



Female Empowerment in Science and Technology Academia

**GENDER**  
AT  
**THE FACULTY OF SCIENCE**  
**UNIVERSITY OF SOUTHERN DENMARK**

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**STATISTICAL FINDINGS – 2010-2012**



- This report is part of the FESTA project, Workpackage WP3.2 – Raising Organizational Awareness – for The Faculty of Science, University of Southern Denmark
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# Gender

at

**The Faculty of Science  
University of Southern Denmark**

## Statistical findings

**based on the period 2010-2012**

**FESTA SDU WP3.2**

**-- Towards Raising Organizational Awareness**



Female Empowerment in  
Science and Technology Academia



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## SUMMARY

The present material gives a collected overview of the gender profile of the scientific personnel at the Faculty of Science, University of Southern Denmark based on the years 2010, 2011 and 2012. In two instances, data from 2013 have also been included. The material focuses on comparisons between men and women's performance, representation and relative share across the span of five scientific career levels – PhD, post doc, assistant professor, associate professor and professor.

The main tendency this material brings to light is the drop at each of the five career levels of the share of women. Thus the share of women at PhD-level ranges between 25 to 68% – with a mean of 45% – but drops to a range between 0 to 30% – with a mean of 15% – at professor-level. This trend is reminiscent of the pattern found in the rest of the Danish Academia as well as in Europe at large (cf. She Figures 2012 – a report made for The European Commission about gender in research and innovation across 27 in European countries).

The material also shows differences across the disciplines represented at the Faculty of Science. More women are present in the experimental, biology-oriented disciplines, whereas the lowest representation of women is found in mathematics- and physics-oriented disciplines.

The five career levels show differences in development during the three year period represented here. There is a general decrease in the overall number of PhDs, with a relatively larger decrease in the share of female PhDs.

The number of post docs fluctuate in the period both for women and men, but as these positions typically are shorter than PhD-positions and assistant professor positions the data given here with a once-per-year-head count may not adequately reflect the goings and comings of project-affiliated post docs during the individual year.

Assistant professor positions undergo the largest development in this period of time, from a low number in 2010 to a decidedly negligible number in 2011 and 2012 – with a marked underrepresentation of women. This tendency is worth noting, since this could point to a more uncertain career path for women, as assistant professor positions typically lead on to permanent positions.

Associate professors and professors show the most stability in numbers, however there are increases at both these two career levels in the period, but primarily in the male share. The number of women stays more or less constant, and thus the relative female share drops.

Data concerning scientific activities – such as publication activities and funding applications submitted and granted – show that at the junior levels women lag behind their male peers. This tendency is disturbing, since career advancement and competitiveness is based on performance in these areas. This may be of particular and critical importance in questions of internal competition for senior positions.

Conversely, the data also show that female professors outperform their male peers, thus lending support to a hypothesis that after the tough selection processes in reaching the level of professor for women, female professors are very strong – and have a distinct competitive edge.

# INTRODUCTION

The description of patterns of statistical findings you are holding in your hand has been developed as part of an implementation project under the EU 7<sup>th</sup> framework program named FESTA – *Female Empowerment in Science and Technology Academia*. FESTA has been conceived in response to a need for a systematic approach to ensure the incorporation of the potential of the entire work force in Science and Technology, including gender equality and diversity.

In its five year span 2012-2017, the FESTA project aims to see: 1) female researchers encouraged to stay and make a career in Academia; 2) the creation of organizational environments where the competence of all employees are valued and fostered; 3) well-functioning working environments that welcome a diverse group of employees at all levels.

This statistical report from the Faculty of Science at University of Southern Denmark is part of the FESTA-workpackage concerning Raising Organizational Awareness. This workpackage is designed to find ways of using organizational statistics to promote women's academic careers, and the objective of the workpackage is therefore to generate statistics that can serve as starting points for actions for different groups and different levels of the participating institutions and/or as tools in gender equality work among the academic staff. At the time of finalizing this report, the workpackage is half way through its life. The report has been produced by the FESTA team at University of Southern Denmark and serves as the basis for dialogues and seminars on the topic of gender in science at the different units and collegiate bodies at the Faculty of Science.

The period of time forming the basis for the present data is the years 2010, 2011 and 2012. The report consists of the following sections:

1. Context and background:
  - Overview: Faculty of Science, University of Southern Denmark
  - Collecting data –Dimensions, indicators and data sources
  - Definitions
2. Findings
  - Gender equality in career development
    - i. Gender profile in employment – faculty and department levels
    - ii. Gender profile of career levels – development over time
    - iii. Gender profile in hiring patterns
    - iv. Gender profile in membership of research councils
    - v. Gender profile in faculty leadership and management
  - Gender equality in research
    - i. Scientific production and activities
    - ii. Publication in peer reviewed journals
  - Gender distribution in funding applications and applications granted
    - i. Gender distribution in funding applications
    - ii. Gender distribution in funding applications granted
    - iii. Gender distribution in granted applications for coordinator/lead partner roles

We hope you will find the material of interest.

Liv Baisner, task leader, and Eva Sophia Myers, project leader  
July 2014

## CONTEXT AND BACKGROUND

### OVERVIEW: FACULTY OF SCIENCE, UNIVERSITY OF SOUTHERN DENMARK



Steen Høyer

- Number of scientific employees (2012): 306 – women 31% / men 69%
  - Scientific staff: 190 total – women 23% / men 77%
  - PhD-students: 116 total – women 45% / men 55%
- Student body: 1800 BSc and MSc students (7% of the university's student body)
- Educational programmes: 10 BSc, 15 MSc as well as PhD programmes
- Annual revenue 2012: 43,5 mio € out of which 44% was external funding
- Four Departments:
  - Department of Mathematics and Computer Science
  - Department of Physics, Chemistry and Pharmacy
  - Department of Biology
  - Department of Biochemistry and Molecular Biology

#### ... A POSSIBLE BEGINNING OF A GENDER MONITORING PRACTICE?

As the numbers above show, the Faculty of Science at University of Southern Denmark is a relatively small faculty. As participants in the FESTA project we are concerned about the gender make-up of our personnel. One of our local ambitions during the FESTA project period is to embed and integrate a gender monitoring practice based on statistics as the ones presented here at faculty as well as at university level and thus supplement the national and sector-wide statistical reports and other administrative procedures concerning gender already in existence – also beyond the duration of FESTA.

To this end we have in the development of the present dataset been in continuous dialogue with the various central administrative units at the University of Southern Denmark, such as the budgeting, financing and HR units, the library and the pre-award support administration, to ensure that data is accessible, reliable and of sufficient quality as well as repeatable, in the event of a continuation or iteration of the collection of data.

However, the data presented here are – despite this overriding ambition of becoming integrated in a regular and more widespread monitoring practice – a one-off, in the sense that the database developed for this purpose is a compilation of existing national and university-based datasets that have hitherto been unjoined. Moreover, the compilation itself has required a supplementation of individually collected data, for which assistance we are grateful to the administrations of the four departments and the faculty.

The work with developing the required baseline and database has been extensive and has in many cases by far exceeded a positive effort/value ratio. This has in no small part also been due to a critical lack of access to reliable data, whether this has been on the grounds of poor registration practices, legal limitations to personal data, implementation of new systems for registration or whether there simply has not been any data available. In all our decisions and actions we have gratefully received ample support and supervision by a number of key resource persons both in- and out-of-house with expertise in statistics, analyses, evaluation, and/or gender and equality.

## COLLECTING DATA: DIMENSIONS, INDICATORS AND DATA SOURCES

The statistics presented here are structured into three overriding dimensions, each made measurable through indicators:

Dimension	Indicator
Gender equality in career development	Employment patterns Hiring patterns Gender profile in membership of faculty councils, committees and boards Gender profile in leadership and management
Gender equality in research	Scientific production and activities Publication in peer reviewed journals
Gender distribution in funding applications and applications granted	Gender distribution in funding applications Gender distribution in funding applications granted Gender distribution in granted applications for coordinator/lead partner roles

Our data stem primarily from existing but unjoined data sources, both national and institutional:

- ØSS-data - general University of Southern Denmark data from the payroll system
- PU:RE - a Danish database with information on researchers, publications, research projects and activities
- PANDA /SDUpro - a University of Southern Denmark database on applications for external funds, incl. granted and non-granted applications

These data sources have been selected because they form the basis for several widely accepted means of statistics:

ØSS-data are used as the main source of information both as the universities' own statistical foundation and in nationwide statistical apparatus (Danmarks Statistik (Statistics Denmark) The Statistical Yearbook, the Universities Denmark statistical material).

PU:RE is used generally as a basis for leadership information, so even though these data are somewhat subject to uncertainty, we have only included those parts of the PU:RE data that have undergone a check by Heads of Department and which form the basis for various registrations which in turn serve as the basis for benchmarking, financing, indexes and similar purposes.

PANDA/SDUpro has in the period described here gone through a development from a local database at the Faculty of Science to a wider university database, also used for benchmarking, registration, leadership information and basis for distribution of funds.

As part of the project, a baseline and SPSS-database have been established through the collection of data from faculty and department administrations. The individual data entries from the database have been cross-tabulated against each other and subsequently exported to an Excel spreadsheet. Data have been collected on an individual level but analyzed and presented at an aggregated level.

