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She Figures for Stockholm Academia

Gender Equality in Stockholm's Higher Education Institutions



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10 out of 18 universities in Stockholm are led by a woman. Sweden is one of the countries in the world with the highest proportion of female-led universities. Among the Swedish universities that are ranked within the top 250 in the world, 57% are led by women. Moreover, the number of female professors in Stockholm and Sweden is one of the highest in Europe. Gender equality in Stockholm's academic scene has seen a positive development over the past 10 years although there is still some way to go before the goal of a fully gender-balanced academy is achieved.

This report is divided into two parts: The first part presents *She figures* for Stockholm academia. The second part features short biographies of Stockholm's female university leaders.

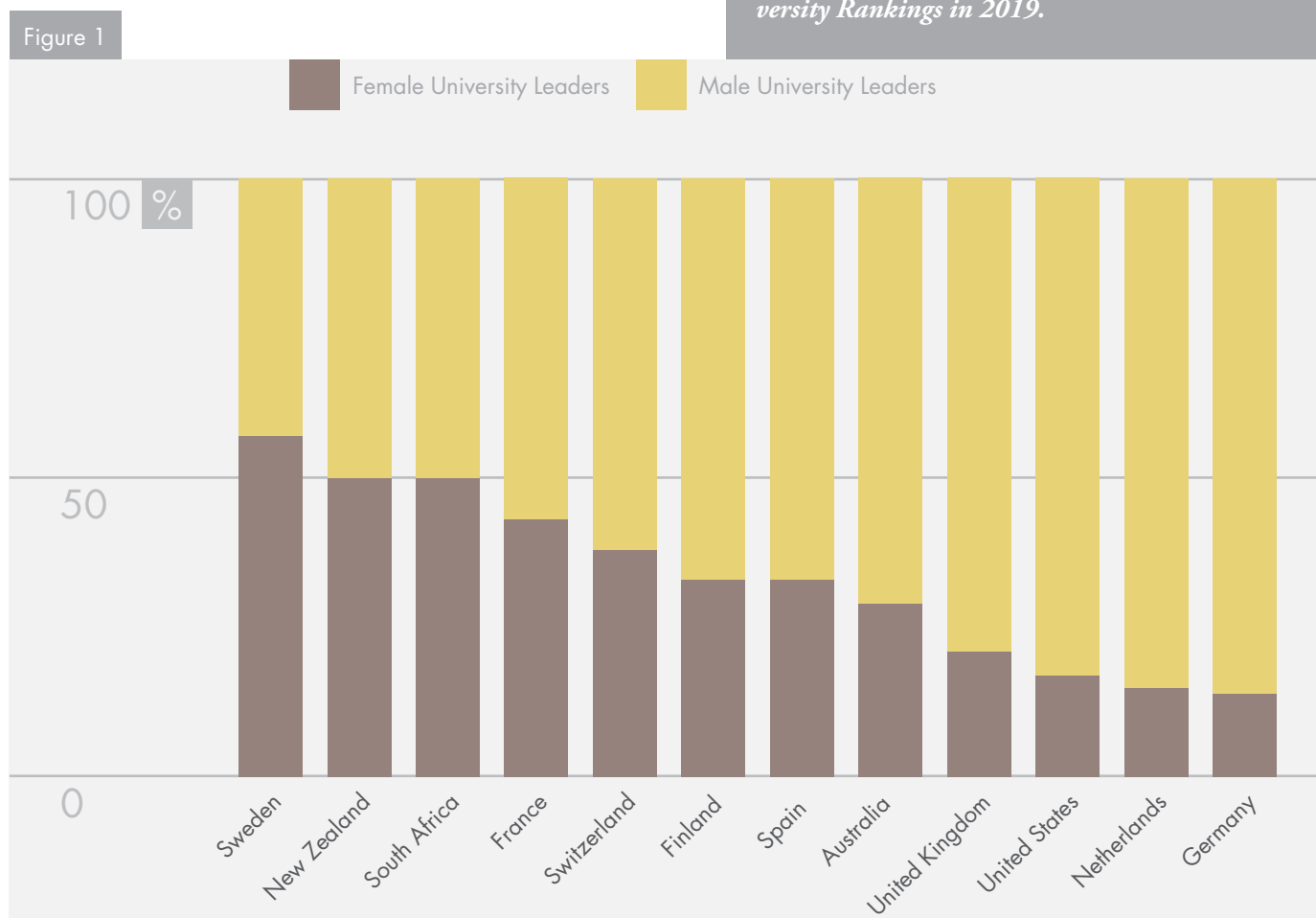
Stockholm's Female University Leaders

The two largest universities in Stockholm, Stockholm University and KTH Royal Institute of Technology, are both led by women, a first in both cases. Professor Astrid Söderbergh Widding was appointed President of Stockholm University, Sweden's largest university, in 2013. Professor Sigbritt Karlsson became President of KTH Royal Institute of Technology in 2016. The medical university Karolinska Institutet appointed its first female president back in 2004. As of now, eight more of Stockholm's 18 universities and university colleges are led by women.

Sweden is one of the countries in the world with the highest number of female-led universities. In the top 250 institutions identified by the Times Higher Education World University Ranking in 2019, only 44, i.e. 18 %, are led by

