



# Gender Equality Plan

Nuremberg Tech's strategy to promote and advance gender equity in academics

## Legal Notice

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## Abbreviations

AC	Faculty of Applied Chemistry
AMP	Faculty of Applied Mathematics, Physics, and Humanities
AR	Faculty of Architecture
AS	Arbeitssicherheit/ Occupational safety
BI	Faculty of Civil Engineering
BW	Faculty of Business Administration
D	Faculty of Design
EFI	Faculty of Electrical Engineering, Precision Engineering, Information Technology
GEP	Gender Equality Plan
GK	Gleichstellungskonzept/ Gender Equality Concept
HAW	Hochschule für Angewandte Wissenschaften/ University of Applied Sciences
HL	Hochschulleitung/ University Management
HSFG	Hochschulservice für Familie, Gleichstellung und Gesundheit/ Service for Family, Equality, and Occupational Health
IN	Faculty of Computer Science
JUS	Justizariat/ In-house counsel
K	Kanzlerin/ Chancellor
KOM	Hochschulkommunikation/ University Communications Department
KomGeDi	Kompetenzzentrum Gender und Diversity/ Competence Center for Gender and Diversity
LeKo	<i>Zentrale Einrichtung für Lehr- und Kompetenzentwicklung (noch kein off. Übersetzung)</i>
MB/VS	Faculty of Mechanical Engineering
PA	Personalabteilung/ Personnel Department
PE	Personalentwicklung/ Professional Development
PR	Personalrat/ Staff Council
SoH	School of Health
SW	Faculty of Social Sciences
TFM	Facility Management
VP	Vizepräsident*in/ Vice President
VT	Faculty of Process Engineering
WiSe	Wintersemester/ winter semester
WT	Faculty of Materials Engineering
ZWTT	Zentralstelle für Wissens- und Technologietransfer/ University Research Services

## PREAMBLE

Equality of genders in all career levels within the academic area of Nuremberg Institute of Technology (Nuremberg Tech, Technische Hochschule Nürnberg) is a long-term objective of Nuremberg Tech. The university's commitment to promoting and improving gender equality is well established. This commitment was formalised in 2008, when the first gender equality concept was written and officially signed by all leading functionaries of the university. This Gender Equality Plan proceeds based on and from this original concept, advancing our objective by implementing new measures, especially on the topic of awareness.

The primary goal is to balance the gender distribution at each successive level at our university. Different measures have been and will be implemented to realise this objective.

These activities are built upon the Nurembergs Tech's vision statement, which places value on maintaining respectful interaction. Further legal basis for the measures follows in the next chapter.

Both the equality concept and the Gender Equality Plan have been prepared based on the analysis of statistical figures related to the gender ratio in key areas at Nuremberg Tech.

Nuremberg, 16 December 2021



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## 1 INTRODUCTION

### 1.1 Organisational commitment: What does gender equality mean to us?

Nuremberg Tech defines itself as a university of diversity. It values the individuality of its members as well as diversity in research, teaching, continuing education, and administration and services. It strives to break down barriers, counteract discrimination, and use diversity as an opportunity. Taking into account individual diversity is a prerequisite for establishing equal chances. We want to ensure an open, respectful, and non-discriminatory culture and atmosphere at our university.

- Why do we draw up a gender equality plan?

We have set ourselves the goal of promoting the equal participation of women and men at all levels of the university with the equality concept (*Gleichstellungskonzept*) adopted on 10 June 2008. The equality concept includes specific measures, surveys, and consequences and is updated on an ongoing basis. Through the Gender Equality Plan, we want to strengthen our work on the issue and make it more visible internationally.

- For how long is this plan valid?

Until 06/2024

- Who is responsible?

University Management (President, Vice Presidents, Chancellor), Women's Affairs Officer, University Service for Family, Equality, and Occupational Health (HSFG).

### 1.2 Organisational goals of gender equality and legal basis

The same opportunities are available to all members and applicants, regardless of gender, nationality, religion, disability, age, ethnic and cultural background, or sexual identity.

Equal opportunities for all genders and the principles of anti-discrimination are regulated in Germany in the Constitution. For employees in the higher education sector, the General Act on Equal Treatment additionally applies. At universities in Bavaria, further legal frameworks apply to issues related to equality. The implementation of equal rights for women and men is anchored in the Bavarian Higher Education Act as an active guiding principle. The Bavarian Higher Education Personnel Act regulates the appointment process for professors. The anti-discrimination guidelines of Nuremberg Tech and its constitution apply to all members of the university.

The following legal bases in the area of equality are relevant:

German Constitution (Art. 3 Para. 2 and 3)

General Act on Equal Treatment (§ 1 and § 5)

Bavarian Higher Education Act (Art. 4 Para. 1 - 5)

Bavarian Higher Education Personnel Act (Art. 18 Para. 4)

Constitution of Nuremberg Tech (§ 20 - 23, § 28, § 37 - 39, § 41)

### **1.3 Publication and official endorsement of the GEP**

Nuremberg Tech's Gender Equality Plan is authorized and signed by the University Management (President, Vice Presidents, and Chancellor) and Women's Affairs Officer and deputy in its present form with defined time periods, responsibilities, and measures. The plan has been presented to the broader university leadership in the Extended Executive Board (Faculty Deans). The entire university membership can access the GEP on Nuremberg Tech's website.

