



Universitatea de Vest
din Timișoara



Re-UNITA

State of the Art Report – Gender in UVT West University of Timișoara, 2022

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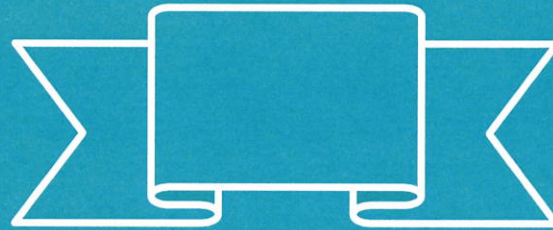
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Executive Summary

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In September 2021, the UNITA alliance started the Re-UNITA – Research for UNITA project, pursuing the goal of creating an environment conducive to the creation of innovative practices in the academic world. Specifically, Work Package 3 is focused on improving the training of researchers from a gender equality perspective. This report is part of the WP 3, Task 4 of the Re-UNITA project.

Data were collected between February and May 2022 for the year 2020, and, where available, for 2016, following an agreed-upon indicator list by the Re-UNITA partners, to be comparable across institutions.

West University of Timisoara commits to the European standards of policy and practice regarding gender equality. Within the university, there is a **gender majority of female students and researchers**, with a **relative equal representation in tenure-track teaching positions** as well. However, the university must **improve the formal processes to ensure procedures and facilities for support** for care duties and high level upward mobility of research and teaching staff.

Categories of data collection



Leaders and Decision-Making Bodies



Recruitment and Career Progress



Work-Life Balance



Research



Students and Teaching



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Leaders and Decision-Making Bodies

Roles in Decision-Making Bodies

	Women	Men	%Women	%Men
Monocratic role per gender (Rector, Director General)	-	2	-	100%
Directors of Department and degree course per gender	9	18	33%	67%
Gender composition of the Board of Governors	9	9	50%	50%
Gender composition of recruitment and promotion committees (Committee for professors and researchers)	2	1	67%	33%

Action Tips

More women candidates for positions of Rector, Director General, and Department Directors are needed and need to be supported (i.e., policies and processes for flexible work, including remote work).

List of Gender sensitive Resources available in the University

Available Resources

- ✓ Internal Order Regulation (ROI) & Collective Labor Contract (CCM)
- ✓ Contact offices for gender equality issues: HR Department, Ethics Committees
- ✓ Regular collection of gendered data and publication of an annual gender report.
- ✓ Existing targets for women in governing boards and committees
- ✓ Existing targets for women applying as managers or high-level staff
- ✓ Existence of a policy/protocol for sexual harassment/gender-based violence (GBV)
- ✓ Equality days/events or Awareness-raising efforts on gender equality through materials, conferences, briefings, etc. addressed to a wider public
- ✓ The [Interdisciplinary Research Center on Gender Issues](#) & the [Gender Studies journal](#).

Missing Resources

- Information in marketing and outreach materials
- Agenda on the website
- Information in job advertisements
- Awareness raising training policies on gender issues of members of recruitment selection committees, HRM, decision makers, public communication officers and staff
- Social budget/sustainability budget including gender equality issues
- Public directory of resources: gender expert database, lists of relevant guidelines, manuals, reports, extensive bibliographic references





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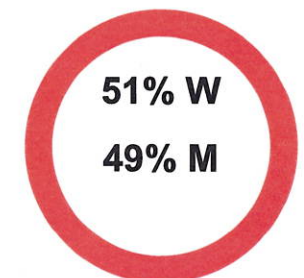
Recruitment and Career Progress

Recruitment and Career Progress

	Women	Men	%Women	%Men
Research Fellows	41	26	61%	39%
Researchers	338	288	54%	46%
Associate Professors	186	195	49%	51%
Full Professors	41	49	46%	54%



Average of years in the same professional level for Researchers and Professors, regardless of gender



Promotion Rate for Researchers and Professors

Action Tips

More women candidates for tenure-track positions are needed and need to be supported (i.e., policies and processes for flexible work, including remote work).



