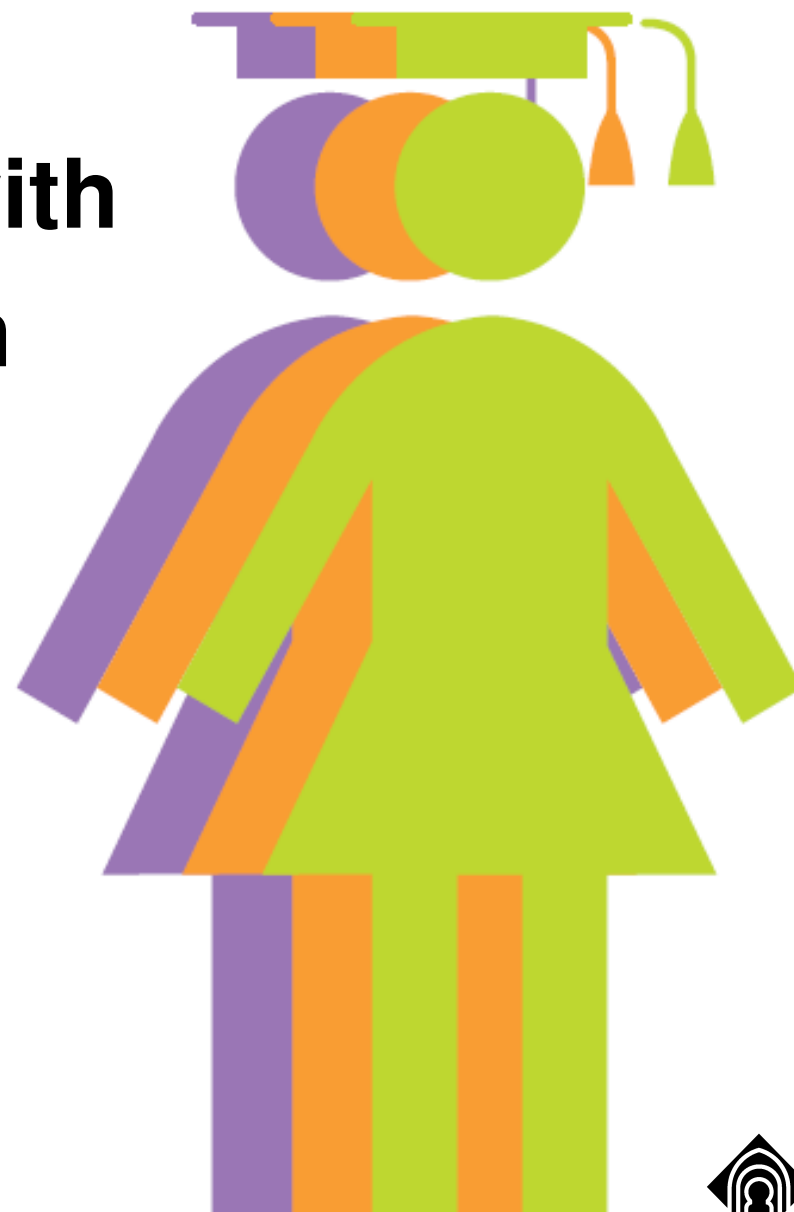


Sharing the power with women at Spanish Universities?



**Beyond the Glass Ceiling Conference
Women Rectors Across Europe
Women Leadership in Higher Education
Istanbul, 12-14 April 2010**



Universidad de Castilla-la Mancha

- Context: HE numbers in Spain
- Context: legislation on gender
- Being a vice-rector in UCLM, Spain
- Is the glass ceiling getting thinner?

Context: HE numbers in Spain

45 Million citizens
17 Autonomous Regions



77 Universities

1.350.000 students (54,5% women)

105.000 academic staff (36% women)

50.000 administrative staff (61,5% women)

27 Private universities: 10% of all students

50 Public universities: 90% of all students

Women Rectors in Spain/ 2010

- **Private universities: 7 women rectors / 27
Appointed**
- **Public Universities: 3 women rectors / 50
Elected**

