

Some Aspects of Gender Diversity: Focused on Major Slovak Technical Universities

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Dagmar Caganova, assoc. Prof., M.A., Ph.D. in the Institute of Industrial Engineering Management and Quality at the Slovak University of Technology in Slovakia and in Professional MBA Automotive Industry in cooperation of TU Vienna and STU Bratislava. In the previous years she has worked at the Department of Professional Language Communication, lately as its head. As well as she coordinated the activities on the national level regarding to the implementation of new language curricula. Her current field of research is focused on HRM, knowledge management – international and intercultural management. Currently she is the project manager of the international 'AUTOCLUSTERS' project. In 7FP DIVERSITY she was the representative of the dissemination team for MTF STU Slovakia. D. Caganova wrote more than 100 various articles, majority of them as the project outputs. She is a member of Transportation SIB in the European Alliance for Innovations.

Recently she became responsible for the foreign affairs and 7FP projects in the Institute of Industrial Engineering, Management and Quality.



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Jana Šujanová graduated at the Slovak University of Technology in Bratislava, study branch Mechanical Engineering Technologies - Casting. From the very beginning she was oriented on the computer graphics - CAD/CAM systems and FEM analysis, where she has experiences as a programmer and as a university teacher at the Mechanical Engineering Faculty in Bratislava since 1991-1997. In the years 1997 -2005 she worked for the RBEC UNDP in Bratislava and for the Slovak Office of Government as Information and Knowledge management specialist. After her return to the Faculty of Materials Science and Technology she acts as associate professor in the area of knowledge management, information management, enterprise information systems and project management. J. Šujanová also participated and managed several national and international projects oriented on knowledge management.

Currently is J. Šujanová the first deputy director for science and research in the Institute of Industrial Engineering, Management and Quality.



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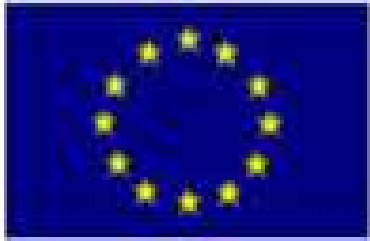
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Assoc. prof. Miloš Čambál works at the Slovak University of Technology in Bratislava from 1989 and since 2007 as the Director of the Institute of Industrial Engineering, Management and Quality. Pedagogically is responsible for areas such as: plant management, corporate culture, competence models and development of managerial skills. In the above mentioned areas acts as certified lecturer, consultant and coach for various types of organizations. Assoc. prof. Čambál led or participated as a member of various research and scientific project teams in various grant agencies. He is the author, resp. co-author of more than 10 scientific-professional publications and more than 100 scientific and professional articles in magazines and conference proceedings.



DIVERSITY



- **Improving the gender diversity management in materials research institutions (2009-2011)**
- DIVERSITY consortium consisted of 13 partners from 10 European countries: Germany, Austria, France, Spain, Italy, Sweden, Slovenia, UK, Slovakia, and Greece.
- Coordinated by the Leibniz Institute for Solid State and Materials Research Dresden (IFW Dresden)

DIVERSITY Project Consortium

- P01 IFW Dresden Dr. Oliver Gutfleisch, Prof. Mariana Calin
- P02 WU Vienna Prof. Wolfgang Mayrhofer
- P03 EPWS Brussels Dr. Maren Jochimsen
- P04 CNRS Grenoble/Nancy Prof. Dominique Givord, Prof. Jean-Marie Dubois
- P05 GA University Göttingen Prof. Konrad Samwer
- P06 UA Barcelona Prof. María Dolores Baró, Prof. Maria Jesus Izquierdo
- P07 JSI Ljubljana Prof. Spomenka Kobe
- P08 INT FZK Karlsruhe Prof. Horst Hahn
- P09 Chalmers TU Gothenburg Prof. Uta Klement
- P10 University of Turin Prof. Livio Battezzati
- P11 University of Oxford Dr. Nicole Grobert
- P12 STU Bratislava Prof. Oliver Moravčík
- P13 University Ioannina Dr. Christina Lekka
- P14 Saxon Ministry of Science and Fine Arts Dr. Eva-Maria Stange



