

Action plan for a better gender balance 2014 - 2016

Introduction

Committed leadership and targeted measures are necessary in the work to build a university community with greater gender equality. In the competition to recruit the best minds, equal opportunities is likely to be a competitive advantage.

The responsible for realizing equal opportunities at NTNU rests upon the university management at all levels. To lead means choosing the right people for the right jobs, both women and men. The goal of equality opportunity measures is to develop good management tools so as to realize the potential in the organization. The idea is to reward those with special competencies, not punish those without them.

This *Action plan for better gender balance at NTNU 2014 - 2016* is prepared by the Rector. In NTNU's strategy document "*Knowledge for a better world. NTNU Internationally outstanding 2011-2020*", it states that we are to contribute to equal opportunities in society at large and in our own activities.

This plan presents new measures (underlined) to improve the progress in our work for equal opportunities and also the measures that have worked well and will be continued. New proposals for measures are those that refer directly to the employment process. The measures in the plan are linked to the equal opportunities budget approved by the NTNU Board each year. In 2013 this amounted to NOK 4.3 million.

Central measures

- Start packages for females in permanent academic positions in areas where a department has less than 25% female staff.
- Qualification scholarships for female associate professors in all disciplines.
- Because of its unique position in dividing working time between research, teaching and clinical activities, the Faculty of Medicine can award such scholarships to female researchers with a lower academic position than females in other faculties.
- NTNU's mentoring programme and network building for females in PhD candidate-, post doctor- and associate professor positions.

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All korrespondanse som inngår i saksbehandling skal adresseres til saksbehandleren ved NTNU og ikke direkte til enkeltpersoner. Ved henvendelse vennligst oppgi referanse.

- The equal opportunity perspective is to be integrated in NTNU's leadership development programme for academic management and the recruitment of females to academic positions is to be prioritized.
- Both academic and administrative staff are eligible for NTNU's equal opportunities award.

Important measures at departmental level

- Use search committees actively to identify female applicants before advertising permanent academic positions.
- Announce positions as associate professor/professor, alternatively qualification scholarship to professorship. This can attract more female applicants.
- Where this possible, use a moderate gender quota (females will be preferred where candidates have approximately equivalent qualifications).
- Increased international recruitment may increase the share of females in adjunct professor positions. We need more female role models in the main profile of the university. These positions are to be mainly used for females.
- Consider adding a start package (centrally and at the department) to a PhD candidate position if the proportion of females in permanent academic positions is less than 25% in your department.
- Check that the number of female speakers represents the proportion of women in the research area, when NTNU has academic responsibility for seminars and conferences.
- Endowed professorships must be valid for both women and men.
- Hold a final interview with female researchers who want to leave NTNU. This is important so that we can identify measures that will help retain more female researchers.
- Career counselling and support in career choice are important issues to be discussed in the annual performance appraisal.

Important advice at departmental level

- Think long-term and motivate potential female applicants to apply for positions
- Prepare for the generation change
- Use the NTNU Personnel Regulations, which allows females to be selected for positions
- Inform assessment committees/expert committees about NTNU's commitment to equal opportunities
- Include your Faculty's equal opportunity ombudsman early in the recruitment process for academic positions. This person's job is to ensure that equal opportunity issues are considered using moderate gender quotas and NTNU's ambition improve the gender balance in senior positions.
- The focus on cultural and environmental measures is important to retain well-qualified staff

Measures directed at students

The management at NTNU is responsible for recruitment at all levels, from students to professors. NTNU also has social responsibility both in terms of structure and research. Although the proportion of females has increased in several engineering disciplines, there is still a considerable lack of female engineers in business and industry.

- Continue the successful work that is being done to increase the proportion of females in science and technology. Girl's Day and the Technology Camp are recruitment initiatives that have given good results.
- Arrange inspiration meetings for students as early as possible (2nd and 3rd year students) to intensify the recruitment of master's students to PhD positions, thus increasing the recruitment base for permanent academic staff.

Attachments:

1. *Strategy and action plan for the recruitment of females 2014-2016* (in Norwegian)
2. *Status, recruitment positions and permanent academic positions at NTNU's faculties 2002-2013* (in Norwegian)