

Pari opportunità nella Matematica Applicata alla Società

Percorsi, criticità e prospettive

Introductory evidence for the round table

Silvia Muzzioli silvia.muzzioli@unimore.it

Delegate for Inclusion and Equal Opportunities of AMASES
University of Modena and Reggio Emilia

Marco Li Calzi. licalzi@unive.it

President of AMASES
Ca' Foscari University of Venice

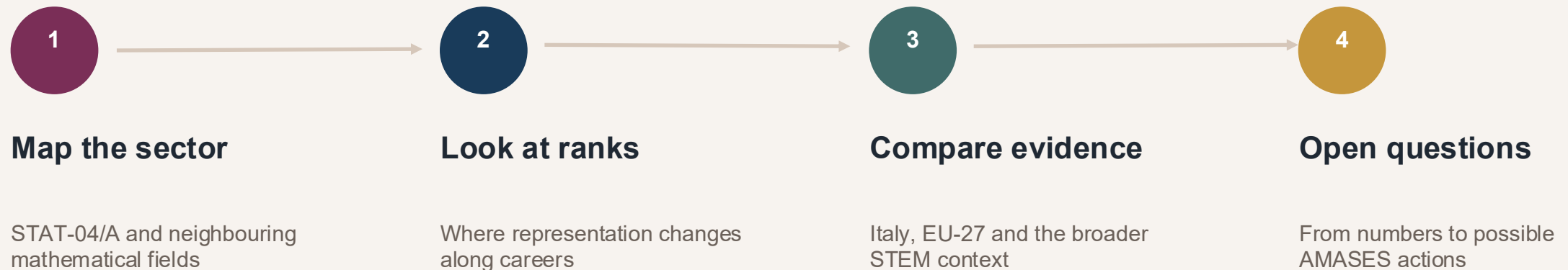
4 September 2026 · 16:30–17:30 · Rome

Guiding question

**How can we
attract, develop
and retain the
best
mathematical
talent for the
future of our
discipline?**

Why start from data?

The aim of this introduction is not to solve the issue, but to frame the conversation and connect evidence to collective action.



Narrative: evidence -> interpretation -> responsibility -> action

STAT-04/A in 2026: a mixed picture

441

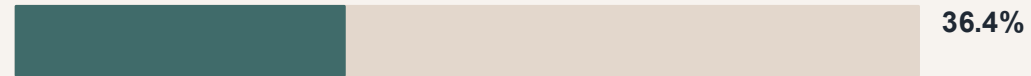
academic staff
166 women · 275 men



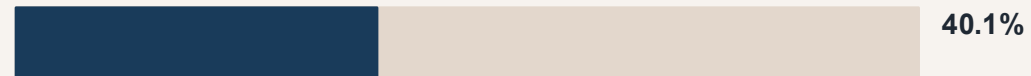
Women represent 37.6% of the sector overall.

Men remain the majority at every rank.
Full professors: 35.4% women.

