



UNIVERSITIES
AUSTRALIA

DISCOVER LEARN LEAD

2014 Selected Inter-Institutional Gender Equity Statistics

November 2015



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Summary

In 1998 QUT began collecting gender equity data against the UA/AVCC *Action Plan for Women employed in Australian Universities 1999–2003 and 2006–2010*. Analysis is of the status of senior academic and professional women in Australian higher education institutions compared to the status of males and other females in the sector. This report updates this work using Department of Education and Training statistics for 2014 and comparative data from 2010 to 2014.

The report highlights the status of senior academic and professional women in Australian higher education institutions comparative to the status of males and other females in the sector.

While there is often great variation between institutions and across years, there have been signs of a steady increase in female representation at more senior levels for both professional and academic staff at a sector-wide level (Table 1).

Table 1: Representation of female professional and academic staff at a sector-wide level

Proportion of female professional and academic staff	2010	2011	2012	2013	2014
Professional staff					
• All professional staff	63.7%	65.6%	65.8%	66.0%	66.1%
• Senior professional staff at HEW level 10	48.5%	49.8%	51.1%	51.8%	51.7%
• Senior professional staff at HEW level 10 and above	44.9%	45.2%	46.2%	46.9%	47.6%
Academic staff					
• All academic staff	42.9%	43.6%	43.7%	44.0%	44.4%
• Senior academic staff at level D	32.0%	32.3%	33.4%	34.2%	35.5%
• Senior academic staff at level D and above	27.3%	27.4%	28.4%	29.1%	29.9%
• Senior academic staff at level E	22.9%	22.9%	23.8%	24.6%	25.1%
• Senior academic staff at level E and above	23.1%	23.4%	24.3%	24.8%	25.3%

Institutions with no or zero data for a particular indicator are shown with a zero column in this report.

Figure I: Representation of female professional staff (2014)

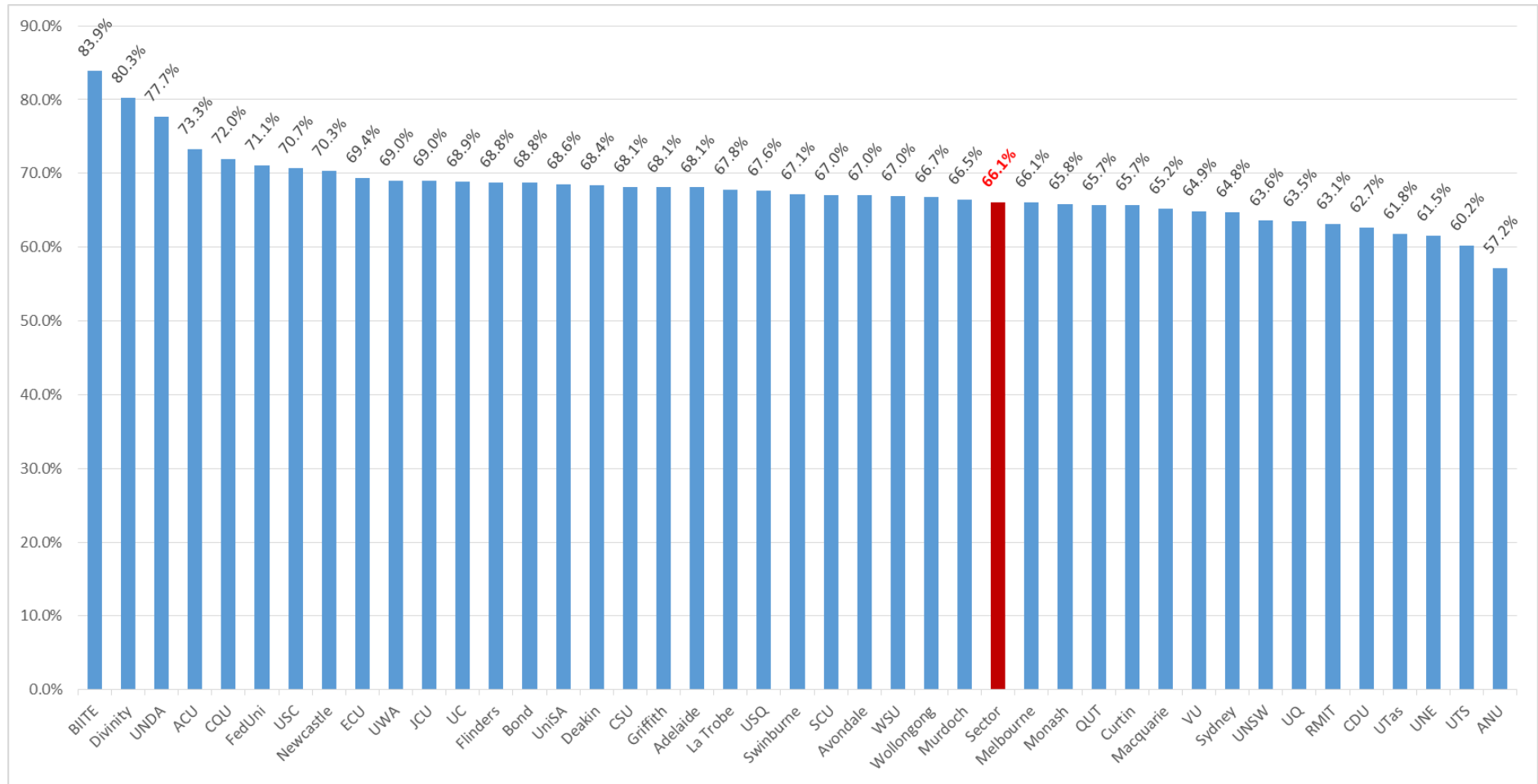


Figure 2: Representation of female professional staff at HEW level 10 (2014)

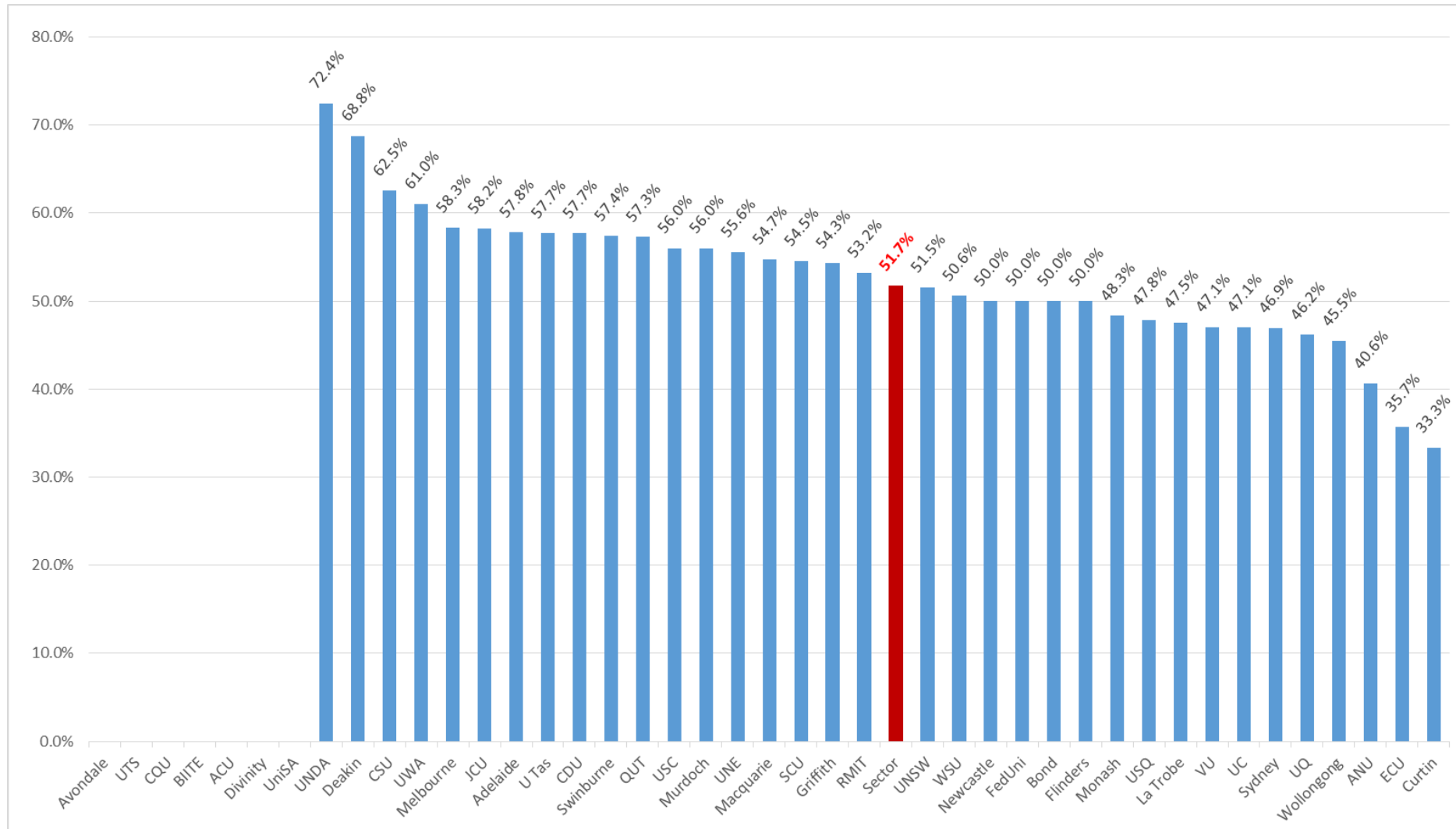


Figure 3: Representation of female senior professional staff at HEW level 10 & above (2014)

