

Status of Women in Physics - Norway

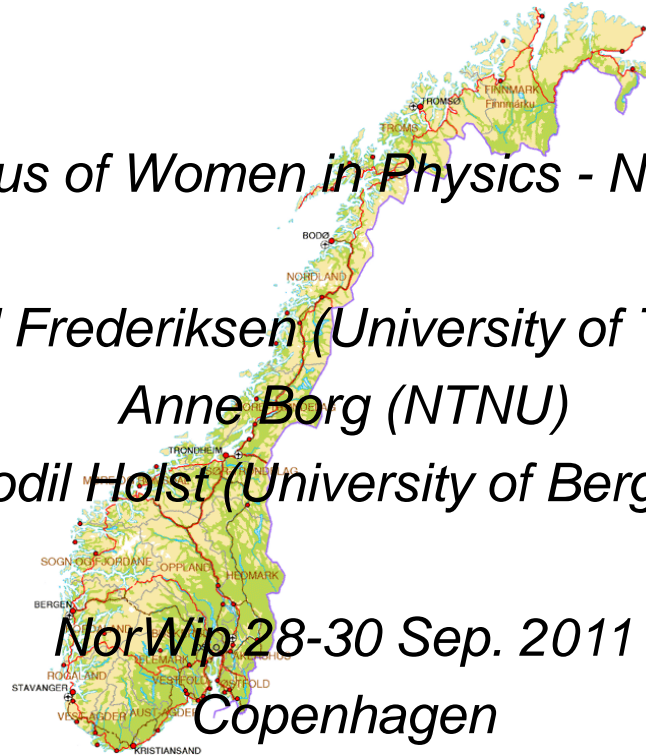
Åshild Frederiksen (University of Tromsø)

Anne Borg (NTNU)

Bodil Holst (University of Bergen)

