



# Analyzing and Transforming Gender Structures in the NCCR MSE: **Key findings of Survey**

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# Analyzing and Transforming Gender Structures in the NCCR MSE

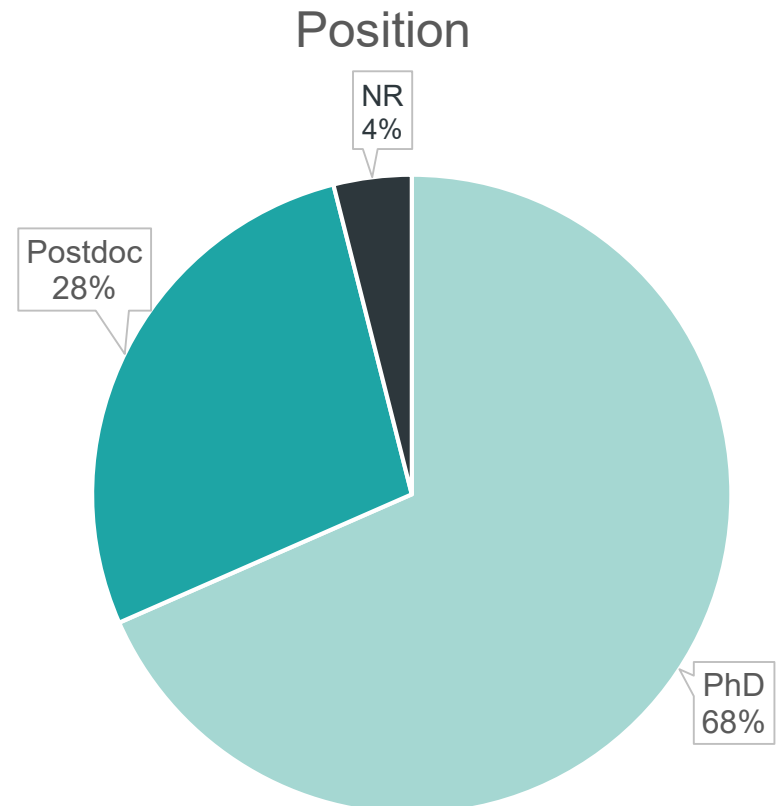
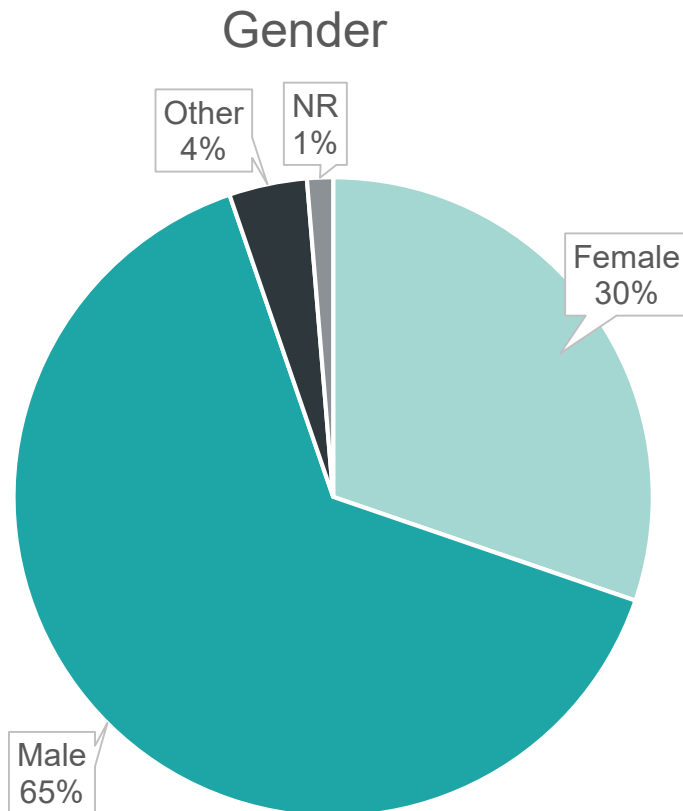
## *Outline:*

- I. Empirical material: Survey
- II. Key topics and findings
- III. Summary & How to improve?

# I. Empirical material

Questionnaire with 28 questions regarding lab organization, scientific environment, recruitment process and personal considerations

