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  
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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 – GROUP LEADER 2009

Please circle your response, or provide the relevant information:

Are you male or female?
M F

Do you have a mentor?
Yes No

If not, would you find one helpful?
Yes No

Do you undergo regular (annual) career review?
Yes No

Is this helpful?
Yes No

When were you last reviewed?

Would you describe the advice you have received in the LMCB on career development as:

Good Satisfactory Poor Non-existent

Would you describe the advice you received prior to the LMCB on career development as:

Good Satisfactory Poor Non-existent

Have you been encouraged, or advised when to consider, promotion?
Yes No

Have you ever taken a career break?
Yes No

If yes, would anything have helped to make your return easier?

What is your opinion of career breaks?
Positive Neutral Negative

What is your opinion of those who take career breaks?
Positive Neutral Negative

If you took a career break, what do you think other people’s opinions would be?
Positive Neutral Negative

Have you ever wanted to work unconventional hours?
Yes No

Have you ever wanted to work part-time, or thought about working part-time?
Yes No

Were you encouraged or discouraged in this/these?
Encouraged Discouraged

If taken up, what were the advantages / disadvantages?

What is your opinion of part-time researchers?
Positive Neutral Negative

What is your opinion of an applicant or lab member who wanted to work part-time or unconventional hours?
Positive Neutral Negative

Would you treat them the same as lab members at equivalent stages in their career?
Yes No

What is your opinion of any person who work part-time?
Positive Neutral Negative

If you worked part-time, what do you think other people’s opinion would be?
Positive Neutral 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.