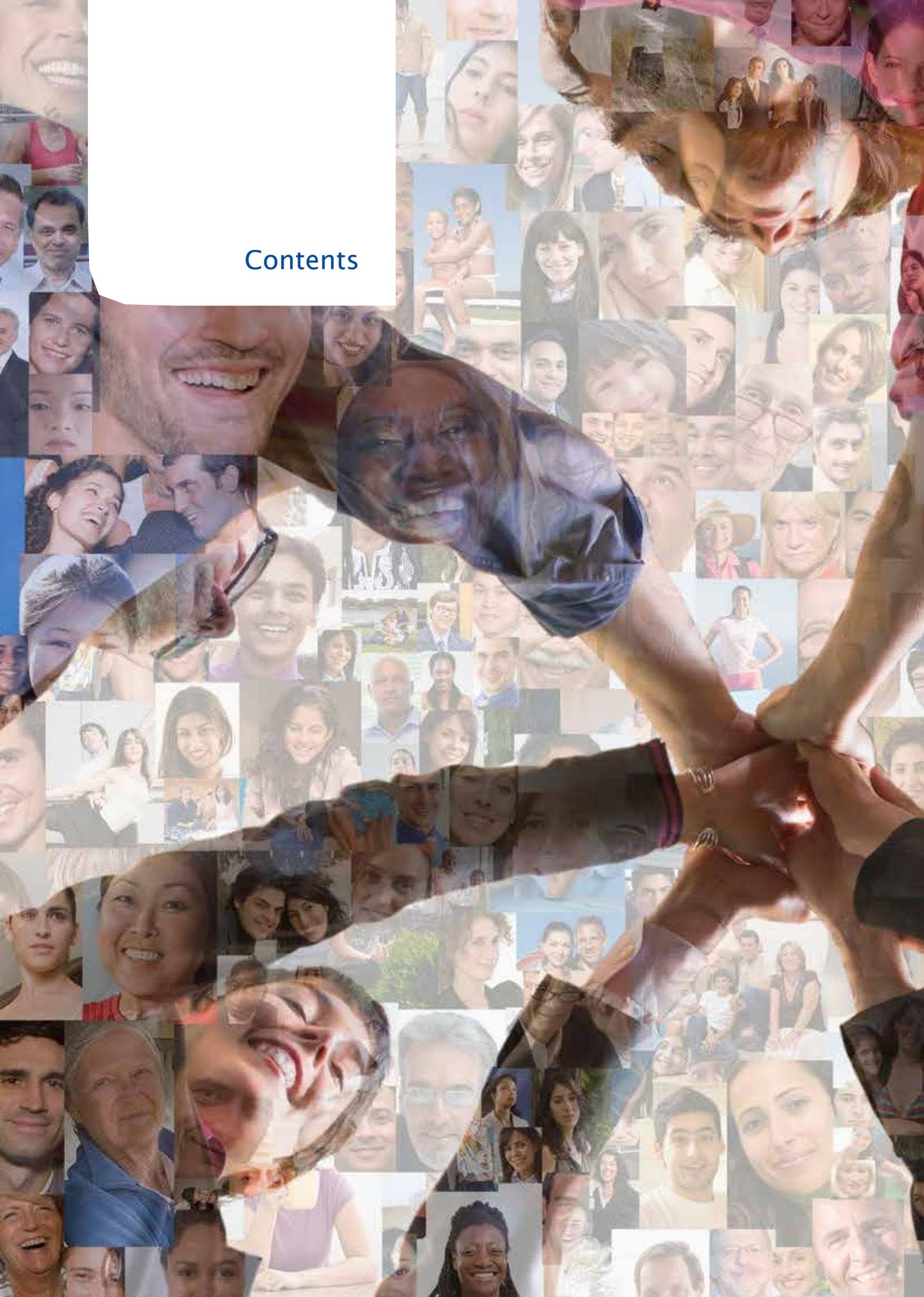




Lisa-Blue, E+, Getty Images

Gender Equality
Concept of the
FernUniversität
in Hagen
2019-2024

The image is a vibrant collage of numerous small photographs of people from various ethnicities, ages, and genders. In the center, several hands of different colors are stacked together in a gesture of support and unity. The overall composition is warm and inclusive, representing a global community.

Contents



John Lund, Blend Images, Getty Images

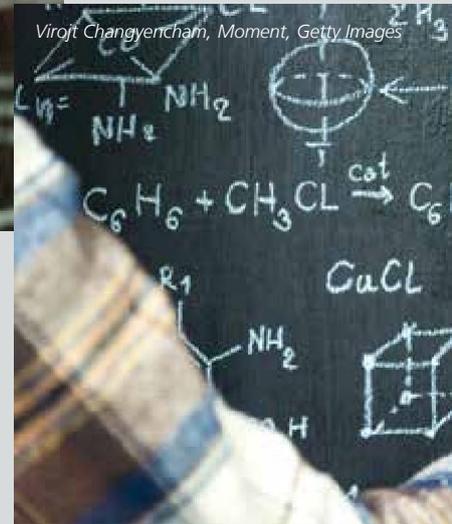
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Fernuni Hagen/Torsten Silz



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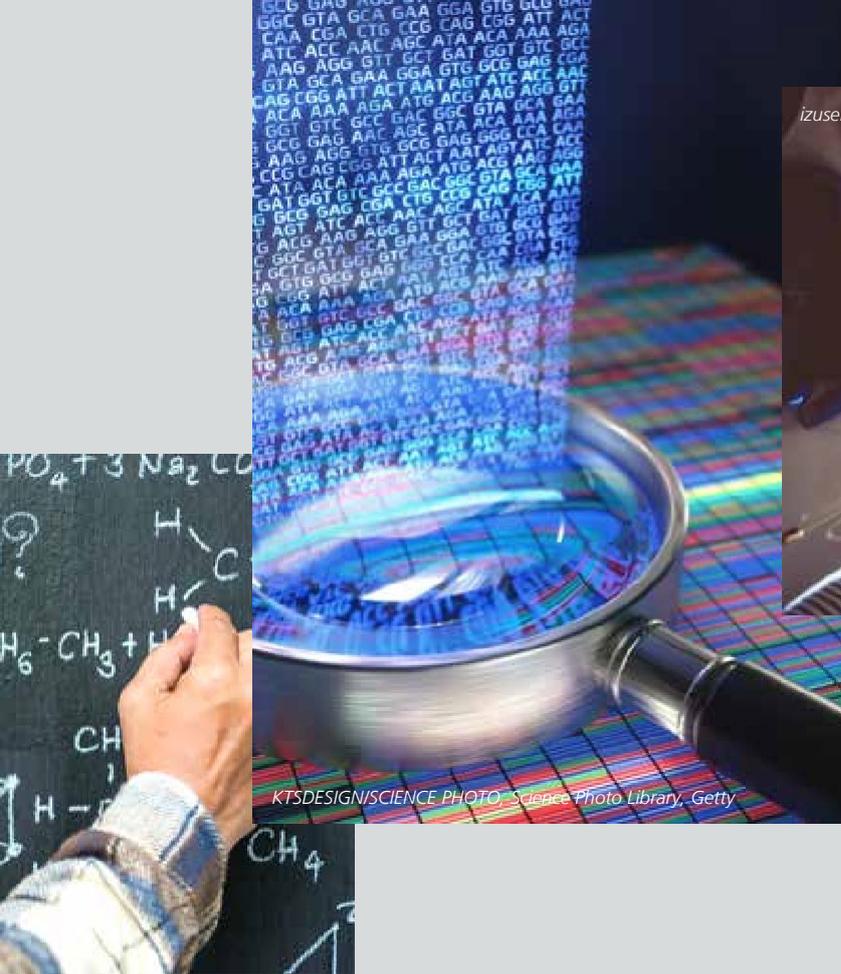
Virojt Changyercham, Moment, Getty Images

Academic Studies Gender in teaching
Early Career Scholars Professorships
Research **Academic Studies**

Preamble

Preamble

The FernUniversität in Hagen is deeply committed to promoting equal opportunities. Gender equality is a key goal at the FernUniversität and is firmly anchored as a central task in the university's development. In following this path, the FernUniversität is thus fulfilling far more than just its social responsibility and a legal mandate. It is also meeting the contemporary requirements of an academic system, in which equality is becoming increasingly important from both a competitive point of view and in the debate on excellence, and is also regarded as a quality feature in research and teaching.



