

CONFIRMED MINUTES

CONFIDENTIAL

MEETING	COLLEGE OF BUSINESS & ECONOMICS IDEA MEETING
MEETING DATE	Tuesday, 12 May 2020
MEETING TIME	11:30am – 12:30pm
VENUE	Zoom meeting https://anu.zoom.us/j/694230711
CHAIR	Professor Steven Roberts, College Dean (Chair)
COMMITTEE MEMBERS	Dr Jenni Bettman, Director of Students and Learning Research School of Finance Actuarial Studies Professor Meijun Qian, Research School of Finance, Actuarial Studies and Statistics Mr Richard Farran, CBE HR Manager Ms Ruhui Cheng, Deputy Finance Manager Dr Sally Curtis, Research School of Management Dr Sander Heinsalu, Research School of Economics Dr Sarah Adams, Research School of Accounting
IN ATTENDANCE	Associate Professor Steve Sault, Director, Research School of Finance, Actuarial Studies and Statistics Professor Ofer Zwikael, Director, Research School of Management Toby McFadden, Acting Executive Officer to the Dean, College of Business and Economics
APOLOGIES	Mr Mick Meece, CBE Administration
CONTACT	Executive Assistant – Samantha Fischetti

1. INTRODUCTORY ITEMS

Part 1. Welcome and apologies

The Chair welcomed members noting that Mick Meece was an apology.

Part 1.2. Previous Minutes – Attachment 1

The Committee members unanimously endorsed the minutes of Meeting No. 4/4 held on 4 December 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
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	12/5/2020 Discussion was had on the additional cuts made to the voice survey data. Action Richard to speak with other colleges regarding voice survey results for level C staff.	In progress
2.1. 4/12/2019	HR Manager will investigate ways the College can engage in seminars/training regarding neurodiversity.	HR Manager	12/5/2020 Richard advised the Committee that he is working with Sally Curtis to arrange a session for CBE staff around raising awareness for neurodiversity. Action Sally and Richard will meet with an academic contact within the coming weeks to explore options for a virtual information session.	In progress
2.1. 4/12/2019	The Chair requested Committee members each identify additional priorities for the CBE in the next meeting.	Committee Members	12/5/2020 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. 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 Committee agreed that having members participate in conflict	In progress

			<p>resolution would not be possible due to the University's current HR procedures in place. The Chair highlighted staff members are allowed to invite members of the Committee to be an observer in a conflict resolution meeting however, there is no formal process for the CBE Committee to be involved.</p> <p>Action</p> <p>Meijun Qian and Sander Heinsalu will give a presentation on ethnic diversity within the ANU in the next meeting.</p>	
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The Committee **noted** and agreed to the actions list.

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

2.1 Mr Richard Farran, CBE HR Manager

Richard provided the Committee with an overview of statistics on external research grant application success rates, from 2016 to 2019. The Committee reviewed the statistics identifying 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 amid all academic levels.

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 in their success. Further discussion was had on the success rates by gender and how the College and supervisors can support female academics.

Action Item Chair to discuss with CBE Executive the idea of experienced female researchers acting as mentors for junior female researchers.

Chair to also speak with Emma about publishing gender success rates in CBE research bulletin.

3. VOICE SURVEY UPDATE: Mr Richard Farran

3.1 Mr Richard Farran, CBE HR Manager

Richard presented the Committee with the Voice Staff Survey results from 2018. In the previous meeting the Committee requested for additional cuts to the data, based on staff aged 50-54, level C staff, level C staff by gender and the diversity questions results for Level C with a male/female breakdown.

Richard highlighted that majority of staff aged between 50-54 responded negatively to questions regarding equal opportunity for all staff at ANU and that bullying behaviours are prevented and discouraged.

The data revealed respondents aged 55+ responded positively that ANU values staff diversity and that gender is not a barrier to success at ANU. It was noted that staff aged 30-39 also responded favourably that sexual harassment is prevented and discouraged at ANU.

Discussion was had on why level C academics responded unfavourably to most questions. The Chair highlighted across the University, survey results for level C staff members tend to be less favourable than other academic categories.

Action Item Richard to speak with other Colleges regarding voice survey results for level C staff.

4. COVID-19 RESTRICTIONS: Dr Sally Curtis

4.1 Dr Sally Curtis, Research School of Management

Sally lead a discussion on the implications of COVID-19 restrictions on parents with young children. A presentation was given to the Committee which highlighted that women are particularly impacted by the pandemic.

It was noted that females are more likely to take on the unpaid care work in Australia. Data from 'The Household, Income and Labour Dynamics in Australia Survey' suggests regardless of a couples earnings arrangement, females report that they take on more childcare responsibility.

Sally highlighted post the pandemic there were inequities with some staff having more productive paid work time. Staff with limited or no caring responsibilities are more likely to be productive particularly in the research space, whilst staff with caring obligations and higher teaching loads have less productive working time.

A report from the Australian Governments Chief Scientist suggests that female early career and mid-career researchers are more likely to be impacted in the next two years, noting since the COVID- 19 crisis research submissions from women have been underrepresented.

Pandemic implications for CBE will mean that women will have less time for research which will reduce promotion prospects in the future. These disproportions will increase inequities between male and female staff due to childcare load increases. Ruhei highlighted that these implications will also affect professional staff.

Discussion was had on the ways in which the College could support female staff during this period and options moving forward. These included –

1. *“Relative to opportunity”* is currently considered in promotion cases – be transparent about what this means.
2. Adjust teaching loads due to pandemic caring duties.
3. Special short-term OSP for female staff.
4. Collect and publish data on teaching loads for males and females on an ongoing basis.
5. PDR discussions – consider relative to opportunity.

Discussion was had on supervisors making allowances for staff outputs during this period and PDR reconsiderations. The HR Manager noted the University has not yet formally announced measures for academic promotions.

The Chair agreed clarity is needed around the wording ‘relative to opportunity’ and how it is assessed by the promotions committee. The Committee agreed it would be beneficial to staff for the CBE to be proactive in communicating information regarding academic promotions and the meaning of ‘relative to opportunity’ during this period.

Action Item Richard to clarify with Nadine the wording to use about academic promotions and relative to opportunity.

Steven will discuss with the Executive. Steven to send email to staff including information on academic promotions, relative to opportunity and PDR expectations.

5. CLOSING ITEMS

5.1 ANY OTHER BUSINESS