



OUR PEOPLE...

Women in Research





Macquarie University's
Indigenous branding is
based on original artwork
by Leanne Tobin

We acknowledge the Darug people as
the traditional custodians of the land on
which Macquarie University is located
and wish to pay our respects to elders
past and present.

Foreword

Welcome to the first “Our People: Women in Research” publication, profiling 23 women at Macquarie University at various stages of their research careers.

Macquarie’s emergence as a university of international significance is largely due to our research excellence.

The Australian Government’s most recent evaluations have confirmed this with 85% of our research areas rated at World Standard and higher.

Macquarie is home to some of the world’s most pre-eminent researchers who attract significant research funding to the University. These individuals and teams work across disciplinary boundaries to create sustainable positive change in our society, and throughout the world.

Macquarie researchers are also prolific authors, producing books, book chapters and journal articles at a rate more than 50% higher than the national average over the last few years.

We aspire to have the highest possible levels of research engagement by our staff and a research culture which spans all academic levels. We are very proud of all our researchers and applaud their significant contributions across all fields.

This publication showcases the professional, and personal, experiences of just some of our many talented women researchers at Macquarie.

The stories and advice shared in these pages will inspire not only up and coming researchers, but the entire university and wider community.

We commend it to you.

Professor Jim Piper

**DEPUTY VICE-CHANCELLOR RESEARCH
(2003 - 2013)**



Professor Judyth Sachs

**DEPUTY VICE-CHANCELLOR AND PROVOST
(2003 -)**



A personal profile of Distinguished Professor **Suzanne O'Reilly**

DEPARTMENT OF EARTH AND PLANETARY SCIENCES / FACULTY OF SCIENCE

I was born in Cootamundra in western NSW (home of the eponymous wattle, and Don Bradman's birthplace), but grew up in Goulburn, near Canberra. I attended first Bourke Street Public school (where both my parents were teachers) then Goulburn High School. I was privileged to be taught there by some outstanding teachers who fuelled my lifelong love of learning across the arts and sciences. I ultimately chose a science career over a scholarship to the Royal Ballet School in England and over my passion for literature and French.

But this was also where I had my first taste of the times' prevailing difference in attitudes to women. Our Physics teacher in the last 2 years at High School considered that having two girls in the classroom "held back the boys" – so we sat outside, followed the syllabus on our own and both got higher grades than the boys. Active and passive gender discrimination unacceptable today, were normal through the late 70s even in academia. Indeed, in the mid 90s I was still the only tenured woman academic in geology nationally. Although I have never been an advocate of positive discrimination, the research group I now lead has a (highly multicultural) gender balance commonly tilted to the female side. I attribute that to the supportive and open environment that fosters talent and opportunities for all students and staff.

I completed undergraduate studies in Science at the University of Sydney, planning to major in chemistry. But I chose Geology as my fourth 1st-year subject and was immediately seduced by the way it could yield secrets about how our Earth formed, had a direct connection with nature, and worked with building blocks (minerals) that represented a complexity bewildering to conventional chemists. During my PhD I spent almost a year in England to access a then revolutionary analytical technique, the electron microprobe, for my thesis work. I explored active volcanoes in Iceland to understand more about the old volcanoes in the Southern Highlands of NSW that I was researching. After a Teaching Fellowship at Sydney, I joined Macquarie University in 1972 and have been based there since.

I have had international experience research collaborations in more than 10 countries, and done geological fieldwork across the world, including the Arctic (Svalbard), Hawaii, China (starting in 1982 when I led the first petrological delegation there), Mongolia, Siberia, USA, France, Italy and Norway. I have held academic and research posts in France (including a 6-month award as "Directeur de Recherche" at CNRS), the Smithsonian Institute (USA), the British Museum of Natural History (UK), Cambridge (UK) and Norway. I am particularly proud of being concurrent Professor at Nanjing University and China University of Geosciences (Wuhan), delivering annual lectures and mentoring some of their young scientists in the internationally competitive research scene; three have achieved "Outstanding Young Researcher Awards" in China.

I used my early background in classical petrology and geochemistry as a base to pioneer an interdisciplinary approach, using geology, geochemistry and geophysics to map the inaccessible deep Earth and to better understand the complex evolution of the earth over the 4.6 billion years since it accreted from the solar nebula. I have been privileged to work with many inspirational colleagues and students. That has enabled me to develop a world-leading research group aimed at unravelling the way that deep Earth processes shape the surface that we live on; these processes are the ultimate source of the commodities that underpin our society (energy, water and mineral resources). This has involved close collaboration with the mineral exploration industry and a parallel technology development program targeted at delivering novel ways to measure the timing and significance of major geological events in both the crust and deep parts of the Earth and to apply these to new conceptual methods of exploration.

I have been able to pass on the exciting fruits of our research, and also stretch my boundaries, by supervising to completion over 25 postgraduate research students at Macquarie University. Many of these are now in leading positions in academia, the exploration industry or other geoscience areas. I pioneered international PhD exchange

programs at Macquarie and established formal joint supervision PhD programs with universities in France, Italy and China.

I have been funded at a high level by ARC since its inception (as well as by other competitive schemes and industry), and had the excitement in 1995 of leading a gifted team in a successful application for a Key Centre in Teaching and Research in the Geochemical Evolution and Metallogeny of Continents (GEMOC). GEMOC quickly achieved international recognition for groundbreaking research in mapping the deep Earth in space and time and in pushing the boundaries of high-technology geochemistry. I then led a competition that won a \$5.25m DEST Infrastructure grant in 2002 "Advanced Technology for a Clever Geoscience Future in Australia" that kept our laboratory in the forefront of developing and applying novel laser-sampling geochemical techniques. These underpin the conceptual advances our team has made in fundamental geoscience, and the strategic delivery of new global targeting methodologies to the mineral exploration industry.

The close engagement with the mineral exploration industry has helped focus the development of major new tools for global targeting of major commodities (including platinum, nickel, gold, copper and diamonds). These tools have been widely adopted because of rapid delivery, cost effectiveness and the new knowledge base about the deep Earth that now informs global exploration strategies. I and the GEMOC team actively interface with most global mineral exploration companies (eg BHPB, WMC pre 2006), Rio Tinto, Anglo American, DeBeers), and many minor companies and geological surveys nationally and internationally.

The reputation of my research and research leadership has led to a high demand for me to convene interdisciplinary sessions at peak international geoscience conferences (I have accepted an average of one per year) including the last two International Geological Congresses in Florence in 2004 and Oslo in 2008, and to deliver or co-author keynote and invited talks (over 12 per annum). I have served on the Boards of international research centres, on advisory committees for international research programs (eg Earthscope, USA) and on international research appraisal bodies in Sweden, Canada, South Africa and the UK.

I have published over 250 refereed papers, mainly in high-impact international journals (see www.es.mq.edu.au/GEMOC/Participants/AcademManag/SueOreilly.html) that have in total been cited more than 5,500 times. I am listed in the Thomson Essential Science Indicators database (March 2008) as the second most highly-cited geoscientist (all disciplines) in Australia and #61 worldwide. I have edited two major synthesis volumes about deep Earth processes, have served on editorial boards for international journals, and in 2000 was awarded the American Geophysical Union Editor's citation award for excellence in refereeing.

In 1989 I was elected a Fellow of the Mineralogical Society of America. In 2002 I was elected a Fellow of both the Australian Academy of Science and the Norwegian National Academy of Science and Letters. I was awarded a Commonwealth Centenary medal in 2003 by the Australian federal government for my services to the geosciences. In 2007 I was elected a fellow of the Geological Society of Australia and in 2008 was awarded the W.B. Clarke Medal by the Royal Society

of NSW for contributions to Australian Geology.

My high-profile national advocacy for the geosciences nationally is a matter of record. As examples, I have served two 3-year terms as a member of the ARC Expert Advisory Committee, was Member of the DEST Committee to set national research priorities, served on the Australian Academy of Science National Committee for Earth Sciences and on the National Steering Committee member for DEST NCRIS Strategic Plan for Capability 6.13 (Structure and Evolution of the Australian Continent). I was appointed a member of the DEST Panel for the Research Quality Framework Exercise for 2007.

Outside the geosciences my interests include Chinese modern painting and ancient bronzes, theatre, cooking, gardening with Australian native plants, winetasting (and collecting). For three fascinating years I helped some American friends choose premium Australian wines to export to the USA via a small hobby company they set up, but despite great selling success, they ultimately preferred to drink the wines (in moderation)!



