

First periodic report: WP4 -“Alexandru Ioan Cuza” University IASI

1. The UAIC’s Action Plan: objectives, actions and stage of progress

The Action Plan of the “Alexandru Ioan Cuza” University (UAIC) has been self-tailored to address the main gender issues in our university identified in several field research studies carried out by the Research Center for Social Management and Community Development (CSMCD). It also relied on the practical experience of the experts of the CSMCD involved in the real life implementation of the organizational transformation (at the national and local level) in the education and other domains.

The AP actions **targeted 9 out of 15 faculties** from the UAIC: Mathematics, Computer science, Physics, Chemistry, Geography, Biology, Letters, Economics, Social sciences. It was also designed to address to different categories of stakeholders at the level of university, managers, academics, researchers, PhD students and MA students. It is worth to be stressed that the implementation of the activities of the AP will generate *changes at the level of the whole university* and, potentially, *at the national level* (through different national councils involved as partners in the project).

The UAIC’s Action Plan has been *structured* around 3 strategic areas and 9 objectives. The objectives have been implemented through **29 initial actions** (most of them with several activities) to which **5 new actions** have been added during the 2nd year thus arriving at a **total of 34 actions for WP4**:

Summary of the Action Plan (WP4) implemented by the UAIC-STAGES project

Strategic areas	Objectives	Actions	Stage of progress
Women-friendly environment	4.1 Actions promoting change in organizational culture and formal/informal behaviors	4.1.1. Setting up the UAIC’s Network of Women Academics and Researchers	1 actions COMPLETED
		4.1.2. Documenting and evaluating both qualitatively and quantitatively equal opportunities	2 surveys 1 COMPLETED
		4.1.3. Developing gender-disaggregated statistics and gender-sensitive indicators	1 action COMPLETED
		4.1.4. Organizing a Workshop for research results presentation	1 action COMPLETED
		4.1.5. Drafting and establishing guidelines and policies	1 action COMPLETED
		4.1.6. Establishing a Senate position for the representatives of the UAIC Network of Women Academics and Researchers	1 action COMPLETED
		4.1.7. Setting up periodic reporting practice on equal opportunities in the Senate/Rectors board	3 reports 1 COMPLETED
		4.1.8. Setting up periodic training modules for University’s employees	8 events/modules 3 COMPLETED

		4.1.9. Setting up periodic training modules for University's managers	4 events/modules 1 COMPLETED	
		4.1.10. Institutionalization of the "UAIC's Network of Women Academics and Researchers"	1 action COMPLETED	
		4.1.11. Documenting the integration of a special chapter (or special provisions) on Equal Opportunities of women and men in the UAIC Charter	1 action COMPLETED	
		4.1.12. Proposals for developing national standards for Gender Opportunities in science in funded research based on documentation about European good practice.	1 action TO BE DONE	
		NEW ACTIONS		
		4.1.13. Website building and permanently updating for the communication and dissemination of the UAIC STAGES project activities	1 action COMPLETED	
		4.1.14. Setting up the UAIC Centre on Gender Equality in Science	1 action To BE DONE YEAR 3-4	
	4.2 Actions promoting work-life balance	4.2.1. Proposals for improving and developing existing childcare services for academics and researchers	1 action ONGOING	
		4.2.2 Dissemination information on childcare and other services delivered to staff	4 web materials 1 COMPLETED	
		4.3 Actions supporting early stage career development	4.3.1 Negotiating with the National Agency (CNCS) to extend provision of grants to be allocated for women professional development.	1 action COMPLETED
		4.3.2 Providing information and advice on career and professional development	4 events/materials 2 COMPLETED	
		4.3.3 Early career researchers day	4 events/infodays 2 COMPLETED	
	Gender Aware Science	4.4 Actions challenging gender stereotypes and consequent horizontal segregation	4.4.1. Creating the Compendium of women researchers at UAIC	1 action ONGOING
			4.4.2. Setting up the special exhibition on Women and Science at UAIC's museum	1 action TO BE DONE -YEAR 3
4.4.3. Organizing the Annual thematic workshop of UAIC's Network of Women Academics and Researchers			4 events/workshops 2 COMPLETED	
4.5 Actions aimed at gendering S&T contents and methods		4.5.1. Implementing a cross-disciplinary teaching module on gender and science	1 action TO BE DONE- YEAR 3	
		NEW ACTION		

