

Gender Initiative for Excellence GENIE at CHALMERS

[Chalmers.se/verapodden](https://chalmers.se/verapodden)

Maria Saline
Coordinator Genie

2024-05-08



National data

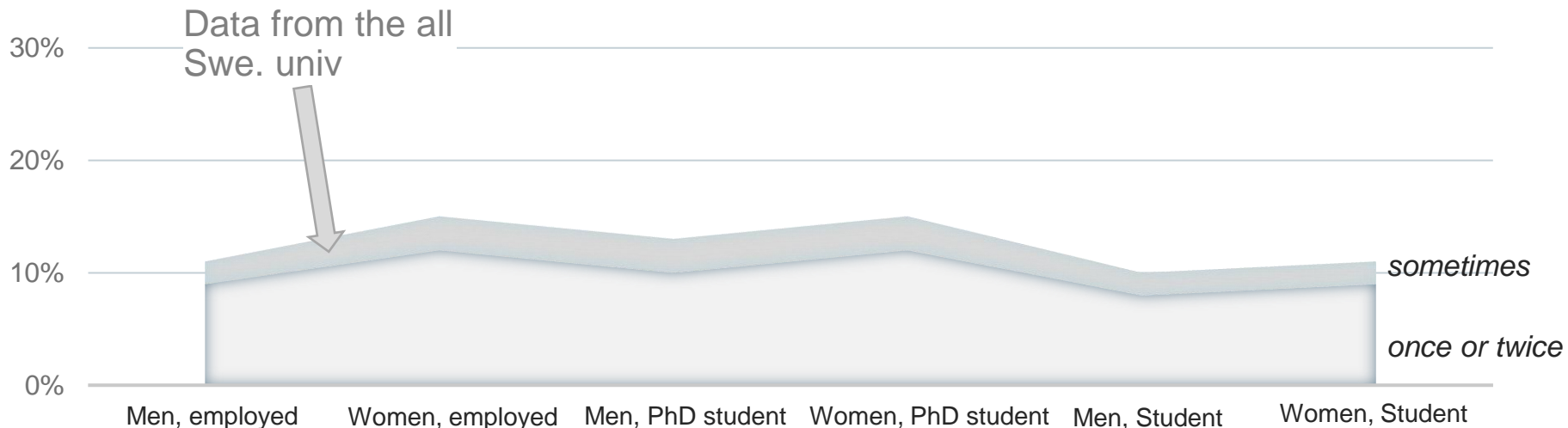
Survey on: **Gender-Based Violence and Sexual Harassment in the Swedish Higher Education Sector**



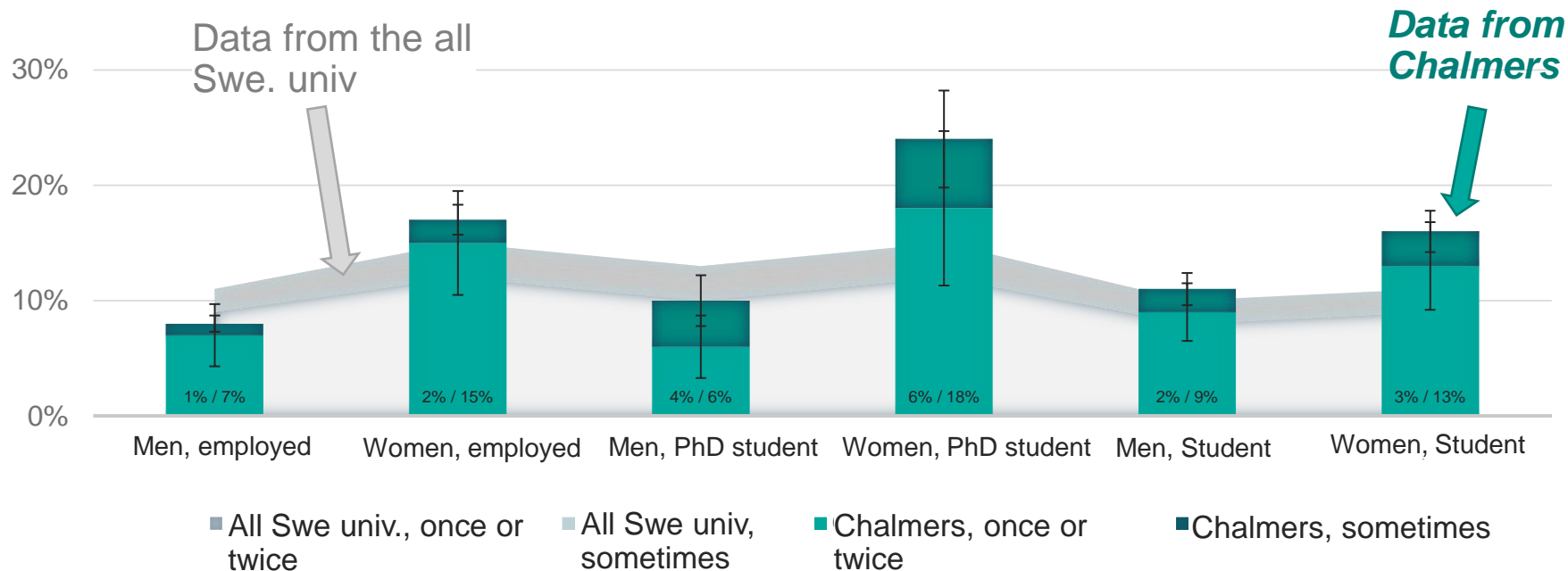
<https://ki.se/media/246914/download>
<https://ki.se/en/gender-programme>



