



KATHOLISCHE UNIVERSITÄT
EICHSTÄTT-INGOLSTADT



Gender Equality Plan of the Catholic University of Eichstätt-Ingolstadt

Approved by the KU Presidium
Compiled by Prof. Dr. Kathrin Schlemmer,
Women's and Equal Opportunities Officer at the KU

As of May 2025

Mission Statement and context

In its [Mission Statement](#), the Catholic University of Eichstätt-Ingolstadt (KU) commits itself to combining its mission in research, teaching, and transfer with a responsibility for gender equality. The Mission Statement also explicitly mentions the commitment to being a family-friendly University.

On behalf of the Conference of Women's and Equal Opportunities Officers, an [Equal Opportunity Concept](#) was drawn up and adopted by the University Management and the KU Senate in 2015. This provided an initial comprehensive analysis of the situation of women and men at the KU, differentiated both by qualification levels and fields of work.

As part of the application for the 2030 Federal and State Women Professors Program for the Promotion of Gender Equality in scholarship and Research at German Universities, the KU's Equal Opportunity Concept was updated in 2024. The [Equal Opportunity Concept for Parity at the KU Eichstätt-Ingolstadt](#) includes a current situation analysis, which will be used to determine the priorities for equality work until 2030. In accordance with the call for applications for the 2030 Women Professors Program and in line with the Bavarian Higher Education Innovation Act, particular attention is paid to the goal of gender parity. The proposed package of measures focuses on increasing the proportion of women professors and women in committees at the KU and on promoting female scholars who are pursuing a qualification project at the KU.

The legal framework is provided by the provisions of the Basic Law of the Federal Republic of Germany (Art. 3, para. 2-3) and the Bavarian Higher Education Innovation Act (Art. 22 and 23) on the promotion of the effective implementation of equal rights for women and men. The specific tasks of the newly appointed Commissioner for Gender Equality in Science and the Arts, who took office in 2025, are laid down in the KU's [Basic Rules](#). The KU's [Guidelines for Appointment Procedures](#) are also available to assist with the work of appointment committees.

Structural anchoring of equality at the KU

At the KU, the office of the Commissioners for Gender Equality in Science and the Arts is centrally staffed both at research and research support level, in addition to the Commissioners for Gender Equality in Science and the Arts in the eight faculties. There is at least one deputy for each position. At the student level, a Commissioner for Gender Equality in Science and the Arts is elected annually by the Student Representative Council, while all other officers are elected for two years.

Together, the Commissioners for Gender Equality in Science and the Arts at the KU, the eight faculties, the research support staff, and the Student Representative Council form the [Conference of the Commissioners for Gender Equality in Science and the Arts](#). The tasks of the Commissioners for Gender Equality in Science and the Arts are laid down in the KU's Basic Rules and described in the aforementioned equality concepts. In particular, the commissioners of the faculties are voting members of the respective faculty council and all appointment committees, while the Commissioner for Gender Equality in Science and the Arts at the KU is a voting member of the Senate and an advisory member to the University Council and the Extended University Management.

At the University Management level, the Vice President for International Affairs and Profile Development is responsible for gender equality and family-friendly university issues. Together with him and the President of the KU, a regular meeting is held once per semester to discuss current developments and upcoming tasks. In order to fulfill the mandate of the Basic Rules that the Commissioner for Gender Equality in Science and Arts at the KU be involved in all matters of the Presidium relating to her mandate, she receives the agenda of the meetings on a weekly basis and has the opportunity to consult and be invited to discuss topics relevant to her mandate.

Other important cooperation partners at the KU are the [Center for Marriage and Family in Society](#) (ZFG), the [Research Service Center](#) (ZFF),

and the department [HR Development and Professional Training](#). The KU's Commissioner for Gender Equality in Science and the Arts participates in important events organized by these partners, such as the ZFF's [Young Researchers' Day](#) or the ZFG's institute meeting.

Staff and financial resources for gender equality work

The KU's Commissioner for Gender Equality in Science and the Arts receives a 2-hour reduction in teaching hours per week (SWS) to fulfill her duties. Since 2016, the KU's budget has also provided for a 0.5 position for a coordinator. This coordinator supports the KU's Commissioner for Gender Equality in Science and the Arts in all tasks related to her mandate and in the ongoing promotion of young female researchers at the KU.

At the ZFG, the topic of "family-friendly university" is supported conceptually and organizationally in the form of a 0.5 position. In addition, the ZFG secretary's office is involved in regular advisory tasks (including on the topic of care as a so-called care navigator).

As a result of the KU's successful application for the Federal and State Women Professors Program III, additional (temporary) staff capacities were created at the KU as part of measures to promote gender equality. Firstly, this concerns the increase in staff capacity at the ZFG for the promotion of a family-friendly university to a 0.5 position. Secondly, a coordination office with a 0.6 position was established to set up a mentoring program for young female researchers at the KU.

