



**Trinity College Dublin**

Coláiste na Tríonóide, Baile Átha Cliath

The University of Dublin

# Gender Differences in Academic Careers at Trinity

Exploring the impact of gender in senior academic grades and decision-making roles, promotion processes, and senior recruitment.

A report to the Board of Trinity College, May 2015.

Luke Field

Equality Officer

[equality@tcd.ie](mailto:equality@tcd.ie)

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## Acknowledgements

The majority of the data presented in this report was drawn from the Annual Equality Monitoring Reports, 2008-2014. The work of the previous Equality Officers, Karen Campos McCormack and Michelle Garvey, and the respective Monitoring Advisory Groups, is acknowledged.

The author of the report also gratefully acknowledges the assistance of the following staff in Human Resources: Ann-Marie Farrell, who provided the data on Professor (Chair) recruitment competitions, and Louise Power and Christina Reynolds, who provided the data relating to Accelerated Advancement.

## Introduction

This report was requested by the Vice-Provost/Chief Academic Officer, Prof Linda Hogan, to provide data on gender differences in the career experiences of those employed in academic roles by Trinity College Dublin, the University of Dublin.

The report examines the senior recruitment and promotion practices in Trinity, disaggregated by gender, to examine how gender influences the career prospects of academic staff in Trinity. Information is also provided on the gender trends in senior and decision-making bodies in Trinity.

## Key Findings

- Senior decision-making bodies in Trinity are heavily male-dominated; Board, Council, and the Executive Officers Group<sup>1</sup> all consistently have a majority of male members.
  - Within the former two bodies, ex-officio members and persons ‘in attendance’ at Board and Council tend to somewhat mitigate against male overrepresentation at meetings; for example, although women only made up 29% of Council Representatives in 2013, female representation in Council meetings rose to 45% once ex-officio members and persons ‘in attendance’ were accounted for.
  - While this helps mitigate against the problem in the short-term, increasing the number of women elected to these bodies would be highly desirable in the longer term.
- Senior academic grades in Trinity also continue to be male-dominated; the trends indicate that even if current levels of increasing female representation in these areas are maintained, the imbalance will remain for some time to come. A number of other findings in this report act as contributing factors to this imbalance:
  - Fewer women seek promotion than men at both Senior and Junior (Merit Bar) level. However, women tend to enjoy similar levels of success than men when they do apply. This suggests that the ‘bottleneck’ for increasing women’s representation at higher grades through the promotion route occurs at the application stage, rather than any disadvantage when applications are considered.
  - Men are far more frequently chosen than women to benefit from Accelerated Advancement. This effectively means that male academics are generally more likely to have access to the higher grades at an earlier stage in their career than their female counterparts.
  - Currently, there are no data available to indicate the number of applications that are made before a candidate is successful in achieving promotion, and therefore it is impossible to judge if there is a gender difference in this. This may be something to consider for future Annual Equality Monitoring Reports.

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<sup>1</sup> Historical data for the other senior decision-making body, the Planning Group, is not presented in this report. In 2015, the Planning Group was alone in the senior decision-making bodies in having a mostly female membership (8/13). However, this is not enough to skew the overall numbers in these bodies away from a male majority.

- Recruitment to the position of Professor (Chair) is very heavily-male dominated. This poses a problem, as the Professor (Chair) grade is currently where women are most under-represented. Trends in recruitment and promotion do not indicate that this will be addressed in the near future, if maintained. However, women have demonstrably better success rates at all stages of recruitment for these grades (application, shortlisting, and interview) than their male counterparts. As with the previous point, the “bottleneck” appears to occur once again at the application stage.
- As Trinity does not have a formal exit interview procedure, it is impossible to provide accurate reporting on gender differences in retention of staff. Again, this may be something to consider for inclusion in future Annual Equality Monitoring Reports.

### **A Note on Gender Categorisation**

Throughout this document, staff numbers have been grouped into the gender categories “woman” and “man” or “female” and “male”. This is due to the fact that, at present, no staff member is recorded under any other gender label. It is recognised that binary gender categorisation may be insufficient to recognise all identities and expressions among staff, and the categories here should not be considered as an attempt to exclude any other identities. Historically, however, records have assumed binary gender categorisation as standard and this may be an issue to be addressed in future.

## Overall Staff by Gender<sup>2</sup>

		20-29	30-39	40-49	50-59	60+	No Record	Overall
2007	Female (N)	268	607	418	307	150	178	1928
	Female (%)	57%	56%	52%	50%	40%	50%	52%
	Male (N)	203	477	383	303	223	178	1767
	Male (%)	43%	44%	48%	50%	60%	50%	48%
2008	Female (N)	270	623	411	312	164	328	2108
	Female (%)	59%	55%	51%	52%	36%	54%	52%
	Male (N)	187	515	396	293	289	282	1962
	Male (%)	41%	45%	49%	48%	64%	46%	48%
2010	Female (N)	270	623	411	312	164	328	2108
	Female (%)	59%	55%	51%	52%	39%	54%	52%
	Male (N)	187	515	396	293	259	282	1932
	Male (%)	41%	45%	49%	48%	61%	46%	48%
2011	Female (N)	194	624	441	332	148	249	1988
	Female (%)	58%	56%	54%	53%	45%	54%	54%
	Male (N)	140	485	379	298	183	216	1701
	Male (%)	42%	44%	46%	47%	55%	46%	46%
2012	Female (N)	187	651	445	356	152	237	2028
	Female (%)	56%	60%	54%	54%	45%	51%	55%
	Male (N)	148	442	383	303	183	231	1690
	Male (%)	44%	40%	46%	46%	55%	49%	45%
2013	Female	287	670	488	378	137	168	2128
	Female (%)	56%	58%	55%	54%	46%	53%	55%
	Male	228	490	396	319	159	148	1740
	Male (%)	44%	42%	45%	46%	54%	47%	45%

Table 1: Total Staff in Trinity by Age and Gender.

The table above lists the overall staff of Trinity during the years 2008-2013, disaggregated by gender and age range. The data indicate that the workforce of Trinity is becoming increasingly “feminised”; women now outnumber men in all age ranges except the 60+ bracket, and the majority of women working in Trinity is trending towards increasing year-on-year. This trend is displayed in the graph below, where the gap between the two lines indicates the difference in numbers.

<sup>2</sup> Taken from data presented in the Annual Equality Monitoring Reports 2007-2013.

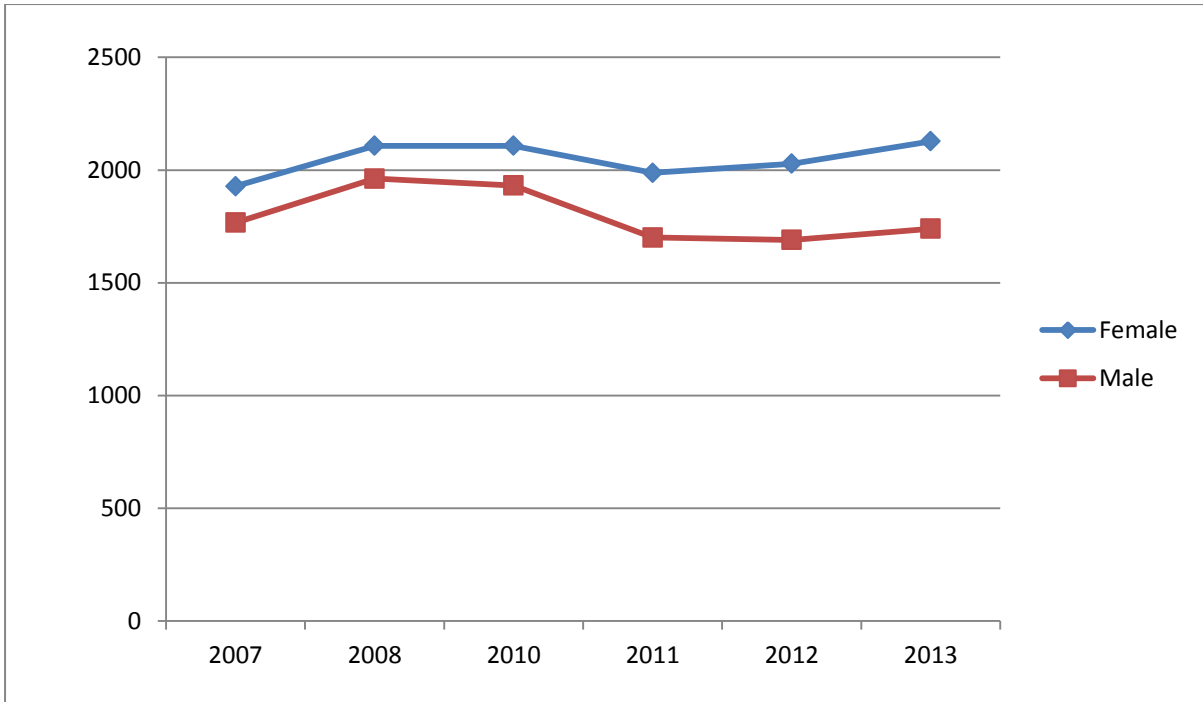


Figure 1: Gender Disaggregated Trend of Trinity Staff.



## Decision-Making in Trinity

### Executive Officers Group<sup>3</sup>

	2008	2010	2011	2012	2013	2014	2015
<b>Women (N)</b>	1	2	2	4	4	4	4
<b>Women (%)</b>	9%	18%	18%	36%	31%	29%	31%
<b>Men (N)</b>	10	9	9	7	9	10	9
<b>Men (%)</b>	91%	82%	82%	64%	69%	71%	69%

Table 2: Executive Officers Group Membership, 2008-2015.

The table above displays gender-disaggregated data relating to the composition of the Executive Officers Group in Trinity for the years 2008-2015. The figures indicate that the Executive Officers Group has been male-dominated in its composition throughout this period, with men outnumbering women by more than two-to-one in every year except one (2012, when the proportion of men was 64%).

Although the figures remain relatively static overall, there has been a trend towards an increasing number of women on the Executive Officers Group. However, the number of men on the Group has remained relatively static, so a pronounced shift in the gender balance has not occurred in line with the increased number of women. It also appears that the expansion of the Group in 2013 benefited male representation rather than female (male members increased from seven to nine, while female members remained at four).

