



Technische  
Universität  
Braunschweig

# Final Report of Technische Universität Braunschweig on the Implementation of the DFG's Research-Oriented Standards on Gender Equality

The following Final Report of Technische Universität Braunschweig  
on the Implementation of the Research-Oriented Standards on  
Gender Equality enacted by the DFG was approved:

- by the Gender Equality Commission on 22 January 2013
- by the Senate on 23 January 2013
- by the Executive Board on 30 January 2013



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## Introduction

TU Braunschweig is committed to achieving the goal of equal opportunities in science, and supports the DFG<sup>1</sup>'s Research-Oriented Standards on Gender Equality. To make gender equality a reality at our university, since the 2011 Interim Report – and after a detailed analysis of the reasons why TU Braunschweig was downgraded by the DFG – we have further developed our gender equality structures and given them clearer contours. This process was characterised by university-wide transparency and the widespread involvement of various actors from science and the administration. The university's leadership has followed this process closely, and all of the university's political bodies have been involved in the discussions.

As regards content, special focus was placed on anchoring the policy even more firmly at the management level and on creating an integrative gender equality concept for the entire university. We have also retained our focus on gender equality in STEM subjects while at the same time taking into account the different situation in the social sciences. The result is the TU Braunschweig-wide concept of "Equal Opportunities 2020", which has been integral to both the Central Equality Plan (continued in 2012) and the individual departments' decentralised equality plans (newly created in 2012). The name refers to the targets formulated to increase our percentage of women, to be reached by 2020. That year was chosen to enable significant changes in the area of professorships. Only a few new appointments are scheduled for the period from 2013 to 2016. Starting in 2017 though, a larger number of professorial positions will be filled anew. The university-wide equality concept Equal Opportunities 2020 focuses on firmly embedding equality at every level of the university's structure. Three dimensions have been identified as strategic goals:

- Closing the gap of underrepresentation;
- Becoming a family-friendly university;
- Incorporating gender aspects into research, teaching and administration on a lasting basis.

These three dimensions are translated into three programme lines coordinated centrally by the Equal Opportunities Office, and supplemented by department-specific additions. The university's administration is closely involved in all three areas, for an even stronger integration of equality into all organisational activities.

The proportion of women at all career levels has evolved very positively between TU Braunschweig's first statement in 2009 and today. The targets for 2013 to which the university had committed in 2009 had already been met by the time of the 2011 Interim Report and have since improved even further.

Regarding doctoral graduates, TU Braunschweig had set a goal in 2009 of 35-38% women by

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<sup>1</sup> Translator's note (TN): The DFG (Deutsche Forschungsgesellschaft) is the central self-governing research funding organisation in Germany (source: [http://www.dfg.de/en/dfg\\_profile/index.html](http://www.dfg.de/en/dfg_profile/index.html)).

2013. In the 2011 Interim Report, that proportion stood at 37.4%. At present, 39.6% of doctoral graduates are women, a figure that surpasses the target.

Regarding overall professorships, in 2009 TU Braunschweig committed to reaching a target of 15-17% women. In the 2011 Interim Report, the proportion of women was above target at 17.4%. That figure has further improved and now stands at 17.7%. Regarding C4/W3<sup>2</sup> professorships, the proportion of women increased from 10% in 2009 to 11.4% in 2011 and again to 14.4% at present. One reason for this development is the fact that the absolute number of professorships held by men has decreased steadily. At the same time, the absolute number of W3 professorships held by women has risen continuously. In this past year, TU Braunschweig can report that even in the technical disciplines, W3 professorships have been increasingly occupied by women (see overview tables for Departments 1 and 4 in the appendix).

Regarding habilitation<sup>3</sup> graduates, the proportion of women was at 12.5% in 2011. This figure has improved dramatically and now sits at 30%. Considering that it was at 27% at the time of the first statement in 2009, we can assume that the 2011 figure was an exception.

When looking at university entrants, students and graduating students, we have seen a slight decline in the proportion of women. The absolute number of women has actually increased though for all three categories, in some cases considerably. Yet the absolute number of men has increased even more for all three categories, resulting in a stronger percentage rise for men than for women. The percentage rise from the 2011 Interim Report until today is 13.8% for female university entrants and 17.2% for male university entrants. This corresponds with a nationwide trend in which the absolute number of female students in STEM subjects is increasing, while their proportional percentage is decreasing. This phenomenon is frequently explained by the end of compulsory military service in Germany<sup>4</sup>. In Lower Saxony, it may also be the result of the doubled number of secondary school graduates<sup>5</sup>. Regardless of the reasons, TU Braunschweig is determined to increase the proportion of female university entrants, students and graduating students, particularly in STEM subjects. To reach this goal, the university is conducting targeted measures and projects (see B.1.1) and has set new targets for 2020 in its Central Equality Plan. TU Braunschweig is also working towards targets for the higher qualification levels, all of them set out in the Central Equality Plan and detailed below, with the current proportion of women taken as the baseline:

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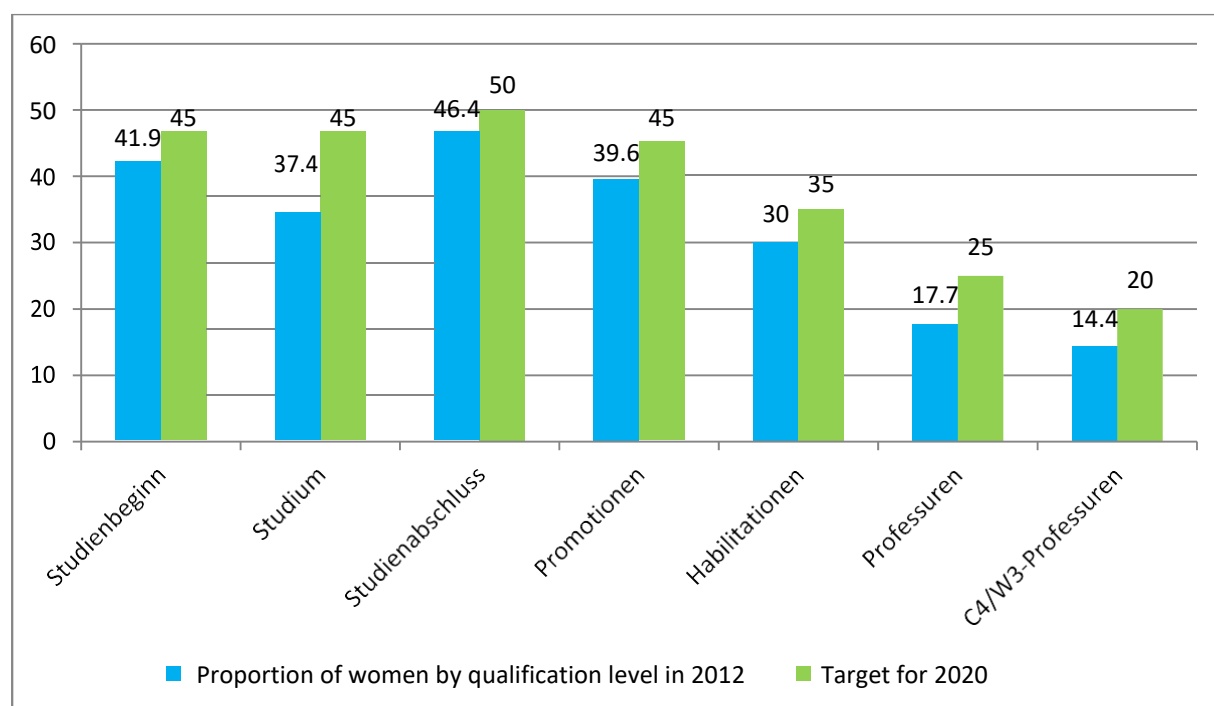
<sup>2</sup> TN: C4 and W3 are the highest salary grades for university professors.

