

INTEGER: INstitutional Transformation for Effecting Gender Equality in Research

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

CONSORTIUM



TRINITY COLLEGE DUBLIN
175th Anniversary 1829-2004

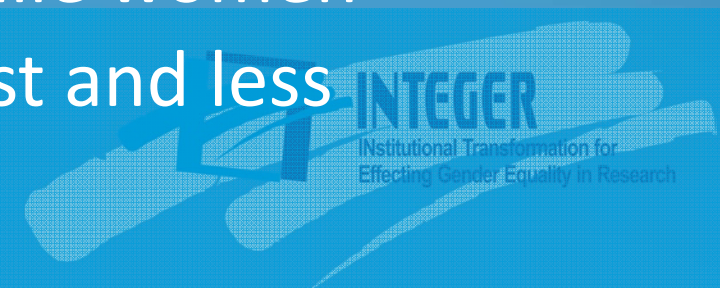


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for the Social Sciences

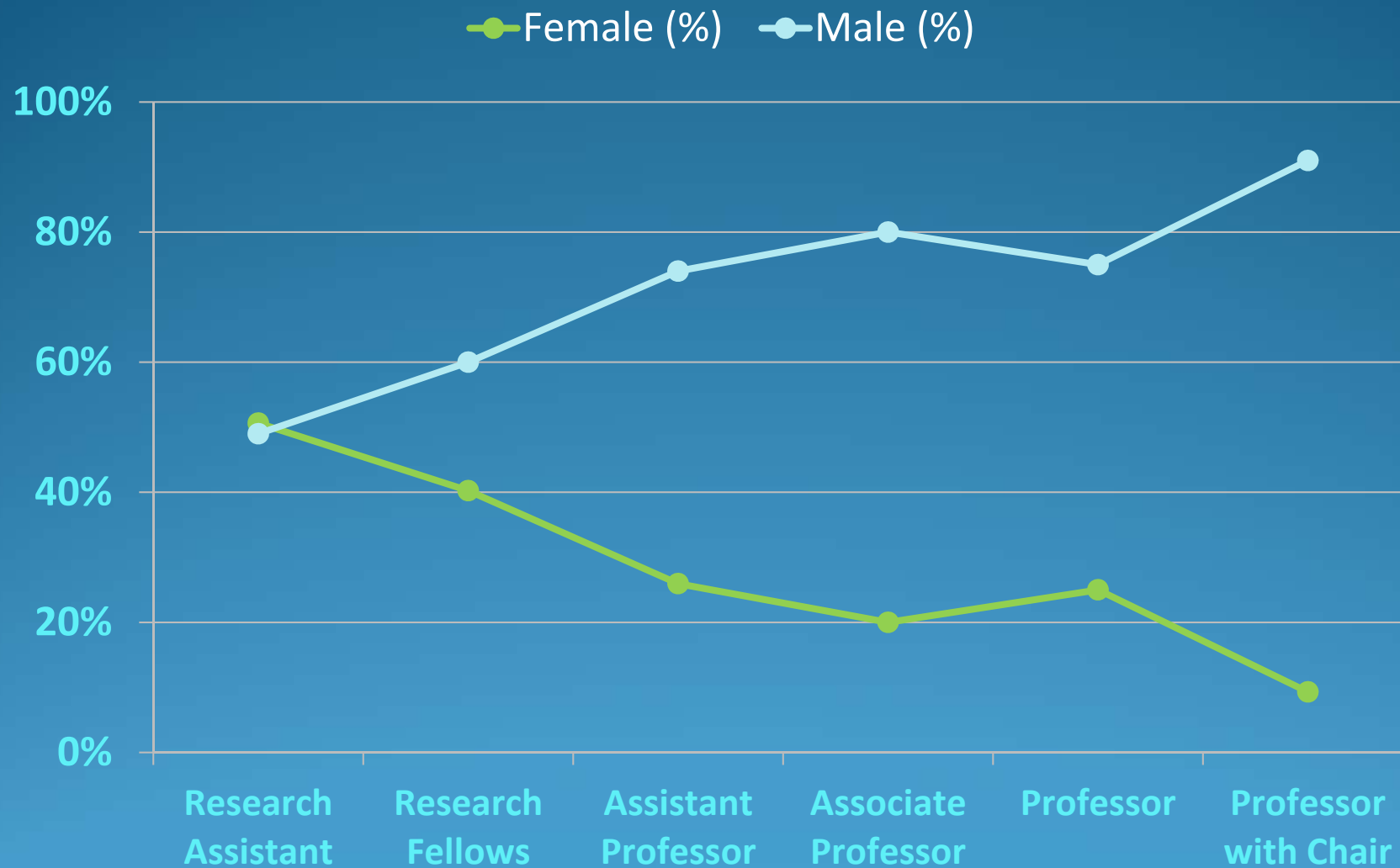


Some Results of Baseline Report

- More women than men have partners who work full-time
- Women are more likely to be employed as contract, rather than permanent, academic staff
- Fewer women than men felt that they have achieved their career ambitions, in terms of grade attainment
- More women than men avail of flexible working
- Culture - Men felt more valued while women perceived the culture as more sexist and less respectful

