



Australian Government
Australian Research Council

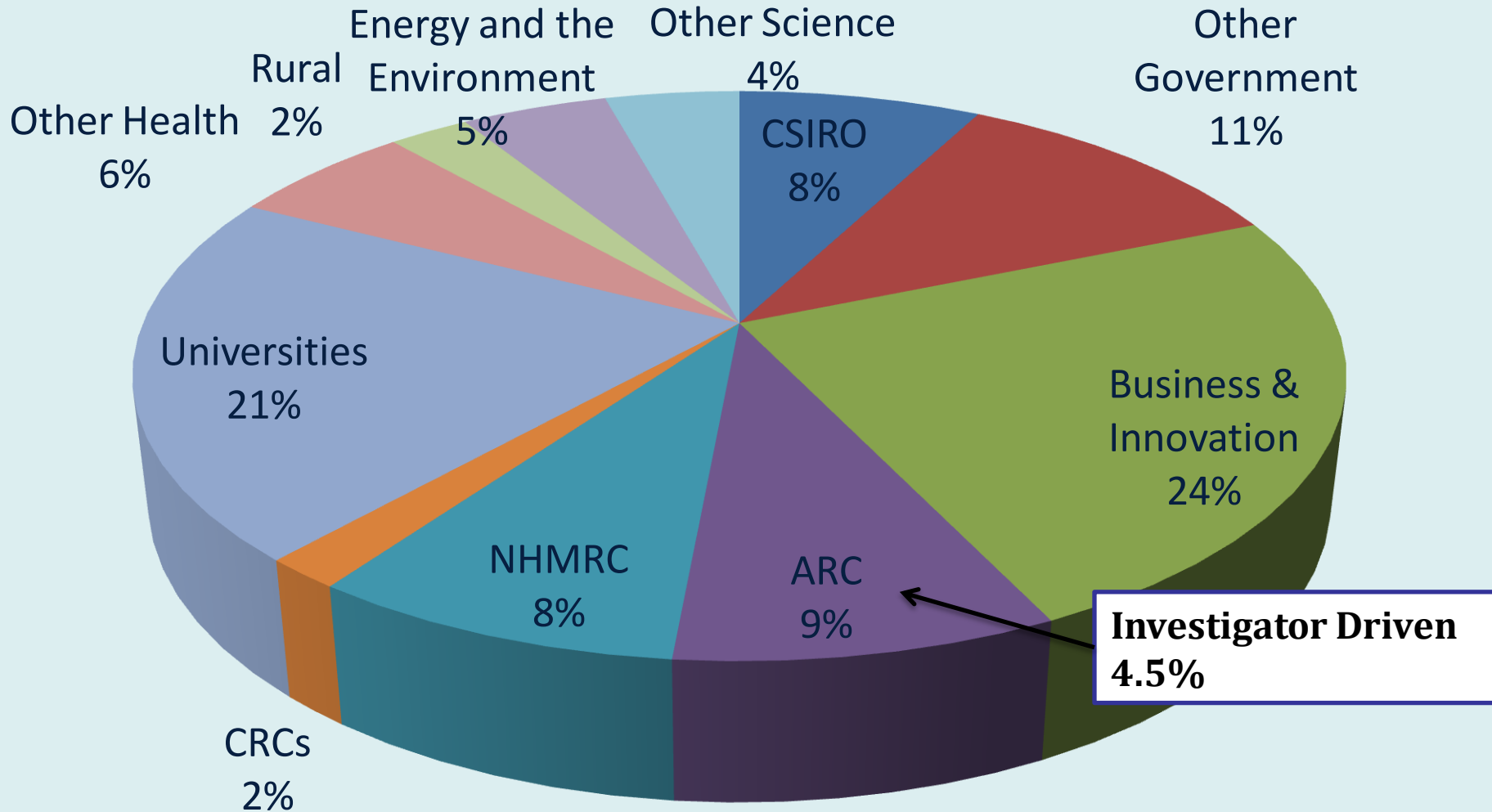
Women in Research Leadership
Monday 20 June 2011

Master class - Persistent Issues

Professor Andrew Wells
Deputy CEO, Australian Research Council

Research

Government Investment in Research 2011-12



- To *support* excellence in *research*
- To *build* Australia's research *capacity*
- To *provide* informed high quality *policy advice* to government
- To *enhance* research outcomes through effective *evaluation*
- To *raise the profile* of Australia's research effort and *be an effective advocate* for its benefits

