



**FFN**

HOCHSCHULE HEILBRONN



# › 2025 ANNUAL REPORT OF THE EQUALITY OFFICER

pursuant to Section 4(3), sentence 14 of the LHG

As at 8 June 2026

# › CONTENTS

- Professorships
- Academic staff
- Doctorates
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- Engagement & Visibility

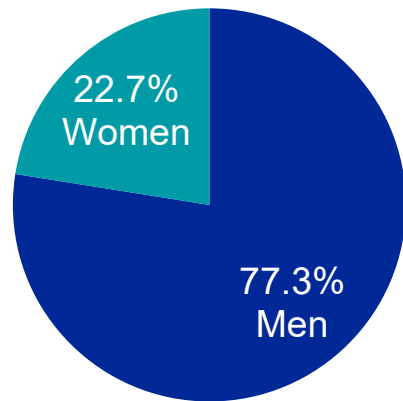
# › PROFESSORSHIPS

APPOINTMENTS, SHORTLISTS, APPLICATIONS

# PROFESSORSHIPS PROPORTION OF WOMEN IN PROFESSORIAL POSTS

**SEP2030 TARGET:**  
26.0% female professors

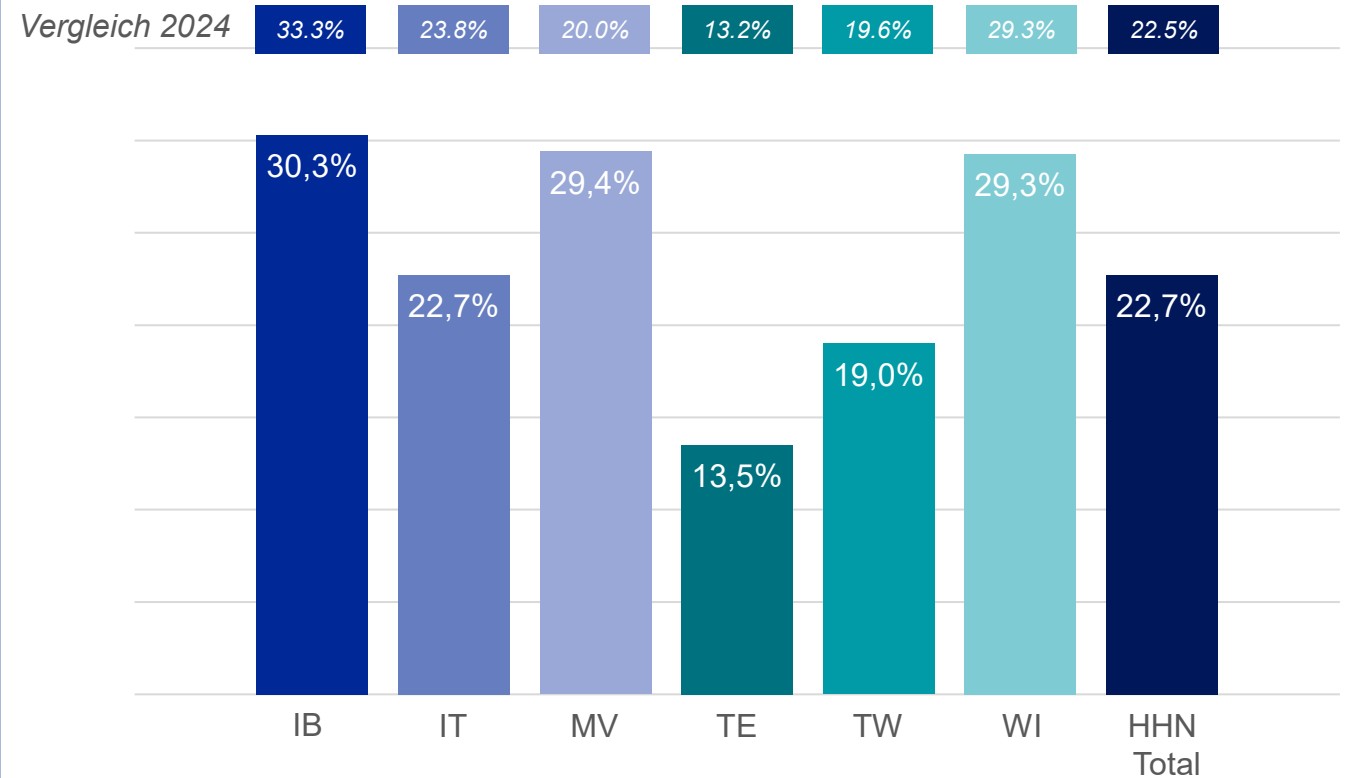
Total number of professorships in 2025



**Description**

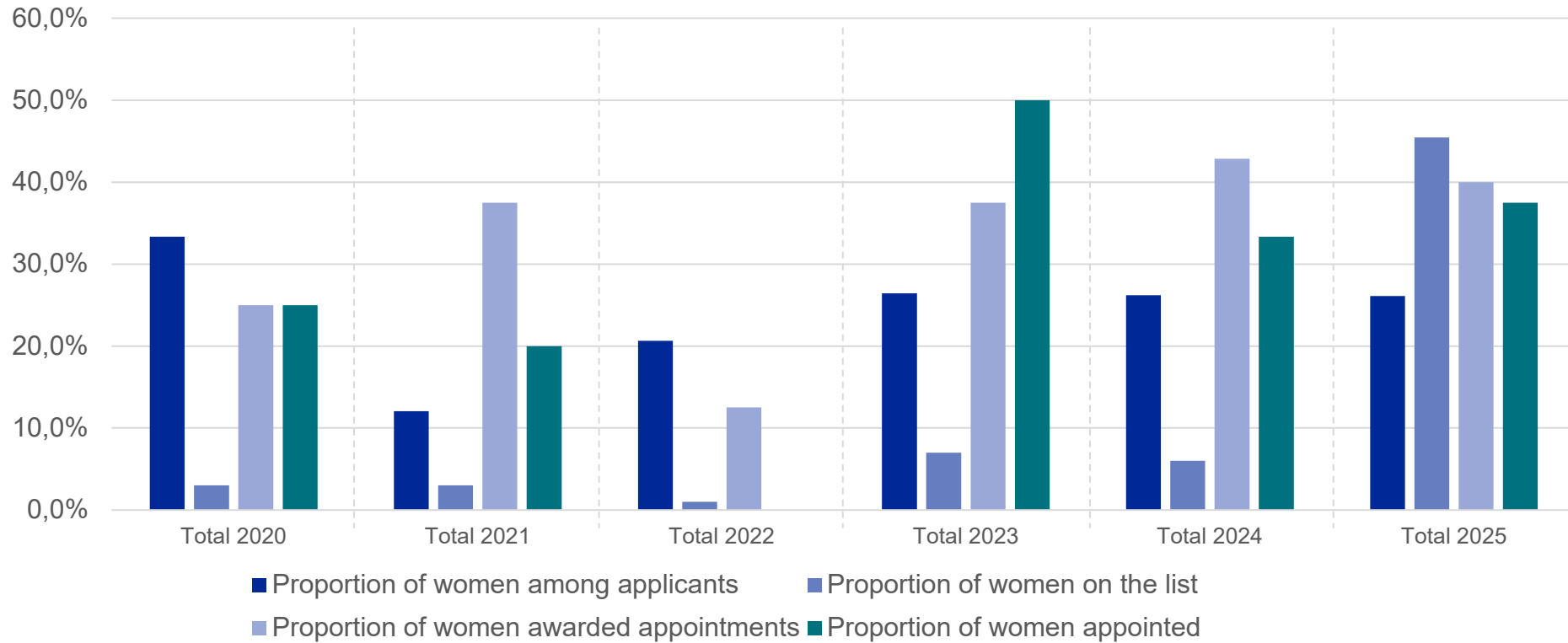
- Only the Faculty MV managed to significantly improve its proportion of women last year.
- Overall, there is still a need for action to achieve the targets set out in the SEP2030.

Proportion of women in professorial posts in 2025 by faculty



# PROFESSORSHIPS APPOINTMENT PROCEDURES

Proportion of women in appointment procedures



**Description**

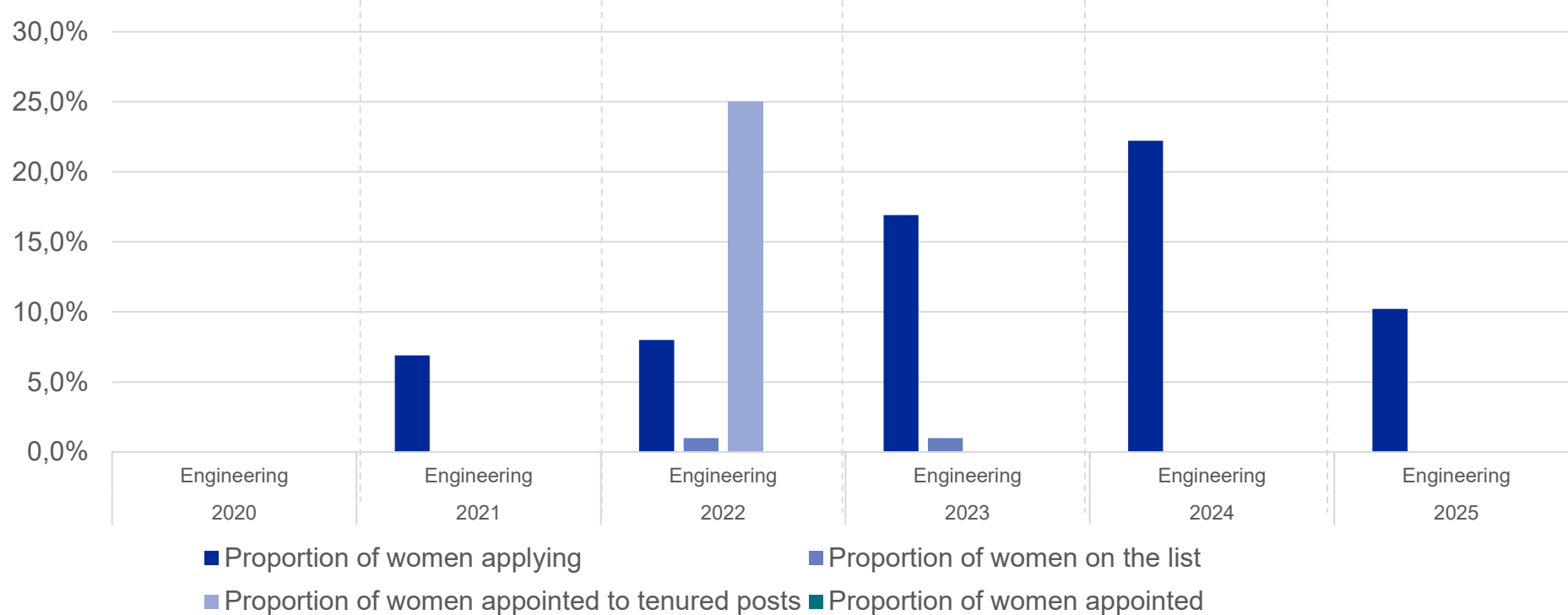
- Women apply less frequently
- Women were represented more frequently on appointment lists last year

# PROFESSORSHIPS APPOINTMENT PROCEDURES

	Applications			List position			Appointments			Appointments		
	Total	Women	Proportion of women	Total	Women	Proportion of women	Total	Women	Proportion of women	Total	Women	Proportion of women
2020	276	92	33.3%	9	3	33.3%	4	1	25.0%	4	1	25.0%
2021	249	30	12.0%	8	3	37.5%	8	3	37.5%	5	1	20.0%
2022	189	39	20.6%	8	1	12.5%	8	1	12.5%	5	0	0.0%
2023	121	32	26.4%	20	7	35.0%	8	3	37.5%	8	4	50.0%
2024	210	55	26.2%	11	6	54.5%	7	3	42.9%	3	1	33.3%
2025	234	61	26.1%	22	10	45.5%	10	4	40.0%	8	3	37.5%
2020–2025	1279	309	24.2%	78	30	38.5%	45	15	33.3%	33	10	30.3%

# PROFESSORSHIPS ENGINEERING / COMPUTER SCIENCE

Proportion of women in appointment procedures in engineering and computer science



