



FEM Monitor 2024

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Introduction

The *Monitor Vrouwelijke Hoogleraren* (1) provides annual insights into gender distribution in Dutch academia, particularly the share of female scientists and leaders at universities, university medical centers, and other research institutions. After years of stagnation, the 2024 report shows a modest improvement. While progress remains slow, growth is better than the record-low increases of previous years. Encouragingly, the number of female associate professors has risen substantially. With many male professors approaching retirement, there is now a strong pool of women ready to advance, more than enough to replace those leaving. Universities are urged to seize this opportunity through targeted promotion policies that drive structural change in representation and academic culture. Nevertheless, the pace of change remains insufficient. At current growth rates, the 2025 target for female professors will not be reached.

About this FEM Report

This Female Empowerment Maastricht (FEM) report provides a more focused analysis of gender representation at UM, with attention to regional differences, internationalization, and faculty-specific characteristics. Employees are classified by passport nationality into four groups: Dutch, regional (Belgian or German), EU (other EU countries excluding Dutch, Belgian, German), and non-EU. It should be noted that the available data record only sex assigned at birth. As such, this report is restricted to a binary distinction between men and women. Where professors hold multiple positions across faculties, only the faculty with the highest contracted hours (FTE) is considered.

1. Differences in national origin among male and female representation at Maastricht University

In 2023, Dutch women made up 51.9% of all female professors at UM, followed by women from the surrounding region (24.2%), other EU countries (15.5%), and non-EU countries (8.5%) (Appendix Figure 1.0.1a). Looking at UM as a whole, men showed slightly less diversity in background than women. This was mainly because there were fewer regional and EU male professors, while the share of non-EU professors was similar (Appendix Figure 1.0.1b).

When breaking results down by rank, women continued to show greater diversity than men among full and associate professors (Appendix Figures 1.0.2 and 1.0.3). However, this pattern reversed at the assistant professor level, where men included more non-Dutch members, especially after 2020 (Appendix Figure 1.0.4). A notable finding is that, in 2023, almost 90% of male full professors at UM were Dutch, German, or Belgian, compared to about 85% of female full professors.

Among associate professors, the main gender difference was in nationality: Dutch nationals were more common among men, while EU nationals were more common among women. At the assistant professor level, men outnumbered women across all groups—regional, EU, and non-EU. Overall, nationality gaps between Dutch and non-Dutch were much smaller among assistant professors than among associate or full professors, for both men and women.

1.1 FHML

The Faculty of Health, Medicine and Life Sciences (FHML) presented a profile in which, between 2018 and 2020, over 90% of female full professors were Dutch. A very similar scenario appeared among male full professors (Appendix Figure 1.1.1). In 2023, Dutch nationals accounted for 79.7% of this category, marking a decrease of 4.1 percentage points compared to 2018 and 4.9 percentage points less than the share observed among female full professors in the same year. In 2023, approximately 70% of both male and female associate professors at FHML were Dutch nationals (Appendix Figure 1.1.2). Among male associate professors, the representation of nationalities outside the Dutch, Belgian, and German groups is lower than among their female counterparts, resulting in a more heterogeneous distribution of origin categories for women in this position. Notably, assistant professors constitute the only job group at FHML where origin-based diversity was greater among men than among women (Appendix figure 1.1.3).

1.2 FL

At the Faculty of Law (FL) Dutch nationals accounted for 50.0% of female full professors and 69.2% of male full professors (Appendix Figure 1.2.1). For both men and women, the share of Dutch nationals in 2022 and 2023 exceeded the levels observed between 2018 and 2021, indicating that origin-based diversity has not progressed over time. Furthermore, reflecting the trend in the overall professor population, women full professors at FL show higher origin-based diversity compared to men. Among associate professors, men are less diverse in terms of origin compared with their female counterparts (Appendix Figure 1.2.2). In 2023, most male associate professors (64.3%) were Dutch, a pattern that has persisted throughout the six-year period. The distribution of the four origin categories remained considerably more stable among women than among men for assistant professors (Appendix Figure 1.2.3). Furthermore, the non-Dutch nationals were better represented among women than among men in this job position. However, recent trends suggested that the origin of male assistant professors was becoming more heterogeneous, something that was not observed among full and associate professors. Lastly, according to the representation of non-EU nationals, male assistant professors were even outperforming their female counterparts.

1.3 FPN

At the Faculty of Psychology and Neuroscience (FPN) Dutch nationals represented 70% of female full professors, with the remaining 30% being regional (Appendix Figure 1.3.1a). Among male full professors, Dutch nationals still formed the majority, but the group became more diverse between 2019 and 2023, with growing representation from both regional and non-EU origins (Appendix Figure 1.3.1b). The analysis of associate professors at FPN further confirms the lack of EU and non-EU individuals among women (Appendix Figure 1.3.2). Female associate professors presented a lower share of Dutch nationals compared to male associate professors. However, this does not translate to a more heterogeneous population, but only to a stronger presence of regional individuals. Conversely, non-Dutch male associate professors were fractionally more diversified based on their origin, albeit less prevalent than

female associate professors. Assistant professors presented a higher level of origin-based diversity for both genders compared to full and associate professors (Appendix Figure 1.3.3).

1.4 FSE

The Faculty of Science and Engineering (FSE) have reached a relatively heterogenous distribution of nationalities for female full professors only in the recent years (Appendix Figure 1.4.1a). A different pattern was observed among men, as little to no difference was found across the six-year period. Despite experiencing a decrease overtime, Dutch nationals in 2023 represented more than three-fifths of all male full professors (Appendix Figure 1.4.1b). Furthermore, the non-Dutch counterpart was represented by regionals and, to a smaller degree, by non-EU nationals. Lastly, no EU men were employed in this position across all six years. In other words, as time passed, female full professors were able to become more heterogenous, while male full professors maintained relatively low levels of origin-based diversity.

In 2023, origin-based diversity among FSE associate professors showed little difference between genders, remaining below 40% in both cases (Appendix Figure 1.4.2). Notably, the composition of non-Dutch nationals was fractionally more heterogeneous among male associate professors. In contrast, female associate professors experienced a steady decline in the share of non-EU nationals over the six-year period. On the other hand, Dutch nationals were markedly less represented among women than among men employed for assistant professor (Appendix Figure 1.4.3). EU and non-EU nationals made up the two largest groups among female assistant professors, collectively representing around 70% of this population. Meanwhile, among male assistant professors, the two largest groups were Dutch and non-EU nationals.

1.5 SBE

At the School of Business and Economics (SBE) the difference between men and women in their level of origin-based diversity was apparent when observing full professors (Appendix Figure 1.5.1). For instance, the share of Dutch nationals among female full professors has oscillated between 40% and 50% across the six years, reaching the highest level in 2023 (52.9%). Meanwhile the same indicator among men remained around 75% throughout the same period and dropped to 71.9% only in 2023. However, the lower share of Dutch nationals witnessed among female full professors was not the result of an equal representation of the other four origin categories. On the contrary, those women who are not Dutch in this job position, are mostly regionals. Meanwhile, none of them were an EU national and only a smaller share (especially in recent years) held a non-EU passport. In contrast, among those male full professors who are not Dutch are slightly more heterogenous in their composition, despite representing a much smaller proportion compared to Dutch nationals.

The category of female associate professors has undergone a radical change in its composition between 2018 and 2023, as witnessed by a sharp decrease in the share regional nationals (who went from 80% in 2018 to 37.5% in 2023), a consequent increase in the share of Dutch individuals (from 20.0% to 43.8%), and a recent appearance of female associate professors

belonging to the EU category (Appendix Figure 1.5.2a). On the contrary, the composition of male associate professors has undergone a less drastic restructuring which has resulted in a more homogenous representation of both EU and non-EU nationals across all years (Appendix Figure 1.5.2b). Origin-based diversity was somewhat higher among female assistant professors than male assistant professors given a smaller gap between the representation of all four categories and a higher presence of non-Dutch individuals (Appendix Figure 1.5.3).

1.6 FASoS

The Faculty of Arts and Social Sciences (FASoS) presented a higher level of origin-based diversity for both male and female full professors (Appendix Figure 1.6.1). Considering only these two diversity criteria, the share of non-Dutch and non-EU nationals, male full professors exhibited higher diversity than their female counterparts. However, when the overall distribution across all four origin groups was considered, women demonstrated greater origin-based diversity than men in this job group, due in part to the inclusion of EU nationals. Among associate professors, women displayed a relatively balanced representation across all four origin categories by the six-year period, in contrast to male associate professors, for whom Dutch nationals consistently accounted for between three-fifths and four-fifths of the group at FASoS (Appendix Figure 1.6.2). Notably, the assistant professor category was the only one at FASoS where men exhibit greater origin-based diversity than women (Appendix Figure 1.6.3).

1.7 PhD candidates

The overall population of PhD candidates at UM presented a higher level of origin-based diversity among men than among women (Appendix Figure 1.7.1). This, however, was not the case for all faculties. For instance, at FASoS, the proportional distribution of the four origin-based categories appeared much more balanced for women than for men (Appendix Figure 1.7.2). Meanwhile, at FHML, both genders were dominated by Dutch nationals, while the share of EU and non-EU nationals was higher among male PhDs than female PhDs across all six years (Appendix Figure 1.7.3). Overall, FHML PhDs were less diverse (based on origin) than the UM average. Conversely, FL showed a stronger presence of non-Dutch nationals (especially EU nationals) than the UM average for both genders (Appendix Figure 1.7.4). However, the origin distribution differed between the two genders. As of 2023, male PhDs at FL exhibited a more balanced distribution across the three non-Dutch origin groups than their female counterparts, but a substantially lower proportion of Dutch nationals. A similar picture emerged from FPN PhDs, where the share of Dutch nationals was higher among women while the three non-Dutch categories were better represented among men (Appendix Figure 1.7.5). Interestingly, the origin distribution at FPN did not differ extensively from the UM average. A different pattern was found at FSE where the aggregate group of non-Dutch nationals was more represented among female PhDs than male PhDs, across all six years (Appendix Figure 1.7.6). However, the specific group of non-EU nationals at FSE was better represented among women than among men for most of the years considered. Furthermore, FSE showed a stronger presence of EU and non-EU nationalities than the UM average across all six years. Finally, at SBE, the share of non-Dutch nationals was higher compared to the UM average for both genders (Appendix Figure 1.7.7). The diversity of the non-Dutch population for both men and

women was mainly driven by a high share of regional nationals. While non-EU nationals were better represented among female PhDs than male PhDs, the opposite occurred for EU nationals.

2. Gender representation per faculty at Maastricht University

At the end of 2023, women accounted for 42.7% of all tenured professors at UM, the highest share in six years, marking steady progress in gender diversity since 2018 (Appendix Figure 2.0.1). However, representation varied across academic ranks. Full professors remained the least gender-diverse group, with women making up 31.9%, up from 23.9% in 2018, though the rate of increase slowed after 2021 (Appendix Figure 2.0.2). Associate professors showed a higher level of diversity, with women representing 41.4% in 2023, but here too, most growth occurred before 2021 (Appendix Figure 2.0.3). Assistant professors displayed the highest gender balance, reaching 49.2% female representation in 2023 after a temporary decline between 2020 and 2022 (Appendix Figure 2.0.4). Overall, the data indicate gradual but uneven progress toward gender balance across academic ranks at UM.

2.1 FHML

At FHML, full professorships have consistently been dominated by men (Appendix Figure 2.1.1). In 2023, women represented 30.6% of full professors. While they remained underrepresented, the trend was positive, with the share of women rising by 9.8 percentage points between 2018 and 2023 and showing consistent annual growth. Gender gaps were smaller among associate and assistant professors (Appendix Figure 2.1.2 and 2.1.3). In 2023, women accounted for 44.0% of associate professors, an increase of 3.2 percentage points from 2022 and 4.4 points from 2018. Among assistant professors, women formed the majority throughout the six-year period, reaching 54.9% in 2023. FHML showed steady progress, especially at assistant and associate levels, but women remained underrepresented at full professorships.

2.2 FL

At FL women held 31.6% of full professorships in 2023. This was slightly below 2022 but still the second-highest level in six years (Appendix Figure 2.2.1). After reaching 30.3% in 2020 (up from 28.1% in 2018), the share dipped in 2021. The largest year-on-year increase occurred between 2021 and 2022. For associate professors, gender balance was achieved in 2022, when women equaled men for the first time in the six-year period (Appendix Figure 2.2.2). Among assistant professors, women consistently formed the majority. In 2023, they accounted for 57.5%, an increase of 3.8 percentage points since 2018 and the highest share observed during the period (Appendix Figure 2.2.3). Women remain underrepresented at the full professors but dominated among assistant professors, suggesting a potential pipeline for future promotions.

2.3 FPN

At FPN women accounted for 46.4% of full professors in 2023, the highest share observed in six years (Appendix Figure 2.3.1). At the associate level, women remained a minority across the period. The peak was in 2020 (47.8%), but the share declined afterward, dropping below 2019 levels (Appendix Figure 2.3.2). Among assistant professors, women exceeded men in

2018, 2019, 2022, and 2023 (Appendix Figure 2.3.3). The share peaked in 2023, with women representing 61.5% of assistant professors. FPN showed strong female representation at both full and assistant levels, but associate professorships remain male-dominated.

