

Athena SWAN

QUB School of Pharmacy

½ Day Meeting

26th Sept 2013

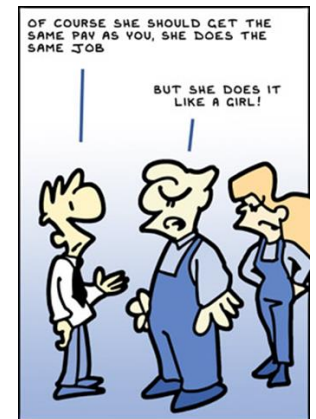
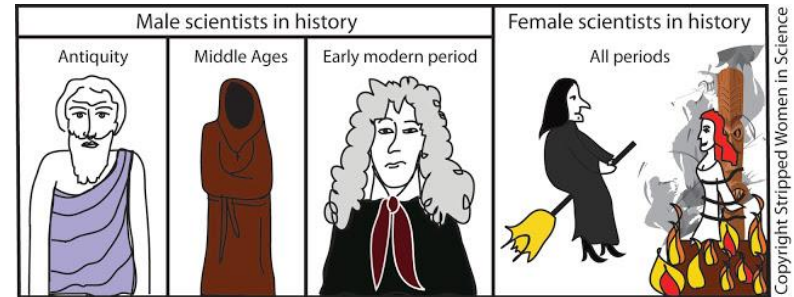
School of Pharmacy Workshop
Putting ATHENA SWAN Principles into Practice
Preparing for a Silver Swan Award application

Thursday 26th September 2013
QUB Executive Education Centre, Riddell Hall (Conference Rooms 1 and 2)
185 Stranmillis Road (car parking available on site)

Coffee available 9.00-9.30am

Programme

- 9.30 am **WELCOME**
Aims and Objectives of Workshop: *David Woolfson*
- 9.40 am **ATHENA-SWAN PRINCIPLES**
Introduction and Background: *Marie Migaud*
BREAKOUT GROUPS/FEEDBACK (1)
- 10.20 am **SWAN PRINCIPLES IN ACTION**
Experiences from a Gold SWAN Award Holder: *Chris Maggs (Head of School, Biological Sciences)*
- 10.40 am **COFFEE**
- 11.00 am **SCHOOL OF PHARMACY GENDER EQUALITY SURVEY**
Key Outcomes: *Lezley-Anne Hanna*
BREAKOUT GROUPS/FEEDBACK (2)
- 11.40 am **SCHOOL OF PHARMACY STAFF CHARTER**
Implications and Implementation: *David Woolfson*
Research Staff Concordat: *Marie Migaud*
BREAKOUT GROUPS/FEEDBACK (3A and 3B)
- 12.20 pm **APPLICATION FOR SILVER SWAN AWARD**
School of Pharmacy Action Plan: *Marie Migaud/Tracy Robson*
BREAKOUT GROUPS/FEEDBACK (4)
- 12.55 pm **SUMMARY** followed by **LUNCH**



WS1

ATHENA-SWAN PRINCIPLES

Athena SWAN Charter

- Launched in June 2005 to advance the representation of women in SET
- From 'SET' to 'STEMM'
 - includes, dentistry and 'subjects allied to medicine' (e.g. pharmacy, nursing, psychology)
- 92 Charter members (Sept 2013)
- Co-owned by ECU and UKRC

Scientific Women's Academic Network



What is the Athena SWAN Charter?

In addressing *gender inequalities* Charter signatories are committed to 6 principles:

1. Commitment and action from everyone, at all levels of the organisation
2. Change cultures and attitudes across the organisation
3. Examine the absence of diversity at management and policy-making levels
4. Address the high loss rate of women in science
5. Recognise the consequences of short-term contracts for retention and progression of women
6. Active consideration of personal and structural obstacles to making the transition from PhD to a sustainable academic career

What use is an Athena SWAN award?



Athena SWAN Impact report - 2011

Org. structure & processes

- Get a better understanding of staff
- Better communication
- Formalises processes – more transparent

Culture

- Increases visibility of senior women
- Can be a catalyst for change
- Challenges gender (in)equality

Individuals

- Staff receive better/more encouragement
- Helps establish good practice activities
- Helps retain women in science/academia

Discussion

ATHENA SWAN 6 principles:

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WS3

RESEARCH STAFF CONCORDAT

Concordat to Support the Career Development of Researchers

The Concordat is an agreement between the funders and employers of researchers in the UK, setting out the expectations and responsibilities of each stakeholder in researcher careers – researchers themselves, their managers, employers and funders.

It aims to increase the attractiveness and sustainability of research careers in the UK and to improve the quantity, quality and impact of research for the benefit of UK society and the economy.



Key principles of the Concordat

The Concordat sets out seven key principles for funders and employers of researchers in the UK.

