

**WOMEN**  
**PROFESSORS**  
**MONITOR**  
**2021**



A publication of the  
Dutch Network of Women Professors



# WOMEN PROFESSORS MONITOR 2021

A publication of the  
Dutch Network of Women Professors

# ABOUT THE MONITOR

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**This is the Women Professors Monitor 2021. In a fixed number of annually recurring chapters, this Monitor provides insight into the current male-female distribution in science in the Netherlands and the percentages of women scientists and administrators at Dutch universities, university medical centres and other scientific organisations.**

This Monitor has been published in a year in which exceptional circumstances have occurred in many areas. We are in the midst of a pandemic that is having a major impact on the work and well-being of scientists. Studies have indicated that this impact has not been the same for everyone. It is important to monitor whether and how the impact of the pandemic is reflected in the representation of women in academia. The Dutch Network of Women Professors (LNVH) will of course continue to focus on this matter.

All the developments with regard to the pandemic aside, 2021 has also been a festive year, in which the LNVH has celebrated its 20th anniversary. The LNVH was established at a time in which the percentage of women full professors amounted to a paltry 6.5%. At the end of 2020, for the first time in the history of academia in the Netherlands, we crossed the threshold of 25%: at a rate of 25.7%, one of every four full professors in the Dutch universities is a woman.

Although great strides have been made, much work remains to be done. An equal gender distribution is far from being achieved on many fronts. It is therefore necessary to devote continuous attention to the retention of talent across all academic levels, to gain insight into the number of women in decision-making positions and to ensure proper coordination between the entry and exit of women scientists in all job categories. The prevention of attrition is crucial. This also applies to the establishment of an inclusive and safe environment in which equal pay is the norm.

The LNVH will continue its undiminished commitment to this work in the next 20 years, and we prefer to do so in critical alliance with all stakeholders within the sector.

For now, we hope that you will enjoy reading this Monitor, and we would like to take this opportunity to thank all those - scientists, directors, policy makers, support staff, Diversity Officers, ambassadors or otherwise - who are engaged in talent retention and gender equality in academia, or who, after reading this publication, feel compelled to do so. We would also like to thank SoFoKles, social fund for the knowledge sector, without whose financial contribution this Monitor could not have been realised.

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# THE PROPORTION OF **WOMEN** FULL PROFESSORS AT UNIVERSITIES



## THE PERCENTAGE OF WOMEN FULL PROFESSORS INCREASED AT ALL UNIVERSITIES

In the previous Monitor, we saw a decrease in the percentage of women full professors at two of the fourteen universities. Between the end of 2019 and the end of 2020, however, there was an increase in the percentage of women full professors at all universities. The increase varies from 0.1 percentage point at Radboud University Nijmegen to 3.5 percentage points at Erasmus University Rotterdam.

At the end of 2020, four universities had crossed the threshold of 30% women full professors: the Open University, Maastricht University, Radboud University Nijmegen<sup>1</sup> and Leiden University.

As has been the case in past years, the Open University has taken first place, with 42% women full professors. This makes it the first university to cross the 40% threshold for women full professors. This is indeed a **milestone** 🏆.

Delft University of Technology (TU Delft) took last place this year, with 17.9% women full professors. It is the only university that has not yet crossed the threshold of 20% women full professors. Also the Eindhoven University of Technology passed the 20% threshold: at the end of 2020, one in five full professors was a woman, for the first time in the history of that university.

At the end of 2020, 9 full professors were employed at the University of Humanistic Studies: 7 women and 2 men. This amounted to a total of 8 FTE: 6 FTE women and 2 FTE men. The University of Humanistic Studies had 75% women full professors (in FTEs)<sup>2</sup>.

At the end of 2020, the average percentage of women full professors was 25.7%. This translates to a growth rate of 1.5 percentage point relative to the end of 2019, when the percentage was 24.2%. It also means that, for the first time in the history of the Netherlands, one in every four full professors is a woman: a **milestone** 🏆.

Sector-wide developments are addressed in greater detail in chapter 3.

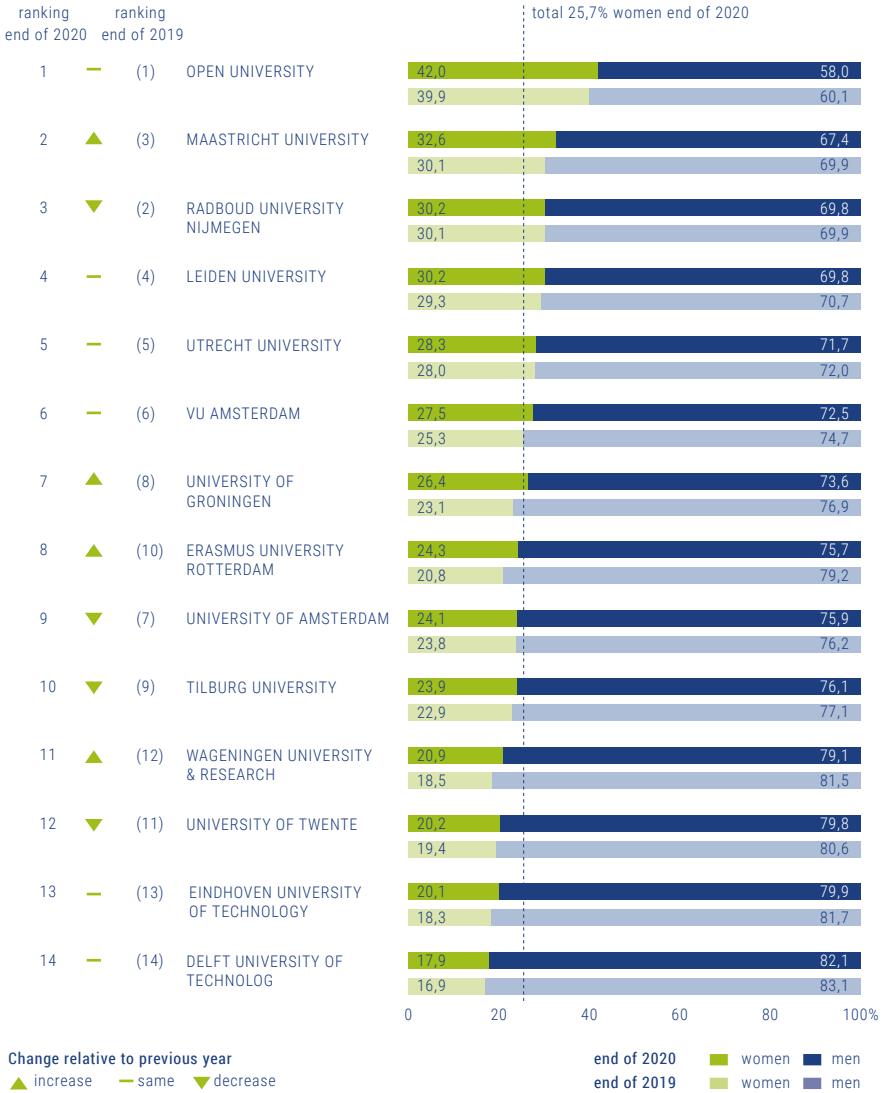
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1. Contrary to what was reported last year based on the data available at that time, Radboud University Nijmegen (RU) had already crossed the 30% threshold at the end of 2019. Due to a correction that the RU applied in 2020 to the data from end of 2019, the percentage of women full professors at the end of 2019 proved to be 30.1% instead of 29.6%, as reported in the Monitor for 2020.

2. Source: provided by the Executive Board of the University of Humanistic Studies, September 2021, reference date 31 December 2020. The personnel data of the University of Humanistic Studies are not included in the WOPI data of the VSNU. Therefore, they cannot be included in the regular data analysis underlying the representations in this Monitor.

FIGURE 1.1

Percentage of men and women full professors at universities, in FTE, end of 2019 and end of 2020. From high to low, by percentage of women full professors, end of 2020.



Source: VSNU, WOPI, end of 2019 and end of 2020, in FTE. Excluding scientific field: Healthcare.

The percentages of women full professors at all universities at the end of 2019 and the end of 2020 are presented in Table 1.1, along with the growth rate in percentage points. The University of Groningen exhibits a remarkable increase (3.2 percentage points), thus moving up from 8th to 7th place. For the second year in a row, Erasmus University Rotterdam (EUR) also experienced a remarkable increase (3.5 percentage points). This brought EUR up from 10th place to 8th place.

Interestingly, the large general universities exhibited only a very slight increase in the percentages of women full professors: at Radboud University Nijmegen, the percentage increased by 0.1 percentage point and at University of Amsterdam it increased by 0.2 at Utrecht University by 0.3 and at Leiden University by 0.9 percentage points. All of these figures are far below the average increase of 1.5 percentage points.

TABLE 1.1

**Percentages of women full professors at each university, end of 2019 and end of 2020, in FTE, and growth in the percentage of women full professors (in percentage points) between the end of 2019 and the end of 2020.**

	Percentage of women full professors end of 2020	Percentage of women full professors end of 2019	Growth in the percentage of women full professors (in percentage points) end of 2019 – end of 2020
LEIDEN UNIVERSITY	30.2	29.3	0.9
UTRECHT UNIVERSITY	28.3	28.0	0.3
UNIVERSITY OF GRONINGEN	26.4	23.1	3.2
ERASMUS UNIVERSITY ROTTERDAM	24.3	20.8	3.5
MAASTRICHT UNIVERSITY	32.6	30.1	2.5
UNIVERSITY OF AMSTERDAM	24.1	23.8	0.2
VU AMSTERDAM	27.5	25.3	2.3
RADBOUD UNIVERSITY NIJMEGEN	30.2	30.1	0.1
TILBURG UNIVERSITY	23.9	22.9	1.0
DELFT UNIVERSITY OF TECHNOLOGY	17.9	16.9	1.0
EINDHOVEN UNIVERSITY OF TECHNOLOGY	20.1	18.3	1.8
UNIVERSITY OF TWENTE	20.2	19.4	0.8
WAGENINGEN UNIVERSITY & RESEARCH	20.9	18.5	2.4
OPEN UNIVERSITY	42.0	39.9	2.1
<b>TOTAL</b>	<b>25.7</b>	<b>24.2</b>	<b>1.5</b>

Source: VSNUI, WOPI, end of 2019 and end of 2020, in FTE. Excluding scientific field: Healthcare.

## TOTAL POPULATION OF FULL PROFESSORS AT UNIVERSITIES IN FTE AND IN NUMBER OF PEOPLE

With the exception of Tilburg University, the number of women full professors in terms of FTE increased at all universities between the end of 2019 and the end of 2020. Of the 11.2 FTE decline at Tilburg University, 1 FTE was for women, the other 10.2 FTE for men. The number of FTE for women increased by 7.8 FTE at Erasmus University Rotterdam, 7.7 FTE at Leiden University and 7.3 FTE at VU Amsterdam. This resulted in a remarkably high growth rate in the number of full professor FTE for women. The most remarkable increase was observed at the University of Groningen, where 14 of 16 additional FTE were for women full professors<sup>3</sup>.

With 337.1 FTE, Utrecht University had the highest number of full professors (in FTE). The Open University had the lowest number (39.1 FTE).

TABLE 1.2

**Total population of full professors and growth between the end of 2019 and the end of 2020, by institution and gender, and percentage growth (in FTE).**

	Total population of full professors (in FTE) end of 2020	Growth (W) end of 2019-end of 2020	Growth (M) end of 2019-end of 2020	Percentage growth in the total population of full professors (in FTE) end of 2019-end of 2020
LEIDEN UNIVERSITY	288.5	7.7	9.5	6.3
UTRECHT UNIVERSITY	337.1	0.7	-1.7	-0.3
UNIVERSITY OF GRONINGEN	316.5	14.0	2.0	5.3
ERASMUS UNIVERSITY ROTTERDAM	185.2	7.8	-1.5	3.5
MAASTRICHT UNIVERSITY	137.5	6.8	4.5	9.0
UNIVERSITY OF AMSTERDAM	300.7	1.7	2.3	1.3
VU AMSTERDAM	280.5	7.3	-3.8	1.2
RADBOUD UNIVERSITY NIJMEGEN	244.2	2.3	4.9	3.0
TILBURG UNIVERSITY	155.4	-1.0	-10.2	-6.7
DELFT UNIVERSITY OF TECHNOLOGY	273.9	3.9	2.9	2.6
EINDHOVEN UNIVERSITY OF TECHNOLOGY	169.8	4.0	1.1	3.1
UNIVERSITY OF TWENTE	163.7	3.5	7.4	7.1
WAGENINGEN UNIVERSITY & RESEARCH	115.9	4.0	2.7	6.1
OPEN UNIVERSITY	39.1	2.3	1.4	10.5
<b>TOTAL</b>	<b>3,007.9</b>	<b>64.7</b>	<b>21.5</b>	<b>3.0</b>

Source: VSNU, WOPI, end of 2019 and end of 2020, in FTE. Excluding scientific field: Healthcare

3. In 2020, the University of Groningen created an incentive fund for establishing 15 (ultimately 17) new chairs within a one-year period, intended exclusively for women scientists: the Aletta Jacobs chairs.

With regard to growth (in number of people) at each institution<sup>4</sup> between the end of 2019 and the end of 2020, at most universities, the increase in number of women full professors exceeded the increase in number of men full professors. This was not the case, however, at Leiden University, Radboud University Nijmegen, the University of Twente and Delft University of Technology. At Leiden University and the University of Twente, the increase was the same for men and women. At Radboud University, the total population of full professors increased by 12: 4 women and 8 men. At Delft University of Technology, the increase occurred with a ratio of 4 women to 5 men.

With regard to development in the total population of full professors at each institution between the end of 2019 and the end of 2020, Tilburg University experienced a remarkable decline in its population of full professors. At that university, the population of full professors decreased by 5.3 percentage points between 2019 and 2020. Utrecht University exhibited a slight increase (0.3%) in its population of full professors. The most rapid growth in the population of full professors occurred at Maastricht University (8.3%), the University of Twente (6.5%), Leiden University (6.3%) and the Open University (6.3%).