Senior Lecturer Dr. **Leanne Armand**

DEPARTMENT OF BIOLOGICAL SCIENCES / FACULTY OF SCIENCE

I love discovering things and I've always been inquisitive. The outdoor aspect of my research also appeals to me. I've had two careers in a sense, as a vertebrate palaeontologist digging up fossils on Alcoota station near Alice Springs and then I switched to marine micropalaeontology. Being awarded the Marie Curie fellowship took me to France and helped me bridge the gap between studying fossil phytoplankton in the past to their living entities in the modern ocean habitat. I've recently pulled off a major \$3.4 million grant to run a voyage as the Chief Scientist on a 43 day mission to the Southern Ocean. It's going to be fantastic.

In the world of marine science everyone is a specialist in her or his own field, so there's no option other than to work collaboratively. Our voyages take a year to prepare and there may be as many as 50 scientists and 50 crew thrown together for six weeks. There are no weekends while at sea and although we're fed well, we're still responsible for our own washing (sometimes we end up with no clean socks and jocks!) I love being able to look down the microscope at fresh samples from the ocean. Often I am able to give instant biological results from peering at the slides. These observations are not stand-alone, they blend into other disciplines. I'm seeing more women researchers enter my field, whereas above me there are few role models. Our community is international and collegial, which I find very inspiring and beneficial.

I'm a go-getter so my approach to research could be seen as more traditionally 'masculine' in some respects, however, being a woman in marine science can sometimes act in your favour. Most granting bodies seek balanced participation by women scientists. A lot of opportunities come by, but you've got to make the right decisions about which ones to take. Chatting to someone you admire or who inspires you is a great way of establishing a support structure. It's not an easy road yet I've remained driven and gained positivity from my supporters. I have a fantastic husband

who supports me 100 per cent and my boys have always been used to a Mum who works and is out at sea on occasions. I make time for my boys, even if I have to work until late to keep on top of things. As a family we've moved back and forth to France where I particularly enjoy the cultural aspects of life and I love the skiing.

My agenda for the future includes developing Antarctic marine science. I would like to help in establishing a marine bio-geoscience centre at Macquarie and strengthen our international standing. There's lots of talent here and I want to help people build connections. I've just submitted the second proposal for Antarctic voyages as part of a 10-year plan of Australian bio-geoscience research, so I'm heading up programs that drive the national interest and expertise in this extreme marine environment. Someone has to own these roles and I'm definitely up for the challenge.



Lecturer Liz Cameron

WARAWARA, DEPARTMENT OF INDIGENOUS STUDIES

I've always had a passion for all forms of art and have been lucky enough to learn traditional Aboriginal arts from Elders across the East Coast of Australia. Through my postgraduate studies, I began to explore psychology and the value of visual arts as a counselling tool. Working with Indigenous students and community exposed me to some horrific stories and even after debriefing with other counsellors, I felt a residual emotional burden. I began painting and sketching at night, retelling these stories through visual interpretations, consistent with traditional practices. My grandmother's Durag country is full of visual symbolic images, as seen in rock art and carvings. These traditional symbols have the power to connect with people and heal. The many government programmes designed to assist Indigenous people with their suffering don't fundamentally address the healing aspect. My doctorate involves painting large canvasses as metaphors to aid Indigenous anguish.

Each morning I'm up at 5am painting on my veranda. I have a lengthy commute to my full time job and I'm a single parent of three children. My grandmother has been my greatest support but I'm nomadic so we've moved around a lot for lifestyle.

My children take priority and their friends are always at our house, so I often have to lock myself in the bathroom with my laptop, for solitude. Voluntary work also challenges my time. I occasionally do some fostering and a recent career highlight was my nomination as a National Aboriginal Ambassador for Indigenous education, presented by Peter Garrett M.P. at a ceremony in Canberra. I've just returned from the South Coast speaking to Indigenous kids and community about staying at school and considering university. I was delighted with the progress, as figures show more and more Indigenous people are taking on education at a higher level and the more collaborative we are prepared to be, the more productive we become. In research terms, women in particular seem to have a holistic view of collaboration. Projects aren't about self,

they are about inclusion. I would encourage junior researchers to meet as many like-minded people in the process of research, as possible. A combined journey gives you just as much back.

I've worked in both government and non-government areas and as an Indigenous woman, inequity has impacted my career trajectory. I've seen men play greater roles in higher positions whether or not their status is warranted. Being a single parent has also delayed my achievements but my kids are my greatest inspiration. Each time I head to the Top End of the Northern Territory to photograph wildlife, I take one of them with me. Crocodiles intrigue me, so taking close-ups of crocodile skin and snakeskin appeases my fascination for patterns and symbols. In summer, I enjoy walking the dogs to the beach. My youngest daughter remarked the other day, "Mum, I'm so proud of you, I don't know how you do all this. You've provided us with everything we've asked for, except for a horse."

When I complete my doctorate, I hope to find a niche in teaching the value of arts as a healing tool. I want to inspire and motivate. I'd also like to rediscover my social life and document my friend's efforts in teaching photography to street kids in Cambodia.

"THESE TRADITIONAL SYMBOLS HAVE THE POWER TO CONNECT WITH PEOPLE AND HEAL... MY DOCTORATE INVOLVES PAINTING LARGE CANVASSES AS METAPHORS TO AID INDIGENOUS ANGUISH."



Associate Professor Kelsie Dadd

ASSOCIATE DEAN (L&T 2011-2013 / INTERNATIONAL 2012) DEPARTMENT OF EARTH AND PLANETARY SCIENCES
/ FACULTY OF SCIENCE

During my undergraduate degree and honours project I discovered a love of investigating and understanding the formation of volcanic rocks. As industry jobs were particularly tight after graduation, I opted for further study. My masters evolved into a PhD as my urge for discovery and love of fieldwork deepened. I focussed on a section of volcanic rocks in the spectacular Budawang ranges, a temperate rainforest region on the south coast of New South Wales, investigating why and how they erupted. That research took me to a postdoctoral position in Canada, which was a fascinating time in my life.

Fieldwork became increasingly difficult with the birth and care of my two children. Combined with the lack of a strong collegial network, as I wasn't engaged in team-based research, my research output started to slow. Applying for grants and promotion became more difficult and I felt the two breaks in my research record that aligned with my children's births were largely ignored. It is something young women early career researchers should be mindful of and plan for, if having children is part of their equation. It can be cut-throat as the grant award rate is only 10-20 per cent and you're competing with people who don't have children, don't teach and don't have administration responsibilities. Being determined to stay on top of things and having a strong support network are essential to continuing research and building a sound publication record.

Jumping at the first opportunity to go to sea on a research vessel turned out to be a significant career highlight. Although on board as a student supervisor, I was able to partake in the research, collect samples and bring them back for analysis. I've since been on two other voyages, and it's fantastic working with people from different nationalities and different disciplines. On the third voyage, I was treated to fresh towels in my cabin, sculptured into swans, elephants and flowers, a service only provided to select crew members!

I made a conscious choice to move towards an administrative role. As Head of Department for five years, maintaining a strong research profile became increasingly difficult. Now I'm Associate Dean, I have less time for research, but my microscope is always handy and I plan to follow my new passion for marine research and go on future voyages. I'm finding ways of invigorating my research career through collaboration and mentoring. I am not teaching just now and I miss the constant interaction with students, but must admit I don't miss the marking. I haven't stopped teaching on fieldwork, so that partially fills the void, but having to learn all the student's names in one week can be a challenge.

When I was a student, women weren't readily accepted in my industry. In my class of 25, I was the only woman standing by second year. Fortunately one of my lecturers was a female geologist and I excelled at the subjects she taught. At the time I didn't regard her as a role model, but in retrospect she was exactly that. My goals are to excel in my current role, to continue to learn, continue to be inspired and to pass on that inspiration.



"MY GOALS ARE TO EXCEL IN MY CURRENT ROLE, TO CONTINUE TO LEARN, CONTINUE TO BE INSPIRED AND TO PASS ON THAT INSPIRATION."

Professor Robyn Dowling

LEARNING AND TEACHING CENTRE

While studying for my honours degree in geography at the University of Sydney, my supervisor encouraged me to pursue research overseas. I was awarded a scholarship to complete both a masters and doctorate at the University of British Columbia (UBC) in Vancouver. There I benefitted from their broadbased research training and also made many international connections. My particular fascination is cities. I'm intrigued by how neighbourhoods and communities are created and sustained, so much of my research investigates the planning of these neighbourhoods and the daily lives of people who live within them.

