

IDAS

a national programme for
Future academic leaders

IDAS

- Both individual and institutional perspectives
- 3 year project
- 39 universities/university colleges take part
- 1 million US\$ from The National Government Council for Development
- 2 million US\$ from the universities/university colleges

I= identification

- Banks of women
- Good examples
- Inspirations
- Obstacles
- Possibilities
- Important tasks
- Networks

- Potential leaders
- How to make a career
- Important people
- Important networks
- The academic culture

D= development

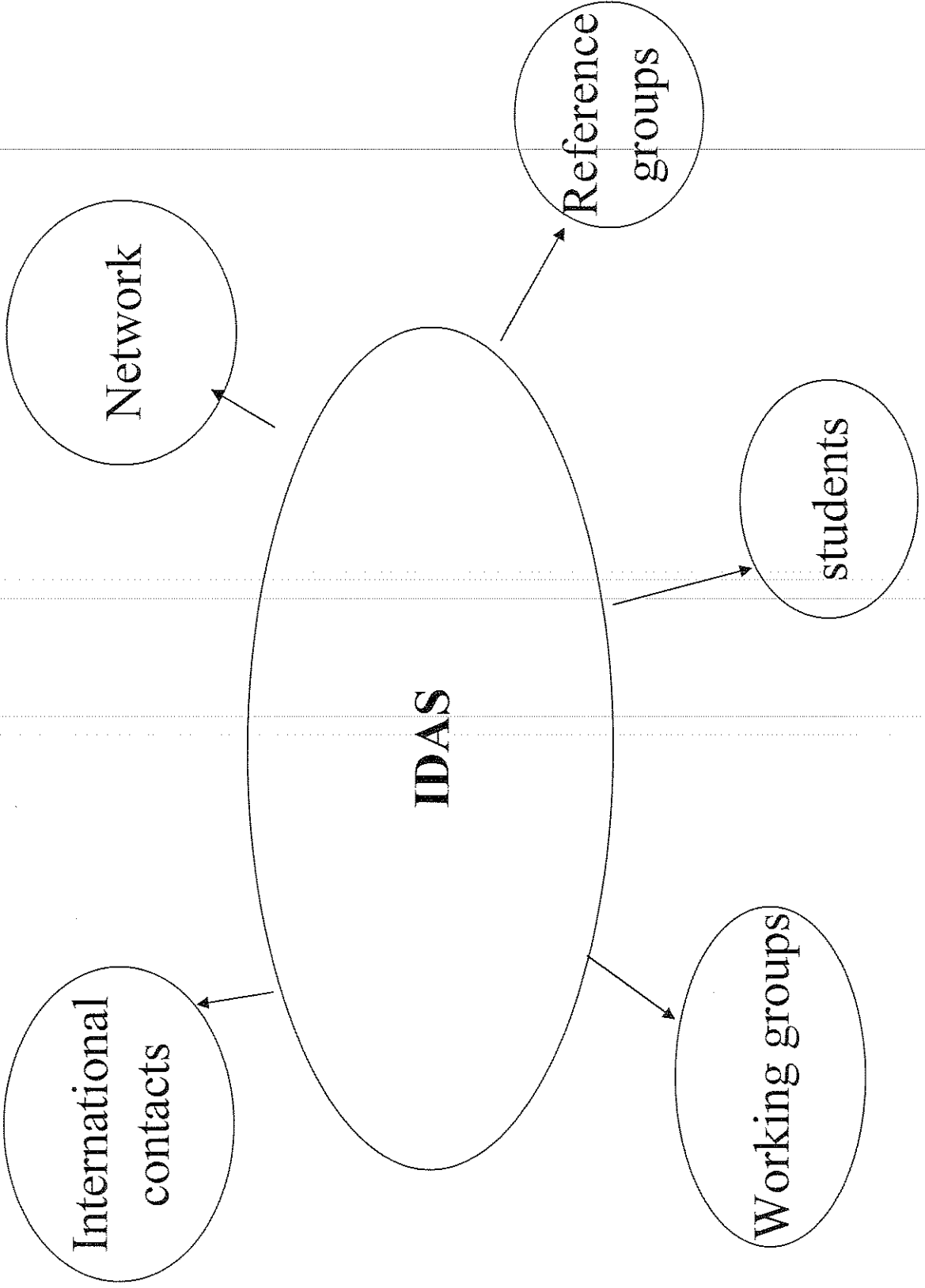
- Networks
- Leadership program
- Guidelines
- Methods
- Models for career counselling
- Meeting media

