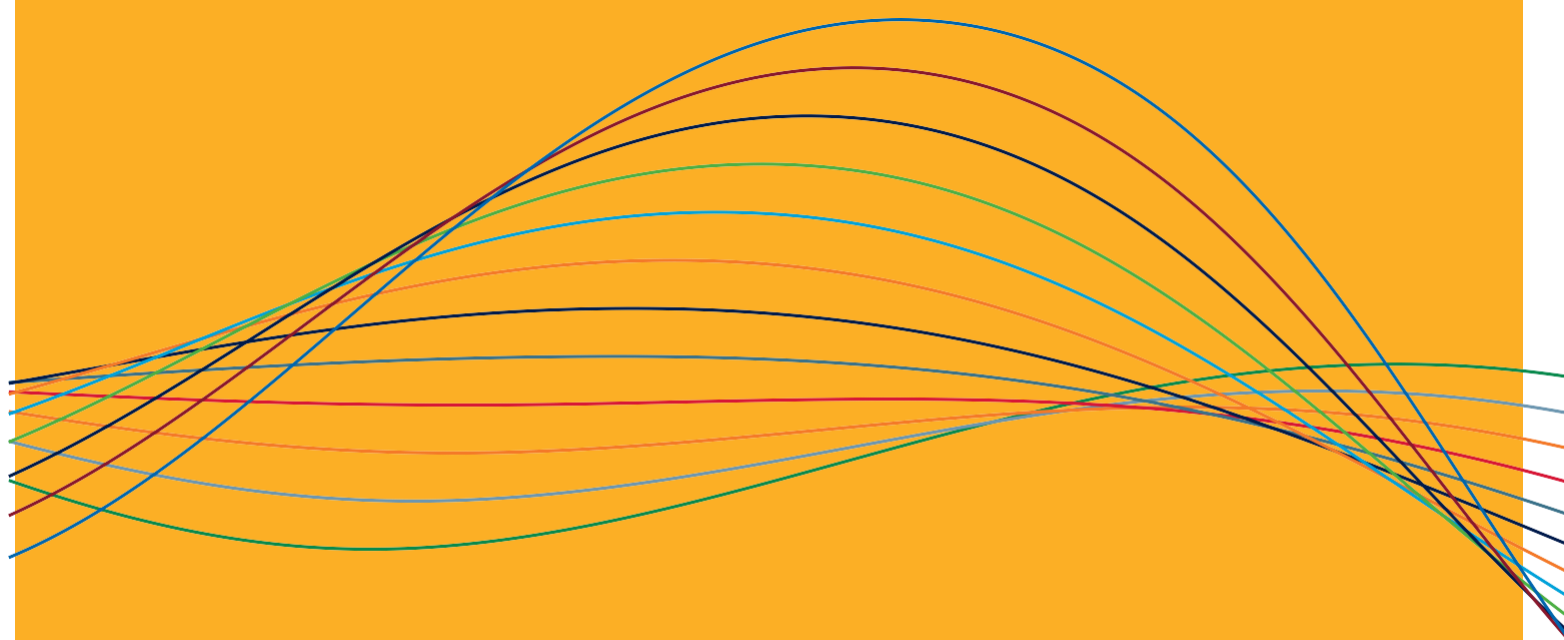




Friedrich-Alexander-Universität
Philosophische Fakultät und
Fachbereich Theologie

Target agreements for increasing the proportion of women in academia between the Executive Board and the Faculty of Humanities, Social Sciences, and Theology at FAU Erlangen-Nürnberg

2023 – 2027



Concept paper

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

I. Preamble

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

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

The proportion of women in academia remains unsatisfactorily low in most faculties. Although genders are fairly well balanced at approximately 50% of both women and men when it comes to students and graduates, the proportion of women in academia decreases after that with each step up the career ladder. This “leaky pipeline” causes a significant loss of potential in the academic system. FAU is therefore making an active contribution to significantly increasing the number of women at all levels of academia, from students, doctoral candidates, and postdoctoral researchers to mid-level research staff and professors.

The key to combating the gender imbalance, particularly in higher qualification levels, is to implement coordinated, ongoing processes for organizational and personnel development, and establish structures that encourage equal opportunities for all. Measures already implemented in the area of gender equality will continue to be refined in future, and tailored to meet changing requirements. Our aim is to counteract gender-based stereotypes and strengthen the multi-faceted potential of women. This involves taking a participative and proactive approach to encourage cultural change.