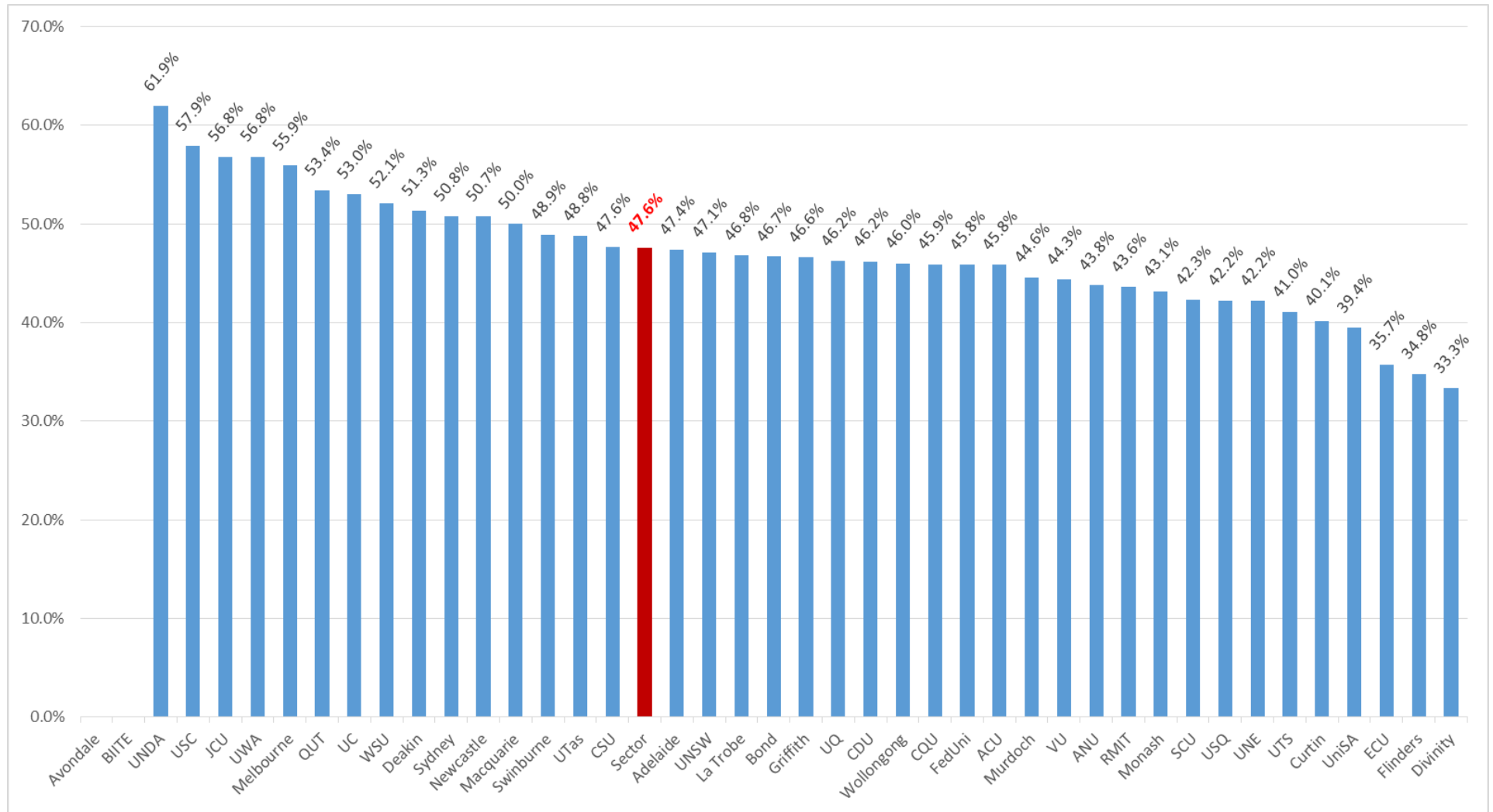


Figure 4: Ratio of female senior professional staff (HEW level 10 & above) to all female professional staff (2014)

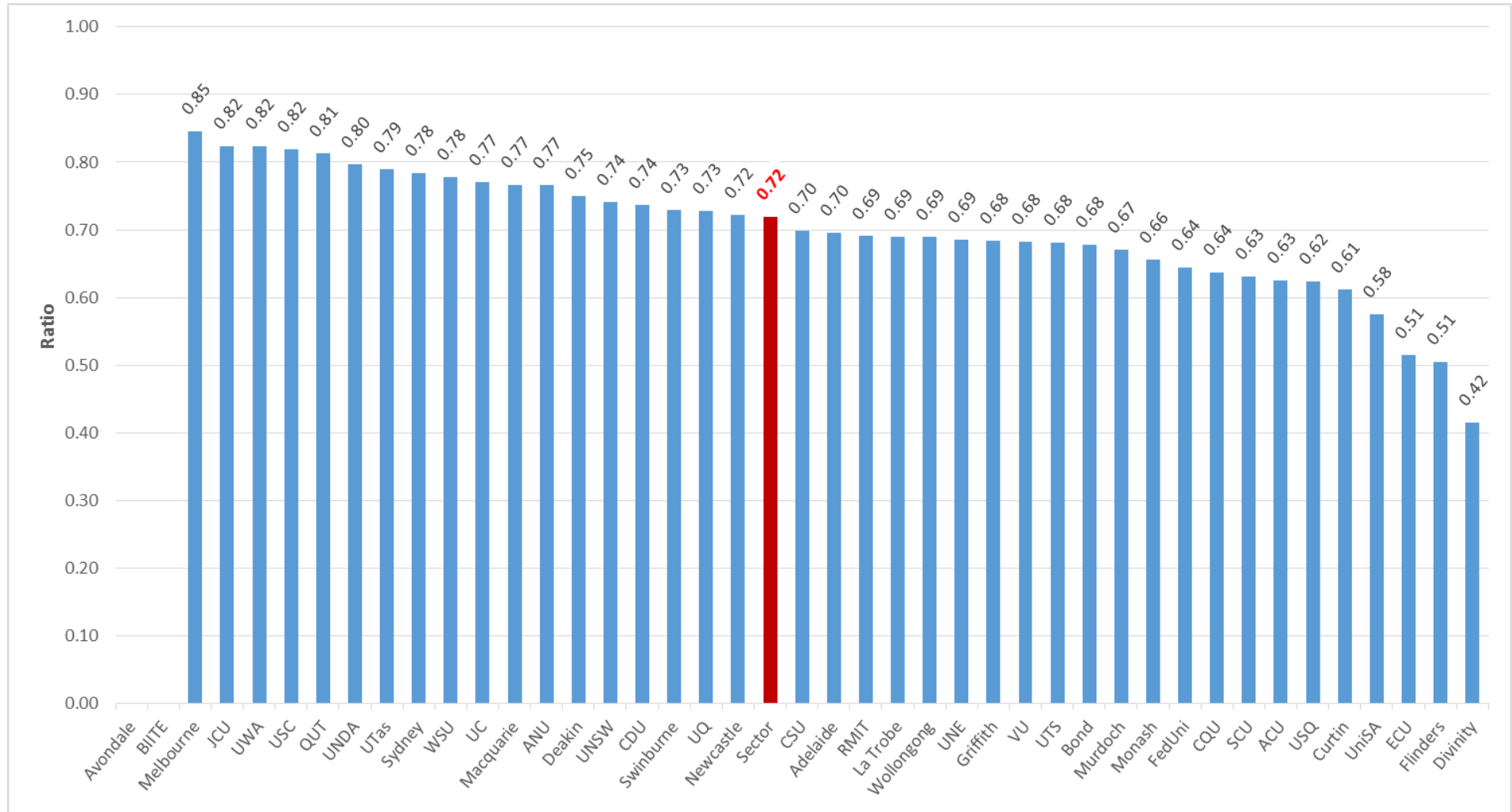


Figure 5: Change in representation of female senior professional staff at HEW level 10 & above (2010 to 2014)

