SDU

Critical Friend Meeting
GEP: SWOT and focal areas

2022, Mette Elmose

Gender Equality Council
The Faculty of Health Sciences

Department	Members
Department of Psychology (IP)	• Associate Professor Mette Elmose, Chairwoman, substitute in the central equality council
Department of Regional Health Research (IRS)	• Head of Department Rikke Leth Larsen, secretary for the council, member of the central equality council
Department of Molecular Medicine	• Professor Ulrike Muscha Steckelings, member • Head of Department Boye Jensen, substitute
National Institute of Public Health (SIF)	• Scientific Assistant Josefine Ranfelt Andersen, member • Scientific Assistant Frederik Schou-Juul, substitute
Department of Public Health (IST)	• Associate Professor Marianne Nygaard, member • Birthe Marie Rasmussen, substitute
Department of Sport Sciences and Clinical Biomechanics (IOB)	• Head of Department Jens Troelsen, member • Professor Karen Søgaard, substitute
Department of Clinical Research (KI)	• Assistant Professor Christina Møller Andreasen, member • Professor Henrik Vægter, substitute
Department of Forensic Medicine (RI)	• Ph.d. student Vicki Rytoft Kristensen, member
The Faculty Secretariat	• Tomas Homburg, member
Fællessekretariat	• Vibeke Mortensen, support • Lene Vevers, support

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GE SWOT 2021
The Faculty of Health Sciences

Strengths and success

- **The GEP-process: well received**, several examples of successful and meaningful changes

- The 8 departments have **individual GEPs** in process based on: 1) needs and desire for better GE and change of culture and 2) diverse baseline for GE across departments.

- **Experience and progression are shar**ed between departments.

- **Knowledge sharing** with other faculties

- **Improved data** collection: employees at faculty and department levels

- **Communication strateg**y for GE at SUND with focus on news feed and homepage

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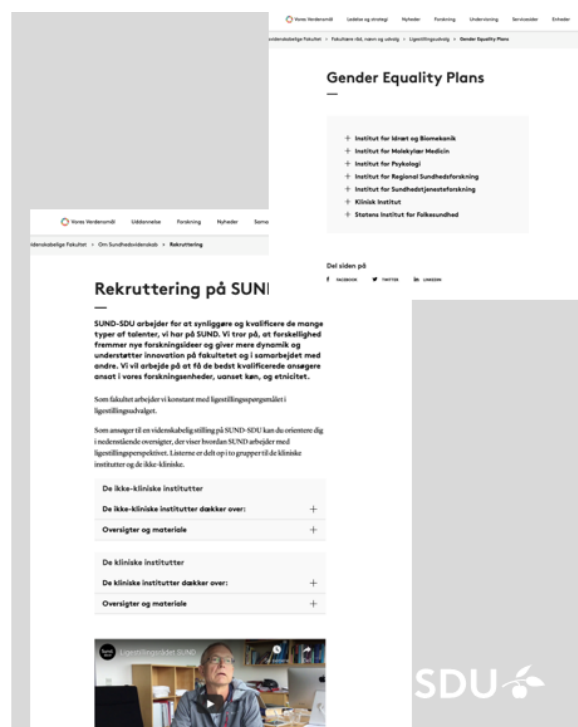
Weaknesses

- When the responsibility for GEP initiatives at department levels is delegated to **few people** – there is a risk of slower progress and less awareness and integration at whole department
- Though increasing with the GEP process the **GE awareness is still limited among staff in general**.
- **Lack of data** between similar departments across Danish universities, teaching and administrative activities, clinical associate professors and staff in some combination positions.

