



Zertifikat seit 2002  
audit familiengerechte  
hochschule

# Short Portrait 2020

## Christian-Albrechts-Universität zu Kiel

Olshausenstr. 40, 24098 Kiel

The certificate for audit family-friendly university was confirmed on 15.03.2020.

Kiel University (Christian-Albrechts-Universität, CAU), founded in 1665, is the only comprehensive University and the scientific center of Schleswig-Holstein. About 27,000 young are enrolled in different degree programs and 2,400 scientists teach and research at Kiel University, that has a total of 3,800 employees. From agriculture to dental medicine, Kiel University educates in over 200 study programs within eight faculties.

Kiel University is a university of interacting academic cultures that enables a wide range of excellent science and interdisciplinary collaboration. During its long history, Kiel University has merged with the City of Kiel. The campus university unites several museums, collections and gardens within its premises. It has an attractive location close to Kiel Fjord with lots of sports and leisure activities. During re-auditing 3800 people were employed.

### Objective of the audit

Kiel University understands family friendliness as an important topic in university politics and as its social responsibility. Therefore, it supports students and staff reconciling family care tasks and studies or work. This long-term engagement has strengthened Kiel University's stand as an attractive employer and innovative location for studies and science. The support is given to all members of Kiel University regardless of gender and living situation. Measures to promote the compatibility of family and career/studies have been developed continuously since 2002. By now the topic is well implemented in Kiel University's structures and daily routines and is considered a standard. The aim is a collectively supported and lived family-friendly university culture.

### Realized measures (Selection)

- Implementation of the Family Service as central contact and consulting office for all members and status groups of Kiel University
- Functional responsibility for the topic with the Vice president for Diversity a member of the University board
- Commissioners for family affairs appointed in faculties and the graduate center
- Working time schemes to support the compatibility of family and work.
- Disadvantage compensation for students with family tasks
- Close collaboration between the Family Service, Studentenwerk SH and AStA to support students with family tasks
- Specific information for different status groups on website
- Brochure „Hochschule und Familie“
- Childcare opportunities, including the holiday program for schoolchildren
- Family-friendly infrastructures on campus, e.g. baby changing tables

### Future measures (Selection)

- Family-friendly hours for committee meetings and basic lectures
- Optimising the handling of mobile work
- Increasing the possibilities for financial support of employees with families
- Ongoing implementation of family friendliness in relevant processes, documents and areas
- Securing implemented family friendly measures
- Evaluation of single measures

15 March 2020