The ARC

**National Competitive Grants Program
\$810M in 11-12**

**Evaluation
and Policy**

**Discovery &
Fellowships
\$502 M**

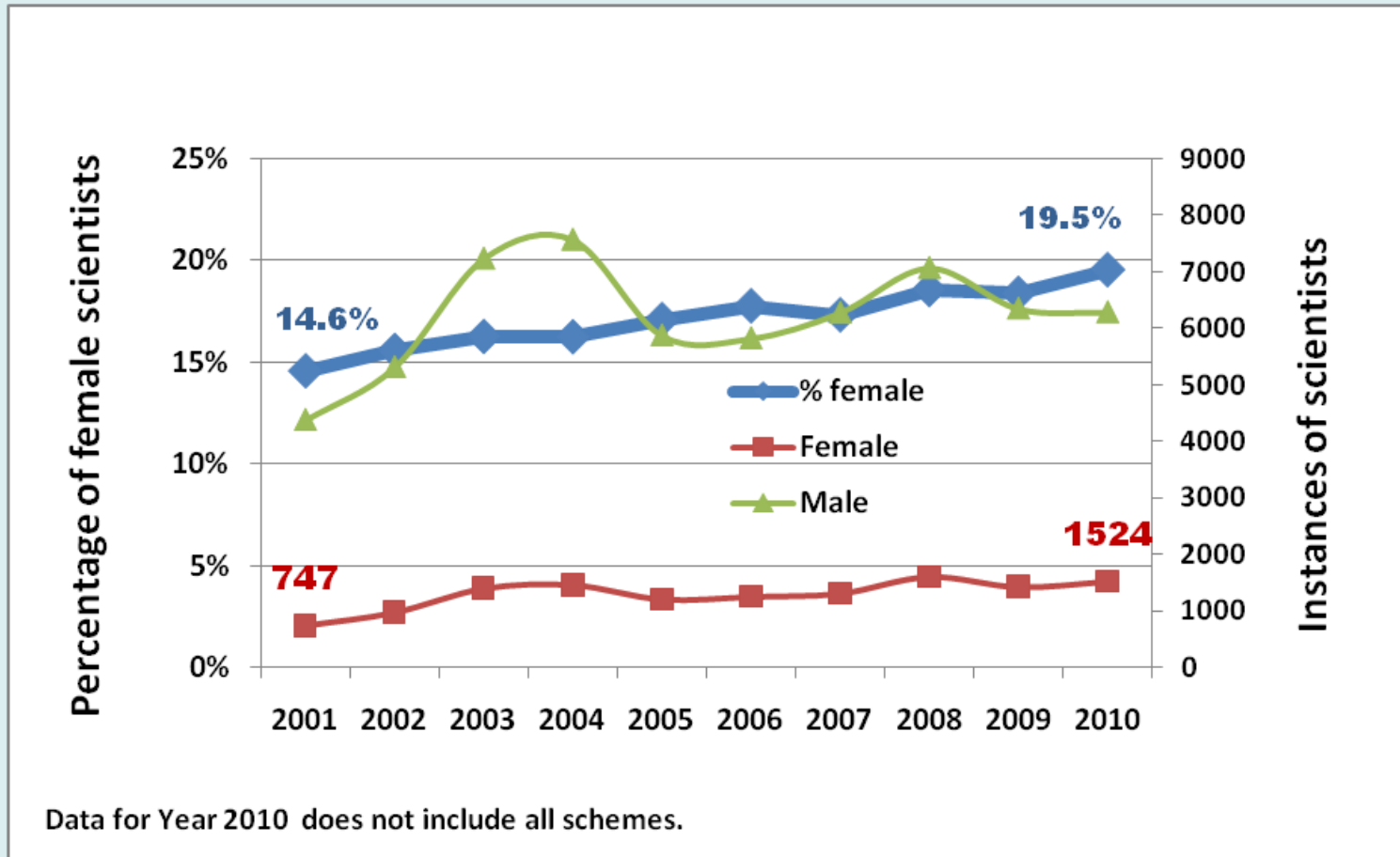
**Linkage & Centres
\$308 M**

**Excellence in
Research for
Australia**

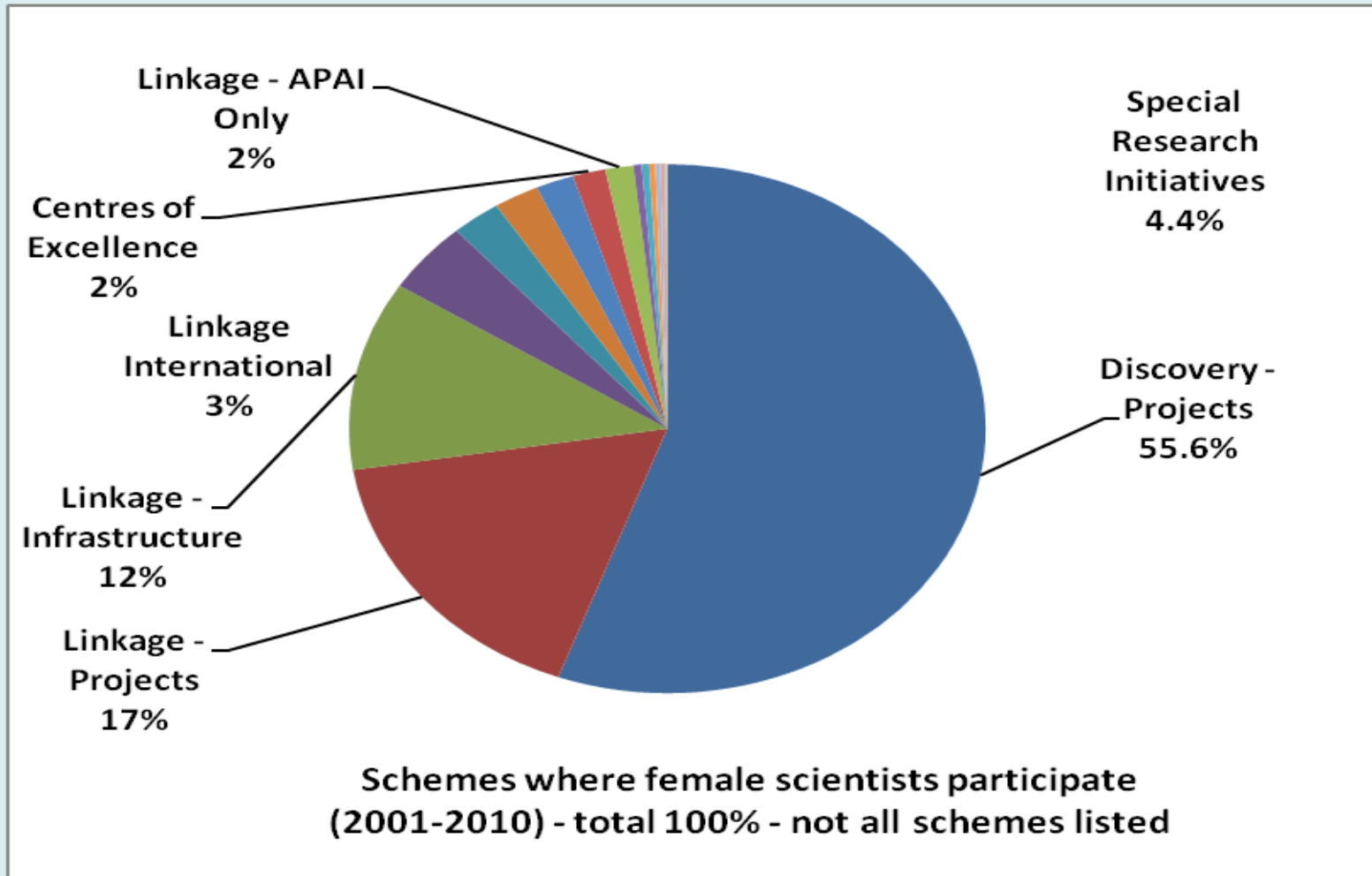
NCGP aims to:

- **Support research excellence**
- **Funding for facilities and equipment that researchers need to be internationally competitive**
- **Support training and develop skills for future researchers**
- **Provide incentives for partnerships and collaboration nationally and internationally**

