



Gothenburg, 18-02-2011

Activity Report on  
***Diversity - Workshop and Round Table Discussion  
about Research, Excellence and Diversity***  
on February 2<sup>nd</sup> 2011  
at Chalmers University of Technology, Gothenburg, Sweden

About 40 participants attended the *Workshop on Research, Excellence and Diversity* which was organized by Prof. Uta Klement and Johanna Andersson on February 2<sup>nd</sup>, at Chalmers University of Technology in Gothenburg, Sweden. Among the participants were 2 Vice Presidents of Chalmers, several heads of departments, administrative managers, members of the Chalmers central recruitment committee, equal opportunity officers from different departments, and female/male scientists.

First two presentations were given:

On behalf of the Council for Gender Equality in Higher Education (Delegationen för jämställdhet i högskolan), Prof. Agnes Wold, Dr. Brigitta Jordansson, and Prof. Ulf Sandström investigated the recent excellence initiative from a gender perspective. Results from the study "Hans Excellens: om miljardsatsningarna på starka forskningsmiljöer" were presented by Jordansson and Sandström. During the 2000s, very large research grants were made available to "strong environments" and for centers of excellence. Wold, Jordansson and Sandström investigated what these efforts meant to gender equality in Swedish higher education. As stated by the authors during their presentation, the results suggest that this had serious consequences for equality. Overall, women have only made up 12.7 percent of those to whom centers of excellence or strategic investments have been assigned; 87.3 percent of the investment has gone to men.

Afterwards, Carina Lindberg Glavå presented results from her evaluation of the recruitment process of assistant professors in the areas of advance at Chalmers. The positions are a result of the recent government investment in strategically important research areas. Extra funding was connected to those positions and their announcement and the actual recruitment process was performed in a different way

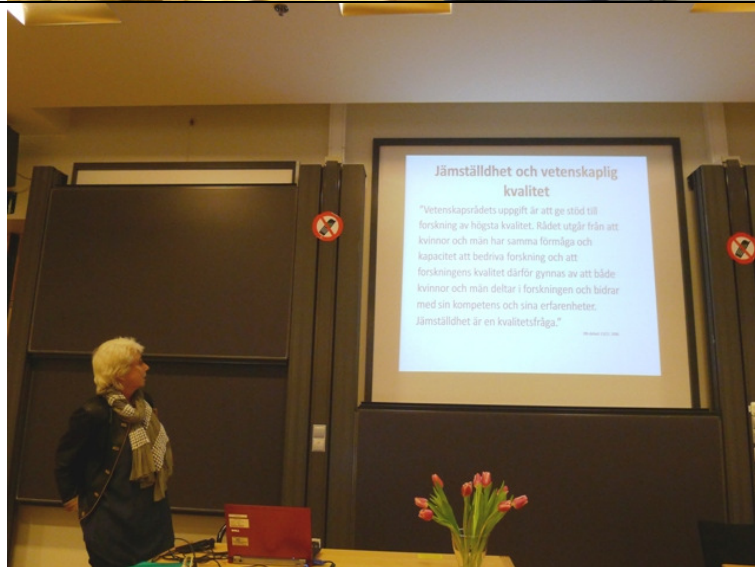
than usually. For the 13 positions created, 3 women were recruited. Lindberg Glavå summarized the outcome from interviews she performed with different parts involved in the recruitment process (members of recruitment committee, department heads, head of area of advance, administrative personnel, etc).

After the presentations, Chalmers Vice President Stefan Bengtsson lead the round-table discussion in which Jordansson, Sandström and Lindberg Glavå took part along with Prof. Krister Holmberg, head of the Area of Advance Materials, and Prof. Lennart Josefson, chairman of the central recruitment committee at Chalmers. The discussion was lively and involved also the audience. In general, the participants of the workshop appreciated the opportunity to discuss the studies and how different evaluation processes may be improved for achieving a better gender balance in future. The choice of evaluators was discussed, how the number of applicants may be increased, and what type of merits (indicators) are to be taken into consideration in evaluation processes. Moreover, keeping in mind that Chalmers is a privately owned university, the possibility of direct recruitment was discussed.

## Pictures from the workshop



Johanna Andersson and  
Dr. Brigitta Jordansson



Dr. Brigitta Jordansson during her  
part of the presentaion



Prof. Ulf Sandström during his  
part of the presentation

	Potential	Selection steps		
		1st step	2nd step	3rd step
#Applications		112	17	6
Female	= 34 %	15%	12%	0%
Male	= 66 %	85%	88%	100%
Total	100%	100%	100%	100%



Prof. Ulf Sandström during his presentation



Audience



Audience



Carina Lindberg Glavå preparing for her presentation



Carina Lindberg Glavå



Vice President Stefan Bengtsson leading the round table discussion



Panel for the round table discussion: Carina Lindberg Glavå, Prof Ulf Sandström, Dr. Brigitta Jordansson, Prof. Krister Holmberg, and Prof. Lennart Josefson



Dr. Jordansson, Prof. Holmberg, Prof. Josefson

## Announcement of workshop on Chalmers homepage




**Kalendarium**

02 februari 2011 14:00,  
Seminarium  
**Excellens, jämställdhet och forskning ur olika perspektiv**

10 februari 2011 14:00, Möte  
**Arkenuppföljning 10 februari**

17 februari 2011 13:00, Möte  
**Rektor i RunAn (Palmstedtsalen)**

[Till kalendariet](#)

 [Spara i mina genvägar]

### Excellens, jämställdhet och forskning ur olika perspektiv

2011-02-02 14:00

Chalmers är sedan två år med i EU-projektet Diversity som syftar till att främja jämställdhet inom akademien med särskilt fokus mot materialteknikområdet. Nu anordnas ett seminarium för att granska två större forskningsinsatser: en på nationell nivå och en på Chalmers.

Det handlar om Excellensinsatserna som granskats av Agnes Wold, Birgitta Jordansson och Ulf Sandström på uppdrag av Delegationen för jämställdhet i högskolan samt vår egen insats på forskarasistenter till styrkeområdena - som granskats av Carina Lindberg Glavå.

#### Program

- Birgitta Jordansson och Ulf Sandström presenterar rapporten Hans Excellens: om miljardsatsningarna på starka forskningsmiljöer.
- Carina Lindberg Glavå presenterar rapporten Utvärdering av Chalmers process för rekrytering av forskarasistenter.
- Prorektor Stefan Bengtsson leder sedan ett rundabords-samtal där Jordansson, Sandström och Lindberg Glavå medverkar tillsammans med styrkeområdesledare Krister Holmberg och anställningskommitténs ordförande Lennart Josefsson.

Seminariet hålls på svenska.

**Kategori** Seminarium

**Arrangör** Johanna Andersson och Uta Klement

**Tid:** 2011-02-02 14:00

**Sluttid** 2011-02-02 16:00

**Plats** Vasa C

**Campus** Johanneberg

**Kontaktuppgifter**


Johanna Andersson

Personalavdelningen

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Mer information <http://www.diversity-fp7.eu>

 lägg till i Outlook/iCal  lägg till i Google Calendar

 [Skriv ut]

Uppdaterad: 26 januari 2011

Ansvarig för sidan: Johanna Andersson