

UNIVERSITIES AUSTRALIA

2016 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 2016 and comparative data from 2012 to 2015.

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	2012	2013	2014	2015	2016
Professional staff					
• All professional staff	65.8%	66.0%	66.1%	66.1%	66.3%
• Senior professional staff at HEW level 10	51.1%	51.8%	51.7%	52.3%	52.7%
• Senior professional staff at HEW level 10 and above	46.2%	46.9%	47.6%	48.3%	48.7%
Academic staff					
• All academic staff	43.7%	44.0%	44.4%	44.9%	45.2%
• Senior academic staff at level D	33.4%	34.2%	35.5%	36.8%	37.2%
• Senior academic staff at level D and above	28.4%	29.1%	29.9%	30.9%	31.7%
• Senior academic staff at level E	23.8%	24.6%	25.1%	25.9%	27.1%
• Senior academic staff at level E and above	24.3%	24.8%	25.3%	26.1%	27.3%

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

Figure 1: Representation of female professional staff (2016)

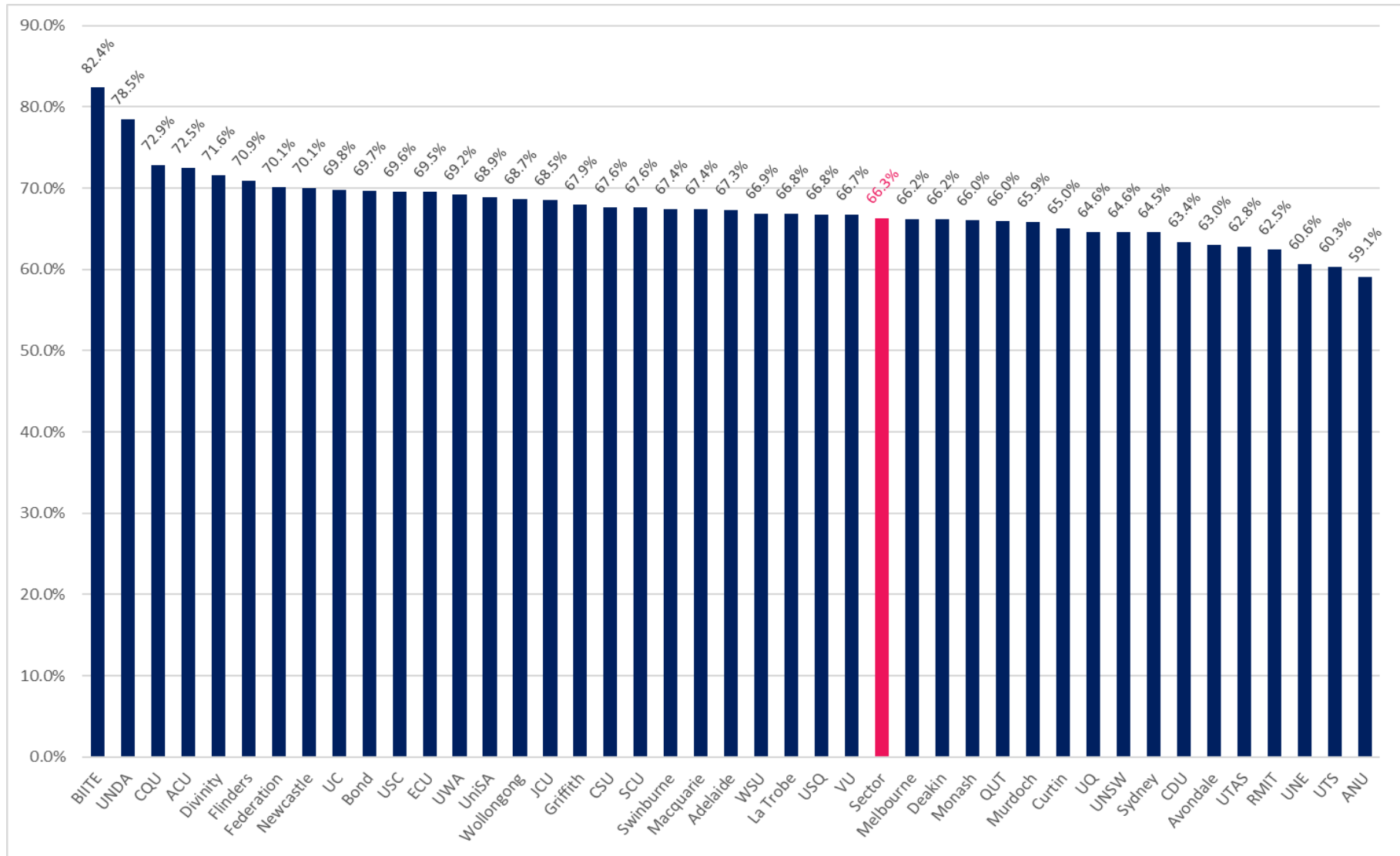


Figure 2: Representation of female professional staff at HEW level 10 (2016)

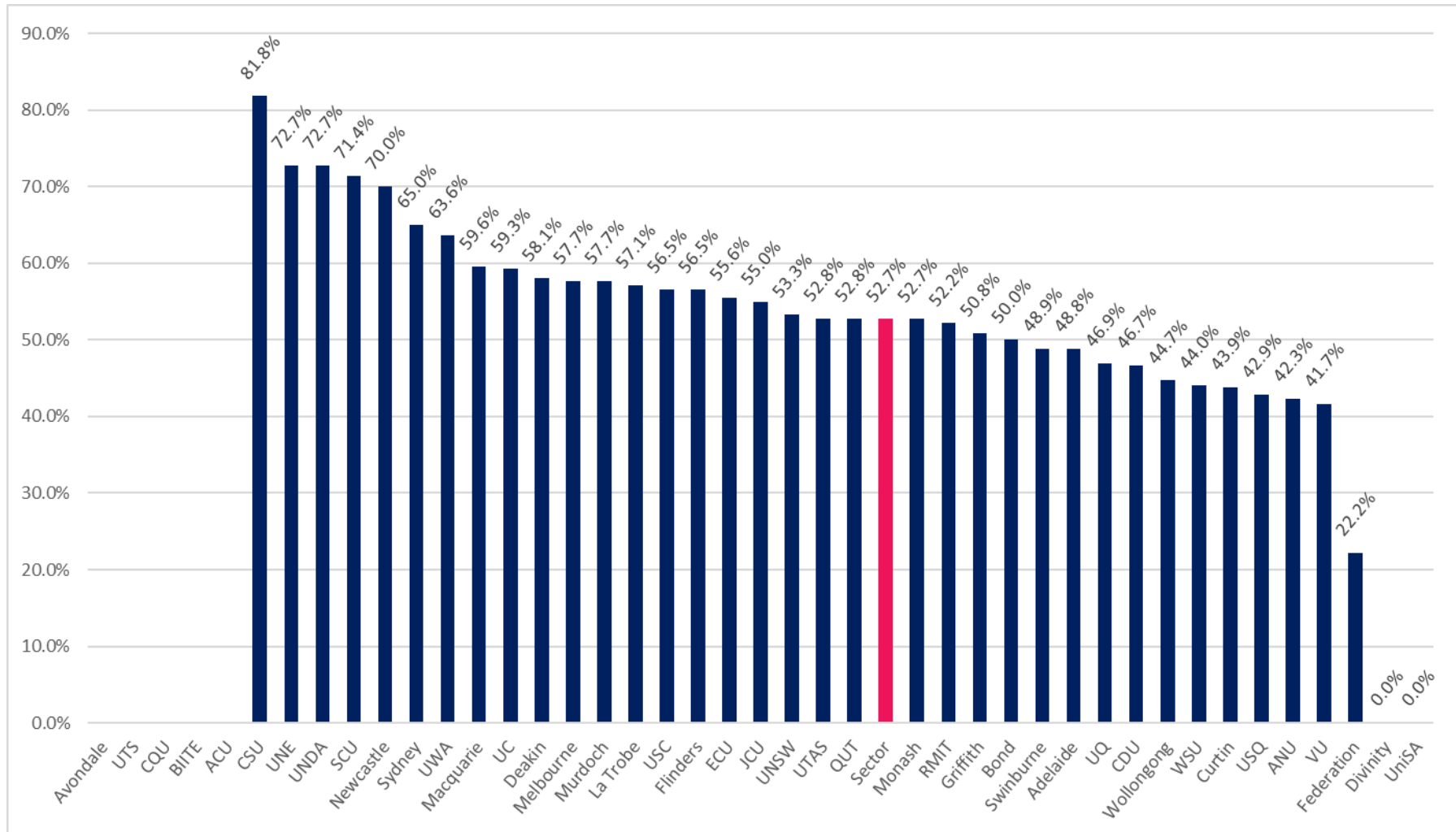


Figure 3: Representation of female senior professional staff at HEW level 10 & above (2016)