women. There are seven Swedish universities on this list and four of them are led by a woman, which amounts to 57 %. This means that, among the highest-ranked universities in the world, Sweden has the highest percentage of female leadership. This is not a coincidence. All in all, Sweden has 48 higher education institutions (HEIs) and 42 % of them are led by women. Among the 29 different countries whose HEIs make up the 2019 "Top 250" list by the THE World University Rankings, 17 of them have no university led by a woman at all. **Figure 1 & 2**

Sweden has the highest proportion of female leaders among the universities in the "Top 250" list of the Times Higher Education World University Rankings in 2019.



The high number of female university leaders in Sweden was also recognized by the European Women Rector Association (EWORA), which presented the Swedish government with the very first EWORA Honorary Award in May 2018.

Over the last five years, some of the most prestigious universities in the world appointed female leaders for the first time, such as Imperial College London in 2014, the Uni-

versity of Oxford in 2015, Cornell University in 2015, and University of California, Berkeley in 2017. In Sweden, the first woman to lead a university was appointed in 1992, at Lund University.

The 2019 "Top 250" list of the Times Higher Education World University Rankings.

Figure 2

Country	Number of Universities	Female University Leaders	Male University Leaders	Women%	Men%
Sweden	7	4	3	57%	43%
New Zealand	2	1	1	50%	50%
South Africa	2	1	1	50%	50%
France	7	3	4	43%	57%
Switzerland	8	3	5	38%	62%
Finland	3	1	2	33%	67%
Spain	3	1	2	33%	67%
Australia	14	4	10	29%	71%
United Kingdom	33	7	26	21%	79%
United States	69	12	57	17%	83%
Netherlands	13	2	11	15%	85%
Germany	28	4	24	14%	86%
Canada	10	1	9	10%	90%
China	7	0	7	0%	100%
South Korea	6	0	6	0%	100%
Belgium	5	0	5	0%	100%
Denmark	5	0	5	0%	100%
Hong Kong	5	0	5	0%	100%
Italy	5	0	5	0%	100%
Austria	3	0	3	0%	100%
Ireland	3	0	3	0%	100%
Israel	2	0	2	0%	100%
Japan	2	0	2	0%	100%
Norway	2	0	2	0%	100%
Singapore	2	0	2	0%	100%
Luxembourg	1	0	1	0%	100%
Russia	1	0	1	0%	100%
Saudi Arabia	1	0	1	0%	100%
Taiwan	1	0	1	0%	100%
Total	250	44	206	18%	82%

