



# FEMALE FACULTY NETWORK TWENTE UNIVERSITY OF TWENTE



Embracing diversity to promote  
female academic leadership



## ANNUAL REPORT 2015



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**UNIVERSITY OF TWENTE.**

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## FOREWORD

In 2015, Female Faculty Network Twente aimed to serve FFNT members and contribute to the UT as an inclusive university. The FFNT has consolidated and extended working relations with other organizations at the UT, decision-makers at the UT as well as increased its membership base.

2015 was an active year as we organized or co-organized with our partners 13 events for our members such as workshops, lunch discussions and the anniversary conference. The first time in collaboration with Studium Generale we participated in the lunch debate together with the University President Victor van der Chijs on gender at the university. We also continued our collaboration with OBP-VN, co-organizing two events with them, and collaborated with the doctoral association PNUT, participating in their yearly event. We paid close attention to the needs of our members and increased our membership from 180 in 2014 to 238 in 2015. The 2015 FFNT events attracted 300 participants. Therefore, first of all I would like to thank our members and guests for their many valuable contributions and active participation in the events (co-)organized by FFNT.

The main aims of FFNT continue to be raising gender awareness and promoting academic professionalism and leadership at the UT to ensure its quality as a gender balanced organization. It also embraces the concept of diversity in general, aiming towards an inclusive work culture. The FFNT Board is grateful for the cooperation we have with the UT's CvB, the representatives of the employees' unions (OPUT), the deans, the Ambassadors Network, the network of female administrative staff (OBP-VN), Studium Generale, Doctoral Student Association (PNUT), the UT's Human Resources Department and UT's academic staff. We also appreciate external cooperation with LNVH as well as VHTO. We are specifically grateful to LNVH and the Aspasia Fund for their financial support of the Anniversary Conference. We appreciate CvB's support and anniversary gift and we put it into good use while developing our new strategy 2020.

In 2013 the FFNT Board has changed its composition, we said farewell to some of our longstanding board members, especially the former Vice-Chair Wietske Bijker and Prof. Sawitri Saharso. We also bid farewell to Dr. Dutschk. We are thankful for their dedication, ideas and active contribution to strengthening FFNT as organization. We want to welcome new FFNT Board members as well as new CvB Member Mirjam van der Bult. I would especially like to thank the FFNT Board members who have given so much of their time, effort and creative ideas. FFNT is looking forward to new encounters and networking opportunities with you in 2016!



Liudvika Leisyte, Chair FFNT

## INTRODUCTION

This report presents an overview of the FFNT board changes, activities and achievements in 2015. In this report, we will also reflect on our strategic goals for further improvements and present the key findings of the FFNT 2015 survey. We also provide the results of the evaluation of our activities by our members.

### Membership

The number of FFNT members has increased from 191 in 2013 to 238 in 2015. FFNT has had rather stable ratio between total number of female academics in the different faculties and the women who signed up as members of FFNT (with BMS having the largest amount of female academics and being also the biggest pool of our membership). The main increase of members in the past two years has been observed among PhD candidates, lecturers (Docent), while at the same time new UHDs and Professors have joined the FFNT.

Since the Faculties of Governance and Management as well as Faculty of Behavioral Sciences merged, we count the members from the former both faculties as representing one Behavioral Sciences, Management and Social Sciences faculty in 2015. Some of our members also include affiliates of other departments at the UT, such as lecturers from S&O department (Table 1).

**Table 1. Total FFNT members per faculty in 2015.**

Faculty/Unit	PhD Candidate	Docent	UD	Researcher	UHD	Professor	Other (including central units)	Per faculty TOTAL
CTW	6		7	2	3	2	2	22
EWI	17	2		8	14	2	3	46
ITC	5	4	3	2		1		15
BMS	32	3	30	14	7	11	3	100
TNW	18	3	5	12	3	1	3	45
LISA	3							3
HR	1						1	2
AZ	2							2
S&O		2					1	3
<b>Per Rank TOTAL</b>	<b>84</b>	<b>14</b>	<b>45</b>	<b>38</b>	<b>27</b>	<b>17</b>	<b>13</b>	<b>238</b>

Abbreviations of the names of the units: LISA (Library, ICT-Services & Archive), HR (Human Resources), AZ (General Affairs), S&O (Educational Applications UT), CTW (Faculty of Engineering Technology), EWI (Faculty of Electrical Engineering, Mathematics and Computer Science), ITC ( Faculty of Geo-information Science and Earth Observation),

BMS (Faculty of Behavioural Sciences, Management and Social Sciences), TNW (Faculty of Science and Technology).

