

Informatics Europe Awards Ceremony 2020

➤ Minerva Informatics Equality Award

Chair Award Committee:

Gordana Dodig-Crnkovic

Chalmers University of Technology

Mälardalen University

Sponsored by



Minerva Informatics Equality Award

- Supporting the transition for PhD and postdoctoral researchers into faculty positions

Award Committee:

- Ivona Brandic, *TU Wien, Austria*
- Sylvia Ilieva, *Sofia University "St. Kliment Ohridski", Bulgaria*
- Dympna O'Sullivan, *TU Dublin, Ireland*
- Olaf Owe, *University of Oslo, Norway*
- Alexander Serebrenik, *Eindhoven University of Technology, Netherlands*

Sponsored by



Informatics Europe 2020 Minerva Informatics Equality Award

Presented to

**Department of Computer Science
University College London**

*in recognition of outstanding support for the
transition of female PhD and Postdoctoral Researchers
into faculty positions*



INFORMATICS
EUROPE



Award Plaque 2020 Minerva Informatics Equality Award





Bridging the gap: promoting women's careers in CS

Computer Science Department
University College London

Speaker: Dr Ivana Drobnyak



The picture of our department

- Numbers
 - 100 Academic staff (29 Professors).
 - 101 Research Staff.
 - 216 PhD, 479 MSc, and 521 undergraduate students.
- Research
 - 11 groups cross-cut with 8 large-scale interdisciplinary centers
 - Ranked top in the UK (2014 Research Excellence Framework)
 - 96% of its research rated internationally excellent
- Teaching
 - Introduced lab- and project- based work into the classroom
 - Inspired development of the Integrated Engineering Program

Equality and Diversity Strategy

ARRIVE

Changes perception of CS in girls/boys aged 9-18

ASPIRE

Showcases CS female role models and diverse careers

ACHIEVE

Provides training and support to female students/staff to achieve full potential

ADVANCE

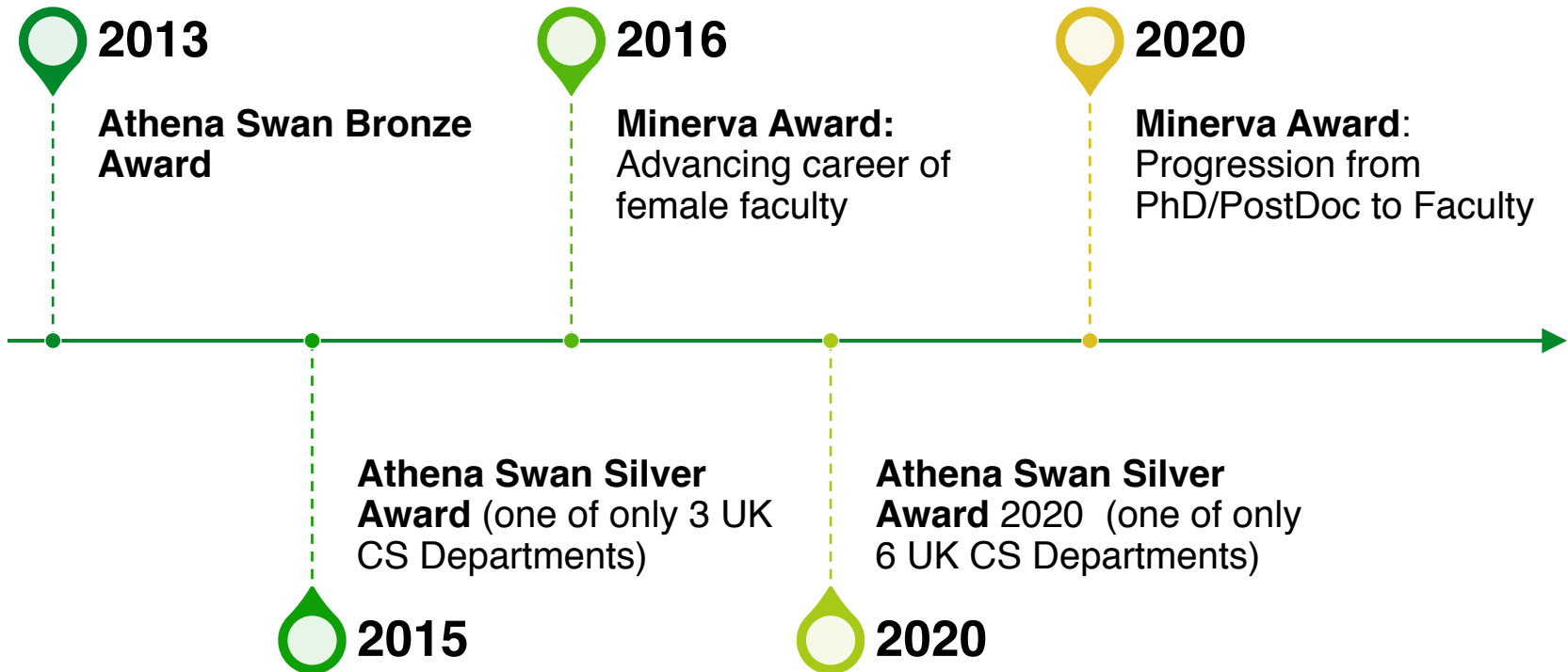
Creates career progression pathways for women in CS

