



TECHNISCHE
UNIVERSITÄT
DRESDEN

Action program

family-friendly university





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Preface

Dear reader,

You are holding our new action program “Family-friendly university 2022-2025” in your hands. In this brochure, we present measures that we will use to help promote a culture of family friendliness at TUD Dresden University of Technology.

To this end, we will not only consolidate successfully established measures and continue to develop them where necessary, but also devise new needs-oriented projects, because a family-friendly university needs family-friendly working and study conditions. These include flexible working hours and the ability to work remotely, which we have already included in our service agreements; childcare outside of the regular daycare hours; and advisory services for university members who have care-giving responsibilities. This action program places special focus on strengthening the role of fathers and enabling them to take on family responsibilities on an equal footing. Overall, the new action program, which explicitly recognizes the diversity of all family structures, aims to create an even broader awareness of family-friendliness at the university and to firmly establish it in our management culture.

The action program is the result of an external re-auditing process that TUD underwent and successfully completed in the fall of 2023. This is the sixth time in a row that TUD has been certified since 2007. “TU Dresden is one of the best family-friendly universities in Germany,” emphasizes auditor Dr. Elisabeth Mantl, who has been supporting our university for many years.

The award recognizes the many years of work TUD has invested in creating optimal conditions for employees and students with children or care-giving responsibilities. As a family-friendly university, we provide an extensive range of measures to promote the balance of work, studies and



family, as we are aiming to enhance the satisfaction of our members. At the same time, we strive to set a benchmark for more family orientation beyond the borders of our campus together with the “Dresden network for work and family” (Dresdner Netzwerk Beruf und Familie) as well as in the “Family in the university” association (Familie in der Hochschule e. V.).

Happy reading! We look forward to hearing your suggestions and will be happy to discuss them with you.

A handwritten signature in blue ink that reads "Roswitha Böhm". The signature is stylized and written in a cursive script.

Prof. Roswitha Böhm
Vice-Rector University Culture



Strategic framework

TU Dresden has been a certified family-friendly university since 2007. We are committed to helping students and staff to balance work and studies with family responsibilities.

Family refers to all ways of life that include a parent-child relationship, partnerships or relatives for whom care (support and nursing) is provided and for whom there is direct responsibility. We recognize the variety of all concepts of family. With the re-auditing as a family-friendly university, we are continuing our long-term voluntary commitment to promoting the balancing of work or study and family.

Family-friendly and flexible conditions for work and study are key to a modern employer and educational institution. We are delighted to note that family-friendliness at TU Dresden today enjoys a high degree of acceptance. As a University of Excellence, it is our goal to promote everyone and to maximize the potential of all our members. We strive to continuously improve the balancing of studies, career and family, we aim to be free from discrimination, and we want to ensure equal opportunities.

With this action program, we want to continue to advance a family-friendly culture at our university. In addition to designing new, needs-oriented projects, we want to consolidate and optimize the measures already in place, while always communicating in a way that is relevant to the target audience. We will also intensify the evaluation of both the necessity and the suitability of measures.

As a family-friendly university, we provide an extensive range of measures to promote the balance of work, studies and family, as we are aiming to enhance the satisfaction of our students and staff. At the same time, we endeavor to set a benchmark for more family orientation beyond the borders of our campus together with the "Dresden network for work and family" (Dresdner Netzwerk Beruf und Familie) as well as in the "Family in the university" association (Familie in der Hochschule e. V.).

Topic 1

Organization of work, research and studies

Measures / Responsibilities

- 1.1 Develop and evaluate a coaching offer for students with family responsibilities

Responsible units:

Campus Office Uni mit Kind, Student Union Dresden,
Unit 9.3 Diversity Management

- 1.2 Evaluate / raise awareness of options for optimizing class times and family-friendly teaching methods (along the lines of the project at TUD's teacher training degree programs to avoid overlaps in schedules), enabling the university to offer classes for students and teaching staff at a time when childcare can be guaranteed, or to record and offer asynchronous classes

Responsible units:

Vice-Rector Academic Affairs, Directorate 8 - Studies and Continuing Education

- 1.3 Establish a diversity research network at TUD, in which gender and diversity researchers at TUD can network with each other; family-friendliness should be a key focus area in research

Responsible units:

Vice-Rectorate Research, Directorate 5 – Research, Center for Interdisciplinary Learning and Teaching, GenderConceptGroup, Unit 9.3 Diversity Management



1.4 Improve the overall conditions for hybrid teaching

Responsible units:

Vice-Rector Academic Affairs, the Schools, Center for Interdisciplinary Learning and Teaching, Academic Affairs Offices

1.5 Evaluate opportunities to improve the compatibility of school and semester breaks

Responsible units:

University Executive Board, Directorate 8 – Studies and Continuing Education, Schools and Faculties

1.6 Expand continuing education opportunities on work organization for students and staff (e.g. how to manage stress)

Responsible units:

Unit 9.4 Occupational Health Services, Center for Continuing Education

1.7 Examine options for substitute arrangements during parental leave / care leave, make these options widely known and, if necessary, integrate these into the target agreements together with the schools

Responsible units:

Chancellor, Directorate 1 – Budget and Purchases, Directorate 2 – Personnel, Directorate 3 – Central Affairs



