Group Leader Age and Gender Descriptive Statistics at a KI Departmental Level

Policy and Funding Focus Group
KI Junior Faculty

Overview

- Background to the analysis
- Age distribution results
- Gender distribution results
- Results summary
- Discussion points

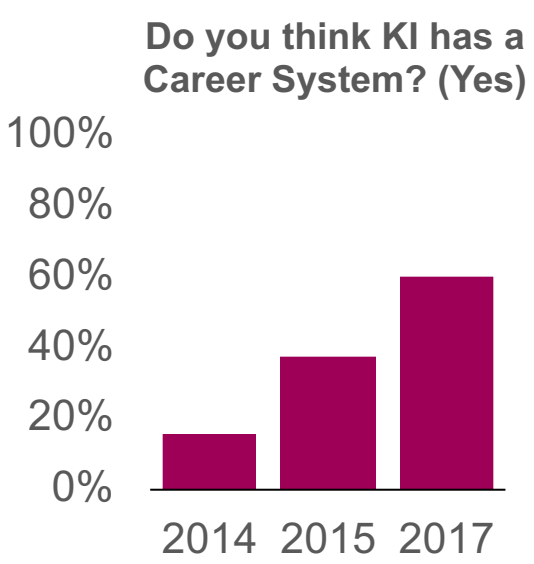
Background

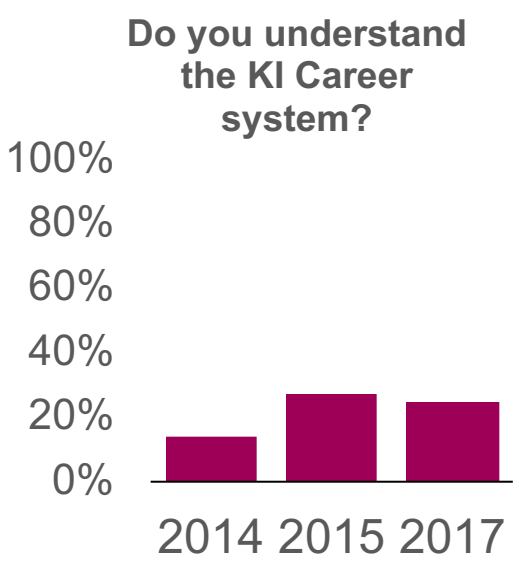
Background

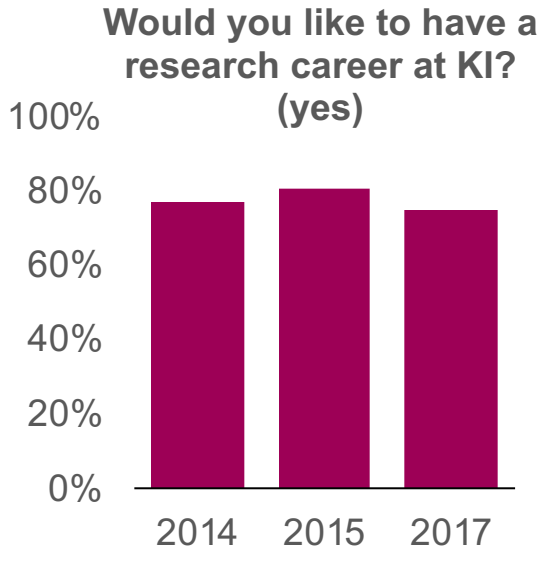
- Initiative aim: To gather/present age and gender descriptive statistics on group leaders in KI at a departmental level

- Why? Results of the JF survey indicate that junior researchers do not understand the KI career system and this was a good way to see the age at which researchers take the next step in their career

(N=439)







Background

- "*Please note that we have no records of who are research group leaders since this is not used as a position among all departments*" – Central HR

- Asked all 22 KI Departments for
  → Gender and Age of their group leaders
  → If they have a definition of what a group leader is

- Data from 18 Departments
  → CLINTEC, Dentmed – no group leader structure
  → KI SÖS, KI Danderyd – no reply

