**Women Professors as Intellectual Leaders**

Project Update 3 for LFHE (Deadline: 31 January 2017)

Since the previous update, the project’s focus has been data analysis and dissemination. The data collection concluded shortly after the previous update and the interviews have been transcribed. From there, the 200 pages of transcripts have been analysed for key themes.

In addition to the analysis, a second focus has been on dissemination. We wrote an opinion piece for *Research Fortnight* in October. In December, we presented at the SRHE Conferences in Newport, Wales. That led to an interview with Jack Grove from the *Times Higher Education* and an article entitled ‘Female professors pay price for academic citizenship’ (14 December, 2016) that highlighted some of the research findings and led to more than 70 ‘likes’ on Facebook and approximately 60 retweets on Twitter. The Times Higher Education has over 212,000 followers on Twitter and so it is probable the article got a good few thousand-page views as a result. We have applied to present the results of the research at the ECER Conference in Copenhagen and the Global Symposium on Women’s Leadership in Los Angeles. We have also been looking for conferences or other venues to showcase our findings. At Southampton University we are meeting in a few weeks time with an Athena Swan champion within the medical sciences who would like to draw our research to the attention of her school committee. This will enhance our local impact as well as the national attention our work has attracted thus far.

In our preliminary analysis, we have identified some qualities that professors tend to have and both the freedoms and responsibilities of professors. Some of the freedoms include intellectual independence and being respected as an authority in the field. In contrast, the responsibilities include income generation to support the infrastructure and academic citizenship towards their university, academic unit and discipline. Female professors tend to work more than their male colleagues in academic citizenship towards their university and academic unit. Thus, women professors have a broader view on the professorial role although, universities tend to pay limited regard to academic citizenship and mainly reward research publication and research grant success.

With the findings indicating that universities reward primarily on research output, we have started to collect data regarding pay scales at universities. We have also begun working with human resources at University of Southampton to determine if it is possible to implement our findings at the university.

Our plans for the next month, until the conclusion of the project, are to write the final report and to meet with the Athena Swann champion from medical sciences. We will do further work in investigating global case studies of mentorship for women professors and hold a third steering group meeting on 22nd February in order to review progress and gain feedback. In addition, we will begin to write up some of the findings for publication.

Professor Bruce Macfarlane

University of Southampton

Project leader

30th January 2017