



Fostering Excellence in Research on  
State-Church-Body Politics



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# Data for Equality: ULBS Develops Strategic Dashboard to Monitor Gender Balance

Press release

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Based on ULBS gender-disaggregated data on academics, administrative staff, and students, the FERBOPO project recently developed and published an institutional dashboard designed to support evidence-based decision-making and strategic monitoring of gender equality objectives within the university. The dashboard represents an innovative instrument for organizational governance, as it integrates multiple categories of institutional data into a single interactive tool that enables both monitoring and comparative analysis over time.

Its novelty lies not only in the systematic aggregation of gender-sensitive indicators across different institutional domains, but also in the transformation of routinely collected administrative data into actionable knowledge that can directly inform policy development, resource allocation, and institutional planning. Through dynamic visualizations and interactive filtering options, decision-makers can identify patterns of representation and underrepresentation between women and men across leadership positions, academic performance, career progression, and participation in prestigious national structures such as ARACIS and CNATDCU.

Beyond providing a general institutional overview, the dashboard enables granular analyses at the level of faculties, departments, and study cycles, thereby allowing users to detect localized disparities that might otherwise remain invisible in aggregate statistics. In the case of students, the platform facilitates detailed examination of gender imbalances by faculty and level of study, supporting the identification of structural inequalities in enrolment and participation.

The dashboard, therefore, functions not merely as a reporting tool, but as a strategic governance mechanism that promotes transparency, institutional accountability, and data-driven interventions for advancing gender equality within higher education. By embedding gender monitoring into routine organizational management processes, the FERBOPO initiative contributes a replicable model of digital institutional innovation that can inform equality policies in other universities and research organizations.

## About FERBOPO

Led by ERA Chair Professor Lavinia Stan, FERBOPO will create a "pocket of excellence" at Lucian Blaga University of Sibiu (ULBS) that focuses on the complex dynamics between state, church, and body politics, while advancing diversity, equity, and inclusion in social sciences research. With funding from the European Union's Horizon Europe (GA: 101184092), FERBOPO will enhance ULBS's academic excellence and its integration into the European Research Area.

## FERBOPO Details and Updates:

Website: <https://grants.ulbsibiu.ro/ferbopo/>

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