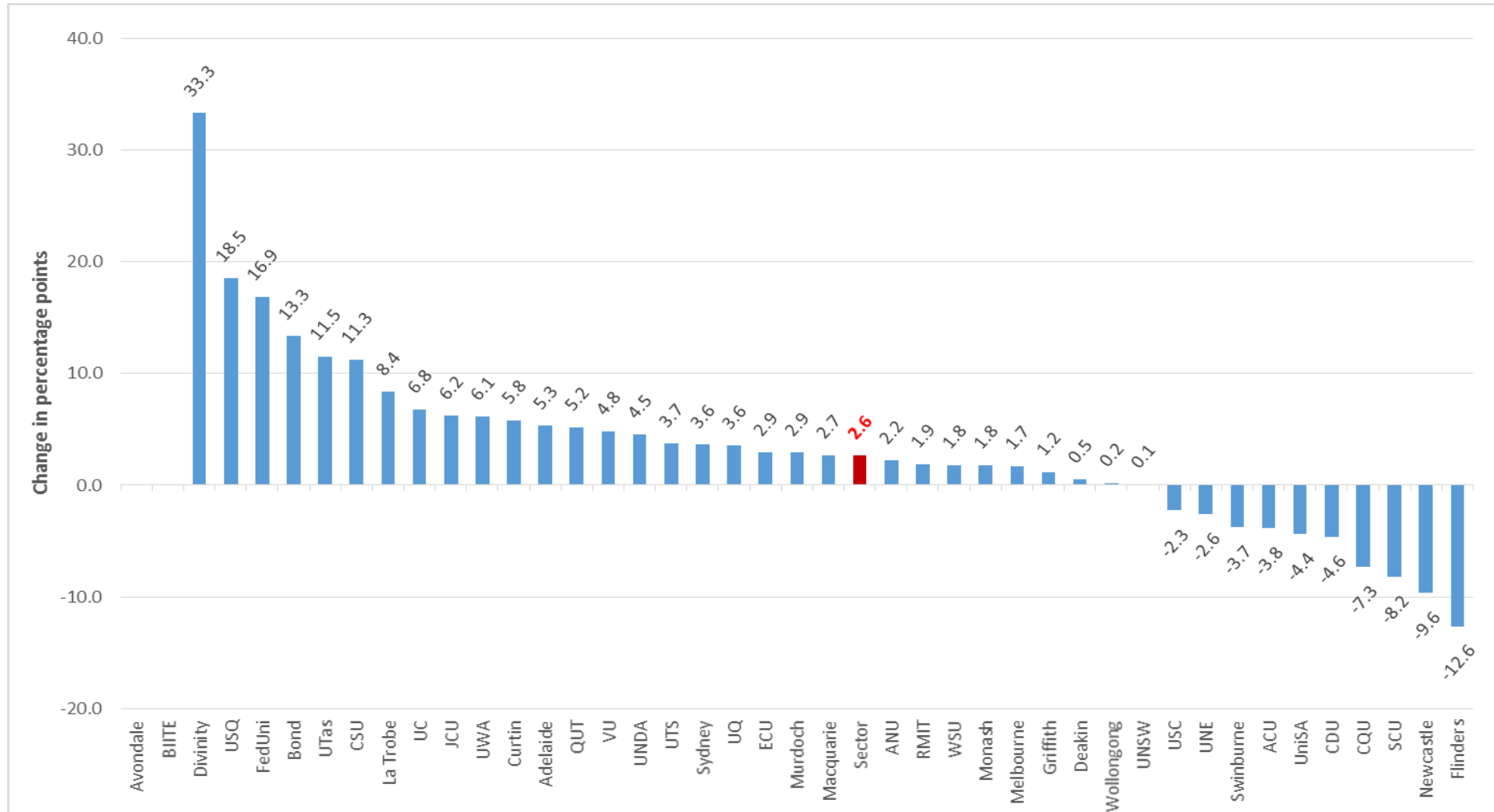


Figure 6: Change in representation of female senior professional staff at HEW level 10 (2010 to 2014)

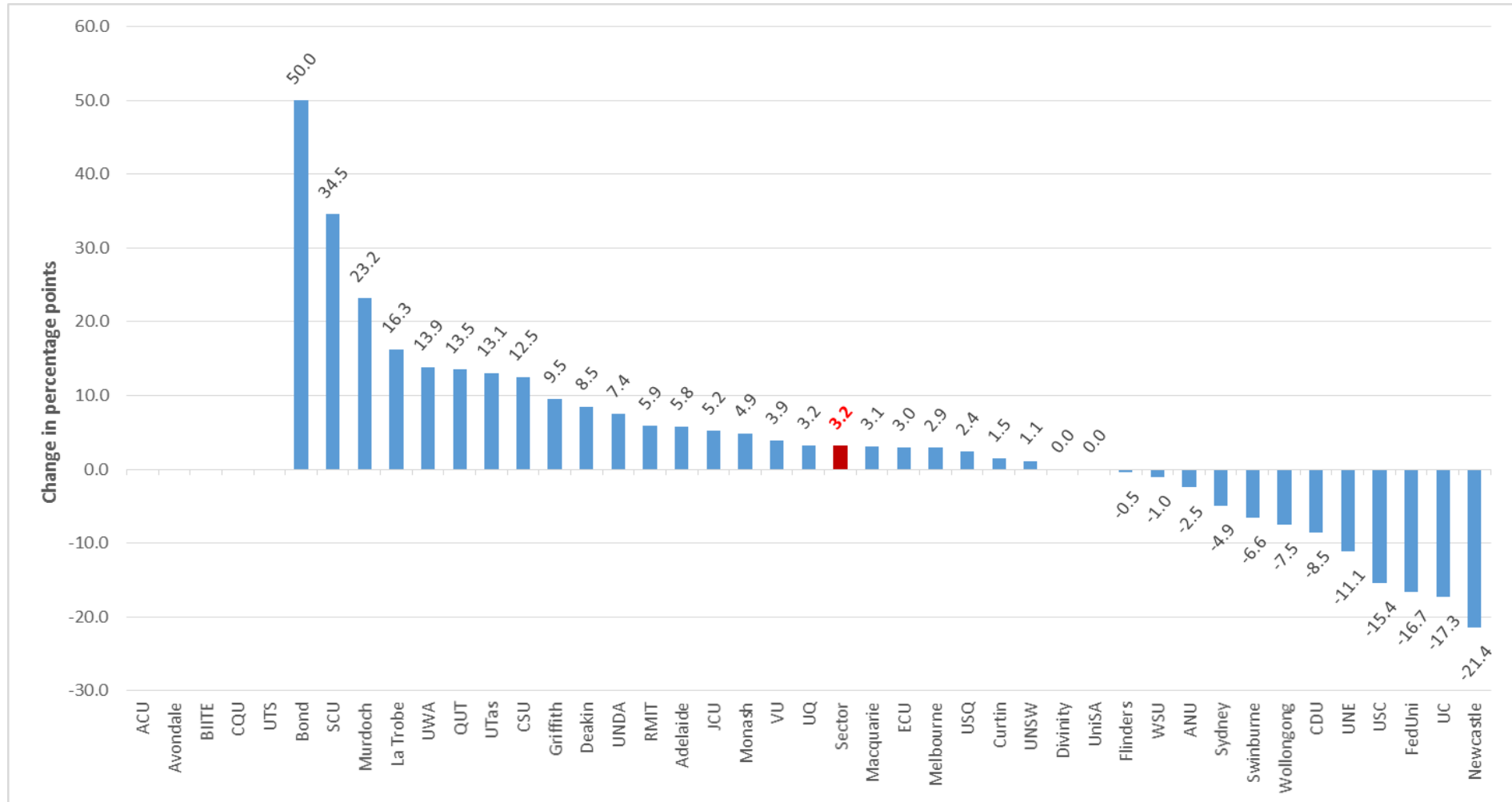


Figure 7: Representation of female academic staff (2014)