<sup>3</sup> TN: A habilitation is a post-doctoral qualification and the prerequisite for obtaining a professorship in Germany.

<sup>4</sup> Office of the National Pact for Women in STEM Professions (Nationaler Pakt für Frauen in MINT-Berufen), 2013: For a trend reversal: Making the most of the continued increase of female STEM students by implementing targeted measures now, available in German at <http://www.komm-mach-mint.de/MINT-News/Steigerung-des-weiblichen-MINT-Nachwuchses>.

<sup>5</sup> TN: Due to a reform that shortened secondary school, two year groups graduated in Lower Saxony in 2011.

## Proportion of women by qualification level in 2012 and targets for 2020



Entering students

Current students

New graduates

Doctorates awarded

Habilitations awarded

Professors

C4/W3 professors

The following presentation of the further development of and new framework for TU Braunschweig's gender equality structures since the 2011 Interim Report shows – following the DFG's examples – how the university plans to meet our targets for 2020 and to anchor equality, family-friendliness and consideration of gender as firm pillars of TU Braunschweig's university culture.

### A. Structural equality standards

#### 1. Implementation in internal structures and processes

In July 2012, TU Braunschweig received the TOTAL E-QUALITY Award for the second time. A large part of the new equality structure went into the award application. In addition to a very positive overall impression, the judges' assessment praised the organisational culture as exceptionally positive, attesting to their belief in TU Braunschweig's excellent activities and lasting success. The strategic goal of incorporating gender aspects into research, teaching and administration is especially evident here, as well as in chapters A.2. and B.3.

## **1.1 Anchoring at the management level**

Gender equality is seen as a vital executive responsibility at TU Braunschweig which is why equality and family-friendliness fall under the President's area of responsibility. The Equal Opportunities Office for example, which reintegrated the Family Office in 2012, is one of the offices reporting directly to the President. The Equal Opportunities Officer attends every meeting of the Executive Committee as an advisor. This arrangement goes far beyond what the NHG (Niedersächsisches Hochschulgesetz, Lower Saxony Higher Education Act) requires in respect of the involvement of equal opportunities officers (§42, 3 NHG). She also regularly advises all the central committees. The Decentralised Equal Opportunities Officers are members of their respective departmental boards.

Since the 2011 Interim Report, the responsibility for gender equality has become even more firmly anchored at the management level. The Equality and Family Working Group and the Equality and Family Annual Meeting (Jour Fixe) were introduced in the autumn of 2012 to mark these topics even more clearly as cross-departmental and managerial issues. Their purpose is to coordinate activities in these areas in order to achieve synergies. The Equality and Family Working Group comprises the deans of the university's departments, the heads of the administrative departments, the chairperson of "TUBSundFamiliee.V.", an association that has been promoting and supporting family-friendliness since 2007, the Family Office Advisor, the Dual Career Couples Advisor, the chairperson of the Gender Equality Commission, as well as the Equal Opportunities Officer. The Equality and Family Jour Fixe is a regular meeting of the Working Group and TU Braunschweig's President.

In §2, Sec. 2 of its Statutes, TU Braunschweig commits to promoting true equal opportunities for men and women and to fulfilling the equality directive set forth in the NHG. In 2012, a comprehensive mission-statement and strategy process was implemented that encompasses the entire university. Equality and family-friendliness have already been identified as vital parts of a forthcoming mission statement and its underlying strategy. Tangible results are expected by the spring of 2013.

## **1.2 Decentralised equality structures and involvement of the departments and offices**

The involvement of the university's departments and offices was intensified by the creation of the Equality and Family Working Group and Annual Meeting. At the same time as the TU Braunschweig-wide equality concept Equal Opportunities 2020, decentralised equality plans were adopted by the departments for the first time. In addition to the target percentages of women at all qualification levels by 2020, they also contain department-specific supplements to the central measures. In their equality plans, the departments recognise the special responsibility of their management in achieving equal opportunities. At the Department of Architecture, Civil Engineering and Environmental Sciences, an Advisory Board on Research-

In the area of staffing and appointment procedures, the Decentralised Equal Opportunities Officers play an important role. They represent the central Equal Opportunities Officer in their departments and at the central facilities and are qualified to support such processes professionally thanks to their inside knowledge of the discipline in question. The Council of Decentralised Equal Opportunities Officers coordinates the activities of TU Braunschweig's Decentralised Equal Opportunities Officers. 2011 and 2012 saw an expansion of the further education of Decentralised Equal Opportunities Officers and of their culture of information exchanges and communication. In 2012, the Council of Decentralised Equal Opportunities Officers adopted a set of rules of procedures. The departments release the Decentralised Equal Opportunities Officers from their everyday duties as needed.

DD: Dean of the department, HAD: Head of administrative department, EFR: Equality and Family representatives

### **1.3 Cooperation with established experts**

After being downgraded in 2011, TU Braunschweig sought detailed advice from the DFG. In addition to many meetings at the operational level, a consultation meeting took place on September 28, 2011, between Prof. Dr. Ferdi Schüth, DFG's Vice President and head of the Research-Oriented Standards of Gender Equality Working Group, and Prof. Dr.-Ing. Dr. h. c. Jürgen Hesselbach, President of TU Braunschweig. TU Braunschweig took the downgrading as an inducement to starting a university-wide dialogue on gender equality. In addition to internal consultations, a panel discussion entitled "Quality through equal opportunities" (Qualität durch Chancengleichheit), held in Braunschweig on June 14, 2012, and organised within the framework of the NTH (Niedersächsische Technische Hochschule, an association of TU Braunschweig, Leibniz University Hannover and TU Clausthal), provided an opportunity to discuss gender equality with Prof. Dr. Ada Pellert, President of the DUW Institute for Professional Studies, Prof. Dr. Ferdi Schüth and Prof. Dr.-Ing. Dr. h. c. Jürgen Hesselbach.

