ECU’s Athena SWAN charter recognises commitment to advancing women’s careers in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research.

The charter is owned and managed by ECU. It is funded by ECU, the Biochemical Society, the Department for Business Innovation and Skills, the Department of Health, the Higher Education Authority, the Royal Society and the Scottish Funding Council.

www.athenaswan.org.uk
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Foreword

The continued growth of ECU’s Athena SWAN charter throughout 2013 has been extraordinary. These lines are well rehearsed but it is still eye-opening to reflect that as recently as 2012 there was only one ECU staff member working on the charter. By the end of the 2013 awards that had risen to four. I am delighted that 2014 sees a further new post created as we pilot an expansion of the charter to the Republic of Ireland, about which you can read more later in this report.

With the number of award submissions exceeding 100 in both April and November 2013, we have greatly increased the number of panellists used this year, and increased ECU capacity to moderate the panels. I would like to take this opportunity to thank the substantial number of individuals who volunteer their time to the charter and help make it the success that it undoubtedly is.

Meanwhile, the depth and breadth of the impact of the charter has recently been affirmed in an independent report commissioned from researchers at Loughborough University. At a time when universities and departments must target resources where they will make the biggest difference, I hope it will be reassuring to know that there is independent evidence of the sustainable impact that working towards an Athena SWAN award can have.

One focus for 2013 has been on adapting to the changing way in which the charter is viewed, and managing its growth without losing sight of the needs and ambitions of our core stakeholders. We are mindful of the increased pressure on institutions and have recently published a new handbook, with a combined guidance document for applicants and panellists to be released soon. This will outline an appeals process that we are introducing for the first time. Additionally, a members’ area containing data for application benchmarking has been launched on the Athena SWAN website, and a programme of panellists training is being planned.
Athena SWAN is now a much more established cog in the mechanism of the higher education and research sector. As we start to look ahead to the tenth anniversary of the charter in 2015, we have now opened membership to research institutes who are not affiliated with higher education institutions. The hard work of six such institutes during the last year has now officially been recognised, through five bronze and one silver award.

ECU is building on the success of Athena SWAN by developing two national equality charter marks to tackle race and gender inequality in employment in higher education. Both charter marks are utilising the experience and methodology of the Athena SWAN charter. The work of all three of the charters will increasingly inform the research ECU undertakes, future practice development and associated guidance.

ECU is also taking the Athena SWAN work into continental Europe. We are part of a successful European Commission FP7 bid to create a ‘GENDER-NET’ – a network exploring and developing transnational activity to promote the gendering of research content and promote gender equality in research careers. ECU’s role in the project will be to lead on an area of work investigating the use of award schemes (such as Athena SWAN) to promote gender equality and structural change, and to consider how a transnational award programme might be designed.

Finally, I would like to thank our funders during 2013 for their support, which allows us to keep the institutional membership fee relatively low. Already during 2014 we have also welcomed further support from the Department for Business, Innovation & Skills and from the Higher Education Authority in Ireland. I expect the forthcoming year to see even further growth of the charter. We will focus on supporting institutions and departments, and continue to work closely with members to share and disseminate practice that breaks down barriers for women.
Message from the Athena SWAN patron

Over the past year I have found myself accepting a number of invitations to talk to departments preparing their Athena SWAN applications. When I talk about women in science I have a tendency to talk about a woman in science – myself. My own experience both in my career and in developing diversity activities in Imperial, in the Athena project and at the Royal Society and Royal Academy of Engineering, provide me with examples and lessons on which I can draw.

The preparation for these talks has therefore given me cause to think a lot about my own experience. I have always said I have been lucky, in opportunities offered and in the choices I have made, but I must also say I consider myself very fortunate to have been so closely involved in the development of Athena SWAN and other diversity projects and programmes.

Although there is still much to do, the contrast between the situation of women scientists, particularly in academia, now and when I started my career nearly 50 years ago is dramatic. There is still far too leaky a pipeline but it is no longer extraordinary to find women as presidents of the scientific societies and engineering institutions, as well as heads of academic departments.