**Description**

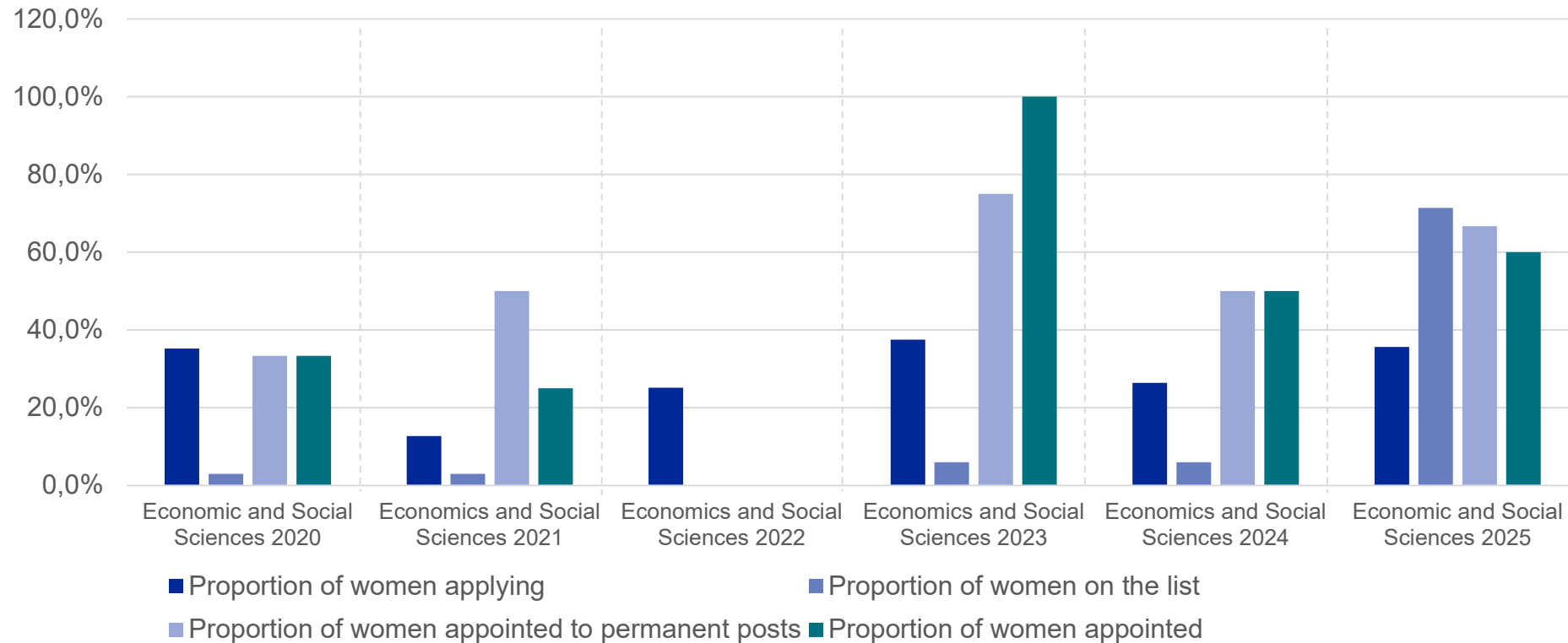
- Although applications from women are received
- they are, however, proportionally less likely to be included on the appointment list

# PROFESSORSHIPS ENGINEERING / COMPUTER SCIENCE

	Applications			List position			Appointments			Appointments		
	Total	Women	Proportion of women	Total	Women	Proportion of women	Total	Women	Proportion of women	Total	Women	Proportion of women
2020	15	0	0.0%	3	0	0.0%	1	0	0.0%	1	0	0.0%
2021	29	2	6.9%	2	0	0.0%	2	0	0.0%	1	0	0.0%
2022	50	4	8.0%	4	1	25.0%	4	0	0.0%	3	0	0.0%
2023	65	11	16.9%	12	1	8.3%	4	0	0.0%	4	0	0.0%
2024	9	2	22.2%	1	0	0.0%	1	0	0.0%	1	0	0.0%
2025	88	9	10.2%	8	0	0.0%	4	0	0.0%	3	0	0.0%
2020–2025	256	28	10.9%	30	2	6.7%	16	1	6.3%	13	0	0.0%

# PROFESSORSHIPS ECONOMICS

Proportion of women in appointment procedures in the field of economics



**Description**

- Women apply less frequently
- Women were represented more frequently on appointment lists last year

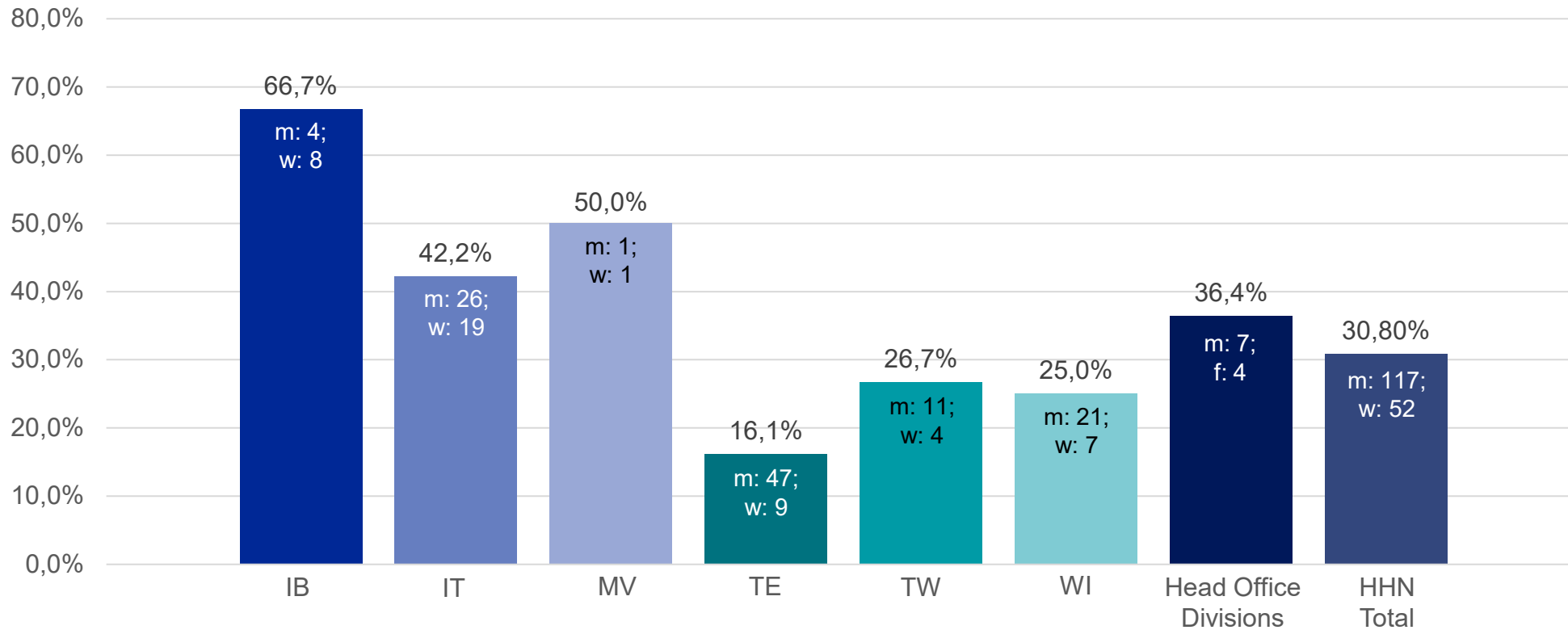
# PROFESSORSHIPS ECONOMICS

	Applications			List position			Appointments			Appointments		
	Total	Women	Proportion of women	Total	Women	Proportion of women	Total	Women	Proportion of women	Total	Women	Proportion of women
2020	261	92	35.2%	6	3	50.0%	3	1	33.3%	3	1	33.3%
2021	220	28	12.7%	6	3	50.0%	6	3	50.0%	4	1	25.0%
2022	139	35	25.2%	4	0	0.0%	4	0	0.0%	2	0	0.0%
2023	56	21	37.5%	8	6	75.0%	4	3	75.0%	4	4	100.0%
2024	201	53	26.4%	10	6	60.0%	6	3	50.0%	2	1	50.0%
2025	146	52	35.6%	14	10	71.4%	6	4	66.7%	5	3	60.0%
2020–2025	1023	281	27.5%	48	28	58.3%	29	14	48.3%	20	10	50.0%

# › ACADEMIC STAFF

# ACADEMIC STAFF COMPARISON OF FACULTIES

Proportion of women by faculty in 2025: academic staff\*



**Description**

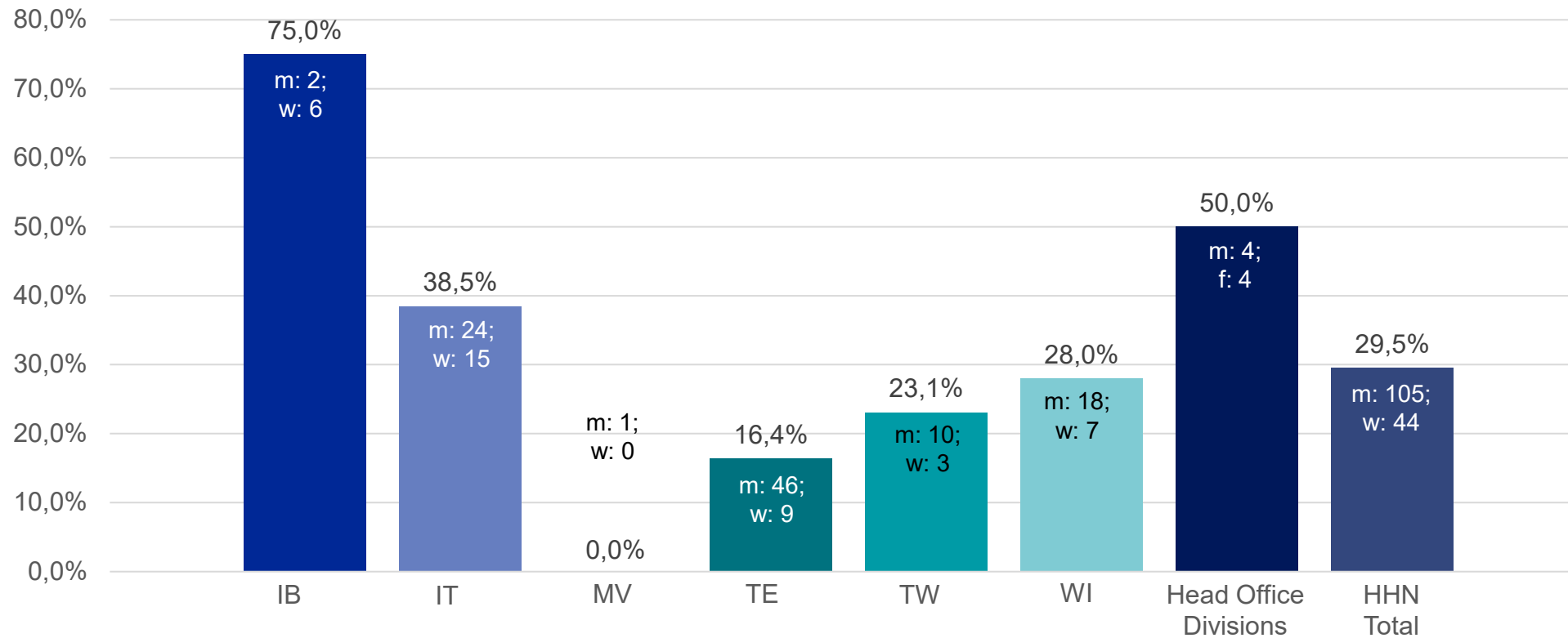
- Differences between the faculties
- Action required to achieve the SEP targets

\*Staff and acting professors, excluding lecturers

# ACADEMIC STAFF COMPARISON OF FACULTIES

**SEP2030 target:** 38.0%  
proportion of women

Proportion of women by faculty in 2025: academic staff without a PhD\*



**Description**

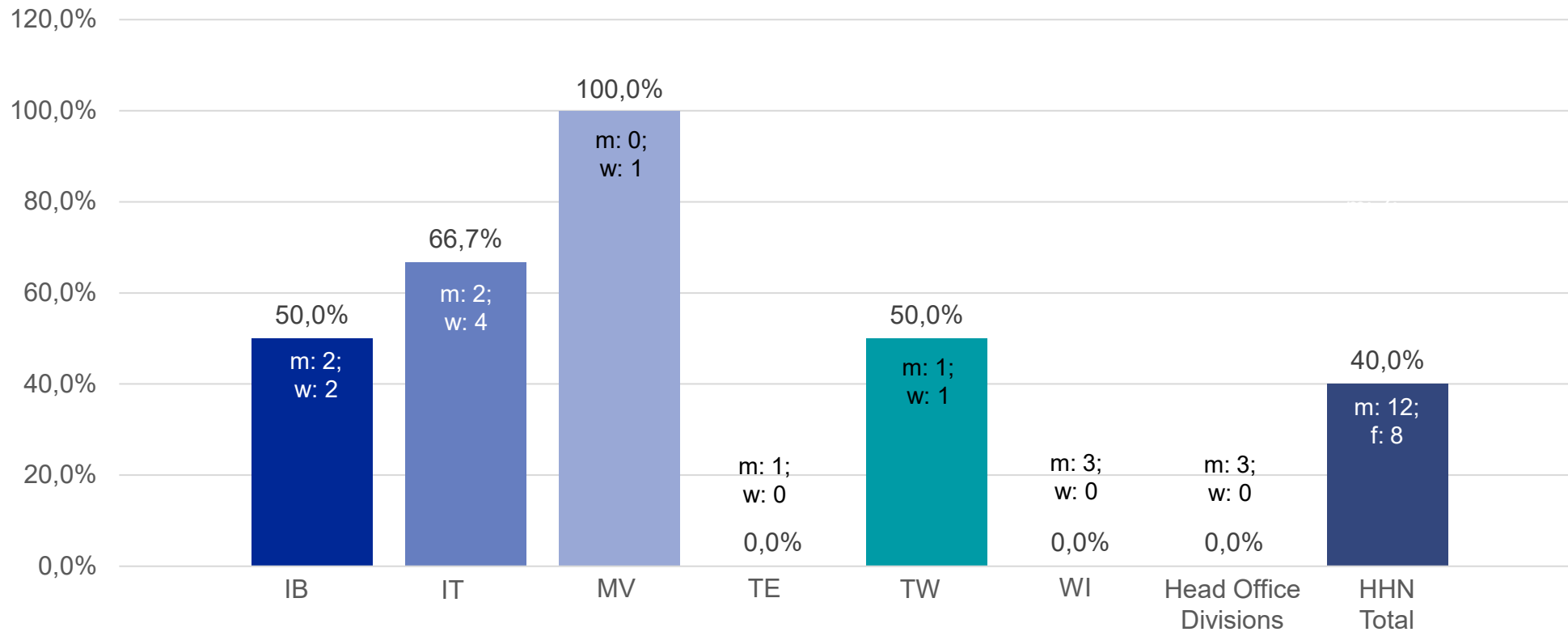
- Differences between the faculties
- Action required to achieve the SEP targets