Professorships

HR development and early career scholars

Gender in teaching

HR development and early career scholars

Research

This gender equality concept is a sound basis for the realization of gender equity and equal opportunities for women and men at the FernUniversität in Hagen. The university management is working hard to ensure that the content of the gender equality concept is known to all employees and is actively promoting its realization and further development.

Starting Point

Starting Point

At the FernUniversität in Hagen, equal opportunities are seen as a key component of university development. In the 2017–2020¹ Guidelines for Action, FernUniversität attaches particular importance to equality as a mainstream issue.

With over 75,000 students in five faculties², the FernUniversität is the largest state university in Germany and thus bears a great responsibility when it comes to the equality of women and men at all career levels. The University Board and the Senate are committed to the goals of equality work in the university-wide framework plan for gender equality to the effect that “in the performance of their tasks, they work towards the actual implementation of equality measures, eliminate the underrepresentation and structural disadvantage of women and ensure equal development opportunities for all genders.”³ As chair of the Equal Opportunities Commission, the University’s President, Professor Ada Pellert, is also directly and substantially involved in equality work designed to promote equal opportunities at the FernUniversität and, in her various roles at the university, she actively pursues the implementation and advancement of equality. The relevance of equality work as a core task at the FernUniversität is particularly underscored by this strategic positioning at the top level of university management. In the 2020 Higher Education Development Plan (HEP), the FernUniversität committed to implementing the DFG’s research-oriented equality standards and systematically stabilizing its equality work.⁴ The aim is to counteract social inequalities by means of a goal-oriented equality and diversity policy. To this end, a cascade model with different target rates was developed specifically for the specific situation at the FernUniversität in Hagen.

¹ (Action) Guidelines 2017–2020 of 05.12.2017 item 4.4.

² Business Administration and Economics, Law, Mathematics and Computer Science, Cultural and Social Sciences, and Psychology.

³ “Framework Plan for Gender Equality at the FernUniversität in Hagen,” version dated 21 January 2016, p. 4.

⁴ “University Development Plan 2020 for the FernUniversität in Hagen,” version dated 17 August 2015, p. 13.

Since the first gender equality concept was implemented in 2010–2013, the proportion of women at all career levels has been stabilized or increased and the drop-out rate among female early career scholars has been reduced. The second gender equality concept from 2014–2017 continued this work and was able to consolidate the structural equality work and anchor it as a gender mainstreaming task across the whole university. The 2014–2017 gender equality concept was extended for one year on a budget-neutral basis, giving it a total duration of five years (2014–2018). In the final report on the 2014–2018 gender equality concept, the various action areas and measures were evaluated and a report on their implementation was published. Based on the findings of the final report, a new gender equality concept was developed for 2019–2022 in a participatory process that involved all the departments. The future of equality work at the FernUniversität in Hagen was designed in a “Future Visions on Equality” workshop as well as at five roundtable meetings held in collaboration with the university management, those responsible for implementation, the deans of the faculties, representatives from teaching and research as well as all those interested in equality. This approach not only ensured a high level of participation and co-design by all departments, but also made the needs of the different stakeholders at the university more clearly visible. The five central action areas of the new equal opportunities concept made it possible to reflect and transform these into new measures for the various target groups of the FernUniversität.

Target Groups

The target groups of the gender equality concept are students, early career scholars, and all employees of the FernUniversität in the academic and non-academic areas. One particular focus is on efforts designed to achieve gender equality at all stages of an academic career. This is framed by the university’s fundamental desire to establish the FernUniversität in Hagen as a gender-equal and family-friendly university.



Target Groups

Equality Work

Structural Anchoring of Equality Work

The realization of equal opportunities and equality at the FernUniversität in Hagen has made significant progress since 2014. In particular, the influence of the female professors' program and the DFG's research-oriented equality standards have enabled the FernUniversität in Hagen's gender equality concept to be significantly expanded.

The responsibility for achieving the university's intrinsic gender equality goals and the realization of equal opportunities lies with all university employees, which is reflected in the philosophy of gender mainstreaming and, accordingly, also in the corresponding commitment documents – Framework Gender Equality Plan (2016), Faculty and Central Services Gender Equality Plans (2018–2020), gender equality concept (2014–2018). Enshrined as a university-wide regulatory framework, the "implementation of the guidelines of the framework plan for the equality for women and men is the task of all members and members of the FernUniversität, in particular the university and faculty management as well as all supervisors. This applies in equal measure to the concrete integration of the framework plan in the FernUniversität's gender equality concept and in the equal opportunity plans of the departments as well as their implementation."⁵



stock-eye, E+, Getty

⁵ "Framework Plan for Gender Equality at the FernUniversität in Hagen," version dated 21 January 2016, p. 4.

