



# Making A Difference

Research, families and careers .....

Cathy Foley | Chief

17 April 2014

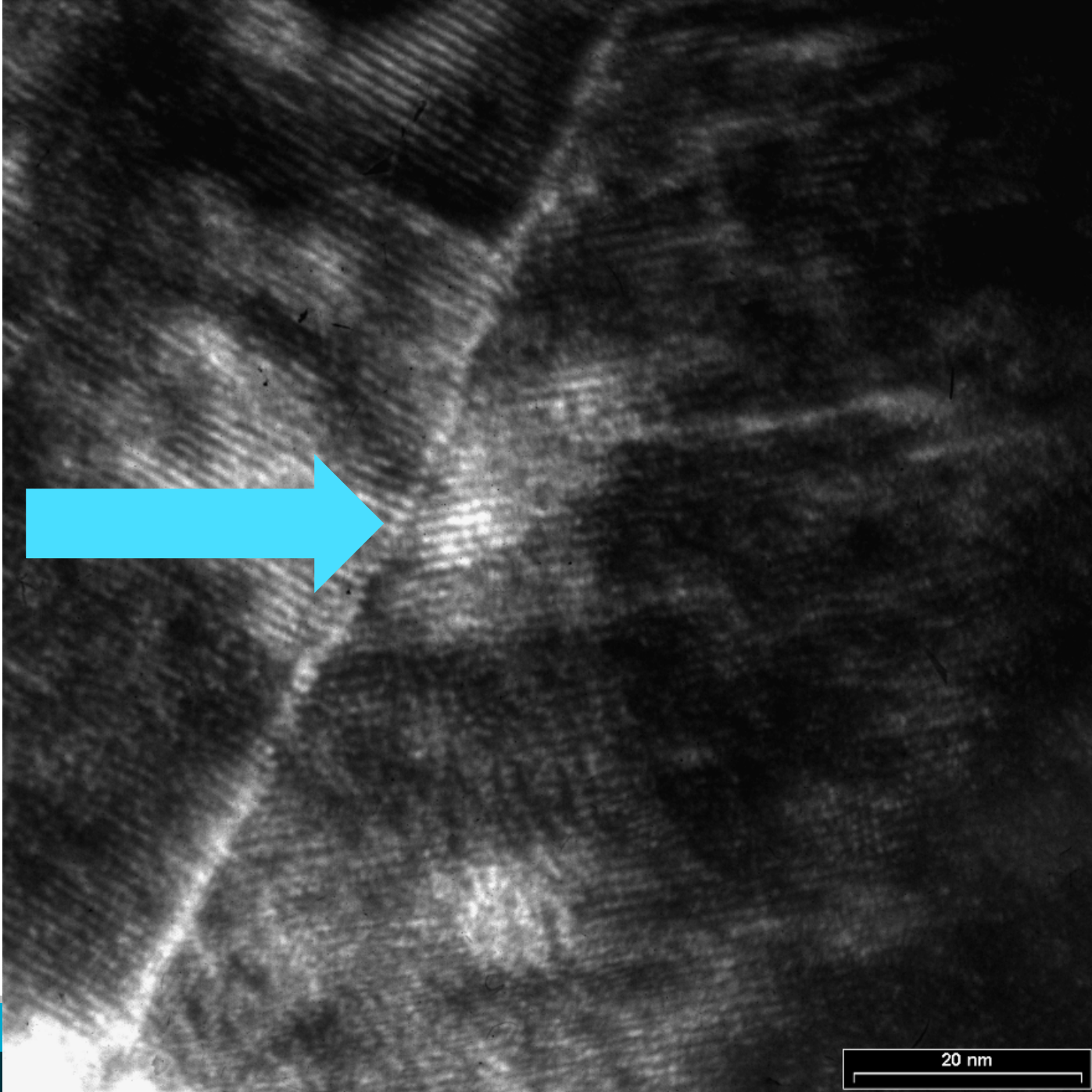
CSIRO MATERIALS SCIENCE AND ENGINEERING

[www.csiro.au](http://www.csiro.au)