TABLE 1.3

**Total population of full professors and growth between the end of 2019 and the end of 2020, by institution and gender, and percentage growth in the population of full professors (in number of people).**

	Total population of full professors (in FTE) end of 2020	Growth (W) end of 2019-end of 2020	Growth (M) end of 2019-end of 2020	Percentage growth in the total population of full professors (in number of people) end of 2019-end of 2020
LEIDEN UNIVERSITY	340	10	10	6.3
UTRECHT UNIVERSITY	389	2	-1	0.3
UNIVERSITY OF GRONINGEN	355	17	1	5.3
ERASMUS UNIVERSITY ROTTERDAM	225	7	-3	1.8
MAASTRICHT UNIVERSITY	169	7	6	8.3
UNIVERSITY OF AMSTERDAM	346	3	2	1.5
VU AMSTERDAM	364	9	2	3.1
RADBOUD UNIVERSITY NIJMEGEN	277	4	8	4.5
TILBURG UNIVERSITY	197	-1	-10	-5.3
DELFT UNIVERSITY OF TECHNOLOGY	326	4	5	2.8
EINDHOVEN UNIVERSITY OF TECHNOLOGY	196	4	0	2.1
UNIVERSITY OF TWENTE	197	6	6	6.5
WAGENINGEN UNIVERSITY & RESEARCH	123	4	2	5.1
OPEN UNIVERSITY	51	2	1	6.3
<b>TOTAL</b>	<b>3,555</b>	<b>78</b>	<b>29</b>	<b>3.1</b>

Source: VSNUI, WOPI, end of 2019 and end of 2020, in number of people. Excluding scientific field: Healthcare.

4. The total in this regard refers to the sum of incoming, advancing and out-going full professors.

## THE PROPORTION OF WOMEN SCIENTISTS AT UNIVERSITIES IN EACH JOB CATEGORY

The share of women increased in every job category between the end of 2019 and the end of 2020. This growth is nevertheless not always visible when considering each institution separately. In fact, the percentage of women associate professors decreased at 6 of the 14 universities: VU Amsterdam, Radboud University Nijmegen, Tilburg University, the University of Twente, Wageningen University & Research and the Open University. Maastricht University experienced a decrease in the share of women assistant professors. With regard to the number of women PhD graduates, the share decreased at 5 of the 14 universities: the University of Groningen, Erasmus University Rotterdam, the University of Amsterdam, Radboud University Nijmegen and the Open University.

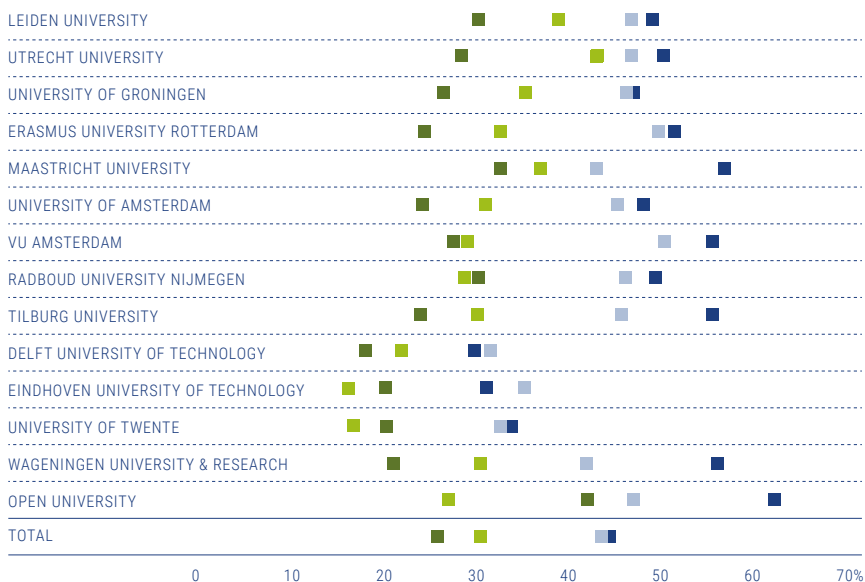
The most striking growth in women associate professors occurred at Delft University of Technology, Maastricht University and Utrecht University. Eindhoven University of Technology<sup>5</sup> and VU Amsterdam experienced a remarkable increase in the share of women assistant professors.

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5. This remarkable increase at Eindhoven University of Technology is due in part to the introduction of their Irène Curie Fellowship.

FIGURE 1.2

Percentage of women by job category at each university, in FTE, end of 2020.



Source: VSNU, WOPI, end of 2020, in FTE. Excluding scientific field: Healthcare.

- Full professors
- Associate professors
- Assistant professors
- PhD graduates

As supplementary detail to Figure 1.2, the differences between the percentages of women in the job categories of PhD graduate, assistant professor and associate professor, and the percentage of women full professors at each university are presented in Table 1.4.

On average, the difference between the percentage of women PhD graduates and the percentage of women full professors at the end of 2020 was 18.6 percentage points. This was somewhat less than the difference at the end of 2019 (19.4 percentage points). Large differences could be observed between institutions. For example, at 9 of the 14 universities, this difference exceeded 20%, varying from 35.2% at Wageningen University & Research to 10.9 percentage points at Eindhoven University of Technology.

The average difference between the percentage of women assistant professors and women full professors was 17.8 percentage points. The greatest difference (25.5 percentage points) occurred at Erasmus University Rotterdam, followed by VU Amsterdam (22.8 percentage points), Tilburg University (21.8 percentage points) and the University of Amsterdam (21.1 percentage points).

This year, there were four universities at which the percentage of women associate professors was lower than the percentage of women full professors: Radboud University Nijmegen, Eindhoven University of Technology, the University of Twente and the Open University. Radboud University Nijmegen, the University of Twente and the Open University experienced a decrease in both the share and the number of women associate professors. This means that the difference between the share of women associate professors and the share of women full professors is increasing, and this is having influence on the replacement potential within the university in question.

TABLE 1.4

**Differences in the percentage of women between the job categories of PhD graduate and full professor; between assistant professor and full professor; and between associate professor and full professor, by institution, in FTE, end of 2020.**

	PhD graduate – full professor	Assistant professor – full professor	Associate professor – full professor
LEIDEN UNIVERSITY	18.9	16.6	8.7
UTRECHT UNIVERSITY	21.9	18.5	14.8
UNIVERSITY OF GRONINGEN	20.7	19.9	9.0
ERASMUS UNIVERSITY ROTTERDAM	27.1	25.5	8.3
MAASTRICHT UNIVERSITY	24.2	10.3	4.3
UNIVERSITY OF AMSTERDAM	24.0	21.1	6.8
VU AMSTERDAM	27.9	22.8	1.5
RADBOUD UNIVERSITY NIJMEGEN	19.2	15.9	-1.4
TILBURG UNIVERSITY	31.6	21.8	6.1
DELFT UNIVERSITY OF TECHNOLOGY	11.8	13.7	3.9
EINDHOVEN UNIVERSITY OF TECHNOLOGY	10.9	15.1	-3.9
UNIVERSITY OF TWENTE	13.5	12.4	-3.3
WAGENINGEN UNIVERSITY & RESEARCH	35.2	21.0	9.5
OPEN UNIVERSITY	20.2	5.0	-15.1
<b>TOTAL</b>	<b>18.6</b>	<b>17.8</b>	<b>4.7</b>

Source: VSNU, WOPI, end of 2020, in FTE. Excluding scientific field: Healthcare.



## GLASS CEILING INDEX

The Glass Ceiling Index (GCI) per institution, per job level indicates the obstacles to advancement to the next job level at that institution. A higher number indicates a thicker glass ceiling (see text box on page 16 for more information).

At sector level, the GCI scores for the three job transitions (PhD graduate to assistant professor, assistant professor to associate professor and associate professor to full professor) at the end of 2020 were the same as those at the end of 2019<sup>6</sup>: 1.0, 1.4 and 1.2, respectively. The scores for each institution separately nevertheless reveal several differences relative to the end of 2019.

At nearly all institutions, the GCI score for women decreased for the transition from PhD graduate to assistant professor. The general GCI score for this job transition remained the same (1.0). It is interesting to note that this GCI score dipped below the threshold of 1.0 at Delft University of Technology and Eindhoven University of Technology.

The opposite could be observed for the transition from assistant professor to associate professor. This GCI score increased for women at VU Amsterdam, Radboud University Nijmegen, Tilburg University, Eindhoven University of Technology, the University of Twente, Wageningen University & Research and the Open University.

The percentage of women associate professors decreased at VU Amsterdam, Radboud University Nijmegen, Tilburg University, the University of Twente, Wageningen University & Research and the Open University. The same was not observed for the percentage of women assistant professors, resulting in a higher GCI score for this job transition. As noted previously, Eindhoven University of Technology experienced a slight increase in the percentage of women associate professors, but an even greater increase in the percentage of women assistant professors. This too increases the GCI score.

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6. See p. 39 for more information concerning the sector-level GCI scores.

### The Glass Ceiling Index

The Glass Ceiling Index (GCI) is an indicator of the advancement, or lack thereof, of women to higher job categories. The GCI will be greater than 1.0 when there is less representation of women at the higher level, compared to the level below. If the proportion of women is the same in two consecutive job categories, the GCI is equal to 1.0. This is referred to as a neutral GCI.

GCI >1.0: impeded transition

GCI = 1.0: normal transition

GCI <1.0: easy transition

The GCI is calculated by dividing the percentage of women in job category x-1 by the percentage of women in job category x.

The GCI does not provide information about actual transitions, and it is not the same as the probability of transition. The GCI was developed by research agency SEOR in 2002 on behalf of the Ministry of Social Affairs and Employment, as part of the development of a benchmark for identifying the position of women in senior and management positions.

TABLE 1.5

### GCI for women, by job transition and institution, in FTE, end of 2020.

	PhD graduate to assistant professor	Assistant professor to associate professor	Associate professor to full professor
LEIDEN UNIVERSITY	1.0	1.2	1.3
UTRECHT UNIVERSITY	1.1	1.1	1.5
UNIVERSITY OF GRONINGEN	1.0	1.3	1.3
ERASMUS UNIVERSITY ROTTERDAM	1.0	1.5	1.3
MAASTRICHT UNIVERSITY	1.3	1.2	1.1
UNIVERSITY OF AMSTERDAM	1.1	1.5	1.3
VU AMSTERDAM	1.1	1.7	1.1
RADBOD UNIVERSITY NIJMEGEN	1.1	1.6	1.0
TILBURG UNIVERSITY	1.2	1.5	1.3
DELFT UNIVERSITY OF TECHNOLOGY	0.9	1.4	1.2
EINDHOVEN UNIVERSITY OF TECHNOLOGY	0.9	2.2	0.8
UNIVERSITY OF TWENTE	1.0	1.9	0.8
WAGENINGEN UNIVERSITY & RESEARCH	1.3	1.4	1.5
OPEN UNIVERSITY	1.3	1.7	0.6
<b>TOTAL</b>	<b>1.0</b>	<b>1.4</b>	<b>1.2</b>

Source: VSNU, WOPI, end of 2020, in FTE. Excluding scientific field: Healthcare.

## THE PROPORTION OF WOMEN SCIENTISTS AT UNIVERSITIES IN EACH SCIENTIFIC FIELD

In this Monitor, we present for the first time the distribution of the share of women per scientific field for the different institutions. By broadening the picture per scientific field, universities can see how they perform in that specific field. This way, we wish to encourage exchange between universities with regard to promoting growth in the share of women in specific scientific fields<sup>7</sup>.

With regard to the underrepresentation of women within the various scientific disciplines, considerable attention has traditionally been paid to increasing the share of women in the STEM fields<sup>8</sup>. In this Monitor, however, we focus particularly on the discipline of Economics, in which only 15.4% of all full professors are women.

As clearly shown in Figure 1.3.1, there is a great deal of work to be done to achieve an equal ratio of men to women within this scientific discipline as a whole, and particularly at a number of universities.

Of all full professors within the scientific discipline of Economics, 15.4% are women. For the sector as a whole, this is 25.7%. The figures on the percentage of women full professors for the Open University (36.1%)<sup>9</sup>, the University of Groningen (19.1%) and Utrecht University (18.4%) are striking in a positive sense with respect to the total figure of 15.4%. The University of Amsterdam stands out with just under 6.7% women full professors. At that institution, only 3.1 of the 46.3 total FTE for full professors are filled by women.

Of all associate professors within the scientific discipline of Economics, 21.2% are women. This percentage is also lower than the share of women associate professors in the sector as a whole (30.4%). The share of women also differs widely across the universities. In particular, Utrecht University and the Open University stand out, with 0% of their associate professors in Economics being women. This is in contrast to the percentage of women full professors in this scientific discipline, which is above average at both of these universities.

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7. For additional information on subdisciplines within scientific disciplines (in Dutch), see [www.onderwijsinspectie.nl/onderwijssectoren/hoger-onderwijs/sectoren/indeling-sectoren](http://www.onderwijsinspectie.nl/onderwijssectoren/hoger-onderwijs/sectoren/indeling-sectoren).

8. Science, technology, engineering, and mathematics (STEM) is a broad term used to group together these academic disciplines.

9. It should be noted that the Open University's figures are very small in comparison with those of the other institutions. For this reason, even a small change in the figures will result in a large change in the percentages.

The shares of women associate professors at Tilburg University (13.8%) and the University of Amsterdam (15.5%) are also substantially lower than 21.2%. The shares of women associate professors within this scientific discipline at Erasmus University Rotterdam (25.4%), the University of Groningen (25.3%) and VU Amsterdam (25.0%) are above the average of 21.2%.

With regard to women assistant professors, the share of women for the sector as a whole is 43.5%. The share for the scientific discipline of Economics is 37.4%. With a share of 28.2% women assistant professors, Maastricht University is well below the average of 37.4% for this scientific discipline. The share of women assistant professors at VU Amsterdam (47.4%) is striking in a positive sense.

The share of women amongst the PhD graduates in the scientific discipline of Economics is 42.9%, as compared to the share for the sector as a whole (44.4%). With regard to women PhD graduates within this scientific discipline, VU Amsterdam (53.9%), Maastricht University (51.9%) and Utrecht University (48%) are doing well. Tilburg University (32.9%), the University of Amsterdam (36.1%) and Erasmus University Rotterdam (39.1%) have more work to do.

It is interesting to note that the share of women PhD graduates within the scientific discipline of Economics differs by only 1.5 percentage points from the share within the sector as a whole. This difference of 1.5 percentage points nevertheless increases with each successive job category. For PhD graduates, the difference is 1.5 percentage points, with differences of 6.1 percentage points for assistant professors, 9.2 percentage points for associate professors and 10.3 percentage points for full professors.

FIGURE 1.3.1

Share of women in each scientific discipline, by job category and institution, in FTE, end of 2020.

