

13th January 2013

Professor Monica Grady
Open University
Department of Physical Sciences
Walton Hall
Milton Keynes MK7 6AA

Dear Professor Grady

Juno Practitioner status

Thank you for your recent submission for Juno Practitioner to the Juno Assessment Panel. We are delighted to be able to award Juno Practitioner status to the Department of Physical Sciences at the Open University.

The Panel were extremely impressed with the application, and the clear and evident commitment from senior management to the process. Although the nature of the institution is very different from other universities, you have clearly identified a range of issues and are moving forward on actions to tackle them. The Panel was particularly impressed with the depth of your data analysis and highlighted several areas in which the department demonstrated commendable practice, including

- extending equality practice to exam panels;
- the policy on core hours;
- the workload allocation model, in which Juno activity has been included;
- the commitment to monitoring the gender of internal and external applicants to Fellowships.

In moving forward to Champion status or a Practitioner renewal, the Panel identified several areas which would benefit from further analysis. These included:

- a focus on the department's withdrawal data, including an examination of the career paths of both successful students and those withdrawing;
- an analysis of the data which indicates that female staff are more likely to be in teaching roles than academic posts, in comparison to their male colleagues;
- the provisions made for local support staff and what is done to include them in departmental decision-making and activities;
- disaggregation of data on female staff and students by UK and overseas, due to the national decline in female UK domicile students and staff in physics.

The department may also wish to secure a higher uptake of equality and diversity training by making it mandatory for all staff, to look at how to achieve a higher uptake of appraisals, and increase engagement of PDRAs through involving them in staff meetings and the provision of a mentoring system.

As requested, the Panel treated this application as a new Practitioner submission, and therefore, your Practitioner status is in place for two years; details of the process for renewal or Champion application will be sent in due course.

The IOP encourages all Juno Practitioners to disseminate best practice by engaging with the physics community on these issues. As such, we hope that you will be happy

to be involved in future Juno workshops/mentoring of departments when the occasion arises. We would greatly appreciate your involvement in any such activities.

With very best wishes,
Yours sincerely,



Professor Helen Gleeson
Acting Chair, Juno Assessment Panel
Email helen.gleeson@manchester.ac.uk