**76 Participants (42 are members of NCCR MSE)**

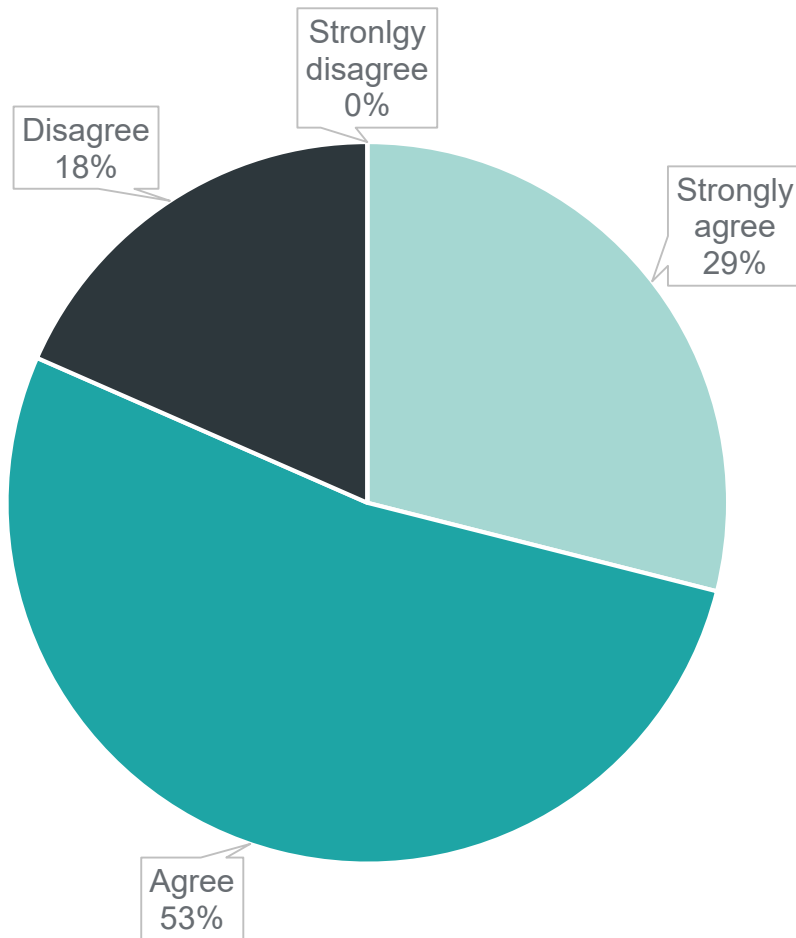


## **II. Key topics and findings**

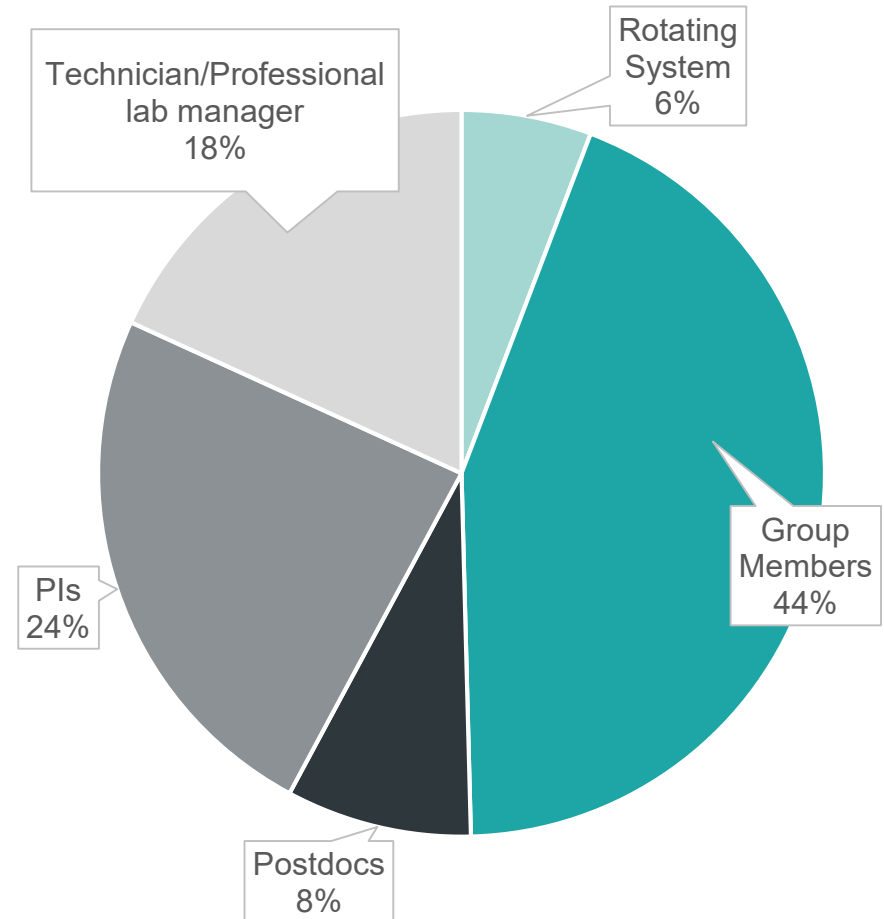
- 1. Lab Management**
- 2. Lab Atmosphere**
- 3. Leadership**
- 4. Supervision**
- 5. Support**
- 6. Recruitment**

# 1. Lab Management

**«My lab is well organized»**



**«Who is mainly in charge of the organization of my lab?»**



# 1. Lab Management - Conclusion

## Key Findings

- 82% agree that the lab is well organized
- Big range of different practices: There is no model for all
- **Room for improvement:** In some cases, it seems to be unclear, who is in charge of which duties
  - Who decides who is in charge?
  - Definition of tasks?
  - Where to complain?
  - How to pass on knowledge?

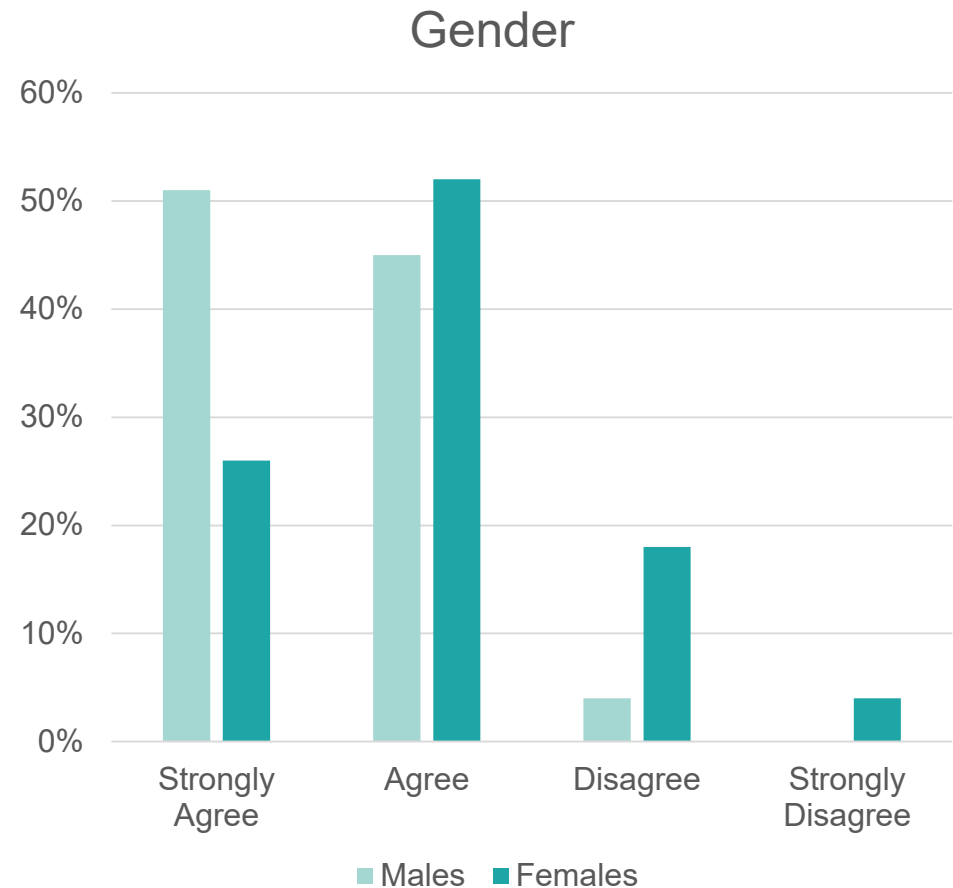
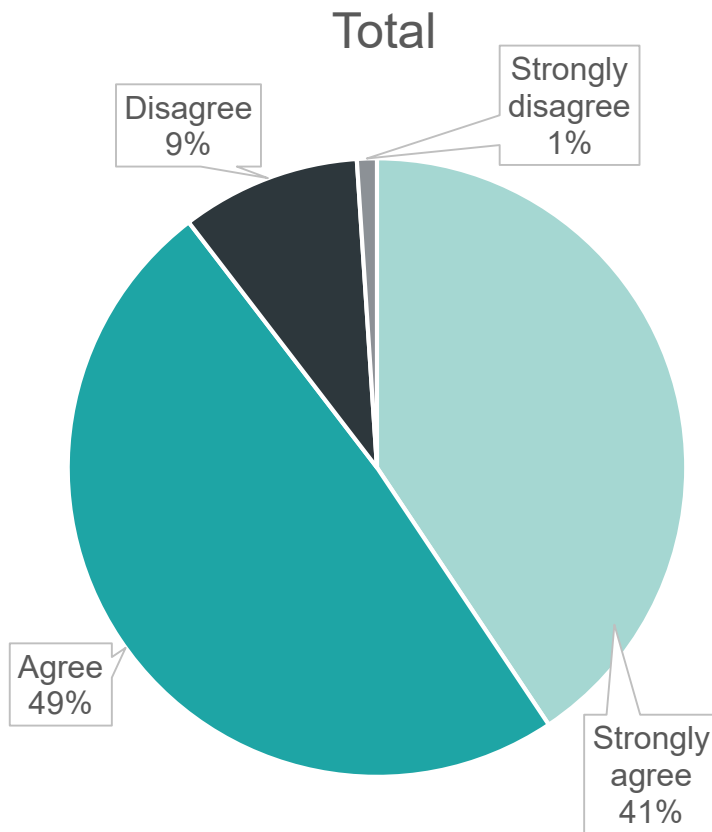
→ ***This lack of transparent structures may lead to unequal distribution of work.***