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Opportunities

- Valuable experience at department of IOB and SIF with **a department GE group**. It increases **awareness and participation at department level**. This could be a model for organization of GE work at the faculty.
- Raise **employee's awareness and participation** in GE supporting initiatives
- **Increased awareness among head of departments and managemen**t
- **Qualitative interviews** (a GE perspective) with female employees leaving Health Faculty, SDU
- **Transparent recruitment strategy** at faculty level
- **Benefit from** increased focus on GE in branding and from society
- **Every department follow progression** in GE at Gender Statistics (https://kvaser.analytics.sdu.dk/gender_statistics/)

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Threats

- Lack of awareness among staff in general – with the **risk of less engagement** or potential **resistance** to new initiatives.
- **Leaking pipeline** continues
- GEP introduce culture change and awareness for meetings, recruitments, sexual harassment etc, but the **GE in senior-positions is only very slowly changed**
- Commitment and engagement of department heads in GEP-process is essential for success.

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Focal areas 2021
The Faculty of Health Sciences

Organization of (gender) equality work at the Faculty

1. Increase the awareness of (gender) equality work for all Faculty staff
   - Including monitoring GEP implementation, how best to organize the GE-work for optimal interplay between SUND-LiU, departments (head and staff), and other organizations such as the work environment group within the GEP framework.
2. To better understand the leaking pipeline at the Faculty of Health
3. Faculty recommendations and guidelines for GE-aware recruitment and onboarding
4. Communication strategy for SUND-LiU

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Status on departmental goals and activities

- From advertising to recruitment and onboarding in a gender equality and diversity perspective

- Mapping of the process of assessment and selection of qualified applicants for scientific positions

- Greater diversity in the composition of committees, commissions and other prestigious positions on boards, councils and working groups

- Review of salary and teaching distribution by gender in different job categories

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IST – GEP status

Critical Friends Visit at SUND
August 24th, 2022

Marianne Nygaard, IST's member in SUND's Gender Equality Committee

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GEP – goals and status

- GEP goal(s): **Recruiting, receiving and retaining international employees**
  - Work group consisting of Line Bach Ulstrup, Bettina Gundolf, Marianne Nygaard, and Jesper Bo Nielsen, and with support from Maria Dockweiler from GET
  - Interviews with 7 international employees (carried out by Maria from November 2020 -January 2021)
  - Presentation of main findings from the interviews to the IST GEP work group by Maria (February 2021)

- Presentation of GEP and main findings to ISO by Maria (May 2021)

- Presentation of GEP and main findings to Heads of Research (June 2021)

- Presentation of GEP and main findings to the Working Environment Group (November 2021)

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GEP – future ambitions

- Follow-up meeting(s) with Maria Dockweiler to coordinate/discuss how to move on from here
  - How to disseminate main findings and put the results of the GEP into use

- Huge overlap with ISO's work – coordinate with them
  - ISO webpage: Is all the relevant information there? Is it easy to find? Is it too general?
  - Information from ISO/SDU: Is information shared with the employee at the right time?

- Implement buddy arrangement
  - Danish or international buddies?
  - Answer concrete and case-specific questions
  - Guide w.r.t. the Danish system
  - Social life/network

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GEP - challenges

- Momentum/keep up steam

- Create a joint 'community'/a structured way of working with GE at the department (big department, geographically spread out, only one member + substitute member in the Gender Equality Committee)

- Awareness

- Coordinate initiatives/work across groups/committees at the department/faculty; Gender Equality Committee, Working Environment Group, Liaison Committee

