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Application for Likestillingsmidler 2015
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Pilot2 - In life you are either a passenger or a pilot, it's your choice. And you have to try several times and do not give up.

IDI and ITEM apply for 200KNOK "Instituttbaserte tiltaksmidler" to be allocated to a leadership development program for women in scientific positions. The project is called Pilot2.

Pilot2 builds upon the success of Pilot Project 2014 documented at [9]. The project has resulted in the following contributions:

1. Four days educational framework in leadership for women at IDI (as promised). The framework offered programs in career development, communication, role models, network building. As an example see the interview with rector Bovim.
2. One woman from ITEM was invited and successfully joined the project
3. An application was developed and submitted to the NFR BALANSE program. Both IDI and ITEM are applicants.

The goals of Pilot 2 are to increase cooperation, strategy, and leadership ability of the single participant as well as developing relations among participants across age, positions, and scientific groups in the context of the departments IDI and ITEM.

While Pilot 1 was focused on permanent scientific persons and then extended to PhD, this program is focused on PhD students, it aims at connecting them to both master students (through [JenteprosjektetAda]) and to permanent scientific personnel.

Motivation and context

Tabell 1: IDI and ITEM figures about women participation.

Årsverk/Kvinneandel 2013 - IME samlet og instituttene IDI og ITEM

Stillingsgruppe	IME		IDI		ITEM	
	Årsverk	Kvinner %	Årsverk	Kvinner %	Årsverk	Kvinner %
Administrative stillinger	72,9	69,8	10	70	4	50
Andre stillinger	1,8	-				
Drifts- og vedlikeholdsstillinger	1	-	-	-		
Støttestillinger for undervisning, forskning og formidling	43,7	1,1	9	-	1	-
Hjelpestillinger for undervisning, forskning og formidling	11,9	21	6,9	21,8	0,8	-
Professor II	3,6	16,7	-	-	0,4	50
Rekrutteringsstillinger	244,3	19,8	41,1	21,5	17,6	38,5
Undervisnings- og forskerstillinger	165,3	13,5	42,1	14	14,4	8,3
Sum	**544,5**	**23**	**109,1**	**21,3**	**38,2**	**26,6**

Kilde: DBH

Gender balance in academia is a recognized goal in the Norwegian society, see for example «St.meld. nr. 30, Klima for forskning (2008-2009)». Recruiting women to Computer (CS) professor positions in Norway is particularly challenging for three reasons:

1. The number of women in CS is decreasing. In the United States, in 1984, 37.1% of Computer Science degrees were awarded to women; the percentage dropped to 29.9% in 1989-1990, and 26.7% in 1997-1998. Less than 12% of Computer Science bachelor's degrees were awarded to women at US PhD-granting institutions in 2010-11 [CRATaulbeeSurvey].
2. Norwegian CS candidates get job offers that are more attractive than PhD positions.
3. It is challenging for women with postdoctoral positions to qualify for permanent scientific positions.

The challenge of recruiting women to CS has been extensively studied in the literature [Frenkel] [SAPGERIC] and actions have been implemented both in Norway [Kvinneriforskning]

[JenteprosjektetAda] and abroad [Rice]. Efforts have been devoted to recruit women at all levels, but also to retain female personnel.

Table 1 shows the numbers for the two institutes. Since 2013 IDI's head is a female professor. However, there are no female group leaders nor deputy leaders.

The idea of the proposed project is to empower the women who already are employed at IDI and ITEM and encourage them to take leadership positions, to act as mentors for each other and to inspire each other across research groups and position categories. The promised results are increased visibility of the female scientific personnel both within the organization but also outside.

Goals

1. increase cooperation, strategy, and leadership ability of the single participant
2. develop improved mentor relations among participants across age, positions, and scientific groups in the context of the department (IDI)

Implementation and Budget

This program will target ten women already employed at the departments. Priority will be given to PhD students.

Task	Start – Finish	Budget
Contact with professional leadership expert and organization	1.1.2015 – 1.2.2015	Provided by IDI/ITEM
Workshop 1 with a professional Leadership expert of 2.5 x days	Before Summer 2015	• 100KNOK a 16KNOK per day (LEAD) • Travels and Hotel for 10 participants 2,5 days
Workshop 2 with a professional Leadership expert of 2.5 x days	Before 1.12.2014	100 KNOK see above
Evaluation	31.1.2014	Provided by IDI/ITEM, Cooperation and dialogue with Svandis Benedtiktsdottir.

The promised results are increased visibility of the female scientific personnel both within the organization but also outside. In the long term, development of relationships across groups will lead to even better focus on networking and implementation of research applications by taking leadership roles in consortia across industry and academy.

References

[Rice] Curt Rice, 6 STEPS TO GENDER EQUALITY, http://curt-rice.com/wpcontent/uploads/2012/11/6-Steps-to-Gender-Equality1.pdf
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[Kvinneriforskning] Kvinner i forskning http://kifinfo.no/

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