We will have really achieved Athena SWAN’s aims when this has become the norm and is therefore no longer even a cause for celebration. Each of these leading women is adding to the reservoir of role models for young women, showing them that it is possible to achieve the highest levels in a scientific career – and that for many women it is possible to do this and raise a family. Of course, we shall really have achieved our aims when the comment about academic achievement while raising a family is as likely to be made about a male academic. ECU’s Athena SWAN charter and award holders are dedicated to providing the culture and environment that will support this.

May I congratulate all this year’s award winners on their hard work and the innovative ideas they have detailed in their plans.
Founded in 2005, the Athena SWAN charter recognises commitment to advancing women’s careers in science, technology, engineering, maths and medicine (STEMM) employment in higher education and research.

The charter is owned and managed by ECU. It is funded by ECU, the Royal Society, the Biochemical Society, the Department of Health and the Scottish Funding Council.

Charter membership is open to any university or publicly funded research institute that is committed to the advancement of the careers of women in STEMM. Members are able to submit for Athena SWAN awards at institution and department level, based on an in-depth self-assessment which is reviewed by a panel drawn from across higher education across the UK.

Members are supported throughout the process with workshops, guidance and opportunities to share practice.

Principles

All Athena SWAN members sign up to the principles of the charter:

• to address gender inequalities requires commitment and action from everyone, at all levels of the organisation

• to tackle the unequal representation of women in science requires changing cultures and attitudes across the organisation

• the absence of diversity at management and policy-making levels has broad implications, which the organisation will examine

• the high loss rate of women in science is an urgent concern, which the organisation will address

• the system of short-term contracts has particularly negative consequences for the retention and progression of women in science, which the organisation recognises

• there are both personal and structural obstacles to women making the transition from PhD into a sustainable academic career in science, which require the active consideration of the organisation
Making progress

There are three levels of awards available, designed to encourage continuous progression and sustainable change. There are awards for the whole institution, and individual departments and faculties can apply for awards as long as their institution holds a bronze award. Award holders have to reapply to renew their awards every three years. These renewals also require evidence of progress and the successful completion of earlier action plans.

Bronze award

A bronze award recognises a solid foundation for eliminating discrimination and developing an inclusive culture that values all staff.

Silver award

A silver award recognises a significant record of activity and achievement by the institution in promoting equality and in addressing challenges across the whole institution. Silver award winners demonstrate that equality is well embedded within the institution or department with strong leadership in promoting the charter principles.

Gold award

A gold award recognises sustained progression and achievement in promoting gender equality and to address challenges particular to the discipline. A well-established record of activity and achievement in working towards equality in the career progression of women in STEMM should be complemented by data demonstrating continued impact. Gold departments should be beacons of achievement in gender equality and should champion and promote good practice to the wider community.
Making a measurable difference

In 2011 ECU undertook an internal evaluation that found clear evidence of the impact that Athena SWAN has had at institutional level and for individuals. The research identified impact on organisational structure and culture change, with increases in the proportion of women, better representation of women on committees, improvements in the transition from postdoctoral researcher to first academic post, improved working practices to support career progression and growth in women’s networking across institutions.

As Athena SWAN continues to grow, and is referenced by others as a requirement or expectation, ECU wanted to further examine the effectiveness of the charter in advancing women’s careers, the impact on culture and attitudes and the sustainability of those changes.

With this in mind, in 2013 ECU commissioned a team from Loughborough University to undertake a comprehensive, independent assessment of the impact and benefit of the Athena SWAN charter on participating higher education institutions and on the wider sector.

We were particularly interested in discovering differences across award levels and disciplines, and also investigating the differences between members and eligible institutions that are not part of the charter.
Key findings

The Loughborough research team found considerable evidence of the positive impact of Athena SWAN on the career development and satisfaction of women working in STEMM as well as evidence of the value of Athena SWAN as a driver for improving gender diversity.

