

Daphne
Jackson
Trust



Leading the way for returners:
**A survey of former
Daphne Jackson Fellows, 2015**

OPPORTUNITY
SUCCESS
RESTART CAREER
RESEARCH
CONFIDENCE
NETWORKING
EXPERIENCE
RETRAINING
TRANSFERABLE SKILLS
ROLE MODEL
INDEPENDENCE
VALUABLE
REPUTATION
SKILLS
TIME MANAGEMENT
SUPPORT
INDEPENDENCE
ROLE MODEL
SUCCESS
VALUABLE
CONFIDENCE
NETWORKING
EXPERIENCE

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EXECUTIVE SUMMARY

The Daphne Jackson Trust has been supporting returners to STEM for more than 20 years, using a model that was established by Professor Daphne Jackson in 1986.

Although working practices and regulations have improved during that time to reduce inequalities and encourage flexible working, many people who have trained in STEM subjects and worked for a number of years in research, struggle to return after a career break. The need for mechanisms to support returners is as evident today as it was 30 years ago.

There is increasing recognition that returners represent an untapped pool of talent, and that Daphne Jackson Fellowships are an excellent example of best practice in supporting returners to academic STEM careers.

The Daphne Jackson Trust maintains strong links with its former Fellows, and previous surveys have shown that the majority of Fellows return successfully, and remain in STEM careers post-Fellowship.

'Success' however, can mean different things to different people. With this in mind, the 2015 survey was designed to provide quantitative and qualitative data on the post-Fellowship career pathways and progression of our Fellows. The survey explored the effect that Daphne Jackson Fellowships had on individuals, the research knowledge base, and capacity-building within the wider STEM community.

Daphne Jackson Fellows are a diverse group of individuals who have taken career breaks of varying duration at different career stages, and who are returning to a diverse range of STEM disciplines.

Ninety percent of former Fellows who responded to the survey, said the Fellowship had helped them secure subsequent jobs, and 72% said they were now in their first choice career.

Over 90% said the Fellowship had a beneficial effect on their confidence, and 88% said it helped their professional/job satisfaction.

The survey also showed that over 90% of Daphne Jackson Fellows continue working in STEM for the majority of their career post-Fellowship, with 57% remaining in research-based roles for up to 5 years post-Fellowship.

It is also clear that former Fellows who stay in research progress in their careers over time, as measured by increasing involvement in institutional activities such as committee work, student supervision, and teaching.

The findings of this survey will be used to inform future developments to ensure Daphne Jackson Fellowships continue to return STEM professionals successfully to their careers.

INTRODUCTION

The Daphne Jackson Trust is the UK's leading organisation dedicated to realising the potential of scientists and engineers returning to research following a career break.

The Trust was established in 1992 following the death of Professor Daphne Jackson, the UK's first female Physics professor. Professor Jackson recognised that women who took a career break to bring up children faced barriers when they tried to return to their careers. In 1986, Daphne established a pilot scheme to support such individuals with opportunities to return to STEM research on a part-time basis and with re-training as required.

The Daphne Jackson Trust was established to help realise Daphne's vision of removing the barriers that individuals face when returning to STEM careers following a career break. The Trust supports women and men (men since 2003) who have taken a career break of two years or more for family, caring, or health reasons. The Fellowships provide a unique level of flexibility, mentoring, and retraining that give individuals the confidence and skills they need to successfully return to their STEM career. Daphne Jackson Fellowships are unique in offering a research project coupled with an individually tailored retraining programme.

It is finally being recognised at a national level that providing support for individuals wishing to return to STEM is a crucial component of maintaining a diverse and talented STEM workforce. The increasing number of new organisations sponsoring Daphne Jackson Fellowships exemplifies this movement towards retaining and supporting talented researchers.

Previous surveys, carried out in 2009¹ and 2012², demonstrated that over 90% of Fellows remain active in STEM-related careers after successfully completing their Fellowship. The 2012 data also demonstrated that 71% of Fellows remained active in research for at least 2 years after completing their Fellowship.

'Success' can be defined in many ways, and means different things to different people. With this in mind, the 2015 survey provides quantitative and qualitative data on the post-Fellowship career developments of our Fellows. The survey explored the experiences of individuals who completed Daphne Jackson Fellowships on them as individuals and their contributions to the research knowledge base and capacity-building within the wider STEM community.

¹ "[Real Returners: The Stories Behind the Success](http://www.daphnejackson.org/news/reports/Daphne%20Jackson%20Trust%20Real%20Returns%20Sept%202009.pdf)". The Daphne Jackson Trust (2009).
<http://www.daphnejackson.org/news/reports/Daphne%20Jackson%20Trust%20Real%20Returns%20Sept%202009.pdf>

² Internal Daphne Jackson Trust survey, 2012

KEY FINDINGS

At the time of the 2015 survey, Daphne Jackson Fellowships had helped 285 individuals return to research. Of this number, 58 Fellows were currently undertaking their Fellowship and were not included in this survey. The Trust was able to contact 202 of the 227 former Fellows. Almost 80% of those approached (160/202), responded to the survey. Web-based searches and information held on the Trust's in-house database provided demographic data on the remaining 67 former Fellows.

1. Returners have a diverse profile - Daphne Jackson Fellows had their career break at different career stages and for varying lengths of time.

- Based on our survey data and additional searches, of the 227 former Fellows:
 - Before taking a break, 26% were at an early stage of their career – 3 years research experience (PhD or equivalent) and 28% had over 9 years research experience.
 - Four and five years were the most common length of career break among former Fellows, although career breaks ranged from 2-21 years.
 - Individuals return to the whole spectrum of STEM disciplines, from engineering and environmental sciences, to medical sciences and maths.
- 96% of former Daphne Jackson Fellows are female. Five out of eight male former Fellows responded to the survey.

2. Daphne Jackson Fellowships help Fellows return to their first choice career.

- Nine out of every ten survey respondents said the Daphne Jackson Fellowship contributed to securing subsequent jobs, and 7 out of every ten (72%) are now in their first choice career.
- The majority of former Fellows said the Fellowship had a beneficial effect for several personal development criteria that have an impact in the workplace.
 - Over 90% of respondents said the Fellowship had a beneficial effect on their confidence.
 - 88% said it had a beneficial effect on their professional/job satisfaction.
 - Over 70% said it contributed to their professional and personal independence.

3. Career destinations – Daphne Jackson Fellows continue working in STEM.

- Nine out of every ten former Fellows remain in STEM-related careers after the Fellowship.
- Seven out of every ten former Fellows continue in research in the first year post-Fellowship.
- 37% (59) of survey respondents completed their Daphne Jackson Fellowship more than 10 years ago. Of these, 88% continued in STEM research or related work.
- 57% of former Fellows continued in a research-based role up to five years post-Fellowship.
- Of those former Fellows who are currently working in research roles:
 - 79% work in the university & higher education sector.
 - 28% are on permanent contracts versus 72% on fixed-term contracts, which is in-line with published data for the higher education sector³.

³ Higher Education Statistical Authority, Staff population data 2013/14, Chart 12, <https://www.hesa.ac.uk/intros/staffintro1314> (first accessed 6th July 2015).

- 10% of former Fellows who responded to the survey have retired from work, 10% are not currently working, and 80% (127) are currently employed. Of the 80% who are currently working, approximately equal numbers work part-time (36%) versus full time (39%), with a small number working on a freelance basis (5%).

4. Daphne Jackson Fellows are highly valued by their host institution.

- 64% of former Fellows who responded to the survey continued to be employed at the same institution where they carried out their Fellowship for their first job post-Fellowship.
 - Of these, two thirds (65%) are still working at the same institution today albeit, in some cases, in a different role such as teaching or research management.

