

Athena SWAN: report and update

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SWAN Athena Project

- See <http://www.athenaswan.org.uk/html/athenaswan/>
- **The aims of the Athena Project:-**
- ...‘the advancement and promotion of the careers of women in science, engineering and technology in higher education and research, and to achieve a significant increase in the number of women recruited to top posts’.

Athena SWAN

Charter for Women in Science



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Athena Swan

The Athena SWAN Charter recognises and celebrates good employment practice for women working in science, engineering and technology (SET) in higher education and research. Any university or research institution which is committed to the advancement of the careers of women in SET in higher education and research can apply for **membership**.

Frequently Asked Questions.

Find out more about the Charter's history and principles.

The External Advisors helping us on Athena Swan are:-

- Katharine Perera, who Chaired the University's successful Bronze Award submission of 2008.
- Patrick Johnson, the University's Head of Equality and Diversity. He was one of the contacts for the Athena SWAN awards and who worked with Katharine on the University's Bronze Award and also with Life Sciences on their Silver award.

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Since the last School Board on Nov 3rd 2010

- The School's Athena Swan Working Group has met three times;
- A School Athena Swan website has been set up featuring career profiles of some of our staff including F and M, highlighting the University's workplace practice re flexible working and family friendly;
- JRH attended an Athena Swan Seminar in Edinburgh on 21st Feb 2011, the details of which were considered in detail at the School's Working Group 3rd meeting.

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Athena SWAN



What is Athena SWAN?



The Athena SWAN Charter recognises and celebrates good employment practice for women working in science, engineering and technology (SET) in higher education and research.

Introduction: Athena SWAN at the School of Chemistry



The School of Chemistry is applying for the Athena SWAN award, which is a project for the advancement and promotion of the careers of women in science, engineering and technology in higher education and research, and to achieve a significant increase in the number of women recruited to top posts.

Links

- [Manchester University - Athena SWAN](#)
- [Manchester University - Family Friendly Policies](#)
- [EPS Faculty - Women in Science, Engineering and Technology](#)
- [ERC - Gender Equality Plan \(pdf download\)](#)
- [Athena SWAN website](#)

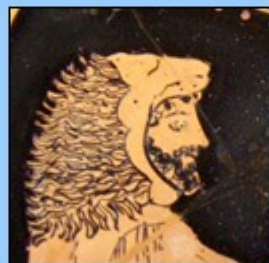
People



Staff enjoy considerable flexibility over their working hours to help them achieve work-life balance. As you will see from the profiles below, having such flexibility allows staff to manage their time more effectively.

- [Anna Valota](#)
- [Cinzia Casiraghi](#)
- [Claire Evers](#)
- [Eric McInnes](#)
- [Sabine Flitsch](#)
- [Sarah Heath](#)

Men too!



hours.

Our Athena SWAN policies have a positive side effect for male staff too; for example, male staff with young families may benefit from flexible working

Two examples

Dr Anna Valota



Dr Anna Valota is a PDRA in the School of Chemistry. In 2005 she completed her academic studies (BSc, MSc) in Materials Engineering at "Politecnico di Milano", Italy. She then worked for a year in a leading microelectronic company as Process Integration Engineer. In 2007 she commenced her PhD studies at the Corrosion and Protection Centre of the University of Manchester. In November 2010 she celebrated the first birthday of her daughter along with the beginning of her three years contract. Her research areas, varying from growth of anodic films to exploitation of titanium oxide nanotubes in dye-sensitized solar cells, are now widening into the electrochemistry of graphene and carbon nanostructures.

"I was positively surprised to discover that there are nurseries operated directly by the University of Manchester and opened to staff and students. I'm now taking advantage of one of them and I believe it's an excellent benefit for my family and for many others."

