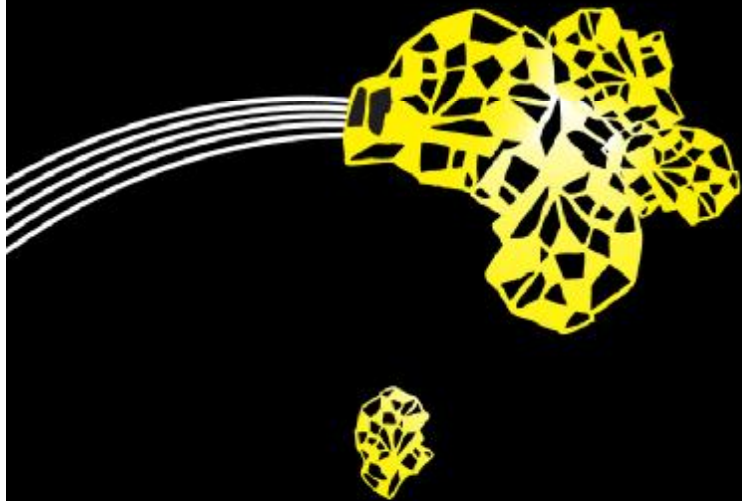


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MAXIMIZING FEMALE TALENTS AT THE UT

