

UNIVERSITIES AUSTRALIA

2015 SELECTED INTER-INSTITUTIONAL GENDER EQUITY STATISTICS

AUGUST 2017

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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 2015 and comparative data from 2011 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	2011	2012	2013	2014	2015
Professional staff					
• All professional staff	65.6%	65.8%	66.0%	66.1%	66.1%
• Senior professional staff at HEW level 10	49.8%	51.1%	51.8%	51.7%	52.3%
• Senior professional staff at HEW level 10 and above	45.2%	46.2%	46.9%	47.6%	48.3%
Academic staff					
• All academic staff	43.6%	43.7%	44.0%	44.4%	44.9%
• Senior academic staff at level D	32.3%	33.4%	34.2%	35.5%	36.8%
• Senior academic staff at level D and above	27.4%	28.4%	29.1%	29.9%	30.9%
• Senior academic staff at level E	22.9%	23.8%	24.6%	25.1%	25.9%
• Senior academic staff at level E and above	23.4%	24.3%	24.8%	25.3%	26.1%

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

Figure 1: Representation of female professional staff (2015)

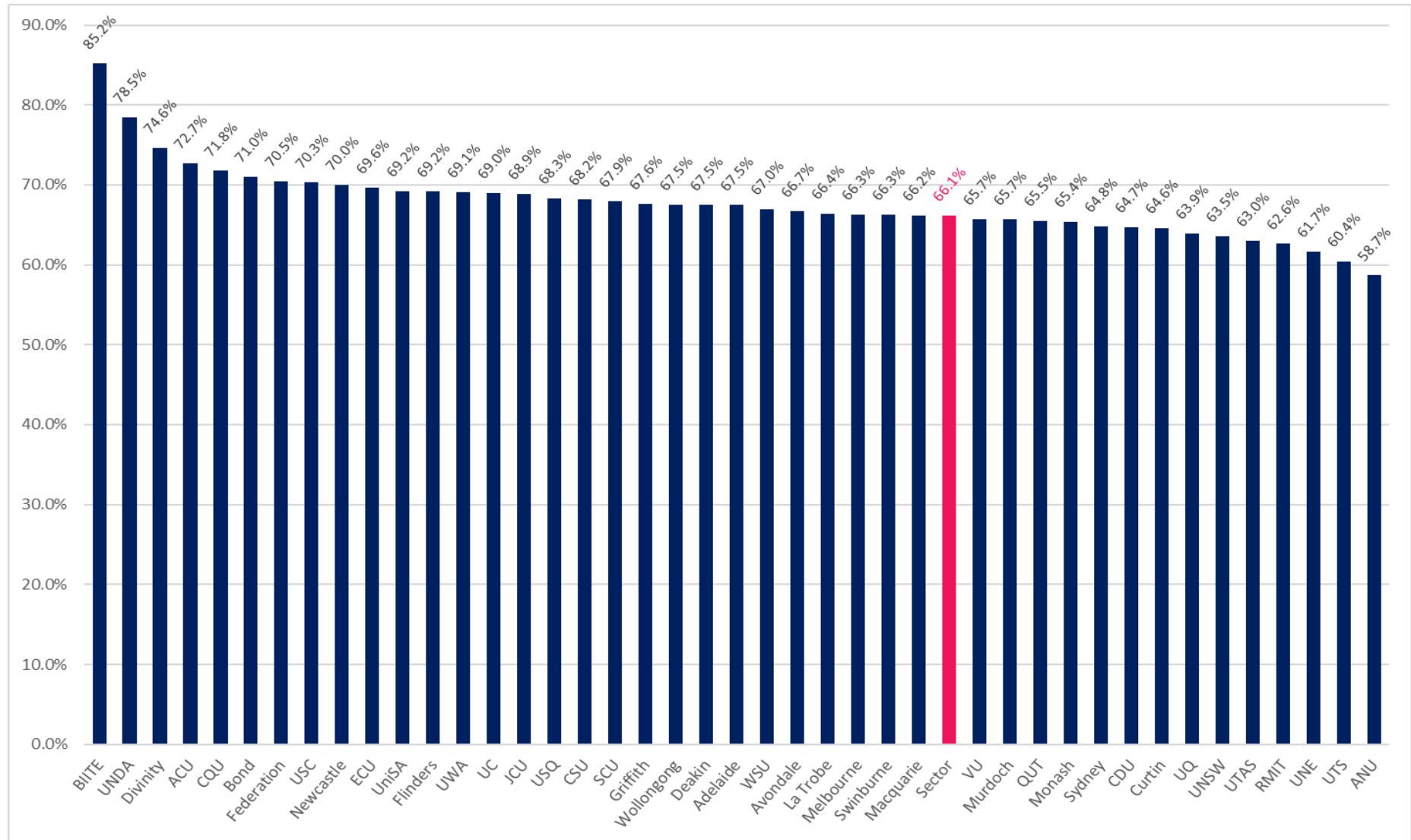


Figure 2: Representation of female professional staff at HEW level 10 (2015)

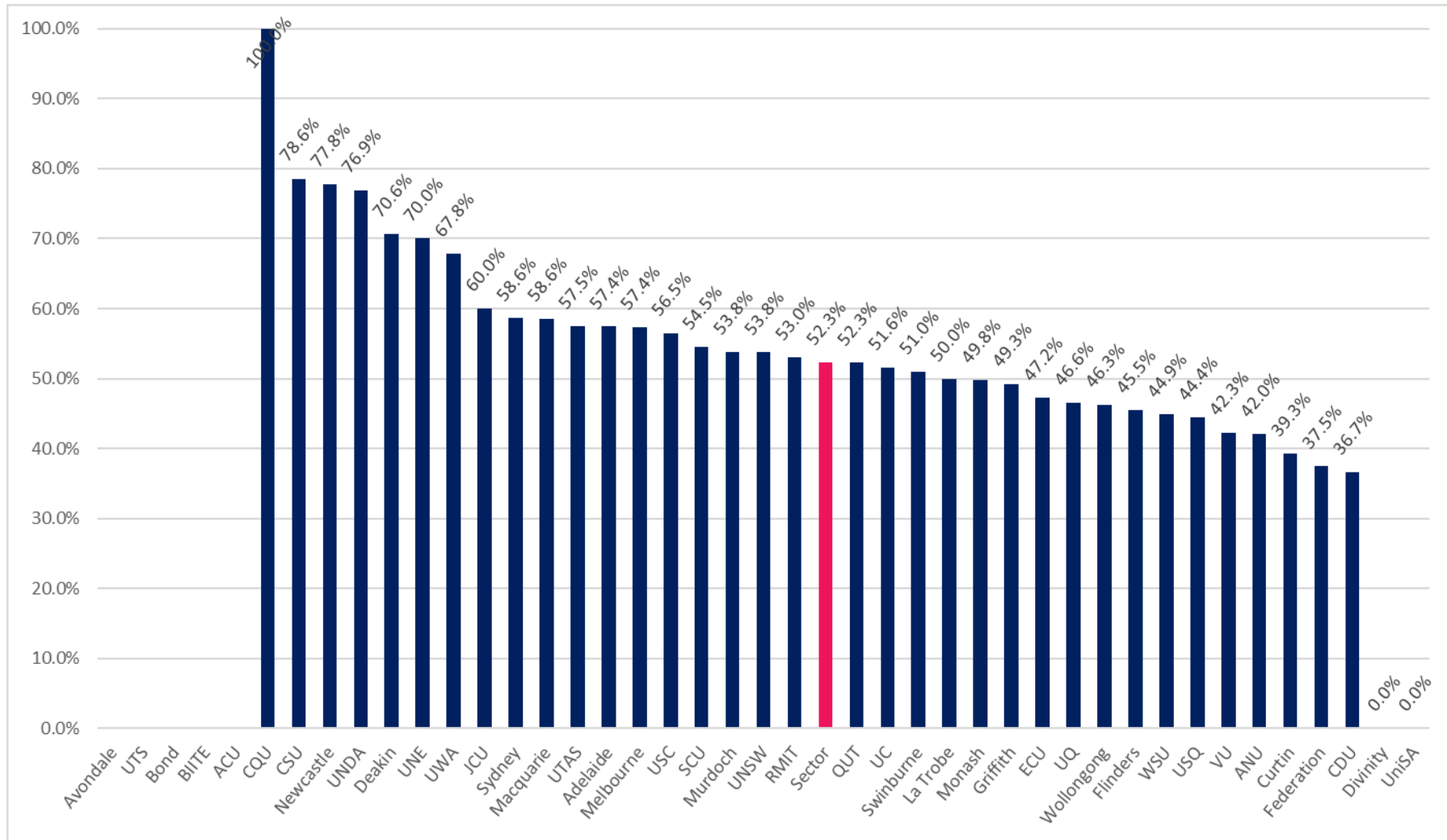


Figure 3: Representation of female senior professional staff at HEW level 10 & above (2015)

