

AWiSE aims to help retain and enhance the participation of women in science, engineering and technology in industry and academia. We do this through **networking** meetings, personal development workshops, access to a **mentoring** scheme and gathering and disseminating **information**. AWiSE members come from the whole range of career stages, from undergraduates and postgraduates through to company directors and professors.

Welcome!

Welcome to our summer edition! I hope you have enjoyed our great range of meetings this spring. I have written brief reports of them here for those of you not able to attend. Over the summer we will be finalising our next series of events. If you have any suggestions, please let us know and feel free to volunteer yourself.

If you've been meaning to join Cambridge AWiSE for a while why not do it now! You can download a membership form from the web!

Lucy

<mailto:info@camawise.org.uk>



Steering Group News

Special General Meeting Wed 16th May 2007
Cambridge AWiSE are pleased to announce the outcome from the SGM held in May. The Steering Group accepted the resignation of **Jenny Koenig** as Chair and thanked her for her great leadership and enthusiastic guidance of Cambridge AWiSE over the past three years.

Jenny Brookman was unanimously elected as Chair and **Jackie Roberts** as Deputy.



The Steering Group thank **Jenny** and **Jackie** for taking on these roles and we all look forward to working with you!! The Steering Group would also like to welcome three new members, **Suzanne Doyle Morris**, **Lorraine Harte** and **Susie Fletcher**.

Jenny, Jackie and all the Steering Group resolved to focus on ensuring that Cambridge AWiSE remains a strong local organisation, providing networking opportunities to women engaged in Science, Engineering, Technology and Maths both in the academic arena and to those working in industry. This will continued to be delivered via themed meetings focused on personal and career development.

If you would like to join the Steering Group and help set the direction of Cambridge AWiSE, please contact us!



Meeting Reports

It's been a busy few months with lots of fantastic events! Thank you to everyone who has attended and filled in feedback forms. I hope our meetings have been useful and you have enjoyed meeting new people.

1. *Career Paths for Women in Science Series.*

Moving into Management
Irene Warner, Arena4Management
Thurs 3rd May, Royal Society of Chemistry.

Irene Warner came to the Royal Society of Chemistry on the 3rd May 2007 to talk about 'Moving into Management'. She spoke to a group of 22 women, her first ever all female audience. So what is management? If it's good its invisible and its almost impossible to know what a good manager does to earn their salary! If it's bad, it can range from merely irritating to completely catastrophic!

Management is about clearing the obstacles in the paths of people doing the job, giving people the opportunity to work effectively, protecting momentum and not allowing distractions to effect work. Irene believes it's a balance between being a nurturing parent

and a rotweiller! and the biggest enemy to good management is often within.

Being successful in SET provides much of the skills needed to be a good manager.

- you need experience doing the actual job to be an effective manager.
- SET careers often involve managing budgets and resources, so you already have this experience and the ability to negotiate.
- SET careers require the discipline of thinking - this is an essential skill in management.
- In SET you generally know when you are reaching the end point, this precision to end is very important in management for dealing with deadlines and contracts.
- SET is all about planning a task in a series of logical steps. People working in SET have to know how to break down a task into component parts and order them correctly. Ability to see steps as well as the complete objective very important in management and is a skill that women are very good at. Women can see all the parts that make up the whole, men generally see the parts or the whole but not both.
- Management often involves writing reports, people from SET backgrounds are already skilled in writing in this format.
- SET women often have strong people skills, they have the ability to spot trouble quicker, are better at standing up to opposition and dealing with conflict as they have already experience working in male dominated environments. This ability to stand up for something you believe in can make people think you are a trouble maker but this does eventually lead to respect and promotion (but you may not have many close friends around you at work).

It never occurred to Irene that going back to work after her career break would be as difficult as it was. She was expected to retrain as an engineer completely. She couldn't face this so applied to teach construction at a college. After her third child she started working for the Engineering Council where she worked on an education scheme, which aimed to broaden girl's ambitions and also challenge the expectations of boys. She read lots and gradually picked up skills and undertook lots of management training. She then spent time working in Lesotho where she realised that engineers from many different multicultural

backgrounds all managed their workforce and projects in similar ways - this she believes is due to the SET way of thinking, the ability to breakdown projects into smaller tasks and explain the reasons why clearly. She then moved back to the UK into Strategic Management and eventually formed her own company. She subsequently joined with Arena to form Arena4Management.

