

**School of Computer and Communication Sciences (IC)**

**GENDER MONITORING  
EPFL 2015-2016**

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## LEAKY PIPELINE

The graph below gathers data from IC School for 2005, 2010 and 2015, allowing to notice the differentiated evolution of men and women percentages at the different stages of the academic trajectory.

The percentages of women and men among Bachelor and Master students have not changed much between 2005 et 2015. Among PhD students, the percentage of women has known an increase from 15% in 2005 to 23% in 2015.

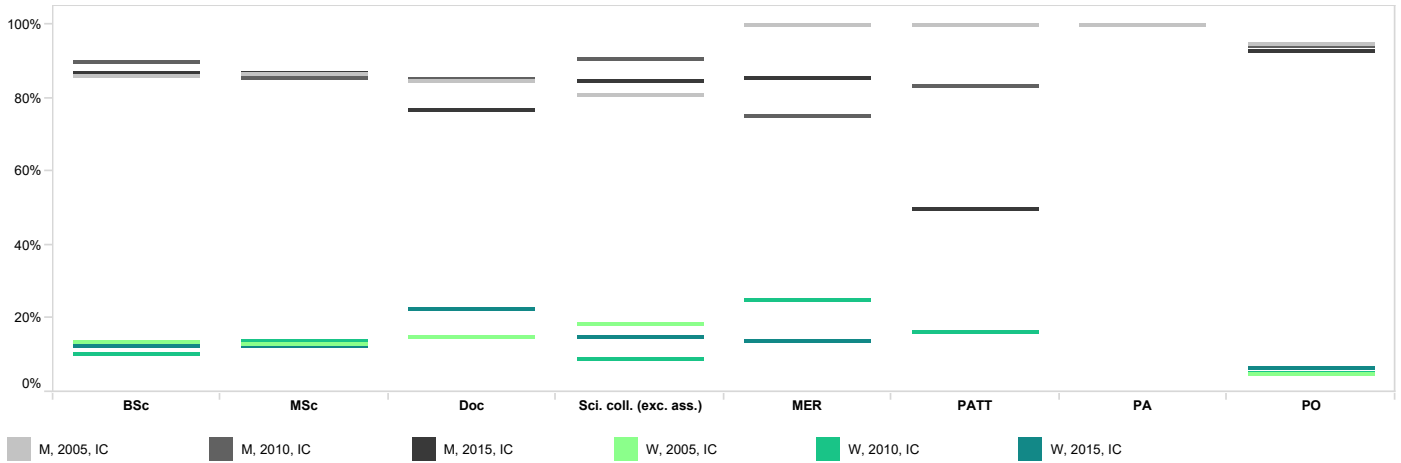
Among Scientific collaborators (excluding assistants), the percentage of women in 2010 displays with 9% a decrease compared to the 19% in 2005. In 2015, the percentage of female Scientific collaborators is 15%.

The headcounts of FTE among MER and PATT staff categories are very small (between 1 and 7 FTE for MER and between 2 to 6 FTE for PATT). The percentages may therefore vary easily.

The number of positions is also limited among the PA category. In 2005, 2010 and 2015 there were no women in this category in IC.

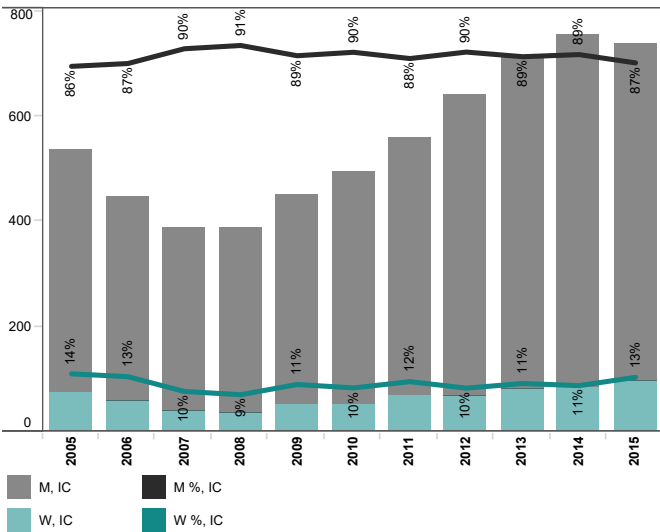
The percentage of women among PO in IC has not changed much between 2005 and 2015. It has increased from 5% in 2005 to 7% in 2015.

