

# BACK TO THE FUTURE



## A CASE STUDY ON

# BACK TO SCIENCE FELLOWSHIPS

The UK makes up only 1% of the world's population but produces 10% of the world's top scientific research. STEMM subjects are integral to the UK's success and increased research outputs are vital to the development of industry.

The University of Lincoln is working to address major concerns around the limited opportunities available for men and women at both postgraduate and postdoctoral level after taking an extended career break and have taken remedial steps, offering 'Back to Science Fellowships' to provide a sound platform for both men and women in STEMM subject areas to help kick-start their careers. The posts are part of the University's Athena SWAN project 2014-17 and are an innovative way of levelling the playing field

here at institution and of encouraging further applications for competitive external funding, building the University's research culture through a strong programme of support for our academics working in STEMM subjects.

Interest in the Back to Science Fellowships, from academics across the University, has been high and so far a number of applications have been received from both men and women. Unfortunately none of the applications submitted by male academics have met the criteria, but the University is confident there are many more applications to come. After recent success with this scheme the University will be appointing two more fellowships from August 2015.

## OPPORTUNITIES

- Encouraging and increasing the number of applications that are submitted, and successful, for competitive external funding.
- Build and enhance the research culture within the University of Lincoln through a strong programme of support.
- Attracting high-level talent and expertise to the region by offering unique opportunities
- Opportunities to undertake further study

## CHALLENGES

Limited opportunities available to men and women in STEMM at postgraduate and postdoctoral level after an extended career break.

## SOLUTION

Back to Science Fellowship: The University recognises the need to offer support to scientists returning to academia following extended career breaks. The Back to Science Awards were launched to provide a one-year opportunity to join an established research group, build confidence and gain contemporary research experience.



*"The Back to Science Award has enabled me to return to research, supporting me with a training programme and allowing me to have a work-life balance by working part-time. It is a great opportunity and I am delighted to have secured one of the two Awards.*

*- Dr Graziella Iossa*

*"The Back to Science Award is an amazing opportunity! This award not only allows me to return to scientific research, but also provides me with training while I do it. The cherry on the cake is being able to work flexibly part-time so that my work and family life fit well together. I am really looking forward to the next couple of years and am thrilled to have been chosen.*

*- Fiona Bissett*

[www.lincoln.ac.uk/news/2015/01/1030.asp](http://www.lincoln.ac.uk/news/2015/01/1030.asp)

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