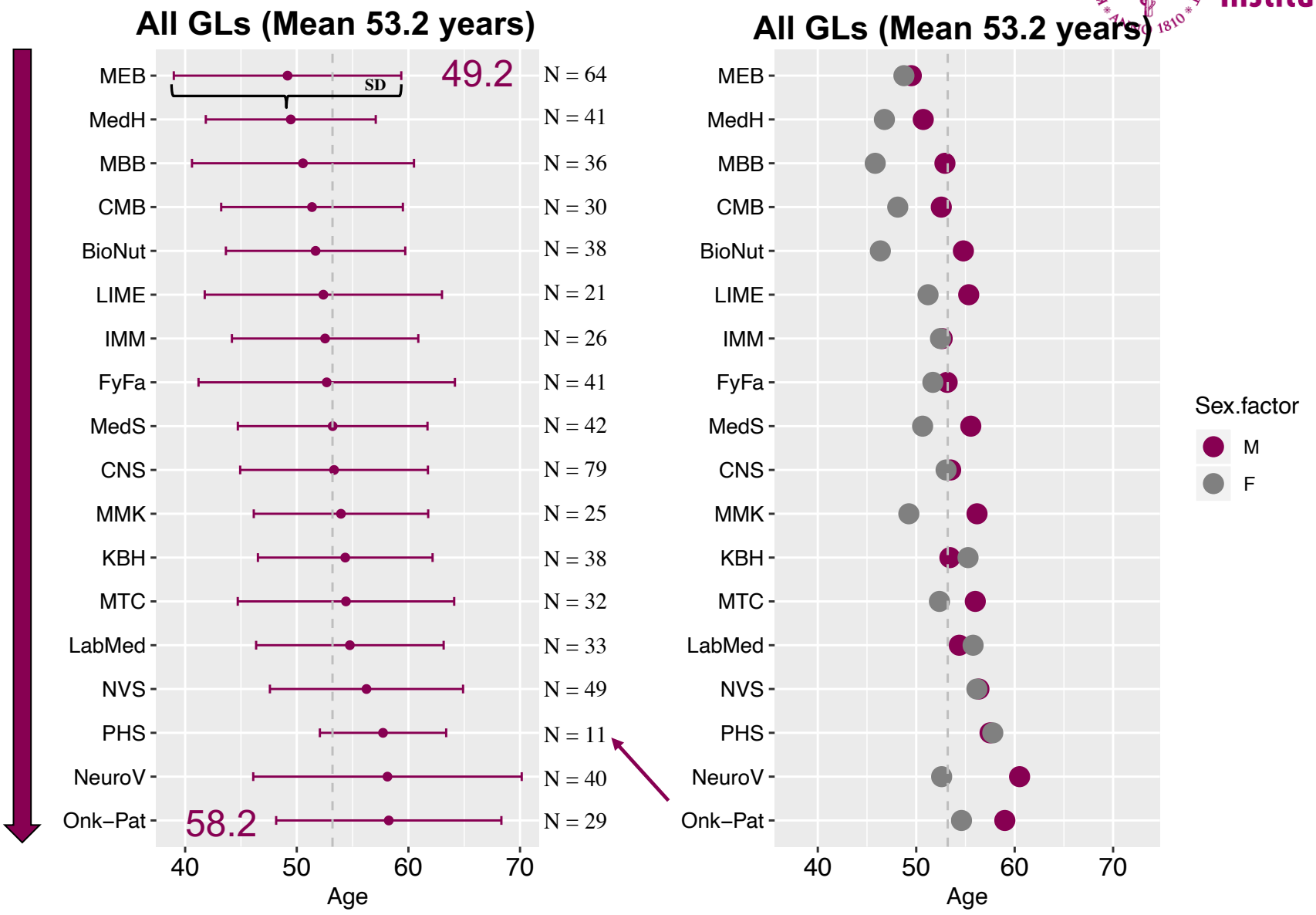
- Should be viewed as a tool to help to understand the age/gender distribution of your own department