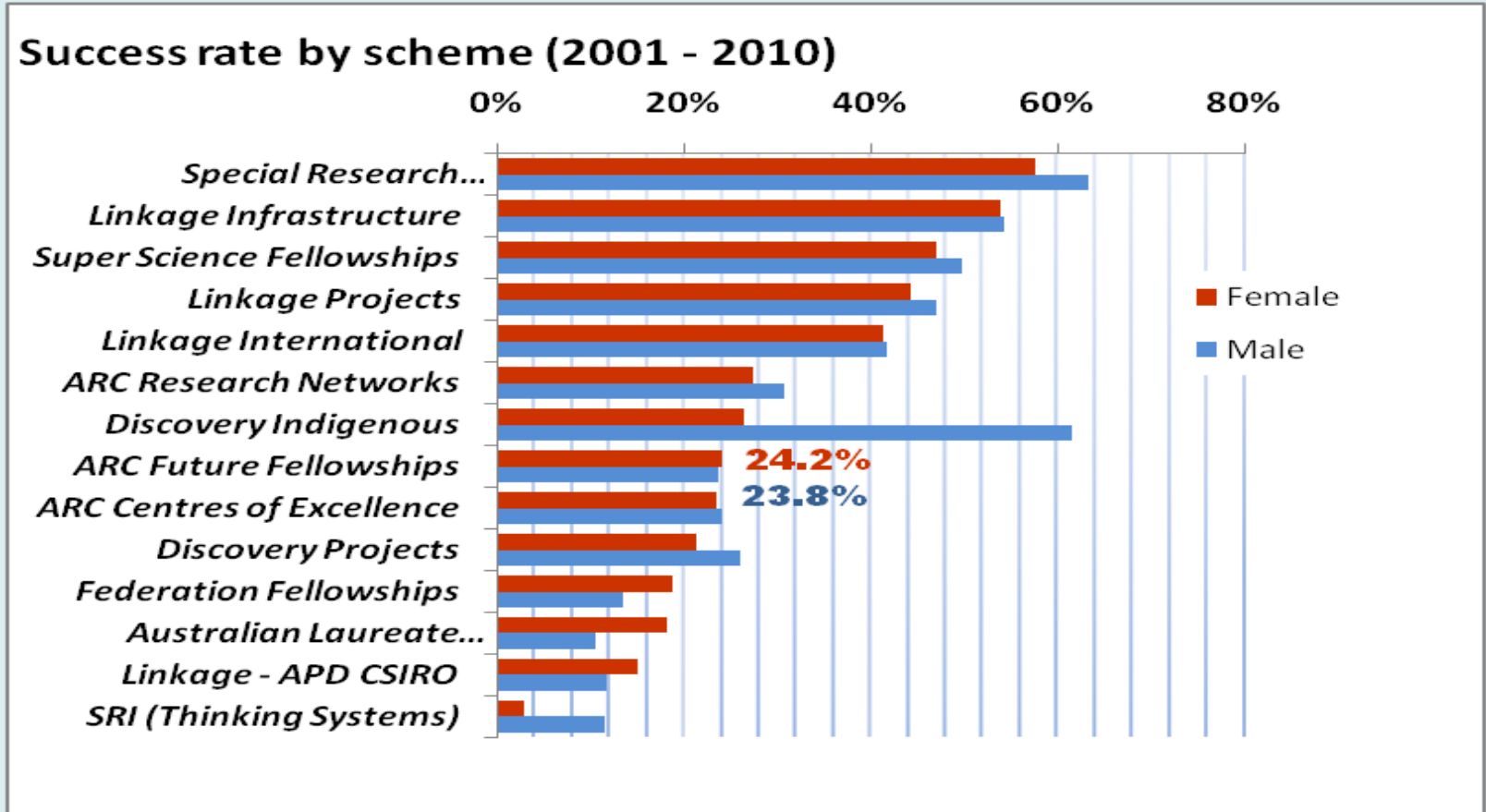
Instances of scientists on submitted proposals (all schemes)



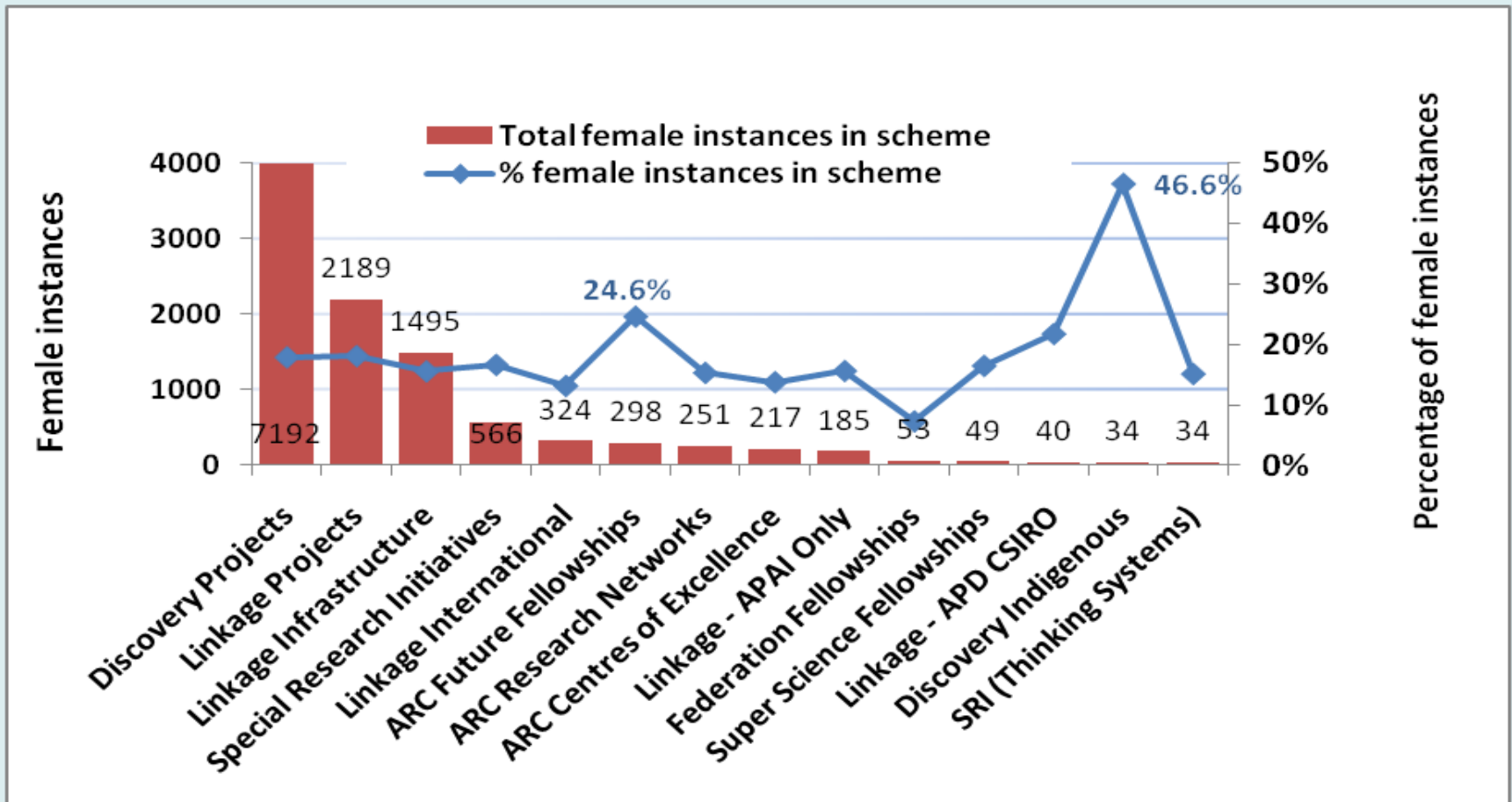
Distribution of female scientists by funding scheme (2001-10)