AMPLIFY

Shares best practices nationally and internationally



Awards



Academic Path

Professor

Associate Professor

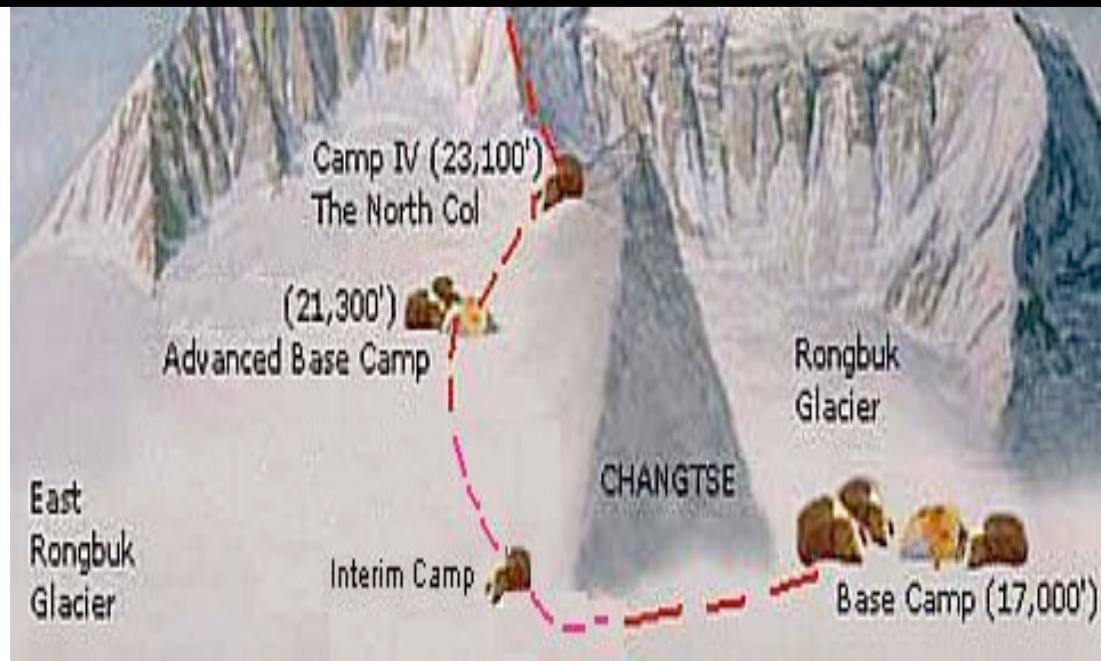
Assistant Professor

Postdoctoral Researcher

PhD Student

MSc Student

Undergraduate Student



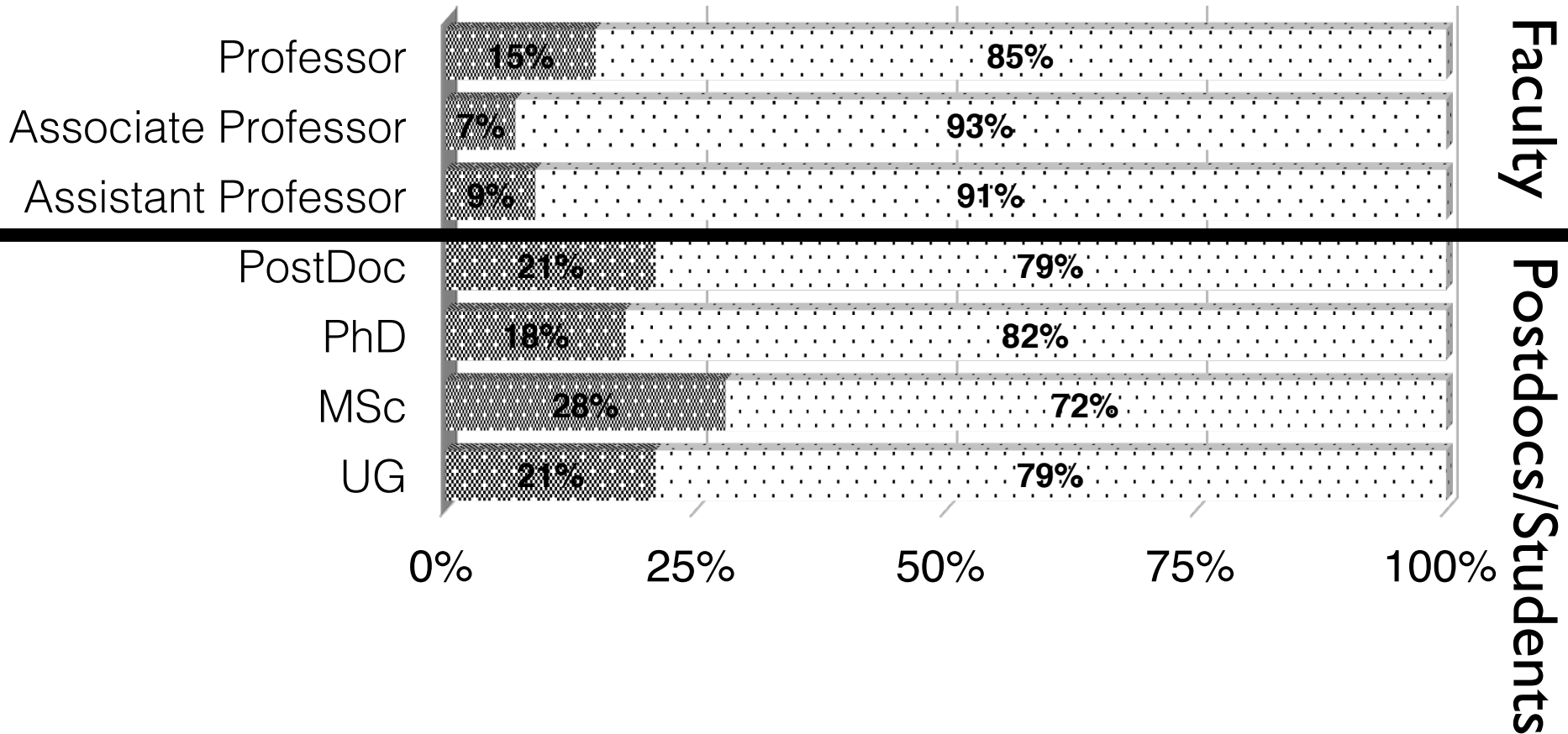
Faculty

Postdocs/Students

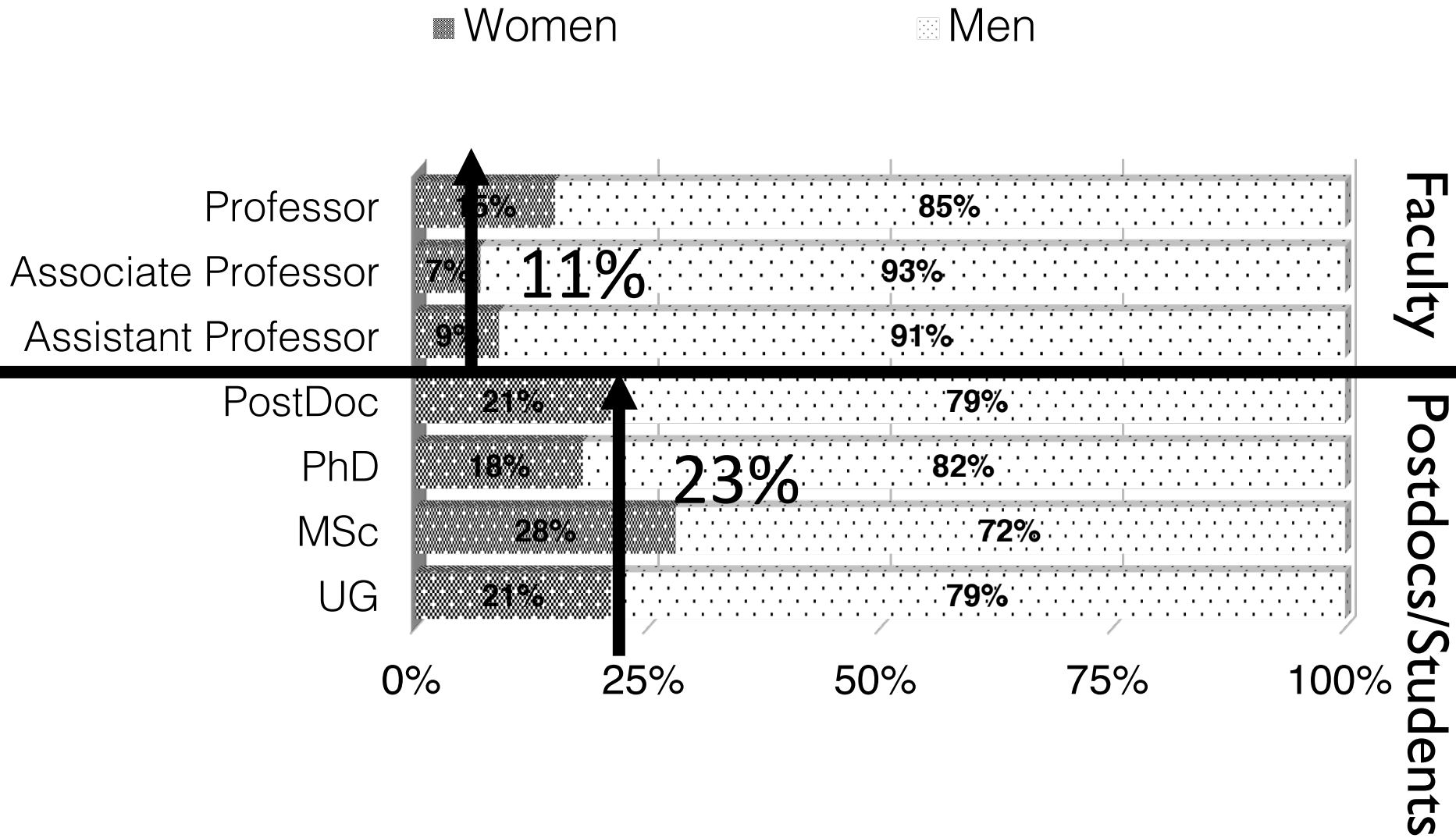
Year 2010

■ Women

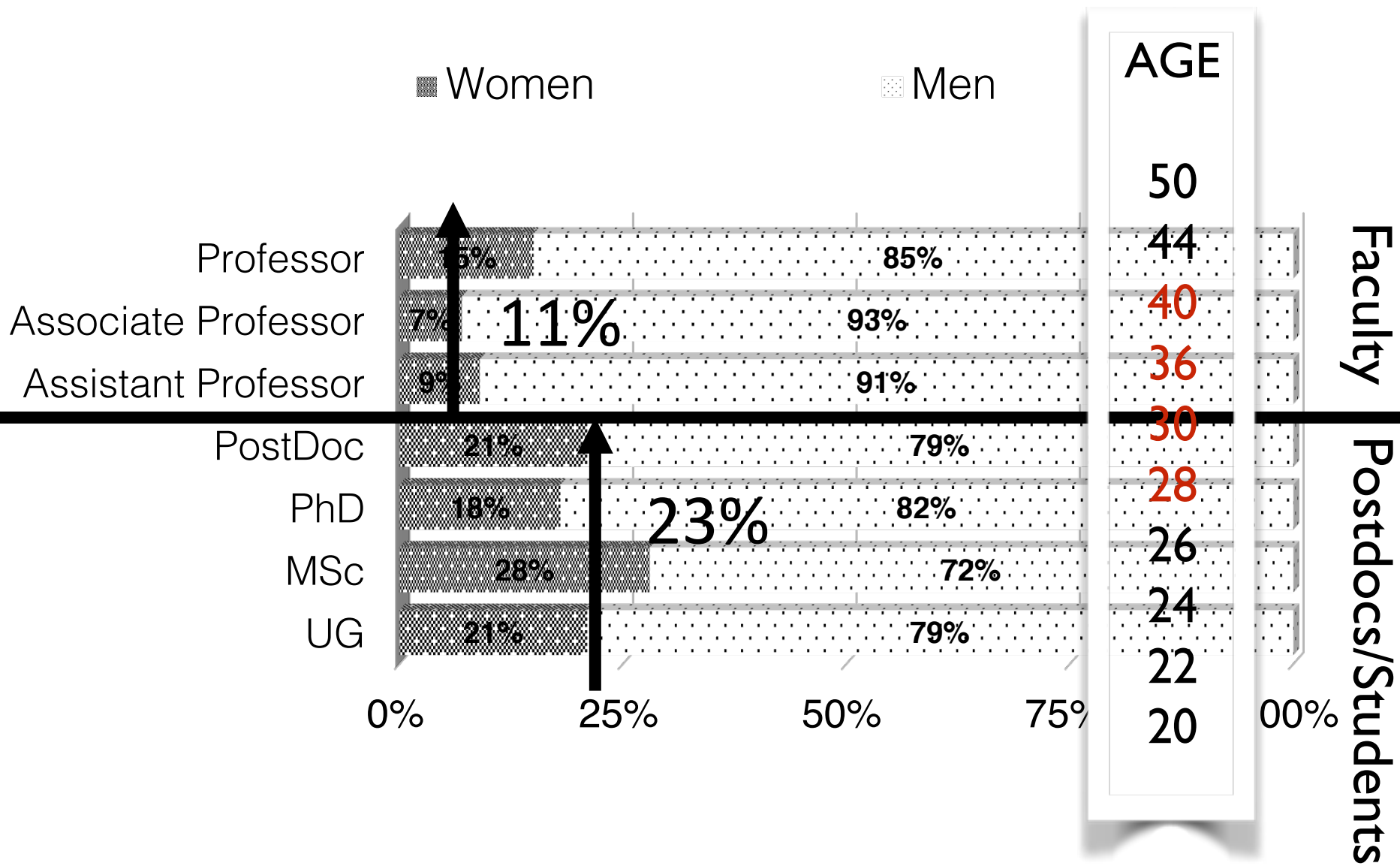
