



UNIVERSITIES
AUSTRALIA
EXECUTIVE WOMEN

Acknowledgement of Country

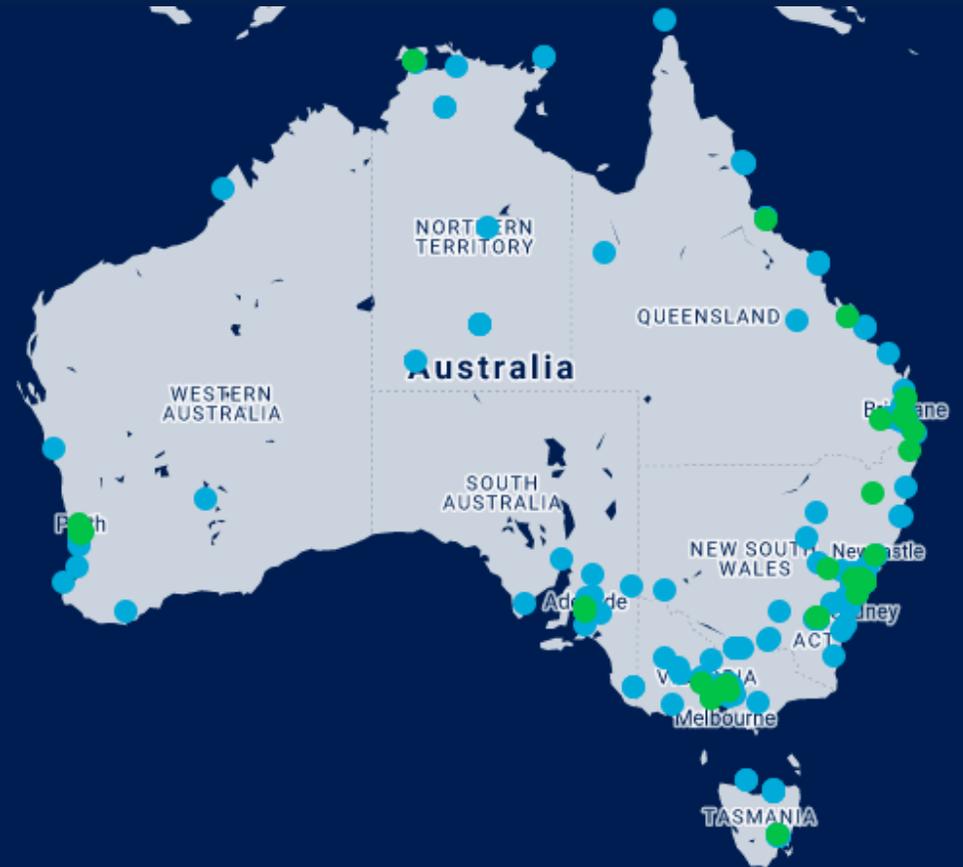
Universities Australia Executive Women recognises Aboriginal and Torres Strait Islander Peoples as the traditional custodians of the lands in which Australian society has been founded. We pay our respects to the elders past, present and emerging. We acknowledge the deep cultural knowledge embedded within Aboriginal and Torres Strait Islander Custodianship of Country.



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Who are we?

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.





What do we do?

The goal of the Universities Australia Executive Women Group (UAEW) is to address issues relating to gender diversity and the underrepresentation of women in senior executive positions in universities, both academic and professional.

UAEW addresses this sector-wide priority through providing strategic advice and recommendations; by collecting, collating and sharing information and good practice; and sponsoring and/or commissioning targeted investigations in relation to the challenges and opportunities for executive women within the Australian university sector.

UAEW also disseminates good practice resources and toolkits to complement university-level initiatives for women in leadership, particularly with respect to women in executive leadership roles or career paths.



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2019/2020 co-chairs



Professor Caroline Finch AO

Deputy Vice-Chancellor (Research) at
Edith Cowan University



Professor Eileen Baldry

Deputy Vice-Chancellor Equity, Diversity
and Inclusion at UNSW Sydney



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UAEW Advisory Panel

- Professor Helen Huntly, Provost, Tertiary Education Division, Central Queensland University
- Professor Deborah Hodgson, Pro Vice-Chancellor, Research and Innovation, University of Newcastle
- Professor Sharon Bell, Deputy Vice-Chancellor, Strategy and Planning, Western Sydney University
- Ms Natalie McDonald, Vice-President (Administration), La Trobe University



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UAEW 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
2. **Collect, collate and share information and good practice** relevant to universities and their governing bodies, associated organisations and state/territory-based networks
3. **Sponsor/commission targeted investigations** around strategies to address systemic barriers to women's advancement to executive level in the Australian university sector.
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.
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.



