

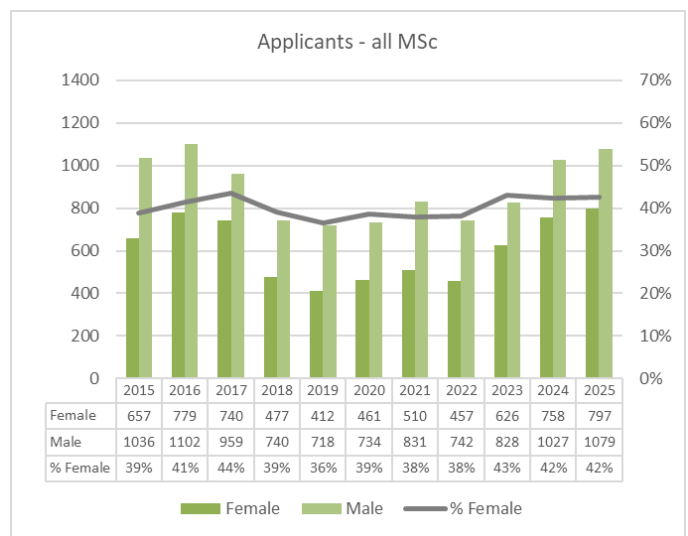
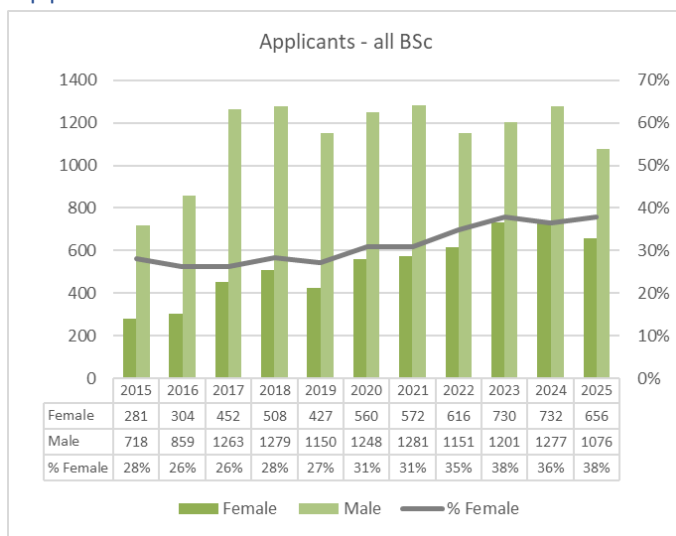
Appendixes: The Gender Distribution Across Students and Employees

This document is a supplement to the Gender Equality Plan for the IT University of Copenhagen and shows diagrams for the period 2015-2025 concerning:

- BSc and MSc students: Applicants, admitted and graduated
- Employees: Population of employed as of 31 December and number of new hires per year.

Number of students: Applicants, admitted and graduated in 2015-2025

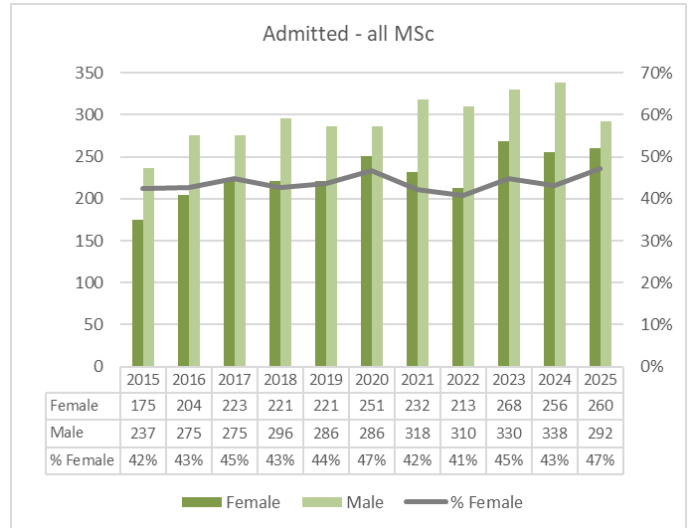
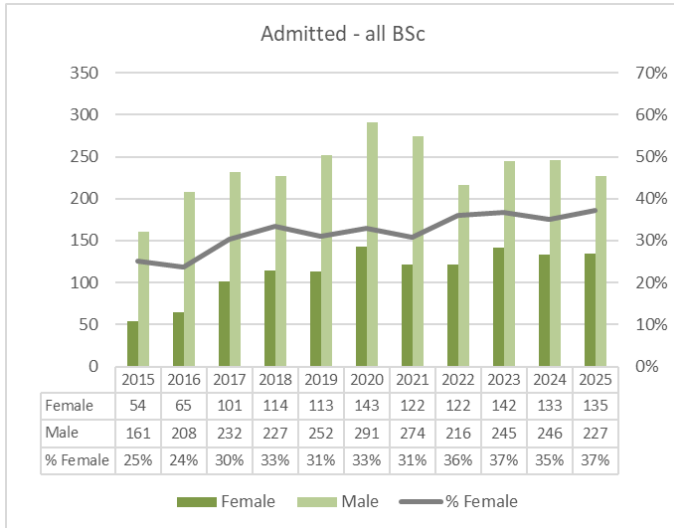
Applicants



There has been an increase in the total number of BSc applicants from 2015 to 2024, however, the total number of applicants has slightly decreased in 2025 compared to 2024. The proportion of female applicants has generally increased across BSc study programmes, with some fluctuations from 35 to 38 per cent in the latest years.

