



Australian  
National  
University

Sir Roland  
Wilson  
Foundation



# 2023 Annual Report

SIR ROLAND WILSON FOUNDATION

The Australian National University (ANU) acknowledges, celebrates and pays our respects to the Ngunnawal and Ngambri people of the Canberra region and to all First Nations Australians on whose traditional lands we meet and work, and whose cultures are among the oldest continuing cultures in human history.

Front cover: Sir Roland Wilson and Pat Turner scholars  
and alumni at the 2023 Secretaries Dinner.  
Photo: Adam McGrath/HCreations





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# FOREWORD



## DR MARTIN PARKINSON AC PSM

Chair  
Sir Roland Wilson Foundation

**After COVID-19, most Australians were probably looking forward to a calmer, quieter and more peaceful 2023. Unfortunately however, this was not the case.**

Bushfires, floods and other severe weather events have brought the changing climate into sharp focus. The impacts of nation-state conflict and regional instability have been felt domestically, not least through cost-of-living pressures and a more challenging economic and strategic backdrop.

The Australian Public Service (APS) also faced its own set of challenges.

At various points throughout the year, the service's core values were called into question, highlighting the gradual erosion of norms of behaviour, and capability, that affirmed the need for the government's ambitious APS reform agenda.

As Minister for the Public Service Senator Katy Gallagher recognised in her annual statement on APS reform, the public service is an enduring institution, central to the strength and success of Australia's democracy. While progress has been made against the reform agenda, much remains to be done to strengthen integrity, independence and capability across the APS, and to rebuild trust in the service's commitment and ability to deliver for all Australians.

The Sir Roland Wilson Foundation plays a unique and important role in this endeavour – leveraging the various strengths of our partnership to build an APS with the capability to use research and evidence to develop and effectively implement better public policy.

Through PhDs in law, economics, climate change, gender equality, and cybersecurity, or through masters programs in public policy, leadership, entrepreneurship and psychology, Sir Roland Wilson and Pat Turner scholars are addressing some of the nation's toughest challenges.

This year, the Foundation celebrated the first three Pat Turner scholarship PhD graduations – a remarkable achievement for scholars, the Australian National University (ANU) and the APS.

In 2023, we welcomed nine Sir Roland Wilson and five Pat Turner scholars to ANU and Charles Darwin University (CDU).

The number of high-quality applications we continue to receive for both scholarship programs confirms for us the value of our offering. The 2023 independent mid-term review confirmed this, finding the Foundation is developing leaders with strong research and analytical skills, and building influential networks.

Over the past 12 months, eight scholars completed their programs and graduated – returning to the public service with renewed focus and energy. They join a growing and influential network of Foundation alumni who are now shaping evidence-based policy, programs and services. And just as importantly, alumni are maintaining linkages into academia, building the demand for, and access to, world-leading expertise to help the APS meet the challenges of our time.

I was pleased that the Australian Public Service Commission (APSC) renewed the Memorandum of Understanding with the Foundation for the Sir Roland Wilson scholarship program during 2023. This agreement reflects the strong relationships built over the last decade and provides support for the underpinnings of the scholarship programs for the next five years.

I thank the APS and our partners at ANU and CDU for their ongoing support and belief in our vision.

The Foundation has benefited immensely from the generous support of outgoing ANU Vice-Chancellor Professor Brian Schmidt AC FAA FRS FTSE. Professor Schmidt has been deeply committed to the cause of a strong public service. His consistent support truly reflects the University's mandate as Australia's national university. We are looking forward to building on our existing relationship with the incoming Vice Chancellor and President, Distinguished Professor Genevieve Bell AO FTSE FAHA, to further strengthen our contribution over the years ahead.

I would like to acknowledge the outstanding work of Sally-Anne Henfry, whose leadership as Executive Director has shaped the Foundation's success over the last four years. We wish Sally-Anne all the best on her return to the APS. I also congratulate Rebecca Gibb on her appointment to the role of Executive Director and look forward to working with her to deliver further success for the Foundation and its partners.

I am also indebted to my colleagues on the Board for their commitment and valued contributions throughout the year. Finally, but far from least, on behalf of the Board, the scholars and our stakeholders in the APS, ANU and CDU, my thanks also go to the incredibly hardworking, dedicated and effective team at the Foundation for their ongoing efforts to ensure the Foundation plays its role in supporting the development of a world-class Australian Public Service.