Social work environment/genderbased exclusion/incivility
During the PAST YEAR, were you ever in a situation in which any of your supervisors or co-workers made insulting or disrespectful remarks about you?



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WHAT IS GENIE?

...strategy to increase success and excellence at Chalmers!



1. Money: 300 MSEK (30 M Euro)
2. Long term: 10 years, 2019-2028
3. Initiated and lead by faculty

Goals:

- Increased female faculty 40% female professors 2028
- **Eliminate structural and cultural barriers** that hamper women's careers.
- Create an workenvironment, which is **inclusive, diverse** and **supports excellence** in research and education.

LEADERS 2019-2022;



Pernilla Wittung-Stafshede Prof. LIFE dept.

Maria Saline, PhD,

Mary Sheeran Prof. CSE dept.

GENIE ORGANIZATION 2022-2024



Advisory group

Paul Walton, (York University) *Interim leader sept 2023-feb 2024*

Lena Gustafsson (Umeå Univ. Chalmers)

Liisa Husu, (Örebro University)

Peter Sestoft (IT Univ. Copenhagen)



Steering group

Maria Elmquist Chalmers deputy president

Thomas Nilsson (Prefect rep.)

Anders Johansson (Faculty rep.)

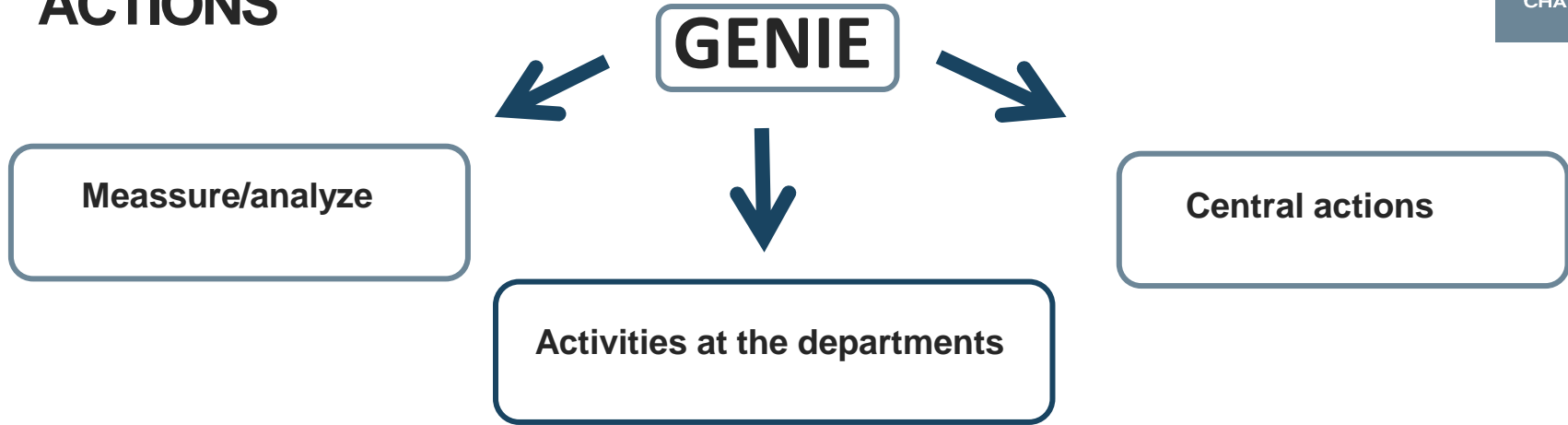
Angela Hillemyr (Head of HR)

