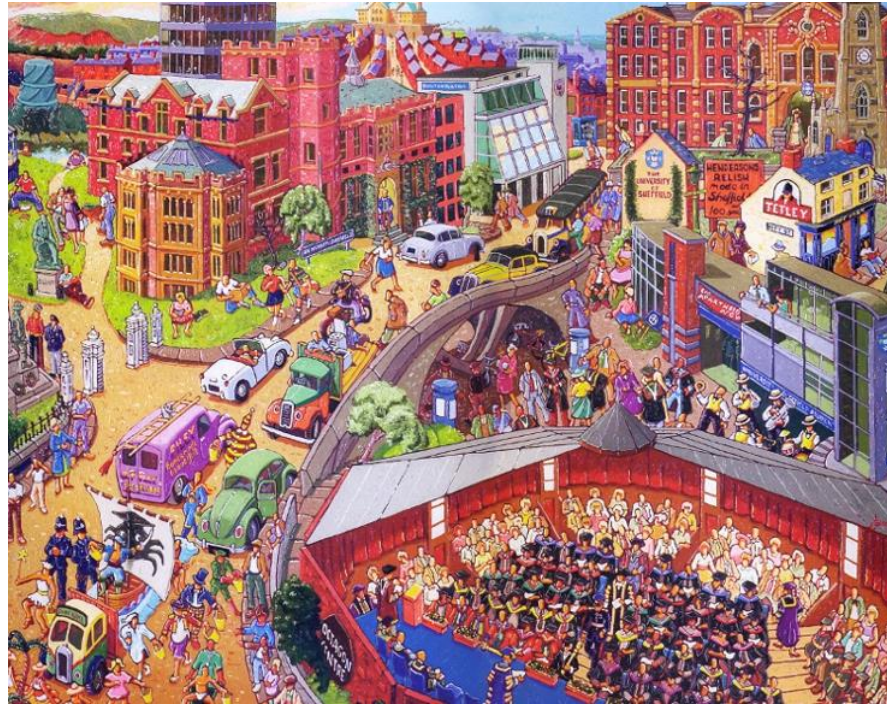




The
University
Of
Sheffield.

Women@TUoS NET

Academic networking for change



'Our University'
Joe Scarborough
2005

Professor Julie Gray
Molecular Biology & Biotechnology

Sheffield Women Alumni



Amy Johnson
(1925)



Hilary Mantel
(1973)