In general it must be noted, that the Faculty of Science is relative small organization, and thus data presented here are based on small numbers, and statistical processing and ensuing conclusions in many instances are therefore limited or tentative.

The original plan for the present material was more extensive than what is presented here. However, due to a number of uncertainties both in the registration of data and the stability of the registration systems as well as limitations of data access,



the quality of data has in many cases not been sufficient for the analyses required here and therefore omitted. But to be fair to the topic, there are many more possible, relevant and interesting indicators worth looking more closely into, such as gendered patterns of networking, stays abroad, work/life balance aspects. Also, a multitude of other perspectives than the ones presented here could be teased out of this as well other sources of data and information. This will rest for now in the hopes that this material will suffice as an adequate beginning.

## DEFINITIONS

- SP: Throughout the report, the abbreviation **SP** stands for scientific personnel and is used as a short form for all scientific staff employed at the Faculty of Science.
- RF: The abbreviation **RF** stands for relative frequency. Relative frequency is the percentage of a specific outcome or activity (e.g., publishing in peer reviewed journals) among female SP divided by the percentage of the same outcome or activity among male SP. RF thus always relates to 1, so that, with an equal distribution between the two genders, the RF would be exactly 1.
- An RF **above 1** therefore indicates that women have a **higher** percentage of the specific activity (e.g., publishing in peer reviewed journals) than their male peers.
- In contrast, an RF **below 1** indicates that women have a **lower** percentage of the specific activity (e.g., publishing in peer reviewed journals) than their male peers.

# GENDER EQUALITY IN CAREER DEVELOPMENT

## GENDER PROFILE IN EMPLOYMENT, FACULTY OF SCIENCE, 2010, 2011 AND 2012

**Table 1: Total number of SP at the Faculty of Science, 2010, 2011 and 2012<sup>1</sup>**

	Positions	2010				2011				2012			
		F	M	F%	M%	F	M	F%	M%	F	M	F%	M%
Mathematics and Computer Science	PhD	1	11	8%	92%	2	7	22%	78%	3	11	21%	79%
	Postdoc	1	2	33%	67%	1	4	20%	80%	1	3	25%	75%
	Assistant Professor	0	5	0%	100%	0	2	0%	100%	0	1	0%	100%
	Associate Professor	3	10	23%	77%	3	12	20%	80%	3	14	18%	82%
	Professor	0	5	0%	100%	0	8	0%	100%	0	6	0%	100%
	<b>Total</b>	<b>5</b>	<b>33</b>	<b>13%</b>	<b>87%</b>	<b>6</b>	<b>33</b>	<b>15%</b>	<b>85%</b>	<b>7</b>	<b>35</b>	<b>17%</b>	<b>83%</b>
Physics, Chemistry and Pharmacy	PhD	19	28	40%	60%	15	28	35%	65%	10	29	26%	74%
	Postdoc	4	20	17%	83%	6	18	25%	75%	7	19	27%	73%
	Assistant Professor	2	6	25%	75%	0	3	0%	100%	0	2	0%	100%
	Associate Professor	1	22	4%	96%	3	22	12%	88%	4	24	14%	86%
	Professor	3	10	23%	77%	3	10	23%	77%	3	11	21%	79%
	<b>Total</b>	<b>29</b>	<b>86</b>	<b>25%</b>	<b>75%</b>	<b>27</b>	<b>81</b>	<b>25%</b>	<b>75%</b>	<b>24</b>	<b>85</b>	<b>22%</b>	<b>78%</b>
Biology	PhD	20	12	63%	38%	15	12	56%	44%	17	8	68%	32%
	Postdoc	7	6	54%	46%	10	7	59%	41%	5	6	45%	55%
	Assistant Professor	1	3	25%	75%	1	3	25%	75%	0	2	0%	100%
	Associate Professor	4	10	29%	71%	3	10	23%	77%	2	12	14%	86%
	Professor	1	6	14%	86%	2	5	29%	71%	2	5	29%	71%
	<b>Total</b>	<b>33</b>	<b>37</b>	<b>47%</b>	<b>53%</b>	<b>31</b>	<b>37</b>	<b>46%</b>	<b>54%</b>	<b>26</b>	<b>33</b>	<b>44%</b>	<b>56%</b>
Biochemistry and Molecular Biology	PhD	27	24	53%	47%	25	24	51%	49%	22	16	58%	42%
	Postdoc	8	18	31%	69%	11	23	32%	68%	11	20	35%	65%
	Assistant Professor	0	1	0%	100%	0	1	0%	100%	0	0	0%	0%
	Associate Professor	5	11	31%	69%	4	11	27%	73%	4	11	27%	73%
	Professor	1	9	10%	90%	1	11	8%	92%	1	11	8%	92%
	<b>Total</b>	<b>41</b>	<b>63</b>	<b>39%</b>	<b>61%</b>	<b>41</b>	<b>70</b>	<b>37%</b>	<b>63%</b>	<b>38</b>	<b>58</b>	<b>40%</b>	<b>60%</b>
Faculty of Science	PhD	67	75	47%	53%	57	71	45%	55%	52	64	45%	55%
	Postdoc	20	46	30%	70%	28	52	35%	65%	24	48	33%	67%
	Assistant Professor	3	15	17%	83%	1	9	10%	90%	0	5	0%	100%
	Associate Professor	13	53	20%	80%	13	55	19%	81%	13	61	18%	82%
	Professor	5	30	14%	86%	6	34	15%	85%	6	33	15%	85%
	<b>Total</b>	<b>108</b>	<b>219</b>	<b>33%</b>	<b>67%</b>	<b>105</b>	<b>221</b>	<b>32%</b>	<b>68%</b>	<b>95</b>	<b>211</b>	<b>31%</b>	<b>69%</b>

<sup>1</sup> Gender statistics are based on head count per December 31st the given year. Thus the table shown here does not reflect Full Time Equivalents (FTE) during the year in question. This data is thus the same as the data in the official annual reports of the University of Southern Denmark and is in line with the recommendations of the Frascati Manual (2003).

Table 1 shows the gender profile of the employment in the years 2010, 2011 and 2012 at five different levels of the academic career – PhD, post doc, assistant professor, associate professor and professor – distributed across four departments as well as at the faculty as a whole.

At the faculty level, it is worth noting that the number of assistant professors drops noticeably for both women and men, while the number of female associate professors remains unchanged throughout the period and the number of male associate professors increases.

The drop and relative lack of assistant professors – regardless of gender – in the period is cause for concern, since this is the most direct food chain for the senior levels. The fact that the share of women at this level is notably low is critical and could point to a significantly uncertain position and career advancement potential, as the assistant professor position is used mainly as a qualifying position for an associate professor position – a permanent position by default. One possible explanation for the remarkable drop in the number of assistant professorships in the data is that the period saw a relative shift in the economic balance toward a higher dependency on third party funding, which in turn resulted in a further use of post docs at times during the the three year period<sup>2</sup> (note, that since the data in Table 1 is based on a once-per-year head count, they may not adequately reflect the waxing and waning of the actual number of post docs during the individual years, especially not as these positions are typically shorter and are project-based).

In the period, a number of associate professor positions were opened. However, as Table 1 shows, the overall number of women is constant (13) whereas the number of men increases steadily (from 53 to 61). The same tendency is seen for the professor positions in the period (the number of women go from 5 to 6, whereas the number for men goes from 30 to 33).

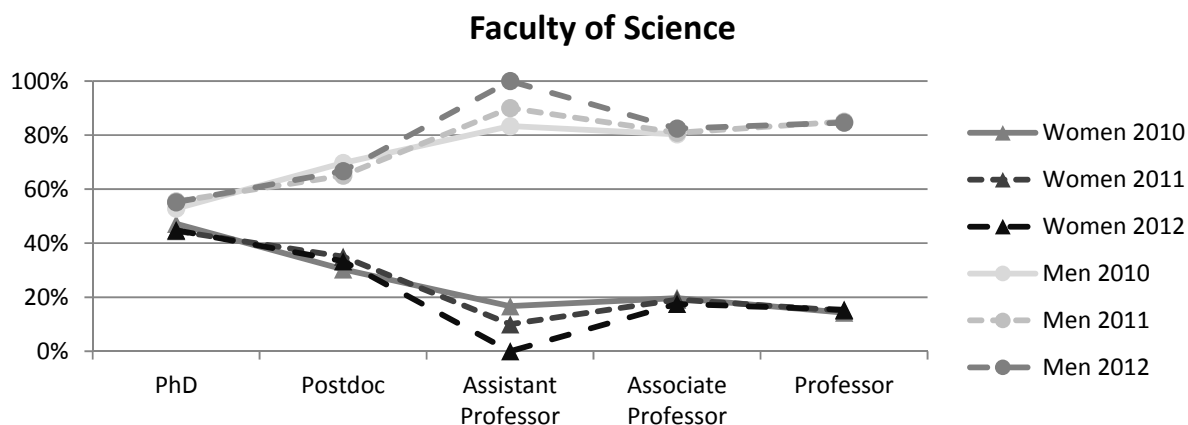
Table 1 supports the conclusion from the report from the Danish National Research Council (DFF), *Køn og Forskning i det frie forskningsråd*, March 2013, that women's representation at the levels of associate professor and professor – the permanent positions – lack progress, despite the close to equal distribution of male and female PhD-students seen both in the DFF-findings and the present data.

