

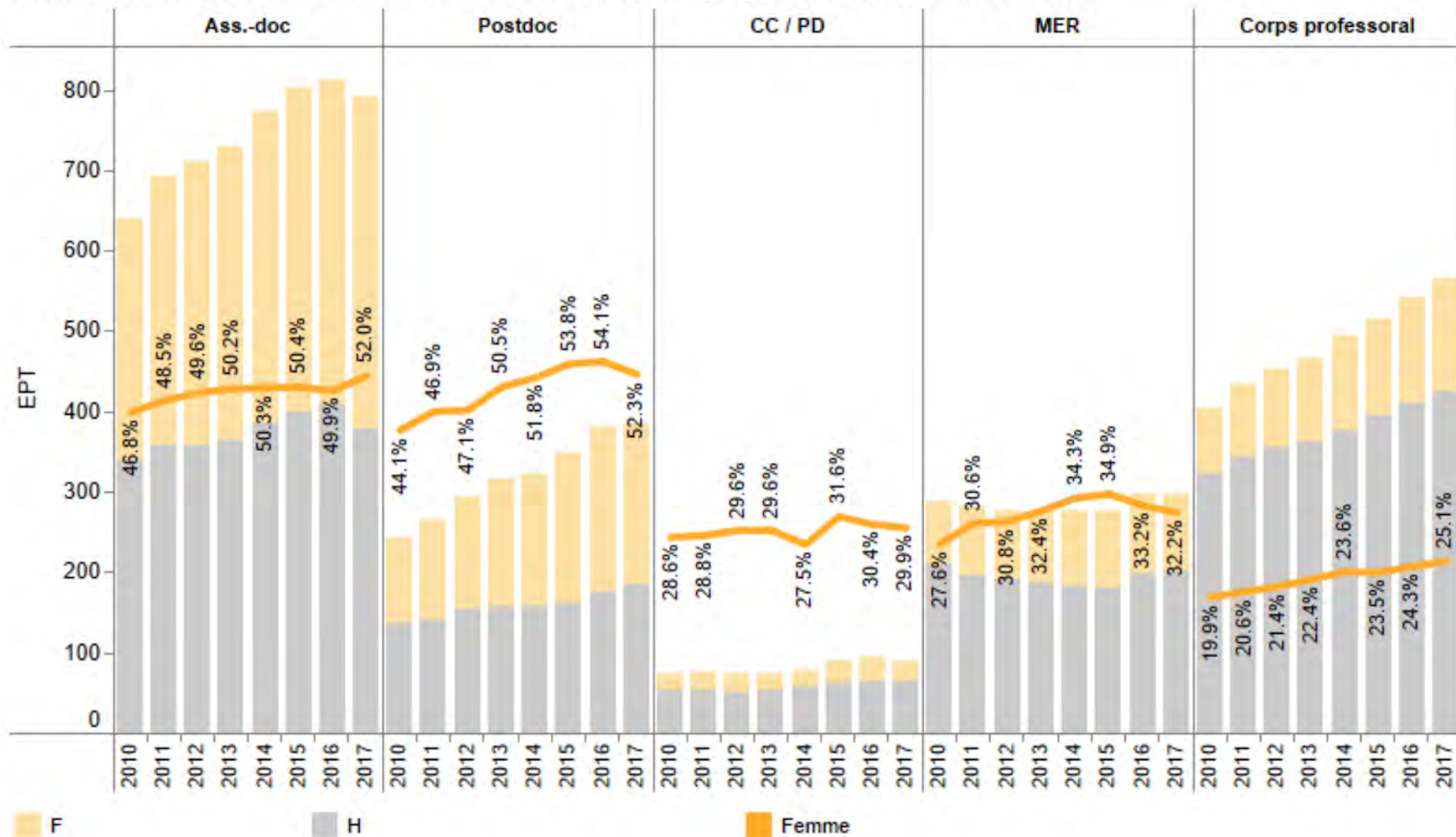


BUREAU DE L'ÉGALITÉ



LE PLAFOND DE VERRE À L'UNIL

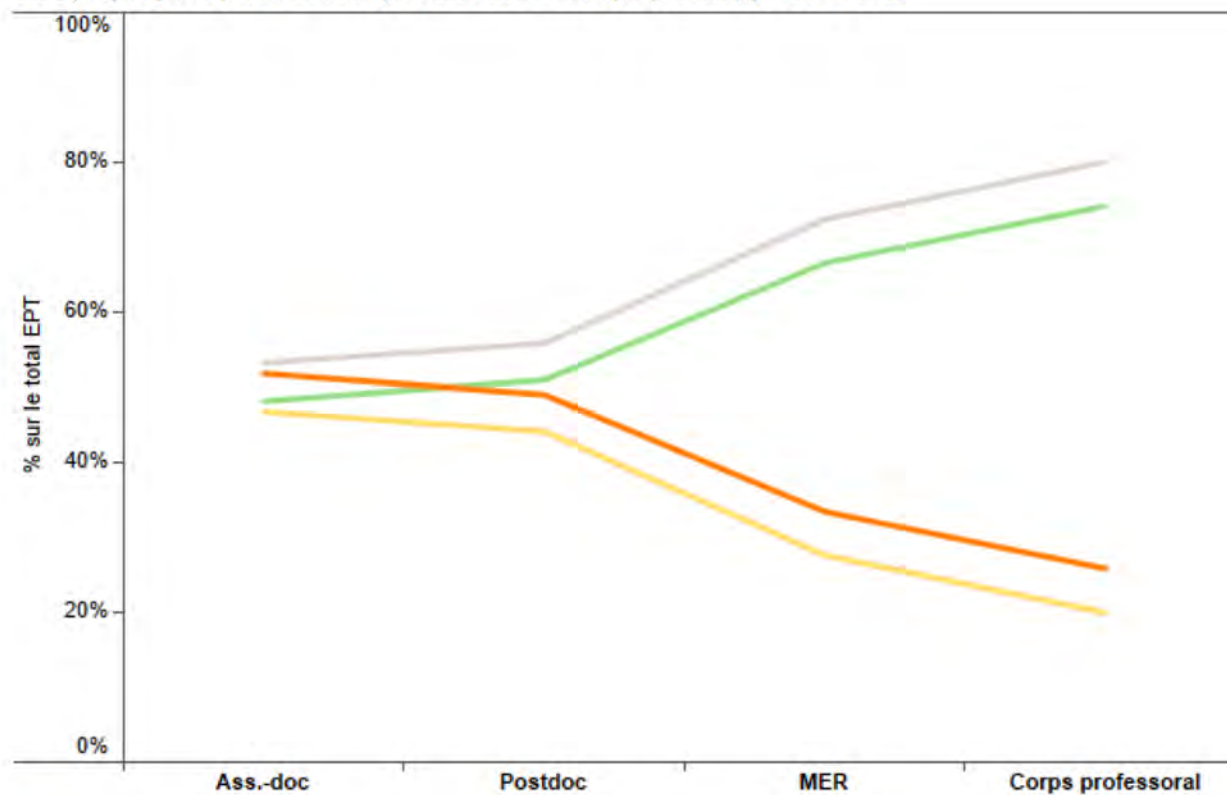
Personnel académique | Nombre EPT et % d'EPT occupés par les femmes | Selon le sexe | Evolution depuis 2010



LE TUYAU PERCÉ À L'UNIL

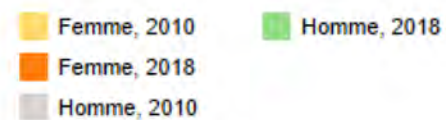
Le tuyau percé à l'UNIL

UNIL | Tuyau percé | % de femmes par fonction académique | Année(s) : 2010 & 2018