Women's leadership science	in		4.5.2. Introduction of the theme Gender Equality in science in PhD studies	3 editions 1 ONGOING	
		4.6 Actions promoting women's leadership in the practice of research	4.6.1. Carrying out a national evaluation study on women's participation in the funded research	1 action ONGOING	
			4.6.2. Publication and wide dissemination of the outcomes of the study	1 action TO BE DONE	
			4.6.3. Negotiating the integration of the national guidelines for project applications with provision encouraging women's participation.	1 action TO BE DONE	
		4.7 Actions promoting women leadership in the management of research	4.7.1. Negotiating proposals of new transparent rules and procedures for appointing/electing members of the high-level boards and commissions	1 action ALMOST COMPLETED	
		4.8 Actions promoting women's leadership in scientific communication	4.8.1. Acknowledging the successful careers of female researchers in S&T – through permanent sections on women's achievements on the project's website, periodic media campaigns	4 campaigns 2 COMPLETED	
			4.8.2. Documentary films/videos on "Life and career of outstanding women scientists in Europe"	3 films 1 COMPLETED	
			4.8.3. International Conference//Colloquium "Women and Scientific Research: Outcomes and Future Challenges"	2 conferences 1 COMPLETED	
			4.8.4. Establishing the "Science and Technology Excellence Awards" for outstanding women in S&T	3 events/editions 1 COMPLETED	
		4.9 Actions promoting women's leadership in innovation processes and science-society relationships	NEW ACTIONS		
			4.9.1. Organizing the annual public event "Women Researchers Day"	3 events/editions 1 COMPLETED	
			4.9.2. Writing and publishing a scientific book on Gender Equality in Science	1 action TO BE DONE YEAR 4	

2. Brief description of the activities carried out by WP4

I. Setting up the Working Groups and other managerial activities

The project's activities started in January 2012 through the following activities :

1) Operationalisation of the main dimensions of the Action plan - strategic areas, objectives and actions - according to the specific organizational design of the UAIC (1.01-31.01.2012.).

2) Formal and informal meetings with the University's managers and staff members, the beneficiaries of the UAIC Action plan aiming to inform them about and to negotiate with them institutional and symbolic support for implementation of the STAGES Project. (1.01-31.03).

3) Informing in formal and informal meetings and through the University intranet (www.uaic.ro) and the website of the CSMCD (www.csmcd.eu) the UAIC community of academics and researchers on the implementation of the STAGES project, its objectives and expected outcomes (15.01-15.06).

4) Setting up the UAIC Working Groups (1.02 - 30.04.2012). Reflecting the complexity and the large number of the UAIC activities in the Action Plan, three different working groups have been organized: 1. **The executive team for the Action Plan implementation** (containing 15 members); 2. **UAIC Research Group on Gender Equality in Science** (including 15 members); 3. **UAIC team for media communication and public relations** (formed by 3 members). The three working groups have been established in order to implement the STAGES actions and also to support the activities of the new structures set up within the frame of the STAGES project namely the **UAIC Network of Women in Academics and Research and the Centre for Gender Equality in Science**.

II. Actions promoting change in organizational culture and formal/informal behaviours (TASK 4.1)

1) ACTION 4.4.1. Setting up of the UAIC Network of Women in Academics and Research – was one of the major objectives in the first part of the 2012. This new structure has been projected to bring together women and men from the UAIC Academic and Research staff, post-doctoral and Ph.D. students from the 11 Doctoral Schools of UAIC who share the objectives and the programs of STAGES Project, that is to bring about structural transformations for achieving gender equality in science, and who attend the activities and events organized within the STAGES Project at the UAIC. In this respect several formal and informal meetings have been organized with different women colleagues and the objectives of the Network have been negotiated and agreed. In the beginning there was a core group of 12 dedicated persons from the 9 faculties involved in project and later its number increased having now over 40 women and men, professors and researchers.

Among the objectives of the Network there are: 1) Evaluating *gender equal opportunities* in academic, research activity and managerial positions at the UAIC; 2) Promoting *active transfer of knowledge* and exchanges with other networks, universities, national, European and international research bodies recognized for their outcomes in the field of gender equality in academics and science; 3) Negotiating strategies for *improving gender equal opportunities* at the UAIC; 4) Negotiating and improving work-life balance schemes for young researchers. 5) *Increasing the visibility and recognition of women in academics and research* from the UAIC. 6) Implementing training modules aiming at raising awareness on the benefits of gender equality at the UAIC.

