

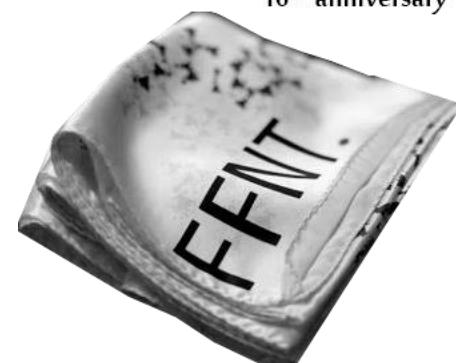
FFNT and its 2015 Survey

Selected Results

Prof. Liudvika Leisyte
Chair FFNT

FEMALE FACULTY NETWORK TWENTE.

10th anniversary



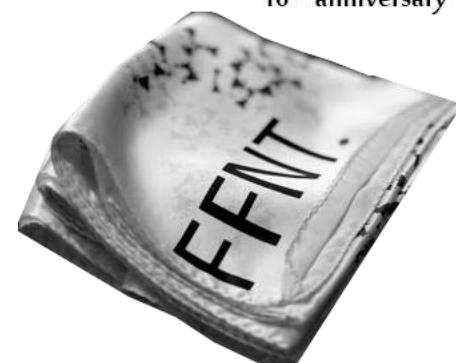
10th Anniversary International Conference, Enschede, April 13, 2015

FFNT Vision

- FEMALE FACULTY NETWORK TWENTE aims to embrace diversity and promote female academic leadership at our university

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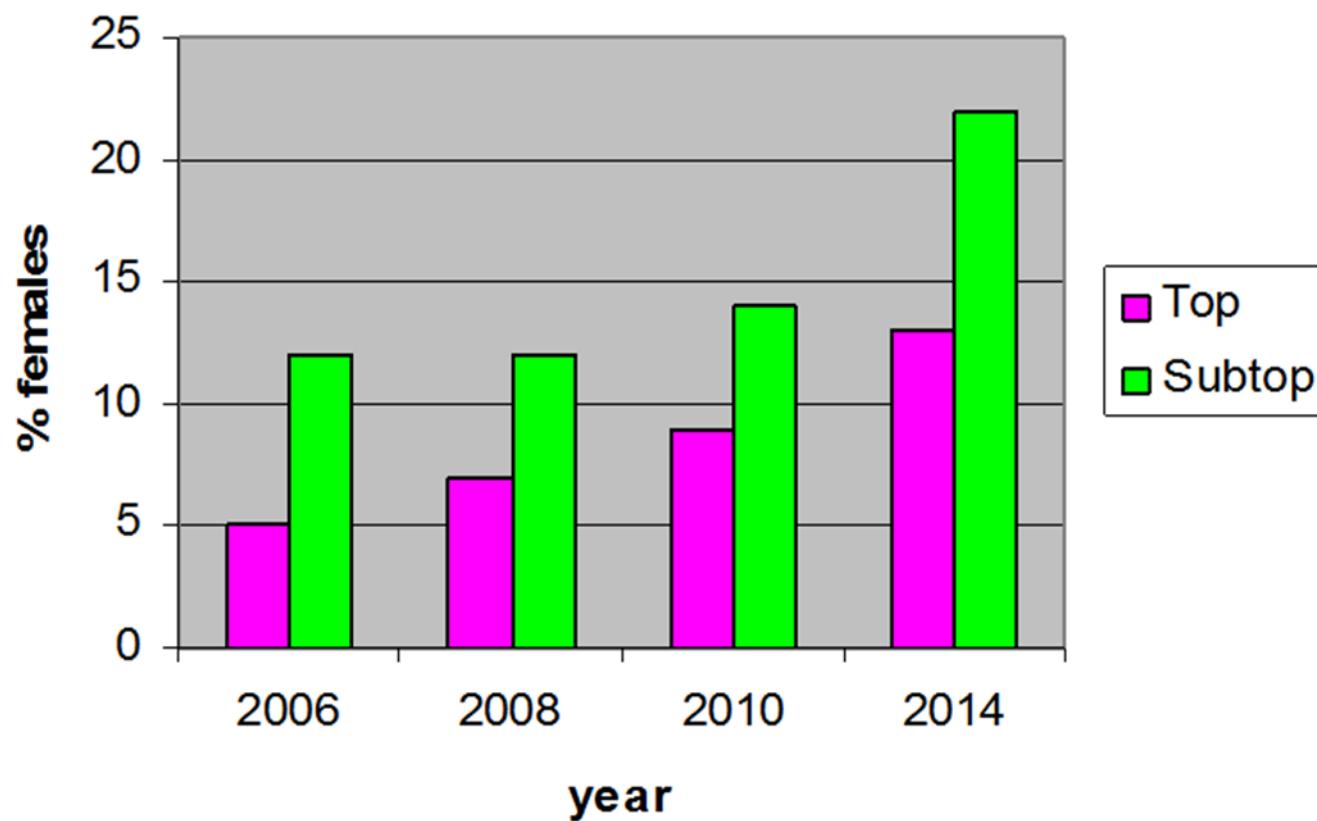
FFNT objectives

- The key objectives of the network are:
 - *to create a network where academic women can meet and exchange ideas and experiences;*
 - *to provide female faculty with professional training;*
 - *to raise awareness about female faculty issues (both among women and men);*
 - *to monitor the implementation of female faculty-friendly measures.*

UT and Talent to the Top

- Female faculty at 22% sub-top, 13% top in 2014
- UTWIST
- UT Aspasia Fund, UT Incentive Fund
- FFNT lectures, workshops and awareness building
- UT training program: Mentorship Program
- UT grants/prizes: Professor de Winter prize, Marina van Damme grant
- Female Faculty Network Twente (FFNT), Administrative Staff Network (OBP-VN), Ambassador's Network
- The Diamond Award of “Aansprekend Voorbeeld Talent to the Top Monitor 2013”

