

Highlights of ATN Institutional Reports for 2005

The five ATN universities continue to support a range of programs to encourage women's participation and executive development, apart from the support provided for the national program ATN WEXDEV.

Relevant Research

Curtin: Advancing Women Strategy

In 2006, the Vice Chancellor at Curtin, Professor Lance Twomey will retire. When he was appointed in 1997, he made a commitment as one of his corporate goals to increase the number of women in senior positions. He appointed Professor Lesley Parker to the first position as Senior Deputy Vice-Chancellor and more recently Professor Jane den Hollander as PVC Academic Services and Professor Jeanette Hackett as Deputy Vice-Chancellor (acting VC from 2006 until new VC appointed – the first time Curtin has had a female VC). However there are still very small numbers of women at Head of School/Department level and none at the Executive Dean level. Curtin Women's Program Implementation Committee and the Office of Ethics, Equity and Social Justice have worked together to develop a **plan for advancing women** at Curtin. Whilst great progress has been made with regard to the numbers of women in senior positions particularly up to an including senior lecturer/level 8/9 there are still barriers at the upper levels. The strategy will be incorporated into the amended AVCC's Action Plan for Women in 2006. Curtin also received a waiver from the EOWA during 2005.

University of South Australia

In 2005, important research was undertaken. The first project was a report on research undertaken in 2004, and resulted in a major report, *The great barrier myth: an investigation of gender and promotions policy and practice in Australian universities*. This research was undertaken by Professor Hilary Winchester, Dr Colleen Chesterman, Ms Shard Lorenzo, and Ms Lyn Browning. The research was funded by the AVCC through the Colloquium of Senior Women. The findings were that equity had now been achieved at level C, but in Australian universities, women faced a barrier in reaching level D. The research identified key policies that assisted women in applying for promotion.

A second project relevant to women was *Does practice match the policy? Perceptions of women employees utilising maternity leave provisions at the University of South Australia*. The research was undertaken by the Human Resources Unit.

In addition, the UniSA Women and Leadership program was under review in 2005. Two focus groups were conducted early in the year, for women at Level C, and at HEO 9 and 10, in which women proposed changes to the program, which will be incorporated in the program priorities for 2006.

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UTS

Research Issues for Women at UTS Report was completed and launched in late 2004.

In response to the issues identified in the Report, the Women @ UTS Program established an Early Career Women Researchers (ECR) stream in 2005 with project coordinator, Dinah Cohen. An Advisory Group was established comprising senior academic women and early career researchers, which by its nature provides incidental mentoring as well as advice for planning ECR sessions.

In the ECR program's first year, 92 women were identified as ECR's and received information via email on the program. They are from all nine faculties, the Institute for International Studies and a number of research institutes. There have been approximately 15 attendances by ECR's at each session held. Sessions have included:

- senior academic women at UTS speaking on their careers and the factors which assisted progression;
- practical grants management
- a meeting with the PVC (Research) and discussion on the UTS research agenda
- a presentation / showcasing of each participants research area of interest
- Women in non-traditional fields of employment

The Research Report, *Women in Non-Traditional Fields of Employment at UTS* was launched through the Women @ UTS Program in late 2004. This report explores cultural and gender issues for women employed at UTS in non-traditional roles, the representation of women, recruitment, promotion and career progression, remuneration, participation of women in decision-making and professional networks. The Report includes an Action Plan to implement the recommendations of the report, and non-traditional faculties and units will develop their own action plans in response to the report by the end of 2005. A workshop on recruitment of women into non-traditional fields was conducted by EOWA targeting key UTS decision-makers.

Successful Programs:

QUT: Quality Women in Leadership (QWIL) Program

The Quality Women in Leadership program is a leadership development experience designed specifically for senior QUT women who aspire to the highest levels of University management. The QWIL program is conducted under the auspices of the Women in Leadership (WIL) Committee in conjunction with the QUT's Senior Management Development Program (SMDP), and is administered by HR (Organisational Development) staff as well as volunteers from WIL and previous QWIL participants. This provides a continuity of ideas and expertise amongst those supporting and developing the program. Applications were accepted from women at Academic Level B and above, or at HEW Level 9 and above.

