



LUNDS
UNIVERSITET

Vice-Chancellor

DECISION

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22 September 2016

Reg. no STYR 2016/1133

New procedure to increase gender equality in the recruitment of professors

Background

On 12 February 2016, the board of Lund University decided that the University was to be gender equal by 2020. The goal was clarified by the board on 22 June 2016, including the following subgoal:

- that during the period 2016 – 2020, at least 40 % of the professors employed at Lund University are to be women. This goal includes recruited professors, promoted professors and visiting professors, but not adjunct professors or post-retirement professors.

At the same time, the government announced more stringent, but as yet unspecified, recruitment goals for the period 2017-2019 which, together with the 40% recruitment goals of the University board, place greater demands on the way in which the recruitment of professors at the University is to be developed. To work towards these goals, a new procedure has been drawn up as a complement to the other initiatives in place, such as gender mainstreaming, the opportunity to apply for special incentive funding and a general review of the recruitment process at Lund University.

The procedure for the recruitment of professors and other teaching staff is governed by Lund University's Appointment Rules (19 September 2014, reg. no STYR 2014/676). The new procedure aims to ensure, as far as possible, that there are qualified applicants of both genders in the recruitment of professors before an appointment matter is passed on to experts for assessment.

The proposal for a new procedure was negotiated according to Section 19 of the Swedish Employment (Co-Determination in the Workplace) Act on 13 September 2016.

Decision

The University decides that the faculty board or, by delegation, the dean is to go through 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 are no qualified applicants of one or the other gender, the faculty board is to notify the vice-chancellor in writing.

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

- a list of applicants and a brief presentation of their qualifications for the announced vacancy
- an account of the gender balance within 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 failed
- the faculty board's position on the further processing of the case and the consequences of discontinuing the appointment procedure.

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

After consulting with the relevant faculty board, the vice-chancellor is to decide whether the recruitment should be cancelled or should continue according to the usual procedure. In cases where the vice-chancellor intends to take a decision to cancel the recruitment, this is managed according to ordinary procedures at the faculty level.

This decision applies as of 22 September 2016 up to and including 31 December 2020 and covers all cases concerning appointments as professor for which vacancies are announced during that period.

The decision on this matter was taken by the undersigned vice-chancellor in the presence of the University director Susanne Kristensson after a presentation by human resources consultant Lena Lindell. The acting human resources director Kristine Widlund, the Human Resources division and the senior advisor to the vice-chancellor, Torun Forslid, also took part in processing the matter.

Torbjörn von Schantz

Lena Lindell
(Human Resources)

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