- Disseminate results – the knowledge gained in the GEP work group should be of benefit to all at IST and to all at SDU (integration)
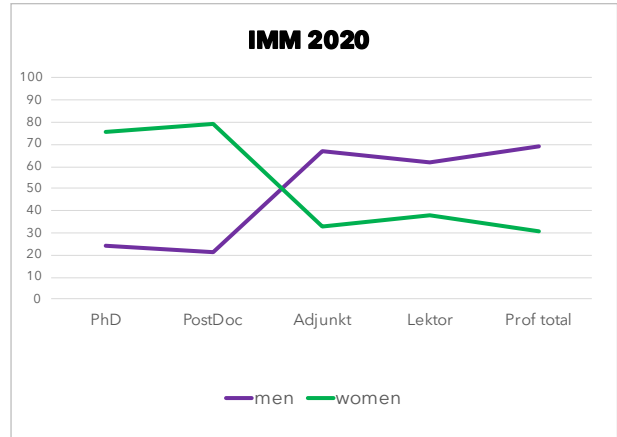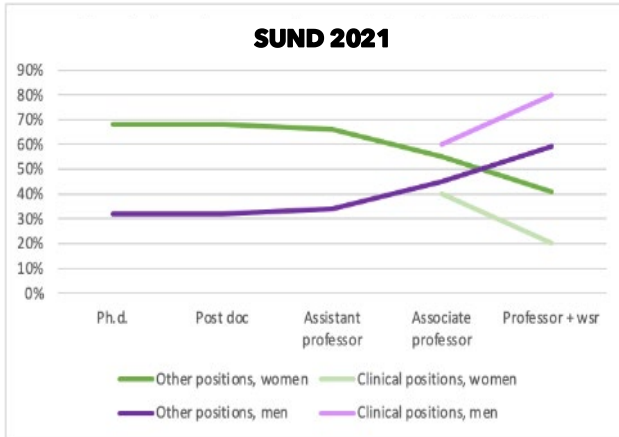
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Gender Equality at the
Institute for
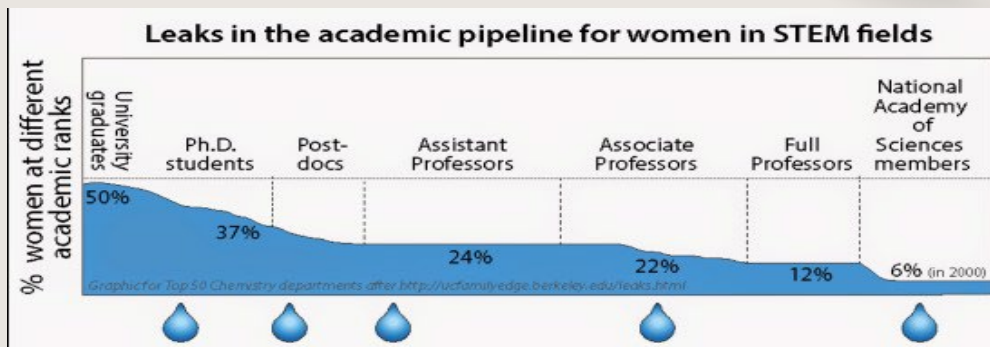Molecular Medicine

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Muscha Steckelings
Boye Jensen
IMM – CVR
Member of SUND-LiU

Employees at IMM in 2020

SUND 2021

IMM 2020

The Leaky Pipeline in Academia

Leaks in the academic pipeline for women in STEM fields

IMM Status of GE Work

Detailed statistics in place
→ Number of employees per academic level
→ Recruitment process
→ Salaries → **reevaluation of salaries**
→ (Teaching load)

→ increased awareness

IMM Goals

→ Renew and review statistics every year
→ Review recruitment process and develop SOP (with help from other
                                                                    institutes and GET)
→ Mentoring program for PhDs/PostDocs
→ PostDoc interviews at start and when leaving
→ IMM GE working group
→ Collaboration with IMM working environment group (communication)

Klinisk Institut
Det Sundhedsvidenskabelige Fakultet

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Klinisk Institut
1 institutleder, 2 vice-institutleder
Ca 48 forskningsenheder og forskningsledere
organiseretr i 9 "klynger" med hver sin
koordinerende forskningsleder

Ca 15 Frontlinjecentre
7 Eliteforskningscentre
5 Kliniske excellence centre

Professorer	130
Lektorer (inkl kliniske og eksterne)	260
Postdocs/adjunkter	80
Ph.d. studerende	267
Forskningsassistenter	20
Andre	118
Totalt antal hoveder	**875**

Adjungerede professorer 54
Adjungerede lektorer 3

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Nuværende Gender Equality Aktiviteter