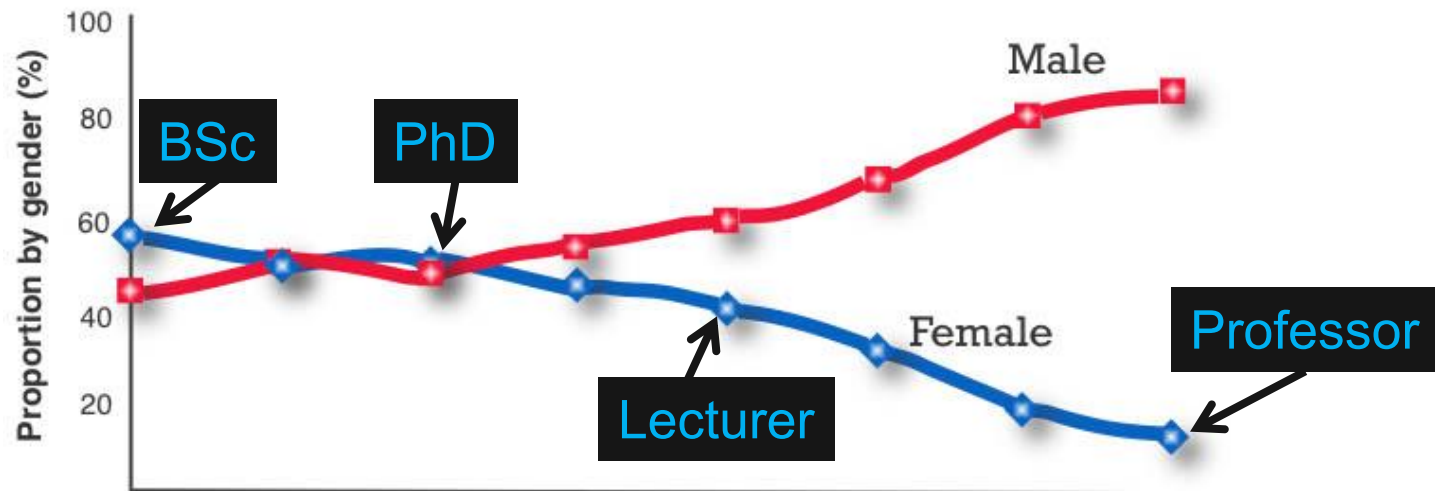


Helen Sharman
(1984)



Jessica Ennis-Hill
(2007)

The scissor effect



Lack of support

Starting family

Poor career progression

Isolation & exclusion

Women in UK Academia

- 44% women, 56% men
- 15% Gender Pay Gap
- 22% Female Vice Chancellors



Susan Price
Leeds Met



Margaret House
Leeds Trinity



Dame Nancy
Rothwell
Manchester



Louise Richardson
Oxford

It was not always so bad...

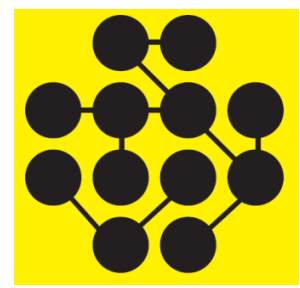


Sheffield Chemistry
(1914-1918)

Starting our Network

- 2011 Visioning
- 2012 Launch for STEM
 - Steering Group established and activities/events started
- 2013 University-wide Launch
- 2014 Profession roles included
- 2016 International Network

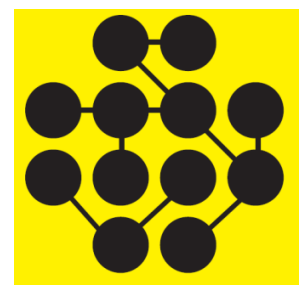




Women@TUOS NET



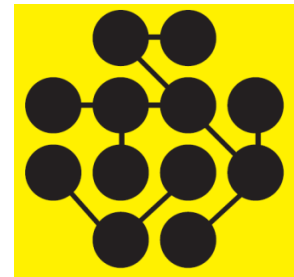
2013 - University-wide Launch of Women@TUOS Net
'Implicit Bias, Stereotype Threat and Women in Academia'



Women@TUoS NET

ADVOCACY. INSPIRATION. PROGRESS.