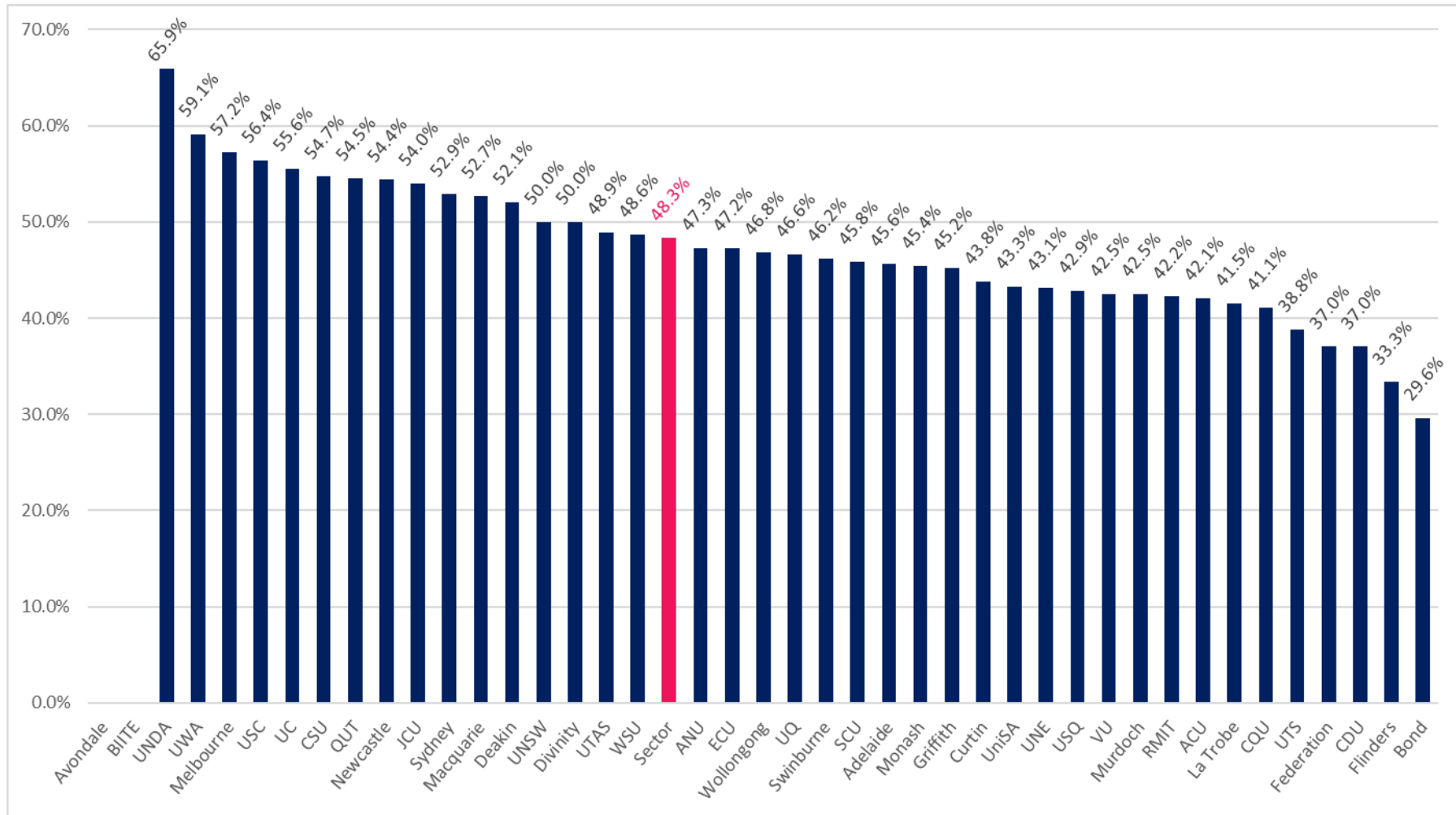


Figure 4: Ratio of female senior professional staff (HEW level 10 & above) to all female professional staff (2015)

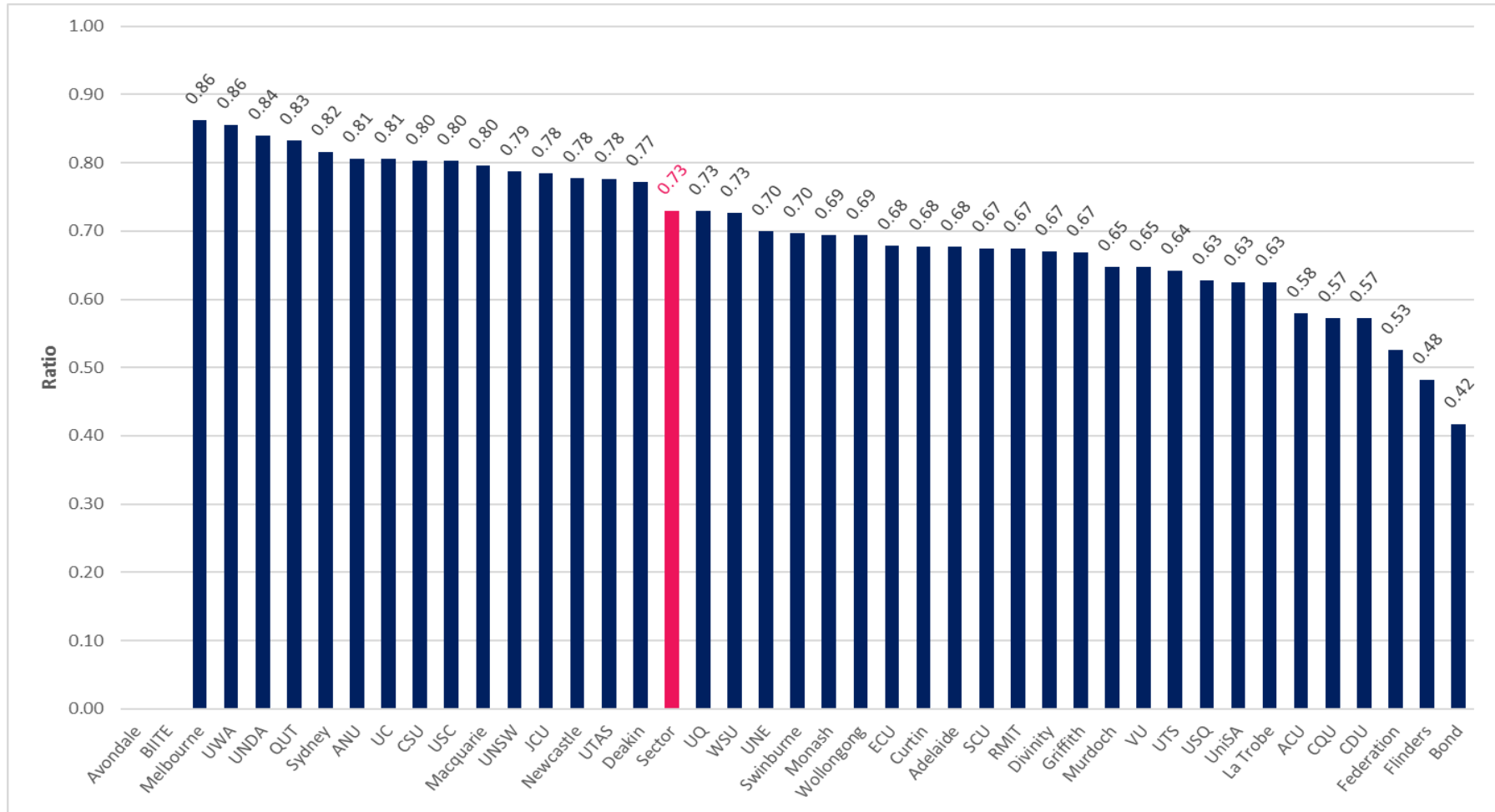


Figure 5: Change in representation of female senior professional staff at HEW level 10 & above (2011 to 2015)