The official inaugural meeting of the Network has been held on the 5 July 2012, when it was also planned and organized the 1st Annual Thematic Workshop of the UAIC's Network of Women in Academics and Research (**ACTION 4.4.3**).(about the Workshop see below).

During the period 5 July 2012 - 3 July 2013 (12 months) the Network was involved in co-organizing (together with the CSMCD and the executive team of the STAGES project at the UAIC) of over 20 planned actions from the total of 32 implemented ones (see the menu *UAIC Network of Women in Academics and Research*, sub-menu *Activities and events*, on the website www.stages.csmcd.ro).

2) ACTION 4.1.2 - Documenting and evaluating both qualitatively and quantitatively gender equal opportunities at the UAIC. In order to evaluate the gender equality at the UAIC it was necessary to set up **the UAIC Research Group on Gender Equality in Science**. This structure was built as a multidisciplinary research team set up within the frame of the STAGES project in order to conduct scientific studies and evaluations on Gender Equal Opportunities in Romanian educational and research institutions, particularly at the UAIC. Its main objectives are: 1) Identifying the relevant topics concerning Gender Equal Opportunities in Academics and Science based on the comparative and critical review of the international research in the domain; 2) Investigating the social construction of the role and the status of women as actors in the academic and scientific field (i.e. Professional career and social-familial responsibilities); 3) Conducting research evaluations and analysis on the specific situation of Gender and Equal Opportunities at the UAIC; 4) Identifying the issue of the organizational culture that prevent the recognition and visibility of women's scientific and academic achievements; 5) Monitoring the dynamics of gender indicators and statistics and setting up an open source database; 6) Disseminating the research findings and conclusions in annual reports addressed to the top management aiming at improving the decisions making strategies concerning gender equal opportunities at the UAIC; 7) Communicating and disseminating the research outcomes at the international conferences, journals and publications. * **The ACTION 4.1.2** was the first study carried out by the UAIC Research Group on Gender Equality in Science. The research has been realized during a six months period and was designed as a sociological study based on a *Climate and organizational values evaluation survey* aiming to identify the perceptions about the Gender Equality in Science at the UAIC. The field research has been carried out with the contribution of professors from the Faculties involved in the project and the data analysis was realized with the support of experts in social sciences, statistics and computer sciences. The questionnaires have been filled in by 44 senior researchers and 70 young researchers. The field research and its conclusions have been described in the deliverable D 4.2.

3) ACTION 4.1.3 - Developing gender-disaggregated statistics and gender-sensitive indicators was the 2nd study, carried out during the year 2012. Starting from the key idea that the statistical indicators offer a direct insight on the existing situation of gender equal opportunities from an organization, the research aimed to highlight relevant statistics on Gender equality at the UAIC. Primary statistical data have been collected with the support of the Human Resources Department staff and data processing and qualitative and quantitative evaluation have been done by the UAIC Research Group on Gender Equality members. Data from this research have been integrated in the deliverable D 4.3.

4) ACTION 4.1.4 - The objectives, the progress of the study and data of the research have been disseminated in different scientific meetings and events and also have been subject of two workshops of the Network : **Informative meeting of the UAIC Network of Women in Academics and Research** (5 October 2012) and **Evaluative meeting of the UAIC Network** (5 February 2013).

5) ACTION 4.1.5 - Drafting and establishing guidelines and policies for gender equal opportunities at the UAIC. Based on the documentation about guidelines and policies for GEO in the European and the world universities, there were drafted the main orientative lines and strategies for a coherent action programme to be implemented at the UAIC. This material was also presented in the Deliverable D4.3.