- In many areas institutions and departments that hold an Athena SWAN award were more advanced than those that did not.
- There was evidence that some changes in culture and attitude had been achieved, and considerable evidence that the changes that were implemented as a result of the Athena SWAN process were sustainable.
- There are positive differences between departments achieving different award levels.
- It isn’t just academic staff who benefit. Administrative and technical staff in silver departments felt they had more support for their career development and progression than in departments without awards.
- The research also identified a number of issues that continue to prevent women from reaching their full potential in the STEMM field. It found that there is yet to be a significant impact on postgraduate student experience, and little on the undergraduate population.
- Although most respondents value the awards process and found the workload involved to be appropriate, some departmental champions feel that it creates an excessive burden. Respondents raised specific issues with some aspects of the Athena SWAN process.
The report sets out a number of recommendations for ECU that will help us continue to refine and improve our processes so that Athena SWAN remains an effective tool for HEIs and a valuable benchmark for excellence in gender equality. We are already in the process of rolling out developments focusing on several of the issues identified in the recommendations.

The full evaluation report and executive summary are available online [www.ecu.ac.uk/publications/evaluating-athena-swan](http://www.ecu.ac.uk/publications/evaluating-athena-swan).

‘This evaluation has been an opportunity for us to take stock, and to make sure the processes and approaches are fit for purpose. We are not going to rest on our successes, but to build on them.’

David Ruebain,
speaking on the launch of the impact report.
A growing membership

[Graph showing membership growth from 2005 to 2013 with members, new and upgraded awards, renewals, and all awards held indicated]
Ten higher education institutions joined the Athena SWAN charter in 2013:

- Birmingham City University
- Edge Hill University
- Liverpool School of Tropical Medicine
- Northumbria University
- Staffordshire University
- University of Abertay Dundee
- University of Bedfordshire
- University of Bradford
- University of Chester
- University of Greenwich

‘Participation in the awards process [will] test the success of our efforts to date in respect of gender equality … show us the areas in which there may be room for improvement; and act as a catalyst for development in all areas of gender equality.’

University of Chester

‘A substantive element of LSTMs core activities are aimed at addressing inequalities in health. Gender issues are intrinsically linked to this agenda. LSTM aims to embed this same commitment to addressing gender and equality issues into its support of and interactions with its own workforce.’

Liverpool School of Tropical Medicine
Research institutes

Research institutes were also welcomed to the charter in a pilot awards scheme in 2013. Six achieved awards in the pilot awards.

- British Geological Survey
- James Hutton Institute
- MRC National Institute for Medical Research
- Pirbright Institute
- Wellcome Trust Sanger Institute
- John Innes Centre

Research institutes recruit from, and are a key supplier of, talent to the higher education sector, and they have similar work patterns and cultures. As part of the academic community, research institutes have similar structures and women face similar barriers to career progression. Research institutes who approached us to discuss being involved in the charter felt that the Athena SWAN process and network would enable them to better share good practice and identify actions through collaboration with higher education institutions.

As part of its diversity strategy, the Royal Society agreed to assign part of their per annum contribution to Athena SWAN for ECU to carry out a pilot to investigate opening the charter to previously excluded research institutes.

ECU recruited a third member to the Athena SWAN team in April 2013, with a specific responsibility to support research institutes with their applications and be a key point of contact, including carrying out visits to participating institutes.

Membership was opened to all publicly funded STEMM-focused research institutes in April 2014, and we currently have 14 research institutes as members.
We held an Athena SWAN workshop in Scotland in June 2013 to support the ambitions of universities aiming for bronze awards, and departments aiming for bronze and silver awards.

The workshop explored the Athena SWAN awards process; both giving an overview for participants new to the charter and providing advice to those looking to move to higher level departmental awards. Over 30 delegates from 14 institutions attended the seminar, which looked at providing the sort of evidence assessment panels are looking for, and was an opportunity to exchange ideas with other charter members.

Through a combination of presentations and workshop sessions, delegates heard about the experiences of staff from a bronze award-holding university, a silver award-holding department and staff from ECU. Those attending the seminar spoke openly about their own experiences with applying for awards, and it provided an opportunity to talk about the issues academics, human resources staff and equality and diversity practitioners face in bringing about change in their institutions.
2013 awards

Between them, charter members hold 325 awards at institution and department levels.