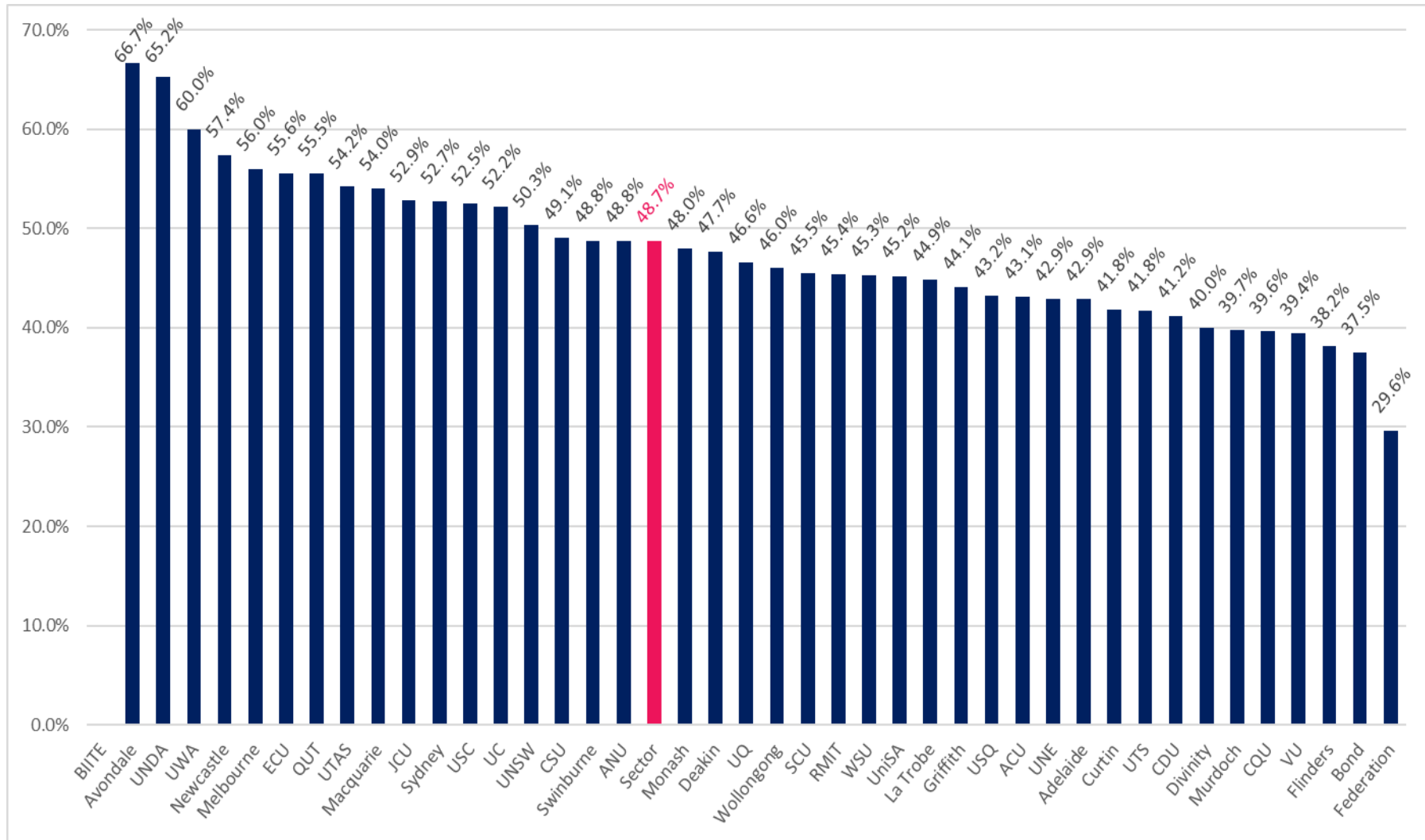


Figure 4: Ratio of female senior professional staff (HEW level 10 & above) to all female professional staff (2016)

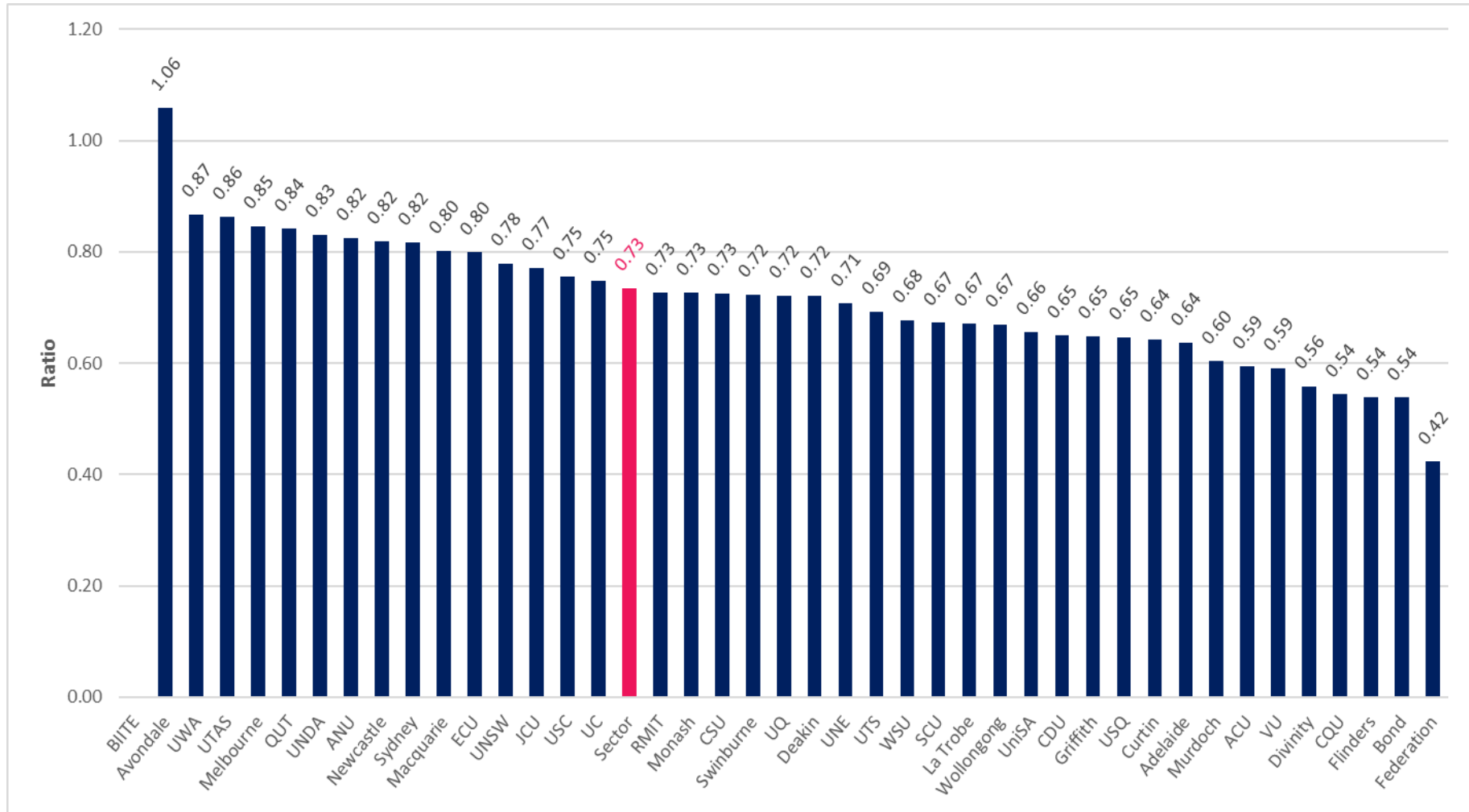


Figure 5: Change in representation of female senior professional staff at HEW level 10 & above (2012 to 2016)