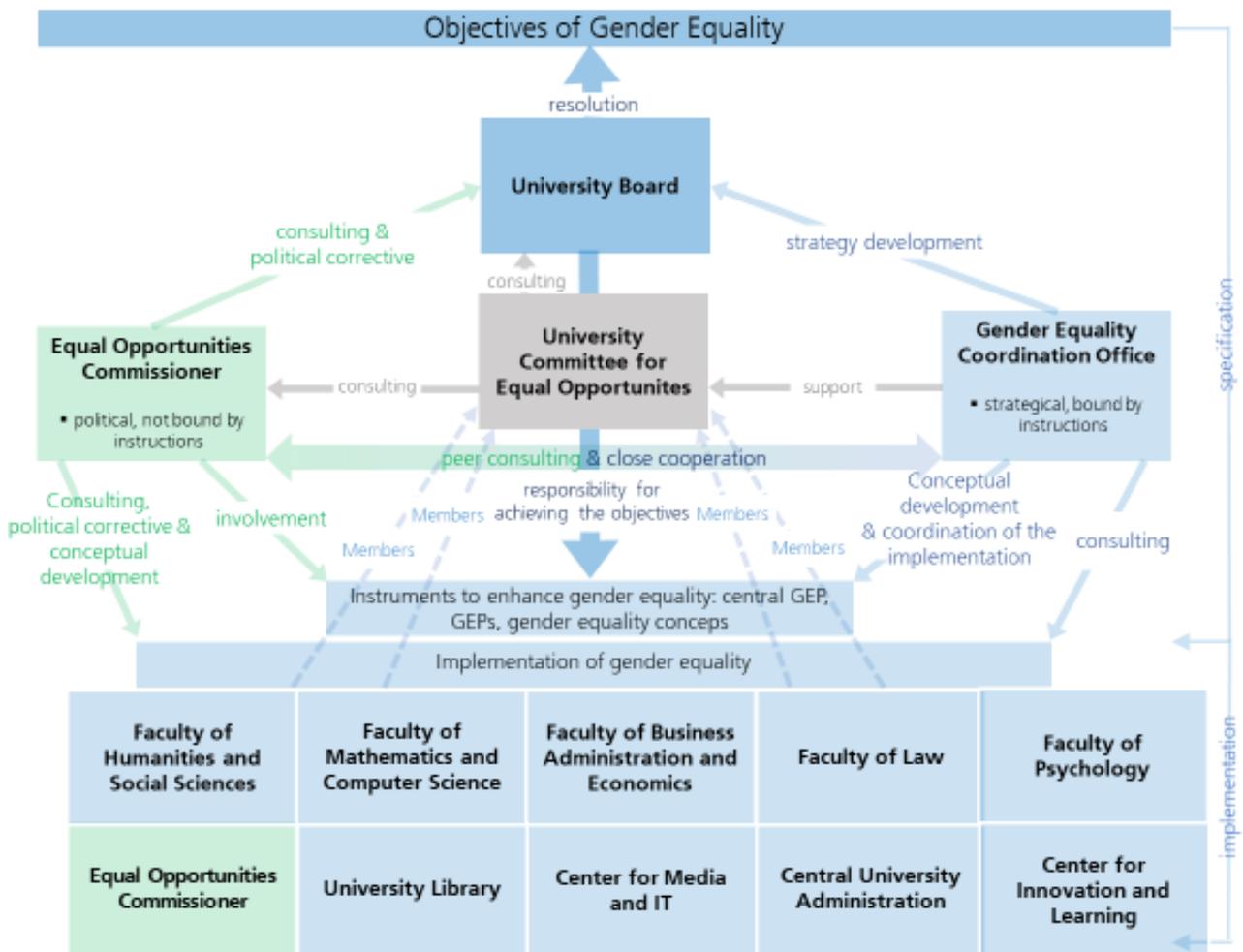


Figure 1: Structural anchoring of equality work at the FernUniversität in Hagen (own illustration)

The figure above summarizes the structural anchoring of equality work at the FernUniversität. The implementation of measures from the equality instruments is spread across various areas of responsibility, whereby strategic responsibility, such as coordination and raising of awareness, is the task of the Equal Opportunities Commissioner and the Equal Opportunities Coordination Office in the Office for Strategy and Strategic Cooperation.

In order to achieve the long-term goals of gender equality, a continuation of all existing instruments is necessary. Various stakeholders with different projects and different institutional anchoring at the FernUniversität are already trying to advance the fundamental issues of equality, diversity and family friendliness. In some cases, however, these topics and instruments are only loosely linked and need to be more closely harmonized than before. To avoid parallel activities and the associated costs, all processes should be bundled wherever possible. For this reason, the various equality instruments at the FernUniversität in Hagen have been continuously coordinated in recent years.

In the future, the FernUniversität will strive for an umbrella concept that combines all previous instruments. This means that the project durations, responsibilities and target achievement can be coordinated even better and more efficiently. Following the introduction of the new Gender Equality Act for the State of North Rhine-Westphalia (LGG NRW) and the experimental clause introduced in section 6a, this is now possible in this form for the first time. The first step is to align the maturities of the various instruments. As a result, the duration of the new equal opportunities concept will be four years (2019–2022). The various departments' current equality plans expire at the end of 2020 and will be extended for a further two years following an evaluation, meaning that they will expire in 2022 together with the equal opportunities concept. The framework plan is still valid until 2019 and will be adapted to the term of the gender equality concept (2019–2022) when it is updated. This synchronization of equality instruments enables processes to be carried out, evaluated and coordinated more effectively. At the same time, equality work will be systematized, condensed and more comprehensible for all university members.

Milestones in Equality Work

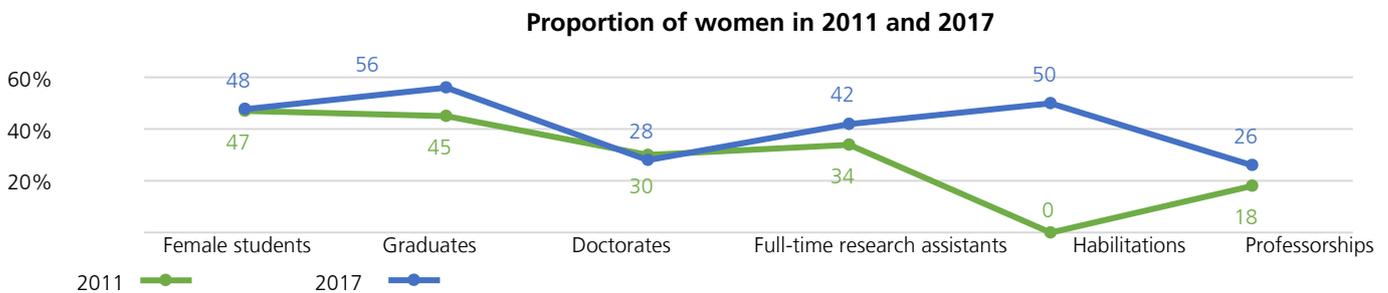


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Milestones in Equality Work

A detailed description of the equality work at the FernUniversität can be found in the final report of the 2014–2018 gender equality concept.

The following is a brief summary of the particularly gratifying milestones of recent years, which shows, however, that further action along the same lines is still needed.



Source: Student statistics and personnel statistics

The chart above shows the overall positive development in the proportion of women at all career levels since the first gender equality concept in 2010–2013. The proportion of female students has remained remarkably constant since 2011, whereas there has been a slight decline in the number of doctorates, from 30% in 2011 to 28% in 2017. It should be noted here that this figure was significantly higher in 2012 and 2016, with 38% women in each case.

The reason for the current low result is that, due to the special framework conditions of a distance learning university compared to a traditional on-campus university, only a small number of people actually complete a doctorate. Compared to the high number of students, the proportion of professorships is very low, currently standing at 87 professorships⁶ for around 75,000 students.

⁶ According to HR statistics from 1 April 2017, of 87 regular professorships at the university, 0 are W1, 25 are W2 (including 7 women), and 57 are W3 (including 15 women).

Compared to other universities, which also have a high number of students but a higher proportion of professors, this leads to significantly fewer doctoral projects and fewer successful completions. Accordingly, fluctuations in the total number of doctorates completed have a direct impact on the gender ratio in doctoral degrees. In the future, the aim is to keep the number of female and male doctoral students at a constant high level.

The development of the proportion of women in professorships is particularly pleasing. Although the proportion of women was still quite low at 17% in 2010, the proportion of women at this career level increased to 26% by 2017. The creation of two professorships for gender-related subjects will make gender research at the university even more relevant in the future. Furthermore, it has been possible to establish doctoral fellowships in gender studies through the female professors program, as well as an internal network of gender researchers. As a result, gender research is gaining visibility in internal university circles as well as in external representation.

In addition to increasing the proportion of women at all career levels, the compatibility of studies/career and family (work/life balance) is a particular concern of the FernUniversität. In order to achieve and sustainably implement this goal, the FamilyService was established at the beginning of 2016. This department is responsible for the implementation of measures to reconcile family life with a career and/or academic studies. Due to the relevance of the FamilyService for ensuring family-friendliness, it is to be made permanent in the future. This continuity enables a constant development, supplementation and reconceptualization of previous measures as a supportive instrument of the university-wide equality work.

