



UNIVERSITIES
AUSTRALIA

DISCOVER LEARN LEAD

Selected Inter-Institutional Gender Equity Statistics –
Australia Wide - 2012

November 2014



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Further inquiries should be made to the Chief Executive:

GPO Box 1142
CANBERRA ACT 2601
Ph: +61 2 6285 8100
Fax: +61 2 6285 8101
Email: contact@universitiesaustralia.edu.au
Web: www.universitiesaustralia.edu.au
ABN: 53 008 502 930

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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 statistics for 2012 and comparative data from 2008-2012.

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.

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

- Increasing women at Level E to 25% by 2010 (24% in 2012)
- Increasing women at Level D to 35% by 2010 (33% in 2012)
- Increasing the number of female academics with PhDs
- Increasing the number of female Professional staff at Lvl 10 to 50% by 2010 (51% in 2012)

This report shows 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. 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, 36% compared to 24%. This indicates that at the most senior levels woman 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 51.1%. There was an increase of 2.0% in the representation of Professional Women at Level 10 and above between 2008 and 2012. This was complimented by an increase in representation of female senior academic staff (Level D and above) of 3.5% from 2008-2012. In 2012 the sector representation for female Academic staff is currently 23.8% at Level E (see figure 11) and 33.4% at Level D (see figure 10), both representing an increase from 2011.

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 or zero data for a particular element are shown with a zero bar in this report.

Figure 1 Representation of Female Professional Staff 2012

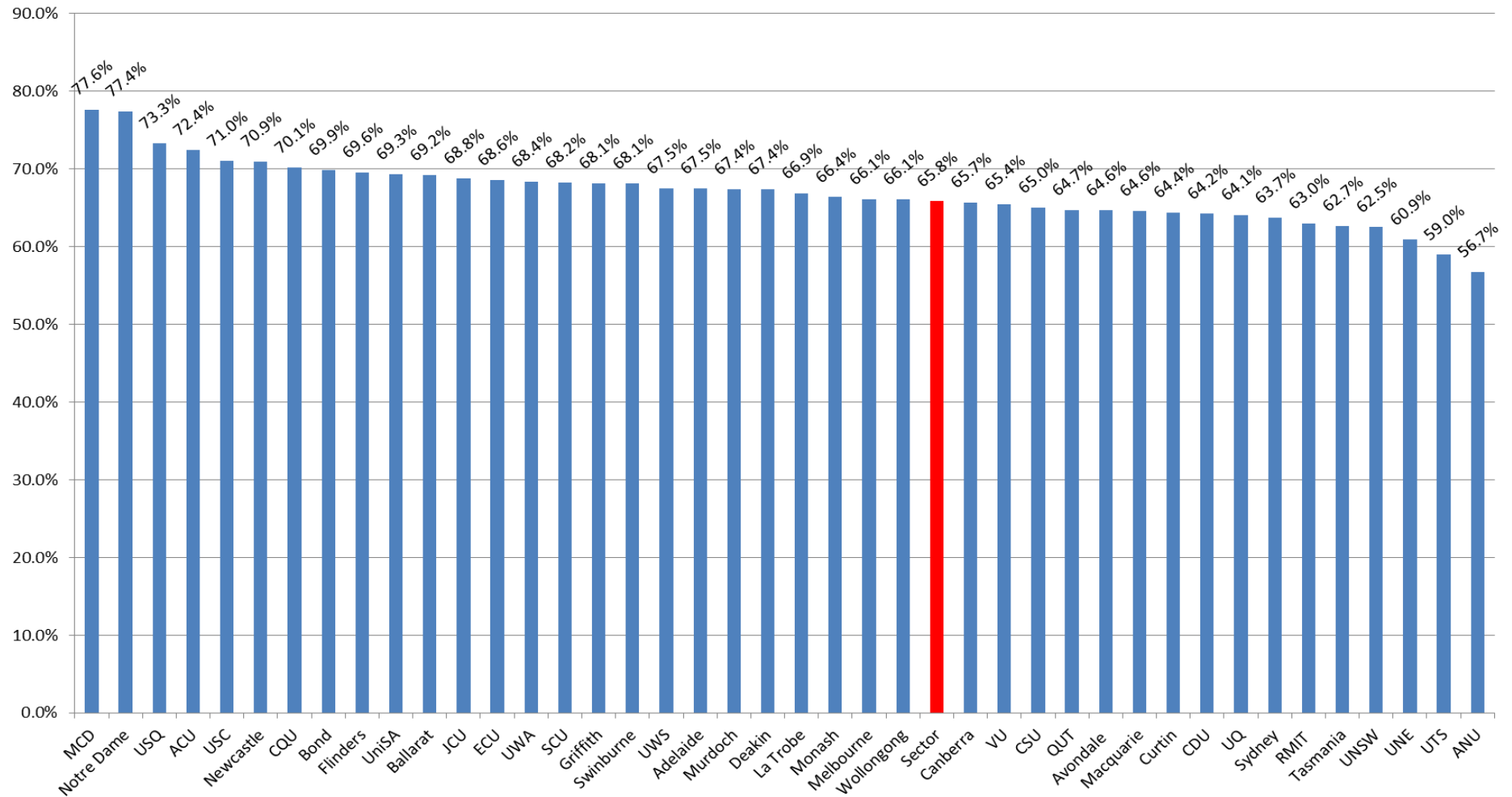


Figure 2 Representation of Female Professional Staff at HEW 10 - 2012

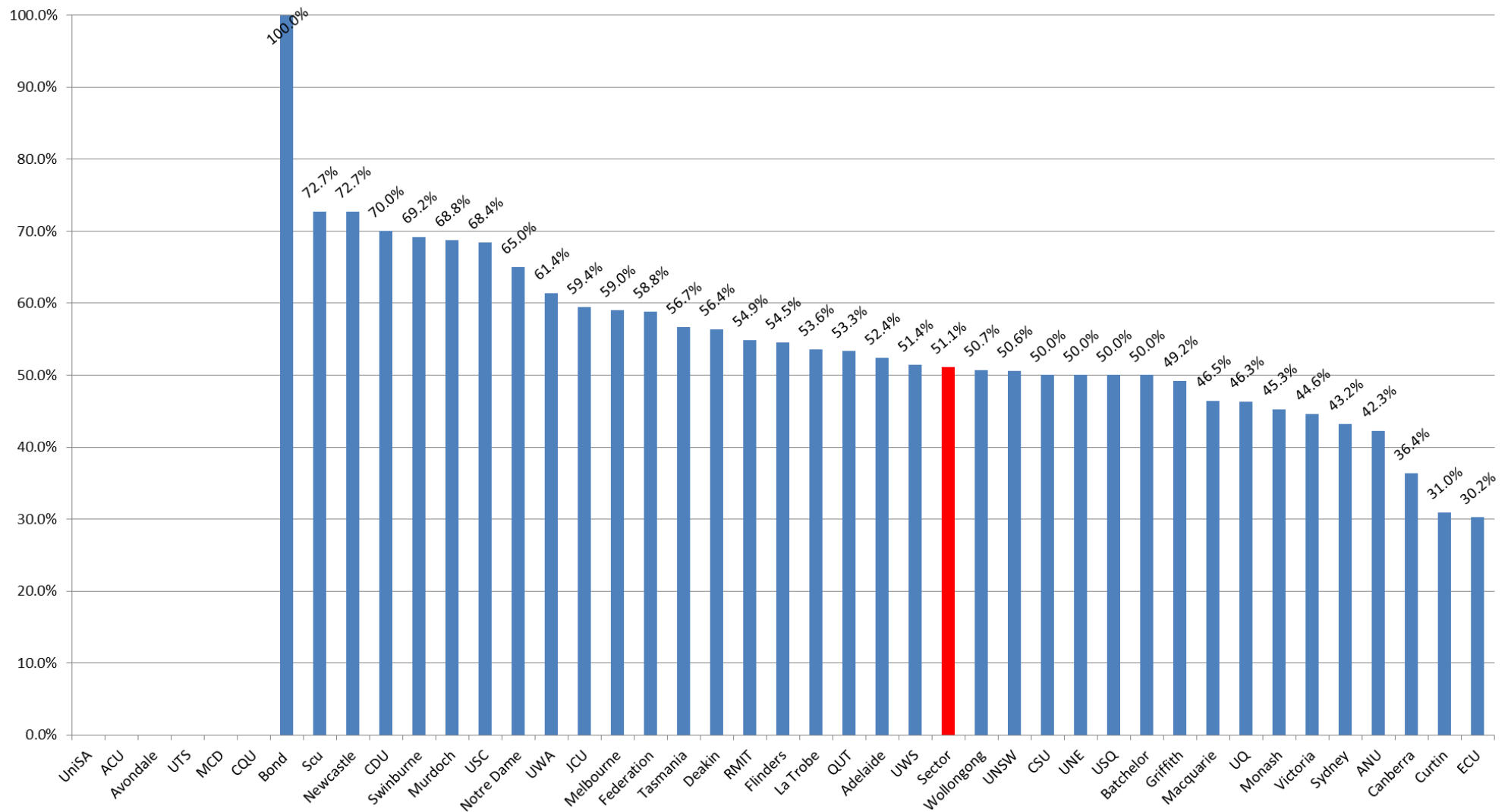


Figure 3 Representation of Female Senior Professional Staff (HEW Level 10 & Above) - 2012

