



Call for Expressions of Interest

TU Dublin Athena SWAN Working Group 2020-2022

The University is applying for an Athena SWAN Bronze award in November 2021. It will also guide and support School/Departmental Athena SWAN Bronze applications. These applications will be submitted at the same time as the Institutional application.

The **TU Dublin Athena SWAN Working Group**, chaired by Equality, Diversity and Inclusion Director Professor Yvonne Galligan, will give overall strategic direction and support to the University in the delivery of these important objectives. Members will fully contribute to the delivery of the Terms of Reference. It is expected that the Working Group will meet at least 6 times a year.

Terms of Reference

The Terms of Reference for the Athena SWAN Working Group are to:

- a. Lead on the progression of the Athena SWAN Charter in the University, including through sub-group leadership as determined by the Working Group
- b. Determine the composition of the University Athena SWAN Self Assessment Team (SAT) taking account of gender balance and diversity; disciplines and grades; staff and students; relevant committees and networks; and expertise in areas such as equality and organisational development/cultural change.
- c. Prepare a submission on behalf of the University for the TU Dublin Athena SWAN award.
- d. Advise Schools/Departments on their Athena SWAN submissions and act as a 'quality control' on School/Departmental applications prior to their submission to AdvanceHE/Athena SWAN
- e. Oversee the implementation of the Athena SWAN Legacy action plan in TU Dublin
- f. Advise the President's Group on subsequent monitoring and development.
- g. Liaise with TU Dublin representatives on relevant TU Dublin and national committees.

The term of office of the Working Group will be from inception in February 2020 until end January 2022.

The TU Dublin Athena SWAN Working Group will report to the President's Group through the Chairperson. It will be a component of the University Equality, Diversity and Inclusion Committee (UEDIC) when the latter is established in 2020. The Equality, Diversity and Inclusion Committee of Governing Body will be briefed by the Chairperson of the Working Group on a regular basis on Athena SWAN progress.

Expression of Interest (EOI)

The TU Dublin Athena Swan Working Group will comprise of members who are dedicated, committed, and prepared to advance gender equality in the culture, policies and practices of TU Dublin. The purpose of the Expression of Interest call is to maximise the opportunity for selection to this high profile Working Group, which will offer networking and developmental opportunities in the course of discharging its Terms of Reference.

This EOI call is to encourage a diversity of applications in the categories below. Every EOI submitted will be given full consideration. Prior senior committee experience is **not** necessary. This EOI call seeks representation from the following areas to become members of the Working Group. **These categories are inclusive of all campuses and should be read in that way, even if the exact descriptor does not apply in all three campuses.**

Assistant/Head of School (or above) in

Science, Technology, Engineering and Mathematics	(3 places)
Arts, Humanities and Social Sciences	(2 places)

Head of Function or senior manager in

Human Resources	(10 places)
Finance	
Academic Affairs	
Library	
ICT	
Research	
Marketing/Public Affairs/Communications	
Estates	
College Manager or equivalent	
Student Development or equivalent	

Individuals with current involvement in

Women Leaders in Higher Education Network	(5 places)
Research centre	
PhD studies	
Postdoctoral Research	
Technical/laboratory	

A person intending to respond to this EOI call should discuss the matter with their line manager and obtain their consent for the application to be submitted.

Expression of Interest (EOI) Content

The Expression of Interest should address the following areas in the context of Athena SWAN and the promotion of gender equality:

- i) Relevant experience and knowledge to contribute to the Group (up to 150 words)
- ii) Vision for Athena SWAN in the University (up to 150 words)

It should also provide information on:

- iii) Current committee membership, if any (the two most significant committees in the case of multiple committee membership)
- iv) Category to which the EOI applies (assistant head of School/above; head of Function/senior manager; an individual area)

Expression of Interest (EOI) Assessment

The EOIs will be reviewed by a panel comprising Professor Yvonne Galligan (Director Equality, Diversity and Inclusion), Professor Brian O'Neill (former Chair of the Athena SWAN institutional committee), and Dr. Mary Meaney (Deputy President and Registrar).

After an initial assessment according to experience and interest (based on i) and ii) above), a shortlist will be created. The shortlisting will take account of iii) and iv), along with gender balance, campus representation, disciplinary and other diversities. If there are more EOIs shortlisted than places to be filled in any category, the shortlisted persons will be subject to a random selection conducted by the panel members. The remaining shortlisted persons will be placed on a reserve list to fill vacancies as they arise over the two-year period of this Working Group.

The membership of this group will be gender balanced, have campus representation and reflect disciplinary and other diversities to ensure that a wide range of perspectives are represented on it. The selection panel will make a recommendation to the President's Group on the composition of the Working Group.

Expressions of Interest should be submitted to equality@tudublin.ie by **2 pm on Monday 13 January 2020**.

The outcome will be conveyed to all who submitted Expressions of Interest by **mid-February 2020**.