

SMDBS, Gender Equality Office

Women's Early Career Academic Network
(WeCan)

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Content

- Why WeCan was set up
- What it does
- How people can get involved

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The 'scissors diagram': gender differences in academic career progression

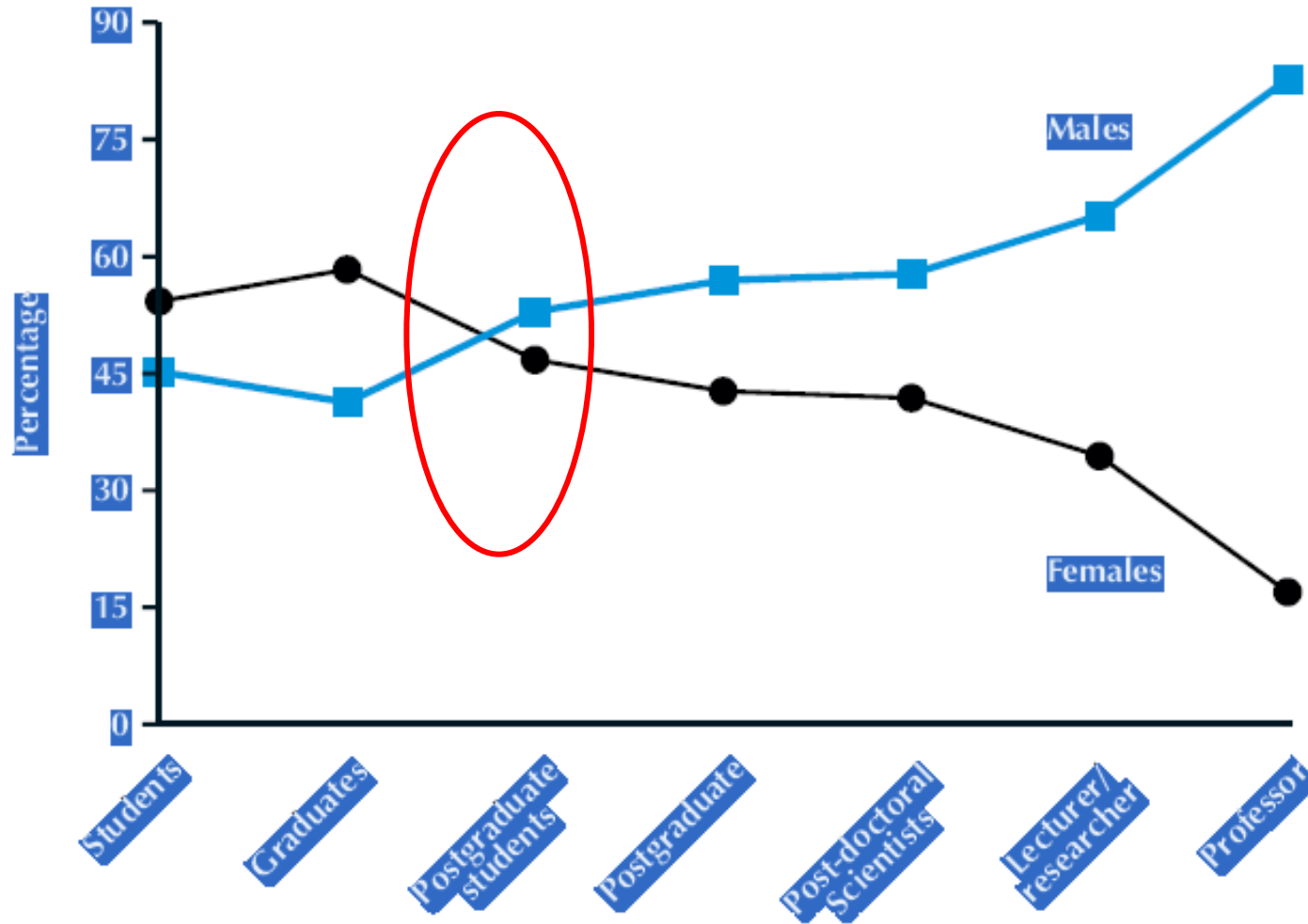
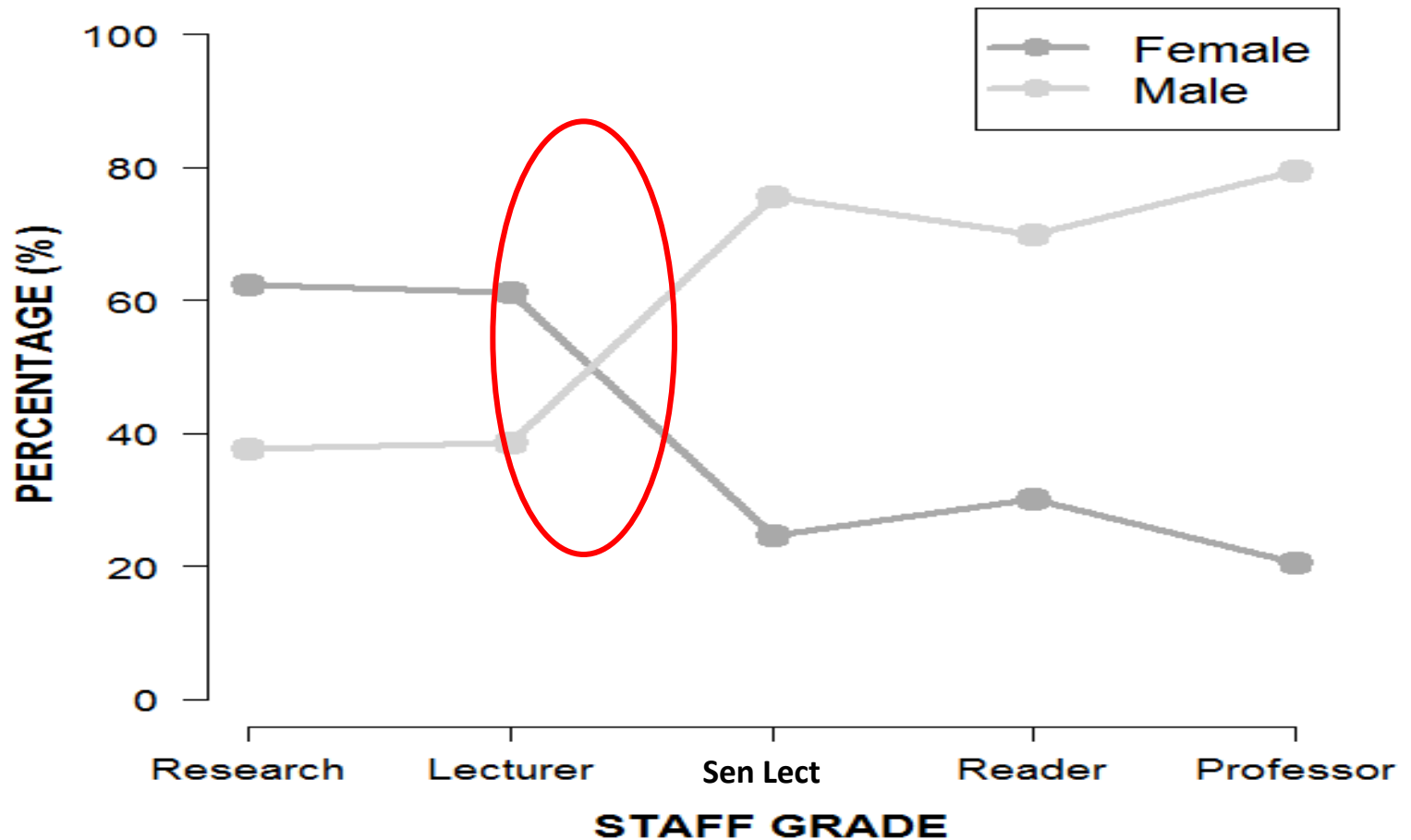