\*Staff and acting professors, excluding lecturers

# ACADEMIC STAFF COMPARISON OF FACULTIES

**SEP2030 target:** 45.0%  
proportion of women

Proportion of women by faculty in 2025: academic staff with a PhD\*



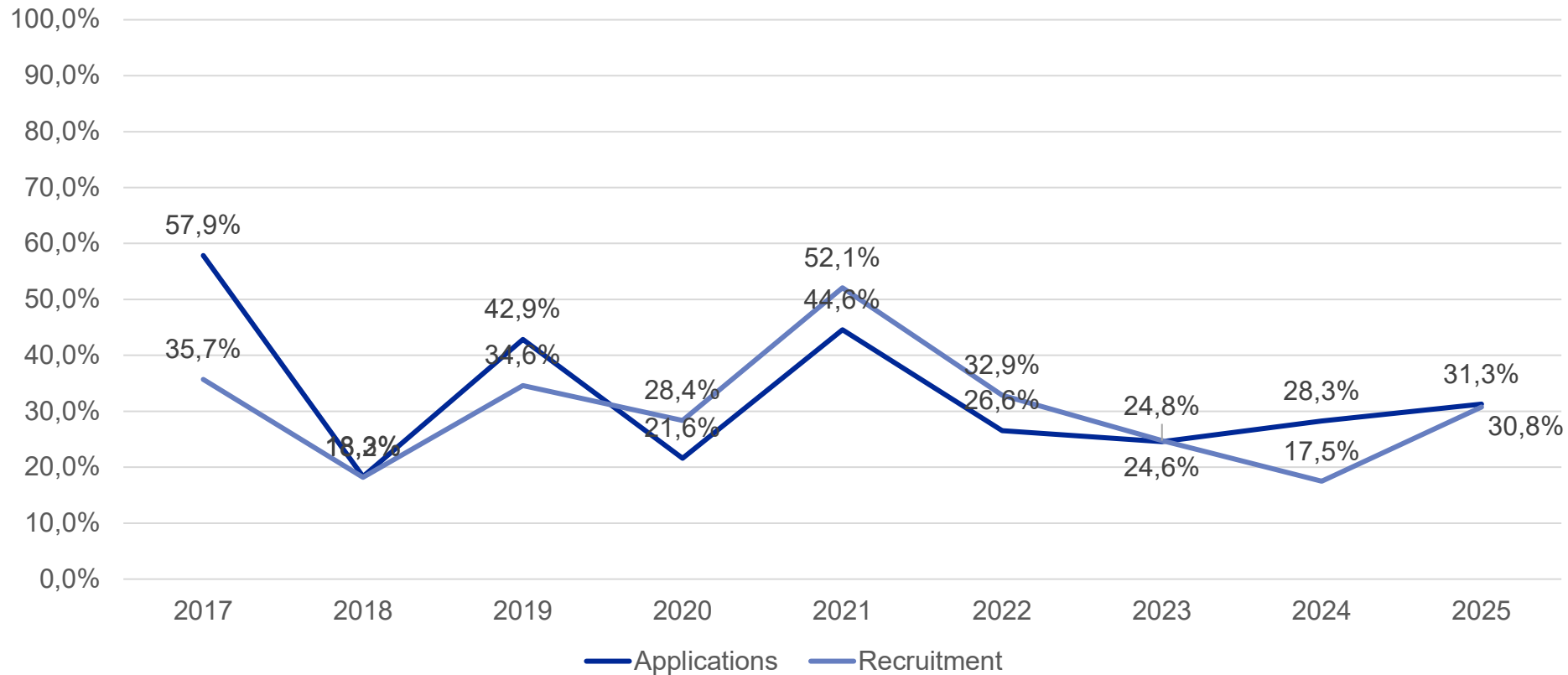
**Description**

- Limited data
- Proportion of women unchanged

\*Staff and acting professors, excluding lecturers

# ACADEMIC STAFF PROPORTION OF WOMEN IN APPLICATIONS/RECRUITMENT

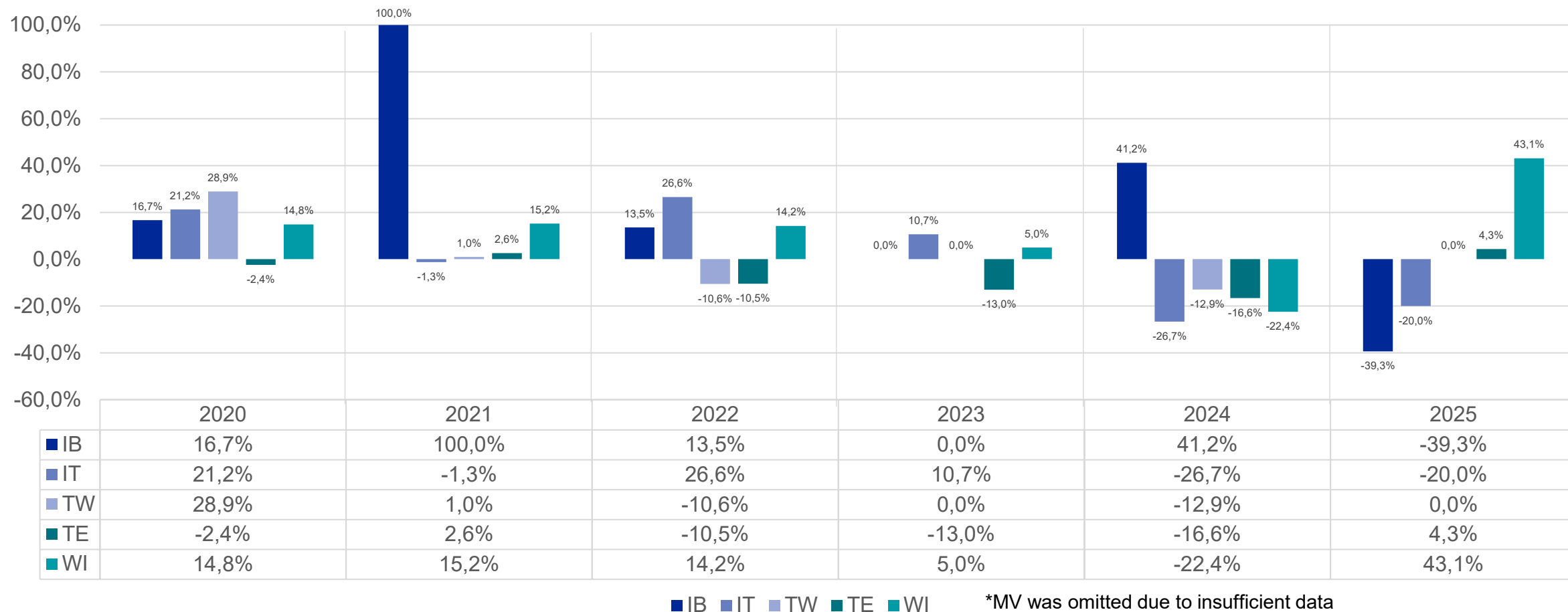
Total proportion of women at HHN



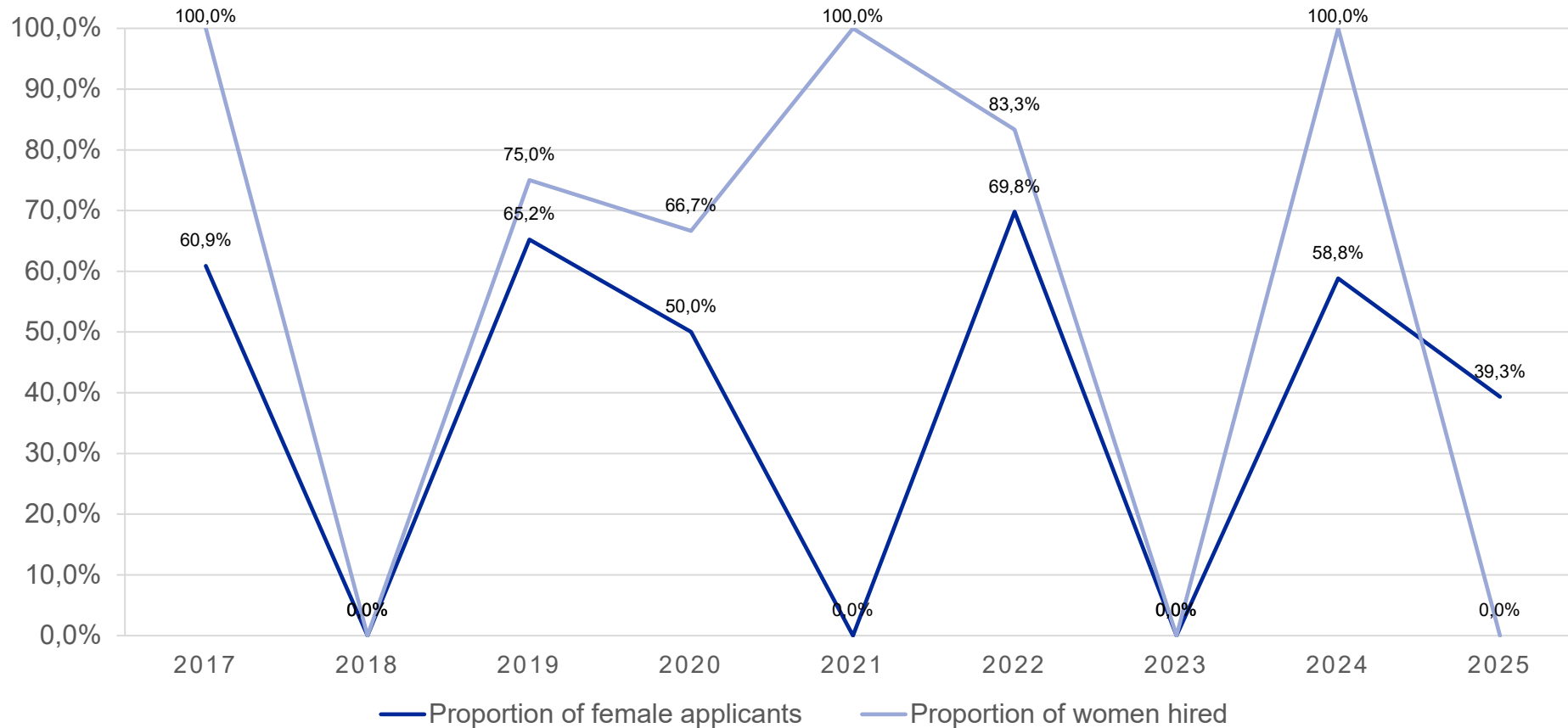
**Description**

- Overall, the proportion of women among new recruits is higher than among applicants
- Few applications from women

# ACADEMIC STAFF FACULTY COMPARISON: APPLICATIONS/RECRUITMENT



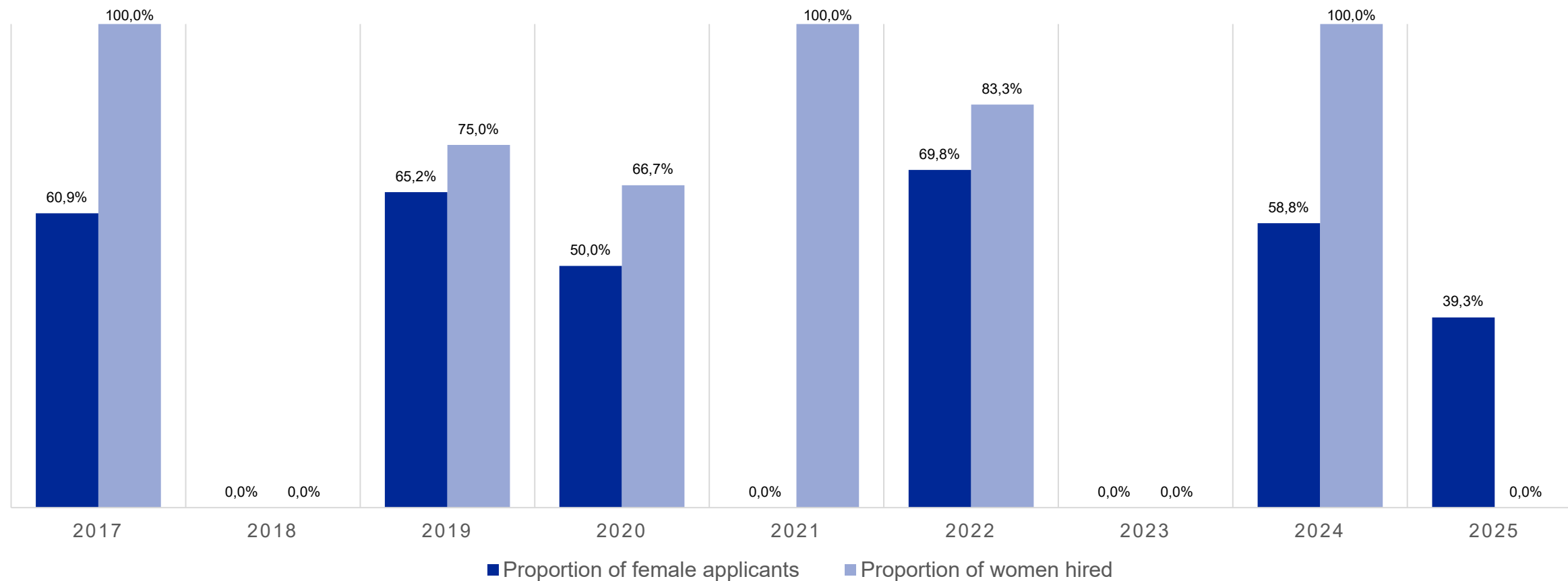
# ACADEMIC STAFF FACULTY IB



### Description

The proportion of women among new recruits is usually higher than among applicants

