

Target agreements 2023-2027

for increasing the proportion of women in academia
between
the Executive Board and the Faculty of Sciences at Friedrich-Alexander-Universität Erlangen-Nürnberg (FAU)

Concept paper

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

I. 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 attracting highly-qualified young female 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 young female researchers, (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 young 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 post-doctoral stage, and at the Faculty of Engineering when transitioning to and starting out on a doctoral degree.
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 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 Uniklinikum 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.

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 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 (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	<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 (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.

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 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 Uniklinikum Erlangen	€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 Sciences at FAU

The aim of the measures mentioned is to:

- Increase the proportion of female students studying physics from **29%** (2018-2020) to **30%**
- Increase the proportion of women with doctoral degrees in the Physics department from **18%** (2018-2020) to **27%**
- Increase the proportion of women with doctoral degrees in the Mathematics and Data Science department from **18%** (2018-2020) to **25%**
- Increase the proportion of women with doctoral degrees in the Chemistry department from **30%** (2018-2020) to **40%**
- Increase the proportion of women with doctoral degrees in the Geography and Geosciences departments from **35 %** (2018-2020) to **45 %**, and to increase the percentage of women working in research positions from **30 %** (2018-2020) to **35 %** by 2027
- Increase the proportion of women at the Faculty who have completed a habilitation from **18%** (2018-2020) to **25%** by 2022
- Establish a proportion of women in assistant (W1) professorships of **50%**
- Increase the proportion of women who hold associate/full (W2/W3) professorships at the Faculty from **19%** (2018-2020) to **23%** by 2027

Fields of action	Framework	Total funding 2023–2027 (in euros)	
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) by appointing an assistant and allocating an equipment budget	117,500	p. 10
Public Relations	Financial support for creating marketing materials to publicize the measures available to support women	1,500	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*	No details [§]	p. 12
Quality assurance in appointment procedures with respect to equal opportunities	Commitment to follow the Guidelines on quality assurance in appointment procedures.	No details [§]	p. 13
Sexual harassment	By publishing the Guidelines for dealing with sexual harassment at Friedrich-Alexander-Universität Erlangen-Nürnberg, the University aims to ensure that cases of sexual harassment are not ignored or tolerated.	No details [§]	p. 14

Fields of action	Structural measures	Total funding 2023–2027 (in euros)	
Equal opportunities and family friendliness as a central topic in all committees	Information about the status quo concerning equal opportunities and balancing research and family commitments in the committees; encouraging family friendliness and female careers at the Faculty	No details ^s	p. 15
Guest lectures by outstanding female researchers	Introducing role models in talks given by prominent female researchers	10,000	S.16
Fields of action	Personnel measures	Total funding 2023–2027 (in euros)	
Internships for girls at high school	Internships for girls at high school (MuT, Girls' Day, Erlangen Research Center for High School Students etc.)	80,000	p. 17
*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 Share for Faculty of Sciences	p. 18
ARIADNE <i>TechNat</i> master mentoring program	Career advancement with a mentoring program for female Master's students	Total ARIADNE budget 155,000 share for Faculty of Sciences	p.19-21
ARIADNE <i>TechNat</i> doc mentoring program	Career advancement with a mentoring program for female doctoral candidates		
ARIADNE <i>TechNat</i> postdoc ⁺ mentoring program	Career advancement with a mentoring program for female postdoctoral researchers and habilitation candidates		
Funding participation in academic conferences	Funding a conference for particularly talented female early career researchers	75,000	p. 22
Faculty's Helga Kersten Prize	Awarded annually to up to two female prizewinners to enable them to establish their own working group	150,000	p. 23
Visiting scholarship	Female early career researchers from FAU's Faculty of Sciences receive scholarships for research stays (approx. 2 to a maximum of 4 months) abroad (outgoing) or chairs at the Faculty of Sciences can welcome female colleagues from abroad (incoming)	100,000	p. 24
*Coaching for female researchers at postdoctoral qualification level and above	Individual advice on career planning.	25,000	p. 25

