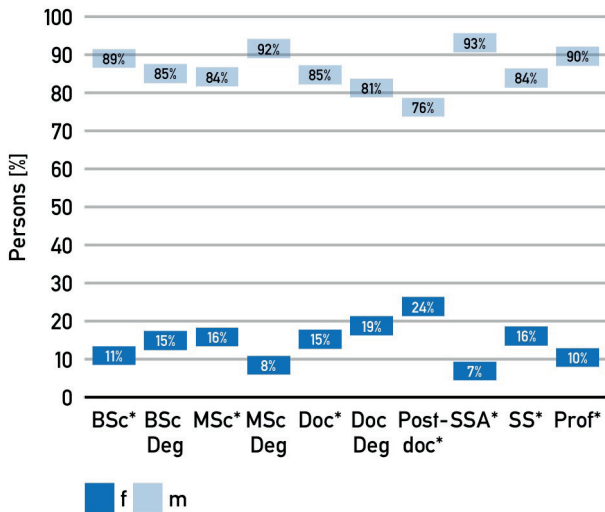


# Gender Monitoring 2017/18

## Department Report: Computer Science

Department reports serve as an addition to the general report «Gender Monitoring of ETH Zurich – Report on the Situation of Equal Opportunities for Women and Men in Studies and Science». They provide more detailed information on the situation of equal opportunities per area of expertise at ETH Zurich. All reports of the Gender Monitoring 2017/2018 are available under [www.gender-monitoring.ethz.ch](http://www.gender-monitoring.ethz.ch) →. Information on sources and compilation of data as well as explanations of abbreviations can be found in the general report. In this department report, the situation of equal opportunities in the Department of Computer Science (D-INFK) of ETH Zurich is presented.

Leaky pipeline D-INFK, 2017



In 2017, the department of INFK exhibited no Leaky Pipeline. A Leaky Pipeline is observed when the proportion of women decreases with each step up the ladder of the academic career.

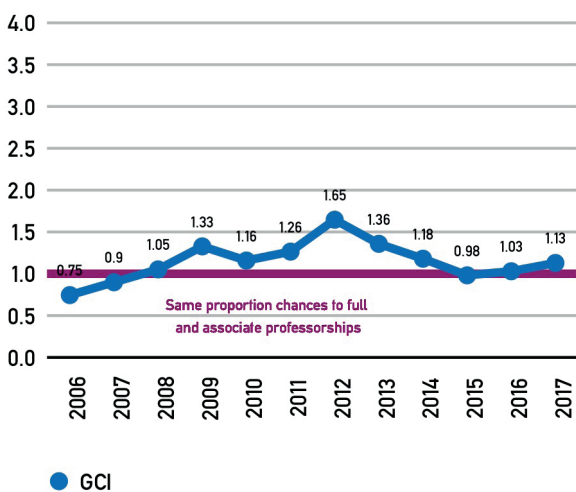
At the department of INFK, the proportion of women slightly increased from the level of BSc studies to the level of doctoral and postdoctoral studies. However, during the transition from postdoc to the academic top positions, the proportion slightly decreased again. Less women were represented on the level of professorship than on the level of postdoctoral research. Nevertheless, the proportion of women on the level of professorship is about as high as the proportion among BSc students.

Over all, women were weakly represented on the individual academic career levels, however, they did not «drop away».

\*Note pertaining to functional levels: BSc: Bachelor's students; MSc: Master's students; Doc: doctoral students; Postdoc: postdoctoral students and research associates II; SSA: senior assistants and scientific assistants; SS: senior scientists and leading scientists (permanent contracts); Prof: assistant professors (AssP) and full professors (FP)

Remark: A graphical representation of the values is given by the middle of the data points.

Glass Ceiling Index at D-INFK, 2006-2017

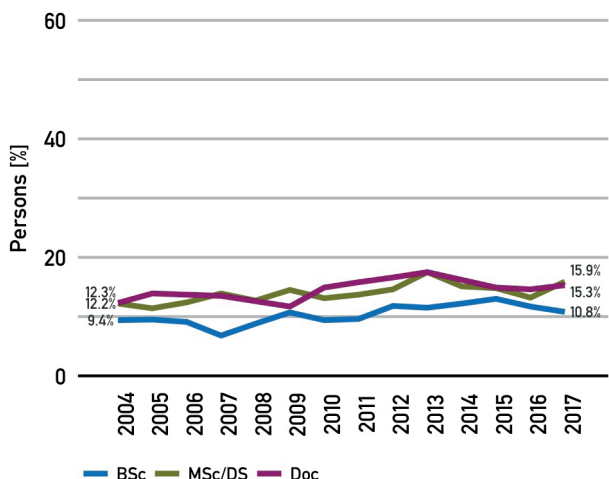


The Glass Ceiling Index (GCI) compares the proportion of women starting at the level of postdoctoral research to the level of full professorship (full and associate professorship) with the proportion of women on the level of full professorship. A value greater than 1 shows an underrepresentation of women on the level of full professorship in comparison to the academic positions starting at the level of postdoctoral research. The further the GCI value exceeds 1, the «thicker» the «glass ceiling» is.

