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Equality

in research and teaching
at the University of Regensburg

Evaluation of the gender equality concept 2013 to 2018
and objectives for the years 2018 to 2022

1. Equal opportunities as a principle and guideline of the University of Regensburg

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1. Equal opportunities as a principle and guideline of the University of Regensburg

1. Equal opportunities as a principle and guideline of the University of Regensburg

The University of Regensburg (UR), founded in 1962 as the fourth Bavarian state university, is a modern campus university on the edge of Regensburg's old town. Initially planned as a regional university, it has developed into an internationally renowned centre for research and teaching over the past decades. The full university has an excellent infrastructure and, in addition to its wide range of subjects, also convinces with its good supervision ratio. UR 2015 is the second university in Bavaria to successfully complete the process of system accreditation. In the winter semester 2017/18, 21,416 students were enrolled, of which 1,772 were international students. Currently, about 200 study programmes can be studied at the eleven faculties of the UR. In research and teaching, the Faculty of Medicine can also draw on the University Hospital, which was founded in 1992. In research, the UR is characterised by six DFG-funded Collaborative Research Centres, nine DFG Research Units, eight DFG Graduate Col- leagues and participation in other research associations as well as 37 EU projects. The high degree of networking between the university and non-university research areas is cha- racteristic for the UR. A Leibniz Institute and a section of the Fraunhofer-ITEM are located in Regensburg; a further Leibniz Institute is planned. As of 01.12.2017, a good 2,200 people were scientifically employed at the University of Regensburg, including the president, 314 professors.

"Equality between women and men is a guiding principle of the University of Regensburg and is taken into account in all university processes. This programmatic sentence opens the preamble of the basic order of the UR since 2007. It takes up article 4 of the Bavarian Ploch School Act of 23 May 2006, which makes the equality of women and men the task of the Floch schools, and has since then been reflected in all guidelines and concepts of the UR. For example, in the UR's mission statement (2007), gender equality is differentiated by the aspects of ensuring equal opportunities for women and men, consideration for different life situations, commitment to reconciling family and work and against the discrimination of women at work; in the Development Plan 2020 (2011), the improvement of equal opportunities and family friendliness was made binding in all areas. The target agreements for the coming years currently being drawn up with the Bavarian State Ministry of Sciences and Arts will again contain key points for equality in the scientific field.

The report presented here on the implementation of the equality concept 2013 to 2018 should open up perspectives for its further development from 2018 to 2022¹. The planning framework of five to six years has proven to be sensible, because in this period of time the ur has been able to develop sustainable structures and still be able to react to the constantly changing conditions in the scientific community and its contexts. On the basis of partly established and partly new measures, the concept for 2018 to 2022 sets out clearly defined goals and areas of land use and describes the necessary gender equality policy procedures. It also serves as a guideline for the design of faculty-specific gender equality concepts that contribute significantly to the realisation of the goals set.

1.1 Equal opportunities structures 2013-2017

Over the past five years, a large number of measures to improve equal opportunities and the compatibility of family and work have been initiated, decided, implemented and in some cases consolidated at UR. In doing so, UR always pursues a sustainable approach: instead of initiating resource-intensive short-term projects, structures are strengthened and, if possible, services are established permanently with continuous evaluation and quality control.

1.1.1 Responsibilities, participation and tasks of the Commissioners and their discharge

Responsibility | The responsibility for the implementation of gender equality projects in the scientific field lies at central level with the university management and at decentralised level with the faculty management. They are supported by the Women's Representative of the University and those of the faculties within their respective areas of responsibility.

¹ With the Equal Opportunities Concept 2013 to 2018, which was adopted as an update of the first Equal Opportunities Concept from 2009 and the reports to the DFG in 2011 and 2013, the UR has successfully applied for participation in the Women Professorship Programme II. 750,000 for additional gender equality measures during this period. These measures are marked by frames in the following

University Women's Representative as a Member of the University Management | In full use of the possibilities offered by the BayHSchG Art. 20 para. 3, the UR was one of the first universities in Bavaria to appoint the University Women's Representative as a member of the F-university management in an advisory capacity as of 1 July 2017. Since then, there has been intensive and early communication at university management level on all issues of equality; vice versa, all university issues from the perspective of equal opportunities are taken into account in the deliberations of the Presidium. The University Women's Representative is also a member of all bodies and committees at the central level, especially, for example, with voting rights in the Extended Executive Board and the Senate of the University.

The Faculty's Women's Representatives and their deputies | In accordance with legal requirements, the Faculty's Women's Representatives are members of all committees and boards at decentralised level. They are represented with voting rights in appointment committees. To optimise cooperation between the central and decentralised levels, there is the Conference of Women's Representatives. The women's representatives of the university and the faculties as well as the employees of the coordination office meet and consult twice per semester; the president of the UR is a guest at one of these meetings. In 2016, the Senate of the UR, in agreement with the members of the conference, issued a statute for this body.

Relief of the Women's Representative | Since, according to Bavarian university law, the office of the Women's Representative is a task within the framework of academic self-administration in addition to the tasks in research and teaching, the UR provides the Women's Representative with funds for organisational (Coordination Office Equal Opportunities & Family) and professional relief. Since 2011/12, the workload of the women's representatives of the faculties has been reduced by reducing teaching load or by additional auxiliary means; the actual implementation of this reduction has been evaluated regularly by the faculties since 2016. The discharge of the University Women's Representative and her/his two deputies was raised in 2016 to a very high level, independent of the persons involved. The discharge of the University Women's Representative now corresponds to the amount of the discharge of one Vice President.

Coordination Office Equal Opportunities & Family | Since the term of office of the university and faculty women's representatives is only two years each, these positions may be subject to frequent personal changes, which may prevent a consistent implementation of the equal opportunities policy. For this reason, the advisor to the Women's Representative of the University, who in 2013 was still employed on a limited part-time basis, was hired full-time as the managing director of the Coordination Office for Equal Opportunities and Family Affairs when the position was filled in 2015 and was made permanent by the University Management in 2017. In addition, the University's internal Family Service is part of this Coordination Office, which is also staffed by a full-time and permanent employee. In this way, UR is also strengthening the office and scope of duties of the Women's Representative in a sustainable manner.

1.1.2 Appeal procedure

Calls for proposals | The text of the call for proposals for professorships was tailored to the UR's gender equality profile in 2017 in order to better address potential female applicants. **Appointment Committees** | After the corresponding recommendations for equal opportunities by the Science Council were included in the description of appointment procedures at the University of Cologne adopted in 2013, but were often not sufficiently considered in practice, the university management of the University of Cologne has been consistently paying attention to an appropriate proportion of women in its proposals for the composition of appointment committees since the winter semester of 2017/18. If necessary, de facto faculties are or have been asked to make appropriate corrections and additions before the appointment committees are approved.

1.1.3 Jobs for Academic Councillors for life

Public tendering and selection | Since 2013, all permanent positions for academic councillors at the UR have been advertised publicly, suitable academics are invited to apply and the positions are filled in an internal selection process involving the women's representative of the faculty. The Human Resources Department is responsible for documenting the public advertisement and for involving the Women's

Representative in the selection process. In 2017, the awarding procedure for these positions was expanded to include the handling of the proposal for filling the position in a meeting of the University Executive Board with the participation of the University Women's Representative as a member. This ensures maximum transparency and equal opportunities in the appointment process for these positions below the professorship, which are very attractive to many junior staff members.