Fields of action	Personnel measures	Total funding 2023–2027 (in euros)	
*Intermediate funding for female researchers at the postdoctoral qualification level and above	Intermediate funding for part of a position or equipment budget for a project	6,300	p. 26
*Funding for publications by female researchers at an early stage in their career	Increasing academic visibility in the competition for a qualified position in academia or for a professorship	40,000	p. 27
*Appointment offers for appointment to an associate (W2) professorship	€50,000 equipment/staff budget for each appointment to an associate professorship	varies	
Financial data			p. 28

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

* New, innovative measures at the Faculty of Sciences going beyond those stipulated in the target agreements for 2018-22

Framework conditions, structural and personnel measures**Framework condition 1: Appointing Officers 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 additional workload incurred for responsibilities based on the target agreements has to 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 Sciences
Detailed description of the measure and its implementation	The Officers for equal opportunities for women in science and the arts (women's representatives) will have the services of an assistant (fixed-term staff budget to cover a 25% TV-L position at pay grade E6) for implementing, monitoring and evaluating the measures stipulated in the target agreements. The Officers for equal opportunities for women in science and the arts (women's representatives) will have the support of student or research assistants (for laboratory work) and will be provided with an equipment budget.
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	Personnel (approx. €14,500) and equipment costs (€9,000) amounting to €23,500 p.a.
Criteria for success	An active approach is taken towards the measures within the framework of the target agreements and they are implemented by the Officers for equal opportunities for women in science and the arts
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 Sciences

Framework condition 2: **PR activities**

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

Reason for action	It is important to raise awareness of the various measures available to support women.
Action	Resources 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 all 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 representatives) at the Faculty of Sciences
Timescale/milestones	Duration from January 1, 2023 to December 31, 2027
Expenditure/costs	€1,500/duration
Criteria for success	Establishing awareness and raising visibility of the measures and services on offer in the Faculty for raising the proportion of women in science.
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences 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. The Faculty of Sciences also provides resources to cover professors taking maternity leave.

Reason for action	Cover for female researchers taking maternity leave, extended maternity leave, or breastfeeding. Due to pregnancy and maternity leave, women have less chance of finding a position than male colleagues.
Action	<p>The Executive Board has funds available upon application to cover staff shortages when a female researcher takes maternity leave, providing cover of up to a 100% E13 position. This also applies to women whose position is funded by third-party funding.</p> <p>The Faculty of Sciences has funds available upon application to cover staff shortages in teaching and research when a female professor takes maternity leave, providing cover of an additional 50% E13 position.</p> <p>Overall, women's chances 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</p>
Target group	Female professors, habilitation candidates, postdoctoral researchers, doctoral candidates
Detailed description of the measure and its implementation	<p>Financial support for the departments to provide maternity cover for female researchers:</p> <ul style="list-style-type: none"> a) Maternity cover (for female researchers and professors) b) Technical assistant for laboratory work during maternity leave and time spent breastfeeding, if necessary
DFG classification according to gender equality aspects	Structural
Possible challenges	None
Those responsible	Executive Board, Faculty of Sciences (for providing additional cover for female professors)
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	Depends on the number of applications filed for maternity cover or cover for periods spent breastfeeding (for laboratory work).
Criteria for success	No disadvantages in the competition for an academic career in the qualification phase, upon appointment, as regards promotion or during appointment procedures. Women are able to balance an academic career with family challenges.
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences, FAU Family Service, project coordinator for target agreements

Framework condition 4: **Quality assurance regarding equal opportunities in appointment procedures**

The Faculty has agreed within the context of the target agreements to publish the data collected on an ongoing basis by the Office of Equality and Diversity every year on the situation regarding gender equality at the academic institutions at all levels of the organization and all stages of academic careers, to provide these data for discussion in the Faculty and its departments and to compare them to the targets. The data serve as benchmarks for pending appointment procedures.