The proportion of female applicants to MSc study programmes has fluctuated between 36 and 44 per cent through the years 2015-2025. The proportion of female applicants to MSc study programmes has been stable at around 42 and 43 per cent during the last three years.

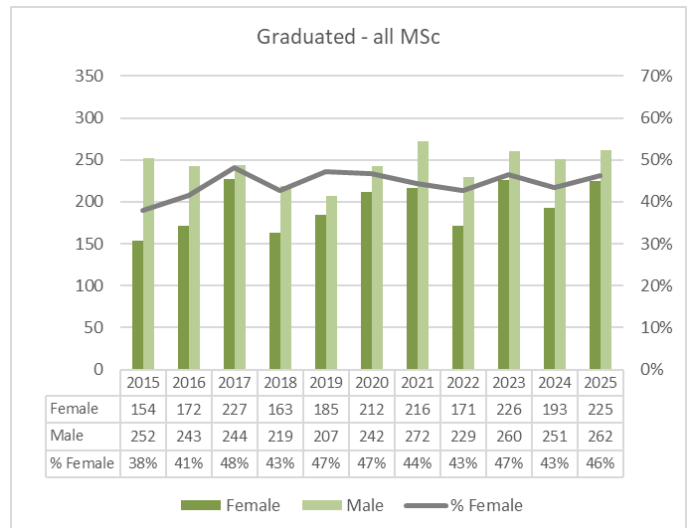
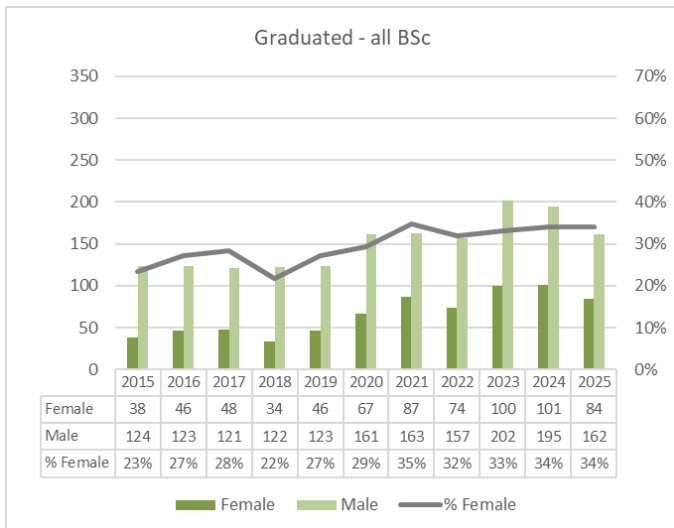
Admitted



The total number of males and females admitted on the IT University’s BSc study programmes has been increasing during the years 2015-2020 but fluctuates in 2021-2025. Since 2017, the proportion of females admitted has been above 30 per cent and in 2022 to 2025 above or at 35 per cent.

In the period 2015-2024, the IT University has had an increasing number of admitted students on the MSc study programmes, except for a small decrease in 2022. The number of admitted MSc students in 2025 is at a lower level than the last few years, especially for males. The proportion of females that were admitted has been at or above 41 per cent every year and peaked in 2020 and 2025 with 47 per cent female students admitted, however, in the case of 2025, that is more due to the lower number of admitted male students.

Graduated



The number of graduated BSc students has increased in recent years, except for a decrease in 2022 and again in 2025. In particular, the proportion of female graduated has increased overall and the last three years have been stable at 33 to 34 per cent females among graduates.

The number of MSc graduates increased in 2017 as well as in 2020-2021 and 2023. The total number of graduates in 2025 is comparable to 2023. The proportion of female graduates fluctuates between 41 and 48 per cent from 2016.