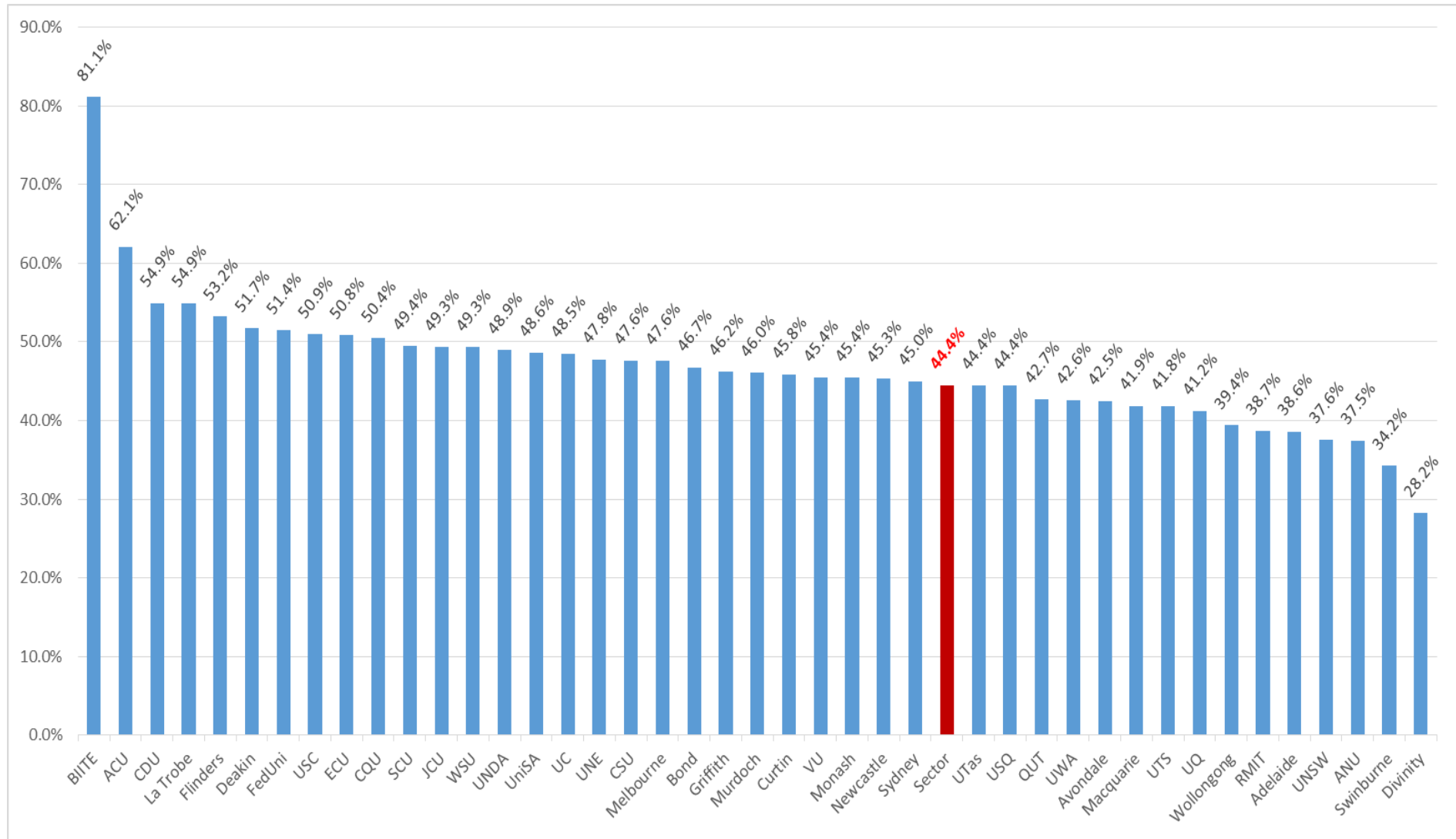


Figure 8: Representation of women in senior academic staff at level D & above (2014)

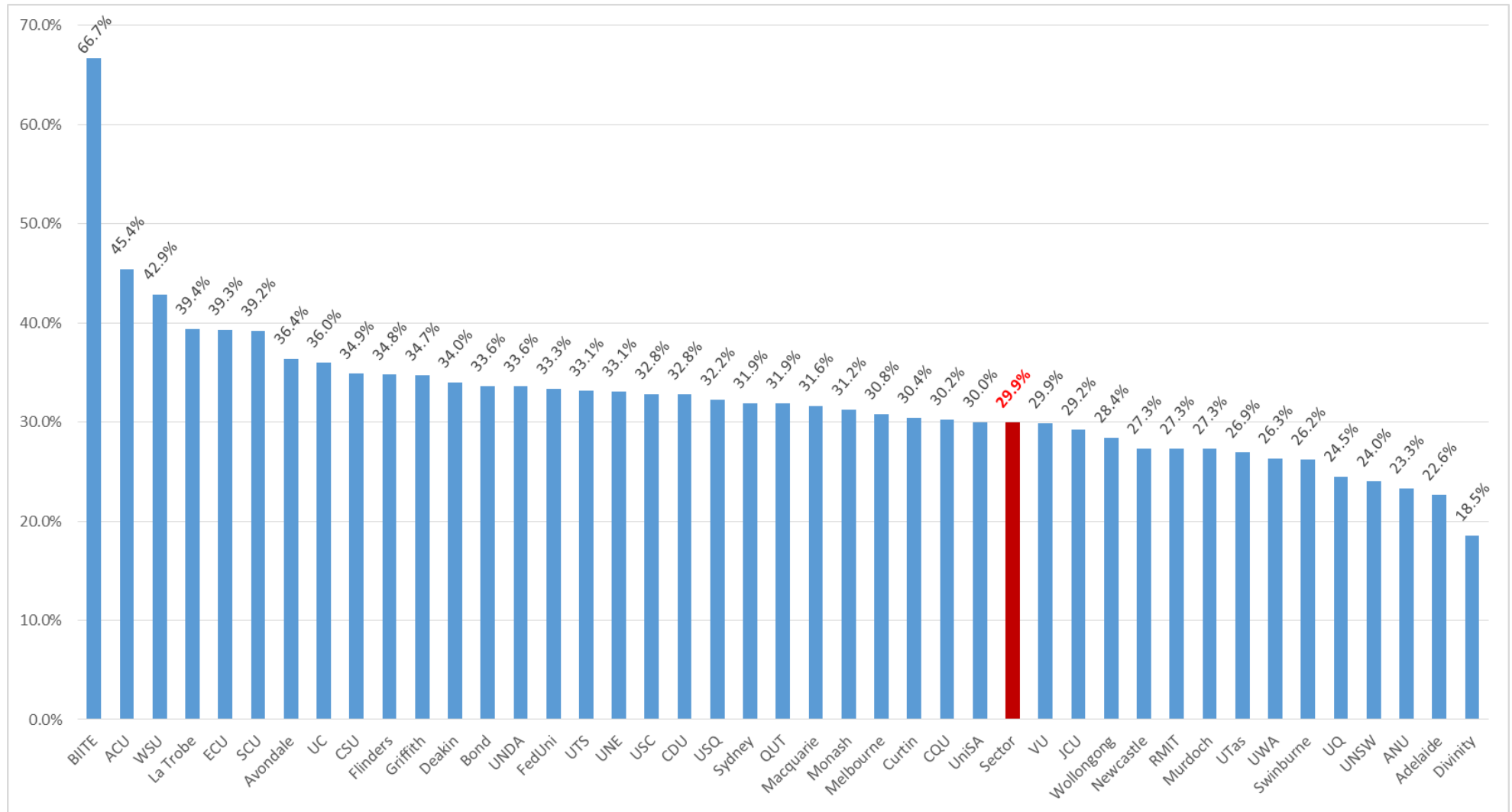


Figure 9: Change in representation of women in senior academic staff at level D & above (2010 to 2014)

