

**Report on the Status of  
Equal Opportunity Employment and Affirmative Action (EOE/AA)  
June 2019**

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# 1 Introduction

The General Assembly of the Bildungsverein für die Freunde der Webster University (St. Louis, USA) approved the Revised Version of the Constitution of Webster Vienna Private University (WVPU) on July 27, 2016. Diversity and Affirmative Action are a fundamental part of it:

*WVPU recognizes that diversity and inclusion cultivate academic excellence. Diversity embraces all human differences while building on the commonalities. It serves to eliminate discrimination and exclusion based on gender, ethnicity, religion or conviction, age, sexual orientation, disability, or health issues. Inclusion affords faculty, staff, students and community partners the opportunity to participate, regardless of differences. Diversity and inclusion is an involvement in expressive dialogue and offerings of distinct talent, thought and inquiry from individuals from various backgrounds. The institution understands that the success of each individual strengthens the community (Constitution, Section 3.1 Diversity and Inclusion).*

WVPU is reporting annually, in line with the Fiscal Year (from 1<sup>st</sup> of June to 31<sup>st</sup> of May) on the status of EOE/AA providing information about e.g., the distribution of gender, nationalities, part-time or full-time employment and initiatives in diversity and inclusion.

The data provided in this report is reflecting either a specific date (end of Fiscal Year as per May 31) or a period (the Fiscal Year from June 1 to May 31 or the Academic Year from May 28, 2018 to May 17, 2019).

Each graph will have a reference concerning the period of the data.

## 2 Equal Opportunity Employer

WVPU is committed to an active and sustained practice of EOE/AA, as it has been demonstrating within the global network of Webster University for decades [Constitution, Section 3.2 Equal Opportunity Employment and Affirmative Action (EOE/AA)].

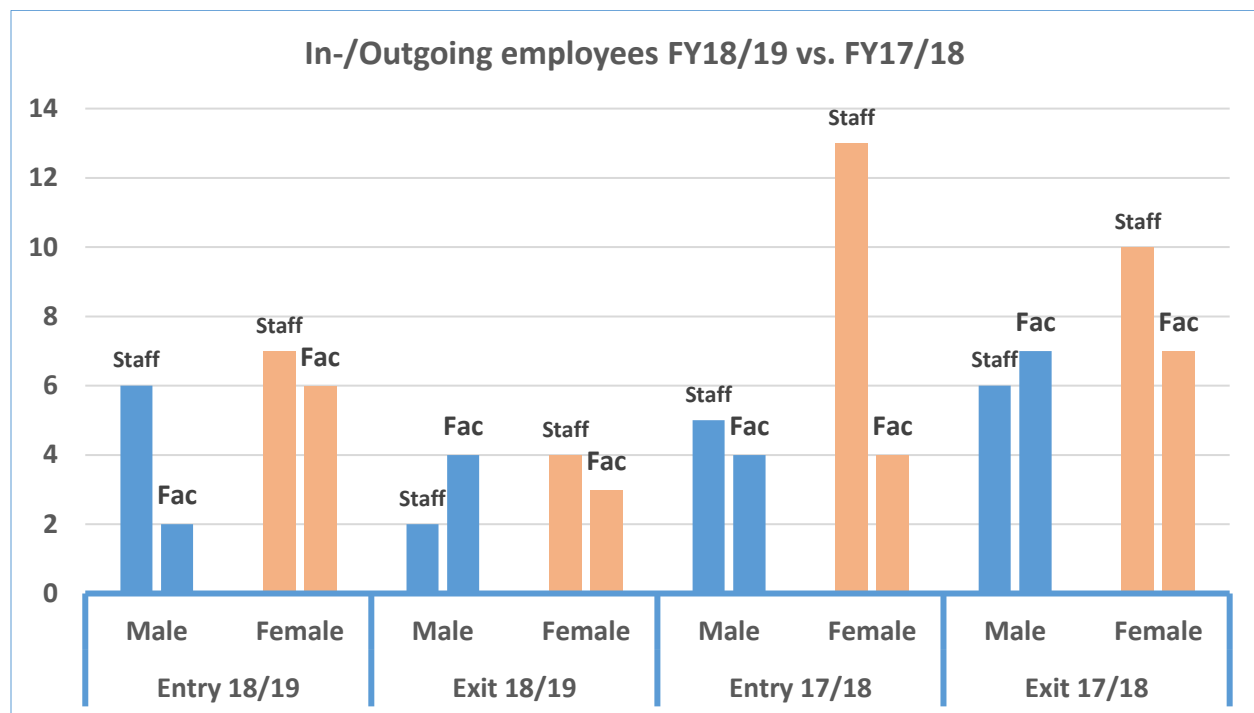
### 2.1 Hiring and Promotion

WVPU hired 21 employees in the Fiscal Year from June 1, 2018 to May 31, 2019, whereas 13 left during this period (3 of them as per May 31, 2019 which are still included in the HC as per end of Fiscal Year).