In 2017, the department of INFK measured a GCI value of 1.13, which indicates equal chances for women of obtaining a full professorship. The GCI value for all of ETH Zurich amounted to 1.97 and thus was markedly above the value for the department of INFK.

Remark: A definition of the GCI can be found in the appendix of the general report. It corresponds to the definition in She Figures 2015 ([https://ec.europa.eu/research/swafs/pdf/pub\\_gender\\_equality/she\\_figures\\_2015-final.pdf](https://ec.europa.eu/research/swafs/pdf/pub_gender_equality/she_figures_2015-final.pdf), p.137). The GCI can take on a value from 0 to infinite.

Proportion of Women among Students and Doctoral Students D-INFK, 2004-2017

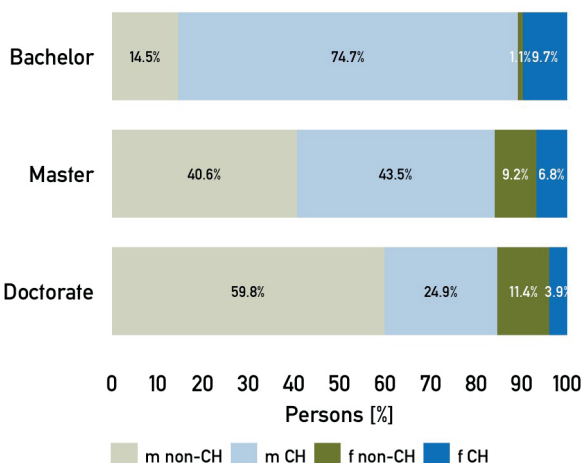


In 2017, 1445 students were enrolled at the department of INFK and 180 women thereof. The proportion of female students was at 12.5% and hence 0.3 percentage points above the previous year's value. Women accounted for 10.8% and 15.9% respectively of BSc and MSc students in 2017.

The department of INFK counted 229 doctoral students in 2017, thereof 35 women. The proportion of women on the level of doctoral studies reached 15.3% in 2017. Thus, the proportion was 0.8 percentage points below the previous year's value and 3.0 percentage points above the value in 2004.

During the transition from BSc to MSc studies, the proportion of women increased. In the transition from MSc studies to doctoral studies, the proportion of women decreased by 0.6 percentage points.

Students and Doctoral Students against Gender and Foreign Entry Qualification D-INFK, 2017



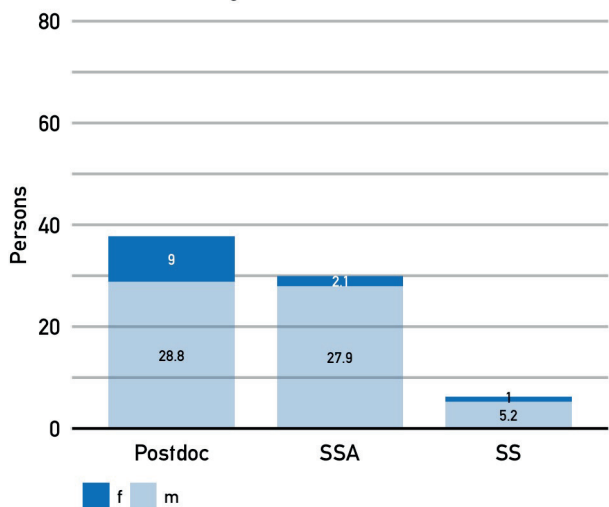
The degree of internationalisation\* among students of the department of INFK increased significantly with each level of qualification BSc upward. On the level of BSc studies, the proportion of students with foreign entry qualification amounted to 15.6% in 2017 (plus 1.2 percentage points with respect to 2016). At the level of MSc studies, international students accounted for 49.8% (plus 0.3 percentage points compared to 2016) and at the level of doctoral students, international students formed more than two thirds of the doctoral students (71.2 %).

In 2017, the proportion of women among Swiss\*\* doctoral students amounted to 13.5% (plus 0.6 percentage points compared to 2016), whereas the proportion of women among international doctoral students was higher at 16.0% (plus 0.8 percentage points respective of 2016).

\*The degree of internationalisation is measured by the proportion of international students.

\*\* With Swiss entry qualification/students who acquired their entry qualification in Switzerland.

