

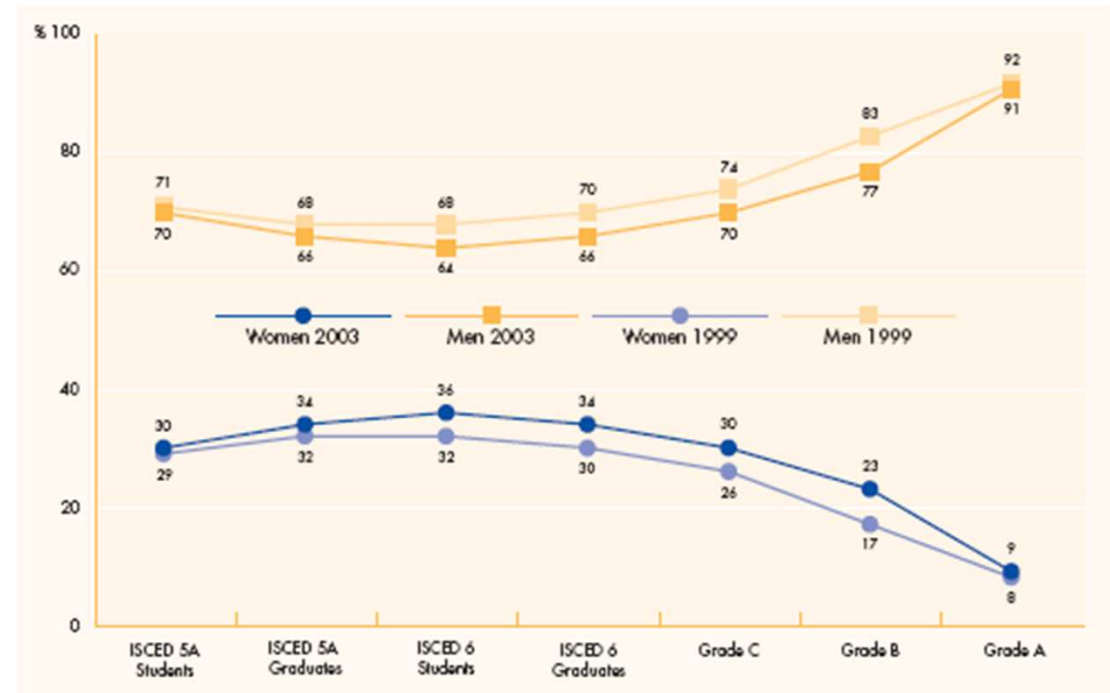
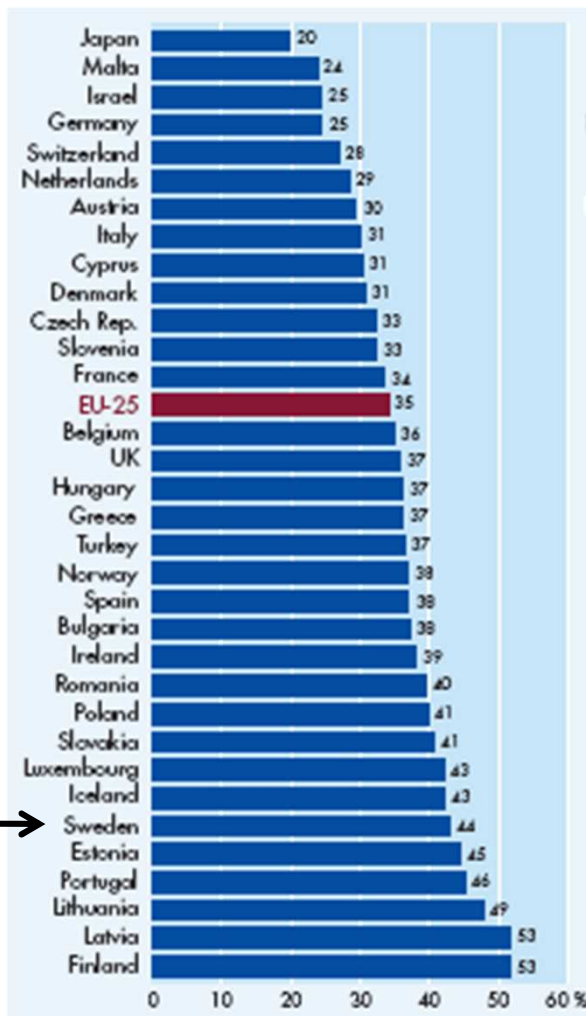


