Experience of applying for Athena SWAN

LMS Good Practice Scheme Workshop
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Mathematical Institute, University of Oxford

- Amongst leading maths departments worldwide
- One of the largest maths departments in the UK
- Organised in research groups and centres
- Pure and applied mathematics
- Over 500 members
- Annual student intake: 250 undergraduates, 100 graduate taught, 40 graduate research
- Since September all in one new building!
The new MI building
Good Practice at Oxford Maths Institute

• Good Practice Steering Group
• Working group for Athena SWAN
• Embedded in departmental governance
• Taking forward initiatives in relation to 5 principles of LMS Good Practice Scheme / 6 principles of Athena SWAN Charter
• Promoting “Good practice for everyone”
Why apply for an Athena SWAN award?

- Number of members and award holders increased rapidly
- Funding implications
- Other departments within the MPLS division applied already or are preparing applications
- It is not just for women: Good practice improves overall culture and environment for everyone!
The application process

- Time line
- Bronze or Silver?
- Data collection and analysis
- Action Plan
- Text submission (application form).
Data collection and analysis
Action plan(s)

• Athena SWAN template
• Time line version
• List on good practice web pages: www.maths.ox.ac.uk/notices/good-practice/action-plan
Application form

- Existing draft from previous year
- Updated data collection and surveys
- Fresh document
- One person to write initial text
- Discussion of content in small working group
- Regular feedback from full GPSG
- Critical readers
- Final document put together
Outcome

• Athena SWAN bronze awarded
• Detailed feedback provided
• Valid until November 2016
• 9 Athena SWAN awards for Oxford: 8 for medical sciences departments, 1 for Maths Institute
Next steps

• Analyse and discuss outcome in next GPSG meeting
• Decide if we want to apply for Silver again and when
• Decide general direction
• Continue regular data collections and surveys
• Implement and practice actions and activities
• Share good practice
(Hopefully) helpful practical tips

• Assign resources to Good Practice / Athena SWAN
• Long term goals as well as immediate actions
• Ask for help, learn from other departments, make use of available sources (LMS, Athena SWAN)
• Get key persons involved
• Schedule and plan the application process
• Not just a “necessary exercise”. Implementing and promoting good practice is good for all.
Examples of Good Practice

• Appointing Good Practice Facilitators
• Good practice web pages
• Regular data collections and surveys, reporting and monitoring
• GPSG embedded in departmental governance
• Advertise scholarships; support career development
• Improved induction and promotion procedures
• Activities: Lunch time event for female newcomers, Mathematrix lunches, summer school for girls, etc.
Questions and discussion

It's QUESTION TIME!!