Female Professors

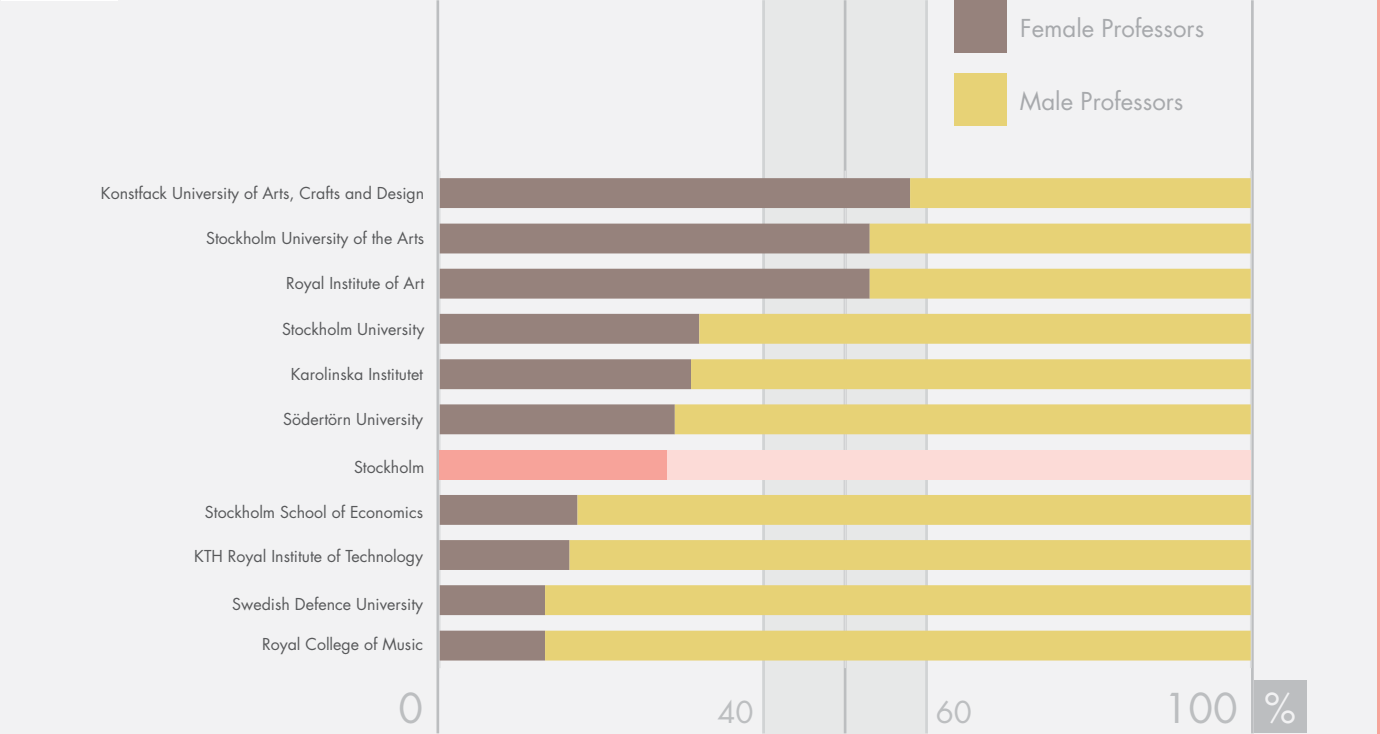
In 2007, only 17 % of full professors (in full-time equivalents, FTE) in Stockholm were women but, since then, we have seen a clearly positive trend towards a more gender-equal academia. Ten years later, in 2017, 28 % of all professors at Stockholm’s universities were women. The proportion of women has been increasing at approximately 1 % every year over the past ten years. The same upward trend can be observed in all of Sweden’s HEIs. In some universities, the numbers are particularly impressive: in 2007, there were only 17 female professors at KTH Royal Institute of Technology, which represented 6 % of KTH’s professors. By 2017, there were 65 female professors, which amounts to 16 %. As a point of comparison, the numbers at two similar universities in Europe are: 11 % at the Technical University of Denmark, (it is unclear whether this number refers to FTE or individuals) and 13 % (FTE) at Eindhoven University of Technology. We should point out that, for several

years now, KTH’s management team includes a Vice President specially tasked with promoting gender equality.

As we have mentioned, the overall gender distribution among professors in Stockholm is 28 % women and 72 % men. However, numbers vary greatly both between institutions, depending on their subject profiles, and within the same institution. At KTH Royal Institute of Technology, which consists of a single major engineering faculty, the proportion of women to men is 16 % to 84 %, respectively. At Stockholm University, female professors make up 32 % of the overall number of professors. But if we look at the different divisions, we find that, in 2016, women accounted for approximately 50 % of professors in the Humanities, 20 % in the Natural Sciences, and 30 % in the Social Sciences. **Figure 3**

Figure 3

Gender distribution among professors at 10 of Stockholm’s 18 higher education institutions. The pink line shows the cumulative gender distribution in Stockholm.