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Work-Life Balance

List of Gender sensitive Resources available for work-life balance

Available Resources

- ✓ Gender Equality Plan
- ✓ Mentoring program
- ✓ Existing policy on recruitment and/or gender balanced careers of administrative personnel (e.g., career schemes; leadership trainings etc.)
- ✓ Canteen with take-away service; gyms, yoga or sports courses, book clubs, agreements with external services as benefit for staff
- ✓ COVID19-related policies/services/measures aimed to support the categories most sensitive to the effects of the pandemic crisis
- ✓ Adaptation of meeting times to workers' needs related to care (at the departmental or organization-wide level)

Missing Resources

- Lactation room
- Nursery
- Elderly care assistance
- Official policy on flexibility arrangements



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Research

Success rate for UEFISCDI funded projects

	2016		2020	
	Women	Men	Women	Men
International research programs	50%	44%	36%	13%
National research programs	5%	17%	11%	25%



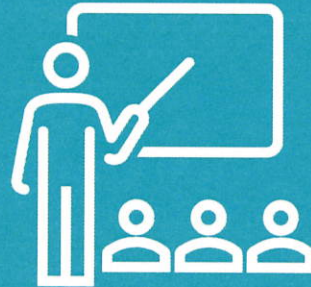
Total amount of research funding per gender

Research on Gender

The Interdisciplinary Research Center on Gender Issues & the Gender Studies journal.



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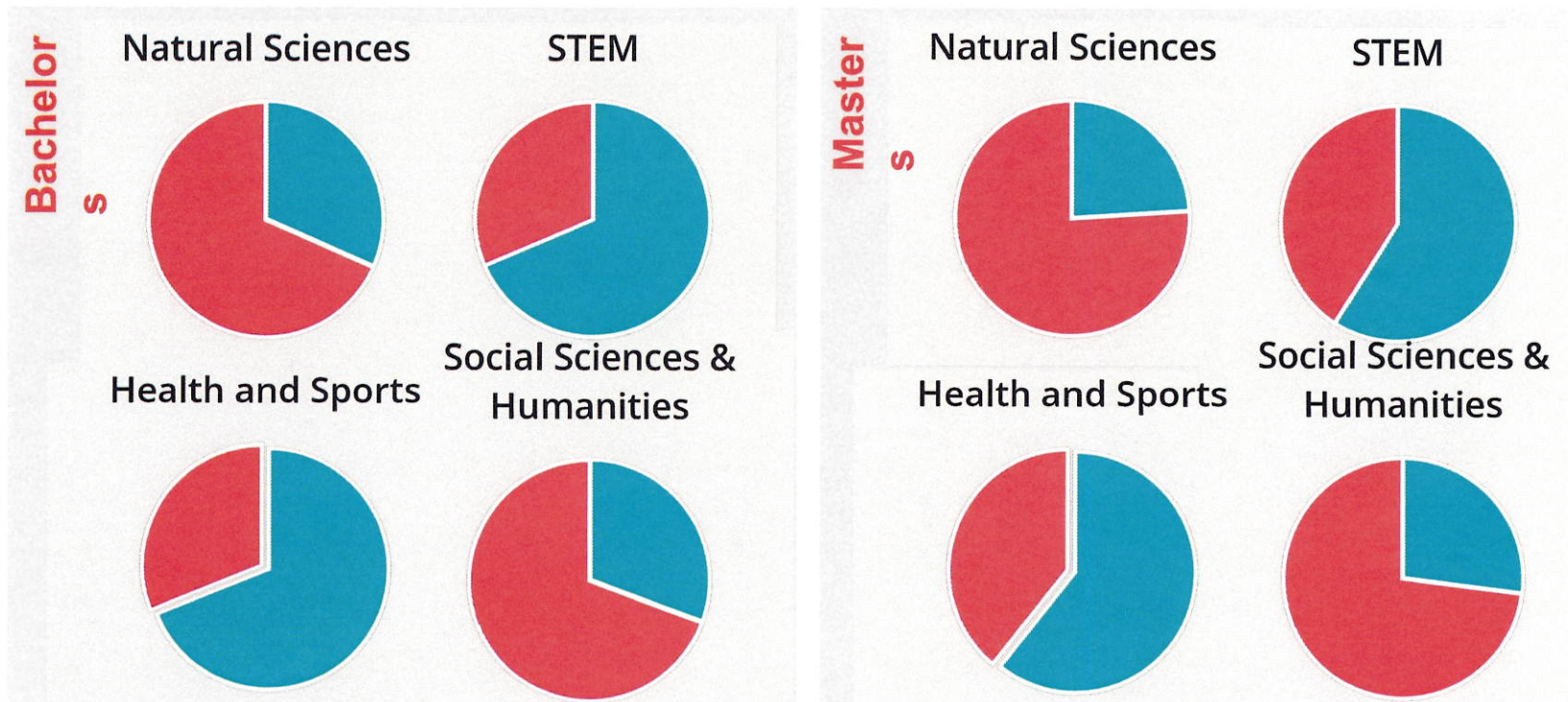
Students and Teaching