Topic 2

Information and communication

Measures / Responsibilities

2.1 Develop a long-term TU Dresden communication strategy on equal opportunities / diversity that takes family-friendliness into account and is tailored to the target groups. This strategy should comprise various communication channels (e.g. job advertisement texts, website, flyers, press information, Facebook), various target groups (e.g. managerial staff, students), various public relations measures and events (e.g. conferences, workshops, family festivals) with the goal of making suitable role models visible and increasing the visibility and acceptance of alternative family models at TU Dresden

Responsible units:

Directorate 7 – Communication and Marketing, those responsible for public relations at the Schools, Unit 9.3 Diversity Management

2.2 Increase the visibility of families at TU Dresden by examining opportunities in the area of marketing e.g. a t-shirt for parents at TUD

Responsible units:

Chancellor, Directorate 7 – Communication and Marketing, Unit 9.3 Diversity Management



Topic 3

Management

Measures / Responsibilities

- 3.1 Participatory development of guidelines for leadership teams addressing family-friendliness and diversity

Responsible units:

The Rector, Vice-Rector University Culture, Unit 2.5 Personnel Development

- 3.2 Expand continuing education courses for managerial staff on the objectives and quality of family-friendly / diversity-conscious management

Responsible units:

Vice-Rector University Culture, Unit 2.5 Personnel Development, Unit 9.3 Diversity Management, Center for Continuing Education

- 3.3 Evaluate, implement and communicate the options for part-time management and shared management at the professorial level, and extend this to all career levels

Responsible units:

University Executive Board, Directorate 2 – Personnel, Appointment Team, Office for the Protection of Women’s Rights and Equal Opportunities, Unit 9.3 Diversity Management

- 3.4 Evaluate, implement and communicate funding options for maternity cover for professors

Responsible units:

University Executive Board, Directorate 2 – Personnel, Schools and Faculties, Unit 9.3 Diversity Management

Topic 4

Personnel development and academic qualification

Measures / Responsibilities

- 4.1 Develop and introduce a structured contact and re-entry program for TU Dresden employees who have taken time off due for family-related reasons (parental leave / care leave)

Responsible units:

Unit 9.3 Diversity Management, Directorate 2 – Personnel, Directorate 7 – Communication and Marketing, Schools and Faculties

- 4.2 Develop and assess support for researchers and students with family responsibilities as they undertake research and study stays abroad

Responsible units:

Unit 9.3 Diversity Management, Directorate 2 – Personnel, LEONARDO-BÜRO SACHSEN, International Office, Graduate Academy



Willkommen
an der TU Braunschweig





Topic 5

Services for families

Measures / Responsibilities

5.1 Continue care counseling service after the current agreement expires in 2024

Responsible units:

University Executive Board, Unit 9.3 Diversity Management

5.2 Evaluate the expansion of family-friendly infrastructure (e.g. rooms on the central campus of TU Dresden for the Campus Office Uni mit Kind, connect the offices of the care counseling center to the Campus Office and rename it Campus Office Uni mit Familie, suitable facilities at TU Dresden for flexible childcare)

Responsible units:

University Executive Board, Directorate 4 – Facility Management, Campus Office “Uni mit Kind”, Studentenwerk Dresden, Unit 9.3 Diversity Management

5.3 Needs-oriented provision of childcare for the children of staff and participants of TUD events (such as evaluation of the continuation of flexible childcare after the current agreement expires in 2024)

Responsible units:

University Executive Board, Unit 9.3 Diversity Management, Studentenwerk Dresden

5.4 Strengthen the role of fathers at TU Dresden, needs assessment and conception of tailored measures, e.g. evaluate the possibility of also granting work leave to an unmarried parent for the birth of their child

Responsible units:

Directorate 2 – Personnel, Unit 9.3 Diversity Management, Campus Office “Uni mit Kind”, Studentenwerk Dresden, Schools and Faculties, Student Council



Topic 6

Quality management

Measures / Responsibilities

6.1 Develop and introduce an evaluation concept for measures for equality and diversity, taking family-friendliness into account

Responsible units:

University Executive Board, Center for Quality Analysis, Unit Academic Controlling and Quality Management

6.2 Evaluation of annual performance reviews, especially for assessing the number of annual performance reviews held and on relevant generalizable topics / support needs for balancing work and family life as well as expanding the guideline for annual performance reviews to include a query on the suitability of work-life balance arrangements

Responsible units:

Rector, Unit 2.5 Personnel Development, Center for Quality Analysis

6.3 Expand Factbook Diversity by developing / providing an interactive display on the TU Dresden website with data on the topic of family-friendliness

Responsible units:

Unit 9.3 Diversity Management, Directorate 2 – Personnel, Unit Academic Controlling and Quality Management

6.4 Inclusion of key figures on family-friendliness and satisfaction with services / concerns regarding family-friendliness at the university in the next employee survey at TU Dresden as well as an examination of integration into program evaluations

Responsible units:

Unit 2.5 Personnel Development, Center for Quality Analysis



Topic 7

Institutionalization

Measures / Responsibilities

7.1 Examine the opportunities which institutionalizing the topic of family-friendliness and diversity at TU Dresden would guarantee

Responsible units:

University Executive Board, Directorate 9 – University Culture

7.2 Continue to integrate the topic of family-friendliness into the revised and advanced version of the Equality Concept as well as close integration with the personnel development concept

Responsible units:

Vice-Rector University Culture, Unit 2.5 Personnel Development, Unit 9.3

Diversity Management, Office for the Protection of Women's Rights and Equal Opportunities

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