

Monitor Women Professors 2015 Executive Summary

Aim

The Dutch Network of Women Professors (LNVH) promotes the proportionate representation of women in all scientific ranks of Dutch universities and academic medical centres. The LNVH publishes the *Monitor Women Professors* every three years to numerically present the developments in representation of women in Dutch academia.

Main findings

The *Monitor Women Professors 2015* reveals that 17.1% of academic professorships, expressed as fulltime-equivalent units, are held by women. This is an increase in comparison to the Monitor 2012. Barriers in the promotion of women to higher academic ranks are decreasing, but the promotion from associate to full professorship is lagging behind.

The Netherlands is at the low end of the ranking of North Western European countries with regards to the representation of women in academia. Moreover, the proportion of female professors at the Dutch academia is rising slowly. This slow increase is not the result of a lack of qualified scientists, as the Monitor 2015 clearly shows that a large group of female associate professors are ready to succeed retiring professors to reach a more balanced gender distribution in the near future.

Summary of the main findings

Gender distribution in ranks and promotion

The majority of graduates from the Dutch universities is female, i.e. 53.4%. At each following step of the academic career ladder, the proportion of women decreases. In 2014, women held 17.1% of fulltime-equivalent units for professorships.

The higher the academic rank is, the lower the proportion of women. The Glass Ceiling Index (GCI) is an indicator for (barriers in) the promotion of personnel to higher ranks. The GCI is larger than 1 when personnel is underrepresented in the higher rank as compared to the one below. Between 2003 and 2014 the GCI for female academics decreased for each career step, yet is still above 1 for each of these steps. For the first time the GCI for the promotion from assistant professor to associate professor is smaller than the GCI for the step from associate professor to full professor, 1.4 and 1.5 respectively. Since 2007 the GCI for the promotion from associate professor to full professor has remained unchanged at 1.5. A major gender difference promotion is revealed by the GCI, as for male academics the GCI has remained below 1.0 since 2003 for each career step.

If the growth in representation of female professors continues at the current pace, it will take until 2025 to reach the goal of 25% female professors as agreed in the Lisbon Strategy for Education. Only in 2030 a critical mass of 30% will be reached, a proportion that is considered large enough to change the internal political culture and policy in a structural way.

Differences per university

The proportion of female professors ranges between 7.6% at the Wageningen UR and 26.1% at the Open University. At a couple of universities the total number of fulltime-equivalent units for professorships has remained the same or decreased since 2011, while the number of female professors increased. In addition, the proportion of female professors *decreased* between 2011 and 2014 at the University of Groningen, Erasmus University Rotterdam, Maastricht University and Wageningen UR.

The proportion of female professors increased at all university medical centres between 2012 and 2015. The VU Medical Centre has the highest proportion of female professors, 25.5%. Additionally, the VU Medical Centre together with the Academic Medical Centre has the largest increase in female professors (4.1%) since the Monitor 2012.

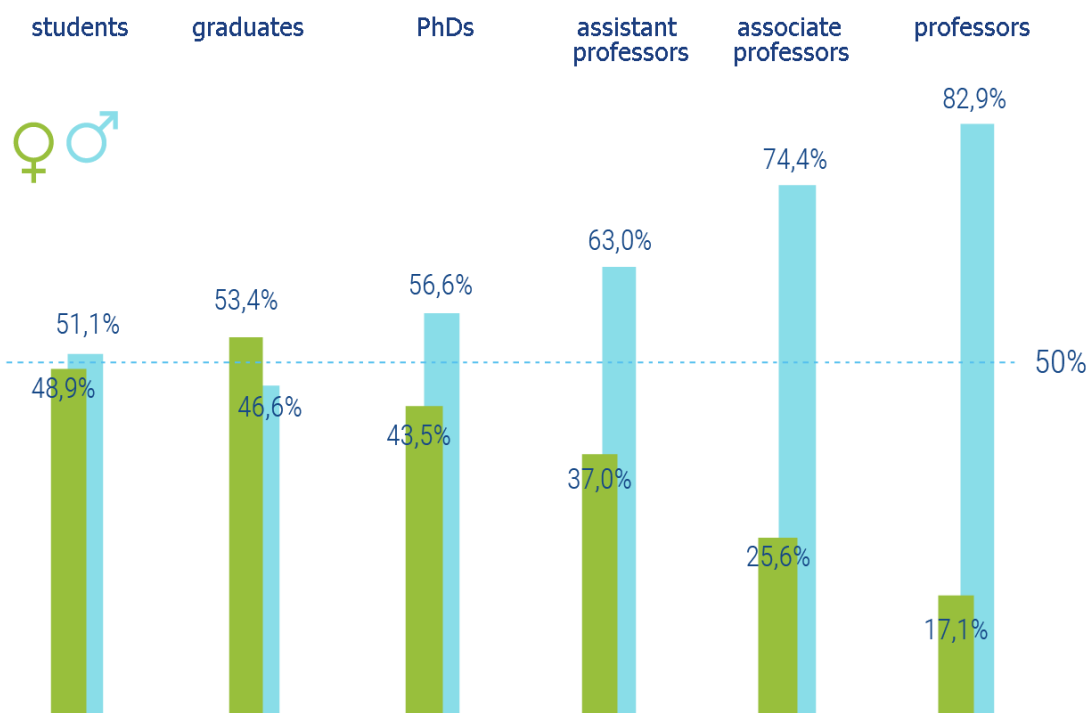
Large variation between scientific disciplines

The proportion of female professors varies largely between scientific fields. The highest numbers are found in Language & Culture, and Social & Behavioural Sciences, which have 27.3% and 25.4% female professors respectively. Agriculture, Economics and Technology have the lowest proportion of female professors, i.e. 7.7%, 9.6% and 9.4% of fulltime-equivalent units. In all scientific fields the proportion of female professors is lower than the proportion of female students. For example in Agriculture, 56.6% of the students are female, whereas only 8.6% of professors are women.

Gender differences in working hours, salaries, and function scales

Each step in the academic career leads to a smaller gender difference in working fulltime or part-time. 65.2% of the female associate professors work fulltime versus 79.3% of the men, while 67.8% of the female and 71.1% of the male professors work fulltime. At the same time, in each academic function category more women than men are in the lower scales belonging to that function.

In 2014 about 21% of the academic management positions were held by women. This is an increase of 7% as compared to the previous Monitor. One-third of the members of the Supervisory Boards of the universities are female, which is the same as in 2012. At the university medical centres, 14.4% of the professors/heads of department are female. The number of women in the Executive Boards of the university medical centres is still low, although there is an increase compared to 2012. Both the Netherlands Organisation for Scientific Research (NWO) and the Royal Dutch Academy of Arts and Sciences (KNAW) have equal gender representation in their Governing Boards.



Source students and graduates: 1cHO 2014, october 2014, head count. Not including Health Sciences
 Source academic ranks: VSNU WOPI, ultimo2014, in fte. Not including Health Sciences

Figure 1: Gender distribution in academic ranks

Download (chapters of) the Monitor in Dutch at www.lnvh.nl/monitor2015