

Gender distribution of Tenured Academic Personnel at the University of Antwerp

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Department University & Society

Diversity and Equal Opportunities

Introduction

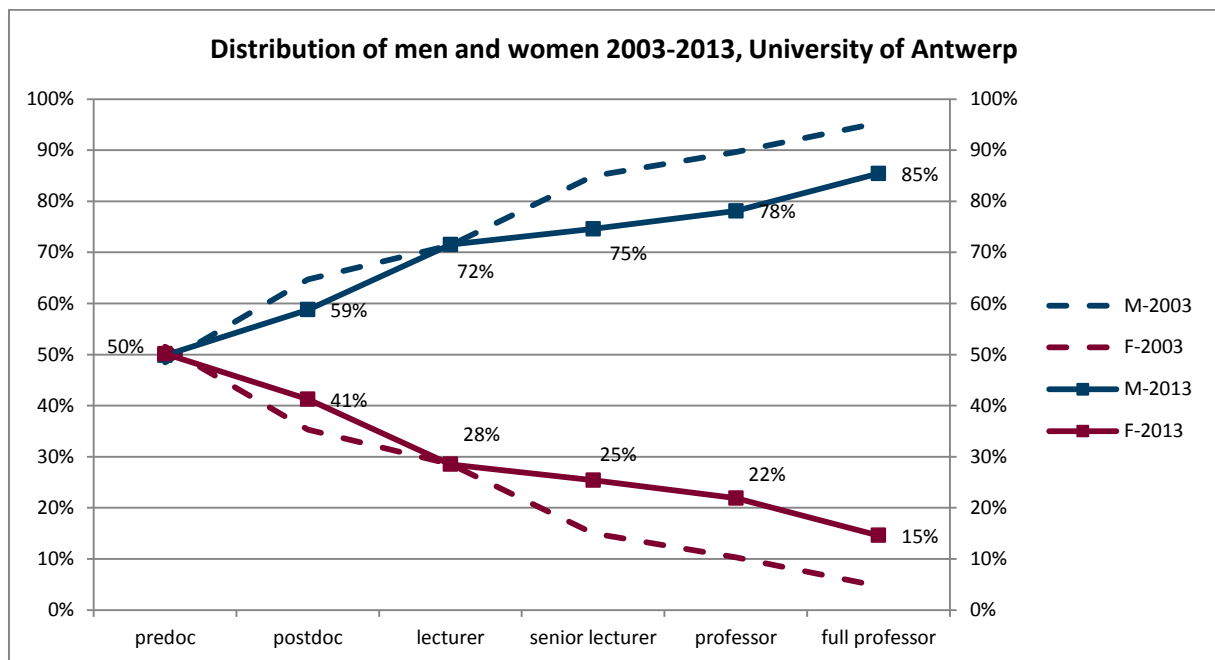
The figures in this document were provided by the Department of Human Resources of the University of Antwerp, with thanks to Rosianne Bovendaerde. The figures were obtained in the spring of 2014, and are derived from PeopleSoft. We requested the data in both number (per capita) as in terms of "full time equivalent" (fte).

This document provides an overview of the presence of men and women within Tenured Academic Personnel (TAP) at the University of Antwerp. We start with an overview of the presence of academic staff by gender between 2003 and 2013. Subsequently we provide some figures concerning the recruited TAP-personnel. Finally, the promotions of TAP-personnel will be considered.

1. Gender distribution academic personnel

If we examine the male or female presence in the academic staff at the University of Antwerp in 2003 and in 2013, we notice that the higher up the academic ladder you go, the greater the discrepancy between the shares of men and women. Within the 'predocs'¹-category the distribution is equal: 50% of the predocs is male and 50% of them is female. However, when we consider the postdoc mandates, the proportion of women decreases. The decline in the proportion of women is strongest though in the transition between post-doc and lecturer-positions: 41% of post-doc personnel is female, but the share of women drops to 28% in the population of lecturers. In the category of full professor only 15% is female in 2013.

If we compare the figures of 2013 with those of 2003 (dotted line), we note that the gap between men and women has decreased, except for the lecturers. However, the direction of the graph remains the same: the higher up the academic ladder, the greater the discrepancy between men and women.

