

Equal Opportunity

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

The appointment of the first Rita Cornforth Fellow was successfully concluded by Dr Nicola Brasch at the end of 2002. Dr Brasch accepted a tenured position at Kent State University, USA. The fellowship was created specifically for women in chemistry to allow promising young female academics the resources and independence to establish themselves in preparation for the uptake of a tenured position. The School intends to advertise the second Rita Cornforth Fellowship in 2003.

The School continued with two independent research groups headed by women on fixed term appointments. While Dr Brach's group will wind down with her departure to the US, Dr Edie Sevick was successful in winning a tenured fellowship in the School which she will take up at the conclusion of her current contract in 2003.

The School is currently negotiating to appoint its first female Adjunct Professor. That position is expected to commence early in 2003.

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

	1996	1997	1998	1999	2000	2001	2002
Positions advertised	8	17	17	7	13	10	3
Total applications	167	153	126	77	109	49	73
Total women applicants (as % of all applications)	37%	18%	26%	22%	16.5%	26.5%	17.8%
Total appointments	6	12	12	6	15	12	8
Total women appointed (as % of all appointments)	17%	17%	42%	16%	46.6%	33.3%	50%
Level of appointment of women							
Fellow							1
Research Fellow*	1	2	1	0	0	0	0
IAS Research Fellows*					2		
PDFs*	0	0	4	1	5	4	3
Level of appointment of men							
Level E	0	0	0	0	1	0	0
ARC Federation Fellow (E)							1
Fellow	5	1	7	4	0	0	1
Research Fellow ARC*						1	0
PDFs*	0	9	0	0	7	6	3
PDF ARC*						1	1

* Non-continuing

- The high proportion of total applications from women in 1996 (37%) was due to the inclusion of applicants for the Rita Cornforth Fellowship, established as a position available only for women scientists.
- The small number of positions advertised in 1996 was due to the cyclical nature of postdoctoral fellowships, whereby the number of posts available in any selection round is affected by the number of extensions for the third year and the number of resignations.

- Apart from the unusually low recruitment year in 1999, it can be seen that there is a significant rise in the total number of women appointed as a percentage of all appointments over recent years. This peaked in 2000 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.
- It should be noted that research groups in RSC have downsized from 22 to 19 groups over the last five years. There has only been one senior appointment in RSC since 1994 for which there were no female applicants.

Comment on Gender Equity Strategies

An informal program to meet gender equity objectives is continuously in progress in the Research School. Professor Elmars Krausz ceased to be the representative on the ANU Equity and Diversity Consultative Group when it was disbanded in 2002 but advises the Dean on such matters as required. Ms Marilyn Holloway compiled a report on the School's Gender Equity strategies, presented to the Board of the Institute of Advanced Studies by Professor Anthony Hill.

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%.

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%.