

# **Sample texts for Research Proposals of Paderborn University**

## **Handout**





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## 1. Preliminary remarks for working with this handout

In research proposals, the integration of framework conditions and services at the university plays an important role, along with the description of research objectives and activities. Depending on the funding body and funding format, these aspects affect how research projects are reviewed and finally evaluated.

As you are a researcher at Paderborn University (UPB), the present handout is intended to give you an overview of the site conditions and offerings at UPB in the context of important cross-sectional aspects of your research:

- **Paderborn University in Profile**
- **Early Career Researchers**
- **Knowledge and Technology Transfer**
- **Internationality of Research**
- **Equal Opportunities, Diversity, and Family Friendliness**
- **Gender Aspects in Research Projects**
- **Research Data Management and Open Science**
- **Sustainability**

The present texts use a uniform structure in order to provide information about UPB's strategic goals, established university-wide structures, offerings for researchers, special successes and/or characteristics, and finally a look ahead at future objectives in the respective thematic area. You will also find a supplementary and comprehensive overview table of additional UPB offerings for each of the aforementioned topics.

### WORKING WITH THE SAMPLE TEXTS:

In addition to the site-specific framework conditions, the funding organisations – particularly the German Research Foundation (DFG) – expect applicants to undertake a project-specific and subject-specific analysis of the cross-sectional aspects mentioned above, and to derive measures from them. **The text samples provided here, are to be considered an initial draft. In order for your proposal to be successful, it is essential to adapt these samples to the respective funding format, in terms of discipline-specific and project-specific requirements and solutions.** You will find relevant questions pertaining to each cross-sectional aspect to help you provide further project-specific detail.<sup>1</sup>

**The Research Unit (Department 2 – Subject Area 2.2, European and National Research Funding and Planning, Legal Aspects of Research) will gladly help you with project-specific preparation and further development as well as putting you in contact with respective experts on the topics of your choice.**

We look forward to talking with you!

Your team in the Research Office!

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<sup>1</sup> This handout is updated at least once a year at the end of the summer semester.

## 2. Sample texts

### 2.1. Paderborn University in Profile

Paderborn University is distinguished by its consistently dynamic and very successful development. Its five faculties (Arts and Humanities, Business Administration and Economics, Science, Mechanical Engineering, and Computer Science, Electrical Engineering and Mathematics) offer a broad spectrum of disciplines with great cooperation potential for inter- and transdisciplinary projects. They form the basis for effective research at a high level, attractive course offerings, innovative teaching, and productive technology and knowledge transfer to business and society. With around 269 professors, 1,509 academic staff members (a total of 2,366 employees), 17,159 students, and 71 degree programmes as well as numerous services and advisory offices for research, academics/teaching, and transfer, Paderborn University offers outstanding conditions for research and study.

#### Key Research Areas

Five interdisciplinary and cross-faculty key research areas combine Paderborn's expertise:

- Digital Humanities
- Intelligent Technical Systems
- Sustainable Materials, Processes and Products
- Optoelectronics and Photonics
- Transformation and Education

In these key research areas, cutting-edge research is carried out by interdisciplinary research institutions within the University with high national and international visibility.

#### DFG - CRC/TRR

Numerous partnerships and collaborative projects with other universities, non-university research institutions as well as business and industry set Paderborn University apart as an attractive partner and an effective stakeholder in the academic landscape. In each of its five Collaborative Research Centres / Transregional Collaborative Research Centres, Paderborn University performs particularly strongly.

- TRR 358 Integral Structures in Geometry and Representation Theory
- TRR 318 Constructing Explainability
- TRR 285 Method development for mechanical joinability in versatile process chains
- TRR 266 Accounting for Transparency
- TRR 142 Tailored Nonlinear Photonics: From Fundamental Concepts to Functional Structures

#### Research Infrastructure

Paderborn University has an excellent, high-profile research infrastructure: with the Noctua supercomputer operated by the Paderborn Center for Parallel Computing (PC<sup>2</sup>), the University is one of nine locations in Germany for National High Performance Computing (NHR). In addition, large new research buildings, like the Institute for Lightweight Design with Hybrid Systems (2019), the Zukunftsmeile ZM2 (a cooperation between science and business, 2020), the data centre (building X, 2021) for the expansion stages of Noctua, the Akzelerator.OWL (start-up campus with a makerspace, 2024), and the Institute for Photonic Quantum Systems (PhoQS, research building with labs, 2025) show the dynamic development of the ultramodern research infrastructure at Paderborn University.

### Research Transfer

The high-quality innovative research at Paderborn University is expressed through its strong transfer activities, for instance, the close collaboration with the Paderborn-based Fraunhofer Institute for Mechatronic Systems Design (IEM) and various diverse, extraordinarily productive partnerships in the fields of industry and business, e.g., through the technology network *it's OWL*<sup>2</sup>. Recognized as an excellence start-up centre in OWL (ESC.OWL) by the State of North Rhine-Westphalia, Paderborn University offers sophisticated support structures for every aspect of start-up activities, through its start-up centre *TECUP* (consulting, coaching) and through *garage33* (co-working, event space). With the *Akzelerator.OWL*, Paderborn University has created a start-up campus that offers a new home for the existing support structures, supplements them with attractive offerings (e.g. a makerspace), and thus provides the best framework conditions for founders. Thanks to this agile and very successful start-up scene, the University is regularly able to position itself in the cutting-edge group of universities supporting start-ups, both statewide and within Germany.

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<sup>2</sup> Here, examples of suitable projects should be mentioned in accordance with the project application, e.g., PIAF/DMRC, SICP, C-LAB, etc.

## 2.2. Early Career Researchers

Paderborn University places great importance on supporting young researchers in the early stages of their career.

Paderborn University has established faculty-wide and permanent graduate centres in all five faculties, which are responsible for providing subject-specific qualifications. The Jenny Aloni Centre for Early Career Researchers (JAC) of Paderborn University offers interdisciplinary information, training, and advisory services. In addition, the Jenny Aloni Centre for Early Career Researchers (JAC) links the graduate centres of the respective faculties with the service units of the central administration. This network structure also includes third-party funded doctoral programmes.

The aim of the JAC is to (a) support the interdisciplinary qualification and career development of early-career researchers with target group-specific offers, (b) promote young academics in developing their individual academic profile, and (c) create attractive and transparent career prospects and enable young academics to achieve a level of independence appropriate to their career stage.

In order to promote the interdisciplinary qualification and career development (objective a), the JAC offers advisory services and workshops on individual career development and career planning in academia, business, and society, and provides information on academic career paths. Furthermore, the JAC organises an extensive interdisciplinary qualification programme in which early career researchers can develop skills in the areas of research organisation, acquiring third-party funds, writing and publishing, good teaching, and good leadership.

The JAC offers advice on how to clarify and further develop individual strengths, abilities, and interests in order to support early career researchers in developing their individual academic profile (objective b). Doctoral candidates and postdocs also receive assistance in the form of target-group-specific peer coaching, which helps them to identify and successfully overcome the challenges of their respective career stages and to (further) develop their individual academic profile. To support female doctoral candidates and postdocs, the UPB also offers various mentoring programmes.

Creating attractive and transparent career prospects and enabling young academics to achieve a level of independence befitting their career stage (objective c) is part of UPB's overall staff development concept. To increase transparency and help our academics plan their individual career, UPB offers candid career counseling as an integral part of supervision in both the doctoral and postdoctoral phases. In order to enable early career researchers to become independent at an early stage, outstanding postdocs at UPB can obtain the status of 'junior research group leader'. This leadership role in a junior research group serves as a targeted preparation for a lifetime professorship, and makes this academic qualification externally visible. The junior research group leaders at UPB are therefore highly independent: they are not assigned to a professorship, are free in research and teaching, and have the right to award doctorates. At UPB, the status of "junior research group leader" is awarded in accordance with a standardised, statutory process. Paderborn University has also established appointments in the tenure-track model. UPB supports tenure-track professors by communicating the evaluation criteria transparently, holding regular status discussion meetings, and providing individual mentoring.

### Questions for Discipline- and Project-specific Elaboration

Many funding organisations (e.g. DFG) not only require applicants to develop appropriate measures to support young researchers, but also expect the funded structures to contribute to this overarching goal. The [DFG guidelines Principles for Effective Career Support in Academia](#) for example, provide information on the associated dimensions and on safeguarding good scientific practice.

- Which specific support services for early career researchers exist in your department and at the faculty graduate centre? Which support services, for example offered by the Jenny Aloni Centre, will be of interest for the qualification offer for doctoral candidates and postdocs?
- How will the envisaged research project, e.g., Research Training Groups (RTG) or Collaborative Research Centres (CRC) complement and expand the existing structures? Which positive effects will the research project as a whole have on the career prospects of young researchers?
- Please describe, in more detail, which forms and formats are planned for the qualification of doctoral candidates (and postdocs). Please distinguish between discipline-specific and interdisciplinary forms of qualification. How important is preparing for careers outside of academia in addition to preparing for academic careers? How will the goal of promoting young researchers (e.g., in recruitment) be linked to goals of equal opportunities, diversity, and family friendliness?
- How can the quality of supervision be ensured? How are UPB's [supervision agreements](#) being implemented? Are there regular feedback meetings, additional mentoring offers? What are the duties and roles of the respective supervisors? How can dependency relationships be avoided and what conflict resolution models are in place?
- How can young researchers be supported in their increasing independence and responsibility? How, for example, can postdocs be integrated into the supervision of doctoral students and how can they be prepared for this task? What specific offers are available to prepare postdocs and junior professors for future leadership roles?

## 2.3. Knowledge and Technology Transfer

Paderborn University considers knowledge and technology transfer as one of its core tasks and uses its extensive transfer expertise as a transformative force – with scientific competence and high-profile research strength – in cooperation with academia, industry, business, and societal institutions. The University promotes large-scale transfer that extends every discipline. Likewise, the highly active start-up and entrepreneurship scene at Paderborn University benefits from cross-disciplinary foundations and an outstanding infrastructure.

Paderborn University has many years of experience, with many successes in transdisciplinary collaboration. With six extremely productive joint ventures, such as the internationally visible technology network Intelligent Technical Systems OstWestfalenLippe.Germany (it's OWL), 13 interdisciplinary research institutions (Heinz Nixdorf Institute (HNI), Competence Centre for Sustainable Energy Technology (KET), Institute for Lightweight Design with Hybrid Systems (ILH), etc., and two Fraunhofer Institutes located in Paderborn (Fraunhofer Institute for Mechatronic Systems Design (IEM), Fraunhofer Department of Advanced System Engineering (ASE)), Paderborn University is one of the most important innovation drivers in this region. In addition to the strategic and structural anchoring of the transfer process at UPB, our application-oriented research projects demonstrate a high level of transfer activity. In 2023, our third-party funding, which has been steadily growing, totaled 65.5M€, 33M€ of which was allocated to application- and transfer-oriented research. Paderborn's expertise for innovative product and technology developments is also manifested in the high level of participation of the University's researchers in Industrial Collective Research (IGF) funding (8<sup>th</sup> place in the DFG Funding Atlas 2021) as well as in their high level of patent activity. In North Rhine-Westphalia's university network for intellectual property innovation2business.nrw, UPB regularly tops the patent applications among patent-oriented scientists.

Paderborn University sees its transfer activities not as a task in which research findings are simply translated into practice, but as a collaborative process of exchange resulting in innovative impulses for both the transferee and for science and research. This approach has already been in place in the area of educational research and teacher training at the cross-faculty Paderborn Center for Educational Research and Teacher Training (PLAZ) for over 25 years. Qualified researchers make an important societal contribution through nationally and internationally connected profession- and evaluation research. Naturally, there is also close cooperation with teacher training in North Rhine-Westphalia and further education for teachers. Moreover, Paderborn University provides inspiration for the relatively new transfer networks Neue Mobilität Paderborn e.V. (NeMo Paderborn) and Kreativ Campus Detmold e.V., which work on sustainable mobility concepts and on the integration of media, music, and film studies into the creative industry.

Paderborn University offers researchers in all stages of their career and all disciplines a broad portfolio of discipline-specific, established transfer structures, along with an outstanding network of entrepreneurs, support for project initiation, transfer funding formats, and professional science communication to support the knowledge transfer into civil society.

Paderborn University is proud of the inventive potential of its scientists. The outstanding research achievements and the resulting knowledge must be sustainably protected. It is therefore our task to pair the scientific quality of research results with optimal patent protection. This allows results from research and development to be secured nationally as well as internationally, to be incorporated into business cooperations and to be marketed in cooperation with the patent marketing agency PROvendis GmbH.

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<sup>1</sup> Here, examples of suitable projects should be mentioned in accordance with the project application, e.g., PIAF/ DMRC, SICP, C-LAB, etc.



In addition, the region of Ostwestfalen-Lippe has become an important centre for the start-up scene, with Paderborn University playing a driving innovative role. To date, more than 300 successful start-ups have come out of Paderborn University, creating more than 8,500 jobs. In the NRW-Startup Monitor 2020, UPB is listed as one of the top 5 higher education institutions for founders in NRW. Since 2012, there has been a continuous increase in the results of every survey conducted by the Stifterverband für die Deutsche Wissenschaft. In the Start-up Radar 2022, Paderborn University achieved 16th place out of 49 large universities nationwide. In the 'Start-up activities' category in particular, it achieved second place among universities nationwide and third place in the 'Start-up qualification' category.

