

Index

A

academic game 159, 170, 175
 academic staff 160, 161, 162, 175, 178
 accessibility 211, 213, 217, 220, 221, 224
 ADVANCE 97, 105, 107, 108, 109, 110, 111, 112, 113
 ADVANCE Institutional Transformation Award 105, 108
 advocacy 23
 Anita Borg Institute for Women and Technology (ABI) 86, 305, 316
 Anita Borg Institute for Women and Technology (ABI) Awards 86
 Artemis Project 86
 artificial intelligence (AI) 178, 179, 308, 310, 315
 Association for Computing Machinery (ACM) 302, 303, 311, 314, 316
 Association of Professional Engineers, Scientists and Managers Australia, the (APESMA) 11
 Association on Computing Machinery (ACM) 86
 atomic force microscopy (AFM) 76
 Australian Bureau of Statistics (ABS) 13, 14
 Australian Council of Engineering Deans (ACED) 120, 126, 129, 131
 Australian University Quality Audit (AUQA) 124
 Australian Water Association (AWA) 179, 181, 182

B

bias 21, 22, 24, 26, 27, 28, 29, 30, 31, 34, 36, 41, 43, 45

bigotry 22
 Biotechnological and Environmental Applications of Microalgae (BEAM) 52
 Black Data Processing Association (BDPA) 87, 89
 blog 142
 Boston College Center for Work and Family, the 11
 brain drain 100
 Brazilian Computer Society (SBC) 311, 312, 313, 314
 Brazilian Symposium on Databases (SBBD) 308, 309, 312, 314
 Bright Futures – Shining Stars (BFSS) 5, 6
 Bureau of Labor Statistics 79, 90

C

career development 305
 career ladder 281, 293
 career planning 305
 career progression 233, 235, 237, 240, 241, 242, 244, 245, 246, 247
 Carnegie Mellon University 81, 85
 Chartership programmes 294
 chilly climate 184, 185
 Cisco Certified Networking Associate (CCNA) 227, 228, 229, 230, 231
 cognitive hardiness 183, 201, 202
 Committee for Tick Management Queensland (CTMQ) 155
 communication technology 211, 214, 223, 225
 Computer Club for Girls 138
 computer games industry 138, 139, 140, 143, 144, 148, 150

Computer Science (CS) 301, 302, 303, 304,
305, 306, 307, 308, 310, 311, 312, 313,
314, 315, 316, 317
computer self-efficacy 57, 58, 60, 71
Corporate Systems Management 115, 116
crunch time 144, 145, 147
cyber cafes 213, 214, 220

D

Dalrymple Bay Coal Terminal (DBCT) 208,
210
Declaration of Independence 24
Department of Education, Employment and
Workplace Relations (DEEWR) 123
Digigirls 139
digital divide 212, 214, 217, 218, 220, 221,
224, 225
digital games 140
digital gap 215
digital subscriber lines (DSL) 220
Directing Equality of Pay in ICT (DEPICT)
142, 149
discrimination 21, 22, 23, 24, 25, 26, 27, 29,
30, 31, 32, 33, 34, 35, 38, 39, 41, 42, 48,
49, 183, 188, 193, 194, 195, 197, 200,
201, 202, 288, 289
diversity 23, 38, 41, 42, 44, 45, 47, 49
Douvan and Walker scale, the 106

E

e-banking 215
e-commerce 217, 218
Economic and Social Commission for Asia and
the Pacific (ESCAP) 215, 223
Electronic Arts (EA) 143
e-mail 214, 215, 217, 222, 265, 266, 267, 268,
269, 278
Engineers Australia 7, 11, 13
Equality Act of 2006 162
Equal Opportunity for Women in the Workplace
Agency (EOWA) 120, 131
Equal Pay Act 1970 162
European Union (EU) 98, 140, 145, 233

F

Federation of Australian Scientific and Techno-
logical Societies, the (FASTS) 11
flexible working 138, 139, 142, 144, 145, 146,
147, 148
flexible work schedules 305
Fourier transform infrared (FTIR) spectrometry
76