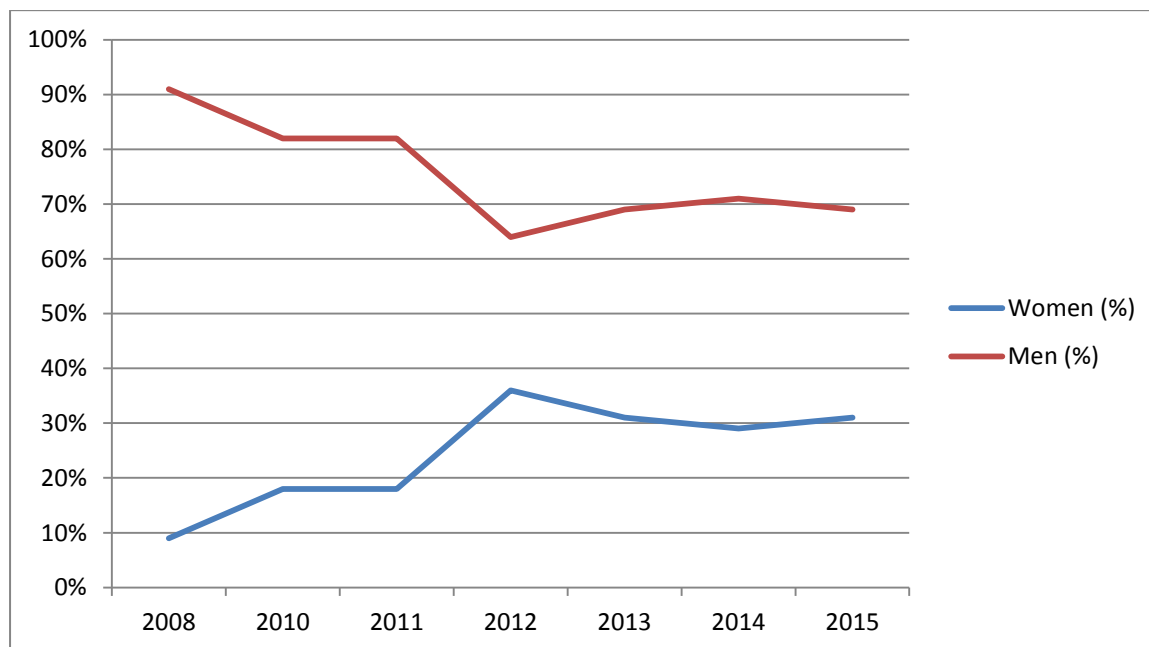


Figure 2: Gender Representation in the Executive Officers Group, 2008-2015.

<sup>3</sup> Data taken from the Annual Equality Monitoring Reports 2008-14 and the Secretary's Office website.

## Board<sup>4</sup>

		Elected	Ex-Officio	In Attendance	Overall
<b>2007</b>	Female (N)	8	1	1	10
	Female (%)	36%	20%	50%	34%
	Male (N)	14	4	1	19
	Male (%)	64%	80%	50%	66%
<b>2008</b>	Female (N)	5	2	1	8
	Female (%)	29%	40%	50%	33%
	Male (N)	12	3	1	16
	Male (%)	71%	60%	50%	67%
<b>2010</b>	Female (N)	5	2	1	8
	Female (%)	28%	40%	50%	32%
	Male (N)	13	3	1	17
	Male (%)	72%	60%	50%	68%
<b>2011</b>	Female (N)	4	1	1	6
	Female (%)	25%	20%	50%	26%
	Male (N)	12	4	1	17
	Male (%)	75%	80%	50%	74%
<b>2012</b>	Female (N)	5	2	2	9
	Female (%)	31%	40%	67%	38%
	Male (N)	11	3	1	15
	Male (%)	69%	60%	33%	63%
<b>2013</b>	Female (N)	5	2	3	10
	Female (%)	31%	40%	60%	38%
	Male (N)	11	3	2	16
	Male (%)	69%	60%	40%	62%

Table 3: Board Membership Disaggregated by Gender, 2007-2013.

The table above shows the gender disaggregation for those who held roles on the Board of Trinity in the period 2007-2013. The figures show a clear, and consistent, majority of men in the Elected and Ex-Officio roles on Board, although the gap has begun to narrow in recent years.

<sup>4</sup> Taken from data presented in the Annual Equality Monitoring Reports 2008-2013.

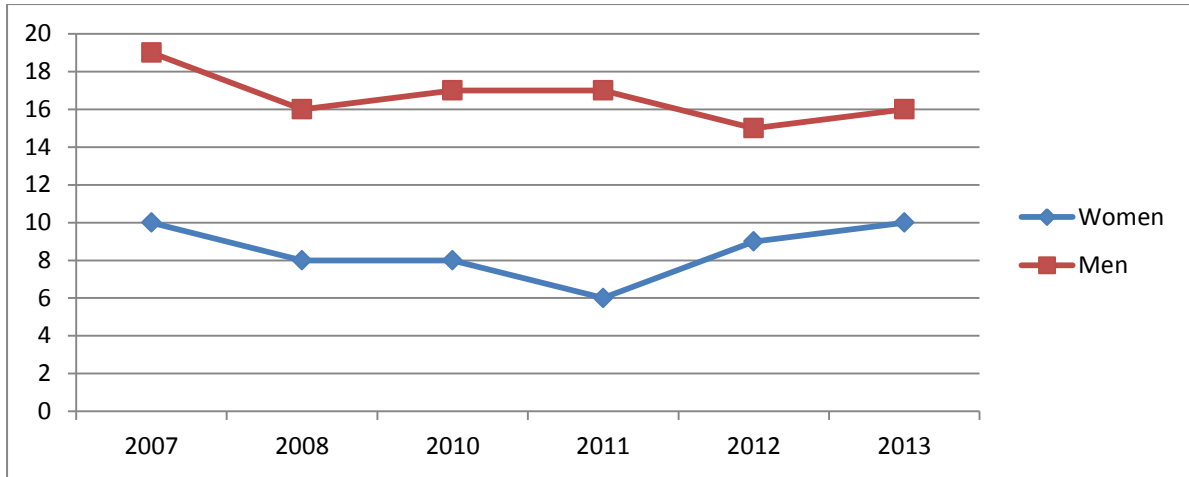


Figure 3: Gender Disaggregation of Board Composition.

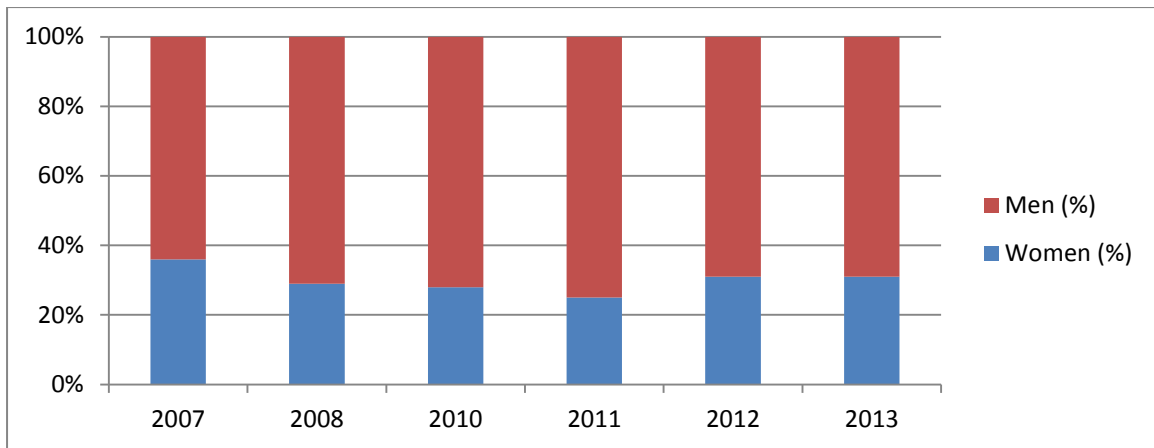


Figure 4: Elected Board Members, 2007-2013.

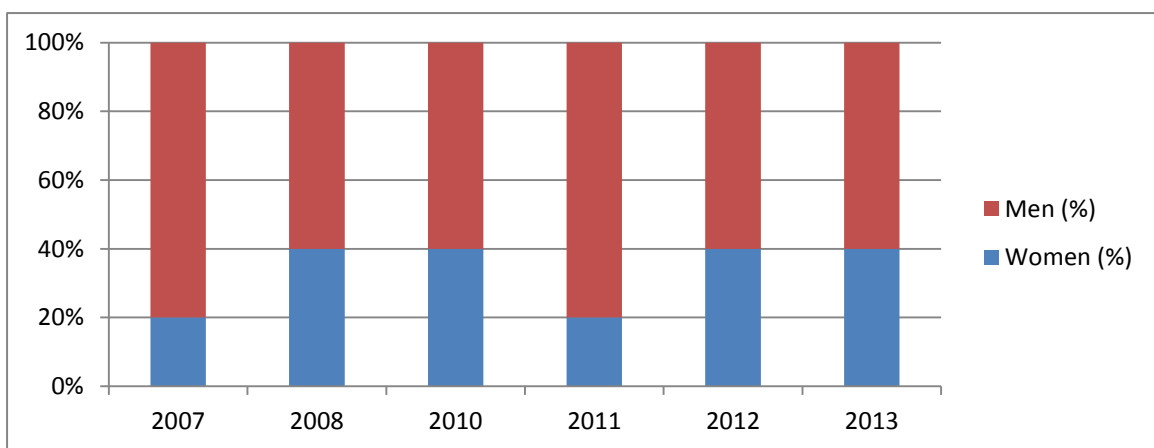


Figure 5: Ex-Officio Board Members, 2007-2013.

## Council<sup>5</sup>

		Representatives	Ex-Officio	In Attendance	Overall
<b>2007</b>	Female (N)	3	2	0	5
	Female (%)	16%	33%	0%	19%
	Male (N)	16	4	1	21
	Male (%)	84%	67%	100%	81%
<b>2008</b>	Female (N)	6	3	2	11
	Female (%)	35%	43%	50%	39%
	Male (N)	11	4	2	17
	Male (%)	65%	57%	50%	61%
<b>2010</b>	Female (N)	4	3	2	9
	Female (%)	24%	43%	50%	32%
	Male (N)	13	4	2	19
	Male (%)	76%	57%	50%	68%
<b>2011</b>	Female (N)	4	3	0	7
	Female (%)	24%	43%	0%	28%
	Male (N)	13	4	1	18
	Male (%)	76%	57%	100%	72%
<b>2012</b>	Female (N)	5	4	4	13
	Female (%)	28%	57%	80%	43%
	Male (N)	13	3	1	17
	Male (%)	72%	43%	20%	57%
<b>2013</b>	Female (N)	5	4	4	13
	Female (%)	29%	57%	80%	45%
	Male (N)	12	3	1	16
	Male (%)	71%	43%	20%	55%

Table 4: Council Members, 2007-2013.

The table above shows the gender disaggregation for those who held roles on University Council in the period 2007-2013. The figures show that men have consistently held a distinct majority at all times, particularly as Representatives; although there is more diversity in the make-up of Ex-Officio members and people In Attendances, these groups are much smaller. There was a significant increase in the proportion of women on Council in 2013 compared with 2007; however, the trend analysis shows that the number of women with roles in Council varied considerably rather than increased steadily during this period.

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<sup>5</sup> Ibid.

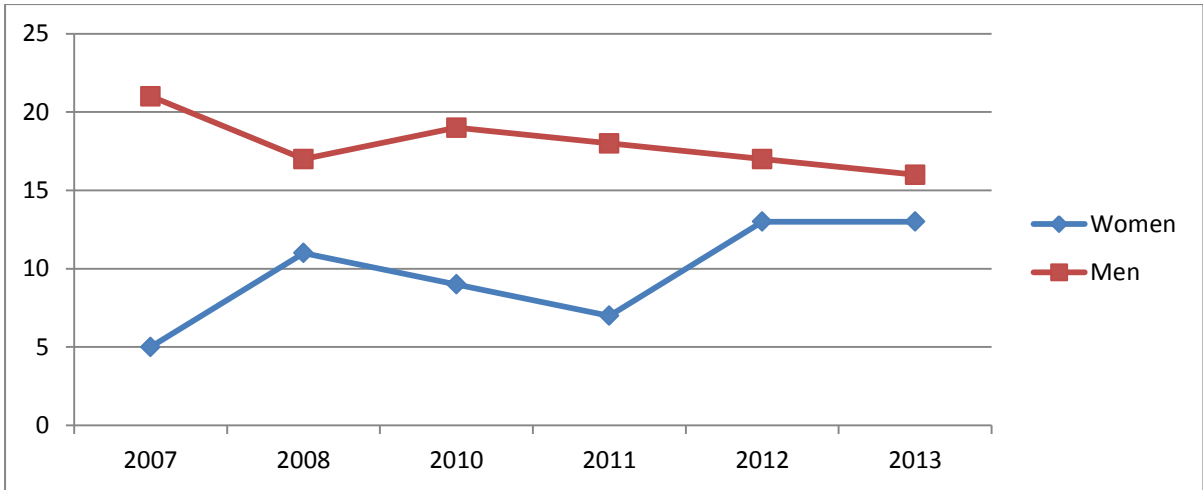


Figure 6: Gender Disaggregation of Council Composition.