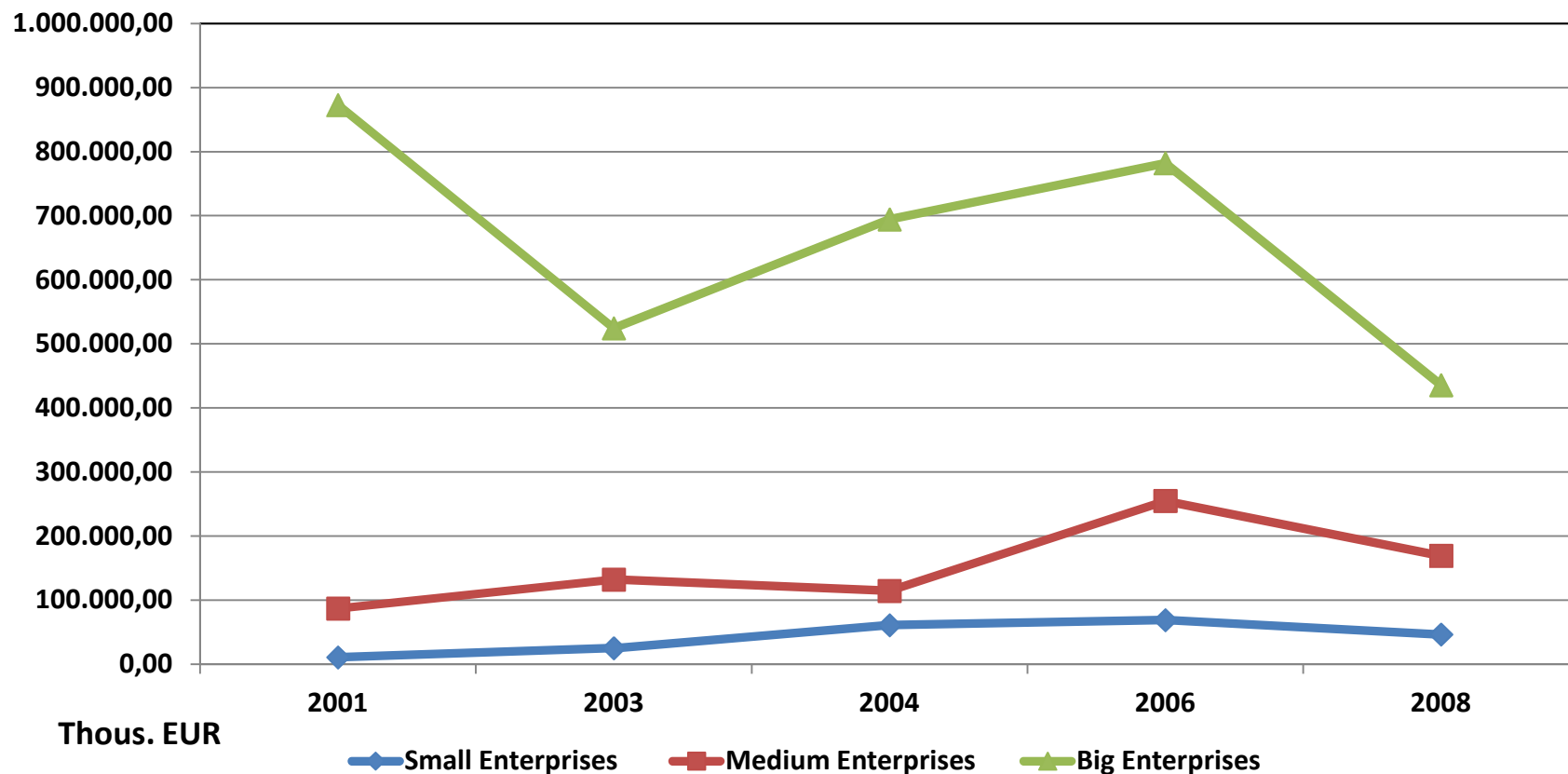
SLOVAK UNIVERSITY OF TECHNOLOGY IN BRATISLAVA
FACULTY OF MATERIALS SCIENCE AND TECHNOLOGY IN TRNAVA

Innovation Demand

05-39 Industry total	2006-2008
Enterprises with technological innovation	26,46
Enterprises with product innovation only	5,34
Enterprises with process innovation only	9,13
Share of all number of enterprises in %	

