

WOMEN
PROFESSORS
MONITOR
2020



A publication of the
Dutch Network of Women Professors

WOMEN PROFESSORS MONITOR 2020

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ABOUT THE MONITOR

This is the 2020 Women Professors Monitor. In a fixed number of annually recurring chapters, this Monitor provides insight into the current male-female distribution in science in the Netherlands and the percentages of women scientists and administrators at Dutch universities, university medical centres and other scientific organisations.

In the 2020 Monitor, we present the new target figures for women full professors, which have been set by the universities at the request of the LNVH. These new and clear objectives, allow us to make joint strides towards improving equal representation of women in science. With these new target figures, we hope to have passed the point of a critical mass by 2025, and to have women constituting at least one of every three full professors.

Given that women accounted for 24.2% of all full professors at the end of 2019, reaching this goal will obviously require considerable effort. There are significant differences between universities, and diverse efforts are needed in different fields as well. As demonstrated in the previous Monitor, it was only in response to an external stimulus (i.e. the Westerdijk Talent Impulse during the Westerdijk Year), that the percentages actually reflected a

significant increase (2.2 percentage points) and, in the absence of further action, they reverted to a paltry growth of only 1.1 percentage point. Moreover, we know that, as we approach the threshold of 30%, attention to the issue weakens, and we fall back into old patterns, with all of the negative consequences associated with them. We thus have every reason to continue our commitment to an equal distribution of men and women throughout the coming five years, working in critical alliance with the universities, the university medical centres, the research institutes and the umbrella organisations.

In this regard, we must obviously not limit our focus to the percentages of full professors. Conditions for ensuring a sufficient increase and a good rate of progression will include an inclusive working environment, a solid career policy and, obviously, appropriate monitoring of the percentages of women in assistant and associate professor positions, as well as in other job categories that are of equal importance.

LNVH encourages the sector to keep a future focused view towards sustainable, structural change. We hope that you will enjoy reading this Monitor, and we would like to take this opportunity to thank everyone - students, scientists, directors, policymakers, support staff, Diversity Officers, ambassadors or otherwise - who are engaged in talent retention and gender equality in the sciences, or who, after reading this publication, feel compelled to do so. We would also like to express our gratitude to SoFoKles, social fund for the knowledge sector, without whose financial contribution this Monitor could not have been realised.

Dutch Network of Women Professors

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— 01 —

THE PROPORTION OF **WOMEN** FULL PROFESSORS AT UNIVERSITIES

THE PROPORTION OF WOMEN FULL PROFESSORS INCREASED AT 12 OF THE 14 UNIVERSITIES

At the end of 2019, the average percentage of women full professors employed at one of the 14 universities was 24.2%. This translates to a growth rate of 1.1 percentage point relative to the end of 2018, when the percentage was 23.1%.

An increase in the percentage of women full professors was observed at 12 of the 14 universities. The Open University (39.9%) is approaching a 40% share of women full professors, and Maastricht University (30.1%) crossed the boundary of 30% for the first time at the end of 2019. The shares of women full professors at Radboud University and Leiden University are well above 29%.

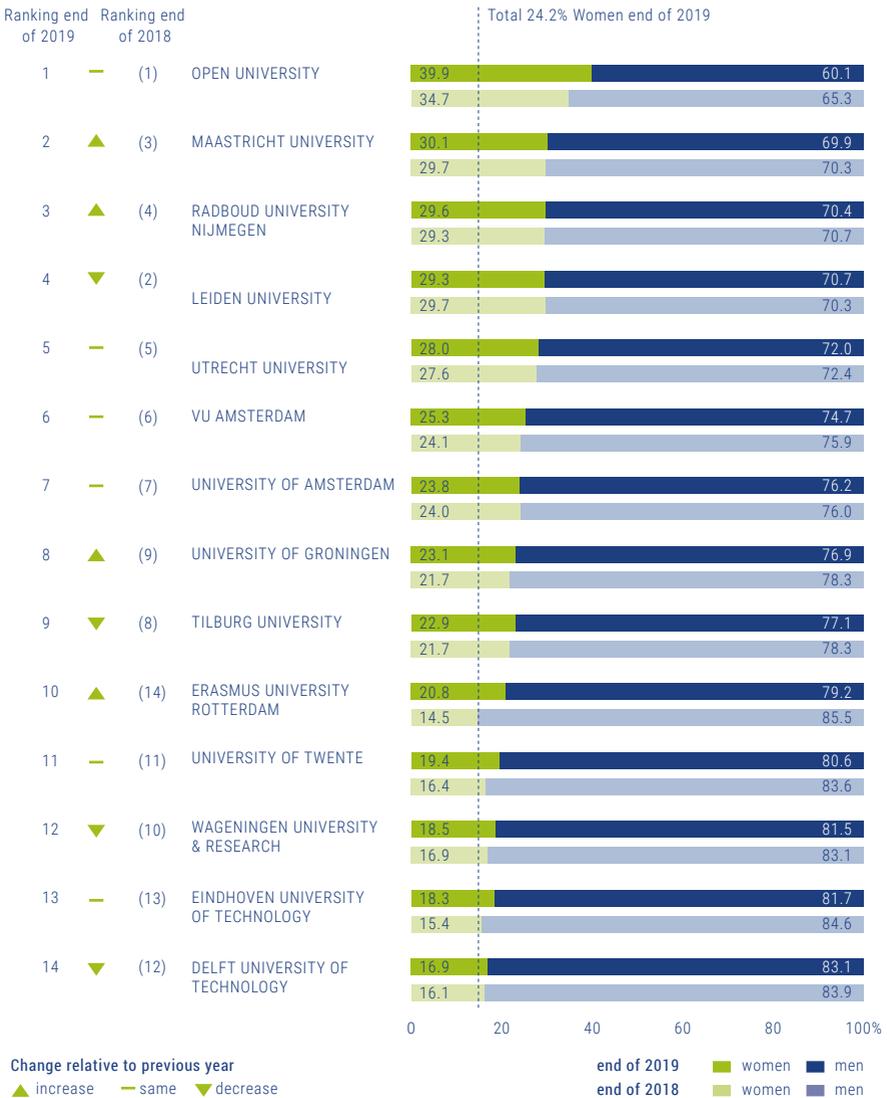
As has been the case in last few years, the Open University has taken first place. Relative to last year, the percentage of women full professors at that university has increased from 34.7% to 39.9%, an increase of 5.2 percentage points. It is important to note that the numbers for the Open University are very small: 21.3 FTE for men and 14.1 FTE for women at the end of 2019. For this reason, even a small change in numbers will result in a large change in percentages.

At two universities, the percentages of women full professors have decreased slightly: Leiden University (29.7% to 29.3%) and the University of Amsterdam (24.0% to 23.8%).

At the end of 2019, Delft University of Technology (16.9%) finished in last place, along with Eindhoven University of Technology (18.3%) and Wageningen University (18.5%).

FIGURE 1.1

Percentage of men and women full professors at universities, in FTE, end of 2018 and end of 2019. From high to low, by percentage of women full professors, end of 2019.



Source: VSNU, WOPI, end of 2018 and end of 2019, in FTE. Excluding scientific field: Healthcare.

This year as well, we must emphasise that a university's place in the ranking has no direct meaning with regard to the progress that has been made within that university. There have been a few remarkable increases, which we present in greater detail below.

At Eindhoven University of Technology, the percentage of women full professors increased from 15.4% to 18.3% (2.9 percentage points) in one year. At the end of 2019, the University of Twente demonstrated an increase in the percentage of women full professors from 16.4% to 19.4% (3 percentage points).

The greatest increase, however, was observed at Erasmus University Rotterdam (EUR), which has regularly been at the bottom of the rankings in recent years. At the end of 2018, EUR was in last place, with 14.5% women full professors. At the end of 2019, they had risen to 10th place, having increased by 6.3 percentage points to have a share of 20.8% women full professors¹.

The percentages of women full professors at each university at the end of 2018 and 2019 are listed again in Table 1.1, along with the corresponding growth percentages.

At the end of 2019, a total of 8 professors were employed at the University of Humanistic Studies (UvH), of which 6 were women and 2 men. In terms of FTE, this is 6.9 FTE in total, of which 5.1 FTE female professors and 1.8 FTE male professors. The University of Humanistic Studies has 73.9% female professors (in fte)².

1. In this regard, it is important to note that Erasmus University Rotterdam (EUR) underwent a job re-classification during the period between the end of 2018 and the end of 2019, such that women endowed professors having a job-classification profile of associate professor were re-classified as Full Professor 2 in the new classification scheme. Although this did affect the percentage of women full professors as reflected in the Monitor, it had no effect on the population of women scientists as a whole within EUR.

2. Source: provided by the Executive Board of UvH, September 2020, reference date 31-12-2019. The UvH's personnel data are not included in the WOPI data of the VSNU. Therefore, they cannot be included in the regular analysis underlying the data presentation in this Monitor.

TABLE 1.1

Percentages of women full professors at each university, end of 2019 and end of 2018, in FTE, and growth in the percentage of women full professors (in percentage points) between end of 2018 and end of 2019.

	2019	2018	End of 2018 to end of 2019
LEIDEN UNIVERSITY	29.3	29.7	-0.4
UTRECHT UNIVERSITY	28.0	27.6	0.4
UNIVERSITY OF GRONINGEN	23.1	21.7	1.4
ERASMUS UNIVERSITY ROTTERDAM	20.8	14.5	6.2
MAASTRICHT UNIVERSITY	30.1	29.7	0.5
UNIVERSITY OF AMSTERDAM	23.8	24.0	-0.1
VU AMSTERDAM	25.3	24.1	1.2
RADBOUD UNIVERSITY NIJMEGEN	29.6	29.3	0.3
TILBURG UNIVERSITY	22.9	21.7	1.3
DELFT UNIVERSITY OF TECHNOLOGY	16.9	16.1	0.8
EINDHOVEN UNIVERSITY OF TECHNOLOGY	18.3	15.4	3.0
UNIVERSITY OF TWENTE	19.4	16.4	3.0
WAGENINGEN UNIVERSITY & RESEARCH	18.5	16.9	1.6
OPEN UNIVERSITY	39.9	34.7	5.2
TOTAL	24.2	23.1	1.1

Source: VSNU, WOPI, end of 2018 and end of 2019, in FTE. Excluding scientific field: Healthcare.