This tendency is evident in the following figures, where the close to equal distribution between men and women among the PhD-students on the faculty level drops at each career level to the final end point of 15% female representation among professors. More, no notable change takes place in the course of the three years included in the present study. Figure 1 shows a pattern essentially identical to that of the She Figures of 2012, pp. 88-89 and the DFF-report (2013, pp. 6-7).

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<sup>2</sup> To support this statement, the years 2013 and 2014 have seen a lesser degree of dependency on third party funding and a marked general increase in the number of assistant professors throughout the faculty - even though this increase primarily favours men.

**Figure 1: Gender profile in employment – faculty level, 2010, 2011 and 2012**



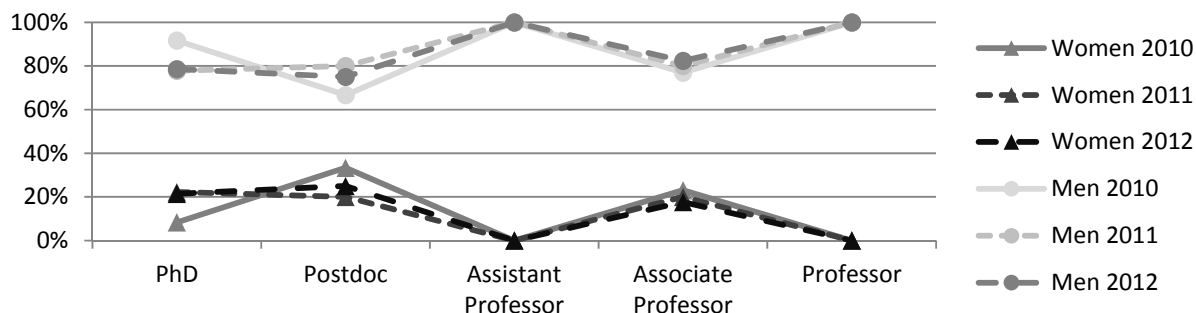
## GENDER PROFILE IN EMPLOYMENT – DEPARTMENT LEVEL, 2010, 2011 AND 2012

The following figures show a breakdown of the gender distribution in departmental level based on Table 1.

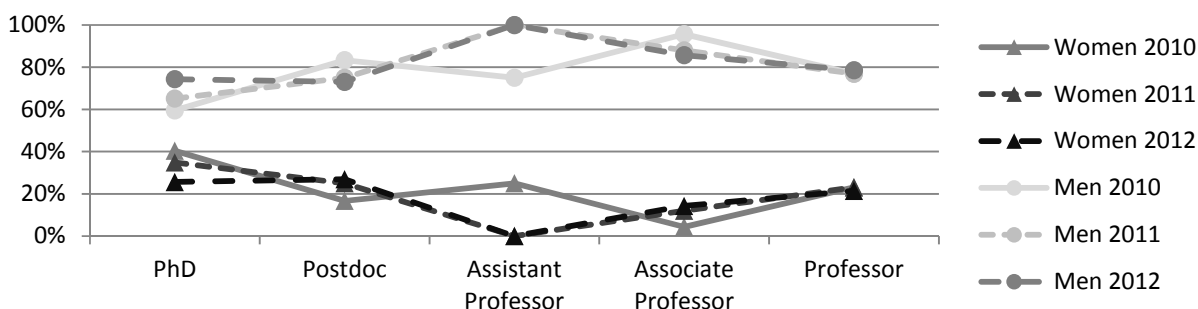
A clear tendency in these figures is that while two to three departments show a similar pattern as the overall faculty, national and European situation (see Figure 1), the gender distribution at PhD and post doc levels at the Department of Biology – and to some extent also the Department of Biochemistry and Molecular Biology – shows a different tendency: at the PhD level at both departments there are more women than men, a pattern which continues to the post doc level at Department of Biology.

In these figures it is also evident that the lack of development in the assistant professor positions is a challenge – most notably for the Department of Biochemistry and Molecular Biology, where there were no assistant professors whatever in 2011.

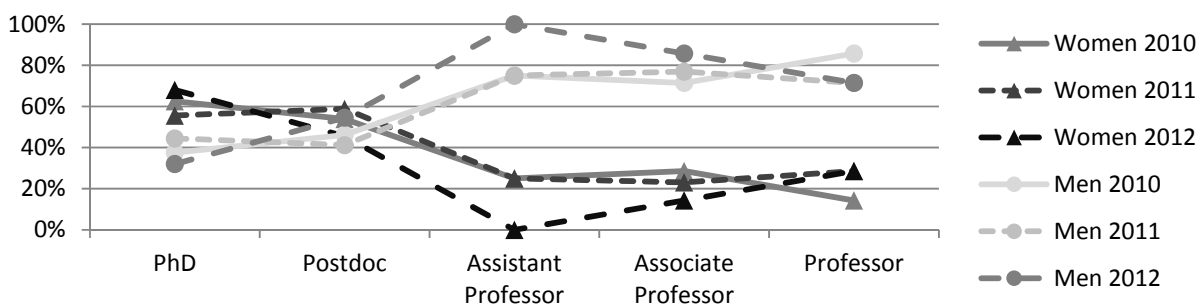
**Figure 2: Gender profile in employment – Mathematics and Computer Science, 2010, 2011 and 2012**



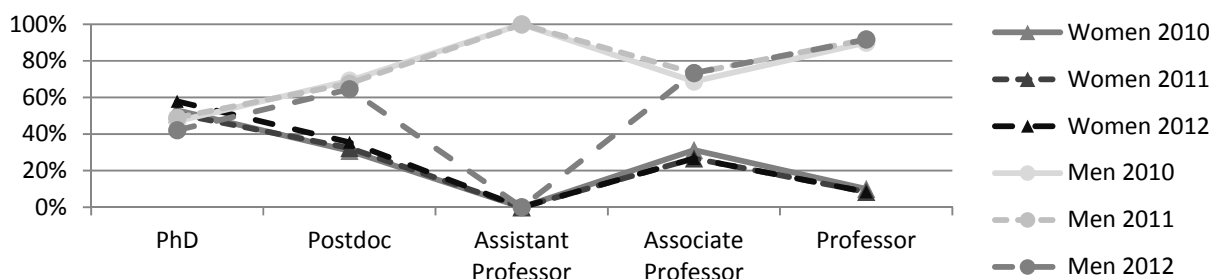
**Figure 3: Gender profile in employment – Physics, Chemistry and Pharmacy, 2010, 2011 and 2012**



**Figure 4: Gender profile in employment – Biology, 2010, 2011 and 2012**



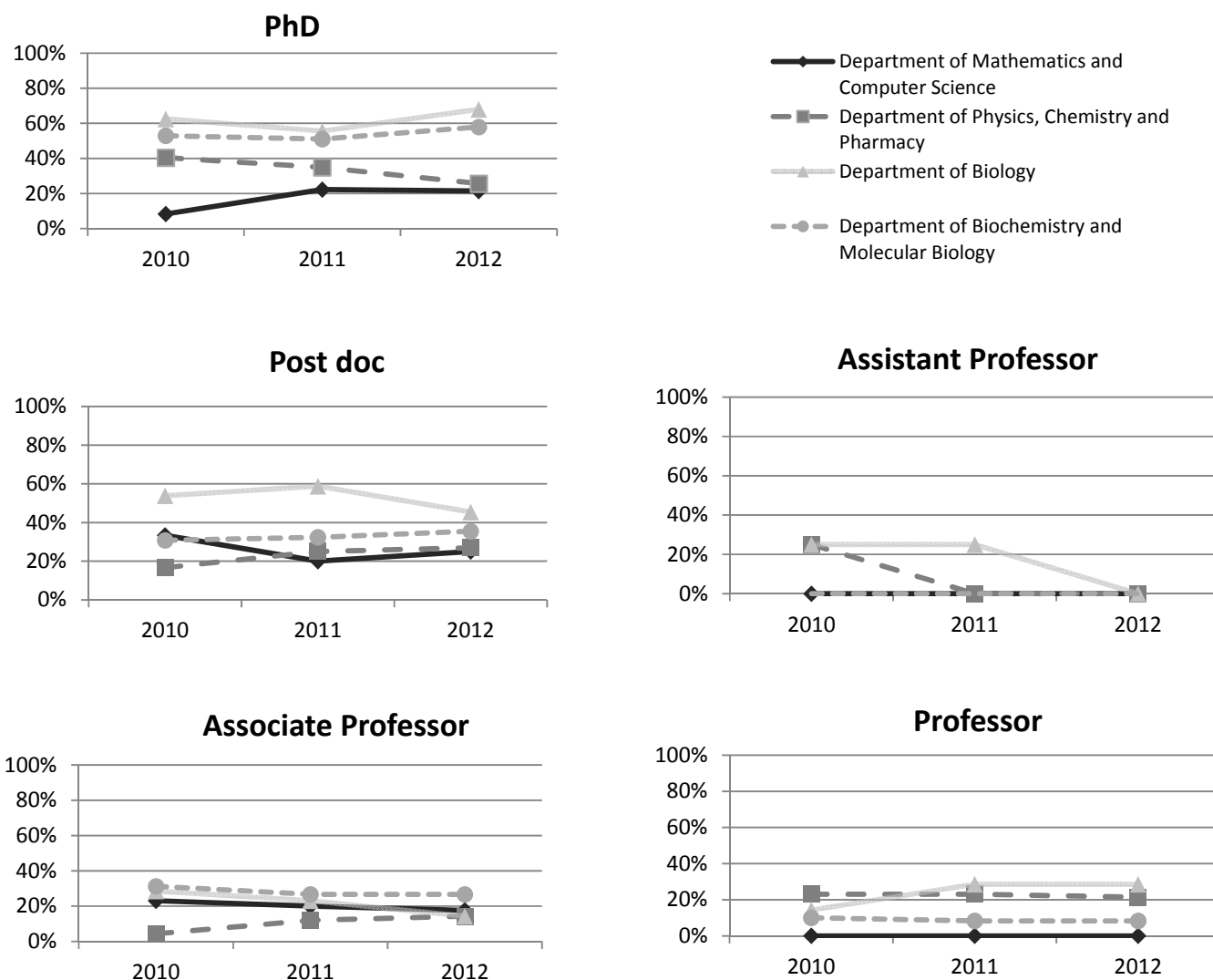
**Figure 5: Gender profile in employment – Biochemistry and Molecular Biology, 2010, 2011 and 2012**