## The FFNT Board

The Board of FFNT aims at the equal distribution of its members among different faculties. Furthermore, the Board aims to cover the needs and interests of various academic ranks.

The Board of Female Faculty Network Twente (FFNT) in 2015 consisted of five female academic staff members. At the end of 2015, the Board consisted of prof. dr. Leisyte (MBS), dr. Daneva (EWI), Dr. Garcia Blanco (TNW), doctoral candidate Tejada Gomez (BMS) and Dr. Diana Reckien (ITC). Administrative support to the Board has been provided by Carla Gouw-Banse (first half of the year) and by Edith van Eijk from TNW and Jose Wolters-Boers from the central Human Resources Department (second half of the year). Dr. Maya Daneva was elected the Vice-Chair of the Board.

In 2015, the FFNT Board said farewell to its former Board members Dr. P. Habibovic (TNW), Dr.-ing. habil. V. Dutschk (CTW), former Vice Chair W. Bijker (ITC) and Prof. S. Saharso (MB). Thank you very much for your contributions to the Board activities and sharing your ideas and inspiration. The Board currently is searching for a new board member to represent CTW faculty.

## REVIEW OF THE 2015 FFNT ACTIVITIES

2015 was a very special year for FFNT as it celebrated its 10<sup>th</sup> Anniversary and expanded its collaboration partners in co-organizing its activities. The increase of our membership to 238 has been another very positive and important development which shows that we are visible and attractive to potential members at the UT. We offered workshops both in English and in Dutch as well as different formats of events, such as lunch debate, breakfast, half day workshops or networking borrel. Further, 2015 was an important year in diversity discussions at the UT and FFNT played an important role in this discussion constantly exchanging with partner organizations as well as with CvB on the future of gender policy and practice at the UT. The number of participants varied per event due to the different focus and topic. Some of the events targeted all our members, while the conference and lunch debate with Studium Generale were open to all UT community. In the following we present the full list of 2015 organized or co-organized activities for our members in Table 3, which is followed by in-depth descriptions of the main highlights.

Table 3. FFNT 2013 activities.

<b>Trainer/speaker</b>	<b>Date/time</b>	<b>Partici pants</b>	<b>Subject / title</b>	<b>Average score</b>
Prof. Liudvika Leisyte	January 12	13	Breakfast, Board and Business	9
Dr. Timotheus Vermeulen (In Dutch)	March 9	74 (9 from FFNT)	International Women's day (co-organized with OBP-VN)	-
Dr. Marci Meingast, Silicon Valley scientist	March 23	15	But You're a Woman: Experiences as a female scientist in Silicon Valley	-
Prof. Sandra Harding, UCLA, Seminars by Yellow Research, Arielle Brouwer, Linda van der Wall	April 13	40 morning 18 afternoon	Anniversary Conference 10 Years FFNT and Workshops on Acquiring Funding and Academic Leadership	-
Erna Lankhorst	June 29	15	Public Speaking	8,4
Prof. Liudvika Leisyte and Prof. Jennifer Herek, UT	June 29	8	Important steps for you career: what FFNT can do for you?	-
Riet de Vlieger	July 14	10	Image and Impact	8
Linda van der Wal	September 15	11	Time management	8
Prof. Leisyte, Prof. Suzanne Hulscher, Monique Duyvestijn, van der Chijs	September 15	30	Lunch Debate on Gender at University co-organized by Studium Generale and OBP-VN	-
Prof. Leisyte, van der Chijs, Eijkel	October 15	40	PhD Day (PNUT organized)	-
FFNT Board member Sonia Garcia Blanco	October 28	50	Women in Photonics in NL (co-organized with Photonics Chair at UT)	8
FFNT Chair Leisyte, OBP-VN Jenniskens	November 18	Deans, Institute Directors	Meeting with the deans and institute directors (co-organized with OBP-VN)	-
Henriette v.d. Wal	November 23	FFNT Board members	FFNT Strategy workshop	-
René Guillot	November 30	8	Use your creativity for better communication	10
Brigitte Hertz	December 7	8	Politics at the University	8