Our membership

Senior membership: academic or professional staff at or above the level of executive dean, associate dean, head of school, director, or their equivalent who have a shared commitment to enhancing the representation of women at the most senior levels of university leadership

Membership: staff employed in universities below the level of Head of School/Director or equivalent, or individuals and organisations outside the Australian university sector who are committed to the advancement of women to executive levels

Resources developed by UAEW



Mentors to Many vignettes

The video vignettes are interviews with senior university executives, who address a series of questions that a mentee or aspiring leader might typically ask a mentor or sponsor.



Mentors to many videos can be accessed here: https://www.youtube.com/channel/UCSjAB0t_-U6REOwNkuBFV_g



Best Practice Recruitment Guidelines

Developed in partnership with Fisher Leadership, to fast forward the advancement of women in Australian university executive appointments. The guidelines were launched on 1 March 2018 at the Universities Australia Higher Education Conference.

Guidelines can be accessed here:

<https://www.universitiesaustralia.edu.au/wp-content/uploads/2019/06/Best-Practice-Gender-Equity-Recruitment-Guidelines-6.pdf>

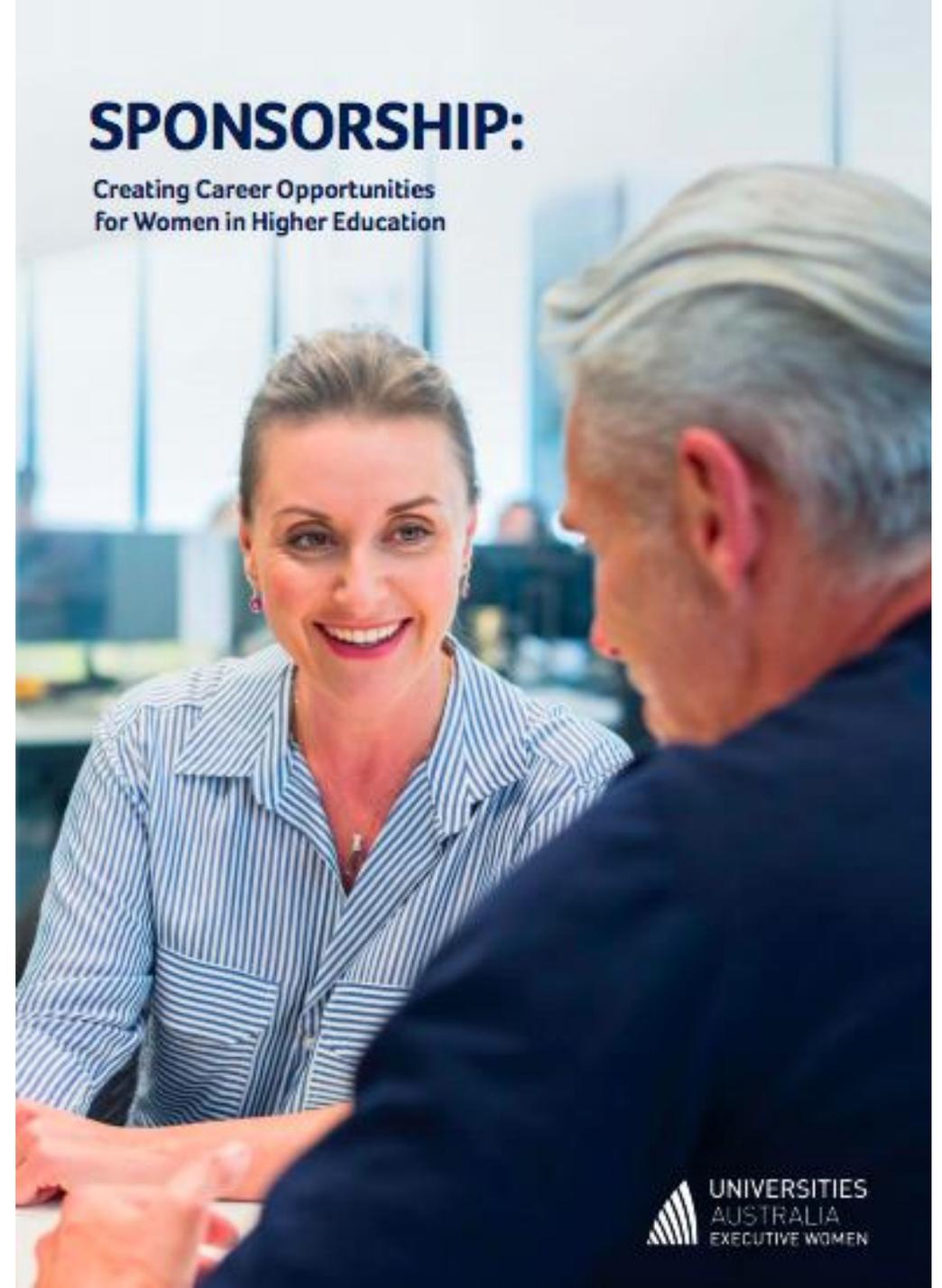




Sponsorship: Creating Career Opportunities For Women in Higher Education

Developed in partnership with Dr Jen de Vries and Dr Jennifer Binns, the guide is an educative tool with practical guides to support Australian universities in enhancing their sponsorship practice.

Guide can be accessed here: <https://www.universitiesaustralia.edu.au/wp-content/uploads/2019/06/UAEW-Sponsorship-Guide.pdf>





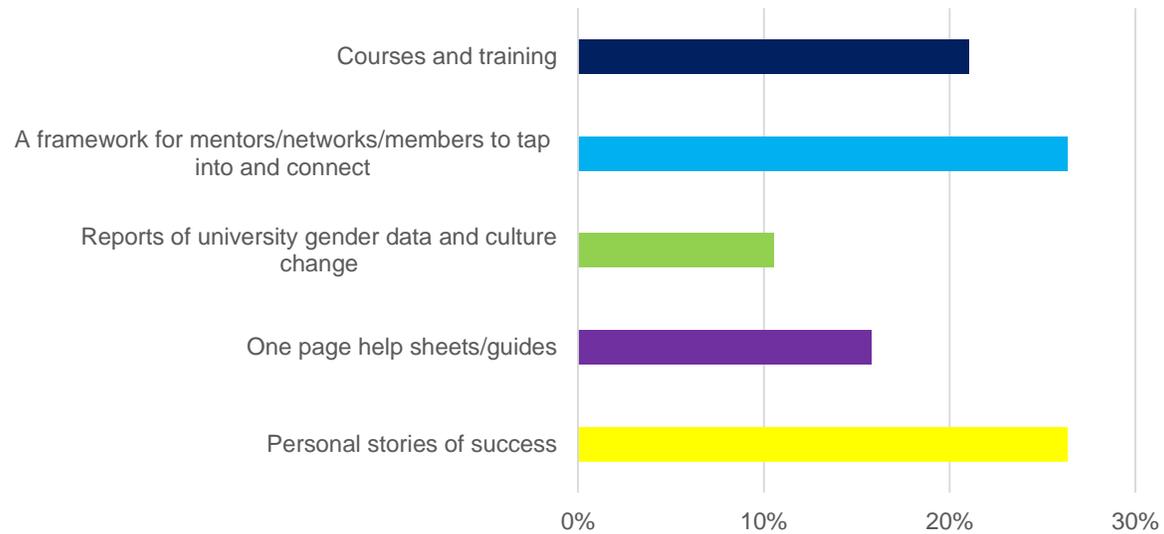
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UAEW 2019 activities