Female academics at UT



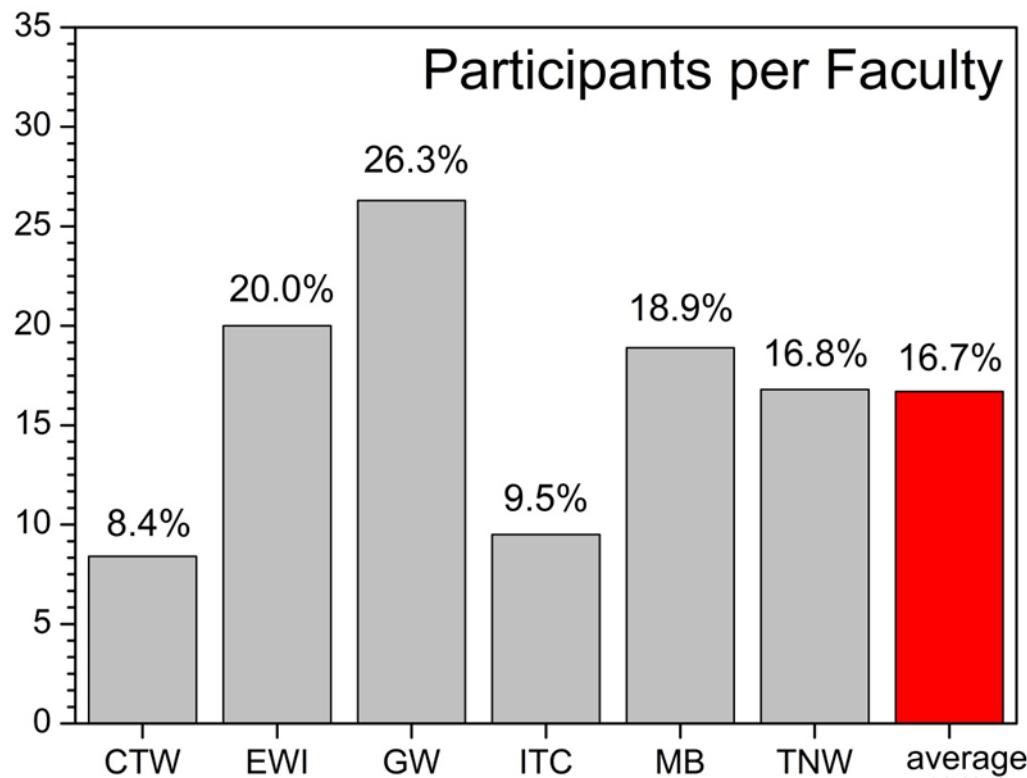
FFNT ten years

- Around 180 members, in operation since 2005
- FFNT board members represent all UT faculties
- More than 2500 participants at FFNT events in ten years
- Yearly meeting with the deans, constant dialogue with CvB
- Constant support of our members and UT by:
 - Discussing policies & practices
 - Liaison with other UT networks
 - Professionalization courses

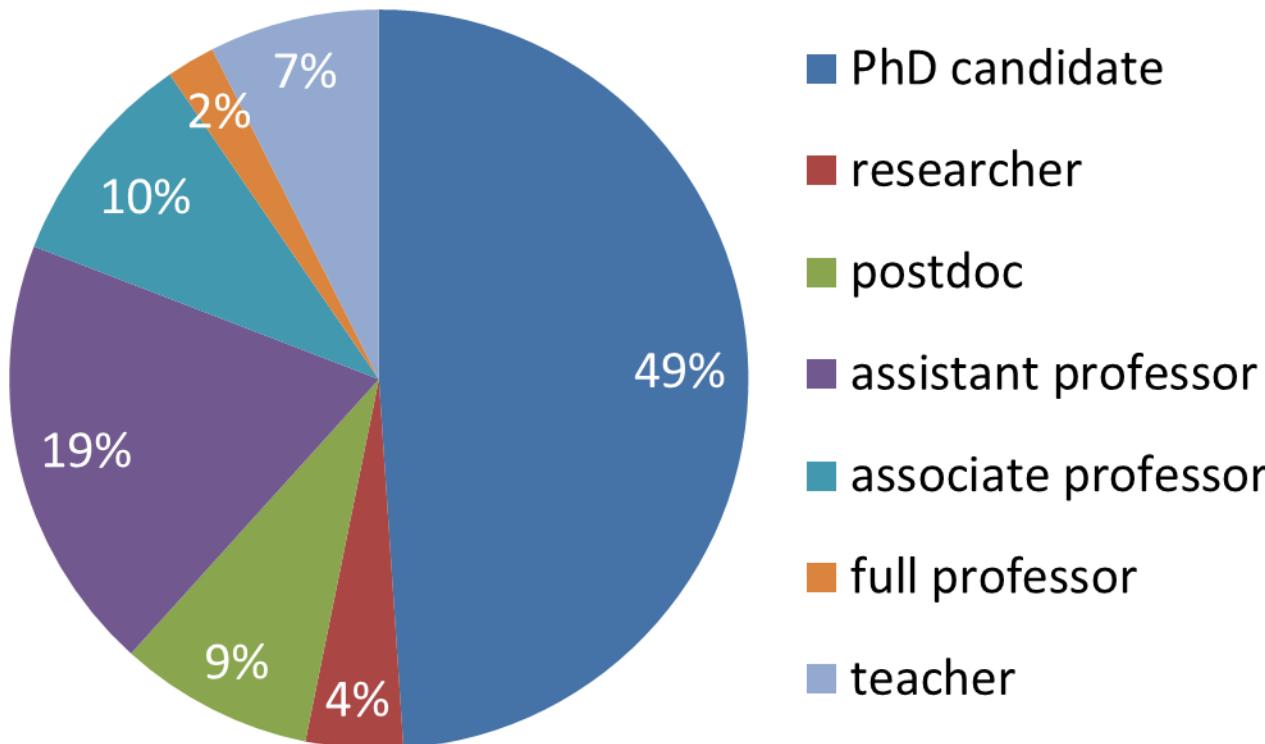
FFNT Survey

- Carried out: 10 February - 2 March 2015
- FFNT survey of sub-population of UT academics: Female academics (N = 471)
- Responses from all faculties (n = 94), 20% response rate
- Questions included: satisfaction and career opportunities at the UT, professional development, appraisals, mentoring, recruitment and promotion, work-life balance.
- Data will also used from the Overall Academic Survey 2015 (n=148)