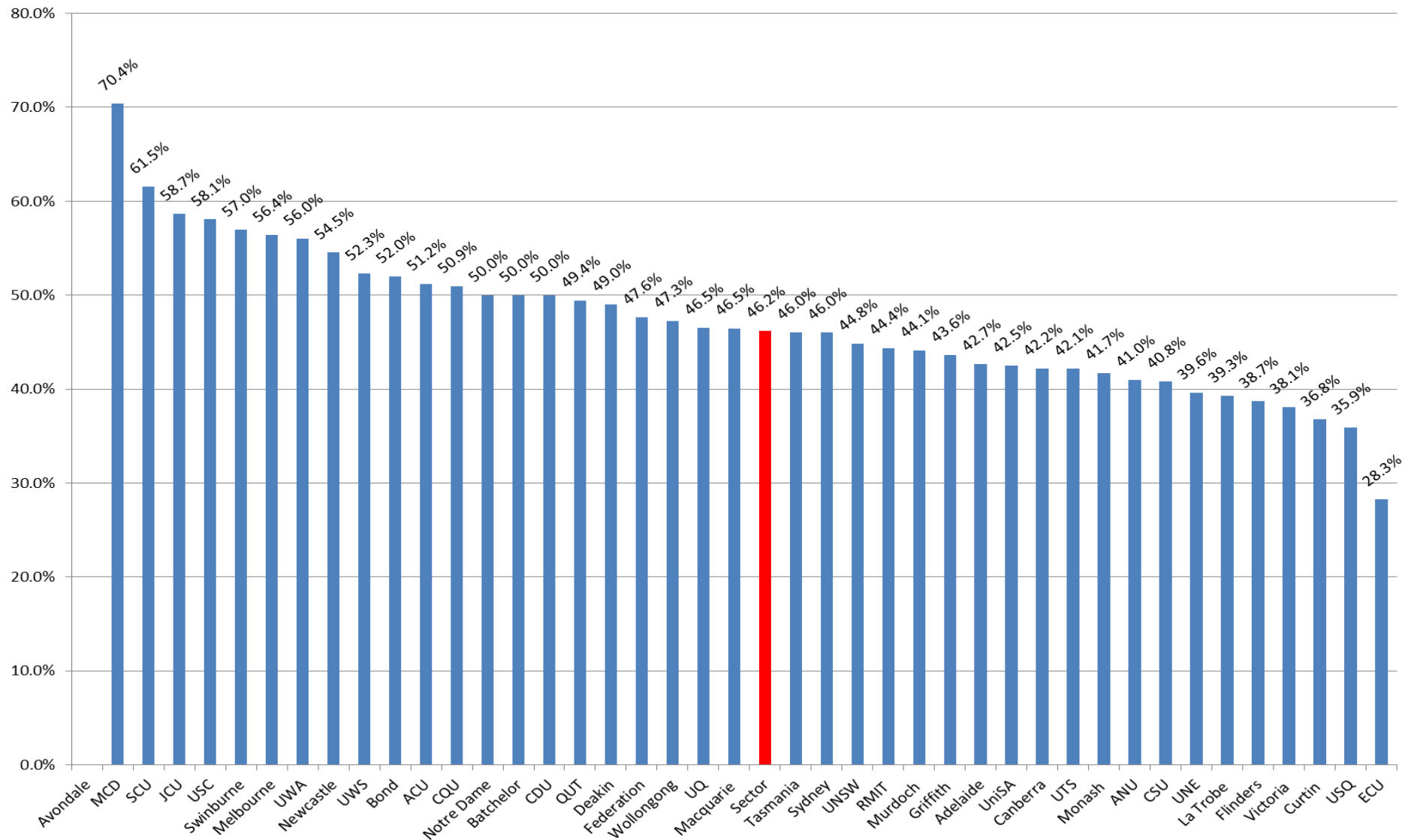


Figure 4 Ratio of Female Senior Professional Staff (HEW Level 10 & Above) to All Female Professional Staff - 2012

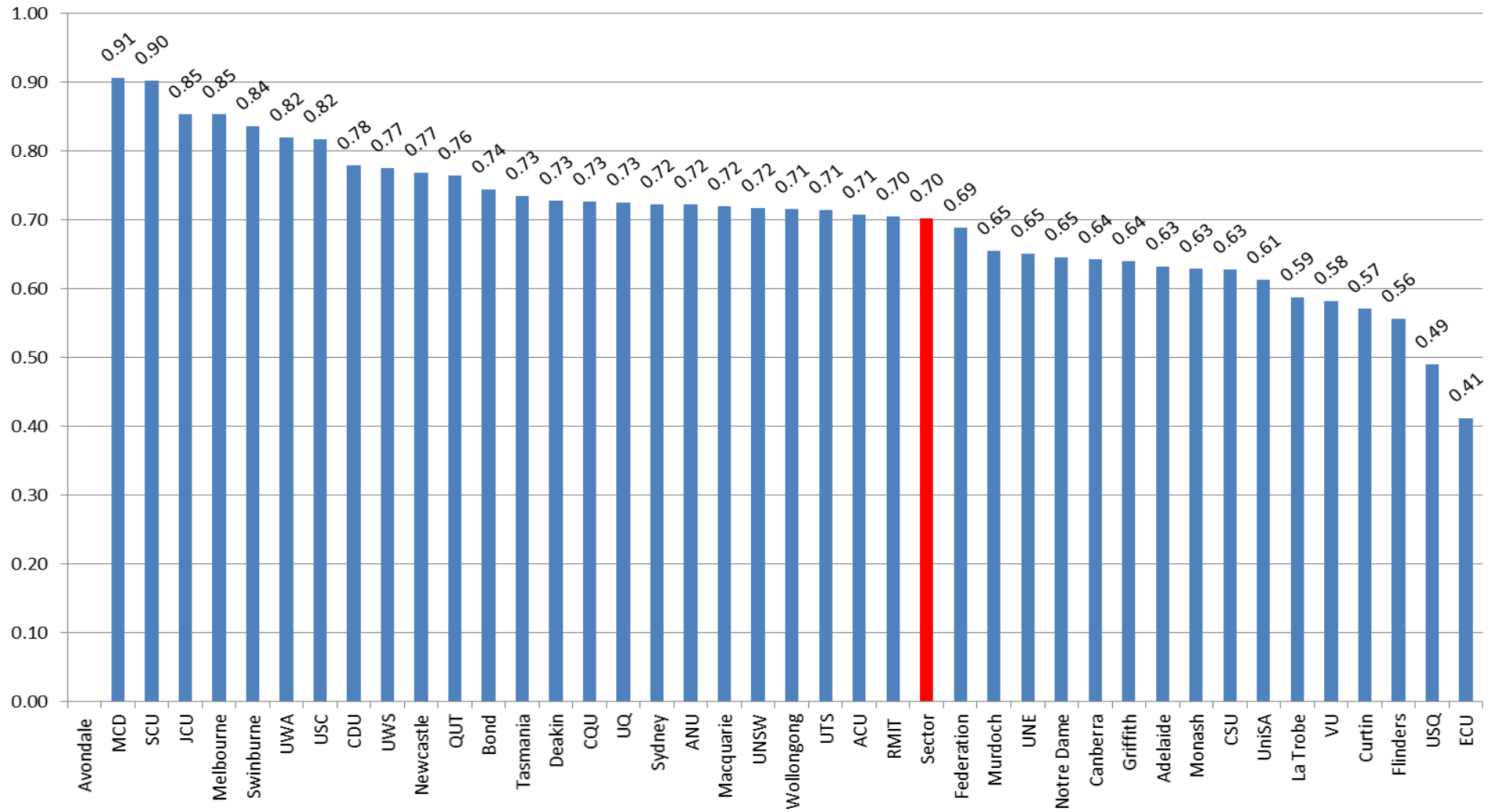


Figure 5 Change in Representation of Female Senior Professional Staff (HEW Level 10 & Above) 2008- 2012