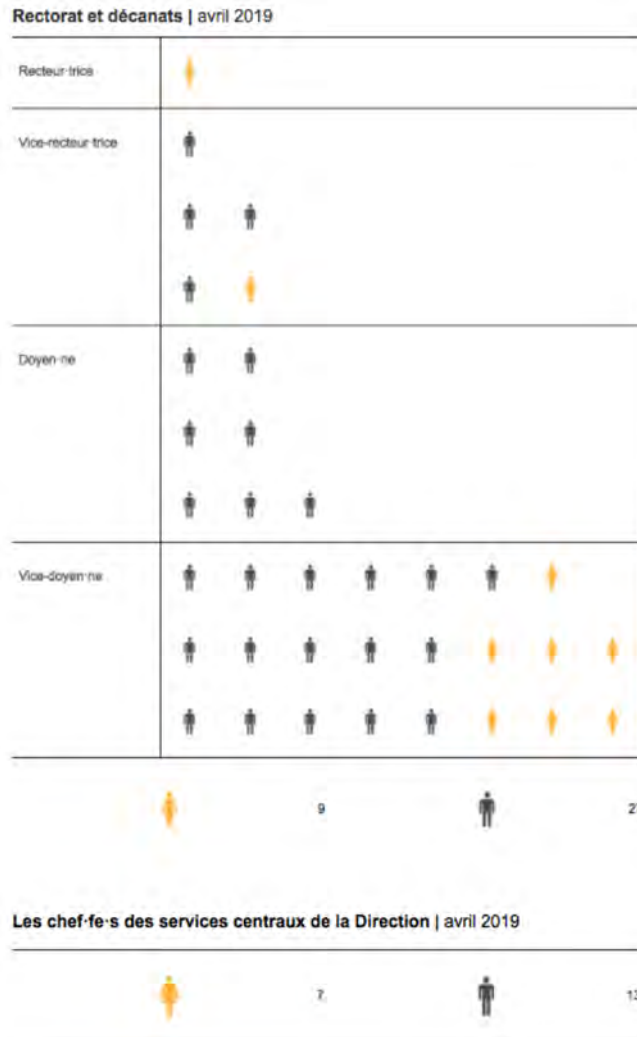


Années

- 2010
- 2011
- 2012
- 2013
- 2014
- 2015
- 2016
- 2017
- 2018



FEMMES DANS LES FONCTIONS DE DIRECTION ACADÉMIQUE



- 1 rectrice
- 1 vice-rectrice
- 0 doyenne
- 7 vice-doyennes
- 35% de cheffes de service

PLAN D'ACTION POUR L'ÉGALITÉ DE L'UNIL 2017-2020

- *1^{er} objectif* – Promouvoir l'accès au professorat pour les femmes
- *2^e objectif* - Encourager les carrières des femmes

PLAN D'ACTION POUR L'ÉGALITÉ DE L'UNIL 2017-2020

- *3^e objectif* – Consolider l'ancrage de l'égalité dans la gouvernance
 - Viser un minimum de 30% de femmes dans les instances décisionnelles (commissions consultatives, de planification, Conseil de faculté, Conseil de l'UNIL, décanats)

- *5^e objectif* – Approfondir les compétences en matière d'égalité
 - Développer des formations spécifiques (en leadership, gestion finances, RH, politiques universitaires) pour les professeur·e·s et pour toutes personnes qui ont des fonctions d'encadrement en y intégrant la thématique de l'égalité



- Programme fédéral P-7 Egalité des chances et développement des hautes écoles 2017-2020
- Module B – Projets de coopération
- Leading house: Université de Zürich
- Coordinatrice UNIL: Joanne.Chassot@unil.ch / 021 692 67 86


Unil

UNIL | Université de Lausanne



- Frais de participation (2'000 CHF) financés par le BEC
- Encouragement aux facultés de financer les frais de transport et de logement

Nouvelle page "Professeures" sur le site www.unil.ch/egalite

 UNIL | Université de Lausanne

UNIL L'Actu L'Agenda Campus pratique MyUNIL Facultés Centres EN FR Recherche

Egalité à l'Université de Lausanne

Home Egalité à l'UNIL Acteurs et actrices Activités et soutien Événements Publications et Liens Zoom sur... ▾

Vous êtes ici: UNIL > Egalité à l'Université de Lausanne > Activités et soutien > Soutien aux carrières féminines > **Professeures**