6) ACTION 4.1.6 - Establishing a Senate position for the representative of the UAIC's Network of Women in Academics and Research. In the first half of 2013, some planned actions have foreseen negotiations with the University's Top Management (the Rector and the Senate) for the institutionalization of *the UAIC Network of Women in Academics and Research*, the setting up of a new

Center for Gender Equality, the elaborating and assuming of an institutional program and the introduction of the practice of annual reporting on Gender Equality programs and actions in the UAIC, all of these constituting *structural changes aimed to promote the gender equal opportunities in science and academia*. In this respect, several sessions of negotiations have been carried with the senior managers of the UAIC during the last 6 months, and on the 3 May 2013 a Report containing the justifications for 6 proposals about these organizational innovations & structural changes has been submitted to the top management. Among these, ACTION 4.1.6 has been brought in line to the regulations foreseen by the new Law of National Education (2011). The Law explicitly states that the members of the Senate of the Universities have to be directly elected through the vote of the whole academic community, and only among the representatives of the Faculties and Departments (and, also, in certain percentage, representatives of the students). Under these new conditions regulated by Law, a position for a representative of the Network could be obtained at the future elections (in 2016) if women from the Network will propose a candidate who also represents the Network and who should have real chances to be elected by the academic community. However, for the time being, based on the negotiations with the Rector and the Senate, an agreement has been made so that when gender issues are planned to be discussed in the Senate's meetings one or more representatives of the Network will be invited to present the Network's data and position.

7) ACTION 4.1.7 - Setting up the Senate periodic reporting practice on gender equality at the UAIC is an action that was planned to be prepared and implemented within a 3 years period, because prior to the setting up of this practice it is necessary to be established an organizational structure authorised with gender equality monitoring and reporting at the UAIC. This structure will be the new proposed **Gender Equality Center**, that will be created next year (2014). This year, on the 3 May 2013, the UAIC STAGES project coordinator has presented a written report addressed to the Rector and the Executive Board of the UAIC concerning the activities realized so far within the framework of the STAGES project in order to improve the gender equality situation at the UAIC.

8) For ACTION 4.1.8. - Setting up permanent training modules for university's employees - there were organized 3 different events/editions :

* **ACTION 4.1.8.1.** The **1st Training module on Gender Equal Opportunities** was organized on the 24 May 2012 and was dedicated to the managers and the staff from Human Resources Department of the UAIC. Within the training topics Prof. dr. Doina Balahur presented the main problems of gender equality in science and the strategic actions provisioned in the STAGES project.

* **ACTION 4.1.8.2.** The **2nd Training module** was organized on the 5 October 2012 for the UAIC Network members, with the technical assistance of ASDO and DPO representatives. Invited speaker: Marina Cacace (ASDO) who presented the theme "**Towards gender equality in scientific careers. Negotiating change: the STAGES Project**". Also invited participants: Giovanna Murari (ASDO) and Marino Di Nardo (DPO). The discussions focused on the role of various types of negotiations in the structural changes.

* **ACTION 4.1.8.3.** The **3rd Training module** was organized on the 16 May 2013. The Training Seminar with the theme "**Human Resources Management and Gender Equality in Science**" was given by Dr. Teresa Ratzer, Director of the Center for the Promotion of Women and Gender Studies from the Technical University of Vienna, invited expert of the STAGES project at the UAIC, with the participation of the managers and staff of Human Resources Department.

9) ACTION 4.1.9. – Setting up permanent training modules for University's managers - took the format of a series of training sessions on the theme **Gender Equality Management** during the

period 15 March - 15 December 2012. The training resources consisted in information, data and reports synthesized in documents about the European policies, campaigns and research projects on gender equality in science and about the world universities' programs, experience and good practice on managing gender equality and diversity. Such available resources have been provided for the transfer of knowledge in targeted training sessions (i.e. informative, argumentative and evaluative) with the management staff of the UAIC. (see, *Gender equality in science: policies and good practice* on the web of the project). For 2013, the **ACTION 4.1.9.2** includes the participation of the senior managers at the International colloquium: **Women in scientific research. Achievements and challenges for GENDER EQUALITY MANAGEMENT** and other events in the 2nd half of 2013.

10) ACTION 4.1.10 - Institutionalization of the UAIC's Network of Women in Academics and Research – aimed at the sustainability of the new organizational structures and practices related to gender equality in the UAIC. In fact, the acknowledgment of the Network was realized from the beginning, through the fact that all its activities have been approved by the top management, and the Rector, three vice-rectors, deans and other managers gave constant support and participated to these actions. By the Charter of the UAIC the establishment of any professional or collegial association is free within the University. Moreover, the Rector of UAIC is on way to sign a formal decision for acknowledging the Network until the 31 august 2013 (deadline of this action).

