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# Welcome and learning from first assessments

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June McCombie  
Chair , Juno Assessment Panel  
Juno Workshop  
*12 November 2008*

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# **Juno Assessment Panel Members**

## **June 2008**

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**Chair: June McCombie (University of Nottingham)**

**Panel members:**

**Karen Aplin (Rutherford Appleton Laboratories)**

**Valerie Bousquet (Sharp Laboratories)**

**Marek Kukula (Royal Greenwich Observatory)**

**Peter Main (IoP)**

**Averil McDonald (University of Reading)**

**Advisor to Panel: Caroline Fox**

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## **Juno Assessment Panel Terms of Reference**

### **The Juno Assessment Panel -**

**Judges applications for the awards of Juno Champion status from physics departments or schools (or parent schools or faculties if there is no individual physics department).**

**Advises the Diversity Team on the Project Juno Code of Practice and the process for awarding Champion status.**

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**The Panel comprises a Chair and at least three other members, who shall include at least two academic physicists and one non-academic physicist. One member will be nominated by the Women in Physics Group. There shall be at least one man and one woman on the Panel. It is appointed by the Diversity Committee of the Institute of Physics. Members serve for a maximum of three years.**

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**The members of the Panel will receive electronic copies of the applications on a quarterly basis, assess the applications using the criteria set out in the Project Juno Code of Practice, make a recommendation on the award of Champion status and provide feedback on the application to the department.**

**If the panel members disagree on whether champion status should be awarded the Chair will decide. Applicants for Champion status will have a right of appeal to the Diversity Committee of the Institute of Physics.**

**The Panel will meet once year to review the Project Juno Code of Practice and the process for awarding Champion status.**

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# Learning from First Assessments

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- In June 2008 applications considered from two pioneers.
- This was new process and part of the aim of the first meeting was to review and develop the process and the guidance to Juno Champion applicants in the light of the two applications received.
- As part of this, the Panel realised that the guidance may not have been specific enough to allow applicants to fully demonstrate the actions in meeting the Juno criteria.

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***Most Importantly***

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**Ownership of the plan by the physics department.**

**If a champion has been appointed who they are and what they are doing/have done in that role.**

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**So useful indicators would be if**

- **Actions already taken or planned as a result of the IOP site visit, impact assessment or other activities are incorporated into the evidence forms**
- **There was a clearer indication of the perception of staff regarding transparency and take up of flexible working, careers advice, mentoring, performance review, return from career breaks, work allocation model, promotion and selection achieved through consultation and collection of quantitative and/or qualitative evidence and the actions taken or planned as a result.**
- **There was a single action plan with SMART objectives targeting the areas identified by Juno in the department and clearly linked to the evidence base - with an indication of timelines.**

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So welcome and we hope that this workshop is useful to you in undertaking the process of becoming a Juno Champion!