The Service for Early Career Scholars was established in 2016 as a central contact and service point. The aim is to support academics and their research activities at all scientific career stages and to encourage individual scholars to take an active approach to advancing their academic careers. This makes the Service for Early Career Scholars an important component in the career system of the FernUniversität. Focusing on its central tasks of "Information – Advice – Networking," the Service for Early Career Scholars also promotes the university's internal and nationwide network activities in the area of career development for young academics and represents an interface between the various actors involved in promoting early career scholars at the FernUniversität. Its main emphases include equality-related networks and a mentoring program.

Another important milestone was the establishment of the project "Gender in Teaching," which has been running since the beginning of 2017. The project coordinates, designs and implements measures to introduce and improve gender-equitable teaching at the FernUniversität. As part of the stocktaking at the beginning of the project, it was determined that the content from the "Gender in Teaching" project should initially be incorporated into university-wide processes already underway. In 2017, for example, the academic officer actively participated in the "Diversity Audit – Shaping Diversity" process organized by the *Stifterverband für die Deutsche Wissenschaft* (Association for the Promotion of Science and Humanities in Germany) in order to create synergies between gender and diversity at the FernUniversität. On 12 December 2017, a university-wide "Gender Day" was held for the second time to emphasize the relevance of gender-responsive teaching and also to implement the idea of equality in everyday academic life. This Gender Day will now be made a permanent event, offered annually with changing content on the topic of gender-appropriate/gender-sensitive teaching.



Process Development

Process Development for the Gender Equality Concept 2019–2022

The first university-wide survey on the topic of equality took place at the FernUniversität during the winter semester 2016/2017 (24 November to 31 December 2016). The survey dealt with topics such as the family-friendliness of the university, assessments and expectations of university members regarding equality work, gender-sensitive offerings in teaching, promotion of early career scholars, and gender competence in appointment procedures. A total of 6,515 people took part in the survey (including 5,834 students and 681 employees); this corresponds to 9.2% of the invited university members (response rate among students: 8.5%, response rate among employees: 34.8%). The results of this survey have been directly incorporated into the ongoing measures as well as into the development of the new concept.

A “Future Visions on Equality” workshop, initiated by the Equal Opportunities Office and the Equal Opportunities Coordination Office, also reflected upon the previous equal opportunities concept.

On the basis of this, it was possible to jointly generate new ideas and impulses for the future design of equality initiatives. The envisaged measures were discussed in detail during a second event, the “five roundtables,” on five consecutive dates and differentiated via the active participation of the university public. The design process for the update of the equality concept included members of the faculties and the central services responsible for previous measures, deans, department heads, members of the University Board as well as all those interested in equality, to ensure that a new equal opportunities concept could be developed in close coordination with committees and functionaries of the FernUniversität.

Cost Overview of the Measures in the 2019–2022 Gender Equality Concept

The 2019–2022 gender equality concept of the FernUniversität in Hagen has been allocated a total budget of EUR 2,800,00.00. Of this amount, funds in the amount of EUR 400,000.00 are already committed for the habilitation (postdoc) fellowships provided in the previous equal opportunities concept. This results in a total budget of EUR 2,400,000.00 for the 2019–2022 equal opportunities concept. These internal funds finance about half of the measures; the other half of the measures are designed to be budget-neutral and are therefore not listed separately in the table below. Some of the measures are financed from internal funds. The overview shows both the total budget for the individual measure and the annual budget.

Cost Overview



the_burtons, Moment, Getty

Action Areas	Measures Being Taken	Budget/Year (EUR)	Total budget (EUR)
Academic Studies	Addressing specific target groups	2,500.00	10,000.00
Human Resources Development and Early Career Scholars	Network of female doctoral candidates/postdoctoral researchers	55,000.00	220,000.00
	Maternity fund	100,000.00	400,000.00
	Postdoctoral funding for women	220,000.00	880,000.00
	Compensation committee work	70,000.00	280,000.00
	Funding Faculty Equal Opportunities Commissioner	32,000.00	128,000.00
Research	Gender Research	90,000.00	360,000.00
	Funding for childcare during conferences	10,000.00	40,000.00
	Gender Researchers Network	2,000.00	8,000.00
Gender in Teaching	Gender-appropriate study material	5,000.00	20,000.00
Reserve		13,500.00	54,000.00
Total		600,000.00	2,400,000.00

Table 1: Budget overview

Structure of the “Big 5”

The new 2019–2022 gender equality concept is characterized by a shift of prioritization and focus from nine to five action areas that affect all parts of the university, have strategic relevance for the entire university, and are therefore decisive. The provisions from the 2016 framework plan will continue to be implemented. In addition, the four faculties⁷ and the university’s central services are being held more accountable by means of the already updated gender equality plans for the departments (2018–2020). Measures that specifically affect the individual areas were designed by the respective areas and are now also being implemented directly in those specific areas. This fulfills both the university’s desire to present equality as a mainstream issue and the tailoring of measures for the university’s specific target groups.



Structure of the “Big 5”

⁷ The new Faculty of Psychology (PSY) is governed by the faculty equality plans of the Faculty of Cultural and Social Sciences (KSW) until its own faculty equality plan is developed.

The new gender equality concept incorporates all measures from the old gender equality concept, which are to be continued at a central level. In addition, all of the fields of action that are no longer explicitly named and the associated measures continue to be anchored at the decentralized level in the equality plans of the faculties and central services or have been incorporated into one of the five action areas. This ensures that the goals of equality work, as set out in the FernUniversität's framework plan, will continue to be met.⁸ The five action areas of the 2019–2022 equal opportunities concept are combined with previous measures that were positively evaluated or with new measures that resulted from the evaluation of the existing activities.

In the course of the evaluation process, it became clear that a division into the fields of "Academic studies," "Professorships," "Research," "Gender in teaching," and "Human resources development and early career scholars" makes sense, with a particular focus on the action areas "Research" and "Human resources development and early career scholars" due to their political and strategic relevance to higher education. These so-called "Big 5" have a broad target group and appeal equally to all university employees, students, researchers and teachers at the FernUniversität. The "Big 5" form the basis of all future equality work at the FernUniversität in Hagen and are presented in detail below.



⁸ See "Framework Plan for Gender Equality at the FernUniversität in Hagen," version dated 21 January 2016, p. 13.

1. Academic Studies

Current State of Affairs

The proportion of female students at the FernUniversität has increased continuously, so that the proportion of female students across all subjects is currently 48%. However, a differentiated view reveals significant discrepancies between the faculties. The positive overall value is largely due to the consistently high percentage of women studying at the Faculty of Cultural and Social Sciences (currently 67%). The proportion of women studying at the Faculty of Law is also satisfactory at 48% (up from 45% in 2009). In the Faculty of Business Administration and Economics, on the other hand, the proportion of women has fallen, from 39% in 2009 to its current level of 37%. The greatest need for action remains in the Faculty of Mathematics and Computer Science, which was able to increase its share of women by 2%, but female students are still significantly underrepresented at 18%.

GOAL

To increase the proportion of women or men among students and graduates in subjects in which the respective gender is underrepresented.

Special efforts must be made to get more women interested in the natural sciences as well as economics, whereas a greater number of men need to be motivated to study humanities subjects.