**Leaky Pipeline, EPFL, School of Computer and Communication Sciences, 2005, 2010 and 2015**



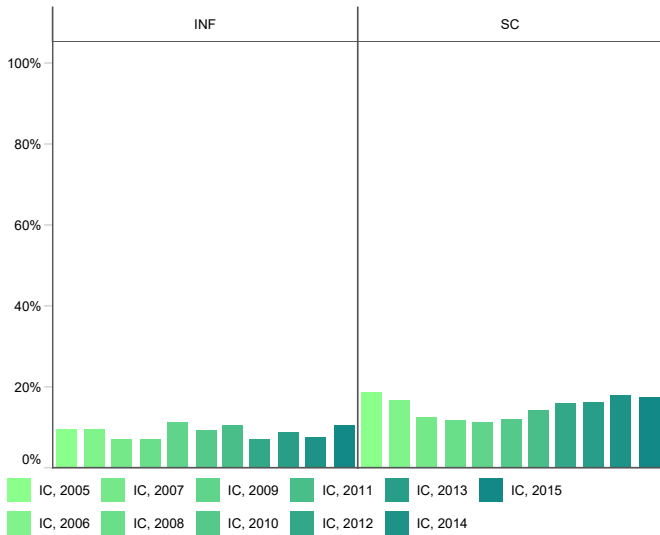
# BACHELOR STUDENTS

**Students, number and %, School of Computer and Communication Sciences, Bachelor, 2005-2015**



The number of Bachelor students in IC has increased from 534 students in 2005 to 739 students in 2015 (increase by a factor of 1.4). The percentage of women has however not increased.

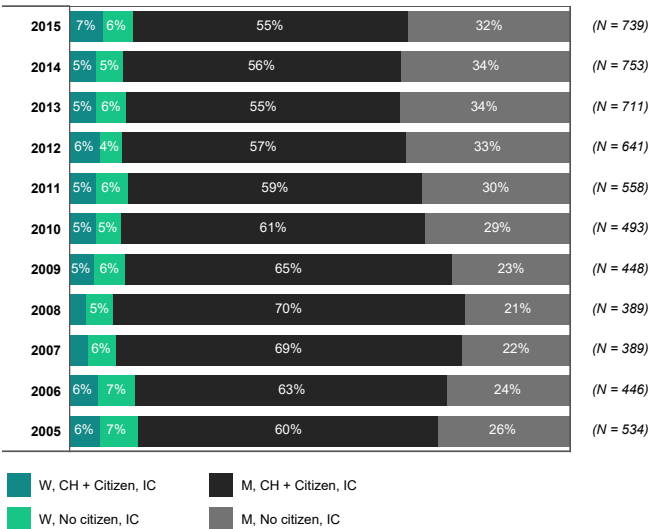
**Percentage of women per section, School of Computer and Communication Sciences, Bachelor, 2005-2015**



In Communication Systems (SC), the percentage of female students was 19% in 2005. After a drop to 11% in 2008-09, the percentage of women has risen again and is at 17% in 2015.

In Computer Science, during the 2005-2015 period, the percentage of female students is between 7% and 11%.

**Percentage per nationality and residence, School of Computer and Communication Sciences, Bachelor, 2005-2015**



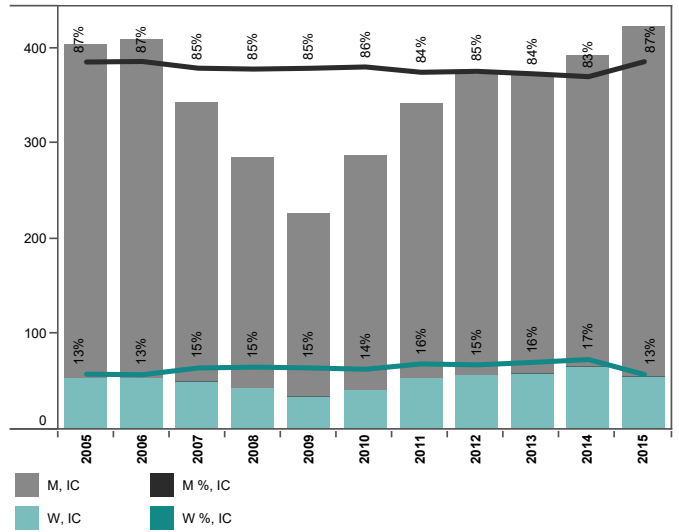
The number of female Bachelor students of Swiss origin or schooled in Switzerland has known an increase between 2005 and 2015 slightly higher than the increase among male students of Swiss origin or schooled in Switzerland.