# SIR ROLAND WILSON

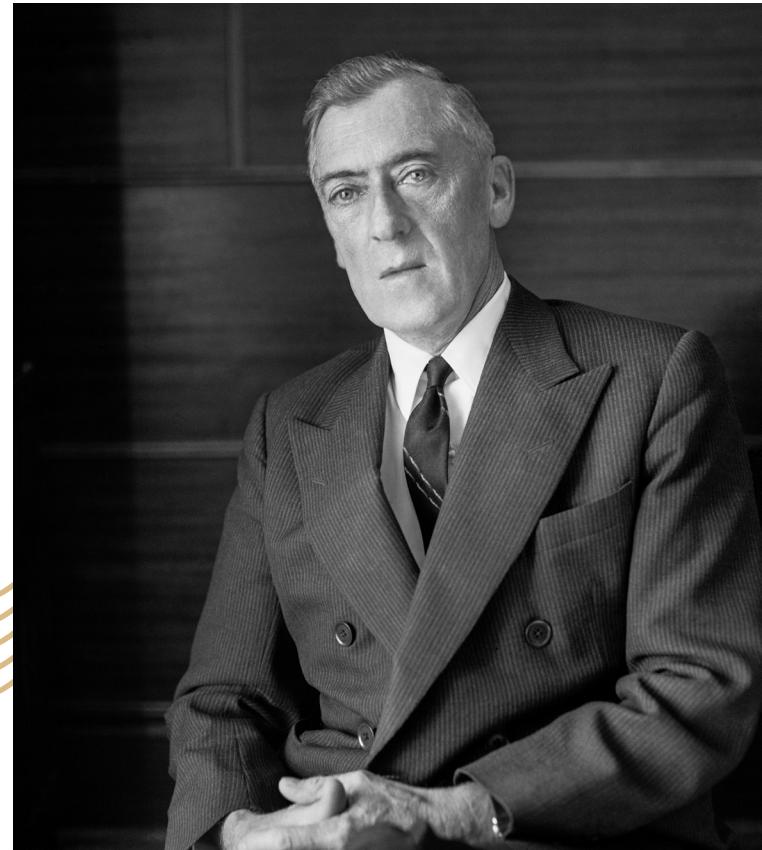
1904–1996

Sir Roland Wilson was an economist and acclaimed academic who had a remarkable career as a public servant. Born in 1904, Wilson was the first Rhodes Scholar from Tasmania. He completed two PhDs, one at University of Oxford and one at University of Chicago.

After a short academic career, Wilson joined the public service in 1932 and was quickly appointed Commonwealth Statistician. He then served as founding Secretary of the Department of Labour and National Service where he coordinated Australia's economic approach to World War II.

In 1951, he was appointed Secretary of the Treasury – he remains Australia's longest serving Treasury Secretary, with almost 16 years of service. He was remembered in this role as an intellectual force, giving expert advice that shaped economic policy.

After retiring from the public service, Wilson was Chairman on the boards of Commonwealth Bank and Qantas Airways. In recognition of his outstanding contribution to public service, Wilson was appointed a Commander of the British Empire (CBE) in 1941; a Knight Bachelor in 1955; and, a Knight Commander of the British Empire (KBE) in 1965.



## WHO WE ARE



Australian  
National  
University



CHARLES  
DARWIN  
UNIVERSITY  
AUSTRALIA



Australian Government

The Sir Roland Wilson Foundation is a partnership between The Australian National University (ANU), Charles Darwin University (CDU) and the Australian Public Service (APS).

Honouring the legacy of Sir Roland Wilson and Pat Turner, we build research and leadership capability in the APS and embed connections between policymaking and academia through postgraduate scholarships.

The Sir Roland Wilson scholarship is a three-year, full-pay scholarship for PhD research at ANU for high performing EL1 and EL2 APS employees.

The Sir Roland Wilson Pat Turner Scholarship is a one-to-three-year, full-pay scholarship for any level of postgraduate study at ANU or CDU for high performing Aboriginal and Torres Strait Islander APS 4 to SES Band 1 APS employees.



*2023 commencing scholars with ANU Vice-Chancellor and Sir Roland Wilson Foundation Chair and Board members.*

*(left to right) Professor Ruth Wallace, Ronald Fujii, Professor Brian P. Schmidt AC FAA FRS FTSE, Rachel Wawra, Jennifer Wheeler, Monty Pounder, Emily Hitchman, Andrew Perusco, Lynette Caruso, Dr Martin Parkinson AC PSM, Professor Ann Evans, Dana Volker, Conrad Buffier, Maathu Ranjan, Matthew Smith, former Executive Director Sally-Anne Henfry. Photo: Kelly Chen Photography*

# HIGHLIGHTS

| 90 scholarships awarded to date          |                                          |
|------------------------------------------|------------------------------------------|
| SIR ROLAND WILSON SCHOLARSHIP            | SIR ROLAND WILSON PAT TURNER SCHOLARSHIP |
| 7<br>Scholars commencing in 2024         | 5<br>Scholars commencing in 2024         |
| 31<br>Current scholars                   | 10<br>Current scholars                   |
| 23<br>Alumni                             | 14<br>Alumni                             |
| 19<br>Australian Public Service agencies | 14<br>Australian Public Service agencies |
| 15<br>Research schools                   | 6<br>Research schools                    |

Current as at 11 January 2024.

# BOARD OF DIRECTORS

## Dr Martin Parkinson AC PSM

Sir Roland Wilson Foundation Chair

## Professor Ann Evans

Pro Vice-Chancellor, Graduate Research  
The Australian National University (ANU)  
ANU representative  
Deputy Chair

## Dr Gordon de Brouwer PSM (from May 2023)

Australian Public Service Commissioner  
APS representative

## Professor John Hewson AM (term concluded March 2023)

Chair of the Tax and Transfer Policy Institute  
ANU Crawford School of Public Policy  
External representative

## Cath Ingram

External representative

## Natalie James

Secretary  
Department of Employment and Workplace Relations  
APS representative

## Adina Jordan

Department of Social Services  
Alumni Advisory Group representative

## Dr Steven Kennedy PSM

Secretary  
The Treasury  
Australian Public Service (APS) representative

## Professor Juliana Ng (appointed March 2023)

Director, ANU Research School of Accounting  
ANU representative

## Professor the Hon Tony Smith (appointed March 2023)

Professor in the Practice of Politics  
ANU representative

## Professor Helen Sullivan

Dean  
ANU College of Asia and the Pacific  
ANU representative

## Professor Ruth Wallace

Pro Vice-Chancellor, Faculty of Arts and Society  
Charles Darwin University (CDU)  
CDU representative

## Professor Asmi Wood (term concluded March 2023)

Sub-Dean (Indigenous)  
ANU College of Law  
ANU representative

## Peter Woolcott AO (resigned in April 2023)

Australian Public Service Commissioner  
APS representative

## MESSAGE FROM THE EXECUTIVE DIRECTOR



### REBECCA GIBB

Executive Director  
Sir Roland Wilson Foundation

#### **2023 has been another productive year for the Foundation and our partners.**

At the start of the year, we moved 'home' to our namesake Sir Roland Wilson building, providing a welcoming environment for staff, scholars and alumni.

Throughout the year, Sir Roland Wilson and Pat Turner scholars and alumni have embraced opportunities to further their studies and share their research – doing the vital groundwork to build an enduring culture of evidence-based decision-making in the public service.

