


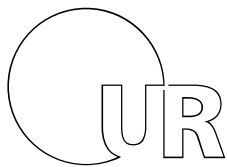


# **Gender Equality Concept**

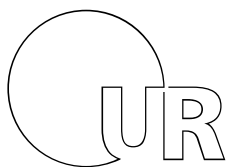
**for Research and Teaching  
at the University of Regensburg**

2023 - 2027





Universität Regensburg



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## 1. Gender Equality at the University of Regensburg: Guiding principles and statutory foundations<sup>1</sup>

The University of Regensburg (UR, or “the University”) is a nationally and internationally renowned, comprehensive university with a broad spectrum of subjects and outstanding achievements in research, teaching, and knowledge transfer. Its profile is defined by cutting-edge (trans)disciplinary research and diverse collaborative projects, the focal areas of which extend far beyond regional and national concerns. A strong commitment to equitable working relationships, structures and processes is among the UR’s most important guiding principles, with the implementation of gender justice forming a key element of its self-image. According to the first chapter of the *University Development Plan 2025*, published in 2020 as a statute of the University of Regensburg’s key values, goals and perspectives, a top priority for collaboration and coexistence at UR is to enable all its members to participate in all relevant processes and activities.

The University of Regensburg recognizes its vital societal responsibility to address future challenges within its given structures and fields of activity. It is committed to enhancing participation amongst its members and to promoting equal opportunities through a broad understanding of diversity.<sup>2</sup>

Human equity and equal rights for women and men have long been core values at UR: “Equality of women and men is a guiding principle of the University of Regensburg and informs all organizational processes.”<sup>3</sup> This principle was established in 2007 as a foundational statement, drawing on Article 4 of the Bavarian Higher Education Act (BayHschG) of 2006, to preface the University’s statutes. The University’s 2019 mission statement (“*Leitbild*”) declares, “The University of Regensburg regards itself as a community; women and men have equal rights.” The same mission statement, under “Fair Opportunities”, states, “The University ensures equal opportunities for women and men. It considers their different life circumstances and promotes the compatibility of family and career. It opposes professional disadvantaging of women.” In the most recent strategic document of this kind, the afore-mentioned *University Development Plan 2025*, the facilitation of equal opportunities is given particular emphasis. The issue of equal opportunities expands into the field of diversity.<sup>4</sup>

The *Bavarian Higher Education Innovation Act* (BayHIG), in force since 1.1.2023, in turn documents the fulfillment of the equality mission in Art. 22, Equality, as follows:

Higher Education institutions advance the actual enforcement of the equality of women and men in exercising their duties and take it as a guiding principle. They work to eliminate

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<sup>1</sup> Please note that the official and therefore legally binding version of this document is the German one. This can be accessed at [gleichstellungskonzept.pdf](#) [7.11.2023].

<sup>2</sup> University of Regensburg 2025. University Development Plan of the University of Regensburg in the version unanimously accepted by the University Governing Board on May 28, 2020, unanimously approved by the University Council on July 24, 2020, and approved by the Bavarian State Ministry for Science and Art on October 5, 2020. It can be accessed at <https://www.uni-regensburg.de/publikationen/startseite/index.html> [7.11.2023], P. 12. Henceforth: University Development Plan (HEP) 2025

<sup>3</sup> Constitution of the University of Regensburg on the basis of the new version of the Bavarian Higher Education Act of May 23, 2006, 15.6.2007, P. 7.

<sup>4</sup> HEP 2025, for example, PP. 37-9.

existing disadvantages. For the purposes of enforcing equality, women shall be given preference, giving priority to aptitude, qualifications, and professional achievements [...]. The overarching goal of this endeavor is to increase the share of women at all levels of science and art.

Art. 23 lists objectives for increasing the share of women “in all subject groups and at all levels in which women are underrepresented” mentions an orientation to the cascade model as a measure for implementing the equality principle and “equal participation of women and men (parity)” as the goal.<sup>5</sup> By the same token, the *Rahmenvereinbarung* (“General Agreement”) between the Bavarian State Ministry for Science and Art (“*Bayerisches Staatsministerium für Wissenschaft und Kunst*” (StMWK)) and the University of Regensburg for the years 2023 to 2027 also contains the actual implementation of equal opportunities as a central goal.<sup>6</sup> Another explicit objective in the *Rahmenvereinbarung* is to actively increase the proportion of women in all subject areas and at all levels where they are underrepresented, which is to be attained through mutually agreed target quotas between the UR and the StMWK in accordance with the cascade model.<sup>7</sup> The *Rahmenvereinbarung* further stipulates the importance of a family-friendly work environment, which the University is obligated to offer.<sup>8</sup> The *Hochschulvertrag 2023-2027* (“Agreement on Higher Education 2023-2027”) between the UR and the StWMK of September 2023 accordingly highlights equal opportunities as a guiding principle. More specifically, it mentions the “continued and necessary increase of women professors” as a strategic development objective of the University and elaborates in Chapter 5 that

[a]n equal gender balance and a resultant increase in role models and gender-balanced committee memberships are an explicit objective of the UR. Essential to this is the continued broad sensitization to unconscious biases, subject-specific traditions, changing career models as well as new conditions for research and work in science.<sup>9</sup>

Against this backdrop and on the basis of the *Gleichstellungskonzept 2018-2022* (“Gender Equality Concept 2018-2022”) and the *University Development Plan*, intensified and extensive efforts have been made throughout the University community, and specifically in the years since 2020, on the foundations named and on the basis of the *University Development Plan*, to achieve further improvements, to increase University members’ gender-critical expertise and sensitivity to all matters related to gender equality. Renewed efforts were specifically directed at areas where standards set by the University had not been met and thus required further intensification. Concrete measures were implemented, further objectives were established and mostly achieved. The plans and measures formulated and prioritized in this document for the coming years are linked to the specific profile, the unique background, the strengths and the contribution that equal opportunities can make to the attractiveness of the University as an environment for excellence in scholarship and research.

<sup>5</sup> Bavarian Higher Education Innovation Act (BayHIG) of August 5, 2022 (Bavarian law and ordinance gazette [GVBl. P. 414, BayRS 2210-1-3-WK]), which was most recently amended by § 3 of the Act of June 23, 2023 (GVBl. P. 251) and by § 2 of the Act of July 24, 2023 (GVBl. P. 455). The BayHIG can be called up under [Gesetze, Ordnungen und Richtlinien der UR - Universität Regensburg](https://www.stmwk.bayern.de/download/22215_Rahmenvereinbarung_inkl_Unterschriften.pdf) [20.10.2023].

<sup>6</sup> [https://www.stmwk.bayern.de/download/22215\\_Rahmenvereinbarung\\_inkl\\_Unterschriften.pdf](https://www.stmwk.bayern.de/download/22215_Rahmenvereinbarung_inkl_Unterschriften.pdf) [20.10.2023], P. 18f.

<sup>7</sup> Ibid, P. 19.

<sup>8</sup> Ibid, P. 18.

<sup>9</sup> *Hochschulvertrag* (HV) 2023-2027 pursuant to Art. 8, Par. 2, BayHIG between the University of Regensburg and the Bavarian State Ministry for Science and Art of 21.9.2023, P. 23. Can be called up under: [Rahmenvereinbarung und Hochschulverträge](#) [21.10.2023].

Looking at the profile of the University of Regensburg from the perspective of gender equality, it needs to be highlighted that the UR was founded in 1962 yet traces its origins to the City of Regensburg's sixteenth-century grammar schools, which gave rise to a Philosophical and Theological University at the beginning of the twentieth century. This development was subsequently augmented by the integration of a College of Pedagogy. The University's primary strengths are thus founded in the liberal arts, law, economics, and humanities, with mathematics and sciences being incorporated in the late 1960s. The recent establishment of the Faculty of Informatics and Data Science in 2021 has further enhanced the University's profile in STEM disciplines, introducing an innovative approach to research and education. Of particular note are the robust academic foundations in education, teacher training, and Catholic theology, which remain significant attractions for women students. Furthermore, the University's geographical location and size have significantly affected recruitment, the composition of the student body, and the Institution's strategic development, all of which are reflected in gender representation across all institutional levels.

Both in the summer semester (SoSe) 2023 and the winter semester (WiSe) 2023/24, around 20,000 students were registered at the UR in around 250 degree programs, with approximately 8 % international students. This consistently high number demonstrates the attractiveness of the University at a time when Higher Education student numbers are declining. The Faculty of Medicine collaborates closely with the University Hospital (UKR), founded in 1992; around thirty years later, from the winter semester 2024/25, the new *MedizinCampus Niederbayern* (Medicine Campus Lower Bavaria, MCN), distributed over several locations, will provide an additional 110 study places in medicine under the aegis of the UR and in cooperation with hospitals in Lower Bavaria and the University of Passau, training doctors for the region.<sup>10</sup> The innovative concept of the MCN offers particularly attractive incentives for medical students going forward.

On 1.12.2022, approximately 2,200 people were employed in academic positions, including in the University Hospital, including 346 professors (not including substitute professorships). The University of Regensburg is notable for its extensive network of collaborations with both internal and external research institutions across diverse fields, such as the Leibniz Institute for East and Southeast European Studies (IOS) and the Fraunhofer Institute for Toxicology and Experimental Medicine (ITEM). The University's strength is evidenced by its high level of collaborative research, as well as the successes of individual projects. Currently, women academics lead approximately a quarter of the University's research groups (including research training groups) as PIs or Co-PIs, and they increasingly hold leadership and management positions. Their significant involvement was also evident in the University's applications for the German Research Foundation's (DFG) Clusters of Excellence funding initiative. Excellence in research, the development of study programs, and the provision of career opportunities for academics at the University of Regensburg are supported by a strong commitment to social responsibility, encompassing the intersecting areas of gender equality, diversity, sustainability, and internationalization.<sup>11</sup>

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<sup>10</sup> <https://www.uni-regensburg.de/medizincampus-niederbayern/startseite/index.html> [08.11.2023].

<sup>11</sup> HEP 2025 from the year 2020 (<https://www.uni-regensburg.de/assets/universitaet/organisationsentwicklung/Hochschulentwicklungsplan-UR-2025.pdf> [28.08.2023]).

The University of Regensburg boasts above-average numbers of women students, doctoral candidates, and habilitation candidates along with gender parity on many high-level committees, and a steadily rising number of women professors (see sections 4.1 and 5.1). Clear indicators of the significant momentum gained in professorial appointments and retention negotiations include an increase of over 5.5 percentage points to a share of nearly 23 % of women professors within a period of five years from 2018 to 2022; the fact that the Faculty of Informatics and Data Science, with 36.6 % women professors on 1.12.2022, features the highest ratio of women professors in an Informatics Faculty in the whole of Germany; as well as the growth in the number of women professors from 20.94% (1.12.2020) to 22.6% (1.11.2023). Particularly noteworthy is the professional advancement of women academics through the CoMeNT.UR programme, which, since 2020, has been further refined and more robustly funded to support qualification and career development. Equally significant is the structural progress marked by the introduction of the Supplementary Degree Program (Certificate) in “Gender Competence” (ZGK) in 2019 as the UR’s successful response to the growing demand for Gender Studies provision, accessible to all students. Gender awareness has become an integral part of University culture in recent years, yielding notable successes. This strategic path established by UR will thus be pursued with continued commitment. To this end, the *Gender Equality Concept (GK) 2023-2027* outlines strategies and measures for advancing gender equality at the University of Regensburg, founded on a thorough analysis of the current context relating to gender and sex.<sup>12</sup> This document reviews developments since the publication of the 2018-2022 *Gender Equality Concept*, assessing activities undertaken during this period, including initiatives such as the *Professorinnenprogramm* (Federal Programme for the Support of Women Professors) (PP) II and III. It highlights positive outcomes, identifies critical areas, and sets priorities for advancing gender equality initiatives across operational levels and strategic priorities. This document serves as a foundation for processes aimed at refining the University’s profile as a future-oriented institution, aligned with its core values, for the years leading up to 2027.

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<sup>12</sup> Gender is registered binary (male – female) in the data material available. The data will in future be available in a more differentiated form (m/f/d) due to the method of collection, which was changed in 2020. On this, also see chapters 6.4 and 6.5.

## 2. Centralized and decentralized governance

### 2.1 Status quo

#### *Gender balance: central management, centralized and decentralized committees*

Art. 22 BayHIG sets two major goals in Paragraphs 1 and 2: “to increase the share of women at all levels of science and art” (Art. 22, Par. 1, Clause 4 BayHIG) and the “appropriate”<sup>13</sup> representation of women and men “in all committees, including the University’s administration and professorial appointment committees”. “Appropriate” signifies that parity is sought for the University’s Executive Board, with a minimum share of women of 40 % (Art. 22, Par. 2, BayHIG).

Gender parity in the *Universitätsleitung* (“UL”, Executive Board) of the University of Regensburg has essentially been achieved. The four Vice Presidencies (Research and Support for Emerging Academics; Learning, Teaching and Continuing Education; Digitalization, Networks and Transfer; Internationalization and Diversity) are equally distributed. The University Representative for the Equality of Women in Academia and the Arts (UGB Wiss./Kunst)<sup>14</sup> is, in full application of BayHIG (Art. 22), an appointed (advisory) member of the Executive Board, which is therefore, including the President, almost equally distributed with four men and three women. The UL has recently been augmented with the advisory office of the University’s Sustainability Representative, currently held by a male professor.

In the *University Council*, an increase in the proportion of women was already achieved in 2021/2022. By 31.12.2022, this amounted to 30 % (3 women, 6 men) in the group of external members, and just over 20 % (2 women, 7 men) of the internal voting members. The chair’s position is held by a man. The University’s Advisory Board, however, is gender-balanced (8 women, 7 men), and chaired by a woman (figs. 1 and 2).

The Senate was gender-unbalanced prior to 1.12.2022 due to the distribution in the professorial group. Among the twelve representatives of full-time university instructors there was only one woman professor in 2021-2023. By contrast, the ratio of representatives of the status groups of scientific and artistic staff, of academic support staff, and of students was consistently equal (50%/50 %). Both the chair and the vice chair were male professors. Quite unsatisfactory in 2021-2023 was the situation regarding the *Fakultätsleitungen* (Deans) and thus of the *Erweiterte Universitätsleitung* (“EUL”, Governing Board): Eleven out of twelve faculties had male deans in the period of 2021-2023 (fig. 1).

<sup>13</sup> “Appropriate” here corresponds with an orientation “to the respective share of the total number [of] members” of the institution of higher learning in question (see Art. 22, Par. 2, Clause 2 BayHIG).

<sup>14</sup> *Universitätsfrauenbeauftragte* (“University Representative for Women”) until 31.12.2022, analog with *Fakultätsfrauenbeauftragte* (“Faculty Representative for Women”); new designation in Art. 22 BayHIG. The UGB Wiss./Kunst of the UR was already a permanent member of the UL prior to the enactment of the BayHIG.



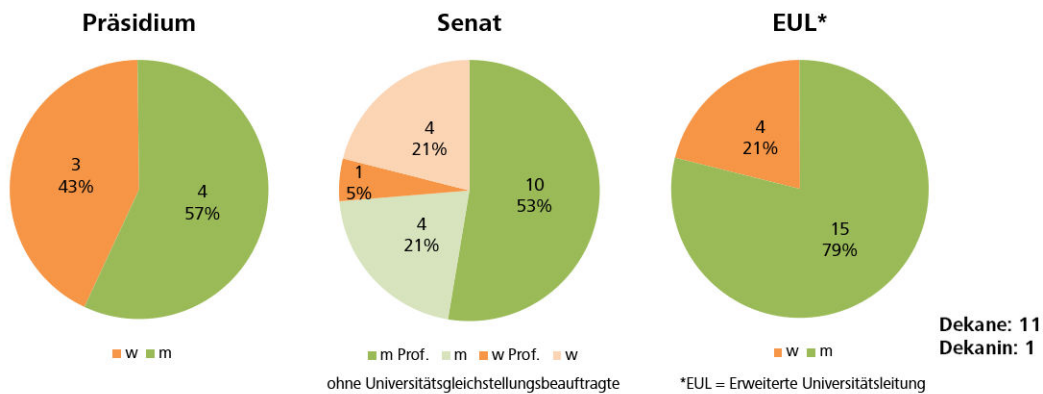


Fig. 1: Executive Board (University Management, Senate, EUL (UL, deans, UGB Wiss./Kunst), (Source: Datenreport 2022<sup>15</sup>, P. 2), reference date 31.12.2022.

