Medical Sciences at Oxford:
34 AS Applications in three years

brid.cronin@medsci.ox.ac.uk

March 2016
Oxford Structure

University of Oxford

Medical Sciences Division

5 Preclinical Departments

11 Clinical Departments

Mathematical, Physical and Life Sciences
Social Sciences
Humanities

~ 100 F/300 M Academic Staff
~ 1100 F/1050 M Research Staff
Athena SWAN reporting

University Council
Equality and Diversity Panel
Gender Equality Advisory Group

Medical Sciences Divisional Board
Athena SWAN Steering Group

Senior Management Teams
AS Self Assessment Teams

Other Divisions
Athena SWAN at the University of Oxford


<table>
<thead>
<tr>
<th>Pre-clinical</th>
<th>Clinical</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Department</strong></td>
<td><strong>Award held</strong></td>
</tr>
<tr>
<td>Biochemistry</td>
<td>Silver</td>
</tr>
<tr>
<td>Physiology, Anatomy, Genetics</td>
<td>Silver</td>
</tr>
<tr>
<td>Experimental Psychology</td>
<td>Silver</td>
</tr>
<tr>
<td>Dunn School of Pathology</td>
<td>Silver</td>
</tr>
<tr>
<td>Pharmacology</td>
<td>Pending</td>
</tr>
<tr>
<td>ND Clinical Neurosciences</td>
<td>Silver</td>
</tr>
<tr>
<td>ND Clinical Medicine</td>
<td>Silver</td>
</tr>
<tr>
<td>ND Orthopaedics, Rheumatology, Musculoskeletal Sciences</td>
<td>Silver</td>
</tr>
<tr>
<td>ND Surgical Sciences</td>
<td>Bronze</td>
</tr>
<tr>
<td>ND Obstetrics and Gynaecology</td>
<td>Silver</td>
</tr>
<tr>
<td>Oncology</td>
<td>Bronze</td>
</tr>
<tr>
<td>Paediatrics</td>
<td>Silver</td>
</tr>
<tr>
<td>Primary Care Health Sciences</td>
<td>Silver</td>
</tr>
<tr>
<td>Psychiatry</td>
<td>Silver</td>
</tr>
<tr>
<td>Population Health</td>
<td>Silver</td>
</tr>
<tr>
<td>National Perinatal Epidemiology U</td>
<td>Silver</td>
</tr>
<tr>
<td>RD Medicine</td>
<td>Pending</td>
</tr>
</tbody>
</table>
The academic ‘pipeline’

- DPhil
- Postdoc
- Research Fellow
- UL
- Professor
- Statutory professor

Legend:
- University
- MSD
- MPLS
Divisional Role Supports:

- Data provision and analysis including benchmarking
- Staff and student surveys and focus groups
- Research into gender inequalities
- Feedback on applications and action plans
- Sharing best practice across the Division and wider University
- Establishing initiatives in support of common actions e.g. Mentoring Scheme, Returning Carer’s Fund
- Strategy for maintaining awards
- Divisional involvement in institutional submission
- Communications
Action Plans in MSD

1. Surveys
2. Data
3. PDR
4. Recruitment (including fellowships and grants)
5. Career development and Women in Science Seminars
6. Promotions
7. Mentoring
8. Induction
9. Gender of Seminar Speakers
10. Bullying and Harassment
11. Workload Allocation
12. Gender Pay Audits
13. Communications
14. HoD Briefings and Away Days
15. Outreach and Public Engagement
16. Maternity, Parents and Leave
17. Flexible and Part-time Working
18. Childcare
19. Support for Students