



Welcome to the University of Bayreuth!

People and ideas meet on the green campus of the University of Bayreuth – where academic life is colourful and, thanks to the short distances, somewhat more personal than at large, decentralized universities. Top-level research, teaching with state-of-the-art methods, internationality and diversity provide the perfect springboard for a successful career – the University of Bayreuth stands for all of this.

We give space to teachers, learners and employees to develop their full potential. We value the achievements of all people on our campus equally.

Creative, courageous, innovative and liveable: we are more than just a university.

Workshops for newly appointed professors

Newly appointed professors at the University of Bayreuth receive a monthly appointment allowance of €200, initially limited to two years. This can be continued indefinitely and with pension entitlement if two of the following three training courses are attended within the first two years after taking up the post:

- Module 1: "Gender- and diversity-appropriate personnel management", offered by the Gender Equality Service Office
- Module 2: "Gender- and diversity-appropriate communication", offered by the Diversity Service Centre
- Module 3: "Designing teaching innovatively", offered by the Centre for Teaching & Learning in Higher Education

Please note that the workshops can only be offered in German. If your German language skills are not yet sufficient to participate in workshops, please contact the responsible persons to find an individual solution.

These workshops support your own growth and are designed to benefit both new leaders and those with many years of leadership experience. Each of the three modules takes 1.5 days. If you are interested, please contact the office responsible for the module you have chosen independently after taking up your post.

After completing a training course, you will be issued with a corresponding confirmation. Upon receipt, this confirmation is to be forwarded to Unit III Human Resources (III/1.1, Sabrina Braun and Benedikt Herlitz). You are welcome to forward the confirmation digitally.

More detailed information on the individual modules can be found in the descriptions on the following pages. If you have any further questions, please contact the respective contact persons.



Module 1: “Gender- and diversity-appropriate personnel management”

The workshop "Gender- and diversity-appropriate personnel management" offers you the opportunity to get to know current expertise in the field of human resource management, to get feedback and to generate new ideas. The central focus will be on how to take into account the importance of gender and other categories of difference in leadership without reproducing stereotypical assumptions and culturalizing ideas about "others". Based on your questions, options will be discussed, for example, how you can support your employees or how you can plan and implement processes and measures in a participatory way.

The goals of the workshop are to deepen your gender and diversity competence in the leadership of employees, to develop room for manoeuvre in everyday leadership behaviour and to create a productive working culture in your working environment with more trust, creativity and cooperation.

Contents

- Introduction to the equal opportunities and anti-discrimination policies at the University of Bayreuth
- Interactive sensitization for different approaches to gender, diversity and equality
- Introduction to gender and stereotypes in science and their effect in personnel management
- Procedure and methods of a structured and professional personnel selection in science
- Success factors for gender- and diversity-sensitive personnel selection and management
- Creating gender- and diversity-sensitive work cultures

Contact us

[Gender Equality Service Centre](#)
chancengleichheit@uni-bayreuth.de

Miriam Bauch
E-mail: miriam.bauch@uni-bayreuth.de
Phone: 0921/ 55 2218

Module 2: “Gender- and diversity-appropriate communication”

As a professor, you communicate with diverse people of all status groups on campus every day. They differ, for example, in their gender, their origin and character, their age, their abilities, their religious or ideological orientation and their sexual identity.

Some characteristics are tainted with stereotypes and prejudices, which can lead to injury and discrimination in communication – even completely unintentionally (*unconscious bias*). But institutional and social conditions can also lead to unjustified discrimination in the university context.

Goals

In this workshop you have the opportunity

- to reflect together with experts on contexts of diversity, stereotypes and disadvantage in the university context,
- to familiarize yourselves with the equal treatment and anti-discrimination policies of the University of Bayreuth,
- and to expand your skills in gender- and diversity-appropriate communication.

Contents

The focus of the workshop is a theoretically sound and at the same time practice-oriented training on diversity sensitization (*Unconscious Bias Training*), which is oriented towards the mission statement and the strategic goals of the University of Bayreuth in the area of gender equality and diversity.

The spectrum of methods includes interactive exercises for self-awareness, professional inputs to convey basic knowledge on diversity and anti-discrimination, role plays, plenary discussions as well as video case studies.

In addition, you will receive a compact overview of the anti-discrimination guideline, the conflict resolution guideline and the University of Bayreuth's guideline for gender- and diversity-friendly language.

Contact us

[Diversity Service Centre](#)
diversity@uni-bayreuth.de

Dr. Stefan Kurth
E-mail: Stefan.kurth@uni-bayreuth.de
Phone: 0921/ 55 7870

Module 3: “Designing teaching innovatively”

As newly appointed professor, you will face many challenges at your new university, especially in the area of teaching. With this workshop, the University of Bayreuth’s Centre for Teaching & Learning in Higher Education (ZHL) offers you impulses to rethink your teaching and to design it innovatively. You will work on ways to design and implement courses in a more goal-oriented and efficient manner.

In the workshop, we build on your understanding of and experiences in teaching. In this way, we want to do justice to the heterogeneity and the different perspectives of the participants and enrich the reflection process on your own teaching. The design possibilities for the (further) development of current teaching and learning scenarios will be dealt with based on your individual state of teaching, your contents as well as other framework conditions. Against the backdrop of social and technological changes, we also see the need to design future-oriented teaching-learning processes in interaction with students. The use of digitally supported methods offers great potential for the design of innovative teaching.

The aim of the workshop is for you to put your own teaching to the test in order to pick up innovative impulses for the further development of your teaching, if necessary. Especially following the training, the ZHL will be happy to support you in implementing new ideas in your teaching.

Contents

- ZHL support options for teaching
- Exchange and reflection on one's own teaching
- Topics on the state of the art of higher education didactics (depending on interest, e.g.: teaching-learning theories, didactic models, acquisition of competences, efficient conception of courses, motivation).
- Use of digitally supportive methods (e.g.: audience response systems, teaching videos, tools for online courses).

You can always use [this link](#) to find out about the current seminars offered by ZHL for new professors. There you will also find the current dates.

Contact us

[Centre for Teaching & Learning in Higher Education](#)
zhl@uni-bayreuth.de

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