

› GENDER EQUALITY AT THE UNIVERSITY OF MÜNSTER

Gender equality, i.e. an equal consideration of the different circumstances of both men and women in their studies, research and career, is an important objective of the University of Münster. Gender equality is observed in line with defined criteria and objectives on all decision-making levels and concerning all groups of university members. Gender mainstreaming affects both the organizational level (structures and processes) and the personal level.

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

1. to facilitate the compatibility of studies, academic career and family life
2. to help women achieve an academic career that reflects their academic achievements.

› CONTACT

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› Equal Opportunity Office of the University of Münster

Projects and Programmes



EQUAL OPPORTUNITY OFFICE OF THE UNIVERSITY OF MÜNSTER



› GENERAL SERVICES

Newsletter “wissen.leben.gender”

Our newsletter (in German only) keeps you up to date on news about equal opportunity at the University of Münster. You can subscribe to or download our newsletter at www.uni-muenster.de/Gleichstellung/newsletter.html

Representation and Advice

The Equal Opportunity Officer is an advisory member in all executive committees of the University of Münster and also supervises appointment procedures. The Equal Opportunity Officer is supported by her Deputy who, in committees, working groups and appointment procedures, represents the interests of the administrative and technical staff. Moreover, the Student Adviser of the Equal Opportunity Officer advises students with children on issues such as financing and organising their studies or child care.

This work is supported by the Equal Opportunity Officers of the faculties.

The Equal Opportunity Officer and her team thus advise on both equal opportunity issues and the compatibility of family and career.

Funds for Individual Projects

The faculties can apply for funds in a competitive process. The projects or programmes applied for should aim to support the equality of men and women, promote the academic careers of female early stage researchers or broaden gender-related research and teaching at the University.

› SERVICES FOR STUDENTS WITH CHILDREN

Madame Courage

Donations to the “Madame Courage” project are used to support single parents financially so that they can finish their degree.

Surrogate Grandparents

The “Wunschgroßeltern” (“Surrogate Grandparents”) programme brings together students and their children who do not have any relatives in Münster with members of staff of the University. The persons involved can socialize, exchange experiences, plan spare time activities and support each other in various ways.

› SERVICE FOR YOUNG LEADERS

Women in University Management

This programme consists of the three elements coaching, workshops and practical experience and helps develop expertise in university and faculty management.

› SERVICES FOR FEMALE MEMBERS OF STAFF

Further Education Series “Volltreffer”

“Volltreffer” is aimed at all female members of staff of the University, particularly administrative and technical staff. The objective of the series is to actively strengthen the individual personal and professional competencies of the participants.

› SERVICES FOR FEMALE PROFESSORS

Coaching

Coaching for female professors provides specific support for management tasks or for when facing new tasks at the university. Female professors of the University of Münster can receive one coaching.

Meetings

Once a year, all female professors of the University and the Equal Opportunity Officer meet with the female members of the Rectorate in order to share information.

› SERVICES FOR FEMALE EARLY STAGE RESEARCHERS

Travel Allowance

Female early stage researchers can apply for travel allowances to attend conferences and meetings. The University has set aside funds for this specific purpose in order to help female researchers to improve their visibility and to facilitate networking within the scientific community.

Mentoring

The mentoring programme “Erstklassig!” (in German only) has a duration of 18 months and supports female early stage researchers who want to become a professor.

A flyer (in German only) can be downloaded at www.uni-muenster.de/Gleichstellung/mentoring.html