1987





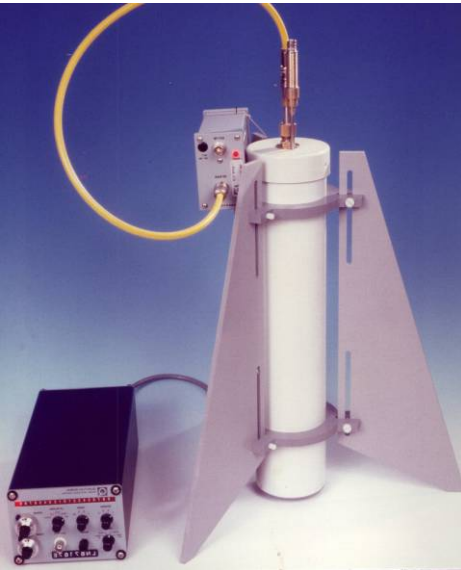
20 nm

# Experiment to commercial system

## LANDTEM™ Development

1992-1993

First HTS Ground-based TEM system  
BHPB



1994-1997  
"Airborne System"  
BHPB



1999-2001  
Prototype unit  
Falconbridge/Crone



2002-2004  
LANDTEM™  
Outer-Rim Exploration Services



1992





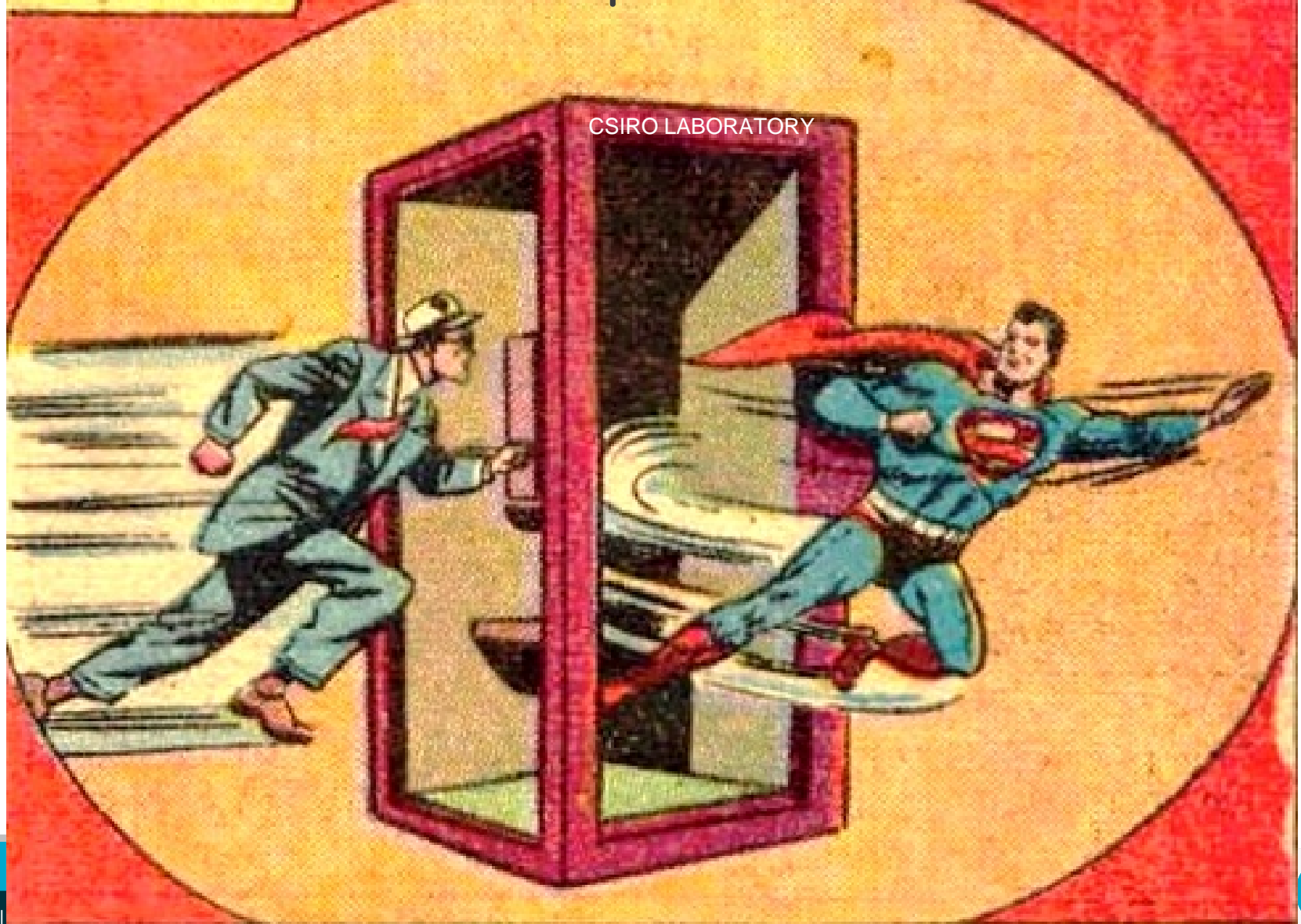
# Cannington Silver Mine

\$2B Silver - biggest in the world



CMSE staff member

ENTERS THE PHONE BOOTH  
... BUT IT IS SUPERMAN WHO COMES  
OUT...  
and superwoman



**Ruby Payne-Scott (1912 - 1981)**

**1944**





# My Mum

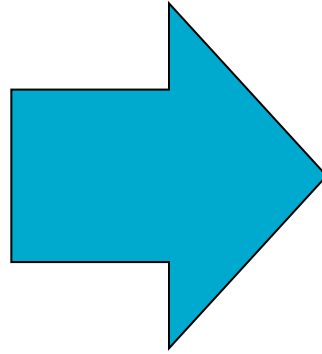