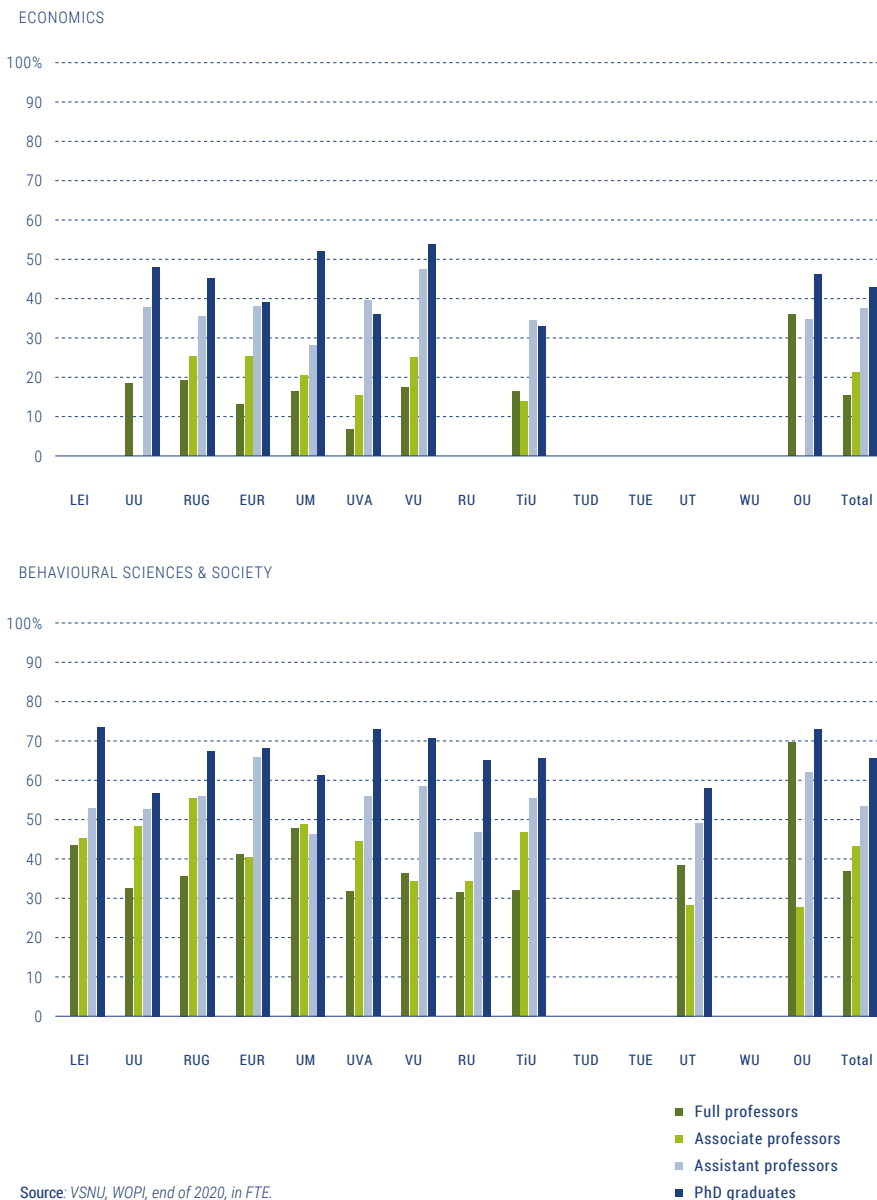
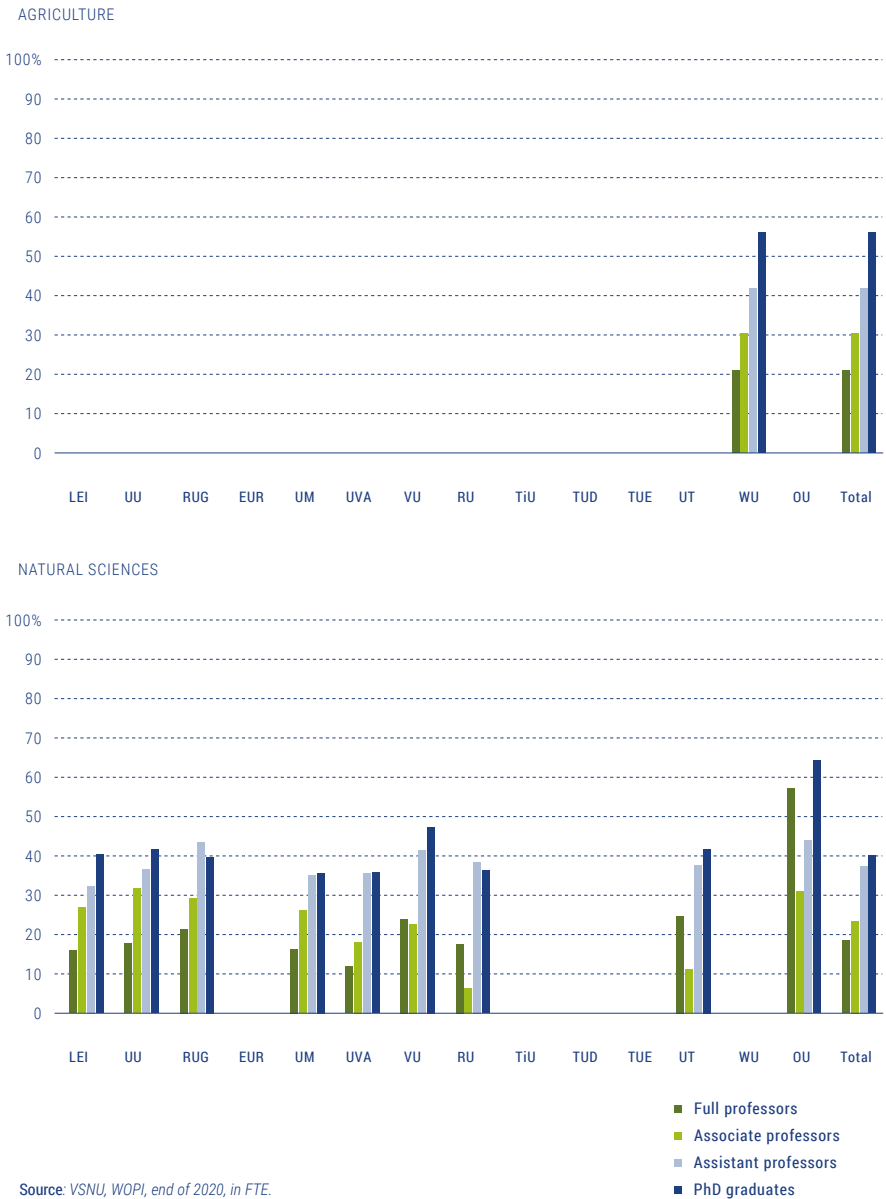


FIGURE 1.3.2

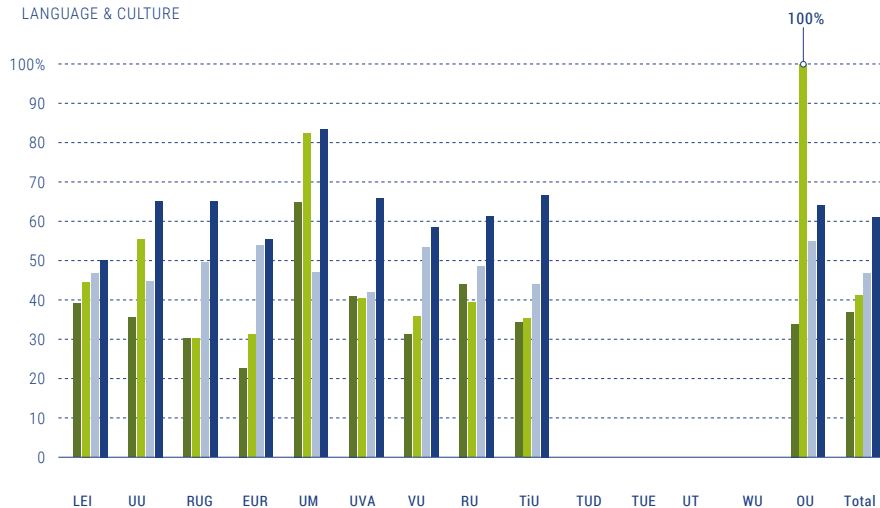
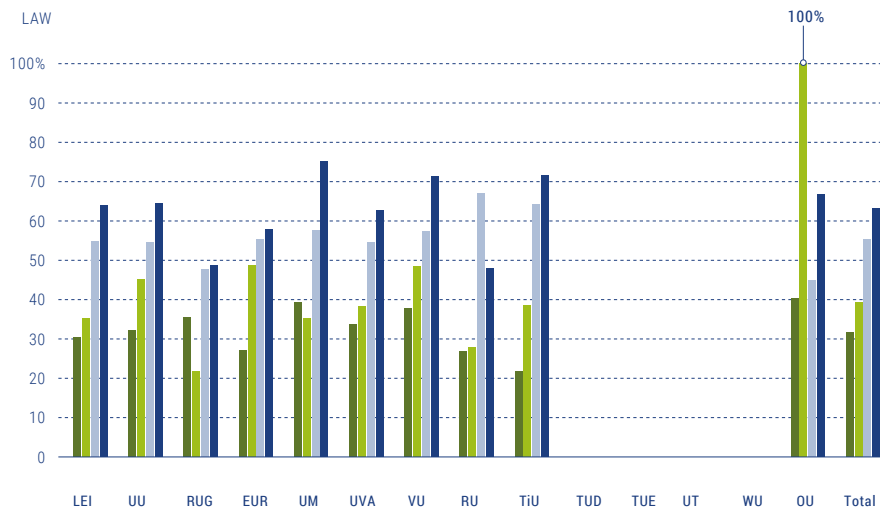
Share of women in each scientific discipline, by job category and institution, in FTE, end of 2020.



Source: VSNU, WOPI, end of 2020, in FTE.

FIGURE 1.3.3

Share of women in each scientific discipline, by job category and institution, in FTE, end of 2020.

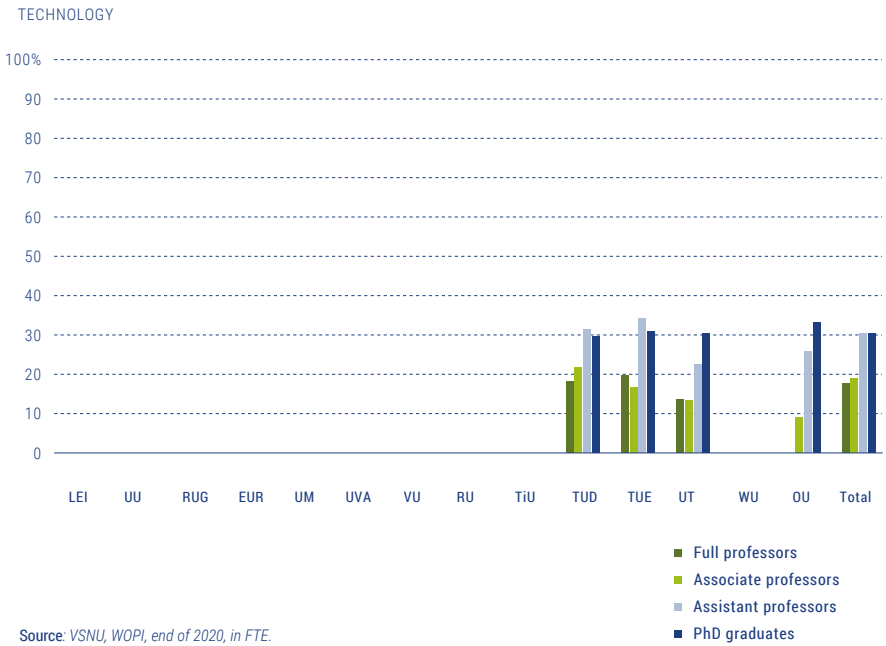


- Full professors
- Associate professors
- Assistant professors
- PhD graduates

Source: VSNU, WOPI, end of 2020, in FTE.

FIGURE 1.3.4

Share of women in each scientific discipline, by job category and institution, in FTE, end of 2020.



Source: VSNU, WOPI, end of 2020, in FTE.



## TARGETS FOR WOMEN FULL PROFESSORS

Universities set targets for the percentages of women full professors to be achieved for the period 2015–2020. At the end of 2020, 11 of the 14 universities had met their targets for 2020. Of the three universities that did not meet their targets, two (the University of Amsterdam and Tilburg University) came very close. With an achieved share of 20.9% women full professors at the end of 2020, Wageningen University & Research was the farthest from its target of 24.6%<sup>10</sup>.

At the beginning of 2020, the LNVH requested the universities to set target figures for women full professors for the period 2020–2025. All 14 universities responded to this request and set new goals. If all of the target figures are achieved, no university will have a percentage of women full professors less than 25% by 2025. Moreover, the average percentage of 31.2% will mean that, for the first time, one in three full professors will be women. With these new target figures, we should have passed the point of a critical mass<sup>11</sup> by 2025.

It is obviously important for all universities to set goals and to work to achieve an equal representation of women within their institutions. Whether the targets set for 2025 are exceptionally ambitious is debatable. The difference that must be bridged from the end of 2020 to reach the target at the end of 2025 ranges from 0.7 percentage points (Erasmus University Rotterdam) to 9.1 percentage points (Wageningen University & Research). With regard to the gap that is yet to be bridged by the end of 2025, it could be concluded that not all universities have set their targets with equal ambition. In addition, according to projections (Figure 3.6), based on the average (and relatively slow) growth rate of the past 10 years (2011–2020), the 30% threshold will have already been reached in 2024, one year earlier than the final year of the new 2025 targets. This therefore highlights the need to adjust the targets upward and to help discourage universities from resting on their laurels.

As also indicated in Figure 1.4, the Open University had already far exceeded its set 'target figure' of 35% at the end of 2020. The Open University had not set a target, however, but a 'lower threshold'. Its goal for the coming years is thus not to fall below this threshold.

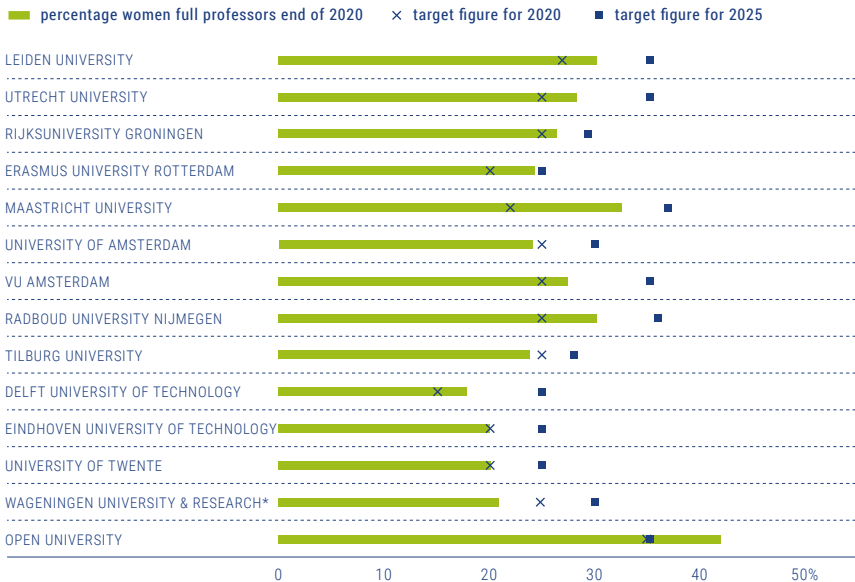
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10. The target figure for Wageningen University & Research (30%) includes personal full professors. These personal full professors are classified at the rank of associate professor in the profile of the university job classification system. Associate professors are logically not included in the percentages of women full professors as presented in the Monitor. The target figure thus cannot be compared to the percentage of women full professors in the WOPI data.

