



UNIVERSITIES
AUSTRALIA

DISCOVER LEARN LEAD

Selected Inter-Institutional Gender Equity Statistics –
Australia Wide - 2011

November 2014



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This work was prepared by Robert Dalitz

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*. The focus is analysis 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 statistics for 2011 and comparative data from 2007-2011.

The AVCC Action Plans in 1999 and 2006-2010 presented some critical targets including:

- o Increasing women at Level E to 25% by 2010 (23% in 2011)
- o Increasing women at Level D to 35% by 2010 (32% in 2011)
- o Increasing the number of female academics with PhDs
- o Increasing the number of female Professional staff at Level 10 to 50% by 2010 (50% in 2011)

This report shows a gradual progression to achieving these targets, although in some instances the 2010 targets have not yet been met and women remain underrepresented in a number of classifications across Australian Higher Education Institutions. There is often great variability between institutions and across years. Notwithstanding this, the sector wide picture is a steady increase in female representation at more senior levels of both professional and academic staff. Interestingly, there are a greater proportion of females above level E than at level E, 35% compared to 23%. This indicates that at the most senior levels women are more comparatively likely to progress beyond a professorship into a university leadership role than their male counterparts.

The sector average for women in senior professional roles (Level 10) is 49.8%. There was an increase of 2.8% in the representation of Professional Women at Level 10 and above between 2007 and 2011. This was complimented by an increase in representation of female senior academic staff (Level D and above) of 3.4% from 2007-2011. In 2011 the sector representation for female Academic staff is currently 22.9% at Level E (see figure 11) and 32.3% at Level D (see figure 10), both representing an increase from 2010.

This analysis focuses on females in senior professional and academic roles. In doing so many interesting issues remain uninvestigated. For example, females are 'over-represented' in the most senior positions (as discussed above), the influence of females in administrative roles on the proportion of staff with PhDs, and so on.

Whilst the *UA Strategy for Women 2011-2014* does not set targets for institutions, there continues to be a need for institutions to focus on local planning and setting of institutional targets to improve the representation of women in the Higher Education Sector.

Institutions with no data, or zero staff, for a particular element are shown but with a zero bar in this report.

Figure 1 Representation of Female Professional Staff 2011

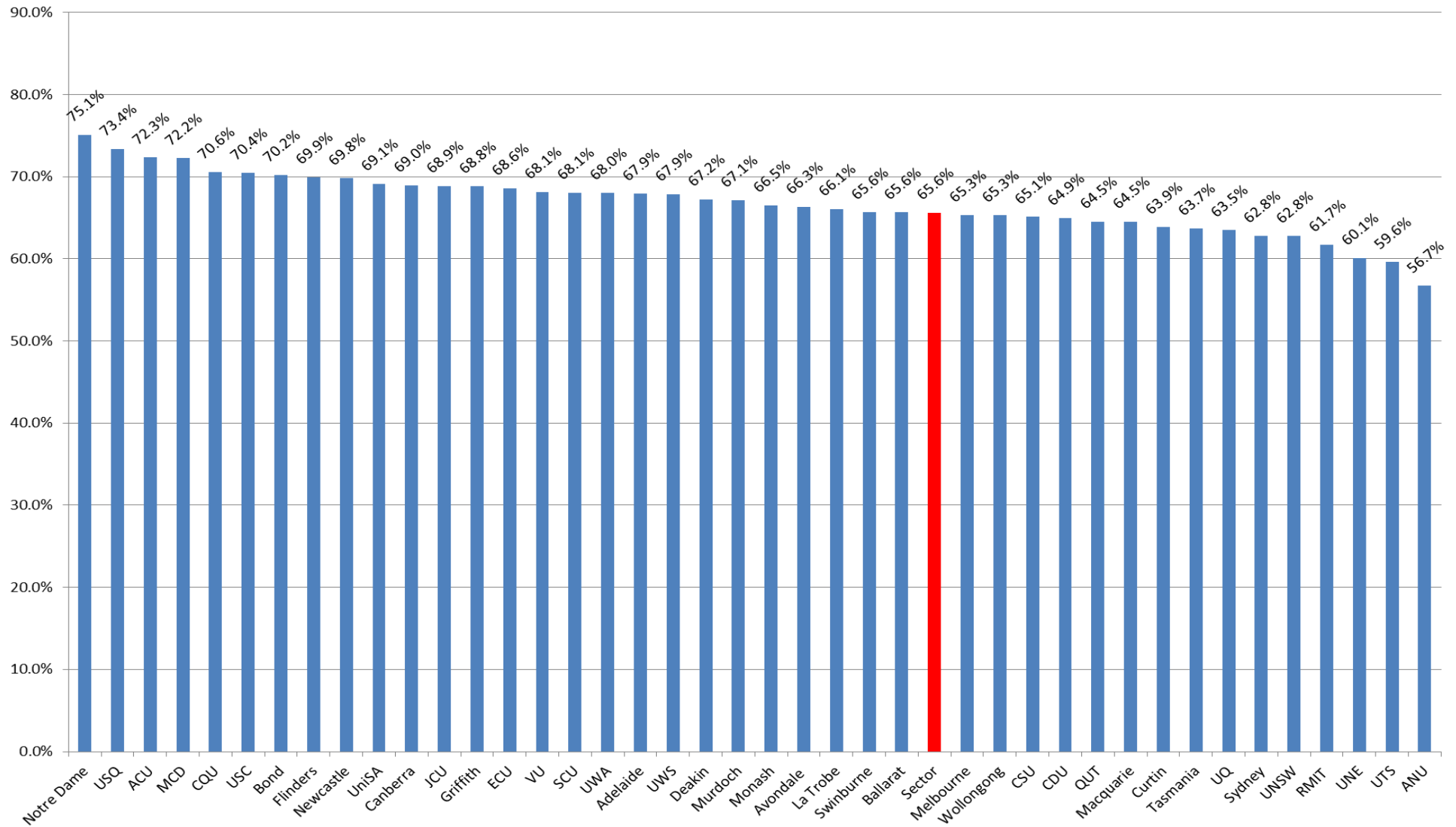


Figure 2 Representation of Female Professional Staff at HEW 10 - 2011

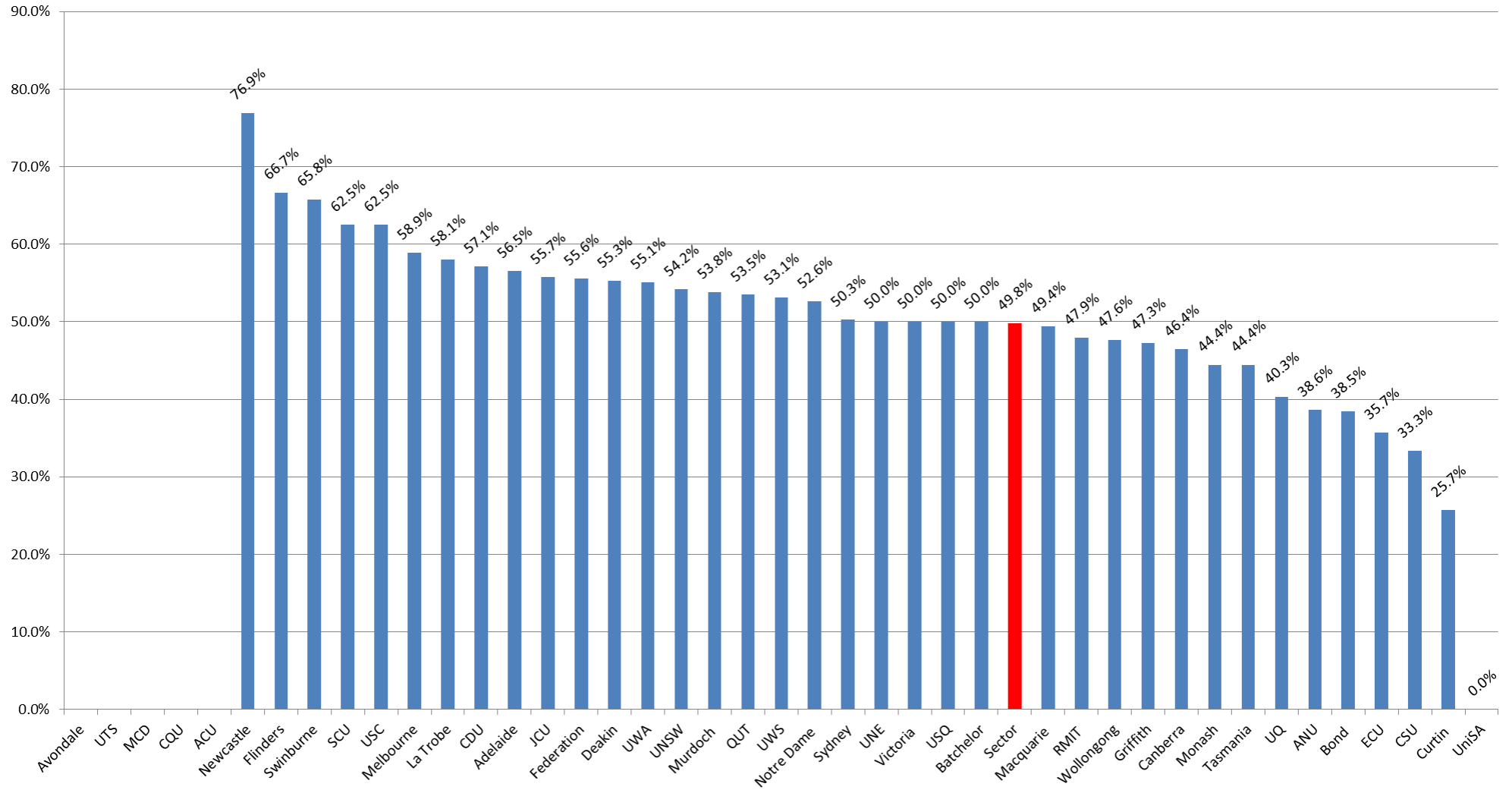


Figure 3 Representation of Female Senior Professional Staff (HEW Level 10 & Above) - 2011