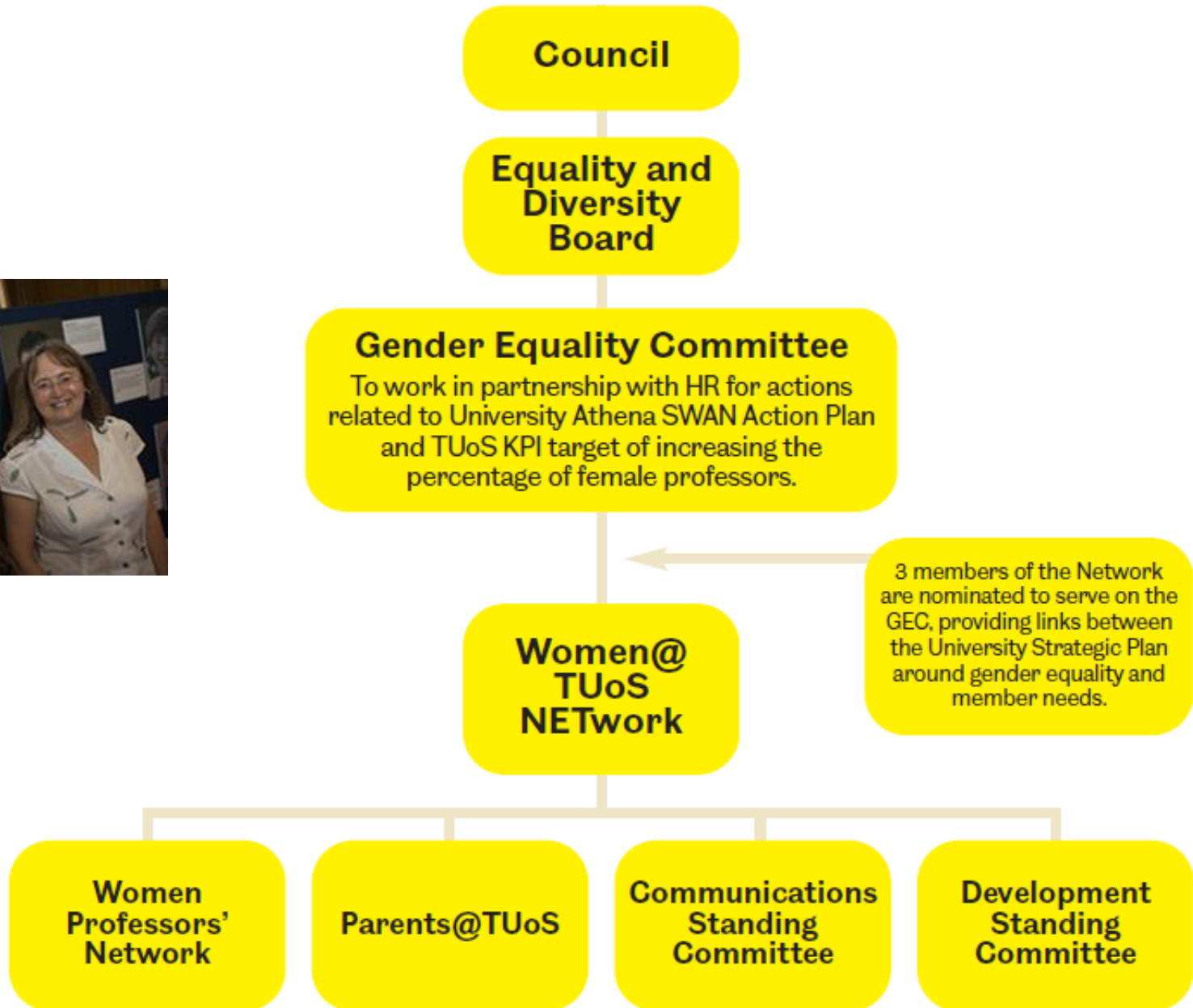




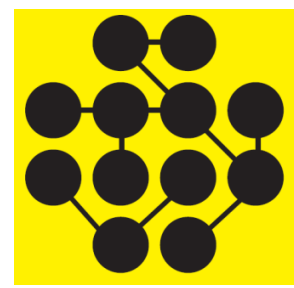
Critical Success Factors

- Senior management buy-in
 - Direct funding
 - Embedded in University governance
 - Mechanism for University-led targets
e.g. % women professors & Athena
SWAN





Women@TUoS Net Activities



Events

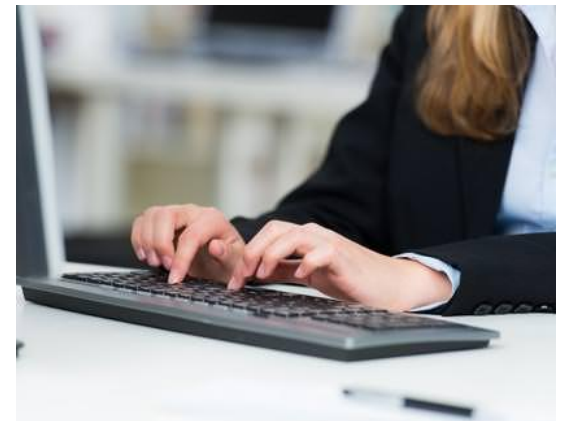
- Annual Lectures
- Occasional talks
- Speed networking
- Leadership ladder
- IWD celebrations

