

# AU PERSPECTIVES ON WOMEN IN ACADEMIA

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# IS THERE A PROBLEM?



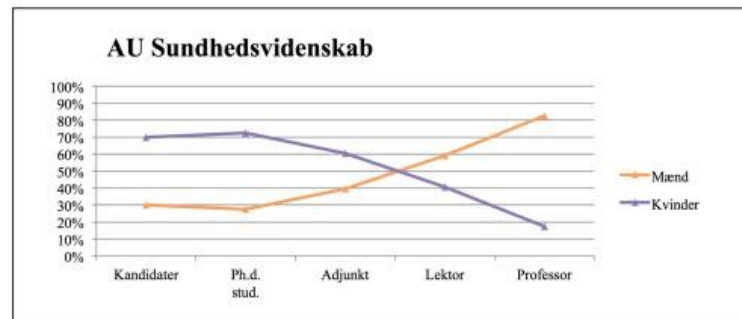
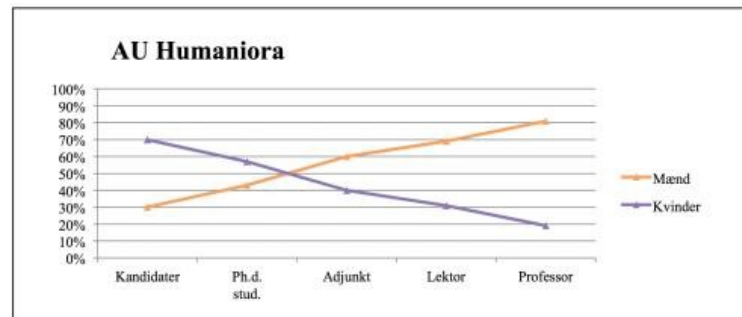
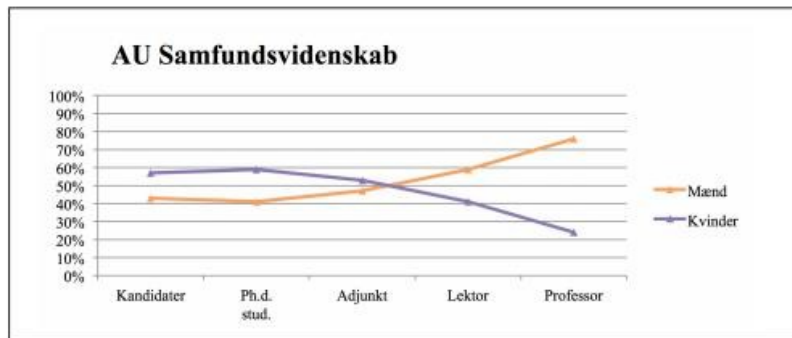
# WHAT I WILL TALK ABOUT

Some facts

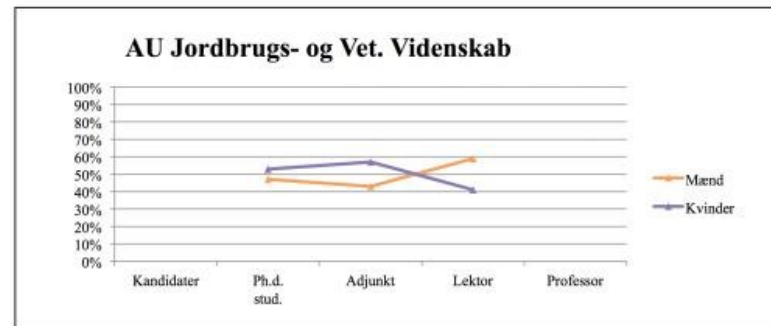
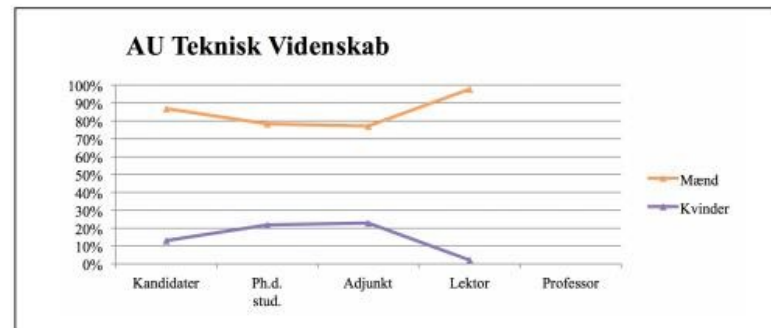
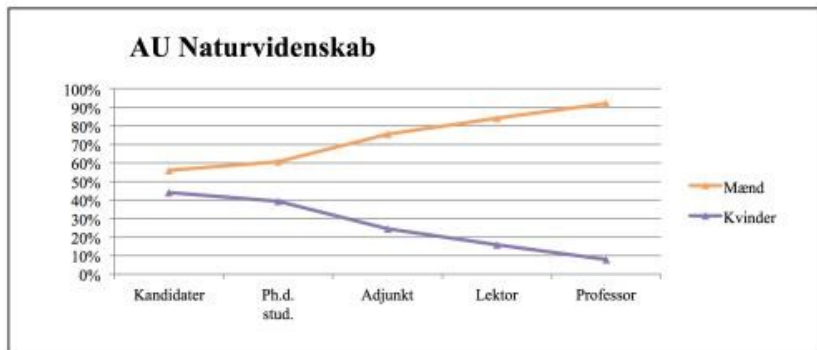
What will AU do?

