

**School of Engineering (STI)**

**GENDER MONITORING  
EPFL 2015-2016**

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## LEAKY PIPELINE

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

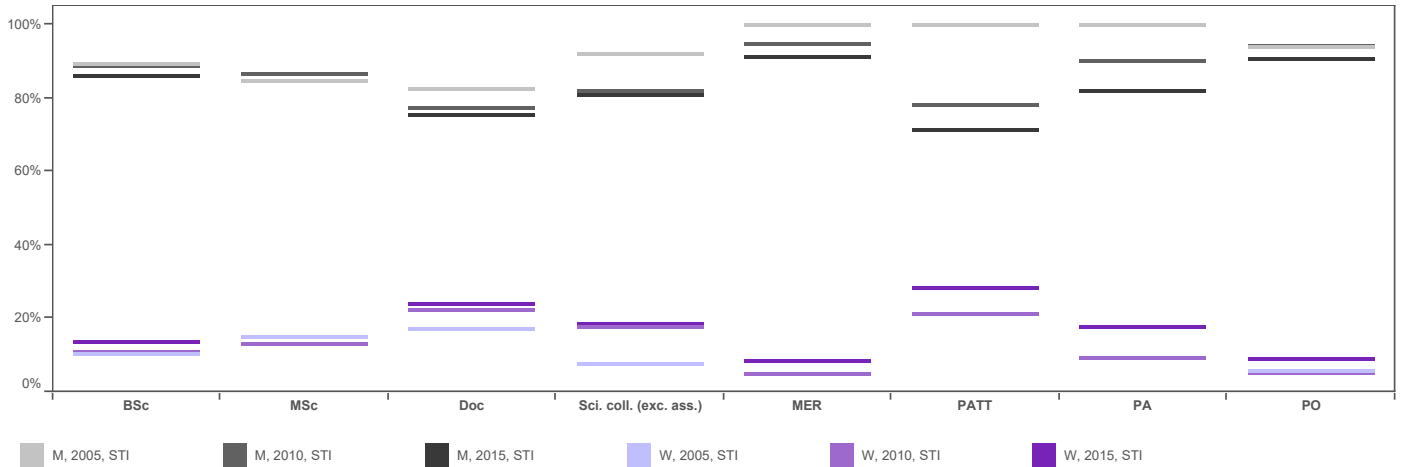
The percentage of female Bachelor students in STI has increased from 11% in 2005 to 14% in 2015. Among Master students the percentage of women has hardly changed. It is at 15% in 2005 and 2015 and at 13% in 2010. A more substantial increase is observed among PhD students. The percentage of female PhD students has increased from 18% in 2005 to 22% in 2010 and 24% in 2015.

Among scientific collaborators (excluding assistants) in STI, the percentage of women has risen from 8% in 2005 to 18% in 2010, to reach 19% in 2015.

The presence of women among MER in STI has increased from 0% in 2005, to 5% in 2010 and to 9% in 2015. Among PATT the share of women has increased from 0% in 2005, to 21% in 2010 and to 29% in 2015. During that period, the headcount of PATT has increased from 5 to 21 FTE.

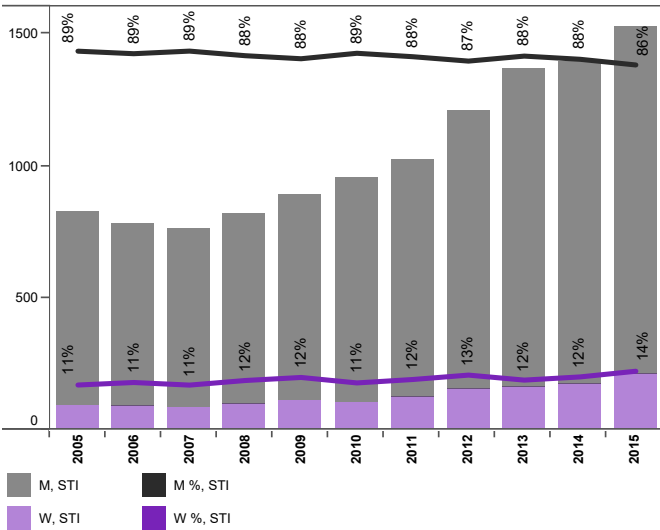
Among PA in STI, the percentage of women associate professors has increased from 0% in 2005, to 10% in 2010 and to 18% in 2015. The headcount of PA has risen from 5 FTE in 2005 to 22.3 in 2015. Among PO, the percentage of women full professors has increased from 6% in 2005, to 9% in 2015, within a PO headcount in STI that has remained almost stable.