2.4 FSE

Gender disparities were most pronounced at FSE. Among full professors, women made up only 24.1% in 2023, down from earlier progress in 2019–2021 (Appendix Figure 2.4.1). At the associate professor level, women accounted for 32.3% in 2023, the highest share in six years and 7.3 percentage points higher than in 2018, though still well below equal representation (Appendix Figure 2.4.2). Gender imbalance was less pronounced among assistant professors (Appendix Figure 2.4.3). The representation of women has grown in recent years, showing continued increases in 2022 and 2023. FSE remained strongly male-dominated, though some improvement was visible at associate and assistant levels.

2.5 SBE

At SBE, women comprised 23.0% of full professors in 2023, an increase of 9.5 percentage points since 2018, yet still representing less than one-fourth of the total (Appendix Figure 2.5.1). After 2020, women surpassed 20% of associate professors with a peak of 31.4% in 2023 (Appendix Figure 2.5.2). At the assistant level, women were more represented than at full and associate professor levels, forming 31.2% of all assistant professors in 2023 (Appendix Figure 2.5.3). Despite growth, SBE remained the faculty with one of the lowest shares of women, especially at full professorship.

2.6 FASoS

Women were the majority of FASoS full and associate professors across all six years, albeit their share has not always increased (Appendix Figure 2.6.1 and 2.6.2). Throughout the whole six-year period, the share of female assistant professors remained below the share of men in the same category (Appendix Figure 2.6.3).

2.7 Cross-Faculty Comparison

Across UM, men remained the majority of professors in all faculties except FASoS, where women were at or above equal representation. At the associate level, FASoS was the only faculty where women reached at least 50% in 2023. On the other hand, women were the least well represented at SBE with 23% for full professorship and around 30% for associate and assistant professors. Of all academic positions, the assistant professor level came closest to achieving gender balance across faculties.

Women constituted approximately 60% of PhD candidates at UM, a pattern that has persisted across all six years. The gender representation gap was wider than the UM average at FASoS, at FHML (since 2019), and at FL. By contrast, the percentage of women fell below the UM average at FPN (since 2020), as well as at FSE and SBE. Interestingly, women represented a smaller share of PhDs than men at FPN in 2022, at FSE from 2018 to 2020 and in 2023, and at SBE in 2019 and from 2021 to 2023. The faculty with the highest rates of women PhDs as of

2023 is FASoS (68.0%), followed by FHML (67.7%), FL (62.9%), FPN (57.1%), SBE (45.8%) and FSE (43.9%).

3. Recommendations by FEM

To address the clear differences between faculties in both gender representation and origin-based diversity, FEM proposes some recommendations aimed at promoting equitable career development and strengthening a more inclusive academic environment across UM. FEM recommends establishing faculty-level focus groups that bring together professors of all genders to discuss structural barriers, share lived experiences, and identify the specific obstacles present in each academic context. Career pathways and promotion expectations are often lacking clarity to early- and mid-career scholars and can be difficult to understand for people who did not start their career at UM. Therefore, FEM advises the development of transparent and accessible guidelines describing the Dutch academic career trajectory, including promotion criteria, expected competencies, and timelines. To support equitable hiring and advancement, HR experts with experience in diversity, equity, and inclusion should be systematically involved in hiring, promotion, and advisory committees to ensure consistent, bias-aware decision-making across faculties. Furthermore, FEM recommends conducting external benchmarking to assess whether similar faculties at other Dutch universities, such as business schools, science faculties, or medical faculties, show comparable patterns in gender representation and origin-based diversity. This provides essential context for interpreting UM's position and identifying best practices. Also, UM-wide demographic data related to career paths, promotion timelines, and upcoming retirements should be examined to keep track of long-term patterns to identify future leadership gaps. Finally, FEM stresses the importance of family-friendly working policies, such as flexible scheduling, support during pregnancy and early parenthood, and clearer reintegration arrangements, as these measures are essential for retaining women in the academic pipeline and enabling more women to progress into senior leadership roles.

References

1. 2023 WOMEN PROFESSORS MONITOR. (n.d.). LNVH.

<https://www.lnvh.nl/monitor2023/EN.html>

Appendix

1.0 UM Faculties combined for professorship (all, full, associate and assistant)

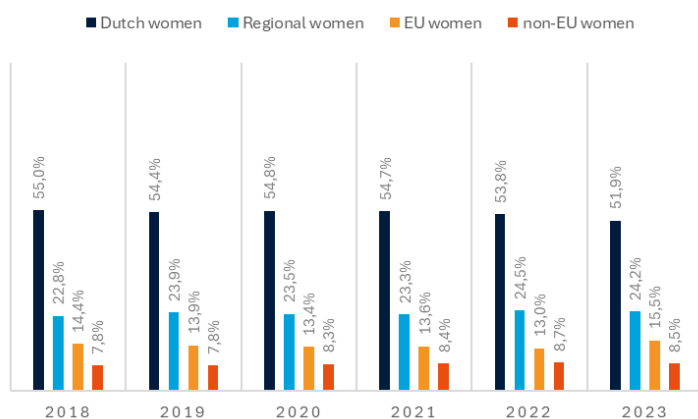


Figure 1.0.1a: Proportional distribution of **female professors** by origin, end of 2018 through end of 2023 – all UM faculties combined.

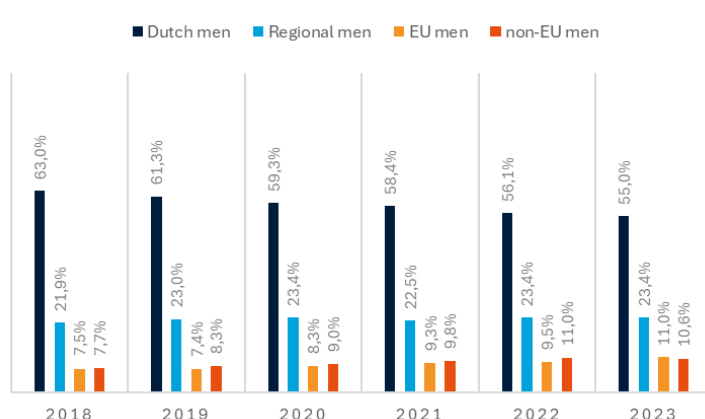


Figure 1.0.1b: Proportional distribution of **male professors** by origin, end of 2018 through end of 2023 – all UM faculties combined.

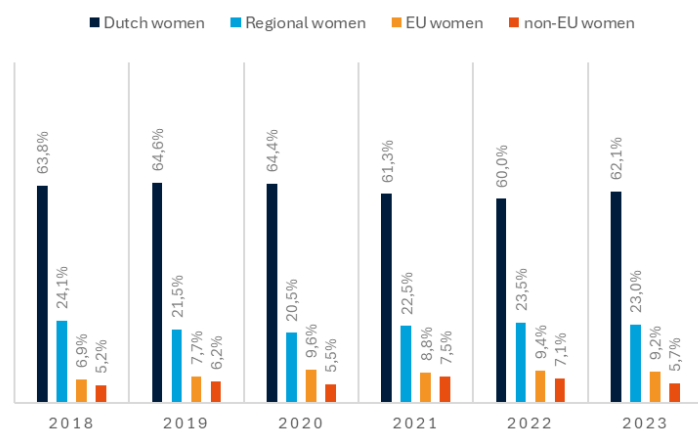


Figure 1.0.2a: Proportional distribution of **female full professors** by origin, end of 2018 through end of 2023 – all UM faculties combined.

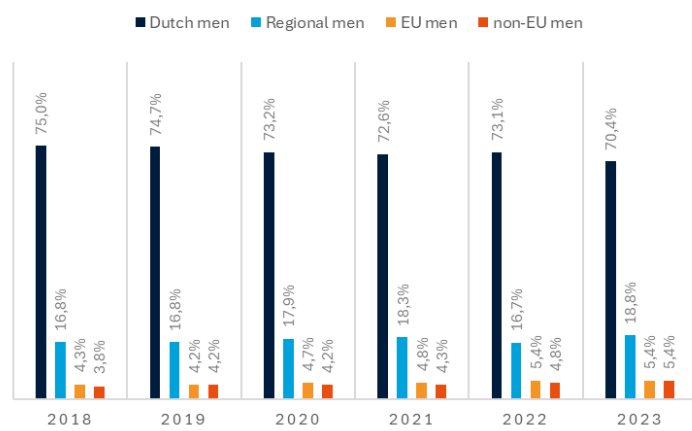


Figure 1.0.2b: Proportional distribution of **male full professors** by origin, end of 2018 through end of 2023 – all UM faculties combined.

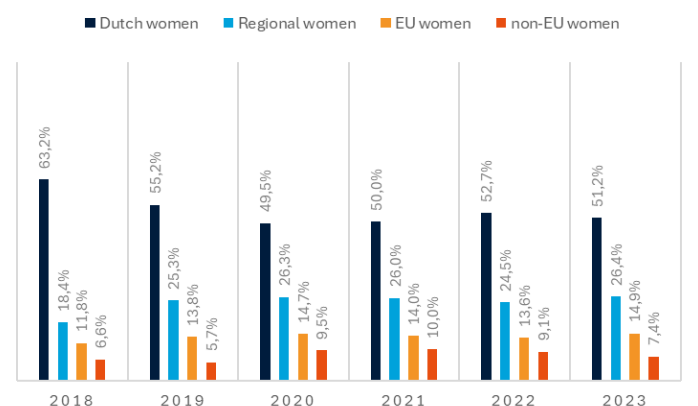


Figure 1.0.3a: Proportional distribution of **female associate professors** by origin, end of 2018 through end of 2023 – all UM faculties combined.

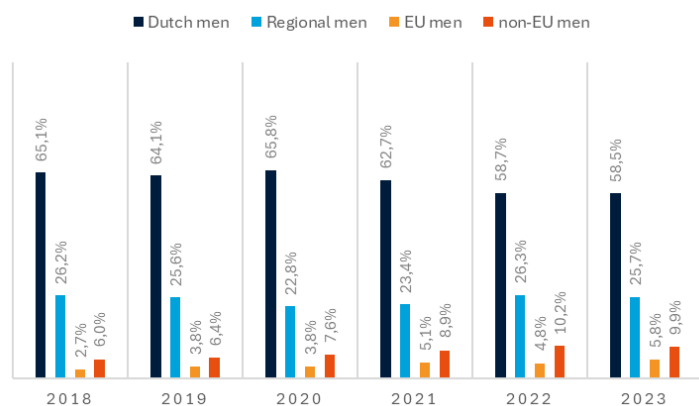


Figure 1.0.3b: Proportional distribution of **male associate professors** by origin, end of 2018 through end of 2023 – all UM faculties combined.

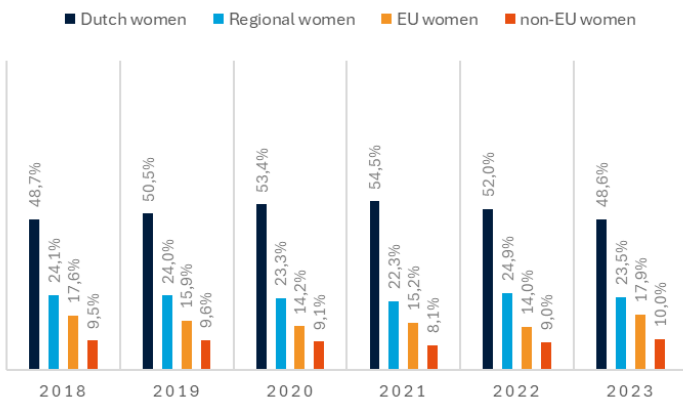


Figure 1.0.4a: Proportional distribution of *female assistant professors* by origin, end of 2018 through end of 2023 – all UM faculties combined.

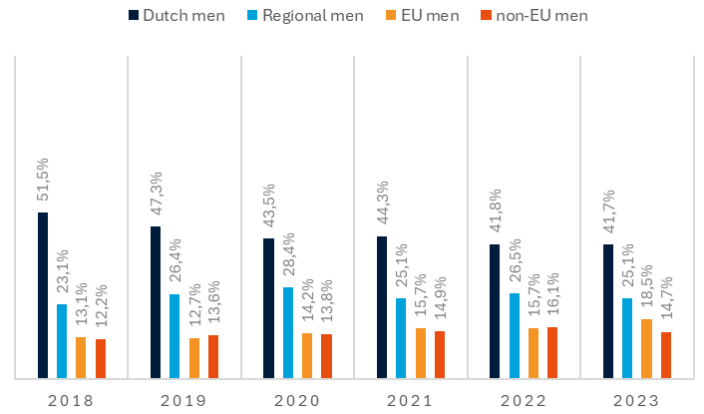


Figure 1.0.4b: Proportional distribution of *male assistant professors* by origin, end of 2018 through end of 2023 – all UM faculties combined.