## Next Steps

- Developing Best Practice Guideline (Presentation at upcoming lunch meeting)
- Presentation of range of best practices in the NCCR
- Position of lab manager/technician: matter of funding → political issue

## 2. Lab Atmosphere

**«The lab atmosphere is conducive to collegial exchange and collaboration»**



## 2. Lab Atmosphere - Conclusion

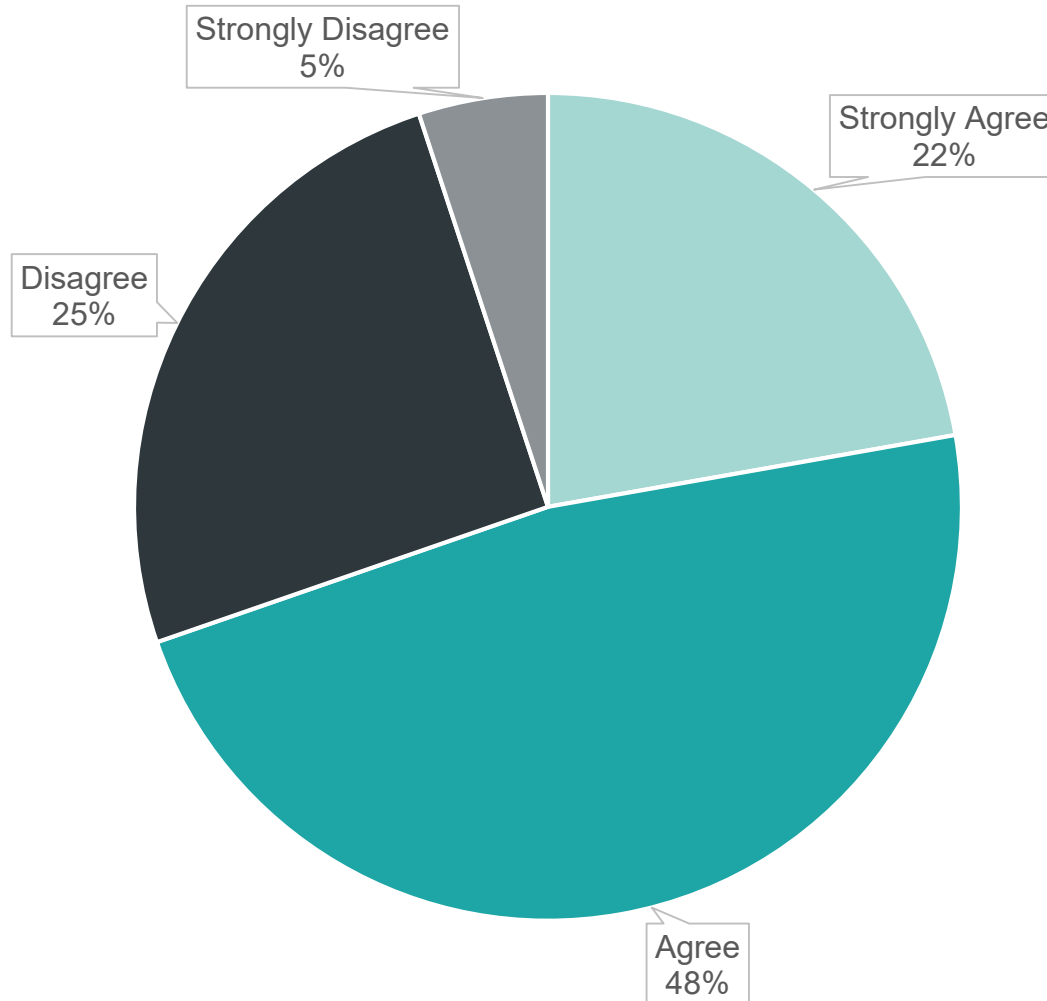
### Key Findings

- The lab atmosphere is conducive to collegial and scientific exchange, collaboration and problem-solving!
- More critique by female group members
- **Room for improvement:**
  - How to reduce unfair and stressful competition?
  - How to foster better collaboration?



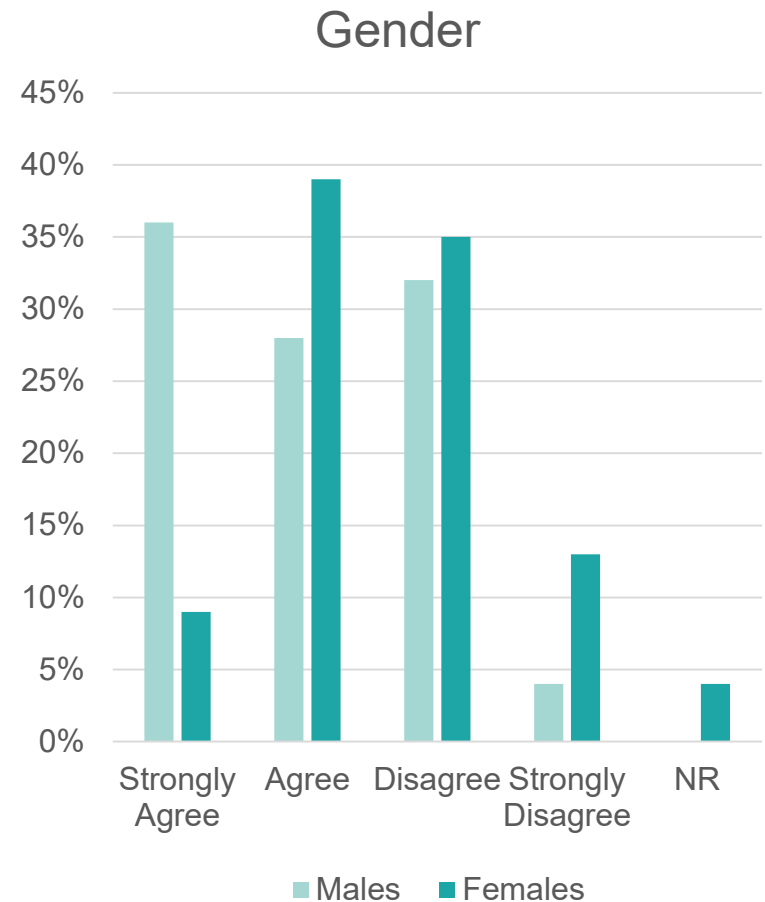
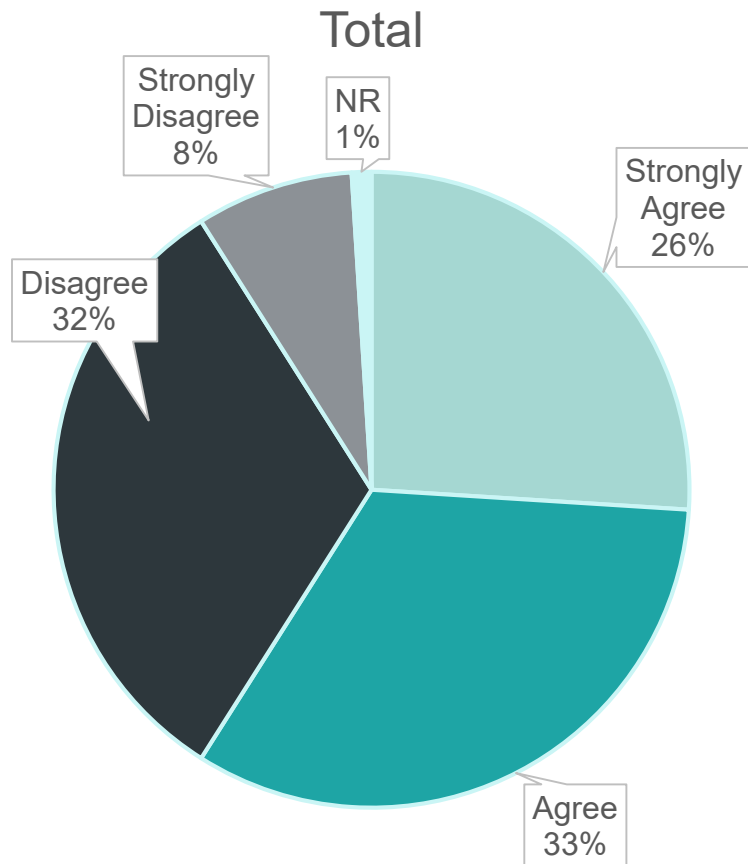
### 3. Leadership & Lab Atmosphere