### **1.4 Dedicated resources**

The Gender Equality Plan factors various units into the implementation of the measures described in it. These units will incorporate these tasks of implementing the measures into their standing responsibilities. The Women's Affairs Officer, the Deputy Women's Affairs Officer, and the women's affairs officers for the Faculties are all engaged within the framework of their respective mandates. The university's service unit responsible for this area (the University Service for Family, Equality, and Occupational Health (HSFG)) supervises and supports the development of the GEP and also implements GEP measures (see sections 3.1; 3.3; 3.4; 3.6; 3.7).

The measures are financed from earmarked budgetary funds from the Free State of Bavaria and from third-party funds. In addition, the university funds personnel (including some with proven expertise in gender-related areas), rooms, and material costs for the purpose of meeting the tasks set out related to equality goals.

### **1.5 Data collection and monitoring**

Nuremberg Tech has an extensive academic controlling department that collects and documents statistics covering students, the Faculties, and the degree programmes.

The personnel management system also enables the statistical analysis of the number of employees (in the academic area and administration) by status groups and type of employment.

The HSFG receives the tabulation of these numbers by gender each semester and the department evaluates and prepares graphics representing the data (see section 2).

### **1.6 Training**

One task the GEP defines for Nuremberg Tech is awareness raising for researchers, instructors, and other staff at the university. This will be implemented via various measures and training. Descriptions of these measures are in section 3.4 .

### **1.7 Structure of GEP**

After presenting the actual situation by means of the current statistical data related to the various status groups, the fields of action are described with the respective measures. For each measure, the timeframe for the implementation and responsible parties are defined.

## 2 STATISTICAL FIGURES

### 2.1 Total employees

At Nuremberg Tech, there are currently (data from WiSe 2020/2021)

2,448 individuals employed in the following areas:

In teaching and research

Adjunct teaching staff	870
Professors and full-time teaching staff	322
Student helpers	311
Employees	257
Tutors	221
Academic/research associates	131
Interns	6
Total:	2,118

In administration and services

Employees	305
Trainees	3
Total:	308

Employees on garden leave or leave of absence

Employees	12
Professors and full-time teaching staff	7
Academic/research associates	3
Total:	22

## 2.2 Professors

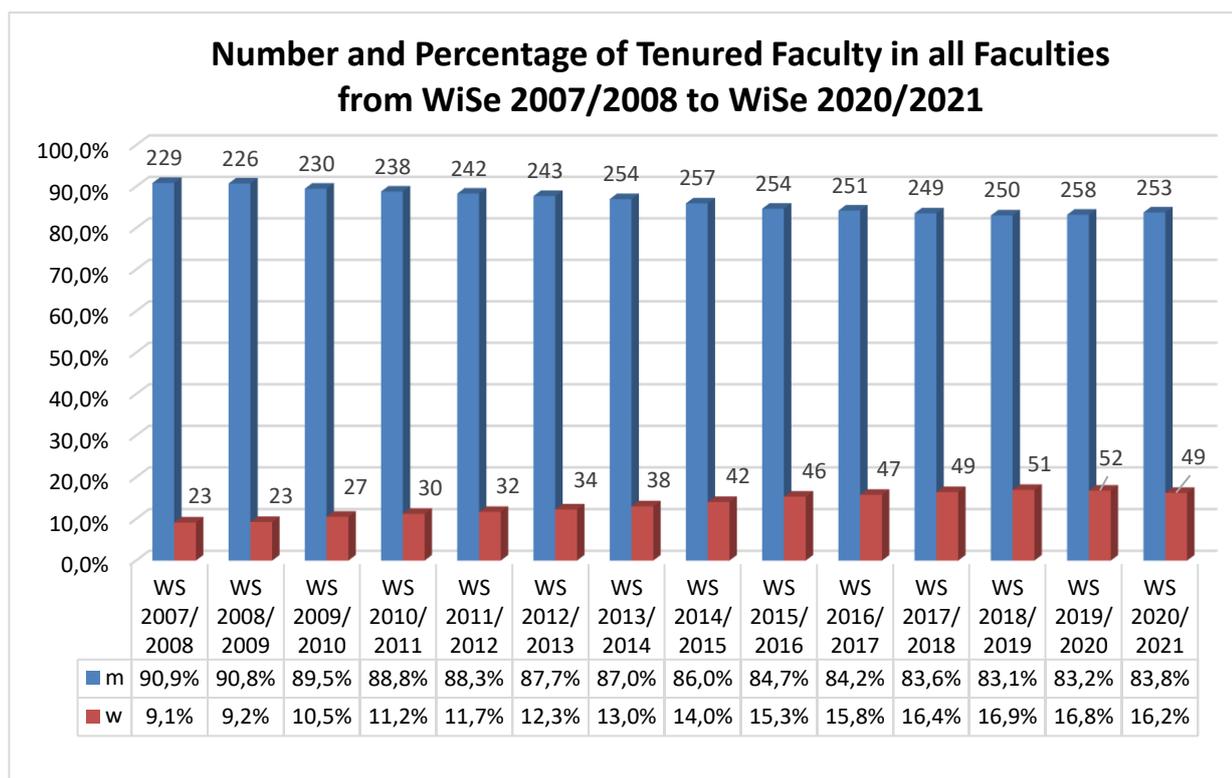
In winter semester of 2020/21 women occupied 16.2% of all professorships at the Nuremberg Tech. So less than every fifth professor was female. The gender ratio varied across the Faculties. The following Faculties had ratios above the 16.2% average: Social Sciences (SW) with 45.2%, Architecture (AR) with 33.3%, Business Administration (BW) with 22.2%, Applied Chemistry (AC) with 20%, Design (D) with 18.2%, and the Faculty of Applied Mathematics, Physics and Humanities (AMP) with 17.9%. In the engineering and technical Faculties, however, the proportion was significantly lower – down to not a single female professor at the Faculty of Civil Engineering (BI). The proportion of women varied consistently with subject area.

