

University Board

Adopted 6 October 2014



**” ACTION PLAN FOR CAREERS, GENDER AND QUALITY
– EQUAL OPPORTUNITIES IN RESEARCH AND MANAGE-
MENT ”**

6 OCTOBER 2014

With this action plan, UCPH Board has adopted a clear policy in accordance with Sec. 6 of the University's fundamental principles in HR policy on diversity and equality, for affirmative action to ensure gender balance in research and management at UCPH within the framework for UCPH objectives.

The plan takes effect on 1. February 2015 and will be reviewed after three years, i.e. year-end 2017.

1. Action plans for the faculties mean that:

- Individual faculties are to decide on their own action plans
- Faculties are to publish their action plans on UCPH websites
- Faculties are to report annually to the Rector on compliance with action plans
- Faculties are to discuss their reports at meetings between faculty management and the Rector
- Faculties are to publish their reports

2. Management focus

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- Gender balance is part of value-based management philosophy. The purpose, advantages of and tools for promoting gender balance is part of management development at the University.
- Targets are to be set for the proportion of under-represented genders in senior management, understood as Executive Management, Deans, Heads of Department, FA Directors and Faculty Directors. Once a year the proportion of under-represented genders is evaluated in relation to those faculties where the proportion are less than 40 pct. These faculties are expected to increase the proportion with at least 5 percentage points during the 2015-2017 period.

The goal is an increase in the proportion of the under-represented gender during the 3 years period (2015-2017) of 5 percentage points to 32 %.

- Activities are to be undertaken aimed at promoting gender balances in management posts in UCPH, including the continuation of mentor schemes and pre-leadership courses and systematic reporting on the make-up of appointment committees, the gender balance amongst applicants for management roles, etc.

3. Introduction of the use of search committees and focus on recruitment processes

- Search committees should be established prior to filling appointments at UCPH. These should work actively to identify potential national and international candidates, and to focus on identifying talented individuals, for all managerial posts and permanent associate professorships and professorships (full and with special responsibilities).

The goal is that search or search committees are used at every recruitment process by the end of 2017 when the Action Plan expires.

- UCPH managers are to receive further training in recruitment processes.

- UCPH academics should be made aware of the possibility of advertising scientific positions in areas where there are qualified but under-represented genders and where there are also gender imbalances.

4. Breadth of applicant cohort - reflected in that:

- There is to be at least one applicant of either gender before a post can be filled.¹
- It is possible to get dispensation from the above requirements from the Rector so that the requirement does not block appointments in situations in which it turns out that affirmative action is insufficient to get at least one person of each sex to apply for a position.

5. Assessment and appointment committees are to have equal balances and at least both genders are to be represented

- There should be a requirement for assessment and appointment committees to have equal representation of women and men and should at the very least consist of members of both genders
- The Dean can grant dispensation from the above requirements so as not to block assessment committee appointments. When managerial appointments are being made, dispensation can be granted by a more senior manager.

*The goal in relation to equal balances in assessment and appointment committees is to be achieved in accordance with the following figures:
40 % of the assessment committees should have a balance of (33,33/66,66 %) during the 2015-2017 period. In 2015 only 30 % of the assessment committees are expected to have an equal balance.*

No targets are set in relation to appointment committees, but it is expected that the requirements of equal distribution are observed.

6. Action after maternity/paternity leave

¹ Defined as positions on a permanent basis of assistant professors, associate professors and full professors, incl. "mso" (with special responsibilities) and clinical professors.

- Faculty action plans include the requirement for agreements to be made before the end of leave between local management and professors /associate professors on how the upcoming period is to be used.
- Schemes are to be set up using funds administered by faculties to provide associate and assistant professors with grants, regardless of gender, for activities to ensure that they make a good start on teaching and research after returning from leave, for example travel grants for a research placement, assistance with a research project, the purchase of special equipment or materials, etc.

7. Clear career paths

- The work done on gender and research at UCPH is to be integrated in general HR processes at UCPH, including for example employee appraisals, career/development plans, etc.
- Pre-leadership courses that help identify managerial ability and aspirations are to be maintained as a tool;
- Mentoring programmes are to be provided for both genders

8. Continuity training and knowing more about gender perspectives in research

- Workshops are to be undertaken, also in conjunction with F&I, aimed at increasing awareness of gender perspectives and bias in research, cf. also HORIZON 2020 requirements. Inspiration for courses/workshops is also available from Yale University, which has been working on this issue for several years.

9. Investigation of the reasons for not selecting UCPH as a place to do research

- A study and analysis is to be done, anchored in HR&O, as to why assistant and associate professors choose not to follow a university career at UCPH. As much data as possible is to be obtained from similar studies at Aarhus University and SDU. The results of the study are to be used in other affirmative action work at the faculties. The study will also incorporate knowledge from risk assessments and annual well-being surveys.