11. Within this context, 'critical mass' refers to a sufficient number of actors adopting a new idea, technology or innovation within a social system, such that the acceptance rate can maintain itself and, in the case of unequal representation, it will no longer lead to the isolation of the under-represented group.

FIGURE 1.4

Percentage of women full professors by end of 2020 and target figures for 2020 and 2025, by university.



Source of target figures for 2020: VSNU letter of 17 December 2015 to Minister Bussemaker of Education, Culture and Science.

Source of target figures for 2025: VSNU Office.

Source of information on staff: VSNU/WOPI, end of 2015 to end of 2020, in FTE. Excluding scientific field: Healthcare.

\*The target figure for Wageningen University & Research (30%) includes personal full professors. These personal full professors are classified at the rank of associate professor in the profile of the university job classification system. Associate professors are logically not included in the percentages of women full professors as presented in the Monitor. The target figure thus cannot be compared to the percentage of women full professors in the WOPI data.

In the previous Monitors, we calculated which universities would reach the targets, which would come close and which would not. We always did this according to the growth rates in the previous year. Doing the same for the prognosis in this Monitor, 8 of the 14 universities will achieve their targets for 2025 by the end of 2025, based on the growth in the period end of 2019 - end of 2020.

A different picture emerges if the forecast for 2025 is not based on growth in the previous year, but on the distance that has been bridged between 2015 and 2020 in order to achieve the target by the end of 2020 (see Table 1.6). The effect of the Westerdijk Talent Impulse is thus included in the prognosis. The image that emerges is as follows: 11 of the 14 universities will reach their targets by the end of 2025. Delft University of Technology and Wageningen University & Research will fall only slightly short of their targets. At the rate achieved between the end of 2015 and the end of 2020, only Delft University of Technology still has a considerable distance to bridge (3.2 percentage points) before it can reach its target in 2025.

As also shown in Table 1.6, the three universities that are forecast as not reaching their targets by 2025, based on the rate of growth in the period 2015–2020, must together bridge a total of 4.3 percentage points to achieve their targets. Doing the same with the forecast based on growth in the period 2019–2020, six universities will not have reached their targets by 2025, and they will fall in total 18.5 percentage points short of their stated 2025 targets. This would therefore justify establishing an additional Impulse, whether sector-wide (as with the Westerdijk Talent Impulse) or specific to each institution.

TABLE 1.6

**Percentage of women full professors at end of 2020 and prognosis for 2025, based on growth in the period 2019–2020 and in the period 2015–2020, by university, in FTE.**

	Percentage of women full professors end of 2020	Prognosis for 2025 based on growth in 2019-2020	Difference in prognosis for 2025 based on growth in 2019-2020	Prognosis for 2025 based on growth in 2015-2020	Difference in prognosis for 2025 based on growth in 2015-2020
LEIDEN UNIVERSITY	30,2	34,7	-0,3	36,1	1,1
UTRECHT UNIVERSITY	28,3	29,8	-5,2	35,5	0,5
UNIVERSITY OF GRONINGEN	26,4	42,6	9,6	33,3	0,3
ERASMUS UNIVERSITY ROTTERDAM	24,3	41,7	16,7	38,9	13,9
MAASTRICHT UNIVERSITY	32,6	45,0	8,0	46,1	9,1
UNIVERSITY OF AMSTERDAM	24,1	25,3	-4,7	26,8	-3,2
VU AMSTERDAM	27,5	38,9	3,9	35,5	0,5
RADBOD UNIVERSITY NIJMEGEN	30,2	30,4	-5,6	36,4	0,4
TILBURG UNIVERSITY	23,9	29,0	1,0	32,6	4,6
DELFT UNIVERSITY OF TECHNOLOGY	17,9	22,9	-2,1	24,3	-0,7
EINDHOVEN UNIVERSITY OF TECHNOLOGY	20,1	29,2	4,2	30,2	5,2
UNIVERSITY OF TWENTE	20,2	24,4	-0,6	27,6	2,6
WAGENINGEN UNIVERSITY & RESEARCH	20,9	32,8	2,8	29,6	-0,4
OPEN UNIVERSITY	42,0	52,6	17,6	59,5	24,5
<b>TOTAL</b>	<b>25,7</b>	<b>33,2</b>	<b>2,0</b>	<b>33,4</b>	<b>2,2</b>

Source of target figures for 2020: VSNU letter of 17 December 2015 to Minister Bussemaker of Education, Culture and Science. Source of target figures for 2025: VSNU Office. Source Staff: VSNU/WOPI, end of 2015-end of 2020, in FTE. Excluding scientific field: Healthcare.

**Westerdijk Talent Impuls**

On 10 February 2017, we celebrated the fact that the first woman full professor, Prof. Johanna Westerdijk, was appointed in the Netherlands 100 years ago. As an additional Impulse, Jet Bussemaker, then Minister of Education, Culture and Science, decided to make a one-time sum of €5 million available for the appointment of 100 women full professors. With this extra investment in the 'Westerdijk Year', universities were encouraged to do more to increase the number of women full professors, in addition to the target figures that they had set for themselves for 2020. The idea for the 100 additional women full professors in the Westerdijk Year came from Athena's Angels. This programme was carried out by the Dutch Research Council (NWO) on behalf of the Ministry.

— 2 —

# THE PROPORTION OF WOMEN FULL PROFESSORS AT UNIVERSITY MEDICAL CENTRES

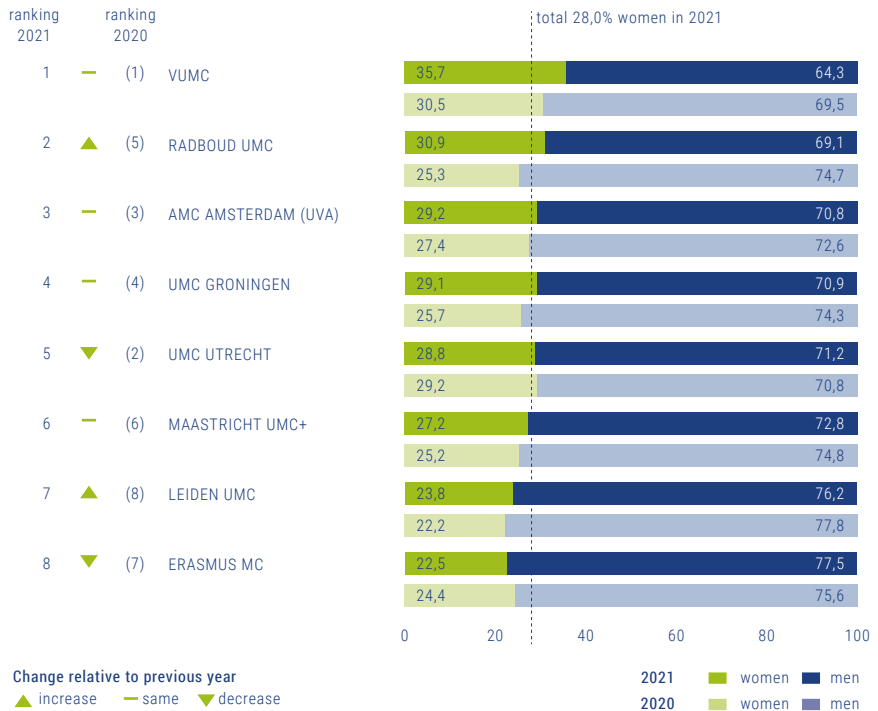
## THE PROPORTION OF WOMEN FULL PROFESSORS AT UNIVERSITY MEDICAL CENTRES

The proportion of women full professors at the university medical centres increased from 26.2% in 2020 to 28% in 2021. This reflects an increase of 1.6 percentage points compared to 1.3 percentage points last year. Six of the eight university medical centres experienced an increase in the percentage of women full professors. Only at the University Medical Center Utrecht (UMCU) and the Erasmus MC did this percentage decrease: from 29.2% to 28.8% (UMCU) and from 24.4% to 22.5% (Erasmus MC).

The VUmc and the Radboud UMC passed the 30% threshold in 2021. These two UMCs experienced strong growth of 5.2 and 5.7 percentage points, respectively. Erasmus MC came in last place, with a share of 22.5%. Like last year, it swapped places with Leiden UMC (23.8%), which did slightly better than Erasmus MC in 2021.

FIGURE 2.1

**Percentage of men and women full professors at university medical centres, in number of people, in 2020 and 2021. From high to low, by percentage of women full professors in 2021.**



Source: provided by separate UMCs, in number of people, reference dates between 31 December 2019 and 1 July 2020 and between 31 December 2020 and 1 July 2021.

The percentages of women full professors at the university medical centres in 2020 and 2021 are presented in Table 2.1, along with the growth rate in the period 2020–2021<sup>1</sup>.

TABLE 2.1

**Percentages of women full professors at each university medical centre, in 2020 and 2021, in number of people, and growth in the percentage of women full professors (in percentage points) from 2020 to 2021.**

	Percentage of women full professors in 2021	Percentage of women full professors in 2020	Growth in the percentage of women full professors (in percentage points) 2020–2021
LEIDEN UMC	23.8	22.2	1.7
UMC UTRECHT	28.8	29.2	-0.4
UMC GRONINGEN	29.1	25.7	3.4
ERASMUS MC	22.5	24.4	-1.9
MAASTRICHT UMC+	27.2	25.2	1.9
AMC AMSTERDAM (UVA)	29.2	27.4	1.8
VUMC AMSTERDAM	35.7	30.5	5.2
RADBOD UMC	30.9	25.3	5.7
<b>TOTAL</b>	<b>28.0</b>	<b>26.2</b>	<b>1.8</b>

*Source: provided by separate UMCs, in number of people, reference dates between 31 December 2019 and 1 July 2020 and between 31 December 2020 and 1 July 2021.*

## DEPARTMENT HEAD PROFESSORS AT THE UNIVERSITY MEDICAL CENTRES

The percentage of women department head professors decreased slightly from 18.5% to 17.7% relative to 2020. This slight decrease was observed at UMC Utrecht, Erasmus MC, Maastricht UMC+ and Radboud UMC. The percentages of women department heads vary widely across the UMCs, ranging from more than 11% at Erasmus MC to nearly 29% at UMC Utrecht.

1. In all universities except Maastricht University, the staff of the medical faculties has been transferred to the university medical centres from 1998 until the present. Maastricht University differs from the other universities in this regard. At the end of 2020, the percentage of women full professors at Maastricht University (not including the scientific discipline of Healthcare) amounted to 32.6% (in FTE), while the percentage of women full professors in the substantial scientific discipline of Healthcare at Maastricht University amounted to 25.3%. The percentage of women full professors including the scientific discipline of Healthcare at Maastricht university is 29.2%. In terms of number of people, at the end of 2020, there were still 74 men full professors and 25 women full professors within the scientific discipline of Healthcare at Maastricht University.

TABLE 2.2

Women and men department head professors, by UMC, and share of women department head professors, in number of people, in 2021.

	Department head professors			
	Women	Men	Total	Percentage of women
LEIDEN UMC	6	33	39	15.4
UMC UTRECHT	12	30	42	28.6
UMC GRONINGEN	6	31	37	16.2
ERASMUS MC	5	39	44	11.4
MAASTRICHT UNIVERSITAIR MEDISCH CENTRUM+	7	43	50	14.0
AMSTERDAM UMC <sup>2</sup>	6	36	42	14.3
RADBOUD UMC	11	35	46	23.9
<b>TOTAL</b>	<b>53</b>	<b>247</b>	<b>300</b>	<b>17.7</b>

Source: provided by separate UMCS, reference dates between 31 December 2020 and 1 July 2021, in number of people.

2. The Academic Medical Center (AMC) and the VU Medical Center (VUmc) have merged to form Amsterdam UMC on 7 June 2018. As a result of this merger, the number of department head professors at the AMC and VUmc together decreased from 69 to 42 in total. In 2020, the percentage of women department head professors for the AMC and VUmc together was 17.4%. That percentage has decreased to 14.3% in 2021.

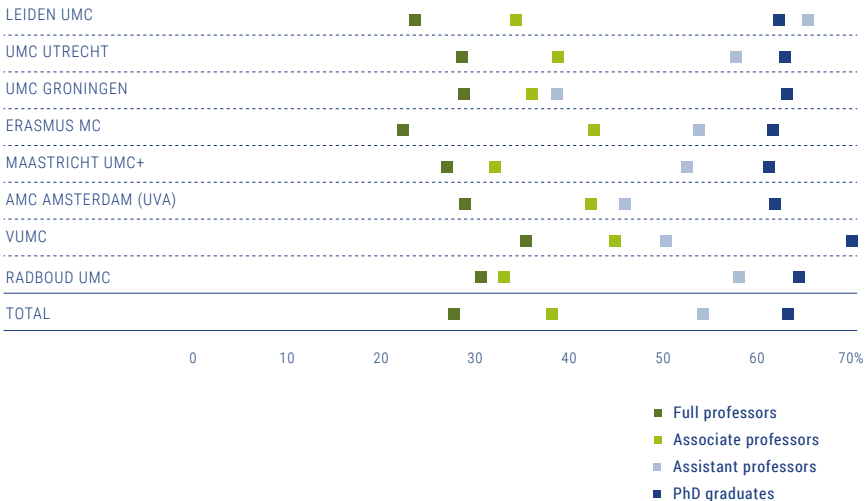
## PERCENTAGE OF WOMEN, BY JOB CATEGORY

For the UMCs as a whole, the share of women was higher in all job categories than was the case for the universities as a whole. For purposes of comparison<sup>3</sup>: at the universities, the proportion of women full professors was 25.7%, with 30.4% women associate professors, 43.5% women assistant professors and 44.4% women PhD graduates. At the UMCs, these percentages were 28.0% (full professors), 38.4% (associate professors), 54.6% (assistant professors) and 63.7% (PhD graduates).

The difference between the proportion of women PhD graduates (63.7%) and the proportion of women full professors (28.0%) at the UMCs was bigger than it was at the universities (44.4% versus 25.7%). The difference between the proportion of women associate professors and the proportion of women full professors at the UMCs amounted to 10.4 percentage points, which was remarkably greater than this difference at the universities (4.7 percentage points).