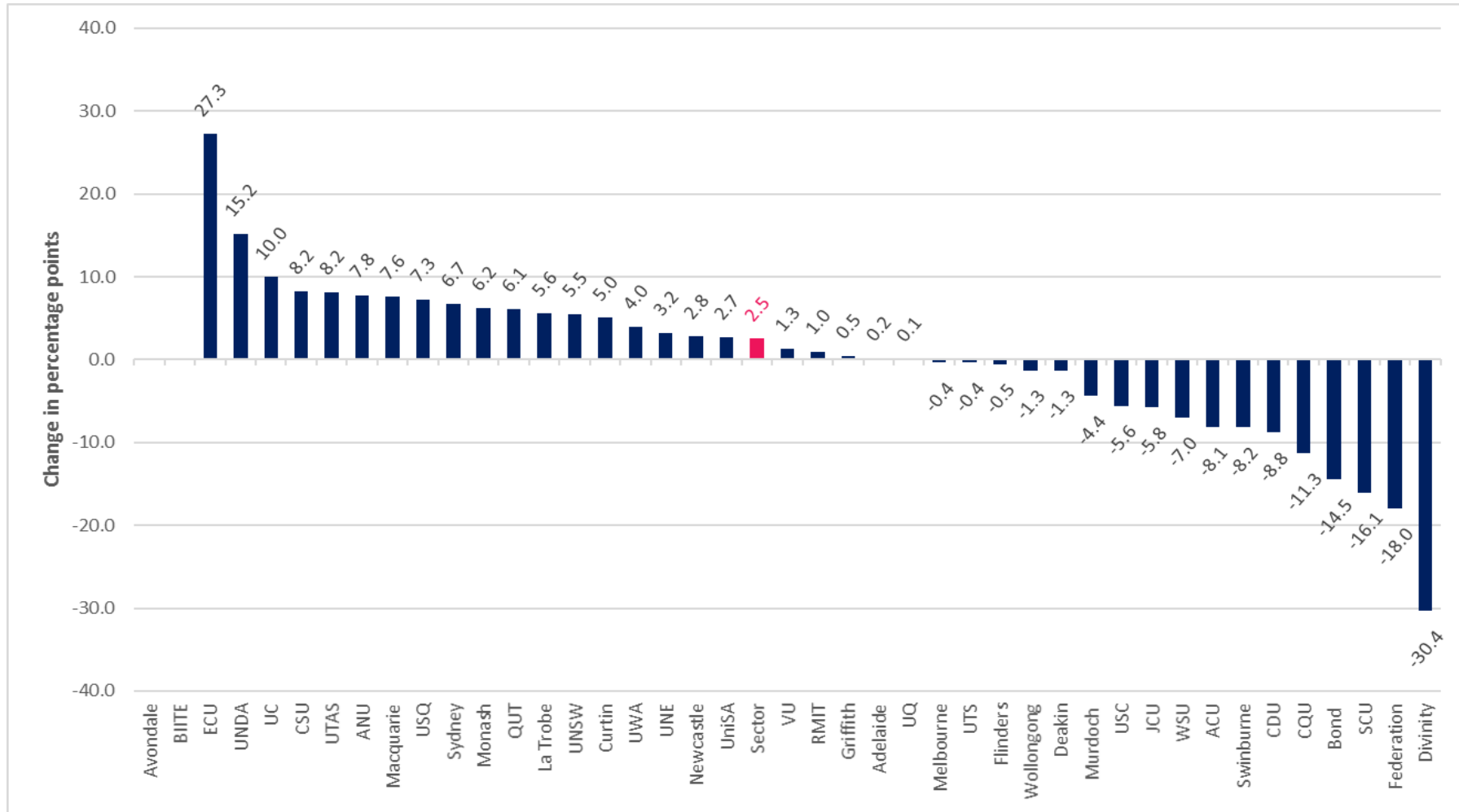


Figure 6: Change in representation of female senior professional staff at HEW level 10 (2012 to 2016)

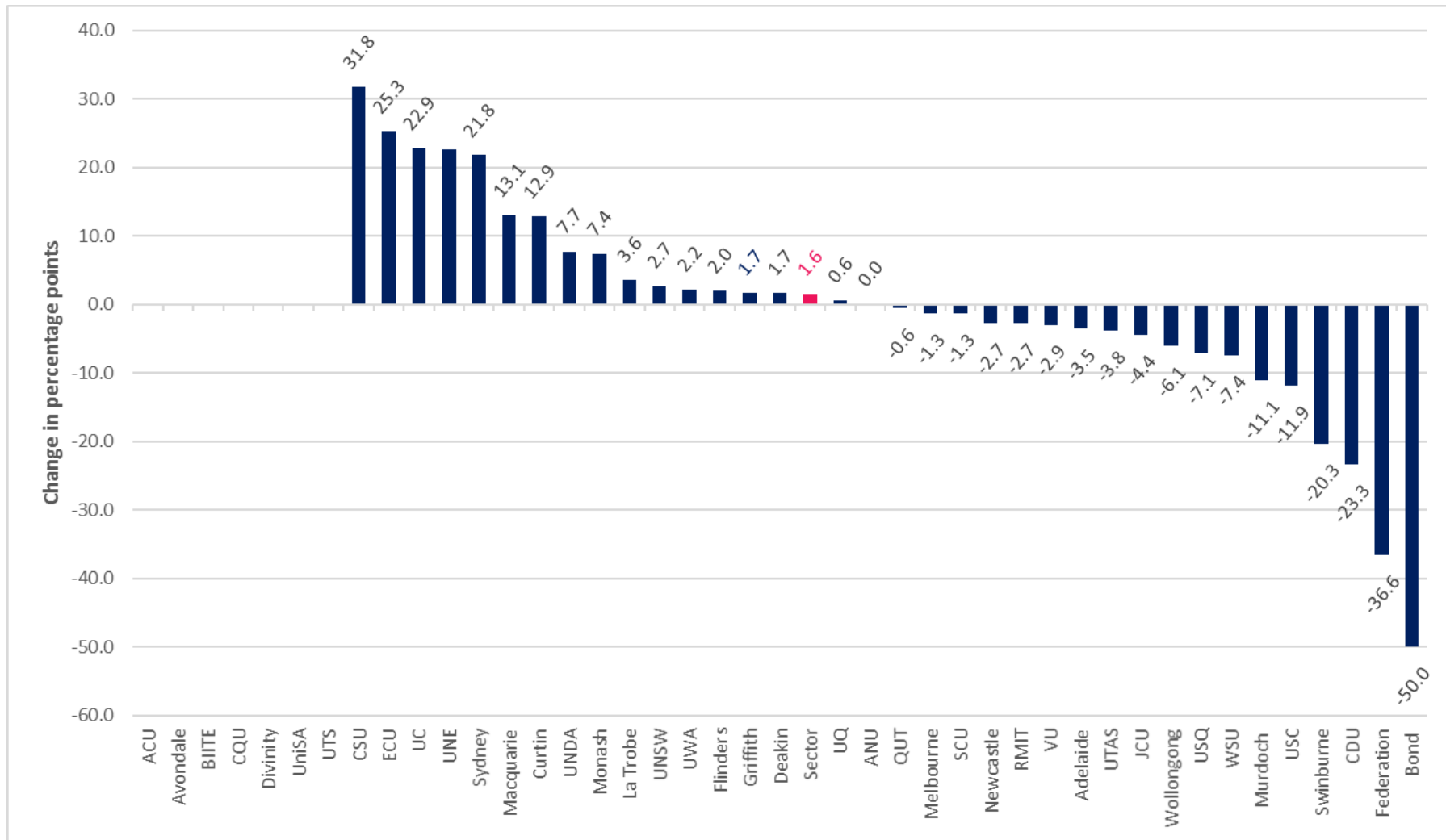


Figure 7: Representation of female academic staff (2016)