Recrutement égalitaire ▾

Soutien aux carrières féminines ^

- Personnel administratif et technique
- Chercheuses ▾
- Professeures ^**
- H.I.T – Programme de leadership pour professeures
- Subsides Tremplin ▾
- Ateliers REGARD
- Devenez mentor-e

Conciliation travail-famille-études

Rédaction égalitaire ▾



Contre le harcèlement sexuel ▾

Formations égalité ▾


Informations et conseils ▾

Professeures






- H.I.T – Programme de leadership pour professeures**
- Subsides Tremplin
- Ateliers REGARD
- Devenez mentor-e

Suivez nous:  

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Contact
Annuaire

Informations légales
Plan du site
Edition



swissuniversities





H.I.T. High Potential University Leaders Identity & Skills Training Program

Gender Sensitive Leaders in Academia

Mihaela Falub



Table of Contents

- Women and Leadership in Academia: general context
- H.I.T. Program: general information
- H.I.T. Program: agenda and registration
- Q & A



**University of
Zurich** ^{UZH}

Gender Equality and Diversity

Women and Leadership in Academia



Women and Leadership in Academia



03/ 2019: just 17% of the top 200 institutions are led by women (34/200), the same number as in 2018

- The number one institution is led by a women professor (Univ. Oxford, UK)
- Sweden is second in the list of countries with the highest proportion of female leaders; three of the five Swedish institutions that make the world top 200 are led by women.
- Meanwhile one of Spain's two representatives and four of the Netherlands' 12-strong cohort have a female leader.
- Switzerland, France, the UK and Australia are the only other countries that outperform the global average on the share of universities headed by women.
- Overall, this is a decrease from 2017, when 36 (out of 200) of the top universities had female leaders
- Of the 25 countries that feature in the top 200, 14 have no female university leaders in that group.

Gender equity in science remains a distant goal – we have to take action!

<https://www.timeshighereducation.com/news/progress-female-leadership-stalls-worlds-top-universities>



Women and Leadership in Academia

Top universities led by women in the *THE* World University Rankings top 200

Rank	World University Rank 2019	University	Country	Vice-chancellor
1	1	University of Oxford	United Kingdom	Louise Richardson
2	9	Imperial College London	United Kingdom	Alice Gast
3	=12	University of Pennsylvania	United States	Amy Gutmann
4	15	University of California, Berkeley	United States	Carol Christ
5	19	Cornell University	United States	Martha E. Pollack
6	26	London School of Economics and Political Science	United Kingdom	Minouche Shafik
7	28	University of Washington	United States	Ana Mari Cauce
8	43	University of Wisconsin-Madison	United States	Rebecca Blank
9	=44	McGill University	Canada	Suzanne Fortier
10	53	Brown University	United States	Christina Paxson
11	57	University of Manchester	United Kingdom	Nancy Rothwell
12	=59	Wageningen University & Research	Netherlands	Louise Fresco
13	62	University of Amsterdam	Netherlands	Geert ten Dam
14	66	University of Southern California	United States	Wanda Austin



15	67	Humboldt University of Berlin	Germany	Sabine Kunst
16	70	Erasmus University Rotterdam	Netherlands	Kristel Baele
17	=84	Emory University	United States	Claire Sterk
18	=84	Monash University	Australia	Margaret Gardner
19	=87	Uppsala University	Sweden	Eva Akesson
20	103	University of Basel	Switzerland	Andrea Schenker-Wiki
21	=123	University of Göttingen	Germany	Ulrike Beisiegel
22	=132	Case Western Reserve University	United States	Barbara Sneider
23	134	University of Western Australia	Australia	Dawn Freshwater
24	145	Autonomous University of Barcelona	Spain	Margarita Arboix
25	=149	University of Nottingham	United Kingdom	Shearer West
26	=153	Stockholm University	Sweden	Astrid Söderbergh Widding
27	=156	University of Cape Town	South Africa	Mamokgethi Phakeng
28	165	University of St Andrews	United Kingdom	Sally Mapstone
29	166	Vrije Universiteit Amsterdam	Netherlands	Mirjam Van Praag
30	=176	University of Lausanne	Switzerland	Nouria Henandez
31	=181	University of Liverpool	United Kingdom	Janet Beer
32	=187	KTH Royal Institute of Technology	Sweden	Sigbritt Karlsson
33	189	University of Konstanz	Germany	Kerstin Kriegelstein
34	=194	Paris Diderot University - Paris 7	France	Christine Clerici



