

Officers for equal opportunities for women in science and the arts (women's representatives)

at Friedrich-Alexander-Universität
Erlangen-Nürnberg

Description of the office

Content

1	Introduction	4
2	The office of women's representative	6
2.1	Legal basis for equality measures and women's representatives	7
2.2	Election and term of office	11
2.3	Rights of the women's representatives	12
3	Tasks of women's representatives	13
3.1	Committee work	14
3.1.1	University women's representative	14
3.1.2	Women's representatives at the faculties and departments	15
3.2	Coordination and networking	15
3.3	Appointment committees	16
3.4	Target agreements and measures for increasing the proportion of women in academia	19
3.5	Women's representatives as important points of contact	20
3.6	Women's representatives as multipliers	20
4	Structural integration of equal opportunities at FAU	21
5	Appendix	25
5.1	Targets for the faculties 2023-2027	26
5.2	Documents and websites	
	Imprint	30

Please note: In the interests of readability, we will continue to use the reformed term "women's representative" hereinafter, with the exception of extracts from the Bavarian Higher Education Innovation Act (BayHIG) and the FAU Constitution. Pursuant to BayHIG, that came into force on January 1, 2023, this refers to the position of the "Officer for equal opportunities for women in science and the arts".

1 Introduction



Founded in 1743, Friedrich-Alexander-Universität Erlangen-Nürnberg is one of the few universities in Germany to offer the entire spectrum of academic disciplines, with five faculties, nearly 40,000 students and more than 14,000 members of staff (including Uniklinikum Erlangen). Implementing equal opportunities for all members of the University is a prime concern throughout FAU. It takes priority in all relevant bodies, boards and committees, as well as at all levels of planning and decision-making. In 2012, FAU incorporated the strategic pillar of diversity management into its gender equality and family policy. No-one may be discriminated against on the grounds of their gender, sexual orientation, nationality, religion, social status, age, or a disability. Gender equality, prevention of discrimination and a family-friendly culture are guiding principles of FAU aimed at ensuring equal opportunities for all. The currently valid **Gender equality plan for academia and research 2023-2027** forms the basis for the content, program and practicalities of FAU's approach to equal opportunities, diversity and family policy.

The post of women's representative at a Bavarian university is a position that is key to ensuring universities meet statutory equality requirements. This handout is aimed at women's representatives at FAU, providing a breakdown of the basic legal and formal requirements for the position of women's representative, the tasks and rights it entails, and describing how equal opportunities are structurally integrated into all areas across FAU. If you have any questions, please feel free to contact the **Office of Equality and Diversity at FAU**.

2 The office of women's representative



The tasks, rights and obligations of women's representatives at universities are stipulated in Section 22 of the Bavarian Higher Education Innovation Act (BayHIG) (see 2.1). The FAU Constitution complements the BayHIG and states in Sections 21 and 22 that women's representatives will have a central and formally acknowledged role in monitoring and implementing equal opportunities in the University's bodies and committees (see Sections 2.2 and 2.3). The currently elected University and faculty women's representatives at FAU and their deputies are named on the **website of the Office of Equality and Diversity**.

The first women's representative at FAU was appointed on July 26, 1989. An event titled "30 years of women's representatives at FAU: The long path towards gender equality in academia" was held on the occasion of the 30th anniversary of her appointment on July 26, 2019. The chronicle of the same name introduced at the event pays tribute to the various stages along the way and the decades of commitment to the cause. The chronicle was published by **FAU University Press** and is available via open access (PDF).

2.1. Legal basis for equality measures and women's representatives

Article 3 of the German Basic Law stipulates equal rights for women and men, the principle of substantial equality, and the commandment of non-discrimination.

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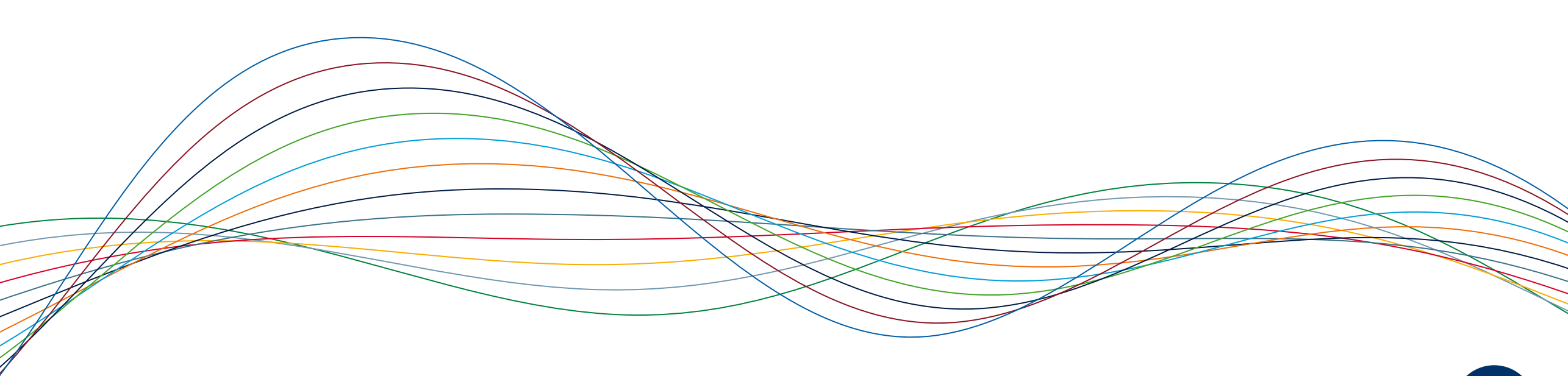
Grundgesetz

vom 23.05.1949, zuletzt geändert durch Art. 1 G vom 28.03.2019 (BGBl. I S. 404)

Art. 3 Absätze 2 und 3

(2) Männer und Frauen sind gleichberechtigt. Der Staat fördert die tatsächliche Durchsetzung der Gleichberechtigung von Frauen und Männern und wirkt auf die Beseitigung bestehender Nachteile hin.