FIGURE 2.2

Percentage of women by job category at each university medical centre, in number of people, in 2021.



Source: provided by separate UMCs, reference dates between 31 December 2020 and 1 July 2021, in number of people.

3. Please note: the percentages of the universities are based on the number of FTEs, those of the UMCs on the number of people. There is no FTE data from the UMCs available.



## GLASS CEILING INDEX

The Glass Ceiling Index (GCI) per university medical centre indicates the obstacles to advancement to the next job level at that university medical centre. A higher number indicates a thicker glass ceiling.

It is interesting to note that the GCI scores were higher than 1.0 for all job transitions at all UMCs. Only one UMC had a job transition with a GCI equal to 1.0: Leiden UMC, for the job transition from PhD graduate to assistant professor. The highest GCI scores for the job transition from assistant professor to associate professor were observed at Leiden UMC (1.9) and Radboud UMC (1.8). The highest GCI scores for the job transition from associate professor to full professor were observed at Erasmus MC (1.9).

TABLE 2.3

**GCI for women at each UMC, in number of people, in 2021<sup>4</sup>.**


	PhD graduate to assistant professor	assistant professor to associate professor	associate professor to full professor
LEIDEN UMC	1.0	1.9	1.5
UMC UTRECHT	1.1	1.5	1.4
UMC GRONINGEN	1.6	1.1	1.2
ERASMUS MC	1.1	1.3	1.9
MAASTRICHT UMC+	1.2	1.6	1.2
AMC AMSTERDAM (UVA)	1.3	1.1	1.5
VUMC AMSTERDAM	1.4	1.1	1.3
RADBOUD UMC	1.1	1.8	1.1
<b>TOTAL</b>	<b>1.2</b>	<b>1.4</b>	<b>1.4</b>

Source: provided by separate UMCs, reference dates between 31 December 2020 and 1 July 2021, in number of people.

4. The calculation of the GCI based on FTE is more accurate than the calculation based on number of people. No data on FTE were available for the university medical centres. The GCI scores based on number of people must therefore be interpreted as indicative of the UMCs.

# THE DISTRIBUTION OF MEN AND **WOMEN** SCIENTISTS IN THE NETHERLANDS

## **ONE IN EVERY FOUR FULL PROFESSORS IS A WOMAN**

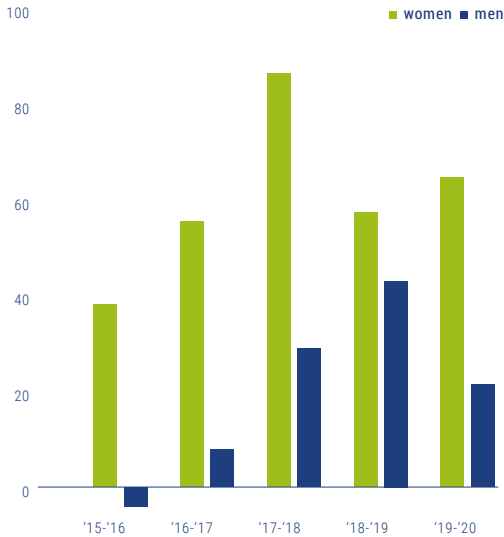
At the end of 2020, there were, on average, 25.7% women full professors at universities in the Netherlands. This represents an increase of 1.5 percentage points compared to the end of 2019, when the average percentage was 24.2%. For the first time in history, the percentage of women full professors in the Netherlands exceeded 25%, meaning that one in every four full professors is a woman. This is an important **milestone**  towards reaching the 30% -critical mass- threshold.

The effect of the Westerdijk Talent Impulse is clearly reflected in Figures 3.1 and 3.2, given the above-average increase of 2.2 percentage points between 2017 and 2018. The figures also reveal a remarkable decline in the growth rate (1.2 percentage points) for the following year. At the end of 2020, the growth rate had increased slightly.

The percentage of women full professors concerns regular and personal full professors with paid employment contracts. At the end of 2020, there were 551 individual full professors occupying endowed chairs at the universities in the Netherlands. Of these full professors in endowed chairs, 144 (26.1%) were women<sup>1</sup>.

FIGURE 3.1

**Growth in number of full professors, from the end of 2016 to the end of 2020, by gender, in FTE.**



Source: VSNU, WOPI, reference date 31 December, in FTE. Excluding scientific field: Healthcare.

## FULL PROFESSORS IN FTE

The total size of the population of full professors increased from 2,921.6<sup>2</sup> FTE at the end of 2019 to 3.007,9 FTE in 2020. Of the total 3.007,9 FTE, 773.1 were filled by women, and 2.234,8 were filled by men. The total population increased by 86.3 FTE within a year. Of these 86.3 FTE, 64.7 FTE were filled by women.

1. This refers to data from 13 of the 14 universities. Since 2017, Utrecht University has not provided the VSNU with data on individual full professors occupying endowed chairs.

2. Looking at the 2020 Monitor, an observant reader would notice that this figure was still 2,918.7 FTE. That is correct. This year, the VSNU applied a correction to the data for that year from Radboud University Nijmegen (-0.9 FTE for men and -2 FTE for women).

## FULL PROFESSORS IN NUMBER OF PEOPLE

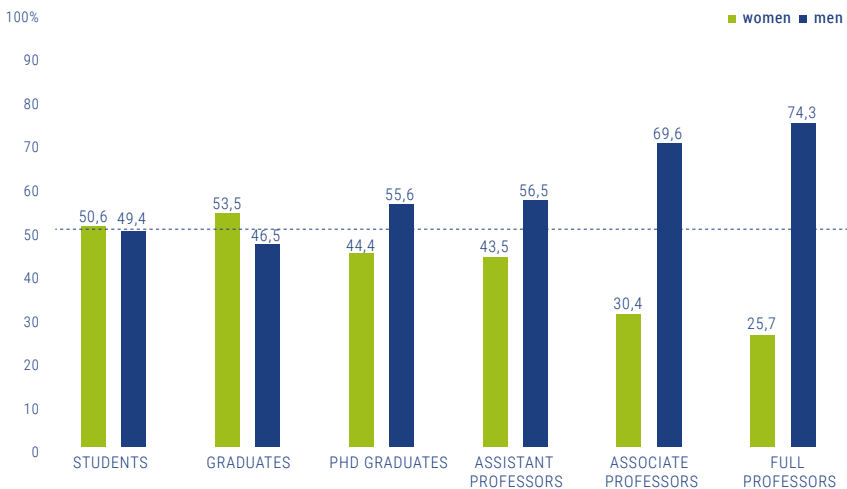
At the end of 2020, there were 3.555 full professors working at Dutch universities. This included 2.666 men and 889 women. With regard to the total percentage of women full professors (in number of people), this came to 25%. For the first time, therefore, one fourth of all full professors were women. This represents an increase of 1.5 percentage points compared to the end of 2019. From the end of 2019 through the end of 2020, 107 more people were added. Of those, 78 were women and 29 were men. This means that 72.9% of this increase went to women.

## THE PROPORTION OF WOMEN BY SUCCESSIVE JOB CATEGORY

Amongst students, the share of women (50.6%) is slightly greater than the share of men. The share of women graduates (53.5%) is even greater than the share of women students. Making the decline in the share of women in the job category of PhD graduate to 44.4% all the more striking. For each successive job category, the share of women declined further, from 43.5% of assistant professors to 30.4% of associate professors and 25.7% of full professors.

FIGURE 3.2

Percentage of women and men from student to full professor, in FTE and in number of people, end of 2020.



Source of information on students and graduates: *1cHO2020, October 2020, in number of people. Excluding the scientific discipline of Healthcare.* Source of information on staff: *VSNU, WOPI, end of 2020, in FTE. Excluding scientific field: Healthcare.*

## A LOOK AT DEVELOPMENTS WITHIN ALL JOB CATEGORIES

Developments in the percentages of women in the job categories of full professor, associate professor, assistant professor and PhD graduate are presented in Figure 3.3 for the period from the end of 2016 to the end of 2020.

The proportion of women full professors increased from 19.3% at the end of 2016 to 25.7 at the end of 2020. In this period, the share of women full professors has increased from one in five to one in four. Remarkable growth (2.2 percentage points) was obviously observed in the year 2017/2018, due to the Westerdijk Talent Impulse. In the following year, however, we observed low average growth (1.2 percentage points). In 2019/2020, growth increased to 1.5 percentage points.

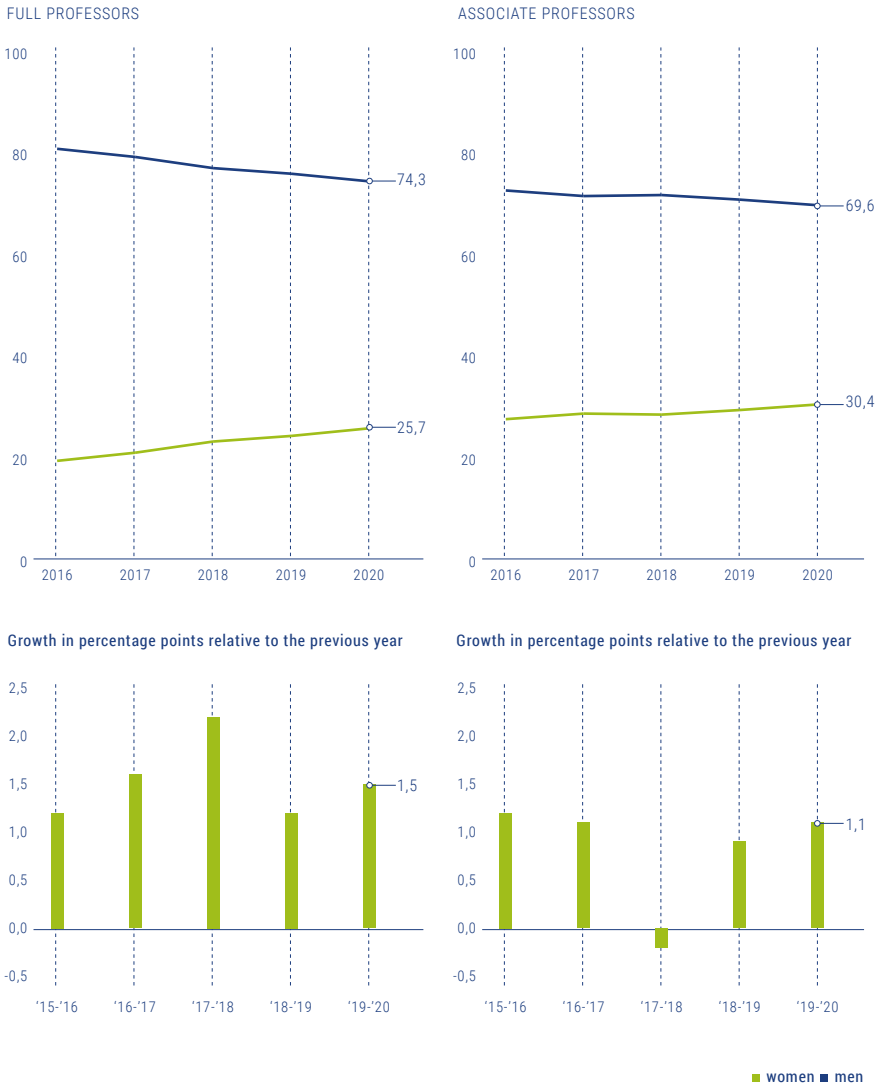
For women associate professors, there was an increase from 27.5% to 30.4%. This brought the percentage of female associate professors across the threshold of 30% for the first time: a **milestone** 🏆. This milestone could nevertheless have been reached sooner. In 2017/2018, there was a sudden decrease (-0,2 percentage points) in the share of women associate professors, due to the Westerdijk Talent Impulse. This Impulse programme resulted in the appointment of an additional 100 women full professors in one year, consequently thinning the pool of women associate professors. Growth recovered in the years that followed (0.9 percentage points in 2018-2019 and 1.1 percentage points in 2019-2020).

For assistant professors, the percentage of women increased from 39.3% to 43.5% in the same period. After remarkably limited growth (0.1 percentage point) in 2018-2019, growth for 2019-2020 (1.6 percentage points) was once again relatively high.

For PhD graduates, the percentage of women decreased at the end of 2016 and at the end of 2017. Followed by a limited growth of only 0.7 percentage points in the years 2018-2019 and 2019-2020. The recovery of growth in the percentage of women PhD graduates appears to be continuing.

FIGURE 3.3.1

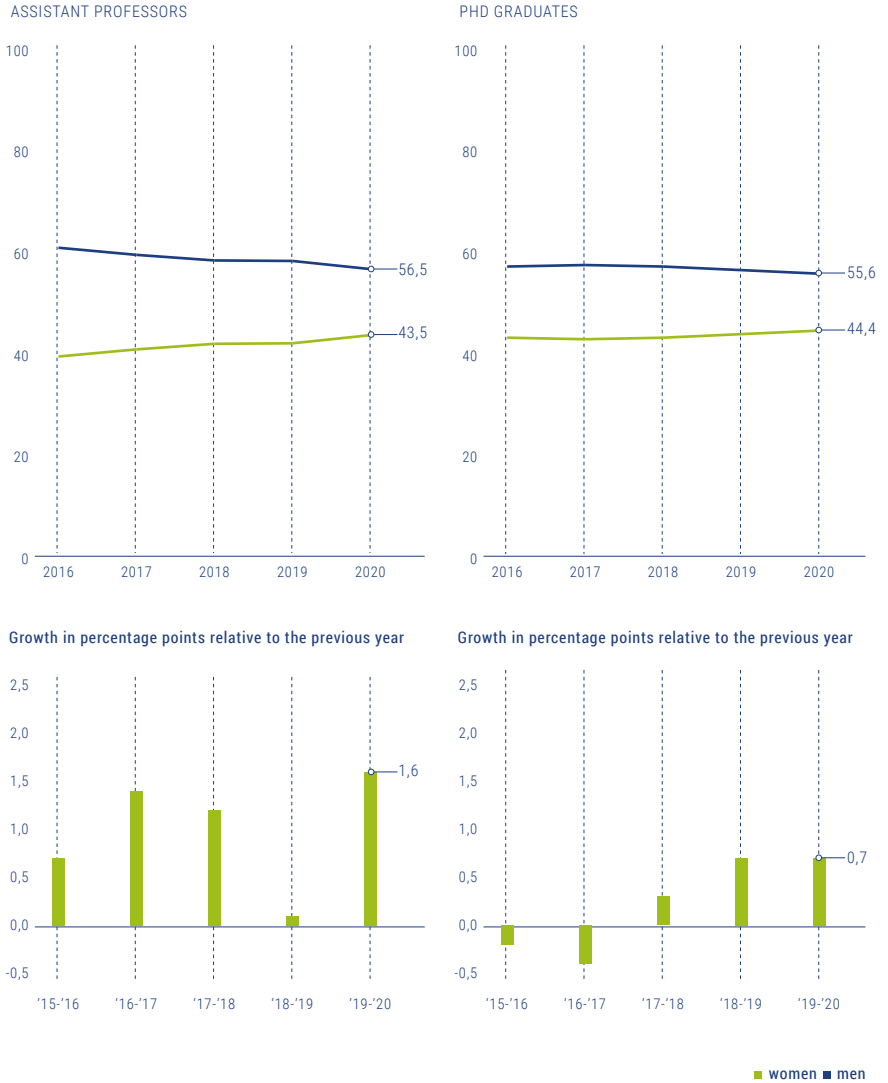
Proportional distribution of full professors and associate professors by gender and growth in the percentage of women full professors and associate professors, end of 2016 through end of 2020, in FTE.



