



LONDON MATHEMATICAL SOCIETY
GOOD PRACTICE
SCHEME

Workshop 15 November 2012

Agenda

11.00 Introduction

11.15 Becoming an ATHENA Swan Silver award department

12.00 Applying for ATHENA Swan

13.00 -13.45 Lunch

13.45 Support for departments via the LMS website

14.45 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?

- Good practice benefits all, bad practice affects women disproportionately.
- Although 40% of UG mathematics grads are female, only 4% of professors of maths are.
- Drop off is more severe than other sciences
- IRMS 2010 recognised issue and recommended urgent action.
- Athena SWAN exists but requires benchmarking data to be available.

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.

GPS: How?

- Sharing good practice
- Benchmarking survey
- Website
- Support for departments applying for Athena SWAN awards
- Mentoring network

Support for departments via the LMS website

Suggestions for content:

- Benchmarking data
- Successful Athena SWAN applications from maths depts
- Discussion forum
- Short case studies/examples of good practice