Academic Studies

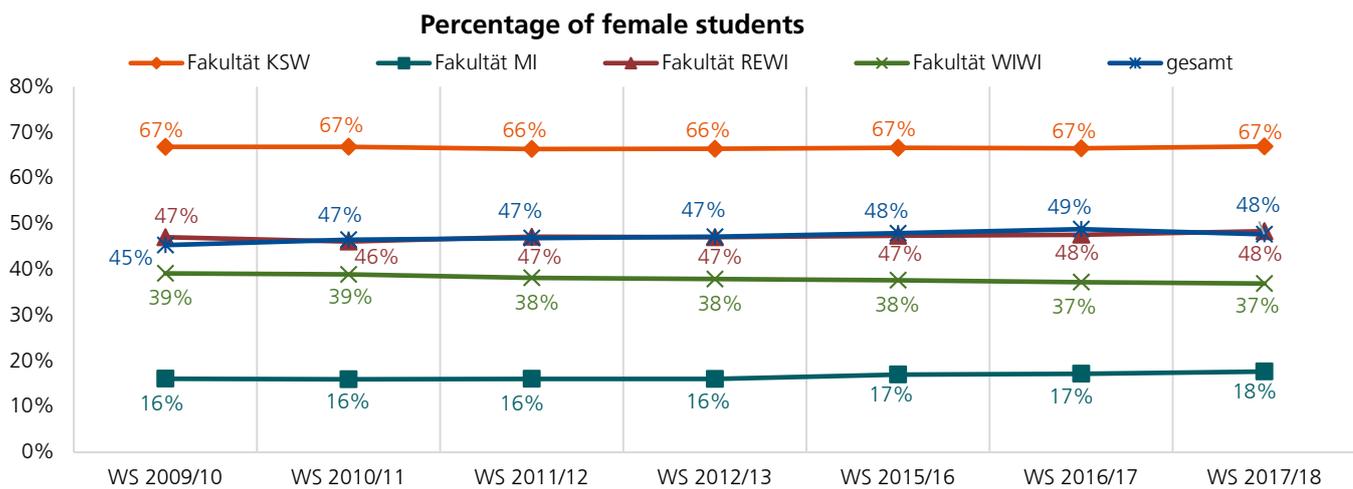


Table 2: Percentage of female students
Source: Student Statistics

MEASURES

Target Group-specific Addressing of Potential Students

Purpose

Further development of the target group-specific communication with potential students within the framework of an overall marketing concept, in particular for the Faculty of Mathematics and Computer Science and for the Faculty of Business Administration and Economics.

Implementation

Office for Marketing and Event Management

Financial resources/year

2,000.00 EUR

Contents

The FernUniversität will use its expertise in the area of digitization and media, via various channels and taking gender aspects into account, to motivate potentially interested parties to study a subject in which one gender is currently underrepresented. Existing university marketing instruments will be applied and new innovative concepts will be developed. A central motif here is to be "role models." In addition, the FernUniversität will be highlighted as a family-friendly university in order to emphasize the compatibility of family and studies.

MEASURES

Training for Student Advice Center/Subject-specific Student advisors

Purpose Quality assurance in student advice and counseling through gender competence training for academic advisors, by including gender aspects and content in the training materials.

Implementation Student Advice Center/"Gender in Teaching" project

Financial resources/year Budget neutral

Contents Training courses for the Student Advice Center and the subject-specific student advisors ensure quality assurance in student advice, taking gender aspects into account. The existing seminar "Gender Inclusion Sensitization" for advisors will be supplemented by additional training programs. In addition, a practical guideline will be created based on the practical experience gained to date, which will support new student advisors in particular with regard to gender competence.

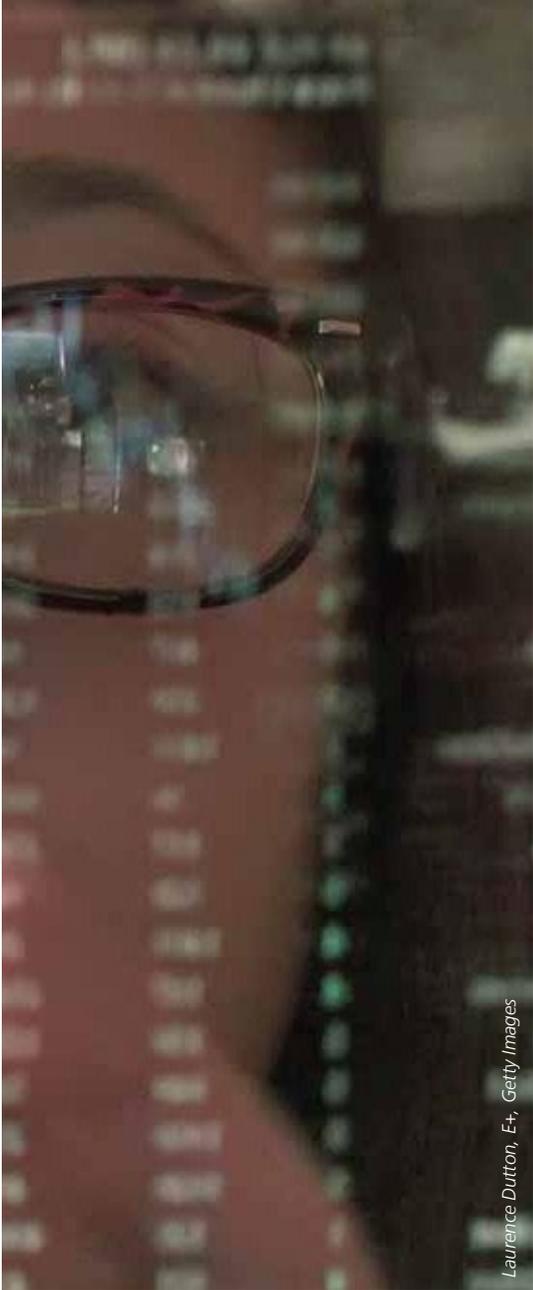
Career Counseling for Female Students

Purpose To support career planning for women while they are still studying, with an eye toward a career in science.

Implementation Student Advice Center/Service for Early Career Scholars

Financial resources/year Budget neutral

Contents To increase the proportion of women in science, more focus will be placed on career planning for female students in the future. To this end, a career counseling service is being developed for female students, which helps them to discover career paths during their studies, especially with regard to the science system and career planning as an early career scholar.



Laurence Dutton, E+, Getty Images

Human Resources Development and Early Career Scholars

2. Human Resources Development and Early Career Scholars

Current State of Affairs

In the 2014–2018 equal opportunities concept, the focus of human resources development was on further education and training programs with gender relevance, in order to anchor the mainstream issue of equality and gender sensitivity for the first time at all career levels and also in all tendering and appointment procedures. At the FernUniversität, there are also already a number of other offices (Human Resources Development, Service for Early Career Scholars, FamilyService) and measures (certificate programs for acquiring teaching skills, mentoring program, network for female doctoral and postdoctoral students, continuing education programs) in the area of human resources development, especially for early career scholars, all of which support the goals of gender equality.

GOAL

Increasing the proportion of women in doctorates, postdoctoral degrees and professorships.

Integrating equality goals and relevant gender aspects in human resources development as well as in the further education and consulting offers of the FernUniversität.

By expanding target group-specific human resources development measures and refining them further, the university's aim is to recruit and develop human resources in a manner that is oriented toward equal opportunities. In the future, there will be an even stronger focus on supporting female early career scholars.

Doctorates:

The gender ratio for doctoral degrees at the Faculty of Cultural and Social Sciences fluctuates around the 50% mark. The proportion of women in doctoral studies at the Faculty of Mathematics and Computer Science was 11% in 2017. In the Faculty of Business Administration and Economics and in the Faculty of Law, one-third of the doctoral graduates were women.

Postdoctoral qualifications (*Habilitation*):

Between 2011 and 2017, a total of 13 people achieved the postdoctoral degree *Habilitation*, including three women. At the Faculty of Economics and Business Administration, two women and three men graduated during this period, and at the Faculty of Mathematics and Computer Science, one woman and one man achieved the postdoctoral degree. At the Faculty of Law and the Faculty of Cultural and Social Sciences, only men completed their *Habilitation* (see figure).