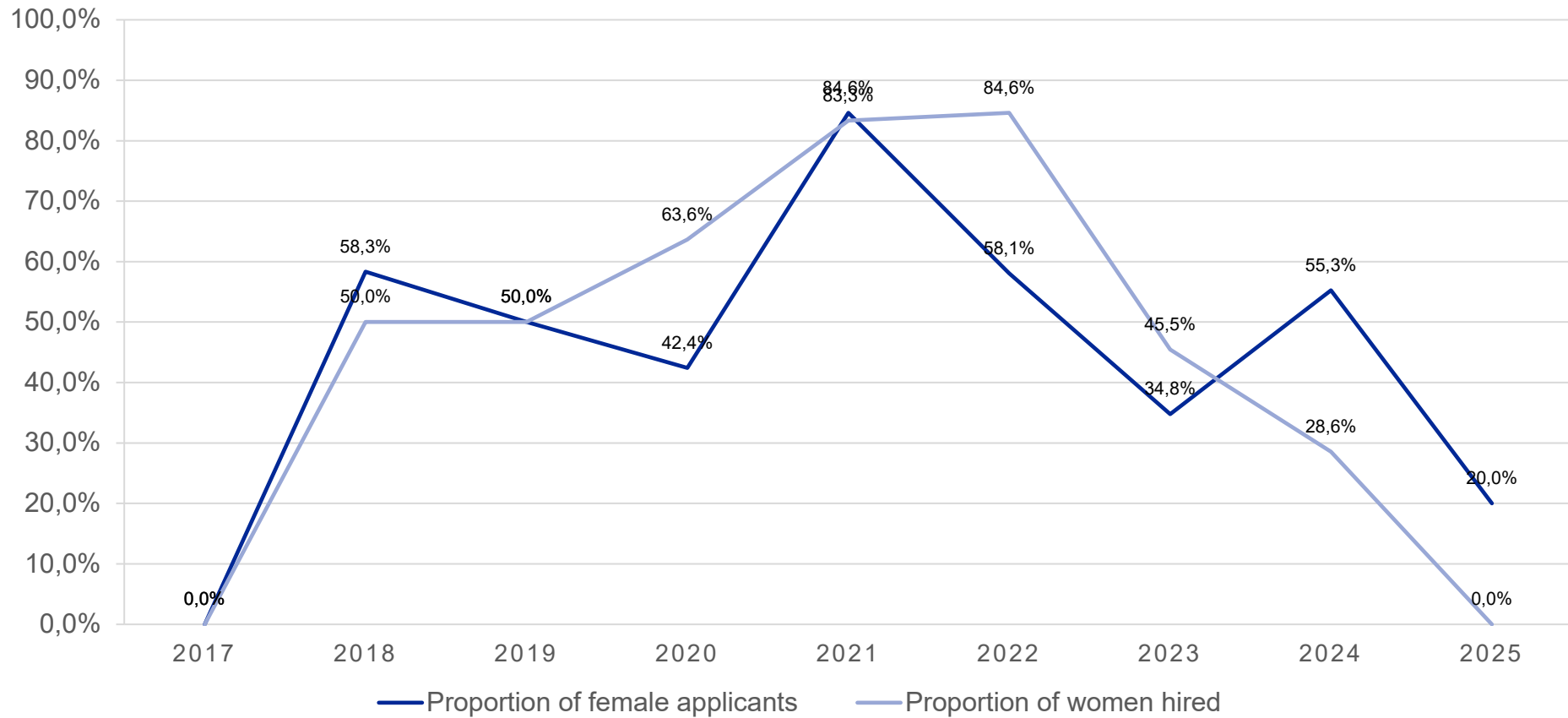
# ACADEMIC STAFF FACULTY IB



# ACADEMIC STAFF FACULTY IB

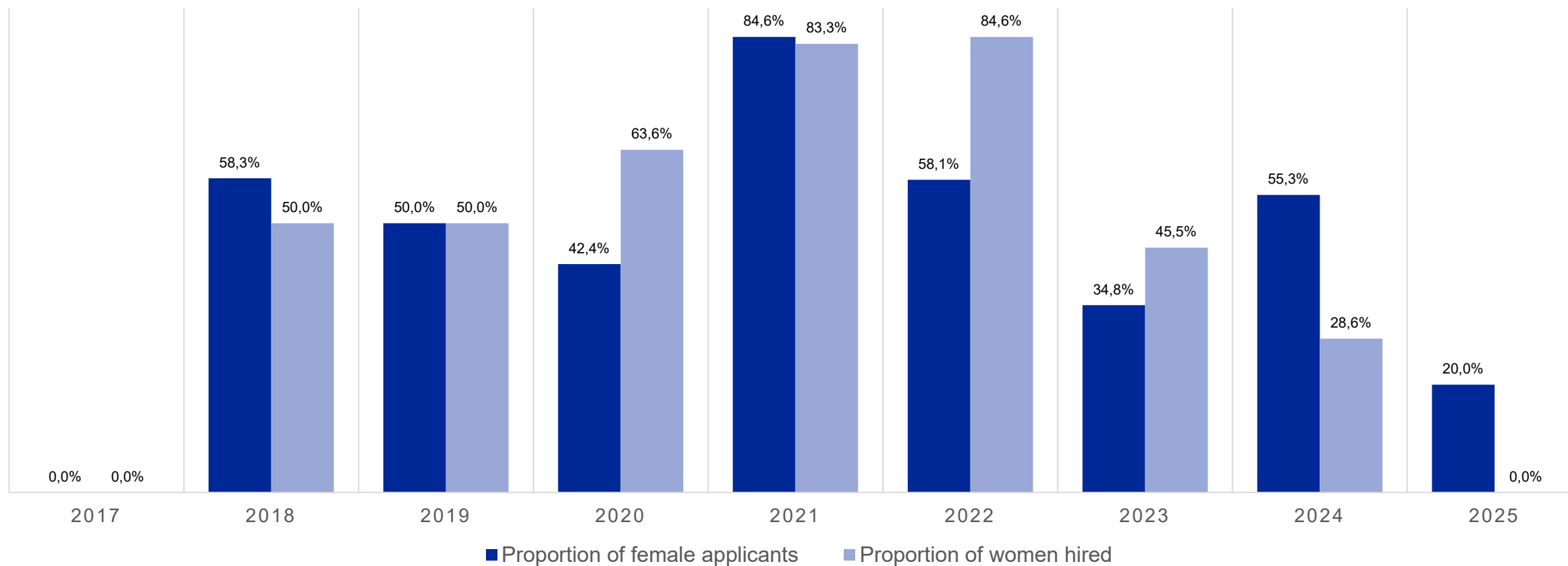
Faculty	Applications					Hired					Recruitment rate	
	Total	M	W	D	Proportion of women	Total	M	W	Proportion of women	Difference	M	W
2017	23	9	14	0	60.9%	1	0	1	100.0%	39.1%	0.0%	7.1%
2018	6	6	0	0	0.0%	3	3	0	0.0%	0.0%	50.0%	n.a.
2019	23	8	15	0	65.2%	4	1	3	75.0%	9.8%	12.5%	20.0%
2020	8	4	4	0	50.0%	3	1	2	66.7%	16.7%	25.0%	50.0%
2021	0	0	0	0	n.a.	1	0	1	100.0%	100.0%	n/a	n/a
2022	53	16	37	0	69.8%	6	1	5	83.3%	13.5%	6.3%	13.5%
2023	2	2	0	0	0.0%	1	1	0	0.0%	0.0%	50.0%	n/a
2024	34	14	20	0	58.8%	1	0	1	100.0%	41.2%	0.0%	5.0%
2025	61	37	24	0	39.3%	1	1	0	0.0%	-39.3%	2.7%	0.0%
Total	210	96	114	0	54.3%	21	8	13	61.9%	7.6%	8.3%	11.4%

# ACADEMIC STAFF FACULTY IT



**Description**  
 The proportion of women among new recruits compared to the total number of applicants has fallen over the last two years

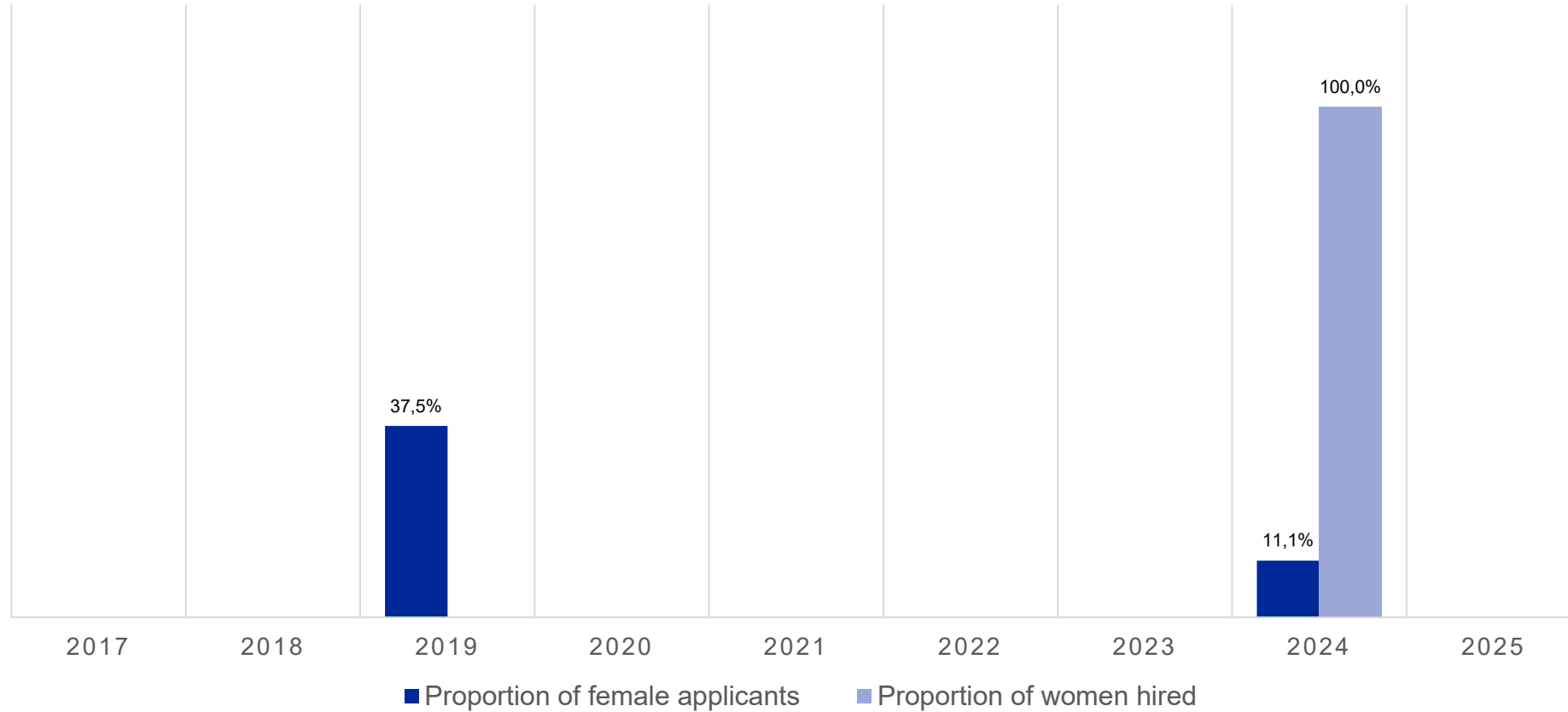
# ACADEMIC STAFF FACULTY IT



# ACADEMIC STAFF FACULTY IT

Faculty	Applications					Hired					Difference	Recruitment rate	
	Total	M	W	D	Proportion of women	Total	M	W	Proportion of women	M		W	
2017	2	2	0	0	0.0%	1	1	0	0.0%	0.0%	50.0%	n.a.	
2018	12	5	7	0	58.3%	4	2	2	50.0%	-8.3%	40.0%	28.6%	
2019	2	1	1	0	50.0%	2	1	1	50.0%	0.0%	100.0%	100.0%	
2020	33	19	14	0	42.4%	11	4	7	63.6%	21.2%	21.1%	50.0%	
2021	13	2	11	0	84.6%	6	1	5	83.3%	-1.3%	50.0%	45.5%	
2022	31	13	18	0	58.1%	13	2	11	84.6%	26.6%	15.4%	61.1%	
2023	23	15	8	0	34.8%	11	6	5	45.5%	10.7%	40.0%	62.5%	
2024	38	17	21	0	55.3%	7	5	2	28.6%	-26.7%	29.4%	9.5%	
2025	5	4	1	0	20.0%	1	1	0	0.0%	-20.0%	25.0%	0.0%	
Total	159	78	81	0	50.9%	56	23	33	58.9%	8.0%	29.5%	40.7%	