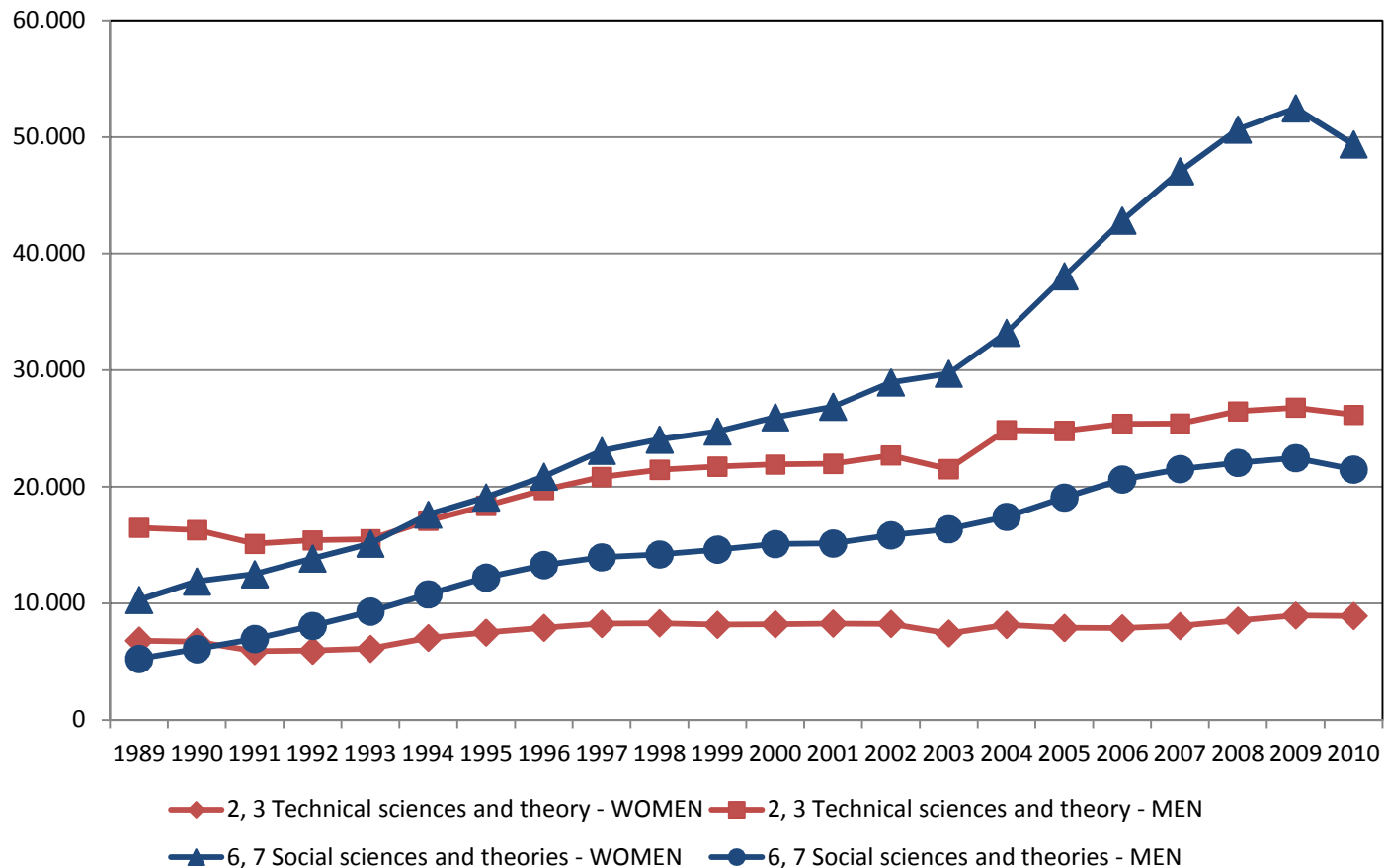
Source: Slovstat

Innovation Investments (Thous. EUR)