5. Daphne Jackson Fellows contribute to the research knowledge base and contribute to a wide range of STEM-related activities, including policy, advocacy, and outreach.

- Almost two thirds of former Fellows published at least one peer-reviewed paper during their Daphne Jackson Fellowship, and of Fellows who currently work in research, 75% published at least one peer-reviewed paper during their Fellowship.
- Overall, 34% of former Fellows who responded to the survey successfully applied for grants. Almost half of Fellows who stayed in research made successful bids for funding, with numbers increasing as the number of years post-Fellowship increases.
- A large proportion of former Fellows also actively participate in STEM professional activities, often in addition to their research, such as involvement in institutional committees, teaching and supervising students, and engaging the public with STEM.

6. Conclusions

- This survey provides evidence that Daphne Jackson Fellowships equip individuals returning to STEM with the skills and confidence they need to return to their first choice career.
- Daphne Jackson Fellowships are particularly effective in returning STEM professionals to academia and a large number of Fellows secured roles in the institution that hosted their Fellowship.
- It is clear that Daphne Jackson Fellows:
 - value the support and retraining they receive as part of the Fellowship,
 - build professional networks,
 - and develop collaborations to re-establish themselves within the academic environment.
- Daphne Jackson Fellows successfully progress in their careers and pro-actively contribute to the research community. Of those former Fellows who continue in research
 - 78% supervise future researchers,
 - almost 60% have been invited to speak at a conference,
 - and a third have been involved in engaging the public with STEM.

SURVEY DESIGN AND METHODOLOGY

At the time of the survey, there were 227 former Daphne Jackson Fellows in total, and the Trust had contact details, or was able to find contact details through web searches, for 202 Fellows.

The survey was designed to collect up to date information to gauge the experience of Daphne Jackson Fellows returning to academic STEM careers, and to understand more about the career destinations and pathways of former Daphne Jackson Fellows.

The Survey

An online survey was developed using Survey Monkey and included questions with tick-box options and, where appropriate, free text boxes to allow respondents to provide additional comments, facilitating both quantitative and qualitative analysis.

A pilot version of the survey was sent to 33 Fellows, which elicited 23 responses. The final version of the survey included four additional questions, as detailed in Appendix 1. Data from the pilot group have been included in the final analysis and information for two of the four additional questions has been completed using information held on the Daphne Jackson Fellows database and through web searches (demographic data).

A pdf of the survey questionnaire can be found on www.daphnejackson.org/news/reports/2015_Daphne_Jackson_former_Fellows_survey.pdf.

Method of contact

Former Fellows were initially approached with an email containing a link to the survey, and this was followed up with an email reminder after 2 weeks, as necessary. Non-responders were then contacted individually and encouraged to complete the survey online, by a personal email initially, then by phone. In three cases, a member of Trust staff helped them complete the survey during a telephone conversation.

To provide as full a picture as possible of the profile of our Fellowship cohort, Section 1 of the results includes demographic data on the remaining 67 Fellows collated from our own database and through web or database searches.

Data presentation

A majority of the questions used multiple-choice. Answers to these questions are represented graphically where possible as a percentage of the respondents to the question, or a percentage of respondents within a cohort (indicated in legend).

Thematic analysis of free text (qualitative) answers to questions 8 and 10 was used to prepare Figures 3 and 5. Quotes from free text answers are used to illustrate themes, and provide examples of representative feedback from former Fellows. Percentages have been rounded and therefore may not add up to 100%.

The appendix contains descriptions the groupings of thematic analysis of questions 8 and 10.

SURVEY RESULTS

1. FELLOWSHIP COHORT

At the time of the survey 285 Daphne Jackson Fellowships had been awarded (including 32 awarded as part of Daphne Jackson's pilot scheme that ran between 1986 and 1992).

- 285 Fellowships awarded to date. Of these, 58 were to individuals undertaking their Fellowship at the time of the survey and were not included.
- 202 out of 227 former Fellows were contactable.
- Of the 25 former Fellows who were not contacted:
 - 10 had requested no further contact, or were deceased,
 - 3 had resigned,
 - 12 could not be traced [current contact details unavailable].
- Of the 202 former Fellows who were contactable, 160 (79%) responded to the survey.
- Please note that not all respondents answered all questions.
- Of the 67 non-respondents (42 who didn't respond to the survey and 25 who were not contacted), additional web and database research identified basic demographics:
 - length of career break (for 55 Fellows),
 - number of years research experience prior to break (for 55 Fellows),
 - Fellowship research discipline (for 67 Fellows),
 - and the year the Fellowship finished (for 67 Fellows).
 - Figure and table legends state whether data includes web and database search results (Table 1 shows an overview).
- Professor Daphne Jackson established the pilot Fellowship scheme for returners 29 years ago. Table 2 shows when former Fellows, who responded to the survey, finished their Fellowships.

Table 1: Former Daphne Jackson Fellows – breakdown of contact method for data collection.

Total cohort of former Fellows	Approached	Responded to survey	Identified by web/database searches ^a	Total
227 (8 male)	202 (86%)	160 (70%)	67 (30%)	227 (100%)

(a) Data on length of career break and number of years research experience was not available for 12 former Fellows.

Table 2: Daphne Jackson Fellowships have supported returners since 1986.

Year Fellowship finished	Number of years since completing Fellowship	Number of Fellows ^a (%)	Number of survey respondents ^b (%)
2014-2015	0-1	15 (7%)	13 (8%)
2010-2013	2-5	59 (26%)	55 (34%)
2005-2009	6-10	52 (23%)	33 (21%)
2000-2004	11-15	40 (18%)	29 (18%)
1995-1999	16-20	29 (13%)	15 (9%)
1986-1994	20+	32 (14%)	15 (9%)

a) n = 227 former Fellows (survey and web/ database search data).

b) n = 160 former Fellows (survey respondents only). NB: For later analyses that are grouped according to years since Fellowship finished, individuals who finished their Fellowship more than 10 years ago are grouped together as '10+ years'.

2. PROFILE OF DAPHNE JACKSON FELLOWS

The survey sought to capture the overall demographics of Daphne Jackson Fellows.

- The research experience of former Fellows before their career break ranged from a minimum of 3 years to 9+ years (Table 3).
- Career break length ranged from 2-21 years (Table 4). Four and five years was the most common length of career break among former Fellows. Figure 1 shows the number of Fellows across the range of career break duration. The graph shows that survey respondents are representative of former Fellows overall, and that there are two peaks of career break duration – 5 years and 10 years.
- Daphne Jackson Fellowships support individuals returning to the whole spectrum of STEM disciplines, from engineering and environmental sciences, to medical sciences and maths (Figure 2).
- 96% of Daphne Jackson Fellows are female. Five out of eight male former Fellows responded to the survey.

Table 3: Research experience of Fellows prior to career break.

Research experience before career break (years)	Number of Fellows ^a (%)	Number of survey respondents ^b (%)
3	55 (26%)	48 (30%)
4-6	56 (26%)	43 (27%)
7-9	42 (20%)	29 (18%)
9+	59 (28%)	38 (24%)

(a) n = 212 former Fellows (survey and web/ database search data).

(b) n = 158 former Fellows (survey respondents only).