Head of Student union



Photo: Pernilla Wittung-Stafshede

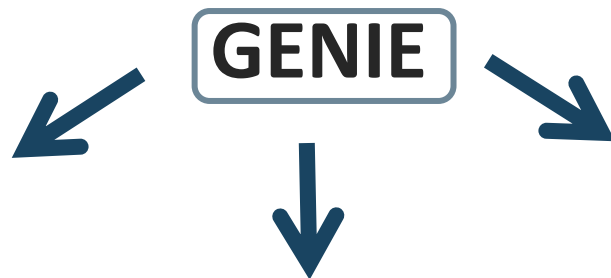
FIRST 5 YEARS, ACTIONS



Combination of female recruitment and support, and long-term systemic actions for cultural changes

Top-down and bottom-up
Getting majority onboard is key

FIRST 5 YEARS, ACTIONS



Measure/analyze

- Gender divided data 2018 -2023.
- “Why women leave – Chemistry” (non-events)
- Bibliometry gender divided
- Connected to Chalmers Rules of Procedure: ‘*academic household work*’
- Added 6 questions to the employee-survey 2018-2022
- Collect and share good examples

Activities at the departments

- Genie representative/inst. (13)
- Network of PhD students – DrGenie
- Plans and goals for GE work into yearly Operational Plan
- Toolbox with ideas on what to do + reference and links
- Course on cultural change 6 moduls (about 4 days)

Central actions

Recruitments:

- 3 Full Professor (K, E2 and IMS)
- 1 Professor (MC2)
- 1 Associate prof. (TME)
- 6 Assistant professors
- 15 Postdocs
- 3 PhD-students
- 3 internal support
- 16 Visiting researchers

Support to existing faculty:

- Support to 15 female PI
- 30 project (Gender+excellence)
- Mentorship, student networks (CWA)

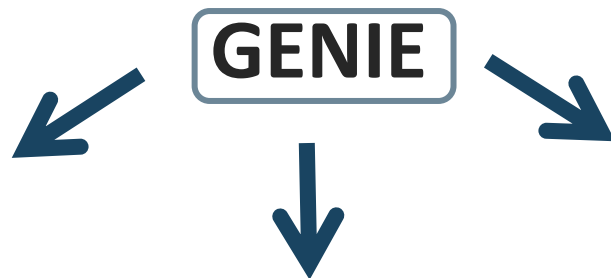
Education:

- Culture change course,
- EDI in undergraduate edu.
- Leaders “walk the talk”
- Female and inclusive leadership program
- Leadership program: “inclusive outstanding research environments”