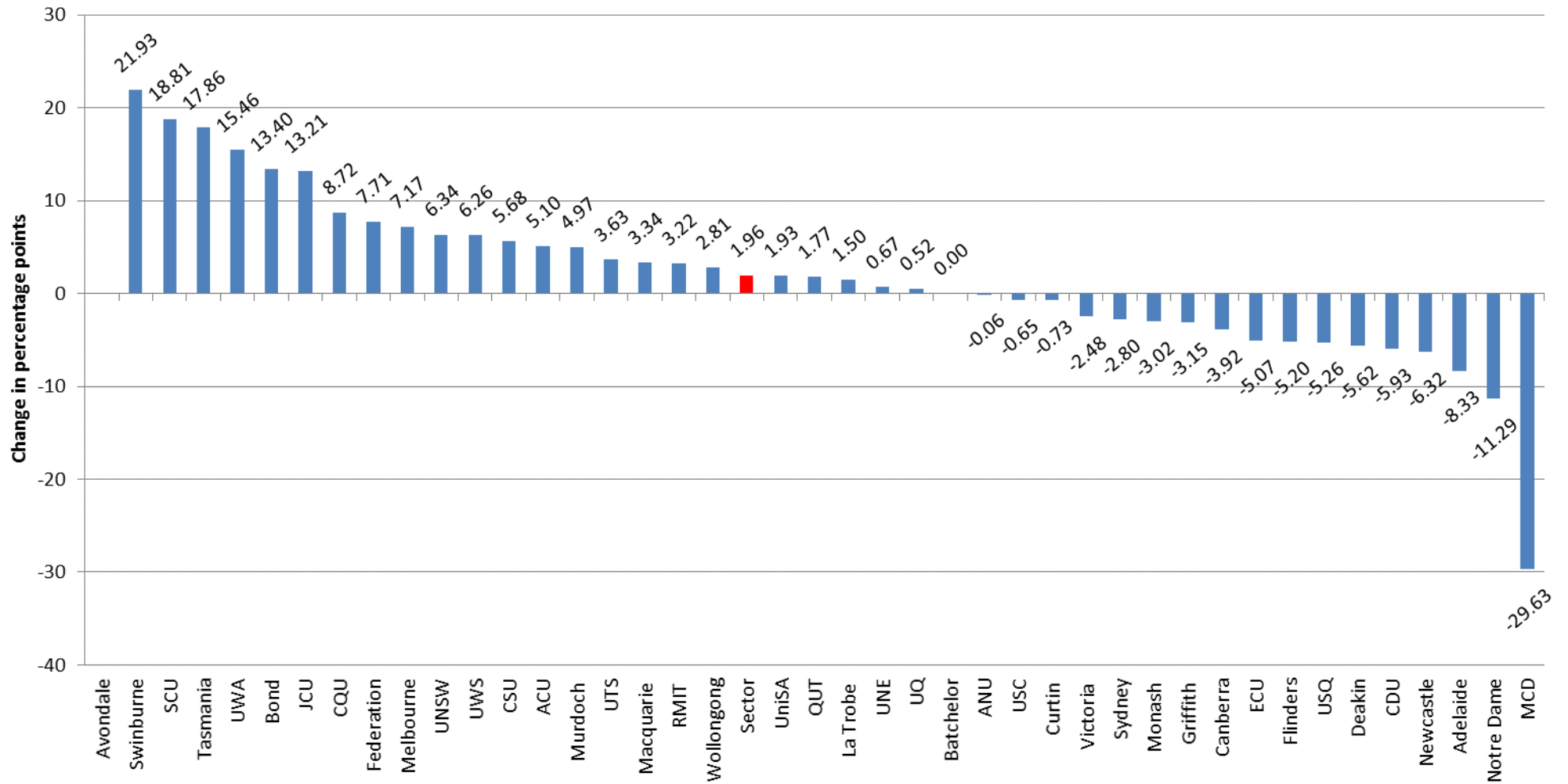


Figure 6 Change in representation of female Senior Professional Staff (HEW Level 10) 2008-2012