## 1. 10<sup>th</sup> Anniversary of FFNT conference

### Advantages of an inclusive university: science and gender nexus

2015 featured a FFNT 10<sup>th</sup> Anniversary conference that aimed to discuss the inclusive university.

The conference was co-funded by LNVH and the UT Aspasia Fund. The conference was opened by the President of the UT Executive Board, Victor van der Chijs. The highlights of the conference included a key-note speech by Prof. Sandra Harding from UCLA, US on “Objectivity for Sciences from Below” and the discussion of her talk led by prof. Stefan Kuhlman. Another highlight of the conference was a panel discussion in the afternoon which included our guest Sandra Harding, Stefan Kuhlmann, Vanessa Evers, Drs. F.J.A. Duijnste (interim HR director) which was moderated by Prof. Sawitri Saharso from the FFNT Board.



Photo: Prof. Harding giving the keynote talk.

The welcome by Van Der Chijs highlighted the importance of awareness of gender biases and the importance of expectations in selecting academic staff. He pointed out the importance of diversity in terms of gender and culture of inclusion at the UT. He further stressed the importance of role models like Kitty Nijmeier and Vanessa Evers. To raise the awareness of hidden biases he advocated for Mind bugs training and he will follow this training himself. Van der Chijs closed by congratulating FFNT on its 10th anniversary with the anniversary gift of 5000 euros for the FFNT activities. Further, the survey results of 2015 FFNT survey were presented by Chair of FFNT Prof. Liudvika Leisyte.



Photos: Moments from the FFNT 10<sup>th</sup> Anniversary conference.

Prof. Harding put the struggle for more gender balance at the university in the context of the social justice movements, which started in the 1960s and focused on civil rights, women's rights, and racial equality. Each of these social justice movements had their own science projects, to collect information to help their own group. Science and society according to her are linked: the society will produce science that helps its goals.

The research focus of prof. Harding is on objectivity. In the talk she focused mainly on women's movement. She sketched the parallel of factory workers and bosses to women and men: things look different depending on the perspective, and made a plea to do science from the non-dominant perspective. She gave examples how dominant institutions had a different perspective on women's lives than women themselves, a.o. the prescription of anti-depressants to "fix" the women, rather than listening to their view on the causes and fixing the situations that caused depression. She then described two types of objectivity: weak objectivity, which strives to be free of the influences of social context, versus strong objectivity, which is aware of its own standpoint.

Prof. Kuhlman's reflection centered around the governance frame for Responsible Research and Innovation. He argued that scientific research and technological innovation (STI) in late modern society are precarious and that the notion of strong objectivity following Harding is related to the current reconceptualization of STI practice in society. For the UT this debate is central due to UT's focus on technological and social engineering and co-design, high-tech and human-touch profile. Further information with presentations of the talks can be found here: <https://www.utwente.nl/ffnt/Conferences/conference-2015/>

In the afternoon, the workshops were led by Ariëlle Brouwer and Linda van der Wall on Academic Leadership and by Yellow Research on Applying for Research Funding. The conference was closed with the panel discussion moderated by prof. Saharso. The discussion centered around what the notion of objectivity means for understanding research and what it means for the technological university like University of Twente, what implications for recruitment of academic staff as well as research content this may have.