▨ Men



Year 2010 – Leaky Pipeline



Year 2010 – Leaky Pipeline



Challenges

Professor

Associate
Professor

Assistant
Professor



Postdoctoral
Researcher

PhD Student

MSc Student

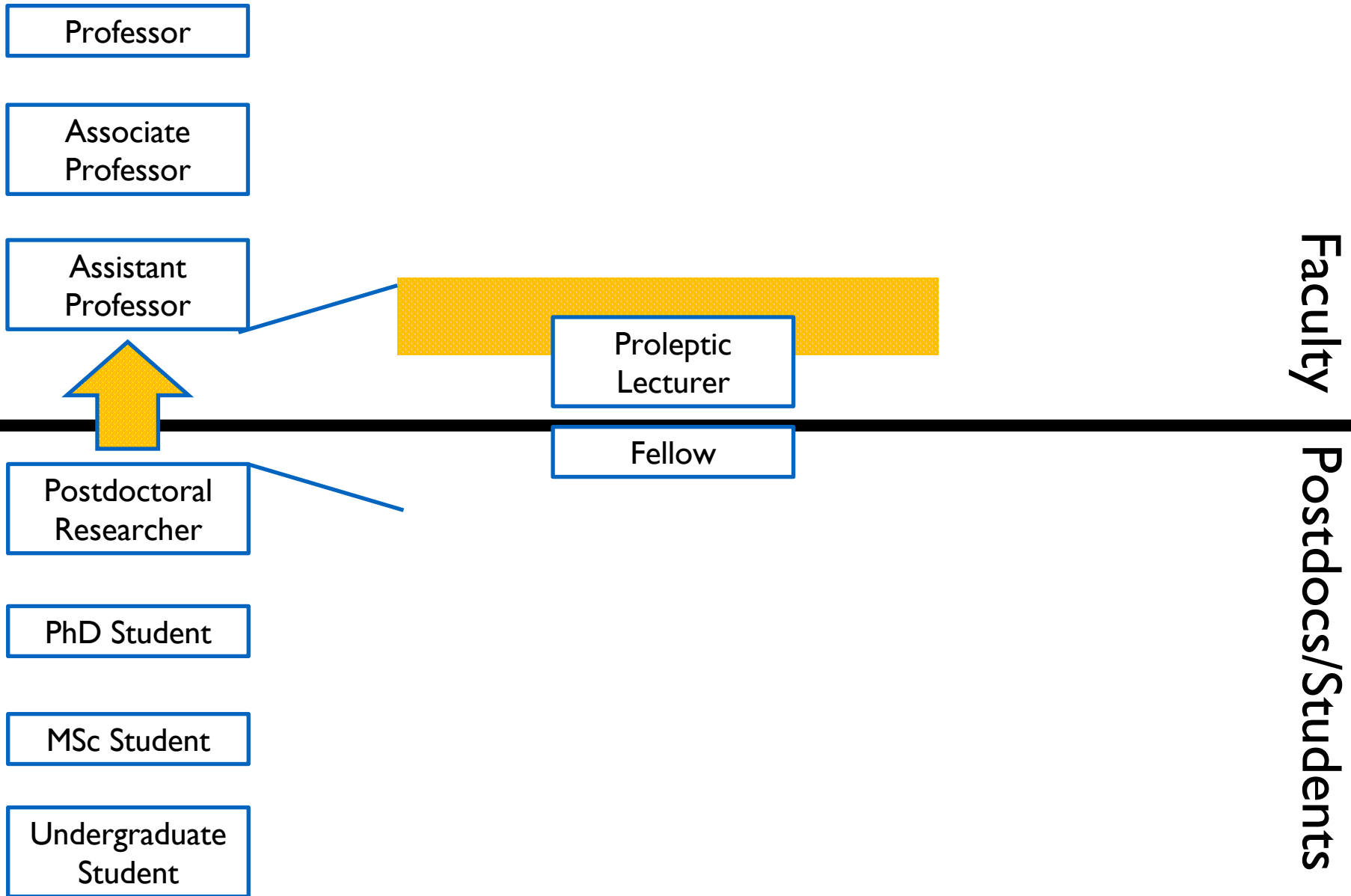
Undergraduate
Student

- Starting family
- Work-life balance
- No perspective of stability
- Atmosphere

Faculty

Postdocs/Students

We created a supported transition



1

Prominent Fellowship

