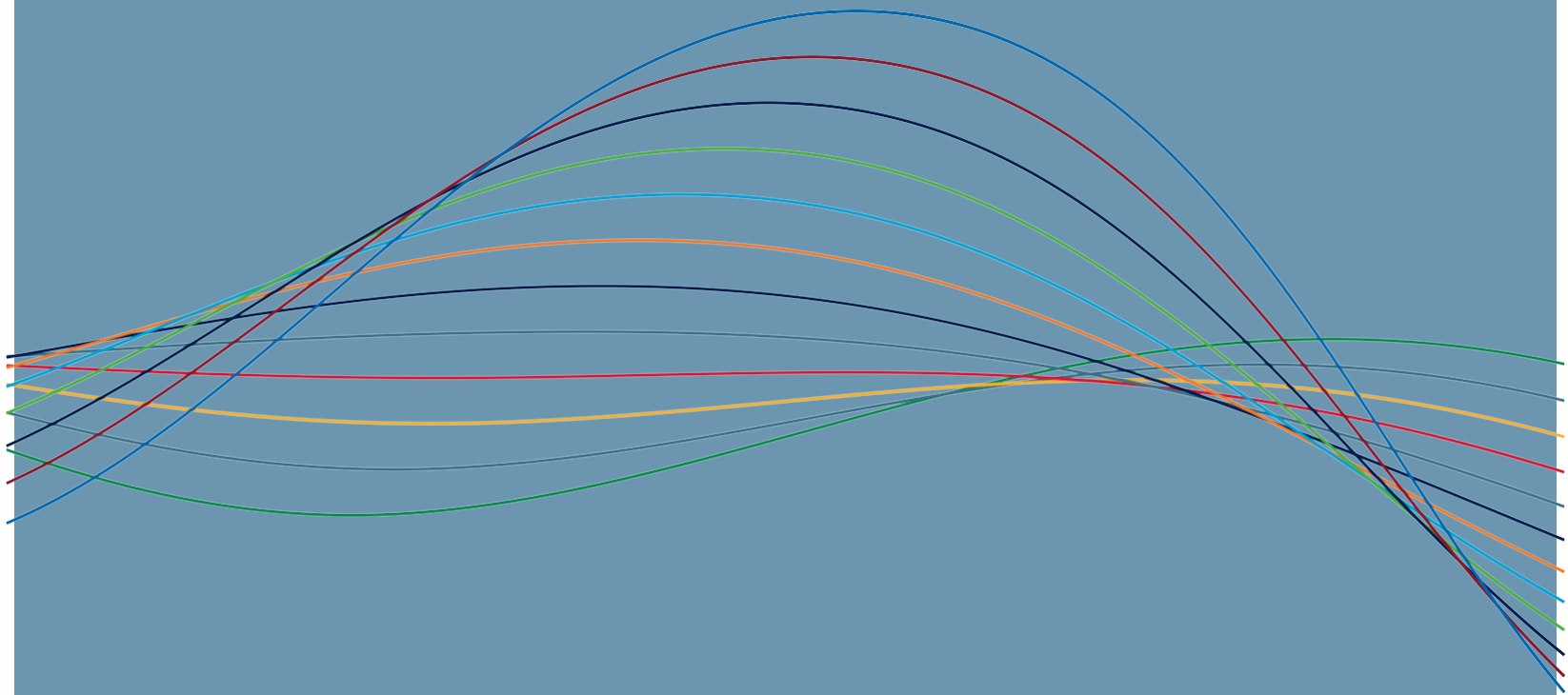




Friedrich-Alexander-Universität
Technische Fakultät

Targets for increasing the proportion
of women in academia
between the Executive Board and the Faculty of
Engineering of Friedrich-Alexander-Universität
Erlangen-Nürnberg

2023–2027



Concept paper

Targets 2023-2027 for increasing the proportion of women in academia

The current version of this document was passed by the Executive Board on September 21, 2022.

Preamble

Implementing equal opportunities for all members of the University is a prime concern throughout Friedrich-Alexander-Universität Erlangen-Nürnberg (FAU). Promoting equality of opportunity at a structural and personnel level is an important pillar in developing a gender-sensitive university and academic culture that embraces diversity and meets the needs of families as a matter of course, now and in the future.

In order to continue to intensify research strengths and key research priorities, the focus also lies on recruiting highly-qualified female early career researchers.

The proportion of women in academia remains unsatisfactorily low in most faculties. Although genders are fairly well balanced at approximately 50% of both women and men when it comes to students and graduates, the proportion of women in academia decreases after that with each step up the career ladder. 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 researchers to mid-level research staff and professors.

The key to combating the gender imbalance, particularly in higher qualification levels, is to implement coordinated, ongoing processes for organizational and personnel development, and establish structures that encourage equal opportunities for all. Measures already implemented in the area of gender equality will continue to be refined in future, and tailored to meet changing requirements. Our aim is to counteract 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 2023–2027 have been designed to make a considerable and sustainable contribution towards increasing the representation of women in academia. The measures follow a three-pronged approach: (i) providing tailored career support for female researchers at an early stage in their career, (ii) placing a greater emphasis on gender mainstreaming in all planning, decision-making and recruitment processes and (iii) encouraging a move towards a gender-sensitive organizational and academic culture sensitive to the needs of families.

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

1. Providing early and intensive support for female researchers at all qualification levels and career stages as well as increasing the proportion of women at professorial level. Special consideration ought to be given to female early career researchers from the final phase of their doctoral degree/early postdoctoral stage, and at the Faculty of Engineering when transitioning to and starting out on a doctoral degree.
2. Boosting the profile and future careers of female early career 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 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 (women's representatives) at a structural and personnel level to express appreciation for and continue to boost the professionalism of this voluntary office.
6. Ensuring as equal a balance of genders as possible when allocating leadership and committee positions.
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 funded by third-party funds in order to improve the chances of women being employed for positions allocated to a specific project.

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.