# 1949



Moira Kennedy (later Foley), Ethel Hyland, Nenette Minasi (with honours) (later Lorimer), Pamela Cridland (later Miller) and Mrs Valerie Havyatt (nee Luker) were the only women among the 17 Architecture graduates whose degrees were conferred on 25 June 1949, *photo, The Sunday Herald, 26 June 1949, [National Library of Australia](#)*.

**Toy manufacturers have figured it out when will the public sector catch up?**

**1959**



**FASTS** — Federation of Australian Scientific and Technological Societies

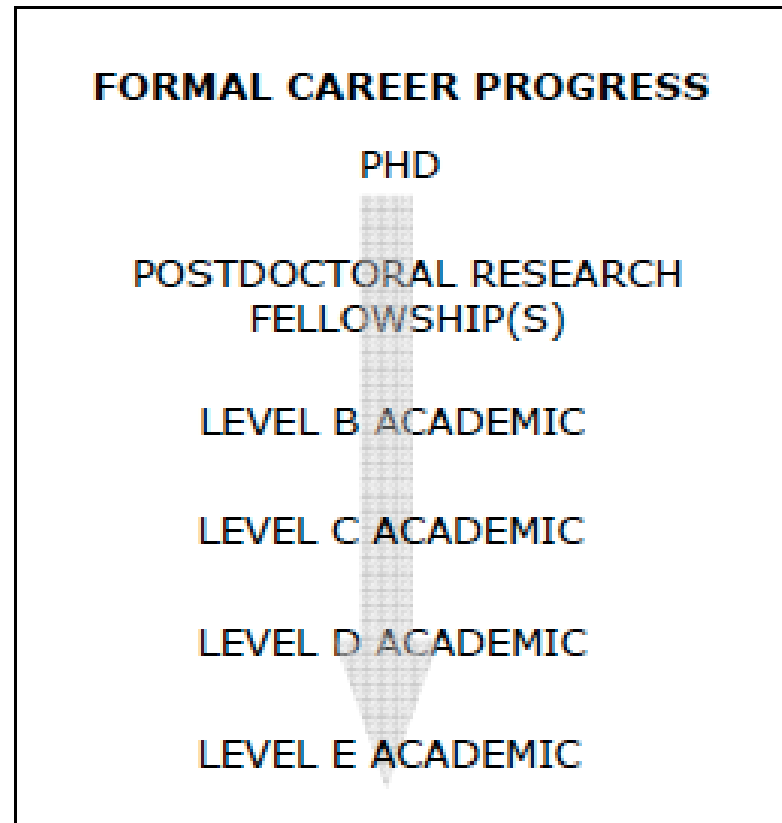
**WOMEN IN SCIENCE IN AUSTRALIA:**  
MAXIMISING PRODUCTIVITY, DIVERSITY AND INNOVATION

