

Officer for equal opportunities for women in science and the arts  
(women's representative) at the Faculty of Humanities,  
Social Sciences, and Theology

## Measures to support female academics



### Target agreement for increasing the proportion of women in academia

The new target agreements for increasing the proportion of women in academia at the Faculty of Humanities, Social Sciences, and Theology for the period from 2023-2027 came into force on January 1, 2023

The agreed measures are designed to achieve the following objectives:

- Increase the proportion of women who hold a **W2 or W3 professorship** from **36%** (as of December 2020) to **40%** by 2027,
- Increase the proportion of women in **permanent positions at pay grade 15** from **28%** (as of January 2022) to at least **39%**, which means that at least 3 of the 5 permanent positions must be filled by women while the target agreement period,
- 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 post-doctoral phase,
- Strengthen the **promotion of women, especially in the postdoctoral phase** with the aim of increasing the proportion of female professors
- Support an open and attentive culture and promote an appreciative and respectful working and research environment that is sensitive to gender and diversity in addition to research output and innovation. All time, the focus is on valuing the dignity of every individual.

**Contact: Dr. Magda Luthay**



### **Gender mainstreaming in appointment procedures**

To increase the proportion of female professorships at FAU, the appointment committees must make a transparent and unprejudiced selection while considering particularly gender balance and gender equality. FAU supported this by the "Appointment procedures for university professors and assistant professors under particular consideration of aspects of gender and diversity" as well as by proactively recruiting female scientists.

The Faculty of Humanities, Social Sciences, and Theology is committed to implementing the guidelines of the appointment procedure as a part of the target agreement.

**Contact: Anna Isenmann**

### **Funding options**

#### **Guest lectures – "Role models"**

The Faculty of Humanities, Social Sciences, and Theology supports guest lectures by outstanding female scholars within the framework of the target agreement. The interdisciplinary talks are not only fascinating from a subject point of view, but the exceptional careers of the guest lecturers are also intended to inspire female junior scientists at all qualification levels to pursue a career in academia.

**Contact: Anna Isenmann**

### **Coaching**

Every year, four excellent female scholars can receive coaching (3 sessions of 90 minutes each) for planning their individual academic careers.

**Contact: Anna Isenmann**

### **Award for outstanding academic achievements**

Two very successful calls for applications have been made for the award for outstanding research by female scholars in the Humanities and Social Sciences set up in 2019. The next calls for applications are scheduled to take place in 2023 and 2025. The call for applications involves two awards: The research award and the publication award each worth 2000,- €. Both awards recognize the outstanding academic achievements of women at our faculty and raise the visibility of these achievements.

**Contact: Anna Isenmann**

### **Scholarship program for promoting equal opportunities in research and teaching (FFL)**

Since 2008, Bavaria has offered every Bavarian university funds to support the 'Realization of Equal Opportunities for Women in Research and Teaching' (FFL). The funds are used to finance scholarships and to partially finance projects in the field of gender studies.

The scholarships are granted to female researchers with above-average achievements who are currently finishing their doctoral degree at one of the five faculties of FAU, who are currently in the postdoctoral or habilitation phase, or who have already submitted their habilitation thesis but have not yet completed the entire process.

An existing connection to FAU must be obvious. The scholarships have a maximum duration of 12 months; the scholarships for excellent young researchers have a maximum duration of 6 months. Only women who plan to pursue their research career with the aim of becoming a professor at a German university will receive funding.

**Contact: Dr. Magda Luthay**

## Funding participation in academic conferences

Female doctoral, postdoctoral and habilitation candidates who have an obvious connection to FAU as well as female research associates can apply for funding for participation in academic conferences.

The maximum funding amounts are as follows:

- In Germany: 400,- €
- Outside Germany: 1000,- €

Applications should be addressed to the Officer for equal opportunities for women in science and the arts at the relevant department.

**Contact: Dr. Magda Luthay**

## ARIADNEphil mentoring program

ARIADNEphil provides funding and assistance to high-potential female scholars at the Faculty of Humanities, Social Sciences, and Theology who wish to pursue an academic career.

The 18-month program combines individual mentoring sessions with high-quality seminars for developing personal and transferable skills.

During the mentoring partnership, mentors who have already experienced career progression share their experiences with the mentee and provide advice for strategic and practical aspects of career planning. Regular network meetings allow participants to exchange their experiences and set up a reliable network.

Further information about ARIADNEphil is available at

<https://www.mentoring.fau.de/ariadnephil>.

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## Kontakt

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