

Equality Plan for the Faculty for mathematics, informatics and natural sciences for the years of 2020-2023

Preamble

As stated in § 3 (5) of Hamburg's higher education act (Hamburger Hochschulgesetz, HmbHG) in July 2014, universities have the mandate to provide and promote equal opportunities. Further orientation is provided by the principles for *Gender Mainstreaming* of the European Council, which were validated by the ratification of the Treaty of Amsterdam by the German Government.

The Equality Plan is drawn up in accordance with guidelines of the equality guidelines in academics of the Universität Hamburg (September 16, 2016). The aim of the Equality Plan of the Faculty of mathematics, informatics and natural sciences (MIN faculty) is to achieve the equal participation of women and men in higher education and provide the conditions enabling the compatibility of family and a scientific career in order to exploit the existing potential of skills and talents for research and teaching. Gender mainstreaming continues to be a binding mandate of the university. People at all levels and units of the Universität Hamburg are involved in implementation. The aim is to integrate equal opportunities into planning, decision-making and (re-)organization of processes. Therefore, the impact of these measures is analyzed during planning, implementation, monitoring and evaluation of measures and is included in the decision-making process. The fundamental goal of the faculty is to have equal gender representation on all qualification levels (from students to professors, cf. [Equality Report of the MIN faculty 2014-2017](#)). As long as this is not achieved, taking into account a tolerable fluctuation range of +/- 10 percentage points, an increase of at least 10 percentage points is chosen as the aim. In case of professorships, the number of new professorial appointments has to be taken into account. Besides, the differences in the distribution of men and women between the various disciplines have to be considered in planning.

Under the overall supervision of the Dean's Office, the implementation of the Equality Plan is the responsibility of all faculty members, who work together with the faculty's Equal Opportunity representative to this end. All those working at the MIN faculty will act as role models and should represent that the quality of teaching and research is not gender dependent.

1. Responsibility of the faculty management

The faculty is responsible for establishing structures which allow equal opportunities. The Dean's Office ensures the implementation of the Equality Plan and is obliged to report to the Faculty Council at the end of a year on the implementation of the goals embedded in the Equality Plan. The structural support of the equal opportunity representatives is regulated in Chap.V.3.

2. Guidelines for recruitment

2.1 Professorships

In December 2017, 20,6% of all professorships (sum of all W1, W2, W3, C2, C3, C4) at the MIN Faculty were occupied by women. In 2013 (as of December) merely 15,8% of all professorships were held by women. The target rate of 29,6% (female academic staff, 12/2013), which is strictly based on the cascade model and the proportion of women at the next lower qualification level, was therefore clearly not fulfilled.

However, if one takes into account the limited potential for rapid developments in the proportion of female professors due to the long period of time these positions are held, the relative increase in the proportion of female professors of almost 30% (12/2013: 15.8% to 12/2017: 29.6%) between 2013 and 2017 is quite considerable. Due to these long periods of time in filling positions, in future the target ratio will not be in the occupied professorships but the proportion of women among the new professorial appointments (Table 1). The faculty-wide goal anchored in the last Equality Plan of giving 30% of professorial appointments to W-positions to women was achieved. Among the in total 60 professorships with professorial appointments in the calendar years 2014, 15, 16 and 17, 36,7% were women (22 in total).

Table 1: Status quo and target ratio of the new professorships at the MIN faculty

Status quo 12/2017	Target ratio 12/2021
36,7 %	50,0 %

- Until 2023, the faculty aims for a further increase in the proportion of women among the newly appointed professors. The aim is to fill at least 50% of the advertised professorships with women. The primary objective of the gender equality efforts in the context of professorial appointments remains a general balance of gender within the group of professors of the MIN Faculty.

According to the current planning and by further taking into account retiring professors, the professorial appointment of 50% women would lead to the following development in the proportion of female professors in the departments, by the end of 2023 (Table 2).

