International benchmarks repeatedly show that the Netherlands is at the back end of Europe when it comes to the percentage of women professors, even though Dutch women students outnumber and outperform men students. At every stage of the academic career path, the number of women scientists decreases, and, as a result, the percentage of women full professors is only 11%. The persistent gender difference is also reflected in the wage gap as men and women occupying equivalent positions receive different salaries.

How are these inequality practices linked with gender stereotypes, the image of the ideal scientist and academic and national cultures? Why does Finland have more than double the amount of women professors? What is keeping the Netherlands from offering the promising tenure tracks? How do international networks in science build or hinder the careers of individual scientists? What is the role of gender in all of this?

This symposium brings insights, strategies and opportunities for change from several international contexts. Renowned academics from Finland, the USA and the Netherlands will discuss the position of women in science and research.

Program

9.30-10.00: Opening
10.00-10.15: Welcome word by Prof.dr.Yvonne Benschop, Radboud University Nijmegen
10.15 - 11.00 Lecture dr. Liisa Husu, Hanken School of Economics, Finland, “Gatekeeping and gender equality in the Finnish system”
11.00 – 12.00 Lecture Prof. dr. Patricia Yancey Martin, Florida State University, USA, “Academic Women in the USA: Tenure, Rank and Leadership”
12.00 – 13.00 Lunch
13.00 – 13.45 Lecture Prof. dr. Mineke Bosch, University of Groningen, “Gender in Representations of Scientific Excellence”
13.45 – 14.45 General discussion led by Prof. dr. Mieke Verloo, Radboud University Nijmegen
15.30 – 17.00 Public defense dissertation Marieke van den Brink “Behind the Scenes of Sciences. Gender practices in recruitment and selection of professors in the Netherlands”

Participation is free, but please register for this symposium by email: a.baak@fm.ru.nl.

If you are unable to attend, or if you want to notify colleagues of this symposium, please forward this invitation.