Encourage and support PostDocs

Fellowship Workshop series

- How to get a fellowship
- Help with preparing applications
- Successful fellows and faculty present



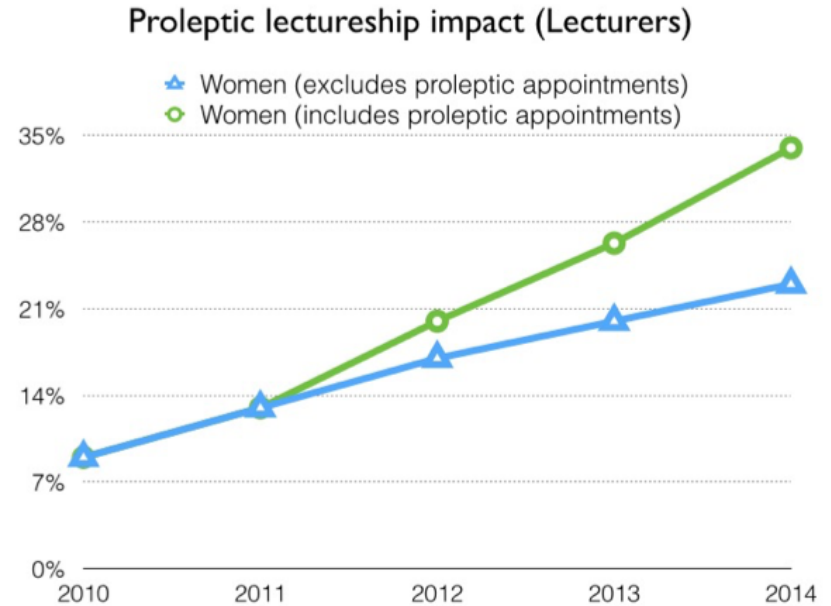
“The fellowship writing workshop helped me to realise the importance of better highlighting my strengths and ensure that reviewers understand what makes me a great candidate” – Postdoc Giulia Barbareschi.