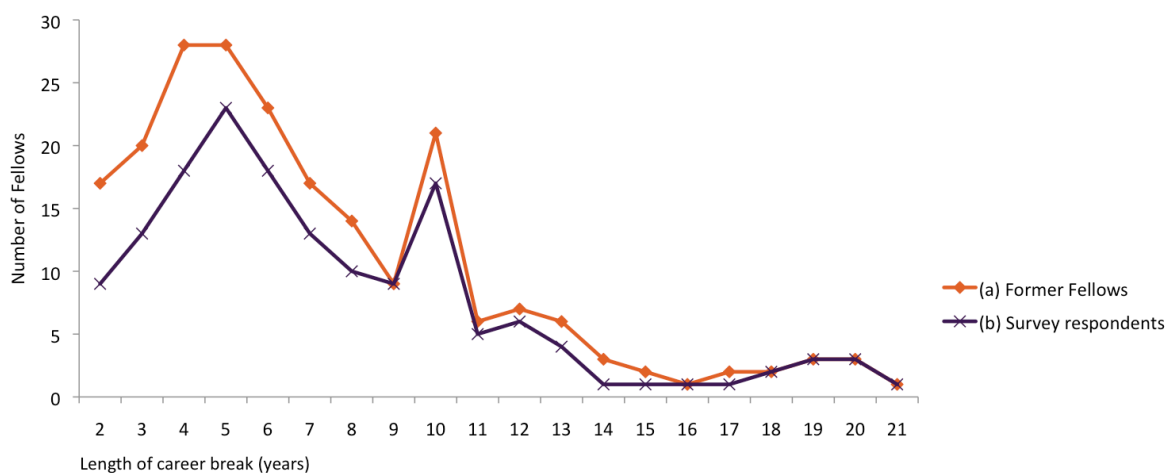
Table 4: Duration of career break prior to returning to research.

Length of career break (years)	Number of Fellows ^a (%)	Number of survey respondents ^b (%)
2-4 years	64 (30%)	40 (25%)
5-6 years	52 (25%)	41 (26%)
7-10 years	60 (28%)	49 (31%)
10+ years	36 (17%)	28 (18%)

(a) n = 213 former Fellows (survey and web/ database search data).

(b) n = 158 former Fellows (survey respondents only).

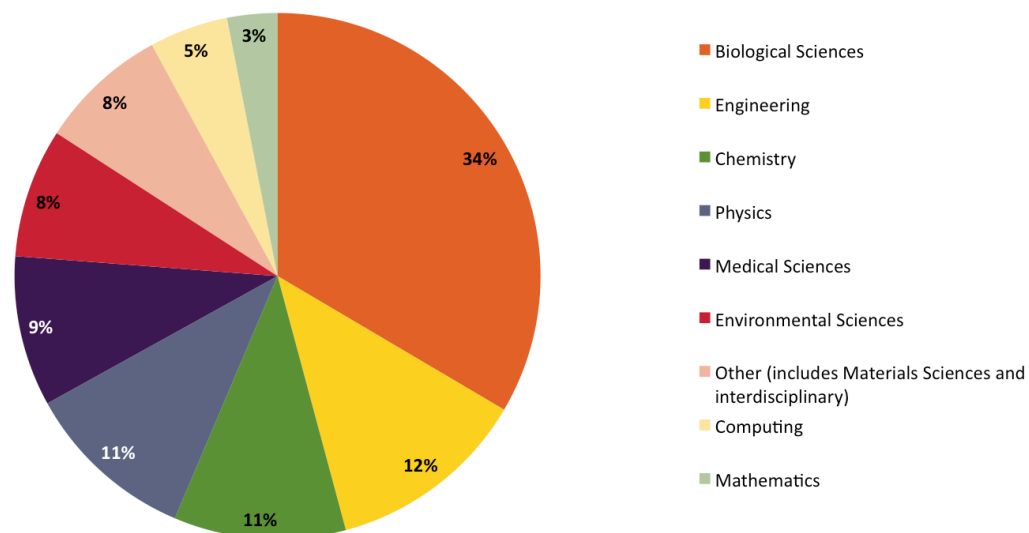
Figure 1: Number of Daphne Jackson Fellows across the range of career break duration.



(a) n = 213 former Fellows (survey and web/ database search data).

(b) n = 158 former Fellows (survey respondents only).

Figure 2: Daphne Jackson Fellowships support researchers to return to a range of STEM disciplines



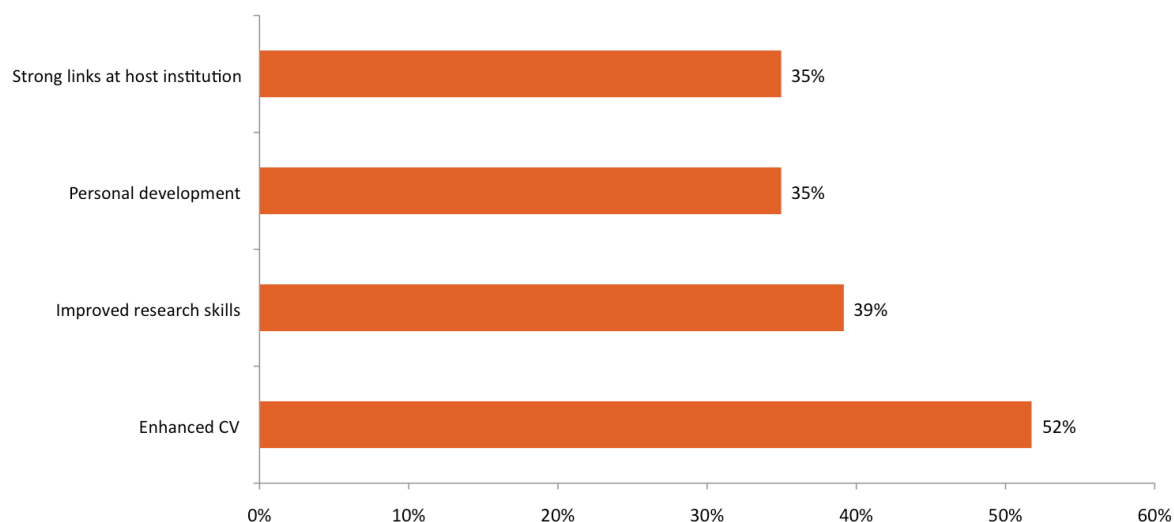
n = 227 former Fellows (survey and web/ database search data).

3. DAPHNE JACKSON FELLOWS SAY THE FELLOWSHIP HAD A BENEFICIAL EFFECT ON THEIR SUBSEQUENT CAREER DEVELOPMENT

Former Fellows were asked about the Fellowship's contribution to career or personal development, and to securing subsequent jobs.

- 90% of former Fellows said the Daphne Jackson Fellowship helped them secure subsequent jobs.
- Former Fellows were then asked to describe how the Fellowship contributed to securing subsequent jobs. Thematic content analysis of these qualitative responses found that answers grouped into the four main themes shown in Figure 3 (see Appendix 2 for a description of theme groupings).
 - Over half the former Fellows who responded said it helped enhance their CV,
 - 39% said it helped improve their research skills,
 - and about a third said it gave them stronger links with their host institution or department, allowing them to compete successfully for subsequent roles.
- A fifth of Fellows mentioned that networking opportunities during the Fellowship helped them secure a subsequent role and 10% said that the Fellowship demonstrated that they could secure funding and that this helped when finding their next role.
- When asked whether or not they are in their first choice career, 72% said yes.

Figure 3: Thematic analysis of responses to Question 10: 'How did the Fellowship contribute to securing subsequent jobs?'



n = 143 former Fellows who answered this question.