Across the two awards rounds in 2013, 180 awards were made, including 33 renewals or upgrades of previous awards. This clearly indicates the continuing commitment of higher education institutions to the Athena SWAN principles and the importance of the charter to the institutions and departments who have newly joined.

You can find full details of winners and examples of good practice in the 2013 awards booklets on the Athena SWAN website.
April awards

- **103 new applications**
  - **22** U
  - **11** R/Up
  - **8** S
  - **60** S
- **21** L
- **23** no award
- **91** successful

November awards

- **97 new applications**
  - **31** U
  - **20** S
  - **52** S
- **14** L
- **89** no award
- **37** successful

S: successful at level applied
L: lower award than level applied
U: unsuccessful

- **New silver applications**
  - **14** Silver
  - **3** none
  - **10** Silver

- **New bronze applications**
  - **47** Bronze
  - **28** no award
  - **20** Bronze
  - **2** L
  - **1 U

April awards

- **Renewal/upgrade**
  - **29** renewal/upgrade
  - **6** U
  - **20** S

**New silver applications**

- **14** Silver
  - **3** none
  - **10** Silver

**New bronze applications**

- **47** Bronze
  - **28** no award
  - **20** Bronze
  - **2** L
  - **1 U
Panellists

Over the 2013 awards process, we held 31 assessment panels, with a total of 176 panellists volunteering their time and expertise. Panellists are essential to the charter process – without our dedicated pool of panellists, the awards could not be as robust, credible or successful.

The increase in applications and awards in each round has meant that we can no longer accommodate panellists at the awards ceremonies. To ensure we still recognised all their efforts, and with sponsorship from Pfizer, panellists were invited to ‘thank you’ dinners hosted by the Royal Society of Chemistry and the University of Manchester.
Supporting members: medical and dental schools

Following a decision by the Department of Health in 2011 to link National Institute of Health Research Biomedical Research Centre and Biomedical Research Unit funding and in 2012 to patient safety research funding to achieving an Athena SWAN silver award, we saw an increase in membership from medical and dental schools.

Specific support for these disciplines has been put in place, as we recognised that structural and operational issues may differ in medical and dental schools, the departments that form the schools and related subject areas. To help us understand the implications of these differences for undertaking the charter, a medical and dental schools advisory group was set up in September 2012. Chaired by Dr Jan Bogg from the University of Liverpool, the group membership includes representatives from universities, clinical and non-clinical academics (medical and dental), representatives from the Medical Schools Council and human resources professionals.

We hold workshops specifically for medical and dental schools, and work has begun on best practice guides, including examples from medical and dental schools and related clinical submissions. The group’s input has also been valuable in informing the general guidance we give to applicants.

Dr Bogg has taken the role of Athena SWAN adviser to UK medical and dental schools at the Medical Schools Council. Her work includes communicating about the charter through newsletters and an Athena SWAN area on the Medical Schools Council website.
Looking ahead

ECU’s Athena SWAN charter will continue to develop, welcome new members and extend to new areas in 2014.

**A more transparent process**

Following the recommendations from the evaluation of Athena SWAN, and in light of the increasing link between awards and access to external funding, we have been focusing on ensuring the process is as consistent and transparent as possible.

A new process guidance will be available in August 2014. The process guidance will clearly set out the application process and also the procedure followed by Athena SWAN once an application has been received. The process guidance will also include the grounds under which an applicant can appeal a decision and the process for this.

**Steering committee**

The steering committee, made up of volunteers, has been an integral part of the charter’s governance since the beginning. In January, to address the challenges to the Athena SWAN charter arising from its exponential growth and links to funding and other requirements, and to ensure overall good governance, the ECU board established a board-led task and finish group to:

- review the governance of Athena SWAN
- review the Athena SWAN awards process
- consider what needs to be done to enhance assurance (eg more training, clearer guidance, remunerating panellists)
- develop a separate Athena SWAN risk register for consideration by ECU’s audit and risk committee
The task and finish group reviewed the awards process, potential risks and governance structure. In light of the overall growth and exposure of the charter, it determined that the charter requires new governance arrangements.