From a European perspective, the number of women with the rank of full professor in Sweden and Stockholm is one of the highest in Europe. National data from 2017 show that the proportion of female professors was 24 % in Germany, 24 % in Ireland (FTE), 21 % in the Netherlands (FTE), and 26 % in United Kingdom, compared to 28 % in Sweden and Stockholm (FTE). **Figure 4**

As a matter of fact, the first woman to be appointed University Professor in Europe, Sonja Kovalevsky (1850–1891), worked in Stockholm. She was appointed Professor of Higher Mathematical Analysis back in 1889 at Stockholms Högskola (today Stockholm University).

Both the Swedish government and the HEI's themselves, have worked hard to increase the number of female professors. The Swedish government took the first political initiative to promote gender equality in higher education in 1995. Professorships dedicated to women were created to raise female representation in higher education. In 2009, the government launched the Delegation for Gender Equality in Higher Education to further increase the number of women in Swedish higher education.

It will certainly take years of diligent efforts to achieve perfect gender balance in Swedish HEIs but the pace over the past ten years points toward positive change.



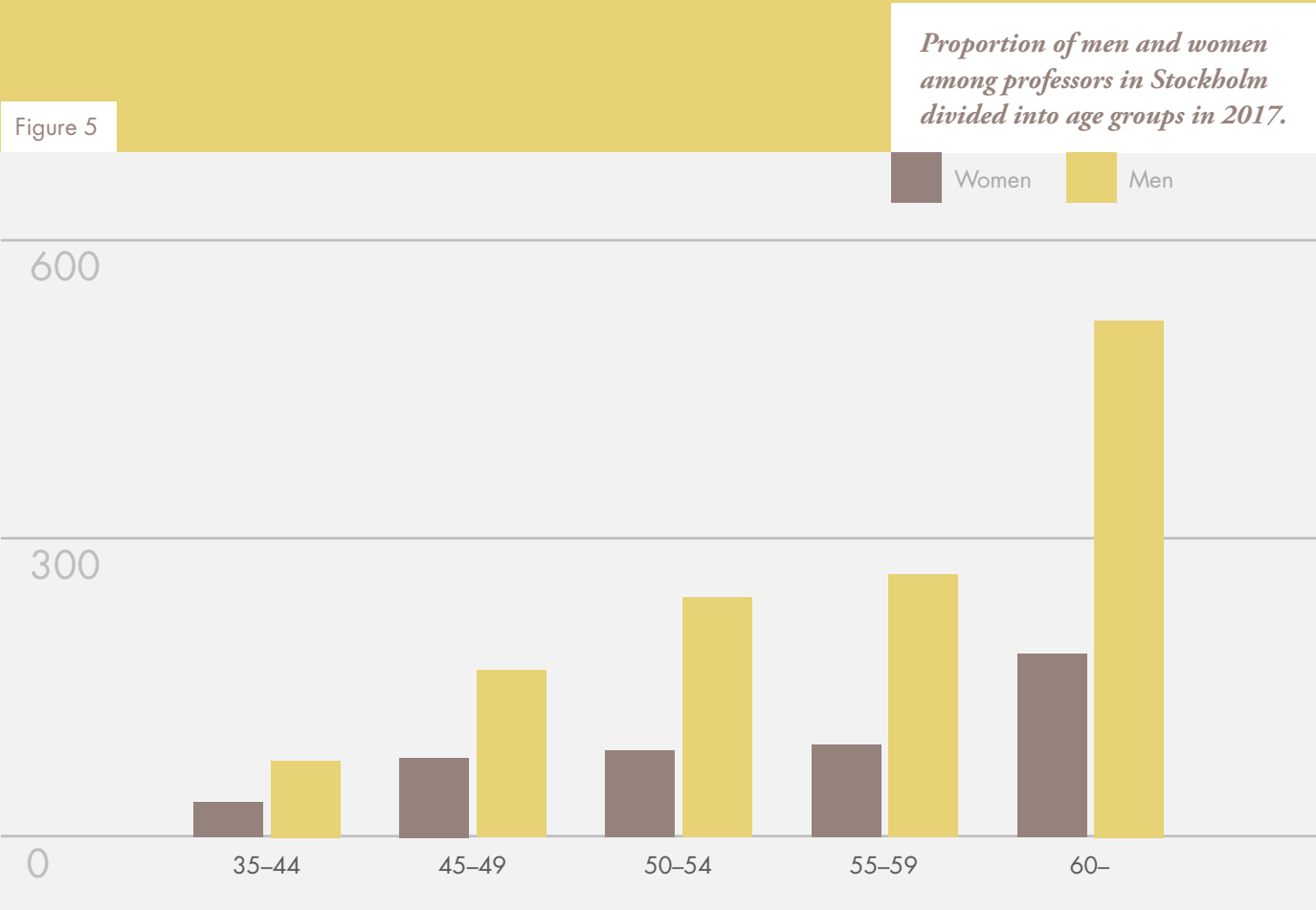
Research and Teaching Staff

Among the research and teaching faculty in Stockholm gender parity was achieved ten years ago and, today, the proportion of women is 45 % and that of men 55 %. Just like among professors, some universities face major challenges when it comes to achieving gender balance within the faculty – many need to attract more women while others need to attract men. There is one university with men making up 77 % of the faculty and another one with 86 % of the faculty being women.

The gender division among different age groups and different categories within the research and teaching faculty also

shows positive development. In the 60+ age group, female professors make up 27 % of the total amount of professors. In the up to 44 age group, the proportion of female professors is 36 %. Therefore, while the number of male professors still outweighs that of their female colleagues in the younger age group, the difference is not as great as in the older group. Among senior lecturers, we see a certain predominance of men in more age groups, whereas a relatively good gender balance characterizes career development positions (associate senior lecturers and postdoctoral appointments).