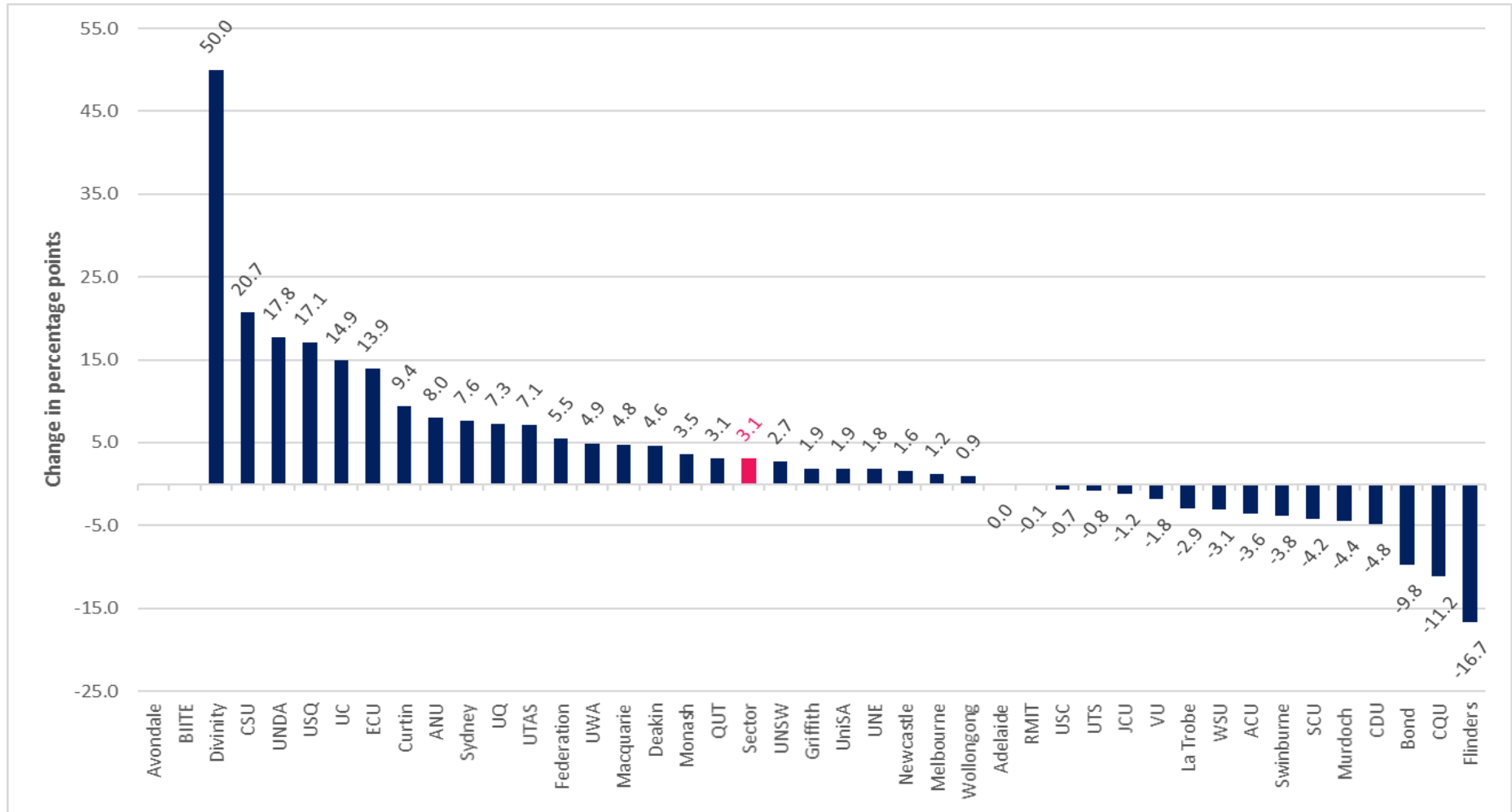


Figure 6: Change in representation of female senior professional staff at HEW level 10 (2011 to 2015)

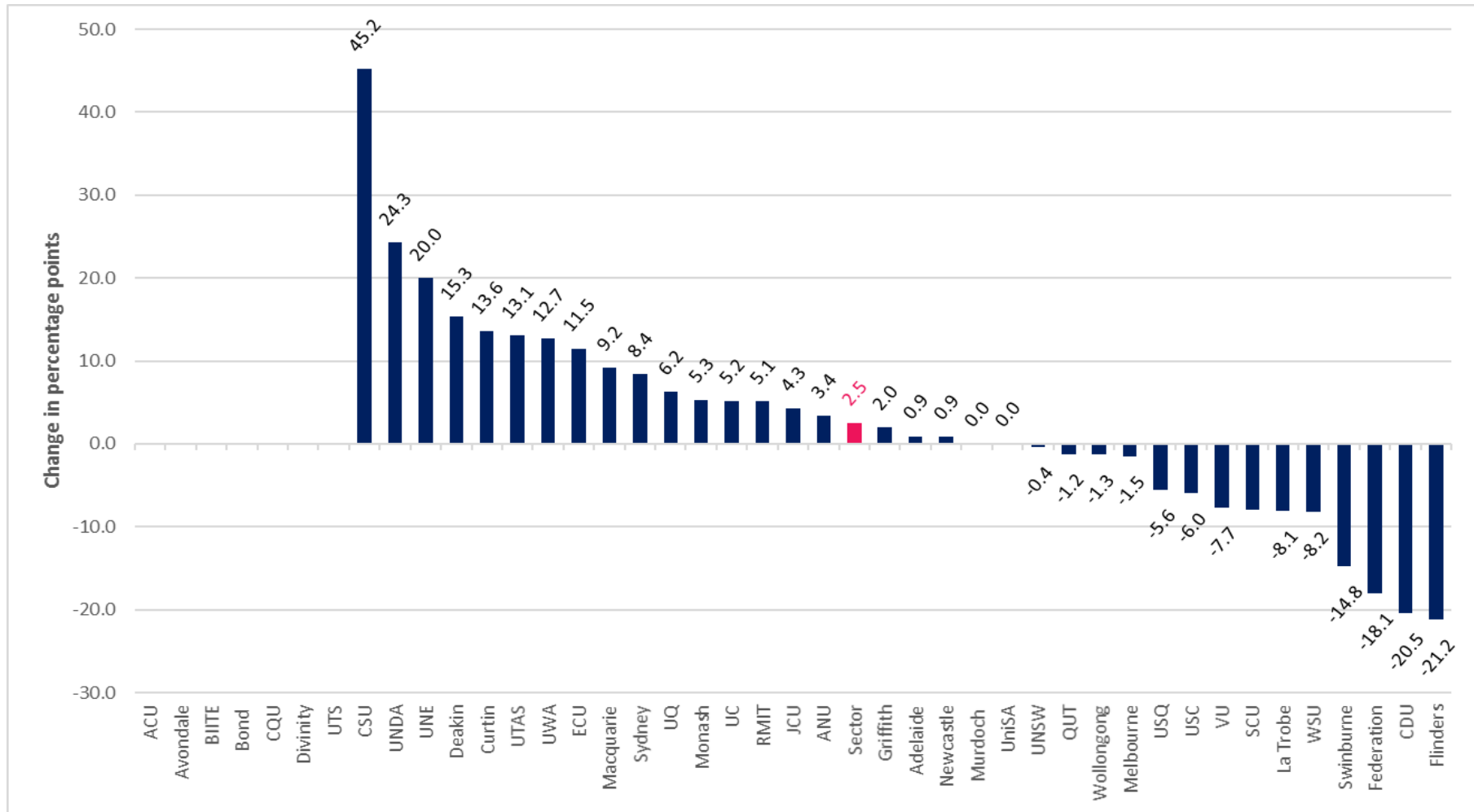


Figure 7: Representation of female academic staff (2015)

