

*Outline:*

- 1) Measures taken in Norway to increase diversity in physics
- 2) Statistics
- 3) Summary of successes and difficulties

Big THANKS to  
 Anne-Marit Skarsbø U. in Bergen  
 Ashild Fredriksen U. in Tromsø  
 got the recent data and most  
 slides from them.

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 ANVITA SØRHEG

**PROGRAM:**

**8th Aug**  
 10:00-12:00 REGISTRATION  
 13:00-14:00 LUNCH/REGISTRATION  
 14:00-18:00 INVITED TALKS,  
 INCLUDING GENDER ISSUES  
 19:00-21:00 WORKING DINNER, GET TOGETHER  
 21:00-22:00 PUBLIC AFTER-DINNER LECTURE

**9th Aug**  
 09:00-13:00 PARALLEL SCIENTIFIC SESSIONS  
 13:00-14:00 LUNCH  
 14:00-15:00 PLENARY INVITED TALK  
 15:00-17:00 REPORTS FROM PARALLEL SESSIONS  
 17:00-18:00 PROJECT MANAGEMENT TRAINING  
 19:00-21:00 CONFERENCE DINNER  
 21:00-23:00 POSTER SESSION WITH POSTER PRIZE

**10th Aug**  
 09:00-10:00 GENDER IN PHYSICS WORKSHOP  
 10:30-12:00 LAUNCHING MEETING FOR NORDIC  
 NETWORK FOR WOMEN IN PHYSICS

**TOPICS:**  
 BIOPHYSICS, SPACE PHYSICS, PLASMA PHYSICS, ASTROPHYSICS,  
 GEOPHYSICS, ASTROPARTICLE PHYSICS, PARTICLE PHYSICS, NUCLEAR PHYSICS,  
 CONDENSED MATTER, ATOMIC PHYSICS, MOLECULAR PHYSICS, NANO-PHYSICS,  
 PHOTONICS, OPTICS, LASER PHYSICS, COMPUTATIONAL METHODS AND MODELING

**INVITED SPEAKERS:**  
 LISAHUSU  
 UNIVERSITY OF HELSINKI  
 ELEANOR CAMPBELL  
 UNIVERSITY OF GOTHENBURG  
 KATRI HUITU  
 UNIVERSITY OF HELSINKI  
 LING MAO  
 UNIVERSITY OF SOUTHERN DENMARK  
 ELIZABETH GRIFFIN  
 DOMINION ASTROPHYSICAL OBSERVATORY

**INFORMATION AND REGISTRATION:**  
[www.ift.uib.no/nwip2005](http://www.ift.uib.no/nwip2005)  
 REGISTRATION DEADLINE: 10th OF JULY  
 ABSTRACT SUBMISSION DEADLINE: 10th OF JUNE

QUALIFIED MEN ARE ENCOURAGED TO REGISTER

*A bit of history*

**Sponsors:**  
 NordForsk  
 Statens Naturvidenskabelige Forskningsråd (DNK)  
 Det matematiske naturvidenskabelige fakultet (UIB)  
 Norsk Fysik Selskap  
 Likestilling (UIB)  
 Dansk Fysik Selskab  
 Nordita

# Strategic plans in place in Norwegian universities to improve recruitment of women faculty and full professors. My comments here pertain to physics at UiB

## Some goals and actions common for several universities:

- Include **gender perspectives** in communication and **leader development** (UiO, NTNU, UiB) **did not see it working at UiB, yet ?**
- Use **search committees** up front of advertising open positions to encourage women candidates to apply. (UiO, UiT, NTNU, UiB)
- Advertise **open positions at associate professor level** (UiO, NTNU, UiT, UiB) ✓
- Offering **qualification scholarships and mentoring** to qualify as full professor (UiB, UiO, UiT, NTNU) UiT: Budget of 10 KNOK per mentor, UiO and UiT: up to 150 KNOK for q.s. **Done in the past, now stalled**  
**Various forms:** extra research term, less teaching duties, writing sessions, one to one mentoring (popular!)
- Calling **women for adjunct positions** (UiT, NTNU, UiB) – important role models! **No more funds**
- Improving balance of **resources for research** (UiB) **Done in the past.**
- **Starting packages** for recently hired women faculty **But resources Universities have are small. Research money comes**
  - NTNU: Also extra scholarship
  - UiT: NOK 300K
- Recruitment activities aimed **to recruit more female students** **mostly from the RC.**



