Terms of Reference

1. To drive forward the Athena SWAN agenda at Ulster, in accordance with the Athena SWAN Charter and Principles.

2. To build on the Athena SWAN University Bronze Award and monitor implementation of the Athena SWAN Action Plan 2014 – 2017.

3. To ensure that the University promotes gender equality in STEM subjects and to support current and new initiatives to improve the representation, retention and progression of women in STEM.

4. To provide support and guidance and act as “critical friends” to STEM schools applying for Athena SWAN awards.

5. To raise the profile of the Athena SWAN agenda both within the University and externally.

6. To nominate and support Faculty Athena SWAN Champions to promote Athena SWAN in STEM based Faculties and associated schools and to report on Athena SWAN at Faculty Board meetings.

7. To develop and agree an application and Action Plan to assist the University to achieve Athena Silver recognition (submission in April 2017).

8. To report to the University Senior Executive Team and the Organisational Development Committee of the Council annually.

Equality Statement

In reaching its decisions, the Committee will support and promote the values contained in the University’s Equality Scheme and associated policies. It will ensure that it promotes equality of opportunity and good relations among persons of different religious belief; political opinion; racial group; age; marital status; sexual orientation; between men and women generally; between persons with a disability and persons without; between persons with dependants and persons without, and that its actions do not adversely impact on any of these groups.

Ulster University Athena SWAN Committee

+ Co-option of up to two additional members if emerging needs indicate

Ulster University Athena SWAN Committee	
COMPOSITION	**MEMBERSHIP**
Chair	Dr Mary Hannon-Fletcher - *Athena SWAN Champion Faculty of Life and Health Sciences and Aurora Champion*
Chair of Mentoring Working Group	Prof. Tara Moore
Rep. from Faculty of Art, Design and the Built Environment	Mr Rodney McDermott Prof. George Heaney Ms Clare McKeown - *Athena SWAN Champion Faculty of Art, Design and the Built Environment*
Rep. from Faculty of Computing and Engineering	Dr Margaret Morgan Prof. Pagona Papakonstantinou Dr Kevin Curran Prof. Eileen Harkin-Jones – *member of the National Athena SWAN Committee in Ireland* Dr Gaye Lightbody - *Athena SWAN Champion Faculty of Computing and Engineering*

Rep. from Faculty of Life and Health Sciences	Prof. Carol Curran Dr Ruth Plets Prof. Marie Murphy Prof. Paul McCarron Dr Victoria Simms Prof. Victor Gault
Post-Doctoral Research Associate	Dr Min Jing
Rep. from Human Resources	Mr Paul Davidson
Rep. from Staff Development	Mrs Clare Madden
Strategic Policy & Legal Manager	Ms Maria McGilloway
Athena SWAN Co-ordinator	Vacant