

University of Twente
Drienerlolaan 5
7522 NB Enschede
The Netherlands

P.O.Box 217
7500 AE Enschede

P +31 (0)53 489 3965
ffnt@utwente.nl

www.utwente.nl/en/ffnt

FEMALE FACULTY NETWORK TWENTE (FFNT)

UNIVERSITY OF TWENTE.



The FFNT is the professional network of academics at the University of Twente.

OUR VISION

is to establish, maintain and practice the culture in Twente.

OUR MISSION

is to promote female academic leadership and help shape policies that increase gender diversity at our university.

OUR GOAL

is to make University of Twente the reference inclusive employer in the Netherlands and the first choice for female academic talent.

Academic workplaces and careers are supposed to be gender-neutral. However, even today, less than 20% of female researchers are promoted to professors in Dutch academic institutions. At the same time, the number of female doctoral candidates in different faculties as well as female postdocs is quite comparable to the numbers of male colleagues. The 'leaky pipeline' is an alarming reality in Dutch academia. If talent walks away, in the long run this translates in missed opportunities for growth and innovation.

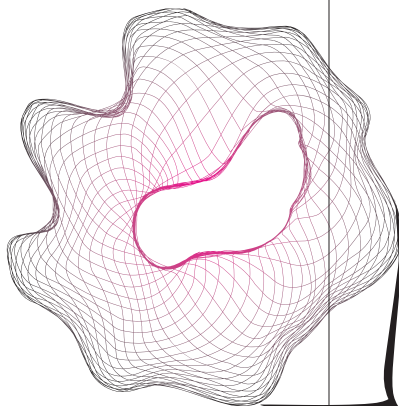
To address the 'leaky pipeline' issue at the University of Twente, a number of enthusiastic female academic established FFNT in 2005.

We collaborate with other UT organizations



LOGOS: the UT's Human Resources Department, the UT's Ambassadors Network, the Twente Graduate School, and Studium Generale.

We are actively involved in building the business case for gender diversity at various levels of the university, in human resources departments, as well as in teaching and research.



ACTIVITIES

We organize events for our members and engage in discussion with the UT management. Our events are **free of charge** for the FFNT members.

ORGANIZATION

The network is run by the FFNT Board responsible for the long-term vision, strategic planning, organization of the events, and finances. The aim of the Board is to cover the needs and interests of all female academics at the UT and therefore, the Board welcomes professors, associate professors, lecturers, researchers and PhD candidates.

NETWORK:

we create a network where academic women can meet and exchange ideas and experiences (lunch discussions, conferences);

MONITORING:

we stride for the implementation of female faculty-friendly measures (research) and the satisfaction of our members

PROFESSIONALIZATION:

we provide our members with professional training (workshops);

DIALOGUE:

we open a dialogue with UT management about concrete actions to enhance inclusiveness at UT;

FFNT AIMS TO BRIDGE THE GAP BETWEEN MEMBERS AND UT MANAGEMENT

MENTORING:

we raise awareness about issues faced by our members (both women and men);

JOIN US!

Academics, including full, associate and assistant professors, post-docs, and PhD candidates, are welcome to become a member of the FFNT.

Membership is free of charge. To learn about the membership benefits, please visit our website www.utwente.nl/en/ffnt