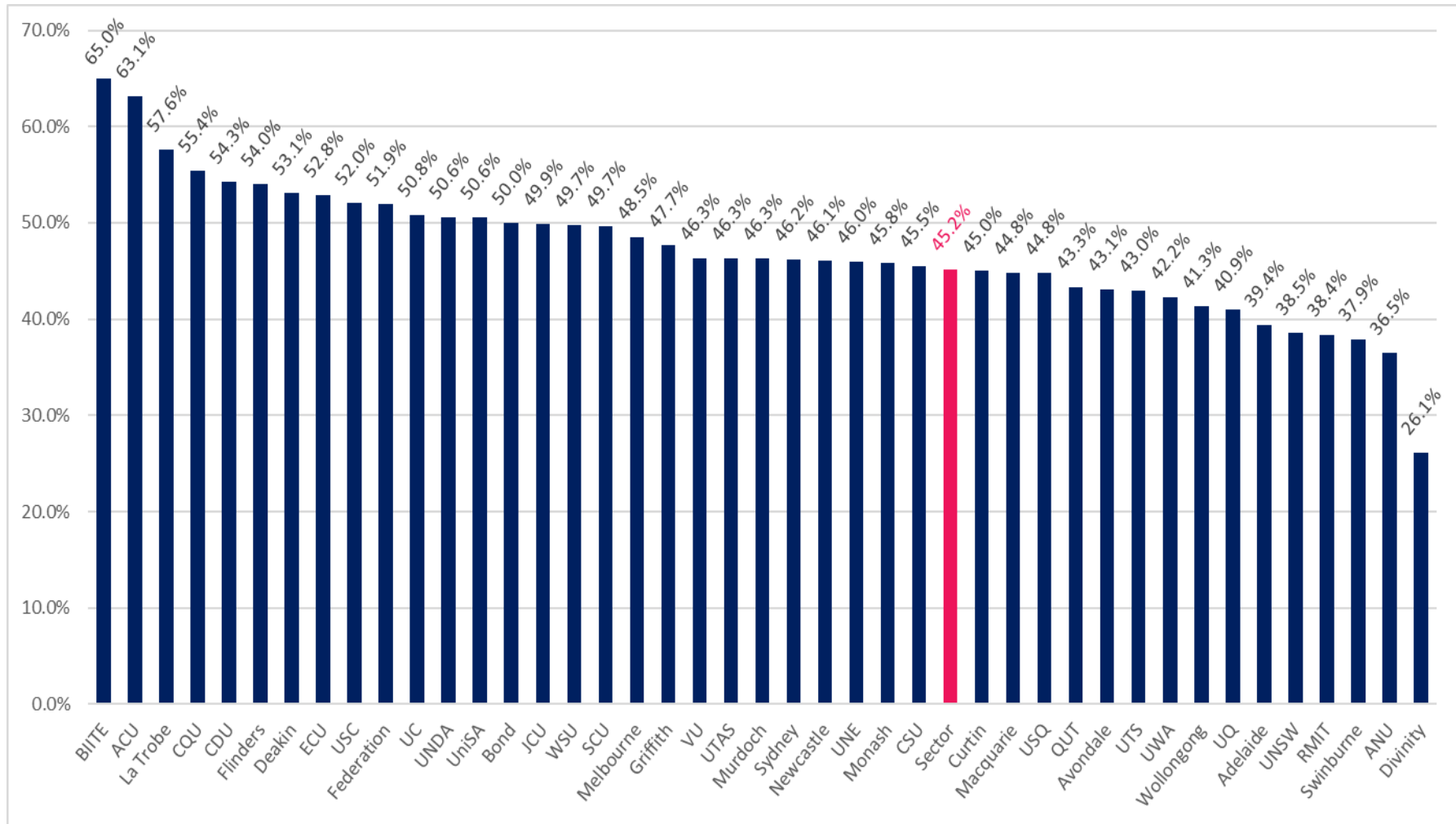


Figure 8: Representation of women in senior academic staff at level D & above (2016)

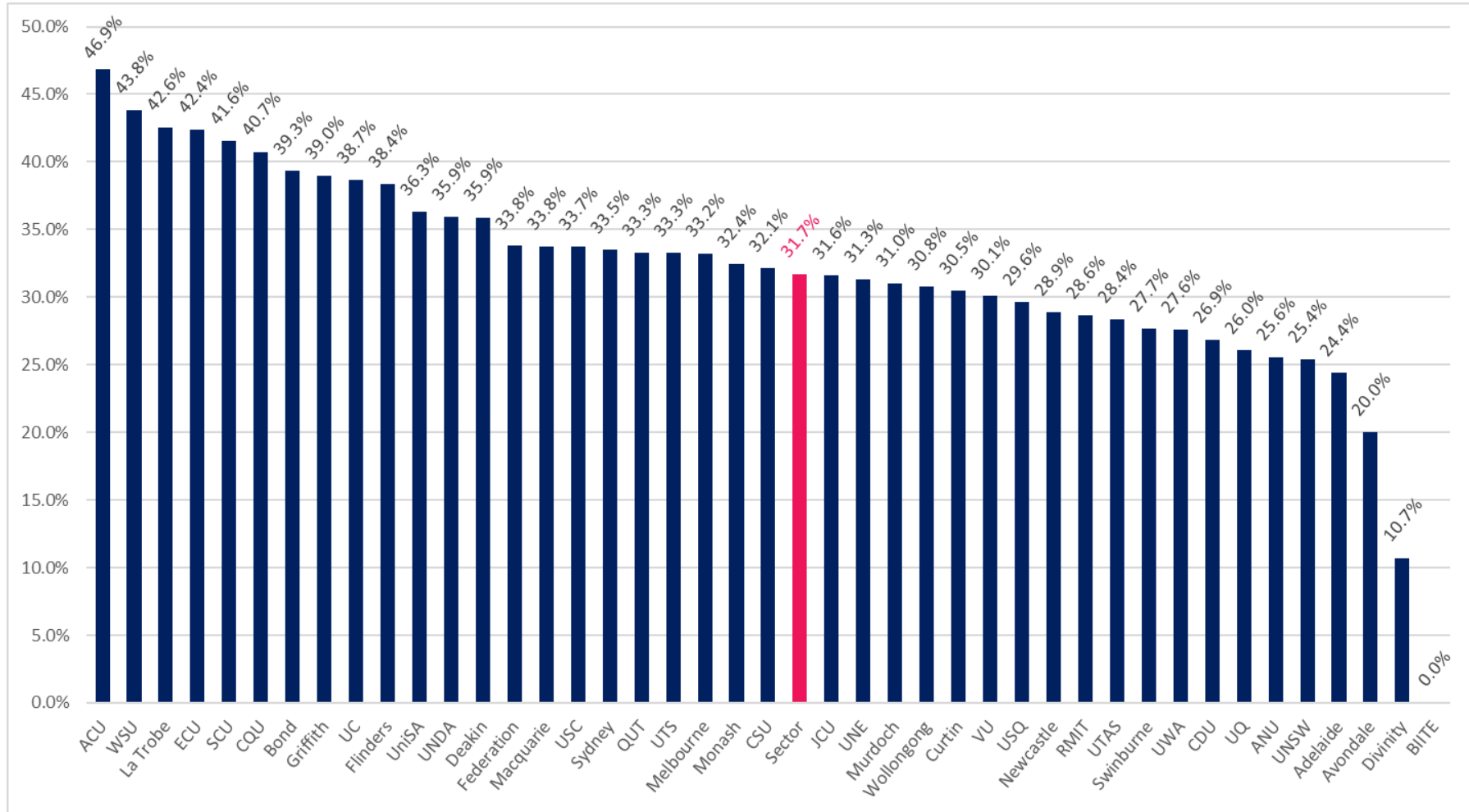


Figure 9: Change in representation of women in senior academic staff at level D & above (2012 to 2016)

