



Recruitment & Hiring

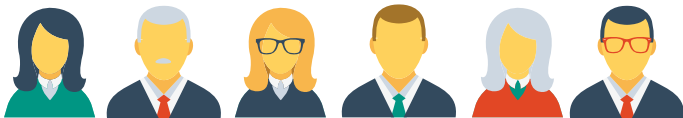
Women cannot be hired if they do not apply.



9.2% of Assistant Professor positions had no female applicants



*in the Faculty of Mathematics & Natural Sciences

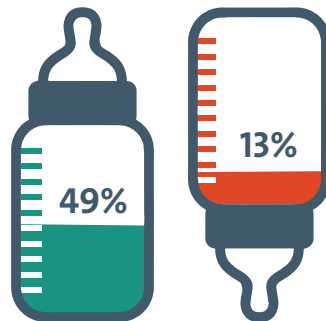


More diverse committees make more meritocratic decisions.

Retention & Promotion

PARENTAL POTENTIAL

- + Fathers have higher chances of professorship (fathers: 49.3% vs. childless men: 28.4%).
- But females, especially childless women, have much lower chances of professorship (mothers: 26.7%, childless: 13.4%).



More social capital in the form of better career networks is associated with

SMALLER GENDER GAPS

in UZH professors' years until promotion.



Women report lower research productivity, more career uncertainty, and higher chances of professorship than men.



54%

of early career scholars at UZH do not have annual meetings, despite it being university regulation and a potential source of information to reduce uncertainty

Leadership



MENTORING & ROLE MODELS

can increase young talents' perceived fit with professorships and leadership roles, although mentors were rare (only 25.8%).

TOP DOWN APPROACH

Fewer women report that their mentor has devoted special time and consideration to their academic career

(men: 59%, women: 56%)

a difference especially notable for PhD students than for Post-Docs or Assistant Professors.