Receiving my first Australian Research Council grant was a major career highlight. I was elated because they're so hard to get. I was also concerned because I was pregnant with my second child and planning to take a year off. My concerns were misplaced as I was easily able to renegotiate timeframes. For the next five years I worked part time. The Dean (a woman) at the time was incredibly supportive, as were my colleagues in human geography, especially in not questioning my commitment to research. It was during that time that I started to do my collaborative research, as it was a great way to remain motivated, develop new ideas and keep publishing. My collaborative book titled "Home", was penned with Alison Blunt at this time. Alison and I first met at UBC, and whilst our research paths had diverged, we drew on our separate interests to write the book. Our knowledge combined well and the outcome was incredibly rewarding.

In my spare time I excel at organising community sport. I'm an age coordinator for our local cricket club and my partner is involved with coaching. Our sons are cricket mad and it's a great way of connecting with them. Daily Sudoku competitions are also a popular feature in our house.

I have a bigger administrative load now, so finding time for research remains a challenge.

I sometimes wonder whether women tend to be less adept at saying no to administration, but it can also be very rewarding. I think early career researchers feel the pressure of publishing etc much more so than I did. I'd advise young women early career researchers to find someone to download to, someone who will listen and reflect back. I'm a big fan of reciprocity. If you can create a community, whether it's research-based or with like-minded individuals on campus, then you create not only a support group but also networking opportunities. It's so much easier than doing everything alone.

A significant contribution I'm proud of was a research project on cars and mothering I conducted some time ago as part of a consultancy with the NRMA. Transport gurus still read and discuss that paper 13 years on, which delights me. My current research ties into car usage in response to climate change. It focuses on how we can encourage less energy intensive practices within a city. The carbon tax reinforces economic measures, but my research aims to alter patterns of behaviour that I hope will translate into a world that uses less carbon.



"I'M INTRIGUED BY HOW NEIGHBOURHOODS AND COMMUNITIES ARE CREATED AND SUSTAINED... THE PLANNING OF THESE NEIGHBOURHOODS AND THE DAILY LIVES OF PEOPLE WHO LIVE WITHIN THEM."

Macquarie University Research Fellow Dr. **Kate Gleeson**

DEPARTMENT OF MODERN HISTORY, POLITICS AND INTERNATIONAL RELATIONS / FACULTY OF ARTS

At 18, I thought I was going to study, get a job, work and earn some money but in 1993 during my first politics lecture, which was on Marxism, I felt my brain move in a way it had never moved before and I literally fell in love with ideas. I knew I needed more. After my PhD at the University of New South Wales (UNSW) I applied for a postdoctoral position at Macquarie Law School, looking at abortion law reform. Without a law degree, I was delighted when one of the leading health lawyers decided to sponsor me without us having met. The law school had a reputation for being open minded and progressive and placed a lot of faith in my project.

Political science is a notoriously male discipline and there are times when I stand out like an alien. I write about abortion, feminism, women's lives and women's bodies, all of which would be impossible subject matter without the intimate knowledge of being a woman. It makes me a specialist. My job is 24/7 and I never stop thinking; my sleep is frequently disturbed. I regularly work Sundays and I'm constantly writing. What has happened over time is that I've increasingly begun to socialise and make friends with people who do similar sort of work, academics, journalists and writers - people who understand my world. I'll often take books and notepads to a bar and write, and I talk about my work socially. Recently a colleague sent me an essay that her 19-year-old daughter had written in which I was often quoted. Discovering that students are using my research is incredibly rewarding because it's evidence of application. It's encouraging to know that my words are not just disappearing into the ether.

There's a problem in academia in that the more we read, the more we realise how much knowledge there is in the world. Young women early career researchers have to understand that they're not imposters. The "Imposter Syndrome" is a psychological malaise that's part of the territory. My advice would be to acknowledge your credentials and treat yourself as kindly as you treat your

students. You're not lucky - give yourself credit. It's typical to come hurtling in at the first opportunity and ten years can pass by without you coming up for air. There's an extreme panic that you're never going to get a job and you need to be really agile. I've changed my discipline three times and given great thought to how to best present my work.

Yoga is my passion in the outside world. I try to go to five classes per week. It's important to choose when to relax. I may take my work out to dinner but I can just as easily book a four-week holiday to compensate. My hopes for my research career are to produce books and more books. I'd like to get to a position where I'm more established, where approval and funding don't weigh as heavily. It's a dream but I believe that it will free up my creativity even more.



"I WRITE ABOUT ABORTION, FEMINISM, WOMEN'S LIVES AND WOMEN'S BODIES, ALL OF WHICH WOULD BE IMPOSSIBLE SUBJECT MATTER WITHOUT THE INTIMATE KNOWLEDGE OF BEING A WOMAN."

Associate Professor Fei Guo

DEPARTMENT OF MARKETING AND MANAGEMENT / FACULTY OF BUSINESS AND ECONOMICS

When I was a fresh graduate from university, I was involved in an international project on women's fertility. I knew nothing about research but family planning was high on the United Nations' agenda as a prominent issue in the 1980s. As I had majored in Demography, my workplace thought I was the natural choice. I enjoyed the process of collecting data and using it to explain a situation. It wasn't talking the talk, it was analysing a real social problem and far more powerful. At the conclusion, I realised I wanted to pursue more research and I got a full scholarship to the East-West Centre in Hawaii to study both masters and a PhD. I met very influential people who were international experts in their field and I became inspired and guided by them. My career started to take off.

In my field there appears to be a gender difference in the way we approach research. Men tackle big issues, seem to be more internationally orientated and produce higher impact research. Women tend to limit their ambitions to areas that are more manageable, local or tangible. I think it's perhaps because of the constraints we place on ourselves. My husband is an executive who travels frequently so, when my son was small, I felt like a single mother. I was juggling so much and I found those years quite tough and frustrating. I dropped exercise and often worked at night when my son was asleep, so that my publications and grant applications weren't compromised. Luckily I'm healthy and I could maintain this sequence of priority. Now I go to Zumba classes twice a week with a colleague. I feel great and more productive. I wish I'd had advice early on. My suggestion would be to focus on one or two major pieces of research without being distracted by the tedious stuff. Lay the foundation and produce some good results in your early years, so strategically you can claim a territory you can build on.

I've led study groups to China in the past few years and I get a lot of satisfaction from the opportunity to connect with my students. My course evaluations have been full of praise, which was completely unexpected. Some of my students have remained personally connected and keep me updated with their latest exploits. In the classroom what we deliver is standardised and structured but in a practical setting the effort you've gone to and the excitement of education are felt first-hand.

I want to build a solid research agenda in the next three to five years and obtain a couple of new Australian Research Council grants. My aim is to produce higher impact research that will not only influence the academic community but the media and the general public. Producing a paper that only 20 people in the world will read is not satisfying. As you mature and gain confidence, you want to make more significant contributions through research. I'd also love a holiday that is not just a side trip from a conference.

“WOMEN TEND TO LIMIT THEIR AMBITIONS TO AREAS THAT ARE MORE MANAGEABLE, LOCAL OR TANGIBLE. I THINK IT'S PERHAPS BECAUSE OF THE CONSTRAINTS WE PLACE ON OURSELVES.”



Associate Professor Mariella Herberstein

HEAD OF DEPARTMENT OF BIOLOGICAL SCIENCES / FACULTY OF SCIENCE

Before my undergraduate degree at the University of Sydney, I had little idea where a biology degree could take me. During my third year of ecology, I chose to do a small research project that investigated the prey that spiders were catching and I realised it raised many questions. At the conclusion of the project these questions remained unanswered, so I chose to do honours. Following my PhD, questions continue to provoke me. I'm forever seeing something curious in the field and am compelled to consider the data and methodology required to gain greater understanding.

We have an excellent community of spider researchers within Australia and many working outside Australia, because our spiders are so interesting. I frequently send red back spiders to my colleague in Canada to support her research. Collaborating with colleagues gives me great pleasure and has led to a career highlight. We have recently pooled our resources and written a book on spider behaviour. We want to internationally showcase the reasons for our enthusiasm. People assume spiders are tiny robots that behave identically but they are incredibly flexible and versatile. There are many women working with spiders and I wonder whether it's because female spiders play the dominant role. Male spiders are tiny, have a shorter life span and are quickly devoured. Perhaps this scenario makes male researchers uncomfortable. I had to correct a male radio interviewer who assumed that a male spider would be smiling during sex, in spite of being the victim of sexual cannibalism. I revealed this was unlikely given the ritual involves the male's genitals breaking off!

