

› Equal Opportunity at the University of Münster

Short Version - November 2017

Equal Opportunity at the University of Münster (short version)

The University of Münster regards equal opportunities and gender equality, i.e. an equal consideration of the different circumstances of both men and women in their teaching, research and career, as an important strategic objective. Gender mainstreaming is seen as a task anchored not only on the management level but also in the faculties, subjects and smaller teaching units. The implementation of equal opportunities for women and men follows clearly defined criteria and goals, and this is taken into account on all decision levels and within all status groups.

The self-commitment of the University to equal opportunity policy is firmly anchored in its mission statement. Defined equal opportunity objectives, measures and strategies of the University are part of its gender concept, which also responds to the implementation of the research-oriented standards on gender equality of the German Research Foundation (DFG). After its final report of 2013, the University of Münster was classed at the top level (Stage 4: “A concept which has been implemented successfully continues to be pursued and further innovative ideas are added.”).

Equal opportunity policy at the University of Münster focuses on two objectives:

1. The compatibility of studies, academic career and family life is to be facilitated. The individual scientists, staff member or student concerned profits from this, but also the University as a whole. In 2008 the University of Münster was certificated as a “family-friendly university” for the first time and is currently undergoing the highest of possible re-auditing phases (stage consolidation). In the context of the re-auditing processes, the University of Münster initiated numerous measures (for example a six month special focus from the University’s Press Office under the heading of “work-family balance” with numerous articles containing a variety of aspects, actions for improving the compatibility of work and caregiving or workshops for active fathers in science). Furthermore, previously implemented measures were developed further or their sustainability was secured.

2. The second strategic equal opportunity objective is to help women achieve an academic career in which they can attain their potential and which reflects their academic achievements. In order to help female early-stage researchers who want to become a professor, the University of Münster has established the mentoring programme “Erstklassig!” (First class!). In May 2017 the fifth cohort consisting of 16 female researchers from 11 departments started. Female (early-stage) researchers can also apply to the University’s own funding programme for the furtherance of women academics for financial assistance with further education, coaching and travel to conferences in order to help them to improve their qualifications and to facilitate networking with-in the scientific community. Coaching for all female professors provides support for their management tasks. As part of its personnel development concept, the University of Münster has set up a “Dual Career Office” in order to increase the proportion of (female and male) top researchers. The development programme “Erfolgreich managen für Erst- und Neuberufene” (Management skills for new professors) raises awareness for gender equality amongst both male and female new professors concerning their managerial responsibility for their personnel.