Examples of quotes from Fellows on the four themes linked to how the Fellowship contributed to subsequent jobs (Figure 3)

Strong links at host institution: *'My post immediately following the Daphne Jackson Fellowship was a postdoctoral research associate position offered by a senior academic with whom I had been working during my Fellowship.'* EB

Personal development: *'I was awarded a Leverhulme fellowship the day I finished the DJ fellowship. My two years with DJ were instrumental in getting me back into the network, getting my confidence back. I also think that the fellowship is widely recognised and works a bit like a passport to starting a new career.'* ID

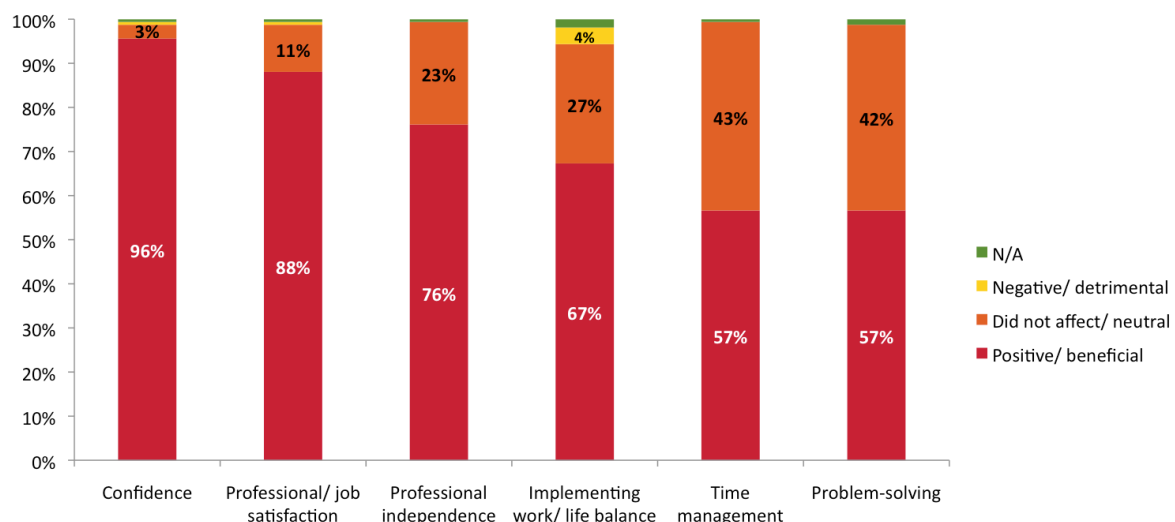
Improved research skills: *'It got me back up to speed on the skills that had lapsed during my break and made me more employable. It enabled me to move in academic circles where I could network and made important contacts. It enabled me to be sufficiently employable to be shortlisted - in fact I was successful in the first job I applied for.'* SS

Enhanced CV: *'It provided me with the experience, confidence and visibility to secure a position following the Fellowship with my previous PhD supervisor.'* NK

Survey respondents were asked whether the Fellowship had a beneficial, neutral, or negative effect on a number of personal development criteria.

- Almost all respondents felt the Fellowship had a beneficial effect on their confidence, and 88% said it helped them achieve professional/job satisfaction (Figure 4).
- Two thirds (67%) said the Fellowship had a beneficial effect on implementing work/life balance.
- A small number of former Fellows identified some negative effects on facilitating a reasonable work/life balance. However, qualitative answers indicated that, for these individuals, this was because the challenge of balancing family commitments with research workload was greater than anticipated, or affected by other factors unrelated to the Trust.
- More than half of respondents also felt the Fellowship helped improve their time management and improved their problem solving skills.

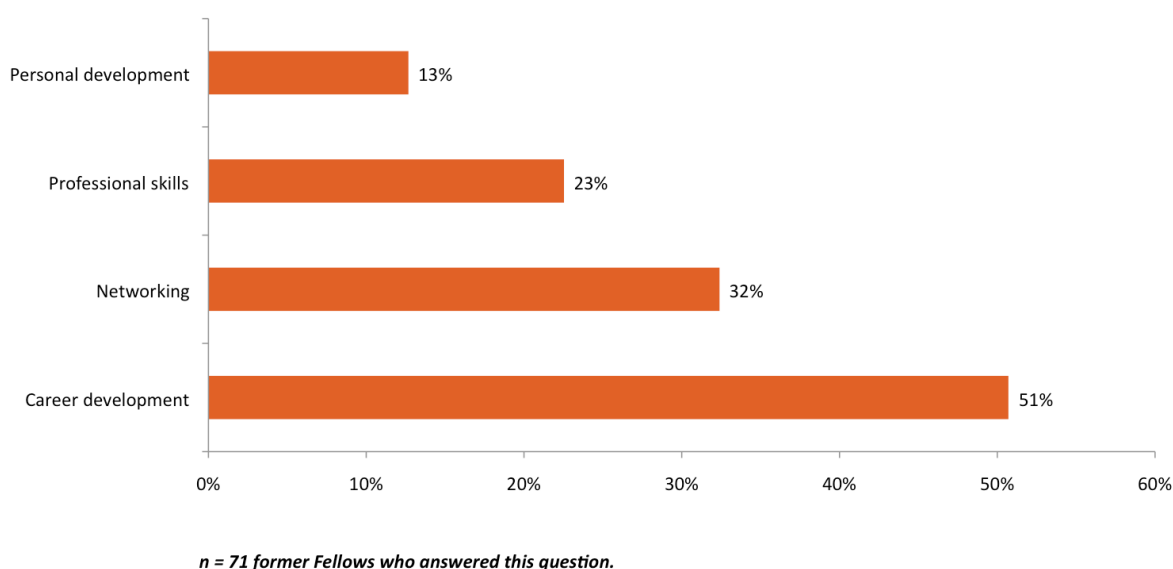
Figure 4: The effect of a Daphne Jackson Fellowship on personal development criteria that have an impact in the workplace.



n = 159 former Fellows.

When asked whether there were any other ways the Fellowship had affected their career and/or personal development, half of respondents said the Fellowship helped their career development, and one in three respondents said that networking opportunities during the Fellowship were influential (Figure 5).

Figure 5: Thematic analysis of responses to Question 8 - 'Are there any other ways the Daphne Jackson Fellowship affected your career and/or personal development that are not mentioned in the previous question?'



Examples of quotes from Fellows on the four themes linked to the effect on career or personal development (Figure 5)

Personal development: *'It helped me to clarify my priorities and gave me the confidence to define a new career path that I am now pursuing.'* BN

Professional skills: *'Enabled me to move to the John Innes Centre and retrain in bioinformatics.'* JH

Networking: *'It provided a route into post-doc that was closed to a non-EU national on a career break. Ultimately, it was the contacts made through this role that helped establish the next career step made. Invaluable.'* LS