The universities obviously differ from each other with regard to the size of their staff. The following table provides insight into the numbers of men and women full professors (in number of people) at each university at the end of 2018 and at the end of 2019, along with the growth (in number of people) experienced between those years.

The total number of professors at the universities in the Netherlands (in number of people) increased by 105 in one year, with 36 additional men and 69 additional women³. Erasmus University Rotterdam accounted for the largest share of this growth, with the addition of 28 men and 21 women full professors. See footnote 1 for details. The number of women full professors (in number of people) ranged from 16 at the Open University to 110 at Utrecht University.

3. The total in this regard refers to the sum of incoming, advancing and out-going full professors.

TABLE 1.2

Number of full professors in 2018 and 2019, and growth between end of 2018 and end of 2019, by institution and gender, in number of people.

	W		M		End of 2018 to end of 2019	
	2019	2018	2019	2018	Growth W	Growth M
LEIDEN UNIVERSITY	92	93	228	228	-1	0
UTRECHT UNIVERSITY	110	103	278	277	7	1
UNIVERSITY OF GRONINGEN	74	70	263	267	4	-4
ERASMUS UNIVERSITY ROTTERDAM	46	25	175	147	21	28
MAASTRICHT UNIVERSITY	43	38	114	105	5	9
UNIVERSITY OF AMSTERDAM	76	75	265	268	1	-3
VU AMSTERDAM	86	78	267	266	8	1
RADBOUD UNIVERSITY NIJMEGEN	76	75	186	184	1	2
TILBURG UNIVERSITY	47	45	161	170	2	-9
DELFT UNIVERSITY OF TECHNOLOGY	52	50	265	266	2	-1
EINDHOVEN UNIVERSITY OF TECHNOLOGY	35	28	158	157	7	1
UNIVERSITY OF TWENTE	36	29	149	143	7	6
WAGENINGEN UNIVERSITY & RESEARCH	21	18	96	88	3	8
OPEN UNIVERSITY	16	14	32	35	2	-3
TOTAL	810	741	2,637	2,601	69	36

Source: VSNU, WOPI, end of 2018 and end of 2019, in number of people. Excluding scientific field: Healthcare.

PROPORTION OF WOMEN SCIENTISTS AT UNIVERSITIES IN EACH JOB CATEGORY

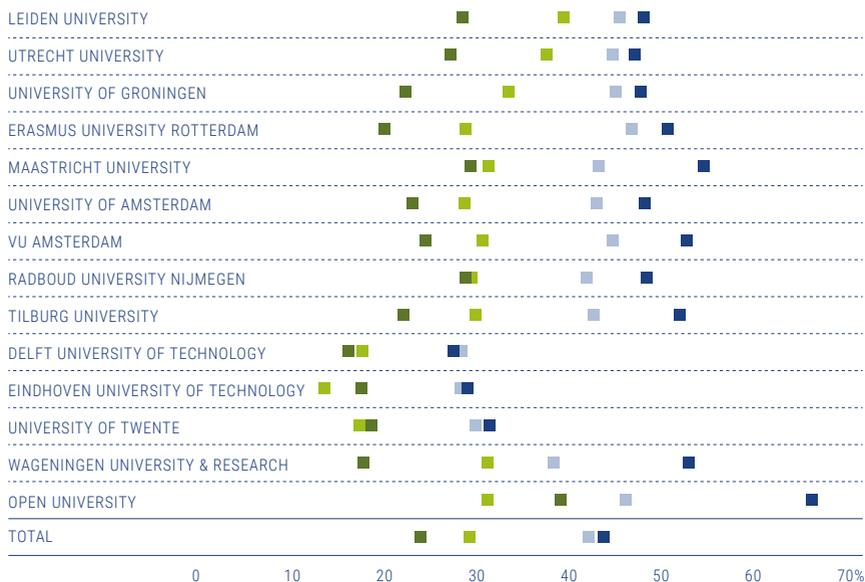
As emphasised in the introduction, although it is of crucial importance for universities to focus on increasing the percentages of women full professors, it is equally important to devote attention to and gain insight into the underlying job categories. The situation with the various job categories at the universities is presented in Figure 1.2.

It is interesting to note that, at all of the institutions, the percentage of women PhD graduates by far exceeds the percentage of women full professors. The average percentage of women PhD graduates was 43.6%, as compared to only 24.2% women full professors. At 8 of the 14 universities, there is a substantial difference –25 percentage points– between the percentage of women PhD graduates and the percentage of women full professors.

The percentage of women decreases with each job transition in the progression from PhD graduates to full professor, although the specific job transition in which the greatest decrease occurs differs from one institution to the other. For example, Eindhoven University of Technology, the University of Twente and the Open University constitute an exception, as the percentage of women associate professors is lower than the percentage of women full professors at these institutions. At Erasmus University, there is a remarkably large difference between the percentage of women assistant professors (47.6%) and the percentage of women associate professors (29.6%).

FIGURE 1.2

Percentage of women by job category at each university, in FTE, end of 2019.



Source: VSNU, WOPI, end of 2019, in FTE. Excluding scientific field: Healthcare.

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

As supplementary detail to Figure 1.2, the relative differences between the percentages of women in the job categories of PhD graduate, assistant professor and associate professor and the percentage of women full professors at each university are presented in Table 1.3.

TABLE 1.3

Differences in percentage of women between the job categories of PhD graduate and full professor; between assistant professor and full professor; and between associate professor and full professor, by institution, in FTE, end of 2019.

	PhD graduate/Full professor	Assistant professor/ Full professor	Associate professor/ Full professor
LEIDEN UNIVERSITY	19.6	17.0	10.9
UTRECHT UNIVERSITY	20.0	17.6	10.4
UNIVERSITY OF GRONINGEN	25.5	22.8	11.1
ERASMUS UNIVERSITY ROTTERDAM	30.7	26.8	8.8
MAASTRICHT UNIVERSITY	25.3	13.9	2.0
UNIVERSITY OF AMSTERDAM	25.1	20.0	5.7
VU AMSTERDAM	28.3	20.3	6.3
RADBOUD UNIVERSITY NIJMEGEN	19.6	13.0	0.6
TILBURG UNIVERSITY	29.8	20.5	7.8
DELFT UNIVERSITY OF TECHNOLOGY	11.4	12.3	1.5
EINDHOVEN UNIVERSITY OF TECHNOLOGY	11.5	10.8	-4.0
UNIVERSITY OF TWENTE	12.8	11.3	-1.3
WAGENINGEN UNIVERSITY & RESEARCH	35.2	20.7	13.5
OPEN UNIVERSITY	27.4	7.1	-7.9
TOTAL	19.4	17.7	5.2

Source: VSNU, WOP, year-end 2019, in FTE. Excluding scientific field: Healthcare.

The Glass Ceiling Index (GCI) of each institution indicates the job transition that is accompanied by the greatest obstacles to advancement to the next job level at that institution. A higher number indicates a thicker glass ceiling (see frame).

TABLE 1.4

GCI for women, by job transition and university, in FTE, end of 2019.

	PhD graduate/ Assistant professor	Assistant professor/ Associate professor	Associate professor/ Full professor
LEIDEN UNIVERSITY	1.1	1.2	1.4
UTRECHT UNIVERSITY	1.1	1.2	1.4
UNIVERSITY OF GRONINGEN	1.1	1.3	1.5
ERASMUS UNIVERSITY ROTTERDAM	1.1	1.6	1.4
MAASTRICHT UNIVERSITY	1.3	1.4	1.1
UNIVERSITY OF AMSTERDAM	1.1	1.5	1.2
VU AMSTERDAM	1.2	1.4	1.2
RADBOUD UNIVERSITY NIJMEGEN	1.2	1.4	1.0
TILBURG UNIVERSITY	1.2	1.4	1.3
DELFT UNIVERSITY OF TECHNOLOGY	1.0	1.6	1.1
EINDHOVEN UNIVERSITY OF TECHNOLOGY	1.0	2.0	0.8
UNIVERSITY OF TWENTE	1.1	1.7	0.9
WAGENINGEN UNIVERSITY & RESEARCH	1.4	1.2	1.7
OPEN UNIVERSITY	1.4	1.5	0.8
TOTAL	1.0	1.4	1.2

Source: VSNU, WOPI, end of 2019, in FTE. Excluding scientific field: Healthcare.

The Glass Ceiling Index explained

The Glass Ceiling Index (GCI) is an indicator of the advancement, or lack thereof, of women to higher job categories. The GCI will be greater than 1.0 when there is less representation of women at the higher level, compared to the level below. If the proportion of women is the same in two consecutive job categories, the GCI will be equal to 1.0.

- GCI > 1.0 impeded throughput
- GCI = 1.0 equal throughput
- GCI < 1.0 easy throughput

The GCI is calculated by dividing the percentage of women in job category x-1 by the percentage of women in job category x.

The GCI does not provide information about actual transitions, and it is not the same as the probability of transition. The GCI was developed by the research agency SEOR in 2002, on behalf of the Ministry of Social Affairs and Employment, as part of the development of a benchmark for identifying the position of women in senior and management positions.

The GCI can obviously be calculated according to the same method for men.

TARGET FIGURES: UNIVERSITIES SET NEW GOALS FOR 2025.