I've always had positive interactions by giving people opportunities to contribute to my work. This generosity has paid off, enriched my life and is the biggest tip I would give to a young woman early career researcher. My openness during collaboration has never been misused. During my transition from pure research to a combined research/

teaching role, I threw myself in 100 per cent. I never looked over my shoulder or worried that I should be doing something else. I consciously put research slightly to rest. Yes, I suffered a fall-off in publications but I survived it. After a few years my publishing picked up. I have become very disciplined about my workload. It has been a slow realisation that working long hours is not feasible for maintaining relationships and happiness. I've learnt to balance my own expectations of myself.

Outside university life, I have a number of minor superpowers. I can peel citrus fruit in one piece -mandarins, oranges and tangelos -and I can fold fitted sheets. My partner and I love travelling, trying different food and wine. Through my research, I hope to change the perception of spider behaviour and demonstrate my field is not just a marginal area of interest for crazy people who like spiders. I want to prove there's real value in generally understanding the world around us.



"I'VE ALWAYS HAD POSITIVE INTERACTIONS BY GIVING PEOPLE OPPORTUNITIES TO CONTRIBUTE TO MY WORK. THIS GENEROSITY HAS PAID OFF, ENRICHED MY LIFE AND IS THE BIGGEST TIP I WOULD GIVE..."

Professor Nonna Martinov-Bennie

DEPARTMENT OF ACCOUNTING AND CORPORATE GOVERNANCE / FACULTY OF BUSINESS AND ECONOMICS

My family fled the former Czechoslovakia in 1968 with only one suitcase to our name. We spent two months in Villawood Detention Centre in extremely basic accommodation made from corrugated iron. My parents were highly educated and instilled in me a strong work ethic.

When I joined the accounting profession, within the audit division of a big accounting firm, I was a novelty. There was a belief at the time that women couldn't handle the environment, the conflicts with clients and the resulting relationships and, as such, I had to work hard to prove myself. I moved into the field of academia after my son was born for the flexibility and the fulfilment associated with teaching, but it wasn't until I started my PhD that my passion for research was whetted. I began to question the status quo, embrace new perspectives and realise the relevance and the applications of research.

For many years I hoped there was a happy medium, a magic work-life balance, but as my seniority and responsibilities increase that balance seems further and further away. The reality is I enjoy my work and so the boundaries become blurred. I stay up all hours of the night finishing work and rely on the support of friends and family. I love the cinema, reading books and skiing. Yoga is my haven. Being a mother, a daughter and a partner are what define me. I have a wonderful relationship with my son, whose career expectations have broadened through witnessing my own journey of growth and learning. My advice for young women researchers would be to stay true to yourself and pursue a topic about which you are generally interested. A natural synergy between personal interest and research gives satisfaction over and above status, position and financial reward. It's a lot about giving, not about taking.

It's a privilege to be an academic and there is never a dull moment working with my PhD students. They provide me with a consistently dynamic and challenging environment. I've learnt just as much from them, as they have from me. I see my supervisions as collaborative, similar to working as an auditor. The interaction between two or three people

completely transforms an outcome and creates ideas in different dimensions. My PhD was a career highlight entailing research in an area that, at the time, was lacking in wide-spread interest and study. I was very much on my own but I was wedded to its' importance throughout. In retrospect it was like having a baby, but it took a lot longer to produce.

I sit on many committees and I'm on the Board of the Auditing and Assurance Standards Board (AUASB), a government statutory body. I also chair AUASB's advisory group on Engagements under National Greenhouse and Energy Reporting and Clean Energy schemes. Having come from the profession I feel very strongly that my research should give back to the profession. Being involved in this manner allows me to have a direct impact on regulations and governing standards. Facilitating opportunities for some of the younger staff is also of importance to me. In my early days of academia I had a tough time and it need not be like that for others. I hope to engender in others my love of research and academia as well as the great joy that ensues from collaborating with my many international colleagues as part of my work.

“THERE WAS A BELIEF AT THE TIME THAT WOMEN COULDN'T HANDLE THE ENVIRONMENT, THE CONFLICTS WITH CLIENTS AND THE RESULTING RELATIONSHIPS...”



Professor Kathryn Millard

DEPARTMENT OF MEDIA, MUSIC, COMMUNICATION AND CULTURAL STUDIES / FACULTY OF ARTS

I wasn't so interested in formal study when I was young. I was desperate to get out in the world and make films. Later, I completed a Masters in Applied History and found the theoretical and hands-on components equally compelling. That led to a Doctorate of Creative Arts. I was teaching screenwriting and filmmaking when a position at Macquarie was advertised. Nearly twenty years later I'm still here. I've found the University a fantastic place to be if you are interested in innovation. I love being part of a community of scholars and I have terrific colleagues at Macquarie. We have strong links with the cultural sector and industry. And critical writing links me with researchers and writers around the world who share my interests. Creative arts research is a relatively new field. Constantly explaining that it is possible to think with both a camera and a pen can be challenging. Plus, as a filmmaker I spend a lot of time looking for funding and resources.

My work is project driven. That is, I explore ideas through scripts and films. Therefore, my career highlights are the individual films I have made. A documentary about the Australian photographer Olive Cotton was enormously enjoyable. I spent a lot of time visiting Olive's home at Spring Forest, watching her work and interrogating her process. That culminated in my film, "Light Years". Actor Cate Blanchet's first film was my short feature "Parklands". Working with cinematographer Mandy Walker and composer Elena Kats-Chernin were also highlights. A fascination with Charlie Chaplin took me to a small town in India to make "The Boot Cake".

In the creative arts, women are less often the key creatives. It's a problem right across film, theatre and writing. I'd like to think we had tackled these issues decades ago but regrettably they still exist. Too often women take up roles that support everyone else, rather than putting forward their own ideas. Women perform well in merit-based systems but miss out whenever processes are not transparent.

My partner, Noelle, is a playwright and we've been together nearly twenty-five years. I'm terribly single-minded - the arts, research and writing have become our life. I love going to photography exhibitions and the theatre. I walk a lot - I'm forever volunteering to run errands to the other side of the campus.

It's rewarding to reconnect with students who you remember as being very enthusiastic. Some have become my collaborators. Andrew Soo, a highly regarded Australian film editor, cut my last two films. Filmmaking is intensively collaborative. Each phase brings new people. For example, after the film shoot, the editor and composer come on board. Later, just when you're completely exhausted, the sound post-production team begin work. What a group of people can achieve together is always greater than their individual contributions. Recently, I've begun to collaborate with social psychologists who, like me, are focussed on group dynamics. We're reinterpreting and challenging some of psychology's landmark conformity experiments.



Associate Professor Susan Page

WARAWARA DEPARTMENT OF INDIGENOUS STUDIES (HEAD OF DEPT. 1998-2012) / FACULTY OF ARTS

My academic career began as an experienced health practitioner. As a junior academic at USyd, I had a burning question about gender ratios in Aboriginal Health Worker education programmes. Wanting to undertake formal research, I approached senior colleagues and we gained a small departmental grant. This project gave me strong foundational research skills. For the write ups, we would all work together which developed my skills and confidence.

I then made a successful application for an ARC Discovery Indigenous Researchers Development Scheme Grant. I had a supportive female mentor who was incredibly positive and also highly skilled and meticulous. Importantly for me, she treated me as an equal, respecting the Aboriginal understandings I brought to the project.

My research is mostly qualitative. I enjoy speaking with a range of people to find out what's important to them. My support networks have mostly, but not exclusively, been women - Indigenous and non-Indigenous. When my two children were small I worked part-time, and collaborated with two women in similar family circumstances. Together we ensured we had solid research output. Support ranged from making cups of tea, to leading the project while another was having a baby. Afterwards we developed the conference presentation "Three Women and a Research Paper" in which we spoke of our experiences and how together we had made success possible!

I feel my career has not been adversely affected by my family responsibilities. Generous maternity leave, a partner who values my work, and leaders with vision have helped along the way. As I moved up the ladder, my managers and colleagues made sure opportunities came my way. It is a pleasure to do this now for others. Early in your career you need a range of people on your side. I'd also urge young women early career researchers to make each conference presentation count and to turn each into a journal publication. People may imply that this is relatively easy but I disagree. It IS worth it, but it takes patience, time and focus.