We have been pleased to continue our busy program of events and activities throughout 2023, with contributions from a range of inspiring speakers and presenters.

Distinguished public servant and former Australian diplomat, Dennis Richardson AC, spoke at our annual Alumni Networking Reception in April, highlighting the need for a diverse Australian Public Service (APS) which truly reflects the nation it serves.

The Hon Dr Andrew Leigh MP addressed the 2023 Scholar Symposium, sharing his vision for better policy and program evaluation.

Keynote speaker at the 2024 Pat Turner Scholar Forum in September, Lowitja Institute Chair Selwyn Button shared insights from his career in advocating for and implementing better outcomes for First Nations peoples.

These events, along with our regular scholar lunches and coffee chat presentations, have helped to grow our vibrant and collegiate Foundation community. I thank all of the scholars and alumni whose participation contributed to the success of these sessions this year.

We have continued to grow our alumni network, providing opportunities through reading groups and informal meet-ups for alumni to connect, learn and engage.

Foundation alumni continue to serve as wonderful role models and leaders throughout the APS, inspiring and encouraging the next generation of applicants.

The Foundation was pleased to support 11 scholars to travel internationally in 2023 – enabling them to further their research and establish connections with academics and colleagues overseas.

I offer my congratulations to the 2023 Sir Roland Wilson Foundation prize winners: Dr Lisa Conway, Genna Lehman, Nu Nu Win and Carlyn Waters. All scholars can be proud of the impressive results they have achieved through their studies and research in 2023. Seeing scholars learn, grow and contribute is a true highlight of our work.

I thank the Board for entrusting me with the role of Executive Director and Sally-Anne Henfry for her leadership over the last four years to position the Foundation so well for future success.

I look forward to working with all of our partners to continue to embed the Foundation as an enduring, valued and impactful capability building tool for the APS.



*“The best thing about being a Sir Roland Wilson Scholar is the opportunity to work on cutting edge analysis to inform important policy debates and collaborating with the most amazingly talented people across academia and the public sector.”*

**Nu Nu Win**  
Sir Roland Wilson scholar

## IMPACT

Sir Roland Wilson and Pat Turner scholars return to their agencies with important academic connections and expertise in research, ready for successful leadership in the public service.

## TRANSFERABLE SKILLS INFLUENCE CHANGE

**After completing a law degree, Rachel Wawra felt a yearning to study psychology. Now, after several years juggling work, family and study commitments, she has finished a Master of Professional Psychology through The Australian National University (ANU).**

Rachel is a Torres Strait Islander and a Sir Roland Wilson Pat Turner scholar from the Department of Foreign Affairs and Trade (DFAT).

She was among the first cohort to study the Master of Professional Psychology course at ANU and for the first two years, studied part-time. Her dedication has paid off.

“ANU has an amazing professional psychology program. The cohort is relatively small, so you get to know your peers really well. The lecturers provide lots of support and there are ample opportunities to develop practical skills,” Rachel says.

Rachel was awarded the Pat Turner Scholarship to support her to complete her final year.

“Being awarded the Pat Turner Scholarship has helped me to finish. I am so grateful for the opportunity.”

Rachel recognises how under-represented First Nations psychologists are in Australia.

“Less than one per cent of psychologists in Australia are Indigenous. That figure is even smaller in the Australian Public Service (APS).”



On completion of her studies, Rachel hopes to provide cultural support and assistance where needed at the individual level, as well as providing a unique perspective to shape DFAT and APS policy.

“Psychologists have so many skills that can be applied everywhere, including the ability to be able to influence change.

“For example, one of the biggest challenges we face when it comes to eliminating racism is human behaviour. Psychologists are well placed to make a difference in that space.”

*Below: Rachel Wawra at the 2023 Pat Turner Scholar Forum.*

*Photo: Adam McGrath/HCreations*



## EVIDENCE DEMONSTRATES IMPACT OF DIVERSITY ON APS CAREERS

Powerful analysis by Nu Nu Win has provided evidence on the impact of diversity on careers in the Australian Public Service (APS).

The Sir Roland Wilson scholar from The Treasury used APS employment data to examine promotion prospects of women, staff with a disability, Indigenous staff and staff of non-English speaking backgrounds between 2001 and 2020.

The research came as the APS has developed its first culturally and linguistically diverse employment strategy and launched the SES 100 initiative, a plan to double the number of First Nations senior executives (SES) in the APS.

“My research takes into account a rich set of attributes: skills, experience, part-time status, job type, degree type and education level of employees, and estimates their likelihood of being promoted from APS level 4 through to SES,” Nu Nu explains.

The analysis finds Indigenous employees are less likely than non-Indigenous to be promoted at most levels.

“Indigenous staff are more than 1.5 times less likely to be promoted from APS 4 through to APS 6 compared to non-Indigenous staff with similar skills, experience, education and other attributes. The likelihood of Indigenous staff being promoted improves as they progress upwards from APS 6, but they are still less likely to be promoted than their non-Indigenous colleagues.”

Promotion prospects for staff from non-English speaking backgrounds worsen as they ascend ranks in the APS, a pattern that persists even if they were born and raised in Australia.

“They are around 1.2 times less likely to be promoted at junior ranks, but if they advance to EL2 they are more than 1.6 times less likely to be promoted to the SES compared to similar English-speaking background staff.

“This is in contrast to people of English-speaking backgrounds who immigrated to Australia later in life, who do not experience any promotion disadvantage.”

Nu Nu's analysis also found that, over the 20 years of her study, women and staff with a disability have been less likely to be promoted at almost every level compared to similar men or staff without a disability.

The situation has not improved over time for any of the cohorts except women.

“Looking at how these estimates have changed over the past 20 years, we can see strong gains for women. Women are now as likely to be promoted at every level compared to similar men. In contrast, promotion prospects have not moved towards parity for Indigenous staff, staff with disability or staff of non-English speaking backgrounds.”

Nu Nu highlights the need for robust data and evidence to help inform policies to overcome such inequalities.

