

**Clarivate
Analytics**

Formerly the IP & Science
business of Thomson Reuters



— MEET THE AWARDEES

2016 WOMEN IN RESEARCH CITATION AWARDS

26 October 2016 - Canberra

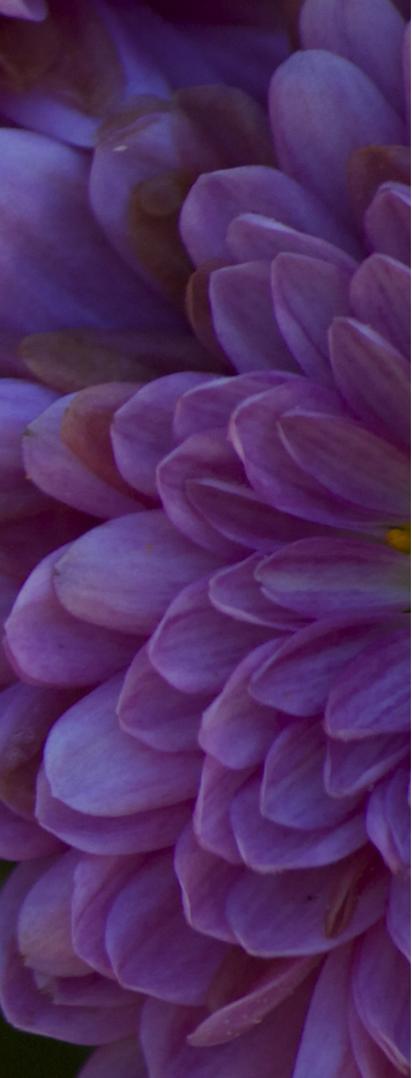


Clarivate Analytics, formerly the IP&Science business of Thomson Reuters, and the Australian National University welcome you to the Women in Research Citation Awards. We have held several awards over the last decade, and this year our focus is on Australian early to mid career female researchers.

Gender equality in research has been the subject of wide debate and in Australia there are multiple programs committed to tackling this issue such as the National Innovation and Science Agenda and the Science in Australia Gender Equity (SAGE) program.

Clarivate Analytics and the ANU have partnered together to facilitate an event where the research community can consider issues associated with gender equality in research, as well as recognise and celebrate twelve highly cited female researchers.

We would like to thank the ANU Gender Institute for their kind support.



— 2016 AWARDEES

| | |
|----------------------|----|
| Dr Zoe Bainbridge | 2 |
| Dr Alize Ferrari | 4 |
| Dr Ute Knoch | 6 |
| Professor Emma Kowal | 8 |
| Dr Delphine Lannuzel | 10 |
| Dr Annie Lau | 12 |
| Dr Margaret Mayfield | 14 |
| Dr Eugenia Sampayo | 18 |
| Dr Julie Schneider | 20 |
| Dr Susan Sharma | 22 |
| Ms Jin Teng | 24 |
| Dr Rachel Wood | 26 |

DR ZOE BAINBRIDGE

JAMES COOK UNIVERSITY

ENVIRONMENTAL SCIENCE AND MANAGEMENT

Zoe Bainbridge recently returned to TropWATER, James Cook University (JCU) after receiving a Queensland Government Advance Queensland three-year research fellowship. The fellowship builds on Zoe's PhD research examining sediment transport processes across a large river catchment and out to the Great Barrier Reef. This research aims to characterise the most damaging sediment to the reef and identify sub-catchment sources for targeted on-ground remediation efforts across a large catchment area.

Prior to her PhD Zoe worked for TropWATER's Catchment to Reef Research Group on a range of water quality monitoring and research-based projects related to land use management and river catchment runoff to the Great Barrier Reef. As an active-researcher and PhD candidate (2005 to 2015) Zoe fostered productive collaborative relationships with an array of Queensland scientists, reef managers and industry stakeholders through her involvement in numerous regional Natural Resource Management agencies, and Federal and State Government funded projects. Most recently Zoe worked for the Western Australian Department of Water in collaboration with the CSIRO to develop and trial soluble phosphorus-reducing clay products for application in nutrient-rich agricultural waterways.

Zoe holds a Bachelor of Applied Science (Environmental Management) with Honours from James Cook University, Queensland and completed her PhD in early 2015. Zoe was awarded the University Medal of Excellence for her doctoral research thesis which was passed cum laude.





Q&A

Can you describe your research in layman's terms?

To identify the catchment sources of fine sediment that is transported into the Great Barrier Reef lagoon, which pose the greatest ecological risk to coral reef and seagrass ecosystems. This project uses the composition and properties of river sediment collected during flood events and in adjacent flood plumes to establish a unique fingerprint, so the source of this fine sediment can be traced back to its upstream catchment origin. The identification of these hot-spot areas of soil erosion are critical for prioritised on-ground remediation investment given the size of the Great Barrier Reef catchment area (~420,000 km²).

Why is your research important to you?

The strongly applied nature of my chosen field. Rarely do you get to investigate a topic that holds strong interest to you, gives you the satisfaction of solving real-world problems, and in the process allows you to interact and develop collaborative working environments with the organisations tasked with tackling these problems on-ground, or at a policy level. This overlap between scientists, managers, industry stakeholders and farmers working together to improve land condition to enhance the resilience of the Great Barrier Reef is the most rewarding aspect of my research.

Why is your research important to society?

This research will contribute to the improvement of Great Barrier Reef inshore water quality and associated ecological impacts, as well as economic and social benefits to the Queensland tourism industry. Increasing our general understanding of sediment erosion and transport processes within tropical river systems is also important, and is guiding improved agricultural land management practices for productivity and reductions in the loss of valuable topsoil.

What has been the biggest challenge of your career so far?

Balancing the completion of my PhD whilst also starting a family. Without a doubt the biggest challenge of my career to date, but one that I am now immensely proud of!

What has been the biggest opportunity of your career so far?

Recently being awarded a Queensland Government Advance Queensland research fellowship. This fellowship allows me to build upon my PhD research, and utilises my existing networks to ensure my research outcomes are incorporated into current policies and on-ground remediation efforts targeting the reduction of sediment runoff to the Great Barrier Reef. The fellowship also provides me with a unique opportunity to establish myself as a 'mid-career' researcher.

What's the one thing you feel that you/everyone can do to improve the position of women in research?

For me personally, being part of a dedicated and supportive research team environment has been key to my career progression to date. At a broader scale, organisations providing flexibility and support to female researchers in the balance between career and family is also critical.

— Q&A

Can you describe your research in layman's terms?

My work involves studying the distribution of mental and substance use disorders in different populations. For instance, investigating the number of people with different mental disorders, the risk factors for developing these disorders, and the overall impact each disorder has on the health of the population.

Why is your research important to you?

I began my career in the field of psychiatric epidemiology after an honours degree in psychology. As a graduate, I wanted to make a contribution to mental health at the population level where I could look more broadly at the distribution of mental disorders in the population, their risk factors, and strategies for early intervention and prevention. It was important to me to understand the impact of mental disorders on the population and whether our response was commensurate to the size of the burden.

Why is your research important to society?

Mental and substance use disorders are the largest single cause of disability worldwide. Health systems can respond to this by employing proven, cost-effective interventions to reduce the burden imposed by these disorders. Furthermore, it is important to support the research needed to develop better mental health prevention and treatment strategies.

What would be the game changer discovery in your field?

There is much left to establish by way of effective prevention strategies for mental and substance use disorders. As methods for quantifying the distribution and burden of these disorders continue to improve, researchers must also look to identifying modifiable risk factors. The recent addition of genetics to psychiatric epidemiological research is an area that could make key contributions to reducing the burden imposed by mental disorders.