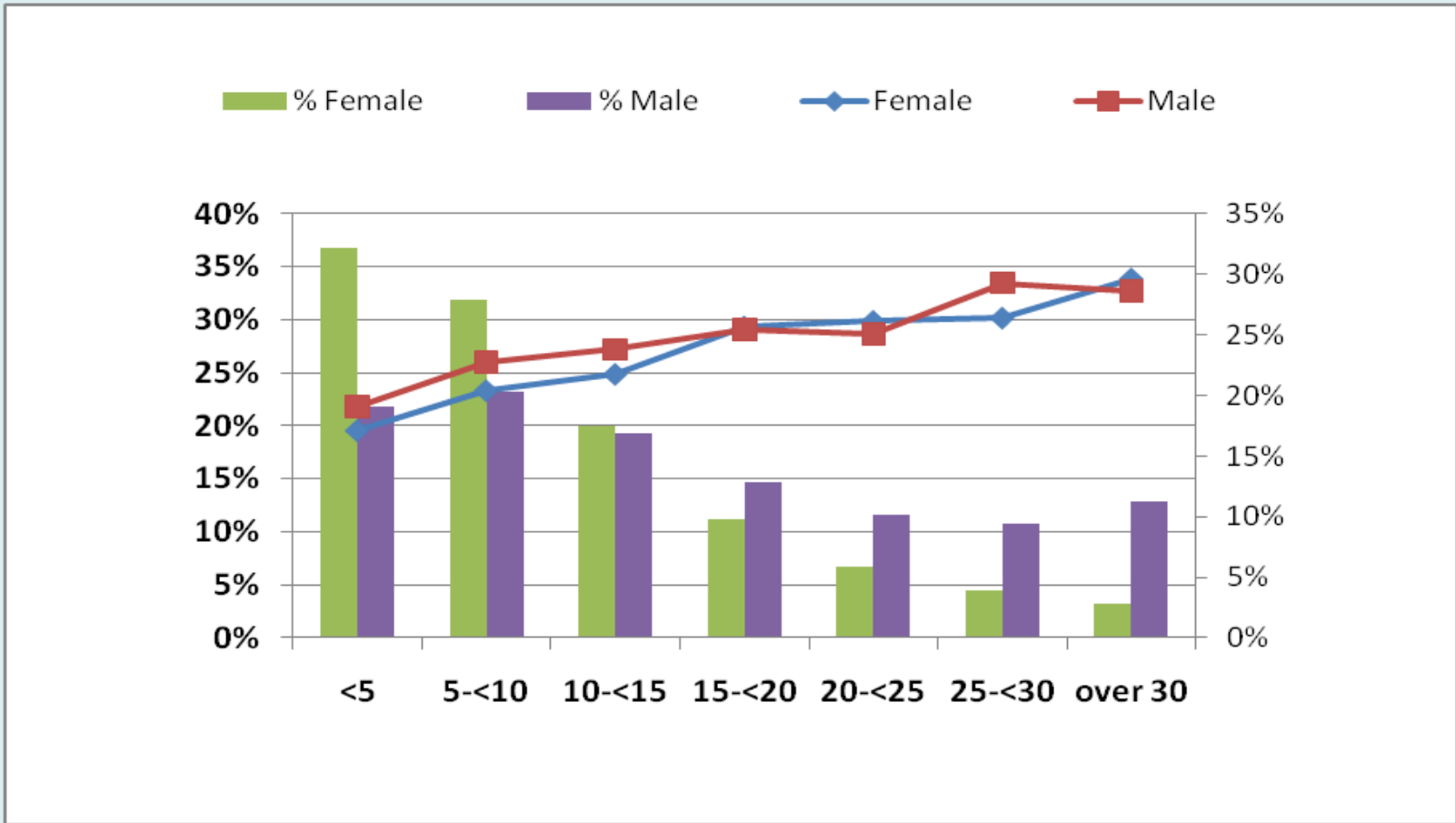
Success rate of female scientists by funding scheme (2001-10)



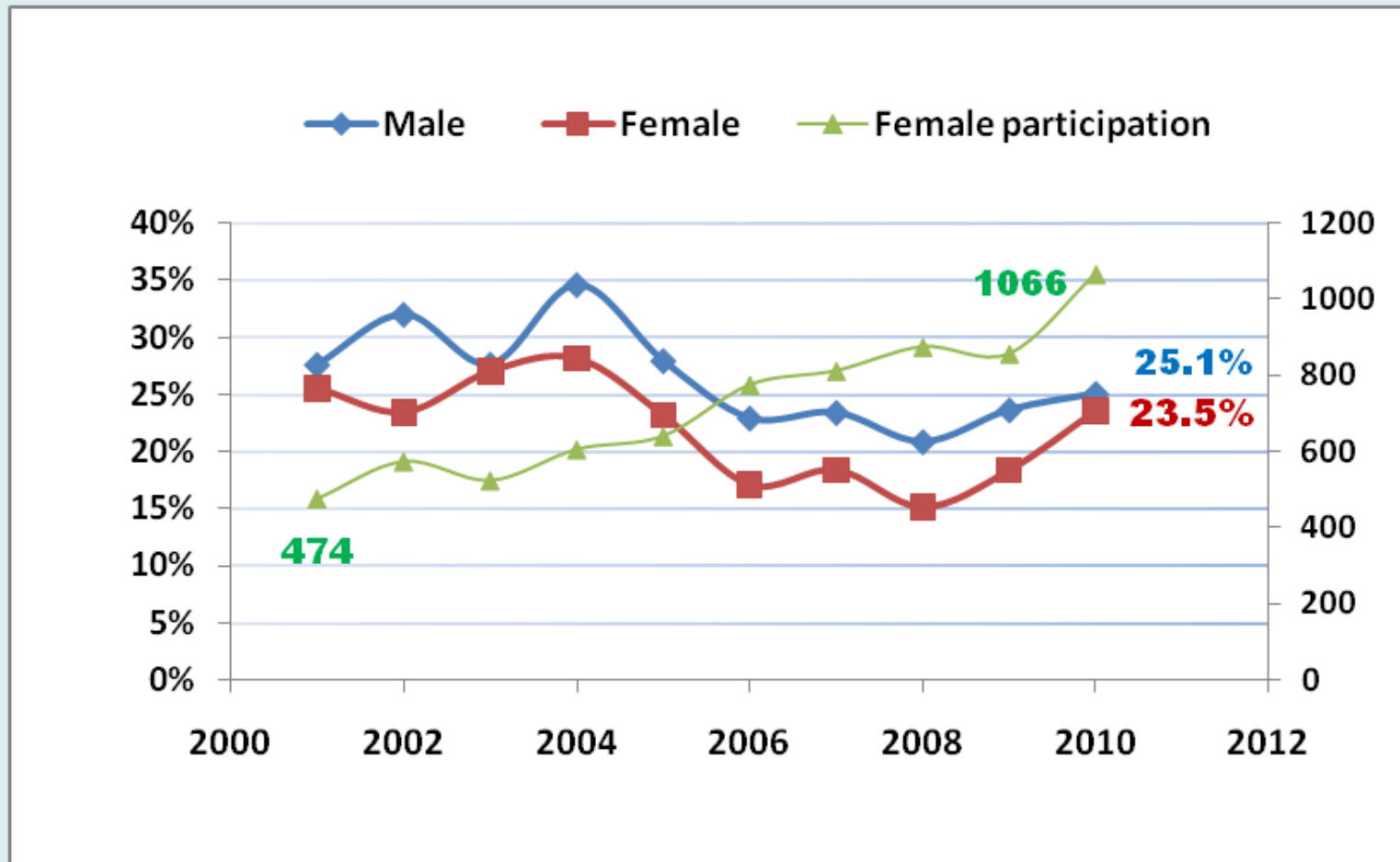
Participation of female scientists by funding scheme (2001-10)