The strategic measures in the target agreements 2023–2027 have been designed to make a considerable and sustainable contribution towards increasing the representation of women in academia. The measures follow a three-pronged approach: (i) providing tailored career support for young female researchers, (ii) placing a greater emphasis on gender mainstreaming in all planning, decision-making and recruitment processes and (iii) encouraging a move towards a gender-sensitive organizational and academic culture sensitive to the needs of families.

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

1. Providing early and intensive support for young female researchers at all qualification levels and career stages as well as increasing the proportion of women at professorial level. Special consideration ought to be given to young female researchers from the final phase of their doctoral degree/early postdoctoral stage, and at the Faculty of Engineering when transitioning to and starting out on a doctoral degree.
2. Boosting the profile and career development of young female researchers by offering interdisciplinary training aimed at developing skills in research and project management from an early stage.
3. Encouraging gender-sensitive personnel development in the form of gender mainstreaming as well as implementing measures aimed at increasing awareness of implicit gender bias for decision-makers and leaders at FAU.
4. Optimizing the balance between studying, career and family.
5. Strengthening the position of the Officers for equal opportunities for women in science and the arts (women's representatives) at a structural and personnel level to express appreciation for and continue to boost the professionalism of this voluntary office.
6. Ensuring as equal a balance of genders as possible when allocating leadership and committee positions.
7. Encouraging and combining research and teaching on aspects of gender and diversity.
8. Implementing preventative measures on the topic of sexual harassment and discrimination within the framework of the Guidelines on preventing and dealing with cases of discrimination, harassment and

sexual harassment at Friedrich-Alexander-Universität Erlangen-Nürnberg (FAU) and Universitätsklinikum Erlangen (UKER).

Family-friendly University

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

All members of the University ought to be able to balance their academic career, studying and working with their role within the family. Family in this respect refers to people living together and taking on long-term social responsibility in the broadest sense. The focus of family duties lies on caring for children or other relatives. The guiding principle is implementing equality of opportunity on all qualification and career levels for all members of the University irrespective of their personal situation or family background. Ensuring a family-friendly environment is understood as a cross-sectional task at all levels of planning and decision-making.

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

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

This also applies to employees funded by third-party funds in order to improve the chances of women being employed for positions allocated to a specific project.

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

II. Measures

Percentage of a full-time position applicable to all faculties

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

Overarching target agreement measures applicable to all faculties

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

III. Financial planning for measures at the faculties

Breakdown of costs for target agreements 2023-2027

Pursuant to the Executive Board resolution dated September 21, 2022, a total annual budget of **€733,508** is available. This sum includes the 50% TV-L E13 position for project coordination and monitoring of the target agreements amounting to €44,000 per annum. Accordingly, the five faculties will be provided with **€689,508** funding per annum dedicated to increasing the proportion of women in academia. During the five year term of the target agreements, there may be changes to the requirements and opportunities for supporting women. The option of transferring funds allows the faculties to react flexibly to changing requirements and to tailor support to reflect the needs of women at any given time. Funds that are not allocated can be transferred within the context of the applicable target agreement to existing measures or promising new measures after consulting with the relevant Vice President and the Finance department.

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

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

Overview of objectives and measures at the Faculty of Humanities, Social Sciences, and Theology at FAU

The aim of the measures mentioned is to:

- 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 the **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 the **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,
- in addition to research performance and innovation, to support a **culture of watching and listening to each other**, and to promote an **appreciative and respectful working and research climate**, which is gender and diversity sensitive and based on respect for the dignity of every individual.

