



LONDON MATHEMATICAL SOCIETY
GOOD PRACTICE
SCHEME

Workshop 22 April 2013
ICMS

Agenda

11.00 Introduction: Cathy Hobbs

11.30 Athena SWAN: James Lush

12.00 Experience of applying for an Athena SWAN award: Adele Marshall, David Riley

13.00 -13.45 Lunch

13.45 Experience of being an Athena SWAN panellist: Peter Clarkson

14.05 Discussion on LMS Good Practice Report

15.05 Summing Up and Next Steps

Introduction

- LMS Good Practice Scheme: Advancing Women's careers in university mathematical sciences departments
- Aims similar to Athena SWAN, emulates IOP Juno Award, but specific to mathematics.
- Steering Group: subgroup of LMS Women in Maths Committee.

GPS: Why?

- Although 40% of UG mathematics grads are female, only 6% of professors of maths are.
- Drop off is more severe than other sciences and than in other countries
- Good practice benefits all, bad practice affects women disproportionately.
- IRMS 2010 recognised issue and recommended urgent action.
- Athena SWAN exists but only 4 maths departments have gained awards so far.

GPS: How?

- Supporter status (25 departments so far)
- Sharing good practice via workshops
- Benchmarking survey and reports
- Data collection
- Website: successful Athena SWAN applications, examples of good policy documents, slides from workshops

5 Principles of Good Practice

1. Equality of opportunity.
2. Fair appointment, selection and promotion policies.
3. Departmental structures which give fair access to progression.
4. Open and inclusive culture in department.
5. Flexible working practices that enable all staff to maximise contribution to mathematics, department and institution.

Essential points

- Athena SWAN emphasises that good practice benefits all – not about special measures for women
- Change requires senior staff involvement and backing
- Work involved should **not** be falling only onto (junior) women's shoulders

Benchmarking Report

- Launched at House of Commons in February 2013
- Produced by Oxford Policy and Research
- Analysis of HESA data broken down by gender
- 30 departments filled in comprehensive survey providing examples of good practice – have received individual reports
- Other departments can complete the survey.

Data headlines

- Over 40% of maths undergraduates are women, 6% of maths professors are women
- Only 25% of maths PhD students are women (19% of UK students)
- 21% of maths lecturers/ senior lecturers are women (for contracts including research), 38% for teaching only contracts
- 58% of male mathematicians aged 51-60 are professors compared with 22% of women

Mean Department Scores (maximum 18, fair 7 - 11)

- Organisation for action 8.0
- Evidence base for action 5.8
- Appointments and promotion processes 9.2
- Levelling appointment and promotion playing fields 10.0
- Career development provision 9.5
- Career development activities 7.9
- Effective management 9.8
- Culture and ethos 11.2
- Flexibility and sustainable careers 10.2
- Career breaks and interrupted careers 8.5