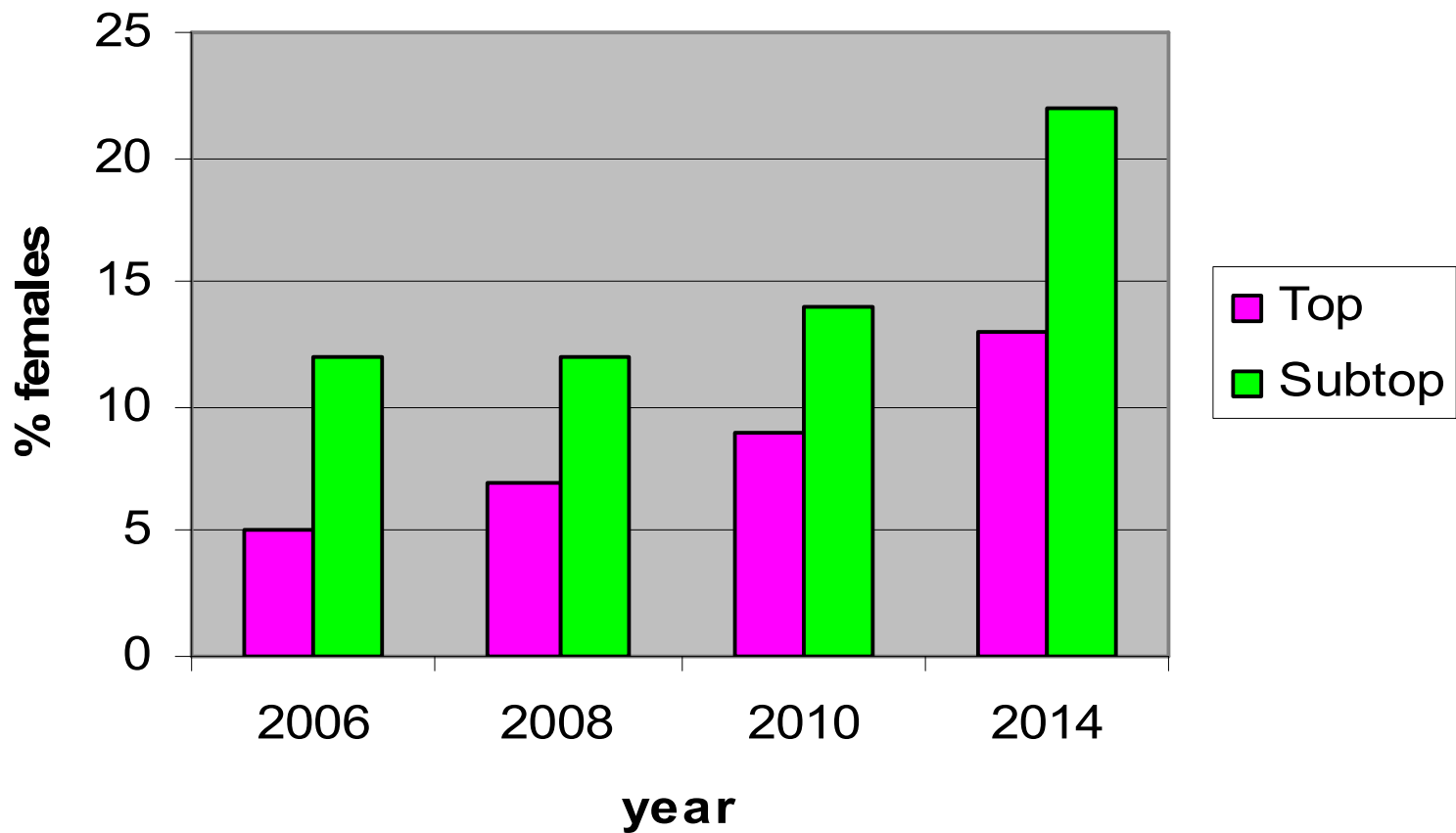
Suzanne Hulscher



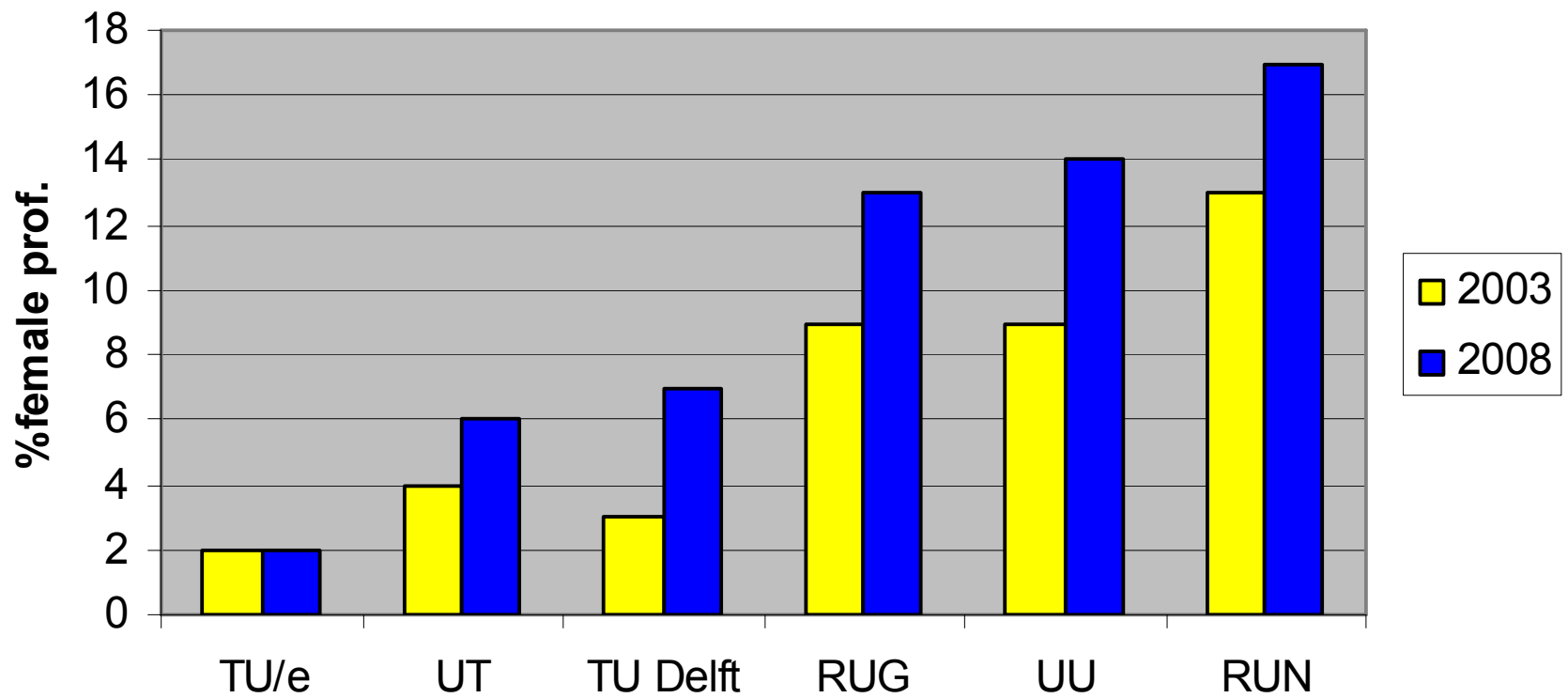
FOCUS OF THIS PRESENTATION

- § What are the percentages of female faculty at the top?
- § What measures did the UT take to increase these percentages?
- § Were these measures effective and if so, why?