Fields of action	Framework	Total funding 2023–2027 (in euros)	
Officers for equal opportunities for women in science and the arts (women's representatives)	Support from an advisor and student assistants	332,500	p. 9
Public relations	Financial support for creating marketing materials to publicize the measures available to support women	Equipment budget Advisor	p. 10
Family-friendly University	Financing cover for researchers on maternity leave	No details [§]	p. 11
Quality assurance in appointment procedures	Obligation to implement the Guidelines on actively recruiting female professors	No details [§]	p. 12
Training and encouraging contact between Officers for equal opportunities for women in science and the arts (women's representatives)	Training on participating in appointment committees and negotiations	No details [§]	p. 13

Fields of action	Structural measures	Total funding 2023–2027 (in euros)	
Gender in teaching	Funding for lectures and seminars incorporating the topic of gender	No details [§]	p. 14
Guest lectures by outstanding female researchers	Introducing role models in talks given by prominent female researchers	15,000	p. 15
Fields of action	Personnel measures	Total funding 2023–2027 (in euros)	
Young female researchers (postdoctoral level and above)	Research and publication prize*: Recognition of outstanding research conducted by young female researchers	8,000	p. 16
	PostDoc+ Research Grant*: Releasing a qualified researcher from teaching obligations and administrative tasks to allow her to pursue a promising research project	48,000	p. 17
	Individual coaching sessions to encourage the careers of excellent young female researchers	18,000	p. 18
	Career talks for female research associates	No details [§]	p. 19
	Conference funding	52,500	p. 20
	Career support with the ARIADNE ^{phil} mentoring program	312,500	p. 21
Financial data			p. 22

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

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

Framework conditions, structural and personnel measures

Framework condition 1: **Officers for equal opportunities for women in science and the arts (women's representatives)**

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

Reason for action	The additional workload incurred for responsibilities based on the target agreements has to be compensated appropriately.
Action	The Officers for equal opportunities for women in science and the arts at the Faculty (Faculty women's representatives) will have the services of an advisor (50% TV-L E13) for implementing, monitoring and evaluating the measures stipulated in the target agreements. The Deputy officers for equal opportunities for women in science and the arts (women's representatives) at a departmental level each have the support of a student assistant.
Target group	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology
Detailed description of the measure and its implementation	Support for the Deputy officers for equal opportunities for women in science and the arts (women's representatives) from one student assistant per department, equivalent to max. 6 hours per week for a duration of six months per year (depending on remuneration trends). The advisor also receives an equipment budget (€2,000 per annum) to cover office materials and production and printing costs for marketing and PR activities.
DFG classification according to gender equality aspects	Structural
Possible challenges	None
Those responsible	Executive Board
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	Costs amounting to €66,500 per annum (€45,000 per annum personnel funding for an advisor; equipment budget of €2,000 per annum for office materials, marketing and PR; €19,500 per annum for student assistants). The Faculty provides an extra €6,500 per annum towards the funds for assistants.
Criteria for success	Easing the burden and providing support for the Officers for equal opportunities for women in science and the arts at the Faculty (faculty women's representatives) and for the Deputy officers for equal opportunities for women in science and the arts (women's representatives) for their voluntary work.
Coordination	The coordinator for the target agreements should work in close consultation with the Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology

Framework condition 2: PR activities

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

Reasons for action	It is important to raise awareness of the various measures available to support women.
Action	Creating and updating websites, posters, flyers, information brochures and the like on measures relating to the target agreements, giving information about whom to contact and who is responsible, and publicizing other support measures in the Faculty and FAU.
Target group	All members of the Faculty
DFG classification according to gender equality aspects	Structural
Possible challenges	None
Those responsible	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology
Timescale/milestones	Two print rounds for information material during the term of the target agreement (January 1, 2023 to December 31, 2027)
Expenditure/costs	Production and printing costs are part of the equipment budget for the advisor.
Criteria for success	Establishing awareness of the measures and services on offer in the Faculty
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives), their advisor and target agreement coordinator

Framework condition 3: Family-friendly environment

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

Reason for action	Optimizing a family-friendly environment at the University.
Action	Financing cover for researchers on maternity leave
Target group	Female professors and researchers
Detailed description of the measure and its implementation	The Executive Board has funds available upon application to cover staff shortages when a female researcher takes maternity leave.
DFG classification according to gender equality aspects	Structural
Possible challenges	None
Those responsible	Executive Board
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	Depends on the number of applications filed for maternity cover (no cap).
Criteria for success	Women are not disadvantaged in any way during appointment or recruitment procedures.

Framework condition 4:

Quality assurance in appointment procedures

The Faculty has committed to implementing the guidelines passed by the University Administration set forth in the Regulations assuring the quality of the appointment procedure for University professors and junior professors under particular consideration of aspects of gender and diversity (last updated December 20, 2021) and to ensure that responsibility for coordinating measures and targets with relevance to the faculty-specific Guidelines for actively recruiting female professors is allocated to the highest possible position.