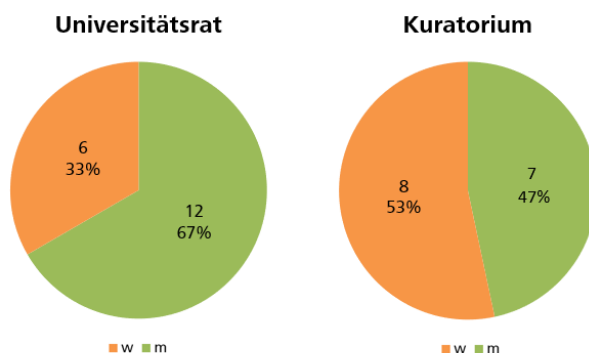


Fig. 2: University Council, Advisory Board, reference date 31.12.2022 (Source: Datenreport 2022, P. 3)<sup>16</sup>

### Central-level work in gender equality

At the central administrative level, one of the greatest strengths of the UR in promoting gender equality is the formal advisory role of the University Representative for the Equality of Women in Academia and the Arts (UGB Wiss./Kunst) and their permanent position on the Executive Board (UL). As a result of their active participation in all meetings of the UL, communication on all matters relating to gender equality occurs promptly at the executive level. By the same token, all University-

<sup>15</sup> Datenreport 2022 on gender equality in the academic area at the UR, can be called up under <https://go.ur.de/datenreport-ugb2022> [7.11.2023].

<sup>16</sup> The graphic representation of the members of the University Council prior to 31.12.2022 includes both members entitled to vote and members not entitled to vote (Executive Board); see <https://www.uni-regensburg.de/universitaet/gremien/universitaetsrat/index.html> [2.11.2023].

related themes and projects are categorically evaluated from a gender equality perspective, thereby accelerating the implementation of specific gender equality initiatives and measures. Issues arising from across the University can be swiftly integrated into executive consultations. By law, this is supported by the UGB Wiss./Kunst's voting membership in the *Senate* and the *Governing Board* (EUL) (BayHIG, Art. 22), as well as membership in the *University Council* and *Advisory Board*. Beyond the committees named, the UGB Wiss./Kunst is, among other functions, an active member of the *Haushaltskommission* ("Budget Committee") and *ex officio* also a member of the Executive Committee and the Advisory Board of the Center for Graduate & Postdoctoral Researchers (WIN). They participate in meetings of the Early Career Think Tank, the Think Tank for the conceptualisation of the MCN, the Diversity Round Table, and of the University's Discussion Forum for matters relating to discrimination and sexual harassment.

The office of the UGB Wiss./Kunst is a subsidiary office responsible for creating the Gender Equality Concept (Art. 23, Par. 4 BayHIG). In the present case, the document performs a dual function in that it evaluates the actual situation with a view to past goals and measures, and names goals and measures oriented to the future, suggesting directions for the implementation and realization of equal opportunities. Similarly, the *Gender Equality Concepts 2009-2013*, *2013-2018*, and *2018-2022* also represented important milestones for the goals of equal opportunities and gender justice. The *Gender Equality Concepts 2013-2018* and *2018-2022* further functioned as successful advertisement in the Woman Professor Programmes (PP) of the German Federal Government and the Federal States (PP II, 2013-2017, PP III, 2018-2022). These promotions provided important impulses and resulted in sustained successes. For the application deadline in the PP 2030 (PP IV), an application was submitted on time in August 2023 with a "Gender Equality Concept for Parity in Research and Teaching." It contained an evaluation of the measures completed at the UR that also come to bear on the *Gender Equality Concept 2023-2027*.

The goals and measures outlined in the BayHIG and documented in the *Constitution*, in the *University Development Plan 2025* and in the Gender Equality Concepts entail a substantial range of tasks and responsibilities. Consequently, the workload relief provided to the University Representative for the Equality of Women in Academia and the Arts (UGB Wiss./Kunst) and their deputies at the University of Regensburg is among the highest in Bavaria. The teaching relief of the UGB Wiss./Kunst is equivalent with the that of a vice president.<sup>17</sup> The deputies of the UGB Wiss./Kunst also receive a teaching relief to compensate for the time commitment implied in their role.

### *Equal Opportunities Coordination Office*

The Equal Opportunities Coordination Office ("Koordinationsstelle Chancengleichheit", KC) was established to manage the organizational implementation of the University's equal opportunity initiatives and to provide support and sustainable reinforcement for the office and responsibilities of the UGB Wiss./Kunst. It is thus entrusted with supporting measures and activities at central and decentralized levels, coordinating and executing diverse academic programs and events (lectures,

<sup>17</sup> On the provision of funds for supporting the office and the obligation to provide relief, see Art. 22, Par. 5 BayHIG.

discussions, film evenings, etc.), continuing education measures, and workshops. Some activities have been developed into regular program components. For example, lectures and events for International Women's Day on March 8th and on the International Day for the Elimination of Violence against Women on November 25th have been organized for University members and the general public since 2021.<sup>18</sup> Topics relating to sexual discrimination, harassment, and sexualized violence have featured in University-wide lectures and roundtable discussions for a long time.

The UR is the first Bavarian university to have founded a local group of the *Netzwerk Mutterschaft und Wissenschaft* ("Network of Motherhood and Academia"), currently co-led with the Deputy Chair of the *Konvent der wissenschaftlichen und künstlerischen Mitarbeitenden* ("Convention of Academic and Artistic Staff"). The KC plays an active role in the success of programs aimed at advancing early-career researchers, specific target groups, and students. It also supports the award and selection of the University's Gender Equality Prize, valued at €5,000, and serves as an information hub within the institution.<sup>19</sup> It maintains contacts outside the University and sees itself as a hub for the transfer of knowledge, career opportunities, and visions for the future between the University and Society. Its direct contact persons are, among others, the Gender Equality Representatives of the academic support staff, the Anti-Discrimination Point, and the UR's Contact Person for Sexual Harassment and Sexualized Violence, the Gender Equality Representatives of the City of Regensburg, the equal opportunity and gender equality advisors of other institutions of higher education, and colleagues in national working groups, for example the Forum Mentoring.

Public relations are part of gender equality work, spanning from internal and external offerings and projects to specialized press releases and reports. Information concerning the individual projects and offerings can be found at the homepage of the Coordination Office in German and English,<sup>20</sup> for example from the CEWS – Centre of Excellence Women and Science, the *Landeskonferenz der Frauen- und Gleichstellungsbeauftragten* ("State Conference of Women's and Equal Opportunity Representatives" [LaKoF]), or the *Bundeskonferenz der Frauen- und Gleichstellungsbeauftragten* ("Federal Conference of Women's and Equal Opportunity Representatives" [BuKoF]).<sup>21</sup> Equal Opportunities and related news and updates are also distributed across the University and beyond through the KC's own newsletter. Further information channels include press releases and public relations via the UR's social media platforms as well as a presence at dissemination events like the *Regensburger Hochschultag* ("Regensburg Higher Education Day") and through print materials. Furthermore, the KC maintains close contact with the Faculty Representatives for Women in Academia and the Arts.

### Gender equality work in the Faculties

At Faculty level, the Deans are responsible for the implementation of gender equality in their respective disciplines. They are supported by the University Representative for the Equality of Women

<sup>18</sup> <https://www.uni-regensburg.de/chancengleichheit/aktuelles/index.html> and <https://www.uni-regensburg.de/chancengleichheit/aktuelles/archiv/index.html> [31.10.2023].

<sup>19</sup> <https://www.uni-regensburg.de/chancengleichheit/startseite/index.html> [31.10.2023].

<sup>20</sup> For example, <https://www.uni-regensburg.de/chancengleichheit/dokumente-statistik/index.html> [8.11.2023].

<sup>21</sup> For example, *Externe Informationen & Links zur Chancengleichheit* ("External information & links on equal opportunity") under <https://www.uni-regensburg.de/chancengleichheit/dokumente-statistik/index.html> [07.11.2023].

in Academia and the Arts and those of the Faculties. The Faculty Representatives for the Equality of Women in Academia and the Arts (FGB Wiss./Kunst) operate independently, initiate their own measures, and are involved in all important decisions and committees of the Faculties. By law, they are voting members in professorial hiring committees and responsible for developing, maintaining and evaluating the gender equality concepts of their Faculties. The development of Faculty-specific gender equality strategies remained a key objective for several Faculties in the *Gender Equality Concept 2018-2022*. Since then, all Faculties have implemented their own Gender Equality Concepts, with the Faculty of Informatics and Data Science presenting its Concept at the end of 2023.

The FGB Wiss./Kunst are involved in a constant exchange with central committees, the student associations of their Faculties, with the Contact Person for Sexual Harassment and Sexualized Violence of the UR, the Anti-Discrimination Point, and the UGB Wiss./Kunst. A Conference of the UGB and FGB Wiss./Kunst, their deputies as well as the staff of the Equal Opportunities Coordination Office takes place at least twice a semester, and more frequently when necessary. The President of the UR attends one of the Conference's meetings per semester. In 2016, statutes<sup>22</sup> for the Conference were implemented by the UR *Senate* in consultation with Conference members.

An important measure at the Faculty level is the decentralized allocation of University funds for the Financial Incentive System for the Advancement of Gender Equality (FAS-G), currently endowed with €65,000 annually. These funds are distributed to the Faculties based on a defined formula that reflects the proportion of women (including the number of women professors, habilitations, and doctorates, as well as the share of women among academic and artistic staff). The funds are managed by the Faculty Representatives for the Equality of Women in Academia and the Arts (FGB Wiss./Kunst) and are used to support women academics on their career path (e.g. through funding for student assistants, subsidies for research literature, travel bursaries, and printing subsidies), as well as for Faculty-wide workshops, lectures, or lecture series.

The Faculties ensure the subject-specific relief measures for the FGB Wiss./Kunst (teaching load reduction, funds for assistants). The Equal Opportunities Coordination Office provides organizational relief. Since 2017, FGB Wiss./Kunst have participated in internal onboarding workshops and, since 2020, in externally led workshops and continuous internal discussions on gender biases in hiring procedures. The office of the GB Wiss./Kunst also requires knowledge and expertise in handling cases of sexual discrimination, sexual harassment, and sexualized violence. Corresponding professional development opportunities are regularly provided by the Equal Opportunities Coordination Office.

Against the backdrop of intensified professorial appointment activity since 2020, which is largely due to generational change, the establishment of tenure track professorships from various programs and of numerous new professorships from the High-Tech Agenda Bavaria (HTA), and as a new measure to promote gender awareness, several Faculties offered workshops and expert talks for their members in 2022. Invited external trainers were funded through the PP III. In 2023, several Faculties organized events on self-reflection and gender equality-oriented agency in appointment procedures, which also tackle systemic problems in a solution-oriented manner, thus placing the

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<sup>22</sup> Statutes of the conference of women's representatives of the University of Regensburg of 21.11.2016, can be called up under [FrKonf\\_Formalia\\_UR\\_SatzungFrauenkonferenz\\_20161121end.pdf \(uni-regensburg.de\)](#) [21.08.2023].

consequences of unconscious gender biases in a larger context. Another effect of events relating to gender awareness is thus to raise general awareness of obstacles to fair treatment of students, of differing perspectives on networking, of how positions may be filled and academic projects may be managed, as well as to initiate learning processes.

## 2.2 Goals and plans for the years 2023-2027

### *Gender balance: central management level, centralized and decentralized committees and panels*

Given the considerable increase in the number of women professors in recent years, it is a realistic goal to distribute decision-making, management, and participation appropriately to fulfil the stipulations of Art. 22, Par. 2 BayHIG. Because the incumbent Vice Presidents made themselves available in 2022/2023 for a further period of office of six semesters, the gender balance in the University's *Executive Board* will be maintained in coming years.<sup>23</sup> The share of women on the *University Council* should be increased in the near future. The goal for 2027 is parity in the groups of both internal and external members. The gender-related parity of the *Advisory Board* should be maintained. Stronger participation of women professors on the *Senate* is a key objective because this committee demonstrates the greatest imbalance. However, a slight improvement has taken place in comparison to previous years, as ten male and two women professors were elected members in the group of University teaching staff for the period 2023-2025.<sup>24</sup> A positive development is that a woman was elected to the position of Senate's Vice Chair for the period 2023-2025, representing the scientific and artistic staff. The EUL committee has shown a notably greater improvement in gender balance. While the distribution in 2021-2023 was unsatisfactory (with ten male and only one woman among the Deans), the change has been dramatic: four women will hold office for the term from 1 October 2023 to 30 September 2025, making up one third of the Deans. This shift has also impacted the composition of the EUL, bringing the gender distribution closer to the proportion of women in the overall university population. The goal is to further increase the number of women Deans in the next election for the 2025-2027 term of office, bringing the EUL close to the ultimate goal of gender parity.

The developments in the committee compositions, together with changes of the last two years, show the highly dynamic movement regarding the distribution of decision-making, management, and participation at the UR as far as functions in various committees, including appointment committees and advisory boards, are concerned. Nonetheless, vertical segregation persists as long as the minority of women occupying decision-making positions remains. While processes vary across Faculties and significant progress has been made throughout the University, it remains a key objective to continue the efforts already underway and to further increase women's participation in

<sup>23</sup> On the office and term of office, see the Constitution of the University of Regensburg in the new version of October 1, 2019, most recently amended by the statutes of February 21, 2022, on the basis of the Bavarian Higher Education Act (BayHschG) of May 23, 2006, most recently amended by § 2 of the Act of December 23, 2021 (GVBl. P. 669). Can be called up under [grundordnung.pdf \(uni-regensburg.de\)](#) [02.11.2023].

<sup>24</sup> Announcement of the result of the election of the group representatives of the Senate of the University of Regensburg carried out in the summer semester of 2023 as determined by the elections administrator. Can be called up under [https://www.uni-regensburg.de/assets/universitaet/hochschulwahlen/Bekanntmachung\\_Wahlergebnis\\_2023.pdf](https://www.uni-regensburg.de/assets/universitaet/hochschulwahlen/Bekanntmachung_Wahlergebnis_2023.pdf) [24.06.2023].

relevant University procedures, as well as their representation in the University's self-governance. The ongoing increase in the proportion of women professors will play a crucial role, as will the recognition of the importance of adapting to changing life models and external factors, such as adjusting meeting times or providing specific forms of support to improve the compatibility of family and career, including teaching load reductions.<sup>25</sup> The goals are to eliminate structural discrimination and multiple burdens, which continue to disproportionately affect women professors and academics<sup>26</sup>, and to achieve a fairer distribution of power and a greater diversity of perspectives.

### *Centralized gender equality work*

At the central level, the advisory membership of the University Representative for the Equality of Women in Academia and the Arts (UGB Wiss./Kunst) in the UL and their participation or that of their deputies in central committees will be maintained. Given the consistently high variety of tasks, the support and relief measures provided by the Equal Opportunities Coordination Office will continue to be maintained and may be adjusted in response to emerging needs. An important future task will thus be to further intensify cooperation with the representatives for the equality of women in academia and the arts at cooperating institutions such as the IOS, with other regional Higher Education institutions, and with the gender equality representatives of the City of Regensburg. Another priority might be to coordinate, co-conceptualize, and support gender equality projects in externally funded projects based at the UR.

Continuity and professionalism are of fundamental importance for gender equality initiatives. New requirements are arising mainly in areas of gender awareness and gender consulting. In some cases, measures involving fixed-term project funds from the *Professorinnenprogramm III* could be undertaken, for example, workshops and a series of online lectures. For the future, stable and professional assurance of the activities carried out by the Coordination Office Equal Opportunities is required, but also solid support in the field of research: funding bodies like the German Research Foundation (DFG) have recognized that equal opportunities and participation need to be granted to all members of the academic system in equal measure, but that their implementation still needs to be realized comprehensively. This is reflected, for example, in calls for funding application by the Federal Ministry of Education and Research (BMBF).<sup>27</sup> These do not involve merely superficial avowals. Important instead is effectiveness, and institutions compete with one another here. It is certainly important to students and academics to engage in disciplines with gender-balanced

<sup>25</sup> Further discussion of this in Ch. 6.3.