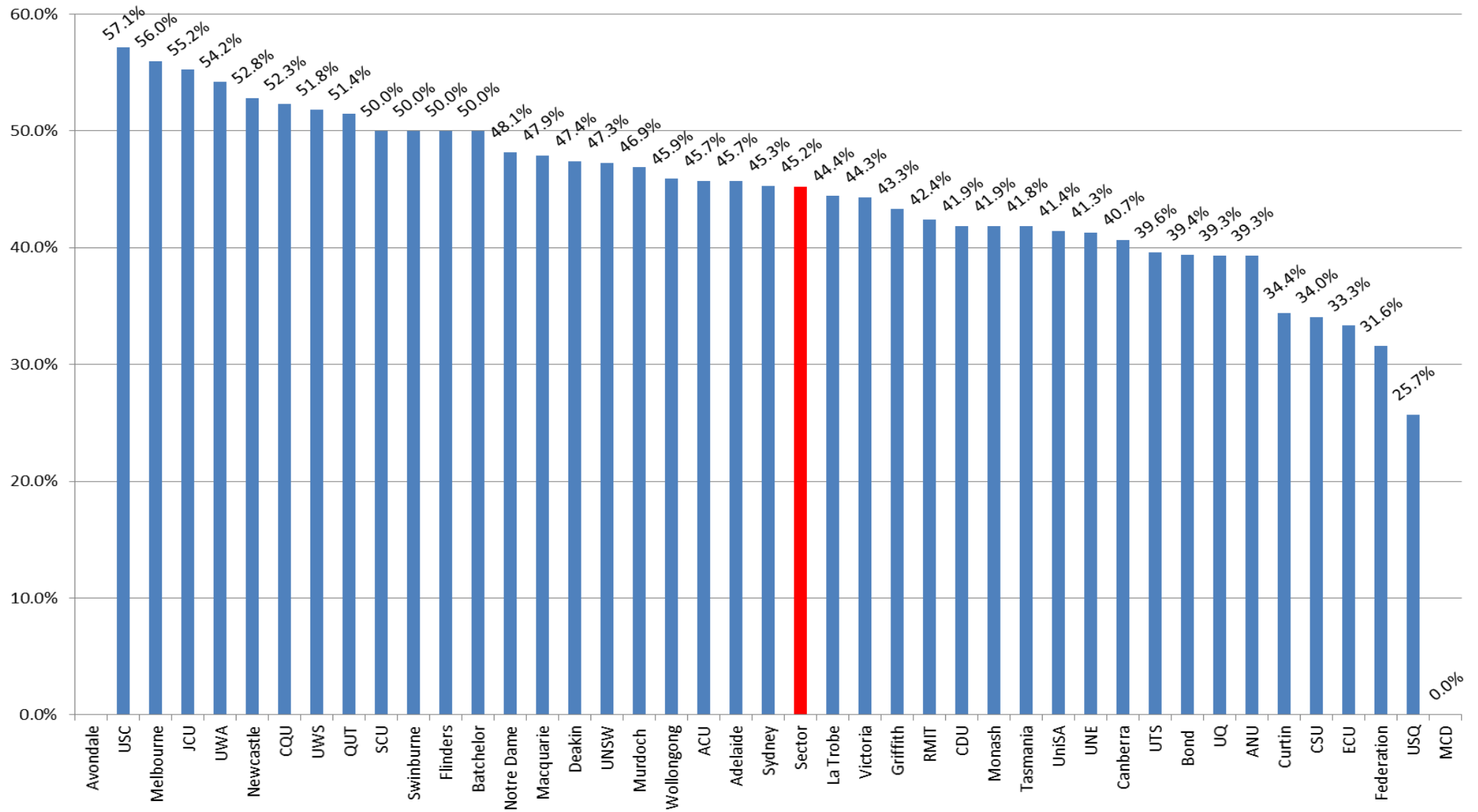


Figure 4 Ratio of Female Senior Professional Staff (HEW Level 10 & Above) to All Female Professional Staff - 2011

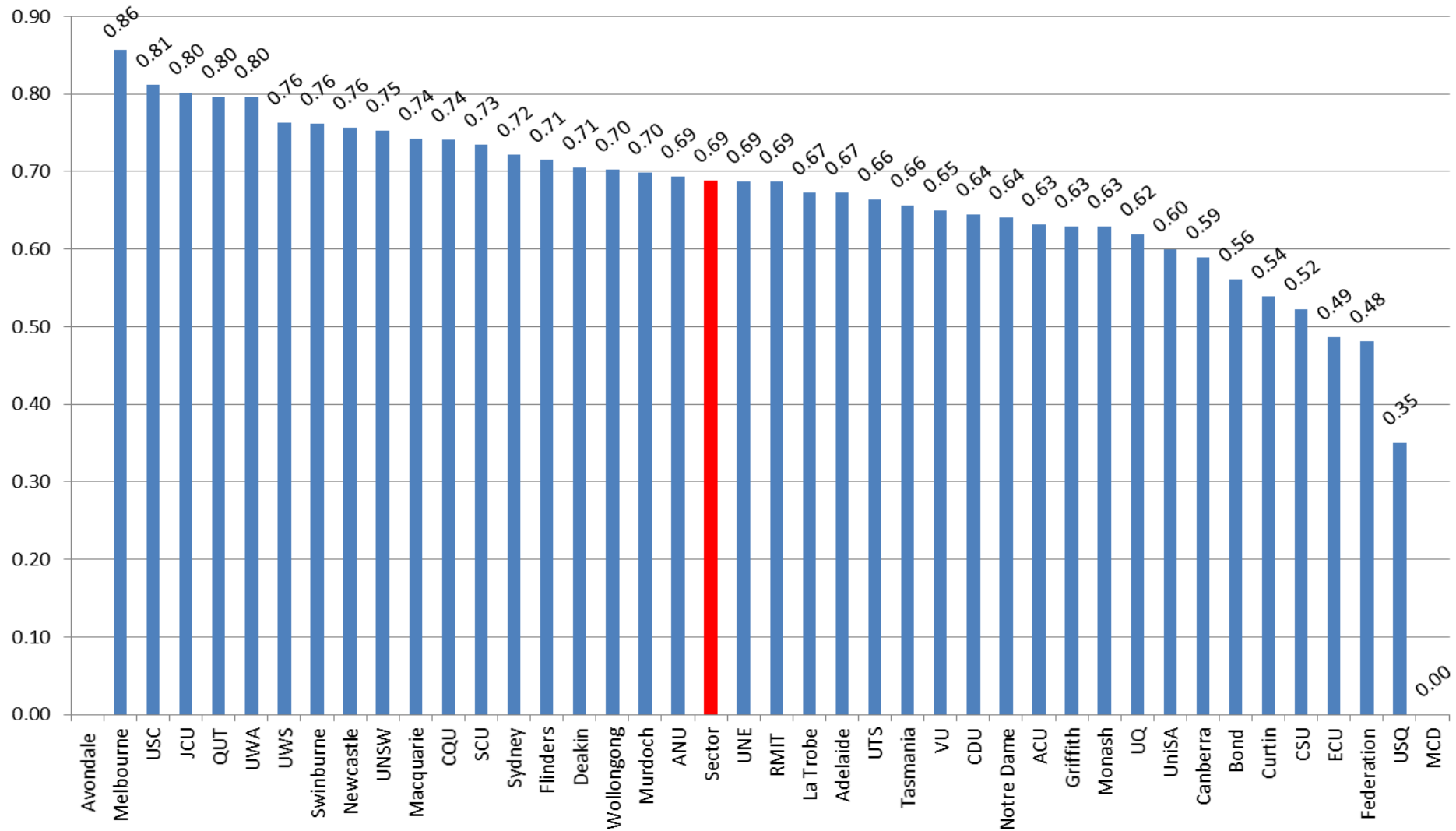


Figure 5 Change in Representation of Female Senior Professional Staff (HEW Level 10 & Above) 2007- 2011