Among foreign Bachelor students, the number of female students has known a slower growth than the number of male students.

The proportion of women among Swiss students has therefore been slightly higher in 2015 (11%) than in 2005 (9%). The proportion of women among foreign Bachelor students has decreased from 22% in 2005 to 16% in 2015.

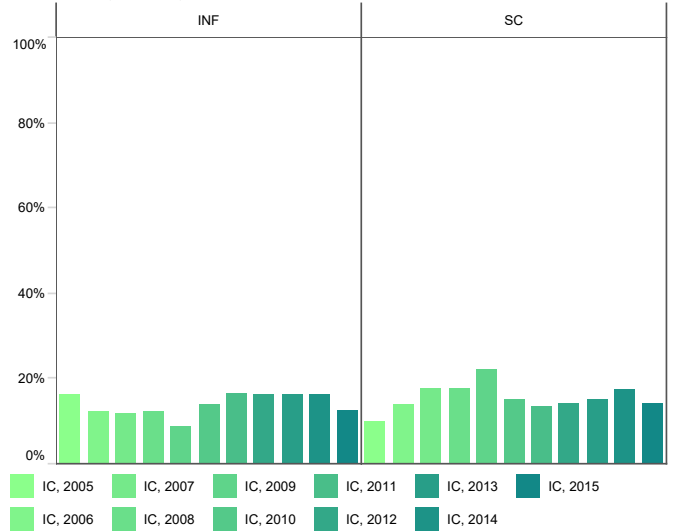
# MASTER STUDENTS

Students, number and %, School of Computer and Communication Sciences, Master, 2005-2015



The percentage of female Master students in IC has slightly increased from 13% to 17% between 2005 and 2014, but goes down again to 13% in 2015

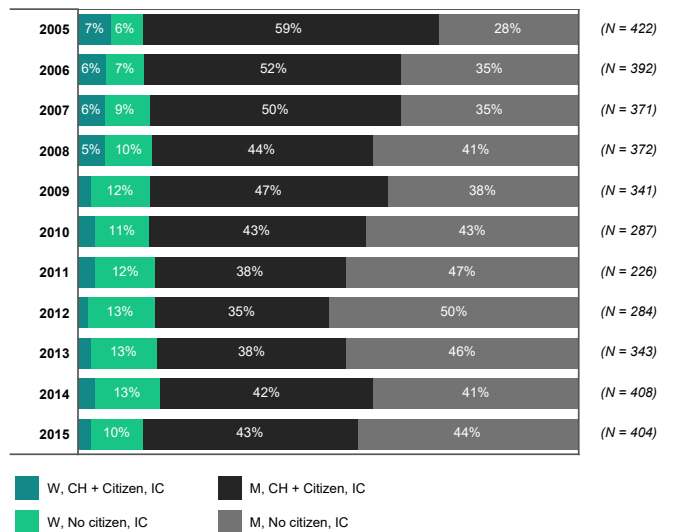
Pourcentage de femmes selon la section, Faculté Informatique et Communication, Master, 2005-2015



The increase in the percentage of female Master students in Communication Systems is more accountable to the decrease in the number of male students than to an increase in the number of female students.

In Computer Science, the number and percentage of female students is slightly higher between 2010 and 2015 than between 2005 and 2010.

Percentage per nationality and residence, School of Computer and Communication Sciences, Master, 2005-2015



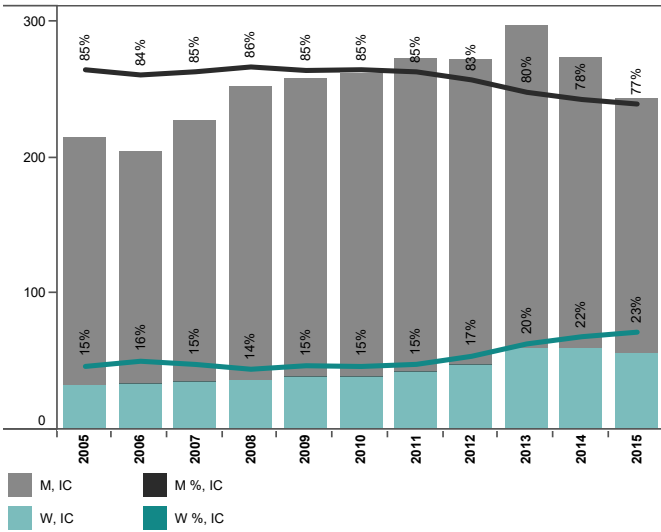
The number female Master students of Swiss origin or schooled in Switzerland has sharply decreased between 2005 and 2015 (from 27 female students in 2005 to 11 in 2015). This decrease in the number of enrolled female Swiss students has been compensated by an increase in the number of foreign female Master students (from 26 in 2005 to 44 in 2015).