Personal reflections

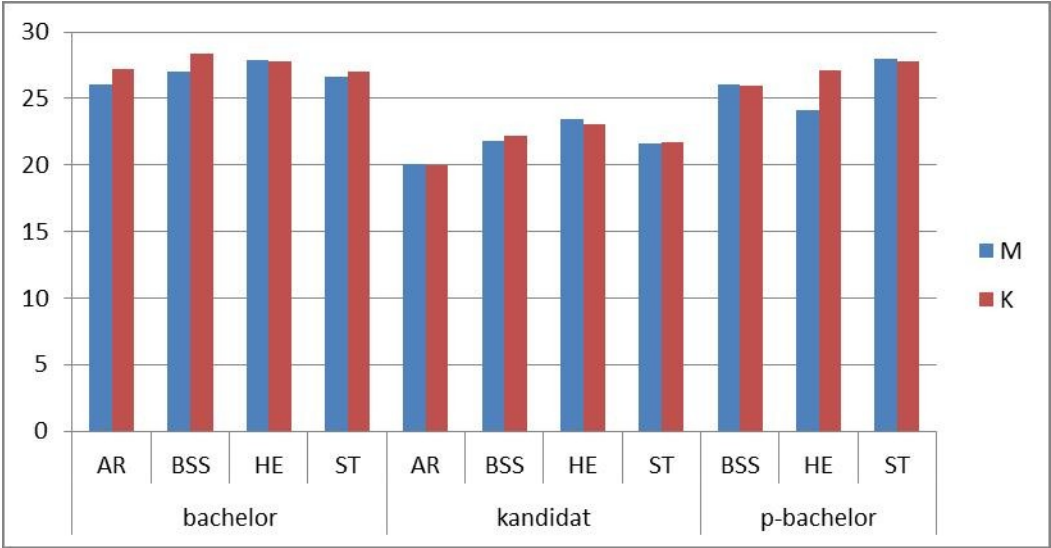
# WOMEN AND MALE SCIENTISTS RATIOS AT AU



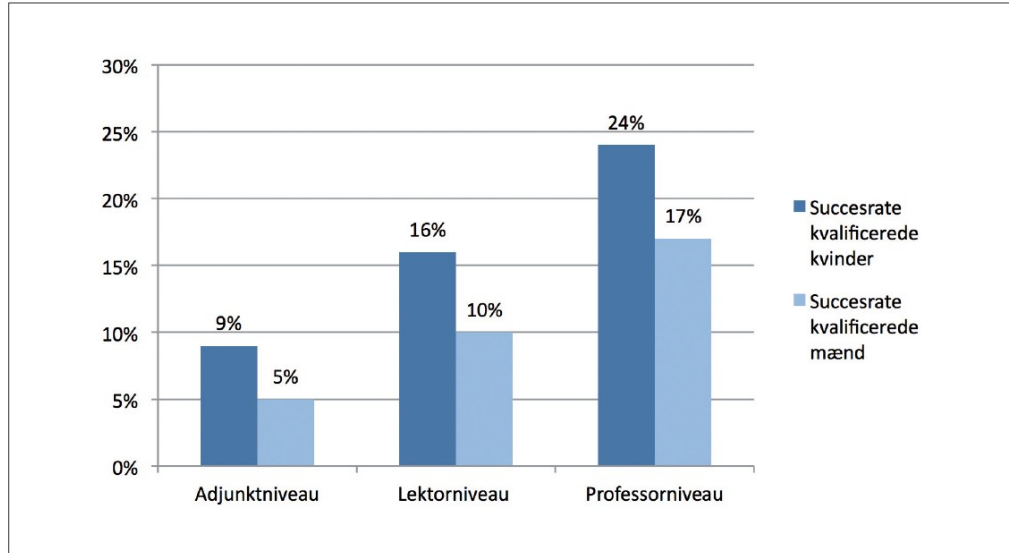
# WOMEN AND MALE SCIENTISTS RATIOS AT AU