1.1.4 Faculty-specific equality concepts

In 2008, the Faculty of Language, Literature and Cultural Studies was the first of eleven faculties to adopt an equality concept. The central concept of the UR of 2013 was then to set the framework for further faculty-specific concepts. In recent years, the Faculties of Philosophy, Art, History and Social Sciences (2016), Law (2016) and Psychology, Education and Sports Sciences (2017) have developed further faculty-specific concepts, the others are required to develop one.²

1.1.5 Integration of the promotion of women into the personnel development concept at UR and cooperation with the Centre for the Promotion of Young Academics

Since the creation of the last equality concept, UR has increasingly taken measures to promote and develop the human resources of all young scientists. Examples are the foundation of the Centre for the Promotion of Young Scientists "WIN" (2015), the adoption of a personnel development concept (2017) and the quality concept "Profess-UR" for tenure-track professorships and career paths for young scientists (2017). The promotion of highly qualified female junior researchers and the compatibility of family and academic career are core aspects of all corresponding measures. Close cooperation between the various actors is envisaged in the implementation of the offers. Examples include the "Academic Research Sabbatical" for young researchers³, which is unique in Bavaria and has been particularly emphasised by the DFG in its reviews, and the "Funding Research" series of events, which was originally introduced in 2009 as an individual continuing education programme for young female researchers and has been permanently established since summer 2016 under the joint leadership of the Vice President for Research and the Promotion of Young Researchers and the University Women's Representative.

1.1.6 Equal Opportunities Officer for Science Support Personnel

According to the Bavarian Equal Opportunities Act, an Equal Opportunities Officer is responsible for employees in the science support sector at Bavarian universities. He or she informs and advises this personnel group and, together with the Staff Council, is the complaints office at UR in accordance with § 13 of the General Equal Treatment Act. In an effort to achieve a family-friendly work organisation, UR has extremely flexible flexitime arrangements. In addition, there is a service agreement on "Alternating Housing and Teleworking" for science support staff, which improves the compatibility of family and career. The equal opportunity commissioners of the University of Ulm and the University Hospital will be guests at the conference of the women's representatives for the personal exchange of information.

² See www.ur.de/chancengleichheit/index.html#content_toggle_4 (accessed on 22.03.2018)

³ Since the beginning of 2014, 10 young female scientists have participated in the programme. A total of 39 academic research sabbaticals were approved.

2. "We need more female professors at the UR"

2.1 Data Report 2013-2017

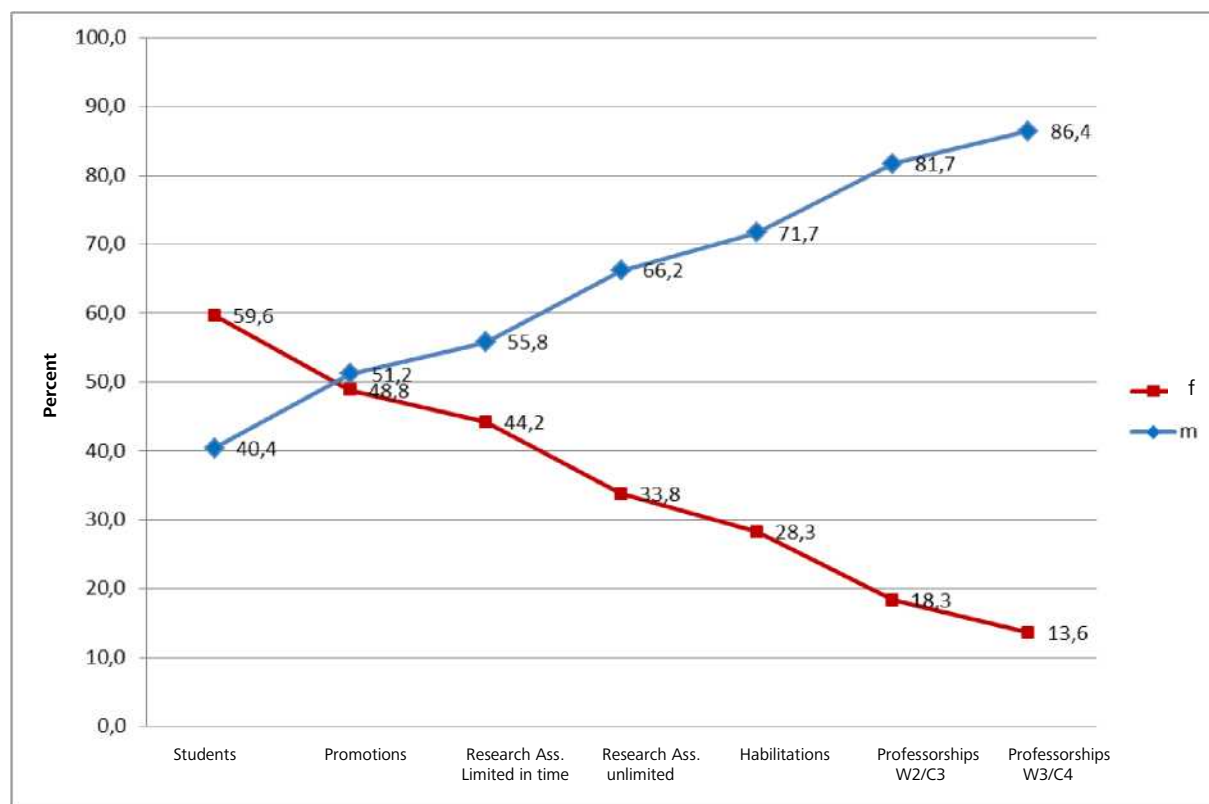


Figure 1: Gender ratio at UR in the academic year 2017 at all levels of academic qualification

2.1.1 Share of women in the professorships of the UR

Figure 1 clearly shows that, despite all efforts, the gap between men and women is still closing at the level of doctorates: a lower proportion of women than men embark on an academic career at the level of research assistants, which is further increased by an even lower proportion of habilitations and professorships.

The share of women in the professorships at UR, including UKR, amounted to 47.85 of 308.95 full-time equivalents (50 out of 314 professorships) and thus 15.5 % on the cut-off date (01.12.2017) (see Figure 2).

Thus, the development of the proportion of women among the professors at UR would be in a positive trend at 15.5% (18.3% W2, 13.6% W3) (see Figure 4), but would remain below the Bavaria-wide average of 19.2% and Germany-wide 23.4% (most recent figures here from 01.12.2016).⁴

Overall, the goal set in the 2013 gender equality concept of "increasing the proportion of female professors by one percentage point per year within the next five years, [...] and thus increasing the number of W2/W3 female professors from 41 to 56" would not have been achieved by the deadline. However, it must be taken into account that the annual data report of the UR only includes professorships that were appointed after a regular appointment procedure, i.e. non-scheduled professorships or substitute professorships are not counted.⁵

⁴ Unfortunately there are no comparable values for Bavaria and Germany that are compatible with the data of the UR (2017)

Statistics available (Bavaria: doctorates in 2015, habilitations and professorships in 2016; Germany as a whole: 2016).

⁵ The proportion of women in professorships W2/C3 and W3/C4, including substitute professorships, would amount to 16.08 % at UR on the same date.

In addition, reference should be made to the movement in the appeal process. On the one hand, four UR professors have been called to other universities during the reporting period.⁶ On the other hand, the UR has made 28 calls to women since 01.12.2012 until the date of the signature of this concept. The dynamics associated with this makes it possible to forecast that the targeted number of 56 female professors will be reached by the end of 2018 (see below under appointments).