(3) Niemand darf wegen seines Geschlechtes, seiner Abstammung, seiner Rasse, seiner Sprache, seiner Heimat und Herkunft, seines Glaubens, seiner religiösen oder politischen Anschauungen benachteiligt oder bevorzugt werden. Niemand darf wegen seiner Behinderung benachteiligt werden.



The Bavarian Higher Education Act (Bayerisches Hochschulgesetz, BayHSchG) that became valid in October 1988 provided the legal basis for the position of women's representatives at Bavarian universities for the first time. Professor Dr. Renate Wittern-Sterzel was elected the first University women's representative at FAU in 1989. BayHSchG was replaced by the Bavarian Higher Education Innovation Act (BayHIG) in January 2023, and the position of women's representative renamed (Officer for equal opportunities for women in science and the arts).

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Bayerisches Hochschulinnovationsgesetz vom 05.08.2022, mit Wirkung zum 01.01.2023 (GVBl. S. 414)

Art. 22 Gleichstellung

(1) ¹Die Hochschulen fördern bei der Wahrnehmung ihrer Aufgaben die tatsächliche Durchsetzung der Gleichberechtigung von Frauen und Männern und berücksichtigen diese als Leitprinzip. ²Sie wirken auf die Beseitigung bestehender Nachteile hin. ³Zur Durchsetzung der Gleichberechtigung werden Frauen unter Beachtung des Vorrangs von Eignung, Befähigung und fachlicher Leistung (Art. 33 Abs. 2 des Grundgesetzes, Art. 94 Abs. 2 der Verfassung) bevorzugt. ⁴Ziel der Förderung ist eine Steigerung des Anteils von Frauen auf allen Ebenen der Wissenschaft und Kunst.

(2) ¹Die Hochschulen wirken darauf hin, dass in allen Gremien, einschließlich der Hochschulleitung und der Berufungsausschüsse, eine angemessene Vertretung von Frauen und Männern besteht. ²Dabei orientiert sie sich grundsätzlich am jeweiligen Anteil an der Gesamtzahl ihrer Mitglieder. ³Bei der Hochschulleitung wird eine paritätische Besetzung angestrebt, jedenfalls soll sie mindestens zu jeweils 40 % aus Frauen und Männern bestehen.

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(3) ¹An den Hochschulen werden Beauftragte für die Gleichstellung von Frauen in Wissenschaft und Kunst bestellt, die auf die Vermeidung von Nachteilen für Wissenschaftlerinnen, Künstlerinnen, weibliche Lehrpersonen und Studierende achten. ²Sie sind zur Verschwiegenheit verpflichtet, nicht an Weisungen gebunden und unterstützen die Hochschulen bei der Wahrnehmung ihrer Aufgabe nach Abs. 1. ³Die Beauftragten werden für die Hochschule vom Senat, für die Fakultäten vom Fakultätsrat gewählt. ⁴Die oder der für die Hochschule gewählte Beauftragte gehört der Erweiterten Hochschulleitung und dem Senat einschließlich seiner Ausschüsse, die oder der für die Fakultäten gewählte Beauftragte dem Fakultätsrat einschließlich seiner Ausschüsse und den Berufungsausschüssen als stimmberechtigtes Mitglied an. ⁵Die Hochschulleitung beteiligt die Beauftragte oder den Beauftragten bei sie oder ihn betreffenden Angelegenheiten und gibt regelmäßig Gelegenheit, Anliegen vorzutragen. ⁶Die Hochschulleitung kann die Beauftragte oder den Beauftragten als Mitglied der Hochschulleitung mit beratender Stimme berufen. ⁷Im Übrigen regelt die Grundordnung die Mitwirkung in sonstigen Gremien. ⁸Sie kann vorsehen, dass Stellvertreterinnen und Stellvertreter bestellt werden. (4) Abweichend von Art. 36 Abs. 1 Satz 3 ist die oder der Beauftragte für die Gleichstellung von Frauen in Wissenschaft und Kunst bei Änderungen der Grundordnung stimmberechtigt, soweit diese Änderungen ihre oder seine Mitwirkungsmöglichkeiten betreffen. (5) ¹Die Hochschulen stellen den Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst auf Hochschul- und Fakultätsebene zur wirksamen Erfüllung ihrer Aufgaben in angemessenem Umfang Mittel zur Verfügung. ²Die Beauftragten werden für die Dauer ihrer Tätigkeit unter Berücksichtigung des Umfangs ihrer Aufgaben von anderen dienstlichen Aufgaben entlastet.



