



University
of Exeter

How to build a diverse academic community

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Development

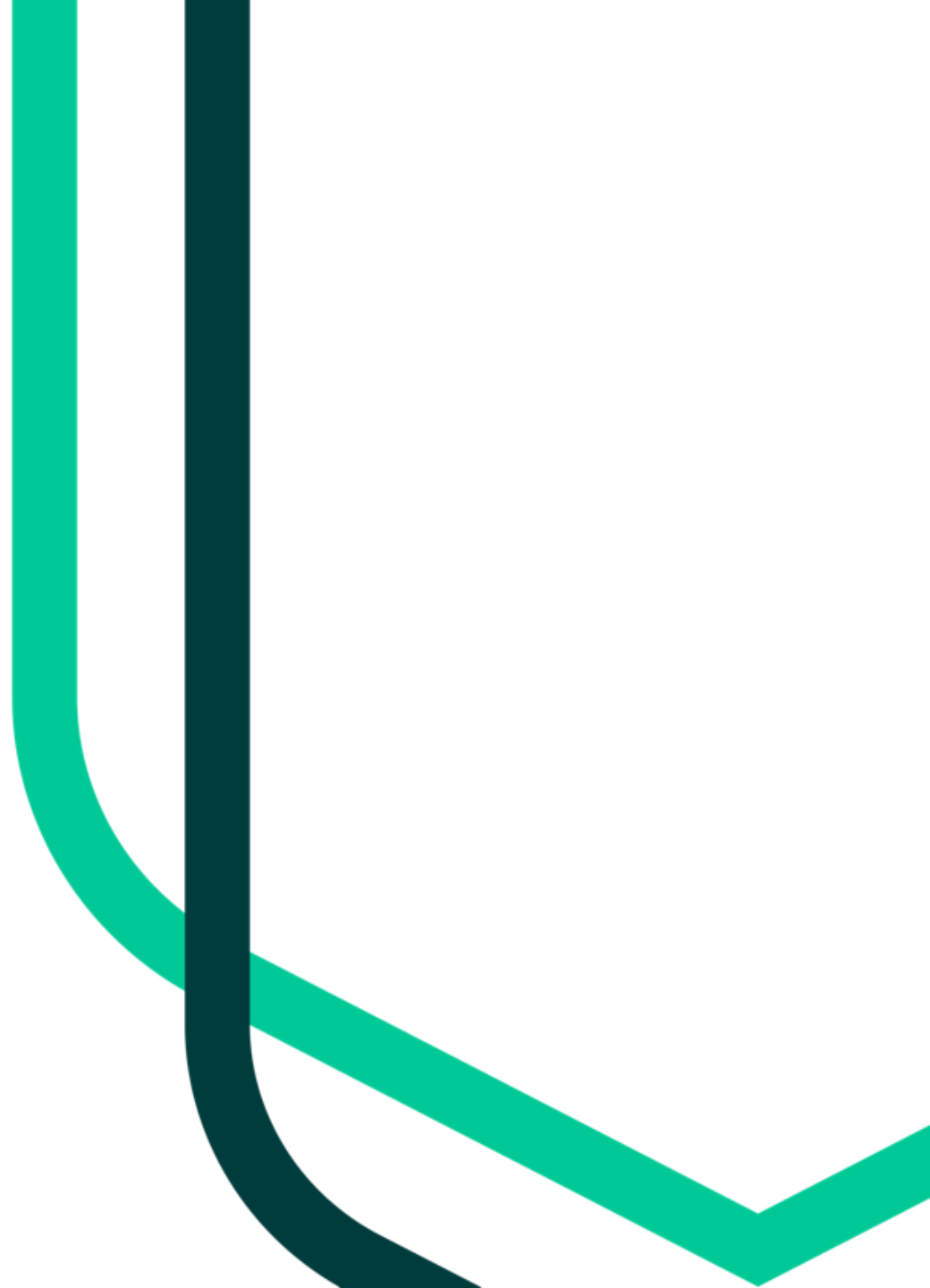


How diverse do you think our academic community is at Exeter?



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Entry



What are some barriers to entry?

