



EQUAL OPPORTUNITY

An informal program to meet gender equity objectives is continuously in progress in the Research School. Professor Elmars Krausz, formerly a representative with the ANU Equity and Diversity Consultative Group, continues to advise the Dean on such matters as required. Dr Coote was promoted and granted tenure late in 2005, and became the second tenured female on the academic staff.

Scholar and Academic Staff Recruitment Profiles

In the PhD annual recruitment program the percentage of successful females has steadily risen from 24% in 1994 to 44% in 2005. In the Summer Scholar program the percentage of successful female applicants was 52%.

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

Academic	1996	1997	1998*	1999	2000	2001	2002	2003*	2004	2005
Positions advertised	8	17	17	7	13	10	3	16	5	5
Total applications	167	153	126	77	109	49	73	151	28	34
Appointments w/out advertisement							2	4	15	16
Total of women applicants as a %	37	18	26	22	16.5	26.5	17.8	29.67	33.3	24
Total appointments	6	12	12	6	15	12	8	25	19	21
Total of women appointed as a %	17	17	42	16	46.6	33.3	50	12	31.5	23
Female PhD scholars recruited as a %	28	26.8	30.35	25	21.4	27.2	32.7	36.5	38.5	44

* = Rita Cornforth Fellow recruitment years (this fellowship is for early-career female researchers only)