

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?

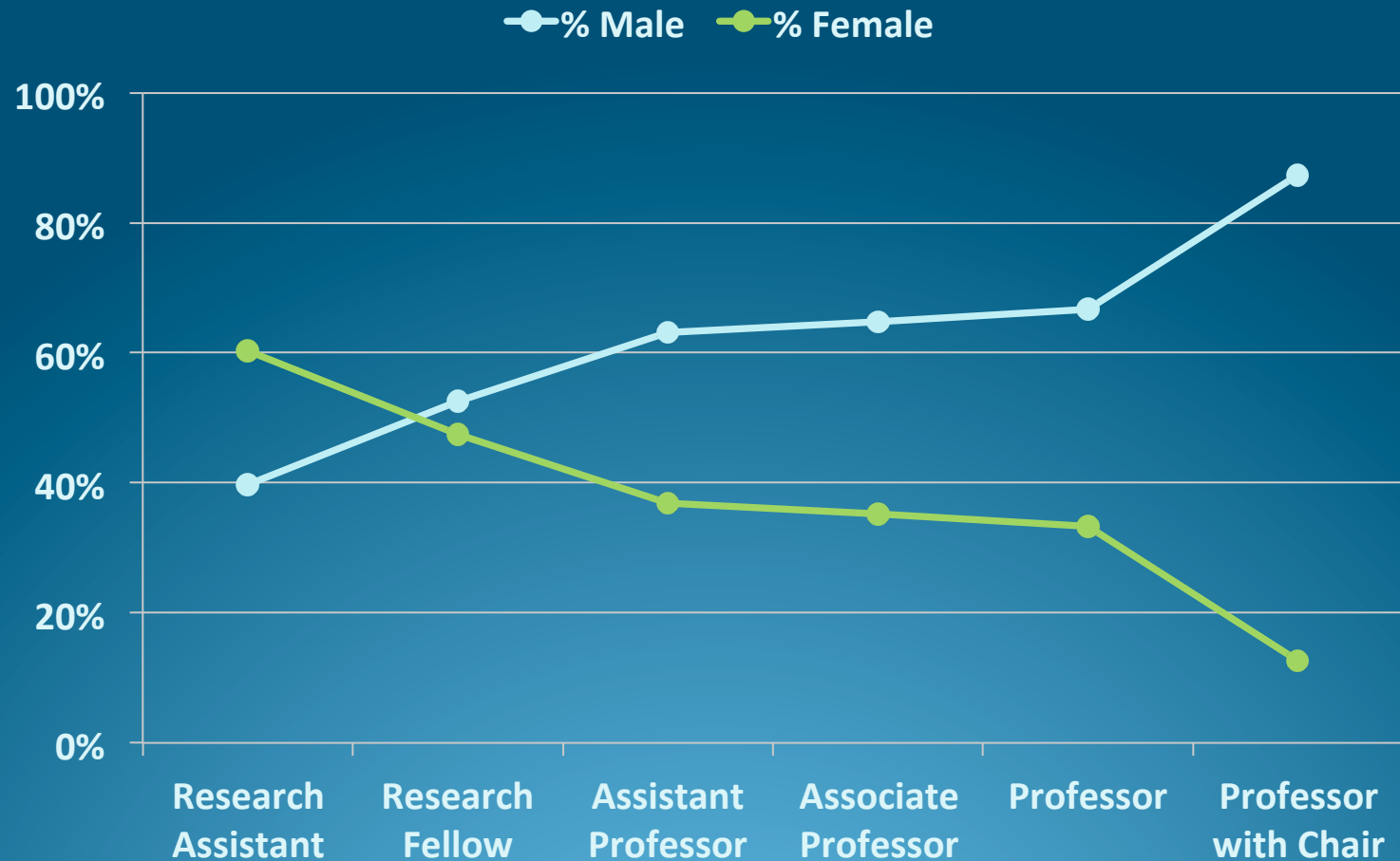
- Gender Diversity is **essential** for research, creativity and innovation
- STEM research can **benefit** from the richness, varied perspectives and expertise which gender-diverse individuals can bring to problem-solving
- Promoting diversity provides **greater access to talent** by increasing the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

