

## **Women Professors as Intellectual Leaders: project update 2**

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Project Leader: Professor Bruce Macfarlane, University of Southampton

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### 1.0 Introduction

The aims of this project which began on 1<sup>st</sup> March, 2016 are as follows:

- a. analyse the ways in which women professors define and exercise their role as intellectual leaders locally, nationally and internationally
- b. build on conceptual understandings of the role of professors as intellectual leaders with particular reference to the work and identity of women academics
- c. support the 'Catalysing Change' strategy by developing institutional learning and case study materials of benefit to both national and international delegates (eg mentorship and intellectual leadership case studies)
- d. influence development programmes and policies at the institutional level and wider debate at the national and international level concerning the role of women professors
- e. disseminate findings through publications and presentations at academic and professional forums

This report summarises activities conducted since the last project submitted to LFHE via the *Linked In* group on 10<sup>th</sup> June, 2016.

### 2.0 Data collection

The focus, since the previous update posted on *Linked In* has been to collect data. Thus far, roughly 150 professors have been contacted to participate. 29 of the 30 interviews have been conducted and transcribed with the final interview scheduled for early October. Of the 29 completed interviews, the participants represent nine different universities from across England and Scotland. The participants represent universities from the research intensive Russell Group to teaching intensive post-92 universities. 15 participants are in non-STEM disciplines, with 14 STEM. There is also generational diversity with the some participants first becoming professors in the 1990s to some being promoted in 2016. While not a research focus, a number of participants have past professional experience outside of the UK in places including: Australia, Austria, New Zealand, Japan, South Africa, The Netherlands, Switzerland and the USA. We are determining if there are differences in intellectual leadership between the UK and other parts of the world, and if so, what those differences could be.

In addition to the interviews, the majority of participants have provided their CVs. Currently, these are being analysed. The purpose here is to determine patterns or themes in career paths and publishing trends.

### 3.0 Literature review

Conceptually, the literature survey mentioned in the previous report is expanding, which is resulting in a fuller 'conceptual map' identifying a range of relevant theoretical strands and concepts (eg pipeline theory, academic housework, academic capitalism,

performativity, etc). This will prove an important tool in linking findings with key concepts.

#### 4.0 Organisation and Steering Group

Organisationally since the previous report on 10th June, ethical approval has been granted from the University of Southampton. The first formal meeting of the Steering Group for the project took place on 13<sup>th</sup> June, with the next meeting scheduled for 5<sup>th</sup> October. This first meeting provided important input from members on individuals and organisations to connect with in order to progress the project. In addition, members of the Steering Group have assisted in identifying professional mentoring schemes in academia in general or for women in academia.

#### 5.0 Dissemination

We are now beginning our dissemination from project findings. We were commissioned *Research Fortnightly* to write a short opinion piece reflecting on one of the preliminary findings of the project. This concerns tendency for women professors to focus more on the collective responsibilities of the role involving greater commitment to academic citizenship, rather than the individual opportunities - and rewards - it affords and the consequences for their pay and status. This finding mirrors the wider literature on women academics and the way a so-called 'academic housework' (ie lowly esteemed administration and service roles) tends to hold back their careers. This article is due for publication shortly and we will post links to it on *Linked In* and on various other social media/dissemination platforms including the project website at Southampton University. We have also had an extended abstract of 1,000 words accepted for an individual session at the Society for Higher Education Annual Conference in December 2016.

#### 6.0 Meeting the milestones (see table 1 below)

We have met the second set of milestones in terms of completing the 30 interviews. The next steering group meeting is scheduled for early in October whilst the identification of global case studies is proving more difficult than anticipated but is well in hand. The article commissioned by *Research Fortnightly* is an unexpected bonus and will result in earlier than anticipated dissemination in connecting to a policy making readership.

#### 7.0 Expenditure to date (see table 2 below)

Expenditure has largely followed projections to date although there has been a significant under-spend in respect to travel costs associated with interviews. This has largely been due to the preference of many interviewees to conduct the interview by Skype. There has been some under-spend in respect to transcription costs. We would look to use the under-spend in this section area of projected costs to increase dissemination activities, such as the dissemination symposium.

#### 8.0 The next 3 months

This report marks the half way point of this project and we are pleased to have managed to complete the 30 interviews, a large number of which took place during the summer period. Our plans for the next three months are to analyse the participants' 30 interviews and CVs. We will do further work in investigating global case studies of mentorship for women (full) professors and hold a third steering group meeting in order to review progress and gain feedback in January, 2017. We will submit abstracts

disseminating the project findings to one or two academic conferences and organise our own dissemination symposium at the University of Southampton. We will invite a range of academic experts, university managers and administrators and interested participants to the event. In addition, we will continue to write up findings for publication in an academic journal and as an LFHE project report.

*Bruce Macfarlane*

Professor Bruce Macfarlane  
University of Southampton  
Project leader

30<sup>th</sup> September 2016

Table 1: Project milestones

Start date: 1 March 2016

End date: 28 February 2017

<b>Area of work</b>	<b>Milestone Q1 (1 June 2016)</b>	<b>Milestone Q2 (1 Sept. 2016)</b>	<b>Milestone Q3 (1 Dec. 2016)</b>	<b>Milestone Q4 (28/02/2017)</b>
Methodology and findings	*Survey of Literature completed * Analysis of academic CVs	*Complete interviews (30) <b>Progress: 30 interviews completed</b>	* Analysis of data	* Complete writing up of findings
Case study development	* Collation of examples of mentorship schemes at professorial level	* Analysis of global case examples <b>Progress: analysis underway</b>	* Analysis of data from the interviews relevant to mentorship examples	* Develop mentorship case study materials
Dissemination		Progress: <b>Article commissioned by <i>Research Fortnightly</i>. awaiting publication</b>	* <i>Engage</i> paper *Conference1	* Conference 2 *Article in popular HE press * Submission of journal paper
Monitoring	First steering group meeting	Second steering group <b>Progress: Meeting scheduled for October, 2016</b>	Third steering group meeting	Final steering group meeting
Reporting		Interim report		Final report to LfHE

Table 2: Project Budget

	Costs met by LfHE	Costs met by the institution (Additional institutional contribution)	Spent as of 30 September, 2016
<b><i>Pay costs</i></b>			
Project leader (30 days)	£7,800 (£390 x 20 days full costing)		£3,705
Professional transcription services		£1,440	£ 919.10
<b><i>Non-pay costs</i></b>			
Travel (to conduct interviews)	£1,500 (30 interviews @ £50 average cost)		£ 633
Payment of project partners and steering group members travel costs	£200		
Digital equipment for interviews		Existing equipment	N/A
Dissemination symposium	£500		
SRHE Annual Conference 2016 SRHE Residential 'early bird' member package (assuming 5% increase on 2015 rate of £555)		£583	£ 560
<b>TOTAL project costs</b>	<b>£10,000</b> (LfHE cost)	<b>£1,983</b> (institutional contribution)	