<https://www.timeshighereducation.com/student/best-universities/top-10-universities-led-women>



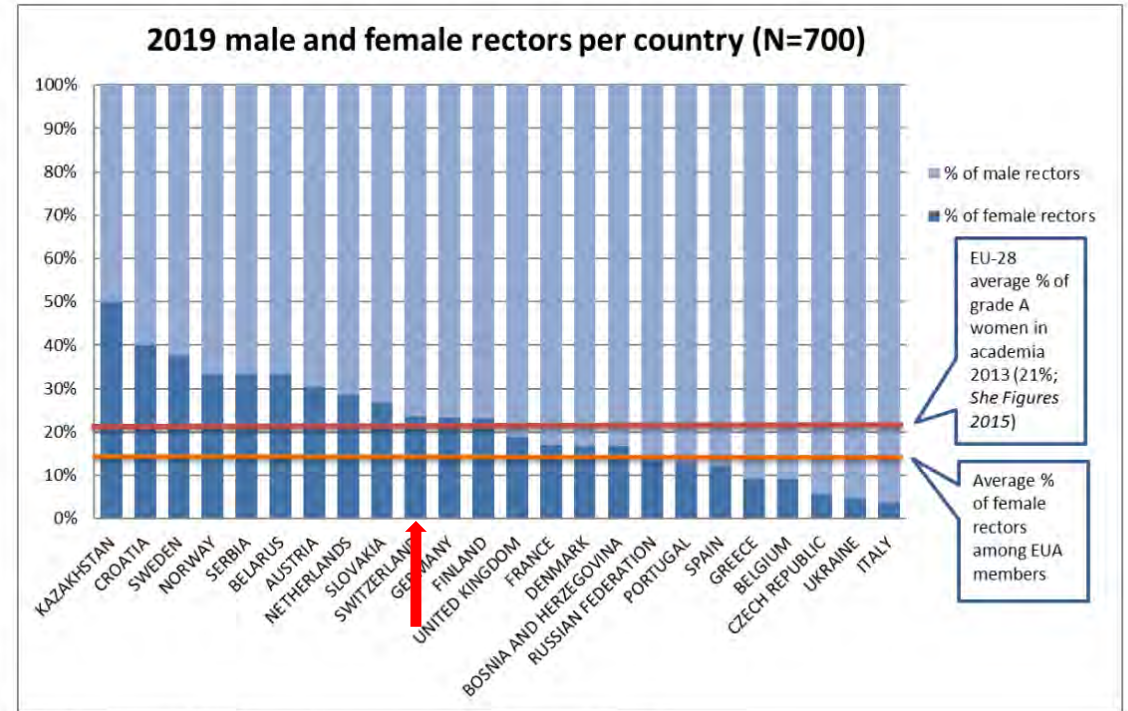
Top leaders in academia

2019: Regarding the **top institutional position**, (rector, president or vice-chancellor), in the 24 countries that have women in this position, **only 14.3% of the institutions are currently led by females**.

The proportion of female rectors has been slowly but steadily increasing since **2014**, when it was **10.5%**.

A clear improvement with respect to **2008**, when it was **only 5.5%**. Overall, 14 more countries have female vice-rectors or rectors in 2019.