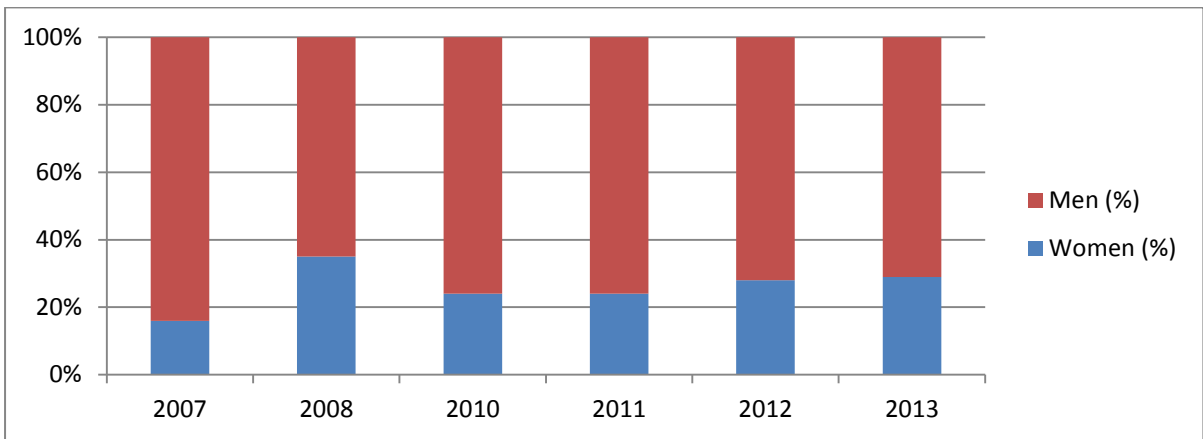


Figure 7: Council Representatives by Gender, 2007-2013.

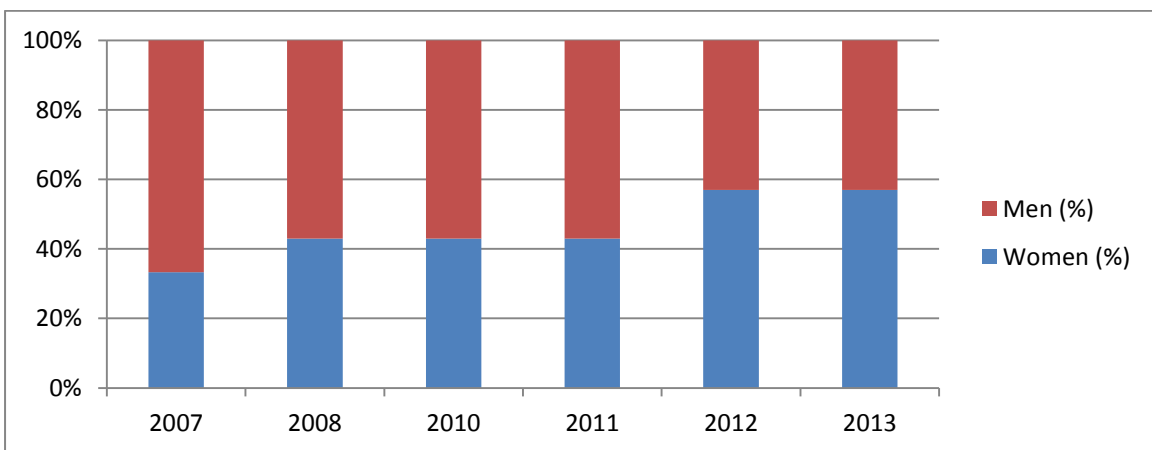


Figure 8: Ex-Officio Members of Council by Gender, 2007-2013.

## Academic Positions by Gender

### Deans of Faculty<sup>6</sup>

	2007	2008	2010	2011	2012	2013
<b>Female (N)</b>	0	0	0	0	1	1
<b>Female (%)</b>	0%	0%	0%	0%	33%	33%
<b>Male (N)</b>	5	3	3	3	2	2
<b>Male (%)</b>	100%	100%	100%	100%	66%	66%

Table 5: Deans of Faculty in Trinity, 2007-2013.

The table above displays data for the Deans of Faculty in Trinity for the period 2007-2013. The figures show that since 2012, one of the Faculty Deans has been female, while the others have been male; prior to 2012, all of the Faculty Deans were male.

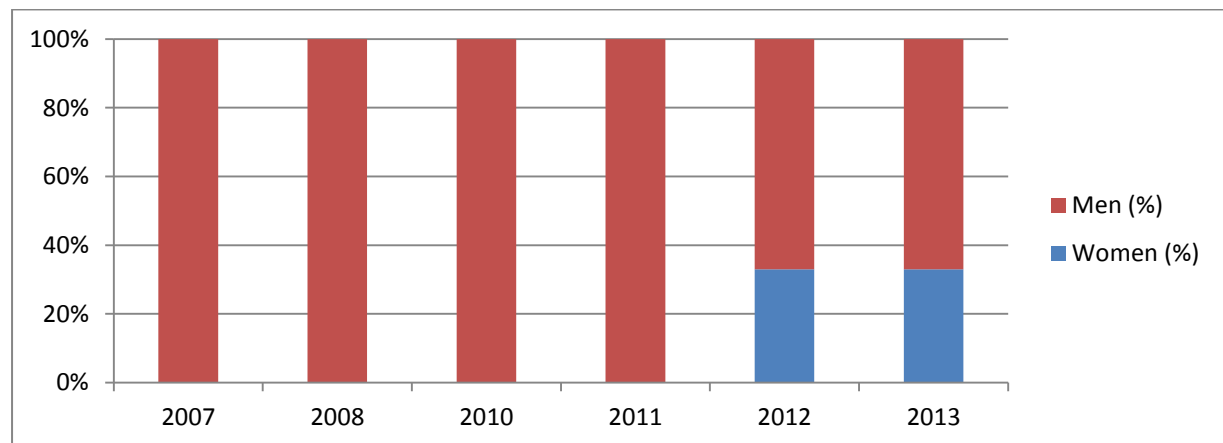


Figure 9: Deans of Faculty in Trinity, 2007-2013.

<sup>6</sup> Ibid.

## Heads of School<sup>7</sup>

	2007	2008	2010	2011	2012	2013
<b>Female (N)</b>	4	3	5	6	8	9
<b>Female (%)</b>	18%	13%	21%	25%	32%	38%
<b>Male (N)</b>	18	20	19	18	17	15
<b>Male (%)</b>	82%	87%	79%	75%	68%	62%

Table 6: Heads of School in Trinity, 2007-2013.

The table above displays data relating to Heads of School in Trinity during the 2007-2013 period, disaggregated by gender. The figures indicated that a significant majority of Heads of School are still men. However, there is a strong trend of increasing female representation among the Heads of School; the proportion of women in the Heads of School in 2013 had more than doubled in comparison to 2007.

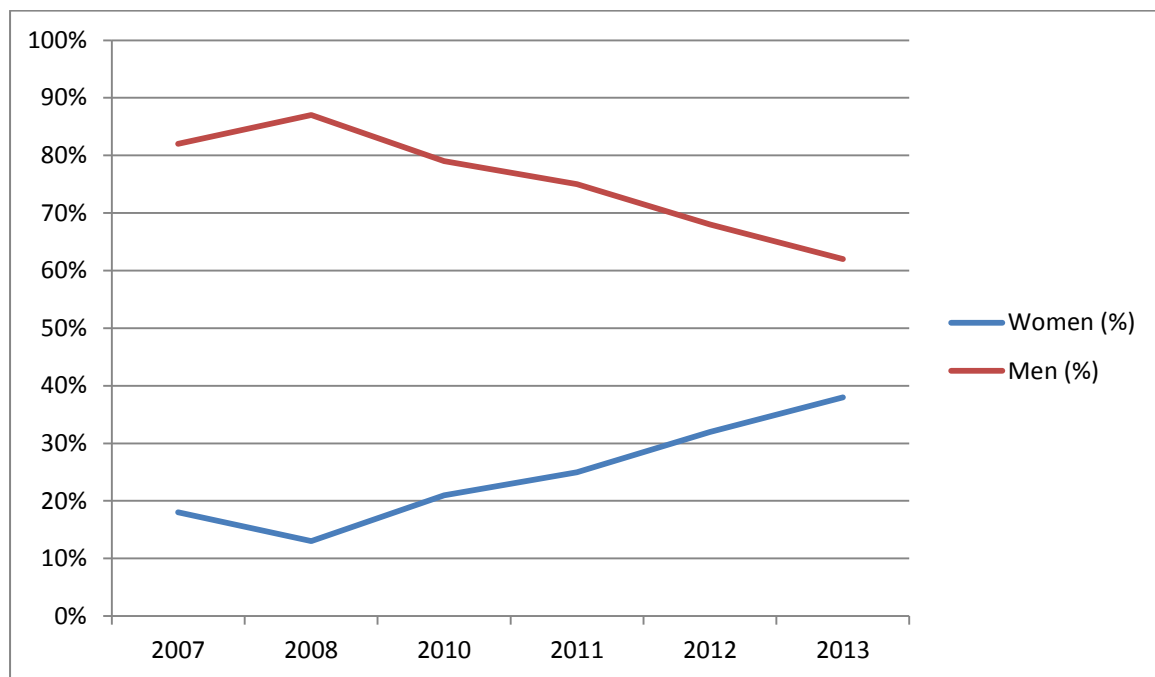


Figure 10: Heads of School in Trinity, 2007-2013.

<sup>7</sup> Ibid.

## Academic Grades by Gender<sup>8</sup>

### Senior Academic Grades

		Professor (Chair)	Professor	Associate Professor	Total
<b>2007</b>	Female (N)	11	20	56	87
	Female (%)	13%	26%	34%	27%
	Male (N)	72	57	107	236
	Male (%)	87%	74%	66%	73%
<b>2008</b>	Female (N)	11	25	54	90
	Female (%)	12%	31%	33%	27%
	Male (N)	81	56	110	247
	Male (%)	88%	69%	67%	73%
<b>2010</b>	Female (N)	13	25	53	91
	Female (%)	14%	32%	33%	27%
	Male (N)	81	54	106	241
	Male (%)	86%	68%	67%	73%
<b>2011</b>	Female (N)	13	24	58	95
	Female (%)	14%	30%	35%	28%
	Male (N)	81	56	106	243
	Male (%)	86%	70%	65%	72%
<b>2012</b>	Female (N)	11	25	57	93
	Female (%)	13%	33%	35%	29%
	Male (N)	77	51	104	232
	Male (%)	88%	67%	65%	71%
<b>2013</b>	Female (N)	12	29	65	106
	Female (%)	14%	36%	38%	31%
	Male (N)	75	52	107	234
	Male (%)	86%	64%	62%	69%

Table 7: Senior Academic Grades in Trinity by Gender, 2007-2013.