Reason for action	Low proportion of women in professorial positions
Action	Obligation to implement the guidelines "Quality assurance in appointment procedures under particular consideration of aspects of gender and diversity"
Target group	Members of the appointment committee, female professors
Detailed description of the measure and its implementation	Recruitment symposia and/or the proactive recruitment of excellent women should be conducted before appointments are made. Furthermore, it is important to raise awareness among all members of the appointment committee of the issue of equal opportunities when assessing academic qualifications.
DFG classification according to gender equality aspects	Structural
Possible challenges	Failure to comply with guidelines
Those responsible	Dean or head of the appointment committee in collaboration with all members of the appointment committee, Appointments and Appointment Procedures
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	Applications for funding to cover the cost of recruitment activities 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.

Framework condition 5: Dealing with sexual harassment

Sexual harassment can happen anywhere, but especially in the workplace. Hierarchies that are also found at universities can create power structures or positions of dependency that may be misused, leading to violations of boundaries and unwelcome advances. Victims must not be subjected to negative consequences such as hostility, bullying, unfair treatment in examinations or in the workplace.

Reason for action	The Faculty is committed to ensuring that the issue of sexual harassment is dealt with openly. Its aim is to promote an environment for students and staff that is characterized by mutual respect. Sexual harassment is not tolerated under any circumstances and sanctions will be imposed accordingly.
Action	By publishing the Guidelines for dealing with sexual harassment at Friedrich-Alexander-Universität Erlangen-Nürnberg, the University aims to ensure that cases of sexual harassment are not ignored or tolerated.
Target group	All members of the Faculty of Sciences
Detailed description of the measure and its implementation	The Office of Equality and Diversity provides information material covering the issue in some detail. The administration provides training courses for managers and advisory services at the University. The topic is integrated as a cross-sectional task across all areas of the Faculty.
DFG classification according to gender equality aspects	Structural
Possible challenges	Lack of training for those responsible
Those responsible	Faculty committees, coordinators at the Faculty, Deans of Studies, Officers for equal opportunities for women in science and the arts (women's representatives), administration, Office of Equality and Diversity
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	None
Criteria for success	Increase in proportion of women deciding to pursue an academic career, increase in proportion of women in professorships and permanent academic positions.
Coordination	The measure should be implemented across all faculties.

Structural measure 1: Equal opportunities and the University as a family-friendly environment

The Faculty of Sciences guarantees the establishment and maintenance of a gender-sensitive and family-friendly infrastructure visible within the Faculty and beyond. 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). 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. Preventing people from experiencing discrimination due to their gender or family commitments.
Target group	All members of the Faculty of Sciences
Detailed description of the measure and its implementation	Incorporating this topic as a cross-sectional task across all areas of the Faculty; genders represented equally in PR; information about measures for supporting women and families included as a separate section in the Faculty's information material.
DFG classification according to gender equality aspects	Structural
Possible challenges	Traditional mechanisms of a gender bias.
Those responsible	Faculty committees, coordinators at the Faculty, Officers for equal opportunities for women in science and the arts (women's representatives), Family Service, Office of Equality and Diversity
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	None
Criteria for success	The Faculty of Sciences 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, PR team, Officers for equal opportunities for women in science and the arts (women's representatives), coordinators at the Faculty, target agreement coordinator, Family Service, Office of Equality and Diversity

Structural measure 2:

Guest lectures by prominent female researchers and information events on pursuing an academic career

The departments at the Faculty of Sciences regularly host guest lectures by prominent female researchers. Career lectures are offered in addition to subject-based lectures aiming at increasing the visibility of successful female researchers and underlining their function as important role models for female students and talented female researchers at an early stage in their career. By presenting research in combination with individual career pathways, female students, doctoral candidates and postdoctoral researchers can receive information on how to overcome certain obstacles potentially facing them in an academic career and may be motivated to pursue a career in academia.