# Some specific actions

## UiT (Faculty of Science and Technology):

- Departments hiring women faculty in permanent positions in the period 2015-2018 have 50% of their salaries covered the first three years. (Total costs budgeted: 6 MNOK DPT performed one hiring (2016) under this arrangement.
- Startup package for women faculty up to 300 KNOK per position. (Budgeted: 300 KNOK per year)

## NTNU:

- Departments can offer extra PhD. student together with startup package.
- Girl's Day and Technology camp to recruit women students
- Women for invited talks at conferences organized by NTNU

## UiB:

- Improve information about application processes for research resources, and increase participation of women in research leadership.

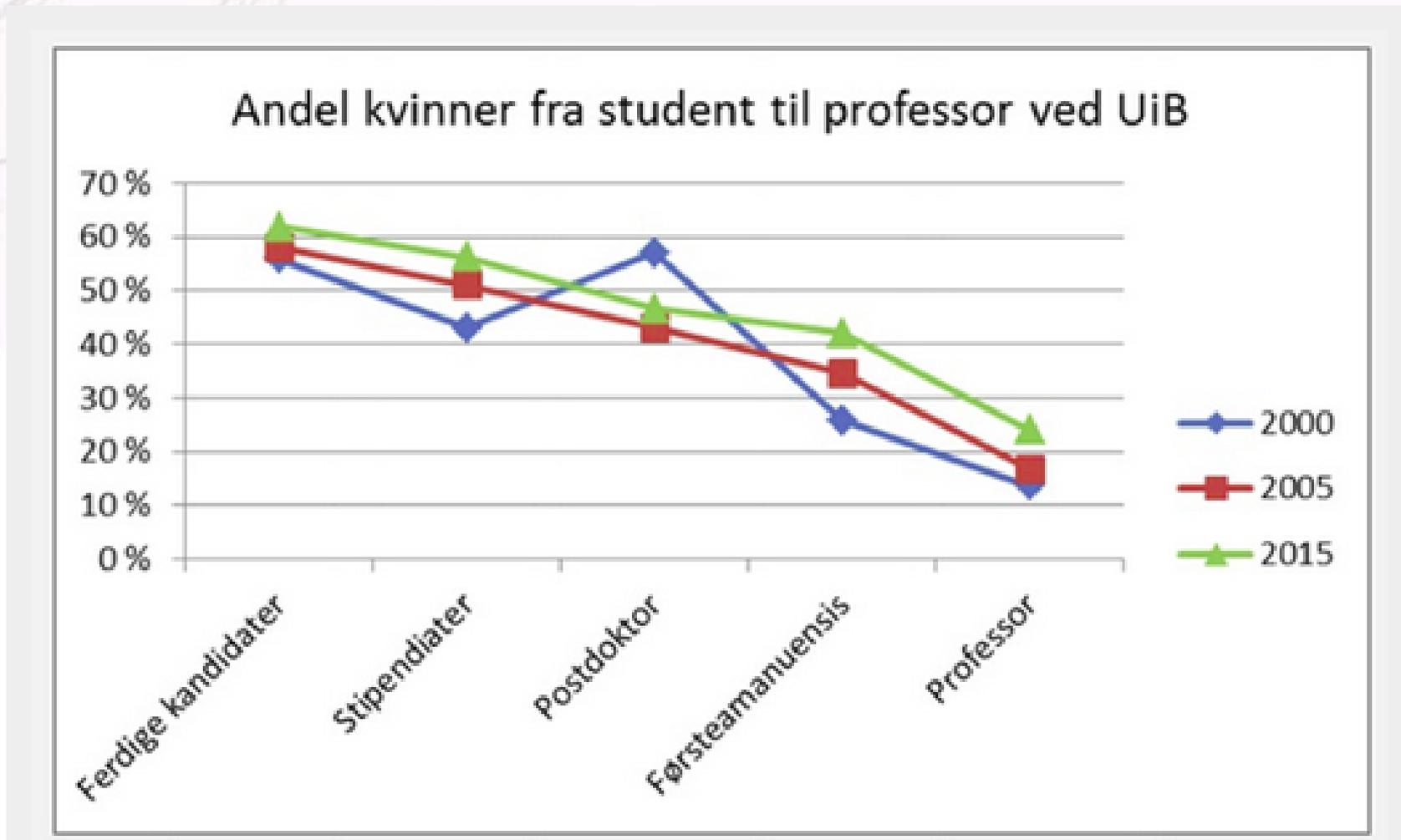
The first part works but not gender specific...