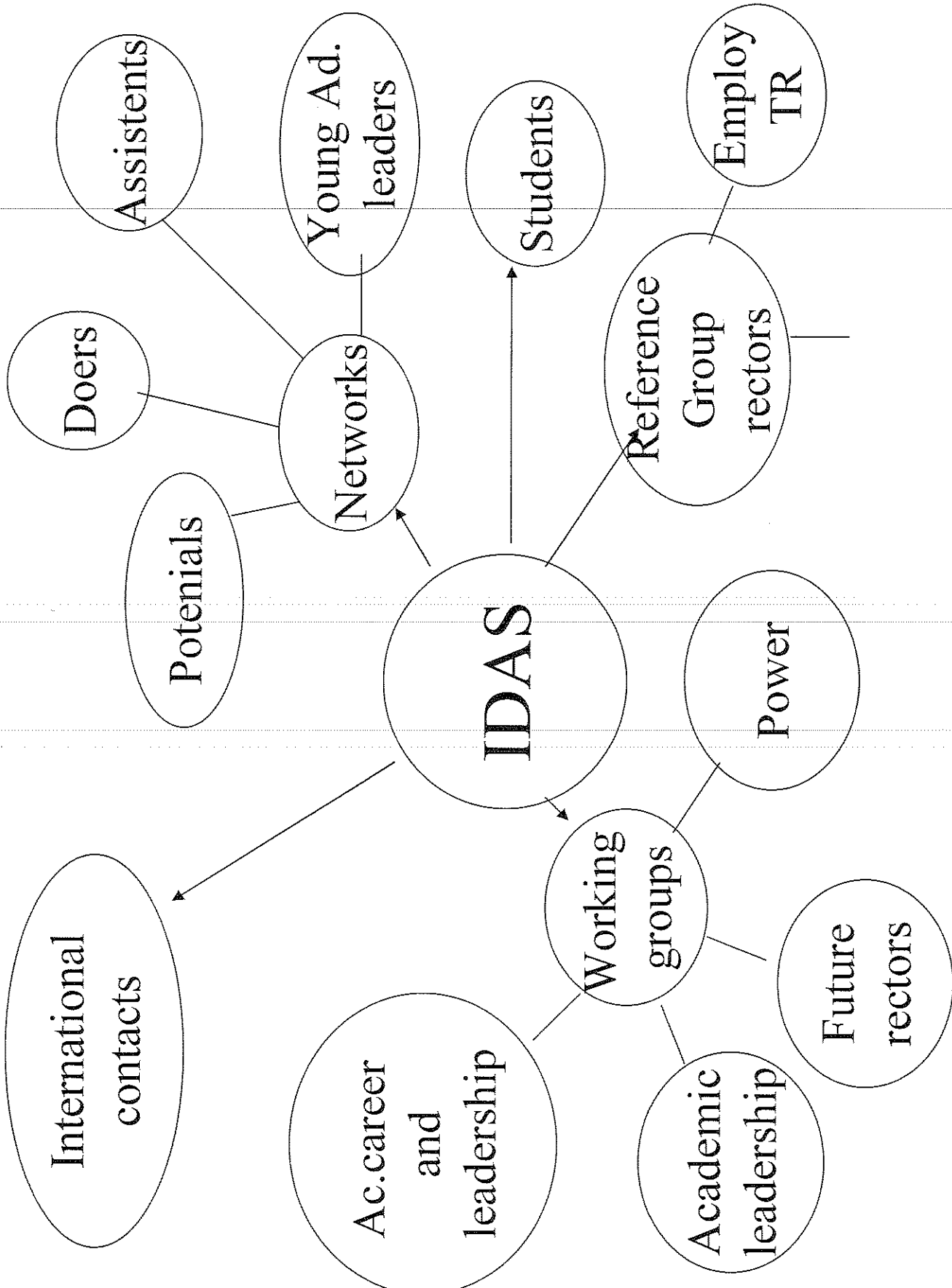
A = advancement

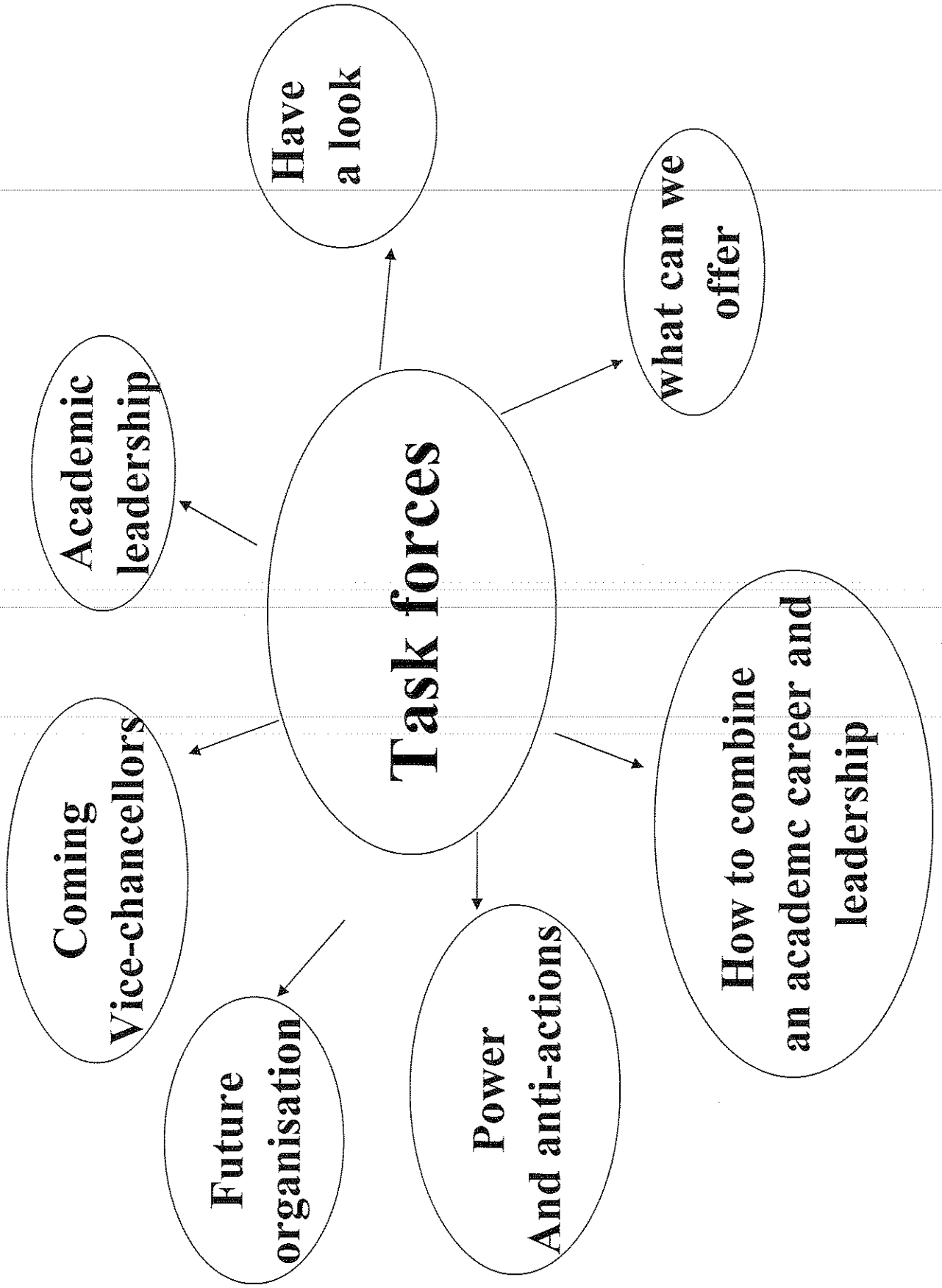
- Brake patterns
- The process of recruiting
- Strategic planning/investments
- Know when and how to be involved and used

