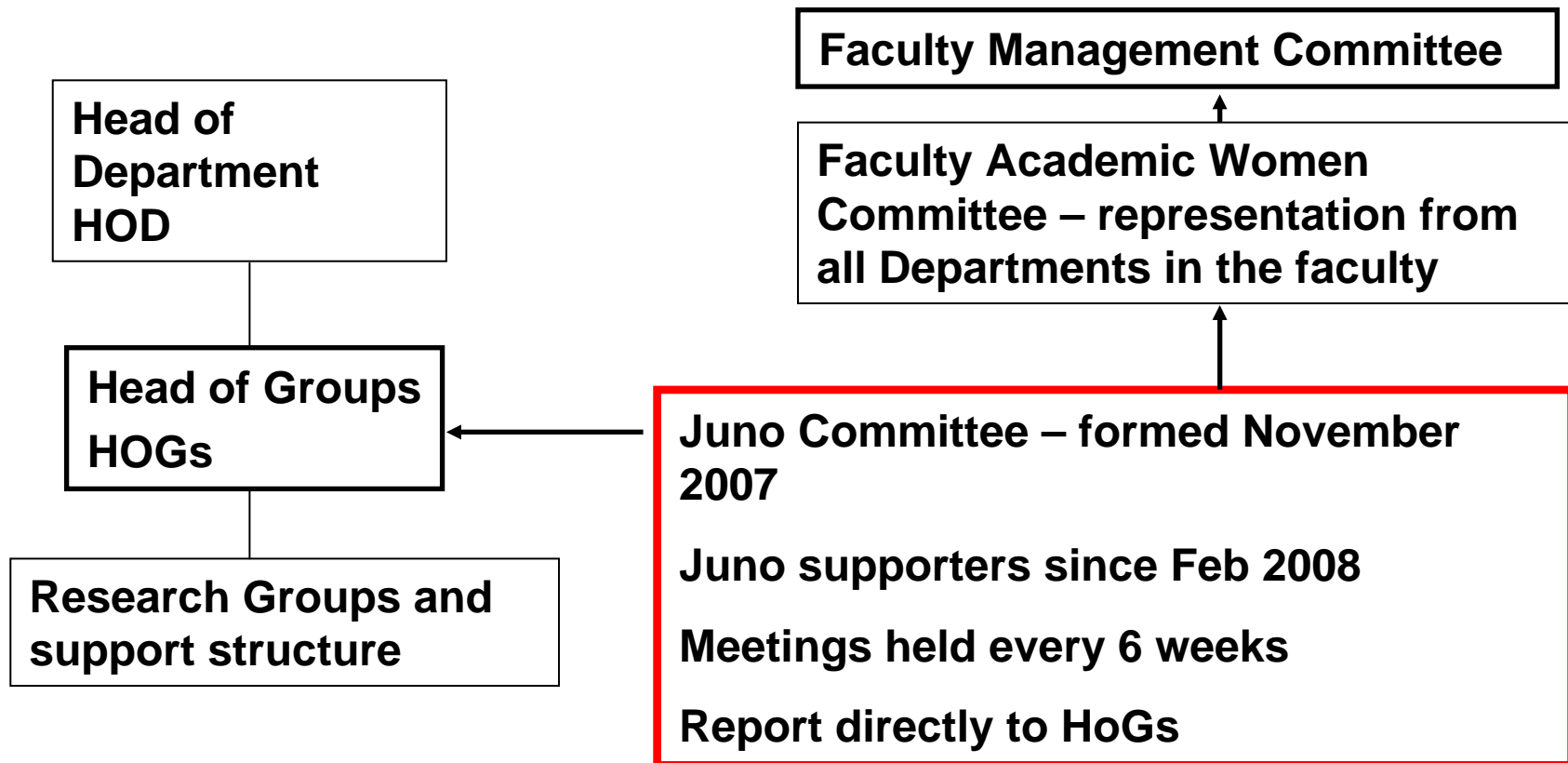


# Progress towards a Juno champion

**Blackett Laboratory's Juno Committee:**

**Lesley Cohen, Fay Dowker, Mag Bak-Maier, Gareth Parry,  
Terry Rudolph, Adrian Sutton, Christine Yates**

# The Blackett Laboratory are Juno Supporters. We have strong support of senior management in the department and in the Faculty of Natural Sciences



The Juno Ctte has 2 HoGs (1 male and 1 female senior member of the department)

# Impact of the Juno Code of Practice

- The Faculty FONS Academic Women Committee have adopted the Juno guideline table as a simple guideline to implement best practice across the departments in the Faculty of Natural Sciences. This means that we are all striving to achieve the same goals.
- FONS: Chemistry, Maths, Physics, Life Sciences (three divisions), Centre for Environmental Study
- We have linked web sites listing the Departmental committees and all female academic staff in each department.
- Each department has adopted the same best practice having senior male figures on their 'Juno' committees and having direct reporting upwards into the departmental management meetings.
- This can be directly ascribed to the clear and workable nature of the Juno best practice implementation guide strategy.

<http://www3.imperial.ac.uk/naturalsciences/about/academicwomen>

# Mag Bak Maier (HR staff development) interviewed academic women in Blackett

## Main Issues raised at interviews

- transparency
- HOG role
- induction
- communication
- hierarchy culture (support staff and academic staff)
- mentoring quality
- career support

# Improving transparency

- Promotion Procedures in the Blackett Laboratory
- “Job Description for Heads of Groups”
- Both documents ratified by departmental senior management and put up on the web
- We still need to ensure wide broadcasting of these documents and plan to discuss at next departmental staff meetings.

## **First Web Survey of All staff at Departmental level has just been conducted**

1. Carried out in October 2008
2. Results now being analysed
3. Will be discussed at HoGs meeting December 1st.
4. Will be discussed at staff meeting next term 2009.

## Implementation of Juno best practice –

- Ensuring that at least one female academic sits on every short listing and interview panel – is proving difficult to implement
- Best practice on moving from a very successful informal mentoring process to a formalised and monitored one.



# Academic women in Physics

[Professor Lesley Cohen](#)

[Professor Michele Karen Dougherty](#)

[Dr Helen Fay Dowker](#)

[Dr Marina Isabelle Florence Galand](#)

[Professor Joanna Dorothy Haigh](#)

[Professor Jenny Nelson](#)

[Dr Juliet Clare Pickering](#)

[Dr Julia Karen Sedgbeer](#)

[Dr JiSeon Kim](#)

[Dr Amanda Chatten](#)

[Dr Elizabeth Ann Lucek](#)

[Dr Yvonne Christine Unruh](#)

## Juno Committee

A committee set up to discuss, receive and disseminate issues raised related to academic women within the department. Members are:

Prof Gareth Parry

Prof Adrian Sutton

Dr Terry Rudolph

Dr Faye Dowker

Prof Lesley Cohen

Christine Yates

Magdalena Bak-Maier

We are active supporters of the Juno code of practice introduced by the Institute of Physics see details about Project Juno at:

[http://www.iop.org/activity/diversity/Academia/Juno/page\\_27807.html](http://www.iop.org/activity/diversity/Academia/Juno/page_27807.html).