“Where you don't have data and evidence, people tend to fill the gaps with biased explanations for the outcomes.

“A more diverse public service can better serve the needs of modern Australia. This kind of analysis can help us get there.”

Nu Nu's research has made an outstanding contribution to progressing the diversity and inclusion debate in Australia and overseas. She was awarded the Sir Roland Wilson Foundation 2023 Joan Uhr Prize for her research and the efforts she made to share it widely.

## VALE PENNY SULLIVAN

In 2023, the Sir Roland Wilson Foundation was saddened by the passing of Sir Roland Wilson scholar Penny Sullivan.

Penny was a 2018 scholar from Murray-Darling Basin Authority. Her PhD research explored how state and federal governments pursue their objectives in water conflicts.

Through her research, Penny sought to develop a framework for analysing water governance issues. She was interested in the bargaining strategies and the resources central state authorities employ to negotiate with sub-national authorities around water policy and governance decisions.

Penny based her research on three case studies – Jucar-Vinalopo Water Transfer project in Spain, the Colorado Basin in the United States and the Murray-Darling Basin in Australia

Dr Daniel Connell and Associate Professor Keith Barney from ANU Crawford School of Public Policy were Penny's academic supervisors.

"Penny's research was attuned to the complexity of inter-governmental relations, as the 'hidden dimension of government'," Associate Professor Barney said.

"Her analysis and interviews were aimed at a comparative understanding of these complexities and the implications for actual water management decisions in Australia, Spain and the US.

"Her insider perspective with the Murray Darling Basin Authority helped Penny to be alert to these complexities, in a way that few water researchers are able to crack.

"Penny was engaged in exciting and innovative research and she was on her way to making her mark in the field."

In recognition of her work, Penny will be awarded her PhD posthumously.

*Below: Penny Sullivan at the 2022 Scholar Symposium.*

*Photo: Kelly Chen Photography*



## SIR ROLAND WILSON PAT TURNER SCHOLARSHIP

In a demanding year for First Nations peoples, the Pat Turner Scholarship Program demonstrated its strengths – particularly through our supportive and nurturing community.

I am so proud of the connections the program has forged between scholars, alumni, academia and the Australian Public Service (APS). Through these connections, we will influence positive change across the public service to the benefit of all Australians.

The Pat Turner Scholarship Program reached a symbolic milestone in 2023, with the graduations of the first PhD scholars. My heartfelt congratulations go to Dr Craig Leon who graduated from The Australian National University (ANU) in July, along with Dr Lisa Conway and Dr Steve Munns who graduated in December.



*Dr Lisa Conway  
Pat Turner Prize (Research)  
Photos: Adam McGrath/HCCreations*



*Genna Lehman  
Pat Turner Prize (Coursework)*

Craig, Steve and Lisa have added great depth and richness to the Foundation's community of scholars and alumni, and they have made strong and early contributions to the program. We will miss having them at scholar events but look forward to watching them continue to thrive back in the APS.

We were also pleased to see Pat Turner coursework scholar Rachel Wawra graduate with a Master of Professional Psychology from ANU. Congratulations to Rachel for your success borne from hard work and commitment over several years.

In 2023, the Foundation introduced a second annual intake for Pat Turner coursework scholars. The first group of scholars to commence in Semester 2 have settled in to their studies well, and we will build on this momentum and continue to offer two intakes for coursework scholars again in 2024.

The 2023 Pat Turner Scholar Forum, themed 'Strengthening Connections' brought scholars and alumni together on campus at ANU. In a keynote address, Lowitja Institute Chair Selwyn Button spoke to scholars about his career in the public service, and his experience advocating for better outcomes for Aboriginal and Torres Strait Islander peoples. Scholars and alumni also discussed influencing public policy change using learnings from postgraduate programs, as well as the importance of First Nations perspectives in academia.

The Pat Turner scholar Masterclass, held the following day, gave scholars the opportunity to learn more about the APS Indigenous Senior Executive Service network.

I know scholars also gained a great deal from their session on building skills for wellbeing and cultural strength with Joe Williams.

We were again able to support two scholars and an alumna to participate in a week-long program on First Nations governance at Charles Darwin University (CDU) this year. Led by Yolgnu researchers at CDU's Northern Institute and members of the CDU 'Ground Up' research team, participants explored approaches to research and policy design for First Nations public servants.

I congratulate the 2023 Pat Turner prize winners: Dr Lisa Conway (research) and Genna Lehman (Coursework). The Foundation's 2023 Ian Castles alumni prize was awarded to Pat Turner alumna Carlyn Waters, recognising her work to enable Pat Turner scholars and build strong relationships between academia and the public service.

We continue to be committed to working with partners at ANU, CDU and the APS to further the pipeline of Pat Turner scholarship applicants and are grateful for the support we have received in this endeavour to date.

Thanks also to my colleagues on the Pat Turner Scholarship Advisory Group for their outstanding contributions throughout the year.

**Professor Anne Martin AM**  
Chair  
Pat Turner Scholarship Advisory Group



*Sir Roland Wilson Pat Turner scholars and alumni at the 2023 Pat Turner Scholar Forum with Professor Ruth Wallace and Lowitja Institute Chair Selwyn Button.  
Photo: Adam McGrath/HCreations*

*“The scholarship allows me to research an intrinsically rewarding topic that can significantly impact Aboriginal and Torres Strait Islander people’s health and wellbeing outcomes.”*

**Timothy Holt**  
Sir Roland Wilson Pat Turner scholar

## SCHOLARS



**Lyndon Ang**  
(2022)

Australian Bureau of  
Statistics

ANU Research School of  
Finance, Actuarial Studies  
and Statistics

Research title:  
Filling in the blanks: Methods  
to maximise the value of  
administrative and big data for  
producing statistics



