

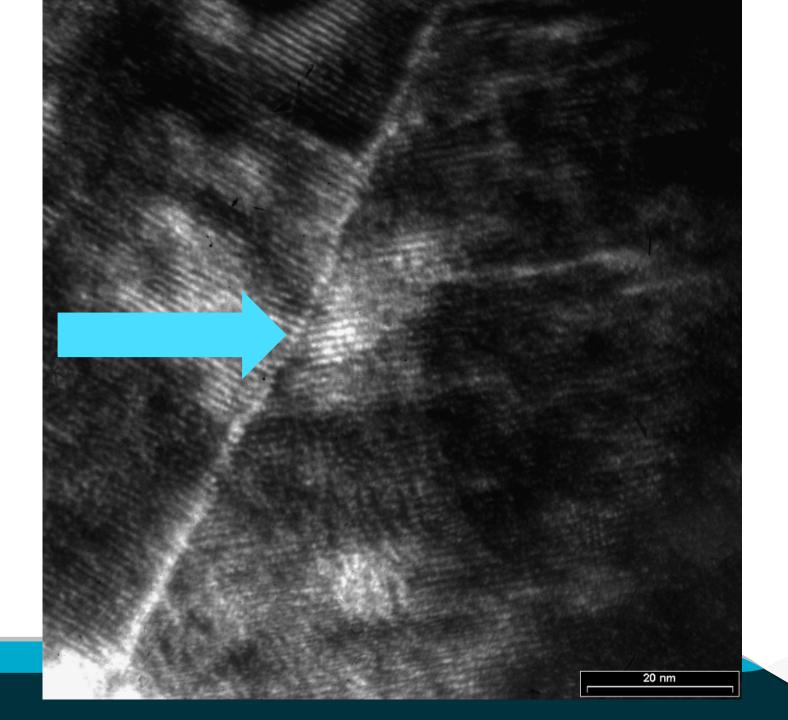
Cathy Foley | Chief 17 April 2014

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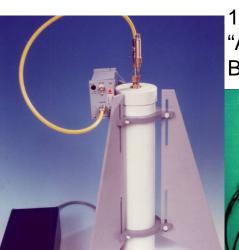




Experiment to commercial system

LANDTEM™ Development

1992-1993 First HTS Ground-based TEM system BHPB



1994-1997 "Airborne System" BHPB



1999-2001 Prototype unit Falconbridge/Crone





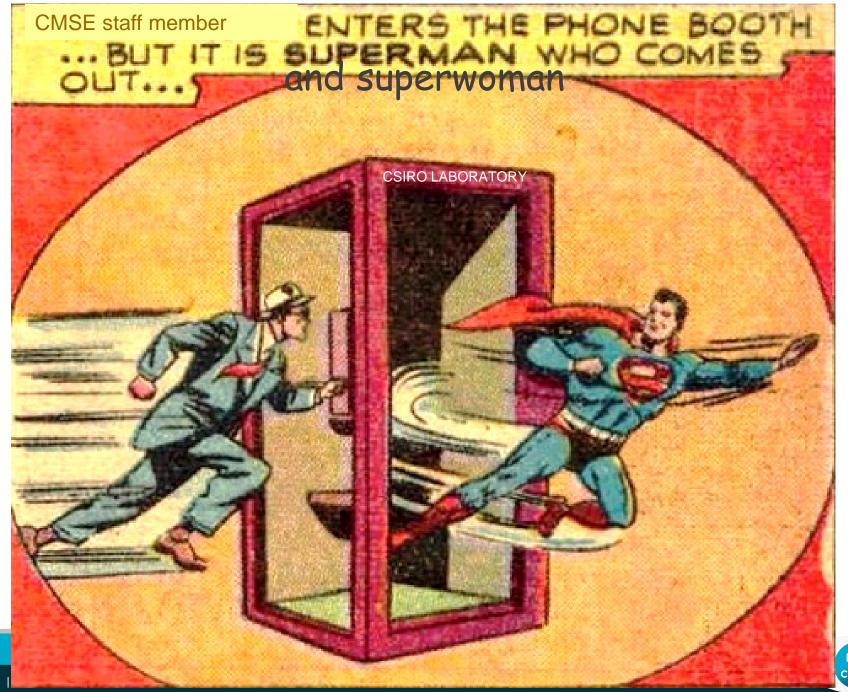




Cannington Silver Mine

\$2B Silver - biggest in the world





Ruby Payne-Scott (1912 - 1981)







My Mum

1949

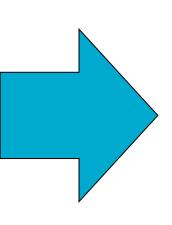


Moira Kennedy (later Foley), Ethel Hyland, Nenette Minasi (with honours) (later Lorimer), Pamela Cridland (later Miller) and Mrs Valerie Havyatt (nee Luker) were the only women among the 17 Architecture graduates whose degrees were conferred on 25 June 1949, photo, The Sunday Herald, 26 June 1949, National Library of Australia.