Figure 5



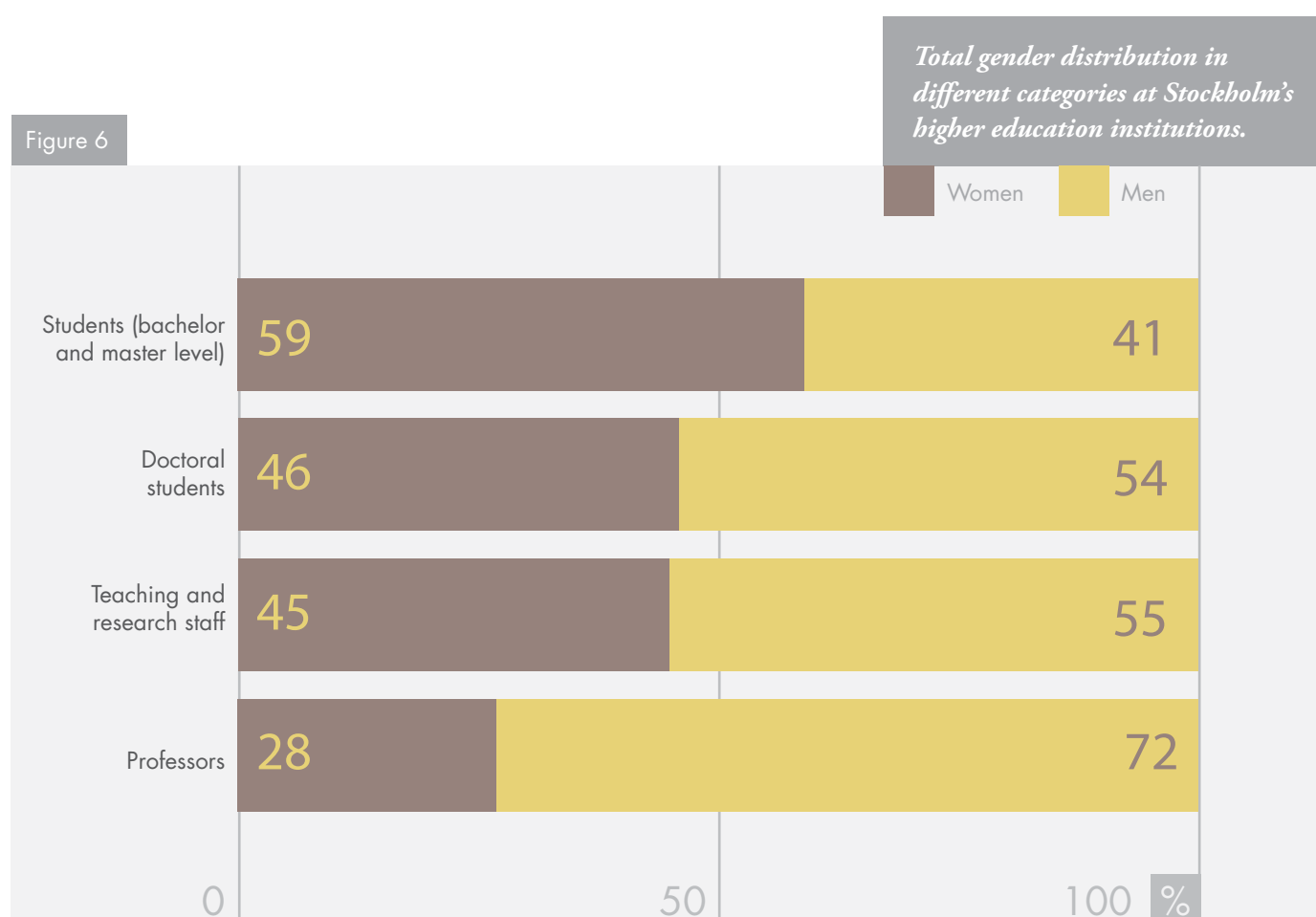
Gender Balance in the Last 40 Years

A satisfactory gender balance in the student body was already achieved some forty years ago. Today, we see a certain predominance of female students, who represent 59 % of the total number of registered students in Stockholm. Once again, numbers differ between and within universities but the long-term perspective shows clear progress. At the Stockholm School of Economics, only 27 % of the students were women forty years ago. Today, female students account for 45 % of the total number of registered students. Only 13 % of KTH students were women forty years ago. Today, this number has reached 34 % at the technical university. There is still some way to go before a general equality goal, defined as a relationship of 40–60, is reached, but development is certainly heading in the right direction.

A good gender balance between the sexes is also observed among PhD students and that has held true for the past 10 years. **Figure 6**

59%

FEMALE STUDENTS



About the statistics: This report is mainly based on national statistics from the Swedish Higher Education Institution (Universitetskanslersämbetet, UKÄ). In this report the data is focused on staff and students in the HEIs in Stockholm and shows the latest figures which is from 2017. The proportion of women to men is primarily counted in individuals, except for the section on female professors (page 6-7) which is in full-time equivalents, FTE, to make an international comparison possible. The international comparison is based on national statistics from four different European countries, namely Germany, Ireland, Netherlands and United Kingdom.