1.1 FHML for professorship (full, associate and assistant)

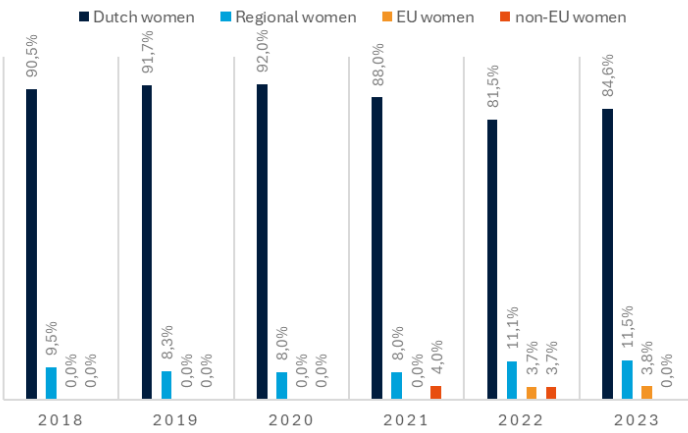


Figure 1.1.1a: Proportional distribution of *female full professors* by origin, end of 2018 through end of 2023 – FHML

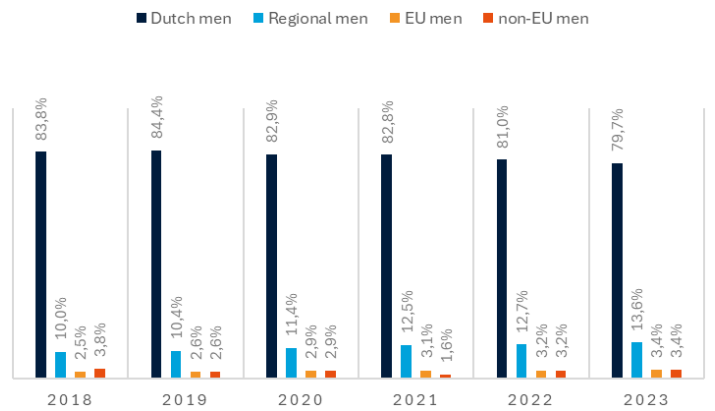


Figure 1.1.1b: Proportional distribution of *male full professors* by origin, end of 2018 through end of 2023 – FHML

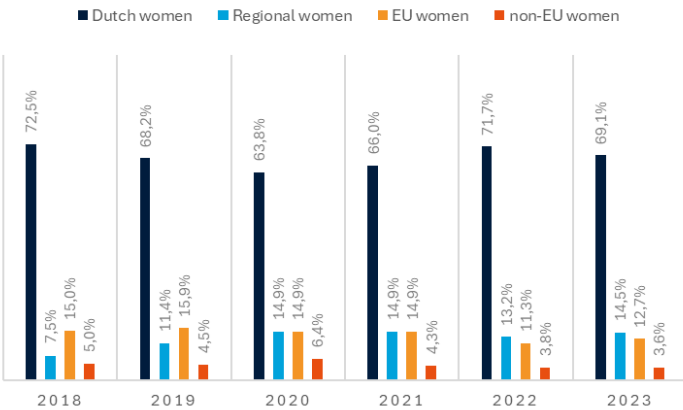


Figure 1.1.2a: Proportional distribution of *female associate professors* by origin, end of 2018 through end of 2023 – FHML

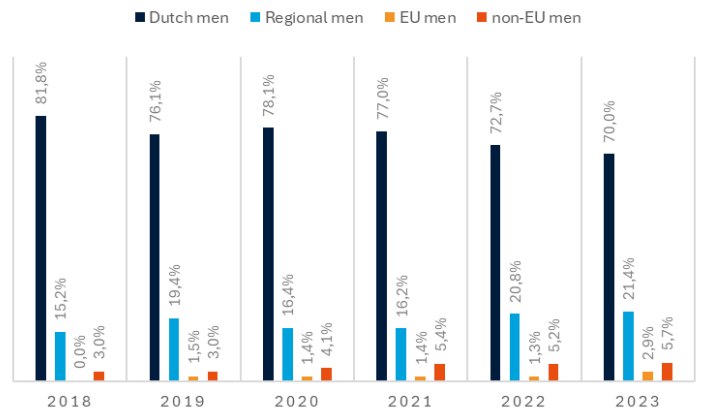


Figure 1.1.2b: Proportional distribution of *male associate professors* by origin, end of 2018 through end of 2023 – FHML

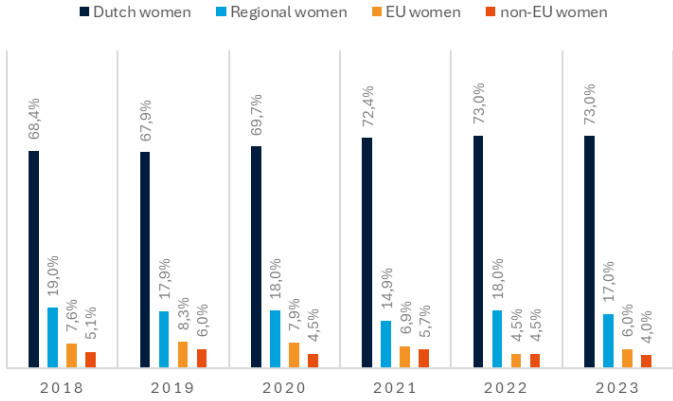


Figure 1.1.3a: Proportional distribution of *female assistant professors* by origin, end of 2018 through end of 2023 – FHML

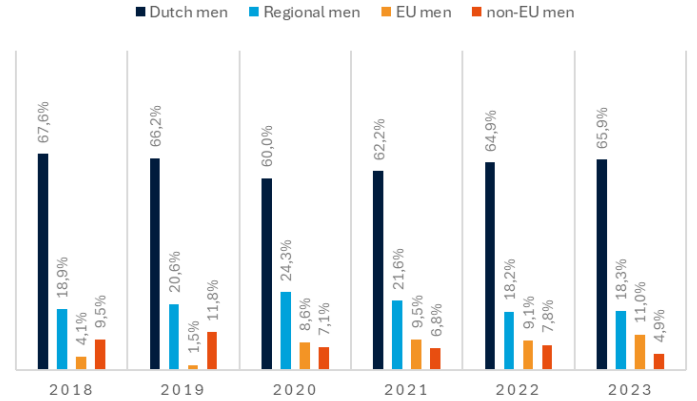


Figure 1.1.3b: Proportional distribution of *male assistant professors* by origin, end of 2018 through end of 2023 – FHML

1.2 FL for professorship (full, associate and assistant)

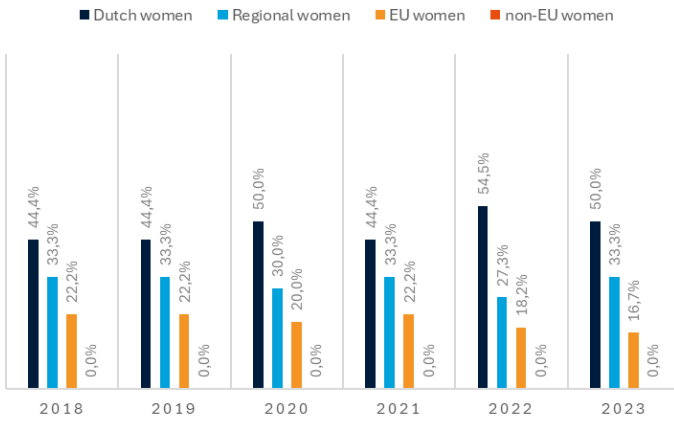


Figure 1.2.1a: Proportional distribution of *female full professors* by origin, end of 2018 through end of 2023 – FL

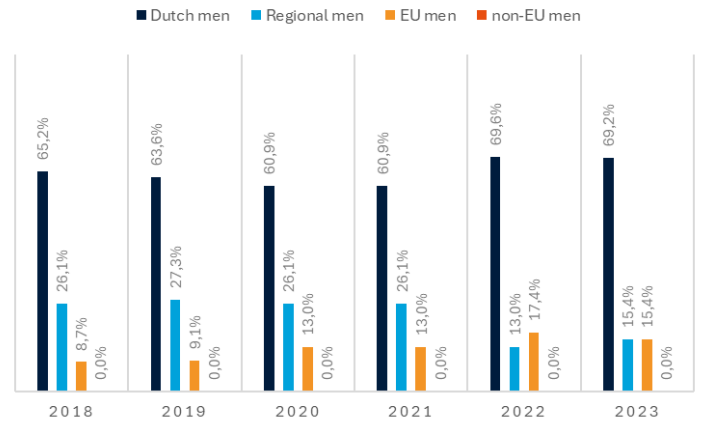


Figure 1.2.1b: Proportional distribution of *male full professors* by origin, end of 2018 through end of 2023 – FL

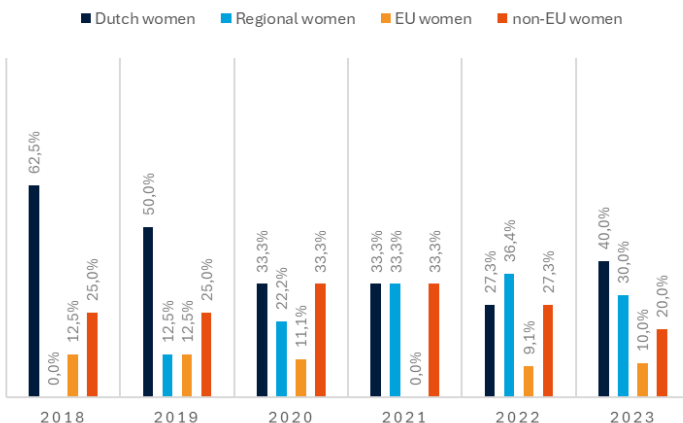


Figure 1.2.2a: Proportional distribution of *female associate professors* by origin, end of 2018 through end of 2023 – FL

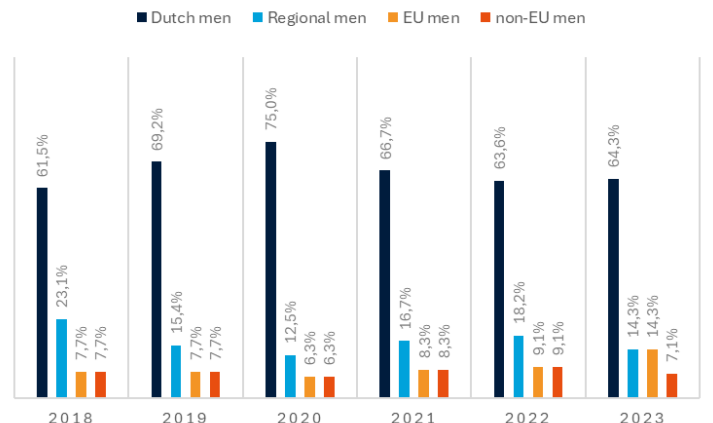


Figure 1.2.2b: Proportional distribution of *male associate professors* by origin, end of 2018 through end of 2023 – FL

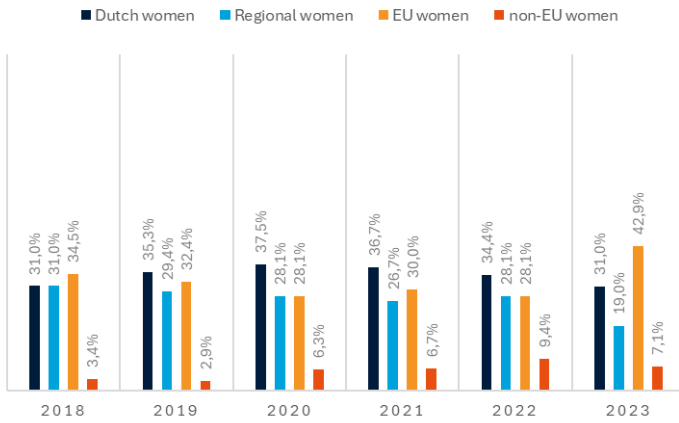


Figure 1.2.3a: Proportional distribution of *female associate professors* by origin, end of 2018 through end of 2023 – FL

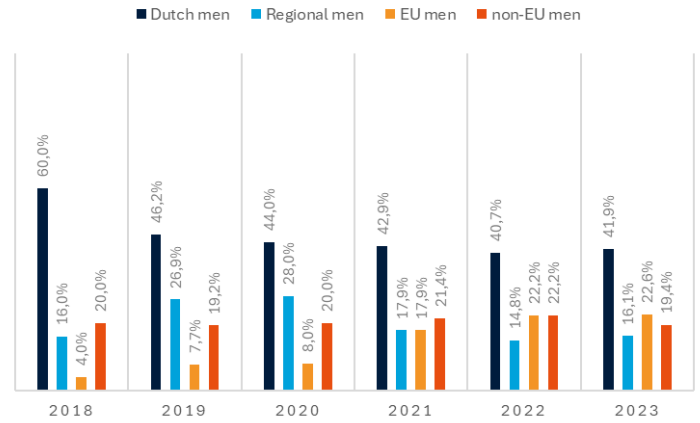


Figure 1.2.3b: Proportional distribution of *male associate professors* by origin, end of 2018 through end of 2023 – FL

1.3 FPN for professorship (full, associate and assistant)

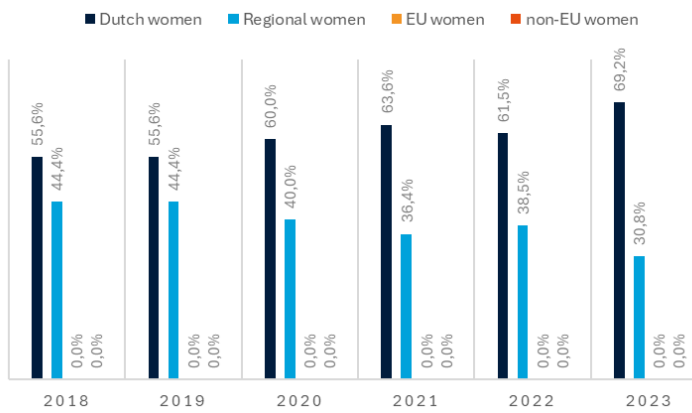


Figure 1.3.1a: Proportional distribution of *female full professors* by origin, end of 2018 through end of 2023 – FPN

