

Women in governing boards in university and research: the Technical University of Lisbon as a case study



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Beyond the glass ceiling
Women Rectors across Europe
Istanbul, 12-14 April 2010

The Technical University at a glance

- 22 500 students (8% PhD students)
- 1820 teaching staff (82% have PhD)
- 7 Faculties:
 - Engineering (46% of students)
 - Economy & Management
 - Social & Political Sciences
 - Architecture
 - Agronomy & Forestry
 - Human kinetics
 - Veterinary

Student population

- Graduation (pre-Bologna, 1st cycle, Int master)
40% female
- Pre-Bolonha master and 2nd cycle
42% female
- PhD students: 39% female

Diploma awards

- Graduation (pre-Bologna, 1st cycle, Int master)
43% female
- Pre-Bologna master and 2nd cycle
40% female
- PhD students: 39% female

Women Student performance duration of studies

- Pre-Bologna graduation (4 or 5 yr)
in 5 or 4 years: 41% of female students
37% of male students
- Bologna graduation (3 yr)
in 3 years: 31% of female students
22% of male students
- Integrated master (5 yr)
in 5 years: 30% of female students
33% of male students

Women Student performance final classification

- Pre-Bologna 5 yr graduation
 - 13.45 female
 - 13.38 male
- Pre-Bologna master and 2nd cycle
 - 15.31 female
 - 15.34 male

Women in teaching staff

- Total 31.2%
 - lowest in Engineering 23.7%
 - highest in Social & Politics 50.8%
- Professors 15.6%
- Associate Prof 22.4%
- Assistant Prof 36.1 %
- Assistants 39.1%

Women in governance of UTL since 1930

- 10 Rectors Women 0
- 23 Vice- Rectors Women 2
- Faculty (last 10 years)
 - 22 Deans Women 3
 - 29 Presidents Scientific Council Women 3
 - 31 Presidents Pedagogical Council Women 7

The new governing bodies of Higher Education Institutions in Portugal

- Reduction of the dimension of boards
- Concentration of executive power
- Participation of external members (society)
- Decrease of executive participation of students and non-teaching staff
- Decrease of direct elections by the academia

The highest body: the General Council

- Responsible for the strategic planning and supervision of the Rector's action
- It elects the Rector after an open (international) call for candidates
- Maximum number of members: 35
- Includes: professors, students (& staff), external members

Women participation in General Councils

	Universities	Polytechnics
● Total	23%	22%
● Professors	26%	29%
● Students	20%	17%
● Staff	47%	45%
● External	14%	8%

UTL : 29 members, 1 woman (external)

In summary

- In UTL participation of women decrease upwards in professorship position and governance
- The new governance model did not increase women participation
- The smaller the boards, the least likely it is to include women
- Evolution in time is very small
- Awareness of the gender unbalance is small