



KATHOLISCHE UNIVERSITÄT  
EICHSTÄTT-INGOLSTADT



# Gender Equality Plan of the Catholic University of Eichstätt Ingolstadt

Concluded by the KU Presidium  
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KU Women and Equal Opportunity Officer

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## Mission Statement and framework conditions

In its [Mission Statement](#), the Catholic University of Eichstätt-Ingolstadt engages to fulfill its mission to research, teach and transfer knowledge while taking on responsibility for gender equality. The Mission Statement expressly names the KU's commitment to be a family-friendly university.

The new [Equal Opportunity Concept](#), compiled by request of the Women and Equal Opportunity Officer, was approved by the University Management and the KU Senate in 2015. It offers a first comprehensive analysis of the situation of men and women at the KU broken down by qualification levels as well as by fields of work.

In view of the application to the Federal and State program *Professorinnenprogramm III* for women professors for the promotion of equality of women and men in science and research at German institutes of higher education, a working group has updated the KU Equal Opportunity Concept. This [updated version](#) contains a new situation analysis as well as an assessment and reevaluation of the measures proposed in the 2015 catalog of measures. The particular focal points that we have identified in our endeavors in the years from 2018 to 2024 are the implementation of a gender-sensitive personnel policy and the deliberate promotion of women during their qualification phase for an academic career. The next update of the Equal Opportunity Concept is scheduled for 2023/2024.

Section 3, para. 2-3 of the Basic Law of the Federal Republic of Germany and Section 4 of the Bavarian Higher Education Act act as the legal framework for the promotion and actual implementation of equal opportunities of the genders. The concrete tasks of the Women and Equal Opportunity Officer are defined by the [Basic Rules](#) of the KU. For any tasks in appointment committees, the [Guidelines for Appointment Procedures](#) act as reference.

## Structural incorporation of equal opportunities at the KU

At the KU, the office of Women and Equal Opportunity Officer is centrally held by one member of the research staff and one of the research support staff. In addition to this, there is a Women and Equal Opportunity Officer plus one deputy from each of the eight faculties. For every office, a deputy is in place. The Student Representatives Council elects a Women and Equal Opportunity Officer for students' concerns once a year, all other Women and Equal Opportunity Officers are elected for two years.

As a group, the Women and Equal Opportunity Officers of the KU itself, of the eight faculties, of the research support staff and of the Student Representatives Council constitute the [Conference of the Women and Equal Opportunity Officers](#). The tasks of the Women and Equal Opportunity Officers are stipulated in the Basic Rules of the KU and outlined in the above-mentioned Equal Opportunity Concepts. Above all, the faculty Women and Equal Opportunity Officers are voting members in their respective faculty councils and in all appointment commissions, whereas the University Women and Equal Opportunity Officer is a voting member in the Senate and an advisory member in the University Council and the Extended University Management.

Within the Management of the KU, the Vice President for international affairs and profile development is responsible for the policies "equal opportunities" and "family-friendly university". Once a semester, a *jour fixe* is held with the President and the Vice President of the KU to discuss current developments and upcoming tasks. In order to do justice to the instructions laid out in the Basic Rules, namely the Women and Equal Opportunity Officer's involvement in all presidential matters concerning her mandate, she is weekly apprised of the minutes of committee meetings. Furthermore, she will be invited to attend any event on issues relevant to her mandate and get an opportunity to confer with the persons involved.

Further 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 Staff Training](#). The Women and Equal Opportunity Officer takes part in important events of these partners, such as the Research Service Center's [Young Researchers Day](#) or the board meeting of the Center for Marriage and Family in Society.

## **Personnel and budgetary resources for efforts towards equal opportunities**

The teaching load of the Women and Equal Opportunity Officer of the KU will be decreased by 2 SWS (semester hours per week) in compensation for the additional workload that her mandate entails. Since 2016, the KU budget also includes a part-time (0.5) research assistant to the Women and Equal Opportunity Officer. The research assistant will assist the Women and Equal Opportunity Officer in all the tasks resulting from her mandate and will teach lectures on gender studies at the KU.

The ZFG supports the topic of “family-friendly university” conceptually and organizationally with a part-time position (0.25). In addition, their secretary's office is involved in standard advisory tasks (i.e. On any request revolving around the issue of care, they act as a so-called care pilot).

As a result of its successful application for the Federal and State Program for Women Professors III (*Professorinnenprogramm* III), the KU was able to create additional (temporary) personnel capacities as part of the measures to promote gender equality. Firstly, this means that we were able to increase the ZFG position for the promotion of a family-friendly university to now 0.5. Secondly, a coordinating position to the extent of 0.6 was created as part of the establishment of a mentoring program for early-career women researchers.