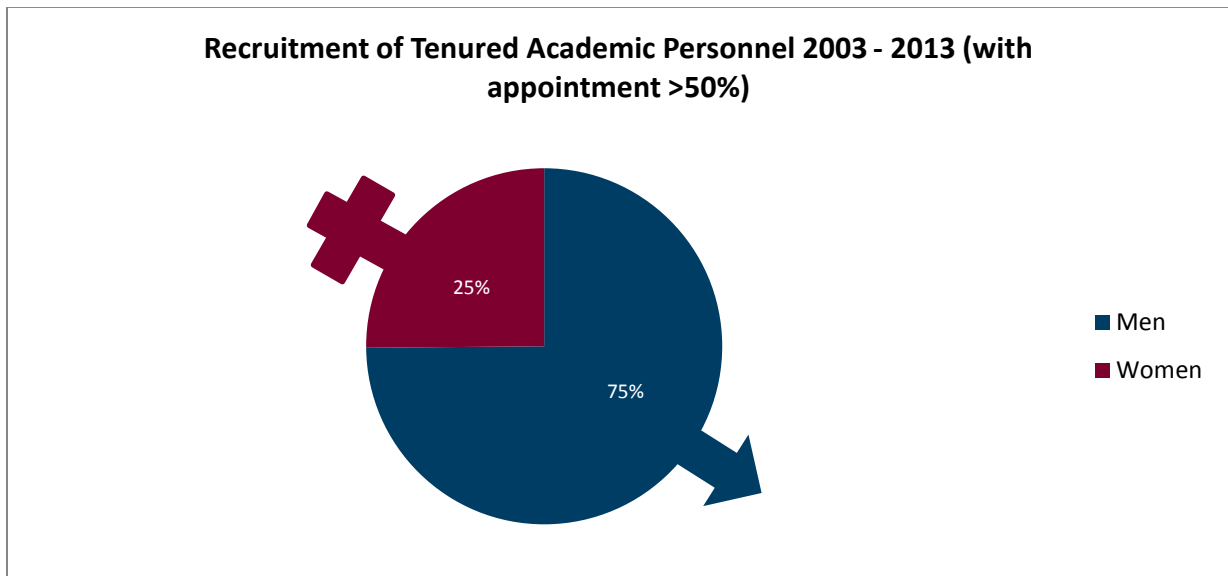


¹ Phd-students and researchers

2. Recruitment of Tenured Academic Personnel

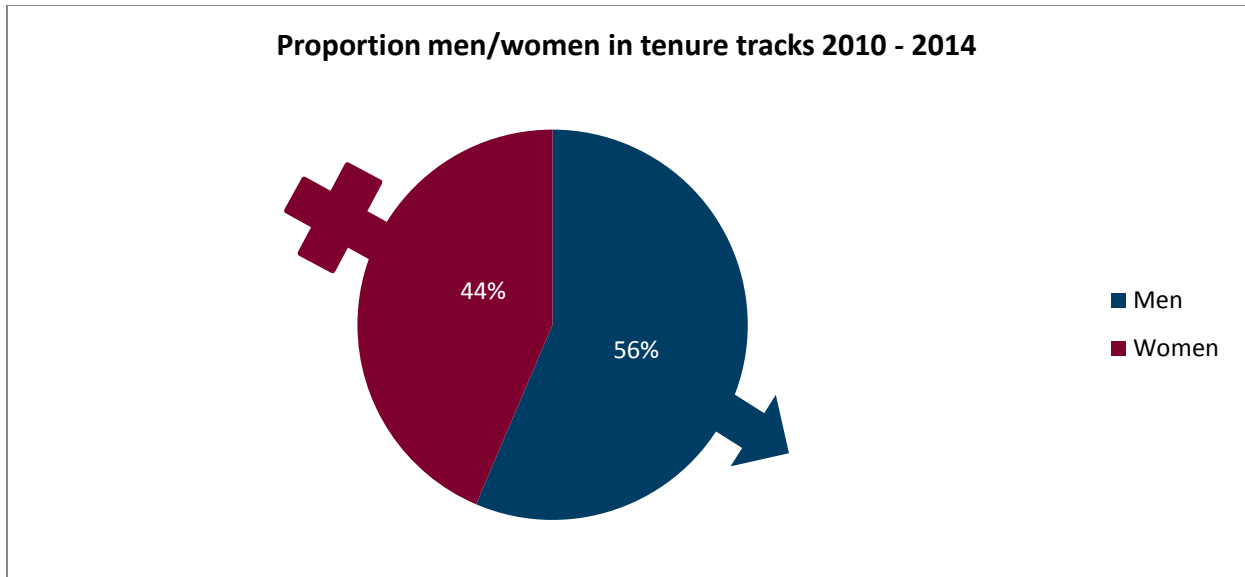
2.1 Recruitment TAP-personnel

The graph below shows the distribution of the newly recruited TAP-personnel between 2003 and 2013 with at least a half-time appointment. Three quarters of the newly recruited academic staff members of the last decade was male, only a quarter of this group was female. In order to present the full picture of this gender distribution, we should also provide the figures concerning the gender distribution of the candidates for these positions. It may well be that there are fewer women who apply for these positions. Unfortunately, these figures are not available. However, this graph provides us a picture of the male / female ratio in the recruitment of TAP-personnel at the University of Antwerp.



