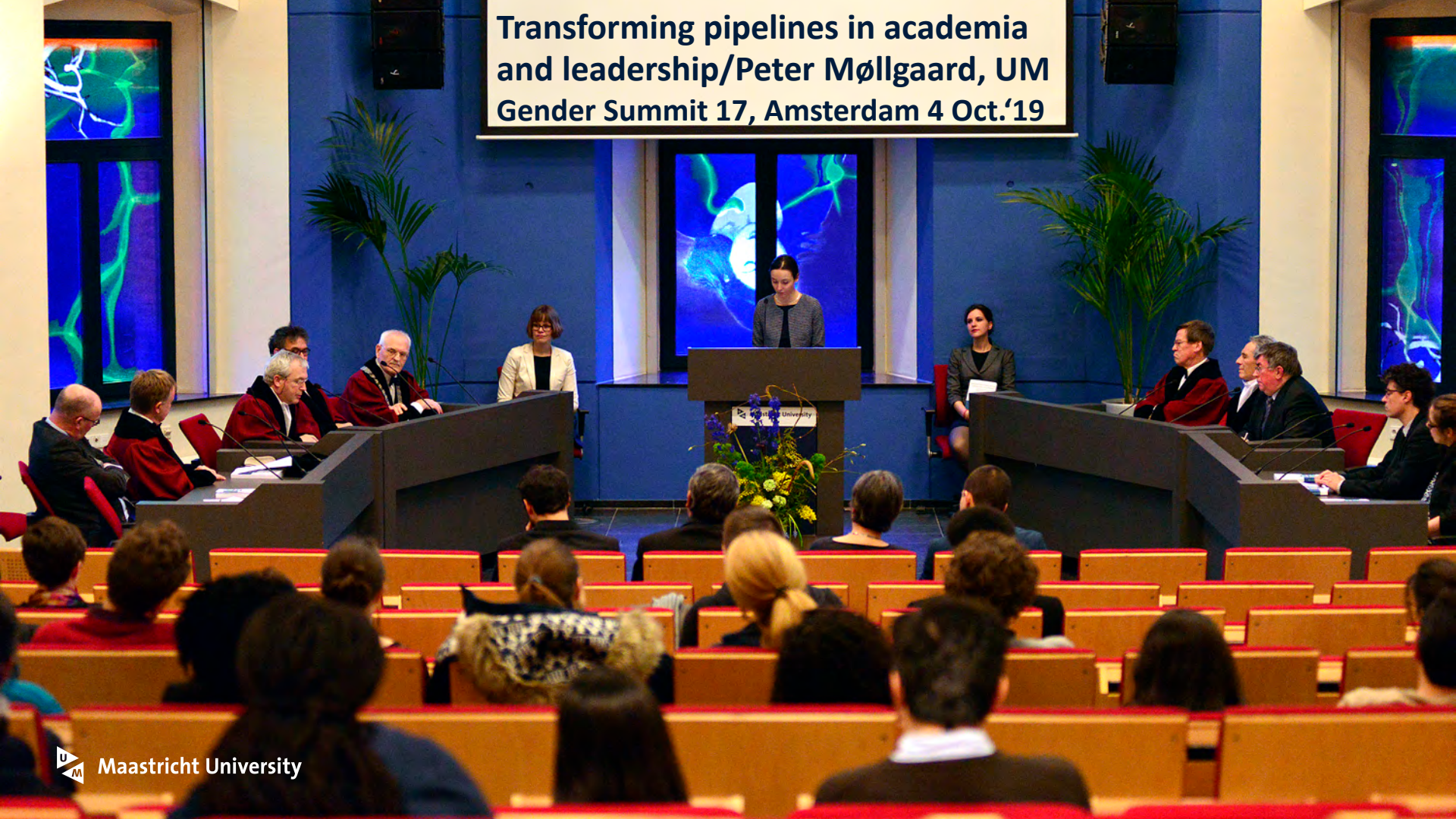
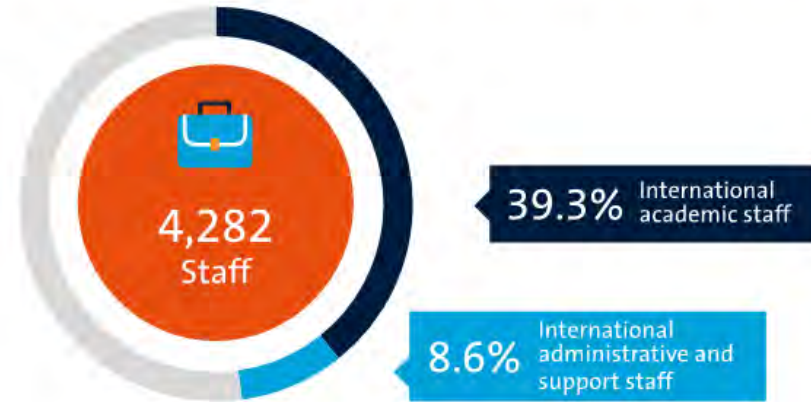