# ACADEMIC STAFF FACULTY MV

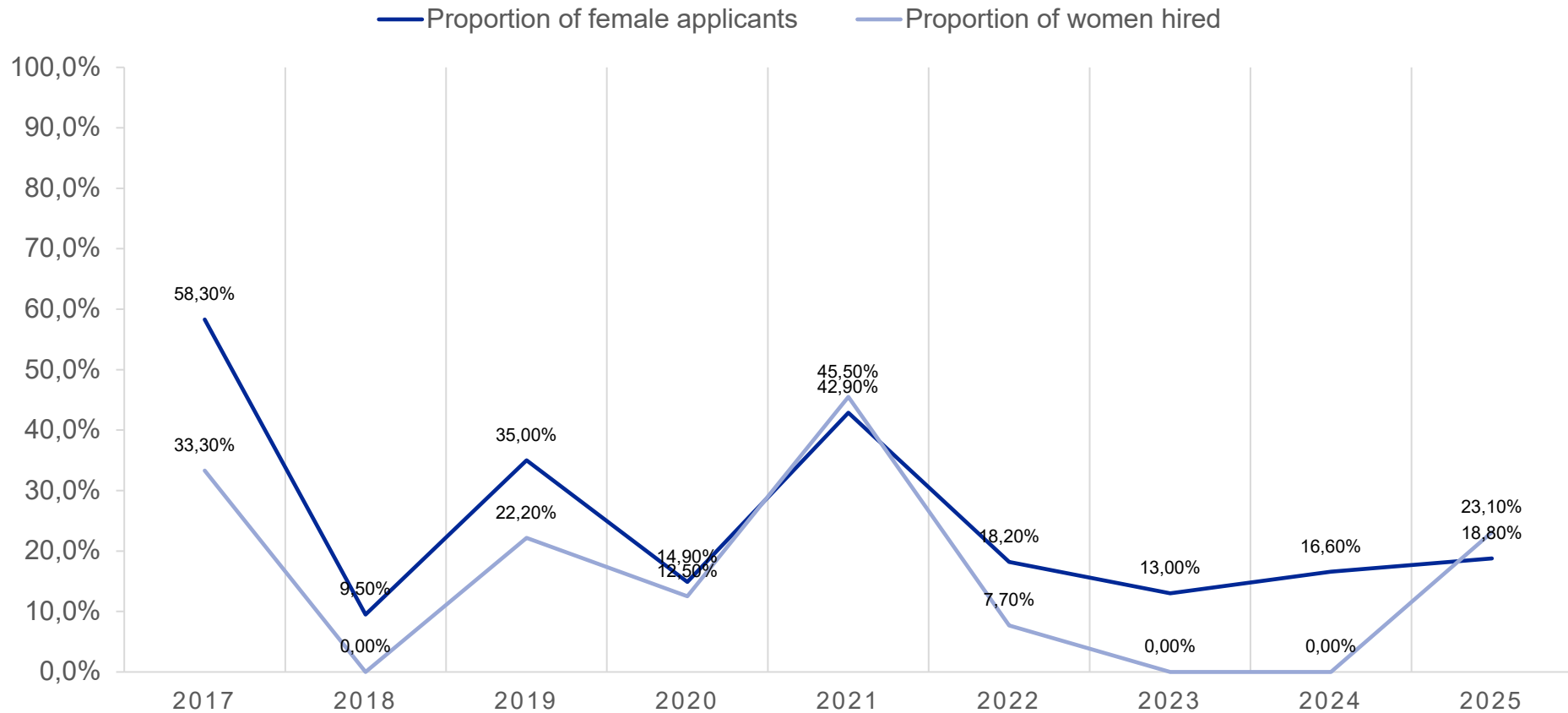


**Description**  
Not meaningful due to the small number of posts filled

# ACADEMIC STAFF FACULTY MV

Faculty	Applications					Hired					Difference	Recruitment rate	
	Total	M	W	D	Proportion of women	Total	M	W	Proportion of women	M		W	
2017													
2018													
2019	8	5	3	0	37.5%	0	0	0			0.0%	0.0%	
2020	0	0	0	0		0	0	0					
2021	0	0	0	0		0	0	0					
2022	0	0	0	0		0	0	0					
2023	0	0	0	0		0	0	0					
2024	9	8	1	0	11.1%	1	0	1	100.0%	88.9%	0.0%	100.0%	
2025	0	0	0	0		0	0	0					
Total	17	13	4	0	23.5%	1	0	1	100.0%	76.5%	0.0%	25.0%	

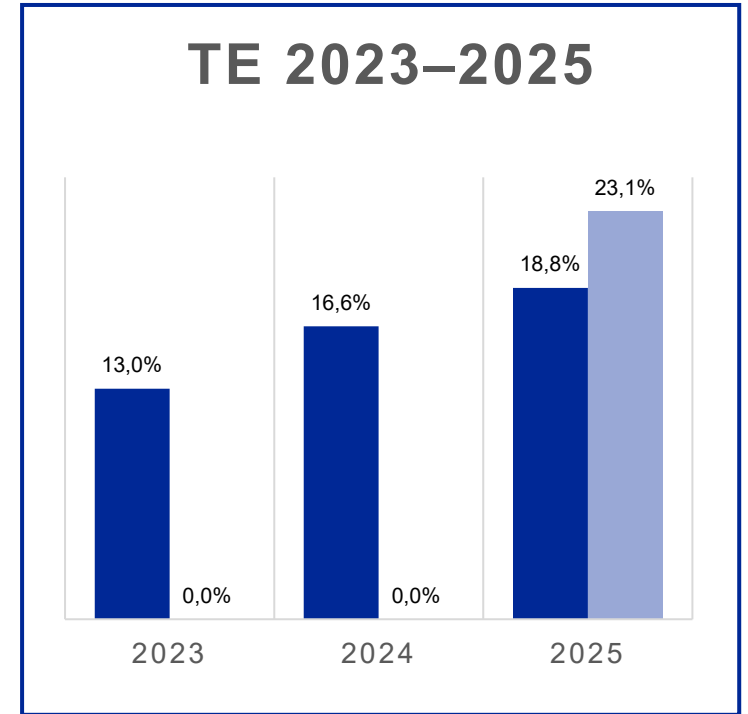
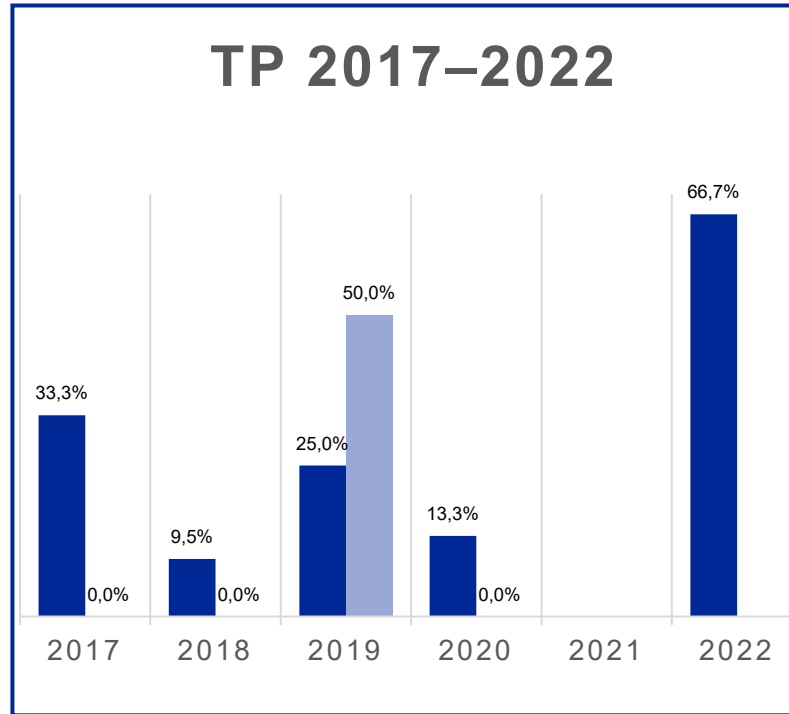
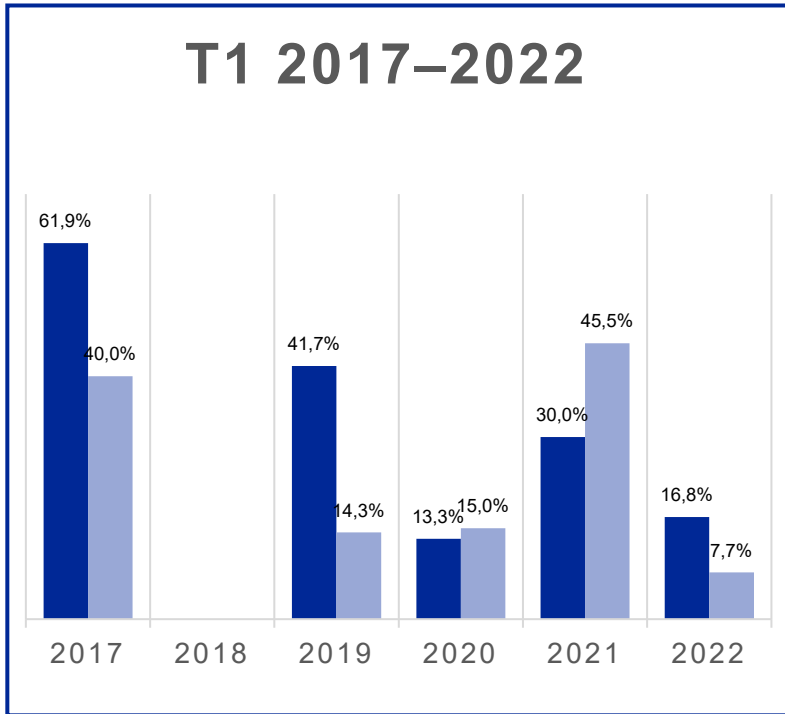
# ACADEMIC STAFF FACULTY TE



**Description**

- The proportion of women among new recruits is almost consistently lower than the proportion of female applicants
- Overall, there are few applications from women

# ACADEMIC STAFF FACULTY TE



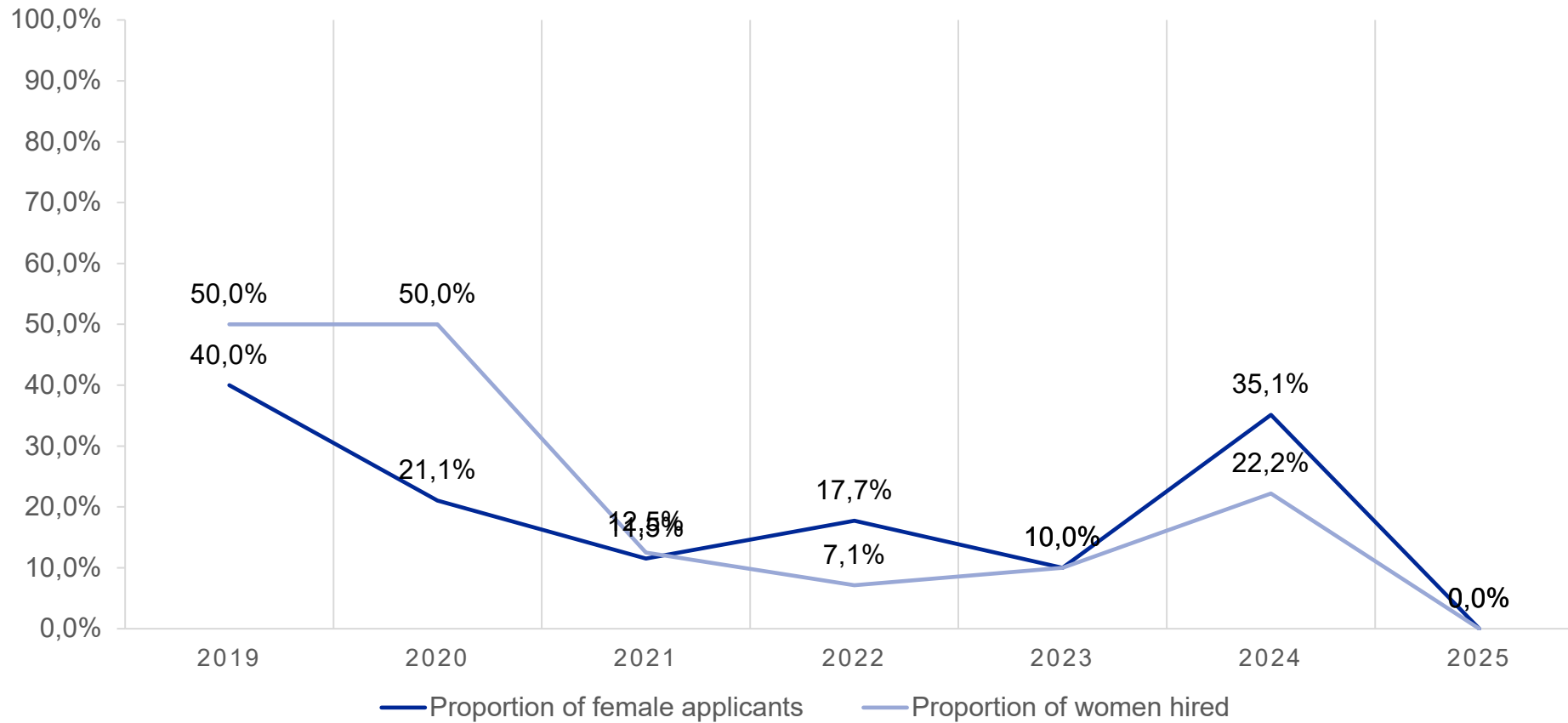
■ Proportion of female applicants

■ Proportion of women hired

# ACADEMIC STAFF FACULTY TE

Faculty	Applications					Hired					Difference	Recruitment rate	
	Total	M	W	D	Proportion of women	Total	M	W	Proportion of women	M		W	
2017	48	20	28	0	58.3%	6	4	2	33.3%	-25.0%	20.0%	7.1%	
2018	21	19	2	0	9.5%	2	2	0	0.0%	-9.5%	10.5%	0.0%	
2019	20	13	7	0	35.0%	9	7	2	22.2%	-12.8%	53.8%	28.6%	
2020	87	74	13	0	14.9%	24	21	3	12.5%	-2.4%	28.4%	23.1%	
2021	21	12	9	0	42.9%	11	6	5	45.5%	2.6%	50.0%	55.6%	
2022	110	90	20	0	18.2%	13	12	1	7.7%	-10.5%	13.3%	5.0%	
2023	23	20	3	0	13.0%	5	5	0	0.0%	-13.0%	25.0%	0.0%	
2024	193	160	32	1	16.6%	12	12	0	0.0%	-16.6%	7.5%	0.0%	
2025	96	78	18	0	18.8%	13	10	3	23.1%	4.3%	12.8%	16.7%	
Total	619	486	132	1	21.3%	95	79	16	16.8%	-4.5%	16.3%	12.1%	