Report prepared for FASTS  
October 2009

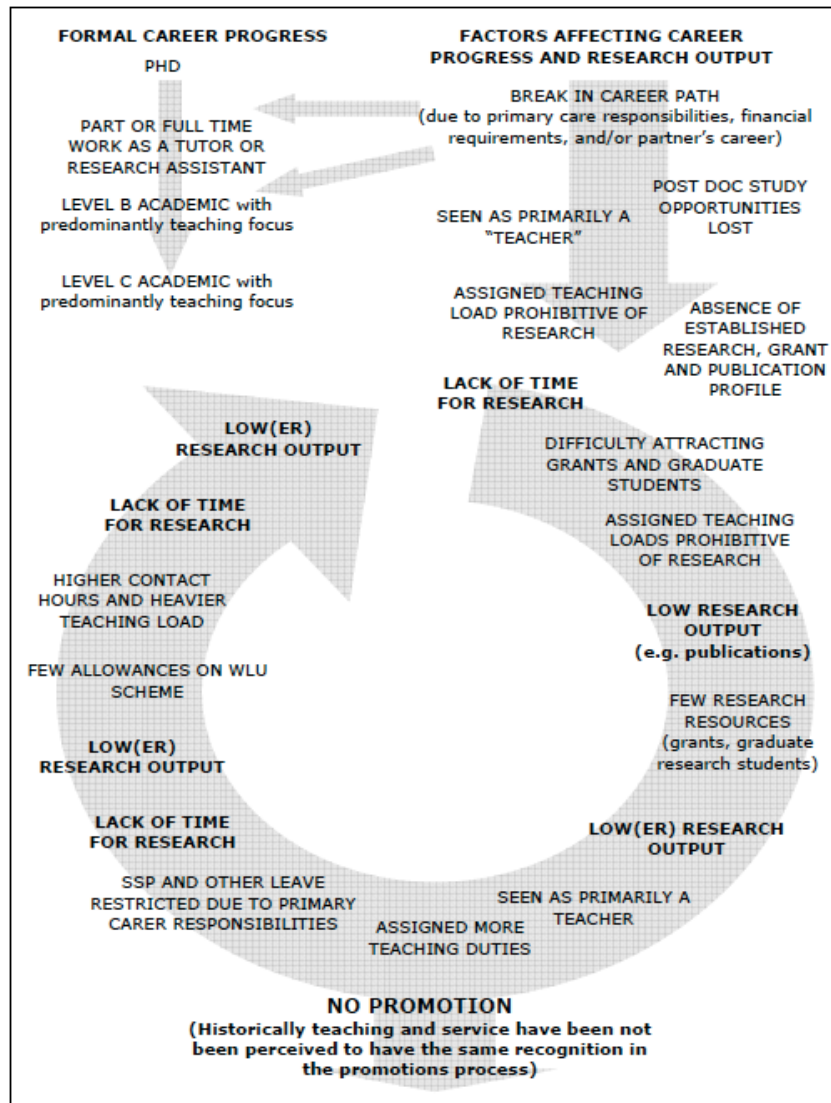
**SHARON BELL**

with assistance from Kate O'Halloran,  
Jesslyn Saw & Yu Zhao

# Traditional Career Path

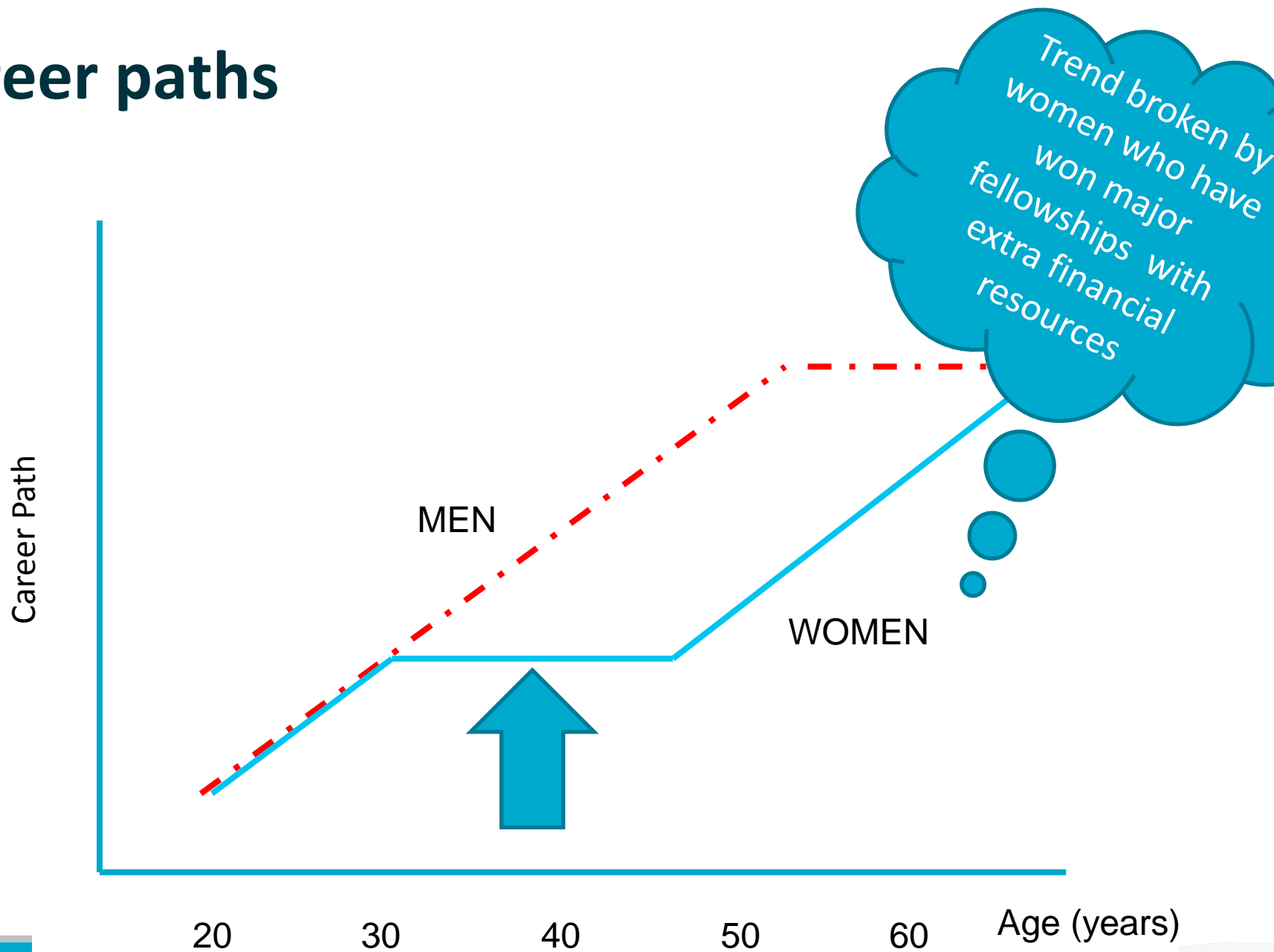


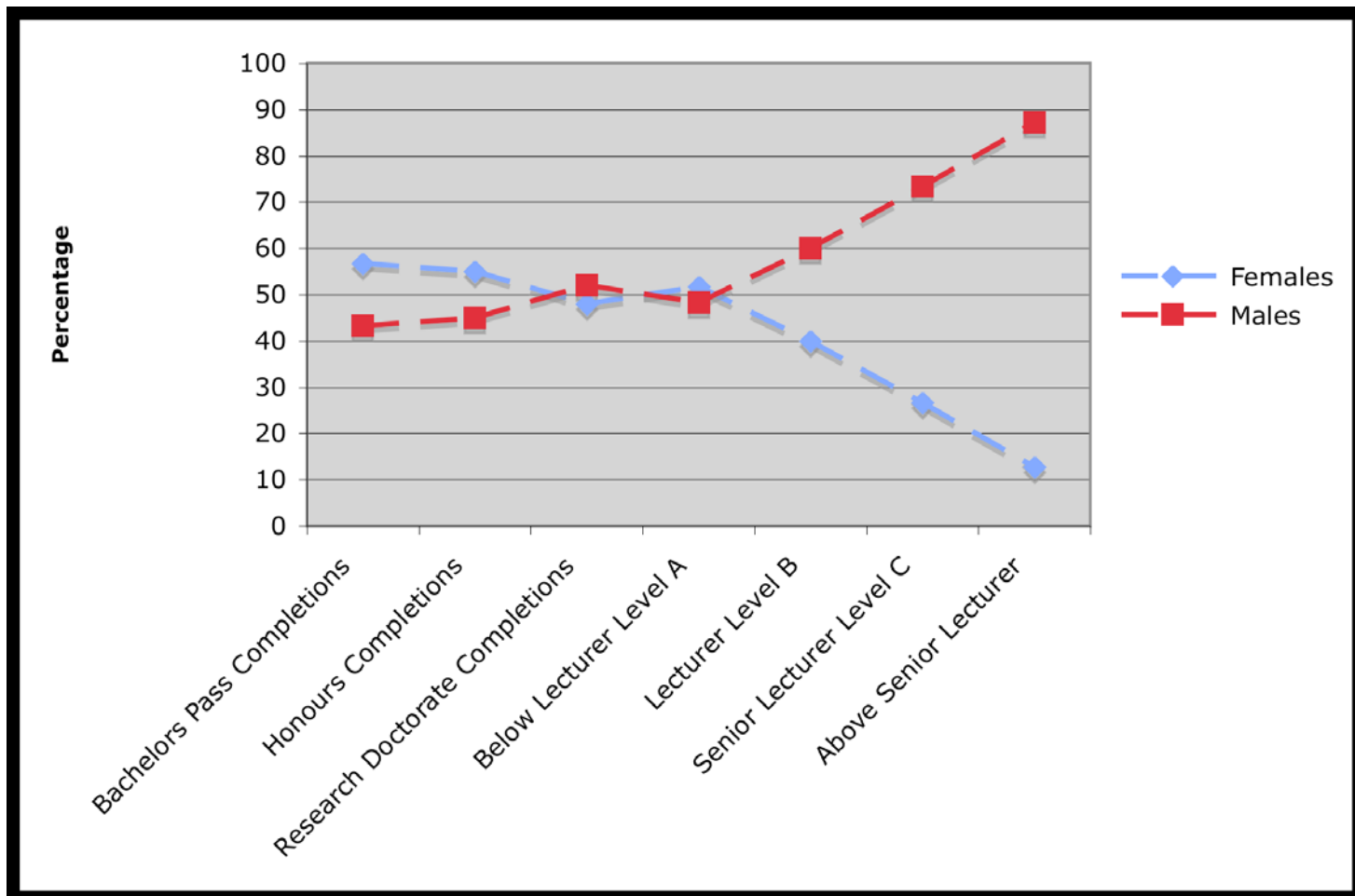
Source: Stevens-Kalceff et al. 2007



Source: Stevens-Kalceff et al. 2007

# Career paths

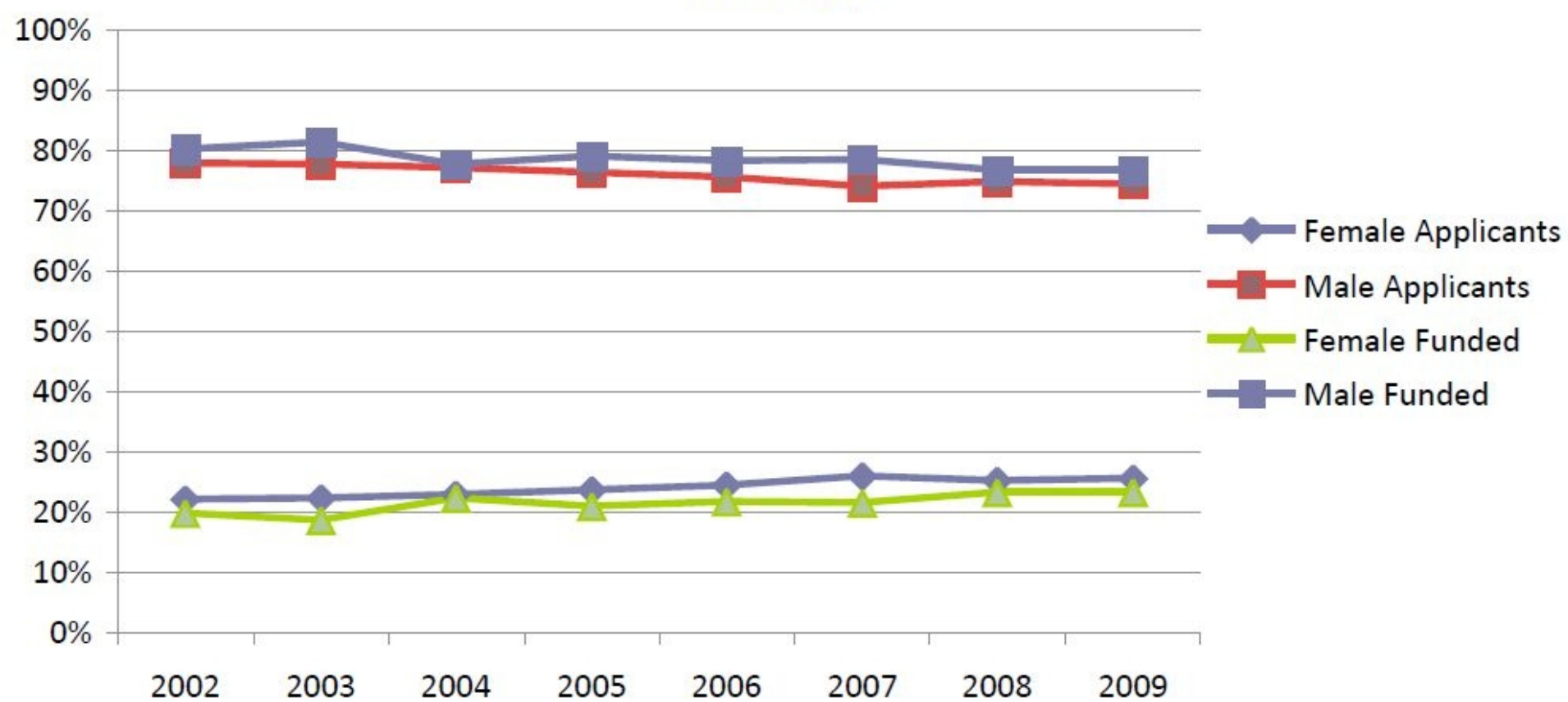




## Universities

**Academic Profiles by Gender; Natural and Physical Sciences 2007** Source: DEEWR Selected Higher Education Student