**Transforming pipelines in academia
and leadership/Peter Møllgaard, UM
Gender Summit 17, Amsterdam 4 Oct.'19**

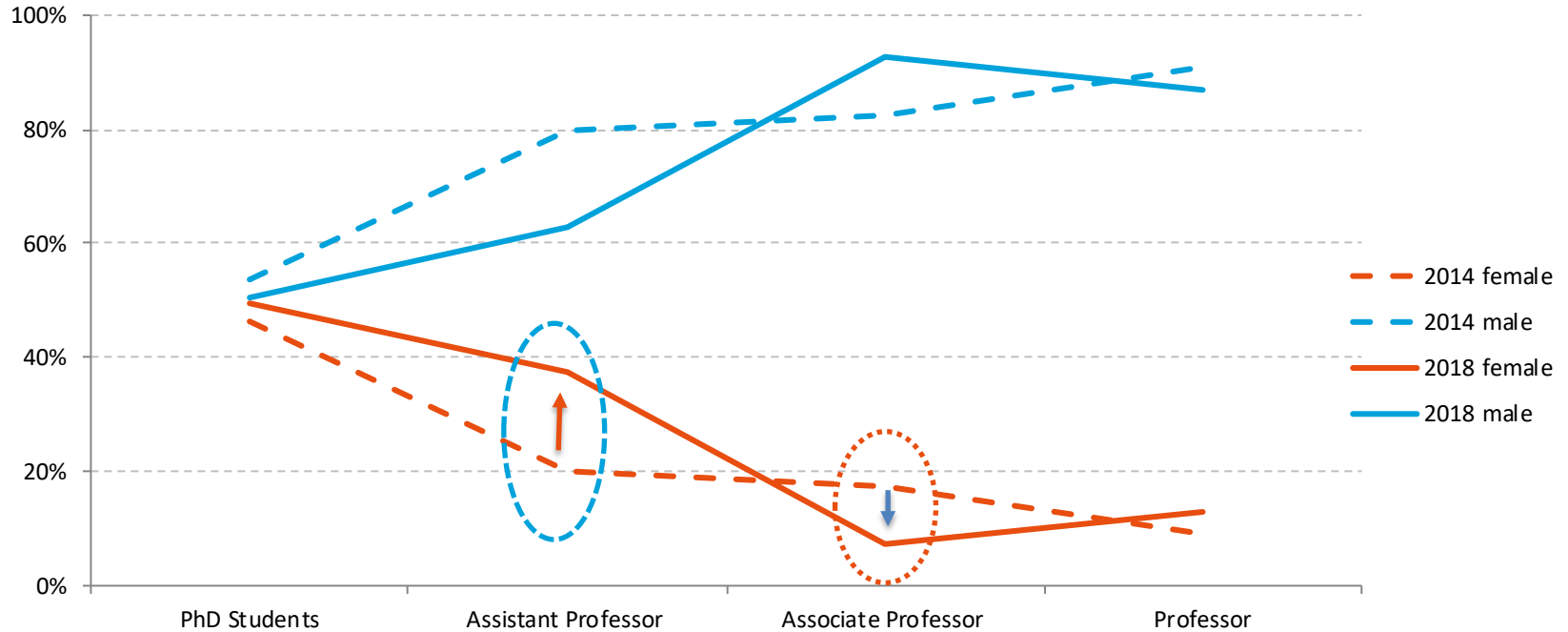


Diversity at Maastricht University

Staff



Academic pipeline SBE



SBE's Gender & Diversity report

Relevance of gender issue not given among Heads of Department:

- Gender balance competes for priority on 2 levels: 'best candidate' & other aspects of diversity

Degree of urgency:

- Time will close the gap: retirement & outperforming young female academics
- Diversity outside realm of HoD influence

'You have to be alert'

Interview study Gender and Diversity at SBE

Maastricht University

September 2019



Quote 1

I wish that women (...) were much more rebellious and stubborn. That would help them enormously (...) If you want to achieve something, you really have to fight. And I have the impression that women in this area have to fight harder than men.