For a full university such as UR, it is also important to look at the situation separately by faculty, as clear subject differences are evident (Figure 2). Two faculties with high proportions of women can be identified, 47% and 39% respectively (Psychology, Education and Sports Science (PPS), Linguistics, Literature and Cultural Studies (SLK) and faculties with proportions between 4% and 7% (Theology, Law, Economics, Mathematics, Physics):

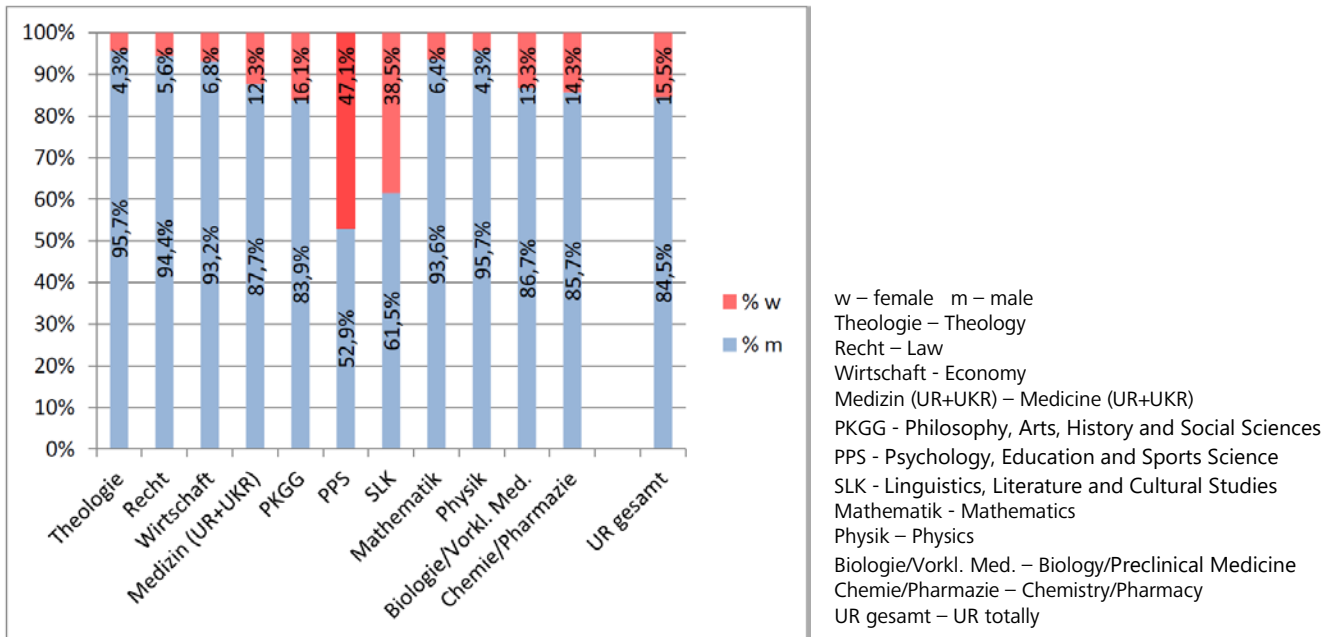


Figure 2: Share of women and men in professorships at UR by faculties (percentage shares, W3/C4 and W2/C3; deadline 01.12.2017)

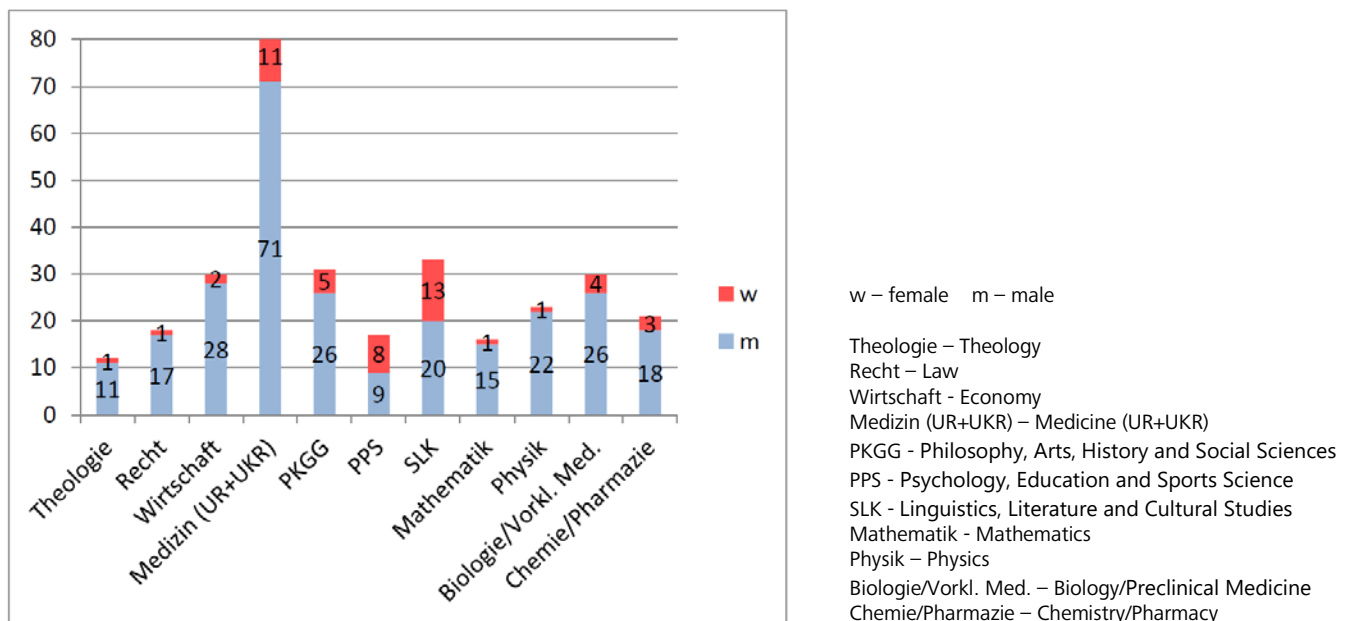


Figure 3: Number of professorships at UR by faculties (headcount, W3/C4 and W2/C3; deadline 01.12.2017)

⁶ A total of eight appointments were made to women; by way of comparison, 38 appointments were made to professors at UR, of which 21 were accepted (55.3%), 15 were rejected (39.5%) and two are still pending.

2.1.2 Appeals at the UR 2013 till 2017

Based on the cut-off date of the data report, in the past five years from 01.12.2012 to the end of April 2018, the UR has issued 28 calls to women in 85 procedures with 105 calls (including 18 W2, ten W3 - comparison men: 31 W2, 46 W3).

Of the 18 calls for W2 professorships, 13 female scientists (72%) accepted the call, three (17%) rejected it, and two procedures are still open (11%). Of the ten calls for W3 professorships, three women scientists (30%) have accepted the call, five (50%) have rejected it; two procedures (20%) are still open. While the number of women appointed to W3 positions (chairs), at 17.9% (10 of 56), is still far from the proportion of women habilitating nationwide (2016: 30.4%), the number of women appointed to W2 professorships (36.7%; 18 of 49) already corresponds to the cascade model. In addition, the current development of appointments allows the conclusion to be drawn that if the appointment procedures are successful and there are possibly more appointments in the coming weeks, the goal of 56 female professors set in the equality concept may even be exceeded.

2.1.3 Junior Professorships

There was no junior professorship (W1) at UR as of 01.12.2017. The Equal Opportunities Concept 2013-2018 criticised the very low number of junior professorships at UR and aimed to increase the number of junior professorships from two (2013) to six positions. Due to the legal situation of higher education in Bavaria (including the amount of teaching obligations), this target was not met.

2.2. Aims 2018-2022

Numerous studies in recent years have shown that mixed teams are more successful; not least because of this, major research funding institutions such as the DFG rate equal opportunities as a future goal. In addition, the special situation at UR is that we train a disproportionately high number of young women at university and at the same time women are underrepresented in top scientific positions. The UR continues to see a need to catch up in the appointment process. In addition, it sees that as a strong research university, especially in the natural and life sciences, it is dependent on third-party funding for the implementation of research projects, the acquisition of which depends not only on a very good infrastructure, but also on the criterion of equal opportunities. Therefore, special efforts are necessary to present the University of Ulm as an attractive, family-friendly research and teaching environment in a prospering region on the one hand, and to generate, within the framework of legal possibilities, plannable career perspectives for young female scientists on the other hand.