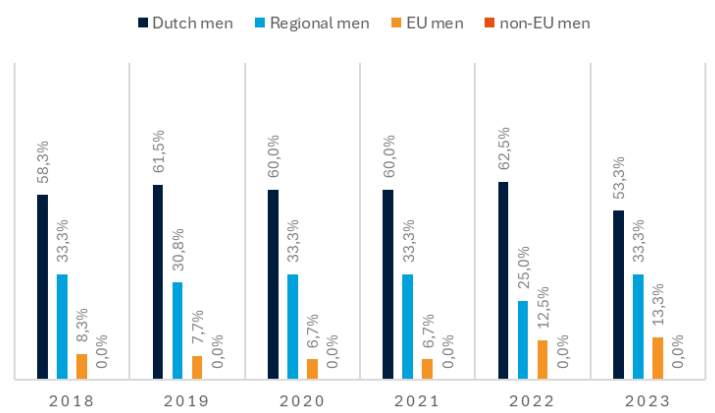


Figure 1.3.1b: Proportional distribution of *male full professors* by origin, end of 2018 through end of 2023 – FPN

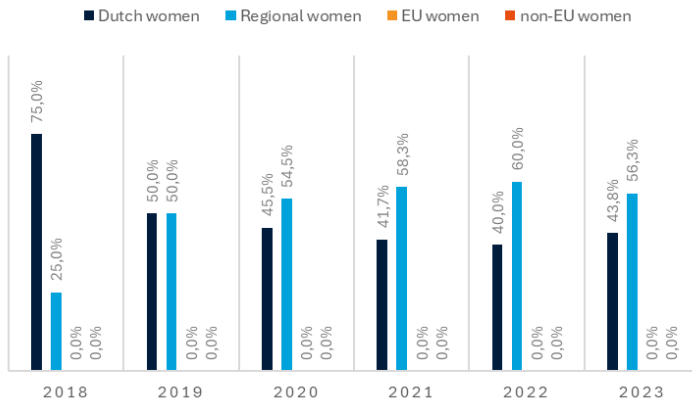


Figure 1.3.2a: Proportional distribution of *female associate professors* by origin, end of 2018 through end of 2023 – FPN

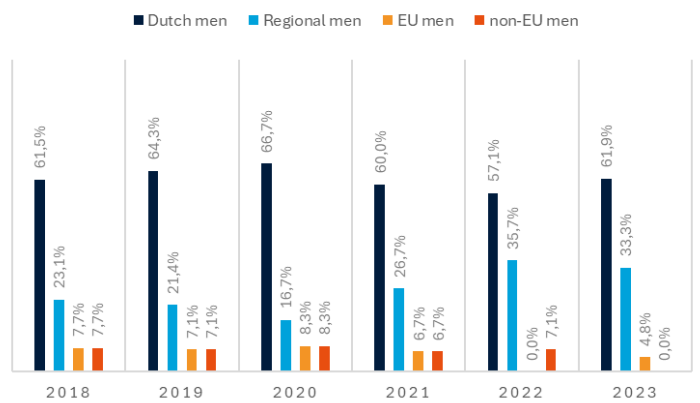


Figure 1.3.2b: Proportional distribution of *male associate professors* by origin, end of 2018 through end of 2023 – FPN

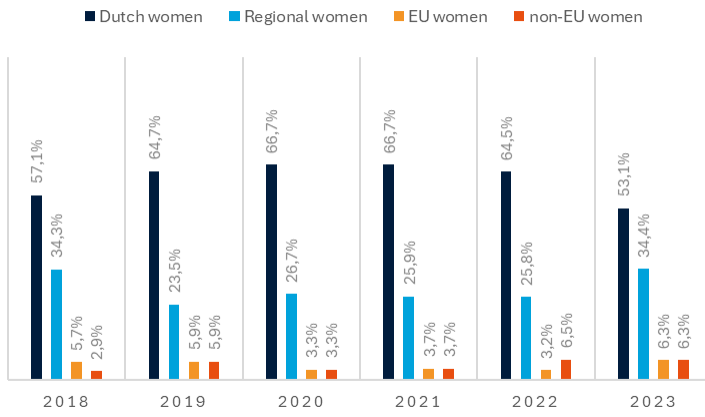


Figure 1.3.3a: Proportional distribution of *female assistant professors* by origin, end of 2018 through end of 2023 – FPN

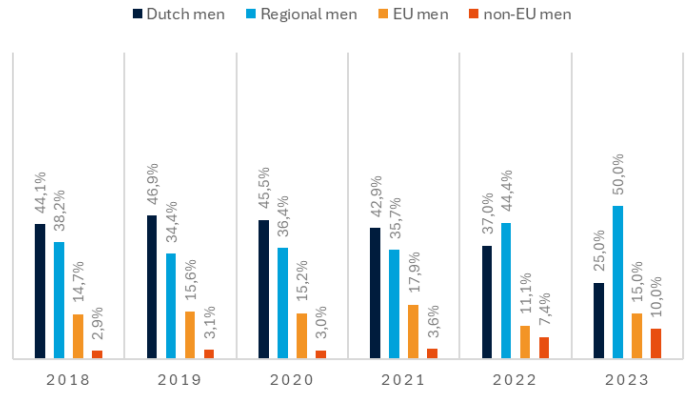


Figure 1.3.3b: Proportional distribution of *male assistant professors* by origin, end of 2018 through end of 2023 – FPN

1.4 FSE for professorship (full, associate and assistant)

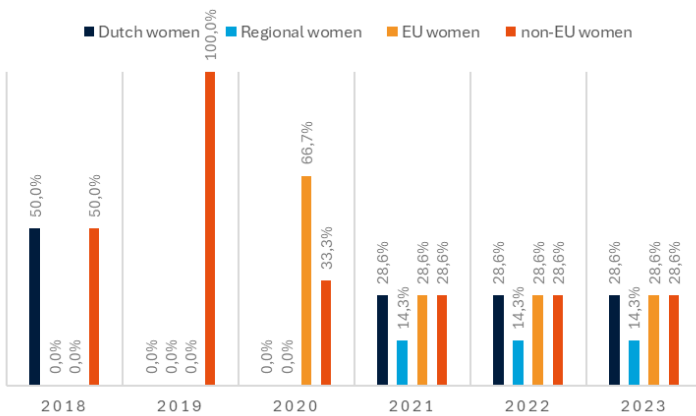


Figure 1.4.1a: Proportional distribution of *female full professors* by origin, end of 2018 through end of 2023 – FSE

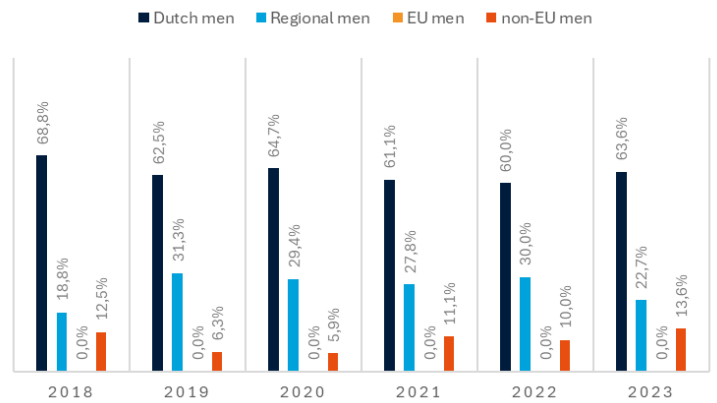


Figure 1.4.1b: Proportional distribution of *male full professors* by origin, end of 2018 through end of 2023 – FSE

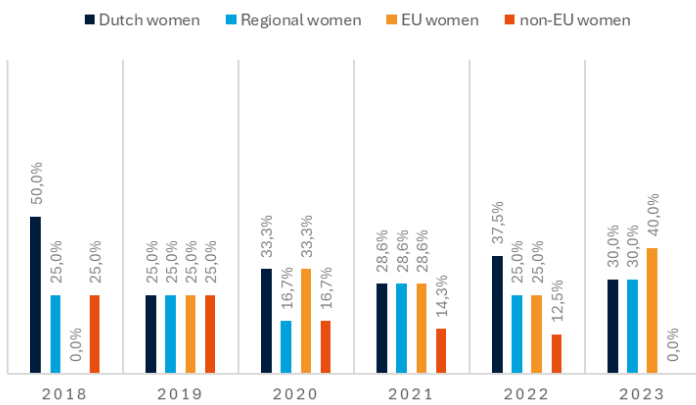


Figure 1.4.2a: Proportional distribution of *female associate professors* by origin, end of 2018 through end of 2023 – FSE

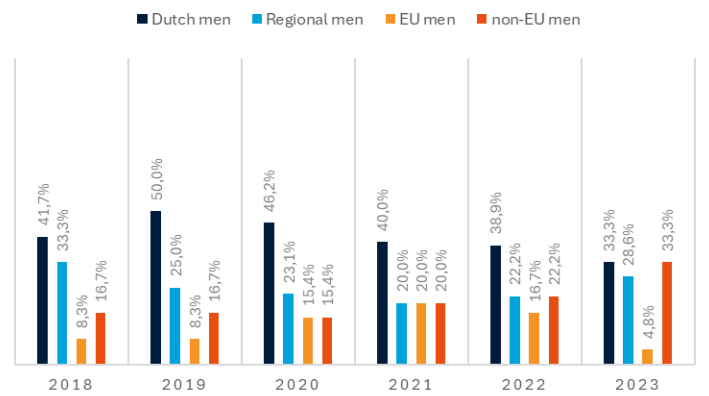


Figure 1.4.2b: Proportional distribution of *male associate professors* by origin, end of 2018 through end of 2023 – FSE

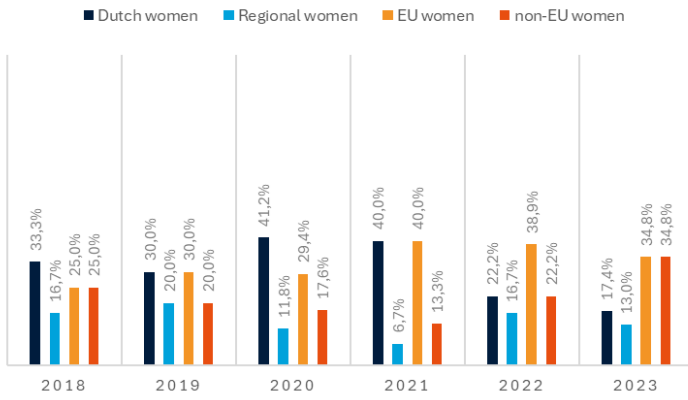


Figure 1.4.3a: Proportional distribution of *female assistant professors* by origin, end of 2018 through end of 2023 – FSE

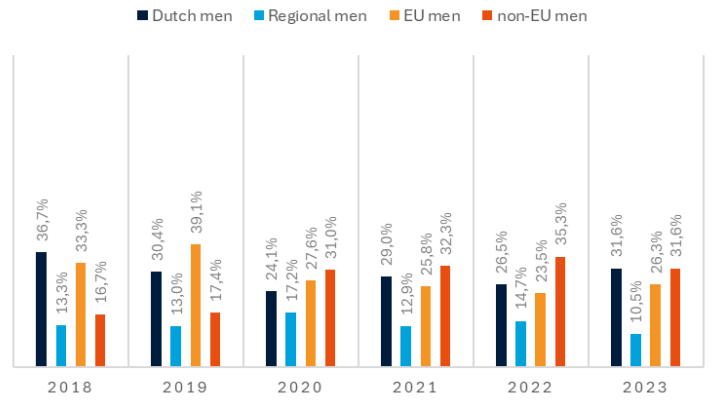


Figure 1.4.3b: Proportional distribution of *male assistant professors* by origin, end of 2018 through end of 2023 – FSE

1.5 for professorship (full, associate and assistant)

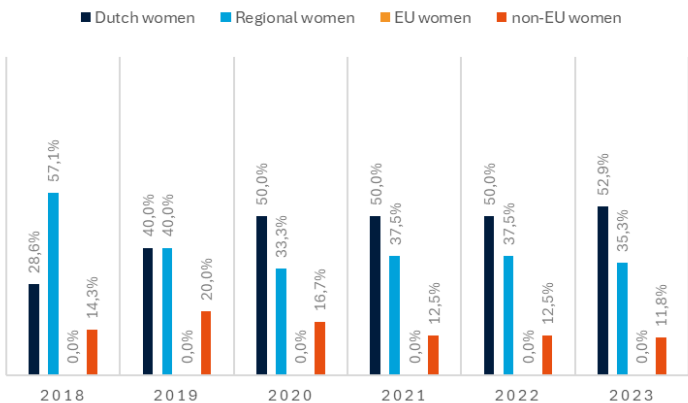


Figure 1.5.1a: Proportional distribution of *female full professors* by origin, end of 2018 through end of 2023 – SBE