13 employees were hired for Administrative Staff (hereinafter: "Staff") positions - (7 female, 6 male), and 8 for Faculty including Scientific Staff (hereinafter "Faculty" or "Fac") - (6 female, 2 male).

6 outgoing employees (4 female, 2 male) were in Staff, 7 in Faculty positions (3 female, 4 male.)

The total headcount as per May 31, 2019 is 65 (FTE 57.4); plus 4 employees on maternity leave, 3 on garden leave and 2 on educational leave. A year ago, the total headcount was 67 (FTE 56.1) plus 4 employees on maternity leave.



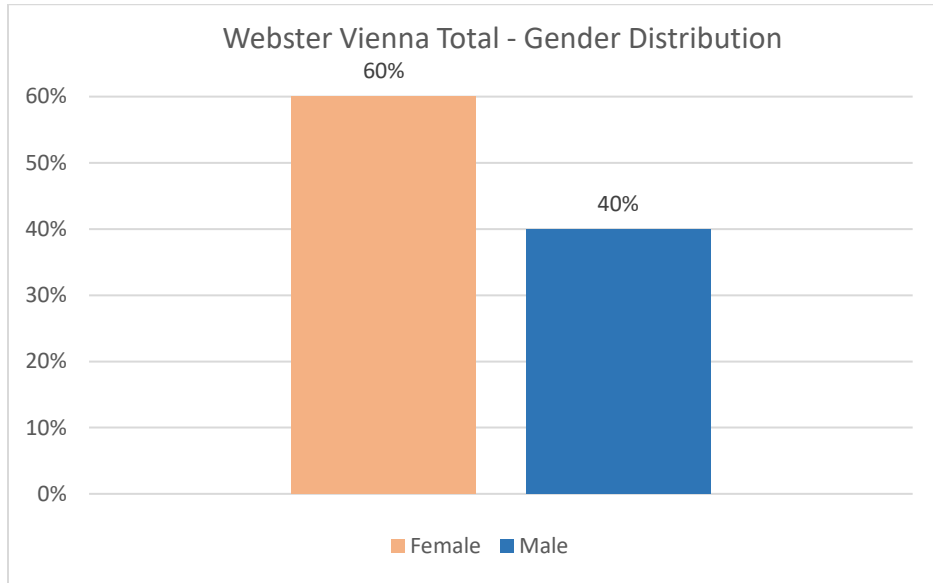
WVPU is committed to promoting from within the organization and to provide employees the opportunity to advance their careers.

In Fiscal Year 2018/19 there have been 4 promotions, 1 in Faculty (from Assistant to Associate Professor) and 3 in Staff positions.

### 2.1.1 Gender Distribution

Following this principle WVPU has maintained a solid distribution of female and male employees showing a slight rise of female employees.

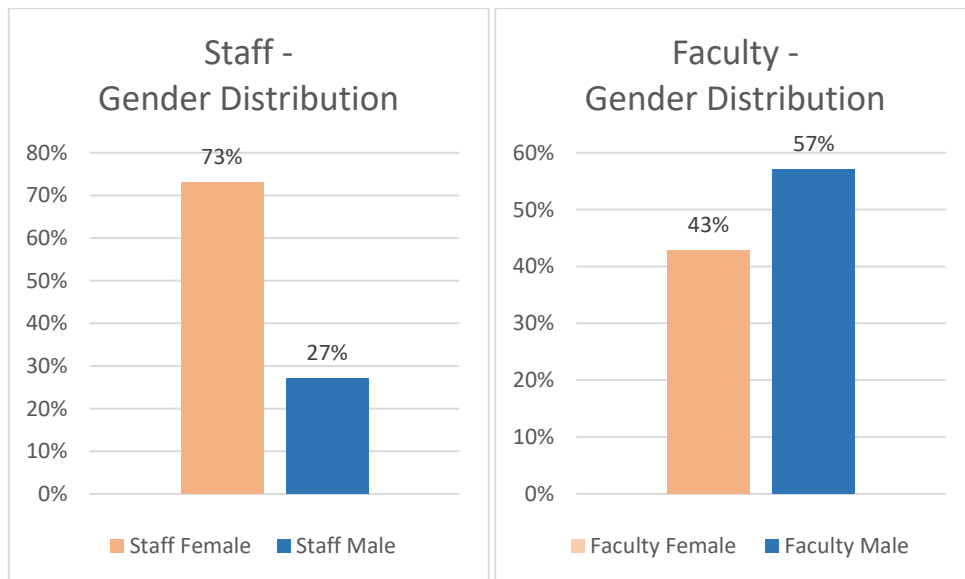
Currently, WVPU staff comprises of 60% female employees (39 HC) and 40% male (26 HC); previous year: 52% and 48%).