Paderborn University's start-up centre TECUP – which the Ministry of Economics has been funding since 2019 as Excellence Start-up Center (ESC.OWL) with a total sum of 18M€ – provides professional support to prospective founders and start-ups from the ideation stage through to market maturity and offers comprehensive support structures for University-based founders. As a new home for the start-up scene, the 'Akzelerator.OWL' start-up centre, including a 1,000 m<sup>2</sup> makerspace, was completed on schedule in 2023. Through the center, which was built with funding of € 23.3 million and significant amount of own funds, Paderborn University provides an innovative environment with optimal research and development conditions for start-ups and thus expands its high appeal for founders

Since 2024, UPB has had a leading role in coordinating the European University Alliance COLOURS, which has received around 14 million € in funding. COLOURS is one of a total of 64 "European Universities" and encompasses nine universities from across Europe – with a total of around 126,000 students and 12,300 employees in Croatia, France, Germany, Italy, Poland, Spain, Sweden, North Macedonia, and Latvia. With their strong focus on research, teaching, and knowledge transfer, the member universities see themselves as regional drivers of innovation and promote the application of open innovative methodologies to foster social transformation, generate new ideas, and contribute to the sustainable development of the participating regions and their approximately 21 million citizens. The nine universities are supported by 55 associated partners from business and industry, public administration and politics, as well as social institutions and numerous networks.

### Questions for Discipline- and Project-specific Elaboration

- What relevance do knowledge and technology transfer have for your planned research project? In some research projects, it may prove useful to define a separate work package for knowledge transfer. Please review the funding body's expectations, your project-specific needs, and the eligibility of corresponding transfer activities.
- Which strategic objectives and existing service structures at Paderborn University will you build upon in your research project? Which UPB offers in the area of knowledge and technology transfer (see Appendix A) will be relevant for the research project?
- What are your project-specific transfer objectives? Will the University's offers cover these? Or will additional measures be necessary for your project to succeed? Please present intended measures and submit an application for the funding required for the implementation of these measures.
- Who are your application and transfer partners? Which expertise do the partners provide? Is the cooperation based on collaborative efforts? How closely will you collaborate with your research and transfer partners? Please describe specific cooperation and transfer formats and explain whether and/or to what extent the transfer activities will have a positive effect on both partners. Which positive effects do you anticipate from the knowledge and/or technology transfer, e.g., for society, education, culture, business, or politics as well as for innovations and technological developments?



- Are you a member of a research institution, network, research association, or a UPB commission whose transfer activities are linked to the project? Are there any non-university partnerships that the project is linked to?
- Conversely, will the project affect these and other University and non-university transfer and co-operation structures?
- Are you active in the start-up scene, and/or is this a possible direction for your project? Are you, e.g., working together with the start-up ambassador and transfer scout of your faculty or are you active as a start-up ambassador yourself? Have you already supervised academic spin-offs? Are you planning to supervise spin-offs with project results and project topics, possibly also as an independent follow-up project? Is it possible to design the supervision of spin-offs as a means of supporting students or scientists in the early stages of their careers?
- Are you aware of any copyrights or property rights that may prevent you from exploiting your research results? Do you expect the project to create property rights, e.g., for inventions or software? Will these property rights need to be transferred, e.g., to a start-up or a project partner?
- Can funds be requested within the project for such a patent? Can open-source formats be used for utilisation?

## 2.4. Internationality of Research

The internationalization of research, teaching, and transfer of knowledge and technologies has been very successfully practiced and developed at Paderborn University since its founding. The university relies on a diverse international network for this, shaped by interdisciplinary and transdisciplinary collaboration with stakeholders from the fields of science, business, and society. With roughly 230 international university partnerships in 60 countries, it maintains a global network that offers students, researchers, and employees a broad portfolio of research opportunities, mobility and networking options.

International researchers can access a wide range of support offerings at UPB, such as welcome services, professional support from the Research Office for applying to international and European research programs, internal networking formats by the International Relations Office and mobility programs through the International Office.

European collaboration has been an important pillar of Paderborn University's international profile for many years. Researchers in every faculty very successfully engage in collaborative research with scientific institutions, companies, and other societal stakeholders; and they help solve major societal challenges. At the same time, researchers are participating in European excellence programs (i.e. ERC grants and MSCA doctoral networks). In addition, Paderborn University is a founding member of a university network that consists of nine institutions, creating a European university alliance. The Alliance, which is funded by the European Commission as part of the European Universities Initiative, offers a wide range of opportunities for cooperation in research, teaching and the transfer of knowledge and technologies.

In order to deepen and expand its research and cooperation activities in North America, Paderborn University has maintained a liaison office for the Campus OWL regional network in New York City since 2019, with attractive service and networking offers for researchers and students. These include the Alberta OWL cooperation, the Professional Experience Program (PEP), participating in the NAFSA, GAIN and MIT European Career Fair, initiating research contacts, and collaborating with German research centers and German and American research funding organizations.

Paderborn University is highly attractive to Asian researchers and students; more than 50% of the university's degree-seeking international students come from Asia. For one thing, the Faculty of Business Administration offers an established field of study with Asian Business Studies; for another, the technical and scientific subject areas at the Chinese-German Campus (CDC), the Chinese-German Technical Faculty (CDTF), and the Technical-Intercultural China Competence Center (TiCK) offer attractive academic and research cooperation opportunities with Chinese university partners.

Especially due to a high number of Master's programmes taught in English, UPB was able to noticeably increase the number of degree-seeking international students (in winter term 2024/2025: 2745 international students, which corresponds to a share of 16%). This demonstrates that our degree programmes are also highly attractive in an international context. Parallel to this development, the number and proportion of international doctoral students and employees is also steadily increasing. The current state and plans for the future of the internationalisation at Paderborn University were presented in 2022/2023 for the first time within the framework of the HRK audit "Internationalisation of Universities" to a committee of international experts and evaluated by them. The audit was completed with very good ratings in November 2023.



### Questions for Discipline- and Project-specific Elaboration

What relevance does the topic of "internationality" have for your planned research project? Will you invite international researchers? Are there any international partnerships already in place that your research program will use as a resource?

- What specific objectives will you pursue with your project's international activities? Who will your international research partners be? Describe each partner's expertise and explain your mutual research interests with regard to the request for proposals. Joint preliminary work is an important building block for your future collaboration and will have a positive impact on the review.
- Which internationalization services already in place at Paderborn University will benefit your research project (see Appendix A)? Highlight these existing services and add project-specific measures that you will take.
- Which project-specific measures will you implement? Define your needs in terms of the funding objectives. Examples: Mobility or qualification stints for early career researchers? Joint doctoral projects?
- Depending on the funding format, a wide range of aspects can be relevant for the review, e.g. "international impact of research," "international cooperation relationships," "international reputation of researchers," etc. Learn more about the review criteria.

## 2.5. Equal Opportunities, Diversity and Family Friendliness

Equal opportunities and appreciation for all members of the University, regardless of gender or origin, are core values of Paderborn University. Since its founding in 1972, Paderborn University has actively promoted equal opportunities and a working culture that embraces both family and gender. This commitment is reflected, among other things, in the fact that the University has continuously received the Total E-Quality Award for its implementation of equal opportunities in its personnel and organisational policy since 2009, which was reconfirmed in 2024. In addition, Paderborn University was awarded the “diversity-friendly university” audit certificate in 2023.

With a current proportion of 40.5% female professors (as of 2024), Paderborn University has been among the national and state leaders in the proportion of women in professorship positions for many years. In order to further increase the percentage of women at all academic qualification levels, Paderborn University’s Executive Board collaborates with the faculties to set target agreements for equity. If the goals are achieved, the faculties are provided with up to 180,000 € in funding. In an effort to increase the number of women in academia, the University offers three funding opportunities: initial funding for female doctoral students, personnel support for female junior professors and postdocs with regard to their research projects, and an incentive system to increase the number of women in professorship positions. Gender is also an integral part of Paderborn University’s research and teaching. The Center of Gender Studies, established by UPB in 2009, supports research projects related to gender research and coordinates the master’s degree in Gender Studies. The University’s gender studies scholarship specifically supports researchers in their qualification phase whose projects are expected to make an important contribution to gender research.

The topic of diversity is firmly embedded in the structures of the University as a cross-sectional task. In 2015, the Vice Dean’s Office for Diversity Management was established in the Faculty of Arts and Humanities, and in 2023, the Dean’s Office of the Faculty of Arts and Humanities was joined by the Vice Dean for Sustainability, Equity and Diversity. In 2022, the University took part in a diversity audit and created the position of a Consultant for Diversity in order to systematise and further develop its diversity management. Due to the structure of the student and staff body, Paderborn University has decided to place a special focus on the aspects of “first generation” and internationality as part of the development of a diversity strategy. The University offers a wide range of support services covering various issues, such as ethnic origin/nationality, physical and mental disabilities, social background, or age through various points of contact (e.g., a Service Centre for Students with Disabilities, Healthy University, or Welcome Services for International Researchers and Employees).

Another integral part of the organisational culture of Paderborn University is the compatibility of family and work or studies. In 2005, Paderborn University was the first university in North Rhine-Westphalia to receive the “audit family-friendly university” certificate, which it still holds today. The Family Service Office advises (expectant) parents and caregivers on their financial options as well as individual childcare arrangements, among other things, and assists with daycare and short-term childcare through “Paderborn Uni Kids” (PUKi). There are two daycare centres on the University campus, with 150 spots for the children of students and University employees. In addition, the family-friendly infrastructure on campus is constantly being expanded. In recent years, for example, parent-child parking spaces as well as new nursing and changing rooms have been created. Furthermore, there are separate areas for parents and their children in the University cafeteria and the University library. Additionally, the University provides three KidsBoxes (mobile nurseries), which can be used by its staff and students. The University also grants researchers childcare allowances for conferences, missions, and research trips. Another significant contribution to the reconciliation of (academic) career and family is provided by the Family Service Office: upon request, researchers with children can benefit from childcare services during conferences, workshops, or any other events.

### Questions for Discipline-Specific and Project-Specific Elaboration

Analyse the equal opportunities situation in your subject area and tailor the equity measures to your situation. For example, please consider:

- How high is the proportion of women, especially among the professors in your subject area in general, and how high is it in your specific faculty/department?
- You can find the proportion of women in your subject area, e.g. on the statistics portal "[Geschlechterbezogene Hochschuldaten NRW](#)" (North-Rhine Westphalia's gender-specific higher education institution data, only available in German), in the reports by the [Federal Statistical Office of Germany \(only available in German\)](#). You can find your faculty's proportion of women in the [University Profile](#).
- Which measures are already in place in your faculty/department to increase the proportion of women in your subject area and to contribute to gender equality? Which specific University measures are particularly relevant to your faculty/department and to your project?
- Which measures can be taken within your project to increase the proportion of women in your subject area and to contribute to gender equality?
- Are there measures in place to raise awareness for gender inequality and to impart knowledge about how gender inequality is created and perpetuated?
- Is the topic of equal opportunities consistently considered in other sections (e.g. early career researchers or knowledge transfer) in addition to the dedicated section in the research proposal, thus making it visible as a cross-sectional topic?

For joint research projects, the Equal Opportunities Officer at UPB offers [Gender & Diversity Consulting](#), an advisory service for applicants to promote equal opportunities.

Further useful information can be found, for example, in the [toolbox INKA](#).

Please analyse the equal opportunities situation in your subject area, going beyond the issue of gender equality, and adapt the measures to your respective situation. For example, please consider:

- Which measures help reconcile career and family in your faculty / department? Which specific University measures are particularly relevant to your faculty/department and to your project?
- Which measures can be taken within your project to help reconcile career and family?
- Which measures in your faculty/department contribute to equality at different levels of diversity (e.g., social/ethnic origin, nationality, physical/mental abilities)? Which specific University measures are particularly relevant to your faculty/department and to your project?
- Which measures can be taken within your project to contribute to equality at different levels of diversity?
- To which extent are gender and diversity relevant for your research project?

## 2.6. Gender Aspects in Research Projects

In addition to the aspects of equal opportunities, diversity, and family friendliness that are primarily related to employment relationships, it is becoming increasingly important to take gender aspects and dimensions of diversity into account with regard to the research content. As part of the basis of good scientific practice, these matters are also becoming increasingly relevant for research funding institutions. Cross-sectional issues, such as gender and other intersectional categories, are so relevant to society that their well-founded reflection is essential to the endeavour of producing knowledge and technologies that can benefit all members of society. The requirement to understand the current state of gender research and to use this information to make informed decisions about one's own research design constitutes a challenge.

At UPB, researchers receive special support in this task from the Centre for Gender as a Category of Analysis in University Research and Knowledge Contexts (GeFoWiss). The GeFoWiss assists researchers from all disciplines and subjects in considering gender and diversity aspects in their own research throughout the entire research process. This does not only encompass the inclusion of gender and diversity in their research contents, but also to apply findings, concepts, and approaches from gender studies in a productive manner. GeFoWiss is one of eleven projects at universities and research institutions throughout Germany that are being implemented by the Federal Ministry of Education and Research (BMBF) as part of the funding guideline 'Gender Aspects in Focus'. Promoting the consideration of gender aspects in all subjects is intended to generate academic knowledge from which all members of society can benefit and to safeguard Germany's excellence as a research location.

GeFoWiss is attached to the Center of Gender Studies. Services include individual research consulting, as well as numerous events and opportunities for continuing education.

### Questions for Discipline-Specific and Project-Specific Elaboration

Does your research funding institution make specific demands regarding the use/address/consideration of gender dimensions? E.g.:

- German Research Foundation (DFG): at the DFG, the consideration of gender and diversity is a criterion that is relevant to funding ([Link](#)).
- Research funding by the European Union (EU): [Recommended by experts: Horizon 2020](#)

To what extent is gender relevant to your research?

