

**Prof. Dr. Doina Balahur**

Real structural changes  
in order to achieve Gender Equality in Science  
promoted by the UAIC team of STAGES project  
during the period 1.01.2012-28.10.2013

Presented at the STAGES Steering Committee and the IBSA meeting,  
Rome, 28-29 October 2013

## The UAIC-STAGES team activities: over 45 events and actions in 22 months



After the first 22 months, the UAIC's retrospective on the activities initiated, organized and realized within the STAGES project includes over 45 events and actions (that were presented throughout the course of the project on our website so that they are already known beyond the academic community).

In the report submitted to the DG Research and Innovation of the European Commission (31 August 2013) there are firstly mentioned the creation of the new organizational structures that support the objectives of achieving gender equality in science: the UAIC Centre for Gender Equality in Science, the UAIC Network of Women in Academia and Research, and the UAIC Research Group on Gender Equality in Science. There are also presented the main public events organized at the UAIC: “Women Researchers Day. Celebration of the UAIC Women in Science”, International Colloquium “Women in scientific research: achievements and challenges for gender equality management”, the thematic workshops on gender policies in European context, the training modules on gender mainstreaming in human resources management, seminars on career development and info-days for young researchers. Last but not least there are mentioned the communication actions like the setting up of the Open source databases *UAIC Profiles of women in science*, the first documentary film in the series *Awards for excellence in science*, the UAIC STAGES website and the other communication campaigns aimed at increasing the public visibility of outstanding feminine personalities in science and academia from the UAIC. ([http://stages.csmcd.ro/index.php/timeline\\_page5](http://stages.csmcd.ro/index.php/timeline_page5) )

- **WP4 coordinator: Prof. Dr. Doina Balahur**
- **Participants at the activities: over 1000 academic, research and managerial staff, PhD students, MA students and undergraduate students.**
- **Speakers and other active participation: over 100 persons.**

**Real structural changes promoted by UAIC – STAGES team (2012-2013) in order to achieve Gender Equality in Science**

*A. Creation of new institutional structures or mainstreaming GES in the existing institutional structures:*

1. Setting up and the institutionalization of the Centre for Gender Equality in Science
2. Setting up and institutionalization of the UAIC Network of Women in Academia and Research
3. Setting up the UAIC Interdisciplinary Research Group on GES
4. Setting up the UAIC Media Communication and Public Relations Lab responsible for the UAIC-STAG website and PR Campaigns on GES
5. Setting up the Open Source Database “UAIC Profiles of Women in Science”
6. Introduction the GES theme in PhD research studies of the UAIC’s Doctoral School

## **Real structural changes promoted by UAIC – STAGES team (2012-2013) in order to achieve Gender Equality in Science**

### *B. New institutional practices already set up:*

1. Women Researchers Day. Annual Celebration of the UAIC Women in science
2. Women Excellence Awards. Annual public distinctions for outstanding women personalities in science from the UAIC
3. UAIC Profiles of Women in Science: Promotional documentary films with the outstanding scientific personalities from the UAIC
4. Training module on GES for HR department staff
5. Training on Gender Equality Management (for managers and administrative staff)
6. Training module on GES for academic and research staff
7. Training module for young researchers. Early career researchers day
8. Mentoring programmes for young researchers
9. Info services: providing online information on work-life balance legal arrangement and childcare services
10. Communication and PR campaigns through the UAIC-STAGES Website and partnerships with national, regional and local mass-media/and new media

## New organizational structures

### 1. Setting up and the institutionalization of the UAIC Centre for Gender Equality in Science



The "Alexandru Ioan Cuza" University of Iasi is the first university in Romania that has set up a centre for research, monitoring and documentation on gender equal opportunities in academia and research, similar to the existing *Gender Equality Centres* from well-known European and World Wide Universities. The creation of the new organizational structure, named *Centrul pentru egalitate de gen în știință (Centre for Gender Equality in Science)*, was decided by the UAIC Management Board on the 24 July 2013. The proposal and argumentation for its setting up was addressed by the coordinator of the European project "*Structural transformations to achieve gender equality in science*"- *STAGES*, ran at the UAIC by the *Centre for Social Management and Community Development*. ([http://stages.csmcd.ro/index.php/timeline\\_page5#firstpage](http://stages.csmcd.ro/index.php/timeline_page5#firstpage) )