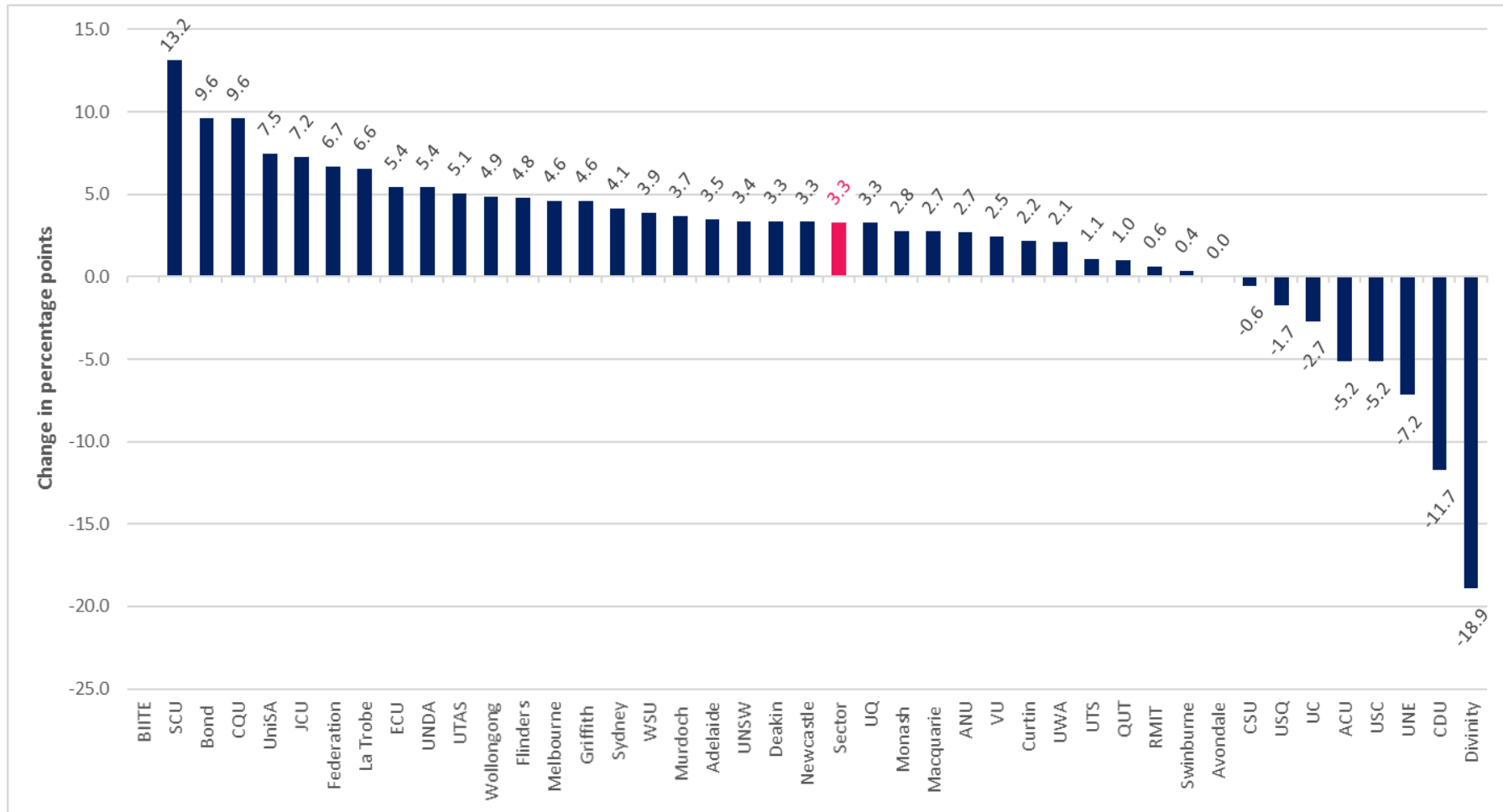


Figure 10: Representation of female academic staff at level D (2016)

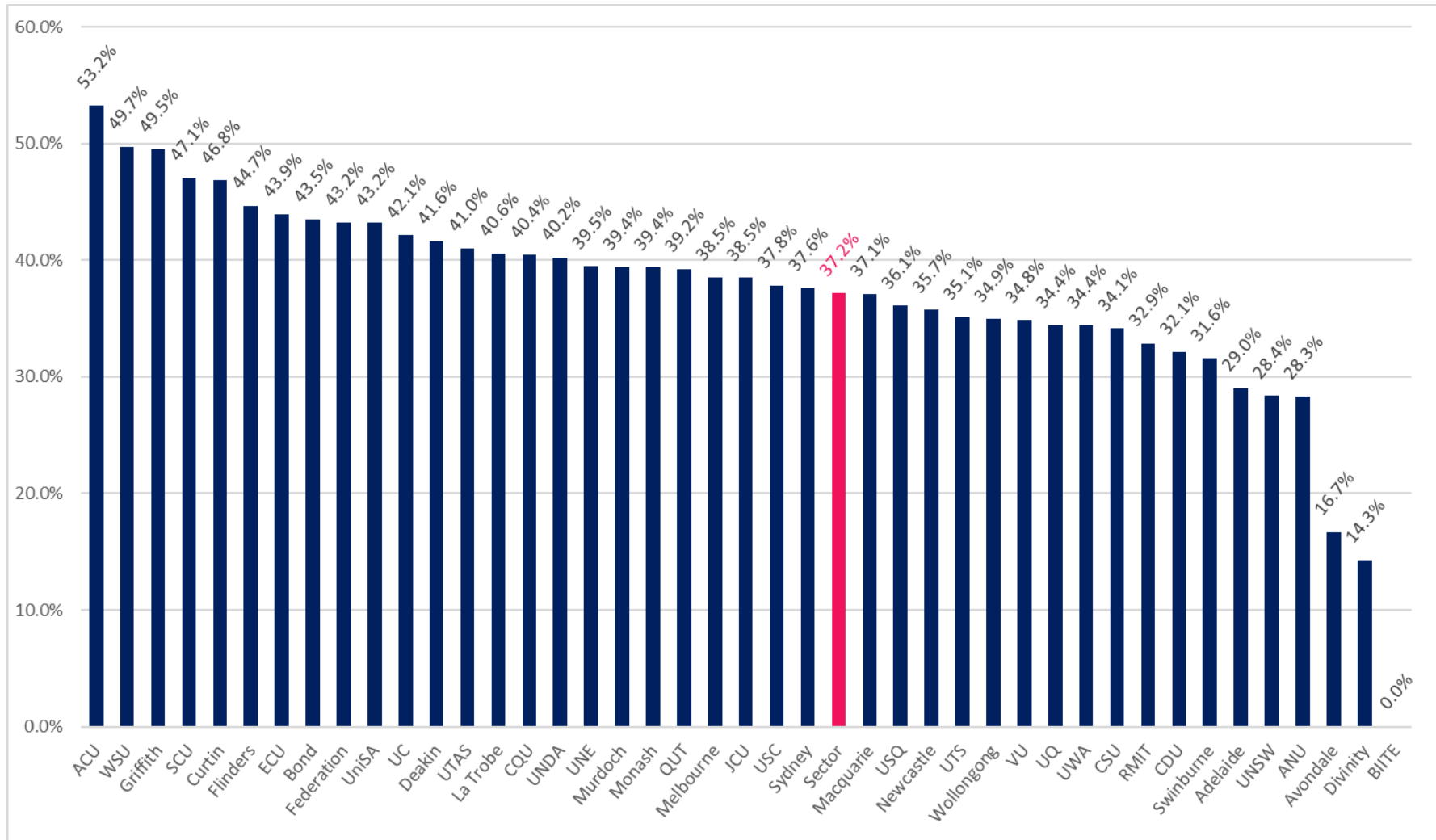


Figure 11: Representation of female academic staff at level E (2016)

