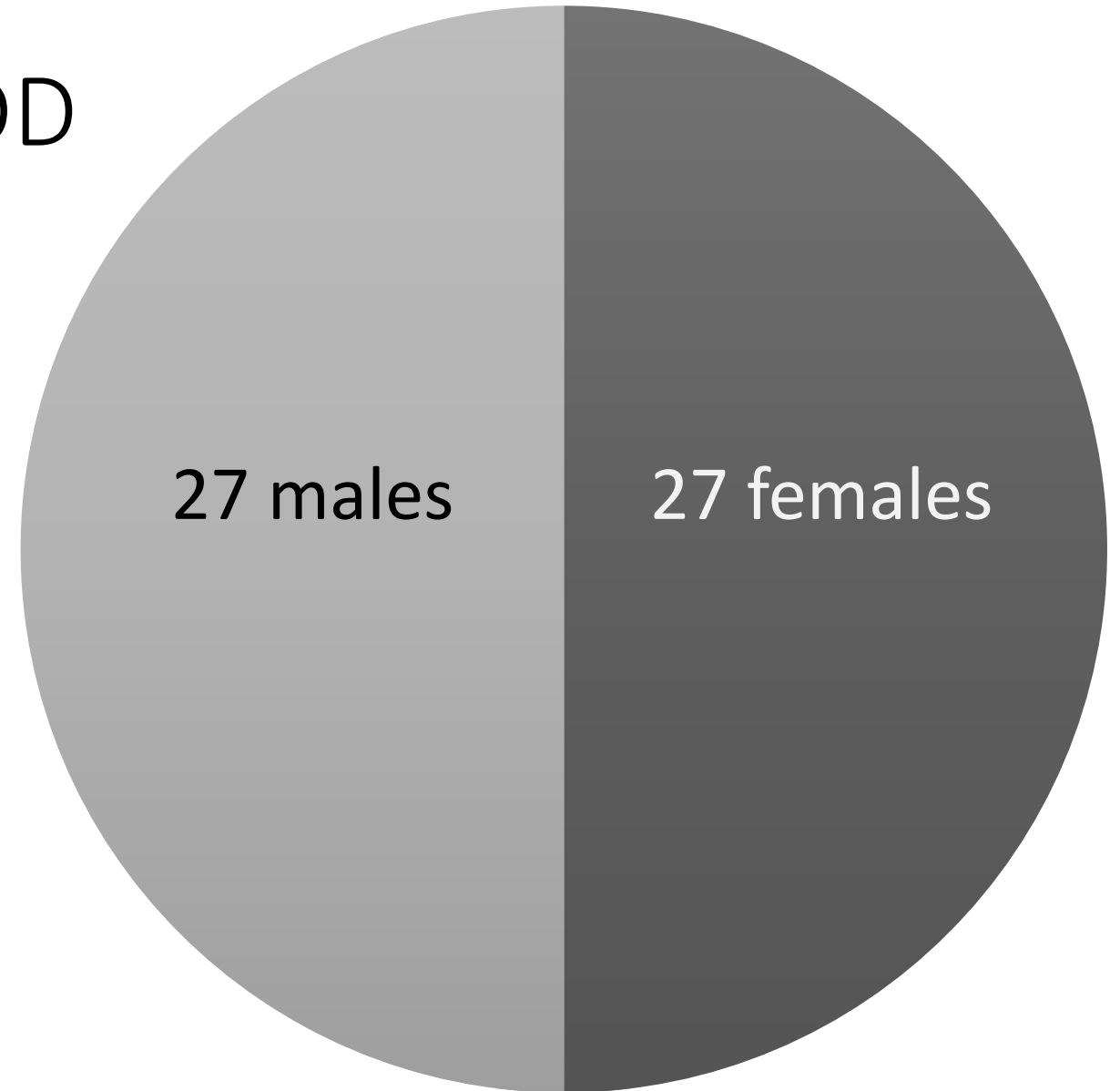


Career tracks and gender

Diverse numbers from different sources,
with multiple disclaimers

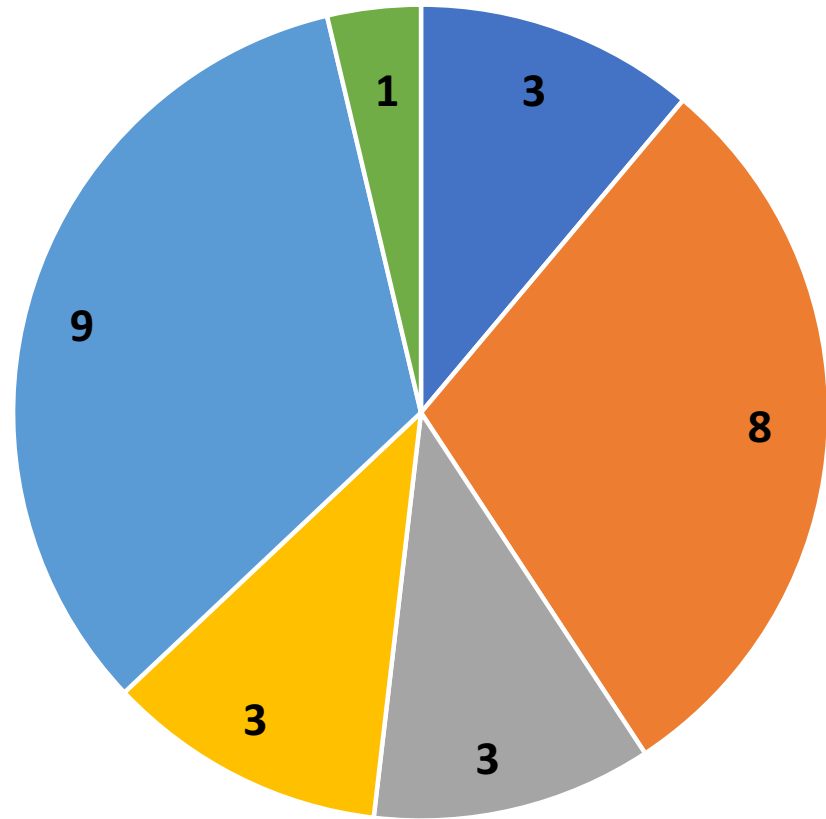
