



EOWA 2006 Business Achievement Awards

Judging Panel

Marian Baird

Dr Marian Baird is a Senior Lecturer in the Discipline of Work and Organisational Studies (WOS). She teaches in both the undergraduate and graduate programs and she is also the Honours Coordinator for Work and Organisational Studies. Marian conducts research in the areas of women and work, industrial relations and human resource management. She is currently undertaking a major study of the availability, incidence and duration of maternity, paternity and parental leave in Australia. Marian applies her research to the improvement of workplace standards and she works closely with policy makers in federal and state government and community groups to achieve these goals. She has published the results of her recent research in *Labour and Industry* and *The Australian Bulletin of Labour*. She is also engaged in research on the Australian auto industry, greenfield sites and high commitment work systems.

Marian is the co-author of *Strategic Human Resource Management* (2002), a major Australian HRM text. Marian is also a regular contributor to the on-line publication, *Worksite*. Her short articles have covered topics as diverse as working life in Australia and the USA, future work arrangements, contemporary selection techniques, labour hire arrangements and the changing nature of the contract of employment. In 2003 Marian was a visiting scholar at the Massachusetts Institute of Technology (MIT) and she is an Affiliated Faculty member of the MIT Workplace Centre.

In 2004, Marian became an inaugural winner of a University of Sydney, School of Business Award for Excellence in Research during 2003. In 2005 Marian was appointed Australian Research Council (ARC) Ozreader to assist with reading and ranking ARC's Discovery—Projects and Linkage Projects programs, selected on the basis of expert peer review.



Australian Government
Equal Opportunity for
Women in the Workplace Agency

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Susan Booth

Susan Booth was appointed Queensland Anti-Discrimination Commissioner in March 2003. The role of a State Commissioner is similar to the Equal Opportunity Commissioner. Susan works to protect human rights as well as handling complaints about discrimination, particularly in the workplace.

Susan is a solicitor and before that worked as a teacher.

Where possible, Susan chooses to work with agencies such as EOWA. She sees the agencies as complementary, with EOWA essentially preventing discrimination and equal opportunity commissions dealing with discrimination.



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Ed Davis

Professor Ed Davis is Dean of the School of Economic and Financial Studies at Macquarie University. From 1988-2002 he was a Professor at Macquarie Graduate School of Management and was Deputy Director from 1996-2002. He holds a Master of Arts from Cambridge, a Master of Economics from Monash and a PhD from La Trobe University. During 1992 he held the post of Distinguished Academic Visitor at Queens' College, Cambridge. He is the author and co-editor of several books, and has passed his century in publications. He has been honoured with University awards for Outstanding Teaching (1997) and Outstanding Service (2004).

Professor Davis has acted as a consultant on industrial relations to employers, unions and government and he has also undertaken assignments for the International Labour Organisation. He served on the New South Wales Committee of Inquiry into the Recognition of Overseas Qualifications (1988-9) and chaired the Executive Performance Management Accreditation Committee established in the NSW Premier's Department (1990). In 1992 he was appointed to the Human Rights and Equal Opportunities Commission Committee of Inquiry into Sex Discrimination in Overaward Payments. In 1995 he was appointed Independent Mediator to the NSW Fire Brigades and was also made a member of the NSW government's Local Government Reform Task Force. In 1998 he completed a report for the New South Wales Police Service on Performance Management and in 2001 submitted a report to the NSW Police Commissioner on the effectiveness of the Service's Operations and Crime Reviews. In 2000 he was National President of the Industrial Relations Society of Australia and was awarded Life Membership in 2002.

In October 2004 Professor Davis won the Lifetime Achievement in HR Award at the National Human Resources Awards. The judges' citation noted his "tireless work in improving the HR profession at a number of levels" and his efforts to "lift organisational awareness of HR and improve outcomes".



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Kathy Rankin

Kathy Rankin is Senior Policy Adviser, at ABL State Chamber, a position she has held since 2000. Kathy's areas of responsibility are Education & Training and Regional Business Development. ABL State Chamber represents over 28,000 small, medium and large businesses across NSW, providing lobbying, advice and assistance in navigating the complex and rapidly changing business environment. Included in the membership is 132 regional Chambers of Commerce.

Kathy has a varied background in education that includes teaching in the secondary education sector in NSW and the UK, delivery of Vocational Education and Training in London and lecturing in teacher education at Sydney University.

She also has experience of small business environments having established and for 5 years successfully operated a retail/wholesale enterprise and design consultancy employing seven staff.

Her current responsibilities include:

- provision of advice to members on skill development issues and opportunities, including transition from school initiatives and workplace specific Vocational Education & Training;
- representing an industry perspective to State and Federal Governments on Education & Training, and Regional Business Development; and
- working with members to identify and navigate the impact of legislation, regulation and industry policy.

She has represented industry on the NSW State Advisory Committee for Workplace Coordination, the Consultative Committee for the NSW TAFE Commission Board Manufacturing & Engineering Research Program, the Steering Committee for the Competitive Manufacturing Initiative, the Western Sydney Industry Skills Taskforce, and the Program Management Group for the Communication and Leadership Program under the Australian Flexible Learning Framework.

Kathy has held Board positions on two NSW Industry Training Advisory Bodies – Finance & Business and Food, and is currently a Board member of Innovation & Business Skills Australia. Kathy has also represented ACCI on the NISI (National Industry Skills Initiative) Manufacturing Skills Taskforce, the ANTA Women in VET Steering Committee, and currently chairs a sub-group of the Client & Student Voice Action Group.

Australian Business Limited is a foundation member of the Australian Chamber of Commerce & Industry and Kathy represents ABL the ACCI Employment, Education & Training Committee and Food Working Group.