Figure 32. Percentages of SMDBS female and male staff across the grades from Postdoctoral Researcher to Professor (2012).



The Athena SWAN Charter

- VCs choose to sign-up to the SWAN charter
 - Commitment and action from everyone, at all levels of the organisation
 - Change cultures and attitudes across the organisation
 - Examine the absence of diversity at management and policy-making levels
 - Address the high loss rate of women in science
 - Recognise the consequences of short-term contracts for retention and progression of women
 - Active consideration of personal and structural obstacles to making the transition from PhD to a sustainable academic career



Athena SWAN awards

- Charter signatories encouraged to apply for SWAN recognition awards.
- Key assessment areas:
 - Academic profile
 - Support provided for women at key career transition points
 - The culture and gender balance in decision making
 - Introduction and uptake of work-life balance practices
 - Identifying champions, responsibilities and accountabilities

Athena SWAN awards

- SMDBS applied for SWAN award in 2010 – unsuccessful
- As a result – a School Gender Equality Office was set-up
- Applied again in 2013 – successfully awarded SWAN silver award
- ...these are renewable awards...
- ...progress expected....
- WeCan is one element of the SMDBS SWAN action plan



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About WeCan

Launched in July 2012 by Professor Teresa Rees

The purpose of WeCan is to:

- Promote professional and social interactions among female academics
- Provide support and guidance for female academics
- Explore training opportunities at early points of lecturer and post-doctoral careers
- Create awareness of, and opportunities to discuss, issues that affect women's academic career development and success
- Provide opportunities to share strategies for dealing with academic life and work-life balance

About WeCan

Aims achieved through:

- information sharing
- training opportunities
- informal networking opportunities
- peer support
- drawing on the experience of role models within and outside of the School

WeCan events take place approximately once every 3 months.....

WeCan Events

Imposter syndrome

Professor Yvonne Galligan

Professor Teresa McCormick

Can women really have it all?

Professor Eileen Harkin-Jones

Professor Noemi Lois

Career pathways

Professor Jayne Woodside

Dr Fionnuala Lundy

The SWAN action plan: how does it help me?

Dr Karen McCloskey



WeCan Feedback

- I will sign up to future events based on the information provided today – stats were frightening!! (PhD Student)
- First WeCAN event, very informative and highly encouraging! (Postdoctoral Fellow)

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Next WeCan event

- Career Pathways Q&A Event – 1-2pm 21st May 2014
- Dr Janice Bailie, Assistant Director, HSC R&D Division, Public Health Agency.
- Suggestions for events are always welcome – email m.mckinley@qub.ac.uk