Aims and measures for the years 2018 to 2022:

The aim is to increase the **proportion of female professors** by one percentage point per year within the next five years, i.e. **from 15.5% on the cut-off date (01.12.2017) to 20.2% in 2022**. This could increase the number of W2/W3 female professors from 50 to 64. This corresponds to the appointment of three new female professors per year.

Modification of appointment procedures | The design of appointment procedures for filling W2/W3 positions plays a decisive role in increasing the proportion of female professors. For this reason, the procedure description for appointment procedures from 2013 will be made more precise:

- Furthermore, we do not advertise **job postings** that are thematically very narrow, especially if they are aimed at a field of applicants that is less strongly occupied by women.
- It is the task of the entire **Appeals Committee** to ensure that the equality aspect is taken into account. Appeals committees should, in principle, be staffed on a gender-balanced basis. In faculties where this is not possible due to the personnel structure, orientation can be based on the so-called cascade model.⁷ In addition to the Faculty Women's Representative, at least two female professors (W3/C4; W2/C3), including members of external committees, should be included on the appointment committees. Attention must also be paid to the consideration of women in the other status groups. If possible, at least one woman should be among the external eight, provided that the proportion of female committee members does not exceed 50%.

⁷ Specifically: The proportion of female professorial members of the Appointment Committee should correspond to the proportion of women in the lower qualification level (the group of academic staff) with a reduction of about 10%.

- At the first meeting, the chair informs all committee members about the topic area of gender sensitivity and evaluation criteria that may discriminate against women in accordance with the DFG's "**Research-Oriented Equality Standards**".⁸
- At this meeting, the committee examines on a substantive basis whether the proportion of **female candidates** corresponds to the proportion of identified suitable candidates. If female candidates are underrepresented, at least two women who are professionally qualified for the position should be identified and invited to apply.
- Efforts to ensure adequate participation of women in the Appeals Committee and to find suitable candidates must be documented when the appointment proposal is drawn up.

Tenure-track positions | Within the framework of the "**ProfessUR**" quality concept introduced at UR in 2017, the share of women in **tenure-track positions** should approach the share of women in completed habilitations (2016: 30.4%).⁹

Replacement of female professors on maternity/parental leave | Since female civil servants receive full remuneration during maternity leave, there is no financial scope for replacement. So far, compensation by academic staff has been made possible at UR; this will also remain effective during the subsequent parental leave. In order to fully maintain the teaching and examination activities, this is to be extended in the case of funding under PP III, in that the professor can be relieved of a substitute professorship (as an employee) for one semester around the birth.

⁸ www.dfg.de/foerderung/grundlagen_rahmenbedingungen/chancengleichheit/gleichstellungsstandards (download 29.03.2018)

⁹ Since other criteria can be decisive for appointment in tenure-track vocations, the cascade model cannot be applied unambiguously here, but it does provide an orientation for the proportion of highly qualified women in this qualification level.

3. "Not all junior researchers are the same"

3.1 Data Report 2013-2017

3.1.1 Situation of young female researchers

Students

Habilitations

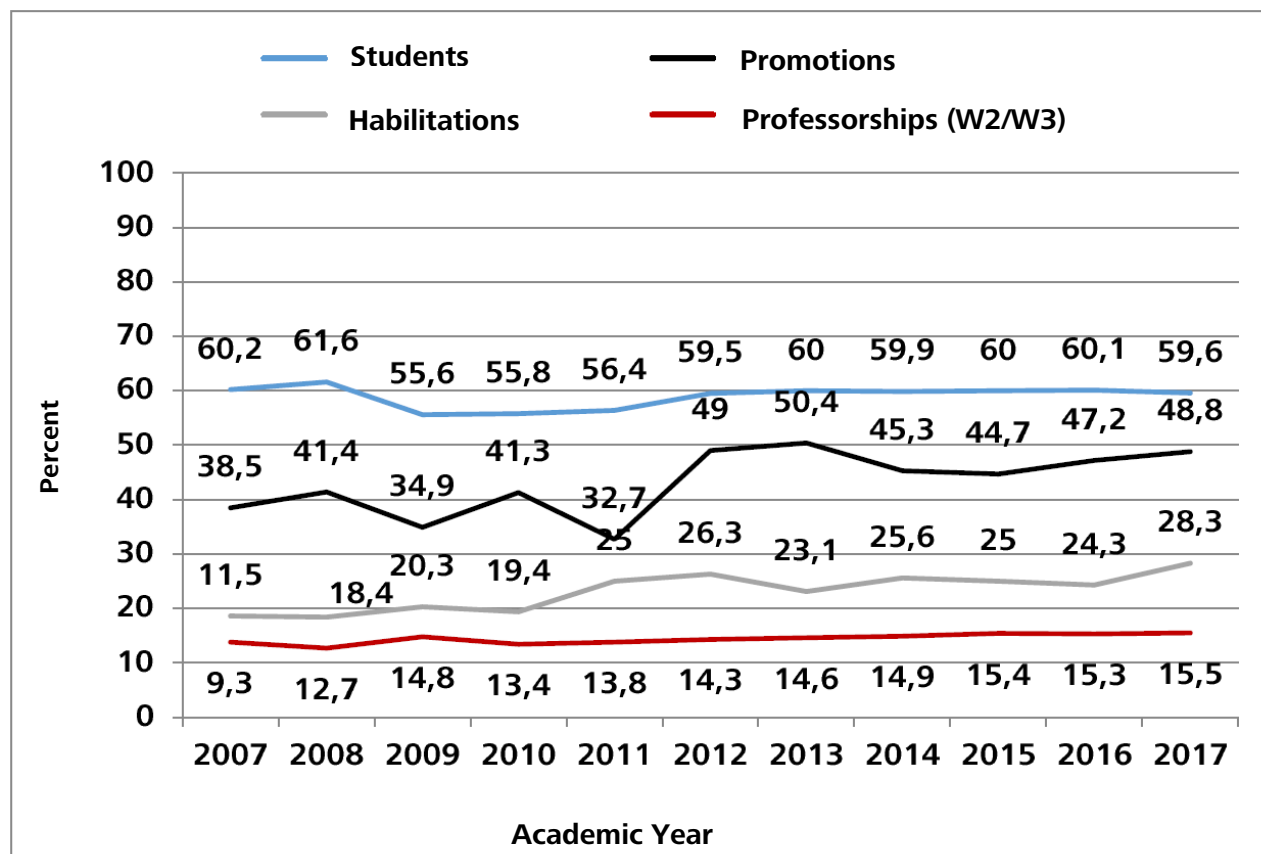


Figure 4: Proportion of women in the UR at different levels of scientific qualification 2007 to 2017.

In the past five years, the proportion of women **completing their doctorates** was between 45 and 50 % (2017: 48.8 %, Bavaria 2015: 45.8 %). This is due to the increase in the number of doctoral programmes and the high number of externally funded projects (e.g. DFG Research Training Groups, Collaborative Research Centres). In the years 2015 to 2017¹⁰, the fewest doctorates were completed by women in the faculties of physics (13.4 %), mathematics (24.1 %) and economics (28.6 %). The highest proportions of women were in the faculties of medicine (55.9 %) and Catholic theology (55.6 %). The number of **habilitations** of women at UR shows very clearly the "drop out" effect: While the proportion of women habilitated by 2016 was hovering around 25%, it rose almost by leaps and bounds in 2017 (Bavaria 2016: 30.7%), but according to the cascade model does not reach the proportion of the previous qualification level. In the years 2015 to 2017, the faculties of law (66.7 %) and chemistry and pharmacy (40 %) are in the upper third, while the faculties of Catholic theology (20 %), physics (16.7 %) and economics (0 %) are in the lower third.

These figures also show strong differences in the subjects taught by young female researchers: In Catholic theology, for example, the pursuit of a habilitation for highly qualified women is often unattractive in view of the concordat legal requirements for the appointment of professorships. In

¹⁰ Since the percentage of women in doctoral programmes, especially in smaller faculties, is subject to strong fluctuations in some cases, the average of only the past three years is used here. For example, in 2016 the Faculty of Catholic Theology had only one completed doctorate, and thus a percentage of women of 100%.

economics, lucrative non-university career alternatives compete with the uncertainties of a university career.

