



Quelle: Panthermedia / Lev Dolgachov

Action program family-friendly university



source: Crispin-Iven Mokky

Strategic framework

TU Dresden has been a certified family-friendly university since 2007. We are committed to helping students and members of staff to reconcile work and studies with family responsibilities. For us, family does not only mean parenthood, but also caring for grandparents, parents, and life partners. With the re-auditing as a family-friendly university, TU Dresden is continuing its long-term voluntary commitment to promoting the reconciliation of work or study and family.

At TU Dresden, family friendliness has already established itself in a promising way. Nevertheless, a permanent, comprehensive and long-term commitment will be needed to ensure that family friendliness is indeed put into practice. Family orientation is a significant and decisive component for the success of TU Dresden, since modern working and study conditions are an essential basis for scientific excellence. As a University of Excellence, it is of paramount importance to remain attractive to bright minds.

This target agreement, which was adopted on December 10, 2019, is intended to further promote a culture of family friendliness. In addition to the conception of new projects, the existing measures will be consolidated, optimised and communicated according to the target group. Furthermore, the evaluation of both the necessity and the suitability of measures will be continued.

As a family-friendly educational institution and employer, TU Dresden strives to increase the satisfaction of students and members of staff with its extensive range of measures to promote the reconciliation of work or studies and family life. At the same time, the university strives to set a benchmark for more family orientation even beyond the borders of the higher education institutions in the Dresden network on work and family „Dresdner Netzwerk Beruf und Familie“.

Action Program

Topic 1

Organisation of work, research and studies

Measures / Responsibilities

- 1.1 Preparation and adoption of formal framework regulations to increase the flexibility of working hours and place of work
Responsible: Chancellor, Directorate 1 Budget and Purchases, Directorate 2 Personnel, Directorate 3 Central Affairs, Directorate 4 Facility Management
- 1.2 Conception and evaluation: Support of researchers during stays abroad for research purposes with care services for accompanying children
Responsible: Unit 9.3 Diversity Management, Directorate 2 Personnel, Graduate Academy
- 1.3 Conception and evaluation: Promotion of stays abroad for students with families
Responsible: Unit 9.3 Diversity Management, Directorate 8 Student Affairs and Continuing Education

- 1.4 Evaluation and process optimisation for the implementation of the new Maternity Protection Act for students at TU Dresden, and review of whether there is a need for amendment of the examination regulations with respect to the existing extended compensation for disadvantages
Responsible: Vice-Rector Academic Affairs, Unit 9.3 Diversity Management
- 1.5 Expanding and assisting the implementation of family-friendly study conditions (e.g. part-time study, compensation for disadvantages, e-learning offers)
Responsible: Vice-Rector Academic Affairs, Directorate 8 Student Affairs and Continuing Education, Schools / Faculties, Unit 9.3 Diversity Management, Advisory Services, Centre for Interdisciplinary Learning and Teaching
- 1.6 Initiating a tandem program for students with family responsibilities
Responsible: ServiceCenterStudies, Unit 9.3 Diversity Management
- 1.7 Developing and evaluating a coaching offer for students with family responsibilities
Responsible: Campus Office Uni mit Kind, Unit 9.3 Diversity Management, Student Union Dresden

Topic 2

Information and communication

Measures / Responsibilities

- 2.1 **Evaluating and implementing information and counselling services specifically for the target group of fathers**
Responsible: Campus Office Uni mit Kind, Student Union Dresden, Schools / Faculties, Student Council, Unit 9.3 Diversity Management
- 2.2 **Preparing a fact book on equality and diversity, taking into account family-friendly key figures**
Responsible: Unit 9.3 Diversity Management, Directorate 2 Personnel, Directorate 6 Planning and Organisation, Centre for Quality Analysis, Directorate 7 Strategy and Communication
- 2.3 **Continuing and optimising the internal and external communication strategy for a family-friendly university TU Dresden / Diversity**
Responsible: Directorate 7 Strategy and Communication, Unit 9.3 Diversity Management, Office of the Equal Opportunities Officer and Officer for the Protection of Women's Rights, Advisory Services
- 2.4 **Expanding information, communication and counselling on existing family-friendly working conditions**
Responsible: Directorate 2 Personnel, Directorate 7 Strategy and Communication, Heads of the Structural Units, Unit 9.3 Diversity Management, Advisory Services, Office of the Equal Opportunities Officer and Officer for the Protection of Women's Rights