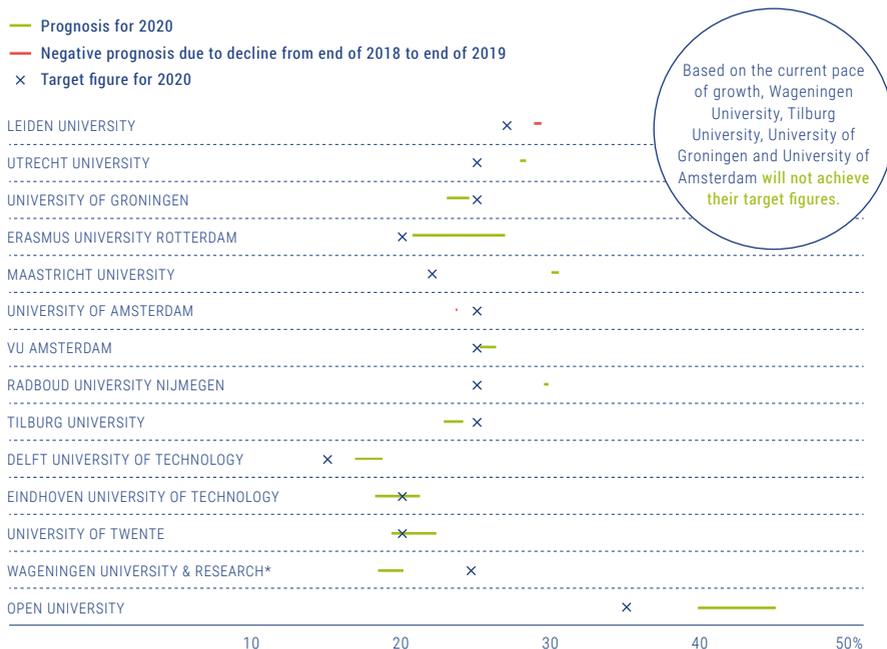
In 2015, universities set targets for the percentage of women full professors that they should employ by 2020. At the end of 2019, eight universities had already achieved their target figures set for the end of 2020. Six universities had not yet achieved their target figures for the end of 2020. Assuming the same rate of growth in the percentage for 2019–2020 as that observed at the end of 2018–2019, two of these six universities nevertheless will meet their target figures by the end of 2020. This means that, based on the current pace of growth, Wageningen University, Tilburg University, the University of Groningen and the University of Amsterdam will not meet their target figures, although these targets are definitely within reach with some additional effort.

As shown in Figure 1.3, the negative growth (slight decrease in the percentage of women full professors) between the end of 2018 and the end of 2019 at Leiden University and the University of Amsterdam yielded a negative prognosis for the end of 2020.

FIGURE 1.3

Prognosis and target figures in the percentage of women full professors at each university in 2020.

The prognosis for end of 2020 is calculated based on the growth rate from end of 2018 to end of 2019.



Source of target figures: VSNU letter of 17 December 2015 to Minister Bussemaker of Education, Culture and Science.

Source of information on staff: VSNU/WOPI, end of 2018 and end of 2019, in FTE. Excluding scientific field: Healthcare.

*The target figure for Wageningen University (24.95%) includes personal professors. These personal professors are classified at the rank of associate professor in the profile of the university job classification system. Associate professors are logically not included in the percentages of women full professors as presented in the Monitor. The target figure thus cannot be compared to the percentage of women full professors in the WOPI data.

In early 2020, the Dutch Network of Women Professors (LNVH) requested the universities to set target figures for women full professors for the period 2020–2025⁴. All 14 universities responded to this request and set new goals. They are presented in Table 1.5.

If all of the target figures are achieved, no university will have a percentage of women full professors less than 25% by 2025. Moreover, the percentage of 31.2% will mean that, for the first time, on average, one in three professors will be women.

4. Letter of request from LNVH to VSNU, 3 March 2020.

It remains to be seen whether these new target figures are sufficiently 'ambitious'. As shown in Figure 3.8, based on the current pace of growth, the 30% threshold will be achieved by 2024. With the goal of having a 31.2% share of women full professors in 2025, the universities are thus working to achieve realistic, albeit cautious, growth, and not a significant acceleration.

TABLE 1.5

Percentage of women at end of 2019, target figures for 2020 and target figures for 2025 for women full professors at each university.

	Percentage of women at end of 2019	Target figure for 2020	Target figure for 2025
LEIDEN UNIVERSITY	29.3	27.0	35.0
UTRECHT UNIVERSITY	28.0	25.0	35.0
UNIVERSITY OF GRÖNINGEN	23.1	25.0	33.0
ERASMUS UNIVERSITY ROTTERDAM	20.8	20.0	25.0
MAASTRICHT UNIVERSITY	30.1	22.0	37.0
UNIVERSITY OF AMSTERDAM	23.8	25.0	30.0
VU AMSTERDAM	25.3	25.0	35.0
RADBOUD UNIVERSITY NIJMEGEN	29.6	25.0	36.0
TILBURG UNIVERSITY	22.9	25.0	28.0
DELFT UNIVERSITY OF TECHNOLOGY	16.9	15.0	25.0
EINDHOVEN UNIVERSITY OF TECHNOLOGY	18.3	20.0	25.0
UNIVERSITY OF TWENTE	19.4	20.0	25.0
WAGENINGEN UNIVERSITY & RESEARCH	18.5	25.0	30.0
OPEN UNIVERSITY	39.9	35.0	35.0
TOTAL	24.2	22.1	31.2

Source of target figures for 2020: VSNU letter of 17 December 2015 to Minister Bussemaker of Education, Culture and Science; **Source of target figures for 2025:** VSNU Office. **Source of staff percentages:** VSNU, WOPI, end of 2019, in FTE. Excluding scientific field: Healthcare.

The LNVH also requested target figures for women assistant professors and associate professors, as well as target figures for each faculty. Many universities did provide these figures, thereby sharpening the focus on the attention that each university is devoting to the gender composition within these job categories.

— 02 —

THE PROPORTION OF WOMEN FULL PROFESSORS AT UNIVERSITY MEDICAL CENTRES

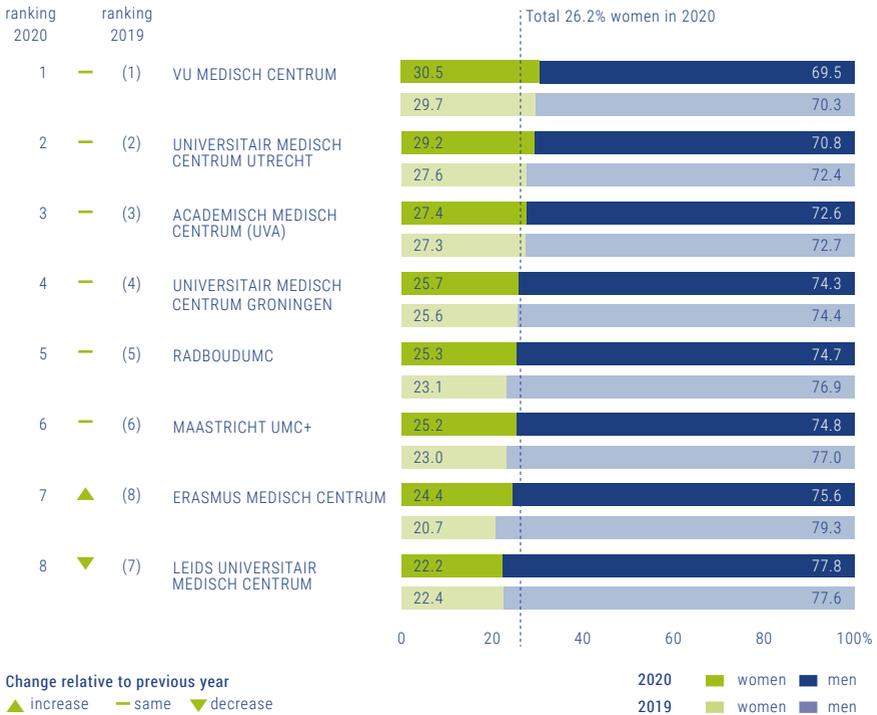
THE PERCENTAGE OF WOMEN FULL PROFESSORS IS INCREASING AT 7 OF THE 8 UNIVERSITY MEDICAL CENTRES

The proportion of women full professors at university medical centres increased from 24.9% in 2019 to 26.2% in 2020. This translates to an increase of 1.3 percentage points compared to 2019. With the exception of Leiden UMC, all of the university medical centres displayed an increase in the percentage of women full professors. The proportion of women at Leiden UMC decreased slightly, from 22.4% in 2019 to 22.2% in 2020.

With a share of 30.5%, VUmc Amsterdam passed the milestone of 30% women full professors for the first time, thereby heading the rankings, together with UMC Utrecht (29.2%) and AMC Amsterdam (27.4%). This year, Leiden UMC (22.2%) replaced Erasmus MC (24.4%) in last place.

FIGURE 2.1

Percentage of men and women full professors at university medical centres, in FTE, 2019 and 2020. High to low, by percentage of women full professors in 2020.



Source: Source: provided by separate umc's, reference dates between 31-12-2018 and 31-12-2019 en 01-07-2020, in number of people.

DEPARTMENT HEAD PROFESSORS AT THE UNIVERSITY MEDICAL CENTRES

The percentage of women professors that are department heads increased slightly from 18.2% to 18.5% in 2020. There are substantial differences between the percentages at the various university medical centres. For example, AMC Amsterdam had the lowest percentage (12.5%), and the percentage for UMC Utrecht (30.8%) was nearly 2.5 times higher.

TABLE 2.1

Number of women and men department head professors, by UMC, and share of women department head professors in 2020.

	Department head professors			Percentage of women
	W	M	Total	
LEIDEN UMC	5	30	35	14.3
UMC UTRECHT	12	27	39	30.8
UMC GRONINGEN	6	35	41	14.6
ERASMUS MC	8	38	46	17.4
MAASTRICHT UMC+	7	41	48	14.6
AMC AMSTERDAM (UVA)	4	28	32	12.5
VUMC AMSTERDAM	8	29	37	21.6
RADBOUD UMC	10	36	46	21.7
TOTAL	60	264	324	18.5

Source: Provided by separate UMCs, reference dates between 31 December 2019 and 1 July 2020, in number of people.