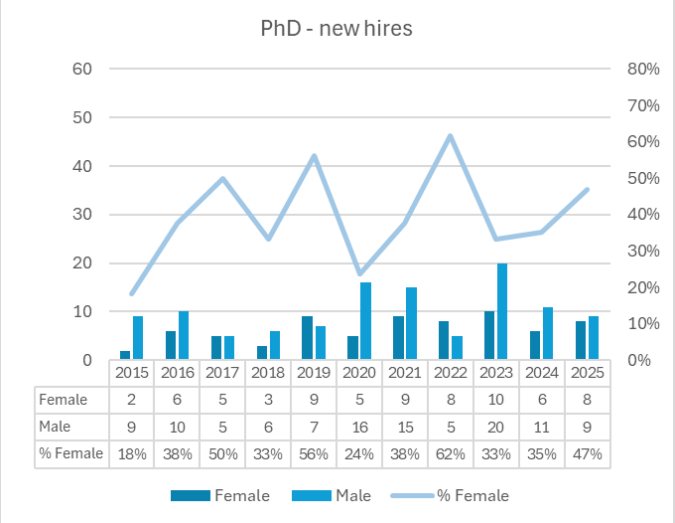
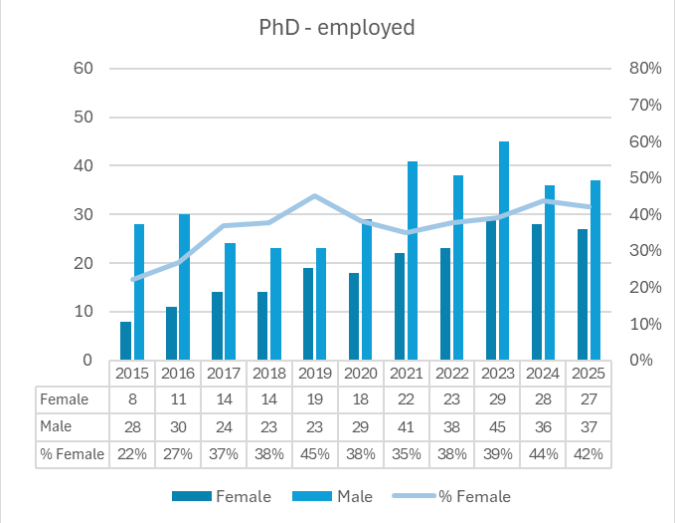
Comparing admitted and graduated students

Students admitted one year can be compared to graduated students by shifting the years in the diagrams forward by three years for BSc or two years for MSc. When comparing the above diagrams of admitted and graduated that way, the same fluctuations are seen in general, both in numbers of students and in proportions of females. This indicates that the drop-out is unaffected by gender. This is also supported by previous analyses made at the IT University.

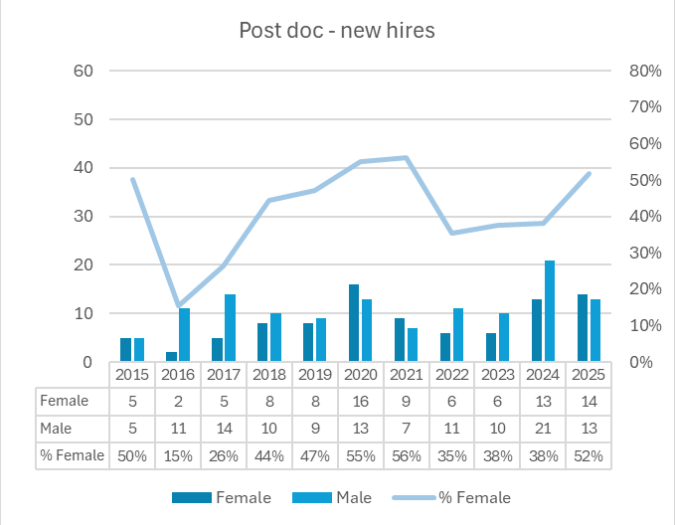
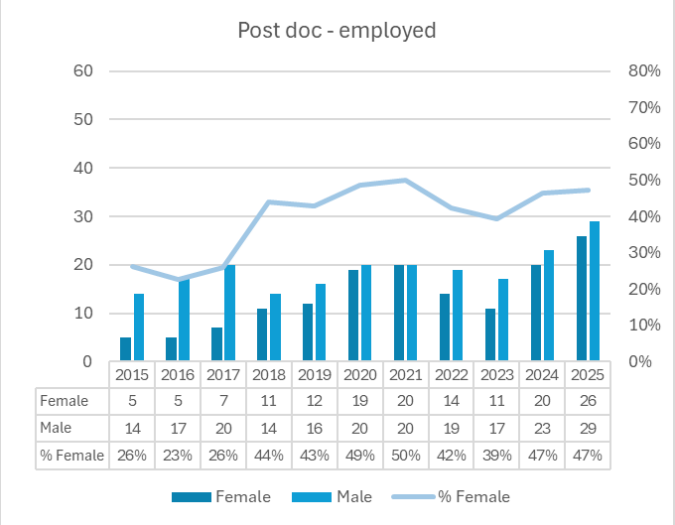
Number of academic staff employed ultimo each year and new hires per year

The left diagrams show the number of academic staff (VIP) employed as of 31 December in each of the years 2015-2025. If an employee has been employed across several years, that person is counted in the graphs each of those years. The diagrams to the right show new hires per year.