\*) data refers to the end of the Fiscal Year, 31<sup>st</sup> of May 2019

Compared to last year, the share of female Faculty increased by 14% and female Staff by 1%.

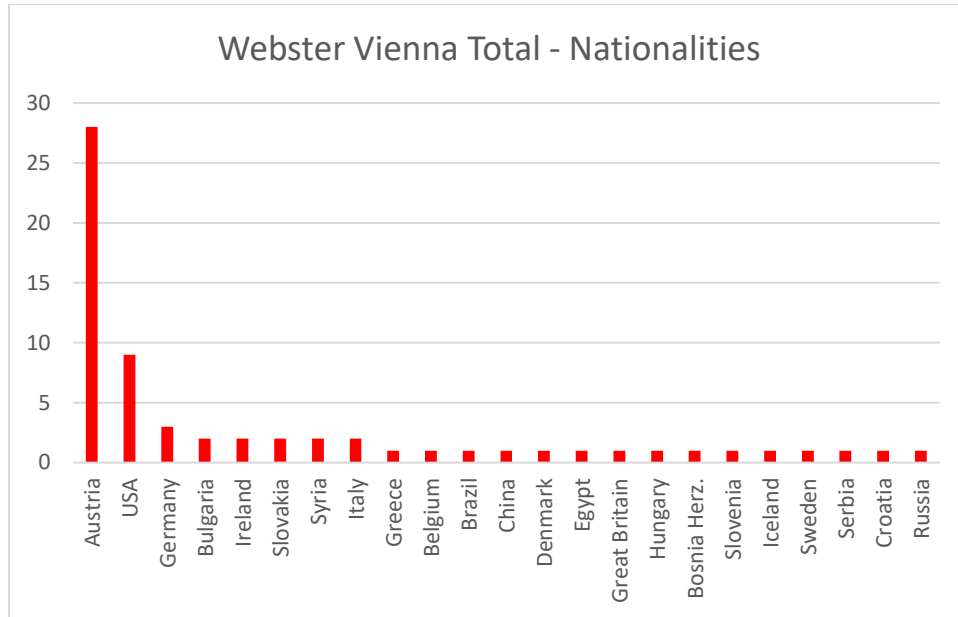
In Staff positions, WVPU employs a higher ratio of women compared to Faculty positions:



\*) data refers to the end of the Fiscal Year, 31<sup>st</sup> of May 2019

### 2.1.2 Nationalities

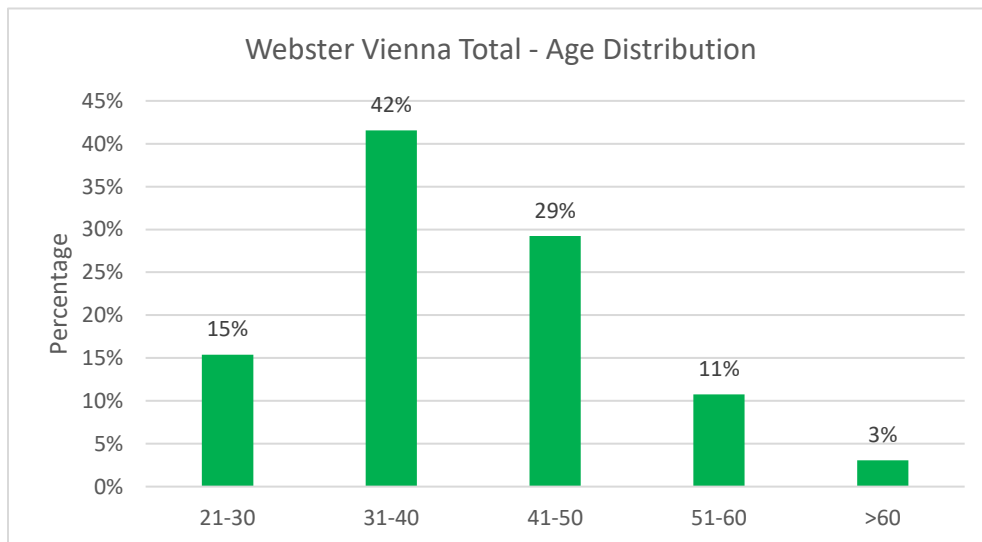
WVPU fosters a diverse multicultural employee distribution, representing 23 nationalities (last year: 22) amongst Staff and Faculty.