FFNT Survey: Respondents per Faculty



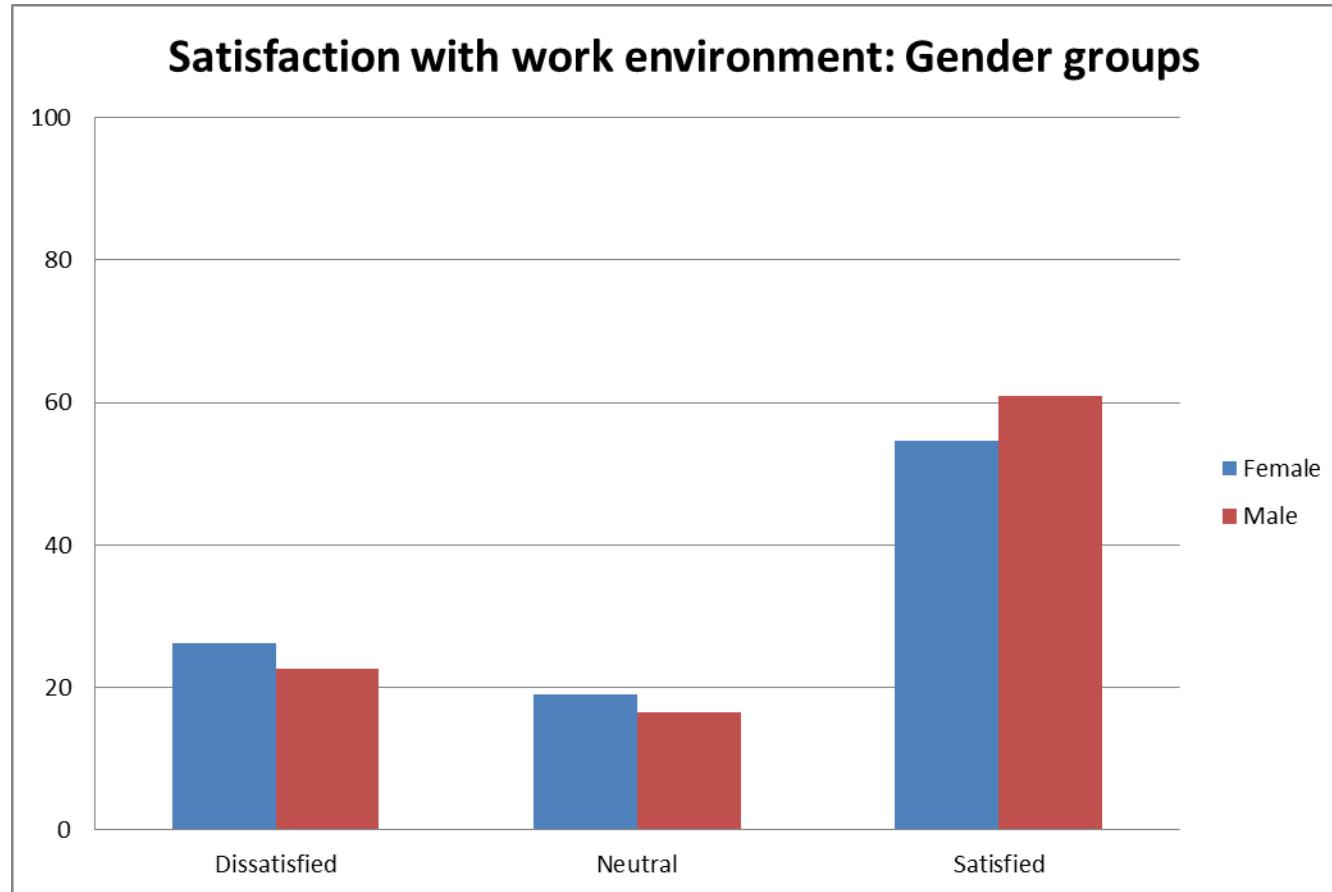
FFNT Survey: Employment Status of Respondents



- Satisfaction with the UT work environment

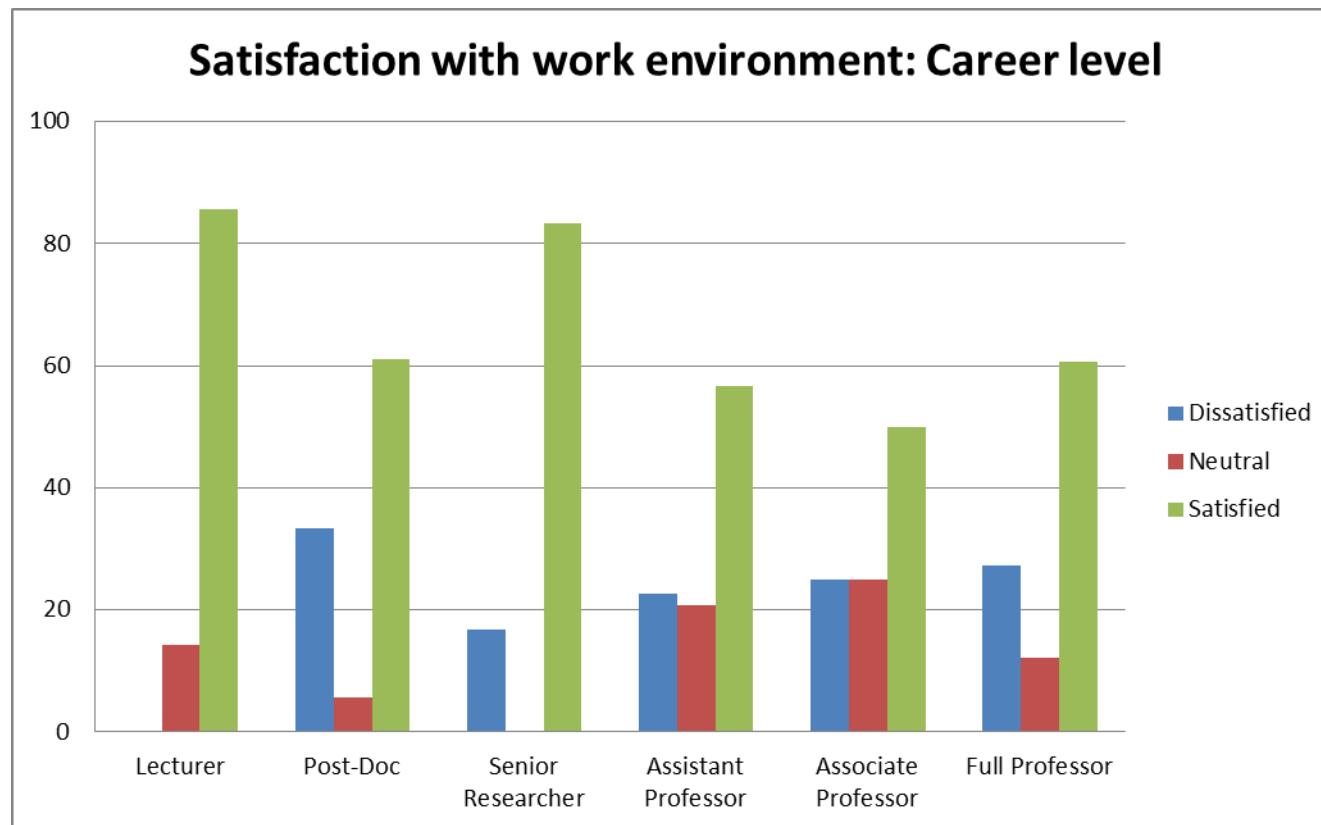
Satisfaction with UT work environment

General academic survey 2015 (n=147)

