



Medical and Dental Schools Athena SWAN Newsletter

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Medical Schools Council and Dental Schools Council Staff Survey	2
<i>Medical and Dental School Athena SWAN Workshops</i>	2
Research Councils UK Publish Briefing Document on Maternity, Paternity, Adoption Leave and Pay	2
Royal Society Data on UK Scientific Workforce	3
Professor Dame Sally Davies Women In Science Lecture	3
Updated Athena SWAN Handbook Published	3
Research Confirms Positive Impact of the Athena SWAN Charter	4
Athena SWAN April 2014 Awards	4
Celebrating Success Ideas and Inspiration for Good Practice	5
Government Response to the Science and Technology Committee Women In Scientific Careers	6

Medical Schools Council and Dental Schools Council Staff Survey

The Medical Schools Council and Dental Schools Council have published the latest data on clinical academic staffing levels up to July 2013, with analysis by school, region, specialty (data since 2000), and age, gender and ethnicity (data since 2004).

Key findings medical clinical academic staffing levels as at 31 July 2013

- There were 3,133 FTE clinical academics (3,453 individuals), down by 0.4% since 2012
- The number of Professors and the number of Lecturers have increased (both by +2%); the number of Reader/Senior Lecturers has decreased (-4%)
- Women make up 28% of clinical academics, compared with 21% in 2004
- There has been a 40% increase in headcount of women since 2004 (+273), compared with a decrease in the headcount of men (-66)
- A total of 19% of the clinical academic workforce works Less Than Full Time; 34% of women and 13% of men

Available from: <http://bit.ly/1o6Ow8t>

Key findings dental clinical academic staffing levels as at 31 July 2013

- There were 575 FTE clinical academics (956 individuals), up by 1.5% since 2012 and the sixth consecutive year of expansion
- The majority of the expansion of the clinical team relates to Clinical Teachers and Senior Clinical Teachers, with an increase of 84% since 2007.
- The number of REF returnable staff ie Professors, Readers, Senior Lecturers, Lecturers has been relatively steady since 2007, +5% since 2007 but -19% since 2000

- Women make up 40% of clinical academics, compared with 32% in 2004
- Since 2004, the headcount of women has increased by 95% (+188 to 386 individuals), and the headcount of men has increased by 34% (+144 to 570 individuals)

Available from: <http://bit.ly/1gINosH>

Medical and Dental School Athena SWAN Workshops

We held two workshops this month, one at the University of Manchester and one in London at the Medical Research Council. Two London workshop attendees stated that:

"The opportunity to share thinking and experience around Athena Swan applications has been extremely useful. It is something in which we all need to be engaged and, whilst the process itself can be time consuming, engaging is important to ensure that potential is not wasted and that we remain competitive in a global market."

**Professor Jimmy Steele CBE,
Head of Dental School, Newcastle
University**

"The workshop was extremely helpful in providing information that will hopefully ensure that the cultural changes that we are endeavoring to make will allow us to secure a Silver award."

**Professor Stephen Porter, Director,
UCL Eastman Dental Institute**

We plan to host more workshops later in the year and if there is something you particularly would like to see at a future workshop, please get in touch.

Research Councils UK Publish Briefing Document on Maternity, Paternity, Adoption Leave and Pay

Research Councils UK (RCUK) have published a briefing document (May 2014). The briefing aims to provide clarity for researchers and their employers and it will also be useful for staff in research offices, HR and equality and diversity specialists. The briefing covers maternity, paternity and adoption leave and pay, from the Terms and Conditions of Grants and Training Grants; and the RCUK Training Grant Guide and Research Council Funding Guides.

Available from: <http://bit.ly/1sMDFn9>

Royal Society Data on UK Scientific Workforce

As part of the Royal Society's diversity programme, the Society has published new data on the composition of the scientific workforce in terms of **gender**, disability, ethnicity and socio-economic status and background (March 2014).