Context: HE numbers in Spain

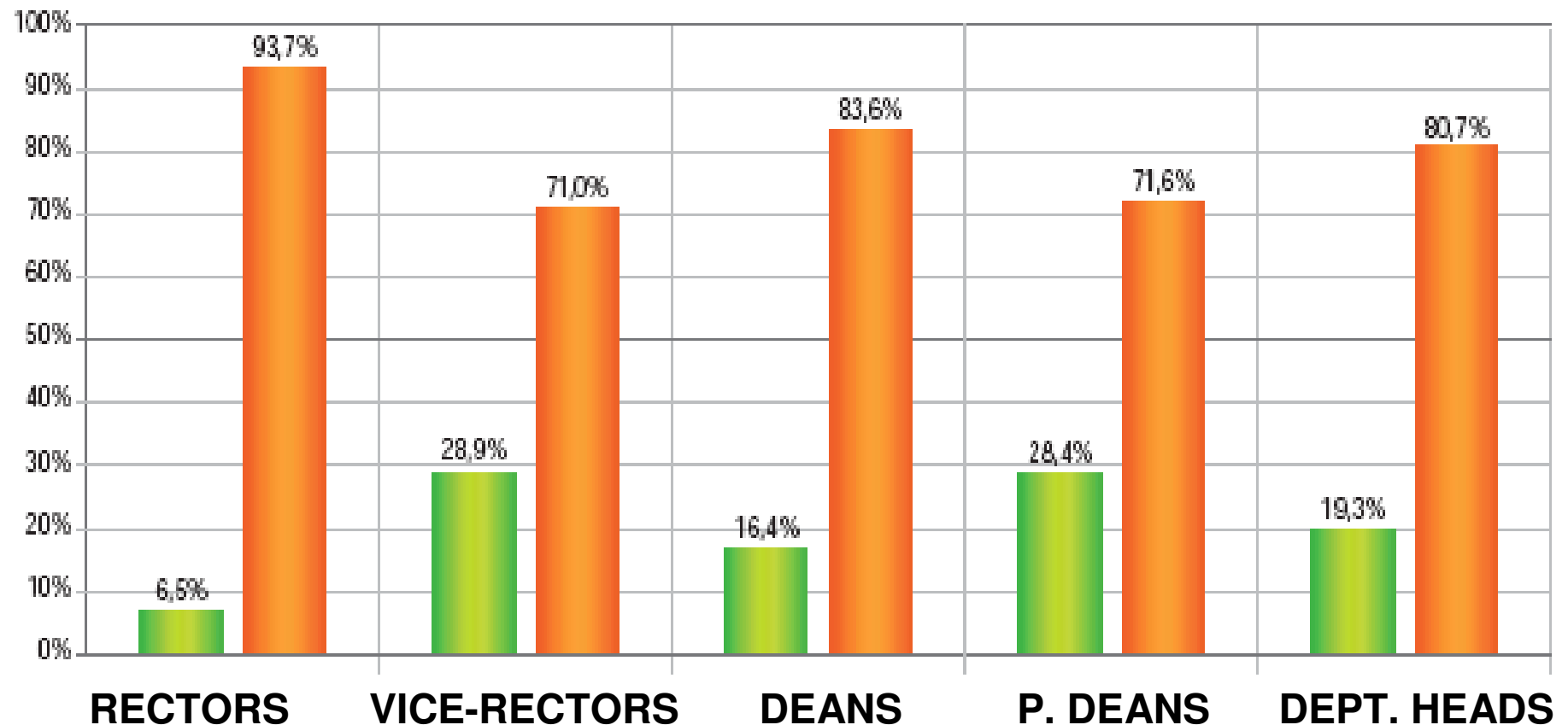
2009 Public universities

Rectors are elected amongst Full Professors

VR appointed by rector

Deans, Department heads elected

WOMEN MEN



