

Furtwangen University gender equality plan

Structural foundation and mission statement

Furtwangen University is committed to the values of diversity, open-mindedness and equality of chances and we are opposed to any form of discrimination. To fill these words with life, HFU colleagues take up a variety of tasks in various internal and external networks.

The Gender & Diversity office is the administrative department which coordinates central activities on equal opportunities and anti-discrimination issues. University decision-makers are briefed regularly on equality issues. The senate-advisory committee Gender & Diversity comprises representatives from all faculties and other relevant sections of HFU. It meets each semester to work on points of view, measures and ideas to strengthen the equal opportunities ethos within the university.

Furtwangen University is fully committed to make family-friendliness a part of its profile on all levels, regardless whether this concerns professors, staff or students. HFU as a system-accredited university ensures through its internal control mechanisms for studying and teaching that the issues of students with (child) care duties are taken care of while observing accreditation criteria at the same time. Through its membership in the best practice-organisation „*Familie in der Hochschule*“ (family at university), an international network, HFU emphasises its responsibility as a place of education and life for which the compatibility of studying, working, academics and family life are of the utmost importance.

Agents

With regards to equal treatment of men and women, the *Landeshochschulgesetz Baden-Württemberg* (federal state of Baden-Württemberg's university law) provides that the equal opportunity officers for academic staff and students (*Gleichstellungsbeauftragte für die Belange des wissenschaftlichen Personals und der Studierenden*) and the equal opportunities officer for non-academic staff (*Beauftragte für Chancengleichheit für das nichtwissenschaftliche Personal*) are the responsible members of staff at the university. Additionally, there are a total of seven members of staff, both male and female, available at all three campuses, who may be contacted by anyone affected by sexual harassment, stalking or mobbing. The senate has passed guidelines to promote a work environment based on trust and respect, as well as a pleasant working and studying environment and on the protection from sexual harassment, discrimination and mobbing. It has furthermore also passed process guidelines on dealing with cases of sexual harassment.

Equal opportunity goals

The equal opportunity goals set for the 2018 to 2021 period could only partially be realised. In particular, the defined goals for the positions as dean of faculty have not been reached: there is not a single woman amongst the deans. We are also significantly below the defined goals for members of the board of executives and the senate [table 5]. As far as members of the university board of governors (*Hochschulrat*) is concerned, the parity goal has been exceeded. While the 19% share of female professors fulfils the previously set goal, we intend to implement appropriate measures to further increase this to at least 25% by the year 2026 [table 1]. Similarly, we plan to increase the share of female PhD students, which is currently less than 20%, through specific career coaching of female master students and other measures promoting equality [table 7].

The 39,8% share of female students for the reporting period practically fulfils the 40% goal set in the previous Gender Equality Plan. The share of female graduate, also set at 40 % has been exceeded, it is 42 %. We were able to grow both these numbers by about 2% during the reporting period.

It should be noted however that the gender ratio continues to show a strong variation between different faculties. However, there are areas where this is beginning to change. For example, the share Faculty of Computer

Sciences graduates has increased from below 8% in winter semester 2011/12 to almost 19% in winter semester 2020/21. This rise occurred as new study content was developed, as well an interdisciplinary study focus and an expressly gender-sensitive marketing and public relations campaign. [table 6]

The share of women in non-academic positions is 69 %. With 55 % women in the most attractive wage brackets of the so-called *höheren Dienst* (higher management / wage bracket positions in German civil service), the parity we had aimed for was exceeded. The share of female employees in the middle management bracket of *gehobenen Dienst* is by now at 65 %. On the opposite side of the scales, women account for a much too large share of the middle lower income positions with 75%. [table 4]

HFU's implementation strategies

The existing structural and infrastructural elements promoting the reconciliation of work, academic and family life are tried and tested and could be extended to further campuses. The introduction of further such elements, a *Dual-Career-Service* as well as personal development and alumni work which systematically consider equal opportunities is planned.

We aim to implement suitable measures to promote equal opportunities at different education ,mile stones' starting in school, during studies, doctoral studies and employment all the way up to professorship level. This includes participation in the *Girls' Days*, offering coaching and mentorship programmes for students, career advice as well as measures promoting the reconciliation of studies, academic, professional and family lives for all university members. Individual faculties will also develop a catalogue of measures specifically tailored towards their members and target audience. [table 8].

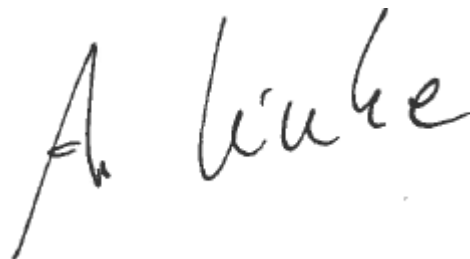
For the non-academic sector, too, we make sure to implement an equal opportunities procedure as early as during the applications process and we support the reconciliation of work and family through personnel development measures which take the different life phases and their resulting requirements into account.