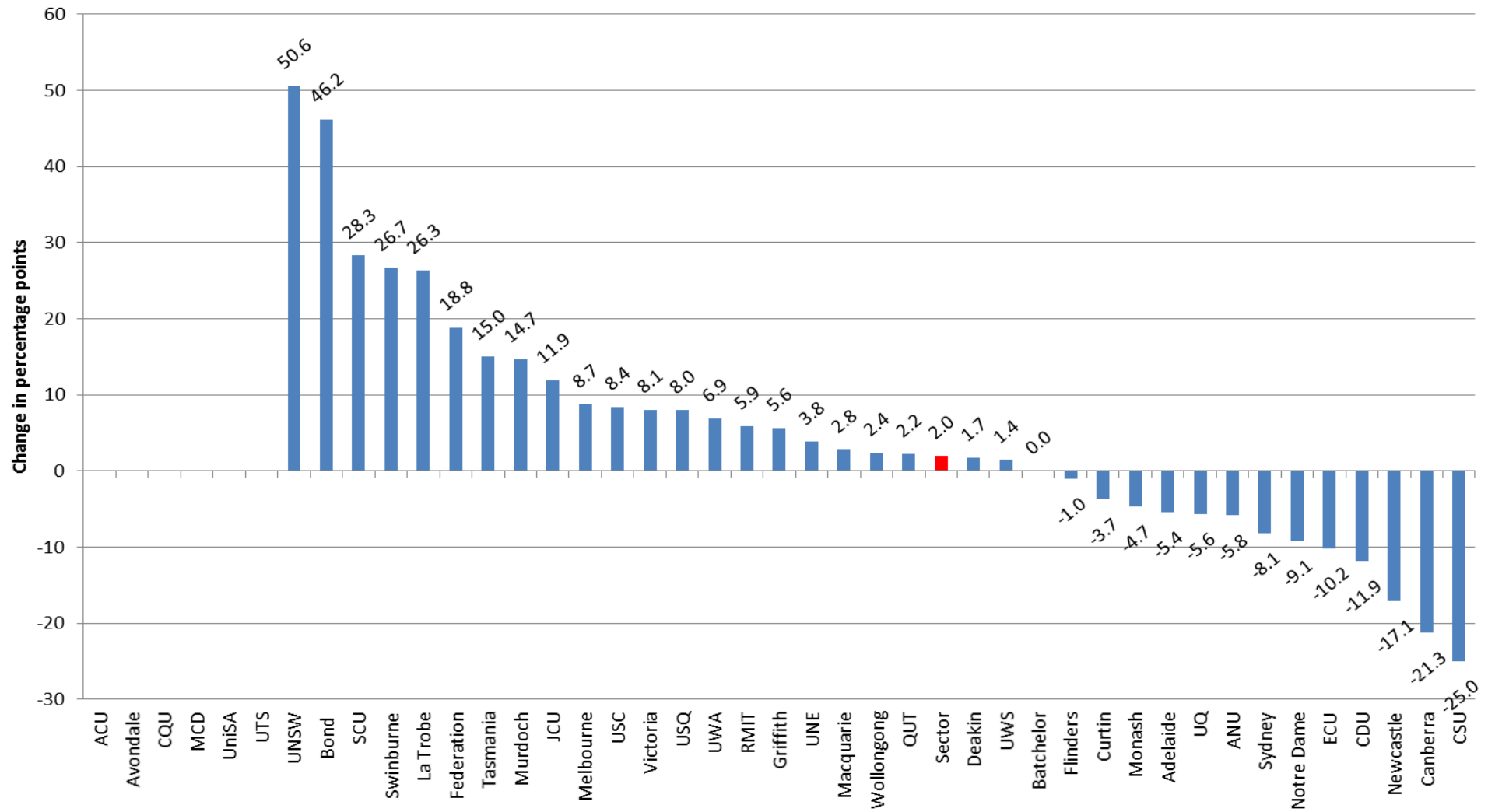


Figure 7 Representation of Female Academic Staff – 2012

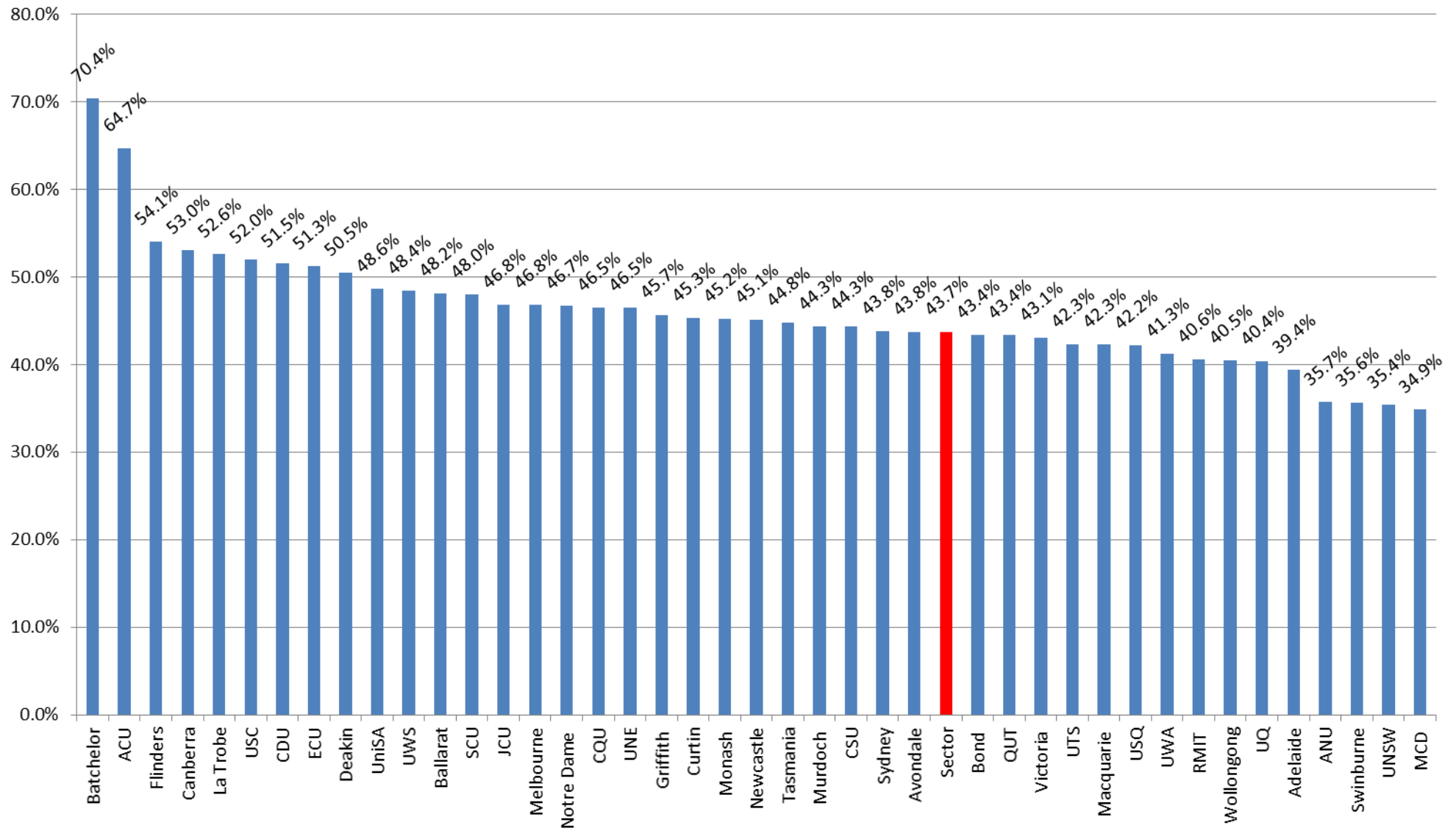


Figure 8 Representation of Women in Senior Academic Staff (Level D & Above) – 2012

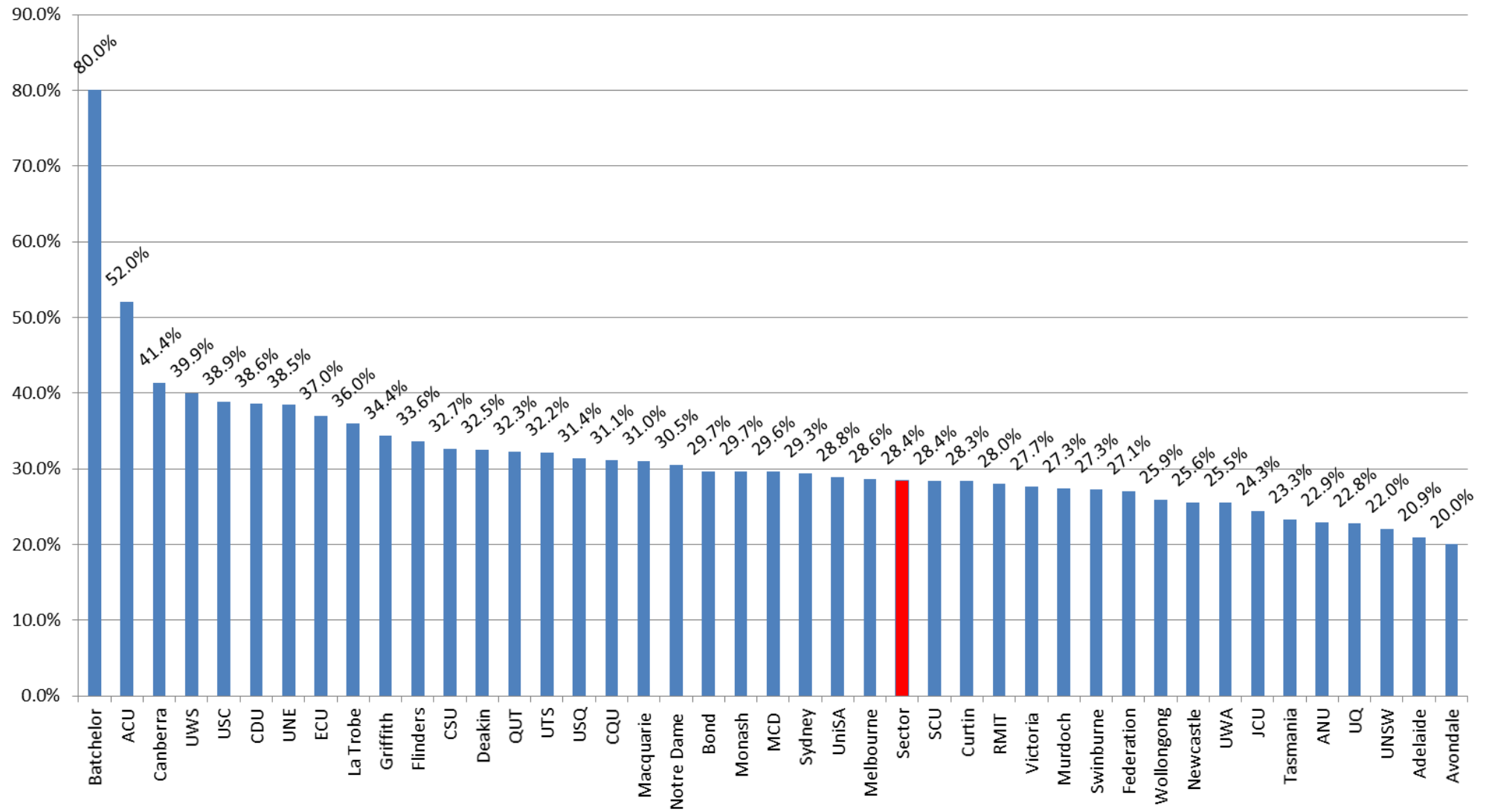


Figure 9 Change in Representation of Women in Senior Academic Staff (Level D & Above) 2008–2012