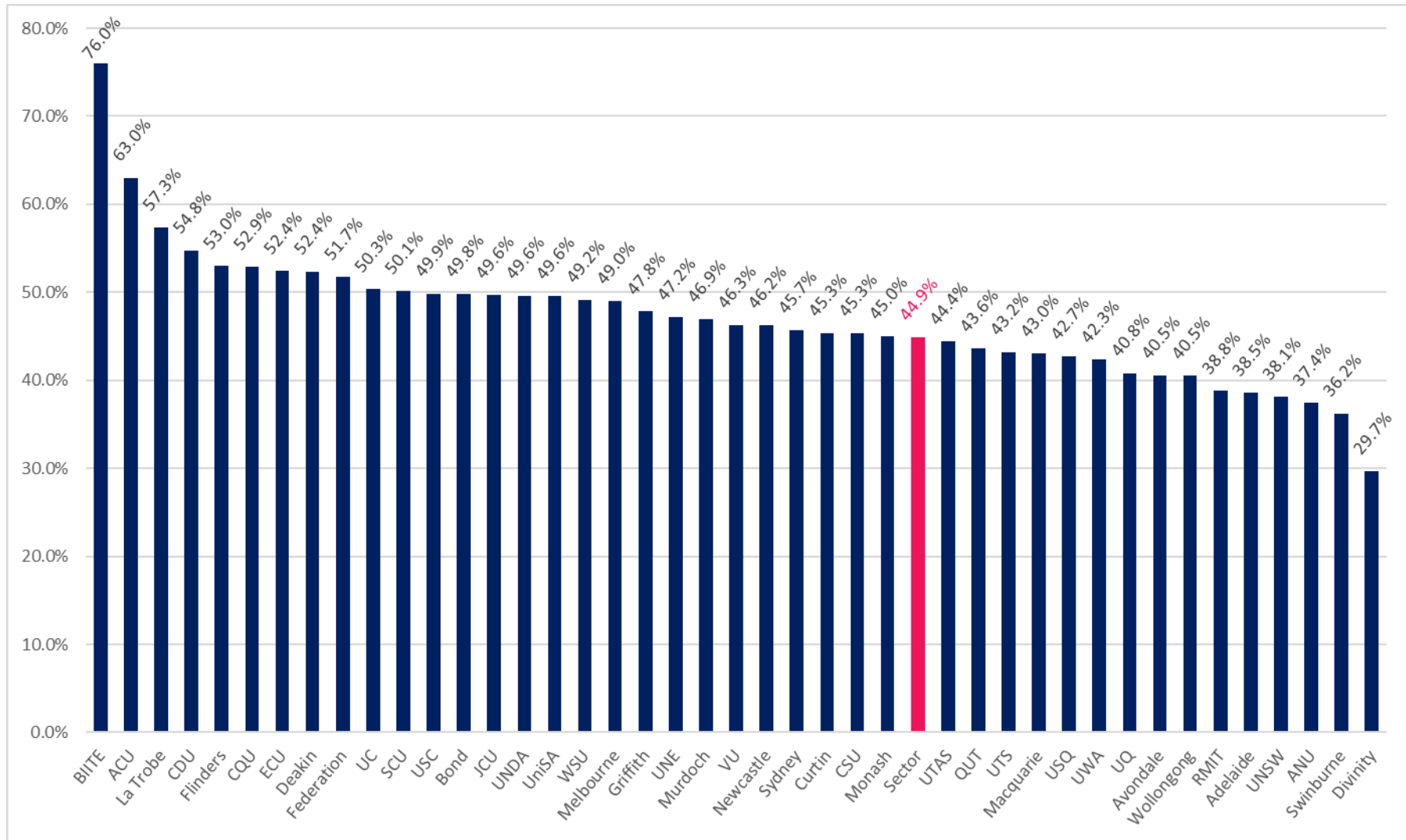


Figure 8: Representation of women in senior academic staff at level D & above (2015)

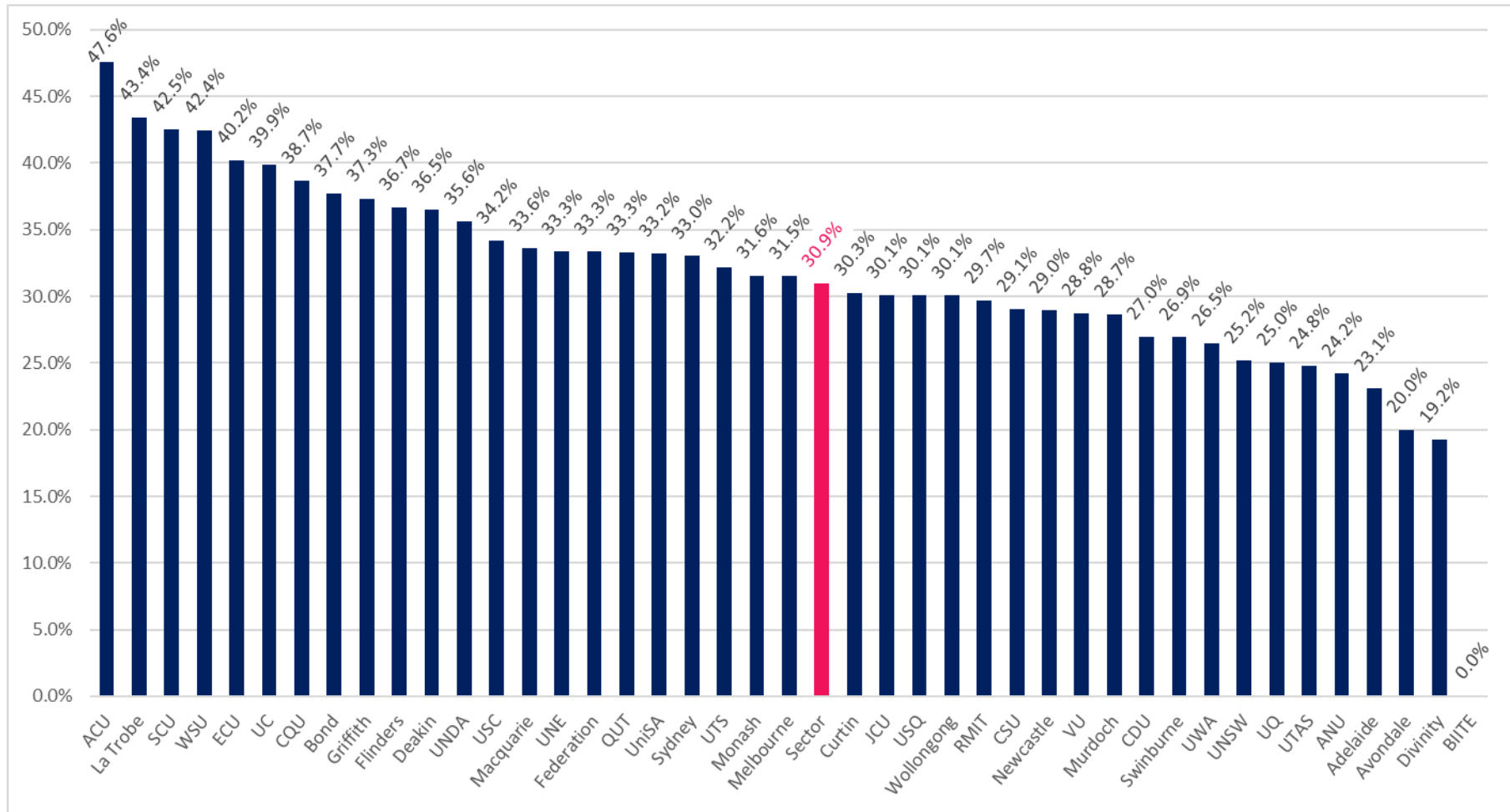


Figure 9: Change in representation of women in senior academic staff at level D & above (2011 to 2015)

