GENOVATE - how to implement a gender aware and sustainable recruitment process in academia?

GENOVATE Learning Circle


Paula Wennberg
Centre for Distance-spanning Technology (CDT), Luleå University of Technology

Carina Mattsson
HR, Luleå University of Technology

Maria Hjelte
HR, Luleå University of Technology

www.genovate.eu
Genovate Project

Project period: 2013-2016
Duration: 48 months
Consortium:
• Bradford University, UK (coordinator)
• University College of Cork, Ireland
• Luleå University of Technology, Sweden
• Ankara University, Turkey
• University of Naples Federico II, Italy
• Trnava University, Slovakia
• Complutense University of Madrid, Spain (evaluator)

Coordinator in Sweden/WP5 Leader:
Paula Wennberg, LTU

LTU Scientific Leader: Ylva Fältholm, LTU

Funding:
• EU FP7 Science in Society 70%

Budget:
• 3,2 miljoner EUR

LTU Internal Stakeholders:
• Deputy vice-chancellor, deans, heads of departments, faculty boards
• Appointment committees, recruitment teams
• Human Resources
• Enabling ICT
• LTU Career Center

External Stakeholders:
• CDT Gender and Diversity Ambassadors
• Sogeti, Luleå
• Luleå ICT Business Council
• Luleå Municipality
• EARMA
Gender Equality Action Plans

• To ensure equal opportunities for women and men in research, innovation and scientific decision-making bodies

• Tailored Gender Equality Actions Plans (GEAPs)

• Three focus areas:
  • Recruitment, progression and research support
  • Working environment and culture change
  • Excellence in research and innovation
LTU

- **Professors**
  - 78% men, 22% women
- **Senior lecturers**
  - 62% men, 38% women
- **PhD students**
  - 65% men, 35% women
- **Lecturers**
  - 55% women, 45% men
Development at LTU

**Senior lecturers**
- 1994: 77% men, 23% women
- 2002: 74% men, 26% women
- 2005: 73% men, 27% women
- 2006: 72% men, 28% women
- 2007: 68% men, 32% women
- 2008: 64% men, 36% women
- 2009: 61% men, 39% women
- 2010: 61% men, 39% women
- 2012: 64% men, 36% women
- 2014: 62% men, 38% women
- 2015: 77% men, 23% women

**Professors**
- 1994: 100% men, 0% women
- 2002: 96% men, 4% women
- 2005: 92% men, 8% women
- 2006: 90% men, 10% women
- 2007: 88% men, 12% women
- 2008: 87% men, 13% women
- 2009: 84% men, 16% women
- 2010: 86% men, 14% women
- 2012: 83% men, 17% women
- 2014: 81% men, 19% women
- 2015: 78% men, 22% women
Recruitment – Before and After

• Before
  – Replacement strategy, Subject oriented, and Disintegrated processes

• Change process:
  – Mapping the current situation and identifying needed improvements
  – Project ‘Gender aware and sustainable recruitment’

• After
  – University oriented strategy and Integrated processes
Gender aware and sustainable recruitment

- Integration of equality and diversity
- Checklists, support and advice
- Collaboration with other units and functions
- Waypoints in the processes
- Statistics divided by gender
Identify the best applicants

• **Attracting:** Campaigns, branding, Euraxess, LARV, networking, **Search company,**

• **Recruiting:** Attractive ads, gender balanced recruitment groups, gender balanced external assessors, **tests, leadership interviews,** seminars on selection methods, support in migration issues, collaboration with researchers from Human Work Science, developing internal websites

• **Introduce/Keep:** Days of introduction, **Relocation,** **Meet ’n Greet,** Swedish for employees, Leadership in Academia
Search Company

• Finding interesting new candidates
• Approaching international candidates
• Keeping them interested during the whole process
• We have recruited several chaired professors this way: Soil Mechanics, Structural Engineering, On-board Space Systems, Mathematical Statistics etc.
Focus on leadership

Interviewing Chaired professors twice:

1. Leadership interview
2. Presentation in Appointments board
Selecting the best!
-Using tests as an initial selection

**Personality Test:** eg. stability, able to work in constructive teams, innovation, ability to make decisions

**Ability Tests:** Logical reasoning

**Knowledge Tests:** eg. English, mechanical understanding, administrative skills.
Relocation, Meet ’n Greet

• Recruiting a single, a couple, a family - everyone comes from one setting to another

• Creating meet up events
Challenges we face

• Salary levels
• Temporary assignments
• Geographical location and ’small’ university
• Lack of competence within certain subjects
• To get the best women and men to apply
• To get the best to come and stay… (family, school, etc.)
Lessons learned and our way forward

• The importance of information based decisions - from believing to knowing

• The importance of collaboration and systemic perspectives

• Understand a persons diverse competences and judge them based on the specific position

• Standardisation leads to processes which are quality assured and sustainable
Discussion

How do you integrate gender equality in recruitment processes?
How do you create a more attractive and equal working place?
Contact details

Paula Wennberg
Luleå University of Technology
Centre for Distance-spanning Technology
paula.wennberg@ltu.se

Carina Mattsson
Luleå University of Technology
Human Resources
carina.mattsson@ltu.se

Maria Hjelte
Luleå University of Technology
Human Resources
maria.hjelte@ltu.se