- Current age/gender stats, N=675 in total

Results

Age distribution

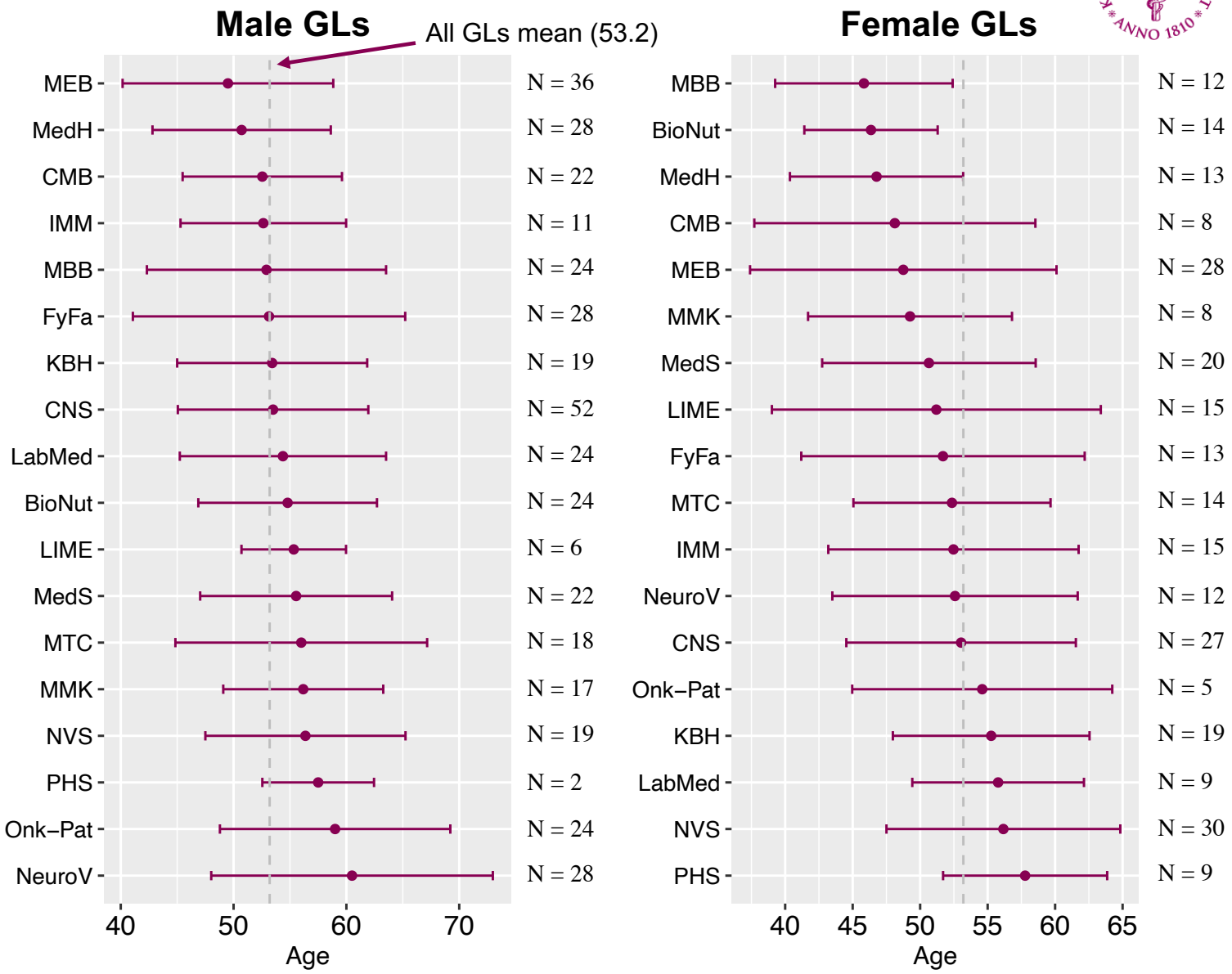
Mean GL age by Department



Nick Tobin

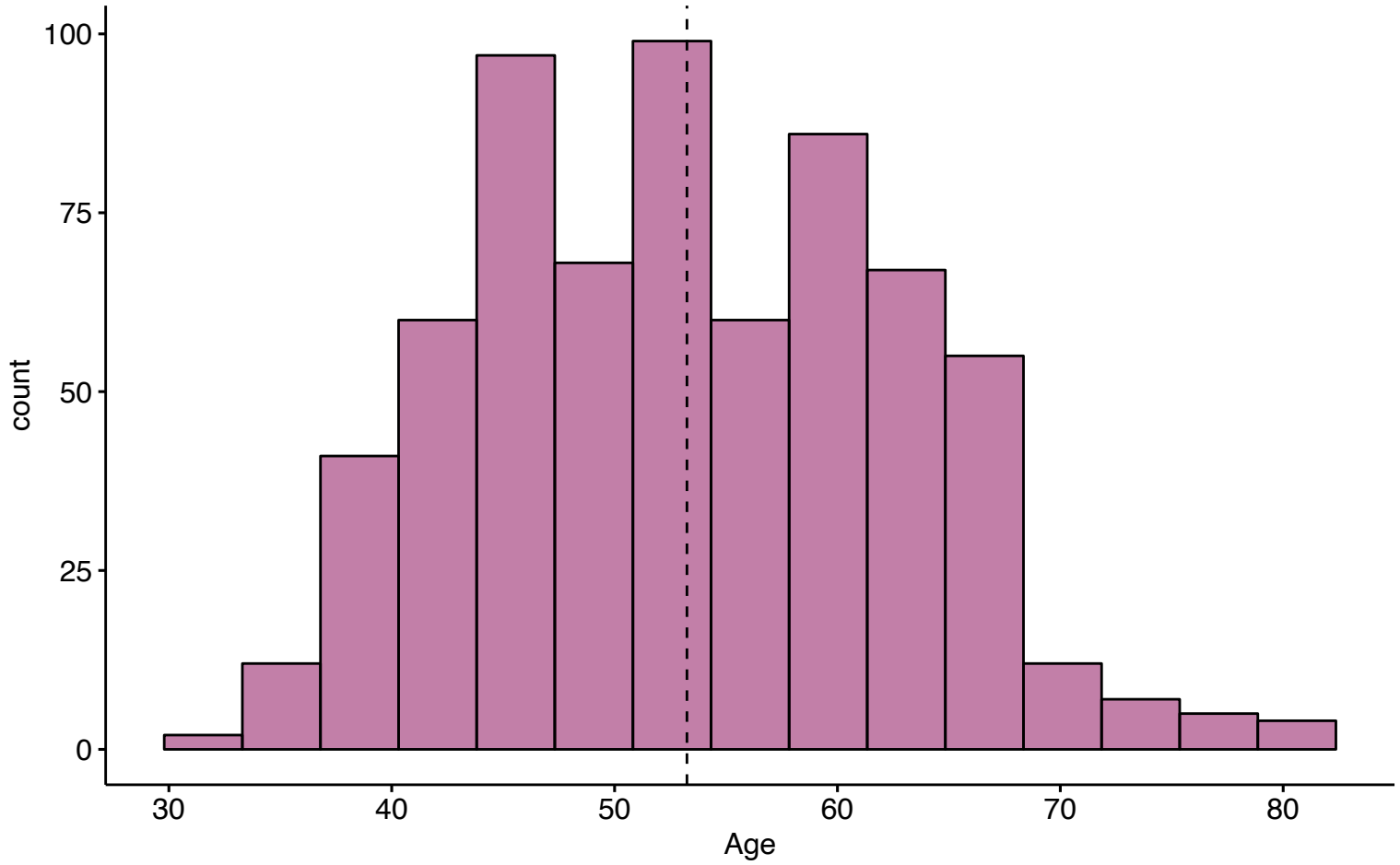
Standard Deviation (SD) = a measure of how spread the data are