Reason for action	Low proportion of women in professorial positions in conjunction with obligation to implement the provisions in the Guidelines for appointments.
Action	Provisions in the Guidelines for appointments. Drawing up faculty-specific guidelines for actively recruiting female professors
Target group	Members of appointment committees, female professors
Detailed description of the measure and its implementation	Scouting, recruitment symposia and actively recruiting excellent female professors should be specifically encouraged.
DFG classification according to gender equality aspects	Structural
Possible challenges	Failure to take guidelines into account in appointment procedures
Those responsible	Chairperson of appointment committee in consultation with the Dean
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	Applications for funding to cover the cost of recruitment activities may be submitted to the Chancellor.
Criteria for success	Proportion of women in professorial positions increases

Framework condition 5: Training and networking for Officers for equal opportunities for women in science and the arts

Training and networking for the Deputy officers for equal opportunities for women in science and the arts (women's representatives) in the departments is of great importance to allow them to fulfill their duties in a coordinated manner and work towards achieving the objectives of encouraging equal opportunities for women. In particular, the Officers for equal opportunities for women in science and the arts (women's representatives) should be prepared for their duties in appointment committees, as well as in their role as a point of contact for various issues which may arise, in particular relating to the topic of diversity. Training courses and evaluation discussions will be held both within the Faculty and across all faculties.

Reason for action	If equal opportunities are to be successful, it is important that information flows well and that the Officers for equal opportunities for women in science and the arts (women's representatives) are able to consult with each other. The current appreciative way of working that has become established in the team of the Officers for equal opportunities for women in science and the arts (women's representatives) and in discussions with the Faculty ought to be maintained and encouraged to develop further.
Action	To open up opportunities for discussion between the Officers for equal opportunities for women in science and the arts (women's representatives) at the departments and for the Officers for equal opportunities for women in science and the arts (women's representatives) to pass on information. To offer professional advice on how to act in appointment committees.
Target group	Deputy officers for equal opportunities for women in science and the arts (women's representatives) in the departments
Detailed description of the measure and its implementation	Regular meetings between the Deputy officers for equal opportunities for women in science and the arts (women's representatives), the Faculty officers for equal opportunities for women in science and the arts (women's representatives), and their advisor twice per semester. Training courses in how to act in appointment committees and negotiations.
DFG classification according to gender equality aspects	Structural
Possible challenges	None
Those responsible	Officers for equal opportunities for women in science and the arts at the Faculty of Humanities, Social Sciences, and Theology (women's representatives) and their advisor
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	See the target agreement concept paper for budget
Criteria for success	Confident manner of Officers for equal opportunities for women in science and the arts (women's representatives) in appointment committees and departments.
Coordination	Dean's Office, Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology

Structural measure 1: **Gender in teaching**

In order to make a contribution towards establishing gender sensitive teaching, the Faculty commits to including at least one teaching unit per semester and per department covering gender-specific topics.

Reason for action	Setting new impulses for considering gender in teaching
Action	Each department commits to offering one teaching unit per semester on gender-specific topics. Teaching assignments financed by the Faculty may be used for this purpose.
Target group	Entire Faculty
Detailed description of the measure and its implementation	All departments commit to including at least one teaching unit per semester covering gender-specific topics.
DFG classification according to gender equality aspects	Structural
Possible challenges	Difficult to implement in smaller departments
Those responsible	Dean's Office, faculty committees, Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology and their advisor
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	None for the Executive Board (max €25,000 per annum for the Faculty)
Criteria for success	Increased awareness for the topic of gender in teaching
Coordination	Dean's Office, Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology

Structural measure 2: Guest lectures by outstanding female researchers

The departments at the Faculty of Humanities, Social Sciences, and Theology offer subject and career-related lectures from outstanding female researchers at the University every year.