Training

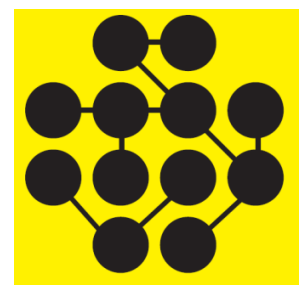
- Resilience, Media
- Imposter syndrome

Initiatives

- Internal comms review
- P2P (Parent 2 Parent)
- CV+
- Writing Club



Support for Women Professors,
Parents@TUoS, Women in Professional Roles Networks



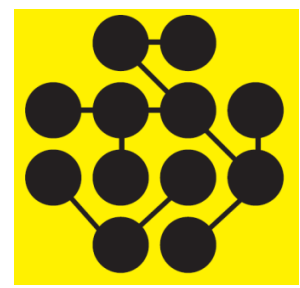
Women@TUoS NET



Annual Lecturers

Dame Athene Donald

Dame Carol Robinson



Celebrating Achievements

International Women's Day Events

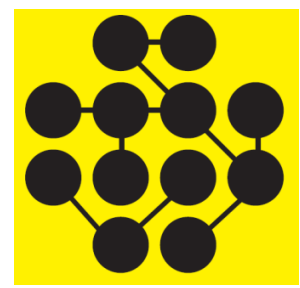


Debate: *Quotas, the answer to smashing the glass ceiling?*



Panel Discussion: *The Future of Feminism?*

TuOS/SHU Lunch and career development event

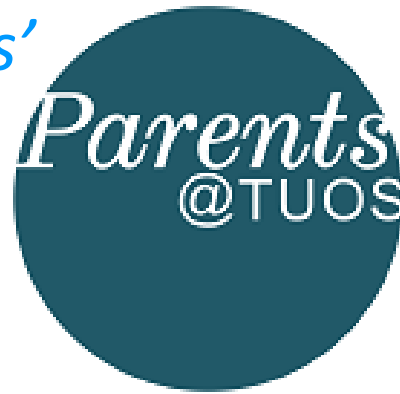


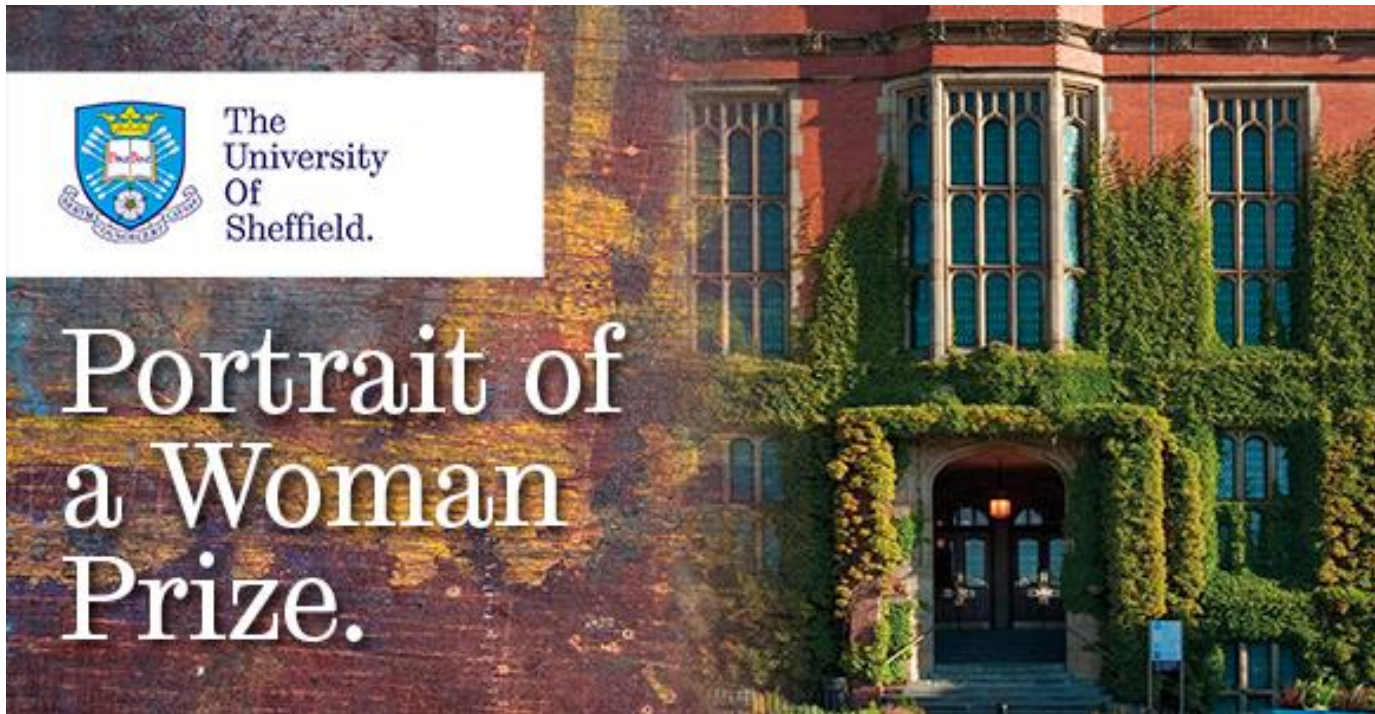
Parents@TUoS

Quarterly themed coffee mornings



'It was really helpful to hear from other academic returners about their experiences'