<https://eua.eu/resources/expert-voices/94:women-in-university-leadership-subtle-leaks-in-the-pipeline-to-the-top.html>



2019 male and female rectors per country, Source: EUA data



Top leaders in academia

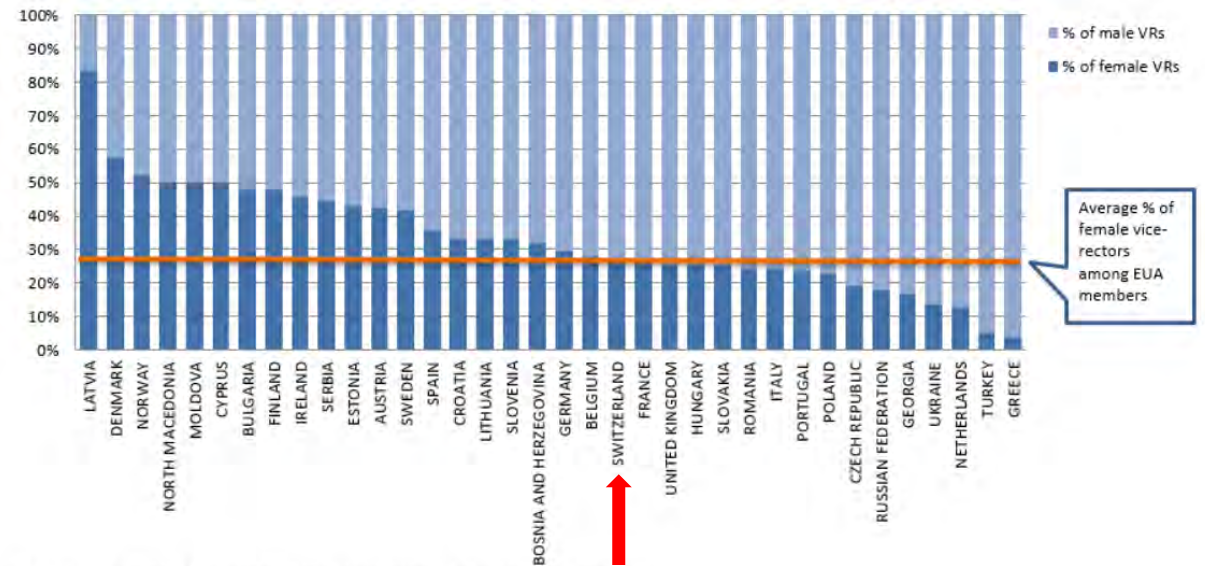
In 2019 the proportion of **female vice-rectors or vice-presidents** has reached an average of **27.8%** across the 36 countries in which women hold this position.

In **2014**, the first year with available data for vice-rectors, the proportion of female vice-rectors in these 36 countries was **24.3%**.

2019 European University Association (EUA) data on leadership in European universities, which covers 720 universities in 46 countries: there are no female rectors in 22 of these countries and no female vice-rectors in 10 countries.

<https://eua.eu/resources/expert-voices/94:women-in-university-leadership-subtle-leaks-in-the-pipeline-to-the-top.html>

2019 male and female vice rectors (N=1490)



2019 male and female vice-rectors, Source: EUA data



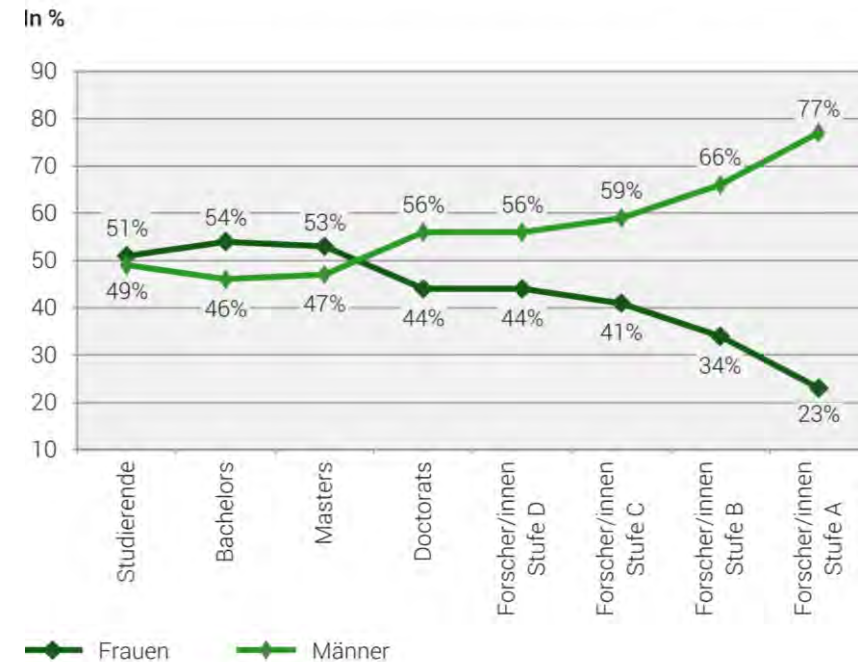
Women and Leadership: Swiss universities

