

Add Gender's suggestions for changes to Professor Recruiting Processes at Lund University STEM Faculties

These suggestions are based on discussions with WINGS workshop participants and suggestions that came up during the several days of workshops with Add Gender, as well as suggestions based on Add Gender's experience and expertise.

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- Require that all individuals who are on external selection committees involved in Professor recruiting and promotion receive training on bias awareness and gender equality.
- Require that all individuals who are on external selection committees involved in Professor recruiting and promotion pass a basic test that tests their knowledge on bias awareness and gender equality prior to being allowed to participate in the selection process.
- Require that Professors and all other faculty members, including Deans and other leadership, who are involved in Professor recruiting, receive training on bias awareness and gender equality.
- Each Department should set clear goals that the list of final candidates from each selection committee member must contain 40-50% women in final positions (i.e. in the top 10 of the list).
- Require a written explanation from each selection committee member who submits a final selection list that has less than 40% women in final positions (i.e. in the top 10). This explanation should then be reviewed by an expert who has had training on bias awareness who is outside of the department that is conducting the recruiting process. This third expert will decide whether or not the reasoning of the previous expert reflects gender bias. If it reflects gender-based bias, the selection committee member must then resubmit a new list.
- Require a representation of 50% women and 50% men on external selection committees. Selection committees that only have three members, two men and one woman, should be avoided at all costs, as a 33% representation of women and 67% representation of men does not ensure gender balance. External selection committees should have at least four members, two men and two women. Although gender balance is important, it still does not ensure that bias based on gender will be eliminated, as studies have shown that both women and men have equal amounts of unconscious bias based on gender.
- An interesting way to evaluate whether the above suggestions work is to have a pilot study where you incorporate several of the above suggestions in a

recruiting process, and measure the results against the previous results of previous recruiting processes for Professor positions.