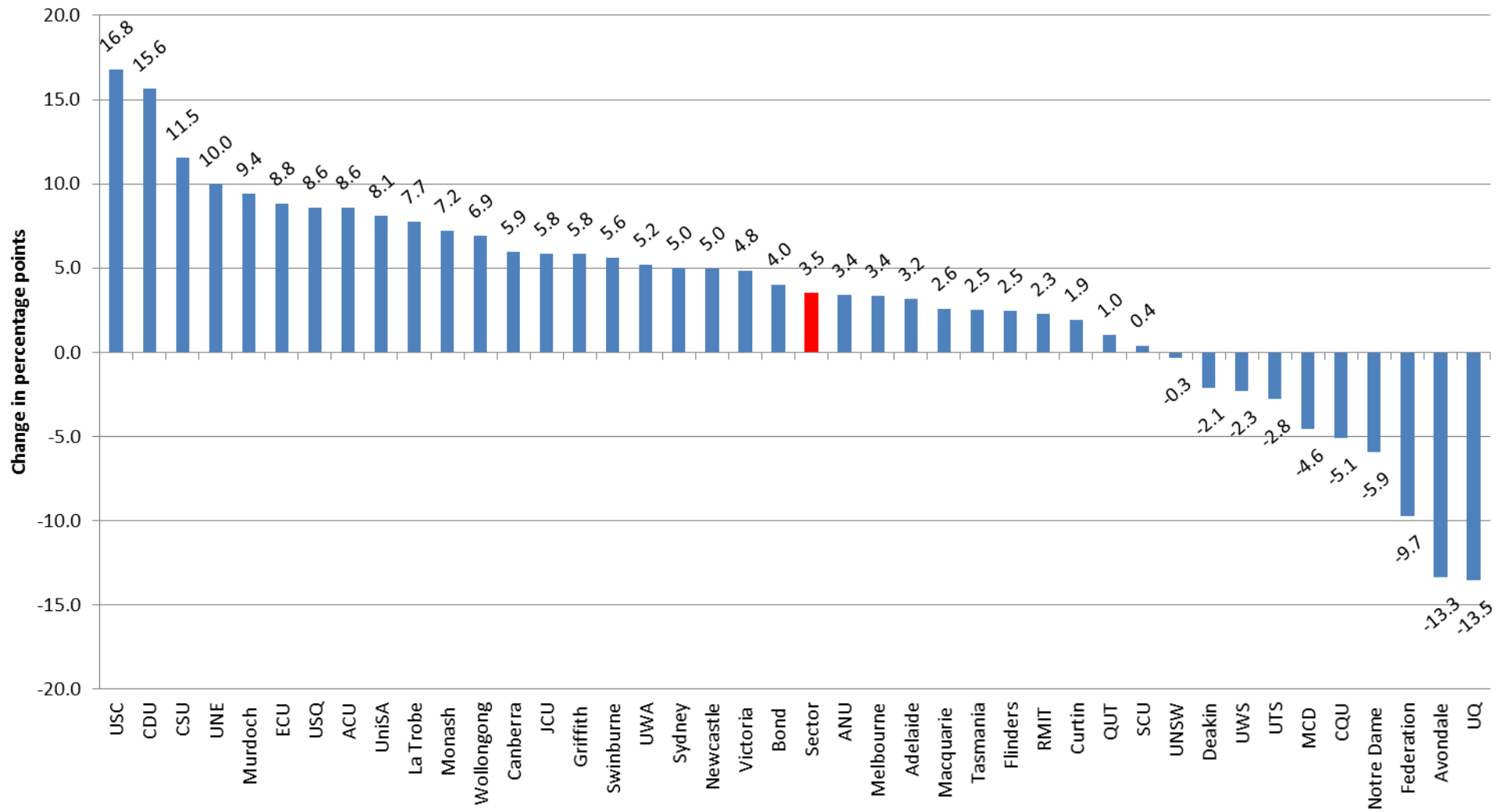


Figure 10 Representation of Female Academic Staff at Level D - 2012

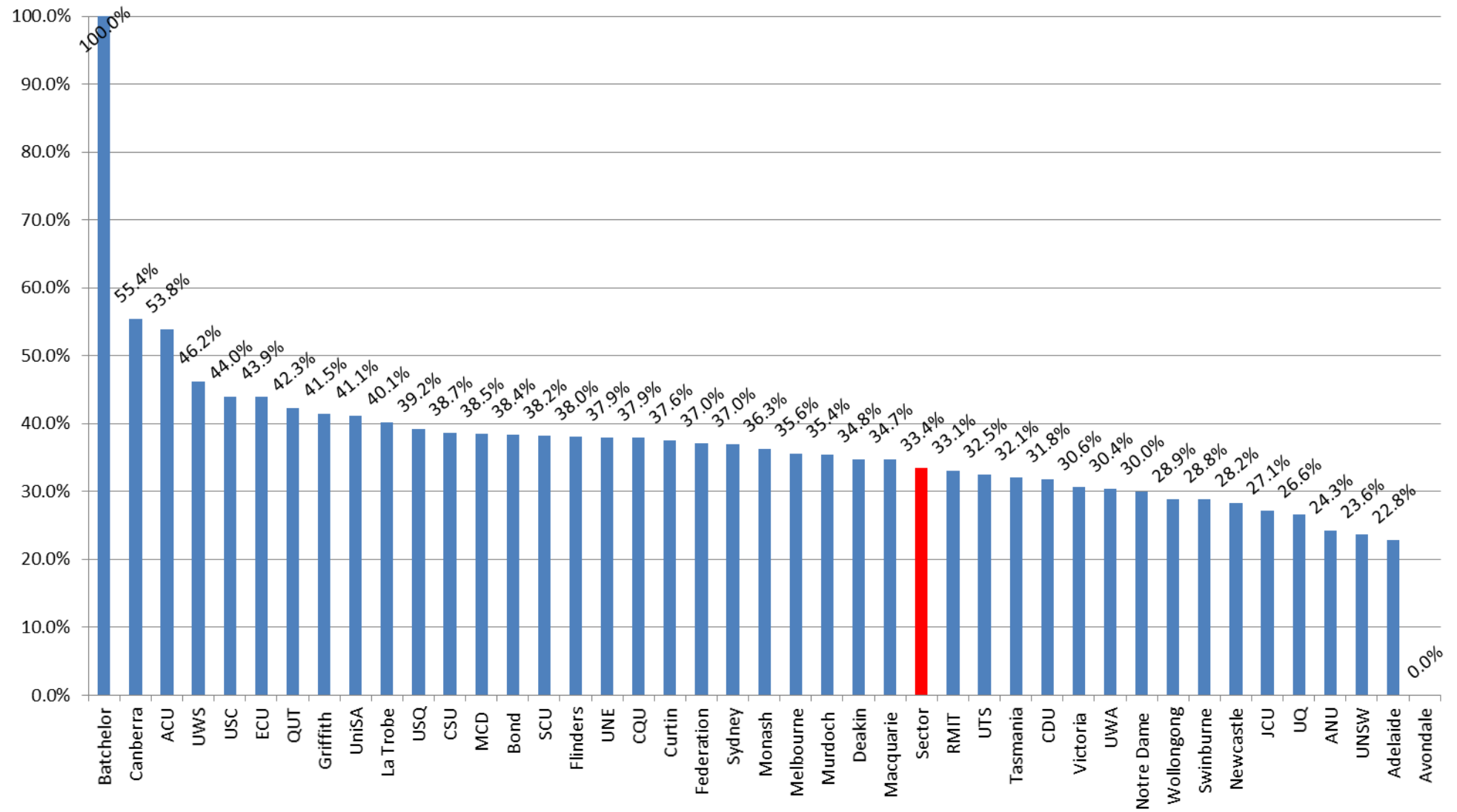


Figure 11 Representation of Female Academic Staff at Level E - 2012

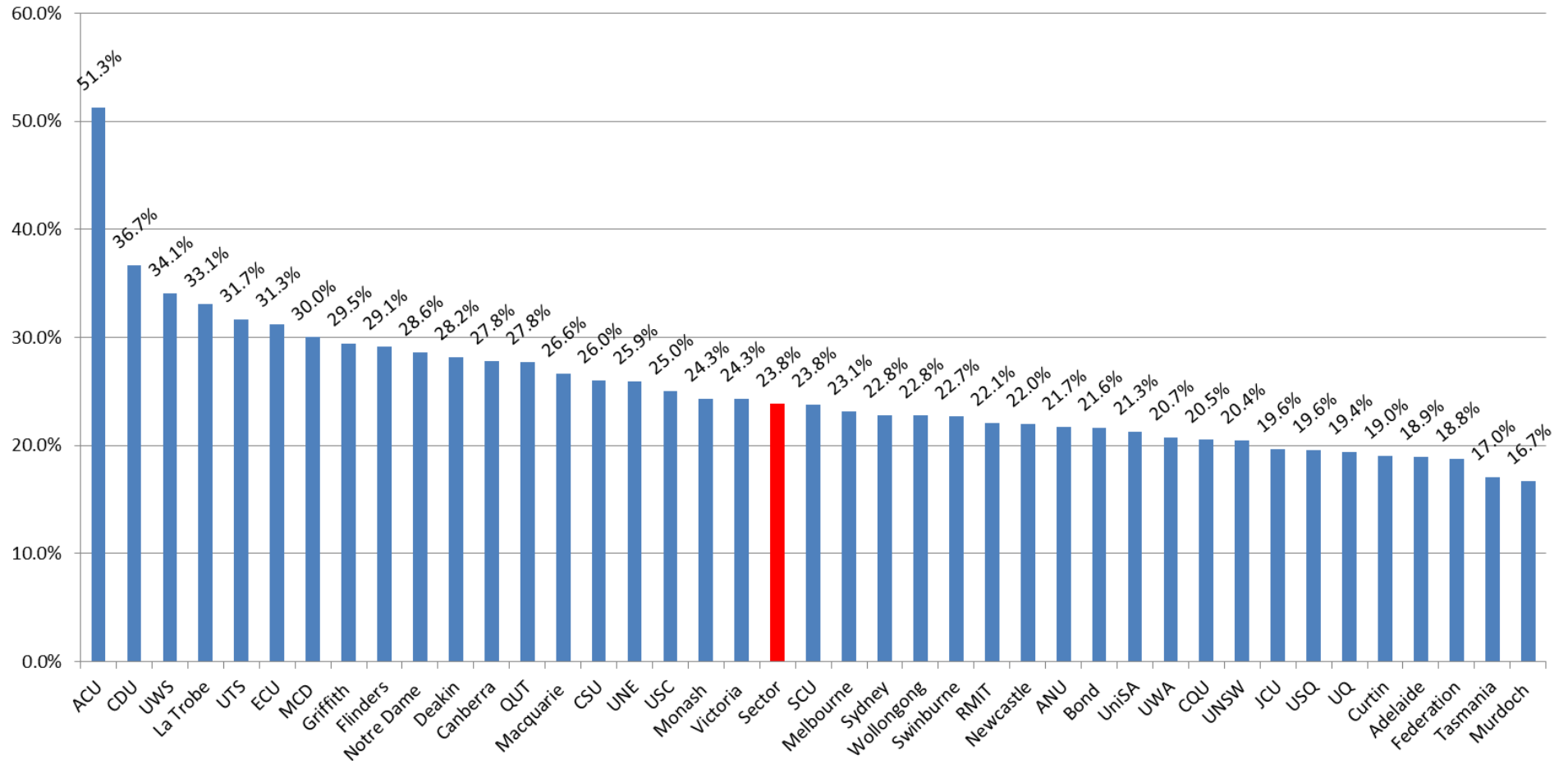


Figure 12 Ratio of Female Senior Academic Staff (Level D & Above) to All Female Academic Staff – 2012