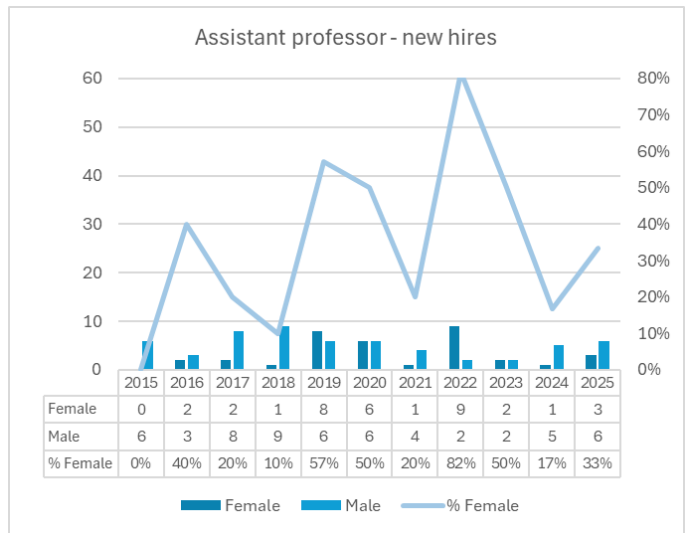
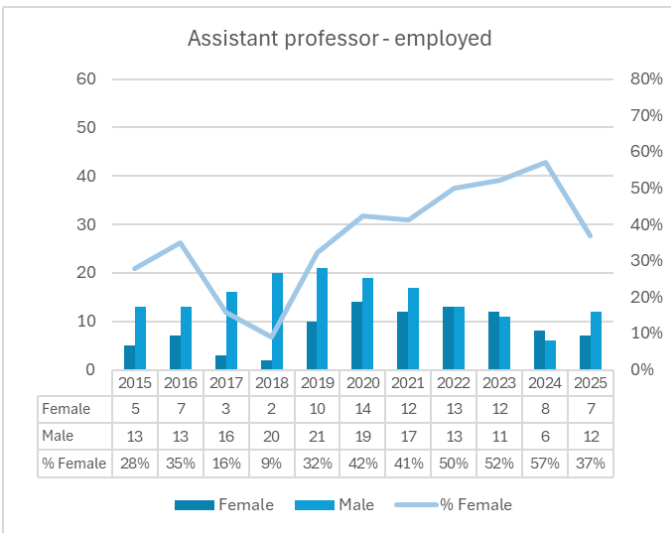
It is important to note that the number of new hires at the IT University is not very high - especially not when broken down by position. Therefore, even small changes in numbers can lead to large fluctuations in percentages.



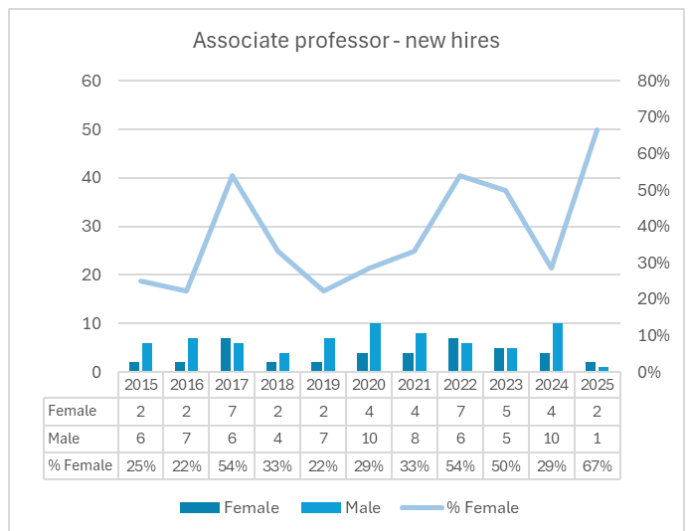
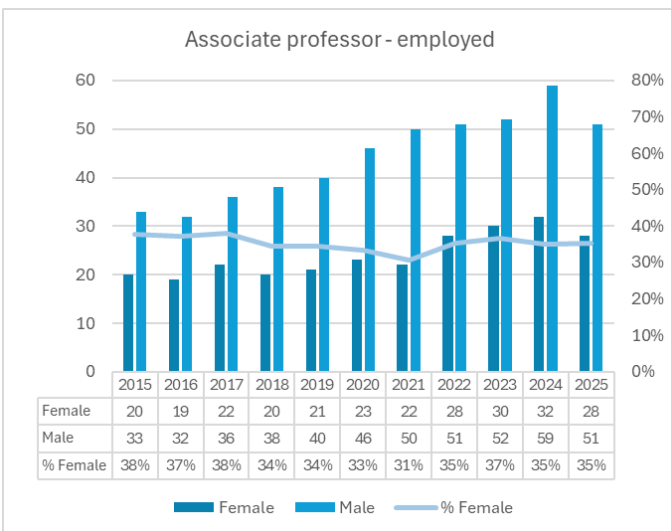
The number of female PhD employees has been increasing throughout the period 2015-2023 and has been stable in 2024-2025 while slightly lower than 2023. Overall, the proportion of female PhD employees has also increased between 2015 and 2019, but a drop can be seen in the proportion of female PhD employees in 2021. But has since increased to 44 per cent in 2024 followed by a slight drop to 42 per cent in 2025. The number of new female PhD hires have varied between two in 2015 and 10 in 2023. The proportion of female new hires has fluctuated throughout the years with 62 per cent in 2022 as the highest proportion so far.