At TU Braunschweig, the Equal Opportunities Officer provides advice on all topics relating to gender equality and family-friendliness to all university members, and in particular to the university's Executive Committee, the departments and the central bodies. During an update of TU Braunschweig's Statutes in 2012, the Equal Opportunities Officer's term of office has been extended from 4 to 6 years, or, in the case of re-election, 8 years. A re-election is now possible without advertising the position. The Executive Committee and the Senate also receive advice from the Gender Equality Commission, which cooperates closely with the Equal Opportunities Officer.

Since 2012, TU Braunschweig has been involved in a project supported by the Federal Ministry of Education and Research (BMBF): "Career and Management: Women in the German Science System at Research Institutes and Universities" (Frauen im deutschen Wissenschaftssystem in Forschungseinrichtungen und Universitäten), led by Prof. Dr. Carmen Leicht-Scholten of RWTH Aachen.

In cooperation with the Ostfalia University of Applied Sciences, TU Braunschweig has successfully secured one of the Maria-Goeppert-Mayer Professorships sponsored by the Ministry of Science and Culture of Lower Saxony (MWK). This MGM Professorship is entitled "Gender, Technology and Mobility" (Gender, Technik und Mobilität) and is in TU Braunschweig's Department of Mechanical Engineering. Prof. Dr.-Ing. Corinna Bath has held the position since December 2012, and we can expect innovative and exemplary inspiration from her work.

### **1.4 Equality-oriented organisational development**



In 2011 and 2012, TU Braunschweig pressed ahead with the gender-oriented development of its organisation. In the area of research, a report on gender research by the Scientific Commission of Lower Saxony (Wissenschaftliche Kommission Niedersachsen) gave TU Braunschweig an excellent assessment. The reasons for this were the university's internal research activities and its progress in the topic of gender and technology on the one hand and, on the other, the way that the Braunschweig Centre of Gender Studies, a joint project of TU Braunschweig, Ostfalia University of Applied Sciences and the Braunschweig University of Art since 2003, helps to pool and enhance these activities. The establishment of the Gender, Technology and Mobility Professorship at the Department of Mechanical Engineering was also evaluated as very positive. In addition, TU Braunschweig offers a Gender Consulting service providing advice on the incorporation of gender equality concepts and gender aspects into research applications. In April 2012 this service organised an EU-sponsored workshop on "Gender in Research as a Mark of Excellence" for TU Braunschweig researchers. In the field of education, in 2012 TU Braunschweig successfully raised its number of gender-oriented courses in teacher training and social sciences programmes. In engineering programmes, the new Gender, Technology and Mobility Professorship is expected to provide new impetus from 2013 onwards. Making use of the 2011 Recommendations of the Joint Science Conference (Gemeinsame Wissenschaftskonferenz, GWK), TU Braunschweig also plans to review the structure and contents of its STEM programmes with regard to their attractiveness to female students, making changes as necessary<sup>6</sup>.

In the area of structural organisational development, TU Braunschweig plans – in addition to the previously mentioned points such as further strengthening of managerial responsibility and intensified cooperation between the central and decentralised levels – to treat equality and gender research as criteria in the target agreements established between the university's Executive Committee and the departments, beginning in 2013. Gender assessments (see A.2) and an expansion of gender competency training available to appointment committees, Collaborative Research Centres, Research Training Groups and students (see B.3) are also relevant to organisational development.

## **2. Handling of data on the current equality situation**

During the restructuring of the university's Management Controlling Office, TU Braunschweig began to consistently survey and document the percentages of women in all its statistics and reporting procedures. In their decentralised equality plans, the departments have pledged to do the same. The data will be used to analyse the current equality situation and the effectiveness of specific measures at the central and decentralised levels. In addition to this equality monitoring, a central Gender Equality Ticker was added to TU Braunschweig's website to provide a quick overview of the current percentages of women at all qualification levels and in management positions, as well as a comparison of the number of female professors in relation to the number of female students in each department. The performance-based allocation of

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<sup>6</sup> Joint Science Conference, 2011: "Women in STEM subjects. Balancing activities in higher education", Bonn (available in German only).

funds by the state (Leistungsorientierten Mittelvergabe des Landes, LOM) factors in gender-related activities at 4%; since 2012 TU Braunschweig has been allocating these funds accordingly within the university. Based on LOM, we have developed a tool called the “Threshold Analysis of LOM Gender Parameters”. It presents the actual and forecast gains in case of a higher percentage of women at the various levels for each discipline. It demonstrates what the departments would gain by increasing their proportions of women and has been made available to them as a financial incentive instrument.

All of TU Braunschweig’s gender equality measures are evaluated on a regular basis. Most of the measures are subjected to scientific evaluation led by Prof. Dr. Simone Kauffeld, Head of the Department of Industrial/Organisational and Social Psychology (at the Institute of Psychology) and Vice President of Teaching, Studies and Further Education since December 2012. All the programmes designed to promote female secondary school students, university students, doctoral and habilitation candidates, and junior professors regularly follow up on the paths taken by their beneficiaries.

### **3. Improving competitiveness**

To improve its competitiveness, TU Braunschweig continues to expand and strengthen its family-friendly structures throughout the entire university. Achieving a family-friendly university is one of TU Braunschweig’s strategic goals. In January 2013, the third audit process (consolidation) will be launched to complete the Family-Friendly University Audit, and family-friendliness at TU Braunschweig has already been strengthened in the run-up to this process.

#### **3.1 Flexible work schedules and family-friendly work modes**

In addition to the available flextime and part-time scheduling options, periodic telecommuting was introduced at TU Braunschweig in 2010. After a benchmark study on work scheduling models at universities in Lower Saxony in 2012, we plan to add a trust-based model for scientific staff in 2013. TU Braunschweig also uses family-friendly meeting times.

The Family Office is a central point of contact and advice for all questions on balancing family with studies or work. It was therefore decided in 2012 to increase funds for the role of Family Office Advisor from 50% to 70% of pay grade TV-L E 13, and to make it a permanent position.

TU Braunschweig stays in touch with its employees during their parental leave. After their return, they receive support and a choice of flexible work schedules. Students with family responsibilities have various options for organising their studies with some flexibility, for example by studying part-time or making use of flexible exam dates. We also plan to offer grants to students and scientific staff for their return after taking family leave, possibly by means of TU Braunschweig’s newly-established Carolo Wilhelmina Foundation. In 2013, the Department of Architecture, Civil Engineering and Environmental Sciences began to offer grants to the department’s students with children, in cooperation with the Matthäi Foundation.