2

Proleptic Lectureship Scheme

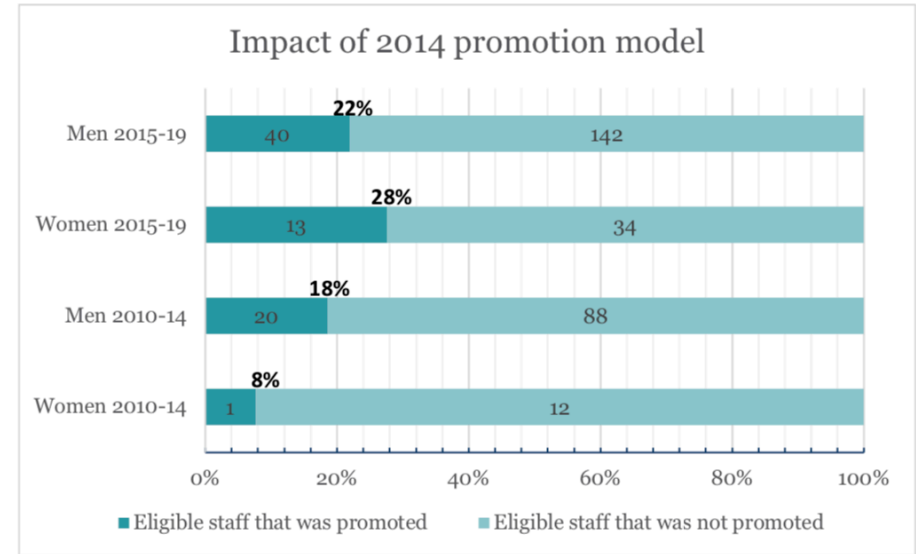
- Fellows with most Academic merit are considered for Proleptic Lectureship
- Turns into a Faculty position once the Fellowship is ended
- Candidates within the department encouraged and trained
- Open to both women and men - we find it particularly suits women who are starting families as they prefer to remain in one Institution



3

New Promotion Model

- Before 2014:
 - Staff put themselves forward
 - Women often do not feel ready and want to wait ...
- After 2014:
 - Every member of staff submits their CV once a year
 - Evaluated by a promotions committee
 - Feedback every year



"I found the new promotion procedure extremely positive. First, I received constructive feedback from experienced colleagues every year. Second, I went for promotion to both Reader and then Professor at least a year earlier than I would have, had I made the call solely by myself." – Licia Capra, Professor

4

Strong Family Support

- Post-Break Award £10000
- Emergency Childcare
- Nursery on sight
- Babies @ meetings
- Flexible hours
- Working from home
- Seminars and meetings 10am-4pm
- Departmental understanding and support
- In-person encouragement from the HoD



“During both my maternity leaves at UCL, I had the opportunity to keep in touch with my research, while upon my return I was able to work flexible hours and from home when needed. The most support came directly from the group I work with, in particular my line manager and my colleagues. Now with two children and working full time, I feel comfortable with the childcare schemes that are in place especially the one for emergency childcare support.” – Senior Research Fellow Laura Panagiotaki.



“The child support I received enabled me to attend a very important event for my career. It is very challenging to attend international events when having a small child as it normally implies extra costs. Support like this one makes a really difference for parents and mothers in particular.” Janaina Mourao-Miranda, Professorial Research Fellow.

5

Informal Social Events

- Invitations personal – not autogenerated or secretary – from Faculty
- Celebrating, introducing, having fun
- Inviting external high-profile women for tea
- Mixing of PhD/PostDocs with Faculty
- Personal investment of leading women



"The women socials are a fantastic opportunity for all women in the department to talk and share a cup of tea together. I have welcomed newcomers to the fold while discovering much about the amazing work that goes on. Importantly, they provide a friendly space to socialise and support one another. This is precious in the hurly burly of the modern academe." – ProfYvonne Rogers, Deputy HoD.



Angela Sasse elected Royal Academy of Engineering Fellow

Angela Sasse, Professor of Human-Centred Security and Head of Information Security Research at UCL Computer Science and Director of the UK Research Institute in Science of Cyber Security (RISCS) is among 50 new Fellows elected to the Royal Academy of Engineering.

The newly elected Fellows represent the cream of the UK engineering profession, including technologists from world-leading engineering companies and distinguished academics from renowned research institutions.

Professor Dame Ann Dowling DBE FREng FRS, President of the Royal Academy of Engineering, said: "The commitment and energy of our Fellows is the lifeblood of our Academy. Our new Fellows join us today as the country's most innovative and creative minds from both academia and industry. We look forward to working with them, learning from their successes and drawing on their considerable expertise as we continue our work to promote engineering at the heart of society."

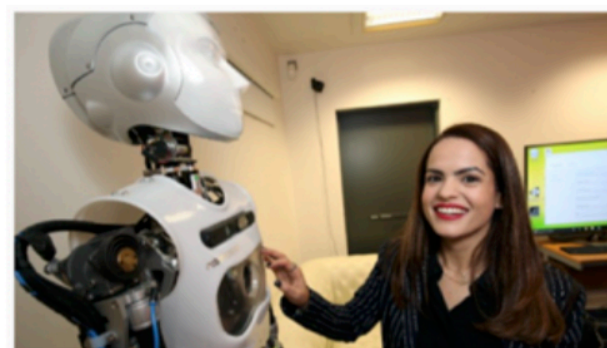


Janaina Mourao-Miranda delivers inaugural lecture on machine learning

Tuesday 10 October 2017

On Thursday 28 September Professor Janaina Mourao-Miranda delivered her inaugural lecture on the topic, 'Mental Health through the lens of Machine Learning applied to Neuroimaging'.

Addressing a crowd of over 60 guests at the Sir David Davies lecture hall at UCL, the newly promoted Professor discussed her research and the examples where machine learning is being used to improve the diagnosis and prognosis of psychiatric disorders – specifically using brain scans. [Read more.](#)



Alumna nominated for Young Woman Engineer of the Year

15 November 2017

2015 UCL graduate and Honorary Research Associate Dr Larissa Suzuki has made it through to the finals of the Institution of Engineering and Technology (IET) Young Woman Engineer of the Year Awards. The winner will be announced on the 7th December.

Congratulations and good luck from the Department of Computer Science, Larissa! [Read more.](#)

Dr Alexandra Silva recognised as outstanding young theoretical computer scientist

Tuesday 12 September 2017

Dr Alexandra Silva (UCL Computer Science) has received the 2017 Presburger Award from the European Association for Theoretical Computer Science (EATCS).

