



INTEGER: Addressing the Under-Representation of Women in Research Management

Centre for Women in Science and Engineering Research (WiSER) Trinity College Dublin

CONSORTIUM











INTEGER—what it is....

INstitutional Transformation for Effecting Gender Equality in Research

EU FP7





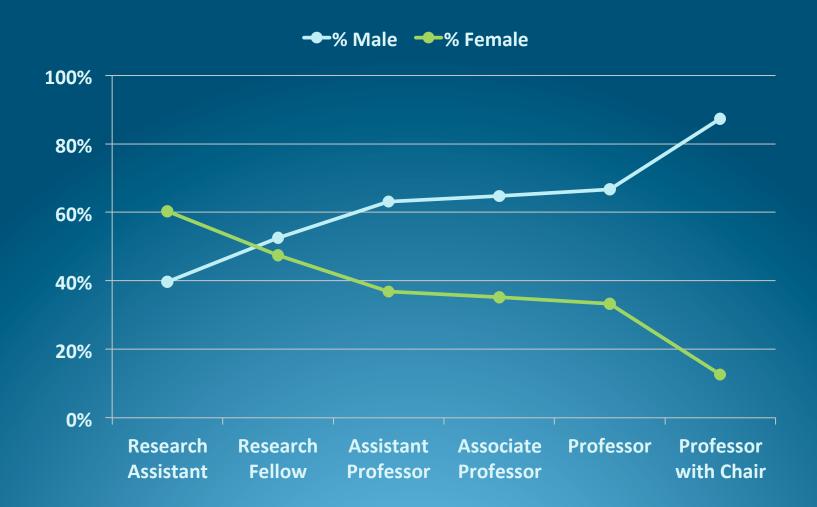
Why?

- Gender Diversity is essential for research, creativity and innovation
- STEM research can benefit from the richness, varied perspectives and expertise which gender-diverse individuals can bring to problem-solving
- Promoting diversity provides greater access to talent by increasing the pool of female and male qualified and skilled researchers

INTEGER Partnership

	CITS	TRINITY COLLEGE DUBLIN	SIAULIAI UNIVERSITY
Gender Action Plans Implementation	Institute of Physics National Institute for Mathematical Sciences	School of Natural Sciences School of Chemistry School of Physics	Faculty of Mathematics & Informatics Faculty of Technology
Gender Expertise	Mission pour la place des femmes	WiSER Centre for Women in Science & Engineering Research	Gender Studies Centre
External Evaluator	GESIS Leibniz Institute for the Social Sciences		
Coordinator		CITS	

Trinity College Dublin Academic & Research Grades, 2012

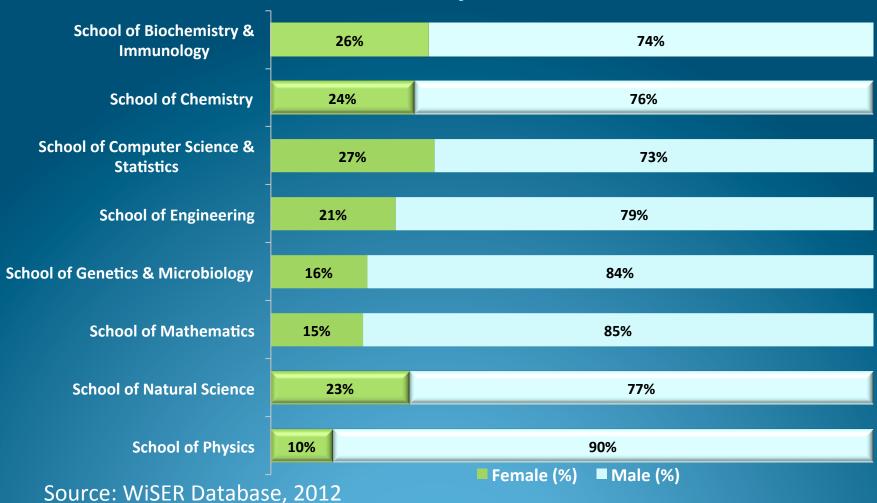


Source: WiSER Database, 2012





Faculty of Engineering, Mathematics & Science (FEMS) Academic Staff By Schools in 2012



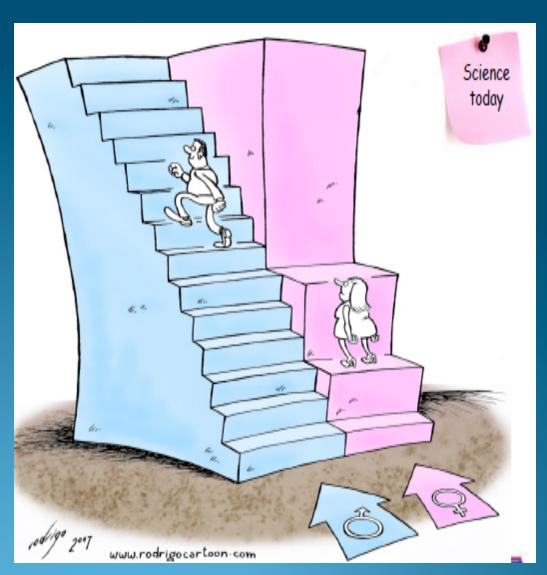
Gendered Promotion/Advancement "Progress" since 1984