## 2 Women in Photonics in the Netherlands co-organized with The Optical Sciences chair at the UT

The FFNT co-organized an event together with The Optical Sciences Group of the University of Twente, the MESA+ Institute for Nanotechnology, PhotonicsNL, FOM, IEEE Photonics Society Benelux Chapter. The event brought together at the University of Twente female scientists from all over the Netherlands working in the Photonics field. The program of the one day event held two scientific sessions, in which four academic female speakers, Prof. Jennifer Herek from the UT, Dr. Sylvania Pereira from TU Delft, Dr. Patty Stabile from the TU Eindhoven and Dr. Nienke Bosschaart from the UT, and three industrial female speakers, Dr. Inge Peters from Teledyne Dalsa, the entrepreneur Floor van de Pavert and Dr. Merel Leistikow from Philips Research gave inspiring lectures about their scientific research. The second part of the program consisted of a Panel Discussion, moderated by Esther Mollema from Direction, revealed the key career opportunities as well as challenges that Photonics female scientists experience in their careers.





Photos: Moments during the Women in Photonics in NL workshop.

The event was also an excellent opportunity for networking, and as a continuation of the event, a network “Women in Photonics in NL” has been created, which will organize further similar events to further help the development of female scientists in the Photonics Field.

### 3. Liaison with policy-makers at the UT and FFNT strategy 2020

In 2015, the FFNT Chair met with CvB members as well as with the deans and institute directors to present and discuss the FFNT survey results. Early in the year budget discussions, the changes in the central Diversity Officer position, devolution of gender policy to faculties as well as the overall diversity policy at the UT were on the agenda. FFNT was concerned about cuts in its budget and addressed this with CvB. The fruitful discussions have led to the open letter which FFNT signed together with OPB-VN and the Ambassadors Network to the CvB about the changing policies and the role of gender measures like Funding schemes for female academics in ensuring gender balance at the UT. The Diamond Award of Talent to the Top received by the UT in 2014 for the Best Practice in gender policies and ratios among staff brought responsibility to ensure that diversity policies are a priority in the organization. The CvB assured FFNT and other diversity oriented organizations the intention to sign the Charter to the Top again for the new period. It also assured the funding of FFNT for the coming years.

The FFNT Board this year for the first time also with OBP-VN organized a lunch with the deans and institute directors where ideas were exchanged about the various measures taken in the faculties to stimulate gender balance with recruitment and promotion procedures. Prof. Leisyte presented the results of the FFNT survey and they were discussed, especially the gendered

workload balance and the satisfaction levels of FFNT members regarding working at the UT. Some of the deans took note of the gendered distribution of teaching and research as seen from the outcomes of the survey.

The FFNT Board continued its presence in open access media via the Linked-in FFNT group discussions, has advertised the conference on LNVH website, UT website and faculty newsletters.

The FFNT Board continued its exchange with the Ambassador's network, presented the Survey findings to the central HR officers, and met with the OBP-VN steering committee, Studium Generale and doctoral organization PNUT.

Last but not least, FFNT Board invested time and funds in developing the 2016-2020 strategy for the FFNT. The Board spent one day brainstorming about lessons learnt from the past years and looking into the future, addressing the challenges of gender balance at the UT and foreseeing its role in addressing these challenges and contributing to a more inclusive UT. The new strategic targets of FFNT will be available on the FFNT website as of 1 March, 2016.

#### 4. National and international networking

The FFNT Board continued its cooperation with LNVH. LNVH supported the Anniversary conference with 2.000 euros in 2015 and also advertised the event on their website. Constant exchanges with LNVH have taken place.

The organization of female academics in Photonics in the Netherlands event was another example of a national collaboration and networking.

Further, we attracted Prof. Sandra Harding from the US for our anniversary conference which made us visible also to colleagues in the Netherlands as well as in the US.

In 2015 media presence of FFNT was stronger than in previous years. The open letter to the CvB as well as interviews for the UTNews, advertising of our events on LNVH websites and sending news releases of our conference to various female networks in the Netherlands was an important step towards increasing the visibility of FFNT. Further, talks of FFNT Board members and the Chair in UT wide events like PNUT have been important in raising gender awareness and contributing to wider visibility of the FFNT. The widespread take up of the Talent to the Top news (<http://powervrouwen.blog.nl/wetenschapsters-uitvindsters/2015/05/15/vrouwennetwerken-universiteit-twente-willen-streefcijfers>) as well as the LinkedIn group presence (increased to 100 members) show that the communication of FFNT is becoming stronger.