Irene believes that women bring strength but they have it harder than men if they don't want to sacrifice their family for their career. Women are used to fighting battles and following their beliefs. Irene believes:

1. In taking advantage of the skills development training that is available.
2. That you don't need to do a postgraduate management degree.
3. That you already have most of the management skills you need as a result of your SET background.
4. That you need to develop project and people management skills.
5. That you should only deal with the top dog - don't battle unnecessarily with the underdogs and avoid confrontation.
6. In winning people round to get things done.
7. That within your team, you acknowledge the person responsible for getting the job done/coming up with ideas.
8. But that you should take credit yourself for the job done by your team and let the bosses know!

**Becoming a Scientific Consultant
Monika Green, Cambridge Consultants
Wed 6th June, Royal Society of Chemistry.**

Monika is Head of Cambridge Consultants Healthcare Consulting and Innovation Management Division and specialises in working with clients in Technology and Innovation Management.

Companies use scientific consultants to gain business advantage through better products or services. The services of a Scientific Consultancy are used to identify new technologies and techniques, to provide innovation management resulting in radical new products rather than simply improvements of existing products, to assess the technology of a company being acquired to see if it stacks up and what the risks are, provide market strategy, understanding products and their potential.

Monika recommends working for a larger company at first, as this will give greater opportunities for training, developing contacts and a greater variety of work.

To become a Consultant you will need:

- scientific degree
- commercial research experience/Ph. D.
- industrial experience
- analytical skills
- project management experience
- product management experience in industry (bring a product through from research to market)

Experience in a Professional Services Organisation is also an advantage particularly experience of getting business and providing advice on selling. Consultancy Companies will provide training at junior level but will expect Senior Consultants to be able to work straight from the start.

Other skills required are an ability to listen, common sense, the ability to ask simple questions as these give most information quickly, a degree of confidence and the ability to build relationships as job involves working for people and return business. A Consultant also needs to be a self-starter, patient, thick skinned and have the ability to multitask. Women almost always have this ability already!

Projects are never the same so consultancy offers a huge variety of work, different challenges, the chance to learn something new all the time and the opportunity to work with both small and large companies, with banks and financial institution. It also provides the chance to travel and to develop negotiation, selling and proper budgeting skills.

2. Academic Careers

The Concordat for Career Management of Contract Research Staff. Tues 8th May Lucy Cavendish College.

The Concordat came into force in 1996 and set standards for career management and conditions of employment for contract research staff (CRS). Sarah Botcherby from Cambridge University Personnel Division came and spoke about CRS employment rights, the Fixed Term Working Regulations and the University Career Management Scheme.

The meeting then discussed whether:

1. The Concordat is functioning acceptably with respect to career development.
2. Whether the provisions for maternity leave and maternity cover are sufficient and appropriate.
3. Whether women are disproportionately disadvantaged by contract research careers.

If you are a member of CRS or have been in the past and would like voice your opinions on these questions, please contact me.

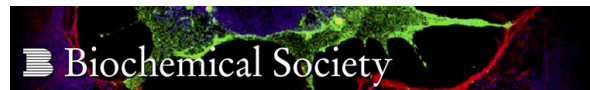
The results of this meeting will be published on our website in the summer.

A link to the research careers initiative and the concordat can be found on the Universities UK web site at:

<http://www.universitiesuk.ac.uk/activities/rci.asp>

We thank the Institute of Physics and the Biochemical Society for sponsoring this event.

IOP Institute of Physics



So you want to become an academic? Cambridge AWiSE and WiSETI Wed 16th May, Robinson College.

Continuing the academic theme, Cambridge AWiSE and University of Cambridge Women into Science, Engineering and Technology Initiative held a joint meeting about becoming an academic. We invited women academics and a male Head of Department to come and speak about their experiences and others to talk about the resources available to help you succeed.