	Doctorates			Habitations		
	Percentage of women	Total	In %	Percentage of women	Total	In %
2011	17	56	30%	0	2	0%
2012	23	60	38%	3	4	75%
2013	17	57	30%	0	3	0%
2014	9	46	20%	0	1	0%
2015	13	45	29%	0	1	0%
2016	19	50	38%	0	0	-
2017	15	53	28%	0	2	0%

Figure 3: Share of women in doctorates and postdoctorates
Source: Student Statistics

Equality work is anchored as a mainstream task at the FernUniversität and attention is paid at all levels to gender parity in the composition of committees and offices (see figure).

For example, since 2013, the proportion of women in the dean’s offices, the Senate and the doctoral committees has increased.

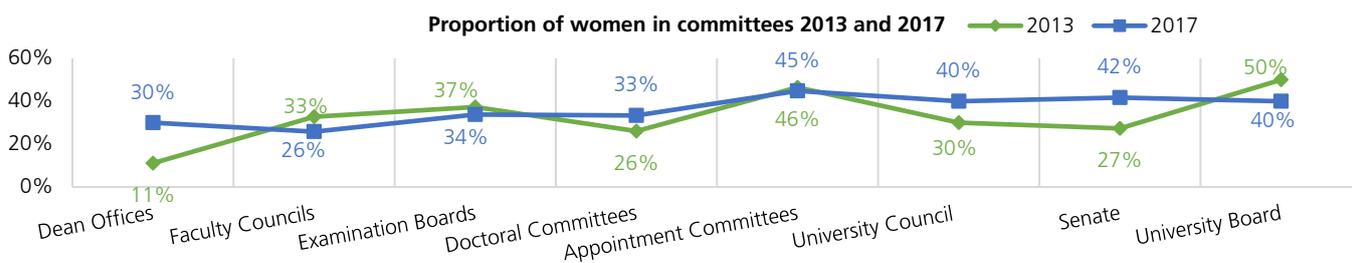


Figure 4: Proportion of women in committees 2013 and 2017
Source: Deans’ offices of the faculties, website of the FernUniversität, HR statistics

MEASURES

Ongoing Refinement of the “Quo Vadis FernUniversität” Human Resources Development Concept

Purpose To provide a stronger focus on equality-oriented human resources development with a particular focus on early career scholars.

Implementation Human Resources Development (Div. 3.3)/Service for Early Career Scholars/ “Gender in Teaching” project

Financial resources/year Not quantifiable at this time

Contents The diverse human resources development facilities and measures that already exist will be retained, but will be linked even more strongly than before with equality-promoting goals. In particular, the existing human resources development concept “Quo Vadis FernUniversität” (2016) is to be expanded to include “equality-promoting human resources development” not only as a general issue, but as one of the central focus topics. In addition to the target group of female doctoral students, postdoctoral students will also be considered in the future.

Further Development of a Concept for Alternative Career Paths, Taking Gender Equality Goals into Account

Purpose To provide qualified women with long-term plannable career development.

Implementation Human Resources Development (Div. 3.3)/Service for Early Career Scholars

Financial resources/year Not quantifiable at this time

Contents A further focus is placed on the development and introduction of a concept for plannable, transparent and alternative career paths and perspectives. Here, the focus is on alternative career paths in teaching, research, didactics, and management. In the development process, greater attention is paid to women’s career paths and the conditions that promote and hinder them. This creates precisely tailored and target group-specific offers.

Expansion of Qualification Offers to Include Individual Support Offers

Purpose To support individual needs in academic career planning.

Implementation Service for Early Career Scholars/Human Resources Development (Div. 3.3)

Financial resources/year Not quantifiable at this time

Contents Specific needs often arise during academic career planning counseling sessions. Early career scholars should be enabled to take advantage of individual offers in consultation with the Service for Early Career Scholars.

MEASURES

Training Concept for Managers

Purpose Development of a training concept for managers in the faculties and administration, which includes leadership, research and media competence.

Implementation Human Resources Development (Div. 3.3)/Service for Early Career Scholars

Financial resources/year Not quantifiable at this time

Content There will be a greater focus on academic and administration leaders who pave the way to careers in science. They should be provided with additional training in both developing their own competencies and in supporting qualified, motivated and talented women on their career paths. Furthermore, new career paths in administration will be made possible in order to increase the proportion of female employees in responsible positions here as well. The goal is to introduce a gender-sensitive management culture.

Development of a Concept for the Active Recruitment of Female Academics at all Career Levels

Purpose Attracting talented female early career scholars

Implementation Service for Early Career Scholars/Human Resources Development (Div. 3.3)

Financial resources/year Not quantifiable at this time

Contents A concept for the active recruitment of female doctoral and postdoctoral candidates and in particular female professors will be developed together with the faculties.

Network of Female Doctoral and Postdoctoral Researchers

Purpose The networks for female doctoral and postdoctoral researchers will be continued and supplemented with additional offerings in terms of content and organization.

Implementation Service for Early Career Scholars

Financial resources/year 55,000.00 EUR

Contents The networks for female doctoral and postdoctoral researchers will be continued and supplemented with additional offerings in terms of content and organization.

Maternity Fund

Purpose Supporting the financing of maternity leave

Implementation Unit for Tariff Staff and Part-Time Employees (Div. 3.1)

Financial resources/year 100,000.00 EUR

Contents Additional substitution funds are provided for maternity leave periods and medical employment prohibitions during pregnancy for academic employees and non-academic employees in the secretarial area.

MEASURES

Postdoctoral Funding for Women

Purpose	Support for female postdocs with the goal of professorship
Implementation	Research Funding (Div. 1.2)/Service for Early Career Scholars
Financial resources/year	220,000.00 EUR
Contents	Support for female postdocs with the goal of professorship. Initially, broad basic support will be provided (material resources); in the course of time, female postdocs will receive additional individual support.

Compensation Committee Work

Purpose	Female professors are provided additional funds to enable them to perform committee work
Implementation	Equal Opportunities Coordination Office/Div. 4
Financial resources/year	70,000.00 EUR
Contents	In recognition of their disproportionate workload, female professors are provided with additional funds for academic assistants (10 hours/week) or a budget in this volume (e.g., for short lectures, etc.) for any period during which they participate in at least three of the university's self-government committees (e.g., Senate, Faculty Council, (professorial) appointment committee or study program committee).

Funding Faculty Equal Opportunities Commissioners

Purpose	Faculty Equal Opportunity Officers are provided with additional financial resources to allow them to perform their duties.
Implementation	Equal opportunities commissioner
Financial resources/year	32,000.00 EUR
Contents	Faculty equal opportunity commissioners are supported in the performance of their official duties in the faculty by providing additional funding for research assistants (at the rate of 10 hours/week) to the faculty department in which they work.

3. Professorships

Current State of Affairs

The percentage of women professors increased from 17% in 2010 to 26% in 2017. Target quotas have been agreed upon in the faculties' equality plans, and all faculties have already been able to meet them. One particularly noteworthy result is the development in the Faculty of Cultural and Social Sciences, where the proportion of women has increased from 29% to 45%, thus not only meeting the target quota according to the cascade model, but also almost reaching parity in the gender ratio. The proportion of women also increased in the Faculty of Law and the Faculty of Mathematics and Computer Science to 36% and 10%, respectively. As a result, the target rates of 33% and 9% were even slightly exceeded. In the Faculty of Business Administration and Economics, the percentage of women professors decreased from 13% in 2010 to 10% in 2017, which still meets the target rate of 10%. In the medium term, the proportion of female professors in the Faculty of Business Administration and Economics is to be increased to 24%.