Reason for action	Increasing the visibility of female role models for students and staff, with the aim of encouraging talented female early career researchers to continue with their career in academia.
Action	Introducing role models through lectures given by prominent female researchers
Target group	Female researchers who have completed a doctoral degree or a habilitation, female students and early career researchers
Detailed description of the measure and its implementation	Prominent female researchers are invited to give a talk on their own research topics and to share their career pathways as women in science with female students and female researchers at an early stage in their career. Information events on careers in academia and funding options are organized on a regular basis (once per year).
DFG classification according to gender equality aspects	Structural
Possible challenges	Difficulties finding female researchers to hold the lectures; very individual career pathways are not applicable across the board.
Those responsible	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences in collaboration with their departments
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€2,000 per annum
Criteria for success	Number of lectures and participants
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences, departments, target agreement coordinator

Personnel measure 1: Internships for girls at high school

The Faculty of Sciences offers special annual events for girls to motivate them to study sciences. In addition to the tried and tested laboratory for female high school students run by the ESFZ, internships are also organized every year in conjunction with the Faculty of Engineering for girls at high school (9th to 12th grade). The aim is to motivate more girls to study sciences by nurturing close contacts to schools.

Reason for action	Too few female students studying sciences, in particular physics and mathematics
Action	Organizing internships for female high school students in FAU laboratories in order to motivate them to study science
Target group	Girls at high school (Gymnasium and Realschule)
Detailed description of the measure and its implementation	Various practical events are organized for girls (e.g. Girls' Day, MuT internship, ESFZ). The aim is to introduce the girls to various practical areas, wherever possible by female research staff (potential role models). The girls receive a certificate of participation after the event. Participating chairs are provided with funding for material costs and assistants upon request.
DFG classification according to gender equality aspects	Personnel
Possible challenges	Too few participants, too little support from schools
Those responsible	PR team and Officers for equal opportunities for women in science and the arts (women's representatives) at the relevant departments at the Faculty of Sciences (documentation and reports to be submitted to the project coordinator for target agreements)
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€16,000 per annum
Criteria for success	High degree of interest in target group, large number of participants, increase in proportion of female students at the Faculty of Sciences
Coordination	The measure is partly implemented in collaboration with the Faculty of Engineering

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 science and engineering 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 the 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 to December 31, 2027
Expenditure/costs	€1,500 per annum
Criteria for success	Increase in the proportion of female students at the Faculties of Sciences and Engineering
Coordination	Faculty officers for equal opportunities for women in science and the arts (women's representatives) and female researchers from the Fac-

Faculty of Sciences

Faculty-specific agreements: Personnel measures

	ulties 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
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*Personnel measure 3a:***Career advancement for female (Master's) students with the ARIADNE TechNat master mentoring program**

ARIADNE *TechNat* master is a joint measure between the Faculty of Sciences and the Faculty of Engineering. 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 some science degree programs, 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 triggered by family commitments.
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 participants, lack of people willing to act as a mentor
Those responsible	Officers for equal opportunities for women in science and the arts at the Faculties of Sciences and Engineering in collaboration with coordinators for the mentoring project (design, organization and implementation; monitoring progress and reporting to the Executive Board)
Timescale/milestones	Program duration: 9 months, offer tailored to requirements
Expenditure/costs	Share of personnel and material costs (total budget for all mentoring programs at the Faculty of Sciences: €155,000/term including fixed-term personnel costs 50% TV-L E13 project management position)
Criteria for success	Recognition of project in the departments in the Faculty; 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 Faculty of Sciences and the Faculty of Engineering, mentors, Graduate Center, FAU Family Service, project coordinator for target agreements, University Library, FBZHL

*Personnel measure 3b:***Career advancement for female doctoral candidates with the ARIADNE TechNat doc mentoring program**

