

CONFIRMED MINUTES

CONFIDENTIAL

MEETING	COLLEGE OF BUSINESS & ECONOMICS IDEA MEETING
MEETING DATE	10 September 2019
MEETING TIME	10:30am - Noon
VENUE	Boardroom, Level 2, Building 26c
CHAIR	Professor Steven Roberts (Dean, CBE)
COMMITTEE MEMBERS	Professor Steven Roberts, College Dean (Chair) Mr Richard Farran, CBE HR Manager Dr Sander Heinsalu, Research School of Economics Dr Sally Curtis, Research School of Management
IN ATTENDANCE	Professor Ofer Zwikael, Interim Director, Research School of Management Associate Professor Steve Sault, Director, Research School of Finance, Actuarial Studies and Statistics Dr Lucy Morris, Executive Officer to the Dean, College of Business and Economics
APOLOGIES	Professor Rabee Tourky, Director, Research School of Economics Professor Juliana Ng, Director, Research School of Accounting Dr Sarah Adams, Research School of Accounting Professor Meijun Qian, Research School of Finance, Actuarial Studies and Statistics Mr Mick Meece, CBE Administration Dr Jenni Bettman, Director of Students and Learning Research School of Finance Actuarial Studies
GUESTS	Dr Luby Simson, Executive Officer, University Executive, Office of the Pro Vice-Chancellor Ms Andrea Butler, Graduate Research Office, Office of the Vice-Chancellor
CONTACT	Executive Assistant – Samantha Fischetti

2. INTRODUCTORY ITEMS

2.1 Confirmation of minutes from the previous meeting

The Committee **noted** and **confirmed** the minutes of the meeting held on 18th April 2019.

2.2 Update on Action Items: Attachment 1

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

3. GUESTS BY INVITATION

3.1 Dr Luby Simson, Executive Officer, University Executive, Office of the Pro Vice-Chancellor

Luby Simpson gave an overview of the IDEA Governance Framework Map. The ANU IDEA Oversight Committee reviews, supports and makes recommendations to the Vice-Chancellor on matters relating to the institutional effort to achieving inclusion, diversity and equity within ANU. Luby highlighted the ANU IDEA Oversight Committee creates a clear governance authority which will support the implementation of IDEA initiatives.

Attachment 2: IDEA Governance Framework Map

Action Item: A summary of the status of IDEA Working Groups to be sent to the Committee. Committee members to identify possible priorities for the College.

3.2 Ms Andrea Butler, Graduate Research Office, Office of the Vice-Chancellor

Andrea Butler gave a summary of the new ANU Family-Friendly Committee. Andrea highlighted that the Family-Friendly Committee has representatives from the University's various stakeholder groups including the student associations, the childcare centres, the National Tertiary Education Union and the ANU Executive. The Committee's objective will be to make recommendations to ANU on improvements to issues that impact students and staff, such as parking and the provision of breastfeeding facilities.

Action Item: Committee members to nominate CBE staff to join the ANU Family-Friendly committee.

4. 2018 VOICE SURVEY DIVERSITY DATA

4.1 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 demographics listed below.

- Classification Level
- Gender Identify
- Age
- Disability
- Employment Status
- Aboriginal or Torres Strait Islander

Discussion was had on the results and data based on demographics.

Attachment 3: 2018 Voice Survey Diversity Data

Action Item: 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.

5. CBE EXTERNAL RESEARCH GRANT STATISTICS BY GENDER

5.1 Mr Richard Farran, CBE HR Manager

Richard provided the Committee with an overview of statistics on gender and external research grant application rates and success rates.

The Committee reviewed data provided by the Research Services Office. Richard highlighted 56% of male academic staff, versus 38% of our female staff apply for research grants. Discussion was had on the success rate by gender and how the College can support female academics.

Attachment 4: CBE External Research Grant Statistics by Gender

Action item: CBE HR will update the statistics by level and present to the Committee at the next meeting.

6. EQUITY AND DIVERSITY CONVERSATIONS DRAFT REPORT

6.1 Professor Steven Roberts (Chair)

Discussion was had on the College of Economics and Business Equity and Diversity Conversations held on 5 June 2019. The facilitator reviewed the feedback from the forum and provided the Committee with a summary for review. The Chair noted 60 people attended the three sessions in total, with majority of attendees being Professional Staff and only 3 Academic Staff.

The Chair highlighted the main themes from the forum focused on professional development training and improving communication strategies. The Committee discussed the main themes from the forum and ways of improvement moving forward.

Attachment 5: IDEA Governance Framework Map (not for further distribution)

The Committee **noted** the update.

7. ITEMS FROM RESEARCH SCHOOL DIRECTORS

7.1 No updates from the Research School Directors

8. CLOSING ITEMS

8.1 ANY OTHER BUSINESS

Summary of Actions

ITEM ID	ACTION ITEM	WHO	COMMENTS/UPDATES	STATUS
2.1 18/05	HR Manager to coordinate the organisation of the Gender Equity Forum for professional staff including CBE Schools.	HR Manager	<p>21/2 – This will be open to all professional CBE staff. An external facilitator will be engaged to coordinate this Forum. This will be run in the first half of 2019.</p> <p>18/4 – The HR Manager will provide the external facilitators report to the Dean, DoRs and CBE Gender Equity Committee members after the Forum.</p> <p>The Dean requested that the Voice Survey Results be considered as an item in the Gender Equity Forum.</p>	Completed
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	<p>21/2 – The HR Manager will obtain statistics and provide data to the committee for review.</p> <p>18/4 – The HR Manager will provide data to the committee for review in the next meeting.</p> <p>10/9 - CBE HR will update the statistics by level and present to the Committee at the next meeting.</p>	In progress
4.3 18/05	HR Manager to consult with CBE Dean on launching Gender Equity Seminar Scheme.	HR Manager/ Dean	<p>21/2 – Agenda item – Late paper.</p> <p>17/18 – Feedback provided that scheme should offer event support rather than funding. Draft scheme to be reworked.</p> <p>29/11 – With Communications Manager for consideration. CBE was going to offer the schools \$40,000, however, it was noted that they are in surplus so this funding can be used with the Scheme.</p> <p>18/4 – The HR Manager advised the Gender Equity Seminar Scheme proposal will go to the Research School Director for consideration then to the GEC Committee for approval. Once approved the Comms team will be informed for implementation.</p> <p>11/9 Scheme was launched to academic staff in early July and closed in August. No applications were</p>	Completed

			received. Scheme will be relaunched in February 2020.	
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	<p>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. It was queried if there is a PHD scholarship option to help with young families.</p> <p>Action: Sarbari Bordia will discuss international status with Juliana Ng.</p> <p>18/4</p> <p>Action: CBE Dean to confirm process with HDR Director before next GEC meeting.</p>	In progress
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.	In progress
3.2 10/9/2019	Committee members to nominate CBE staff to join the ANU Family-Friendly committee.	Executive Assistant	Nominations to be sent to Andrea Butler.	Completed
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	HR Manager	To be discussed in next meeting.	In progress

	breakdown. Richard to follow up with HR.			
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Next Meeting: TBC 2020