



**University of
Zurich** ^{UZH}

Gender Equality and Diversity

Federal Programme P-7

Equal Opportunity and University Development 2017–20

**Gender Equality Action Plan
of the University of Zurich
2017–20**

Gender Equality Action Plan of the University of Zurich 2017–20

The University of Zurich's Gender Equality Action Plan 2017–20 was drawn up as part of the swissuniversities P-7 programme "Equal opportunity and university development" and runs for four years.

In this action plan, the University of Zurich addresses the priorities set by the Executive Board of the University regarding gender equality. These priorities were defined in connection with the Gender Policy Code of Conduct. The action plan therefore makes a major contribution to the implementation of the Code of Conduct. In addition, the current action plan builds upon the experiences gained from the previous Gender Equality Action Plan of the University of Zurich 2013–16.

Operative responsibility

The Office for Gender Equality and Diversity has operative responsibility for the action plan while the Gender Equality Commission advises the Office for Gender Equality and Diversity on the implementation.

Action plan projects

The action plan consists chiefly of the three projects which are presented in this brochure.

Network action plan

The Office for Gender Equality and Diversity organizes informal meetings for UZH staff and students to discuss the action plan and its progress. The aim of the meetings is to foster and further the UZH conversation on gender equality by bringing together people from different UZH units.

Contact

Dr. Karin Gilland Lutz

University of Zurich, Office for Gender Equality and Diversity

Seilergraben 49, CH-8001 Zurich

Phone: +41 44 634 22 16,

E-mail: karin.gilland-lutz@gleichstellung.uzh.ch



Project I: Open, Transparent and Merit-Based Recruitment of Researchers (OTM-R)

Current situation

Subproject I of the UZH Gender Equality Action Plan 2017–20 addresses the need to promote “equal opportunity in academic career development” and focuses on the aim of increasing the percentage of women gaining professorial appointments and joining the professorial staff of the University of Zurich. The gender-specific “leaky pipeline” effect remains evident in the career paths of women. The total percentage of female professors employed at UZH is currently 23.4%, although this rate varies from faculty to faculty.

Approach

OTM-R is a core component of the Human Resources Strategy for Researchers (HRS4R) issued by the European Commission (European Research Area, ERA). OTM-R promotes open, transparent and merit-based appointment procedures that comply with the European Charter for Researchers and the Code of Conduct for the Recruitment of Researchers: Charter/Code of Conduct. The League of European Research Universities was involved in developing the toolkit. The link between quality assurance and equal opportunity in professorial appointment procedures is a major area of reform in both Swiss and European academic policy-making.

Aims

In this project, the University of Zurich will use the OTM-R toolkit to examine the appointment procedures of the faculties involved, in order to identify where action may be needed. The project combines the issues of gender equality with the current challenges of quality and HR management in the university context. In this way, new perspectives that address the structures and practices of professorial appointment procedures can be prioritized.

Contact Project I

Governing body

Prof. Gabriele Siegert (Deputy President and Vice President Education and Student Affairs)

Project manager

PD Dr. Nina Jakoby

University of Zurich
Office for Gender Equality and Diversity
PD Dr. Nina Jakoby
Seilergraben 49
CH-8001 Zurich

Phone: +41 44 634 40 46

E-mail: nina.jakoby@gleichstellung.uzh.ch



Project II: Research Funding and Academic Careers

Current situation

Junior researchers at the University of Zurich are generally successful at acquiring third party funding. However, in the case of most funding instruments, differences between men and women exist in terms of application behavior and success rates. Not only do women place fewer applications in comparison to their male colleagues but they are also granted research funding less often than men.

Approach

The project follows a multi-level approach consisting of three different levels of action within the application and grant system (Personal/individual level, Institutional/structural level, Research level).

The following steps are to be taken, among others: Workshops and training sessions for female junior scientists shall be held, the selection and nomination process systematized, awareness of implicit bias raised among decision-making bodies, and more advisory services provided.

Aims

This project addresses the subject of research funding and academic careers. With this project, the University of Zurich aims to systematically identify and take advantage of its possibilities as a potential host institution for external research funding to ensure that female junior researchers in particular do not experience unintended bias.

More female junior researchers are to be encouraged to compile research funding applications and to submit them to the corresponding bodies at institutional, national and European level. In addition, the success rates of applications submitted by female junior researchers are to be raised.

Aim 1

To increase the number of applications submitted by female junior researchers (UZH, SNF, EU)

Aim 2

To increase approval rates of applications submitted by female junior researchers with UZH as the host institution

Contact Project II

Governing body

Dr. Beatrice Scherrer (Division for Research, Innovation and
Academic Career Development)
Sibylle Hodel, lic. phil. (EU Grants Access)

Project manager

Dr. Mihaela Falub

University of Zurich
Office for Gender Equality and Diversity
Dr. Mihaela Falub
Seilergraben 49
CH-8001 Zurich

Phone: +41 44 634 40 76

E-mail: mihaela.falub@gleichstellung.uzh.ch



Project III: New Organizational Models for Part-Time Management Positions at the University of Zurich

Current situation

Universities currently face major challenges in terms of their academic and administrative management staff. Demographic developments have resulted in a shortage of skilled staff; boundaries between administrative and academic careers are becoming increasingly fluid, while university management and leadership duties are becoming increasingly complex. The result is a change in values that has an impact on the understanding of what university leadership entails. This is where the creation of flexible working models can make a significant difference, by promoting work-life balance and gender equality in leadership positions.

Approach

With this project, CHESS is pursuing one of its objectives of initiating an interdisciplinary and university-wide scholarly debate regarding these relevant university development topics. Additionally, the project consults with all relevant stakeholders at UZH in order to develop appropriate new flexible organizational work models for university management and administration positions.

Aims

The aim is to present a sustainable package of measures featuring concrete organization models for part-time management positions that are tailored to the cultures of the different disciplines at UZH. In return, UZH benefits from these innovative and flexible work models by positioning itself as an internationally attractive employer in teaching, research and administration.

Contact Project III

Governing body

Prof. Katja Rost (Professor for Sociology, Institute of Sociology)

Prof. David Seidl (Professor of Strategic Management, Department of Business Administration)

Prof. Klaus Jonas (Dean of Faculty of Arts and Sciences, Professor of Social and Business Psychology, Department of Psychology)

Bernhard Nievergelt (General Manager of CHESS - Center for Higher Education and Science Studies)

Project manager

Dr. Miriam Ganzfried

University of Zurich

CHESS – Center for Higher Education and Science Studies

Dr. Miriam Ganzfried

Andreasstrasse 15

CH-8050 Zurich

Phone: +41 44 634 20 68

E-mail: miriam.ganzfriedcouderc@chess.uzh.ch

