



**NUI Galway**  
**OÉ Gaillimh**

# **DELIVERING ON GENDER EQUALITY**

**AY 2016/17 TO 2019/20**

**PREPARED BY**  
THE OFFICE OF THE VICE PRESIDENT  
FOR EQUALITY & DIVERSITY  
SEPT 2019

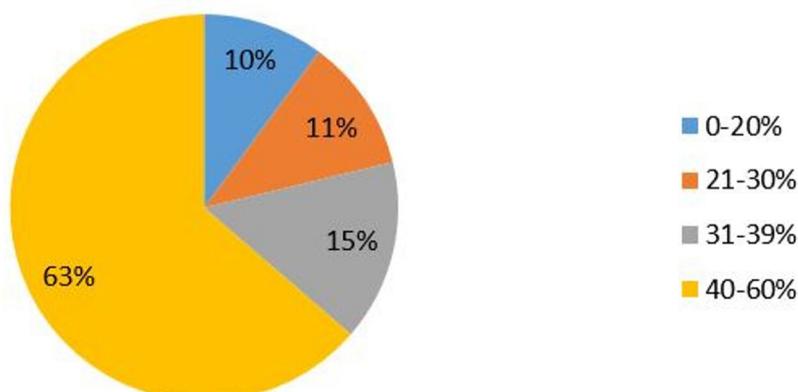
# WHERE WE ARE NOW

Developments and Structures currently in place to support Gender Equality

- VP For Equality and Diversity in place since 2016
  - 2 EDI Staff in place since 2017
  - 3 Institutional Committees with an Equality Focus (EDIC, EDICC, Institutional SAT)
  - 5 College Champions (Vice-Deans for Equality & Diversity)
  - Gender Equality Action Plan in place since 2016, updated GEAP approved in June 2019
  - External Advisory Group on Gender Equality: 3 site visits and reports to UMT and Údarás na hOllscoile
  - Requirement for Gender Balance of Committees and Working Groups - 40% representation
- 66% of **committees overall** are fully compliant, i.e. comprised of min. 40% men and women
- 85% of **central committees** are fully compliant
- 81% of **committees overall** comprise greater than or at least 30% men and women - some committees are operating on proportionality

Committee Membership as of August 2019	Female	Male
Governing Authority (Údarás na hOllscoile)	44%	56%
Academic Council	46%	54%
UMT	40%	60%
Support Services Directors Forum	55%	45%
Chair of Committees (for 107 central/college/school committees)	44%	56%

% Compliance with gender balance (98 College/School committees)



# STATISTICS

General practices in relation to promotion and recruitment have been updated to include: Gender-balanced interview boards, Review of gender balance of applicant pools and shortlists, and discounting of leave periods in promotion schemes

Promotion to Senior Lecturer 2016/2017					
	Male	Female	Prefer not to say	Total	%Female
Total Applicants	49	51	2	102	50%
Successful Applicants	14	19	0	33	58%

Promotion to Personal Professor 2016-18									
YEAR	2016		2017		2018		TOTAL		
GENDER	Male	Female	Male	Female	Male	Female	Male	Female	%Female
Total Applicants	10	6	11	4	16	11	37	21	36%
Promoted	3	2	2	0	7*	4*	12	6	33%

\* 5 applications from 2018 are still pending (2 M, 3 F)