The Bavarian Higher Education Innovation Act also includes targets for increasing the proportion of women in science and the arts at all levels:

Bayerisches Hochschulinnovationsgesetz

vom 05.08.2022, mit Wirkung zum 01.01.2023 (GVBl. S. 414)

Art. 23 Zielvorgaben für die Erhöhung der Frauenanteile

- (1) Die Hochschulen fördern aktiv die Erhöhung der Frauenanteile in allen Fächergruppen und auf allen Ebenen, in denen Frauen unterrepräsentiert sind.
- (2) ¹Dabei soll auf der Grundlage des Kaskadenmodells der Anteil von Frauen in Wissenschaft und Kunst weiter erhöht werden. ²Ziel ist die gleiche Teilhabe von Frauen und Männern (Parität). ³Die Hochschulleitung legt für die jeweiligen Fächergruppen im Einvernehmen mit dem Fakultätsrat eine Zielvorgabe für den Frauenanteil für alle Ebenen inklusive der wissenschaftlichen Qualifikationsstellen für längstens vier Jahre fest. ⁴Als Referenzquote für die Zielvorgabe dient der Frauenanteil der jeweils direkt darunterliegenden Qualifizierungsstufe. ⁵Die Hochschulen streben an, bei der Besetzung von wissenschaftlichen Qualifikationsstellen und Professuren in den einzelnen Fächergruppen mindestens den Frauenanteil der jeweiligen Zielvorgabe zu erreichen.
- (3) ¹An den Hochschulen, an denen auf diese Weise, mangels geeigneter direkt darunterliegender Qualifikationsstufen, keine repräsentative Referenzquote gebildet werden kann, wird eine entsprechende Zielvorgabe über eine Zielvereinbarung zwischen der Hochschulleitung und dem Organ der entsprechenden Fakultät verbindlich festgelegt. ²Hierbei kann eine Orientierung an den durchschnittlichen Anteilen von Frauen, die bundesweit die Qualifikationsvoraussetzung für eine Professur je nach Hochschulart in der jeweiligen Fächergruppe erfüllen, erfolgen.
- (4) Näheres regeln die Hochschulen in ihren Gleichstellungskonzepten

2.2 Election and term of office

The University and Faculty women's representatives at FAU are represented in all central boards and committees at the University and the faculties. Since April 2018, the University women's representative has been an advisory member of the Executive Board. Two deputies are elected for the University women's representative, and at least one deputy per department/institute for the faculty women's representatives. This allows particular consideration to be



Grundordnung der Friedrich-Alexander-Universität Erlangen-Nürnberg

(vom 20.06.2007, zuletzt geändert in der Satzung vom 28.04.2023)

§ 21 Wahl der Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst und ihre Amtszeiten

- (1) ¹Die Vorgaben für die Wahl der Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst (Frauenbeauftragte) ergeben sich aus Art. 22 Abs. 3 Satz 3 BayHIG. ²Die oder der Beauftragte für die Gleichstellung von Frauen in Wissenschaft und Kunst der Universität und ihre oder seine Vertretungen werden vom Senat aus dem Kreis des an der Universität hauptberuflich tätigen wissenschaftlichen und künstlerischen Personals gewählt. ³Vor der Wahl hört die Präsidentin oder der Präsident die Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst der Fakultäten über deren personelle Vorstellungen; über das Ergebnis der Anhörung ist der Senat zu unterrichten.
- (2) ¹Die oder der Beauftragte für die Gleichstellung von Frauen in Wissenschaft und Kunst der Fakultät und ihre oder seine Vertretungen werden vom Fakultätsrat aus dem Kreis der Personen gewählt, die dem an der Universität hauptberuflich tätigen wissenschaftlichen und künstlerischen Personal angehören und Mitglieder der Fakultät sind. ²Vor der Wahl gibt die Dekanin oder der Dekan den weiblichen Mitgliedern des Personenkreises nach Satz 1 und der Fachschaftsvertretung Gelegenheit, personelle Vorstellungen einzubringen; über das Ergebnis ist der Fakultätsrat zu unterrichten.
- (3) ¹Die Amtszeit der Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst beträgt zwei Jahre. ²Wiederwahl ist zulässig. ³Eine Abwahl ist ausgeschlossen.
- (4) ¹Für jede Beauftragte oder jeden Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst können Vertretungen gewählt werden, die im Verhinderungsfalle der Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst deren Funktionen wahrnehmen. ²Absatz 3 gilt entsprechend.

paid to the specific concerns of the individual departments and institutes. The women's representatives form a committee chaired by the University women's representative that convenes at least once a semester, allowing the women's representatives to coordinate their activities and share information with each other.

