

Experience of applying for Athena SWAN

LMS Good Practice Scheme Workshop
31 October 2013

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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!

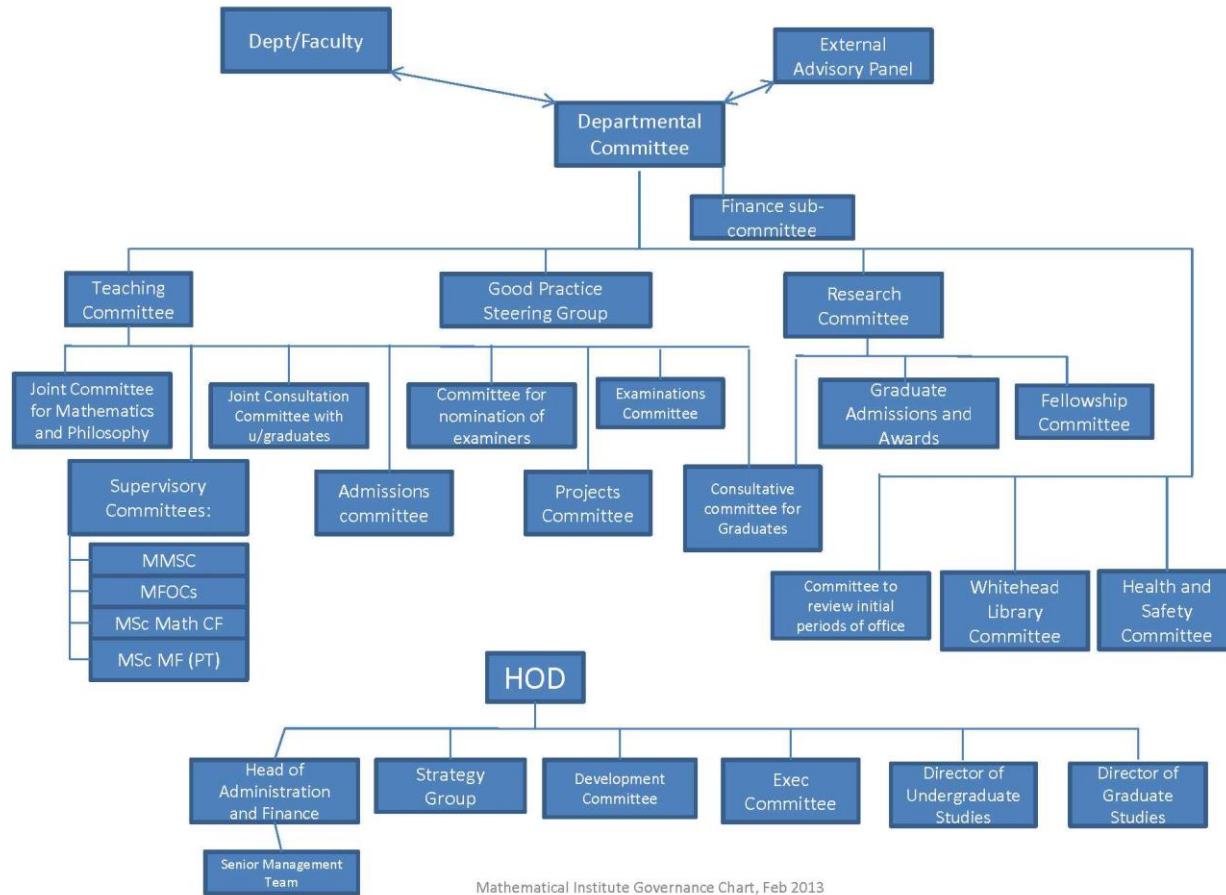
The new MI building



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”

Maths Institute Government Chart



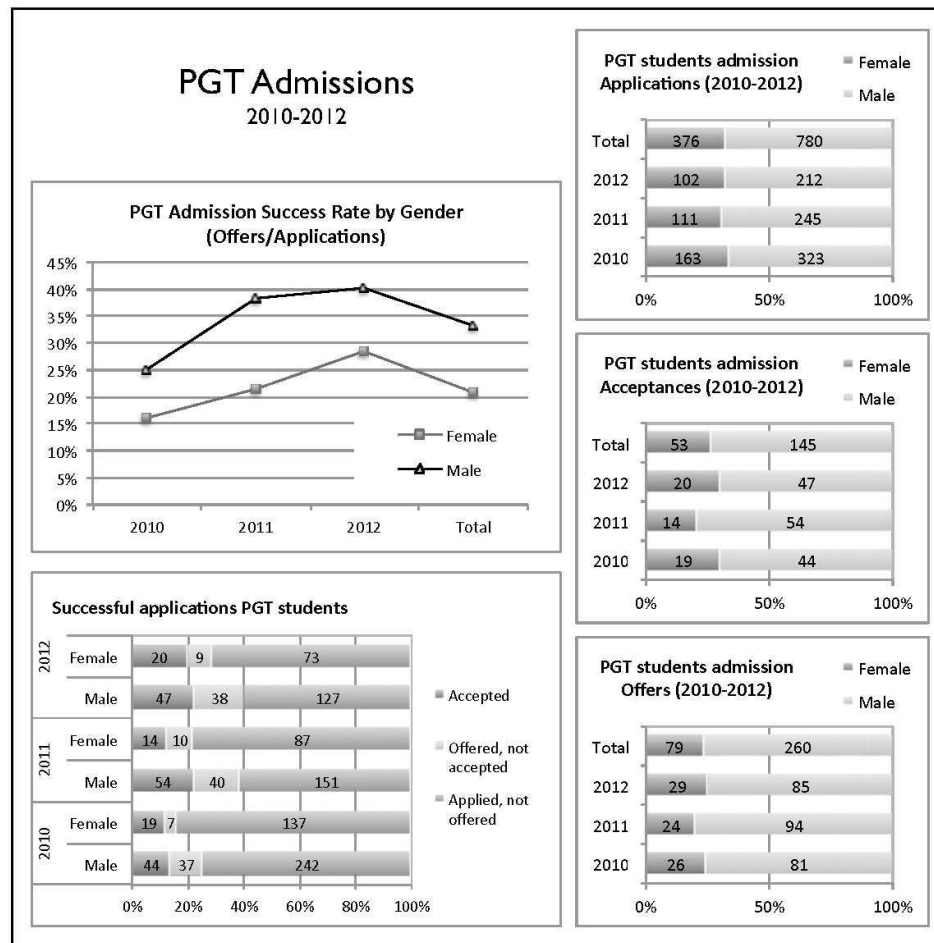
Why apply for an Athena SWAN award?

- 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