Sources: *Staff*, Statistics database, The Swedish Higher Education Institution (Universitetskanslersämbetet, UKÄ). *Higher Education Institutional Staff, Profiles by Gender*, July 2018, Higher Education Authority, Ireland. Statistics on proportion of women in institutions of higher education, Statistisches Bundesamt, Germany (webpage). *Monitor Vrouwelijke Hoogleraren 2018*, Landelijk Netwerk Vrouwelijke Hoogleraren (LNVH). *Terms of employment and contract information, 2016/2017* (webpage), Higher Education Statistics Agency (HESA), UK. “Too Few Women at DTU”, *The President’s editorials from DTUavisen*, June 2018 (webpage). *Female University Leadership in Europe*, 8 March 2017, European University Association (EUA) (webpage). *Times Higher Education Rankings 2019*.

Biographies

Stockholm's Female University Leaders

In the following pages, we proudly present the women who lead 10 of Stockholm's institutions of higher education. They are highly-skilled professionals in widely differing fields: Polymer Technology, Reproductive Health, Orchestral Conducting, Cinema Studies, Clinical Epidemiology, Psychotherapy, Fine Art, Fashion, and Photography. Some of them are the first female leaders appointed at their institution.



Johanna Adami
President
Sophiahemmet University

Johanna Adami, MD, Professor in Clinical Epidemiology and President of Sophiahemmet University since 2016.

Johanna Adami graduated with a Doctoral Degree in Medical Science from Karolinska Institutet in 1997, after receiving a Medical Doctor (MD) Degree from Uppsala University in 1996 and a Master's Degree of Public Health from Harvard University in 1994.