WOMEN ASSOCIATE PROFESSORS, ASSISTANT PROFESSORS AND PHD GRADUATES

The previous Monitor provided our first opportunity to provide insight in the gender composition amongst associate professors and assistant professors within the university medical centres. This year is our first opportunity to make a statement about PhD graduates¹. As is the case with the universities, the percentage of women decreases at each successive job category in the university medical centres.

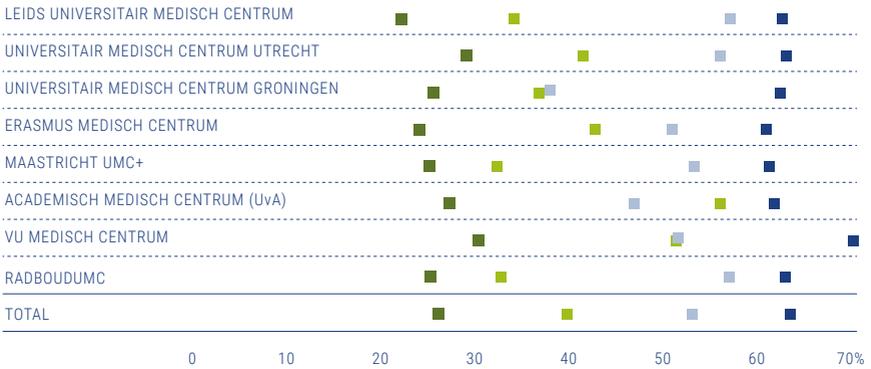
The percentage of women decreases from 63.4% of PhD graduates, to 52.9% of assistant professors, 39.8% of associate professors and 26.2% of full professors.

1. The data for some UMCs can differ relative to previous years, due to more accurate registration and/or new data systems at these facilities. Due to differences in registration, the data from the UMCs should be interpreted more as indicative rather than as absolute.

It is interesting to note the extremely high percentages of women amongst the PhD graduates at the UMCs, particularly in comparison to the percentages of women full professors. VUmc Amsterdam is especially notable, with 70% women PhD graduates. Another interesting finding is that AMC Amsterdam has a higher percentage of women associate professors than of women assistant professors.

FIGURE 2.2

Percentage of women by job category at each UMC, in FTE, in 2020.



Source: Provided by separate UMC, reference dates between 31 December 2019 and 1 July 2020, in number of people.

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

— 03 —

THE DISTRIBUTION OF MEN AND **WOMEN** SCIENTISTS IN THE NETHERLANDS

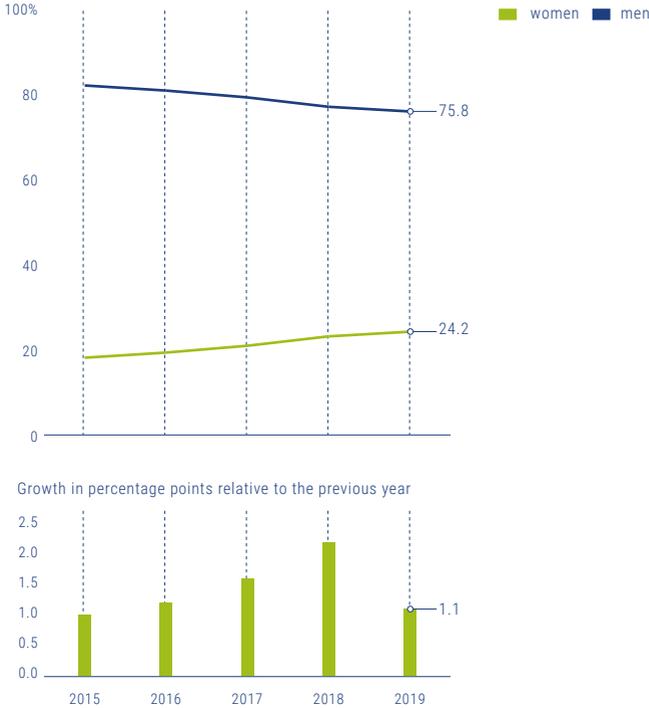
24.2% WOMEN FULL PROFESSORS IN 2019

At the end of 2019, there were, on average, 24.2% women full professors at universities in the Netherlands. This is an increase of 1.1 percentage points, compared to the average percentage of 23.1% in 2018.

As clearly shown in Figure 3.1, the average growth in percentage points has increased steadily in recent years, reaching a peak growth of 2.2 percentage points in 2018, when funding became available for the appointment of 100 'extra' women full professors within the framework of the Westerdijk Talent Impulse. These appointments were in addition to the target figures that the universities had set for themselves. At the end of 2019, however, the growth figures decreased to 1.1 percentage points. This indicates that specific actions outside of the regular appointment process are needed in order to produce acceleration, and that it is important to continue devoting extremely high levels of attention to advancement and appointment through the regular processes, in order to ensure that such actions will not impede growth in subsequent years.

FIGURE 3.1

Proportional distribution of professors by gender, and percentage of growth in the share of women full professors, end of 2015 through end of 2019, in FTE.



Source: VSNU, WOPI, reference date 31 December, in FTE. Excluding scientific field: Healthcare.

The percentage of female full professors concerns regular full professors and those occupying endowed chairs and with paid employment contracts. In the past, the LNVH was also able to publish information about the gender composition amongst endowed professors. Since the end of 2017, however, data on endowed professors are no longer available from the Association of Universities in the Netherlands (VSNU).

On 10 February 2017, we celebrated the fact that the first female full professor, Prof. Johanna Westerdijk, was appointed in the Netherlands 100 years ago. As an extra impulse, Jet Bussemaker, then Minister of Education, Culture and Science, decided to make a one-time sum of €5 million available for the appointment of 100 women full professors. With this extra investment in the 'Westerdijk Year', universities were encouraged to do more to increase the number of women full professors, in addition to the target figures that they had set for themselves for 2020. The idea for the 100 additional women full professors in the Westerdijk year came from Athena's Angels. The NWO carried out this programme on behalf of the Ministry.

FULL PROFESSORS IN FTE

The total number of FTE for full professors at the end of 2019 was 2,918.7. This represented an increase of 97.6 FTE compared to 2018. Of the total increase, 55.4 FTE (56.7%) were filled by women full professors.

Last year, with regard to the period from the end of 2017 to the end of 2018, the total number of FTE for full professors increased by 115.4, with 86.5 FTE (i.e. 75%) filled by women. The remarkable increase in that year can be attributed to the Westerdijk Talent Impulse.

FULL PROFESSORS IN NUMBER OF PEOPLE

At the end of 2019, there were 3,447¹ full professors working at Dutch universities. This included 2,637 men and 810 women. We then see that 23.5% of full professors were women. This represents an increase of 1.3 percentage points compared to the end of 2018. From the end of 2018 through the end of 2019, 105 people were added²: 69 women and 36 men. This means that 65.7% of this increase went to women.

DEVELOPMENT OF GRADUATES UP TO AND INCLUDING FULL PROFESSORS

For each consecutive job category the proportion of women decreases. In the Netherlands, women account for 53% of all university graduates, 43.6% of all PhD graduates and 41.9% of all assistant professors. The percentage then drops sharply to 29.4% of all associate professors and 24.2% of all full professors.

For the first time, the percentages of women and men students enrolled were equal (not including the scientific field of Healthcare). The percentage of women graduates (53.0%) decreased by 0.9 percentage points compared to last year, although it continues to be well above the percentage of men graduates.

1. Looking at the 2019 Monitor, an observant reader would see that there were 3,350 full professors at the end of 2018. A growth of 105 would bring the total at the end of 2019 to 3,505—a difference of 8 from 3,447. This can be explained by a correction that the VSNU made in the WOPI data in the second half of 2019 with regard to the total number of people who were full professors at the end of 2018, resulting in a decrease of 8 in the total at the end of 2018. This explains the difference in the number at the end of 2018 as reported in the 2020 Monitor and the number reported for the end of 2018 in the 2019 Monitor.

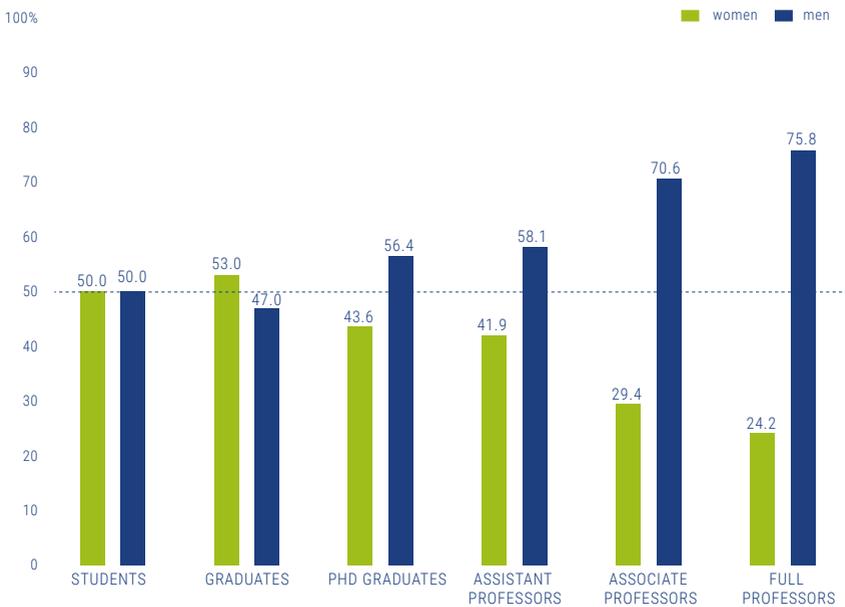
2. The total in this regard refers to the sum of incoming, advancing and out-going full professors.

Although the proportion of women declines with each step up the career ladder, an increase in the percentage of women can be observed in all job categories. This ranges from the minimum increase of 0.1 percentage point for women assistant professors to the maximum increase of 1.1 percentage points for women full professors.

