Centre for Health Economics (CHE): Career development of researchers

Rowena Jacobs

Centre for Health Economics (CHE)

- Founded in 1983
- We do applied research to inform health policy
- 2007 Awarded Queen’s Anniversary Prize
- Externally funded
- 50 economists, all on research contracts
- 14 support staff
- 10-15 PhD students
- 5-10 MSc students summer placements
CHE’s focus on career development

• Career development is high priority
• HoD leadership
• High expectations of senior staff
• Proactive approach
• Attract top staff, invest in them, retain them
• High levels of satisfaction → low staff turnover
• Growth in numbers of line managers
• All research staff located in a research team
• Athena SWAN agenda

CHE culture

• New staff allocated a ‘buddy’ of same grade
• 100% performance appraisal rate (plus informal reviews)
• 100% promotion success rate
• 100% return to work (flexible arrangements) after maternity leave
• Administrative / citizenship roles rotated
• Information on fellowships, training courses
• Provide bridge funding between contracts, once promoted to G7 offered open contract → job security
• Key challenge is career transition to senior levels for women
• ‘Grow our own’ rather than recruit at senior levels
Percentage female staff, by grade

Actions

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<th>Action</th>
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<tr>
<td>Scrutinise process of job offers, acceptances and spine point entry by grade</td>
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<td>Analyse data on time spent on each grade and promotion rates</td>
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<td>Regular meetings of line managers to ensure best practice</td>
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<td>Improve process for identification of candidates for promotion</td>
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<td>Provide support for illustrating how staff meet promotion criteria</td>
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<td>Celebrate promotions successes</td>
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<td>Promote University coaching scheme</td>
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<td>Consider external committee memberships</td>
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<td>Review maternity / paternity / additional parental leave policy</td>
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<td>Promote flexible working policies</td>
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<td>Promote career success stories</td>
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Actions

Athena SWAN feedback

- Commended for:
  - 5 women attending leadership training and 3 subsequently promoted
  - Promotion whilst part-time
  - Interns cover gaps during maternity leave

- Panel would like to see:
  - Flexible working policies promoted for all staff
  - Further scrutiny of external committees
Thank you!

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CHE Equality and Diversity and Athena SWAN website
http://www.york.ac.uk/che/equality-and-diversity/