



Brief overview of key findings

Gender equality is a key objective right across the university and has therefore been firmly embedded in TU Darmstadt's strategy for a number of years. For TU Darmstadt, continuously reducing the under-representation of women in the various status groups is an important process on the path to equality.

The annual Gender Data Report is prepared and continually developed by the Strategic Controlling Unit in close cooperation with the team in the Gender Equality Office. It provides an overview of how various key gender equality figures have developed at TU Darmstadt. For the first time, this edition includes the percentages for individuals of non-German nationality, adding a further important dimension of diversity to the systematic analysis of gender percentages.

By means of tables and graphic evaluations, TU Darmstadt's Gender Data Report presents the developments in the different status groups and sectors at TU Darmstadt. The comparison with reference data throws light on the university's standing in the German higher education landscape.

This brief overview summarises the core findings of the 2021 Gender Data Report. The full version 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, you can contact the staff in Directorate I, Strategic Controlling, at stratcontrol@zv.tu-darmstadt.de.

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Gender Data Report 2021: Brief Overview of Key Findings

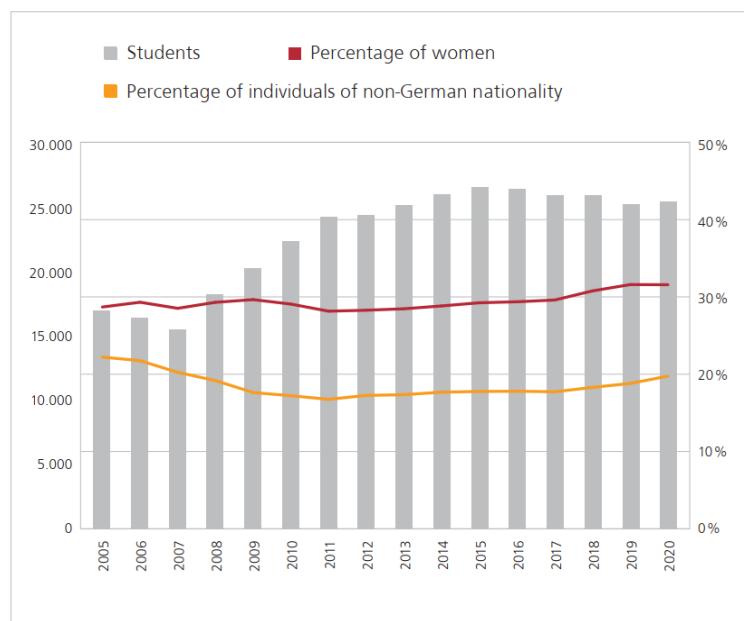
Introduction

In the last two decades, the percentage of women at all qualification levels at TU Darmstadt has increased. Short-term fluctuations and temporary trend reversals were usually the result of changes in the relative sizes of departments with differing percentages of women. A new feature of this year's Gender Data Report are the particulars for the percentage of individuals of non-German nationality in all status groups.

Students

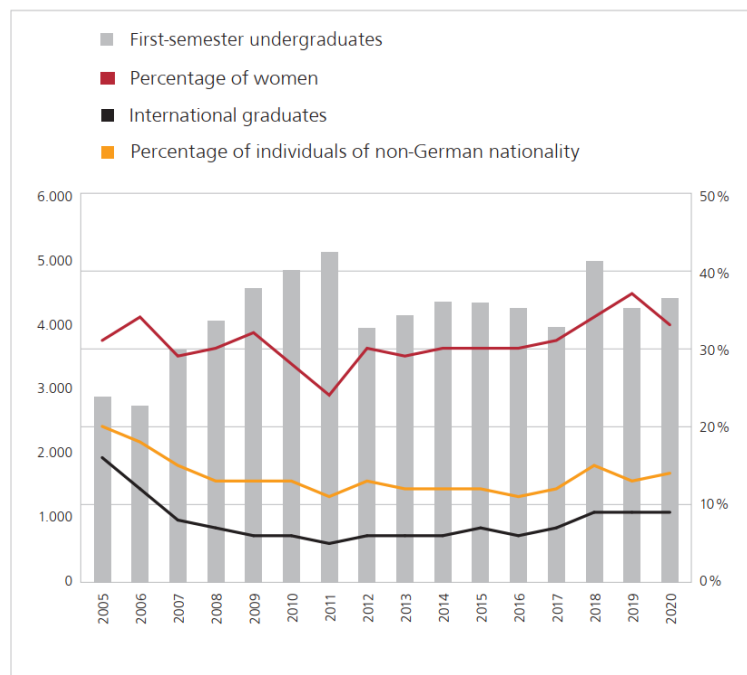
Since 2005, the number of students at TU Darmstadt has risen from just under 17,000 to currently 25,355. Up to 2019, the figures for women stagnated with slight fluctuations at approx. 29 percent. In the winter semester 2019/2020, a new peak of 32 percent was reached which was maintained in the year under review. The share of individuals of non-German nationality is currently 20 percent.