The previous decline in the percentage of women associate professors from 28.6% to 28.4% at the end of 2018 reversed at the end of 2019, when growth of 1.0 percentage point (from 28.4% to 29.4%) was observed for women associate professors. In this regard, we must note that, if the average growth in the percentage of women associate professors in the preceding 10-year period had continued in 2017–2018 and 2018–2019, the percentage of women associate professors at the end of 2019 would not have been 29.4% but 30.9%. This lag in the percentage of women associate professors is most likely a side effect of the Westerdijk Talent Impulse, which will continue to be visible in the number and percentage of women associate professors if no efforts are made to catch up.

FIGURE 3.2

Percentage of women and men from student to full professor, in FTE and in number of people, end of 2019.



Source of information on students and graduates: 1cH02019, October 2019, in number of people. Excluding scientific field: Healthcare.

Source of information on staff: VSNU, WOPI, end of 2019, in FTE. Excluding scientific field: Healthcare.

PROPORTION OF WOMEN BY SUCCESSIVE JOB CATEGORY

FIGURE 3.3

Percentage of women and men scientists in each job category, in FTE and in number of people, end of 2019.



Source: VSNU, WOPI, end of 2019, in FTE. Excluding scientific field: Healthcare.

On average, the percentage of the total growth in FTE going to women in all job categories at the end of 2019 fluctuated around 50%. Particularly for job categories in which the proportion of women in the total population is far below 50%, achieving an equal gender composition will obviously require substantially more than 50% of the share of women in the annual increase.

This year, the total population of associate professors grew by 81.8 FTE, with 47.1 FTE (57.6%) being filled by women associate professors. This rate of growth is reasonable consistent with that of the past five years, with the exception of 2018. The same applies for the number of FTE for women full professors.

The total population of assistant professors has grown by 201.7 FTE. This growth is comparable to the growth observed in the years 2015-2016 and 2016-2017. It is interesting to note the substantial increase in FTE for men assistant professors compared to preceding years. The proportion of the growth going to women assistant professors was 43.8% for this year, as compared to 86.9% last year.

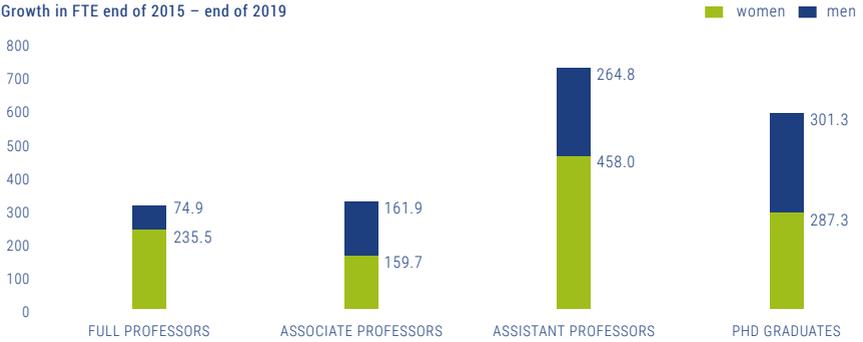
For PhD graduates, it is interesting to note that the number of FTE increased more than it had in other years. Of the total growth of 238.8 FTE, 64.9% went to women PhD graduates.

The growth in FTE and in the number of people in the period from 2015 to 2019 is presented in Figure 3.4. As shown in this figure, the developments in FTE and in the number of people are quite similar. It is interesting to note that the proportion of the growth in the number of people that went to women exceeded the growth in FTE for all job categories. This suggests that, on average, the contract size represented by the increase was smaller for women than it was for men. See Table 3.1.

FIGURE 3.4

Increase (growth) in each job category, end of 2015 to end of 2019, by gender; and the share of the growth going to women, in FTE and in number of people.

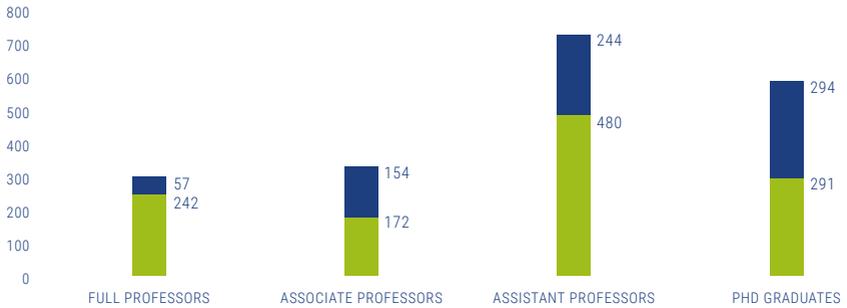
Growth in FTE end of 2015 – end of 2019



Percentage of total growth going to women



Growth in number of people end of 2015– end of 2019



Percentage of total growth going to women



Source: VSNU, WOPI, end of 2015 to end of 2019, in FTE and in number of people. Excluding scientific discipline: Healthcare.

SCOPE OF EMPLOYMENT CONTRACT OF MALE SCIENTISTS IS SLIGHTLY LARGER, ON AVERAGE, EXCEPT FOR FULL PROFESSORS

In order to be able to say something about the scope of the employment contract of women and men full professors, we compare the number of full professorships (FTE) to the number of people who are full professors. The comparison reveals the familiar pattern in which the scope of employment contract is slightly smaller for women than it is for men, except in the case of full professors. In that case, the scope of the contract is slightly larger for women. This year, the scope of the employment contract for the total population of men full professors increased slightly, from 0.83 at the end of 2018 to 0.84 at the end of 2019, while it remained the same for women: 0.87.

TABLE 3.1

Average scope of the employment contract by job category and gender, end of 2019.

	W	M
PHD GRADUATES	0.96	0.98
ASSISTANT PROFESSORS	0.89	0.91
ASSOCIATE PROFESSORS	0.88	0.91
PROFESSORS	0.87	0.84

Source: VSNU, WOPI, end of 2019, in FTE and in number of people. Excluding scientific field: Healthcare.

GLASS CEILING INDEX FOR WOMEN AND FOR MEN FOR EACH JOB TRANSITION

Ever since the first publication of the Monitor, we have included a section on the Glass Ceiling Index (GCI). See page 14 for an explanation of and details on the calculation of the GCI.

The GCI figures for women remained virtually the same from 2018 to 2019 for all job transitions. As was the case last year, the GCI for the step from assistant professor to associate professor was higher than the GCI for the step from associate professor to full professor. This indicates that the step from assistant professor to associate professor is accompanied by more obstacles than is the step from associate professor to full professor. The GCI for the step from PhD graduate to assistant professor was 1.0, as it was last year.

The GCI figures for men at the end of 2019 were identical to those of 2017 and 2018. For men as well, the GCI for the step from PhD graduate to assistant professor was 1.0.

FIGURE 3.5

Glass Ceiling Index (GCI) women and men by job transition, in FTE, 2015–2019.

GCI for women



GCI for men



Source: VSNU, WOPI, reference date 31 December, in FTE. Excluding scientific field: Healthcare.

WOMEN FULL PROFESSORS IN LOWER SALARY SCALES THAN MEN FULL PROFESSORS

A higher percentage of full professors were ranked in the highest salary scale group at the end of 2019 than was the case at the end of 2018. For men, this percentage increased from 39.6% to 43.3% and, for women, it increased from 23.5% to 32.2%. The average ranking of women nevertheless continues to be much lower. This applies to a smaller extent to the other job categories³.

FIGURE 3.6

Percentage of women and men scientists, by salary group, in FTE, end of 2019.



Source: VSNU, WOPI, end of 2019, in FTE. Excluding scientific field: Healthcare.

3. Due to the fact that certain universities provided limited data sets regarding salary, the VSNU WOPI data on this topic is no longer available at scale level (11, 12, 13 et cetera), but only at the level of a scale group, which means that statements at the detailed level (e.g. on the important function transitions UD1-2, UHD1-2 and HGL1-2) are no longer possible.

WOMEN FULL PROFESSORS ARE YOUNGER, ON AVERAGE, THAN MEN FULL PROFESSORS

The following can be observed for full professors:

For men, there was an increase (50) in the age category of 55–65 years (i.e. from 1,224 to 1,274 people) and a slight decrease (28) in the age category up to 55 years (i.e. from 1,197 to 1,169 people).

The number of women in the age category of 55–65 years increased by 26 (i.e. from 238 to 264 people). A clear increase (45) could be observed in the age category up to 55 years: from 478 to 523 people.

As has been the case in previous years, there were clearly more men than women in the age category of 65 years and older: 194, as compared to 23. The increase in this category applied primarily to men: 14 more people than at the end of 2018. For women, there were only 2 more people.

With regard to the overall pattern, women full professors are younger, on average, than are their men colleagues.

The following can be observed for associate professors:

The number of men in the age category up to 55 years increased by 13 people. The age category of 55–65 years increased by 9 people. The age category of 65 years and older grew by 12 people. The number of men in the age category up to 60 years increased by 33 people.

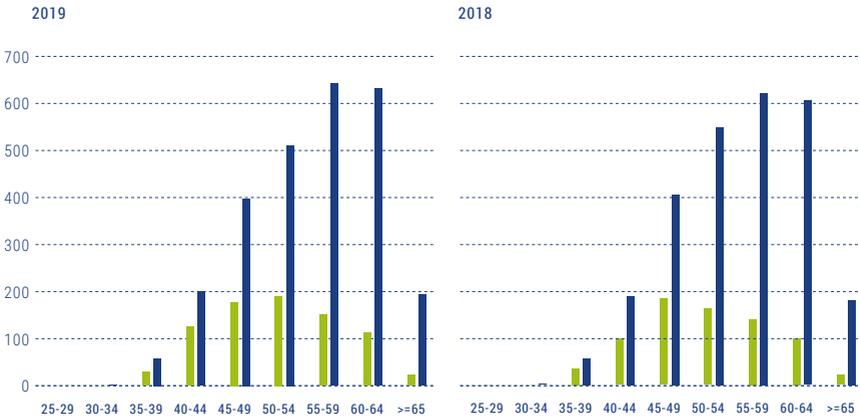
The number of women in the age category up to 55 increased by 33 people. The age category of 55–65 years increased by 12 people. The age category of 65 years and older grew by 6 people. The number of people in the age category up to 60 years increased by a total of 55 people.

