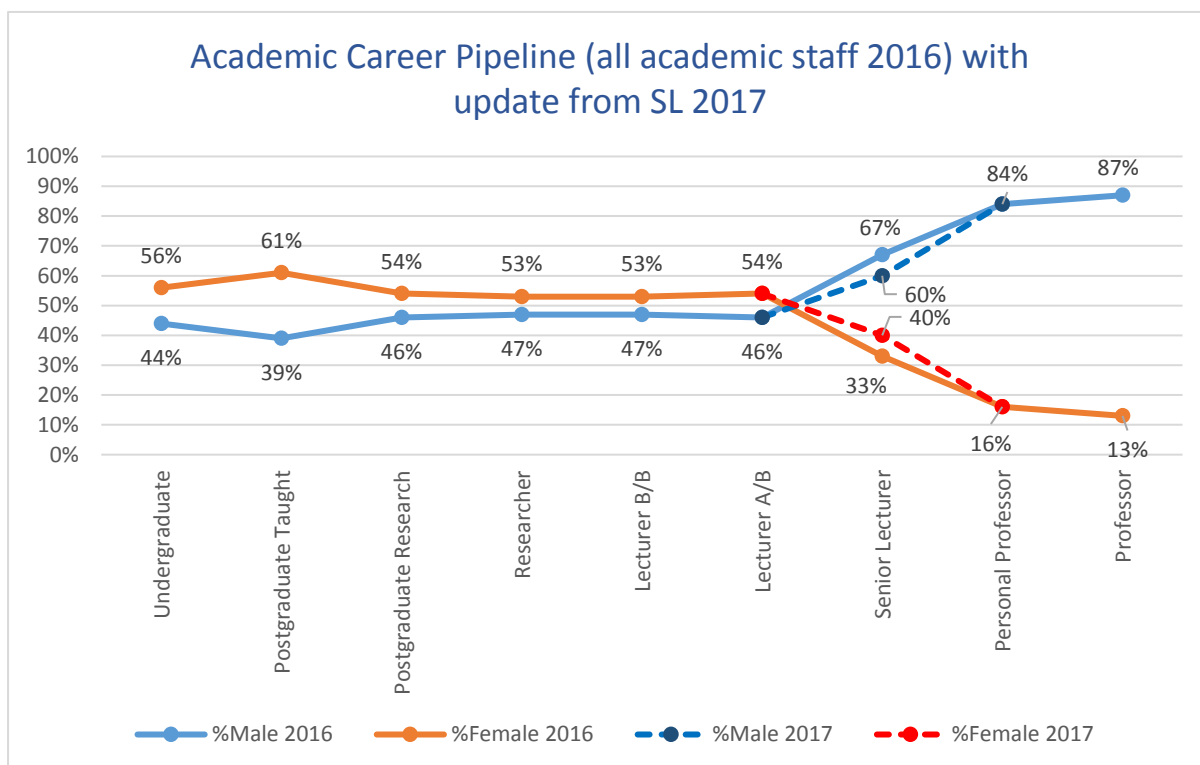


While NUI Galway has achieved a good gender balance along the ‘career pipeline’ from postgraduate research to the academic lecturer grades to-date, the recent round of promotions has had a positive impact on the pipeline at the Senior Lecturer grade across the University improving the percentage of women to 40%.



Of the 33 promotions in this round, there were 19 women (58%) and 14 men (42%).

The success of women in the recent round is attributable to a number of positive action measures introduced by the University including;

- Comprehensive training for the assessment panel on gender equality and unconscious bias;
- Gender balance on the assessment panel;
- A robust mechanism for discounting caring and sick leave periods in the overall assessment;
- The provision of information workshops for potential applicants;
- The appointment of external advisors to oversee the assessment process;
- The introduction of a gender quota to ensure that at least 40% women should be promoted. In the current round the imposition of a quota was not required, however it is likely to have encouraged more women to apply for promotion.

The percentage of women at the Senior Lecturer grade is now at **40%**, which is above the national average according to institutional staff profiles by gender published recently by the HEA.

This is a very positive development as it will increase the pool of qualified women to apply for promotion to Professorship in the coming years. One of the most important issues that the Athena SWAN Action Plan and Gender Equality Action Plan are addressing is the relatively low numbers of women in senior grades and positions across the university.

Other News

The Office of the Vice President for Equality & Diversity promotes and oversees a comprehensive programme to support a family-friendly work environment with 'Back to Work' workshops for new parents returning from leave, 'Managing Inclusively' workshops for line managers, the introduction of a 'Meetings during Core Hours Policy', and monthly Breastfeeding Support meetings overseen by the University Women's Network providing peer-to-peer support for breastfeeding mothers.

The VP for Equality & Diversity, Prof Anne Scott is delighted to announce the awarding of 13 Research Capacity Building Grants to academic women from across all five colleges who have had an extended period of leave connected with caring. The grants were established to support women and men in building their independent research careers and provide support to help mitigate the impact of an extended leave period on research activities.

The University is particularly pleased to announce the establishment of a staff LGBT+ network and is currently in the process of developing a new Gender Identity/Gender Expression policy.