### Percentage of Female Professors in WiSe (data from 8 Feb 2021)

	WiSe 2020/2021					
	Number			in %		
Faculty	m	f	Total	m	f	Total
AC	12	3	15	80.0	20.0	100.0
AMP	23	5	28	82.1	17.9	100.0
AR	8	4	12	66.7	33.3	100.0
BI	14	0	14	100.0	0.0	100.0
BW	42	12	54	77.8	22.2	100.0
D	9	2	11	81.8	18.2	100.0
EFI	50	3	53	94.3	5.7	100.0
IN	25	2	27	92.6	7.4	100.0
MB/VS	31	2	33	93.9	6.1	100.0
SW	17	14	31	54.8	45.2	100.0
VT	13	1	14	92.9	7.1	100.0
WT	9	1	10	90.0	10.0	100.0
<b>Total</b>	<b>253</b>	<b>49</b>	<b>302</b>	<b>83.8</b>	<b>16.2</b>	<b>100.0</b>

Source: Personnel data for WiSe 2020/2021, 8 Feb 2021.

As can be seen in the following graph of data from the last few years, the proportion of female professors at TH Nürnberg is continuously increasing, albeit slowly (except for the last year).



Source: Personnel data for WiSe 2020/2021, 8 Feb 2021.

### 2.3 Adjunct faculty

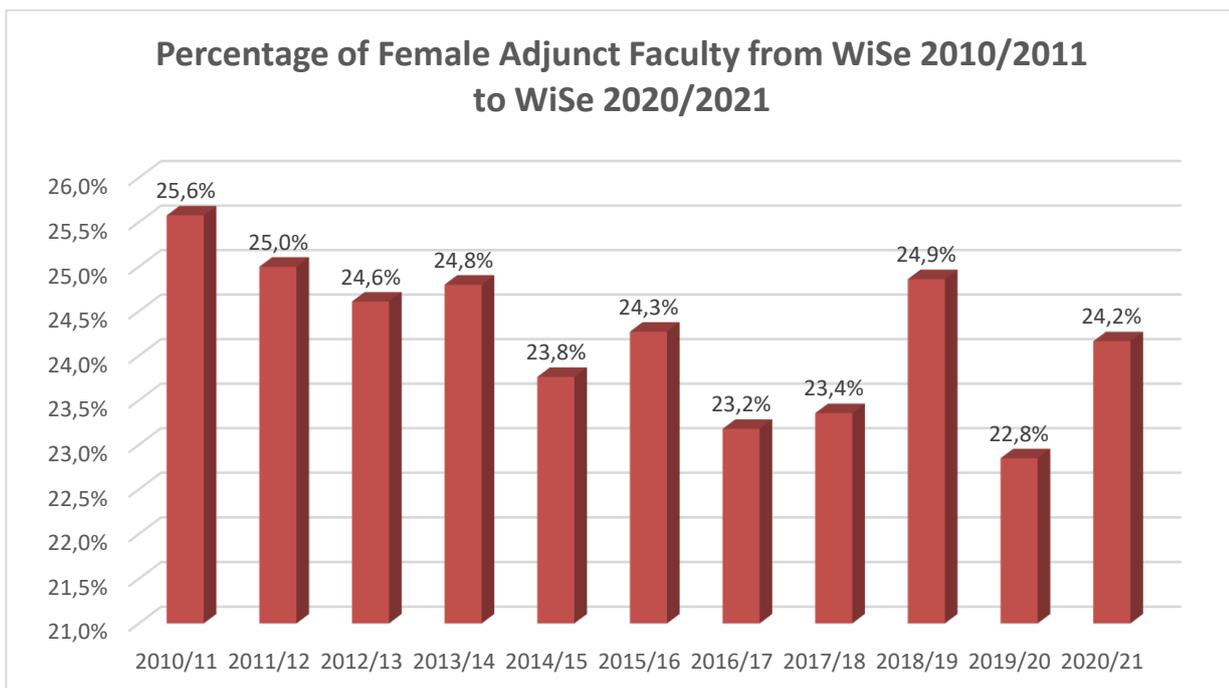
Almost a quarter of adjunct faculty is female (24.2%).

As with the professorships, this area also varies along the range of our Faculties: The highest proportion of women adjunct faculty (49%) is in Social Sciences (SW) and the Faculty average as related to the overall average amongst professors is almost exactly reproduced amongst adjunct faculty: the averages in Applied Chemistry (AC); Design (D); Applied Mathematics, Physics and Humanities (AMP); and Architecture (AR) are higher, and the averages in Mechanical Engineering (MB); Electrical Engineering, Precision Engineering, Information Technology (EFI); Process Engineering (VT); Materials Engineering (WT); Civil Engineering (BI) are below the overall average. Exceptions are in the Faculties of Computer Science (IN), which has a remarkably higher average, and Business Administration (BW), which has a clearly lower average than the general average. The range of proportions (0-49%) is similar to the range seen in the professor averages, except for these two Faculties.