Professor Adami has experience in healthcare, research, business, and innovation. She worked for ten years as a physician before becoming a Medical Director and Research Director at the MedTech company Bac-tiguard in 2006. In 2009, she went on to become Director and Head of the Department of Health at Vinnova, Sweden's Innovation Agency.

Adami has served on several boards and has carried out assignments for the Swedish government as well as internationally for the OECD, the EU, and the National Institutes of Health (NIH). She also serves on the board of Stockholm Academic Forum.



Sara Arrhenius
Vice-Chancellor
Royal Institute of Art

Sara Arrhenius, Art Curator, Author, Critic, and Vice-Chancellor of the Royal Institute of Art since 2017.

As the first Director of the Bonniers Konsthall art gallery from 2005 to 2017, Sara Arrhenius led the gallery to the position it now holds in the art world. Between 2000 and 2005, she headed IASPIS – Swedish Arts Grants Committee's International Programme for Visual and Applied Artists. Arrhenius founded the magazine *NU – the Nordic Art Review* and has been editor-in-chief of the art magazine *Index*. Furthermore, she has been a regular contributor to the international publication *ArtReview*.

In 2010, Arrhenius became an Honorary Member of the Royal Academy of Fine Arts.

PHOTO: STOCKHOLM UNIVERSITY OF THE ARTS



Paula Crabtree

Vice-Chancellor

Stockholm University of the Arts

Paula Crabtree, Artist, Social Anthropologist, and Vice-Chancellor of Stockholm University of the Arts since 2014.

Paula Crabtree studied Fine Art at Canterbury College of Art, and Southport College of Art. She also earned degrees in Social Anthropology from the University of Bergen and the Norwegian University of Science and Technology. In 2010–2014 she was the Vice-Chancellor of the Bergen Academy of Art and Design, where she had previously served as the Dean of the Department of Fine Art (2002–2010).

Crabtree was the Vice President of the European League of Institutes of the Arts (ELIA) from 2012 to 2018. Between 2009–2015, she was a member of the Austrian Advisory Board for the programme for Art-based Research (PEEK), which is a part of the Austrian Science Fund (FWF).

PHOTO: MIKAEL OLSSON



Karina Ericsson Wärn

Vice-Chancellor and CEO

Beckmans College of Design

Karina Ericsson Wärn, Curator, Fashion Writer, and Vice-Chancellor of Beckmans College of Design since 2018.

Before her appointment at Beckmans, Karina Ericsson Wärn was Head of Art/Design at Kulturhuset – Stockholm House of Culture in 2016–2017. At the beginning of the 2000s, she led the Curator Lab at Konstfack – University of Arts, Crafts and Design. Ericsson Wärn had previously been the Director and Founder of the Art Gallery Index – The Swedish Contemporary Art Foundation as well as the Director of IASPIS – Swedish Arts Grants Committee's International Programme for Visual and Applied Artists.

Ericsson Wärn has been a regular contributor to several major newspapers and magazines, and has written numerous books on fashion, lifestyle, and beauty.



PHOTO: SOPHIAHEMMET UNIVERSITY

Susanne Georgsson

Vice-Chancellor

The Swedish Red Cross
University College

Susanne Georgsson, RN, Midwife and Professor in Reproductive and Perinatal Health. Vice-Chancellor of The Swedish Red Cross University College since March 2019.

Susanne Georgsson received a Bachelor of Science Degree in Nursing from Sophiahemmet University in 1988 and became a Registered Nurse (RN). She continued her studies in pediatric nursing and midwifery at the Stockholm University of Health Sciences (today part of Karolinska Institutet). In 2005, she earned a Doctoral Degree at Karolinska Institutet.

Professor Georgsson has been a lecturer and researcher at Sophiahemmet University since 2006. In 2018, she became Professor in Reproductive and Perinatal Health. From 2017 to 2019, she led the Department for Health Promoting Science at Sophiahemmet University.

Georgsson is a member of the Ethics Committee of the Swedish Association of Midwives. She also serves on the National Board of Health and Welfare's reference groups on Congenital Disorders and Competence Supply in the Health Care System.



PHOTO: TOBIAS OHLS

Sigbritt Karlsson

President

KTH
Royal Institute of Technology

Sigbritt Karlsson, Professor of Polymer Technology and President of KTH Royal Institute of Technology since 2016.