A remarkable increase in the number of associate professors can be observed for both men and women in the age category of 40–45 years: 24 women and 55 men.

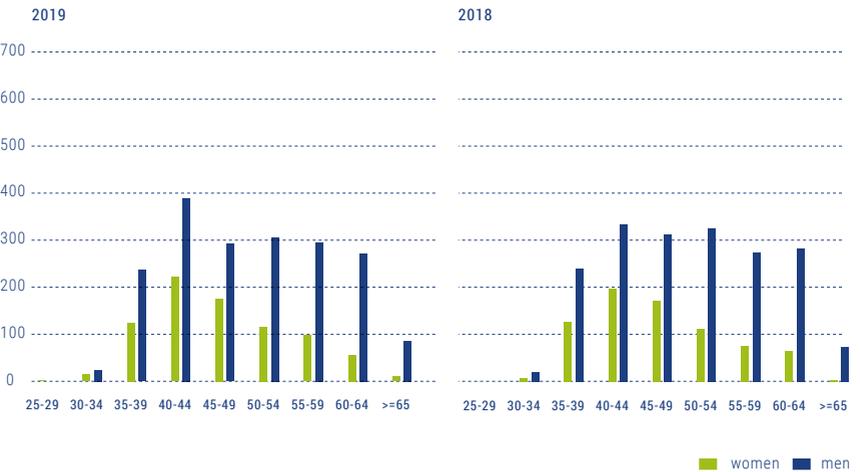
FIGURE 3.7

Number of full professors and associate professors by age category and gender, end of 2018 and end of 2019, in number of people.

FULL PROFESSORS



ASSOCIATE PROFESSORS



■ women ■ men

Source: VSNU, WOP, end of 2018 and end of 2019, in number of people. Excluding scientific field: Healthcare.

POTENTIAL REPLACEMENT OF OUTFLOW 65+

In order to increase the proportion of women within the universities, it will be important to consider not only the women who are able to advance, but also those who will be leaving.

To determine the total replacement potential for associate professors, we focus on the age category up to 60 years. At the end of 2019, the number of women associate professors in the age category up to 60 years increased by 55 people, as compared to the end of 2018. For men, the 'pool' of associate professors up to 60 years increased by 33 people. For full professors, we regard the age category of 60 years and older as the category who will be retiring in the coming years. The number of men in this category increased by 42. The number of women increased by 16.

TABLE 3.2

Number of men and women full professors and associate professors by age category, end of 2018 and end of 2019, in number of people.

	2019		2018		2019		2018	
	Full professor W	Full professor M	Full professor W	Full professor M	Associate professor W	Associate professor M	Associate professor W	Associate professor M
25-29					1			
30-34		2		2	14	24	8	20
35-39	29	58	35	56	124	236	128	241
40-44	125	200	98	188	222	389	198	334
45-49	178	398	183	404	176	292	173	314
50-54	191	511	162	547	116	306	113	325
55-59	151	642	139	620	98	295	76	275
60-64	113	632	99	604	56	272	66	283
>=65	23	194	21	180	10	86	4	74
TOTAL	810	2,637	737	2,601	817	1,900	766	1,866

Source: VSNU, WOPI, reference date 31 December, in number of people. Excluding scientific field: Healthcare.

Without making distinctions between scientific field, more than three fourths (78.1%) of the total expected outflow of 962 full professors (both women and men) could be replaced by women associate professors. Last year, this replacement potential was 77%.

The availability of sufficient potential, however, does not negate the importance of monitoring advancement and intake from the underlying job categories, thus ensuring that this potential is not diluted. As observed in the case of the Westerdijk Talent Impulse, a decrease in the average percentage of women associate professors can occur alongside - or even in response to - an increase in the percentage of full professors.

TABLE 3.3

Potential of female associate professors who could replace professors aged 60 years and over, end of 2019.

Full professor >= 60		Total full professors > = 60	Associate professor up to 60 years		Percentage of the total outflow that could be replaced by women associate professors
women	men		women	men	
136	826	962	751	1,542	78.1

Source: VSNU, WOPI, end of 2019, in number of people. Excluding scientific field: Healthcare.

PERCENTAGES OF WOMEN FULL PROFESSORS AND WOMEN STUDENTS IN EACH SCIENTIFIC DISCIPLINE

The percentages of women full professors differ by scientific field. This also applies to the percentages of women students in each scientific field. For example, there are alarming differences between the percentages of female students and female full professors in specific scientific fields.

At the end of 2019, the proportions in all scientific fields were more favourable than they had been at the end of 2018, with the exception of Law and Natural Sciences. For Law, the proportion remained the same at 2.0 (a figure of 2.0 means that the percentage of women students was twice the percentage of women full professors). For Natural Sciences, the proportion remained at 2.4.

It is interesting to note the large difference between the percentages of women students and women full professors in the scientific discipline of Agriculture and, to a lesser extent, in the scientific fields of Economics and Natural Sciences.

TABLE 3.4

Percentage of women students and women full professors by scientific field , and the ratio between the percentage of women students and the percentage of women full professors within a scientific field , end of 2018 and end of 2019.

	Women students	Women full professors	Ratio of women students and women full professors, end of 2019	Ratio of women students and women full professors, end of 2018
AGRICULTURE	55.9	18.7	3.0	3.3
NATURAL SCIENCES	39.4	16.2	2.4	2.4
ENGINEERING	26.6	17.1	1.6	1.7
ECONOMICS	36.4	13.9	2.6	3.0
LAW	61.4	31.1	2.0	2.0
BEHAVIOURAL SCIENCES & SOCIETY	70.2	34.7	2.0	2.1
LANGUAGE & CULTURE	62.1	34.6	1.8	1.9

Source: VSNU, WOPI, end of 2018 and end of 2019, in FTE. Excluding scientific field: Healthcare.

Source of information on students: 1cH02019 and 1cH02018, October 2019 and October 2018, in number of people. Excluding scientific field: Healthcare.

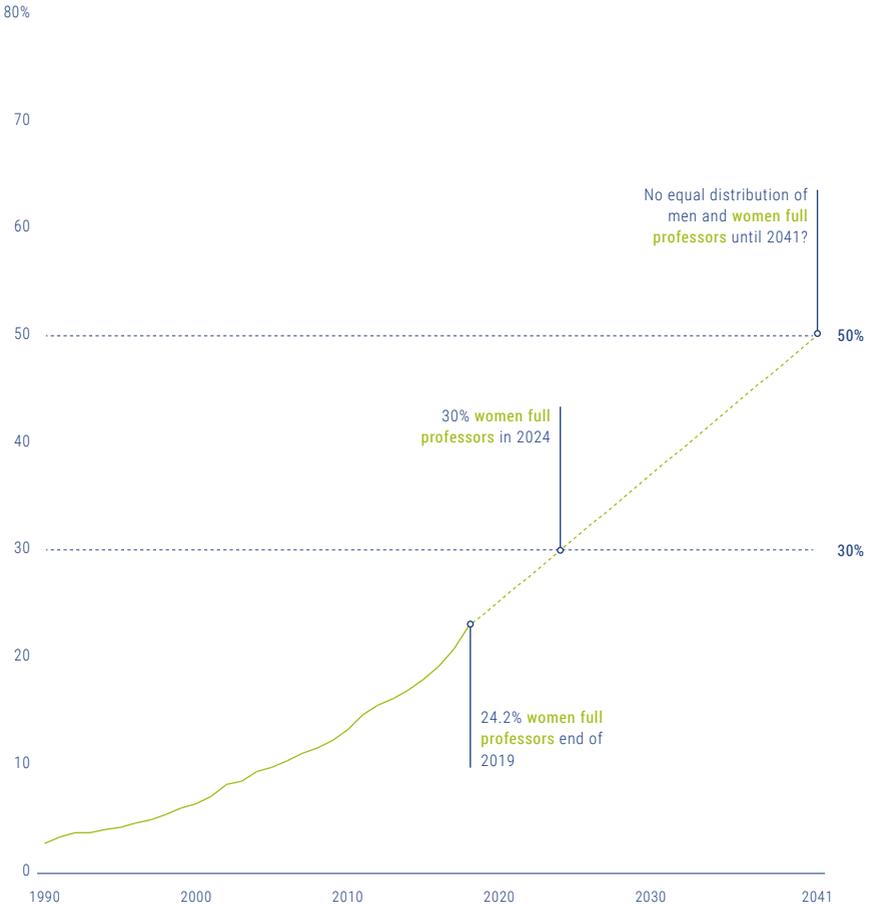
WILL WE HAVE TO WAIT UNTIL 2041?

The current share of 24.2% means that nearly one fourth of all full professors are women. We are thus slowly but surely approaching the ‘critical mass’: the minimum percentage of an under-represented group that is needed in order to create a tipping point in the likelihood of being seen and recognised as a part of the whole⁴. Although we are on our way to 30%, we are far from having an equal distribution. Based on the average pace of growth in the past 10 years (2010–2019), the threshold of 30% will be reached in 2024, with the threshold of 50% being reached in 2041. Both of these milestones will come into view one year earlier than was predicted last year.

4. Within this context, ‘critical mass’ refers to a sufficient number of actors adopting a new idea, technology or innovation within a social system, such that the acceptance rate can maintain itself and, in the case of unequal representation, it will no longer lead to the isolation of the under-represented group.

FIGURE 3.8

Percentage of women full professors, in FTE (1990–2019) and prognosis for 2020–2041.



Source: VSNU, WOPI, reference date 31 December, in FTE. Excluding scientific field: Healthcare.

