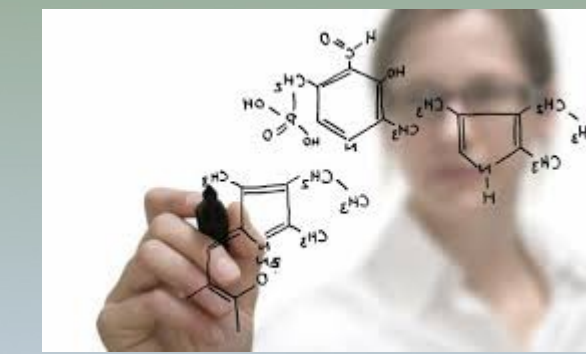


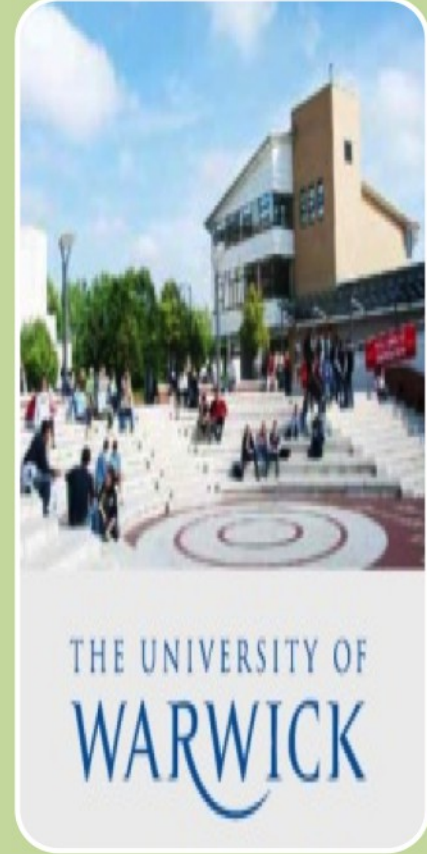


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# The leaky pipeline of women in universities: An institutional case study



## Contextual information

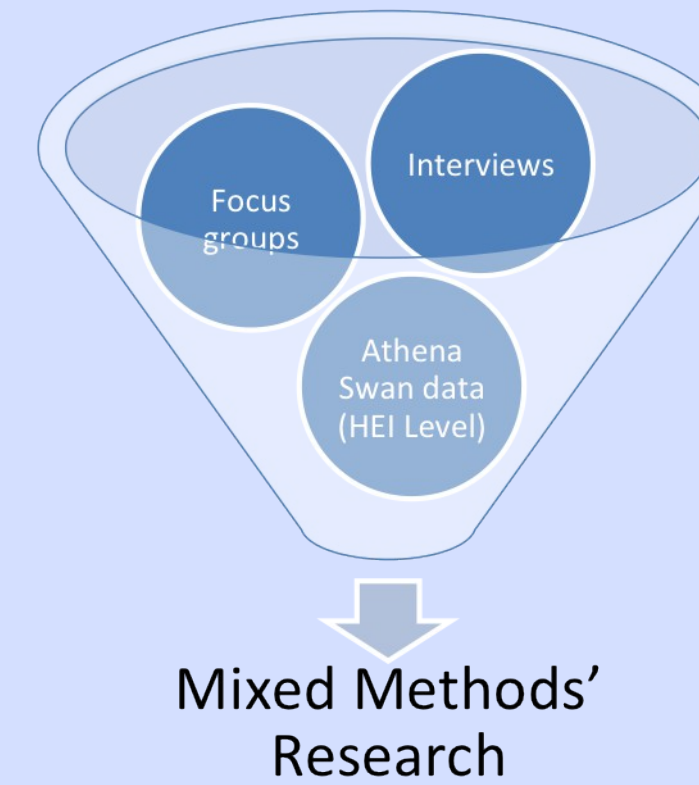


- Comprised of 4 faculties : Arts, Social Sciences, Sciences, Medicine
- Awarded the Institutional Silver Athena SWAN Award (only 4 UK HEIs have this award )
- Non-STEMM departments in the pilot process for Gender Equality Mark (GEM)

## How?

### Unit of analysis: institution

Appropriate context to investigate in order to identify effective measures that will enhance gender equality (3,4)



