

# WOMEN AND RESEARCH

MARCH 2013

**Mission statement:** To foster an active and inclusive research environment in order to enhance high quality research output.

## FROM THE PEN OF ANGELA

Dear Researchers,

Welcome to our March newsletter!

We've been a bit quiet lately but we are back with a bang (and new shoes!) in 2013.

How productive were you in 2012? Did you set goals and achieve them? Did you achieve a personal best? What goals do you have for your research in 2013?

This morning I spent some time updating my Research To Do list (with the intention of translating my scribble from the train onto my whiteboard and it seems to me that the to do list has taken on a life of it's own!

So many projects, so little time!

As a result, I am trying to be more organised, and this

has led me to this newsletter's opening topic.

This year, I am unpacking my written down research goals.

I've broken them down into their component parts (e.g. specific tasks, co-authors, writing assignments and research required) and am now working out specific, achievable timelines for each.

And when I'm finished scribbling that I will type it up into something far more readable.

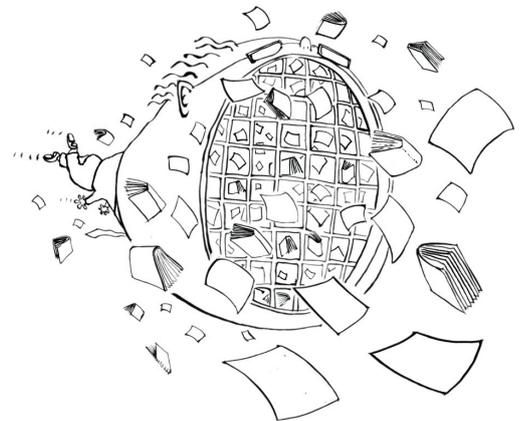
Probably with pictures. And in colour...

Right now I feel like the research trawler, as depicted below, but give me a few more days and I will be Dr Organised. Well, that's the plan. I will keep you posted...

Do you have some exciting news? Please email me and let me share it in this newsletter.

Happy researching!

Angela



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### JOINT RESEARCH

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## JOINT RESEARCH RESULTS

Ok, I am going to blow my own horn a little bit in this section by featuring some research I am involved with. :-)

But I do believe that this research topic is an important one and might be of genuine help to fellow women in research.

Along with Dr Foula Kopanidis, from RMIT, and

Associate Professor Sharyn Rundle-Thiele, Griffith, we have been looking at the academic workloads of males and females and we've found that the achievement of gender equity in universities needs continued attention.

Although gender equity in terms of workload has improved, inequality in terms

of pay and status still exists.

Specifically, while there was no observable differences in workload between men and women employed in two Australian universities (both based in capital cities), fewer women were employed in senior ranks.

These results suggest that,

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### DID YOU KNOW ABOUT THIS RESEARCH CLUSTER?

Have you heard about the Centre for Business Education Research?

The Centre for Business Education Research (CBER) will undertake cutting-edge research into promoting excellence in innovative world best practices business education.

A distinctive feature of CBER is a focus on interdisciplinary research *into* business education with the key question being: *'How can we lead innovative and successful change in business education?'*

CBER draws its strength from the many years of experience of its members in teaching and research across the disciplines of accounting, business information systems, economics, law, logistics, management and marketing, in Australia and across Asia.

CBER is comprised of full and associate members. Members and Associate members include full-time and part-time academic members of staff, Early Career Academics, Higher Degree by Research students and Alumni from Business disciplines and related disciplines such as design and engineering.

CBER activities for 2013 include:

Grant writing work shops and mentoring run by successful grant holder

Mentoring for grant preparation, especially for Early Career Academics

Publications workshops

targeting high quality journals

A research seminar series with academic staff from different disciplines, and business educators

Workshops on 'hot issues' with academics and industry participants

Workshops with RMIT Business Alumni, Industry Advisory Board, and business educators to identify business education research issues.