Available from: <http://bit.ly/QZRDU5>

Professor Dame Sally Davies Women in Science Lecture

Professor Dame Sally Davies gave the inaugural London School of Hygiene and Tropical Medicine lecture (March 2014). She spoke about her personal career experiences, as well as the evidence linking gender with health and poverty, career choices and barriers to progression – how they can be addressed by universities and employers, and the personal tools to enable your own successes. She highlighted the importance of support during pregnancy, returning from maternity leave, and for childcare; the need for positive role models and mentors; and the need to overcome perceptions and indirect discrimination. Statistics highlighted the progress from a low starting point, and that more can yet be done.

Professor Davies said that Athena SWAN is not the only answer, but part of the answer and has raised the profile of the gender issue. She also said that if you get it right for women, you will have the flexibility to get it right for all minority groups. The lecture is available to view online.

Available from: <http://bit.ly/1jZ2dH7>

Updated Athena SWAN Handbook Published

The Athena SWAN handbook has been updated and is available to download (April 2014). Changes include:

- Appendices, other than the action plan and letter of endorsement, are not permitted.
- Action plans should be organic documents, constantly reviewed and updated (not just prepared as part of an award submission).
- Departments with clinical and non-clinical staff should separate these two groups when presenting staff data.
- Applications should include both data percentages and raw numbers.
- Web links are not recommended in the application, as only content within the submission will be assessed
- The handbook now includes guidance for research institutes which are not currently part of an HEI.

Available from: <http://bit.ly/1mNsngE>

Research Confirms Positive Impact of the Athena SWAN Charter

An independent evaluation into the impact and effectiveness of Equality Challenge Unit's Athena SWAN Charter has confirmed that the awards scheme advances gender equality and changes the working culture and attitude within participating departments and universities.

The evaluation, undertaken by a research team from Loughborough University, found that membership of the charter helped to advance women's careers and had a positive impact on changing the culture and attitudes within member institutions. Universities and departments that hold Athena SWAN awards are more advanced in addressing unequal representation than those that do not. David Ruebain, Chief Executive of Equality Challenge Unit, said:

'We are, of course, delighted with the findings of this independent evaluation. At a time when universities and departments have to target resources where they will make the biggest difference, I hope it will be reassuring to know there is independent evidence of the sustainable impact working towards an Athena SWAN award can have.'

The report also underlines that it isn't only female academics that benefit from involvement in our charter. Men also benefited from initiatives such as flexible working. Administrative and technical staff in Silver award departments felt they also had more support for their career development and progression.

However, we are not going to rest on our successes; we are going to continue to build on them. We welcome the recommendations for further development and

improvement of the process that will ensure the charter remains effective and fit for purpose.'

The report *Advancing women's careers in science, technology, engineering, maths and medicine: evaluating the effectiveness and impact of the Athena SWAN Charter* is available to download.

Available from: <http://bit.ly/1kwLtWq>

Athena SWAN April 2014 Awards

Overall, 125 departments and universities submitted for an Athena SWAN award in this round, and 89 were successful, a 71% success rate. The disciplines with the highest number of submissions were medical and dental schools. Successful medical and dental schools and related departments:

Bronze department award

Durham University – School of Medicine, Pharmacy and Health
Newcastle University – Institute of Genetic Medicine
Queen Mary, University of London – Institute of Dentistry
Swansea University – College of Medicine
University College London – Division of Surgery and Interventional Science
University College London – Eastman Dental Institute
University College London – UCL Ear Institute
University of Bristol – School of Experimental Psychology
University of Cambridge – Department of Pharmacology
University of Cambridge – Department of Psychology
University of East Anglia – Norwich Medical School
University of Edinburgh – Department of Psychology
University of Edinburgh – School of Clinical Sciences and School of Molecular, Genetic and Population Health Sciences

University of Edinburgh – School of Health in Social Science

University of Liverpool – Institute of Infection and Global Health

University of Liverpool – Institute of Psychology, Health and Society

University of Oxford – Department of Oncology

University of Oxford – Department of Pharmacology

University of Oxford – Nuffield Department of Orthopaedics, Rheumatology and Musculoskeletal Sciences