A pleasing trend reversal has become apparent in recent years in the Faculty of Law, which has so far had only a very low proportion of women, also due to the strong competition with the free economy, the judiciary or the legal profession: While the proportion of women working on doctorates in the three-year average was 35.8 % and thus below the university-wide average, the proportion of women working on habilitations reached a peak value of 66.7 %.

Support through PP II: The additional measures taken by the UR in PP II to promote gender equality also had an influence on the increase in the proportion of women completing their habilitation in the Faculty of Law: 13 young female researchers in the Faculty received scholarships for their academic work, including five habilitation candidates, two post-doctoral candidates and six doctoral candidates. Four of the habilitated students have already completed their habilitation, one has already been appointed to a chair and the other is making good progress. The structure of the scholarship has motivated outstanding female legal scholars to continue their academic qualification. In 2016, the faculty has adopted its own gender equality concept that is a perfect fit.

3.1.2 Temporary and permanent positions below the professorship

Figure 1 also shows the proportion of women in positions at the UR below the professorship: 44.2% of the **scientists employed on fixed-term contracts** are female; this means that in the qualification phase between graduation and taking up a professorship, this figure is roughly equivalent to the nationwide proportion of female graduates (federal government 2016: 50.6%). The number of women in permanent positions below the professorship is more precarious at only 33.8%.

In der Ende 2017 durchgeführte Befragung des wissenschaftlichen Personals zur Personalentwicklung wurde die an die Nachwuchswissenschaftler/innen adressierte Frage nach dem beruflichen Ziel folgendermaßen beantwortet:

What is your professional goal?	f	m
Scientific career	32,9 %	39,2 %
Career outside science	15,8 %	24,7 %
Open	51,3 %	36,1 %

Figure 5: Excerpt from the survey of the human resources development of the UR among academic staff 2017/18

This means that more than 50% of young women scientists are not sure whether they want to pursue a career in or outside science. This shows potential to provide them with more support and encouragement in their decision-making process. This can be linked to two objectives: on the one hand, to strengthen highly qualified and motivated women on the path to scientific qualification, and on the other hand, to open up opportunities for careers outside the university by realistically assessing individual options within science.

3.1.3 Junior staff in support programmes for excellent young scientists

In the case of scholarship holders in funding programmes for excellent young researchers, the situation compared to 2013 is as follows:

	2013 m	2013 f	% f	2017 m	2017 f	% f
ERC Grants ¹¹	6	0	0 %	4	2	33,3 %
Heisenberg-Scholarship				3	0	0 %
Emmy-Noether-Program	5	0	0 %	4	1	20 %
A. von Humboldt-Foundation ¹²	20	3	13 %	18	7	28 %

Figure 6: Scholarship holders in supraregional funding programmes for excellent young researchers

This shows that an increase in the proportion of women has been achieved in these high-profile support programmes, but their expansion seems possible.

¹¹ Reference date 01.12.2017: ERC Starting grant: 1m, Of; ERC Consolidator grant: 3m, 2f

¹² The data from the 2016 Annual Report are used for comparison here; more recent figures are not available.

3.2 Promotion of junior staff 2013-2017

3.2.1 Junior staff in support programmes for excellent young scientists

3.2.1.1 Bavarian programme for the realisation of equal opportunities for women in research and teaching: Awarding system at the UR

The Bavarian State Ministry of Sciences and Arts¹³ provides the university's Women's Representative with annual funding for young women scientists as part of the "Bavarian Programme for the Realization of Equal Opportunities for Women in Research and Teaching".

Once a year, UR awards an average of ten scholarships to support the completion of a doctorate, the post-doctoral, habilitation and post-doctoral research phase in a staged competitive process. Since this is not intended to be associated with permanent funding at a financially and socially less attractive status, the maximum funding period is limited to twelve months. In particular, support is provided for the initial and final phases of scientific projects or "time out" from one position so that independent scientific work can be carried out in a more concentrated manner. Priority will be given to applications from female applicants at a high level of qualification or in departments and qualification levels where the proportion of women is particularly low.

In the years 2008-2017, 98 female scientists were funded, 54.1 % of them in the promotion completion phase, 22.5 % in the postdoc phase (before applying for habilitation), 21.4 % in habilitation and 2.0 % after habilitation.

47.5 % of those receiving funding have so far been able to present the certificate for the next formal qualification phase (doctoral or habilitation certificate), 17.9 % are currently receiving funding; final reports are available¹⁴ for 14.7 % of postdoc funding, 14.7 % of doctoral candidates and 5.3 % of habilitation candidates do not yet have any certificates.¹⁵ This indicates a relatively high rate of completion and success for the funded scientific work.

The effectiveness of the funding is also confirmed by looking at the whereabouts of the fellows: 6.3% of them have a professorship (including associate professor abroad and junior professorship), 44.2% are still in the qualification phase or in the application process, 25.3% have chosen alternative career options (e.g. permanent positions in science below the professorship, in science management, in non-university management positions) and of 24.21% the whereabouts are unclear.

As a result, the previous awarding practice with its selection principles of scientific excellence and good career prognosis can be maintained. Since 2016, female scholarship holders have been increasingly integrated into the events of the mentoring programme (see below), so that individual career stages can be accompanied in the best possible way.

3.2.1.2 Financial incentive system to promote equality

Within the framework of the "Financial Incentive System for the Promotion of Equal Opportunity", the university management is now making €70,000 available annually, following an increase of €18,000 in 2013. These funds are distributed among the eleven faculties in accordance with a key defined in the Women's Conference, which rewards achievements and progress in gender equality, and serve to provide financial support for young female researchers. Special emphasis is placed on the start-up financing of projects by female doctoral students in order to bridge the phase between the completion of their studies and taking up a position as a research assistant or doctoral scholarship, or between a doctorate and a postdoctoral position/scholarship. Additional auxiliary funds are intended to enable young female academics (including professors with fixed-term contracts or deputy professors) to be relieved of routine academic work during pregnancy or with family responsibilities. In addition, grants are awarded for literary, travel or printing costs or are available for guest lectures. Since the allocation of

¹³ Until 3/2018 Joint Ministry of Education and Culture, Science and Art

¹⁴ This is not automatically negative in the context of post-doctoral funding, as many of these candidates were funded in an early post-doctoral phase and are thus still on the way to the next qualification level.

¹⁵ This may also be partly due to qualification work still in progress, but partly to the fact that the grantees have not yet fulfilled their obligation to present the certificate, or are no longer to be found due to name changes, e.g. marriage.

these funds is the direct responsibility of the respective women's representative of the faculty, they can be used to launch faculty-specific and individual grants.

3.2.1.3 Maternity leave bridging allowance

Funding under PP II: As part of the additional measures to promote gender equality under PP II, a so-called "**maternity leave bridging allowance**" was set up at UR for the funding period of PP II. It served (1) to compensate for the loss of teaching due to employment bans during pregnancy or maternity protection or (2) to finance research assistants to support the experimental laboratory work of pregnant women affected by employment bans. By the current deadline, 17 applications from five faculties of the University of Ulm were approved, twelve of which were auxiliary funds due to lack of substitution possibilities and five for laboratory work of pregnant women. This unbureaucratic form of support was perceived by pregnant women and young mothers as well as their superiors as a good relief; the funds could be used individually (e.g. increase of hours of a technical employee). Female scholarship holders who were also addressed did not make use of this possibility; presumably all scholarship providers now have their own extension possibilities.