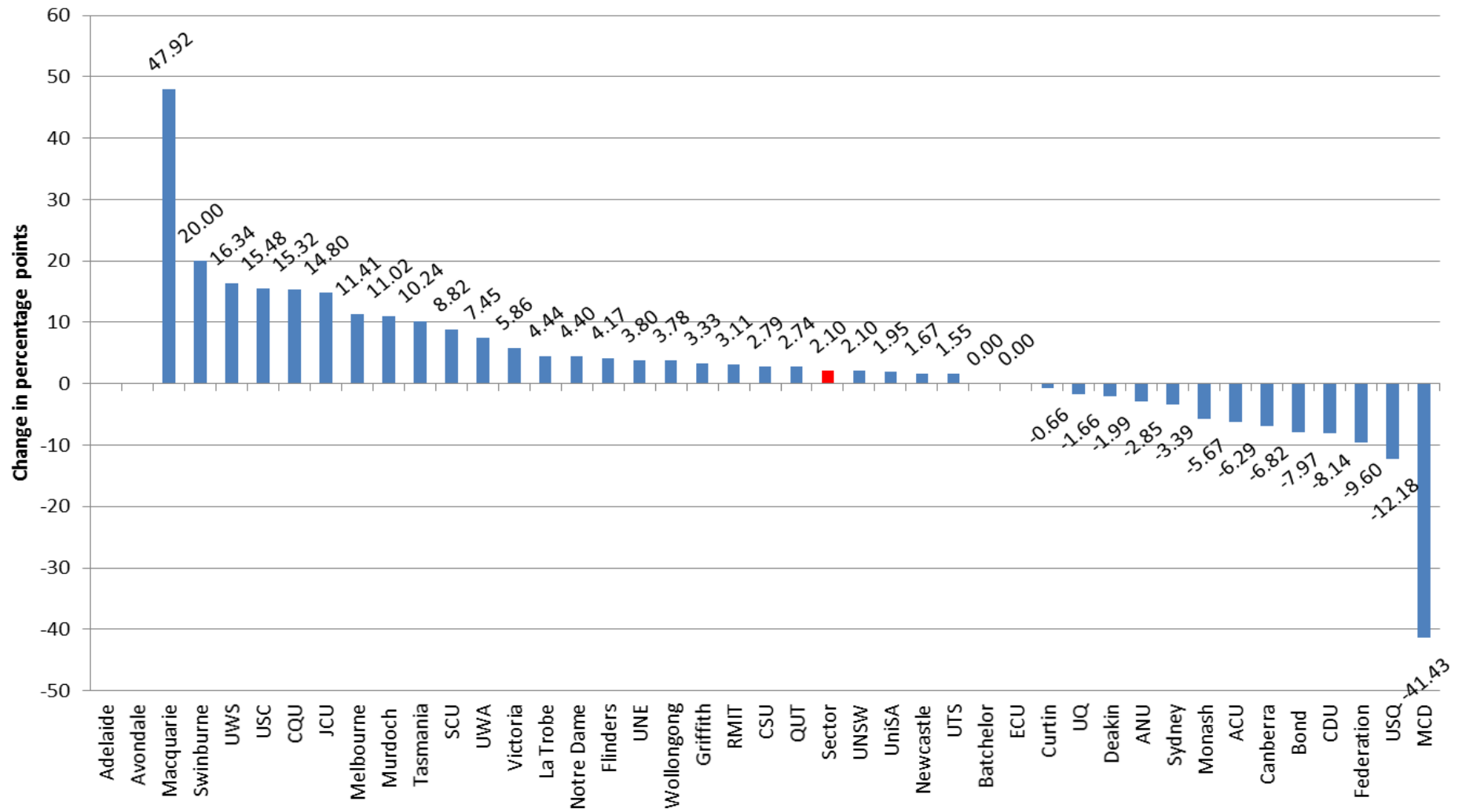


Figure 6 Change in Representation of Female Senior Professional Staff (HEW Level 10) 2007- 2011