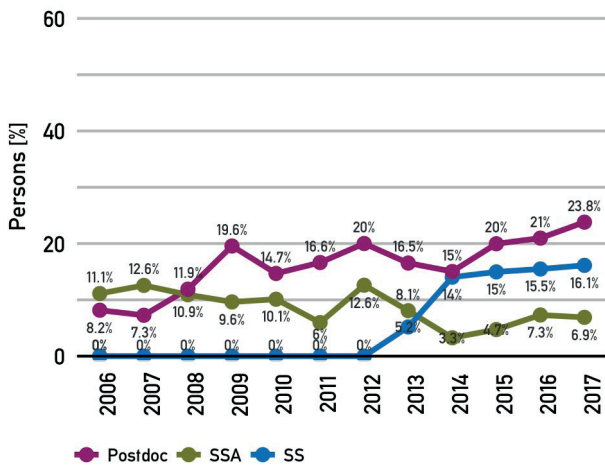
Academic Staff against Gender D-INFK, 2017



Averaged over 2017, the department of INFK occupied academic staff in the amount of 74.0 full-time equivalents. Thereof, 12.1 full-time equivalents were filled by women.

The proportion of women, averaged over all career levels, reached 16.4% and thus was markedly below the ETH average of 26.2%. With respect to 2016, the proportion increased by 0.9 percentage points.

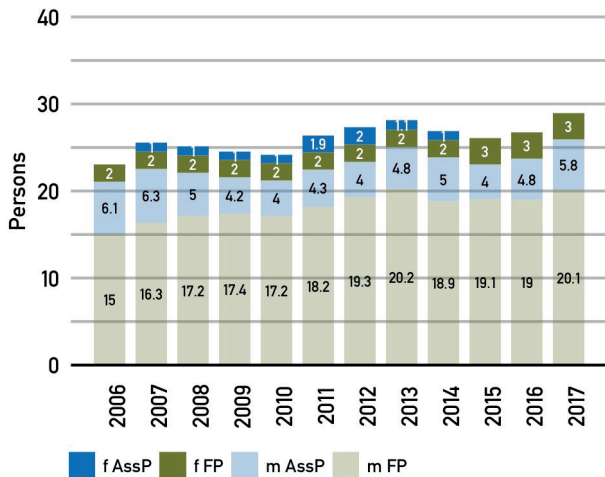
Proportion of Women among Academic Staff D-INFK, 2006-2017



On the individual levels of academic staff, the proportion of women at the department of INFK reached the following in 2017:

- Postdoc/research associates II: 23.8% (plus 2.8 percentage points with respect to 2016, plus 15.6 percentage points compared to 2006);
- Senior assistants/academic staff: 6.9% (minus 0.4 percentage points respective of 2016, minus 4.2 percentage points in comparison to 2006);
- Senior scientists: 16.1% (plus 0.6 percentage points with respect to 2016, plus 16.1 percentage points compared with 2006).

Full and Associate Professorships as well as Assistant Professorships, D-INFK 2006-2017

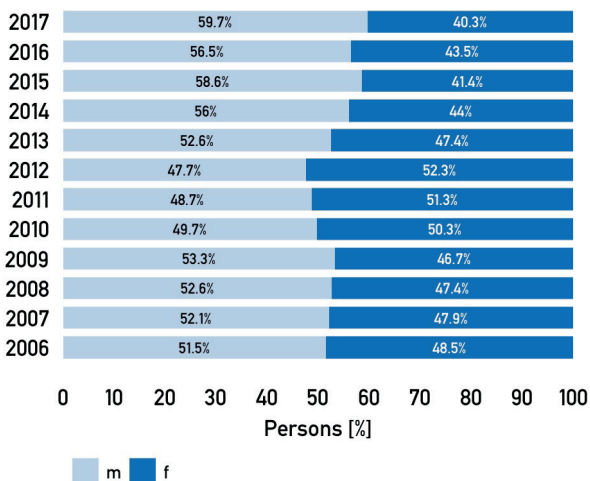


The number of full and associate professorships at the department of INFK expressed in full-time equivalents increased by 1.1 to 23.1 in 2017. Women accounted for 3.0 full-time equivalents thereof (unchanged with respect to the previous year).

At the department of INFK, assistant professors were employed in the amount of 5.8 full-time equivalents in 2017 (plus 1.0 full-time equivalents compared to the previous year). In 2017, no woman obtained an assistant professorship at the department of INFK.

The proportion of women among all professors reached 10.4% in 2017 and hence was 0.8 percentage points below the previous year's value and 3.5 percentage points below the ETH average of 13.9%.

Technical and administrative personnel, D-INFK 2006-2017



In 2017, the INFK department occupied technical and administrative personnel in the amount of 57.0 full-time equivalents. 23.0 full-time equivalents were held by women. Accordingly, the proportion of women reached 40.3% and was 3.2 percentage points below the previous year's value. With respect to 2006, a decrease by 8.2 percentage points was measured.