2.2. Recruitment Tenure Track Lecturers

Since 2009, tenure track lecturers² are recruited. Of the recruited tenure track personnel 44% is female and 56% is male. Although the absolute numbers are relatively small (in total, between 2009 and 2013, 39 people were recruited in tenure track), the proportion of women is greater here than in the general recruitment of TAP-personnel.



² Tenure track lecturers are appointed for a maximum period of five years before they, after successful assessment of their academic file, receive a permanent appointment to the rank of senior lecturer.

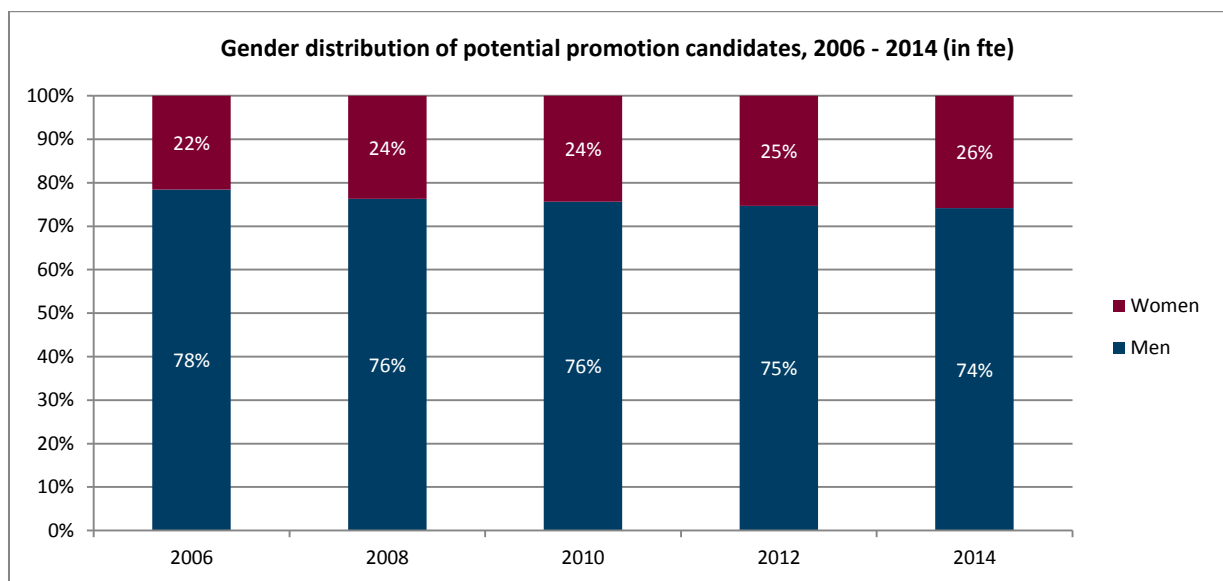
3. Promotions

In order to examine the gender distribution of the promotions of academic staff members at the University of Antwerp, we analyse all (anonymised) data relating to promotions since the merger (both applications and those who were effectively promoted).

