



Impact of new female recruits at the World Maritime University

Case study on *Smart Thinking*

IAPH Hamburg, 2015

29th World Ports Conference

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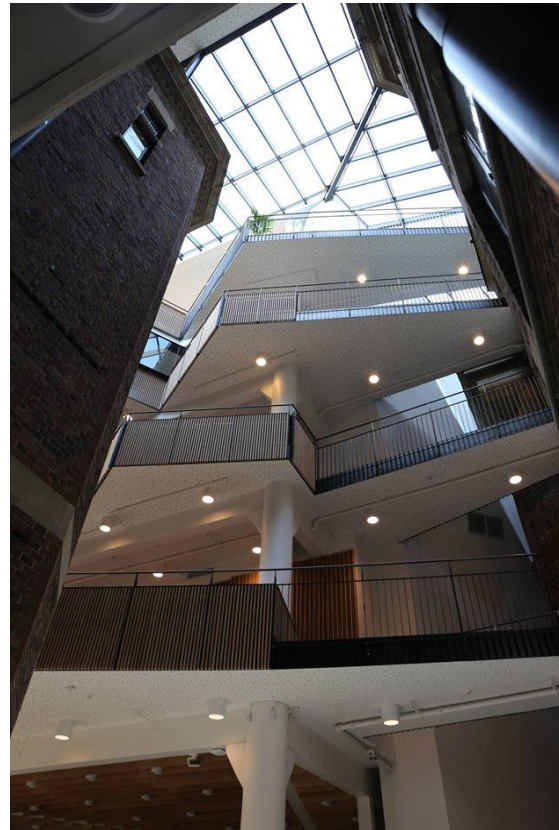
Associate Professor at the World Maritime University, Sweden

