TU Dublin Computer Science
SUCCESS - Source, Career, Environment, Support for SuCEsS

Dr. Deirdre Lillis, Dr. Susan McKeever
Inclusion is everyone’s responsibility

“She is a girl and would not be afraid to walk the whole world with herself.”
TU Dublin Computer Science

- Largest source of Computer Science Graduates in Ireland (3,000 students, 15% of national output)
- Flexible programmes (Sub-degree to Post-Doc)
- Recently transitioned from Dublin Institute of Technology to Technological University Dublin
- Academic structures differ a little from a ‘traditional university’
How are Irish universities doing?

Comparison of % female staff across university sector

[Bar chart showing the percentage of female staff across different universities and the School of Computer Science.]
Before 2012 – gender profile

Academic Staff

Senior Academic Leadership Team

School Executive Team

Head of School

30 Full time Equivalents 20%

100%

100%
Up to 2012 - what we found

- Academic posts - lack of female applicants
- Lack of progression of females to management or professor grades (0-25%)
- Heavy loads of administration & management-style roles taken on by females
- Difficulty in returning after maternity leave: teaching loads and gaps in research output;
- The networks and culture of academic institutions created and populated by males
2019 School staff - gender profile

Academic Staff
- 55 Full time Equivalents
- 36%

Senior Academic Leadership Team
- 10 staff
- 50%

School Executive Team
- 4 staff
- 75%

Head of School
- 100%
Staff turnover in last 5 years

10% of male staff

No females
SUCCESS - SOURCE

- Simple focus - gender balance in our recruitment
- When a vacancy arises, we identify female candidates external to our university/School and encourage them to join our team, using our networks to attract and target suitable female staff.
SUCCESS - CAREER

Boost skills, career strategy, ambition and confidence

• Annual performance review for all staff
• Aurora leadership programme
• Research supports
• Mentoring scheme (both across uni, and within School)
SUCCESS - ENVIRONMENT

Gender Equality is a genuine strategic driver for us:

• Within our School: Role models; ESTEEM student mentoring;

• In our university - WLHE (Women Leaders in Higher Education)

• In our sector - Why act alone? Set up national network of Computer Science nationally - Ingenics

• Athena Swan
SUCCESS - SUPPORT

Simple practical supports

• “Minding the modules”
• Flexible work allocation
• Considerate timetabling
In our School Review in 2017, our external peer review panel noted the high satisfaction rates amongst staff with the School, across both male and female staff.

They also recommended that we be the first School to be put forward for Athena Swan Accreditation from TU Dublin as a result of our work on gender equality
She is a girl and would not be afraid to walk the whole world with herself.

Eighty women from across DIT gathered for the inaugural Women Leaders in Higher Education workshop

Posted: 16 December 2018

Eighty women from across DIT came together on 14 December for the inaugural Women Leaders in Higher Education (WLe) workshop at DIT Angleague Street.

The participants were drawn from a range of academic, administrative and service roles, gathering for an afternoon of networking and professional development.

The event was facilitated by Dr Sheila Flanagan, Head of Academic Policy and Planning, DIT, who began by inviting Dr Ann Guinn of the WLe, organiser team to articulate the goals of the group. The network has been set up to support, encourage and advocate for women in career development, advancement and promotion in DIT.

President Norton stated at the beginning of the event that the goal of higher education is to fulfill potential and be asked the WLe to help challenge DIT as an organisation to enable all of its staff and students, across both genders, to develop their full potential.

Building ESTeEM and ACE raise the profiles of females in STEM

Posted: 22 March, 2019

On International Women’s Day 2019, 85 female students from DISC schools partnered with Teagasc Tuaras to hold the first DISC Female Engineers’ Day on campus. On the opening morning, students had the opportunity to meet with STEM mentors and gain an insight into possible career paths in STEM professions.

The event was aimed at inspiring students to consider STEM as a viable career path. The day was a huge success and was well attended by students from all over the country.

The event was hosted by the DISC DISC STEM program, which is designed to provide support and mentorship to female students interested in pursuing STEM careers. The program is supported by DISC and the Department of Education and Skills.

The DISC STEM program is an excellent example of how schools can work together to support and encourage female students to pursue their interests in STEM. It is hoped that the program will continue to grow and that more students will be inspired to pursue STEM careers in the future.
Thank you