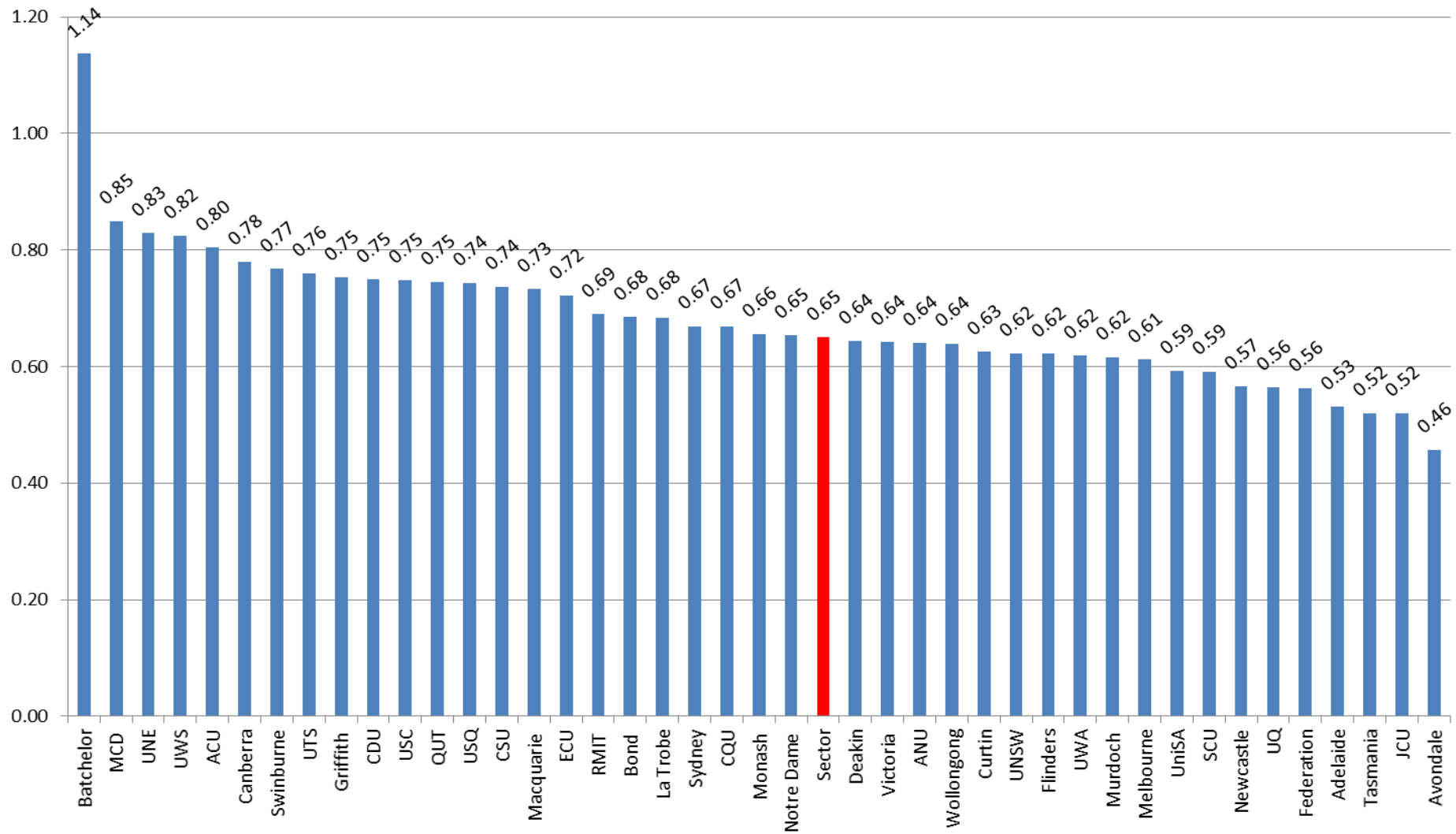


Figure 13 Ratio of Female Senior Academic Staff (Level E & Above) to All Female Academic Staff – 2012

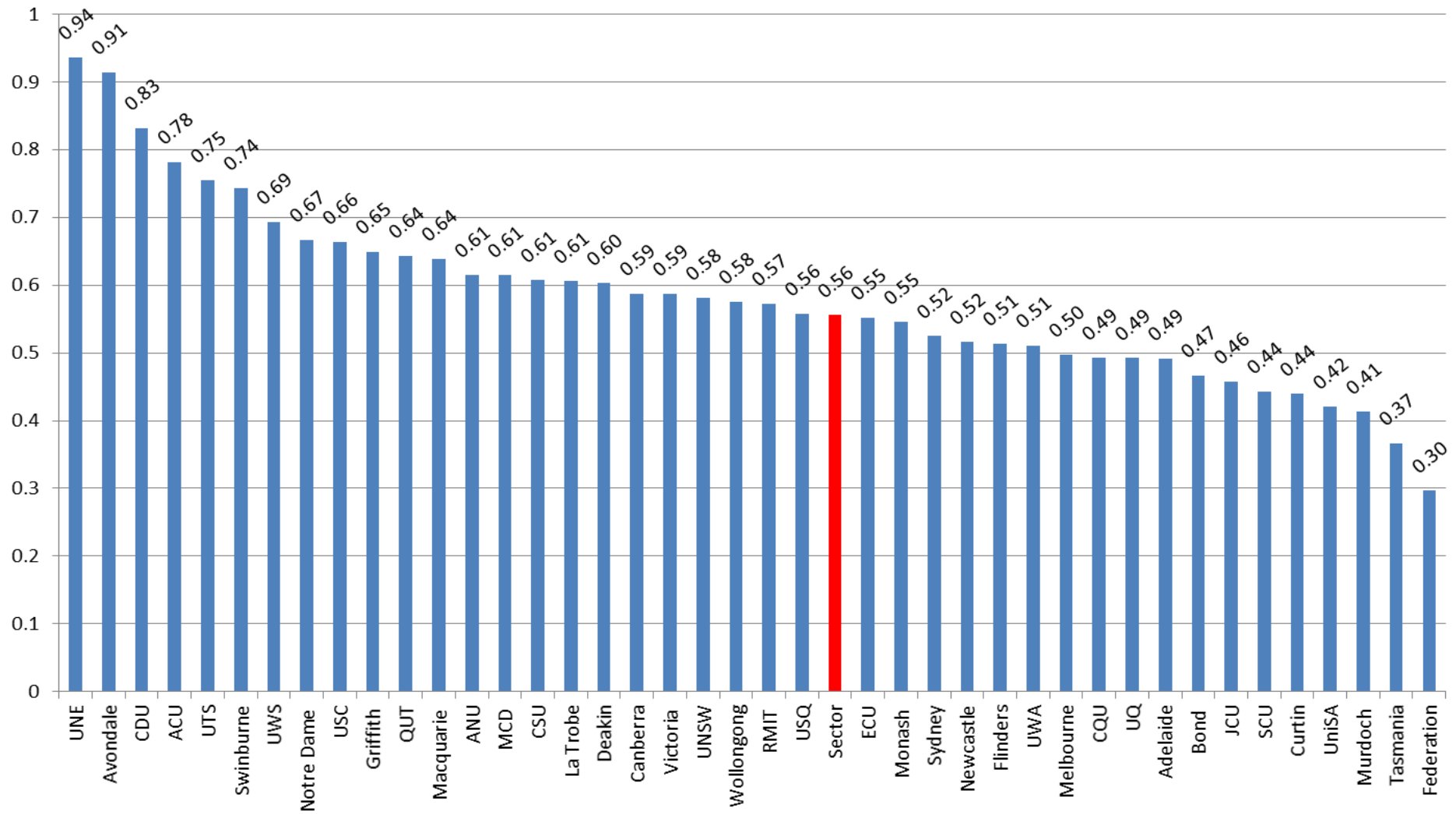


Figure 14 Ratio of % of All Female Staff with a PhD to % All Male Staff with a PhD – 2012