Reason for action	The aim is to raise the visibility of role models and their research and/or career paths, thereby motivating other students and staff to follow a career in research.
Action	Top female scientists are invited to give a talk on their research topics or careers to date. Some of the guest lectures may be organized online.
Target group	Young female researchers at the Faculty of Humanities, Social Sciences, and Theology
Detailed description of the measure and its implementation	Applications for funding for a guest lecture are checked by the Officers for equal opportunities for women in science and the arts at the Faculty (Faculty women's representatives) together with their advisor and the Officer for equal opportunities for women in science and the arts (women's representative) at the department. The preferred topics for the lectures are topics of relevance to gender and diversity, perhaps with a personal slant in view of the lecturer's own background.
DFG classification according to gender equality aspects	Structural
Possible challenges	Lack of interest in attending lectures in person.
Those responsible	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology and/or their personal assistant
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€3,000 per annum for lectures by guest female researchers from Germany and abroad
Criteria for success	Number of lectures and participants
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology, their advisor and project coordinator for target agreements

Personnel measures: **Young female researchers (PostDoc+)**

The aim of the measures is to take an equal opportunities approach when filling positions and encouraging career development in mid-level research, in particular for permanent positions.

1. Research and publication prize

The research and publication prize is awarded twice during the term of the target agreements to recognize and raise the visibility of excellent research conducted by women at the Faculty of Humanities, Social Sciences, and Theology.

Reason for action	The research prize is aimed at raising the visibility of outstanding research carried out by women.
Action	The research prize provides recognition for excellent research conducted by young female researchers from the final phases of their doctoral degree. The publication prize is also awarded for outstanding research, while also recognizing the format of a book or monograph that is of central importance to the subjects at the Faculty of Humanities, Social Sciences, and Theology.
Target group	Young female researchers at the Faculty of Humanities, Social Sciences, and Theology
Detailed description of the measure and its implementation	The decision on the submitted applications and the awarding of the prize is taken by an internal Faculty committee chaired by the Officers for equal opportunities for women in science and the arts at the Faculty (women's representatives).
DFG classification according to gender equality aspects	Personnel
Possible challenges	None
Those responsible	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology and/or their personal assistant
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	Both prizes are worth €2,000 (a total of €4,000) and should be awarded twice during the term of the target agreements (2024 and 2027).
Criteria for success	Number and quality of applications submitted
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology, their advisor and project coordinator for target agreements

2. PostDoc+ Research Grant

The PostDoc+ Research Grant allows a qualified young female researcher to pursue independent research with the aim of filing a successful application with an external funding provider. The focus lies on more demanding funding formats such as head of junior research group.

Reason for action	The aims include promoting the successful research of female researchers, increasing the visibility of research conducted by women when applying for the acquisition of third-party funding and improving women's chances of being appointed to a professorship.
Action	Within the context of this measure, a qualified female researcher (one individual, six months, once during the term of the target agreements) is released from teaching and administrative duties in order to pursue a promising research project and acquire third-party funding for it. The vacancy that arises as a result should be filled with an equivalent position (max. 100% TV-L E13). In addition, an equipment budget/travel expenses of up to €1000 may be applied for. Individual coaching on career planning is an integral part of the funding program (up to €2000). The call for applications for the research grant is staggered with the research prizes.
Target group	Young female researchers from the postdoctoral phase and above at the Faculty of Humanities, Social Sciences, and Theology
Detailed description of the measure and its implementation	The decision on the applications submitted is taken by an internal Faculty committee chaired by the Faculty officer for equal opportunities for women in science and the arts (Faculty women's representative).
DFG classification according to gender equality aspects	Personnel
Possible challenges	None
Those responsible	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology and/or their personal assistant
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€48,000 per grant, one call for applications within the term of the target agreements (2025).
Criteria for success	Number of applications submitted, young female researcher's application for third-party funding successful
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology, their advisor and project coordinator for target agreements

3. Individual coaching sessions

Excellent young female researchers (as of the doctoral phase, with a focus on the postdoctoral phase) receive individual coaching to help them plan and shape their careers.

Reason for action	Young female researchers each face very different circumstances when it comes to their career planning. Individual coaching tailored to their needs helps them establish strategies and skills and helps combat the leaky pipeline by lowering the drop-out rate of highly qualified female researchers.
Action	Excellent young female researchers receive career coaching tailored to their individual needs and current career situation (3 sessions of 90 minutes each). Funding is available for 4 people each year.
Target group	Young female researchers at the Faculty of Humanities, Social Sciences, and Theology
Detailed description of the measure and its implementation	A call for applications is issued once per year, and the decision is taken by the Officers for equal opportunities for women in science and the arts at the Faculty (Faculty women's representatives) and their advisor.
DFG classification according to gender equality aspects	Personnel
Possible challenges	None
Those responsible	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology and/or their personal assistant
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€3,600 per annum
Criteria for success	Positive feedback from those who receive funding
Coordination	Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology, their advisor and project coordinator for the target agreements, female researchers at the Faculty

4. Career talks for female research associates

Within the context of efforts to improve conditions for young female researchers, the Faculty of Humanities, Social Sciences, and Theology commits to ensuring that all female research associates take part in a career planning meeting with their manager.

