

From Junior to TenEUR: Women's Obstacles to Equality at the Erasmus University
Rotterdam

Appendix D: Results

Table 1
Coding Results for the Category "Work Life"

	Women Faculty Interviews
WL Adaptability	2
WL Full Time	7
WL International Environment	3
WL Overworked	8
WL PhD	9
WL Research	14
WL Rewards	2
WL Supervisor	6
WL Teach/Professor	12
WL Teams/Colleagues	12
WL Trainings	3
WL Underpaid	2
WL Unusual hiring process	9
WL Usual/Standard hiring process	4

Table 2
Coding Results for the Category "Causes for Gender Ratio"

	Women Faculty Interviews
COZ # of Professors/Professorship	19
COZ Children	17
COZ Dutch culture	17
COZ Networks	11
COZ Performance criteria	7
COZ Sexism	17
COZ Societal Norms	15
COZ Superficial	11
COZ White Dutch	10

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Table 3
Coding Results for the Category "Discrimination"

	Women Faculty Interviews
DIS Ability to Apply to Grants	6
DIS Bad Evaluations	5
DIS Departments	16
DIS Explicit	4
DIS Gender	22
DIS Implicit	10
DIS International background	6
DIS Management Position	10
DIS Maternity leave	7
DIS Mobbing / Rudeness	14
DIS No discrimination	6
DIS Obtaining PhD	6
DIS Other Universities	6
DIS Unproveable	10

Table 4
Coding Results for the Category "Double Burden"

	Women Faculty Interviews
DB Balanced	9
DB Imbalance	13
DB Pandemic	12
DB Parent	33
DB Partner	16
DB Private time	5
DB Work first	9

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Table 5
Coding Results for the Category "Gender Stratification"

	Women Faculty Interviews
GS Dean/Administrator	11
GS Disproportional	8
GS Power position	12
GS Quality	5
GS Seniority	17

Table 6
Coding Results for the Category "Role Differentiation"

	Women Faculty Interviews
ROL Caring/Emotional	20
ROL Coffee	4
ROL No I have not	3
ROL Unsure	3

Table 7
Coding Results for the Category "Sexual Harassment"

	Women Faculty Interviews
SX Acquaintances	7
SX Advances / Inappropriate / Uncomfortable	7
SX Confidential	2
SX I have experienced this	3
SX No sexual harassment	9

Table 8
Coding Results for the Category "Solutions for Gender Ratio"

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	Women Faculty Interviews
SOL 2525	2
SOL Cultural change	8
SOL Diversity & Inclusivity	6
SOL Hire Women	9
SOL Leadership	8
SOL Reports & Transparency	2
SOL Support maternity leave	2
SOL Workshops/trainings	8