- 2.5 **Increasing awareness of family-friendly study conditions (e.g. part-time study, compensation for disadvantages, e-learning offers)**
Responsible: Vice-Rector Academic Affairs, Directorate 7 Strategy and Communication, Directorate 8 Student Affairs and Continuing Education, Schools / Faculties, Unit 9.3 Diversity Management, Advisory Services, Student Council
- 2.6 **Introducing a TU birth present for studying and employed parents**
Responsible: Chancellor, Unit 9.3 Diversity Management, Campus Office Uni mit Kind
- 2.7 **Activating the service portal for students and prospective students**
Responsible: ServiceCenterStudies

Topic 3

Management

Measures / Responsibilities

- 3.1 Formulating principles and training managerial staff on the objectives and quality of family-friendly / diversity-conscious management
Responsible: Vice-Rector University Culture, Team Personnel Development, Unit 9.3 Diversity Management, Directorate 8 Student Affairs and Continuing Education
- 3.2 Establishing a standard process for the annual online-based evaluation of the conducted annual interviews, in particular for recording the number of interviews conducted and relevant generalizable topics / support needs regarding the reconciliation of work and family life
Responsible: Vice-Rector University Culture, Directorate 6 Planning and Organisation, Team Personnel Development, Centre for Quality Analysis, Unit 9.3 Diversity Management
- 3.3 Evaluating, implementing and communicating the possibilities of part-time management and shared management at the professorial level, using the results of the Dialogue Day
Responsible: University Executive Board, Directorate 2 Personnel, Appointment Officer, Team Personnel Development, Office of the Equal Opportunities Officer and Officer for the Protection of Women's Rights, Unit 9.3 Diversity Management

Topic 4

Personnel development and academic qualification

Measures / Responsibilities

- 4.1 Developing and introducing a structured contact and re-entry program for TU Dresden employees during family-related time off (parental leave / care leave)
Responsible: Unit 9.3 Diversity Management, Directorate 2 Personnel, Directorate 7 Strategy and Communication, Schools / Faculties
- 4.2 Developing and introducing a comprehensive quality management system for equality and diversity, taking into account the aspect of family friendliness
Responsible: Unit 9.3 Diversity Management, Centre for Quality Analysis, Directorate 6 Planning and Organisation, Office of the Equal Opportunities Officer and Officer for the Protection of Women's Rights
- 4.3 Conceiving and implementing a series of events where professors and researchers with family responsibilities can meet to exchange experiences and best practice examples, the results of which will be effectively communicated to the public
Responsible: Unit 9.3 Diversity Management, Office of the Equal Opportunities Officer and Officer for the Protection of Women's Rights, Directorate 2 Personnel, Directorate 7 Strategy and Communication

Topic 5

Service for families

Measures / Responsibilities

- 5.1 Establishing a permanent care counselling service beyond the pilot phase and evaluating its extension to the member institutions of DRESDEN-concept, as well as carrying out corresponding public relations measures, stronger visual focus on students / employees with care responsibility
Responsible: University Executive Board, Unit 9.3 Diversity Management
- 5.2 Evaluating the expansion of family-friendly infrastructure offers (e.g. rooms on the central campus of TU Dresden for the Campus Office Uni mit Kind, physical connection of the care counselling centre to the Campus Office Uni mit Kind and renaming it Campus Office Uni mit Familie, suitable room at TU Dresden for flexible childcare)
Responsible: University Executive Board, Directorate 4 Facility Management, Campus Office Uni mit Kind, Student Union Dresden, Unit 9.3 Diversity Management
- 5.3 The coordination office for family friendliness is a permanent office at TU Dresden
Responsible: University Executive Board
- 5.4 Demand-orientated expansion of care services for the children of staff and participants in events at TU Dresden (including a new call for tenders for flexible childcare, care services on Uni Day, learning Saturdays with childcare for students)
Responsible: University Executive Board, Unit 9.3 Diversity Management, Student Union Dresden
- 5.5 Continuation and demand-orientated expansion of events for students and staff with family responsibilities (e.g. family festival, Family Welcome)
Responsible: University Executive Board, Unit 9.3 Diversity Management, Campus Office Uni mit Kind, Student Union Dresden

Imprint

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