G

game designers 141, 143
games companies 141, 143
games industry 138, 139, 140, 141, 142, 143,
144, 145, 146, 147, 148, 150, 152, 308
Gas Insulated Switchgear (GIS) 209, 210
gender differences 302, 305
gender discrimination 183, 194
gender division 233
gendered concept 259
gendered organisation 256, 257, 258, 268
gender-related difficulties 200
gender schema 21, 28, 29
gender schema theory 28
gender stereotypes 236
gender stereotypic roles 282
gender stereotyping 234, 236, 237, 246
Getting Everyone To Study Math and Related
Technologies (GETSMART) 56, 57, 61,
62, 63, 64, 65, 66, 67, 68, 69, 70
glass ceiling 21, 25, 31, 44, 45, 46, 48, 49, 232,
256, 281, 287
Google 84
Go WEST (Women in Engineering, Science
and Technology) project 118, 119, 122,
123, 124, 125, 126, 127, 128, 130, 279
Go WEST (Women in Engineering, Science
and Technology) project team 119, 124,
125, 126, 128
Grace Hopper Celebration (GHC) for Women
and Computing 86
grade point average (GPA) 80
gross domestic product (GDP) 39, 141

H

Harvard University 30, 45, 81

Index

Health and Human Services 25, 41, 48
high distinction (HD) 299
higher education 160, 175, 176, 177, 213, 231, 255, 256, 271, 272, 274, 275
Higher Education Role Analysis (HERA) 160, 164, 165, 166, 171, 173, 175, 176
high-tech gender gap 214, 216
horizontal segregation 232
HuaZhong University of Science and Technology (HUST) 228
Human-Computer Interaction 306, 308, 309, 311, 315
Human Resources department 159
human resources (HR) managers 284
human resources (HR) professionals 281

I

IBM 303, 311
Industrial Affiliate Program (IAP) 299
Industrial Affiliate Program (IAP) Expo 299
informal mentoring 97, 99, 103, 104
information and communication technology (ICT) 115, 116, 117, 138, 139, 140, 142, 143, 144, 146, 147, 148, 149, 150, 211, 212, 213, 214, 216, 217, 218, 219, 220, 221, 222, 223, 224, 225, 226, 228, 229, 230, 304, 305, 306, 314
information and communication technology (ICT) centers 211, 214
information society 214, 216, 220, 222, 225
information systems (IS) 308, 310, 315
information technology (IT) 56, 57, 58, 59, 60, 61, 62, 63, 64, 65, 67, 68, 69, 70, 71, 72, 79, 81, 82, 84, 89, 90, 116, 117, 119, 125, 126, 129, 134, 185, 202, 211, 212, 213, 214, 215, 216, 217, 219, 220, 222, 225, 228, 230, 231, 255, 268, 269, 270, 302, 305, 306, 312, 316, 227
information technology (IT) careers 60, 61, 63, 67, 68
information technology (IT) field 59, 60
Institute for Women in Technology (IWT) 86
Integrated Circuits 306, 307, 308, 310, 311, 315
integrated circuits (IC) 77

Integrated Marine Biogeochemistry and Ecosystem Research (IMBER) 95
International Institute of Women In Engineering (IIWE) 126
International Water Association (IWA) 182
Internet 211, 213, 214, 215, 216, 217, 220, 221, 222, 223, 224, 225, 226, 255, 256, 257, 258, 260, 261, 262, 263, 264, 265, 266, 267, 268, 269, 270
internet cafes 213
internet service provider (ISP) 212, 220
Internet World Stats 215, 216

J

Joint Advanced Integrated Networking (JARING) 212

K

kiss of death 174

L

lecturer 160, 161, 162, 163, 164, 165, 167, 168, 169, 170, 171, 173
Let's TWIST project 283
long hours 139, 144, 145, 146, 147, 150, 152
long hours culture 138, 139, 144, 145, 146, 147, 148
longitudinal study 110
Lore-El Center 88