CBER held its inaugural Idea Un-conference in February. Attended by over 50 Business College staff, a number of areas of research interest emerged associated with the meta-wicked problems of:

1. Developing skills, standards and cognition in business graduates
2. Using new generation learning spaces
3. Places for learning-beyond boundaries
4. Designing business education for diversity
5. Pathways for learning
6. Approaches to learning
7. Learning with industry

8. Linking discipline research with business education research.

Speaking of CBER the inaugural Director - Professor Sandra Jones stated

*The Centre for Business Education Research will play a pivotal role in driving global business invention, design, and innovation by nurturing new forms of collaborative research engagement with key business, government, and community stakeholders to provide evidence-based curriculum to meet future needs.*

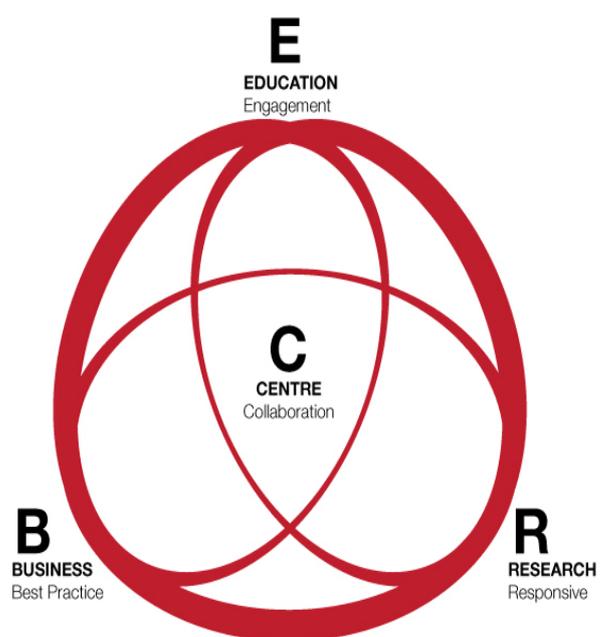
Sandra welcomes the establishment of new links with the Women and Research Network Please feel free to contact her at:

[Sandra.jones@rmit.edu.au](mailto:Sandra.jones@rmit.edu.au).



Professor Sandra Jones

*"CBER will exemplify the crucial links between high quality research and tertiary business"*



## WOMEN AND RESEARCH

### WORKLOAD RESEARCH, CONTINUED FROM PG 1

despite policy reforms, inequity continues to be a problem in the Australian higher education sector.

In summary, if higher education institutions are serious about increasing the proportion of women in senior academic ranks then more proactive policy and programs are needed at both university and government levels.

We used observable teaching and research workload data for academic staff employed at mid-tier business faculties from two urban Australian universities. Both universities had more women employed in junior academic ranks.

The research differs from previous studies in that it does not rely on participants' memories of past workloads or workload events but rather on actual workload measures that are available from published sources.

An examination of observ-

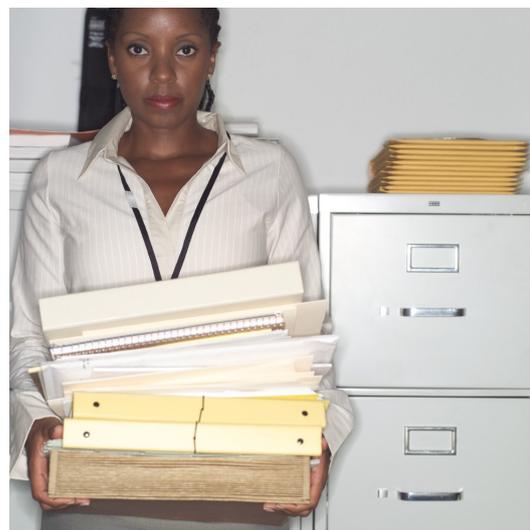
able workload output between genders offers interesting insights, with females outperforming their male counterparts in many instances.

Despite this, universities have continued to fail to achieve gender equity in terms of promotion to senior academic ranks.