What has been the biggest challenge of your career so far?

There are many angles from which we can apply epidemiological data in a way that directly informs health policy decision and service planning. However, for mental and substance use disorders, we are heavily restricted by the availability of epidemiological data especially from poorer parts of the world. This means that our work is often surrounded by large bounds of uncertainty. There is much more that can be done to improve the coverage and quality of research in this field.

What has been the biggest opportunity of your career so far?

A career highlight for me has been the opportunity to work on the mental and substance use disorders component of the Global Burden of Disease Study (GBD). GBD research incorporates data on the prevalence of a given disease, the relative harm it causes, and the extent to which it causes mortality to estimate the impact or 'burden' it imposes onto the population. The study draws on the work of thousands of collaborators in close to 130 countries and has had a real impact in pushing mental disorders onto the global health agenda.

What's the one thing you feel that you/everyone can do to improve the position of women in research?

It is important to acknowledge the areas where gender inequality exists in research, to understand why this occurs, and to support measures targeting improvements in the current working environment from the perspectives of both women and men.

DR ALIZE FERRARI

UNIVERSITY OF QUEENSLAND PSYCHIATRIC EPIDEMIOLOGY

Dr Alize Ferrari, is a research associate for the Psychiatric Epidemiology and Burden of Disease Research (PEABOD) Group based at the Queensland Centre for Mental Health Research, Queensland, Australia. She holds affiliate positions with the School of Public Health at the University of Queensland and the Institute for Health Metrics and Evaluation at the University of Washington.

Her role within PEABOD is to oversee the work undertaken by the group investigating the global epidemiology of mental and substance use disorders, the ecological risk factors and outcomes of mental and substance use disorders, and providing technical expertise to national and international mental health epidemiological surveys and burden of disease studies. Her role as an IHME affiliate involves working on the Global Burden of Disease Study, where she is responsible for the estimation of burden for selected mental and substance use disorders.

Alize completed her PhD at the School of Public Health, University of Queensland which focused on formulating an epidemiological profile for major depressive disorder, investigating the global distribution, burden, risk factors, and outcomes of this disorder.



DR UTE KNOCH

UNIVERSITY OF MELBOURNE
APPLIED LINGUISTICS

Dr Ute Knoch is the Director of the Language Testing Research Centre at the University of Melbourne. She has published widely with over 40 peer-reviewed publications in journals such as *Language Testing*, *Language Assessment Quarterly*, *TESOL Quarterly*, *Applied Linguistics*, *Assessing Writing*, *Journal of Second Language Writing* and *Language for Specific Purposes*.

Her research interests are in the area of writing assessment, rating processes, assessing languages for academic and professional purposes, and placement testing.

She is currently the Co-President of the Association for Language Testing and Assessment of Australian and New Zealand (ALTAANZ) and has served on the Executive Board of the International Language Testing Association (ILTA) from 2012 to 2015.

In 2014, Dr Knoch was awarded the TOEFL Outstanding Young Scholar Award by the Educational Testing Service (Princeton, US), recognizing her contribution to language assessment.



— Q&A

Can you describe your research in layman's terms?

The Language Testing Research Centre where I work, is engaged in research and consultancy work on all aspects of language assessment, including the assessment of language proficiency in English and other languages in schools, in higher education and in professional contexts. Many of the studies we conduct are aimed at ensuring the validity of what these language assessments measure, and making sure that the assessments are designed appropriately and fit for purpose. I am currently working on a large-scale ARC Linkage project which focusses on an English language assessment for overseas-trained health professionals, the Occupational English Test. Because this language assessment is for healthcare professionals from a variety of professions, we need to ensure that it not only measures language in linguistically-sound manner but also mirrors what health care professionals value in the communication in their field. The current project involves a multi-disciplinary team and set out to explore what health care professionals value in written handover communication and then transfer these values into the writing sub-test of the Occupational English Test.

We have also recently completed a project that investigated the impact of the National Assessment Program for Literacy and Numeracy (NAPLAN) on schools in remote indigenous communities. Children in these communities often only encounter Standard Australia English for the first time when they enter formal schooling and therefore find the language demands of NAPLAN challenging. They also face culturally-distant content in the test questions and are therefore disadvantaged in more than one way. We investigated the impact of this standardised test on the children, their teachers and the larger school community.

Why is your research important to you?

Most studies we work on in the Language Testing Research Centre have a direct practical impact which is important to me and keeps the work interesting. Issues relating to language proficiency have an impact at many levels of society and are often misunderstood, resulting in some unfair policies and practices. It is important for us to raise these issues and to ensure that policies and practices are consistent with what we know about how language proficiency develops and how it is best assessed in different contexts and for different purposes.

What would be the game changer discovery in your field?

I can't imagine the field of language assessment ever having such a game-changing discovery, however recent advances in technology have opened possibilities we could not draw on before, for example the automatic scoring of language samples and the possibility of assessing test takers via computers. I expect that there will be many further advances in this area which will change our field quite significantly.

What has been the biggest challenge of your career so far?

My biggest challenge personally is juggling my family and my career. I have a young daughter and I would like the opportunity to spend more time with her without feeling that this disadvantages my career. This has also made international travel much more challenging than before. But overall I feel that the university environment is generally understanding of these challenges.

What's the one thing you feel that you/everyone can do to improve the position of women in research?

A better understanding of the difficulties women with children face, in particular when these are still very young. I'm also concerned about many women being forced to work on fixed term contracts with little job security – this is something universities really need to address in the future.

Can you describe your research in layman's terms?

I am a cultural anthropologist, which means I study people and societies. I am interested in the interface between Indigenous and non-Indigenous Australian, particularly those non-Indigenous people who work in Indigenous affairs. In recent years I have focused on understanding the emerging role of genetic science in Indigenous health and ancestry. Underlying all my research is an interest in cultural, ethnic or racial difference: how we perceive and respond to difference, and the implications of this for individuals and for building a diverse and equitable society.

Why is your research important to you?

I didn't plan to be an academic. After studying medicine and anthropology at university I moved from Melbourne to Darwin to pursue a career in Aboriginal health. Once in the thick of it, I became fascinated with the dense racial politics of Indigenous affairs and ended up conducting PhD research on my own 'tribe' of non-Indigenous, left-wing professionals, published as *Trapped in the Gap: Doing Good in Indigenous Australia* (Berghahn, 2015). After finishing my PhD, I began postdoctoral research on the use of genetics in Indigenous Australian communities, work that has led to the formation of the National Centre for Indigenous Genomics at the Australian National University where I am Deputy Director. My research stems from a sense that relations between Indigenous people and the rest of Australia are the core issue of Australian society, and the conviction that we can do better individually and collectively to support Indigenous Australia.

Why is your research important to society?

As a society, we make huge investments in addressing Indigenous disadvantage, and they have largely failed to make a difference. Social science perspectives are crucial to understanding why that is and what we can do differently. Long-term field research, the mainstay of anthropology, offers insights that no other method can.

What would be the game changer discovery in your field?

In my fields of research – anthropology, science and technology studies, and Indigenous studies, it is not so much discoveries but incremental changes that shift thinking over time.

What has been the biggest challenge of your career so far?

The first years after completing a PhD are the most challenging, especially for women juggling work and parenting responsibilities. I submitted my PhD when my oldest daughter was 7 months old. Building a career while parenting two small children has been a huge challenge, and made me highly productive and efficient.

What has been the biggest opportunity of your career so far?

Obtaining a continuing position at the Alfred Deakin Institute, Deakin University in 2014 was a turning point in my career. That recognition of my achievements has helped me take my research to the next level and support the next generation of emerging researchers.