Past or present member of staff whose portrait we would like to see in Firth Hall

- Established by HR Director Rosie Valerio on retirement in 2011
- Colleagues nominated University women
- 28 invited to have professional photo portrait

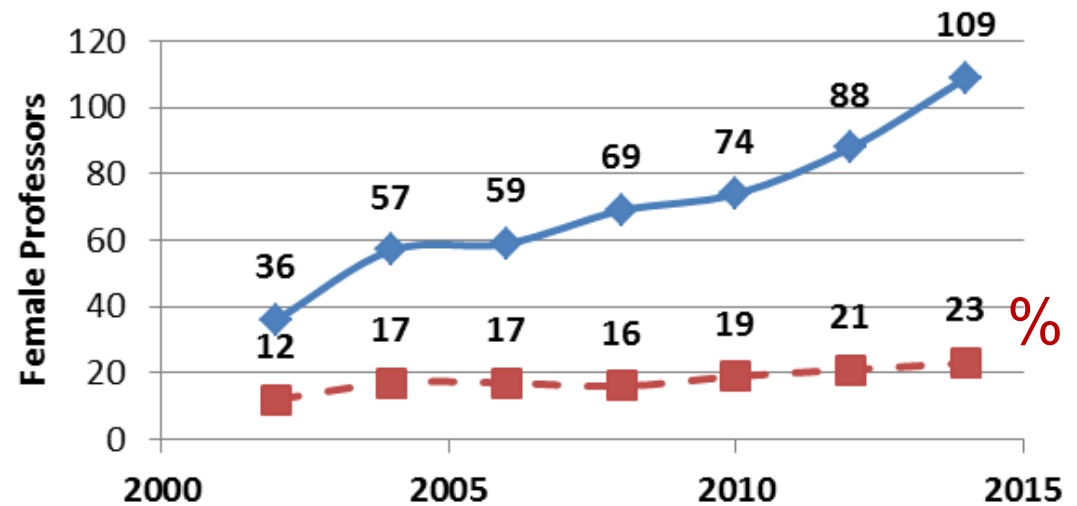
Gillian Gehring OBE, Emeritus Professor



- First (and only) woman Professor of Physics at Sheffield
- Second woman to hold a UK Physics Professorship

*‘holds out a helping hand to other women’ a ‘glass-ceiling buster’
‘someone who speaks for the spirit of this University expressed in
her life and work. There could be none better’ (VC)*

We are improving...





For more information:

Website: <https://www.sheffield.ac.uk/womens-network>

- Good Practice Guide
- CV+ guidelines
- P2P guidelines
- Writing Club guidelines
- Workshop packs



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