- A brief checklist to help you find your way around the DFG questionnaire. As a rule of thumb, the following applies: If humans or animals are the focus of your research, or if technologies, products, strategies, etc. developed in your research are to be used by humans or animals, it can be assumed that gender aspects are relevant and need to be taken into account in your research proposal.
- If you are at an advanced stage in the application process and need to identify fields of research in which gender and diversity are relevant, a systematic keyword search can be a useful strategy. Recommended keywords include, for example, "sex", "gender", "human", "user", "animal", and the names of species. In German applications, gendered inflections, such as "Nutzer", "Nutzerinnen", "Studenten", "Studierende", must also be taken into account.
- Furthermore, it is also possible to search for gender and diversity aspects by choosing more abstract terms or concepts. It might therefore be useful to review references to social contexts and key concepts and to consider implicit world views, social and human images, as well as general notions of normality, norms, and values. Terms such as "social", "societal", "society", "context", or "acceptance" can be helpful for identifying relevant passages. Taking a critical look at fundamental categories may sometimes require some familiarisation, but it is important and productive for taking gender and diversity aspects into account. In the next step, passages con-



taining certain keywords can be checked to see if aspects of gender and diversity can be identified and, if so, whether they have already been addressed. The GeFoWiss research consulting service is happy to provide assistance for these processes.

Are you aware of the references to and inclusion of gender research in your field of research? Helpful resources for initial research include [Handbuch Interdisziplinäre Geschlechterforschung \(Handbook on Interdisciplinary Gender Research\)](#) (only available in German) and the "[Gendered Innovations](#)" portal.

Helpful follow-up questions may include:

- Which concept of gender underlies your research?
- Are there provisions for individuals who do not fit into the binary gender system? Which impact does this have?
- Is your research centred around certain groups, e.g. women, or are these groups being excluded?
- Is there any conflict, e.g. between a focus on women and on persons beyond the established categories? How does this manifest itself in the project?
- Which gender theory underlies your project? For example, is gender understood as an ascriptive category, or is it understood as a social construct (e.g. doing gender)?
- Dramatisation and de-dramatisation: Were gender strategies applied or considered? For example, the strategic disavowal, exclusion, or emphasis of gender affiliations? Have you considered the advantages and disadvantages of your chosen strategy?
- Does your project involve the development of technologies, artefacts, or strategies? Have possible differences in how various groups use your product been considered? Which sources of information are there?
- Publication and presentation phase: when presenting your research findings, do you use metaphors, images, etc. that could be assessed in terms of their implicit notions of gender, stereotypes, and cultural associations?



## 2.7. Research Data Management and Open Science

Research data is the cornerstone of scientific knowledge, which is why Paderborn University is committed to the responsible and sustainable handling of research data at all levels in line with good scientific practice. With regard to the publication of research data, Paderborn University has committed itself to the basic principle of “as freely accessible as possible - as restricted as absolutely necessary” and the FAIR criteria (Findable, Accessible, Interoperable, Reusable) in its guideline on handling research data, but also in the revision of the *“Guidelines and procedures for safeguarding good scientific practice”*.

Researchers at Paderborn University have access to a comprehensive range of support and advice services for the implementation of current, subject-specific standards in research data management. Researchers can contact the research data management team with any questions relating to research data. The Center for Information and Media Technology Services (ZIM) offers a wide range of tools for collecting, storing and archiving research data in addition to the necessary basic IT infrastructure. For research in the field of high-performance computing, the Paderborn Center for Parallel Computing (PC<sup>2</sup>) provides its computing resources, supplemented by HPC and domain-specific advice for computer-aided scientific projects.

At UPB, the scientific discussion concerning research data takes place, among other things, through active scientific collaboration in several DFG-funded consortia for the development and promotion of a National Research Data Infrastructure (NFDI). The NFDI consortia are funded as associations of different institutions within a research field, with the aim to establish subject-specific as well as interdisciplinary standards for handling research data. Paderborn University is represented in the following NFDI consortia: NFDI4Culture (co-applicant), DAPHNE4NFDI (participant), Text+ (participant), NFDI-MatWerk (participant), NFDI4Ing (participant), and FAIRmat (participant).

Furthermore, Paderborn University supports an open research culture in line with the Open Science movement and is committed to the principles of open access publishing according to the Berlin Declaration on Open Access to Knowledge in the Sciences and Humanities. UPB researchers are encouraged to make their research results available to the research community and the general public through open-access publications. In its Open Access Policy, the University has published guidelines on open access publishing as well as on responsibilities and offers to support authors.

### Questions for Discipline- and Project-specific Elaboration

Please note: many funding organisations (e.g., DFG, Horizon Europe) expect applicants to provide structured information about the handling of research data used or created during the course of the project, in the form of a data management plan (DMP). Therefore, please always observe the individual requirements of the funding organisations for the respective programme line.

Even if a DMP is not explicitly required, the following questions can help you prepare and structure the handling of research data:

- What is the aim of the project? Which institutions/persons will be involved?
- Which research data is processed for this purpose (collected/used/stored/reused, etc.) and how does this data flow (data flow diagram)?
- Which (subject-specific) standards will be applied/considered (e.g.. data formats, metadata, ontologies)?
- How is the storage, backup, archiving, and, if necessary, accessibility of research data organised?



- Which data volumes can be expected?
- Are there legal restrictions, time limits, or other restrictions on making research data accessible that need to be considered?
- Who assumes which responsibilities throughout the process?
- Who decides on the means and purposes of data processing?
- Which costs and follow-up costs will be incurred in the project and how will they be covered?
- Which software is needed in order to ensure reproducibility of the research results? What measures are necessary for long-term availability of the software?
- Who assumes which responsibilities throughout the process?
- Who decides on the means and purposes of data processing?
- Which costs and follow-up costs will be incurred in the project and how will they be covered?
- Which software is needed in order to ensure reproducibility of the research results? What measures are necessary for long-term availability of the software?

## 2.8. Sustainability

Paderborn University (UPB) is committed to sustainability in all its activities as a hub for academia, study, and work, in order to fulfil its global responsibility to shape a viable society and economy, to ensure intergenerational equity, and to preserve our natural resources. The Sustainable Development Goals (SDGs) from the United Nations' 2030 Agenda, the European Green Deal, and the goals of the Paris Agreement on climate change serve as a guide. UPB's activities are reflected in research, teaching, and knowledge transfer, as well as in the University's operations and infrastructure. To ensure a successful transformation of the University's everyday operations, a central Sustainability Office was set up at UPB in August 2023. The office falls under the institutional responsibility of the Vice-President for Finances and Human Resources and the Vice-President for Technology Transfer. Both the head of the Subdivision for Sustainable Infrastructure and the Sustainability Officer manage the office. This network of administration, research, teaching, and transfer aims to develop and permanently strengthen a common understanding of sustainability at all levels of the University. On the initiative of the Sustainability Office, a group consisting of members from all University status groups was formed to develop a holistic sustainability strategy for UPB. After the completion of the materiality analysis, operational and strategic goals are now being defined.

The initiatives in research, teaching, and transfer include both research and transfer activities related to sustainability and a wide range of classes dealing with sustainability topics. Some of the institutions and initiatives associated with this topic are:

- With the Paderborn Research Center for Sustainable Economy (PARSEC), the Faculty of Business Administration and Economics is dedicated to sustainable economic development with a long-term focus and a particular emphasis on social, environmental, and cultural phenomena.
- At the Competence Centre for Sustainable Energy Technology (Kompetenzzentrum für nachhaltige Energietechnik, KET), scientists from the Faculty of Computer Science, Electrical Engineering and Mathematics and the Faculty of Mechanical Engineering are researching cross-sector concepts, systems, and components to implement the energy transition in the electricity, heating, industry, and mobility sectors.
- At the Institute for Lightweight Design with Hybrid Systems (Institut für Leichtbau mit Hybridsystemen, ILH), scientists from the Faculty of Mechanical Engineering and the Faculty of Science conduct research into lightweight construction as a key technology with great potential for saving resources.
- The PLAZ – Professional School of Education set up the "Education for Sustainable Development" (ESD) group in spring 2023 to establish ESD as a comprehensive topic in teacher training at UPB and to promote networking in this area.
- Launched in the winter semester of 2023/24, the sustainability lecture series "UPB for Future" is open to students of all disciplines, employees, and the interested public.
- UPB is involved in the university networks DG HochN (German Society for Sustainability at Higher Education Institutions) and Humboldt<sup>n</sup> (Sustainability Initiative of the Universities in North Rhine-Westphalia).

Aside from sustainability activities in research, teaching, and transfer, there are also sustainability activities in operations, infrastructure, and with regard to Paderborn University as a workplace, for example:

- The Subdivision for Sustainable Infrastructure in the Central Administration forms the backbone of the University's internal transformation process and focuses on areas of action, such as energy management, renewable energies, and sustainable construction and refurbishment. UPB has vol-

unteered to take part in the "Klimaneutrale Landesverwaltung" (climate-neutral state administration) project to support the state government of North Rhine-Westphalia in making its administration climate neutral by 2030.

- Paderborn University is committed to the principles of sustainable mobility and environmentally friendly business trips, as stated in the guidelines for greener business trips issued in July 2023.
- In addition, social sustainability issues are addressed by the Healthy University and Family-Friendly University programmes, as well as by the Equal Opportunities Officer and Staff Development (see also the cross-sectional issues of equal opportunities, diversity, and family friendliness).

### Questions for Discipline-Specific and Project-Specific Elaboration

Considering sustainability in research projects is a comprehensive task due to the many different reference points. We suggest the following aspects for a holistic view of your project. (For links to the mentioned references, see the chapter 'Tabular Overview'.)

#### Content-Related Project Aspects

- Does your project contribute to sustainability in an ecological dimension?  
E.g. reduction of harmful emissions, sustainable agriculture.
- Does your project contribute to sustainability in an economic dimension?  
E.g. decent work for all, sustainable economic activity.
- Does your project contribute to sustainability in a social dimension?  
E.g. equality in education, access to healthcare for all.
- Alternatively, the 17 SDGs, which also address the aforementioned dimensions, could be referred to: Which of the 17 SDGs does your project contribute to? E.g. Goal 13 'Climate Action', Goal 8 'Decent Work and Economic Growth', Goal 4 'Quality Education'.
- Is your project's contribution positive (to be highlighted) or negative (to be reflected upon)?
- Does your research project contribute directly or indirectly to one of the aforementioned aspects?
- Will the contribution be recorded qualitatively and/or quantitatively for your project?
- Has the funding body defined explicit requirements for sustainability in their respective funding guidelines? We recommend that you check the funding body's expectations against your project-specific approach and the eligibility of specific sustainability activities.
- Are there university or non-university sustainability structures that the project can make use of or which it can influence?
- Please also refer to the DFG's list of key questions.

#### Organisational and Administrative Aspects

- Avoiding business trips: are there alternatives to travel or on-site events which could equally help to achieve the networking and project goals?
- Reducing emissions and travelling in an environmentally friendly way: can necessary business trips and events be organised in such a way (in terms of time and money, eligibility for funding) that they result in the lowest possible emissions?
- Compensation for emissions: can the emissions caused by necessary business trips and events be mitigated? Are the compensation payments of the funding programme you have chosen eligible for funding? E.g. possible with the DFG.
- Question regarding new purchases: can (eligible) new purchases be avoided by repairing or updating/upgrading existing equipment? Or: does the purchase of a new, much more energy-efficient device lead to a more resource-efficient operation in the medium term or beyond the duration of the project?
- Sustainable procurement: can procurements be carried out (in terms of time and money, eligibility for funding) in such a way that they meet high ecological, economic, and social standards?
- Sustainable procurement and management: can consumable items be reduced, reused, or recycled? Can you utilise a circular economy?

### 3. Tabular Overview: Support Structures at Paderborn University

In this section, you will find a comprehensive tabular overview of the implemented and established structures, measures and offers, as well as the support services provided by Paderborn University, for each of the cross-sectional topics listed above.

Each section is structured as follows:

- Basic and Strategic Understanding
- Structures
- Supporting Measures and Offers
- Facts and Figures
- Memberships and Cooperations
- Future Scenarios

Is anything missing in these overviews? Please feel free to contact us.