## Distribution of Adjunct Faculty in WiSe 2020/2021 by Faculty

Faculty	Number			in %		
	male	female	Total	male	female	Total
AC	16	7	23	69.6%	30.4%	100.0%
AMP	60	25	85	70.6%	29.4%	100.0%
AR	54	13	67	80.6%	19.4%	100.0%
BI	33	0	33	100.0%	0.0%	100.0%
BW	67	9	76	88.2%	11.8%	100.0%
D	44	19	63	69.8%	30.2%	100.0%
EFI	108	7	115	93.9%	6.1%	100.0%
IN	13	4	17	76.5%	23.5%	100.0%
MB/VS	36	6	42	85.7%	14.3%	100.0%
SW	79	76	155	51.0%	49.0%	100.0%
VT	4	0	4	100.0%	0.0%	100.0%
WT	7	0	7	100.0%	0.0%	100.0%
<b>Total:</b>	<b>521</b>	<b>166</b>	<b>687</b>	<b>75.8%</b>	<b>24.2%</b>	<b>100.0%</b>

Source: Personnel data for WiSe 2020/2021, 8 Feb 2021.

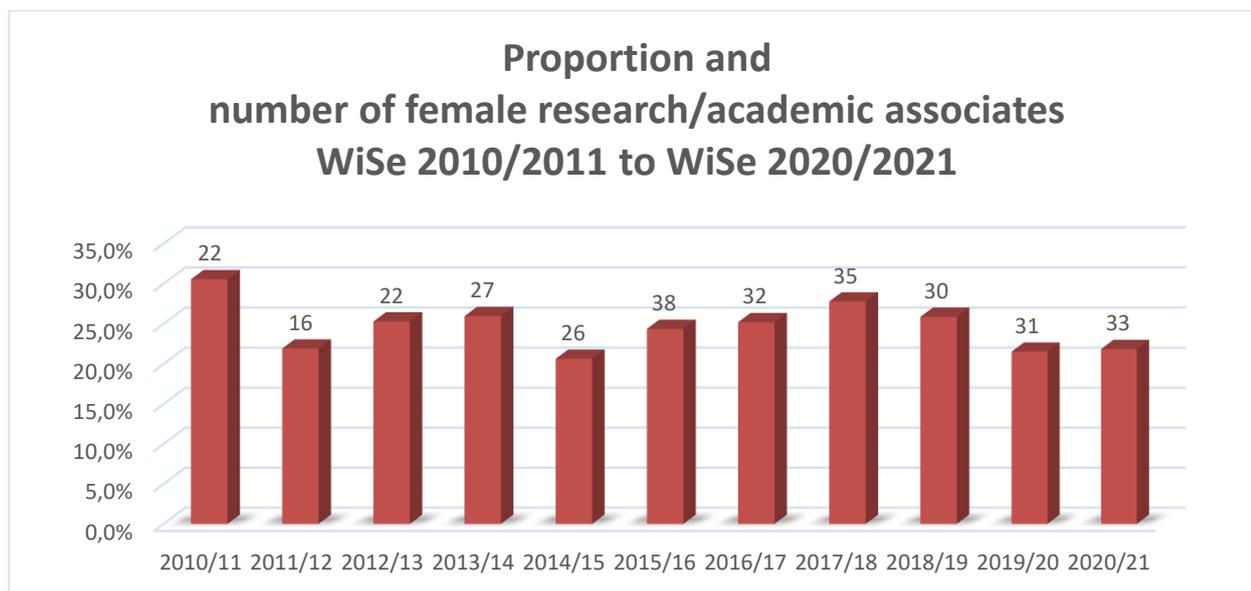


Source: Personnel data for WiSe 2020/2021, 8 Feb 2021.

Reviewing the development of the past ten years, the ratio of female adjunct faculty is more or less stable at about a quarter plus-minus one to two percent.

