



Chemistry Athena SWAN News

Athena SWAN Gold Award Re-submission

On 30 April, the Department submitted an application to renew the gold award that it currently holds. The Gold Award was achieved in October 2007 and awarded again in October 2010. The Athena SWAN Charter recognises and celebrates good employment practice for women working in science, engineering and technology (SET) in higher education and research.

More information on Athena SWAN can be found at:

<http://www.athenaswan.org.uk/>

Currently only two other Departments hold a Gold Award: The School of Chemistry at the University of Edinburgh and The Biological Sciences Department at Queen's University Belfast.

The Athena SWAN Working Group looks at current practices and procedures within the Department and considers ways of improving these to ensure fairness for all staff and students and raise awareness of equality and diversity. Examples of best practice are already embedded in many of the Department's activities but there are many areas where improvements can still be made.

Highlights from the 2013 Gold re-submission include:

- Increased flexible working
- Increased postgraduate recruitment
- 100% return rate from maternity leave
- Improvements in researcher induction, committee chairing, the Athena website, and numbers of undergraduate external examiners
- Departmental Maternity/Paternity policy
- Introduction of termly Research Fora
- Response to staff surveys
- Equality and Diversity brief for academic staff leaders
- Case Studies of staff within the Department
- Improvement in the percentage of females at undergraduate, postgraduate and lecturer levels all now at approximately 45%

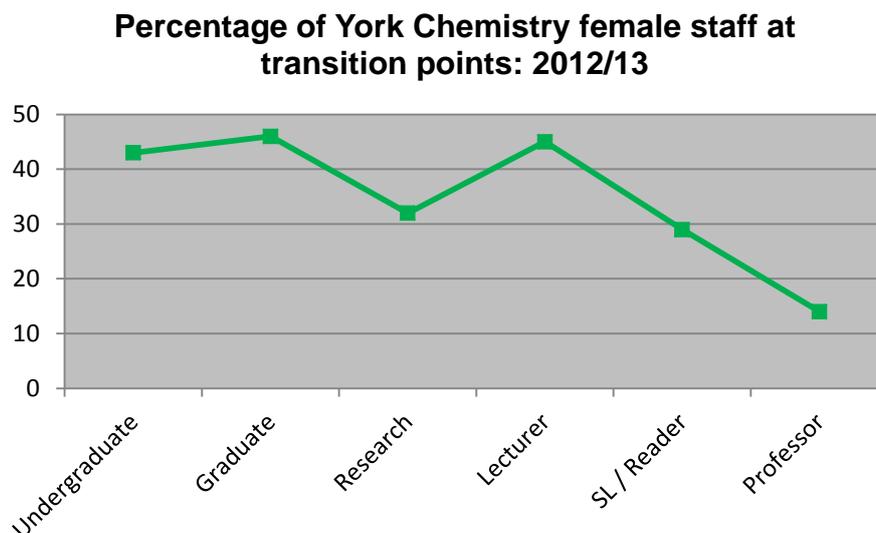
Hard copies of the submission documents are available in the coffee room in the Dorothy Hodgkin building for viewing.

Please look at the Chemistry Athena SWAN website for more information:

<http://www.york.ac.uk/chemistry/department/athenaswan/>

**For further information about the Chemistry Athena SWAN working Group,
please contact Robin Perutz (robin.perutz@york.ac.uk) or Helen Coombs
(helen.coombs@york.ac.uk)**

The figure below shows the pipeline percentages of females in York Chemistry in 2012/13. There is no drop off between undergraduate and graduate students but a fall to research staff and this is an area which the Athena SWAN working group will try to address over the next 3 years.



