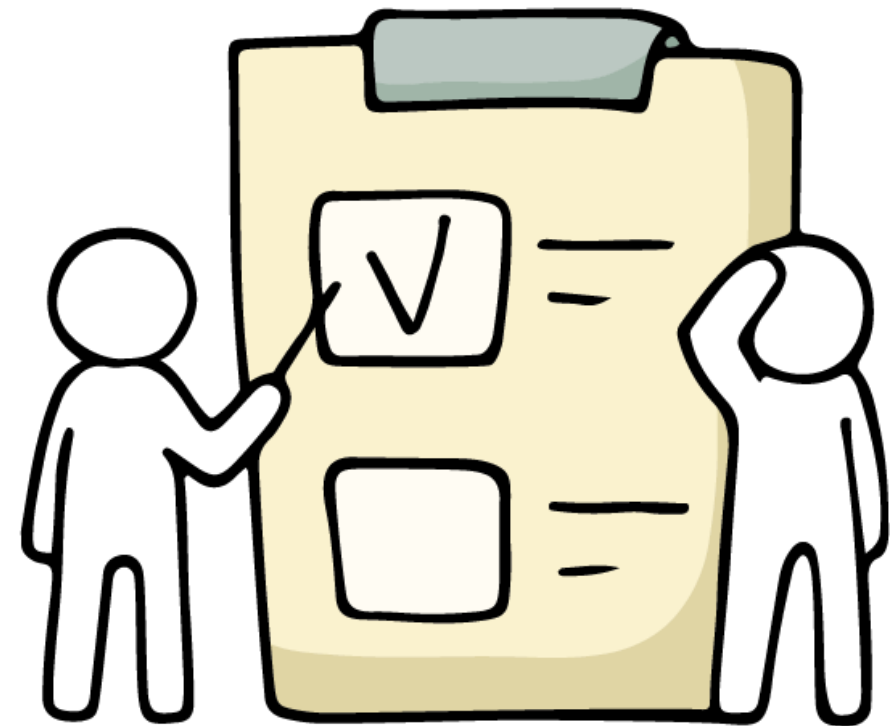


“Women (in) Faculty”

In Amsterdam and elsewhere

Outline

- Me and WiF
- Women in Academia in NL
 - Goals and means
 - Status
 - Challenges and Current issues
- Take home message



*Questions are welcome, feel free to interrupt.
If not: a.l.Varbanescu@uva.nl*

Who am I?

- BSc and MSc @ POLITEHNICA University of Bucharest, Romania
- PhD @ TUDelft, The Netherlands (2010)
 - Computer Science
- PostDoc @ TUDelft and VUAmsterdam (2013)
- Assistant Professor (tenure track) @ University of Amsterdam (2018)
 - MacGillavry Fellow
- Associate Professor (tenured) @ University of Amsterdam (2021)
- Adjunct Professor @ University of Twente (2022)



Dr.ir. Ana-Lucia Varbanescu
Associate professor @
University of Twente
University of Amsterdam
a.l.varbanescu@uva.nl

WiF @ UvA - Who are we?

Women in the Faculty of Science at UvA.

- Started in 2007 as a support network for female scientific staff
- Platform for our science community to discuss and address issues related to gender and diversity in the academic environment.

Currently:

- ~130 members (PhD students, Postdocs, Staff)
- ~6 active board members

Contact us: wif-board@uva.nl

WiF @ UvA – What do we *actually* do? [1]

- Organize scientific gatherings (“lunch meetings”)
 - Speakers: network members or external
 - Focus: science and/or diversity
- Keep track of “gender-related issues” locally, nationally, and world-wide
 - Articles
 - News and relevant policy changes
 - New members, promotions, retirement, ...
- Publish news/updates
 - Social media channels
 - Newsletter
 - Regular lunch-meetings and annual meeting
- Support the “Diversity journal club”

WiF @ UvA – What do we *actually* do? [2]

- Support and participate in the organisation of faculty workshops
 - E.g. – “unconscious bias”, “cultural diversity and supervision” for all faculty
 - Specialised training for female staff
 - E.g. Talks, negotiations, career planning, ...
- Advise the dean, diversity officer, management team, work council
 - We have no power of our own, but act as consultant
- Participate in national organisations on diversity and/or women in academia networks
 - LNVH, IPN Diversity working group, discipline-relevant networks
- Collaborate closely with WiF-students (now We are STEM!) to keep track of students’ issues