Ruth Cameron is a Reader in Materials Science and Metallurgy. Since she has had children, she has worked 80% time. Ruth now runs a research group of 30 and works in collaboration with another women who also works part time. This way they are able to cover supervision of students when each other is away. She believes having a supportive partner is very important, her husband also worked 80% when their children were babies and now has some flexibility so can do some school pick ups.

Kate Lewis is a Royal Society Research Fellow in Physiology, Development and Neuroscience. After a number of post-doc positions, here and abroad, Kate successfully applied for a Royal Society Fellowship. The Fellowship pays for her salary plus a grant for equipment. She

is her own boss and can employ others. She now has a group of 8. There are many different types of fellowships: Academic Fellowships most likely to lead to a permanent job, Dorothy Hodgkin allow flexible working and there are career re-entry fellowships. You can only apply for some of them if you have a certain amount of experience but it's worth ringing and seeing how flexible the rules are. Rules governing eligibility appear to change each year. Grants are often reviewed by people who are not necessarily experts in your field so make sure that your application is clear and easy to understand. In addition, check how long the University takes to sign off and talk to the host institution about costings. Kate's advice is to not get demotivated, apply and apply again!

Why apply for a fellowship:

- independence
- less teaching
- allows you to establish an independent research career
- flexible - linked to you and not the institution so can move with them (this may help if you have a partner, allowing you to be more mobile)
- they come with money
- can help get a lectureship
- can often work flexibly
- can apply for grants and employ staff
- can apply for studentships and have graduate students
- once employing staff you develop management experience, dealing with budgets, recruitment and people.
- you can spend lots of time in lab or can delegate

However, fellowships are temporary positions and writing grants may be difficult (if the grant duration is longer than your fellowship) and similarly if a Ph.D. studentship is longer than the fellowship (although departments may help with second supervisors). As a fellow you may not be eligible to apply for all grants (some limited to new lecturers) and you may be all alone at first.

Words of Wisdom!

You will have more success if you play to your strengths rather than working on your weaknesses.

Good enough is good enough!

Jeremy Sanders was formerly Head of Chemistry. He outlined the standard academic pathway at Cambridge:

1. Ph.D.
2. Post-Doc (often abroad)

3. Research Fellowship developing independent research career. It often helps to be part of a well-established group to start with, PI's act as mentors and group provide a supportive environment.

Most first time lecturers at Cambridge are in their mid 30's, this makes it difficult for women as this is generally the age they are considering starting a family. There are some successful women academics who have taken very unconventional pathways, for example: Prof Carol Robinson

1. Ph.D. in 1980's
2. 8 year career break to have children
3. returned as post-doc, then Royal Society Fellowship, Lectureship, now Professor and Royal Society Fellow.

Jane Clark (Reader)

1. School Teacher until 40
2. spent a year in USA doing Masters
3. returned and did Ph.D.
4. Lectureship and now Reader.

These routes are very unusual and require someone to have a great belief in you and your abilities. Departmental support is vital. Fellowships provide flexibility for people with caring responsibilities. You need to give good reasons why you wish to work flexibly but don't feel shy about saying these. Institutions are keen to be seen as flexible employers (true for both women and men).

Dr. Annette Mahon works in Staff Development on the Graduate Development Program (**Kathy Kingstone** works on the Researchers Development Program). The Roberts Review found that Ph.D. students had academic qualifications at the end of their studentship but did not have transferable skills. Given that most Ph.D.'s do not end up as academics we need to address this: Cambridge University runs courses to develop transferable skills - presentation, project management, scientific writing, communication, assertiveness, teaching (aiming to get an accredited course on teaching up and running by September), how to supervise and how to lecture.

Staff Development also run an Early Career Review - 3 day away course looking at what you are doing, where you are planning on ending up and the Springboard personal development course. The University Careers Service have dedicated advisors for CRS - Anne Forde for Bio and Liz Wilcox for the physical sciences. It's very important to take advantage of the training on offer.

How to get an academic position.