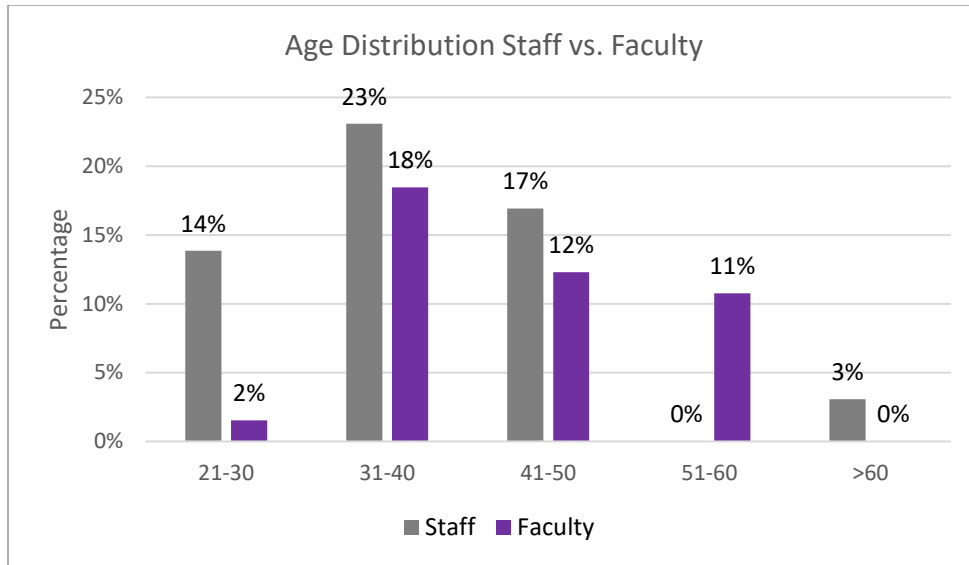
\*) data refers to the end of the Fiscal Year, 31<sup>st</sup> of May 2019

### 2.1.3 Age Distribution

WVPU represents a broad spectrum of age groups in the employee population.