Women in Academia in NL

- Goals and means
- Numbers and statistics
 - Based on "LNVH's Female Professors" monitor – Dec 2021 [1]
 - Covers statistics up to the end of 2020
 - Includes data from the "SHE Figures 2021 - Gender in Research and Innovation"
 - European Commission report – November 2021 [2]
- Challenges and obstacles

[1] LNVH ["Women Professor's Monitor 2021"](#)

[2] European Commission – ["She Figures 2021"](#)

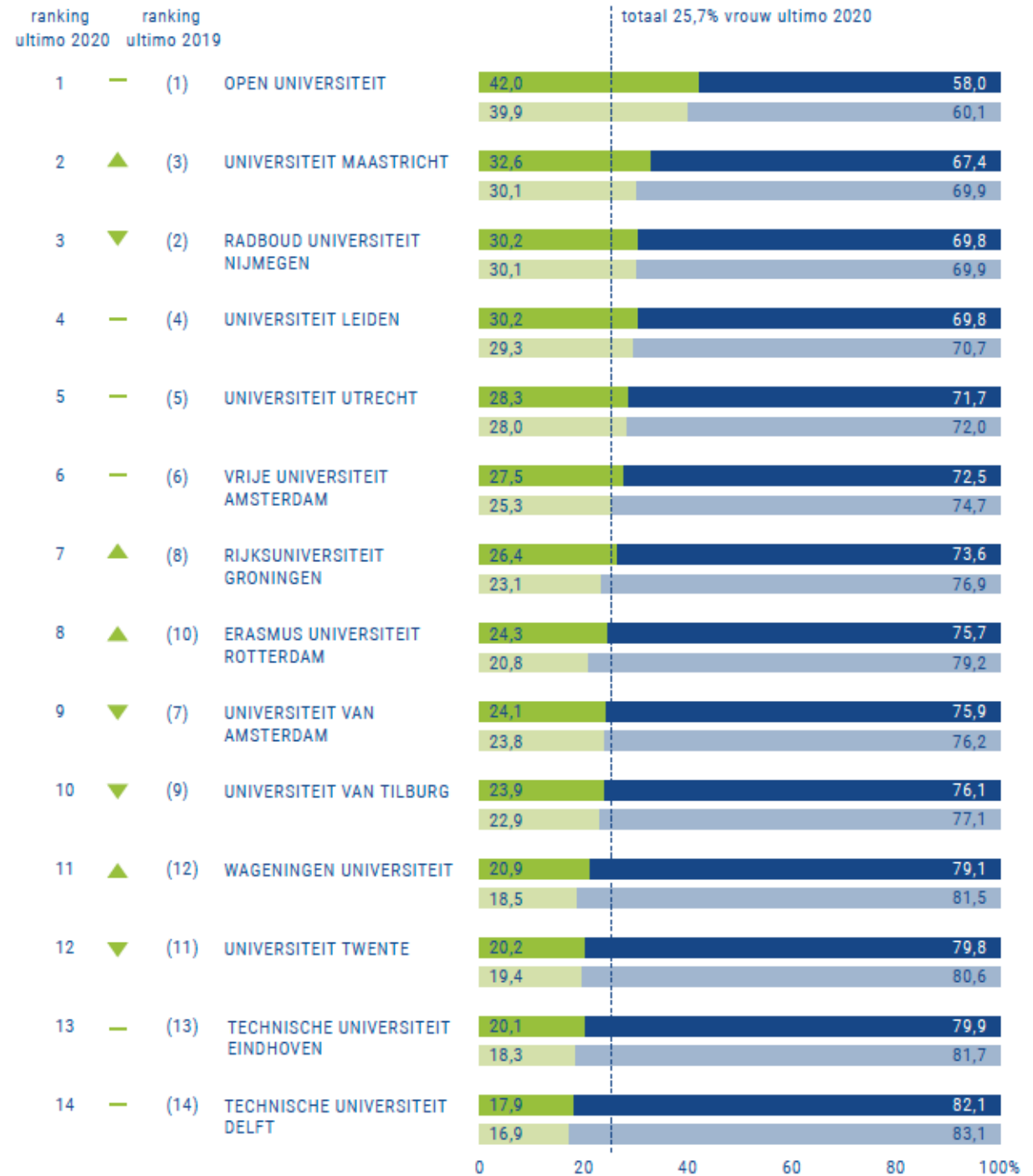
Progressive goals & means

- Gender balance in academia at all levels, including management
