

## FOCUS I: GENDER EQUALITY IN RECRUITMENT, SELECTION AND PROMOTION PROCEDURES.



### THE **DISAPPEARING WOMEN** IN ACADEMIA (UCC).

FROM PARITY AT LECTURESHIP LEVEL TO INCREASING GENDER GAPS.  
WOMEN REPRESENT:

**16% Professors;**  
25% Associate Professors;  
33% Senior Lecturers;  
**50% Lecturers.**

**RESPONSE IN PROGRESS:** PROPOSALS for (i) increasing transparency of, and (ii) integrating equality monitoring into, the recruitment, selection and promotion processes; and (iii) setting contextualised and appropriate gender targets.

## FOCUS III: GENDER EQUALITY COMPETENCE IN PEER REVIEW, ASSESSMENT AND INNOVATION SYSTEMS.



### **UNCONSCIOUS BIAS** IN THE ASSESSMENT OF RESEARCH EXCELLENCE.

FINDINGS OF INTERNATIONAL RESEARCH SHOW THE MOST COMMONLY USED **INDICATORS OF RESEARCH EXCELLENCE FAVOUR MEN** MORE THAN WOMEN.

**RESPONSE IN PROGRESS:** *GUIDELINES* on Gender Equality and Research Excellence.

## FOCUS II: DEVELOPING POSITIVE WORKING ENVIRONMENTS AND **GENDER- COMPETENT CULTURES.**



**UNDER-REPRESENTATION** OF WOMEN IN UCC DECISION-MAKING BODIES AND COMMITTEES/COUNCILS.

WOMEN REPRESENT **24% OF UCC'S ACADEMIC COUNCIL.**

**RESPONSE IN PROGRESS:** RECOMMENDATIONS for (i) increasing the transparency and meritocracy of the process of Committee appointments, and (ii) achieving gender-balance in strategic decision-making bodies.



### THE **UNDER APPRECIATED IMPACT** OF LEAVE ON ACADEMICS.

PRELIMINARY RESEARCH/INQUIRIES INDICATE THE NEED TO DEVELOP POSITIVE ACTIONS TO SUPPORT WOMEN BEFORE, DURING AND AFTER MATERNITY LEAVE.

**RESPONSE IN PROGRESS:** IN-DEPTH QUALITATIVE RESEARCH on female academics' and researchers' experiences of maternity leave and **GUIDELINES** on the management of maternity leave.