— 04 —

WOMEN AT THE HIGHEST LEVELS OF ACADEMIC MANAGEMENT AND GOVERNANCE IN SCIENTIFIC ORGANISATIONS

ACADEMIC MANAGEMENT AT UNIVERSITIES

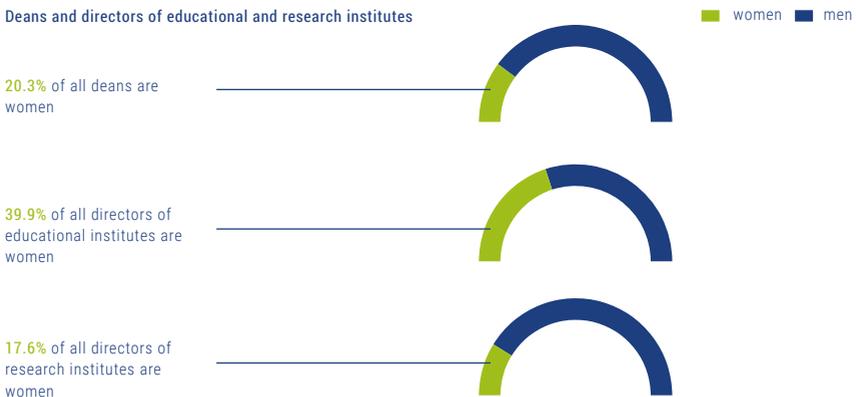
Due to the limited availability of the VSNU-WOPI data, the LNVH was not able to provide the same level of detail in its reports on academic management in the last two editions of the Monitor. No data were available on deans and directors of educational and research institutes. This year, we are able to report on these components of academic management, due to an additional data query that we conducted for two universities that do not usually submit such data to WOPI.

For the 2017 Monitor, the data concerning deans were still available through WOPI, and the percentage of women deans was 14.7%. In 2020, women account for one of every five deans (20.3%). For the period 2016–2020, therefore, we can ascertain an increase of 5.6 percentage points, albeit with women clearly remaining in the minority.

With regard to the directors of educational and research institutes, women account for nearly 40% (39.9%) of all educational-institute directors. In the 2017 Monitor, this figure was 34.8%. This also reflected an increase (5.1 percentage points). The share of women research-institute directors is substantially smaller (17.6%). In the 2017 Monitor, this figure was only 7.5%.

FIGURE 4.1

Share of women and men in academic management at the Dutch universities, end of 2020, in FTE.



Source for information on 12 of the 14 universities: VSNU, WOPI, end of 2019, in FTE. Excluding scientific field : Healthcare.

Source for information on 2 of the 14 universities: Reports from individual universities, October–November 2020, in FTE.

PERCENTAGES OF WOMEN ON THE EXECUTIVE BOARDS AND SUPERVISORY BOARDS OF UNIVERSITIES AND UNIVERSITY MEDICAL CENTRES

Universities

Executive Boards

The Executive Boards of the Dutch universities comprise a total of 41 administrative positions. Of these 41 positions, 14 are filled by women, and 27 are filled by men. The total number of positions decreased by 1 relative to the preceding year. The number of women decreased by 3 (from 17 to 14) relative to 2019, and the number of men serving on the Executive Boards increased from 25 to 27. This brought the average percentage of women on Executive Boards to 34.2% in 2020. This represents a decrease of 6.3 percentage points compared to 2019. Only one Executive Board (University of Amsterdam) had more women than men. The majority of the Board members at the other 13 universities are men.

Supervisory Boards

The Supervisory Boards comprise a total of 72 administrative positions. As of 2020, 31 of these positions are held by women, and 41 are held by men. This brings the percentage of women on Supervisory Boards to 43.1%. This is an increase of 1.1 percentage points compared to 2019. Men outnumber women as members of 9 of the 14 Supervisory Boards.

FIGURE 4.2

Number of women and men on Executive Boards and Supervisory Boards of the Dutch universities in 2020.

Universities

14 of the 41 positions on university Executive Boards are filled by women



31 of the 72 positions on university Supervisory Boards are filled by women



Source: Websites of Dutch universities, reference date 31 August 2020, in number of people.

TABLE 4.1

Number of women and men on Executive Boards and Supervisory Boards of the Dutch universities in 2020.

	Executive Board		Supervisory Board	
	W	M	W	M
LEIDEN UNIVERSITY	1	2	3	2
UTRECHT UNIVERSITY	1	2	3	2
UNIVERSITY OF GRONINGEN	1	2	2	3
ERASMUS UNIVERSITY ROTTERDAM	1	2	2	3
MAASTRICHT UNIVERSITY	1	2	2	3
UNIVERSITY OF AMSTERDAM	2	1	2	3
VU AMSTERDAM	1	2	1	4
RADBOUD UNIVERSITY NIJMEGEN	1	2	3	3
TILBURG UNIVERSITY	1	2	2	3
DELFT UNIVERSITY OF TECHNOLOGY	1	2	2	3
EINDHOVEN UNIVERSITY OF TECHNOLOGY	1	2	1	4
UNIVERSITY OF TWENTE	1	2	3	2
WAGENINGEN UNIVERSITY & RESEARCH	1	2	3	3
OPEN UNIVERSITY	0	2	2	3

Source: Websites of Dutch universities, reference date 31 August 2020, in number of people.

UNIVERSITY MEDICAL CENTRES

Executive Boards

In 2020, the total number of Executive Board members at the Dutch university medical centres decreased by 2 (from 29 to 27). Of the 27 members of the Executive Boards, 12 are women and 15 are men. This amounts to 44.4%. In 2019, this figure was 37.9%, thus indicating an increase of 6.5 percentage points. Women outnumber men as members of 2 of the 7 Executive Boards.

Supervisory Boards

The Supervisory Boards of the Dutch university medical centres comprise a total of 38 members. This number is the same as last year. The number of women on the Supervisory Boards is 16. The proportion of women on Supervisory Boards thus decreased by 2.6 percentage points (from 44.7% in 2019 to 42.1% in 2020). None of the Supervisory Boards have more women than men.

FIGURE 4.3

Number of women and men on Executive Boards and Supervisory Boards of the university medical centres in 2020.

University Medical Centres

12 of the 27 positions on UMC Executive Boards are filled by women



16 of the 38 positions on UMC Supervisory Boards are filled by women



Source: Websites of Dutch university medical centres, in number of people, reference date 03 Sept. 2020.

TABLE 4.2

Number of women and men on Executive Boards and Supervisory Boards of the university medical centres in 2020.

	Executive Board		Supervisory Board	
	W	M	W	M
LEIDEN UMC	1	2	2	3
UMC UTRECHT	3	1	2	3
UMC GRONINGEN	1	2	2	3
ERASMUS MC	1	3	2	3
MAASTRICHT UMC+	3	2	2	3
AMSTERDAM UMC ¹	2	3	3	4
RADBOUD UMC	1	2	3	3

Source: Websites of Dutch university medical centres, reference date 03 Sept. 2020, in number of people.

ROYAL NETHERLANDS ACADEMY OF ARTS AND SCIENCES (KNAW)

Members

The KNAW has a total of 590 members, 109 (18.5%) of whom are women. This represents an increase of 1.5 percentage points compared to 2019 (17%). Of the 263 members who are under the age of 65, 81 (31%) are women. This represents an increase of 1 percentage point compared to last year.

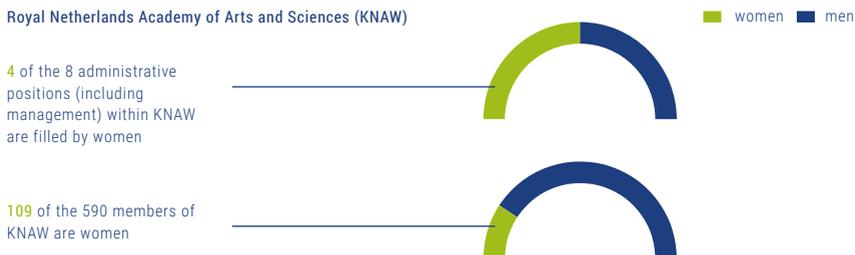
Management and governance

The governance of the KNAW consists of the president, two vice-presidents (one of whom is also the general secretary) and four Board members who are also Domain Chairs. The governance of the KNAW comprises a total of seven positions, three of which (including that of president) are filled by women, with four filled by men. In addition, the KNAW has a general director. This position is filled by a woman.

1. The Academic Medical Center and the VU Medical Center merged to form Amsterdam UMC on 7 June 2018, and they have a joint Executive Board.

FIGURE 4.4

Number of women and men in the management and governance of the Royal Academy of Arts and Sciences (KNAW) in 2020.



Source: Academy Bureau, reference date 4 September 2020, in number of people.

TABLE 4.3

Number of women and men in the management, governance and membership of the Royal Academy of Arts and Sciences (KNAW) in 2020.

	W	M
General Director	1	0
Executive Board	3	4
President	1	0
Vice-President	1	1
General Secretary ²	0	1
Members	1	3
Members	W	M
Humanities	16	112
Behavioural Sciences, Social Sciences and Law	36	98
Medical, Biomedical and Health Sciences	37	56
Natural Sciences and Engineering	20	221

Source: Academy Bureau, reference date 04 September 2020, in number of people.

2. The general secretary of the KNAW is also the vice-president

THE YOUNG ACADEMY

The Executive Board of The Young Academy consists of 3 women and 2 men. In total, there are 60 members in The Young Academy³, 31 of whom are women and 29 of whom are men. The percentage of women thus amounts to 52%. Of the 130 total alumni of The Young Academy, 55 (42%) are women and 75 (58%) are men.

FIGURE 4.5

Number of women and men members of The Young Academy in 2020.

The Young Academy

89 of the 195 members (including Board and alumni) of The Young Academy are women



Source: Academy Bureau, reference date 27 August 2020, in number of people.

TABLE 4.4

Number of women and men members of the Executive Board of The Young Academy in 2020.

	W	M
Executive Board	3	2
Members in 2020	31	29
Alumni	55	75

Source: Academy Bureau, reference date 27 August 2020, in number of people.

3. In regular years, the total number of members is 50. Due to the COVID-19 pandemic, however, it was decided to retain the 10 members from last year as active members for a time.

