

# Every Academic Counts!

## Online Survey on Academic Careers and Diversity at Goethe University Frankfurt

<b>Project Duration:</b>	01.11.2022 to 28.02.2025
<b>Project Responsibility:</b>	Equal Opportunities Office Goethe-University Dr. Anja Wolde (Project Management) Dr. Daniela Heitzmann (Project Lead)
<b>Project Funding:</b>	Presidential Board of Goethe University

### Description of the Project

The aim of this project is to collect data on diversity and careers of the academic staff at all career levels at Goethe University. A quantitative survey research approach is used to investigate if and to what extent academics in different life situations and along various dimensions of diversity experience discrimination. Based on the findings, existing services at Goethe University will be developed further, and career-oriented policy measures will be introduced.

#### [Comprehension of Diversity and Diversity Policies at Goethe University](#)

While there is extensive data and research-based insight on gender inequalities in higher education and science, which can be used as a foundation for strategies and measures in equal opportunities policy, there is still a lack of proven research instruments for the collection of data on diversity and discrimination. As a result, the data situation – at Goethe University and within the higher education sector in general – currently is insufficient.

Therefore, the survey contributes to a needs-oriented direction of diversity policies at Goethe University. At the same time, it reacts to the increasing relevance of the issue in science policy and in public research funding exemplified in the direction taken by the German Research Foundation (i.e., also as part of the Excellence Strategy) and the European Union.

The aims of the project are

- to develop a research and evidence-based foundation for diversity policies in science and research at Goethe University,
- to become familiar with the wide range of careers among academic staff at Goethe University and to make representations of diversity visible and
- to shed light on experiences of both individual and structural disadvantages and their effects on academics.

## Project Timeline

<p><b>November 2022 to September 2023</b></p>	<ul style="list-style-type: none"> <li>▪ Development of an online questionnaire in two languages (German/ English)</li> <li>▪ Exchange with different divisions at Goethe University</li> <li>▪ Exchange with experts in the fields of diversity work and diversity research within the nationwide context as part of an expert workshop at Goethe University</li> <li>▪ Development of a communication strategy to ensure a high participation rate</li> </ul>
<p><b>October 25th to December 6th 2023</b></p>	<ul style="list-style-type: none"> <li>▪ Data collection period at Goethe University</li> <li>▪ Wide dissemination at Goethe-University</li> </ul>
<p><b>December 2023 to June 2024</b></p>	<ul style="list-style-type: none"> <li>▪ Analysis of the collected data</li> <li>▪ Preparation of a data report at Goethe University</li> <li>▪ Organization of a conference on diversity surveys in higher education held at Goethe University</li> </ul>
<p><b>July 2024 to February 2025</b></p>	<ul style="list-style-type: none"> <li>▪ Preparation of a pamphlet on academic careers and diversity at Goethe University</li> <li>▪ University internal and external public relations work</li> <li>▪ Development of a toolbox for surveys on careers and diversity in science and research at Goethe University</li> </ul>

## Contact information

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