The objectives of QWIL are:-

- To develop the ability to anticipate, initiate and respond to new directions in QUT and the higher education sector;

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- To strengthen participants capacities for managing programs, resources and people within QUT's strategic framework; and
- To develop participants personal strategies for balancing career and life while preparing for the next career phase.

The 2004/5 QWIL program commenced in March 2004 with 15 participants. The program consisted of a range of key activities designed to provide knowledge and experience of key areas of University decision-making, management and administration, and to develop skills in specific areas of higher education management. The program included:-

- a facilitated QWIL residential on topics including Approaches to Leadership, Career Development; Time Management, QWIL Project Planning and Reflective Diary Practice.
- facilitated QWIL group sessions on topics including the *QUT Blueprint* and Strategic Planning process; QUT Committee Structures and Careers;
- observations of major University Committees (such as the University Academic Board, and VCAC)
- invitations to SMDP, WEXDEV and networking events.
- optional opportunity to complete a QLP (360 degree feedback survey) or DiSC (Personal Profile).
- An individually designed, strategically focussed leadership project or work placement.

The 2005 program activities included the submission of project reports and sharing of these project experiences at a QWIL Briefing lunch in March 2005, and a final program event held in April 2005. 13 of the program participants graduated from the program at the HROD program finale event in December 2005.

UTS: Women@ UTS

Women @ UTS is the professional development initiative designed to build organisational capability and an inclusive organisational culture for all women employed at UTS. The program was initiated in 2003 as a co-sponsored project between the Equity and Diversity Unit and the UTS Building Capabilities Project. The overwhelming response by women staff saw the program expand in scope in 2004/5.

In 2005, 32 events attracted a total of 851 attendances (30.8%: n334 from a female staff total 1085). 36.3% of the total female academic workforce at UTS participated in 2005 (n125 from 344 total) and 29% of female support staff (n215 from 741). There were also 46 external visitors, and 6 students who attended events in 2005.

A Women @ UTS Diary Dates / Calendar is circulated annually which outlines the aims of Women @ UTS and advertises details of events. Web pages are incorporated into the UTS Equity and Diversity website and an email listserv of 1200 staff is used to notify and remind staff of events. This is regularly updated.

Women@ UTS seeks to address

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- Promotion of women into more senior positions within the organisation, including the strategic development of qualified women in 'feeder groups';
- Increased support and visibility for women in the early stages of their research careers;
- Recruitment, support, retention and valuing of women in non-traditional fields;
- Support for women in administrative roles in non-supervisory positions;
- Retention and support of Indigenous women in the workplace, and active reconciliation / relationship building between Indigenous and non-Indigenous women;
- Addressing work / life issues;
- Retention of women employees;
- Support for new staff through the building of a stronger sense of community in a rapidly changing workforce demographic.
- Investigation into the declining representation of women general staff in positions at HEW 10 > (this has continued to decline, and is now at 34% of staff at this level).
- Pay equity issues
- Leadership development for senior women

Successful Workshops and Seminars:

All ATN universities provided a range of workshops which women could attend:

CURTIN

Attendance by Women at Professional Development Sessions

Women outnumber men across Curtin with regard to attendance at professional development workshops. It is pleasing to see their participation in the Curtin Leadership Program and also in the Research workshops that are held during the year.

Women and Academic Promotions

Two workshops were held during the year to support those women applying for academic promotion. It is pleasing to report that of the women who were successful, a good number had attended the workshops and in a couple of cases, were successful seeding grant applicants from previous rounds. Of particular note, is the increasing number of women successful at the Associate Professor level.

Creating a warmer climate for women in higher education – Guest speaker session

This special panel session for senior women was hosted by Curtin with the ATN Director, Dr Colleen Chesterman in attendance. Guest presenters included, Prof Jan Currie, (Murdoch) A/Prof Joan Evelyn, (UWA) Ms Jen de Vries, (UWA) and Ms Amanda Willis, Curtin. The panel were asked to develop a discussion on what

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strategies and initiatives could assist women working in a higher education environment to advance their career, drawing on their personal experiences and research backgrounds.