Context: HE numbers in Spain

1910 Royal Decree allowing women in universities

1982: first woman rector

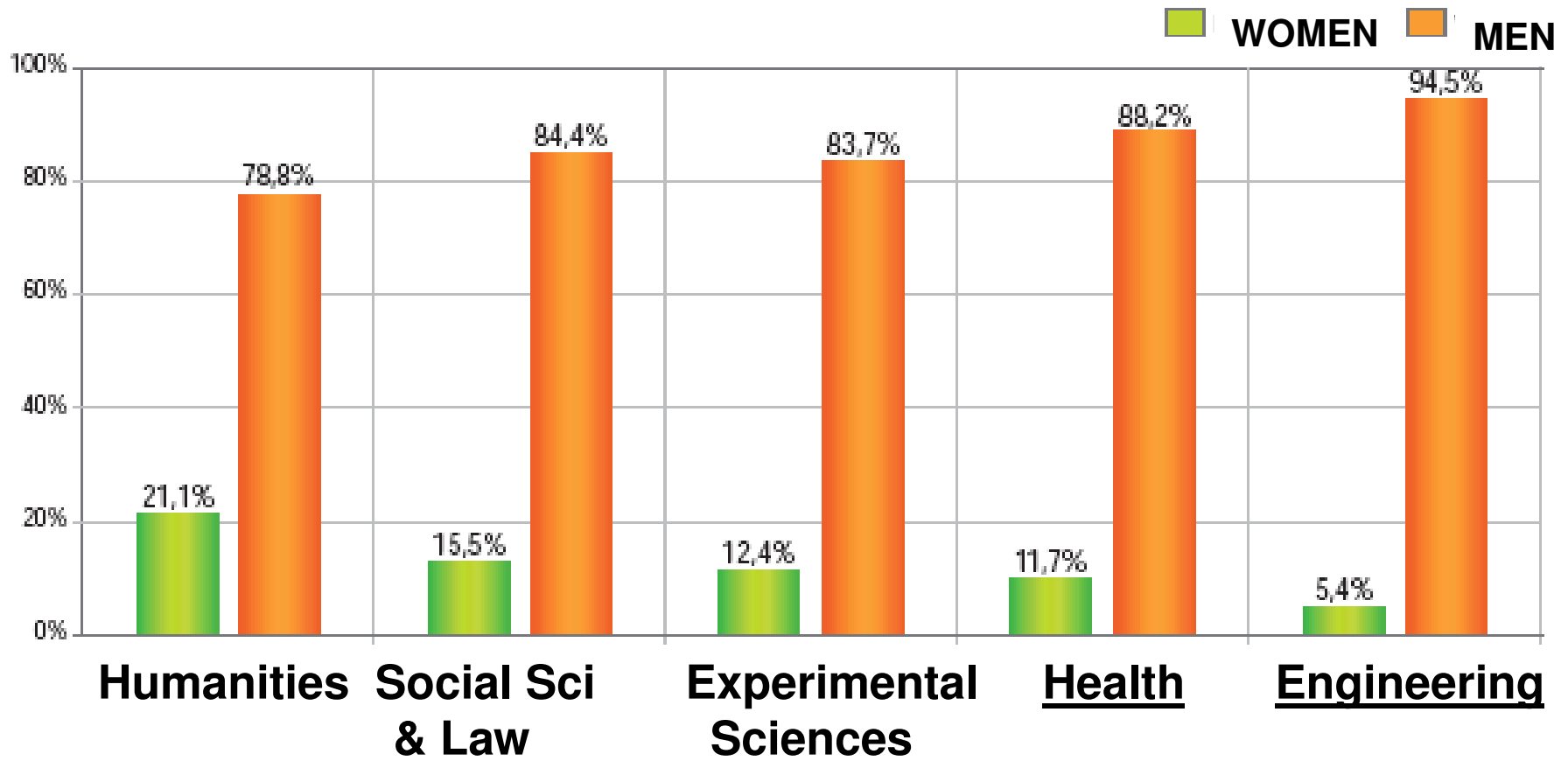
Total women rectors between 1987 and 2007: 10 along 20 years