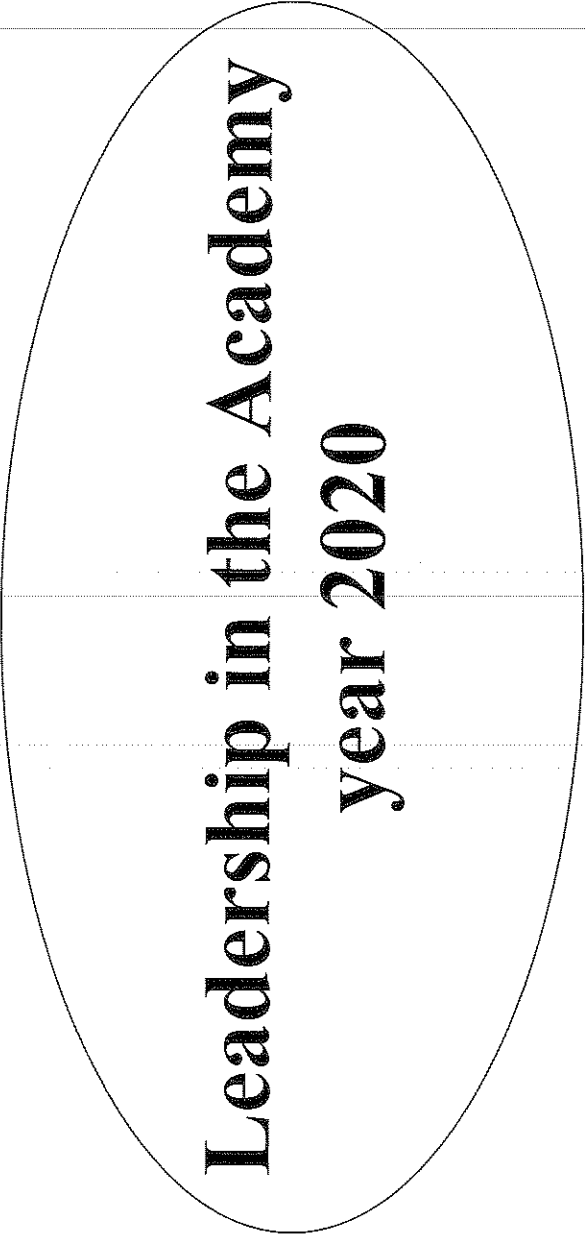
S = support

- Individual support
- Mentors
- Coaching
- Peer to peer
- Networks









Leadership in the Academy
year 2020

Academic leadership –

a research field

IDAS also wants to

- Start development processes
- Create structures to maintain these processes
- Create arenas which stimulate cooperation when working with developing the universities
- Stimulate international exchange on leadership issues
- Keep the movement going always/continuously

Questions to discuss

When you look into your organisation, what do you see regarding women and men on higher academic positions

When you look at your committees where do you find the women and where are the men

When you think of power where do you find the power, informal and formal, in your organization

When you look at councils and committees with high status what do you see

When you look at councils and committees with low status what do you see

Actions

What has to be done

Who is doing what

What can you do and what cannot you do

The academic landscape 2020

- Academic market – compete for students, researchers and money
- Globalization
- The importance of natural science
- Emphasizing on excellence and very strong research environments
- Depending on external money

The Students 2020

- **Are born 2000**
- **Women in majority**
- **Campus less important**
- **Choose an education which will give a job**
- **Combine work and studies**
- **Studies at different universities**
- **Ask for modern pedagogy**

The teacher 2020

- **Born in the 70's and 80 's**
- **Has an international background**
- **Special feeling for trends**
- **Changes are a part of life**
- **Movable and flexible**

The student 2020

- **Has a multicultural background**
- **Is goaloriented**
- **Is a part of the world**
- **Speaks many languages**
- **Has a family of her own**
- **Has a big ego**

What does it look like in 2020?

- **Who is the student**
- **Where is the student**
- **Where are the universities**
- **What is attractive for the student**
- **What kind of leadership is necessary**

Women in Swedish Academic Institutions 2004

	Total number	Proportion of women
Students	337 415	60 %
PhD-students	21 700	49 %
PhDs graduated	2 741	47 %
Employees	27 642	41 %
out of which		
Professors	4 200	16 %
Lecturers	6 931	34 %
Adjuncts	7 711	55 %

PhD-graduates at Swedish Academic Institutions 2004

	Total number	Proportion of women
Humanities	256	58 %
Jurisprudence	25	44 %
Social sciences	361	50 %
Mathematics	45	22 %
Natural sciences	506	40 %
Engineering	629	23 %
Medicine	759	57 %
Odontology	17	41 %
Pharmacy	17	41 %
Agriculture/forestry	60	37 %
Veterinary sciences	15	87 %
Others	51	78 %

Examples of local IDAS projects

- A “Future Faculty” for women who are professors at Royal Institute of Technology
- Interviews with women who are heads of departments, the result is a book
- Special appointments as lectures for women
- Programmes for economic support to women working for academic promotion

- Career planning
- Seminars about power and equality
- Local and regional networks
- Always require one woman and one man as proposals for positions
- Active work to get 50-50 in committees, boards, important groups