Leaky Pipeline, EPFL, School of Engineering, 2005, 2010 and 2015



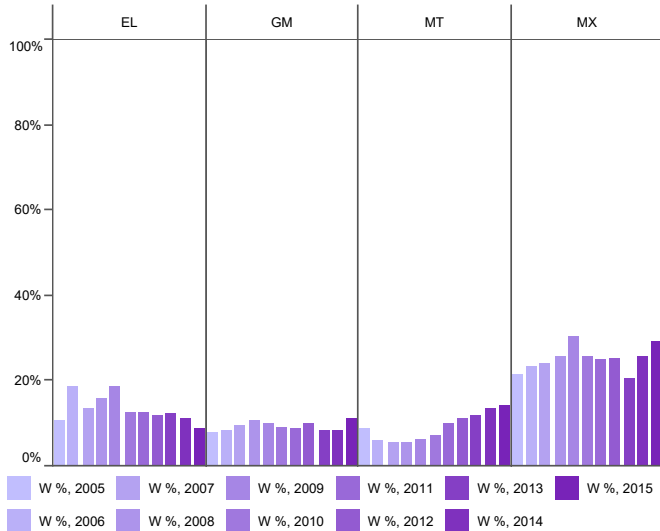
# BACHELOR STUDENTS

Students, number and %, School of Engineering, Bachelor, 2005-2015



In STI, the number of Bachelor students has increased from 824 students in 2005 to 1527 in 2015 (increase by a factor of 1.9). The increase has been more important among female students (factor 2.4) than among male Bachelor students (factor 1.8). Thus, the percentage of female Bachelor students in STI has increased from 11% in 2005 to 14% in 2015.

Percentage of women per section, School of Engineering, Bachelor, 2005-2015



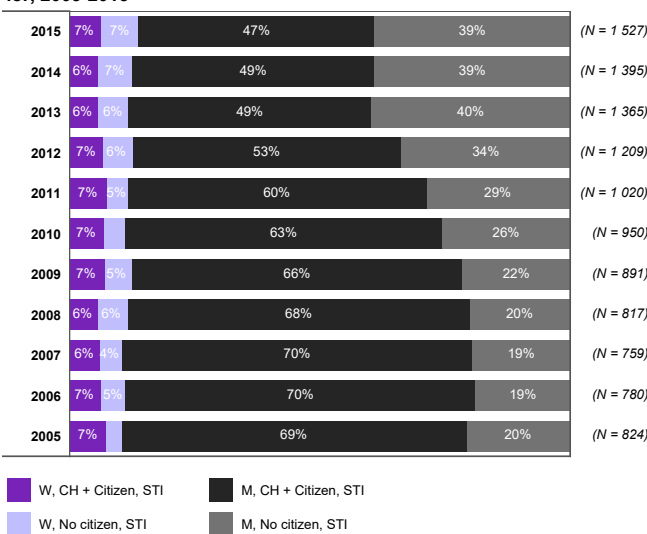
Except in the EL section, where the percentage of female students displays a downward trend between 2005 and 2015, the number of female students has witnessed a more pronounced increase than the number of male students.

The MX section has had the largest increase in the percentage of female Bachelor students. The share of female students has increased from 21% in 2005 to 29% in 2015.

In MT, the percentage of female students has first decreased from 9% in 2005 to 5% in 2007, then it has increased again to reach 14% in 2015.

In GM, the percentage of female Bachelor students has risen from 8% in 2005 to 11% in 2015.

Percentage per nationality and residence, School of Engineering, Bachelor, 2005-2015



The majority of male Bachelor students in STI are of Swiss origin (= Swiss nationals or foreign nationals schooled in Switzerland). The percentage of foreign male Bachelor students has however increased from 23% in 2005 to 45% in 2015.