What's the one thing you feel that you/everyone can do to improve the position of women in research?

We know that women are leaving academia in droves in the postdoctoral years. This is a terrible waste of talent and a brain drain we can easily address. We need to do all we can to make it possible for women, especially those with small children, to continue to be productive researchers. My motto is 'let women work'. Our system puts so many barriers in place that make it tremendously hard for women at that stage of their careers and their lives. Letting women work means allowing research funds to cover childcare in the field or when attending conferences. It means providing appropriate and convenient facilities for breastfeeding and pumping. It means flexibility to work from home and virtual participation in meetings. Only when we make it easier for women to combine work and parenting can we know that our research workforce is the best our country can have.

Q&A

PROFESSOR EMMA KOWAL DEAKIN UNIVERSITY CULTURAL & MEDICAL ANTHROPOLOGY

Emma Kowal is Professor of Anthropology in the Alfred Deakin Institute for Citizenship and Globalisation and the School of Humanities and Social Sciences at Deakin University, and Deputy Director of the National Centre for Indigenous Genomics at the Australian National University.

She is a cultural anthropologist who previously worked as a medical doctor and public health researcher in Indigenous health before completing her PhD in 2007. Her research interests include Indigenous-state relations and settler colonialism, racism and anti-racism, and science and technology studies.

She has authored 96 publications including 59 peer-reviewed books, articles and book chapters, including her monograph, *Trapped in the Gap: Doing Good in Indigenous Australia*. She has received 21 grants and consultancies worth over \$4.4 million AU and held visiting positions at leading universities in the U.S., Germany, China and Brazil. She is an editor of the international journal *Postcolonial Studies*, past convenor of the Asia-Pacific Science, Technology and Society network and current member of the National Committee for History and Philosophy of Science of the Australian Academy of Science.

She is an award-winning researcher and educator, receiving the 2014 Academy of the Social Sciences in Australia Paul Bourke Award for Early Career Research and a 2013 National Citation for Outstanding Student Learning.



DR DELPHINE LANNUZEL

UNIVERSITY OF TASMANIA

CHEMICAL & BIOLOGICAL OCEANOGRAPHY

Dr Delphine Lannuzel is a specialist in sea ice biogeochemistry, based at the Institute for Marine and Antarctic Studies (IMAS).

Her research examines the interaction between the chemistry and biology in the sea ice environment. Her skills lie in the fields of sea ice biogeochemistry, trace elements, chemical oceanography, and environmental analytical chemistry.

She is internationally regarded for her research on the iron cycle in sea ice. She has been awarded an ARC discovery grant in 2008 and ARC DECRA grant in 2011, and was awarded the Scientific Committee on Antarctic Research international fellowship in 2007. Dr Lannuzel also sits on the international Science Committee on Oceanic Research (SCOR) working group on sea ice biogeochemistry.

Dr Lannuzel recently started her position as a senior lecturer at the University of Tasmania.



Q&A



Can you describe your research in layman's terms?

I study the chemistry of iron in the polar waters. Iron is a key nutrient needed by marine plants for growth. These microscopic plants are key in the oceans because they take up greenhouse gas carbon dioxide (CO₂). In most of the Southern Ocean open waters however, these plants do not grow very well because they lack iron. One exception is sea ice. Sea ice contains high levels of iron, and when sea ice melts every spring, it releases that iron in the water below, therefore fertilising the ocean, and creating large oceanic blooms.

Why is your research important to you?

The Southern Ocean can be seen as the regulator of the Earth's climate, and it is changing. The volume of sea ice is expected to decrease in Antarctica in the near future. The aim of my research is to evaluate what effect the decrease in sea ice extent will have on the annual fertilisation of the Southern Ocean with iron, and therefore on the capacity of marine plants to absorb anthropogenic CO₂.

Why is your research important to society?

There is research being conducted into the possibility of geo-engineering in the ocean, whereby iron is dumped into the ocean to create a bloom to absorb carbon. However, in order to make informed decisions for the future we need to fully understand the interactions between iron and the ecosystem.

What would be the game changer discovery in your field?

We currently do not know exactly how the iron gets trapped into the sea ice when it forms, and where it goes after the ice melts. Following the iron cycle on one patch of ice during a whole year, from sea ice formation in autumn to sea ice full melt in summer, would answer these questions.

What has been the biggest challenge of your career so far?

Juggling the work/life balance is a challenge I am currently facing. I have had 2 bubs in the last 4 years, which is challenging when it comes to participating in field-work of several weeks of duration in remote and isolated environments. I am about to embark on a 7 week voyage in the East Antarctic sector, where I will lead a team of 7 students, post docs and volunteers.

What has been the biggest opportunity of your career so far?

I initially was not planning on doing a PhD. I had just signed an agreement to start an international 2 years contract in Beersheba (Israel), when I received a message on my cell phone offering me an interview in Brussels (Belgium) to start a 4-year PhD project on iron in sea ice. I went to Brussels, gave my best shot at the interview and got the job.

What's the one thing you feel that you/everyone can do to improve the position of women in research?

Gender equity in the workplace is key. This is a good time to be a woman in science. In academia, women now have the same opportunities as men, if not more. There are women-only awards and grants. But we need to be careful to keep it fair to both genders. My partner, who is also in academia, does not have as many opportunities as I do. And although I appreciate that something is being done to improve the position of women in research, success should be based solely on merit, regardless of gender. To reach gender equity, I think that society (especially older generations) simply has to stop judging men and women in their career choices and aspirations.

— Q&A

Can you describe your research in layman's terms?

My research focuses on using information technology (e.g. mobile apps) to help individuals achieve better health outcomes.

This involves working closely with patients and clinicians to understand their healthcare tasks and needs, designing interventions using digital technology to support these needs, and evaluating the impact of these interventions to see whether they actually make a difference to health outcomes.

Why is your research important to you?

I am drawn to this research because of its potential to improve health outcomes for large numbers of people. I believe that by directly empowering individuals, helping them to understand their healthcare, and enabling them to take an active role, they will enjoy better health outcomes.

Why is your research important to society?

This is an important area because I believe as individuals we can all be empowered with simple tools to stay healthy. These individual outcomes, no matter how big or small, will ultimately make a big difference to reduce the demand we exert on our healthcare system, thus allowing valuable-but-limited resources to be diverted to those with the most need.

What would be the game changer discovery in your field?

Bridging the digital divide is the biggest problem we need to solve. Currently, a majority of digital technology interventions are designed for those who can afford the technology. However, those who need help the most often do not have the means or the literacy to use these technologies. Understanding how we can use simple technology to effectively reach out to those in-need is I think the game changer discovery in my field.

What has been the biggest challenge of your career so far?

Underestimating the demands of raising a young family!