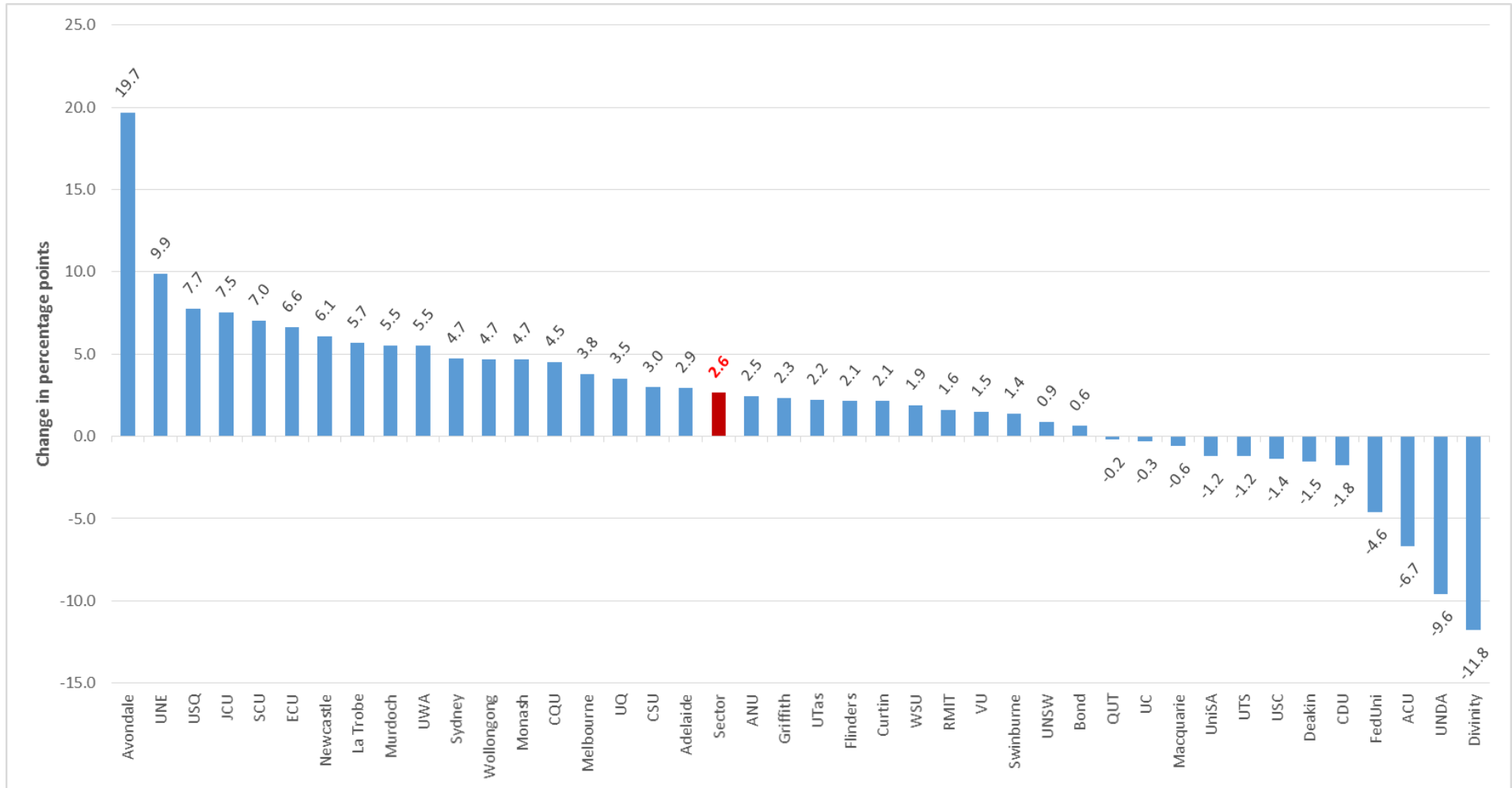


Figure 10: Representation of female academic staff at level D (2014)

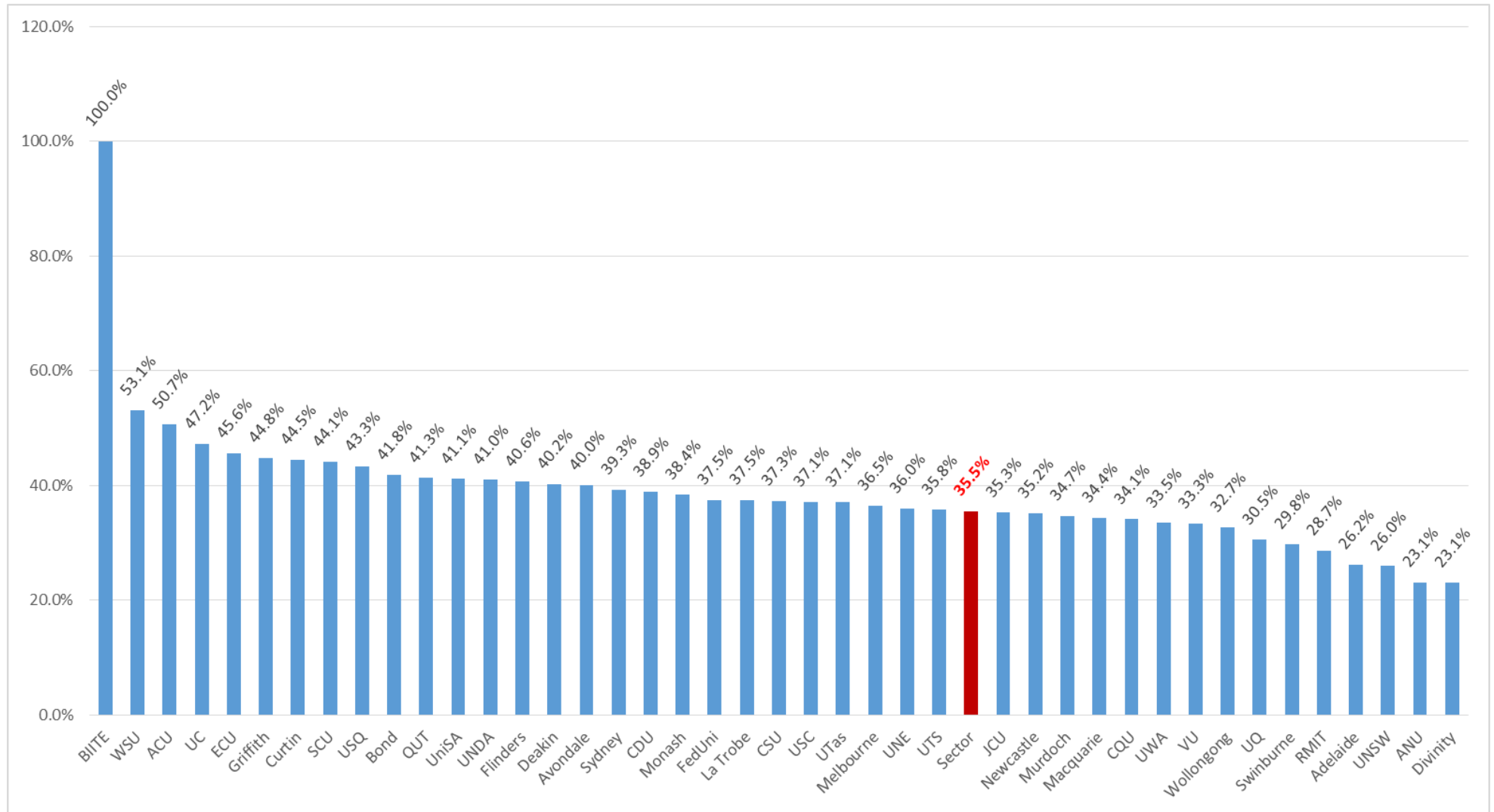


Figure 11: Representation of female academic staff at level E (2014)