As an Aboriginal academic and former Head of Department for 5 years, I'm strongly motivated

to facilitate success for Aboriginal and Torres Strait Islander people in higher education. This might mean lobbying for post-doctoral scholarships for Indigenous academics, exploring career opportunities with colleagues, or chatting with a worried student. To ensure parity, equity and justice, it's important for us all to continue to build on the work being done to increase Aboriginal and Torres Strait Islander participation, representation and leadership in education.

In 2013 I've handed over the management role in Warawara and feel secure and confident in its future, with a strong new leader in Associate Professor Michelle Trudgett, committed staff, increasing student numbers and a new Masters program going from strength to strength.

For the future, I'm excited about spending more time on my research and developing new curricula. Recently I was elected as one of seven Directors of the National Aboriginal and Torres Strait Islander Higher Education Consortium (Aboriginal Corporation) which will allow me to directly contribute to the national agenda for Aboriginal and Torres Strait Islander people in Higher Education.

In my precious spare time I like to focus on my children, but I also like to run (helps with stress) as I can do it anywhere. I have recently taken up reading fantasy novels, adding Patrick Rothfuss to my other favourite novelist Patrick White.



“WHEN MY TWO CHILDREN WERE SMALL I WORKED PART-TIME, AND CONTINUED TO COLLABORATE WITH TWO WOMEN RESEARCHERS IN SIMILAR FAMILY CIRCUMSTANCES.”

Associate Professor Marina Papic

HEAD OF DEPARTMENT, INSTITUTE FOR EARLY CHILDHOOD / FACULTY OF HUMAN SCIENCES

I've always loved mathematics; it comes to me so naturally so I'm intrigued by how children engage in the subject and why some children struggle. Working as a teacher and principal in the primary school system forced me to consider the existing support structures and to question how they could be improved. A research pathway seemed an obvious solution for me. Experiencing difficulty in mathematics filters across all aspects of learning. It also affects self-confidence and communication skills so there's a real need to empower teachers to make a difference.

One of my research projects involves working with Indigenous communities across New South Wales and supporting Aboriginal teachers to enhance their knowledge of numeracy. Being able to capitalise on some of the community work we've been doing through a funded project has been a career highlight. So have my career trajectory and my current role as Head of Department. I've had inspirational women around me who have encouraged me to take up leadership opportunities. In my role, it helps being a woman in the way I manage from a woman's perspective. Our department is a collegial environment and a fantastic group to be engaged with. Balancing everything is always a challenge. Research, community work, administration, my PhD students and my family jostle for my time and naturally I want to perform well in all my roles. I survive by being strict about my diary management and I've become an expert at prioritising. I exercise every day, as it's crucial to maintain health.

As an early career researcher you're so excited with the possibilities that you don't want to miss out. Sometimes that can be a downfall because you tend to take on too much and you lose your sense of direction. You need to be very clear where to invest your time, be selective about research projects and have good mentors who can guide you on your pathway. I have had a number of senior academics and friends who have read through my articles and advised me over the years and I find it invaluable. Also it's important

to research something you're passionate about and to be conscious of making time for yourself. If you don't, you'll lose out.

I love the beach. We've recently made a sea change and I enjoy walking on the sand, reading on the shore and swimming. My son is a surfer so he is thrilled with our move. In the spare moments available, it's wonderful to have a lifestyle that makes me feel like I'm on holiday. I've decided I will step down as Head of Department shortly, to allow me to devote more time to my research. I can't ignore the opportunities to inform policies and practices. My hope for the next few years is to continue making a difference through working with Indigenous communities, linking early childhood and health, which is really exciting. I'm planning to extend this current project more broadly, perhaps nationally, and I'll even entertain the idea of some sort of leadership role around research.

“...MY PHD STUDENTS
AND MY FAMILY
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Professor Jacqueline Phillips

DIRECTOR, MEDICAL RESEARCH UNIT / AUSTRALIAN SCHOOL OF ADVANCED MEDICINE

A passion for animals drove me to study Veterinary Science but the reality of working in practice left me wanting for the intellectual stimulation I'd experienced at university. After an engaging six-week research scholarship at Cornell University in New York, I applied for a PhD at the John Curtin School of Medical Research, Australian National University (ANU), and I've never looked back. My research analyses whole of body responses to diseases and although it's oriented towards human outcomes, the diseases we investigate also apply to animals. Our findings at the basic science level are critical to the foundations of future medicine. Science is a highly competitive area with minimal funding so you have to be prepared to take the hard knocks.

Three of my most memorable achievements occurred across consecutive days. I submitted my doctorate on 1 September, celebrated my 30th birthday on 2 September and had my first baby on 3 September! My life was jam-packed but it was amazing. Other pivotal moments have included my first grant, where I experienced the acknowledgement of my research being taken seriously and more recently being simultaneously awarded two National Health and Medical Research Council (NHMRC) grants here at Macquarie, one with a junior female colleague. I've had a gamut of female mentors and I thrive on the intensive relationships that develop with students and with colleagues. I believe any woman in higher levels of leadership has to struggle and make sacrifices along the way. It's vital to work in an area you're passionate about and be willing to take ownership of and achievement will come much more easily. Remember too, that work isn't everything, you need to make time for the other parts of your life. I run marathons and that's a real release for me.

My family has moved three times for my career. It's more than just a case of moving house, it's moving the laboratory and the equipment, as well as integrating our boys into a new school environment. I have an incredibly supportive partner who has even adopted my surname. Between us, we carry

the load and move forward. I attribute my consistent output to successfully blending my home and work lives. You can't do it all on your own, it's hard work and you have to learn from your mistakes. The same philosophy applies to both my research team and to my faculty. We have a common mission and goal; everyone is dynamic and motivated in the same direction so the energy propels us.

One of the beauties of science is you never know what is around the corner which is one of the reasons I love the job. It's not your typical nine to five. At present we're starting a project that's been a lifelong dream. It's looking into the effects of exercise on health and the impact over and above drug treatment. If I ever come back in another life, I'd like to be an epidemiologist empowered with shifting behavioural tendencies towards diet and exercise. Transferring our clinical and medical knowledge on the benefits to communities would have a huge impact on outcomes.

“ I BELIEVE ANY
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Professor Ingrid Piller

DEPARTMENT OF LINGUISTICS / FACULTY OF HUMAN SCIENCES

My first degree is in language teaching and so I've always been interested in understanding more about language learning processes. While individual influences such as linguistic aptitude, short-term memory, personality type or motivation are well known, my particular interest is in language learning in its social context. How do we project our identity through language? What role do beliefs about languages and their speakers play? And how is language connected to social inequality?

I've been a global academic nomad. Educated in Germany and now based in Australia, I've also held academic positions in Switzerland, the United Arab Emirates and the United States, in addition to visiting universities in many other countries. Adapting to a new academic culture has its challenges. In Europe, being academically minded and having intellectual ambitions is highly regarded whereas in Australia you have to be more careful not to stick out too much. My international career trajectory has strongly influenced my research agenda in linguistic diversity and its intersection with migration and globalization.

I enjoy the diversity and multiculturalism of Australian universities. I love working with my diverse group of PhD students. In addition to students from Australia, I've supervised students from Chile, China, Germany, Ghana, Italy, Indonesia, Iran, Japan, New Zealand, Singapore, South Korea, Switzerland, the United Arab Emirates and Taiwan. Each one brings a different linguistic expertise and perspective to our research and I couldn't do the kind of intercultural global research I do without all these collaborators.

As a successful migrant woman and second language speaker of English, I'm perceived as a positive role model by many of my international students, who are often struggling with linguistic and cultural challenges. Writing a PhD thesis in another language makes it extra hard!

You have to step out of your comfort zone in order to progress. To me that's the most important advice: you have to put yourself

out there, you have to keep extending yourself! You can't succeed if you're afraid of challenging yourself. Sometimes you'll go wrong and setbacks are a part of the journey but you pick yourself up and move on.

I'm passionate about disseminating my research into the intersection of linguistic diversity and social justice to a wider audience and one way of doing so is through the sociolinguistics research portal *Language on the Move*, which I co-founded and co-edit with Dr Kimie Takahashi, a former PhD student of mine who now teaches at Assumption University of Thailand in Bangkok. In addition to research blogging, the site also features innovative research projects such as *Japanese on the Move*, a video exhibition about the life-stories of transnational migrants with connections to Australia and Japan. *Language on the Move* is also an important forum for my PhD students and a group of international scholars to share their research, engage in research discussions, and participate in a global sociolinguistic community.