Part 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 (University and Faculty women's representatives) in their work promoting equal opportunities.	€44,000 per annum

Overarching target agreement measures applicable to all

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 (University and Faculty women's representatives) with the Executive Board encourage progress towards achieving gender equality.
Appointing Officers for equal opportunities for women in science and the arts (women's representatives)	<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 bolsters the skills of the officers for equal opportunities for women in science and the arts and encourages 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 breastfeeding 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 early career researchers	Female early career researchers should be retained within the academic system, for example due to <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

Overarching target agreement measures applicable to all

<p>Measures aimed at preventing sexual harassment and discrimination</p>	<ul style="list-style-type: none">• Regular training courses for Officers for equal opportunities for women in science and the arts (women's representatives) 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.
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Part 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 target agreement applicable to the faculty 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 stipulated 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 Engineering at FAU

The aim of the measures mentioned is to:

- Increase the proportion of **female students** at the Faculty of Engineering from 25.6% (as of December 2020) to **30%** by the end of 2027.
- Increase the proportion of **doctoral degrees completed** by female doctoral candidates at the Faculty of Engineering from 20.1% (as of December 2020) to **25%** by the end of 2027.
- Increase the proportion of **female staff with doctoral degrees** at the Faculty of Engineering from **18.6%** (as of June 2021) to **30%** by the end of 2027. (Target from 2018-2022 target agreement: 27%, figure as of April 1, 2019: 24.3%)
- Increase the proportion of **women among permanent research staff** at the Faculty of Engineering from **12.9%** (December 2020) to **22%** by the end of 2027 (target from 2018-2022 target agreement).
- Increase the proportion of **female professors** at the Faculty of Engineering from 10% (as of December 2020) to **15%** by the end of 2027.

Fields of action	Framework	Total funding 2023–2027 (in euros)	
Appointing Officers for equal opportunities for women in science and the arts (women's representatives)	Providing support for Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering by appointing assistants	342,500	p. 10
Public relations	Financial support for creating marketing materials to publicize the measures available to support women	5,000	p. 11
Family-friendly University	Financial support from the departments to provide maternity cover for female researchers: a) Maternity cover b) Technical assistant for laboratory work during extended maternity leave	Not stated _s	p. 12
Quality assurance in appointment procedures	Obligation to implement the "guidelines for appointments" aimed at assuring the quality of appointment procedures	Not stated _s	p. 13

Fields of action	Structural measures	Total funding 2023-2027 (in euros)	
Networking for female researchers at the Faculty of Engineering*	Encouraging dialog among female scientists at the Faculty of Engineering (Master's students, doctoral candidates and higher career levels)	25,000	p. 14
Networking for female researchers at the departments – "Let's meet over lunch"*	Encouraging dialog among female scientists at the individual departments (Master's students, doctoral candidates and higher career levels)	2,500	p. 15

Fields of action	Personnel measures	Total funding 2023-2027 (in euros)	
Internships for female high school students	Events for female high school students to motivate them to study a technical subject: Girls' Day, Girls and Technology internship, women in research holiday program	40,000	p. 18
Mach MINT!*	Introducing the specific target group to scientific and technological degree programs including active engagement with the topic of "women in STEM"	7,500	p. 19
Conference scholarship	Motivating and encouraging outstanding female students and researchers to continue with an academic career	31,000	p. 20
International visiting scholarship - outgoing	Travel scholarships abroad for outstanding female early career researchers at the Faculty of Engineering	75,000	p. 21
Incoming scholarship	Research scholarships at the Faculty of Engineering for excellent external female early career researchers	20,000	p. 22
Career planning meetings*	Annual career planning meetings between female researchers and their supervisors/managers	Not stated _s	p. 23
Coaching	Individual coaching sessions for excellent female early career researchers	25,000	p. 24
ARIADNE <i>TechNat</i> Master's mentoring program	Career advancement with a mentoring program for female Master's students	Total Ariadne budget €155,000 share for Faculty of Engineering	p. 25
ARIADNE <i>TechNat</i> doc mentoring program	Career advancement with a mentoring program for doctoral researchers		p. 26
ARIADNE <i>TechNat</i> postdoc+ mentoring program	Career advancement with a mentoring program for female post doctoral candidates, habilitation candidates and assistant professors		p. 27
Doctoral thesis award for female researchers	Awarded annually to a prize-winner in recognition of an outstanding doctoral thesis	10,000	p. 28

Start-up funding for women appointed as professors	Lump sum start-up funding for newly appointed female professors at the Faculty of Engineering	Not stated _§	p. 29
Short-term child care	Support for parents (students and staff) via the Family Service if children fall ill at short notice or the situation at work reaches a peak, making additional child care necessary	Not stated _§	p. 30
Financial data			p. 31

_§ Measures that do not impact costs or depend on individual needs and are financed by the central budget.

* New measures going beyond those stipulated in target agreements for 2018-22

Framework conditions, structural and personnel measures**Framework condition 1: Officer for equal opportunities for women in science and the arts (women's representatives)**

The Executive Board will provide the Officers for equal opportunities for women in science and the arts (women's representatives) personnel resources to support the measures within the context of the target agreements.

Reason for action	The enormous additional workload incurred for responsibilities based on the target agreements must be compensated appropriately.
Action	Providing staff to support the Faculty officers for equal opportunities for women in science and the arts (women's representatives)
Target group	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering.
Detailed description of the measure and its implementation	The Officers for equal opportunities for women in science and the arts (women's representatives) will receive the support of assistants (1 fixed term 50% and 1 fixed term 62% TV-L E6 position). The assistants for the Officers for equal opportunities for women in science and the arts (women's representatives) liaise with those responsible for monitoring the target agreements within the BGD.
DFG classification according to gender equality aspects	Structural
Possible challenges	None
Those responsible	Officers for equal opportunities for women in science and the arts (women's representative) at the Faculty of Engineering
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	Fixed term personnel expenses and material costs of €68,500 per annum
Criteria for success	The Officers for equal opportunities for women in science and the arts (women's representatives) and their assistants should actively support the measures within the framework of the target agreements.
Coordination	Target agreement coordinators, Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering, BGD

Framework condition 2: PR work

The Executive Board provides a budget for publicizing the Faculty of Engineering's measures for supporting women using marketing materials and all other available communication channels, aimed at the specific target groups.