**«My PI is aware of the atmosphere within the group»**



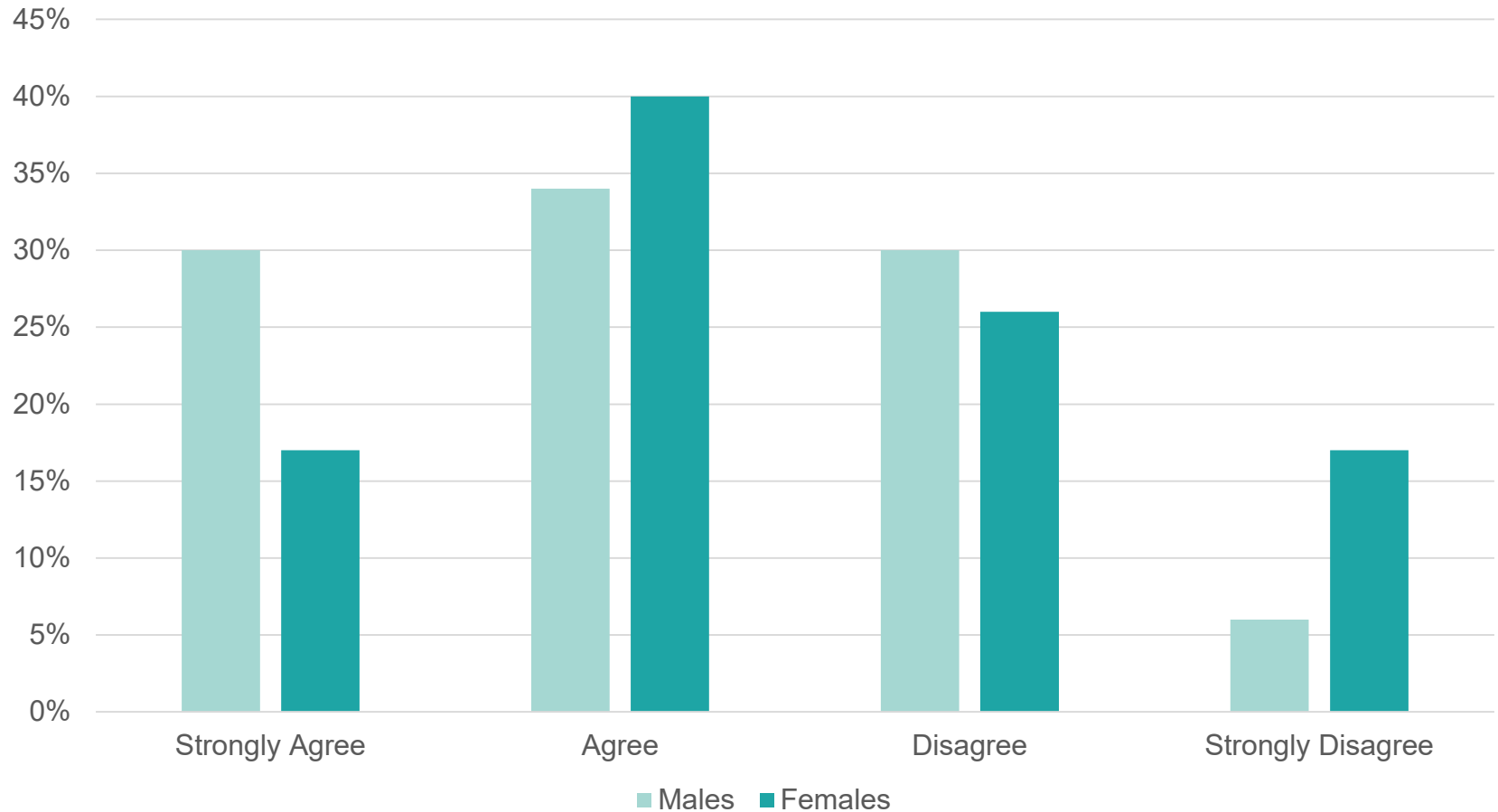
### 3. Leadership & Group Management

**«My PI resolves difficult/challenging issues occurring within the lab in a fair, effective and timely manner»**



### 3. Leadership & Role Model

*«My PI is a role model for me»*



# 3. Leadership - Conclusion

## Key Findings

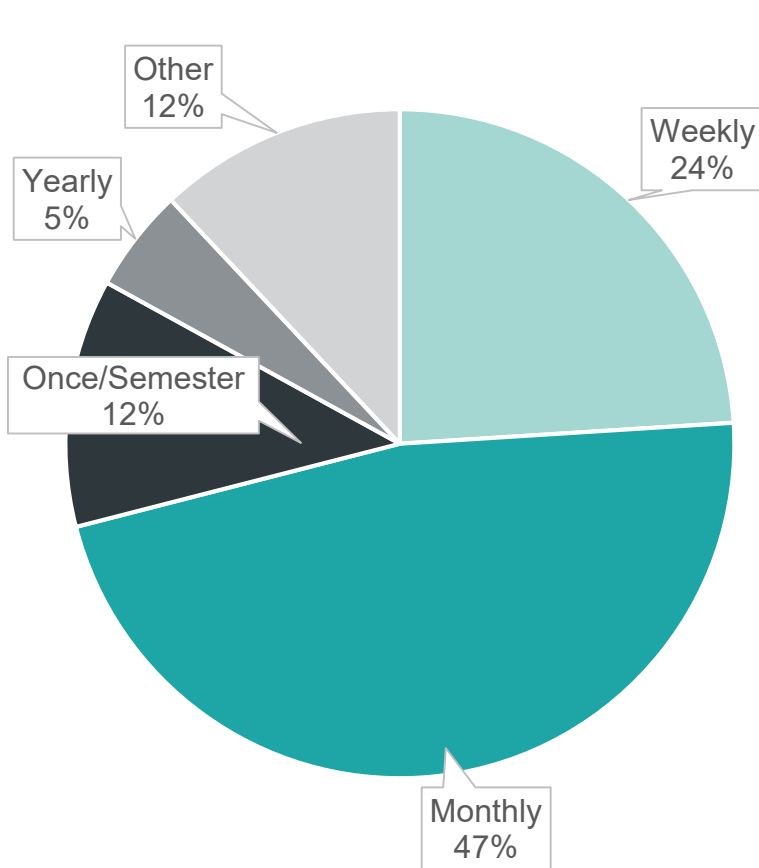
- PI is aware of the atmosphere in the group  
BUT: PhDs and PostDocs state a lack of leadership in solving conflicts
- PI as a role model: 60% versus 40%  
Only for scientific reasons, but not for personal reasons → Lack of work-life-balance, need for better leadership skills
- **Room for improvement:**
  - How can we support conflict-solving in the groups?
  - How can we work on the model of successful scientists?