## UiO:

- FRONT (Female researchers on track) seminars for leaders on all levels on gender issues and improvement of womens participation in science. (MN-faculty)
- Network lunches/breakfasts for female faculty and students in physics -a partial success, great for network building and positively judged in particular by students (although results not very concrete).
- Writing seminar (with economic support) a great success with many participants!
- Gathering of female students initiated by students with support from Phys. Dep.

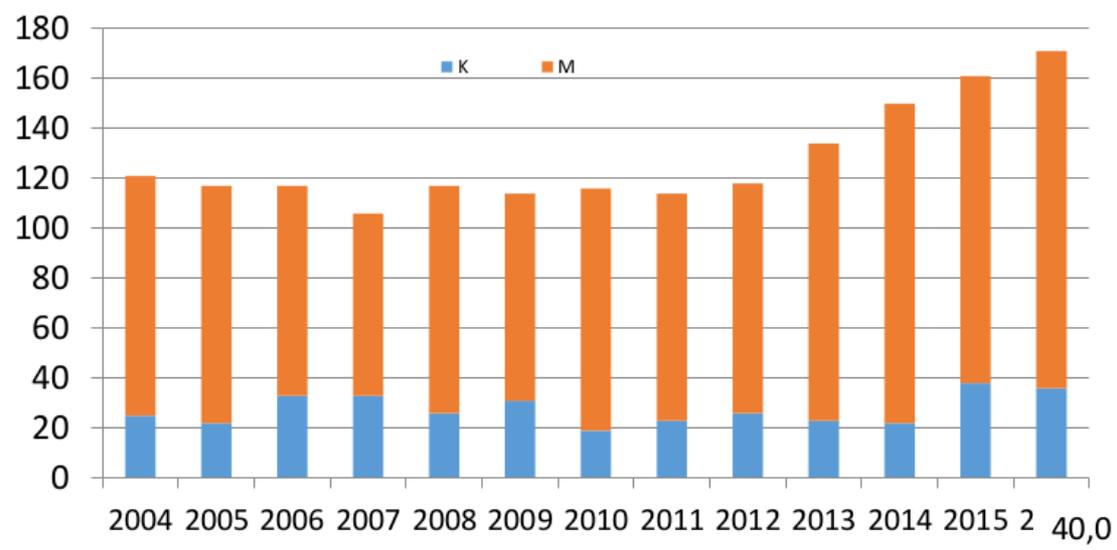


## Long term academia stats



# Where are we with students? Totals for Norway's Phys. Departments.

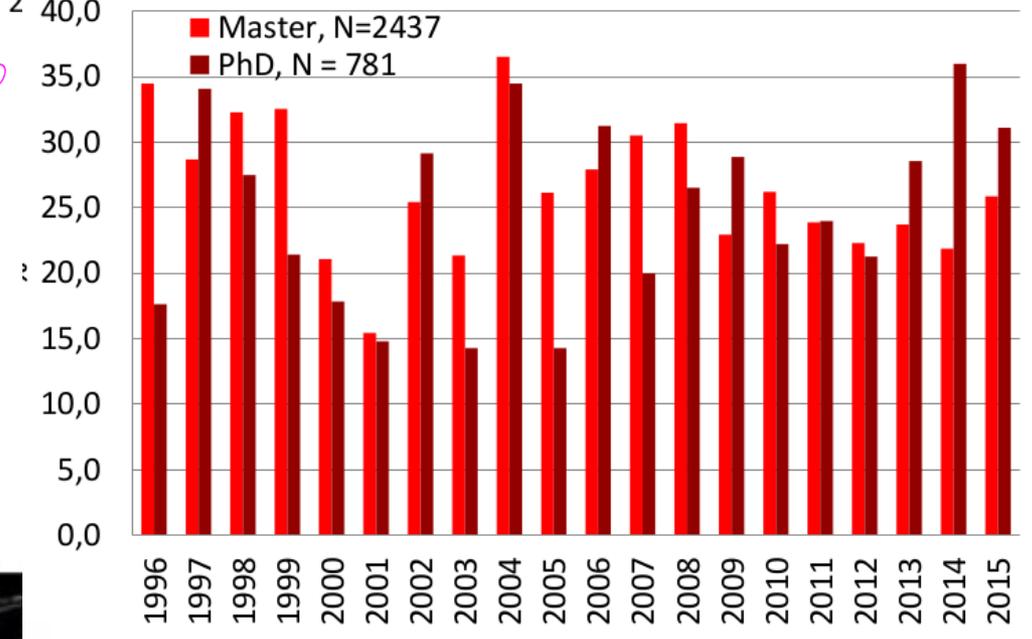
Admitted students for bachelor studies in Norway



Bachelor fluctuating between 13-25%

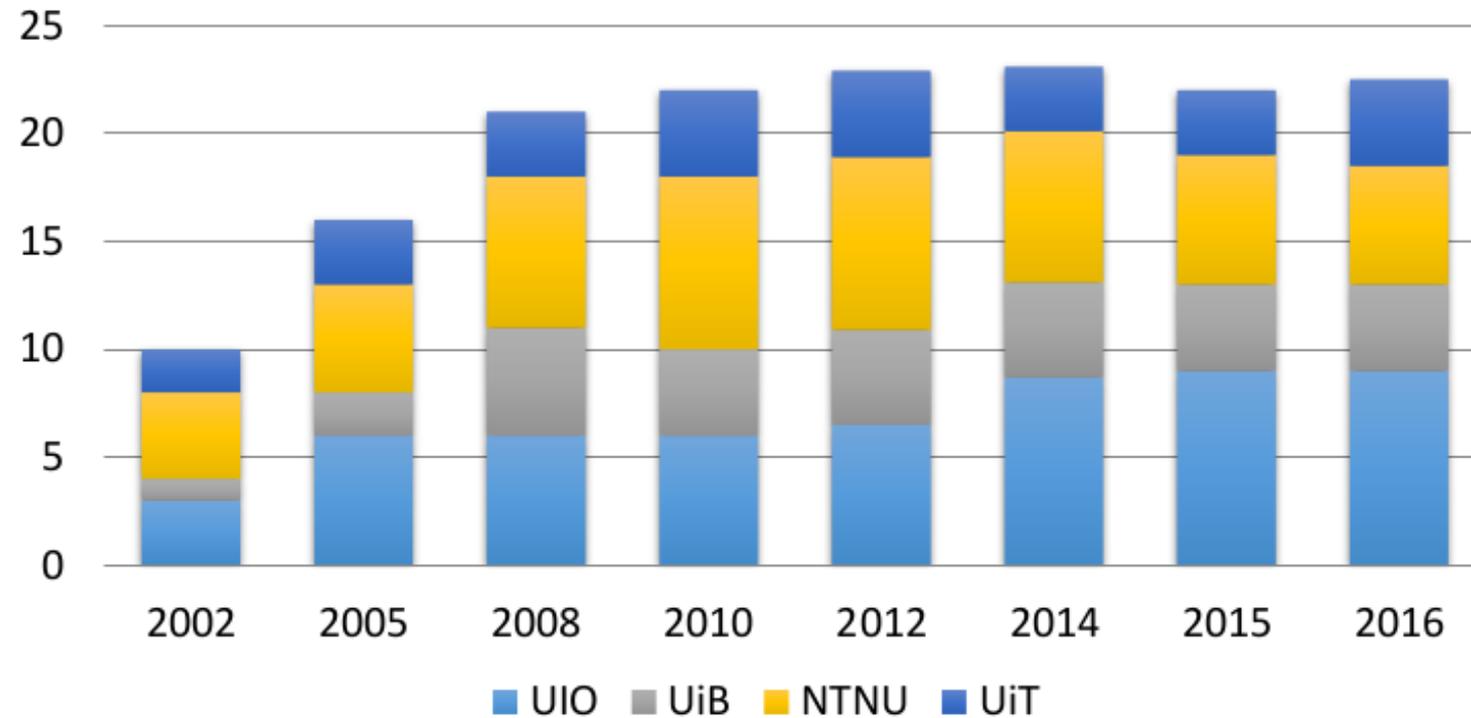
Percentage on master and PhD level increased thanks to foreign students.