Table 2: Status Quo and possible target quota for each department with a hypothetical amount of 50% appointments of women until the end of 2023 (target ratios refer to status of proposed appointments 10/2019)

Department	Status Quo 12/2017	Female Quota for newly appointed professors based on replacement 50% appointment of women until 2023
Biology	31,32 %	42,40 %
Chemistry	16,13 %	23,53 %
Earth Sciences	21,43 %	33,33 %
Informatics	30,43 %	38,24 %
Mathematics	13,79 %	27,77 %
Physics	13,85 %	25,58 %
Total	20,47 %	31,65 %

The plan to advertise 25% of all W2 professorships as junior professorships with a tenure track option was not systematically implemented, yet. It is not possible to advertise professorships of this type specifically for women, but three of four positions of this type that were advertised between 2014 and 2017 were filled with women. Seven further tendering procedures were initiated in 2018, so it remains to be seen whether they will fulfil the hoped-for purpose of increasing the proportion of women among professors.

The faculty continues to ensure that the respective committees exploit all possibilities to scout and appoint women. The faculty interprets the success that was achieved so far as a clear sign that efforts to find qualified women for professorships are worthwhile and should be further expanded and supported.

Initiation and implementation of professorial appointment proceedings

In accordance with Hamburg's higher education act (Hamburger Hochschulgesetz, HmbHG), the chair of the university checks the future denomination of vacant or newly released professorships. In this context, the faculty can submit a request for advertising a certain professorship to the central administration of the university. Also, a scouting for suitable applicants is carried out in which aspects regarding equal opportunities must be taken into account.

The equal opportunity representative of the department or the faculty must be involved in the preparation for a job ad and in particular in the preparation of a proposal for the respective text. The announcement for a professorship should, as far as possible, be

broadly described in order to fit the potential range of female applicants. The result of the scouting process has to be taken into account here.

As long as no other procedure is decided regarding the administrative implementation of the third sex, we continue to have a quota of at least 40% female or male members in professorial appointment committees (cf. § 14 (2) HmbHG). The committee should specifically address the responsible bodies, such as the specialist societies, relevant scientific institutions and database managers (e.g. femconsult or academia.net, see the faculty's guidelines) in order to reach suitable female scientists. The respective chairperson or scientific contact persons are responsible for the implementation.

2.2 Research assistants

Considering the whole faculty, 30.6% of the available positions for research assistants were filled by women (full-time equivalents, as of December) in 2017. There is no significant increase compared to 29.6% in 2013 (status 12/2013). Furthermore, the available numbers show that the proportion of women amongst the scientist staff varies considerably in the six departments. In chemistry and earth sciences, about 40% of employees are female, in biology even about 55%. For this reason, the aim here is to achieve an equal share of the sexes in the coming years. In the departments of physics, informatics and mathematics, on the other hand, women make up around 20% of scientific staff. For these three departments, the target is to increase the proportion of women to 30%, i.e. by 10% in each of these fields over the term of validity of this equality plan.

Another challenge for the interpretation of these statistics is that an exact breakdown of the scientific employees who have already completed their doctorates and those who are still working on the projects for their doctoral theses is not possible with the currently available data. Doctoral students include not only the research assistants employed directly by the faculty but also members of external research institutes and holders of scholarships. The proportion of research assistants who are employed for their doctoral studies at the faculty as a whole is generally quite high, but most likely also differs depending on the department. In the case of quota differences, the underlying pattern can therefore only be interpreted hypothetically. If we look at the data from 2017 as an example ([Equality Report of the MIN faculty](#)), it becomes clear that apart from chemistry, there is no significant drop in the proportion of women among scientific staff in any of the departments compared to master's or doctoral degrees. Therefore, the faculty welcomes the complete census of the information "highest academic degree" of the employees in the course of the implementation of the data collection according to the specifications of the "Kerndatensatz Forschung".

Implementation of appointment procedures for scientific staff

Vacancies for research assistants are advertised at least university wide. According to VI.2.4 of the [equal opportunities guidelines for academic sector of the Universität Hamburg](#) (in German), the equal opportunity representatives have the right to participate in the generation of the job advertisement, the selection procedure and the job interviews for all academic positions.