INTEGER Partnership

Gender Action Plans Implementation		 TRINITY COLLEGE DUBLIN	 SIAULIAI UNIVERSITY
	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	 Leibniz Institute for the Social Sciences		
Coordinator			

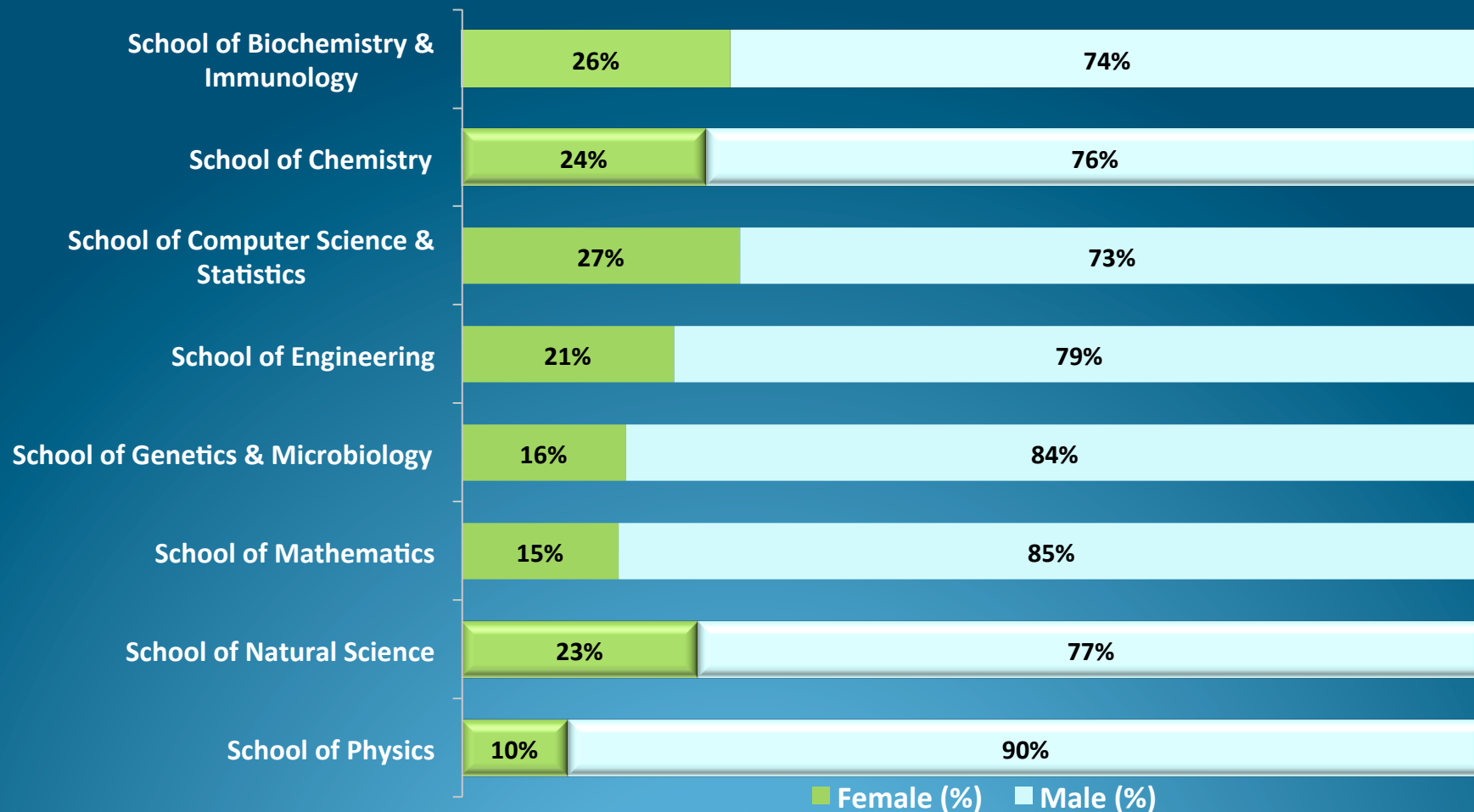
Trinity College Dublin

Academic & Research Grades, 2012