The Women and Equal Opportunity Officer of the KU commands an annual budget of 15,000 euros for funding student assistants, workshops, teaching assignments and projects. Funds for

successfully completed gender equity work (appointment of women professors, completed doctorates and habilitations by women) are allocated to the faculties as part of the performance- and load-based allocation of funds. In some faculties, these funds are used for support measures and gender equity projects.

In the years from 2020 to 2025, the KU will additionally receive funds for gender equity measures of 640,000 euros in total from the *Professorinnenprogramm*.

## **Central gender equity offers**

The [homepage of the Women and Equal Opportunity Officer](#) provides information on the complete range of programs, funds and services put in place to promote and support female students and employees of the KU.

In 2018, a [scholarship program](#) was introduced to [promote academic careers of women](#). The year 2020 saw the establishment of our [coaching program](#) and in 2021, the [mentoring program](#) of the KU followed suit. Additional [support offers for newly-appointed women professors](#) perfect our range of programs.

As part of the initiative [family-friendly university](#), we have put in place a number of [additional support services](#), for instance support offers staffed with student assistants, expanded daycare offers and the continual improvement of family-friendly infrastructure on campus (e.g. kid's play corner in the canteen).

## **Equal opportunities and gender studies in teaching and continuing education**

In the course catalog of the KU, the module “gender studies” can be found in the program of [Studium.Pro](#) and comes with at least one seminar a semester. In addition, topics relevant to gender issues will be addressed during the theme week on “society makes gender” for students

and is also featured in services by the KU's [Career Centers](#). For students, there is a range of workshops on topics such as gender-sensitive didactics, presentation training for women and women at the workplace.

For a number of years now, KU employees have been able to profit from a vast portfolio of training and coaching services, organized by the ZFF where [Academic Careers](#) are concerned and by the HR department for Development and Professional Training for offers focusing on [educational and academic staff development](#). The fact that the KU's Women and Equal Opportunity Officer regularly confers with these organizational units means that they can react quickly to any newly arisen needs by providing updated training formats.

Some training offers by the Women and Equal Opportunity Officer are primarily located with our mentoring program. Apart from that, tailored advanced training formats support the Women and Equal Opportunity Officer in the performance of her duties. These are namely introductory workshops at the beginning of her term of office and training events on gender bias, coaching and conflict management.

## **Monitoring of data relevant to gender balance at the KU**

The KU annually collects data on gender ratios among students and employees. These data are broken down by qualification level, faculties and additional criteria, such as duration of employment and pay grade.

So far, these data were presented to the Senate as part of the report of the Women and Equal Opportunity Officer, which is compiled once per term of office and was then made available on the University [homepage](#). Beginning in 2022, these data will be presented to the University Management and then to the relevant bodies (Senate, Extended University Management, University Council) annually before publication on the homepage.

## **Sexual harassment prevention**

The KU actively promotes a study and working environment that is built on mutual respect. Therefore, sexual harassment is not tolerated under any circumstance and will be punished accordingly. We have counseling and continuing education services for students, lecturers, employees and supervisors. The [homepage](#) of the KU gives information and provides emergency phone contacts.

A [Prevention Officer](#) has been appointed at the KU to bring the issue of prevention of violent behavior to the forefront. The KU's Prevention Officer and the Women and Equal Opportunity Officer communicate regularly, for instance they sit in on each other's work committees (Conference of the Women and Equal Opportunity Officers; *Arbeitskreis Prävention* - working group "prevention").

In 2022, the University adopted [Guidelines](#) for respectful workplace communication in university operations that include go-to contacts for initial counseling. Each semester, there is a workshop on relationship and sexuality for students. The Catholic Campus Ministry (*Katholische Hochschulgemeinde*) also holds regular workshops on non-violent communication. Apart from the university homepage, leaflets and posters make valuable sources of further information and contact officers known to students.

## **Successes and current developmental targets**

Within the last six years, the trend as far as gender equality of men and women at the KU are concerned has shown some very positive developments. Successfully applying for the *Professorinnenprogramm* and thus getting two sponsored professorships to date has enabled us to significantly expand our support measures for early-career female researchers and to improve offers of the family-friendly university. In addition, increased awareness for the issue of gender bias

in appointment procedures is getting positive results, since the proportion of women among newly appointed KU employees has been rising for some time now. In the last election period of the Senate (2019 to 2021) it exceeded 50% for the first time. The KU was thus able to reach a proportion of 30 % women among its professors.

Developmental targets are to increase awareness and train KU research and research support staff for the topics gender bias, family-friendly management and corporate culture without discrimination. Measures to that effect (e.g. guidelines, training events) are in preparation.

We must also continue to increase the proportion of women among our professors and as a next step also increase the quota of women in central KU bodies and among executive staff (e.g. deans, vice-presidents).

We owe much of our achievements to the constructive cooperation of all the parties involved, to the regular exchange of information and to individual consultation. We will keep this in mind for our future endeavors that aim at the fulfillment of gender equality.

*(German original signed by the  
President of the KU)*