### International presences at the inauguration of the UAIC Centre for Gender Equality in Science



On the occasion of the official inauguration of the UAIC Centre for Gender Equality in Science, the STAGES project organized two days International Conferences & Debates (23-24 October 2013) under the title *Science and Gender Equality Management in European Research Universities*. The invited guest speakers were *Dr. Katrien Maes*, Chief Policy Officer of the League of European Research Universities (LERU), researcher at the Catholic University of Leuven (Belgium), and *Dr. Anne Pepin*, Director at the National Centre for Scientific Research of France (CNRS), Mission for the Place of Women. The two guests who visited our University were invited to present their research institutions achievements related to gender equality policy, action plans and best practices, and to share experience and knowledge that could be transferred in the UAIC training programmes on gender equality in science ( [http://stages.csmcd.ro/index.php/timeline\\_page6](http://stages.csmcd.ro/index.php/timeline_page6) ).

## New organizational structures

### 2. Setting up and institutionalization of the UAIC Network of Women in Academia and Research

UAIC '**Network of Women in Academics and Research**', set up on the 5<sup>th</sup> July 2012 within the frame of **FP7 STAGES project**, is a *group of committed women and men academics and researchers* from different faculties (Chemistry, Biology, Economics and Business Administration, Geography and Geology, ICT, Mathematics, Physics, Sociology and Social Work) aiming at lobbying and negotiating for the structural transformation and organizational development in order to implement the strategies and practices of gender equality in science at the UAIC. Read here about the [network objectives](http://stages.csmcd.ro/index.php), [activities](http://stages.csmcd.ro/index.php) & events and [members](http://stages.csmcd.ro/index.php). ( <http://stages.csmcd.ro/index.php> )

Activities and events: more than 30 actions and events (2012-2013)



After one year from its setting up, the UAIC Network of Women in Academics and Research, created within the framework of STAGES project at the UAIC, has become an acknowledged active presence in our University as well as a new organizational association with sustainable programmes for promoting gender equality in science.

(<http://stages.csmcd.ro/index.php/networkactivities> )

## New organizational structures

### 3. Setting up the UAIC Interdisciplinary Research Group on Gender Equality in Science

UAIC Research Group on Gender Equality in Science is 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 (see the main objectives, research group members, research and publications). The founding members gained professional reputation and expertise in previous European, international and national research projects carried out by the Women's Studies Center set up in the 2001. Currently, the core team joins together professionals in social sciences as well as experts in statistics, law, management and computer science. The young researchers - post-doc and PhD students from the UAIC - are also actively involved in the research activities and actions of the project (see <http://stages.csmcd.ro/index.php/researchobjectives> )

#### *Research studies:*

- *UAIC Organizational Climate. Survey on gender equal opportunities (2012).*
- *Gender disaggregated statistics and gender sensitive indicators (2012)*
- *New transparent rules and procedures for appointing/electing women on management and scientific boards (2013)*
- *National survey on women's participation in funded research (2013)*

*Scientific event:* International Colloquium. Women in Scientific Research: Achievements and Challenges for Gender Equality Management, 15-16.5.2013



(<http://stages.csmcd.ro/index.php/scientificevents> )

## New organizational structures

### 4. Setting up the UAIC Media Communication and Public Relation Lab responsible for the UAIC-STAGES website and PR Campaigns on GES.



The website of the STAGES project at the UAIC is conceived as an informative medium for a better communication as well as for an extensive dissemination made both internally – for the members of UAIC Network of Women in Academics and Research - and externally – for our project partners and any other interested reader, from Romania and abroad. In the same time, it is a useful support for increasing the public visibility of the scientific results and professional career issues of women in academics and research involved in UAIC STAGES project activities.