The group has recommended forming a new reference group, made up of vice-chancellors and pro vice-chancellors. This will sense check the direction of travel of all of ECU’s work on charter marks, including Athena SWAN. ECU will set up an Athena SWAN key stakeholders and funders forum meeting, which will be held once a year. The ECU board is also exploring setting up a board-led sub-group to consider the requirements for all ECU charters.

The final meeting of the Athena SWAN steering committee was held in June 2014.

We would like to extend our thanks to members of the committee past and present for their input, which has been instrumental in helping us develop the charter to this stage.

2013 steering committee:

- Jan Atkinson, University College London
- Catherine Ball, Biochemical Society/Society of Biology
- Jan Bogg, University of Liverpool
- Sarah Buckman, The Royal Society
- Gillian Butcher, University of Leicester
- Matthew Harrison, Royal Academy of Engineering
- Averil Macdonald, University of Reading
- Peter Main, Institute of Physics
The Republic of Ireland

ECU has seen a considerable amount of interest in the Athena SWAN charter from abroad. In autumn 2014 we will be launching a three-year pilot to extend the charter to the higher education sector in the Republic of Ireland. This will be the first time the charter has been run outside the UK, and will be funded by Ireland’s Higher Education Authority.

Universities and institutes of technology will be invited to help shape the programme as it develops. Ruth Gilligan has joined ECU to work as Athena SWAN adviser and support the development of the charter in Ireland.

We are delighted that the Higher Education Authority and the Irish higher education sector have invited us to establish the Athena SWAN charter in Ireland. There have been a number of initiatives in Ireland focusing on addressing gender imbalance in STEMM research, including work towards the EU Horizon 2020 strategy. The charter will help provide a framework through which universities and their departments can meet their aims and aspirations for gender equality.

‘I very much welcome the extension of the Athena SWAN charter. It opens up the opportunity for Irish universities and institutes of technology to adopt an internationally recognized framework to initiate structural change in order to address the persistent gender imbalance in academic careers, and thereby enhance our research capacity.’

Professor Eileen Drew, director of the Centre for Women in Science and Engineering Research (WiSER), Trinity College Dublin
ECU’s equality charter marks

ECU has been developing two additional equality charter marks.

- **Gender equality charter mark**: addressing gender inequalities and imbalance in the arts, humanities and social sciences, in particular the underrepresentation of women in senior roles.

- **Race equality charter mark**: improving the representation, progression and success of minority ethnic staff and students within higher education.

We have built on our knowledge from Athena SWAN to develop our race and gender equality charter marks, and all three follow a similar methodology. The equality charter marks are based on self-assessment and peer review, and prioritise continuous progression.

As with Athena SWAN, the charter marks aim to drive forward the cultural and systemic changes needed if institutions are to remain competitive and attractive to talented staff and potential students in a global market.

These outcome-focused programmes are catalysts for change – encouraging higher education institutions, research institutes and others to transform their cultures and make a real impact on the lives of staff and students.

The race and gender charter marks are currently in trial and pilot stage. The Athena SWAN team is closely involved with the development of the new charters.
A personal perspective

Professor Teresa McCormack, Acting Director, Queen's Gender Initiative, Queen's University Belfast
Recently, a woman told me that the university’s silver award was an important factor in her decision to take up a job offer at Queen’s. It was enormously encouraging to hear this, and it makes many years of hard work seem worthwhile.

I have been involved in the work at Queen’s around the Athena SWAN initiative for about seven years, first in preparing psychology for its silver award in 2010 (upgraded to gold this year), then in helping to coordinate the efforts of all of our STEM departments working towards their awards.

One thing has become clear to me over the years: ECU’s Athena SWAN initiative can make a real difference in culture and attitudes within departments and in an institution, but change happens incrementally and depends on buy-in at every level in the university.