\*) data refers to the end of the Fiscal Year, 31<sup>st</sup> of May 2019

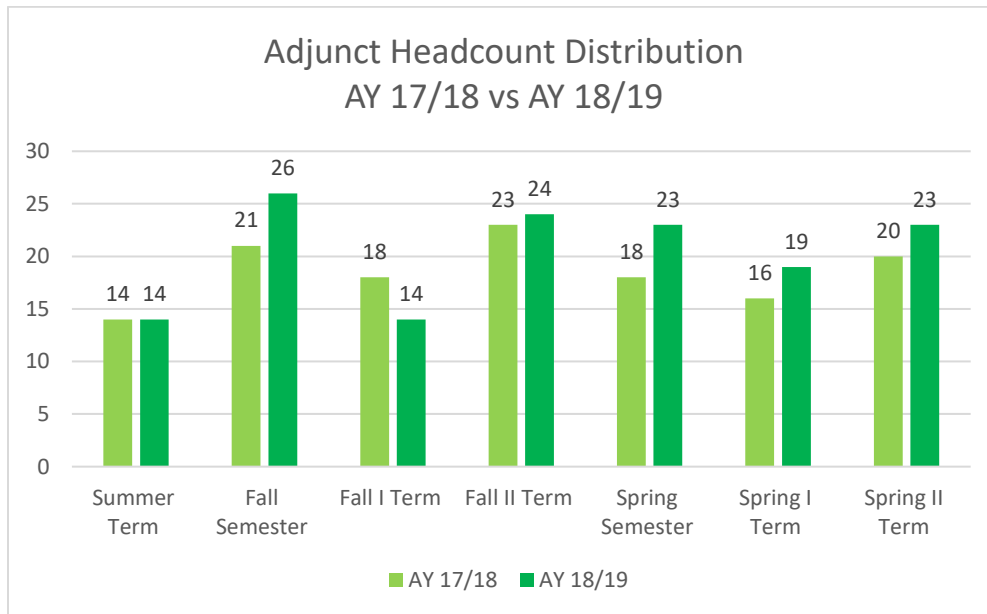


\*) data refers to the end of the Fiscal Year, 31<sup>st</sup> of May 2019

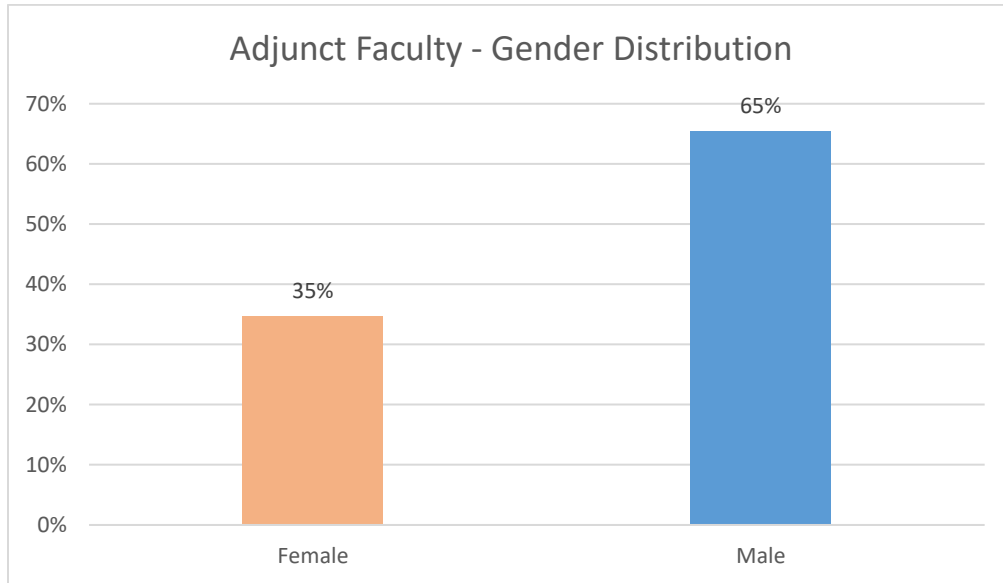
#### 2.1.4 Adjunct Faculty

WVPU’s adjunct faculty are contracted based on a course instruction agreement and are assigned to teach individual classes in their specific fields of expertise. WVPU is proud of its diverse adjunct population that offers high quality learning experience for the students.

The headcount of Adjuncts in Academic Year 2018/19 was as follows (as compared to last year):

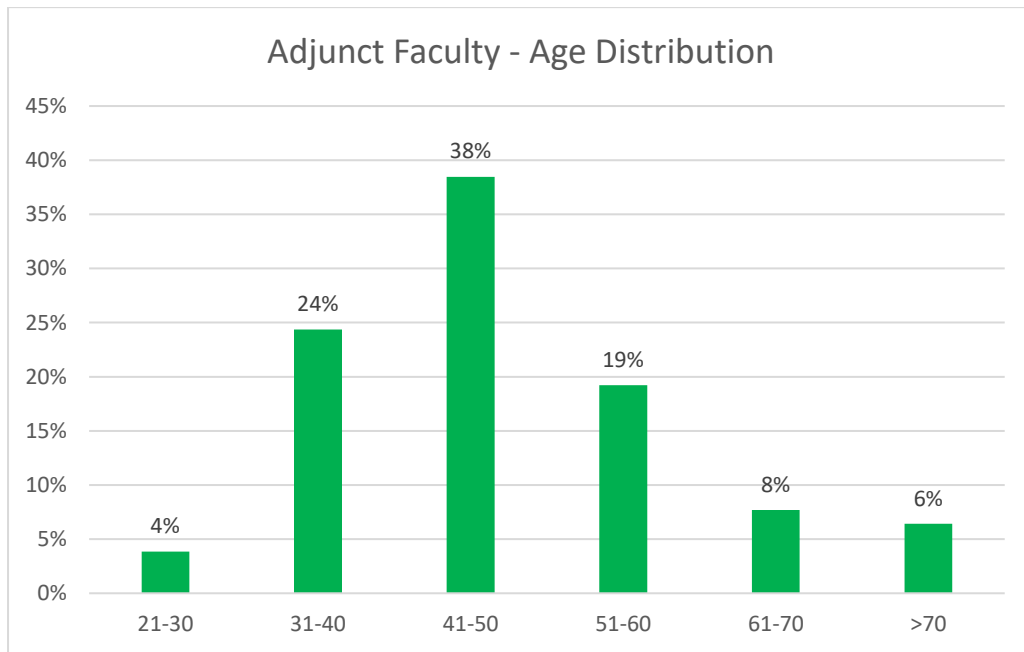


An overview on gender, age and nationality is provided in the following graphs:



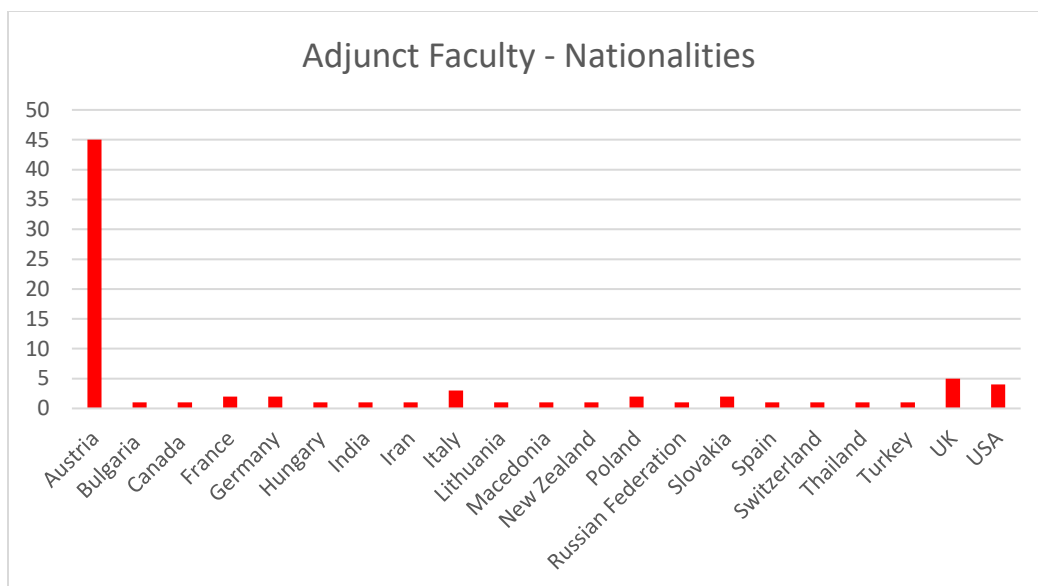
\*) data refers to Academic Year 2018/19

Compared to last year, the share of female adjunct faculty decreased by 2 % and vice versa for male.