Reason for action	Due to the lack of prospects within the academic system at university and precarious temporary contracts, large numbers of high-potential young female researchers transfer to other professions. It is hoped that strategic career planning can help reduce this loss of young academics.
Action	Each manager will hold a career planning meeting with their female research associates from the doctoral phase and above within one year of the contract starting or the target agreements coming into effect. The meetings will focus predominantly on the researcher's long-term prospects and possible steps that might improve these. The manager and the researcher will each be given a guide to follow for the meeting.
Target group	Women at mid-level research
Detailed description of the measure and its implementation	A note concerning the meeting will be included in the researcher's personnel file, and the Dean's Office will check at regular intervals whether it has already taken place.
DFG classification according to gender equality aspects	Personnel
Possible challenges	Lack of cooperation on the part of the holder of the Chair
Those responsible	Faculty or Dean's Office, Chairs
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	None
Criteria for success	Proportion of women in professorial positions increases
Coordination	Department P – Human Resources; Dean's Office

5. Funding participation in academic conferences

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

Reason for action	Active participation in presentations and/or conferences is an important component of an academic career
Action	Promising female research associates (from the doctoral phase and above) (including associated doctoral candidates) will be informed of the relevance of actively taking part in presentations and conferences, will be encouraged to take part in relevant events and will receive funding, staggered according to their status and destination.
Target group	Young female researchers at the Faculty
Detailed description of the measure and its implementation	Conditions pursuant to funding guidelines: funding provided for the most reasonable means of transport and accommodation, reimbursement of conference fees but no daily allowance, highest amount of funding available staggered according to status and destination: see Guidelines on awarding funding for travel costs. After attending the event, the participants submit a report on their experiences to the Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology.
DFG classification according to gender equality aspects	Personnel
Possible challenges	Increase in number of digital conferences on offer may reduce demand. Plans have not been made to cover any additional costs.
Those responsible	Officers for equal opportunities for women in science and the arts at the Faculty of Humanities, Social Sciences, and Theology and program coordinator for the target agreements
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	€10,500 per annum to cover conference fees and travel expenses
Criteria for success	Positive evaluation of the experience reports by the Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology
Coordination	The Officers for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology and the project coordinator for the target agreements

6. Supporting the careers of young female researchers with the ARIADNEphil mentoring program

ARIADNEphil provides guidance and encouragement for outstanding and highly qualified young female researchers, predominantly doctoral candidates, postdoctoral candidates and habilitation candidates, from experienced academic mentors, tailored to the stage they are at on the academic ladder, and accompanied by a target group-oriented framework program.

Reason for action	Continuing to increase and stabilize the proportion of women in the subjects. Preventing highly-qualified female academics from dropping out
Action	Individual support for young female researchers from experienced mentors from academia Framework program: Linking female researchers through information and networking events, opportunities to gain further qualifications during career advancement workshops The program has stood the test of time and is well received.
Target group	Young female researchers at the Faculty
Detailed description of the measure and its implementation	<ul style="list-style-type: none"> • Providing support for female doctoral candidates (after registering with the Graduate Center), postdoctoral candidates, habilitation candidates and (in exceptional cases) post-habilitation candidates from experienced academic mentors. • Equipment budget (fees and expenses for speakers; student assistant for project coordination; PR activities; stationery; presentation materials etc.)
DFG classification according to gender equality aspects	Personnel
Possible challenges	Lack of funding
Those responsible	Project coordinator (design, organization and implementation; also responsible for monitoring progress and reporting back to the Executive Board)
Timescale/milestones	January 1, 2023 to December 31, 2027
Expenditure/costs	Fixed term personnel costs amounting to €62,500 per annum (€45,000 per annum for project coordinator (50% TVL-E13); €17,500 for the program per annum)
Criteria for success	Recognition for the project in the Faculty, considerable interest among the target group, successful academic career paths pursued by young female researchers
Coordination	Officers for equal opportunities for women in science and the arts at the Faculty (Faculty women's representatives) and their advisor

Since the program was launched in 2008, 222 young female researchers have enjoyed the support of ARIADNEphil (153 doctoral candidates, 43 post-doctoral candidates and 26 students).