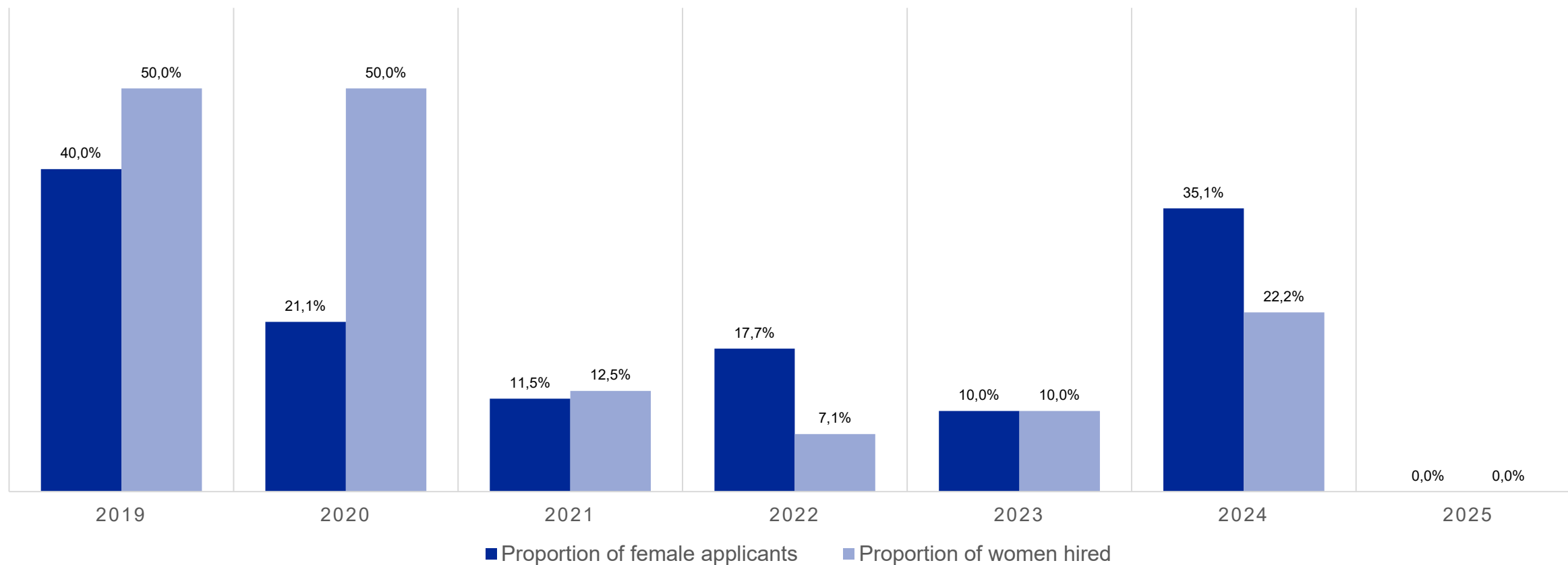
# ACADEMIC STAFF FACULTY TW



**Description**

- The proportion of women among new recruits was recently lower than the proportion of female applicants
- Overall, few applications from women

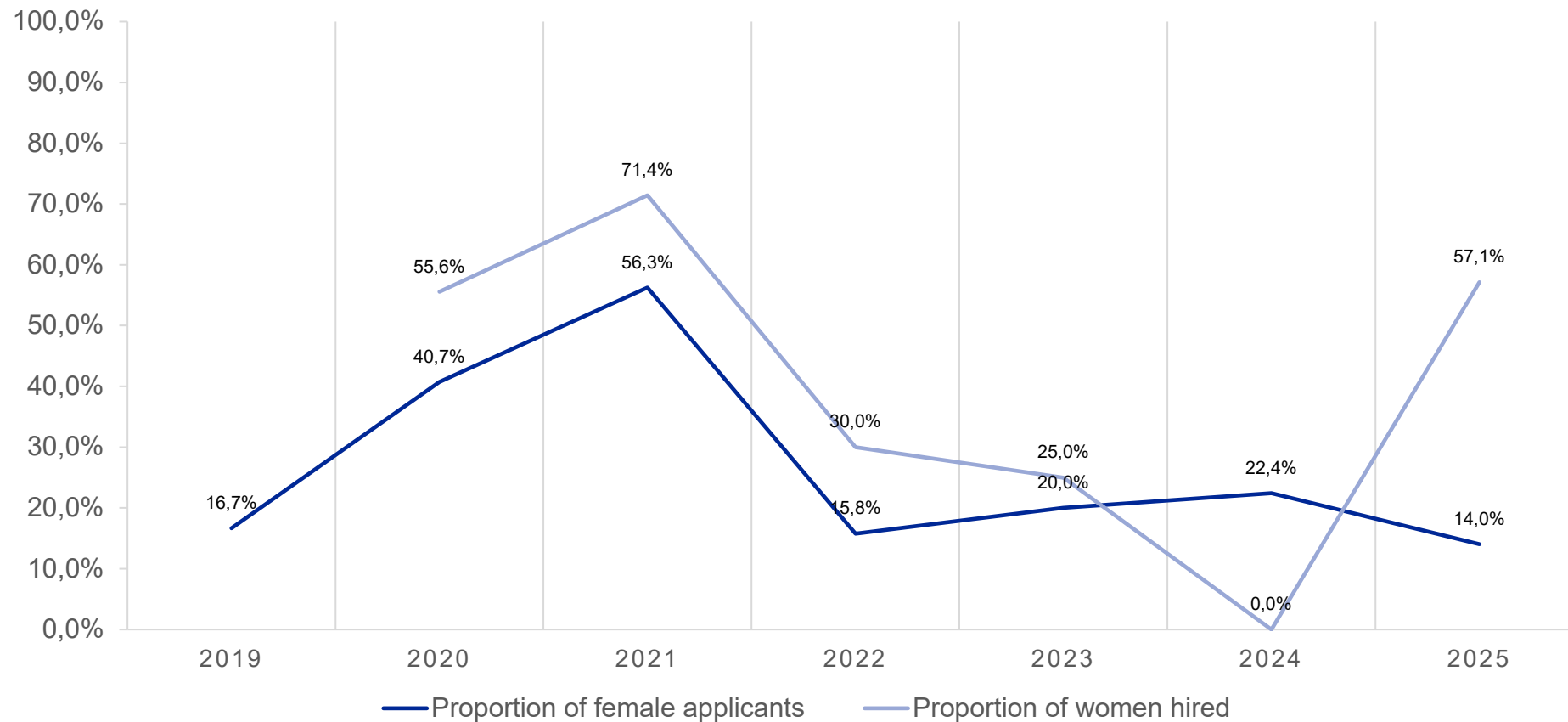
# ACADEMIC STAFF FACULTY TW



# ACADEMIC STAFF FACULTY TW

Faculty	Applications					Hired					Difference	Recruitment rate	
	Total	M	W	D	Proportion of women	Total	M	W	Proportion of women	M		W	
2017													
2018													
2019	5	3	2	0	40.0%	2	1	1	50.0%	10.0%	33.3%	50.0%	
2020	19	15	4	0	21.1%	2	1	1	50.0%	28.9%	6.7%	25.0%	
2021	26	23	3	0	11.5%	8	7	1	12.5%	1.0%	30.4%	33.3%	
2022	141	116	25	0	17.7%	14	13	1	7.1%	-10.6%	11.2%	4.0%	
2023	20	18	2	0	10.0%	10	9	1	10.0%	0.0%	50.0%	50.0%	
2024	37	24	13	0	35.1%	9	7	2	22.2%	-12.9%	29.2%	15.4%	
2025	2	2	0	0	0.0%	2	2	0	0.0%	0.0%	100.0%	n.a.	
Total	250	201	49	0	19.6%	47	40	7	14.9%	-4.7%	19.9%	14.3%	

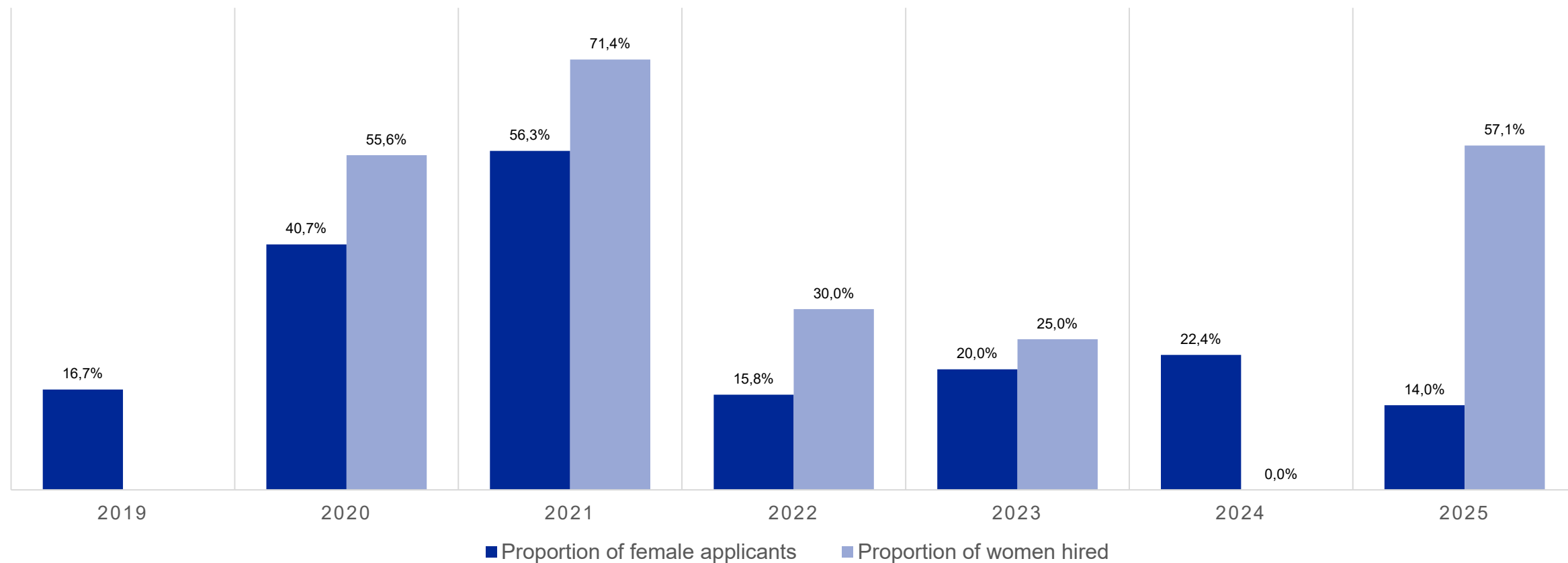
# ACADEMIC STAFF FACULTY WI



### Description

- The proportion of women among new recruits is usually higher than among applicants
- Recently, there have been few applications from women