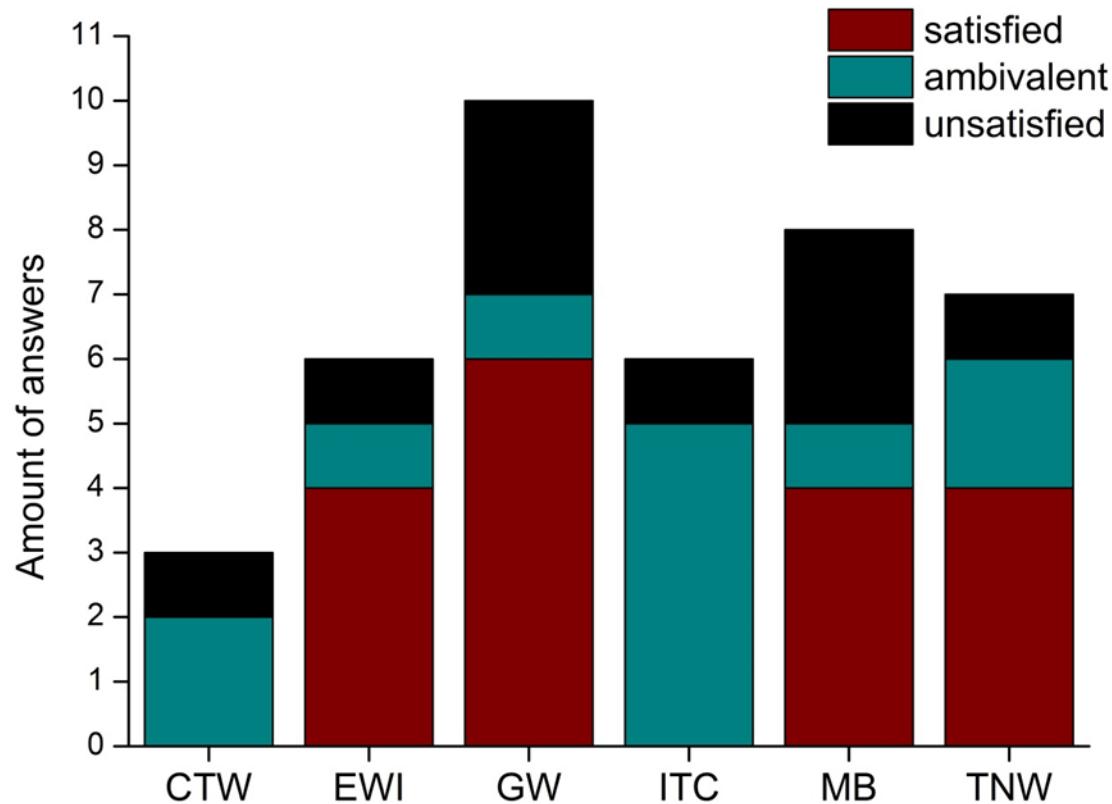


Satisfaction with UT work environment

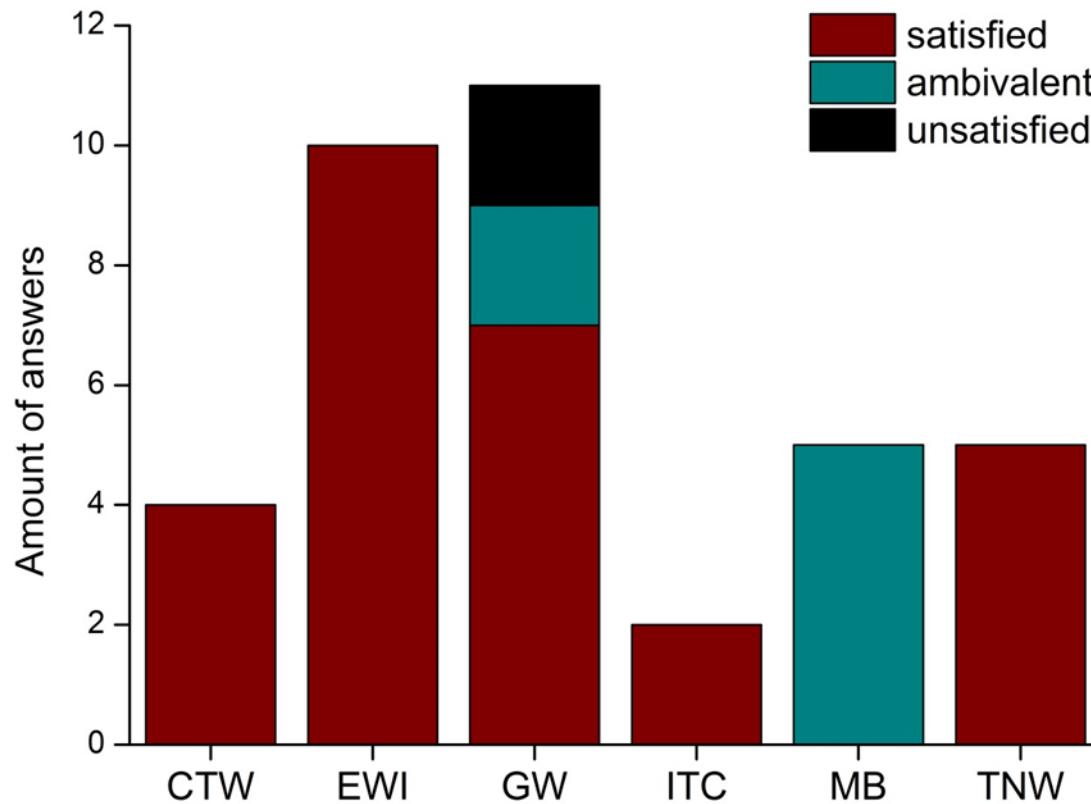
General academic survey 2014 (n=147)



