Informatics Europe
Awards Ceremony 2020

Minerva Informatics Equality Award

Chair Award Committee:

Gordana Dodig-Crnkovic
Chalmers University of Technology
Mälardalen University

Sponsored by Google
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 Google
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
Award Plaque
2020 Minerva Informatics Equality Award

Informatics Europe
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Google
Bridging the gap: promoting women’s careers in CS

Computer Science Department
University College London

Speaker: Dr Ivana Drobnjak
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

2013
Athena Swan Bronze Award

2015
Athena Swan Silver Award (one of only 3 UK CS Departments)

2016
Minerva Award: Advancing career of female faculty

2020
Athena Swan Silver Award 2020 (one of only 6 UK CS Departments)

2020
Minerva Award: Progression from PhD/PostDoc to Faculty
Year 2010

<table>
<thead>
<tr>
<th>Position</th>
<th>Women</th>
<th>Men</th>
</tr>
</thead>
<tbody>
<tr>
<td>Professor</td>
<td>15%</td>
<td>85%</td>
</tr>
<tr>
<td>Associate Professor</td>
<td>7%</td>
<td>93%</td>
</tr>
<tr>
<td>Assistant Professor</td>
<td>9%</td>
<td>91%</td>
</tr>
<tr>
<td>PostDoc</td>
<td>21%</td>
<td>79%</td>
</tr>
<tr>
<td>PhD</td>
<td>18%</td>
<td>82%</td>
</tr>
<tr>
<td>MSc</td>
<td>28%</td>
<td>72%</td>
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</tr>
</tbody>
</table>

Women and Men distribution among different positions and programs for Year 2010.
Year 2010 – Leaky Pipeline

- **Women**
  - Professor: 7%
  - Associate Professor: 9%
  - Assistant Professor: 11%
  - PostDoc: 21%
  - PhD: 18%
  - MSc: 28%
  - UG: 21%

- **Men**
  - Professor: 85%
  - Associate Professor: 93%
  - Assistant Professor: 91%
  - PostDoc: 79%
  - PhD: 82%
  - MSc: 72%
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Women vs. Men

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Faculty vs. Postdocs/Students

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Year 2010 – Leaky Pipeline

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  - Professor: 15%
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**AGE**
- Faculty
  - 50
  - 44
  - 40
  - 36
  - 30
  - 28
  - 26
  - 24
  - 22
  - 20
Challenges

- Starting family
- Work-life balance
- No perspective of stability
- Atmosphere
We created a supported transition

- Professor
- Associate Professor
- Assistant Professor
- Proleptic Lecturer
- Fellow
- Postdoctoral Researcher
- PhD Student
- MSc Student
- Undergraduate Student

Faculty
Postdocs/Students
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.
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 finds it particularly suits women who are starting families as they prefer to remain in one Institution
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
Strong Family Support

- Post-Break Award £10000
- Emergency Childcare
- Nursery on site
- 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 real 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.” – Prof Yvonne Rogers, Deputy HoD.
Visible Role Models

6
And: 7

- 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

- **Professor**: 7% Women, 85% Men
- **Associate Professor**: 7% Women, 93% Men
- **Assistant Professor**: 9% Women, 91% Men
- **PostDoc**: 21% Women, 79% Men
- **PhD**: 18% Women, 82% Men
- **MSc**: 28% Women, 72% Men
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Women: 15% 7% 9% 21% 18% 28% 21%
Men: 85% 93% 91% 79% 82% 72% 79%
1. Top down motivation from a charter/government

https://www.advance-he.ac.uk/equality-charters/athena-swan-charter
2. Dedicated, personally invested Leaders

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 Berthouse

Prof Nigel Titchener-Hooker
Faculty Head
3. Dedicated committee

- Prof Caroline Wardle
  - Invaluable Advisor
- Dr Ifat Yasin
  - Co-Chair 2018-2020
- Dr Laura Panagiotaki
  - Fellows Rep
- Prof Alex Silva
  - Co-Chair 2016-17
- Prof Earl Barr
- Prof Tim Weyrich
- Prof Graham Roberts
- Colin Malley
  - Co-Chair 2020-
- Dr Ivana Drobnjak
  - Co-Chair 2016-2020
- Dr Sue Black
- Louisa Ball
- Dr Peter Wijeratne
- Christopher Hammond
- Graca Carvalho
- Sarah Turnbull
- Jane Buttler
- Sarah Garbarino
- JJ Jiwa
- Dave Twisleton
- Bernadette Murray
- Prof Graham Roberts
- Julia Savage
- Bernadette Murray
- Any Widdecombe
- Emily Mears
- Jessica James
- Rae Harbird
  - Outreach
- Prof Alex Silva
  - Co-Chair 2016-17
- Dr Ivana Drobnjak
  - Co-Chair 2016-2020