## FFNT STRATEGY AND 2015 ACHIEVEMENTS

In the following we map the 2015 progress of reaching the key targets we set for our organization in our strategic plan for 2012-2015.

The strategic goals have been divided into four main categories: quantitative perspective (1-4), stakeholder oriented perspective (5-9), internal oriented perspective (10-14) and learning and growth oriented perspective (15-19). In the following a brief outline of the goals and targets and what has already been achieved in 2013 will be presented (Table 4).

**Table 4. FFNT Strategic objectives and targets 2013.**

#	Strategic Goals	Objective	Indicator	Target	Realized in 2015
1	<b>Increase the quality of the UT via gender balance</b>	To promote gender balance at all seniority levels	% increase per year of female academics at UD, UHD and HG levels at the UT	Increase/p.a. HG: 1% p.a. UHD: 3% p.a.	HL: -.03% UHD: -0.3% Talentpool: 1.4%
2	<b>Intensify UT network(s) of female academics</b>	To attract more participants in our events from within the UT	Increase in the no. of UT academics attending our events	Increase of 5% of internal participants attending our events per year	The number of participants stabilized at 300 in 2015
3	<b>Attract and retain female academic staff</b>	To liaise with HR and deans regarding gender friendly policies	Number of FFNT policy recommendations included in UT policy	At least 1 of our policy wishes (based on survey) included in policy	We have discussed the budgetary cuts and the cut of Diversity Officer position with the CvB as well as co-wrote the letter to Supervisory Board of the UT about the budget cuts and threats to gender policy, together with Ambassadors network and OPB-VN. FFNT met with deans to discuss the issues of female academic leadership.
4	<b>Increase gender awareness at the UT</b>	To increase gender awareness	Number of awareness events organized per year	At least 1 awareness event open to all UT staff per year	Our anniversary conference was open to all UT community; a number of guests from outside UT as well as non-members from UT also joined.
5	<b>Promote Professional Skills and Academic Leadership</b>	To promote the skills of our members / female faculty	Number of skills development events organized per year	At least 10 events per year with an average evaluation score of at least 8.0	All our evaluated events had 8 or higher rating. In total we organized 10 events and cooperated with other organizations in other events.
6	<b>Make UT a more attractive employer for female academics</b>	To increase the UT attractiveness as a gender balanced employer, as visible in the results of the FFNT and the employee satisfaction surveys	Talk with the CvB Actively promote UT as a gender friendly place	Realization of at least one of our points resulting from our survey (other than under 3.)	We met with the CvB and the deans. We organized events on voice training, branding and more varied formats and shorter events like the networking borrel and the New Year's breakfast which was noted in the 2015 survey.

