



Carl-Friedrich Gauß Department

Equality Plan of the Carl-Friedrich Gauß Department

Equal Opportunities 2020

This document also functions as the Statement of the Carl Friedrich Gauß Department (Department 1) on TU Braunschweig's Final Report on the DFG¹'s Research-Oriented Standards on Gender Equality 2013

Preliminary remarks

The Carl-Friedrich Gauß Department is committed to providing equal opportunities in the sciences and supports the implementation of the equality directive as it is set out in §3 Sect. 3 NHG (Niedersächsisches Hochschulgesetz, Lower Saxony Higher Education Act). For this reason, the Carl-Friedrich Gauß Department has developed this Decentralised Equality Plan, which also serves as the department's statement on the Final Report of the DFG's Research-Oriented Standards on Gender Equality. This Decentralised Equality Plan is a department-specific supplement to the university's Central Equality Plan. It will form part of TU Braunschweig's Final Report on the DFG's Research-Oriented Standards on Gender Equality.

The targets for gender relations set forth in this Decentralised Equality Plan – as well as in all the other decentralized equality plans and in the Central Equality Plan – are to be met by 2020. This timing was defined to enable significant changes, in particular in the area of professorships: comparatively few new appointments are scheduled for the period from 2013 to 2016, but starting in 2017, a larger number of professorial positions will become vacant at TU Braunschweig.

The Carl-Friedrich Gauß Department is committed to the following targets (Section 1) and measures (Section 2) in the areas structural basis of equality (Section 2.1), closing the gap of underrepresentation (Section 2.2), becoming a family-friendly university (Section 2.3), and the

¹ 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).

incorporation of gender into research, teaching and administration (Section 2.4).

1. Targets for 2020

Mathematics

Qualification level	Actual figure, 2012	Target for 2020
Entering female students	36%	45%
Current female students	40%	45%
New female graduates	25%	50%
Female doctoral graduates	16%	25%
Female habilitation ² graduates	–	–*
Female junior professors	0%	–**
Female professors (total)	15.4%	23.1%
Female C4/W3 ³ professors	14.3%	28.6%
Women in executive positions at the departmental level	50%	50%

* The absolute number of habilitations is very low.

** No appointments of junior professors are planned.

Computer Science

Qualification level	Actual figure, 2012	Target for 2020
Entering female students	17%	20%
Current female students	14%	20%
New female graduates	12%	20%
Female doctoral graduates	22.2%	25%
Female habilitation graduates	100%	–*
Female junior professors	0%	–**
Female professors (total)	16.7%	25%
Female C4/W3 professors	20%	30%
Women in executive positions at the departmental level	50%	50%

* The absolute number of habilitations is very low.

** No appointments of junior professors are planned.

² TN: A habilitation is a post-doctoral qualification and the most common path for obtaining a professorship in Germany.

³ TN: C4 and W3 are the highest salary grades for university professors.

Economics

Qualification level	Actual figure, 2012	Target for 2020
Entering female students	22%	25%
Current female students	21%	25%
New female graduates	22%	25%
Female doctoral graduates	33%	37.5%
Female habilitation graduates	–	–*
Female junior professors	–	50%
Female professors (total)	9.1%	20%
Female C4/W3 professors	11.1%	25%
Women in executive positions at the department level	50%	50%

* The absolute number of habilitations is very low.

Social Sciences

Qualification level	Actual figure, 2012	Target for 2020
Entering female students	64%	50%
Current female students	61%	50%
New female graduates	57%	50%
Female doctoral graduates	100%*	50%
Female habilitation graduates	–	–**
Female junior professors	–	–***
Female professors (total)	0%	20%
Female C4/W3 professors	0%	33.3%
Women in executive positions at the departmental level	50%	50%

* The number of doctorates awarded in the period in question was very low.

** The absolute number of habilitations is very low.

*** No appointments of junior professors are planned.

2. List of measures

The following measures are intended to ensure that equality and family-friendliness become integral parts of the organizational culture in the Carl-Friedrich Gauß Department, and that the set targets are met.

2.1 Structural anchoring of gender equality

In the interest of the advancement of equal opportunities, gender equality will be anchored in our department's structure.

2.1.1 Responsibility at the executive level

Equal opportunities are a value that should be upheld by each and every member of the Carl-Friedrich Gauß Department, with the department's leadership bearing special responsibility for ensuring this value is put into practice.

2.1.2 Equality and Family Working Group and Jour Fixe

The Dean of the Carl-Friedrich Gauß Department takes part in the Equality and Family Working Group (AG Gleichstellung und Familie) and the Equality and Family Jour Fixe (Jour Fixe Gleichstellung und Family, an annual meeting). The Working Group comprises the deans of the university's departments, the heads of the administrative departments, the chairperson of the "TUBSundFamilie e.V." association, the Family Office Advisor, the Dual Career Couples Advisor, the chairperson of the Gender Equality Commission as well as the Equal Opportunities Officer. The purpose of the Working Group is to coordinate activities relating to gender equality and family-friendliness in order to achieve synergies. It meets once every summer semester. The Equality and Family Jour Fixe is a meeting attended by the Working Group and TU Braunschweig's President. It takes place once every winter semester.

2.1.3 Decentralised Equal Opportunities Officers

Department 1's Decentralised Equal Opportunities Officers have a say in all of the department's staffing and appointment procedures. In certain areas, the Carl-Friedrich Gauß Department provides the Decentralised Equal Opportunities Officers with compensation as detailed in the President's Recommendation of 6 November 2008.

