



## 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 was established in 1996 and it carries special conditions designed to assist the successful candidate in establishing and furthering her research career. Dr Nicola Brash held the inaugural fellowship from 1998-2002. The second Fellowship was awarded to Dr Michelle Coote for a fixed-term of five years in October 2003. Dr Coote, as head of Computation Quantum Chemistry, Polymer Chemistry Group, has since won two ARC Discovery Grants, one jointly with Professor Bruce Wild.

#### Senior Women

The School continues with two independent research groups headed by women, Dr Michelle Coote (as above) and Dr Edith Sevick, on a standard appointment as Senior Fellow and head of the Polymers and Soft Condensed Matter Group.

Professor Veronica James OAM, formerly of the University of New South Wales, continued her three-year appointment as Adjunct Professor. She serves

the School on promotions and selection committees and continues research collaborations with Professor John White.

#### 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 and Academic Staff Recruitment Profiles

In the RSC PhD program the number of females recruited annually since 1994 averaged 24% of total recruits to 2001. Since then, the average number of females recruited to the program has risen to 36%.

In the Summer Scholar program since 1990 the number of females offered scholarships annually averaged 36.7% to 2001. Since then, that average has risen slightly to 39%.

The following table shows, in a gender specific way, the data for applications and appointments to academic positions over a nine-year period; and the % of females in the PhD student population from 1996.

Academic	1996	1997	1998*	1999	2000	2001	2002	2003*	2004
Positions advertised	8	17	17	7	13	10	3	16	5
Total applications	167	153	126	77	109	49	73	151	28
No. appointments w/out advertisement							2	4	15
Total of all women applicants as %	37	18	26	22	16.5	26.5	17.8	29.67	33.3
Total appointments	6	12	12	6	15	12	8	25	19
Total of all women appointed as %	17	17	42	16	46.6	33.3	50	12	31.5
% of female PhD students	28	26.8	30.35	25	21.4	27.2	32.7	36.5	38.5

\* = Rita Cornforth recruitment year