1. Opbygning af hjemmeside med oversigt over karrieremuligheder inddelt efter karriere-trin – strategisk indsats
   https://www.sdu.dk/da/om_sdu/institutter_centre/klinisk_institut/forskning/attraktivekarrierevejeforforskere
2. Krænkende adfærd - valgt som fokusområde de næste tre år afledt af APV 2021.
   Der er afholdt temadag og forskningsenhederne arbejder videre med risikovurdering.
3. Mentorprogram for bachelorstuderende pilottestes
4. Mentorprogram for kandidatstuderende på forskningssporet er under udarbejdelse
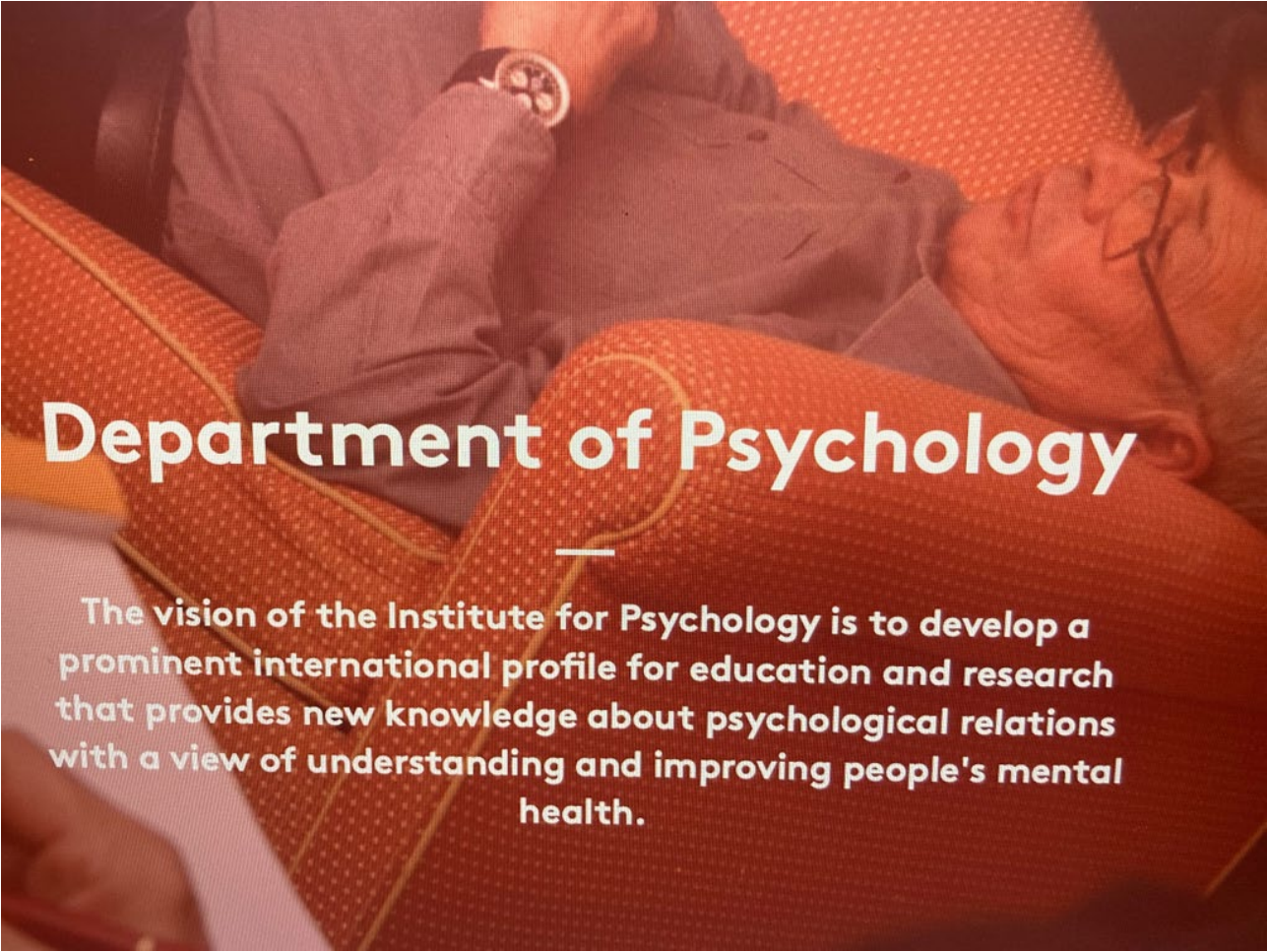5. Afledt af KI og OUH's forskningsstrategi
   Inkluderende stillingsopslag
   Mål om karriereindex mindre end 1,3
   Mål om større diversitet ift. faglig baggrund i forskningsenhederne