**Mitchell Bird**  
(2023)

Services Australia

ANU College of Business  
and Economics

Master of Entrepreneurship and  
Innovation



**Natalie Bryant**  
(2022)

Independent Health and  
Aged Care Pricing Authority

ANU Centre for Aboriginal  
Economic Policy Research

Research title:  
The curious case of the National  
Aboriginal and Torres Strait  
Islander Health Authority:  
Investigating the absence of  
reforms to facilitate Indigenous  
self-determination in Australia's  
hospital system



**Conrad Buffier**  
(2023)

Department of Climate  
Change, Energy, the  
Environment and Water

ANU Crawford School of  
Public Policy

Research title:  
Climate change policy upscaling



Lynette Caruso  
(2023)

Department of Veterans' Affairs

National Centre for Epidemiology and Population Health

Research title:  
Future of work: a strategic framework for hybrid work arrangements



Martine Cosgrove  
(2014)

Department of Defence

National Centre for Epidemiology and Population Health

Research title:  
Ecological perspectives on strategic military mental health policy



Anthony Cowley  
(2019)

Department of Social Services

College of Indigenous Futures  
Charles Darwin University

Research title:  
Beyond consultation: co-design as a process for redefining success for Indigenous communities



Lee-Anne Daffy  
(2020)

Services Australia

College of Indigenous Futures  
Charles Darwin University

Research title:  
Hearing the whispers of many: truth telling journeys of Aboriginal Australian women employed by the Australian Public Service through entry level programs



**Nikolai Drahos**  
(2022)

Department of Climate  
Change, Energy, the  
Environment and Water

ANU School of Regulation  
and Global Governance

Research title:  
Governing gas in a world  
transitioning to net zero



**Fiona Dunne**  
(2019)

Attorney-General's  
Department

ANU Research School of  
Psychology

Research title:  
The Walker Talker Project:  
can a structured professional  
judgement tool help predict  
those at risk of violent  
extremism?



**Anna Fieldhouse**  
(2020)

Department of Social  
Services

ANU School of Regulation  
and Global Governance

Research title:  
Welfare service consumers  
as regulators: case studies  
of welfare service regulation  
and consumer influence in  
commodified welfare markets



**Ronald Fujii**  
(2023)

Torres Strait Regional  
Authority

Charles Darwin University

Master of Public Policy



Cathy Fussell  
(2020)

Department of Health and  
Aged Care

ANU Crawford School of  
Public Policy

Research title:  
Realising the collective value of  
data



James Gaetani  
(2022)

National Indigenous  
Australians Agency

ANU College of Law

Research title:  
Accommodating traditional  
decision-making: An approach  
to legal plurality in Australia



Emma Graham  
(2020)

Attorney-General's  
Department

ANU Centre for  
International and Public  
Law

Research title:  
Maternity discrimination resulting  
in job loss: examining the role of  
labour laws



Emily Hitchman  
(2023)

Department of Home Affairs

ANU Coral Bell School of  
Asia Pacific Affairs

Research title:  
Credible secrecy: 'neither confirm  
nor deny', national security and  
Australia's liberal democracy



**Timothy Holt**  
(2022)

Department of Finance

ANU Centre for Social  
Research and Methods

Research title:  
Indigenous data sovereignty:  
a compliant framework for the  
Australian Public Service



**Katrina Howe**  
(2020)

Department of Health and  
Aged Care

National Centre for  
Epidemiology and Population  
Health

Research title:  
Understanding the challenges  
associated with 'off-label' prescribing  
and repurposing of older medicines  
currently on the Australian Register  
of Therapeutic Goods (ARTG) to  
inform future policy development



**Jennifer Jackett**  
(2021)

Department of the Prime  
Minister and Cabinet

ANU National Security  
College

Research title:  
The role of United States'  
allies in US-China technology  
competition



**Katy Jones**  
(2015)

Australian Institute of Health  
and Welfare

ANU Centre for Social  
Research and Methods

Research title:  
School attendance and primary  
school-aged Indigenous children



Cecilia Karmel  
(2022)

The Treasury

ANU Crawford School of  
Public Policy

Research title:  
Migration, skills shortages and  
COVID-19



Dr Therese Keane  
(2019)

Department of Defence

ANU John Curtin School of  
Medical Research

Research title:  
Development of new detection  
methods for novel viruses,  
serotyping for pathogens of  
concern, using third generation  
sequencing techniques and  
the development of bespoke  
bioinformatic tools



Genna Lehman  
(2022)

Department of Foreign Affairs  
and Trade

ANU College of Asia and the  
Pacific

Research title:  
Japan's economic security  
strategies: lessons for Australia



Hannah Lord  
(2021)

Department of Foreign  
Affairs and Trade

ANU School of Regulation  
and Global Governance

Research title:  
Governing energy transitions  
in Southeast Asia: the role of  
regional power trading



**Chell Lyons**  
(2020)

Department of Climate  
Change, Energy, the  
Environment and Water

ANU Crawford School of  
Public Policy

Research title:  
Banking on Paris: public  
investment governance and  
evaluation in the transition to net  
zero emissions



**Helen Mitchell**  
(2021)

ANU Crawford School of  
Public Policy

Research title:  
A modern economic statecraft  
framework



**Andrew Morgan**  
(2020)

Department of  
Infrastructure, Transport,  
Regional Development,  
Communications and the  
Arts

ANU Crawford School of  
Public Policy

Research title:  
Developing Australian policy  
stewardship: delivering policy in thin  
markets



**Eliza Murray**  
(2013)

Climate Change Authority

ANU Crawford School of  
Public Policy

Research title:  
The international political  
economy of carbon trading



**Agnieszka Nelson**  
(2013)

Department of Social  
Services

ANU Centre for Social  
Research and Methods

Research title:  
Income support dynamics among  
vulnerable Australian youth in the  
wake of economic downturn and  
policy change – a quantitative  
enquiry using administrative data



**Kate Pennington**  
(2022)

Department of Health and  
Aged Care

ANU National Centre  
for Epidemiology and  
Population Health

Research title:  
Planning for an influenza  
pandemic and responding to a  
COVID-19 pandemic