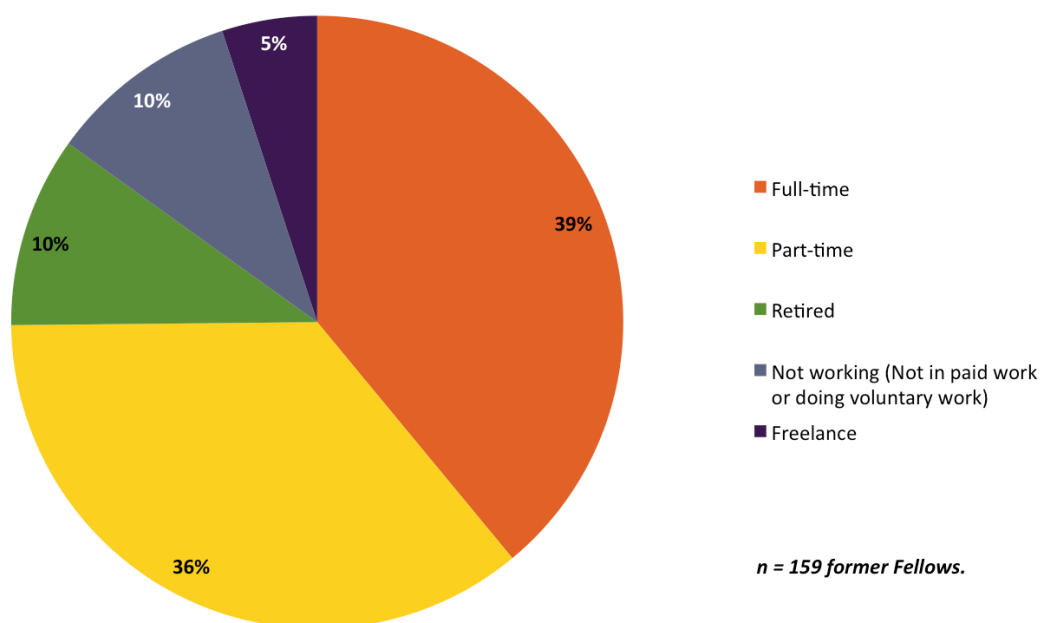
Career development: *'Important for science is always the acquisition of research grants. Receiving our own money for a research project is therefore a plus on the CV for the future.'* AK

4. CAREER DESTINATIONS OF FORMER DAPHNE JACKSON FELLOWS

The survey asked former Fellows a number of questions about their employment status, their current role, and the type of institution within which they work.

- 80% (127/159) of former Fellows who responded to the survey are currently employed (an additional 10% have now retired; Figure 6).
 - Nearly equal numbers work part-time versus full time, with a small number working on a freelance basis.
 - 69% work in universities or higher education institutions (Figure 7).

Figure 6: Current work circumstances of former Fellows.



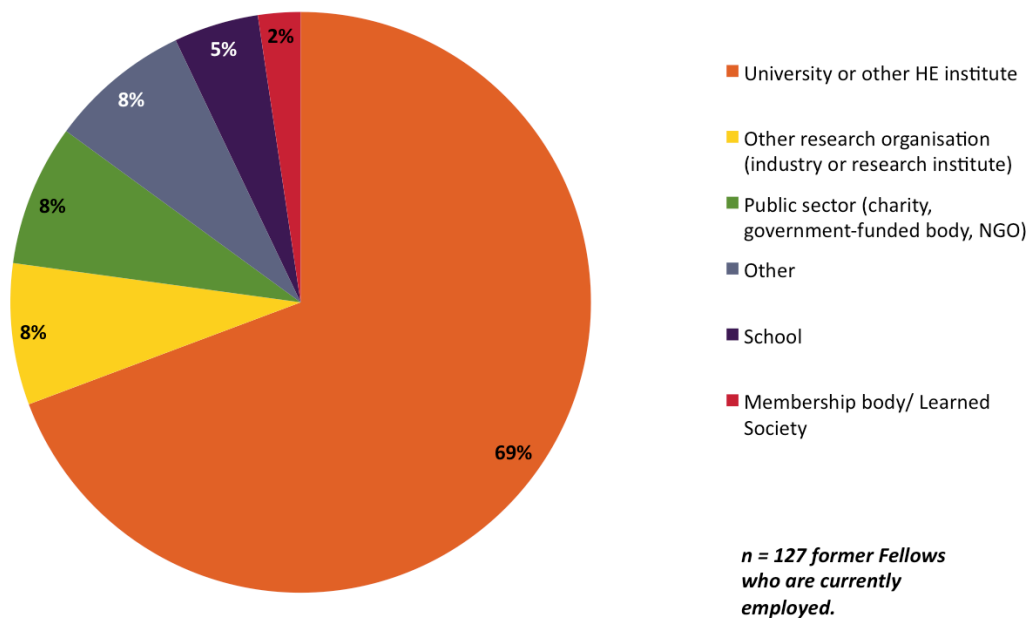
'If I had not had a fellowship, I would not have been considered for the subsequent post-doc contract that I am currently still employed on.' RLS

'I am a Lecturer in pharmacology and statistics (60% teaching, 40% research) Abertay University Dundee.' AS

'The Fellowship provided me with a great opportunity, which I would not have had otherwise, to return to a part-time role at a good position within the university. Since then I have been able to gradually increase my hours to approx. 4 days/ week.' RC

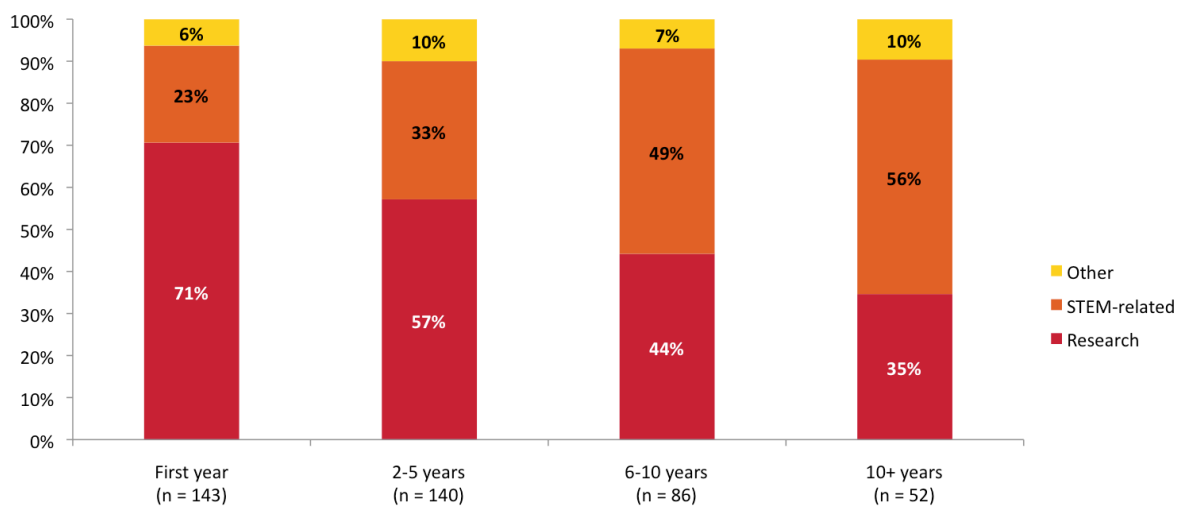
'I am currently self-employed as a zoological consultant specializing in bat ecology. This includes survey work on European Protected Species and freelance research on bat diet analysis.' SS

Figure 7: The majority of Daphne Jackson Fellows currently employed continue working in universities or higher education



- Nine out of every ten former Fellows remain in STEM-based roles for the majority of their career (Figure 8).
- Individuals who stated that their role was STEM-related rather than research also often stay within the university sector, and have roles including, lecturer, senior lecturer, outreach co-ordinator, and principal curator.
- Some Fellows who stated their work was STEM-related do a combination of research and either lecturing or administration.
- Other STEM-related roles included technical director and consultant engineer.

