



Monitor Women Professors 2016

Executive summary

Aim

The Women Professors Monitor [*Monitor Vrouwelijke Hoogleraren*] offers insight into the current ratio of men to women in academia and an overview of the current percentages of male and female professors and board members at Dutch universities, university medical centres, and other academic organisations. In doing so, the Monitor forms the foundation of gender-diversity policy and measures, prompts the relevant parties to take action, and provides insight into the obstacles that are still impeding the promotion of women to top-level positions. The Dutch Network of Women Professors [*Landelijk Netwerk Vrouwelijke Hoogleraren*] (LNVH) publishes the monitor annually.

Main findings

The 2016 Monitor shows that, at the end of 2015, 18% of the professor-level FTEs at Dutch universities were filled by women. That is an increase of 0.9% in comparison to the end of 2014. Growth was observed in other job categories as well. The percentage of women holding the position of head lecturer at universities rose by 0.7%, and the percentage for the position of university lecturer rose by 1.6%, which was the most significant growth observed. The percentage of women professors (in terms of actual number of people) at all university medical centres (UMCs) also rose between 2014 and 2015. The total proportion of women professors at UMCs rose by 2% in one year's time: from 19.4% to 21.4%.

Summary of the main findings

Slight increase in the percentage of women professors

In the Netherlands, 18% of professors were women at the end of 2015, a slight increase of 0.9% in comparison with the 2015 Monitor. The percentage of women graduates continues to top 50%. The number of women falls drastically with each subsequent step on the academic career ladder. From 43.2% to 38.6% to 26.3% for PhD candidates, university lecturers, and university head lecturers, respectively. Another 8.3% of female potential is lost on the step from university head lecturer to professor. Essentially, only one in three university lecturers are women; only one in four university head lecturers are women; and only one in six university professors are women. It will take until at least 2054 (two more generations) until there is an equal ratio of men to women professors.

The glass ceiling remains as thick as ever

Making the step to the next job category is not a given in academia. Particularly not for women. The 2016 Monitor uses the Glass Ceiling Index [*Glazen Plafond Index*] (GPI) to illustrate the obstacles that lie between these various job categories. Traditionally, the step from university head lecturer to

professor is the most difficult, with a GPI of 1.5. The step to PhD candidate approaches the neutral GPI of 1.

Women academics miss out on millions

The fact that women academics earn less than their male counterparts was shown in the 2012 and 2015 Monitors, and the salary gap was examined in detail in the report the LNVH published in 2016, entitled 'Financial Remuneration of Men and Women in Academia' [*Financiële Beloning van Mannen en Vrouwen in de Wetenschap*]. Conclusion: women academics lose out on millions every year. Not only do female academics earn less, they are also systematically awarded lower job levels. The 2016 Monitor puts this hidden obstacle in the spotlight: There is a ruthlessly thick glass ceiling *between job levels*. For example, at 2.4, the Glass Ceiling Index between the categories of Professor 2 and Professor 1 is, sky-high.

Percentages by university

The percentages of women professors vary widely by university, from 9.6% (Erasmus University Rotterdam) to 24.5% (Open University). For the first time, the percentages of women professors at the universities of technology – TU Eindhoven, TU Delft, and the University of Twente – topped 10%: 10.1%, 11.5%, and 12.9%, respectively. At Wageningen University, which for years lagged far behind in terms of gender diversity, 11.9% of the professors are now women, as compared with 7.6% in 2014. The Erasmus University Rotterdam is now the only university at which less than 10% of the professors are women. The Open University continues to be the leader, but has dropped slightly to below 25%.

Will targets actually be achieved?

In 2015, the 14 universities constituting the Association of Universities in the Netherlands (VSNU) provided target figures to Dutch Minister of Education, Culture and Science Jet Bussemaker in an attempt to expedite the promotion of women to the highest level of academia. The target figures represent the percentage of women professors that the universities must have achieved by 2020. Based on the average growth over the last 10 years, the 2016 Monitor forecasts that only 6 of the 14 universities will actually achieve these targets.

Positive developments on executive and supervisory boards

The percentage of women holding positions on university Executive Boards and Supervisory Boards stands at 30% and higher. Female representation on the Executive Boards of university medical centres (UMCs) rose from 13.8% to 22.5%. Female representation on the Supervisory Boards of UMCs fell slightly, but still remains well above 30% (36.6%). At 22.5%, the Executive Boards are well on their way to achieving the 'critical mass' of 30%. The Executive Boards of both the Royal Netherlands Academy of Arts and Sciences (KNAW) and the Organisation for Scientific Research (NWO) are in transition. The exact ratio of men to women will become clear in the next year. The Young Academy [*De Jonge Akademie*] traditionally does well, with 45% of its members being women.

Download the Monitor in Dutch at www.lnvh.nl/monitor2016.