11) ACTION 4.1.11 - Integrating a special chapter on equal opportunities of women and men in the UAIC Charter. The objectives of this action have been touched once with the adoption of the new Charter of UAIC in 2012, endorsed, approved and signed by the National Education Ministry (according to the Law nr.1 /2011), which foresees 3 provisions, in three different articles of the Charter, concerning the obligations of the University to assure equal opportunities for women and men and, at the same time, clearly formulates interdictions against any form of discrimination, including gender discrimination, in academic and research activities at the UAIC.

12) ACTION 4.1.13. (NEW ACTION) - The building of the website for the STAGES project at the UAIC. In order to promote the activities and events of the STAGES project at the UAIC both inside the University, through the internal communication, and outside, through mass-media campaigns, the **UAIC Communication Team** has been constituted from the beginning of the project, with the experts in Communication sciences from UAIC. Among the actions made by this group we have to mention **the creation and permanent editing of the website for the STAGES project and actions for promoting the activities and events of the project through mass-media and PR campaigns.** The web (www.stages.csmdc.ro) is conceived as an informative medium for a better communication as well as for an extensive dissemination made both internally - for the members of the UAIC staff and especially of the Network of Women in Academics and Research - and externally - for our project partners and any other interested readers, from Romania and abroad. In the same time, it is a useful support for growing the public visibility of the scientific results and professional careers of the women in academics and research involved in the project activities. The website contains over 100 informative articles and about 200 photos and has until now over 700 visitors.

III. Actions promoting work-life balance (TASK 4.2)

13) ACTION 4.2.1 - Improving and developing existing childcare services for academics and researchers – is planned for 26 months, with the end in December 2014. The first stage supposed the documentation about the existing childcare services at the UAIC and, on the other side, to compare them with the good practice in the European Universities. Fortunately, the UAIC is among the very few Romanian Universities which is providing childcare services with its Kindergarten and

Primary School. New possibilities for improving and developing could appear from studying good practice and making proposals to adopt feasible measures following European examples.

14) ACTION 4.2.2 - Organizing info days on services and work arrangements for women. For this action two informative events were organized until now :

* **ACTION 4.2.2.1: Info-day on Childcare services offered by the UAIC.** This session of Info-day (held on the 28 September 2012) on services and work arrangements for women was focused on the presentation of the UAIC "Junior" Kindergarten and the UAIC "Junior" Primary School which offer childcare services for the families of the UAIC employees.

* **ACTION 4.2.2.2: Career and professional development in science: services and work arrangements for young researchers.** This informative and seminar was organized on the 23 October 2012 for Ph.D. students, post-doctoral researchers and young scientists from the Faculties and the Doctoral Schools of UAIC. Among the speakers, Assist. dr. Snejana Sulima, from Law Faculty, talked about *“Work arrangements for young researchers: European and national regulations”*. Information on childcare and other services delivered to staff at the UAIC was also disseminated on the website of the UAIC- STAGES project.

IV. Actions supporting early-stage career development (TASK 4.3)

15) ACTION 4.3.1 – Negotiating with the National agency (CNCSIS) to extend the provision of grants to be allocated by universities and research institutions for women’s professional development – was done in several formal and informal meetings with the Director of the UEFISCDI (former CNCSIS) Prof. dr. Adrian Curaj and the Deputy Director Magda Crangasu, during the last 6 months. In spite the fact that for the moment, due to the economic situation, half of the scientific research funds has been cut (at the beginning of 2013), there are future perspectives to extend the provision of national grants so that to address the issue of gender research specially in ‘hard sciences’ when the economic environment recovers. During these meetings it was emphasized that it is possible to stimulate more intensively the participation of Romanian young and senior female and male scientists to the European and international competitions for research grants.

16) ACTION 4.3.2. – Editing and updating leaflets with advice on career and professional development for post-graduate students, doctoral students and post-doc researchers – was done in 2012 by editing on-line the presentations with advices on career and professional development given by prof. dr. Liliana Mitoseriu (*Practical Hints for Succes in science*), prof. dr. Adriana Prodan (*Career and professional development in science*) and Assist. dr. Snejana Sulima (*Work arrangements for young researchers: European and national regulations*) at the informative seminar **Career and professional development in science: services and work arrangements for young researchers** held on the 23 October 2012 (see the website, the menu *UAIC Action programs for Gender Equal opportunities*).