In Switzerland, we face a lack of women leaders in universities (e.g. heads of departments, deans and presidents).

In 2016, only 17.5% of higher education institution heads in Switzerland were women, a number even below the European Union average (20.1%).

- CH 2016: 23% female professors (EU- 24%)
- 41% female scientists (EU-46%)
- 44% female PhD students (EU-48%)
- 54% female Bachelor and Master students

Frauen und Männer in der akademische Karriere in der Schweiz, Studierende und Forscher/innen, 2016



<https://www.bfs.admin.ch/bfs/de/home/statistiken/kataloge-datenbanken/grafiken.assetdetail.5687030.html>



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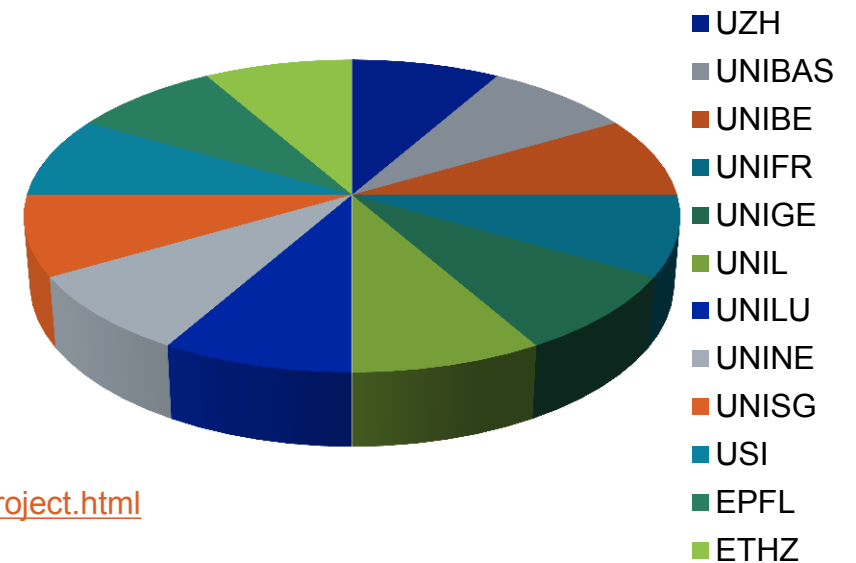
H.I.T. Program: general information



H.I.T. Program



- Part of the Federal Program P-7, Equal Opportunity and university development 2017-2020, Module B, swissuniversities, <https://www.swissuniversities.ch/en/organisation/projects-and-programmes/p-7/>
- An exclusive leadership program to specifically train and empower female professors in Switzerland to become university leaders (e.g. deans and presidents).
- UZH: Leading House
- Program partners: all cantonal and federal Swiss universities
- H.I.T. Program: https://www.gleichstellung.uzh.ch/de/politik/kooperationsprojekte/hit_project.html





H.I.T. – Program management team at the University of Zurich

The Project Management team is responsible for the operation the project.

