

# LNVH ASSOCIATE PROFESSOR SOUNDING BOARD

## DUTCH NETWORK OF WOMEN PROFESSORS (LNVH)

The LNVH aims to promote equal representation of women in academia, works towards the betterment of the position of women of all backgrounds and pushes for an inclusive and safe academic community.

The LNVH is a network and platform for women professors and associate professors, providing space to meet, exchange information, share experiences, and mutually reinforce each other. Through its policy influencing and capacity building activities, the network advocates for improved career opportunities for women in science and an inclusive work culture at both scientific and administrative levels.

## LNVH ASSOCIATE PROFESSOR SOUNDING BOARD

Today, over 600 associate professors are affiliated with the LNVH. To fully address the issues related to this specific career phase, LNVH has established the Associate Professor Sounding Board: a group of approximately 40 associate professor affiliates who provide advice and input to the LNVH board. This helps the board understand what challenges associate professors are facing and how these can be addressed, locally or nationally. All universities and university medical centers are represented, ideally by several associate professors from different faculties to ensure a broad perspective.

## TOPICS ADDRESSED BY THE SOUNDING BOARD

The Sounding Board works on many different topics, for example the impact of the COVID-19 crisis on career progress and prospects, Recognition & Rewards, mental health, excessive workload and gender and age discrimination. In order to be able to collect more targeted input and set up targeted actions, the Sounding Board sometimes works in subgroups. Members can join the subgroup of their choice. Topics include:

- Associate professors with an international background
- Promotion criteria
- Ius promovendi
- Social Safety

## JOINING THE ASSOCIATE PROFESSOR SOUNDING BOARD

Joining the Sounding Board is voluntary but comes with certain expectations. Members represent their university and are expected to:

- attend small, focused online sessions with members from 2 or 3 institutions
- collect input from their own university (e.g., through local networks, conversations with colleagues, or staying informed of relevant reports)
- provide input to the LNVH board and bureau (e.g., actively proposing topics for discussion or responding to questions)
- introduce others to the LNVH and, where relevant, to the Associate Professor Sounding Board

## QUESTIONS?

If you have any questions about (joining) the LNVH Associate Professor Sounding Board, please contact:

Lidwien Poorthuis, Managing Director of the LNVH - [poorthuis@lnvh.nl](mailto:poorthuis@lnvh.nl)

Roshanak Darvishzadeh, Chair - [r.darvish@utwente.nl](mailto:r.darvish@utwente.nl)