WESTERN SYDNEY
UNIVERSITY

WOMEN IN LEADERSHIP

Western Sydney initiatives and programs for Academic Women

Provided by the Office of the DVC Research and Development and/or the Office of Organisational Development.

Academic Careers and Development Program *2015 – Ongoing*	As part of the Our Future Program, this initiative focuses on the development and implementation of the Academic Capabilities and Performance Expectations Framework to enable the building of an innovative, flexible, responsive and high performing academic workforce. The program recognises the different career profiles, pathways and professional development needs of academic staff beginning with early career academics. Structured career development workshops and resources have been developed to support both Academic staff and their supervisors. **56** women staff have participated in career development workshops for Early Career Research (ECR) Academics, Academic supervisors and Academic leaders since 2015.
Epigeum *2015 – Ongoing*	Western Sydney University has invested in a suite of professional development packages including online and face-to-face workshops available through Epigeum. The programs offered through Western Sydney University are: **University Leadership and Management** covers the broad topics common to a management syllabus, including organisational change, strategic planning and managing people and resources, but with a specific focus on the challenges faced by leaders and aspiring leaders working in universities and colleges. This suite of six modules can form part of an accredited course program through the Institute of Leadership and Management and participants will have an opportunity to build a Leadership and Management portfolio. **Professional Skills for Research Leaders** equips independent academic, early-career researchers and talented doctoral candidates with the skills needed for professional development in a higher education context. The modules provide comprehensive guidance on professional development, from identifying individual development needs through to best practice in communicating research results. Professional Skills for Research Leaders will help early and mid-career researchers progress from where they are now to where they want to be professionally. As a result researchers will develop their leadership, management and engagement strategies by identifying a range of opportunities to establish themselves as research leaders. **Enhancing Research Impact** will support staff in demonstrating the wider impact of their research, and meet the growing need for universities to place public engagement higher on their agendas. The modules help academics identify and demonstrate the contribution their high-quality research has made to the economic, social, cultural and environmental benefit of society. **Entrepreneurship in the Research Context**. This program will give researchers expert knowledge of the commercialisation process of their research. They will be challenged to consider their own life goals; decide which entrepreneurial route is best for them; evaluate the commercial viability of their idea; understand how best to mobilise resources and also commercial issues such as timing and routes to market.

	Supervising Doctoral Studies will help ensure all staff involved in the supervision of doctoral candidates (including external supervisors) are well equipped to deal with emerging challenges in this continually changing field. The program provides reassurance that institutions are employing the most effective and up-to-date techniques in supervision, ensuring the best possible environment for their doctoral candidates.
Inspire Academic Leadership Program *2010 - Ongoing*	This program is designed to develop and enhance the leadership skills and capabilities of emerging and existing Academic staff in leadership roles to influence, motivate and inspire others. The program focuses on applied knowledge of leadership theory, principles and models as relevant to academic leadership and higher education settings. This is the sixth year that the Inspire Program has been offered with **14** academic and **9** professional women leaders participating in 2015. Participation is by nomination from Deans, Deputy Deans and Institute Directors. It is a blended learning program incorporating highly interactive workshops, 360 degree feedback on leadership roles and behaviours, Harvard Business Publishing online learning resources, peer mentoring, guest speakers, completion of a reflective journal and an action learning project on leadership. Since 2010 over **147** women (academic and professional) have participated in the program.
Academic Mentoring Program *2010 - Ongoing*	This program provides practical support and development for Early to Mid-Career Academics and Researchers to build upon the foundational learning in the Academic Inspire Leadership Program. The program is designed to provide Academic staff with the opportunity to broaden their knowledge, skills, capabilities and experience to enhance their careers and professional development at the University. Since 2011, **183 women** staff have participated as mentors and mentees and in 2016, **33** women and **20** male staff (24 mentoring pairs - with some mentors have more than one mentee) are participating in the 9 month Academic Mentoring Program.
ECR Female Executive Speed Mentoring Program *2012 - Ongoing*	Piloted at Western in 2012, the Executive Speed Mentoring Program provides members of the University Executive and Professoriate an opportunity to mentor female ECR's from across the University and to assist in the development of their careers and research capabilities. The small scale (being 6 ECR participants and 6 mentors) allows for a concentrated and intimate approach to mentoring. To date **66 Female ECR's** from across the university have been provided the opportunity to participate in this initiative. The positive response to this program will see it delivered biannually on an ongoing basis. These short intensive 'speed' mentoring sessions enable participants to gain valuable guidance in relation to their future careers, and the Executive and professoriate to learn about the specific challenges and experiences of early career academics at the University.