On the Master's courses the share of women amongst international students (36%) is slightly higher than amongst those who completed their schooling in Germany (32%), whereby there are very clear subject-related differences: In the Department of Law and Economics the share of international female students is almost twice as high as that of those who completed their schooling in Germany; in the Department of Computer Science it is three times higher and in the Department of Electrical Engineering and Information Technology it is in fact almost four times higher.



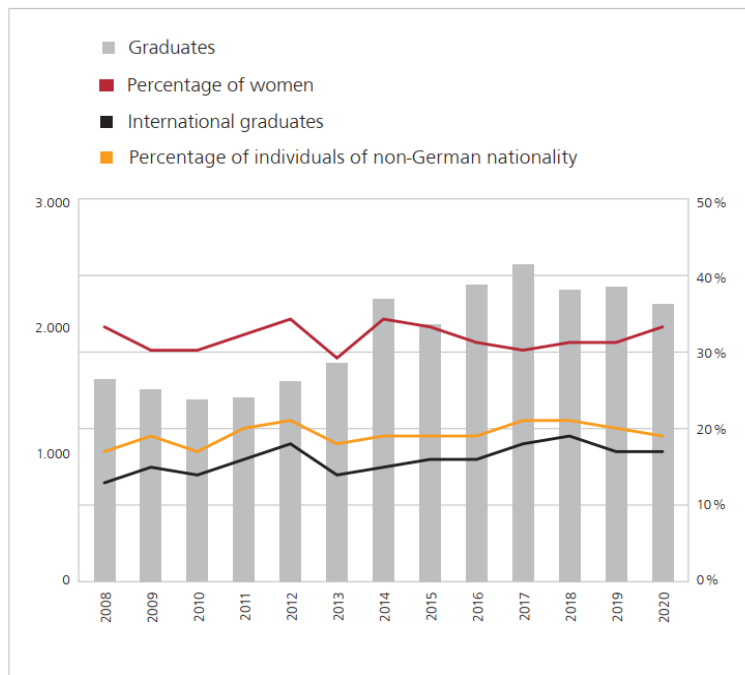
First-semester undergraduates

There are far greater fluctuations in the development of new undergraduate numbers than amongst the number of students. With fluctuations, the share of new female students taking undergraduate courses in the last 15 years was approx. 30 percent. In the current year, the figure is 33 percent. Since 2007, the share of individuals of non-German nationality has reached approx. 15 percent. Some nine percent of new undergraduates are international students who hold a foreign nationality and a foreign university entrance qualification.