Reason for action	It is important to raise awareness of the various measures available to support women.
Action	Material costs available for creating marketing materials to publicize the measures available to support women.
Target group	All members of the Faculty
Detailed description of the measure and its implementation	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.
DFG classification according to gender equality aspects	Structural
Possible challenges	None
Those responsible	Officers for equal opportunities for women in science and the arts (women's representative) at the Faculty of Engineering
Timescale/milestones	Two print rounds for information material during the term of the target agreement from January 1, 2023 until December 31, 2027 in German and English; in addition, specific flyers for advertising new measures; due to the high fluctuation in the academic sector, currently valid information material distributed on an annual basis.
Expenditure/costs	€5,000/duration
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 (women's representatives) at the Faculty of Engineering together with FAU's marketing department and project coordinator for target agreements

Framework condition 3: Family-friendly environment

The Executive Board provides cover for staff shortages in teaching and research caused by a female researcher taking maternity leave.

Reason for action	Maternity leave and extended maternity leave lead to a temporary loss of female researchers. Due to pregnancy and maternity leave, women have less chance of finding a position than men.
Action	The Executive Board has funds available upon application to cover staff shortages when a female researcher takes maternity leave or is breastfeeding, covering costs for at least a 50% TV-L E13 position. Overall, women's changes of finding employment ought to be improved. By introducing more family-friendly structures, the University is making an effort to make it easier to balance family, professional and academic commitments
Target group	Female doctoral candidates, postdoctoral researchers, habilitation candidates, (assistant) professors
Detailed description of the measure and its implementation	Financial support from the department to provide maternity cover for female researchers: a) Maternity cover b) Technical assistant for laboratory work during extended maternity leave.
DFG classification according to gender equality aspects	Structural
Possible challenges	None
Those responsible	Executive Board
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	Depending on the number of applications received for maternity cover or cover for extended maternity leave
Criteria for success	Women are not disadvantaged in any way during appointment, promotion or recruitment procedures.
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering, FAU Family Service, target agreement coordinator

Framework condition 4: Quality assurance in appointment procedures

The Faculty has committed to implementing the guidelines passed by the University Administration set forth in the "Guidelines for appointments" for assuring the quality of the appointment procedure for University professors and assistant professors under particular consideration of aspects of gender and diversity (last updated December 20, 2021).

Reason for action	Low proportion of women in professorial positions
Action	Obligation to implement the provisions in the "guidelines for appointments" under particular consideration of aspects of gender and diversity in all appointment procedures
Target group	Members of the relevant appointments committees, professors
Detailed description of the measure and its implementation	Scouting, recruitment symposia and actively recruiting excellent female professors should be specifically encouraged. In addition to the general instructions given to all members of the committee by the chair, Officers for equal opportunities for women in science and the arts (women's representatives) should be given training in the skills they need to competently accompany the appointment procedures.
DFG classification according to gender equality aspects	Structural
Possible challenges	Failure to comply with guidelines
Those responsible	Chair of the appointment committee in collaboration with the dean, the team at Appointments and Appointment Procedures in collaboration with the Officers for equal opportunities for women in science and the arts (women's representatives)
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	Applications for funding to cover the cost of recruitment activities to attract female researchers may be submitted to the Chancellor.
Criteria for success	Proportion of women in professorial positions increases
Coordination	Quality assurance measures in appointment procedures should be implemented across all faculties.

Structural measure 1: Networking events for female researchers at the Faculty of Engineering*

The Faculty of Engineering encourages dialog and exchange between female (early career) researchers at the Faculty of Engineering (Master's students, doctoral candidates and higher career levels) in order to encourage them to gain and nurture better connections and to provide a forum for developing career and research strategies at the Faculty of Engineering.

Reason for action	At the Faculty of Engineering, the proportion of women decreases significantly with each step in the career ladder. This leaky pipeline means that the Faculty of Engineering loses a significant number of qualified women. These losses are particularly blatant at the transition from Master's students to doctoral candidates, due to the wide range of exciting opportunities for Master's students in industry.
Action	In order to improve the attractiveness of a career in academia and therefore increase the number of female researchers at all levels in the Faculty of Engineering, their token status should be abolished and a community spirit should be encouraged by actively encouraging female researchers to share their experiences and transfer knowledge, thereby strengthening their links to the Faculty of Engineering. In particular, this should encourage female students to pursue a doctoral degree and encourage dialog and exchange among female doctoral candidates, thereby increasing the number of successfully completed doctoral degrees. For female researchers at higher levels in their careers, this forum will offer a framework for networking with others within the Faculty of Engineering and for initiating interdisciplinary projects. These opportunities help increase their career opportunities in academia. The aim is to create a network of "women at the Faculty of Engineering".
Target group	Female researchers from all departments as of their third Master's semester
Detailed description of the measure and its implementation	Regular networking events focused on professional development: During a half day event, training is offered in soft skills such as academic writing, presentation and negotiation skills, and female researchers give brief presentations on their research (science communications) and careers to date. The aim of this event is in the first instance for female researchers at the Faculty of Engineering to meet and network with each other. When planning the schedule, sufficient time is left for informal dialog and discussion. During these information events, the Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering offer an information stand outlining the framework conditions for an academic career and on funding and support offered by the Faculty of Engineering
DFG classification according to gender equality aspects	Structural
Possible challenges	Isolated target group that must be proactively addressed and encouraged to take part.
Those responsible	Officers for equal opportunities for women in science and the arts at the Faculty of Engineering and target agreement coordinator
Timescale/milestones	January 1, 2023 until December 31, 2027 (once per semester)

Faculty of	Faculty-specific measures: Structural measures
Expenditure/costs	€25,000/duration (€2,500 per semester)
Criteria for success	Increased proportion of women at the Faculty of Engineering; number of participants; increased satisfaction among female researchers at the Faculty of Engineering, community spirit
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering, departments and chairs at the Faculty of Engineering

Structural measure 2: Networking event for female researchers at the Faculty of Engineering at the departmental level – “Let’s meet over lunch”*

The Faculty of Engineering would like to facilitate dialog between its female researchers, no matter what stage they are at in their career (Master’s students, doctoral candidates and higher levels), thereby increasing their networking opportunities within the department and offering them a forum to develop career and research strategies in the departments.