Contact: Dr. Silke Corall, Tel.: +49 5251 60 4642, [silke.corall@zv.uni-paderborn.de](mailto:silke.corall@zv.uni-paderborn.de)

### 3.1. Early-career researcher

		Source
<b>Basic understanding and strategy</b>	<ul style="list-style-type: none"> <li>• Researchers at all career levels make an important contribution to research and teaching at Paderborn University</li> <li>• Goal: Development of an attractive support system for researchers in the early stages of their career</li> <li>• Creation of the best possible opportunities for advancement</li> <li>• Equal opportunities at all levels</li> </ul>	Strategic Plan Paderborn University's Staff Development Concept for Early-Career Researchers
<b>Existing structures and concepts</b>	<ul style="list-style-type: none"> <li>• Senate Committee for Research and Junior Academics</li> <li>• Academic Career Development Office (strategic further development of support and funding for early-career researchers)</li> <li>• Jenny Aloni Center for Early-Career Researchers as the central umbrella organisation for those interested in pursuing a PhD, PhD students, postdocs, tenure-track and junior professors</li> <li>• Faculty Graduate Centres: <ul style="list-style-type: none"> <li>- Graduate Centre of the Faculty of Arts and Humanities</li> <li>- Graduate Centre of the Faculty of Business Administration and Economics; Dean's Young Scholar Award; faculty's internal funding programmes for early-career researchers (see homepage)</li> <li>- Graduate Centre of the Faculty of Science</li> <li>- Graduate Centre of the Faculty of Computer Science, Electrical Engineering and Mathematics (EIM)</li> </ul> </li> <li>• Junior research group leaderships (official status with special rights and opportunities, awarded in a structured procedure), see <a href="#">Junior Research Group Leader Regulations</a></li> <li>• Tenure-track professorships</li> <li>• Early-career measures within the framework of SFBs/TRRs (Collaborative Research Centres), Research Training Groups and other structured programmes at the faculties</li> <li>• Staff Development Concept for Early-Career Researchers</li> <li>• Guidelines for Good Research Practice</li> </ul>	
<b>Facilities, measures and services</b>	<p>Jenny Aloni Center for Early-Career Researchers:</p> <ul style="list-style-type: none"> <li>• Events and offers, e.g. "Career Spotlights" events for PhD students and postdocs, newsletter, mentoring and peer coaching programmes, in particular at the transition between different career levels</li> <li>• Bundling of interdisciplinary courses and advisory services from all departments and divisions at Paderborn University, e.g. courses and training seminars from the Staff Development team, Research Advising Unit with regard to research funding, Centre for Language Studies, Writing Center, Higher Education Development Office, Information and Media Technologies Centre (IMT), University Library, Career Service at the Student Advice Centre, International Office, Welcome Services for international academics, Start-up Centre TECUP, Start-up Incubator garage33,</li> </ul>	

		Source
	<p>Equal Opportunities Office, Family Services Office, conflict management service a.o.</p> <ul style="list-style-type: none"> <li>• Needs-based further development of interdisciplinary training and qualification opportunities</li> <li>• Consultation hours for doctoral candidates, doctoral students, postdocs, junior and tenure-track professors from all faculties</li> <li>• Certificate programme for postdocs "Skills for careers in industry and society"</li> <li>• Certificate in University Didactics</li> <li>• Special support and funding for female early-career researchers within the framework of the Equality Concept: <ul style="list-style-type: none"> <li>• Three funding lines to increase the proportion of women in academia (female PhD students, postdocs and junior professors)</li> <li>• Qualification and training programmes for female early-career researchers</li> <li>• Mentoring programme for female PhD students</li> <li>• Scholarships for female postdocs</li> <li>• Peer coaching for female postdocs</li> <li>• Peer coaching for early-career researchers, in particular support during critical career transition phases. Focus: career development, guidance and networking</li> </ul> </li> </ul> <p>Funding opportunities offered by the (Senate) Committee for Research and Early-Career Researchers:</p> <ul style="list-style-type: none"> <li>• Internal university doctoral and postdoctoral scholarships</li> <li>• Internal university prizes for outstanding final theses and dissertations</li> <li>• Paderborn University Research Award (open to researchers from the postdoc phase onwards)</li> <li>• Initial funding for interdisciplinary and international collaborative projects within the framework of the Paderborn Wissenschaftskolleg (institute for advanced study) "Data Society" (open to researchers from the postdoc phase onwards)</li> <li>• For junior professors: network for newly appointed professors, coaching and supervision groups (for professors), further training courses</li> </ul>	
<b>Facts and figures / Memberships and partnerships</b>	<ul style="list-style-type: none"> <li>• UniWiND (German University Association of Advanced Graduate Training), member since 01/2023</li> <li>• UniNetzPE (German national network for staff development at universities) since 06/2018</li> <li>• EU HR Excellence in Research Award (HRS4R) since 02/2025</li> <li>• Participation in Nacaps (National Academic Panel Study), since 2023, initially only with the Faculty of Arts and Humanities and Faculty of Business Administration and Economics</li> </ul>	

**Links:**

- Staff Development Concept for Early-Career Researchers:  
[https://www.uni-paderborn.de/fileadmin/zv/4-5/PEK\\_Wiss\\_2017.pdf](https://www.uni-paderborn.de/fileadmin/zv/4-5/PEK_Wiss_2017.pdf)
- Guidelines for Good Research Practice:  
<https://digital.ub.uni-paderborn.de/urn/urn:nbn:de:hbz:466:2-39402>
- Junior Research Group Leader Regulations at Paderborn University:  
[https://www.uni-paderborn.de/fileadmin/zv/4-5/Wissenschaftlicher\\_Nachwuchs/2019-058\\_NWGL-Ordnung.pdf](https://www.uni-paderborn.de/fileadmin/zv/4-5/Wissenschaftlicher_Nachwuchs/2019-058_NWGL-Ordnung.pdf)



### 3.2. Knowledge and technology transfer

		Source
Basic understanding and strategy	Due to our diversity of subjects and disciplines, we live a broad understanding of transfer. We practise knowledge and technology transfer with society and business in three dimensions: through collaborative reflection in lectures, panel discussions and workshops; through collaborative innovation in research projects and field tests; through collaborative design in committees, the cooperation with schools, and through networking.	Transfer Strategy 2023–2025
	Understanding and long-term goals: <ul style="list-style-type: none"> <li>• transfer as an immanent component of our university practice</li> <li>• start-up friendly university with promotion of start-up activities</li> <li>• strengthening Paderborn University as a force at the heart of society</li> <li>• expansion and strengthening of cooperation with different interest groups</li> </ul>	<p>Further strategic documents: Strategic Plan 2022-2024</p> <p>University Guidelines Start-ups at UPB</p> <p>With appendix: IP Roadmap for Start-ups (under consultation)</p> <p>Patent Strategy</p> <p>Software Utilisation Strategy (under consultation)</p>
Existing structures	<p><b><u>Knowledge and technology transfer:</u></b>  <u>Joint ventures of Paderborn University:</u>  (a) SICP - Software Innovation Campus Paderborn - A cooperation of UPB with the Fraunhofer Institute for Mechatronic Design (IEM) and companies of the region  (b) C-LAB - Cooperative Computing &amp; Communication Laboratory – A joint cooperation of Atos IT Solution and Services and Paderborn University  (c) DMRC - Direct Manufacturing Research Center – A syndicate of industrial partners and Paderborn University  (d) Technology network "it's OWL – Intelligent Technical Systems OstwestfalenLippe", with around 200 partner from industry and research (named by the German Federal Ministry of Education and Research (BMBF) as a leading-edge cluster)  (e) L-LAB – collaborative research in lighting technology between Hella KGaA Hueck &amp; Co., Hamm-Lippstadt University of Applied Sciences and Paderborn University</p> <p>Central academic institutions with strong transfer activities:  (f) Institute for Lightweight Design with Hybrid Systems (ILH)  (g) Competence Centre for Sustainable Energy Technology (KET)  Fraunhofer institutes:  (h) Fraunhofer Institute for Mechatronic Systems Design (IEM)  (i) Paderborn's Advanced System Engineering department (ASE) at the Fraunhofer Institute for Electronic Nano Systems (ENAS)</p>	<p>"Kurzporträt" (Paderborn University in Profile) brochure</p> <p><a href="https://www.uni-paderborn.de/transfer">https://www.uni-paderborn.de/transfer</a>  <a href="https://www.uni-paderborn.de/en/transfer">https://www.uni-paderborn.de/en/transfer</a></p> <p>University Guidelines Start-ups at UPB</p>

	Source
<p><b>Knowledge transfer:</b></p> <ul style="list-style-type: none"> <li>• Paderborn Centre for Educational Research and Teacher Training (PLAZ)</li> <li>• Paderborn Guest Lectureship for Writers</li> <li>• Belgian Centre (BELZ)/ BelgienNet</li> <li>• Besslab – Lab for Movement, Play, and Sports</li> </ul> <p><b>Innovation ecosystems:</b></p> <ul style="list-style-type: none"> <li>• Neue Mobilität Paderborn e.V. ("New Mobility Paderborn" initiative)</li> <li>• Rail Campus OWL e.V.</li> <li>• Innovationsflughafen PAD (Innovation Airport PAD)</li> <li>• Landesstelle Immaterielles Kulturerbe NRW (North Rhine-Westphalia office for intangible cultural heritage)</li> <li>• Kreativ Campus Detmold e.V./ KreativInstitut OWL</li> </ul> <p><b>Start-up activities:</b></p> <p>Paderborn University's Start-up Centre:</p> <ul style="list-style-type: none"> <li>• Akzelerator.OWL: New start-up campus (maker space) in the city's future-oriented quarter</li> <li>• TECUP: Center for Transfer through Business Start-ups for all faculties interested in founding a company</li> <li>• garage33: Co-working spaces for start-ups, meeting rooms for business founders</li> <li>• Excellence Start-Up Centre.OWL (ESC.OWL): Excellent start-up culture in the East Westphalia-Lippe (OWL) regional network</li> </ul> <p><b>Academic communication:</b></p> <p>Press and academic communication by the central Press, Communications and Marketing Office and by decentralised marketing and PR staff in the faculties</p> <p><b>Important institutional partnerships of UPB in dialogue with society:</b></p> <ul style="list-style-type: none"> <li>• Heinz Nixdorf Museumsforum (world's biggest computer museum, transfer of academic knowledge and technology to civil society): e.g. coolMINT schools STEM lab, exhibition planning, dissemination)</li> <li>• Paderborn Diocesan Museum: e.g. academic collaboration on large national art exhibitions; co-operation agreement: regular series of events/project seminars with Professor van Laak</li> </ul> <p>Wide range of events and activities with cultural institutions in the region (e.g. Paderborn Theatre, Paderborn Diocesan Museum, Children's Literature Festival, OWL.Kulturplattform, KleppArt and Raum für Kunst – university exhibition spaces in the City of Paderborn etc.)</p>	

		Source
	<b>International alliances:</b> Strong Europe-wide networking and development of structures in the field of open innovation and co-creation through the European University Alliance COLOURS	
Building infrastructure	Zukunftsmeile 2 (ZM2) KreativInstitut.OWL Akzelerator.OWL	
Measures and services	<b>Technology transfer:</b> Discipline-specific focused and established transfer structures (see above transfer mechanisms (institutions), such as SICP, C-LAB, DMRC etc. (see (a) - (g) above) provide researchers with an outstanding network of companies, specialised networks, activities and events and professional support for knowledge and technology transfer It's OWL: Open funding portfolio for transfer projects It's OWL: "Transfer pilots" funding format, with the aim of structural development Professional support for inventions/patents, IP management  <b>Business founders:</b> <ul style="list-style-type: none"> <li>• Extensive services and opportunities through the start-up ecosystem: advisory services, coaching, networking, maker space, business plan creation etc.</li> <li>• Professorial start-up ambassadors and transfer scouts for business founders in all 5 faculties</li> <li>• Professional support for people interested in setting up a company and start-ups, from the brainstorming stage to market maturity</li> </ul> <b>Knowledge transfer in dialogue with social stakeholders:</b> <ul style="list-style-type: none"> <li>• Established academic conferences and events, e.g. Regional History Day, Sports Day, Edirom Summer School (Center for Music, Edition, Media (ZenMEM)), "Studium für Ältere" (University for Seniors), International CoLabs and Open Innovation events as part of the European University Alliance COLOURS</li> </ul> <b>Academic communication</b> <ul style="list-style-type: none"> <li>• Press and communication service for academics</li> <li>• Continuing education in co-operation with the German National Institute for Science Communication (NaWik) (<a href="https://www.na-wik.de/">https://www.na-wik.de/</a>)</li> <li>• Science Festival "Expedition Wissenschaft" (every 2 years): Interactive, experience-based event held in co-operation with science and research institutes, museums and cultural institutions, churches, associations and members of Paderborn's urban community</li> </ul>	Transfer Strategy 2023–2025  <a href="https://www.uni-paderborn.de/transfer">https://www.uni-paderborn.de/transfer</a> <a href="https://www.uni-paderborn.de/en/transfer">https://www.uni-paderborn.de/en/transfer</a>  University Guidelines Start-ups at UPB

		Source
<b>Facts and figures</b>	<ul style="list-style-type: none"> <li>• High volume of third-party funding for application and transfer-oriented collaborative research 2023: Third-party funding € 65.5 million</li> </ul> <p>Third-party funding for application and transfer-oriented research: €33 million</p> <ul style="list-style-type: none"> <li>• German Research Foundation's DFG Funding Atlas 2021: Paderborn University ranks 8th nationwide in transfer-oriented funding for Industrial Collective Research (IGF).</li> <li>• Key figures patents</li> <li>• Paderborn University is in the top group of patent applications per patent-relevant researcher in North Rhine-Westphalia</li> <li>• Key figures start-ups</li> </ul> <p>Number of successful start-ups and number of jobs created: To date, more than 300 successful start-ups have emerged from Paderborn University, creating more than 8,500 jobs.</p> <ul style="list-style-type: none"> <li>• Rankings start-ups</li> </ul> <p>North Rhine-Westphalia Startup Monitor 2020: Paderborn University is among the top 5 start-up universities in North Rhine-Westphalia.</p> <ul style="list-style-type: none"> <li>• Gründungsradar des Stifterverbands für die Deutsche Wissenschaft 2020 (survey Gründungsradar 2020 of Stifterverband, a joint initiative of German companies with focus on the fields of education, science and innovation): Paderborn University is among the top 5 universities in North Rhine-Westphalia (large universities).</li> <li>• Well-known start-ups:</li> </ul> <p>StudyHelp GmbH, Unchained Robotics GmbH, maxcluster GmbH, Cargoboard GmbH &amp; Co. KG, assemblean</p> <ul style="list-style-type: none"> <li>• Numerous successful start-ups founded by Paderborn University alumni, e.g. dSPACE GmbH, DeepL SE</li> </ul> <p>The two major projects ESC.OWL (with funding of €16 million) and Akzelerator.OWL (with funding of €23 million) are funded/supported by Paderborn University's own funds and investments for the development of the start-up ecosystem.</p>	<p>Paderborn University third-party funding statistics 2022</p> <p>DFG Funding Atlas 2021</p> <p>Statistics PROvendis GmbH</p>
<b>Memberships and partnerships</b>	<p>University's memberships:</p> <ul style="list-style-type: none"> <li>• Campus OWL</li> <li>• Fraunhofer-Gesellschaft zur Förderung der angewandten Forschung e.V. (Fraunhofer Society for the Advancement of Applied Research), Munich</li> <li>• InnoZent OWL e.V.</li> <li>• it's OWL e.V.</li> <li>• Kreativ Campus e.V.</li> <li>• Neue Mobilität Paderborn e.V. („New Mobility Paderborn“ initiative)</li> <li>• Innovation2business.nrw</li> </ul>	