<sup>26</sup> Compatibility of parenthood and academia: "Carearbeit braucht eine neue Wertigkeit." CEWS interview with the sociologist Dr. Hanna Haag, in: CEWSjournal 2 (2023), P. 12, can be called up under [https://www.gesis.org/fileadmin/cews/www/CEWSjournal/CEWSjournal\\_2023\\_2\\_final.pdf](https://www.gesis.org/fileadmin/cews/www/CEWSjournal/CEWSjournal_2023_2_final.pdf) [02.11.2023]; Arbeitszeit von Männern und Frauen: Wunsch und Wirklichkeit klaffen auseinander, in: CEWSjournal no. 127 (2021), P. 19, can be called up under <https://www.gesis.org/fileadmin/cews/www/CEWSjournal/CEWS-journal127.pdf> [02.11.2023]; Mehr Gleichstellung im Beruf, mehr Partnerschaftlichkeit im Privaten. Frauen- und Männerbefragung zu Fragen der Gleichstellung. March 2021. Study commissioned by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth, can be called up under <https://www.bmfsfj.de/resource/blob/176914/cb19d020cf65b063077bac142a0da39c/20210326-kantar-befragung-gleichstellung-data.pdf> [02.11.2023].

<sup>27</sup> Chancengleichheit bei der DFG: [https://www.dfg.de/foerderung/grundlagen\\_rahmenbedingungen/chancengleichheit/](https://www.dfg.de/foerderung/grundlagen_rahmenbedingungen/chancengleichheit/) [20.10.2023]; BMBF: Gleichstellung und Vielfalt sind entscheidende Qualitätsmerkmale und Wettbewerbsfaktoren im Wissenschaftssystem, can be called up under [https://www.bmbf.de/bmbf/de/forschung/gleichstellung-und-vielfalt-im-wissenschaftssystem/gleichstellung-vielfalt-wissenschaftssystem\\_node.html](https://www.bmbf.de/bmbf/de/forschung/gleichstellung-und-vielfalt-im-wissenschaftssystem/gleichstellung-vielfalt-wissenschaftssystem_node.html) [20.10.2023].



professorships. In fact, for the University as a whole it is important to know that the representation of woman academics in key positions is assured, and that gender equality contributes to improved competitiveness of a Higher Education institution. Thus, the future research strength of the UR will depend not only upon demonstrating a solid infrastructure when raising external funds, but on its ability to demonstrate that gender balances and gender as a research theme are taken into consideration alongside other measures, as stipulated for example by the DFG or the EU program "Horizon Europe."

To maintain strong research and impact, more equal shares between women and male professors, thematic compatibility, and professional support in the conceptualization phase of research proposals are called for. This service is provided by the Equal Opportunities Coordination Office but will be more comprehensive in future. Another service requested by the Faculties is the networking of gender equality activities in *Sonderforschungsbereichen* (DFG-funded Collaborative Research Centers), graduate schools and postgraduate programs, and comparable initiatives. It is generally an important desideratum to intensify contact with these groups. In addition to this, University projects in the field of equal opportunity and gender justice can and indeed must be supported through third party funding, for which comprehensive applications should be submitted. A contemporary gender equality policy is hardly conceivable today without specific, externally funded projects. The University's application to the BMBF program PP 2030, which continues the series of earlier PP applications, is only one example among many. Finally, measures for gender awareness, including individual events, workshops for the FGB Wiss./Kunst, students, and other groups at the UR, participation in events of the BMBF, etc. Should also be professionally organized and conducted. Furthermore, the next few years should see the development of solid, continual, and professionally conducted gender monitoring and controlling to help broaden the UR's spectrum of actions around gender equality (see Ch. 6.5).

#### *Gender equality work in the Faculties*

The Faculty Representatives for the Equality of Women in Academia and the Arts (FGB Wiss./Kunst) act autonomously and will continue to be both integrated into all important decisions and committees within the Faculties as well as remain permanent members in appointment committees (see Art. 22, Par. 3 BayHIG). Older gender equality concepts of the Faculties will be evaluated in 2023 and 2024 and adapted to present circumstances. The connection between appointments and target numbers (the share of women professors in the professorships of individual Faculties) results from, among other factors, the measures for increasing the share of women professors at the UR that have been in effect since 2021/2022. Practically speaking, the cooperation between Deans and the FGB Wiss./Kunst as well as between the UGB and FGB Wiss./Kunst in appointment activities has intensified. This is largely due to the introduction of permanent and accessible consultation offerings, successfully launched in 2020 by the Deputy UGB Wiss./Kunst with respect to professorial appointments, which has been met with broad approval. It is in the interest of the entire University that the variety of events and measures, which has increased in recent years due to initiatives revolving around equal opportunity and gender justice of the FGB Wiss./Kunst in the Faculties, is not

waning but instead being maintained. Examples include workshops on unconscious gender bias, prizes for Master theses, talks and lecture series. These are important activities that help raise the University's profile and directly reflect its guiding principle in gender equity.

Since 2023, the possibility to elect several equal opportunities representatives has been used widely to provide additional relief.<sup>28</sup> In future, continuing training on consultation and on dealing with cases of sexual discrimination, sexual harassment, and sexualized violence should remain a practical component of the introduction to the office and be attended regularly following the assumption of the office of FGB Wiss./Kunst. The jury for the Gender Equality Prize should remain selected from the circle of the FGB Wiss./Kunst. In addition to the GB Wiss./Kunst Conferences, the "Talk and Lunch" format, launched successfully in 2020/21, is expected to facilitate the straightforward exchange of ideas among all the University Representatives for the Equality of Women in Academia and the Arts of the UR in coming years. This initiative will foster understanding across Faculty boundaries and help to align institutional conditions and processes during periods of transformation.

### 3. Women professors

#### 3.1 Status quo

For decades, the share of women in professorships was low, particularly in comparison with the high numbers of women students and women doctoral students. The UR was located at the bottom end of the Bavarian scale and, together with the Saarland University and the University of the Bundeswehr Munich, one of the universities with the lowest share of women professors in Germany. This picture has changed. The share of women professors has risen considerably in recent years: in 2017 it was still at 15.5 %, in 2018 17.1 %; the goal in 2018 was to raise it to 20.2 % by 2022. On 1.12.2022, at 22.74 % (internal calculation; incl. W1, W2/C3, W3/C4, substitute professorships; 21.61 % (without substitute professorships), see Fig. 3; calculation with head counts) or considerably higher at 22.3 % according to official Bavarian statistics.<sup>29</sup>

<sup>28</sup> Due to a change to the Constitution of the university, it is possible to elect more than two representatives for the office of FGB Wiss./Kunst (§ 53. Par. 3, Clause 1 of the Statutes for the Amendment of the Constitution of the University of Regensburg from October 1, 2019. Announcement: 15.3.2023), can be called up under [https://www.uni-regensburg.de/rechtsgrundlagen/allgemeine-rechtsgrundlagen/index.html#content\\_toggle\\_18684](https://www.uni-regensburg.de/rechtsgrundlagen/allgemeine-rechtsgrundlagen/index.html#content_toggle_18684) [07.11.2023].

<sup>29</sup> Fig. 3 as well as Table 3. Wissenschaftliches und künstlerisches Personal an den Hochschulen in Bayern 2022, in: Personalbestand an den Hochschulen in Bayern. Status: 1.12.2022, ed. Bayer. Landesamt für Statistik, can be called up under [https://www.statistik.bayern.de/mam/produkte/veroeffentlichungen/statistische\\_berichte/b3410c\\_202200.pdf](https://www.statistik.bayern.de/mam/produkte/veroeffentlichungen/statistische_berichte/b3410c_202200.pdf) [31.10.2023].



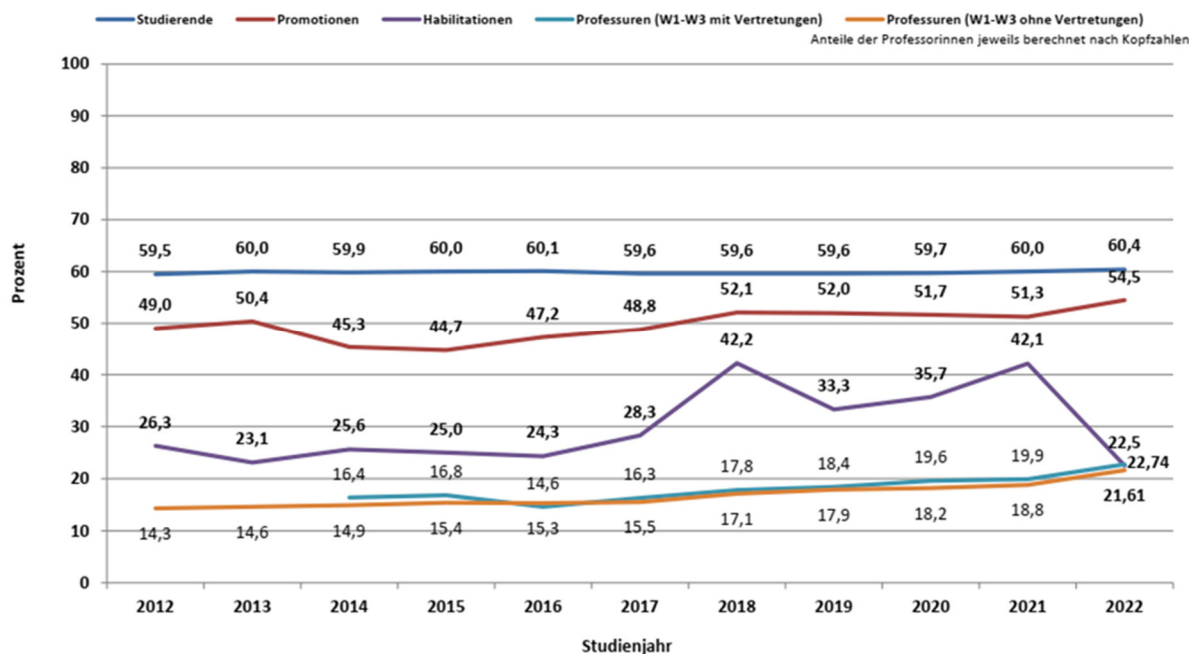


Fig. 3: Share of women at all levels of qualification 2012-2022, reference date 1.12 respectively. (Source: Datenreport 2022, P. 6)

The goal of 20.2 % set in the GK 2018-2022 was nearly achieved by 1.12.2022 with a share of women professors of 20.17 % in W2/C3 and W3/C4 professorships.<sup>30</sup>

The head count of 64 agreed upon in the *Agreement on Objectives 2019-2022* (ZV) with the Ministry was surpassed by the reference date of 1.12.2021 with 73 of 351 professorships. 75 women professors of 346 professorships were employed at the UR on 1.12.2022. The ratio has thus improved even further as a consequence. The growth rate from 2018 to 2021 was 4.5 %. In the period from 2021 to 2022 it was, with 14.3 % (official Bavarian statistics), well above the Bavarian average of 7.5 %.<sup>31</sup> With the officially calculated share of women professors at the UR of 22.3 % (2022), the UR climbed up two places in the Bavarian ranking<sup>32</sup>, making a big leap forward.

The clear increase in the share of women professors was primarily achieved through

1. obligatory, successively introduced measures for the improvement of appointment procedures, initiated by the UL and carried out by the faculties. These measures are documented in the *Maßnahmen zur Erhöhung des Anteils an Professorinnen an der Universität Regensburg im Zusammenhang mit Berufungsverfahren* ("Measures for increasing the share of women professors at the University of Regensburg in connection with professorial hiring procedures"), introduced in 2021 and revised in 2022,<sup>33</sup> see also the

<sup>30</sup> See 20.17 % for W2/C3, W3/C4, without W1 and substitute professorships (full-time equivalents (VZÄ)), see Datenreport 2022, folio 8.

<sup>31</sup> Higher education staff (excluding student assistants) in Bavaria in 2021 and 2022 by type of higher education institution and higher education institution (ed. Bayer. Landesamt für Statistik), can be called up under [B3410C 202200](https://www.statistik.bayern.de/presse/mitteilungen/2023/pm190/index.html) [20.10.2023]; Personalbestand an bayerischen Hochschulen inklusive Universitätskliniken wächst im Jahr 2022 um 1,5 Prozent. Press release 190/2023/57/B of the Bayer. Landesamt für Statistik, can be called up under <https://www.statistik.bayern.de/presse/mitteilungen/2023/pm190/index.html> [20.10.2023].

<sup>32</sup> Ibid.

<sup>33</sup> *Maßnahmen zur Erhöhung des Anteils an Professorinnen an der Universität Regensburg im Zusammenhang mit Berufungsverfahren* of 19.07.2022; see appointment portal or <https://www.uni-regensburg.de/chancengleichheit/professorinnen/index.html> [02.11.2023]

*Leitfaden zur Durchführung eines Berufungsverfahrens* ("Guidelines for conducting professorial hiring procedures")<sup>34</sup>,

2. broad awareness-raising initiatives, including educational work in committees and panels, newly introduced gender awareness measures, including training for the UGB Wiss./Kunst and especially for the FGB Wiss./Kunst, workshops, events, and lectures,
3. a strategy for recruiting excellent women professors for the newly established Faculty of Informatics and Data Science,
4. a targeted, gender-equality oriented appointment strategy for tenure track professorships,
5. dual career offerings and structural measures for the compatibility of professorship and care tasks, and
6. attractive resource offerings for woman professors, primarily available to the UR through funds of PP III and the ZV.

Looking at the individual Faculties, the situation regarding the share of women professors differs depending upon the subject and thus also the subject tradition:

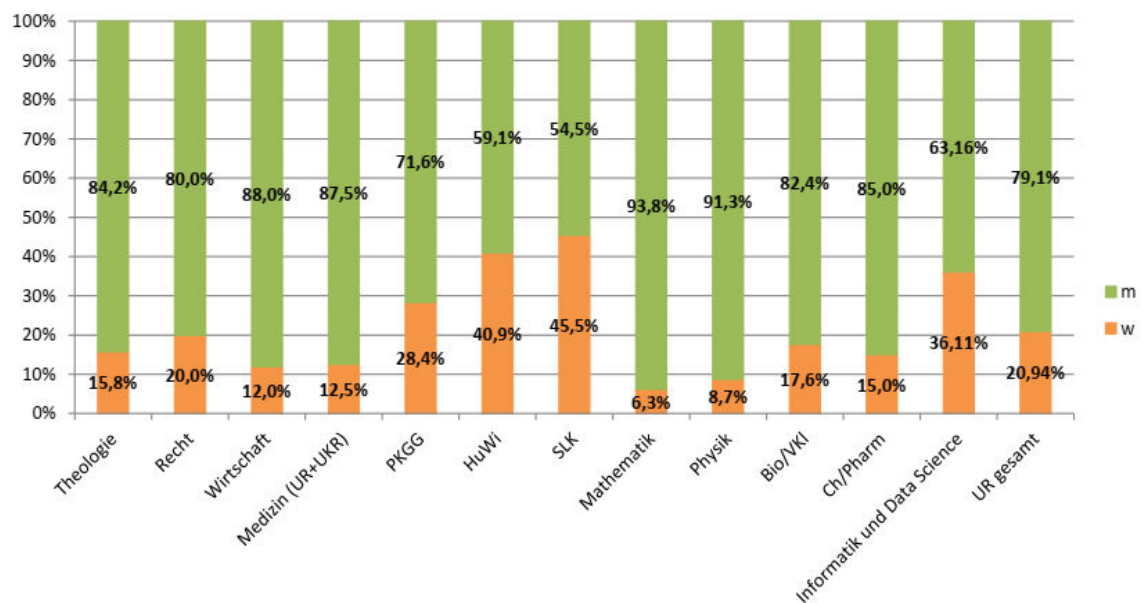


Fig. 4: Distribution of professorships by gender, W1-W3, C3-C4, without substitute professors, FTE (total number of 341, f=71.4: m=269.6), reference date 1.12.2022 (source: Datenreport 2022, P. 16)

Several Faculties demonstrate a considerably large share of women professors on 1.12.2022, for example, the Faculty of Languages, Literatures, and Cultures (45.5 %) or the Faculty of Human Sciences (40.9 %; W1, W2/C3, and W3/C4 respectively), while others have only few women professors or a low share of women professors compared to the share of women students, doctoral candidates, and habilitation candidates, even just under a year later, as of 1.11.2023. This is

<sup>34</sup> <https://www.uni-regensburg.de/qualitaetsmanagement/prozesse/berufungsverfahren/index.html> [28.11.2023]

testament of years and decades of below-average appointments of women academics. In light of this, the current statistics can be considered a significant achievement.