Dr Anna Valota

Prof Eric McInnes



Prof Eric McInnes is the Head of Inorganic Chemistry and co-Director of the EPSRC funded National Facility for EPR Spectroscopy; his research interests are in coordination chemistry and spectroscopy, focussing on the magnetic properties of molecule-based materials. He was appointed to a lectureship in 2000, was promoted to a personal chair in 2007 and took on the role of Head of Inorganic Chemistry in 2008. He has two children under the age of 10 who keep him very busy and tired.

"The early stages of your independent academic career are really important in building your research group and reputation and involve a great deal of hard work. Like many people I was attempting to do this at the same time as starting and raising a family, and also balancing this with my wife's career. We've always shared the responsibilities for the school run, holidays, etc and the ability to work flexibly was (and still is) really important. Getting the balance right is still difficult, but it would have been impossible without the active support of the School senior management through the years."

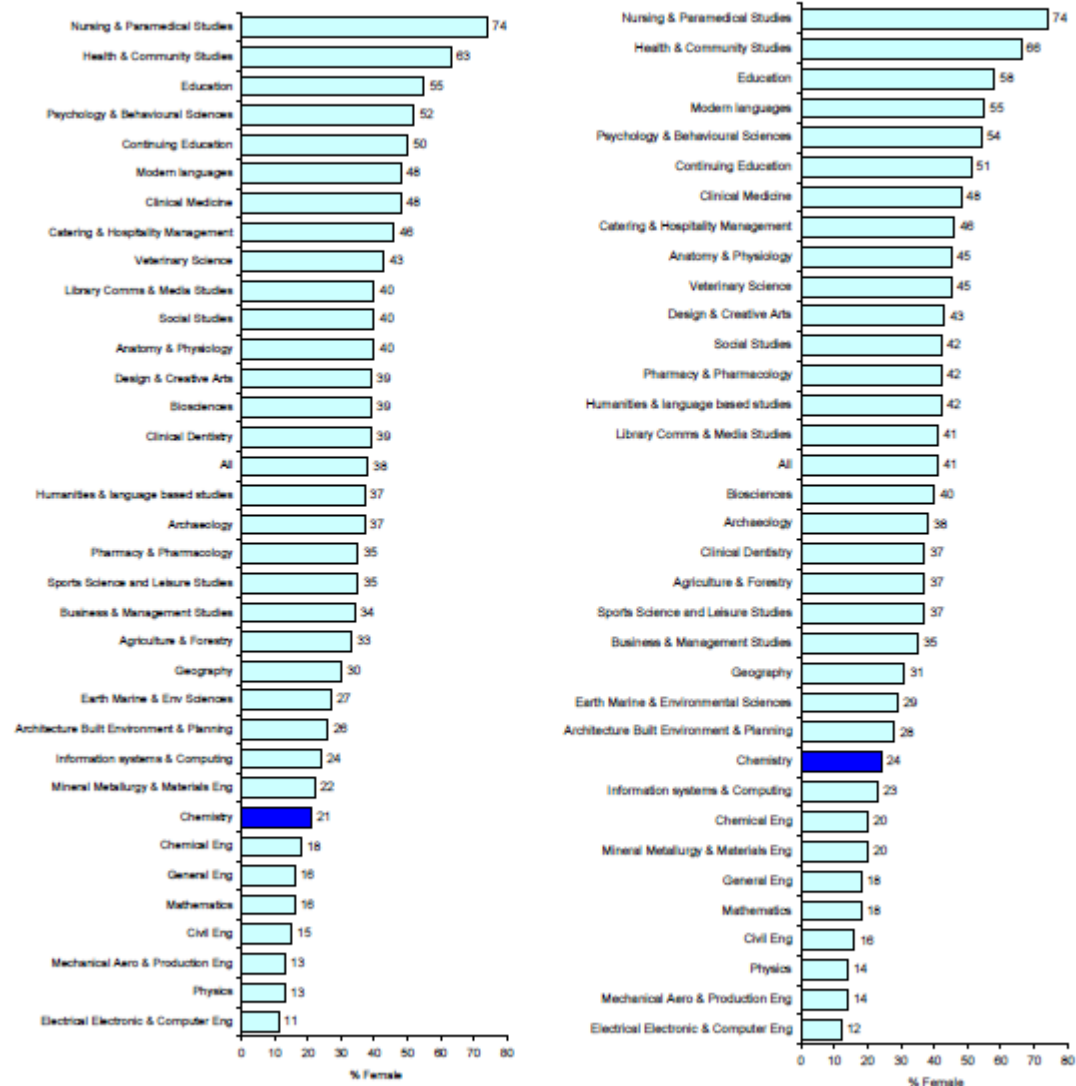
Prof Eric McInnes

Reaction from Athena Swan's Senior Policy Adviser, Sarah Hawkes, to our new website:-

- *Thank you for the link to your website. It is great, exactly the kind of thing we urge departments to do - I will definitely be using it as an example to other institutions in the future! It would also be a good place to document the work of your self assessment team and their meetings, as well as publishing your submission. I am very happy with the links to Athena SWAN as well.*

At the Athena Swan Seminar I learnt
about data such as from the RSC's
People Science & Policy commissioned
report (2009) 'Chemistry staff
statistics' >>>>

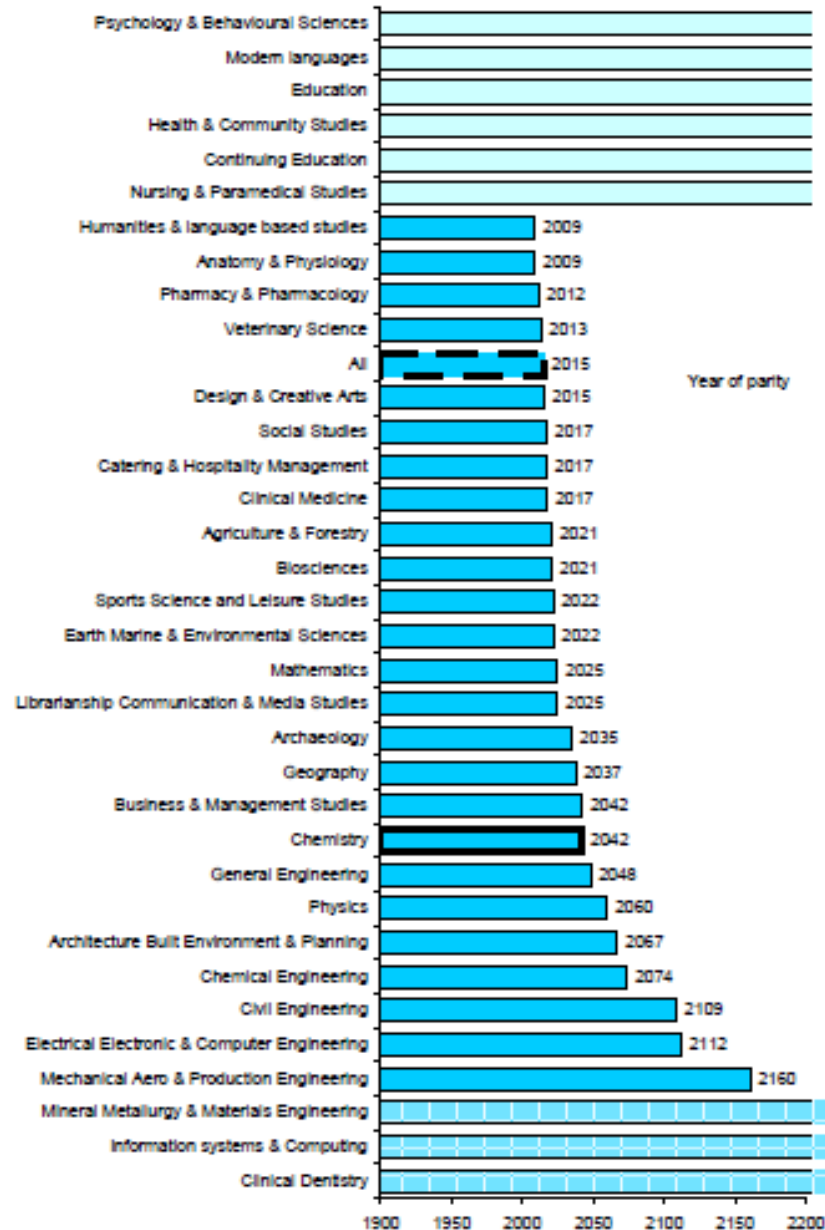
Figure 13 Concentration of female staff by discipline, percentage of all academic staff