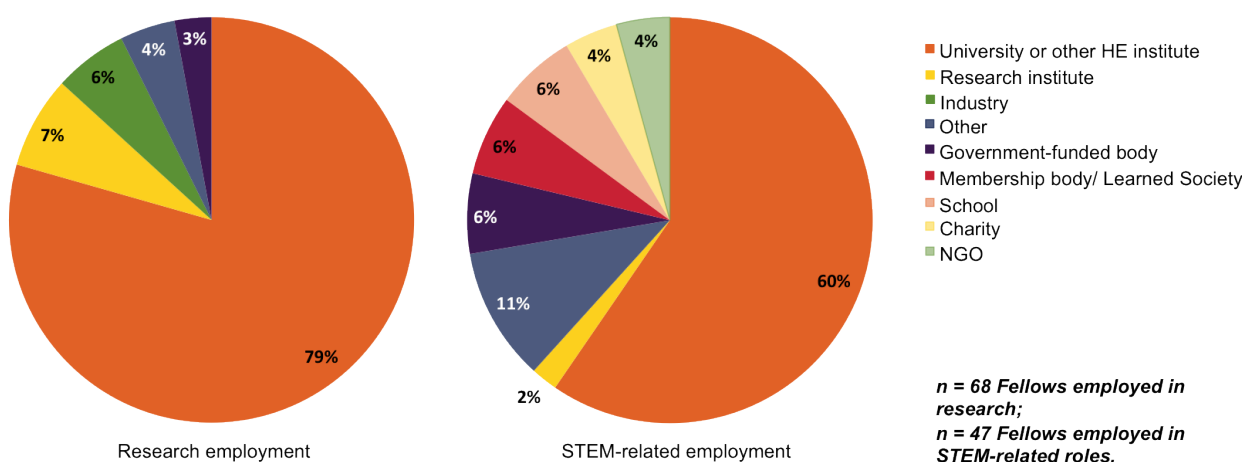
Figure 8: Nine out of every 10 Fellows remain in research or STEM-related roles post-Fellowship.



Fellows were asked within which sectors they worked in the years following their Fellowship – in the first year after their Fellowship, and where applicable, 2-5 years, 6-10 years, and 10+ years after their Fellowship.

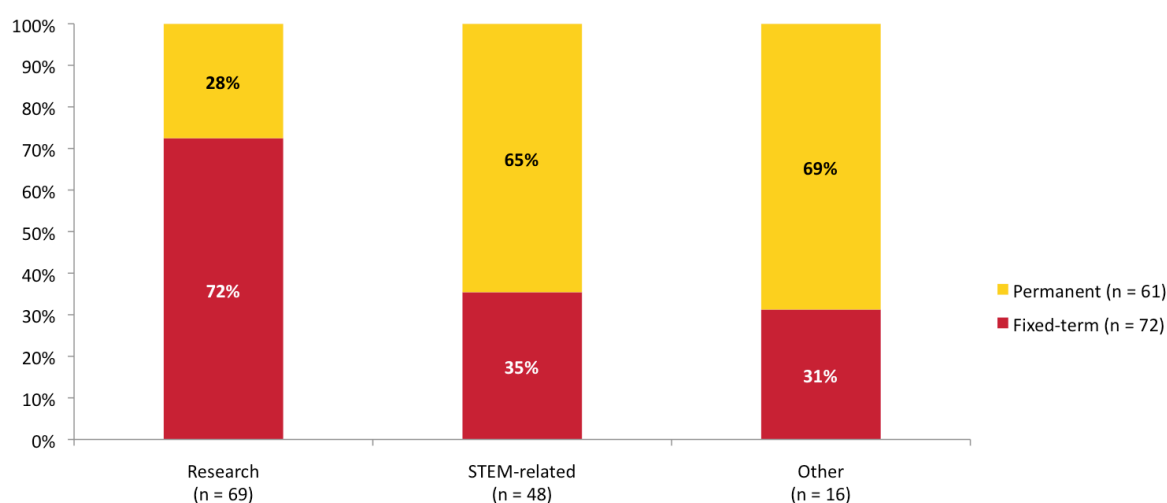
- Seven out of every ten Fellows continue in research in the first year post-Fellowship.
- 37% (59) of survey respondents completed their Daphne Jackson Fellowship more than 10 years ago. Of these, 88% continued in STEM – 35% in a research-based role and 56% in other STEM-related work.
- 57% of Fellows continued in a research-based role up to 5 years post-Fellowship.
- Five former Fellows have to-date reached professorial level. Three of them continue in research today (information taken from the Trust's Fellows database). In addition, several survey respondents stated their current role was Senior Lecturer, Reader, Assistant Professor, or Associate Professor.
- Most former Fellows who continue in research, remain in academia. Those who move into STEM-related roles, for the most part, remain in the university sector (Figure 9).

Figure 9: A majority of Daphne Jackson Fellows continue working in academia post-Fellowship, either in STEM research or STEM-related roles.



- Of 69 Fellows currently working in research roles, 28% are on permanent contracts versus 72% on fixed-term contracts (Figure 10). These data are in line with the latest figures on academic contract types from the Higher Education Statistics Agency⁴.
- Former Fellows who stay in research are twice as likely to be on a fixed term contract than those who moved into a STEM-related role or into a non-STEM related role, even when the roles are all in the universities sector (Figure 10).

Figure 10: Relationship between current (or most recent) work sector and type of contract.



n = 133 Fellows (this question did not appear in the pilot survey, and 3 respondents did not answer the question about work type).

⁴ Higher Education Statistical Authority, Staff population data 2013/14, Chart 12, <https://www.hesa.ac.uk/intros/staffintro1314> (first accessed 6th July 2015).

5. DAPHNE JACKSON FELLOWS ARE VALUED BY THEIR HOST INSTITUTION

We wanted to find out whether Fellows built strong links with their host institutions. The survey asked respondents whether they continued to work post-Fellowship at the same institution that hosted their Fellowship.

- 64% (101/159) continued to be employed at the same institution where they carried out their Fellowship for their first job post-Fellowship.
- Of these, two-thirds (65%) are still working there today, albeit in some cases in a different role such as teaching or research management.

'The Fellowship brought my technical skills and knowledge up to date. It also allowed me to demonstrate that my knowledge and experience were actually relevant and rather sought after! Therefore, when a project came up I was in place to be able to contribute to the proposal and became a valuable part of the consortium. We subsequently secured funding and I would not have been able to be part of that process without my DJT Fellowship due to lack of confidence and skills.' JT

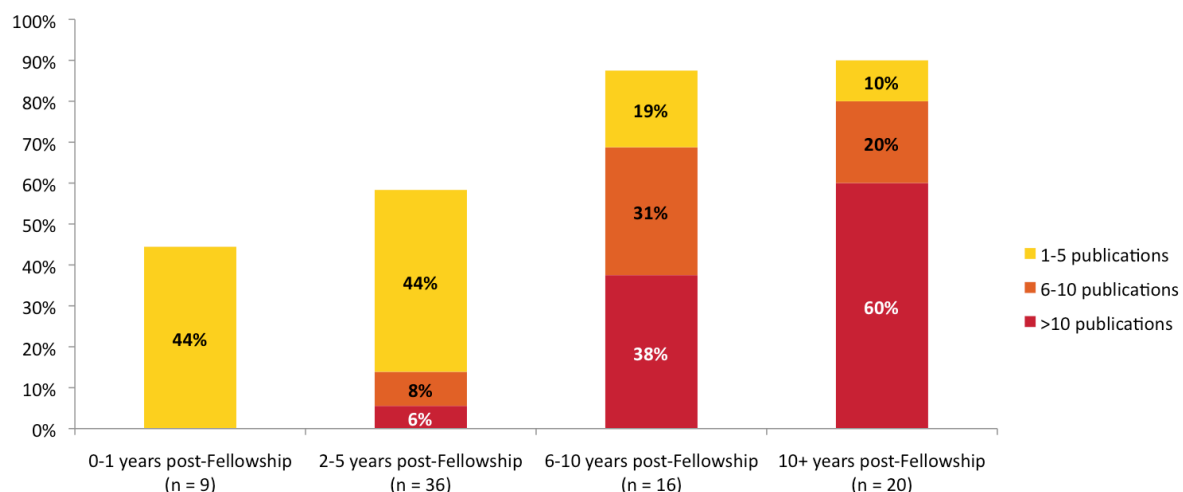
6. DAPHNE JACKSON FELLOWS PRO-ACTIVELY CONTRIBUTE TO THE RESEARCH KNOWLEDGE BASE AND UNDERTAKE A WIDE RANGE OF STEM-RELATED ACTIVITIES

The survey asked respondents a series of questions relating to research outputs such as publications and grant funding. In addition, we asked whether respondents had taken part in additional professional activities such as committee work, research student supervision, and outreach activities.