As gratifying as the rate of increase in the share of women professors may be, the UR still remains very much below its potential and simultaneously needs to acknowledge subject-specific circumstances that hinder swift developments. The unique status of being a comprehensive university with a focus on Medicine combines with a range of signature areas in its STEAM Faculties. The cause also lies in the phenomenon of the leaky pipeline, for example in the afore-mentioned field of Medicine, but also in Economics and Law, upon which the Faculties only have limited influence. Facing considerable systemic and disciplinary challenges, the Faculties have actively tried to counter this situation by systematically leveraging the *Maßnahmen zur Erhöhung des Anteils an Professorinnen an der UR*, by offering gender awareness workshops with a view to pending professorial appointment procedures, and by heightening general awareness of the situation. Expert opinions are now discussed more critically from a gender perspective across all Faculties. Preparations for external funding applications provide an additional impulse. Objectively challenging circumstances have led to the emergence of numerous initiatives, and the Faculties, which are seeking a more balanced distribution at habilitation (equivalent) and professorial level, are addressing these issues proactively.

## 3.2 Goals and plans for the years 2023-2027

### *Gender ratio and gender justice at the level of the professorships*

With respect to gender equality, the UR's key priority is to further improve its professorial gender balance, both numerically and vertically (W2/W3 or, respectively, C3/C4 professorships). On 1.11.2023, a further increase was recorded according to a preliminary internal calculation (22.6 %; W1, W2/W3, C3/C4, FTE, without substitute professorships (in head counts: 23.6 %), without W1 and substitute professorships (full-time equivalent): 21.7 %; see above, 3.1). According to the *Hochschulvertrag* (HV) with the StMWK, the share of women professors at the University is expected to increase to 25 % (full-time equivalent) by 2027.<sup>35</sup> A share of 27 % (full-time equivalent) is listed in the HV as a goal for subsequent years.

A balanced gender ratio at professorial level serves the purpose of ensuring the consistent implementation of the *Maßnahmen zur Erhöhung des Anteils an Professorinnen an der UR*,<sup>36</sup> coordinated with the EUL, as well as continued gender awareness measures, especially for those that participate or will participate in professorial hiring committees. This adds to the objective of securing top-ranked women academics for the University, which requires attractive monetary support for research, teaching, and quality of life. The UR will therefore invest in resources for the recruitment and retention of women professors and continue to pave the way for dual career options. In addition to this, the Family Service supports the search for childcare places and helps with childcare and

<sup>35</sup> Hochschulvertrag 2023-2027, P. 23. The figures (25 %, 27 %) should be understood without the professorships added to the University through the MCN.

<sup>36</sup> *Maßnahmen zur Erhöhung des Anteils an Professorinnen an der Universität Regensburg* in connection with appointment procedures of 19.07.2022; see appointment portal or <https://www.uni-regensburg.de/chancengleichheit/professorinnen/index.html> [02.11.2023].

school matters (see also 6.3). The UGB Wiss./Kunst and her/his deputies will continue to advise affected people. In connection with this, it is worth noting that a temporary part-time solution, for example to 75 %, can be offered upon request, as is permitted by civil service law (Art. 89 BayBG). This option was implemented to help improve the compatibility of family, care, and career, and can be taken advantage of by professors.<sup>37</sup>

A coaching program for newly appointed women professors and women newly appointed to academic leadership positions will help improve participation and accelerate networking. It allows individuals or groups to take part in continuing training measures and coaching for management roles, the establishing of work groups, and project management, because expectations of women in management positions often differ to those of men.<sup>38</sup> Further to this, subject-specific and gender-inclusive networking programs may be developed. Additionally, workshops on women in leadership are planned for both new and established women professors, in collaboration with department and division heads at the University. As in past years, the gender equality program should include internal and external networking in addition the semi-annual Get-together of women professors, organized by the Equal Opportunities Coordination Office. Women professors on parental leave should be able to benefit from Keeping-in-Touch programs, as already trialed in early 2023. The option of a flexible TV-L E13 position for a limited term should also be available when lab experiments cannot be continued due to maternity leave and a substitute arrangement is required for ongoing lab research. This measure is intended as a specific offering to promote the compatibility of family and career and to proactively implement the University's gender equality policy.

Of further importance for the UR is the successful pursuit of tenure track procedures (TT): an increase of women in regular professorships is anticipated through TT women professors in expedited appointments. Regular but also expedited evaluations and tenures are conducive to gender equality strategies in that they initiate a transition from an early commitment of excellent women academics to the UR to ongoing collegial cooperation (on the TT program, see 4). The guest professor program can also be used as an instrument to promote gender equality in research, in connection with the internationalization of the UR, and with a view to the role model function of women professors.<sup>39</sup>

### *Professorial appointment procedures*

In recent years, the UR has considerably developed and professionalized professorial appointment procedures. A key HR investment was made in 2021, with the introduction of an administrative position for professorial appointment matters, through which consultation, including regarding gender equality, equal opportunities, and transparency, can be facilitated from the outset of a professorial hiring process. The position serves to support the President, the University's Executive

<sup>37</sup> Bavarian Civil Servants Act (BayBG) of July 29, 2008 (GVBl. P. 500, BayRS 2030-1-1-F), which was most recently amended by the ordinance of October 4, 2023 (GVBl. P. 595), can be called up under [Bürgerservice - BayBG: Bayerisches Beamten-gesetz \(BayBG\) Vom 29. Juli 2008 \(GVBl. S. 500\) BayRS 2030-1-1-F \(Art. 1–147\) \(gesetze-bayern.de\)](https://www.bayern.de/bayern/bayrisches-beamtengesetz/baybg-vom-29-juli-2008-gvbl-s-500-bayrs-2030-1-1-f-art-1-147-gesetze-bayern.de) [10.11.2023].

<sup>38</sup> See, for example, Der Frauen Leid, der Männer Freud: Geschlechtsstereotype im Führungskontext, in: The Inquisitive Mind 1 (2019), can be called up under <https://de.in-mind.org/article/der-frauen-leid-der-maenner-freud-geschlechtsstereotype-im-fuehrungskontext> [02.11.2023].

<sup>39</sup> <https://www.uni-regensburg.de/international/incomings/gastprofessorinnen-programm/index.html> [31.07.2023].

Board and people involved at Faculty level. The measure has proven to be of high value, and the administrative position has been made permanent as a result. The UR increased its staff base further by establishing a full coordination position for the tenure track programme. W1 and W2 tenure track professors receive active support in organizing their own events, coordinating the tenure track mentoring program as well as individual advisory arrangements with the aim of becoming tenured professors (see 4).

Further to this, mandatory steps for professorial appointment procedures were introduced in 2021 and 2022 to meet the goals documented in the GK 2018-2022, which sustainably assist in and further optimize the process of recruiting women professors. They are documented in the *Maßnahmen zur Erhöhung des Anteils an Professorinnen an der Universität Regensburg* ("Measures to Increase the Proportion of Women Professors at the University of Regensburg", first published in 2021, updated and expanded in July 2022)<sup>40</sup> and encompass suggestions for involving the FGB Wiss./Kunst in the creation of faculty job announcements, ensuring that professorship profiles are broad enough to encourage a sufficiently large number of women applicants, as well as during the initial process of drawing up a list of qualified women that will be contacted and encouraged to apply. The planning discussions with the University Executive should involve: a discussion of a list of at least two, and since July 2022 min. five potential women candidates, at least two of whom should be international candidates; active recruiting prior to and during the hiring procedure in Faculties with a low ratio of women professors; appropriate consideration of family breaks and caregiving duties that may have negatively affected applicants' mobility throughout their careers; as well as consideration of gender competence of both the members of the hiring committee (gender awareness relating to unconscious gender biases at the start of the procedure) and the candidates during interviews and trial lectures. Prior to inviting shortlisted candidates to trial lectures and interviews, a conversation takes place between the President and the chair of the hiring committee concerning the applicant field.

To counteract the tendency for substitute professorships to be allocated in narrow and traditionally more male-dominated networks, the measures also include the requirement that substitute professorships should, if possible, be openly advertised on relevant job portals and in subject-specific newsletters. The composition of hiring committees should ensure equal representation or at least an appropriate weighting between women and men. The goal of the composition is not merely to achieve numerical gender parity on the committee, but to establish an appropriate gender balance overall, and, where possible, among professorial members as well. In addition to the FGB Wiss./Kunst, at least two women professors of the appointing Faculty should be included in a hiring committee. Further women professors can, for example, be included as committee members external to the Faculty or the University. Under no circumstances should the representatives of the other groups (academic staff, students) be called upon to name a person that would change the gender ratio in either direction. It is self-explanatory that they are completely free to name their own representatives.

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<sup>40</sup> The document can be called up at the website of the Equal Opportunities Coordination Office, among other places: <https://www.uni-regensburg.de/chancengleichheit/professorinnen/index.html> [26.09.2023].

To preserve their independence, the Representative for the Equality of Women in Academia and the Arts of the hiring committee should not be dependent upon the chair with respect to employment law. S/he should not take the minutes. When selecting external referees, gender parity should also be sought to ensure the fair participation of all in decision-making processes. Individual steps (oriented also to the target numbers for women professors of the faculty, as documented in the gender equality concepts) must be documented in the appointment suggestion document. The UGB Wiss./Kunst has created a brief memo on the DFG's "Research-oriented Gender Equality and Diversity Standards" as a reference for gender awareness trainings in the first or second sessions of the selection process, including advice on considering family leave periods and mobility restrictions for the chairs of appointment committees. The memo was updated in October 2023.

The *Maßnahmen zur Erhöhung des Anteils an Professorinnen* are contained in a single document and have been incorporated into the *Leitfaden zur Durchführung eines Berufungsverfahrens* ("Guidelines for Conducting Professorial Appointment Procedures") of the UR dated March 2023, to be made available in an editorially adapted version in 2024.<sup>41</sup> The templates for professorial job advertisements, which were already adapted to the gender equality profile of the UR in 2017, should contain a passage as of 2024 making clear that the UR invites interested women academics to apply on the basis of their expertise and professional achievements.<sup>42</sup> To support the GB Wiss./Kunst in appointment committees, the Deputy UGB Wiss./Kunst with the special remit of "Appointments" and the UGB Wiss./Kunst have created a detailed handout with instructions concerning the function of the GB Wiss./Kunst in the successive stages of a professorial appointment procedure. This document was adapted following the introduction of the BayHIG.

The measures implemented in various areas are important instruments for achieving transparency and equal opportunities and should therefore be regularly reviewed and adapted to academic developments. Targeted group-specific workshops on gender awareness focusing on unconscious gender bias and individual gender equality roles should continue to be offered, especially for FGB Wiss./Kunst, but also, for example, for professors, academic staff, and prospective student members of professorial hiring committees.

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<sup>41</sup> Among other things, for adaption to the BayHIG, Diversity Concept (Diversity@UR. Diversitykonzept der Universität Regensburg 2023-2027, can be called up under [Dokumente zu Gleichstellung & Diversity an der Universität Regensburg - Universität Regensburg \(uni-regensburg.de\)](https://www.uni-regensburg.de/Dokumente_zu_Gleichstellung_8_Diversity_an_der_Universitaet_Regensburg_-_Universitaet_Regensburg_(uni-regensburg.de)_02.11.2023j) [02.11.2023]) and Internationalisierungsstrategie der UR (UR international. Internationalisierungsstrategie der Universität Regensburg 2023-2027, can be called up under [https://www.uni-regensburg.de/assets/international/de/internationalisierung/internationalisierungsstrategie\\_dt.pdf](https://www.uni-regensburg.de/assets/international/de/internationalisierung/internationalisierungsstrategie_dt.pdf) [02.11.2023]).

<sup>42</sup> The usual passage used throughout Germany concerning the wish to fulfill a gender equality mission is not only abstract but also confusing. In Art. 22, Par. 1, Clause 3 BayHIG, it is specified, invoking the Basic Law and the Bavarian Constitution, that the preference of women is provided for "taking aptitude, qualifications, and professional achievements into account."



## 4. Women Early Career Researchers

### 4.1 Status quo

#### *Doctorates*

The share of women with completed doctorates at the UR is above average (Fig. 5). In the past six years it lay between 48.8 % (2017) and 55.3 % (summer semester 2022) and thus 10 % above the Bavarian and the German average (Bavaria 2022: 46.05 %, Germany 2021: 45.9 %).<sup>43</sup> In addition to the attractiveness of the University, the reasons for this are the increase in doctoral studies programs, structural measures in medical degrees as well as a high number of externally funded projects. The largest share of women doctoral candidates from 2019 to 2022 was found in the Faculties of Human Sciences (77.1 %), Medicine (62.4 %), and Languages, Literature, and Cultures (60.7 %).<sup>44</sup> Lower shares are found in the Faculties of Physics (12.5 %), Mathematics (19.4 %), and Economics (22.5 %). All Faculties plan and implement their own academic support mechanisms, and Faculties with lower shares of women doctoral candidates have taken concrete measures to improve the situation. For example, the Faculty of Economics has introduced a qualitative survey on numbers and causes of gender inequality, a Master program with active role modeling by women doctoral candidates, and a strategic package of gender equality measures.<sup>45</sup> The Faculty of Physics has started a program for the promotion of women students showing potential to go into science.

<sup>43</sup> Tests at the institutions of higher learning in the testing year winter semester and summer semester. Selected structural data for testing statistics 2022, table 9, [https://www.statistik.bayern.de/mam/produkte/veroeffentlichungen/statistische\\_berichte/b3320c\\_202200.pdf](https://www.statistik.bayern.de/mam/produkte/veroeffentlichungen/statistische_berichte/b3320c_202200.pdf) [24.10.2023]; GWK (ed.), Chancengleichheit in Wissenschaft und Forschung, 27. Fortschreibung des Datenmaterials (2021/2022) zu Frauen in Hochschulen und außerhochschulischen Forschungseinrichtungen, booklet 85 (2023), <https://www.gwk-bonn.de/dokumente/materialien-der-gwk> [24.10.2023], table 1.1. For Bavaria, the number is available for 2022, for all of Germany for 2021 (02.11.2023).

<sup>44</sup> On doctorates in medicine (remarks on ERC grants 2023: [https://erc.europa.eu/support/frequently-asked-questions?items\\_per\\_page=20&search\\_in\\_faq=&page=4](https://erc.europa.eu/support/frequently-asked-questions?items_per_page=20&search_in_faq=&page=4) [04.07.2023]). The share of women doctoral graduates of the UR lies well above the German average (source: <https://www.destatis.de/DE/Themen/Gesellschaft-Umwelt/Bildung-Forschung-Kultur/Hochschulen/Tabellen/promotionen-bundeslaender.html>; 10.07.2023). On the calculation: in the face of fluctuating doctorate numbers, especially in smaller Faculties, the average of the past four years provides the basis in the internal monitoring ("Datenreport"). The data originates from the doctoral statistics of the UR for the academic years 2019 to 2022 (Fig. 5). At this point in time, Business Informatics (now part of the Faculty of Informatics and Data Science) was still recorded in the Business, Economics, and Management Information Systems, which had a greater imbalance in the gender ratio in the representation as a result.

<sup>45</sup> Find out more in the [Gender Equality Concept of the Faculty of Business, Economics, and Management Information Systems](#), which is currently being updated (Status: 09.11.2023).