2.3 Rights of the women's representatives

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Grundordnung der Friedrich-Alexander-Universität Erlangen-Nürnberg

(vom 20.06.2007, zuletzt geändert in der Satzung vom 28.04.2023)

§ 22 Rechte der Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst

(1) ¹Stellung, Funktion sowie Rechte und Pflichten der Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst ergeben sich insbesondere aus Art. 22 Abs. 3 bis 5 BayHIG. ²Besteht in einer Angelegenheit, die in den Zuständigkeitsbereich eines Kollegialorgans oder Gremiums fällt, nach Auffassung der oder des Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst der Verdacht eines Verstoßes gegen die Chancengleichheit oder einer Benachteiligung von Wissenschaftlerinnen, weiblichen Lehrpersonen oder weiblichen Studierenden, so ist die Vorsitzende oder der Vorsitzende des Kollegialorgans oder Gremiums auf Antrag der oder des Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst verpflichtet, den Gegenstand auf die Tagesordnung der nächsten Sitzung zu setzen und zu behandeln; der Antrag soll schriftlich begründet sein. ³Die oder der Beauftragte für die Gleichstellung von Frauen in Wissenschaft und Kunst soll in allen Angelegenheiten, die ihre oder seine unmittelbaren Aufgaben betreffen, frühzeitig beteiligt werden. ⁴Ihr oder ihm soll Gelegenheit zur Stellungnahme gegeben werden.

(2) ¹Die Gesamtheit der Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst an der Universität bilden zur Koordinierung ihrer Tätigkeit und zur gegenseitigen Information unter dem Vorsitz der oder des Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst der Universität das Gremium der Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst. ²Es tritt mindestens einmal im Semester zusammen.

(3) Die Beauftragten für die Gleichstellung von Frauen in Wissenschaft und Kunst sind zur Verschwiegenheit verpflichtet und nicht an Weisungen gebunden.

3 Tasks of women's representatives



The legal task of the women's representatives is to avoid disadvantages and represent the interests of female research staff¹ and students and to support the University in meeting its equality obligations. Particular emphasis is laid on supporting female researchers at an early stage in their careers and increasing the proportion of women in academic qualification levels where they are currently under-represented.

3.1 Committee work

At FAU, the position of University women's representative (with two deputies) and Faculty women's representative (with deputies at the school or department level) has been institutionalized. The University women's representative and Faculty women's representatives and their deputies participate in all important committees and standing committees as voting or advisory members, thereby assuming an important role in implementing FAU's equality objectives. The following gives an overview of the main bodies in which the University and Faculty women's representatives at FAU are members:

3.1.1 University women's representative

Voting member:

- Extended Executive Board (BayHIG, Art. 22 (3)(4) and FAU Constitution, Section 6)
- Senate (BayHIG, Art. 22 (3)(4) and FAU Constitution, Section 7)
- Standing committees (FAU Constitution, Section 9):
Library Commission, Commission for Equal Opportunities, Ethics Commission, Ethics Committee for Security-Relevant Research, Commission for Research and Early Career Researchers, Commission for Internationalization, Commission for Teaching and Studying, Accreditation Review Committee
- Amendments to the FAU Constitution (BayHIG, Art. 22 (4))
- QSConcept Board (FAU QSConcept)
- Executive Board of the Center for Teacher Education (Regulations of the Center for Teacher Education, Section 4)
- Steering committee of the Graduate Center (Regulations of the FAU Graduate Center, Section 3)

Advisory member:

- Executive Board (FAU Constitution, Section 2, in conjunction with BayHIG, Art. 22 (3)(6))

¹ The Equal Opportunities Officer is responsible for non-academic staff. The legal basis for this office is the Bavarian Equal Treatment Act (Bayerisches Gleichstellungsgesetz – BayGIG).

- University Council (FAU Constitution, Section 8)
- Central Committee for the Allocation of Tuition Fee Compensation (Agreement on the allocation of tuition fee compensation at FAU, Section 4)

3.1.2 Women's representatives at the faculties and departments

Voting member:

- Faculty board (FAU Constitution, Section 12)
- Faculty Council (FAU Constitution, Section 16, and BayHIG, Art. 22 (3)(4))
- Management committee of the department (FAU Constitution, Section 20)
- Appointment committees (BayHIG, Art. 22 (3)(4))
- Convention of academic and artistic employees (provided the women's representatives belong to this group) - the Faculty women's representative as a voting member, and departmental women's representatives as guests (FAU Constitution, Section 29)

Advisory member:

- Advisory committees convened by the Faculty Council (Art. 41 (3) BayHIG)
- Faculty committee for the allocation of state tuition funding (Agreement on the allocation of tuition fee compensation at FAU, Section 5)

3.2 Coordination and networking

Coordinating and networking with all women's representatives is one of the main responsibilities entailed by the post. In order to ensure effective collaboration in all current topics of mutual concern within the University, the women's representatives meet at least once per semester, both within their own faculty and with their counterparts from the other faculties.

The FAU University Women's Representative is also a member of the **Landeskongferenz der Frauen- und Gleichstellungsbeauftragten an Bayerischen Hochschulen** (regional conference of women's representatives and equal opportunities officers at Bavarian universities, LaKoF). This represents the interests of women at universities at a regional level and shapes the political discussion of equality at universities in Bavaria. Another network is the **Bundeskongferenz der Frauen- und Gleichstellungsbeauftragten an Hochschulen** (federal conference of women's representatives and equal opportunities officers at Bavarian universities, bukoF), where stakeholders from higher education involved in policymaking concerning equal opportunities meet to discuss current issues relating to equality.

3.3 Appointment committees

One of the central tasks of Faculty women's representatives and their deputies (departmental women's representatives) is involvement in appointment committees, thereby ensuring that equal opportunities are observed and implemented during the entire appointment procedure. This is based on the **Guidelines for appointments at Friedrich-Alexander-Universität Erlangen-Nürnberg. Appointment procedures for professors and assistant professors under particular consideration of aspects of gender and diversity** (currently German version only). It is crucial that women's representatives are involved without restriction in all steps during the appointment procedure, that they can make a constructive contribution to discussions and that they can raise any questions at all times. The statement issued by the women's representative is included in the appointment file.