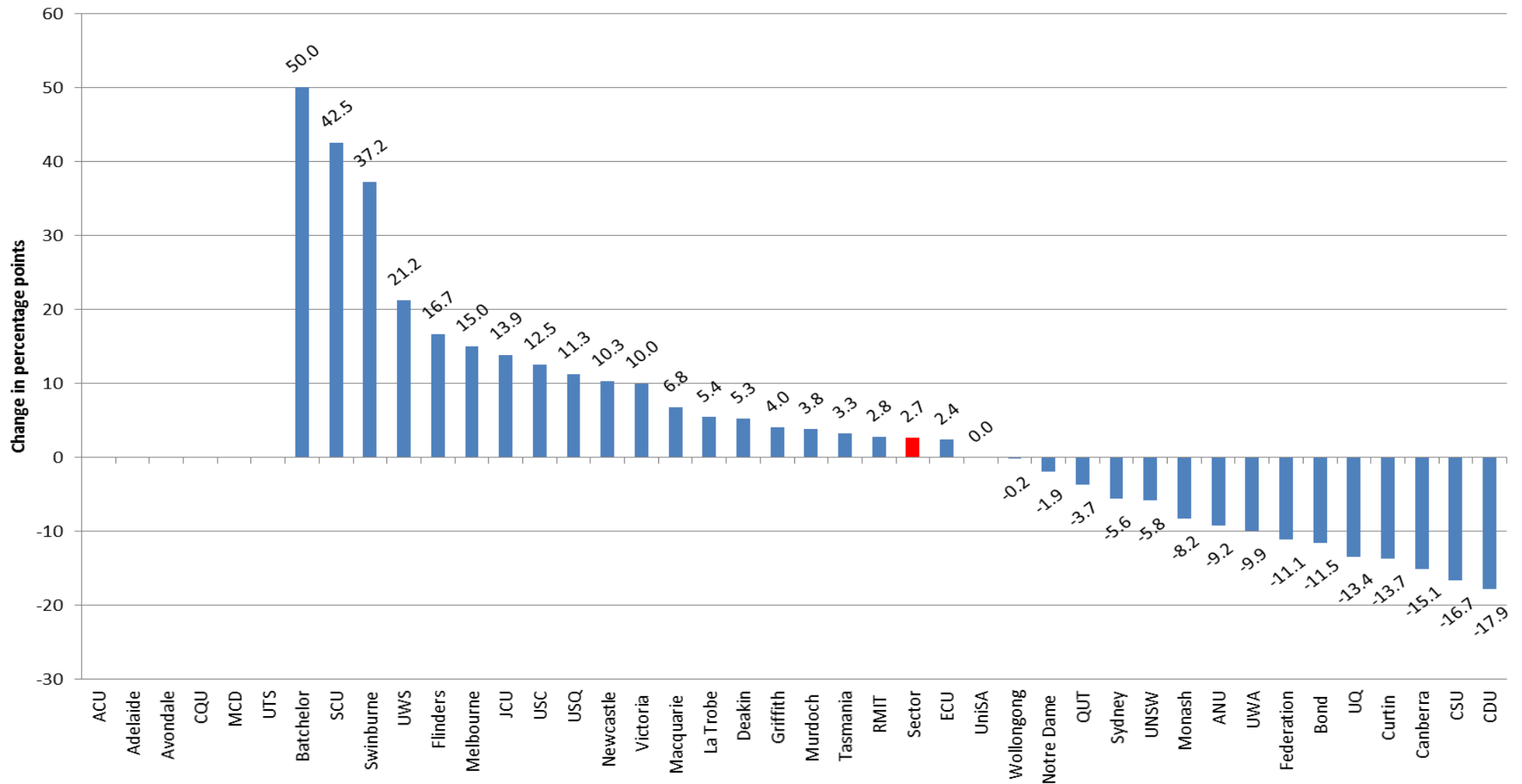


Figure 7 Representation of Female Academic Staff – 2011

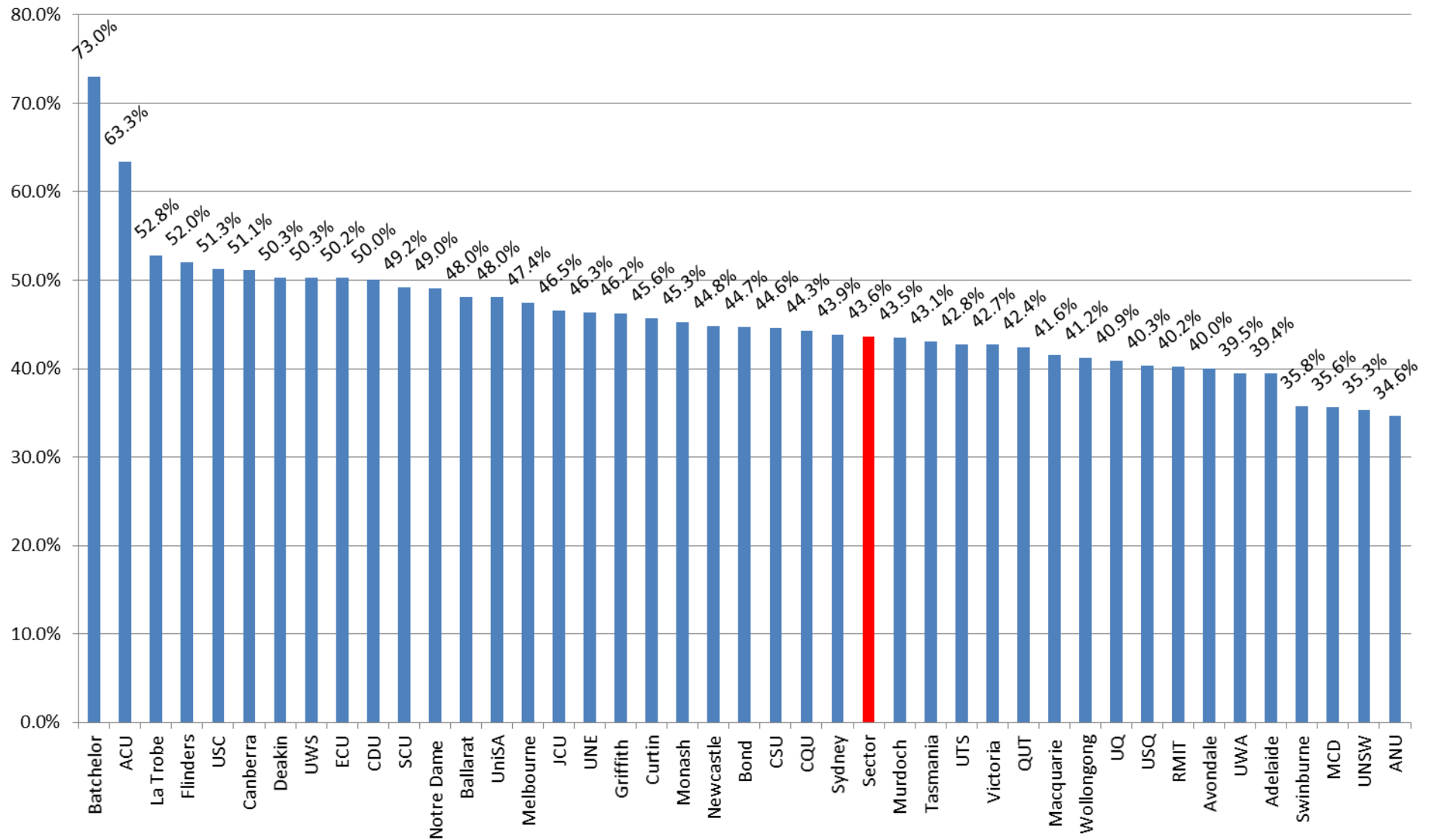


Figure 8 Representation of Women in Senior Academic Staff (Level D & Above) – 2011

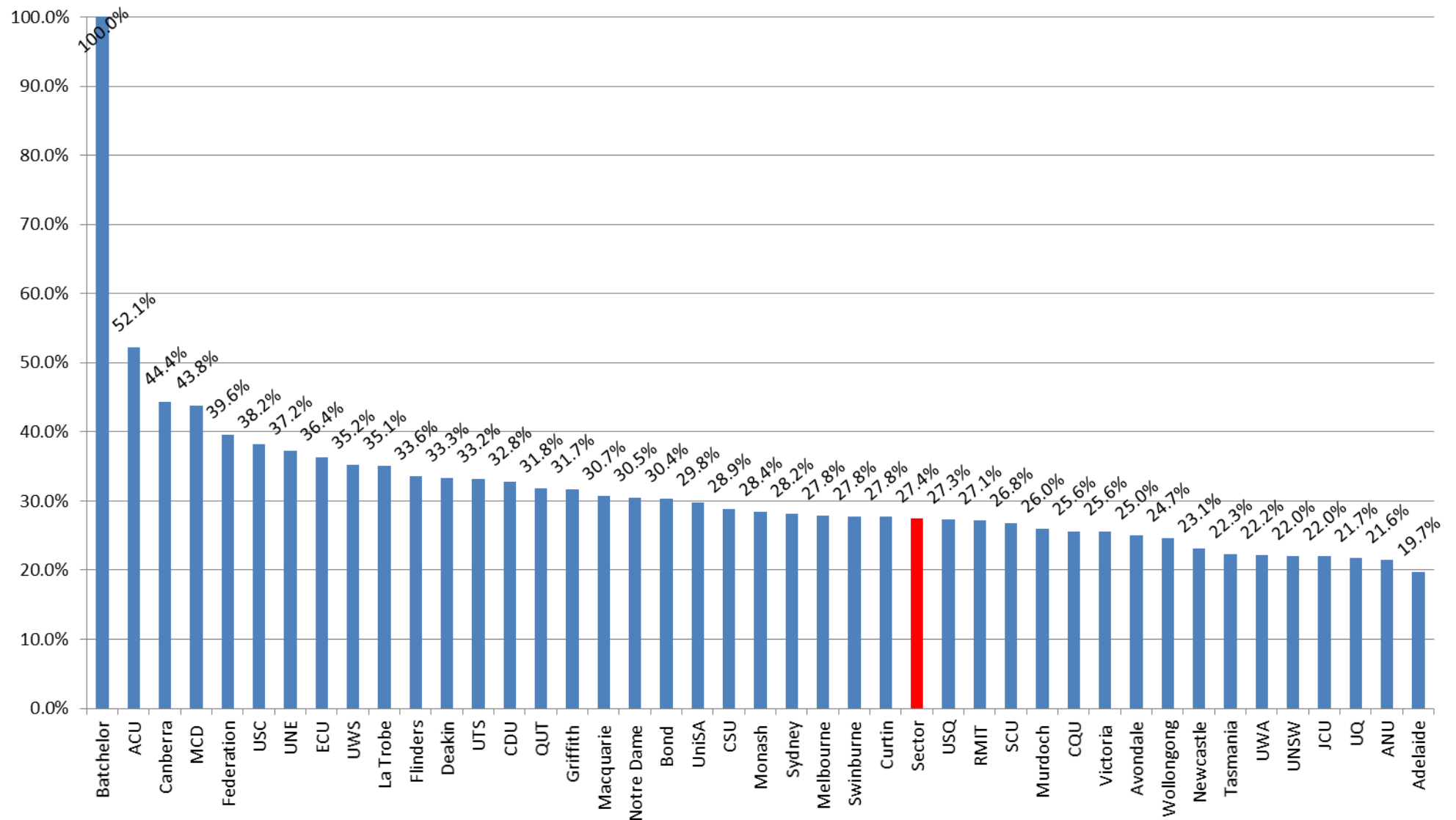


Figure 9 Change in Representation of Women in Senior Academic Staff (Level D & Above) 2007– 2011

