Gender Equality in Professorial Appointment Processes

Motivation
Academia is faced by the problem of the so called ‘leaky pipeline’ with female professor numbers remaining relatively low. To improve the situation at the University of Zurich, the Faculty of Science UZH (MNF) is running the project, “Gender equality in Professorial Appointment processes” from 2013 to 2016.

The leaky pipeline 2006-2015: percentage of women (MNF)

Initial situation in 2013
• 96 professors at the MNF
• 81 men and 15 woman → 15.6 % female professors

The overall goal is to increase the number and proportion of female professors at the MNF.

Project Overview
WP 1: Literature review
WP 2: Best practice measures
WP 3: Quantitative data from MNF
WP 4: Development of specific measures
WP 5: Application of measures
WP 6: Evaluation of measures and quality control

Results
MNF total procentage of women at different stages at the MNF recruitments

<table>
<thead>
<tr>
<th>Stage</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Applications</td>
<td>12%</td>
</tr>
<tr>
<td>Short list</td>
<td>15%</td>
</tr>
<tr>
<td>Primo loco</td>
<td>13%</td>
</tr>
<tr>
<td>Hiring decision</td>
<td>11%</td>
</tr>
</tbody>
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Measures & Action Points
1. Implementation of gender equality standards for composition of structure and search committees
   • 2+ female professors on all committees
2. Increasing the number and proportion of women applicants
   • Gender balanced list of possible candidates, consideration of gender issues in advertisement and head hunting
3. Professional development regarding unconscious bias in faculty searches
   • Raising awareness of the influence of unconscious biases (workshop, leaflet, 1-page CV, criteria list)
4. Strengthening a culture of esteem that is compatible with academic excellence
   • Emphasizing successful examples (e.g. financial support of conferences, etc. featuring at least 50% women guest speakers)
5. Ensuring continuation of gender mainstreaming
   • MNF committee for gender equality
6. Creation of part-time professorships

Application and evaluation of measures
✓ Implementation of the above measures
✓ Unconscious bias leaflets for search committees
✓ Workshops for gender awareness
✓ Databases are completed and merged
✓ Creation of a MNF committee for gender equality

Summary
The overall goal is to increase the number and proportion of female professors at the MNF. The project is aiming to examine and calibrate specific aspects of the faculty search procedure from a gender equality perspective and focuses on the hiring process. Within the project measures have been developed which are aiming at generating more highly competitive applications from women for professorships and at countering inadvertent bias in the professorial appointment procedure.

Project Team
• Prof. Dr. Michael Schaepman (Dean)
• Prof. Dr. Ulrike Müller-Böker (Former Vice Dean of Studies)
• Dr. Ines Kohler (Faculty Manager)
• Dr. Karin Gilland Lutz (Office for Gender Equality UZH)
• Sara Petchey (Coordinator)
• Petra Seibert (Coordinator)

Former Members
• Prof. Bernhard Schmid (Former Dean)
• Prof. Dr. Michael Hengartner (Former Dean, President)

Kontakt
• Petra Seibert
• Petra.Seibert@mnf.uzh.ch
• www.mnf.uzh.ch

Faculty of Science
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