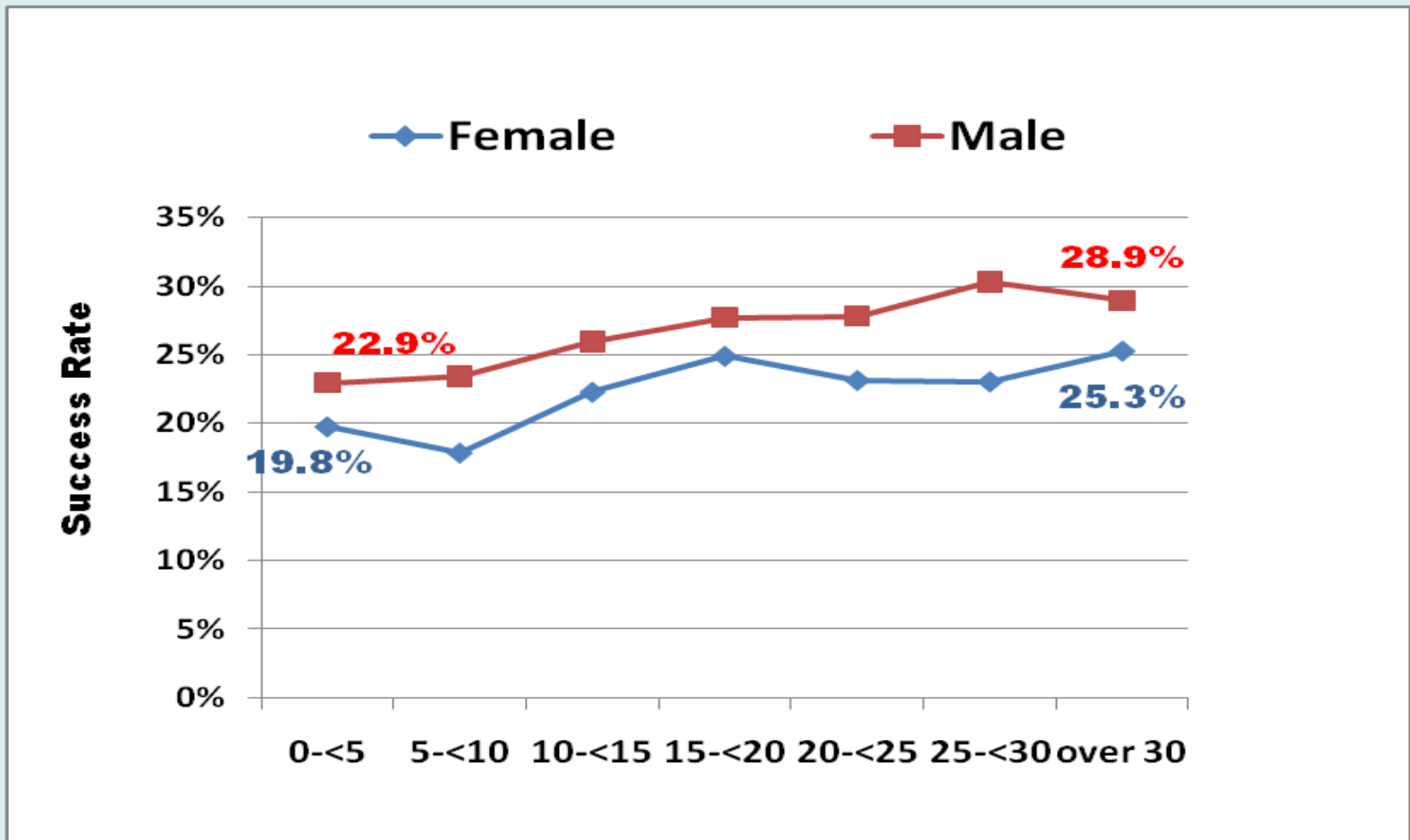
Proportion of male and female applicants and corresponding success rates by career age (DPs, 2001-10)



Career age and success rate of female scientists (DPs, 2001-10)

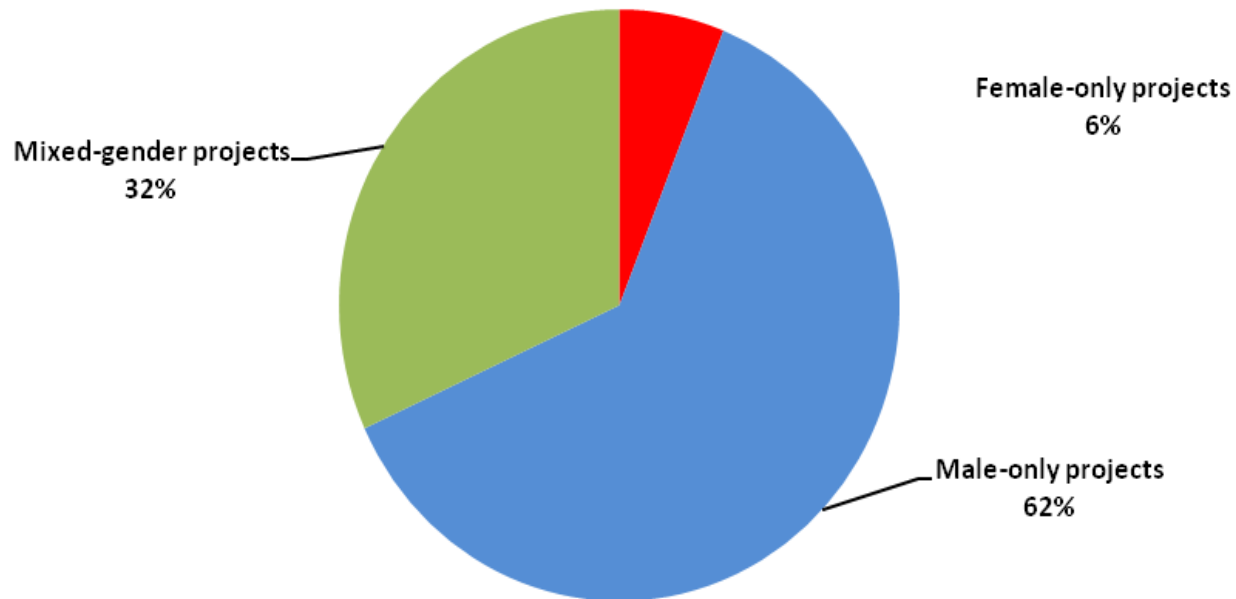


Career age and success rate of female scientists (DPs, 2001-10)



Funding split in Sciences by gender (2001-10)

