

# University of Trento - Italy

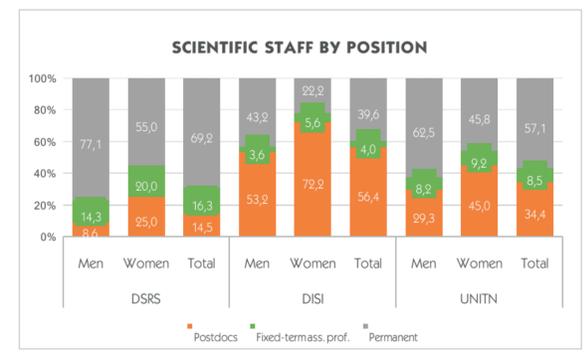
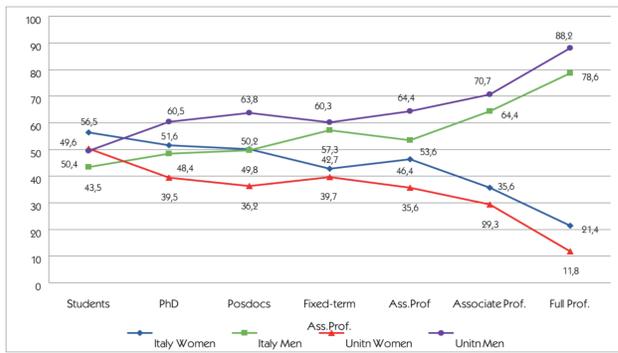
## Organisational context

The University of Trento (UNITN) is a public teaching and research university. With 14 Departments and more than 16,000 students, it is an Italian medium-sized university, composed of around 600 academic and 600 administrative personnel. UNITN has a low presence of women in its research and teaching staff. In 2014, the proportion of women in the overall academic personnel was 27%, while the Italian average was 36%. Moreover, at UNITN, more than 2/5 of the research staff is composed of people in temporary positions, but among male research staff men with temporary positions are the 37,5%, while among female research staff women without a tenured position represent the 54,2%.

The GARCIA action targets one STEM and one SSH department:

- Department of Information Engineering and Computer Science (DISI)
- Department of Sociology and Social Research (DSRS)

Some actions also targeted the entire University and the local context.



## wp3 Mapping national and local context

**Diagnosis:** Data on academic careers at national level shows a relative stability in the feminization process of the academic positions and a significant increase in the number of temporary posts that are all concentrated in the early stages of careers. In Italy, postdoctoral fellowships are not formally considered as employment contracts, and postdoctoral research fellows are not entitled to receive any unemployment benefit, and have a limited access to other social security provisions.

**Action:** The GARCIA team collaborated with the UNITN Rector, the Committee of PhD students and Grant holders, the Autonomous Province of Trento (APT), the Employment Agency of the APT and the local trade unions to design and implement an **unemployment benefit for postdoctoral research fellows residing** in the Province of Trento (600 euros for a maximum of 6 months).

## wp4 Integrating gender perspective into research and teaching

### Organisational diagnosis:

a) Quantitative and qualitative analysis focused on gender differences in the academic careers at the University of Trento. Development of statistical indicators and realisation of semi-structured interviews with early career researchers at the DISI and DSRS.

b) Data collection on teaching activities and funded research projects at the DISI and DSRS.

### Actions:

#### University and local level:

- Cycle of seminars "Gender Studies: Interdisciplinary Perspectives", in collaboration with the Centre for Interdisciplinary Gender Studies of the University of Trento.
- Film festival on gender and science.
- Participation at the "Researchers' Night 2015", with the event "The women researchers' night! Stories of women scientists of the past, present and... future!", in collaboration with the FESTA project.

#### Department level:

**DISI:** Training workshop organised within the "ICT Days": "Integrating a gender perspective in research", conducted by Yellow Window, aimed at providing participants with concrete tools for including a gender perspective in designing a research project proposal.

**DSRS:** Research laboratory "Gender differences in students' experiences" within the undergraduate course "Gender in the contemporary society", aimed at providing students with methodological tools for adopting a gender perspective in designing a survey and an interview guide

## wp5 Management and decision making process

**Organisational diagnosis:** Management practices and financing procedures have been analysed using a gender lens at the university level. Moreover, an analysis of the gender composition of the committees concerned with decision-making in the two targeted departments has been realised. In 2014, women were only 20% of the total number of UNITN governance board members and within each board or committee there was often only one woman.

**Action:** Dissemination of the analysis conducted and of the **toolkit to integrate gender budgeting in the research sector**, by involving central bodies managing the governance of UNITN and the administrative offices at university and departmental level.

## wp7 Raising awareness of committee members and prospective candidates

**Organisational diagnosis:** Analysis of a) the formal selection criteria for early career researchers; b) the vacancies opened at the DISI and DSRS from 2010 to 2014; c) semi-structural interviews with members of committees involved in these recruitment procedures.

