

The University of New South Wales (UNSW)

- A project initiated under the Equity Initiative Grants scheme 'Girls do the Maths – Attracting and Retaining Female Mathematicians from Students to Academics' aims to address the low numbers of female academics and post-graduate students in the School of Mathematics by attracting more female students to major in mathematics at UNSW and to encourage current female undergraduate students to consider postgraduate study and a career in mathematics. The program includes workshops and mentoring.
- The UNSW Staff PhD Completion Scholarship aims to support UNSW staff whose progress towards PhD completion has been significantly affected by various factors including family, career, community responsibilities or disability. In 2007, up to five scholarships with a value of up to \$10,000 were available.
- An Academic Promotions Preparation Series offered in 2007 was designed to support promotion applicants and Faculty Committee members in the academic promotions process. Gender-inclusive sessions are conducted specifically for each group – promotion to Senior Lecturer, Associate Professor and Professor, and help to ensure that staff are equipped with the necessary knowledge and skill to maximise their chance of success.
- Pre-Natal Leave provides the opportunity for staff to access paid sick leave to attend pre-natal requirements.
- UNSW provides 26 weeks of maternity leave at full pay, which may alternatively be taken as 52 weeks at half-pay.
- The university provides in excess of 230 child-care places for the children of staff and students and has plans to increase its child-care services. A new centre with around 40 places is currently under development and staff and students will also be given priority for a further 40 places at an existing UNSW-owned centre.
- The Academic Women in Leadership (AWIL) program aims to support increased numbers of academic women in University management and decision-making; women as role models for other staff and students; and a culture of gender-inclusive leadership in senior management and decision-making.
- There is a Career Advancement Fund for Women returning from Maternity Leave, which assists full-time and part-time female academics to re-establish their careers upon returning from maternity leave. The fund may be accessed for research assistance, the purchase of equipment or consumables for research purposes, professional development or the recruitment of casual teachers to reduce teaching loads while the academic focuses on developing their research.