

Glass ceilings, glass escalators and leaky pipelines? Career progression and transitions in academia

Edinburgh Napier University Research Conference

21 June 2017, Craiglockhart Campus

Aim of the workshop

- ▶ Start a discussion about gender and career progression/transitions at Edinburgh Napier University
- ▶ Hear your experiences, opinions and solutions
- ▶ Contribute to ENU's Athena SWAN journey

Who and what is Athena SWAN?

- ▶ Athena SWAN is a charter established by the Equality Challenge Unit to advance of gender equality in higher education
- ▶ The Charter was first developed to promote gender equality in STEMM subjects, but since 2015 has expanded to include the arts, humanities, social sciences, business and law
- ▶ Edinburgh Napier University has signed up to the charter and holds an Athena SWAN Bronze Award - application for renewal November 2017
- ▶ Schools within the university are also applying for awards
 - ▶ SOC and SEBE Bronze Award, May 2017
 - ▶ ENBS and SACCI submitted for Bronze Award, April 2017

The Athena SWAN Charter

<http://www.ecu.ac.uk/equality-charters/athena-swan/about-athena-swan/>

Why bother applying for an award?

- ▶ The Athena SWAN Charter demonstrates commitment to gender equality
- ▶ The process of applying for an award motivates the institution and Schools to reflect on policy and practice, and identify areas where change is needed
- ▶ Awards recognise and reward positive working environments and excellent working practices
- ▶ Having an Athena SWAN award demonstrates to staff and students that ENU is a good and inclusive place to study and work
- ▶ Long term culture change that will benefit all staff
- ▶ REF and TEF
- ▶ Funding implications - e.g. Scottish Funding Council

What does applying for an award involve: example from the Business School

- ▶ The School Athena SWAN Self-Assessment Team (SAT) was formed in February 2016
 - ▶ Co Champions: Valerie Egdell and Matthew Dutton
- ▶ Data gathering and analysis - student and staff data from a range of sources
- ▶ SAT meetings and continuous communication
- ▶ Engagement - external and internal
- ▶ Submission document and action plan - April 2017
- ▶ Implementation of the action plan - monitoring staff and student trends; policies and practices; self-assessment team and process

Today's discussion: career progression and transitions

- ▶ Glass ceiling - "The essence of a glass ceiling effect is the greater disadvantages for moving into higher outcome (e.g., earnings, authority) levels at later stages in one's work life" (Cotter et al., 2001: 671)
- ▶ Glass escalators - "subtle mechanisms in place that enhance men's positions in [women's] professions" (Williams, 1995: 108)
- ▶ Leaky pipelines - concept that women disappear from the career ladder, especially at transition points e.g. into HE, into workplace, motherhood, promotion

Group discussion

1. Do gender stereotypes affect career progression in academia?
2. Is lack of gender balance in our programmes a problem?
3. Should we use targets, quotas and positive action to ensure equality and diversity in academia?
4. Looking forward, how, and in what ways, can we better support all staff to progress at Edinburgh Napier University?

▶ *Record discussions on the flipchart paper/post-its at your tables*

More information...

- ▶ Equality Challenge Unit's Athena SWAN website - <http://www.ecu.ac.uk/equality-charters/athena-swan/>
- ▶ Institutional Athena SWAN Champion (e.theodoraki@napier.ac.uk)
- ▶ School Champions
 - ▶ ENBS: v.egdell@napier.ac.uk or m.dutton@napier.ac.uk
 - ▶ SHSC: c.mahoney@napier.ac.uk
 - ▶ SACI: k.macleod2@napier.ac.uk
 - ▶ SEBE: a.stupart@napier.ac.uk
 - ▶ SAS: cl.taylor@napier.ac.uk
 - ▶ SoC: n.moradpoor@napier.ac.uk