The following describes the individual phases in more detail, in particular in view of the tasks of women's representatives during the appointment procedure (**see also the handout for women's representatives in appointment committees**). In addition, an experienced women's representative collaborates with Appointments and Appointment Procedures (S-BERUFUNGEN) to offer a training course for women's representatives on average once each semester.

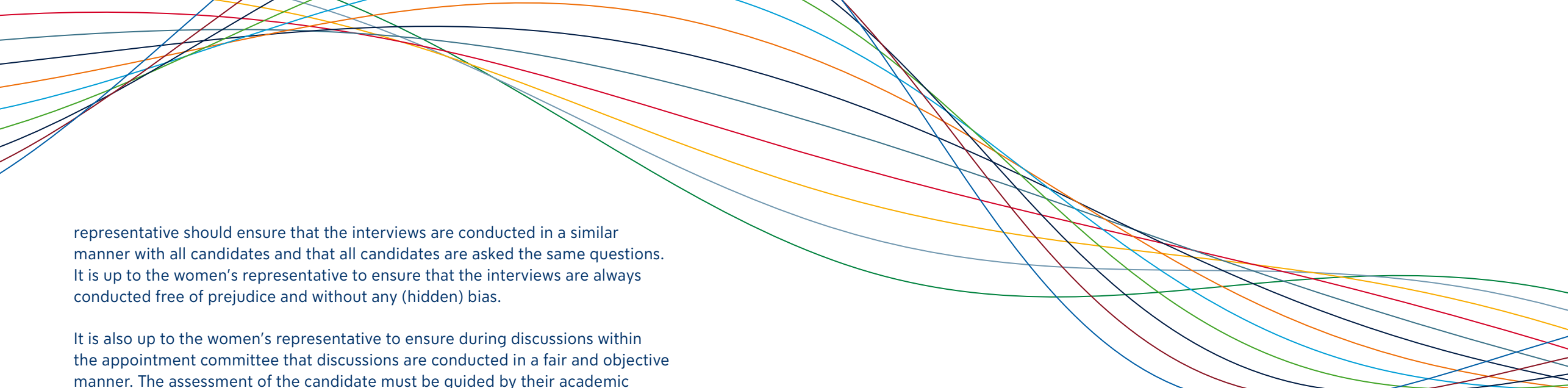
When writing the call for applications, the women's representative ensures that qualified women feel encouraged to apply for the position and that the text is worded in a gender sensitive manner. For example, gender neutral forms must be used. In addition, requirements for the position ought to be worded relatively broadly in order to encourage as many women as possible to apply and to improve the chances of female researchers to be considered as the appointment procedure progresses. Furthermore, the call for applications should be published in academic networks aimed at female researchers. It is the women's representative's responsibility to mention this explicitly and to take steps to ensure the relevant action is taken.

According to Article 22 (3)(4) BayHIG, the women's representative is a voting member of the appointment committee. In addition, at least two female professors, not including the women's representative, must be members of the committee. If this is not possible, reasons must be stated explaining why not. The women's representative is responsible for **quality assurance in appointment procedures with particular reference to equality and diversity aspects**. All members of the appointment committee must acknowledge the content of the relevant flyer at the beginning of the procedure. Each member must confirm that they have read and acknowledged the flyer in the Application Portal. This is intended to raise awareness of a non-prejudiced evaluation during the process as a whole.

Proactive recruitment is a key feature of the appointment procedure. The aim is to find qualified female candidates with realistic chances and motivate them to apply. Any women who apply for the advertised professorship as a result of the proactive recruitment drive must be invited to give a presentation. In addition to the Guidelines for appointments, the Executive Board of the University passed a revised version of the **Guidelines on recruiting female professors** (currently German version only) on October 22, 2018. The women's representative is entitled to select suitable female candidates from the pool of applicants who must be invited to give a presentation. In addition, the women's representative is entitled to approach other female researchers and encourage them to apply for the position. A list of databases that can be used to search for qualified female researchers from all disciplines is available via the **website of the Office of Equality and Diversity**. Records must be kept of the individual steps taken for the proactive recruitment of women suitable for the position, for advertising the position in networks, including those directed exclusively at women, and for addressing potential female candidates directly.

When deciding on selection criteria and selecting potential candidates, the women's representative must ensure that the stipulated criteria are not too restrictive in order to avoid a situation where only a few candidates are suitable for inclusion in the final short list. The determined selection criteria must be taken into account objectively and fairly for all candidates. Certain special circumstances must not have a negative effect on the assessment. For example, an interruption or reduction of working times due to periods spent caring for relatives or children must not affect the assessment of the candidates. As this tends to apply more frequently to female researchers than male researchers, particular attention must be given to this issue. When assessing the progression of candidates' careers to date, attention must always be paid to their "academic age" and not their actual age.

Like the call for applications, the invitation to give a trial lecture must be worded using gender-sensitive language. After the trial lecture, an interview is held between the appointment committee and the candidates. The women's



representative should ensure that the interviews are conducted in a similar manner with all candidates and that all candidates are asked the same questions. It is up to the women's representative to ensure that the interviews are always conducted free of prejudice and without any (hidden) bias.

