

Equal Opportunity

Gender Issues

The following actions have been taken in the School in support of affirmative action:

The Rita Cornforth Fellowship

The Fellowship, named in honour of the distinguished Australian chemist, Rita Cornforth, was created specifically for young women with high academic potential to allow them the resources and independence to become established in preparation for the uptake of a tenured position. It carries special conditions designed to assist the successful candidate in establishing and furthering her research career.

Twenty-three applications were received and four applicants were invited to present School seminars and attend an interview. On 21st November the selection committee unanimously agreed to award the second Rita Cornforth Fellowship to Dr Michelle Coote for a fixed-term of five years.

The School continues with two independent research groups headed by women. Dr Michelle Coote who is on a fixed term appointment, and Dr Edith Sevick whose fixed-term appointment was converted to a standard appointment on 28th August.

Professor Veronica James OAM, formerly of the University of New South Wales, was appointed to the status of Adjunct Professor for a term of three years. Apart from Professor James's many research collaborations, she acts as a mentor and role model and willingly serves on promotions and selection committees.

Comment on Gender Equity Strategies

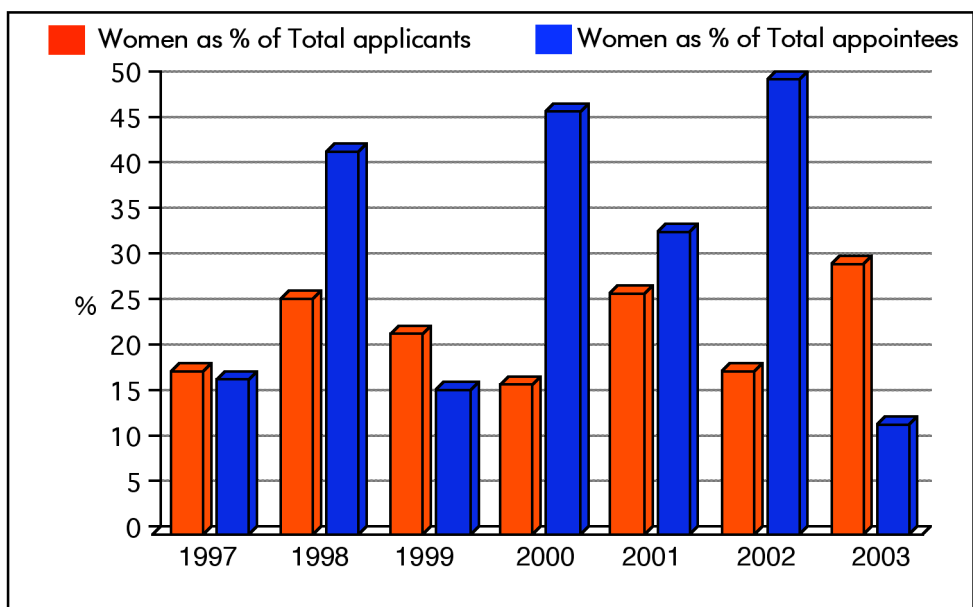
An informal program to meet gender equity objectives is continuously in progress in the Research School. Professor Elmars Krausz, formerly the representative on the ANU Equity and Diversity Consultative Group, continues to advise the Dean on such matters as required.

Student Profiles and Recruitment Plans

In our PhD program the number of females recruited annually since 1994 has averaged 24% of total recruits up until 2001. In 2002 that percentage rose to 60%, and in 2003 was 55%.

In the Summer Scholars program since 1990 the number of females offered scholarships annually has averaged 36.7% to 2001. In 2002 that percentage rose to 45%, and in 2003 was 36.5%.

The following table shows, in a gender specific way, the data for applications and appointments to academic staff positions over a six-year period:



* fixed-term

The high proportion of total applications from women in 2003 (29.67%) was due to the inclusion of applicants for the Rita Cornforth Fellowship, established as a position available only for women scientists. Apart from 1999 and 2003, it can be seen that there was a significant rise in the total number of women appointed as a percentage of all appointments over recent years. The peak in 2000 was due to two women being awarded IAS Fellowships, the funding of which was augmented by the RSC to extend the posts for three years rather than for two. There has been only one senior appointment in RSC since 1994 for which there were no female applicants.