QUT

Women In Research Program

The 2005 Women In Research Program aimed to assist academic women in overcoming barriers which may be preventing them from developing their research portfolios. 2005 activities included a information session on Getting Published in addition to the Women In Research Grant Scheme.

Getting Published (Journals & Conferences)

An information session was conducted on 14 April 2005 which provided practical information for academic women on getting research published, especially in refereed journals. Topics covered included antecedents/preparation, organising the paper, polishing the paper, responding to assessors, and maximising your reader base with QUT ePrints. The session was facilitated by Professor Erica McWilliam.

QUT HR Organisational Development for Senior and Near Senior Staff

In addition to the QWIL program a number of leadership development programs were developed by the HROD team targeting both men and women at senior and near-senior levels. Nine QUT women completed the Leading in the New Era program, a strategic succession leadership development program for senior and near senior staff developed by Glenys Drew, Coordinator, HROD. Three QUT women completed the Reaching for the Professoriate program, developed by Dr Cheryl Kerr. The program was designed to encourage Associate Professors to think about advancing their career path and managing their career. Thirteen QUT women completed the Leading in Your Career program, developed by Dr Cheryl Kerr. The program targeted Senior Lecturers and Lecturers identified by their Deans as having exceptional leadership potential.

RMIT

Academic Promotion:

Senior RMIT academics coached women in small informal groups to discuss tips, benefits and barriers to applying for promotion in the 2005 Academic Promotion round. Pro Vice-Chancellor Joyce Kirk, Pro Vice-Chancellor Gail Hart, Pro-Vice Chancellor Daine Alcorn, Professor Trang Thomas, Professor Harriet Edquist and Professor Margaret Jackson contributed to the program as coaches in these sessions with 22 women participating. Feedback from these sessions was consistently positive, highlighting a need to provide further opportunities for career development forums with senior leaders.

Women In Research

An event was held to share the findings of a study of women in research and the careers of women researchers, based on the analysis of DEST data. This workshop enabled discussion of the implications for the research at RMIT with the aim of

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empowering women to embark on and further develop their research careers, and increase the number of women applying for and being awarded grants.

Participation by Women in Open Program:

In the 2005 Open Program, women represented approximately 60% of attendees at all sessions. Popular programs for women included: 'Assertiveness, Persuasion and Negotiation', 'Internal Consulting Skills', 'Early Career Researcher', 'Effectively Managing Conflict in the Workplace', 'Stepping into a Leadership Role', 'Emotional Intelligence', MBTI workshop and 'Women in Research – Establishing a Research Career'.

UNISA

The **UniSA Women and Leadership Program** presented a number of successful workshops, including

Three workshops on applying for academic promotion – to Level B, Level C, and Levels D & E

A research seminar, 'What is a quality research outcome/ how can you achieve it?'

Career development for women general staff at Level 7 and above

Managing your career for academic women staff at Level C and above

Work and life in the balance

Planning for success

The *Certificate IV in Business (Frontline Management)* has been offered over two years. Delivered by the Australian Institute of Management, a cohort of women are expected to graduate in April 2006.

Leading ideas seminar

Professor Hilary Winchester presented the research into barriers to promotion for academic women staff, *The great barrier myth: an investigation of promotions policy and practice in Australian universities*. The presentation was followed by a panel which included Professor Hilary Winchester, Associate Professor Suzanne Franzway, and Ms Shard Lorenzo.

UTS

The Women@UTS initiative continued to have a successful year in 2005. Among workshops offered, other than those already mentioned under Women and Research, were Valuing Administrative Women, Promotion to Professoriate, Superwomen, Fear of Food with Carol Bacchi, Creating a Warmer Climate, and EOWA: Non-Traditional Areas. Also provided was a Springboard program to provide support for women in administrative roles in non-supervisory positions.

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Grants Programs

Curtin Women in Research Grants

Expressions of interest were called for research seeding grants at the end of 2004. Funding for this program is supported from the Office of Research and Development and these small grants are intended to assist women starting out on their research careers. Workshops were also organised in Semester 1, culminating in presentations by the successful seeding grant applicants. It is pleasing to note that the first workshop: Developing Collaborative Research Projects was given by Dr Hannah Williams, Dr Qin Li and Dr Nicoletta Balliu, who have become recipients of a 3 year Australian Government grant of almost \$1m. This group of researchers were introduced by their respective Heads of School, Public Health and Chemical Engineering as an outcome of the Research Forum which was held at Curtin in 2003. The WIR program will continue through 2006.

