

› Equal Opportunity at the University of Münster

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Equal Opportunity Profile of the University of Münster (compact)

The University of Münster (WWU) regards gender equality as a strategically important goal. Reducing discrimination based on gender is seen as a task anchored not only in management but also in the faculties, departments 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 member groups.

The commitment to equal opportunity is firmly anchored in the University's profile. The Rectorate regards gender mainstreaming and gender equality as important criteria for the sustainable development of the University. Concrete objectives, measures and strategies are anchored in the University's gender concept, equal opportunity future concept and equal opportunity framework plan, and represent a cross-sectional topic in the WWU University Development Plan (HEP). Because the University is so strongly committed to equal opportunity, it regularly takes part in external evaluations, e.g. studies on research-oriented gender equality standards of the German Research Foundation (DFG). After its final report in 2013, the University of Münster was ranked 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 basically focuses on two objectives:

1. Ensuring that academic careers and family life remain compatible. Not only do academic staff personally benefit from this, but also the University as an organisation. The WWU has carried the audit quality seal "family-friendly university" since 2008. The accreditation process has contributed to sustainably anchoring an awareness for family-friendly working and study conditions at the WWU, and the resulting measures have become important components in the University's life-phase-oriented personnel development concept.
2. Enabling women to pursue an academic career in which they can achieve their potential and which reflects their academic achievements. The WWU established the mentoring programme "First Class" to promote female junior researchers on their way to becoming professors. To strengthen the qualifications of female (junior) researchers and help them cultivate contacts within the scientific community, the "Programme for the Advancement of Women" finances their participation in continuing education courses, coaching seminars and conferences. Women professors can obtain individual coaching to help them manage supervisory tasks.

To increase the percentage of top women researchers at the University, the WWU has implemented measures supporting active recruitment and has integrated gender equality provisions in its regulations for professorial appointments. The Dual Career Office was established as an integral component of the University's personnel development concept. The programme "Management Skills for New Professors" raises awareness among both men and women to the issue of gender equality with respect to assuming

personnel management responsibilities.

In order to broadly and sustainably anchor the equal opportunity measures at the University of Münster, staff regularly monitor gender equality standards, conduct systematic quality management of gender equality measures and closely coordinate the central and faculty-based equal opportunity activities.