

Vitae Conference

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Career Development Fellowships at the
University of Oxford

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UNIVERSITY OF
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Background

- Under-representation of women in SET academic posts
 - 1995 women made up 17% of non-clinical academic staff
 - 1999 women made up 19% of con-clinical academic staff
 - 1999 women made up 39% of non-clinical research staff
- Women had a better success rate than men in job applications but application rates from women were low
- 1999-2000 Athena Project funding for a programme to encourage careers for women in SET

Aims

- a structure to encourage the development of promising early-career staff (women and men)
- promoting equality of opportunity by creating a more diverse pool of candidates for academic posts
- Fellowships offered across the University, for highly talented people at the post-doctoral level in order to
 - retain them with the Oxford system
 - attract them from outside Oxford

Programme 2002-04

- University funded Career Development Scheme – first cohort 2002-04 – 12 CDFs
 - two year posts
 - research and teaching (up to six hours per week of tutorial or small group teaching)
 - individual training and development packages, delivered through Oxford's Learning Institute (OLI) and enrolment on the OLI's Postgraduate Diploma in Learning and Teaching in Higher Education
 - infrastructure costs provided
 - termly group review meetings
 - departmental sponsor or mentor
 - mixed applicant pool but all female cohort appointed



Programme 2005-08

- second cohort 2005-08 – 15 CDFs
 - three year posts (because two years was seen as giving insufficient time for the development programme)
 - programme components remained the same
 - centralised recruitment (rather than via five academic divisions)
 - over 500 applications (58% men, 42% women)
 - 8 men (53%) and 7 women (47%) appointed

Outcomes

2002-04 cohort:

- nine lectureships (Durham, Birmingham, Chester, King's, Cambridge, Geneva, St Etienne, Oxford (2))
- two Junior Research Fellowships (Oxford)
- one destination unknown
- feedback from CDFs in 2005 commented on the range of activities available to them, enhanced CVs and feeling better placed as applicants for academic posts

Reflections

- proportion of women applicants remained strong following centralised recruitment
- the concept of the CDF has spread across the University
 - individual departments and Colleges are offering CDFs
- danger that the programme is becoming diluted and not all CDFs are offered all components
- some evidence that CDFs no longer feel part of a unified scheme