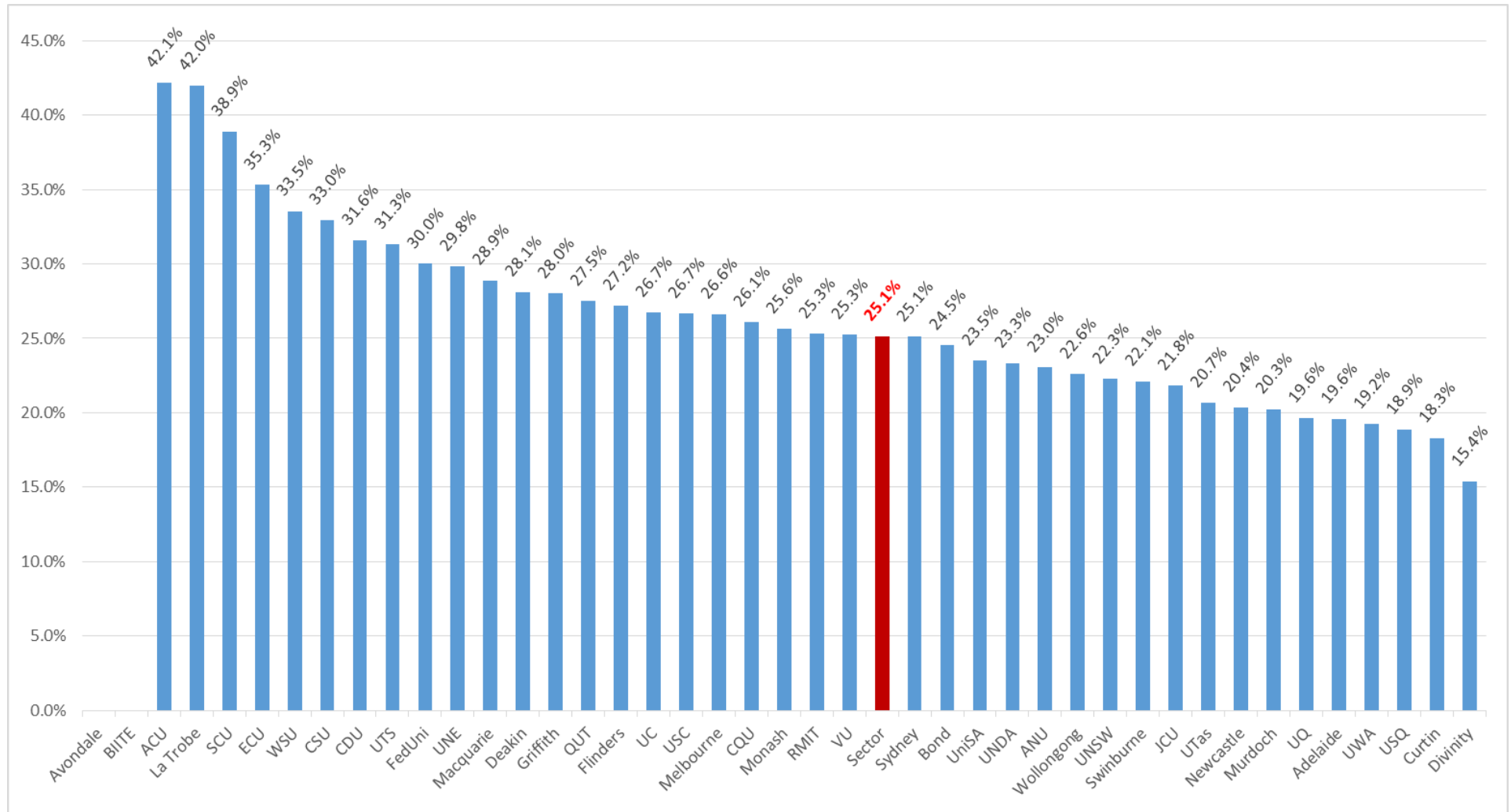


Figure 12: Ratio of female senior academic staff (level D & above) to all female academic staff (2014)

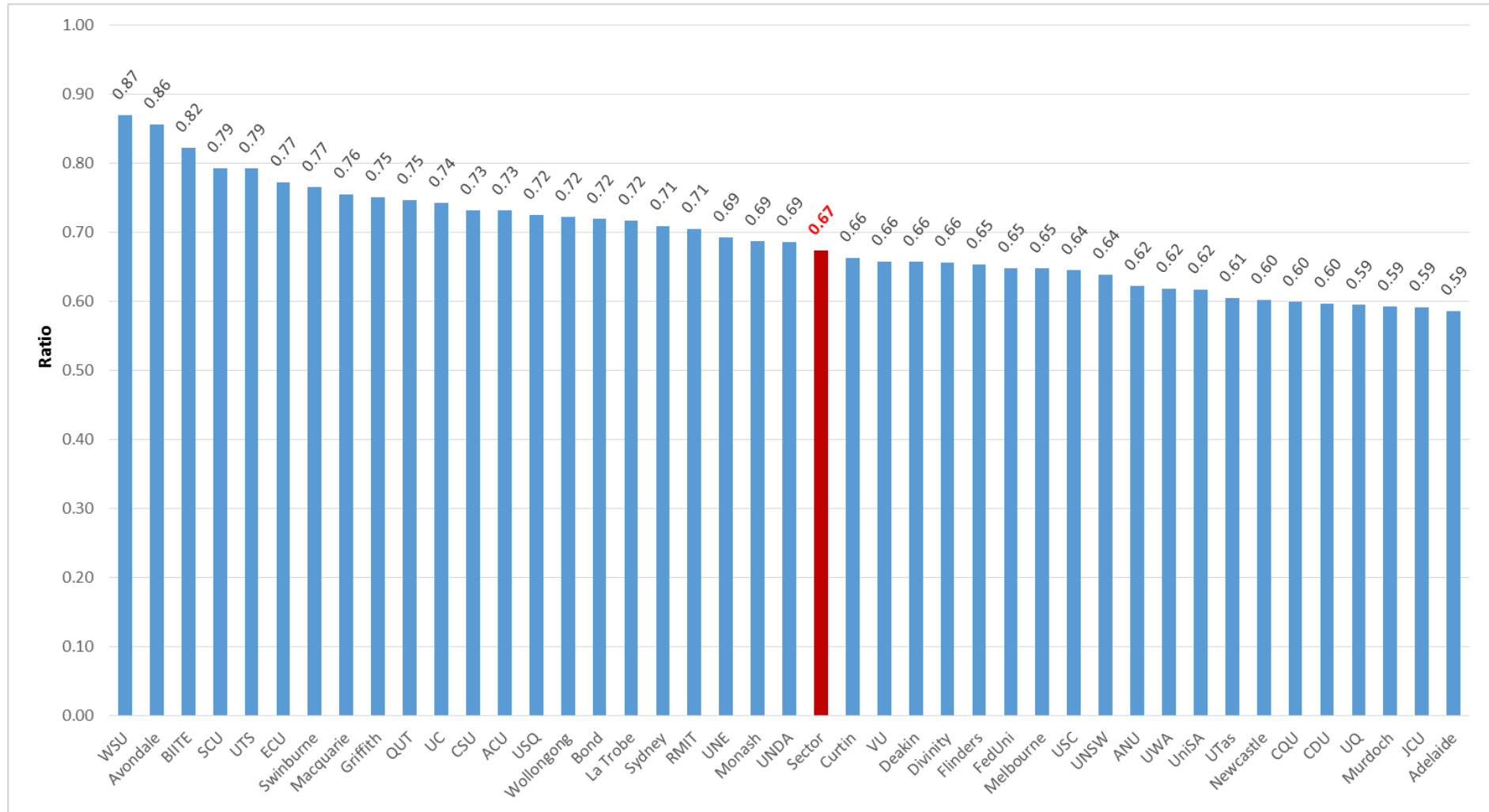


Figure 13: Ratio of female senior academic staff (level E & above) to all female academic staff (2014)

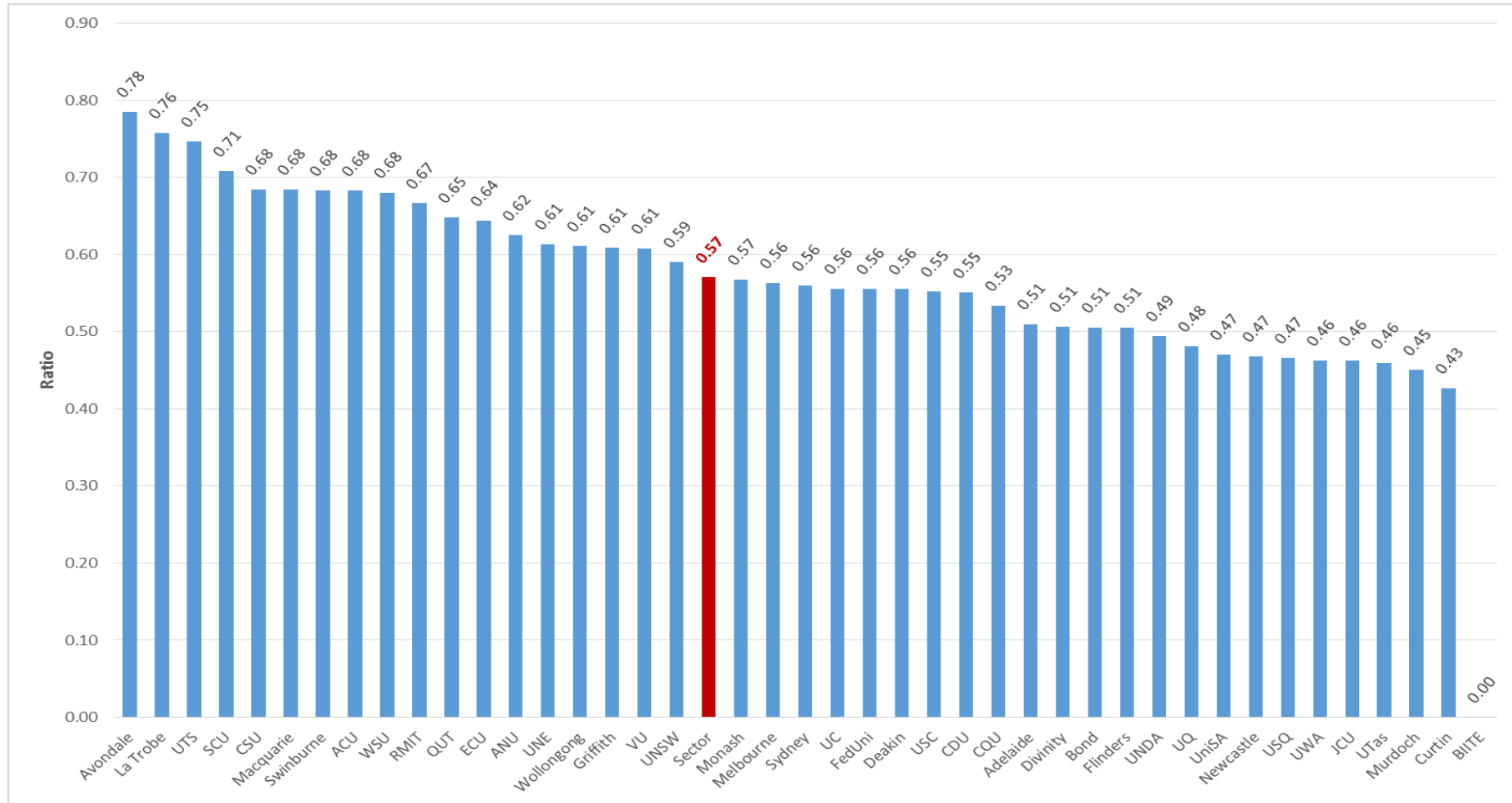


Figure 14: Ratio of % of all female academic staff with a PhD to % all male academic staff with a PhD (2014)

