



Decision

Reg. No.
STYR 2021/2363

Date 18 November 2021

Vice-Chancellor

Two-year extension of procedure to increase gender equality in recruitment of professors

Background

On 22 September 2016 (reg. no STYR 2016/1133), Lund University decided to introduce a new procedure in the recruitment of professors, aimed at increasing gender equality. On 18 February 2021, the procedure was extended to apply throughout 2021, to allow time for reflection and evaluation.

The procedure has worked well during the years of its application. Among other things, it has led to intensified efforts to attract applicants of both genders in certain subjects or environments which were dominated by either men or women. In the public service agreement from the government, the University was assigned as a target for 2017-2019 that 46% of new professors appointed were to be women. This target has been achieved and the University has now been assigned a new target by the government for the period 2021-2023, for at least 49% of new professors at Lund University to be women.

In addition, the University is to work with gender mainstreaming and systematic preventive work against discrimination. The University is also to meet the EU requirement to have a gender equality plan for the University, in order for applications for research funding to be eligible for approval as of 2022. This procedure could be a positive contribution in the context mentioned above.

The process for recruitment of professors and other teaching staff is governed by Lund University's current Appointment Rules. Lund University strives for an equal gender distribution. The procedure whose extension is proposed aims to ensure as far as possible that,

when recruiting professors, there are qualified applicants of both genders before the matter is passed on to expert assessors.

Decision

The University decides that the faculty board, or by delegation the dean, is to review submitted applications to ensure that there are qualified applicants of both genders, before the applications are passed on to experts for assessment. In cases where there is a lack of applicants of either gender, the faculty board is to notify the vice-chancellor in writing.

The documentation, in the form of a memorandum, is to include the following:

- a list of applicants and a brief account of their qualifications for the advertised position
- an account of the gender balance in all teaching staff categories at the department in question
- an account of what the faculty has done to attract applicants of both genders, and an assessment of why this has not succeeded
- the faculty board's view on further handling of the matter and the consequences of suspending the recruitment process.

The documentation is to be sent to rektor@rektor.lu.se.

After consultation with the faculty board or dean concerned, the vice-chancellor decides whether the recruitment process is to be suspended or to continue according to the usual procedure. In cases where the vice-chancellor intends to take the decision to suspend the recruitment process, this is handled according to standard procedure at the faculty level.

The present decision applies as of 1 January 2022 until 31 December 2023 and covers all matters concerning employment as a professor for which vacancies are announced during the period specified.

The decision on this matter was taken by the undersigned vice-chancellor in the presence of the deputy university director Torun Forslid after consultation with representatives of the Lund University

Students' Unions and a presentation by human resources consultant
Lena Lindell, HR Division.

Erik Renström