### 3.2 Childcare services

TU Braunschweig is continuously expanding its childcare services. In cooperation with the Student Services, two day nurseries with a total of 60 places have been opened in close proximity to the campus. Ten spots at an outside childcare centre, Kita Kinderwerk gGmbH, have been reserved for the children of TU Braunschweig's scientific staff. In November 2012, the university's Flexible Afternoon Childcare Service was expanded to cover full days. This is financed in equal parts by the departments and the central administration. The Holiday Care Service has been expanded beyond the summer months: for the autumn holidays, TU Braunschweig now cooperates with the Braunschweig Police Department to provide holiday care for the children of both institutions' employees. 2013 will see the first Easter Holiday Care Service. Since 2012, the central funds for holiday care have been a permanent budget item. A further expansion of childcare services is currently being planned. In 2012, new forms of flexible childcare were introduced for scientists at the Coordinated Research Centre 880 to supplement the day nursery services. If a child falls ill or there is an emergency outside the usual opening hours, the child can be cared for in his/her own home until 11 p.m. This service is considered a Best Practice.

### 3.3 Supporting individual life plans

TU Braunschweig supports Dual Career Couples (DCCs). Responsibility for the DCC Service lies with the Representative for Appointment Matters at the President's Office. The DCC network for Southeast Lower Saxony is continuously being expanded. In 2012, in cooperation with *Projektregion Braunschweig GmbH*, a position remunerated at 50% of pay grade TV-L E 13 was created to officially manage the network.

Also in 2012, the Family Office introduced the Mobility Grant in cooperation with the Braunschweigischer Hochschulbund, an association of friends and sponsors of TU Braunschweig. This grant is available to scientific staff members with family responsibilities. In case of a stay abroad, they can apply for funding to help them bring their children along, as well as a family member to look after them.

In 2011 and 2012, TU Braunschweig's Family Office carried out various measures focussing on fathers and on nursing care. A workshop entitled "A Family-Friendly University is Also Father-Friendly" (Eine familiengerechte Hochschule ist auch väterfreundlich!) was held to identify fathers' needs, with the results serving as a basis for developing father-specific offers at TU Braunschweig. As regards nursing care, comprehensive information was compiled for the reference of the university's staff and an informational event was held with an expert of the State Association for Health and Academy for Social Medicine in Lower Saxony (Landesvereinigung für Gesundheit und Akademie für Sozialmedizin Niedersachsen e. V.). A full-day symposium with nursing care experts was held in May 2012 in cooperation with the TUBSundFamilie e. V. association. Further events are planned for 2013, for example an informal regular meeting for

care-giving relatives.

#### **4. Transparent, well-structured formalised procedures**

Establishing transparent, well-structured formalised procedures is a stated goal of TU Braunschweig. Appointment procedures in particular have seen much improvement in recent years.

##### **4.1 Rules of procedure for unbiased assessments**

Since 2005, TU Braunschweig has had Appointment Guidelines that are applied consistently. The Representative for Appointment Matters is responsible for these procedures, from preparing the Profile Paper to issuing the appointment. In the Profile Paper, a tool consistently used in every appointment procedure, the characteristics of the available professorship are compiled before issuing the call for applications. The Appointment Guidelines state that the number of applications expected from female candidates must be specified, and the efforts made to actively recruit female applicants must be documented. In addition, the Guidelines for Eliminating Bias have been in force at TU Braunschweig since 2010. A training course entitled “Gender Competence in Appointment Procedures” (Genderkompetenz in Berufungsverfahren, see B.3) was introduced in 2011.

##### **4.2 Provisions against personal bias**

Every member of TU Braunschweig can seek help and advice from the Equal Opportunities Office, the Family Office, the Social Advisory Service or the Staff Council representatives if they encounter problems with their supervisors and/or assessors. Female students and doctoral and habilitation candidates in STEM subjects can take part in advisory and individual coaching sessions organised by the NTH programme fiMINT (Females in STEM) based at TU Braunschweig.

To prevent sexual harassment and assault, various awareness-raising measures were implemented in 2011 and 2012 in cooperation with the Equal Opportunities Officer and the Gender Equality Commission, including the campus-wide distribution of flyers on sexual harassment and sexism, assertiveness training for women, and polls among students and staff about their sense of safety on campus. An informational event on sexism and sexualised violence was held as part of a project sponsored by TU Braunschweig’s Future Fund: “Sexism and Sexualised Violence: Extent, Effects and Action Strategies with a Particular Focus on Institutes of Technology” (Sexismus und sexualisierte Gewalt: Ausmaß, Auswirkungen und Handlungsstrategien mit besonderer Berücksichtigung technischer Hochschulen). 2013 will see the introduction of a guideline against sexual discrimination and violence, as well as the creation of a counselling service for victims of sexual harassment and violence, the latter in cooperation with the Department of Developmental, Personality and Forensic Psychology, the Student

Counselling Service, the Equal Opportunities Office, the Social Advisory Service and the Staff Council representatives.

## **B. Personnel-related equality standards**

### **1. Personnel and allocation of resources**

TU Braunschweig promotes equality-oriented personnel development, in particular for STEM subjects. This correlates to its strategic goal of closing the gender gap in all the university's fields and at all of its qualification levels. To allow it to work on the basic tasks in this area, the Equal Opportunities Office has been allocated permanent funds to employ a specialist staff member (70%, pay grade TV-L E1). In addition to this, gender-oriented financial management was strengthened in 2012.

#### **1.1 Equality-oriented personnel development**

At TU Braunschweig, it is part of every appointment procedure to document the plans and efforts made to actively recruit female professors (see A.4.1). The Equal Opportunities Office's brochure on this topic is currently in the process of being revised and updated. In 2013, TU Braunschweig will submit its equality concept to the Female Professors Programme (Professorinnenprogramm) of the BMBF, seeking funding for three professorships.

Eliminating underrepresentation starts early: TU Braunschweig actively seeks to attract female secondary school students to STEM subjects. The Mentoring for Female Secondary School Students Programme (Mentoring für Schülerinnen), which has been available since the 2010 winter semester, allows female secondary school students to familiarize themselves with a STEM subject for one semester, accompanied by a student mentor. By now, there are waiting lists. Since 2012, TU Braunschweig has been taking part in the "Niedersachsen-Technikum" programme sponsored by the MWK. Female secondary school graduates complete a six-month placement with a technical company in the region. One day a week, they attend university lectures on engineering or computer sciences that will earn them credits for a later degree programme. Out of 60 participants at 12 universities in Lower Saxony, 14 participants – almost 25% – chose TU Braunschweig. For 10 years now, TU Braunschweig has been running the Agnes Pockels Pupils' Laboratory to introduce young pupils, both female and male, to science. Particular emphasis is placed on strengthening girls' perceived self-efficacy in the natural sciences. In addition to this, the Department of Mechanical Engineering (Department 4) and the Department of Electrical Engineering, Information Technology and Physics (Department 5) have department-specific programmes to help them to recruit female secondary school students. With its "π nut" programme, Department 4 offers these students the chance to complete their compulsory work placements at the department and offers guidance on writing technical papers for school. Department 5 supports "MuT – Mädchen und Technik" (Girls and Technology), a project organised by students and designed to lower the reticence that girls may have regarding electrical engineering and physics. Under the umbrella of the NTH and in cooperation with the

Qualification Campaign Lower Saxony (Qualifizierungsoffensive Niedersachsen), an event entitled “STEM Wins Female Secondary School Students” (MINT gewinnt Schülerinnen) will take place in March 2013, bringing together experts from science, schools, advisory services, vocational training and project management. The purpose of the event is to formulate recommendations for the creation and refinement of STEM projects for female secondary school students. TU Braunschweig is also working to recruit a larger percentage of female students as part of a nationwide competition sponsored by the BMBF: “Advancement through Education: Open University” (Aufstieg durch Bildung: Offene Hochschule). A set of measures has been developed by TU Braunschweig’s Equal Opportunities Officer and the Further Education in Engineering Sciences Group, a subproject of the “Mobility Economy” (Mobilitätswirtschaft) joint project which participates in the competition.