Tips from Jeremy Sanders

1. best to have a range of experience (having a 1st degree, Ph.D. and Post-Doc at the same place is less attractive than evidence that you have moved around and worked with a range of people)
2. good to have worked in different areas of your science, would like to see evidence that you can master more than one set of skills
3. publications in high impact journals
4. do not include publications in preparation!
5. show contributions to grants.
6. strong references
7. evidence of transferable skills - people skills, ability to manage people and projects, presentation skills - as have to interact with colleagues and students (cant just be very academically good now).
8. CV and covering letter well laid out and clear and easy to read by someone who is not an expert in your field
9. include aspirations, experience and what skills you can bring to a department.



Cambridge AWiSE, out and about!

Enterprising Women Conference



Cambridge AWiSE participated in the Enterprising Women Conference at Newmarket Race Course in June.

“Having a stall at this event raised awareness with Enterprising Women of the networking opportunities we provide. There were several ‘Personal Development’ Companies exhibiting who may be interested in talking at a

CamAWiSE event and we made contact with other local networking groups who may be interested in holding joint events. There were people present from a wider geographic area than Cambridge who despite the distance may be interested in attending evening meetings.” Jackie Roberts, Deputy Chair.

“I thoroughly enjoyed the event and found the speakers, Michelle Mone, the CEO of Ultimo

Bras and Dawn Gibbons, Chair of Flowcrete, particularly inspiring. The event was a great illustration that the more involved you become in a local business community, the more you get out of such events. The networking sessions were full of energy, and the day gave me a lot of great ideas to take my business forward.”

Suzanne Doyle Morris, Doyle Morris Coaching and Steering Group Member.



Thank you to Jackie Roberts for organising our stall, Lucy Spokes, Suzanne Doyle Morris and Esther Haines for sorting out our advertising banners and Jenny Koenig, Jenny Brookman and Diane Turner for helping on the day!



Forthcoming Meetings

The Steering Group are now discussing future topics for our networking meetings.

PLEASE, PLEASE CONTACT US WITH YOUR SUGGESTIONS!!

We really want our meetings to be of interest to you, our members. Email info@camawise.org.uk with your ideas. You are welcome to volunteer yourself!

If you have any queries about our meetings, please contact Lucy at info@camawise.org.uk



News/Awards/Information!

The Know and Network Project (funded by the European Social Fund) is launching an online network for women who work in IT. For more information visit:

<http://www.knowandnetwork.org/>



The Royal Society Summer Science Exhibition is on from 2nd - 5th July. This exhibition offers a fantastic opportunity to discover the best of the UK's science and

technology research. With 23 exhibits from all over the UK, this is your chance to find out about the latest developments in scientific research and meet and talk to the researchers behind the fascinating exhibits on show. Come and discover how tiny computers can be used for health monitoring and training future UK medallists, practice your keyhole surgery techniques and find out if Piranhas really deserve their reputation as vicious predators! For more details visit:

<http://www.summerscience.org.uk/07/>

The East of England Development Agency is currently seeking three Board Members, two representing business and one representing local authorities. These members will need to commit a minimum of two days per month for an initial period of three years. For further information: www.rdaappointments.co.uk. The deadline for applications is 29th June.



Proceedings from the Third Annual UK Resource Centre for Women in SET Conference “Climate for Change; Women in Science, Engineering and Technology

- Having an Environmental Impact.” are now on the UKRC website at: www.setwomenresource.org.uk/

Have a look also on the UKRC site for details of other training courses and events.

The Fusion Conference 13 July, Birmingham

This event aims to open doors to new market opportunities for women who own businesses in the SECT. Contact Ann Nicholls for more information: a.nicholls@prowess.org.uk . <http://www.prowess.org.uk/Fusion.htm>

The UKRC came to Lucy Cavendish College in December 2006 to kick off their ‘Raising the Profile of Women in SET’ Campaign. The proceedings from this and the other seminars are now available on the UKRC website: www.setwomenresource.org.uk/en/role_models/raising_the_profile_campaign

Engineering and Employers Federation Cymru Wales’ Apprentice of the Year Competition. Dana Thomas would like advice on possible speakers within the engineering industry for an awards ceremony in November. She says “it would be great to get a female engineer as a guest speaker at the event”. If you have any suggestions, contact her at: dana.thomas@workingwordpr.com

Young Woman Engineer of the Year Contest

The Institution of Engineering and Technology Young Woman Engineer of the Year Award seeks to reward the very best female engineers that the UK has to offer, highlight achievements of women in engineering and encourage others to enter the profession.