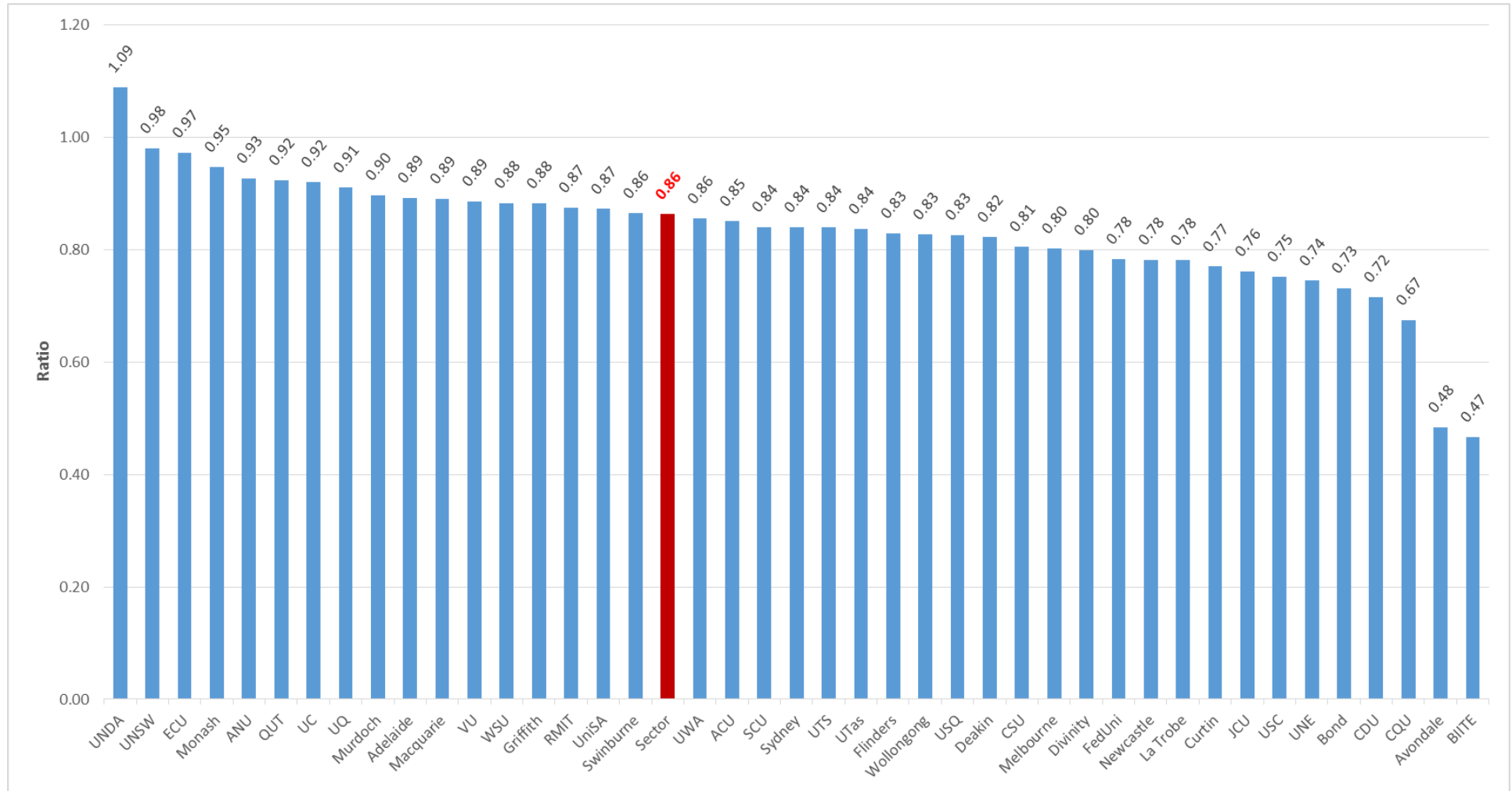


Figure 15: Representation of FTE female senior academic staff (2014)

Institution	Level D	Level E	Level D and above	Level E and above
ACU	50.7%	46.0%	48.0%	46.2%
Adelaide	26.9%	19.6%	23.0%	19.7%
ANU	23.0%	22.6%	23.1%	23.3%
Avondale	25.0%	#N/A	22.2%	20.0%
BIITE	100.0%	#N/A	50.0%	0.0%
Bond	40.0%	25.0%	32.7%	24.0%
CDU	37.5%	31.3%	33.3%	31.4%
CQU	31.7%	29.5%	30.8%	30.0%
CSU	36.8%	38.2%	37.4%	38.0%
Curtin	43.7%	19.0%	30.7%	20.3%
Deakin	40.8%	29.3%	34.9%	29.9%
Divinity	30.0%	27.3%	27.3%	25.0%
ECU	45.3%	33.3%	38.5%	31.4%
FedUni	36.8%	28.6%	32.4%	27.3%
Flinders	40.8%	27.6%	35.4%	27.9%
Griffith	45.5%	28.5%	35.3%	28.6%
JCU	35.3%	23.8%	29.8%	24.5%
La Trobe	38.5%	42.7%	40.3%	42.3%
Macquarie	37.0%	29.7%	33.2%	29.3%
Melbourne	36.7%	26.4%	30.7%	26.6%
Monash	38.3%	26.3%	31.5%	26.3%
Murdoch	34.3%	21.1%	27.8%	21.6%
Newcastle	36.3%	20.8%	28.3%	21.7%
QUT	41.2%	32.5%	35.6%	32.6%
RMIT	28.7%	26.5%	27.9%	27.0%
SCU	42.4%	36.4%	37.7%	33.3%
Swinburne	29.6%	22.1%	26.3%	23.5%
Sydney	38.9%	25.1%	31.8%	25.2%
UC	46.4%	27.4%	36.6%	27.6%
UNDA	48.0%	29.3%	39.8%	30.2%
UNE	37.1%	29.8%	33.6%	29.3%
UniSA	41.9%	23.8%	30.6%	23.1%
UNSW	30.0%	23.4%	26.2%	23.3%
UQ	30.7%	20.1%	24.8%	20.2%
USC	37.1%	28.6%	33.8%	30.0%
USQ	43.1%	18.9%	31.9%	20.7%
UTas	36.7%	21.2%	27.1%	20.9%
UTS	36.4%	32.7%	34.2%	32.5%
UWA	33.8%	18.3%	26.3%	19.2%
VU	31.3%	25.0%	28.8%	26.9%
Wollongong	32.7%	23.9%	29.1%	25.3%
WSU	53.6%	33.6%	43.2%	33.6%
Sector	36.6%	25.9%	30.9%	26.1%

Figure I6: Representation of FTE female academic staff at level D and level E (2010 to 2014)

