

A photograph showing several hands of different skin tones holding a globe of the Earth. The hands are positioned around the globe, with some pointing at specific locations. The background is a soft, out-of-focus light color.

The Bamberg CS30 Strategy

Encouraging female students since 2005

Prof. Dr. Daniela Nicklas, Prof. Dr. Ute Schmid

Who we are



Prof. Dr. Daniela Nicklas

- Mobile Software Systems (*since 2014*)
- Dean of Studies (*2017-2022*)
- Vice Faculty Women Representative (*since 2014*)

Prof. Dr. Ute Schmid

- Cognitive Systems (*since 2004*)
- Dean of Faculty (*2017-2019*)
- Faculty Women Representative (*2004-2017 and from 2019*)

Why „CS30 Strategy“?

„The objective of our activities is to reach a female/male ratio of at least **30%** across all **c**omputer **s**cience programs so that women studying computer science are not perceived as a minority.”



Reached for first year students in 2014

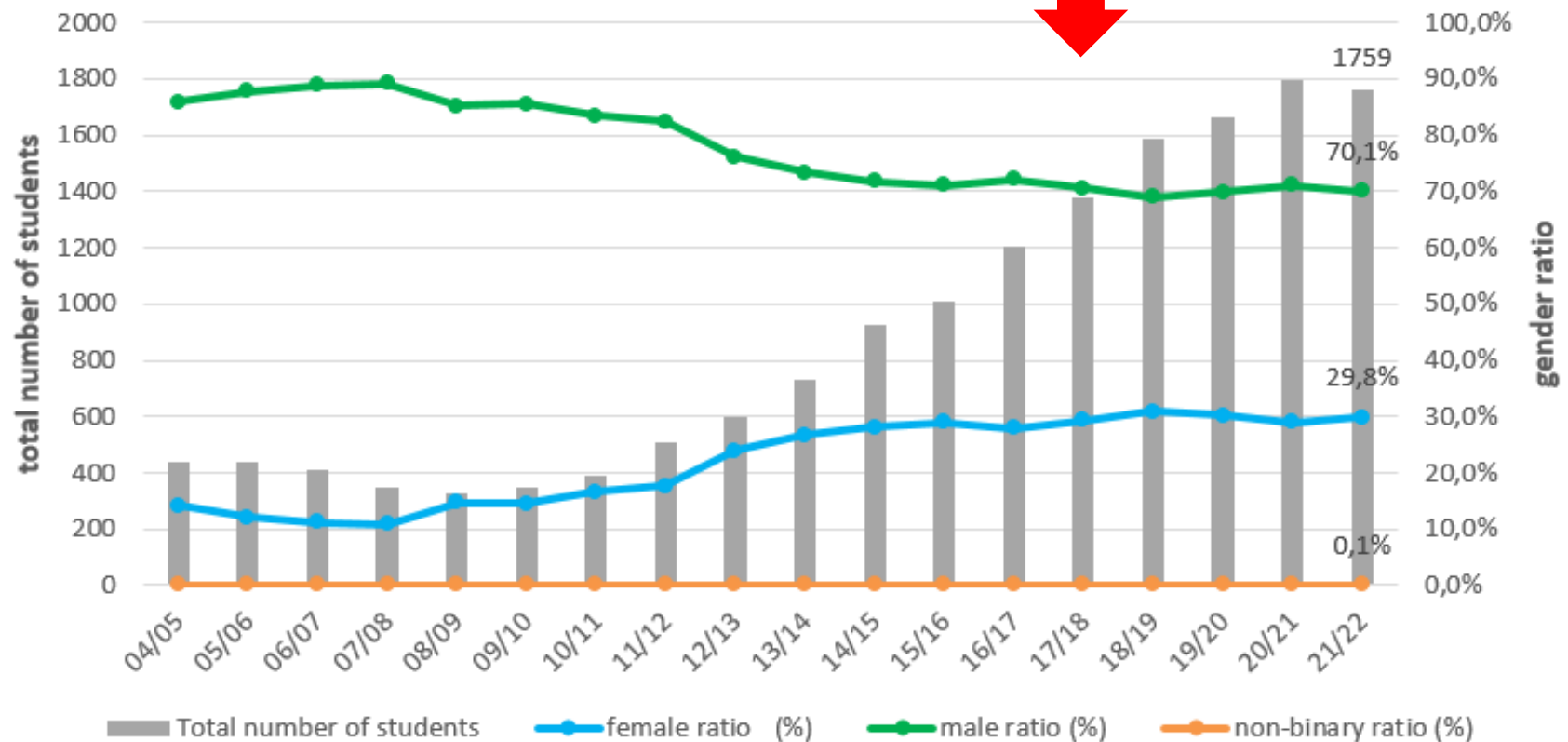
... but not for all courses yet!

Enrolment statistics



Winter term 2021/2022

Minervaaward
(2018)



„Encourage“: Actions starting at age 5



Continuous evaluation of strategy actions



CS for age 5 to 10





Holiday workshops for girls from age 10 – 15

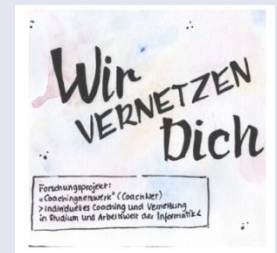




Mentoring for high school students Mentors are CS students



- Female tutors as role models
- Mentoring and Networking:
 - Excursions to IT companies
 - Lively network for trade fairs, conferences and scholarships
- Seminar Course Gender Aspects of Computer Science / Information Systems
- CoachNet: Individual coaching and workshops
- Semester Apparatus: offering literature on gender and STEM



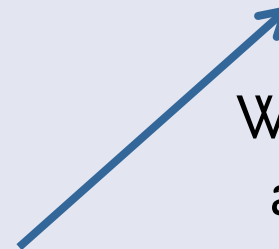
The Bamberg CS30 Strategy



Effects of actions?



Which actions are effective?



**Continuous evaluation
of strategy action:
Empirical research**

Alumnae Tracking

- Evaluation of female and male careers of computer science students in Bamberg
- Covering students and graduates since 2003
- Interviews with HRs of over 30 companies
- Main results concerning female students:
 - Significantly better high school math grades than males
 - Mis-match of self image and study success



Coaching Network „CoachNet“

- Individual coaching and empowering of students
- Offering networking opportunities between professionals, students and young professionals
- Women are primarily addressed
- Several coaching topics for
 - Students: Setting priorities during the course of study, job application
 - Young professionals: Career planning, work-life-balance



What happened since winning the Minerva Equality Award in 2018?

- Development of networking programs for female students and female academic staff
- Role model project to attract young talent
- Joint mentoring work with other universities from the region

Lunch Meet Up

- Weekly virtual meeting during online lecture period (pandemic period)
- For female students, university staff and scientific staff



Ada Study Space – by women* for women*

- Space and time for exchange and support between female* students, coworking and save space
- More experienced and new female students support each other
- Weekly during lecture period



- Video Interviews: female students talk about university life and their course of studies
- Computer Science and Applied Computer Science
- Three central questions:
 - Who are you and how did you get to your course of studies?
 - What do you do besides your studies?
 - What do you like best about your course of studies?





Annual events for female* academics, PhD, Postdocs

- Also opened for female* bachelor and master students
- University of Bamberg and Bayreuth & Coburg and Hof University of Applied Sciences
- First event in 2021:
 - Topic: Career Boost – Career Paths for female* academics
 - Several panel talks and open discussions with Experts from academia and industry
- Event in 2022 (in planning):
 - Topic: Balancing work and life as a female* academic
 - Mindfulness practice, keynote speech and panel discussion

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Thank you!

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