2007

Context: HE numbers in Spain

2008 Full Professors by gender and field



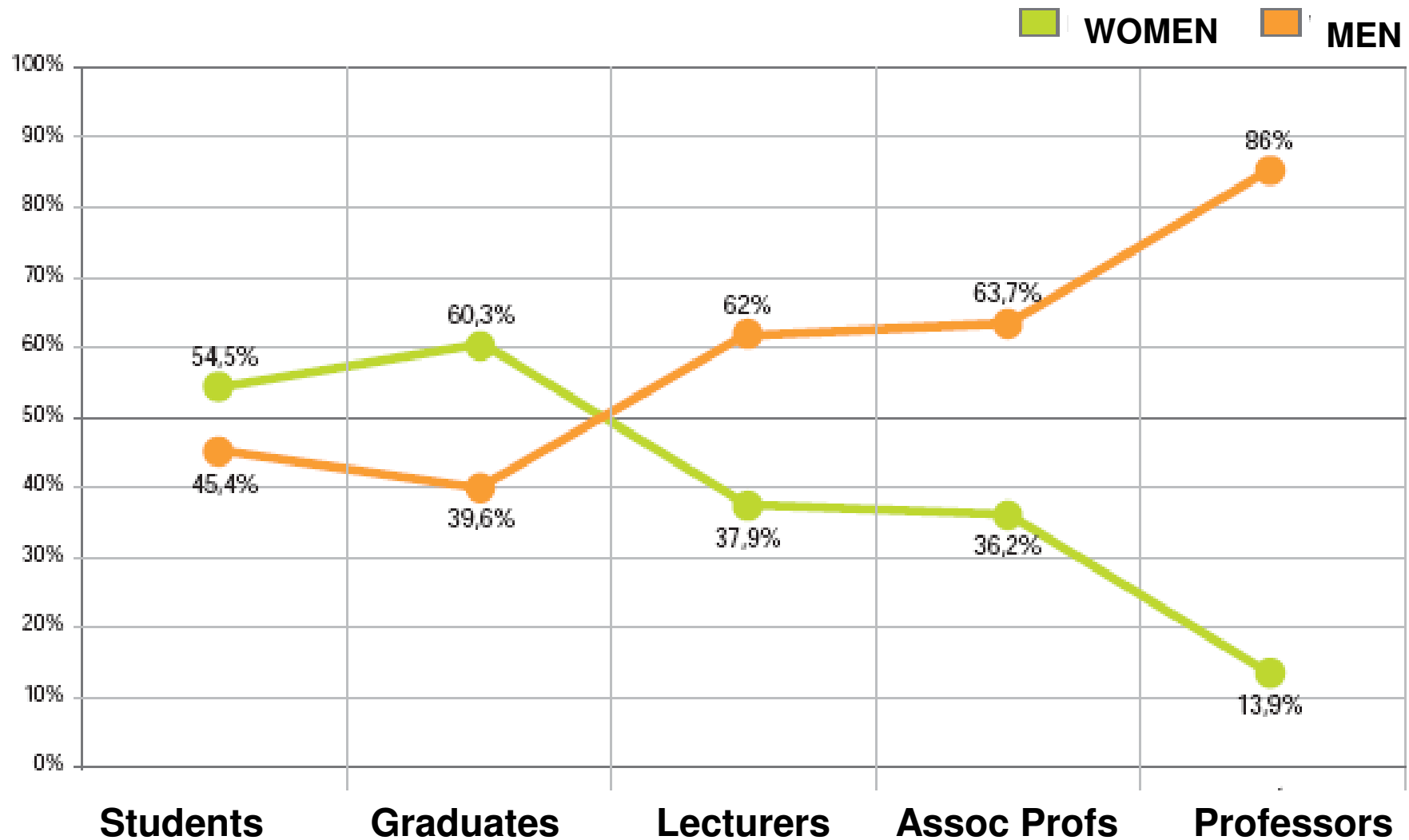
2,3 male associate professor/ FullProf



8,4 female associate professor/ FullProf

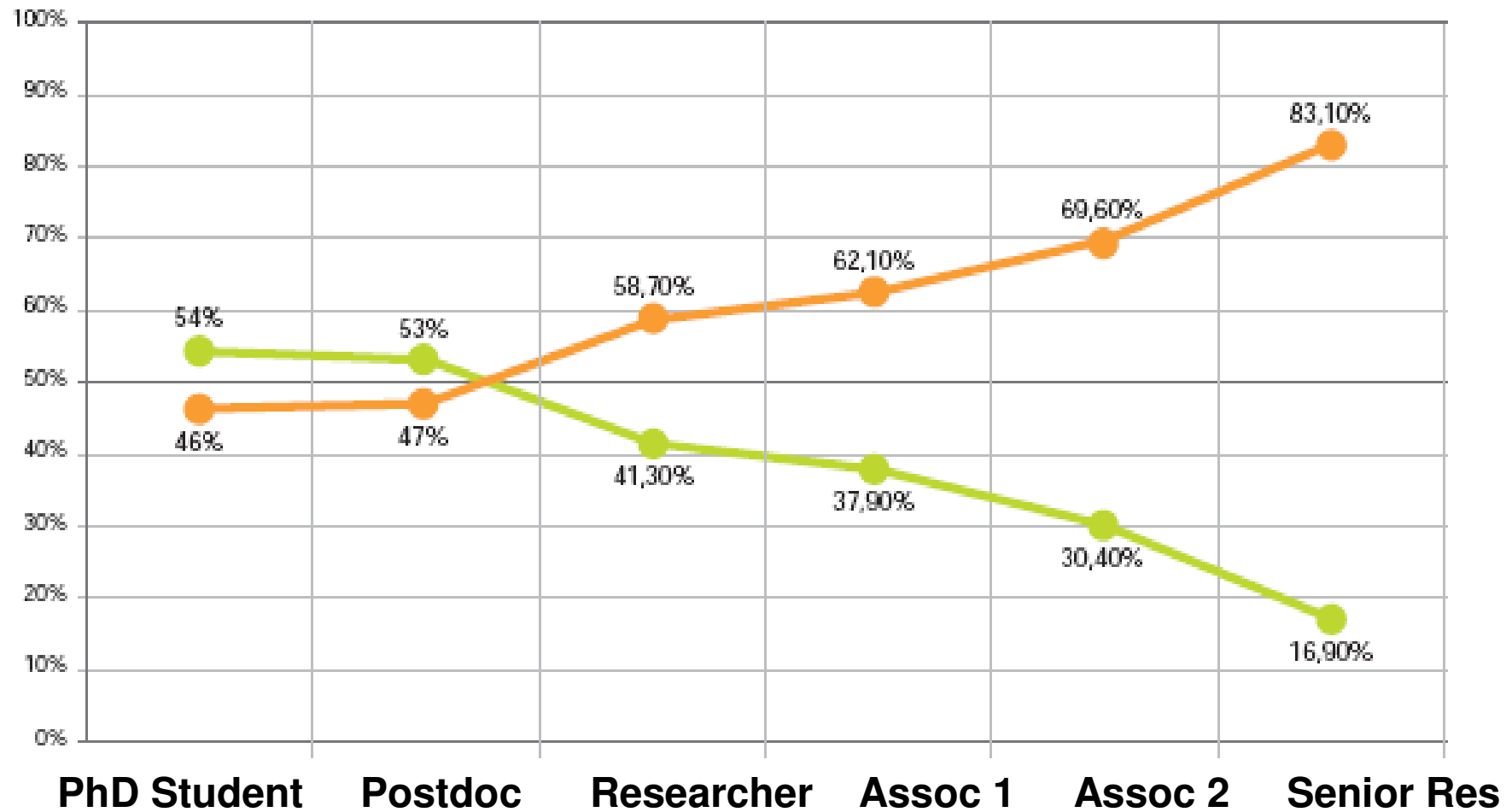
Context: HE numbers in Spain

2008: From student to Full Professor by gender



Context: HE numbers in Spain

2008 From PhD to Full Senior Researcher by gender



Average age to become Senior Researcher

Male 47 years

Female 61 years

20 years prior to the appointment

He had 27 and was finishing his Ph D

She had 41 and had had a PhD for 10 years!

Doctoral Thesis

Men

61,8% doctoral graduates

78% Ph D advisors

82% Ph D Committee members

89,4% Committee Presidents

Women

Competitive fellowships: 55,8%

Engineering (37,9%)

Social Sci & Humanities (60,9%)

Discretionary fellowships: 47,2%

Engineering (24,9%)

Life sciences (63,5%)