## Next Steps

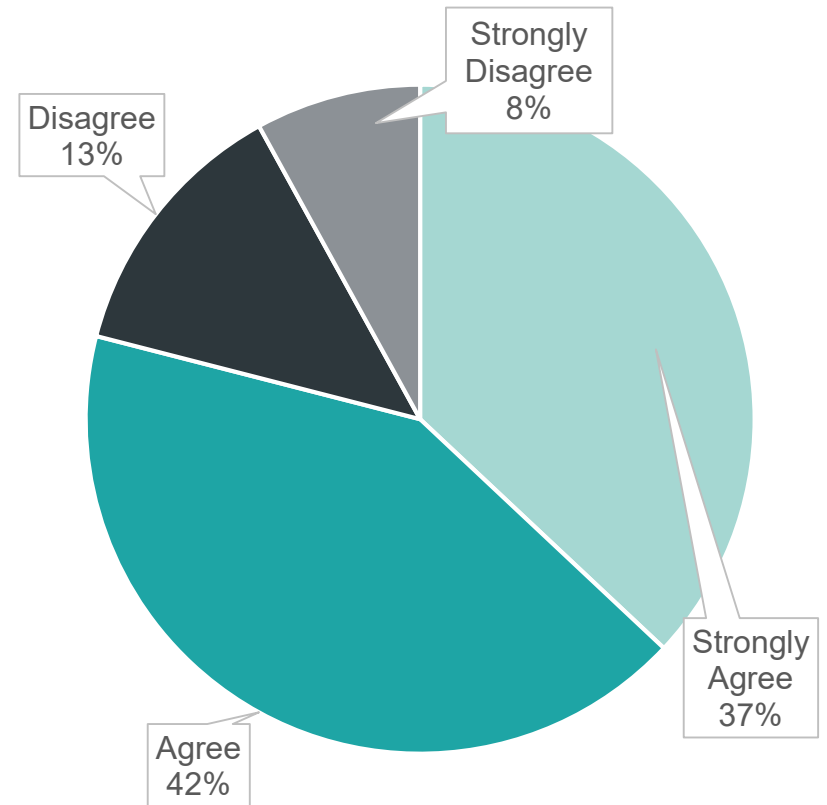
- Workshop on different styles of leadership: Prof. Dr. Gudrun Sander, HSG
  - Identifying further topics
  - Further workshops on exchange on topic