Chaired	1984	Women	5%
Professors		Men	95%
	2012	Women	13%
		Men	87%
- "	4004		40/
Fellows	1984	Women	4%
		Men	96%
	2012	Women	22%
		Men	78%

Mountains are molehills, piled one on top of the

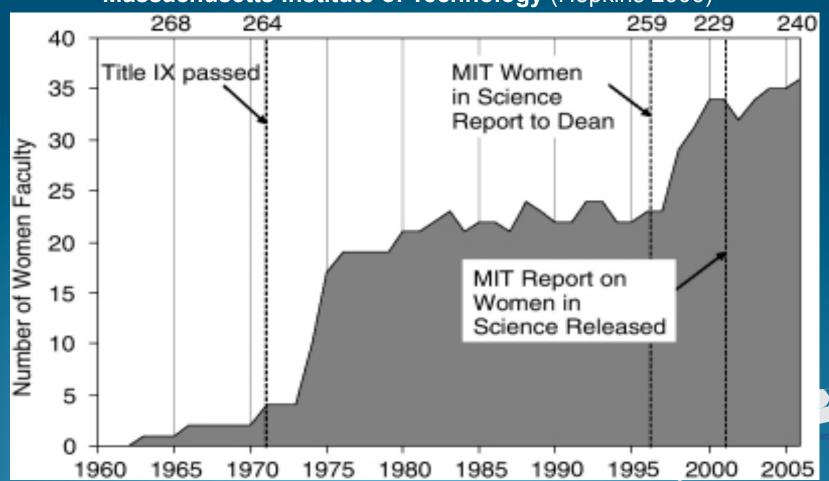
other

Virginia Valian, Why so Few 1998



Making Change? Not Just a Matter of Time

Number of Women faculty in the School of Science (1963-2006) at the Massachusetts Institute of Technology (Hopkins 2006)



INTEGER College T-GAP Implementation Teams

- Responsibility for implementing the Transformational Gender Action Plan (TGAP) within the College in the Schools of:
 - Chemistry Team
 - Natural Science Team
 - Physics Team
- College-wide



Drawing upon Baseline Evidence from:

- Secondary Sources
 - WiSER Database
 - TCD Monitoring Reports
 - Previous TCD studies: 1991, 2002
- INTEGER Survey of all Academic/Research Staff 2012
- Site Visit Focus Groups in Schools of:
 - Chemistry
 - Natural Science



Engagement of Decision Makers

Organisational Structure

Work-Life Balance

Career Progression

Management Know Your Organisation Practices policy & Good Practice Institutional Commitment **Engagement of** Organisational **Decision Makers** Structure Professional Development Work-Life Career Balance Progression Policy Culture & Management Raising Profile of Academics Practices

Pledges from College senior management to show commitment to addressing challenges (video, written & online) Pledges from School senior management indicating actions to be taken Review childcare provision for nonstandard events (e.g. Provost's election) One-term sabbatical without teaching for staff returning from extended leave Extend Paternity Leave

Unconscious Bias Training Professional management training for Academic Officers and HoS (with gender

dimension)

Institutional

Commitment

Management Practices

Engagement of Decision Makers

Exit Interviews

Key Performance Indicators (KPIs)

Destination survey of former postdocs

Longitudinal data survey of academic staff

policy & Good Practice

Professional

Development

Know Your Organisation

Organisational

Structure

Audit admin by academics

Monitor workload model

Gender-proof policies

Benchmark against top 50 HEIs

> Submit Athena SWAN application

Pro-rata equal status for part-time academics

Academic Research Portfolio

Early Career Research Support Office

Targets for applications for promotion

Tailored mentoring for staff

Effective appraisal system

Disaggregated

Data

Work-Life Balance

Family-related protocols for managing workload of staff members on parenting leave

> Monthly lunches hosted by Head of School

> > School Social Club

Orientation

Progression

Career

Raising Profile of Academics

More female external lecturers & visiting professors

Academic Leadership Programme

Media Training Workshop

Transformational Gender Action Plan

Framework

WiSER

Trinity College Dublin



TRANSFORMATIONAL ACTION PLANS T-Gaps

Evidence-based Recommendations to 3 Schools/College – a taster.....

Organisational Structure

Know Your Organisation

- Exit Interviews (Leaky pipeline)
- Longitudinal data analysis of academic staff – 1972-2012

Policy & Good Practice

- Gender-proof College policies – Fellowship
- Submit Athena
 SWAN/JUNO
 applications
- Pro Rata Status for part-time academics

Career Progression

Professional Development

- Early Career Research Support Office (Proposal to HEA)
- Targets for promotion/ Fellowship
- Mentoring
- Staff Orientation

Raise Profile of Academics

- More female external lecturers and visiting professors
- Academic Leadership
 Programme for
 Women
- Media Training

Work-Life Balance

Culture & Management Practices

- Family-related
 Protocols (e.g. lecture hours)
- School Social Clubs/ activities
- Orientation packs/ contacts for new staff

Policy

- One-term sabbatical without teaching for staff returning from extended leave
- Extended Paternity
 Leave

Engagement of Decision Makers

Institutional Commitment

- College senior management commitment
- Pledges from School senior management indicating actions to be taken

Management Practices

- Unconscious Bias Training
- Professional management training for Academic Officers and HoS (with gender dimension)

INTEGER Baseline Data Report Trinity College Dublin

Available at:

http://www.tcd.ie/wiser/integer/news-events/INTEGER %20Baseline%20Data%20Report-Final.pdf