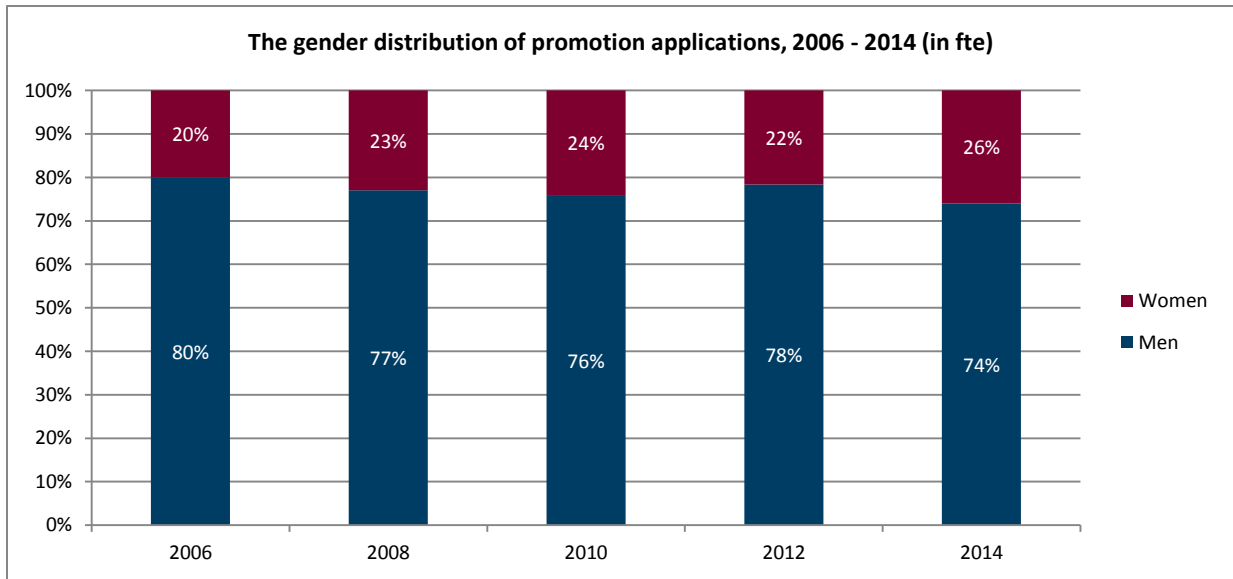
We consider all potential candidates for a promotion. These are academic staff members without the full professors and the tenure tracks, since they cannot be promoted or are outside the regular promotion circuit. We present the figures of the five last rounds of promotions: 2006, 2008, 2010, 2012 and 2014.

3.1. Gender distribution of promotion applications

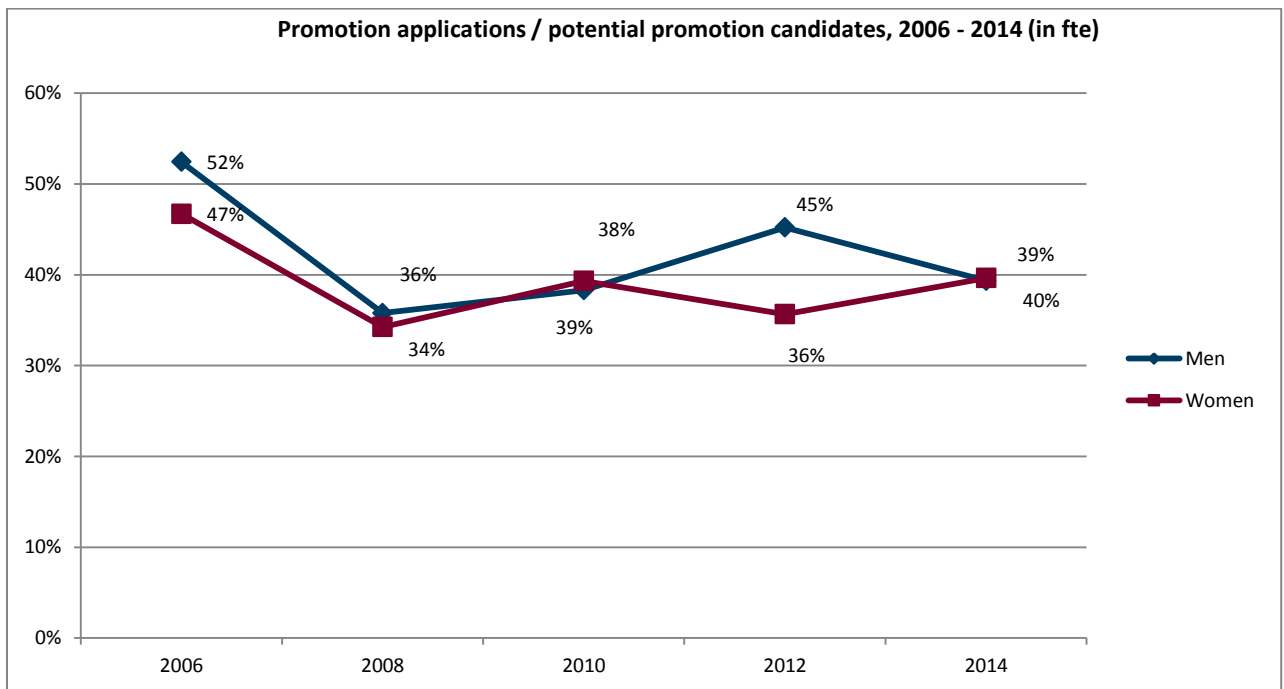
The gender distribution of the number of potential promotion candidates of tenured academic personnel (in fte) corresponds to the distribution we observed in the figures concerning the recruitment. About a quarter of the potential promotion candidates is a woman, three-quarters is a man. Over the last five rounds of promotions we observe a slight increase (from 22% to 26%) in the proportion of women.