Female academic staff mobility

Master 24,5%

Doctorate 42,1%

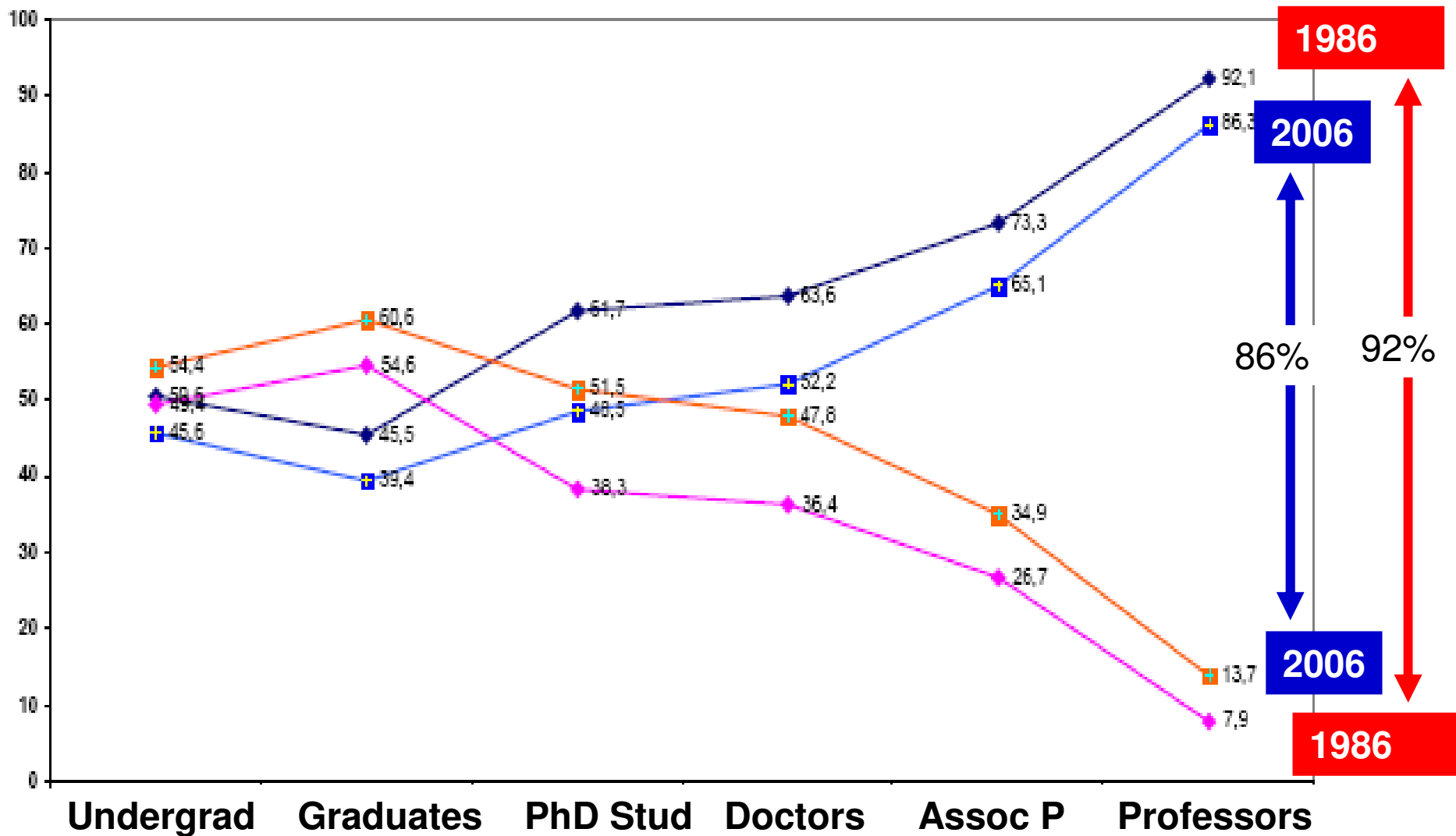
Postdoc 55,2%

Senior professor 26,4%

Travel PhD committees 20,7%

- **No gender discrimination by Constitution since 1987**
- **Academia –and other public bodies- have equal opportunity clauses in hiring since 1987**
- **However, the glass ceiling prevailed**

Gender gap evolution 1986-2006: 20 years os scissor-graphs



Act for the real equality between women and men (2007)

- General frame for positive actions to reach the real equality amongst women and men
- Statistics by gender in all instances
- Mandatory redaction of a Strategic plan 2008-2011 for specific actions
 - Prevent all discrimination
 - Make equality real

