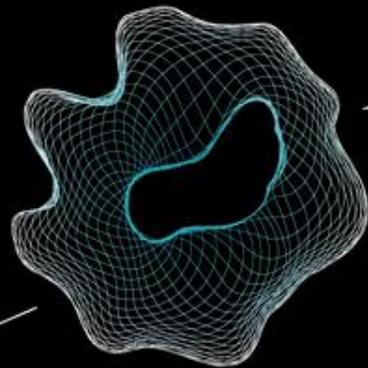


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Necessary hints to those who would be scientists  
Ariana Need



# A very Short CV

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## Academic career

- Postdoc RU 1997 - 1999
- Assistant professor UvA 1999 - 2001
- Assistant professor RU 2001 - 2006
- Associate professor RU 2006 -
- Member Young Academy KNAW 2007 -
- Associate member Nuffield College Oxford 2008 -
- Professor UT 2009 -

## Personal research grants

- NWO proposal PhD research 1993
- Frye Stipendium 1995
- Veni 1997
- Vidi 2005
- Aspasia 2006



# The spirit of Capitalism

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**Ideal businessman (and laborer):**

laborious, zealous,  
frugal,  
sober living, punctual,  
disciplined and honest

# The Spirit of Science?



## **Ideal scientist:**

curious, creative,  
innovative, persistent

## **But also:**

laborious, zealous,  
punctual,  
disciplined and honest

# Or: How-to Become Superman



## Some do's

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- § Write – and publish – your articles in (top) journals
- § *Some* teaching
- § Write your own research plans and proposals
- § Invest in knowledge
- § Be an original!
- § Join national and international networks
- § Have a life!!

## And what about the don't's?

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- § Wait for supervisors to come to you
- § Spend all your time teaching
- § Aim to write a life-work under the age of 50
- § Be a localist



But what about Supergirl?



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# Monitor women professors 2009

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TABLE 1.1

Gender distribution for enrolled students, PhD graduates, assistant professors, associate professors and full professors at the end of 2008.<sup>1, 3</sup>

	Men	Women
Students	51,3%	48,7%
Graduates	47,1%	52,9%
PhD students	58,1%	41,9%
Assistant professors	68,9%	31,1%
Associate professors	81,8%	18,2%
Full professors	88,3%	11,7%



TABLE 4.1

Percentage of women professors per university at the end of 2008.<sup>1,9</sup>

	Total	Men	Women	Percentage of women
University of Leiden	211	177	34	16,3%
Utrecht University	244	209	35	14,3%
University of Groningen	222	93	30	13,4%
Erasmus University Rotterdam	109	102	7	6,6%
University of Maastricht	82	72	10	12,2%
University of Amsterdam	270	225	44	16,5%
VU University Amsterdam	210	188	22	10,5%
Radboud University Nijmegen	201	168	34	16,7%
University of Tilburg	175	158	17	9,9%
Delft University of Technology	216	201	15	7,0%
Eindhoven University of Technology	127	125	2	1,6%
University of Twente	125	118	7	5,8%
Wageningen University	99	89	10	9,9%
Open University	31	28	3	11,0%
Total	2.321	2.050	271	11,7%



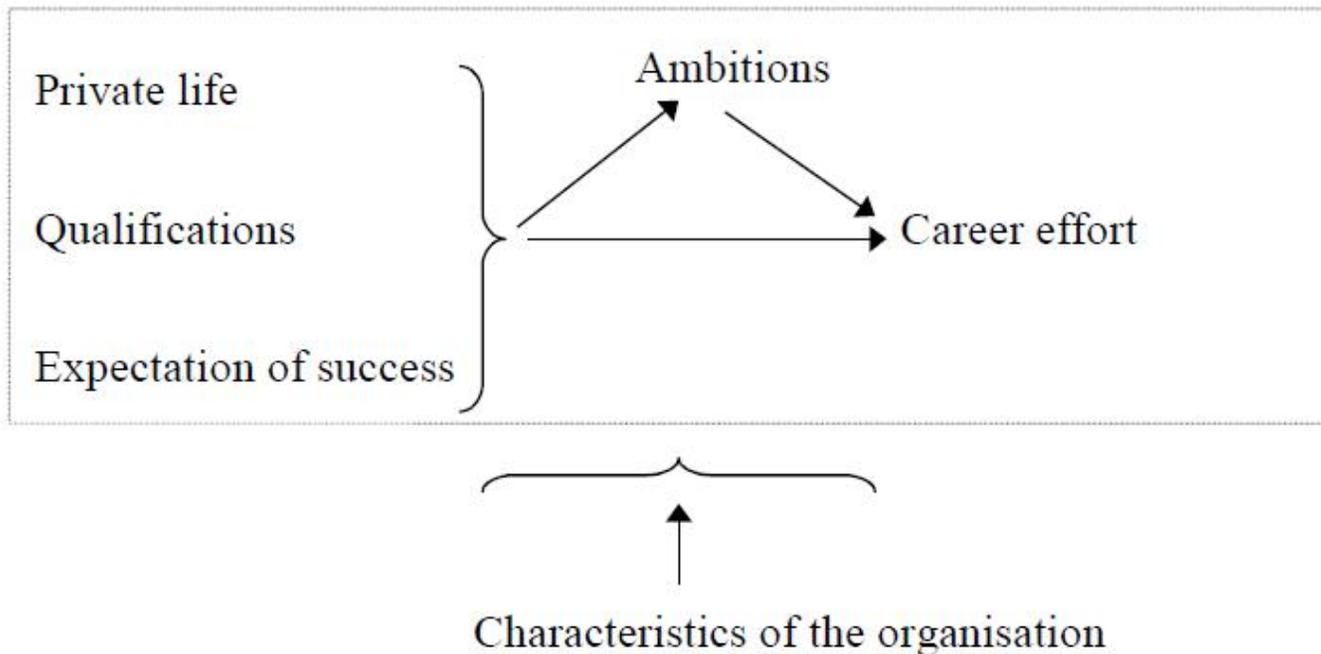
## Explanations for the gender gap in university positions

	<b>Individual causes</b>	<b>Structural causes</b>
<b>Preferences</b>	Women lack motivation or ambition (Dekker, 2000; Fischer, 1998; Portegijs, 1993)	Science has a gender-bias, discrimination selection procedures (Brouns, 1999)
<b>Restrictions</b>	Women have fewer publications (Noorden 1992; Wil Portegijs, 1998)	Few vacant positions as a result of reorganisat and cuts in spending (Noordenbos, 1998)



# Theoretical model

'restrictions' → 'preferences' → 'behaviour'



## A survey among UvA PhD students, 2001

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**Table 6: Ambitions and expectation of success by gender**

	wants professorship	think can get professorship
Male	37%	22%
Female	18%	0%
Average	28%	13%
N	97	93
Significance	.04	.00



# Conclusions

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- § Women are (slightly) less ambitious than men
- § They work fewer hours and publish less
- § Expectations of success are much lower among women
- § The preference of many women to work part-time seems to work as a major obstacle to desire an academic career
- § Support of supervisors positively affects ambitions for men but lowers ambition among women

# GO FOR IT!!



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"It's all about persistence. How many times do I have to tell you?"