It is also up to the women's representative to ensure during discussions within the appointment committee that discussions are conducted in a fair and objective manner. The assessment of the candidate must be guided by their academic achievements. The selection criteria determined beforehand must be taken into account and must not be altered to the detriment of female candidates. By the same token, adding or changing the weighting of criteria is also prohibited. When selecting reviewers, care should be taken to make a balanced selection and to ensure that the selected reviewers are impartial and do not have close ties to any of the candidates. In addition, reviewers must also be made aware of the necessity to take equality and diversity issues into account and of the objective to provide equal opportunities for all. Once the evaluations have been received, it is important to check that they are free of prejudice and discrimination and to ensure that the selection criteria have been considered objectively.

The appointment procedure leads to the drawing up of the appointment list. Care should be taken to ensure that women are preferred if candidates have the same qualifications and that the candidates' achievements and potential are judged fairly. The **"Checklist on the stages and results of the appointment procedure"** (currently German version only) should be attached to the appointment proposal. It includes confirmation that the principle of equal opportunities for all genders has been taken into account during the appointment procedure. The checklist must be signed by the chairperson of the committee, the reporting officer and the women's representative.

Written records must be kept of every step in the process. The statement from the women's representative ought to be detailed and differentiated. It is an important document aimed at assisting the Senate and the Executive Board in coming to a decision. During the entire process, the women's representative can rely on the support of the reporting officer, the University Women's Representative, the President and staff at Appointments and Appointment Procedures (S-Ber). Further information on the topic of appointment procedures are available on the website of **Appointments and Appointment Procedures** and in the **Appointments Handbook** (currently German version only).

3.4 Target agreements and measures for increasing the proportion of women in academia

A further task of the women's representatives is to develop and establish support programs and measures for increasing the proportion of women in academia in collaboration with the Office of Equality and Diversity. The overarching instrument in place at FAU for increasing the proportion of women in academia are the **target agreements concluded between the Executive Board and the faculties**, introduced for the first time in 2005. These target agreements are based on the personnel and structural standards defined in the **"DFG's Research-Oriented Equity and Diversity Standards"**, on statistics from the faculties and departments and on a cascade model. Innovative measures are in place to support excellent female researchers at an early stage in their career on their path towards gaining a professorship.

The **current target agreements** have been agreed for the period 2023-2027. The agreements define targets (see 5.1) for the various qualification levels that each faculty aims to achieve in this period by implementing certain faculty-specific measures. The Faculty and departmental women's representatives are the first important points of contact for potential applicants at their faculty or department. The women's representatives remain in close contact in this regard with the **team of the Office of Equality and Diversity**.

3.5 Women's representatives as important points of contact

The women's representatives act as the initial point of contact for all questions relating to matters of equality, both internally and externally. In the case of conflicts or problems (e.g. discrimination or sexual harassment), female research staff and students can turn in the first instance to the women's representatives at their faculty or department. Another important contact is **the independent point of contact pursuant to Section 25 BayHIG on sexual harassment and discrimination at the Office of Equality and Diversity**. Further information on dealing with cases of sexual harassment and internal and external points of contact is available on the **website of the Office of Equality and Diversity**.

3.6 Women's representatives as multipliers

The women's representatives act as multipliers for equality topics within FAU by actively raising such issues in the committees. They communicate and raise awareness of issues such as gender-specific regulations, concepts and recommendations (such as the **Gender Equality Plan, Guidelines on preventing and dealing with cases of sexual harassment, Recommendations for gender-sensitive language) at faculty and departmental level**. The women's representatives also contribute their expertise in close collaboration with the Office of Equality and Diversity, for example for designing gender-specific events or research projects.

4 Structural integration of equal opportunities at FAU



At FAU, gender equality, diversity and family policy focus on encouraging equal opportunities, with the different areas being established as cross-sectional topics and integrated into the structure at all levels of the University. FAU pursues its goal of encouraging a gender-sensitive university culture that meets the needs of families by consistently linking centralized and decentralized structures. The following framework conditions and entities have been established alongside the position of women's representative to implement these tasks at FAU.



Vice President

The fact that equal opportunities are a major priority at FAU is reflected in the area of responsibility of one of our Vice Presidents. Since 2018, the topic has been incorporated into the **portfolio People**. As a member of the Executive Board, the Vice President is involved at the strategic level in collaboration with the Commission for Equal Opportunities and the women's representatives at the University, and is both the point of contact for this area and the University's representative for these topics when dealing with external parties.