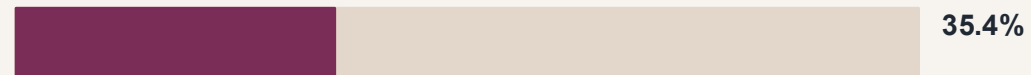
Researchers



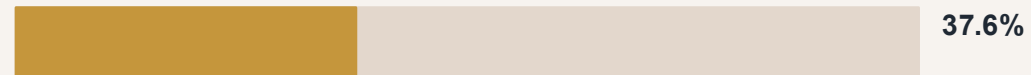
Associate professors



Full professors



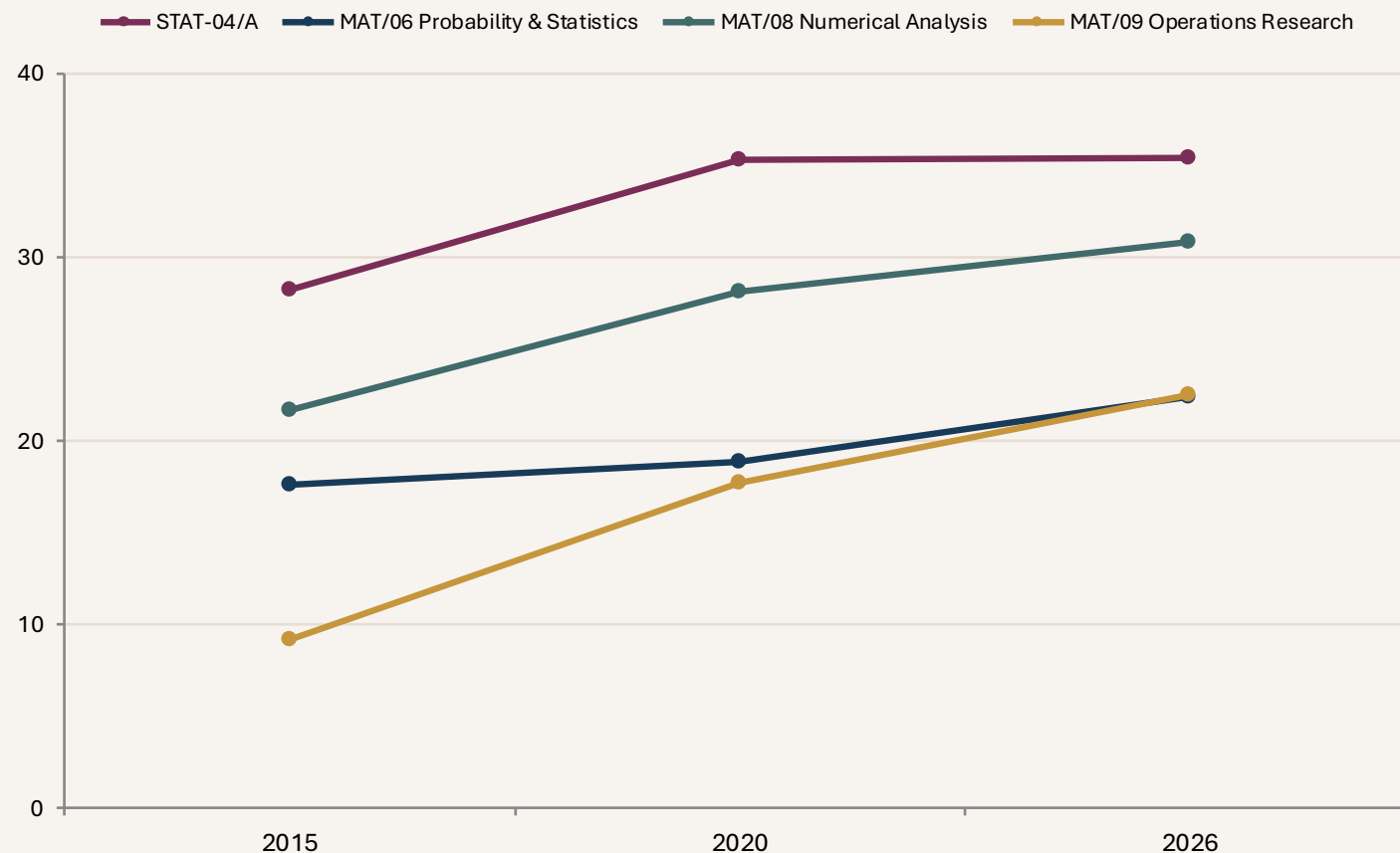
Overall



Key point: progress exists, but senior ranks remain male-majority.

Progress over time is visible, but slow

Female full professors, 2015-2020-2026



Data: MUR CercaUniversita snapshots 2015, 2020, 2026. Values are women as a percentage of full professors in each sector.

Three snapshots, one pattern

- STAT-04/A rises from 28.2% to 35.4%, then stabilises.
- All four fields improve between 2015 and 2026.
- All remain below parity at full professor level.

