

Tribute to Marian Baird AO Joint Editor-in-Chief, 2009-2021 *Journal of Industrial Relations*

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We are honoured to pay tribute to the *Journal of Industrial Relations* outgoing Joint Editor-in-Chief, Professor Marian Baird. Like her long-time Joint Editor-in-Chief, Professor Bradon Ellem, Marian's contributions to the Journal and to the wider industrial relations field are broad and significant. In the following tribute, we outline Marian's academic career and achievements which are more notable, impactful and beneficial than we can do justice to in this short piece.

Marian began her academic career, and long association with the University of Sydney, in the mid-1970s, earning a Bachelor of Economics with honours and a Diploma of Education. During her undergraduate studies, Marian was part of the successful student and staff campaign to retain the teaching of Political Economy at the institution. She forged many lifelong friendships though this struggle. In her early career,

Marian worked for the NSW Department of Education and the Queensland Teachers' Union and taught at what is now called Western Sydney University. At this time, she also raised a young family of four children. Returning to the University of Sydney in the mid-1990s, Marian undertook doctoral studies in the Department of Industrial Relations that would later become the Discipline of Work and Organisational Studies. After completing her PhD in 2001, which investigated industrial relations in greenfield manufacturing sites under the supervision of Professor Russell Lansbury, Marian turned her attention to the field that has come to define her research career and to which she has made an enormous contribution: gender, work and employment relations.

Marian has researched, taught and taken on significant leadership roles at the University of Sydney since 1997 and was appointed Professor of Gender and Employment Relations in 2009. Her university career has included serving as a Fellow of the Senate of the University of Sydney from 2011 to 2018, Presiding Pro-Chancellor from 2018 and Head of the Discipline of Work and Organisational Studies since 2016. In 2006 Marian founded the Women, Work and Leadership Research Group at the University of Sydney Business School, a large and successful multi-disciplinary research group with a broad network of international academics and of business, policy and community leaders with an interest in women's working lives and gender equity in the workplace. Her colleague and good friend Professor Rae Cooper would later become co-Director of the group.

Marian has educated many thousands of undergraduate and masters students at the University of Sydney. Her work as an educator has been recognised with numerous teaching awards and she counts among the graduates of her classes key leaders in policy making, employer associations, not for profit organisations and trade unions. Marian has taken her classroom insights in teaching and learning in human resources and industrial relations and applied them as co-author of a very successful textbook (Nankervis et al., 2020), now in its tenth edition. She has also served the discipline of industrial relations in many ways including as President of the Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) in 2005 and of the Industrial Relations Society of New South Wales in 2015 and 2016.

Marian is an outstanding mentor. She has supervised 17 very successful research students. Her doctoral and honours students note the expertise, insight and generosity that she applies to supervision and mentoring of their research. Several of her PhD students have gone onto careers as academics. Marian has a large network of academic collaborator friends across the globe and has relished her time spent on sabbatical at prestigious institutions including MIT, Michigan State University, Manchester University, the University of Nottingham, Leeds University and Queen Mary University of London. She is a key member of significant international research networks on parental leave and women's economic empowerment, working with colleagues in Canada at Brock University and the University of Alberta.

Marian is a generous and supportive Head of Discipline as exemplified by the significant amount of time spent reading her colleagues' grant applications, commenting on drafts of papers and reviewing promotion applications. She has nurtured the careers of scores of academics through this role and in her work with other colleagues across Australia and beyond. In 2020, Marian was nominated by her peers and awarded the

Association of Industrial Relations Academics of Australia and New Zealand (AIRAANZ) Vic Taylor Distinguished Long-Term Contribution Award for her exceptional work as a leader, scholar and mentor in industrial relations.

Marian is a leading international researcher of issues related to women, work and care and she has published extensively in leading journals and in important collections. She has been Chief Investigator on several significant Australian Research Council grants including for the Centre of Excellence on Population Ageing Research (CEPAR). Marian has been funded by state and federal governments to undertake applied research on matters relating to women's economic security and work and family policy in Australia and the Asia Pacific region. She has advised on and evaluated the operation of several policy initiatives and government schemes.

Associated with her scholarly contributions, Marian has had significant impact on policy development and policy change. She was a leading advocate and a major intellectual force in the campaign for the introduction of a national paid parental leave scheme in Australia. As one of the first Australian academics to undertake research on this topic, her research-informed arguments, galvanising of other academics, and engagement with government, unions and the business community were critical in the Commonwealth government's adoption of this policy in 2010. This ended Australia's reign as one of only two OECD nations without a national paid parental leave scheme. Since that time, Marian has continued to advocate for improvements in the paid parental leave scheme including extending the time for which it is available, increasing the amount paid to new parents and, importantly, opening up access to non-birthing parents.

Marian's vast contributions to the field of gender, work and employment relations have been recognised in her appointment as Fellow of the Academy of Social Sciences of Australia (ASSA), being awarded an Edna Ryan Award for making positive change for women in the workforce, and the Australian Financial Review / Westpac Women of Influence Award in Public Policy. In 2017 and 2019 Marian was included in Apolitical's Top 100 Most Influential People in Gender Equality globally. In 2016 Marian was made an Officer of the Order of Australia (AO) for outstanding services to 'improving the quality of working women's lives and for contributions to tertiary education'.

As Joint Editor-in Chief since 2009, Marian has played a leading role in broadening the Journal's focus to include a gender lens. This has contributed to the significant strengthening of the JIR's standing and reputation, as seen through continually improving article citation metrics, rankings and the internationalisation of the JIR's readership, authorship and editorial board.

Marian's career, including as Editor-in-Chief, is characterised by her fierce intellect, strong sense of justice, warmth and bravery, building connections between people and driving positive change. It has been an honour to work with Marian and we thank her for her leadership and her contributions.

Reference

Nankervis A, Baird M, Coffey J and Shields J (2020) *Human Resource Management: Strategy and Practice* (10th Edition). Melbourne, Australia: Cengage Learning Australia.