2.1.4 Gender assessments

The Carl-Friedrich Gauß Department regularly reports gender relations at all qualification levels in its statistics. It practices gender assessments, a top-down management process to ensure the achievement of gender equality.

2.2 Closing the gap of underrepresentation

At the Carl-Friedrich Gauß Department, women are underrepresented at the higher qualification levels in all of the department's disciplines, albeit with significant differences between disciplines. The underrepresentation of women differs greatly between the individual disciplines due to their specific characteristics. Taking these differences into account, the department is taking the following steps to rectify underrepresentation and to increase the proportion of women in all areas on a lasting basis.

2.2.1 Recruiting and supporting female secondary school students

To get female secondary school students interested in computer science, business information systems and mathematics programmes - preferably at TU Braunschweig - the Carl-Friedrich Gauß Department takes part in a number of promotional and informational programmes. These programmes either target female secondary school students directly (like "Robotics for Girls", Robotik für Mädchen, for instance), or a gender-sensitive approach is incorporated into the concept. On "Computer Science Day" (Tag der Informatik), for example, female students are actively encouraged to participate as speakers and role models. The same is true for the "Mathematics Locomotive" (Mathe-Lok) and "Mathematics Working Group" (Mathe-AG), and for similar projects in Economics.

Department 1 is also involved in the female secondary school student projects coordinated by the Equal Opportunities Office: "Future Day for Girls and Boys" (Zukunftstag für Mädchen und Jungen), "Mentoring for Female Secondary School Students" (Mentoring für Schülerinnen) and the "Niedersachsen-Technikum" programme.

2.2.2 Supporting female students

In the mathematics and computer science programmes, female tutors act as role models. Female students usually receive guidance from female research associates. In addition to

this, the department's female professors make themselves available for various events, to serve as role models.

Department 1's professors regularly urge suitable female candidates to consider enrolling in a Master's degree or doctoral programme and/or to apply for doctorate or habilitation positions. New lecturers and professors are made aware of this. Female students are also regularly nominated for awards.

Department 1 is also involved in the female student projects coordinated by the Equal Opportunities Office: "Tailored Career" (Karriere nach Maß), which offers key competencies and mentoring for female students, and "fiMINT" which offers various qualification opportunities for women in STEM fields.

2.2.3 Supporting female doctoral students

Department 1's professors regularly urge suitable female scientists to consider taking up and/or pursuing a career in science. Female scientists with a completed doctorate are regularly encouraged to apply for habilitation positions, junior professorships or post-doc positions at the local, national and international levels. Talented young women are included in research alliances. Suitable female candidates are nominated for competitions and awards on a regular basis.

Department 1 also participates in the qualification courses and networking opportunities offered by the fiMINT programme.

2.2.4 Supporting female habilitation students

The current number of habilitation students is very low at Department 1. But when female scientists opt to enrol in habilitation studies, they receive intensive guidance and individual support. Department 1 is also involved in fiMINT's qualification courses and networking opportunities for young female scientists. Female habilitation graduates are urged to apply for professorships.

2.2.5 Supporting female applicants in appointment procedures

At Department 1, women applying for a professorship receive guidance and individual support from female professors. The department advocates for the active recruitment of female professors and will follow the corresponding guideline that is currently being prepared

by the Equal Opportunities Office.

2.3 Family-friendly university

The Carl-Friedrich Gauß Department actively advocates for a balance between family life and studying for its students, or between family life and work, for the benefit of its students, scientific, technical and administrative staff. Both parents and family care-givers are considered to be people with family responsibilities.

2.3.1 Supporting students with family responsibilities

At the Carl-Friedrich Gauß Department, students with children receive special support, for example a flexible choice of examination dates.

2.3.2 Supporting scientific staff with family responsibilities

Department 1 supports its employees who are on parental leave by keeping in touch with them and continuing to involve them in the department's planning procedures. Employees with family responsibilities are offered flexible work arrangements (for example the option of working from home). Where possible, we extend qualification times as specified in the Academic Fixed-Term Contracts Act (Wissenschaftszeitvertragsgesetz).

2.3.3 Flexible child care

The Carl-Friedrich Gauß Department actively advocates for flexible child care at TU Braunschweig. Departments 1, 3, 4 and 5 and the central administration contribute to its financing.

2.3.4 Family-Friendly University Audit

The Carl-Friedrich Gauß Department advocates for our continued development towards being a family-friendly university. It regularly takes part in the audit process of the same name.

2.4 Incorporation of gender into research, teaching and administration

The Carl-Friedrich Gauß Department strives to intensify the inclusion of gender into research,

teaching and administration.

2.4.1 Gender in research and teaching

In research, gender-oriented topics are incorporated and promoted by the Department of Information Management at the Institute of Business Information Systems, as well as by the Institute of Social Sciences. More institutes are also planning to incorporate gender issues. Throughout the department, doctoral candidates researching gender-oriented questions are receiving support.

Gender-oriented lectures and seminars are held regularly at the Department of Information Management within the Institute of Business Information Systems and at the Institute of Social Sciences. At other institutes, similar offers are in the works.

2.4.2 Gender and diversity as a communications and managerial skill

The Carl-Friedrich Gauß Department is involved in the “Gender Competency for Appointment Committees” (Genderkompetenz in Berufungsverfahren) training course that aims to raise appointment committee members’ awareness of gender issues. The department also supports the development of courses to raise awareness of gender and diversity in (future) managers and personnel managers.

2.4.3 Gender-neutral language

At some of the department’s institutes, gender-neutral language is already in practice. Department 1 plans to implement gender-neutral language comprehensively throughout the organisation.