It is essential that the team working within any given department is in tune with the needs and concerns of the staff on the ground. Unfortunately, it is still a common experience for teams working within departments to encounter some scepticism, from women as well as men.

Winning over staff is much easier if the head of the department sets the tone by giving clear support to the SWAN initiative and making sure it is a constant feature in management or staff meetings. The head of the institution and in turn the heads of the relevant faculties also have a role to shape policies and provide necessary funding and support for the initiative. It gives a huge boost to the many staff working on SWAN teams if they see a vice-chancellor giving prominence to its Athena SWAN awards when talking about the achievements of their university.

I have been leading a group of Athena SWAN champions for the last few years – the chairs of the self-assessment teams within the individual departments. On a personal level, what has been most rewarding about being involved in that group is that it has meant that I have got to know a wonderful set of (mostly) women from across many departments and that supportive network has proved useful to me in many ways.

We are currently starting to prepare for the launch of ECU’s gender equality charter mark in our arts, humanities and social sciences (AHSS) departments, and as a result I have met a whole new set of colleagues who are just starting to grapple with the issues that we have been working on under the Athena SWAN initiative. We have initiated a buddying system whereby each AHSS department is paired with a successful Athena SWAN department. Encouragingly, by observing the level of support and advice that our champions are able to offer to their buddies, it is possible to see just how far we have come over the last few years in embedding Athena SWAN in what we do.
Supporting Athena SWAN: our funders

**The Royal Society**

The Royal Society has supported the Athena SWAN charter since its inception and is proud to continue doing so, because it has a track record of making a real difference on the ground, bringing about cultural change that helps to ensure the best people want to come into science and remain. The Royal Society wants to see the UK’s scientific research community maximise its potential, both in generating new knowledge and in applying it to real-world problems. To do that science needs to draw on the widest possible range of talents. With this in mind, the society is expanding the range and depth of the activities it undertakes to increase the diversity of the scientific workforce, and will continue support for the Athena SWAN charter as a key part of these developments.

**Scottish Funding Council**

The latest review on the impact of Athena SWAN clearly demonstrates why the Scottish Funding Council (SFC) continues to support the charter. Among its findings the review notes that women staff feel Athena SWAN has increased their self-confidence, enhanced their leadership skills and impacted positively on their career development. Furthermore, we believe the charter helps members to enhance their management practices, working conditions and career development opportunities for all researchers. SFC will continue to work with Scottish higher education institutions to improve how the sector recruits, retains and develops all research staff, including their efforts to tackle gender inequality. We believe the Athena SWAN charter is a key part of this work.

**Biochemical Society**

The Biochemical Society has been a strong supporter of Athena SWAN for several years. Of our 5000+ members, some 38 per cent are women, most of whom work in the university sector. However the society is well aware that the proportion of women molecular bioscientists in senior academic positions in our universities is very much lower than this figure. It is of vital importance to the health of UK science that our very many talented women biochemists, as well as those from minority backgrounds, get the opportunity to fulfil their potential in this country. The Athena SWAN charter plays a vital role in encouraging UK universities to examine their recruitment, promotion and retention strategies to ensure that students and staff alike feel that there are no barriers to their scientific advancement based on gender or ethnic origin. The Biochemical Society is proud to have committed financial support in order to help Athena SWAN achieve this end.

**Aspects of Athena SWAN are also supported by the Department of Health, the Higher Education Authority and the Department for Business, Innovation & Skills.**
Supporting Athena SWAN: 2013 panellists