The KU's Commissioner for Gender Equality in Science and the Arts has her own annual budget of around EUR 15,000 for financing student assistants, workshops, teaching assignments, and projects. The faculties also allocate funds for successful gender equality work (appointment of female professors, completed doctorates and habilitations by women) as part of the performance- and workload-related distribution of funds. In some faculties, these funds are used for support measures and gender equality projects.

In addition, funds totaling EUR 724,000 will be allocated for gender equality measures as part of the women professors program in the years 2020-2026.

Key offerings in the field of gender equality

The [homepage of the KU's Commissioner for Gender Equality in Science and the Arts](#) provides information on all funding opportunities, counseling, and support services for KU employees and students.

In the area of [promoting women's academic careers](#), the [scholarship program](#) was introduced in 2018, followed by the [coaching program](#) in 2020 and the KU [mentoring program](#) in 2021. In addition, [support services for newly appointed female professors](#) have been available since 2021.

In the area of a [family-friendly university](#), a range of [additional support services](#) have been created since 2020, including support from assistants, the expansion of childcare services, and the continuous improvement of family-friendly infrastructure on campus (e.g. play area in the canteen).

Equality and gender research in teaching and continuing education

In the area of teaching, the topic of gender is addressed in the "Gender Studies" module, which is integrated into the [Studium.Pro](#) program and includes at least one seminar per semester. In addition, gender-specific topics are addressed in the students' theme week "Society Makes Gender" and are also integrated into the [Career Center's](#) offerings. There are regular workshops for students on topics such as gender-equitable teaching methods, presentation training for women, and seminars on "Women in the professional world."

For several years now, KU employees have had access to a very comprehensive range of training courses organized by the ZFF in the area of [academic careers](#) and by the Staff Development and Continuing Education Department in the areas of

[professional training and staff development](#) in higher education. Regular dialogue between the Commissioner for Gender Equality in Science and the Arts and these departments serves to ensure that further needs can be met with appropriate training courses.

The training courses offered by the Commissioner for Gender Equality in Science and the Arts are primarily part of the mentoring program. In addition, specialized training courses are available to support the faculty representatives in performing their duties. These include introductory workshops at the beginning of their term of office and further training in the areas of gender bias, counseling, and conflict management.

Monitoring of gender equality data at the KU

Data on the gender distribution among staff and students at the KU is collected annually. This data is broken down by qualification level, faculty, and other criteria such as fixed-term contracts or pay grade.

Thus far, this data has been presented once per term of office in a report by the KU's Commissioner for Gender Equality in Science and the Arts to the KU Senate and then published on the [web-site](#). Since 2022, the data has been presented annually, first to the University Management and then, after consultation, to the relevant committees (Senate, Extended University Management, University Council) and published as [an equality report](#) on the website.

Prevention of sexual harassment

The KU promotes a study and work environment characterized by mutual respect. Sexual harassment is therefore not tolerated under any circumstances and is sanctioned accordingly. Counseling and training opportunities are available for students, lecturers, employees, and supervisors. Information and emergency numbers are available on the KU [website](#).

The position of [the Prevention Officer](#) has been established at the KU to address the issue of vi-

olence prevention. There is regular exchange between the Prevention Officer and the KU's Commissioner for Gender Equality in Science and the Arts, and they attend each other's working groups as guests (Conference of the Commissioner for Gender Equality in Science and the Arts, Prevention Working Group).

In 2024, the [guidelines](#) for respectful workplace communication in university operations were revised, which, among other things, name contact persons for initial counseling. A workshop on relationships and sexuality is offered to students each semester, and the Catholic Campus Ministry also offers regular workshops on non-violent communication. In addition to the home-page, contact persons and information options are also advertised on flyers and posters on campus.

Successes and current development tasks

Over the past eight years, the KU has made very good progress in the area of gender equality. Successful participation in the Women Professors Program, with three professorships funded to date, has enabled a significant expansion of support measures for young female researchers and improvements in the area of a family-friendly university. In addition, increased awareness of gender bias in appointment procedures is bearing fruit. Overall, the proportion of women among new appointments has moved toward parity in the last few terms of the Senate: While the proportion of women among new appointments was 26.7 percent in the 2015-17 term, it rose to 44.4 percent in the 2017-19 term and reached 50 percent in the 2021-23 term.

Development tasks include raising awareness and training KU employees even more systematically in the research and research support areas of gender bias, family-friendly leadership, and a non-discriminatory organizational culture. Appropriate measures (e.g. guidelines, training courses) are being implemented.

In addition, the increase in the proportion of women in the professorial body must be continued and, as a next step, the proportion of women

in the central committees of the KU and in management positions (e.g. as deans, vice presidents) must also be increased. Another focus is the targeted promotion of female researchers who are pursuing a qualification project at the KU.

The constructive cooperation of the actors involved, regular exchange, and individual counseling have been central to the successes already achieved. They will remain a key element for future tasks that serve the goal of achieving equality.

(signed in the original by the President of the KU)