## 2.4 Research/academic associates and lecturers/instructors

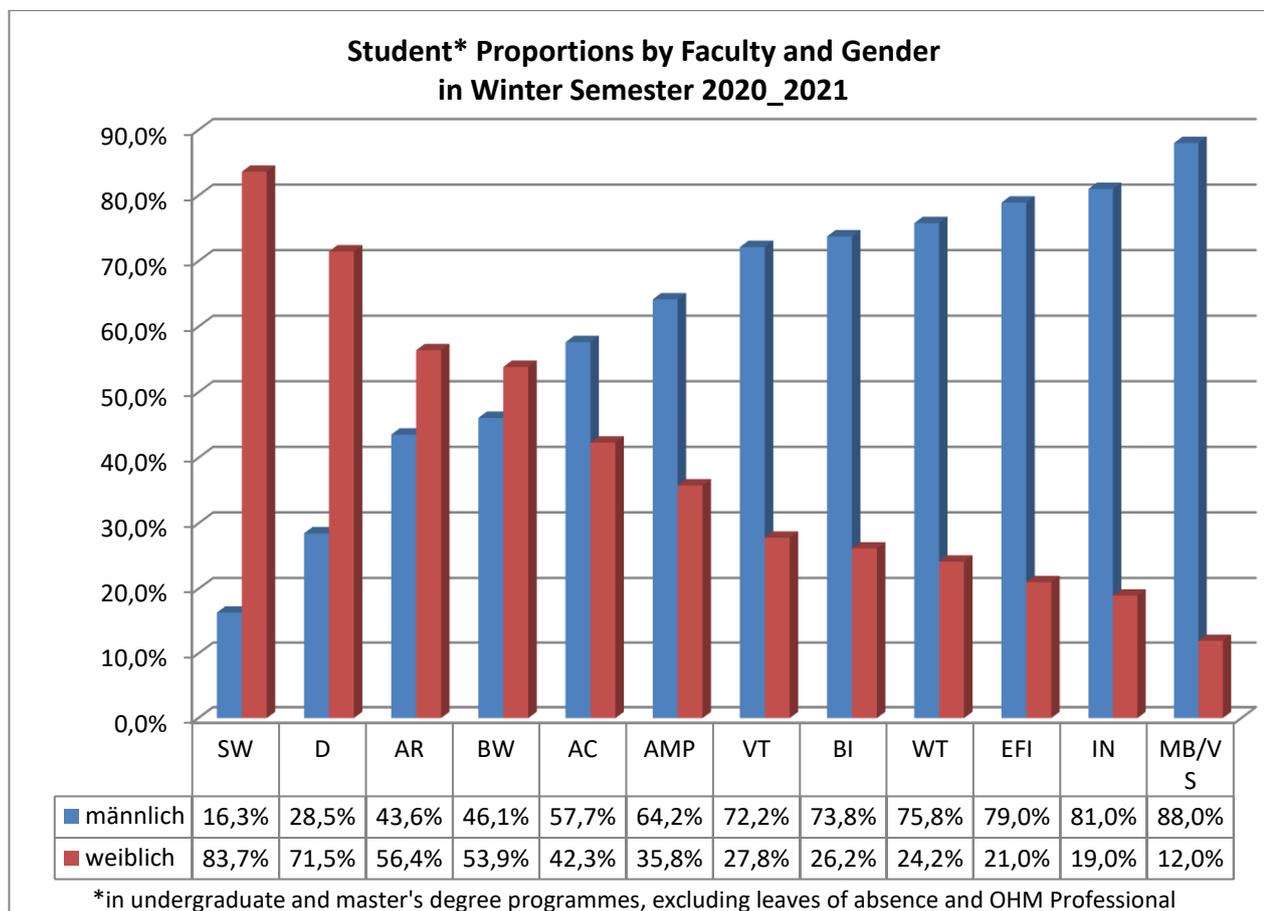
About a fifth of the currently employed academic personnel (excluding professors) is female.



Source: Personnel data for WiSe 2020/2021, 8 Feb 2021.

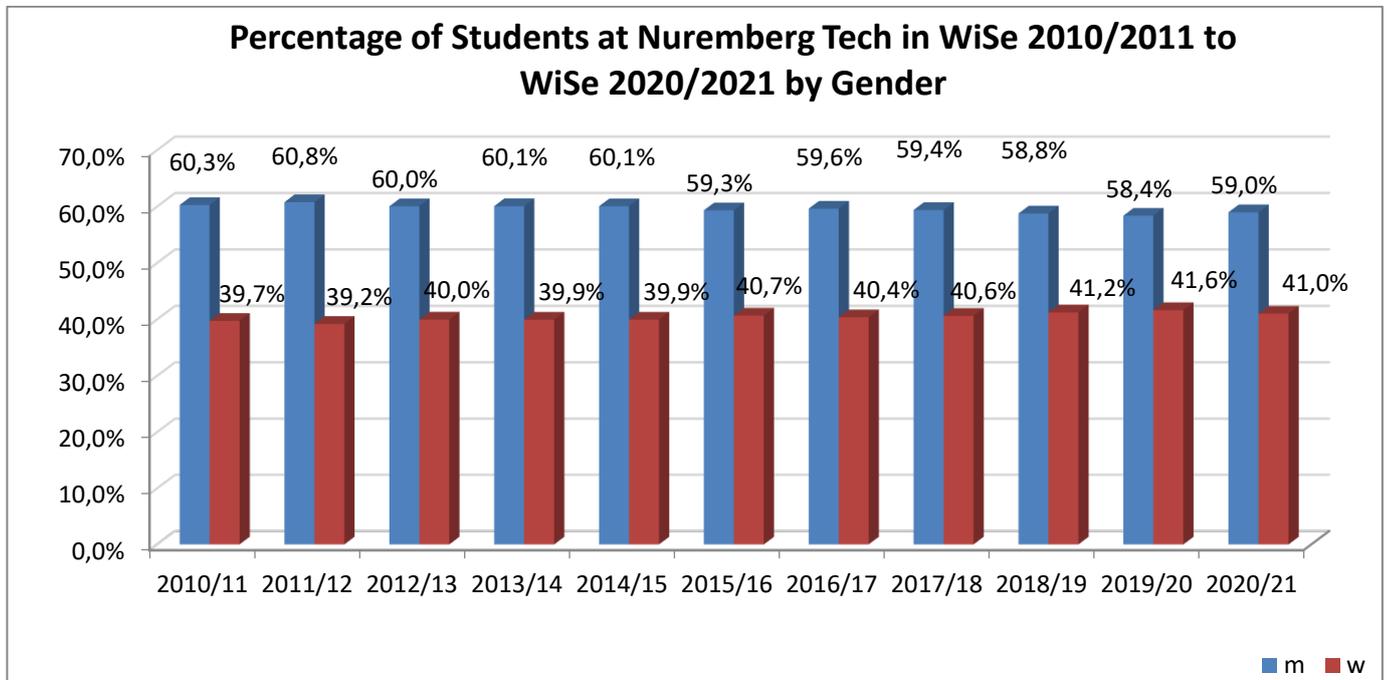
## 2.5 Students

The current proportion of female students at Nuremberg Tech is 41%.



