Why IDUN?

Scientific Personnel at the Faculty of Information Technology and Electrical Engineering (STEM)

- PhD Candidates: 300 (Male: 250, Female: 50)
- Postdocs: 100 (Male: 80, Female: 20)
- Professors: 75 (Male: 70, Female: 5)
- Associated Professors: 50 (Male: 45, Female: 5)
- Adjunct Professors: 25 (Male: 20, Female: 5)

Scientific Personnel:
- FTE, women: 581 (22%)
- FTE, men: 125 (13.8%)

From PhD to professor
IDUN - FROM PHD TO PROFESSOR

GENDER BALANCE IN TOP RESEARCH POSITIONS AT THE FACULTY OF INFORMATION TECHNOLOGY AND ELECTRICAL ENGINEERING

1 Mio. Euro 2019 – 2022

Challenge
• Too few women at master level
• Dropout from phd to professor

www.ntnu.edu/idun

Idun Reiten, the first female professor at the Faculty of Information Technology and Electrical Engineering, Norwegian University of Science and Technology (NTNU)
Application to be part of IDUN Scientific Mentor Program

1. Applicants, 3-7 (at least 50% female)
2. A description of the broad research field that the team works in
3. Suggestion of a female mentor, a “star” in their field
4. Proposal to host an IDUN event, when, where, which theme; e.g. connected to an International conference
5. A recommendation by the department head
IDUN Scientific Mentoring Program
Focus on excellence in research

- Mentoring program
- Network
- 9 Adjunct Professors
- Mentors and role models
- International events
- Promotion seminars
- Funding applications & projects

A professor in 20% position: usually teaching duties while in IDUN the focus is on research and mentoring
IDUN mentors

Robert Gordon University

Professor Nirmalie Wiratunga (IDI team)
http://www.rgu.ac.uk/dmsstaff/wiratunga-nirmalie/

Martha Larson (IDI team)
https://www.ru.nl/english/people/larson-m/

Darja Smite (IDI team)
https://darjasmite.net/

Radboud University

Anne Håkansson (ITK team)
https://en.uio.no/ansatte/person?p_document_id=584195

Gro Klaboe (IEL team)
https://no.linkedin.com/in/gro-kil%C3%A6boe-7b87741a

Sibylle Schroll (IMF team)
https://www2.le.ac.uk/departments/mathematics/extranet/staff-material/staff-profiles/ss489

The Arctic University of Norway

Jana Jagerska (IES team)
https://en.uio.no/ansatte/person?p_document_id=407454

Professor Laura Giarre (IIR Ålesund – IDI Gjøvik team)
https://giarre.wordpress.com/

Toktam Mahmoodi (IIK team)
https://www.kcl.ac.uk/people/toktam-mahmoodi
# Participants

<table>
<thead>
<tr>
<th>Position</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Associate Professor</td>
<td>8</td>
</tr>
<tr>
<td>PhD Candidate</td>
<td>18</td>
</tr>
<tr>
<td>Postdoctoral Research Fellow</td>
<td>5</td>
</tr>
<tr>
<td>Professor (9 new female adj. prof.)</td>
<td>11</td>
</tr>
<tr>
<td><strong>Total participants</strong></td>
<td><strong>42</strong></td>
</tr>
<tr>
<td><strong>Female participants</strong></td>
<td><strong>35</strong></td>
</tr>
</tbody>
</table>
IDUN target groups focus on researchers, management, networks

NTNU, IE faculty: 7 departments, department heads, HR
Other universities: IDUN mentors’ universities
SINTEF: part of IDUN team, IDUN mentor
Public sector: Trondheim Municipality, Government
Industry: IKT Norge
Gender balance projects: ADA, FRONT, Gender balance from below, Gendim, ODA ++

Impressions from the International Women’s Day celebration at the IE faculty, ADA & IDUN serve 4-meters cake
IDUN at GENDIM Workshop on the same day