4 June 2015

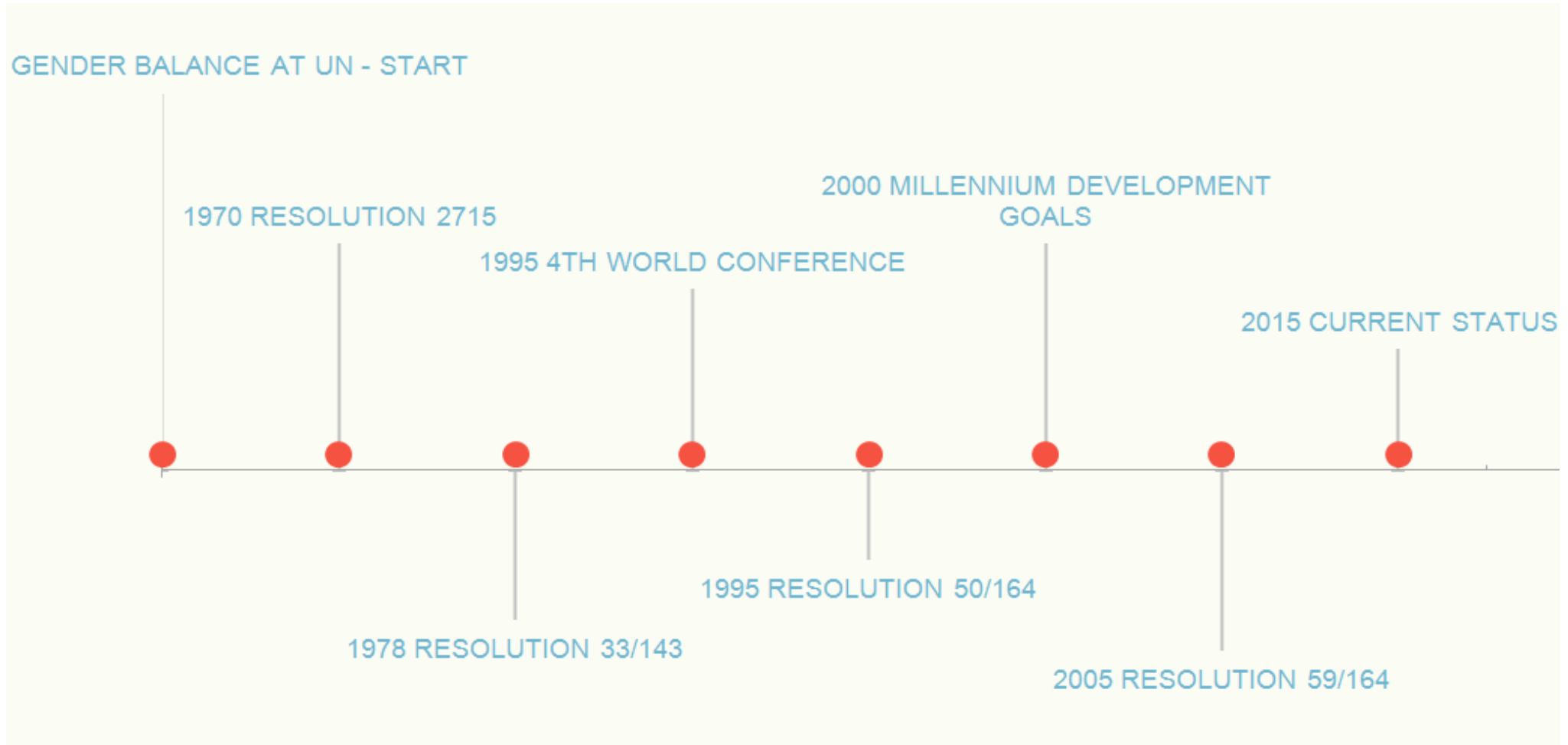


WMU's new building in Malmo, Sweden

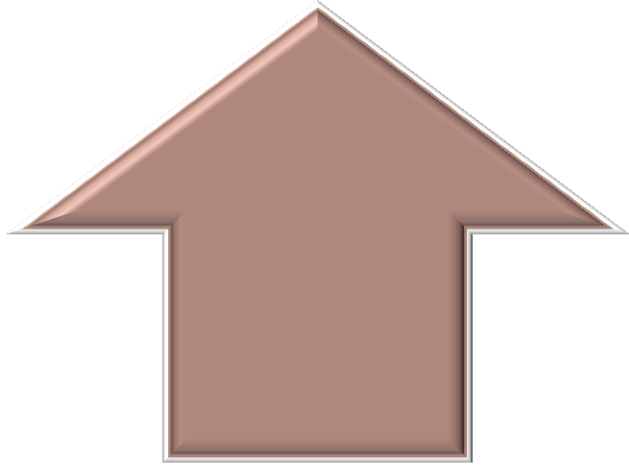
Founded in 1983 by the International Maritime Organization, the World Maritime University is a postgraduate maritime University with the aim to further enhance the objectives and goals of IMO and its member states around the world through education, research, and capacity building to ensure safe, secure, and efficient shipping and clean oceans.



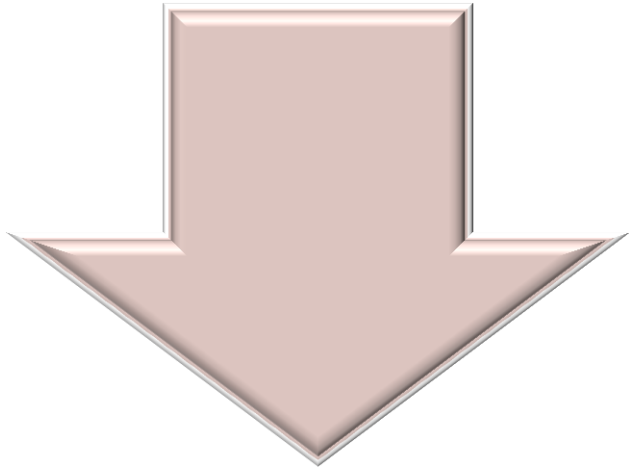
Evolution of gender balance in the UN



Current status of gender balance



We played like never before...