# STUDENT PROGRESSION IN NUMBER OF ECTS PER SEMESTER



# SUCCESS - WHEN WOMEN APPLY



*Kilde: Notat "Forskerrekruttering på universiteterne 2011-2013", Uddannelses- og Forskningsministeriet.*

# WHAT IS GOING ON? PRIZES!

Nomination to AUFF Ph.D.-prizes by main supervisors: 2013 -2015: 16 M, 6 F (27%)

Table 1.1 PhD students in health sciences	2009	2010	2011	2012	2013	2014
1st January population	472	531	569	616	639	656
Female percentage	56.8	57,6	58,0	67,0	63,1	61,9

**WHY?**



# WHAT IS GOING ON? PRIZES! FOGH-NIELSEN

- ▶ 2008-2015: 38% females
- ▶ Applicants: 2014 and 2015: 7F/9M (0 % females among the nominated)

**WHY?**

Table 1.1 PhD students in health sciences	2009	2010	2011	2012	2013	2014
1st January population	472	531	569	616	639	656
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# GENDER DISTRIBUTION IN PH.D.-REVIEW COMMITTEES

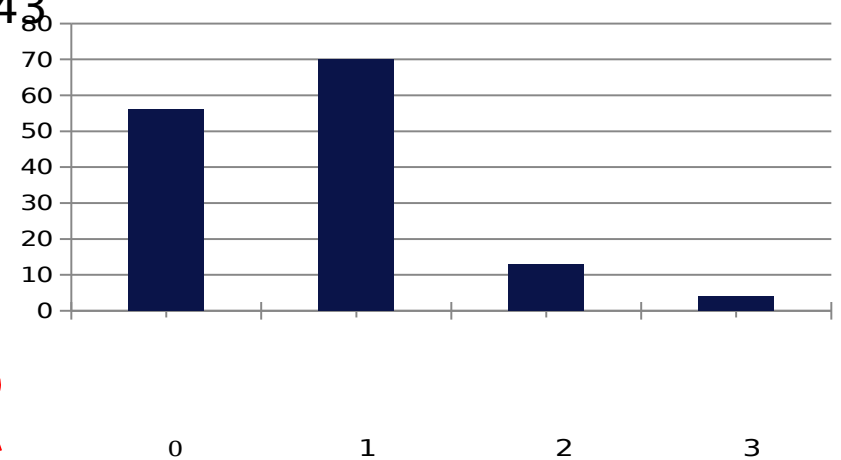
Number of committees (known gender): 143

Total number of members: 429

Number of males: 321

Number of females: 108 (25,2 %)

Number of committees with 0, 1, 2 or 3 females



**WHY?**

# GENDER DISTRIBUTION IN REVIEW COMMITTEES FOR RESEARCH POSITIONS

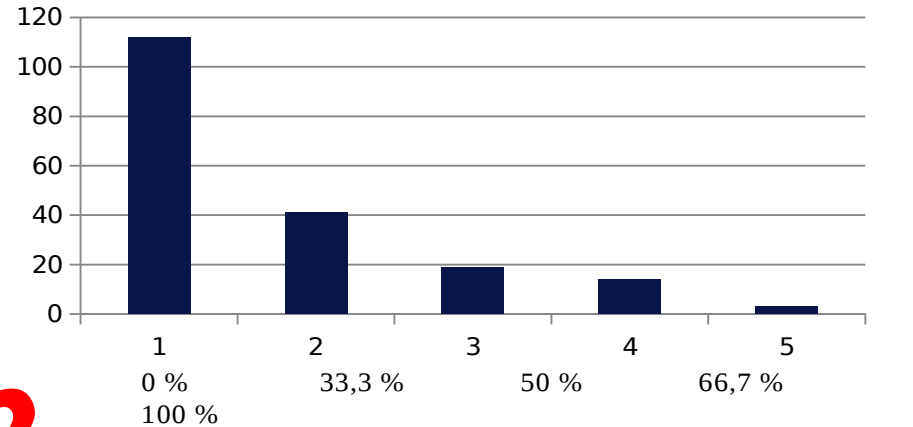
Number of committees  
(known gender): 189