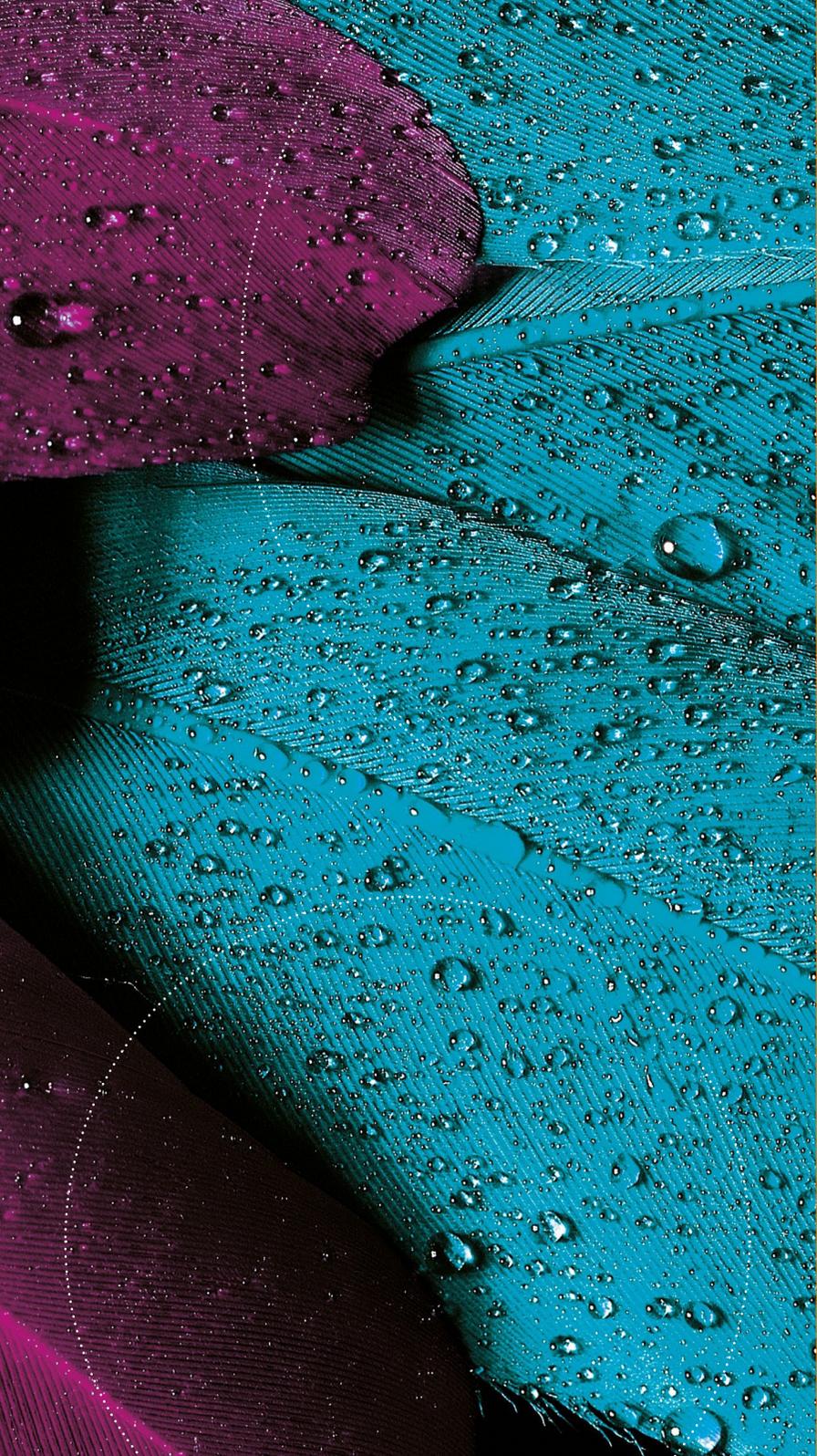
What has been the biggest opportunity of your career so far?

Being the lead and part of a dynamic team that has designed a unique set of technologies that enabled more than 3600 patients and individuals in Australia across 11 different healthcare settings (e.g. general practice, surgery, cancer, mental health) to use simple technologies to improve their health and wellbeing. This has been an enriching and humbling experience - I have learnt so much personally and professionally from each group we have worked with.

What's the one thing you feel that you/everyone can do to improve the position of women in research?

Can I suggest 3 simple things?

1. More female role models in senior positions to be mentors and to share their stories.
2. Funding opportunities (e.g. childcare support) to enable women with families to travel overseas for conferences or networking opportunities.
3. Seminars to be held in family-friendly hours (e.g. away from early morning or late afternoon to avoid school pick up / drop off times).



DR ANNIE LAU

MACQUARIE UNIVERSITY HEALTH INFORMATICS

Dr Lau is a Senior Research Fellow leading the Consumer Informatics team which focusses on those with the highest stake in our healthcare system – patients and health-care consumers. Her research program investigates the ‘impact’, ‘design’, and ‘science’ of Information and Communications Technology (ICT) on consumers, patients and their carers.

She has a national and international profile for her expertise in consumer e-health. Her interests lie in e-health, consumer informatics, health service engagement, social computing and human behaviour modelling.



DR MARGARET MAYFIELD

UNIVERSITY OF QUEENSLAND

PLANT ECOLOGY

Margaret Mayfield is an Associate Professor in plant ecology at the University of Queensland (UQ). She is currently an ARC Future Fellow and Director of the Ecology Centre. Margie is primarily a field ecologist whose research spans theoretical and applied ecology. The core aim of her research is to improve our understanding of the factors maintaining biological diversity in a changing environment. Margie is best known for her research on plant functional traits and their usefulness for inferring ecological mechanisms of community assembly. She has also made substantial contributions to the fields of countryside biogeography, invasion ecology and crop pollination as an ecosystem service.

Originally from the US, Margie completed her PhD at Stanford University in 2005 where she studied the countryside biogeography of plants in Costa Rica with Gretchen Daily and Paul Ehrlich. She then moved on to a postdoctoral fellowship at the University of California, Santa Barbara, where she worked with Jonathan Levine on fundamental questions about plant community assembly. She started at UQ in 2007 as a T & R academic, there she has continued expanding her research in new directions, including crop pollination as an ecosystem service, restoration ecology, and coexistence theory.

— Q&A



Can you describe your research in layman's terms?

I am a community ecologist. This means that I study the rules that determine how many species are able to live together in the diverse natural communities we see all around us. In particular, I am interested in how the impacts of human activities (climate change, agricultural run-off, fragmentation of natural areas, etc.) alter the diversity of and services provided by natural communities. I usually study plant communities because of their fundamental importance to our planet and because it is more tractable to study the ecological processes controlling diversity using plants (which stay where they are!) than animals. I do, however, also study insect communities and the services they provide to natural and agricultural plant communities (particularly pollination services).

Why is your research important to you?

I have always been fascinated by nature and in particular the diversity of different types of natural communities found on our planet. When I was 16, I travelled to Ecuador and was awed by the staggering diversity of tropical rainforests. During this trip I also became acutely aware that these forests were of fundamental importance for the survival and livelihood of the local people. Since this early experience, I have been extremely interested in the tight and complex relationship between people and the natural world, an interest that still fascinates me today. Following this early experience, I began to pursue opportunities that would allow me to work at the interface of fundamental (theoretical) and applied ecology.

Historically, the study of natural diversity has been very descriptive – what species are there and where do they live? Efforts to fundamentally explain the complexity of natural communities is quite a recent pursuit. To me, understanding the processes and mechanisms that drive the complexity and diversity of our natural world represents an under-studied frontier of discovery. At the same time, human activities are having massive impacts on the diversity of our planet. Given how severe and extensive human-induced changes are to natural communities, it is troubling to me to think how poorly we understand it. To me, gaining a fundamental understanding of the formation, maintenance, and functioning of natural communities is key to ensuring a bright future for our species.

Why is your research important to society?