* **ACTION 4.3.2.2** for 2013 had the new name **Providing information and advice on career and professional development** (see the plan) and was about: **What are the career perspectives for the young MA graduates in Sociology and Social Work?** (2 June 2013). The young female and male students who recently graduated MA in Sociology and Social Work have been informed on the career perspectives in their scientific and professional fields by Prof. Dr. Doina Balahur, the coordinator of the two master programs (*European Master on Children's Rights* and, respectively, *Probation, Mediation and Social Protection of Crime Victims*), together with Dr. Roxana Necula, representative of *The National College of Social Work*, Georgiana Onici, representative of the *Probation Agency Iasi* and Dr. Catalin Fedor, from *Social Sciences Institute of Romanian Academy*. The event, attended by more

than 60 participants, has been organized within the frame of the Master Graduation Ceremony 2013 of MA graduates in Social Sciences from the UAIC.

17) ACTION 4.3.3- Early career researchers-day – 2 events were organized in 2012 and 2013:

* **ACTION 4.3.3.1 - Early Career Researchers Day. Interactive workshop on Gender Equality in Science** (29 June 2012). The program included the following themes: 1. Women in scientific research: a European evaluation: 2. Strategies for achievement the gender equality in science: STAGES Project: 3. How do I see the gender equality in science? Moderator: Prof. dr. Doina Balahur. Participants: 52 Ph.D. students and young researchers.

* **ACTION 4.3.3.2** - The 2nd event/edition: **Early Career Researchers Day. Profiling for young researchers excellence in science** (15 May 2013). Within this session, 28 young researchers from the Doctoral School and post-doctoral researchers met Prof. dr. Teresa Maria Lago, from the University of Porto (Portugal), and Dr. Brigitte Ratzler, from Technical University of Vienna (Austria), invited experts of the STAGES project at the UAIC, who talked about the *European competitions for the ERC grants* and the *Strategies for stimulating young researchers' scientific excellence*.

V. Actions challenging gender stereotypes and consequent horizontal segregation (TASK 4.4)

18) ACTION 4.4.1 - Creating the Compendium of Women researchers at the UAIC – planned for the end of the year 2, was already almost completed by **Setting up two open source databases on the website of the UAIC-STAGES project**. Titled, the first: *UAIC Profiles of Women in Science* - offers public information about women scientists who are internationally recognized through their outstanding achievements in academics and research and are role models for young researchers – and, respectively, the second: *Young Women Researchers on the road of career development* - aimed at bringing to the public attention the young women researchers who have remarkable results in their scientific communities and to encourage them in career development by increasing their visibility. This on-line compendium will be permanently actualized with new profiles from different research groups of the UAIC. Until now there are 24 Profiles of Women in Science from the UAIC.

19) ACTION 4.4.3 - Annual Thematic Workshop of the UAIC Network of women in academics and research, – has been organized in two editions (2012 and 2013) :

* **ACTION 4.4.3.1.** The theme of the Workshop in 2012 (5 July) was: *"Gender and Science. Structural changes in the research institutions: enhancing excellence, gender equality and efficiency in research and innovation"*. The main presentation was delivered by prof. dr. Doina Balahur and her team of PhD students. More details in the Deliverable 4.1. (30 July 2012).

* **ACTION 4.4.3.2.** The 2nd edition of the Annual workshop has the theme: **Gender Equality in Romania and its statistical presentation in European reports** (3 July 2013). Starting from statistical data highlighted in two recent European surveys - *She Figures 2012* and *Gender Equality Index* - the presentation given by prof. dr. Doina Balahur also included comparative indicators for gender equal opportunities in the Romanian Universities and particularly at the UAIC. The debate has revealed that beyond the figures there are really relevant issues like those directly experienced by women researchers from the UAIC, who sustained their interventions with personal examples.

VI. Actions aimed at gendering S&T contents and methods (TASK 4.5.)

20) ACTION 4.5.2 (NEW ACTION) - "Gender Equality in Science" as a Doctoral Theme at the UAIC. For the first time in a Romanian University, the theme "Gender Equality in Science" is proposed for the PhD studies in the competition call for the admission session September 2013 of the UAIC's Doctoral School. Prof. dr. Doina Balahur, scientific coordinator for PhD in Sociology at the Faculty of Philosophy and Social Sciences, announced the topics and the bibliography on "Gender, Career and Performance in Scientific Research" and "Structural Transformations in Universities and Research Institutes for Achieving Gender Equality in Science". The research on these themes will be carried out in cooperation with the FP7 European project STAGES at the UAIC.

