

LEARNING AND DISSEMINATION SEMINAR

Panel 2: Leadership and decision making

ELECTIONS FOR THE COUNCIL OF ŠIAULIAI UNIVERSITY

Prof. Dr. Virginija Šidlauskienė
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AIM: to increase women's representation in 2014 ŠU Council election, in average reaching *critical mass* (up to 25%).

TACTICS - to position via active scientific work, internationality, credit, academic (professional) activity and family balance, personal qualities, development of units they have managed, etc.

STRATEGY - the increasing of women's representation in decision-making bodies was integrated in the thorough planning via elections procedures:

- selection of right candidates,
- lobbying
- and support for women candidates.

Actions taken to increase women representation

- 1. Informing the Rector and Chair of the Senate of the proactive participation of the project in the election.**
- 2. Detailed analysis (Law of Studies and Science, SU Statute, election regulations and procedures).**
- 3. Consultations with University lawyer.**
- 4. Participation in the preparation of the election regulations.**
- 5. Search for women candidates from ŠU representatives, lobbying and recruitment according to criteria: willingness to implement gender equality at the university.**
- 6. Writing a public letter to the Rector from the INTEGER reminding the employers' duty to implement equal opportunities of women and men at the university.**

7. Meeting with the candidate and identifying the potential candidates who have experience in academic and management fields.

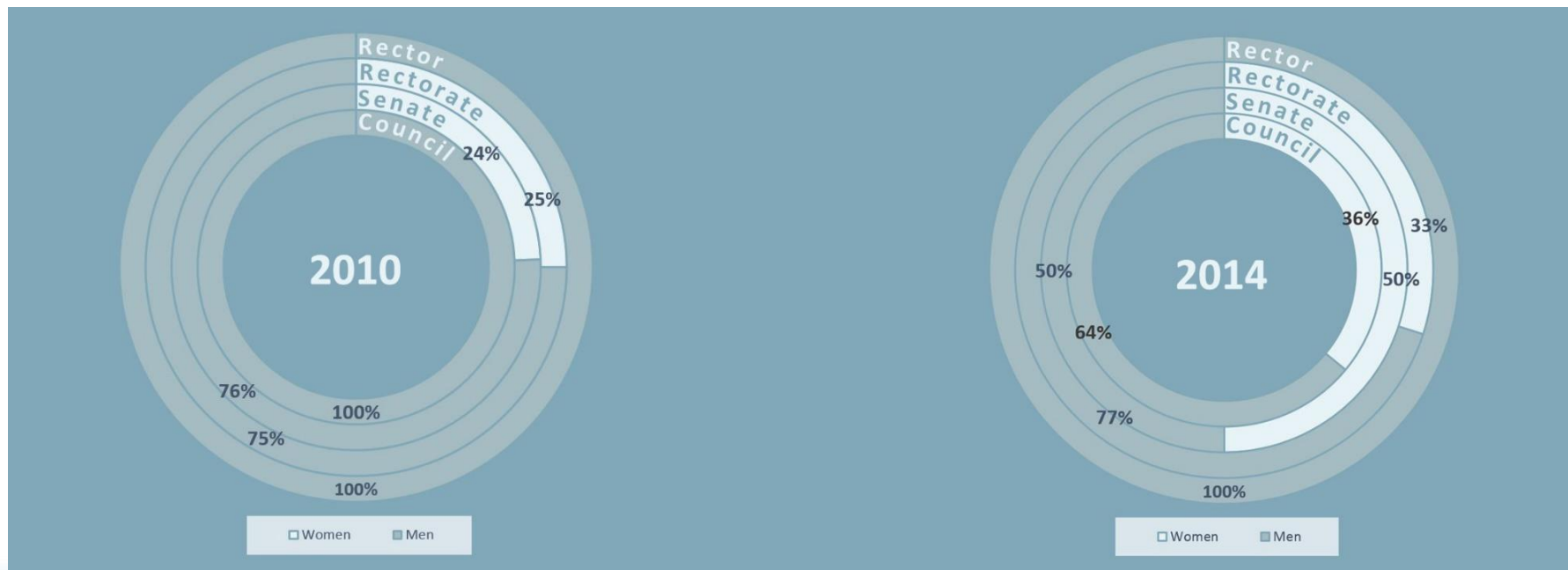
8. Design of individual election campaign to each of the candidates: different need to display their talents to work in the Council, construct professional decision making image; different publicity professional and communications elements. For each woman candidate's the strategy was developed & realised differently.

9. Monitoring of the election process (inside and outside).

10. Awareness raising about the results of the elections to the University Council.

Results

- The number of women to the Council significantly increased from 0 % in 2010 to 36.3 % in 2014:



Lessons learnt

- 1. Preparation for the unexpected** (academic - pedagogical & research routine, not so democratic decision making on the senior management level).
- 2. Be helpful not harmful:** all interventions should be consistent with academic life cycle referring to local/national law; be ready to cope with the infrastructural and leadership changes.
- 3. Know STEM culture features:** staff who work in STEM have their own universal culture with its own characteristics. Capacity building, competence building, awareness rising trainings' content should be outcome-based approached. Traditional trainings are not effective. Search for not traditional training modes!
- 4. Knowledge is key:** staff has low level knowledge on sex/gender/gender equality.

More information: <https://www.youtube.com/watch?v=13XU4nyJO2E>