Among male Master students in IC, the number of students of Swiss origin or schooled in Switzerland has decreased sharply between 2005 and 2009 (from 238 to 107), then increased again until 2015, but without reaching the numbers of 2005. The number of male Master students has known a similar increase (factor 1.7) than among female students.

In 2005, women were representing 10% of Master students of Swiss origin or schooled in Switzerland in IC. In 2015, they represent 6% of Swiss Master students in IC. The proportion of women among foreign Master students fluctuates between 17% and 24%.

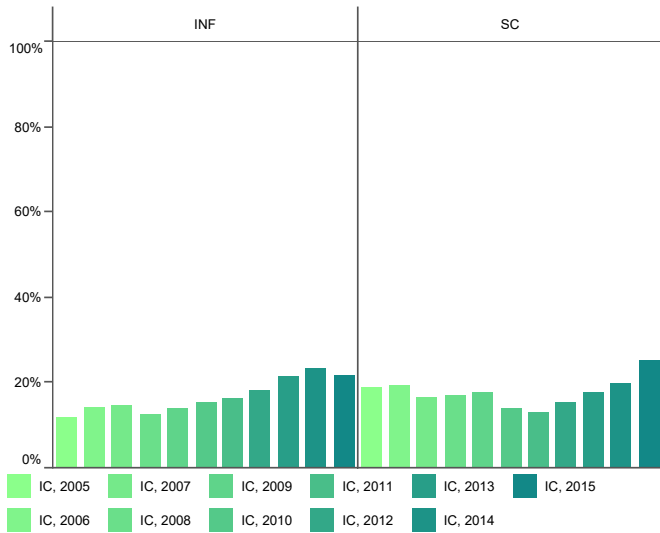
# PHD STUDENTS

Students, number and %, School of Computer and Communication Sciences, Doctorate, 2005-2015



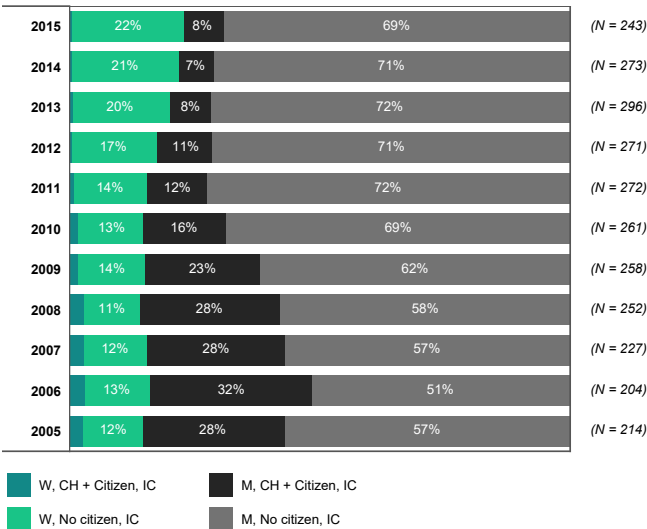
Between 2005 and 2015, the number of PhD students in IC has gone from 214 to 243. The number of female PhD students has gone from 32 in 2005 to 56 in 2015 (increase by a factor of 1.8). The number of male PhD students has increased between 2005 and 2013, then has returned to around the level of 2005. The percentage of female PhD students has therefore gone from 15% in 2005 to 23% in 2015.

Percentage of women per section, School of Computer and Communication Sciences, Doctorate, 2005-2015



The percentage of female PhD students has increased both in Communication Systems (SC) and in Computer Science (IN), going from 19% to 25% in SC and from 15% to 23% in IN. The increase in the number of enrolled female PhD students is however higher in IN than in SC.