SIF

https://syddanskuni.sharepoint.com.mcas.ms/Sites/SUNDKVB/Shared%20Documents/Forms/AllItems.aspx?id=%2FSites%2FSUNDKVB%2FShared%20Documents%2FAugust%202022%2FNational%20Institute%20of%20public%20health%20%28SIF%29%20GEP%20initiatives%2Emp4&parent=%2FSites%2FSUNDKVB%2FShared%20Documents%2FAugust%202022

Department of Psychology

The vision of the Institute for Psychology is to develop a prominent international profile for education and research that provides new knowledge about psychological relations with a view of understanding and improving people's mental health.

GE topics of the Department - status

1. **Meeting structure**

2. **Career planning**

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Meeting structure

Version 1
- Departmental meeting every 2 weeks
- Research meeting once a month
- Institute Council 6 times a year

Downsides:
- Too many meetings
- Agenda too generic
- Often just FYI
- Agreement departmental meetings are important for the working environment and a feeling of togetherness

Independent working group to establish co-ownership

Version 2
- Departmental meeting 6 times / year
- Senior meetings 6 times / year [only for Professors, Associate Professors and Assistant Professors]
- Institute Council 6 times a year
- Institute Forum once a year

Downsides:
- Junior staff members (e.g. PhD students, scientific research assistants and post-docs could not attend the senior meetings
- Generated a divide and for some a feeling of being "second rate"

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Other reasons why version 2 does not work (overservations from GET)…

Participant versus spectator

Expectations to participants?

"Hearing news from the department"

"Hearing about strategic directions"

"Wish for a fixed annual wheel for these meetings"

"Share here and now activities in the groups"

"Social aspects are most important"

Etc…….

Language?

Purpose?

Old issues appear – unknown voices / faces

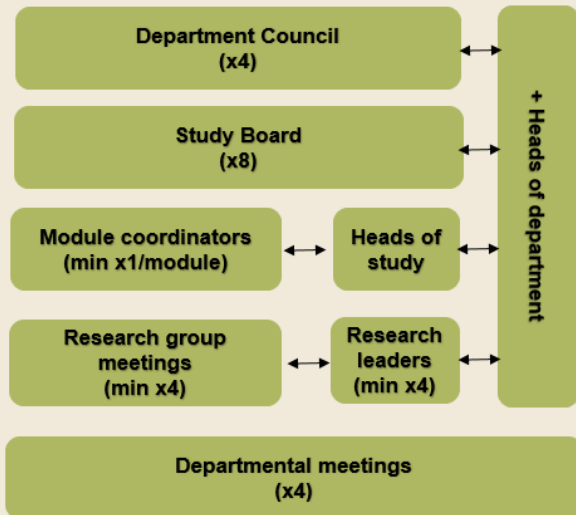**How is meeting participant present?**
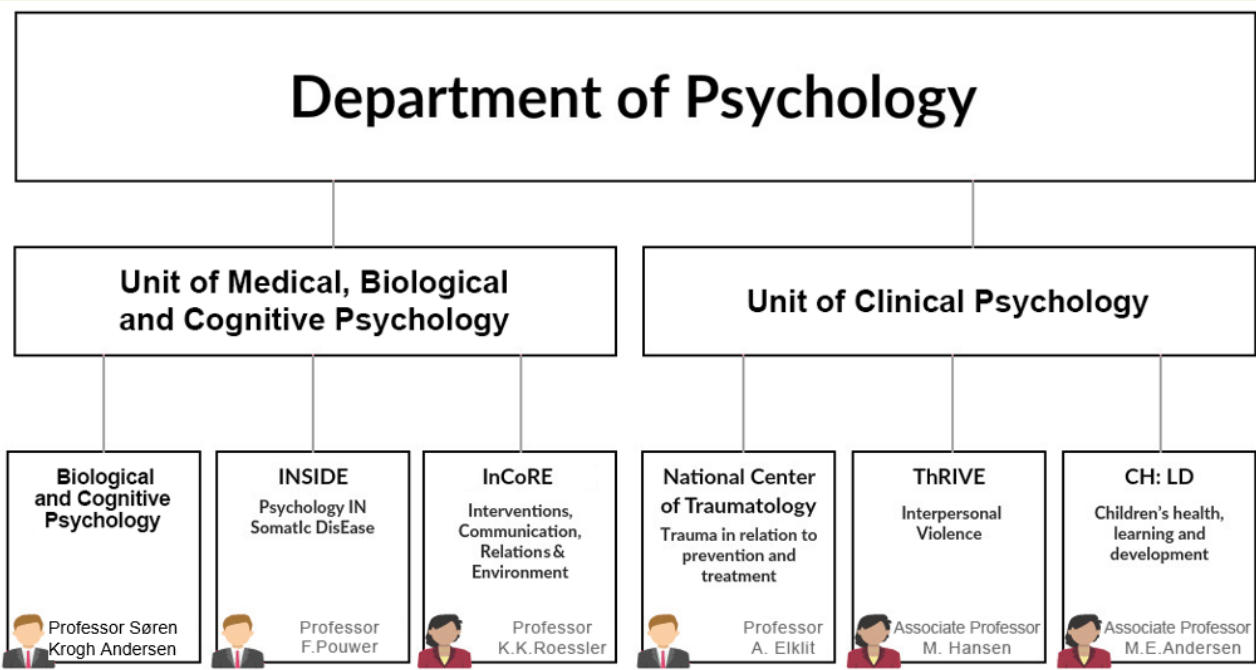
What is expected of the participants?

