LUMS Data Catalogue Plan

Action Plan Reference: Multiple themes

Developing an effective way to use University datasets to identify priorities, monitor progress and raise awareness.

Rationale

The LUMS Data Catalogue was developed to bring together key datasets across the School to support evidence-based decision-making on gender equality. By creating a single, structured resource for collecting, analysing, and reporting data, the initiative enables more consistent monitoring of progress and clearer identification of where interventions are needed.

This initiative addressed the need for a deeper understanding of patterns of gender equality and inequality across different aspects of academic activity. It also responded to the challenge of tracking the effectiveness of actions over time, providing a more reliable means of assessing the impact of gender equality interventions.

What we did

We combined existing University datasets with data collected and held within LUMS to produce a comprehensive data catalogue. This catalogue defines:
- The datasets to be collected annually or bi-annually,
- The methods for analysis,
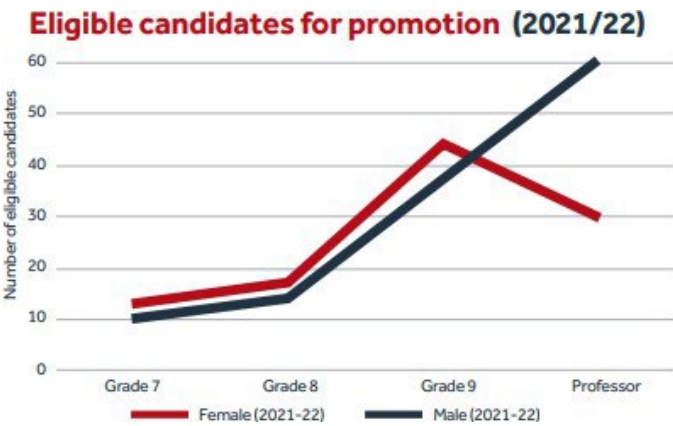- How data and trends will be monitored and reported.

The catalogue was developed collaboratively with Academic and Professional Services staff across LUMS. It was also informed by the Pargeted-MPI research project on gender equality in business and management schools, and more recently by the LUMS Gender Equality Observatory.

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Initiative cited in the European Foundation for Management Development (EFMD) magazine:

"Business Schools need to monitor, measure, and publish their figures on gender, race and pay equality. They need to set targets for equality (e.g. 35% female professors within three years) and monitor progress towards those targets."
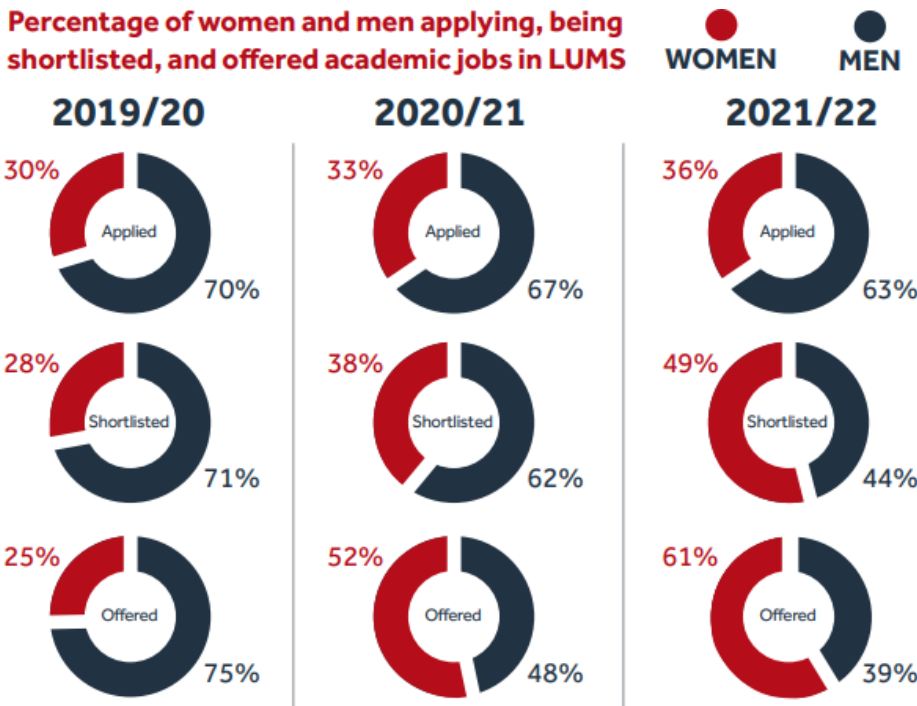(Vinnicombe et al., 2020; Eikhof, 2024)

Lancaster University Management School has already begun to do this.
(LUMS, 2023)

https://www.globalfocusmagazine.com/holding-up-a-mirror-to-gender-and-race-in-uk-business-schools/

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Cultural Change

Accountability
Establishing a clearer evidence base to track progress and guide action.

Visibility
Enhancing recognition of gender equality work within LUMS and beyond.

Awareness
Increasing understanding of gender patterns and priorities.

Engagement
Promoting stronger collaboration and shared ownership across staff groups.

Eligible candidates for promotion (2021/22)

Analysis of data in the catalogue has supported the publication of reports monitoring progress across key aspects of gender equality.

Percentage of women and men applying, being shortlisted, and offered academic jobs in LUMS — WOMEN / MEN

	2019/20	2020/21	2021/22
Applied	30% / 70%	33% / 67%	36% / 63%
Shortlisted	28% / 71%	38% / 62%	49% / 44%
Offered	25% / 75%	52% / 48%	61% / 39%

IMPACT

- Integration
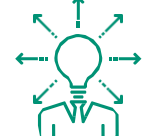- Relevance
- Collaboration
- Consistency
- Realism

What Worked Well

Leveraging existing University datasets while defining a clear and consistent analytical framework.

Focusing on data that directly reflects key gender equality priorities and areas for targeted action.

Engaging Academic and Professional Services staff in co-creating the data catalogue to ensure shared ownership and understanding.

Establishing a repeatable process for data collection and reporting, enabling longitudinal tracking of progress.

Setting achievable timeframes and expectations for data analysis and reporting cycles to maintain sustainability.

Broader Reach

The data catalogue model is being explored for use in other faculties to enhance data-led gender equality monitoring. Findings have contributed to University-wide discussions on equality, diversity, and inclusion, while also raising LUMS's profile in sector-wide equality practices through the Targeted-MPI project and external forums.

Challenges

- Some important data were not collected systematically, so a methodology and approach were defined to address the gaps.
- Data overload made it difficult to identify key trends; we addressed this by focusing on what matters most.

Next Steps

- The LUMS Gender Equality Report will be repeated in the 2025/26 academic year.
- Collection and monitoring of data are now embedded within LUMS' 'business as usual' activity.
- Datasets from the Simitive workload system will be used to revise and enhance workload analyses.

Find Out More

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