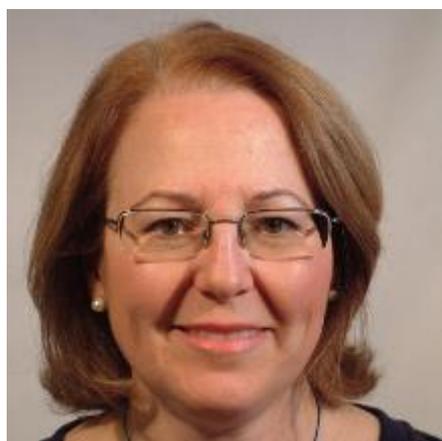
Athena SWAN Working Group Members

Robin Perutz (Chair), Helen Coombs, Sue Couling, Caroline Dessent, Verena Gortz, Kirsty High (Graduate student Representative), Kirsty Penkman, Katie Read and Ruth Purvis (Post-doc Representatives) and Paul Walton

Minutes and terms and conditions of the Athena SWAN Working Group can be found at: <http://www.york.ac.uk/chemistry/internal/staffinfo/committees/aswanworkgrp/>

Award winners

Dr Isabel Saez has been awarded the Cyril Hilsum Medal of the British Liquid Crystal Society.



The award recognises her work on the synthesis and characterisation of supra- and super-molecular liquid crystals, in particular her research into derivatives of silsesquioxanes, Buckminster fullerenes, and nano-gold particles.

The Cyril Hilsum Medal recognises research excellence in liquid crystals for a scientist, of any discipline, in mid-career. Professor Cyril Hilsum FRS, CBE is the former President of the Institute of Physics and was the driving force behind the development and use of thin film transistors (TFTs) in modern display devices.

Dr Martin Cockett has been awarded a Vice Chancellor's Teaching Award.



Dr Cockett received his award for his highly reflective approach to the teaching of physical chemistry and the resulting excellent feedback from undergraduate students. The impact of his [Maths for Chemists textbooks](#) both within and without the University was also recognised as was his contribution to leadership within the Department.

As a teacher of Physical Chemistry, Martin has to convey some of the most challenging concepts in our chemistry degree, and the feedback he gets from students is quite simply outstanding. In fact, one of our own undergraduates described him as the 'Lionel Messi of Physical Chemistry teaching'.

In addition to his exceptional lecturing and teaching skills, Martin is co-author of a textbook which aims to teach Maths to chemists in a contextualised and integrated way, which can easily be understood by chemists with a wide range of mathematical backgrounds. The Chair of the Board of Studies, Dave Smith said, 'The Department of Chemistry here in York prides itself on the impact its academic staff have on our undergraduates - Martin's award is very well deserved and goes to show the ability of our talented staff to enthuse students with challenging subject matter.'

The award will be presented at one of the University's Summer degree ceremonies.

The 'Missing Women' in Higher Education Leadership Conference

Wednesday 26 June 2013, 9:15 – 16:00 at Lancaster University

Hosted by the Centre for Social Justice and Wellbeing and the Centre for Higher Education and Evaluation within the Educational Research Department in association with The Academy for Women, Diversity and Leadership in The Management School.

This one day conference, hosted by The Department of Educational Research at Lancaster University, contributes to current debates within and beyond higher education about 'the missing women at the top'.

A wide range of senior academics and leaders will be speaking on topics including: the work Vice Chancellors are doing in their own institutions to address the issues; the pioneering work of the Equality Challenge Unit; the Leadership Foundation for Higher Education's work on leadership development diversity; and recent research on leadership and gender.

There will be opportunities to discuss the themes that arise during the day, and an emphasis on how we can work together to bring about change.

Fee for this event:

£10.00 (fee includes refreshments and lunch)

Free for guest speakers and PhD students

Registration: Please go to the following link and follow the instructions. If you have not used the University's online store before you will need to register as a new customer first – this is indicated on the webpage at: http://online-payments.lancaster-university.co.uk/browse/extra_info.asp?modid=1&prodid=1597&deptid=6&compid=1&prodvarid=0&catid=386

Booking deadline is Wednesday 19th June 2013. Places are limited, so please book early to avoid disappointment. *Please note: we cannot enrol people on the day unless this has been arranged in advance.*

This conference has been organised and funded through a 'Lancaster University Faculty of Arts and Social Sciences Knowledge Exchange Fellowship' awarded to Paula Burkinshaw.