Tham professor positions in Sweden

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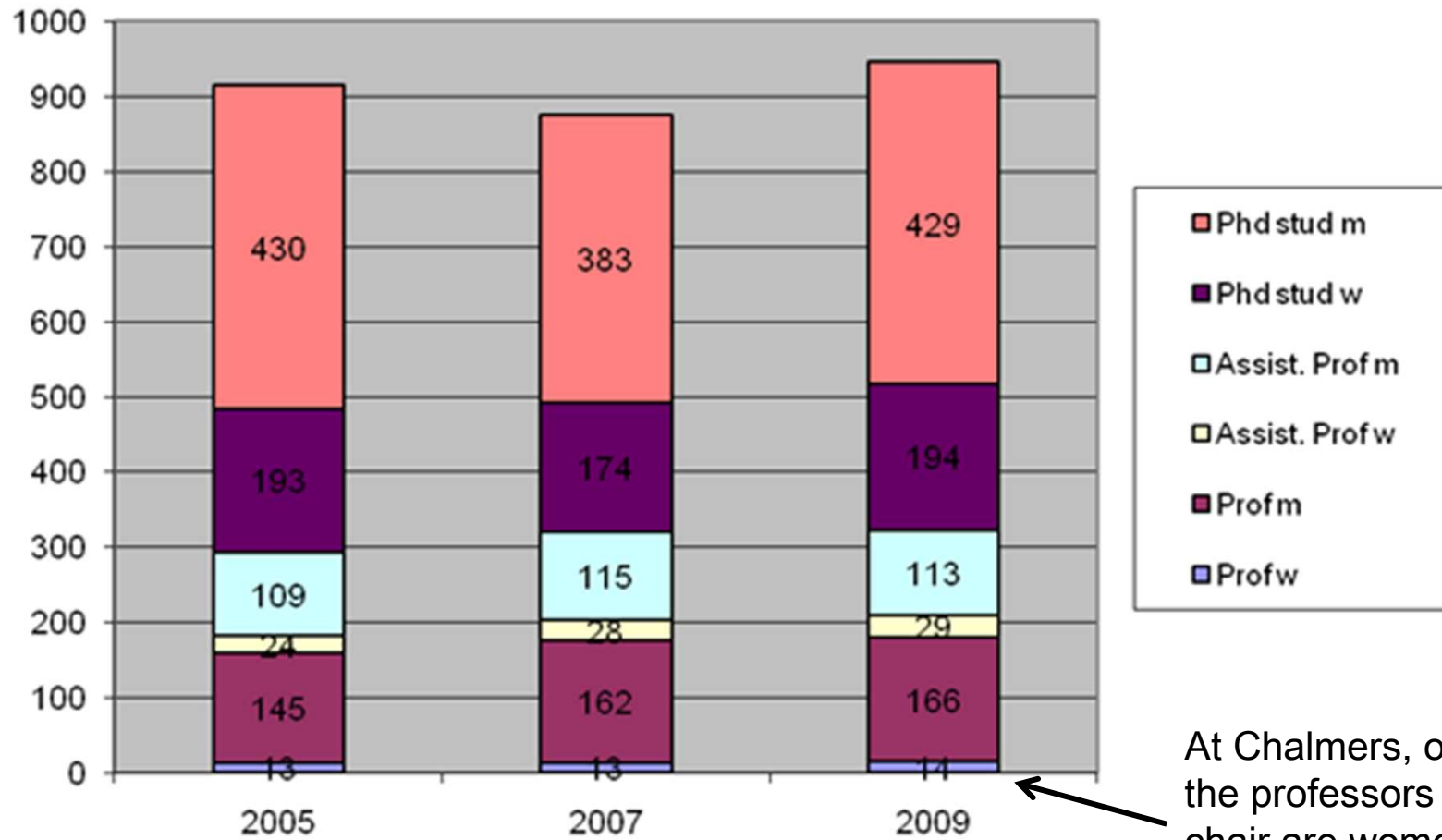


Figures and Statistics



- (a) Proportion of female researchers/engineers, EU-25, 2003 [She Figures 2006],
- (b) Proportions of men and women in a typical academic career in science and engineering, students and academic staff, EU-25, 1999-2003 [She Figures 2006].

Figures for Chalmers



At Chalmers, only 7% of the professors holding a chair are women!