Source: VSNU, WOP, reference date 31 December, in FTE. Excluding scientific field: Healthcare.

FIGURE 3.3.2

Proportional distribution of assistant professors and PhD graduates by gender and growth in the percentage of women assistant professors and PhD graduates, end of 2016 through end of 2020, in FTE.



Source: VSNU, WOPI, reference date 31 December, in FTE. Excluding scientific field: Healthcare.

## GLASS CEILING INDEX FOR MEN AND WOMEN

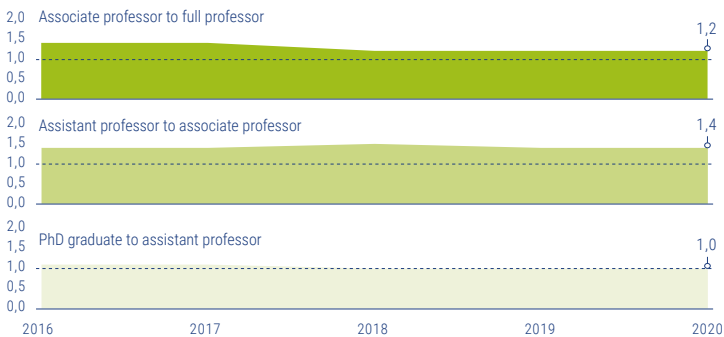
Since the first publication of the Monitor, we have included a section on the Glass Ceiling Index (GCI). The GCI figures for women remained virtually the same from 2019 to 2020 for all job transitions. As was the case last year, the GCI for the step from assistant professor to associate professor was higher than the GCI for the step from associate professor to full professor. This indicates that the step from assistant professor to associate professor is accompanied by more obstacles than is the step from associate professor to full professor. The GCI for the step from PhD graduate to assistant professor was 1.0, as it was last year.

The GCI figures for men at the end of 2019 were identical to those of 2018 and 2019. For men as well, the GCI for the step from PhD graduate to assistant professor was a neutral 1.0.

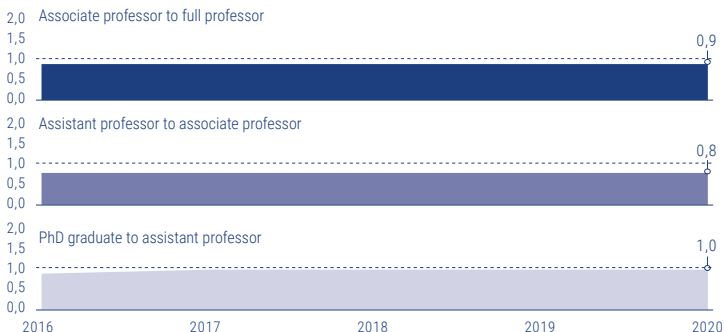
FIGURE 3.4

### Glass Ceiling Index (GCI) women and men by job transition, in FTE, end of 2016 to end of 2020.

#### GCI for women



#### GCI for men



Source: VSNU, WOPJ, reference date 31 December, in FTE. Excluding the scientific discipline of Healthcare.



## SCOPE OF EMPLOYMENT CONTRACT FOR MEN SCIENTISTS IS SLIGHTLY LARGER, ON AVERAGE, EXCEPT FOR FULL PROFESSORS

TABLE 3.1

Average scope of employment contract by job category and gender, end of 2020 and end of 2019.

	2020		2019	
	W	M	W	M
PHD GRADUATE	0.96	0.98	0.96	0.98
ASSISTANT PROFESSOR	0.89	0.91	0.89	0.91
ASSOCIATE PROFESSOR	0.88	0.91	0.88	0.91
FULL PROFESSOR	0.87	0.84	0.87	0.84

Source: VSNU, WOPI, reference date 31 December, in FTE and number of people. Excluding scientific field: Healthcare.

In order to be able to say something about the scope of the employment contract of men and women full professors, we compare the number of full professorships (FTEs) with the number of full professors. Doing the same for each position from PhD graduate to full professor, at the end of 2020, the scope of the employment contract had remained unchanged from the end of 2019 for men and women in all positions.

For PhD graduates, assistant professors and associate professors, the scope of the employment contract was slightly larger for men than it was for women. The average contract size for women full professors was still larger than it was for men.

## WOMEN SCIENTISTS MORE LIKELY TO HAVE TEMPORARY EMPLOYMENT CONTRACTS

This Monitor is the first to include data on the ratio of men to women in permanent and temporary employment contracts. As shown in Table 3.2, women assistant professors, associate professors and full professors were somewhat more likely than men were to have temporary contracts. The greatest difference (4.8%) was observed for assistant professors, with 31.6% of all women assistant professors having temporary contracts, as compared to 26.8% of all men assistant professors.

TABLE 3.2

**Proportional distribution of permanent and employment contract by position and gender, in FTE, end of 2020.**

	W		M	
	Permanent	Temporary	Permanent	Temporary
FULL PROFESSOR	94.5	5.5	96.6	3.4
ASSOCIATE PROFESSOR	95.8	4.2	97.2	2.8
ASSISTANT PROFESSOR	68.4	31.6	73.2	26.8
<b>TOTAL</b>	<b>78.6</b>	<b>21.4</b>	<b>86.3</b>	<b>13.7</b>

Source: VSNU, WOPI, end of 2020. Excluding scientific field: Healthcare.

## WOMEN FULL PROFESSORS IN LOWER SALARY SCALES THAN MEN FULL PROFESSORS

At the end of 2020, a higher percentage of women full professors was still in the lower salary groups, compared to men full professors. A similar image could be observed within the other job categories.

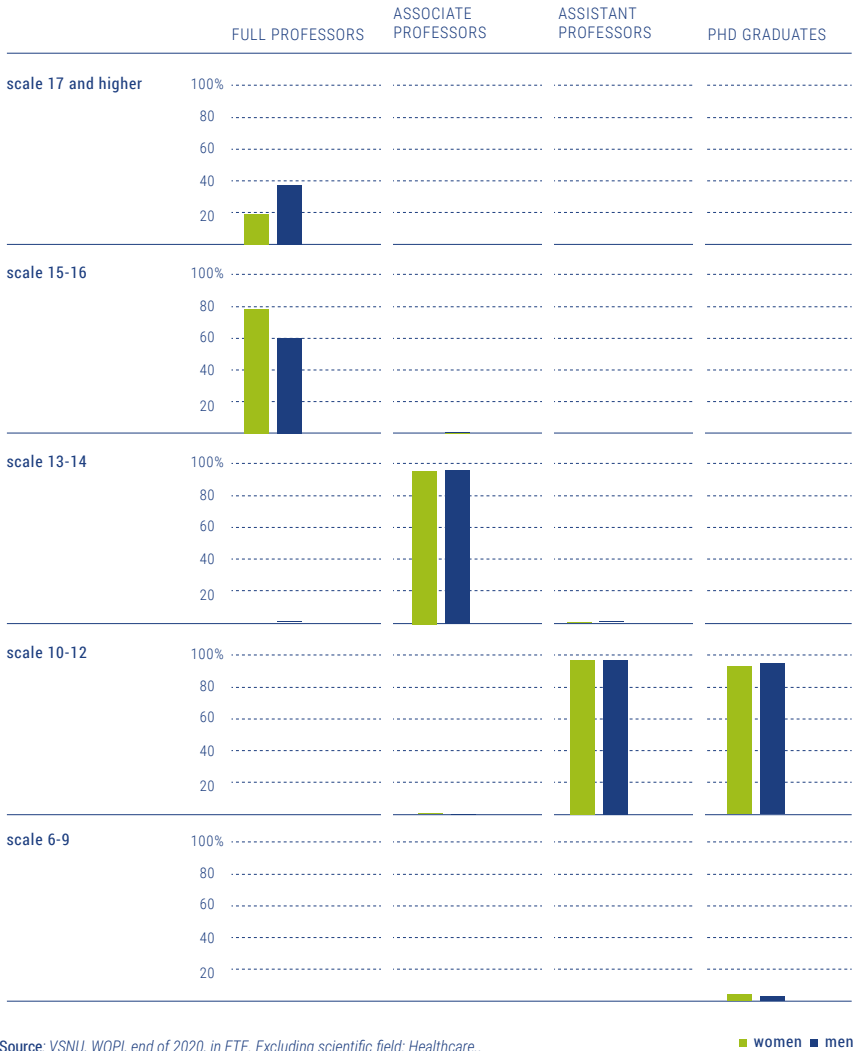
At the end of 2020, 22.8% of all women full professors were ranked in the highest salary group, as compared to 24.0% at the end of 2019. Although there were more women in the highest salary group at the end of 2020 than at the end of 2019 (an increase of 6.9 FTE), the increase in FTE in the lower salary group (15-16) was greater: 57.8 FTE<sup>3</sup>.

Although decrease was also observed in the percentage of men in the highest salary group, this decrease was smaller than it was for women. For men, there was an increase of 36.9 FTE in the lower salary group (15-16) and a decrease of 15.1 FTE in the higher salary group.

3. Tilburg University supplied the VSNU with incorrect salary scales for full professors for the WOPI data since the end of 2016. Radboud University Nijmegen also provided incorrect salary scales for full professors for the WOPI data at the end of 2019. The distribution of the salary scales of full professors in the WOPI data has been corrected retroactively for Tilburg University (from 2016) and for Radboud University Nijmegen (end of 2019). Comparison of the data/figures in the Monitors from 2016 with the data/figures in the current Monitor is therefore flawed with regard to the distribution of full professors across salary groups.

FIGURE 3.5

Percentage of men and women scientists by salary group, in FTE, end of 2020.



Source: VSNU, WOPI, end of 2020, in FTE. Excluding scientific field: Healthcare..

■ women ■ men

## THE SHARE OF WOMEN INCREASED IN EVERY AGE CATEGORY

On average, women full professors are younger than men full professors. The same applies to associate professors. Nearly 83% of all women full professors are younger than 60 years of age, as compared to nearly 69% of men full professors. With regard to associate professors in the age categories up to 55 years, 80% of the women fall into this age category, as compared to 68% of the men. For the age categories up to 50 years, 68% of women associate professors fall into this age category, as compared to 53% of men associate professors.

The number of women has increased in all age categories, except in the case of women full professors in the age category up to 39 years, which decreased by 6 people. The number of women full professors up to 60 years of age exhibited a remarkable increase, especially in the category of 50–54 years, which increased by 61 people (from 674 to 735). The number of men in the age category up to 60 years increased by only 11 people (from 1,815 to 1,826).

The increase in the category of 60 years and older was nearly the same for women and men. The number of men in this category increased by 18, and the number of women increased by 17.

On balance, the number of full professors increased by 78 people for women and by 29 people for men.

With regard to associate professors, an increase occurred for both men and women in the category up to 60 years of age. The number of women increased by 57, and the number of men increased by 51. In the category 60 years of age and older, the number of women associate professors increased by 10, and the number of men associate professors decreased by 13<sup>4</sup>.

On balance, the number of associate professors increased by 67 women and 38 men.

As shown in Tables 3.3 and 3.4, there is a considerable pool of young women who could potentially replace the outgoing group of full professors now and in the future.

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4. NOTE: The total refers to the sum of incoming, advancing and out-going scientists in the regarding age category. For example, the decrease of 14 men in the age category of 35–39 years could be an element in the increase of 20 people in the age category of 40–44 years. Data for further analysis on this point are lacking.

TABLE 3.3

Number of full professors and associate professors by age category and gender, end of 2019 and end of 2020, in number of people.

	Full professor				Associate professor			
	2020		2019		2020		2019	
	W	M	W	M	W	M	W	M
<25								
25-29								
30-34		2		2	12	27	11	25
35-39	25	45	31	59	137	227	125	239
40-44	129	222	126	202	253	432	223	391
45-49	190	387	176	398	201	336	175	289
50-54	225	541	190	509	103	292	115	308
55-59	166	629	151	645	98	285	98	296
60-64	122	634	114	631	55	267	57	269
>=65	32	206	23	191	22	75	10	86
<b>TOTAL</b>	<b>889</b>	<b>2,666</b>	<b>811</b>	<b>2,637</b>	<b>881</b>	<b>1,941</b>	<b>814</b>	<b>1,903</b>

Source: VSNU, WOPI, reference date 31 December, in FTE. Excluding scientific field: Healthcare.

## REPLACEMENT POTENTIAL

To determine the total replacement potential for associate professors, we focus on the age category up to 60 years: the 'pool'. At the end of 2020, the number of women associate professors in the age category up to 60 years increased by 57 people, as compared to the end of 2019. For men, the 'pool' of associate professors up to 60 years of age increased by 33 people. For full professors, we regard the age category of 60 years and older as the category who will be retiring in the coming years. This category increased by 18 men and 18 women.

Without making distinctions between scientific disciplines, more than three fourths (80.9%) of the total expected outflow of 994 full professors (number of people) could be replaced by women associate professors.

TABLE 3.4

Potential of female associate professors who could replace full professors aged 60 and over.

Full professor >= 60		Total full professors >=60	Associate professors up to 60 years of age		Percentage of the total outflow that could be replaced by women associate professors
Women	Men		Women	Men	
154	840	994	804	1,599	80.9

Source: VSNU, WOPI, end of 2020, in number of people. Excluding scientific field: Healthcare.

## PERCENTAGES OF WOMEN FULL PROFESSORS AND WOMEN STUDENTS IN EACH SCIENTIFIC FIELD

In Chapter 1, we examined the percentages of women full professors in specific scientific fields within the various universities. We now consider the image that emerges when comparing the percentages of women full professors throughout the sector as a whole to the percentages of women students in each scientific field. It is interesting to see how far apart these percentages are.

The difference between the percentage of women students and the percentage of women full professors is greatest in the scientific fields of Agriculture, with the smallest percentage in the scientific field of Engineering.