MyVoice Speed Mentoring *2013 - Ongoing*	Emulating the Executive Speed Mentoring Program, the MyVoice Speed Mentoring program provides campus based mentoring involving senior academics mentoring the campus based ECR's. This initiative is available to both female and male ECR's and is supported by both the Office of the DVC R&D and Office of Organisational Development. To date **38** women and **31** male academics have participated.
ECR Network *2013 - Ongoing*	As a result of the Speed Mentoring Program and the MyVoice Survey, a need was identified for a network of ECR staff. The network is comprised of staff attending any of the Speed Mentoring events as well as any ECR or MCR Academics or Professional research staff. The ECR Network hold several networking events throughout the year and are hosted by various members. To date **85** women and **35** male academics have participated. Attendance rates have been high and the feedback on the sessions has been excellent.
Future Research Leadership Program *2010 - 2015*	Superseded by Epigeum in 2016, the Future Research Leadership Program (FRLP) was developed by the Group of Eight to provide best practice training and financial management, grant administration, business planning, commercialisation and technology transfer, corporate governance, financial reporting, acquittal and audit requirements to staff identified as future research leaders. The program was aimed at level A, B and C staff, as well as professional research staff who aspired to a research leadership role. This program was offered by the Office of Organisational Development, with support from the Office of the DVC R&D. Research academics across the University were invited to participate and the program has provided an excellent in-house leadership foundation for the development of both male and female mid-career researchers. The number of women participants for each online module are as follows: FRLP - Module 1 (Research Strategy & Planning) 126 FRLP - Module 2a (Commencement and Collaboration) 56 FRLP - Module 2b (Collaboration Tools for Researchers) 14 FRLP - Module 3 (Governance and Compliance) 46 FRLP - Module 4 (Intellectual Property and Commercialisation) 28 FRLP - Module 5 (Financial, Resource and Risk Management) 44 FRLP - Module 6 (Grant and Contract Administration) 48 FRLP - Module 7 (Leading and Managing People in a Research Context) 44 Future Research Leaders Program (FRLP) Module 1 Quiz 12 Future Research Leaders Program (FRLP) Module 2 Quiz 5
Women in Research Leadership Program *2012 - Ongoing*	Each year the Office of the DVC R&D administers a competitive EOI process for female academic staff to attend the *Women in Leadership* program held by the University of Queensland Business School. The DVC R&D funds two candidates (one HASS and one STEM academic). This initiative is for mid to late career female researchers, and provides an excellent opportunity for the development and career enhancement of our female research academics. To date **7** female staff have attended this elite program, co-funded by the DVC R&D and Schools.
External Awards and Fellowships *Ongoing*	The Office of the DVC R&D regularly disseminates information and calls for external awards to our Schools and Institutes and encourages our researchers to apply. Each applicant is registered within the Office of the DVC R&D and followed up after the awards are announced.