Seminars and outreach

- Articles, events, podd and seminars

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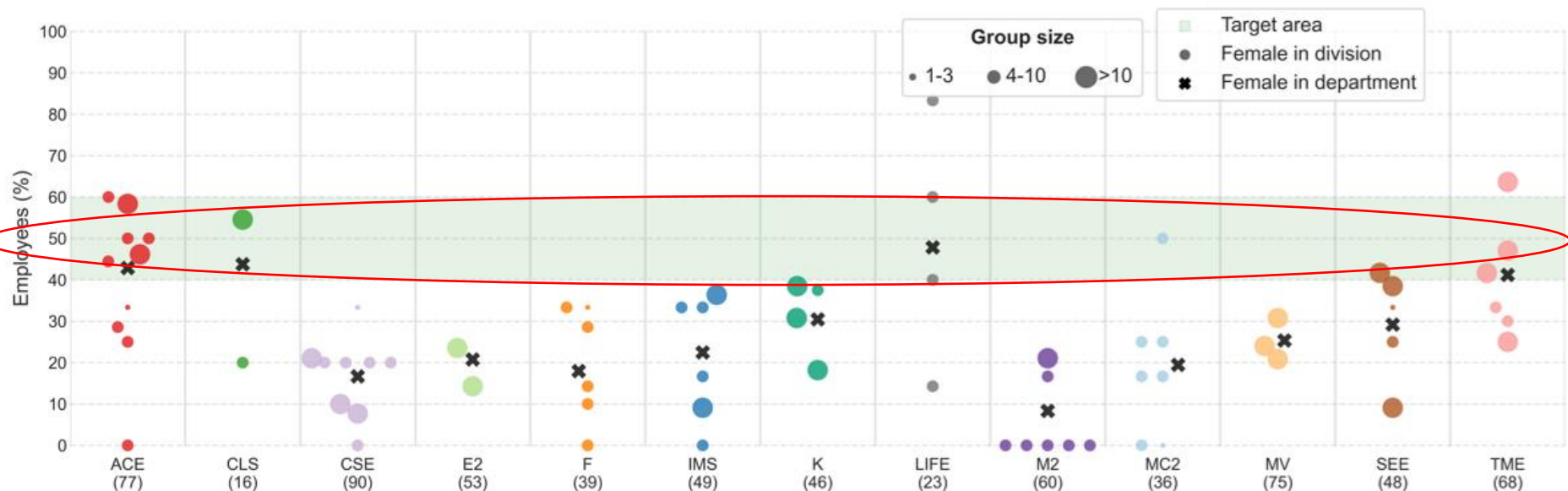
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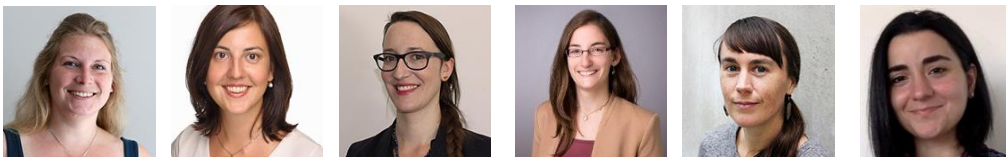
Gender proportion base-funded faculty



Recruitment of female faculty



- Funded female assistant professors in the 2018, 2022 Areas of Advance calls. General initiative to provide start-up packages to female assistant professor hires



Michaela Wenzel BIO Marija Furdek E2 Julia Wiktor F Luisa Ickes SEE Helene Ahlborg TME Yasemin Bekiroglu, E2

Extra support to:

Elena Pagnin CSE,
Yinan Yu CSE,
Rocio Mercado CSE,
Rebekka Wohlrab CSE,
Esther Galby CSE,
Ezter Lakatos CSE,
Hana Jungova F,
Bri Gauger ACE,
Karine Le Bail SEE,
Malin Rau MV,
Jessica Jewell SEE,
Meta Berghauser Pont ACE

- Financial support transfer from externally-funded to base-funded positions



Carina Persson, SEE Eva Wirström, SEE Maria Grahn, M2

- Direct recruitments of top female faculty



Minna Pikkariainen E2 *but left.....* Maria Asplund MC2 Sophie Hallerstedt Jia Wei Chew, K Isaksson, IMS

- Female visiting faculty program



+6 more..



Why women leave – Chemistry



- Ranyella Cristina de Siqueira, Chalmers univ.
- Prof. Dr. Kasper Moth-Poulsen, Chalmers univ.
- Scientific advisor: Prof. Dr. Liisa Husu, Örebro Univ.

This study's key findings:

- 🔍 academic chemistry **progress** was linked with **personal skills and significant support**.
- 🔍 While the **obstacles** were more connected with the **academic organization and culture**.