**Andrew Perusco**  
(2023)

Department of Health and  
Aged Care

National Centre for  
Epidemiology and  
Population Health

Research title:  
Why has Australia failed to  
implement tobacco endgame  
policies and what might precipitate  
policy adoption? Applied policy  
process research on tobacco  
endgame policies for Australia



**Tracey Porter**  
(2023)

Department of Industry,  
Science and Resources

ANU Crawford School of  
Public Policy

Master of Public Policy



**Monty Pounder**  
(2023)

Department of Foreign  
Affairs and Trade

ANU Coral Bell School of  
Asia Pacific Affairs

Research title:  
Indonesian defence policy in an  
era of strategic competition



**Maathu Ranjan**  
(2023)

National Disability  
Insurance Agency

ANU Crawford School of  
Public Policy

Research title:  
The impact of government  
support schemes on prevalence  
of disability in Australia



**Claire Sainsbury**  
(2020)

Department of Social  
Services

ANU Research School of  
Social Sciences

Research title:  
The mismatch between  
rhetoric and action - A study  
into the Commonwealth's  
role in redressing Aboriginal  
and Torres Strait Islander  
educational inequity



**Rebecca Salcole**  
(2023)

Department of Climate  
Change, Energy, the  
Environment and Water

Charles Darwin University

Master of Arts



**Matthew Smith  
(2023)**

The Treasury

ANU Crawford School of  
Public Policy

Research title:  
Distributional impacts of  
Australia's tax and transfer  
system over the lifetime: a more  
detailed approach drawing on  
richer administrative data



**Dana Volker  
(2023)**

Attorney-General's  
Department

National Centre for  
Epidemiology and  
Population Health

Fathers' roles in the gender  
divide in paid work and care:  
addressing discrimination  
and stigma against men with  
caring responsibilities. An  
untapped lever to advance  
gender equality



*2023 prize winners with Foundation Chair and ANU Vice-Chancellor. (left to right) Dr Martin Parkinson AC PSM, Carlyn Waters, Genna Lehman, Nu Nu Win, Dr Lisa Conway, Professor Brian Schmidt AC FAA FRS FTSE. Photo: Adam McGrath/HCreations*



**Timothy Watson  
(2019)**

Department of the Prime  
Minister and Cabinet

ANU Crawford School  
of Public Policy

Research title:  
Hysteresis and fiscal policy  
in Australia



**Jennifer Wheeler  
(2023)**

Department Defence

National Centre for  
Epidemiology and  
Population Health

Research title:  
Growing beyond trauma.  
Promoting post-traumatic  
growth and wellbeing  
outcomes in individuals  
exposed to traumatic events



**Nu Nu Win  
(2021)**

The Treasury

ANU Crawford School of  
Public Policy

Research title:  
Business tax policy and the  
macro-economy



## ALUMNI ACTIVITIES

In 2023, the Foundation continued regular and scaleable activities to connect and engage alumni.



As co-chairs of the Alumni Advisory Group, we have a unique view of the work of Sir Roland Wilson and Pat Turner alumni as they work on evidence-based policy, programs and service delivery across the Australian Public Service (APS).

In 2023, Foundation alumni made significant and valued contributions to addressing some of Australia's most difficult policy and program issues.

This year, we welcomed eight graduates into the alumni fold – including the first Pat Turner scholarship PhD graduates. Congratulations to Dr Lisa Conway, Dr Craig Leon and Dr Steve Munns, along with coursework scholar Rachel Wawra on your wonderful achievements. We also congratulate Sir Roland Wilson scholarship graduates Dr Tess Evenstar, Dr Szabina Horvath, Dr Shane Johnson and Dr Tristram Sainsbury.

All of the 2023 graduates' success reflects journeys of determination, self-belief and considerable effort. We look forward to welcoming all new alumni to our events and activities.

Alumni activities developed a healthy rhythm in 2023. This year, we focused on a program of small, regular and scalable events that provided a range of options for alumni to connect and engage with each other to strengthen networks across the APS and academia.

We were pleased to welcome distinguished public servant and former Australian diplomat, Dennis Richardson AC as keynote speaker at the annual Alumni Networking Reception in April. Mr Richardson spoke of the need for greater diversity in the APS.

*Sir Roland Wilson and Pat Turner alumni at the 2023 Alumni Networking Reception.*

After a promising start in 2022, policy reading groups were consistently attended by both scholars and alumni in 2023, enabling alumni to maintain their connection to academic debate.

The addition of three informal alumni networking gatherings brought alumni and final year scholars together to forge meaningful connections and grow their networks.

We welcomed the contributions of new Alumni Ambassador Patricia Akee to augment the work of current alumni ambassadors Cris Castro, Dr Siddharth Shirodkar and Carlyn Waters during the Semester 2, 2024 and Semester 1, 2025 application rounds.

We congratulate Carlyn Waters on being awarded the 2023 Ian Castles Alumni Prize for her efforts to build productive and enduring relationships between The Australian National University (ANU), the ANU College of Business and Economics and the APS. Carlyn has been a fantastic champion of the Pat Turner scholarship program and has played a significant role in building the pipeline of Pat Turner scholarship applicants, along with building strong relationships between the academy and the service.

We thank our fellow advisory group members, the Foundation Board and staff and the wider alumni community for their support in 2023 and look forward to continuing to work together to build upon and mobilise the achievements of Sir Roland Wilson and Pat Turner alumni in the coming years.

#### **Ms Adina Jordan**

Co-Chair - Pat Turner Scholarship

Alumni Advisory Group

#### **Dr Nathan Deutscher**

Co-Chair - Sir Roland Wilson Scholarship

Alumni Advisory Group

*“My research informs the work that I now do every day. The Sir Roland Wilson scholarship has helped in so many ways.”*

**Dr Melanie Broder**

Sir Roland Wilson alumna



Carlyn Waters receiving the 2023 Ian Castles Alumni Prize from ANU Vice-Chancellor Professor Brian P. Schmidt AC FAA FRS FTSE.