Reason for action	At the Faculty of Engineering, the proportion of women decreases significantly with each step in the career ladder. This leaky pipeline means that the Faculty of Engineering loses a significant number of qualified women. These losses are particularly blatant at the transition from Master’s students to doctoral candidates, due to the wide range of exciting opportunities for Master’s students in industry.
Action	In order to improve the attractiveness of a career in academia and therefore increase the number of female researchers at all levels in the Faculty of Engineering, their token status should be abolished and a community spirit should be encouraged by actively encouraging female researchers to share their experiences and transfer knowledge. The aim is to encourage networking and improve the connections between female researchers at the Faculty of Engineering, including international researchers. In particular, this should encourage female students to pursue a doctoral degree and encourage dialog and exchange among female doctoral candidates, thereby increasing the number of successfully completed doctoral degrees. For female researchers at a higher level in their career, this forum offers opportunities for networking within the department and increased career opportunities in academia through sharing experiences with other women.
Target group	Female researchers from all departments as of their third Master’s semester
Detailed description of the measure and its implementation	“Let’s meet over lunch” events held separately at each department at the Faculty of Engineering: Four female researchers from a department meet over an informal lunch, for example in the restaurant on campus, and have the chance to talk about the situation in their department. Researchers can state whether they are prepared to chat in English and give any preferences for lunch partners (for instance if they should preferably be at the same, lower or higher career level) on the application form.
DFG classification according to gender equality aspects	Structural
Possible challenges	Isolated target group that must be proactively addressed and encouraged to take part.
Those responsible	Officers for equal opportunities for women in science and the arts (women’s representatives) at the departments and target agreement coordinator
Timescale/milestones	January 1, 2023 until December 12, 2027 (1-3 times per semester depending on the proportion of women and the number of registrations in the various departments)

Faculty of

Faculty-specific measures: Structural measures

Expenditure/costs	€2,500/duration
Criteria for success	Increased proportion of women at the Faculty of Engineering; number of participants; increased satisfaction among female researchers at the Faculty of Engineering, community spirit
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering, departments and chairs at the Faculty of Engineering

Structural measure 3: Guest lectures

The Faculty of Engineering offers guest lectures by prestigious female researchers at the University. The aim is to raise the visibility of female role models and their research and/or career paths, thereby motivating students and research associates (doctoral candidates and postdoctoral researchers and above) to pursue a career in research, particularly women.

Reason for action	Increasing the visibility of female role models for students and staff, with the aim of encouraging excellent female early career researchers to continue with their career in academia.
Action	Introducing role models through lectures given by prominent female researchers
Target group	All members of the Faculty of Engineering, in particular female students and female early career researchers
Detailed description of the measure and its implementation	Top female scientists are invited to give a talk on their research topics. The visibility of female role models should be increased during daily life for all academic staff at the Faculty of Engineering
DFG classification according to gender equality aspects	Structural
Possible challenges	Lack of awareness of the measure, difficulties finding women from academia who are willing to give a presentation
Those responsible	Department representatives in collaboration with Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€25,000/duration
Criteria for success	Number of events and number of participants
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering and target agreement coordinator, managing directors of the departments at the Faculty of Engineering, selected professors from the Faculty of Engineering

Structural measures 4: Equal opportunities and the University as a family-friendly environment

The Faculty of Engineering guarantees the establishment and maintenance of a gender-sensitive and family-friendly infrastructure visible within the faculty and beyond. The topic has been incorporated as a regular point on the agenda in all standing committees of the Faculty. It is guaranteed that genders are treated equally in all written texts and images used in information media from the Faculty (e.g. Faculty protocols, websites, flyers, evaluation forms). The measure is intended to enhance awareness for the current state of affairs regarding equal opportunities and a family-friendly environment.

Reason for action	It is important to strike a balance between equal opportunities objectives or encouraging a family-friendly environment on the one hand and the requirements and objectives of academia on the other. Widespread lack of awareness of the current state of affairs regarding equal opportunities and the compatibility of research and family commitments.
Action	Establishing a visible infrastructure with improved equal opportunities and a more family-friendly environment at the Faculty.
Target group	All members of the Faculty of Engineering
Detailed description of the measure and its implementation	Incorporating this topic as a cross-sectional task across all areas of the Faculty of Engineering, e.g. including the topic as a regular point on the agenda in committees; genders represented equally in PR; information about women and measures for supporting women included as a separate section in the Faculty's information material.
DFG classification according to gender equality aspects	Structural
Possible challenges	Traditional structures
Those responsible	Faculty committees, coordinators at the faculty, Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering, Family Service, Office of Equality and Diversity
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	None
Criteria for success	Faculty of Engineering is seen within the faculty and beyond as promoting equal opportunities and offering a family-friendly environment; increased awareness of equal opportunities and family friendliness; Officers for equal opportunities for women in science and the arts (women's representatives) are perceived as an appreciated source of advice and support for implementing the measures
Coordination	Dean's Office together with the departments, PR teams, Officers for equal opportunities for women in science and the arts (women's representatives), coordinators at the Faculty, target agreement coordinator, Family Service, BGD

*Personnel measures 1:***Internships for female high school students**

The Faculty of Engineering offers special annual events for girls to motivate them to study engineering.

Reason for action	Low numbers of female students at the Faculty of Engineering
Action	Events especially aimed at girls (e.g. Girls' Day, Girls and Technology internship, young women's research camp)
Target group	Female high school students
Detailed description of the measure and its implementation	The girls who take part receive a certificate. Gender-sensitive language and images must be used in all information material. Female academic staff ought to be involved in the events wherever possible to act as female role models. The Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering can provide participating chairs with funding for material costs and assistants upon request.
DFG classification according to gender equality aspects	Personnel
Possible challenges	Lack of commitment in individual departments, insufficient interest among high school students, lack of acceptance in school, reservations against measures for supporting women
Those responsible	PR team at the Faculty, Office of the Dean of Studies, Officers for equal opportunities for women in science and the arts (women's representatives) in the relevant departments
Timescale/milestones	January 1, 2023 until December 31, 2027, at least two events per year
Expenditure/costs	€40,000/duration
Criteria for success	Significant rise in interest in the target group; large numbers of participants; increase in numbers of female students at the Faculty of Engineering
Coordination	Faculty officer for equal opportunities for women in science and the arts (women's representative) together with the PR team at the Faculty of Engineering and target agreement coordinator

Personnel measure 2: **Mach MINT! Science made by Women. (Faculty of Sciences and Faculty of Engineering)***

This series of events actively sparks the interest of high school students in engineering and science subjects and encourages active engagement with the topic of “women in STEM”.