 - Recruit and retain female talent at all levels
 - Promote diversity and inclusivity
 - Promote globalisation
- Means
 - Special hiring schemes (positive discrimination)
 - MacGillavry Fellowship (UvA)
 - Rosalind Franklin Fellowships (RUG)
 - Westerdijk Talent Scheme (national)
 - Female-only hiring schemes (TU/e, UU, ...)
 - “Sector plannen” positions (national)

Full professors (FTE)

For the first time, 1 in 4 full professors in Dutch Academia is a woman.

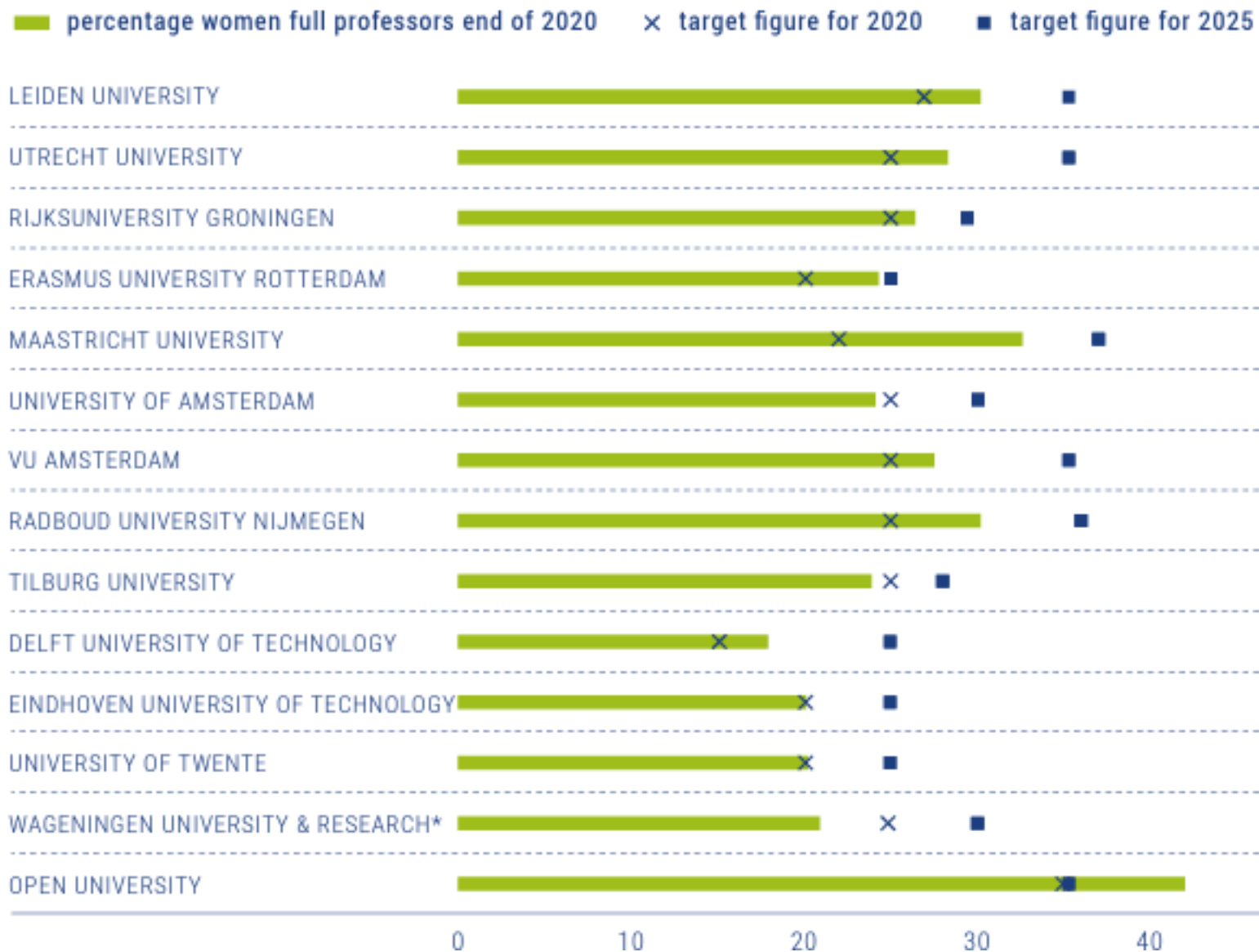
Increase from 2019 between 0.1 and 3.5%.