NETHERLANDS ORGANISATION FOR SCIENTIFIC RESEARCH (NWO)

The administrative structure of the NWO consists of an Executive Board, a Supervisory Board and four domain boards. The gender composition of the Executive Board consists of six positions, three of which are filled by men and three of which are filled by women. The President of the NWO is a man. The Supervisory Board also consists of six members, and the gender composition is also 50/50. The President of the Supervisory Board is a man. The following can be observed with regard to the domain boards:

Science: 7 positions, 2 of which are filled by women and 5 of which are filled by men

Social Sciences and Humanities: 9 positions, 4 of which are filled by women and 5 of which are filled by men

Applied and Engineering Sciences: 6 positions, 4 of which are filled by women and 2 of which are filled by men

Netherlands Organisation for Health Research and Development (ZonMw): 9 positions, 5 of which are filled by women and 4 of which are filled by men

NOTE: The domain directors (2 women and 2 men) serve as both domain directors and members of the Executive Board. The total is based on the summed total of positions, in which domain directors are counted twice. The NWO thus has 37 administrative positions, which are filled by 33 people.

FIGURE 4.6

Number of men and women serving in administrative positions (excluding the Supervisory Board) of the Netherlands Organisation for Scientific Research in 2020.

Netherlands Organisation for Scientific Research (NWO)

18 of the 37 administrative positions within NWO are filled by women



Source: NWO Executive Board Bureau, in number of people, reference date 26 August 2020.

TABLE 4.5

Number of men and women serving in administrative positions of the Netherlands Organisation for Scientific Research in 2020.

	W	M
Executive Board		
President	0	1
Portfolio holder for Operations and Finance	1	0
Domain Directors	2	2
Domain Boards		
Domain Board for Science	2	5
Domain Board for Social Sciences and Humanities	4	5
Domain Board for Applied and Engineering Sciences	4	2
Domain Board The Netherlands Organisation for Health Research and Development (ZonMw)	5	4

Source: NWO Executive Board Bureau, in number of people, reference date 26 August 2020.

— 05 —

SUPPORT AND MANAGEMENT STAFF COMPARED TO SCIENTIFIC STAFF

TOTAL SHARE OF WOMEN IN SUPPORT STAFF AND SCIENTIFIC STAFF HAS NEVER BEEN THIS HIGH

For both the Support Staff and the Scientific Staff, the total number of FTE and the percentage of women have never been so high.

The total size of the Support Staff increased from 18,817 FTE in 2018 to 19,611 FTE in 2019. This is an increase of 794 FTE, with 255 FTE going to men and 539 FTE going to women. The proportion of women in the Support Staff has therefore increased from 55.2% at the end of 2018 to 55.7% at the end of 2019.

TABLE 5.1

Numbers of Support Staff members by gender, and growth, end of 2017–2019, in FTE.

	Support Staff W	Support Staff M	Support Staff total	Growth W	Growth M	Growth total	Percentage of women
2019	10,932	8,680	19,611	539	255	794	55.7
2018	10,393	8,425	18,817	409	72	481	55.2
2017	9,984	8,352	18,336				54.4

Source: VSNU, WOPI, reference date 31 December, in FTE. Excluding scientific field: Healthcare.

For the Scientific Staff, the number of FTE at the end of 2019 was 27,005. This amounts to an increase of 1,103 FTE relative to the end of 2018. The percentage of women in the total Scientific Staff was 39.8% at the end of 2019.

TABLE 5.2

Numbers of Scientific Staff members by gender, and growth, end of 2017–2019, in FTE.

	Scientific Staff W	Scientific Staff M	Scientific Staff total	Growth W	Growth M	Growth total	Percentage of women
2019	10,739	16,266	27,005	469	544	1,013	39.8
2018	10,270	15,721	25,991	330	181	511	39.5
2017	9,940	15,541	25,481				39.0

Source: VSNU, WOPI, reference date 31 December, in FTE. Excluding scientific field: Healthcare.

APPENDIX 1 – SOURCE DATA

Universities

Since 1990, universities have been collecting staff data in a structured manner and according to a fixed reference date (31 December). This data collection has been coordinated by the VSNU since 1999, and it has been referred to as WOPI (Wetenschappelijk Onderwijs Personeel informatie or Scientific Education Personnel Information) since that time. The information in this Monitor is based on this. The files contain data on staff **employed** by universities, categorised since 2003 in UFO profiles (profiles from the university job classification system). The WOPI data on personnel are collected both in numbers of people and in FTEs, based on the scope of the employment contract(s). FTE stands for full-time equivalent and is a unit of account that can be used to express the extent of a contract of employment. A full working week equals 1 FTE.

Students and graduates

Data on students and graduates comes from the Central Register of Higher Education Enrolments (CRIHO), which includes data on inflow, enrolment and exams. For students, it concerns main enrolments on 1 October of the year in question. For graduates, it contains Master's and doctoral degrees awarded in each academic year. Of the students enrolled on the reference date of 1 October 2019, 98.4% were studying full-time, 1.5% part-time and 0.2% in work-study arrangements.

University Medical Centres

With the transition of almost all staff from university medical faculties to university medical centres from 1998 to the present, almost all of the entire science field of Health Care in WOPI has been lost. Data on the vast majority of that field of science in this Monitor have been provided by the individual university medical centres. The remaining personnel data in the HOOP field of Health Care in the WOPI data have not been taken into account in this Monitor.

Scientific areas

The Higher Education and Research Plan (HOOP) of the Ministry of Education, Culture and Science includes a division into scientific areas. These scientific areas are also called HOOP areas. The HOOP distinguishes nine areas of study: Agriculture, Natural Sciences, Engineering, Economics & Business, Law, Healthcare, Behavioural & Social Sciences, Humanities & Linguistics and Education. The students and graduates are classified in the source files according to the nine areas of study. In the WOPI files, university staff is divided into eight areas plus a 'Miscellaneous' category. The field of Education is not used for the classification of university staff. Where reference is made in this Monitor to scientific fields, this refers to the HOOP fields. The following applies to the analysis according to HOOP fields: only those students and full professors who can be counted within one scientific field have been included in the analysis. In the case of students, the field of Education has been excluded, and in the case of full professors, the Miscellaneous category has been excluded, unless otherwise stated.

Academic management and scientific organisations

With respect to academic management and scientific organisations, this Monitor is based on data published on the websites of the organisations in question. Data on the gender composition of deans, directors of research institutes, and directors of educational institutes are no longer included as a default by all universities in the WOPI data. For the 2020 Monitor, the data for a part of the universities have been taken from the WOPI data, with the data for the other universities obtained through a separate data query.

APPENDIX 2 – COOPERATING PARTNERS

Dutch Network of Women Professors (LNVH)

www.lnvh.nl

The LNVH foundation, a networking, lobby- and knowledge organisation, aims to promote a proportional representation of women within the Dutch university community by contributing structurally and sustainably to the improvement of the position of women in science. The LNVH tries to achieve this goal through efforts including strengthening the bond between women scientists in the Netherlands and offering advice and support relating to the development of leadership, policy, projects and activities having to do with promoting the advancement and preventing the attrition of women in science. In order to achieve these objectives, the LNVH is involved in:

- Monitoring the career advancement of female scientists by publishing relevant figures in the Women Professors Monitor.
- Publishing research reports on relevant themes related to gender diversity.
- Policy development and influencing through efforts including setting up and supporting projects relating to the promotion and appointment of women academics.
- An advisory function for and relationship management with national and international organisations, both within and outside the academic community.
- Chairing the platform of advisors and policy makers for gender/diversity/talent policy of all Dutch universities and UMCs, NWO and KNAW, in addition to membership in other relevant platforms and forums related to Diversity & Inclusion.
- The nomination of women academics for science awards, premiums, grants and positions.
- Initiating networks and identifying best practices.
- Organising mentoring, peer group coaching, workshops, conferences and symposiums.
- Increasing the visibility of our own network and the impact of our activities.

Association of Universities in the Netherlands (VSNU)

www.vsnu.nl

VSNU manages and develops information on education, research, personnel and finance for policy development, accountability, benchmarking and quality assurance. Key figures in the field of personnel are part of the WOPI file (*Wetenschappelijk Onderwijs Personeel Informatie* - Information on scientific education personnel).

Netherlands Federation of University Medical Centres (NFU)

www.nfu.nl

The Netherlands Federation of University Medical Centres (NFU) represents the eight collaborating umcs in the Netherlands, as an advocate and employer of 65,000 people. In doing so, the NFU is committed to the continuity of care and the safety of patients with often serious, rare and difficult to treat conditions. The partnership provides the umcs with even more opportunities to treat their patients according to the latest insights of medical science, to give care providers forward-looking training and to conduct scientific research on a global scale. Leading motives include a sense of responsibility for patients and the ambition to innovate.

SoFoKles

The Monitor 2020 was co-financed by a contribution from SoFoKles.

SoFoKles, the Social Fund for the Knowledge Sector, sponsors projects and research and subsidises activities in the academic labour market. The fund shares its knowledge with the Dutch universities, research institutes and university medical centres (umcs).

De Beauvoir Foundation – in remembrance

Since 2003, the Monitor of Women Professors has been published every three years by the De Beauvoir Foundation, in collaboration with the Dutch Network of Women Professors (LNVH). In 2015, the LNVH incorporated the de Beauvoir Foundation. The 'De Beauvoir Monitor' has thus become the 'LNVH Monitor of Women Professors'. The LNVH is very grateful to the De Beauvoir Foundation for all that the Foundation and the Board of the Foundation have done for the advancement of women to the higher echelons of science.

PUBLISHING DETAILS

Composition

Lidwien Poorthuis has been employed by the Dutch Network of Women Professors since October 2013 as the managing director and as a senior policy officer.

Thea Verdonk worked at the VSNU from 2007 to 2011, during which time her responsibilities included the management and development of the WOPI file, the main source file for the Monitor. She is also a coach with DPM-Coaching, with a focus on coaching with regard to giftedness, as well as stress and burn-out related problems.

Translation

Vertaalbureau | Taalcentrum VU

Data visualisation and design

Studio Lakmoes, Arnhem

Printing

Libertas Pascal, Utrecht

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