Source: WiSER Database, 2012

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



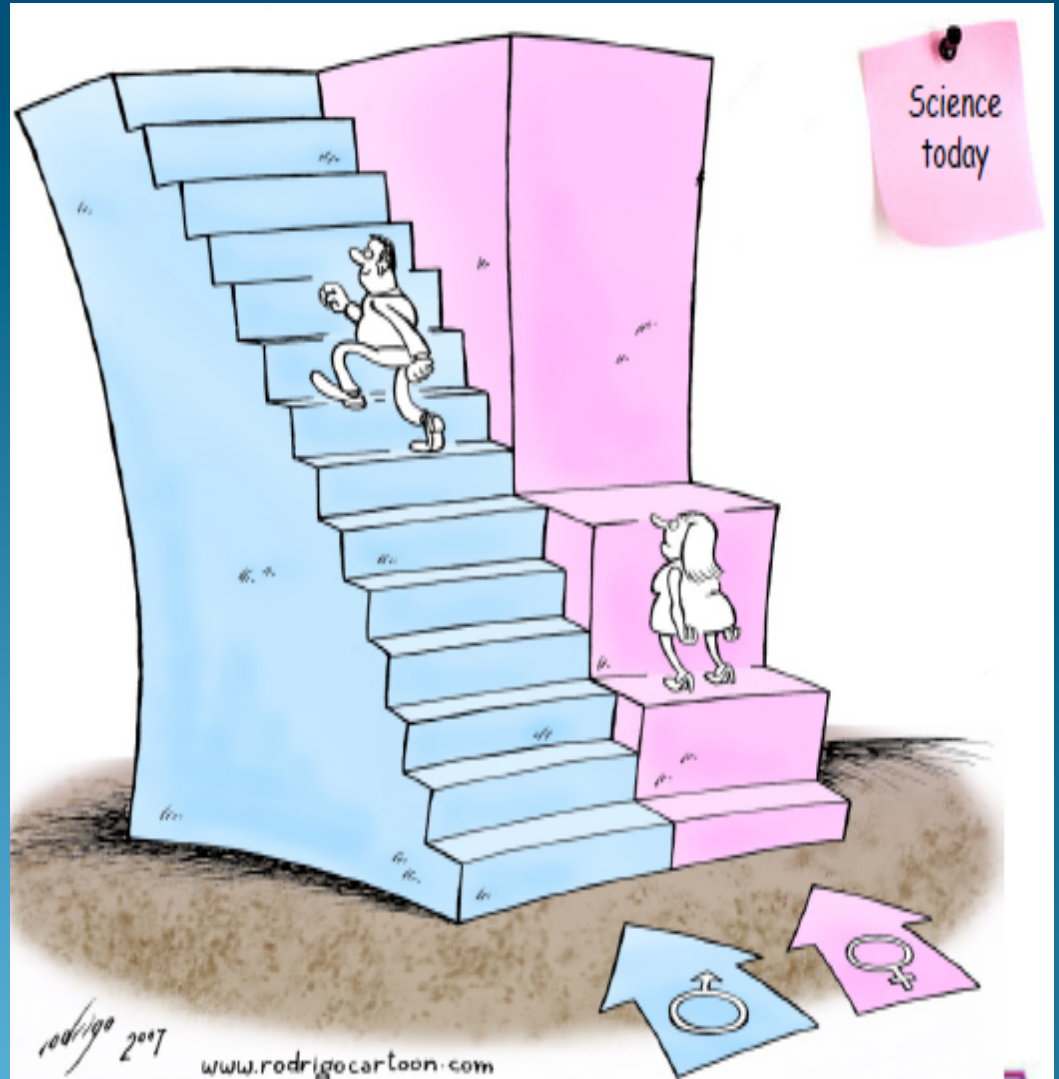
Source: WiSER Database, 2012

Gendered Promotion/Advancement “Progress” since 1984

Chaired Professors	1984	Women	5%
		Men	95%
	2012	Women	13%
		Men	87%
Fellows	1984	Women	4%
		Men	96%
	2012	Women	22%
		Men	78%