3.2.2 Promotion and networking programmes

3.2.2.1 Mentoring.UR programme for young female researchers

On the initiative of the university's Women's Representative, since 2009, highly qualified female private lecturers, post-doctoral students, post-doctoral researchers and doctoral candidates in the final phase of their doctorates have been supported by an 18-month inter-faculty mentoring programme.¹⁶ The tandem relationship between mentor and mentee is intended to ensure the early integration of young female scientists into the academic network and to support individual career planning. At the same time, a deliberately small group of mentees per cohort (15 persons) provides cross-faculty peer mentoring. This is supplemented by an intensive coaching programme, seminars on interdisciplinary qualification (e.g. conflict management, leadership skills, vocation training) and active network meetings. In the meantime, more than 100 young female scientists have been able to participate. The fifth season of the programme is currently running.

In addition to these objectives, other young female employees have also been able to benefit from the mentoring programme since 2016 by opening up the supporting events.

Funding through PP II: Co-financed by the additional measures to promote equality in PP II at UR, the **Mentoring.UR** programme could be organised in seasons 3, 4 and 5 in a much more targeted and, compared to the previous funding through the European Social Fund, much less bureaucratic manner. In addition, thanks to the financial leeway, more female scientists were able to use the supporting events and contributions for participation in the programme were abolished.

In the PP II measures to promote gender equality in the UR, the **Mentoring.UR** programme was organised in seasons 3, 4 and 5 in a much more targeted manner and, compared to the previous funding by the European Social Fund, much less bureaucratic. In addition, thanks to the financial leeway, more female scientists were able to use the supporting events and contributions for participation in the programme were abolished.

3.2.2.2 Measures to internationalise scientific careers

PP II funding: In the context of the additional gender equality measures in PP II, so-called "**mobility grants**" were introduced at UR. The inter-faculty scholarship programme enables young female scientists to spend about three months abroad for research purposes from the final phase of their doctorate onwards. This is intended to promote the international mobility and networking of young female researchers. The women scientists received a lump sum of up to 5,000 € for travel and flight costs, living expenses, teaching substitutes and childcare. In the years 2014 to 2017, 29 young female researchers from eight faculties were thus funded, 15 of them doctoral students and 14 post-doctoral students (including habilitation candidates).

This unbureaucratic funding has encouraged some young female scientists to spend their first international research stay. Others were able to use the time to deepen an existing cooperation or to

¹⁶ More information: www.ur.de/chancengleichheit/mentoring

establish a new one. The duration of the stay is a period of time that is sustainable on the one hand, but on the other hand compatible with the care obligations that are often found among women scientists. In addition - accompanied by intensive consultations and flexible funding periods - several young female scientists were given the opportunity to combine the scholarships in the Bavarian Programme for the Realisation of Equal Opportunities with a longer-term stay abroad.

3.2.2.3 Coaching measures for young female researchers

Promotion through PP II: As part of the additional gender equality measures of PP II at UR, various coaching formats were tested for the first time. Particularly effective was the cooperation with local (senior) coaches, who were able to deal with special situations of the young female scientists in individual discussions, e.g. in an individual appointment procedure. These career coaching discussions are also used by newly appointed female professors.

3.3 Aims 2018-2022: Strengthening individual, career-oriented support in the personnel development of female scientists

In line with the central topics in the qualification of young scientists¹⁷ defined in the Federal Report on Young Scientists 2017, the individual support of the UR's female scientists below the permanent professorship is to be expanded.

The subject areas are defined as follows:

Planability of academic careers Working and employment conditions Internationalisation

Quality assurance during scientific qualification Equal opportunities

Compatibility of family and academic career.

For the inhomogeneous group of "young female academics" (from doctoral candidates to private lecturers), the counselling and funding instruments should be differentiated with regard to the respective subject area, the different phases of the respective qualification level (beginning, end, post) and the respective job and funding situation (limited, unlimited, fellowship, third-party funded).

Concrete goals and measures for the years 2018 to 2022 are:

Academic Research Sabbatical | The Academic Research Sabbatical Program, which is open to women and men, is to be continued for the period 2018-2022 after the end of the current project period.

4. "Excellence wants to be recognised early"

Mentoring.UR programme for young female researchers | The Mentoring.UR programme is to be retained. In addition, the need for a series of shorter-term programmes specifically for female doctoral students is to be examined and implemented if there is sufficient demand and funding is available.

Measures for the internationalisation of scientific careers | Due to the positive experience with the mobility grant and the continuing good demand, this measure should be maintained until 31.12.2022.

Grants for material and travel expenses for female scholarship holders | Within the framework of the **Bavarian Program for the Realization of Equal Opportunities for Women in Research and Teaching**, funds can currently only be awarded to finance living expenses. Since additional material costs and travel funds could increase the attractiveness and reputation of the funding, **material and travel cost** subsidies are to be made possible for these scholarship holders within the framework of PP III funding.

Financial incentive system for the promotion of equality | In the case of funding under PP III, the funds in the "Financial incentive system for the promotion of equality" are to be increased considerably in order to provide greater scope, above all, for the initial and final funding of doctoral theses, postdoc phases and qualification work by persons previously employed with third-party funding.

"Maternity leave bridging allowance" | The maternity leave bridging allowance (see above) introduced since the funding by PP II is to be maintained in its current form until 31.12.2022. Especially female postdocs in the qualification phase, who are usually employed as temporary civil servants at the

¹⁷ See www.buwin.de/dateien/buwin-2017.pdf (call 23.03.2018)

UR, are at a disadvantage for the employment position due to a lack of substitution possibilities. For this reason, the financial support for funding under PP III is to be extended to full representation.

Appointment training | In order to optimise the performance of our young female researchers in appointment procedures, gender-specific appointment training is being tested and established throughout the university.

Coaching measures for young female researchers | Individual career coaching is to be intensified and, above all, expanded by repeatedly reviewing the academic portfolio and regularly reflecting on different career paths.

4.1 Data Report 2013-2017: Situation of female students in general

The proportion of **female students** in the total number of pupils has levelled off at around 60% in recent years (2017: 59.6%). This above-average figure can be attributed to the wide range of subjects and the relatively high number of teacher training courses. At the same time, the proportion of women is very high in the majority of degree programmes with restricted admissions, such as medicine or psychology (Faculty of Medicine 2017: 67.2 %, Faculty of Education, Psychology and Sports 2017: 76.7 %). Below-average proportions of women can be found in the Faculties of Economics and Business Administration (2017: 45.7 %), Mathematics (2017: 45.0 %) and Physics (2017: 20.8 %).¹⁸ Although the Faculty of Physics still has the lowest proportion of women among students, the increase that has been noticeable since 2013 (15.1%) should be noted.

4.2 Measures to attract female students in the MINT subjects 2013-2017

In recent years, various campaigns have been launched at the Regensburg site and in the Upper Palatinate / Lower Bavaria [Oberpfalz/Niederbayern] area to direct the interest of children and young people in MINT subjects; some of these campaigns are aimed at special age groups (e.g. kindergarten children) or special target groups such as girls.

There are also numerous individual assignments in the MINT area at UR, such as **taster courses and internships** in the natural science faculties, the participation of various departments in the nationwide **"Girls' Day"** or the **project "MINT-Girls Regensburg"**.

In order to make this commitment to the UR more visible, the university management has appointed a **"MINT representative"**, who maintains the **joint internet platform** www.ur.de/mint. In addition, UR is participating in the establishment of a **"MINT House"** by the city of Regensburg, in which different formats are to be brought together and jointly coordinated. The nationwide **e-mentoring programme "CyberMentor"** (www.cybermentor.de) initiated at UR, in which up to 800 pupils of the 5th to 12th grades are accompanied by a mentor for a year in their choice of studies and profession, regardless of location, is also worthy of special mention. The programme has been running very successfully since 2005: 71% of all former participants choose a MINT subject as their field of study or training after leaving the programme. The Chair of Pedagogy / School Pedagogy at UR carries out project-accompanying research on this topic. The Faculty of Physics, which still brings up the rear of the UR in 2017 with an improved female student share of 20.8% in 2013 compared to 15.1% in 2013, has invested a lot in the past years in order to increase the share of female students in the long term. A **chair for the didactics of physics** as well as a **subject "Natural Science and Technology" (NWT)**, which has been developed together with the other natural science subjects (mathematics, biology and chemistry), are to contribute to the expansion of the scientific competences of future teachers in primary schools.

