



Charter for women in science
Recognising commitment to advancing
women's careers in STEMM academia

Minutes of Meeting of the Division of Biosciences Self-Assessment Team (SAT)

Monday 1 July 2013, 1:00-2:00 pm

(Meeting no. 2)

UCL, Foster Court, Room 220

Present: Administration/Planning

Dr Snezana Djordjevic, Institute of Structural and Molecular Biology
(Chair/Academic Lead)

Ms Bronwen Lord, Divisional Manager, Division of Biosciences

Ms Christine Davis, Deputy Manager, Staffing Office

Dr Susmita Datta, Institute Manager, UCL Genetics Institute (UGI)

Ms Jane Dempster, Executive Officer to the Director of Biosciences
(Support/minutes)

Mr Chris Langridge, Centre Administrator, CBER (assisting with the *Opinio* Survey)

Structural and Molecular Biology (SMB)

Dr Amanda Cain, Senior Teaching Fellow

Genetics, Evolution and Environment (GEE)

Unable to represent on this occasion.

Neuroscience, Physiology & Pharmacology (NPP)

Professor Maria Fitzgerald, Professor of Developmental Neurobiology

Dr Martin Stocker, Reader in Molecular and Cellular Neuroscience

Cell and Developmental Biology (CDB)

Dr Arantza Barrios, Senior Research Associate

Professor Susan Evans, Professor of Vertebrate Morphology and Palaeontology

Dr Jason Rihel, Senior Research Fellow

Apologies for absence:

CDB: Professor David Whitmore

GEE: Dr Oliver Davis; Professor Kate Jones and Professor Georgina Mace

NPP: Professor Annette Dolphin and Dr Giandomenico Iannetti

SMB: Dr John Christodoulou, Professor Christine Oregno, Professor Peter Rich

1. Apologies for absence

Noted as above.

SD reported that Annette Dolphin had resigned from the SAT owing to her extensive Divisional commitments for the REF and chairing of UCL 50:50 gender equality group.

2. Approval of the Minutes

Agreed, with the correction to the attendance list. Annette Dolphin (NPP) did not attend the last meeting. The Minutes would be amended and added to the Divisional Athena SWAN webpages.

Action: JD

3. Updates since the last meeting and reminders from Academic Lead, Dr Snezana Djordjevic (SD)

3.1 SD advised that she had recently attended the Biosciences PhD Student Symposium at which she had produced poster presentation to encourage awareness of Athena SWAN amongst the female students and she encouraged specific fellowship applications aimed at female post-docs returning back from career breaks etc, including the L'Oreal Women in Science fellowships. We should reach out to women scientists early on in their career.

3.2 SD advised that she had attended the L'Oreal Women in Science Award event where she also met with the founder of The Two Percent Club. This organisation is very interested in working with academia and Bron and Mary Collins were supportive of exploring the possibilities. SD reminded everyone to communicate the importance of the **L'Oreal Women in Science Fellowships**, which were launched in January 2007. The Fellowships are awards offered by a partnership between L'Oréal UK & Ireland, the UK National Commission for UNESCO and the Irish National Commission for UNESCO, with the support of the Royal Society. Four fellowships are awarded annually to outstanding female postdoctoral researchers. Each worth £15,000 (equivalent € for candidates in Ireland), the Fellowships are tenable at any UK or Irish university / research institute to support a 12-month period of postdoctoral research in any area of the life or physical sciences.

The fellowships have been designed to provide financial assistance for the winners to undertake research in their chosen fields. For example, winners may choose to spend their fellowship on buying scientific equipment, paying for child care costs, travel costs or indeed whatever they may need to continue their research.

Another important part of the fellowship programme is the support, training and networking opportunities that it provides. Fellows make valuable friendships and connections that can lead to interesting collaborations, publications and wider appreciation of their work.

4. Upcoming events

4.1 SD advised that she would be participating at the forthcoming SMB and CDB Retreats from which she hoped to receive some useful comments which she could feedback to the SAT. SD would be giving a presentation on combining academic and family life.

4.2 SD reminded everyone regarding the 'UCL Policy Briefing' on Paternity/Maternity/Flexible Working etc., which all SAT Leads had been invited to attend on 16 July. She encouraged representation from each department. Five members confirmed they would be attending.

Jane would circulate any information made available to the SAT and update the website accordingly.

Action: JD

5. Athena SWAN website

5.1 SD and colleagues agreed that it would be useful to add to our webpages copies of the UCL's own Athena SWAN Newsletters.

Action: JD

5.2 Our Athena SWAN webpages – SD commented that more content should be added as soon as possible.

Action: JD

6. Matters arising from the Minutes and Feedback from the Survey

6.1 Maria Fitzgerald (MF) followed up on the UCL Policy Briefing and asked how the information obtained could be disseminated. SD suggested that the Biosciences Staffing Office was the best source as most colleagues refer their HR queries to that office and ideally a member from there should attend the Briefing (Christine Davis confirmed she planned to attend). MF commented that NPP had infrequent Academic Staff Meetings in which to share this. SD encouraged NPP to have Staff Meetings, however MF asked whether it was possible to have a Staff Meeting without the HoRD present. In response, SD suggested that staff could indeed hold a staff meeting in the absence of their HoRD, re-naming the meeting as a to avoid any possible issues – perhaps “an Athena SWAN meeting to discuss the outcome of our survey” or similar. MF also said she was unclear about the focus of Athena SWAN and whether it was about women in science. In response, SD stated that Athena SWAN was primarily about women in science.

6.2 Jason Rihel remarked that the survey comments were department-specific which made it difficult to aggregate. Similarly, issues such as Career Progression paths are different for academics and other staff. Again if they are aggregated, it becomes difficult to assess (career path problem focused on a particular sub-set?).

6.3 Martin Stocker commented that it was difficult to determine the comments of academic vs support staff. There were different career issues/problems in the survey results.

6.4 SD advised that Athena SWAN focuses on Academic Staff, however it was important to include support staff and their contributions at the same time in the Action Plan. MF expressed her concerns about the content of the Survey, however she agreed to produce an Action Plan for NPP. Martin Stocker agreed to participate in drafting initial Action Plan for NPP, using the kind of template which had been circulated.

6.5 A clear finding is that discrepancies exist in departments and perceptions. SD encouraged the SAT to send her feedback from the Survey (a paragraph would suffice). She reminded everyone again that the first deadline for Harriet Jones in HR was 29 July. SD produced a copy of the application form and circulated copies to all present. This included a template as an example of how best to present our data. SD reiterated that examples should be **relevant and specific** to our department/Division.

6.6 SD sought the opinion of the SAT regarding the formation of focus groups to highlight issues in the various groups and to provide a picture of each department etc.

SD intended to meet with everyone again – especially GEE & NPP to develop the Action Plan.

Action: SD & JD

6.7 After extensive discussion, it was agreed that the requisite data would be extracted as follows:

- Christine Davis – staff data
- Amanda Cain – student data from Portico who would in turn liaise with Christine Davis
- Lori Colleti (c/o Bron) would provide Teaching and Learning Data

6.8 MF asked what the ratio was of male: female academics

Action: CD to provide

7. Any other business

None.

8. Date of next meeting

Tuesday, 30 July at 2pm in Foster Court, Room 112.

There being no further discussion, the meeting ended at 2:00 pm

/jmd
24.07.13