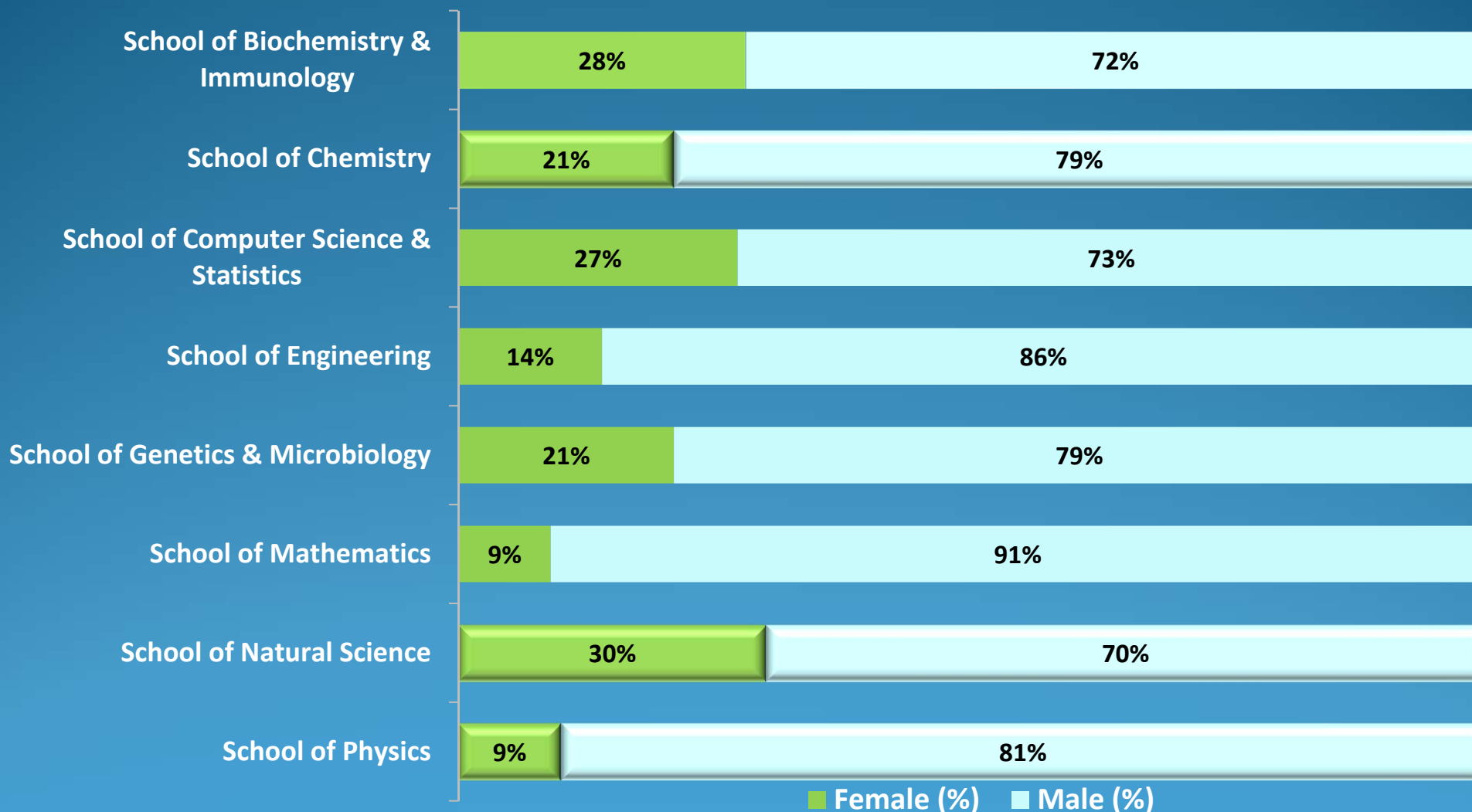


Faculty of Engineering, Mathematics & Science Academic & Research Grades, 2012



Source: WiSER Database, 2012

Faculty of Engineering, Mathematics & Science (FEMS) Academic Staff By Schools in 2014