2007 University Act (LOMLOU)

By law, all public HEIs should

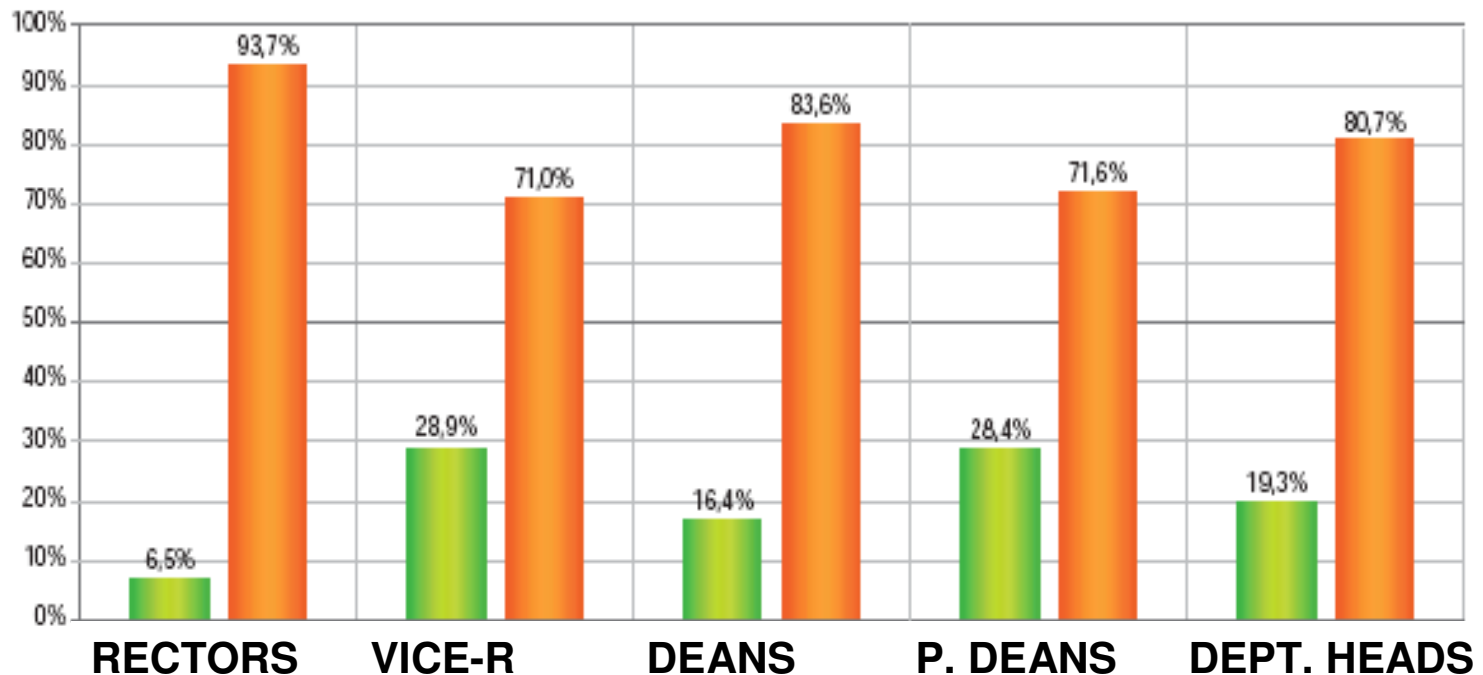
- **Write new official norms to ensure gender parity in all elected government collegiate bodies and personal posts**
- **Ensure parity in all appointed committees and posts**
- **Elaborate Strategic Plans to monitor and enforce parity at all levels**
- **Create Women Units**
- **Develop policies to increase women numbers in research groups (promote women IP)**
- **Ensure parity in all accreditation, recruitment and promotion committees**