Toy manufacturers have figured it out when will the public sector catch up?









FASTS Federation of Australian Scientific and Technological Societies

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

FORMAL CAREER PROGRESS

PHD

POSTDOCTORAL RESEARCH FELLOWSHIP(S)

LEVEL B ACADEMIC

LEVEL C ACADEMIC

LEVEL D ACADEMIC

LEVEL E ACADEMIC

Source: Stevens-Kalceff et al. 2007

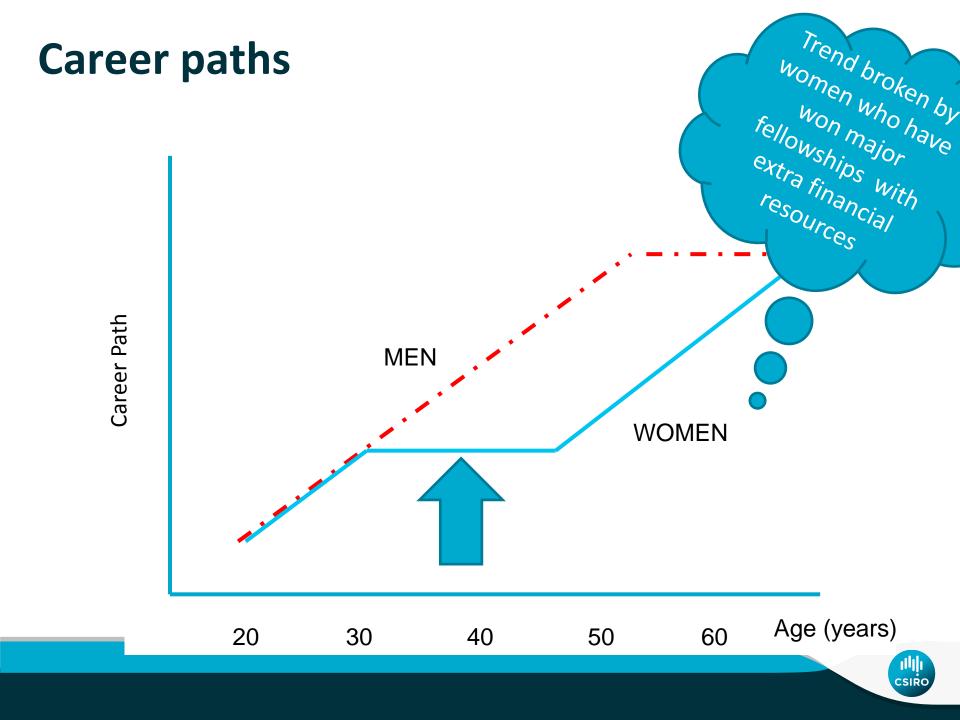


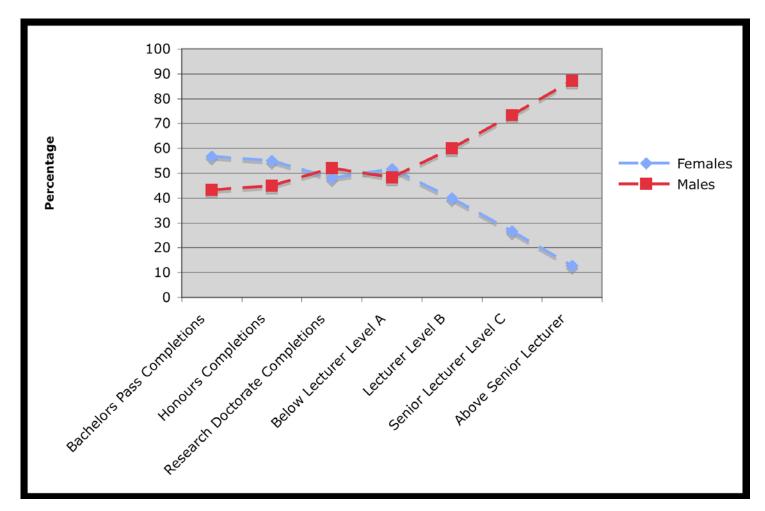
FORMAL CAREER PROGRESS FACTORS AFFECTING CAREER PROGRESS AND RESEARCH OUTPUT PHD BREAK IN CAREER PATH (due to primary care responsibilities, financial PART OR FULL TIME requirements, and/or partner's career) WORK AS A TUTOR OR RESEARCH ASSISTANT POST DOC STUDY LEVEL B ACADEMIC with OPPORTUNITIES SEEN AS PRIMARILY A predominantly teaching focus LOST "TEACHER" LEVEL C ACADEMIC with ASSIGNED TEACHING predominantly teaching focus ABSENCE OF LOAD PROHIBITIVE OF ESTABLISHED RESEARCH RESEARCH, GRANT AND PUBLICATION LACK OF TIME PROFILE FOR RESEARCH LOW(ER) DIFFICULTY ATTRACTING RESEARCH OUTPUT GRANTS AND GRADUATE STUDENTS LACK OF TIME ASSIGNED TEACHING FOR RESEARCH LOADS PROHIBITIVE OF RESEARCH HIGHER CONTACT HOURS AND HEAVIER LOW RESEARCH TEACHING LOAD OUTPUT (e.g. publications) FEW ALLOWANCES ON WLU SCHEME FEW RESEARCH RESOURCES LOW(ER) (grants, graduate RESEARCH OUTPUT research students) LACK OF TIME LOW(ER) RESEARCH FOR RESEARCH OUTPUT SSP AND OTHER LEAVE SEEN AS PRIMARILY A RESTRICTED DUE TO PRIMARY **TEACHER** CARER RESPONSIBILITIES ASSIGNED MORE TEACHING DUTIES NO PROMOTION (Historically teaching and service have been not