Total number of members: 513

Number of males: 419

Number of females: 94  
(18,3 %)

Number of committees with  
0; 33,3; 50; 66,7 og 100% female representation



**WHY?**

# WEEKLY WORKLOAD (HRS)!

Aktiviteter	PHD		POSTDOC		LEKTOR		PROFESSOR	
	Kvinde	Mand	Kvinde	Mand	Kvinde	Mand	Kvinde	Mand
Holde dig selv opdateret	6.0	5.2	6.7	5.8	7.8	6.7	9.7	7.7
Forskning	25.0	27.4	16.9	21.7	10.5	12.5	11.6	13.5
Forskningsadministration	1.8	1.7	4.0	3.1	5.1	4.3	5.7	5.2
Anden administration	0.7	0.9	1.7	1.5	4.0	3.6	4.9	3.9
Undervisning/forberedelse	4.4	4.3	7.3	6.6	7.9	7.3	8.4	9.0
Vejledning	0.8	0.9	2.4	2.9	4.0	3.6	5.0	4.8
Formidling	0.6	0.5	1.0	0.7	1.2	1.6	1.9	2.0
Andet	3.7	3.2	4.9	2.1	6.8	6.4	6.1	4.4
<b>Total</b>	<b>43.0</b>	<b>44.1</b>	<b>43.9</b>	<b>44.4</b>	<b>47.2</b>	<b>46.0</b>	<b>53.4</b>	<b>50.5</b>

# WEEKLY WORK(OVER)LOAD!

Stilling	Køn	N	<i>Too big</i>	<i>OK</i>	<i>Too small</i>
PhD	<i>K</i>	138	23%	75%	2%
	<i>M</i>	113	22%	75%	3%
Postdoc	<i>K</i>	111	25%	72%	3%
	<i>M</i>	130	25%	71%	4%
Lektor	<i>K</i>	183	53%	46%	1%
	<i>M</i>	196	35%	63%	2%
Professor	<i>K</i>	31	61%	39%	0%
	<i>M</i>	111	41%	56%	3%

No relation to being a family with children between 0-6 years

M: Males

K: Females

# WE CAN CONCLUDE THAT ALL OVER

women  
are underrepresented

# WHAT I WILL TALK ABOUT

What will  
AU do?

# RECOMMENDATIONS FROM NATIONAL TASK FORCE

- ▶ **The management/leaders at all levels must have focus on gender issues:** Plans, goals and follow-up
- ▶ **Recruitment and employment (transparency):** Open adds, 360°C evaluation of the applicant, focus quality, focus on several parameters not only number of publications and H-index
- ▶ **Representation of both genders in committees, councils, nominations, etc.**
- ▶ **Research career, career support, talent development (transparency):** needed qualifications form one step to the next
- ▶ **Focus on gender stereotypes, gender bias, language**
- ▶ **Focus on work-family balance**



# AU-ACTION PLAN FOR MORE WOMEN IN SCIENCE

- Produced by task forces in dialogue with the faculties
- Supported by senior management
- Is currently going through a process of approval
- Plan for monitoring progression
- UFFE will assure implementation
- First action to secure a fund for maternal leave is taken



# RECOMMENDATIONS FROM NATIONAL TASK FORCE

- ▶ **The management/leaders at all levels must have focus on gender issues:** specific plans must be made at AU and departmental level
- ▶ **Recruitment and employment (transparency):** Open adds, broad set of qualifications, search committees, balanced gender composition if two applicants have similar qualifications
- ▶ **Representation of both genders in committees, councils, nominations, etc.**
- ▶ **Research career support:** career plans, mentors, celebration and promotion of successful stories
- ▶ **Focus on gender stereotypes, gender bias, language:** awareness of good culture
- ▶ **Focus on work-family balance:** recognising maternal leave, fond

# WE CAN CONCLUDE THAT

**AU is (slowly)  
taking action on  
gender problems**

# WHAT I WILL TALK ABOUT



**Personal reflections**

# MY ADVICE TO YOUNG WOMEN IN SCIENCE

- ▶ Believe (more) in yourself
- ▶ Push the boundaries
- ▶ Grab the possibilities
- ▶ Work hard – but remember to do other things too
- ▶ You must make priorities
- ▶ Have fun