Making A Difference
Research, families and careers ......

Cathy Foley | Chief
17 April 2014

CSIRO MATERIALS SCIENCE AND ENGINEERING
www.csiro.au
1987

TIME

Wiring the Future

THE SUPERCONDUCTIVITY REVOLUTION
Experiment to commercial system

LANDTEM™ Development

1992-1993
First HTS Ground-based TEM system
BHPB

1994-1997
“Airborne System”
BHPB

1999-2001
Prototype unit
Falconbridge/Crone

2002-2004
LANDTEM™
Outer-Rim Exploration Services
Cannington Silver Mine

$2B Silver - biggest in the world
CMSE staff member

...but it is Superman who comes out...

and superwoman
Ruby Payne-Scott (1912 - 1981)

1944
Moira Kennedy (later Foley), Ethel Hyland, Nenette Minasi (with honours) (later Lorimer), Pamela Cridland (later Miller) and Mrs Valerie Havyatt (nee Luker) were the only women among the 17 Architecture graduates whose degrees were conferred on 25 June 1949, photo, The Sunday Herald, 26 June 1949, National Library of Australia.
Toy manufacturers have figured it out when will the public sector catch up?

1959
WOMEN IN SCIENCE IN AUSTRALIA:
MAXIMISING PRODUCTIVITY, DIVERSITY AND INNOVATION

Report prepared for FASTS
October 2009

SHARON BELL
with assistance from Kate O'Halloran,
Jesslyn Saw & Yu Zhao
Traditional Career Path

Source: Stevens-Kalceff et al. 2007
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Career paths

Trend broken by women who have won major fellowships with extra financial resources.
Academic Profiles by Gender; Natural and Physical Sciences 2007  
Applications and Grants for ARC Discovery projects by Gender
2002-2009
BUT

Earn less (about 15%)

Have to be 2.6 times better to get the same job

Live longer but have less money

Few women at the top – when we get there we can be given a hard time
Lessons I have learnt to make my career work and my philosophy on working

• Family first (not political)
• Mentoring and words count
• Be involved in your professional society and conferences- networking works
• Be helpful - put up your hand to referee papers at a conference, accept the invitation to help develop the conference program...
• Non-work based experiences can give you excellent professional development
• What happens at work affects your life- be careful with every individual. They have someone who loves them too
• Be specific and direct with feedback, even when it is uncomfortable.
• Don’t be a victim
• You are only as strong as your team
• Feel empowered to make a change – don’t let the system get you down
• To be different, you have to do different (yes Dr Phil does have a good point)
• Make your closest relationships a priority
• Prioritize
More lessons

• ***Find your voice!***
• Learn to give a good talk
• When you are dealing with someone you don’t like, think 10 nice things about them before you meet with them...works like magic
• Keep fit
• What are we having for dinner tonight?
• What will I wear today?
• Housework.....????
• Make technology work for you
• Read “Lean In”
Personal righting of wrongs

Making a difference