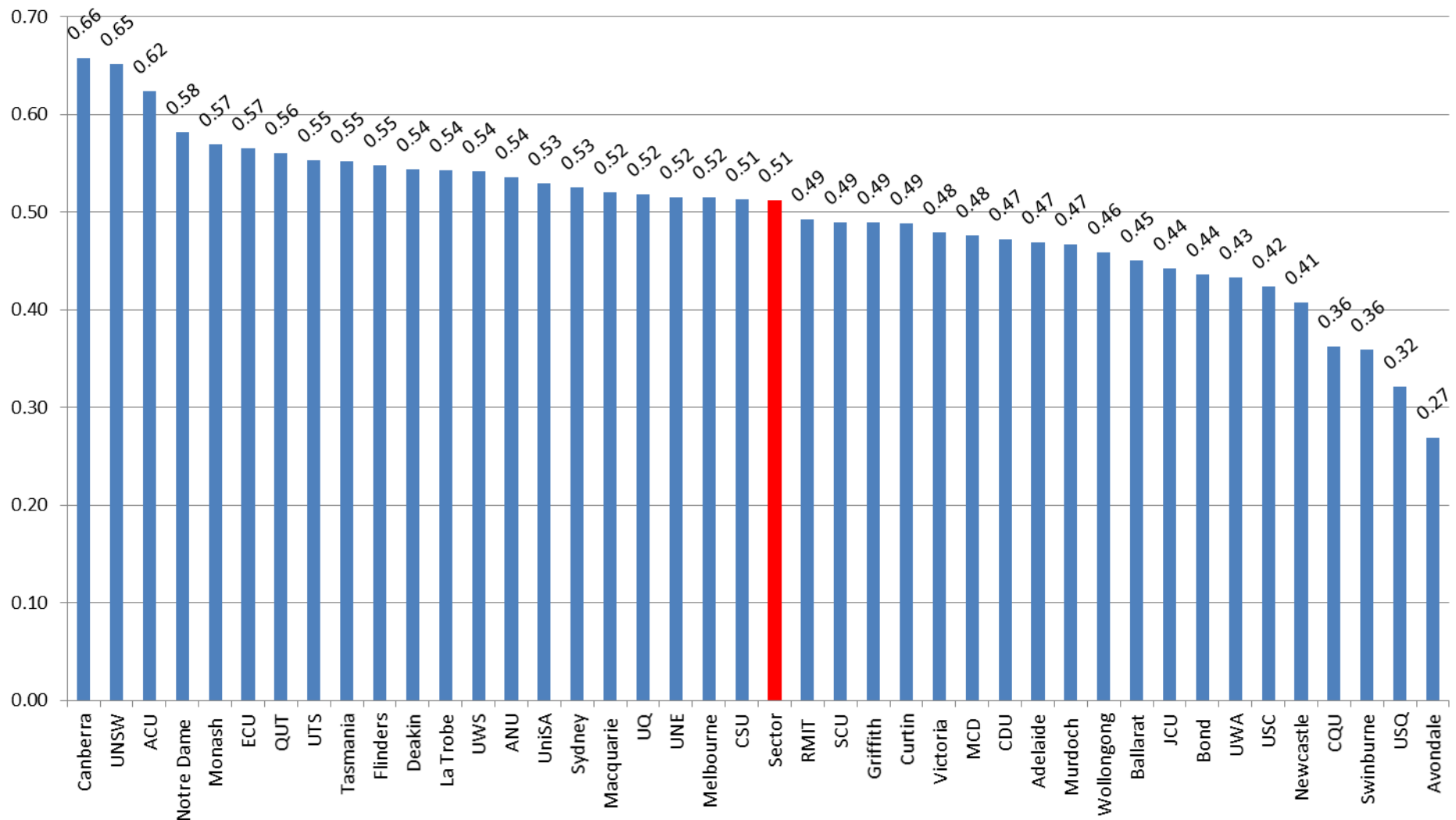


Figure 15 Representation of FTE Female Senior Academic Staff (Level D, Level E, Level D & Above and Level E & Above) – 2012

Institution	Level D	Level E	Level D and	Level E and
ACU	54.0%	51.3%	52.1%	50.6%
Adelaide	22.7%	18.8%	20.8%	19.2%
ANU	23.5%	21.5%	22.5%	21.8%
Avondale	0.0%	50.0%	25.0%	40.0%
Batchelor	100.0%	0.0%	49.4%	49.1%
Bond	39.0%	21.4%	29.6%	20.0%
Canberra	53.8%	30.2%	42.5%	33.8%
CDU	35.0%	33.3%	38.8%	41.4%
CQU	38.9%	21.6%	32.0%	23.9%
CSU	39.4%	28.6%	34.5%	29.4%
Curtin	37.4%	18.5%	28.2%	19.5%
Deakin	35.0%	29.0%	33.2%	31.5%
ECU	45.9%	30.4%	37.5%	27.5%
Federation	40.0%	20.0%	28.9%	15.0%
Flinders	37.5%	29.5%	33.5%	28.0%
Griffith	41.9%	29.7%	34.8%	29.9%
JCU	29.2%	19.4%	25.4%	21.4%
La Trobe	40.7%	34.2%	36.7%	32.8%
Macquarie	37.2%	27.5%	32.7%	27.9%
MCD	45.5%	37.5%	33.3%	23.1%
Melbourne	35.8%	23.3%	28.7%	23.5%
Monash	36.0%	25.3%	30.2%	25.7%
Murdoch	35.5%	17.7%	28.0%	19.4%
Newcastle	28.6%	21.6%	26.1%	23.9%
Notre Dame	34.1%	32.5%	34.9%	35.6%
UQ	26.5%	20.0%	23.0%	20.4%
QUT	39.8%	31.8%	34.5%	32.0%
RMIT	33.1%	23.1%	28.7%	24.3%
SCU	36.4%	23.7%	27.6%	20.9%
Sector	34.4%	24.6%	29.3%	25.1%
Swinburne	29.1%	23.1%	27.8%	27.1%
Sydney	36.7%	23.0%	29.3%	23.2%
Tasmania	31.4%	18.3%	23.8%	17.6%
UNE	36.4%	26.9%	43.1%	43.7%
UniSA	39.8%	21.7%	28.6%	20.8%
UNSW	27.5%	21.8%	24.4%	21.8%
USC	44.0%	26.1%	39.6%	35.7%
USQ	39.2%	20.0%	31.7%	24.0%
UTS	32.7%	33.6%	33.3%	33.8%
UWA	30.8%	20.8%	25.7%	21.2%
UWS	47.4%	32.8%	39.8%	32.3%
Victoria	30.5%	26.1%	28.6%	27.0%
Wollongong	29.4%	24.5%	27.1%	25.0%

Figure 16 Representation of FTE Female Academic Staff (Level D & Level E) 2008–2012