In my life outside university, I'm a keen bushwalker and I try to be amongst nature whenever possible. I love Australia's National Parks.

My dream for the future is to leave an enduring legacy in applied sociolinguistics by placing questions of social justice at the heart of sociolinguistic enquiry and by inspiring the next generation of sociolinguists.



Professor Deborah Richards

DEPARTMENT OF COMPUTING / FACULTY OF SCIENCE

I didn't arrive at academia through the usual pathway or directly - a succession of roles in Information Technology forced me to realise I would always start at the bottom unless I gained some credentials. Coming from a lower socio-economic, single parent family, I'd had no encouragement to attend university despite doing very well in the HSC, but a distinction in a TAFE programming unit spurred me to bite the bullet at 25 and enrol in distance education while working full-time. I had my first two children over this four-year period as well. With no family support, it was the hardest thing I have ever done.

I have found the world is full of assumptions. As a PhD student, I travelled by bus to university with my third baby. While queuing the drivers would often say to me, "The hospital bus is the one behind." People are surprised to discover I teach computing. As a female in IT, the rule of thumb is you're incompetent until you prove otherwise. In my neighbourhood, I'm renowned for installing DVD players, fixing washing machines and resolving technical problems. Unfortunately, women often accept assumptions of what they can't do and make it a reality. We need to learn how to sell ourselves and how to become strategic. Growing up in a family without males gave me the opportunity to be technically oriented.

One of my career highlights was receiving an outstanding teacher's award. Teaching can be very confronting and you can feel terribly exposed. One thing I've learnt has been to put myself out there. Being a student-centred teacher requires you to care about students and to be available. This is time-consuming. I think women are more likely to take on these caring roles at the expense of their research and career advancement. Personally I feel I've achieved a satisfying balance between teaching, research and community engagement. I'm also involved in numerous external activities. I've just opened a new Girl Guide unit at Normanhurst, I'm involved in prison ministry and other outreach programmes. It means I'm incredibly busy but it's good to have some identity and achievement that isn't aligned to just your children or your employment. Being mentally

exhausted isn't enough for me, I go to the gym every weekday to keep myself healthy and physically exhausted as well.

My research tends to be applied, addressing real-world problems and involving solutions that overlap with education, psychology and other disciplines. I'm currently involved in a project called Virtual Worlds being trialled in schools. It promotes science enquiry and is an immersive way of learning. I'm also an advocate for encouraging students from lower socio-economic backgrounds into higher education. My advice for young women early career researchers would be to embrace the hard work and find a mentor who is successful, someone who provides guidance and lends weight to your research. I've got to where I am by setting goals - (daily, weekly, monthly and beyond) that I won't let disappear regardless of obstacles, setbacks or failures. Don't use these as excuses but as challenges. Follow a maxim I read 30 years ago, "Make a start ... always finish". Women often ask me the secret to my success. I have to be honest and reply, "It's not something you can sprinkle on your breakfast."

"MY RESEARCH TENDS TO BE APPLIED, ADDRESSING REAL-WORLD PROBLEMS AND INVOLVING SOLUTIONS THAT OVERLAP WITH EDUCATION, PSYCHOLOGY AND OTHER DISCIPLINES."



Associate Professor Tracy Rushmer

DEPARTMENT OF EARTH AND PLANETARY SCIENCES / FACULTY OF SCIENCE

As a child I often attended workshops at the nearby aquarium. I grew up near the beach in California and embraced the natural world, so a marine biology degree seemed logical. Back then, the chemistry component was somewhat daunting, little did I know at the time that I would grow to love chemistry! At the University of California (Santa Cruz), a lecture in plate tectonics and earth science spoke to me perfectly. I decided to then transfer to the University of California (Berkeley) because it had an outstanding reputation in Earth Science and I threw myself into my studies.

My twenties were a whirlwind of highlights as I relocated to Zurich and signed up for every field trip imaginable. I absorbed geology from a European perspective and integrated that knowledge with my American background. In 1991, one of my published papers was extremely well received and subsequently well cited. In 2000, I won a Mineralogical Society of America distinguished lecturer award and was sent all over Canada and the United States to lecture. I've since become a Fellow of that society.

I enjoy being a woman in a typically male environment. In my industry I have found at times that the hindrance has actually been other women, especially in parts of Europe where women struggled and often had to forgo motherhood to keep their careers. Fortunately, I was able to combine motherhood with an academic career. My son is 17 years old now and has spent a lot of time in my office over the years. I've had to excel at multi-tasking. Men seem to be able to be more focused in their work practices while women take the lead juggling families, coordinating social engagements and making time to spend with students. My advice to young women early career researchers would be to have confidence, be your own person and have faith that your actions will make a difference. Exploring overseas options and sampling educational systems in different environments is vital. My divorce from a renowned Professor early in my career left me petrified I'd never work again, but I had a wonderful support group who believed in my research.

I delight in story telling and passing on my experiences to students. I've attended NASA meetings where discussions include the role of the Planetary Protection Officer - whose job description involves preventing the contamination of other planets, and I've met with scientists building domes on Mars. I try to create an awareness of the significance of NASA and portray science as both amazing and bizarre. In my life outside university I have always enjoyed dancing. I taught jazz and modern dance for 10 years in Switzerland and I instructed aerobics in German. Now I am happy to walk and swim in beautiful Sydney.

If I'm not organised, I don't sleep well or eat well. With seniority in academia, the pressures increase and to alleviate some of the stress I recommend taking advantage of available help. My postdoctoral fellows and PhD students are valuable resources and also fun to be with. I encourage them to tag onto my field trips and where possible, assist with the teaching. My hopes for the future are bringing together high pressure Earth Science research and synchrotron science (based in Melbourne at the Australian Synchrotron) in a fully functioning facility, open to both Australian and International communities. It might take the next 5 years to fully develop but to me it's a clear and achievable goal.



Deputy Vice-Chancellor and Provost Professor **Judyth Sachs**

I fell into academia by accident as many women do. An innate sense of inquiry steered me into research, in particular the concept of culture and how teachers interpret that culture. My PhD became the foundation of my research career yet once I'd gained my academic ticket, my agenda progressed to incorporate my discipline knowledge in anthropology and sociology. Being the first woman Professor of Education at Sydney University was a significant career highlight. I've never played gender politics or had patronage so my merits have been achieved solely through hard work.

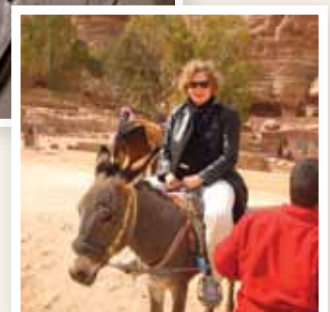
Maintaining a research output in my current senior management role is a challenge, but each year I publish a couple of book chapters and give keynote addresses that continue my legitimacy as Chief Academic Officer. It helps that I have the ability to shape-shift, to quickly switch between tasks and maximise time. I can write very efficiently as long as I'm not interrupted mid-sentence, and good delegating heightens my effectiveness. The variety makes my life fun.

Very early in my career, I learnt the importance of single authored publications but I was also given the opportunity to lead a team on a large project at the University of Queensland. There's a continual balancing act between being known individually and publishing as part of a collective. I prefer to work collaboratively as I enjoy the exchange of dialogue and intellectual ferment it brings. It's a generative process of knowledge creation to which everyone contributes. My doctoral students assist me in keeping up with the literature while I mentor, support and pass on my wisdom of practice in a custodial role. The competition to publish in prestige journals is extreme so early career researchers must make an impact. Gathering as much feedback as possible prior to submission may ward off disappointment. The insular, singular academic is not part of the cultural mosaic we're trying to develop at universities. We're trying to encourage team players, researchers who are generous both in terms of their time and how they grow capability and confidence amongst other staff and students.

Academic life can be an interior and self-reflective life, which non-academics sometimes find excluding and isolating. The trick is to be able to recognise the importance of communication and engagement with friends and fellow travellers. With maturity comes the importance of clarity and communication, but unfortunately we often learn that through bittersweet experience. Without warning, on my second day at Macquarie University, the Vice Chancellor invited me to introduce myself at a Town Hall meeting. I was totally unprepared but when I approached the microphone I opted to "speak from the heart". Straightaway the audience sensed my authenticity and my commitment to academic quality in teaching and learning, and it's been my mantra ever since.