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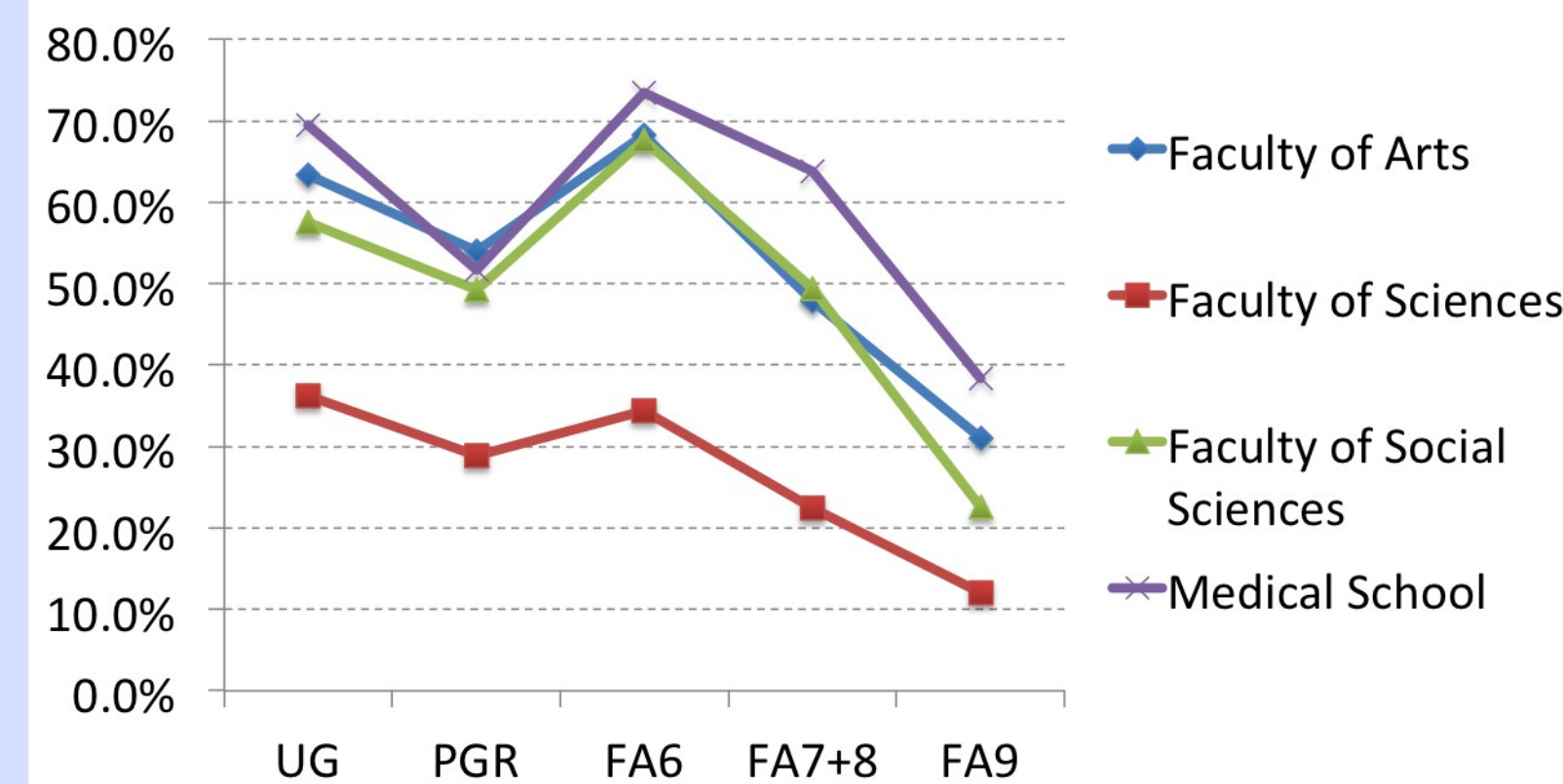
## What?



- To what extent institutional data differ by faculty and discipline?
- How is the leaky pipeline between different departments?
- Which interventions and how they can be effective in addressing the underlying challenges of the data and embed cultural change?

## Preliminary findings

Proportion of women at educational and academic career stage, by faculty at the University of Warwick



## STEMM vs Social Sciences

Sciences	Professor	Social Sciences	UG	Professor
Sensitive data, please contact author				

While STEMM subjects start and end with a lower fraction of women than non STEMM, the steeper slope from FA6 to FA9 (postdoc to professor). Departments such as Law, Business, International Relations and Politics seem to have a more leaky pipeline. Do you identify such trends in your institution?

These trends suggest that gender balance measures and policies should be targeted at all disciplines and tailored to the different disciplinary challenges. Preliminary qualitative evidence shows that institutional conditions such as flat structures, the presence of organisational catalysts and funding availability are necessary requirements for embedding cultural change.

## Why?

Emphasis on enhancing gender equality because

- 1) it is fair and right and
- 2) there is a business case:



- Need for more skilled workforce
- Utilising potential of highly skilled women
- Gender equality linked to collective intelligence, innovation and creativity (1,2)

### Next steps:

- Evaluate effectiveness of measures at institutional and disciplinary level
- Compare data with other institutions (Athena SWAN)
- Focus groups with academic staff, E&D university representatives and institutional stakeholders

### References:

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