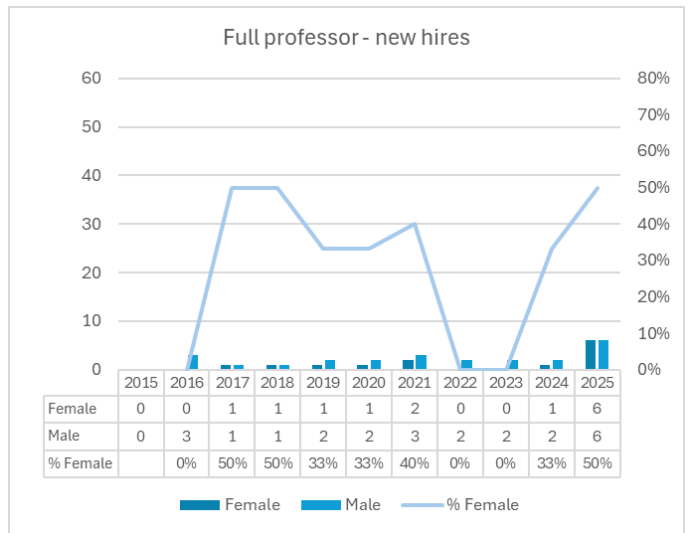
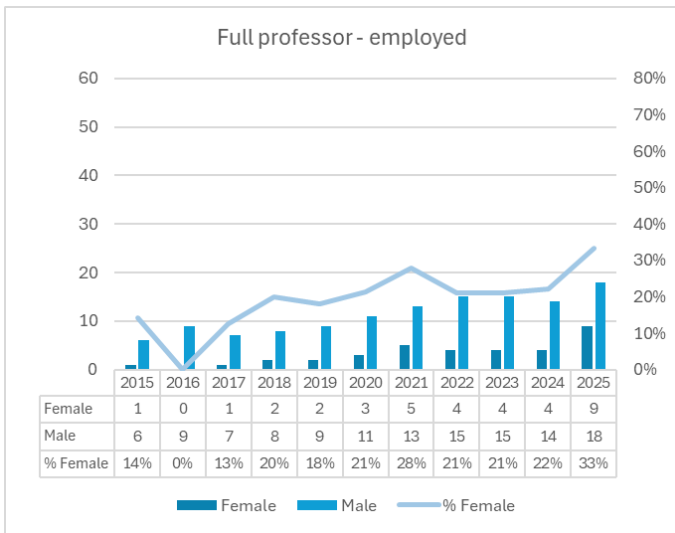
The proportion of female postdocs has increased from 26 per cent in 2015 to 47 per cent in 2024 and 2025, while the highest proportion was in 2021 with 50 per cent. The proportion of new hires of female postdocs has increased during the period 2016-2021, followed by a decrease to 38 per cent in 2023 and 2024, and back to previous high proportion in 2025 with 52 per cent.



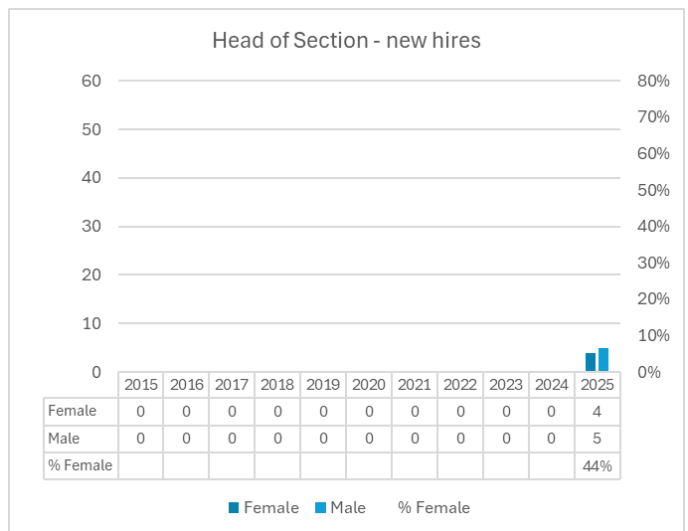
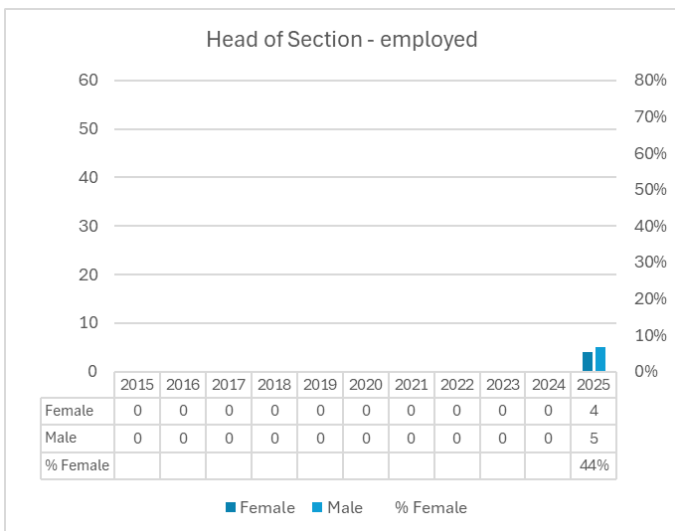
The number of female assistant professors increased noticeably in 2019. In 2025 the proportion of female assistant professors dropped to 37 per cent from 57 per cent in 2024, due to two thirds of the new hires were male and a drop in the number of female assistant professors. In the period 2019-2023, many of the new hires of assistant professors were female, but in 2024 only 17 per cent of the new hires were female. 33 per cent of new hires among assistant professors were female in 2025.