\*) data refers to Academic Year 2018/19

The 78 adjunct faculty originate from 21 countries (previous year: 84 from 25 countries).



\*) data refers to Academic Year 2018/19

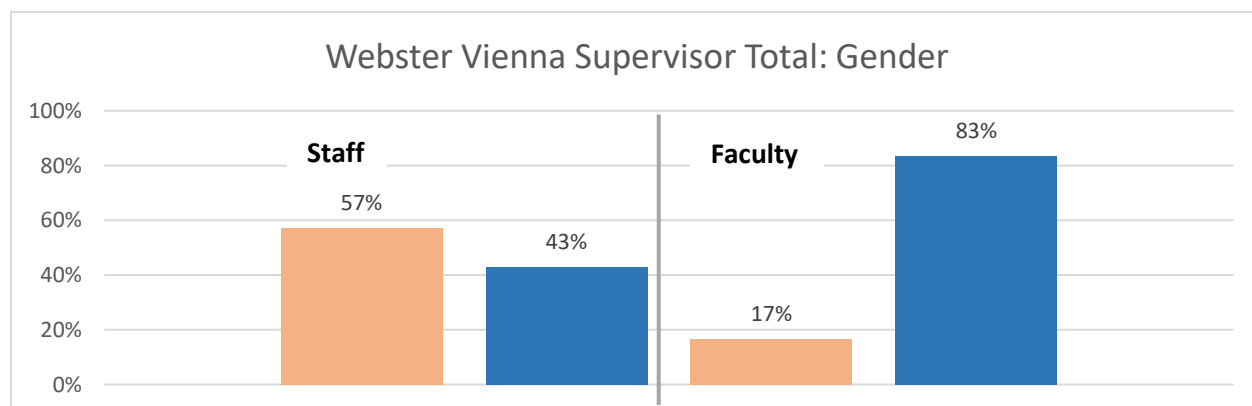
## 2.2 Fair and Even Representation of Females and Males in all Units and Functions

Assurance of fair and even representation of females and males in all units and functions is a continuous goal at WVPU.

### 2.2.1 Leadership Team

Under its governance structure, the university is managed at the executive level by the Executive Board (EB). With organisational changes implemented during this Fiscal Year, the EB now consists of 3 persons, the Director, the Associate Director and the Head of Finance and Administration. The EB reports to the three-person Supervisory Board and University Council, which reports to the General Assembly of the Association.

WVPU's wider leadership team (Executive Board and heads of departments and units) consists of 13 employees, with the following split: 5 female and 8 male supervisors.



\*) data refers to the end of the Fiscal Year, 31<sup>st</sup> of May 2019



Staff Supervisor	Female	Position	Male	Position
Full-time	3	<ul style="list-style-type: none"> <li>• Head of Human Resources</li> <li>• Head of Admissions</li> <li>• Head of Marketing and Student Recruitment</li> </ul>	3	<ul style="list-style-type: none"> <li>• Director (EB)</li> <li>• Associate Director (EB)</li> <li>• Head of Finance and Administration (EB)</li> </ul>
Part-time	1	<ul style="list-style-type: none"> <li>• Head of Facility Management</li> </ul>	0	
Faculty Supervisor	Female	Position	Male	Position
Full-time	1	<ul style="list-style-type: none"> <li>• Head of Language Center</li> </ul>	5	<ul style="list-style-type: none"> <li>• Dep. Head Business &amp; Management</li> <li>• Dep. Head International Relations</li> <li>• Dep. Head Media Communications</li> <li>• Dep. Head Psychology</li> <li>• Head of Center for Liberal Arts</li> </ul>
Part-time	0		0	

\*) data refers to the end of the Fiscal Year, 31<sup>st</sup> of May 2019

### 2.3 Considering EOE/AA in all Strategic and Organizational Developments

Webster Vienna encourages women to apply for leadership functions and provides opportunities for part-time leadership positions as well, even beyond the legally binding obligations.

### 2.4 Preventative Measures Against Sexual Harassment

A yearly online training is mandatory including a test module for all new entries in cooperation with Webster University in St. Louis. A Deputy Title IX Coordinator has been appointed for students as well as employee complaints to ensure help and support within the Webster community, following the international reporting standards and procedures.