In order to be able to exercise this right, the equal opportunity representatives of the respective departments have to be notified about all vacant positions at the latest when the proposal for the text for the advertisement is forwarded to the responsible administration department. In case of a permanent position as well as fixed-term positions with a duration of more than 3 years, they should ideally be involved in the preparation of the text. Especially when filling permanent positions, the composition of the selection committee should be gender balanced (§ 8 HmbGleiG).

2.3 Anonymous application procedures

The dean's office examines the legal and personnel options for implementing anonymous application procedures, both for filling positions for academic staff and for professorships. The aim should be to minimize the possibility for unconscious and deliberate discrimination based on gender and origin as far as possible.

A pilot project is supposed to be launched to test the practicability of anonymized applications and to determine the effect of anonymization (process and result evaluation).

3. Gender-sensitive language

The MIN faculty of the Universität Hamburg takes on its social responsibility in the area of equality also by applying gender-sensitive language in all areas. All members of the MIN faculty should also represent the conviction that quality of teaching and research is not dependent on sex or gender.

4. Structure-enhancing measures

4.1 Financing

The faculty provides the necessary resources for the implementation of the equality plan. In particular, the funds for the measures mentioned in this equality plan have to be allocated (funds for structure-enhancing measures). All members of the faculty may submit individual applications to apply for financial support for further equality measures they devise and realize themselves. Besides, the provided funds are used to implement measures by the MIN faculty as well as cooperation programs with other central or decentral institutions.

4.2 Measures

Professorships

Every professorial appointment of a female professor at the MIN faculty is supported with an E13-position with half the working time for three years. If possible, this position should be filled by a young female scientist and serves for a qualification, e.g. for the preparation of a doctoral thesis.

Promotion of early career researchers

Female early career researchers should be specifically encouraged and empowered for the application process for professorships.

The faculty plans to establish a support program for female habilitation candidates who have been successfully evaluated after the first phase of their habilitation. The funding for the second phase should be provided according to the candidates' requirements (up to an additional doctoral position 0.5 E13 for 3 years) and will support female scientists on their way to an independent research groups.

The faculty promotes the implementation of events such as seminars, workshops and lectures on topics such as strategic career planning, application preparation, representation techniques as well as the acquisition of external funding. When planning and implementing the events, the needs of women and an increase of awareness for equality issues should be addressed. The events are planned according to target groups and in cooperation with the equal opportunity unit, the career center of the Universität Hamburg, the clusters of excellence and other partner institutions. Whenever appropriate, offers should be designed for compatible target groups. The successful cooperative programs "[Women's Career Day](#)" and "[Academic Leadership Programme for Women in Science](#)" will be continued for the duration of this equality plan.

The MIN faculty and the two clusters of excellence AIM and QU will continue the "[dynaMENT](#)" mentoring program in an extended form in cooperation with DESY. The program will expand by a cohort for advanced young female scientists (postdocs, junior research group leaders, junior professors). In the future, the faculty is also working on the expansion of the program to include elements for students in their bachelor and master studies.

With "[Anna Logica](#)", the MIN faculty has established another women's program for qualification. The program will continue to be offered as a seminar program for all female students and young female scientists of the MIN faculty.

The faculty also continues to participate in the Hamburg-wide program "[Pro Exzellenzia 4.0](#)", which aims to significantly and sustainably increase the proportion of women in leading positions. This initiative addresses particularly female MIN graduates, as well as

female doctoral candidates and postdocs who are striving for a leading position in science, business or culture. The MIN faculty awards annual scholarships and organizes the [“Pro Exzellenzia meets UHH”](#) series of events together with other UHH actors in the field of gender equality.

