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Structural Change Promoting Gender
Equality in Research Organisations
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Prof. Tor Grande is a professor in materials science / materials chemistry and vice-dean for research at the faculty of natural sciences and technology at the Norwegian University of Science and Technology (NTNU). He has previous experience as department head at NTNU and received in 2009 the gender equality award at NTNU for his achievements to increase the number of female faculty members at his department. Grande has supervised about 50 PhD and post doc candidates, including a significant fraction of female scientists. He has addressed the need to identify and foster female talents early in order to succeed in improving gender equality in natural sciences and engineering disciplines.

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Female talents in science– Importance of continuous recognition and encouragement

Gender equality has been an important priority at NTNU since the merger of the main academic institutions in Trondheim in 1996. Despite our gender awareness, recruitment of female scientists in natural sciences and engineering disciplines has not progressed as fast as our ambitions for equal opportunities. We have introduced with success several instruments such as starting package, qualification stipends, career counselling and mentoring programs to promote woman in academia, and a brief overview of NTNU's equal opportunity activities will be presented in this talk. I will also give attention to my own experience in recruiting women to academia from recruiting students to our doctor programmes, ph.d. candidates to post doc positions and young researches to faculty positions. Female role models are rare and other instruments are needed for guidance and encouragement. Female talents in science need to be nurtured differently than male talents in order for them to recognize and pursue carrier opportunities in academia. The importance of continuous recognition, guidance in carrier opportunities and encouragement from academic leadership are important for further progress in equal opportunities.