### 2.5 Promotion and Integration of Gender Topics in Research and Teaching

WVPU encourages faculty of all departments to integrate the topic diversity and gender in research and teaching.

University faculty make the integration of gender theory, case studies, and analyses a regular practice in their classroom and this is frequently the subject of student research topics.

WVPU's Center for Liberal Arts, which coordinates the university's general education program for all undergraduate students called the Global Citizenship Program, takes responsibility for accentuating the theme of gender and diversity in its offerings. For example, the university offers special courses focused on gender studies including *Introduction to Women and Gender Studies* and an advanced sociology course on *Sex and Gender*.

These courses, together with the integration of gendered themes and approaches in other core courses across all disciplines ensure that students learn how gender studies and feminist theories have evolved and how they affect other viewpoints within academia and everyday culture.

Finally, while there were no explicitly gender focused research projects submitted for financing in the 2018/19 academic year, faculty frequently discussed gender issues and related research questions in faculty meetings and retreats, and university management regularly tries to integrate such topics in ongoing discussions about individual and departmental research agendas.

## 2.6 Cooperation with Institutions of Concurrent Commitment

Each year, WVPU organizes and hosts events with prominent national and international speakers and has several times highlighted diversity as a key topic.

WVPU has been intensifying contacts to institutions within Austria to establish the knowledge transfer and continuously improve and set up initiatives for its workforce.

WVPU co-hosted major conferences in Strategy Execution, Spatial Econometrics, and Asia-EU Relations with major organizations in the respective fields.

WVPU students organized their annual Webster Model United Nations (WebMUN) conference, which focused on the theme “The Complexity of Globalization and Issues with Human Rights.”

WVPU also hosted WebTALKS, a biennial consortium which brings renowned professionals in their fields to discuss their work and experiences to the Webster community. WVPU was delighted to host Mr. Christoph Strasser, five-time winner of the Race Across America, where he discussed the roadblocks he faced throughout training to achieve his life goals.

Concurrently, the International Relations Department hosted experts in Comparative Regionalism and Irregular Conflicts from partner universities in cooperation with Erasmus. Students from all programs were invited to the four day workshops to discuss, among other things, the role that gender plays in these key areas. In cooperation with the Delegation of the European Union to the International Organizations in Vienna, WVPU hosted a presentation on the delegation and their traineeship opportunities available at the UN and OSCE Sections.

Further, the Humanitarian Congress of Vienna welcomed WVPU students to their 5<sup>th</sup> annual conference, at which one student participated on a panel discussion on the Future of Humanitarian Aid and multiple other students volunteered.

In April 2019, the WVPU HR unit joined the third meeting of the networking group “Diversität an österreichischen Hochschulen”, with the topic “inter\*/trans/non-binary im Hochschulkontext”, to learn and apply, amongst others, legal aspects.

### 3 Working Group on Equal Opportunities

The beginning of 2019 saw the formation of a new Working Group on Equal Opportunities (WGEO) consisting of staff and faculty members appointed by the newly elected University Senate, consistent with the procedures outlined in the WVPU Constitution.

The newly constituted WGEO composed and submitted the WVPU Affirmative Action Plan for Managing Diversity and the Advancement of Women (AAP) which was adopted by the Executive Board at the end of the 2018/18 fiscal year.

As part of the AAP, the WGEO has worked and will continue to work with community stakeholders in order to ensure that the mission and values of the university, as defined in the WVPU Constitution and the AAP, are upheld in all aspects and at all levels of university life.

This includes but is not limited to making suggestions meant to improve communication about our shared commitment to diversity, sponsoring workshops for staff, faculty, and management meant to increase cultural awareness, knowledge, and communication, and encouraging the efforts of various groups, offices, and individuals in the WVPU community to support diversity and inclusion.

