



BACCHUS

Impact of Biogenic versus Anthropogenic emissions on Clouds and Climate: towards a Holistic UnderStanding

Collaborative Project

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Summary of results

1.1. Update: gender balance situation in the BACCHUS consortium

Gender-separated statistics for different ranks of the BACCHUS scientific personnel was updated for the project start (December 2013) and created for month 14, when the first Annual Meeting took place (January 2015). To obtain comparable numbers for the different points in time, only people who obtain their salaries from BACCHUS and the head of the groups/professors appear in the statistics. Since research positions may be defined differently at different universities and countries, those employment categories, which are most likely defined differently, have been defined following the Handbook of Academic Titles of Carnegie Mellon University, USA (<http://euro.ecom.cmu.edu/titles/titlebook.htm#Glossary%20of%20Titles>)¹.

From the beginning of the project to month 14, most of the hiring in the consortium was accomplished. Consequently, the number of people in the consortium, i.e. those paid by BACCHUS and the head of groups/professors, has increased from 96 to 112 (not shown). Figure 1a shows the number of BACCHUS employees as a function of employment category: The number of Master students working on the project increased from 3 to 7, among which are 4 female and 3 male students. 6 PhD students were hired, among them 4 women and 2 men. This increases the total number of female PhD students to 10 and of male PhD students to 8. Additionally, 3 female and 5 male postdocs were hired resulting in a total number of 11 female and 15 male postdocs, respectively. One female research associate started at CNRS-GAME leading to a total number of 3 female research associates in month 14. The number of male research associates reduced from 7 to 6. At the rank of senior research associates, the number of female persons reduced from 5 to 3, while the number of male employees increased by 1 from 17 to 18. The total increase of persons also includes one additional male professor due to the fact that the University of Gothenburg (UGOT) was admitted as partner to the consortium in March 2014.

The relative employment category numbers in Figure 1b show two main notable features: the number of women students is roughly equal to the number of male students up to the PhD level. From the category of postdocs onward, the relative number of women decreases significantly while the contrary is the case for men, i.e. the well-known scissors are also apparent for the BACCHUS consortium. This distribution indicates that gender equality –in terms of numbers– has been reached up to the PhD level, and that measures must now focus on keeping women in academia and encouraging/promoting them to higher positions.

1.2. Actions in the BACCHUS consortium

Since BACCHUS is a science project, time and resources to support gender equality actions are limited and must focus on concise actions to be of relevance.

¹ Research Associate: A faculty position for a person "whose major responsibilities relate to performance of specific research." A nontenured title for "persons possessing the doctor's degree or its equivalent and whose academic qualifications [are] comparable to the regular faculty ranks of assistant professor or associate professor." Senior Research Associate: "Senior research associates work in the conduct of research and, after receiving the doctoral degree, have at least ten years of experience as research associates, or equivalent positions, and have demonstrated significant research achievements in the form of publications, patents, or other measures of research accomplishment."

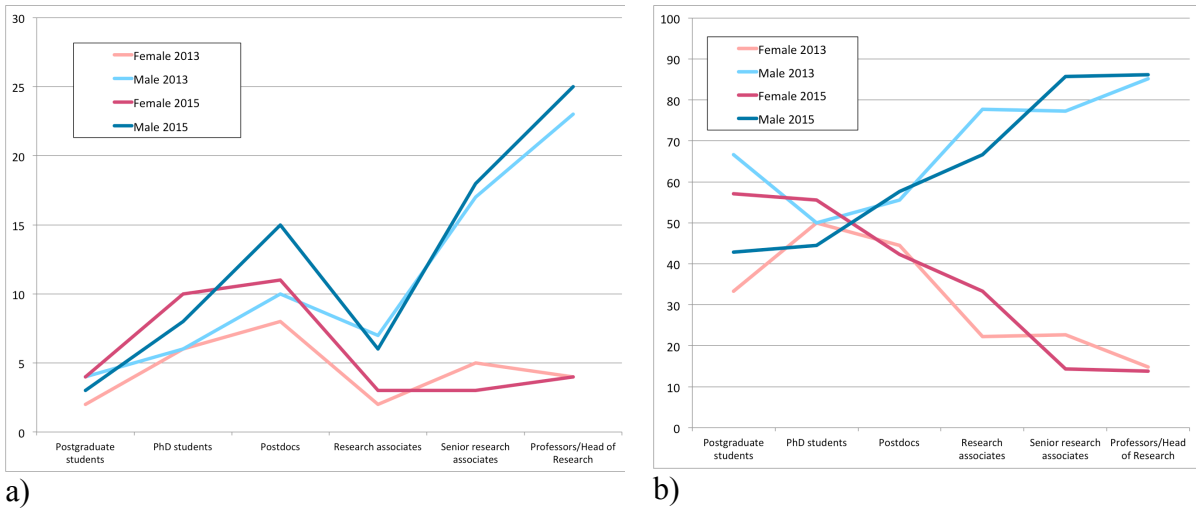


Figure 1: Number of female and male employees in the BACCHUS consortium in project months 1 (light pink and blue, respectively) and 14 (dark pink and blue, respectively). a) absolute numbers and b) relative numbers (%).