In collaboration with the Faculty of Engineering, the 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	Proportion of women who have completed a doctoral degree or a habilitation considerably too low in certain subjects; reduce dropout quota among female doctoral candidate due to family commitments
Action	Mentoring program run in collaboration with the Faculty of Engineering 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. Framework program: 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 Sciences 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	Program duration: 18 months
Expenditure/costs	Share of personnel and material costs (total budget for all mentoring programs at the Faculty of Sciences: €155,000/term including fixed-term personnel costs 50% TV-L E13 project management position)
Criteria for success	Reputation of the project in the Faculty, considerable interest among the target group, successful academic career paths pursued by female researchers at an early stage in their career
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculties of Sciences and Engineering, mentors, Faculty services; Graduate School, FAU Family Service, target agreement coordinator, University Library, FBZHL

*Personnel measure 3c:***Career advancement for female postdoctoral researchers and habilitation candidates ARIADNETechNat postdoc+ mentoringprogram**

Female postdoctoral researchers and habilitation candidates at the Faculty of Sciences and the Faculty of Engineering 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.

Reason for action	Too few women appointed as Akademische Rätin, completing a habilitation or appointed as a professor; building networks and introducing women into existing networks; raising awareness among professors (as mentors) for the challenges facing female postdoctoral researchers and habilitation candidates
Action	Mentoring program run in collaboration with the Faculty of Engineering 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 at the Faculties of Sciences 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	Program duration: 18 months
Expenditure/costs	Share of personnel and material costs (total budget for all mentoring programs at the Faculty of Sciences: €155,000/term including fixed-term personnel costs 50% TV-L E13 project management position)
Criteria for success	Recognition for the project in the Faculty, considerable interest and demand among the target group, successful academic career paths pursued by early career female researchers, more women appointed to the position of Akademische Rätin at the Faculty of Sciences
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences and the Faculty of Engineering, mentors, heads of departments, program coordinators for the target agreements, Graduate Center, FAU Family Service, FBZHL

Personnel initiative 4: Funding participation in scientific conferences

The Faculty of Sciences supports outstanding and highly motivated female early career researchers who do not have any third-party funding of their own. Grants are available for female early career researchers who would like to participate in academic presentations or congresses/workshops or to travel to conferences, staggered according to their career level and destination. Funding is available for all subjects in which women are under-represented at the level of habilitation or as (assistant) professors.

Reason for action	Active participation in workshops and/or conferences is an important component of an academic career Presentation of research profile for potential participation in major projects.
Action	Funding participation in a conference for particularly talented female early career researchers
Target group	Female doctoral candidates, postdoctoral researchers and habilitation candidates at the Faculty
Detailed description of the measure and its implementation	Particularly well-qualified young female researchers are informed about the relevance of actively taking part in workshops and/or conferences and are specifically encouraged or provided with funding to participate in relevant events, staggered according to career level and destination. Short-term research stays for conducting academic field research may also be funded under these conditions. After completing their research stay, the participants must submit a report on their experiences to the Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences.
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 Sciences and target agreement coordinator
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€75,000/duration; Up to 80% of costs incurred are covered
Criteria for success	High demand, positive evaluation of the experience reports by the Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences

*Personnel measure 5:***Helga Kersten Prize from the Faculty of Sciences for talented female early career researchers**

The prize is named after Prof. Helga Kerstin, professor of Biochemistry, who was the first female professor to be appointed to the Faculty of Sciences II at Universität Erlangen-Nürnberg in 1969, where she was the Dean from 1989 to 1991.

The Faculty of Sciences awards the prize to outstanding female early career researchers for particularly promising habilitation or postdoctoral projects, granting funding for equipment or personnel for the purpose of establishing or expanding a working group. Funding is preferably provided in those teaching units or qualification levels where women are under-represented.

