

GENOVATE UCC

DECEMBER 2014

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GENOVATE is a four-year collaborative European project involving partners in seven European universities, including University College Cork.

It is an action-research project based on the promotion of a Gender Equality Action Plan (GEAP) focussing on gender equality in research innovation in each partner university.

The project draws on international best practice in supporting interventions in three key areas to promote gender equality in research and innovation:

(i) recruitment, progression and research support; (ii) working environment, work-life balance and institutional culture, and finally, (iii) the increasingly important domain of standards and diversity in research excellence and innovation.

The project adopts a contextualised approach which is supported by an ongoing knowledge-exchange system within the consortium and by ongoing participatory evaluation, both of which will maximise the shared learning of all partners at every step of the process.

GENOVATE runs from 2013 to 2017 and is funded by an EU FP7 grant through the Science and Society topic SiS.2012.2.1.1-1 *Ensuring equal opportunities for women and men by encouraging a more gender-aware management in research and scientific decision-making bodies*. Project lead is University of Bradford.

Equality of opportunity for men and women in academia, here to stay! *was the theme of the 2014 GENOVATE Annual Convention in Slovakia.*



The GENOVATE Consortium and International Advisory Board met at Trnava University for their second Annual Convention. A keynote address on Day 1 was presented by Professor Teresa Rees CBE, Director for Wales of the Leadership Foundation for Higher Education and a Professor in the School of Social Sciences at Cardiff University.

What we do

The GENOVATE project in UCC is an exciting initiative which aims to promote gender equality in research and innovation in the institution through an action-research process. Specifically we aim to:

Develop effective and sustainable strategies to promote stronger gender diversity in research and innovation at all levels in the university, appropriate to the specific institutional and disciplinary contexts, and grounded in:

An investigation of the factors that dis/advantage women in the pursuit of research and innovation careers.

Meet the GENOVATE UCC team

The GENOVATE project in UCC is hosted by the Institute for Social Sciences in the 21st Century, [ISS21](#), in collaboration with the UCC Equality Committee and involves a multidisciplinary team from across the university.

GENOVATE PI and Co-Investigators	GENOVATE Project Staff
Dr. Caitríona Ní Laoire (PI), GENOVATE Scientific Coordinator, ISS21 and Applied Social Studies Prof. Geraldine Boylan, UCC Equality Committee, and Dept of Paediatrics and Child Health Dr. Linda Connolly, Sociology and ISS21 Dr. Siobhan Cusack, Office of VP for Research and Innovation Prof. Louise Kenny, Department of Obstetrics and Gynaecology Dr. Carol Linehan, School of Applied Psychology and ISS21 Prof. Irene Lynch-Fannon, Department of Law Prof. Siobhán Mullally, Department of Law and ISS21	Dr. Sarah M. Field, National Project Coordinator (job-share) (from January 2015), ISS21 Ms. Nicola Maxwell, National Project Coordinator (job-share), ISS21 Ms. Siobhan O'Brien, GENOVATE Project Administrator, ISS21
	Former GENOVATE Team Members
	Ms. Aifric O Grada (GENOVATE, ISS21) Prof Helen Whelton (Graduate School, College of Medicine & Health; Dental School)



Who are our GENOVATE Partners?

The GENOVATE project is led by [University of Bradford](#), with Prof. Uduak Archibong as International Director, and the partners are: [University College Cork](#), [Lulea University of Technology](#), [Ankara University](#), [Università degli Studi di Napoli Federico II](#), [Trnava University](#), [Universidad Complutense de Madrid](#).

Gender Equality and Higher Education in Ireland

	UCD		UCC		NUIG		NUIM		TCD		UL		DCU	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Professor	80%	20%	84%	16%	86%	14%	77%	23%	86%	14%	69%	31%	83%	17%
Assoc. Prof	73%	27%	75%	25%	88%	13%	83%	17%	55%	45%	83%	17%	76%	24%
Sen. Lec	63%	38%	67%	33%	70%	30%	67%	33%	62%	38%	61%	39%	67%	33%
Lecturer	48%	52%	50%	50%	48%	52%	55%	45%	51%	49%	52%	48%	50%	50%

Figure 1: HEA Ireland Gender and Academic Staff Dec. 2014

The Higher Education Authority recently published a statistical breakdown of academic staffing by gender in the higher education sector in Ireland. The data clearly show a gender gap at Senior Lecturer and Professorial levels in universities, despite roughly equal proportions of women and men at Lecturer level. This can be seen as evidence of a glass ceiling effect in academia in Ireland, reflecting international trends. GENOVATE is committed to developing measures to address the gender inequalities and imbalances that can contribute to these outcomes.