> been perceived to have the same recognition in the promotions process)

> > Source: Stevens-Kalceff et al. 2007





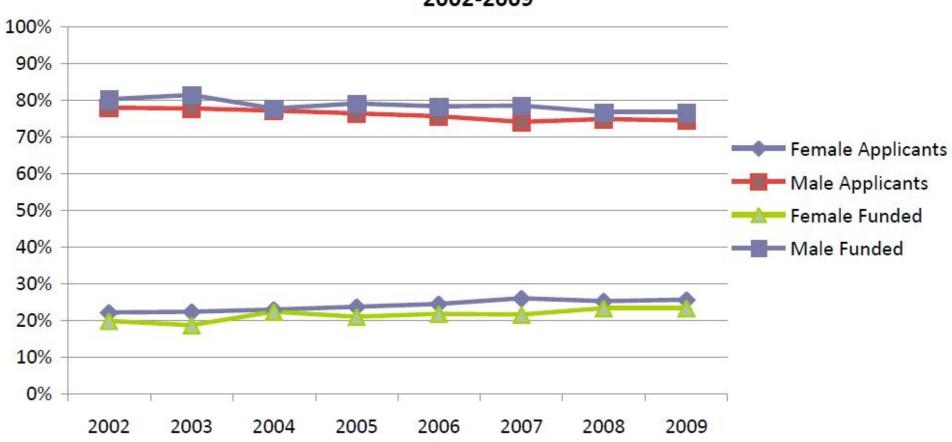


Universities

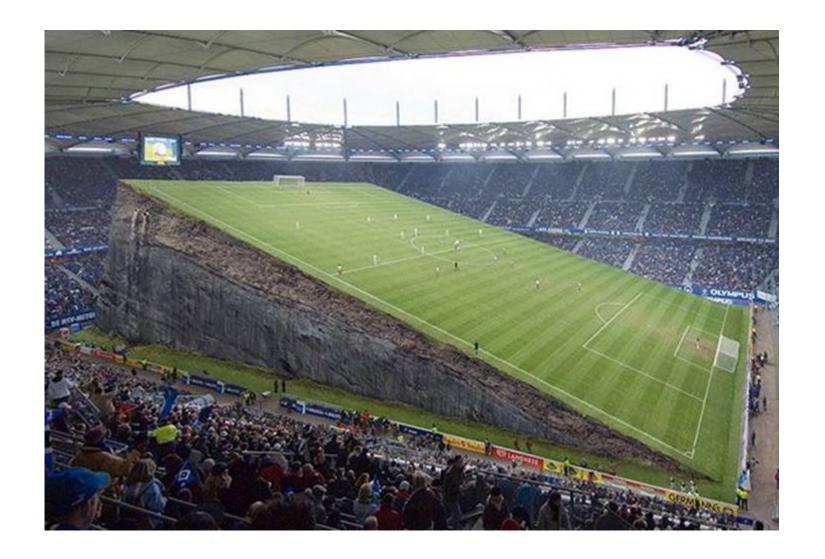
Academic Profiles by Gender; Natural and Physical Sciences 2007 Source: DEEWR Selected Higher Education Student Statistics 2007; DEST Special Report FTE Staff in AOU Groups 2007



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"