Satisfaction with UT work environment (FFNT survey, female academic staff, n=34)

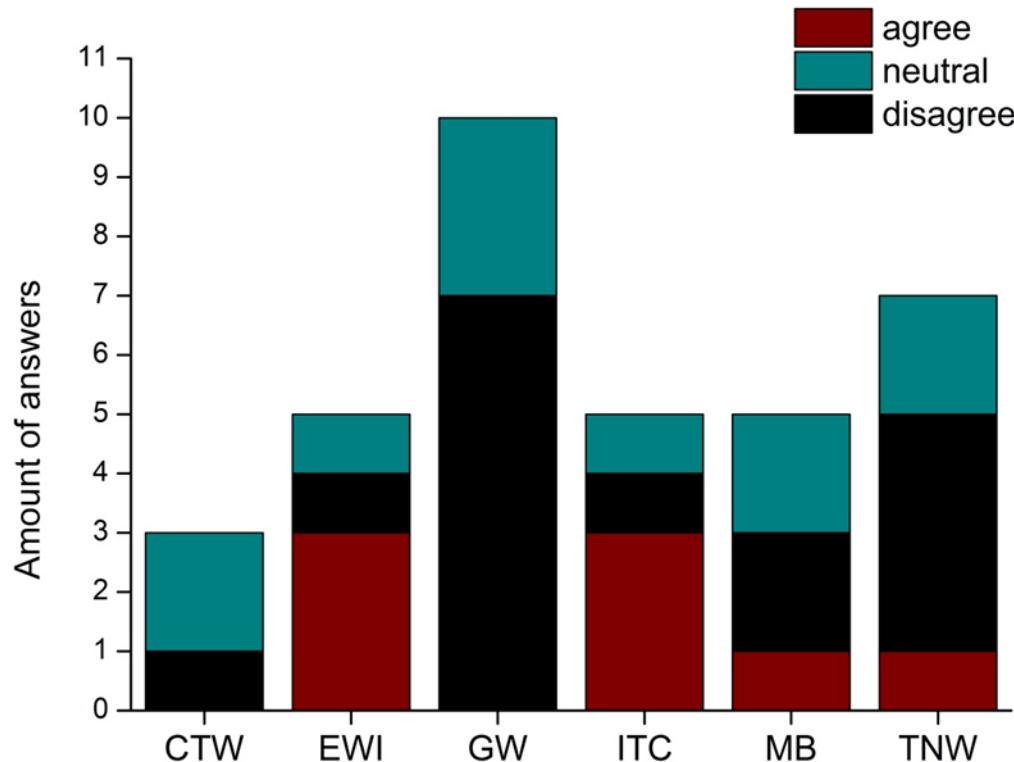


Satisfaction with UT work environment (FFNT survey, female PhD candidates, n=46)



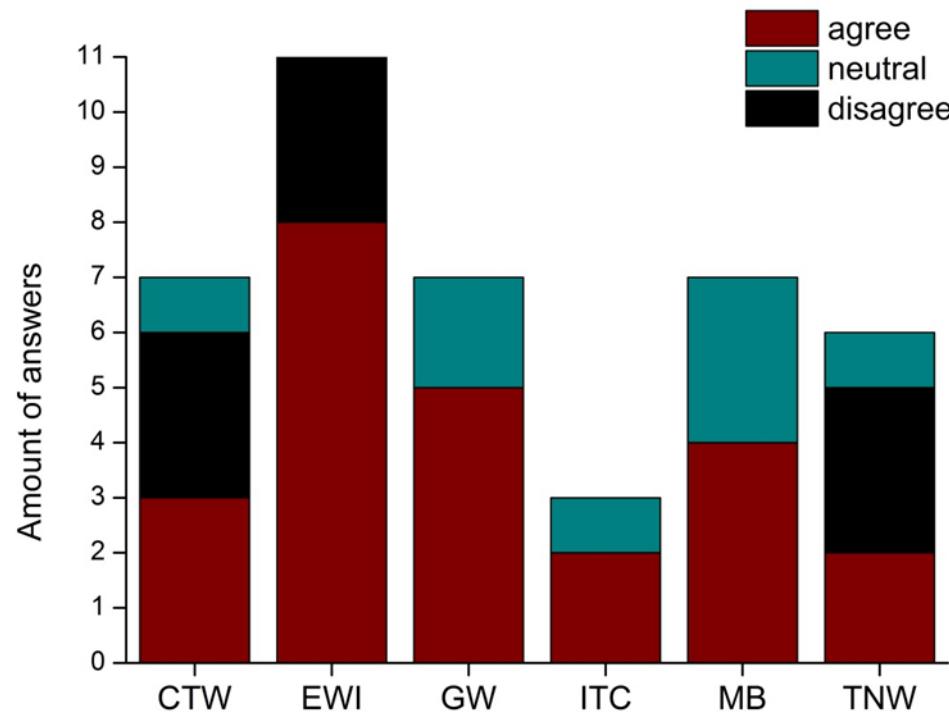
“... My voice regarding promotion is heard”

(FFNT survey, female academic staff, n=34)



Females have equal access to career development opportunities

(female PhD candidates, n=46)

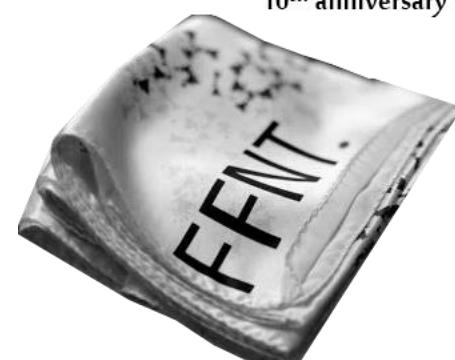


Reasons for satisfaction with the career at UT

- Good career perspectives and good payment, promotion to a higher level
- Academic freedom and independence
- Strong internal support by other groups at UT and from supervisors
- Acknowledgement within the research group
- Time and opportunities for personal development
- International aspect
- Manager with an open and supporting management style
- Focus on interdisciplinary and applied research
- Interaction with students
- Permanent contract
- Mentorship program

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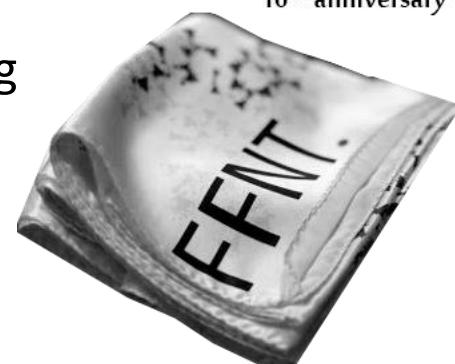