The gender distribution of promotion applications (in fte) is similar to the previous graph. In 2014, 26% of the applications was submitted by a woman.



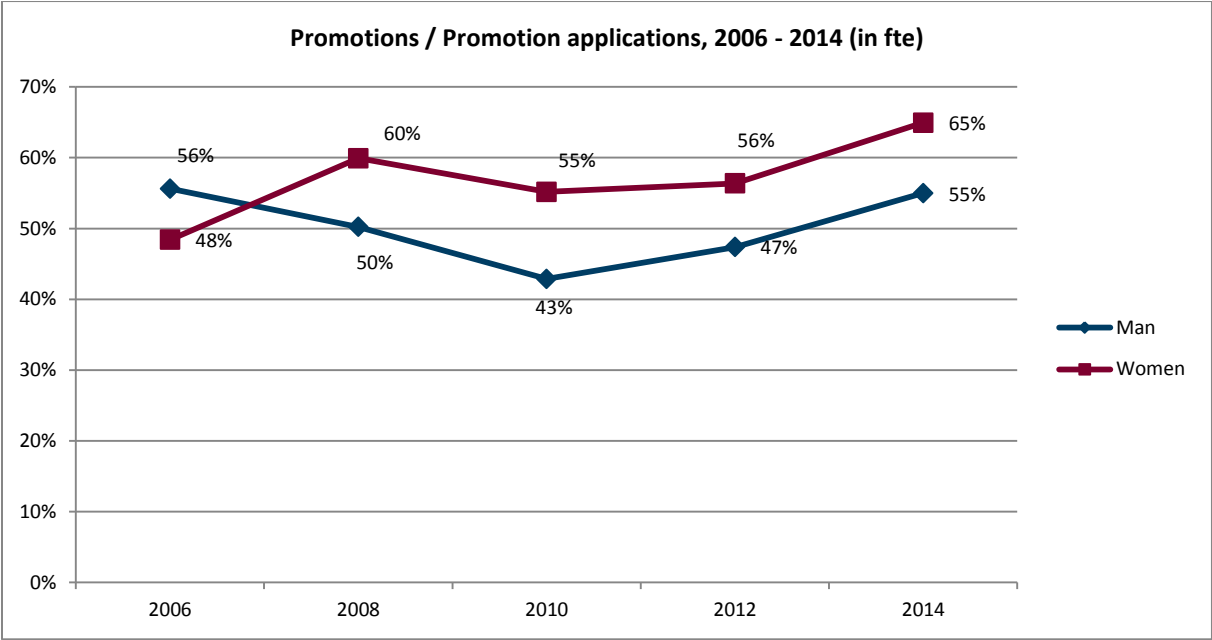
If we compare the promotion applications to the total number of potential promotion candidates (in fte), we observe minimal differences between men and women: women submit proportionately less promotion applications than men. 2012 is an exception: 36% of women eligible for promotion submitted an application, compared to 45% the men.



3.2. Gender distribution of promotions

The gender distribution of the number of effective promotions in relation to the promotion applications (in fte) gives a different view: women are promoted proportionally more than men

(except in 2006). If women submit a promotion application, they are more likely to be promoted than their male colleagues.



In the chart below, all promotion applications and effective promotions of the five last rounds of promotion are added together. 57% of the promotion applications submitted by women were also effectively promoted, 50% of male applications were granted. The percentages are similar both in numbers as in fte.