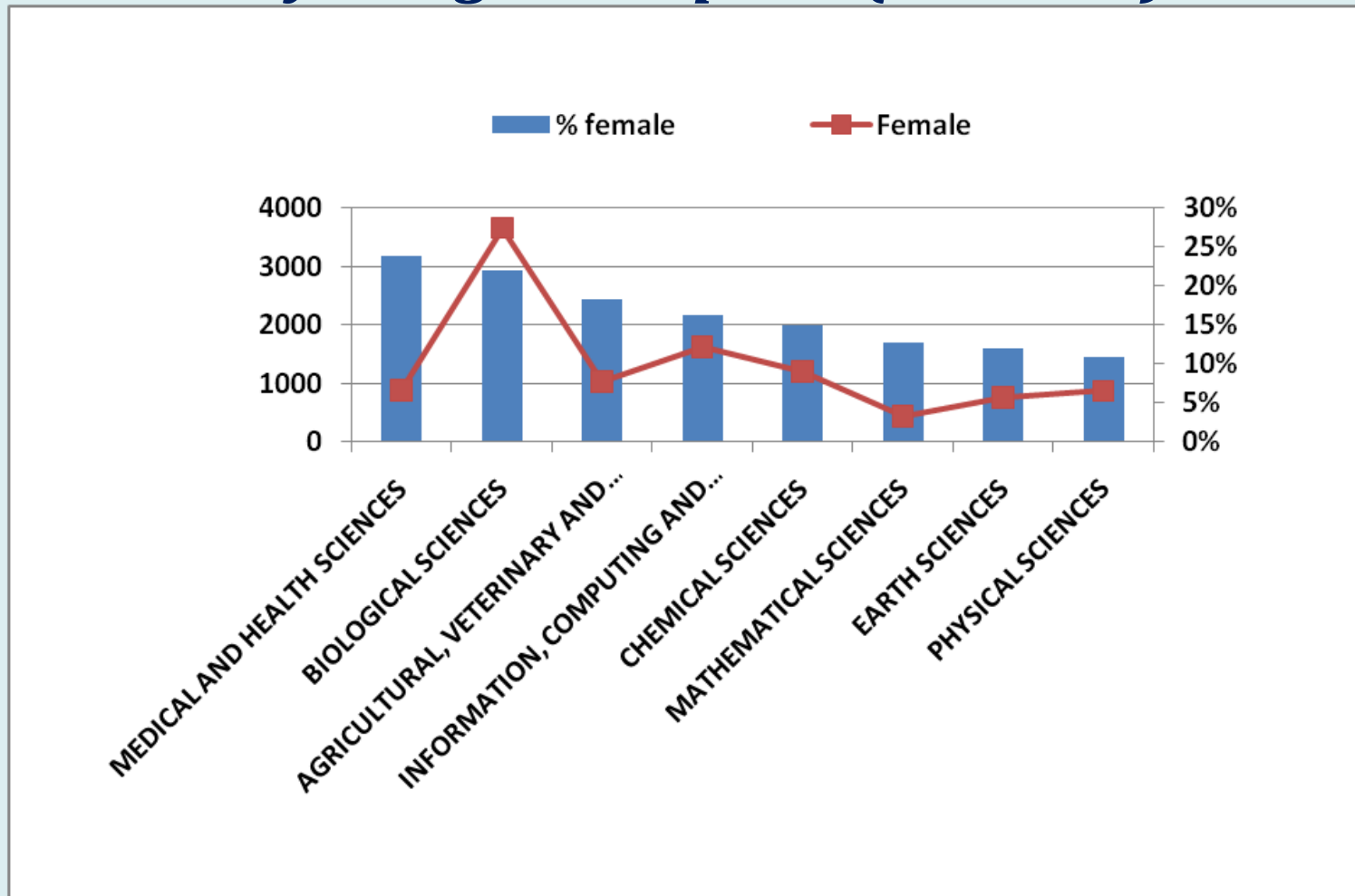
Funding split in Sciences (2001 - 2010)



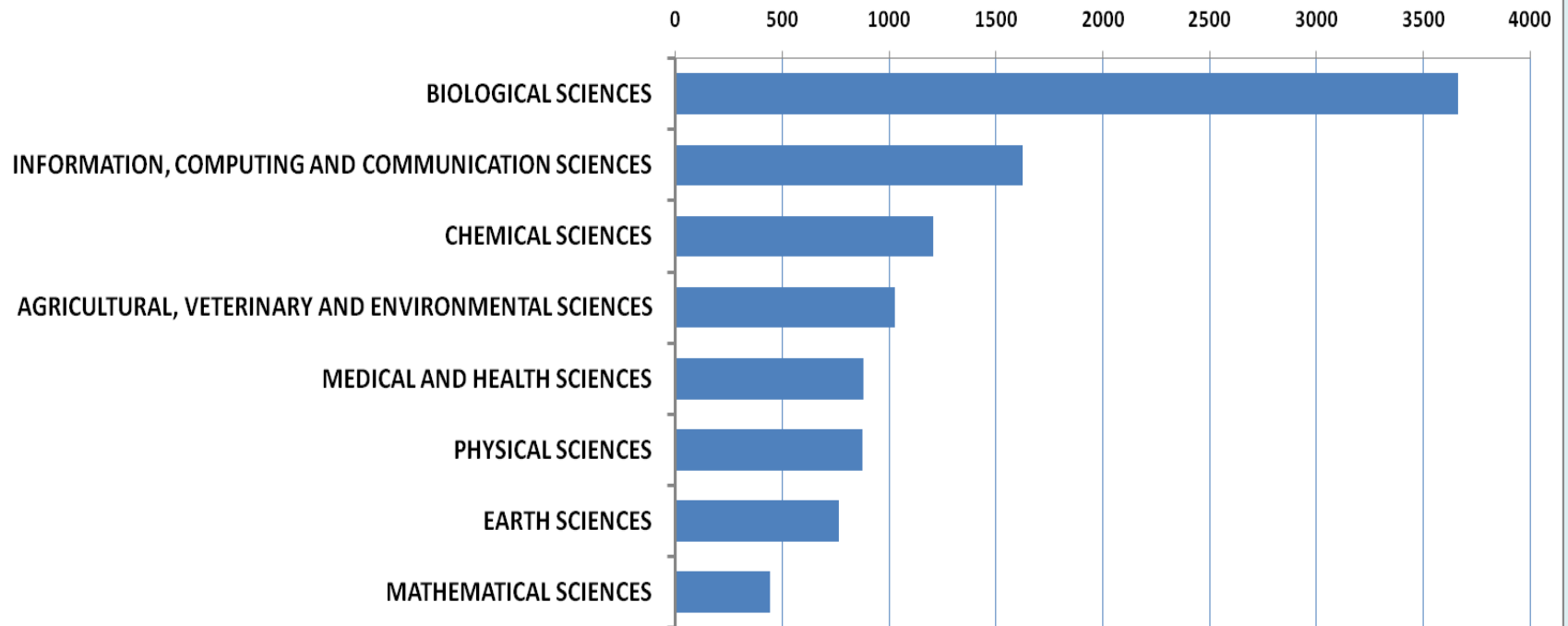


What about according to discipline?