Recruitment patterns by Faculty

	Bachelors		Masters	
	Women	Men	Women	Men
Faculty of Arts and Design	67%	33%	66%	34%
Faculty of Chemistry, Biology and Geography	68%	32%	76%	24%
Faculty of Law	69%	31%	67%	33%
Faculty of Economy and Business Administration	62%	38%	72%	28%
Faculty of Physical Education and Sports	31%	69%	39%	61%
Faculty of Physics	49%	51%	67%	33%
Faculty of Letters, History and Theology	73%	26%	77%	23%
Faculty of Mathematics and Informatics	30%	70%	37%	63%
Faculty of Music and Theatre	48%	52%	57%	43%
Faculty of Sociology and Psychology	83%	17%	86%	14%
Faculty of Political Science, Philosophy and Communication Sciences	69%	31%	66%	34%

In bold are highlighted faculties which under-represent a certain gender

Recruitment patterns by field of study



Action Tips

The university can set cultural norms through promotion of gender-neutral professions and examples of good practice of both women and men in recruitment processes.

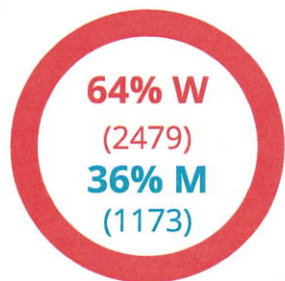
Enrollment and graduation by gender



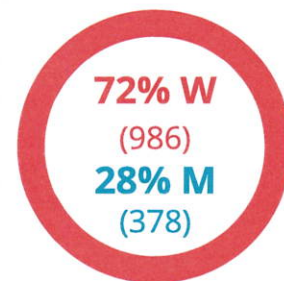
BA enrolled
students by gender
2019-2020



BA graduating
students by gender
2019-2020



MA enrolled
students by gender
2019-2020



MA graduating
students by gender
2019-2020

Gender-oriented teaching, 2019-2020

Masters

Gender and urban security

FACULTY OF CHEMISTRY, BIOLOGY AND GEOGRAPHY

Gender discourses in fundamental texts

FACULTY OF LETTERS, HISTORY AND THEOLOGY

Translating gender discourse

FACULTY OF LETTERS, HISTORY AND THEOLOGY

Gender and development

FACULTY OF POLITICAL SCIENCE, PHILOSOPHY AND COMMUNICATION SCIENCES

Masters

Identity, diversity, imagology. European contexts - Romanian contexts

FACULTY OF LETTERS, HISTORY AND THEOLOGY

Education for cultural diversity

FACULTY OF SOCIOLOGY AND PSYCHOLOGY

Inclusion Policies for at risk groups on the labour market

FACULTY OF SOCIOLOGY AND PSYCHOLOGY

History of American feminism

FACULTY OF LETTERS, HISTORY AND THEOLOGY

Bachelors

Gender and the labour market

FACULTY OF SOCIOLOGY AND PSYCHOLOGY

Gender and politics

FACULTY OF POLITICAL SCIENCE, PHILOSOPHY AND COMMUNICATION SCIENCES

Gender-oriented student research, 2019-2020

Field of study	No. of BA Theses
Language and literature	3
Sports and motor performance	3
Psychology	3
Sociology	2
International Relations and European Studies	2
Social assistance	1
Musical interpretation - Canto	1
Management	1
Advertising	1
Political Science	1
Applied modern languages	1
Human Resources	1
Total	20