- The accomplishment barrier
- The agency barrier
- The credibility barrier
- The 'do more' barrier
- The productivity barrier

These barriers impact various protected characteristic groups in different ways

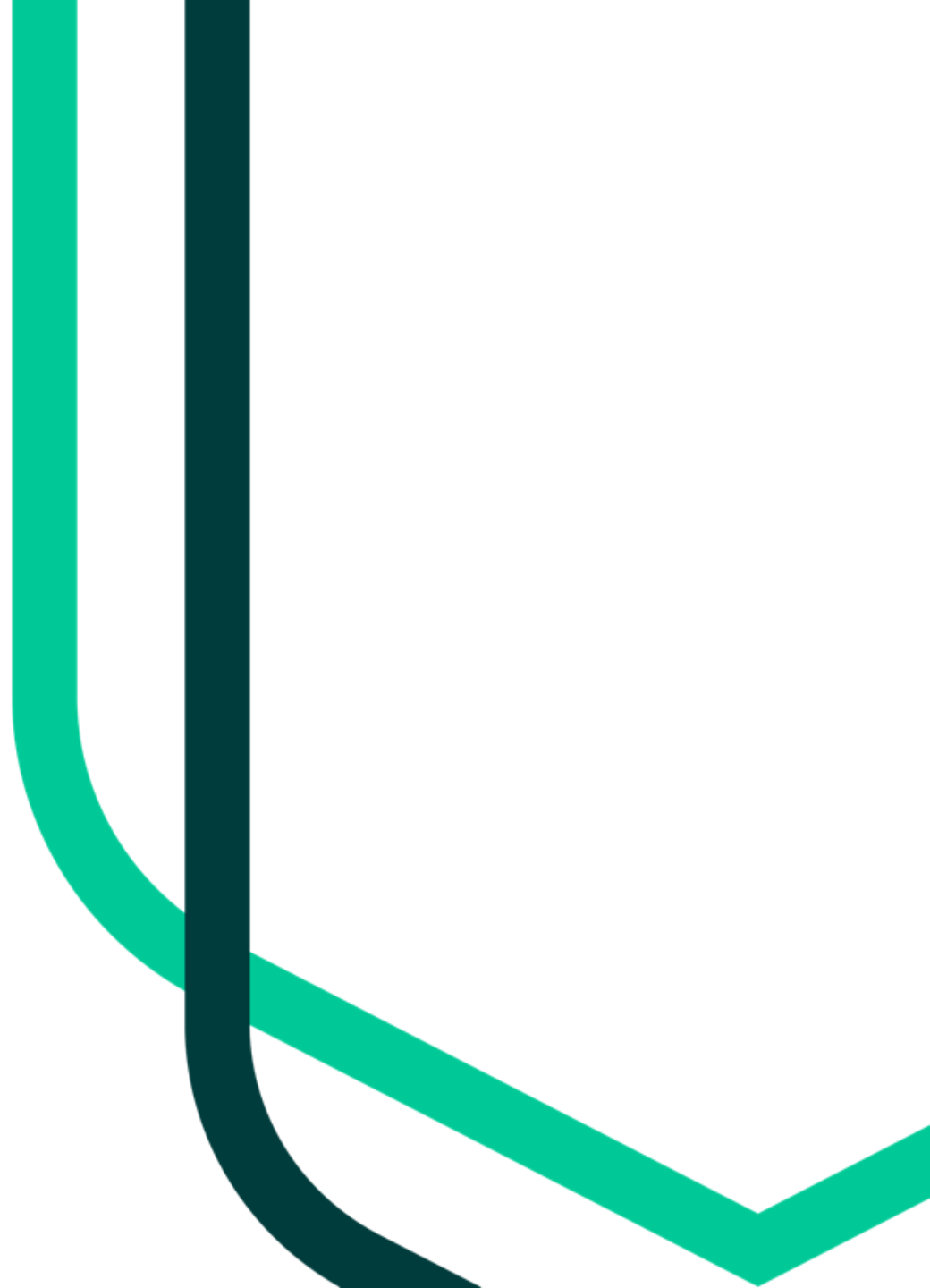
What can you do to aid entry

- Think and re-think Job design – what is truly essential criteria
- Pre-application information and support
- Reviewing where we advertise
- Continually improving the experiences of communities already at the University.



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Progression





1.

Discussion with Line Manager

It is advised in the first instance, that you discuss your proposed application for promotion with your academic line manager. This may form part of your PDR conversation.



2.



Submit Application

Applications must be made on the application form and accompanied by a full academic CV.



3.



Departmental Assessment

Following submission, your application will be assessed by your department.



4.



Faculty Panel Assessment

Faculty panels will meet to assess all applications for promotion, they will be guided by the departmental assessment. Normally sits in January.



Promotion

For those applying for promotion up to grade G, if successful at the faculty panel the promotion will be confirmed and come into effect from 1 March.



Only applicable for those applying to AP/P.

5.



External Assessment

If supported by the faculty, external assessments will be requested.



6.



University Promotions Panel

The University promotions panel will assess all applicants evidence including application form, departmental assessment, faculty assessment and external assessment. Normally sits in July.



Promotion

For those applying for either AP or P promotions, if successful at the university promotions panel the promotion will be confirmed and come into effect from the 1 August.