Source: WiSER Database, January 2014

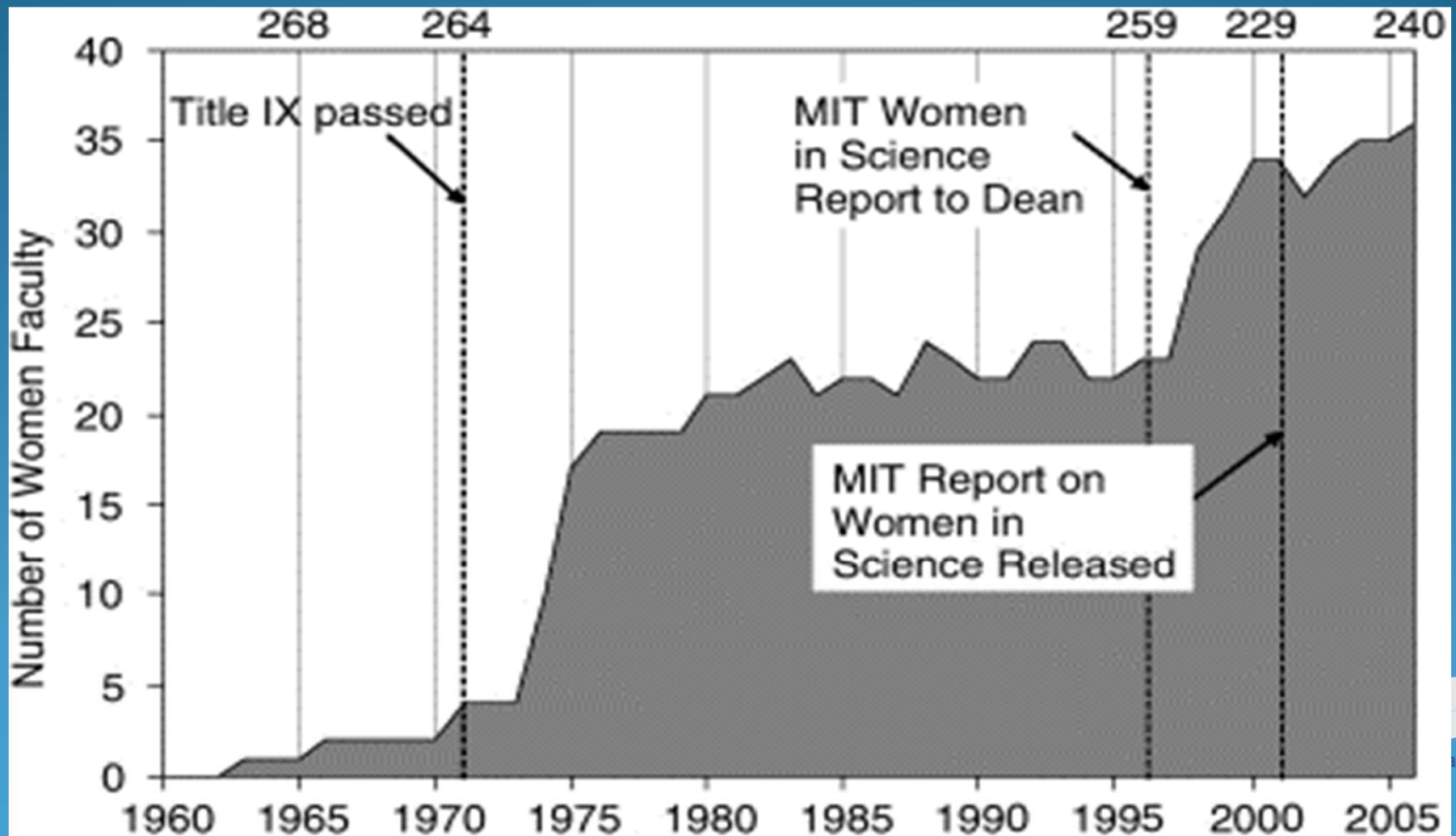
Gendered Promotion/Advancement “Progress” since 1984

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

“At the current rate of change, it would take 128 years before parity is reached at Grade A Professor level”

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)



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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