Of those former Fellows currently pursuing research careers:

- 75% published at least one peer-reviewed paper during their Fellowship,
- 44% of Fellows who finished their Fellowship less than two years ago have between 1 and 5 subsequent peer-reviewed publications (Figure 11),
- Half of Fellows who finished between two and five years ago have between 1-10 publications,
- Over a third of Fellows who finished 6-10 years ago have >10 publications,
- 60% of Fellows who finished their fellowship more than 10 years ago have >10 publications.

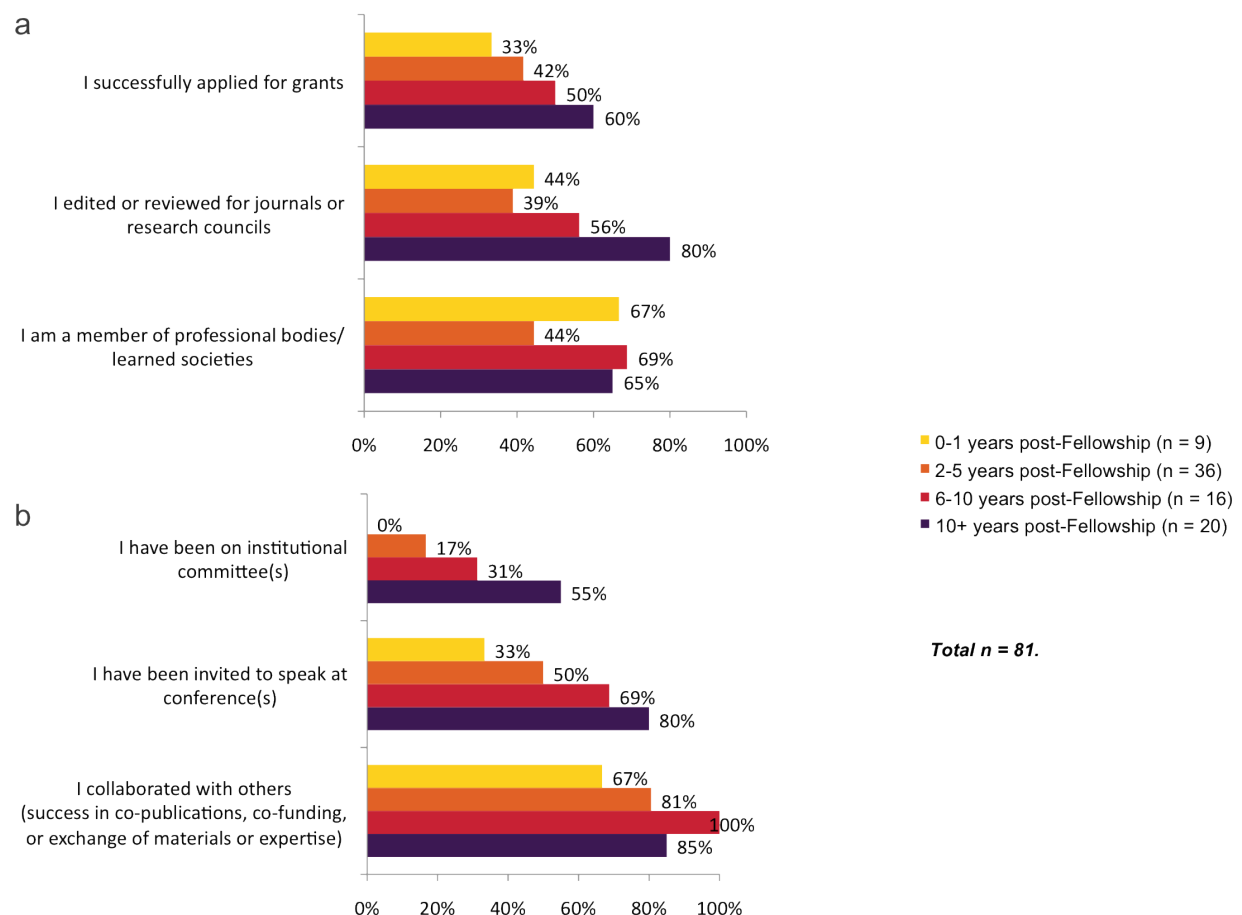
Figure 11: Daphne Jackson Fellows contribute to the research knowledge base by publishing their research, and their research outputs increase as their careers progress.



Of those who stayed in research, total n = 81.

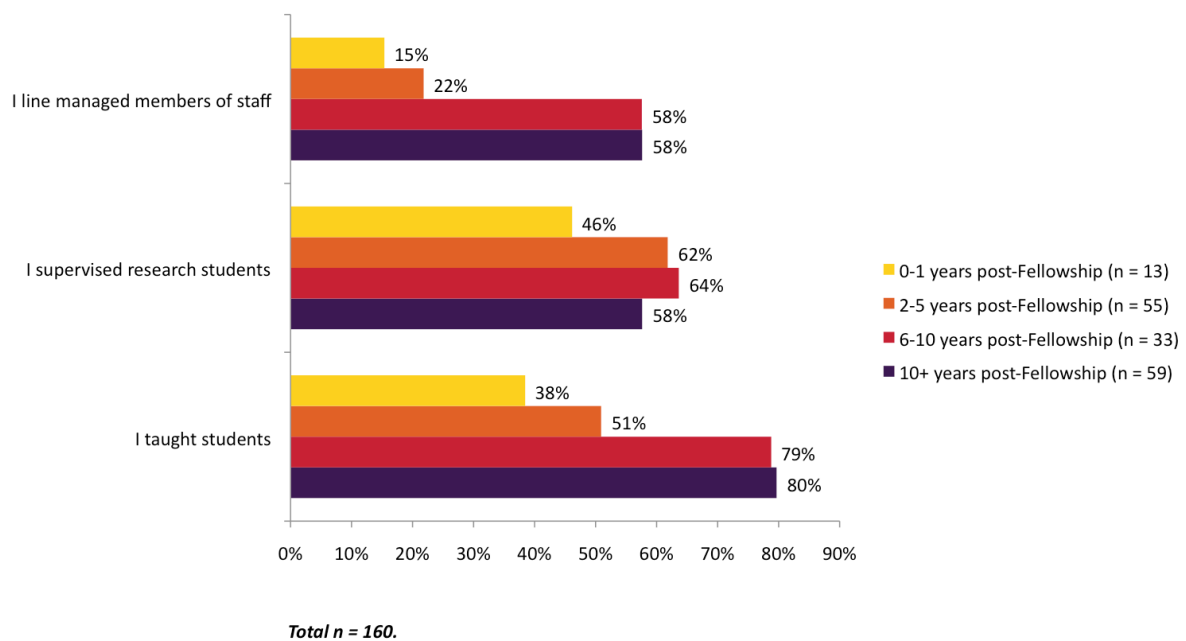
- A third of former Fellows who responded to the survey secured a grant within two years of completing their Fellowship, and up to 60% successfully applied for grants by the time they were 10+ years post Fellowship (Figure 12).
- Over a third of former Fellows who stayed in research and finished their Fellowship less than 5 years ago edit and review papers and grants, and this increases to over half for Fellows who completed their Fellowship more than 6 years ago.
- Almost a third of former Fellows who finished their Fellowship more than 6 years ago have sat on an institutional committee.
- The number of former Daphne Jackson Fellows invited to speak at conferences also increases as Fellows progress in their research careers, rising to 80% of Fellows who completed their Fellowship 10+ years ago.