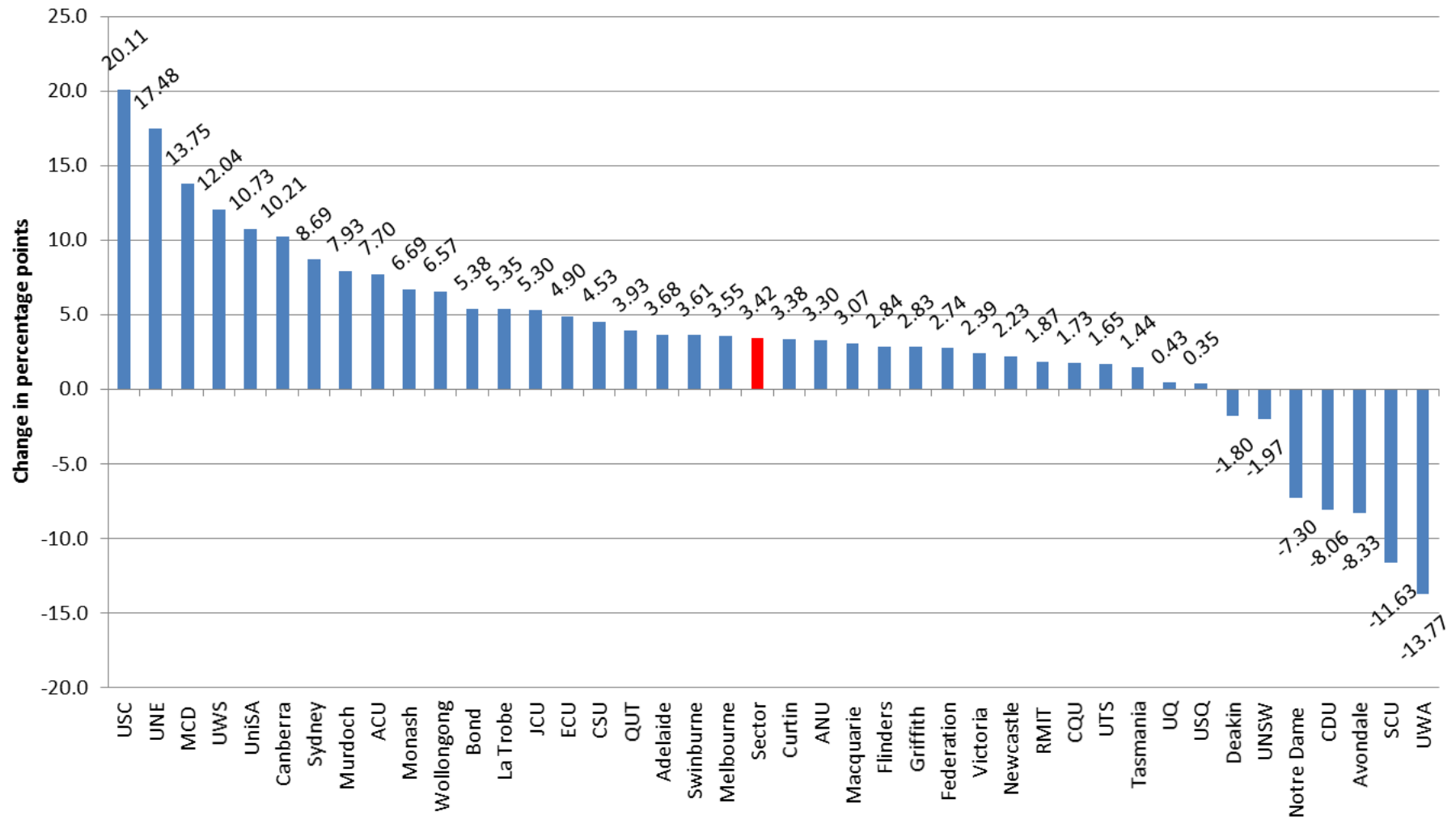


Figure 10 Representation of Female Academic Staff at Level D - 2011

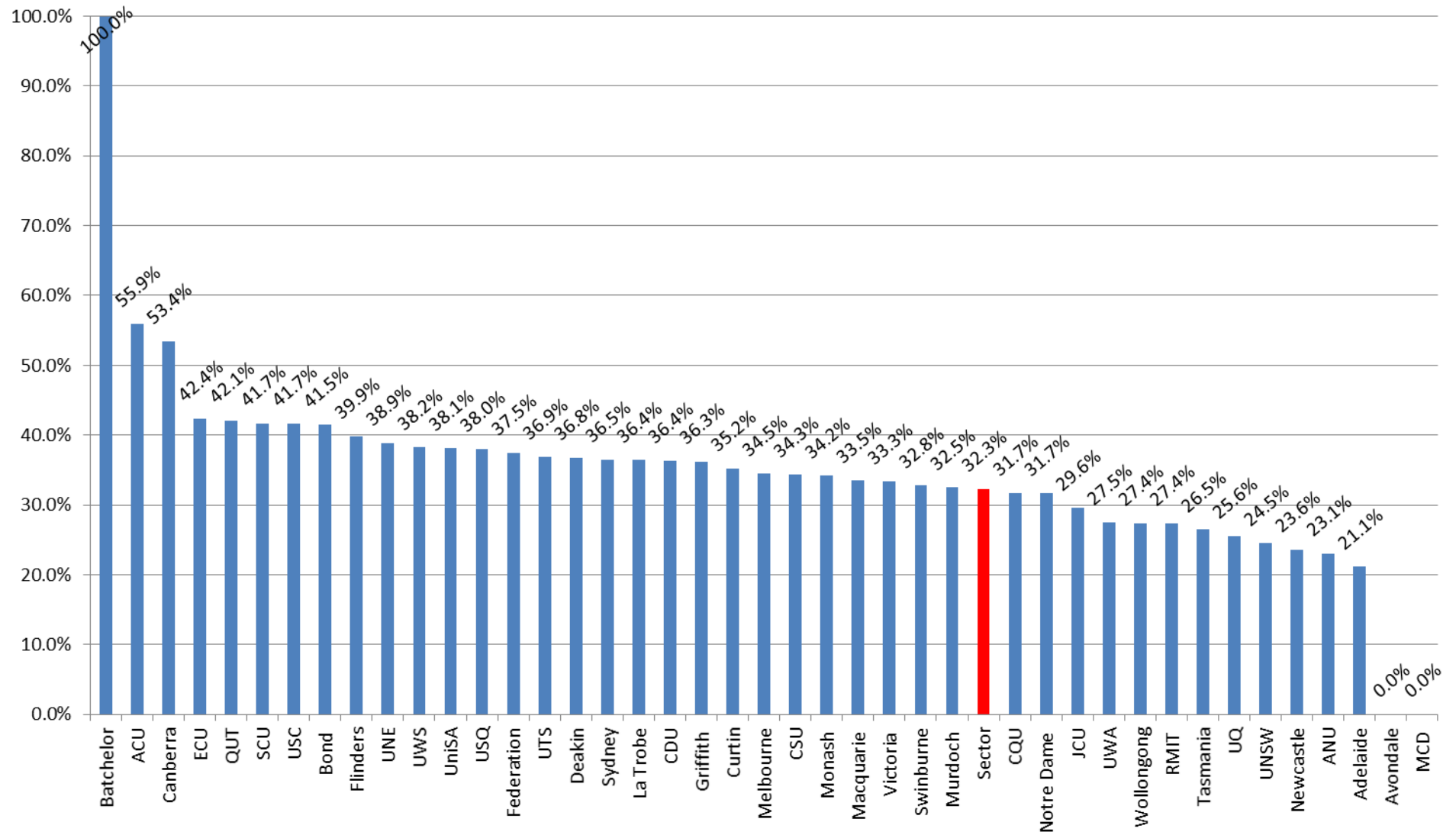


Figure 11 Representation of Female Academic Staff at Level E - 2011

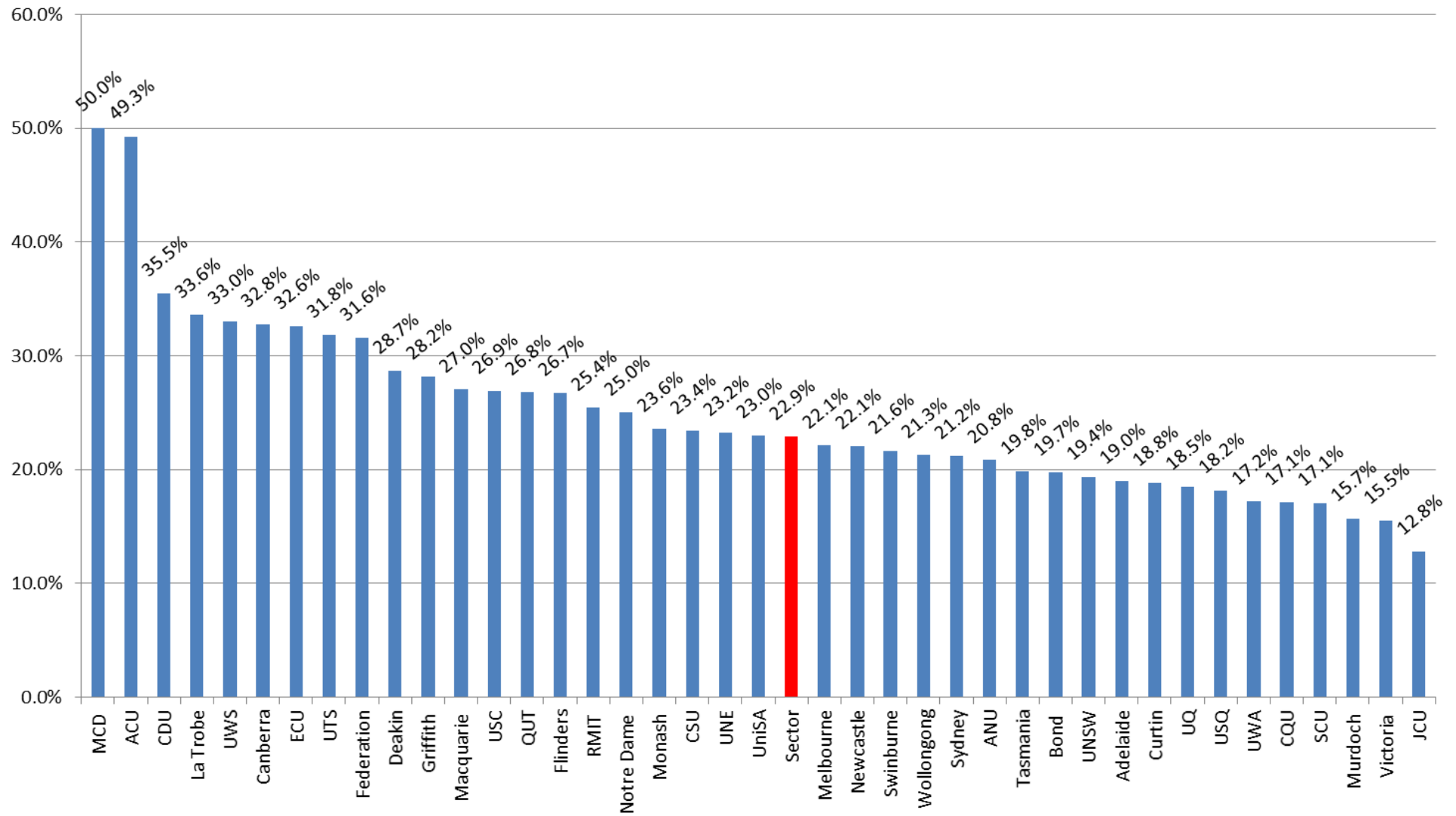


Figure 12 Ratio of Female Senior Academic Staff (Level D & Above) to All Female Academic Staff – 2011