Percentage of female scientists on funded projects by 2-digit discipline (2001-09)

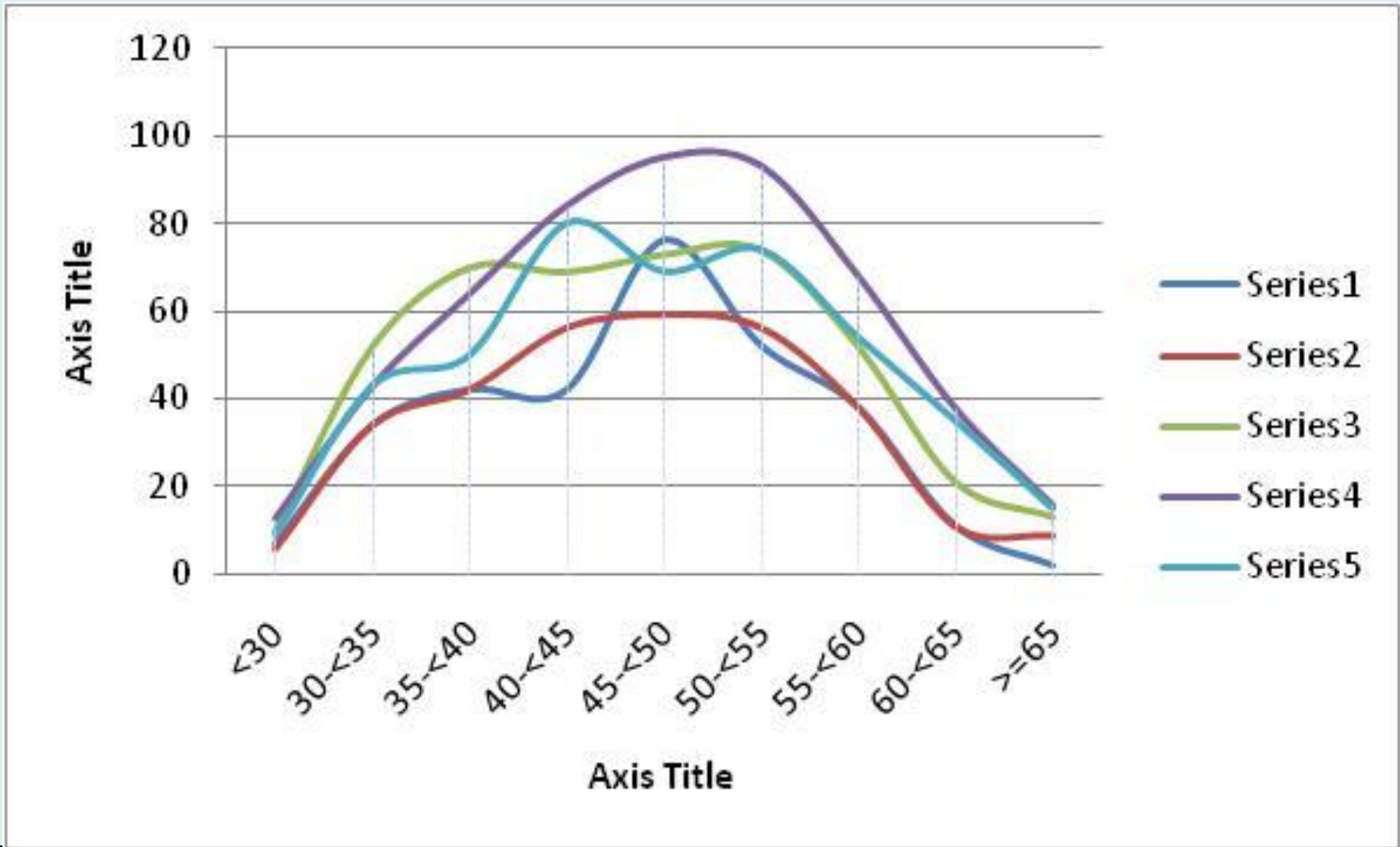


Funding instances for female scientists by 2-digit discipline (2001-09)

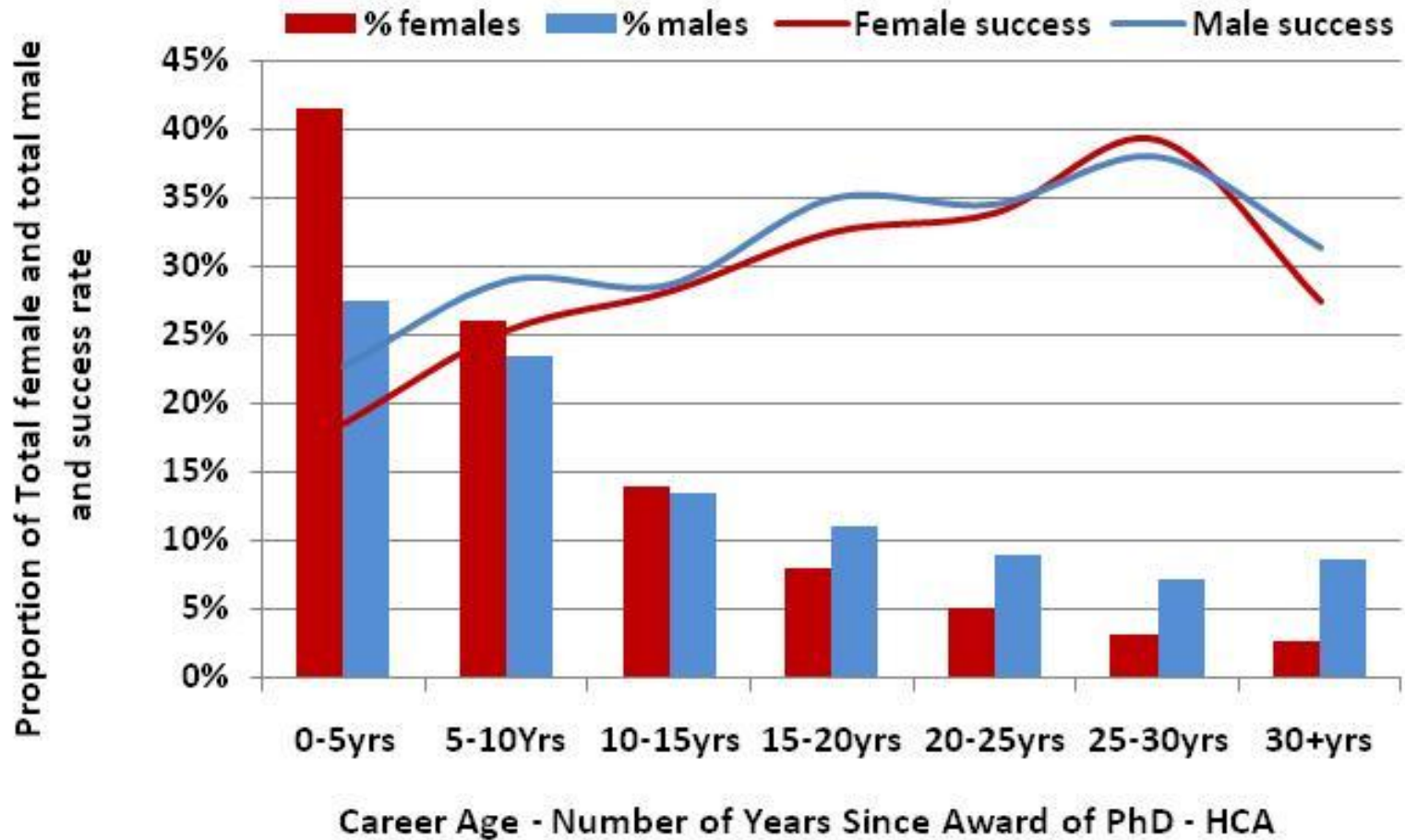


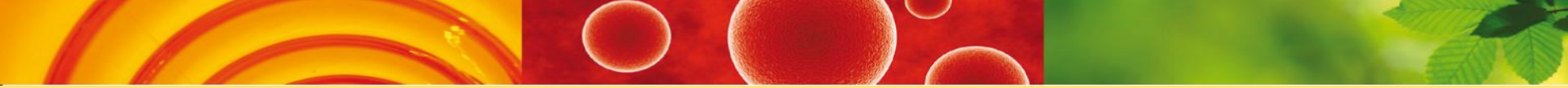
Note - Data is the total instances of funding for female scientists.