## GENDER PROFILE OF CAREER LEVELS – DEVELOPMENT OVER TIME, FACULTY OF SCIENCE, 2010, 2011 AND 2012

Figure 6 below gives an overview over the development over time in the share of women at the five different career levels for each department. Again the tendency for a rise in PhDs at the most experimentally oriented departments (Biology and Biochemistry and Molecular Biology) is evident, as is the status quo or drop in assistant professors to no women at all in this category across all four departments in 2012. For post docs, there is a slight increase in the share of women except in the case of Department of Biology, which however has the consistently highest share of women.

**Figure 6: Gender profile of careers levels – development over time, 2010, 2011 and 2012**



## GENDER PROFILE IN HIRING PATTERNS, FACULTY OF SCIENCE, 2010, 2011 AND 2012

**Table 2: Application patterns for the positions of assistant professor, associate professor and professor at The Faculty of Science, 2010, 2011 and 2012**

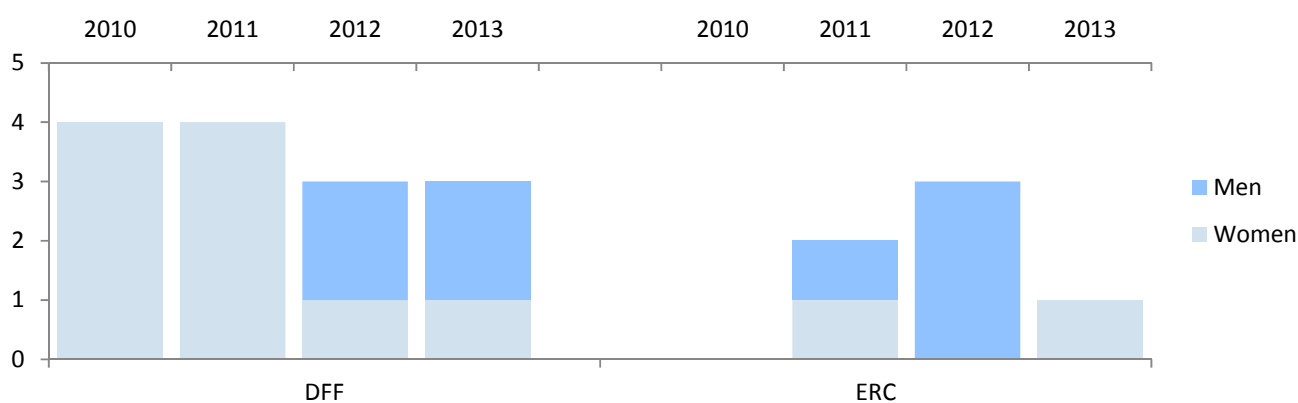
	# positions open for application	# times with only one applicant		# times with only one <i>qualified</i> applicant		# times with only male applicants		# times with only female applicants		# times a man was employed		# times a woman was employed	
		n	%	n	%	n	%	n	%	n	%	n	%
2010	9	1	11%	2	22%	1	11%	0	0%	6	67%	3	33%
2011	12	5	42%	6	50%	10	83%	0	0%	11	92%	1	8%
2012	25	8	32%	13	52%	11	44%	2	8%	21	84%	4	16%
<b>total 2010-2012</b>	<b>46</b>	<b>14</b>	<b>30%</b>	<b>21</b>	<b>46%</b>	<b>22</b>	<b>48%</b>	<b>2</b>	<b>4%</b>	<b>38</b>	<b>83%</b>	<b>8</b>	<b>17%</b>

The data presented here are based on very small numbers, and this may be the reason for a somewhat ambiguous picture: 2011 and 2012 show somewhat more similar tendencies than is the case for 2010. Given these reservations, however, there is a general increase in the period in the number of open positions at the (assistant professor), associate professor and professor levels. As is also clear from Table 2, there is a clear and growing tendency of a lack of competition in the application of open positions – many openings have only one applicant. And even more have only one qualified applicant. In the period, there were a number of associate professor openings, and these could explain the tendency toward the general increase in openings with only one applicant, and only one *qualified* applicant – when associate professor positions are opened in extension to assistant professor positions, the specializations are often narrowly defined and thus could be targeted at a known candidate. And when these positions in turn are held primarily by men, the implication is that career paths for men are far more dependable than for women.

The tendencies shown in 2011 and 2012 in the present material are reflected in recent Danish analyses (“Alle talenter i spil – flere kvinder i forskning”, a publication for the Danish Ministry of Higher Education and Science and then-existent Ministry for Equal Opportunities, 2005 and “En forskerstab i vækst. Forskerpersonale og forskerrekruttering på danske universiteter 2007-2009”, a publication by Bertel Ståhle, 2011), which show that 30% of all the academic positions of assistant professor, associate professor and professor in Denmark were filled upon announcements that only attracted one applicant. According to Ståhle (2011), almost half of the positions at these levels were in 2007-2009 filled after announcements that attracted more applicants, where, however, there was only one *qualified* applicant. Only about a third of the positions filled in 2007-2009 had qualified applicants of both genders. According to these analyses, one of the most significant statistical explanations for the gender imbalance in the employment of researchers is the fact that 40% of the openings across the different disciplines are filled without any female applicants, and thus the necessary competition for employment is alarmingly low: according to Ståhle (2011, p. 9), in only 25% of the openings for academic positions at the assistant professor, associate professor and professor levels are male and female applicants in direct competition.

## GENDER PROFILE IN MEMBERSHIP OF RESEARCH COUNCILS, FACULTY OF SCIENCE, 2010, 2011 AND 2012

**Figure 7: Participation in research Councils, The Faculty of Science, 2010, 2011, 2012 and 2013<sup>3</sup>**



Here the numbers are very small, but nevertheless the figure and tables show a high representation of women on the research councils in the period. This may be in response to the focus on and requirement of equal gender representation in the councils.

This focus and requirement could have two potential consequences, not necessarily mutually exclusive: 1) that women are favoured through this practice and 2) that on the basis of the smaller pool of women there is a risk of overuse of these (few) people's resources.

**Table 3.1: Gender distribution in the participation in research Councils, The Faculty of Science, 2010, 2011, 2012 and 2013**

2010					
Female	DFF		Male	ERC	
	DF	FF		DF	FF
Associate Professor	1	0	Associate Professor	0	0
Professor	3	0	Professor	0	0
<b>Total</b>	<b>4</b>	<b>0</b>	<b>Total</b>	<b>0</b>	<b>0</b>

2011					
Female	DFF		Male	ERC	
	DF	FF		DF	FF
Associate Professor	0	0	Associate Professor	0	0
Professor	4	1	Professor	0	1
<b>Total</b>	<b>4</b>	<b>1</b>	<b>Total</b>	<b>0</b>	<b>1</b>

2012					
Female	DFF		Male	ERC	
	DF	FF		DF	FF
Associate Professor	0	0	Associate Professor	1	0
Professor	1	0	Professor	1	3
<b>Total</b>	<b>1</b>	<b>0</b>	<b>Total</b>	<b>2</b>	<b>3</b>