Reason for action	Increased appreciation and funding of particularly talented and qualified female early career researchers
Action	Prizes awarded as funding for equipment or personnel for habilitation projects or equivalent projects
Target group	Female early career researchers from all departments with excellent career prospects: Particularly talented female habilitation candidates or outstanding postdoctoral researchers can apply.
Detailed description of the measure and its implementation	Up to two prizewinners are recognized each year and have the choice of using the prize money either as personnel funding to establish or expand their own working group (of female doctoral candidates) or as funding for equipment for conducting their research project. After the end of the funding period, the award winners must submit a report on their experiences or results to the Officers for equal opportunities for women in science and the arts at the Faculty of Sciences.
DFG classification according to gender equality aspects	Personnel
Possible challenges	Too few applicants
Those responsible	Committee of the Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty and target agreement coordinator
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	Funding of €30,000 per annum. If two prizes are awarded, €15,000 euros each.
Criteria for success	High demand, acquisition of new third-party funding projects.
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences, Dean's Office, departments and target agreement coordinator

Personnel measure 6: Visiting scholarship

With this career advancement measure, the Faculty of Sciences offers scholarships to support outstanding female early career researchers from the Faculty with research stays abroad of a maximum of 4 months. Chairs at the Faculty can host international female researchers for a limited period of research if they have received this scholarship. This financial support is also offered to German female researchers who are already on research stays abroad for a longer period and who would like to return to Germany. The visiting scholarship also encourages internationalization at FAU.

Reason for action	Research periods at foreign research locations are an important component of a career in research.
Action	Research scholarship for particularly talented female early career researchers (at an advanced stage of their doctoral degree and above)
Target group	Either female researchers at an early stage in their career at the Faculty who are planning a research stay abroad or international female early career researchers who are planning a research stay at the Faculty of Sciences.
Detailed description of the measure and its implementation	Talented young female researchers should be supported in their careers by receiving financial assistance in order to spend time conducting research abroad (4 months maximum). Chairs at the Faculty can also host guest female researchers from abroad for a research stay of a limited period. 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 of Sciences.
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 Sciences and target agreement coordinator
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€20,000/p.a.; travel scholarships (e.g. for postdoctoral researchers €2,200 plus child allowance/month 2 application periods each year
Criteria for success	Positive evaluation of the experience reports by the Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences, departments and chairs at the Faculty

*Personnel measure 7:***Coaching for female researchers at postdoctoral qualification level and above**

In terms of their career planning, female researchers at an early stage in their career often find themselves in extremely different situations and individual coaching tailored to their needs and provided by a professional coach is an important component in many ways to help them get on the right track in their careers.

Reason for action	A successful academic career on the path towards professorship not only requires excellent subject-related skills but also involves developing strategies and personal skills.
Action	Too few women in professorships, assistant professorships, habilitation positions and as Akademische Rätin. Dropout of women after completing their doctoral degree. Individual advice on career planning.
Target group	Female postdoctoral researchers and habilitation candidates
Detailed description of the measure and its implementation	Female early career researchers receive funds for up to four sessions of 90 minutes each to work on specific issues with a coach, for instance to receive support in specific questions relating to career planning or to prepare for an appointment interview. The maximum amount of funding available for each application is € 1,000. Applicants are usually responsible for finding suitable coaches with experience of working in the higher education sector themselves. If required, applicants can also approach the Office of Equality and Diversity, the Center for Continuing Education in University-Level Teaching (FBZHL) and the Graduate Center for assistance in finding a suitable coach.
DFG classification according to gender equality aspects	Personnel
Possible challenges	Low numbers of applicants
Those responsible	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences and target agreement coordinator
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€5,000 per annum
Criteria for success	High demand, positive evaluation of the experience reports by the Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences. Interest and demand in the target group; providing individual support and backing for female researchers as they progress through their career.