### Actions:

**University level:** training course "How to write a successful ERC project proposal", with specific attention to gender issues, conducted by an expert of the Italian Agency for the Promotion of European Research (APRE). Individual meetings were also organised with early career researchers, in order to offer tailored advices on their project proposal.

**DISI:** The workshops "Making academic careers together. Recruitment, precariousness and gender" were organised within the XII International Conference on the Design of Cooperative Systems (COOP).

- In the morning session, associate and full professors were involved in a discussion about the potential gender (conscious and unconscious) biases in the recruitment and evaluation criteria. The main results have been organised in a **vademecum for committee members** recruiting assistant professors, aimed to avoid discriminations and to acknowledge gender differences in the applications.

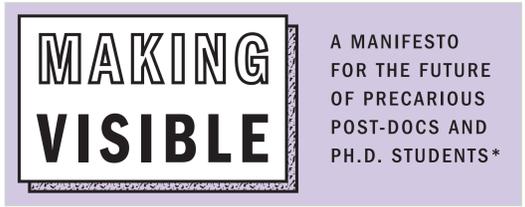
- In the afternoon session, PhD students, postdocs and research fellows discussed the vademecum developed in the morning session, focusing on the gap between formal and actual practices. The results of the discussion were summarised in the document "MAKING VISIBLE – Manifesto for the future of precarious postdocs and PhD students"

- In the plenary session, all the conference attendees were involved in a collective discussion aimed to question the criteria used to recruit early career researchers.

**DSRS:**

- Workshop "How can we promote talents in research?", conducted by colleagues working in the STAGES project. Associate and full professors were invited to reflect on gender biases and stereotypes in selection and evaluation procedures. The aim was to increase the awareness on the fact that "excellence" is not gender neutral, and to show the gap between ideal representations and actual practices.

- Two training activities targeted to early career researchers and conducted by prof. Barbara Risman, former President of "Sociologists for Women and Society" and Vice-President of the American Sociological Association: 1) "Professional Development Workshop: Career Planning for Early Career Researchers", aimed to raise awareness about gender practices in recruitment and selection processes, and to provide competences useful to build an academic career in a global research environment (cv-writing, job application, interview strategies, career planning); 2) **Individual colloquia**, where PhD candidates and postdocs had the chance to receive a personalised counselling on their professional development.

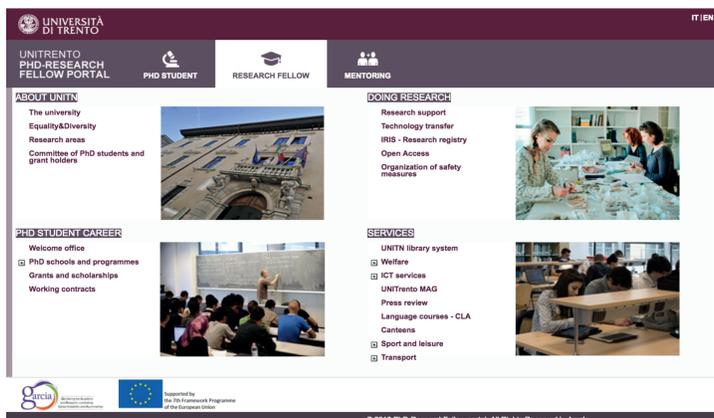


## wp6 Actions contrasting the leaky pipeline

**Organisational diagnosis:** analysis of the working conditions of PhD holders who left the DISI and DSRS departments, after having worked there as postdoctoral research fellows from 2010 to 2014. Data gathering through: a) statistical data collection; b) web-survey; c) semi-structured interviews.

### Actions:

**University level:** Participatory design process for the creation of a **new web portal** within the official UNITN website, dedicated to PhD students and postdoctoral research fellows. The portal provides information about the available organisational policies and about rights and duties. It also includes an **online mentoring area**, with video pills realised ad hoc by the GARCIA team with STEM and SSH senior researchers, addressing relevant topics for early career researchers, such as: publishing, networking, career planning, fund raising, gender and equal opportunities.



**Department level:** workshop "Bridging academia and the private sector", aimed at informing and empowering female and male master and PhD students and early career researchers about the working opportunities outside academia.

## Main results

Raised attention on the working condition of postdoctoral research fellows and on gender asymmetries in career development in the UNITN community, through the involvement of teaching and academic staff in diagnostic activities and implemented actions. Crucial collaboration with governance bodies and administrative offices. At the department level, increased awareness on gender differences since the very beginning of the academic career, reproduced both in the everyday working life and in the selection and recruitment practices. Inclusion of gender-sensitive approaches in research and teaching, through the implementation of self-tailored activities in the STEM and SSH departments. Favourable environment to include also early career researchers in the Gender Action Plan of the University.