NorWip 28-30 Sep. 2011

Copenhagen



Raith

20 μ m

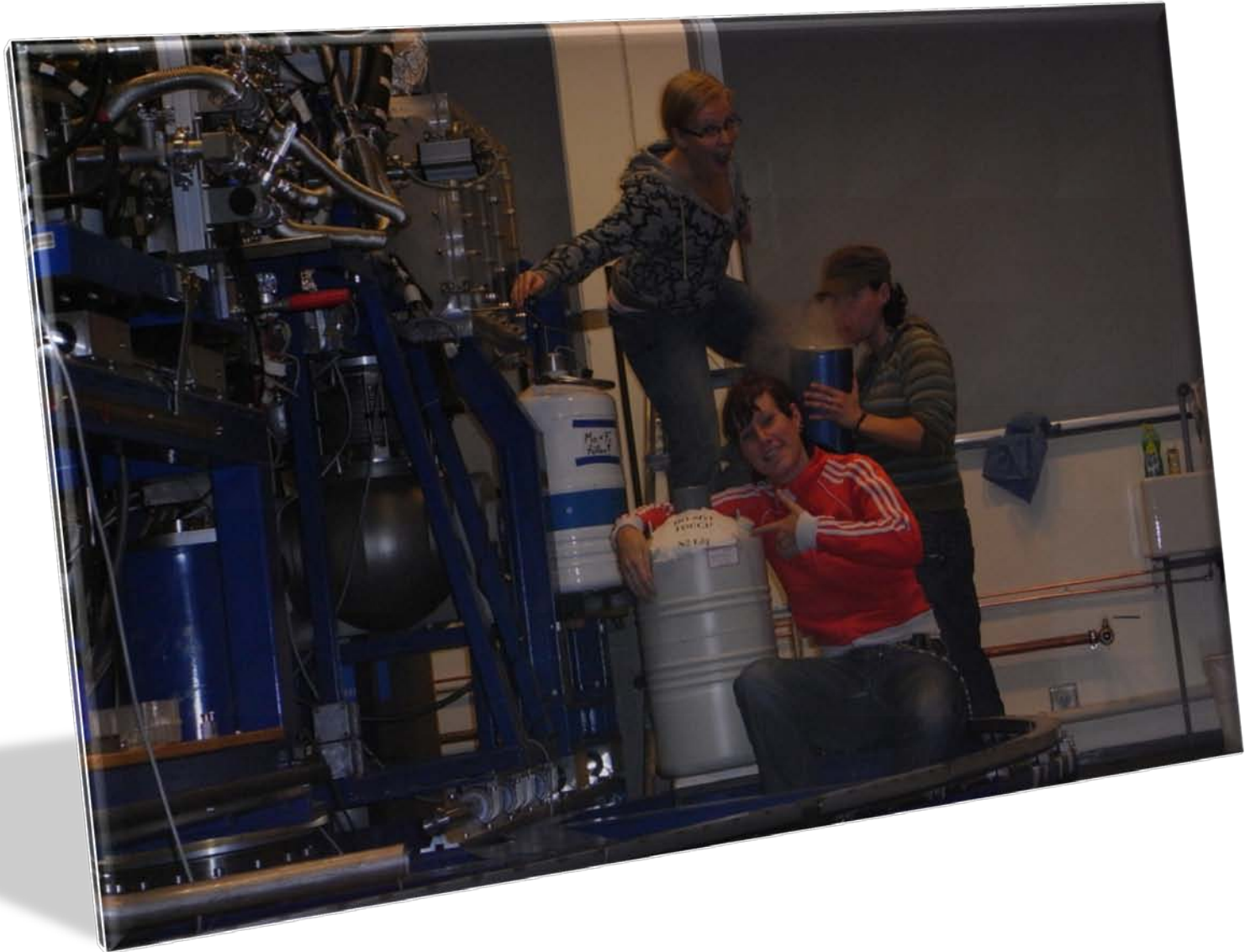


Mag = 1.20 K X

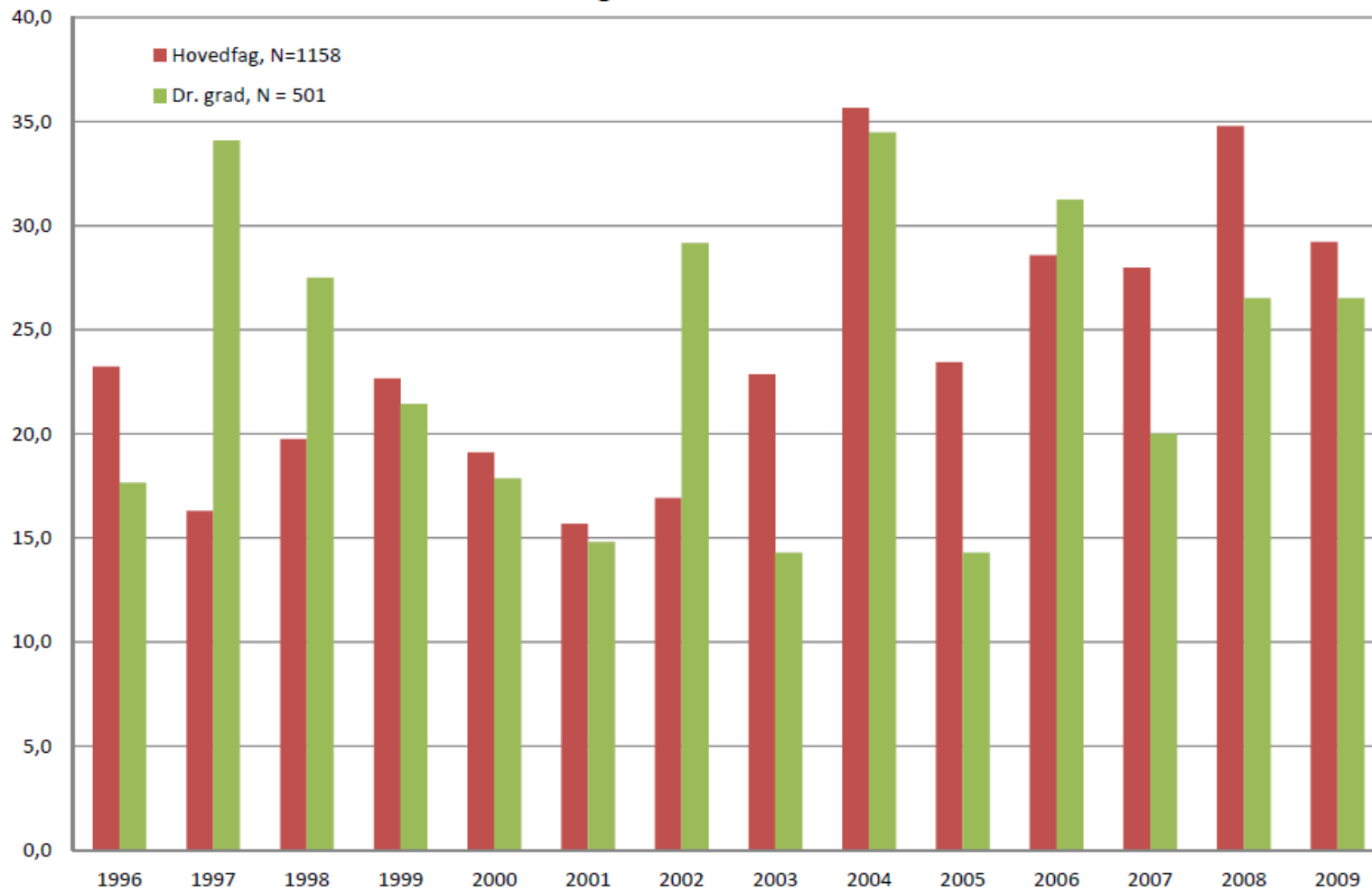
InLens

WD = 10.3 mm

EHT = 10.00 kV



Percentage female candidates



Women in Permanent Positions in Physics Departments of Norwegian Universities.

	2002		2005		2008		2010	
	Men	Women	Men	Women	Men	Women	Men	Women
University of Tromsø	13	2	12	3	13	3	14	4
University of Bergen	29	1	30	2	31	5	28	4
Norwegian Univ. of Science and Technology	43	4	33,5	5	31	7	29	8
University of Oslo	65	3	59	6	45	6	39	7
Total	150	10	135	16	120	21	110	23
%		6,3		10,6		14,9		17,3

Measures taken to improve the recruitment of women to academic positions

- Modest financial rewards to institutes employing women in permanent positions – Probably not so effective.
- Ph.d. scholarships for women and mentoring programs for women at various career stages – Not a permanent initiative, on and off (at the moment mainly off).
- One important measure has been taken to help women in academia receive the highest academic position (professor): A special qualification program, where women assistant professors have been granted additional sabbatical leave to allow them to qualify for a full professor position. Good idea! Most women are recruited on the assistant professorship level rather than the full professor level.
- Most effective: Targeted recruitment of women to academic positions – practiced in Bergen by Jan Petter Hansen, but depend on the individual head of department – He employed mainly female staff during his period (5 women – around 75% of new staff, in line with discussion yesterday). Not followed up by new head of department (3 men so far).