

# Women in Engineering

**Prof. Rosalind Archer**

**Mighty River Power Chair in Geothermal Reservoir Engineering**

**Department of Engineering Science & Geothermal Institute**

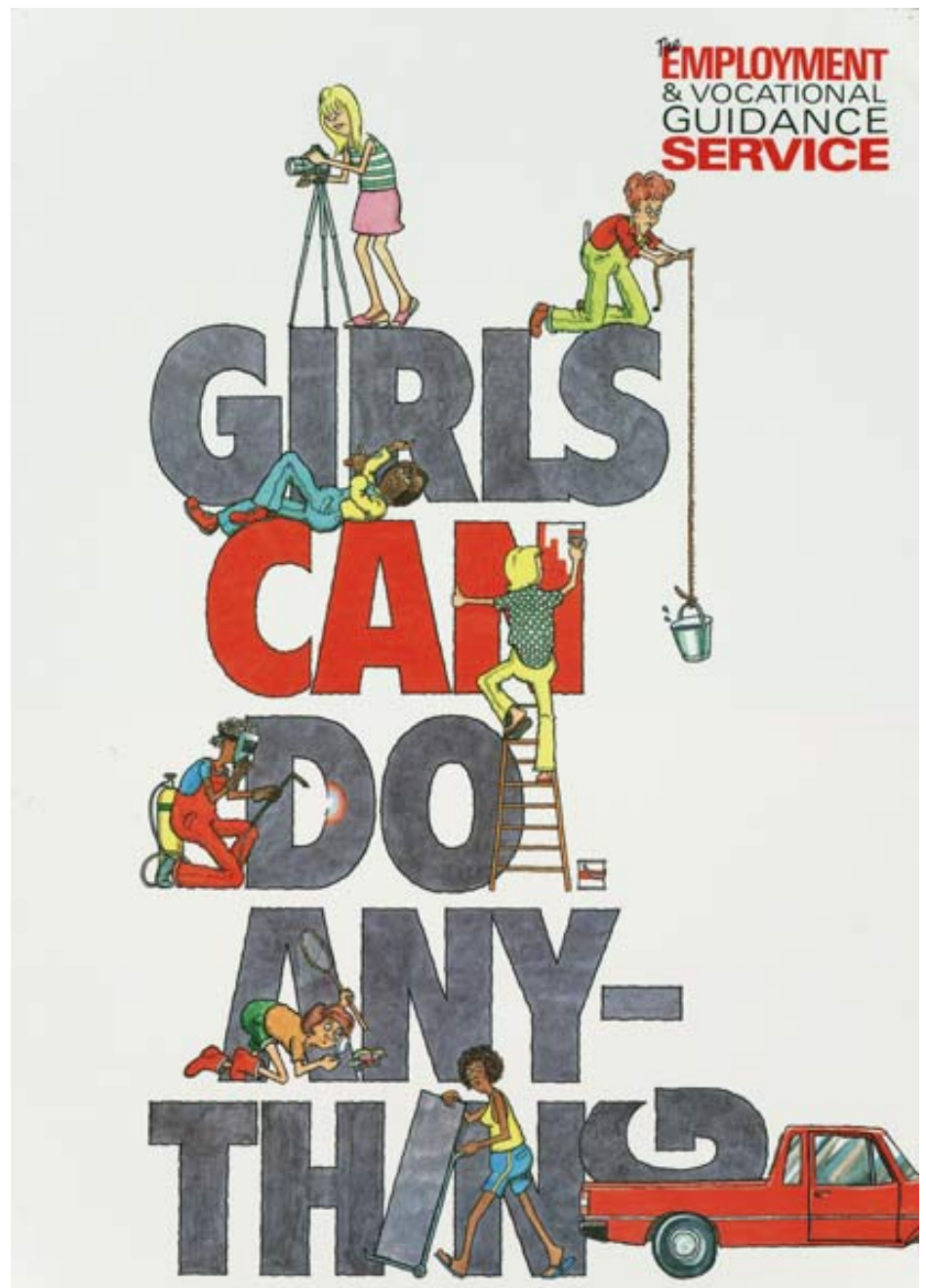
# Long Term Commitment/Strategy



KEEP  
CALM  
AND  
THINK  
LONG TERM

- Full time member of professional staff working since the 1989 to recruit and retain female students.
- Student run “Women in Engineering Network” began in 1993.