Identified Non-events:

- 🔍 Faculty women were not invited to participate in groups and celebrations with colleagues.
- 🔍 Not invited to be in decision-making at the Department
- 🔍 Faculty women needs were ignored and there was lack of support in their daily job tasks
- 🔍 Women were not heard about their projects, ideas, previous experiences, recommendations, needs



Recognition strategy



“Valuable Labour: Academic Citizenship in Promotion and Tenure”, work by Bri Gauger, PhD, **ACE**

Posed the following research questions:

1. What academic service-related tasks are being done, and by whom?
2. What are the tradeoffs involved in participating?
3. How can we make academic citizenship visible and valued?

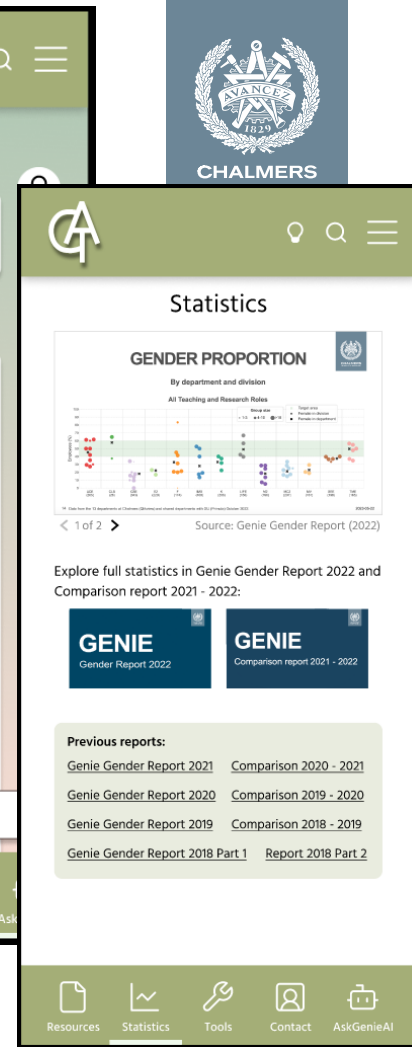
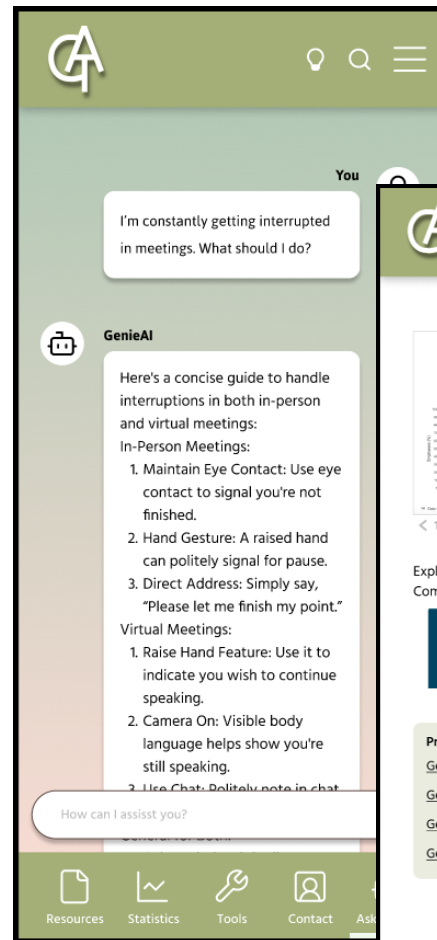
Conclusion: academic leadership, institutional service, and collegiality

External institutional service is more likely to be formalized and therefore valued more than internal service