Being a Vice-rector in Spain

Jan 2004- Dec 2007

Vice-rector of Academic Affairs and Teaching/Learning

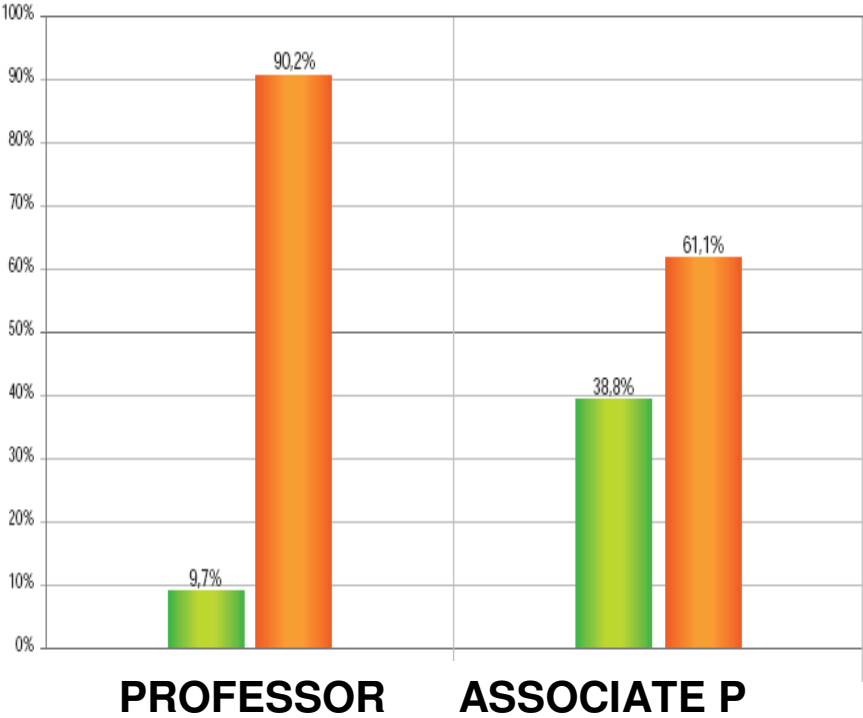
Male rector
10 male VR
3 female VR



Being a Vice-rector in Spain

Universidad de Castilla-la Mancha

Academic Staff: 2.100
 Administ. Staff: 1.400
 Students: 30.000



Being a Vice-rector in Spain

Exerting the leadership at the university

How male Deans and Department Heads relate with female VR?

How male Professors cope with female VR?

How male rectors and VR Professors with female VR?

Sensing the micro-discrimination

No sense of pertenance to a very masculine-style team

No sharing of leadership style/strategy- was this really a gender issue??

Initiatives rarely backed by Board of Directors, often only by Rector

Travelling always alone – highly independent

At the end of the 3rd year, I had already decided to quit!

Is the glass ceiling getting thinner?

the life of corresponding authors of scientific papers

	Men	Women	
Married	76,5%	68,5%	<ul style="list-style-type: none">- Economía- Farmacología- Informática- Ingeniería- Física y química- Neurociencia- Psicología
Children	65,2%	56,9%	
Postponing life	56,5%	71,0%	
(1 low; 5 high)			
Career slowed	1,66	4,70	
Discrimination	1,80	4,10	

Is the glass ceiling getting thinner?

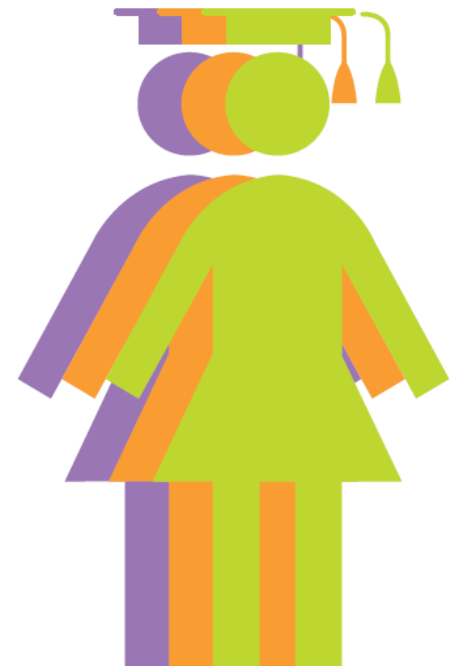
My experience as a General Director at the Ministry of Education was different, but that is politics, not academia

The glass ceiling in academic power will be effective in Spain while we maintain the collegial, highly democratic government in universities

**After all, 86% Professors are men...
and it took 20 years to get there from a 92%!**

Is the glass ceiling getting thinner?

The most effective barrier in the fight against the glass ceiling is refusing to see it



Women Rectors in 2010

- | | | |
|----|---|-----------------------------|
| 1. | Universidad Antonio de Nebrija | Private universities |
| 2. | Universidad Católica de Ávila | |
| 3. | Universidad Católica S. Antonio Murcia | |
| 4. | Universitat Ramón LLull | |
| 5. | Universidad Europea de Madrid | |
| 6. | Universitat de Vic | |
| 7. | Universitat Oberta de Catalunya | |
| | | |
| 1. | Universitat de Girona | Public universities |
| 2. | Universitat de les Illes Balears | |
| 3. | Universidad de Málaga | |