Feedback from a participant: "I aimed to evaluate the extent to which there is a perspective for me in pursuing a career in research. The more I found out, the more workshops I took part in and lectures I attended, the more I was encouraged to continue on this path. One of the best things was the 'inside' information that wouldn't be available otherwise. This gave me a realistic picture of what I should expect and gave me the opportunity to face up to that and decide what way to go."

Zielvereinbarung 2023-2027 zwischen der Universitätsleitung und der Philosophischen Fakultät und Fachbereich Theologie



Gesamtsumme der Gelder 2023-2027	786.500 €
Summe/Jahr	157.300 €

	Personalkosten
	Sachkosten

Fakultätsspezifische Maßnahmen: Rahmenbedingungen

Maßnahmen		2023-2027					Gesamtsumme
Handlungsfelder	Spezifizierung	2023	2024	2025	2026	2027	
Amt der Frauenbeauftragten	Referent/in 0,5 E13	45.000 €	45.000 €	45.000 €	45.000 €	45.000 €	225.000 €
	Sachmittel Referent/in	2.000 €	2.000 €	2.000 €	2.000 €	2.000 €	10.000 €
	Hilfskräfte	19.500 €	19.500 €	19.500 €	19.500 €	19.500 €	97.500 €
Öffentlichkeitsarbeit	Marketingmaterialien	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
Evaluation der Maßnahmen	Erfolgsmessung	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
Familienfreundlichkeit	Mutterschutzvertretung	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
Qualitätssicherung in Berufungen	Leitfaden, Findungssymposium	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
Schulung und Vernetzung der Frauenbeauftragten	Teammeetings, Schulungen	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
		66.500 €	66.500 €	66.500 €	66.500 €	66.500 €	332.500 €

Fakultätsspezifische Vereinbarungen: Strukturelle Fördermaßnahmen

Maßnahmen		2023-2027					Summe
Handlungsfelder	Spezifizierung	2023	2024	2025	2026	2027	
Gender in der Lehre	je eine Lehrveranstaltung pro Department und Semester	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
Gastvorträge	role model	3.000 €	3.000 €	3.000 €	3.000 €	3.000 €	15.000 €
		3.000 €	3.000 €	3.000 €	3.000 €	3.000 €	15.000 €

Fakultätsspezifische Vereinbarungen: Personelle Fördermaßnahmen

Maßnahmen		2023-2027					Summe
Handlungsfelder	Spezifizierung	2023	2024	2025	2026	2027	
Forschungs- und Publikationspreis	alle 3 Jahre, 2 Preise à 2 000€	k.A.	4.000 €	k.A.	k.A.	4.000 €	8.000 €
Postdoc+ Research Grant	alle 3 Jahre Förderung einer Nachwuchswissenschaftlerin	k.A.	k.A.	k.A.	k.A.	48.000 €	48.000 €
Individuelle Coachingangebote	4 Coachings pro Jahr für Nachwuchswissenschaftlerinnen	3.600 €	3.600 €	3.600 €	3.600 €	3.600 €	18.000 €
Karrieresgespräche für wissensch. Mitarbeiterinnen	strategische Karriereplanung	k.A.	k.A.	k.A.	k.A.	k.A.	k.A.
Tagungsförderung	finanzielle Unterstützung	10.500 €	10.500 €	10.500 €	10.500 €	10.500 €	52.500 €
ARIADNEphil	Koordinator/in 1/2 TVL E13	45.000 €	45.000 €	45.000 €	45.000 €	45.000 €	225.000 €
	Sachmittel	17.500 €	17.500 €	17.500 €	17.500 €	17.500 €	87.500 €
		76.600 €	80.600 €	76.600 €	76.600 €	128.600 €	439.000 €

Signatures

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

The FAU Executive Board shall provide the funding as stipulated above.

Erlangen, January 31, 2023

Prof. Dr. Rainer Trinczek
Dean of the Faculty of Humanities, Social Sciences, and Theology

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