In contrast with STEM subjects, Educational Sciences and teacher training programmes have a low percentage of male students. The Department of Humanities and Educational Sciences is therefore planning measures to attract more men. In 2013, TU Braunschweig will start its collaboration in the “Men and Elementary School Teaching” (Männer und Grundschullehramt) project launched by the University of Hildesheim Foundation.

## **1.2 Gender-oriented financial management**

In 2012, TU Braunschweig expanded its gender-oriented financial management. As a financial incentive, the control parameter of 4% that the performance-based allocation of funds to universities by the state (LOM) awards for gender equality efforts, is now also used when funding is distributed within the university. TU Braunschweig’s Management Controlling Office has developed a tool called the “Threshold Analysis of LOM Gender Parameters” (see A.2).

Another area that was strengthened in 2012 is the long-term funding of gender equality structures. So far, these structures had been financed using a mix of temporary and permanent central funds and temporary tuition contribution funds. The new financial structure reflects the three strategic goals of the TU-wide Equal Opportunities 2020 equality concept: closing the gap of underrepresentation, family-friendliness and the lasting incorporation of gender into research, teaching and administration. To carry out fundamental tasks in the first two areas, the Equal Opportunities Office will receive, in addition to its basic funding, a permanent budget of €240,000.00 annually. This adds up to the following long-term funds:

<b>Long-term funding for gender and family from 2013</b>	<b>Annual funds</b>
Equal Opportunities Office basic budget (Equal Opportunities Officer: 100%, pay grade TV-L E 13; Academic Assistant: 66%, pay grade TV-L E 13; Administrative Employee: 100%, pay grade TV-L E 6; basic budget)	€176,000.00
Budget for fundamental gender and family tasks (Staff Member to plan measures that reduce underrepresentation: 70%, pay grade TV-L E 13; Family Office Advisor: 70%, pay grade TV-L E 13; childcare and material resources, including for events)	€240,000.00
<b>Total</b>	<b>€416,000.00</b>

Funding for the Braunschweig Centre of Gender Studies will come to an end after 2013. To ensure the inclusion of gender in research and teaching, TU Braunschweig decided in 2012 to continue funding the centre for an indefinite period of time with an annual budget of €63,400.00 (70%, pay grade TV-L E 13 for an Academic Assistant and material resources, including for events). This will also cover the Gender Consulting service. In combination with the Equal Opportunities Office's efforts to raise awareness on gender issues and to implement gender-related services within the administration (see A.1.4 and B.3), this demonstrates sufficient dedication to the third strategic goal of incorporating gender into research, teaching and administration.

TU Braunschweig's Equal Opportunities Office is also responsible for the "fiMINT" and "Niedersachsen-Technikum" projects. fiMINT is financed by NTH funds and has an overall annual budget of €135,000.00 until the end of 2013 (100%, pay grade TV-L E 13 for a Project Coordinator and material resources, including for events). The NTH plans to continue the programme. The Niedersachsen-Technikum is financed by the MWK with annual funds totalling €37,000.00 (50%, pay grade TV-L E 13 for a Project Coordinator and material resources). The funds will be available until February 2014. TU Braunschweig plans to continue the programme. "PROfessorin", a programme designed to provide relief to female professors who are exceptionally active in the university's self-government, has an annual budget of €50,000.000, initially for 2013 and 2014 (see B.2).

So far, the approved budget requests for gender-related activities amount to 2% of the centrally available tuition contribution funds. At the moment, the Equal Opportunities Office receives tuition contribution funds in the amount of €160,000.00 annually. If tuition contributions continue to be charged in Lower Saxony after 2013, or if the state provides compensatory funds, gender-related activities will continue to have these funds at their disposal.

## **2. Measures to ensure fair competition within the university**

To reduce underrepresentation and achieve equal opportunities for men and women, TU Braunschweig has a lifecycle-oriented programme to promote women, mainly in but not limited to STEM subjects. As part of the “Made-to-Measure Career” programme (Karriere nach Maß), female students in any discipline can benefit from advisory services and training opportunities to advance their careers in science or industry. They can also participate in a mentoring programme, learning from experienced professional mentors from both of those spheres. Through the NTH, female STEM students can take part in the Germany-wide “Femtec” programme designed to strengthen women in managerial positions in industry. In 2012, the Braunschweig Soroptimist International Prize for Highly-Committed Female Students was established at TU Braunschweig. Beginning in 2013, the €1,500.00 prize will honour female students for their exceptional commitment to society and/or the university and/or for special achievements in balancing family life and academic life. Since 2009, female TU Braunschweig students in Mechanical or Electrical Engineering can apply for grants sponsored by Intel. The Equal Opportunities Office is involved in the choice of grant recipients. The proportion of women among TU Braunschweig’s Deutschlandstipendium grant holders is much higher than among TU Braunschweig’s total student body: for the 2012/13 grant year, it was nearly 50%.

The NTH project fiMINT supports female students, doctoral and habilitation candidates, and junior professors in STEM subjects by means of key qualification workshops led by certified trainers, individual coaching sessions, and networking events. In 2011 and 2012, the annual fiMINT Forum was opened by Prof. Dr. Johanna Wanka, Minister of Science and Culture in Lower Saxony. fiMINT cooperates with Collaborative Research Centres and Research Training Groups and helps them implement gender-sensitive and pro-women activities. TU9, the alliance of Germany’s leading institutes of technology, is currently building up a network of its Equal Opportunities Officers to develop measures for promoting female scientists. One of the proposals is “Mentoring for Young Female TU9 Scientists”, where a young talent at one TU receives guidance from a professor, male or female, working in the same field but from a different TU. In addition, TU Braunschweig plans to introduce a programme offering women support for the completion of their degree or doctoral programme. For undergraduate students, funding may be provided from TU Braunschweig’s Carolo Wilhelmina Foundation. “ProNet+ Getting to the Top by Networking” (ProNet+ Mit Networking an die Spitze) is a project sponsored by the BMBF and led by Prof. Dr. Sabine Kauffeld, Head of the Department of Industrial/Organisational and Social Psychology (at the Institute of Psychology), and Vice President of Teaching, Studies and Further Education. It investigates the influence of networking on women’s careers, as well as possibilities for improving networking behaviour.