The award recognises a young scientist for outstanding contributions in theoretical computer science, and was given to Dr Silva for her work developing the field of coalgebraic modelling and reasoning, methods which allows systems to be analysed and compared. [Read more.](#)



Yvonne Rogers wins Microsoft Outstanding Collaborator Award

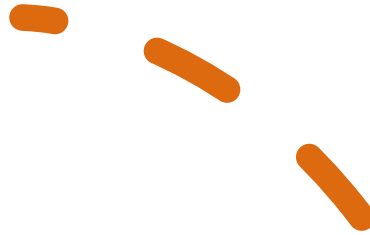
Yvonne Rogers, Professor of Interaction Design and Director of UCL Interaction Centre, has been announced as a Microsoft Research Outstanding Collaborator 2016. In its 25th Anniversary Year Microsoft is highlighting 32 great academics worldwide who have collaborated in a variety of ways with researchers in their labs over the years. These contributions have had an outstanding impact on the direction, visibility and value of Microsoft's research and products.

Since its founding in 1991, Microsoft Research has grown to be a worldwide symbol of excellence in computer science. Our over 1,000 scientists, engineers, and designers produce technologies that change the lives of people every day through their innovative software, systems, and designs.

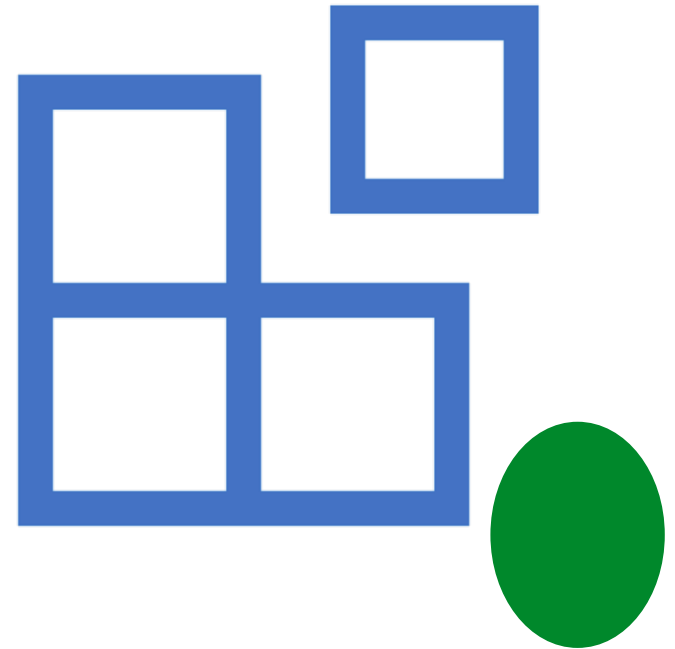


Visible Role Models

And:

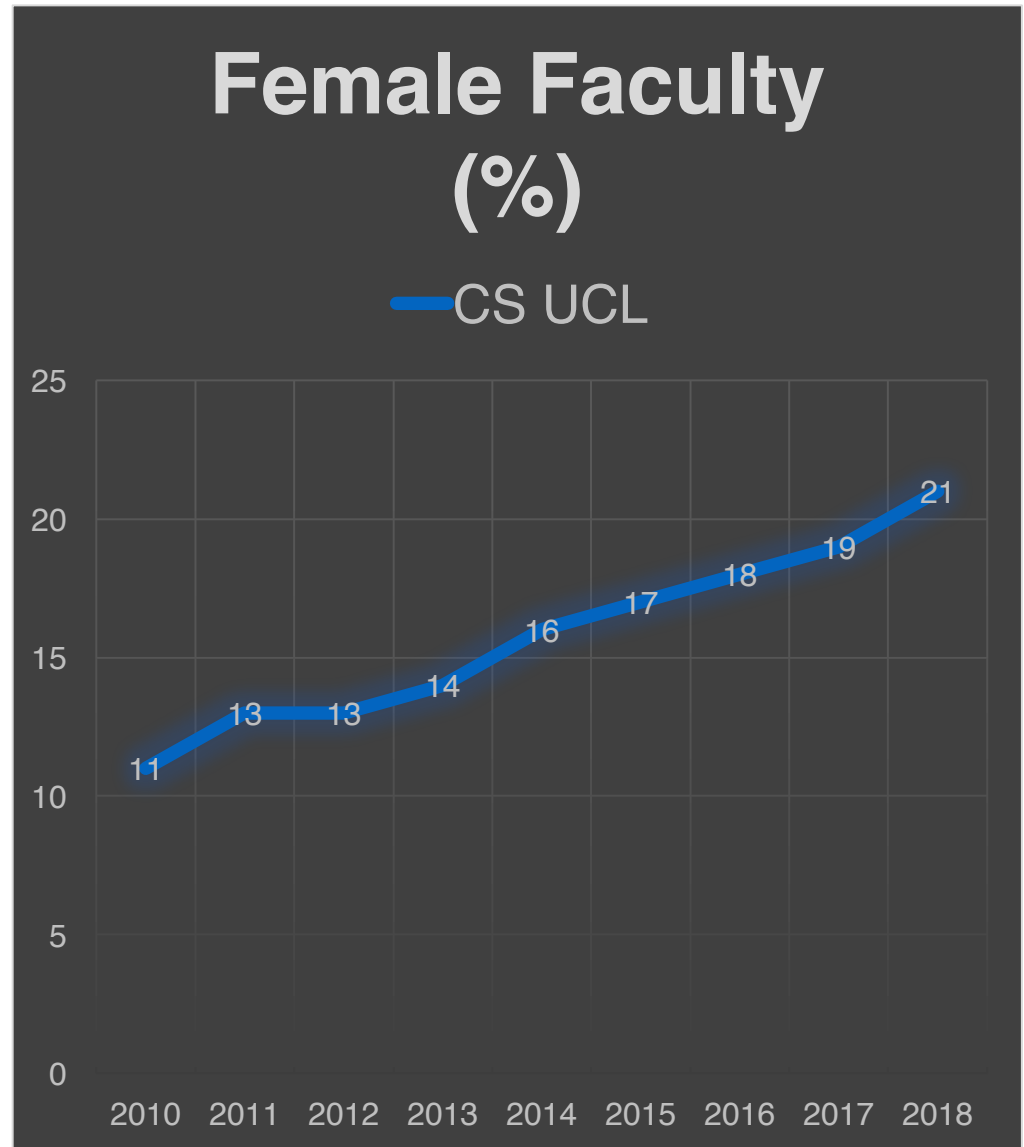


- Equality and Diversity Chair sits on all leading decision-making meetings in the Department

