

# TU Darmstadt Gender Data Report 2020



---

## Brief overview of key findings

---

Particularly at a university of technology, gender equality is still a major challenge. This important issue is thus firmly embedded in TU Darmstadt's strategy. Regular systematic analysis of the key performance indicators on gender equality enables us to monitor developments, assess the effectiveness of measures and, if necessary, make adjustments. TU Darmstadt's Gender Data Report is prepared by the Strategic Controlling Unit in close cooperation with the team in the Gender Equality Office as well as support from various other sectors of the university. It gives an overview of how various key gender equality figures have developed at TU Darmstadt. Tables and graphic evaluations provide easily accessible information on women's representation in various status groups and a point of departure for the respective analyses and interpretations. The Gender Data Report considers developments at certain points over extended periods of time and also sets them against the figures for the TU9 universities to help rate the results.

This brief overview summarises the core findings of the 2020 Gender Data Report. The full version of the Gender Data Report is only intended for internal use within TU Darmstadt. If you are not a member of TU Darmstadt but would be interested in the more detailed results of the report, please contact the relevant staff in Directorate I, Strategic Controlling, at [stratcontrol@zv.tu-darmstadt.de](mailto:stratcontrol@zv.tu-darmstadt.de).

### Gender Data Report 2020 - Imprint:

#### Published by:

The President, Technische Universität Darmstadt  
Professor Dr Tanja Brühl

#### Responsible for content:

Vice President, Academic Affairs and Diversity at Technische Universität Darmstadt  
Professor Dr Heribert Warzecha

Karolinenplatz 5, 64289 Darmstadt

[https://www.tu-darmstadt.de/universitaet/organisation\\_verwaltung/praesidium/index.de.jsp](https://www.tu-darmstadt.de/universitaet/organisation_verwaltung/praesidium/index.de.jsp)

#### Edited by:

Dr Markus Müller, Dr Anke Watenphul (Directorate I, Strategic Controlling) and  
Carolina Eidt, Marion Klenk, Dr Uta Zybell (Gender Equality Office)

Please direct any questions to: [stratcontrol@zv.tu-darmstadt.de](mailto:stratcontrol@zv.tu-darmstadt.de)

As of June 2020

---

## Gender Data Report 2020: Brief Overview of Key Findings

### Introduction

During recent decades, the percentage of women at all qualification levels at TU Darmstadt has increased. This was not, however, without short-term fluctuations and temporary trend reversals which were usually the result of changes in the relative sizes of individual departments with differing percentages of women. In the current Gender Data Report, however, the figures for women's representation in many status groups have reached record levels.

### Students and women's representation

Particularly between 1970 and 2015, the number of students at TU Darmstadt increased significantly. Until 1991, women's representation grew more or less in proportion to the continuing increase in student numbers. After 1991, there were fluctuations in student numbers, but the proportion of women continued growing and passed the 30 percent mark for the first time in 2003. In the following years, the number of women stagnated with slight fluctuations at approx. 29 percent. In the winter semester 2019/2020, a new peak of 32 percent was reached.

On the Master's courses the share of women amongst foreign students (35%) is slightly higher than amongst those who completed their schooling in Germany (32%) whereby there are very clear subject-related differences: In law, economics and computer studies the share of foreign female students is almost three times higher than amongst those who completed their schooling in Germany; in electrical engineering and IT it is almost as much as four times higher.

### First-semester students (*Diplom*/Bachelor's) and women's representation

There are far greater fluctuations in the development of new female undergraduate numbers than amongst their male counterparts. In the last three decades, the share of new female undergraduates taking *Diplom* or Bachelor's courses ranged from 20 percent to 30 percent. Since 2016, the figure has increased continuously and reached a new record level of 35 percent in 2019.

### Graduates (*Diplom*/Master's) and women's representation

Fluctuations in first-year student numbers eventually translate into corresponding fluctuations in graduation figures further down the line. In the last 20 years, women's representation has ranged from 20 percent to 30 percent with a slight upward trend whereby significant differences exist between subjects. The figure available for the most recent cohort of women graduating from TU Darmstadt (2018) was 29 percent.