Objectives

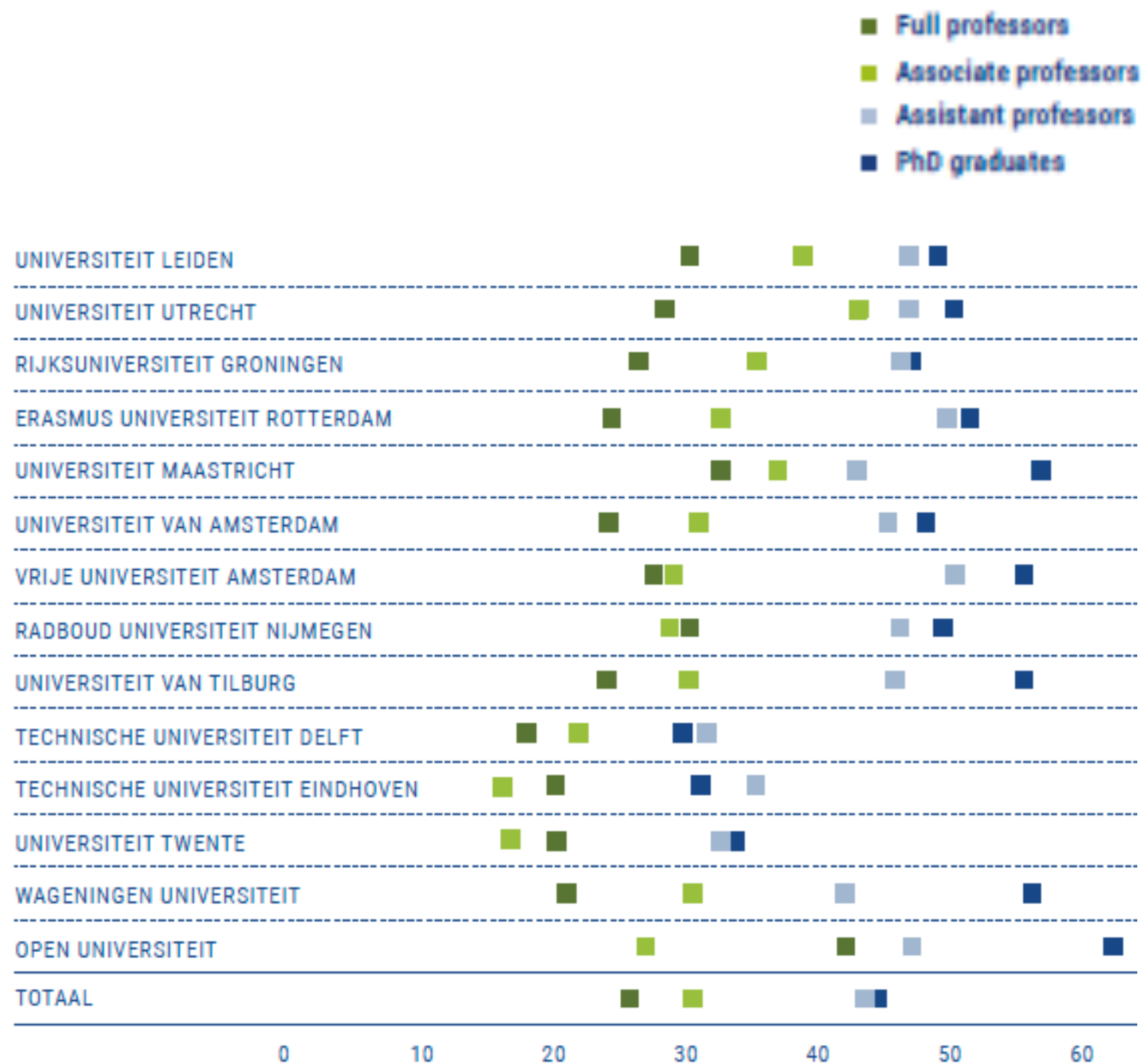
Multiple active schemes have helped the current objectives.