Commission for Equal Opportunities

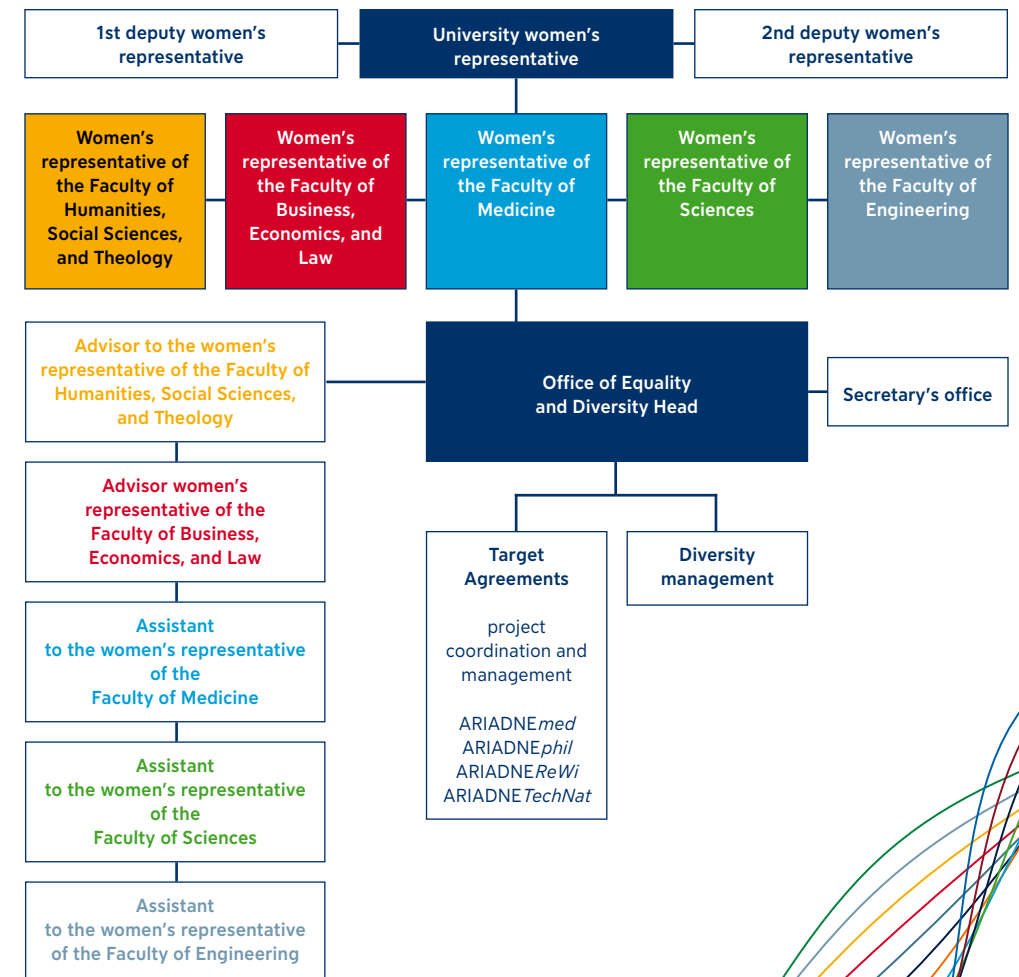
The Commission for Equal Opportunities is responsible for drawing up concepts and suggestions for action for the Executive Board concerning the development and implementation of equality, diversity and family measures at FAU. At the same time, the commission offers a forum for exchanging information about the status of equal opportunities at the faculties and other institutions at FAU. The members of the commission are the relevant Vice President, the Chancellor, the Diversity officer, the University women's representatives and Equal Opportunities Officer, professors of all faculties, representatives of non-professorial research

staff and students, university administration, the Office of Equality and Diversity and the Family Service.

Office of Equality and Diversity

The Office of Equality and Diversity is the central FAU institution dealing with everything to do with equal opportunities. It develops the content, concept and strategic direction of projects, strategies and services aimed at encouraging equal opportunities. This includes gender mainstreaming and diversity management. The Office of Equality and Diversity also supports the University and Faculty women's representatives. The following **brochure** published by the Office gives an overview of its various areas of responsibility, central projects and services.

Organisation of the Office of Equality and Diversity at FAU



5 Appendix

FAU and Universitätsklinikum Family Service

The Family Service, founded in 2007, offers a comprehensive range of services at a high standard to employees and students who have children or relatives who need care, allowing them to balance studying, work and family commitments. The Family Service gives advice, can provide childcare or help find a babysitter and can offer support for university members with caring responsibilities. It works in close cooperation with a number of internal and external institutions and organizations.

Equal Opportunities Officer for non-academic staff

The position of Equality Opportunities Officer for non-academic staff is stipulated in the Bavarian Equal Treatment Act (BayGIG). Their tasks predominantly involve encouraging and monitoring the implementation of the BayGIG and the gender equality plan for the area of non-academic staff, improving the situation of women and helping staff to balance work and family life. The women's representatives at FAU and the Office of Equality and Diversity work together closely with FAU's Equal Opportunities Officer in a number of areas relating to equality policy.

Diversity Officer at the School of Business, Economics and Society

Diversity management at the School of Business, Economics and Society revolves around the principles of "diversity", "expertise" and "visibility". Bearing this in mind, diversity is understood as a source of potential for the development of the School and refers to all represented groups of people. Data are collected and surveys initiated in order to anchor diversity securely at the School.

Charter "Familie in der Hochschule"

By signing the charter "Familie in der Hochschule" on September 19, 2016, FAU became a member of the Best Practice Club "Familie in der Hochschule e.V.". FAU met the high standards of the best practice club after successfully completing three audit phases of the "Audit familiengerechte Hochschule" to be certified as a family-friendly university. By signing the charter, FAU has made a family-friendly approach an integral component of its profile as a university. FAU recognizes its social responsibility as a place where people learn and work together, where balancing study, work, research and family commitments has become second nature and an integral part of university life.