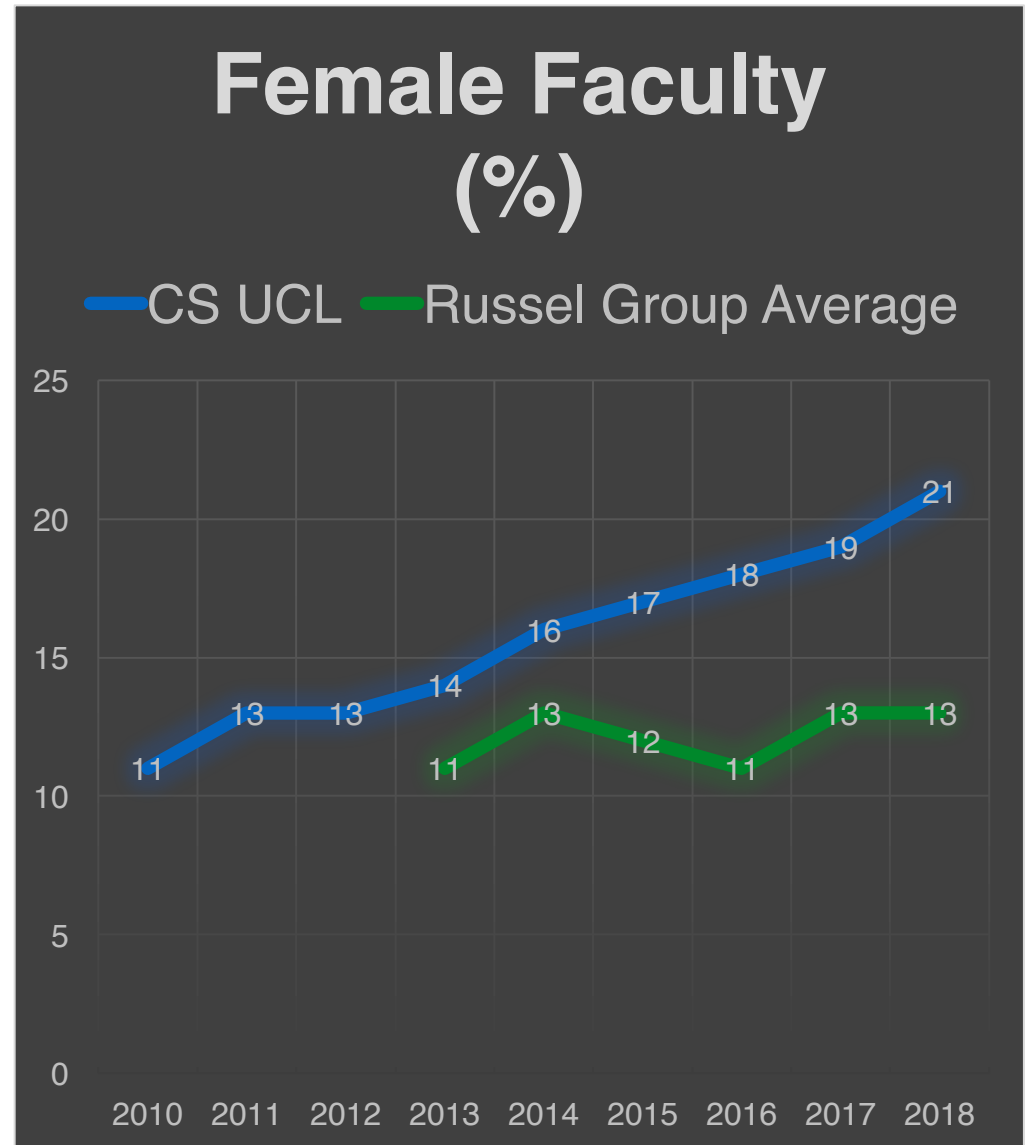


This all led to a steady increase in the percent of female faculty ...

11% in 2010
21% in 2018



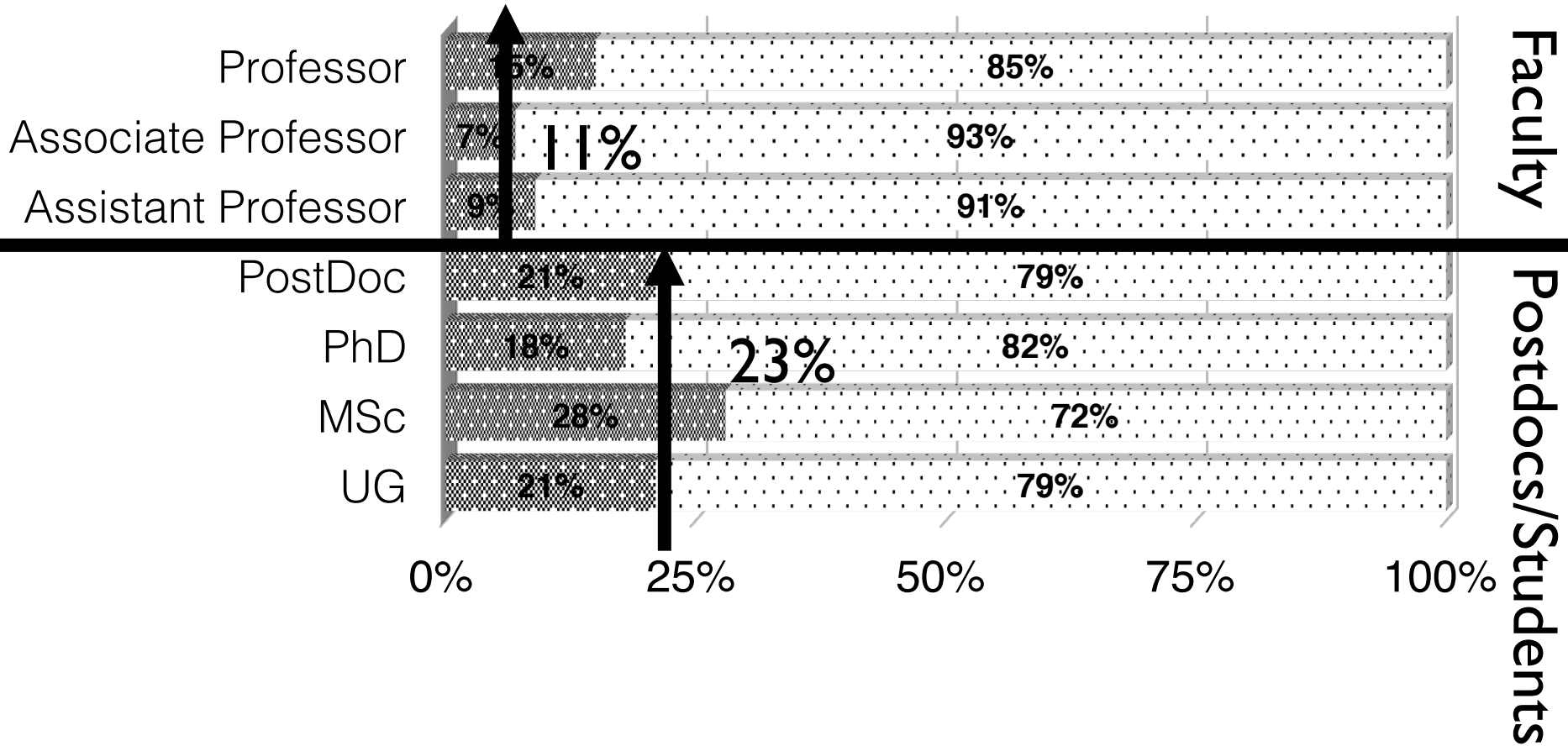
Much higher
than Russell
Group
Universities
Average ...