For further details please contact:

Jo Dickinson, Conference Administrator

Centre for Social Justice and Wellbeing in Education, Lancaster University, LA1 4YD

Email: sjwe@lancaster.ac.uk **Tel:** 01524 593189

WISE AWARDS NOW OPEN

The **WISE Awards 2013 are now open for nominations.** The prestigious annual WISE awards, being held on **Thursday 14 November at the Science Museum in London**, are the ideal way to recognise and celebrate female talent in science, technology, engineering and mathematics, from classroom to boardroom. Nominating for a WISE award is simple: individuals and organisations can nominate themselves or nominate a person or organisation they believe deserves a WISE award. There is no charge for entering, simply complete the nomination form and submit it to us via email before the closing date which is noon on Wednesday 31 July 2013. Details are available on the WISE website:

<http://www.wisecampaign.org.uk/about-us/wise-awards>

WISE Leadership Training in association with the British Computer Society (BCS) Wednesday 19 June 2013

This is an exciting opportunity for individual women to benefit from expert leadership training designed to be life changing and inspirational. Meet fellow professionals, enjoy an empowering experience and return to work ready to take on anything! This one day course takes place on **Wednesday 19th June in central London** at the [BCS office on Southampton Row](#).

The course is delivered by talented and experienced trainer [Christine Alexander-Smith](#): "Christine has worked within the Technology field as a professional for approx. 30 years managing and leading people within organisations such as DEC (HP), Vodafone Engineering, Siemens, IBM UK, and IBM EMEA, where she has won awards for her passionate and ethical approach to creating and leveraging work environments where everyone has an opportunity to show up, engage and grow".

WISE members: £165

WISE non-members: £200

Places are allocated on a first-come-first-served basis; **book before 31 May 2013**

For more information please <http://www.wisecampaign.org.uk/business/training> or email i.overstone@wise.campaign.org

Inspirational Communication Course with Dr Maggie Aderin-Pocock MBE: 12 June

**COMMUNICATION
INSPIRATION
PASSION**

Learn how to communicate with confidence and take your place in public life, with inspiring scientist and TV presenter Dr Maggie Aderin-Pocock MBE



"Join me and my TV training partners for a day you will never forget. This could be the start of something big!" Maggie

Television scientist Maggie Aderin-Pocock will run a presentation and public speaking master-class at the University of York on 12 June. The aim is to inspire women and people from diverse communities to take a more active role in public life.

"I want to show how to transfer your passion and knowledge to others and get yourself and your work out there. How can we have a knowledge-based economy if vast numbers of people are not being heard or seen in public life?"

"It's actually much easier than you'd think. I want to show how it's done", says Dr Aderin-Pocock. She has become a public face of space science, has presented prime time TV shows, and is often interviewed about anything from telescopes or satellites, to what aliens look like, or her ambition to take a trip to Mars.

The University Of York will host the first of Maggie's Inspiration courses on 12 June. She will be training delegates alongside award-winning TV producers and presentation trainers Screenhouse.

"This is a fantastic initiative and one we fully support. Good communication of science is critical and we need to see more women out there promoting their science and their work . The L'Oréal-UNESCO For Women in Science programme puts outstanding woman scientist's work on the global stage and aims to encourage women at all stages of their careers to be heard and in turn become role models themselves. Initiatives like this, that offer tools and insight in this area are very important."

L'Oréal-UNESCO For Women in Science

The course will run from **10am to 4.30pm on Wednesday June 12th** at the **Central University Campus, the University of York**. It will include one-to-one training in public speaking with Dr Aderin-Pocock, and working on camera.

Early bird 20% discount: before May 17th - £185 including VAT and refreshments

After May 17th - £222 including VAT and refreshments

For more information, course outline, and to book a place contact **barbara.govan@screenhouse.co.uk** phone: **0113 225 1218**

www.screenhouse.co.uk

Departmental Funding may be available for a member of the Department of Chemistry to attend the WISE Leadership Training or the Inspirational Communication Course, please contact Helen Coombs if you are interested in either of these.