I feel that most people take the planet's biological diversity for granted. Plants and animals are evident all around us, even in cities. In Australia and other western countries, few people worry about obtaining food or clean water. We want for little. Because we are fortunate to live at a time when these services are provided to us by the government, farmers and companies, the average person has become more isolated from the source of these natural services than ever before. Our society is losing its appreciation that much of what we rely on for survival and comfort is biological in origin. Yes, we have become very good at supplementing natural systems when they become over-used or are removed all together. Biological services and resources are, however, limited and many are endangered. My research is important to society because it aims to improve our understanding of the natural systems that provide us with food, water, shelter, goods and many other services. I believe that fundamental research on the biological diversity that provides us with numerous critical services is essential for our long-term persistence. Understanding how diverse communities form, what types of diversity are important for providing specific 'ecosystem services' (food, clean water, fertile soils, and carbon sequestration, to name a few) is essential for working toward a bright future for all of humanity. We still need very much to understand the fundamental processes driving diversity, and the factors that change and maintain it in order to be able to restore, support, and fully utilise the value of natural resources in the future.

What would be the game changer discovery in your field?

For years there was a strong interest in identifying a single law, rule or theory that would explain all patterns of diversity. I think it is now well appreciated that there are actually many factors involved in determining patterns of diversity and that the importance of specific mechanisms of coexistence and diversity maintenance vary by environmental and biological context. As such, the next great step in community ecology will be to determine what aspects of that 'context' are key for determining when specific mechanisms are more and less important. A set of guiding principles about when different processes dominate diversity maintenance would allow us unprecedented ability to predict patterns of diversity across ecosystems, following different types of disturbance, even in response to climate change and biological invasion. be presented and expressed. We all need to recognise that great ideas can come in a diversity of packages.

— Q&A

What has been the biggest challenge of your career so far?

I would say that the biggest challenge I have faced is dealing with and succeeding in academia with a learning disability. Though my case is quite mild, I have dyslexia and have struggled with reading and writing my whole life. To this day, I am a very slow reader and struggle to write without typographical and spelling errors. While still in school this was an issue because I did very poorly on standardised tests, which are used heavily for assessing people's potential in our modern education system. But the bigger and longer-term issue was with self-confidence. Spelling, reading, and writing are widely viewed as signs of intelligence. When I was younger I struggled to feel intelligent at all and even to this day I work hard to maintain the confidence that is necessary to succeed in a competitive research environment.

What has been the biggest opportunity of your career so far?

Following university, I was awarded a Thomas J Watson Fellowship to travel around the world studying crop pollination. This fellowship program is offered to 40-50 graduating students each year from 40 liberal arts colleges in the US. The idea of the fellowship is to provide promising young people the opportunity to learn and grow on their own by studying a topic they are passionate about outside the US and outside the safety and structure offered by the university setting. Fellowships are given for projects on diverse topics, and the main rules of the fellowship are that awardees must leave the US for 1 year and cannot be based out of a university during their trip. Fellows find their contacts and opportunities on their own, and generally travel alone throughout the fellowship year. For my fellowship, I was interested in what farmers from different socio-economic and cultural backgrounds knew about the importance of insect pollinators for their crops. During my fellowship I travelled to Bolivia, Paraguay, New Zealand, Malaysia, Thailand, South Africa, Zimbabwe, and India in what can only be called a life changing experience. This fellowship provided me with self-confidence, perspective, life-experience, and independence that have all contributed to my career success. Though not the purpose of the fellowship, I even still use one of the datasets I collected during my fellowship year for collaborative work on crop pollination as an ecosystem service.

What's the one thing you feel that you/everyone can do to improve the position of women in research?

I think that one of the biggest challenges facing women in science today is implicit bias. The traits and behaviours we as a society equate with success and intelligence are masculine in nature. Too often, we fail to pay full attention to the ideas and approaches presented by female scientists because female scientists don't always seem authoritative, assertive, or confident –most of us do not fit the mould of the white haired, well-spoken, confident man in a lab coat. This is made even worse by the fact that we are rarely even aware that we are judging female scientists in this way. Fighting unintended behaviour and bias is hard.

I think the next major step forward for women in science is for all of us in the scientific community to acknowledge and fight against our own biased impressions of what a scientist looks like and acts like, even how ideas 'should' be presented and expressed. We all need to recognise that great ideas can come in a diversity of packages.

**DR MARGARET
MAYFIELD**



Can you describe your research in layman's terms?

My research focuses on the relationship between single-celled photosynthetic micro-organisms called Symbiodinium and reef building corals. These Symbiodinium are found in the tissue of corals in incredibly high densities - as high as millions of cells per centimeter. The relationship between corals and Symbiodinium is called a symbiosis as there is a mutual benefit to both partners: Symbiodinium produce sugars through photosynthesis that provide corals with up to 95% of their daily energy requirements, and in turn the coral provides nutrients for the symbionts. This symbiotic relationship is the key to the success of tropical reef corals worldwide, and allows them to thrive in nutrient poor tropical oceans. Specifically, my research uses genetic approaches to uncovering species diversity of these tiny coral symbionts. With information on where these different species of symbionts exist, we can then ask critical questions about how they can affect coral health, or how they can regulate the tolerance of corals to their environment. An example of this is the response of corals to increased sea surface temperatures. Some of my early work showed that the specific species of coral symbionts living inside a coral determine how sensitive they are to thermal stress, leading to coral bleaching (loss of symbionts) and subsequent mortality. My more recent work focuses on whether coral symbionts play a role in limiting latitudinal distribution ranges in sub-tropical reefs and if they can influence colonisation success of young corals coming from tropical regions.

Why is your research important to you?

I started working on corals and their relationship with Symbiodinium 14 years ago. At that time, there was only a handful of species that had been discovered. Even though this has undergone an enormous revolution with the improvement of molecular technologies since I started my research, we are still far from reaching a consensus on the taxonomy of these important micro-organisms. For example, not having a clear picture of which specific symbiont inhabits a coral makes it difficult to determine the response of corals to environmental stress, as the presence of different symbiont species can dramatically alter the response of individuals within a single coral species. I believe that the importance of these symbionts is often overlooked, and this significantly weakens our ability to develop accurate estimates about the adaptive potential of corals to changes in the climate.

Why is your research important to society?

Coral reefs are among the most diverse and unique ecosystems on the planet. As well as this, they are also a critical source of food, and sustain the livelihoods of millions of people. My research into coral symbioses aims to understand how corals will survive under a changing environment, and how this will affect reefs under future climate change. The coral symbionts have been implicated as being a potential source of rapid adaptation to environmental change. My current research investigates the connection between tropical and subtropical reefs, and aims to understand the potential for tropical coral species to migrate towards higher latitudes in response to increasing ocean temperatures.

What would be the game changer discovery in your field?

Discovering either the presence of thermally tolerant corals or the ability of corals to become more tolerant by associating with tolerant symbionts without incurring any negative trade-offs. I think there is a lot still yet to be discovered about coral symbioses. Given we are only at the beginning of recognizing the true species diversity of coral symbionts makes for exciting times ahead.