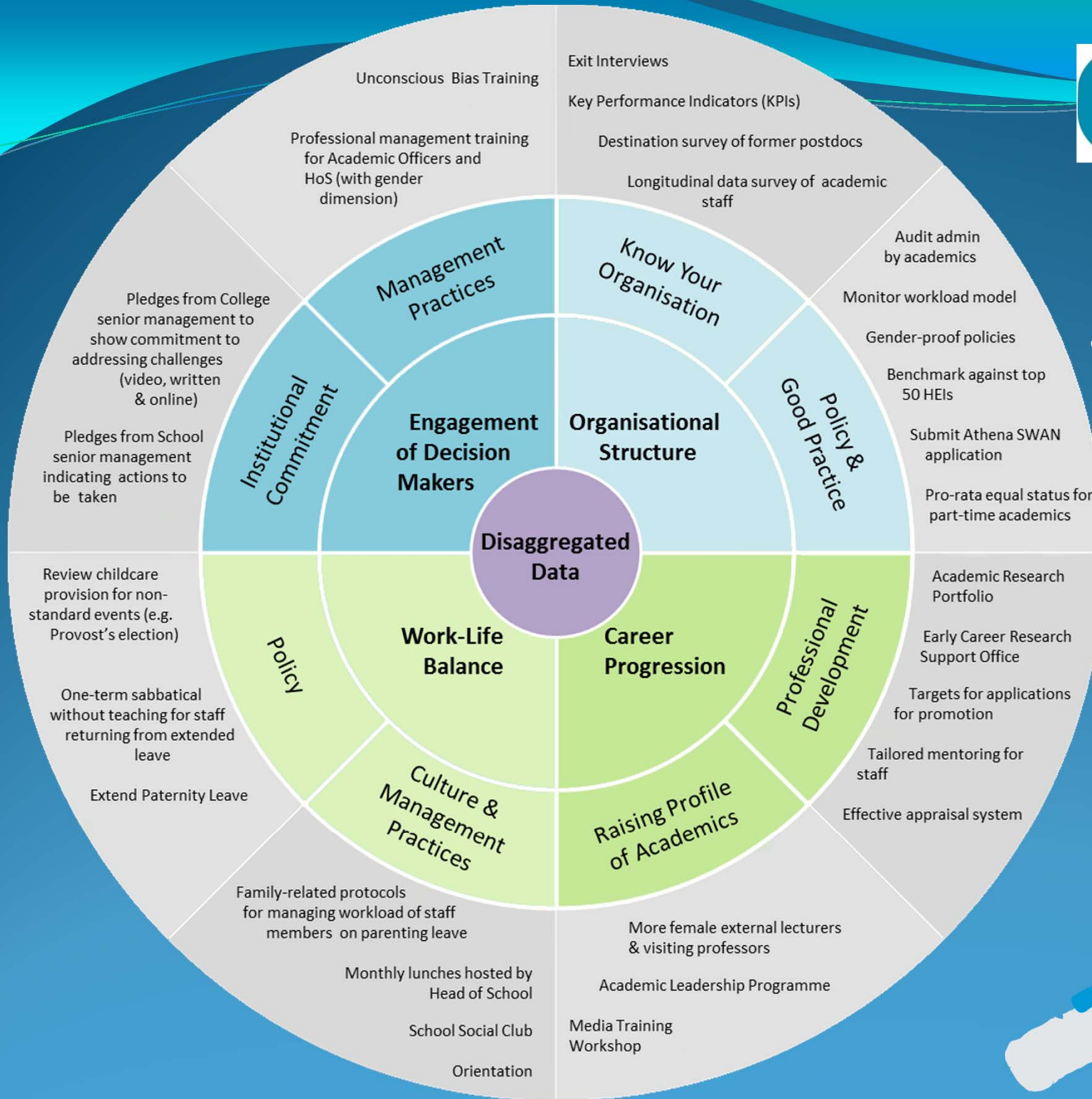
**Engagement of
Decision Makers**

**Organisational
Structure**

**Work-Life
Balance**

**Career
Progression**





Transformational Gender Action Plan Framework



TRANSFORMATIONAL ACTION PLANS

T-Gaps

Evidence-based Recommendations
to 3 Schools and College.....

Organisational Structure

Know Your Organisation

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

Policy & Good Practice

- **Gender-proof policies
e.g. Retention &
Advancement**
- **Submit AthenaSWAN
/ JUNO applications**
- **Pro Rata Status for
part-time academics**

Career Progression

Professional Development

- **Early Career Research Support Office (Proposal to SFI)**
- **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**
- **Soapbox Science**

Soapbox Science Dublin



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)**



Charter for women in science
Recognising commitment to advancing
women's careers in STEMM academia

- Athena SWAN awards recognise and celebrate good practice in recruiting, retaining and promoting women in STEMM in higher education
- The first step to gaining an award is to join the
- HEIs must achieve a Bronze award before individual departments can apply for recognition in their own right
- An institution must have achieved an Athena SWAN Bronze award before departments can obtain an individual award
- The Athena SWAN Charter will be piloted in Ireland from April 2014 with funding support from the Irish Higher Education Authority (HEA)

Project JUNO

Institute of Physics (IOP) Initiative (Athena Swan for Physics Departments):

- Juno recognises and rewards departments that can demonstrate the implementation of best practices
Involves actions to address the under-representation of women in University
- Seeks to develop a working culture and environment in which students and staff, men and women, can reach their full potential.



INTEGER Baseline Data Report

Trinity College Dublin

Available by email
from wiser@tcd.ie