The table above displays data for Senior Academic grades in Trinity for the period 2007-2013, disaggregated by gender. Overall figures indicate that, despite the overall majority of women in Trinity staff, men continue to hold a significant majority of Senior Academic positions; although the trend has been moving towards greater gender parity, the magnitude of change has been very small.

Within each of the Senior Academic grades, men hold significant majorities. The gender gap is more significantly pronounced at these grades than in Junior Academic grades. Associate Professor and Professor grades have been trending towards greater numbers of women, but the Professor (Chair) grade remains heavily male-dominated; women have yet to exceed holding 16% of these positions.

<sup>8</sup> Ibid.



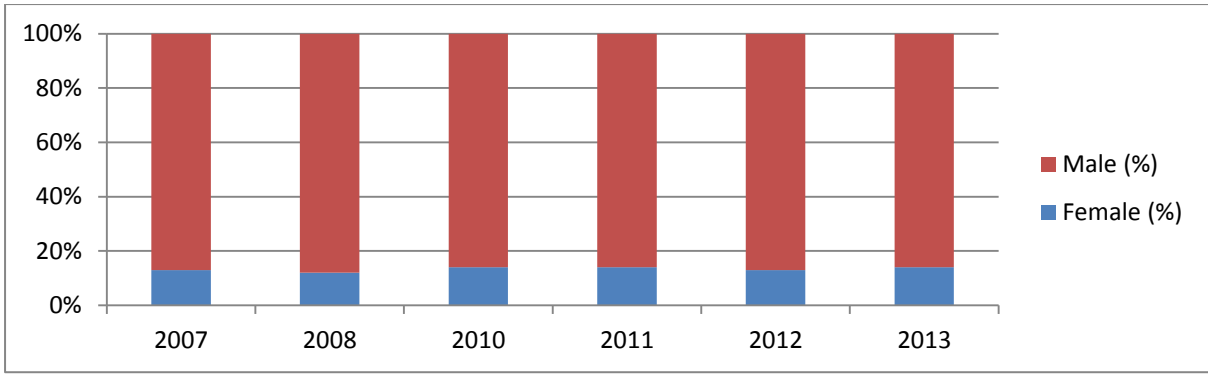


Figure 11: Professor (Chair) Positions by Gender.



Figure 12: Professor Positions by Gender.

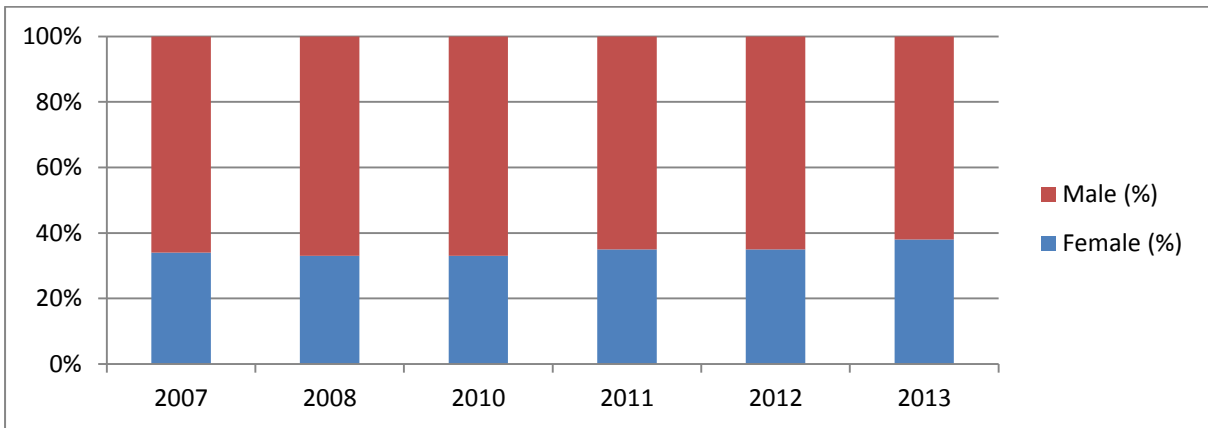


Figure 13: Associate Professor Positions by Gender.

## Junior Academic Grades<sup>9</sup>

		Assistant Professor (Above the Bar)	Assistant Professor (Below the Bar)	Part-Time Professor	Total
<b>2007</b>	Female (N)	*	*	53	241
	Female (%)	*	*	37%	43%
	Male (N)	*	*	92	326
	Male (%)	*	*	63%	57%
<b>2008</b>	Female (N)	72	128	46	246
	Female (%)	37%	54%	33%	43%
	Male (N)	125	107	93	325
	Male (%)	63%	46%	67%	57%
<b>2010</b>	Female (N)	79	140	35	254
	Female (%)	36%	60%	32%	45%
	Male (N)	143	92	73	308
	Male (%)	64%	40%	68%	55%
<b>2011</b>	Female (N)	83	119	34	236
	Female (%)	37%	59%	32%	44%
	Male (N)	142	83	71	296
	Male (%)	63%	41%	68%	56%
<b>2012</b>	Female (N)	93	119	44	256
	Female (%)	39%	57%	38%	46%
	Male (N)	144	90	71	305
	Male (%)	61%	43%	62%	54%
<b>2013</b>	Female (N)	96	120	38	254
	Female (%)	42%	53%	36%	45%
	Male (N)	134	107	69	310
	Male (%)	58%	47%	64%	55%

Table 8: Junior Academic Grades by Gender, 2007-2013.

The table above displays data for Junior Academic grades in Trinity for the period 2007-2013, disaggregated by gender. Overall figures indicate that, despite the overall majority of women in Trinity staff, men continue to hold a majority of Junior Academic positions; although the trend has been moving towards greater gender parity, the magnitude of change has been very small.

The gender gap in the Assistant Professor Above the Bar and Assistant Professor Below the Bar grades is beginning to narrow, with more women being represented Above the Bar and more men at Below the Bar grades. However, men continue to hold the majority of Above the Bar grades and women hold the majority of Assistant Professor Below the Bar grades.

<sup>9</sup> The data for Assistant Professors in the 2007 report do not distinguish between Above and Below the Bar, and as such were excluded from the table cells for these entries. However, the aggregate figures have been added to the Total column.

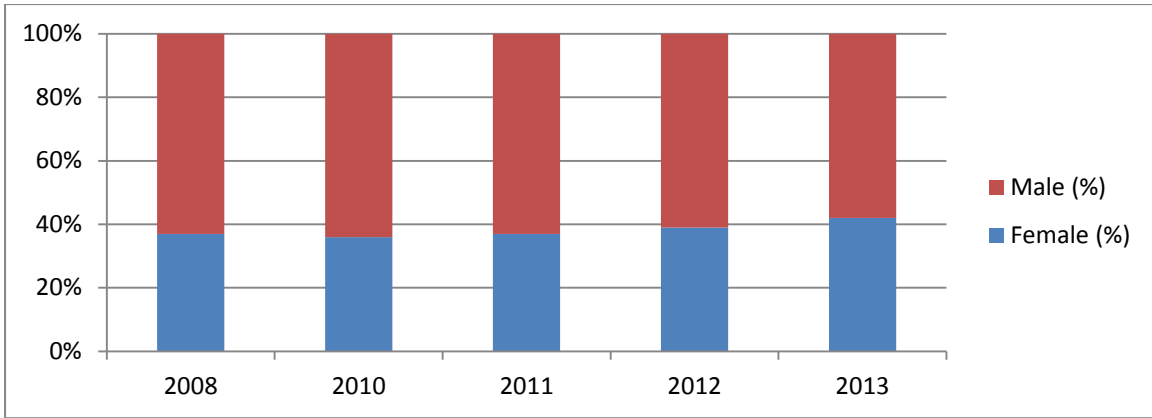


Figure 14: Assistant Professor (Above the Bar) Positions by Gender.

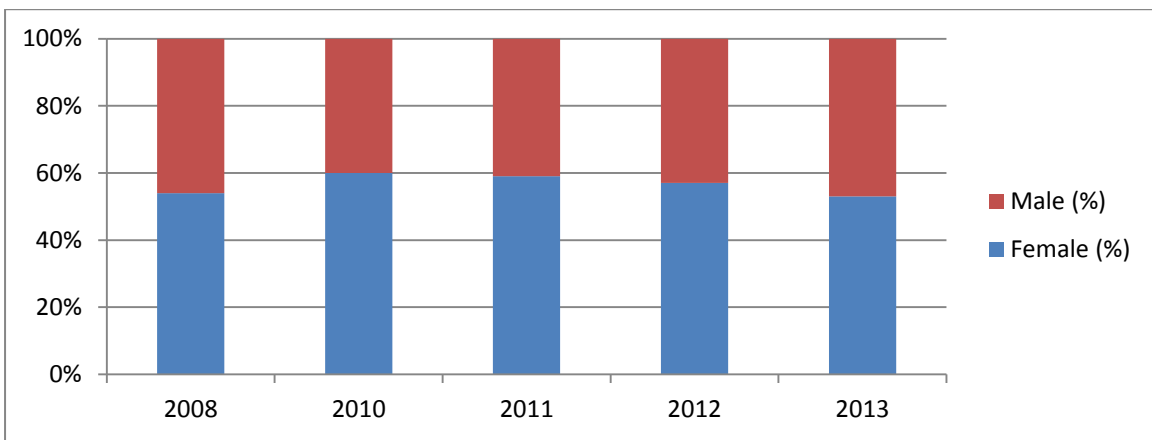


Figure 15: Assistant Professor (Below the Bar) Positions by Gender.

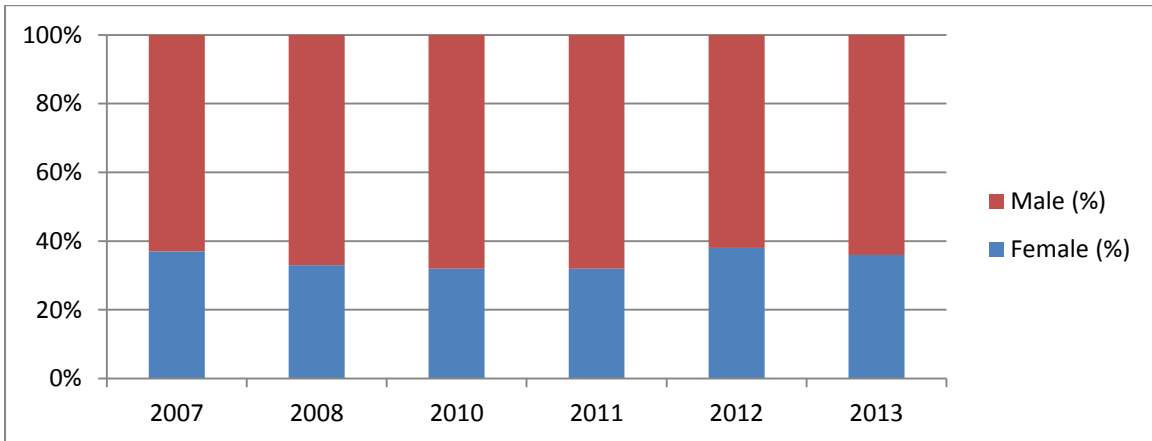


Figure 16: Part-Time Professor Positions by Gender.