Photo: Adam McGrath/HCreations

## ALUMNI



**Patricia Akee**

Department of the Prime Minister and Cabinet

Graduated 2021  
ANU College of Arts and Social Sciences

Master of Culture, Health and Medicine



**Dr Suzanne Akila**

Department of Foreign Affairs and Trade

Graduated 2016  
ANU College of Asia and the Pacific

Research title:  
Participation and the protection of citizens abroad in international law



**Dr Talia Avrahamzon**

First Peoples Disability Network Australia (on leave from the Department of the Prime Minister and Cabinet)

Graduated 2019  
ANU Centre for Aboriginal Economic Policy Research

Research title:  
Everyday reconciliation at school: new celebrations and ongoing silences



**Sharna Bartley**

Services Australia

Graduated 2022  
ANU Crawford School of Public Policy

Master of Public Policy



### Dr Helen Benassi

Department of Health and  
Aged Care

Graduated 2021  
ANU Research School of  
Social Sciences

Research title:  
Mental health help-seeking  
beliefs and behaviours in the  
Australian Defence Force:  
intersections with e-mental  
health and self-management



### Peter J Bligh

Aboriginal Hostels Limited

Graduated 2020  
ANU College of Business  
and Economics

Graduate Diploma of  
Economics



### Dr Melanie Broder

Department of Foreign Affairs  
and Trade

Graduated 2022  
ANU National Security  
College

Research title:  
Rhetoric over reality? Assessing  
the success of deterrence in  
cyberspace: Israeli and US  
cybersecurity approaches between  
2008-2018



### Cris Castro

Department of Employment  
and Workplace Relations

Graduated 2021  
ANU College of Business  
and Economics

Master of Leadership



### Jennifer Chang

Department of Foreign  
Affairs and Trade

ANU Centre on China in  
the World

Research title:  
Labour Supply in China



### Dr Joseph Chien

Australian Bureau of  
Statistics

Graduated 2021  
ANU Mathematical Sciences  
Institute

Research title:  
Using semantic technology to  
better capture labour market  
network dynamics for productivity  
analysis



### Dr Lisa Conway

Department of the Prime  
Minister and Cabinet  
(on secondment from  
Services Australia)

Graduated 2023  
ANU Crawford School of  
Public Policy

Research title:  
Public Administration in Black  
and White: Uplifting the Cultural  
Capability of the Australian Public  
Service



### Martin Dallen

Department of Climate  
Change, Energy, the  
Environment and Water

Graduated 2021  
ANU Fenner School of  
Environment and Society

Master of Forestry



Kayannie Denigan

Department of  
Infrastructure, Transport,  
Regional Development,  
Communications and the Arts

Graduated 2022  
ANU Crawford School of  
Public Policy

Master of Public Policy



Dr Nathan Deutscher

The Treasury

Graduated 2019  
ANU Crawford School of  
Public Policy

Research title:  
Empirical essays in  
intergenerational mobility and  
early childhood human capital  
formation



Dr Tess Evenstar

Attorney-General's  
Department

Graduated 2023  
ANU Crawford School of  
Public Policy

Research title:  
Maternal employability,  
conditionality and the role of  
family services in the Australian  
social security system



Dr Owen Freestone

The Treasury

Graduated 2020  
ANU Crawford School of  
Public Policy

Research title:  
Economic inequality over the life  
cycle in Australia



### Dr Christiane Gerblinger

The Treasury

Graduated 2021  
Australian National Centre  
for the Public Awareness of  
Science

Research title:  
The language of the rebuffed: a  
critical appraisal of how policy  
advisers communicate



### Dr Camille Goodman

University of Wollongong  
(formerly Attorney-General's  
Department)

Graduated 2019  
ANU Centre for International  
and Public Law

Research title:  
The nature and extent of coastal  
state jurisdiction over living  
resources in the exclusive  
economic zone



### Dr Angelia Grant

Department of the Prime  
Minister and Cabinet

Graduated 2015  
ANU Crawford School of  
Public Policy

Research title:  
Three essays on the US  
business cycle, expectations  
formation and model  
comparison



### Dr Szabina Horvath

Department of Defence

Graduated 2023  
ANU Centre for Military and  
Security Law

Research title:  
Satisfying Australia's applicable  
human rights obligations during  
extra-territorial armed conflict



### Dr Paul Hubbard

Australian Trade and  
Investment Commission

Graduated 2019  
ANU Crawford School of  
Public Policy

Research title:  
The nature and performance of  
China's state owned enterprises



### Dr Neal Hughes

Australian Bureau of  
Agricultural and Resource  
Economics and Sciences

Graduated 2015  
ANU Crawford School of  
Public Policy

Research title:  
Water property rights in  
rivers with large dams



### Dr Nerida Hunter

The Treasury

Graduated 2017  
ANU Australian  
Demographics and Social  
Research Institute

Research title: Geodemographic  
and life course perspectives of  
population ageing in Australia:  
informing the policy response to  
population ageing



### Dr Shane Johnson

The Treasury

Graduated 2023  
ANU Crawford School of  
Public Policy

Research title:  
An analytical history of  
government debt financing and  
management



**Adina Jordan**

Department of Social  
Services

Graduated 2021  
ANU Crawford School of  
Public Policy

Master of Public Policy



**Deborah Katona**

National Indigenous  
Australians Agency

Graduated 2021  
CDU College of Indigenous  
Futures, Arts and Society

Master of Public Policy



**Dr Craig Leon**

National Indigenous  
Australians Agency

Graduated 2023  
ANU Centre for Social  
Research and Methods

Research title:  
Unconscious bias in the  
Australian Public Service:  
implications for Aboriginal  
and Torres Strait Islander  
employment