*Personnel measure 8:***Intermediate funding for female researchers at the post-doctoral qualification level and above**

An increased risk of losing high-potential female researchers at an advanced stage of their career exists if there is a delay to securing further or final funding for research projects. Flexibly available intermediate funding can counteract this dropout and offers security for a planned academic career.

Reason for action	High dropout risk for female researchers at an advanced stage in their career if there is a lack of further or continued funding
Action	Short-term financing for high-potential female researchers or projects should ensure that they remain within academia. Further funding must already have been earmarked or at least proposed for the project.
Target group	Female postdoctoral researchers and habilitation candidates
Detailed description of the measure and its implementation	Short-term intermediate funding is granted. This funding must not serve as a replacement for any existing funding and must not serve as a means of allowing researchers to replace or be released from duties entailed by existing funding.
DFG classification according to gender equality aspects	Personnel
Possible challenges	Low numbers of applicants
Those responsible	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences and target agreement coordinator
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€1,260/p.a. for equipment or personnel budget
Criteria for success	High demand, positive evaluation of the experience reports by the Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences.
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences, departments, target agreement coordinator

*Personnel measure 9:***Funding for publications by female researchers at an early stage in their career**

FAU strives to make the results of its research permanently available worldwide without any restrictions. At the same time, however, it is important to strengthen the autonomy of female early career researchers. The immediate objective of funding for publications is therefore improving the visibility of research and increasing its impact. This poses considerable financial challenges for female early career researchers who work on or are associated with projects supported by third-party funding but are not the applicants for this funding. Support in the form of funding for costs for open access or comparable publications aims to enable female researchers in the qualification phase to raise the profile of their research on an international level and increase their chances of gaining a qualification position in science or a professorship.

Reason for action	Career advancement of female early career researchers Increasing academic visibility in the competition for a qualified position in academia or for a professorship
Action	Support with funds for open access or comparable publication costs to boost the impact of publications from female early career researchers
Target group	Female doctoral candidates in the final phase of their doctoral degree, postdoctoral researchers and assistant (W1) professors
Detailed description of the measure and its implementation	Female researchers who are the leading, main or senior author should apply to the Faculty officer for equal opportunities for women in science and the arts (women's representative). The application can be filed either during a promising review or immediately upon acceptance for publication. Applications can be filed for funding of up to a maximum of €2,000/publication as a rule (exception: prestigious journals). Co-financing of a proportion of higher publication fees is also possible. Articles published in journals requiring subscription and those published in open access journals listed in the Directory of Open Access Journals (DOAJ) are eligible for this funding. The articles must have undergone a quality assurance process, usually a peer review. Alternatively, applications can be made for comparable publication costs for chapters in books or compilations. Articles written as part of projects funded by third parties are not eligible for this funding (with the exception of articles for which insufficient funding is available to cover publication costs).
DFG classification according to gender equality aspects	Personnel
Those responsible	Faculty officer for equal opportunities for women in science and the arts (women's representative) at the Faculty of Sciences, chairs, professorships and institutes at the Faculty and the Office of Equality and Diversity
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€8,000 per annum
Criteria for success	Clear demand, female early career researchers remain in academia, successful academic career paths pursued by female early career researchers, for example appointment as professor
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Sciences

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



Gesamtsumme der Gelder 2023-2027	792.800 €
Durchschnittssumme/Jahr	158.560 €

	Personalkosten
	Sachkosten

Fakultätsspezifische Maßnahmen: Rahmenbedingungen

Maßnahmen	Handlungsfelder	Spezifizierung	2023-2027					Gesamtsumme
			2023	2024	2025	2026	2027	
	Amt der Frauenbeauftragten	Mitarbeiter/-in: (0,25 E6)	14.000 €	14.000 €	14.000 €	14.000 €	14.000 €	70.000 €
		Hilfskraftmittel	9.500 €	9.500 €	9.500 €	9.500 €	9.500 €	47.500 €
	Öffentlichkeitsarbeit	Marketingmaterialien	300 €	300 €	300 €	300 €	300 €	1.500 €
	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.
			23.800 €	23.800 €	23.800 €	23.800 €	23.800 €	119.000 €