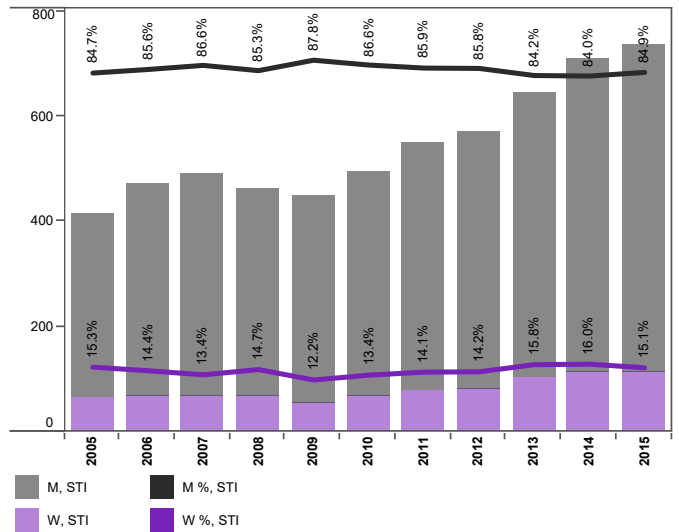
As for female students, the number of female students coming from countries other than Switzerland has exceeded the number of Swiss female Bachelor students in 2012. In 2015, 53% of female Bachelor students in STI have a foreign diploma allowing access to university studies.

Between 2005 and 2015, the percentage of women has slightly increased among the group of Swiss students (from 10% to 12%). Among foreign students the percentage of female students was at 14% in 2005 and is at 15% in 2015. From 2006 to 2009 this rate was around 20%.

# MASTER STUDENTS

The number of female students and the number of male students in STI have increased by a factor of 1.8 between 2005 and 2015 (from 63 to 111 on the women's side and from 350 to 624 on the men's side). The percentage of female Master students in 2015 (15%) is therefore identical to the percentage in 2005.

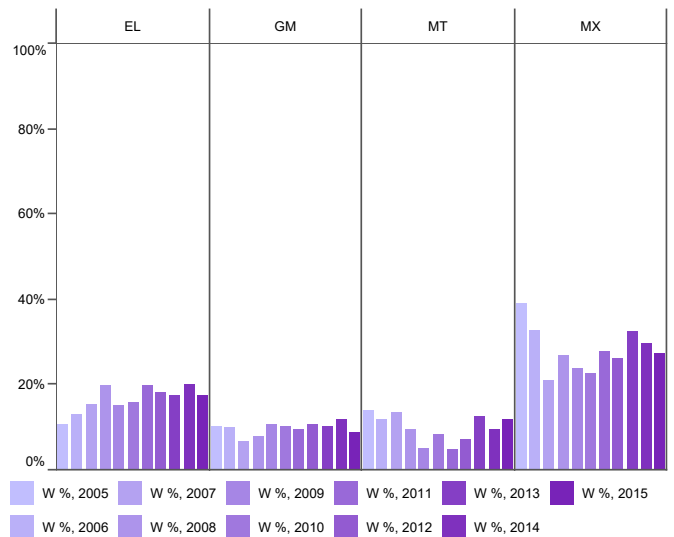
Students, number and %, School of Engineering, Master, 2005-2015



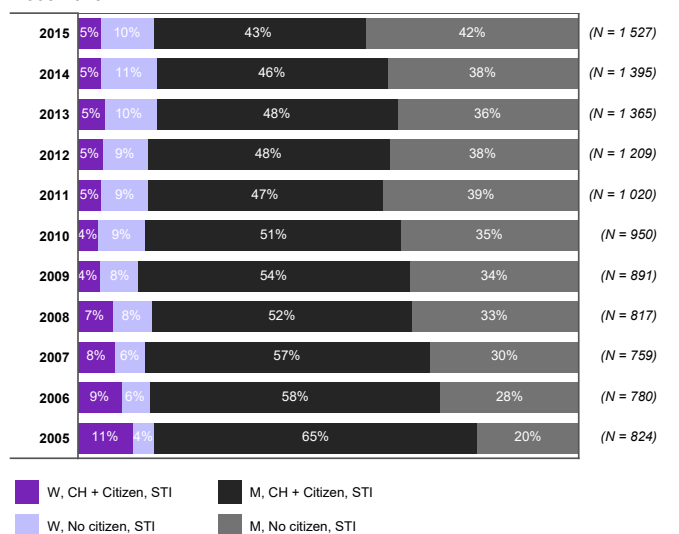
The section with the highest share of female Master students is MX section. The percentage of female students fluctuates but is on average 28%.

GM and MT sections display the lowest percentage of female Master students in STI. The percentages of female Master students are fluctuating. Both sections have an average rate of 10% female students between 2005 and 2015.