Reason for action	Low proportion of female students in engineering and science degree programs
Action	Spark and nurture interest in degree programs in engineering and science among high school students with a new event format encouraging participants to reflect constructively on traditional role models for women before choosing their future degree program and career.
Target group	High school students (at Gymnasium and Realschule)
Detailed description of the measure and its implementation	<p><u>Online format:</u> Any teaching staff who are interested and have undergone an induction session can access teaching units on “Mach MINT!” via an online platform together with a portfolio consisting of working materials on female researchers in the STEM area. High school students receive an FAU package on degree programs in engineering and science subjects.</p> <p><u>In-person events at FAU (20 to 30 high school students)</u> A portfolio of film clips/plays on over 15 different female researchers in the STEM sector is available. An introduction to the topic is given in a keynote speech by a female researcher from FAU in one of the relevant subjects. Following on from a film clip/play, discussions with female researchers from the Faculties of Sciences and Engineering at FAU should give a realistic portrayal of the working environment of female researchers and motivate prospective students to enter academia. At the same time, information is provided about the various degree programs and individual advice is given.</p>
DFG classification according to gender equality aspects	Personnel
Possible challenges	Lack of acceptance by schools, too little support at schools, organizational challenges
Those responsible	Faculty Officers for equal opportunities for women in science and the arts (women's representatives) and their assistants, Officers for equal opportunities for women in science and the arts (women's representatives) at the involved departments, coordinators for PR at the faculties in collaboration with the team at FAU responsible for marketing tailored towards high school students
Timescale/milestones	January 1, 2023 until December 31, 2027 (in person, once per semester)
Expenditure/costs	€7,500/duration (€1,500 per year)
Criteria for success	Increased proportion of female students at the Faculties of Sciences and Engineering

Faculty of	Faculty-specific agreements: Personnel measures
Coordination	Faculty officers for equal opportunities for women in science and the arts (women's representatives) and female researchers from the Faculties of Sciences and Engineering, PR teams at the Faculties of Sciences and Engineering, target agreement coordinators, Office of Equality and Diversity, Student Advice Center (IBZ), team at FAU responsible for marketing tailored towards high school students

Personnel measures 3: Conference scholarship

The Faculty of Engineering would like to motivate female Master's students and outstanding female researchers from the doctoral candidate level and above to pursue a career in academia or encourage them to continue their chosen career in academia and network with other researchers at an international level.

Reason for action	Low proportion of female Master's students, doctoral candidates and early career researchers
Action	Funding designated for female students and outstanding female researchers from the doctoral level and above to take an active part in conferences or workshops and for female students to participate in summer schools at universities. Through participating in workshops, conferences and summer schools at universities, female Master's students should learn to identify with academia from an early stage, hopefully preventing them from dropping out of the academic system.
Target group	Female students (Bachelor's and Master's students) and excellent female researchers from the doctoral level and above
Detailed description of the measure and its implementation	Funding for attending a workshop, summer school at a university or traveling to a conference. Funding is only provided for attending conferences if the applicant takes an active part, for example by holding a presentation or displaying a poster on the results of their research to date. Master's students require a letter of recommendation from the head of their Chair or the professor who is supervising them; doctoral candidates can prove their high potential for example by having been nominated as a finalist in a student paper contest or with an outstanding presentation they have given. Participants receive a certificate. They are expected to write a report that is then published as a press release on the relevant channels in the Faculty of Engineering/FAU.
DFG classification according to gender equality aspects	Personnel
Possible challenges	The conference scholarships are very well-known. They are extremely popular. No challenges are to be expected.
Those responsible	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering, target agreement coordinators
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€31,000/duration
Criteria for success	The Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering actively support the measures within the framework of the target agreements; measures are widely used.
Coordination	Target agreement coordinator, together with the Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering

Personnel measure 4: International Visiting Scholarship – outgoing

The Faculty of Engineering supports excellent female early career researchers (as of the later stages of their Master's degree program (Master's thesis must be written at FAU), doctoral candidates, postdoctoral researchers, habilitation candidates and assistant professors) at the Faculty by providing them funding to complete a research stay abroad. Funding for research stays abroad is available up to a total of €1,500 per month. The maximum amount of funding per applicant is €5,000.

Reason for action	Research periods at foreign research locations are a central component of a career in research.
Action	Travel scholarship for outstanding female early career researchers at the Faculty of Engineering (as of the later stages of a Master's degree)
Target group	Advanced female Master's students, female doctoral candidates, postdoctoral candidates, assistant professors and habilitation candidates who are planning a research stay abroad.
Detailed description of the measure and its implementation	<p>The Faculty officer for equal opportunities for women in science and the arts (women's representative) at the Faculty of Engineering issues a call for applications for the research scholarship twice a year, applicable across the Faculty. Applicants should submit an application including a) scientific justification for the stay abroad, b) budget planning and c) an assessment of the (measurable) benefits of the stay abroad. Scholarship holders receive a certificate.</p> <p>The committee of Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering decides on the applications on the basis of scientific criteria and the impact the stay abroad is likely to have on the applicant's future career.</p> <p>They are expected to write a report that is then published as a press release on the relevant channels in the Faculty of Engineering/FAU.</p>
DFG classification according to gender equality aspects	Personnel
Possible challenges	In comparison to the previous target agreement period (target agreement 2018-2022), the measure now also includes funding for female Master's students and doctoral candidates. We have therefore opened up the funding to a wider target group and the funds should be able to be used in line with the experiences we have made to date.
Those responsible	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering, target agreement coordinators
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€75,000/duration
Criteria for success	Increased proportion of women in academia; high level of interest in the offer; establishment and consolidation of international research collaborations
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering, departments and chairs at the Faculty of Engineering

Personnel incentive 5 : Incoming scholarship

The Faculty of Engineering at FAU supports excellent young female researchers from other institutions with a scholarship enabling them to spend time researching at the Faculty. This measure encourages internationalization at FAU and can be used as a strategic proactive recruitment measure to make contact to outstanding young female researchers.