In my leisure, I enjoy visiting gardens and I'm a fan of books on garden design and a devourer of fiction. I used to play quite a bit of tennis but now my passion is walking on the beach near my holiday house on the Central Coast. I constantly keep notes on things that intrigue me, and in the future I hope to find time to write about driving change in higher education. Drawing upon my experiences over the past ten years will substantially cover the groundwork.

"I WAS TOTALLY UNPREPARED BUT WHEN I APPROACHED THE MICROPHONE I OPTED TO 'SPEAK FROM THE HEART'."



Professor Lucy Taksa

HEAD OF DEPARTMENT OF MARKETING AND MANAGEMENT / FACULTY OF BUSINESS AND ECONOMICS

My love of history prompted an honours thesis focusing on labour and management history in Australia. After a short time in the public sector, I returned to complete a doctorate. Highlights of my career have been three A R C grants for multidisciplinary research examining industrial relations, management, gender and workplace culture from an historical perspective. Resulting papers on scientific management and the impact of gender identity on how workers responded to technological change, have been published in Australian and international journals. Recently I've been investigating the history of migrant workers in this country, in particular women and diversity management. This has led me to focus on sources of inclusion and exclusion in the workplace, which touches on areas such as nicknaming, humour, and emotions.

One challenge I've faced has been the often unspoken differential expectations of men and women, and another is the attempt to balance my research output and profile with a senior managerial role. I've managed by working long hours, sometimes six or seven days a week, depending on deadlines. In an academic occupation, the lack of boundaries between work and non-work is the biggest battle. As Head of Department, I work hard to promote a collaborative workplace culture because I think it promotes engagement and improves morale, both of which are critical to performance.

My gender has not hindered my career for one specific reason. I believe that by not taking any unpaid maternity leave, my career followed a more linear 'masculine' trajectory. To achieve this, I relied on immense support from my mother and mother-in-law, which allowed me to perform the juggling act that is the norm for most women who usually carry the lion's share of family responsibilities. When my daughter was an infant, I was surprised to find male colleagues commenting that family responsibilities would reduce my commitment to my job and my research. Noses would turn up when I left work to collect her from childcare. A recent article in the SMH stated that men often get a pat on the back for similar actions. The positive recognition men receive for collaborating and parenting is not always given equally to women who are increasingly also having to be

primary carers for elderly parents. These are serious issues that impact on women's careers in academia and need to be addressed.

Often women early career researchers fail to recognise the worth of their contribution. Instead of being forever grateful for being included on research teams, I'd advise them to demand the same recognition for their work that men receive. I'd suggest they need to make sure that their actual contribution is formally recognised as equal partners on grant applications and on resulting publications.

In my spare time, I'm an active gardener and I collect glass paperweights from all over the world. Music and concerts invigorate me, and my other passion is my daughter who is studying at Macquarie. My work on cultural diversity has also led to a recent invitation to be on a Ministerial Round Table on workplace diversity with high level public and private sector representatives. I believe we need to create better communication channels between academics and industry broadly conceived, so knowledge from research can have greater impact on policies and practices. Many organisations have wonderful policies but the extent to which they're translated into practices is questionable. We need research to be able to identify the enhancers and barriers to effective change.



Associate Professor Michelle Trudgett

HEAD OF WARAWARA DEPARTMENT OF INDIGENOUS STUDIES / FACULTY OF ARTS

My Dad's family is Wiradjuri from Central-West New South Wales. I was the first person on his side of the family to go to university and get a degree. Since then, there have been others who have successfully obtained undergraduate qualifications. After being awarded my Bachelor of Arts (Aboriginal Studies) in 2001, I decided to pursue postgraduate qualifications and was awarded a Master of Professional Studies (Aboriginal Studies) in 2003 and a Doctor of Education in 2009. I was extremely fortunate to have some exceptional role models and mentors. The most compelling would be my mother who also has a doctorate (though she's not an academic). As a single parent, she raised me and put herself through postgraduate studies while holding a demanding executive position in the corporate world. Her actions and success showed me that anything was possible if you put your mind to it.

I had two great advocates while undertaking my doctorate – my Principal Supervisor who was quite tough but very fair. She was fantastic for many reasons but primarily for her honesty, integrity and accountability (boy, did she make me accountable!). The other key mentor was another Indigenous student who was a year or so ahead of me in the Doctor of Education program. She cleared the path, showing me that Indigenous students undertaking important Indigenous research in education was not only a possibility but also a necessity. I will always be deeply thankful to the team who helped get me over the many hurdles that doctoral students face.

The postgraduate qualifications provided numerous opportunities such as the appointment as the first recipient of an Indigenous Postdoctoral Research Fellowship at Macquarie. I was also the first Indigenous Australian to be awarded an Australian Research Council (ARC) grant at Macquarie. I'm very humbled by and thankful for, these opportunities.

My research focus is Indigenous education with primary concentration on postgraduate experiences. I'm extremely passionate about this field of research as it has the ability to

improve educational opportunities and outcomes for Indigenous Australians not only today, but also for the next generation of budding Indigenous scholars. Macquarie is becoming internationally recognised as a leader in Indigenous Education, which is a result of the dedication and leadership of Associate Professor Susan Page who has been an exceptional mentor to me at Warawara. She has provided numerous opportunities and excellent guidance over the last four years, which has fostered my career development. The most significant is that in 2013 I have stepped into her shoes as the new Head of Warawara. I look forward to building a stronger Indigenous research culture both in Warawara and across the wider Macquarie University community. I'm extremely excited about leading a terrific team of dedicated professionals. In any spare time I have, I really enjoy playing backgammon and also pub trivia with a group of close friends. I also love spending time with my canine son 'Matey' and my feline son 'Sir Blues Angus'. I'm extremely fortunate to have a lovely family and a beautiful circle of friends who always stand by me and support my career. They understand why I do what I do, and the importance of Indigenous Education for a better future not only for Indigenous Australians – but for all Australians.

"I WAS EXTREMELY FORTUNATE TO HAVE SOME EXCEPTIONAL ROLE MODELS AND MENTORS. THE MOST COMPELLING WOULD BE MY MOTHER WHO ALSO HAS A DOCTORATE..."



Pro Vice-Chancellor (Social Inclusion) Professor **Gail Whiteford**

Complex phenomena and a desire to understand causal factors in the social world underpin my career in research. I trained as an Occupational Therapist and my love of community work evoked awareness of social inclusion. I'm driven to get beneath the reasons people are marginalised, and to illuminate taken for grantedness. It's exciting to give a voice to someone who previously hasn't had a chance to speak back on policy and to influence thought perception and practice.

I've worked at different research levels, Professor in Chair, Director of a Research Centre and Acting Deputy Vice Chancellor of Research but the thread of interpreting social and cultural environments weaves through each role.

My biggest challenges are scope and scale, ensuring there's an evidence base to the initiatives we roll out at the University. Being informed and committed to ongoing evaluative research is essential. Two recent European commissioned projects I was invited to pushed me to the limit of my capabilities but I loved every minute. In Turkey, the focus was on the development of programmes for street children, and in Bulgaria the project looked at the inclusive practice of open employment for people with disabilities. Both had action research and facilitation components so I had to draw on my research knowledge skills and practice skills, and delicately overlay social culture.

Writing is a passion and I get great joy from being part of other people's careers. I've got a wonderful community of former PhD students and colleagues, all of whom I've worked with. Having a formalised relationship with an identified mentor is really important, someone with an established research and publication track record. It's also vital to find a community of practice for discussions or simply for a sense of comradeship. Sometimes early career researchers are flummoxed by the possibilities but my advice is to build a corpus of knowledge in a specific area and stick with it. If you are passionate and do the hard yards, your work will become known for its' quality and contribution. Exercising and taking time out allows perspective, and gives fresh eyes and a fresh mindset to the immersive research process.

I didn't have the best support on my journey. My daughter spent many weekends drawing on the whiteboard at work, so I feel it's my job to remediate that and minimise pressure for other women. I plan to set up shared writing retreats for women at Macquarie, to take away from the isolated nature of writing. In my opinion women approach the endeavour of research collaboratively rather than being uber-competitive and going it alone.