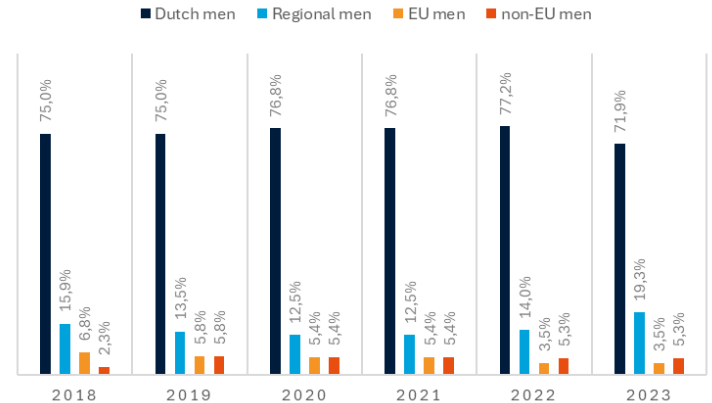


Figure 1.5.1b: Proportional distribution of *male full professors* by origin, end of 2018 through end of 2023 – SBE

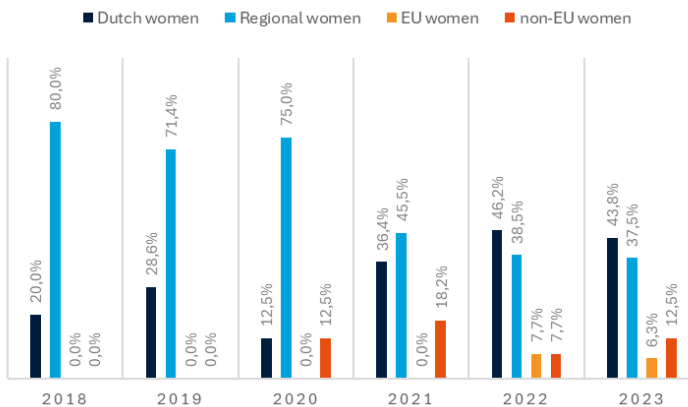


Figure 1.5.2a: Proportional distribution of *female associate professors* by origin, end of 2018 through end of 2023 – SBE

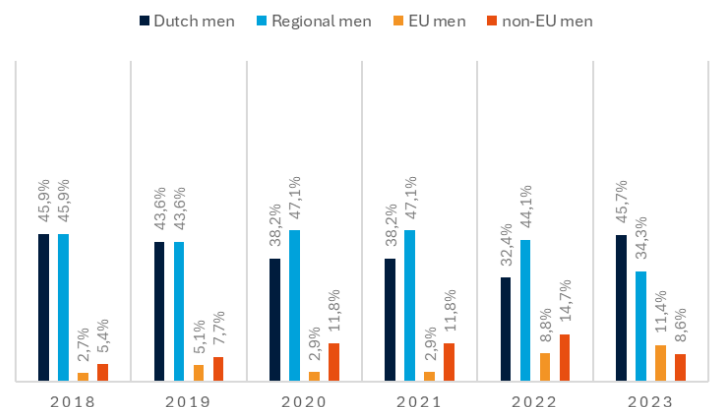


Figure 1.5.2b: Proportional distribution of *male associate professors* by origin, end of 2018 through end of 2023 – SBE

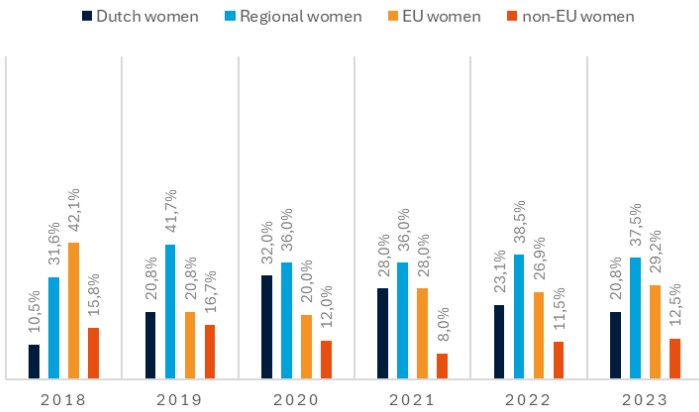


Figure 1.5.3a: Proportional distribution of *female assistant professors* by origin, end of 2018 through end of 2023 – SBE

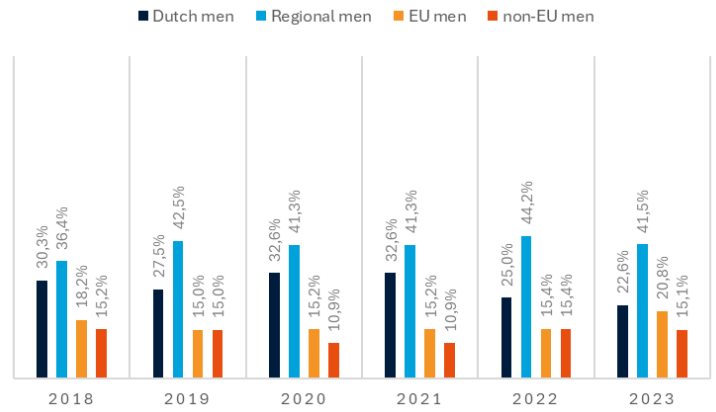


Figure 1.5.3b: Proportional distribution of *male assistant professors* by origin, end of 2018 through end of 2023 – SBE

1.6 FASoS for professorship (full, associate and assistant)

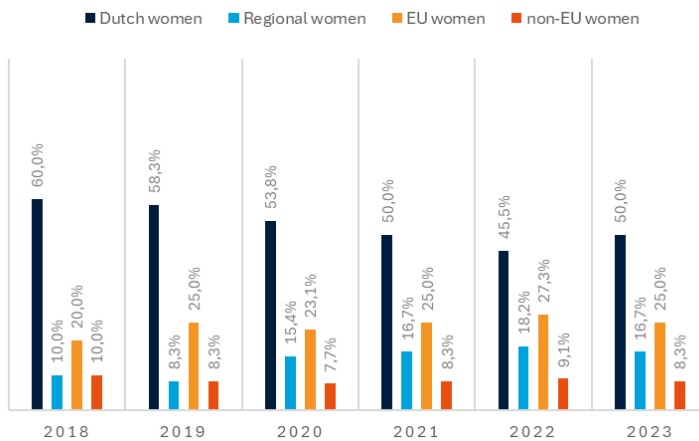


Figure 1.6.1a: Proportional distribution of *female full professors* by origin, end of 2018 through end of 2023 – FASoS

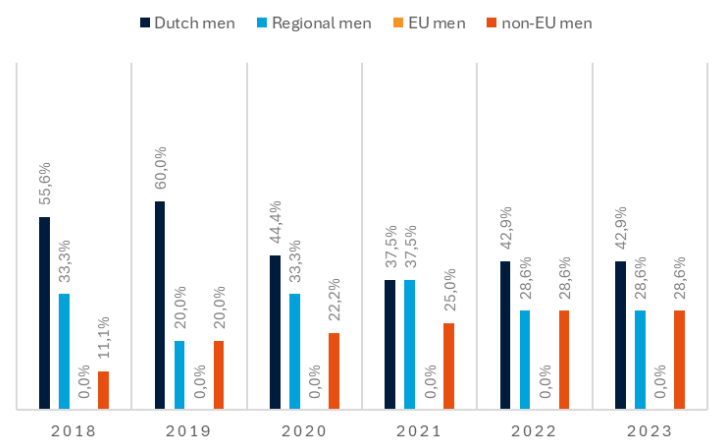


Figure 1.6.1b: Proportional distribution of *male full professors* by origin, end of 2018 through end of 2023 – FASoS

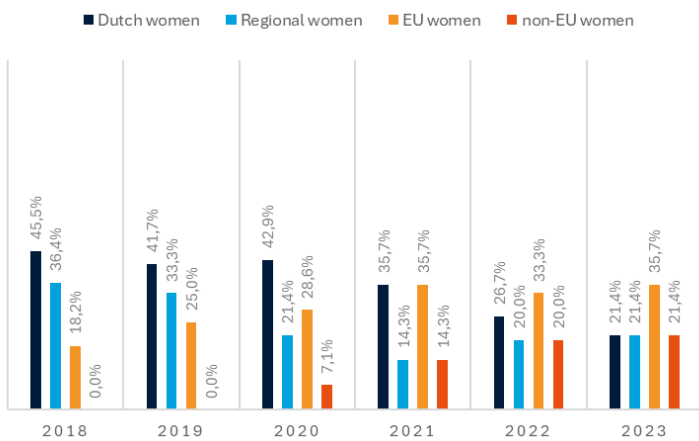


Figure 1.6.2a: Proportional distribution of *female associate professors* by origin, end of 2018 through end of 2023 – FASoS

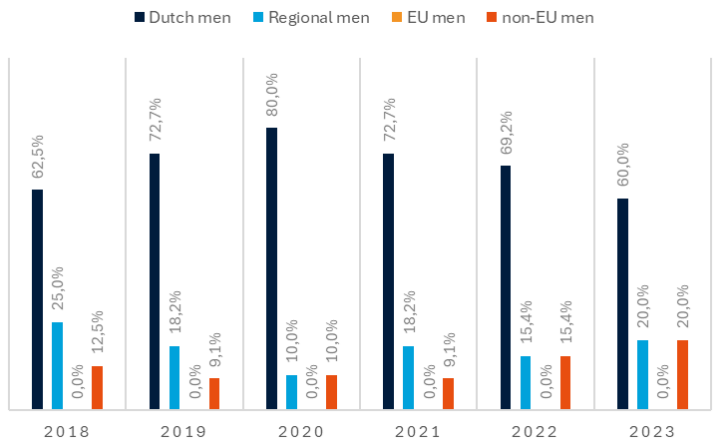


Figure 1.6.2b: Proportional distribution of *male associate professors* by origin, end of 2018 through end of 2023 – FASoS

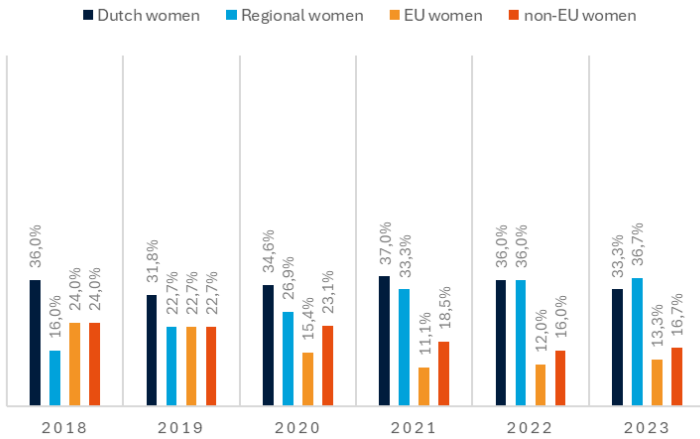


Figure 1.6.3a: Proportional distribution of *female assistant professors* by origin, end of 2018 through end of 2023 – FASoS

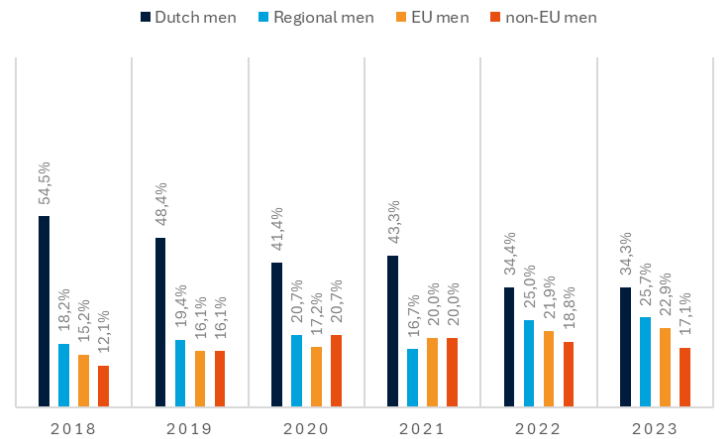


Figure 1.6.3b: Proportional distribution of *male assistant professors* by origin, end of 2018 through end of 2023 – FASoS

1.7 PhD Differences in national origin

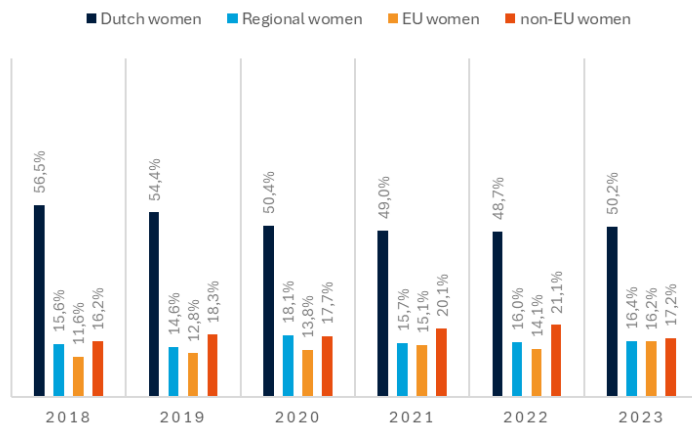


Figure 1.7.1a: Proportional distribution of *female PhD candidates* by origin, end of 2018 through end of 2023 – All UM faculties