Chalmers

...in Numbers (2010)

Percentage of women among:

- PhD students: 30%
- Ass. Prof.: 26%
- Full professors: 9%
- Administration: 81%

PERSONAL, ANTAL

<i>Totalt (därav kvinnor)</i>	<i>2010</i>	<i>2009</i>	<i>2008</i>	<i>2007</i>
Undervisande och forskande personal				
Professorer	180 (16)	180 (14)	174 (13)	175 (13)
Biträdande professorer	73 (16)	64 (11)	60 (9)	57 (8)
Docenter	146 (30)	142 (29)	142 (29)	143 (28)
Universitetslektorer	98 (20)	98 (22)	102 (23)	99 (18)
Forskarassistenter	86 (22)	68 (19)	66 (18)	71 (16)
Doktorer	103 (39)			
Tekniklektorer	51 (8)	51 (7)	49 (6)	45 (4)
Universitetsadjunkter	30 (9)	29 (8)	30 (8)	32 (7)
Doktorandtjänster	707 (213)	623 (194)	550 (181)	557 (174)
Annan undervisande och forskande personal	277 (70)	335 (90)	269 (68)	254 (64)
Summa	1751 (443)	1590 (394)	1442 (355)	1433 (332)
Teknisk och administrativ personal				
Teknisk personal (inkl lokalvård)	323 (96)	318 (92)	320 (94)	332 (100)
Administrativ personal	419 (340)	384 (319)	375 (311)	372 (311)
Summa	742 (436)	702 (411)	695 (405)	704 (411)
Totalsumma	2493 (879)	2292 (805)	2137 (760)	2 137 (743)
Adjungerade professorer	47 (2)	46 (2)	46 (2)	29 (3)

Antal anställda omräknat till heltidstjänster. I kategorin Annan undervisande och forskande personal ingår bl a amanuens, doktorsbefattning (t o m 2009), forskare, gästlärare, gästprofessor, projektassistent och timlärare. Från och med 2010 redovisas doktorsbefattning separat.

Adjungerade professorer avser antal individer som tjänstgör 20–40 % vid Chalmers.

Additional Problems

1. There are a number of rules/policies at Chalmers requiring participation of women (empowerment, gender equality). This leads to substantial administrative responsibilities in the form of participation in various decision groups and boards, judging committees, official missions, etc.

Trade off: Influence ↔ Time

2. Women in higher positions are also attractive for other jobs/missions; they leave for good or take leave of absence.



Prof Lena Treschow Torell

President of the Royal Swedish Academy of Engineering Sciences (IVA)



Prof Lena Gustafsson

Former Deputy Director General of VINNOVA (The Swedish Governmental Agency for Innovation Systems); now president of Luleå University

Chalmers (Self-reflexion)

With funding from the Council for Gender Equality in Higher Education, a review of all recruitment matters between 2007 and 2009 was performed, which showed that **women and men are treated equally** when they seek a position or promotion at Chalmers.

Results:

- No gender-based differences were found.
- There was no difference in how long it takes to be promoted to Assoc. Prof. after obtaining the PhD.
- One conclusion was that it is important to have experts of both sexes in recruitment committees.

Special initiatives: *Tham professor* positions

Background :

In the mid-90s, 93% of all professors in Sweden were men!

Therefore, the Minister of Education, Carl Tham, decided to take vigorous (affirmative) actions against the imbalance and in the years that followed, up some 30 professorships were created for the underrepresented sex, especially in fields where there are only few women.



Carl Tham, Minister of Education (1994–98)
Ambassador in Germany (2002-2006)

Intention of *Tham professor* positions

- Female professors would **act as role models** and support female students and graduate students in their work.
- Female professors open up **new areas of research** and **challenge the interpretation of male preference** in their respective disciplines.



Critics on *Tham professor* positions

The decision on the *Tham professors* positions was followed by one of the most **vicious and most emotionally charged debates** ever in Swedish education policy (sensitive point!). The measure was described as a **threat against the freedom of research** and the Sweden's competitiveness as a research nation.

Critics:

- Appeal of a male scientist to European Court ↔ approved!
- Even though the initiative was successful, there was and still is today strong opposition to such affirmative actions (usual arguments: qualification, competence, stigmatization, etc).

Note: In politics, quotation was introduced at about the same time and was accepted without further discussion/problems.

Note: Half of the positions had male applicants but only once positive discrimination was applied!