Two programmes were established in 2011 and 2012 to provide support to female professors: “Coaching for Female Professors” is a joint project of the university’s Equal Opportunities Office, the TU Braunschweig-based Center of Excellence in Lower Saxon Higher Education (CELSHE) and the internal Personnel Development Department that offers coaching sessions on various topics such as leadership and conflict management. The NHG specifies that the percentage of women in committees and other bodies must be at least 40%, and 50% on election ballots. In areas where female professors are underrepresented, this places a disproportionate strain on them. To bring relief to female professors who are disproportionately active in the university’s academic self-government, the “PROfessorin” programme provides compensation in the form of research assistant hours and material resources. At the moment, we are looking into the possibility of reducing their teaching obligations or granting an additional performance level with regard to the W salary



scale<sup>7</sup>. If feasible, these options will be included in the programme. TU Braunschweig has earmarked an initial €50,000.00 annually for 2013 and 2014. After an evaluation, it will be decided whether or not the programme will be continued. As part of the “teach4TU” programme sponsored by the BMFM, female professors can also make use of targeted offers to earn further teaching qualifications.

### **3. Measures to counteract distorting effects**

In 2011 and 2012, TU Braunschweig expanded its portfolio of gender competency workshops. A training course entitled “Gender Competency in Appointment Procedures” was introduced in 2011 and is open to all appointment committees. Gender workshops were organised for all of TU Braunschweig's Research Training Groups. At the CRC 880, an entire programme line on “Gender & Diversity as Communication and Leadership Skill” (Gender & Diversity als Kommunikations- und Führungskompetenz) is currently being developed in cooperation with the Equal Opportunities Officer. Any TU Braunschweig student can participate in the “Gender & Diversity” social sciences seminar organised by the Equal Opportunities Officer to earn credit points for interdisciplinary skills. The same applies to the “Two-in-One Training Course: Communication and Gender Competency” (Two-in-One-Training: Kommunikations- und Genderkompetenz), which is also organised by the Equal Opportunities Officer. From 2013 onwards, further expansion of the gender competency training courses is planned, in particular for scientific and administrative personnel managers throughout the university.

Lately, diversity issues have been incorporated into some of the gender competency training courses. Due to their often international members, CRCs and Research Training Groups have a real need for this. Also within the Open University group, diversity at the university is receiving growing attention. TU Braunschweig therefore plans to establish a diversity network in 2013.

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<sup>7</sup> TN: University professors in Germany are paid according to the W salary scale (Besoldungsordnung W).

Personnel-related equality standards / Targets // TU Braunschweig														
	Initial situation on 29/04/2009				Situation on 15/02/2011				Current situation on [Date of Final Report, 2013]				Target for 2013*	
	number		%		number		%		number		%		Previous target [if different]*	
	m	f	m	f	m	f	m	f	m	f	m	f	m	f
Entering students	1,566	1,174	57	43	1,910	1,440	57	43	2,239	1,621	58.1	41.9	N/A	N/A
Current students	7,413	4,982	60	40	8,601	5,560	60.7	39.3	1,0207	6,090	62.6	37.4	N/A	N/A
New graduates													***	***
Total	684	580	54	46	503	596	45.8	54.2	767	664	53.6	46.4		
Excl. BA, Teacher Training, Architecture	542	277	65	35	305	146	67.6	32.4	669	380	63.8	36.2		
Number of doctorates awarded	181	89	67	33	159	95	62.6	37.4	180	118	60.4	39.6	62-65	35-38
Number of habilitations awarded	8**	3**	73**	27**	7	1	87.5	12.5	7	3	70	30	N/A	N/A
Junior professors	16	1	94	6	12	0	100	0	10	0	100	0	N/A	N/A
Professors (total)	211	31	87	13	176	37	82.6	17.4	172	37	82.3	17.7	83-85	15-17
C3/W2 <sup>8</sup> professors	62	15	80.5	19.5	40	21	65.6	34.4	49	18	73.1	28.9		
C4/W3 professors	133	15	90	10	124	16	88.6	11.4	113	19	85.6	14.4	N/A	N/A
Managers – mid and upper levels													****	****
Heads of Department	4	2	67	33	4	2	67	33	3	3	50	50		
Deans	5	1	83	17	5	1	83	17	5	1	83.3	16.7		
President + Vice Presidents	4	1	80	20	4	1	80	20	4	1	80	20		

\* Insert columns from the interim reports here. Please refrain from making any further changes!

\*\* Average value for 2006-2008

\*\*\* When looking at cohorts, the percentage of female graduating students should equal the number of female university entrants.

\*\*\*\* Average value for three terms of office with at least one woman on the Executive Committee and among the Deans

<sup>8</sup> TN: C3 and W2 are the second highest salary grades for university professors.

