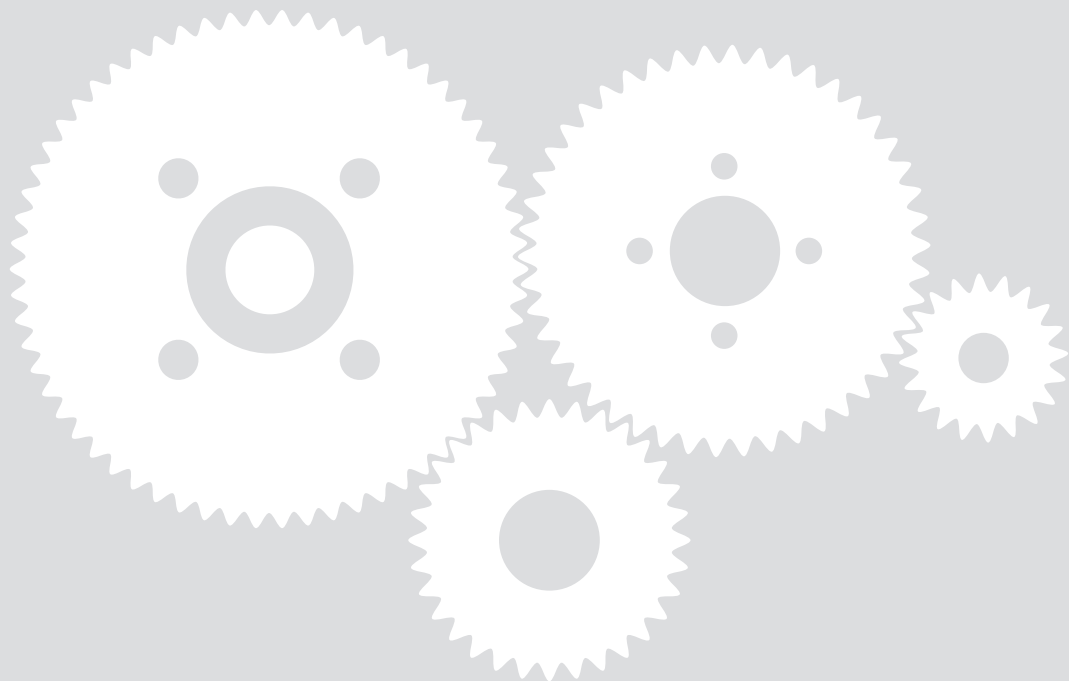


# WiSETI



Women in Science, Engineering  
and Technology Initiative

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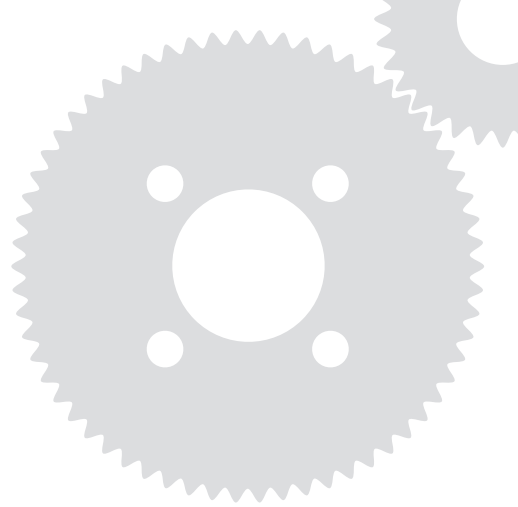
Summary Report 2010

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**Professor Dame Alison Richard**  
Vice-Chancellor  
University of Cambridge  
2003 - 2010

Photo: Sir Cam



## Message from the Vice-Chancellor of the University of Cambridge

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“WiSETI has become a prominent presence within the University (and has wider recognition throughout the UK’s Higher Education sector), leading initiatives aimed at encouraging female scientists at all stages of their careers and working to redress the significant imbalance in numbers of women in STEM departments”.

## Introduction

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The Women in Science, Engineering and Technology Initiative (WiSETI) is a gender equality positive action initiative of the University of Cambridge. It promotes and supports women from undergraduate to professor levels in the Sciences (including Clinical Sciences), Technology, Engineering and Mathematics subject areas (STEM).