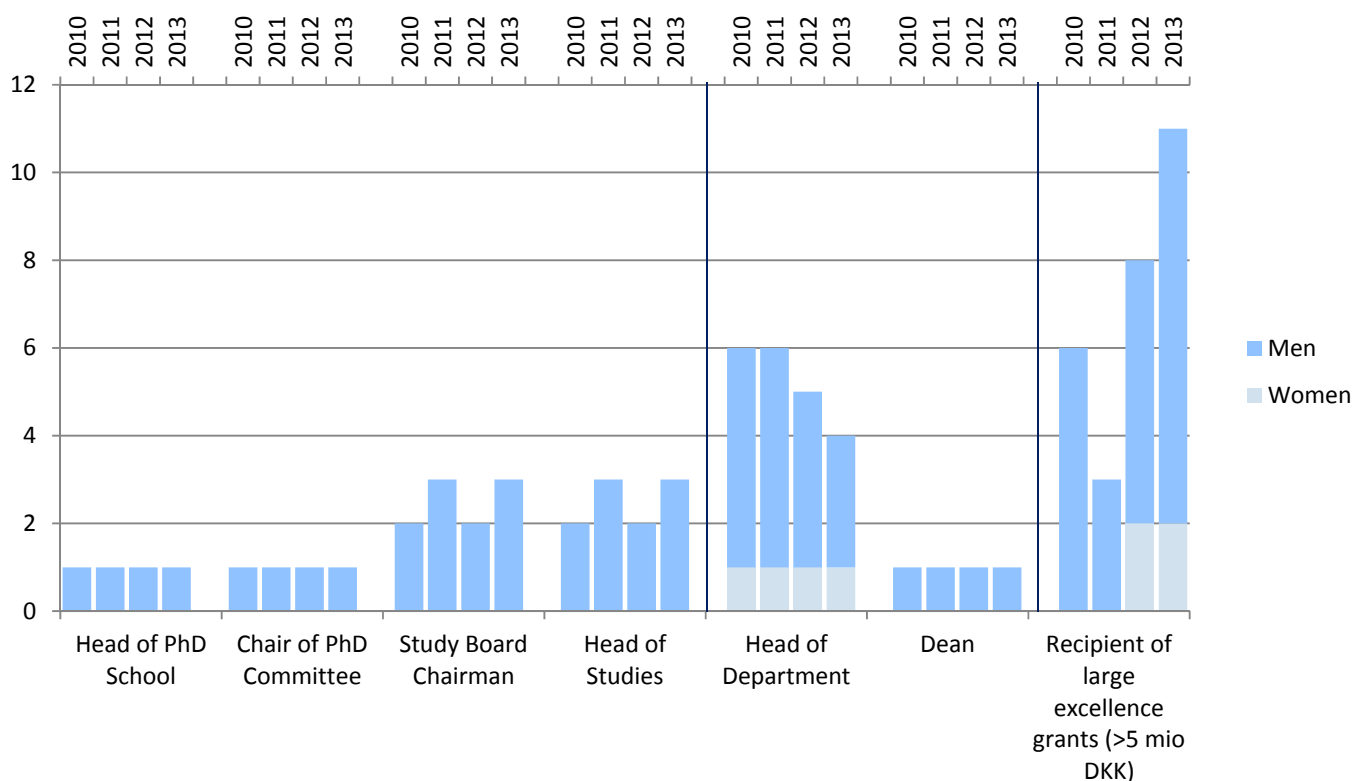
2013					
Female	DFF		Male	ERC	
	DF	FF		DF	FF
Associate Professor	0	0	Associate Professor	1	0
Professor	1	1	Professor	1	0
<b>Total</b>	<b>1</b>	<b>1</b>	<b>Total</b>	<b>2</b>	<b>0</b>

<sup>3</sup> Figures 6 and 7 as well as Tables 3 and 4 include data from 2013 for better comparison given the small numbers and since these were easily accessible



## GENDER PROFILE OF LEADERSHIP AND MANAGEMENT, FACULTY OF SCIENCE, 2010, 2011 AND 2012

**Figure 8: Gender distribution in leadership and management, The Faculty of Science, 2010, 2011, 2012 and 2013<sup>4</sup>**



In Figure 8, three different types of academic leadership and management positions are described – based on simple head counts.

- The first type are elected and appointed among peers. This group includes Head of PhD School, Chair of PhD Committee, Chair of Study Board and Head of Studies. There is at any given time only one Head of PhD School and Chair of PhD Committee, whereas there is at any given time only two of the other two positions. The instances in the figure, where in a given year are listed three of the last kind, are due to the fact that these years (2011 and 2013) saw an election or a replacement for other reasons.
- The second type have since 2003 been employed. This group includes Head of Department and Dean. There are only four Heads of Department at any given time, and the years listed here with more than four Heads of Department cover the fact, that these years saw a replacement of one or more Heads of Department.
- The third type includes recipients of large excellence grants, and thus includes people who by virtue of their seniority and/or responsibility for larger research groups and activities are research leaders. This group is thus composed of individuals who are or can be very different and therefore this group is by definition very varied. These positions, however, can yield considerable authority and informal power in the community

<sup>4</sup> Figures 7 and 8 as well as Tables 3 and 4 include data from 2013 for better comparison given the small numbers and since these were easily accessible

Table 4.1 below offers a representative picture of the tendencies for the four year period included.

**Table 4.1: Gender distribution in leadership and management, The Faculty of Science, 2012**

	Head of PhD School	Chair of PhD Committee	Study Board Chairman	Head of Studies	Head of Department	Dean	Recipient of large excellence grants (>5 mio DKK)
<b>Female</b>							
Associate Professor	0	0	0	0	0	0	1
Professor	0	0	0	0	1	0	1
<b>Total</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>2</b>
<b>Male</b>							
Associate Professor	0	0	0	0	2	0	2
Professor	1	1	2	2	2	1	4
<b>Total</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>2</b>	<b>4</b>	<b>1</b>	<b>6</b>

## GENDER EQUALITY IN RESEARCH

The following data are solely comparisons between the specific activities of men and women at each career level. Thus they say nothing about the *progression* between levels nor can they serve as basis for comparisons between levels. A note of reservation: the numbers are very small, and this may account for some of the variability in the data.

### SCIENTIFIC PRODUCTION AND ACTIVITIES, FACULTY OF SCIENCE, 2010, 2011 AND 2012

**Figure 9: Women’s relative frequency of publication activity, Faculty of Science, 2010, 2011 and 2012**

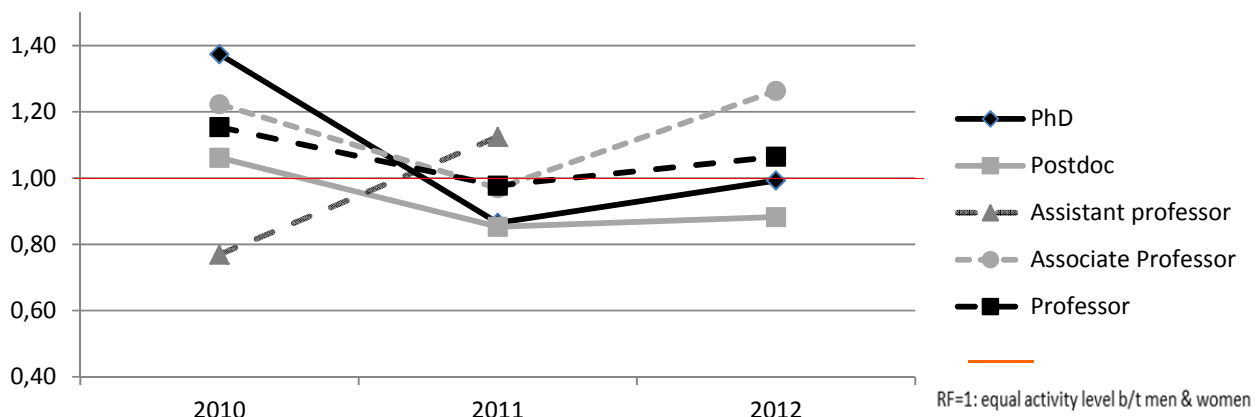


Figure 9 and the following tables show the frequency to which women are active publishing compared to their male peers.

The registration of data in PU:RE was a relatively new practice in 2010, which during the period gradually became a more widely accepted and used means of registration. This may account for a degree of ambiguity and unreliability of the data. Such as that may be, however, Figure 9 shows a tendency in 2011 and 2012 for post docs and PhDs to have a lower frequency of publication activity than their male peers.

This tendency is corroborated by numerous other analyses – see for instance Larivière et al (2013): ‘Bibliometrics: Global gender disparities in science’ in *Nature*, Vol 504 and Langberg, K. et al (2008): *Ph.d.uddannedes karrierevalg og –veje*. And it is cause for concern as this fact alone shows that female junior researchers could be at a disadvantage in the competition for career advances compared to their male peers – and that this disparity starts early in the career. Further, it is a tendency which is repeated in the other dimensions of scientific activity presented here: publication in peer reviewed journals (Figure 10, below) and applications for third party funding (Figure 11, below).

Conversely, Figure 9 – as well as the following two figures – indicate that the more senior the researcher, the more competitive the publication activity of women compared to their male peers.

The following tables show the total number of scientific personnel at the different levels, the total number of SP active according to PU:RE, the relative activity level of men and women and lastly the interrelated relative frequency of women’s publication activity.