# ACADEMIC STAFF FACULTY WI



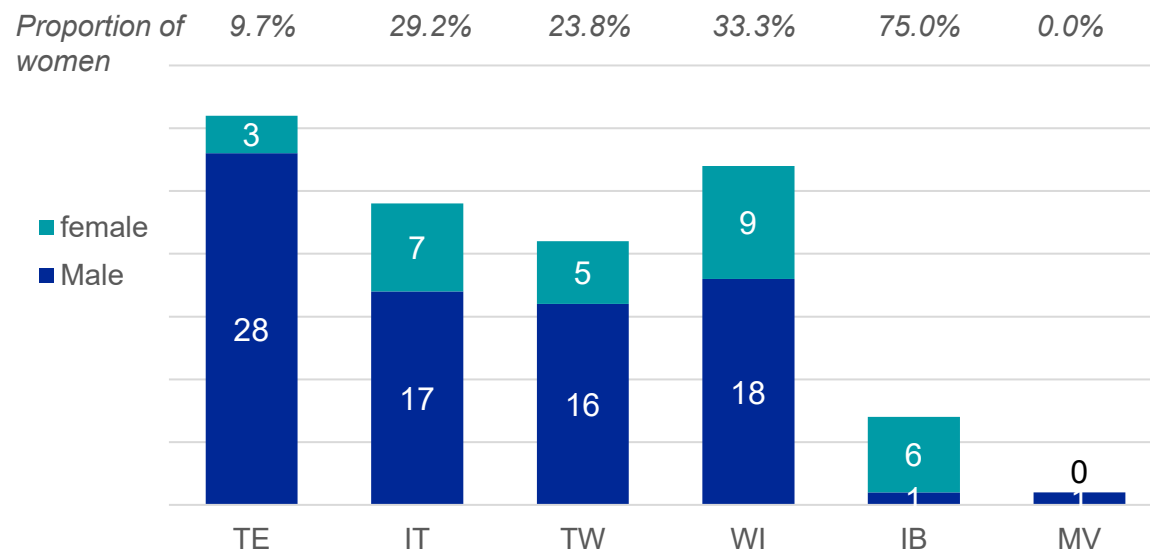
# ACADEMIC STAFF FACULTY WI

Faculty	Applications					Hired					Difference	Recruitment rate	
	Total	M	W	D	Proportion of women	Total	M	W	Proportion of women	M		W	
2017													
2018													
2019	6	5	1	0	16.7%	0	0	0	n.a.	n.a.	0.0%	0.0%	
2020	27	16	11	0	40.7%	9	4	5	55.6%	14.8%	25.0%	45.5%	
2021	32	14	18	0	56.3%	7	2	5	71.4%	15.2%	14.3%	27.8%	
2022	57	48	9	0	15.8%	10	7	3	30.0%	14.2%	14.6%	33.3%	
2023	5	4	1	0	20.0%	4	3	1	25.0%	5.0%	75.0%	100.0%	
2024	58	45	13	0	22.4%	9	9	0	0.0%	-22.4%	20.0%	0.0%	
2025	57	49	8	0	14.0%	7	3	4	57.1%	43.1%	6.1%	50.0%	
Total	242	181	61	0	25.2%	46	28	18	39.1%	13.9%	15.5%	29.5%	

# › DOCTORATES

# DOCTORATES PROPORTION OF WOMEN BY 2025

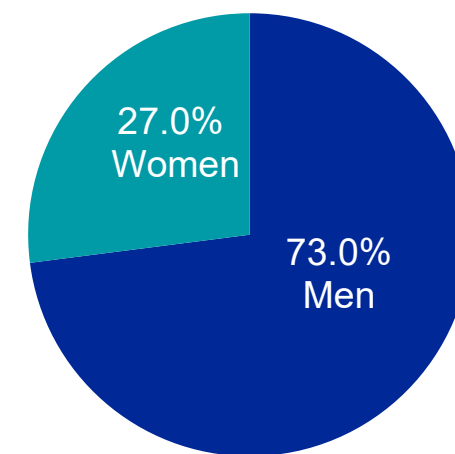
Doctorates in 2025 by faculty



### Description

- Proportion of women among PhD graduates is falling
- Proportion of women varies greatly across faculties

PhD graduations 2025



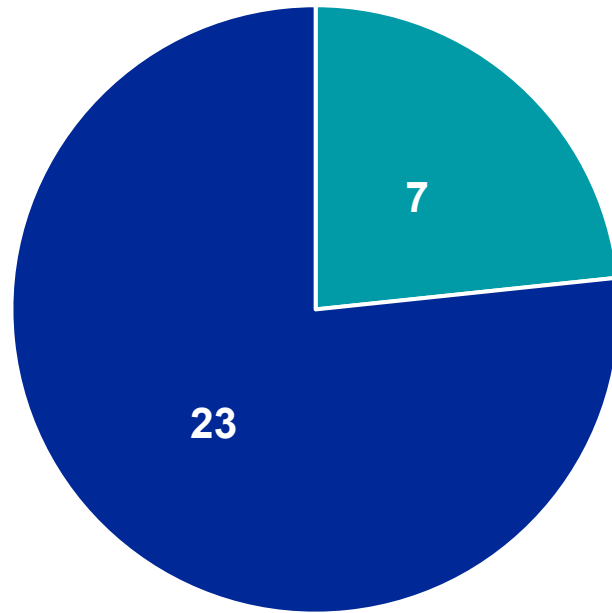
Comparative figures from previous years

Year	Proportion of women
2024	29.8%
2023	32.5%
2022	30.4%

# DOCTORATES

## RESEARCH PROFESSORSHIPS AND DOCTORAL ASSOCIATION

Research professorships

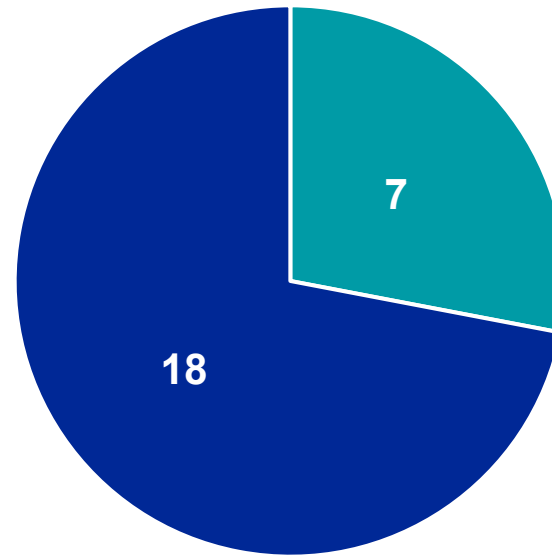


n = 30

■ Women ■ Men

2024: m = 23; f = 8

Members of the Doctoral Association



n = 25

■ Women ■ Men

2024: m = 15; w = 7

**Description**

- Proportion of women in research professorships and doctoral programmes higher than proportion of women in professorships
- Slight decline compared with the previous year

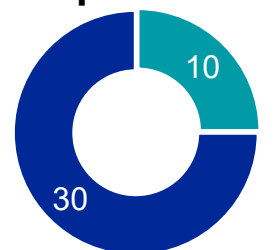
# DOCTORATES SUPERVISION RATIOS

**1 male supervisor** per 2.9 doctoral candidates



Of these, 2.3 are men and 0.6 are women

Supervisors



■ Women ■ Men  
Proportion of female professors: 22,5%

	PhD students			
	Women	Men	Total	
Supervisors	Women	11	11	22
	Men	19	70	89
	<b>Total</b>	<b>30</b>	<b>81</b>	<b>111</b>

**1 female supervisor** for every 2.2 doctoral candidates



Of whom 1.1 are men and 1.1 are women

## Description

- The proportion of female supervisors is slightly higher than that of female professors; there is a lack of female role models
- Women supervise both women and men in equal measure, whilst men predominantly supervise men

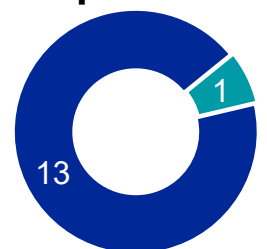
# PHD

## PHD SUPERVISION, FACULTY TE



**Women supervise 9.7% of all doctoral candidates.**

**Supervisors**



■ Women ■ Men  
*Proportion of female professors: 13,5%*

		PhD candidates		
		Women	Men	Total
Supervisors	Women	2	1	3
	Men	1	27	28
	Total	3	28	31

### Description

- Most doctoral theses are supervised by men for men (27 out of 31 cases), whilst women are significantly under-represented both as supervisors and as doctoral candidates.
- The low proportion of female supervisors leads to a shortage of female role models and mentors among early-career researchers.

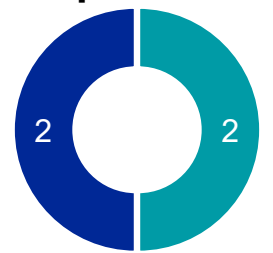
# PHD

## PHD SUPERVISION AT FACULTY IB



**Women supervise 28.6% of all doctoral candidates.**

**Supervisors**



■ Women ■ Men  
*Proportion of female professors: 30,3%*

	PhD students			
	Women	Men	Total	
Supervisors	Women	2	0	2
	Men	4	1	5
	<b>Total</b>	<b>6</b>	<b>1</b>	<b>7</b>

### Description

Significantly more women than men are pursuing doctoral degrees in Faculty IB: out of a total of seven doctoral degrees, six were awarded to women and only one to a man.

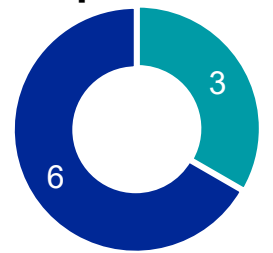
# PHD

## PHD SUPERVISION AT THE FACULTY IT



Women supervise 37.5% of all PhD candidates.

Supervisors



■ Women ■ Men  
Proportion of female professors: 22,7%

		PhD students		
		Women	Men	Total
Supervisors	Women	4	5	9
	Men	3	12	15
	Total	7	17	24

### Description

Women are more likely to supervise women: almost half of the PhD students supervised by women are female (4 out of 9), whilst men predominantly supervise male PhD students (12 out of 15).

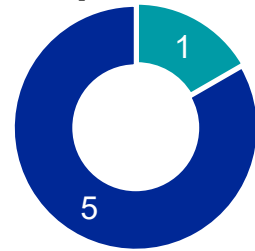
# PHD

## PHD SUPERVISION, FACULTY TW



**Women supervise 4.8% of all doctoral candidates.**

**Supervisors**



■ Women ■ Men  
*Proportion of female professors: 19,0%*

		PhD students		
		Women	Men	Total
Supervisors	Women	1	0	1
	Men	4	16	20
	Total	5	16	21

### Description

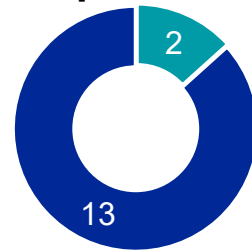
- Most doctoral theses are supervised by men for men (16 out of 21 cases), whilst women are significantly under-represented both as supervisors and as doctoral candidates.
- The low proportion of female supervisors leads to a shortage of female role models and mentors among early-career researchers.

# PHD SUPERVISION AT THE FACULTY WI



Women supervise 22.2% of all PhD candidates.

Supervisors



■ Women ■ Men  
Proportion of female professors: 29,3%

		PhD students		
		Women	Men	Total
Supervisors	Women	2	4	6
	Men	7	14	21
	Total	9	18	27

### Description

- Although women account for only around 13% of supervisors, they supervise 22.2% of all PhD candidates.
- Both female and male supervisors supervise roughly twice as many men as women.

# PHD

## PHD SUPERVISION, FACULTY MV



**Women supervise 100% of all PhD candidates.**

**Supervisors**



■ Women ■ Men  
*Proportion of female professors: 29,4%*

		PhD students		
		Women	Men	Total
Supervisors	Women	0	1	1
	Men	0	0	0
	Total	0	1	1

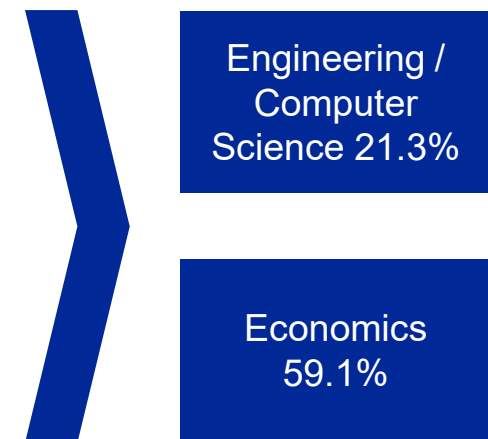
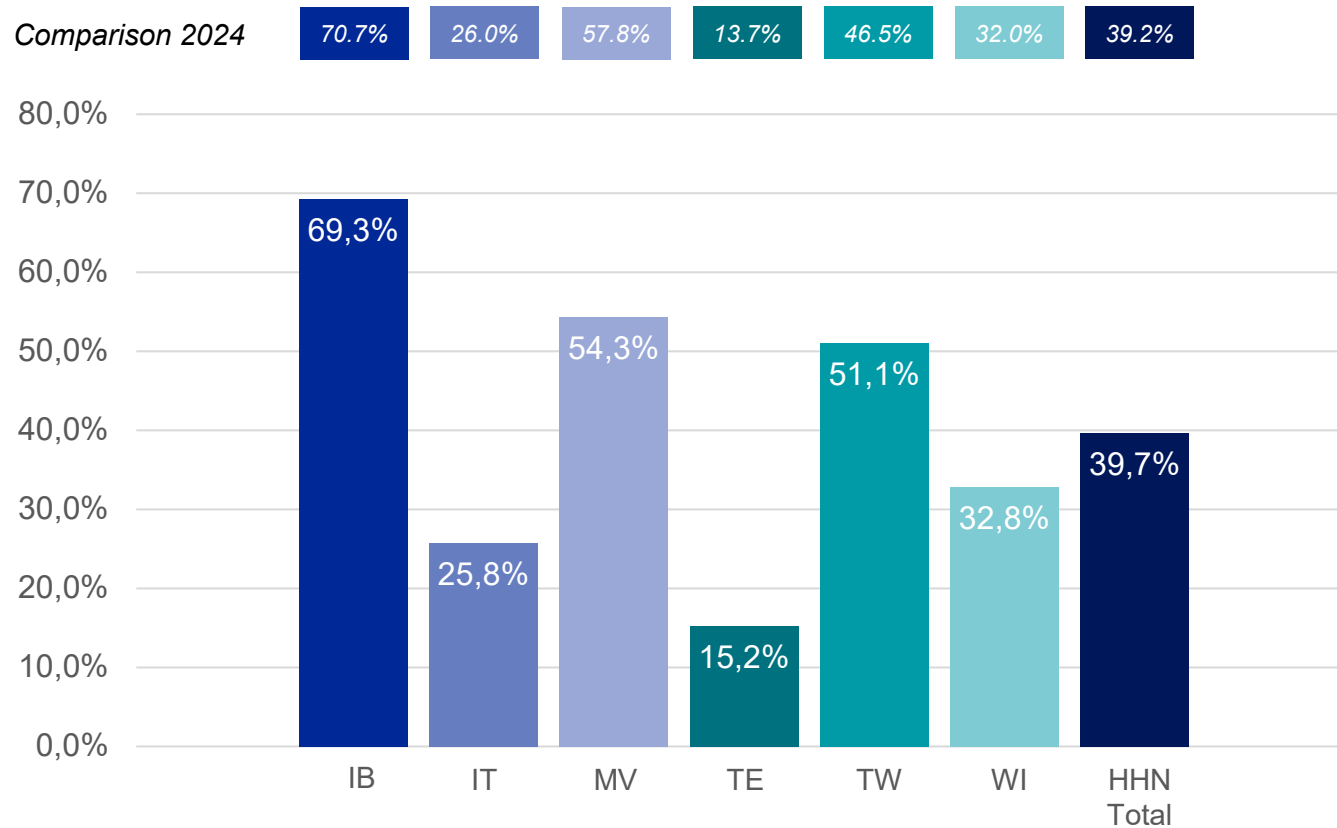
### Description

There is only one supervisor at the faculty, which is why the data is not meaningful.