HCA female applicants (female) by age - all DP proposals 2001-2009



Gender success rate & proportion in DP05 – DP09 proposals





***How do we then
encourage women scientists
to reach for excellence?***

Changing language; changing landscape

Encouraging opportunity;
not simply *providing* it

Re-enforcing leadership

Research Opportunity and Performance Evidence (ROPE)

- Changing how we measure excellence
Track record v. Performance evidence
- Assessors take into account any career interruptions, such as:
 - Childbirth
 - Carer's responsibility
 - Misadventure
 - Debilitating illness

Encouraging Opportunity

Career interruptions

**For ECRs and women
researchers**

**Options to convert &
teaching transitions**

Australian Laureate Fellowships

2x PhD
2x Post-Doc

17
5-year
awards

Discovery Early Career Researcher Award (DECRA)

\$125,000

200 p.a.
3-year
awards

Researchers in Industry Training Awards

\$30,000

100
3-year
awards
(bi-annual)

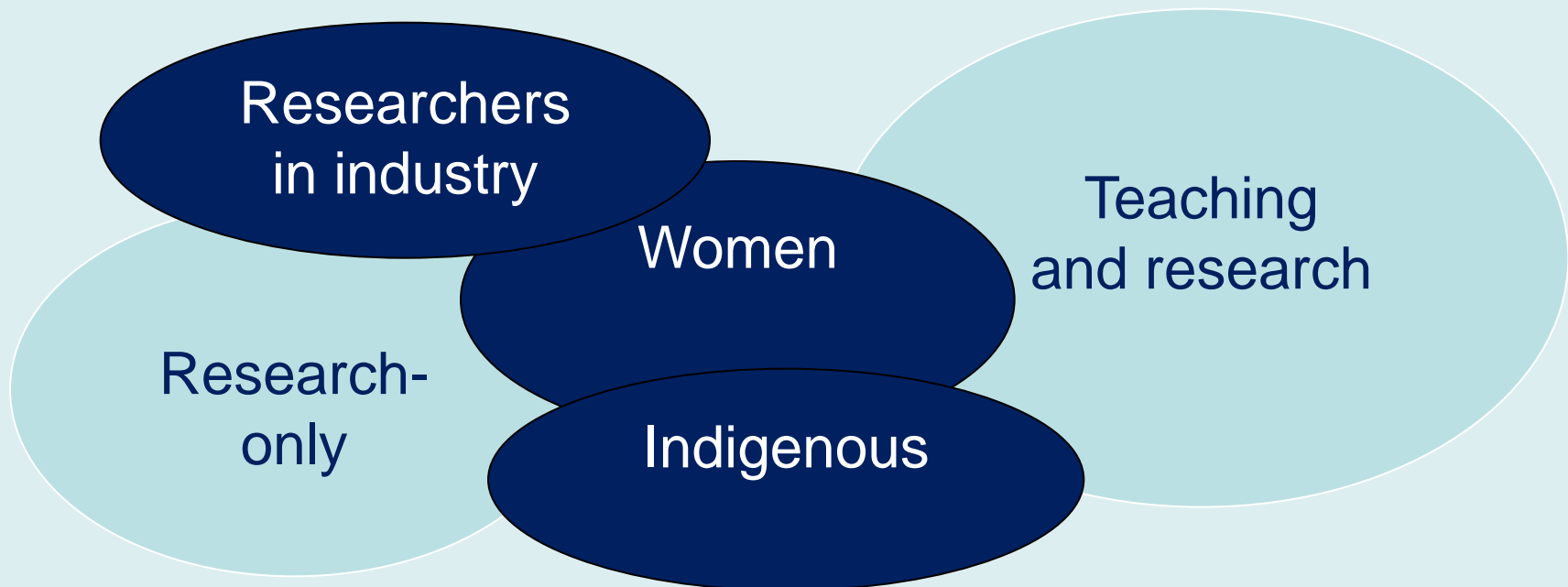
Future Fellowships

Up to
\$143,00

200 p.a.
4-year
fellowships

The ARC aims to:

- Provide opportunities for researchers at every career stage
- Foster a range of different cohorts



The ARC does not:

- Employ researchers directly
- Aim to provide a complete externally funded career structure
- Funds all the excellent research proposals it receives

ARC Federation and Laureate Fellows

2008

Bernadette
McSherry

Cheryl
Praeger

2009

Frances Baum

Tanya Monro

Michelle
Simmons

2010

Lesley Head

Jennifer
Martin

2011

Hilary
Charlesworth

Margaret Jolly

Hanna Kokko

Lorraine
Mazerolle

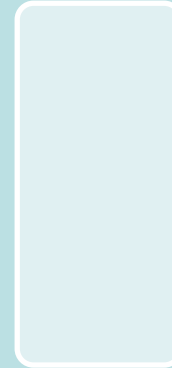
Australian Laureate Fellowships

FOCUS:

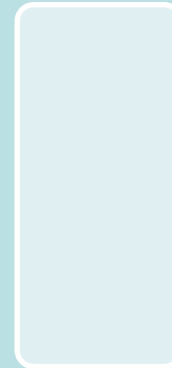
- International repute
- Sustained leadership & mentoring

OBJECTIVES:

- Attract and retain outstanding research leaders
- Build and strengthen world-class research capability
- Provide excellent research – training environment
- Expand knowledge base
- Forge strong links
- Support research



Kathleen
Fitzpatrick



Georgina
Sweet

BEYOND BIAS AND BARRIERS:

Fulfilling the Potential of Women in Academic Science and Engineering
The National Academies Press, Washington, USA, 2007

Key Findings of this US study

- 1) Women have the ability to succeed in Science & Engineering
- 2) Women lost out at every career transition
- 3) Problem is not simply the pipeline
- 4) Women are likely to face discrimination in all fields
- 5) Evidence that most people have implicit biases
- 6) Measures of success in performance-evaluation systems are often arbitrary and frequently place disadvantage women. "Assertiveness," for example, may be viewed as a socially unacceptable trait for women but suitable for men.

Strategies - Mentors and Role Models

- Different purposes and times
 - Research network vs internal advice
 - Need varies, it evolves in your career
- **Good mentors** are absolutely critical to all aspects of academic/scientific life!!

Some top career tips

- #1 Don't Cater
- #27 Avoid Feeding Others
- #89 Avoid making Notes, Coffee & Copies
- # 2 Be Prepared
- #34 Don't believe others know more
- #3 Learn to let go
- #74 Don't look back
- #51 Don't do the work of others

What else can we do?

- Universities need to fundamentally encourage women into research, and actively support and mentor them to really succeed in their research disciplines
- This includes mentoring on preparation of high quality grant proposals
- The ARC provides opportunities through its schemes for women but more applications need to be received from universities



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*The ARC is committed
to working with institutions
to support careers
in flexible and innovative ways
in order to maximise opportunities for our talent.*

Professor Andrew Wells
Deputy CEO, Australian Research Council

Research