Statistics 2007; DEST Special Report FTE Staff in AOU Groups 2007

## Applications and Grants for ARC Discovery projects by Gender 2002-2009







# BUT

Earn less (about 15%)

Have to be 2.6 times better to get the same job

Live longer but have less money

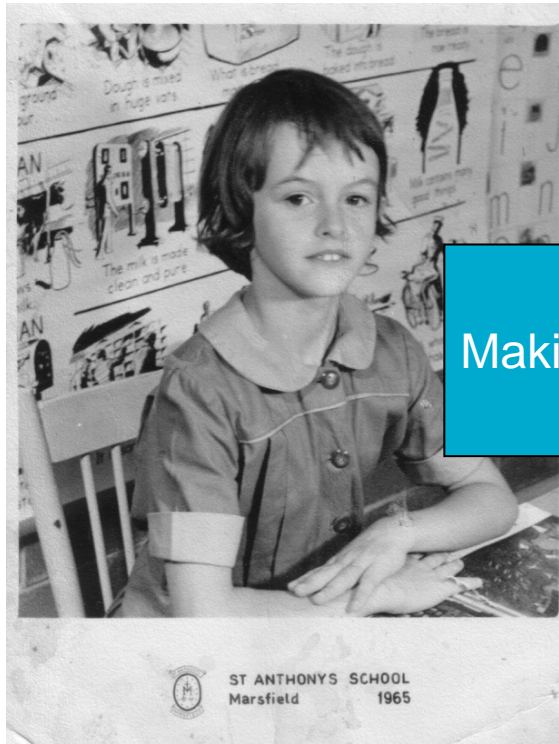
Few women at the top – when we get there we  
can be given a hard time

# Lessons I have learnt to make my career work and my philosophy on working

- Family first (not political)
- Mentoring and words count
- Be involved in your professional society and conferences- networking works
- Be helpful - put up your hand to referee papers at a conference, accept the invitation to help develop the conference program...
- Non-work based experiences can give you excellent professional development
- What happens at work affects your life- be careful with every individual. They have someone who loves them too
- Be specific and direct with feedback, even when it is uncomfortable.
- Don't be a victim
- You are only as strong as your team
- Feel empowered to make a change – don't let the system get you down
- To be different, you have to do different (yes Dr Phil does have a good point)
- Make your closest relationships a priority
- Prioritize

# More lessons

- \*\*\*Find your voice!\*\*\*
- Learn to give a good talk
- When you are dealing with someone you don't like, think 10 nice things about them before you meet with them...works like magic
- Keep fit
- What are we having for dinner tonight?
- What will I wear today?
- Housework.....????
- Make technology work for you
- Read "Lean In"



Making a difference