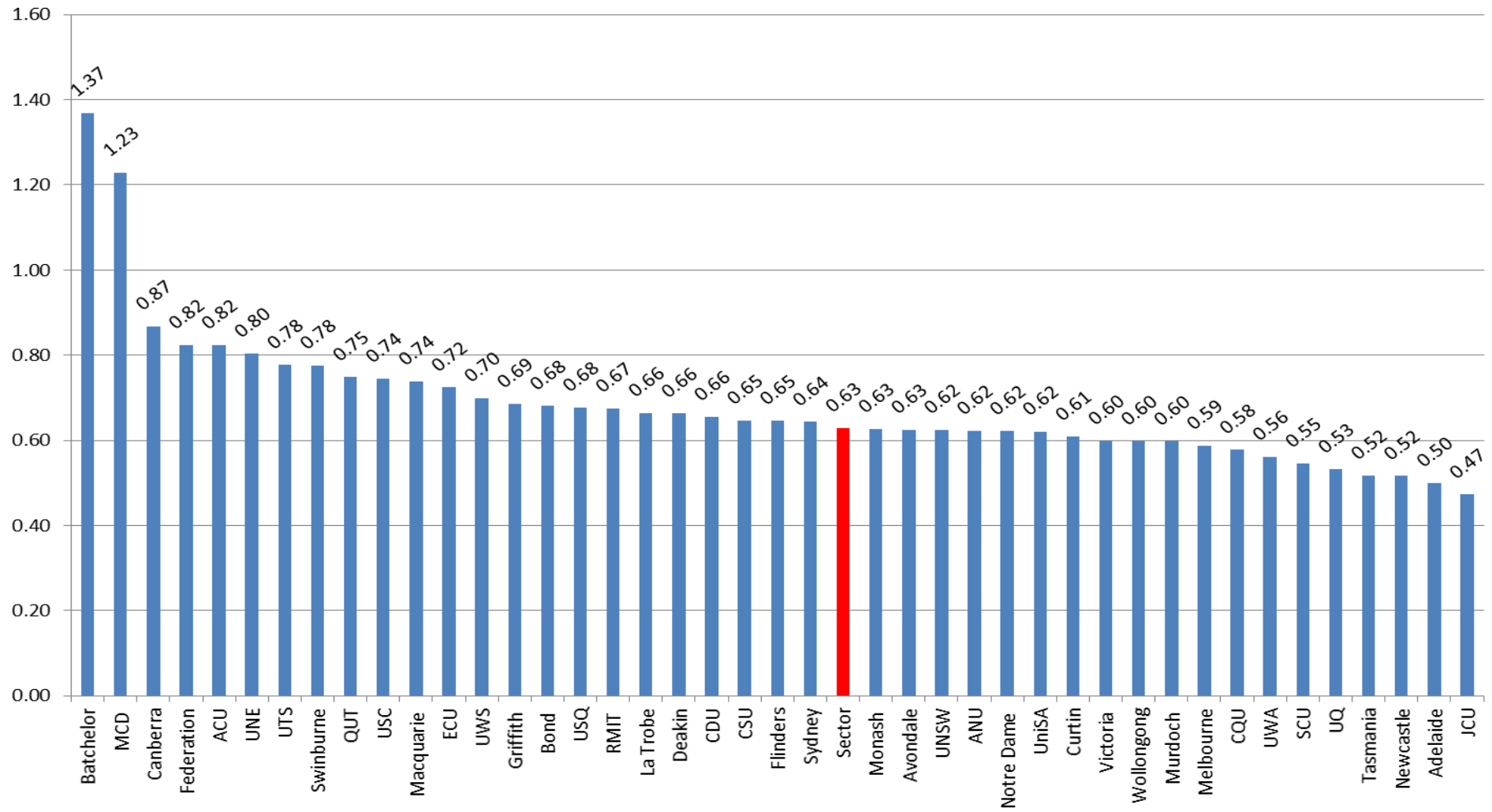


Figure 13 Ratio of Female Senior Academic Staff (Level E & Above) to All Female Academic Staff – 2011

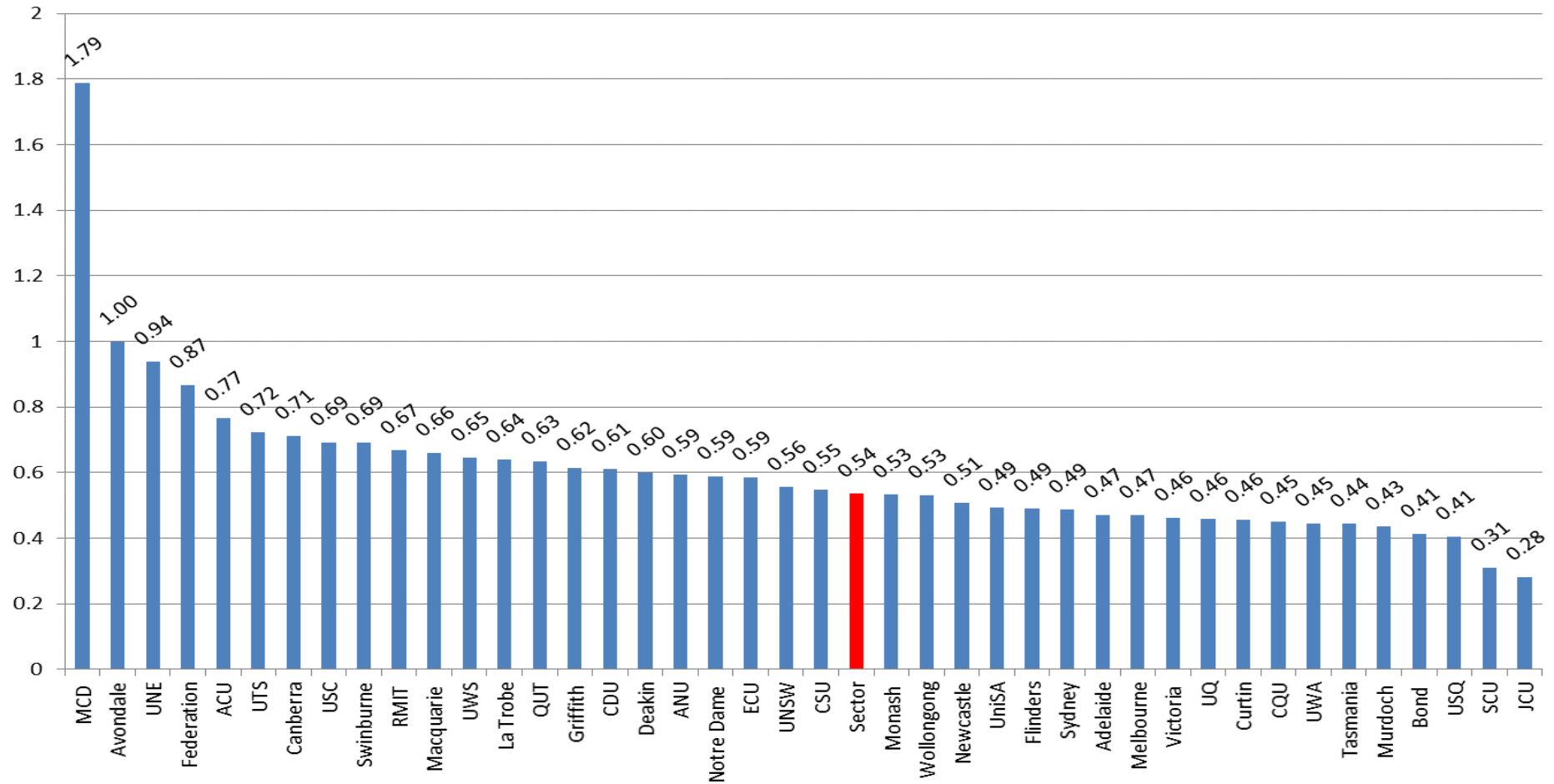


Figure 14 Ratio of % of All Female Staff with a PhD to % All Male Staff with a PhD – 2011