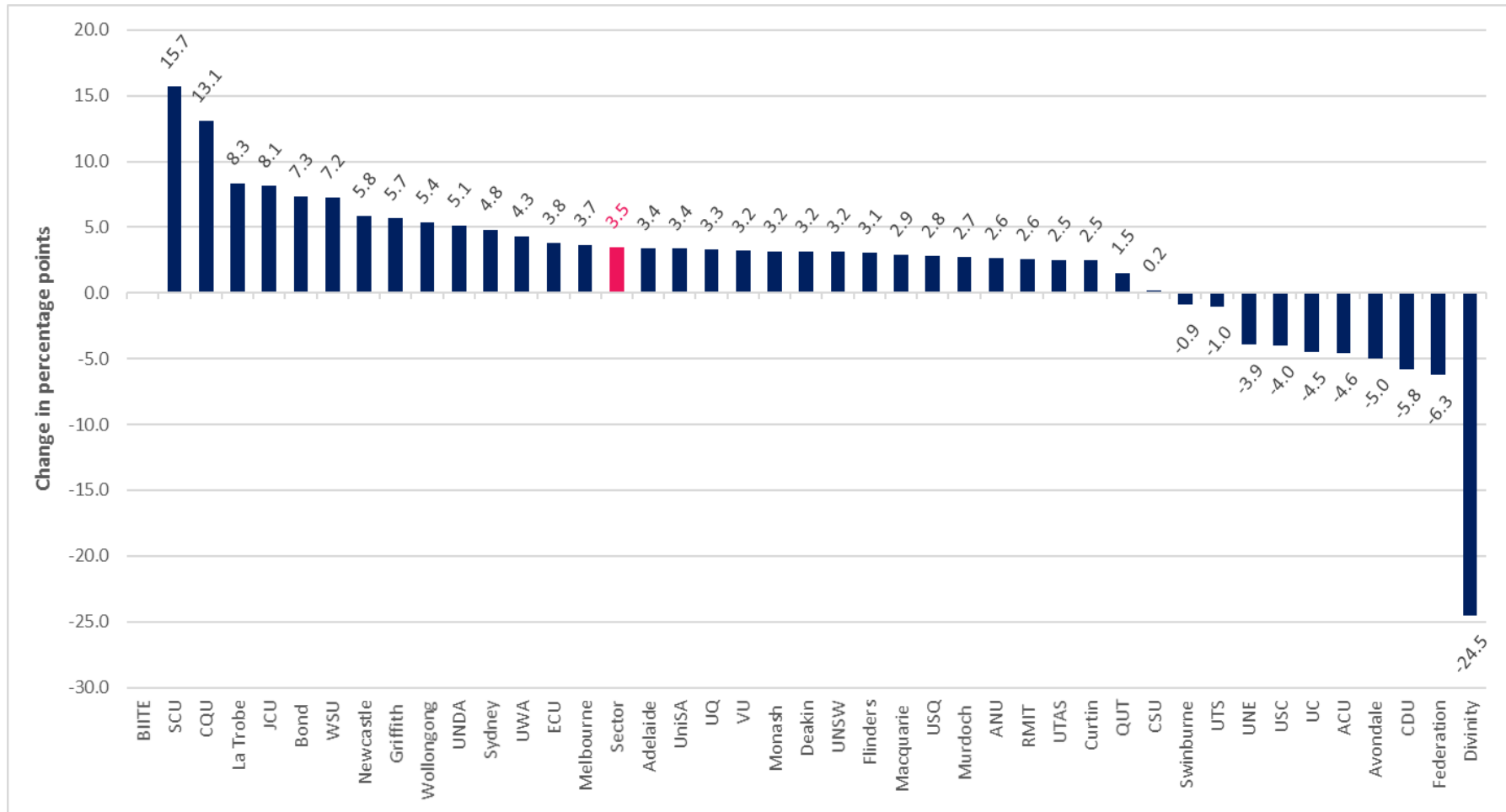


Figure 10: Representation of female academic staff at level D (2015)

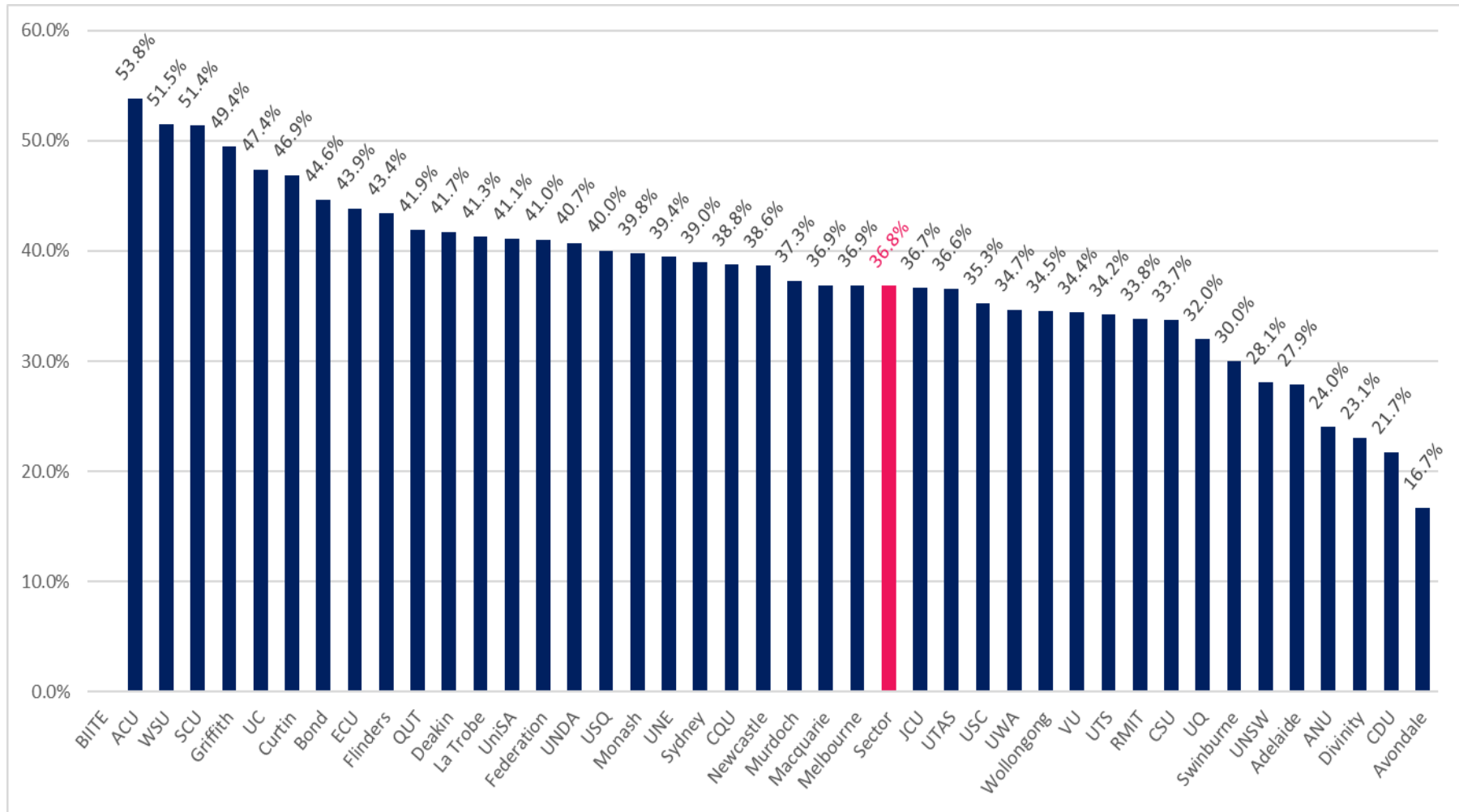


Figure 11: Representation of female academic staff at level E (2015)