Figure 12: Daphne Jackson Fellows are active members of the research community.



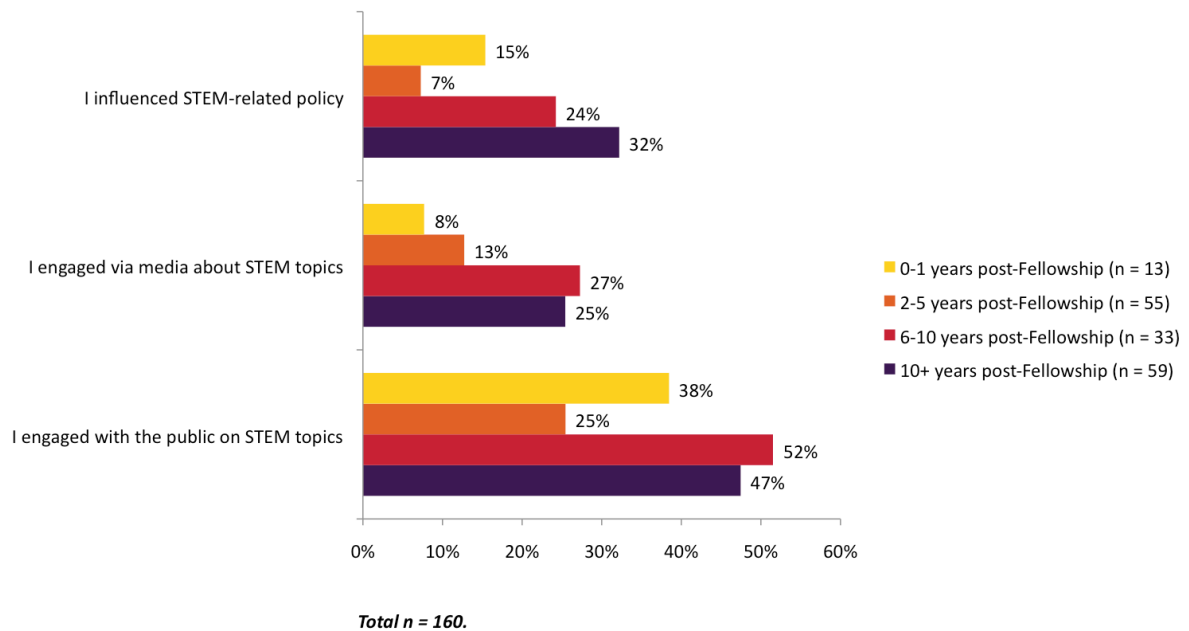
- A large proportion of former Daphne Jackson Fellows also contribute to the wider STEM environment through additional professional activities.
- One in five of all Daphne Jackson Fellows contributed to their institution's Athena SWAN awards (data not shown).
- 62% of Fellows supervised research students by the time they were 2 years post Fellowship (Figure 13).
- Fellows who finished their Fellowship more than five years ago were more likely to have line-managed staff and taught students than those finishing less than 5 years ago, but just as likely to have supervised research students.

Figure 13: Daphne Jackson Fellows contribute to researcher development.



- Daphne Jackson Fellows contribute to the impact of science on society.
- Overall, one in five engaged with the media or influenced policy, and two in five former Fellows engaged with the public on STEM topics (Figure 14).
- There is a general overall trend of greater participation as Fellows progress in their careers.

Figure 14: Daphne Jackson Fellows engage people with STEM.



CONCLUSIONS

- This survey demonstrates that, without doubt, Daphne Jackson Fellowships equip Fellows with the skills and confidence they need to return to their first choice career and progress successfully to realise their potential.
- Once re-established, these returning scientists, technologists, engineers, and mathematicians make valuable contributions to the STEM research knowledge base and wider skills base within the STEM community.
- The Fellowships are particularly effective in returning STEM professionals to academia, and a large proportion of Fellows secured roles in the institution that hosted their Fellowship.
- Daphne Jackson Fellows are inspirational. Each Fellow has a unique story to tell about their career break and journey back to research, but the things they have in common are their determination and commitment.
- As the data presented in this report demonstrate, the Daphne Jackson Fellowship provides returners with the opportunity to refresh, extend, and implement their skills. Fellows actively participate in the wider STEM environment, while pursuing satisfying careers and achieving their personal goals.

'Remember - being a Daphne Jackson Fellow is recognition of your talents and don't under-sell yourself when returning after a career break. It is easy to lose confidence.' SK

'Delivers the opportunity to re-engage with research and research techniques, access training, build networks, gain experience of current research and alternative careers within University sector.' HC

'From my experience, I would say that my retraining began from the moment when I heard about the Daphne Jackson Fellowship. During the application procedure, I went through several ups and downs, but I kept my determination strong and I was, eventually, successful. A truly valuable opportunity! Improved my time management skills and confidence.' SS

'The Daphne Jackson Fellowship was instrumental in helping me regain my confidence and to balance my home-life with my professional life. I would strongly recommend anyone who has had a career break and is unsure or not confident to get in touch with the DJT staff. They are very friendly, helpful and supportive throughout the process. The Fellowship will help you to ease your way back into STEM.' CB

'Time-management will be challenging with young children, but keep going. The fellowship will restore your confidence and provide you with an independent career that your children will respect.' EH

'Speaking to people about career/jobs is more likely to be productive and boost your confidence than endless internet research - even if you do feel out of your comfort zone doing so. Do not limit yourself to jobs that are advertised as part time, look for ways in through the back door.' JF

'Make the most of it and enjoy the training - it will probably be restricted in future! Make sure you don't work from home too much - however convenient - you need to be seen and to contribute to the research environment (but not too much at first). Think about what you really want and how you want to be now, while you have space in your head! Believe you can do it.' MW

APPENDIX

For thematic analysis of questions 8 and 10, content analysis of comments was performed by identified themes. This created a large list of themes and related themes were grouped together. Graphs show the percentage of respondents who had at least one sub-theme within each broader theme. Some respondents mentioned multiple broad themes.

Appendix Table 1: Theme groupings for question 8, 'Are there any other ways the Daphne Jackson Fellowship affected your career and/or personal development that are not mentioned above?'

Broad theme	Included sub-themes
Personal development	Aspirations; confidence; personal development; independence; peer support; support
Professional skills	Teaching; skills update; communication skills; leadership; advocacy; retraining
Networking	Networking
Career development	Opportunities; experience; CV; research re-entry; STEM re-entry; career development; academic freedom; financial support

Appendix Table 2: Theme groupings for question 10, 'Specifically, how did the Fellowship contribute to you finding subsequent employment?'

Broad theme	Terms included
Strong links at host institution	Continued working at same institution
Personal development	Confidence; networking; support; aspirations; re-integration into workplace; flexibility/ independence
Improved research skills	Skills; re-integration into research; retraining; securing funding; recent subject knowledge; recent evidence – technical
Enhanced CV	Evidence - grant success; recent evidence - research achievement/experience; CV; recent reference; track record; demonstrate ability to succeed; opportunity to showcase skills; recent publications; financial support; professional development; teaching/ lecturing opportunity