		Source
	<ul style="list-style-type: none"> <li>• PROvendis GmbH (Paderborn University is a shareholder in the company, Vice-president for Finances and Human Resources and Vice-President for Technology Transfer are members of the supervisor board)</li> <li>• TransferAllianz e.V.</li> <li>• University Alliance UA11</li> </ul>	
<b>Optional: Future scenarios</b>	<ul style="list-style-type: none"> <li>• Professionalisation of academic communication Establishment of structures for academic professional development</li> </ul>	Strategic Plan 2022–2024

#### Links:

- Transfer an der UPB: <https://www.uni-paderborn.de/en/transfer>
- COLOURS-Website: <https://colours-alliance.eu/>
- COLOURS at UPB: <https://www.uni-paderborn.de/en/university/international-relations/hochschulallianz-colours>
- Zukunftsmeile 2 - ZM2 <https://www.uni-paderborn.de/en/news-item/93575>
- KreativInstitut.OWL <https://kreativ.institute/en>
- RailCampus OWL <https://railcampus-owl.info/>
- Innovation Airport <https://innovationsflughafen.de/en/>

### 3.3. Internationality of Research

		Source
<b>Basic understanding and strategy</b>	<ul style="list-style-type: none"> <li>• The world of academia is transnational!</li> <li>• Contributes to successfully addressing global societal challenges</li> <li>• Paderborn University's internationalisation process is a central university-wide objective for research, teaching and transfer of knowledge and technologies</li> <li>• Supporting international academic exchange and enhancing intercultural skills are therefore important prerequisites for innovation</li> </ul>	<p>Strategic Plan</p> <p>Internationalisation Strategy</p>
<b>Existing structures</b>	<ul style="list-style-type: none"> <li>• International Office</li> <li>• Research and consultancy team / EU funding:</li> <li>• International Relations Office</li> <li>• Welcome Services for international researchers and employees</li> <li>• Campus OWL Office New York</li> <li>• Centre for Language Studies</li> </ul>	Paderborn University websites
<b>Measures and services</b>	<p>International campus:</p> <ul style="list-style-type: none"> <li>• 375 exchange opportunities in 58 countries, ca. 231 partner universities</li> <li>• Erasmus+ mobility programmes for teaching staff and employees</li> <li>• Mobility programmes for student teachers (PLAZ)</li> <li>• International language learning opportunities Language Centre (ZfS) for international employees</li> <li>• Steady increase in the proportion of international students (in Winter Semester 24/25: 16.1% foreign students with a foreign nationality and a higher education entrance qualification acquired in Germany or abroad)</li> <li>• International students by origin: Europe (23.9%), Asia (57.6%), Africa (17%) (foreign students with a foreign nationality and a higher education entrance qualification acquired abroad: Asia: 67%, Europe: 10%, Africa: 20%)</li> <li>• Professional support for applications for European and international funding</li> <li>• Welcome Services (online registration of international academics)</li> <li>• International guesthouse</li> </ul> <p>Asia activities:</p> <ul style="list-style-type: none"> <li>• Chinese-German Campus</li> <li>• Chinese-German technical faculty</li> <li>• Focus on Asia in the Faculty of Business Administration and Economics, e.g. Asian Studies in Business and Economics (ASBE), International Students Forum</li> </ul>	Dep. 3/ 3.1 (International Office), List of international partnerships

		Source
	<p>Degree and PhD programmes with an international focus:</p> <ul style="list-style-type: none"> <li>• 3 Marie Skłodowska Curie Doctoral Networks</li> <li>• 9 English-language master's degree programmes</li> <li>• Joint (binational) doctoral degrees possible pursuant to doctoral degree regulations for the Faculty of Computer Science, Electrical Engineering and Mathematics, Faculty of Science, Faculty of Arts and Humanities and Faculty of Mechanical Engineering</li> <li>• Dual Bachelor in European Studies</li> <li>• Bachelor and Master in International Business Studies</li> <li>• Master in BeNeLux Studies</li> <li>• Master in International Economics and Management</li> <li>• Subject European Studies in the Master's programme Culture and Society Bachelor of Science in Physics - Study option French</li> <li>• Bachelor of Science in Physics - Study option French</li> </ul> <p>Networking and recruiting:</p> <ul style="list-style-type: none"> <li>• International Tuesdays</li> <li>• Project Group Internationalisation</li> <li>• International Coffee Break</li> <li>• International research marketing and recruitment through Campus OWL's New York office (NAFSA, GAIN, MIT European Career Fair etc.)</li> <li>• Alberta OWL co-operation</li> <li>• European University Alliance COLOURS (network of 9 European partner universities)</li> <li>• Staff Mobility exchange</li> </ul>	
<b>Facts and figures</b>	<ul style="list-style-type: none"> <li>• 3.62 million EUR third-party funding 2023 EU+DAAD</li> <li>• 4 ongoing ERC grants</li> <li>• 10 % international staff (Jan. 2023)</li> <li>• 16,1% international students (foreign students with a foreign nationality and a higher education entrance qualification acquired in Germany or abroad) (WS2024/2025)</li> <li>• Exchange students: Incoming: 162 in academic year 2024 Outgoing: 235 in academic year 2024</li> <li>• "Internationalisation of Universities" audit of the German Rectors' Conference (HRK) (successfully completed in November 2023)</li> <li>• Participation in international university rankings (e.g. THE World University Ranking 2025, position 5011-600, excellent results in some of the international study area rankings (e.g. Mathematics, Electrical Engineering and Computer Engineering))</li> </ul>	<p>Third-party funding statistics 2023</p> <p>Info: Davina Stiller</p>
<b>Memberships and partnerships</b>	<ul style="list-style-type: none"> <li>• German Exchange Service (DAAD)</li> <li>• Europe's international network for higher education professionals</li> </ul>	

		Source
	<ul style="list-style-type: none"> <li>• European Association for International Education (EAIE), Amsterdam</li> <li>• European University Association (EUA), Brussels, membership</li> <li>• Scholars at Risk/NYU</li> <li>• European Women Rectors Association (EWORA), Brussels</li> <li>• GATE - Germany (in the DAAD), Bonn</li> <li>• EUA Council for Doctoral Education (EUA-CDE), Brussels</li> <li>• Magna Charta Universitatum</li> </ul>	
<b>Optional: Future scenarios</b>	<ul style="list-style-type: none"> <li>• Continuation and intensification of co-operation in the "COLOURS" Alliance</li> <li>• application within the framework of Erasmus+ "European Universities" funding submitted in Jan. 2023</li> <li>• Targeted expansion of the co-operation network along the university's research profiles and interests</li> </ul>	Strategic Plan  Internal information

#### Internal Links:

- <https://www.uni-paderborn.de/en/international>
- <https://www.uni-paderborn.de/en/international/international-profile>
- <https://www.uni-paderborn.de/en/international/international-campus>
- <https://www.uni-paderborn.de/en/university/international-relations>
- <https://www.uni-paderborn.de/en/university/international-relations/hochschulallianz-colours>
- <https://cdc.uni-paderborn.de/en/>
- <https://cdtf.uni-paderborn.de/en/>
- <https://www.uni-paderborn.de/en/studies/international-students>
- <https://www.uni-paderborn.de/en/university/international-relations/welcomeservices>
- <https://www.uni-paderborn.de/en/research/research-service-and-consulting/nationale-forschungsfoerderung-1>

#### External Links:

- <https://www.hsi-monitor.de/>
- <https://www.internationale-hochschulkooperationen.de/en/international-university-partnerships.html>
- <https://www.uni-bielefeld.de/international/profil/netzwerk/alberta-owl/>



### 3.4. Equal Opportunities and Family Friendliness

		Source
Basic understanding and strategy	<ul style="list-style-type: none"> <li>• Shared values based on appreciation, transparency, personal responsibility, and equal opportunities</li> <li>• Goal: non-discriminatory and equal participation of all genders in all areas</li> <li>• Working and studying in a family-friendly environment</li> </ul>	University constitution (preamble) University development plan (Hochschulentwicklungsplan, HEP)
Existing structures	<ul style="list-style-type: none"> <li>• Equal Opportunities Office (Central Equal Opportunities Officer, Team)</li> <li>• Decentralised equal opportunities officers for the faculties, central institutions and central administration</li> <li>• Equality framework for Paderborn University</li> <li>• Gender equality concept</li> <li>• Equality plans for the faculties, central institutions, and central administration</li> <li>• Target agreements on gender equality s with the faculties (since 2014)</li> <li>• Steering group for the implementation of the gender equality concept and the DFG's research-oriented gender equality standards</li> <li>• Equal Opportunities Commission</li> <li>• Gender portal</li> <li>• Family Service Office</li> <li>• <b>Equal opportunities strategically anchored as a cross-sectional issue:</b> <ul style="list-style-type: none"> <li>• Higher education contract</li> <li>• University constitution</li> <li>• Appointment regulations</li> <li>• University development plan (HEP)</li> <li>• Faculty development plans (Fakultätsentwicklungsplan, FEP)</li> <li>• Guidelines for respectful behaviour</li> <li>• Staff development concepts</li> </ul> </li> <li>• <b>Internal quality assurance by means of:</b> <ul style="list-style-type: none"> <li>• Strategic gender equality controlling</li> <li>• Gender-sensitive data collection</li> <li>• Annual data monitoring for equality plans</li> <li>• Obligation to report on the equality framework and equality plans (interim and final report)</li> </ul> </li> <li>• <b>Quality assurance through external assessment procedures:</b> <ul style="list-style-type: none"> <li>• TOTAL E-QUALITY award</li> <li>• Diversity audit (certified 15 March 2023)</li> <li>• Female professors programme</li> <li>• The DFG's Research-Oriented Equity and Diversity Standards</li> <li>• audit family-friendly university</li> </ul> </li> </ul>	

<p><b>Supporting Measures and Offers</b></p>	<p><b>Equal opportunities and equality</b></p> <ul style="list-style-type: none"> <li>• Successful participation in the female professors programme I, II, III</li> <li>• Gender Prize of the State of North Rhine-Westphalia for the best gender equality concept (2009)</li> <li>• The DFG's Research-Oriented Equity and Diversity Standards (highest rating in all three stages of the procedure)</li> <li>• TOTAL E-QUALITY award</li> <li>• Offers aimed at students and school students: project: women shaping the data society, Girls' day, Boys' day, Frühlings-Uni and Herbst-Uni (programme for study orientation in the MINT subjects (Mathematics, Computer Science, Natural Sciences, and Technology) during holidays for female school students), look UPB (MINT mentoring for female school students), NRW-Technikum (career and study orientation for female school graduates in the MINT field), Einblick (peer mentoring programme for female students)</li> <li>• FiMINT, network for women in the MINT subjects</li> <li>• Women-up, a get-together for female founders (garage33 in cooperation with the Hochschule Bielefeld – University of Applied Sciences and Arts (HSBI) and the OWL University of Applied Sciences and Arts (TH OWL)) to increase the number of women in the start-up scene</li> <li>• As part of its gender equality concept, the University has established three funding opportunities to increase the amount of women in research (female doctoral candidates, female postdocs and junior professors, appointments of female professors)</li> <li>• Qualification programmes for female researchers in the early stages of their careers</li> <li>• Mentoring programme for female doctoral students</li> <li>• Gender Studies scholarships</li> <li>• Scholarships for female postdocs</li> <li>• Peer coaching for female postdocs</li> <li>• Coaching programmes for female professors</li> <li>• Peer counselling and supervision for female professors and women in leadership positions</li> <li>• Advice on equity aspects in research proposals</li> <li>• Regular exchanges between the executive directors of the SFBs, gender and diversity consulting, and the Family Service Office, provision of best practice examples</li> <li>• Security escorts, e.g. for women (car park, bus stop) and the renting out of body alarm devices for use in the library in the late evening hours, reading workstations for women</li> <li>• Regular counselling services on sexist discrimination provided on site by an external counselling centre (Frauenberatungsstelle Lilith, women's counselling centre)</li> </ul>	
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	Source
<p><b>Reconciliation of Family and Work</b></p> <ul style="list-style-type: none"> <li>• audit family-friendly university certificate (with distinction) since 2005</li> <li>• Award from the NRW state programme "Vereinbarkeit von Beruf und Pflege" (reconciling career and care, participation since 2023)</li> <li>• A range of childcare options to meet different needs: PUKi (emergency and short-term care), 2 daycare centres (MS-Kunigunde, Uni-Zwerge), referral of care offers through the Family Service Office (babysitters, day care staff, "Ersatzgroßeltern" (substitute grandparents programme offered by Paderborn University))</li> <li>• Childcare services during events</li> <li>• Children's holiday camp: childcare services for the children of members of the university</li> <li>• Dual Career Service</li> <li>• Family-friendly infrastructure: nursing and changing rooms, parent-child area in the University cafeteria, parent-child parking spaces, mobile nurseries, parent-child room in the University library</li> <li>• Counselling services for (expectant) parents</li> <li>• Counselling services for balancing care and career/study</li> <li>• Family-friendly organisation of working hours/workplace (service agreements for flextime and remote work)</li> <li>• Section on family in the study and examination regulations</li> </ul>	