Institution	% Female academics at level D					% Female academics at level E				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
ACU	51.7	55.9	53.8	60.3	50.7	52.7	49.3	51.3	50.6	46.0
Adelaide	23.2	21.1	22.8	25.3	26.9	16.5	19.0	18.9	18.9	19.6
ANU	24.1	23.1	24.3	22.5	23.0	18.8	20.8	21.7	21.0	22.6
Avondale	0.0	0.0	0.0	0.0	25.0	#N/A	#N/A	#N/A	#N/A	#N/A
Bond	43.3	41.5	38.4	37.5	40.0	21.9	19.7	21.6	18.2	25.0
CDU	36.5	36.4	31.8	41.2	37.5	36.2	35.5	36.7	34.6	31.3
CQU	30.6	31.7	37.9	36.4	31.7	15.1	17.1	20.5	31.6	29.5
CSU	36.4	34.3	38.7	32.4	36.8	27.7	23.4	26.0	31.3	38.2
Curtin	34.4	35.2	37.6	39.0	43.7	19.9	18.8	19.0	19.9	19.0
Deakin	39.1	36.8	34.8	38.5	40.8	30.5	28.7	28.2	29.4	29.3
Divinity	0.0	0.0	38.5	23.1	30.0	100.0	50.0	30.0	22.2	27.3
ECU	35.1	42.4	43.9	48.3	45.3	32.0	32.6	31.3	30.0	33.3
FedUni	39.1	37.5	37.0	42.3	36.8	37.2	31.6	18.8	27.8	28.6
Flinders	36.4	39.9	38.0	37.5	40.8	28.0	26.7	29.1	29.1	27.6
Griffith	36.5	36.3	41.5	43.9	45.5	28.9	28.2	29.5	28.7	28.5
JCU	26.2	29.6	27.1	33.3	35.3	15.7	12.8	19.6	20.8	23.8
La Trobe	33.9	36.4	40.1	38.7	38.5	33.8	33.6	33.1	38.6	42.7
Macquarie	37.4	33.5	34.7	38.4	37.0	25.7	27.0	26.6	30.4	29.7
Melbourne	32.5	34.5	35.6	34.6	36.7	22.3	22.1	23.1	25.5	26.4
Monash	30.9	34.2	36.3	36.9	38.3	22.5	23.6	24.3	25.2	26.3
Murdoch	28.0	32.5	35.4	32.5	34.3	14.3	15.7	16.7	16.7	21.1
Newcastle	23.7	23.6	28.2	29.2	36.3	18.9	22.1	22.0	22.8	20.8
QUT	35.2	42.1	42.3	42.3	41.2	31.3	26.8	27.8	32.0	32.5
RMIT	26.6	27.4	33.1	31.4	28.7	23.3	25.4	22.1	24.1	26.5
SCU	38.8	41.7	38.2	33.3	42.4	27.3	17.1	23.8	30.0	36.4
Swinburne	32.7	32.8	28.8	28.4	29.6	18.8	21.6	22.7	24.4	22.1
Sydney	33.7	36.5	37.0	38.0	38.9	21.7	21.2	22.8	23.9	25.1
UC	46.9	53.4	55.4	50.0	46.4	23.7	32.8	27.8	31.7	27.4
UNDA	44.9	31.7	30.0	44.2	48.0	39.2	25.0	28.6	31.8	29.3
UNE	28.6	38.9	37.9	33.8	37.1	17.1	23.2	25.9	25.9	29.8
UniSA	37.4	38.1	41.1	41.2	41.9	25.7	23.0	21.3	21.5	23.8
UNSW	27.4	24.5	23.6	28.2	30.0	19.5	19.4	20.4	22.1	23.4
UQ	26.8	25.6	26.6	28.9	30.7	16.7	18.5	19.4	19.3	20.1
USC	41.2	41.7	44.0	40.6	37.1	29.4	26.9	25.0	30.4	28.6
USQ	30.9	38.0	39.2	43.6	43.1	18.7	18.2	19.6	19.1	18.9
UTas	32.5	26.5	32.1	34.0	36.7	19.2	19.8	17.0	20.2	21.2
UTS	38.9	36.9	32.5	34.1	36.4	31.5	31.8	31.7	34.6	32.7
UWA	25.3	27.5	30.4	33.3	33.8	16.9	17.2	20.7	19.7	18.3
VU	29.8	33.3	30.6	27.3	31.3	25.0	15.5	24.3	29.2	25.0
Wollongong	26.1	27.4	28.9	31.8	32.7	20.8	21.3	22.8	22.8	23.9
WSU	47.4	38.2	46.2	49.6	53.6	34.5	33.0	34.1	33.1	33.6
Sector	32.0	32.3	33.4	35.2	36.6	22.9	22.9	23.8	25.2	25.9

Figure 17: Representation of FTE female academic staff at level D & above and level E & above (2010 to 2014)

Institution	% Female academics at level D & above					% Female academics at level E & above				
	2010	2011	2012	2013	2014	2010	2011	2012	2013	2014
ACU	52.1	52.1	52.0	54.2	48.0	52.5	48.6	50.6	50.0	46.2
Adelaide	19.7	19.7	20.9	21.9	23.0	16.5	18.6	19.4	19.0	19.7
ANU	20.9	21.6	22.9	21.9	23.1	18.7	20.5	22.0	21.4	23.3
Avondale	16.7	25.0	20.0	14.3	22.2	33.3	40.0	40.0	25.0	20.0
Bond	33.0	30.4	29.7	28.5	32.7	21.2	18.4	20.3	17.2	24.0
CDU	34.5	32.8	38.6	37.0	33.3	33.3	30.6	42.9	34.5	31.4
CQU	25.7	25.6	31.1	32.6	30.8	19.5	20.0	22.9	28.9	30.0
CSU	31.9	28.9	32.7	31.9	37.4	27.9	24.4	26.9	31.4	38.0
Curtin	28.3	27.8	28.3	29.5	30.7	22.2	20.9	19.9	20.8	20.3
Deakin	35.5	33.3	32.5	34.1	34.9	32.0	30.1	30.5	30.3	29.9
Divinity	30.3	43.8	29.6	21.7	27.3	66.7	63.6	21.4	20.0	25.0
ECU	32.7	36.4	37.0	38.9	38.5	30.0	29.4	28.3	28.3	31.4
FedUni	37.9	39.6	27.1	33.3	32.4	36.7	41.7	14.3	22.7	27.3
Flinders	32.6	33.6	33.6	33.6	35.4	26.6	25.5	27.8	28.3	27.9
Griffith	32.4	31.7	34.4	35.0	35.3	29.3	28.4	29.7	29.0	28.6
JCU	21.7	22.0	24.3	27.9	29.8	16.5	13.1	21.4	22.2	24.5
La Trobe	33.7	35.1	36.0	38.2	40.3	33.5	33.8	31.9	37.7	42.3
Macquarie	32.2	30.7	31.0	35.0	33.2	26.3	27.5	27.0	31.4	29.3
Melbourne	27.0	27.8	28.6	29.4	30.7	22.3	22.3	23.3	25.8	26.6
Monash	26.5	28.4	29.7	30.4	31.5	23.0	24.1	24.7	25.1	26.3
Murdoch	21.7	26.0	27.3	25.5	27.8	14.8	18.9	18.3	17.4	21.6
Newcastle	21.2	23.1	25.6	25.7	28.3	19.1	22.7	23.3	23.0	21.7
QUT	32.1	31.8	32.3	35.4	35.6	30.5	26.9	27.9	32.1	32.6
RMIT	25.7	27.1	28.0	28.7	27.9	24.3	26.8	23.3	25.7	27.0
SCU	32.2	26.8	28.4	30.7	37.7	25.8	15.2	21.3	28.6	33.3
Swinburne	24.8	27.8	27.3	26.9	26.3	19.4	24.8	26.5	25.8	23.5
Sydney	27.2	28.2	29.3	30.3	31.8	21.9	21.4	23.0	23.8	25.2
UC	36.3	44.4	41.4	40.9	36.6	24.3	36.4	31.2	33.3	27.6
UNDA	43.1	30.5	30.5	40.2	39.8	41.2	28.9	31.1	36.7	30.2
UNE	23.2	37.2	38.5	30.0	33.6	16.7	43.5	43.5	25.5	29.3
UniSA	31.2	29.8	28.8	28.8	30.6	26.3	23.7	20.5	20.5	23.1
UNSW	23.1	22.0	22.0	24.9	26.2	19.5	19.6	20.6	22.1	23.3
UQ	21.0	21.7	22.8	23.4	24.8	16.7	18.7	19.9	19.5	20.2
USC	34.2	38.2	38.9	36.8	33.8	26.8	35.5	34.5	32.0	30.0
USQ	24.5	27.3	31.4	32.7	31.9	17.5	16.3	23.5	21.2	20.7
UTas	24.7	22.3	23.3	25.9	27.1	18.8	19.1	16.4	19.8	20.9
UTS	34.3	33.2	32.2	34.3	34.2	31.0	30.9	32.0	34.3	32.5
UWA	20.8	22.2	25.5	26.2	26.3	16.9	17.6	21.1	19.8	19.2
VU	28.4	25.6	27.7	28.5	28.8	27.3	19.7	25.3	29.3	26.9
Wollongong	23.8	24.7	25.9	27.8	29.1	20.6	21.9	23.3	23.2	25.3
WSU	41.0	35.2	39.9	41.7	43.2	34.4	32.5	33.6	33.8	33.6
Sector	27.3	27.4	28.4	29.9	30.9	23.1	23.4	24.3	25.4	26.1