Including gender and diversity issues into research and teaching is something which HFU strongly supports. We are planning to explore such options by inviting faculty representation on the gender & diversity commission as well as by making the relevant parties more aware of the issues and their relevance in day-to-day research and teaching.

Respect and tolerance are integral parts of how HFU sees itself. For the future we plan to communicate this to any new university members as part of the on-boarding process and to augment this through specific training opportunities on anti-discrimination, gender and diversity issues.



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Monitoring

The gender-monitoring includes both the status quo numbers and the goals defined in the previous equal opportunities plan. It also contains both these numbers for the current 2022-2026 planning period. In accordance with the federal state's science ministry's (*Wissenschaftsministeriums Baden-Württemberg*) requirements, a detailed interim report will be compiled after three years. Additionally, we intend to publish an annual update of this monitoring.

Share of female professorial positions

development / goals professorships	status quo previous equal opportunities plan as of winter sem. 2016/17	goal for 2022	current number 01.12.2020	goal for 2026
- total (excl. president)	174		173	
- number of women	27		33	
- percentage: women	15,5 %	18-20 %	19,1 %	25 %

Table 1: Share of female professorial positions – university as a whole

Share of female adjunct lecturing staff

development / goals adjunct lecturers	status quo: winter semester 2016/17	goal for 2022	current number: 01.12.2020	goal for 2026
- total	393		415	
- number of women	141		127	
- percentage: women	35,8 %	40 %	30,6 %	40 %
- of these centrally employed (not by the faculties)	37		19	
- number of women	28		14	
- percentage: women	75,7 %		73,7 %	

Table 2: Share of female adjunct lecturing staff – university as a whole

Share of female academic staff

development/ goals academic staff	status quo: winter semester 2016/17	goal for 2022	current number: 01.12.2020	goal for 2026
academic staff	144		227	
- number of women	74		92	

- percentage: women	51,4 %	50 %	40,5 %	50 %
academic staff				
full-time, permanent	83		92	
number of women	44		50	
percentage: women	53 %		54,4 %	50 %
academic staff				
part-time, permanent	32		39	
number of women	23		29	
percentage: women	71,9 %		74,4 %	not applicable

Table 3: Share of female academic staff – university as a whole

Share of female non-academic staff

The table below shows both staff employed as German civil servants (*Beamte*) and regular employees, both full- and part-time permanent staff at the university.

development/ goals	status quo 01.12.2016	goal for 2022	status quo 01.12.2020	goal for 2026
non-academic staff total	66 %		69 %	parity
higher management (German civil service wage bracket E13 and above)	43 %	50 %	55 %	maintain parity
middle management (E9 to E13)	62 %	maintain status	65 %	parity
staff up to E9	74 %	maintain status	75 %	lower share of female staff
technical staff	23 %	increase share of female staff	31 %	increase share of female staff
trainees (Auszubildende)	0 %	33 %	25 %	33 %

Table 4: Share of female non-academic staff

Overview of women in management positions / university bodies

body / position	status quo: 01.09.2017	goal for 2022	status quo: 01.06.2021	goal for 2026
gender & diversity commission				
- total	23		19	
- number of women	18		15	
- percentage: women	78 %	66 %	79 %	63 %
dean				
- total	9		9	
- number of women	2		0	
- percentage: women	22 %	33 %	0 %	33 %
Board of Executives (Rektorat)				
- total	5		5	
- number of women	1		1	
- percentage: women	20 %	40 %	20 %	40%
body / position	status quo: 01.09.2017	goal for 2022	status quo: 01.06.2021	goal for 2026
Senate				
- total	32		41	
- number of women	8		12	
- percentage: women	25 %	40 %	29 %	40%
Board of Governors (Hochschulrat)				
- total	11		11	
- number of women	5		7	
- percentage: women	45,5 %	40 %	64 %	55 %

Table 5: Overview of women in management positions / university bodies

Overview: Share of female students and graduates

development/ goals qualification level	status quo: winter semester 2016/17	goal for 2022	status quo: winter semester 2020/21	goal for 2026
students - total - number of women - percentage: women	6687 2537 37,9 %	40 %	5902 2347 39,8 %	42 %
graduates - total - number of women - percentage: women	1436 572 39,8	40 %	1380 579 42 %	45 %

Table 6: share of female students and graduates – university as a whole

Overview: Share of female doctorate students at HFU

This overview includes all persons who have entered into an HFU doctorate agreement, both members of the cooperative graduate school and non-members.

development doctoral students	status quo: 01.09.2017	goal for 2022	status quo: 01.12.2020	goal for 2026
Total	62	70	73	95
number of women	16	21	15	30
percentage: women	25,8 %	30 %	20,5 %	30 %