**Table 5.1: Women's relative frequency of publication activity, Faculty of Science, 2010**

2010	Total number of SP (N = 327 SP in 2010) <sup>5</sup>		Total number of SP active according to PU:RE				Female SPs' RF of publication activity
	A Female	B Male	C Female	D Male	E Active female % of female SP total (E=C/A)	F Active male % of male SP total (F=D/B)	G F%/ M% (G=E/F)
PhD	67	75	27	22	40%	29%	1.37
Postdoc	20	46	12	26	60%	57%	1.06
Assistant professor	3	15	2	13	67%	87%	0.77
Associate Professor	13	53	12	40	92%	75%	1.22
Professor	5	30	5	26	100%	87%	1.15
<b>Total</b>	<b>108</b>	<b>219</b>	<b>58</b>	<b>127</b>	<b>54%</b>	<b>58%</b>	<b>0.93</b>

**Table 5.2: Women's relative frequency of publication activity, Faculty of Science, 2011**

2011	Total number of SP (N = 326 SP in 2011) <sup>6</sup>		Total number of SP active according to PU:RE				Female SPs' RF of publication activity
	A Female	B Male	C Female	D Male	E Active female % of female SP total (E=C/A)	F Active male % of male SP total (F=D/B)	G F%/ M% (G=E/F)
PhD	57	71	25	36	44%	51%	0.87
Postdoc	28	52	17	37	61%	71%	0.85
Assistant professor	1	9	1	8	100%	89%	1.13
Associate Professor	13	55	11	48	85%	87%	0.97
Professor	6	34	5	29	83%	85%	0.98
<b>Total</b>	<b>105</b>	<b>221</b>	<b>59</b>	<b>158</b>	<b>56%</b>	<b>71%</b>	<b>0.79</b>

**Table 5.3: Women's relative frequency of publication activity, Faculty of Science, 2012**

2012	Total number of SP (N = 306 SP in 2012) <sup>7</sup>		Total number of SP active according to PU:RE				Female SPs' RF of publication activity
	A Female	B Male	C Female	D Male	E Active female % of female SP total (E=C/A)	F Active male % of male SP total (F=D/B)	G F%/ M% (G=E/F)
PhD	52	64	25	31	48%	48%	0.99
Postdoc	24	48	15	34	63%	71%	0.88
Assistant professor	0	5	0	4	-	80%	-
Associate Professor	13	61	14	52	108%	85%	1.26
Professor	6	33	6	31	100%	94%	1.06
<b>Total</b>	<b>95</b>	<b>211</b>	<b>60</b>	<b>152</b>	<b>63%</b>	<b>72%</b>	<b>0.88</b>

<sup>5-7</sup> Cf Table 1, above

PUBLICATION IN PEER REVIEWED JOURNALS, FACULTY OF SCIENCE, 2010, 2011 AND 2012

Figure 10: Women’s RF of peer reviewed journal publications, Faculty of Science, 2010, 2011 and 2012

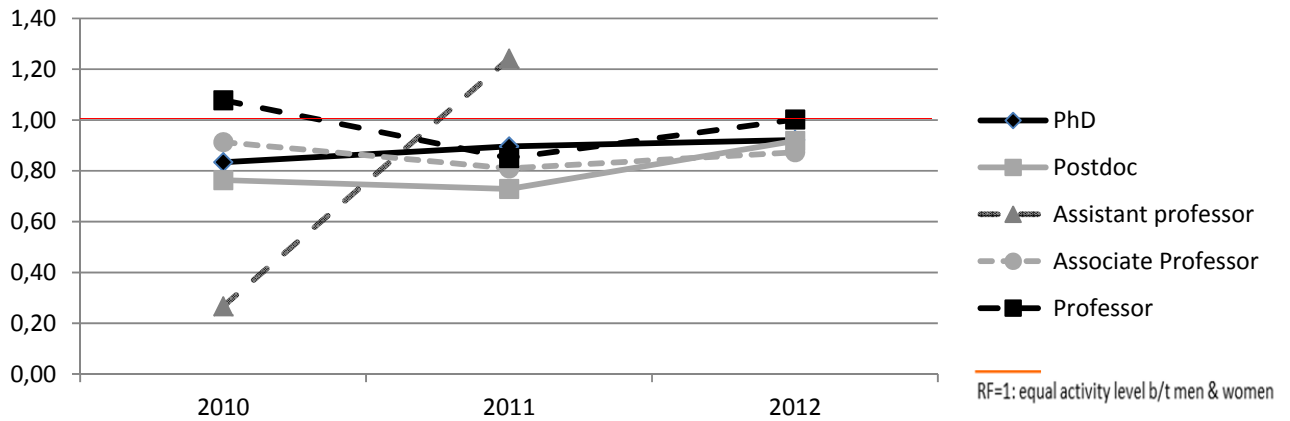


Figure 10 and the following tables show the number of women who are active publishing along with their level of publication output relative to their male peers.

Again in these data, the tendency for women to have a lower output than men – this time at all levels and not only at the junior levels – is clear (see Figure 9 and the discussion, above). Again this is cause for concern, as it puts women at a competitive disadvantage.

The tables below offer data on the overall share of women at the faculty and the number and share of women who are active publishing peer reviewed journals in relation to the aggregated publication output. Thus the tables show the level of scientific output in the category of peer reviewed journal articles. Again it must be emphasized, that these data stem from PU:RE (see note of reservation above concerning the registration of data in PU:RE), and therefore the picture is not unambiguous. Despite these reservations, however, there seems to be a slight but consistent increase in 2011 and 2012 in the activity and output level of women compared to their male peers, which approaches a more equal level of activity and output.

**Table 6.1: Women's peer reviewed journal publication activities, Faculty of Science, 2010<sup>8</sup>**

	Number of persons				Number of activities			
	A	B	C	D	E	F	G	H
2010	Female % pr. type of position <sup>9</sup>	Total active SP in category 'peer reviewed journal articles'	Total active female SP in category 'peer reviewed journal articles'	% of active female in category 'peer reviewed journal articles' (D=C/B)	Total number of published peer reviewed journal articles	Female number of peer reviewed journal articles	% of female SP peer reviewed journal articles within total (G=F/E)	Female SPs relative level of activity (H=G/D)
PhD	47%	31	19	61%	45	23	51%	0.83
Postdoc	30%	33	11	33%	55	14	25%	0.76
Assistant professor	17%	12	2	17%	45	2	4%	0.27
Associate Professor	20%	49	11	22%	161	33	20%	0.91
Professor	14%	30	5	17%	167	30	18%	1.08
<b>Total</b>	<b>33%</b>	<b>155</b>	<b>48</b>	<b>31%</b>	<b>473</b>	<b>102</b>	<b>22%</b>	<b>0.70</b>

**Table 6.2: Women's peer reviewed journal publication activities, Faculty of Science, 2011**

	Number of persons				Number of activities			
	A	B	C	D	E	F	G	H
2011	Female% pr. type of position <sup>10</sup>	Total active SP in category 'peer reviewed journal articles'	Total active female SP in category 'peer reviewed journal articles'	% of active female in category 'peer reviewed journal articles' (D=C/B)	Total number of published peer reviewed journal articles	Female number of peer reviewed journal articles	% of female SP peer reviewed journal articles within total (G=F/E)	Female SPs relative level of activity (H=G/D)
PhD	45%	43	12	28%	64	16	25%	0.90
Postdoc	35%	46	15	33%	101	24	24%	0.73
Assistant professor	10%	9	1	11%	29	4	14%	1.24
Associate Professor	19%	54	11	20%	194	32	16%	0.81
Professor	15%	33	5	15%	225	29	13%	0.85
<b>Total</b>	<b>32%</b>	<b>185</b>	<b>44</b>	<b>24%</b>	<b>613</b>	<b>105</b>	<b>17%</b>	<b>0.72</b>

<sup>8</sup> Data stems from PU:RE in tables 6.1-6.3

<sup>9-11</sup> Cf Table 1, above

**Table 6.3: Women's peer reviewed journal publication activities, Faculty of Science, 2012**

	Number of persons				Number of activities			
	A	B	C	D	E	F	G	H
2012	Female% pr. type of position <sup>11</sup>	Total active SP in category 'peer reviewed journal articles'	Total active female SP in category 'peer reviewed journal articles'	% of active female in category 'peer reviewed journal articles' (D=C/B)	Total number of published peer reviewed journal articles	Female number of peer reviewed journal articles	% of female SP peer reviewed journal articles within total (G=F/E)	Female SPs relative level of activity (H=G/D)
PhD	45%	43	16	37%	70	24	34%	0.92
Postdoc	33%	42	11	26%	104	25	24%	0.92
Assistant professor	0%	3	0	0%	5	0	0%	-
Associate Professor	18%	59	11	19%	215	35	16%	0.87
Professor	15%	37	6	16%	277	45	16%	1.00
<b>Total</b>	<b>31%</b>	<b>184</b>	<b>44</b>	<b>24%</b>	<b>671</b>	<b>129</b>	<b>19%</b>	<b>0.80</b>

## GENDER DISTRIBUTION IN FUNDING APPLICATIONS AND APPLICATIONS GRANTED

GENDER DISTRIBUTION IN FUNDING APPLICATIONS, FACULTY OF SCIENCE, 2010, 2011 AND 2012

**Figure 11: Women's RF of funding applications, Faculty of Science, 2010, 2011 and 2012**

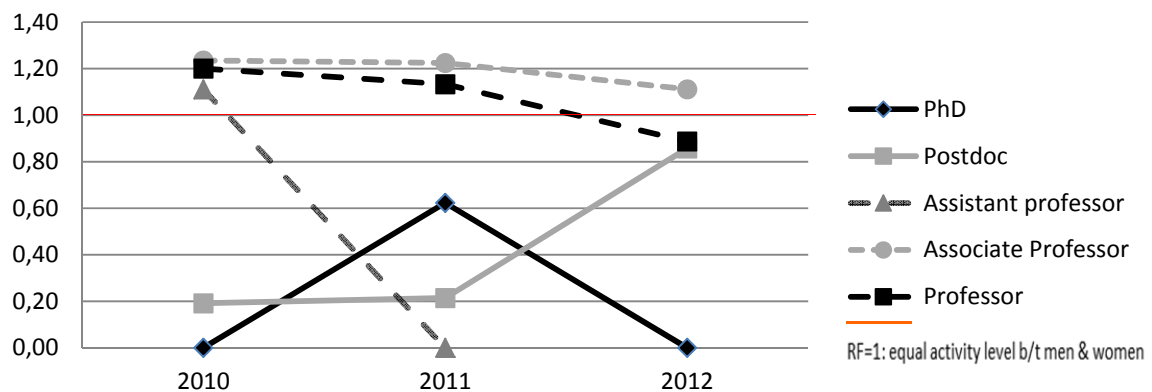


Figure 11 shows the application patterns – but due to a maturing of registration practices in the period (also PANDA/SDUpro is a fairly new system and has only gradually become widely accepted and used), these data may show a somewhat ambiguous picture.