1.2.1. Gender&Diversity Workshop for PIs

One action to increase gender and diversity awareness was a 1.5 hour workshop on this topic for the Principal Investigators at the Annual Meeting 2015. This workshop was organised in collaboration with the consultancy Diversity in Business owned by Dr. Valerie Gürtler-Doyle, who is also Head of Talent Management Emerging Markets and Diversity&Inclusion Switzerland at the pharmacy company Novartis in Basel, Switzerland. The workshop was structured as follows: in the first half hour, Dr. Gürtler-Doyle gave an introductory survey about why we should be concerned about gender awareness in academia, and what the potential causes for the loss of women in academia could be. The presentation is available for BACCHUS members at the BACCHUS wiki under: https://wiki.bacchusen.vu.ac.at/pub/Main/AnnualMeeting2015/-/Bacchus_GenderDiversity_Presentation_DiB.pdf. During the remaining time, participants were split into table teams to discuss selected gender&diversity topics, among them “reducing bias in hiring and promotions”, “uncertain career perspectives for double career couples”, and “management culture and recognition of work – impacting the self-image and –confidence of young scientists”. The aim of the discussion in table teams was to raise awareness to existing problems and to find a few distinct measures to promote women in academia that can be realized on the project level.

On the basis of this discussion, we encourage people in our consortium, who have encountered career breaks, to indicate in applications the equivalent number of publications following Nicholson (2015). From this publication, we infer the equivalent number of publications NP_{eq} as

$$NP_{eq} = NP / \overline{ER} \quad \text{Eq. 1}$$

where NP is the actual number of publications and \overline{ER} the average employment rate over N months:

$$\overline{ER} = \frac{\sum_{i=1}^N PM_i}{N} \quad \text{Eq. 2}$$

PM_i designates the person month of month with i ranging from 0 to 1, depending on the employment rate in month i . In case of full-time work over all N months, \overline{ER} is 1.

The advantage of this measure is that it accounts for all kinds of career interruptions, not only parental leave and child-related reduced workload, but also other factors such as long-term holidays or illness and can thus be applied to diverse situations.

1.2.2. Promotion of excellent female and male postdocs to responsible tasks

Jurgita Odnevaite (NUIG) has been nominated task leader in work package 2.

1.2.3. Application of 50%-50% female-male ratio to presentations at annual meetings

At the Annual Meeting 2015, the female to male ratio in presentations amounted to 9 presentations by female speakers (36%) and 16 presentations by male speakers (64%). Hence, the target ratio of 50%-50% was not reached. The unequal fractions were mainly associated with a larger number of scientific presentations by senior male persons. Since hiring has now been almost completed and scientific tasks have been assigned, large improvements in this ratio cannot be expected for future meetings. Instead we will now aim at the EU FP7 target of a 40%-60% ratio.

1.2.4. Dedicated female lunches at annual meetings

At the Annual Meeting 2015, the majority of women in the project followed the invitation for a dedicated female lunch. However, since the purpose of such a meeting was not clear to many and women felt that no real advantage can be gained from such a meeting, it was collectively agreed to not continue female lunches at future meetings.

1.2.5. Recommendations to avoid gender biases in the recruitment process and letters of recommendation

These have been distributed to the Principal Investigators and have been published at the BACCHUS website.

1.2.6. Reconciling work and private life

Both the Kick Off Meeting, as well as the Annual Meeting took place in the middle of the work week such that travelling did not interfere with weekends. Besides the annual meetings, travelling does only take place in case of campaigns. Otherwise, meetings are principally held as tele- or video conferences. This minimizes travelling, which is positive both in terms of childcare aspects, but also for environmental reasons.

1.3. Outlook

- Gender monitoring in the project will be continued at an annual time interval.
- This report will be published at the public BACCHUS website, and the gender page of the BACCHUS web page will be updated regularly.
- The above recommendation for counting the number of publications will be distributed to the consortium and published at the public BACCHUS website.

Changes with respect to the DoW

none

Dissemination and uptake

Gender-related actions and events are regularly updated at the BACCHUS gender website.

References

Nicholson, E., Accounting for career breaks, *Science*, **348**, 830, 2015.