Personnel-related equality standards / Targets // Carl-Friedrich Gauß Department															
Academic career level	Initial situation** on 29/04/2009				Situation on 15/02/2011				Current Situation on [Date of Final Report, 2013]				Target*+* for 2013*		
													Previous target [if different]*		
Personnel-related equality standards / Targets // Carl-Friedrich Gauß Department	number		%		number		%		number		%		%		
	m	f	m	f	m	f	m	f	m	f	m	f	m	f	
Entering students															
Economics	48	15	76.2	23.8	56	11	83.6	16.4	86	24	78	22	75	25	
Social Sciences	39	101	27.9	72.1	83	44	65.4	34.6	58	103	36	64	N/A	N/A	
Computer Sciences	97	14	87.4	12.6	121	21	85.2	14.8	101	21	83	17	88	12	
Mathematics	48	28	63.2	36.8	67	50	57.3	42.7	75	42	64	36	57.5	42.5	
Current students															
Economics	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	370	98	79	21	N/A	N/A	
Social Sciences									261	402	39	61			
Computer Sciences									546	92	86	14			
Mathematics									236	158	60	40			
New graduates															
Economics	29	7	80.6	19.4	24	5	83.7	16.3	28	8	78	22	80	20	
Social Sciences	40	55	42.1	57.9	47	55	45.8	54.2	25	33	43	57	N/A	N/A	
Computer Sciences	65	5	92.9	7.1	73	9	89.4	10.6	50	7	88	12	88	12	
Mathematics	25	19	58.5***	41.5***	31	36	46.5	53.5	30	10	75	25	57.5	42.5	
Number of doctorates awarded															
Economics	5	3	71.7***	28.3***	4	2	66.7	33.3	4	2	67	33	62.5	37.5	
Social Sciences	1	1	50	50	2	1	66.7	33.3	0	1	0	100****	50	50	
Computer Sciences	7	5	83***	17***	6	1	85.7	14.3	7	2	78	22	88	12	
Mathematics	5	0	88.9***	11.1***	3	1	75	25	5	1	83	17	N/A	N/A	
Number of habilitations awarded															
Economics	0	0	0	0	0	0	0	0	0	0	N/A	N/A	100	0	
Social Sciences	1	0	100	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	
Computer Sciences	0	0	0	0	0	1	0	100	0	1	0	100	N/A	N/A	
Mathematics	1	0	100	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	
Junior professors															
Economics	0	0	0	0	0	0	0	0	0	0	N/A	N/A	100	0	
Social Sciences	0	0	0	0	0	0	0	0	0	0	N/A	N/A	N/A	N/A	
Computer Sciences	0	0	0	0	0	0	0	0	1	0	100	0	N/A	N/A	
Mathematics	1	0	100	0	1	0	100	0	1	0	100	0	N/A	N/A	
Professors (total)															
Economics	9	1	93***	7***	9	1	90	10	10	1	91	9	90	10	
Social Sciences	4	0	100	0	4	0	100	0	4	0	100	0	N/A	N/A	
Computer Sciences	10	1	90.9	9.1	9	1	90	10	10	2	83	17	91	9	
Mathematics	11	2	84.6	15.4	13	2	86.7	13.3	11	2	85	15	N/A	N/A	
C3/W2 professors															
Economics					2	0	100	0	2	0	100	0	N/A	N/A	
Social Sciences					1	0	100	0	1	0	100	0	N/A	N/A	
Computer Sciences					1	0	100	0	1	0	100	0	N/A	N/A	
Mathematics	N/A	N/A	N/A	N/A	6	1	85.7	14.3	4	1	80	20	N/A	N/A	
C4/W3 professors															
Economics					7	1	87.5	12.5	8	1	89	11			
Social Sciences	N/A	N/A	N/A	N/A	3	0	100	0	3	0	100	0	N/A	N/A	
Computer Sciences					8	1	88.9	11.1	8	2	80	20			
Mathematics					6	1	85.7	14.3	6	1	86	14			
Managers – mid and upper levels Heads of Department + Deans	N/A	N/A	N/A	N/A	1	1	50	50	1	1	50	50	N/A	N/A	

\* Insert columns from the interim reports here. Please refrain from making any further changes!

\*\* Unless otherwise noted: status, 2008

\*\*\* Average value, 2006-2008

\*+\* Average value, 2011-2013

\*\*\*\* The absolute figure is too low for the specified period.

Corrections have been made to the graduating student figures, reporting day 15/02/2011

## Personnel-related equality standards / Targets // Department of Life Sciences

Academic career level	Initial situation** on 29/04/2009				Situation on 15/02/2011				Current situation on [Final Status Report, 2013]				Target for 2013*	
													Previous target [if different]*	
	number		%		number		%		number		%		%	
	m	f	m	f	m	f	m	f	m	f	m	f	m	f
<b>Entering students</b> BA, Diploma, State Examination (not MA) 2009/10 winter semester / 2010 summer semester	120	271	31	69	141	325	30.3	69.7	152	236	39	61 (15/12/12)	31	69
<b>Current students</b> 2009/10 winter semester / 2010 summer semester	N/A	N/A	N/A	N/A	695	1,478	32	68	787	1,524	34	66 (15/12/12)	32	68
<b>New graduates</b> BA, Diploma, State Examination (not MA) 2009/10 winter semester / 2010 summer semester	N/A	N/A	N/A	N/A	88	188	31.9	68.1	47	64	42	58*** (summer sem. 12)	N/A	N/A
<b>Number of doctorates awarded</b>	54	54	50	50	46	49	48.4	51.6	57	76	43	57 (2011)	50	50
<b>Number of habilitations awarded</b>	2	2	50	50	3	1	75	25	5	2	71	29 (2011)	N/A	N/A
<b>Junior professors</b>	2	0	100	0	3	0	100	0	2	0	100	0 (1/12/2012)	N/A	N/A
<b>Professors (total)</b> 2011: 1 of which positions is vacant	37	8	82	18	36	9	80	20	33	8	80	20 (1/12/12)	80	20
<b>C3/W2 professors</b>	15	5	75	25	13	6	68.4	31.6	15	4	78.9	21.1	N/A	N/A
<b>C4/W3 professors</b> 2011: 1 of which positions is vacant	20	3	87	13	20	3	87	13	16	4	80	20 (1/12/12)	87	13
<b>Managers – medium and highest level ****</b> Heads of Department Deans (elected)	1 5	1 0	50 100	50 0	1 5	1 0	50 100	50 0	1 4	1 1	50 80	50 20	50 80	50 20

\* Insert columns from the interim reports here. Please refrain from making any further changes!

\*\* Status, 2008

\*\*\* Excluding State Examinations (figures not available to the Department)

\*\*\*\* Dean and Heads of Department

Personnel-related equality standards / Targets // Department of Architecture, Civil Engineering and Environmental Sciences														
Academic career level	Initial situation** on 29/04/2009				Situation on 15/02/2011				Current situation on [Date of Final Report, 2013]				Target for 2013*	
													Previous target [if different]*	
	number		%		number		%		number		%		%	
	m	f	m	f	m	f	m	f	m	f	m	f	m	f
<b>Entering students</b>														
Architecture	49	71	41	59	76	120	39	61	119	167	41.6	58.4	50	50
Civil Engineering	141	72	66	34	232	90	72	28	293	159	64.8	35.2	60	40
Geocology	14	23	38	62	22	44	33	67	11	23	32.4	67.6	40	60
<b>Current students</b>														
Architecture	304	310	50	50	277	402	41	59	365	474	43.5	56.5	50	50
Civil Engineering	578	293	66	34	917	442	67	33	1332	639	67.6	32.4	62	38
Geocology	88	112	44	56	84	141	37	63	65	110	37.1	62.9	40	60
<b>New graduates</b>														
Architecture	50	56	47	53	29	51	36	64	55	85	39.3	60.7	50	50
Civil Engineering	55	18	75	25	40	15	73	27	99	82	54.7	45.3	70	30
Geocology	10	17	37	63	30	13	70	30	12	18	40	60	40	60
<b>Number of doctorates awarded</b>														
Architecture	2	1	67	33	1	1	50	50	2	3	40	60	60	40
Civil Engineering	18	5	78	22	16	6	73	27	15	4	78.9	21.1	70	30
Geocology	1	1	50	50	1	1	50	50	1	1	50	50	45	55
<b>Number of habilitations awarded</b>														
Architecture	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A
Civil Engineering	1	0	100	0	0	0	0	0	0	0	0	0	70	30
Geocology	1	0	100	0	0	0	0	0	0	0	0	0	50	50
<b>Junior professors</b>														
Architecture	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A
Civil Engineering	2	1	67	33	2	1	67	33	1	1	50	50	70	30
Geocology	0	0	0	0	0	0	0	0	0	0	0	0	N/A	N/A
<b>Professors (total)</b>														
Architecture	12	3	80	20	11	4	73	27	9	4	69.2	30.8	67	33
Civil Engineering	21	0	100	0	20	0	100	0	15	1	93.7	6.3	97.5	2.5
Geocology	4	1	80	20	4	1	80	20	4	1	80	20	75	25
<b>C3/W2 professors</b>														
Architecture	3	2	60	40	3	2	60	40	2	1	6.7	3.3	N/A	N/A
Civil Engineering	4	0	100	0	4	0	100	0	4	0	100	0	N/A	N/A
Geocology	3	1	75	25	3	1	75	25	3	1	75	25	N/A	N/A
<b>C4/W3 professors</b>														
Architecture	9	1	90	10	8	2	80	20	7	3	70	30	70	30
Civil Engineering	17	0	100	0	16	0	100	0	11	1	91.7	8.3	95	5
Geocology	1	0	100	0	1	0	100	0	1	0	100	0	N/A	N/A
<b>Managers – mid and upper levels</b> Heads of Department + Deans	1	1	50	50	1	1	50	50	3	3	50	50	50	50