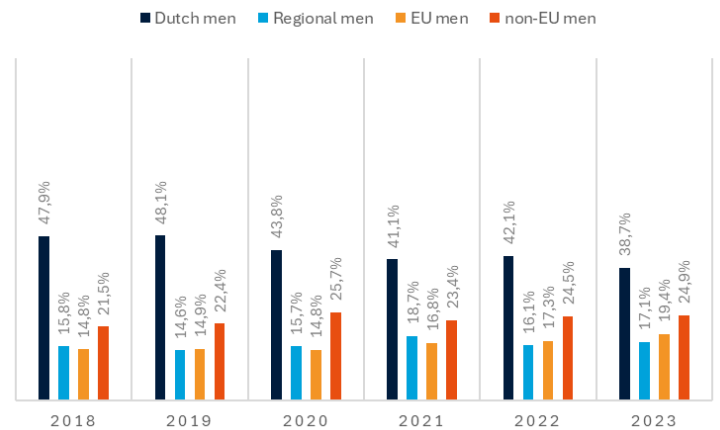


Figure 1.7.1b: Proportional distribution of *male PhD candidates* by origin, end of 2018 through end of 2023 – All UM faculties

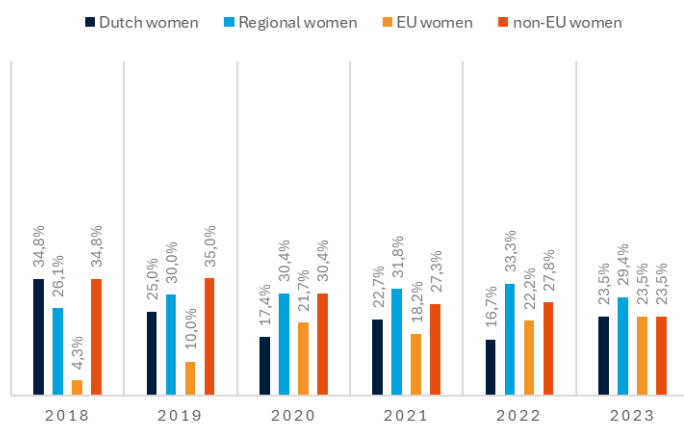


Figure 1.7.2a: Proportional distribution of *female PhD candidates* by origin, end of 2018 through end of 2023 – FASoS

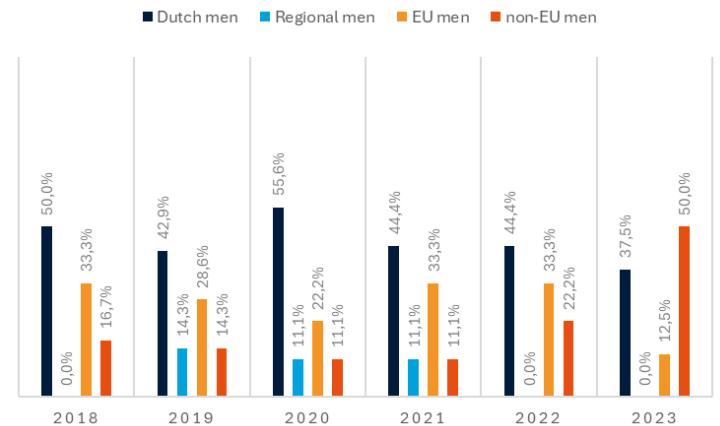


Figure 1.7.2b: Proportional distribution of *male PhD candidates* by origin, end of 2018 through end of 2023 – FASoS

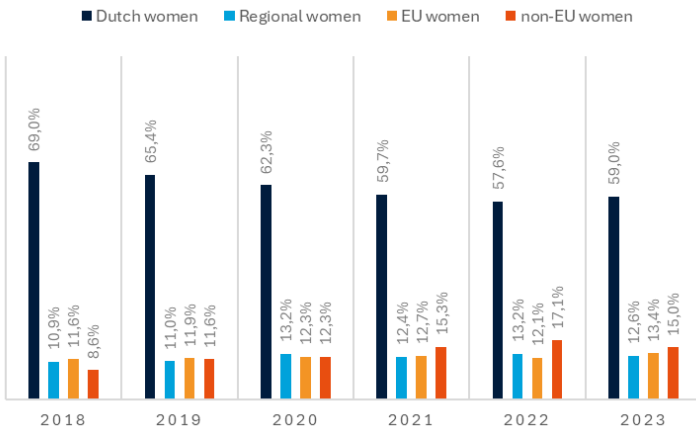


Figure 1.7.3a: Proportional distribution of female PhD candidates by origin, end of 2018 through end of 2023 – FHML

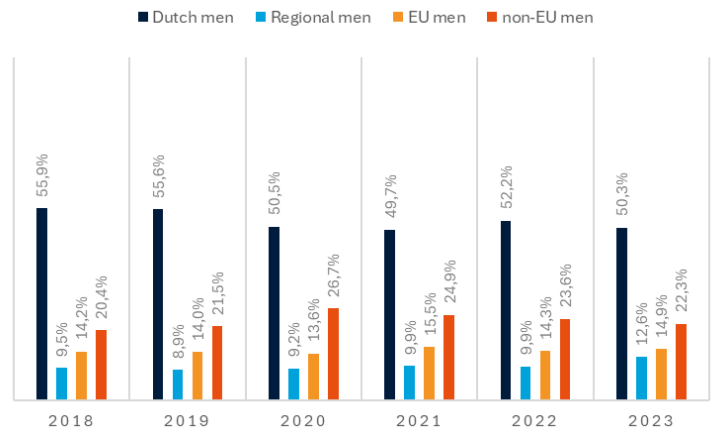


Figure 1.7.3b: Proportional distribution of male PhD candidates by origin, end of 2018 through end of 2023 – FHML

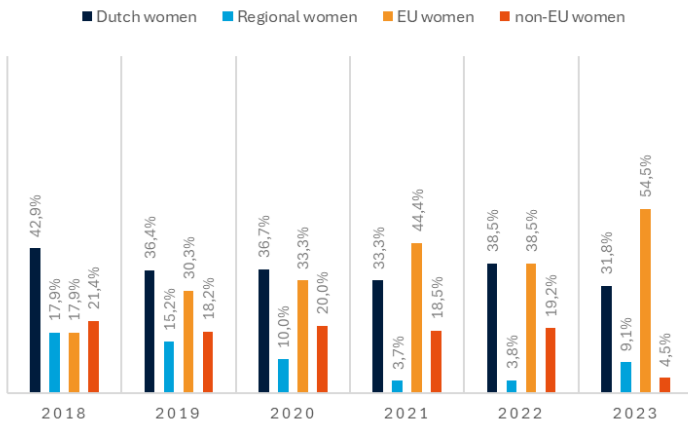


Figure 1.7.4a: Proportional distribution of female PhD candidates by origin, end of 2018 through end of 2023 – FL

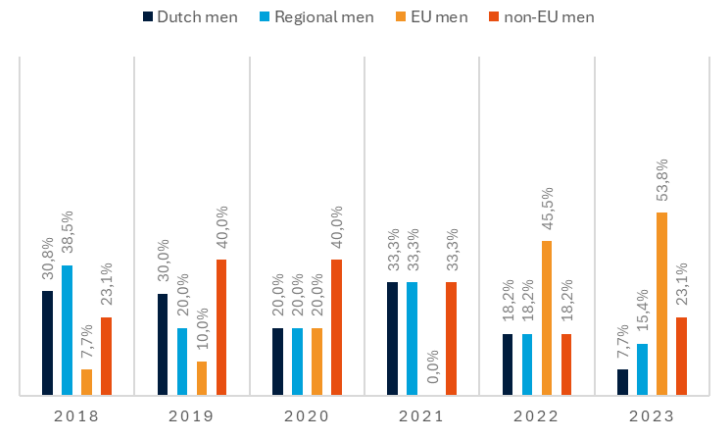


Figure 1.7.4b: Proportional distribution of male PhD candidates by origin, end of 2018 through end of 2023 – FL

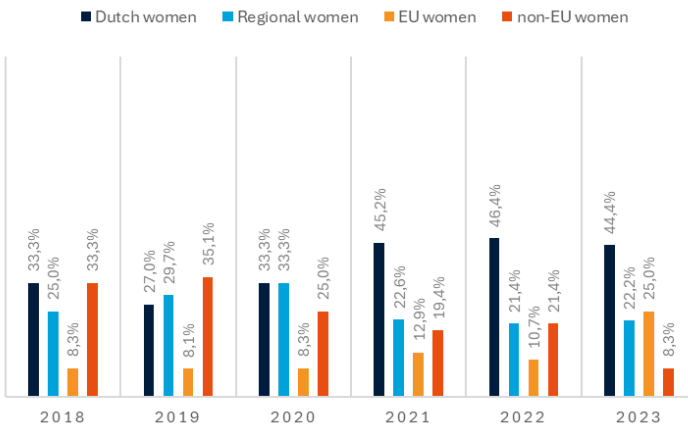


Figure 1.7.5a: Proportional distribution of female PhD candidates by origin, end of 2018 through end of 2023 – FPN

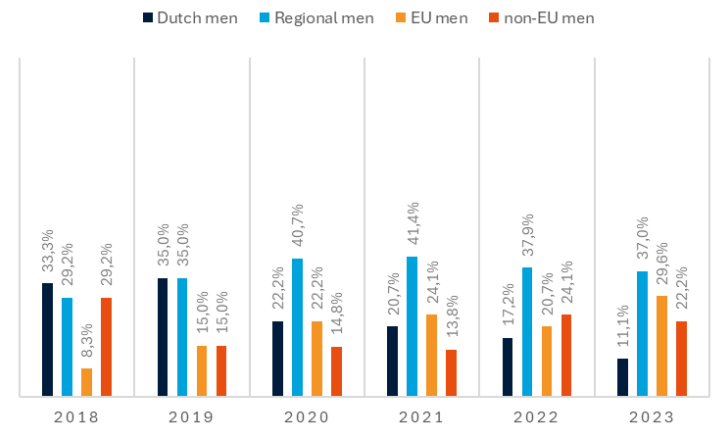


Figure 1.7.5b: Proportional distribution of male PhD candidates by origin, end of 2018 through end of 2023 – FPN

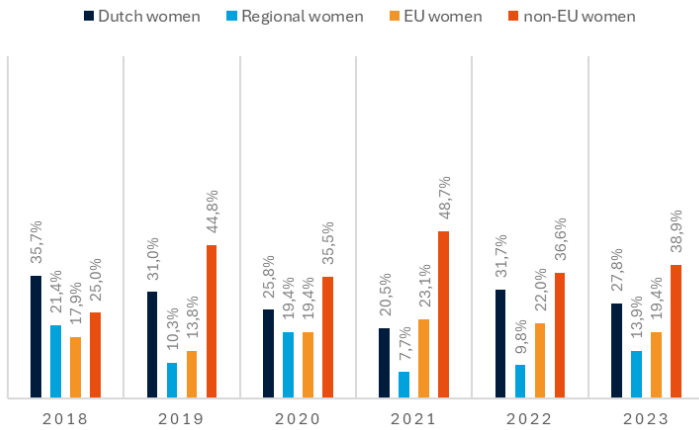


Figure 1.7.6a: Proportional distribution of **female PhD candidates** by origin, end of 2018 through end of 2023 – FSE

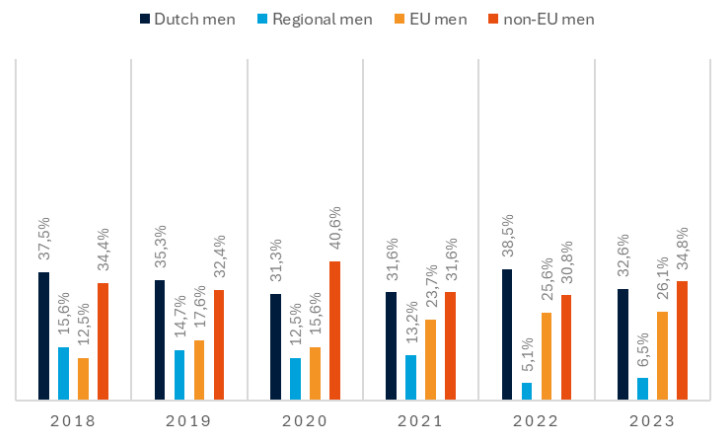


Figure 1.7.6b: Proportional distribution of **male PhD candidates** by origin, end of 2018 through end of 2023 – FSE

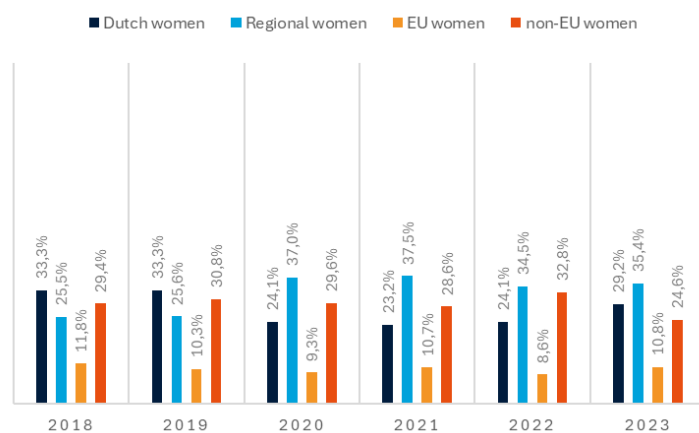


Figure 1.7.7a: Proportional distribution of **female PhD candidates** by origin, end of 2018 through end of 2023 – SBE