Established in 1999, WiSETI aims to redress a measured under-representation in employment and career progression of women in these subjects.

“As of 2008, some 620,000 women in the UK are graduates in SET. However, 70.2 per cent of these don’t work in STEM.”<sup>1</sup>



Professor Dame Athene Donald

## WiSETI Steering Group

WiSETI is governed by a Steering Group made up of senior academics from across the University and representing the different STEM Schools of Biological Sciences, Physical Sciences and the School of Medicine.

The Group is chaired by Professor Jeremy Sanders, Head of the School of Physical Sciences, and overseen by the WiSETI Director Professor Dame Athene Donald, Deputy Vice-Chancellor, Professor of Experimental Physics, and Gender Equality Champion for the University of Cambridge.

## WiSETI Activities 2009-10

**WiSETI has continued to host a number of activities and events throughout the year, with the aim of promoting Women in Science in the University.**



Professor Julia King

## WiSETI and Schlumberger Annual Lecture 2010

This annual event is sponsored by Schlumberger Cambridge Research and each year invites a distinguished woman scientist to speak about her life and work and highlight the issues that affect women in the Science, Technology, Engineering and Mathematics (STEM) subject areas.

Professor Julia King CBE FREng, Vice-Chancellor of Aston University, former engineering executive at Rolls Royce and Chief Executive of the Institute of Physics was the 2010 speaker.

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Schlumberger



## Schlumberger and WiSETI Early Career Development Workshops for Women Scientists

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The importance of highlighting successful women scientists is illustrated by the fact that:

“Women hold only 9% of board directorships in SET FTSE 100 companies, and exclusively male boards still exist in 35% of SET companies (UKRC, 2008) and only 9.3% of all full-time STEM professors are female.”<sup>2</sup>

Delivered jointly with Schlumberger and the University these skills-based workshops are aimed at early stage independent women scientists.

The workshops provide advice, support, and encourage discussion of common career issues.

The 2010 workshops were entitled ‘Working Smarter, not Harder’ with Dr. Suzanne Doyle-Morris of Doyle-Morris Coaching & Development and ‘Building Confidence in the Workplace’ was presented by Madeleine Morgan, Director, Building Self Confidence.

“At the current rate of increase, in 2030 just over 28.3 per cent of full-time STEM professors will be female.”<sup>3</sup>





## Cake and Careers

The 'Cake and Careers' seminars were introduced in 2009-10 and are aimed solely at PhDs and postdoctorates. The seminars include speakers who are only a few career stages ahead of the audience and cover a variety of careers, such as science policy, industry and academia. Networking after the talks includes cake!

**“The overall retention rate of female SET graduates is far lower than that of males, 25% compared with 40%.”<sup>4</sup>**



## CV Mentoring Scheme

The CV Mentoring Scheme matches female Lecturers, Senior Lecturers and Readers who are thinking of applying for promotion, with senior academics who have extensive experience of the University's Senior Academic Promotions procedures. The Scheme is open to women wishing to apply for promotion in subsequent rounds.

Research shows that where women do apply for promotion they are successful.

**In the 2010 Senior Academic Promotions round 80% of those women who applied for professorships were successful, with the highest number of female academics reaching professor level for five years.**

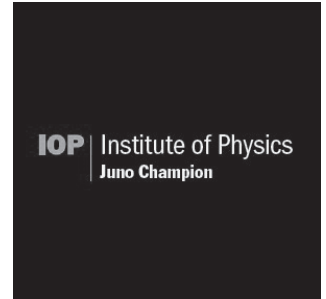


## Athena Forum Postdoc Bookmark

In 2010, WISETI worked with the Athena Forum to produce a bookmark for postdoctorates at the University of Cambridge, which featured ten questions that they are encouraged to ask themselves about their future in science.

**Your Future in Science:**

**Are you in control of your future in science? Are you on the right career path? Are you ready for the next step? How's your life/work balance? Why do you enjoy what you do? What are your strengths? What motivates you? What is your next step? What skills and experience do you need? How can you gain these?**



## WiSETI: Supporting Good Practice in Science

In 2009, WiSETI led the renewal of the University's Bronze Athena SWAN award. The Athena SWAN awards recognise and celebrate good practice in recruiting, retaining and promoting women in Science, Engineering and Technology (SET) within Higher Education.