	In 2015 and 2016 a number of academics from Western Sydney University have applied for these prestigious Awards, with Dr Siobhan Schabrun from the School of Science and Health being shortlisted as a finalist for the 2015 Loreal - Women in Research Award and A/Prof Catherine Attard being awarded $3000 from NEELI for the Women in Leadership Australia Scholarship.
DVC R&D Bimonthly Research Seminar Series **2014 - Ongoing**	The seminars utilise the expertise of the Executive, Professoriate and external guests and are held at various campuses bi-monthly. To date the seminars have covered the themes of research impact, collaborating with business and research partnerships. Further suggestions for themes will be sought for future sessions. To date more than **80** women researchers have attended these events.
Shut up and Write *2015 – Ongoing*	*Shut up and Write* offers an informal environment for researchers and academics to work with their peers. With the social interaction enhancing and facilitating the writing experience. The Shut up and Write program provides ECRs and other researchers additional support to progress their research activities .These events are held every month on all campuses and feedback so far has been very positive. The Office of the DVC R&D also piloted the Shut up and Write program in 2014 for HDR students with funding via a Strategic Initiatives Grant. The Graduate Research School is continuing the initiative and now offers regular Shut up and Write sessions for research students.
ARC Grant Writing workshops *2015 – Ongoing*	ARC workshops target researchers submitting applications in upcoming ARC rounds. The workshops are hosted by Prof David Tait, and Prof Liz Deane (Lead Strategists for HASS and STEM respectively), with additional workshops hosted by external experts. The ARC grant writing workshops are an ongoing feature of the grant development and researcher development strategies. To date more than **45** women researchers have attended these events.
NHMRC Writing Workshops *2015 – Ongoing*	Grant writing workshops specifically targeting NHMRC applicants will take place in September 2016 at both the Parramatta and Campbelltown campuses. These workshops will be presented by an external expert speaker on NHMRC grant writing, Tim Haydon of WriteMedia, who engages extensively across the sector advising on research and grant development and strategy **9** women attended this workshop in 2015, the 2016 workshops will be held in September.
Career Development Workshops *2015 – Ongoing*	Research career development workshops are offered at the Parramatta and Penrith Campuses. The workshops target both ECR and mid-career researchers in separate groups. Lead by Prof David Tait, participants develop a research career plan and are supported with this on an ongoing basis. These workshops will be an ongoing feature of the researcher development strategy and nuanced by participant feedback. To date **48** women researchers have attended these events.
Career Interruption Grants *2015 – Ongoing*	This funding supports women researchers who have existing research projects who will or have experienced significant career interruptions within the last 12 months, e.g. Maternity leave or illness. The grant provides support of up to $10,000 per successful applicant to support travel, pilot studies, teaching buyouts or research translation. In 2015/16 this scheme supported **28** women researchers to a total of **$316,137**.

Women's Fellowship Grants *2015 – Ongoing*	This funding supports women researchers employed as Lecturer B and C to further their research in a variety of ways including teaching or administration buyouts, travel and project costs. It is designed to be flexible and negotiated locally, and can provide funding up to $40,000 per successful applicant. In 2015/16 this scheme supported **53** women ECRs and mid-career researchers to a total of **$1,592,608.**
ECR Fellowship Grants *2015 – Ongoing*	This scheme supports Early Career Researchers balancing their teaching and administrative duties while establishing a research profile. The award provides ECRs with funding to allow for teaching, marking or administration buyout or research assistance. Awards of up to $20,000 per applicant are available. This award may or may not be linked to a project but it must demonstrate the building of research capacity and research reach. In 2015/16 this funding supported **29** women researchers to a total of **$324,514**.
Conference Support *2015 – Ongoing*	This award is open to all academic research staff with carer responsibilities. The funding supports researchers with sole-carer and or complex care responsibilities to attend conferences. It does not fund conference travel for the academic, but rather supplements funding awarded through a School or Institute. It allows researchers to either take a person in their care with them or organise for paid care. $3,000 per year is available per applicant under this scheme. Currently the university has funded **7** women researchers to a total of **$16,433**.
VITAE	VITAE is a researcher development program that offers access to a suite of resources including the Researcher Development Framework (RDF). These resources include: • Access to networks of professionals to build and exchange expertise and knowledge • Timely briefings on local and global trends and policies in researcher careers, training and development • Opportunities to participate in global projects including surveys, benchmarking and studies on understanding career destinations and impact, evaluation, and the researcher experience • Access to internationally recognised frameworks including the Vitae Researcher Development Framework and the Impact Framework. This program alone has **42** women users. • Access to award-winning training materials and resources • Opportunities for targeted continuing professional development for staff engaged in researcher development, including master-classes, workshops, exchanges and study trips • Access to briefings and expert resources for supervisors, PIs and research leaders • Access to online services and networks of researchers engaged in career development for doctoral researchers and research staff, access to networks of researchers • Access to newsletters on recent developments in researcher development VITAE is available to all ECR's and enables researchers to both monitor their performance and access resources to improve.