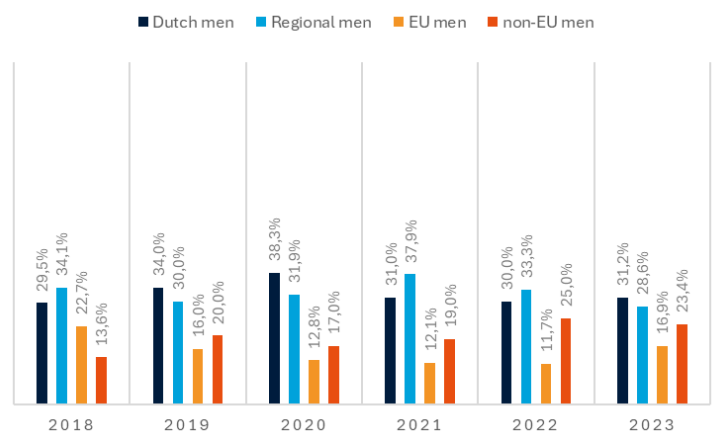


Figure 1.7.7b: Proportional distribution of **male PhD candidates** by origin, end of 2018 through end of 2023 – SBE

2.0 UM Faculties combined for professorship (all, full, associate and assistant)

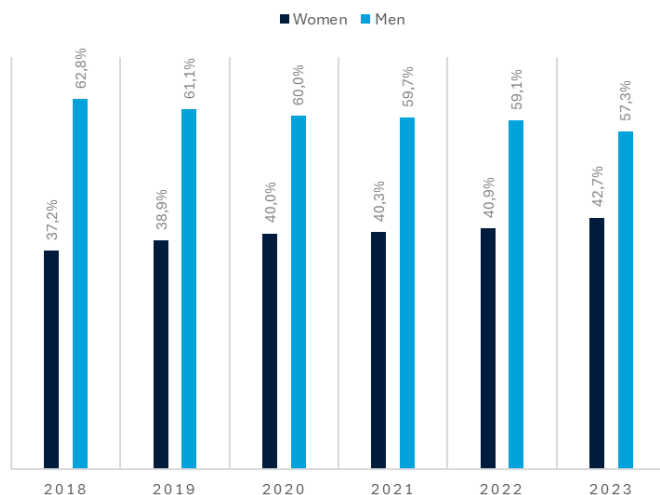


Figure 2.0.1: Proportional **UM all professors** by gender, end of 2018 through end of 2023 – All UM faculties combined

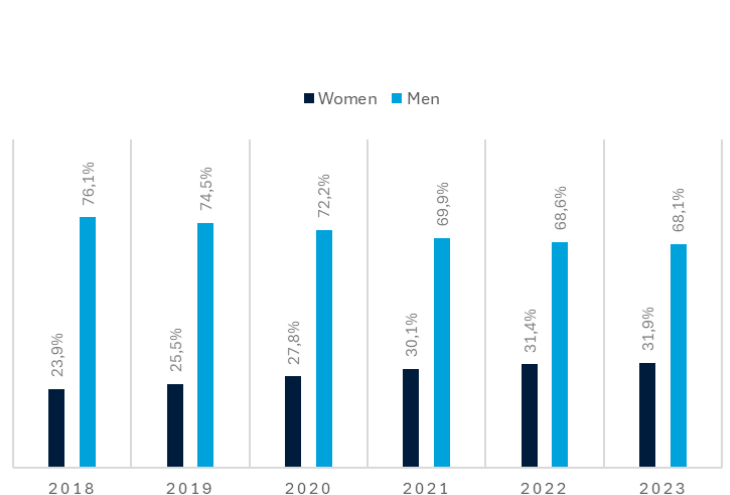


Figure 2.0.2: Proportional **UM full professors** by gender, end of 2018 through end of 2023 – All UM faculties combined

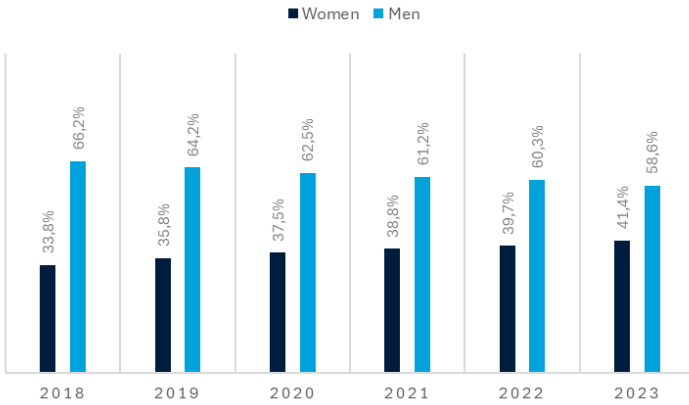


Figure 2.0.3: Proportional UM **associate professors** by gender, end of 2018 through end of 2023 – All UM faculties combined

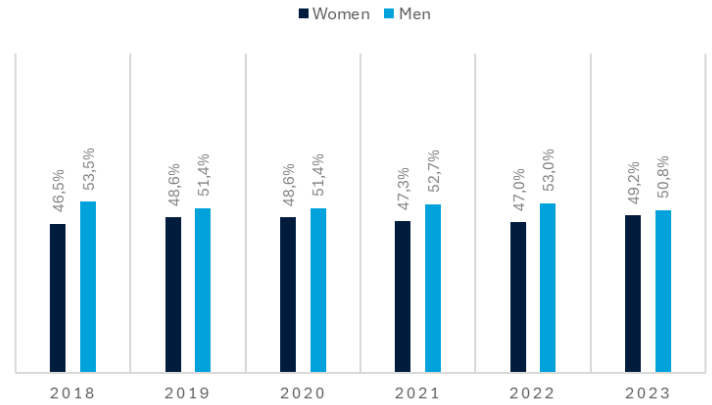


Figure 2.0.4: Proportional UM **assistant professors** by gender, end of 2018 through end of 2023 – All UM faculties combined

2.1 FHML for professorship (full, associate and assistant)

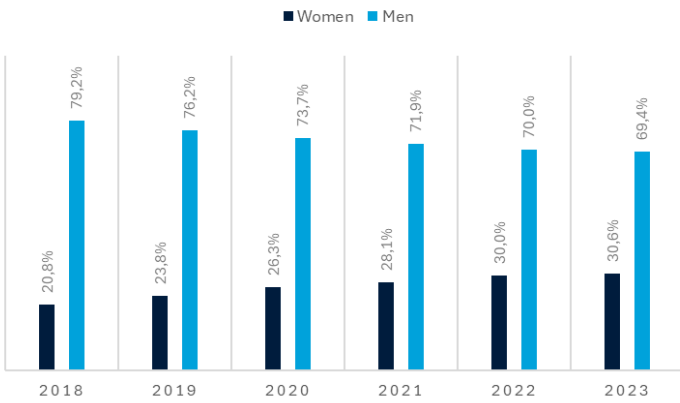


Figure 2.1.1: Proportional FHML **full professors** by gender, end of 2018 through end of 2023 – FHML

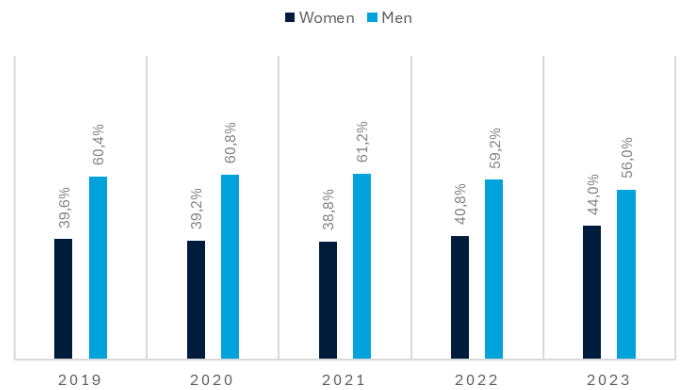


Figure 2.1.2: Proportional FHML **associate professors** by gender, end of 2018 through end of 2023 – FHML

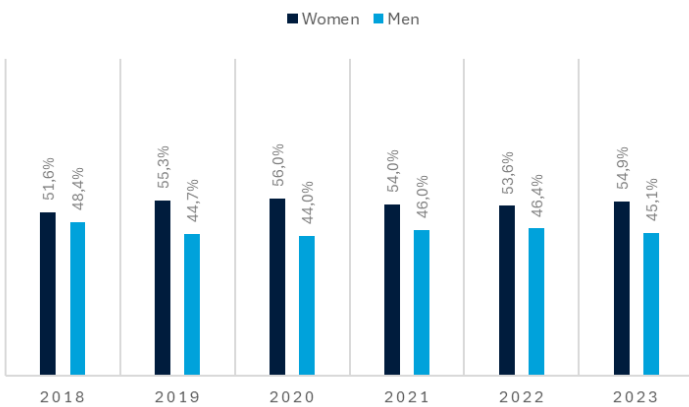


Figure 2.1.3: Proportional FHML **assistant professors** by gender, end of 2018 through end of 2023 – FHML

2.2 FL for professorship (full, associate and assistant)

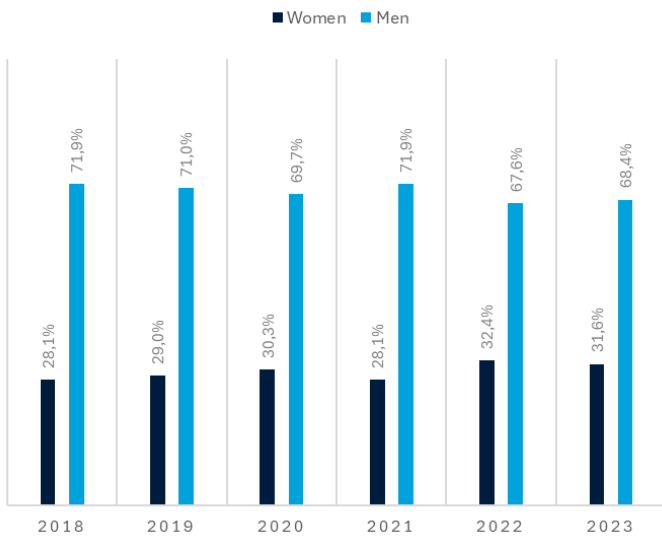


Figure 2.2.1: Proportional FL **full professors** by gender, end of 2018 through end of 2023 – FL



Figure 2.2.2: Proportional FL **associate professors** by gender, end of 2018 through end of 2023 – FL

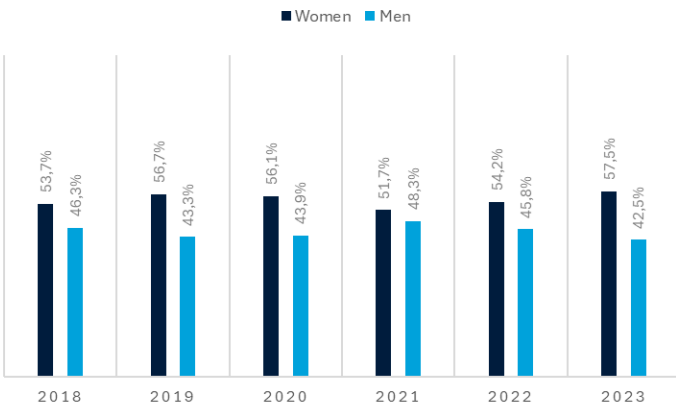


Figure 2.2.3: Proportional FL **assistant professors** by gender, end of 2018 through end of 2023 – FL

2.3 FL for professorship (full, associate and assistant)

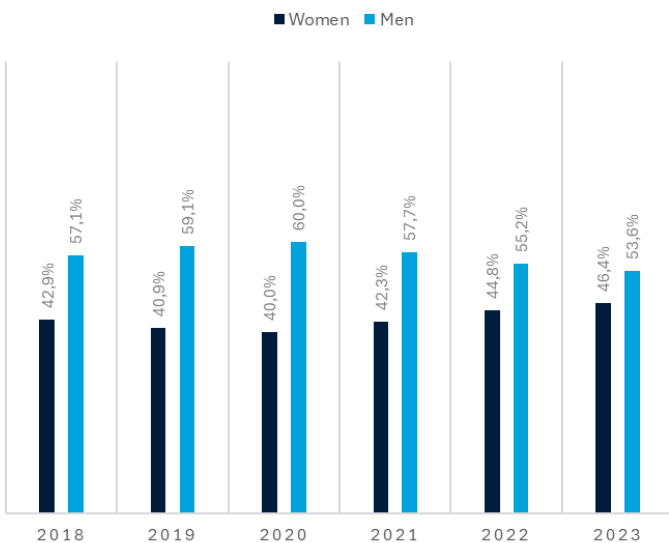


Figure 2.3.1: Proportional FPN **full professors** by gender, end of 2018 through end of 2023 – FPN