## 4. Supervision & Feedback Culture

**«How often do I meet my PI for individual feedback/exchange?»**

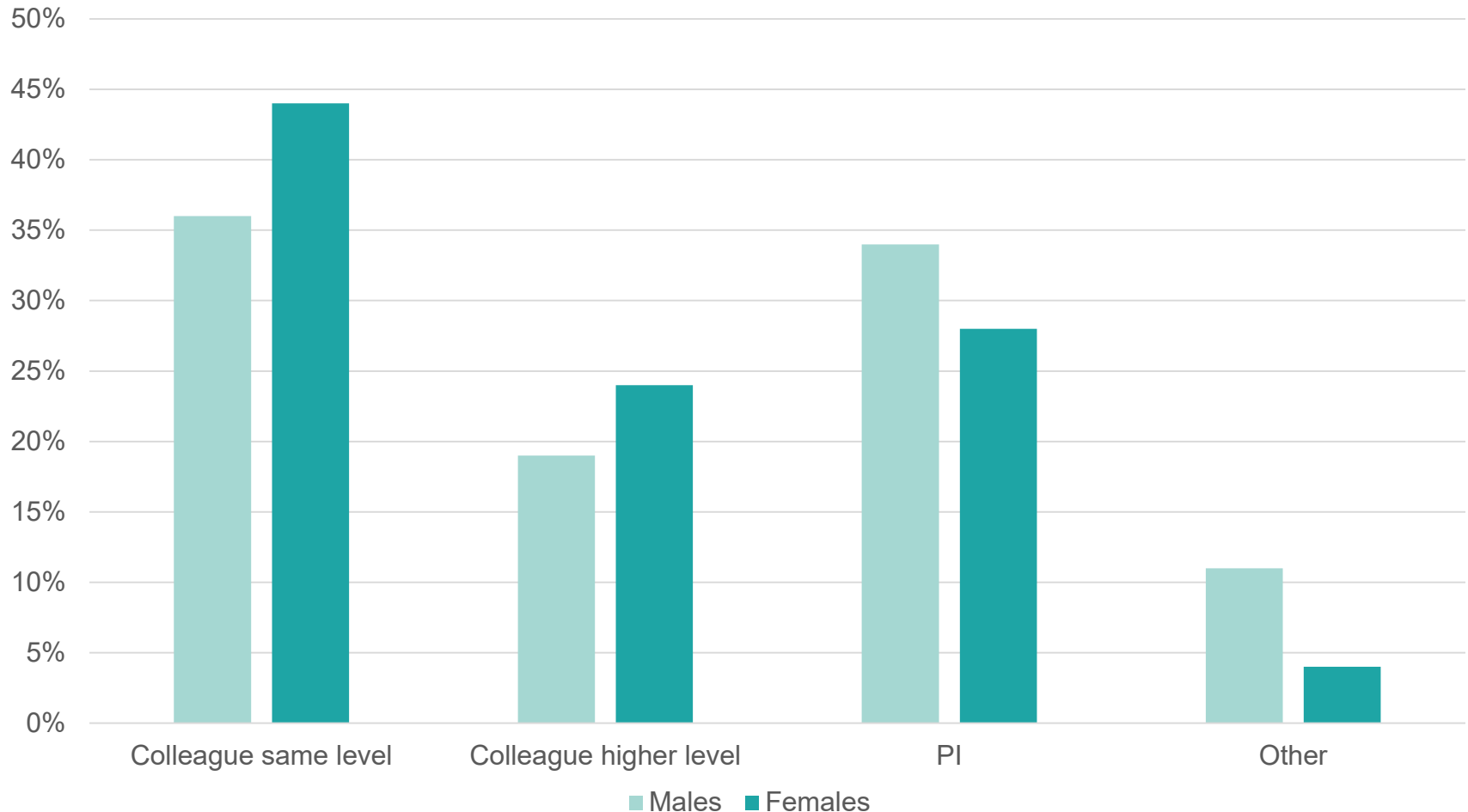


**«Communication and feedback of the PI is helpful and clear»**



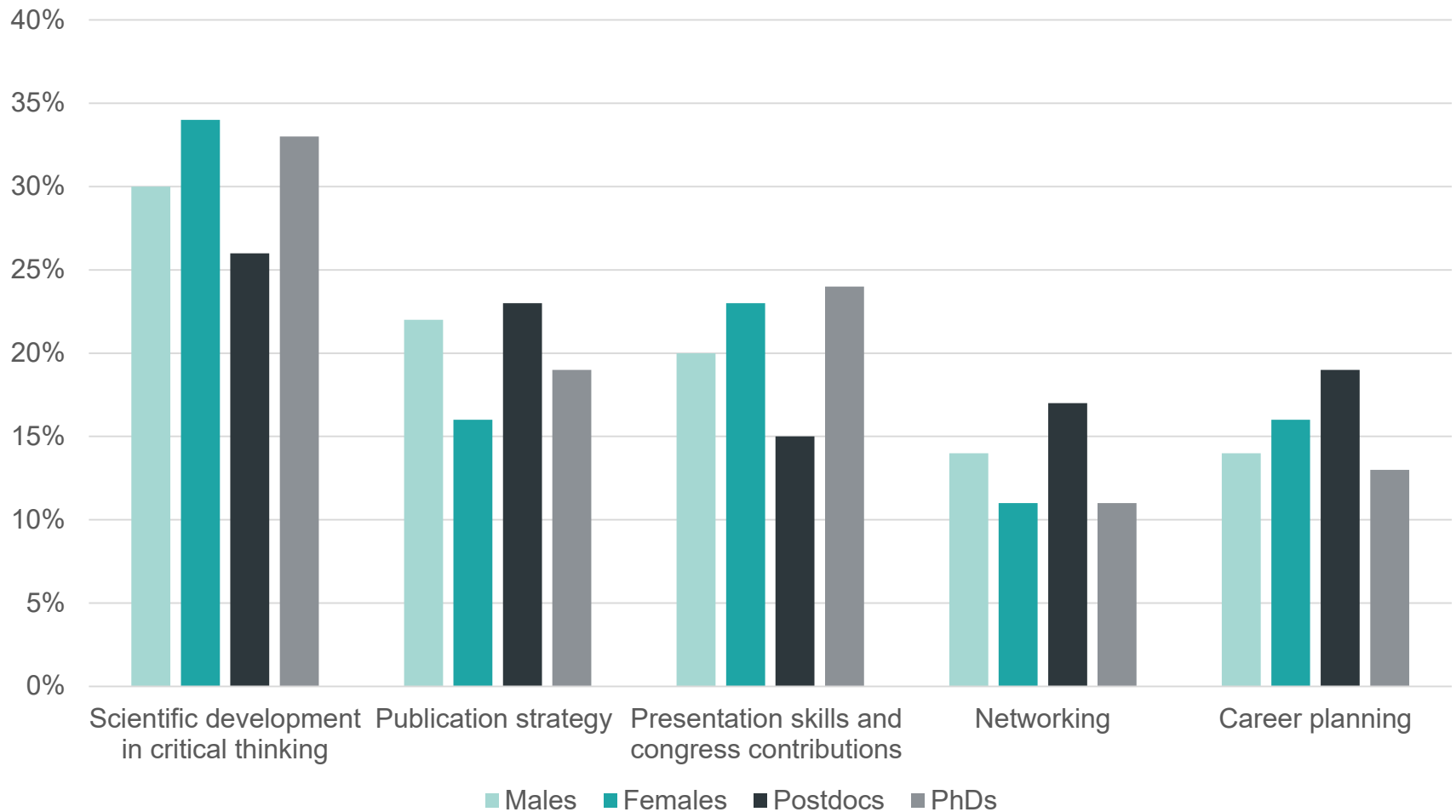
## 4. Supervision & Feedback Culture

**«Looking for help? Who is the person I mostly rely on for advice or support?»**



# 4. Supervision & Support

«My PI is supportive of my...»



## 4. Supervision – Conclusion

### Key Findings

- Big range of practices and individual needs – only 50% with mutual agreement on meeting structure
- Gendered behavior, when looking for help (also based on findings in interviews):
  - Male PhDs and PostDocs turn more often to the PI
  - Females tend to stick to colleagues or PostDocs
- Clear communication and feedback (80%)
- Respectful and fair interaction (87%)
- Need to strengthen support: Networking, Career Planning, Publication Strategy, Presentation Skills

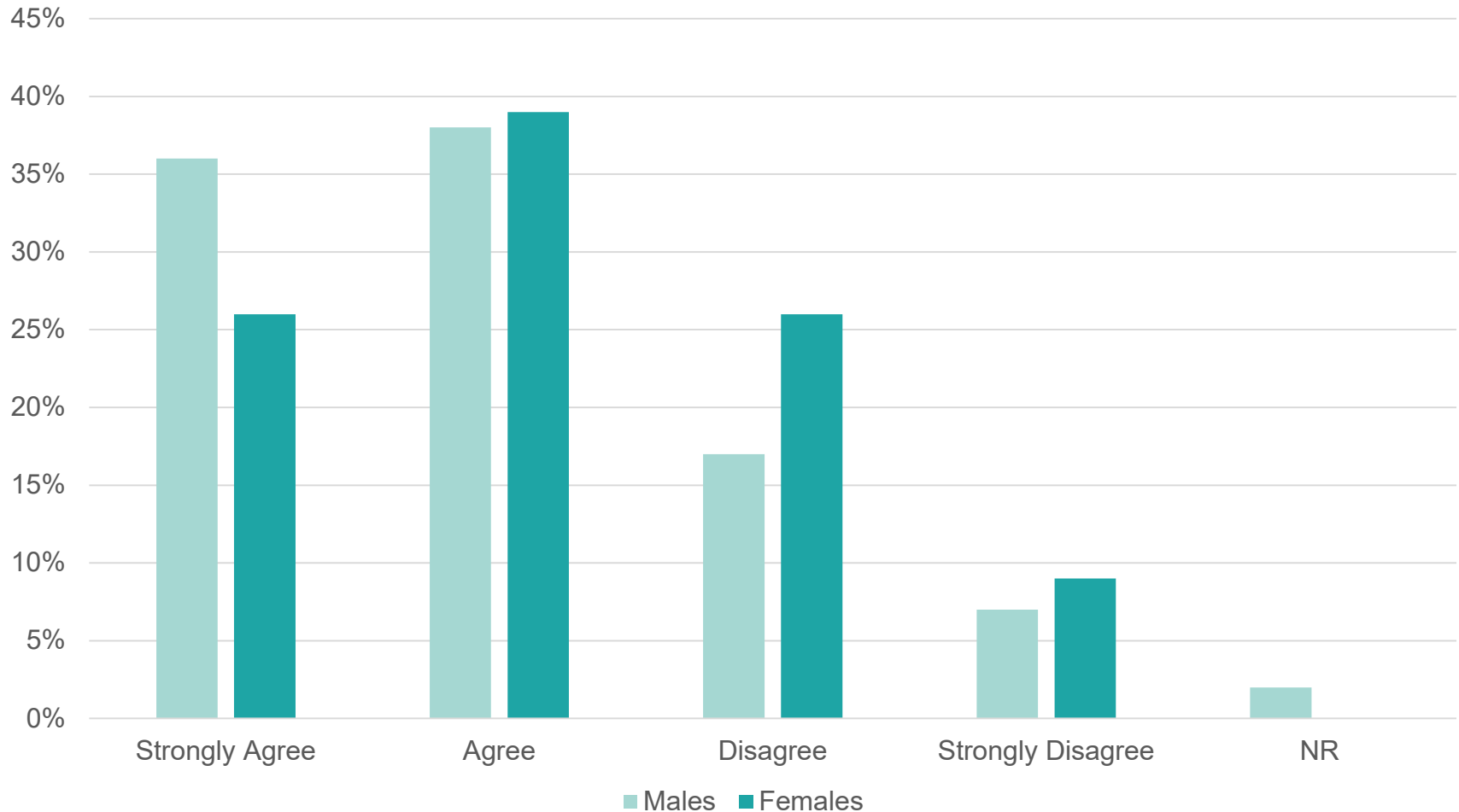
### Next Steps

- Leadership Trainings for PIs and Group Leaders
- Further Workshops and exchange on the topics
- Strengthening transparency of meeting structures
- Strengthening the position of PostDocs