Percentage per nationality and residence, School of Computer and Communication Sciences, Doctorate, 2005-2015



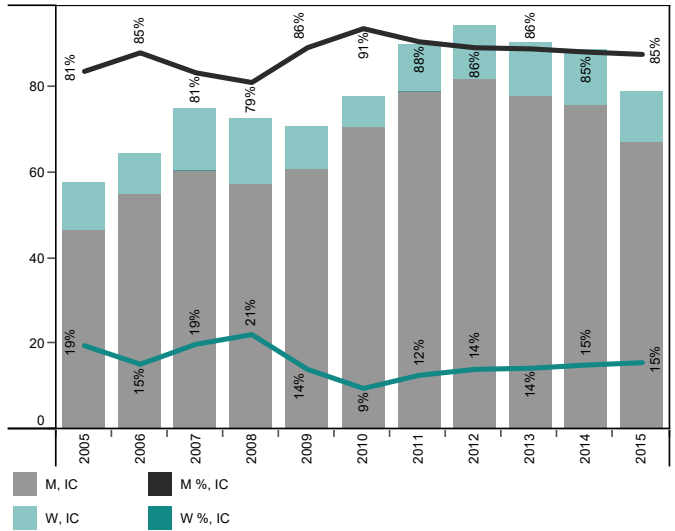
The number of Swiss PhD students has sharply decreased between 2005 and 2015, compensated by an increase in the number of PhD students coming from other countries than Switzerland.

The proportion of women among Swiss PhD students in IC fluctuates between 6 to 10%. Note however that the number of Swiss female PhD students in IC is very low (6 female PhD students in 2005 and 2 in 2015). Among foreign PhD students, their proportion has increased from 18% in 2005 to 24% in 2015.

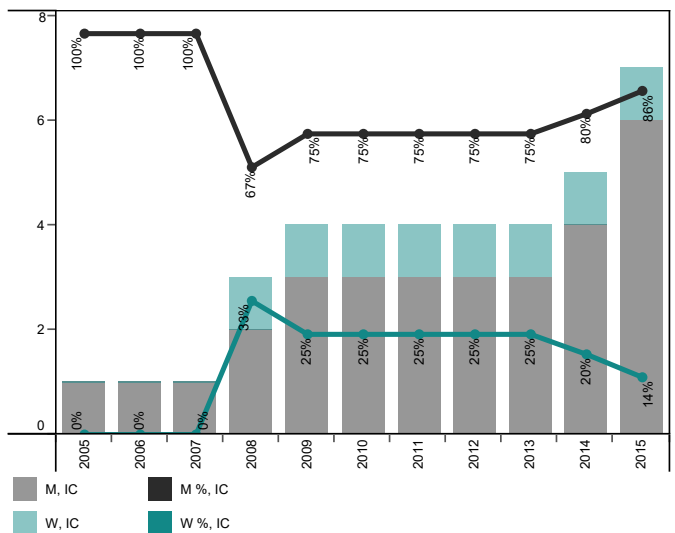
## SCIENTIFIC COLLABORATORS

The percentage of female Scientific collaborators has decreased from 19% in 2005 to 15% in 2015. The headcount of FTE occupied by women has indeed remained stable, whereas the headcount of FTE occupied by men has increased from 47 to 67 FTE.

Scientific collaborators, number and %, School of



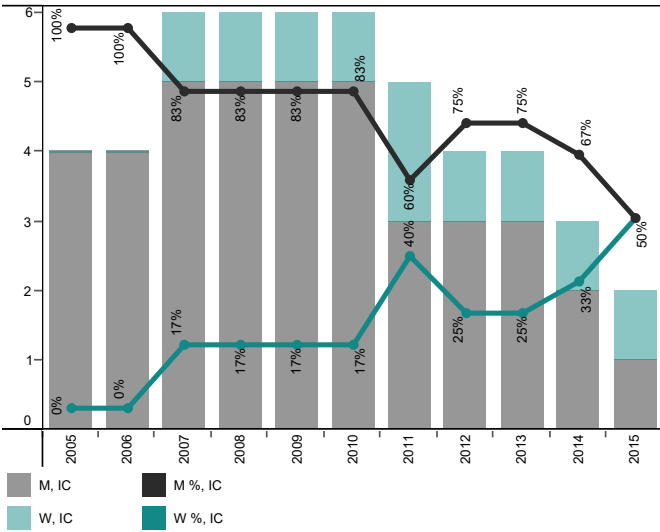
Senior scientists (MER), number and %, School of Computer and Communication Sciences, 2005-2015



The number of MER has known an increase on the men's side (from 1 FTE in 2005 to 6 in 2015), whereas it has remained stable (1 FTE from 2008 to 2015) on the women's side.