Reasons for dissatisfaction with the career at UT: General

- Little opportunity to be promoted
- Insecurity about the future, i.e. temporary contracts, extremely high education load, no opportunities for academic development
- The shark-tank effect: 'elbow factory'; poor internal collaboration
- Hardly support by management of own department
- The lack of constructive scientific management on collaboration and direction on departmental level
- Administration is overcomplicated
- UT does not take into consideration pregnancy leave etc. (no contract extension for pregnancy leave while working on externally funded projects)

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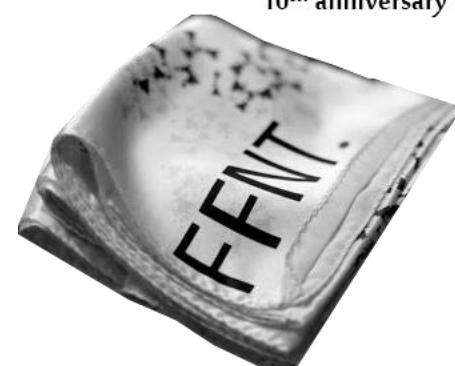


Reasons for dissatisfaction with the career at UT: Tenure Track

- ‘First, promotion criteria were ambiguous, that was bad. Now they are more clear with the UFO and the TT criteria, but now there seems to be just one very narrowly determined path to go. No temporary side-steps allowed, no changes of direction possible.’
- Unclear and changing tenure-track criteria, lack of support
- My line of research is little valued by my superior

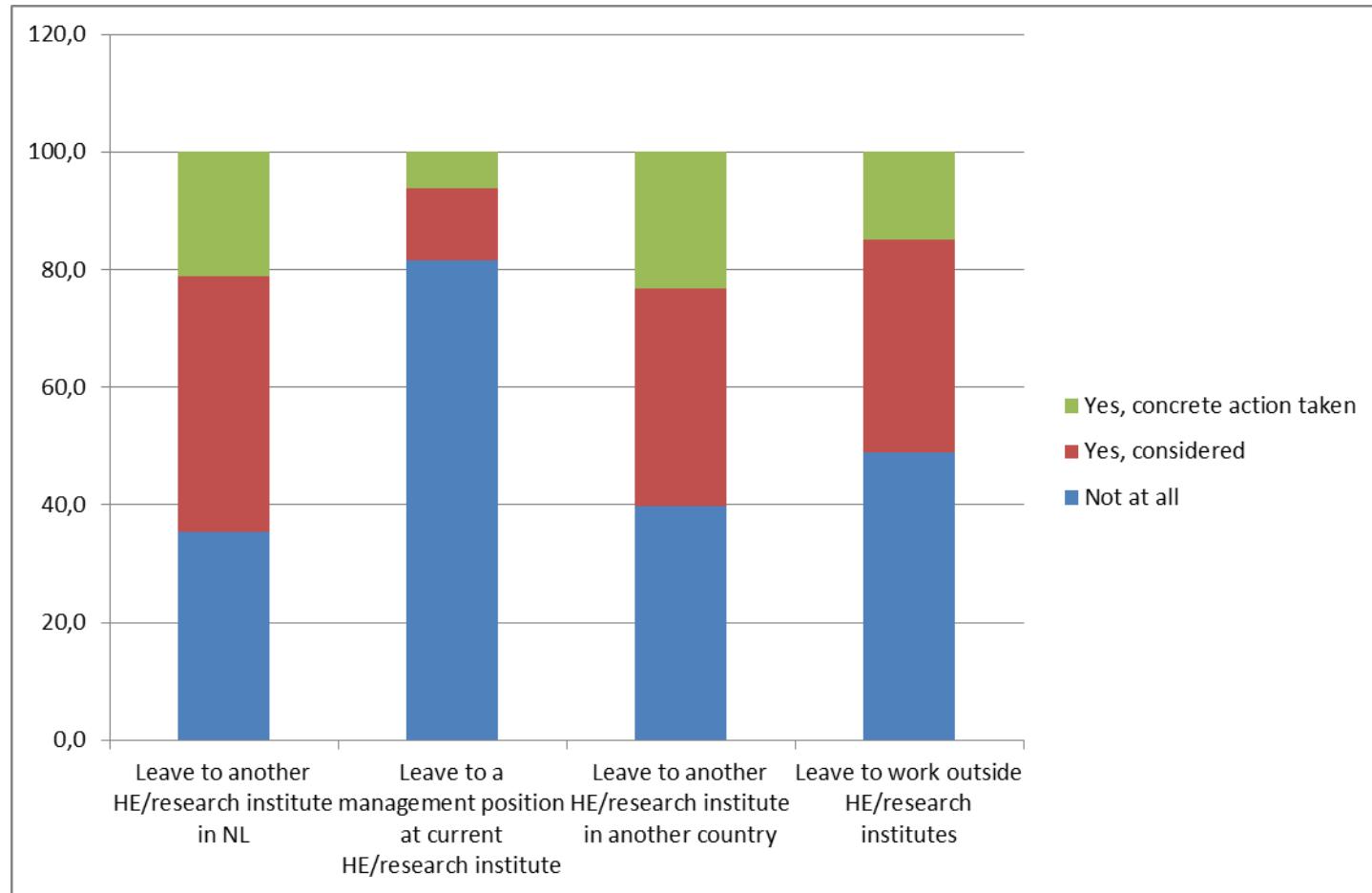
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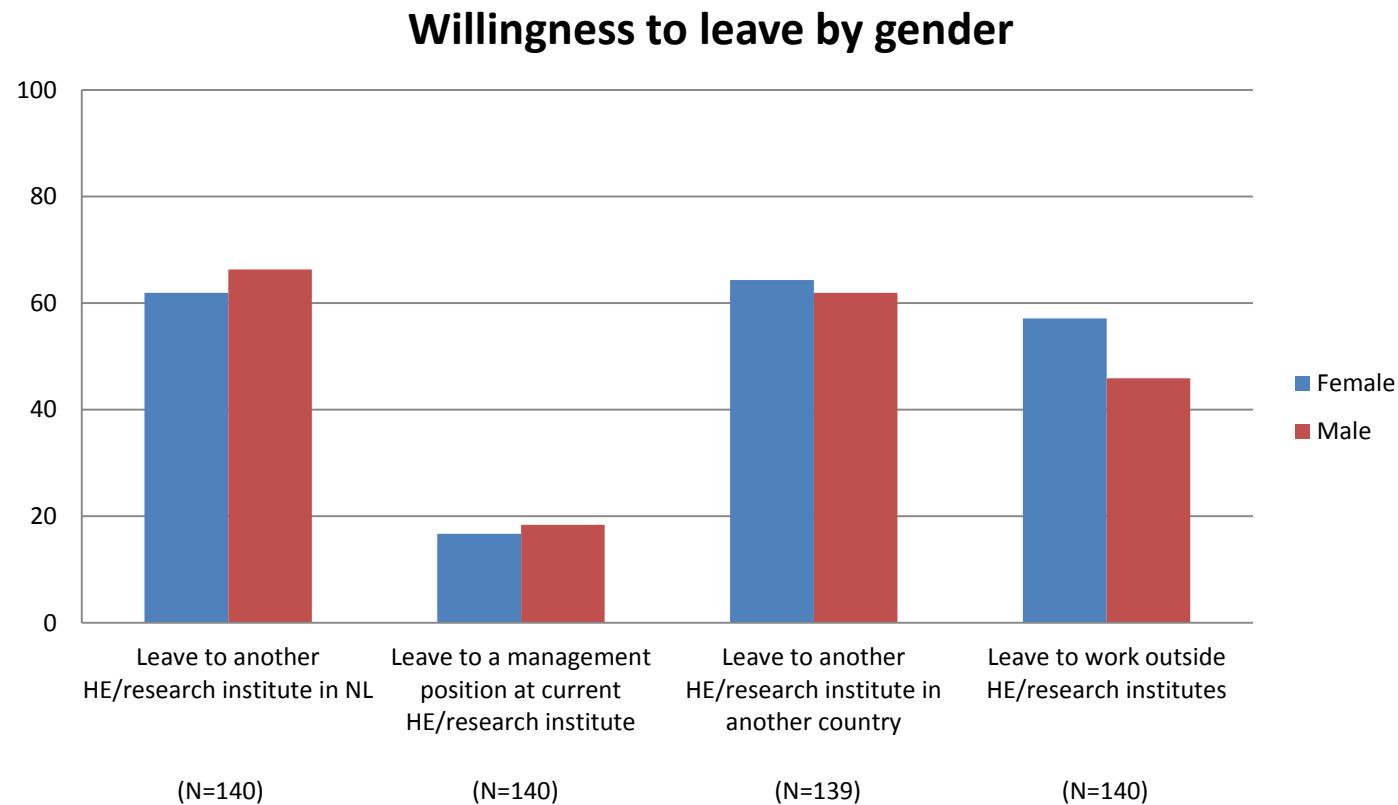


