LEARNING AND DISSEMINATION SEMINAR
Panel 2: Leadership and decision making

ELECTIONS FOR THE COUNCIL OF ŠIAULIAI UNIVERSITY

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9th September 2016, Brussels
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 INTEGRER 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](https://www.youtube.com/watch?v=13XU4nyJO2E)