

# 50 Years of Institute of Astronomy PSS

## IOA GROWTH, RESPONSIBILITY & IMPACT



## EDUCATION



We prioritise relationships and professional synergy for productivity and well-being.

We aim for optimal adoption of local and University systems for enhanced efficiency.

We leverage PPD resources for confidence and capability to influence decision-making and adopt the RACI framework to define roles and responsibilities. Our voice is represented in local and external Committees and Networks.

The Institute promotes PSS engagement and acknowledgement, supporting our career development locally and beyond. Wellbeing, Equality, Diversity and Inclusion initiatives are integral in our culture.

The Institute empowers us to thrive, fostering continuous growth and engagement in delivering high-quality services.

CONNECTED

CONSISTENT

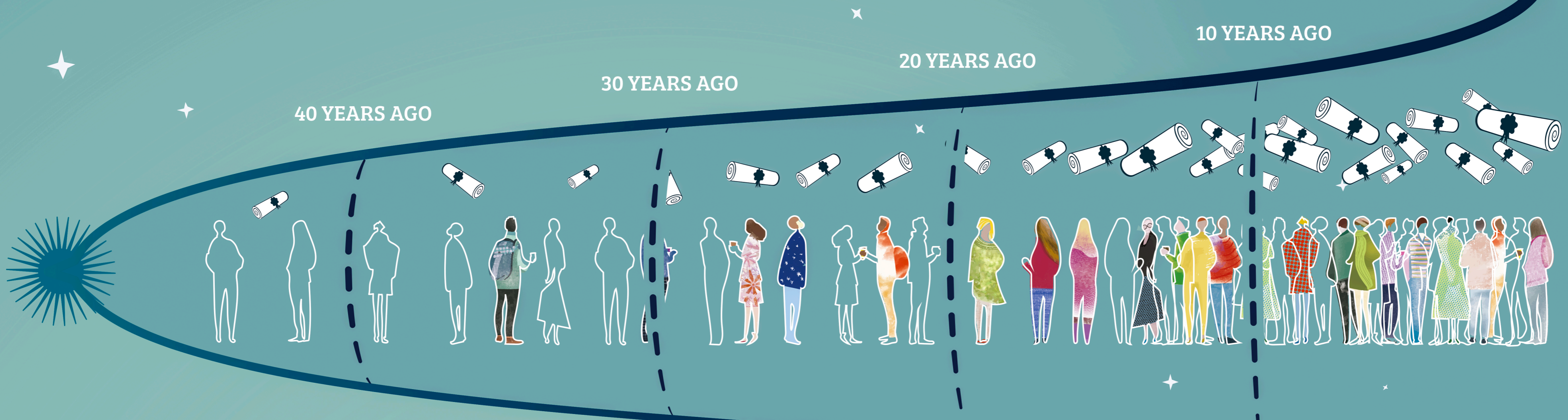
DECISIVE

SUPPORTIVE

EXCELLENCE

NOW

PSS Demographics: Female 20, Male 14, Nationalities represented 6



*The IoA PSS staff are a pleasure to work with and the IoA would not be recognised worldwide as such a welcoming and inclusive department without the selfless support services they provide to each other, research staff, students and visitors from all around the world.*

Prof. Richard McMahon  
(former Head of Department 2017-2022)

*It would be nearly impossible for us to do the work we love, without the hard work and support of the PSS team.*

Dr. Simon Hodgkin,  
Principal Research Associate

*The PSS team at the IoA support me with enthusiasm and a professional style, whenever needed.*

Dr. Amy Bonsor  
(Royal Society Dorothy Hodgkin Fellow)

*We are immensely grateful for the tireless efforts of our PSS in keeping the IoA functioning. Theirs is a vital role, the success of which often lies in its lack of visibility, which means that we should take every opportunity to show our appreciation.*

Prof. Cathie Clarke & Prof. Mark Wyatt  
Co-Directors of IoA

*In addition to the level of service expected of their role, it is the willingness to identify what allows the academics and students to achieve their full potential that really makes the difference.*

Prof. Paul Hewett,  
Professor of Observational Cosmology and Astrophysics

### OUTREACH

The IoA Outreach program has been promoting Astronomy and Cosmology research and inspiring the next generation of scientists for several decades.

Our PSS-led Outreach programme now reaches over 6000 people annually through winter stargazing evenings, school visits, public talks, and the Cambridge Festival open day (with a further >7k participating online).

Our AstroEast programme inspires children in underserved communities.

### EDUCATION

IoA PSS coordinate an education program with 13 PhD, 60-70 Part II/III, 1-2 MPhil (by Research), 8-12 new MPhil, and 20 Summer Internship students annually.

The IoA's PhD program spans 50+ years, with a 99% completion rate. The NST Part II program was launched 25 years ago.

### PEOPLE

The IoA adopts the University's People strategy that values and treats its people and the culture it wishes to foster to enable everyone to achieve and sustain excellence in all areas of its teaching, research and administrative activity.

The IoA PSS are integral in driving local People initiatives such as:

- The world-famous Coffee/teatime breaks at 11 AM and 3.30 PM
- Bread and Cheese Wednesday lunches
- New starter welcome events
- Wellbeing Committee
- EDI Committee
- Postdoc Committee
- Postgraduate Student Forum
- Women's Network
- LGBTQ+ Network
- Management and maintenance of the Observatory and the IoA Buildings
- Christmas lunch, Summer Barbecue
- Board game club

### RESEARCH

IoA PSS role in the delivery of excellence in astrophysics and astronomical research is evident in our commitment to high standards in administrative and technical support provided to our global leaders.