Mountains are molehills, piled one on top of the other

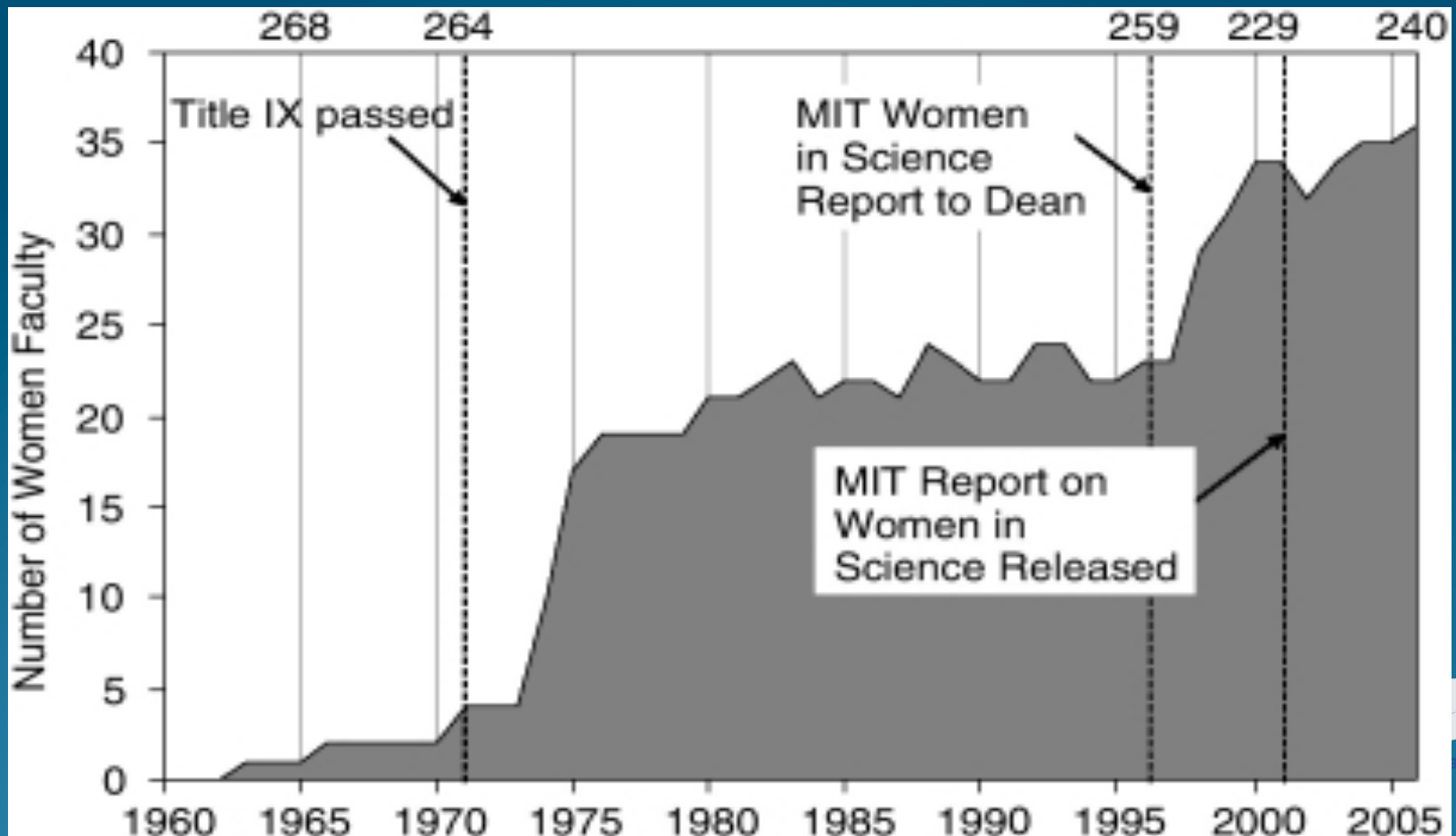
***Virginia Valian,
Why so Few 1998***



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**





Transformational Gender Action Plan Framework



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