Unclear schemes for immediate future.



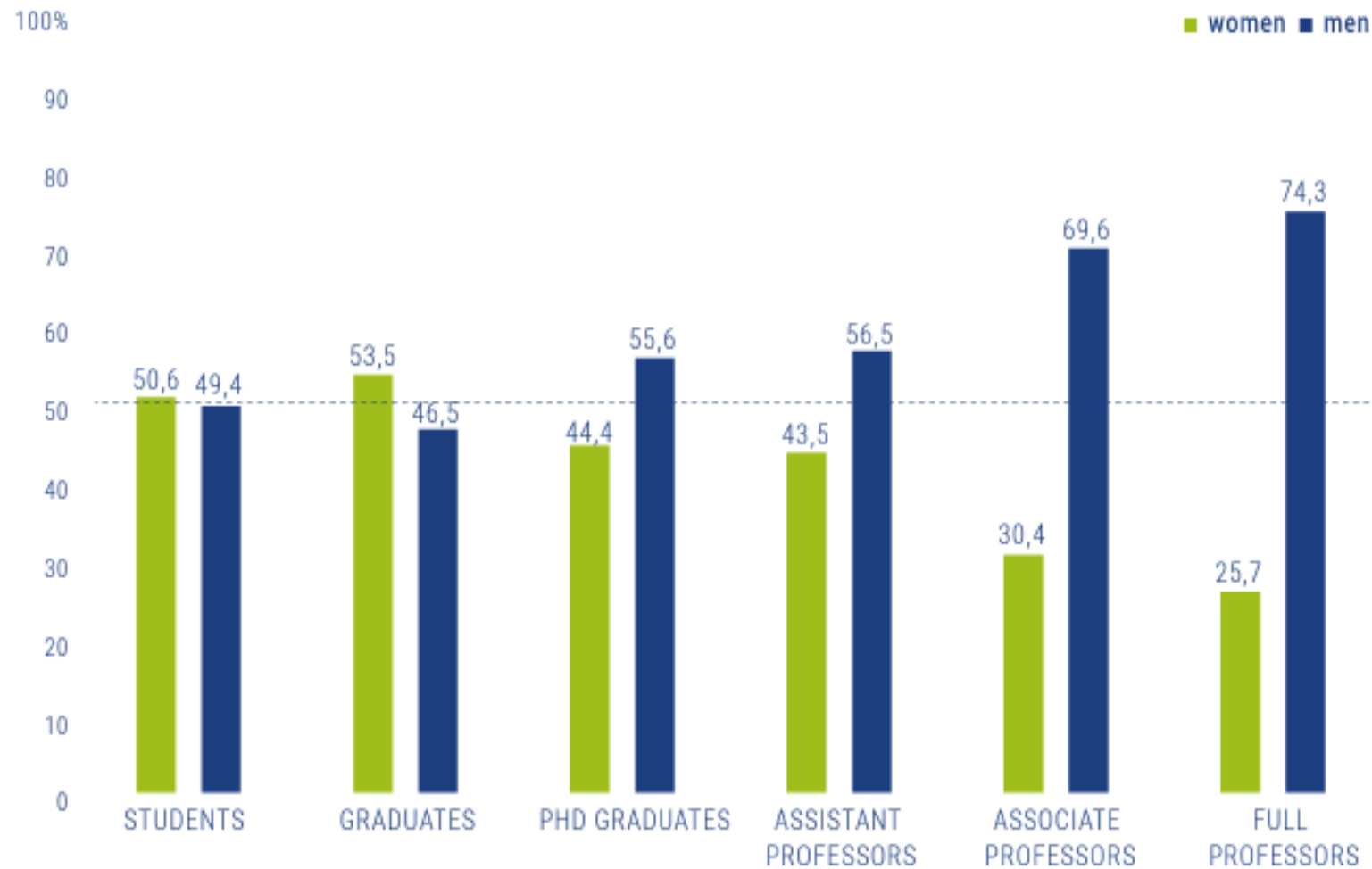
All academic ranks (FTE)

Leaky pipe: from ~50% at graduate student level to ~25% at full professor level.