4.3 Aims 2018-2022

MINT funding | MINT initiatives usually start before the start of the study. In order to make the MINT sector visible as an option for changing courses of study from the humanities and economics or law faculties and to awaken the motivation of young female students for an education in the scientific and technical field, bridge formats are to be developed in interdisciplinary cooperation.

RegensburgEXZELLENZ - Networking initiative for outstanding female students | On the initiative of the university women's representative of the East Bavarian Technical University of

¹⁸ For the faculty-specific proportions, see the 2017 data report on equality at the UR.

5. "Family friendliness does not only mean having childcare"

Regensburg (OTH Regensburg), the project "RegensburgEXZELLENZ" was launched in March 2018 as a joint measure to promote outstanding female students at the OTH Regensburg and the UR. The aim is to create a cross-faculty and cross-university network of excellent young women who have the potential to become top executives.

5. "Family friendliness does not only mean having childcare"

5.1 Facilities to reconcile family and science or study 2013-2017

5.1.1 Childcare on Campus

- In close proximity to the UR and UKR campuses, various operators currently provide day care facilities in **seven crèches** and **four kindergartens with a total of approx. 450 places**. There are about 150 places for children under three years of age and about 150 places for children from three to six years of age in day-care centres on the campus; they are mainly for children of students or employees of the UR. The opening hours are adapted to the needs of the members of the UR; most facilities have few closing days. Since 2016 the childcare situation has been evaluated annually with regard to opening hours and allocation of places to members of the UR.
- The UR makes every effort to design the campus itself in a family-friendly manner as a place to work and live. There is a **parent-child office** and a **playroom**. Several **nappy-changing and nursing rooms** are spread across the entire campus.
- In summer 2017 the UR has opened its own **playground**.
- The special offer of **flexible childcare** for children who are still too young for regular childcare or who need to be cared for outside the usual hours is aimed at students of the UR. This allows students with small children to attend courses and continue their studies.
- During **school holidays** or on school-free days, the UR Family Service has been organising **care for children aged six to twelve years** since 2008, mostly on the UR campus. In the 2018 calendar year, for example, 50 of 62 vacation days will be covered by childcare.
- At **conferences** and university events of the UR, but also during **meeting dates**, flexible childcare can be organised at the UR via the family service.
- **PP II funding**: Emergency care **for staff of the UR and UKR** was set up in 2014 and additional needs-based placement of **care staff in case of additional care needs**. In bottlenecks caused by work, parents can register the need for childcare for their children until 18.00 hours the day before. New employees coming to the UR can use a professional placement service for additional special care needs (e.g. pick-up and delivery service from the day-care centre, childminder or rental home). The co-financing of these services is carried out via the **additional equal opportunities measures of PP II** at UR.

The consistent and demand-oriented expansion of childcare at UR over the past ten years has led to the status of "all-round" support. Nevertheless, individual problems continue to be taken seriously and solutions are sought.

5.1.2 Information and advice services

The Family Service initiates needs-oriented offers on campus and organizes some of these (e.g. holiday care, placement of godparents for students with children, babysitter training and placement). Regular information events on the topics of "Studying with a child" (every semester, since 2008) and "Working and researching with a child" (annually, since 2016) offer new parents an initial overview. For many questions and problems, the family service within the UR is the first point of contact, it helps with coordination with other agencies and promotes the exchange between parents. One shortcoming is that the service for compatibility is not sufficiently known to the UR members.

5.1.3 Family-friendly study and examination regulations and working conditions

In 2012, UR was the first university in Bavaria to introduce binding, family-friendly study and examination regulations,¹⁹ which will make it much easier for students with childcare obligations to study.

Employees in the non-scientific sector already have good opportunities to reconcile official duties with family obligations thanks to the service agreements on regular working hours and on alternating residential and teleworking.

5.1.4 Dual Career

In order to make it easier for newly appointed or employed scientists and their families to integrate in Regensburg, the University has joined the "Dual Career Network Northern Bavaria" (DCNN). The structural connection of this service is provided directly by the Chancellor of the University; this ensures that this service is highly effective.

5.2 Aims 2018-2022

Although there is hardly any room for improvement, especially in the area of family services, individual parents among the members of the UR miss, for example, a family-friendly atmosphere, family-friendly meeting dates or working hours. Superiors and academic caregivers as well as pregnant women and young parents, on the other hand, find that information for a structured exit and re-entry is difficult to access and that (financial) support options are sometimes lacking. And last but not least, members of the UR whose relatives are or will be in need of care do not yet find a contact point within the UR with information on this specific topic of the compatibility of family and career.

The UR therefore plans the following measures for the years 2018 to 2022:

Emergency care for children of employees | The provision of emergency care for children of employees is to be co-financed from UR funds until 31.12.2022.

Counselling sessions on coordinated exit and re-entry for expectant parents | Superiors in the scientific field and professors who supervise qualification work are explicitly requested by the university management to offer counselling interviews with parents-to-be for a coordinated exit and re-entry. Confidential persons such as women's representatives or representatives of the scientific staff or administrators with knowledge of labour law can be consulted.

Establishment of a "family portal" | In order to make information on the topics of compatibility of family and career/study more tangible, an Internet platform is to be redesigned and set up.

Establishment of "care navigators" | Information for staff with relatives in need of care is to be integrated into the UR's "family portal".

6. "Equal opportunities need multipliers"

6.1 Communication and awareness-raising tools 2013-2017

6.1.1 Gender data report of the UR

The university's women's representative or, on her behalf, the Coordination Office for Equal Opportunities & Family Affairs organises the collection and compilation of data on the proportion of women at the UR in general and depending on the faculty. She prepares an annual report summarising the figures on the current development of equality in the academic field. In addition to the data on the proportion of women in the various qualification levels, since 2016 it also includes the proportion of women in central and decentralised committees and since 2017 information on appointments. This report is presented to the university management, the deans and the faculty's women's representatives

¹⁹ See www.ur.de/rechtsgrundlagen/medien/richtlinien-familienfreundliche-studium.pdf (accessed on 27.03.2018)

and is available online.²⁰ In addition to the transparency of the gender equality processes, this report continuously lays the foundation for further work in the promotion of young female scientists at UR.

6.1.2 Equality Award

Every two years, the university management announces the UR's Equal Opportunity Award for the faculties. This award is given to faculties that support gender equality or family-friendly study and working conditions with special initiatives at the annual *Dies academicus*. The prize money amounts to 5.000 €.

6.1.3 Gender in research and teaching

Since the 1990s, research and teaching on gender studies topics has been carried out across faculties at the UR. In the summer semester 2000, these courses led to a "freely combinable minor subject", which was modularised in the course of the Bologna reform and is currently organised under the leadership of the Faculty of Language, Literature and Cultural Studies.

6.1.4 Communication and flow of information on women's measures and promotion of young talent, personnel development and compatibility of family and career

In recent years, the areas of promotion of women and young talent, personnel development and compatibility of family and career have been expanded and further developed. The human resources development homepage, which will be launched in 2017, brings together all the services in this area. The Coordination Office for Equal Opportunities & Family sends out a newsletter every three weeks, primarily with information on events and support for young researchers and parents, which has a measurable average opening rate of over 60 %. Communication and the flow of information can still be improved, however.

6.1.5 Networking and exchange meetings of the professors, women scientists' salon

The University Women's Representative invites all professors and faculty women's representatives to an annual get-together to promote networking within the university and initiate mutual acquaintance and exchange. Since the summer of 2016, there has also been a "Women Scientists' Salon", a format through which thematic impulses are given by women in leading positions or in other network functions and young female scientists and professors can get into conversation with each other in an informal setting.