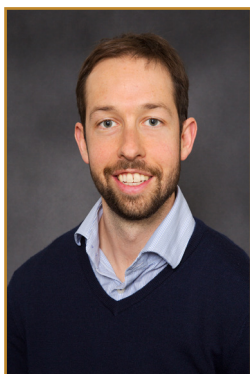


**Dr Marie McAuliffe**

International Organization  
for Migration, Geneva  
(formerly Department of  
Home Affairs)

Graduated 2017  
ANU Australian  
Demographic and Social  
Research Institute

Research title:  
Self-agency and asylum



### Dr Michael McKenzie

Australian Federal Police

Graduated 2016  
ANU School of Regulation  
and Global Governance

Research title:  
Rethinking international  
cooperation: crime, policy and  
politics in Australia-Indonesia  
relations



### Dr Steve Munns

Australian Public Service  
Commission

Graduated 2023  
ANU School of Regulation  
and Global Governance

Research title:  
Violence at work: reducing  
assault and abuse directed at  
frontline staff in public service  
roles



### Emily Pugin

Department of Foreign  
Affairs and Trade

Graduated 2022  
ANU Crawford School  
of Public Policy

Master of Public Policy



### Dr Tristram Sainsbury

Department of Industry,  
Science and Resources

Graduated 2023  
ANU Crawford School of  
Public Policy

Research title:  
Evaluating major Australian  
COVID-19 fiscal measures  
targeted at individuals



### Dr Siddharth Shirodkar

Indigenous Business  
Australia

Graduated 2021  
ANU Centre for Social  
Research and Methods

Research title:  
Unlocking Indigenous  
entrepreneurial potential:  
a mixed methods study of  
the pathways and barriers  
to business for Indigenous  
Australians



### Penelope Sullivan

Murray-Darling Basin  
Authority

ANU Crawford School of  
Public Policy

Research title:  
The techniques and strategies  
governments use to influence  
one another in federal water  
management: lessons for  
Australia from the US and  
Europe



### Carlyn Waters

The Australian National  
University  
Department of Climate  
Change, Energy the  
Environment and Water

Graduated 2022  
ANU College of Business  
and Economics

Master of Business  
Administration



### Rachel Wawra

Department of Foreign  
Affairs and Trade

Graduated 2023  
ANU College of Health and  
Medicine

Master of Professional  
Psychology



## Dr Rick Zentelis

Department of Agriculture,  
Fisheries and Forestry

Graduated 2017  
ANU Fenner School of  
Environment and Society

Research title:  
Bombing for biodiversity:  
integrating the military training  
and environmental values of  
military training areas

*Below: 2023 graduating scholars.*

*(left to right) Dr Steve Munns, Dr Craig Leon, Dr Lisa Conway,  
Rachel Wawra, Dr Szabina Horvath, Dr Tristram Sainsbury,  
Dr Shane Johnson (Absent: Dr Tess Evenstar).*

*Photo: Adam McGrath/HCreations*



## ENGAGEMENT AND EVENTS

The Foundation hosted several events across the year that engaged scholars, alumni, Board members, ANU Executive, and other distinguished speakers.



*"As you embark on your research, I encourage you to draw inspiration from your peers, those who have come before you and Sir Roland Wilson's legacy."*

The Hon Dr Andrew Leigh MP, Assistant Minister for Competition, Charities and Treasury and Assistant Minister for Employment

## Commencement Dinner

The Foundation officially welcomed the 2023 Sir Roland Wilson and Pat Turner scholars at the Commencement Dinner in March.

The dinner was held at the Gallery (Kambri Cultural Precinct, ANU), and was hosted by Foundation Chair Dr Martin Parkinson AC PSM. The Australian National University Vice-Chancellor Professor Brian Schmidt AC FAA FRS FTSE welcomed scholars to the University and encouraged them to take advantage of the networks ANU and the Foundation provide during their time on scholarship.

## Scholar Symposium

Themed 'Reinvigorating, Reimagining and Reforming the Australian Public Service', the 2023 Scholar Symposium was held on 7-8 June on campus at ANU.

Keynote speaker, the Hon Dr Andrew Leigh MP shared his vision for improved evaluation to help the Australian Public Service (APS) design and implement stronger public policy responses.

Scholars engaged in discussions on the APS reform agenda; Voice, Treaty, Truth; and driving gender equality, diversity, access and inclusion across the APS. Sessions on communicating ideas and engaging the media helped to equip scholars with the tools to mobilise their knowledge and research.

## Pat Turner Scholar Forum and Masterclass

The 2023 Pat Turner Scholar Forum brought Pat Turner scholars and alumni together on 5 September, with a focus on strengthening connections.

Following a keynote address from Lowitja Institute Chair Selwyn Button, scholars and alumni discussed the interconnections between postgraduate research and coursework programs and influencing public policy change, as well as the importance of First Nations perspectives in academia.

Held the following day, the 2023 Pat Turner Scholar Masterclass focused on wellbeing to support a sustained career in the APS. Scholars worked with sporting and cultural legend Joe Williams and Indigenous plant expert Adam Shipp.

## Secretaries Dinner

ANU Vice-President (First Nations) Professor Peter Yu AM addressed the Secretaries Dinner at Old Parliament House on Monday 4 December, reinforcing the importance of public servants staying in touch with the needs of the end users of their policy, programs and services.

ANU Vice-Chancellor Professor Brian Schmidt announced the 2023 Sir Roland Wilson Foundation prizes winners. The four prizes were awarded as follows:

- Pat Turner Prize (Coursework) to Genna Lehman
- Pat Turner Prize (Research) to Dr Lisa Conway
- Joan Uhr Prize to Nu Nu Win
- Ian Castles Alumni Prize to Carlyn Waters.



2023 Secretaries Dinner keynote speaker Professor Peter Yu AM.

## CONTACT US

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120 McCoy Circuit

Acton ACT 2601

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☎ 02 6125 2220

🌐 [srwfoundation.anu.edu.au](http://srwfoundation.anu.edu.au)