5.1 Targets for the faculties 2023-2027

The following gives an overview of the targets from the current round of target agreements between the Executive Board and the five faculties. The individual, faculty-specific measures aimed at achieving these objectives are available on the [website of the Office of Equality and Diversity](#).

Faculty of Humanities, Social Sciences, and Theology

The measures applied for within the scope of the target agreements 2023-2027 are aimed to help FAU reach the following goals:

- Increase the proportion of women who hold an associate or full (W2 or W3) professorship from 36% (as of December 2020) to 40% by 2027,
- Increase the proportion of women in permanent positions at pay grade 15 from 28% (as of January 2022) to at least 39%, which means that at least 3 of the 5 permanent positions to be filled for the target agreement period must be filled by women,
- Improve development opportunities for women in mid-level research positions with the goal of becoming professors
- Prevent the dropout of qualified women in mid-level research, particularly in the postdoctoral phase
- Strengthen the support provided to women, especially in the postdoctoral phase with the aim of increasing the proportion of female professors,
- Support an open and attentive culture and promote an appreciative and respectful working and research environment that is sensitive to gender and diversity in addition to research output and innovation. The focus at all times is on valuing individuals.

Faculty of Business, Economics, and Law

The measures applied for within the scope of the target agreements 2023-2027 are aimed to help FAU reach the following goals:

- Increase the proportion of women completing a doctoral degree at the Faculty from 44% (average from 2018-2020) to 55% by 2027.
- Increase the proportion of women completing a habilitation at the Faculty from 14% (average from 2018-2020) to 44% by 2027.
- Maintain the proportion of female assistant professors (W1) at the Faculty at 62% (December 1, 2020) as far as possible through to 2027.
- Increase the proportion of women who hold an associate/full professorship (W2/W3) at the School of Law from 9% (December 1, 2020) to 18% by 2027
- Increase the proportion of women who hold an associate/full professorship (W2/W3) at the School of Business, Economics and Society from 20% (December 1, 2020) to 24% by 2027.

Faculty of Medicine

The measures applied for within the scope of the target agreements 2023-2027 are aimed to help FAU reach the following goals:

- Increase the proportion of women who hold an associate professorship (W2) from 21.4% (as of December 2020) to 25% by 2027.
- Increase the proportion of women who hold a full professorship (W3) from 7.1% (as of December 2020) to 15% by 2027
- Increase the proportion of female senior physicians from 27.4% (as of December 2020) to 40% by 2027
- Increase the proportion of female habilitation candidates from 37.2% (as of December 2020) to 40% by 2027

Faculty of Sciences

- 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

Faculty of Engineering

The measures applied for within the scope of the target agreements 2023-2027 are aimed to help FAU reach the following goals:

- 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: 27.0 %; 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.

5.2 Documents and websites

General links

- Office of Equality and Diversity: www.equality-and-diversity.fau.eu
- Brochure from the Office of Equality and Diversity: www.equality-and-diversity.fau.eu/brochureOED2023
- Elected women's representatives:
- FAU Gender Equality Plan: www.equality-and-diversity.fau.eu/equalityplan2327
- Landeskonzferenz der Frauen- und Gleichstellungsbeauftragten an bayerischen Hochschulen (LaKoF): www.lakof-bayern.de
- Bundeskonferenz der Frauen- und Gleichstellungsbeauftragten an Hochschulen e.V. (bukof): www.bukof.de
- The DFG's Research-Oriented Equity and Diversity Standards: www.dfg.de/en/principles-dfg-funding/basics-and-principles-of-funding/equal-opportunities/general-information/research-oriented
- Dealing with sexual harassment at FAU: www.equality-and-diversity.fau.eu/respect

Legal basis

- German Basic Law: www.gesetze-im-internet.de/gg/BJNR000010949.html
- Bavarian Higher Education Innovation Act: www.gesetze-bayern.de/Content/Document/BayHIG
- FAU's constitution: www.fau.de/grundordnung (in German)

Appointment Committees

- Appointments and Appointment procedures: www.fau.info/appointments-and-appointment-procedures
- Appointments at FAU: www.fau.info/appointments
- FAU Guidelines for appointment procedures: www.fau.info/berufungsleitfaden (in German)
- Flyer "Quality assurance in appointment procedures": www.fau.info/quality-assurance-appointment-procedures
- Checklist on stages and results of the appointment procedure on gender and diversity aspects: www.gender-und-diversity.fau.de/checkliste-fuer-berufungsverfahren (in German)
- Guidelines for actively recruiting female professors: www.equality-and-diversity.fau.eu/headhunting
- Handout for women's representatives in appointment procedures: www.equality-and-diversity.fau.eu/handout_appointmentprocedures_WR

Targets for increasing the proportion of women in academia

- Faculty of Humanities, Social Sciences, and Theology: www.equality-and-diversity.fau.eu/TA_Humanities2327
- Faculty of Business, Economics, and Law: www.equality-and-diversity.fau.eu/TA_BEL2327
- Faculty of Medicine and Universitätsklinikum: www.equality-and-diversity.fau.eu/TA_Medicine2327
- Faculty of Sciences: www.equality-and-diversity.fau.eu/TA_Sciences2327
- Faculty of Engineering: www.equality-and-diversity.fau.eu/TA_Engineering2327

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