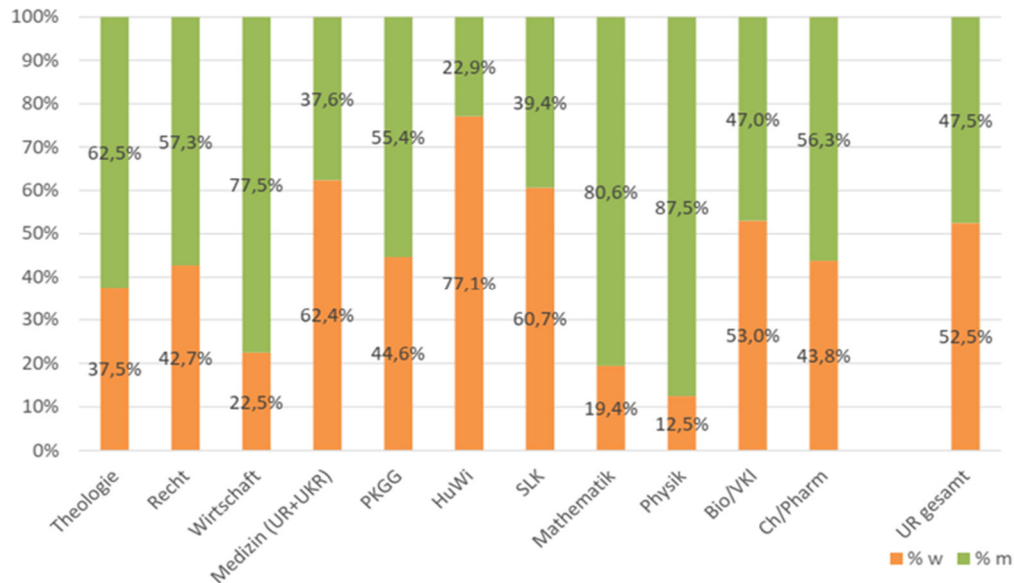


Fig. 5: Gender-related shares of doctorates, 4-year average 2019-2022 (Source: Data Report 2022, P. 12); on the fluctuations over the years, see footnote 42.

#### *Habilitations, habilitation equivalence, W1 professorships and TT professorships*

The share of habilitated Women Early Career Researchers is also high at the UR (Fig. 6). Until 2016, it was still at approx. 25 %, 2018 at 42.2 %, 2019 at 33.3 %, 2020 at 35.7 %, and 2021 at 42.1 % (cf. German average: 33.9 %, Fig. 9). In 2022 it declined to 22.5 %. In a four-year average (2019-2022) it was 33 % (Fig. 3, 6, 8). The figures fluctuate, especially in times in which the classic habilitation process is disappearing in several academic disciplines and is being replaced by habilitation equivalence in professorial appointment procedures. The downturn in 2022 can presumably be traced back to the research and mobility restrictions during the Covid-19 pandemic in 2020/21.

The pandemic had a particularly severe impact on people with care obligations. The UR responded promptly with its own Corona Virus disadvantage compensation program, which is likely to yield positive results in the coming years. Due to the closure of childcare facilities and schools as of March 2020, home childcare and the extra efforts involved in the change to digital teaching, numerous academics lost a considerable amount of time for academic work. The compensation program aimed to quickly mitigate the resulting disadvantages by providing carefully measured time allocations for research in the form of reimbursement options for childcare expenses.<sup>46</sup>

<sup>46</sup> Entitled to apply were women doctoral candidates, postdoctoral candidates, habilitation candidates, associate professors and professors with limited employment or service contracts for qualification or scholarships with children in their own household aged up to 12. The program ran until the end of 2021. A qualitative evaluation or gathering of feedback on the measure among participants took place at the end of 2023. The programme was supported with funds of the PP III.



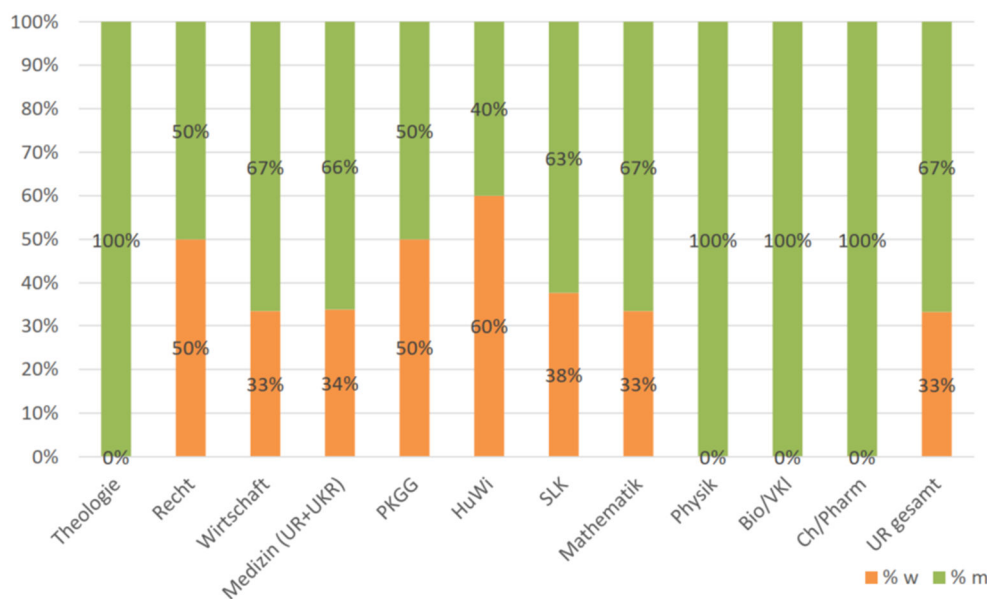


Fig. 6: Gender-related shares of habilitations, 4-year average 2019-2022 (Source: Datenreport 2022, P. 13)

While the strengths of the UR include an especially high share of women students (see 5) and women doctoral graduates, and while the share of women in habilitations is also not low, there are fewer women than men academics at the postdoc or habilitation levels. The difference in comparison to the number of doctoral graduates can thus initially be traced back to the high share of women doctoral candidates and features specific to the institution of higher learning. Graduates of Informatics, Economics, Law, Medicine, Chemistry, Pharmacy and Psychology can take advantage of work and development conditions in occupational areas outside of the university and academic institutions that are difficult to compete with. One example is the magistracy. As previously noted, the habilitation as a degree has also become unusual in some subject areas that are strong at the UR, for example, in Economics.

The distribution of women in national and international award programs for outstanding early career researchers has shown a slight upward trend over the past decade (Fig. 7).

	2013 m	2013 f	% f	2017 m	2017f	% f	2023 <sup>47</sup> m	2023 f	% f
ERC grants	8	2	20 %	12	2	14.3 %	11	3	21.4 %
Heisenberg professorships and promotion measures				3	0	0 %	5	2	28.6 %
Alexander von Humboldt Foundation <sup>48</sup>	22	3	13.6 %	21	3	14.3 %	16	11	40.7 %
VW 'Freigeist' Fellowship							0	1	100 %

Fig. 7: Scholarship holders in national promotion programs for excellent young academics (on this, see also Datenreport 2022, P. 22)

<sup>47</sup> The data for 2023 refers to projects or scholarships concluded, in progress, and begun in this calendar year.

<sup>48</sup> <https://www.humboldt-foundation.de/entdecken/zahlen-und-statistiken/finanzen-und-jahresberichte/jahresbericht-2022>.

As an alternative to a habilitation, junior professorships, i.e. W1 professorships, offer considerable career development potential. Thus far, many W1 professorships have been filled through the successful participation in the combined federal and state-level program for the promotion of young academics (*Bund-Länder-Programm zur Förderung des Wissenschaftlichen Nachwuchses*, 2017/2019) as well as through rededication of professorial positions and expedited replacement hiring. With the increase in W1 and W2 TT professorships and the ProfessUR quality concept introduced in 2017, the UR pursues the explicit goal of approximating the share of women academics in W1 or W1/W2 or W3 tenure track positions to that of habilitations. In 2021, the share of W1 women professors was still at 25 %. By 1.12.2022 it had increased to 63.6 % (Fig. 8), thus exceeding that of W2/C3 and W3/C4 women professors.

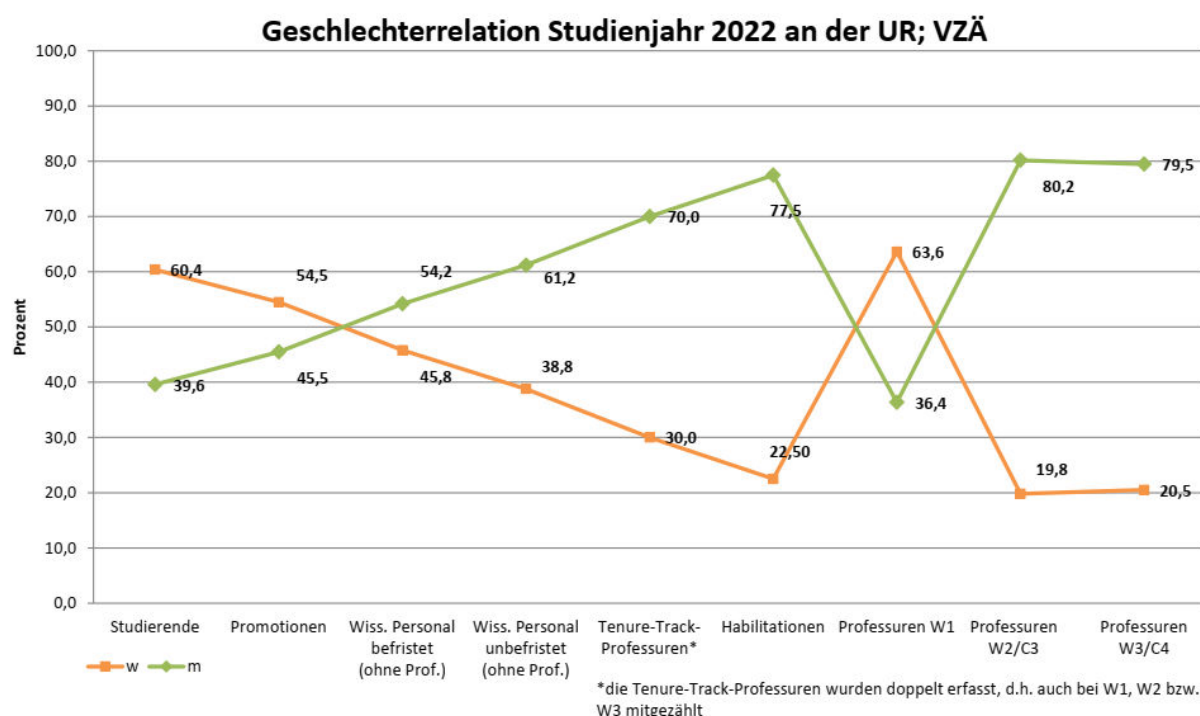


Fig. 8: Gender-related shares at all levels (source: Datenreport 2022, P. 7)

The number of W1 and W1 TT women professors can be traced back to, among other factors, the possibilities that are available to the UR through PP III and the ZV: more gender-aware appointment procedures thanks to dedicated training workshops for as well as dedicated financial means in support of newly appointed women professors from the *Personal- und Sachmittelfonds für Professorinnen* ("Personnel and non-personnel funds for women professors"). Through a Tenure Track Board, comprising top-level professorial and administrative members, as well as through the aforementioned TT coordination procedure and the TT mentoring programme, the UR shows its commitment to optimizing professorial appointments in terms of gender equality. In accordance with the statutes on the appointment of TT professors of 14.2.2020, candidates themselves suggest a UR-based, collegial mentor, who accompanies them all the way through their interim evaluation and their final assessment by the Tenure Track Board. For junior women professors in W1

professorships without TT, the UR offers a cooperation with its internal career development program for women ECRs, CoMeNT.UR, which women W1 professors can take advantage of throughout their UR employment.

#### *The mentoring and coaching program of the UR*

Since 2009, a firmly established mentoring program across Faculties has been in place to support highly qualified women in non-tenured professorships and habilitation projects, as well as women postdoc and advanced predoc researchers. Since the start of the program, well over a hundred Early Career Researchers have had the opportunity to participate. Under the designation COMET, the program was part of the successful funding proposal in PP III. It was further developed in 2021 under the title CoMeNT.UR and expanded into a coaching, mentoring, networking, and training program supported by PP III funds and equipped with a half-position for personnel development of Women Early Career Researchers. This position was created from PP III and ZV funds between Oct. 2020 and Dec. 2021. The funds, which became available as of 2022 through an internal redeployment of tasks, were used in their entirety for external trainers. The cooperation with local (senior) coaches proved to be especially effective. Fortunately, as part of the digitalisation process, offerings and collaborative projects extending well beyond Regensburg have now become possible. Deliberate efforts were made to work with various providers to ensure that the range of offerings remains broad, varied, and flexible. The successful development and ongoing enhancement of the program, which was already excellent prior to 2020, is also due to a new, internal division of labor following the adoption of the program and other support mechanisms for Women Early Career Researchers by the Deputy UGB Wiss./Kunst as an independent area of responsibility.

The program ran in 2022/23 on two twelve-month program tracks for women doctoral candidates, postdocs, and habilitation candidates. The participants received a certificate of participation at the end. Through opening up the supporting events since 2016 and through the new CoMeNT.UR umbrella program, many additional women ECRs have been able to benefit from the UR's offerings in this area, in addition to the mentoring program. Women academics outside of the mentoring program, such as scholarship holders on the *Bayerisches Programm zur Realisierung der Chancengleichheit von Frauen in Forschung und Lehre* ("Bavarian program for the realization of equal opportunity for women in research and teaching"), can thus also participate in the coaching sessions, which many of them have taken advantage of. The success and reputation of the CoMeNT program are outstanding. In the early summer of 2023, an evaluation was conducted that provided important findings and valuable impulses, which in turn provide orientation for the years leading up to 2027.

## 4.2 Goals and plans for the years 2023-2027

Supporting women academics on professorial, research and academic management career paths is an important matter for the UR. The individual support of women academics below the level of the tenured professorship in the thematic areas listed in the National Report on Junior Scholars 2021 is

actively pursued.<sup>49</sup> The UR sets its own priorities in this regard. A broad spectrum of consultation and support instruments tailored to specific subject areas and their concomitant career conditions, the various phases of individual levels of qualification, and the professional and financial situation of the individual is available for the non-homogeneous group of Women Early Career Researchers including women doctoral candidates, postdocs, habilitation candidates, junior and other non-tenured professors.

### *Allocation of permanent and temporary positions for academic staff*

The large number of woman habilitation candidates at the UR is owing to, among other things, targeted financial and practical support and the UR's increasingly diversified mentoring and coaching offerings. However, promotion already begins at the doctoral level. The recruiting of excellent and highly motivated academics is still the goal in the transition from the doctoral to the postdoctoral phase and at the habilitation or habilitation-equivalent level, especially in Faculties with a greater difference between women doctoral and postdoctoral candidate shares. The allocation of academic staff positions is recognized as an important adjustment tool. On the way from the doctorate through the habilitation or habilitation equivalence to the professorship, both temporary and permanent staff positions, scholarships, and positions for tenured, non-professorial academic staff (*Akademische Rät:innen*) have a considerable impact on individual career paths. Because the share of women academics in permanent positions below the professorship was long unequal, given that this figure was 38.8 % according to the data report 2022 (Abb. 8), calls for applications for permanent positions for academic staff or *Akademische Rät:innen* have been advertised publicly since 2016. Eligible women academics have been approached and encouraged to apply and the positions have been filled in Faculty-internal selection procedures with participation of the FGB Wiss./Kunst to assure maximum transparency and equal opportunities. The Human Resources Department assumes responsibility for the documentation of public vacancies and the involvement of the FGB Wiss./Kunst. Hiring suggestions must be approved by the President of the UR. The 2023 review showed that the involvement of the FGB Wiss./Kunst in the application procedure is consistently implemented, leading to a satisfactory internal increase in the share of women in these positions. As a result, the procedure will continue, as it contributes to the widely requested ability to plan academic careers for women. By 2027, the share of women in permanent pre-professorial positions should be increased from 38.8 %, taking national developments into account, to at least 40.8 %.

In the qualification phase, between the degree completion and professorial appointment, the most commonly held position is that of a temporary academic staff member. The share of 45.8 % (Fig. 8) of women academics in temporary positions for academic staff is quite satisfactory. It should be increased to 50 % by 2027. In this way, the UR would slowly approach the national share of

<sup>49</sup> Bundesbericht Wissenschaftlicher Nachwuchs 2021, can be called up under [Bundesbericht Wissenschaftlicher Nachwuchs 2021 \(buwin.de\)](https://www.buwin.de) [10.11.2023] and <https://www.buwin.de/downloads>; Accompanying study "Personalstrukturentwicklung und Personalentwicklung. Studie im Rahmen des Bundesberichts Wissenschaftlicher Nachwuchs" [25.11.2022]. The thematic areas are as follows: Careers and employment conditions, international developments, quality assurance in academic qualification, equal opportunity, and the compatibility of family and academic career, digitalisation of research and teaching as well as dealing with the consequences of the corona pandemic.

women graduate students (German national average 2022: 53 %)<sup>50</sup>, with the goal of enabling excellent graduates a path to permanent positions at universities, especially to professorships, and generally to an academic career.