- Presentations of the STAGES Project at the UAIC in PR campaigns (TV talk-shows, TV interviews and TV records and in printed or online articles and news press).



(<http://stages.csmcd.ro/index.php/media> )

## New organizational structures

### 5. Setting up the Open Source Databases “UAIC Profiles of Women in Science”

#### Open Source Database (1): Women scientific personalities



UAIC Profiles of Women in Science is a form of documentary compendium that offer public information about the women scientists who are recognized through their outstanding achievements in academics and research and are role models for young researchers. This Compendium is conceived as an open source database, permanently actualized with new profiles. (<http://stages.csmcd.ro/index.php/womenprofiles> )

#### Open source database (2): Young women researchers career development - steps towards excellence in science



This second open source database aims at bringing to 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. It will be permanently filled in and actualized with new profiles from different research groups of the UAIC. (<http://stages.csmcd.ro/index.php/youngcareer> )

## New organizational structures

### 6. Introduction the GES theme in PhD research studies

## "Gender Equality in Science" as a Doctoral Theme at the UAIC PhD School



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. ([link](#)) ([http://stages.csmcd.ro/index.php/timeline\\_page4](http://stages.csmcd.ro/index.php/timeline_page4) )

Note: After the 16 September 2013 admission exams for the PhD candidates, among the 4 new PhD students in Sociology who will be coordinated by Prof. Dr. Doina Balahur, a young researcher has been selected to prepare a doctoral thesis with the theme "Gender Equality in Science" during the period 2013-2016 under the scientific supervision of the professor.

## *New institutional practices already set up:*

1. Women Researchers Day. Annual Celebration of the UAIC Women in science

### **Public event: Women Researchers Day.**

(First edition 29 March 2013, Iasi, UAIC, Senate Hall, Building A)



For the first time in a Romanian University, a public event for celebrating, in a special day ceremony, the 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. Program of the first edition: Opening speech by Prof. dr. Vasile Isan, Rector of the Alexandru Ioan Cuza University Iasi. \* 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 Women in Science. Film presentation: Prof. dr. Liliana Mitoseriu and the young researchers group from the Faculty of Physics.

([http://stages.csmcd.ro/index.php/timeline\\_page4](http://stages.csmcd.ro/index.php/timeline_page4) )

## *New institutional practices already set up:*

2. Women Excellence Awards. Annual public distinctions for outstanding women personalities in science from UAIC

## **The nominalizations of the First Annual Ceremony "Women in Science Excellence Awards"**

(First edition, 29 March 2013, Iasi, UAIC, Senate Hall, Building A)



The scientific personality who received "Women's Annual Science and Technology Excellence Award 2012" was prof. dr. Liliana Mitoseriu, from Faculty of Physics (see the CV on the UAIC Profiles of Women in Science). Three young researchers from the group led 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.(see the photo gallery on this website/home )

([http://stages.csmcd.ro/index.php/timeline\\_page](http://stages.csmcd.ro/index.php/timeline_page))

*New institutional practices already set up:*

3. UAIC Profiles of Women in Science: Promotional documentary films with the outstanding scientific personalities from the UAIC

**Producing the First promotional film within the series "UAIC Profiles of Women in Science"**



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, Dielectrics, Ferroelectrics and Multiferroics Group, who have internationally recognized results in their scientific careers. Produced in March 2013 and presented for the first time on 29 March 2013 at the public event "Women Researchers Day".

([http://stages.csmcd.ro/index.php/timeline\\_page3](http://stages.csmcd.ro/index.php/timeline_page3) )

The film was posted on UAIC-STAGES website, on the You Tube (with more than 400 views) and on the site of Faculty of Physics (UAIC).

## *New institutional practices already set up:*

### 4. Training module on Gender Equality in Science for HR department staff (2 editions 2012, 2013)



The 1st Training module on Gender Equal Opportunities (24 June 2012) was dedicated to the senior 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.