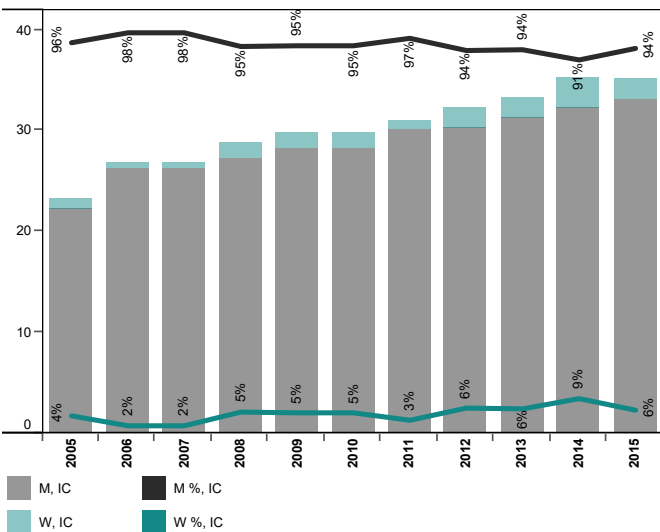
# PROFESSEURES ET PROFESSEURS

Tenure Track Assistant Professors, School of Computer and Communication Sciences, FTE and %, 2005-2015



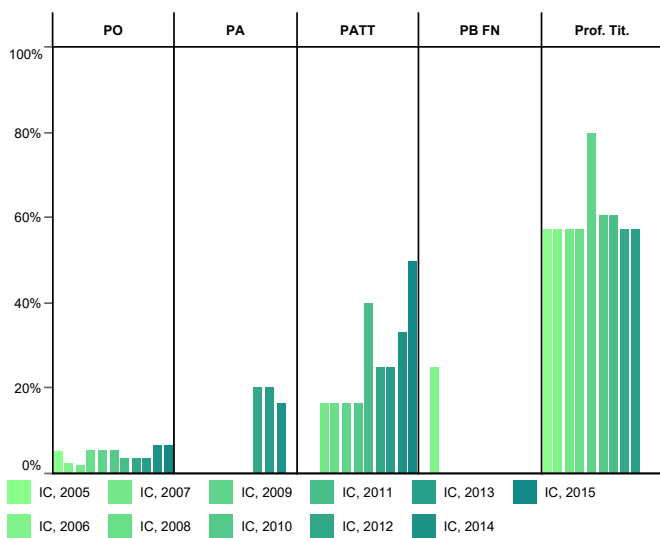
PATT positions are transitory by definition and represent very limited headcounts (between 2 to 6 FTE). Therefore the male /female rates fluctuate considerably. Over the whole period, the average share of female PATT is 20%.

Associate Professors and Full Professors, School of Computer and Communication Sciences, FTE and %, 2005-2015



Between 2005 and 2015, the headcount of PO and PA occupied by women fluctuates between 0.5 to 3 FTE, a rate between 2% to 9%. In 2015 2 FTE are held by women, corresponding to a rate of 6%.

Percentage of women in professorial positions, School of Computer and Communication Sciences, 2005-2015



Apart from PO (29.1 FTE) and PA (6 FTE) categories, the number of FTE by professorial category is extremely small (2 PATT, 1.3 adjunct Prof.), making a representation in percentages inoperative



## ABBREVIATIONS AND TECHNICAL NOTES

### Data

Data has been provided by the Budget and Planning Manager, attached to the Vice Presidency for Resources and Infrastructure. Most data are available online at [vppl.epfl.ch/figures](http://vppl.epfl.ch/figures)

### Students

*Data on students are established approximately seven weeks after the start of the fall semester.*

**BSc** - Bachelor of Science

**MSc** - Master of Science

**PhD** - EPFL PhD students

**Place of education** - refers to the distinction from the Federal Office of Statistics between Swiss students and citizens of another nationality who have been schooled in Switzerland, and foreign students who have been schooled abroad

**CH + residents** - Swiss students and foreign citizens living in Switzerland and who have been schooled in Switzerland

**Non-resident** - Foreign students who have been educated abroad

### Staff

*Staff data are established at the end of the calendar year, on December 31.*

**FTE** - Full time equivalent

**PO** - Full professors

**PA** - Associate professors

**PATT** - Tenure Track Assistant Professors

**PB FN** - Swiss National Science Foundation-funded Professors.

**PT** - Adjunct professors

**MER** - Senior scientists

**Scientific collaborators** - Persons hired by EPFL after a PhD or equivalent professional experience, assuming training and research missions.

**Technical staff** - employees of a unit responsible of technical tasks.

**Administrative staff** - employees of a unit responsible of administrative tasks

### Schools and sections

**IC** - School of Computer and Communication Sciences

**SC** – Communication Systems

**IN** – Computer Science