



Athena SWAN at MIC

In February 2018 MIC became a member of Athena SWAN. MIC is committing to a progressive gender equality charter; adopting [10 key principles](#) into our policies, practices, action plans and culture. Athena SWAN covers all staff in the institution: academic and professional services.

Athena SWAN gives *everyone* the opportunity to achieve their maximum potential. Our college will perform at its best and our students will get a better experience with role models giving them the ambition to succeed regardless of gender, field or position.

In May 2018 MIC appointed Dr Elaine Murtagh as Project Director for Athena SWAN and subsequently Edel Foster was appointed as Project Manager. Their role is to lead the preparation of the College's application for an Athena SWAN Bronze Award. To achieve the Bronze award we must undertake a rigorous self-assessment to identify the issues particular to MIC, and formulate a 4-year action plan to address these issues proactively.

Athena SWAN Drop In Information Sessions

For Athena SWAN to be successful we need the input of all staff. There are a number of drop in information sessions being held in MIC and MIC Thurles to give a brief overview of the process and answer any questions staff may have. The sessions are for all staff of the college and held on different days/times to accommodate staff at all levels. The sessions will be held over the following days and times:

<i>Date</i>	<i>Time</i>	<i>Venue</i>
Tuesday 27th November	13.30 – 14.00	G10
Friday 30th November	11.00 – 11.30	G10
Tuesday 4th December	15.00 – 15.30	G10
Thursday 13th December	11.00am	PG 7 (Thurles)

*Refreshments will be provided

Meet the MIC Self Assessment Team (SAT)

The work of Athena SWAN is led by a “self-assessment team” made up of academic and professional services staff in MIC. The SAT comprises of:

Richard Bowles	Michael Breen	Aimie Brennan
Katie Brosnan	Angela Canny	Santhi Corcoran
Aisling Leavy	Susan Liddy	Meave Liston
Dorothy Morrissey	Elaine Murtagh	Róisín Ní Ghairbhí
Ciara Ní Shuilleabhain	Gary O'Brien	Helen O'Donnell
John Perry	Marc Scully	Julianne Stack
Eugene Wall	Frank White	

The SAT is pictured below following a recent meeting of the team.



Advance HE welcomed in MIC

Dr Victoria Brownlee (Athena SWAN Ireland Manager) and Dr Ruth Gilligan (Associate Director for Equality Charters at Advance HE, UK) attended the recent Self Assessment Team meeting in MIC. We were provided with a briefing on the role of the SAT and how best to approach the review process. Thanks to Victoria and Ruth for their time and input.

Gender Equality Task Force Report

On Monday 12th November, Minister of State for Higher Education, Mary Mitchell O'Connor TD, launched the Accelerating Gender Equality in Irish Higher Education Institutions - Gender Action Plan 2018-2020. Taoiseach Leo Varadkar TD

Athena SWAN Ireland Awards Ceremony

Congratulations to all the award recipients at the recent Athena SWAN Ireland Awards Ceremony held in Dublin on Wednesday 14th November. Dublin Institute of Technology, Maynooth University, National University of Ireland, Galway and Royal

also attended and spoke at the event. The detailed report can be read [here](#).

College of Surgeons Ireland received the Bronze Institutional Award. DIT are the first Institute of Technology to achieve the award in Ireland. [#ASirelandAwards](#).

HR CORNER



PARENTAL LEAVE AT MIC		
Who can apply?	<ul style="list-style-type: none"> Open to both academic and professional service staff Open to job sharers and part-time employees 	<ul style="list-style-type: none"> For children up to the age of 13 (or 16 for a child with a disability and/or long term illness).
How do I apply?	<ul style="list-style-type: none"> Discuss the dates/duration with your Head of Dept/Line Manager Submit a letter of application to HR; with a copy to your Head of Dept/Line Manager 	<ul style="list-style-type: none"> Include the intended date of commencement, duration, manner, birth certificate of child, signature
How does it affect my salary?	<ul style="list-style-type: none"> You do not get paid while on Parental Leave 	<ul style="list-style-type: none"> You do not contribute towards your pension entitlements while on Parental Leave
Is my annual leave affected?	<ul style="list-style-type: none"> Your annual leave is not affected; you maintain your full annual leave entitlement 	
How are bank holidays accounted for?	<ul style="list-style-type: none"> You are still entitled to public holidays during parental leave and these should be added at the end of the leave period. 	
What happens if I am sick during the leave?	<ul style="list-style-type: none"> Can be paused if the employee becomes sick and unable to care for the child 	

EVENTS AT MIC

Diversities: Interpretations in the Context of SPHE

MIC hosted the SPHE Network's Fourth Annual Conference *Diversities: Interpretations in the Context of SPHE* to engage in dialogue about diversities in today's society with a particular focus on how it is interpreted and addressed within the SPHE curriculum. Among the MIC speakers were Margaret Nohilly, Carol O'Sullivan, Ciara Connolly and Brigid Golden, Fionnuala Tynan, Carmelita McGloughlin and Anne Dolan and the conference was opened by our president, Eugene Wall. Congratulations to all involved in the successful event. Read more [here](#).



LÍON Conference

Líon Limerick and Language: revival, resurgence and new beginnings; a one day, international, interdisciplinary conference tracking the national language journey from the founding of Conradh na Gaeilge 1893 to today's multilingual nation. was held in MIC on Friday 9th November. Among the guest speakers was world famous writer and champion of African literature, Ngũgĩ wa Thiong'o. Dr Úna Bromell and Dr Róisín Ni Ghairbhí co-organised the international and thought-provoking event. Read more about the event [here](#).



TALK TO US



We would love to hear from you, if you would like to know more about Athena SWAN or would like something included in the Ezine.

Contact Edel on edel.foster@mic.ul.ie or 061 204338.

Follow us on Twitter for updates [@MICathenaSWAN](https://twitter.com/MICathenaSWAN)

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