The most clear general tendency is the application pattern of the senior levels of associate professors and professors, which seems to be consistently higher than their male peers' (except professors in 2012).

The junior levels – despite large variability in the data – show the same tendency of lagging behind their male peers as seen in the previous figures, again a cause for concern in the perspective of competing for positions and advances.

These data do not reflect *kinds* of funding application. This is worth keeping in mind, as there is a large variation in what is applied for and what it is possible to attain at the different career levels.

The following tables show the total number of scientific personnel at the different levels, the total number of SP active according to PANDA/SDUpro, the relative activity level of men and women and lastly the interrelated relative frequency of women's funding application activity.

The following tables show the total number of scientific personnel at the different levels, the total number of SP active according to PANDA/SDUpro, the relative activity level of men and women and lastly the interrelated relative frequency of women's funding application activity.



**Table 7.1: Women's funding application activities, Faculty of Science, 2010<sup>12</sup>**

2010	Total number of SP (N = 327 SP in 2010) <sup>13</sup>		Total number of applicants according to PANDA/SDUpro				Female SPs RF of application activity
	A Female	B Male	C Female	D Male	E Active female% of female SP total (E=C/A)	F Active male% of male SP total (F=D/B)	G F%/ M% (G=E/F)
PhD	67	75	0	1	0%	1%	0.00
Postdoc	20	46	1	12	5%	26%	0.19
Assistant professor	3	15	2	9	67%	60%	1.11
Associate Professor	13	53	10	33	77%	62%	1.24
Professor	5	30	4	20	80%	67%	1.20
<b>Total</b>	<b>108</b>	<b>219</b>	<b>17</b>	<b>75</b>	<b>16%</b>	<b>34%</b>	<b>0.46</b>

**Table 7.2: Women's funding application activities, Faculty of Science, 2011**

2011	Total number of SP (N = 326 SP in 2011) <sup>14</sup>		Total number of applicants according to PANDA/SDUpro				Female SPs RF of application activity
	A Female	B Male	C Female	D Male	E Active female% of female SP total (E=C/A)	F Active male% of male SP total (F=D/B)	G F%/ M% (G=E/F)
PhD	57	71	1	2	2%	3%	0.62
Postdoc	28	52	3	26	11%	50%	0.21
Assistant professor	1	9	0	8	0%	89%	0.00
Associate Professor	13	55	11	38	85%	69%	1.22
Professor	6	34	4	20	67%	59%	1.13
<b>Total</b>	<b>105</b>	<b>221</b>	<b>19</b>	<b>94</b>	<b>18%</b>	<b>43%</b>	<b>0.43</b>

**Table 7.3: Women's funding application activities, Faculty of Science, 2012**

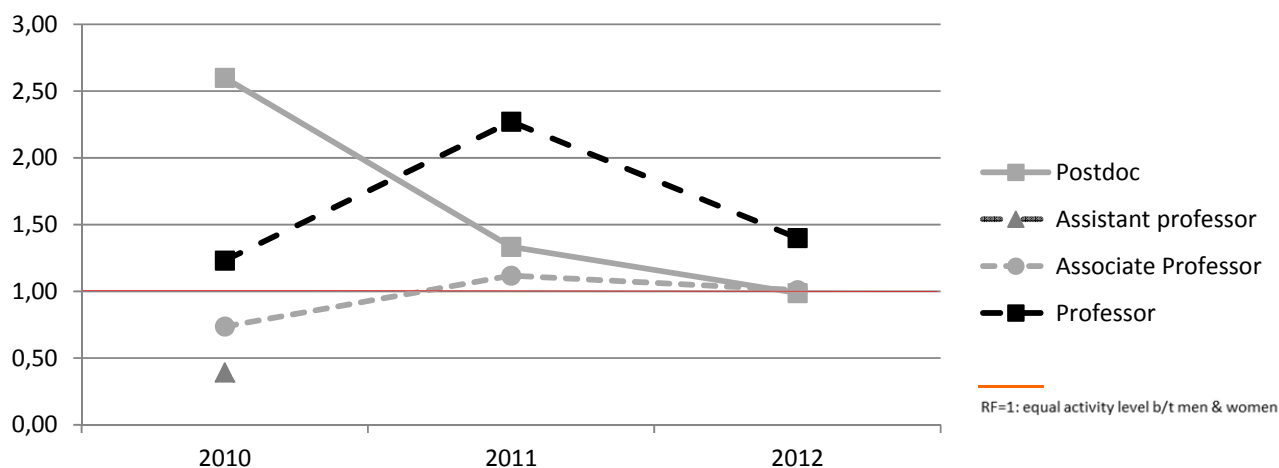
2012	Total number of SP (N = 306 SP in 2012) <sup>15</sup>		Total number of applicants according to PANDA/SDUpro				Female SPs RF of application activity
	A Female	B Male	C Female	D Male	E Active female% of female SP total (E=C/A)	F Active male% of male SP total (F=D/B)	G F%/ M% (G=E/F)
PhD	52	64	0	1	0%	2%	0.00
Postdoc	24	48	6	14	25%	29%	0.86
Assistant professor	0	5	0	3	-	60%	-
Associate Professor	13	61	9	38	69%	62%	1.11
Professor	6	33	5	31	83%	94%	0.89
<b>Total</b>	<b>95</b>	<b>211</b>	<b>20</b>	<b>87</b>	<b>21%</b>	<b>41%</b>	<b>0.51</b>

<sup>12</sup> Data stems from PANDA/SDUpro in tables 7.1-7.3

<sup>13-15</sup> Cf Table 1, above

## GENDER DISTRIBUTION IN FUNDING APPLICATIONS GRANTED, FACULTY OF SCIENCE, 2010, 2011 AND 2012

**Figure 12: Women's RF in funding applications granted, Faculty of Science, 2010, 2011 and 2012**



Again in this figure and the following tables it is important to bear in mind that the numbers are very small. Even so, it seems that at the level of professor, women have a higher success rate with their applications compared to their male peers. Compared with the Figure 11, above, this shows an inverse proportion: a fewer number of women overall are active applying for funding, but when they do, they have a higher rate of success. At the level of associate professors, the activity level in applying is somewhat higher, but with less success.

At the more junior levels, men are more active and also more successful than their female peers (note: female PhDs do not even figure in this diagram, cf the tables below) – this is consistent with the seemingly global pattern that women in academia are relatively late starters and progress at a slower rate than men at the beginning and up till the middle of their career, whereas the pattern that unfolds with the women at the most senior levels shows that once they are there, they more than adequately 'get the picture'. This is supported by the patterns seen in Figure 13 and Tables 9.1-9.3, below, where female professors have a high rate of applying for and being granted lead partner roles compared with their male peers.

This may lead to the conclusion that the relatively tougher selection process women at the most senior levels have undergone, have resulted in a population of female professors who are relatively stronger than their male peers.

The tables below offer data on the overall share of women at the faculty, the number and share of women who are granted third party funding in relation to the overall results. Thus the tables show the level of scientific output in the category of granted funding applications. Again it must be emphasized, that these data stem from PANDA/SDUpro, and therefore the picture is not unambiguous. Despite these reservations, however, there seems to be a consistent pattern that professors and post docs with each their own type of grants are more successful compared to their male peers, whereas associate professors have a somewhat lower success rate than professors in comparison with the level of activity in applying for funding (see Figure 11, above) and in relation to their male peers.