WiSETI also supported the Department of Physics with its successful submissions for an Athena SWAN Silver award and an Institute of Physics (IOP) Juno Champion award. Juno is similar to Athena SWAN but is specifically for physics departments.

## WiSETI in the National Context - maintaining and creating new external contacts

WiSETI develops relationships with relevant external organisations in order to support women in accessing resources, and linking the Initiative into policy development for women in STEM.

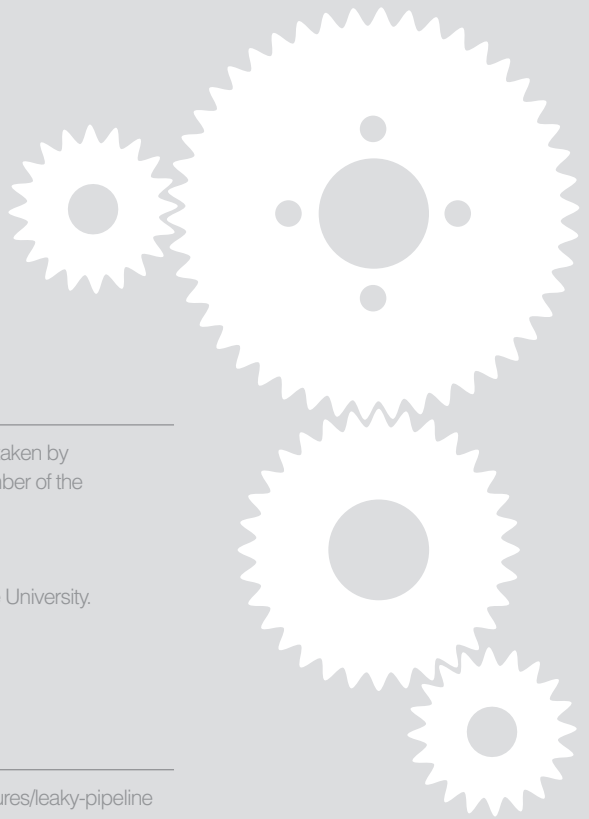
WiSETI has strong links with several professional societies and is a core partner in the UK Resource Centre for Women in SET (UKRC), which is the Government's lead organisation for the provision of advice, services and policy consultation regarding the under-representation of women in SET.

## Message from the Director of WiSETI

**"It is vital that the UK continues to invest in and support its women scientists. This investment will ensure that the country has the supply of world-class skills it needs to continue to compete in global markets, supporting key growth research and development areas across all the STEM disciplines.**

**Within the University we have an equal responsibility to provide support and career development for all and we must work hard to ensure women are not deterred by inadvertent institutional cultural factors or a sense of isolation."**

Professor Dame Athene Donald  
Director of WiSETI



## Day-to-day WiSETI

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Delivery and management of the Project is undertaken by the part-time WiSETI Project Officer who is a member of the University's Equality and Diversity (E&D) section.

WiSETI is also supported by a network of WiSETI representatives from STEM departments within the University.

## Footnotes

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- 1 [www.theukrc.org/resources/key-facts-and-figures/leaky-pipeline](http://www.theukrc.org/resources/key-facts-and-figures/leaky-pipeline)
  - 2 [www.theukrc.org/resources/key-facts-and-figures/leadership](http://www.theukrc.org/resources/key-facts-and-figures/leadership)
  - 3 [www.theukrc.org/resources/key-facts-and-figures/pace-of-change](http://www.theukrc.org/resources/key-facts-and-figures/pace-of-change)
  - 4 Report for the Office of Science and Technology and the Department of Trade and Industry, Maximising Returns to Science Engineering and Technology Careers. London: DTI 2002.
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## To find out more about WiSETI contact us at:

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**W** [www.admin.cam.ac.uk/offices/hr/equality/wiseti](http://www.admin.cam.ac.uk/offices/hr/equality/wiseti)

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