Percentage of women per section, School of Engineering, Master, 2005-2015



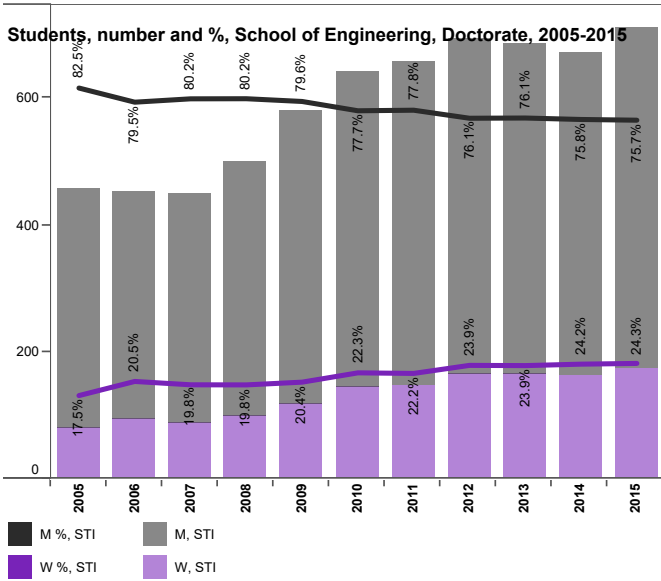
Percentage per nationality and residence, School of Engineering, Master, 2005-2015



In 2015, 50% of male students and 32% of female students in STI are of Swiss origin. Between 2005 and 2015 the increase in the number of students at Master level in STI is essentially based on the School's ability to attract students coming from abroad. This is particularly the case on the female students' side where the number of female students of Swiss origin has decreased between 2005 and 2015.

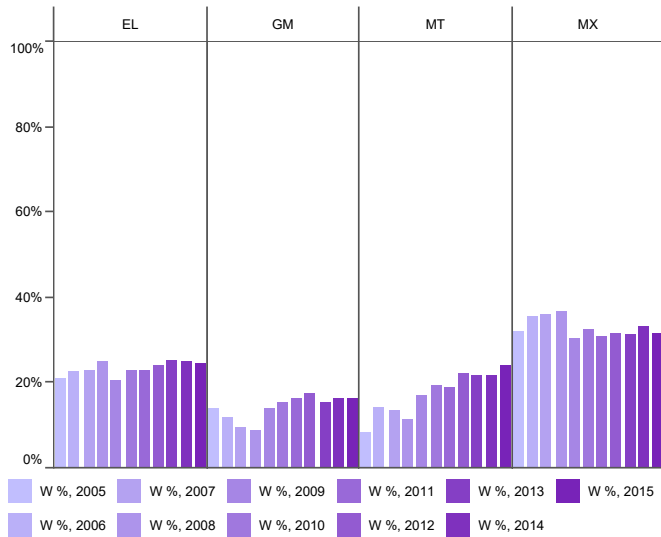
In 2005, women were representing 15% of the total of Master students of Swiss origin in STI. In 2015 they represent 10% of this group. The proportion of women has slightly increased in the group of foreign Master students.

# PHD STUDENTS



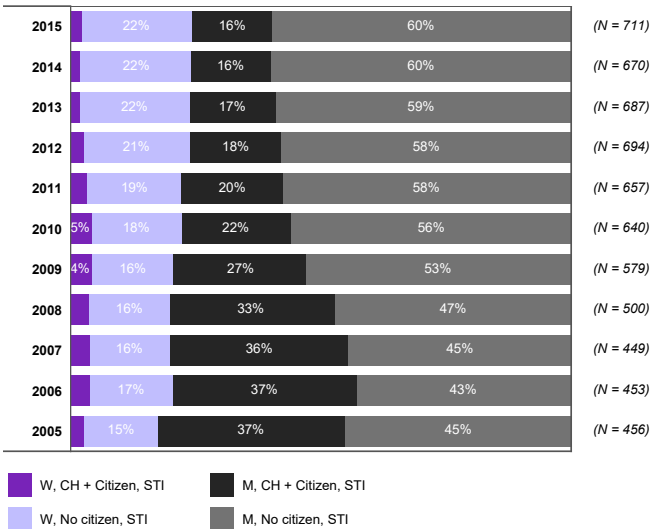
The number of PhD students has increased from 456 in 2005 to 711 in 2015 (factor 1.6). The number of female PhD students has had proportionally a larger growth than that of male doctoral students. In STI School, the percentage of female PhD students has thus increased from 18% in 2005 to 24% in 2015.