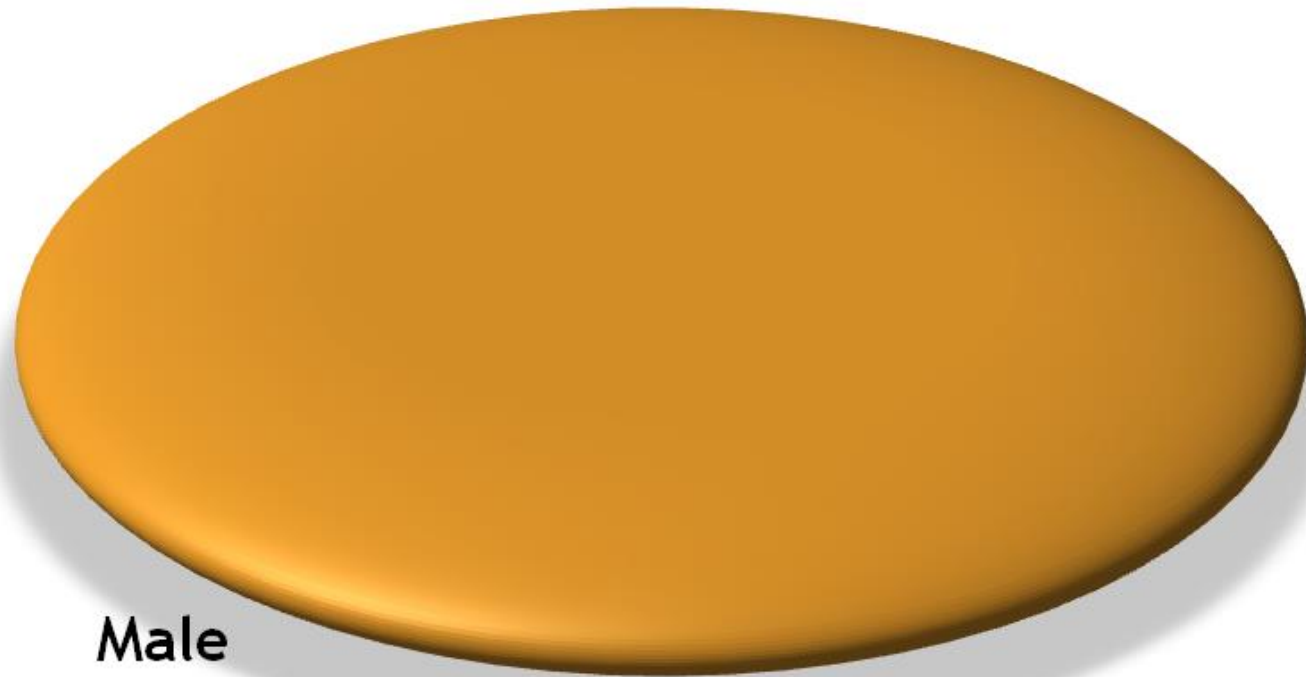
But did we lose as always...?!?

Case study - WMU

| Question | Context | Type |
|----------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------|
| <ul style="list-style-type: none">• How the situation of female employees has changed over time at WMU | <ul style="list-style-type: none">• Social happening in its socio-cultural context• Under natural conditions | <ul style="list-style-type: none">• Comparative• Diachronic |

Professional Academic Staff at WMU

1983 - 2010



Male
100%

Professional Academic Staff at WMU

2010

First female academic staff hired (assistant professor)

2011

Second female academic staff hired (assistant professor)

2012

Third female academic staff hired (assistant professor)

2013

The first hired assistant professor left WMU. The second one was promoted to associate professor and a female research associate was promoted to lecturer. No changes in 2014