Mean GL age by Department and Gender

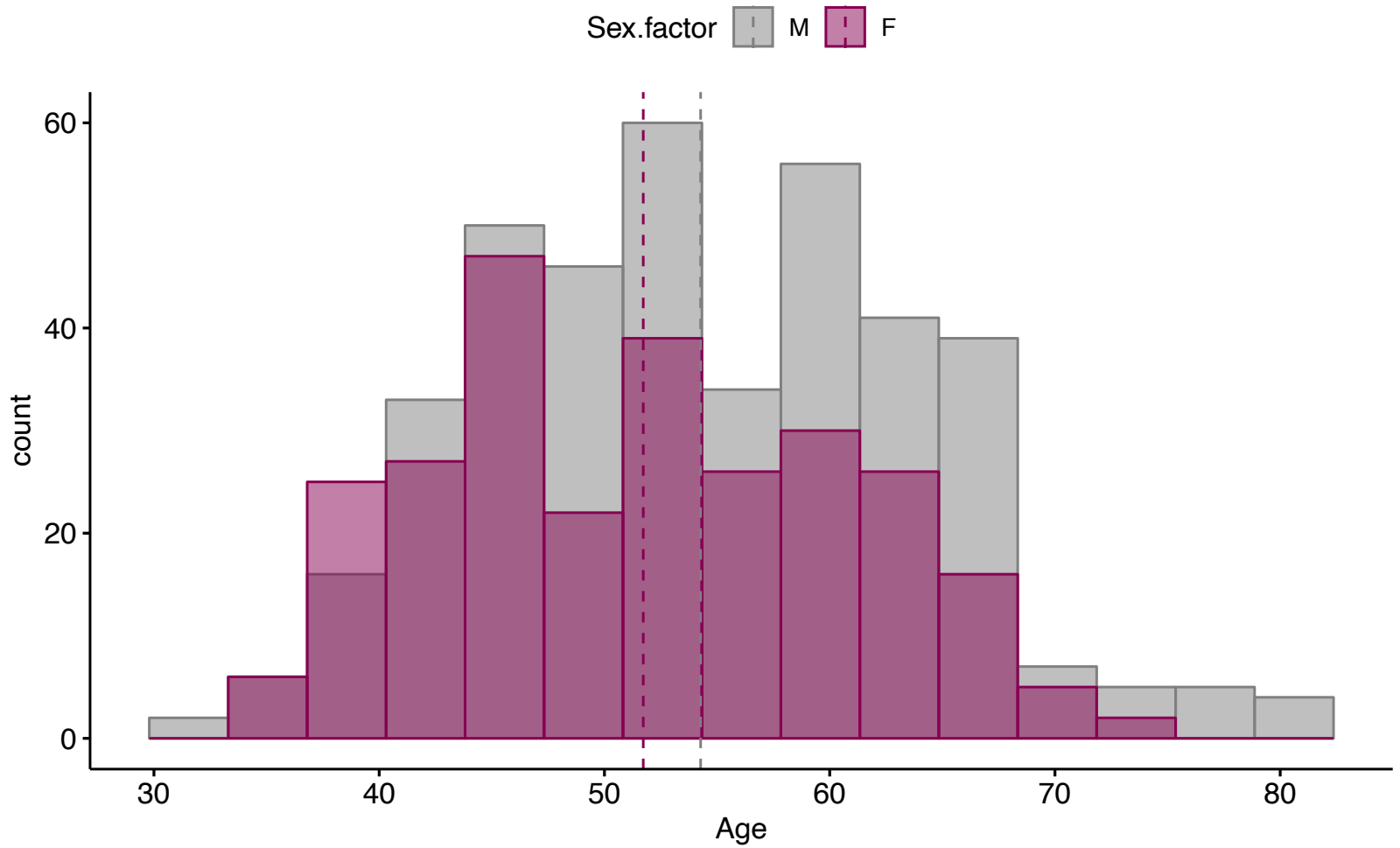


Group Leaders Age Overall