University	% Female Academics at Level D					% Female Academics at Level E				
	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012
ACU	44.4	43.3	51.7	55.9	53.8	44.2	43.9	52.7	49.3	51.3
Adelaide	20.2	21.8	23.2	21.1	22.8	15.4	16.6	16.5	19.0	18.9
ANU	23.3	24.1	24.1	23.1	24.3	16.7	17.7	18.8	20.8	21.7
Avondale	N/A	0.0	0.0	0.0	0.0	0.0	0.0	N/A	N/A	N/A
Bond	25.1	26.9	43.3	41.5	38.4	50.0	60.0	21.9	19.7	21.6
Canberra	47.4	46.9	46.9	53.4	55.4	16.7	23.4	23.7	32.8	27.8
CDU	40.1	42.5	36.5	36.4	31.8	33.3	29.6	36.2	35.5	36.7
CQU	20.5	27.0	30.6	31.7	37.9	20.4	25.3	15.1	17.1	20.5
CSU	N/A	34.2	36.4	34.3	38.7	12.9	9.4	27.7	23.4	26.0
Curtin	29.4	33.1	34.4	35.2	37.6	20.0	22.1	19.9	18.8	19.0
Deakin	37.8	36.8	39.1	36.8	34.8	31.6	31.4	30.5	28.7	28.2
ECU	29.2	33.3	35.1	42.4	43.9	28.9	31.3	32.0	32.6	31.3
Federation	40.0	38.1	39.1	37.5	37.0	37.2	40.7	37.2	31.6	18.8
Flinders	37.3	38.8	36.4	39.9	38.0	22.5	27.5	28.0	26.7	29.1
Griffith	29.7	33.9	36.5	36.3	41.5	27.7	29.5	28.9	28.2	29.5
JCU	18.9	22.4	26.2	29.6	27.1	17.7	15.7	15.7	12.8	19.6
La Trobe	28.1	32.6	33.9	36.4	40.1	28.3	35.1	33.8	33.6	33.1
Macquarie	36.5	37.8	37.4	33.5	34.7	19.4	27.1	25.7	27.0	26.6
MCD	29.9	28.6	0.0	0.0	38.5	33.3	50.0	100.0	50.0	30.0
Melbourne	29.5	32.8	32.5	34.5	35.6	21.3	22.0	22.3	22.1	23.1
Monash	27.5	29.1	30.9	34.2	36.3	17.2	21.2	22.5	23.6	24.3
Murdoch	24.4	24.7	28.0	32.5	35.4	10.0	14.8	14.3	15.7	16.7
Newcastle	21.6	22.3	23.7	23.6	28.2	19.7	20.8	18.9	22.1	22.0
Notre Dame	N/A	0.0	44.9	31.7	30.0	0.0	0.0	39.2	25.0	28.6
UQ	20.9	25.8	26.8	25.6	26.6	29.3	24.2	16.7	18.5	19.4
QUT	28.5	31.5	35.2	42.1	42.3	33.8	32.1	31.3	26.8	27.8
RMIT	26.4	25.0	26.6	27.4	33.1	23.8	21.7	23.3	25.4	22.1
SCU	35.2	39.7	38.8	41.7	38.2	19.4	27.6	27.3	17.1	23.8
Sector	28.7	30.6	32.0	32.3	33.4	20.9	22.4	22.9	22.9	23.8
Swinburne	32.4	28.6	32.7	32.8	28.8	13.9	17.5	18.8	21.6	22.7
Sydney	31.8	33.2	33.7	36.5	37.0	18.4	20.2	21.7	21.2	22.8
Tasmania	N/A	31.8	32.5	26.5	32.1	11.1	16.9	19.2	19.8	17.0
UNE	28.2	24.5	28.6	38.9	37.9	26.3	26.0	17.1	23.2	25.9
UniSA	30.8	37.0	37.4	38.1	41.1	17.4	18.0	25.7	23.0	21.3
UNSW	25.0	28.0	27.4	24.5	23.6	21.3	20.3	19.5	19.4	20.4
USC	43.6	38.5	41.2	41.7	44.0	22.5	22.2	29.4	26.9	25.0
USQ	22.8	25.8	30.9	38.0	39.2	18.0	17.4	18.7	18.2	19.6
UTS	37.2	38.2	38.9	36.9	32.5	33.1	33.6	31.5	31.8	31.7
UWA	25.6	26.8	25.3	27.5	30.4	15.3	17.1	16.9	17.2	20.7
UWS	48.8	45.6	47.4	38.2	46.2	33.9	33.8	34.5	33.0	34.1
Victoria	25.6	29.4	29.8	33.3	30.6	18.9	24.3	25.0	15.5	24.3
Wollongong	23.3	23.1	26.1	27.4	28.9	17.6	16.8	20.8	21.3	22.8

Figure 17 Representation of FTE Female Academic Staff (Level D and Above & Level E and Above) 2008– 2012

University	% Female Academics at Level D & above					% Female Academics at Level E & above				
	2008	2009	2010	2011	2012	2008	2009	2010	2011	2012
ACU	43.4	44.3	52.1	52.1	52.0	42.2	45.6	52.5	48.6	50.6
Adelaide	17.8	19.1	19.7	19.7	20.9	15.5	16.6	16.5	18.6	19.4
ANU	19.5	20.3	20.9	21.6	22.9	16.6	17.5	18.7	20.5	22.0
Avondale	33.3	33.3	16.7	25.0	20.0	33.3	33.3	33.3	40.0	40.0
Bond	25.7	28.1	33.0	30.4	29.7	50.0	42.9	21.2	18.4	20.3
Canberra	35.4	36.5	36.3	44.4	41.4	22.2	24.6	24.3	36.4	31.2
CDU	23.0	34.5	34.5	32.8	38.6	32.8	27.0	33.3	30.6	42.9
CQU	36.2	29.6	25.7	25.6	31.1	22.0	25.7	19.5	20.0	22.9
CSU	21.1	22.9	31.9	28.9	32.7	N/A	16.5	27.9	24.4	26.9
Curtin	26.4	28.4	28.3	27.8	28.3	23.3	23.7	22.2	20.9	19.9
Deakin	34.6	34.8	35.5	33.3	32.5	31.3	32.8	32.0	30.1	30.5
ECU	28.1	31.3	32.7	36.4	37.0	26.4	29.4	30.0	29.4	28.3
Federation	36.8	37.7	37.9	39.6	27.1	34.0	37.3	36.7	41.7	14.3
Flinders	31.1	33.7	32.6	33.6	33.6	21.3	26.2	26.6	25.5	27.8
Griffith	28.6	31.4	32.4	31.7	34.4	27.8	29.6	29.3	28.4	29.7
JCU	18.5	19.7	21.7	22.0	24.3	18.1	16.4	16.5	13.1	21.4
La Trobe	28.3	33.8	33.7	35.1	36.0	28.5	35.1	33.5	33.8	31.9
Macquarie	28.4	33.1	32.2	30.7	31.0	20.2	27.6	26.3	27.5	27.0
MCD	34.2	40.0	30.3	43.8	29.6	40.0	50.0	66.7	63.6	21.4
Melbourne	25.3	27.0	27.0	27.8	28.6	21.3	21.8	22.3	22.3	23.3
Monash	22.5	25.2	26.5	28.4	29.7	17.8	21.7	23.0	24.1	24.7
Murdoch	17.9	19.8	21.7	26.0	27.3	10.8	15.1	14.8	18.9	18.3
Newcastle	20.6	21.5	21.2	23.1	25.6	19.9	20.9	19.1	22.7	23.3
Notre Dame	36.5	45.2	43.1	30.5	30.5	36.5	45.2	41.2	28.9	31.1
UQ	36.3	31.6	21.0	21.7	22.8	17.6	21.5	16.7	18.7	19.9
QUT	31.3	31.3	32.1	31.8	32.3	32.9	31.2	30.5	26.9	27.9
RMIT	25.7	23.9	25.7	27.1	28.0	24.5	22.0	24.3	26.8	23.3
SCU	28.0	33.5	32.2	26.8	28.4	17.9	26.0	25.8	15.2	21.3
Sector	24.9	26.5	27.3	27.4	28.4	21.4	22.8	23.1	23.4	24.3
Swinburne	21.7	21.7	24.8	27.8	27.3	13.6	16.9	19.4	24.8	26.5
Sydney	24.3	26.0	27.2	28.2	29.3	18.4	20.4	21.9	21.4	23.0
Tasmania	20.8	21.7	24.7	22.3	23.3	N/A	18.1	18.8	19.1	16.4
UNE	28.5	31.3	23.2	37.2	38.5	10.9	26.8	16.7	43.5	43.5
UniSA	20.7	22.2	31.2	29.8	28.8	26.8	18.0	26.3	23.7	20.5
UNSW	22.4	21.9	23.1	22.0	22.0	17.4	20.3	19.5	19.6	20.6
USC	22.1	23.5	34.2	38.2	38.9	25.4	20.5	26.8	35.5	34.5
USQ	22.8	23.4	24.5	27.3	31.4	21.3	17.0	17.5	16.3	23.5
UTS	35.0	35.6	34.3	33.2	32.2	32.8	33.4	31.0	30.9	32.0
UWA	20.3	21.6	20.8	22.2	25.5	15.4	16.7	16.9	17.6	21.1
UWS	42.2	40.4	41.0	35.2	39.9	33.8	34.2	34.4	32.5	33.6
Victoria	22.8	27.9	28.4	25.6	27.7	20.8	26.6	27.3	19.7	25.3
Wollongong	19.0	20.6	23.8	24.7	25.9	21.2	16.8	20.6	21.9	23.3

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