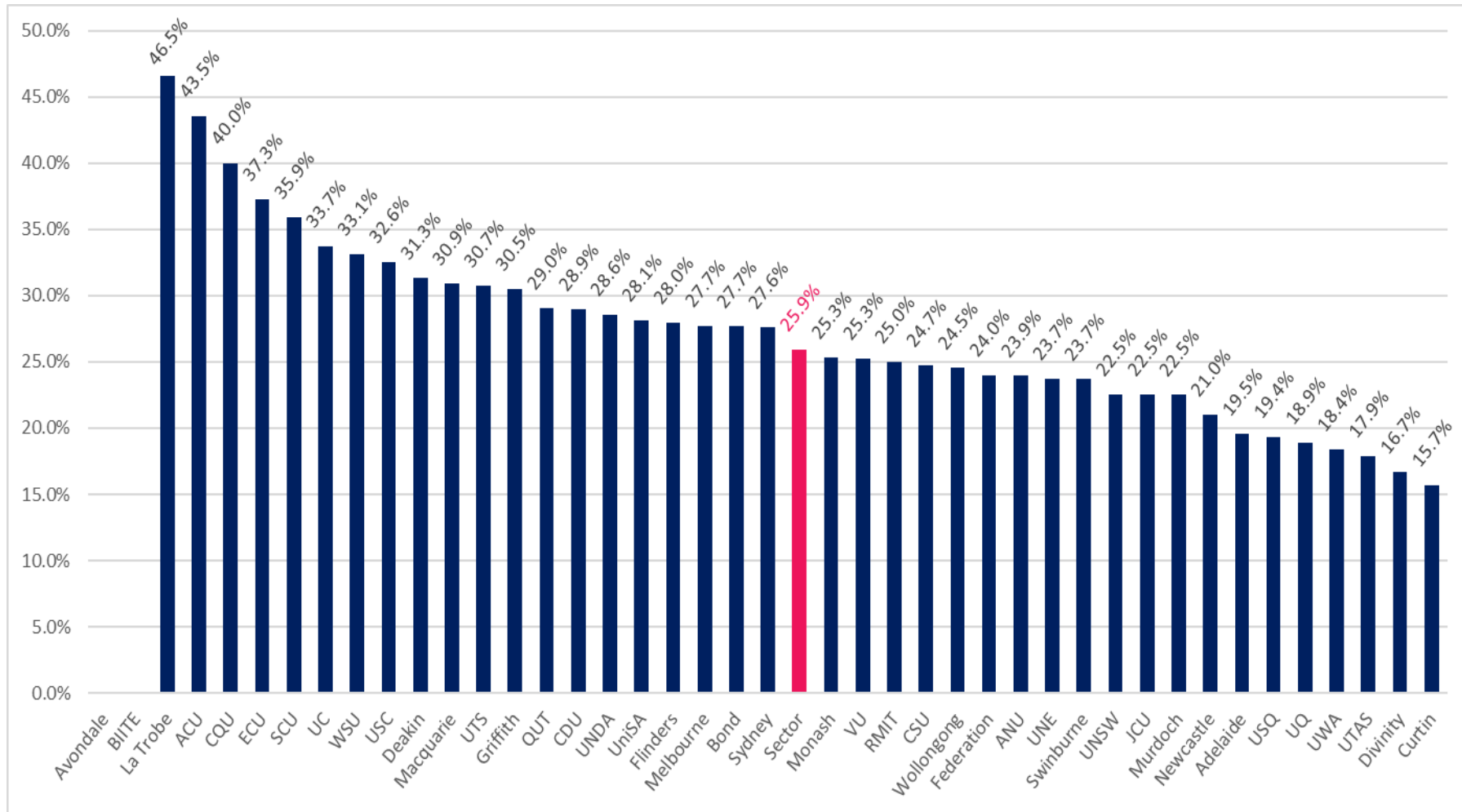


Figure 12: Ratio of female senior academic staff (level D & above) to all female academic staff (2015)

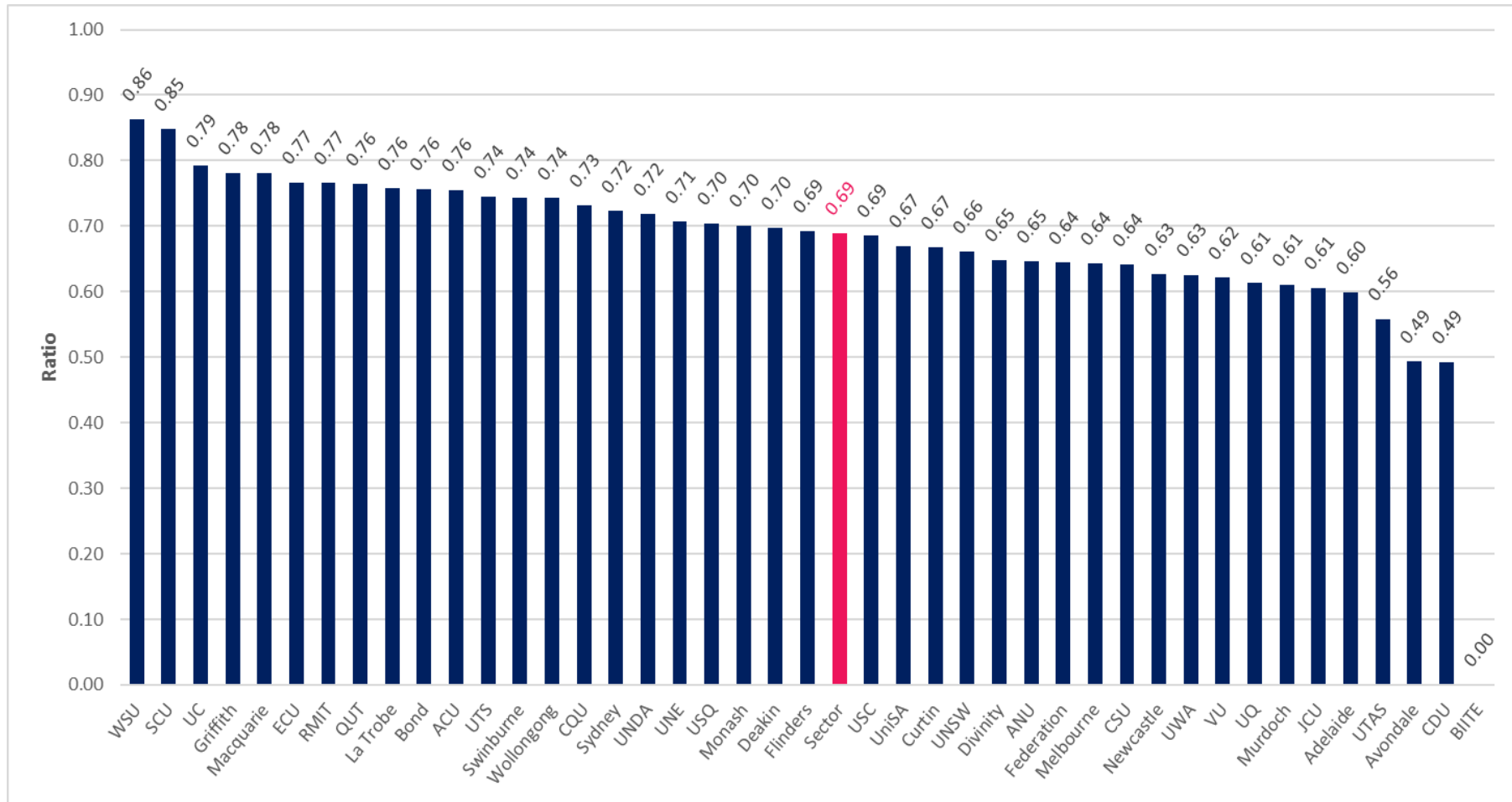


Figure 13: Ratio of female senior academic staff (level E & above) to all female academic staff (2015)

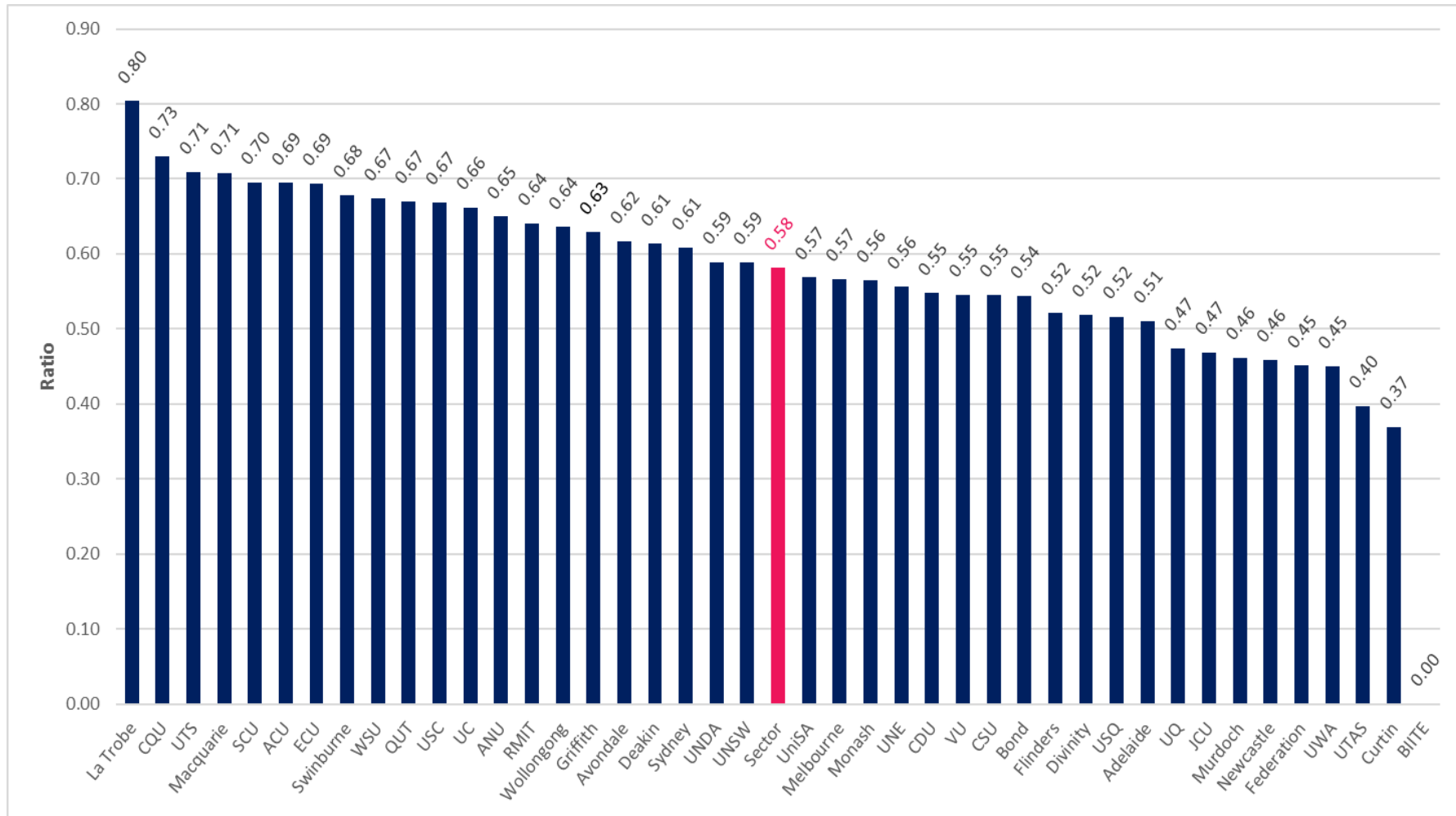


Figure 14: Ratio of % of all female academic staff with a PhD to % all male academic staff with a PhD (2015)