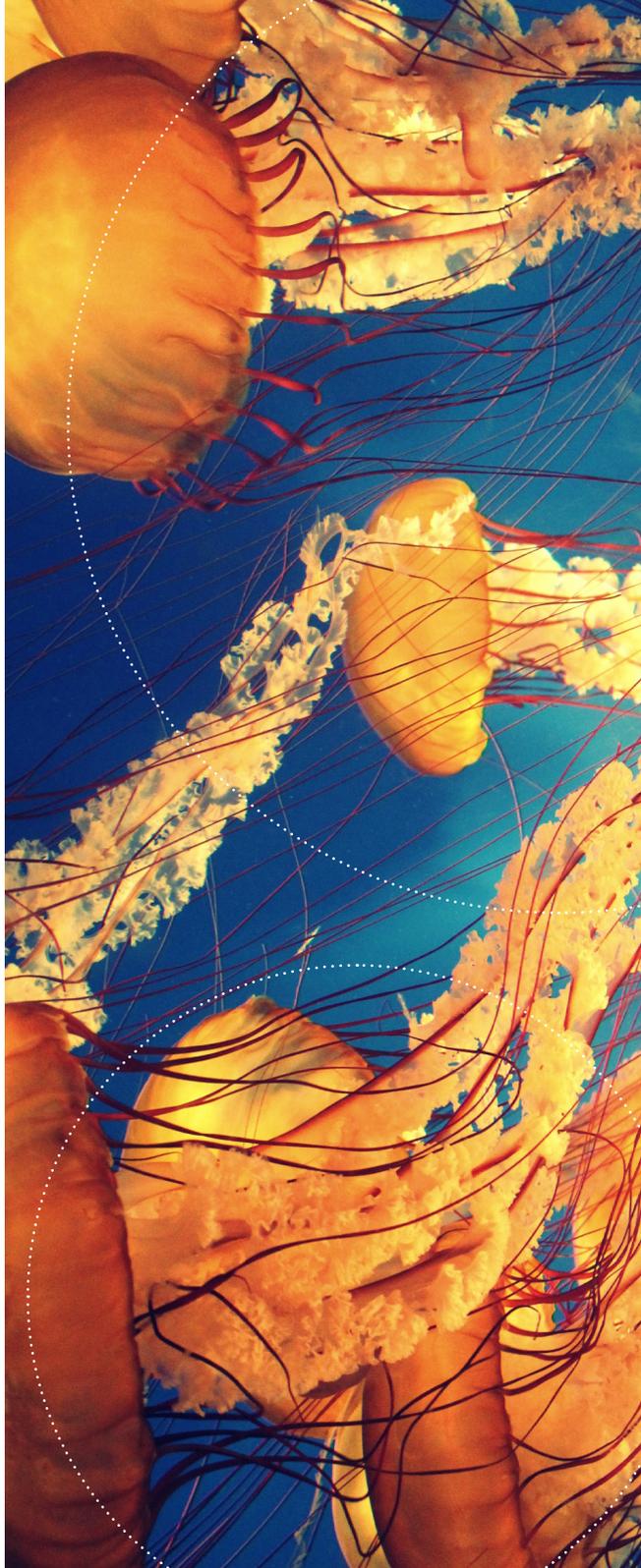
What has been the biggest opportunity of your career so far?

Coming to Australia many years ago for my PhD has definitely shaped my career in a very positive way. This opportunity allowed me to work on some of the world's most beautiful reefs here in Australia, and also allowed me to work closely with world-leading experts in coral reef ecology and coral bleaching.

What's the one thing you feel that you/everyone can do to improve the position of women in research?

It is well known that a large disconnect exists between the number of female postgraduate students and full time academic staff at the professorial level. One of the biggest bottlenecks women experience is the sense of uncertainty and difficulties in returning to science after career breaks due to family responsibilities. To overcome this, I believe a significant improvement of career opportunities (e.g. fellowships, flexible working arrangements) is needed to allow women to successfully re-enter the academic workforce. Increasing the awareness of these issues among the next generation of young female researchers is a critical first step.

Q&A



DR EUGENIA SAMPAYO

UNIVERSITY OF QUEENSLAND MARINE ECOLOGY

Eugenia was born in The Netherlands and sparked a passion for the ocean after spending part of her childhood living on the Caribbean island of Curacao. She completed Masters degree in marine biology focused on coral reproductive ecology at the University of Groningen in the Netherlands, then moved to Australia to do a PhD in Marine Science at the University of Queensland. After completion of her PhD, she has worked in the USA and Japan, and returned to Australia in 2012 to work with Prof. John Pandolfi at the University of Queensland (ARC Centre of Excellence for Coral Reef Studies).

Eugenia's research focuses on the ecology, evolution and functional significance of the single celled dinoflagellates (*Symbiodinium*) that live inside the tissues of reef building corals. The symbiotic relationship between corals and *Symbiodinium* lies at the basis of the success of tropical reef systems and the symbionts are pivotal to coral health. Her main research interest is the response of coral symbioses to climate change and her early work showed that the specific species of coral symbionts living inside the coral determine how sensitive corals are to thermal stress, leading to coral bleaching and post-bleaching mortality. Her recent work investigates the connections between tropical and high latitude coral communities to find out how the symbionts set limits to coral distribution ranges. This work is important because there is a potential for migration of tropical coral species to occur towards higher latitude subtropical areas in response to increasing ocean temperatures.



DR JULIE SCHNEIDER

UNIVERSITY OF SYDNEY

HEALTH SCIENCE

Dr Julie Schneider is currently a Lecturer in Work Integrated Learning (WIL) at the Faculty of Health Sciences and an Honorary Associate at the Menzies Centre for Health Policy at The University of Sydney. Julie joined the Menzies Centre in 2008 as a post-doctoral researcher working on the Blue Mountains Eye and Hearing Study. From 2010 to 2013, Julie managed an interdisciplinary partnership project funded by the National Health and Medical Research Council (NHMRC) that focused on combined hearing and vision loss among older adults (known as Dual Sensory Impairment, DSI).

Julie has a professional background in occupational therapy and prior to completing her PhD in 2006, she worked as a therapist in various acute and rehabilitation settings including low vision and blindness rehabilitation clinics.

In recent years, Julie has published several articles relating to disability and sensory impairment, presenting at national and international conferences. Her work explores the experiences of hearing impairment and DSI among adult Australians, with particular focus on prevalence, impacts and implications for improved models of service delivery. Julie is Deputy Chair for the Deafblind International Research Network, an initiative established to promote collaboration between researchers with shared interest in the topic of combined vision and hearing loss.



Can you describe your research in layman's terms?

My research has focused on better understanding the situation of adults and older people living with sensory impairment. I have been particularly interested in the experience of combined vision and hearing loss, known as Dual Sensory Impairment (DSI). I have been fortunate to have conducted qualitative research interviewing individuals about their experiences directly; to have worked on large datasets to explore the epidemiological 'trends' in sensory impairment more broadly; and to have conducted mixed method 'translational' research piloting a hearing screening and education model within low vision centres.

Why is your research important to you?

In the past as a clinician I worked as an occupational therapist in the field of low vision and blindness. Often clients attending services had hearing loss in addition to vision loss which could impact on their daily lives, communication, social-emotional wellbeing and relationships. The experience of DSI often meant 'typical' approaches to rehabilitation were not adequate, yet no specific services tailored to DSI were available and it appeared a relatively 'invisible' (poorly recognised or under addressed) problem.

Why is your research important to society?

Both vision and hearing impairment are strongly age-related, with conditions such as macular degeneration and presbycusis often emerging in later life. As the population ages, we will see more and more people impacted by vision and hearing loss and DSI. For example, population-based data from the Blue Mountains Eye Study demonstrated zero percent of DSI in those aged under 60 years, increasing to 26.8% in those aged 80+ years. DSI diminishes communication and wellbeing and in the research literature has been associated with social isolation, depression, reduced independence and cognitive impairment. Better understanding and supporting people impacted by sensory impairment therefore becomes an important step toward maintaining the future quality of life of our population.

What would be the game changer discovery in your field?

Two important areas of discovery which could positively impact the lives of those with DSI would be: the development of service models that better integrate vision and hearing rehabilitation and support services for people impacted by both conditions simultaneously (those with DSI). Currently services are organised in separate single sensory speciality areas with health professionals who specialise in either vision or hearing involved in the service provision. The concurrent nature of DSI is not always taken into account in single-sensory focused approaches and it can be confusing for consumers to navigate the separate systems and know where they can go for help. More integrated service models and greater interdisciplinarity within services would be a game-changer for consumers.