GENOVATE is one of three FP7-funded projects focussing on addressing gender inequalities in research in Irish universities. University of Limerick is a partner in FESTA (<http://www.festa-europa.eu/>) and Trinity College Dublin is a partner in Integer (<https://www.tcd.ie/wiser/integer/>).

Minister Seán Sherlock visits ISS21

ISS21 was delighted to welcome then Minister of State for Research and Innovation, Seán Sherlock TD, to UCC in February 2014 to meet with staff, researchers and members of the Institute.

GENOVATE Scientific Coordinator Dr. Cairiona Ní Laoire gave a presentation on gender inequality in research and innovation in an Irish and European context, and members of the GENOVATE team had the opportunity to discuss the issues raised with the Minister of State afterwards.



Dr. Cairiona Ní Laoire and Mr. Seán Sherlock TD

Athena Swan Charter Ireland

The Athena SWAN Charter was developed by the Equality Challenge Unit (ECU) in the UK to encourage and recognise commitment to combating the underrepresentation and advancing the careers of women in STEMM research and academia.

ECU has recently initiated a three-year pilot to extend the charter to the higher education sector in Ireland. This will be the first time the charter has been run outside of the UK, and will be funded by the Higher Education Authority.

This marks a new phase in promoting gender equality in Irish universities and institutes of technology as the Athena SWAN awards scheme has had demonstrable impact in the UK on organisational structure and culture change.

The Athena SWAN Charter was founded in 2005 and evolved from collaborative work between the Athena Project and the Scientific Women's Academic Network (SWAN).

The Charter is a scheme that recognises excellence in women's employment in Science, Technology, Engineering, Maths and Medicine (STEMM) in higher education.

Institutions and departments can apply for Athena SWAN awards, and there are three levels of award available: Bronze, Silver and Gold. The multi-level award scheme is designed to encourage continuous progression and sustainable change.

Individual departments are eligible to apply for awards once their institution holds a Bronze Award.

For further information contact:

Dr Ruth E Gilligan, Athena SWAN Adviser, Equality Challenge Unit;
ruth.gilligan@ecu.ac.uk



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

The gender dimension in research – a growing concern for research funding bodies

Given that women comprise only 33 per cent of researchers in the EU, and only 20 per cent of top-level academic positions, it is increasingly being recognised that interventions to address this imbalance are needed.

As noted by Máire Geoghegan-Quinn-EU Commissioner for Research, Innovation and Science:

‘We need to address these issues, not only for the sake of fairness and equality, but for the sake of science and research itself’¹

¹*Structural Change in Research Institutes EC 2012*

Since 2012, gender equality is one of the key priorities of a “Reinforced European Research Area Partnership for Excellence and Growth” (ERA). Therefore, gender is a cross-cutting theme in Horizon 2020, the new European Union research programme with €80 billion available over seven years from 2014 - 2020, with the following objectives:

- Gender balance (at least 40 per cent of the under-represented group) in all evaluation panels and expert groups
- Applicants for funding are encouraged to promote gender balance at all levels in their teams and in management structures.
- Research content needs to take into account the needs, behaviours and attitudes of both women and men

GENOVATE is currently working with the Office of the VP for Research and Innovation in UCC and with PrimeUCC to produce an easy-to-use handbook to supplement this on how to integrate the gender dimension in research projects.

At a national level, the Irish Research Council has published its *Gender Strategy and Action Plan 2013-2020* to address the issues of under-utilisation of research talent due to under-representation of women, and to encourage better integration of sex/gender in research content. As a result, the Irish Research Council now requires all applicants to its schemes to consider how sex/gender will be integrated in the design, implementation and dissemination of research.

For further information:

[Gender Equality in the European Research Area](#) and [Gender Strategy and Action Plan 2013-2020](#)