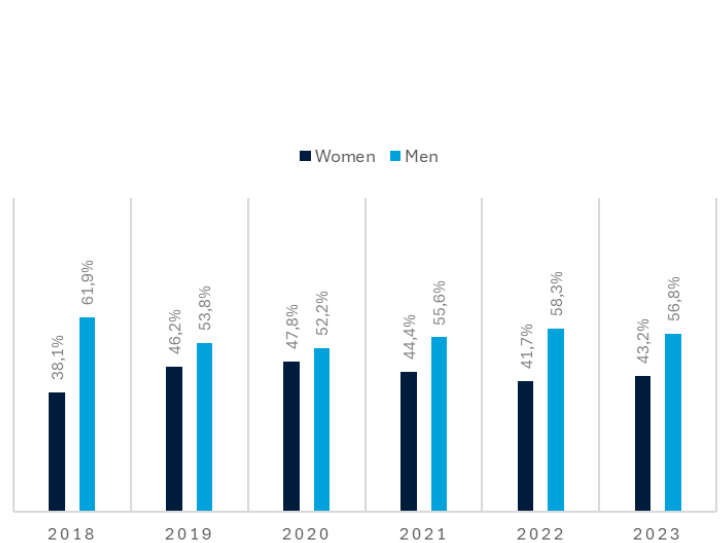


Figure 2.3.2: Proportional FPN **associate professors** by gender, end of 2018 through end of 2023 – FPN

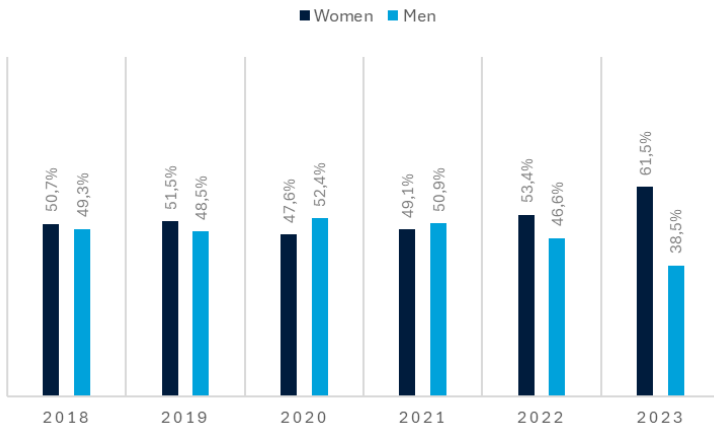


Figure 2.3.3: Proportional FPN assistant professors by gender, end of 2018 through end of 2023 – FPN

2.4 FSE for professorship (full, associate and assistant)

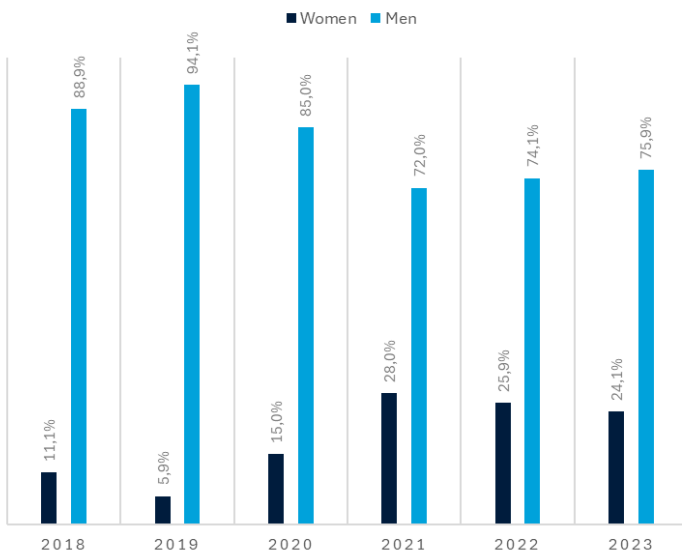


Figure 2.4.1: Proportional FSE full professors by gender, end of 2018 through end of 2023 – FSE

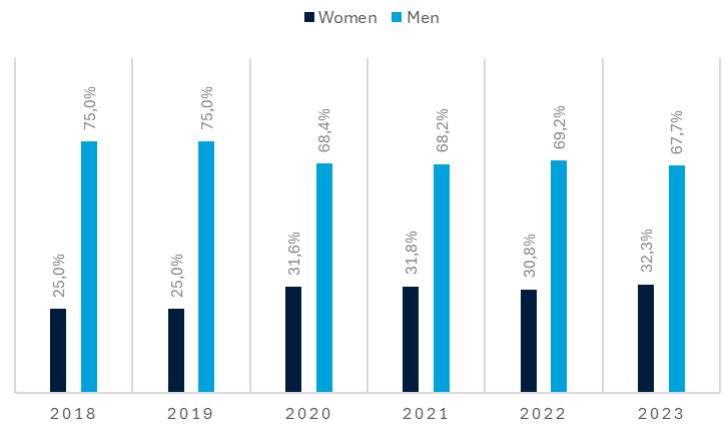


Figure 2.4.2: Proportional FSE associate professors by gender, end of 2018 through end of 2023 – FSE

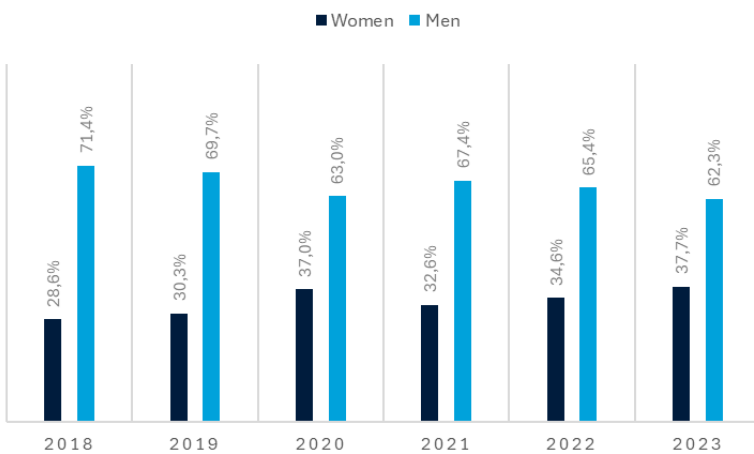


Figure 2.4.3: Proportional FSE assistant professors by gender, end of 2018 through end of 2023 – FSE

2.5 SBE for professorship (full, associate and assistant)

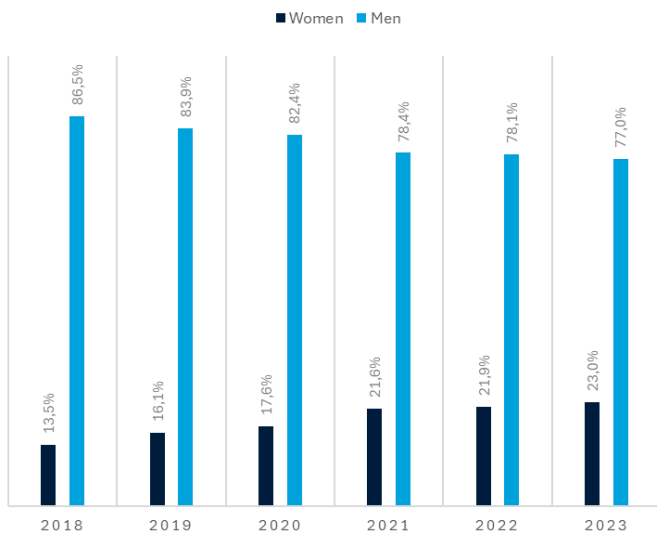


Figure 2.5.1: Proportional SBE full professors by gender, end of 2018 through end of 2023 – SBE

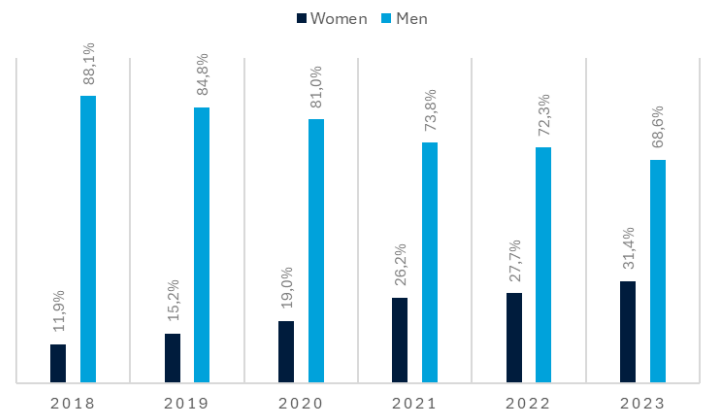


Figure 2.5.2: Proportional SBE associate professors by gender, end of 2018 through end of 2023 – SBE

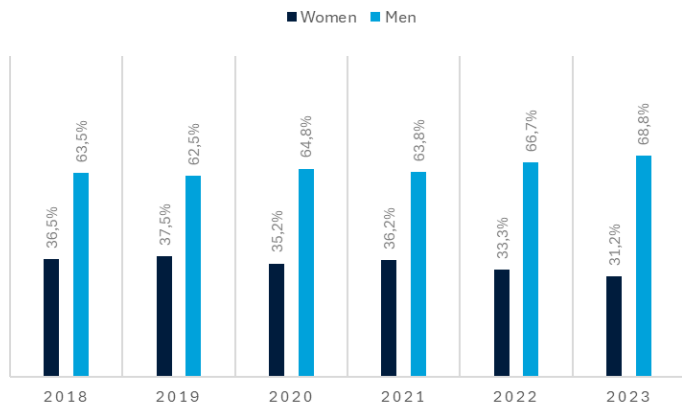


Figure 2.5.3: Proportional SBE assistant professors by gender, end of 2018 through end of 2023 – SBE

2.6 FASoS for professorship (full, associate and assistant)

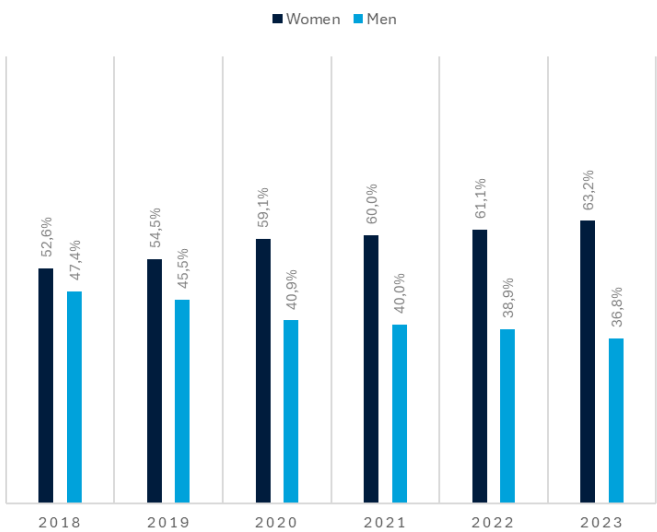


Figure 2.6.1: Proportional FASoS full professors by gender, end of 2018 through end of 2023 – FASoS

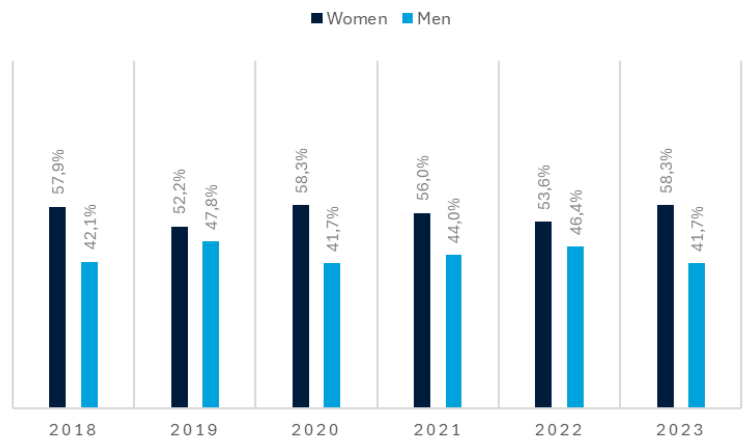


Figure 2.6.2: Proportional FASoS associate professors by gender, end of 2018 through end of 2023 – FASoS

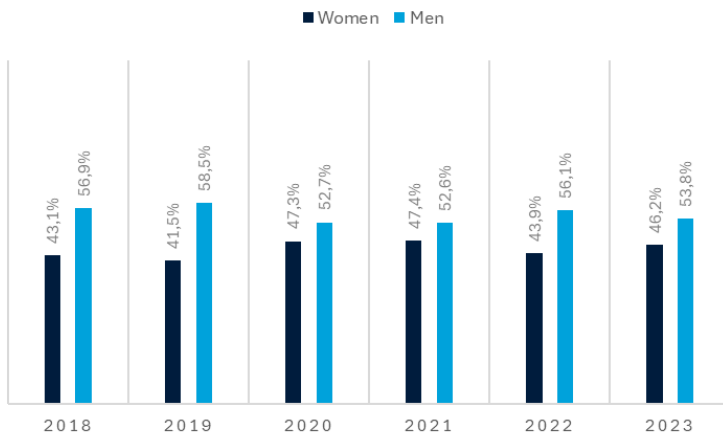


Figure 2.6.3: Proportional FASoS assistant professors by gender, end of 2018 through end of 2023 – FASoS