		Source
<b>Facts and figures / Memberships and Cooperations</b>	<p><b>Facts/figures</b></p> <ul style="list-style-type: none"> <li>• Proportion of professorships held by women (as of January 2024): 40.5%, one of the top positions in the state and nationwide</li> <li>• For the number of female employees in the other status groups, see the current UPB University Profile.</li> <li>• For the number of female students, see the current figures overview on students and graduates (only available in German).             <ul style="list-style-type: none"> <li>• Since 2008 (first gender equality concept), the proportion of women at all stages of academic qualification and status has been successfully increased.</li> </ul> </li> </ul> <p><b>Memberships/Cooperations</b></p> <ul style="list-style-type: none"> <li>• LaKof NRW (state conference of equal opportunities officers of higher education institutions and university hospitals of North Rhine-Westphalia)</li> <li>• BuKof (federal conference of women's and equal opportunities officers at higher education institutions)</li> <li>• Federal network for gender consulting</li> <li>• Charta der Vielfalt (Diversity Charter)</li> <li>• "Gemeinsan gegen Sexismus" (nationwide alliance "Together Against Sexism")</li> <li>• "Familie in der Hochschule e.V." (Family in Higher Education association)</li> <li>• "HochschulNetzwerk Familie NRW" (higher education network for families in North Rhine Westphalia)</li> <li>• Participation in the NRW state programme "Vereinbarkeit von Pflege &amp; Beruf" (reconciling career and care)</li> <li>• "Erfolgsfaktor Familie" (success-factor family) company network of the Federal Ministry for Family Affairs, Senior Citizens, Women and Youth (BMFSFJ)</li> </ul>	<p>UPB University Profile</p> <p>Figures overview on students and graduates</p> <p>For development and classification: gender equality concept</p>
<b>Optional: Future Scenarios</b>	<ul style="list-style-type: none"> <li>• Further increase the proportion of women in areas in which they are under-represented (in particular in the MINT subjects across all status groups)</li> <li>• Even stronger implementation of gender-equal structures</li> <li>• Further dismantling of exclusionary mechanisms, with a particular focus on the academic qualification phase</li> <li>• Strengthening the transfer of knowledge from gender research to research and teaching as a whole, particularly in the MINT subjects.</li> <li>• Introduction of systematic gender equality controlling for doctoral candidates</li> <li>• Establishment of a federal coordination office for the NRW-Technikum at UPB</li> </ul>	<p>University development plan (Hochschulentwicklungsplan, HEP)</p> <p>Gender equality concept</p>

**Links:**

- UPB's gender equality concept (only available in German)  
<https://www.uni-paderborn.de/en/equality/equal-opportunities-officer/policy-management-tools/equal-opportunity-concepts-eocs>
- Equality plans (framework plan, faculties, central institutions, and central administration) (only available in German)  
<https://www.uni-paderborn.de/en/equality/equal-opportunities-officer/policy-management-tools/equal-opportunities-plans>
- Figures overview on students and graduates  
<https://www.uni-paderborn.de/en/zv/1-3/statistiken-studierende-absolventinnen/zahlenspiegel-studierende-und-abschluesse>
- UPB University Profile  
<https://www.uni-paderborn.de/en/university/press-communications-marketing/brochures-powerpoint>
- Information portal "Family-friendly university"  
<https://www.uni-paderborn.de/en/equality/family-friendly-university>

### 3.5. Diversity

		Source
Basic and Strategic Understanding	<ul style="list-style-type: none"> <li>• Equal opportunities and appreciation of all members of the University as the core of a shared value system.</li> <li>• The 2026 higher education agreement between UPB and the federal government of North Rhine-Westphalia includes measures in the area of diversity.</li> <li>• In the University's current supplementary higher education contract "Studium und Lehre stärken" (Strengthening studies and teaching) with North Rhine-Westphalia's Ministry of Culture of Science (MKW NRW), UPB has committed itself to measures to support an increasingly heterogeneous student body.</li> <li>• As part of the "diversity-friendly university" audit process conducted by berufundfamilie GmbH, the University has committed to an action plan for the years 2023 to 2025.</li> </ul>	University development plan (HEP)
Existing structures	<ul style="list-style-type: none"> <li>• This topic is the responsibility of the President and is thus anchored at the level of the University's Executive board as a cross-sectional task.</li> <li>• In 2015, the Vice-Dean's Office for Diversity Management was established in the Faculty of Arts and Humanities, and in 2023, the Dean's Office of the Faculty of Arts and Humanities was joined by the Vice-Dean for Sustainability, Equality and Diversity.</li> <li>• Office for Diversity, led by the Central Equal Opportunities Officer since 2022.</li> <li>• Inclusion of diversity criteria in data monitoring: the annual figures overview on students and graduates ("Zahlenspiegel Studierende und Abschlüsse") includes data on students' nationality, origin, and higher education entrance qualification, among other things.</li> <li>• Guidelines for respectful behaviour at UPB.</li> <li>• Collaboration in the nationwide network "Diversity at universities"</li> </ul> <p><b>Anti-Discrimination Structures:</b></p> <ul style="list-style-type: none"> <li>• "Beschwerdestelle" (complaints office) in accordance with section 13 of the General Act on Equal Treatment (Allgemeines Gleichbehandlungsgesetz, AGG)</li> <li>• Advice and support for all status groups offered by the Equal Opportunities Officer on matters relating to the (causal) questions on equity</li> <li>• Open office hours and initial and referral counselling by the Consultant for Diversity in the event of discrimination</li> <li>• Counselling for foreign students from the International Student Union (ASV)</li> <li>• Collaboration in the nationwide network "Anti-discrimination at universities"</li> </ul>	

		Source
	<ul style="list-style-type: none"> <li>• Conflict counselling, psychosocial counselling, and conflict moderation for employees of Paderborn University</li> <li>• Trusted third party confidantes for employees of Paderborn University</li> <li>• Digital guideline "Counselling Guide for Contact Persons in cases of disadvantage, discrimination, sexualized violence and bullying" including recommendations for action and an overview of internal options for action and points of contact in the event of discrimination</li> </ul> <p><b>Human Resources Structures:</b></p> <ul style="list-style-type: none"> <li>• Integration of diversity into the staff development concepts of UPB (for early career researchers as well as technical and administrative staff)</li> </ul>	
<b>Supporting Measures and Offers</b>	<ul style="list-style-type: none"> <li>• Establishment of a diversity portal</li> <li>• Continuing education and training opportunities for supervisors on diversity issues</li> <li>• Workshop programme on diversity topics offered by the Higher Education Development Office (HEDO)</li> </ul> <p><b>Structures, Programmes, and Measures for Specific Diversity Aspects:</b></p> <p><b>Age/Generations:</b></p> <ul style="list-style-type: none"> <li>• <a href="#">Advice on the transition into retirement</a> by the Staff Development</li> <li>• <a href="#">Emeriti Award – Commitment to active students</a> - Scholarship endowed by former professors</li> <li>• <a href="#">Project "Ersatzgroßeltern für Uni-Kids"</a>, (substitute grandparents for University kids, website only available in German) to support young families in reconciling family and career and to promote interaction between generations</li> <li>• Degree programme for mature students with the option to gain a certificate in "Civic Competence in Academia and Practice" (currently being revised)</li> <li>• Offers for emeriti and pensioners (e.g. emeriti meetings)</li> <li>• Annual demographic report</li> </ul> <p><b>Sexual Orientation and Gender Identity:</b></p> <ul style="list-style-type: none"> <li>• Consultant for Diversity/ Equal Opportunities Officer</li> <li>• Gender portal</li> <li>• "Queers &amp; Friends" – a student initiative for gender and sexual diversity at Paderborn University</li> <li>• Installation of all-gender toilets at Paderborn University</li> <li>• Organising the annual Coming Out Days with activity days and a series of events with a suitable theme in the winter semester</li> <li>• Regular events and workshops on the topics of "Gender and Gender Identity" and "Sexual Orientation" are held by the Center of Gender Studies (GZ)</li> </ul>	

	Source
<ul style="list-style-type: none"> <li>• Option to change the entry of gender and/or first name by self-declaration at Paderborn University.</li> <li>• FAQ on changing the gender and/or first name entry at Paderborn University</li> <li>• Advice and information on gender-inclusive language use (with a particular focus on neopronouns and gender diversity) by the Consultant for Diversity, as well as workshops by external speakers</li> </ul> <p><b>Health Impairments/Inclusion:</b></p> <ul style="list-style-type: none"> <li>• Disabled Person's Representative</li> <li>• <a href="#">Representative for students with impairments, chronic illnesses and disabilities</a></li> <li>• Integration agreement "Agreement on the integration of severely disabled persons at Paderborn University" (only available in German)</li> <li>• Service Centre for Students with Disabilities (SmB)</li> <li>• Measures to implement accessibility in different areas (e.g. accessible workplaces in the library &amp; screen readers)</li> <li>• Guidelines for students and prospective students with disabilities and chronic illnesses at Paderborn University</li> <li>• Inclusive get-together for students with and without health impairments</li> <li>• "Bunte Uni – neurodivers studieren" (colourful university – studying with neurodiversity) – networking opportunities for neurodiverse students with disabilities from the Service Centre for Students with Disabilities</li> <li>• <a href="#">Advice on the topic of disadvantage compensation</a> for students with health impairments from the <a href="#">Central Student Advisory Service</a></li> <li>• Creating Equal opportunities in teaching – portal for accessible teaching design by the Service Centre for Students with Disabilities</li> <li>• Focus on inclusion-related research (17 professorships, numerous working groups)</li> <li>• Study programme in Special Needs Education/Inclusion</li> <li>• "Healthy University" working group to promote healthy living and working conditions, as well as comprehensive offers in the area of occupational health management</li> <li>• Health management for students <a href="mailto:benefit@upb.de">benefit@upb.de</a> (only available in German)</li> <li>• University alliance against depression and their offer of collegial counselling for employees by persons of trust</li> <li>• Psychosocial counselling for students and doctoral candidates at the Central Student Advisory Centre</li> <li>• Service agreement on the prevention of risky use of addictive substances, dealing with conspicuousness, and help in the event of addiction (only available in German)</li> </ul>	



	Source
<ul style="list-style-type: none"> <li>• Company Contact Persons (BAP) – Preventative measures/addictive disorders</li> <li>• Occupational Integration Management (Betriebliches Eingliederungsmanagement, BEM)</li> </ul> <p><u>Ethnic Origin/Nationality:</u> <u>Vice-President for International Relations</u>, Prof. Dr. Heike Trautmann</p> <ul style="list-style-type: none"> <li>• <u>Internationalisation Strategy of the Executive Board of Paderborn University 2022-2025</u></li> <li>• <u>"International Relations Office"</u></li> <li>• International Office</li> <li>• Welcome Services for International Researchers and Employees</li> <li>• Support for international doctoral candidates, postdocs, and junior professors through the <u>Jenny Aloni Centre for Early-Career Researchers</u></li> <li>• The "International Affairs Office" at the AStA</li> <li>• Advice for international students from the International Student Union (ASV)</li> <li>• International Coffee Break for International Researchers and Employees</li> <li>• Writing and learning centre for international and multilingual students and researchers at Paderborn University</li> <li>• German courses for international students and international-staff</li> <li>• Orientation programme for students from abroad, including a welcome event, campus and city tour, intercultural workshop, excursions and events</li> <li>• Buddy programme: the International Office can help students from abroad find a mentor to help them get started in Paderborn (e.g. support with visits to the local authorities, setting up a bank account, etc.).</li> <li>• Buddy programme for students who have fled their home countries</li> <li>• "International Coffee Break": an exchange format for international researchers and staff</li> <li>• The student initiative "Eurobiz" supports exchange students and local students planning to study abroad.</li> <li>• <u>Initiative "Weltoffene Hochschule - Refugees welcome!"</u> – Information portal and counselling services for refugees</li> <li>• Tandem programme to improve language skills by the Language Centre (ZfS)</li> <li>• InRegio: promoting the social and professional integration of international students. International students are introduced to a wide range of opportunities available in the region, provided with career orientation services as well as forums where students get to meet regional stakeholders such as associations and businesses.</li> </ul>	

	Source
	<ul style="list-style-type: none"> <li>• Participation in the nationwide mentoring programme Ment4you – a project for teachers with a migrant background</li> <li>• Student network/University group "Life is diversity – everyone is welcome" by teacher training students with and without a migrant background</li> <li>• The faculties <a href="#">Welcome Week for international students</a></li> <li>• Consultation hours for refugees, counselling in Arabic and Turkish</li> <li>• International Meeting Centre (IBZ) on campus</li> <li>• "Vielfalt stärken" (strengthening diversity) project with six sub-projects. The project aims to provide sustainable language support, playful language learning, and recreational educational activities for school students with German as a second language/foreign language, intercultural school development, and practical training for students in the field of German as a second language, interculturality and multilingualism as part of their teacher training. &gt; Summer camp for children in grade 3 to 7</li> <li>• <a href="#">Paderborn University's international alumni network</a> (in development)</li> <li>• Implementation and expansion of bilingualism in the University's external and internal communication (e.g. through English and German language websites and newsletters)</li> </ul> <p>Religion/Beliefs:</p> <ul style="list-style-type: none"> <li>• Centre for Comparative Theology and Cultural Studies (ZEKK): events in support of interreligious dialogue</li> <li>• <a href="#">Institute for Islamic theology</a></li> <li>• <a href="#">Institute for Protestant Theology</a> (only available in German)</li> <li>• <a href="#">Institute for Catholic Theology</a> (only available in German)</li> <li>• <a href="#">Seminar for Jewish Studies</a> (only available in German)</li> <li>• Evangelische Studierendengemeinde (Protestant Student Community, ESG)</li> <li>• Katholische Hochschulgemeinde (Catholic University Group KHG)</li> <li>• <a href="#">Deutschsprachiger Multinationaler Muslimkreis (German-speaking Multinational Muslim Circle at Paderborn University, DMMK e.V.)</a></li> <li>• Students' working group "Muslims in Philosophy"</li> <li>• Room of Silence</li> <li>• Subject "Comparative Theology of Religions" in the dual-subject bachelor's study programme in the Faculty of Arts and Humanities and subject "Theologies in Dialogue" in the master's study programme</li> <li>• Subject of Islamic Religious Education as part of the Bachelor of Education degree programme</li> <li>• Specialisation in "Buddhist Studies" for bachelor's and master's students at Paderborn University</li> </ul>

