What is the Athena project?
The Athena Project was set up in 1999 with the aim of promoting the careers of women in science, engineering and technology in higher education, which includes achieving a significant increase in the number of women recruited to top posts.

Part of this is the Athena SWAN charter, a recognition scheme for UK universities and their science, engineering and technology (SET) departments, launched in June 2005. It aims to assist the recruitment, retention and progression of women in SET and to promote good practice. UCL has been awarded BRONZE status. This was in recognition of UCL's achievement in the collection and analysis of key data and the development of action plans on gender equality in SET. These include providing positive support for women at key career transition points and working towards changing the culture and gender balance in decision making.

UCL is now encouraging individual Depts to charter for the next level of award – the SILVER award, and the LMCB has taken up this challenge. This is because chartering for an Athena award is not just about favouring women – it is about making the LMCB an excellent place for research, so that everyone benefits.

Athena @ LMCB
Every member of academic staff or student in the LMCB has been given a questionnaire appropriate to their position about their time in the LMCB (eg. Postgraduate student, postdoctoral researcher – contract; early career fellow- contract, group leader; core research staff). We have also attempted to contact former members of the LMCB. Please complete this ASAP, and no later than 1 week from receipt.

Your responses will help the LMCB Athena Self-Assessment Team get a feel for what it is like to work at the LMCB, and can be used to gauge whether there is a mismatch between what is really happening and what we think should / would like to be happening. Please be honest and as full as you wish in your responses. The questionnaires are anonymous. Each returned questionnaire will be given an ID number to allow us to talk about specific comments, but there will be no attempt to match up responses with people.

Responses can be left at Reception, with any member of the SAT Team, or left in their P/Hs:
Dr Sara Mole  s.mole@ucl.ac.uk  X37257
Dr Rob de Bruin  r.debruin@ucl.ac.uk
Dr Sasha Chittka  a.chittka@ucl.ac.uk
Dr Karine Pozo  k.pozo@ucl.ac.uk
Ms Jennifer Winter  jennifer.winter@ucl.ac.uk
Claire Hebblethwaite  c.hebblethwaite@ucl.ac.uk

There will be planned opportunities for discussion.
Should anyone wish to discuss any aspect that relates to this Athena project individually, contact Dr Sara Mole.

Definitions:
A career break is defined as a gap in the ability to work, usually due to caring responsibilities for children or adults. It does not include a ‘gap year’ or similar.
Athena Questionnaire – CORE STAFF 2009

Please circle your response, or provide the relevant information:
Are you male or female?  
\[ M \quad F \]
Do you have a mentor?  
\[ Yes \quad No \]
If not, would you find one helpful?  
\[ Yes \quad No \]
Do you undergo regular (annual) career review?  
\[ Yes \quad No \]
Is this helpful?  
\[ Yes \quad No \]
When were you last reviewed?

Would you describe the advice you have received in the LMCB on career development as:  
\[ Good \quad Satisfactory \quad Poor \quad Non-existent \]
Would you describe the advice you received prior to the LMCB on career development as:  
\[ Good \quad Satisfactory \quad Poor \quad Non-existent \]

Have you been encouraged, or advised when to consider, promotion?  
\[ Yes \quad No \]
Have you ever taken a career break?  
\[ Yes \quad No \]
If yes, would anything have helped to make your return easier?

What is your opinion of career breaks?  
\[ Positive \quad Neutral \quad Negative \]
What is your opinion of those who take career breaks?  
\[ Positive \quad Neutral \quad Negative \]
If you took a career break, what do you think other people’s opinions would be?  
\[ Positive \quad Neutral \quad Negative \]

Have you ever wanted to work unconventional hours?  
\[ Yes \quad No \]
Have you ever wanted to work part-time, or thought about working part-time?  
\[ Yes \quad No \]
Were you encouraged or discouraged in this/these?  
\[ Encouraged \quad Discouraged \]
If taken up, what were the advantages / disadvantages?

What is your opinion of part-time researchers?  
\[ Positive \quad Neutral \quad Negative \]
What is your opinion of an applicant or lab member who wanted to work part-time or unconventional hours?  
\[ Positive \quad Neutral \quad Negative \]
Would you treat them the same as lab members at equivalent stages in their career?  
\[ Yes \quad No \]
What is your opinion of any person who work part-time?  
\[ Positive \quad Neutral \quad Negative \]
If you worked part-time, what do you think other people’s opinion would be?  
\[ Positive \quad Neutral \quad Negative \]
Have you ever undertaken any form of equality and diversity training?  **Yes**  **No**

Have you ever participated in personal development training such as Springboard (for women) or Navigator (for men)?  **Yes**  **No**

Are you aware that this training exists?  **Yes**  **No**

Are you a carer or have dependents?  **Yes**  **No**

Do you have other adults who support you in these responsibilities?  **Yes**  **No**

How has the LMCB enabled you to best fulfill these and your work responsibilities?

| Is there anyone in your lab who has caring responsibilities or has dependents? | **Yes** | **No** | Don’t know |
| How do you view them? | **Positive** | **Neutral** | **Negative** |
| How would you view an applicant who was pregnant women, or had lots of children? | **Positive** | **Neutral** | **Negative** |
| How would you view a lab member who became pregnant? | **Positive** | **Neutral** | **Negative** |

At what stage in a research career do you think it is best to have children? e.g. PhD, post-doc or group leader

What would help you most in your career at the stage that you are?

Might you consider a change in career direction in the future? Why?

Were you ever told that you shouldn't pursue a career in academic research?  **Yes**  **No**

If yes, by whom (relation to you, not a name)?
Please indicate whether you agree or disagree with the following statements by circling your response:

I feel that I am encouraged to take part in career or personal development training.
- Agree
- Neither Agree nor Disagree
- Disagree
- Don't know

Contributions to activities other than research and teaching are valued by my department.
- Agree
- Neither Agree nor Disagree
- Disagree
- Don't know

The way in which teaching and administration workloads are allocated is fair.
- Agree
- Neither Agree nor Disagree
- Disagree
- Don't know

The representation of women on LMCB committees is fair.
- Agree
- Neither Agree nor Disagree
- Disagree
- Don't know

The representation of women as seminar speakers is fair.
- Agree
- Neither Agree nor Disagree
- Disagree
- Don't know

People who cannot work long hours are perceived to be at a disadvantage.
- Agree
- Neither Agree nor Disagree
- Disagree
- Don't know

Women are encouraged to network with other women both within and outside the department.
- Agree
- Neither Agree nor Disagree
- Disagree
- Don't know

I would equally encourage my son or daughter to consider a career in science
- Agree
- Neither Agree nor Disagree
- Disagree
- Don't know

Please enter any comments you may have about the above questions, or If there are any issues or concerns that have not been dealt with please add them here or overleaf:

If you have any issues that you would like to explain in more detail, in confidence, please contact Dr Sara Mole

Please return this form to Dr Sara Mole, or any member of the SAT Team, or Reception.