The total number of associate professors has increased throughout the period 2015-2024, followed by a small drop in 2025. The number of female associate professors has remained stable the last three years, and the proportion has been stable at around 35-37 per cent through the last four years. In 2025 the proportion of female new hires were 38 per cent, higher than in 2024, but the number of new hires were significantly lower than in the previous years.



The number of professors has been increasing throughout the period 2015-2025, except for a very small drop in 2024. The proportion of female professors has also been increasing until 2021 and were stable at 21-22 per cent in 2022-2024. 2025 has the highest proportion of female professors at 33 per cent. When looking at the gender distribution of new hires, it only makes sense to look at the numbers rather than development trends. The numbers show that generally throughout the period, more males than females were hired. 12 new professors were hired in 2025, half of them female.



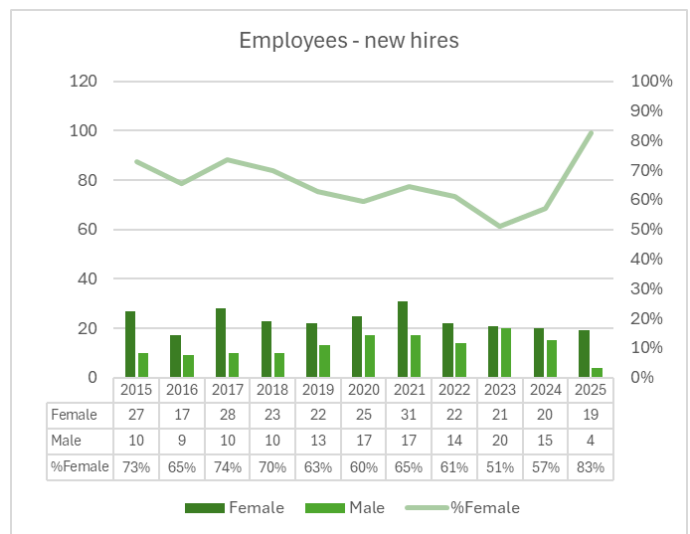
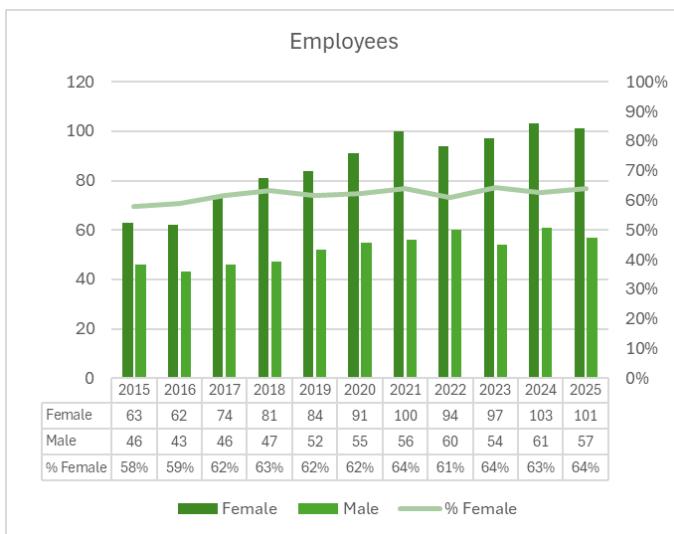
From 2025, nine associate professors or full professors are also heads of section. Heads of section are counted twice: both as their academic staff title and as a head of section. In 2025, the proportion of female heads of section is 44 per cent.