([http://stages.csmcd.ro/index.php/timeline\\_page1](http://stages.csmcd.ro/index.php/timeline_page1) )



Training Seminar given by Dr. Teresa Ratzler, Director of the Center for the Promotion of Women and Gender Studies from the Technical University of Vienna (Austria), invited expert of the STAGES projet at the UAIC, with the participation of the managers and staff members of Human Resources Department of the UAIC Iasi. (16 May 2013)

([http://stages.csmcd.ro/index.php/timeline\\_page4](http://stages.csmcd.ro/index.php/timeline_page4) )

## 5. New institutional practices already set up:

Training on Gender Equality Management (for managers and administrative staff)

Research and training resources (2012)



Collecting and processing information, data and reports in order to produce a relevant documentary synthesis 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. Providing such available research resources for the transfer of knowledge in targeted training sessions (i.e. informative, argumentative and evaluative) with the management staff of the UAIC.

## Dialogue on Gender Equality Management in the European Universities (23 October 2013)



The guests invited at the official inauguration of the *UAIC Centre for Gender Equality in Science* had a meeting with the UAIC Rector, *Prof. univ. dr. Vasile Işan*, and other senior managers from the University. The main theme of discussions was Gender Equality Management in European Universities. At the meeting with *Dr. Katrien Maes*, representative of the *League of European Research Universities (LERU)*, participated *prof. dr. Ovidiu Cârjă*, Director of UAIC Doctoral School (IOSUD), *prof. dr. pr. Emil Dumea*, Dean of the Catholic Theology Faculty, *prof. dr. Gabriela Pascariu*, Director of the Centre for European Studies and *prof. dr. Doina Balahur*, Director of the Centre for Gender Equality in Science, coordinator of the UAIC- STAGES project. During the dialogue there was advanced the proposal of an eventual cooperation/partnership between LERU and the UAIC on the programmes concerning *Gender equality in science*. ([http://stages.csmcd.ro/index.php/timeline\\_page6](http://stages.csmcd.ro/index.php/timeline_page6))

## *New institutional practices already set up:*

### 6. Training module on GES for academic and research staff



Dr. Katrien Maes, Chief Policy Officer of the League of European Research Universities (LERU), presented a conference on “*Scientific excellence and gender equality in the European Research Universities: LERU’s vision and policies*” ([pdf](#)). The debate following the presentation was moderated by prof. dr. Doina Balahur. Among the over 50 participants there were senior managers, academics and researchers from the UAIC, post-doctoral fellows, PhD and MA students. The questions and contributions of some participants (assoc. prof. dr. Daniela Șoitu, assoc. prof. dr. Iuliana Breabăn, senior lecturer dr. Nina Mihalache, dr. Diana Arhire, PhD student George Ichim and others) pointed out the relevance of the issues in debate. 23 October 2013.



Dr. Anne Pepin, Director at the National Centre for Scientific Research of France (CNRS), Mission for the Place of Women, presented the conference “*Gender Equality in Science: the experience and achievements of the CNRS France*”. Anne is also coordinator in FP7 project INTEGER, which is similar (“twin”) in its aims with the STAGES project, both of them having as main objective *structural change to achieve gender equality in science*. Her presentation has been attended by more than 70 participants, academics and senior researchers, Human Resources staff, early-career researchers, PhD and MA students from the UAIC. The debate was moderated by prof. dr. Doina Balahur. 24 October 2013

([http://stages.csmcd.ro/index.php/timeline\\_page6](http://stages.csmcd.ro/index.php/timeline_page6) )

## *New institutional practices already set up:*

### 7. Training program for young researchers: Early career researchers day



23 October 2012. This STAGES Training module was organized for Ph.D. students, post-doctoral researchers and young scientists from the Faculties and the Doctoral Schools of UAIC. Thematic curricula and professors participants: Prof.dr. Liliana Mitoseriu: **Practical Hints for Success in Science. Success or value?** Prof.dr. Adriana Prodan: **Career and professional development in science.** Assist. Prof. dr. Snejana Sulima, Law Faculty: **Work arrangements for young researchers: European and national regulations.** (<http://stages.csmcd.ro/index.php/trainingprograms> )