## Fellowship<sup>10</sup>

### Fellowship - Overall

	Female (N)	Female (%)	Male (N)	Male (%)	Total
2007	53	20%	217	80%	270
2008	51	20%	207	80%	258
2010	56	21%	217	79%	273
2011	55	21%	206	79%	261
2012	61	22%	215	78%	276
2013	66	23%	226	77%	292
2014	69	26%	194	74%	263
2015	74	27%	203	73%	277
2016 <sup>11</sup>	80	28%	208	72%	288

Table 9: Fellows from 2007-2016, disaggregated by gender.

The table above displays data for Fellowship in Trinity for the period 2007-2016, disaggregated by gender. The figures show that the vast majority of Fellows are men.

However, there is an encouraging trend towards greater levels of gender parity amongst the Fellows, as the percentage of female Fellows has steadily increased year-on-year, from women making up one in five Fellows in 2007 to currently making up more than one in four. This is the result of an 8% shift in female representation in a ten-year period, or an increase of 0.8% per year.

Despite the positive trend, there is still a long way to go to create gender parity in the Fellows. At the current rate of increase, women would reach parity of representation with men in the Fellows around the year 2043.

The Athena SWAN Institutional Bronze Application for Trinity<sup>12</sup> also addressed the issue of low female representation amongst the Fellows (p.43). The application references the work of a Fellowship Working Group appointed by Board, which specifically investigated the low number of female Fellows. A key finding of this investigation was that women who applied for Fellowship were no less likely to be awarded it than men; however, significantly fewer eligible women apply.

Ref 3.7. in the Action Plan of the Athena SWAN application (p.62) outlines two actions to improve women's representation in Fellowship: holding an annual information event & workshop on applying for Fellowship, and specifically targeting women to attend this event and subsequently apply for Fellowship. A target of 35% for female representation amongst Fellows by 2018 has been set in this Action Plan.

<sup>10</sup> Taken from the Annual Equality Monitoring Reports 2007-2014 and the Secretary's Office.

<sup>11</sup> The 2016 row of data refers to appointments made in 2015 that will be reported on in the Annual Equality Monitoring Report for 2016.

<sup>12</sup> Drew et al., 2015. Athena SWAN Bronze institution award application – Ireland: Trinity College Dublin.

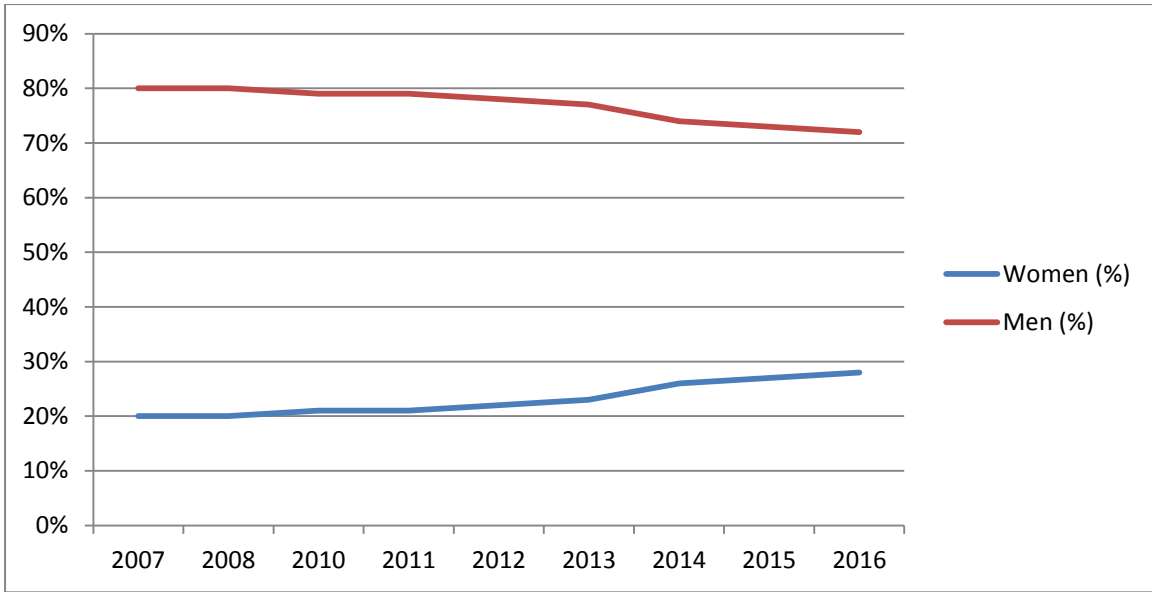


Figure 17: Trends in the representation of women and men in the Fellows, by percentage.

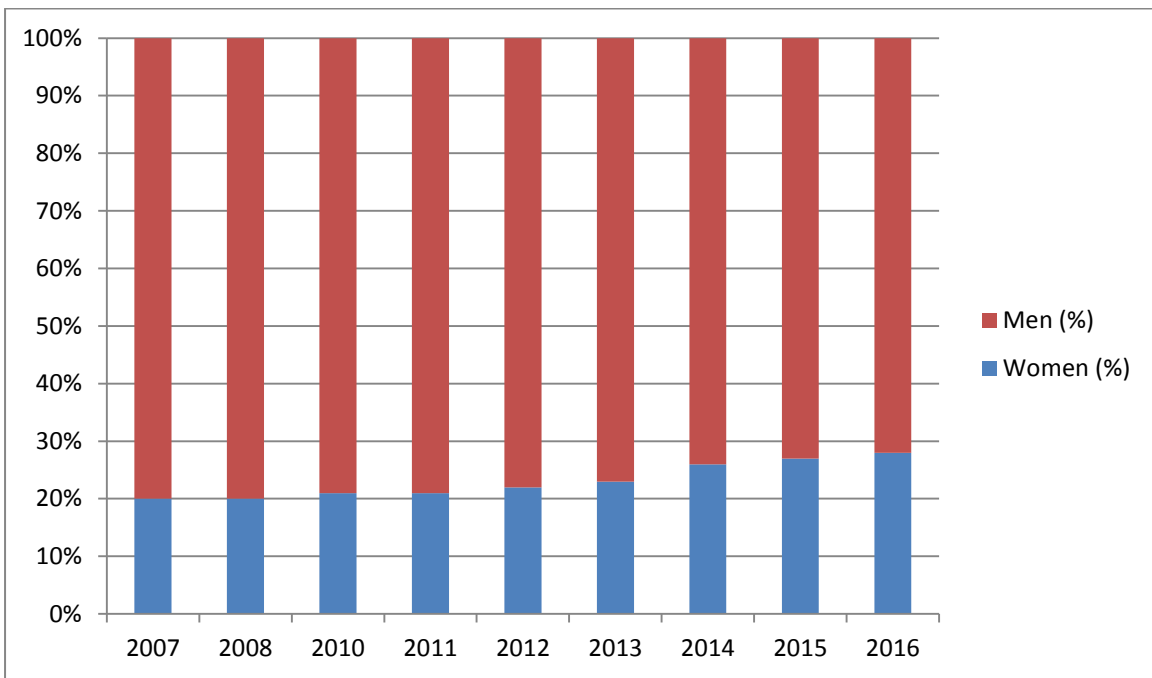


Figure 18: Fellows Disaggregated by Gender, 2007-2016.

### Fellowship – Elections

The table and figures on the following pages display data of Fellowship elections for the period 2006-2015.

	Professorial Fellows				Honorary Fellows				New Fellows				All Fellows			
	Female (N)	Female (%)	Male (N)	Male (%)	Female (N)	Female (%)	Male (N)	Male (%)	Female (N)	Female (%)	Male (N)	Male (%)	Female (N)	Female (%)	Male (N)	Male (%)
2006	0	0%	3	100%	0	0%	2	100%	4	31%	9	69%	4	22%	14	78%
2007	4	80%	1	20%	0	0%	3	100%	4	27%	11	73%	8	35%	15	65%
2008	1	17%	5	83%	0	0%	2	100%	3	23%	10	77%	4	19%	17	81%
2009	0	0%	7	100%	0	0%	3	100%	6	43%	8	57%	6	25%	18	75%
2010	0	0%	5	100%	1	33%	2	67%	4	33%	8	67%	5	25%	15	75%
2011	0	0%	1	100%	0	0%	4	100%	8	67%	4	33%	8	47%	9	53%
2012	1	33%	2	67%	0	0%	2	100%	4	31%	9	69%	5	28%	13	72%
2013	1	20%	4	80%	0	0%	2	100%	2	17%	10	83%	3	16%	16	84%
2014	0	N/A	0	N/A	2	67%	1	33%	5	36%	9	64%	7	41%	10	59%
2015	2	50%	2	50%	1	50%	1	50%	4	57%	3	43%	7	54%	6	46%

Table 10: Fellowship Elections, 2006-2015.

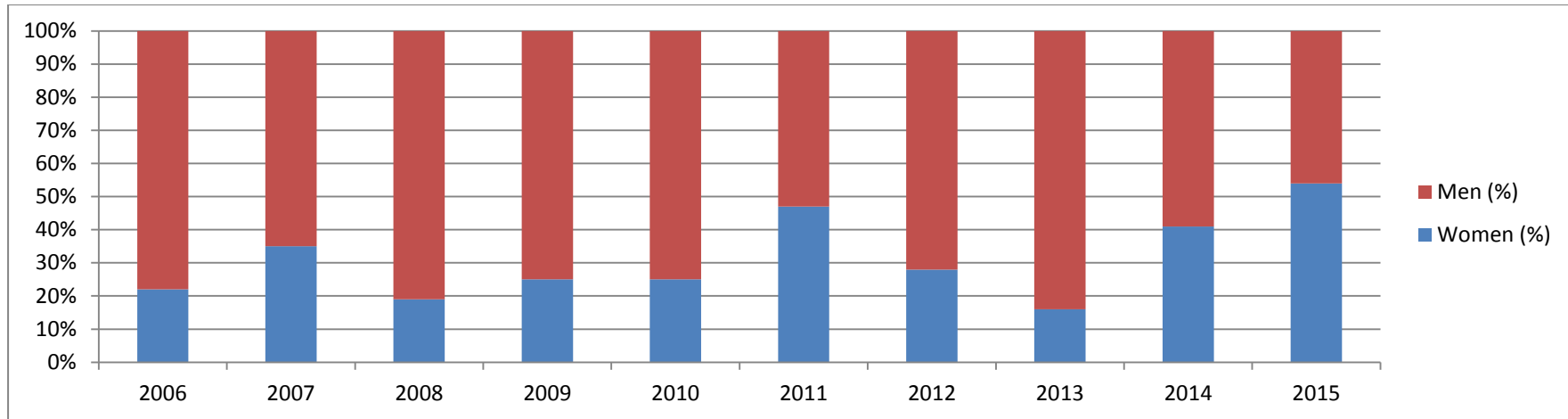


Figure 19: Elections to Fellowship (all grades), 2006-2015.