(N = 675, Mean 53.2 shown)

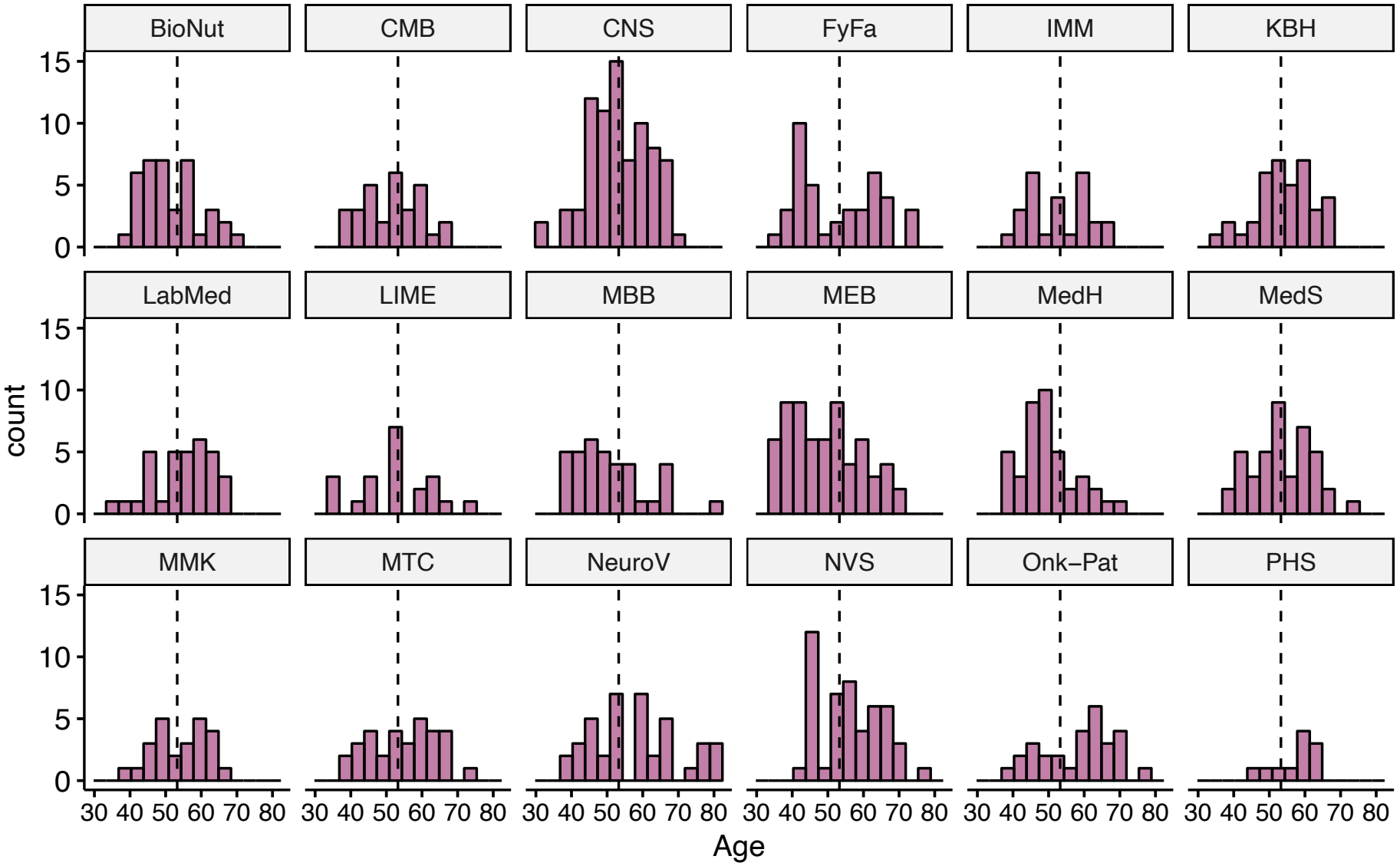


Group Leaders Age By Gender
(N = 675)



