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The 2014-2018 Equality concept

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At the beginning of the year 2014, the equal opportunities representatives and equality committee of the university evaluated the equality work of the past years. On the basis of the results, the equality committee drafted new objectives and measures for the [2014-2018 equality concept](#); the Presidium and Senate agreed to the concept in January 2014.

Evaluation and perpetuation of the equality work of Europa-Universität Flensburg were made by focusing on the following areas of activity:

Higher education management

General principle and profile development; target and performance agreements, allocation of state funds; institutional and structural establishment, internal allocation of funds, sustainability; university administration and self-administration; executive and leading positions; key figures; monitoring, quality management, evaluation

Human resources development and youth development

Professors, non-professional teaching staff, junior researchers; technical and administrative staff

Teaching and studies

Gender ratios; selection of study courses; teaching contents; university didactics; career start promotion

Research

Participation in projects; third-party funds

Reconcilableness between working life, studies, scientific career and family as well as private life *Work time models, work organization; studies; childcare provisions*

Public relations work

Representation; language

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