If this difference is expressed in terms of the ratio of women students to women full professors in each scientific field, this ratio becomes slightly more favourable for all scientific fields in the past year, with the exception of Law, where the ratio remained the same.

A ratio of 1.0 indicates that the share of women full professors is the same as the share of women students. At the end of 2020, this ratio was greater than 1 in all scientific fields. This means that there is not yet any scientific field in which the share of women full professors is equal to the share of women students.

TABLE 3.5

**Percentage of women students and women full professors by scientific field, and the relationship between the percentage of women students and the percentage of women full professors within a scientific field, end of 2019 and end of 2020.**

	Women students 2020	Women full professors end of 2020	Ratio of women students to women full professors end of 2020	Ratio of women students to women full professors end of 2019
AGRICULTURE	56.1	21.1	2.7	3.0
NATURAL SCIENCES	40.2	18.5	2.2	2.4
TECHNOLOGY	27.3	17.6	1.5	1.6
ECONOMICS	36.3	15.4	2.4	2.6
LAW	62.0	31.6	2.0	2.0
BEHAVIOURAL SCIENCES & SOCIETY	70.8	36.9	1.9	2.0
LANGUAGE & CULTURE	62.5	36.8	1.7	1.8

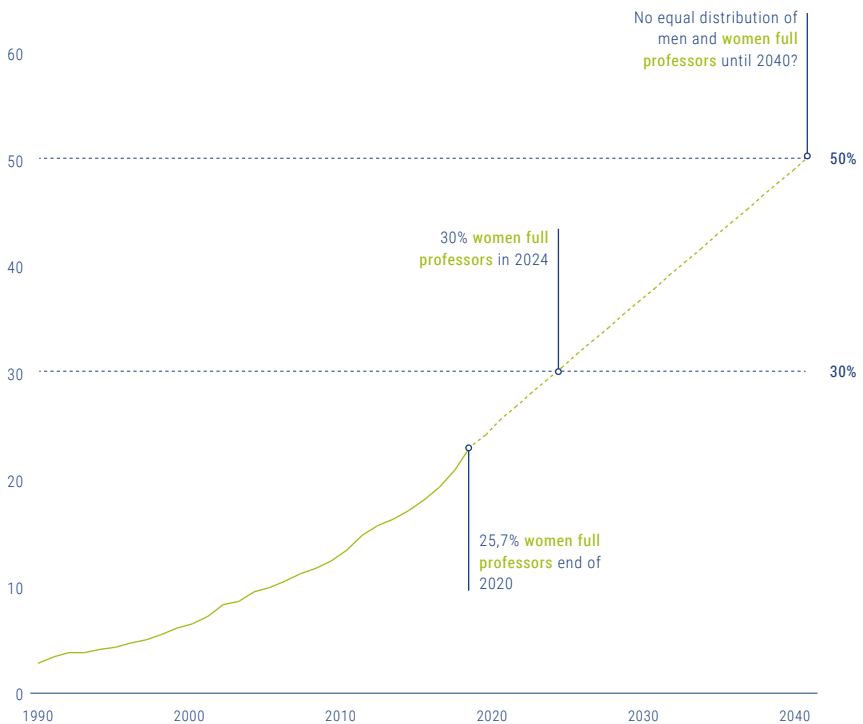
Source: VSNU, WOPI, end of 2019 and end of 2020, in FTE. Source of information on students: 1cHO2019, October 2019 and 1cHO2020, October 2020, in number of people.

## WILL WE HAVE TO WAIT UNTIL 2040?

The current share of 25.7% means that one fourth of all full professors are women. The growth in the percentage of women full professors from the end of 2019 to the end of 2020 was slightly higher than average for the past 10 years. This indicates that we are gradually making progress towards 30%, the threshold of critical mass. Based on the average pace of growth in the past 10 years (2011–2020), the boundary of 30% will be reached in 2024, with the threshold of 50% being reached in 2040.

FIGURE 3.6

Percentage of women full professors, in FTE (1990–2020) and prognosis for 2021–2040.



Source: VSNU, WOPI, reference date 31 December, in FTE. Excluding scientific field: Healthcare.

# THE NETHERLANDS IN EUROPEAN PERSPECTIVE

In 2021, the European Commission published a revised version of She Figures, which includes a ranking of a number of European countries based on the proportion of female full professors. She Figures 2021 compares the proportion of women full professors in the years 2015 and 2018. As indicated by this comparison, the Netherlands continues to lag behind. Within the EU-28, we are far down in the rankings: 21st place. We are trailed only by Cyprus, Luxembourg, Belgium, Germany and Hungary. Our position increased by three places relative to 2015, when the Netherlands was in 24th place.



TABLE 4.1

**Ranking of European member states by percentage of women full professors, in number of people, 2018, as compared to 2015.**

	Land	2018	2015
1	Romania	50.8	52.4
2	Latvia	44.7	39.1
3	Malta	43.8	60.6
4	Croatia	43.0	40.6
5	Lithuania	40.4	39.3
6	Bulgaria	39.7	34.0
7	Slovenia	33.0	28.9
8	Finland	30.3	28.4
9	Sweden	28.2	25.4
10	France	27.7	25.9
11	Slovakia	27.2	25.3
12	Portugal	27.2	25.7
13	United Kingdom	26.4	25.9
14	Ireland	25.6	20.6
15	Poland	25.2	23.9
16	Austria	25.1	22.8
17	Spain	23.9	20.9
18	Italy	23.7	21.6
19	Denmark	22.6	20.1
20	Greece	22.3	21.5
21	<b>Netherlands</b>	<b>22.3</b>	<b>18.1</b>
22	Hungary	21.6	20.2
23	Germany	20.5	18.5
24	Belgium	20.3	17.6
25	Luxembourg	17.7	16.6
26	Cyprus	13.3	13.0
	<b>EU-28</b>	<b>26.2</b>	<b>24.4</b>

The Netherlands' percentage of **women full professors** is among the lowest in Europe

Source: Women in Science database, DG Research and Innovation, She Figures 2021, in number of people.

1. Please note: the period of data collection/reference date may vary from country to country. No data are available for Estonia and the Czech Republic. For further background information and comments on the data collection, see the publication *She Figures 2021*. The full version of *She Figures 2021* and the information on the source data are available at [ec.europa.eu/assets/rtd/shefigures2021/index.html](http://ec.europa.eu/assets/rtd/shefigures2021/index.html).

— 5 —

# **WOMEN AT THE HIGHEST LEVELS OF ACADEMIC MANAGEMENT AND GOVERNANCE IN SCIENTIFIC ORGANISATIONS**

## ACADEMIC MANAGEMENT AT UNIVERSITIES

The LNVH considers it important to provide insight into the ratio of men to women in administrative roles and decision-making positions. Data on academic management nevertheless remain limited. The data presentation below is based on data from 12 of the 14 universities<sup>1</sup>, with data from 4 universities having been obtained through separate requests, as these universities no longer provide the data as standard in WOPI. In this Monitor, we explain the percentages of women in the ranks of deans and the directors of research and educational institutes.

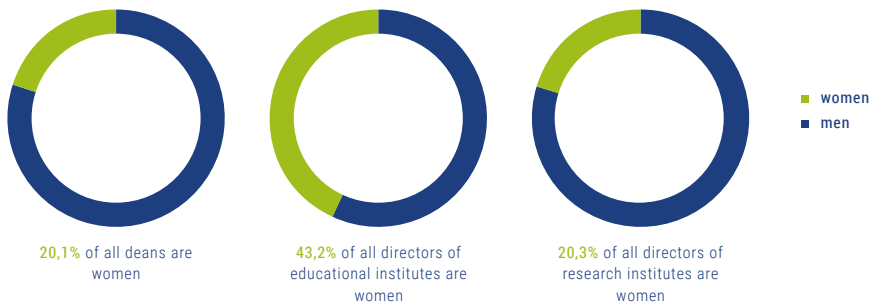
The percentage of women in the ranks of deans was somewhat lower at the end of 2020 than it was at the end of 2019. It decreased from 20.3% to 20.1%. As a result, women continue to be highly underrepresented.

Amongst the directors of educational institutes, the percentage of women increased from 39.9% to 43.2% in the past year. An increase can also be observed amongst the directors of research institutes: from 17.6% to 20.3%. Women are better represented in education than they are in research and integrated management. Considering the reputation, authority and actual influence of these roles, women are more represented in the roles with less influence.

FIGURE 5.1

Share of women and men in academic management at 12 of the 14 universities, end of 2020, in FTE.

Deans and directors of educational and research institutes



Source: VSNU, WOPI (8 universities), separate request (4 universities), end of 2020, in FTE. Excluding scientific field: Healthcare.

1. Wageningen University & Research and Maastricht University no longer supply these data as standard in the VSNU WOPI data, and they no longer register these data as such. It is thus not possible to report on academic management for these universities.

## PERCENTAGES OF WOMEN ON THE EXECUTIVE BOARDS AND SUPERVISORY BOARDS

### UNIVERSITIES

#### Executive Boards

The Executive Boards of the Dutch universities comprise a total of 40 administrative positions. Of these 40 positions, 16 are filled by women, and 24 are filled by men. The total number of positions decreased by 1 relative to the preceding year. The number of women has increased by 2 (from 14 to 16) compared to 2020. The number of male members on Executive Boards has decreased from 27 to 24. This brought the average percentage of women on Executive Boards to 40.0% in 2021. This is a substantial increase (5.8 percentage points) compared to the 34.2% in 2020.

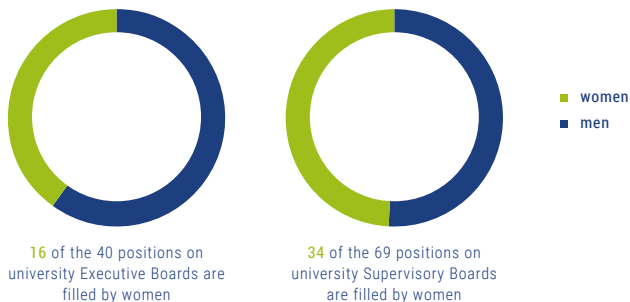
#### Supervisory Boards

The Supervisory Boards comprise a total of 69 administrative positions. As of 2021, 34 of these positions were held by women, and 35 were held by men. This brings the percentage of women on Supervisory Boards to 49.3%. This represents an increase of 6.2 percentage points compared to 2020. The ratio of men to women is thus virtually equal.

FIGURE 5.2

**Number of women and men on Executive Boards and Supervisory Boards of the Dutch universities in 2021.**

#### Universities



Source: websites of Dutch universities, reference date 26 August 2021, in number of people.

TABLE 5.1

**Number of women and men on Executive Boards and Supervisory Boards of the Dutch universities in 2021.**

	Executive Board		Supervisory Board	
	W	M	W	M
LEIDEN UNIVERSITY	2	1	3	2
UTRECHT UNIVERSITY	1	2	3	1
UNIVERSITY OF GRONINGEN	1	2	2	3
ERASMUS UNIVERSITY ROTTERDAM	1	2	2	3
MAASTRICHT UNIVERSITY	1	2	2	3
UNIVERSITY OF AMSTERDAM	2	1	2	3
VU AMSTERDAM	1	1	3	2
RADBOUD UNIVERSITY NIJMEGEN	0	2	3	2
TILBURG UNIVERSITY	2	1	2	3
DELFT UNIVERSITY OF TECHNOLOGY	1	2	2	3
EINDHOVEN UNIVERSITY OF TECHNOLOGY	2	2	3	2
UNIVERSITY OF TWENTE	1	2	2	3
WAGENINGEN UNIVERSITY & RESEARCH	1	2	2	3
OPEN UNIVERSITY	0	2	3	2
<b>TOTAL</b>	<b>16</b>	<b>24</b>	<b>34</b>	<b>35</b>
<b>PERCENTAGE OF WOMEN</b>	<b>40.0</b>		<b>49.3</b>	

Source: websites of Dutch universities, reference date 26 August 2021, in number of people.

## UNIVERSITY MEDICAL CENTRES

### Executive Boards

In 2021, the total number of Executive Board members at the Dutch university medical centres increased by 3 (from 27 to 30). Of the 30 members of the Executive Boards, 14 were women and 16 were men. This amounts to a 46.7% share of women members. In 2020, this figure was 44.4%, thus indicating an increase here as well (2.3 percentage points).

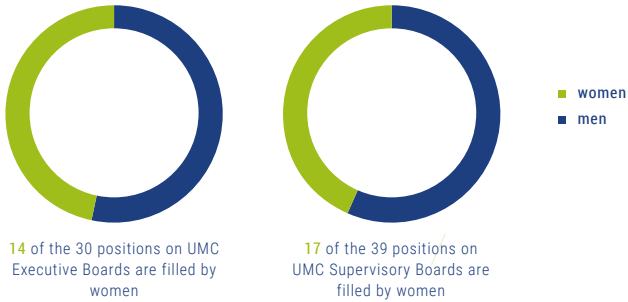
### Supervisory Boards

The Supervisory Boards of the Dutch university medical centres comprise a total of 39 members. This represents an increase of 1 since last year. The share of women on Supervisory Boards rose by 1.5 percentage points, from 42.1% in 2020 to 43.6% in 2021.

FIGURE 5.3

**Number of women and men on Executive Boards and Supervisory Boards of the university medical centres in 2021.**

University Medical Centres



Source: websites of Dutch university medical centres, reference date 02 September 2021, in number of people.

TABLE 5.2

**Number of women and men on Executive Boards and Supervisory Boards of Dutch university medical centres in 2021.**

	Executive Board		Supervisory Board	
	W	M	W	M
LEIDEN UMC	1	3	2	3
UMC UTRECHT	3	1	2	4
UMC GRONINGEN	2	2	2	3
ERASMUS MC	1	3	2	4
MAASTRICHT UMC+	3	2	2	3
AMSTERDAM UMC <sup>2</sup>	2	3	4	3
RADBOUD UMC	2	2	3	2
<b>TOTAL</b>	<b>14</b>	<b>16</b>	<b>17</b>	<b>22</b>
<b>PERCENTAGE OF WOMEN</b>	<b>46.7</b>		<b>43.6</b>	

Source: websites of Dutch university medical centres, reference date 2 September 2021, in number of people.

2. The Academic Medical Center and the VU Medical Center merged to form Amsterdam UMC on 7 June 2018, and they have a joint Executive Board.

## ROYAL NETHERLANDS ACADEMY OF ARTS AND SCIENCES (KNAW)

### Members

The KNAW has a total of 605 members, 116 (19.2%) of whom are women. This represents an increase of 2.2 percentage points compared to 2020 (17.0%).