Number of technical-administrative staff employed ultimo each year and new hires per year

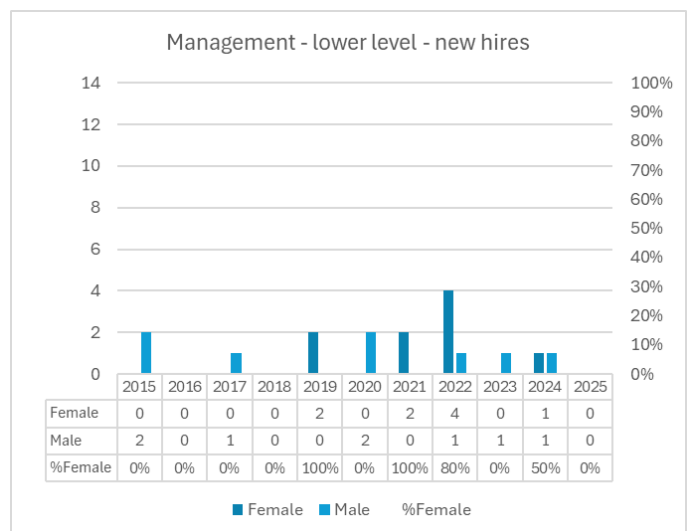
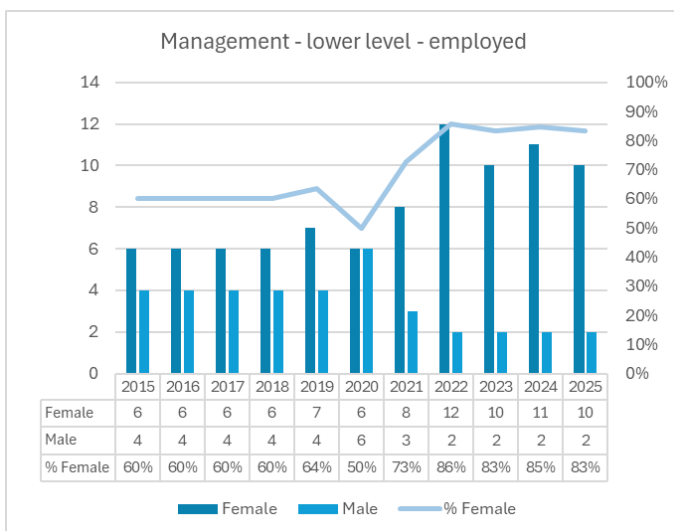
The left diagrams show the number of technical-administrative staff (TAP) employed as of 31 December in each of the years 2015-2025. If an employee has been employed across several years, that person is counted in the graphs each of the years. The diagrams to the right show new hires per year.

The below diagrams will focus on the level of management among TAP employees, instead of specific titles or positions. Lower level of management includes team leaders or similar who, in turn, refer to a head of department. Heads of departments are categorised as middle level of management. Top level of management includes the Rector, Pro-rector and University Director until 2025 where three other positions became a part of top level of management: Head of Education, Head of Research and Head of Student Affairs and Programmes.

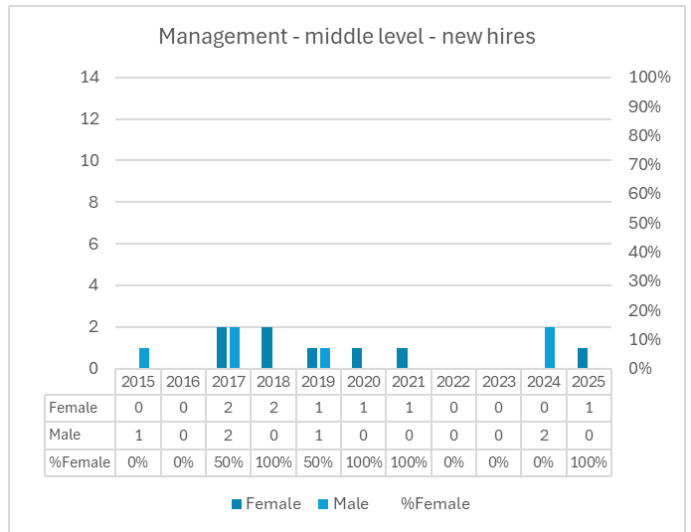
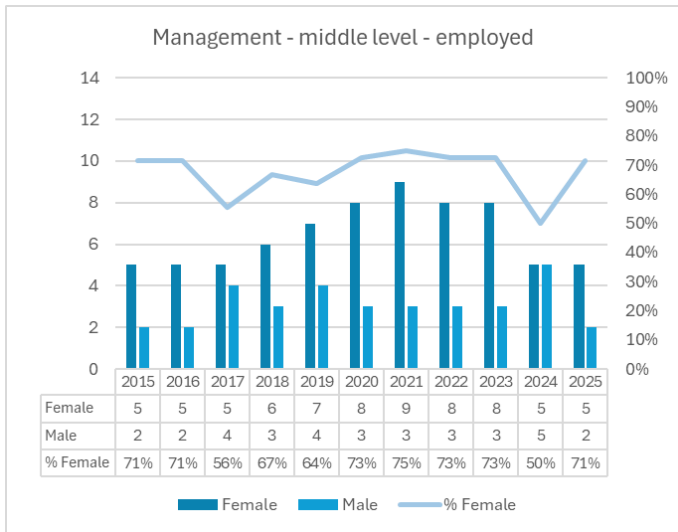
It is important to note that the number of new hires at the IT University is not very high especially when distributed across levels of management. Consequently, even small deviations in numbers can be displayed as large fluctuations in percentages in the diagrams.