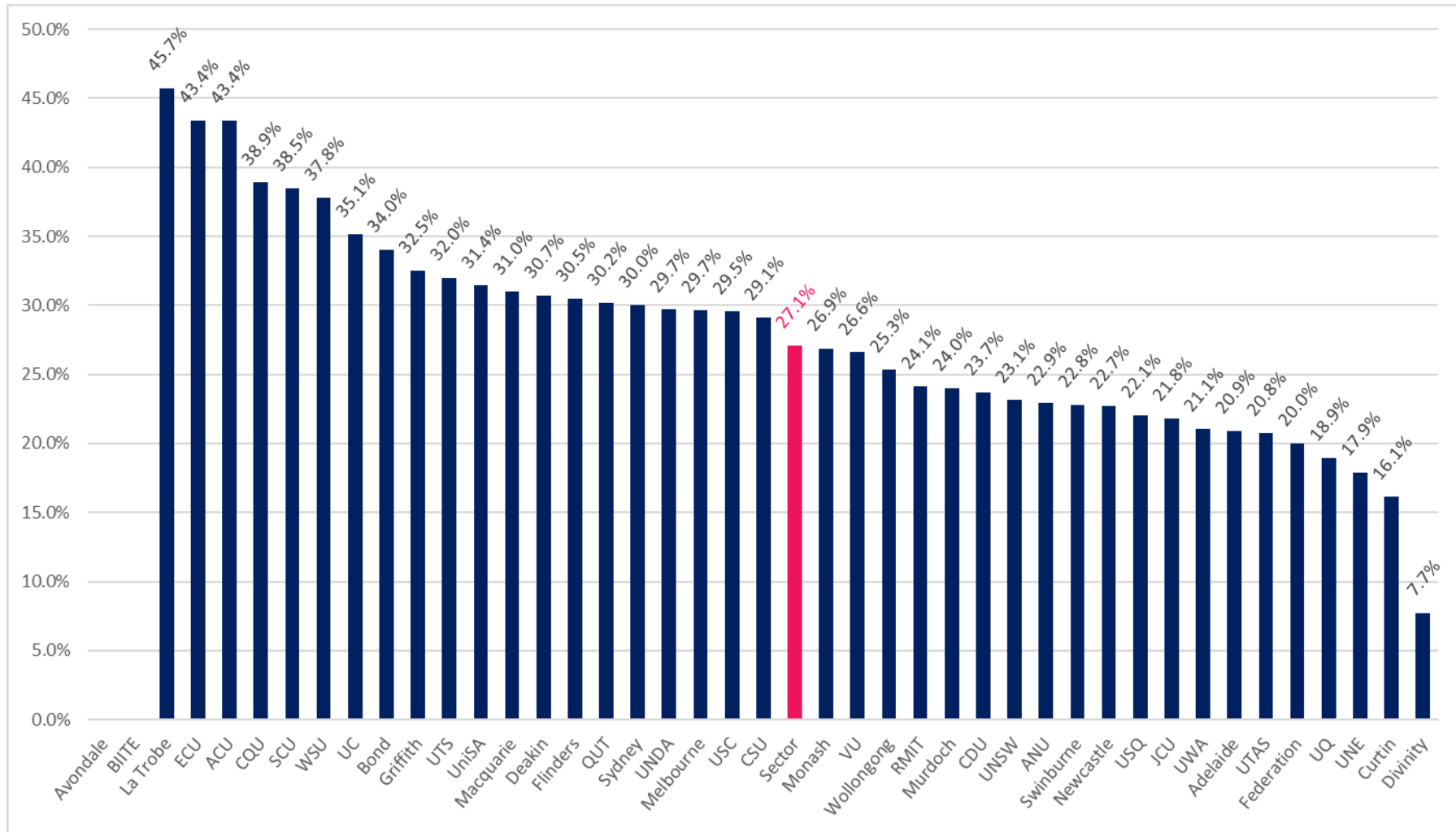


Figure 12: Ratio of female senior academic staff (level D & above) to all female academic staff (2016)

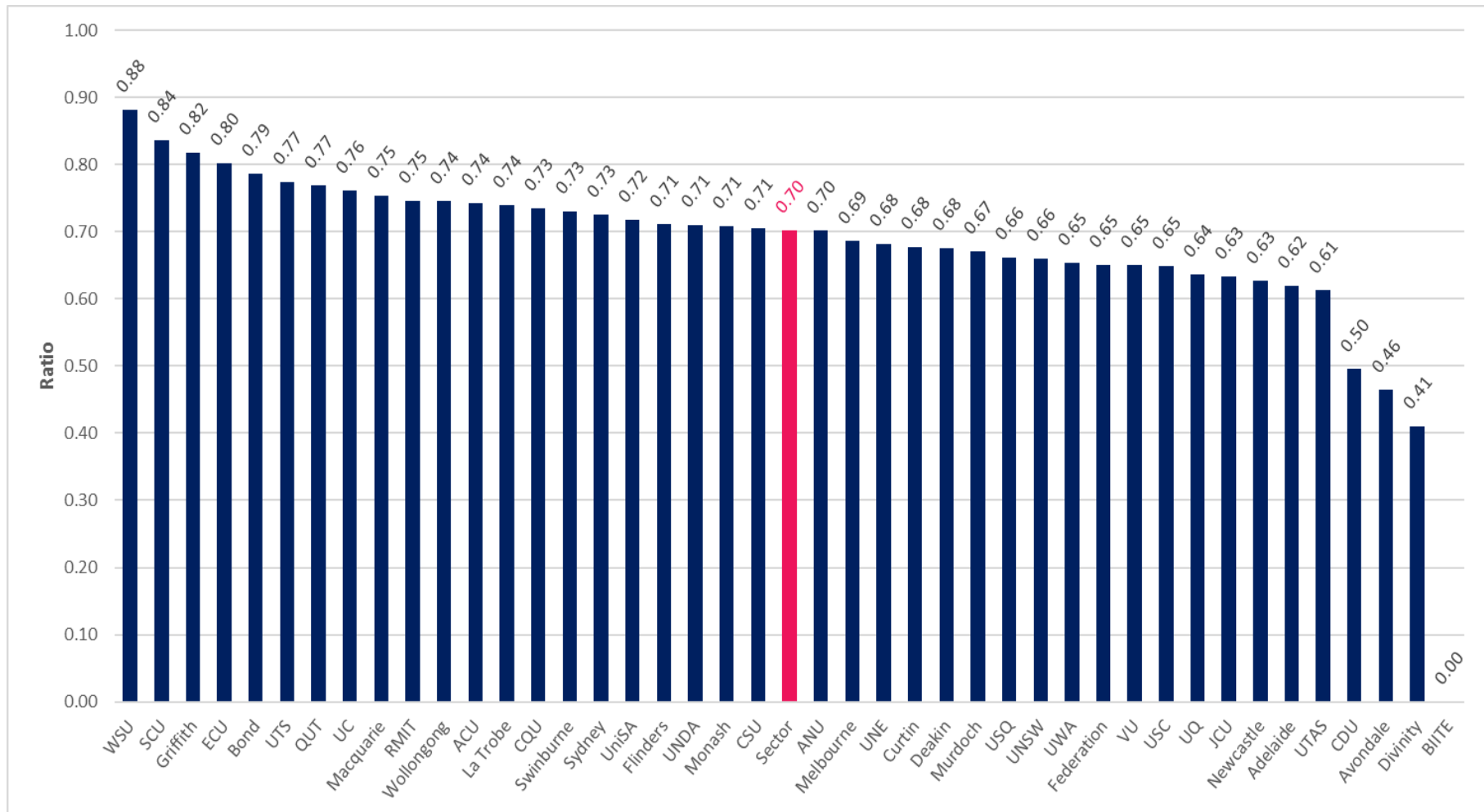


Figure 13: Ratio of female senior academic staff (level E & above) to all female academic staff (2016)

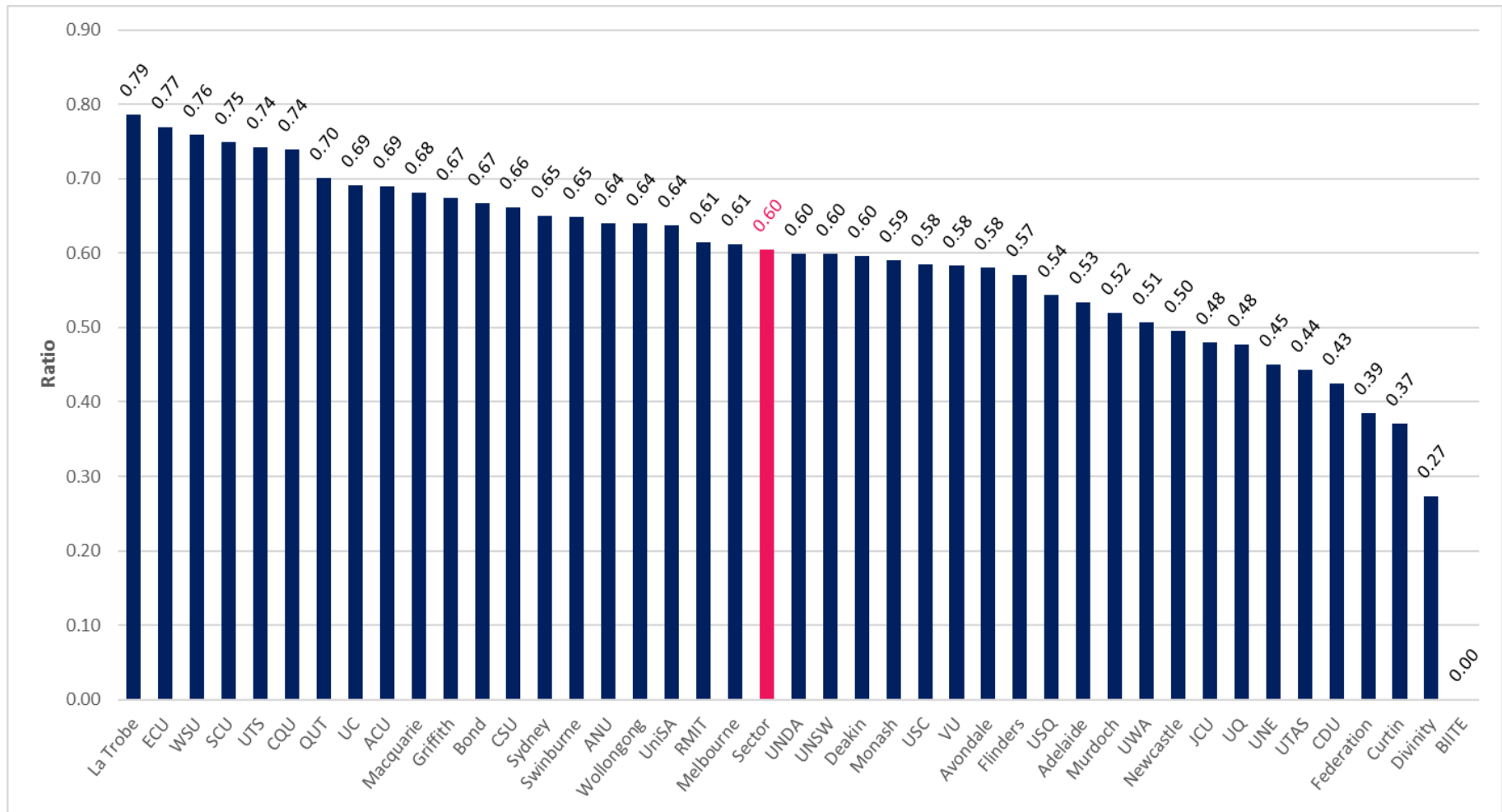


Figure 14: Ratio of % of all female academic staff with a PhD to % all male academic staff with a PhD (2016)