- **Willingness to leave**

Overall UT academic staff survey 2015

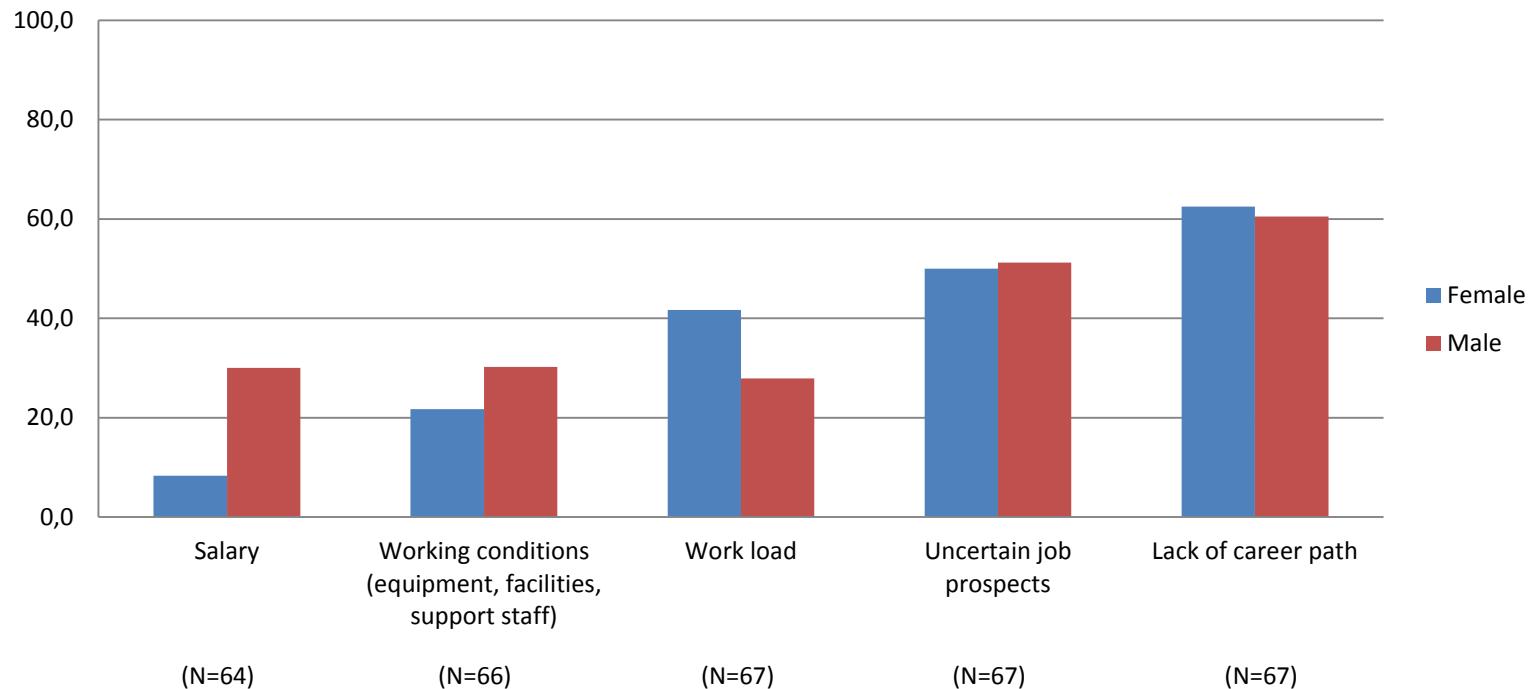


Overall UT academic staff survey 2015

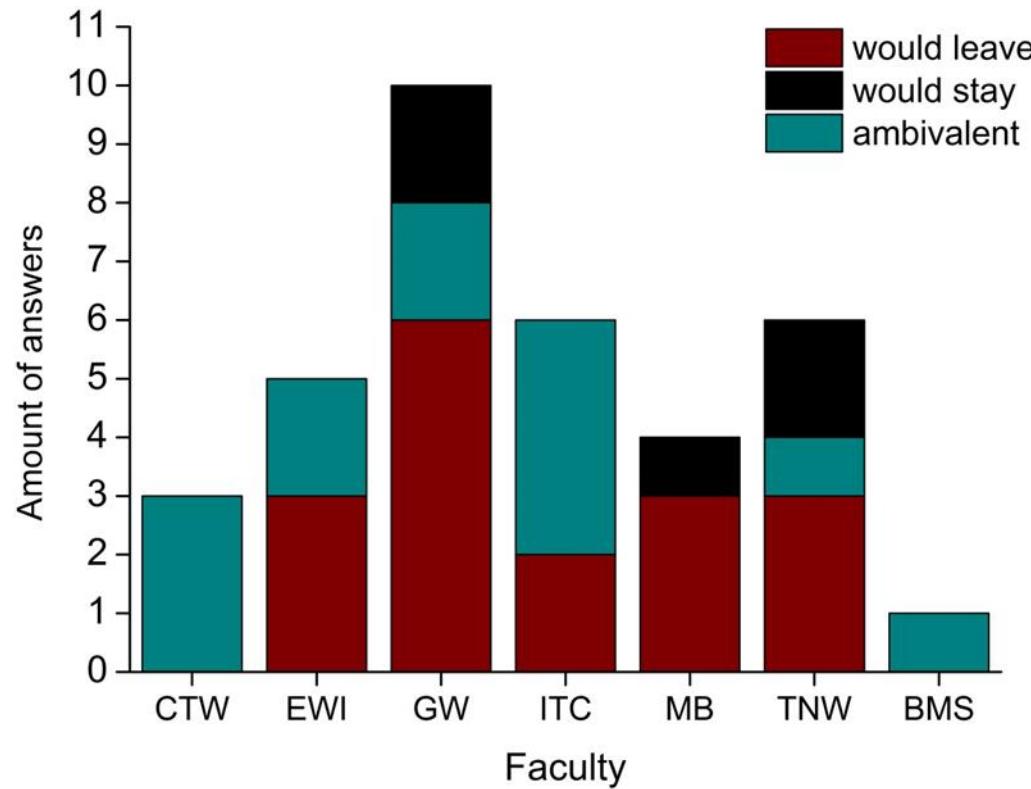


Overall UT academic staff survey 2015

Reasons for willingness to leave: Gender groups



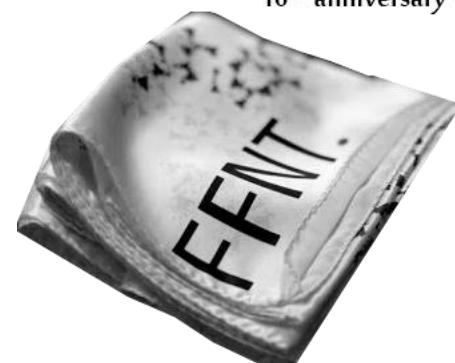
Willingness to leave UT for another employer (n=35, female academics)



Why female academics want to leave UT?

- To get a full professorship at another university
- No future for academic development and no permanent job
- Managerial decisions by UT: Incompetent people at key positions.
- Lack of intellectual challenge
- Lack of scientific support, no acknowledgement at UT
- To be able to work in a more research oriented group.
- Explore new opportunities
- UT does not make use of my capacities
- Uncertainty about contract
- High education load
- Too many tenure-trackers, lack of support
- Raising money counts rather than research

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Concluding remarks

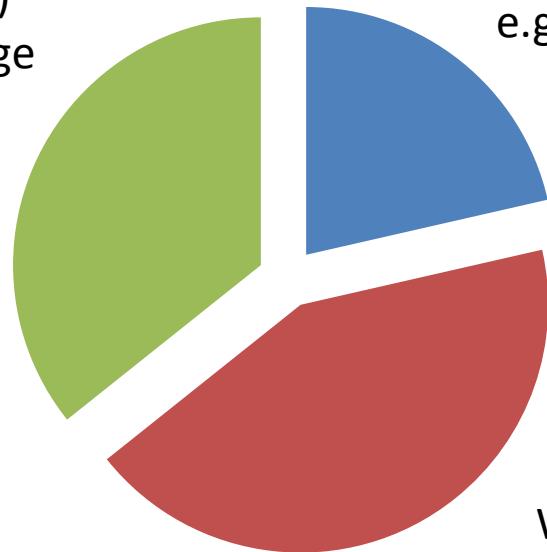
- Overall academic staff is satisfied with UT working environment, although variability is seen between the faculties, and seniority levels (esp. high among PhD candidates)
- Main reasons for satisfaction: interdisciplinarity at university, academic freedom, good professional development opportunities, international focus.
- Main reasons for dissatisfaction: high competition, limited promotion opportunities, insecurity of temporary contracts, lack of management support and complicated administration.

