

Newsletter # 1

August 2017

UAEW Co-Chairs
Professor Marcia Devlin and
Professor Kerri-Lee Krause



Dear Colleague

Welcome to the first newsletter of the refreshed Universities Australia Executive Women Group (UAEW).

Professor Marcia Devlin and Professor Kerri-Lee Krause are the new Co-Chairs of UAEW for 2017-2018. With your help, we are determined to help make a difference to the number, and proportion, of women in executive roles in Universities in Australia.

We would like to tell you a little about what we have been doing and invite you to contribute in whatever ways you are able to do so.

UAEW Co-Chairs are women who hold executive positions in Universities and volunteer their time to lead UAEW's work. We are supported by a part-time (0.2) Project Officer, Ms Kim Findlay, and by Universities Australia (UA) around liaison and communication related to UAEW matters. Therefore, we have established clear, action-oriented terms of reference suitable (see below, and our website) for UAEW given our size and resources.

Terms of reference

UAEW is a national group, sponsored by Universities Australia, that provides strategic advice and high-level guidance to Australian Universities and their governing bodies, relevant associated organisations and state/territory-based networks committed to improving the representation of women, both academic and professional, at executive levels of university leadership and governance. Universities Australia has agreed with the recommendation from the Co-Chairs for establishing defined terms of reference for UAEW. Subsequently, early in 2017, UAEW adopted the following six objectives:

1. **Provide strategic advice and recommendations** to Universities Australia on sector-wide approaches to enhance the representation of women in executive leadership roles in Australian Universities, including strategies for empowering future women in leadership.
2. **Collect, collate and share information and good practice** relevant to universities and their governing bodies, associated organisations and state/territory-based networks to improve the representation of women at executive levels of university leadership. Good practice advice might include, for example, practical toolkits, guidelines and the like.
3. **Sponsor/commission targeted investigations** around strategies to address systemic barriers to women's advancement to executive level in the Australian university sector to develop practical resources for dissemination and use.
4. **Actively promote and support university-led initiatives** to enhance the representation of women in executive leadership roles across the Australian higher education sector.

5. **Provide evidence-based briefings** to relevant high-level groups such as the Chancellors, Vice-Chancellors, Deputy Vice-Chancellors and other senior university stakeholders with responsibility for enhancing the representation of women in executive leadership roles in the sector.
6. **On request, provide advice and guidance** to universities and their governing bodies, associated organisations and state/territory-based networks on initiatives they have planned or are implementing to assist the development of female staff.

We are highly user-focused and action-oriented. Our intention is to deliver toolkits and practical advice; disseminate good practice; bring people together in a whole-of-sector capacity; create a targeted approach which focuses on women in the executive pipeline and on significantly accelerating initiatives designed to change the under-representation of women at senior level in Australian Universities. The work of UAEW dovetails with other large, key strategic initiatives, including Athena Swan.

Membership

We encourage all interested colleagues to join UAEW. Application forms are available on the [Universities Australia Executive Women](#) website. We have two types of membership.

Full Membership for academic or professional women and men at the level of executive dean, associate dean, head of school, director, or their equivalent, and above who have a shared commitment to enhancing the representation of women at the most senior levels of university leadership.

Supporter/Follower Membership for women and men in universities who are not working at the levels outlined above and individuals and organisations outside universities committed to the advancement of women to executive level who wish to support/follow the group, receive regular email updates and attend events that are open to them.

We also host a [LinkedIn Group](#), Universities Australia Executive Women Group, which has 93 members, and is growing daily. If you have a LinkedIn profile and wish to join this group, please send a request to the group administrator via LinkedIn.

Please encourage interested colleagues to consider joining us at LinkedIn, and as members.

New initiatives

We have been working hard to put in place a number of new initiatives. These include:

- developing a [refreshed, user-friendly website](#);
- completing and publishing [Unconscious Bias Guidelines](#);
- developing the [Mentors to Many](#) Program;
- holding a networking event in Perth;
- giving briefings to the Universities Chancellors Committee; and
- preparing a fortnightly briefing update for UA CEO Belinda Robinson to share with DVCs and VCs across the sector.

We welcome contributions from members and interested colleagues. Please get in touch with Kim Findlay (k.findlay@federation.edu.au) if you have ideas and would like to contribute your expertise.

Coming up

National Roundtable Consultation on Gender Diversity and Equality Recruitment Best Practice Guidelines

An Initiative to >>Fast Forward>> Women Executive Appointments in Higher Education

UAEW and Jo Fisher Executive are partnering to research and prepare a pragmatic set of Gender Diversity and Equality Recruitment Best Practice Guidelines for senior executive academic and professional roles.

We are pleased to announce that a Gender Diversity and Equality Recruitment 'Roundtable' will be held on **September 18th from 4-6pm at La Trobe University City Campus** to 'road test' Gender Diversity Recruitment Best Practice Guidelines and Recommendations.

The aim of the guidelines is to provide a tool for Australian Universities to help redress the under-representation of women in senior executive roles across Australian Universities.

The guidelines will:

- be research based, action-oriented and user-friendly;
- describe the key gender diversity actions to take during the recruitment process;
- outline case studies of best practice from universities;
- provide checklists for candidates, HR teams and panels;
- assist panel members to conduct best practice selection interviews; and
- facilitate the ongoing benchmarking and peer review of gender diversity recruitment best practices across Australian Universities.

The target audience of the guidelines will be Vice-Chancellors, Chairs and Members of executive selection panels and HR and Recruitment teams. All interested colleagues are welcome and encouraged to attend. To register please email Kim Findlay (k.findlay@federation.edu.au) by 11 September.

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