Professional Academic Staff at WMU 2015



Associate
Professors= 1

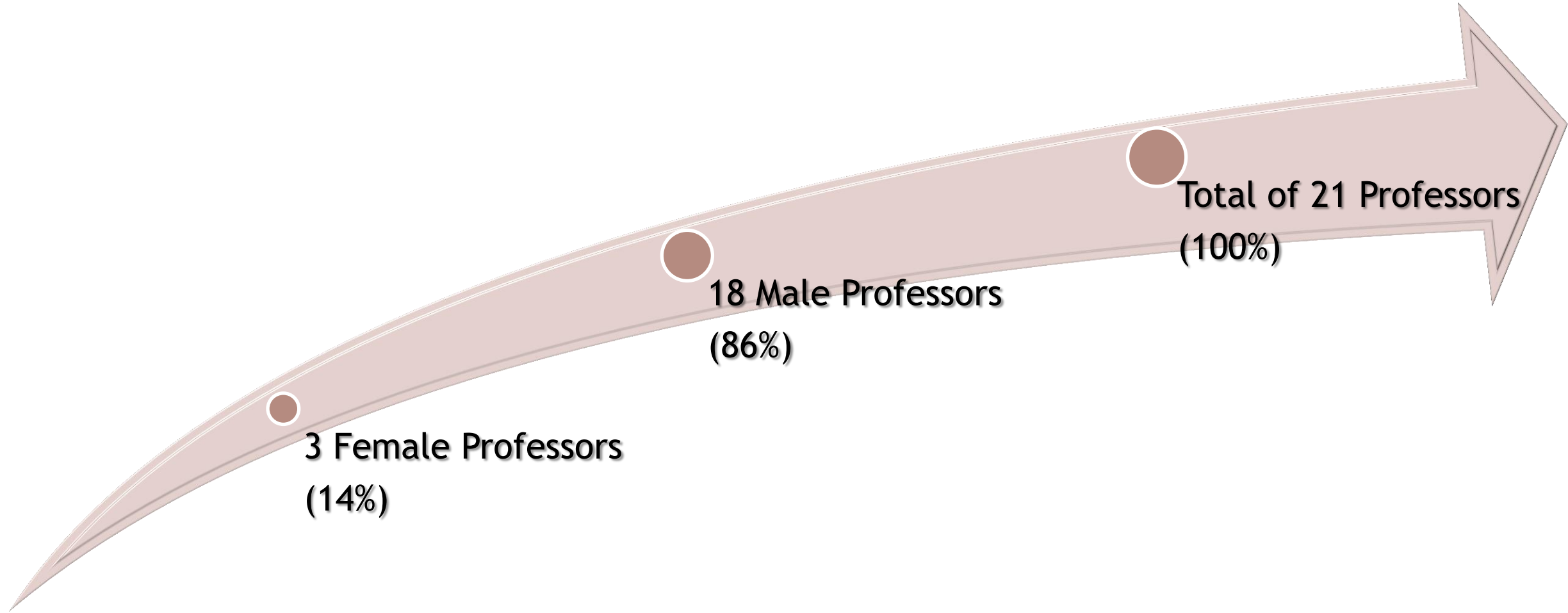
Assistant
Professors= 2

WMU 2015=3 Female

In 2015. . .

One female lecturer was promoted to Assistant Professor

Professional Academic Staff at WMU 2015



Contribution of female faculty

- ▶ Maritime Women: Global Leadership Conference
- ▶ Women's Issues
- ▶ “Why Women should Rule the World”, by Dee Dee Myers
- ▶ My contract

Contribution of female faculty

Maritime Women: Global Leadership Conference



Contribution of female faculty

- ▶ Creation of WMU Women's Association
- ▶ Publications
- ▶ Collaboration with IMO on different programmes regarding the advancement of women

