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## **Gender coefficient in the Full Professor Programme. Affirmative action at the Universitat Politècnica de Catalunya**

Within the framework of the European H2020 [GEECCO](#) and [SUPERA](#) projects, a webinar on how to include a gender coefficient in the Full Professor Programme was held on 17 March 2020. The webinar's objective was to promote the inclusion of a gender coefficient in the Full Professor Programme by discussing the user case developed at the UPC in 2018.

Amaia Lusa, an associate professor and the coordinator of the GEECCO project at the UPC, conducted the workshop. The workshop was made available to SUPERA partners.



Figure 1: Gender coefficient in the full professor programme, UPC presentation

Workshop attendees were introduced to the experience of including a gender coefficient in the UPC's Full Professor Programme. They also looked at the main resistances and obstacles to implementing the coefficient and discussed how to tackle them. Upon completion of the workshop, researchers were provided with concluding remarks on the requirements for success, and an action plan was proposed.

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