Source: Student data for WiSe 2020\_2021, 8 Feb 2021

The highest proportions of female students, higher than 50%, were in the Faculties of Social Sciences (SW) (83.7%), Design (D) (71.5%), Architecture (AR) (56.4%), and Business Administration (BW) (53.9%). In the other 8 Faculties less than half of all students are female.



Source: Student data for WiSe 2020\_2021, 8 Feb 2021

During the last ten years the overall proportion of female students has been persistently around 40%.

## 2.6 University Management, Boards, Deans, and other management positions

### University Management

	m	w	Gesamt
President	1	0	1
Vicepresidents	2	1	3
Chancellor	0	1	1
<b>Total</b>	<b>3</b>	<b>2</b>	<b>5</b>
<b>In %</b>	<b>60,0%</b>	<b>40,0%</b>	<b>100,0%</b>

Source: university website, 22 Oct 2021.

Since 2020, two women have occupied relevant positions in the University Management. One holds the office of Vice President for Academic Affairs and Professional Development and is responsible for all academic programmes at the university. The Chancellor heads the administration and service departments, is the direct supervisor of all non-academic staff, is the permanent representative of the President in legal and administrative matters, and is the official contact for the university budget.

**Senate**

	Professors		Students		Research/academic associates		Other staff		Women's Affairs Officers		Total	
	m	F	m	F	m	F	m	f	m	f	m	f
<b>Total</b>	11	1	2	0	1	0	1	1	0	2	15	5
<b>in %</b>	91.7%	8.3%	100%	0.0%	100.0%	0.0%	50.0%	50.0%	0.0%	100.0%	78.9%	21.1%

Source: Results University election 2021

Women occupy one fifth of senate seats.

**Faculty leadership**

Faculty	Deans		Vice Deans		Deans of Studies				Total	
	m	W	m	w	m	w	m	w	Total no. in Faculty leadership	f in %
AC	1	0	0	1	1	0	2	1	3	33.3%
AMP	1	0	1	0	0	1	2	1	3	33.3%
AR	0	1	1	0	0	2	1	3	4	75.0%
BI	1	0	1	0	1	0	3	0	3	0.0%
BW	1	0	1	1	1	1	3	2	5	40.0%
D	0	1	0	1	1	0	1	2	3	66.7%
efi	1	0	1	0	2	0	4	0	4	0.0%
IN	1	0	1	0	1	0	3	0	3	0.0%
MB/VS	1	0	0	1	2	0	3	1	4	25.0%
SoH	0	1	0	0	1	0	1	1	2	50.0%
SW	0	1	2	0	1	1	3	2	5	40.0%
VT	1	0	1	0	1	0	3	0	3	0.0%
WT	1	0	1	0	1	0	3	0	3	0.0%
<b>Total</b>	<b>9</b>	<b>4</b>	<b>10</b>	<b>4</b>	<b>13</b>	<b>5</b>	<b>32</b>	<b>13</b>	<b>45</b>	<b>28.9%</b>
<b>Proportion in %</b>	<b>69.2%</b>	<b>30.8%</b>	<b>71.4%</b>	<b>28.6%</b>	<b>72%</b>	<b>27.8%</b>	<b>71.1%</b>	<b>28.9%</b>		

Source: university website, 22 Oct 2021.

One-third of Faculty leadership positions during the October 2019 - September 2022 term were occupied by women. The ratio varies by Faculty from 75% (Architecture) women to no women in the Faculties (BI, efi, IN, VT, WT) in which the proportion of female professors is similarly low.

Almost One-Third (28.2%) of the members in the Faculty boards are currently female (see appendix). 52.8% amongst the student status group are female. And the proportion amongst the category "Other staff" is nearly even with 55.6% men and 44.4% women. The lowest proportion of women within a status group is 9.3% amongst professors.

In the administration area, department leadership currently comprises 15 women and 12 men; this is a proportion of 55.6% women.

## **2.7 Analysis of the research/academic personnel and student data**

Clear disparities in gender distribution are evident amongst students in STEM fields (markedly less than 50%) and the proportion of female professors (16.2% in WiSe 2020/2021). Therefore, a sensible strategy is to promote females in pursuit of STEM degrees that begins before students select degree programmes and supports female students during their studies. At the same time, the strategy aims to increase the proportion of women in academic leadership positions and therefore impacts recruiting and profile building of female professors. In addition, young female post-graduate academics will be trained and encouraged in their professional development.

Although the gender-ratios in administrative bodies and boards associated with academic self-government and amongst adjunct faculty are not balanced, the Nuremberg Tech has focused its measures actively on students, young academics, and professors.

### 3 FIELDS OF ACTION, OBJECTIVES, AND MEASURES

#### 3.1 Field of action 1: Work-life balance and organisational culture

Nuremberg Tech offers structures that support the reconciliation of career and family life, such as the option to work in home office or mobile work. Part-time employment is possible, including as professors. In addition, the university offers the following measures, which focus on persons with children or other caregivers. These measures apply for all university members. Nuremberg Tech was the first state university in Bavaria to be awarded the “Family-friendly university” certificate from the berufundfamilie Service GmbH.