#	Strategic Goals	Objective	Indicator	Target	Realized in 2015
7	<b>Be visible</b>	To put FFNT more on the map at UT bodies and outside UT	Number of requests for advice from CvB and other parties Number of articles in UT news and other media	1 request for advice p.a. from CvB and 1 request p.a. from other parties 3 articles p.a. in UT news	The FFNT website advertises our events, we spread info via emails and faculty newsletters to advertise the conference and LNVH website and LinkedIn gender group.
8	<b>Set best practices in spotlight</b>	To inform UT audience about best practices regarding career progression of our members and of gender mainstreaming of UT faculties	Success stories on the FFNT website and FFNT yearly report	At least 5 stories on our website in 2015 At least 1 story of best practice of gender mainstreaming in the yearly report of FFNT	The best practice of gender mainstreaming was discussed and showcased during the Studium Generale organized lunch discussion on gender between FFNT, OBP-VN and the Ambassador's Network.  The update of the website alongside showcasing good practices will be developed in the first half of 2016.  Prof. Herek participated as a great role model in the FFNT network borrel.
9	<b>Encourage awareness of innovative female power</b>	UT benefitting from more gender awareness	Lecture on the power of gender diversity	1 lecture p.a.	Keynote speech of Prof. Harding and the conference afternoon panel discussion.
10	<b>Provide a safe exchange environment</b>	To provide a safe environment for female academics to express their uncertainties	Organize workshops Talk to members during events and outside the events	Receiving feedback from members (verbal or written) and making the record of it via Workshop evaluations	Workshop evaluations are done, members voice opinions informally and via events, such as Breakfast, Board and Business in January and networking events.
11	<b>Be useful and instrumental in helping our members reach their professional goals</b>	To be useful to our members, as reflected in evaluation forms and the FFNT survey and employee satisfaction survey	Organize workshops, discussions, lectures, tailored short events	10 events per year Positive feedback from members (evaluation forms and survey)	13 events realized, feedback mostly positive.
12	<b>Annual report to the UT</b>	To produce yearly report to account to the UT for our activities	Yearly report (pdf file and in print)	To start report writing with year 2012	Realised for 2012 and 2013 and now 2015.
13	<b>Analyze survey and interview results of FFNT survey</b>	To conduct survey and interviews with female professors, analyze the results and formulate policy implications.	Survey and interview findings and recommendations presented in yearly report and to UT community (UT News)	To conduct survey once in 2 years and interviews once in 2 years To present the results 6 months after completing the survey	For 2015 FFNT survey was carried out in Spring and the report presented to the UT management, to UT community at FFNT conference and published online.

#	Strategic Goals	Objective	Indicator	Target	Realized in 2015
14	<b>Organize introduction to FFNT</b>	To introduce FFNT to newly arrived academics	Informational events for newly arrived academics	At least 1 event per year	The FFNT Breakfast Board and Business was carried out and serves as an introduction and update of current policies, strategies and activities of the FFNT in the new year. It was organized in January 2015. Further FFNT was presented at the Anniversary conference and open to potential new members.
15	<b>FFNT members present in hiring and help in scouting</b>	To increase FFNT involvement in hiring, increased gender awareness, making men accomplices	1 member of hiring committee responsible for gender issues. FFNT involved (not necessarily present)	Realized in 1 standard policy	We nominated one female academic talent to be nominated for the KNAW via LNVH as well as wrote a letter to CvB regarding firing of a female professor due to budget cuts.
16	<b>Increase of new FFNT members</b>	To increase the active number of FFNT members (especially at UD, UHD and Prof levels)	Number and functions of people attending our events; Number and functions of people communicating with us regarding FFNT	To increase membership to 300 by 2015	We have increased our membership among the PhD students (recovered from loss in this group in 2014) and also increased the number of UDs and UHDs. Our membership is not yet 300, but it getting closer to this target at 238.
17	<b>Network nationally and internationally</b>	To increase FFNT's networks	Increase the number of contacts with other national and international networks; visit other network events; invite other networks to our main events	To represent FFNT nationally and internationally at least 2 times per year; Invite other networks to join our main events	FFNT Board members represented FFNT in yearly LNVH event. We invited and guests came to our conference from LNVH, VHTO and from TU Dortmund. LNVH supported the conference financially.
18	<b>Develop communication instruments</b>	To develop concrete communication instruments	Communication plan	Communication plan including reports to UT, Press releases, Website Emails to members, Leaflets, Linked-in discussions	Website was further developed and regularly updated, LinkedIn FFNT group was continued, new members have joined. Communication plan was developed together with the database of contacts.
19	<b>Revisit FFNT regulation</b>	To revisit FFNT regulation and update where necessary	Updated rules and regulations FFNT	Efficient organization with rules that fit to the practice.	New FFNT Strategy was developed for 2016-2020 which aim to make necessary changes to the future direction of the organization.

## FFNT 2015 SURVEY RESULTS

The bi-annual FFNT survey 2015 was aimed to inform FFNT members and the broader UT community about the current situation of gender balance at the UT, career perspectives of female academics at the UT as well as the needs of female academics with regard to the FFNT events. We want to thank all colleagues who took their time to participate in the FFNT 2015 survey. We found the results interesting and beneficial to perform future FFNT strategy and activities.