Fakultätsspezifische Vereinbarungen: Strukturelle Fördermaßnahmen

Maßnahmen	Handlungsfelder	Spezifizierung	2023-2027					Gesamtsumme
			2023	2024	2025	2026	2027	
	Gastvorträge hochkarätiger Wissenschaftler	Sachmittel	2.000 €	2.000 €	2.000 €	2.000 €	2.000 €	10.000 €
	Geschlechtergerechtigkeit und Familienfreundlichkeit	keine	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
			2.000 €	2.000 €	2.000 €	2.000 €	2.000 €	10.000 €

Fakultätsspezifische Vereinbarungen: Personelle Fördermaßnahmen

Maßnahmen	Handlungsfelder	Spezifizierung	2023-2027					Gesamtsumme
			2023	2024	2025	2026	2027	
	ARIADNETechNat-Mentoring-Programme	Personalkosten (0,25 E13 23 000 €/a) und Sachkosten (0,5 von 80 000 €/Laufzeit)	23.000 €	23.000 €	23.000 €	23.000 €	23.000 €	115.000 €
	ARIADNETechNat-Mentoring-Programm I für Masterstudentinnen	4 Durchgänge; Laufzeit: 9 Monate; 2 Workshops; Personalkosten: anteilig; Sachmittel: ca. 35 000 €	3.500 €	3.500 €	3.500 €	3.500 €	3.500 €	17.500 €
	ARIADNETechNat-Mentoring-Programm II für Promovendinnen	2 Durchgänge; Laufzeit: 18 Monate; Rahmenprogramm: bis 4 Workshops Personalkosten: anteilig; Sachmittel: ca. 36 000 €	3.600 €	3.600 €	3.600 €	3.600 €	3.600 €	18.000 €
	ARIADNETechNat-Mentoring-Programm III für Postdoktorandinnen und Habilitandinnen	2 Durchgänge; Laufzeit: 18 Monate; Rahmenprogramm: 2 zusätzliche Workshops Personalkosten: anteilig; Sachmittel: ca. 9 000 €	900 €	900 €	900 €	900 €	900 €	4.500 €
	Praktika für Schülerinnen	Sachmittel	16.000 €	16.000 €	16.000 €	16.000 €	16.000 €	80.000 €
	Mach MINT!	Sach- und Hilfskraftmittel	1.500 €	1.500 €	1.500 €	1.500 €	1.500 €	7.500 €
	Helga-Kersten-Preise	Sachmittel 2*15 000 € Preisgeld	30.000 €	30.000 €	30.000 €	30.000 €	30.000 €	150.000 €
	Tagungsförderung	Übernahme von Tagungs- und Reisegeldern	15.000 €	15.000 €	15.000 €	15.000 €	15.000 €	75.000 €
	Coachings	bis max. 1000 € pro/Stufe	5.000 €	5.000 €	5.000 €	5.000 €	5.000 €	25.000 €
	Zwischenfinanzierung bei kurzfristiger Unterbrechung der Beschäftigung	Sachmittel	1.260 €	1.260 €	1.260 €	1.260 €	1.260 €	6.300 €
	Publikationsförderung für Nachwuchswissenschaftlerinnen	Sachmittel	8.000 €	8.000 €	8.000 €	8.000 €	8.000 €	40.000 €
	Visiting Scholarship für PostDocs+	Auslandsaufenthalte	25.000 €	25.000 €	25.000 €	25.000 €	25.000 €	125.000 €
	Berufungszusagen bei W2 Ruf	50 000 € Sach-/Personalmittel pro W2 Ruf	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
			132.760 €	132.760 €	132.760 €	132.760 €	132.760 €	663.800 €

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

Prof. Dr. Jürgen Schatz
Dean of the Faculty of Sciences

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