The Champion visit

"Having a mirror held up to ourselves was something of a surprise."
Prof. Lesley Cohen
Imperial College

The aim of the Juno Champion visit is to have a positive and constructive dialogue with you to enable you to carry out the critical reflection that is crucial as you progress towards Juno Champion status.

The visit is not part of the assessment process; it is designed to provide opportunity for a two-way dialogue, for you to receive feedback on your Juno journey to date and to enable you to identify where the priorities are for your department’s action plan and future work.

The visit is not a compulsory part of the process of applying for Champion, but we strongly advise all departments to schedule one in. We have found over the years that those departments who do not have a visit tend not to be successful in their submissions first time round. This is because they have not taken advantage of the advice, guidance and reflection on progress that the visit enables. We therefore recommend a Champion visit to provide you with a valuable opportunity for crucial feedback.

The visiting team will be drawn from the Juno Assessment Panel and will normally comprise two or three panel members who have substantial experience in dealing with the issues raised through the Juno framework. All of our panel members, with the exception of our member representing industry, are drawn from Practitioner or Champion departments because it is important that they understand the issues of implementing Juno in the environment of university physics.

Prior to the visit you will be asked to provide the most up-to-date copy of your draft Champion submission as this will enable the visiting team to tailor its questions appropriately. The visiting team will ask challenging questions; these are not designed to assess your department, or to criticise your practice or application, but they are designed to enable you to reflect on your current practices and reflect on how embedded processes have actually become. They can also discuss any issues that you have particular concerns about in your application.

As a minimum, the visiting team will meet with the head of department, the Juno Champion or lead for the department and the Juno Committee. If there are no postdocs on the Juno Committee, then the visiting team will also request to meet with some postdocs or postdoc representatives, to gain insights into this group of staff specifically.

On the day of the visit, you will be given informal feedback. Following the visit, a formal, confidential written report addressing your progress against the principles will be provided. The aim of the feedback is to provide positive indications of the work and actions needed to move towards a successful Champion application. This report will remain confidential to your department and will not be seen by the wider Juno Assessment Panel.

How you take on board the feedback from the visit is entirely up to you. We suggest that your Juno Committee works through the feedback to incorporate it into your submission and to carry out sufficient further actions to take you to Champion status. This, with the report, will also enable you to decide when you should submit for Champion.

When you request the Champion visit is entirely up to you to decide. Some departments wish to have a visit as early as possible in the process to provide them with a clear guide as to the work that needs to be done before a Champion submission. Other departments wish to delay the visit until they have a comprehensive draft submission so that they can receive very detailed feedback on anything further that needs doing.

It is very hard, given panel member diaries, to organise a visit at less than around two months’ notice, particularly at busy times in the academic year.
calendar (such as start of term or exam time). You should discuss your intention to submit for Champion with the Diversity Team as early as possible in the process, so that they can maximise the possible dates for a visit and ensure that you have sufficient time to take on board feedback before the next deadline.

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