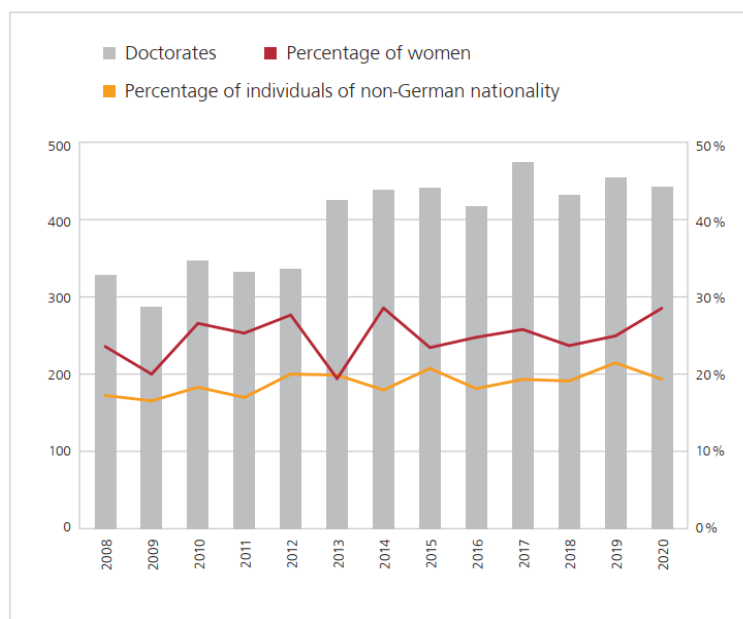
Graduates (*Diplom*/Master's)

The number of students graduating reflects the fluctuations in first-year student numbers. With fluctuations, the share of women graduating at TU Darmstadt in recent years was approx. 30 percent; in 2020, it was 33 percent, whereby there are very clear subject-related differences. In the period under review, the share of individuals of non-German nationality and the share of international students are almost synchronous at 19 percent and 17 percent respectively.



Doctorates

For some years, the share of women completing doctorates at TU Darmstadt has ranged between 20 percent and 30 percent. In 2020, a peak value of 29 percent was reached once again. Here, too, developments in the individual departments vary greatly. Averaged over the last five years, the figures for women in the departments have ranged from 12 percent to 62 percent. With fluctuations, the proportion of individuals of non-German nationality was approx. 20 percent in the last ten years.



Academic staff

Women's representation on the academic staff of all departments and central services has hardly changed in recent years and is currently 25 percent. Depending on department, the percentages vary very considerably: 13 percent of staff in mechanical engineering are female whilst in the humanities the figure is 65 percent. Female academic staff in the central services only account for two percent of the overall numbers. Nevertheless, depending on the work area, here, too, clear differences can be observed in the share of women.

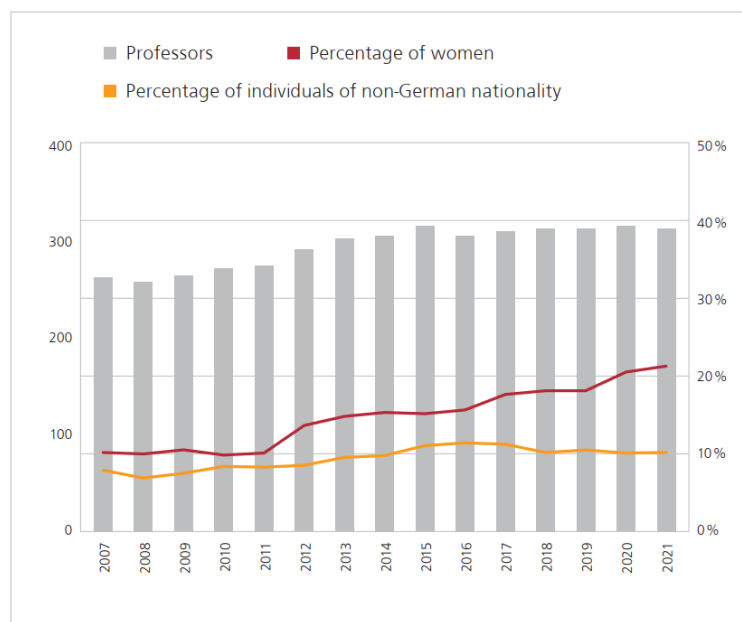
Overall, women's representation on the academic staff remains constant before and after completing their doctorates. There are, however, certain departments where the share of women is significantly lower post doctorate whilst in the Department of Electrical Engineering and Information Technology, women's representation post doctorate is significantly higher than before.