## 4 Further Diversity Topics and Initiatives

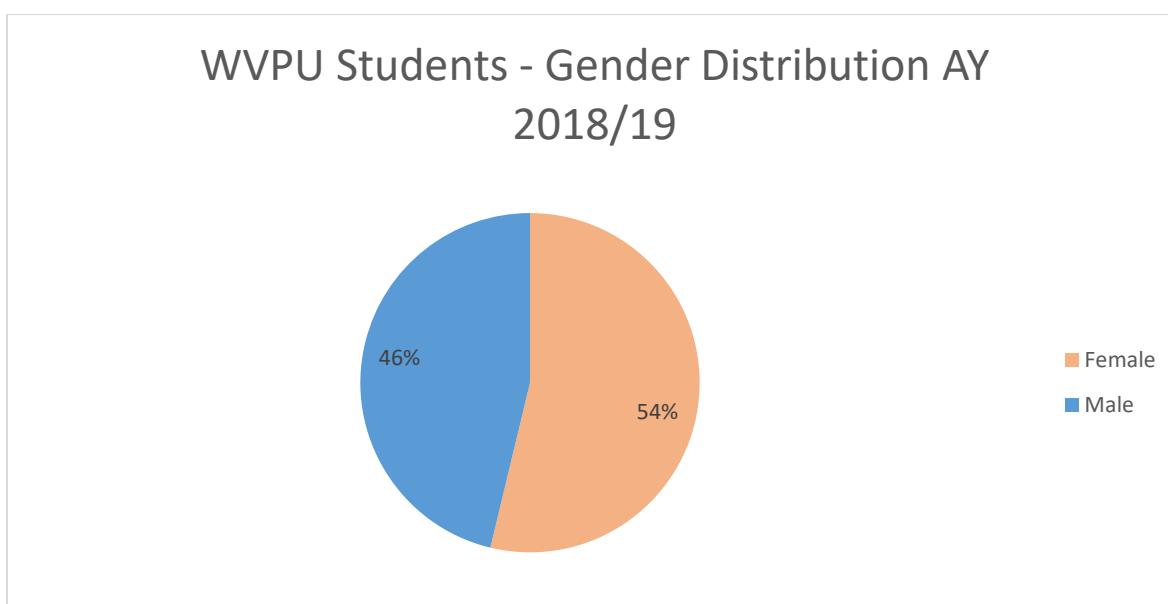
### 4.1 Equal Payment Information

WVPU is aiming at fair and equal payment for both employee groups, Faculty and Staff. The existing job level schemes serve as an orientation for hiring new team members and internal promotions.

Job Levels Faculty			Job Levels Staff	
	Level	Title	Level	Title
Faculty	1	Full Professor	1	Senior management
	2	Associate Professor	2	Head of unit
	3	Assistant Professor	3	Senior level positions
Scientific Staff	4	Senior Lecturer	4	Mid-level positions
	5	Lecturer	5	Junior level positions
	6	Tutor	6	General services positions

### 4.2 Statistical Information about Diversity in the Student Population

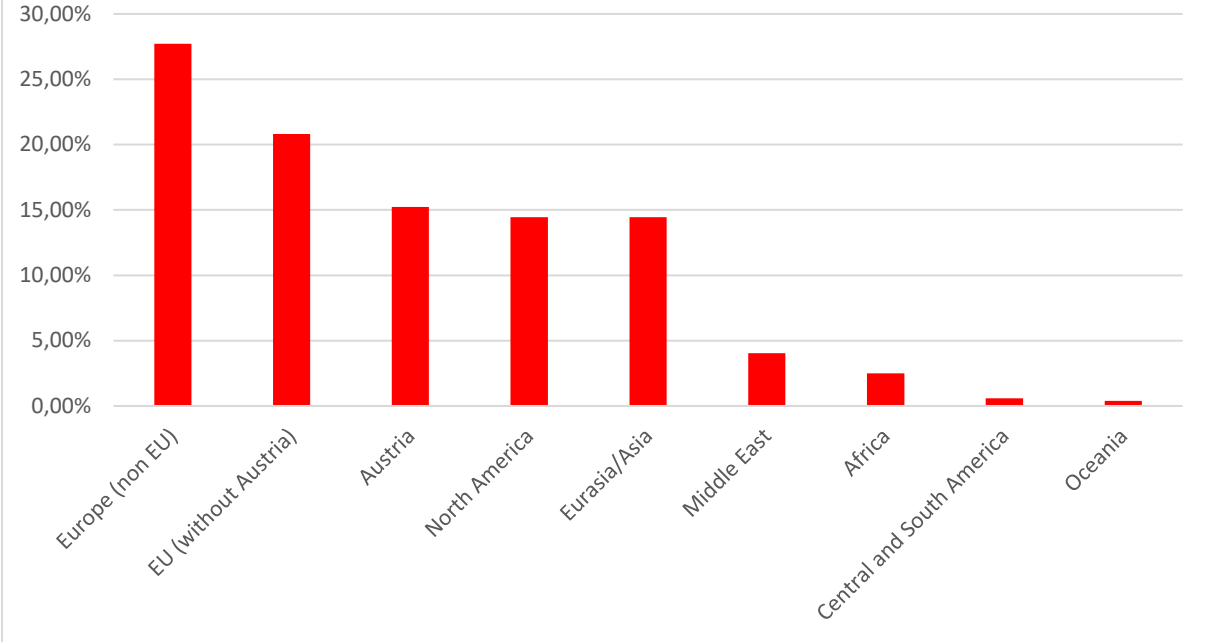
The university community is by nature pluralistic and diverse which is reflected as well in the student community. An overview on gender and nationality is provided in the following statistics.



\*) data refers to Academic Year 2018/19

Compared to the previous year, the share of female students reduced and male raised by 2%.

# WVPU Students - Nationalities AY 2018/19



\*) data refers to Academic Year 2018/19