- Provision of childcare places for young children aged between 6 months and 3 years; cooperation with milliohm, a child care facility
- Provision of an interactive programme for children of staff and students (aged 6-11 years) during all school holidays except the Christmas holidays
- Provision of a babysitting service and individual school coaching for children of staff and students, acquisition of interested Nuremberg Tech students and connecting them with parents
- Provision of parent-child rooms with work spaces
- OHMcare: support service designed to reduce the workload of informal caregivers. Trained Assistants attend to relatives of Nuremberg Tech members with care needs at their home on an hourly basis.
- Informational and workshop events on topics of care and eldercare for staff and students of Nuremberg Tech
- Counselling of and information for individuals on reconciliation of work, studies, and family (including care)
- Reintegration of staff after career breaks (in-house occupational rehabilitation management, return-to-work interview)
- Information platforms on the intranet
- Agreement on flexible working hours
- Agreement on telework and home office
- Agreement on integration and in-house occupational rehabilitation management
- Member of various networks, including the FidH network (family in university), Bayerische Familienbüro, and the Erfolgsfaktor Familie network

Target group:	All university members
Status & timeline:	Implemented and ongoing; annual needs assessment
Individuals responsible:	HSFG, TFM, HL, PA, AS, PR, individual supervisors

### **3.2 Field of action 2: Gender balance in leadership and decision-making**

The most conspicuous differences at Nuremberg Tech are the gender ratios on the levels of professors and students, who also make up the pool from which various boards, for example, can recruit members. Therefore, attention has been focused on the academic area and on increasing the proportion of women. The composition of boards is documented and under observation as described under point 2.6.

### **3.3 Field of action 3: Gender equality in recruitment and career progression**

The measures in this field of action were developed with the aim to increase the number of women in leading positions, such as professors. Therefore, our strategy focuses on the recruitment process for professors, on women as faculty members, and on couples.

Fair and unbiased recruitment process including the following elements:

- Specified inclusive language text for advertisements (see GK 2015, p.20)
- Addressing qualified women by using national and international recruiting databases is obligatory
- Defined gender quota in appointment committees
- Throughout the entire application, hiring, and appointment process aspects of equality are reflected and measures formally defined
- Head-hunting of qualified women for leading positions in teaching and research (professors) in some cases
- Agreed Objective with the Bavarian Ministry of Science and the Arts (BayStMWK) to increase the proportion of female professors
- Reception / network for newly appointed female professors
- Induction process for newly appointed professors

Target group:	All female applicants
Status & timeline:	Implemented and ongoing
Individuals responsible:	PA, PE, Fac., HSFG

Information and workshop events for female young scientists/academics including the following elements:

- Award for excellent bachelor's and/or master's thesis written by women
- Informative meeting on academic career paths and options at Nuremberg Tech ("Promotion? Professur? Karrierewege an einer HAW")
- Events about career development are offered for all female university members and external interested women
- Workshop on preparing for and starting doctoral work ("Ran an die Promotion")
- Financial scholarship for women preparing and taking up doctoral work ("PROmotion")
- Temporary employment for female young academics/doctoral candidates

- Networking events for female young academics/doctoral candidates
- Qualification seminars for female young academics/doctoral candidates
- Career development of female young academics
- Counselling of and information for individuals

Target group: Young female scientific and academic university members and alumni  
Status & timeline: Implemented and ongoing  
Individuals responsible: HSFG

Participation in the Dual Career Network for Northern Bavaria (DCNN)

Target group: Professors and senior applicants  
Status & timeline: Implemented and ongoing  
Individuals responsible: PE

### **3.4. Field of action 4: Integration of the gender dimension into research and teaching contexts**

Though several measures are already agreed and implemented formally, the university has identified a further need to develop measures to support staff on an individual basis to better enable them to act in a non-discriminating way – conscious or unconscious – in their daily activities. More and more aware of this necessity, most of the work to be done in the next few years lies in the field of raising awareness.

Publication of the Gender Equality Plan on the intranet and the internet.

Target group: All university members and general public  
Status & timeline: 2022, then regularly  
Individuals responsible: KOM, HSFG

Continuous data collection and analysis on equality aspects.

Target group: All university members  
Status & timeline: Until mid-2022, then regularly  
Individuals responsible: HSFG, Academic controlling

Revision and publication of Nuremberg Tech's communication handbook with particular reference to gender-sensitive language

Target group: All university members  
Status & timeline: 2022  
Individuals responsible: KOM

Periodical audits on gender and other equality aspects of Nuremberg Tech as an organisation.

Target group: All university members  
Status & timeline: Implemented and regularly  
Individuals responsible: HSFG

Provision of unconscious bias training for all employees especially for recruiters and staff / personnel managers.

Target group: Recruiters and all university members  
Status & timeline: Conducted until 2024, then regularly for new employees  
Individuals responsible: PE, K

Information and training to raise gender awareness and avoid unconscious gender bias in context of research and teaching

Target group: Researchers and lecturers  
Status & timeline: Conducted until 2024, then regularly  
Individuals responsible: P, Academic Affairs VP, Research VP, LeKo

Events and other activities to increase awareness of specific topics in the area of diversity, inclusion, and gender equality

Target group: All university members  
Status & timeline: Implemented and ongoing  
Individuals responsible: KomGeDi

Financing research projects on equality-related topics.

Target group: All female professors and lecturers at our university  
Status & timeline: Implemented and ongoing (depending on resources)  
Individuals responsible: Women's Affairs Officers, HSFG

Cross mentoring programme for young academics. Each participant of the one-year programme is matched with a mentor (senior scientist/academic) of another gender.

Target group: All scientists/academics  
Status & timeline: Conducted until 2024, then regularly  
Individuals responsible: HSFG, ZWTT

### **3.5 Field of action 5: Measures against gender-based violence including sexual harassment**

Sexual violence and harassment are not tolerated at Nuremberg Tech. In 2017 the university developed and enacted antidiscrimination guidelines that also comprise this topic. The guidelines regulate how discriminatory behaviour is dealt with (as related to the dimensions in the General Equal Treatment Act), the complaint process, and, if necessary, the sanction process.