VII. Actions promoting women's leadership in the management of research (TASK 4.7)

21) ACTION 4.7.1 - Negotiating new transparent rules and procedures for appointing/ electing members of high-level boards and commissions – was done through several formal and informal meetings with the senior managers from National Agencies UEFISCDI (CNCSIS) and ARACIS (Director Prof. dr. Adrian Curaj and Deputy Director Magda Crangasu from CNCSIS, respectively, President Prof. dr. eng. Ioan Curtu, vice-president Prof. dr. Adrian Miroiu and Prof. dr. Lazar Vlasceanu from ARACIS) and also at the UAIC top management level (Rector, vice-rectors, deans, Senate members and PhD Schools Directors), during the first 6 months of 2013. For preparing this Action it was organized a *Network's Annual Evaluative Meeting* (4 February 2013) which focused on the theme concerning the perspectives opened by the STAGES project for improving the role and the number of women in the scientific leadership of the research practice. The results of these actions will be presented in the Deliverable planned for the 31 August 2013.

VIII. Actions promoting women's visibility (TASK 4.8)

22) ACTION 4.8.1 – Acknowledging the succesful careers of female researchers in S&T – was realized through the promotion of the feminine scientific personalities of the UAIC within the frame of the public events organized by STAGES project, through the website presentations of the Profiles of women in science and also through mass-media and PR campaigns (promoting at the same time the activities and events of the project). In this respect, there were realized until now 6 actions as : a TV talk-show, a TV interview, a TV report and 3 press releases published in 3 local newspapers. For example :

* **TV Talk-show on Gender Equality in Science (promoting the STAGES Project through TV public presentation)** - 13 June 2012. It was presented, for the first time in Romania, the European project STAGES by prof. dr. Ovidiu Iancu, vice-rector of UAIC, prof. dr. Doina Balahur, coordinator, and prof.dr. Liliana Mitoseriu, member of UAIC Network of Women in Academics and Research.

* **TV interview with Prof. dr. Doina Balahur, UAIC STAGES Project coordinator, on the public event "Women researchers day"** TV Iasi, 28 March 2013. The 30 minutes live interview with prof. dr. Doina Balahur, presented a day before the event, the importance and novelty of this kind of ceremony in Romanian academic and research landscape.

* **TV report on the public event "Women Researchers Day. Awards for excellence in science"**. The TV report covering the public event organized at UAIC on the 29 March 2013 was transmitted by TVR Iasi (TV channel with regional audience) on the 2 April, and then by TVR 3 (with national audience) on the 6 April.

23) ACTION 4.8.2. - The Production of the 1st promotional film within the series "UAIC Profiles of Women in Science". This action planned a series of documentary films promoting the outstanding achievements of women scientists from the UAIC. The 1st documentary film within the series "UAIC

Profiles of Women in Science" is dedicated to prof. dr. Liliana Mitoseriu and her young researchers group from the Faculty of Physics, who has internationally recognized results in their scientific careers. The film was uploaded on the website of the UAIC STAGES project, on You Tube and also on the website of the Faculty of Physics and has until now over 350 views.

24) ACTION 4.8.3 - International Colloquium. Women in Scientific Research. Achievements and Challenges for Gender Equality Management" - This scientific event was held on the 15-16 May 2013) in the Senate Hall and was organized in a plenary session (on the 15 May), two Q&A sessions and a training-seminar (on the 16 May). In the program of the plenary session, after an *Introductory speech* by Prof. dr. Vasile Isan, Rector of the UAIC, the following scientific communications were presented: Prof. dr. Doina Balahur: *Is science a women thing? Where is Romania standing?* Prof. dr. Teresa Maria Lago (University of Porto, Founding member of the European Research Council, Former Chair of the Gender Balance working Group): *Integrating Gender Equality Recommendations into Practices at the European Research Council*; Dr. Brigitte Ratzer (Technical University of Vienna, Director of the Center for Promotion of Women): *How to fix the Leaky Pipeline?* Prof. dr. Ovidiu Iancu (Vice-rector of the UAIC): *Encouraging and supporting early career researchers at the UAIC*; Conf. dr. Adrian Iftene (Dean of the Computer Science Faculty): *Women and computer science at the UAIC*. Presentations were followed by discussions on the specific topics. The themes of the two Q&A sessions were "*Profiling for young researchers excellence in science. Competitions and applications for the ERC grants*" and, respectively, "*Strategies for stimulating young female and male researchers' excellence in scientific research*", and have been realized with the participation of invited experts Prof. dr. Teresa Maria Lago (Portugal) and Dr. Brigitte Ratzer (Austria). More than 170 participants - professors and researchers, administrative staff members, post-doctoral researchers, PhD students and MA students - attended the event.