The proportion of individuals of non-German nationality on the academic staff at TU Darmstadt is 21 percent, whereby some departments are significantly more international than others. In the material sciences and geosciences, for example, the share of individuals of non-German nationality is 37 percent, in law and economics, by contrast, only seven percent.

Professors

Currently, 66 female professors (including assistant and junior professors) are employed at TU Darmstadt, equating to a new peak value of 21 percent. There are, however, great differences between the departments. In the Departments of History and Social Sciences as well as Architecture there are already equal numbers of men and women on the staff. The share of female professors in the Departments of Mechanical Engineering or Electrical Engineering and Information Technology, on the other hand, is only six percent and seven percent respectively.

For several years, the share of female professors of non-German nationality has remained constant at approx. ten percent. At 28 percent, the Department of Physics currently has the most international staff whilst the figures in other departments vary greatly.



Administrative and technical staff

The proportion of women on the administrative and technical staff in the departments, the central services and central administration is currently 55 percent. However, the figures in the various sectors vary very considerably, ranging from 25 percent of women in the University IT-Service and Computing Centre to 92 percent of women in the Department of Law and Economics. This is largely explained by the fact that this status group comprises two groups of employees with very different shares of female staff: at 87 percent, women's representation on the administrative staff is significantly higher than the 25 percent of women on the technical staff.

The share of individuals of non-German nationality at TU Darmstadt overall as well as averaged over the departments, the central services and the central administration is approx. five percent.

Appointment procedures

In 2020, 42 percent of new appointments went to women, thus once again fulfilling TU Darmstadt's target of awarding at least one third of new appointments to women. In recent years, the share of women appointed to professorships was higher than the share of applications received.

Committees and leadership roles

Since 2017, women have accounted for one third of the members of the Executive Board. Between 2018 and 2021, the share of women in the Deans' Offices continued to drop from 15 percent to five percent. Moreover, women's representation on the University Council was halved from 60 percent in 2017 to 30 percent in 2021. The proportion of elected female Senators remains steady at 35 percent. From 2015, the share of female academic staff on Departmental Councils grew steadily from 22 percent to currently 50 percent.

Comparison with TU9 and nationwide benchmarks

A comparison of women's representation in the various phases of acquiring academic qualifications in mathematics, natural sciences and engineering sciences at TU Darmstadt with other German universities makes it possible to rank the results presented above in the German university landscape. The share of women in nearly all disciplines drops between the first undergraduate semester and professorship level. This negative trend is known as a leaky pipeline. Depending on subject, however, there is little, or a very great, difference in the proportion of women between the first undergraduate semester and professorship level.

In most of the disciplines under review, the course of acquiring academic qualifications at TU Darmstadt reflects the benchmarks for TU9 universities and the country as a whole. There are, however, divergences. In the Department of Architecture, the share of women at all qualification stages is equal or above 50 percent. The Department of Civil and Environmental Engineering boasts a significantly higher proportion of women at all qualification stages than the other TU9 universities or the national benchmark. This is due in part to the fact that there is greater demand amongst women for courses in environmental engineering. In the Department of Biology, on the other hand, the drop in women's representation in the course of acquiring more advanced qualifications is particularly significant and more pronounced than at other universities. In the Department of Mechanical Engineering, the share of women at all qualification stages is lower than the national benchmark.

Conclusions

The Gender Data Report 2021 shows that, in the long term, women's representation in most status groups at TU Darmstadt is developing positively. This year, too, in various areas, new records were reached or reiterated. Despite this, in many areas of the university women are still under-represented. It is therefore necessary to prolong various equality measures to ensure that the positive trend in increasing women's representation continues in the coming years. Examples include actively recruiting women professors and personally addressing qualified female students. The Gender Data Report serves as a basis for identifying areas for priority action and aims to initiate discussion and the development of appropriate measures.