6.2. Aims 2018-2022

The UR accepts its joint responsibility to ensure equal opportunities for women and men in research and teaching as well as the compatibility of family and career. This requires the sensitivity of all members of UR. Various larger and smaller fields of action are defined here for the years 2018 to 2022:

Faculty-specific equality concepts | The seven faculties that have not yet defined the framework and goals of subject-specific equality work in the area of research and teaching will be explicitly requested to develop and present an equality concept in the near future.

Further education/training for managers and women's representatives | For managers and faculty women's representatives, further education modules or online training documents should be offered, e.g. argumentation and role in appointment procedures, counselling in cases of sexual harassment, mediation and counselling competence, basic legal knowledge for the office.

Gender Studies | As Gender Studies at the UR is a highly sought-after additional cross-faculty offer, the focus is to be strengthened by financing lecture series.

Gender in Teaching | In order to systematically expand the awareness of teachers for the many aspects of the topic "Gender in Teaching", the Centre for University and Science Didactics at UR will offer corresponding workshops.

Expansion of the coordination and communication of offers | At the UR, initiatives for junior researchers are established in various areas (e.g. personnel development, promotion of young

²⁰ See www.ur.de/chancengleichheit/frauenfoerderung/presse/index.html#content_toggle_1 (retrieved on 22.03.2018)

researchers, internationalisation, compatibility of family and academic career and work). In the coming years, the aim will be to communicate these offers in a more coordinated manner and to orient them more towards specific target groups. The various actors in the areas of central and decentralised human resources development, the promotion of young academics and the advancement of women should work together more consistently and thus guarantee short paths to funding opportunities, tailor-made offers for the respective qualification phase and group of people, and an effective flow of information.

Quality Management | In the sense of quality management, the University of Regensburg undertakes to subject the effectiveness and efficiency of all measures for the implementation of equality to continuous examination. If necessary, new goals are set and measures developed.

Funding sought through the Women Professorship Programme III

Since 01.01.2018, ten professorships have been advertised at UR, six of them W3 and four W2 professorships. Since seven of these professorships are in the natural science faculties (physics and chemistry) with a low proportion of women, UR is making a special effort to be able to appoint women within the framework of the selection of the best candidates. In the case of a positive evaluation, the University of Regensburg aims to support three or four regular appointments for the full five-year funding period.

Entry into force and duration

This concept comes into force upon resolution by the Senate and the University Management. It will initially run until 31.12.2022. An interim evaluation of the concept will be conducted by the end of 2020 under the leadership of the University Women's Representative and presented to the Executive Board. The President reserves the right to report to the collegial bodies of the Central Office of the University. The concept will be evaluated and updated again in 2022.

Issued on the basis of the decision of the Presidium of the UR on 09.04.2018 and the decision of the Senate of the UR on 18.04.2018

Regensburg, the 03.05.2018 University of Regensburg – The President –

Signed

Prof. Dr. Udo Hebel

List of abbreviations

DFG German Research Foundation

f female

m male

PKGG Faculty of Philosophy, Arts, History and Social Sciences of the UR PP II Federal and State Women Professorship Programme II (2013-2017)

PP III Women Professors Programme of the Federal Government and the Länder II (2018-2022)

PPS Faculty of Psychology, Education and Sports Science at UR

SLK Faculty of Linguistics, Literature and Cultural Studies at UR

UKR University Hospital Regensburg

UR University of Regensburg

Annex list

Annex 1: Matrix for the further development of the concept of equality at the BR

Annex 2: Data report on gender equality in the scientific field at the UR, status 27.04.2018

Annex 3: Evaluated overview of the female professorship programme II at the University of Ulm (status 4/2018)

Matrix for the further development of the gender equality concept at the UR

	Evaluation 2013-2017	st	o	SW	Aims / measures for 2018-2022	
Mission Statement	Equal opportunities as a principle and guideline of the University of Regensburg	x				
Structures	Responsibilities, participation and tasks of the women's representatives and their discharge	x				
	The university women's representative and his/her deputies	x				
	The faculty women's representatives and their deputies	x				
	Discharge of the Women's Representative	x				
	Coordination Office Equal Opportunities & Environment	x				
	The university women's representative and his/her deputies	x				
	Appeal procedure			x		Modification of appointment procedures (p. 7) <ul style="list-style-type: none"> As long as the proportion of female members of the Appeals Committee does not exceed 50%: Except for the women's representative of the faculty, 2 female professors (in the current gender equality concept one, external evaluator: one woman) Information on gender sensitivity in accordance with research-oriented gender equality standards by the chairperson Checking whether the proportion of female applicants corresponds to the proportion of identified, suitable candidates, if necessary inviting women to apply subsequently
Faculty-specific equality concepts			x		comprehensive	
Integration of the promotion of women into the personnel development concept at UR and cooperation with the Centre for the Promotion of Young Scientists			x		<ul style="list-style-type: none"> Develop coordination and communication between the departments involved in human resources development Further education/training for managers and women's representatives, e.g. argumentation and role in appointment procedures, advice in cases of sexual harassment, mediation and advisory skills, basic legal knowledge for the office 	
Female Professors	Share of women in the professorships of the UR			x	<ul style="list-style-type: none"> Increase from 50 (from 314) to 64 Representation of female professors on maternity/parental leave 	
	Appeals at the UR			x		
	Junior Professors			x	No decisions as long as Bavaria is not concerned about easing the framework conditions for higher education	
	Tenure-Track-Positions			x	Share of women should correspond to the share of habilitations	
Young female scientists	Promotion figures	x				
	Habilitation figures			x	Consider differences between subjects	
	Number of temporary positions below the professorship	x				
	Numbers of permanent positions below professor / Jobs for Academic Councillors for life			x		Changes through tendering procedures foreseeable
	Numbers of young researchers in support programmes for excellent young researchers			x		
	Promotion and networking programmes					
		Academic Research Sabbatical	x		To be continued	
		Program Mentoring.UR for young female scientists (part PP II)	x		To be continued	
		Mobility Scholarships (PP II)	x		To be continued	
		Coaching measures for young female scientists (part PP II)			To be continued	x
		Individual Financial Support for Young Women Scientists	x			
		Bavarian program for the realization of equal opportunities for women in research and teaching: Awarding system at the UR (state)			topped up by material costs/travel expenses	x
	Financial incentive system to promote equality (UR)	x		increase, flexibilize		
	Maternity leave bridging allowance (PP II)	x		maintain and adequately expand the number of posts / substitution possibilities for temporary civil servants		
Female students	Proportion of female students	x				
	Measures for the acquisition of female students in the MINT subjects			x	Extend MINT funding to study phase	
		Mint Girls	x		To be proved and continued	
		Cyber.Mentor	x		To be continued	
	Excellence programmes for students			x	Together with the OTH - smaller training formats for nominated female students	
Family Friendly University	Childcare on Campus	x			Continue emergency care	
		Day care and kindergarten places	x		Monitoring	
		Extra rooms for childcare	x			
		Emergency care (PP II)				
		Information and advice services			x	<ul style="list-style-type: none"> Systematise advice on coordinated exit and re-entry Establishment of a family portal Introducing the topic of elder care, establishing care navigators
		Family-friendly study and examination regulations and working conditions	x			continue
	Dual Career	x			continue	
Awareness	Gender data report of the UR	x			QM standards for checking the efficiency of equality measures	
	Equality Award	x			maintained	
	Gender in research and teaching			x	ZHW courses on "Gender in Teaching"	

	Communication and flow of information on measures for the promotion of women and young talent, personnel development and compatibility of family and careerund		x		coordinate better
	Networking and exchange meeting of the professors, women scientists salon.		x		Check format, continue

Abbreviations:

st = Strength, sw = Deficiencies, 0 = Average