PERCENTAGE OF FEMALE FACULTY AT THE TOP AND SUBTOP

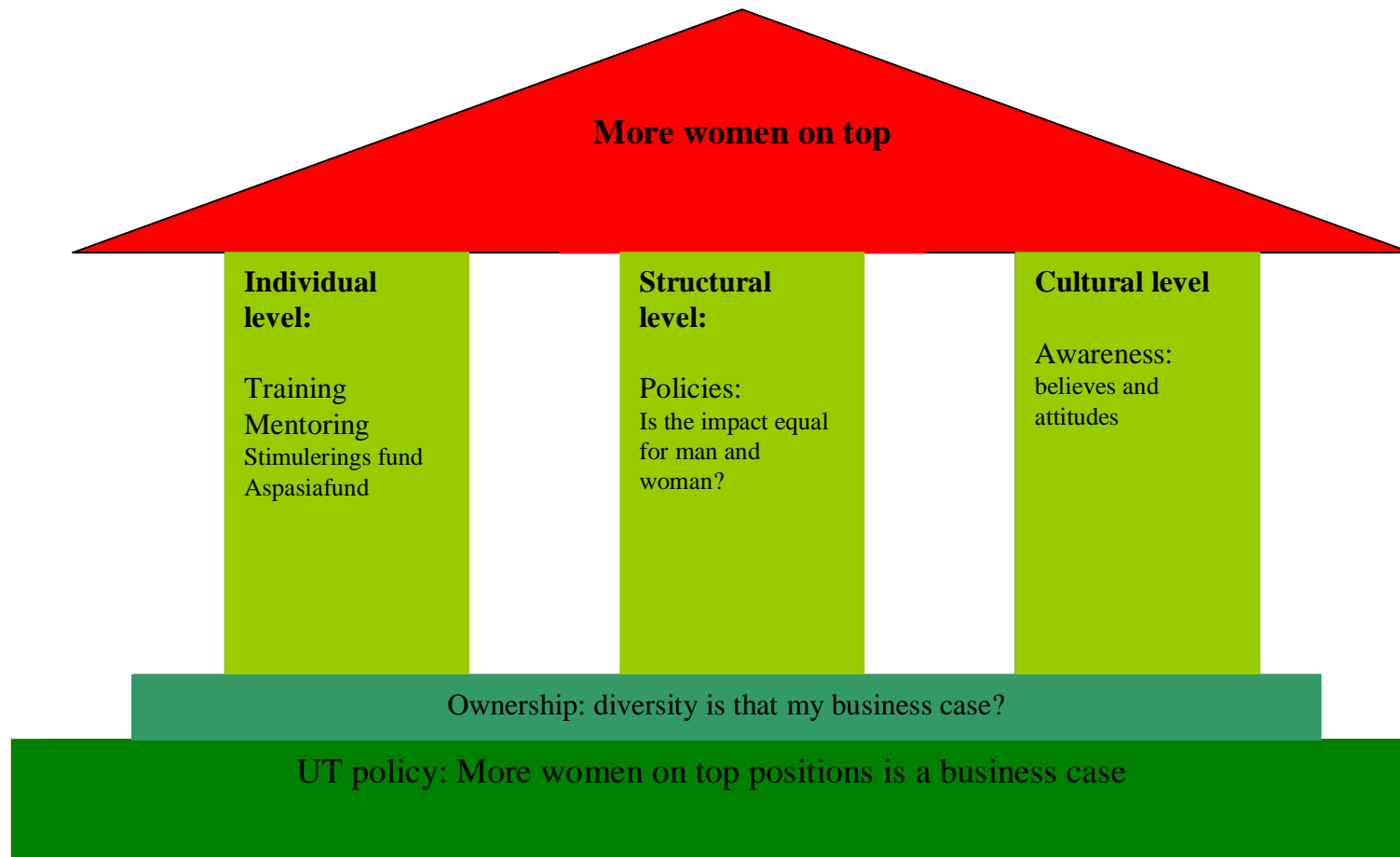


UT AND OTHER DUTCH UNIVERSITIES



Source: Monitor Vr.Hoogleraren 2009

UT POLICY



AMBASSADORSNETWORK



Vinod Subramaniam



Mieke Boon



Marc Wouters



Carla Millar



Susanne Wichman



Miko Elwenspoeck

UNIVERSITY OF TWENTE.

EFFECTIVE MEASURES

- § Transparency in promotion criteria and procedures
- § UTWIST3
- § UT Stimuleringsfonds
- § Other: mentoringprogram

UTWIST³

RECRUITMENT OF EXTERNAL TENURE TRACKERS

	Male	Female	
			UTWIST3
EWI	6	2	2
TNW	9		3
CTW	3		2
Total	18	2	7

UTSTIMULERINGSFONDS CRITERIA

- § Clearly stated ambition
- § Results which accelerate the career path
- § Letter from supervisor that indicates a time path for promotion.

MIDTERM EVALUATION UT STIMULERINGSFONDS

Actions	Number + %	Remarks
Approved applications	60	18 applicants were not included because their application was too recent.
Sent evaluations	42	
Received evaluations	38 = 90%	Of the 4 missed evaluations: 2 postdocs probably left 2 ?
All the money spent: Activities concluded	19 = 50%	
Activities partly executed	13 = 34%	High teaching loads were responsible for delay
Not started yet	6 = 16%	Reasons: pregnancy, illness, recent application

TYPES OF ACTIVITIES FINANCED

Financed activities	Number + %	Remarks
International network	27 = 74%	Visiting scholarships, extra conferences, working visits, participate in international networks.
Personal development	2 = 5%	Courses about personal leadership
Language courses Editing of papers	7 = 18%	English and Dutch courses
Time to write research proposals	6 = 16%	
Technical courses, buy databases or lab facilities	3 = 8%	

RESULTS OF THE UT STIMULERINGSFONDS

- § Increased number of project proposals prepared and approved.
- § Membership of important committees or editing boards
- § Increased number of publications
- § Inspiration and new research directions

CONCLUSIONS

- § Female professors: 9%, associate professors: 14%
- § UT took measures at three levels: individual, structural and cultural
- § The ambassadorsnetwork keeps this program on the agenda
- § Effective measures:
 - § UTWIST³
 - § UT stimuleringsfonds
 - § Mentoring