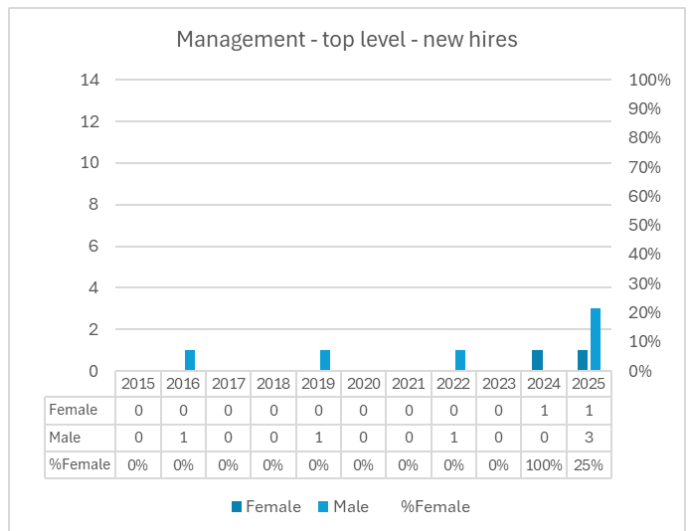
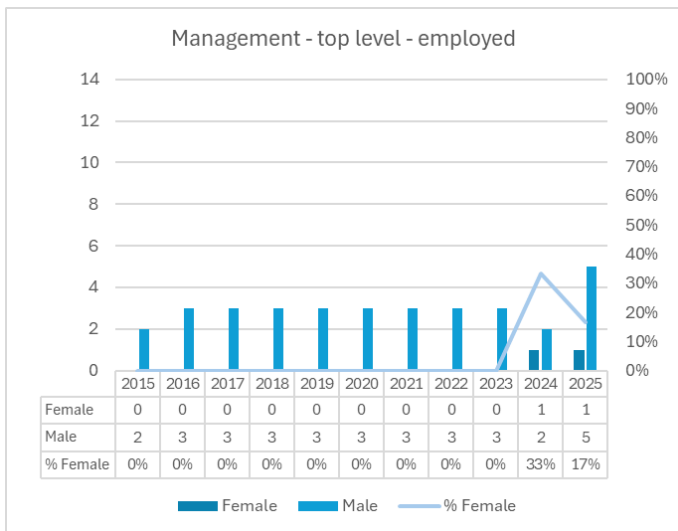
The number of TAP employees has been increasing throughout the period 2015-2021 and again in 2024. The proportion of females has been increasing as well and has been above 60 per cent since 2017. The number of new hires is also increasing until 2021 and follows a trend where approximately one third of new hires are males, except for 2025 where the proportion of males among new hires is 17 per cent.



The number of lower-level managers has remained somewhat stable in the period 2015-2019. Even though the proportion of male lower-level managers was 50 per cent in 2020 it has decreased the last four years and is 17 per cent in 2025.



The number of middle level managers has been increasing from 2015 to 2019 and remained rather stable afterwards. In 2024 there was an equal gender distribution in the middle management level, while for most years 64-75 per cent of middle level managers were female.



No female has had a position in the top level management from 2015-2023. An interim position in 2024 was held by a female. The changes to the organisation structure from 2025 has led to a larger top level management, with several new positions. From 2025, the head of SAP is also a member of the top level management, consequently the head of SAP is counted both in middle level management as a head of department and as a part of the top level management.

Explanations and assumptions about the above employee statements

Employees have many different job titles. Job titles are categorised in order to simplify them and make the employments comparable. Changes within a category are not considered as a change in position, but changes between categories are.

Only regular employed academic (VIP) or technical-administrative (TAP) staff are counted, not DVIP and other hourly paid employed. Only employees paid by the IT University are counted - i.e., guests, Industrial PhDs etc. are not counted among employees.

Number of employees is counted as of 31 December. Additionally:

- PhD students who are associated with the IT University, but to whom the IT University no longer pays a salary, are not included
- Research assistants are normally counted as VIP. However, it has been chosen not to include diagrams for this group
- If an employee has more simultaneous positions in different categories as of 31 December, then the employee in question is counted several times
- Employees working part-time or on leave are counted.

Number of new hires is counted per year. Additionally:

- Employees who are re-hired in the same category of position:
 - If more than 30 days have passed since the end of the previous employment in the position, then the hire is considered a new hire. Except for PhDs, where breaks would otherwise be counted as new hires.
 - If less than 30 days have passed (or the positions overlap in the data source), then the latest employment is considered an extension and is not counted as a new hire.
- If an employee is newly hired several times in a year, then all hires are counted.