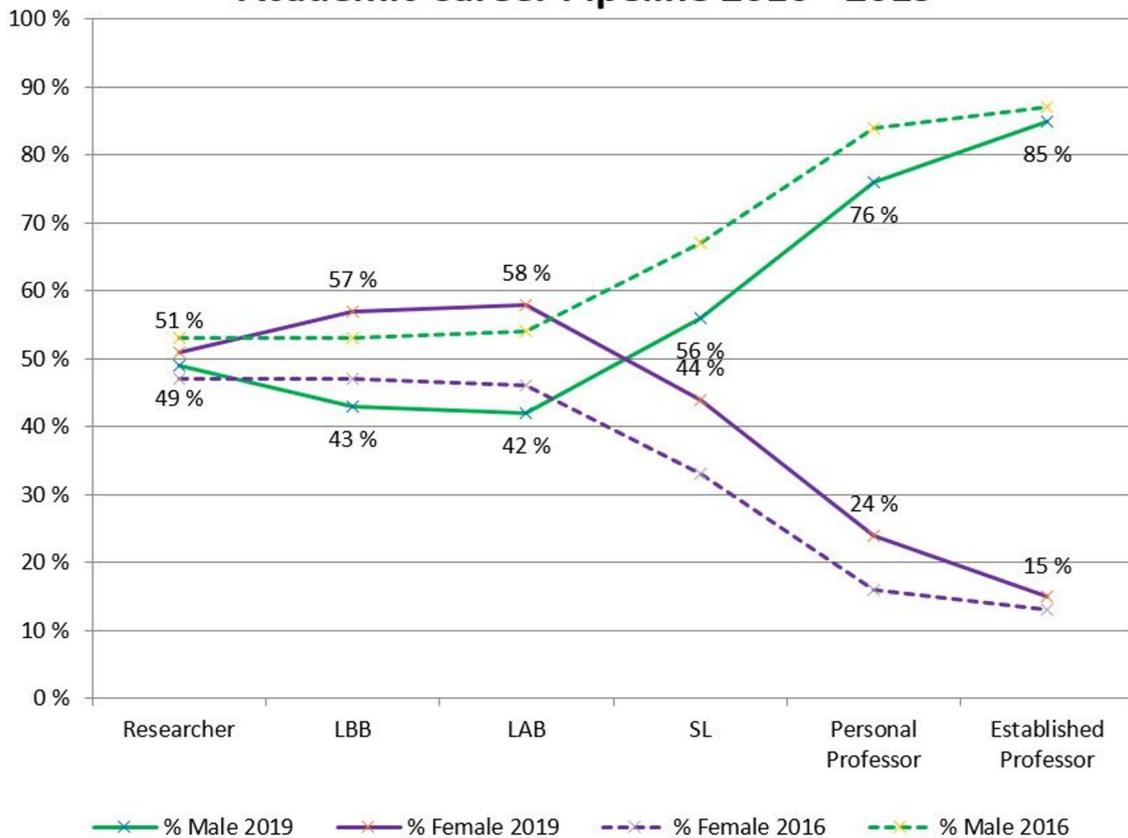
There has been one round of Senior Lecturer Promotions since 2016. The 2016/17 round resulted in 33 promotions, **19 women (58%)** and **14 men (42%)**. Consequently, application of a 40% quota was not required. This round of promotions improved the % of women at SL from 33% to 40% (**currently 44%**) and increased the pool of women eligible for promotion to Professor in the coming years.

The impact of academic promotions and recruitment campaigns since 2016 has resulted in greater representation of women in senior academic grades, as evidenced by the figures below. The proportion of women at the Personal Professor grade has also increased from 16% in 2016 to **24%**. Overall, women currently represent **20% of the Professoriate** (PP & EP).

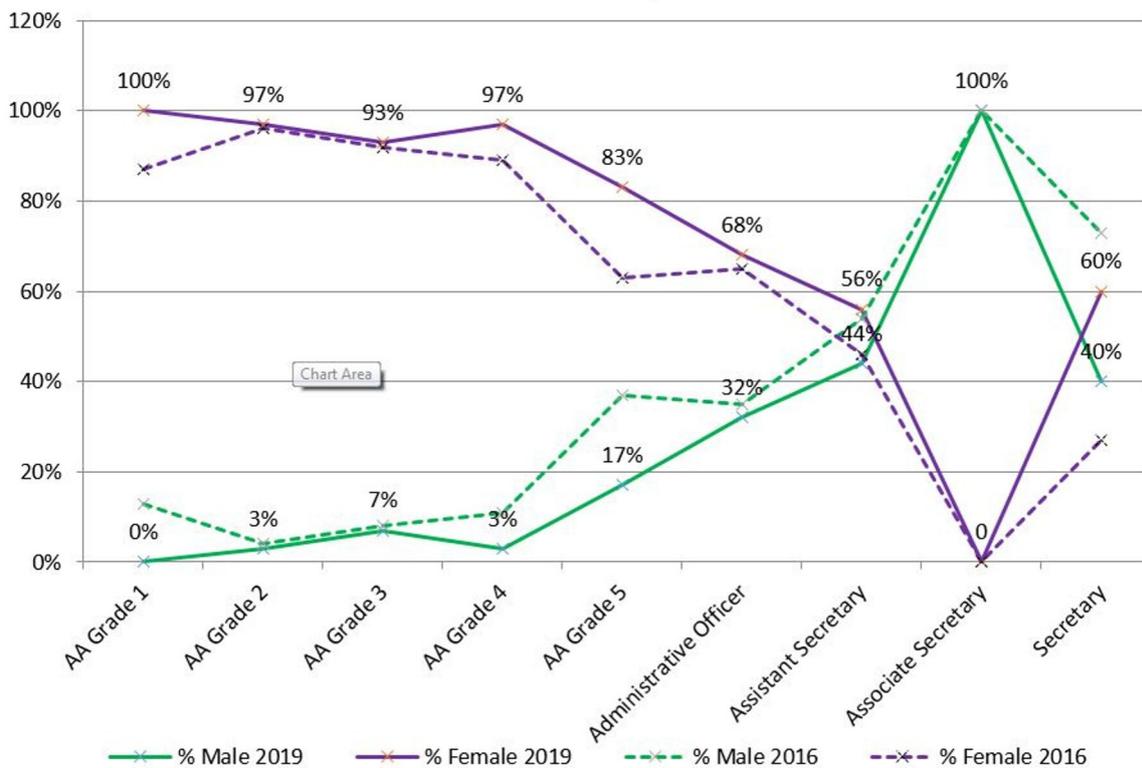
Proportion of Professoriate – 2014 to 2019						
YEAR	2014			2019		
GENDER	Male	Female	%Female	Male	Female	%Female
Established Professor	63	10	14%	57	10	15%
Personal Professor	46	5	10%	68	21	24%
TOTAL Professoriate	109	15	12%	125	31	20%