Dr. Mihaela Falub, Program manager (since November 2018)

Dr. Christiane Löwe, Head Office for Gender Equality and Diversity

Bernhard Nievergelt, lic. phil., MPA, Managing Director CHES, Center for Higher Education and Science Studies





H.I.T. Program: Steering and Selection Committees

Selection Committee (12/12)

- Members from all cantonal and federal universities, program' partners
- Responsible for the recruitment process of the H.I.T. participants
- Develop guidelines, methodology and criteria for the application process

https://www.gleichstellung.uzh.ch/de/politik/kooperationsprojekte/hit_project/organization/selection_com.html

Steering Committee (5/12)

- Members from University of Basel, University of Geneva, EPF Lausanne, ETH Zurich and University of Zurich
- Responsible for the strategic orientation of the program
- Deals with all tasks regarding the selection process, including the setting of suitable criteria to choose potential participants from partner institutions

https://www.gleichstellung.uzh.ch/de/politik/kooperationsprojekte/hit_project/organization/steering_com.html



H.I.T. Program

- Open to female full and associate professors from all disciplines across Switzerland
- Has a 4-block structure and is focused on:
 - Skills and leadership identity training (workshops)
 - Networking throughout Switzerland and beyond (exchange with role models)
 - Coaching with professional coaches
 - Enhanced knowledge of the Gender & Diversity in Swiss Higher Education Institutions (Gender and Diversity Projects, individual and/or in small groups)

Boost your
Swiss Network

Training
Workshops

Personalized
Leadership
Development

Gender
and Diversity
Projects



**University of
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Gender Equality and Diversity

H.I.T. Program: agenda and registration



H.I.T. Program: Kick-off

University of Zurich, 4.9.2019

Morning session (10h-12h): Get-together

Moderated «Icebreaker» session for H.I.T. participants

Information about program & exchange with the H.I.T. program management team

Afternoon session (13h-17h) / Opening Ceremony

Welcome Address: Prof. Michael O. Hengartner, President UZH and President swissuniversities and Prof. Gabriele Siegert, Deputy President, Vice President Education and Student Affairs UZH

Keynote Lectures “Women and Leadership in Academia”

Confirmed speakers: Prof. Eileen Drew, Director Trinity Centre for Gender Equality and Leadership, Dublin and Prof. Martine Rahier, Vice-President European University Association, former Rector Univ. of Neuchatel

Panel “Women Leaders in Swiss Higher Education” with invited guests, who are women leaders in academia





Workshop 1

Power & Politics: Research and science Politics in CH and EU

University House, Bern

21.10.2019, 1 day event

Welcome Address: Prof. Silvia Schroer, Vice-Rector, University of Bern

Speakers/Trainers/ Special guests

Prof. Barbara Haering, University of Lausanne, Expert in Public Management and Policies

Prof. Martina Hirayama, State Secretary for Education, Research and Innovation

Prof. Angelika Kalt, Director Swiss National Science Foundation (*to be confirmed*)

Dr. Martina Weiss, Secretary General swissuniversities

H.I.T. Projects: Topics & Working Groups

Examples: Equality and diversity at Swiss universities - perspectives from various institutions; University governance in Swiss universities





Workshop 2

Leadership Identity and Personal Influence

Lugano, 1.5 day event, 12-13.12.2019

- Workshop
- Panel «Leadership Perspectives» with guests from academia and non-academic sector
- H.I.T. Projects



Workshop 3

Core Leadership Skills in Academia

Lausanne, 1.5 day event, 6-7.2.2020

- Workshop: Core leadership skills in the academic context: self-awareness, communication, influence, negotiation, by Prof. Tomas Brage, University Lund, Sweden, http://www.fysik.lu.se/fileadmin/fysikportalen/UDIF/Brage/Eng_vaerdeggrunder_web_version_opt.pdf
- H.I.T. Projects





H.I.T. Program: Closing Event

Zurich, 2.4.2020

- Plenary lectures
- Panel discussions
- Presentation of the H.I.T. projects
- H.I.T. participants: feedback, testimonials
- H.I.T. Program: summary and outlook





H.I.T. Program: Registration

Online registration is open from **13 May 2019 until 9 June 2019**

https://www.gleichstellung.uzh.ch/de/politik/kooperationsprojekte/hit_project/190429_application.html

Selection based on: CV, leadership experience, motivation and potential to become a top academic leader

- selection of the local candidates in each partner institution
- final candidates, selected by the H.I.T. program selection committee, will be notified by 1.7.2019

Registration fee: 2'000 CHF

Payment deadline: 31.7.2019



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Q & A

THANK YOU FOR YOUR INTEREST