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Patterns of career development and their role in the advancement of female faculty at Austrian universities : new roads to success? / Nina-Sophie Fritsch

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**Abstract**

As a result of various reforms carried out in the last decade, the academic sphere has undergone perceptible change, with redevelopment and reshaping at different institutional levels. These reforms have had an effect on gender relations, especially within the past several years, with an increasing proportion of female academics now in leading positions. This article investigates the ways in which female academics reach leading positions, the different patterns of career development exhibited by the women in question, and the role of these patterns in the advancement of female faculty. The study is based on qualitative interviews with female academics in leading positions. The analysis yields three main patterns of career development, consisting of the following characteristics: (1) individualistic, output-driven, (2) political-sustainable and (3) adaptive-flexible. (HRK / Abstract übernommen) Fritsch, Nina-Sophie, E-Mail: nina.fritsch@univie.ac.at