# › STUDENTS

# STUDENTS

## PROPORTION OF FEMALE STUDENTS IN THE SEMESTER 24/25



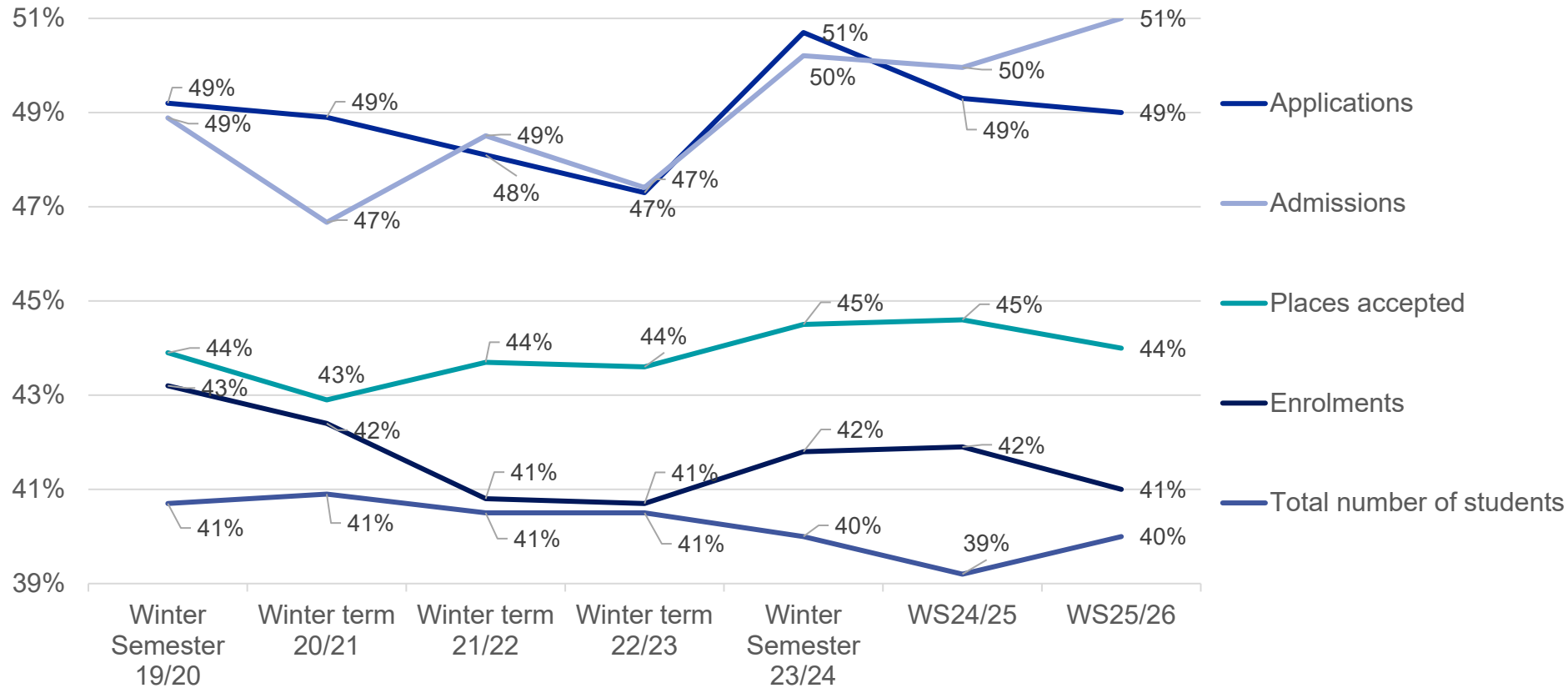
**Description**

- The proportion of female students has improved slightly in TE, TW and WI
- Overall, there are significant differences between economics and engineering/ computer science

# STUDENTS

## PROPORTION OF WOMEN IN RECRUITMENT PROCESS

Proportion of women in the recruitment process



### Description

- Women apply just as frequently as men and receive roughly the same number of offers of admission
- However, the proportion of women accepting places and enrolling is significantly lower

# › SUMMARY

# SUMMARY

## ACHIEVEMENT OF THE SEP 2030 TARGETS

	Baseline situation for SEP 2030	State-wide average HAW	Federal average HAW	2025 Actual current (people)	Target figures SEP 2030
	2024	2021–2023*	2023*	2025	2030
Master's degrees	39.2%	39.0%	47.0%	43.1%	45.0%
Research staff without a PhD	30.3%	33.0%	41.0%	29.5%	38.0%
Research staff with a PhD	40.0%	48.0%	46.0%	40.0%	45.0%
Appointments (all professorships)	20.0%	38% **	-	37.5%	40.0%
Tenured professors	23.7%	19.0%	26.0%	22.7%	26.0%

\*Data source: Federal Statistical Office, State Statistical Office (see detailed information in the cascade tables)

\*\* Data source: Reports from higher education institutions 2022 (key figures)

### Key findings

- Proportion of women among Master's graduates has risen significantly
- Proportion of women among research staff holding a doctorate remains unchanged
- Proportion of women in appointments has almost doubled
- Decline in the number of research staff without a doctorate
- Proportion of women in permanent professorial posts has fallen slightly

—> Action needed regarding the early stages of academic careers and permanent professorships

# SUMMARY OUTLOOK

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## **Support for female PhD students**

- Targeted support and raising the profile of female PhD students and female researchers in the early stages of their careers
- Establishment of corporate scholarships to provide financial support for female PhD students

## **Targeted recruitment and retention of female talent**

- Expanding national and international networks to recruit qualified female professors
- Actively approaching potential female candidates before and during recruitment processes

## **Bias-sensitive recruitment**

- Raising awareness of unconscious bias in selection and recruitment processes
- Strengthening equitable recruitment practices through regular engagement with gender equality issues

# › ENGAGEMENT & VISIBILITY

# ENGAGEMENT & VISIBILITY

## Events

- Cultural networking activities for women at the HHN
- Participation in the Women in Business Days
- Participation in the Bechtle Foundation's Female Upgreat programme
- Participation in Women of Tech in Stuttgart and the lakof Annual Conference

## Federal Conference of Equality Officers (bukof)

- Host of the 2025 bukof Annual Conference at the Heilbronn Education Campus
- Involvement in the planning, organisation and delivery of the nationwide symposium under the motto 'Gender Democracy'
- Strengthening nationwide networking within the higher education sector

### TP+

- Since July 2023, HHN has been a partner in the TP+ collaborative project
- Prof. Mannschreck, Prof. Reinfuss, Prof. Scholl and Prof. König-Birk are matched mentors
- Presentation on the doctoral association



# URSULA IDA LAPP SCHOLARSHIP SETTING AN EXAMPLE FOR FURTHER SCHOLARSHIPS

23.01.2025 11:16

Kooperationen, Studium und Lehre

## LAPP fördert Doktorandin im MINT-Bereich an der Hochschule Heilbronn mit Vollstipendium



Ruth Fleuchaus und Matthias Lapp bei der Unterzeichnung der Stipendiums-Kooperation im LAPP-Hauptsitz in Stuttgart  
| Quelle: LAPP | Download

> Stadt Heilbronn

ST Hochschule Heilbronn

Drucken

## „Gefühl vermittelt, dass man es schafft“: Veronika Landhäußer wird bei Promotion unterstützt

12. August 2025 - 14:12 Uhr | 2 Min



„Virtual Reality in der Alkoholsuchttherapie“: Zu diesem Thema forscht Veronika Landhäußer an der Hochschule Heilbronn. Sie ist die erste, die eine besondere Förderung bekommt.



von Simon Gajer

Das Ursula Ida Lapp Promotionsstipendium  
Für mehr Frauen in MINT

PhD Stipendium - für mehr Chancengleichheit

Vielwert ist der Schlüssel für Innovation und Erfolg. LAPP setzt sich aktiv für berufliche Chancengleichheit ein, um eine gerechtere und inklusivere Arbeitswelt zu schaffen. Gemeinsam mit der Hochschule Heilbronn wurde ein einzigartiges Stipendienprogramm entwickelt, das Frauen in den MINT-Fächern (Mathematik, Informatik, Naturwissenschaften und Technik) auf ihrem Weg in die Wissenschaft unterstützt.

(idw) Nachrichten  
Informationsdienst Wissenschaft  
Pressemitteilungen von über 1.000 Wissenschaftseinrichtungen

Technologie Gesellschaft & Kultur Gesundheit Umwelt & Leben Wirtschaft & Politik Fachunabhängig

23.07.2025 11:04

Kooperationen, Studium und Lehre

## Virtual Reality in der Suchttherapie: LAPP fördert MINT-Pionierin der HHN mit Stipendium



Professor Gerrit Meixner, Research Professor Human-Computer Interaction, Managing Director UnityLab and Program Dean SEM an der Hochschule Heilbronn, mit der Stipendiatin Veronika Landhäußer und Matthias Lapp, CEO der LAPP Gruppe | Quelle: LAPP | Download

# PROMOTING FEMALE TALENT AND SECURING THE FUTURE WITH A COMPANY SCHOLARSHIP

**Strategic partnership to attract more female talent.**

**Together** with companies, we aim to:

- **support women** at various stages of their academic careers.
- **Close funding gaps.**
- **Strengthen innovative capacity.**

**Objective:** To establish a corporate scholarship to support female PhD students at HHN.

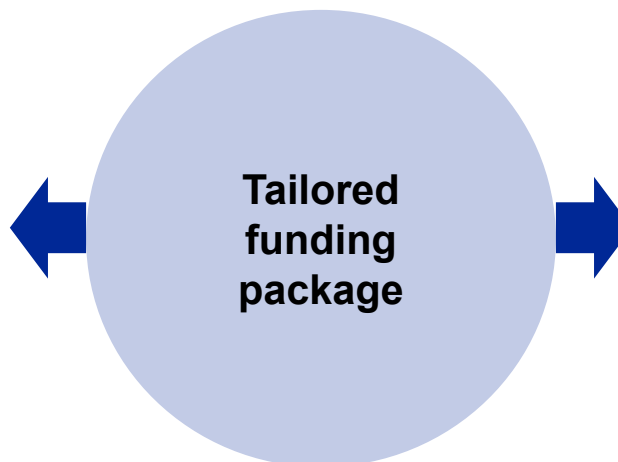
# FUNDING OPPORTUNITIES

## FLEXIBLE FUNDING MODELS



### Equipment

- Laboratory equipment, computers, specialist tools
- Reference books, subscription-based databases, journals
- Services
- Software and licences
- Mobility and travel costs
- Conference fees
- Publication costs
- Training programmes



### Scholarships



- Living expenses
- Health insurance allowance
- Contribution towards other insurance
- Family allowance
- Mobility and travel expenses
- Lump-sum allowances for equipment or research
- Training programmes
- Other additional benefits



# FUNDING OPPORTUNITIES

## OPTION 1: IN-KIND FUNDING

### Typical scope

- Flexible funding amount (min. €1,000)
- Flexible duration

### Implementation and governance

- Administered by the university
- Clear earmarking & transparent use of funds
- Regular impact report

### Your added value as a funding partner

- Low red tape, high impact
- Visibility as an innovation partner
- Curated access to top female talent

### Eligibility

- PhD projects supervised by an HHN professor
- No other/sufficient sources of funding
- The funding applied for contributes to the success of the PhD
- Max. 1 individual application per doctoral candidate per year



# FUNDING OPPORTUNITIES

## OPTION 2: PHD SCHOLARSHIP

### Typical scope

- Funding amount approx. €20,000–25,000 per year
- Duration: usually 3 years

### Implementation and governance

- Joint selection process possible
- Administration and disbursement by the university
- Regular impact report

### Your added value as a funding partner

- Fellow as an ambassador
- Direct access to high-potential candidates

### Funding

- either by a single company or by a consortium of several companies

### Option to restrict:

- **Subject area** (STEM, economics, etc.) or
- **Specific challenges** (First-generation students, single parents, etc.)

# THANK YOU VERY MUCH!

If you have any questions, please contact:



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[gleichstellung@hs-heilbronn.de](mailto:gleichstellung@hs-heilbronn.de)



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[Melanie.mueller-mugele@hs-heilbronn.de](mailto:Melanie.mueller-mugele@hs-heilbronn.de)

Information on responsibilities and measures relating to gender equality work:

<https://www.hs-heilbronn.de/de/gleich-equality-and-diversity>

Information on family equity:

<https://www.hs-heilbronn.de/de/familie>