

20 June 2016

Professor David Leadley
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Dear David

Juno Champion Renewal

Thank you for your recent submission and presentation for continuation of your Juno Champion status. The Panel are delighted to renew your Champion status for a further four years.

The panel commends the work that has been carried out by the department as part of its Juno journey. They were particularly impressed with:

- The increasing female undergraduate and postgraduate populations, whilst recognising that the BSc v MPhys remains an issue.
- The outreach and international liaison within the department, which is clearly a beacon activity as you think about your journey onto Athena SWAN Gold.
- All eligible females in the department have been promoted since the last renewal.
- The Warwick Athena network meetings to discuss and share best practice, with clear examples of good practice from physics that are now run at the university level, which is another example of beacon activity
- Acting on the 2013 survey that highlighted dissatisfaction with workload model, and its subsequent improvement.
- A Research Fellow swapped job family to Teaching Fellow, demonstrating that post-doc careers are taken seriously
- FFunding is available for childcare so that staff can attend conferences.
- The appointment of a senior postdoc to cover teaching and maintain the research momentum of a Reader while she was on maternity leave.

As noted in discussion following your presentation there are a number of areas that would merit further attention on your journey towards further Champion renewal and/or Athena SWAN Gold.

- By your own admission, the recruitment of women academics is poor, and the actions taken to remedy this are not strong. Simply re-wording adverts is not enough and there needs to be a consistent and robust set of actions to address this issue with urgency. As Head of department, the panel feels that you should take this very seriously indeed and develop robust processes to prevent single

gender shortlists and a way of stopping the process if insufficient numbers of females apply. This needs to be addressed before a Gold application can be considered.

- Female postgraduates have increased to 22% and there was data by group but women seem to get more offers and go elsewhere. This could be investigated further through exit surveys for postgraduates to provide meaningful data.
- There is university wide provision for postdocs and many of them engage with this, but there are still issues over the need for independent advice for PhD/postdocs. There could be some further actions around engaging with the postdocs.
- More ambition for Gold. The beacon activities are there but need to do more pushing this forward and determining impact.

Your Champion status continues to remain in place for the next four years. We very much hope you will continue to engage with the Institute to support the Juno programme through, for example, presentations or mentoring other departments and engaging with the Champions' network. We would greatly appreciate your involvement in any such activities. We are hoping to publish or guide to Athena SWAN Gold in the near future.

With very best wishes,

Yours sincerely,



Professor Valerie Gibson
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