**Table 8.1: Number of granted funding applications to women, Faculty of Science, 2010<sup>16</sup>**

	Number of persons				Number of activities			
	A	B	C	D	E	F	G	H
2010	Female% pr. type of position <sup>17</sup>	Total active SP in category 'granted applic's'	Total active female SP in category 'granted applic's'	% of active female in category 'granted applic's' (D=C/B)	Total number of granted applic's	Granted applications by female applic's	% of female granted applic's (G=F/E)	Female SPs relative level of activity (H=G/D)
PhD	47%	1	0	0%	1	0	0%	-
Postdoc	30%	13	1	8%	5	1	20%	2.60
Assistant professor	17%	11	2	18%	14	1	7%	0.39
Associate Professor	20%	43	10	23%	35	6	17%	0.74
Professor	14%	24	4	17%	39	8	21%	1.23
<b>Total</b>	<b>33%</b>	<b>92</b>	<b>17</b>	<b>18%</b>	<b>94</b>	<b>16</b>	<b>17%</b>	<b>0.92</b>

**Table 8.2: Number of granted funding applications to women, Faculty of Science, 2011**

	Number of persons				Number of activities			
	A	B	C	D	E	F	G	H
2011	Female% pr. type of position <sup>18</sup>	Total active SP in category 'granted applic's'	Total active female SP in category 'granted applic's'	% of active female in category 'granted applic's' (D=C/B)	Total number of granted applic's	Granted applications by female applic's	% of female granted applic's (G=F/E)	Female SPs relative level of activity (H=G/D)
PhD	45%	1	0	0%	1	0	0%	-
Postdoc	35%	8	1	13%	12	2	17%	1.33
Assistant professor	10%	4	0	0%	5	0	0%	-
Associate Professor	19%	23	8	35%	36	14	39%	1.12
Professor	15%	18	3	17%	37	14	38%	2.27
<b>Total</b>	<b>32%</b>	<b>54</b>	<b>12</b>	<b>22%</b>	<b>91</b>	<b>30</b>	<b>33%</b>	<b>1.48</b>

<sup>16</sup> Data stems from PANDA/SDUpro in Tables 8.1-8.3

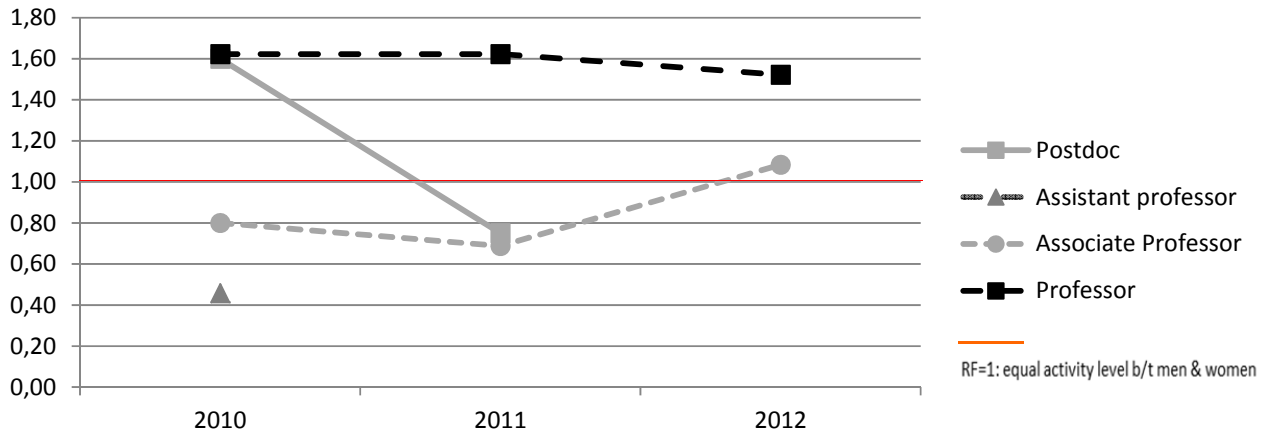
<sup>17-19</sup> Cf Table 1, above

**Table 8.3: Number of granted funding applications to women, Faculty of Science, 2012**

	Number of persons				Number of activities			
	A	B	C	D	E	F	G	H
2012	Female% pr. type of position <sup>19</sup>	Total active SP in category 'granted applic's'	Total active female SP in category 'granted applic's'	% of active female in category 'granted applic's' (D=C/B)	Total number of granted applic's	Granted applications by female applic's	% of female granted applic's (G=F/E)	Female SPs relative level of activity (H=G/D)
PhD	45%	0	0	-	0	0	-	-
Postdoc	33%	15	4	27%	19	5	26%	0.99
Assistant professor	0%	0	0	-	0	0	-	-
Associate Professor	18%	28	6	21%	37	8	22%	1.01
Professor	15%	26	5	19%	52	14	27%	1.40
<b>Total</b>	<b>31%</b>	<b>69</b>	<b>15</b>	<b>22%</b>	<b>108</b>	<b>27</b>	<b>25%</b>	<b>1.15</b>

## GENDER DISTRIBUTION IN GRANTED APPLICATIONS FOR COORDINATOR/LEAD PARTNER ROLES, FACULTY OF SCIENCE, 2010, 2011 AND 2012

**Figure 13: Women's RF of granted applications for coordinator/lead partner roles, Faculty of Science, 2010, 2011 and 2012**



Here the pattern shows a general tendency for female professors to be notably successful compared with their male peers. The female associate professors tend to be less successful than their male peers – a markedly different picture than for the case of the professors. This could be critical in the perspective of female associate professors' promotability and internal recruitment for professor positions.

The female junior levels seem to be remarkably underperforming – if not altogether lacking from the data, except for the female post docs who seem relatively successful – barring the variability in the data.

However, in this context it is important to bring to mind that the differences between the type of projects granted here differ according to level of seniority – thus post docs in coordinator roles are typically coordinators for significantly smaller projects than associate professors or professors who in this context tend to be coordinators for projects of significantly larger scale.

The tables below offer data on the overall share of women at the faculty, the number and share of women who are granted coordinator or lead partner roles in third party funded projects in relation to the overall results. Thus the tables show the level of scientific output in the category of lead partner roles. Again it must be emphasized, that these data stem from PANDA/SDUpro, and therefore the picture is not unambiguous. Despite these reservations, however, there seems to be a consistent pattern that professors and post docs with each their own type of grants are more successful compared to their male peers, whereas associate professors have a lower success rate compared to their male peers. It is also worth noting, that PhDs and assistant professors are for all intents and purposes absent from the picture.

**Table 9.1: Number of granted applications for coordinator/lead partner roles to women, Faculty of Science, 2010<sup>20</sup>**

	Number of persons				Number of activities			
	A	B	C	D	E	F	G	H
2010	Female% pr. type of position <sup>21</sup>	Total active SP in category 'granted coordinator/lead applic's'	Total active female SP in category 'granted coordinator/lead applic's'	% of active female in category 'granted coordinator/lead applic's' (D=C/B)	Total number of granted coordinator / lead applic's	Granted coordinator / lead applic's by female applicants	% of granted coordinator /lead applic's by female applicants (G=F/E)	Female SPs relative level of activity (H=G/D)
PhD	47%	1	0	0%	1	0	0%	-
Postdoc	30%	1	0	0%	5	1	20%	-
Assistant professor	17%	11	2	18%	12	1	8%	0.46
Associate Professor	20%	16	5	31%	24	6	25%	0.80
Professor	14%	16	3	19%	23	7	30%	1.62
<b>Total</b>	<b>33%</b>	<b>45</b>	<b>10</b>	<b>22%</b>	<b>65</b>	<b>15</b>	<b>23%</b>	<b>1.04</b>

**Table 9.2: Number of granted applications for coordinator/lead partner roles to women, Faculty of Science, 2011**

	Number of persons				Number of activities			
	A	B	C	D	E	F	G	H
2011	Female% pr. type of position <sup>22</sup>	Total active SP in category 'granted coordinator/lead applic's'	Total active female SP in category 'granted coordinator/lead applic's'	% of active female in category 'granted coordinator/lead applic's' (D=C/B)	Total number of granted coordinator / lead applic's	Granted coordinator / lead applic's by female applicants	% of granted coordinator /lead applic's by female applicants (G=F/E)	Female SPs relative level of activity (H=G/D)
PhD	45%	1	0	0%	1	0	0%	-
Postdoc	35%	8	1	13%	5	1	20%	1.60
Assistant professor	10%	2	0	0%	12	1	8%	-
Associate Professor	19%	22	8	36%	24	6	25%	0.69
Professor	15%	16	3	19%	23	7	30%	1.62
<b>Total</b>	<b>32%</b>	<b>49</b>	<b>12</b>	<b>24%</b>	<b>65</b>	<b>15</b>	<b>23%</b>	<b>0.94</b>

<sup>20</sup> Data stems from PANDA/SDUpro in tables 9.1-9.3

<sup>21-23</sup> Cf Table 1, above

**Table 9.3: Number of granted applications for coordinator/lead partner roles to women, Faculty of Science, 2012**

	Number of persons				Number of activities			
	A	B	C	D	E	F	G	H
	Female% pr. type of position <sup>23</sup>	Total active SP in category 'granted coordinator/ lead applic's'	Total active female SP in category 'granted coordinator/ lead applic's'	% of active female in category 'granted coordinator/ lead applic's' (D=C/B)	Total number of granted coordinator / lead applic's	Granted coordinator / lead applic's by female applicants	% of granted coordinator / lead applic's by female applicants (G=F/E)	Female SPs relative level of activity (H=G/D)
<b>2012</b>								
PhD	45%	0	0	-	1	0	0%	-
Postdoc	33%	15	4	27%	5	1	20%	0.75
Assistant professor	0%	0	0	-	12	1	8%	-
Associate Professor	18%	26	6	23%	24	6	25%	1.08
Professor	15%	25	5	20%	23	7	30%	1.52
<b>Total</b>	<b>31%</b>	<b>66</b>	<b>15</b>	<b>23%</b>	<b>65</b>	<b>15</b>	<b>23%</b>	<b>1.02</b>

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### Other resources:

[www.athenaswan.org.uk](http://www.athenaswan.org.uk)

[www.eige.europa.eu](http://www.eige.europa.eu)

[www.genderedinnovations.stanford.edu](http://www.genderedinnovations.stanford.edu)