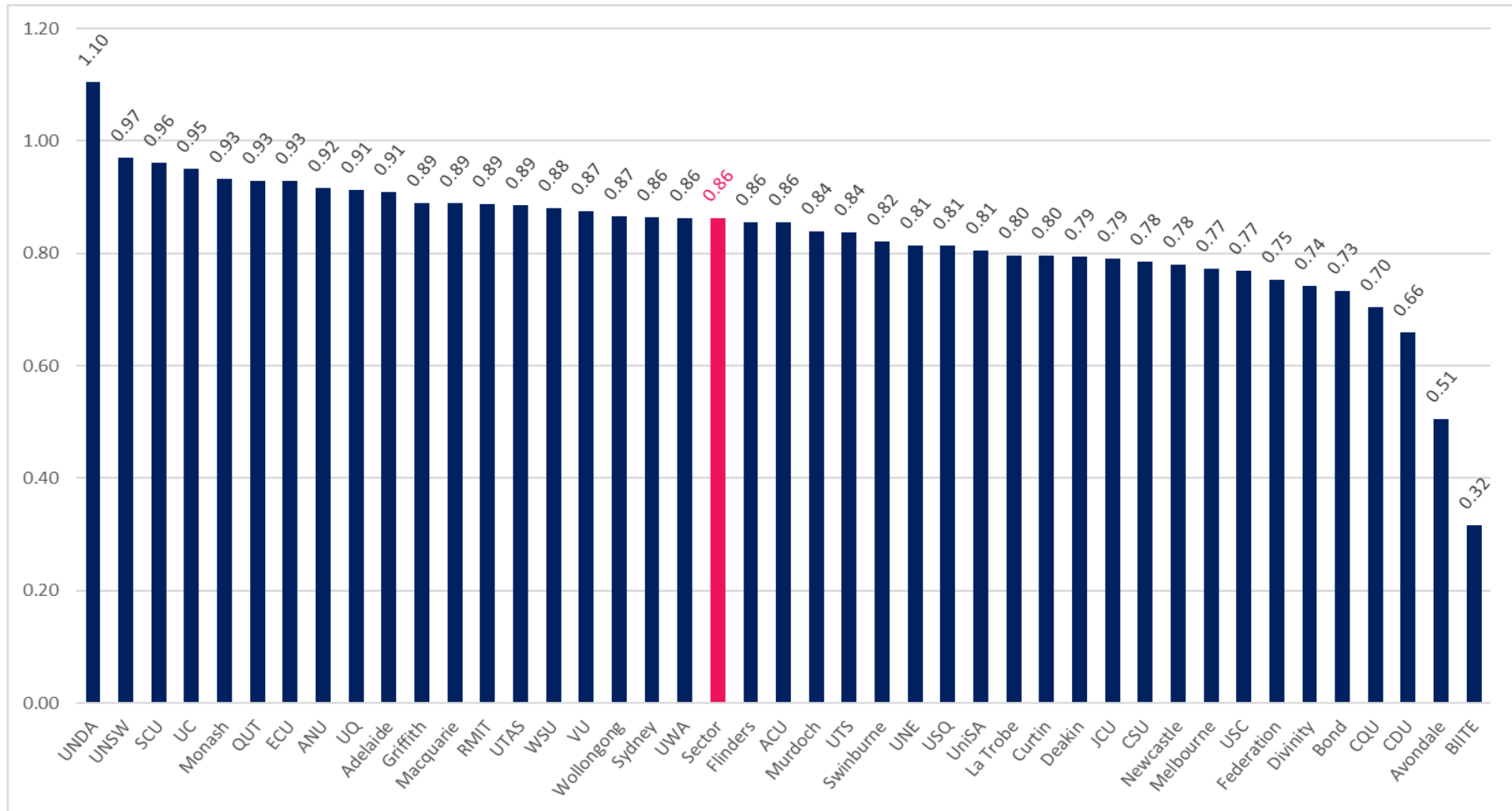


Figure 15: Representation of FTE female senior academic staff (2015)

Institution	Level D	Level E	Level D and above	Level E and above
ACU	53.3%	47.0%	49.7%	47.1%
Adelaide	28.1%	19.7%	23.4%	19.9%
ANU	23.4%	24.0%	24.0%	24.4%
Avondale	16.7%	NA	20.0%	25.0%
BIITE	NA	NA	NA	NA
Bond	44.8%	27.3%	37.5%	26.7%
CDU	22.7%	26.7%	25.9%	28.1%
CQU	37.8%	39.6%	38.0%	38.2%
CSU	33.8%	27.1%	30.5%	27.0%
Curtin	45.6%	16.2%	30.4%	17.3%
Deakin	42.0%	32.4%	37.2%	33.2%
Divinity	30.0%	20.0%	23.8%	18.2%
ECU	46.0%	34.8%	40.0%	34.0%
Federation	42.1%	25.0%	34.3%	24.1%
Flinders	43.9%	28.4%	37.2%	28.1%
Griffith	49.4%	30.9%	37.8%	30.4%
JCU	36.8%	23.2%	30.5%	24.0%
La Trobe	42.0%	46.2%	43.7%	45.7%
Macquarie	36.9%	31.8%	34.0%	31.4%
Melbourne	37.3%	27.4%	31.4%	27.5%
Monash	40.0%	26.1%	32.2%	26.2%
Murdoch	36.9%	22.9%	29.0%	21.9%
Newcastle	37.8%	21.2%	28.8%	21.4%
QUT	42.9%	34.6%	37.7%	34.8%
RMIT	32.8%	26.0%	29.7%	25.8%
SCU	51.4%	35.1%	42.1%	34.1%
Swinburne	30.2%	24.3%	27.5%	25.2%
Sydney	38.5%	27.7%	32.8%	27.9%
UC	47.2%	34.7%	40.5%	34.2%
UNDA	49.0%	32.6%	41.7%	33.3%
UNE	39.7%	22.8%	33.1%	25.4%
UniSA	40.9%	29.0%	33.8%	29.0%
UNSW	30.6%	22.9%	26.3%	22.7%
UQ	32.2%	19.6%	25.4%	20.0%
USC	35.3%	34.1%	35.1%	34.9%
USQ	40.4%	19.7%	30.3%	22.4%
UTAS	36.7%	18.6%	25.4%	18.3%
UTS	34.7%	31.2%	32.7%	31.1%
UWA	34.9%	17.7%	26.4%	18.5%
VU	32.8%	24.7%	27.9%	24.7%
Wollongong	34.6%	25.0%	30.4%	26.3%
WSU	52.5%	33.3%	43.1%	33.3%
Sector	37.7%	26.5%	31.7%	26.8%

Figure 16: Representation of FTE female academic staff at level D and level E (2011 to 2015)