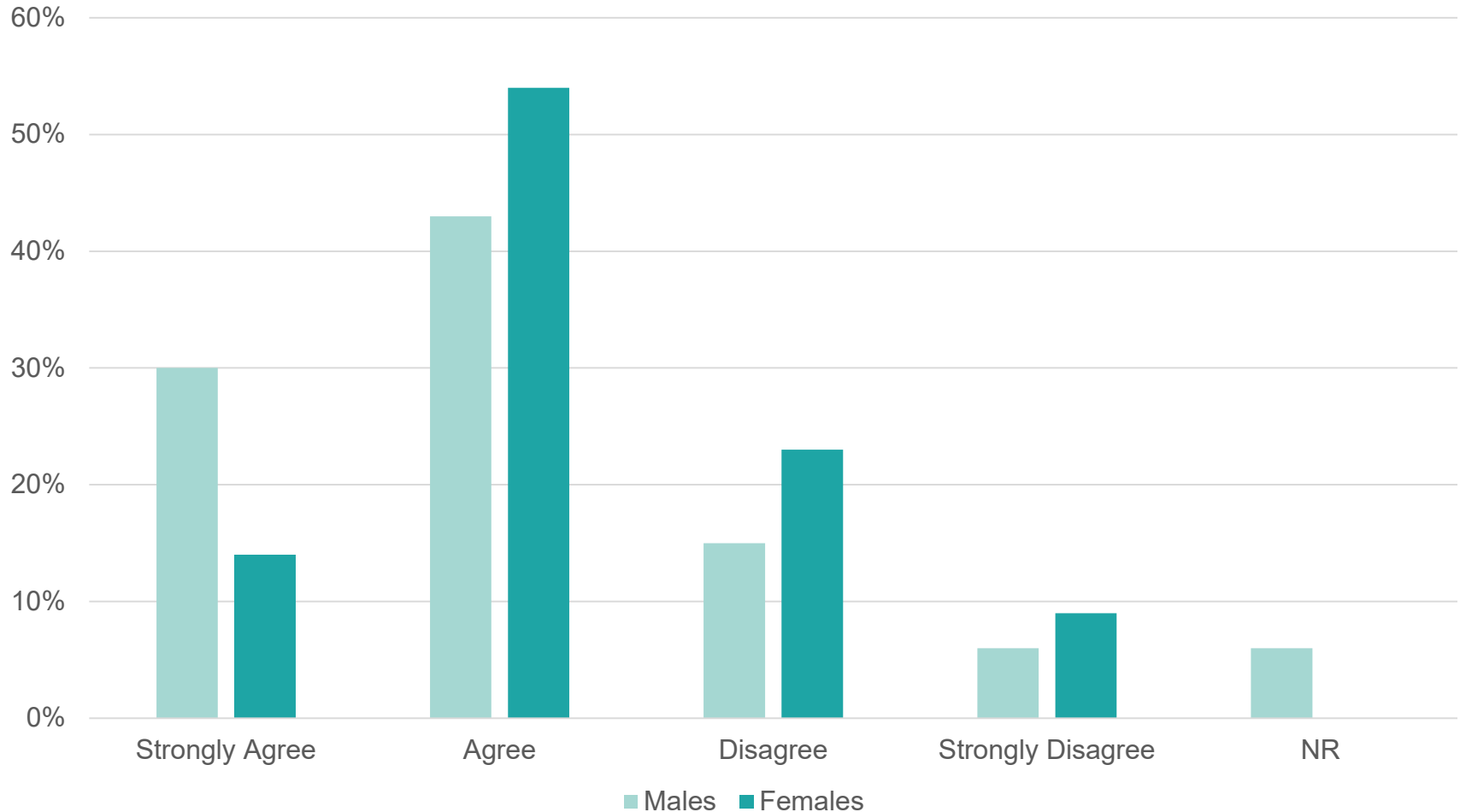
## 5. Support

**«Family life/caring duties of group members are visible, openly discussed and taken into consideration»**



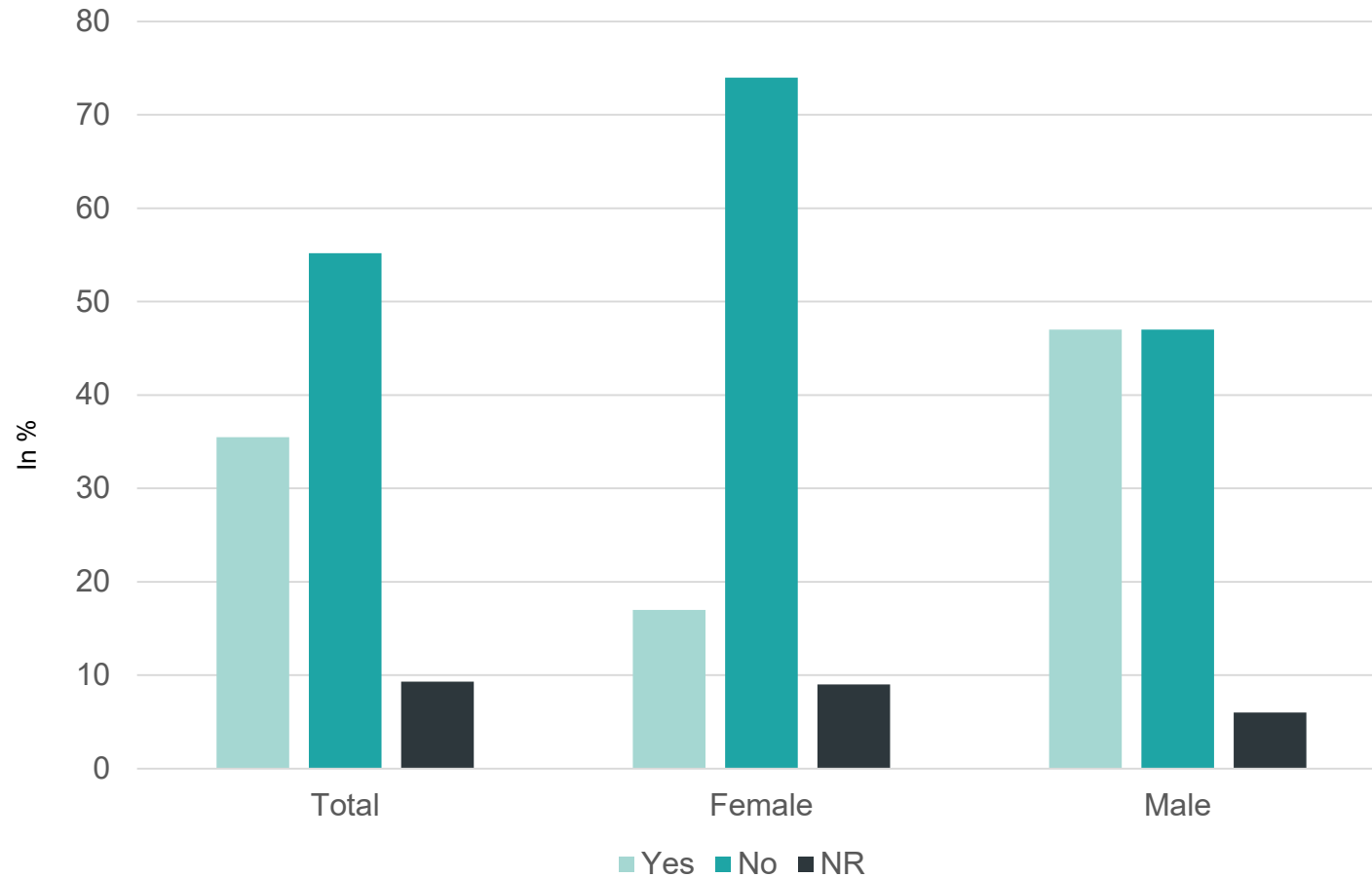
## 5. Support

**«Work-life balance is addressed and supported adequately by the PI/Management of the NCCR MSE»**



## 5. Support - Encouragement

*«I feel encouraged to continue my career in academia»*



# 5. Support – Conclusion

## Key Findings

- **Family Life and Caring Duties:** 28% not happy – mostly females
- **Work-Life Balance:** 26% not happy – mostly females
- **Wishes for professional counselling in:** Leadership / Communication and teamwork / Work organization and time management

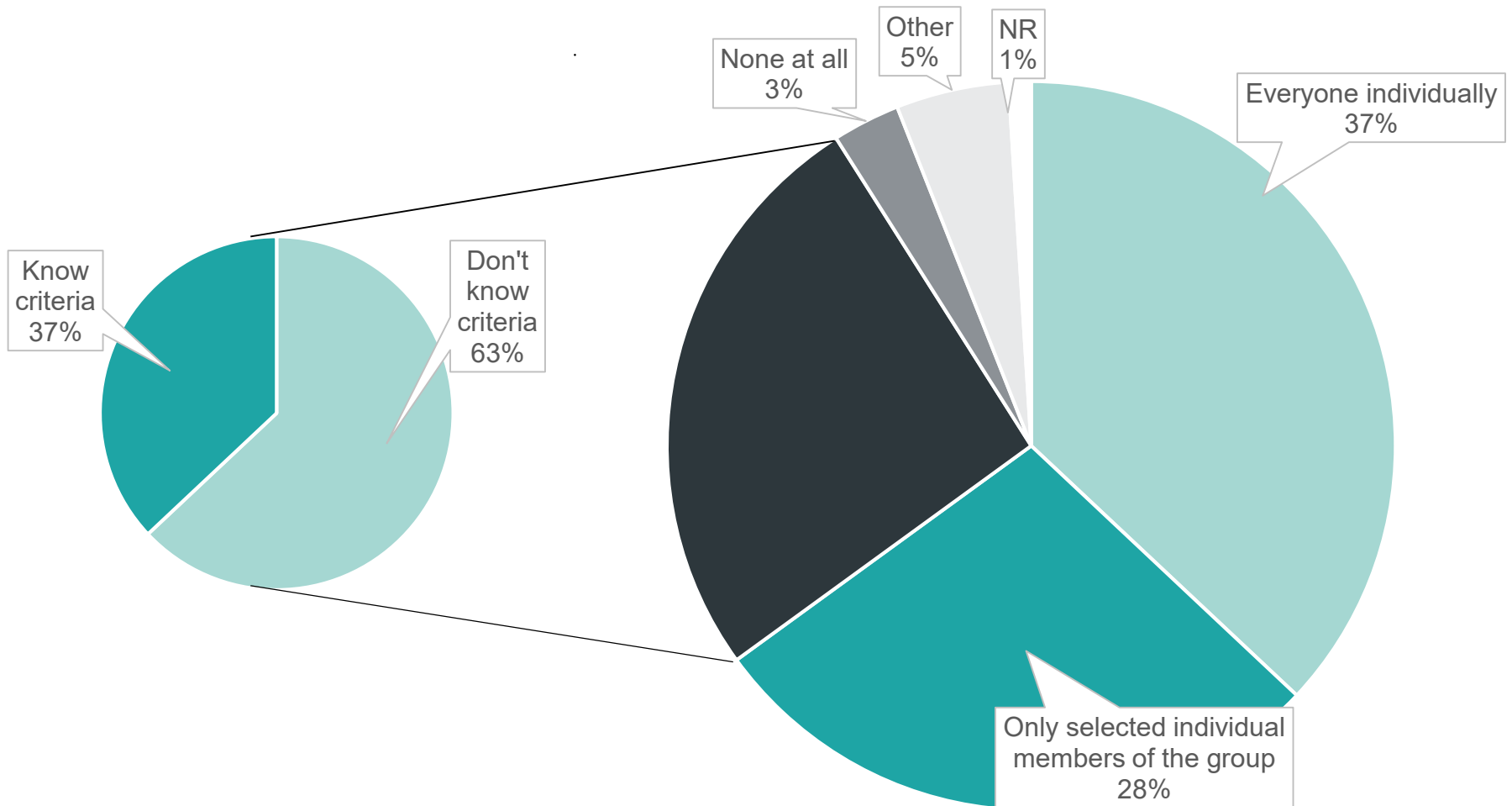
→ *Female group members feel less encouraged to continue an academic career.*

## Next Steps

- For PIs and Group Leaders:
  - Leadership Trainings
  - Further workshops and exchange on the topics
- For PhDs and PostDocs:
  - Supported peer-mentoring groups to bring in new and relevant topics
  - Workshops on career planning for female PhDs and PostDocs
  - Support to join existing mentoring programs

## 6. Recruitment

**«When a new group member is recruited within the research group, who does the PI ask for feedback?»**



# 6. Recruitment – Conclusion

## Key Findings

- **Big range of practices**
  - Reflection on consequences of different strategies?
  - Problematic: Group discussion
  - Effect of homosocial reproduction?

## Next Steps

- Best Practice guideline: Presentation at Lunch meeting
- Individual consulting by Hala Helmy
- Workshops if preferred

# III. Summary: How to improve?

## **Lab Management & Atmosphere: Lack of transparent structures may lead to unequal distribution of work**

- Foster transparent lab organization: best practice guidelines, individual support
  - Reduce unfair competition and foster collaborations
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## **Lack of Leadership: Need for transparent supervision and more individual support**

- Improve Leadership & Supervision: Workshops on Leadership Principles, Communication skills, transparent meeting structures
  - Strengthen Support and Encouragement for PhDs and PostDocs, especially for female group members
  - Foster open discussion of questions of Work-Life-Balance, Family & Work
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## **Recruitment: Danger of unreflected homosocial reproduction**

- Improve Recruitment: best practice guideline, transparent process, clear criteria
- Training on Diversity & Bias



# Thank you for your attention!

**If you have any questions, please contact the project team:**

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