Reason for action	Increasing the quota of female professors applying for professorships at the Faculty of Engineering; incoming scholarships as a recruiting measure in order to meet excellent female early career researchers and raise awareness of the Faculty of Engineering among external female researchers. International academic networking
Action	Research scholarship for outstanding external female early career researchers
Target group	Female early career researchers from other institutions who are already at an advanced stage in their doctoral degrees and would like to spend time conducting research at the Faculty of Engineering.
Detailed description of the measure and its implementation	After a professor from the Faculty of Engineering submits an informal application, the committee of Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering decides on awarding the research scholarship.
DFG classification according to gender equality aspects	Personnel
Possible challenges	Financially strong Chairs may find the effort required to submit a letter detailing the reasons for the application too high a hurdle.
Those responsible	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering, target agreement coordinators
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€20,000/duration, maximum €2,000 per application
Criteria for success	Erhöhung des Frauenanteils in der Wissenschaft; intensive Nutzung des Angebots; Aufbau und Stärkung internationaler Forschungsoperationen
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering, departments and chairs at the Faculty of Engineering

Personnel measure 6: Career planning meetings*

The Faculty of Engineering commits to ensuring that all female research associates have a career planning meeting with their manager.

Reason for action	Many high-potential female researchers at an early stage in their career are not sufficiently familiar with the career opportunities at universities in the area of engineering and are therefore lost to industry, which offers more lucrative and more family-friendly career opportunities. It is hoped that strategic career planning can help reduce this loss of researchers at an early stage in their career.
Action	Each manager holds a career planning meeting with their female research associates within one year of the contract starting or the target agreements coming into effect. The meetings focus predominantly on the researcher's long-term career prospects in academia and the possible strategies to support them in staying in academia. The manager and the researcher are each given a guide to follow for the meeting.
Target group	Female doctoral candidates, postdoctoral researchers and habilitation candidates
Detailed description of the measure and its implementation	The Faculty officer for equal opportunities for women in science and the arts (women's representative) provides managers with written information concerning the measure. A note concerning the meeting is included in the researcher's personnel file.
DFG classification according to gender equality aspects	Personnel
Possible challenges	Lack of cooperation on the part of the manager
Those responsible	Faculty or Dean's Office, managers
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	None
Criteria for success	Increased proportion of women in permanent research staff positions and professorships
Coordination	Department P – Human Resources; Dean's Office

Personnel measure 7: Coaching

Tailored coaching sessions are offered for excellent female early career researchers, shaped according to their specific needs.

Reason for action	Too few women in professorships, assistant professorships, habilitation positions and as Akademische Rätin. Leaky pipeline affects women at all career levels.
Action	Excellent female researchers at an early stage in their career receive funding for coaching sessions tailored to their needs.
Target group	Female doctoral candidates, postdoctoral researchers, habilitation candidates and assistant professors
Detailed description of the measure and its implementation	Female early career researchers receive funds for up to six sessions (max €1,200) to work with a coach, for instance to specifically work on a deficit, to receive support in specific questions relating to career planning or to prepare for an appointment interview. Suitable coaches are identified either on the researchers' own initiative or in collaboration with the Center for Continuing Education in University-Level Teaching (FBZHL) and lists of names are forwarded to those interested.
DFG classification according to gender equality aspects	Personnel
Possible challenges	Lack of interest; lack of uptake; lack of initiative
Those responsible	Officers for equal opportunities for women in science and the arts (women's representative) at the Faculty of Engineering
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€25,000/duration
Criteria for success	Considerable demand and interest among the target group, more female researchers with permanent positions; more female researchers in responsible positions
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering, target agreement coordinator, Center for Continuing Education in University-Level Teaching, collaborative DFG project, research consortia at FAU for promoting equal opportunities

Personnel measure 8: Career advancement for female (Master's) students with ARIADNETechNat master mentoring program

ARIADNETechNat master is a joint measure between the Faculty of Engineering and the Faculty of Sciences. It supports outstanding female students with the aim of raising their awareness of the opportunities available in academia and motivating them to pursue an academic career in engineering or sciences.

Reason for action	Low proportion of female students in all degree programs at the Faculty of Engineering, proportion of female doctoral/habilitation candidates too low in all subjects; raising awareness and motivation for a career in academia and showing possible opportunities, possibilities for development and challenges, reducing dropout rate for female doctoral candidates due to the family phase.
Action	Information and career advancement thanks to mentoring program
Target group	Female Master's students with an interest in academia and future doctoral candidates; early career researchers at the Faculty of Engineering/Faculty of Sciences (as of doctoral level) who can benefit from acting as a mentor.
Detailed description of the measure and its implementation	Female Master's students who are still studying or have already completed their degree receive individual support from doctoral candidates/postdoctoral researchers who act as mentors for the Master's students. Framework program: Career seminars on developing transferable and personal skills; information events allow academically gifted and talented female Master's students to meet and engage with each other; networking events; additional presentations and discussions with female researchers from FAU who represent examples of possible career paths
DFG classification according to gender equality aspects	Personnel
Possible challenges	Inaccessible target group, time the measure is offered does not coincide with the time Master's students complete their degree or take the decision concerning a future doctoral degree, lack of people willing to act as a mentor
Those responsible	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculties of Engineering and Sciences in collaboration with coordinator for the mentoring project (design, organization and implementation; monitoring and reporting back to Executive Board)
Timescale/milestones	Project implementation phase: 9 months (4 sessions); January 1, 2023 to December 31, 2027
Expenditure/costs	Share of fixed-term personnel expenses and material costs in the total budget for all 3 mentoring program lines for the Faculty of Engineering: €155,000/duration including 50% TV-L E 13 position for project coordination

Faculty of

Faculty-specific agreements: Personnel measures

Criteria for success	Recognition of project in the departments in the Faculty of Engineering; high degree of interest among the target group, greater interest in pursuing a career in academia among mentees
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculties of Engineering and Sciences, mentors, Graduate Center, FAU Family Service, target agreement coordinator, University Library, FBZHL

Personnel measure 9: **Career advancement for female doctoral candidates with the ARIADNE TechNat doc mentoring program**

ARIADNE TechNat doc provides guidance and encouragement for outstanding and highly qualified doctoral candidates in order to motivate them to pursue a career in academia. Support is based on individual mentoring and teaching transferable skills.