Stine, Dec. 11, 2017

Closest to home: Gender distribution in DD



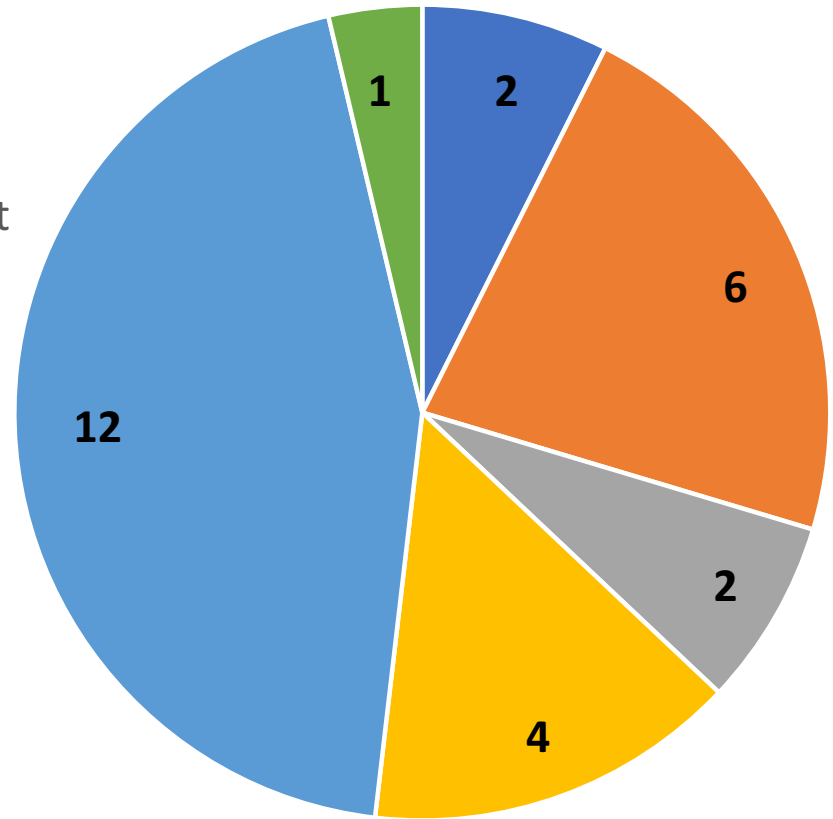
The distributions within the research areas are far from this picture.