University of Exeter

Welcome to Exeter Professional



Divisional People
Champions



Career Development Hub



Exeter Professional
Steering Group



Technicians Commitment



PS Career Journeys



Talent, Innovation,
Discovery and
Engagement (TIDE)

Role models

Our talented women



Jess Hurrell, Innovation, Impact and Business

Our talented women



Oluwafunmilola Ola, College of Engineering, Mathematics and Physical Sciences

Our talented women



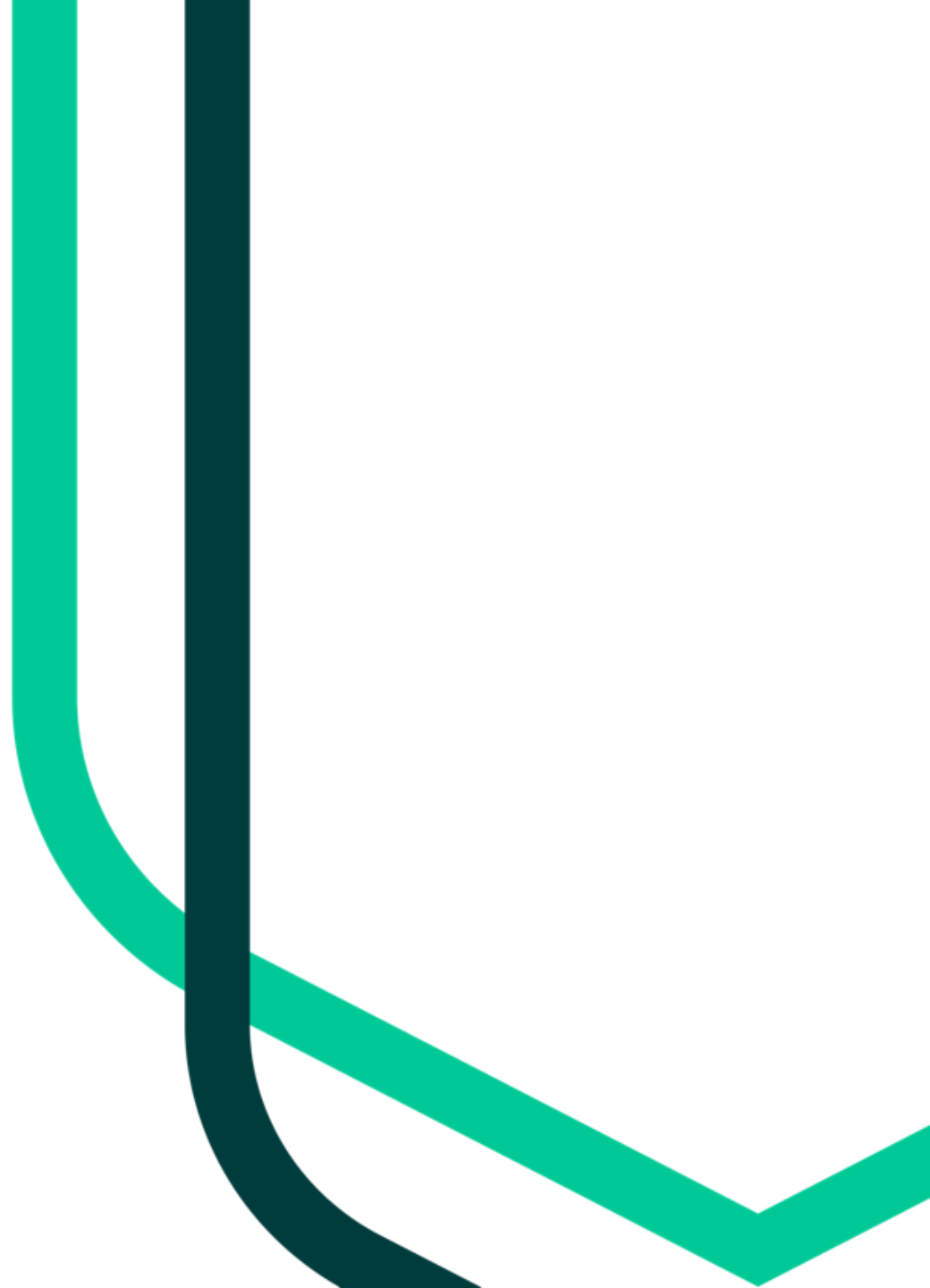
Ruth Sealy, University of Exeter Business School





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Retention



Retention



- POC disproportionately represented on fixed term contracts
- The impact of ethnic/racial diversity of the University on staff's desire to stay was greater for BAME staff (72%) and white staff (50%).
- The effect of diversity on Black or Black British (90%) was particularly pronounced.
- Turnover for women has been higher than men

What can you do to aid retention

- Good LM support and sponsorship
- Thinking about positive action, where proportionate, in progression and actively exploring progression opportunities
- Take action on feedback provided by colleagues e.g. through the Culture Conversation



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**What actions can you take
to make our academic
community more diverse?**