Reason for action	Low proportion of women completing doctoral degrees/habilitations at the Faculty of Engineering; drop-out rate among female doctoral candidates should be reduced.
Action	Mentoring program run in collaboration with the Faculty of Sciences in order to advance female researchers' future careers and motivate them to pursue an academic career after completing their doctoral degree
Target group	Female doctoral candidates and mentors
Detailed description of the measure and its implementation	Female early career researchers receive individual support from mentors from academia. Participants and mentors receive a certificate. <u>Framework program:</u> Career seminars on learning transferable and personal skills held by professional coaches; linking female researchers through information and networking events; opportunities to gain further qualifications during career advancement workshops
DFG classification according to gender equality aspects	Personnel
Possible challenges	Doctoral candidates too tied up with their research commitments to have time to participate in the framework program, the time the measure is offered is not compatible with the time a decision is taken concerning whether or not to pursue an academic career, lack of interest in becoming a mentor
Those responsible	Officers for equal opportunities for women in science and the arts at the Faculties of Science and Engineering in collaboration with the coordinator for the mentoring project (design, organization and implementation; monitoring progress and reporting to the Executive Board)
Timescale/milestones	Project implementation phase: 18 months (2 sessions); January 1, 2023 to December 31, 2027
Expenditure/costs	Share of fixed-term personnel expenses and material costs in the total budget for all 3 mentoring program lines for the Faculty of Engineering: €155,000/duration including 50% TV-L E 13 position for project coordination
Criteria for success	Reputation of the project in the Faculty, considerable interest among the target group, successful academic career paths pursued by young female researchers

Faculty of

Faculty-specific agreements: Personnel measures

Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculties of Engineering and Sciences, mentors, Faculty services; Graduate School, FAU Family Service, target agreement coordinator, University Library, FBZHL
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Personnel measure 10: Career advancement of postdoctoral researchers, habilitation candidates and assistant professors with the ARIADNE *Tech-Nat* postdoc+ mentoring program

Female postdoctoral researchers, habilitation candidates and assistant professors at the Faculty of Engineering and the Faculty of Sciences who would like to pursue an academic career receive individual and interdisciplinary support. The aim is to provide tailored support to excellent female postdoctoral researchers and habilitation candidates on their path towards a professorship and to increase the number of women with a position as an Akademische Rätin, as well as increasing career opportunities for female assistant professors.

Reason for action	Too few women appointed as Akademische Rätin, completing a habilitation or appointed as an assistant professor; building networks and introducing women into existing networks; raising awareness among professors (as mentors) for the challenges facing female postdoctoral researchers, habilitation candidates and assistant professors
Action	Mentoring program run in collaboration with the Faculty of Sciences in order to advance female researchers' future careers and support mentees on their path towards a professorship
Target group	Academically gifted female postdoctoral candidates, habilitation candidates/ assistant professors and mentors
Detailed description of the measure and its implementation	Female researchers at an early stage in their career receive individual support from professors acting as mentors. Framework program: Encouraging links between female researchers with information and networking events; option to receive additional qualifications with career advancement workshops focusing on target-group specific topics such as appointment procedures, qualifying for appointment as a professor or leadership in science.
DFG classification according to gender equality aspects	Personnel
Possible challenges	Lack of funding, too few participants, lack of willingness to become a mentor
Those responsible	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculties of Science and Engineering in collaboration with the coordinator for the mentoring project (design, organization and implementation; monitoring progress and reporting to the Executive Board and to the Officers for equal opportunities for women in science and the arts at the Faculty of Engineering)
Timescale/milestones	Project implementation phase: 18 months (2 sessions); January 1, 2023 to December 31, 2027
Expenditure/costs	Share of fixed-term personnel expenses and material costs in the total budget for all 3 mentoring program lines for the Faculty of Engineering: €155,000/duration including 50% TV-L E 13 position for project coordination
Criteria for success	Recognition for the project in the Faculty, considerable interest and demand among the target group, successful academic career paths pursued by young female researchers, more women appointed to the position of Akademische Rätin at the Faculty of Engineering

Faculty of

Faculty-specific agreements: Personnel measures

Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering and the Faculty of Sciences, mentors, heads of departments, program coordinators for the target agreements, Graduate Center, FAU Family Service, FBZHL

*Personnel measure 11:***Doctoral thesis award for women in research**

The Faculty of Engineering awards a cash prize for the most outstanding doctoral thesis written by one of the female early career researchers at the Faculty.

Reason for action	Expressing recognition for and raising awareness of excellent female early career researchers at the Faculty of Engineering
Action	Annual doctoral thesis award for the best female early career researcher at the Faculty of Engineering
Target group	Excellent female early career researchers at the Faculty of Engineering who have completed their doctoral degree
Detailed description of the measure and its implementation	During the event "Tag der Technischen Fakultät" (Faculty of Engineering Day), a female early career researcher at the Faculty of Engineering receives an award for her outstanding doctoral thesis.
DFG classification according to gender equality aspects	Personnel
Possible challenges	Too few theses granted a distinction
Those responsible	Dean together with the Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€10,000/duration (€2,500 per year)
Criteria for success	Reputation of award, high demand; number of excellent candidates
Coordination	Dean together with the Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering, target agreement coordinator, PR team at the Faculty of Engineering

Personnel measure 12: Start-up funding for women appointed as professors

Every newly appointed assistant or associate (W1 or W2) female professor at the Faculty of Engineering receives start-up funding in addition to their negotiated budget.

In the case of full (W3) professorships, the Executive Board makes every effort to ensure that excellent female researchers receive a competitive offer during appointment negotiations.

