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Structural Change Promoting Gender
Equality in Research Organisations

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Professor Eileen Drew, B.A., M.Sc., Dip. MIS, Ph.D., was appointed the Director of the Centre for Women in Science and Engineering Research (WISER) at Trinity College Dublin in 2012. She has taught in the School of Computer Science and Statistics and Centre for Gender and Women's Studies at Trinity College Dublin. Her research interests are: gender and STEM, gender equality, work/life balance, the gender pay gap, family leave policies and gender in entrepreneurship and academic leadership.

During her academic career, Professor Drew has been involved in research, training and consultancy for numerous EU gender related projects. In 2005, Professor Drew completed a study, commissioned by the Council of Europe, on 'Parental Leave' in 45 Member States. She is the Irish representative on the International Leave Policy and Related Research Network.

Professor Drew worked as the Gender Mainstreaming expert for the Social Security Reform Co-operation Project in China (EUCSS), supported by the European Commission. In 2008, she was appointed as Gender Equality Expert to the EU Network of Women in Decision-making in Politics and the Economy. She holds the position of National Senior Expert to the European Fundamental Rights Agency (FRA) and has provided national expertise for European Gender Equality Institute (EIGE) projects.

Professor Drew is currently Principal Investigator for the EU supported FP 7 project Institutional Transformation for Effecting Gender Equality in Research (INTEGER). The objective of this project is to create sustainable change in education and research institutions to improve the career progression of women scientific researchers.



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Addressing the Under-representation of Women in Research Management

This paper draws upon baseline evidence compiled for the FP7 Project Institutional Transformation for Effecting Gender Equality in Research (INTEGER) in Trinity College Dublin, partnered with Centre National de la Recherche Scientifique, France (Project Coordinator), Šiauliai University, Lithuania and Centre for Excellence for Women in Science, Germany (independent evaluator). Despite the commitment towards gender equality enshrined in the Irish Universities Act in 1997 and a College-wide Equality Policy, there is an under-representation of women at full professorship (Grade A) and as Fellows. Furthermore women and men are unequally represented on key committees and other decision-making bodies, despite the fact that data from a survey of academic staff and focus group discussions showed that women aspire to the same promotional and governance positions. INTEGER's task is to address these and other imbalances through the adoption of Transformational Gender Action Plans (T-GAPs), initially within three Schools (Chemistry, Natural Sciences and Physics) and thereafter throughout the College. These T-GAPs involve: increasing the visibility and leadership potential of women academics; monitoring and gender proofing of recruitment/retention and promotion policies and practices; ensuring gender balance on decision-making bodies/committees; providing mentoring programmes and training in gender awareness to overcome unconscious bias at all levels of the institution; setting targets for high level appointments (including Grade A Professorship and to Fellowship); and promoting gender equality as a core value contributing to research excellence. Given the importance of research staff, INTEGER is working to establish an Early Career Research Support Office to foster the next generation of world-class academics and researchers. The T-GAP process is informed by international good practice. Trinity College is directly engaging with research institutions in the UK/EU and USA through peer-mentoring and alignment with the Athena SWAN Charter.