Award for women in the Hamburg MIN faculty

The MIN faculty would like to implement an award for outstanding achievements by women in the MIN faculty within the term of validity of this equality plan. It can be awarded to female scientists of all status groups who stand out through outstanding research and/or exceptional teaching at the MIN faculty. In addition to rewarding this achievement, the prize is also intended to increase the visibility of women in mathematical, informatics and scientific research. In this way, the awardees fill a function as “role models” for students and researchers at the UHH.

Combining Family and Science

The MIN faculty is explicitly committed to the university’s goals in the “Audit family-friendly university” and supports the included measures.

If possible, positions that are not filled due to maternity and parental leave will be filled immediately by a substitute. The return after parental leave should also be ensured in third-party funded projects by continuing the originally agreed on employment.

Particularly in the case of doctoral students, the achievement of the qualification goal should also be ensured after a childcare phase, e.g. by extending employment contracts or scholarships.

Moreover, scientists who have family responsibilities (bringing up children, caring for relatives) during their qualification period should be granted more flexibility and time for research. Upon application, a reduction of the teaching obligation by 50%, but not more than 2 SWS, can be granted during the qualification phase. In case of young researchers who care for relatives, this applies as long as there is a demand. For early career researchers bringing up children, it applies as long as the children go to primary school. Alternatively, support by student assistants can be provided upon request. In reasonable cases, a reduction of teaching duties is also possible upon application due to other challenging circumstances within the family. In addition, when lectures and self-organized professorial teaching is planned within the departments, time commitments and dependencies of teaching staff with family responsibilities have to be considered as before (e.g. through intertemporal/ interpersonal teaching compensation). The MIN faculty aims to develop a program for people who interrupt their “full-time” work in science for family reasons. The declared goal of this program is to support the participants to keep in touch with the scientific community to a self-determined extent,

e.g. during parental leave. Support measures that are tailored to the needs of the participants such as workshops, coaching, participation in conferences, childcare or scholarships, will enable scientists to return to “full-time” research (possibly also in connection with transfer to the UHH) as barrier-free as possible. The program should deliberately distinguish itself from classic re-entry programs, as the introduction of such a program is already planned by central administrations ([Equality Plan of the UHH](#), p. 16, in German).

Regarding childcare, the regular system partially fails, when scientists are compelled to take on tasks outside regular working hours, e.g. business trips, events at the weekend or measurements in the lab at evenings and at night. In such cases, individual childcare service has to be provided that fits the needs of children and parents. These services might come with considerable costs in some cases. Here, the faculty would like to support in particular its young researchers with parental responsibility and supports additional childcare in these cases financially and organizationally.

Granting of flexible working time models, such as job sharing or working from home, should enable scientists to reconcile work and family life and make it easier for women in particular to re-enter work.

Female student applicants

Information events for schoolgirls on the one hand and teachers at the relevant schools on the other hand are intended to attract female students to MIN subjects. The aim of the faculty is also to offer target group-oriented programs for as many age groups as possible. These include the University Days that already take place, participation at the Girls’ and Boys’ Day and mint:pink. The offer is supplemented by further projects in which girls from school can get a look into everyday life at the university (girls go math, Physikprojekttage). The MIN faculty also supports Hamburg’s “Schülerforschungszentrum” and encourages the implementation of projects specifically designed for schoolgirls.

It is also considered to establish closer links with the didactics department in the context of teacher training with teachers’ associations and with teacher training events. Examples of gender-sensitive didactic approaches can provide positive impulses.

5. Gender aspects in research and teaching

The faculty endorses the integration and consideration of gender-specific issues and gender-differentiated perspectives in teaching and research. It supports the development of research projects that deal with gender studies. Further strengthening gender related research should be considered as part of the profile development of the MIN faculty.

Both subject-specific and interdisciplinary aspects of gender research in the natural sciences can and should be taken into account.

Furthermore, it is planned to cover the topic “Gender Aspects in the Natural Sciences” within the basic lectures for all students, initially with a maximum of one lecture unit. The unit should contain general aspects of gender science as well as content that is specific for the respective field of natural science.