Sigbritt Karlsson graduated from KTH Royal Institute of Technology in 1982 with a MSc. Degree in Chemical Engineering and a specialisation in Biotechnology. She received a PhD in 1988 at the same university, where she also became Professor of Polymer Technology in 1999, researching the polymeric materials technical environment. Professor Karlsson has previously had a number of leading roles at KTH. Prior to becoming President of KTH, she was Vice-Chancellor of Skövde University for six years. She is the first woman to be appointed President of KTH.

Professor Karlsson was a member of the Swedish government's National Innovation Council in 2017–2018.



PHOTO: HIRONORI TSUKUE

Maria Lantz

Vice-Chancellor

Konstfack – University of
Arts, Crafts and Design

Maria Lantz, Photographer and Vice-Chancellor of Konstfack – University of Arts, Crafts and Design since 2012.

Maria Lantz was educated in the early 1980s at the International Center of Photography in New York and later in the 80s at the University College of Photography at the University of Gothenburg. In 1996–1997, she studied architecture at the Royal Institute of Art, where she was Senior Lecturer between 2000 and 2012, and served as the university's Pro-Vice-Chancellor between 2008 and 2012.

Lantz has worked as an artist, curator, researcher, and critic as well as a writer and image editor for the magazine *Motiv*, on contemporary photography.



PHOTO: EVIN NORLÉN

Anna Norlén

Vice-Chancellor

The Erica Foundation

Anna Norlén, Psychologist, Psychotherapist, and Vice-Chancellor of The Erica Foundation since 2014.

Anna Norlén has many years of experience in supporting and treating children exposed to violence, mistreatment, and sexual abuse. She has worked with vulnerable children in social services, child and adolescent psychiatry units, private practice, and institutional care.

Norlén has previously acted as Head of the Child and Adolescent Psychiatry (BUP) Trauma Unit in Stockholm, as well as Head of Unit for Save the Children's Center for "Children and Young People in Vulnerable Living Situations", with four clinics in Sweden.

Norlén is a frequent lecturer at universities and specialized training courses for personnel working, for instance, in social services, the justice system, preschools and primary education, and healthcare. She is also a media expert about serious events directly or indirectly involving children.

PHOTO: MIRA ÅKERMAN



Cecilia Rydinger Alin

Vice-Chancellor

The Royal College of
Music in Stockholm

Cecilia Rydinger Alin, Professor in Orchestral Conducting and Vice-Chancellor of The Royal College of Music in Stockholm since 2012.

Cecilia Rydinger Alin was educated as a Conductor and Church Musician between 1989 and 1991 at The Royal College of Music in Stockholm, where she became a Professor of Orchestral Conducting in 2007.

Professor Rydinger Alin has conducted at virtually all major opera scenes in Sweden – such as the Royal Swedish Opera, Folkoperan, Stora Teatern in Gothenburg and Norrlandsoperan. She was also Chief Conductor at Musikteatern in Värmland between 1994 and 1998. Furthermore, as a Choir Conductor, she led Scandinavia's oldest academic choir, Allmänna Sängen, for more than 20 years and has been running the world-famous Swedish men's choir, Orphei Drängar, since 2008.

Rydinger Alin is a member of the Royal Swedish Academy of Music.

PHOTO: ANNAKÄRIN LÄNDIN/STOCKHOLM UNIVERSITY



Astrid Söderbergh Widding

President

Stockholm University

Astrid Söderbergh Widding, Professor in Cinema Studies and President of Stockholm University since 2013.

Astrid Söderbergh Widding received a Doctoral Degree in 1992 at Stockholm University, where she became Professor in Cinema Studies in 2000. In 2013, she became Stockholm University's first female President.

Professor Söderbergh Widding has many years of experience in board work and is, among others, a member of the Board of the Stockholm Environment Institute (SEI) and of the National Library of Sweden's Advisory Council. Formerly, she has been Chair of the Center for Fashion Studies, Chair of the Ingmar Bergman Foundation, and served on the board of the Swedish Film Institute. She has also been a Film Critic for the national daily newspaper *Svenska Dagbladet* for several years.

Söderbergh Widding became a member of the Royal Swedish Academy of Letters, History and Antiquities in 2008, a member of the Royal Academy of Sciences in 2014, and appointed Knight of the French National Order of the Legion of Honour in 2015.

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