The development of aids and assistive equipment for communication and environmental awareness that specifically cater to the needs of consumers with both impairments would also be a game-changer. Our research has shown that many older persons with hearing loss and DSI are not using hearing aids for example. Whilst technological advancements have resulted in better sound features, consideration of the user-device interface has not necessarily received adequate focus. This means that devices available do not necessarily 'match' with consumers' abilities and needs, particularly as consumers are living longer and experiencing co-morbidities that need to be taken into account. For example, it can be difficult for someone with vision loss to work the tiny settings, make adjustments or change batteries in a standard aid.

What has been the biggest challenge of your career so far?

It has been very challenging to develop momentum in my research career in this interest area because it is quite a 'niche' area or emergent field of study. Fortunately I have been able to gain support of colleagues and take others with me on the journey. It has been challenging also to develop a career whilst simultaneously having a family, taking multiple periods of leave, and working only at part-time capacity.

What has been the biggest opportunity of your career so far?

The biggest opportunity I have experienced so far would be working with the Menzies Centre for Health Policy in a post-doctoral role to explore the hearing and DSI data from the Blue Mountains Eye Study. This enabled me to be part of an interdisciplinary research team and to gain the 'bigger picture' understanding about sensory impairment issues, considering implications for service development and policy at a broader level. When the team successfully gained NHMRC partnership funding for the Vision-Hearing project this was a fantastic opportunity for us to extend theoretical understandings into practical applications, implementing and evaluating an alternative model to promote service integration.

What's the one thing you feel that you/everyone can do to improve the position of women in research?

The position of women in research could be better supported by creating opportunities and incentives that offer greater flexibility, for example more part-time scholarships/fellowships, tailored to different stages of life. Women often have competing responsibilities of family and caring roles which can make career continuity difficult to maintain.

DR SUSAN SHARMA

DEAKIN UNIVERSITY

FINANCIAL ECONOMETRICS

Susan Sunila Sharma holds a PhD in Finance from Deakin University. She is a Senior Lecturer, specialising in asset pricing and commodity markets research.

Her research in finance has employed a wide range of recent developments in financial econometrics. Her contributions have been toward understanding asset pricing and commodity market performance through using new and improved data sets.

Her contributions have been published in journals such as the Journal of Banking & Finance, Pacific-Basin Finance Journal, Emerging Markets Review, Journal of International Financial Markets Institutions & Money, Energy Economics, and Economic Modelling.

Her contributions to finance research were recognised with the 2015 Deakin University Vice-Chancellor's Early Career Researcher Award for Research Excellence.



Q&A



Can you describe your research in layman's terms?

My research focuses on financial economics. The theme of my research is about asset pricing. In particular, I have been studying the pricing and profitability of financial markets more broadly and commodity markets in particular.

Why is your research important to you?

The research I do is self-motivating. It helps me understand the behaviour of financial and commodity markets. With the quantitative skills I have, they allow me to analyse markets more deeply using real-time data. Being able to understand markets with real data is most enjoyable. Making meaningful use of data and analysing those using motivating theories is an important aspect of understanding the pricing and profitability behaviour of markets. My research does this.

Why is your research important to society?

My research has implications for investors/traders and policy makers. For investors and traders my research (and findings) offer methods/approaches that can be used to analyse the future behaviour of stock market (or commodity market) prices. For policy makers, my research offers several application (data)-based forecasting models. Forecasting is an integral part of the work of policy makers across a broad spectrum of public policy debates, such as at the Reserve Bank of Australia and the Australian Treasury. For example forecasting commodity prices is something undertaken both by the Bank and the Treasury and subsequently the accuracy of these forecasts impact Australia's national budget.

What would be the game changer discovery in your field?

For me the game changer will be when academic researchers and makers can collaborate and work together. There is significant overlap in the work done by academics and policy makers. It is this connection that needs to be bridged for more meaningful and impactful research to take place.

What has been the biggest challenge of your career so far?

The biggest challenge of my career has been professional jealousy.

What has been the biggest opportunity of your career so far?

The Faculty of Business and Law, Deakin University gave me an opportunity to be a part of the financial econometrics group (FEG). FEG was established to recognise, focus, develop, and promote the research activity in its identified research strengths whilst serving as a mechanism to attract and retain high performing researchers and research teams in areas of strategic importance. Being part of FEG enables me to have access to a very high-level of intellectual capital. Additionally, the Faculty of Business and Law at Deakin has given me an opportunity to participate in career training programmes, which helped me to better understand: the drivers and potential impact of my research, the engagements and collaborations I need to accelerate my career, the best research environment for me and how to maximise it, the research outputs needed to remain competitive in my field of research, and the funding options to consider for my research.

What's the one thing you feel that you/everyone can do to improve the position of women in research?

In my view, the prolific women researchers should take an opportunity to be a part of recruitment, promotion, and probation committees. There are often too many stories (including academic literature) that relate to the fact that women on such committees are reluctant to hire or promote people who are better than the committee members. Therefore, if these hiring and promotion committee does contain a prolific female researcher, she will never feel insecure and may feel less threatened by someone "more famous" coming in or getting promoted. The key for success is your inner satisfaction. Not getting promotion or getting hired (when you feel you are the best candidate) at the right time does demoralises your self-esteem and self-confidence. Therefore, motivating and inspiring our young females in their field of research can only happen by giving them adequate support and appreciating their work on time and by giving them well-deserved credit for their hard work.

— Q&A

Can you describe your research in layman's terms?

My research is to investigate climate impact on water, including water availability, floods and droughts.

Why is your research important to you?

I believe everyone has a purpose in this world. I am in the process of finding my own purpose. My research is one of the pathways in this process. It helps me to find who I am and why I am here.

Why is your research important to society?

Water is such a fascinating, vital element to humans -- without it life simply couldn't exist, too much of it can destroy everything on its path. My research is to help society to make informed decisions on how we can adjust our behaviour around issues related to water, so that we can preserve the earth for future generations.

What would be the game changer discovery in your field?

Invention/development of a model that can accurately predict precipitation, and the impact of policies and decisions on future water availability and well-being of all water uses.

What has been the biggest challenge of your career so far?

Balancing amongst career, health and family has to be the all time biggest challenge to me. Being a female researcher I need to fulfil many roles, a mother, a wife, a daughter, and most importantly a healthy and contained person. Luckily with the support of my family and friends, I have not done too badly so far.

What has been the biggest opportunity of your career so far?

Being able to work for CSIRO has made a huge difference in my career. Being mentored by world renowned scientists, working in a multi-disciplinary team and learning from everyone around me, attending international conferences and workshops, having access to every scientific journal and best possible computational facilities, having opportunities to pursue further education and training...all of these are extremely valuable for a research career.

What's the one thing you feel that you/everyone can do to improve the position of women in research?

I want to raise the awareness of the importance of accessible and good quality childcare to women in research. It can reduce the career gap for most of female researchers which can have a significant impact on their occupational development.

MS JIN TENG

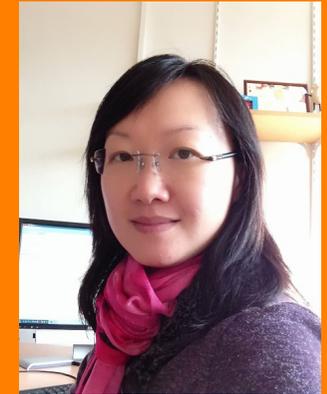
CSIRO

CLIMATE MODELLING

Ms Jin Teng joined CSIRO Land and Water in May 2009 as a Senior Research Scientist.