'You have to be alert'

Interview study Gender and Diversity at SBE

Maastricht University

September 2019



'You have to be alert'

Interview study Gender and Diversity at SBE

Maastricht University

September 2019

Quote 2

... gender equality (...) Very important, but I don't know if it is fundamental, (...) in my opinion, inequality ... is a much bigger problem in this society. Frankly, I don't want to call it a luxury position, because I don't think you can be envied, but I think there are much bigger problems that are much more important to solve, actually.

Quote 3

But you have to offer equal opportunities (...) People [should] feel at home [in the department]. (...) We try to create a culture in which people dare to say what is bothering them. (...) We have clearly put down on paper what we expect from people in various fields in order to make assessments more objective, so that is certainly something you can do.

'You have to be alert'

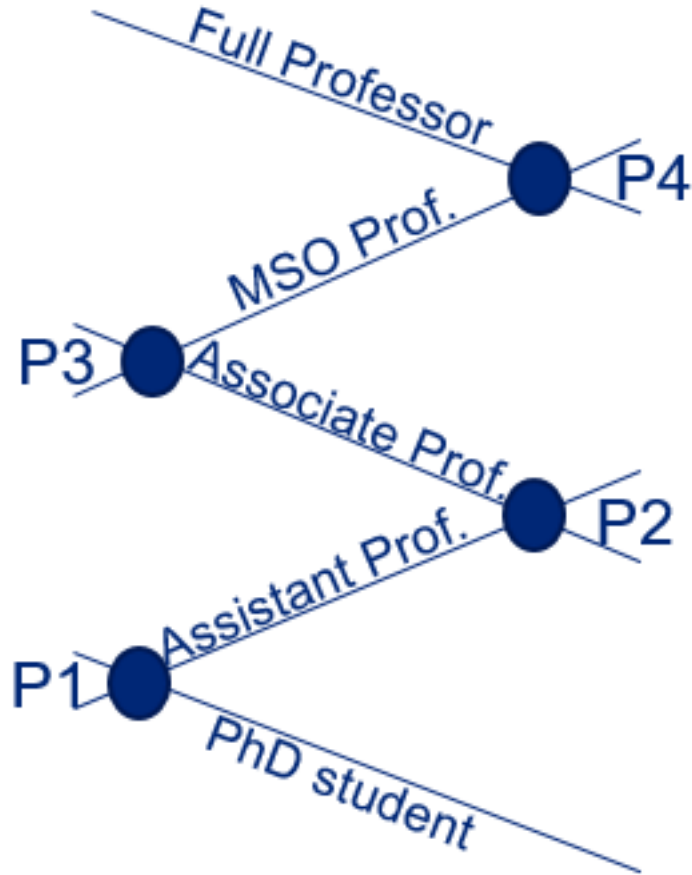
Interview study Gender and Diversity at SBE

Maastricht University

September 2019



The Academic Pipeline



Two sides to the approach to the assessment of academic performance

1. Expectations as to the content at each level.
2. Requirements for the transitions (passages P1-P4)

Lessons from the Leadership pipeline

- Prepare before the passage
- Development activities after the passage

Academic Pipeline: REEAD

1. Research
2. Education
3. External funding
4. Academic citizenship
5. Dissemination & outreach

Aligning expectations to
academic performance

A dialogue with SBE



REEAD 2.0 Improving performance and impact of CBS through academics: All talents in play!

Objective Breakdown Structure (OBS)





Concrete actions

- Create awareness and change the culture through dialogue on assessing academic performance (REEAD)
- Open calls for all roles at SBE
- Diversity in tenure-track committee, in the Faculty Evaluation Committee and in other selection committees
- Equal pay for full professors
- Develop talent: SBE – where all talent can flourish! (Make that true).

Transforming pipelines in academia and leadership

Comments and questions
are more than welcome!



Maastricht University Amsterdam, 4 October 2019



Prof. Dr. Peter Møllgaard
Maastricht University
h.moellgaard@maastrichtuniversity.nl