SFI Research Team Composition

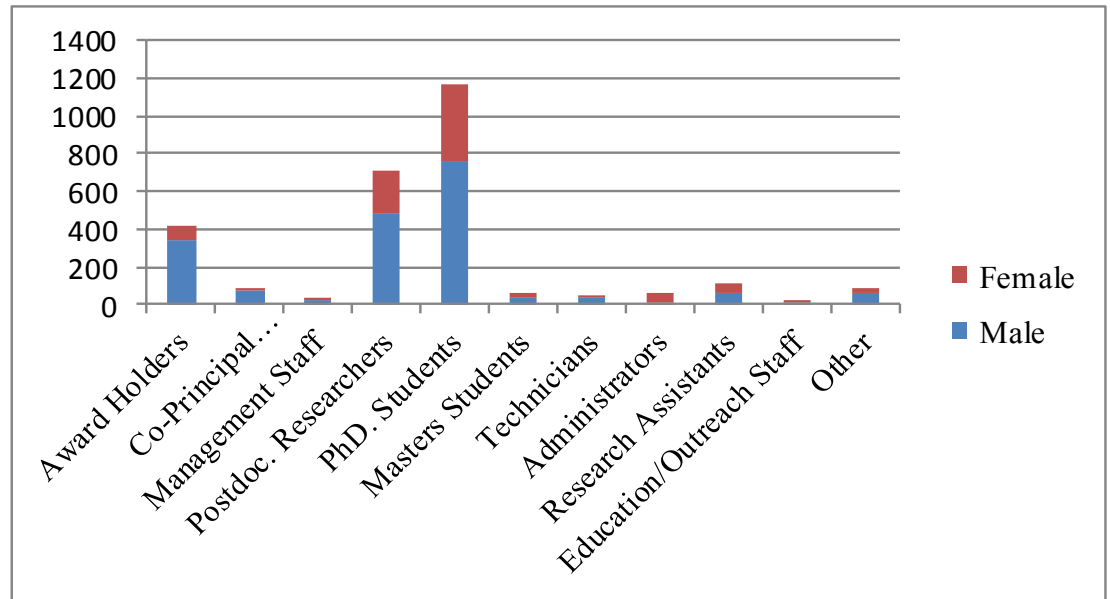


Figure II Source: Research team composition by gender (SFI Funded team members) as of 31.12.2012 SFI Census 2012

Science Foundation Ireland, www.sfi.ie, established in 2000 by the Irish Government, is the national foundation for investment in scientific and engineering research.

SFI publishes an annual census of research team composition by gender. The 2012 figures illustrate why action is timely in promoting gender equality, with women in the minority among award-holders and most research positions, while outnumbering men in administration and education/outreach. SFI earlier this year announced the Advance Award Programme, a funding scheme targeted at increasing participation of women at postdoctoral level in STEM.

SFI Advance Award Winner

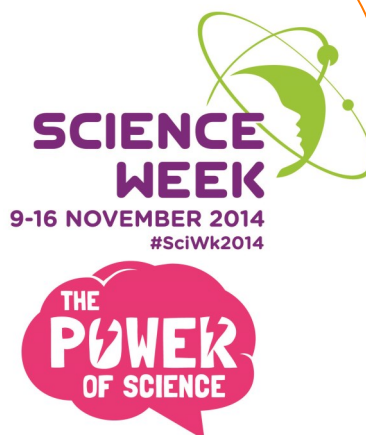


Congratulations to Dr. Huihui Lu who recently returned to the Irish research community in biomedical photonics packaging having been successful in winning a Science Foundation Ireland (SFI) Advance award.

€1.7 million in total was awarded to ten recipients throughout Ireland. The programme aims to encourage women to stay in or return to work in STEM.

The programme is one of a number of gender initiatives of Science Foundation Ireland:

<http://www.sfi.ie/funding/sfi-women-in-science.html>



Science Week is an annual event in the scientific community diary, with this year's theme being 'The Power of Science'. GENOVATE was delighted for the first time to take part in this event with a poster display featuring 'Women in Science, past, present and future' at the Cork Discovery Science Fair, highlighting the importance of role models in science careers. Statistics show a persistent gendered effect in the uptake of some science subjects among secondary school students: see [State Examinations Commission](#) for more information. The display featured women in science from the past and present. Future scientists were asked to write themselves into the future of science, adding what they like about science, would like to study further or invent.

Upcoming events

2015: GENOVATE World Cafés and outreach on UCC Campus - further details to follow on Twitter and website

March 11th 2015 2.00-5.00pm GENOVATE Convention at UCC—further details to follow on Twitter and website

Useful Links

[GENOVATE at UCC](#)

[HEA Ireland Gender and Academic Staff](#)

[Equality change Unit/Athena Swan Charter](#)

[Athena Swan Charter extended to Ireland](#)

[Gender in Research](#)

[Gender Equality in Horizon 2020](#)

[Horizon 2020 Gender Equality in H2020 factsheet](#)

[SFI Census 2012](#)

[SFI Advance Awards](#)

[State Exam Commission](#)

[Discovery Science Festival](#)

Contact Us

For further information on the GENOVATE project in UCC or any items in this newsletter please do not hesitate to contact:

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 [@GENOVATE_UCC](#)



UCC

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University College Cork, Ireland



EUROPEAN COMMISSION