### **Early Career Researchers Day. Profiling for young researchers excellence in science**



Within this session (15 May 2013), 28 young researchers from the UAIC's Doctoral School and post-doctoral researchers met Prof. univ. dr. Teresa Maria Lago, from University of Porto (Portugal), and Dr. Brigitte Ratzer, 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. ([http://stages.csmcd.ro/index.php/timeline\\_page4](http://stages.csmcd.ro/index.php/timeline_page4) )

## *New institutional practices already set up:*

### 8. Mentoring programmes for young researchers



From the program: 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? Moderators: Prof.dr. Doina Balahur and the Ph.D students Diana Arhire, Irina Popovici, Alexandra Zigman, Magdalena Vicovan. Participants: 52 Ph.D. and post-doctoral students from UAIC Doctoral Schools. 29 June 2012 ([http://stages.csmcd.ro/index.php/timeline\\_page2](http://stages.csmcd.ro/index.php/timeline_page2))

### **Mentoring day. What are the career perspectives for the young MA graduates in Sociology and Social Work?**



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 programmes (*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*, branch Iasi. The event, attended by more than 60 participants, has been organized within the frame of the Master Graduation Ceremony of the 2013 generation of MA graduates in Social Sciences from the UAIC. ([http://stages.csmcd.ro/index.php/timeline\\_page5](http://stages.csmcd.ro/index.php/timeline_page5) )

## ***New institutional practices already set up:***

9. Info services: providing online information on work-life balance legal arrangement and childcare services

### **Childcare services and other facilities provided for the UAIC staff and students**



The UAIC is among the few (if not the single one) Universities from Romania which provides childcare services to its academic staff and students. The Kindergarten “Junior” (set up 10 years ago) and the Primary School “Junior” (inaugurated in 2007) are real organizational support for the families who work or learn at the UAIC. Interviewing prof. univ. dr. Gheorghe Iacob, vice-rector of the UAIC, we offer more information about childcare services and other facilities that our University provides to its employees, both women and men, in order to improve the conditions for “*work-life balance*”. ([read the interview](http://stages.csmcd.ro/index.php/timeline_page6)). ([http://stages.csmcd.ro/index.php/timeline\\_page6](http://stages.csmcd.ro/index.php/timeline_page6) )

### **Legal Arrangements for Work-Life Balance measures in Romania**



What are the provisions of the Romanian labour law regarding the balance between professional and personal life? Are Romanian labour law provisions harmonized with the European standards in the field? What regulations are foreseen in the other EU countries' labour laws? Dr. Snejana Sulima (Law Faculty) answers these questions asked many times by young researchers from UAIC who are interested in the possible arrangements for a better balance between the demands of their professional work and personal life ([read more](http://stages.csmcd.ro/index.php/timeline_page6)). ([http://stages.csmcd.ro/index.php/timeline\\_page6](http://stages.csmcd.ro/index.php/timeline_page6) )

## ***New institutional practices already set up:***

10. Communication and PR campaigns through UAIC-STAGES Website and partnerships with national, regional and local mass-media/and new media

*Top 5 communication products* (<http://stages.csmcd.ro/index.php/media> )

- 1. Designing the structure, the information content and the graphic presentation for the Website of the STAGES Project at the UAIC**



Number of articles on website: 150

Number of unique visitors: over 1200.

- 2. PR campaign for the public event "Women Researchers Day. Celebration of the UAIC Women in Science. Excellence in science awards 2013"**

Number of mentions in mass-media and online media: 40.

- 3. Video production of the promotional documentary film "The UAIC Profiles of Women in Science. Prof. univ. dr. Liliana Mitoseriu"**

Number of views on You Tube: over 400.

- 4. Making up the online open sources databases (compendium) "UAIC Profiles of Women in Science" and "Young women researchers career development – the road towards excellence"**

Number of profiles: 24

- 5. Presentations of the STAGES Project at the UAIC in TV talk-shows, TV interviews and TV records and in printed or online articles and news.**

Number of materials: 30