2002/03

2006/07

Figure 10 Predicted parity year for staff (all grades) (50% F/M)

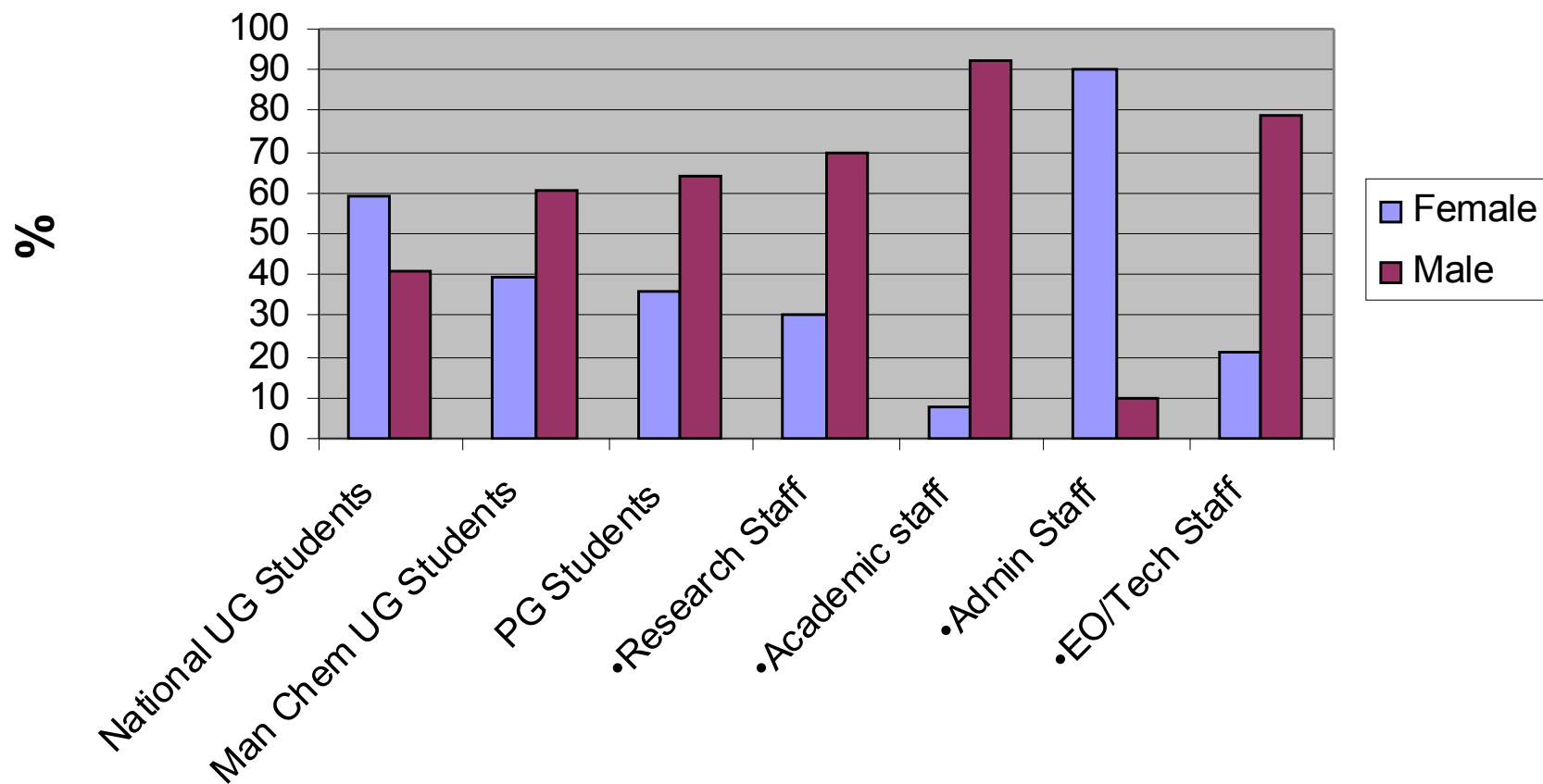


UK University picture for Chemistry staff

Table 3 Percentage female staff by grade in chemistry

Grade	% Female Staff					
	All Institutions		Pre-1992 Universities		Post-1992 Universities	
	02/03	06/07	02/03	06/07	02/03	06/07
Professor	4%	6%	4%	5%	7%	18%
Senior Lecturer	10%	14%	8%	11%	24%	25%
Lecturer	18%	26%	17%	25%	21%	28%
Researcher	28%	30%	28%	30%	34%	43%
Other staff	27%	33%	25%	31%	34%	37%
All	21%	24%	21%	23%	25%	31%

Gender Imbalance in Chemistry UoM



UCAS whole UK data for Chemistry

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Table 1: 2010 year of entry. Country: UK

Total number of All applicants , Degree accepts
By Subject line (JACS2) and Gender

Gender	Femal		Male		Total	
	ALL APPLICANTS	DEG ACCEPTS	ALL APPLICANTS	DEG ACCEPTS	ALL APPLICANTS	DEG ACCEPTS
- Chemistry (F1)	1810	1776	2716	2578	4526	4354
Total	1810	1776	2716	2578	4526	4354

Male stats:

2008: App 59.1% Acc 57.9%

2009: App 60.5% Acc 58.6%

2010: App 60.0% Acc 59.2%

Interesting other reports

- Lord Davies's report "Women in the Boardroom"; "reach 25% F in the Boardroom within 3 years or face quotas"
- <http://www.bis.gov.uk/news/topstories/2011/Feb>
- The ERC Gender Equality policy published

European Research Council
Scientific Council



ERC Scientific Council Gender equality plan 2007 – 2013

The ERC's gender objectives are:

- i) to raise awareness about the ERC gender policy among potential applicants and to improve the gender balance among researchers submitting ERC proposals in all research fields,
- ii) to identify and challenge any potential gender bias in the ERC evaluation procedure and to monitor possible changes in gender structures (careers and academic posts) following the ERC grants,
- iii) to achieve in the medium term gender balance among the ERC peer reviewers and other relevant decision making bodies², with a minimum participation of 40% of the underrepresented gender.

Positive Action options for UoM

- The University can train employees for work in which they are under-represented
- The University can encourage under-represented groups to apply for posts
- With our staff gender balance the above two approaches can be applied

School of Chemistry Athena Swan Working Group and Self-Assessment Team Members

- Prof John R Helliwell (Chair)
- Dr David Berresford
- Dr Cinzia Casirhagi
- Dr Susannah Coote (Chair of the School of Chemistry Post Docs Forum)
- Dr Claire Eyres
- Ms Sue Field (Head of HR, Faculty of Engineering and Physical Sciences)
- Prof Sabine Flitsch
- Dr Sarah Heath
- Mrs Christine Taylor

Thankyou to

- Karen Charters, Dr Peter Gorry, Christine Martynuik and Lorraine Onabanjo for providing School data of numbers of UCAS applicants, undergraduate and postgraduate taught and research students (analysed F/M); these will be considered at Meeting 4 of the Self Assessment Team on Monday 14th March 2011