

CONFIRMED MINUTES

CONFIDENTIAL

MEETING	COLLEGE OF BUSINESS & ECONOMICS IDEA MEETING
MEETING DATE	Wednesday, 4 December 2019
MEETING TIME	2:00pm – 3:00pm
VENUE	Allan Barton Forum, Level 2, Building 26c
CHAIR	Professor Steven Roberts, College Dean (Chair)
COMMITTEE MEMBERS	Mr Richard Farran, CBE HR Manager Dr Sally Curtis, Research School of Management Dr Jenni Bettman, Director of Students and Learning Research School of Finance Actuarial Studies Dr Sarah Adams, Research School of Accounting Ms Ruhui Cheng, Deputy Finance Manager
IN ATTENDANCE	Associate Professor Steve Sault, Director, Research School of Finance, Actuarial Studies and Statistics Professor Ofer Zwikael, Director, Research School of Management Dr Lucy Morris, Executive Officer to the Dean, College of Business and Economics
APOLOGIES	Professor Juliana Ng, Director, Research School of Accounting Professor Rabee Tourky, Director, Research School of Economics Professor Meijun Qian, Research School of Finance, Actuarial Studies and Statistics Mr Mick Meece, CBE Administration Dr Sander Heinsalu, Research School of Economics Mr Brett Morrison, Acting Infrastructure Manager
CONTACT	Executive Assistant – Samantha Fischetti

1. INTRODUCTORY ITEMS

Part 1. Welcome and apologies

The Chair welcomed members noting that Jenni Bettman and Ruhui Cheng were attending their first meeting.

Part 1.2. Previous Minutes – Attachment 1

The Committee members unanimously endorsed the minutes of Meeting No. 3/4 held on 10 September 2019.

The Committee **noted** and **confirmed** the minutes.

Part 1.3. Update on Action Items

Summary of Actions

ITEM ID	ACTION ITEM	WHO	COMMENTS/UPDATES	STATUS
2.1 18/05	HR Manager to coordinate with the CBE Research Services Office a look into the statistics and potential reasons why men seem to be more successful in winning external research grants.	HR Manager	21/2 – The HR Manager will obtain statistics and provide data to the committee for review. 18/4 – The HR Manager will provide data to the committee for review in the next meeting. 10/9 - CBE HR will update the statistics by level and present to the Committee at the next meeting.	Closed
5 18/05	The HR Manager will determine the best contact to proceed with gender equity and female scholarships and invite them to the next Gender Equity meeting.	CBE Dean	21/2 – The CBE Scholarships team is the most appropriate contact for this topic. It was noted that there are two new donor led undergraduate female scholarships for finance and economics. The Committee was unaware of these scholarships. The scholarships team gave confirmation that any scholarship can be created for Schools. The Committee decided new scholarships are to be considered by schools individually. Concern was raised in relation to whether international students were receiving scholarships. Sarbari Bordia will discuss international status with Juliana Ng. CBE Dean will confirm process with the scholarships team. Action: Sarbari Bordia will discuss international status with Juliana Ng. 4/12 – The Chair updated the Committee that the College is considering reducing its number of scholarships, in order to increase the amount of funding in each allocation.	Closed

3.1 10/9/2019	A summary of the status of IDEA Working Groups to be sent to the Committee. Committee members to identify possible priorities for the College.	Executive Assistant	To be discussed in next meeting. 4/12 – EA has emailed all members listing the IDEA Working Groups.	Closed
4.1 10/09/2019	Committee members requested further cuts of the data from the 2018 Voice Survey based on staff aged 50-54, level C staff, level C staff by gender and the Diversity questions results for Level C with male/female breakdown. Richard to follow up with HR.	HR Manager	To be discussed in next meeting.	In progress

The Committee **noted** and agreed to the actions list.

2. PRIORITIES FOR CBE: Professor Steven Roberts (Chair)

2.1 Professor Steven Roberts (Chair)

Members were asked to identify potential priorities for the IDEA Committee and College prior to the meeting. A discussion was had on the items submitted by Committee members.

Meijun Qian proposed implementing a proactive system that could improve the ethnic diversity in leadership positions within the College. The Chair agreed having diversity in all forms throughout the University and College was important. Members agreed a key priority for the Committee in 2020 will be to discuss ways to improve cultural and gender diversity within the CBE, particularly in senior roles.

Meijun submitted a second priority for discussion concerning the IDEA Committees involvement in conflict resolutions. The Committee discussed whether it would be suitable for members to be involved in staff dispute outcomes. Concerns were raised by members on whether it would be appropriate for the IDEA Committee to be involved in HR matters. The Chair highlighted the ANU has policies and processes that the College must adhere to. The Committee agreed that having members participate in conflict resolution would not be possible due to the University's current HR procedures in place.

The Chair suggested another area of priority for the College could be family life and career responsibilities. Discussion was had on the ANU Family Friendly Committee and how the College could engage more with the working group.

Another suggestion from Sally Curtis was for the Committee to consider neurodiversity as an area of priority. Sally highlighted stigma around learning and thinking differences should be a concern within the University. The Committee deliberated how the CBE may be able to create more awareness.

Action Items: The Chair requested Committee members each identify additional priorities for the CBE in the next meeting.

HR Manager will investigate ways the College can engage in seminars/training regarding neurodiversity.

3. RESEARCH GRANT STATISTICS BY GENDER-UPDATE: Mr Richard Farran

3.1 Mr Richard Farran, CBE HR Manager

Richard provided the Committee with an overview of statistics on external research grant application and success rates. The Committee reviewed statistics to identify the imbalances in gender and academic staff levels in grant applications.

Richard highlighted a lower percentage of females have applied for external research funding across all levels however, women have been more successful in applying for external research funding across all academic levels.

Discussion was had on the success rate by gender and how the College can support female academics. It was noted that males have been more successful when applying for funding in category 1, while females have been more successful in applying for category 2 and 3 funding.

The Committee agreed that the data supports that female academics are more likely to apply for research grants when staff feel more confident that they will be successful. Discussion was had on how the College and supervisors can support female academics.

Action Item: HR Manager to forward the external research grant application data to the Research Committee for review.

4. NEW GENDER EQUITY RESEARCH GRANT AWARDED: Mr Richard Farran

4.1 Mr Richard Farran, CBE HR Manager

Richard informed the Committee that Dr Tracy(Kun) Wang from the Research School of Accounting has been awarded the Gender Equity Research Grant.

5. ITEMS FROM RESEARCH SCHOOL DIRECTORS

5.1 No updates from the Research School Directors

6. CLOSING ITEMS

6.1 ANY OTHER BUSINESS

Sarah Adams raised concerns regarding the lack of visibility access to the rear of the Hanna Neumann Building for staff and students.

Action Item: Chair to raise concerns with CBE WHS and provide feedback to Sarah.

Concerns were raised about the current parenting room in CBE and space limitations. The Committee discussed challenges with the room being accessible to only one staff member at a time and parking limitations. The Chair informed the Committee if staff members need to access short term parking they are welcome to contact the EA to borrow a visitor parking permit.

Action Item: EO to circulate plans for the parenting room in the new building, and enquire about the possibility for expansion.