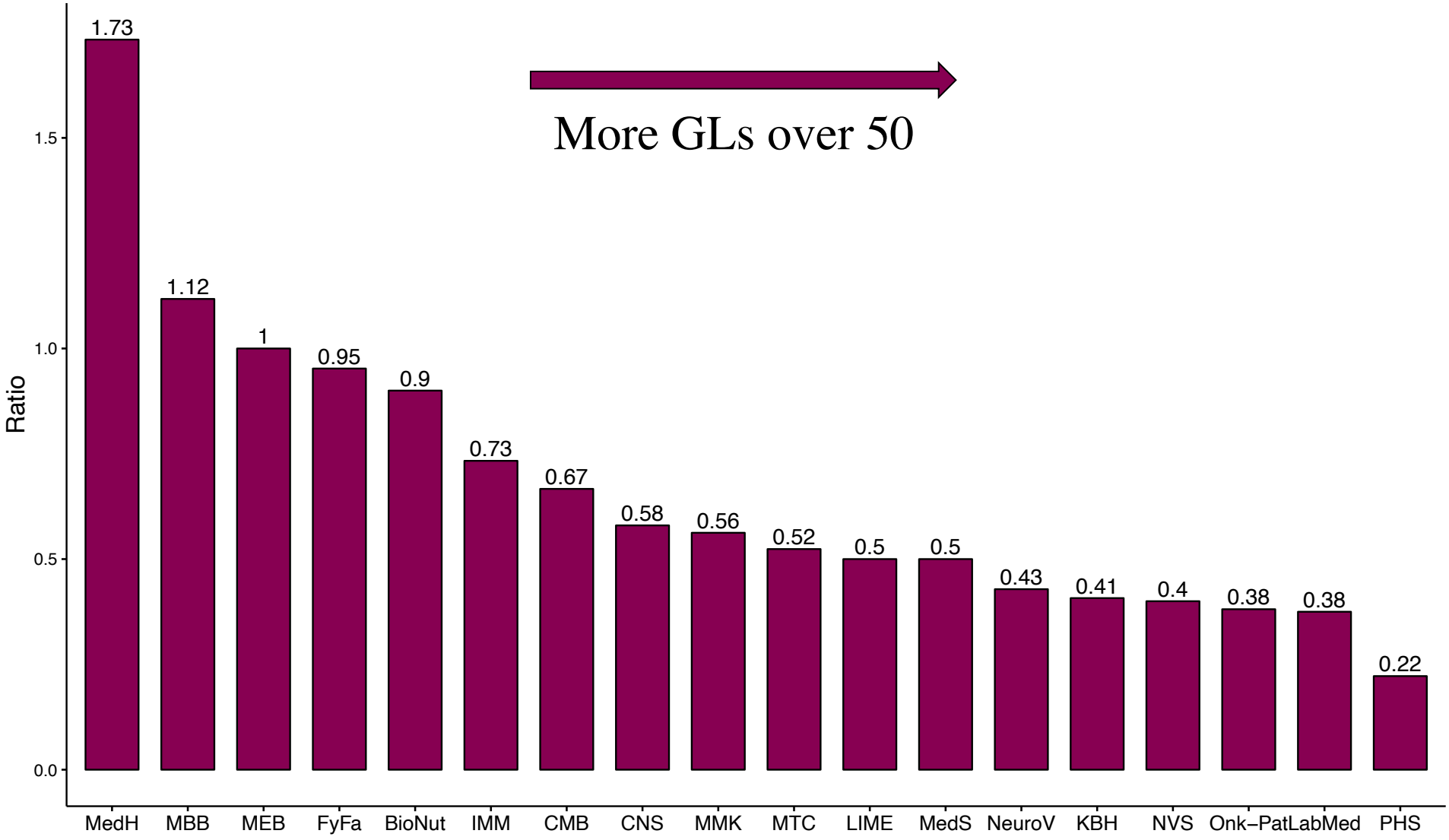
Group Leaders Age by Department

(N = 675, Mean 53.2 shown)