Table 7: Share of female doctorate students at HFU

Overview of the faculties' current & planned measures promoting equal opportunities

equal opportunity measure faculty	realised 2018-2021	planned 2022-2026
Health, Safety, Society	<ul style="list-style-type: none"> - equal opportunities is a topic covered in all study programmes - awareness for such issues raised among all members of the faculty - equal opportunities issues considered during application procedures - anti-discrimination template as part of the on-boarding process 	<ul style="list-style-type: none"> - continuation of existing measures - further steps planned
Industrial Technologies	<ul style="list-style-type: none"> - <i>Girls Day, Girls-Day-Akademie</i> - adjustment of required internship times - support with childcare search on an individual basis 	<ul style="list-style-type: none"> - continuation of existing measures - first-semester briefing on equal opportunities, diversity and anti-discrimination guidelines on gender-inclusive language for projects and theses - designated member of staff for diversity issues - anonymised exams
Computer Science	<ul style="list-style-type: none"> - develop study content geared to attract female students: the interdisciplinary bachelor programme IT-Product Management (ITP) expanded its socio-computer science focus. Here the share of female students is between 25 and 30 % - raising the share of female professors as well as female academic staff: appointment of female professors for socio-computer science (from summer semester 2018) and machine learning (from winter semester 2020/21) as well as employing one female information scientist and a female doctoral IT student completing their thesis in 2020 and integrating female academic staff into teaching tasks. Female students have female teachers as role models as well as someone to approach on more than just academic issues. - offering content geared towards female pupils during <i>Girls Day</i> - employing specifically trained study ambassadors to recruit new female computer science students 	<ul style="list-style-type: none"> - continuation of existing measures - The IT Product Management programme will put a stronger focus on sustainability throughout all modules. We expect to attract in particular young women through this measure.

equal opportunity measure faculty	realised 2018-2021	planned 2022-2026
	<ul style="list-style-type: none"> - co-operating with schools and teachers: further qualification offers at schools for (female) teachers in the IT area - expansive gender-sensitive marketing measures during the study orientation phase 	
Mechanical and Medical Engineering	<ul style="list-style-type: none"> - summer university <i>informatica femminile Baden-Württemberg</i> (annual): courses for female computer science students (since 2021 also a seminar for female doctoral students during <i>informatica femminile</i>) including a networking evening, presentations and supporting programme - spring university <i>meccanica femminile</i> (annually): courses for female mechanical and electrical engineering students including a networking evening, presentations and supporting programme - web portal www.scientifica.de with all relevant information (current news, job offers, networks, events etc.) for female students, doctoral students and academics of the so-called <i>MINT</i>-subjects (maths, natural and computer science, technology) - touring exhibition "<i>Patente Frauen</i>" (wordplay with the German double-meaning of the word „<i>patent</i>“: clever, resourceful as well as patent), it consists of displays on inventions made by women and is available in English and German. 	<ul style="list-style-type: none"> - continuation of existing measures
Medical and Life Sciences	<ul style="list-style-type: none"> - there is slight over-representation of female students and graduates in this faculty - there is both a male and a female vice dean - the number of female professors is above the university average 	<ul style="list-style-type: none"> - increase the share of women in leadership positions
HFU Business School	<ul style="list-style-type: none"> - international, cultural and language focus (increased attractivity for female applicants) - anti-discrimination: communicating the faculty's core values of individuality, respect and 	<ul style="list-style-type: none"> - continuation of existing measures

equal opportunity measure faculty	realised 2018-2021	planned 2022-2026
	<p>responsibility in a number of ways, e.g. faculty presentation for applicants, introductory events for first semester students, info-sessions for students, social media etc.</p> <ul style="list-style-type: none"> - open-door policy: the deans of studies are expressly available for informal discussions - <i>Executive MBA</i> programme: scholarship for women 	
Business Information Systems	<ul style="list-style-type: none"> - 2002 until winter semester 20/21: females-only study programme <i>WNB</i>, mono-educational concept, unique in Southern Germany; focus on mentoring programme to provide students with a network in the economy - as applicant numbers went down, re-orientation and new concept developed: from summer semester 2020 <i>International Business Information Systems</i> (IBS) programme with a 50% share of female students - runs with two cohorts since winter semester 2020/21 	<ul style="list-style-type: none"> - International Business Information Systems (IBS) study programme - target groups: international students and students with a bi-lingual German <i>Abitur</i> (German high school leaving certificate) - adapting measures established for the <i>WNB</i> programme (self-management, mentoring programme) to now offer these, as well as the focus areas, for the IBS programme. They are intended to help in particular international students to develop a network within the industry.
Business Administration & Engineering	<ul style="list-style-type: none"> - appointment of another female professor (share of female professors: 15 %) - participation in <i>Girls' Day</i> - continuous adjustment of materials to reflect equal opportunity principles (language and images) - currently one female student ambassador 	<ul style="list-style-type: none"> - increase share of female students and doctoral students - promotional activities geared to attract women to the required elective (<i>WPF</i>) „Leadership“ taught in English (currently 14 male, 2 female) - WING mentoring programme, start winter semester 2021/22 (for 1st semester students) - expanding contacts between company representatives and students, alumni work - emphasis on anti-discrimination during job interviews - clearly communicate zero-tolerance for mobbing etc.

Table 8: Overview of faculties' current and planned measures promoting equal opportunities