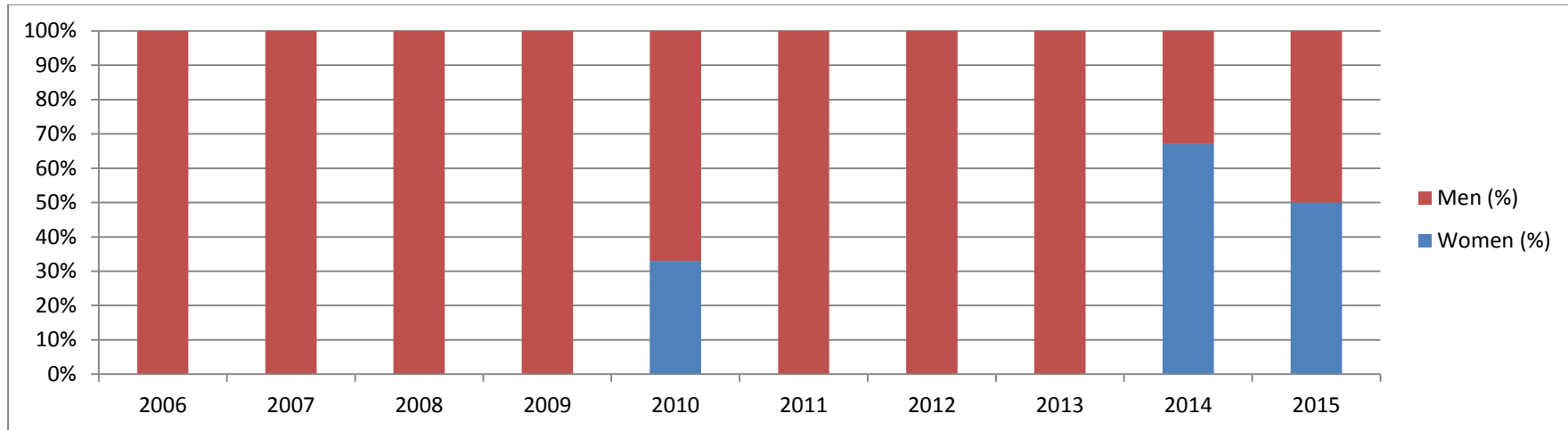


Figure 20: Elections to Honorary Fellowship, 2006-2015.

## Senior Academic Promotions and Recruitment by Gender

### Senior Promotions<sup>13</sup>

		Professor (Chair)	Professor	Associate Professor	Overall
2008	Female Applicants (N)	0	9	6	15
	Female Applicants (%)	0%	33%	19%	22%
	Male Applicants (N)	9	18	26	53
	Male Applicants (%)	100%	67%	81%	78%
	Total Applicants	9	27	32	68
	Successful Female Applicants (N)	0	4	3	7
	Successful Female Applicants (%)	0%	33%	14%	18%
	Successful Male Applicants (N)	5	8	18	31
	Successful Male Applicants (%)	100%	67%	86%	82%
	Total Successful Applicants	5	12	21	38
	Female Applicant Success Rate	0%	44%	50%	47%
	Male Applicant Success Rate	56%	44%	69%	58%
	Overall Applicant Success Rate	56%	44%	66%	56%
2013	Female Applicants (N)	9	17	21	47
	Female Applicants (%)	36%	41%	28%	34%
	Male Applicants (N)	16	24	53	93
	Male Applicants (%)	64%	59%	72%	66%
	Total Applicants	25	41	74	140
	Successful Female Applicants (N)	1	4	7	12
	Successful Female Applicants (%)	20%	44%	28%	31%
	Successful Male Applicants (N)	4	5	18	27
	Successful Male Applicants (%)	80%	56%	72%	69%
	Total Successful Applicants	5	9	25	39
	Female Applicant Success Rate	11%	24%	33%	26%
	Male Applicant Success Rate	25%	21%	34%	29%
	Overall Applicant Success Rate	20%	22%	34%	28%

Table 11: Senior Promotions Data, 2008 and 2013.

The table above displays the gender-disaggregated data relating to the Senior Promotions rounds in 2008 and 2013. These are the only years for which data are available; Senior Promotions did not take place in 2010, 2011, 2012, or 2014, and consequently there are no data on Senior Promotions in the Equality Monitoring Reports from these years. With so few data available, it is difficult to perform any meaningful trend analysis. However, some worthwhile comparisons can still be made.

<sup>13</sup> Taken from the Annual Equality Monitoring Reports for 2008 and 2013.



The number of total applications for promotion to all three senior grades in 2013 was significantly greater than in 2008; this was possibly the result of not having any Senior Promotion rounds in the intervening years. Moreover, the ratio of female to male applicants also increased significantly across the three grades, as did the ratio of successful female to successful male applicants. Increasing the ratio of female to male applicants appears to have impacted on the success ratio disproportionately; for example, a ratio increase of 0.31 in applications to Professor (Chair) correlated with a ratio increase of 0.25 in successful applications, while a ratio increase of 0.21 in applications to Professor (non-Chair) correlated with a ratio increase of 0.3 in successful applications.

The gender gap in success rates for Senior Promotion applications generally narrowed between 2008 and 2013; although success rates were lower across the board in 2013 – possibly due to the increased number of total applications – the success rates of women and men were more similar than they had been in 2008. Indeed, in 2013, female applicants actually had a higher success rate in applications to Professor (non-Chair) than men did. However, the number of total and successful applications by women (and, consequently, the success rate for women) to the most senior Professor (Chair) grade still lags behind that of men.

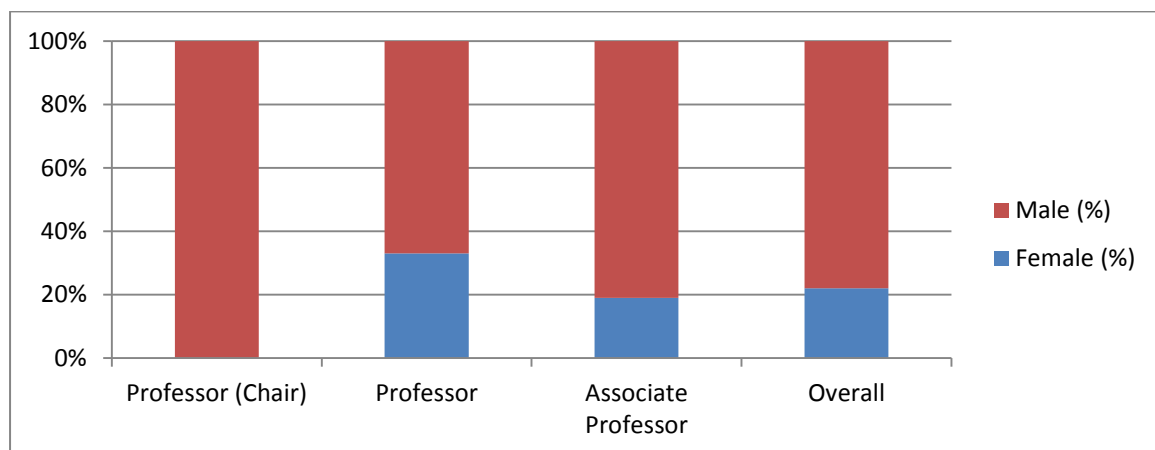


Figure 21: 2008 Senior Promotion Applications by Role and Gender.

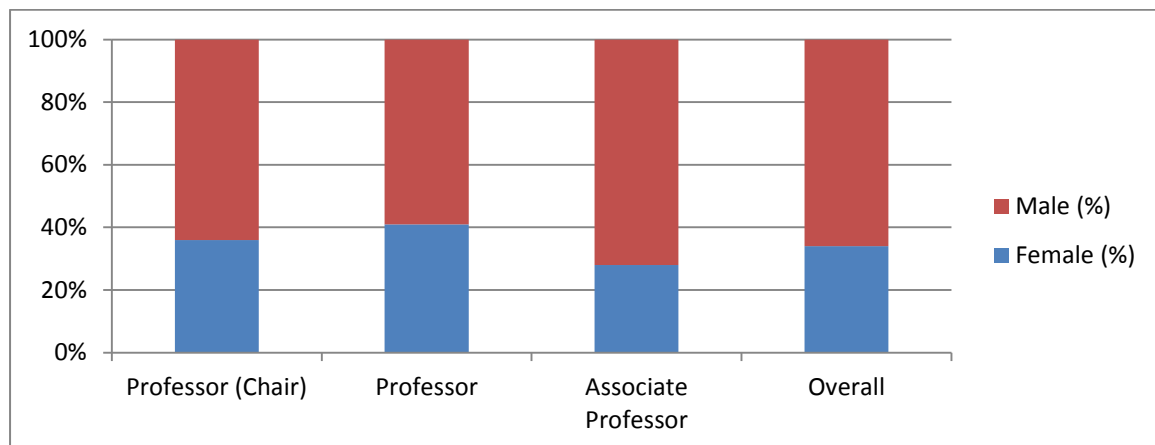


Figure 22: 2013 Senior Promotion Applications by Role and Gender.

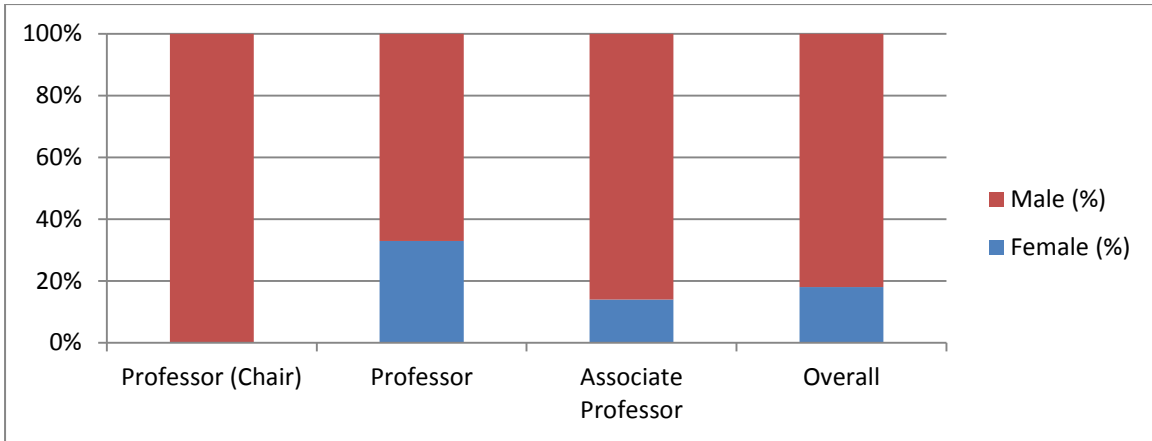


Figure 23: 2008 Successful Applications for Senior Promotion by Role and Gender.

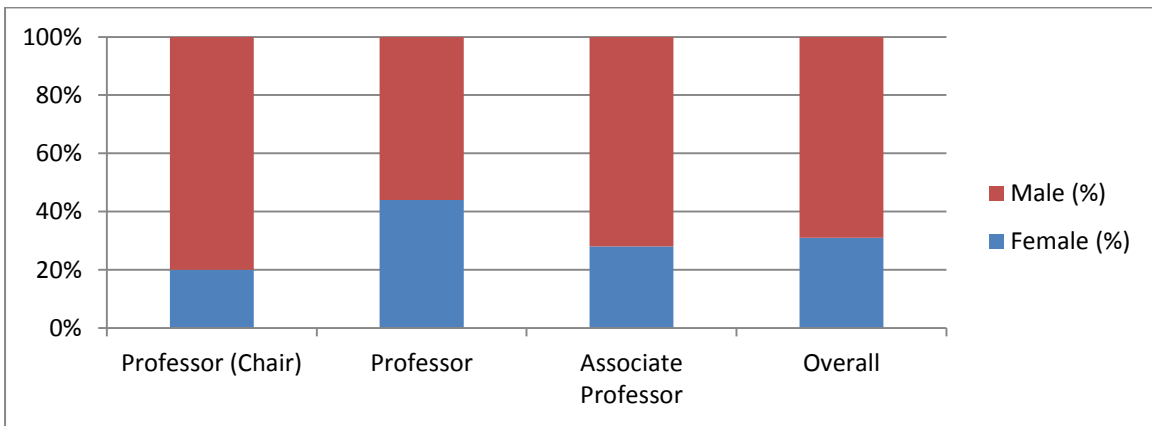


Figure 24: 2013 Successful Applications for Senior Promotion by Role and Gender.