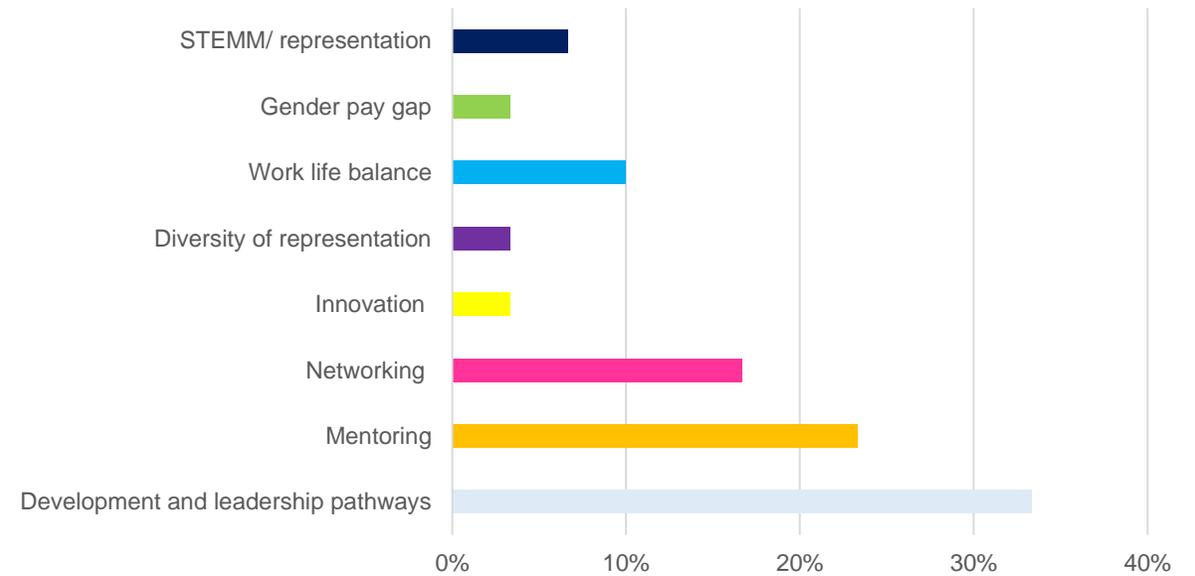
- Development, distribution and analysis of a UAEW membership survey to uncover areas of membership interest to inform future UAEW focus
- Analysis of the UAEW membership base, looking at the distribution and diversity of members (institution, location, gender, level)
- Ongoing promotion of UAEW, significantly raising the profile of UAEW through university outreach and promotion, increasing UAEW membership by over 300%
- UAEW promotion and engagement via the UAEW LinkedIn group, growing LinkedIn group membership by over 180%

2019 Membership survey

Kinds of resources UAEW should develop



Areas for UAEW to focus on



Women and Awards report

The 2019 UAEW major project is a women and awards report, analysing the current state of women and awards across Australia

- Analysis of current state
- Review of systematic and structural barriers
- Uncovering the hurdles and challenges
- Proposing recommendations

The report has been produced in partnership with gender specialist and researcher Monique Ewen, and will include foreword from Professor Tanya Monro, Australia's Chief Defence Scientist.

Developing your career capital

November 2019 event at The University of Sydney for professional and academic women at levels 9+ and D+

Panel member	Institution
Dr Chrissy Burns, Deputy Vice-Chancellor (Corporate Services)	University of Technology Sydney
Rebecca Murray, Vice-Principal (Strategy)	University of Sydney
Evelyn Picot, Director, Office of Student Success	Australian Catholic University
Professor Deborah Sweeney, Deputy Vice-Chancellor & Vice-President (Research & Innovation)	University of Western Sydney



Building career resilience

November 2019 event at Edith Cowan University in Perth for professional and academic women at levels 9+ and D+

Panel member	Institution
Ms Jill Benn, University Librarian	University of Western Australia
Professor Carole Steketee, National Director of Learning and Teaching	Notre Dame University
Professor Julianne Reid, Associate Provost	Curtin University
Professor Catherine Istiopoulos, PVC College of Science, Health, Engineering and Education	Murdoch University



Western Australia UAEW chapter





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What's next for UAEW?

- UAEW will be launching the women and awards report in early 2020
- UAEW will host more events throughout 2020 in around the country, to share the findings of the report and to provide networking opportunities to our members. More events will be available to women at all levels.
- UAEW will be working on additional major projects in 2020, guided by the strategic needs of the community and the findings of our membership survey



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Connect with us

- LinkedIn: [Universities Australia Executive Women Group](#)
- Website: <https://www.universitiesaustralia.edu.au/policy-submissions/diversity-equity/universities-australia-executive-women-group/>
- Email: uaew@universitiesaustralia.edu.au



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Creating career opportunities
for women in higher education