In 2017, the proportion of women among technical and administrative personnel at the INFK department was slightly below the ETH average of 42.6%.

		BSc			MSc			Doc			Post-doc	SSA	SS	FP & AssP	
		New	Stud	Deg	New	Stud	Deg	New	Stud	Deg					
<b>Leaky Pipeline D-INFK 2017</b>															
Proportion of Women in %		12.7	10.8	14.9	15.6	15.9	8.4	20.5	15.3	18.8	23.8	6.9	16.1	10.4	
Proportion of Men in %		87.3	89.2	85.1	84.4	84.1	91.6	79.5	84.7	81.3	76.2	93.1	83.9	89.6	
<b>Students D-INFK</b>		2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
<b>BSc</b>															
Proportion of Women in %		9.4	9.5	9.1	6.8	8.8	10.7	9.4	9.6	11.7	11.5	12.2	13.0	11.7	10.8
Women in Headcount		33	39	42	30	39	48	45	48	64	71	84	101	101	107
Männer in Headcount		317	373	422	410	404	401	432	451	478	544	607	677	759	880
<b>MSc</b>															
Proportion of Women in %		12.2	11.4	12.4	13.9	12.7	14.5	13.1	13.7	14.6	17.5	15.1	14.8	13.2	15.9
Women in Headcount		68	51	45	49	40	46	42	46	49	54	49	58	53	73
Men in Headcount		488	397	319	304	275	272	278	290	286	255	275	334	349	385
<b>Doc</b>															
Proportion of Women in %		12.3	13.9	13.7	13.5	12.6	11.7	14.9	15.8	16.6	17.5	16.2	15.0	14.5	15.3
Women in Headcount		21	21	23	25	28	27	34	39	36	38	35	33	31	35
Men in Headcount		150	130	145	160	195	204	195	208	181	179	181	188	182	194
<b>Students and Doctoral Students by Gender and Foreign Entry Qualification D-INFK 2017</b>							<b>BSc</b>			<b>MSc / DS</b>			<b>Doc</b>		
Women CH in %							9.7			6.8			3.9		
Women non CH in %							1.1			9.2			11.4		
Men CH in %							74.7			43.5			24.9		
Men non CH in %							14.5			40.6			59.8		
<b>Academic Staff D-INFK</b>			2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017		
<b>Postdoc</b>															
Proportion of Women in %			7.3	11.9	19.6	14.7	16.6	20.0	16.5	15.0	20.0	21.0	23.8		
Women in FTE			2.1	2.9	6.0	4.8	5.4	7.8	6.4	5.9	7.4	6.9	9.0		
Men in FTE			26.6	21.7	24.7	28.1	27.1	31.1	32.1	33.5	29.7	25.9	28.8		
<b>Senior or Scientific Assistants</b>															
Proportion of Women in %			12.6	10.9	9.6	10.1	6.0	12.6	8.1	3.3	4.7	7.3	6.9		
Women in FTE			3.0	2.7	1.9	2.2	1.2	2.7	1.7	0.7	1.1	1.7	2.1		
Men in FTE			20.7	22.0	17.8	19.6	19.7	18.5	19.0	19.4	23.1	21.1	27.9		
<b>Senior Scientists</b>															
Proportion of Women in %			0	0	0	0	0	0	5.2	14.0	15.0	15.5	16.1		
Women in FTE			0.0	0.0	0.0	0.0	0.0	0.0	0.3	1.0	1.0	1.0	1.0		
Men in FTE			4.1	4.1	4.7	4.3	4.4	6.1	6.1	6.1	5.7	5.5	5.2		
<b>Professorships D-INFK</b>			2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017		
Proportion of Women total in %			11.7	11.9	12.2	12.4	14.8	14.6	11.0	11.2	11.5	11.2	10.4		
<b>Full Professors</b>															
Women in FTE			2.0	2.0	2.0	2.0	2.0	2.0	2.0	2.0	3.0	3.0	3.0		
Men in FTE			16.3	17.2	17.4	17.2	18.2	19.3	20.2	18.9	19.1	19.0	20.1		
<b>Assistant Professors</b>															
Women in FTE			1.0	1.0	1.0	1.0	1.9	2.0	1.1	1.0	0.0	0.0	0.0		
Men in FTE			6.3	5.0	4.2	4.0	4.3	4.0	4.8	5.0	4.0	4.8	5.8		
<b>Technical and Administrative Personnel D-INFK</b>			2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017		
Proportion of Women in %			47.9	47.4	46.7	50.3	51.3	52.3	47.4	44.0	41.4	43.5	40.3		
Women in FTE			18.2	18.7	20.5	22.3	22.0	20.4	20.3	19.8	20.7	22.7	23.0		
Men in FTE			19.8	20.7	23.5	22.1	20.9	18.6	22.5	25.2	29.3	29.5	34.0		