#### *W1 and W2 TT professorships, support program for excellent Women Early Career Researchers*

Alongside habilitations, junior professorships and W1 and W2 TT professorships are an excellent means to retaining excellent and highly motivated academics in academia following the doctorate, especially those who would otherwise seek work in the private sector, public administration, non-scientific institutions, or alternative career paths (see 4.1). Currently women tend more to occupy W1, W1-TT-W2, and W1-TT-W3 professorships, while they are less often appointed to W2-TT-W3 professorships. There is potential for development here. For future appointments to TT professorships, particular attention should be paid to identifying excellent academics winning these for the University.

In the case of the shares in national and international promotion programs for excellent academic Women Early Career Researchers, a slightly positive development has been evident in the past years (Fig. 7), which, however, is not yet satisfactory, especially in comparison with the shares among academic staff. In the “Early Career Researcher” think tank, suggestions for improving the development of a sustained strategy for the career paths of academics were therefore formulated in 2022. These suggestions benefit women academics from the doctoral phase onward and are designed to retain exceptional Women Early Career Researchers. Their Implementation is taking place in close cooperation with various UR stakeholders, and especially with the Vice President for Research and Support for Emerging Academics. Existing measures should be sensibly concentrated and coordinated, and support should be provided in a targeted fashion. The *Academic Research Sabbatical Program* (ARSP), which is unique in Bavaria and constantly emphasized by the DFG in expert opinions, will be maintained. It provides postdoc researchers and habilitation candidates with a semester’s worth of breathing space for research.<sup>51</sup> Since its introduction in 2014, the program has accelerated the careers of many women postdocs or habilitation candidates. It will be continued as a program contributing to the success of women academics. Simultaneously, it is important to keep in mind that ECRs often consider starting a family at around the same time in their lives.

#### *Scholarships and material support*

The StMWK annually makes grant funding for Early Career women academics available to universities in the *Bayerisches Programm zur Realisierung der Chancengleichheit für Frauen in Forschung und Lehre* (“Bavarian program for the realization of equal opportunity for women in research and teaching”). An average of ten scholarships are awarded for the postdoc, habilitation, or post-habilitation phase, in addition to, where applicable, support for the start or completion of a

<sup>50</sup> Share of men and women in various status and graduation groups in institutions of higher learning, in: BMBF, Data Portal, Table 2.5.83, can be called up under <https://www.datenportal.bmbf.de/portal/de/Tabelle-2.5.83.xls> [6.11.2023].

<sup>51</sup> From 2014 up to and including SoSe 2023, 23 women academics on their qualification path from a total of 73 people took part in the program. An *Academic Research Sabbatical* was authorized between summer semester 2019 and summer semester 2021 for five men and five women academics doubling of the share of Women Early Career Researchers in comparison with the previous period.

doctorate, or for the interim phase between the doctorate and the postdoc position or scholarship, including those funded by third parties. The maximum funding period is limited to twelve months. Primarily applications from women applicants at a high level of qualification or in subjects and at qualification levels where the gender ratio is especially unfavorable are approved. Scholarships do not compensate for the challenges inherent in discipline-specific socialization or institutional constraints. Nonetheless, they have frequently proven themselves as effective support mechanisms. Since job security for women academics, also demanded by the BMBF, is of central importance,<sup>52</sup> the awarding of scholarships remains an effective measure, as has been shown by internal surveys, among other sources. The scholarship program of the StMWK should therefore be used even more in future, especially for habilitation candidates from Faculties with low shares of women postdocs or habilitation candidates and in subject areas with a low share of women professors.

To increase the potential of women academics on the qualification path, the UR has decided to implement further measures since the support received through the PP II and III. These include material and travel bursaries as well as mobility scholarships that enable the strengthening of research achievements. These awards should be available until 2027 provided sufficient financial means are available. Since 2014, the “mobility scholarships international” (*Mobilitätsstipendien international*) have enabled women academics on the qualification path a one to three-month stay abroad in the concluding phase of their doctorate and in the postdoc or habilitation phase. This measure increases international mobility for work relevant to research and the development and expansion of existing research collaborations. The continuation of this initiative until 2027 is being pursued based on the positive experiences and increased demand following the end of the COVID pandemic. An interim evaluation is planned for 2024. A new addition for postdocs is the opportunity to apply for funds to subsidize career development workshops offered by the German Association of University Professors and Lecturers (DHV). This measure is also intended to be maintained for the period 2023-27, subject to available funding.

#### CoMeNT.UR

Both the mentoring program, which promotes the early integration of women scientists into academic networks through mentor-mentee tandems and improves individual career planning, and the varied coaching and training offerings should continue until 2027. The ninth season of the mentoring program starts in December 2023. Coaching and training seminars for qualification across subjects, such as leadership skills or self-presentation, as well as network meetings (e.g. fireside chats and roundtable discussions with women role models from academia and in other leadership positions) have proven to be very effective in the past. It should keep complementing the mentoring program in the next four years and be available to all Women Early Career Researchers of the University.

<sup>52</sup> Richtlinie zur Umsetzung des Professorinnenprogramms des Bundes und der Länder zur Förderung der Gleichstellung von Frauen und Männern in Wissenschaft und Forschung an deutschen Hochschulen – Professorinnenprogramm 2030. Federal Gazette of 02.02.2023, can be called up under <https://www.bmbf.de/bmbf/shareddocs/bekanntmachungen/de/2023/02/2023-02-02-Bekanntmachung-Professorinnenprogramm.html> [02.11.2023].

Following the evaluation conducted in early summer 2023 by the responsible UGB Wiss./Kunst, which found that expanding mentoring relationships through independent career coaching was highly beneficial, this measure should be continued and supplemented with elements of self-reflection, including aspects of gender equality and conflict management. Additionally, a situation analysis in Medicine is planned, involving interviews regarding the strategic conception of support measures leading to the appointment to professorships, as well as an expansion of the program in the English language.

*Professorial appointment training measures, cooperation with services promoting science at the UR*

To optimize the success rates of women academics in appointment procedures, the gender equality representatives of the University have been offering professorial appointment training measures for women in science and the arts since 2018. In 2020-2021, these were considerably expanded and carried out extensively by the responsible (Deputy) UGB Wiss./Kunst. These should still be available in future for women academics from the end of the doctorate phase, ideally in a rhythm of 12-18 months and in all subjects and disciplines, as these individuals will in future apply more often for W1 professorships.

Also planned for the coming years, with a focus on the transformation of academic career progressions (possibly subject-specific), are, for example, events concerning career paths in academia, including for junior professorships. These initiatives aim to broaden perspectives in a targeted manner and help retain excellent women graduates in academia. Furthermore, cooperation with the WIN should be continued: events concerning research funding, career perspectives in academia, work-life balance and a peer mentoring program. The UGB Wiss./Kunst, his/her deputy and the Equal Opportunities Coordination Office seek to adopt the impulses of the Early Career think tank and implement them in a targeted fashion.



## 5. Students

### 5.1 Status quo

#### *Number of women students and activities in the STEM area*

The share of female students among the total number of students of the UR has been around 60 % for years, and thus considerably higher than the Bavarian average of 49.6 % and the national average of 50.2 % (2021; Fig. 9). In contrast to the downward trend at Bavarian HE institutions in 2023, the share at the UR has risen.<sup>53</sup> The above average value can on the one hand be traced back to the broad spectrum of subjects and the large number of teacher training programs, and on the other hand to the most selective and GPA-dependent study programs, including Medicine and Psychology, which have a strong attraction for female secondary school graduates (Faculty of Medicine 2022: 67 %, Faculty for Humanities 2022: 73.3 %, Fig. 10).

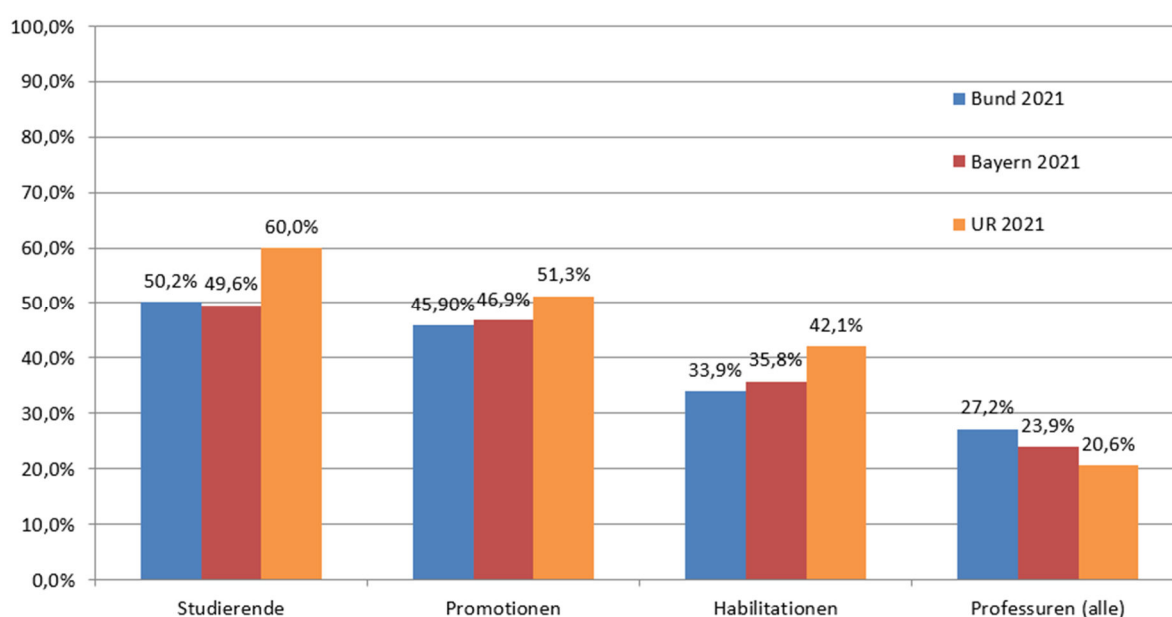


Figure 9: Share of women, Academic Qualification Levels Comparison of UR, Bavaria, the Federal Republic of Germany 2021 (the most up to date data material available for the comparison at the point in time of creation; source: Datenreport 2022, P. 9)

<sup>53</sup> Studierende an den Hochschulen in Bayern. Wintersemester 2022/2023. Vorläufige Ergebnisse. ed. Bayer. Landesamt für Statistik, can be called up under [B3110C 202222](https://www.statistik.bayern.de/mam/statistik/bildung_soziales/hochschulen/0202_studierende_an_hochschulen_2022_2023_endg.png) [31.07.2023], Graphic: [https://www.statistik.bayern.de/mam/statistik/bildung\\_soziales/hochschulen/0202\\_studierende\\_an\\_hochschulen\\_2022\\_2023\\_endg.png](https://www.statistik.bayern.de/mam/statistik/bildung_soziales/hochschulen/0202_studierende_an_hochschulen_2022_2023_endg.png) [31.07.2023].



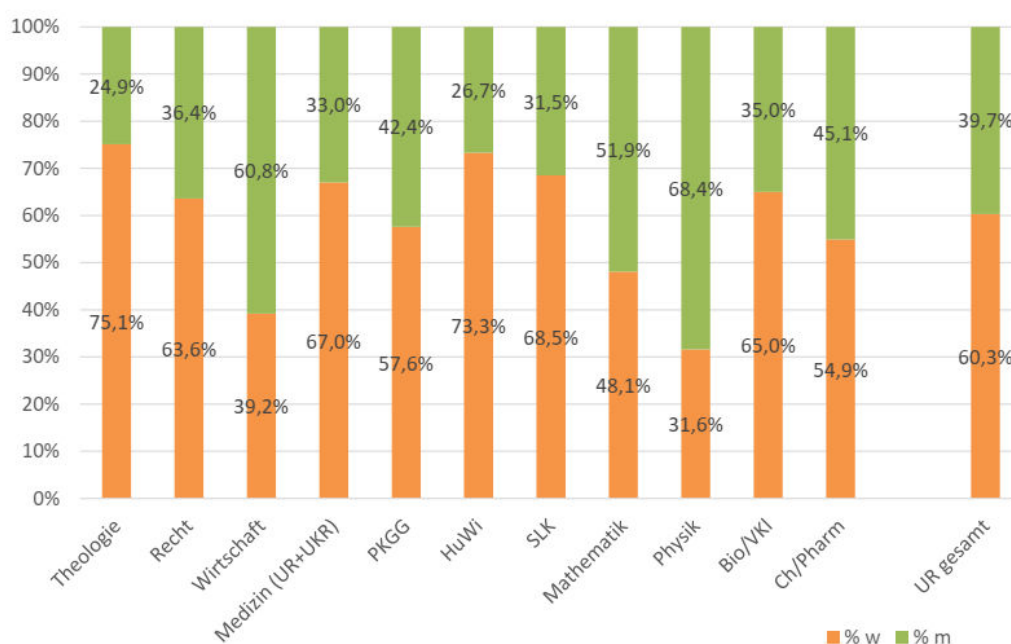


Figure 10: Students according to Faculties, academic year 2022 (winter semester 2021/22 and summer semester 2022), reference date 1.12.2022 (Source: Datenreport 2022, P. 11)

A gratifyingly large share of women students can also be found in the Faculties of Economics (2022: 39.2 %), Mathematics (2022: 48.1 %), and Physics (2022: 31.6 %; Fig. 10). The efforts made over recent years, for example, cooperations with schools, are visibly noticeable here. The Physics Faculty, which used to have the lowest share of women students, has doubled this share within ten years (2013: 15.1 %; 2022: 31.6 %) and thus reached the national level.<sup>54</sup>

The increase in women physics students is no coincidence: In mathematics, physics, and chemistry, numerous initiatives have been undertaken in Regensburg, the Upper Palatinate, and Lower Bavaria to steer the interest of children and adolescents towards STEM subjects. These activities are often targeted at specific age groups, such as schoolgirls and young women. The Physics Faculty has been collaborating with local high schools, and the UR has been developing its own initiatives for attracting women high-school graduates to a mathematical or scientific program of study ("trial studies," STEM internships in the Faculties, participation in "Girls' Science Days" and in "MINT-Girls Bayern" (STEM girls in Bavaria), the Dr. Hans Riegel STEM Award, and the sub-project "MINT & Gender" in the joint project "MINTvernetzt", "Girls Go Science").

Especially worthy of emphasis is the Germany-wide e-mentoring programme "CyberMentor" initiated by the UR<sup>55</sup>, in which up to 800 schoolgirls of the 5th to 12th grades can be accompanied for a year by a woman mentor in choosing their degree program and career, irrespective of their location. The program has been running successfully since 2005: 71 % of all participants

<sup>54</sup> [https://www.destatis.de/DE/Presse/Pressemitteilungen/2023/01/PD23\\_N004\\_213.html](https://www.destatis.de/DE/Presse/Pressemitteilungen/2023/01/PD23_N004_213.html); <https://www-genesis.destatis.de/genesis/online> [31.07.2023].