One of my most magical evenings was on sabbatical in Sweden at the Karolinska Institute. I was invited to a soiree and required to take along a piece of poetry that had inspired me. I chose Seamus Heaney's "Republic of Conscience", which underscores the existence of social consciousness. The entire evening we spoke about our responses to creative works and the connections to our lives and our research. It broke through all the boundaries of the personal /professional.

My aim for the future is to act as a conduit of resources to tackle community issues. It will involve inverting the typical research dynamic and disseminating knowledge shoulder to shoulder, perhaps in a resource poor setting or a developing country.



Senior Research Fellow Dr. **Amanda Wise**

DEPARTMENT OF SOCIOLOGY / FACULTY OF ARTS

I came to university as a mature aged student from an earlier career. Even as an undergraduate the reading and thinking excited me, so falling into a PhD seemed a natural outcome. To my surprise, I was immediately offered a postdoctoral position at the Australian National University (ANU), and entered a world I had never imagined for myself. That was more than a decade ago now, and after eight years at Macquarie University, I still enjoy the work I do. I work in migration and multicultural studies so I have the opportunity to listen to stories from a diverse group of people. Some situations are sad and disturbing and involve terrible racism and exploitation. I see a lot of the darker side of life so writing up that work and having even a small effect on policy change, compels me. I feel I'm doing something worthwhile and positive to improve lives.

For some strange reason I found it necessary to stay on campus until eight o'clock at night, before I had kids. My partner wasn't appreciative but I think it was the right course of action at the time. Bedding down as many grants and publications as possible and starting international connections before you have children is vital for women embarking on a research career. You can't make the assumption that your work is so fabulous that you'll be noticed. It's crucial to attend conferences, network as much as possible and get to know people. In my field, self-promotion is very counter-intuitive but I find when I send someone a copy of my research paper, it opens up a new conversation.

I'm hitting some challenges now juggling family and career. I've been on a fast upward trajectory and I've hit a slow patch. My children are small and demanding. I have a very supportive partner who is also a sociologist. He does half the parenting and half the getting up at night. There are odd occasions when I've been so sleep deprived, I've nodded off in seminars. We have a good faculty and an understanding Dean of Research. At the moment I have

a limited number of hours I can devote to my two research projects. I have nine PhD students who need guidance and two submissions due, so little bits of my time are forever carved off. I think for women, there's more of that internal voice wanting to do the right thing by everybody. I just have to learn to manage it.

The reality at the moment is my children are my passion outside university life. They've provided a link beyond the single-minded pursuit of an academic career and added a valuable dimension. Through them, I'm connected to my local community and am meeting women who are not academic, which is really healthy.

I'm searching for my next big research contribution. I'm challenging myself to keep the inspiration and liveliness in my work in an area that's different but related to what I've already achieved. In my current role I'm helping build the research careers of others and I really enjoy the mentoring aspect. For me the future is about contributions, both in research and in building a culture that helps people manage the demands on their time.

**"I THINK FOR WOMEN,
THERE'S MORE OF
THAT INTERNAL VOICE
WANTING TO DO
THE RIGHT THING BY
EVERYBODY."**



Senior Lecturer Dr. **Lisa Wynn**

DEPARTMENT OF ANTHROPOLOGY / FACULTY OF ARTS

During my high school years in Venezuela, a single anthropology class captivated my imagination. I began reading Claude Levi-Strauss, whose work in the jungles of Venezuela and Brazil sounded so exotic. It became a career fantasy, and receiving three and half years of funding for my dissertation research from Princeton University allowed me to start living my dream. My research took me to Egypt where I learnt to read and write Arabic as a precursor to starting my project on Western and Arab imaginations of Egypt.

After my PhD I was in a postdoctoral haze, which seems to be a common phenomenon. I wasn't publishing, I was floating and not even looking for work when I found out I was pregnant. I realised that if I didn't start publishing my research, my career choices would become far more limited than I had ever imagined. This spurred me on to turn my dissertation into a book. Many women talk about pregnancy and childbirth as if they would inevitably slow down their careers but for me, it was the opposite. I did stop my field trips for five years, because I felt I couldn't have taken the family with me and produced quality research. Having lived in Egypt pre-children though has meant that a one-month trip is now enough to renew those old acquaintances and ask new research questions. Since its earliest years, anthropology as a discipline has been very friendly to women and there doesn't seem to be a gender difference in the approach to research or publishing. I feel really lucky to have an egalitarian department where all my male colleagues are just as family-oriented as the women.

My advice for young women early career researchers is publish, publish, publish! There are so many demands on your time and, yes, teaching brings revenue into the department and essentially funds research, but if you don't publish you'll only ever be seen as someone who teaches. It's tough, as there are immediate demands with teaching, but not so with research –and if you get bogged down in teaching only and don't

maintain your research and publishing, your career and reputation won't advance internationally. I would also say stand up for yourself and be aware of sexual harassment. When I was a student I thought I understood the concept but somehow I never thought it would happen to me. When it did, I felt vulnerable and perplexed. If I had just taken the time to plan out how I would better deal with it if and when it happened to me, I might have handled the situation better.

My partner is a researcher who works just as hard as me at work, and even harder at home. He makes the kids' lunches, helps them with their homework and cooks dinner every night. In our spare time we love to go hiking and canyoning together in the mountains and we're in the process of training to be foster parents. I read fiction like crazy and I'm a Sydney wildlife rehabilitator. I love teaching, particularly providing students with the tools to enable them to decide where they stand on various issues and I was so thrilled to win the Vice Chancellor's teaching award in 2009. My hope is to keep writing and producing books that keep me connected to a wider international network of anthropologists.



Chief Operations Officer Dr. **Lisa Yen**

ARC CENTRE FOR EXCELLENCE IN COGNITION AND DISORDERS / FACULTY OF HUMAN SCIENCES

A perception and cognition course in my undergraduate psychology degree provoked my interest in research. I was intrigued by the scientific approach of proposing questions, creating methodology and deriving results and subsequent explanations. The combination of theory and testing really appealed to me. My doctorate didn't go as smoothly as I'd envisaged as my supervisor left for Germany part way through. I had to face the challenge that the playing field had changed dramatically. So overcoming this significant change and successfully submitting my thesis was a huge achievement: standing on top of that mountain was a career highlight. Another was the realisation that I didn't necessarily want to pursue research. The opportunity to work in a research assistant role helped me identify that I thrive more on coordinating, not conducting research.

In my current role as Chief Operating Officer of the newly established Australian Research Council (ARC) Centre for Excellence in Cognition and Disorders, I try to link academic scenarios to the most appropriate administrative support structure, and facilitate collaboration between researchers. The centre includes multiple institutions and disciplines, and I love the varied nature of the research. Part of my job entails focussing on the opportunities for unique projects to intersect. My family background and my experiences as a Mum have provided me with a sensitivity and awareness of morale, cohesion and collaboration.

As an administrative manager there's a sense of trying to balance relationships within our centre. It's not all about being key performance indicator oriented. I'm a mother of a three-year-old daughter and Macquarie has an excellent support system for parents who are trying to juggle. My parents and parents-in-law assist with childcare and my partner and I have devised ways to balance responsibility. If I drop off at childcare, he picks up so we each have flexibility at one end of the day.

I've continued to play sport, which on occasions has proven difficult but I prioritise maintaining personal time. I love playing

Oztag and have been selected in both State and Regional teams. I also play indoor netball once a week and although I'm not the world's most valuable player, I run around a lot. For a number of years I've been involved on a charity board that has elevated my understanding of governance and advice. It's refreshing that a personal aspect of my life has broadened my perspective and benefitted my career.

Sometimes postdocs roll their eyes at the thought of mentorship but my advice to young women early career researchers is to maximise a relationship with someone you see as a leader in your field. You need to capitalise on opportunities and build a sense of ownership as an independent researcher. There are so many opportunities to be judged so you need sturdy self-esteem in order to alleviate any self-doubt. I'm delighting in my current role, where I get to combine my love of cognitive science and research administration. The centre is in its infancy so my next major challenge is to improve systems and processes over the course of the next five years.

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Meryl Hancock

I hail from the land of pohutukawa and pukeko where I studied at Otago University many moons ago. Journalism is the ideal vehicle for my intimacy with words and irrepressible joy to question. It legitimises my prying. Declining neurones, ticking clocks and freelancing in an age where even pets post blogs, keep the challenges alive. When I grow up, I want to be a world famous jazz singer, build an eco-house and ameliorate my French to fluency.