**Percentage of women per section, School of Engineering, Doctorate, 2005-2015**



The section with the highest percentage of female PhD students is MX section, with 32% of female PhD students in 2015. It's also the only section that has not known an increase of the percentage of PhD students between 2005 and 2015. The largest increase of the percentage of PhD students is observed in MT section where the share of female PhD students has gone from 8% in 2005 to 24% in 2015.

**Percentage per nationality and residence, School of Engineering, Doctorate, 2005-2015**



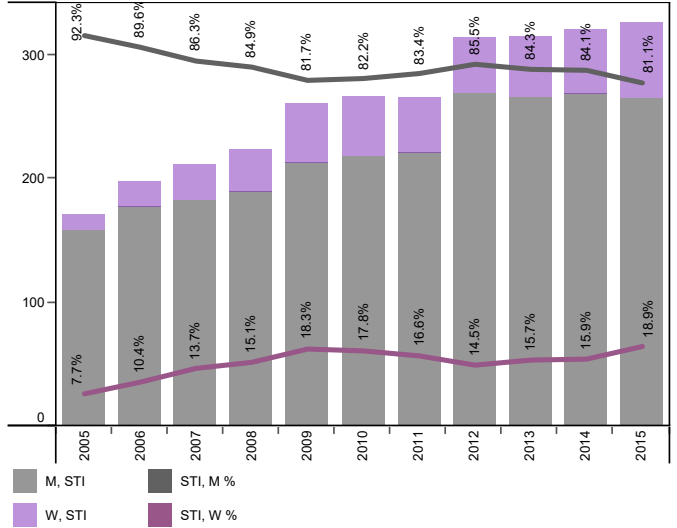
The majority of female and male PhD students in STI is coming from a country other than Switzerland. This is the case for 85% of the female PhD students in 2005 and for 91% of the female PhD students in 2015. The percentage of foreign male PhD students was at 55% in 2005 and is at 79% in 2015.

The number of female PhD students of Swiss origin has remained stable between 2005 and 2015, whereas the number of male PhD students of Swiss origin has decreased. The Percentage of women among Swiss PhD students has thus not much increased, from 7% in 2005 to 12% in 2015. Among foreign PhD students, the percentage of women has remained almost unchanged. It was at 25% in 2005 and is at 27% in 2015.

## SCIENTIFIC COLLABORATORS

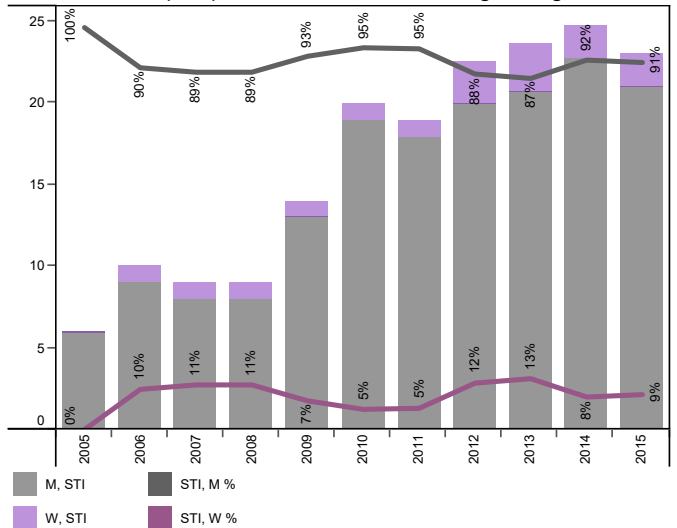
The headcount of scientific collaborators (excluding assistants) has increased from 170.7 FTE in 2005 to 326 in 2015. The proportion of FTE occupied by women was 9% in 2005 and represents 19% of FTE of scientific collaborators (excluding assistants) in 2015.

Scientific collaborators, number and %, School of Engineering, 2005-2015



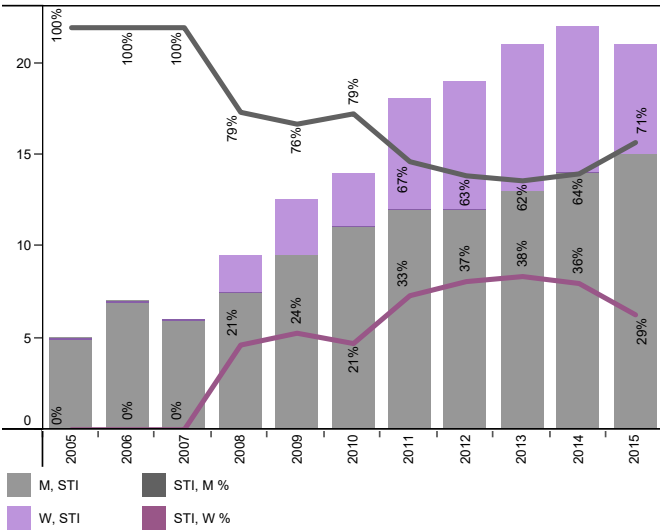
The headcount of MER has increased from 6 FTE in 2005 to 23 FTE in 2015. The MER positions occupied by women have not exceeded 3 FTE between 2005 and 2015. In 2015, 9% of MER positions in STI (2 out of 23) are occupied by a woman.