M

Malaysian Communications and Multimedia Commission (MCMC) 212, 215
Malaysian Institute of Microelectronic Systems (MIMOS) 212, 213
Management Information Systems (MIS) 62
Massachusetts Institute of Technology (MIT) 27, 39, 46, 48, 303
master's degree 98
Meat & Livestock Australia (MLA) 155, 156
mentor 235, 242, 243, 244, 247
mentoring 97, 98, 99, 101, 102, 103, 104, 105, 106, 107, 108, 109, 110, 111, 112, 113, 232, 233, 235, 236, 242, 243, 247, 248, 305

mentoring program 97, 101, 109
 misogyny 22
 Mommy Track 31, 32, 34
 Multimedia Super Corridor (MSC) 211, 212

N

National Academy of Sciences 26
 National Aeronautics and Space Administration 25
 National Assessment of Education Progress (NAEP) 40
 National Center for Women and Information Technology (NCWIT) 56, 57, 61, 71, 79, 83
 National Council for Innovation (NACI) 183, 189, 202, 205
 National Institutes of Health 25
 National Research Priorities (NRP) 75
 National Science Foundation 25, 31, 33, 40, 41, 46, 47, 49
 National Science Foundation (NSF) 105, 108, 109, 110, 112
 Networking Women 217
 neutrality 236
 non-governmental organizations (NGOs) 216, 222
 North Carolina State University 88
 North Queensland Algal Identification/Culturing Facility (NQAIF) 51, 52
 nursing 185

O

occupational segregation 35, 45
 Office for Women (OFW) 1, 2, 3, 4, 5, 6, 7, 8, 9, 10, 11, 12, 14, 15
 organic light emitting diodes (OLEDs) 77
 organisational logic 258
 Organisation for Economic Co-operation and Development (OECD) 125
 Organisation for Economic Co-Operation and Development (OECD) 155

P

Performance Review 165
 Planning Unit 165, 166

Plexiglas room 170
 postgraduate teaching roles 169
 Practising Gender Equality in Science (PRAGES) 125, 128, 131
 presenteesim 144
 program committees (PC) 306, 308, 309, 310, 311, 312, 315
 Promoting SET for Women Unit (PWSET) 235
 promotion criteria 159, 165
 promotion process 159, 160, 166
 publish or perish 256
 Pygmalion Effect 30

Q

Queensland schools 6
 Queensland State Government 1

R

radio frequency identification devices (RFID) 77
 radio frequency (RF) 74, 76
 Recognition of Prior Learning (RPL) assessment 116
 Research Assessment Exercise (RAE) 256, 257
 reverse discrimination 100
 role model 187, 188, 189, 205
 Rural Industry Research and Development Corporation (RIRDC) 74, 75, 77

S

San Diego Zoo 87
 SAT reasoning test 57
 Science Centres of Innovation and Professional Practice (SCIPP) 7
 science, engineering and technology (SET) 1, 2, 3, 4, 5, 6, 7, 9, 10, 11, 12, 13, 14, 15, 16, 25, 118, 119, 120, 121, 122, 123, 124, 125, 126, 127, 128, 129, 130, 131, 138, 139, 140, 143, 144, 147, 148, 150, 160, 162, 167, 175, 183, 184, 185, 186, 188, 189, 190, 192, 195, 196, 197, 199, 200, 201, 202, 232, 233, 234, 235, 236, 237, 238, 240, 241, 242, 246, 247, 248, 249, 250, 255, 256, 260, 261, 264, 268, 269, 270, 273, 281, 287, 288, 295, 296