This highly prestigious award will recognise a young woman who has firmly established herself as a dynamic and technically excellent professional. The judges are looking for a female under the age of 30 who is already holding a responsible position as a leading professional engineer and has the flair, charisma and experience which enable her to present engineering as an exciting career and entice others to follow in her footsteps. The winner will be chosen on merit with “hands-on” experience and academic achievement being considered equally.

You can nominate yourself or someone else. The closing date is July 27. For more information visit:

<http://www.youngwomanengineer.org/>.



The Observer Newspaper and Courvoisier have just launched their search to find the brightest young entrepreneurial talent in the country. 50 people between the ages of 25-40

will be selected in 10 categories: Art and Design, Business, Drink, Fashion and Retail, Food, Media, Public Life, Science and Innovation, Sport and Entertainment, and Travel and Leisure. The 500 chosen entrepreneurs will be profiled in a special supplement in the Observer Magazine in November; they will then go on to form a network supporting innovation and talent. To find out more and to apply visit:

<http://observer.guardian.co.uk/cvtf500>



The BSC IT Industry Awards are now open for entry. These awards set out recognise

professionalism, achievement and innovation in the IT industry. For further information visit: <http://www.bcs.org/industryawards>

Open University T160 course Women wishing to return to a SET career.

For those of you who have not completed the Open University course yet, a reminder that the last course starts in October! Last day for registration is 8th September. The majority of returners who finish the course find it really helps re-focus their career aspirations and make the most of new opportunities. You also get 2 years' free advice with the OU careers service and Prospects website after you have completed the course.

Recent reviews of the T160 course say: "I found the T160 course most useful and supportive. I grew in confidence and applied for a job at a higher level than I would have previously and was successful. I would recommend it to any woman who wanted to grow her career or restart her career in any sector not just SET. All women returners in any job sector could benefit from this experience." "I thought the T160 was a fantastic course for women like me who have taken time out to raise a family and have, somewhere along the line, lost the confidence that I once had in the workplace. The course has definitely empowered me and given me the skills and confidence to return to the workplace."

The course is free and includes any travel expenses incurred and some childcare costs. The deadline for enrolling is 8th September and the course will start in October. To find out how to enrol, visit the Student Registration & Enquiry Service on the OU website <http://www3.open.ac.uk> or ring the enquiry line on 0845 300 60 90.

Through web-based activities and online discussions, the course encourages women to analyse their previous experiences, identify opportunities, offers help in building a CV and to in developing a realistic and powerful action plan to enable them to find a job that will fulfil their aspirations and suit their lifestyle. The course also includes the chance to learn from role models and mentors from SET industries through face-to-face tutorials, as well as the chance to participate in national and regional networking events. There are no exams involved in this course, only two tutor-marked assignments.

Women in SET Enterprise speak out!



From June 26th June, women involved in SET enterprise in the East of England will be broadcast on the SETWomen

website: (www.setwomen.co.uk/) in a series of nine podcasts. They include discussions on the transition from employment to enterprise, women innovators in academia and industry, why women choose SET entrepreneurship and more.

Surviving as a Woman In Science Friday 2nd November, Welwyn Garden City Organised by EuroSciCon,.

This one-day meeting will bring together women from many different scientific backgrounds and at different stages in their careers, all with inspirational life stories, who are challenging the old order. There will be talks and advice from experts to help with CVs, grant and fellowship writing, interview techniques, time management, networking and a whole host of the other skills required to not just survive but **thrive** in science. As with all of our meetings there will be an informal atmosphere and plenty of opportunities to ask questions and chat with other scientists. To register visit:

www.regonline.co.uk/womenscience07

Confirmed talks include:

Creating Cultures of Success for women in science *Dr Maureen Cooper*, Director, Scottish Resource Centre for Women in SET

What does it take to get women back into SET work after a career break?

Dr Nina Baker, South West Scotland Mentoring Scheme, Glasgow.