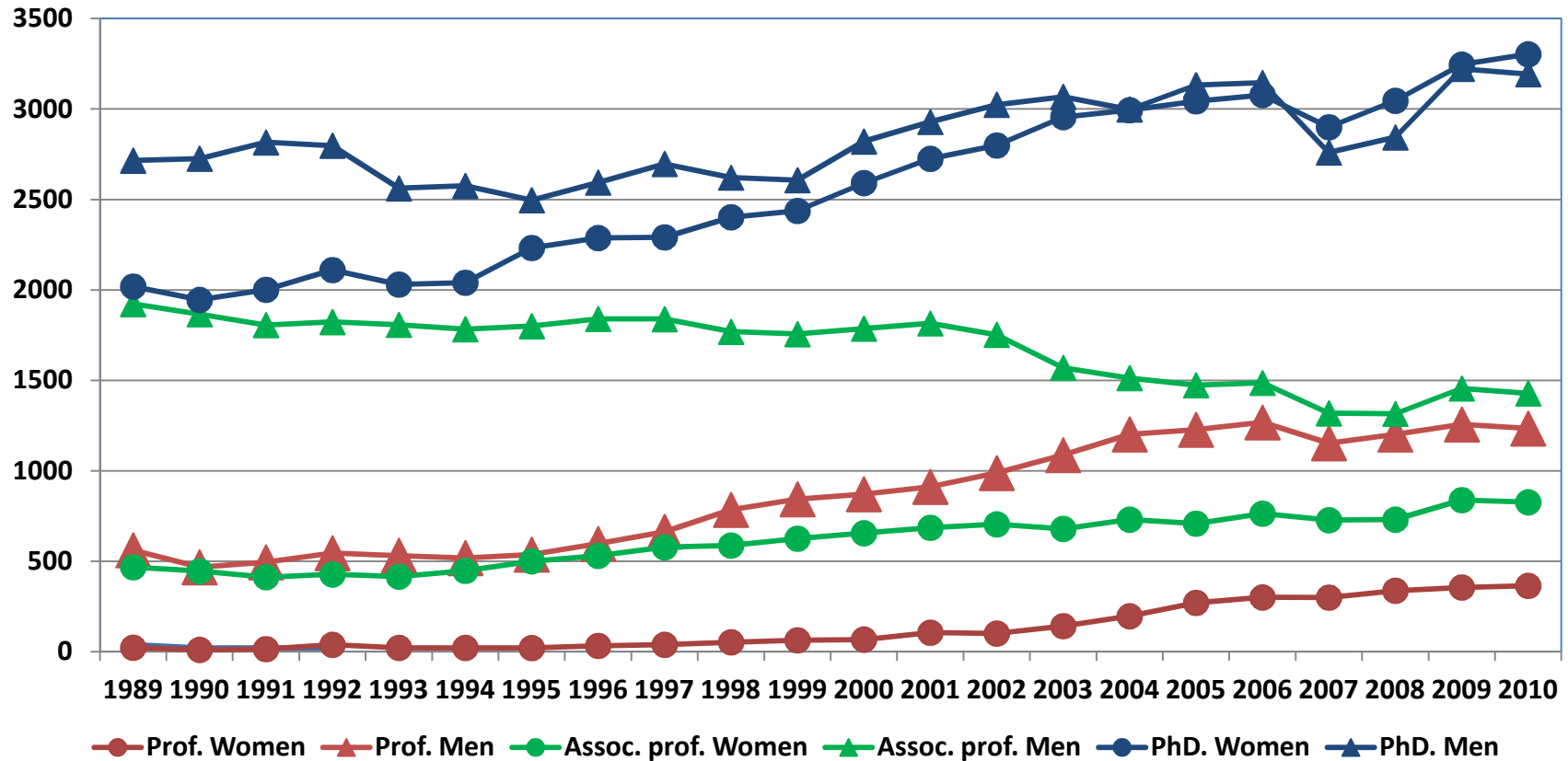
Source: Slovstat

Higher Education Students in Technical and Social Sciences (1989 - 2010)



Source: Slovstat

Qualification Structure



Source: UIPS

Prof. + Assoc. prof. Ratio (Women/Men)

2007	0,42
2008	0,42
2009	0,44
2010	0,45

National Grants 2009-2010 (- VEGA and KEGA) Ratio W/M

	Count	Finances
STU	0,132	0,107
TUKE	0,326	0,079
ZU	0,045	0,041
Other	0,775	0,310

Source: Ministry of Education, Authors illustration: Ratio Women/Men

VEGA 2011

	Count	Finances
STU	0,239	0,226
TUKE	0,471	0,334
ZU	0,423	0,263
Other	0,339	0,261

Source: Ministry of Education, Authors illustration: Ratio Women/Men

Foreign Grants (2004 -2011)

	Count	Finances
STU	0,125	0,018
TUKE	0,06	0,06
ZU	0,136	0,232
Other	0,656	0,047

Source: Ministry of Education, Authors illustration: Ratio Women/Men

Academic Senate

University	Men	Women	Ratio
STU	33	6	0,18
TUKE	29	10	0,34
ZU	33	6	0,18

Source: Web pages of the universities

Scientific Board

University	Men	Women	Ratio
STU	31	2	0.06
TUKE	28	2	0,07
ZU	35	3	0,09

Source: Web pages of the universities

Top Management

University	Men	Women	Ratio
STU	5	0	
TUKE	5	0	
ZU	5	1	

Source: Web pages of the universities

Policy

- Implementation of gender agenda in universities strategies
- Hiring policy

Asset of the Diversity Project Participation

- Faculty Level
- Gender Diversity Aware member of the university AS
- Networking
- New opportunities for cooperation
- CO-MAT-TECH 2012, October 10 – 12, 2012
- Autoclusters, EAI

Dissemination Activities

- **Satellite Event:**
“Attracting female students to scientific research” International Doctoral Seminar, Smolenice , Slovakia May 2009
 - **Round Table:**
“Young women in science” international conference „Industrial Engineering Management and Quality for 21st century“ CO-MAT-TECH 2009, Trnava, Slovakia 2009
 - Project presentation in **local media** (TV channel MTT, Slovak broadcasting)
 - **Poster Presentation:**
” DIVERSITY poster ” International Doctoral Seminar 2010, Smolenice, Slovakia ,May 2010
- Questionnaire survey during Joint International IGIP- SEFI Annual Conference 2010, Slovakia (September 2010)