What do participants expect of themselves?

The "glue" that keeps us together

Covid-19   Loneliness

Miss professional input and fordybelse

Miss colleagues and togetherness

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Meeting structure and activities

Organisational structure ⟷ **Culture building activities**

Organisational structure	Culture building activities
Department Council (x4)	Scientific Conference Department — **x 1** (second year)
Study Board (x8)	Champagne & Vitamins for the brain — **x 4 + 2 PhD**
Module coordinators (min x1/module) ⟷ Heads of study	Heads of study Study programs — **x 1**
Research group meetings (min x4) ⟷ Research leaders (min x4)	Social Outing — **x 2**
Departmental meetings (x4)	

+ Heads of department

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Research groups

Career planning

1. A working group was established and included:

   - Anja Hvidtfeldt Stanek
   - Mette Elmose Andersen
   - Sille Schandorph Løkkegaard
   - Stine Bjerrum
   - Susanne S Pedersen (Head of Department)

2. Focus on career matrix:
   - Looked at existing examples (e.g. IOB, SAMF, KU psychology)
   - Determined the categories of the matrix
   - First draft
   - Vice-Chair Tonny Elmose Andersen took over

   Status: Process planned with TR, Department Council, all members of staff

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Future intiatives

- How best to include the GEP goals in our strategic work
- Implementation of career matrix in the department (where and how) and also related to the new research strategy of the Faculty
- We will devote an upcoming meeting to focus on GE and the status at the Faculty level that will include a brain storm session how to proceed with respect to where to focus
- Working on how better to include GE in our daily lives and existing structures (e.g. Department Council, departmental meetings, working environment, research groups)

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Status for Dept. of Regional Health Research - GEPs

- Mentor program ("mentoring for change")

- Vice-dept. Leader – younger researchers

- Recruitment procedures

- Data collection and recommendation on carreer opportunities for health researchers

- Peer review visits at hospitals

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Challenges

- Geographically divided in 12 hospitals, 3 regions – varying focus on GE and diversity on hospitals (N=320)

- Recruitment – doctors, nurses

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Future ambitions

- Mentor program for associate professors and professors

- Transparent and equal career options for all health professionals/academic

- Well-being and motivation among our colleagues

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