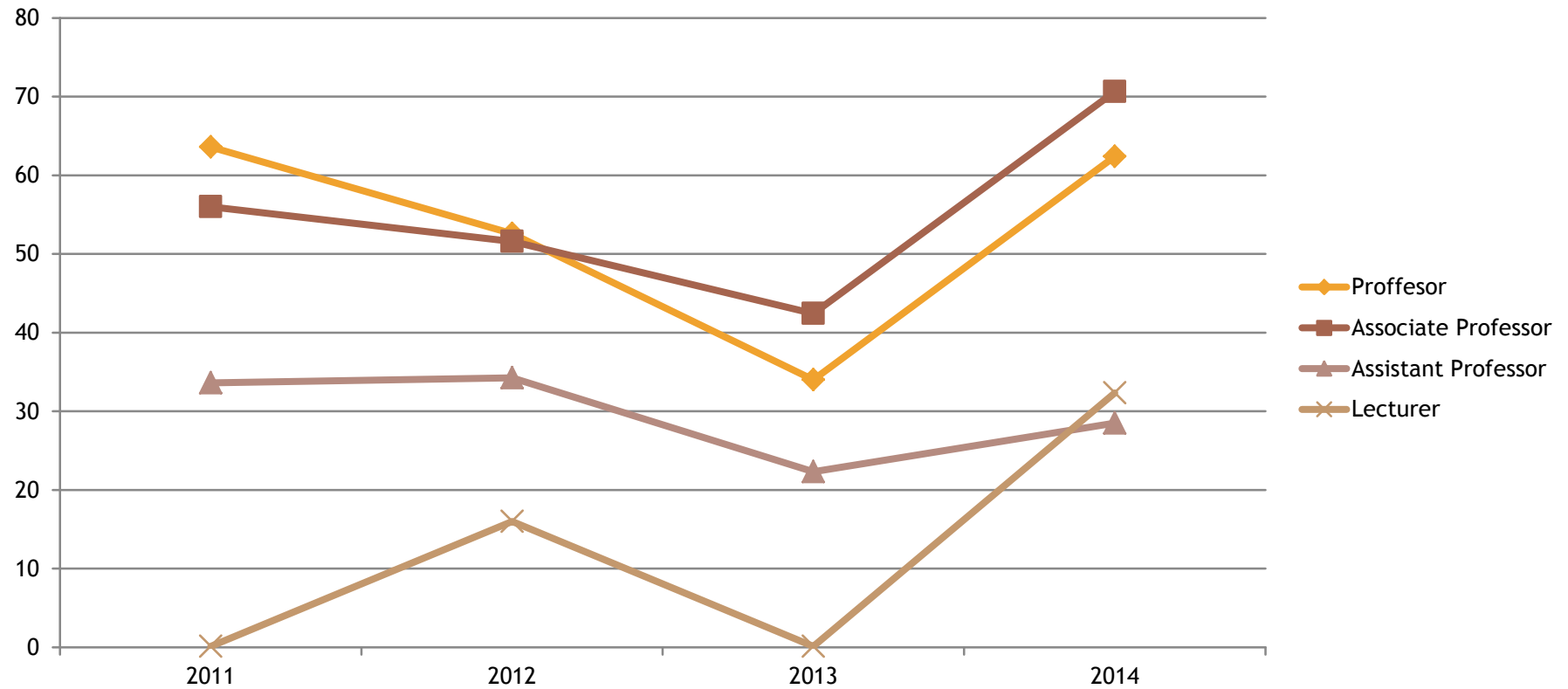
Contribution of female faculty



WMU Women's Association



Hours of teaching



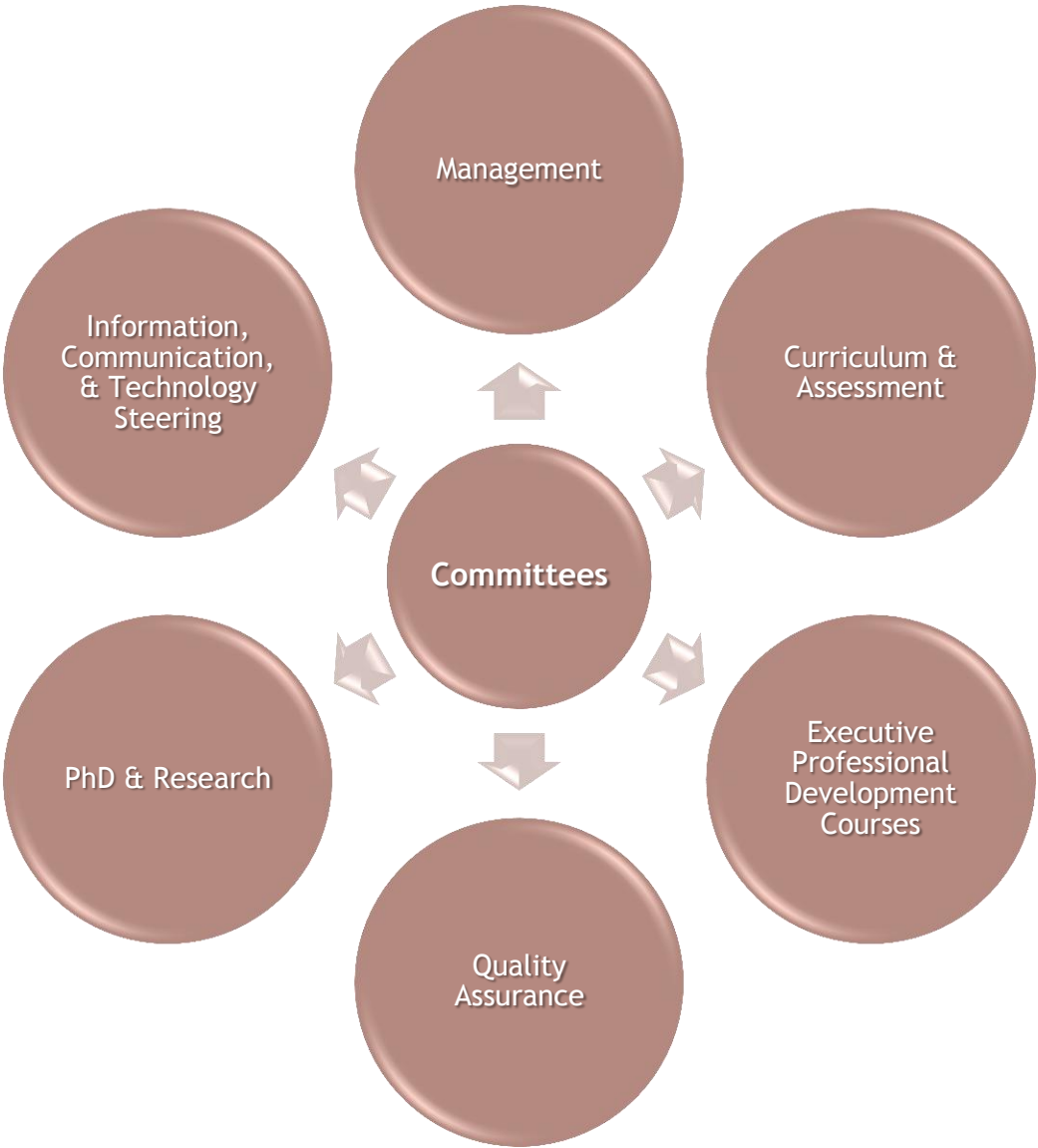
Committees at WMU

Management
Curriculum & Assessment
Information, Communication
& Technology Steering

| Year | Male | Female |
|------|------|--------|
| 2011 | 100% | 0% |
| 2012 | 100% | 0% |
| 2013 | 100% | 0% |
| 2014 | 100% | 0% |

PhD & Research

| Year | Male | Female |
|------|------------|--------|
| 2011 | 100% | 0% |
| 2012 | 100% | 0% |
| 2013 | 89% | 11% |
| 2014 | Eliminated | |



Executive
Professional
Development Courses

| Year | Male | Female |
|------|------|--------|
| 2013 | 60% | 40% |
| 2014 | 60% | 40% |
| 2015 | 80% | 20% |

Quality Assurance

| Year | Male | Female |
|------|-------|--------|
| 2011 | 66.6% | 33.3% |
| 2012 | 50% | 50% |
| 2013 | 66.6% | 33.3% |
| 2014 | 66.6% | 33.3% |

WMU's management-level vacant positions 2010-14

Vacant Positions

President**
VP Academic
Register**
Associate Register
Head of Maritime
Education Specialization
Head of Maritime Law and
Policy Specialization

Newly Created Positions

VP International
Head of Marine
Environmental & Ocean
Management
Specialization
Director of Executive
Professional Development
Courses

** Female

WMU's management 1.1.2010 - 30.6.2015

President

Vice
President

VP Academic

VP
International

Associate
Dean

WMU's management-level vacant positions 2010-15

**First female President appointed
Dr. Cleopatra Doumbia-Henry**

Smart Thinking

- ▶ As Dr. Markman says in his book called “Smart Thinking”, smart has nothing to do with intelligence or IQ.
- ▶ He focuses on the content of what we all know and how we all apply it in such a way that it enables us to find solutions to our problems using all the things we already know.

Conclusions

- ▶ From 2010-2014 women were hired, but started lower on the ladder
- ▶ IMO has developed strategies to increase the number of female students at WMU, but has not been able to do the same with the faculty
- ▶ So far, the 14% female faculty has brought about important advancements regarding the empowerment of women in the maritime and port sectors
- ▶ The absence of female faculty in decision-making bodies and positions suggests the University is not utilizing its faculty to its full potential
- ▶ I believe the university will start a new era with the appointment of our new female president. It would be an opportunity to apply Smart Thinking to the organization and see how it develops

Thank you!