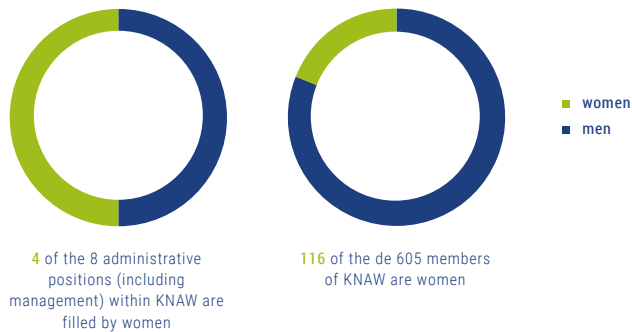
### Management and governance

The governance of the KNAW consists of the president, two vice-presidents (one of whom is also the general secretary) and four board members who are also domain chairs. The governance of the KNAW comprises a total of 7 positions, 3 of which (including that of president) are filled by women, with 4 filled by men. In addition, the KNAW has a director general. This position is filled by a woman. With regard to members, the skewed ratios of men to women within the domains of Medical, Biomedical and Health Sciences and the Natural Sciences and Engineering stand out.

FIGURE 5.4

### Number of women and men in the management and governance of the Royal Academy of Arts and Sciences (KNAW) in 2021.

#### Royal Netherlands Academy of Arts and Sciences (KNAW)



Source: KNAW Office, reference date 5 September 2021, in number of people.

TABLE 5.3

**Number of women and men in the management, governance and membership of the Royal Academy of Arts and Sciences (KNAW) in 2021.**

	W	M
<b>Director general</b>	1	
<b>Executive Board</b>	3	4
President	1	
Vice-president	1	1
General Secretary <sup>3</sup>		1
Members	1	3
<b>Members</b>		
Humanities	38	90
Behavioural Sciences, Social Sciences and Law	41	98
Medical, Biomedical and Health Sciences	16	80
Natural Sciences and Engineering	21	221

Source: KNAW Office, reference date 5 September 2021, in number of people.

3. The general secretary of the KNAW is also the vice-president.



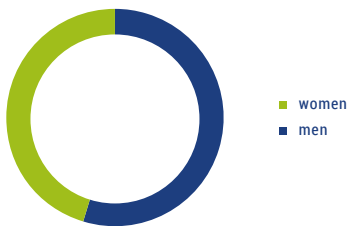
## THE YOUNG ACADEMY

The executive board of The Young Academy consists of 2 women (40%) and 3 men (60%). In total, there are 50 members in The Young Academy. Of those, 28 are women. This amounts to 56%. Of the 150 total alumni of The Young Academy, 63 (42%) are women and 87 (58%) are men.

FIGURE 5.5

### Number of women and men members of The Young Academy in 2021.

#### The Young Academy



93 of the 205 members  
(including Board and alumni)  
of The Young Academy are  
women

Source: KNAW Office, reference date 5 September 2021, in number of people.

TABLE 5.4

### Number of women and men Boardmembers, members and alumni of the Young Academy in 2021.

	W	M
Executive Board	2	3
Members in 2021	28	22
Alumni	63	87

Source: KNAW Office, reference date 5 September 2021, in number of people.

## DUTCH RESEARCH COUNCIL (NWO)

The administrative structure of the NWO consists of an Executive Board, a Supervisory Board and four domain boards. The Executive Board consists of 6 positions, 3 of which are filled by men and 3 of which are filled by women. The President of the Executive Board is a man. The Supervisory Board also has 6 members and the ratio of men to women is also 50:50. As with the Executive Board, the President of the Supervisory Board is a man. The following can be observed with regard to the domain boards:

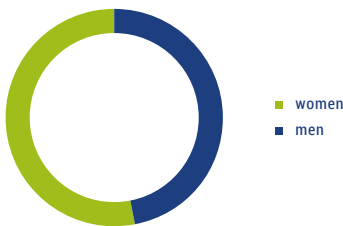
Exact and Natural Sciences: 7 positions, 3 of which are filled by women and 4 of which are filled by men  
Social Sciences and Humanities: 9 positions, 4 of which are filled by women and 5 of which are filled by men  
Applied and Engineering Sciences: 7 positions, 3 of which are filled by women and 4 of which are filled by men  
Netherlands Organisation for Health Research and Development (ZonMw): 9 positions, 5 of which are filled by women and 4 of which are filled by men

NOTE: The domain directors (2 women and 2 men) serve as both domain directors and members of the Executive Board. The total is based on the summed total of positions, in which domain directors are counted twice. The NWO thus has 38 administrative positions, which are filled by 34 people.

FIGURE 5.6

### Number of men and women serving in administrative positions (excluding the Supervisory Board) of the Dutch Research Council in 2020.

#### Netherlands Organisation for Scientific Research (NWO)



18 of the 38 administrative positions within NWO are filled by women

Source: NWO Executive Board Bureau, reference date 5 September 2021, in number of people.

TABLE 5.5

**Number of women and men serving in administrative positions (excluding the Supervisory Board) of the Dutch Research Council in 2020.**

	W	M
<b>Executive Board</b>		
President	0	1
Portfolio holder for Operations and Finance	1	0
Domain Directors	2	2
<b>Domain Boards</b>		
Domain Board for the Exact and Natural Sciences	3	4
Domain Board for the Social Sciences and Humanities	4	5
Domain Board for the Applied and Engineering Sciences	3	4
Domain Board for the Netherlands Organisation for Health Research and Development (ZonMw)	5	4

**Source:** NWO Executive Board Bureau, reference date 5 September 2021, in number of people.

# MANAGEMENT AND SUPPORT STAFF COMPARED TO ACADEMIC STAFF

## CONTINUING INCREASE IN THE SHARE OF WOMEN IN THE MANAGEMENT AND SUPPORT STAFF AND IN THE ACADEMIC STAFF

The total number of FTE and the percentage of women has been increasing year after year in management and support staff. The number of FTEs in the management and support staff increased by 846 from 2019 to 2020, with 273 being filled by men and 573 being filled by women. The percentage of women in the management and support staff increased from 55.8% to 56.3%.

TABLE 6.1

### Number of Management and Support staff members by gender, and growth, end of 2016 - end of 2020, in FTE.

	Management and Support staff W	Management and Support staff M	Management and Support staff total	Growth W	Growth M	Growth total	Percentage of women
2016	9,600.6	8,169.4	17,770.0	319.3	7.9	327.1	54.0
2017	9,983.9	8,352.3	18,336.1	383.2	182.9	566.1	54.4
2018	10,392.5	8,424.7	18,817.2	408.7	72.4	481.1	55.2
2019	10,959.7	8,692.3	19,652.1	567.2	267.6	834.8	55.8
2020	11,532.3	8,965.5	20,497.7	572.5	273.1	845.7	56.3

Source: VSNU, WOPI, reference date 31 December, in FTE. Excluding scientific field: Healthcare.

As is the case for the management and support staff, the total number of FTE in the academic staff is experiencing strong growth. In the period from end of 2019 to end of 2020, the academic staff increased by 1,862.1 FTE. It is interesting to note that women account for 1,092.0 FTE of this growth, with men accounting for only 770.1 FTE. The percentage of women in the academic staff is thus continuing to grow. At the end of 2020, the percentage of women in the academic staff had increased from 39.8% to 41%, thereby exceeding 40% for the first time: a **milestone**!

Looking at the period from the end of 2016 to the end of 2020, the management and support staff grew from 17,770.0 FTE to 20,497.7 FTE - a sharp increase of 2,727.7 FTE. During the same period, the academic staff increased by 4,091.1 FTE: from 24,847.9 FTE to 28,939.0 FTE. The number of students within the universities also increased from 231,483 to 290,700 during this period.

TABLE 6.2

### Number of academic staff members by gender, and growth, end of 2016 – end of 2020, in FTE.

	Academic staff W	Academic staff M	Academic staff total	Growth W	Growth M	Growth total	Percentage of women
2016	9,623.8	15,224.1	24,847.9	374.4	259.9	634.3	38.7
2017	9,940.2	15,540.5	25,480.8	316.4	316.5	632.9	39.0
2018	10,269.9	15,721.6	25,991.5	329.7	181.0	510.8	39.5
2019	10,778.2	16,298.7	27,076.9	508.3	577.1	1,085.4	39.8
2020	11,870.2	17,068.8	28,939.0	1,092.0	770.1	1,862.1	41.0

Source: VSNU, WOPI, reference date 31 December, in FTE. Excluding scientific field: Healthcare.

## APPENDIX 1 – SOURCE DATA

### Universities

Since 1990, universities have been collecting staff data in a structured manner and according to a fixed reference date (31 December). This data collection has been coordinated by the VSNU since 1999 and is termed WOPI (Wetenschappelijk Onderwijs Personeelsinformatie - Scientific Education Personnel Information). The information in this Monitor is based on this. The files contain data on staff employed by universities, categorised since 2003 in UFO profiles (profiles from the university job classification system). The WOPI data on personnel are collected both in number of people and in FTEs, based on the scope of the employment contract(s). FTE stands for full-time equivalent and is a unit of account that can be used to express the extent of a contract of employment. A full working week equals 1 FTE. Until 2003, the data on personnel in the WOPI were collected exclusively in FTE. Beginning in 2003, the WOPI data have been collected in both FTE and number of people. For this reason, it is not possible to present information on the number of people during the period before 2003.

### Students and graduates

Data on students and graduates comes from the Central Register of Higher Education Enrolments (CRIHO), which includes data on inflow, enrolment and exams. For students, it concerns main enrolments on 1 October of the year in question. For graduates, it contains Master's and doctoral degrees awarded in each academic year. Of the students enrolled on the reference date of 1 October 2020, 98.4% were studying fulltime, 1.4% parttime and 0.2% in work-study arrangements.

### University Medical Centres

With the transition of almost all staff from university medical faculties to university medical centres from 1998 to the present, the entire scientific field of Healthcare in WOPI has been lost. Data on the vast majority of that field of science in this Monitor have been provided by the individual university medical centres. The remaining personnel data in the HOOP field of Healthcare in the WOPI data have not been taken into account in this Monitor.

### **Scientific fields**

The Higher Education and Research Plan (HOOP) of the Ministry of Education, Culture and Science includes a division into scientific fields. These scientific fields are also known as HOOP fields. The HOOP distinguishes nine fields of study: Agriculture, Natural Sciences, Engineering, Economics & Business, Law, Healthcare, Behavioural & Social Sciences, Humanities & Linguistics and Education. The students and graduates are classified in the source files according to the nine fields of study. In the WOPI files, university staff is divided into eight fields plus a 'Miscellaneous' category. The field of Education is not used for the classification of university staff. Where reference is made in this Monitor to scientific fields, this refers to the HOOP fields. Only those students and full professors who are affiliated with a single scientific field are included in the analyses according to scientific field. For students, the field of Education has been excluded from the analyses according to scientific field and, for full professors, the Miscellaneous category has been left out, unless otherwise stated.

### **Academic management and scientific organisations**

With respect to academic management and scientific organisations, this Monitor is based on data published on the websites of the organisations in question. Data on the ratio of men to women in the ranks of deans, directors of research institutes and directors of educational institutes in 12 of the 14 universities are available from the WOPI data for the purposes of the Monitor. At the other two universities, the registration of these position classifications does not take place in a form that can be included in the data for WOPI.

## APPENDIX 2 – COOPERATING PARTNERS

### **Dutch Network of Women Professors (LNVH)**

[www.lnvh.nl](http://www.lnvh.nl)

The LNVH is a networking and knowledge organisation, which aims to promote equal representation of women in academia, works towards the betterment of the position of women of all backgrounds and pushes for an inclusive and safe academic community. The LNVH tries to achieve these goals through efforts including strengthening the bond between women scientists in the Netherlands. In addition, the LNVH is committed to promoting the advancement of women to higher academic ranks (both scientific and administrative top positions), as well as preventing the outflow of women. In order to achieve these objectives, the LNVH is involved in:

- Policy development, policy influence and the establishment and support of projects relating to the advancement and appointment of women academics.
- Monitoring the career advancement of women scientists by publishing relevant figures in the Women Professors Monitor.
- Publishing research reports on relevant themes related to gender diversity.
- Chairing the platform of advisors and policy makers for gender/diversity/talent policy of all Dutch universities and university medical centres, NWO and KNAW.
- Relationship management with national and international organisations both within and outside the academic community.
- The nomination of women scientists for science awards, premiums, grants and positions.
- Organising mentoring, intervision, workshops, conferences and symposiums.
- Increasing the visibility of our own network and the impact of our activities.
- Initiating networks and identifying best practices.

### **Association of Universities in the Netherlands (former VSNU, currently Universities of the Netherlands)**

[www.unl.nl](http://www.unl.nl)

The Association of Universities in the Netherlands (VSNU) manages and develops information on education, research, personnel and finance for policy development, accountability, benchmarking and quality assurance. Key figures in the field of personnel are part of the WOPI file (Wetenschappelijk Onderwijs Personeel Informatie - Scientific Education Personnel Information).



## **Netherlands Federation of University Medical Centres (NFU)**

[www.nfu.nl](http://www.nfu.nl)

The Netherlands Federation of University Medical Centres (NFU) represents the eight collaborating UMCs in the Netherlands, as an advocate and employer of 65,000 people. In doing so, the NFU is committed to the continuity of care and the safety of patients with often serious, rare and difficult to treat conditions. The partnership provides the UMCs with even more opportunities to treat their patients according to the latest insights of medical science, to give care providers forward-looking training and to conduct scientific research on a global scale. Leading motives include a sense of responsibility for patients and the ambition to innovate.

## **SoFoKles**

The 2021 Monitor was co-financed by a contribution from SoFoKles.

The Social Fund for the Knowledge Sector (SoFoKles) sponsors projects and research and subsidises activities in the academic labour market. The fund shares its knowledge with the Dutch universities, research institutes and university medical centres (UMCs).

## **De Beauvoir Foundation – in remembrance**

Since 2003, the Women Professors Monitor has been published every three years by the De Beauvoir Foundation, in collaboration with the Dutch Network of Women Professors (LNVH). In 2015, the LNVH incorporated the De Beauvoir Foundation. The 'De Beauvoir Monitor' has thus become the 'LNVH Women Professors Monitor'. The LNVH is very grateful to the De Beauvoir Foundation for all that the Foundation and the Board of the Foundation have done for the advancement of women to the higher echelons of science.

## PUBLISHING DETAILS

### Composition

Lidwien Poorthuis has been employed by the Dutch Network of Women Professors since October 2013 as the managing director and as a senior policy officer. In this position, she is responsible for the development of the Women Professors Monitor.

Thea Verdonk worked at the VSNU from 2007 to 2011, during which time her responsibilities included the management and development of the WOPI file, the main source file for the Monitor. She is also a coach with DPM-Coaching, with a focus on coaching with regard to giftedness, as well as stress and burn-out related problems.

### Data visualisation and design

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