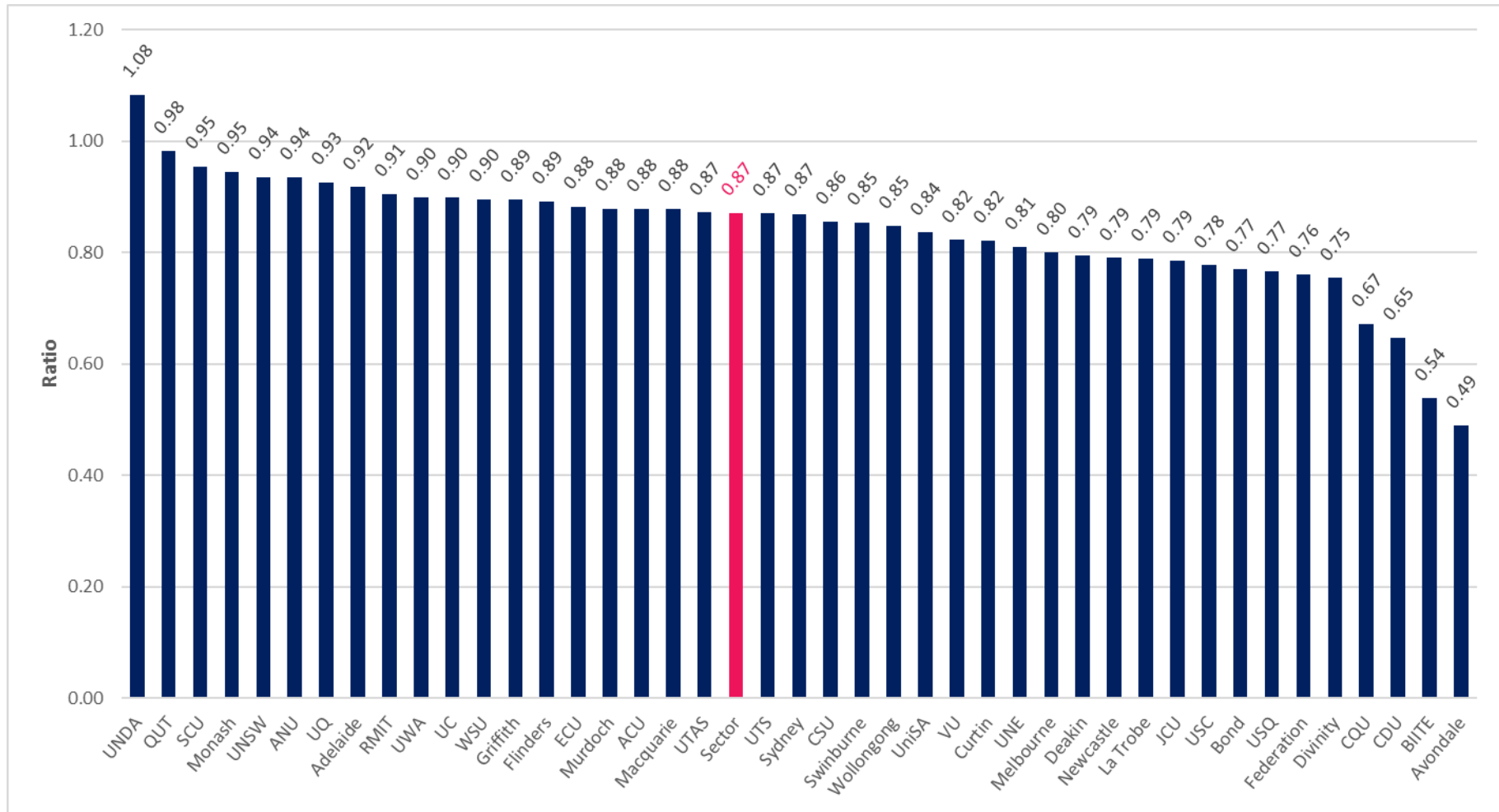


Figure 15: Representation of FTE female senior academic staff (2016)

Institution	Level D	Level E	Level D and above	Level E and above
ACU	54.1%	47.8%	50.3%	47.9%
Adelaide	29.8%	21.2%	25.0%	21.3%
ANU	28.0%	23.3%	25.7%	23.7%
Avondale	16.7%	NA	20.0%	25.0%
BIITE	0.0%	NA	0.0%	NA
Bond	43.5%	34.1%	39.3%	33.3%
CDU	32.0%	23.5%	26.7%	22.9%
CQU	40.9%	39.6%	41.3%	41.7%
CSU	35.1%	33.3%	34.8%	34.3%
Curtin	45.6%	17.2%	30.8%	17.7%
Deakin	41.7%	31.4%	36.3%	32.2%
Divinity	18.2%	10.0%	13.6%	9.1%
ECU	46.7%	42.0%	43.1%	39.3%
Federation	43.9%	20.0%	33.8%	20.0%
Flinders	45.9%	31.0%	39.4%	31.4%
Griffith	49.7%	32.5%	39.2%	32.0%
JCU	39.7%	21.9%	32.4%	24.3%
La Trobe	40.2%	46.3%	42.6%	45.8%
Macquarie	37.4%	32.1%	34.4%	31.6%
Melbourne	37.7%	30.0%	33.1%	30.1%
Monash	38.9%	27.8%	32.8%	27.9%
Murdoch	39.1%	22.7%	30.6%	22.9%
Newcastle	35.4%	22.6%	28.8%	22.8%
QUT	42.6%	35.0%	37.8%	35.3%
RMIT	32.4%	24.7%	28.7%	24.1%
SCU	46.9%	37.8%	41.1%	36.6%
Swinburne	31.1%	23.3%	27.9%	25.2%
Sydney	36.9%	30.1%	33.2%	30.0%
UC	43.2%	35.8%	39.4%	35.3%
UNDA	46.3%	34.1%	41.0%	34.8%
UNE	39.1%	15.1%	29.8%	18.2%
UniSA	42.4%	31.8%	36.3%	32.6%
UNSW	31.1%	24.0%	27.0%	23.9%
UQ	34.6%	19.7%	26.5%	20.4%
USC	37.1%	31.0%	34.2%	31.8%
USQ	35.6%	20.9%	28.8%	23.3%
UTAS	40.6%	21.5%	28.7%	21.2%
UTS	35.6%	32.2%	33.6%	32.1%
UWA	34.1%	20.3%	27.2%	20.7%
VU	33.9%	26.5%	29.5%	26.4%
Wollongong	34.4%	25.7%	30.7%	26.8%
WSU	51.2%	37.9%	44.6%	37.8%
Sector	37.9%	27.8%	32.5%	28.1%

Figure 16: Representation of FTE female academic staff at level D and level E (2012 to 2016)