Prior to joining CSIRO, Ms Teng worked as a Senior Climate Modeller for the New South Wales Department of Water and Energy. She has over 10 years' of experience in the fields of hydrology, climatology and environmental modelling.

Her primary research interests include hydroclimate modelling, floodplain inundation modelling, and surface hydrological modelling. Currently Ms Teng is also a part-time PhD scholar at Fenner School of Environment & Society, Australian National University.



DR RACHEL WOOD

AUSTRALIAN NATIONAL UNIVERSITY

ARCHAEOLOGICAL SCIENCE

Rachel Wood is a post-doctoral fellow in the radiocarbon facility at the Research School of Earth Sciences in the Australian National University.

Her research aims to build accurate and precise chronologies that can answer archaeological questions by, for example, understanding how rapidly changes occurred or whether they occurred at the same time as changes in the environment. It is interdisciplinary and involves working closely with archaeologists, geochemists and physicists. Rachel's D.Phil. was obtained at the University of Oxford in 2011, and examined whether modern humans and Neanderthals lived side by side in Spain.

Since arriving in Australia, initially as a Research Officer at the Australian National University, she has worked on projects addressing questions as diverse as when Australia was colonized, the reasons for increased migration in the Bronze Age of Portugal and settlement patterns in the Neolithic of South East Asia.

Her current ARC DECRA post-doctoral fellowship focuses on the development of methods to more accurately date tooth enamel. Most radiocarbon facilities are located in temperate environments in northern Europe and America, where bone preservation is excellent. In the hot environments in Australia and South East Asia bone rarely preserves, making the dating of e.g. cemetery sites exceptionally difficult. Tooth enamel survives for longer than bone, and may provide an alternative material to date. However, it does degrade and this project aims to understand the degradation process and develop methods to clean the teeth more effectively prior to dating. If successful this project will enable more robust and more precise chronologies to be built in our region, bringing the past more clearly into focus.





— Q&A

Can you describe your research in layman's terms?

My research aims to develop methods to more accurately radiocarbon date archaeological remains, and then to apply these to address key archaeological questions. Timelines, or 'chronologies' are required to understand many archaeological questions. For example, if the newly arrived modern humans were responsible for the extinction of the megafauna in Australia, we would expect to see some evidence of human activity before the megafauna disappeared. My PhD research involved dating the disappearance of Neanderthals from Iberia (modern day Spain and Portugal). Since the early 1990s it had been thought that Neanderthals survived in Iberia for around 10,000 years after they disappeared elsewhere. Many studies attempted to identify a cause and examined what the Iberian evidence could say about the interaction between Neanderthals and their modern human neighbours further north. I was able to show that many of the dates we relied on to say Neanderthals outlived their kin elsewhere were inaccurate by up to 20,000 years. I could find no evidence for unusually late Neanderthals.

I work with the most commonly used archaeological dating method, radiocarbon dating. This method can estimate when an animal or plant died, any time between 50,000 years ago and today. It is based on the radioactive decay of the heavy form of carbon, ^{14}C . We can calculate when an organism died by comparing the amount of ^{14}C remaining in a sample to the amount of the stable form of carbon, ^{12}C .

However, there are several complications. My work looks at one, and aims to develop methods to remove contaminants from samples before they are dated. This is a particularly significant problem for samples that are more than about 30,000 years old. Beyond this time, a tiny amount of modern carbon can cause the radiocarbon method to underestimate the true age of a sample by thousands of years. Just 1% modern carbon in a sample of 50,000 years will give an age of about 37,000 years. Contamination is a huge problem for archaeological samples which are buried and incorporate carbon from their environment. This is the reason a lot of the radiocarbon dates on the remains of Neanderthal occupation in southern Spain were inaccurate. We were able to substantially increase the age of some very ancient samples with modern chemical techniques to clean and extract protein from bone.

I am currently studying tooth enamel, the densest mineral in our body. In hot climates like Spain and Australia the protein we normally date degrades rapidly, making it very difficult to radiocarbon date skeletons. Enamel survives much longer, providing an alternative material. However, radiocarbon dates on enamel are often wildly inaccurate. I am trying to work out where the contaminants are located in enamel, and how they can be removed. If successful, I would be able to return to Spain and date a much larger number of samples to pin down the age of the last Neanderthals. We would also be able to date far more human and animal bones from Australia, the Pacific and South East Asia.

Why is your research important to you?

My research is important to me for the same reasons that it is important to society. I am fascinated by the past. I have a chemistry background and love doing science, so I feel exceptionally lucky to be able to use scientific methods to understand the past.

Why is your research important to society?

Radiocarbon dating has many tangible benefits. It can be used in forensic studies to date murder victims or elephant ivory. Radiocarbon dates have aided applications for aboriginal land title claims, and are frequently used to date past records which contain evidence of the past climate, helping us to understand today's climate system. However, radiocarbon dating also has less tangible benefits, particularly when applied to archaeology. Most people are fascinated by the past. They are fascinated by how other people live, and how they lived in the past. This is reflected in the popularity of TV documentaries such as Time Team, and museum displays such as The History of the World in 100 Objects. Archaeology plays an enormous role in supplying this information.

— Q&A

What would be the game changer discovery in your field?

I think a major game changer would be the discovery of a group of human fossils in South East Asia dating between 120,000 – 40,000 years, with DNA still preserved. During this time, we have very little evidence of who was in this region and how they interacted with the modern human populations who were migrating from Africa. Modern DNA analysis and the few fossils (such as Homo floresiensis, or the 'hobbit') hint that unique things were happening on Australia's doorstep. It would be great to know more!

What has been the biggest challenge of your career so far?

I am struggling to think of just one. A major challenge was moving to the other side of the world to undertake research.

What has been the biggest opportunity of your career so far?

I have been lucky and have been given many fantastic opportunities, but moving to Australia to undertake research must be one of the best. I was able to bring skills I learnt elsewhere and apply them in a very different scientific environment (I am currently in an Earth Sciences department rather than Archaeology) to answer very different archaeological questions. In the process, I have learnt an enormous amount very quickly!

What's the one thing you feel that you/everyone can do to improve the position of women in research?

From what I have read, the major problem facing women in academia is the system of early career post-doctoral contracts, requiring academics to live with little job security well into their mid 30s. This system will take an enormous and imaginative effort to change, and it must be lead from the top. In the meantime, I think it is important for everyone to become more aware of our unconscious bias against female scientists. I had always thought I was aware of this issue and passionate about women in science, and so was shocked that it took me a while to answer a simple riddle.

A father and son are in a car accident. The father dies at the scene and the boy is rushed to hospital. At the hospital the surgeon looks at the boy and says "I can't operate on this boy, he is my son." How can this be?

I think ongoing reminders of our unconscious bias against women (and other minorities) will help, alongside strategies to make women more visible by, for example, presenting documentaries on television.



Clarivate Analytics accelerates the pace of innovation by providing trusted insights and analytics to customers around the world, enabling them to discover, protect and commercialize new ideas, faster. Formerly the Intellectual Property and Science business of Thomson Reuters, we've been assisting our customers for over 60 years. Now as an independent company with over 4,000 employees, operating in more than 100 countries around the world, we remain expert, objective and agile. For more information, please visit us at [Clarivate.com](https://www.clarivate.com).

— CONTACT US

Clarivate Analytics

Formerly the IP&Science Business of Thomson Reuters

Level 6 - 19 Harris Street
Pyrmont NSW 2009
AUSTRALIA

P +61 2 8587 7636

E ts.info.anz@thomsonreuters.com

**Clarivate
Analytics**

Formerly the IP & Science
business of Thomson Reuters