Positions, DD, gender distribution



Females

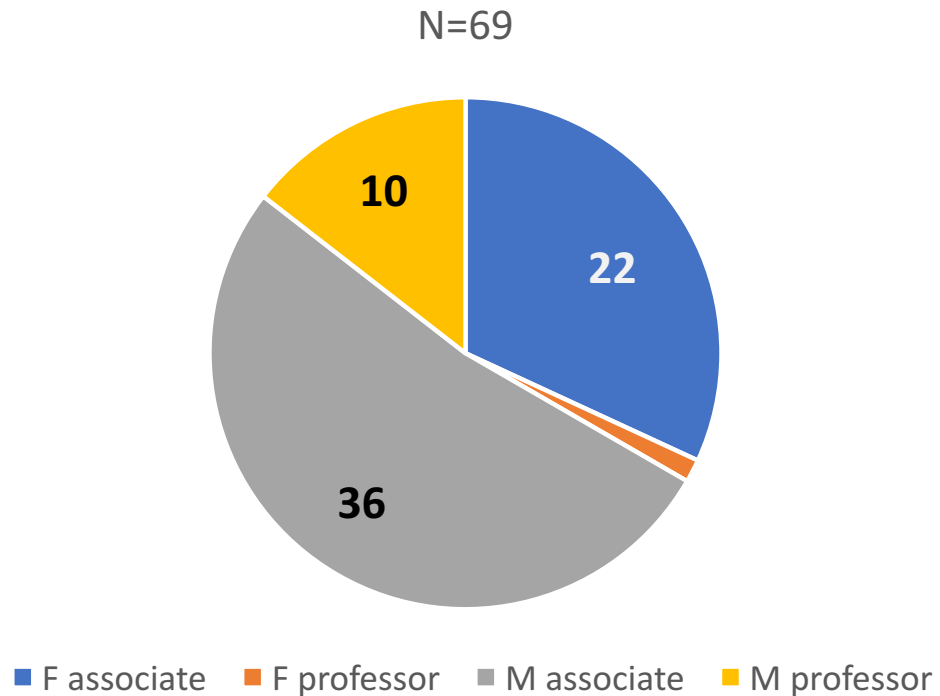
- Scientific Assistant
- PhD
- PostDoc
- Assistant Prof
- Associate Prof
- Professor



Males

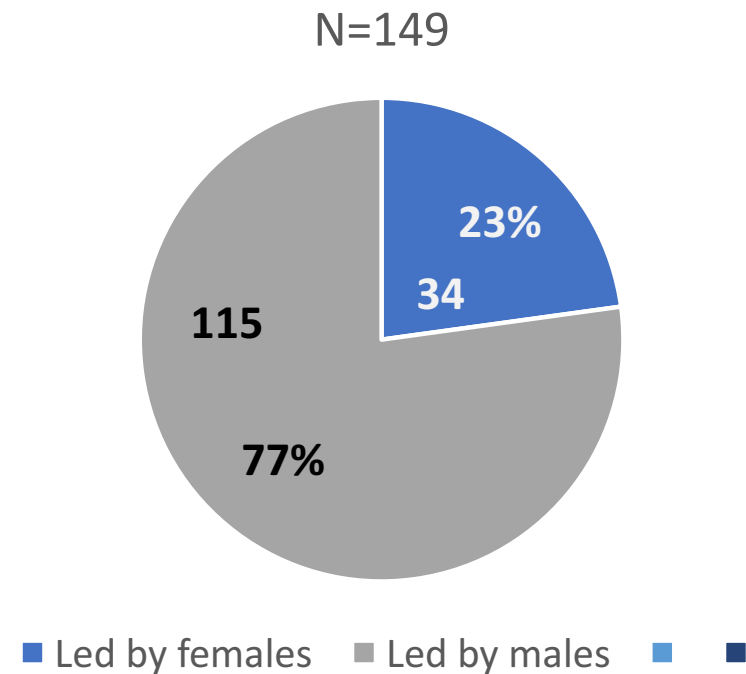
Funding patterns at ITU (not only DD)