Leaky pipe zoom-in

Leaky pipe: from ~50% at graduate student level to ~25% at full professor level.



Diversity

Domain-specific!

Winners:

- Language&culture
- Economics
- Law

Lagging behind

- Technology

	Women students 2020	Women full professors end of 2020
AGRICULTURE	56.1	21.1
NATURAL SCIENCES	40.2	18.5
TECHNOLOGY	27.3	17.6
ECONOMICS	36.3	15.4
LAW	62.0	31.6
BEHAVIOURAL SCIENCES & SOCIETY	70.8	36.9
LANGUAGE & CULTURE	62.5	36.8

Diversity

- Full professors
- Associate professors
- Assistant professors
- PhD graduates

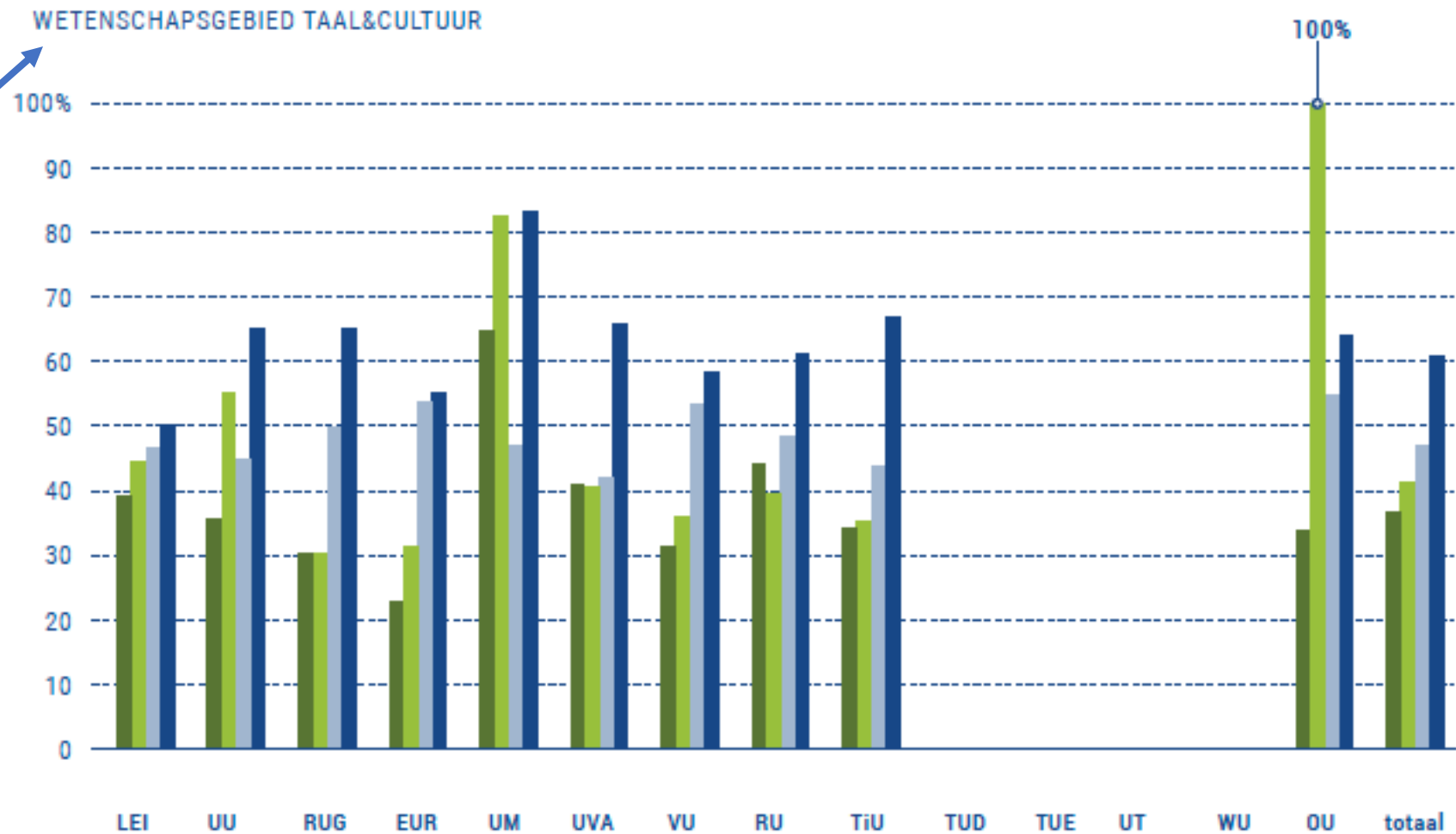
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Diversity

- Full professors
- Associate professors
- Assistant professors
- PhD graduates

Domain-specific!