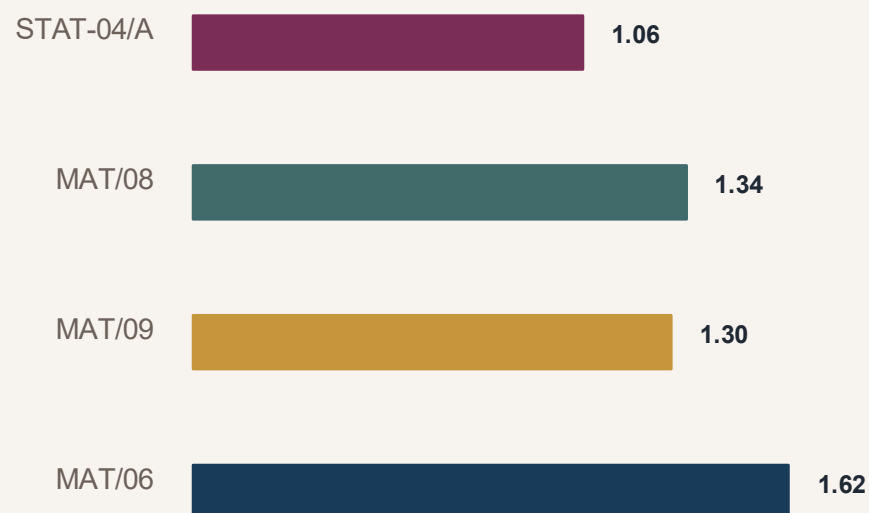
Interpretation

Slow convergence, persistent vertical segregation.

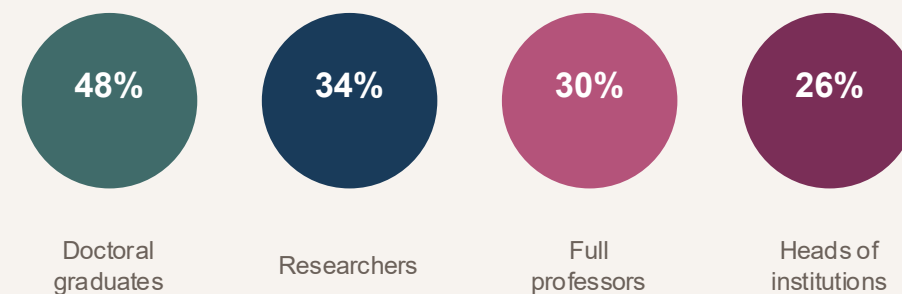
The bottleneck is the top of the career ladder

Glass Ceiling Index

GCI = women's overall share / women's share among full professors

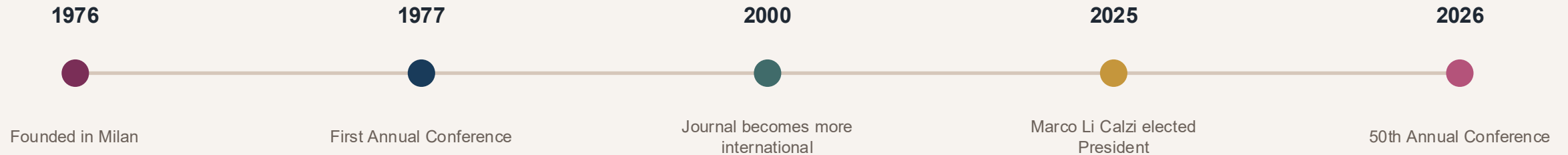


EU-27 reference from She Figures 2024



The pattern is consistent: gender balance at earlier stages does not translate automatically into seniority and leadership.

AMASES at 50: a community looking forward

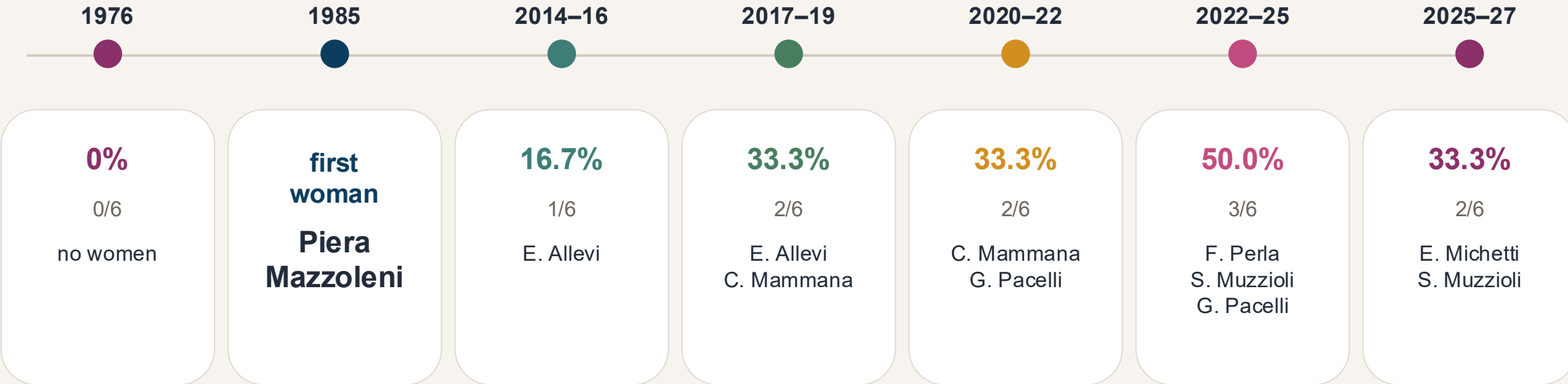


What should the next fifty years look like?