Under 50/Over 50 ratio by Department

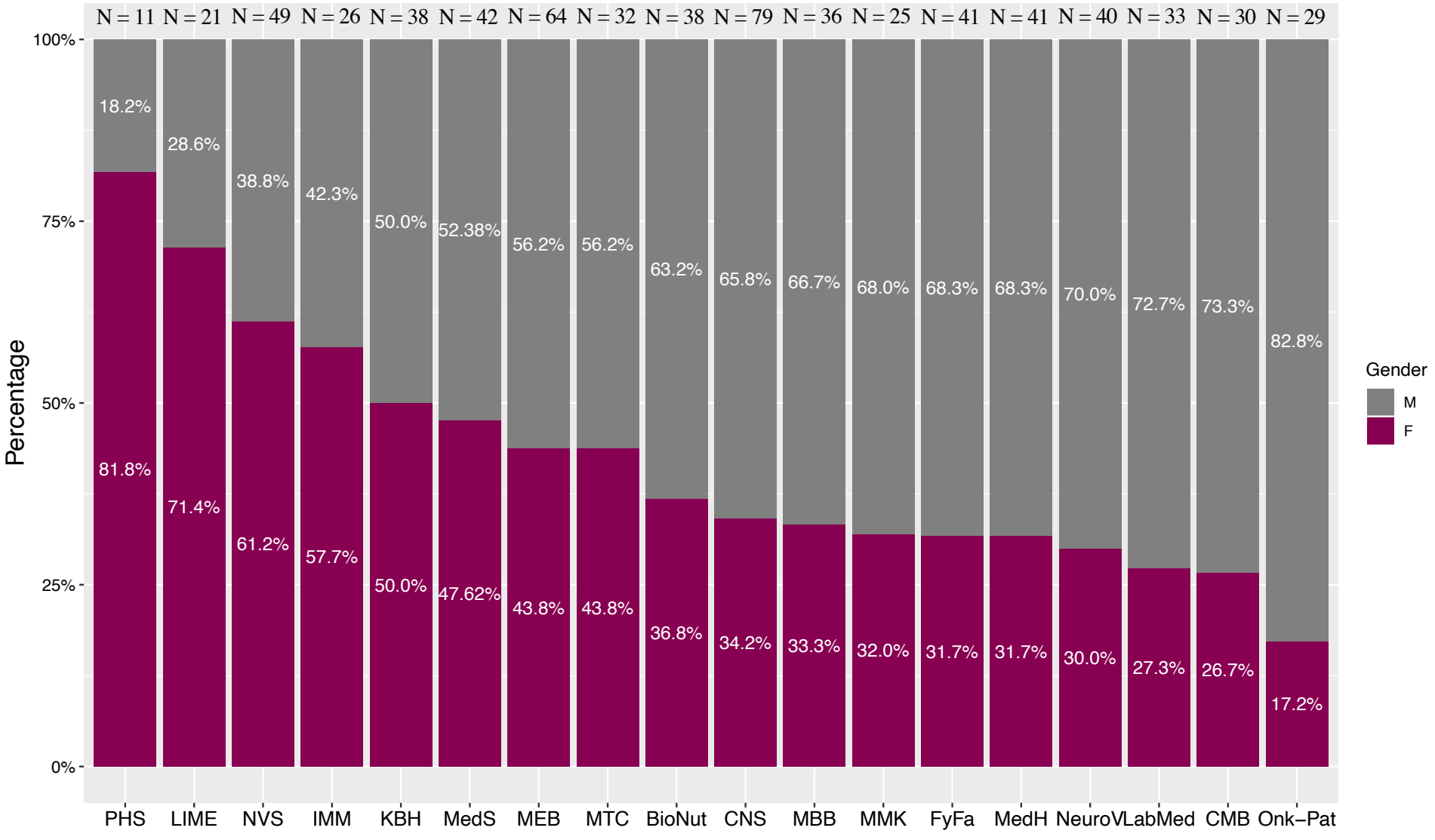
(N = 675)