If you are interested in our research please contact me, I am happy to chat about it further.

*This research has been accepted for publication in the journal of Higher Education Research and Development (HERD) and is forthcoming. Previous research on this topic by the authors is available at <http://www.tandfonline.com/doi/full/10.1080/13600801003743323>*

*Want your research featured? Please email me.*



**“The achievement of greater gender equity within Australian universities is a significant issue for both the quality and the strength of Australian higher education”**

### WOMEN CREATING CHANGE

Columbia launched a research initiative this month that will take advantage of its global centers to study issues that affect women across the globe.

Women Creating Change, led by professors Marianne Hirsch and Jean Howard, will support research on women and gender by faculty members, graduate students, and international schol-

ars, and will attempt to integrate these themes into Columbia classrooms.

The program will mobilize feminist scholars from Columbia and elsewhere to address “the pressing problems affecting women globally and to explore the creative roles women are playing in addressing those problems,” said social science professor Lila Abu-Lughod, the di-

rector of the Center for the Study of Social Difference, which is overseeing the initiative.

“What’s interesting about this model is that these programs don’t just involve one person’s research, they’re all collaborative,” Howard said.

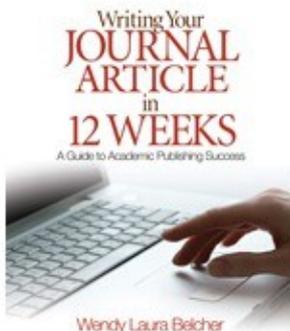
“They’re cross-disciplinary and involve teams of researchers working together across national and disciplinary boundaries.”

**Interested in the full story? Go to <http://www.columbiaspectator.com/2013/02/28/research-initiative-will-take-advantage-global-centers-study-womens-issues>**

THINGS THAT MIGHT HELP YOUR RESEARCH

1. Belcher and Pomodoro

Last year I ran two writing groups, one in each semester. I matched Belcer "Writing Your Journal Article in 12 weeks" (<http://www.wendybelcher.com/pages/Writing-Your-Journal-Article-in-Twelve-Weeks.htm>, see picture below) with



the Pomodoro technique ([www.pomodrotechnique.com](http://www.pomodrotechnique.com), see picture below) and, I am very happy to report, that we had a successful marriage!



Writing group members submitted journal papers and two thesis chapters came a long way in their development.

Writing group members signed a commitment form and they paid a financial penalty if they missed a weekly goal (that was the stick). The carrot was the cakes we

bought with the penalty fund. In semester 1 last year we seemed to have a cake every month, but in semester 2 we were a lot healthier, and productive, and the penalty fund was empty for much of the 12 weeks.

One group member, Dr Emily Chung, developed two documents which readers may find useful for their own research. One is a poster for use on your office door to tell people that you are busy in pomo-time and the other is a summary list of your personal pomodoros.

If you would like a copy of either document please email me, [angeladobe@rmit.edu.au](mailto:angeladobe@rmit.edu.au)

and I can send them straight to you.

2. Mind mapping

If you've never heard of a mind map they can be a wonderful way of organising a lot of information (a brain dump or a summary of an entire chapter or journal for example) onto one, easily understood page.

Mind maps, as a tool, can help us think, organise, create, learn, summarise, forward plan and so on and so on.

JCU have a study skills online unit which breaks down mind maps and explains how they can be used, the website is <http://www.jcu.edu.au/tldinfo/learningskills/mindmap/>.

I have included two pictures of mind maps. The first one was created to help explain note taking, (see below, left) and the second, (below) is a snapshot of a larger goal setting mind map.

Absolutely anything can be organised with a mind map. Just for fun try doing a Google image search for your favourite topic and the key word 'mind map' and see what you come up with.

Have a research tip? Please email me and I will include it in our newsletter. If you create a mind map I would also love to feature it in a future newsletter.

Please email [angeladobe@rmit.edu.au](mailto:angeladobe@rmit.edu.au)

