



Medical Sciences at Oxford: 34 AS Applications in three years

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Oxford Structure

University of Oxford

Medical Sciences Division

Mathematical, Physical
and Life Sciences
Social Sciences
Humanities

5 Preclinical
Departments

11 Clinical Departments

~ 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

Other
Divisions

Senior Management Teams

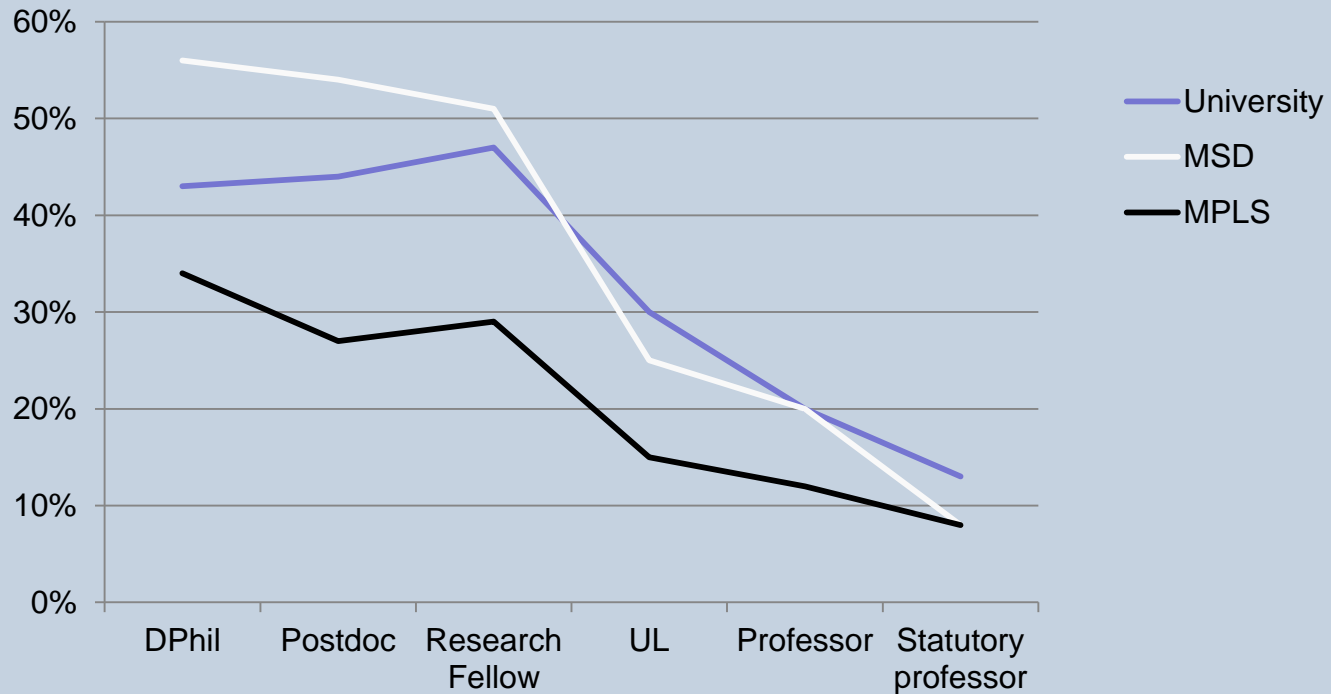
AS Self Assessment Teams

Athena SWAN at the University of Oxford

- University: renewed Bronze in November 2013 - aspire to achieve Silver in 2017.

	Department	Award held
Pre-clinical	Biochemistry	Silver
	Physiology, Anatomy, Genetics	Silver
	Experimental Psychology	Silver
	Dunn School of Pathology	Silver
	Pharmacology	Pending
Clinical	ND Clinical Neurosciences	Silver
	ND Clinical Medicine	Silver
	ND Orthopaedics, Rheumatology, Musculoskeletal Sciences	Silver
	ND Surgical Sciences	Bronze
	ND Obstetrics and Gynaecology	Silver
	Oncology	Bronze
	Paediatrics	Silver
	Primary Care Health Sciences	Silver
	Psychiatry	Silver
	Population Health	Silver
	National Perinatal Epidemiology U	Silver
	RD Medicine	Pending

The academic 'pipeline'



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