Winners:

- Language&culture
- Economics
- Law

Lagging behind

- Technology

TECHNIEK

100%

90

80

70

60

50

40

30

20

10

0

LEI

UU

RUG

EUR

UM

UVA

VU

RU

TiU

TUD

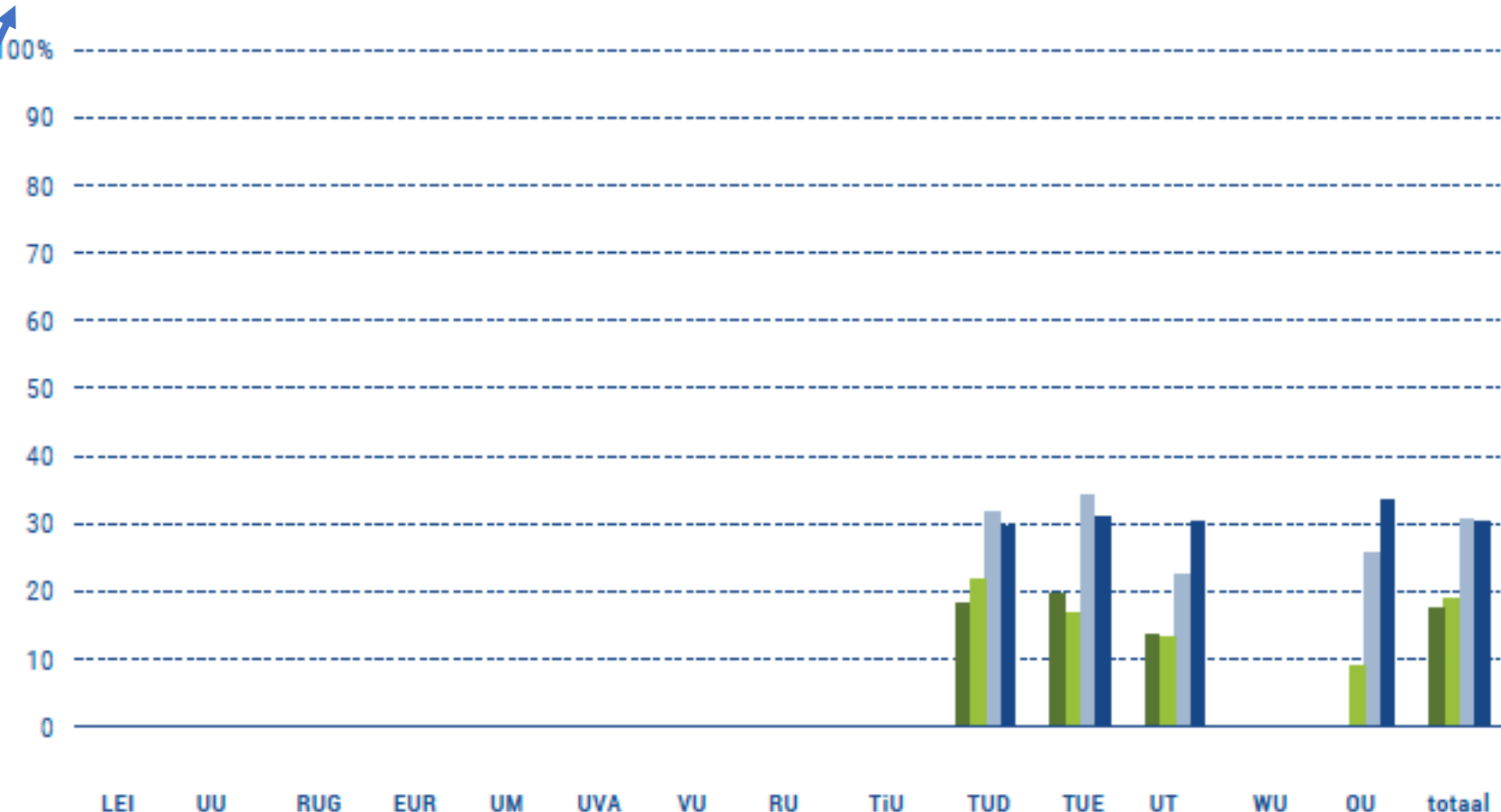
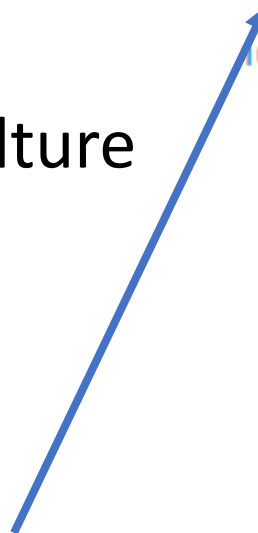
TUE

