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 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!
Enrollement statistics

Minervaaward (2018)

Winter term 2021/2022
„Encourage“: Actions starting at age 5

Continuous evaluation of strategy actions
I4Kids

CS for age 5 to 10
Holiday workshops for girls from age 10 – 15
Mentoring for high school students
Mentors are CS students
Retain: Activities for 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

Empirical research
Effects of actions?
Research actions

**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
Networking projects

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
Role model project

- Video Interviews: female students talk about university live 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?
Joint mentoring work

Annual events for female* academics, PhD, Postdocs

- Also opened for female* bachelor and master students opened
- 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


Thank you!

• Prof. Dr. Ute Schmid for starting the initiative and keeping it alive until today

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