



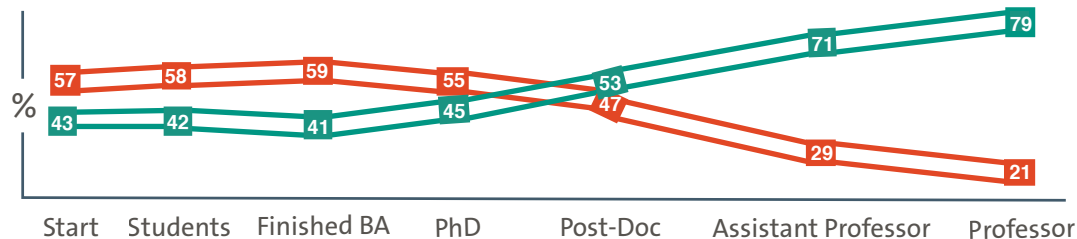
The Leaky Pipeline



men vs. women



Graph shows how many men/women began studies all the way to full professor in 2016 (without a time-lag).

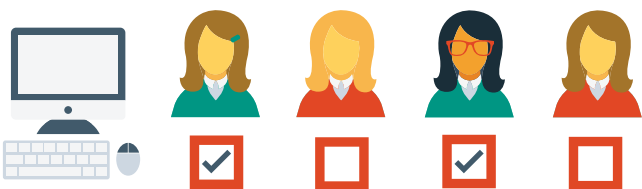


Recruitment & Hiring

STRUCTURAL CHANGES

1 Active Sourcing

in hiring and a talent database with a focus on young females



2 Two Women Minimum

on hiring committees (in the Faculty of Mathematics and Natural Sciences)



Retention & Promotion



Unconscious gender bias workshops



New continuing education courses related to diversity management and leadership

STRUCTURAL CHANGES



1 Protected Research Time



(20-50%/year), assigned mentors, and career planning (in the Faculty of Medicine)



2 Annual Meetings



Structured meeting guideline developed, including academic promotion and work-life issues (if desired) and use of the guideline promoted by President, deans and HR department

Leadership

An 8% increase in female professors (13% - 21%) and a steady share of female assistant professors (29%) since 2007



STRUCTURAL CHANGES



Family-friendly university charter



Gender, family, and diversity topics incorporated into annual evaluations



2 new female deans + 1 new female executive board member