- Recognition of the importance of **recruiting, selecting and retaining** researchers with the highest potential to achieve excellence in research
- Researchers are **recognised and valued** by their employing organisation as an essential part of their organisation's human resources and a key component of their overall strategy to develop and deliver world-class research
- Researchers are **equipped and supported** to be adaptable and flexible in an increasingly diverse, mobile, global research environment
- The importance of researchers' **personal and career development**, and lifelong learning, is clearly recognised and promoted at all stages of their career
- Individual **researchers share the responsibility** for and need to **pro-actively engage** in their own personal and career development, and lifelong learning
- **Diversity and equality** must be promoted in all aspects of the recruitment and career management of researchers
- The sector and all stakeholders will undertake regular and collective **review of their progress** in strengthening the attractiveness and sustainability of research careers in the UK

<http://www.qub.ac.uk/research-centres/crs/>

How is it working?

- Implementation - monitor of progress towards implementation of the Concordat's principles-
- Measures of progress - signatories of the Concordat have agreed the importance of regular collective review
- Alignment with the European charter for researchers and code of conduct for the recruitment of researchers - institutions who have prepared a Concordat implementation plan may apply for the EC HR Excellence in Research Award
- Alignment with the 2014 Research Excellence Framework
- Equality and diversity - the Concordat supports researcher careers by promoting an equality and diversity focus



WS4

~~PHARMACY~~ 2013: BRONZE AWARD APPLICATION FOR SILVER SWAN AWARD

QUB Pharmacy: a brief overview

1. UG and PG picture: 61% undergraduates and postgraduates are female

3.vi. Degree classification awarded to female UG (a) and to male UG (b)

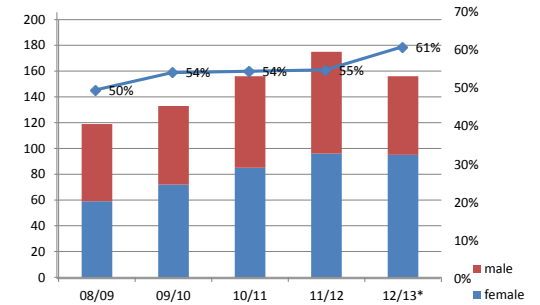
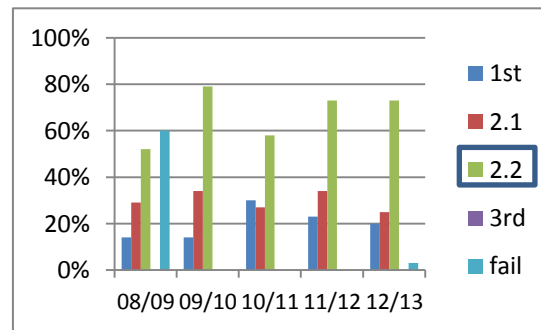
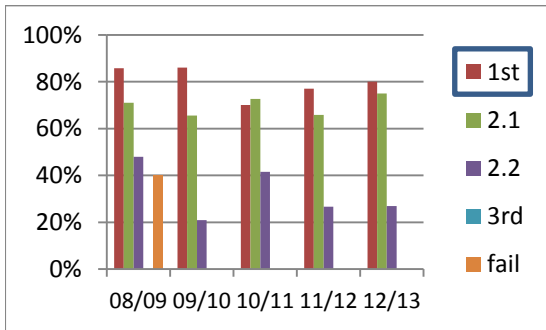
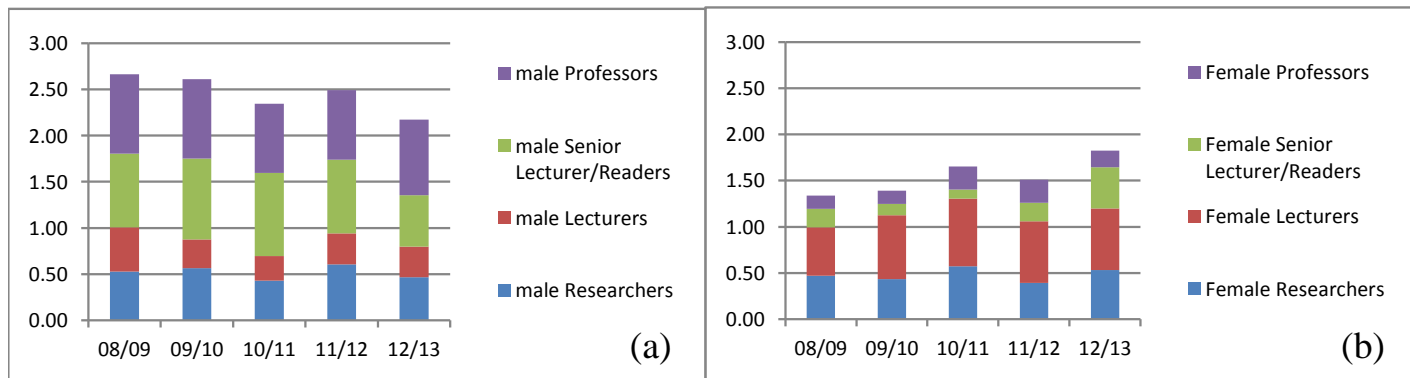


