GENOVATE – how to implement a gender-aware and sustainable recruitment process in academia
GENOVATE - how to implement a gender aware and sustainable recruitment process in academia?

GENOVATE Learning Circle

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www.genovate.eu
Genovate Project

**Project period:** 2013-2016
**Duration:** 48 months
**Consortium:**
- Bradford University, UK (coordinator)
- University College of Cork, Ireland
- Luleå University of Technology, Sweden
- Ankara University, Turkey
- University of Naples Federico II, Italy
- Trnava University, Slovakia
- Complutense University of Madrid, Spain (evaluator)
**Coordinator in Sweden/WP5 Leader:** Paula Wennberg, LTU
**LTU Scientific Leader:** Ylva Fältholm, LTU
**Funding:**
- EU FP7 Science in Society 70%
**Budget:**
- 3,2 miljoner EUR

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**LTU Internal Stakeholders:**
- Deputy vice-chancellor, deans, heads of departments, faculty boards
- Appointment committees, recruitment teams
- Human Resources
- Enabling ICT
- LTU Career Center

**External Stakeholders:**
- CDT Gender and Diversity Ambassadors
- Sogeti, Luleå
- Luleå ICT Business Council
- Luleå Municipality
- EARMA
Gender Equality Action Plans

• To ensure equal opportunities for women and men in research, innovation and scientific decision-making bodies

• Tailored Gender Equality Actions Plans (GEAPs)

• Three focus areas:
  • Recruitment, progression and research support
  • Working environment and culture change
  • Excellence in research and innovation
LTU

78% men
22% women

Professors

62% men, 38% women

Senior lecturers

65% men, 35% women

PhD students

55% women, 45% men

Lecturers
# Development at LTU

## Senior Lecturers

<table>
<thead>
<tr>
<th>Year</th>
<th>% Men</th>
<th>% Women</th>
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<tbody>
<tr>
<td>1994</td>
<td>77%</td>
<td>23%</td>
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<tr>
<td>2002</td>
<td>77%</td>
<td>23%</td>
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<tr>
<td>2005</td>
<td>74%</td>
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<td>27%</td>
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<td>2007</td>
<td>72%</td>
<td>28%</td>
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<tr>
<td>2008</td>
<td>68%</td>
<td>32%</td>
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<tr>
<td>2009</td>
<td>64%</td>
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<td>2010</td>
<td>61%</td>
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<tr>
<td>2012</td>
<td>61%</td>
<td>39%</td>
</tr>
<tr>
<td>2014</td>
<td>64%</td>
<td>36%</td>
</tr>
<tr>
<td>2015</td>
<td>62%</td>
<td>38%</td>
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</tbody>
</table>

## Professors

<table>
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<tr>
<th>Year</th>
<th>% Men</th>
<th>% Women</th>
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</thead>
<tbody>
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<td>1994</td>
<td>100%</td>
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<tr>
<td>2002</td>
<td>96%</td>
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<td>2005</td>
<td>92%</td>
<td>8%</td>
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<td>2006</td>
<td>90%</td>
<td>10%</td>
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<tr>
<td>2007</td>
<td>88%</td>
<td>12%</td>
</tr>
<tr>
<td>2008</td>
<td>87%</td>
<td>13%</td>
</tr>
<tr>
<td>2009</td>
<td>84%</td>
<td>16%</td>
</tr>
<tr>
<td>2010</td>
<td>86%</td>
<td>14%</td>
</tr>
<tr>
<td>2012</td>
<td>83%</td>
<td>17%</td>
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<tr>
<td>2014</td>
<td>81%</td>
<td>19%</td>
</tr>
<tr>
<td>2015</td>
<td>78%</td>
<td>22%</td>
</tr>
</tbody>
</table>
Recruitment – Before and After

• Before
  – Replacement strategy, Subject oriented, and Disintegrated processes

• Change process:
  – Mapping the current situation and identifying needed improvements
  – Project ‘Gender aware and sustainable recruitment’

• After
  – University oriented strategy and Integrated processes
Gender aware and sustainable recruitment

• Integration of equality and diversity
• Checklists, support and advice
• Collaboration with other units and functions
• Waypoints in the processes
• Statistics divided by gender
Identify the best applicants

- **Attracting:** Campaigns, branding, Euraxess, LARV, networking, **Search company,**

- **Recruiting:** Attractive ads, gender balanced recruitment groups, gender balanced external assessors, **tests, leadership interviews,** seminars on selection methods, support in migration issues, collaboration with researchers from Human Work Science, developing internal websites

- **Introduce/Keep:** Days of introduction, **Relocation,** **Meet ’n Greet,** Swedish for employees, Leadership in Academia
Search Company

• Finding interesting new candidates
• Approaching international candidates
• Keeping them interested during the whole process
• We have recruited several chaired professors this way: Soil Mechanics, Structural Engineering, On-board Space Systems, Mathematical Statistics etc.
Focus on leadership

Interviewing Chaired professors twice:

1. Leadership interview
2. Presentation in Appointments board
Selecting the best!
-Using tests as an initial selection

**Personality Test:** eg. stability, able to work in constructive teams, innovation, ability to make decisions

**Ability Tests:** Logical reasoning

**Knowledge Tests:** eg. English, mechanical understanding, administrative skills.
Relocation, Meet ’n Greet

• Recruiting a single, a couple, a family - everyone comes from one setting to another

• Creating meet up events
Challenges we face

• Salary levels
• Temporary assignments
• Geographical location and ‘small’ university
• Lack of competence within certain subjects
• To get the best women and men to apply
• To get the best to come and stay... (family, school, etc.)
Lessons learned and our way forward

• The importance of information based decisions - from believing to knowing
• The importance of collaboration and systemic perspectives
• Understand a persons diverse competences and judge them based on the specific position
• Standardisation leads to processes which are quality assured and sustainable
Discussion

How do you integrate gender equality in recruitment processes?
How do you create a more attractive and equal working place?
Contact details

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