Reason for action	Low proportion of women appointed to professorships at the Faculty of Engineering, increasing the attractiveness of the location for highly-qualified female researchers.
Action	Granting start-up funding for newly appointed female professors in addition to their negotiated budget.
Target group	Female researchers seeking appointment as a professor
Detailed description of the measure and its implementation	Each woman appointed as an assistant (W1) or associate (W2) professor receives a lump sum of €50,000 in start-up funding in addition to their negotiated budget. The Faculty officer for equal opportunities for women in science and the arts (women's representative) submits an informal application for the start-up funding to the Executive Board once the professor accepts the position. In appointment negotiations for full (W3) professorships, the Executive Board does everything within its capacity to make a competitive offer to the researcher in the hope that she chooses FAU.
DFG classification according to gender equality aspects	Personnel
Possible challenges	None
Those responsible	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering, target agreement coordinators
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	Appointment of a woman to a W1 or W2 professorship: €50,000. The amount is allocated to the newly appointed professor. Appointment of a woman to a W3 professorship: Based on negotiation
Criteria for success	Increased proportion of women professors at the Faculty of Engineering
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering together with the Dean of the Faculty of Engineering, the Executive Board and target agreement coordinators

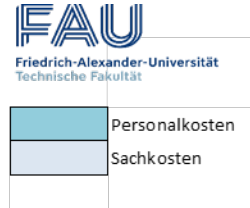
Personnel measure 13: Short-term childcare

The Faculty of Engineering works closely with the FAU Family Service to support parents (students and academic staff) faced with the predicament of how to cope if their children fall ill or the situation at work reaches a peak making it necessary to work longer hours. Short-term childcare aims to provide quick and flexible assistance in caring for children to make it easier to juggle research, work and family commitments even under these unforeseen circumstances.

Reason for action	Making it easier to balance research, work and family
Action	The Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty act as an additional point of contact to forward parents in need to the FAU Family Service. The service is advertised intensively. It explicitly does not replace standard, regular care services.
Target group	All parents at the Faculty of Engineering
Detailed description of the measure and its implementation	Forwarding those in need of assistance to the Family Service, intensive advertising of the care options provided by the Family Service by the Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering
DFG classification according to gender equality aspects	Personnel
Possible challenges	None
Those responsible	Officers for equal opportunities for women in science and the arts (women's representative) at the Faculty of Engineering
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	None
Criteria for success	Increased visibility of the emergency care offered by the Family Service
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Engineering together with the FAU Family Service

Financial data for the target agreement 2023 - 2027 between the Executive Board and the

Gesamtsumme der Gelder 2023-2027	763.500 €
Durchschnitt: Summe/Jahr 2023-2027 Summe/Jahr	152.700 €



Fakultätsspezifische Maßnahmen: Rahmenbedingungen

Maßnahmen		2023-2027					Gesamtsumme
Handlungsfelder	Spezifizierung	2023	2024	2025	2026	2027	
Amt der Frauenbeauftragten	Sekretär/in (100% TV-L E6)	68.500 €	68.500 €	68.500 €	68.500 €	68.500 €	342.500 €
Öffentlichkeitsarbeit	Marketingmaterialien	1.000 €	1.000 €	1.000 €	1.000 €	1.000 €	5.000 €
Familienfreundlichkeit	Mutterschutzvertretung	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
Qualitätssicherung in Berufungen	Leitfaden, Findungssymposien	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
		69.500 €	69.500 €	69.500 €	69.500 €	69.500 €	347.500 €

Fakultätsspezifische Vereinbarungen: Strukturelle Fördermaßnahmen

Maßnahmen		2023-2027					Gesamtsumme
Handlungsfelder	Spezifizierung	2023	2024	2025	2026	2027	
Networking TF	Vortrag + Buffet	5.000 €	5.000 €	5.000 €	5.000 €	5.000 €	25.000 €
Let's meet over lunch	Organisation von Treffen im Dep.	500 €	500 €	500 €	500 €	500 €	2.500 €
Gastvorträge	Rollenmodelle	5.000 €	5.000 €	5.000 €	5.000 €	5.000 €	25.000 €
Geschlechtergerechtigkeit	verschiedene Maßnahmen	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
		10.500 €	10.500 €	10.500 €	10.500 €	10.500 €	52.500 €

Fakultätsspezifische Vereinbarungen: Personelle Fördermaßnahmen

Maßnahmen		2023-2027					Gesamtsumme
Handlungsfelder	Spezifizierung	2023	2024	2025	2026	2027	
Praktika für Schülerinnen	MuT, Forscherinnencamp, Girls' Day	8.000 €	8.000 €	8.000 €	8.000 €	8.000 €	40.000 €
Mach MINT!	Verschiedenes, Teilfinanziert	1.500 €	1.500 €	1.500 €	1.500 €	1.500 €	7.500 €
Tagungsstipendium	Studentinnen, Doc, Postdoc+	6.200 €	6.200 €	6.200 €	6.200 €	6.200 €	31.000 €
International Visiting Scholarship	Studentinnen, Doc, Postdoc+	15.000 €	15.000 €	15.000 €	15.000 €	15.000 €	75.000 €
Incoming Scholarship	Studentinnen, Doc, Postdoc+	4.000 €	4.000 €	4.000 €	4.000 €	4.000 €	20.000 €
Karrieresgespräche	Doc und Postdoc	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
Coachings	Exz. Nachwuchs	5.000 €	5.000 €	5.000 €	5.000 €	5.000 €	25.000 €
ARIADNETechNat Mentoring	Koordinator/in (0,5 TV-L E13) Teilfinanz.	23.000 €	23.000 €	23.000 €	23.000 €	23.000 €	115.000 €
ARIADNETechNat Mentoring I	Masterandinnen	3.500 €	3.500 €	3.500 €	3.500 €	3.500 €	17.500 €
ARIADNETechNat Mentoring II	Promovendinnen	3.600 €	3.600 €	3.600 €	3.600 €	3.600 €	18.000 €
ARIADNETechNat Mentoring III	Postdocs+	900 €	900 €	900 €	900 €	900 €	4.500 €
Promotionspreis	Exz. Nachwuchs	2.000 €	2.000 €	2.000 €	2.000 €	2.000 €	10.000 €
Anschubfinanzierung	Bei Berufung einer Professorin	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
Kurzzeitkinderpflege	Verbesserung der Vereinbarkeit	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
		72.700 €	72.700 €	72.700 €	72.700 €	72.700 €	363.500 €

Faculty of Engineering

Signatures

The Faculty agrees vis-à-vis the Executive Board to implement the measures stipulated in the agreement with the intention of meeting the objectives stipulated for each of the qualification levels.

The Executive Board shall provide the funding as stipulated above.

Erlangen, January 31, 2023

WGA

Prof. Dr.-Ing. habil. Kai Willner
Dean of the Faculty of Engineering



Prof. Dr.-Ing. Joachim Hornegger
President of Friedrich-Alexander-Universität Erlangen-Nürnberg