<sup>55</sup> <https://www.cybermentor.de/> [19.06.2023].

subsequently choose a STEM subject for their HE degree or apprenticeship program. Project-accompanying research is also carried out at the Chair of Primary and Secondary Education Pedagogy. Additionally, the UL has appointed a "STEM representative" for the maintenance of the Internet platform [www.ur.de/mint](http://www.ur.de/mint).<sup>56</sup>

The Faculty of Mathematics initiated the programme *Ansprechpartnerinnen für Erstsemesterinnen im Bachelor Mathematik* ("Women contacts for women first semester students in the Bachelor Mathematics") in 2023: each woman student in the first semester is assigned a personal woman contact, a Masters student or doctoral candidate, to help with questions revolving around the study program and the organization of this new stage in life. The Chair of Physics Didactics as well as the high school subject "Science and Technology" (NWT), which is unique in Bavaria and was introduced in collaboration with the Faculties of Mathematics, Biology, and Chemistry in the WiSe 2021/22, have contributed to expanding the scientific competencies of teachers-in-training, including a large number of women students with the career goal of primary and secondary school teacher.<sup>57</sup>

### *RegensburgExzellenz networking programme, frauen führen 2.0 Network*

In addition to its quantitative goals, the UR pursues qualitative goals across subjects and Faculties. Thus, for example, the three HE institutions in Regensburg introduced *RegensburgExzellenz* in March 2018 as a joint program for the advancement of female students at the initiative of the Representative for the Equality of Women in Academia and the Arts of the Ostbayerische Technische Hochschule Regensburg (OTH Regensburg). Since then, a network of women students who are socially engaged and show potential for management and leadership positions exists across Faculties and HE institutions. The program encompasses self-reflection, encounters with women in leadership positions, and networking as the cornerstones for long-term, positive personal development. The UR also participates in the *Netzwerk ff - frauen führen 2.0*, the City of Regensburg's alliance for equal opportunities, which originated in 2015 from the national initiative *Mehr Frauen in Führungspositionen – Regionale Bündnisse für Chancengleichheit* ("More women in leadership positions – regional alliances for equal opportunity"). This was sponsored by the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth and the *Europäische Akademie für Frauen in Politik und Wirtschaft* ("European academy for women in politics and the economy").<sup>58</sup>

### *Certificate Program in Gender Competence*

*Gender Studies* as a freely combinable minor (FKN) and the *Certificate Program in Gender Competence* are outstanding tools for supporting gender equality in theory and practice, in tertiary

<sup>56</sup> Mathematics trial studies: <https://www.uni-regensburg.de/mathematik/schnupperstudium/startseite/index.html> [19.06.2023]; Girls' Day: <https://www.uni-regensburg.de/chemie-pharmazie/frauenbeauftragte/startseite/index.html> [19.6.2023]; STEM Girls: <https://www.mint-girls-regensburg.de/>; 2023: <https://www.uni-regensburg.de/physik/mint-girls-bayern/startseite/2023-medizintechnik/index.html> [19.06.2023]; <https://www.mint-labs-regensburg.de/> [19.6.2023]; Dr. Hans Riegel subject prizes: [Dr. Hans Riegel Fachpreise - Universität Regensburg \(uni-regensburg.de\)](https://www.uni-regensburg.de/aktuelle-drittmittelprojekte-uni-regensburg.de) [17.8.2023], MINT & Gender: [aktuelle Drittmittelprojekte - Universität Regensburg \(uni-regensburg.de\)](https://www.uni-regensburg.de/aktuelle-drittmittelprojekte-uni-regensburg.de) [17.8.2023]. The UR also participates in the MINT-Labs Regensburg, which are operated together with the city and the OTH Regensburg.

<sup>57</sup> <https://www.uni-regensburg.de/physik/naturwissenschaft-technik/startseite/index.html> [19.06.2023].

<sup>58</sup> <https://www.regensburg.de/wirtschaft/wirtschaftsservice/projekt-und-netzwerkkoordination/ff-frauen-fuehren-2-0> [09.11.2023].

education and at work. In the winter semester 2019/20, the FKN Gender Studies was replaced by the Certificate Program "Gender Competence" (ZGK) in cooperation with the OTH Regensburg. Students from all Faculties complete it as a supplement to their regular degree programs. Starting with four students in the winter semester 2019/20, the number of registered students increased in only a few semesters to more than 400, 57 % of whom were from the UR (15.11.2023: 422 students). 150 students have meanwhile completed the certificate. To maintain provision and improve the content of the program, a full position for a lecturer qualified in Gender Studies was created at the UR from internal teaching and learning development funds. In addition to the formally required provision, the ZGK is thereby expanded with theoretically oriented courses. Contributing to the quality and to encourage participation in societal debates, the program offers classes of pronounced topicality. In the winter semester 2022/23, for example, the hybrid interdisciplinary lecture series "Anti-Genderism – Critique of and Polemic Against Gender Concepts" brought renowned speakers to the UR and was met with a positive response both internally and from across Germany.<sup>59</sup> Utilizing funds from PP III, a study program coordinator could be employed, who carries out all administrative tasks revolving around the program at the UR, maintains the close connection with the OTH, and supports degree-specific projects, including the *Gender Lectures* series introduced in 2023.

## 5.2 Goals and plans for the years 2023-2027

### *Number of women students and activities in the STEM area*

Because the number of women students is quite satisfactory on the whole, the main task for the future will be to pay attention to the gender balance in individual subjects. One goal would thus of course be to increase the number of male students in areas where there are fewer men than women amongst registered students, as this also has an impact on the professional world and, especially in careers such as teacher or educator, on the next generation. It is self-explanatory that the successful activities in the STEM area should be continued and that the degrees offered by the Faculty of Informatics and Data Science should attract women and men in equal measure. Considering the success in the STEM area, primarily achieved through targeted information and marketing activities, these should be continued and supported. A sharing of experiences among the Faculties, even those with distinctly different profiles, will surely prove beneficial for all people involved.

### *RegensburgExzellenz networking programme, frauen führen 2.0 network*

The strong collaboration with the OTH R and, more recently, with the *Hochschule für katholische Kirchenmusik und Musikpädagogik* (HfKM) ("University of Catholic Church Music and Music Education") in the transdisciplinary and cross-institutional *RegensburgExzellenz* networking programme should be continued. The program should continue to support one female student per

<sup>59</sup> For example, consideration in the Women's & Gender Research Network NRW: [https://www.netzwerk-fgf.nrw.de/veranstaltungen?tx\\_p2events\\_pi1%5Baction%5D=list&tx\\_p2events\\_pi1%5Bcontroller%5D=Event&tx\\_p2events\\_pi1%5Bmonth%5D=2&tx\\_p2events\\_pi1%5Byear%5D=2023&cHash=170dc178017ac72f8974a2be9fdb2906](https://www.netzwerk-fgf.nrw.de/veranstaltungen?tx_p2events_pi1%5Baction%5D=list&tx_p2events_pi1%5Bcontroller%5D=Event&tx_p2events_pi1%5Bmonth%5D=2&tx_p2events_pi1%5Byear%5D=2023&cHash=170dc178017ac72f8974a2be9fdb2906) or at the University of Duisburg-Essen: <https://www.uni-due.de/ekfg/archiv2022.php> [09.11.2023].

Faculty upon invitation. The diverse range of topics covered at events, as exemplified in 2022/23 through activities such as fireside chats, discussion rounds, Krav Maga courses, and alumni engagement, should be further strengthened and built upon. The tendency toward a stronger emphasis on social competence should also be continued. A similar approach applies to the *Netzwerk frauen führen 2.0* ("women leadership 2.0 network") where, through collaboration between the Equal Opportunities Coordination Office and the City of Regensburg, efforts should continue to engage female students with events and ensure that women in HE lecturer positions actively participate in the program.

#### *Cooperation with the General Students' Committee (AStA) and student representatives*

The cooperation with the student representatives (AStA, "Konvent [student convention], and work groups") has been continually developed and expanded in the past few years. It has made a great contribution to fostering constructive coexistence and to promoting active cooperation projects. The students particularly welcomed improvements in everyday life and the planned two-day workshop on Unconscious Gender Bias, gender awareness, and generally on the structure for appointment procedures, the organization of which is undertaken jointly by the Equal Opportunities Coordination Office and student representatives. This planned workshop is scheduled to take place in 2024. Furthermore, cooperation through regular discussions and joint initiatives during the period of the Gender Equality Concept should be maintained, synergies used, and events collaboratively planned and organized. Equally valuable is the mutual support in public relations efforts, ensuring that as many students as possible are reached, become familiar with established formats, and are adequately and promptly informed about new projects.

#### *"Gender Competence" certificate study programme*

All indicators point to the Certificate in "Gender Competence" (ZGK) retaining its attractiveness. The aim is to maintain a strong collaboration with the OTH R, while simultaneously ensuring robust study conditions. It is envisaged that the minor study program can be completed with three modules and a total of four classes in two semesters. Considering the large number of students on the program, this is only possible with adequate teaching resources. Because many academics at the University have expressed interest in the Gender Competence Certificate, a continuing education program for University teachers and researchers should also be established by 2025. Given the focus of the UR in the field of teacher education and of the successful UR Teacher Education Centre (RUL), a supplementary qualification for teacher trainees should also be offered in the ZGK as an independent track with a three-part project module on gender knowledge and competence in school practice ("School and Gender"). The new track should begin in the summer semester 2024 with a pilot phase.

The expert lecture series hitherto carried out irregularly in the ZGK will be transferred into the format of *Gender Lectures Regensburg* as of the winter semester 2023/24. From this point onwards, one lecture on a current topic should be held each semester for ZGK students and the broader public, both within and outside the University, followed by a networking event for lecturers and students on the program. This format was successfully tested in the summer semester of 2023. In the winter

semester 2024/2025, the five-year anniversary of the Supplementary Studies Programme “Gender Competence” will be celebrated with a lecture and workshop programme to increase its visibility and emphasize its relevance. For purposes of consolidating the teaching situation, a permanent lecturer qualified in Gender Studies and a stable program coordination office are required. The long-term goal is to establish the currently temporary measures (positions, funds from PP III) on a secure basis to address the complexity of the tasks and the high demand, build bridges with research, and implement the planned expansion of the program.

With these measures, the continuation of the conceptual achievements of the Certificate for the wider University community should be placed on a more solid foundation, because many groups beyond students also benefit from the close cooperation of actors in the fields of gender knowledge, gender awareness, and empowerment. We presume that student gender competencies reflect upon all members of the UR. The teaching program brings University teachers into conversation with one another across subjects and disciplines. Through the cooperation with the Anti-Discrimination Point, assigned to the Vice President for Internationalization and Diversity, many further synergies arise, for example through gender and diversity workshops, which have also been integrated into the CoMeNT program. The connection with offerings of RUL and the supplementary qualification “Migration and Education” is self-explanatory.

## 6. Gender justice and gender equality matters in cross-sectional structures

### 6.1 Gender awareness, gender-sensitive use of language

Genuine cultural transformation inevitably brings about a transformation in mentalities. The varied sensitization formats initiated at various levels and addressing many different groups, including ultimately the entire University community, have proven successful in the past years and should therefore be continued. In the future, alongside events, continuing education initiatives, and the newly conceived gender equality prize, additional formats should be introduced to raise awareness among academic managers about gender equality, work-life balance, and treatment of staff with care responsibilities. A Male Allies program is envisaged for 2024/25.

At UR, the use of gender-sensitive language is viewed as an important element of gender-equitable community life and is recommended to all UR members. It is mandatory for University guidelines, statutes, and guidelines. Gender-inclusive renaming procedures (e.g. "*Studentenkanzlei*" to "*Studierendenkanzlei*") should be completed as of 2024. Since 2012, detailed information can be found on the homepage of the Equal Opportunities Coordination Office, as well as guidelines and a flyer with recommendations on gender-sensitive language use.<sup>60</sup> They are grounded in the expertise of German linguistics (Faculty of Languages, Literatures, and Cultures). The Center of Language and Communication regularly offers workshops on "Gender-compatible Writing" for all members of the UR.

### 6.2 Help with sexual discrimination, harassment, and violence, security on campus

An important foundation for the understanding of sexual discrimination, sexual harassment, and sexualized violence is the legal conception of the AGG ("General Act on Equal Treatment"), which subsumes sexual harassment under discrimination (disadvantaging) in § 3, Par. 4.<sup>61</sup> Such actions are regarded as violations of the fundamentally protected human dignity enshrined in Articles 1 and 3 of the German Basic Law (GG) and are not tolerated at the UR. The UR expects mutually respectful communal life on campus and promotes this as part of its self-understanding regarding free societal coexistence. It therefore decisively opposes sexualized discrimination, harassment, and violence and supports all those whose personal boundaries are violated and who see themselves subjected to verbal or physical harassment or assaults.

<sup>60</sup> <https://www.uni-regensburg.de/chancengleichheit/dokumente-statistik/index.html> [25.07.2023]. The guidelines and the flyer were first created in 2012 and updated in 2019. Permanent adaptation to current developments is planned. No disadvantage in the evaluation of performance and selection decisions can be inferred from the guidelines. The use of special characters and *Sparschreibungen* ("economic spellings") is not permitted when legal and administrative provisions, templates, forms, writings, etc. are involved. At the same time, the formulations used within them should address every gender in the same way.

<sup>61</sup> At the Internet sites of the Anti-Discrimination Point of the UR, one can find the more precise definition (<https://www.uni-regensburg.de/diversity/startseite/index.html> [02.11.2023]).

On 26.6.2023, principles for protection against sexual harassment and sexualized violence (pursuant to Art. 25, Par. 1 BayHIG) were enacted at the UR.<sup>62</sup> Central contact points for individuals affected by such discriminatory acts at the University include the Anti-Discrimination Point and the designated contact person for sexual harassment and sexualized violence.<sup>63</sup> According to Art. 22, Par. 3 BayHIG, the University Representatives for the Equality of Women in Academia and the Arts are responsible “[for] helping prevent disadvantages for women academics, women artists, female teaching staff and female students.” Disadvantages arise, among other factors, from discrimination and sexual harassment. Within their capacities, the UGB and the FGB Wiss./Kunst function as contact persons for those seeking advice, drawing on the principles of the LaKoF (“Bavarian conference of women’s representatives in academia”) regarding the promotion of diversity, gender justice, and inclusion. They are committed to ensure protection against discrimination in the academic environment (August 2020)<sup>64</sup>. They operate according to the principle that affected women should not feel compelled to remain silent about what they have experienced due to fearing negative impacts on their studies and career: each case of discrimination needs to be thoroughly investigated, and it must be possible to demand appropriate consequences. Affected women can therefore seek advice from a FGB or the UGB Wiss./Kunst.

The Equal Opportunities Coordination Office supports the matter of protection against discrimination at the University through prevention, its own program of events and support mechanisms, and critical engagement in consultation with the Anti-Discrimination Point and the contact person for sexual harassment and sexualized violence. Prevention will be one of the most important priorities in the near future and should be more prominently integrated into communication efforts. A future priority will continue to be offering training sessions for self-defense and empowerment for women, specialist lectures, and other events concerning this topic,<sup>65</sup> not least to highlight the connection with power structures,<sup>66</sup> to remove stigmas and taboos, and to communicate the University’s clear stance against any form of sexual discrimination and sexualized violence. The specific vulnerability of women from international backgrounds, such as students, doctoral candidates, or postdocs, requires particular attention when it comes to issues of power abuse and discrimination. The Equal Opportunities Coordination Office also offers relevant information through its homepage, newsletter, and social media channels. In the future, it aims to provide advanced training programs on handling cases of sexual harassment for the Representatives for the Equality of Women in Academia and the Arts. The FGB and UGB Wiss./Kunst should continue to remain aware of their responsibility and be approachable to affected individuals. However, the

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<sup>62</sup> <https://www.uni-regensburg.de/assets/rechtsgrundlagen/gleichstellung/grundsaeetze-schutz-sexuelle-belaestigung.pdf> [02.11.2023].

<sup>63</sup> <https://www.uni-regensburg.de/diversity/antidiskriminierungsstelle/index.html> [02.11.2023], <https://www.uni-regensburg.de/diversity/startseite/index.html> [02.11.2023].

<sup>64</sup> <https://www.lakof-bayern.de/aktivitaeten/sexuelle-diskriminierung-und-belaestigung> [02.11.2023]; on this, also see the legal principles, bundled with the LaKoF: <https://www.lakof-bayern.de/organisation/gesetzliche-grundlagen> [02.11.2023].

<sup>65</sup> On events in the past, see the homepage of the Equal Opportunities Coordination Office.

<sup>66</sup> On this, see the statement of the German Rectors’ Conference (HRK) of 15.11.2023: <https://www.hrk.de/presse/pressemitteilungen/pressemitteilung/meldung/hrk-massnahmen-gegen-machtmissbrauch-an-hochschulen-weiterentwickeln-5017/> [29.11.2023].



central contact person for sexual harassment and sexualized violence holds primary responsibility and is therefore considered the first point of contact.<sup>67</sup>

In the context of university life, it is a priority to promote equality and equal opportunities across the board, and to ensure the entire campus is a safe place for everyone. A goal for the years 2023-2027 is the creation of an awareness concept for the campus. Plans for this have already begun. In this context, it is worth drawing attention to a safety escort service, piloted in November 2023 and planned to be established by the end of 2023. This service will operate between 8 p.m. and midnight, offering safe walks from the libraries to the central bus stop, and is provided by Department V, *Gebäude und Technik* ("buildings and technology").<sup>68</sup> The safety escort service is planned to be adapted in 2024 in line with student feedback.