GOAL

Increase the proportion of women professors (where underrepresented).

Efforts are being made to increase the proportion of women professors, particularly in the Faculty of Business Administration and Economics and the Faculty of Mathematics and Computer Science.



Tatiana Kolesnikova, Moment Open, Getty

Professorships

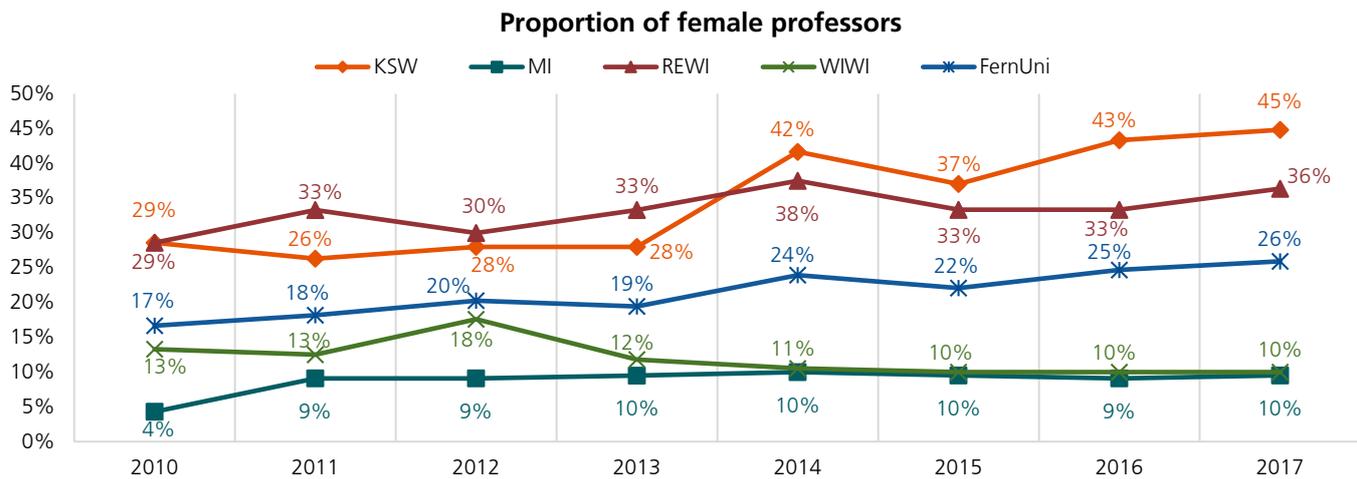


Figure 5: Percentage of professorships held by women Source: HR statistics

MEASURES

Transparent Appointment Procedures

Purpose Appointment procedures should continue to be transparent and offer equal opportunities for all genders.

Implementation President, appointments, professorships, civil servants, travel expenses and legal affairs (Div. 3.2)

Financial resources/year Budget neutral

Contents All persons involved in appointment procedures are trained in accordance with the requirements of the appointment guidelines in order to ensure gender-equitable selection procedures for appointments. All applicants are offered a transparent and fair process.

Recruiting Concept for Female Professors

Purpose To increase the proportion of female applicants for professorships and, consequently, the number of female professors.

Implementation President/Equal Opportunities Commissioner/Faculty Equal Opportunities Commissioner

Financial resources/year Budget neutral

Content In order to increase the overall number of female applicants for professorships, a recruiting concept for female professors is being developed to specifically address qualified women and motivate them to apply even before the call for applications is issued (strategic appointment management). At the same time, job postings are to be fed more consistently into specific (online) networks, depending on the subject discipline.

MEASURES

Networking of Female Professors

Purpose The network of female professors will be continued and expanded.

Implementation Equal opportunities commissioner

Financial resources/year Budget neutral

Contents The meetings of female professors will be continued and supplemented by additional offers in order to promote networking and exchange.



Research

4. Research

Current State of Affairs

Overall, it can be seen that the demand for funds in the area of gender research is high, that the measures to promote gender research in the previous equal opportunities concept were well received, and that they will continue to be promoted. The visibility of gender content was also increased by means of conferences and events. A university-wide survey on gender equality showed that 76% of all women surveyed would like to see better networking opportunities in the field of gender studies. Both the "Future Visions on Equality" workshop and the "5 Roundtables" have confirmed this wish. A concept for a gender researcher network is currently being prepared in order to meet the need for better networking, exchange and interdisciplinary research. It also became clear during the preliminary discussions that there is still a need to conceptually optimize measures for funding research projects and to advertise them accordingly.

GOAL

Increase the number of women in research. Improving the visibility and implementation of gender research at the FernUniversität.

Networking of researchers to promote interdisciplinary projects.

MEASURES

Gender Research

Purpose Flexible funding of research projects on gender issues to enable funding of heterogeneous projects regardless of time.

Implementation Unit for Research and Research Services (Div. 1.2)

Financial resources/year 90,000.00 EUR

Content A greater number of interdisciplinary and methodologically heterogeneous projects in gender research are to be encouraged through open and flexible funding. The active inclusion of all academic disciplines should allow for collaborative efforts between teaching areas and increase the visibility of gender research. Accordingly, it is necessary to adapt the duration of the projects to the needs of the researchers, since, depending on the discipline, greater amounts of preliminary work may be necessary before certain projects can be implemented. For this reason, the application process and deadlines are designed to be flexible, so that even short-term projects can be made possible.

Funding for Childcare During Conferences

Purpose Parents attending conferences, will be able to apply for financial help with childcare costs.

Implementation FamilyService (Div. 3.3)

Financial resources/year 10,000.00 EUR

Contents When early career scholars participate in conferences, a certain provision should be made for childcare. Guidelines will be issued for this purpose.

MEASURES

Gender Researchers Network

Purpose Provide networking opportunities for gender researchers at the FernUniversität and improving visibility of research results.

Implementation Equal Opportunities Coordination Office/professorships for gender-related subjects

Financial resources/year 2,000.00 EUR

Contents The Equal Opportunities Coordination Office initiates and implements an interdisciplinary gender research network at the FernUniversität, in which stakeholders at all career levels can actively network with each other and exchange ideas on research projects. Existing formats, such as the Gender AG (Faculty for Cultural and Social Sciences) as well as other projects, are collected centrally and publicized throughout the university to enable activities such as a web-based exchange of information. Furthermore, regular lectures, informal meetings, short presentations and discussion groups aim to strengthen the acceptance and relevance of gender research.

Equality-oriented Monitoring

Purpose Further development of transparent and equality-oriented data collection.

Implementation Equal Opportunities Coordination Office/Div. 1

Financial resources/year Budget neutral

Contents Gender-disaggregated data are continuously collected and published as part of the University's statistics and reporting, as well as differentiated data on the gender equality situation (in all areas, at all levels of the university, and at all stages of the academic career). Gender-disaggregated data collection and evaluation will also be implemented within the framework of the planned network-supported research reporting mechanism and, in addition, a systematic recording of female postdoctoral students at the FernUniversität will be made possible. In addition, as part of the synchronization of the collection and processing of data on the gender equality situation, a gender-disaggregated core data set will be developed and summarized with regard to various reporting obligations of equality work and published regularly in the "Equality Monitor of the FernUniversität."