Target group: All members  
Status & timeline: Implemented and ongoing  
Individuals responsible: HL, JUS, Women's Affairs Officers, Heads of organizational units

### **3.6 Field of action 6: Research and career support for women**

This field of action aims to advance female students and faculty in their careers.

- Counselling and information on support structures and options for individuals
- Engineering mentoring programme "simone": programme for female students entering STEM careers
- Financial grants for female students undertaking research for their bachelor's/master's thesis
- Grants for female faculty at Nuremberg Tech to advance their personal academic profile (for example: preparing grant proposals, small-scale research projects). The grant can be either material or assistant costs or reduction of teaching load.

Target group: All female academic university members  
Status & timeline: Implemented and ongoing  
Individuals responsible: HSFG

### **3.7 Field of action 7: Increasing the proportion of female students in STEM degree programmes**

As seen in the statistical data, the ratio of females in STEM Faculties is still lower than in other Faculties. To augment the numbers Nuremberg Tech's strategy lies in cooperating with high schools throughout the Nuremberg region, offering an orientation programme, and providing informational material.

- OHM-Days: female pupils (7th grade) are invited annually to Nuremberg Tech. In workshops with a STEM focus they are introduced to scientific and engineering topics and gain hands-on experience with a STEM topic.
- Girls' Day: female pupils (9th grade) are invited annually to Nuremberg Tech. In workshops with a STEM focus conducted by female students they hear first-hand about the student experience from current female students (in STEM programmes) and gain practical experience with engineering and science topics.
- Forscherinnen-Camp: female pupils (11th grade) are invited to Nuremberg Tech. In a one-week intensive camp young women work on one specific academic and practical question in a STEM field. The camp is a cooperation between Bildungswerk der Bayerischen Wirtschaft (bbw), Nuremberg Tech, and a company in the Nuremberg Metropolitan Region.
- Campus-Tag: teachers of cooperating secondary schools are invited annually to the Nuremberg Tech to learn about Nuremberg Tech's latest projects and trends in STEM fields (hosted each year by a different Faculty).
- O-MINT: one-term programme for high school graduates with the aim of providing them better orientation and enabling them to make an appropriate choice of a specific STEM degree programme
- Development of advertising and informative material about professional opportunities as a graduate of specific STEM degree programmes at Nuremberg Tech

Target group: All prospective female students and applicants

Status & timeline: Partly implemented and ongoing

Individuals responsible: HSG, (Student Office)

## **4 EVALUATION PROCEDURE**

In creating this plan, the measures were constructed in a manner that allows efficient and continuous evaluation. This was done by specifying target groups, timelines for implementation, and responsible units and individuals. The Women's Affairs Officer and deputy will evaluate the implementation of these measures as stated in the fields of action every year and report the findings to the University Management.

## Appendix

Faculty boards (Term: 1 Oct 2021 – 30 Sept 2023)																		
Faculty	Deans. Vice Deans. Deans of Studies		Professors		Research Associates		Other Staff		Lecturers/Instructors		Student representatives		Women's Affairs Officers		Total			
	m	f	m	f	m	f	m	f	m	f	m	f	m	f	m	f	Total	f in %
AC	2	1	6	0	0	1	0	1	0	0	1	1	0	1	9	5	14	35,7%
AMP	2	1	11	1	1	1	1	1	0	0	3	1	0	1	18	6	24	25,0%
AR	1	3	6	0	1	0	1	0	0	0	0	2	0	1	9	6	15	40,0%
BI	3	0	6	0	1	0	0	1	0	0	1	1	1	0	12	2	14	14,3%
BW	3	2	10	2	1	1	1	1	0	0	1	3	0	1	16	10	26	38,5%
D	1	2	5	1	1	0	0	1	0	0	1	1	0	1	8	6	14	42,9%
EFI	4	0	11	1	2	0	2	0	0	0	2	2	0	1	21	4	25	16,0%
IN	3	0	11	1	2	0	1	1	0	0	2	2	0	1	19	5	24	20,8%
MB/VS	3	1	12	0	1	1	1	1	0	0	2	2	0	1	19	6	25	24,0%
SW	3	2	8	4	0	2	1	1	0	0	1	3	0	1	13	13	26	50,0%
VT	3	0	6	0	0	0	1	0	0	0	2	0	0	1	12	1	13	7,7%
WT	3	0	6	0	1	0	1	0	0	0	1	1	0	1	12	2	14	14,3%
<b>Total</b>	<b>31</b>	<b>12</b>	<b>98</b>	<b>10</b>	<b>11</b>	<b>6</b>	<b>10</b>	<b>8</b>	<b>0</b>	<b>0</b>	<b>17</b>	<b>19</b>	<b>1</b>	<b>11</b>	168	66	<b>234</b>	<b>28,2%</b>
<b>In %</b>	<b>72,1%</b>	<b>27,9%</b>	<b>90,7%</b>	<b>9,3%</b>	<b>64,7%</b>	<b>35,3%</b>	<b>55,6%</b>	<b>44,4%</b>	<b>0,0%</b>	<b>0,0%</b>	<b>47,2%</b>	<b>52,8%</b>	<b>8,3%</b>	<b>91,7%</b>	<b>71,8%</b>	<b>28,2%</b>		

Source: University election 2021  
\* No nomination was submitted. The seat in the VT Faculty board remains vacant.





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GEORG SIMON OHM



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