\* Insert columns from the interim reports here. Please refrain from making any further changes!

\*\* Status, average value, 2006-2008

Personnel-related equality standards / Targets // Department of Mechanical Engineering														
Academic career level	Initial situation** 29/04/2009				Situation 15/02/2011				Current situation [Date of Final Report, 2013]				Target for 2013*	
													Previous target [if different]*	
	number		%		number		%		number		%		%	
	m	f	m	f	m	f	m	f	m	f	m	f	m	f
Entering students	608	86	86.9	13.1	496	67	88.1	11.9	747	110	87	13	82	18
Current students	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	3547	483	88	12	N/A	N/A
New graduates	216	51	83.3	16.7	228	41	84.8	15.2	442	97	82	18	87	13
Number of doctorates awarded	50	10	87.9	12.1	64	15	81	19	35	5	87.5	12.5	85	15
Number of habilitations awarded	2	0	100	0	0	0	0	0	0	0	0	0	N/A	N/A
Junior professors	6	0	100	0	3	0	100	0	3	0	100	0	85	15
Professors (total)	24	1	95.8	4.2	25	0	100	0	24	2	92	8	93	7
C3/W2 professors	1	0	100	0	1	0	100	0	1	1	50	50	N/A	N/A
C4/W3 professors	23	1	95.8	4.2	24	0	100	0	23	1	95.7	4.3	93	7
Managers – mid and upper levels	4	1	80	20	4***	1***	80***	20***	5	0	100	0	75	25

\* Insert columns from the interim reports here. Please refrain from making any further changes!

\*\* Status, 2008 (absolute figures); average values, 2006-2008 (percentages)

\*\*\* Status, December 2010

Corrections have been made to the professorial figures for 2009 and 2011

Personnel-related equality standards / Targets // Department of Electrical Engineering, Information Technology and Physics														
Academic career level	Initial situation** 29/04/2009				Situation 15/02/2011				Current situation [Date of Final Report, 2013]				Target for 2013*	
	number		%		number		%		number		%		Previous target [if different]*	
	m	f	m	f	m	f	m	f	m	f	m	f	m	f
Entering students	260	46	82.3	17.7	322	45	87.7	12.3	413	58	87.7	12.3	82.3	17.7
Current students	1,030	156	86.8	13.2	1,115	149	88.2	11.8	1260	175	87.8	12.52	N/A	N/A
New graduates	104	36	74.6	25.7	178	24	88.1	11.9	149	24	86.1	13.8	N/A	N/A
Number of doctorates awarded	33	3	91.7	8.3	51	10	83.6	16.4	32	6	84.2	15.8	91.7	8.3
Number of habilitations awarded	1	0	100	0	3	0	100	0	N/A	N/A	N/A	N/A	N/A	N/A
Junior professors	4	0	100	0	1	0	100	0	N/A	N/A	N/A	N/A	75	25
Professors (total)	35	2	94.3	5.7	31	2	93.9	6.1	28	2	92.9	7.1	93.9	6.1
C3/W2 professors	17	1	94.4	5.6	14	1	93.3	6.7	12	1	92.3	7.7	N/A	N/A
C4/W3 professors	18	1	94.74	5.26	17	1	94.4	5.6	16	1	94.1	5.9	94.7	5.3
Managers – mid and upper levels	15	0	100	0	14	1	93.3	6.4	13	2	86	14	100	0

\* Insert columns from the interim reports here. Please refrain from making any further changes!

\*\* Status, 2008

Personnel-related equality standards / Targets // Department of Humanities and Educational Sciences													
Academic career level	Initial situation 29/04/2009				Situation 15/02/2011				Current Situation [Date of Final Report, 2013]				Target for 2013*
													Previous target [if different]*
	number		%		number		%		number		%		%
	m	f	m	f	m	f	m	f	m	f	m	f	m f
<b>Entering students</b> 2008/09 winter semester / 2010/11 winter semester	142	447	24.1	75.9	129	450	22.3	77.7	152	461	24.8	75.2	eliminated
<b>Current students</b> (Numbers determined on certain reference days)	369	1,073	25.6	74.4	383	1,123	25.4	74.6	450	1220	26.9	73.1	eliminated
<b>New graduates</b> Only BA/MA degree programmes in 2008 and 2010	69	276	20	80	99	397	20	80	90	333	21.3	78.7	eliminated
<b>Number of doctorates awarded</b> 2008 / 2010	5	6	45.5	54.5	3	8	27.3	72.7	8	13	38.1	61.9	eliminated
<b>Number of habilitations awarded</b> Average values, 2005-2008 / 2009-2010	1	3	25	75	4	2	66.7	33.3	1	0	100	0	eliminated
<b>Junior professors</b> 2011: 2 <sup>nd</sup> junior professorship (Heyne Junior Professorship) currently under way	1	0	100	0	1	0	100	0	2	0	100	0	50 50
<b>Professors (total)</b> Incl. W2 Head in Protestant Theology, currently filled with an E 13 candidate (m); Status, 2008: 19 (m) / 12 (f)	18	12	60	40	17	14	54.9	45.1	13	13	50	50	53.1 46.9
<b>C3/W2 professors</b>	6	8	42.9	57.1	6	9	64	36	4	9	30.8	69.2	
<b>C4/W3 professors</b>	12	4	75	25	11	5	69	31	9	4	69.2	30.8	68.7 31.3
<b>Managers – mid and upper levels**</b> Heads of Department + Deans	2	1	66.7	33.3	2	2	50	50	2	2	50	50	eliminated

\* Insert columns from the interim reports here. Please refrain from making any further changes!

\*\* Status, April 2009 / February 2011 (value for 2009 without Heads of Department, otherwise also 50/50)





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