5. Gender in Teaching

Current State of Affairs

The “Gender in Teaching” project kicked off on 1 January 2017 with the creation of a staff position managed directly by the President of the University. The project pursues the implementation of the measures from the equal opportunities concept in this subject area and also designs and implements new measures in the area of gender-sensitive teaching. A university-wide survey on gender equality showed that 57% of professors and research assistants would be keen to receive support or advice in the gender-appropriate design of their teaching materials. Initial support is provided in the brochure “Gender in Teaching and Gender Competence” published at the end of 2017, which was sent to all lecturers and people involved in teaching along with a link to the barrier-free online version. The brochure is a handy guide on the implementation of gender-responsive teaching and provides best-practice examples in how to deal with gender in teaching. Furthermore, the first Gender Day was held in 2016. This is now held annually as a general introduction to the topic of “Gender in Teaching.” The Gender Day was held for the second time in 2017 and one of the highlights of the event was the introduction of two new female professors for gender-related subjects. In addition, the project has already established a seminar for training student advisors on gender- and inclusion-sensitive language in the context of student counseling and a seminar on gender and e-learning. The project office contributes its expertise to the interfaces Human Resources Development and the Coordinating Office for e-Learning and Educational Technology (e-KOO) and is available for personal consultation.

GOAL

Consideration of gender content as well as gender-responsive design as an element of high-quality teaching.

Efforts are being made to facilitate the efficient and sustainable implementation of gender-responsive teaching content by providing advisory services for teaching staff.



Gender in Teaching

MEASURES

Expertise and Structures for “Gender in Teaching”

Purpose Provide support for faculty members and teaching staff to take gender into account in their teaching.

Implementation The “Gender in Teaching” project

Financial resources/year Budget neutral

Explanation The already established Gender Day will be supplemented by additional offerings. This includes training courses, workshops and lectures, general events to raise awareness and specific coaching offers providing intensive consultation for persons involved in teaching to assist them with the gender-equitable design of their teaching. Gender competence is implemented in existing workflows and work processes.

Gender-appropriate Study Material

Purpose Funding applications to make study materials gender-responsive.

Implementation The “Gender in Teaching” project

Financial resources/year 5,000.00 EUR

Explanation The design and creation of gender-balanced study materials and the successful integration of gender content is financially encouraged and supported. This can take the form of either intensive coaching or proofreading services. Successfully gendered study materials are placed on the websites as best-practice examples (see the measure “Gender Toolbox”). This complements the brochure “Gender in Teaching and Gender Competence,” which was published earlier and provides a good starting point for the implementation of gender competence as a quality feature of good teaching. The integration of gender content in study materials is to be established as a quality standard for digital and printed study materials.

Gender Toolbox

Purpose Raising awareness, providing information and qualification of teaching staff and other persons involved in teaching.

Implementation The “Gender in Teaching” project

Financial resources/year Budget neutral

Explanation The web pages for “Gender in Teaching” (Gender website), which were created in the last equal opportunities concept, will be expanded, updated and enhanced. This includes concrete specifications such as information on funding opportunities for the creation of gender-appropriate study materials as well as gender-appropriate language.

MEASURES

Gender Module for Students

Purpose	To enhance the gender competence of students
Implementation	Equal Opportunities Coordination Office/gender professorships
Financial resources/year	Not quantifiable at this time
Explanation	The aim is to establish a gender module that promotes the development of knowledge in the field of gender and to sensitize students to gender (in)equality. The gender module could be designed both as an extra-curricular module and implemented in the introductory phase of studies or it could be anchored in the curriculum.



Equal Opportunities Concept Regulations

Period of validity

The gender equality concept has a term of four years.

Implementation

The overall responsibility for the implementation of the gender equality concept lies with the University Board. The content is developed in consultation with the Equal Opportunities Commission. The Equal Opportunities Coordination Office coordinates, supports and reviews the implementation of concrete measures in the various university departments. The responsibilities, prerequisites and procedures are defined jointly by the Equal Opportunities Coordination Office and the respective departments for each measure and recorded in an implementation plan. Those responsible for implementation are supported and mentored during their work process.

Financial resources

The implementation of the gender equality concept is made possible by the provision of sufficient financial resources. To this end, specific budgets are created for measures and development areas where this is already possible, which are available to those responsible as additional financial resources earmarked for these specific purposes. The budget for the equal opportunities concept is drawn up by the Equal Opportunities Coordination Office as part of its coordination function and its use is checked in terms of content and material correctness.

Communication

The gender equality concept is communicated by the university management to all target groups as well as employees at the FernUniversität. The Communication and Public Relations Office provides conceptual and operational support for the communication of the equality concept – also with regard to an adequate presence on the Internet pages of the FernUniversität.

Gender Equality Concept Regulations

Reporting requirement

Based on the evaluation, the Equal Opportunities Coordination Office reports regularly on the implementation of the measures and the achievement of the objectives of the gender equality concept in the Equal Opportunities Commission. The Equal Opportunities Commission discusses and submits the reports to the University Board – if necessary with recommendations for action where required. The University Board's final report on the implementation of the measures and achievement of the objectives of the 2019–2022 gender equality concept based on the evaluation and survey results will be presented to the Senate and University Council together with an update of the gender equality concept.

Evaluation and survey

The implementation of the measures and the achievement of the objectives of the gender equality concept will be extensively evaluated. The conception and implementation of this evaluation will be carried out by the Equal Opportunities Coordination Office. A corresponding evaluation concept will be discussed together with the Equal Opportunities Commission along with the implementation plan within three months of the gender equality concept coming into effect. The University Board will then make a decision based on this.

Updates

The gender equality concept will be updated in line with the equality successes achieved, the evaluation results and the results of the university-wide survey. Updates to the gender equality concept will be used to enhance its quality in the future.

Addendum

The gender equality concept evolves with the needs of the university and target groups. Therefore, the development of new measures is not completed after the gender equality concept comes into effect. New measures added to the gender equality concept during its term are listed below.

MEASURES

Corona Fund for academic and non-academic staff

Purpose FernUniversität offers support to employees who are taking on and have taken on increased family care work in addition to their jobs during the Corona pandemic to help offset the disadvantages they may face as a result.

Implementation Equal Opportunities Coordination Office / Research and Graduate Service

Financial resources/total 100,000 EUR

Explanation Funding is provided to cover needs arising from the need to care for children or dependents in need of care, in whole or in part, while working during the Corona pandemic.

Gender Visiting-Professorship

Purpose Funding for a visiting professorship/guest lectureship in gender/queer studies to strengthen research and teaching activities in this area.

Implementation Equal Opportunities Coordination Office / Faculties

Financial resources/year 80,000 EUR

Explanation The Equal Opportunities Coordination Office initiates and implements a gender visiting professorship/guest lectureship in collaboration with a teaching area of each alternating faculty. The rotation requirement is intended to ensure that all faculty benefit equally from the funding. Further, it is intended to demonstrate that gender and queer studies have intersections with all disciplines. The guest professorship/guest lectureship is to be anchored at the respective faculty for one semester at a time within the framework of 50% of the legally prescribed working time.

Aid fund for international researchers

Purpose FernUniversität.	Within the scope of possibilities, refugee academics are given the opportunity to stay at the
Implementation	International Office
Financial resources/year	80,000 EUR
Explanation	The FernUniversität offers support to researchers in need who have fled or are being persecuted but wish to resume their scientific activities.

Term extension

The term of the current equality concept 2019-2022 was to end regularly on 31.12.2022. By resolution of July 2022, it will be extended until **March 31, 2024**. At the end of the extended term, the equality concept will be updated as planned.

FernUniversität in Hagen

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*Photos:
Veit Mette,
Torsten Silz,
Hardy Welsch;
Getty Images*



The President
of the
FernUniversität
in Hagen