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
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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.
Are you male or female?  

What stage of your PhD are you in?  
Do you have a mentor? (may be different from your supervisor)  
Would you find it helpful to have one?  
Do you undergo regular (annual) career review?  
Is this helpful?  
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  

Did you go straight into a PhD  
Have you ever taken a scientific career break?  
If yes-What would have helped to make your return easier?  

What is your opinion of career breaks?  
What is your opinion of people who take career breaks?  
If you took a career break what do you think other people opinions would be?  

How many grants are you aware of that give funding to return to research after a career break?  
How many grants are you aware of that provide money for childcare while studying for a PhD?  

Do you know how much maternity/paternity leave you’re entitled to as a PhD student?  
Do you know what facilities UCL provides for childcare?  
Do you think the LMCB should provide information on childcare and career reentry grants?  

Have you ever worked part-time, or thought about working part-time for your PhD?  
What is your opinion of part-time researchers?  
What is your opinion of people who work part-time?  
If you worked part-time what do you think other people opinions would be?  

Would you feel encouraged or discouraged in part-time work?  
If taken up, what were the advantages / disadvantages?  

Have you ever undertaken any form of equality and diversity training?  
Have you ever participated in personal development training such as Springboard (for women) or Navigator (for men)?  
Are you aware that this training exists?  
Are you a carer or have dependents?  
Do you have other adults who support you in these responsibilities?  
How has the LMCB enabled you to best fulfill these and your PhD responsibilities?
Are you considering job opportunities after PhD? Yes No

Are these within: Academic-Group leader Academic-Other research
Academic-Other (e.g. Publishing, scientific writing) Industry Business/IT
Public Administration Teaching Health care
If you are thinking about more than one please give an indication of preference

The LMCB prides its self on training people to be group leaders
Has your research experience at the LMCB encouraged you to be a group leader, or take another path? Encouraged Discouraged

Has you opinion changed since beginning your PhD?

Was this for a positive or negative reason? (positive being finding out how much you might enjoy another job, negative would be not wanting to be a group leader based on experiences here) Positive Negative

Might you consider a change in career direction in the future? Yes No

Is there anything you would like the LMCB to do to help you with this search?

Have you ever been told that you shouldn’t purse a career in research?
If yes by whom (relation to you, not a name)?

Do you feel you have opportunities for networking? Yes No
Are these within Year Group other PhDs in LMCB other PhDs outside LMCB
researchers within LMCB researchers outside LMCB
Would you like more opportunity to network? Yes No

Do you feel your supervisor supports you in this networking? (example-do they make an effort to introduce you to other (important) people in the field) Yes No
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 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

If I had children I would equally encourage a boy or girl 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:

If you have any issues that you would like to raise confidentially, please contact Dr Sara Mole

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