Internal service takes the most time and is the least visible

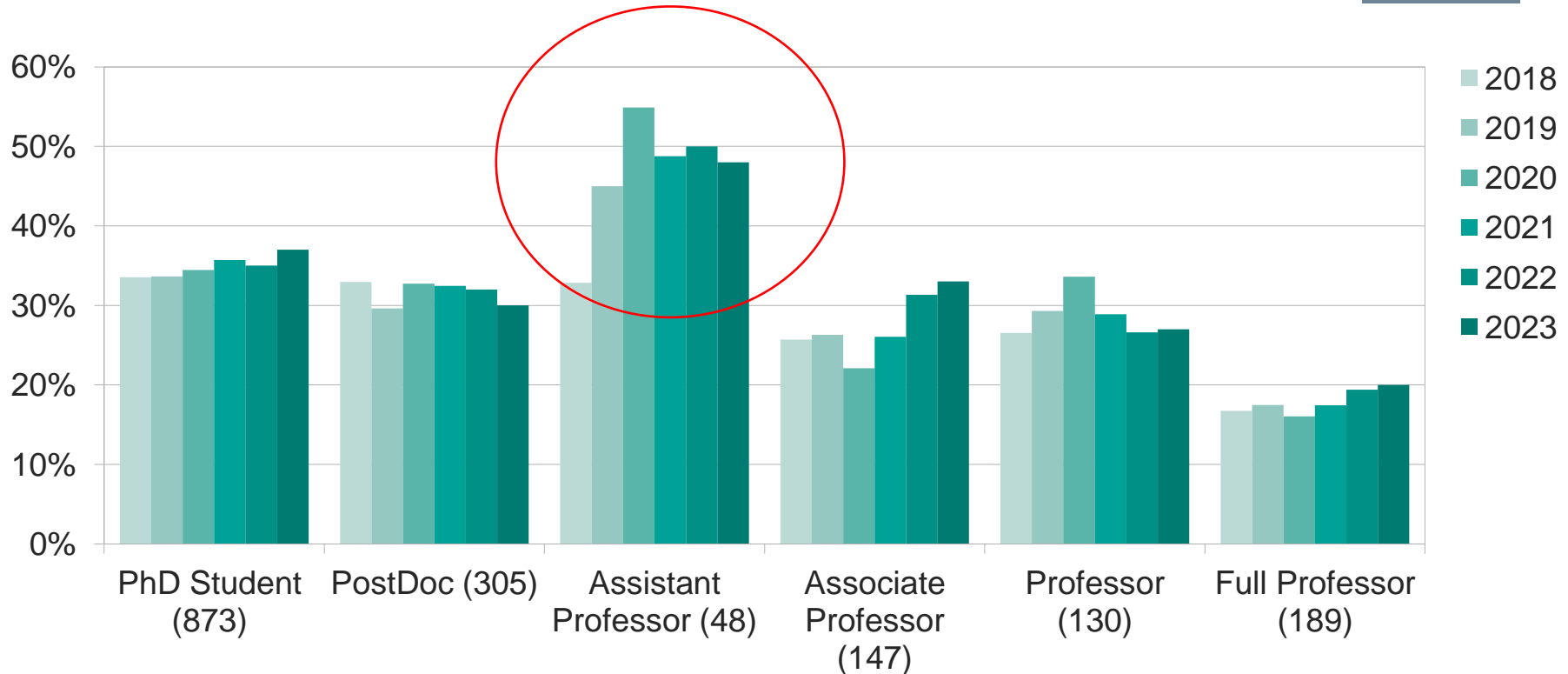
Genie Action toolbox

- Validated resources
- Evidence based
- Easy to use
- Interaktive
- Academic culture in focus



% Female by role at Chalmers

Broad calls, 50% each gender to interview, Genie's presence...



Successes and Challenges first 5 years



Successes

- Built **trust** for Genie
- **Academic agenda** in focus
- Improved **awareness**
- Increased **engagement**
- **Hired** great women to faculty
- **Visibility** is positive for **Chalmers reputation**

Challenges

- Hindered by **bigger university problems**
- Not easy get leaders/faculty to **prioritize and take responsibility**
- Want to help, but **excluded from early insights – Leadership is key**
- **Everyone is part in creating our culture**

Article about the Genie project:

Saline, M., Sheeran, M., & Wittung-Stafshede, P. (2021). A large 'discovery' experiment: Gender Initiative for Excellence (Genie) at Chalmers University of Technology. *QRB Discovery*, 2, E5. doi:10.1017/qrd.2021.3

Thank you!

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Chalmers.se/genie



Saying thank you to Mary Sheeran and Pernilla Wittung-Stafshede, Paul Walton taking over as leader of the Genie initiative. Dec 2022



CHALMERS