

Preparing for Academic Advancement (PAA) – DCU, MU, TCD, University of Galway, UCC, UCD and UL.

The objective of the Preparing for Academic Advancement (PAA) programme is to deliver a positive action intervention for academic women (HEI 1.17). The roll out of the PAA Programme aimed to support institutions to accelerate gender balance (HEA 1.4), by providing support to academic women to submit and successfully achieve promotion in line with the “flexible cascade model”, where the proportion of women and men to be promoted/recruited is based on the proportion of each gender at the grade immediately below (HEA 1.17). The first round of the PAA programme in 2021 was a great success and so we successfully applied for a second round of funding and widened the network of institutions involved to include Maynooth, NUIG, UCC, UCD, TCD and DCU. Thus far 48 Academic Women with intentions of applying for Associate Professor/Professor roles have completed the PAA programme of workshops, coaching sessions, and 12-month mentorship plan. Both years were oversubscribed, requiring a screening process of applications by an independent professional committee.

PAA Cohort Two (2022)	
Institution	Number of Mentees (total 24)
DCU	4
NUIG	4
UCD	4
UCC	3
TCD	3
UL	3
Maynooth	3

The PAA Programme consists of 3 modules (6 workshops) delivered virtually which the participants found provided greater opportunity for participants from both a work and personal perspective. All workshops were delivered as planned and feedback from participants has been very strong. A unique aspect of the PAA programme is access to cross institutional senior (AP/P) mentors providing one to one advice specifically on portfolio development providing feedback and supporting mentees in the development of individual strategies to successfully address any gaps identified. The project partner institutions provided mentors. The 24 mentors for Cohort 1 consisted of 12 females and 12 males. The 24 mentors for Cohort 2 consisted of 15 females and 12 males.

The online delivery was very accessible and regardless of public health guidelines, a workshop and programme like this, with the target group, I think there is much to be gained for keeping it online. I felt that the trainers were just excellent, very focused, and excellent facilitators. I round the coaching session excellent; but I would have liked a short workshop in advance to guide us on how to prepare ourselves for this session. Just the entire programme, the content, and just creating this space to think and discuss career plans, evaluate what is important for me, and examining "the why" was incredibly empowering and motivating. (PAA Cohort 1 Participant)

Trainers were excellent, very complimentary skills. Cultivated an extremely supportive space. Very well paced, workbook excellent to compliment presentations. Guest speakers were inspirational. (PAA Cohort 2 Participant)

The content was excellent, the focus on promotion was strong but some of the material had much wider value as well. (PAA Cohort 2 Participant)

The Mastermind Group has been very helpful and a great way to build confidence together and exchange ideas and experiences. My mentoring process has been going well. (PAA Cohort 2 Participant)

We have attached survey feedback from the programme to our email.

A full review of the impact of the programme on the participants promotions success rates to Associate Professor/Professor B levels is currently underway. We are also surveying the mentors who have supported the programme to-date. We will forward this report on completion. Cohort 3 of the programme will be rolled out in June 23. The impact of the programme has also been included in the GEEF Transforming Gender Equality & Inclusion within HE publication currently under development.

Confirmation that funding support was used in line with costs set out in the application:

Yes

No

If you answered no, please provide details and a justification for the revised use of funds below.