Institutions	% Female Academics at Level D					% Female Academics at Level E				
	2012	2013	2014	2015	2016	2012	2013	2014	2015	2016
ACU	53.8	60.3	50.7	53.3	54.1	51.3	50.6	46.0	47.0	47.8
Adelaide	22.8	25.3	26.9	28.1	29.8	18.9	18.9	19.6	19.7	21.2
ANU	24.3	22.5	23.0	23.4	28.0	21.7	21.0	22.6	24.0	23.3
Avondale	0.0	0.0	25.0	16.7	16.7	NA	NA	NA	NA	NA
BIITE	NA	NA	NA	NA	0.0	NA	NA	NA	NA	NA
Bond	38.4	37.5	40.0	44.8	43.5	21.6	18.2	25.0	27.3	34.1
CDU	31.8	41.2	37.5	22.7	32.0	36.7	34.6	31.3	26.7	23.5
CQU	37.9	36.4	31.7	37.8	40.9	20.5	31.6	29.5	39.6	39.6
CSU	38.7	32.4	36.8	33.8	35.1	26.0	31.3	38.2	27.1	33.3
Curtin	37.6	39.0	43.7	45.6	45.6	19.0	19.9	19.0	16.2	17.2
Deakin	34.8	38.5	40.8	42.0	41.7	28.2	29.4	29.3	32.4	31.4
Divinity	38.5	23.1	30.0	30.0	18.2	30.0	22.2	27.3	20.0	10.0
ECU	43.9	48.3	45.3	46.0	46.7	31.3	30.0	33.3	34.8	42.0
FedUni	37.0	42.3	36.8	42.1	43.9	18.8	27.8	28.6	25.0	20.0
Flinders	38.0	37.5	40.8	43.9	45.9	29.1	29.1	27.6	28.4	31.0
Griffith	41.5	43.9	45.5	49.4	49.7	29.5	28.7	28.5	30.9	32.5
JCU	27.1	33.3	35.3	36.8	39.7	19.6	20.8	23.8	23.2	21.9
La Trobe	40.1	38.7	38.5	42.0	40.2	33.1	38.6	42.7	46.2	46.3
Macquarie	34.7	38.4	37.0	36.9	37.4	26.6	30.4	29.7	31.8	32.1
Melbourne	35.6	34.6	36.7	37.3	37.7	23.1	25.5	26.4	27.4	30.0
Monash	36.3	36.9	38.3	40.0	38.9	24.3	25.2	26.3	26.1	27.8
Murdoch	35.4	32.5	34.3	36.9	39.1	16.7	16.7	21.1	22.9	22.7
Newcastle	28.2	29.2	36.3	37.8	35.4	22.0	22.8	20.8	21.2	22.6
QUT	42.3	42.3	41.2	42.9	42.6	27.8	32.0	32.5	34.6	35.0
RMIT	33.1	31.4	28.7	32.8	32.4	22.1	24.1	26.5	26.0	24.7
SCU	38.2	33.3	42.4	51.4	46.9	23.8	30.0	36.4	35.1	37.8
Swinburne	28.8	28.4	29.6	30.2	31.1	22.7	24.4	22.1	24.3	23.3
Sydney	37.0	38.0	38.9	38.5	36.9	22.8	23.9	25.1	27.7	30.1
UC	55.4	50.0	46.4	47.2	43.2	27.8	31.7	27.4	34.7	35.8
UNDA	30.0	44.2	48.0	49.0	46.3	28.6	31.8	29.3	32.6	34.1
UNE	37.9	33.8	37.1	39.7	39.1	25.9	25.9	29.8	22.8	15.1
UniSA	41.1	41.2	41.9	40.9	42.4	21.3	21.5	23.8	29.0	31.8
UNSW	23.6	28.2	30.0	30.6	31.1	20.4	22.1	23.4	22.9	24.0
UQ	26.6	28.9	30.7	32.2	34.6	19.4	19.3	20.1	19.6	19.7
USC	44.0	40.6	37.1	35.3	37.1	25.0	30.4	28.6	34.1	31.0
USQ	39.2	43.6	43.1	40.4	35.6	19.6	19.1	18.9	19.7	20.9
UTAS	32.1	34.0	36.7	36.7	40.6	17.0	20.2	21.2	18.6	21.5
UTS	32.5	34.1	36.4	34.7	35.6	31.7	34.6	32.7	31.2	32.2
UWA	30.4	33.3	33.8	34.9	34.1	20.7	19.7	18.3	17.7	20.3
VU	30.6	27.3	31.3	32.8	33.9	24.3	29.2	25.0	24.7	26.5
Wollongong	28.9	31.8	32.7	34.6	34.4	22.8	22.8	23.9	25.0	25.7
WSU	46.2	49.6	53.6	52.5	51.2	34.1	33.1	33.6	33.3	37.9
Sector	33.4	35.2	36.6	37.7	37.9	23.8	25.2	25.9	26.5	27.8

Figure 17: Representation of FTE female academic staff at level D & above and level E & above (2012 to 2016)

Institutions	% Female Academics at Level D & above					% Female Academics at Level E & above				
	2012	2013	2014	2015	2016	2012	2013	2014	2015	2016
ACU	52.0	54.2	48.0	49.7	50.3	50.6	50.0	46.2	47.1	47.9
Adelaide	20.9	21.9	23.0	23.4	25.0	19.4	19.0	19.7	19.9	21.3
ANU	22.9	21.9	23.1	24.0	25.7	22.0	21.4	23.3	24.4	23.7
Avondale	20.0	14.3	22.2	20.0	20.0	40.0	25.0	20.0	25.0	25.0
BIITE	NA	NA	NA	NA	0.0	NA	NA	NA	NA	NA
Bond	29.7	28.5	32.7	37.5	39.3	20.3	17.2	24.0	26.7	33.3
CDU	38.6	37.0	33.3	25.9	26.7	42.9	34.5	31.4	28.1	22.9
CQU	31.1	32.6	30.8	38.0	41.3	22.9	28.9	30.0	38.2	41.7
CSU	32.7	31.9	37.4	30.5	34.8	26.9	31.4	38.0	27.0	34.3
Curtin	28.3	29.5	30.7	30.4	30.8	19.9	20.8	20.3	17.3	17.7
Deakin	32.5	34.1	34.9	37.2	36.3	30.5	30.3	29.9	33.2	32.2
Divinity	29.6	21.7	27.3	23.8	13.6	21.4	20.0	25.0	18.2	9.1
ECU	37.0	38.9	38.5	40.0	43.1	28.3	28.3	31.4	34.0	39.3
FedUni	27.1	33.3	32.4	34.3	33.8	14.3	22.7	27.3	24.1	20.0
Flinders	33.6	33.6	35.4	37.2	39.4	27.8	28.3	27.9	28.1	31.4
Griffith	34.4	35.0	35.3	37.8	39.2	29.7	29.0	28.6	30.4	32.0
JCU	24.3	27.9	29.8	30.5	32.4	21.4	22.2	24.5	24.0	24.3
La Trobe	36.0	38.2	40.3	43.7	42.6	31.9	37.7	42.3	45.7	45.8
Macquarie	31.0	35.0	33.2	34.0	34.4	27.0	31.4	29.3	31.4	31.6
Melbourne	28.6	29.4	30.7	31.4	33.1	23.3	25.8	26.6	27.5	30.1
Monash	29.7	30.4	31.5	32.2	32.8	24.7	25.1	26.3	26.2	27.9
Murdoch	27.3	25.5	27.8	29.0	30.6	18.3	17.4	21.6	21.9	22.9
Newcastle	25.6	25.7	28.3	28.8	28.8	23.3	23.0	21.7	21.4	22.8
QUT	32.3	35.4	35.6	37.7	37.8	27.9	32.1	32.6	34.8	35.3
RMIT	28.0	28.7	27.9	29.7	28.7	23.3	25.7	27.0	25.8	24.1
SCU	28.4	30.7	37.7	42.1	41.1	21.3	28.6	33.3	34.1	36.6
Swinburne	27.3	26.9	26.3	27.5	27.9	26.5	25.8	23.5	25.2	25.2
Sydney	29.3	30.3	31.8	32.8	33.2	23.0	23.8	25.2	27.9	30.0
UC	41.4	40.9	36.6	40.5	39.4	31.2	33.3	27.6	34.2	35.3
UNDA	30.5	40.2	39.8	41.7	41.0	31.1	36.7	30.2	33.3	34.8
UNE	38.5	30.0	33.6	33.1	29.8	43.5	25.5	29.3	25.4	18.2
UniSA	28.8	28.8	30.6	33.8	36.3	20.5	20.5	23.1	29.0	32.6
UNSW	22.0	24.9	26.2	26.3	27.0	20.6	22.1	23.3	22.7	23.9
UQ	22.8	23.4	24.8	25.4	26.5	19.9	19.5	20.2	20.0	20.4
USC	38.9	36.8	33.8	35.1	34.2	34.5	32.0	30.0	34.9	31.8
USQ	31.4	32.7	31.9	30.3	28.8	23.5	21.2	20.7	22.4	23.3
UTas	23.3	25.9	27.1	25.4	28.7	16.4	19.8	20.9	18.3	21.2
UTS	32.2	34.3	34.2	32.7	33.6	32.0	34.3	32.5	31.1	32.1
UWA	25.5	26.2	26.3	26.4	27.2	21.1	19.8	19.2	18.5	20.7
VU	27.7	28.5	28.8	27.9	29.5	25.3	29.3	26.9	24.7	26.4
Wollongong	25.9	27.8	29.1	30.4	30.7	23.3	23.2	25.3	26.3	26.8
WSU	39.9	41.7	43.2	43.1	44.6	33.6	33.8	33.6	33.3	37.8
Sector	28.4	29.9	30.9	31.7	32.5	24.3	25.4	26.1	26.8	28.1