Senior scientists (MER), number and %, School of Engineering, 2005-2015



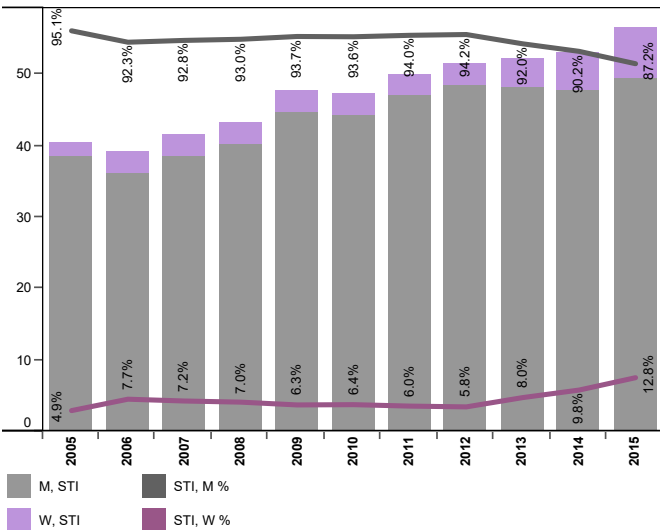
# PROFESSEURES ET PROFESSEURS

**Tenure Track Assistant Professors, School of Engineering, FTE and %, 2005-2015**



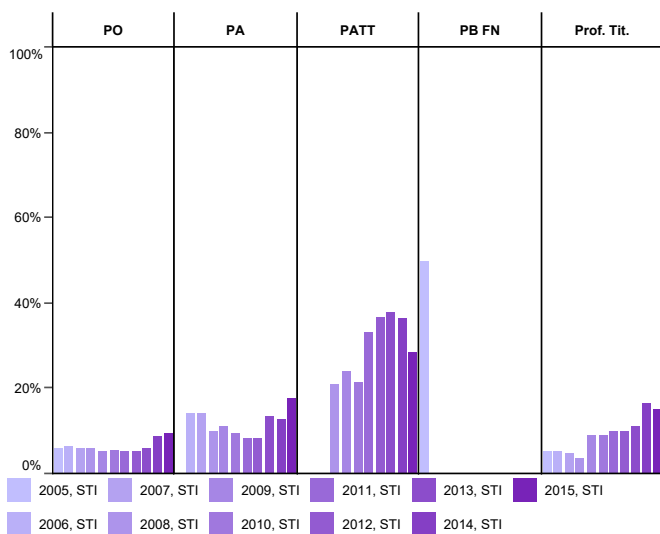
From 2005 to 2007, PATT positions in STI are occupied by men. From 2008 to 2014, the percentage of women among PATT is situated between 21% and 38%. In 2015, 6 out of 15 FTE (29%) of PATT are occupied by women.

**Associate Professors and Full Professors, School of Engineering, FTE and %, 2005-2015**



The percentage of women full and associate professors in STI has increased from 5% in 2005 (2 FTE out of 40.5), to 13% in 2015 (7.2 FTE out of 56.6).

**Percentage of women in professorial positions, School of Engineering, % per function, 2005-2015**



Apart from PB FN category, the percentage of women has increased in all professorships' categories.

Among PO, FTE occupied by women have increased from 2 out of 34.5 (6%) in 2005 to 3.2 out of 34.2 (9%) in 2015. Among PA, 0 out of 6 FTE in 2005 to 4 out of 22.3 FTE (18%) in 2015.

Among adjunct professors, women occupied 0.6 FTE out of 11.9 (5%) in 2005 and are occupying 2.7 FTE out of 18 (15%) in 2015.



## 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

**STI** - School of Engineering

**MX** – Materials Science & Engineering

**GM** – Mechanical Engineering

**MT** –Microengineering

**EL** –Electrical Engineering