Field of study	No. of MA Theses
American studies	3
Clinical psychology and psychotherapy	3
Physical and sports education	2
Work psychology, organizational and transport psychology	1
Total	9

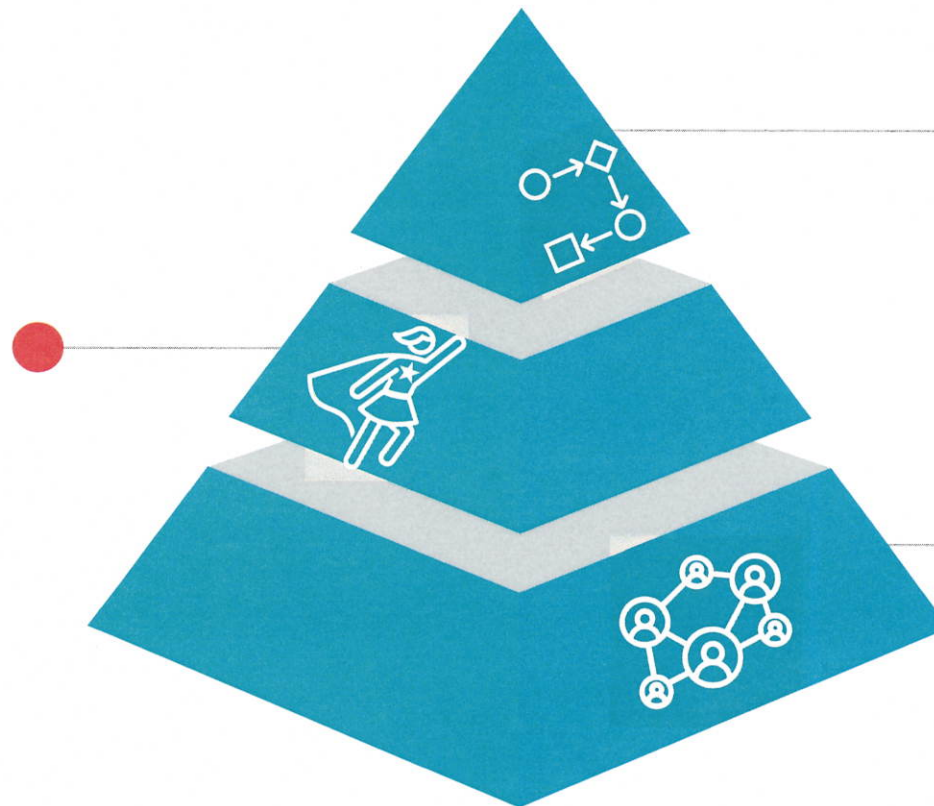
Strengths

Majority women students	Majority women research and teaching staff	Course offerings in BA & MA
Available resources	Mentoring program	Research center and journal on gender issues
Interest in gender issues research	Flexible work arrangements	No gender gap in promotion and success rates in research funding

Recommendations

Mentorship & examples of good practice

Exposing the community to role models and examples of good practice



Policies and Processes

Develop official documents to make explicit the institutional support for gender issues (e.g., harassment, mobility, etc.)

Awareness raising events and activities

Organize gender-oriented events and activities for the community, to raise awareness and invite for inclusion

Key Takeaways

1 Address the pain points

Formalize support processes of flexible work arrangements and support in case of gender issues

2 Show the value

Develop mentorship programs and expose students to role models and examples of good practice

3 Make it stick

Promote gender-neutral professions and use events to raise awareness and build an inclusive community



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Next Steps

Next steps

Goal: Gender equality in UVT

Better representation of men in education programs & better support for career upward mobility for women

	Action steps in 2023	KPI's (what are we tracking)
Action #1	1-2 nursing rooms in every building	Appropriateness of facilities, participation
Action #2	Marketing and communications materials for outreach and recruitment promoting gender-neutral professions	Reach, engagement and participation
Action #3	3 major diversity and inclusion events	Reach, engagement and participation
Action #4	Mentoring program for early career men and women in research and teaching	Reach, engagement and participation
Action #5	More data to be collected on research, dropout and failure rates in recruitment	Gender distribution

