The Bamberg CS30 Strategy
Encouraging female students since 2005

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

- Prof. Dr. Ute Schmid
  - Cognitive Systems
  - Dean of Faculty (since 2017)
  - Faculty Women Representative 2004-2017 (now Vice)
- Prof. Dr. Daniela Nicklas
  - Mobile Systems (since 2014)
  - Dean of Studies (since 2017)
  - Vice Women Representative since 2014
Why CS30?

„The object of our activities is to reach a female/male ratio of at least 30% across all computer science 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!
Gender ratio and total number of students at the WIAI Bamberg

![Graph showing gender ratio and total number of students at WIAI Bamberg from 2005 to 2017.](image)

**German record!**
Encourage: Actions starting at age 5

Continuous evaluation of strategy actions
CS for age 5 to 10
Holiday workshops for age 10 – 15
Mentoring for high school students
Retain: Actions for female students

• Female tutors as role models
• Mentoring and Networking
• Seminar Course Gender Aspects of Computer Science
• CoachNet: Individual coaching for career development
  (Project funded by Adecco and Rainer Markgraf Foundation)
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Continuous evaluation of strategy action: Empirical research

Effects of actions?

Which actions are effective?
Research actions: Alumnae tracking

- ESF project, 01.10.2012 - 31.03.2015
- 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
Related Publications


Thanks!

- Prof. Dr. Kai Fischbach and all other faculty members for their continuous support of our actions (offering workshops, support female students, …)

- Caroline Oehlhorn, Faculty Women Representative, for supporting actions for female students and university committee work

- Bettina Finzel, Hannah Deininger, Sonja Grünauer, and many more: Team of student assistants

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