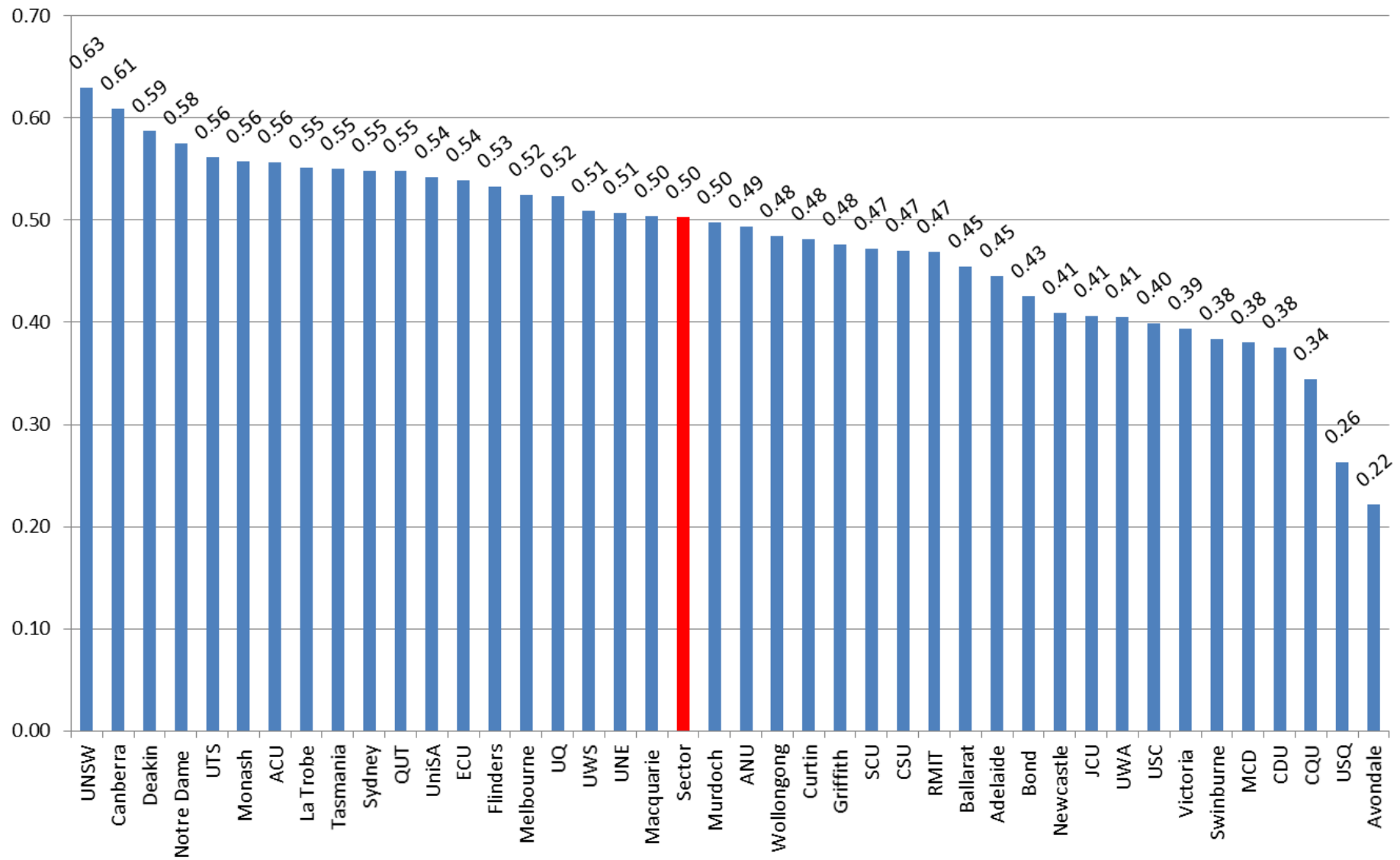


Figure 15 Representation of FTE Female Senior Academic Staff

| Institution | Level D | Level E | Level D and above | Level E and above |
|---------------|--------------|--------------|-------------------|-------------------|
| ACU | 54.5% | 50.0% | 51.8% | 49.3% |
| Adelaide | 21.4% | 18.5% | 19.6% | 18.1% |
| ANU | 22.0% | 20.8% | 21.1% | 20.5% |
| Avondale | 0.0% | N/A | 25.0% | 40.0% |
| Batchelor | 100.0% | N/A | 47.9% | 47.5% |
| Bond | 42.5% | 19.7% | 30.6% | 18.3% |
| Canberra | 51.8% | 34.5% | 44.8% | 38.3% |
| CDU | 40.0% | 33.3% | 32.7% | 28.1% |
| CQU | 30.8% | 20.6% | 26.5% | 22.7% |
| CSU | 35.5% | 23.5% | 29.6% | 24.7% |
| Curtin | 35.1% | 18.7% | 27.9% | 20.9% |
| Deakin | 37.5% | 29.0% | 33.7% | 30.2% |
| ECU | 41.1% | 33.3% | 35.9% | 29.8% |
| Federation | 39.1% | 33.3% | 41.3% | 43.5% |
| Flinders | 39.4% | 28.3% | 34.1% | 26.8% |
| Griffith | 36.9% | 28.8% | 32.4% | 29.1% |
| JCU | 29.4% | 14.1% | 22.4% | 14.4% |
| La Trobe | 36.4% | 34.9% | 35.7% | 35.1% |
| Macquarie | 36.1% | 28.6% | 32.8% | 29.0% |
| MCD | 0.0% | 50.0% | 50.0% | 63.6% |
| Melbourne | 34.4% | 22.2% | 27.8% | 22.4% |
| Monash | 34.5% | 24.7% | 29.2% | 25.3% |
| Murdoch | 32.0% | 15.6% | 26.4% | 20.3% |
| Newcastle | 24.1% | 21.9% | 23.2% | 22.6% |
| Notre Dame | 39.5% | 30.0% | 37.0% | 34.3% |
| UQ | 25.9% | 18.5% | 21.9% | 18.7% |
| QUT | 37.9% | 31.6% | 33.9% | 31.7% |
| RMIT | 26.8% | 25.9% | 27.0% | 27.4% |
| SCU | 40.0% | 17.6% | 27.0% | 15.4% |
| Sector | 32.9% | 23.5% | 28.1% | 24.1% |
| Swinburne | 32.2% | 21.3% | 27.6% | 24.7% |
| Sydney | 36.1% | 21.7% | 28.2% | 21.9% |
| Tasmania | 25.8% | 20.5% | 22.4% | 19.7% |
| UNE | 37.0% | 23.5% | 45.3% | 46.0% |
| UniSA | 37.2% | 23.5% | 29.8% | 24.2% |
| UNSW | 27.9% | 18.9% | 23.3% | 19.2% |
| USC | 41.7% | 26.1% | 38.5% | 35.7% |
| USQ | 38.8% | 18.6% | 27.8% | 16.7% |
| UTS | 36.5% | 32.4% | 33.3% | 31.4% |
| UWA | 27.8% | 17.4% | 22.4% | 17.8% |
| UWS | 40.0% | 33.7% | 36.3% | 33.0% |
| Victoria | 32.1% | 16.1% | 25.8% | 20.9% |
| Wollongong | 28.3% | 23.2% | 26.1% | 23.8% |

Figure 16 Representation of FTE Female Academic Staff (Level D & Level E) 2007– 2011

| University | % Female Academics at Level D | | | | | % Female Academics at Level E | | | | |
|---------------|-------------------------------|-------------|-------------|-------------|-------------|-------------------------------|-------------|-------------|-------------|-------------|
| | 2007 | 2008 | 2009 | 2010 | 2011 | 2007 | 2008 | 2009 | 2010 | 2011 |
| ACU | 50.0 | 44.4 | 43.3 | 51.7 | 55.9 | 37.0 | 44.2 | 43.9 | 52.7 | 49.3 |
| Adelaide | 19.7 | 20.2 | 21.8 | 23.2 | 21.1 | 12.5 | 15.4 | 16.6 | 16.5 | 19.0 |
| ANU | 21.1 | 23.3 | 24.1 | 24.1 | 23.1 | 16.2 | 16.7 | 17.7 | 18.8 | 20.8 |
| Avondale | 0.0 | N/A | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | 0.0 | N/A | N/A |
| Bond | 32.7 | 25.1 | 26.9 | 43.3 | 41.5 | 16.3 | 50.0 | 60.0 | 21.9 | 19.7 |
| Canberra | 44.2 | 47.4 | 46.9 | 46.9 | 53.4 | 15.6 | 16.7 | 23.4 | 23.7 | 32.8 |
| CDU | 45.0 | 40.1 | 42.5 | 36.5 | 36.4 | 37.0 | 33.3 | 29.6 | 36.2 | 35.5 |
| CQU | 19.6 | 20.5 | 27.0 | 30.6 | 31.7 | 21.2 | 20.4 | 25.3 | 15.1 | 17.1 |
| CSU | 25.9 | N/A | 34.2 | 36.4 | 34.3 | 26.3 | 12.9 | 9.4 | 27.7 | 23.4 |
| Curtin | 28.8 | 29.4 | 33.1 | 34.4 | 35.2 | 18.3 | 20.0 | 22.1 | 19.9 | 18.8 |
| Deakin | 39.4 | 37.8 | 36.8 | 39.1 | 36.8 | 31.0 | 31.6 | 31.4 | 30.5 | 28.7 |
| ECU | 36.5 | 29.2 | 33.3 | 35.1 | 42.4 | 25.7 | 28.9 | 31.3 | 32.0 | 32.6 |
| Federation | 42.1 | 40.0 | 38.1 | 39.1 | 37.5 | 35.3 | 37.2 | 40.7 | 37.2 | 31.6 |
| Flinders | 38.0 | 37.3 | 38.8 | 36.4 | 39.9 | 18.6 | 22.5 | 27.5 | 28.0 | 26.7 |
| Griffith | 30.5 | 29.7 | 33.9 | 36.5 | 36.3 | 27.4 | 27.7 | 29.5 | 28.9 | 28.2 |
| JCU | 12.9 | 18.9 | 22.4 | 26.2 | 29.6 | 19.7 | 17.7 | 15.7 | 15.7 | 12.8 |
| La Trobe | 29.0 | 28.1 | 32.6 | 33.9 | 36.4 | 30.6 | 28.3 | 35.1 | 33.8 | 33.6 |
| Macquarie | 31.1 | 36.5 | 37.8 | 37.4 | 33.5 | 23.1 | 19.4 | 27.1 | 25.7 | 27.0 |
| MCD | 16.7 | 29.9 | 28.6 | 0.0 | 0.0 | 50.0 | 33.3 | 50.0 | 100.0 | 50.0 |
| Melbourne | 28.3 | 29.5 | 32.8 | 32.5 | 34.5 | 20.1 | 21.3 | 22.0 | 22.3 | 22.1 |
| Monash | 25.7 | 27.5 | 29.1 | 30.9 | 34.2 | 16.8 | 17.2 | 21.2 | 22.5 | 23.6 |
| Murdoch | 27.0 | 24.4 | 24.7 | 28.0 | 32.5 | 6.8 | 10.0 | 14.8 | 14.3 | 15.7 |
| Newcastle | 23.1 | 21.6 | 22.3 | 23.7 | 23.6 | 19.0 | 19.7 | 20.8 | 18.9 | 22.1 |
| Notre Dame | 0.0 | N/A | 0.0 | 44.9 | 31.7 | 0.0 | 0.0 | 0.0 | 39.2 | 25.0 |
| UQ | 19.8 | 20.9 | 25.8 | 26.8 | 25.6 | 13.8 | 29.3 | 24.2 | 16.7 | 18.5 |
| QUT | 24.2 | 28.5 | 31.5 | 35.2 | 42.1 | 30.2 | 33.8 | 32.1 | 31.3 | 26.8 |
| RMIT | 26.6 | 26.4 | 25.0 | 26.6 | 27.4 | 21.6 | 23.8 | 21.7 | 23.3 | 25.4 |
| SCU | 30.3 | 35.2 | 39.7 | 38.8 | 41.7 | 25.0 | 19.4 | 27.6 | 27.3 | 17.1 |
| Sector | 27.9 | 28.7 | 30.6 | 32.0 | 32.3 | 19.8 | 20.9 | 22.4 | 22.9 | 22.9 |
| Swinburne | 30.9 | 32.4 | 28.6 | 32.7 | 32.8 | 17.6 | 13.9 | 17.5 | 18.8 | 21.6 |
| Sydney | 32.3 | 31.8 | 33.2 | 33.7 | 36.5 | 14.0 | 18.4 | 20.2 | 21.7 | 21.2 |
| Tasmania | 29.3 | N/A | 31.8 | 32.5 | 26.5 | 14.3 | 11.1 | 16.9 | 19.2 | 19.8 |
| UNE | 24.6 | 28.2 | 24.5 | 28.6 | 38.9 | 15.6 | 26.3 | 26.0 | 17.1 | 23.2 |
| UniSA | 28.4 | 30.8 | 37.0 | 37.4 | 38.1 | 13.2 | 17.4 | 18.0 | 25.7 | 23.0 |
| UNSW | 25.8 | 25.0 | 28.0 | 27.4 | 24.5 | 19.8 | 21.3 | 20.3 | 19.5 | 19.4 |
| USC | 50.0 | 43.6 | 38.5 | 41.2 | 41.7 | 17.6 | 22.5 | 22.2 | 29.4 | 26.9 |
| USQ | 19.1 | 22.8 | 25.8 | 30.9 | 38.0 | 23.6 | 18.0 | 17.4 | 18.7 | 18.2 |
| UTS | 33.9 | 37.2 | 38.2 | 38.9 | 36.9 | 29.7 | 33.1 | 33.6 | 31.5 | 31.8 |
| UWA | 23.8 | 25.6 | 26.8 | 25.3 | 27.5 | 31.0 | 15.3 | 17.1 | 16.9 | 17.2 |
| UWS | 41.1 | 48.8 | 45.6 | 47.4 | 38.2 | 21.5 | 33.9 | 33.8 | 34.5 | 33.0 |
| Victoria | 23.1 | 25.6 | 29.4 | 29.8 | 33.3 | 20.6 | 18.9 | 24.3 | 25.0 | 15.5 |
| Wollongong | 25.2 | 23.3 | 23.1 | 26.1 | 27.4 | 17.0 | 17.6 | 16.8 | 20.8 | 21.3 |

