

Professors Emeriti Network

[Professors Emeriti Network](#). We walk what we talk.

Gender Discrimination at Universities still alive and well in 2024

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Emeriti and Retirees are Still Useful to Our Society. Collection of Experiences. An
Endless Book Written by the Community over all the World.

Brainstorming to celebrate October 1, [International Day of Older Persons 2024](#)
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Summary

According to the ratings, male professors are described often with “genius” and “brilliance” much more than female professors. Language encourages discrimination between genders. Male professors rank high for knowledge, smart, charming and sensitive, while female professors receive high rankings for words such as bossy, mean, quick, beautiful. Female professors rarely obtain high ranking for words dealing with intelligence. No wonder, therefore, that discrimination increases the difficulty of a woman being hired or promoted.

A male engineering professor earns more than a female engineering professor and the same is true for a German Studies professor. Men receive higher performance benefits than women. So there is a problem and the gender pay gap among professors is not due to indirect factors, like pay grade and subject area.

There is also lack of diversity in the senior leadership of academic departments and centers, differences in workload and the persistent problem of harassment and discrimination in research. Although huge strides have been made in the last few decades, women are still experiencing discrimination based on their gender in universities.

The University work climate seems to be less accommodating for women and more permissible for men, even if bias is often unconscious. Awareness can lead to correcting action particularly by the academics who are typically thought to be more liberal and progressive than the general population.

Any University has the obligation to eliminate gender discrimination. Every University should have a code of conduct, and that code of conduct is based on morality.