In 2010

■ Women

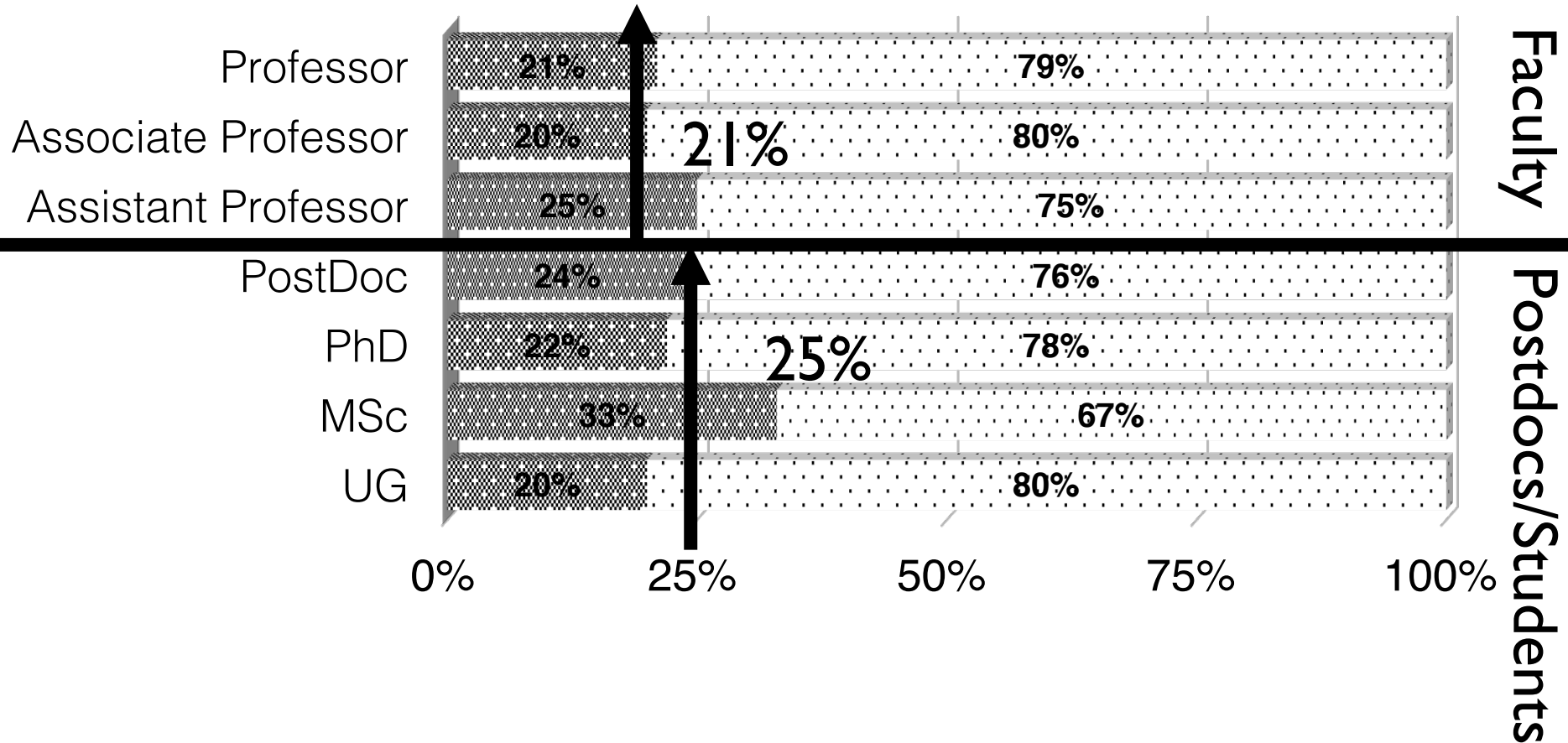
▨ Men



In 2018

■ Women

▨ Men



1. Top down motivation from a charter/government

Essential



<https://www.advance-he.ac.uk/equality-charters/athena-swan-charter>

2. Dedicated, personally invested Leaders



Athena Swan
Team

Essential



Prof John Shaw-Taylor
HoD 2012-2019



Prof Steve Hailes
Deputy HoD 2012-2019
HoD 2019-2023



Prof Yvonne Rogers
Deputy HoD



Prof Anne Blandford

Prof Daniel Alexander
Prof Lourdes Agapito
Prof Angela Sasse
Prof Licia Capra
Prof Nadia Berthouze



Prof Nigel
Titchener-
Hooker
Faculty Head

3. Dedicated committee



Christopher Hammond



Dr Peter Wijeratne



Prof Caroline Wardle
Invaluable Advisor



Prof Graham Roberts



Colin Malley
Co-Chair 2020-



Dr Ivana Drobnjak
Co-Chair 2016-2020



Dr Laura Panagiotaki
Fellows Rep



Rae Harbird
Outreach



Graca Carvalho



Sarah Turnbull

Jane Buttler

Prof Earl Barr

Prof Tim Weyrich



Prof Alex Silva
Co-Chair 2016-17

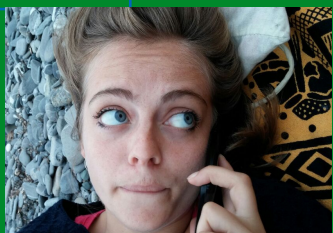


Julia Savage

Dr Sue Black

Jessica James

Emily Mears



Sarah Garbarino



JJ Jiwa



Dave Twisleton

Any Widdecombe

Bernadette Murray

Louisa Ball

Essential