UT

WU

OU

totaal



Age

Gap at all edge levels.

Visible new wave.

	Full professor				Associate professor			
	2020		2019		2020		2019	
	W	M	W	M	W	M	W	M
<25								
25-29								
30-34		2		2	12	27	11	25
35-39	25	45	31	59	137	227	125	239
40-44	129	222	126	202	253	432	223	391
45-49	190	387	176	398	201	336	175	289
50-54	225	541	190	509	103	292	115	308
55-59	166	629	151	645	98	285	98	296
60-64	122	634	114	631	55	267	57	269
>=65	32	206	23	191	22	75	10	86
TOTAL	889	2,666	811	2,637	881	1,941	814	1,903

An EU view ...

Large differences between countries.

... but also differences in the actual employees of the academic system.

11	Slovakia	27.2	25.3
12	Portugal	27.2	25.7
13	United Kingdom	26.4	25.9
14	Ireland	25.6	20.6
15	Poland	25.2	23.9
16	Austria	25.1	22.8
17	Spain	23.9	20.9
18	Italy	23.7	21.6
19	Denmark	22.6	20.1
20	Greece	22.3	21.5
21	Netherlands	22.3	18.1
22	Hungary	21.6	20.2
23	Germany	20.5	18.5
24	Belgium	20.3	17.6
25	Luxembourg	17.7	16.6
26	Cyprus	13.3	13.0
	EU-28	26.2	24.4

An EU view ...
with the winners!

Large differences
between countries.

... but also differences in
the actual employees of
the academic system.

	Land	2018	2015
1	Romania	50.8	52.4
2	Latvia	44.7	39.1
3	Malta	43.8	60.6
4	Croatia	43.0	40.6
5	Lithuania	40.4	39.3
6	Bulgaria	39.7	34.0
7	Slovenia	33.0	28.9
8	Finland	30.3	28.4
9	Sweden	28.2	25.4
10	France	27.7	25.9
20	Greece	22.3	21.5
21	Netherlands	22.3	18.1
22	Hungary	21.6	20.2
23	Germany	20.5	18.5
24	Belgium	20.3	17.6
25	Luxembourg	17.7	16.6
26	Cyprus	13.3	13.0
	EU-28	26.2	24.4

Challenges and current issues [1]

- “Top-sport” view of academia
 - Competition vs. collaboration
- Mobility
 - The two-body problem
 - Career vs Family Planning
- Care duty
- Unconscious bias
 - Students & teaching
 - Colleagues

Significant
differences
between fields
and institutions.

Challenges and current issues [2]

- The “diversity candidate”
 - Attract and interview female candidates
- The “diversity hire”
- The “diversity token”
 - Hiring committees
 - Projects and consortia
- The “diversity role model”

Significant
differences
between fields
and institutions.

Diversity and inclusion instead of gender?

- Most universities have dedicated resources for diversity and inclusion
 - Officers, councils, ...
- Gender issues often “hidden” under the same umbrella
 - Some fair, some not ...
- Difficult to navigate at management level
- Age-specific and culture-specific views

Open
question...

In summary

- Dutch academia is making (slow) progress in improving the gender balance.
- Conscious decisions for affirmative action.
- Progressive, yet biased at times.
- Diversity and/or gender?