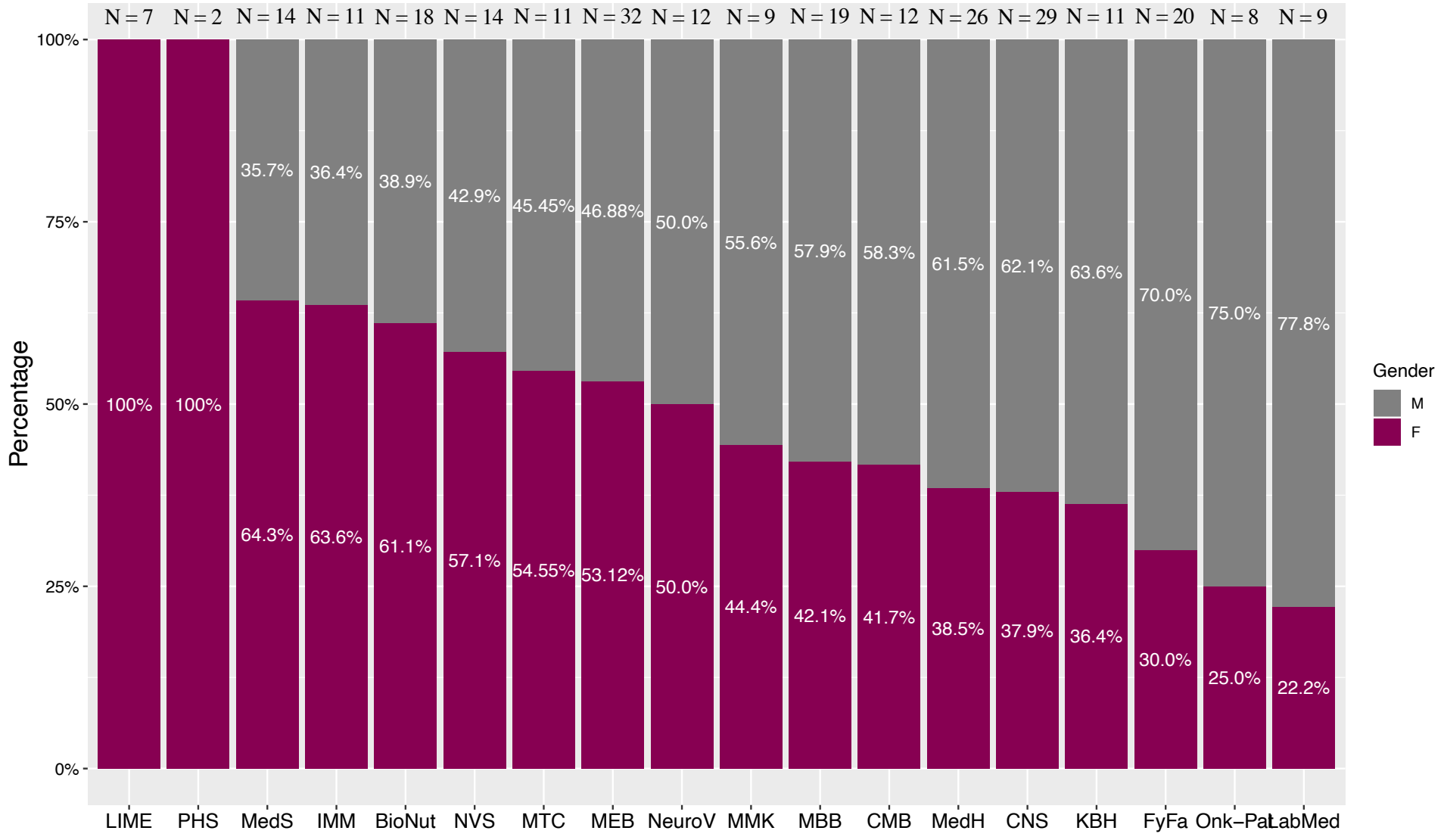
Ratio = No. GL under 50/ No. Over 50

Gender distribution

Group Leader Gender by Department



Group Leaders under 50, Gender by Department



Results Summary

Results Summary

- Mean group leader age can vary by up to 10 years depending on the department (dot and standard deviation plots)
- Similar variation in age values with regards to gender when considering all group leaders, but more men above 50 (histograms)
- Distribution of group leader ages vary considerably by department (multi-histogram plot)
- The percentage of female group leaders varies between 82% and 17% depending on the department (bar plot)
- The percentage of female group leaders under 50 varies between 100% and 22% depending on the department (bar plot)

Discussion points

Discussion points - Age

Age

- Things a Departmental Head may want to consider if they have an imbalanced under vs. over 50 GL distribution in their department:
  - How many GLs do you want your department to have?
  - Are the rules for becoming a group leader too strict? (Financing)
  - If too many older GLs – need to recruit or department will shrink
  - If too many younger GLs – will everyone have a future at the department?
  - Cost of recruiting junior vs. established group leaders

Discussion points - Gender

Gender

- It is plausible that some departments may attract more female or males owing to their subject matter e.g. NVS – care sciences

- Department where there is no apparent reason for gender imbalance:

  - Do you have equal gender distribution at PhD and post-doc level?

  - How can you help junior researchers make it to the group leader level? (ask them) Offer some kind of mentoring or strategy to become more balanced in future?

Discussion points – Junior researcher

The point of view of a junior researcher

- Is it clear to me as a junior research at my department what I have to achieve in order to become a group leader?
- Some departments clearly offer more opportunities to junior researchers, should I go there?
- In departments with an aging faculty is it worth moving there as positions will become available in the future?