Associate and full professors, ITU



Female senior VIP faculty = 30%

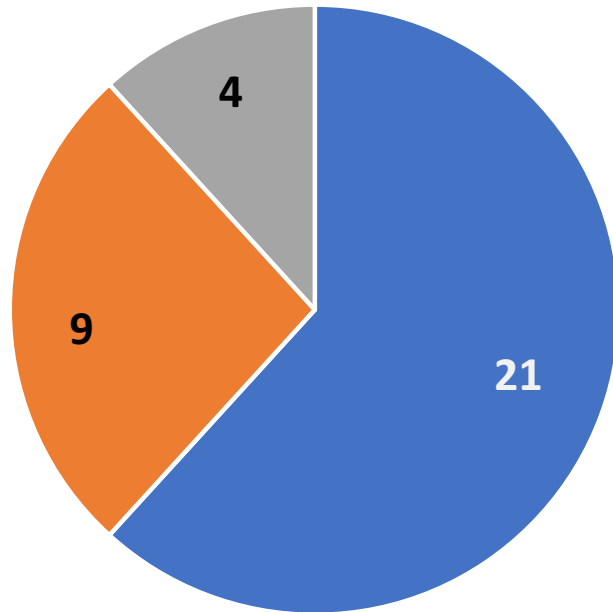
Funding applications incl. Eols, 2017



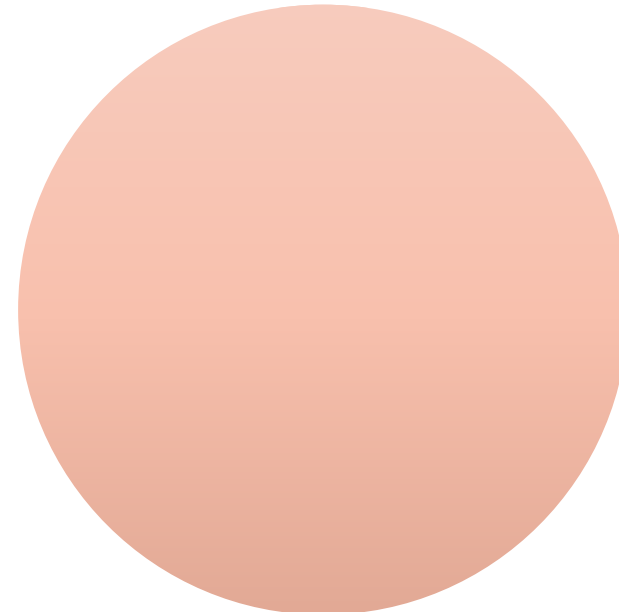
Rejection patterns for ITU

Research Support are in doubt if these numbers are at all valid – they have no way to extract gender data, and success rate is a moving target (more applicants, fewer funds, etc.)

Female applicants (N=34)



Male applicants (N=115)



■ Rejected ■ Awaiting reply ■ Awarded ■

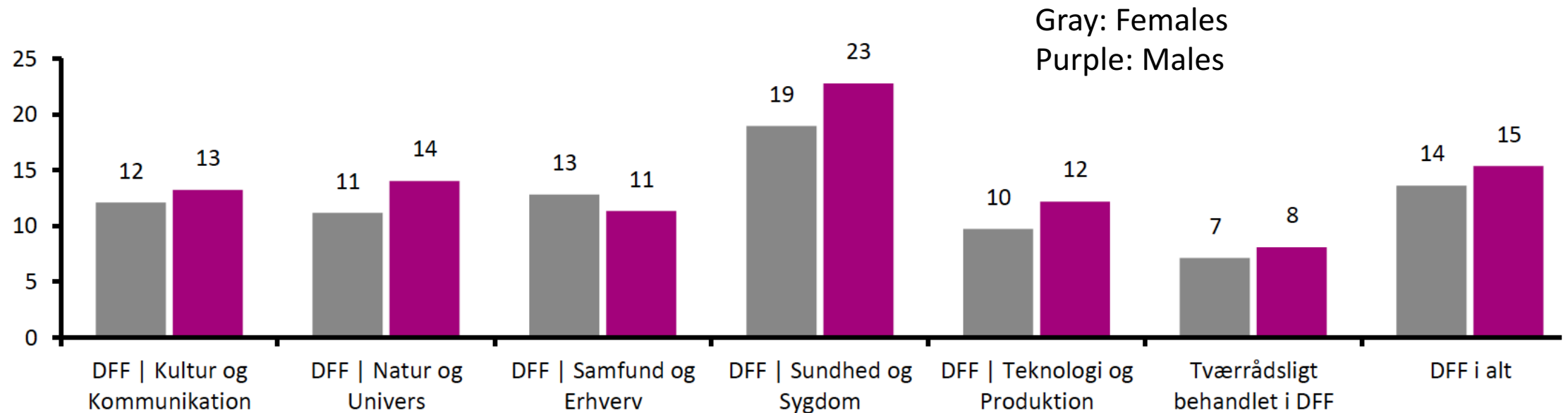
■ No data

Independent Research Fund Denmark: Equal opportunities **policy** (2013)

Targets:

- that the gender distribution among applicants should **correspond** more or less to the distribution in the academic environments
- that in **proportion** to their share of applications, men and women should obtain grants at more or less the same level within the various areas of the fund means
- that men and women should to the same extent get from one academic level to the next, thereby ensuring in the long run a **more equal gender distribution** at the highest academic levels in Denmark

Independent Research Fund Denmark: Equal opportunities **reality** (2015)



Average success rates for applications (amount), distributed on funding council and gender