### Doctorates and women's representation

Whilst the percentage of women completing doctorates between 1994 (approx. 10%) and 2011 (approx. 28%) almost tripled, there has subsequently been a downward trend. In 2017, 26 percent of doctorates were completed by women; in 2018, there was a further noticeable drop in the share of women to 22 percent. Once again, developments vary significantly from subject to subject.

### Academic staff and women's representation

Women's representation on the academic staff has hardly changed in the last decade and is currently 24 percent. Depending on department, however, the proportion of women ranges from under 15 percent (mechanical engineering as well as electrical engineering and information technology) to over 60 percent (humanities).

Overall, the share of women on the academic staff remains constant before and after completing their doctorates. There are, however, certain departments where the share of women is significantly lower post doctorate and vice versa: in the department of electrical engineering and information technology, women's representation post doctorate is significantly higher.

### **Professors and women's representation**

Accounting for just three percent in the 1990s, the proportion of female professors has increased continuously since then. Growth was particularly pronounced at the beginning of the second decade of this century (from 10% to 13%) as well as in the last five years. Currently, 64 female professors (including assistant and junior professors) are employed at TU Darmstadt, equating to 20 percent. Depending on department, the percentage of women professors varies considerably, achieving a share of 50 percent in social sciences and history. In architecture, too, nearly half the professors are women. The share of female professors in the departments of electrical engineering and information technology, and mechanical engineering, on the other hand, does not exceed single digits.

### **Acquisition of academic qualifications/positions**

At TU Darmstadt, there are significant differences in the share of women at the various academic levels. Amongst students and graduates the proportion of women is initially almost identical at approx. 32 percent but drops significantly to 22 percent at doctoral level. At assistant professor level, the share of women increases significantly to 37 percent and reaches a peak of 45 percent amongst tenure-track professors. At the highest level, tenured professorship, the proportion of women is noticeably lower at 18 percent.

### **Administrative/technical staff and women's representation**

As early as 2010, parity had been reached between women and men in administrative and technical positions. Since then, women's representation has increased to the current level of 57 percent. However, this status group comprises two groups of employees with very different proportions of female staff: at 89 percent, women's representation on the non-technical staff is significantly higher than the 28 percent of women on the technical staff.

### **Appointment procedures**

In 2019, 54 percent of new appointments went to women, thus reaching more than half for the first time and fulfilling TU Darmstadt's target of awarding one third of new appointments to women. In six of the previous seven years, the proportion of women appointed to professorships was higher than the proportion of applications received.

### **Committees and leadership roles**

Since 2017, women have accounted for one third of the members of the Executive Board. The share of women in the Deans' Offices, however, dropped from 13 percent in 2019 to 9 percent in 2020. Moreover, women's representation on the University Council was halved from 60 percent in 2017 to 30 percent in 2020. Conversely, the proportion of elected female Senators grew again to 35 percent. In the period under consideration, women's representation on Student Departmental Councils reached 50 percent for the first time in 2018, falling to 45 percent in 2019.

### **Comparison with TU9 and nationwide benchmarks**

The proportion of female students in their first semester studying engineering and natural sciences at TU Darmstadt in the periods 2009-2013 and 2014-2018 is slightly lower than the comparable figures for the TU9 universities in most subjects. By analogy, this trend is reflected in the degrees and doctoral degrees completed,

whereby in the period 2014-2018, in some natural science and engineering subjects women completed more degrees and doctoral degrees at TU Darmstadt in percentage terms than at the other TU9 universities. The share of women professors in engineering at TU Darmstadt is lower than the national average in most cases. In the natural sciences, on the other hand, the share of women professors is higher than the national average.

### **Conclusions**

From a long-term perspective, women's representation at TU Darmstadt is continuing to increase overall. Short-term fluctuations across the university can mostly be explained by changes in the relative sizes of individual departments which have differing percentages of women. In 2019, in many status groups, new records were reached in women's representation. Nevertheless, women are still underrepresented in many areas, especially amongst professors. It is thus especially positive that the share of newly appointed women crossed the 50 percent mark for the first time in 2019. In order to increase the proportion of women at all levels in the long term, however, further efforts to continue promoting gender equality are still required. In this context, the present Gender Data Report should serve as a basis for identifying areas for priority action. The next Gender Data Report is scheduled to appear in 2021.

---