University of Oxford – Nuffield Department of Population Health

University of Oxford – Nuffield Division of Clinical Laboratory Sciences

University of Oxford – Sir William Dunn School of Pathology

University of Sheffield – Department of Biomedical Science

University of Sheffield – Department of Molecular Biology and Biotechnology

University of Sheffield – School of Clinical Dentistry

University of Southampton – Centre for Biological Sciences

University of York – Hull York Medical School

Bronze department renewal

University of Leicester – Department of Infection, Immunity and Inflammation

Silver department award

Lancaster University – Faculty of Health and Medicine

University College London – Division of Infection and Immunity

University College London – Institute of Child Health

University College London – Institute of Epidemiology and Health Care

University College London – UCL Medical School

University of Birmingham – College of Medical and Dental Sciences

University of Liverpool – Institute of Integrative Biology

University of Liverpool – Institute of Translational Medicine

University of Nottingham – School of Life Sciences

University of Oxford – Department of Primary Care Health Sciences

Gold department award

Queen's University Belfast – School of Psychology

Current award holders available from:
<http://www.athenaswan.org.uk>

Celebrating Success Ideas And Inspiration For Good Practice

University College London Institute of Child Health (ICH) Athena SWAN Silver Department

The first ICH **Academic Careers Day** in June 2013 targeted female students and postdocs. Workshops were held by senior female academics on Career Paths and Mentoring. Invited speakers included representatives from the British Heart Foundation and the Daphne Jackson Trust, who discussed Fellowship schemes for women. Feedback showed that 100% of respondents found the Career Paths workshop extremely useful/useful and 70% found the Mentoring workshop extremely useful/useful. This will now be an annual event. In July 2014 the Careers Day will include sessions on funding opportunities for women, a Postdoctoral researchers' workshop, an Alumni workshop exploring alternative careers in science, and HR presentations on maternity/paternity leave and flexible working.

Post graduate students are given additional support through the student-on-student mentoring scheme, started in October 2012, which is an informal approach to mentorship. We recruited second and third year students to mentor our first year cohort, providing a forum for group meetings and one-on-one

meetings to discuss a range of issues as the students settle in.

The **'Women at ICH' webpage** describe career paths at different career stages, and the flexibility they have had whilst employed at ICH. There is also a link to the School of Life and Medical Sciences publication **'Academic Role Models'**, which features two ICH senior academics, one male and one female.

The Director has introduced an Athena SWAN **Research Excellence Award for postdoctoral researchers** to highlight research success at this level, and also an Athena SWAN champion award for senior staff to encourage and reward their participation. Early in 2014 a survey of all post-doctoral researchers at ICH was carried out to assess their wellbeing, job security and career ambitions. The responses (from 60% of the postdoc body) raised many issues. As a consequence, a **steering group of 14 postdoctoral researchers** has been set up to address actions on training, teaching, careers advice and better mentoring for this highly valued group, 70% of which are women. The first action will be the Postdocs' workshop at the ICH Academic Careers day in July.

A **Mums and Dads' support group (MADS)** has been set up following positive responses to our on-line survey. The group acts as a support network for all parents in ICH. The group provides general HR support and advice as well as enable the promotion of UCL support mechanisms and policies, for example the provision of 4 weeks' full paid paternity leave.

Further information from: <http://bit.ly/1hjcuin>

Dr Shamima Rahman
Chair of UCL ICH Athena SWAN SAT
Reader in Paediatric Metabolic Medicine

Silver or Gold departments - Do you have activities readers would be interested in?

Email a brief outline, in under 500 words, with a weblink (if available, note long weblinks will be shortened for reader ease to a bit.ly weblink), a picture may be included.

Email to: athenaswan@medschools.ac.uk

**Government Response to the
Science and Technology
Committee Women in Scientific Careers**

On 6 February 2014 the Science and Technology Committee published its Sixth Report of Session 2013-14, Women in scientific careers [HC 701]. On 30 April 2014 the Committee received a memorandum from the Government, which contained a response to the Report. The memorandum is published as Appendix 1 to the Report.

Available from: <http://bit.ly/1gJ1NoA>