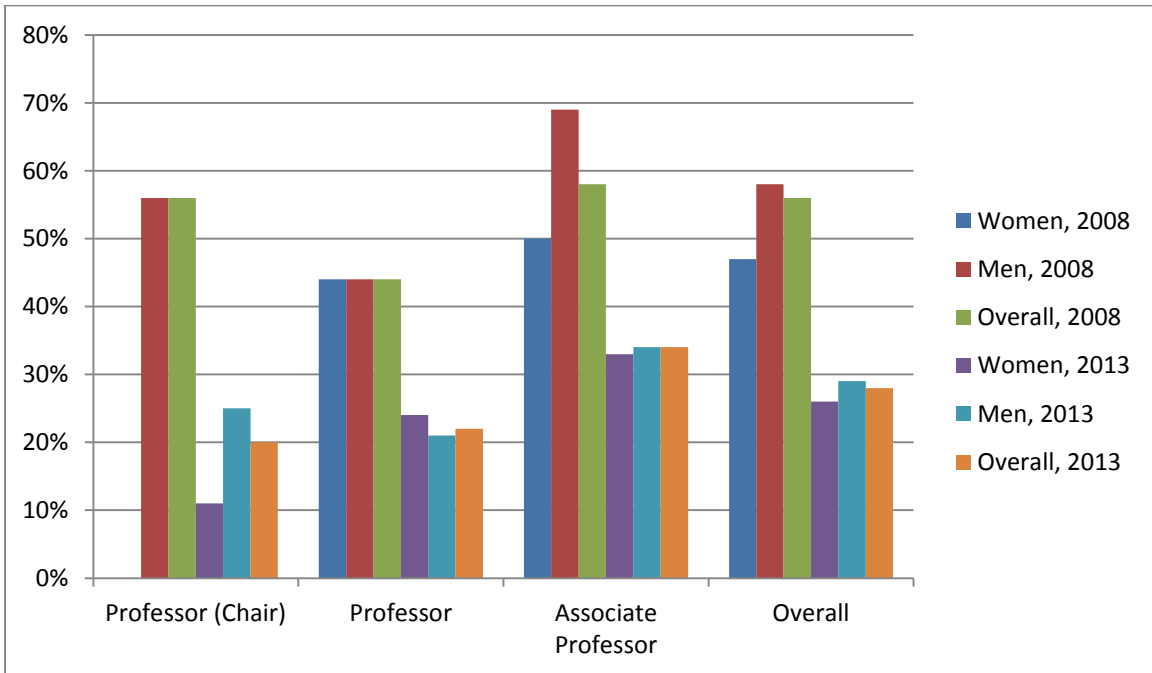


Figure 25: Success Rates for Senior Promotion.

## Professor (Chair) Recruitment<sup>14</sup>

The table below displays data relating to the recruitment of staff to the academic grade of Professor (Chair) since 2013, in a total of 15 competitions. The figures indicate that male candidates tend to make up the vast majority of candidates at all stages of the recruitment process. There were only two instances where more women than men applied for a competition, and only two competitions where even numbers of men and women applied. There was generally greater gender parity in the shortlisting stage of recruitment; however, there were seven competitions where no woman was shortlisted for a position, versus one competition where no man was shortlisted (in this competition, no man had applied).

Across all these competitions, only two internal candidates were selected as either 1<sup>st</sup> or 2<sup>nd</sup> Appointable Candidates; both of these were men.

Despite the relatively low number of women across the board in these recruitment figures, analysis of the success rates of applicants from each stage show that women were more likely to successfully progress from each stage of recruitment than their male counterparts; this was most pronounced at the application stage, where applications from women were 100 times more likely to result in appointment than those from men. This is shown clearly in Figure 8 below.

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<sup>14</sup> Statistics provided by Human Resources.

Job	No number (H/S)	3004 0	2455 2	3003 9	3012 0	3008 0	2455 4	3019 1	3022 5	3039 2	3439 6	3039 3	3036 7	3026 7	3036 5	Tota l	
<b>1st Appointable</b>		1	1	1	1	1	1	1	1	1	1	1	1	1	1	15	
Male		0	0	0	1	1	1	1	1	1	1	1	1	1	0	11	
Female		1	1	1	0	0	0	0	0	0	0	0	0	0	1	4	
<b>2nd Appointable</b>	N/A	N/A	N/A	N/A	N/A	1	N/A	1	N/A	N/A	1	N/A	N/A	N/A	N/A	3	
Male	N/A	N/A	N/A	N/A	N/A	0	N/A	1	N/A	N/A	1	N/A	N/A	N/A	N/A	2	
Female	N/A	N/A	N/A	N/A	N/A	1	N/A	0	N/A	N/A	0	N/A	N/A	N/A	N/A	1	
<b>Internal/External</b>																	
Internal		0	0	0	0	0	0	0	0	0	1	1	0	0	0	2	
External		1	1	1	1	2	1	2	1	1	1	0	1	1	1	16	
<b>Applications</b>																	
		1	21	8	11	24	26	5	18	6	37	23	25	17	32	62	316
Male		0	13	5	11	6	22	4	11	6	35	20	23	13	28	45	242
Female		1	8	3	0	18	4	1	7	0	2	3	2	4	4	17	74
<b>Shortlisted</b>																	
		1	4	3	4	4	4	3	4	4	7	4	5	4	2	4	57
Male		0	2	2	4	2	2	3	4	4	6	4	5	2	2	3	45
Female		1	2	1	0	2	2	0	0	0	1	0	0	2	0	1	12
<b>Interviewed</b>																	
		1	3	3	4	3	4	3	3	3	3	4	4	2	4	4	47
Male		0	1	2	4	1	2	3	3	3	3	4	2	2	3	36	
Female		1	2	1	0	2	2	0	0	0	0	0	2	0	1	11	

Table 12: Recruitment to Professor (Chair) Roles, 2013-Present.

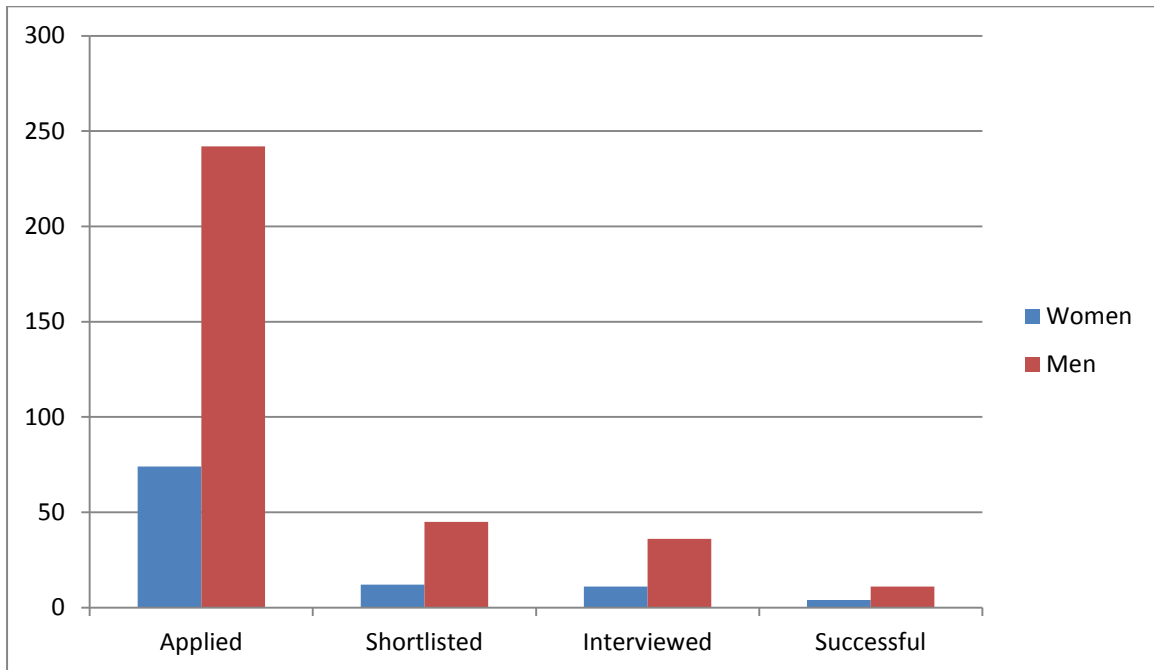


Figure 26: Candidates at each recruitment stage.

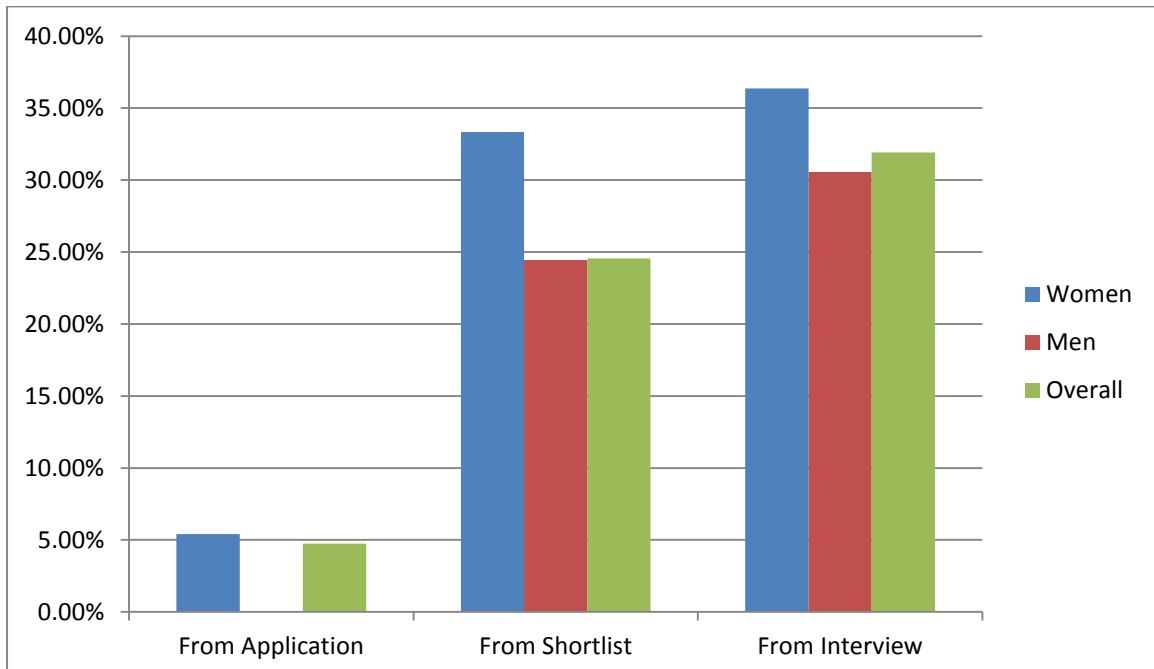


Figure 27: Candidate success rates disaggregated by stage and gender.

