Individual Awareness Raising
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Assumption and outline

Gender operates at individual, interactional, organisational and institutional levels

• Inter-relate: but are analytically distinct
  ‘Bi-Focal’ gender lens (De Vries, 2012)
  • Academic ‘bigger picture’; and specific interventions
• Examples of academic work from data in this module
  • Masculinities/Feminities; Academic Capitalism

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• Types of Interventions developed
  • FESTA Training Modules
  • FESTA Strategic Career Manager (SCM)
Methodology

• **Central focus**: how gender affects the career trajectories of women and men in academia

• **Qualitative methodology** e.g. qs
  • *Has gender affected your career progression in a positive or negative way? Specify;*
  • *Have personal or domestic issues influenced your career decisions?*

• **Data**: 106 (57 male, 49 female) academics and researchers across four universities
  • Early, middle and senior levels
  • Ireland; Bulgaria, Denmark, Turkey
Masculinities/Femininities

Culturally constructed: Developed typology

• **Two dimensions:** commitment to work & relationships
• Applied to men and women in STEM

• **Careerist:** high on both dimensions
  • A minority of men were in this category
  • Most common category among women

• **Family Oriented:** high relationships only
  • Most common category for men
  • Least common among women

• STEM careers not sustainable for women…
Academic Capitalism
Outcome of interplay of global forces

• It is reflected in career practices: focused on increasing academic capital through
  • Acquiring professional visibility
  • Cultivating local political connections
  • Managing time appropriately

• These maintain gender order in STEM
  • Practices are embodied: more suited to male bodies than female ones…more achievable and more likely to be engaged in by men.
Big picture ideas...

- Help to challenge focus on individual only
  - The idea that ‘the problem’ is women...
- Highlight wider structures and culture
  - **Institutional** level: constructions of gender
  - **Organisational** level: Impact of neo-liberalism, globalisation on universities
  - Perpetuate gender order unhelpful to women
- Also need to focus on now and individual...
  - ‘Bi-focal’ (de Vries, 2012)…So interventions
Interventions

FESTA Training Modules for young scientists

FESTA Strategic Career Manager (SCM)
http://proisis.lero.ie/festa/App/Consult
FESTA Training Modules

Module Development

• Competencies and themes defined: 9 modules, each 3-hour workshop
• Can be presented independently
• In total, provide comprehensive career training programme
• Information on how to plan and conduct the workshops, exercises, presentation materials
FESTA Training Modules

- Academic Networking & Visibility
- Career Paths and Patterns
- Career Planning Strategy
- Publication Strategy
- Women and Negotiation
- Power and Politics – playing the game
- Gender in Academia
- Institutional & Individual Support and your career advancement
- Work-life Balance
FESTA Training Content

- Target group
- Course objectives
- Course content
- Course prerequisites
- Teaching/learning materials
- Teaching methods
- Assessment methods
- Recommended readings and/or other information resources
Gender in Science

Institutional & Individual Support and your career advancement

<table>
<thead>
<tr>
<th>Type</th>
<th>Duration</th>
<th>Course Code</th>
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<tbody>
<tr>
<td>Workshop for 10-20 participants</td>
<td>3 hours</td>
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Target group
Early and mid-level academics and researchers, PhD students

Course objectives
At the end of the training, participants will have gained:
- an understanding of the importance of mentoring and supervision for success in academia
- an insight into currently implemented support schemes and structures at your institution
- a knowledge of how mechanisms at the institution influence one’s career development

Course content
- Women’s low take-up of support structures
- The importance of mentoring and supervision
- You, your profession and your organization
- Support and resources for advancement
- Your institution’s resources and support structures
- Importance of sponsorship and ideas for career advancement

These activities and FESTA have received funding from the European Union, Seventh Framework Programme (FP7/2007-2013) under grant agreement n° 287526
FESTA: Strategic Career Manager

- Personalised career profile
- Junior- to mid- level Academics and Researchers
- Guide to strategic career decisions
- Web-based system
FESTA: Strategic Career Manager

Strategic Career Manager – Consultation

Career Profile

Recommendations

Careers Stage Interview

Career level: 2
Degree level: Yes
Research Fame: 2
Availability: 1
Teaching level: 2
Teaching duration: 2
Publication strategy:
Network Visibility: 1

Research Fame: 2

Where are you known for your research?

- Locally
- Nationally
- Internationally

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Promote your work

Importance 14

What
Promote your work

Why
International visibility is of crucial importance for a research career. Your sense of entitlement influences all aspects of your life in academia: how you network, how you negotiate, how you discover opportunities, how you collaborate

Evidence/Proof

‘It is prerogative for career progression that you are invited for scientific meetings and present your own research‘ (female researcher FESTA project, 2014). Valian argues that to be successful in academia, and in other areas, it is important to negotiate effectively.

Ways to get it

1. Present papers at conferences
2. Become an invited Keynote Speaker
3. Publish in International Journals
4. Find a body and promote each other
5. Develop your sense of entitlement

Related Patterns: Build a high profile . Awareness of Entitlement
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Evaluation

Module evaluation

• Four partners: evaluated as effective
• Useful information and valuable practical tips
• Women reported an increase in their self-esteem and self-confidence.
• Women’s career development, should follow from these training programmes
Evaluation

FESTA-SCM Evaluation

• Implemented and evaluated in Summer 2016 seven FESTA partner universities

• Positive re: ease of navigation, relevance of content, new learning, recommend the system to others, act on recommendations

• Issues: Access, user interface clarifications

• Potential for commercialisation
Summary

Presentation has had **two objectives**

- Provide examples of analysis from data set about **research on ‘gender orders’:**
  - Masculinities/Femininities; Academic Capitalism
- Through academic published work
- Show examples of **intervention tools** developed by the four partners:
  - FESTA Training Modules
  - FESTA Strategic Career Manager (SCM)
THANK YOU!

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