The FFNT administered an online survey of female academics at the UT to receive feedback on the FFNT activities, to assess the possibilities for career progression of its members and to identify possible issues that FFNT can address in the future. The online survey was administered from 10 February to 2 March 2015. We received answers from 94 respondents (20% of total female academic staff at the UT). The FFNT survey of sub-population of UT academics: Female academics (N = 471).

The distribution of responses varies by career level and by faculty. The highest response rate was from PhD candidates, followed by Assistant Professors. In terms of faculties, the lowest response rates were obtained from ITC and CTW, while the rest of the respondents were distributed almost evenly between the other faculties. PhD candidates are considered to be a separate category while analyzing the results, because many career related issues do not apply to them compared to other academic positions. Therefore, PhD candidates filled in parts of the survey which were tailored to their needs.

The main findings of the FFNT survey 2015 can be summarized as follows (for details please see FFNT 2015 survey report, available at <https://www.utwente.nl/ffnt/ffnt-reports/survey-reports/survey-report.pdf>):

- Overall academic staff is satisfied with UT working environment, although it varies between the faculties and seniority levels (esp. high among PhD candidates)
- The most satisfied group of academics seems to be PhD candidates, whereas academics at higher career levels show a lower level of satisfaction.
- Main reasons for satisfaction include interdisciplinary work at university, academic freedom, good professional development opportunities, international focus.
- Main reasons for dissatisfaction include high competition, limited promotion opportunities, high teaching loads, insecurity of temporary contracts, lack of management support and complicated administration.
- The answers to the questions regarding the appraisal system at the UT have shown that 88% of PhD candidates and other academics are evaluated at least once a year. Most of them agree with the evaluation criteria, although they are concerned that some requirements are unclear.

65% of other academics think that evaluation procedures do not lead towards concrete steps and plan for promotion. Most of respondents report that their superiors do not take into account the parental leave when measuring their scientific output. This seems to coincide with the view that a career break (which is likely to happen when taking parental leave) will damage career prospects.

- Respondent's reactions to questions on mentors and role models indicate that improvement is needed in this area. Most female academics do not have a female role model in their immediate work environment and the benefit they get from mentors in career progression is fairly low (PhD candidates seem to profit more from mentorship in their career development).
- Only a minority of other academics perceive the guidance for promotion and appreciation for individual contributions as sufficient.
- Most other female academics have stated to work overtime during weekends and evenings and to work flexible hours. Also in case of other academics it appears that in their view UT provides limited opportunities upon hiring also for partner's employment.
- The main reasons to consider leaving the UT include dissatisfaction with the opportunities provided and with the management, no future for academic development, uncertainty, and too much teaching.
- FFNT is asked to organize lectures, workshops and social events especially with the focus on role models, assertiveness, public speaking, awareness of different types of career paths.

## FEMALE TALENT AT THE UT IN THE SPOTLIGHT 2015



Dr. Anna Sperotto

Anna Sperotto is assistant professor at the Design and Analysis of Communication Systems (DACs) group at the University of Twente. She joined the group initially in 2006 for a Ph.D. and defended her thesis about “Flow-based Intrusion Detection” in 2010. After the postdoc (2010-2015) she became assistant professor in the same group in 2015. Her research interests are network monitoring and modeling, intrusion detection, network security, and network management. She is currently participating in the Network of Excellence on Management of the Future Internet “FLAMINGO” and in the NWO project “D3 - Distributed Denial-of-Service Defense: protecting schools and other public organizations”.

Anna comes from Belluno, in the mountain North of Italy. She is married and recently became mother of a beautiful daughter who smiles at us during the interview. Emma was born only 10 days before Anna was awarded with the “Professor de Winter Prize” for the best publication at University of Twente in November 2015. She shared some of her thoughts about her career at the UT.

Can you tell us more about the paper that brought you to the Professor De Winter Prize?

The paper titles “DNSSEC and its potential for DDoS Attacks”. The same paper has been awarded at the “ACM Internet Measurements” conference in 2014 and obtained the Applied Networking research Prize 2015. In this work, we analyze a special type of Distributed Denial of Service attack and outlines five counter measures that considerably reduce the impact of an attack. The work was made possible by the great collaboration with the Ph.D. student involved in the project. The prize for me is the recognition of a perfect team-work. I do not believe in one-man show, and I think that a good collaboration makes research more fruitful and always more fun. This comes out when reading the paper.