## Merit Bar Applications by Gender<sup>15</sup>

		Lecturers at First Eligibility	Lecturers held at Bar	Lecturers Declined Review 1+ Times	Total Eligible	Applied	Percentage Applied (of Eligible)	Successful	Percentage Successful (of Applied)
<b>2011</b>	Female	9	6	27	42	12	29%	10	83%
	Male	15	8	10	33	19	58%	18	95%
	Overall	24	14	37	75	31	41%	28	90%
<b>2012</b>	Female	16	8	23	47	16	34%	15	94%
	Male	10	7	6	23	10	43%	9	90%
	Overall	26	15	29	70	26	37%	24	92%
<b>2013</b>	Female	9	6	25	40	16	40%	12	75%
	Male	6	7	5	18	6	33%	5	83%
	Overall	15	13	30	58	22	38%	17	77%
<b>2014</b>	Female	11	7	20	38	17	45%	12	71%
	Male	3	9	5	17	8	47%	4	50%
	Overall	14	16	25	55	25	45%	16	64%

Table 13: Merit Bar Applications by Gender, 2011-2014.

The table above shows data relating to applications to the Merit Bar for the period 2011-2014. The figures indicate a trend of women applying in increasing numbers each year, and applied in greater numbers than men every year since 2012. However, women are still more likely than men to decline the opportunity to apply to the Merit Bar; hence, the number of women eligible to apply to the Merit Bar each year has remained relatively static, while the number of eligible men has decreased slightly over time.

The number of total applications to the Merit Bar has decreased each year, as has the number of successful applications. Moreover, the rate of successful applications to the Merit Bar has generally trended towards decreasing, irrespective of gender. No clear trend has emerged for a gender difference in success rates for applications to the Merit Bar.

<sup>15</sup> Taken from the Annual Equality Monitoring Reports, 2011-2014.

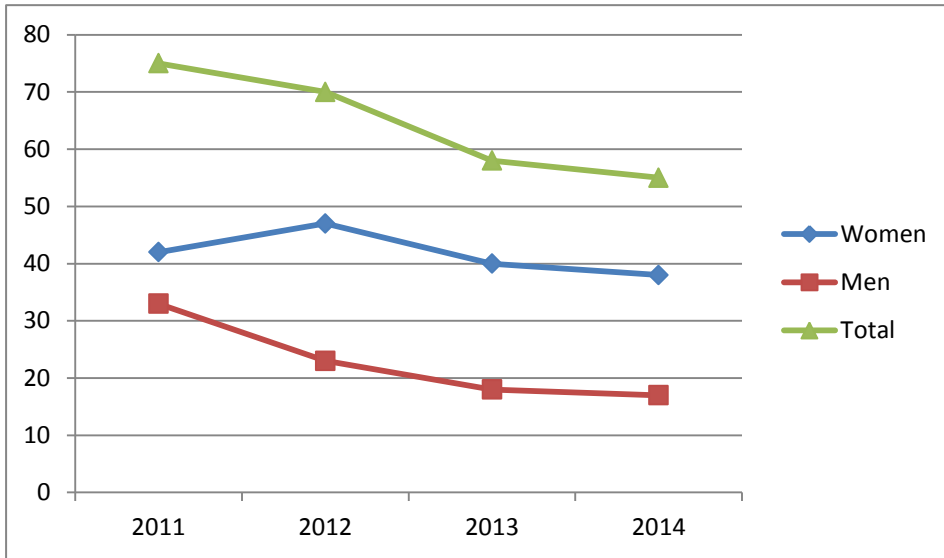


Figure 28: Eligible Candidate for Merit Bar Applications.

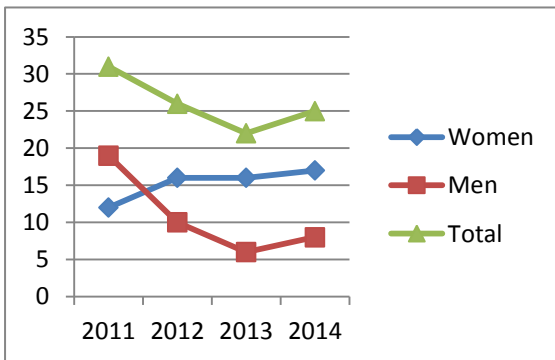


Figure 29: Applications to Merit Bar.

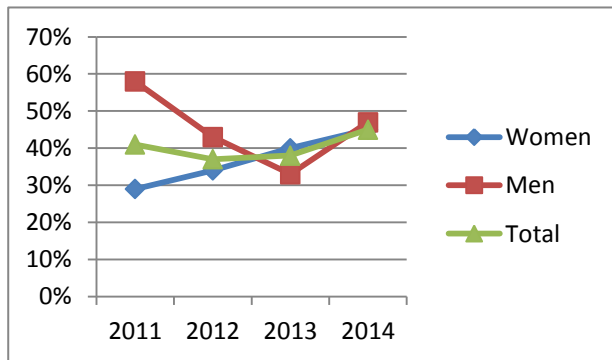


Figure 30: Applications to Merit Bar (% of Eligible).

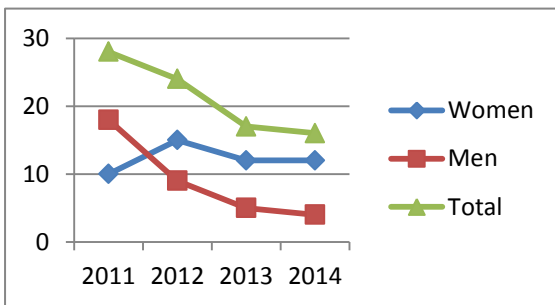


Figure 31: Successful Applications.

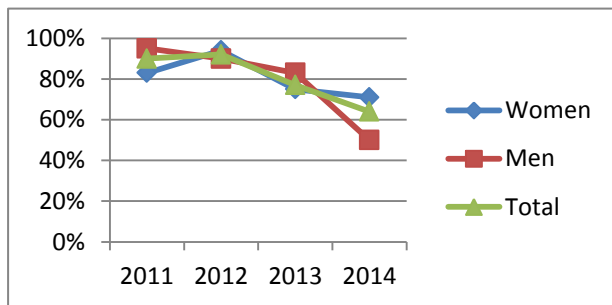


Figure 32: Successful Applications (% of Applied).

## Accelerated Advancement<sup>16</sup>

	All Applicants to go over Merit Bar OR Accelerated Advancement					Recommended for Accelerated Advancement					
	Women (N)	Women (%)	Men (N)	Men (%)	Total	Women (N)	Women (%)	Men (N)	Men (%)	Total	
<b>2010</b>	Applied	12	36%	21	64%	33	*	*	*	*	*
	Successful	9	32%	19	68%	28	4	67%	2	33%	6
	Success Rate		75%		90%	85%		*		*	*
<b>2011</b>	Applied	6	30%	14	70%	20	*	*	*	*	*
	Successful	5	26%	14	74%	19	2	40%	3	60%	5
	Success Rate		83%		100%	95%		*		*	*
<b>2012</b>	Applied	18	64%	10	36%	28	*	*	*	*	*
	Successful	15	63%	9	38%	24	5	50%	5	50%	10
	Success Rate		83%		90%	86%		*		*	*
<b>2013</b>	Applied	17	68%	8	32%	25	*	*	*	*	*
	Successful	12	75%	4	25%	16	0	0%	3	100%	3
	Success Rate		71%		50%	64%		*		*	*
<b>2014</b>	Applied	14	54%	12	46%	26	*	*	*	*	*
	Successful	10	45%	12	55%	22	2	33%	4	67%	6
	Success Rate		71%		100%	85%		*		*	*
<b>2015</b>	Applied	26	58%	19	42%	45	7	47%	8	53%	15
	Successful	14	54%	12	46%	26	4	36%	7	64%	11
	Success Rate		54%		63%	58%		57%		88%	73%

Table 14: Gender-disaggregated data on Accelerated Advancement, 2010-2015.

The table above shows data for applicants to go over the Merit Bar or to be awarded Accelerated Advancement, disaggregated by gender. The first column of data is an aggregation of applicants for both going over the Merit Bar and receiving Accelerated Advancement, while the second column relates only to those recommended for Accelerated Advancement.

Both data columns show that men are more frequently the beneficiaries of Accelerated Advancement than their female counterparts. Only one year shows a majority of women amongst those recommended for Accelerated Advancement (2010).

Note that some data relating to Accelerated Advancement are unavailable for the years prior to 2015; these cells are marked with an asterisk (\*) in the table above. It is recommended that in future years, records of application data (as in 2015) are kept in order to establish visible trends of applicant success rates.

<sup>16</sup> Data provided by Human Resources.



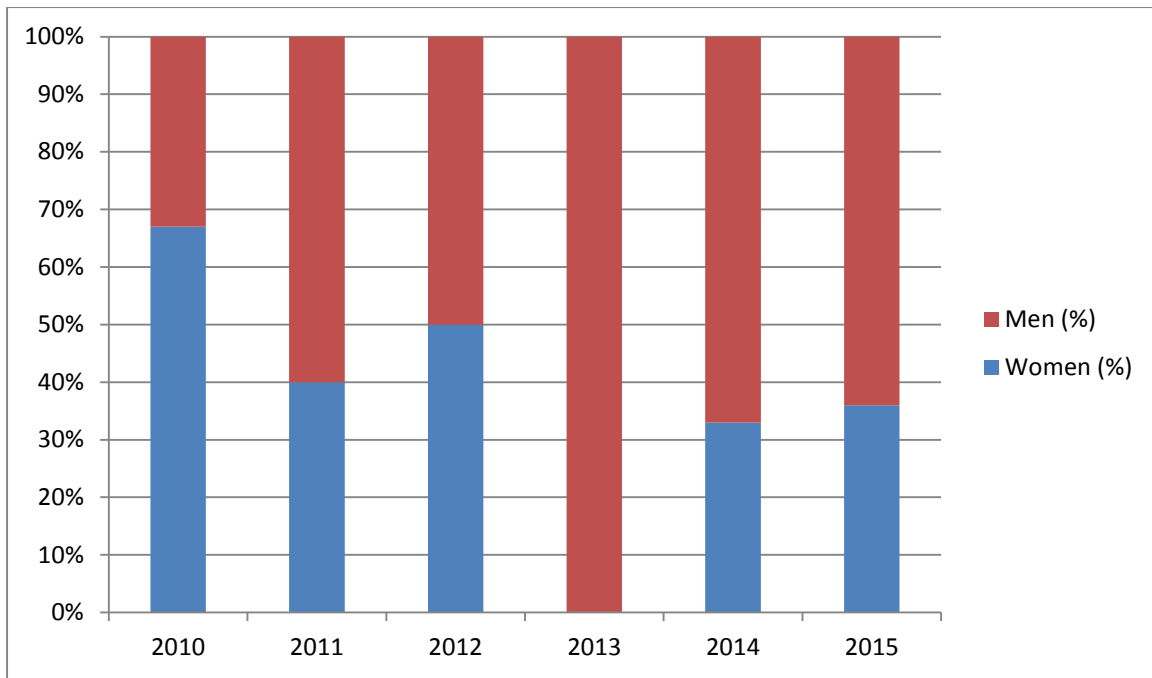


Figure 33: Successful Applicants for Accelerated Advancement, 2010-2015.

## Further Reading

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