- Cathy Abbott
  University of Edinburgh
- Moni Akinsanya
  Liverpool John Moores University
- Jean Alexander
  Natural Environment Research Council
- Kirstie Anderson
  Newcastle University
- Joseph Antony
  University of Leeds
- Louise Atkin
  Wellcome Trust Sanger Institute
- Caroline Austin
  Newcastle University
- Kathy Aveyard
  University of Leeds
- Jennifer Bardsley
  University of Oxford
- Robert Bell
  Imperial College London
- Marlene Bertrand
  University of Bath
- Karen Bill
  University of Wolverhampton
- Emma Bland
  University of Exeter
- Jan Bogg
  University of Liverpool
- Chris Bradshaw
  University of the West of Scotland
- Isobel Braidman
  University of Manchester
- Paul Brennan
  Cardiff University
- John Bridgeman
  University of Birmingham
- Sandra Brown
  King’s College London
- Nigel Bubb
  University of Leeds
- Sarah Buckman
  The Royal Society
- Jonathan Bull
  University of Southampton
- Kathryn Bullen
  Aberystwyth University
- Vikki Burge
  Cardiff University
- Gillian Butcher
  University of Leicester
- Jane Cahill
  University of Leeds
- Bertille Calinaud
  Queen Mary, University of London
- Julie Campbell
  University of Sheffield
- Cherry Canovan
  Lancaster University
- Jane Chandler
  University of Portsmouth
- Karen Chapman
  University of Edinburgh
- Mike Chenery
  University of Surrey
- Peter Clarkson
  University of Kent
- Trudy Coe
  University of Oxford
- Rachael Collison
  University of Sheffield
- Belinda Colston
  University of Lincoln
- Brian Colvin
  Queen Mary, University of London
- Malcolm Cooper
  University of Warwick
- Sally-Anne Cooper
  University of Glasgow
- Louise Cosby
  Queen’s University Belfast
- Kevin Coutinho
  University of Cambridge
- Alexandra Cristea
  University of Warwick
- Brid Cronin
  University of Oxford
- Nicola Curtin
  Newcastle University
- Barbara Davis
  Royal Holloway
- Sally Day
  University College London
- Paola Dazzan
  King’s College London
- Gavin Deadman
  Manchester Metropolitan University
- Tina Donnelly
  Heriot-Watt University
- Helen Dutton
  University of Manchester
- Madeline Eacott
  Durham University
- Nigel Eady
  Academy of Medical Science
- Catherine Eastwood
  University of Edinburgh
- Rachael Elder
  University of Sheffield
- Liz Elvidge
  Imperial College London
- Rhona Feist
  University of Edinburgh
- Elaine Figgins
  University of Strathclyde
- David Franklin
  University of Portsmouth
- Eilidh Fraser
  University of Abertay Dundee
- Jarka Glassey
  Newcastle University
- Yvonne Gledhill
  Hull York Medical School
- Jane Gregory
  Institute of Cancer Research
- Susan Grey
  University of Hertfordshire
- Neva Haite
  University of Aberdeen
- Lynne Hampson
  University of Manchester
- Pauline Hanesworth
  The Higher Education Academy
- Karen Hassell
  University of Manchester
Barbara Haward  
University of Portsmouth

Andy Heath  
University of Liverpool

Antje Heinrich  
MRC Institute of Hearing Research Nottingham

Charlotte Hewlett  
University of Exeter

Jane Hill  
University of York

Vivien Hodges  
University of Cambridge

Farideh Honary  
Lancaster University

Yukiko Hosomi  
University of the West of England, Bristol

Patricia Hughes  
St George’s, University of London

Amelia Hunt  
Lancaster University

Antonia Jackson  
University of Leicester

Cathy Jackson  
University of St Andrews

Patrick Johnson  
University of Manchester

Simon Johnston  
University of Sheffield

Allison Johnstone  
Scottish Resource Centre for Women in SET

Harriet Jones  
University College London

Lucy Jones  
Kingston University

Eva Kalenthaler  
University of Sheffield

Diane Kelly  
Swansea University

Joyce Kenkre  
University of Glamorgan

Sabina Khanre  
King’s College London

Helen Killaspy  
University College London

Cristina Lagunas  
Queen’s University Belfast

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Athena SWAN Champions of Science: Professor Karen Holford

Director, Cardiff School of Engineering
Karen’s primary research theme is damage assessment using acoustic emission applied across a range of industrial applications. She has recently been invited to be the vice president (Europe) of the International Society on Acoustic Emission.