Percentage of female students



# Permanent faculty at the Universities

## Women faculty in physics departments



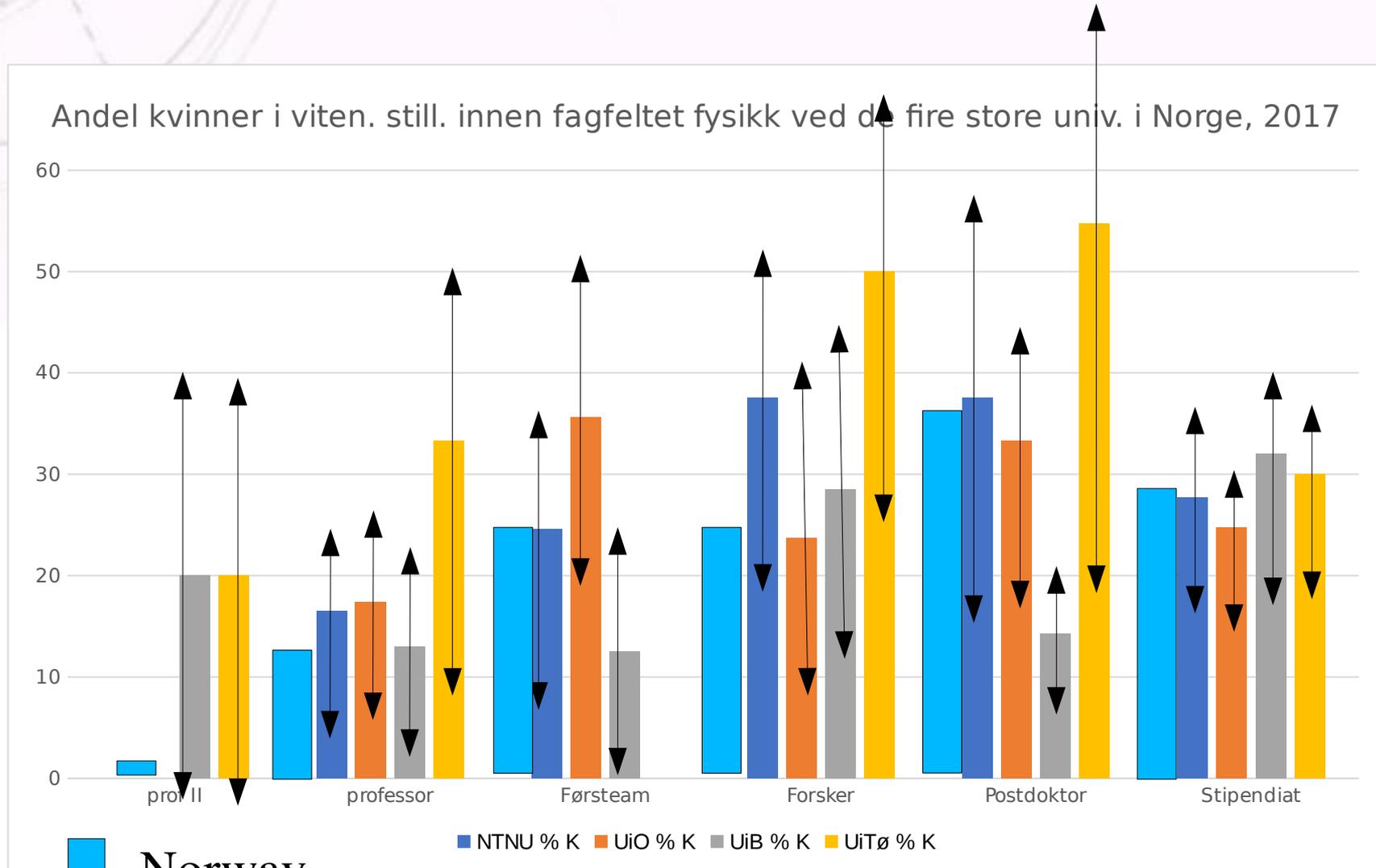
nfs

Total number of women in permanent positions (associate and full professors), fully financed by the universities, .

Pretty constant in the last ten years.

# Recent numbers with statistical errors ..

(small numbers, big errors..)



Forsteaman=associate professor

## Difficulties:

- Lack of stable financing for all diversity initiatives
- By law all administrative committees need ~40% of women. Since there is at least 4 times less women than men, they have 4 times more administrative burden, impacting their research work. *Do not accept to be in a committee unless you are a chair !*
- Once there is funding earmarked for women or foreigners on anybody- the system makes sure they will get only this funding..

## A bit of history on NorWip, started in 2005

Nordic Network for Women in Physics: started in Bergen in 2005.

[www.norwip.org](http://www.norwip.org). Funded by NordForsk (until end 2009) and Danish Research Council

One workshop per year, visitors exchange program. Subnetworks:

<http://www.kif.nbi.dk/description.html> Denmark, active

<http://www3.tsl.uu.se/thep/tengblad/WIPS/> Sweden, active

<http://www.norskfysikk.no/nfs/> Norway, **not active**

Finnish network of Women in Physics started as a result of NorWip!

### Workshops

[www.ift.uib.no/nwip2005](http://www.ift.uib.no/nwip2005) Bergen

<http://www.hep.lu.se/norwip2006/> LUND

<http://www.mic.dtu.dk/English/Norwip.aspx> Denmark, Lingby

<http://www.genna.gender.uu.se/Physics/Events/NorWiPGenDA>

DA/, 17-19th September 2008 in Uppsala, Sweden

Fifth workshop in Helsinki 26-28 of August 2009

Professional networking, workplace communication and gender training:

Proposal writing, coping with controls and master techniques, gender in work place, gender policies in EU workshops: “navigating life”, “dramatic communication”, “executive negotiations”, “communicative competence”.

## Successes and Difficulties past network experience.

**Successes:** Women who are already in relatively powerful positions in the academia learn to know each other across the borders of countries and Departments, see common problems and solutions, support initiatives. They become known to junior researchers and students, becoming informal mentors and role models. Networks do lobbying and they are asked for opinion by 'authorities' once they decide to put gender equality on the agenda .

**Difficulties:** **Lack of stable financing**, start-up and continuation based on busy female natural science researchers. The start-up was often triggered by a serious problem perceived. *Young students and researchers often find participation stigmatizing- they do not want to be seen as 'having a problem' or 'part of a problem'* . On the other hand if the network is institutionalized it tends to lose grass-roots .