

Officer for equal opportunities for women in science and the arts
 (women's representative) at the Faculty of Humanities,
 Social Sciences, and Theology

Funding offer for female academics



The agreed measures are designed to achieve the following objectives:

- Increase the proportion of women who hold a **W2 or W3 professorship** from **36%** (as of December 2020) to **40%** by 2027,
- Increase the proportion of women in **permanent positions at pay grade 15** from **28%** (as of January 2022) to at least **39%**, which means that at least 3 of the 5 permanent positions must be filled by women while the target agreement period,
- Improve the **development opportunities for women in mid-level research positions** with the goal of becoming professors,
- **Prevent the dropout of qualified women in mid-level research**, particularly in the postdoctoral phase,
- Strengthen the **promotion of women, especially in the postdoctoral phase** with the aim of increasing the proportion of female professors
- Support an open and attentive culture and promote an appreciative and respectful working and research environment that is sensitive to gender and diversity in addition to research output and innovation. All time, the focus is on valuing the dignity of every individual.

Contact: Anna Isenmann

Target agreement for increasing the proportion of women in academia

The new target agreements for increasing the proportion of women in academia at the Faculty of Humanities, Social Sciences, and Theology for the period from 2023 – 2027 came into force on January 1, 2023



Gender mainstreaming in appointment procedures

To increase the proportion of female professorships at FAU, the appointment committees must make a transparent and unprejudiced selection while considering particularly gender balance and gender equality. FAU supported this by the "Appointment procedures for university professors and assistant professors under particular consideration of aspects of gender and diversity" as well as by proactively recruiting female scientists.

The Faculty of Humanities, Social Sciences, and Theology is committed to implementing the guidelines of the appointment procedure as a part of the target agreement.

Contact: Anna Isenmann

Coaching

Every year, four excellent female scholars can receive coaching (3 sessions of 90 minutes each) for planning their individual academic careers.

Contact: Anna Isenmann

Award for outstanding academic achievements

Two very successful calls for applications have been made for the award for outstanding research by female scholars in the Humanities and Social Sciences set up in 2019. The next call for applications will be in 2026. The call for applications involves two awards: The research award and the publication award each worth 2000 Euro. Both awards recognize the outstanding academic achievements of women at our faculty and raise the visibility of these achievements.

Contact: Anna Isenmann

Scholarship program for promoting equal opportunities in research and teaching (FFL)

Since 2008, Bavaria has offered every Bavarian university funds to support the 'Realization of Equal Opportunities for Women in Research and Teaching' (FFL). The funds are used to finance scholarships and to partially finance projects in the field of gender studies.

The scholarships are granted to female researchers with above-average achievements who are currently finishing their doctoral degree at one of the five faculties of FAU, who are currently in the postdoctoral or habilitation phase, or who have already submitted their habilitation thesis but have not yet completed the entire process.

An existing connection to FAU must be obvious. The scholarships have a maximum duration of 12 months; the scholarships for excellent young researchers have a maximum duration of 6 months. Only women who plan to pursue their research career with the aim of becoming a professor at a German university will receive funding.

Contact: Dr. Magda Luthay

Funding participation in academic conferences

Female doctoral, postdoctoral and habilitation candidates who have an obvious connection to FAU as well as female research associates can apply for funding for participation in academic conferences.

The maximum funding amounts are as follows:

- In Germany: 500 Euro
- Outside Germany: 750 Euro / 1000 Euro (Outside the EU)

Applications should be addressed to the Officer for equal opportunities for women in science and the arts at the relevant department.

Contact: Anna Isenmann

ARIADNEphil mentoring program

ARIADNEphil provides funding and assistance to high-potential female scholars at the Faculty of Humanities, Social Sciences, and Theology who wish to pursue an academic career.

The 18-month program combines individual mentoring sessions with high-quality seminars for developing personal and transferable skills.

During the mentoring partnership, mentors who have already experienced career progression share their experiences with the mentee and provide advice for strategic and practical aspects of career planning. Regular network meetings allow participants to exchange their experiences and set up a reliable network.

Further information about ARIADNEphil is available at

<https://www.mentoring.fau.de/ariadnephil>.

Contact: Viktoria Kaufmann

Kontakt

Dr. Cleophea Ferrari

Officer for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology Theologie

Bismarckstraße 1, 91054 Erlangen

Phone: +49 9131 85 23462

cleophea.ferrari@fau.de

www.phil.fau.de/frauenbeauftragte

Anna Isenmann

Advisor to the Officer for equal opportunities for women in science and the arts (women's representatives) at the Faculty of Humanities, Social Sciences, and Theology

Bismarckstraße, 91054 Erlangen

Phone: +49 9131 85 25509

phil-frauenbeauftragte@fau.de

Office of Equality and Diversity

Dr. Magda Luthay

Head of the Office of Equality and Diversity

Wetterkreuz 13, 91058 Erlangen

Phone: +49 9131 85 26984

magda.luthay@fau.de

Viktoria Kaufmann

Project coordinator for ARIADNEphil

Wetterkreuz 13, 91058 Erlangen

Phone: +49 9131 85 2543

ariadne-phil@fau.de

www.mentoring.fau.de/ariadnephil

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