25) ACTION 4.8.4 - The nominalizations of the "Women in Science Excellence Awards" has been completed on the 29 March 2013 on the occasion of the public event "Women researchers day". The scientific personality who received "Women's Annual Science and Technology Excellence Award 2012" was prof. dr. Liliana Mitoseriu, from Faculty of Physics. Three young researchers from the group headed by the professor Mitoseriu were awarded with "Women's Annual Science and Technology Distinction for Young Researchers 2012": dr. Lavinia Curecheriu, dr. Cristina Ciomaga and dr. Felicia Gheorghiu.

IX. Actions promoting women's leadership and innovation (TASK 4.9).

26) ACTION 4.9.1. (NEW ACTION) - Organizing the Public event: Women Researchers Day. Awards for excellence in science (29 March 2013). The event definitely represented a novelty: for the first time in a Romanian University, a public event for celebrating, in a special day ceremony, women in science and academics with prestigious careers and international scientific visibility was organized at the UAIC. Similar public events are planned to be annually organized for the next years, in order to establish a tradition of celebrating women in academics and research at UAIC. The Program of the first edition included: *Opening speech* by Prof. dr. Vasile Isan, Rector of the UAIC * *Women and Scientific excellence: a brief overview* by Prof. dr. Doina Balahur.* The official ceremony "Women's Annual Science and Technology Excellence Award 2010" and "Women's Annual Science and Technology Distinction for Young Researchers 2012".* "*The UAIC Profiles of Women in Science*"-documentary and promotional film presentation. Within the frame of this ceremony there were also nominated the winners of the annual *Awards for excellence in science*. More than 60 participants attended the public event. The event had more than 20 press mentions (reports, interviews, articles and reviews). That is the event as a whole was an efficient mean for increasing the visibility of women scientists and their leading role in science and innovation.

3. Significant results during the reporting period

The implementation of the activities foreseen initially in the Action Plan as well as of the newly integrated ones, during the first 18 month period, already generated important institutional transformations for gender equality attainment at the UAIC.

- ***Setting up new organizational structures and practices in order to produce changes in gender equality situation and the organizational culture of the UAIC*** as: **UAIC Network of Women in Academics and Research**, that has become known through more than 30 activities and events organized in the UAIC, and **UAIC Research Group on Gender Equality in Science**, as a multidisciplinary research team able to conduct scientific studies and evaluations on Gender Equal Opportunities in Romanian educational and research institutions, particularly at the UAIC. More than 50 persons are actively involved in these new built structures.
- ***Getting the commitment and strong support of the top management of the UAIC*** (Rector and the Vice-Rectors, Director of the UAIC Doctoral school, the Senate members) and also of other important managers (Deans, Human Resources managers, the General Administration directors) for the UAIC-STAGES project objectives and its activities and events.
- ***Organizing relevant and appreciated public events*** for increasing the awareness of gender equality issues and promoting the best achievements of women in science from the UAIC, like **Women Researchers Day. Awards for excellence in science**; or: **International Colloquium. Women in Scientific Research: Achievements and Challenges for Gender Equality Management**. These public events have been attended by more than 230 participants, managers, academic and research staff, post-doctoral researchers, PhD and MA students.
- ***Elaboration of a coherent series of Action Programs for Gender Equality in Science***, including **Thematic Workshops, Training modules for academic and research staff and for the managers, Info-days on work arrangements and life-work balance services provided by the UAIC, Early career researchers counseling for professional development** etc.
- ***Conceiving an efficient communication strategy in order to assure the promotion and increase of visibility for the feminine scientific personalities of the UAIC***, through press campaigns, promotional films, awards for excellence ceremonies, open source databases etc.
- ***Building a performant web (www.stages.csmcd.ro) for communication and dissemination*** of the most relevant activities and events of the STAGES project at the UAIC and for networking with similar programs and projects at the World Universities. The website of UAIC-STAGES project has until now over 700 visitors/beneficiaries.

15 July 2013

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