	Source
	<ul style="list-style-type: none"> <li>Series of events and workshops "Gaining the ability to speak and act in dealing with Antisemitism, Islamophobia and the Middle East conflict" – offers for students and staff at Paderborn University from the summer semester of 2024</li> </ul> <p><b>Social Background:</b></p> <ul style="list-style-type: none"> <li>Central Student Advisory Centre (ZSB)</li> <li>Continuation of various measures from the "Heterogenität als Chance" (heterogeneity as an opportunity) project</li> <li>Paderborn University's talent scouting programme</li> <li>Studienkompass (study compass) funding programme for school students who are the first in their family to want to go to university and need help getting started with their studies</li> <li>Local Paderborn group of the initiative "Arbeiterkind.de", which advises school students and university students who are the first in their family to pursue a higher education degree</li> <li>Profile studies: dealing with heterogeneity</li> <li>PLAZ: working group dealing with heterogeneity (professionalisation in teaching training)</li> <li>School student scholarship programme NRW Talente – Region OWL in cooperation with the University of Bielefeld, Hochschule Bielefeld – University of Applied Sciences and Arts (HSBI), and the OWL University of Applied Sciences and Arts (TH OWL)</li> <li>Participation in the OWL Study Foundation</li> <li><a href="#">Counselling on social issues</a> (only available in German) – point of contact for information on financing and social issues related to the everyday life of students at the <a href="#">Studierendenwerk Paderborn</a> (partly available in English)</li> <li>Legal and tax consultation, advice on financial aids and application feedbacks from the AStA Social Office</li> <li><a href="#">Freitische (free tables)</a> and <a href="#">Schatzkammer (treasure chamber)</a> - projects to support students in financial need (<a href="#">consulting/social advice of the Studierendenwerk Paderborn</a>)</li> <li>Establishment of the "First Generation" group to pool all initiatives to support first-generation students at Paderborn University</li> <li>Regular events on the diversity aspect of "social background", e.g. the event series "<a href="#">You too?! First-time academics at UPB</a>" or the Diversity Day 2024 with the focus topic "first-generation academics"</li> </ul>

		Source
<b>Facts and Figures/ Memberships and Cooperations</b>	<ul style="list-style-type: none"> <li>• Charta der Vielfalt (Diversity Charter, since 2011)</li> <li>• TOTAL E-QUALITY award with add-on DIVERSITY (since 2018)</li> <li>• Involvement in the nationwide network "Anti-discrimination at universities" since 2019</li> <li>• Involvement in the nationwide initiative "Arbeiterkind.de" and the "Studienkompass" funding programme for first-time academics</li> <li>• Award of the "diversity-friendly university" audit certificate' by berufundfamilie since 2023</li> <li>• Nationwide network "Diversity at universities"</li> <li>• Nationwide network "Anti-discrimination at universities"</li> </ul>	
<b>Optional: Future Scenarios/in Preparation</b>	<ul style="list-style-type: none"> <li>• Further development of Paderborn University's understanding of diversity (Equal Opportunities Office)</li> <li>• Expansion of the diversity portal</li> <li>• Implementation of the three-year action plan as part of the audit "diversity-friendly university"</li> </ul>	

#### **Links:**

Guidelines for respectful behaviour at UPB (only available in German)

<https://digital.ub.uni-paderborn.de/hs/download/pdf/6559936?originalFilename=true>

#### Academic Projects with a Connection to or a Focus on Diversity at UPB:

Dr. Annegret Hilligus, Arnsberg District Government (Bezirksregierung Arnsberg), "DiversityTEACH – Vielfalt lehren" ('DiversityTEACH – Teaching Diversity)

The aim of the "DiversityTEACH" project is to enable teacher training students to "reflect on their first practical experiences and observations in school by applying methods of migration pedagogy in a theory-driven way [...] right from the start of their studies." <https://plaz.uni-paderborn.de/en/lehramtsstudium/professionalisierung-im-lehramt/diversiteach>

#### **PLAZ – Professional School Project "Vielfalt stärken" (Strengthening Diversity)**

<https://plaz.uni-paderborn.de/en/lehramtsstudium/professionalisierung-im-lehramt/projekt-vielfalt-staerken-1>

### 3.6. Gender Aspects in Research Projects

		Source
<b>Basic and Strategic Understanding</b>	<p>Centre for Gender as a Category of Analysis in University Research and Knowledge Contexts (GeFoWiss):</p> <ul style="list-style-type: none"> <li>• The competent consideration and reflection of gender aspects is fundamental in all research projects in order to generate knowledge that benefits all members of society. For researchers in all fields, this means that they are required to incorporate theories and concepts of gender studies into their own research.</li> <li>• GeFoWiss supports researchers in all fields in identifying the extent to which gender dimensions are relevant in their research and development, and how these can be considered.</li> <li>• This promotes excellence in research and Germany's competitiveness as research hub.</li> </ul>	
<b>Existing Structures</b>	<p>Gender Research:</p> <ul style="list-style-type: none"> <li>• Interdisciplinary research institution: Center of Gender Studies (ZG)</li> <li>• 4 professorships with a focus on gender studies (Women's &amp; Gender Research Network NRW)*; 8 associated professorships**</li> <li>• Study programme Gender Studies as part of the master's programme in Culture and Society</li> <li>• Certificate programme in Gender Studies</li> </ul> <p><u>Centre for Gender as a Category of Analysis in University Research and Knowledge Contexts (GeFoWiss)</u></p> <ul style="list-style-type: none"> <li>• GeFoWiss is funded by the BMBF and embedded in the Center of Gender Studies. Project duration: 2024 until 2029.</li> </ul>	
<b>Supporting Measures and Offers</b>	<ul style="list-style-type: none"> <li>• Research support and advice before and during the research process</li> <li>• Subject-specific events and workshops for various target groups, continuing education and training, symposia and transfer events, Lunchtalks</li> <li>• Podcast with examples of how gender aspects are taken into account in various disciplines and research projects</li> <li>• Establishment of a digital gender platform containing helpful information</li> <li>• Peer counselling and training for disciplinary multipliers</li> <li>• Networking</li> <li>• Model development</li> </ul>	
<b>Optional: Future Scenarios</b>	<ul style="list-style-type: none"> <li>• GeFoWiss: The University's Executive Board has approved a three-year extension of the project duration after the end of funding in 2029.</li> </ul>	

- \* **Gender professorships:** Heike Buhl (Psychology), Rebekka Grotjahn (Musicology), Antje Langer (School Education), Jörg Steigerwald (Comparative Literature and Cultural Studies)
- \*\* **Associate professorships:** Nina Göddertz (Social Pedagogy), Ruth Hagengruber (Philosophy), Nina Klünder (Socioeconomics), Claudia Öhlschläger (Comparative Literature Studies), Birgitt Riegraf (Sociology), Hendrik Schlieper (Comparative Literature and Cultural Studies), Miriam Strube (American Studies), Jutta Weber (Media Studies)

#### Internal Links:

- Gender studies at UPB  
<https://www.uni-paderborn.de/en/equality/geschlechterforschung-gender-studies-an-der-upb>
- Gender portal UPB  
<https://www.uni-paderborn.de/en/equality/genderportal>
- Center of Gender Studies (only available in German)  
<https://kw.uni-paderborn.de/en/gender-studies>
- Centre for Gender as a Category of Analysis in University Research and Knowledge Contexts (GeFoWiss)  
<https://www.uni-paderborn.de/en/universitaet/gefowiss>
- Project page GeFoWiss (only available in German)  
<https://www.uni-paderborn.de/en/project/1279>

#### External Links:

- Portal and resource "Gendered Innovations"  
<http://genderedinnovations.stanford.edu/>

### 3.7. Research Data Management and Open Science

		Source
Basic understanding and strategy	A basic understanding of how to handle research data is anchored in the Guidelines and Procedures for Safeguarding Good Research Practice.	Strategic Plan Guidelines for Good Research Practice
	Guidelines for Handling Research Data	Guidelines for Handling Research Data (Paderborn University website)
	Open Access guidelines	Paderborn University public announcements
	Open Access based on the Berlin Declaration (signed by Paderborn University in September 2022)	University Library homepage
Existing structures	<ul style="list-style-type: none"> <li>• Research Data Management Officer (Daniel Röwenstrunk)</li> <li>• Joint strategy / infrastructure (digital research network) as support for digital processes in research (OpenScience) in preparation</li> </ul> <p>Center for Information and Media Technology Services (ZIM)</p> <ul style="list-style-type: none"> <li>• General IT infrastructure (also licences for software, collaboration platforms)</li> <li>• Research Information System (RIS) in operation</li> </ul> <p>University Library</p> <ul style="list-style-type: none"> <li>• Digital supply of literature</li> <li>• Publication service</li> <li>• Open Access co-ordination</li> <li>• Persistent identifiers</li> </ul> <p>Paderborn Center for Parallel Computing (PC<sup>2</sup>)</p> <ul style="list-style-type: none"> <li>• HPC Services</li> <li>• Research data management in the field of HPC</li> </ul> <p>Research profile focus Digital Humanities, including Center for music, Edition, Media (ZenMEM)</p> <ul style="list-style-type: none"> <li>• Development of tools and services in the field of Digital Humanities</li> <li>• Training</li> <li>• Contact point National Research Data Infrastructure (NFDI)</li> </ul> <p>Division 2.2 Research and Consultancy Team</p> <ul style="list-style-type: none"> <li>• Information, advice and support on research data management in third-party-funded projects</li> </ul> <p>Higher Education Development Office (OER Content, Tassia Weber)</p> <ul style="list-style-type: none"> <li>• e-learning: Advice, support and infrastructure</li> </ul>	

		Source
	<p>Data Protection Officer</p> <p>Active research collaboration in NFDI consortia:</p> <ul style="list-style-type: none"> <li>• NFDI4Culture (Co-applicant)</li> <li>• NFDIxCs (Co-applicant)</li> <li>• DAPHNE4NFDI (Participant)</li> <li>• Text+ (Participant)</li> <li>• NFDI-Matwerk (Participant, PC<sup>2</sup>)</li> <li>• NFDI4Ing (Participant)</li> <li>• FAIRmat (Participant)</li> </ul>	
Measures and services	<p>FDM team</p> <ul style="list-style-type: none"> <li>• Advice on all aspects of data management</li> <li>• Provision of and advice on the Research Data Management Organizer (RDMO)</li> <li>• Provision of and advice on electronic lab notebooks</li> </ul> <p>ZIM:</p> <ul style="list-style-type: none"> <li>• Permanent central storage of data incl. <a href="#">data backup</a></li> <li>• Storage and exchange of data</li> <li>• Provision of server infrastructure</li> <li>• Collaboration and communication software</li> <li>• Version control and continuous integration software</li> <li>• Survey software</li> <li>• Operation of the <a href="#">Research Information System (ris.upb.de)</a> as a database for storing own publications and for presentation on the websites</li> <li>• Operation of the Personal Manager for presentation of research interests and profiles on Paderborn University websites</li> <li>• <a href="#">KOMO</a> as an open collaboration platform</li> <li>• Planned in terms of the digital research network: Co-ordination, advice and support and information services, training and qualification opportunities</li> </ul> <p>University Library:</p> <ul style="list-style-type: none"> <li>• Provision of (commercial) information media required for research projects</li> <li>• Interlibrary loan service for the use of printed and audio-visual information media in the holdings of other libraries</li> <li>• Operation of the <a href="#">ORCID Centre</a> for research members and members of the university</li> <li>• Operation of the <a href="#">publication service</a> as an infrastructure for academic OA publishing and for the publishing of text-based research data (pdf)</li> <li>• Open Access service: Internal Open Access Publication Fund; Paderborn University Open Access Officer: Dr Anna Nickel</li> <li>• Central DOI allocation office</li> <li>• Support in the area of long-term availability</li> </ul>	



		Source
	Department 2, Div. 2.2: <ul style="list-style-type: none"> <li>• Advice, support and information on research data management requirements in research proposals</li> </ul> Higher Education Development Office: <ul style="list-style-type: none"> <li>• Advice, support and information on OER content</li> </ul>	
<b>Facts and figures / Memberships and partnerships</b>	<ul style="list-style-type: none"> <li>• Participation of Paderborn University in seven DFG-funded NFDI consortia (see above)</li> <li>• NFDI e. V.</li> <li>• DH-NRW</li> <li>• ORCID Germany</li> <li>• University Competence Centre Accounting NRW</li> <li>• NHR-Verein e.V. (National High Performance Computing Alliance)</li> <li>• HIS eG</li> </ul>	
<b>Optional: Future scenarios</b>	Digital research network: Comprehensive OpenScience strategy, development of service and advisory structures (Open Access, Open Data, Open Educational Resources)	In preparation

e-research infrastructures means all infrastructures at Paderborn University that provide the services our researchers need in order to **conduct, manage, share (co-operation), publish and archive their research digitally**. In addition to providing the purely technical infrastructure, it is also about information, compliance and teaching data handling skills.