QUT Women In Research Grant Scheme

The major focus in 2005 was the Women in Research Grant Scheme which was marketed to targeted academics in February 2005. The broad aim of the Women in Research Grant Scheme was to assist academic women in the early part of their research career to enhance their research expertise and track records through completion of their PhD, publishing articles, or progressing research projects. It was anticipated that most applicants would be at levels A or B. The scheme was particularly aimed at women who had experienced career interruptions or barriers which have impacted on their ability to access research opportunities. As part of the Women In Research Grant Scheme, three grants were available to academic women. The maximum amount of funding to be provided per grant by the Women in Leadership Committee was \$5,000, and this was dependent on an equal contribution from the applicants' Faculty either cash or in-kind. Allowable budget items included personnel (research assistance, relief from other duties eg. teaching and large unit/course coordination); travel (field trips, visits to archival sources etc); and professional mentoring or collaboration. The scheme was an application-based scheme. Applicants were required to submit an application addressing the eligibility criteria; providing an overview of proposed research including aims, objectives, expected outcomes and timeline; providing a detailed budget justification, and supplying information on recent access to grants and other support. Applicants were asked to provide a statement of support from the Faculty Assistant Dean (Research) including details of the amount of Faculty money to be made available and its source, and comments regarding the significance of the proposed research. Consultation with Head of School was expected as appropriate. A total of 15 applications were received, and a total of 4 grants were approved by the Women In Research Sub-Committee.

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Mentoring and Coaching

UniSA

Mentoring

The mentoring program has been under review this year. A project is currently being undertaken by an external consultant to evaluate and suggest strategies for the future of the program.

Community Building Activities

All ATN universities provide opportunities for women to meet informally at celebratory occasions, including the annual Clare Burton lectures, and in other ways to develop a strong sense of community in the institutions. Opportunities provided were:

UniSA

International Women's Day

On 8 March, more than 30 women staff from UniSA attended the UNIFEM International Women's Day breakfast to celebrate the day together. The speaker was Hon Mary Gaudron QC.

UTS

There was a concentration on concentrated on facilitating links between Women @ UTS and the broader community. In 2005 a major Fundraising event was held and it is intended to conduct a similar event each year. 2005 saw the Tsunami re-building auction raise \$5500 for the International Women's Development Agency. 2006 may involve a UTS / UNIFEM activity to raise funds for Peace Scholarships for women from overseas to come to UTS to study for a semester in the interests of furthering peace. The Women @ UTS Project Manager is on the National UNIFEM Committee.

Women @UTS also sponsored tables for International Women's Day Celebrations at UNIFEM International Women's Day Breakfast and International Women's Development Agency IWD Breakfast. It also encourages the Blue Stocking Choir a world music 'a cappella' women's choir with around 30 women attending which sings at various events at UTS including the Clare Burton Lecture and the Human Rights Awards. It also encourages an **Active Women at UTS Group** for sporting events including the UTS City 2 Surf team, a cycling 50 km funride and ocean swim and harbour weekend bushwalks

Reconciliation / Indigenous Women

UTS

In 2004, Australian Indigenous women at UTS came together to revitalise the Indigenous Women's Network. The network meets at least four times per year and provides professional and personal support and a safe forum to identify and discuss the needs of Indigenous women staff. In 2005, the network expanded its vision, and has organised a highly successful Christmas Hamper Charity Drive across the University, collecting non-perishable foodstuffs and presents for local indigenous communities. In partnership with World Vision, the Network organised a fundraising

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dinner for December 14th 2005 which raised over \$6000 for health projects in Indigenous communities.

'Women's Business@UTS' sessions provide a vital link between Indigenous and Non-Indigenous women. Through lunches with guest speakers, women meet across cultural differences in a supportive environment. In 2005, guest speakers included acclaimed Indigenous author Anita Heiss (during Sydney Writer's Week) and NSW Greens Senator Kerry Nettle.