Why did you choose Netherlands and University of Twente?

I came to know about the Ph.D. position in DACs via the Italian network in Twente, that is, from my Italian fellows who moved to UT few years before me. After my Ph.D., I decided to stay due to a combination of factors, related to both career and personal life. It is indeed during my Ph.D. that I met my husband, who is Dutch.

You have become a mother very recently, actually in the same days when this important recognition (Professor De Winter Prize) for your career arrived. How difficult is it to balance personal life and career?



Until last year my husband and me were just an enthusiastic young couple focused on the career. Now we are also young parents. Things are suddenly very different, especially regarding timing. I came back to work after maternity leave only in mid-February and I am still getting used to my new life. I need to be very efficient and effective. There is no possibility for wasted time. On the other hand, it is much nicer to come back home because of Emma. It is not easy and you need to get used to the big change, but it is worth it.

Do you think that a woman needs to give up her career to personal life?

No, I don't think so. But, in order to balance both aspects, you must decide to work in a different way. For example, having a small child, I know that I need to reduce traveling. But this is not necessary a drawback, it is just different. Already before my baby arrived, I consciously decided to better define limits and timing to make space for my personal life. Now this is more urgent, because I want to make it for Emma, who is waiting for me at the kinder garden every day from nine o'clock in the morning. You definitely become more efficient.

Which differences do you see in woman's career when you compare Italy and Netherlands?

I am very impressed by the policies offered by the Dutch government to help families. The promotion of part-time job is an example. All my female neighbors work three days per week. Nothing like this exists in Italy. However, this freedom in working time (along with high salaries) also leads to problems. Other women (and sometimes men too) often negatively judge women who decide to work full time and pursue a career path. Women in academia are particularly subjected to such type of judgment.

What do you think about woman's career in our university?

Obviously, at UT being a technical university, we have a high percentage of male faculty members. This is even more so in the Computer Science area. However I personally haven't experienced any gender related issues. The last two people who were promoted in my group were women. So I suppose we can take this as good practice.

About the support for families, I had positive experience, especially with my colleagues. The phase when you come back to work after maternity leave is very delicate, because you feel that you need to restart quick and well. The option of working from home has been very helpful for me. The way this is perceived and implemented in my group makes things nice for me. Probably, this is something typical of Dutch culture: people tend to support the most practical choice without too much care on the form. Moreover, I had the tendency to overload myself, but now this is no more possible and everyone (bosses and students) help me to redistribute the work properly.

The kinder garden in the campus is very comfortable. However, it is not UT-related and there is no special treatment for employees. Some support in this respect would be beneficial.

What could have been different or better in your career path at UT?

I can speak about very general points as related to career progress. Not always there is clarity on the tasks required for a given profile. Very often, such tasks or skills are quite vague and difficult to quantify. So there might be a discrepancy between your personal growth as guided by your boss and the scientific community and the criteria for promotion that someone outside your scientific community defines. You may naturally put effort in tasks that are clearly positive for your personal development, but the evaluation committee does not always appreciate those.

Honestly speaking, I do not have a recipe for this. But clarity on one side and more flexibility on different situations would help.

Are you familiar with the female academics oriented activities at the UT?

I successfully applied for a personal travel grant within the “UT Stimuleringsfonds” scheme in 2013 and 2015. Thanks to that support, I have been visiting scientist in USA for two months and I was able to visit colleagues in Munich twice. Especially the period in USA has been very useful to promote my career. Indeed the research group that I was visiting was my own contact, independent of projects running in DACS. From there, I have started to create my own scientific network and to work more and more autonomously. After that first contact, collaborations continued with exchange of students and projects and a new research proposal recently submitted.

I have also participated in courses and activities by FFNT in the past. At this stage, I am particularly interested in colloquia and food for thought as regards to career that FFNT offers.

**Cover photo: Eric Brinkhorst.**