Figure 3.iv.a Intake numbers of postgraduate (PhD and MPhil) students, by gender, in the School of Pharmacy, QUB 2009-2013

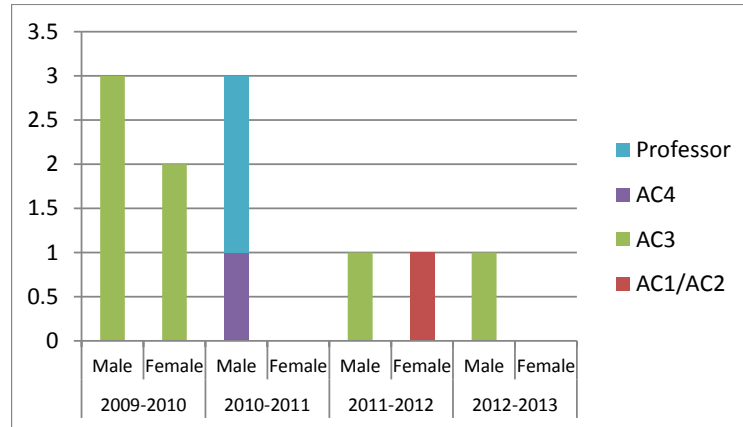
2. Staff data:

(vii) Female:male ratio of academic staff and research staff



45% academic staff are women; as off Sept 2013: 18% Prof; 44% SL/Reader; 72% Lecturer

3. Staff turn over:



Graph 3.viii: Turnover of academic staff by grade and gender

4. Success rates of external recruitment:

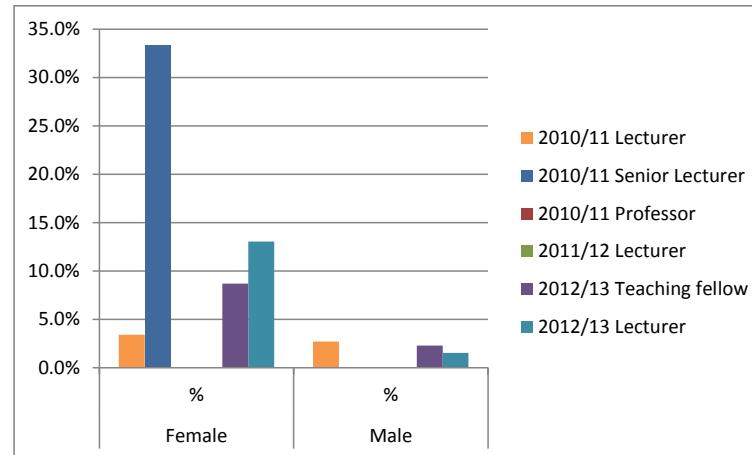


Figure 4.i Success rates from external recruitment exercises for academic posts within the School of Pharmacy (2010-2013)

5. Promotion:

Year	Applications						Promotees					
	from Lecturer		From S-Lecturer		From Reader		To S-Lecturer		to Reader		to Professor	
	F	M	F	M	F	M	F	M	F	M	F	M
2009/10	0	3	0	1	0	0	0	3	0	1	0	0
2010/11	2	2	0	1	1	0	0	2	0	1	1	0
2011/12	1	0	0	3	1	0	1	0	0	2	0	0
2012/13	2	0	0	2	0	1	2	0	0	2	0	1
%Mean	50	50	0	100	67	33	37.5	63.5	0	100	50	50
Success							40	100	0	86	50	100

Table 4.1: Academic promotions within the School of Pharmacy 2010-2013

6. Membership to School's committee:

Name of committee	2010/11				2011/12				2012/13			
	f	m	T	%f	f	m	T	%f	f	m	T	%f
School Management Board	3	4	7	42.9	3	4	7	42.9	3	4	7	42.9
Education Committees	14	15	29	48.3	14	15	29	48.3	18	18	36	50
Health and Safety	5	10	15	33.3	5	10	15	33.3	4	10	14	28.6
Undergraduate/Staff Student Consultative Committee	1	3	4	25	1	4	5	20%	1	4	5	20%
School Student Progress SECC	1	2	3	33.3	2	2	4	50	2	2	4	50
Promotions panel	1	5	6	16.6	2	3	5	40%	2	4	6	33.3

Table 6.a.i. Female representation on committees.

Applying for SWAN

Silver department

- have significant record of activity and achievement
- demonstrate impact of implemented activities

Develop a SMART action plan

Working towards “GEESE”

- **TACKLING RECRUITMENT**
- **TACKLING PROMOTION**
- **TACKLING RETENTION**
- **ENSURING THAT THE QUB FAMILY FRIENDLY POLICIES ARE IMPLEMENTED**

Gender Equality to Enable Scientific Excellence
(copyright: Lezley-Anne Hanna)

GEESE:

Genderless action points

- Monitor our numbers
- Mentor our people and make sure the best are applying
- Create a workplace that supports everyone and allows flexibility

<http://www.bbc.co.uk/news/uk-scotland-23567476>

<http://chemicalimbalance.co.uk/>