**Mid 1980s New  
Zealand  
Government  
campaign**





# Women in Faculty Leadership Roles

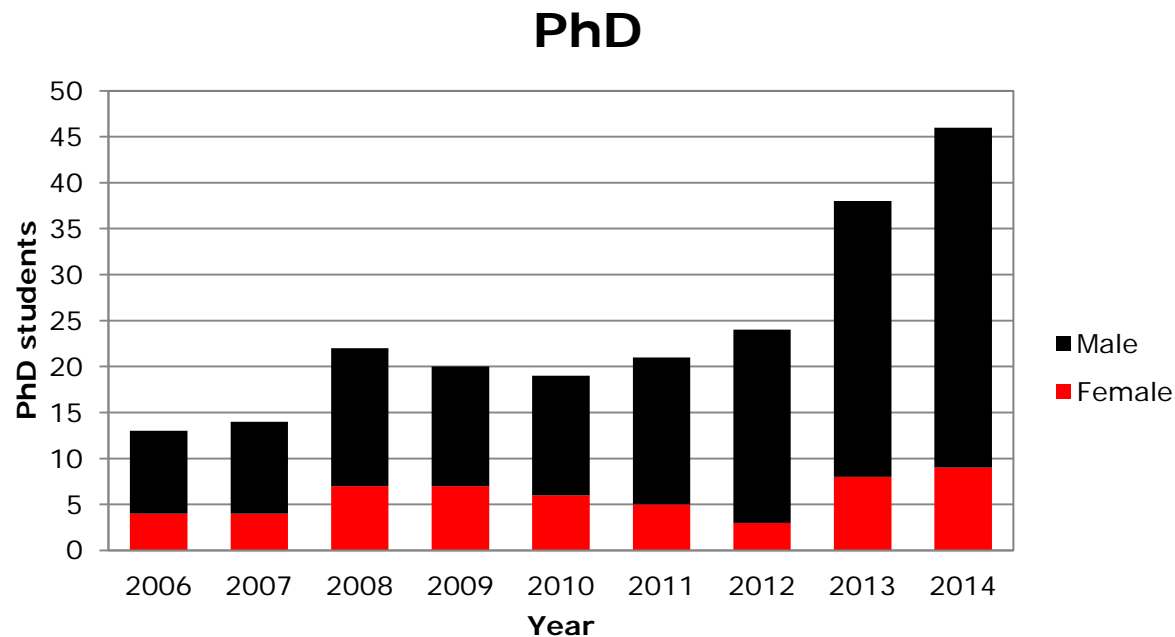


## Pipeline (% female)

- Faculty of Engineering – 24.5%
  - Female students are high achievers, comprise 1/3 of the Dean's list and some years more than half the nine engineering degree specialisations have a #1 ranked graduate who is female.
- Dept of Engineering Science - 30 to 35%
- Masters program – 25%
- PhD program – 19.6%
- Academic staff – 18.1%

# PhD program (Dept)

- Had been up to 35% female students before growth in overall numbers grew PhD program with more international students.



# Outreach – People focused

## Department of Engineering Science

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### Mardi Squier

Bachelor of Engineering in Engineering Science (2004)

Project Engineer (2005)

DHI Water and Environment, Australia

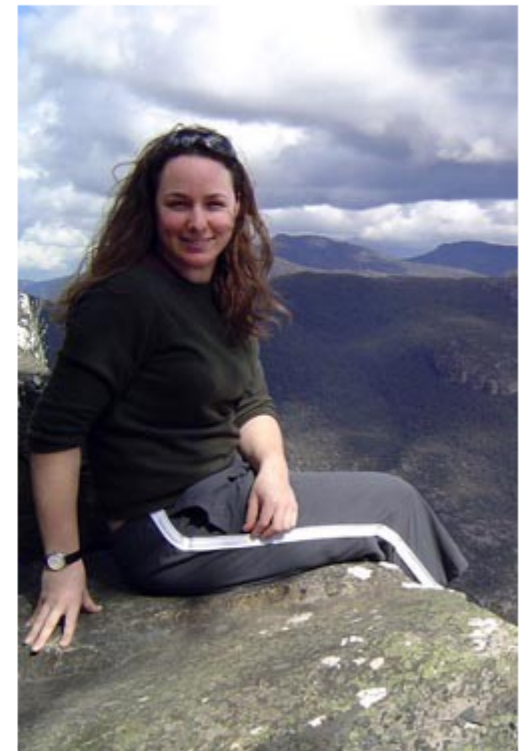
After school I wasn't really sure what I wanted to do, but I wanted to do something with international scope where I could apply maths and science to real world applications. It was the fact that Engineering Science taught us to solve a variety of different problems using modelling that really appealed to me, because of the flexibility it offers.

I took my time getting through the degree; including taking some time off and spending 8 months working in Austria. It wasn't an easy course but I like challenges.

By my final year I decided to pursue computational fluid dynamics. Being able to use computers to solve how water flows in various situations and what implications this has on the environment, structures and communities is something I find really interesting.

In addition to the relevant engineering science papers I took courses in Physics of the Atmosphere and Ocean and Environmental Modelling and did my project in tidal modelling.

I enjoy learning languages and after finishing my BE I spent a semester doing some more papers towards my BA before applying for the job with DHI Water & Environment. DHI is a Danish company, which specialises in water modelling software



# Hiring

- Acknowledgement of unconscious bias
- Diverse hiring panels
- Inclusive advertising
- Clear statement of criteria before CV review
- Alumni/target talent tracking
- Broad outreach, as opposed to shoulder tapping in a small circle
- Sharing of CVs of top ranked (unsuccessful candidates)



# Other Measures

- Conferences – female keynotes / childminding
- Sharing of CVs of top ranked (unsuccessful candidates)
- Faculty communications strategy
- 6 staff hired in past 2 years, 5 academic (3.2 FTE) + 1 technical. 47.6% female (on FTE basis)

# Questions or Comments?

Rosalind Archer

[r.archer@auckland.ac.nz](mailto:r.archer@auckland.ac.nz)