# STATISTICS

**Academic Career Pipeline 2016 - 2019**



**Administration Career Pipeline 2016 - 2019**



# STATISTICS

Academic Recruitment 2019			
Grade	Female	Male	%Female
<b>Professor</b>			
No. of Applicants	47	150	24%
No. Successful	3	3	50%
<b>Personal Professor</b>			
No. of Applicants	28	83	25%
No. Successful	4	1	80%
<b>Senior Lecturer</b>			
No. of Applicants	27	52	34%
No. Successful	3	3	50%
<b>Lecturer</b>			
No. of Applicants	411	609	40%
No. Successful	38	21	64%

## GEAP 2 Targets

GRADE	2020	2022	2024
Professor (PP&EP)	25%	26%	28%
Senior Lecturer	45%	47%	50%
Associate Secretary	TBC	TBC	TBC
Chief Technical Officer	10%	20%	25%
Senior Librarian	42%	45%	50%
Buildings & Estates	Established Active Apprentice Programme		

While the OVPED is pleased to point to significant progress in representation over the past 3 years, it is clear that achieving gender equality will require sustained effort and commitment. Through the Gender Equality Action Plan 2 (GEAP), NUI Galway has established targets for representation of women at various grades over the next five years.

# SUPPORT

Programmes and Grants that are now in place to support the leadership development and career development of staff

- **76 women** from across staff categories have been supported to participate in the Aurora Women Leadership Development Programme, which runs annually.
- Increased **visibility** through targeted programmes in marketing, student events and conferring, and building/space naming.
- **18 women** have applied for and received the Research Grant for Returning Academic Carers, valued at €10,000.
- **27 women and 2 men** have received the Athena SWAN Research Capacity Building Grant, valued at €5,000.
- The **Researcher Development Centre** was approved, staffed, and launched in 2018 to support the career development of research staff.
- An **Academic Career Development workshop** programme was initiated in 2019, open to all academic staff at Lecturer or Senior Lecturer level - the first session was held on May 30th, 2019 for 40 colleagues.



# UPDATE

## New & Updated Policies

- Meetings During Core Hours policy - 2016
- Changes in Parental Leave cover for all staff - 2016
- Changes in Maternity Leave cover for all staff - 2016
- Paternity Leave policy - 2017
- Gender Identity and Gender Expression policy - 2018
- Academic Workload Allocation Underlying Principles and Guidance - 2018
- Policy on Supports for Students Experiencing Pregnancy, Maternity & Paternity - 2019
- Staff Guide to Disability in the Workplace - 2019
- Student Alternative Assessment policy - 2019
- Equal Opportunities policy update - 2019
- Staff Anti-Bullying policy update - 2019
- Equality Impact Assessment Pilot - 2019

## New Events & Networks

- LGBT+ Staff Network
- International Staff Network
- Parents Community Group
- Breastfeeding Support Group
- Annual Athena SWAN Women in Leadership Seminar
- Annual International Women's Week schedule of events
- Family parties in summer and winter

## New Training & Initiatives

- Athena SWAN roll-out to Schools: 1 Achieved, 9 in Development
- Annual **Unconscious Bias Workshop Training** is compulsory for all members of the University and Academic Management Teams, Heads of School, Chairs of committees, members of interview and promotion boards/panels, and other senior decision makers. To-date **405** members of staff have attended these training sessions.
- Introductory "**Lunch & Learn**" **Unconscious Bias Training** geared toward all staff to increase understanding of bias in interactions and decision-making. To-date **3 sessions** have been offered.
- **Post-maternity** ramp-up training workshop, to-date **32** women have attended.
- Making the Most of **Mentoring** – **75** Aurora participants and their mentors have attended specific training to support participants to make the most of their mentoring relationship.
- Mandatory **Equal Opportunity training** for all Deans, Heads of School/Units who sit on complaints panels, to-date **17** staff members have attended.
- **Managing Inclusively** line-manager training, to-date **72** staff members have attended.
- Increase in campus facilities for **baby-changing and nursing**.