In the area of research funding, the dean’s office supports all MIN applicants in the preparation of proposal sections on the topic of diversity and gender equality. The importance of this topic increased over the past years, particularly in DFG collaborative projects. Due to a professionalization of gender equality work and the expansion of the range of services offered by the MIN faculty and the UHH, the researchers receive input and support for the preparation of the relevant proposal sections at the deanery.

Furthermore, all potentially representative events that are organized within the faculty (conferences, information events, panel discussions, etc.) should ensure that the respective organizational unit is represented in a diverse manner. For example, when planning a panel, special attention should be paid to appropriate shares with regard to age, gender and origin.

6. Equal Opportunity Representatives

6.1 Election

According to § 10 para. 1 of the MIN statutes¹, the faculty council elects an equal opportunity representative and deputies for a period of three years in accordance with its duties under the HmbHG. In this course, the range of subjects of the faculty is to be considered. For the election in the faculty council, the approval of the majority of the present faculty council members is required.

6.2 Participation in committees of the faculty

The equal opportunity representatives have the right to be informed, to speak and to state requests at all meetings of the faculty’s bodies and committees.

6.2.1. Deanery

¹ Corrected on 27.01.2021; In the version presented at the AS meeting on 08.07.2020, §7 para. 1 of the MIN faculty statutes was referred to at this point.

The equal opportunity representative of the faculty or, if applicable, the deputies are consulted at the meetings of the deanery when questions of equal opportunity are discussed or decided. Furthermore, they may request regular attendance at all meetings.

6.2.2. Faculty council and faculty chamber

The equal opportunity representatives of the faculty and, if applicable, the deputies receive invitations, protocols and handouts of the faculty council and faculty chamber meetings including the non-public part.

6.2.3. Faculty council

The equal opportunity representative of the respective department and, if applicable, the deputies participate in the meetings of the department council² as advisors.

6.2.4. Professorial appointment committees

The equal opportunity representative or, if applicable, the deputies in the departments have to be involved in all phases of the professorial appointment procedure for a vacant professorship. The equal opportunity representative of the faculty is responsible for appointing the equal opportunity representatives from the respective department to accompany professorial appointment procedures.

6.2.5. Other bodies and committees

The other bodies and committees of the faculty that are laid down in the statutes, give the equal opportunity representatives the opportunity to participate in meetings. In order to exercise the above-mentioned rights, the committees inform the equal opportunity representatives about the content and protocols of the meetings.

6.3 Support by the faculty

The equal opportunity representative of the faculty will be granted a reduction of teaching obligation by 2 SWS, provided this is formally possible. In addition, the equal opportunity representative will be supported by an advisor for equal opportunities at the dean's office. At the level of deputies in the respective departments, funding for student assistants can be granted by the department for up to 20 hours per month to support ongoing activities. Alternatively, reduction of 2 SWS teaching obligation can be granted per department, as long as this is formally possible.

² Corrected on 27.01.2021: In the version presented at the AS meeting on 08.07.2020, reference had been made to meetings of the departmental executive board as an alternative at this point. However, since 2020, all MIN departments have an elected faculty council.

6.4 Equality conference

The equality conference is an assembly of all scientists as well as representatives that can be appointed from the group of students and the technical, administrative and library staff. It is convened by the equal opportunity representatives of the department. The equality conference requests the members of the academic staff to run for the position as an equal opportunity representative of the department. The equality conference takes place if required, but at least once a year.

7. Gender-specific data collection – a task of controlling

The dean's office of the MIN faculty regularly provides the faculty's equal opportunity representatives with the gender-differentiated status Quo of the employment structure of professorships, academic staff and students as well as graduates of the departments as a basis for evaluation of Equal Opportunity measures. Upon request, a differentiation is made between university and third party funded positions and between departments/subjects.

8. Validity

The equality plan of the MIN faculty comes into force after a respective resolution was passed by the MIN deanery. It then also has to be acknowledged by the faculty council and reported by the academic senate. Its term of validity finishes by the end of 2023.

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