Institutions	% Female Academics at Level D					% Female Academics at Level E				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
ACU	55.9	53.8	60.3	50.7	53.3	49.3	51.3	50.6	46.0	47.0
Adelaide	21.1	22.8	25.3	26.9	28.1	19.0	18.9	18.9	19.6	19.7
ANU	23.1	24.3	22.5	23.0	23.4	20.8	21.7	21.0	22.6	24.0
Avondale	0.0	0.0	0.0	25.0	16.7	NA	NA	NA	NA	NA
Bond	41.5	38.4	37.5	40.0	44.8	19.7	21.6	18.2	25.0	27.3
CDU	36.4	31.8	41.2	37.5	22.7	35.5	36.7	34.6	31.3	26.7
CQU	31.7	37.9	36.4	31.7	37.8	17.1	20.5	31.6	29.5	39.6
CSU	34.3	38.7	32.4	36.8	33.8	23.4	26.0	31.3	38.2	27.1
Curtin	35.2	37.6	39.0	43.7	45.6	18.8	19.0	19.9	19.0	16.2
Deakin	36.8	34.8	38.5	40.8	42.0	28.7	28.2	29.4	29.3	32.4
Divinity	0.0	38.5	23.1	30.0	30.0	50.0	30.0	22.2	27.3	20.0
ECU	42.4	43.9	48.3	45.3	46.0	32.6	31.3	30.0	33.3	34.8
FedUni	37.5	37.0	42.3	36.8	42.1	31.6	18.8	27.8	28.6	25.0
Flinders	39.9	38.0	37.5	40.8	43.9	26.7	29.1	29.1	27.6	28.4
Griffith	36.3	41.5	43.9	45.5	49.4	28.2	29.5	28.7	28.5	30.9
JCU	29.6	27.1	33.3	35.3	36.8	12.8	19.6	20.8	23.8	23.2
La Trobe	36.4	40.1	38.7	38.5	42.0	33.6	33.1	38.6	42.7	46.2
Macquarie	33.5	34.7	38.4	37.0	36.9	27.0	26.6	30.4	29.7	31.8
Melbourne	34.5	35.6	34.6	36.7	37.3	22.1	23.1	25.5	26.4	27.4
Monash	34.2	36.3	36.9	38.3	40.0	23.6	24.3	25.2	26.3	26.1
Murdoch	32.5	35.4	32.5	34.3	36.9	15.7	16.7	16.7	21.1	22.9
Newcastle	23.6	28.2	29.2	36.3	37.8	22.1	22.0	22.8	20.8	21.2
QUT	42.1	42.3	42.3	41.2	42.9	26.8	27.8	32.0	32.5	34.6
RMIT	27.4	33.1	31.4	28.7	32.8	25.4	22.1	24.1	26.5	26.0
SCU	41.7	38.2	33.3	42.4	51.4	17.1	23.8	30.0	36.4	35.1
Swinburne	32.8	28.8	28.4	29.6	30.2	21.6	22.7	24.4	22.1	24.3
Sydney	36.5	37.0	38.0	38.9	38.5	21.2	22.8	23.9	25.1	27.7
UC	53.4	55.4	50.0	46.4	47.2	32.8	27.8	31.7	27.4	34.7
UNDA	31.7	30.0	44.2	48.0	49.0	25.0	28.6	31.8	29.3	32.6
UNE	38.9	37.9	33.8	37.1	39.7	23.2	25.9	25.9	29.8	22.8
UniSA	38.1	41.1	41.2	41.9	40.9	23.0	21.3	21.5	23.8	29.0
UNSW	24.5	23.6	28.2	30.0	30.6	19.4	20.4	22.1	23.4	22.9
UQ	25.6	26.6	28.9	30.7	32.2	18.5	19.4	19.3	20.1	19.6
USC	41.7	44.0	40.6	37.1	35.3	26.9	25.0	30.4	28.6	34.1
USQ	38.0	39.2	43.6	43.1	40.4	18.2	19.6	19.1	18.9	19.7
UTAS	26.5	32.1	34.0	36.7	36.7	19.8	17.0	20.2	21.2	18.6
UTS	36.9	32.5	34.1	36.4	34.7	31.8	31.7	34.6	32.7	31.2
UWA	27.5	30.4	33.3	33.8	34.9	17.2	20.7	19.7	18.3	17.7
VU	33.3	30.6	27.3	31.3	32.8	15.5	24.3	29.2	25.0	24.7
Wollongong	27.4	28.9	31.8	32.7	34.6	21.3	22.8	22.8	23.9	25.0
WSU	38.2	46.2	49.6	53.6	52.5	33.0	34.1	33.1	33.6	33.3
Sector	32.3	33.4	35.2	36.6	37.7	22.9	23.8	25.2	25.9	26.5

Figure 17: Representation of FTE female academic staff at level D & above and level E & above (2011 to 2015)

Institutions	% Female Academics at Level D & above					% Female Academics at Level E & above				
	2011	2012	2013	2014	2015	2011	2012	2013	2014	2015
ACU	52.1	52.0	54.2	48.0	49.7	48.6	50.6	50.0	46.2	47.1
Adelaide	19.7	20.9	21.9	23.0	23.4	18.6	19.4	19.0	19.7	19.9
ANU	21.6	22.9	21.9	23.1	24.0	20.5	22.0	21.4	23.3	24.4
Avondale	25.0	20.0	14.3	22.2	20.0	40.0	40.0	25.0	20.0	25.0
Bond	30.4	29.7	28.5	32.7	37.5	18.4	20.3	17.2	24.0	26.7
CDU	32.8	38.6	37.0	33.3	25.9	30.6	42.9	34.5	31.4	28.1
CQU	25.6	31.1	32.6	30.8	38.0	20.0	22.9	28.9	30.0	38.2
CSU	28.9	32.7	31.9	37.4	30.5	24.4	26.9	31.4	38.0	27.0
Curtin	27.8	28.3	29.5	30.7	30.4	20.9	19.9	20.8	20.3	17.3
Deakin	33.3	32.5	34.1	34.9	37.2	30.1	30.5	30.3	29.9	33.2
Divinity	43.8	29.6	21.7	27.3	23.8	63.6	21.4	20.0	25.0	18.2
ECU	36.4	37.0	38.9	38.5	40.0	29.4	28.3	28.3	31.4	34.0
FedUni	39.6	27.1	33.3	32.4	34.3	41.7	14.3	22.7	27.3	24.1
Flinders	33.6	33.6	33.6	35.4	37.2	25.5	27.8	28.3	27.9	28.1
Griffith	31.7	34.4	35.0	35.3	37.8	28.4	29.7	29.0	28.6	30.4
JCU	22.0	24.3	27.9	29.8	30.5	13.1	21.4	22.2	24.5	24.0
La Trobe	35.1	36.0	38.2	40.3	43.7	33.8	31.9	37.7	42.3	45.7
Macquarie	30.7	31.0	35.0	33.2	34.0	27.5	27.0	31.4	29.3	31.4
Melbourne	27.8	28.6	29.4	30.7	31.4	22.3	23.3	25.8	26.6	27.5
Monash	28.4	29.7	30.4	31.5	32.2	24.1	24.7	25.1	26.3	26.2
Murdoch	26.0	27.3	25.5	27.8	29.0	18.9	18.3	17.4	21.6	21.9
Newcastle	23.1	25.6	25.7	28.3	28.8	22.7	23.3	23.0	21.7	21.4
QUT	31.8	32.3	35.4	35.6	37.7	26.9	27.9	32.1	32.6	34.8
RMIT	27.1	28.0	28.7	27.9	29.7	26.8	23.3	25.7	27.0	25.8
SCU	26.8	28.4	30.7	37.7	42.1	15.2	21.3	28.6	33.3	34.1
Swinburne	27.8	27.3	26.9	26.3	27.5	24.8	26.5	25.8	23.5	25.2
Sydney	28.2	29.3	30.3	31.8	32.8	21.4	23.0	23.8	25.2	27.9
UC	44.4	41.4	40.9	36.6	40.5	36.4	31.2	33.3	27.6	34.2
UNDA	30.5	30.5	40.2	39.8	41.7	28.9	31.1	36.7	30.2	33.3
UNE	37.2	38.5	30.0	33.6	33.1	43.5	43.5	25.5	29.3	25.4
UniSA	29.8	28.8	28.8	30.6	33.8	23.7	20.5	20.5	23.1	29.0
UNSW	22.0	22.0	24.9	26.2	26.3	19.6	20.6	22.1	23.3	22.7
UQ	21.7	22.8	23.4	24.8	25.4	18.7	19.9	19.5	20.2	20.0
USC	38.2	38.9	36.8	33.8	35.1	35.5	34.5	32.0	30.0	34.9
USQ	27.3	31.4	32.7	31.9	30.3	16.3	23.5	21.2	20.7	22.4
UTas	22.3	23.3	25.9	27.1	25.4	19.1	16.4	19.8	20.9	18.3
UTS	33.2	32.2	34.3	34.2	32.7	30.9	32.0	34.3	32.5	31.1
UWA	22.2	25.5	26.2	26.3	26.4	17.6	21.1	19.8	19.2	18.5
VU	25.6	27.7	28.5	28.8	27.9	19.7	25.3	29.3	26.9	24.7
Wollongong	24.7	25.9	27.8	29.1	30.4	21.9	23.3	23.2	25.3	26.3
WSU	35.2	39.9	41.7	43.2	43.1	32.5	33.6	33.8	33.6	33.3
Sector	27.4	28.4	29.9	30.9	31.7	23.4	24.3	25.4	26.1	26.8