### 3.8. Sustainability

		Source
<b>Basic and Strategic Understanding</b>	<p>"We, the science, study and work location Paderborn University, align our actions sustainably in order to do justice to global responsibility and a sustainable shaping of society, intergenerational justice and the preservation of the natural foundations of life. We are guided by the Sustainable Development Goals of the United Nations, the EU Green Deal and the goals of the Paris Climate Agreement." (UPB website 'Sustainability', last accessed on 23 July 2024).</p>	UPB website 'Sustainability'
<b>Existing Structures</b>	<p>Sustainability Office under the responsibility of the Vice-President for Finances and Human Resources and the Vice-President for Technology Transfer</p> <ul style="list-style-type: none"> <li>• Subdivision for Sustainable Infrastructure</li> <li>• Sustainability Officer</li> </ul> <p>Sustainability groups and initiatives</p> <ul style="list-style-type: none"> <li>• Sustainability workgroup (institutionally linked to the Vice-President for Finances and Human Resources and the Vice-President for Technology Transfer)</li> <li>• Education for Sustainable Development group at the PLAZ – Professional School of Education, PLAZ ESD group (PLAZ AG BNE)</li> <li>• "Initiative Nachhaltigkeit" (Sustainability initiative)</li> <li>• oikos Paderborn, Students for Sustainable Economics and Management</li> <li>• "AStA Referat für Kultur und Nachhaltigkeit" (culture and sustainability unit of the Student Union AStA)</li> </ul> <p>Research centres, institutions, and similar organisations related to sustainability (extract)</p> <ul style="list-style-type: none"> <li>• Paderborn Research Center for Sustainable Economy PARSEC</li> <li>• Competence Centre for Sustainable Energy Technology KET</li> <li>• Institute for Lightweight Design with Hybrid Systems ILH</li> <li>• Center for Sustainable Systems Design CSSD</li> <li>• Endowed Professorship in Sustainable Industrialisation and Resilient Infrastructure NIWI</li> </ul> <p>Participations and projects related to sustainability (extract)</p> <ul style="list-style-type: none"> <li>• University Alliance COLOURS, COLlaborative innOvative sUsustainable Regional univerSities</li> <li>• VESD-Hubs Project: Networks of Vocational Education for Sustainable Development</li> <li>• Neue Mobilität Paderborn e.V. (NeMo - new mobility Paderborn) with the NeMo.bil project</li> <li>• Green.OWL – Model region for sustainability transformation in East Westphalia-Lippe</li> </ul>	<p>UPB websites 'Sustainability' and 'Sustainability Office'</p> <p>Websites of the respective organisations and projects (only partly available in English)</p>

		Source
	<ul style="list-style-type: none"> <li>NachhaltigkeitsKulturOWL. Innovative strategies for utilising sustainability potential in the cultural events industry in East Westphalia-Lippe</li> <li>FlexLabQuartier for the climate-neutral transformation of city districts</li> <li>RailCampus OWL e.V.</li> <li>Innovation Airport PAD</li> </ul> <p>For further research, transfer, teaching, and network structures, see the UPB website 'Sustainability'.</p>	
<b>Supporting Measures and Offers</b>	<p>Sustainable mobility and environmentally friendly business trips</p> <ul style="list-style-type: none"> <li>UPB guidelines for more environmentally friendly business trips from 19 July 2023 (only available in German)</li> </ul> <p>Teaching</p> <ul style="list-style-type: none"> <li>UPB for Future – the sustainability lecture series</li> <li>Master of Science in Sustainable Chemistry</li> <li>Sustainability-related teaching in the faculties (see course catalogue and UPB website 'Sustainability')</li> <li>TECUP events on Social Entrepreneurship</li> </ul> <p>University as a business and a workplace</p> <ul style="list-style-type: none"> <li>Healthy University e.g. Campuswald (campus forest) and STAD-TRADELN (city cycling) projects</li> <li>Family-friendly University</li> <li>Also refer to cross-sectional issues of equal opportunities, diversity, and family friendliness</li> <li>UPB is currently working on the introduction of an energy management system in accordance with ISO 50001.</li> <li>New buildings are certified with the 'Silver' seal of approval according to the Assessment System for Sustainable Building (Bewertungssystem Nachhaltiges Bauen, BNB).</li> <li>Climate-neutral state administration</li> </ul> <p>Consulting on sustainability aspects in third-party funding applications</p> <ul style="list-style-type: none"> <li>Department 2 / Subdivision 2.2 Research Unit</li> <li>Sustainability Officer</li> </ul> <p>For further research, transfer, teaching, and networking measures and offers, see UPB website 'Sustainability'.</p>	<p>UPB guidelines for more environmentally friendly business trips</p> <p>UPB website 'Sustainability'</p> <p>Websites of the respective organisations and projects (only partly available in English)</p>
<b>Facts and Figures/ Memberships and Cooperations</b>	<p>DG HochN – German Society for Sustainability at Higher Education Institutions</p> <p>Humboldt<sup>n</sup> – Sustainability Initiative of the Universities in North Rhine-Westphalia</p>	<p>UPB website 'Sustainability'</p> <p>Websites of the respective organisations and projects</p>

		Source
	nachhaltigkeit.nrw - networking platform for sustainability and green offices in North Rhine-Westphalia	(only partly available in English)
	Neue Mobilität Paderborn e.V. (NeMo - new mobility Paderborn)	
<b>Optional: Future Scenarios</b>	UPB's sustainability strategy	Sustainability Office
	UPB's participation in the Klimaneutrale Landesverwaltung (climate-neutral state administration) (KNLV)	

### Internal Links

- UPB website 'Sustainability' <https://www.uni-paderborn.de/en/university/sustainability>
- UPB website 'Sustainability Office' <https://www.uni-paderborn.de/en/university/sustainability/new-design-test-sustainability-office>
- UPB website 'Sustainability workgroup' <https://www.uni-paderborn.de/en/university/sustainability/new-design-test-sustainability-group>
- PLAZ ESD group <https://plaz.uni-paderborn.de/en/ueber-uns/plaz-organisationsstruktur/arbeitsgruppen/ag-bildung-nachhaltige-entwicklung> (only available in German)
- "Initiative Nachhaltigkeit" (Sustainability initiative) <https://www.uni-paderborn.de/en/universitaet/initiative-nachhaltigkeit> (only available in German)
- oikos Paderborn <https://www.uni-paderborn.de/en/universitaet/nachhaltigkeit/oikos> (only available in German)
- "AStA Referat für Kultur und Nachhaltigkeit" (culture and sustainability unit of the Student Union AStA) <https://asta.uni-paderborn.de/en/team-en/>
- PARSEC <https://wiwi.uni-paderborn.de/en/research/research-centers/center-for-tax-and-accounting-research/parsec>
- KET <https://ket.uni-paderborn.de/en/>
- ILH <https://ilh.uni-paderborn.de/en/>
- CSSD <https://chemie.uni-paderborn.de/en/forschung/center-for-sustainable-systems-design>
- Endowed Professorship in Sustainable Industrialisation and Resilient Infrastructure <https://mb.uni-paderborn.de/en/sustainable-industrialization-and-resilient-infrastructure>
- University Alliance COLOURS <https://www.uni-paderborn.de/en/university/international-relations/colours-alliance>
- BBNE-Hubs Project: <https://kw.uni-paderborn.de/en/institut-fuer-erziehungswissenschaft/arbeitsbereiche/erziehungswissenschaft-mit-dem-schwerpunkt-berufspaedagogik/bbne-hubs-nachhaltig-im-beruf-nib> (only available in German)
- Sustainability lecture series "UPB for Future" <https://www.uni-paderborn.de/en/lehre/lehren/upbforfuture> (only available in German)
- Master of Science Sustainable Chemistry [https://www.uni-paderborn.de/en/studyoffer/course\\_of\\_study/chemie-master](https://www.uni-paderborn.de/en/studyoffer/course_of_study/chemie-master) (only partly available in English)
- Social Entrepreneurship <https://www.tecup.de/social-entrepreneurship/> (only available in German)
- Healthy University <https://www.uni-paderborn.de/en/university/healthy-university> (only available in German)
- Family-friendly University <https://www.uni-paderborn.de/en/equality/family-friendly-university>
- NachhaltigkeitsKulturOWL <https://blogs.uni-paderborn.de/nachhaltigkeitskultur/> (only available in German)

- UPB guidelines for more environmentally friendly business trips from 19 July 2023: [https://www.uni-paderborn.de/fileadmin/zv/4-1/reisekosten/Leitlinien\\_fuer\\_umweltvertraegliche\\_Dienstreisen\\_19.07.2023.pdf](https://www.uni-paderborn.de/fileadmin/zv/4-1/reisekosten/Leitlinien_fuer_umweltvertraegliche_Dienstreisen_19.07.2023.pdf) (only available in German)

#### External Links

- DG HochN <https://www.dg-hochn.de/startpage>
- Humboldt<sup>n</sup> <https://humboldt-n.nrw/> (only available in German)
- nachhaltigke.it.nrw <https://www.listserv.dfn.de/sympa/info/nachhaltigkeit.nrw> (only available in German)
- Neue Mobilität Paderborn <https://nemo-paderborn.de/> (only available in German)
- Green.OWL <https://www.ostwestfalenlippe.de/projekte/greenowl/> (only available in German)
- FlexLabQuartier <https://www.energie-impuls-owl.de/projects/flexlabquartier/> (only available in German)
- RailCampus OWL <https://railcampus-owl.info/> (only available in German)
- Innovationsflughafen PAD <https://innovationsflughafen.de/en/>

#### Links to the Aforementioned Key Questions for Discipline-Specific and Project-Specific In-Depth Study

- German Sustainability Strategy (DNS): <https://www.bundesregierung.de/breg-en/issues/sustainability/germany-s-sustainable-development-strategy-354566>
- with information on the 17 global Sustainable Development Goals (SDGs): <https://www.bundesregierung.de/breg-de/themen/nachhaltigkeitspolitik/nachhaltigkeitsziele-erklaert-232174> (only available in German)
- Sustainability Strategy of the Federal Ministry of Education and Research 2023: [https://www.bmbf.de/EN/Home/home\\_node.html](https://www.bmbf.de/EN/Home/home_node.html)
- The DFG's list of key questions: <https://www.dfg.de/en/basics-topics/developments-within-the-research-system/sustainability-guide-for-research-processes>
- CO<sub>2</sub> compensation for DFG funding recipients: <https://www.dfg.de/de/grundlagen-themen/grundlagen-und-prinzipien-der-foerderung/co2-kompensation> (only available in German)
- For example: CO<sub>2</sub> calculator from the Federal Environment Agency: [https://uba.co2-rechner.de/de\\_DE/h](https://uba.co2-rechner.de/de_DE/h) (only available in German)
- UPB guidelines for more environmentally friendly business trips from 19 July 2023: [https://www.uni-paderborn.de/fileadmin/zv/4-1/reisekosten/Leitlinien\\_fuer\\_umweltvertraegliche\\_Dienstreisen\\_19.07.2023.pdf](https://www.uni-paderborn.de/fileadmin/zv/4-1/reisekosten/Leitlinien_fuer_umweltvertraegliche_Dienstreisen_19.07.2023.pdf) (only available in German)

## 4. Useful Websites

### **Strategic Plan for Paderborn University 2022 - 2024**

[https://www.uni-paderborn.de/fileadmin/praesidium/pdfs/UPB\\_StrategicPlan\\_en.pdf](https://www.uni-paderborn.de/fileadmin/praesidium/pdfs/UPB_StrategicPlan_en.pdf)

### **Paderborn University in Profile (Key Figures on Organisation, Research, and Teaching)**

<https://www.uni-paderborn.de/en/university/university-profile-1>

### **Figures on Students and Graduates in 2022**

[DE] <https://www.uni-paderborn.de/zv/1-3/statistiken-studierende-absolventinnen/>

[EN] only in German

### **Good Research Practice**

<https://www.uni-paderborn.de/en/research/good-scientific-practice>

### **Internationalisation Strategy of the Executive Board of Paderborn University 2022-2025**

[https://www.uni-paderborn.de/fileadmin/praesidium/pdfs/22-9343\\_UniPB\\_Internationalisierungsstrategie\\_EN\\_final.pdf](https://www.uni-paderborn.de/fileadmin/praesidium/pdfs/22-9343_UniPB_Internationalisierungsstrategie_EN_final.pdf)

### **Equal opportunities in research**

<https://www.uni-paderborn.de/en/university/equal-opportunities-officer/awards/equal-opportunities-in-research>

### **Jenny Aloni Centre for Early Career Researchers**

<https://www.uni-paderborn.de/en/jennyalonicenter>

### **Research Data Management**

<https://www.uni-paderborn.de/en/research/research-service-and-consulting/research-data>

### **Transfer Strategy of the Executive Board of Paderborn University 2023-2025**

[https://www.uni-paderborn.de/fileadmin/transfer/23-9713\\_UniPB\\_Transferstrategie\\_EN\\_v1.pdf](https://www.uni-paderborn.de/fileadmin/transfer/23-9713_UniPB_Transferstrategie_EN_v1.pdf)

### **International Relations Office**

<https://www.uni-paderborn.de/en/university/international-relations>