Figure 17 Representation of FTE Female Academic Staff (Level D and Above & Level E and Above) 2007– 2011

| University | % Female Academics at Level D & above | | | | | % Female Academics at Level E & above | | | | |
|---------------|---------------------------------------|-------------|-------------|-------------|-------------|---------------------------------------|-------------|-------------|-------------|-------------|
| | 2007 | 2008 | 2009 | 2010 | 2011 | 2007 | 2008 | 2009 | 2010 | 2011 |
| ACU | 44.4 | 43.4 | 44.3 | 52.1 | 52.1 | 35.5 | 42.2 | 45.6 | 52.5 | 48.6 |
| Adelaide | 16.0 | 17.8 | 19.1 | 19.7 | 19.7 | 12.7 | 15.5 | 16.6 | 16.5 | 18.6 |
| ANU | 18.3 | 19.5 | 20.3 | 20.9 | 21.6 | 16.1 | 16.6 | 17.5 | 18.7 | 20.5 |
| Avondale | 33.3 | 33.3 | 33.3 | 16.7 | 25.0 | 33.3 | 33.3 | 33.3 | 33.3 | 40.0 |
| Bond | 25.0 | 25.7 | 28.1 | 33.0 | 30.4 | 15.9 | 50.0 | 42.9 | 21.2 | 18.4 |
| Canberra | 34.1 | 35.4 | 36.5 | 36.3 | 44.4 | 23.1 | 22.2 | 24.6 | 24.3 | 36.4 |
| CDU | 40.8 | 23.0 | 34.5 | 34.5 | 32.8 | 37.9 | 32.8 | 27.0 | 33.3 | 30.6 |
| CQU | 23.9 | 36.2 | 29.6 | 25.7 | 25.6 | 21.8 | 22.0 | 25.7 | 19.5 | 20.0 |
| CSU | 24.3 | 21.1 | 22.9 | 31.9 | 28.9 | 34.8 | N/A | 16.5 | 27.9 | 24.4 |
| Curtin | 24.4 | 26.4 | 28.4 | 28.3 | 27.8 | 19.2 | 23.3 | 23.7 | 22.2 | 20.9 |
| Deakin | 35.1 | 34.6 | 34.8 | 35.5 | 33.3 | 30.8 | 31.3 | 32.8 | 32.0 | 30.1 |
| ECU | 31.5 | 28.1 | 31.3 | 32.7 | 36.4 | 24.3 | 26.4 | 29.4 | 30.0 | 29.4 |
| Federation | 36.8 | 36.8 | 37.7 | 37.9 | 39.6 | 31.6 | 34.0 | 37.3 | 36.7 | 41.7 |
| Flinders | 30.8 | 31.1 | 33.7 | 32.6 | 33.6 | 20.3 | 21.3 | 26.2 | 26.6 | 25.5 |
| Griffith | 28.9 | 28.6 | 31.4 | 32.4 | 31.7 | 27.5 | 27.8 | 29.6 | 29.3 | 28.4 |
| JCU | 16.7 | 18.5 | 19.7 | 21.7 | 22.0 | 20.6 | 18.1 | 16.4 | 16.5 | 13.1 |
| La Trobe | 29.7 | 28.3 | 33.8 | 33.7 | 35.1 | 30.6 | 28.5 | 35.1 | 33.5 | 33.8 |
| Macquarie | 27.6 | 28.4 | 33.1 | 32.2 | 30.7 | 23.8 | 20.2 | 27.6 | 26.3 | 27.5 |
| MCD | 30.0 | 34.2 | 40.0 | 30.3 | 43.8 | 50.0 | 40.0 | 50.0 | 66.7 | 63.6 |
| Melbourne | 24.3 | 25.3 | 27.0 | 27.0 | 27.8 | 20.1 | 21.3 | 21.8 | 22.3 | 22.3 |
| Monash | 21.7 | 22.5 | 25.2 | 26.5 | 28.4 | 17.6 | 17.8 | 21.7 | 23.0 | 24.1 |
| Murdoch | 18.0 | 17.9 | 19.8 | 21.7 | 26.0 | 6.8 | 10.8 | 15.1 | 14.8 | 18.9 |
| Newcastle | 20.9 | 20.6 | 21.5 | 21.2 | 23.1 | 19.2 | 19.9 | 20.9 | 19.1 | 22.7 |
| Notre Dame | 37.8 | 36.5 | 45.2 | 43.1 | 30.5 | 37.8 | 36.5 | 45.2 | 41.2 | 28.9 |
| UQ | 21.3 | 36.3 | 31.6 | 21.0 | 21.7 | 13.4 | 17.6 | 21.5 | 16.7 | 18.7 |
| QUT | 27.8 | 31.3 | 31.3 | 32.1 | 31.8 | 29.9 | 32.9 | 31.2 | 30.5 | 26.9 |
| RMIT | 25.3 | 25.7 | 23.9 | 25.7 | 27.1 | 22.5 | 24.5 | 22.0 | 24.3 | 26.8 |
| SCU | 38.5 | 28.0 | 33.5 | 32.2 | 26.8 | 20.0 | 17.9 | 26.0 | 25.8 | 15.2 |
| Sector | 24.0 | 24.9 | 26.5 | 27.3 | 27.4 | 20.3 | 21.4 | 22.8 | 23.1 | 23.4 |
| Swinburne | 24.2 | 21.7 | 21.7 | 24.8 | 27.8 | 17.7 | 13.6 | 16.9 | 19.4 | 24.8 |
| Sydney | 19.5 | 24.3 | 26.0 | 27.2 | 28.2 | 13.8 | 18.4 | 20.4 | 21.9 | 21.4 |
| Tasmania | 20.8 | 20.8 | 21.7 | 24.7 | 22.3 | 14.0 | N/A | 18.1 | 18.8 | 19.1 |
| UNE | 19.7 | 28.5 | 31.3 | 23.2 | 37.2 | 15.8 | 10.9 | 26.8 | 16.7 | 43.5 |
| UniSA | 19.1 | 20.7 | 22.2 | 31.2 | 29.8 | 13.3 | 26.8 | 18.0 | 26.3 | 23.7 |
| UNSW | 24.0 | 22.4 | 21.9 | 23.1 | 22.0 | 20.3 | 17.4 | 20.3 | 19.5 | 19.6 |
| USC | 18.1 | 22.1 | 23.5 | 34.2 | 38.2 | 16.7 | 25.4 | 20.5 | 26.8 | 35.5 |
| USQ | 26.9 | 22.8 | 23.4 | 24.5 | 27.3 | 25.7 | 21.3 | 17.0 | 17.5 | 16.3 |
| UTS | 31.6 | 35.0 | 35.6 | 34.3 | 33.2 | 29.2 | 32.8 | 33.4 | 31.0 | 30.9 |
| UWA | 35.9 | 20.3 | 21.6 | 20.8 | 22.2 | 30.5 | 15.4 | 16.7 | 16.9 | 17.6 |
| UWS | 23.1 | 42.2 | 40.4 | 41.0 | 35.2 | 23.2 | 33.8 | 34.2 | 34.4 | 32.5 |
| Victoria | 23.2 | 22.8 | 27.9 | 28.4 | 25.6 | 20.6 | 20.8 | 26.6 | 27.3 | 19.7 |
| Wollongong | 18.1 | 19.0 | 20.6 | 23.8 | 24.7 | 16.8 | 21.2 | 16.8 | 20.6 | 21.9 |

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