### 6.3 Compatibility of care responsibilities, academia, and study

Irrespective of their life situation, all academics and students should have the same opportunities to realize their tasks and projects in research and teaching or to successfully complete their degree program. The compatibility of care responsibilities, research, and study is therefore self-explanatory for the UR. In an environment where there is a lack of reliability on government support, particularly in areas such as childcare and daycare infrastructure, the University addresses this goal using its own funds and initiatives to the greatest extent possible. Thus, with the signing of the charter *Familie in der Hochschule* ("Family in Higher Education"), the UR has been a member since June 2021 in the titular *Familie in der Hochschule e. V.* association. With this step, it has committed itself strategically and operationally to the promotion of families. As far as child and other care tasks are concerned, the UR Family Service<sup>69</sup> is the central contact point for the entire University community.

There are 450 childcare places available across seven nurseries and four kindergartens operated by various providers. Of these, approximately 150 places for children under three and around 150 places for children aged three to six are distributed across daycare centers on campus, with the remaining places situated nearby. The opening hours are flexible according to need and are evaluated annually, insofar as the staff situation allows. The UR has been developing the campus as a family-friendly work and living space. Thus, there are parent child offices in the Vielberth building on the northern campus, playrooms in the physics building on the southern campus as well as a protected playground, baby-care and nursing rooms for members of the Faculty of Mathematics in a centrally located section of the Mathematics building. During school holidays and on school-free days, the Family Service organizes childcare for children aged six to twelve. In 2022, this service covered 46 out of 64 school holidays. The Family Service initiates and organizes tailored support on campus (e.g., recommending babysitters), arranges childcare for conferences, events, and meetings, and offers regular information sessions. Individual consultation can be made use of for family planning and contributing to the compatibility of study, career, family, and care responsibilities. In

<sup>67</sup> More detailed information on this: <https://www.uni-regensburg.de/diversity/startseite/index.html> and [https://www.uni-regensburg.de/assets/diversity/UR\\_Handlungsleitfaden\\_Umgang\\_mit\\_Diskriminierung\\_Konflikten\\_2023\\_06.pdf](https://www.uni-regensburg.de/assets/diversity/UR_Handlungsleitfaden_Umgang_mit_Diskriminierung_Konflikten_2023_06.pdf) [09.11.2023].

<sup>68</sup> Information can be found at, among other places, the homepage of the Equal Opportunities Coordination Office and the University Library as well as at the participating sub-libraries, for example, under <https://go.uni-regensburg.de/begleitservice> [13.11.2023].

<sup>69</sup> <https://www.uni-regensburg.de/universitaet/personalentwicklung/familien-service> [10.11.2023].



2012, the UR became the first HE institution in Bavaria to introduce mandatory, family-friendly study and examination regulations, providing significant mitigations for students with care responsibilities. The provision of flexible childcare for children who are too young for regular daycare or require care outside of standard hours is also designed to support students. In 2022, the University Library introduced family-friendly rules for use and set up a reading room for students with children.

Based on the above-mentioned offerings and experiences, the UR will be focusing on the following measures until 2027 to further enhance its family-friendly initiatives:

- consolidation and optimization of the existing measures,
- improvement of internal processes, with a focus on digitalization,
- promotion of family-friendly structures and offerings through lectures, information events, newsletters, announcements, and networking,
- implementation of measures for employees on parental leave and with care responsibilities, aimed at facilitating career reentry and further supporting the compatibility of family and work,
- sensitization of University management to the specific situation of employees with family responsibilities within the context of leadership development,
- expansion of individual counseling services, as the target groups are becoming more diverse and the challenges more complex,
- intensification of networking and the expansion of cooperation with consultation and service facilities at the UR and in the region, especially around caregiving.

One concrete structural measure for the compatibility of family and academia that should be continued is the maternity leave bursary, set up as part of the additional gender equality measures in PP II and PP III. Postdocs or habilitation candidates are often temporary civil servants. In the case of a prohibition of employment during pregnancy and during maternity protection leave, this often leads to disadvantages for the employment position and ongoing projects due to a lack of possibilities for replacement. Maternity leave bursaries help mitigate these disadvantages by funding temporary academic personnel, remaining in effect during the subsequent parental leave. The financial support was doubled to approx. 1,200 €/month in June 2023. This measure has been positively perceived by pregnant women, mothers and supervisors, and should therefore be continued until 2027.

A novelty since 2021/22 has been that many meetings take place at family-friendly times whenever possible. The commencement of larger meetings, such as the Faculty Councils, was also deliberately set for an earlier time of day to facilitate compatibility with care responsibilities.

## 6.4 Cooperation in the fields of diversity and sustainability as well as gender equality in the area of academic support staff

In its anti-discrimination chapter, the UR's *Diversity Concept 2023-2027* also tackles, in accordance with the AGG, discrimination against people based on their gender or their sexual orientation.<sup>70</sup> Sexual harassment and sexualized violence of any description are condemned and prosecuted. Criminally relevant offenses are reported to the authorities<sup>71</sup> Cooperation in the areas of discrimination and sexual harassment arises from the overlapping of responsibilities outlined in the BayHIG. The University's commitment to gender equality and equal opportunity was recognized in 2021 with the Total E-Quality award, along with the additional Distinction of Diversity<sup>72</sup> which explicitly honors progressive policies and efforts in these areas.

The UGB Wiss./Kunst and the staff of the Equal Opportunities Coordination Office have worked together closely with the Vice President for Internationalization and Diversity since her assumption of office on 1.4.2020 and with the Anti-Discrimination Point. Due to intersectional forms of discrimination, the concerns, measures, and objectives related to women intersect across the areas of gender equality and diversity. The UGB Wiss./Kunst and the staff of the Coordination Office are actively involved in the roundtable discussions and regular working meetings organized by the Vice President for Internationalization and Diversity and the Anti-Discrimination Office. Furthermore, this collaboration was and is reflected in the development and implementation of workshops and events, as well as in joint efforts to address cases of discrimination against women. Moving forward, the Coordination Office for Equal Opportunity will increasingly integrate the diversity dimension of gender identity into its gender equality initiatives. This will also include adapting institutional statistics, which can no longer be limited to a binary male/female categorization, as the m/f/d classification will need to be incorporated into all areas and personal data collection processes

One goal of the UN 2030 Agenda for Sustainable Development is the "SDG (Sustainable Development Goal) 5: Gender Equality", another is "reducing inequality" (SDG 10, incl. relating to gender). The Equal Opportunities Coordination Office therefore cooperates with the UR Green Office and the University's Sustainability Representative, who advance, coordinate, and support the implementation of the *Sustainability Strategy for the University of Regensburg 2023-2027*.<sup>73</sup> A joint event already took place in the summer of 2023. The goal for the coming years is to continue and deepen this cooperation.

In accordance with the Bavarian gender equality act (BayGIG), Bavarian HE institutions must provide a Gender Equality Officer for non-academic and ancillary employees. He or she provides information and guidance to this staff group and, together with the General Staff Council, serves as a designated complaints officer at UR in accordance with § 13 of the General Equal Treatment Act (AGG). In its commitment to a family-friendly work environment, UR implements highly flexible

<sup>70</sup> See also the *Diversitykonzept der Universität Regensburg 2023-2027* of 20.3.2023, <https://www.uni-regensburg.de/rechtsgrundlagen/gleichstellung/index.html#c106560> [20.10.2023], P. 34.

<sup>71</sup> See *ibid.*

<sup>72</sup> <https://www.uni-regensburg.de/universitaet/profil/mitgliedschaften/index.html> [20.10.2023]; on this, also see Ch. 6.2.

<sup>73</sup> <https://www.uni-regensburg.de/universitaet/praesidium/beauftragter-fuer-nachhaltigkeit/index.html> [28.11.2023]

flexitime arrangements, a responsibility also overseen by the Gender Equality Officer. Additionally, for academic support staff, a service agreement on “Alternating Telework and Flex Days” enhances the balance between work and family life. For personal information exchange, the Gender Equality Officers for academic support staff at UR and the University Hospital may participate as guests in the Conference of Gender Equality Officers for Women in Academia and the Arts. Many of the objectives align across both areas, as demonstrated by the latest Gender Equality Plan for academic support staff, published in June 2023.<sup>74</sup>

## 6.5 Gender equality monitoring and controlling, quality management

The documentation of gender ratios in the *Datenreport zur Gleichstellung im wissenschaftlichen Bereich* (“Data report on gender equality in the academic area”) at the UR, compiled by the Equal Opportunities Coordination Office since 2011, provides insights into the current situation. The report is published annually based on student and doctoral statistics, as well as data from UR’s Human Resources Department and UKR, Bavarian official statistics, and nationwide surveys. It is continuously adapted to emerging informational needs and, following its presentation in the University Leadership, is made publicly available via the website of the Coordination Office for Equal Opportunities. The report enhances transparency regarding University developments, which can now be tracked over more than ten years.<sup>75</sup> In recent years, it has been continuously expanded and supplemented by additional statistics, such as data on appointment rate increases. Further statistical analyses are planned for early 2024. Additionally, in collaboration with the University Archive, an extensive research project has been conducted on former female students and graduates of UR, with the results expected to be published in 2025. Starting in the summer semester of 2024, the student statistics at UR will categorize gender entries into three categories (m, w, d) for the overall student body, without further differentiation due to data protection regulations. Regular evaluations of the gender equality concepts and of the promotion programmes have become established at the UR. However, the goals of the UR in the realm of gender equality require both an increase in expertise and continued strong cooperation with various offices within the UR administration. A key priority for the coming years, alongside other data collection efforts, is to expand monitoring beyond habilitations to include habilitation-equivalent achievements. This will enable a more precise statistical assessment of the career trajectories of women early-career researchers toward professorships and leadership positions, including the acceptance of W1 professorships. Objective measurements and qualitative interviews will serve as essential tools for evaluating progress, adjusting measures where necessary, and implementing new initiatives as required.

In addition to the continuation of statistical data collection, the systematic evaluation of gender equality measures across different institutional levels will be strengthened. This will ensure that, given the complexity of causal analyses, decision-making is based on consistent and reliable insights. While the positive developments of recent years are encouraging, the UR remains committed to achieving

<sup>74</sup> [https://www.uni-regensburg.de/assets/gleichstellung/Bilder/Sechstes\\_Gleichstellungskonzept\\_der\\_UR.pdf](https://www.uni-regensburg.de/assets/gleichstellung/Bilder/Sechstes_Gleichstellungskonzept_der_UR.pdf) [02.11.2023].

<sup>75</sup> The data reports can be called up under <https://www.uni-regensburg.de/chancengleichheit/dokumente-statistik/index.html> [10.11.2023].

gender equality and gender justice as a central objective, requiring sustained effort and dedication, particularly in terms of quality assurance. Consequently, the strategic expansion of gender monitoring and gender-based performance assessment remains one of the most pressing priorities in the University's gender equity initiatives.

## 7. Overview of priority goals and measures

Wherever processes have been initiated, the UR has made progress in advancing gender equity. The current momentum should be understood as an opportunity to proactively address contemporary challenges and integrate gender equality goals with the broader objectives of internationalization and diversity.<sup>76</sup> While factors such as socialization effects, societal structures, disciplinary specifics, University history, and the UR's profile as a comprehensive university with distinct research priorities contribute to existing dynamics, recognizing these influences is not sufficient. The guiding principle for the coming years is to sustain the course of action already undertaken, actively implement gender equality, and embrace the University's broader societal responsibility. This also entails providing greater visibility and analytical depth to gender-related aspects of research, including the distribution of opportunities and the impact of gender dynamics on academic work.

Concrete goals:

- Quantitative gender balance in professorships; increasing the representation of women professors in committees

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- Continuation and further improvement of gender-sensitive professorial appointment procedures

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- Increasing awareness of gender justice and equal opportunities across the University community, not only for academic practice, but also in the field of research
- Continued training opportunities on unconscious gender bias for representatives for the equality of women in academia and the arts, academic staff, students (incl. as members of professorial appointment committees), and deans

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- Attractive resource packages for newly appointed women professors
- Further developing the University's onboarding and coaching program, keeping-in-touch opportunities, and dual career assistance

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- Facilitating professorial career paths and qualifications for Women Early Career Researchers

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- Continuation of established programs such as CoMeNT.UR with additional services

<sup>76</sup> On this, see the [Diversity Concept](#) of the UR [11.10.2023]. In keeping with this, the present Gender Equality Concept refers to the dimension of sex (and gender) and the elimination of affiliated disadvantages as well as the establishing of equal opportunity with regard to sex/gender.

- Professorial appointment training workshops, including for W1 professorships
- Ensuring balance in (tenured) positions for academic staff
- Systematic monitoring and controlling, situation analysis in Medicine for the development of bespoke programs, compilation of further statistics

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- Increasing the number of women doctoral candidates in specific areas

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- Faculty and subject-specific measures, career path analyses, information events, role modeling, and sensitization (including through FAS-G funds)
  - Advancement of women Master students in mathematics, science, and economics, extending to doctoral programs.
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## 8. Implementation and duration

The Gender Equality Concept comes into effect following approval by the University Executive, after prior discussion in the Senate and the Extended University Leadership Board (EUL). Its initial duration extends until December 31, 2027. It has been issued based on the resolution of the University Leadership of UR.

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Regensburg, 1.2.2024  
University of Regensburg  
– The President –

signed  
Prof. Udo Hebel

## Appendix

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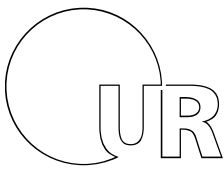
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## Index of abbreviations

AGG	General Act on Equal Treatment
Anh.	Appendix
ARSP	Academic Research Sabbatical Program
BayHIG	Bavarian Higher Education Innovation Act
BayHschG	Bavarian Higher Education Act
BMBF	Federal Ministry of Education and Research
DCNN	Dual Career Netzwerk Nordbayern (Dual Career Network of Northern Bavaria)
DFG	German Research Foundation
EMFT	Fraunhofer Institute for Electronic Microsystems and Solid State Technologies
ERC-Grant	European Research Council Grant
EUL	Governing Board
FGB	Faculty Representatives for the Equality of Women in Academia and the Arts
FKN	Freely combinable minor (= BA minor)
FTE	Full-time equivalents
GK	Gender Equality Concept
GRK	Research Training Group
GWK	Joint Science Conference
HEP	University Development Plan 2025
HRK	German Rectors' Conference
HTA	Hightech Agenda Bavaria
HV	Agreement of the University with the StMWK
IOR	Institute for East European Law
IOS	Leibniz Institute for East and Southeast European Studies
ITEM	Fraunhofer Institute for Toxicology and Experimental Medicine
LIT	Leibniz Institute for Immunotherapy
M, m	male
MCN	MedizinCampus Niederbayern (medicine campus of Lower Bavaria)
MINT	Mathematics, informatics, science, technology (= STEM: science, technology, engineering, mathematics)
PKGG	Faculty of Philosophy, Art History, History and Humanities
PP II	Woman professor program of the Federal Government and the Federal States II (2013-2017)
PP III	Woman professor program of the Federal Government and the Federal States III (2018-2022)
RCI	Regensburg Center for Interventional Immunology
RUL	University of Regensburg Teacher Education Centre
RUN	Regensburg Center for Ultrafast Nanoscopy
SDG	Sustainable Development Goals of the United Nations



## Universität Regensburg

SFB	Special research area
SFB/TRR	Transregional Collaborative Research Centers
SLK	Faculty of Languages, Literatures, and Cultures
SoSe	Summer semester
StMWK	Bavarian State Ministry for Science and Art
TT	Tenure track
UGB	University Representative for the Equality of Women in Academia and the Arts
UKR	University Hospital Regensburg
UL	University Management
UR	University of Regensburg
Vertr.	Substitutions, substitute professorships
W, w	women / female
WIN	Center for Graduate & Postgraduate Researchers
WiSe	Winter semester
ZGK	University of Regensburg Certificate Program in Gender Competence
ZV	Agreement on objectives between the UR and the StMWK