- What FFNT could do regarding the needs of female academics at the UT?

FFNT Survey: What kind of activities do you like to join?

Lectures (about 2 hours)
providing new knowledge

Social activities (half a day),
e.g. painting, fashion



Workshops (half a day), e.g.
assertiveness, presentation skills,
networking

Lectures and workshops on:

- Coping skills in an academic environment
- Funding opportunities/Examples of successful proposals cases
- Meeting with decision makers
- Female scientists working in male dominated societies
- UT requirements for a promotion at various levels
- Activities female (40 >) still working on further developing their career
- Presentation skills/Public speaking
- Effective communication/Negotiation/Assertiveness
- Focus on connecting strong players at the UT and beyond
- Deal with ambitious (male and female) colleagues and superiors
- Show various possible trajectories for female academics
- Set up possible mentoring matches between different members of FFNT at different stages of their careers

Concluding remarks

- Female academics are more likely to consider leaving due to higher workloads and lack of career paths than males, while males are more concerned with low salary.
- The main reasons to consider leaving include: dissatisfaction with the UT provided opportunities, management, no future for academic development, uncertainty, too much teaching.
- FFNT is asked to organize lectures, workshops and social events esp. regarding role modelling, assertiveness, public speaking, showing career paths and providing meeting spaces with decision-makers.