Regenerative Medicine - A personal experience. *Professor Dame Julia Polak*, Imperial College.

Fellowship opportunities for women in science *Dr Sabine Best*, UK Grants Officer, The Royal Society.

Daphne Jackson Fellowships for Returners to SET careers *Dr Katie Perry*, The Daphne Jackson Trust.

Scientific Publishing: A female dominated field *Dr Sarah Greaves*, Nature Publishing LTD.

For further information, please contact:

Dr Claire Morgan

Claire.morgan@euroscicon.com

(and they are offering reduced registration fees for Cambridge AWiSE members!).



Networking - why bother?

In March I attended the 'I hate networking' event in Birmingham organised by the UK Resource Centre. The facilitator, Dinah Bennett, from Durham Business School and **Women into the Network** (www.womenintothetnetwork.co.uk) was fantastic. Here's a summary of the info from Dinah.

What is networking?

Networking is simply about developing relationships that will help you in the future. It works best if the relationships are mutually beneficial, when both people are happy to share ideas and information.

What's the point?

Networking enables you to meet like-minded people who can help you professionally and socially. It's a way of finding out information, stimulating new ideas and identifying new opportunities. Networking can help boost your confidence, combat the isolation you may feel working in a male dominated environment and give you the chance to meet inspirational role models. And it's really worth doing, 70% of new jobs are found through networking!

How do I increase my network?

Your **personal network** is probably between 40 and 400 people. This network includes your family, friends and work colleagues - anyone who has a positive impact on your career and personal development. Each of these people know other people who may be able to help you, so your **accessible network** could be up to 16,000 people! You will have strong ties with many people in your personal network and these people may actually be too close to you to really help with your career. So if you want to find an interesting job, explore new ideas, meet interesting people, then look outside your immediate social circle and don't just talk to your friends!! Successful networking requires time and effort and may not bring immediate rewards. However, over time you will see the benefits.

Cambridge AWiSE events give you the opportunity meet other women in SET in your local area. Our members come from both academia and industry and from all different SET fields. Our meetings have specific themes but also provide the opportunity to network so why not come along and meet us!



MentorSET

Cambridge AWiSE is affiliated to the national MentorSET women's mentoring scheme and our members can join for free. MentorSET connects women in SET with independent mentors who can offer career based advice and guidance.

If you would like more information on mentoring, have a look on the mentoring page of our website and read our article (recently published in the Biochemist Magazine) and a recent article in Nature. If you would like to find out more about MentorSET, either as a mentor or a mentee, visit the MentorSET website at www.mentorset.org.uk/ or contact me at info@camawise.org.uk

Who are we?

Cambridge AWiSE is run by a voluntary Steering Group of 15 Women. Lucy Spokes is employed part time as the coordinator. If you would like to join the Steering Group and help set the direction of Cambridge AWiSE, please contact us.

Chair/Treasurer	Jenny Brookman	Molecular Genetics, University Teaching
Deputy Chair	Jackie Roberts	Engineering, Small Business Management
Secretary	Tennie Videler	Structural Biology, Post-Doctoral Researcher, MentorSET Coordinator
Email List Manager	Caroline Blackmun Suzanne Doyle-Morris Susie Fletcher Suzy Floyd Esther Haines Lorraine Harte Jenny Koenig Tanya Morton Alice Moncaster Cobi Smith Diane Turner Athena Wu	Computer Science, IT Systems Management Coaching for Professional Women in SET Civil Engineering, Geohazard Research Cell Biology, University Post-Doctoral Research Physics, University Administration Engineering, International IT Business, Mentor Pharmacology, Education Consultancy Maths, Software, Management Civil & Structural Engineering Science and Technology Communication Analytical Chemistry, Consulting Business Stress Engineer, Aerospace Industry
Coordinator	Lucy Spokes	Environmental Chemistry, Administration

Contact Cambridge AWiSE

To join our email list and receive information on our meetings and events, email: ucam-awise-request@lists.cam.ac.uk

To contact us, email: info@camawise.org.uk

Membership costs just £20 per year for individuals, £5 for students.

www.camawise.org.uk