Possible role for scientific societies: visibility, mentoring, leadership pathways, and concrete commitments such as No Women No Panel.

Women in the AMASES Scientific Committee

Selected documented milestones · elected members only when percentages are reported



Takeaway

Representation in governance has improved over time, but maintaining progress requires deliberate attention to visibility, opportunities and leadership pathways.

Sources: AMASES XL historic volume; AMASES election results 2014, 2017, 2020, 2022, 2025; current AMASES governance page. Percentages refer to six elected members, excluding the President.

Women in AMASES governance over time

Presidency · General Secretary · Scientific Committee

PRESIDENTS

1977–2026

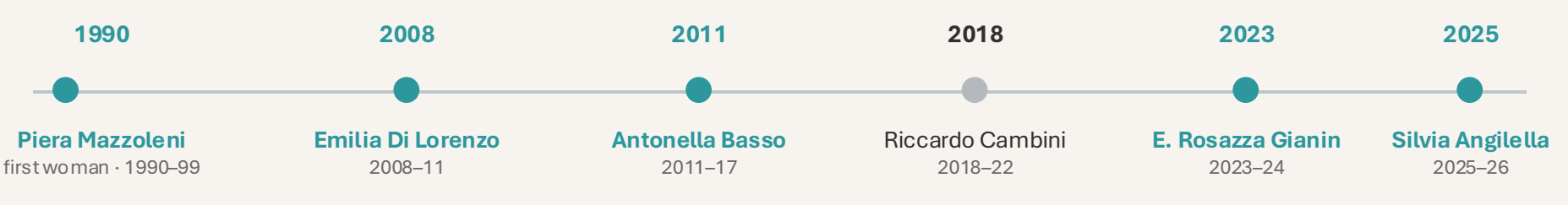
0%

Women among AMASES Presidents

AMASES has not yet had a woman President.

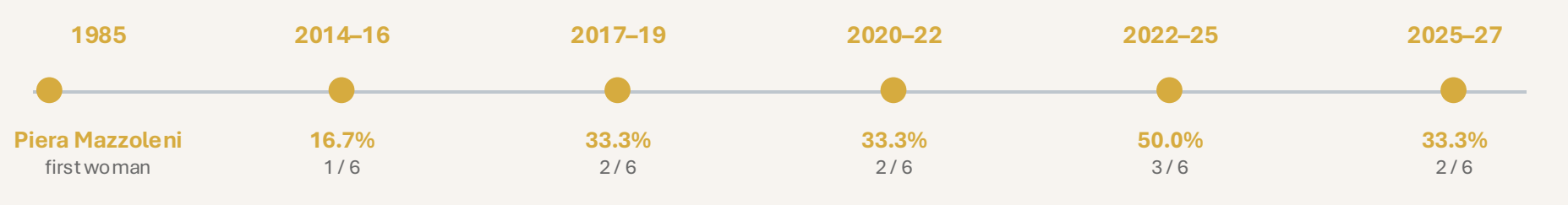
GENERAL SECRETARY

female tenures



SCIENTIFIC COMMITTEE

elected members



Takeaway Women entered AMASES governance first through the Scientific Committee and General Secretary role; the Presidency remains the missing step.

Opening the round table

Speaker sequence

1

Roberto Natalini, Director of the Institute for Applied Computing of the Italian National Research Council,

Mathematics, impact and society

2

Sveva Avveduto, Research Director at the CNR Institute for Research on Population and Social Policies,

Research policy, careers and talent

3

Chiara De Fabritiis, Polytechnic University of Marche and Coordinator of the Diversity, Equity and Inclusion Committee of the Italian Mathematical Union

Education and academic pathways

4

Francesco Scalese, CONSOB's Studies and Regulation Division, Data Governance Office

CONSOB, data governance and regulation

Closing question

If AMASES were to promote one initiative over the next two years to foster equal opportunities in applied mathematics for society, what should it be?

Talent has no gender.
Opportunity should not either.

Thank you