ATHENA SWAN: “MOMENTUM” ACTION PLAN

Measuring

Continue to assess the impact of our initiatives:

- Measure changes in opinion through annual staff and student survey.
- Collect and analyse data on staff profiles in Units.
- Record and review outcomes and feedback from fellowship applications.
- Ensure exit interview data is acted upon, where appropriate, in order to reduce turnover and retain talent.

The Department runs an annual staff and student survey to gauge opinion and gather feedback on the experiences of those working and studying in NDM. The aim is to ensure existing practices and initiatives are fair and effective, and to identify areas for further development. The next staff survey will run from 7-18 March 2016. ASSA groups are asked to encourage all staff to complete the survey.

The NDM Athena SWAN Coordinator and the Head of Human Resources are working on the development of a “Tip Tops” document for fellowship applications, based on feedback received from previous applicants. Business Managers are monitoring the outcomes of fellowships to enable better support for researchers, identifying key trends and/or areas for training and development.

Exit interviews are now standard across NDM. Feedback is recorded by Unit HR teams and action is taken where necessary. All exit interview feedback is also analysed by the Head of HR and a quarterly report (anonymised) is circulated to Business Managers and HR teams by the Athena SWAN Coordinator.