Index

science, engineering and technology (SET)
career 183, 184, 185, 188, 189, 190, 195,
197, 200
science, engineering and technology (SET)
disciplines 160, 162, 167, 175, 255, 256,
261, 264, 268, 270
science, engineering and technology (SET) fair
report 12, 14
science, engineering and technology (SET)
fields 183, 184, 185, 186, 200
science, engineering and technology (SET)
Manager 250
science engineering, construction and technol-
ogy (SECT) 283
Scienceorg 238, 240, 242, 243, 244, 247
science, technology, engineering and math
(STEM) 56, 57, 58, 59, 60, 61, 62, 63,
64, 65, 66, 67, 68, 69, 70, 79, 80, 81, 82,
84, 87, 97, 98, 99, 100, 101, 102, 103,
104, 105, 107, 108, 109, 110, 111, 113,
118, 119, 120, 121, 122, 131, 132, 304,
317
science, technology, engineering and math
(STEM) fields 97, 98, 99, 100, 107, 108,
110
Secondary Schools and Queensland University
of Technology Engineering Activity Kits
(SQUEAK) 6
self-efficacy 97, 99, 101, 103, 104, 105, 106,
107, 108, 109, 110, 114, 183, 184, 185,
186, 187, 188, 197, 198, 199, 200, 201,
202, 203, 204, 205, 206
self-promotion 165, 280, 281, 282, 293
senior lecturer 160, 161, 162, 165, 169, 170,
173
Sex Discrimination Act 1975 162
sex role stereotypes 286
single pay spine 160, 165
Sisters in Science 87, 90
Smart Women – Smart State Awards (the
Awards) 2, 4, 5, 6, 121, 132
Smart Women – Smart State Science Engineer-
ing and Technology Action Plan (the
Action Plan) 3, 4, 12
Smart Women – Smart State Strategy (the Strat-
egy) 1, 2, 3, 4, 9, 10, 12, 13, 14, 15, 16

Smart Women – Smart State Taskforce 2, 3, 9,
12, 16, 121
social cognitive theory 187
social justice 22, 23, 41
social psychologists 280
Special Interest Group on Graphics and Interac-
tive Techniques (SIGGRAPH) 302
stereotype threat 186
stormwater quality improvement devices (SQ-
IDs) 298, 299
support networks 232, 236, 238, 247
Swedish Medical Research Council 28
Systers 86

T

Tampa Bay Technology Leadership Association
(TBTLA) 62, 71
Target Cost Estimate (TCE) 209
TechLeaders 86
Technical and Further Education (TAFE) 116
TechnologyOne 133, 134, 135, 136
telecommunication tools 211
tertiary educational institution 197
think manager-think male 236, 237
Track Sectioning Cabin (TSC) 209
TrackStar 207, 208, 209, 210
triangulation 284, 296

U

UK Resource Centre for Women in SET 233,
234
UNICAMP 314
United States Constitution 24
university education 236
University of Bradford 160, 161, 162, 164,
165, 166, 171, 172, 176, 177
University of Chicago Illinois 88
University of Michigan 38, 47
University of Southern Queensland (USQ)
119, 122, 123, 124, 125, 126, 128, 129,
130, 132, 227, 228, 229, 230, 231, 227,
276, 277, 278, 279
University of Sydney 121, 131
University of Tampa 56, 62
University of Wisconsin 84

University of Wisconsin-Madison Climate
Workshops for Department Chairs 38
U.S. Bureau of Labor Statistics 79, 90
U.S. Department of Education 79, 85, 90
U.S. Department of Education Office for Civil
Rights, the 25

V

verbal encouragement 187
vertical segregation 232
Very Large Data Bases (VLDB) 302, 311, 312
Vocational Education and Training (VET) 116,
122

W

water quality objectives (WQOs) 298, 299
Web 2.0 270
Web 2.0 technologies 270
whole effluent testing (WET) 53, 54
Women Engineering Queensland Workshops
(WEQ) 7, 8, 9, 12
Women in Engineering and Outreach 88

Women In Mining & Resources Queensland
(WIMARQ) 19
Women in Science and Engineering (WISE) 87
Women in Science Enquiry Network, the (Wi-
SENet) 11, 120, 131
Women in Science (WiSci) 121, 131
Women in Technology (WIT) 121, 312, 313,
315
Women's Experiences in College Engineering
Project (WECE) 37, 45
work balance 183
work life balance 138, 139, 142, 144, 145, 146,
147, 148, 152
workload 167, 174
World Wide Web (WWW) 214

Y

Young Water Professionals (YWP) 181, 182