Breaking free from the herd: How organisations become front runners in gender diversity

Seeking a prospective PhD student interested in examining gender diversity & inclusion in Australian organisations

The University of South Australia (UniSA) Business School is seeking applicants interested in pursuing a PhD to investigate gender diversity and inclusion in Australian organisations. Despite decades of equal opportunity legislation, gender inequality persists in organisations around the world. This project investigates why a few exceptional organisations (front runners) manage to break free from the herd to make substantive progress toward gender equality when so many of their competitors fail. Specific project aims listed below:

1. Understanding what differentiates gender diversity front runners from their competitors
2. Investigating how these differentiating factors are established in start-up organisations
3. Investigating how organisations leverage commitment to environmental sustainability to become gender diversity front runners
4. Investigating how external recognition (such as awards) can stimulate organisations to become gender diversity front runners

This dissertation will involve collecting archival, interview and focus group data. The PhD will commence in 2020 and conform to UniSA’s general requirements. A Bachelor’s degree in Business, Social Science or a related field is necessary. Candidates are especially encouraged to apply if they have:

* Interest in gender diversity and/or environmental sustainability issues,
* Some experience with qualitative or quantitative data collection.

The candidate will be supervised by a team of researchers led by Professor Carol Kulik of the Centre for Workplace Excellence (CWeX), UniSA Business School. The PhD research will be undertaken as part of a larger research program funded by the Australian Research Council.

The exact details of the thesis topic will be developed by the interested candidate in close consultation with the supervisory team. CWeX and the UniSA Business School have strong research environments and are deeply committed to world-class research performance. It is expected that the individual selected for this position will be highly competitive in the academic job market after completing this program.

Qualified candidates will be eligible to receive AU$28,092 per annum (2020 stipend rate) over 3 years in scholarship support.

Interested candidates should send a CV to [cwex@unisa.edu.au](file:///C%3A%5CUsers%5CSanjeewa%5CDropbox%5CPublications%5CBreak%20free%20from%20the%20herd%5Ccwex%40unisa.edu.au) along with a personal statement (one A4 page) that describes the candidate’s research interests and explains how they relate to the project, no later than **6 March 2020**.

For further information about research degrees at UniSA and the application process itself please visit: <https://u.unisa.edu.au/research/degrees/scholarships/>