

UNSW Female Academic Resources



Resource 1: UNSW Carers' Support Fund

The UNSW Carers' Support Fund is intended to enable UNSW academic and professional employees and UNSW Higher Degree Research (HDR) Program students of all genders with primary caring responsibilities, to continue to enhance their careers on a national or international level by actively participating in conferences, workshops, symposiums or fieldwork, both online and in-person.

Weblink: unsw.to/CSF

Eligibility:

- > All UNSW employees (professional and academic) and HDR students of all genders with both childcare and primary caring responsibilities.
- > Participation in a wider range of career development activities, such as networking and fieldwork.

Top tips/pointers:

- > Access to \$2,000 for caring expenses for All Staff and HDR Students
- > This dedicated funding is to help cover caring costs so a UNSW employee or HDR student can participate in approved career development activity
- > Applications will reopen in January 2024 and will be offered on a rolling basis



Resource 2: Career Advancement Fund

UNSW has established a fund to assist both continuing and fixed-term full-time and fractional female academics to re-establish and advance their careers during or following a period of maternity/adoption leave.

Weblink: unsw.to/caf

Eligibility:

- > All full-time and fractional female academics on, or returning from, maternity/adoption leave are eligible to apply to access the fund.
- > This includes female academics on research grants (e.g. ARC/NHMRC).
- > The fund is not available to casual academic staff.

Top tips/pointers:

- > The employee may apply for access to the funds for a legitimate University purpose that meets the goal of the fund. Funds are accessible following authorisation from the Head of School/Centre.
- > The amount of funds available to each female academic is based upon the full-time or fractional appointment held by the academic prior to their commencement of maternity/adoption leave. The maximum amount available is \$10,000 per academic appointed on a full-time basis, per period of maternity/adoption leave.
- > An academic employed on a fractional basis is eligible for a percentage based on their fractional appointment. For example, an academic on a 0.6 appointment would be eligible for funding of \$6,000.

The funds will be available to the employee for a period of up to two years from the date the application is approved by the Chief Human Resources Officer.



Resource 3: Career reinitialization support (CaReS)

UNSW Business School acknowledges the difficulties associated with returning to full academic life after extended carer leave and the Career Reinitialisation Support (CaReS) provides additional support to the Career Advancement Fund allocated by UNSW. Extended carer leave refers to 26 or more weeks of parental, carer, or adoption leave.

Weblink: unsw.to/CRS

For more information, please email:
BUS EDI BUSEDI@unsw.edu.au

Eligibility:

- > All full-time and part-time female academics (balanced, education-focused, and research-focused) returning from extended carer leave are eligible to apply to access the fund.
- > All applicants must have a minimum 0.5 FTE position with UNSW at the application date. The fund is not available to casual academic staff.
- > The funds can be applied for up to four years from the leave date. Funds will be available to the employee for a period of up to two years from the date the application approval notification is provided by the Faculty Human Resources Officer.

Top tips/pointers:

- > [More details are available on the EDI page on the Business School Intranet.](#)
- > The employee may apply for access to the funds for a legitimate University purpose that meets the goal of the fund.
- > Funds are accessible following authorisation from the Head of School and Associate Dean Equity Diversity and Inclusion.



Non-financial and Developmental Support

Resource 1: Academic Women's Career Advancement Program (AWCAP)

AWCAP focused specifically on the promotion process, designed for women currently at level C and D and is a deliberate intervention to address the current shortfall of female academics at level D and E across the faculty. AWCAP is organised to augment, rather than replace, the information and support provided to candidates by the University.

For more information, please email:
BUS EDI BUSEDI@unsw.edu.au

Eligibility:

- > Aimed at Business School Female Academics at level C and D
- > You need to be eligible for or thinking about applying for promotion in 2024 and/or 2025

Top tips/ pointers for academics seeking promotion.

Can be used
across both
resource 1 & 2.

- > Know the rules and the timelines: on [Sharepoint](#)
- > Review the [academic expectations framework](#)
- > Make sure you talk about pathway to promotion as part of your myCareer discussion

Resource 2: Achieve: Development program

Achieve program aimed at early career academics at level B and C to facilitate development through a series of workshops, seminars and personal coaching sessions. Achieve covers topics such as presenting with confidence, showing your value, negotiation, and gender bias workshop.

For more information, please email:

BUS EDI BUSEDI@unsw.edu.au

Eligibility:

Aimed at Business School Female Academics at level B and C
> Before accepting your placement, talk to your HoS about your development plan and add this program to your myCareer plan.

Resource 3: Achieve Together – Female Advisory Group

"Achieve Together" is an initiative dedicated to supporting the career development and well-being of female academics within the UNSW Business School. This advisory group is comprised of seven senior female academics who are committed to providing guidance and support to their colleagues. Whether you are navigating your career progression, seeking advice on teaching or research, or facing challenges in your professional life, the Achieve Together group is here as a resource to lean on.

Weblink: unsw.to/AchieveTogether



Additional Resources Include

WiRN: Women in Research Network

Weblink: unsw.to/wirn

The Women in Research Network (WiRN) is UNSW's leading forum for research-active women to connect and collaborate to build an equitable and inclusive research culture at UNSW.

Women's Wellbeing Academy (WWBA)

Weblink: unsw.to/wwba

Contact: WWBA Admin wwba.admin@unsw.edu.au

The WWBA aims to create positive impacts nationally and globally, in key areas of women's wellbeing through collaborative translational research and practice to advance gender equity and equality.

UNSW Women's Collective

Weblink: unsw.to/WomenCollective

The UNSW Women's Collective (WoCo) is an autonomous intersectional-feminist collective focused on activism, education and community organisation.

Supporting UNSW's Parents

Weblink: unsw.to/parents

UNSW is committed to helping students and staff balance work-life responsibilities, by providing access to high-quality services, facilities, and flexible work and leave arrangements, where possible.

Workplace Gender Equality Agency (WGEA)

Weblink: unsw.to/wgea

The WGEA is an Australian Government statutory agency created by the Workplace Gender Equality Act 2012. The Agency is charged with promoting and improving gender equality in Australian workplaces.

Remember
you are
entitled to:

- > [Family & Parental Leave](#)
- > [Flexible work provisions/arrangements](#)
- > [Regular Team Meetings Hours between 9.30am and 4.00pm](#)