

UNIVERSITIES AUSTRALIA

2019 SELECTED INTER-INSTITUTIONAL GENDER EQUITY STATISTICS

JULY 2020

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Summary

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, using the Department of Education, Skills and Employment staff statistics for 2019 and comparative data from 2015 to 2018.

The analysis of staff data in 2019 suggests that 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 compared to the previous five years (see Table 1). However, the report found that there are often great variations in senior female representations between institutions and across years.

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

| Proportion of female professional and academic staff | 2015 | 2016 | 2017 | 2018 | 2019 |
|---|-------------|-------------|-------------|-------------|-------------|
| Professional staff | | | | | |
| • All professional staff | 66.1% | 66.3% | 66.3% | 66.4% | 66.4% |
| • Senior professional staff at HEW level 10 | 52.3% | 52.7% | 52.8% | 52.8% | 53.4% |
| • Senior professional staff at HEW level 10 and above | 48.3% | 48.7% | 49.4% | 50.0% | 51.2% |
| Academic staff | | | | | |
| • All academic staff | 44.9% | 45.2% | 45.6% | 46.7% | 47.7% |
| • Senior academic staff at level D | 36.8% | 37.2% | 37.4% | 39.6% | 40.7% |
| • Senior academic staff at level D and above | 30.9% | 31.7% | 32.4% | 33.9% | 34.9% |
| • Senior academic staff at level E | 25.9% | 27.1% | 28.1% | 29.1% | 30.1% |
| • Senior academic staff at level E and above | 26.1% | 27.3% | 28.3% | 29.3% | 30.3% |

Note: Institutions with no data for a specific indicator are shown with an empty column in this report.

Figure 1: Representation of female professional staff (2019)

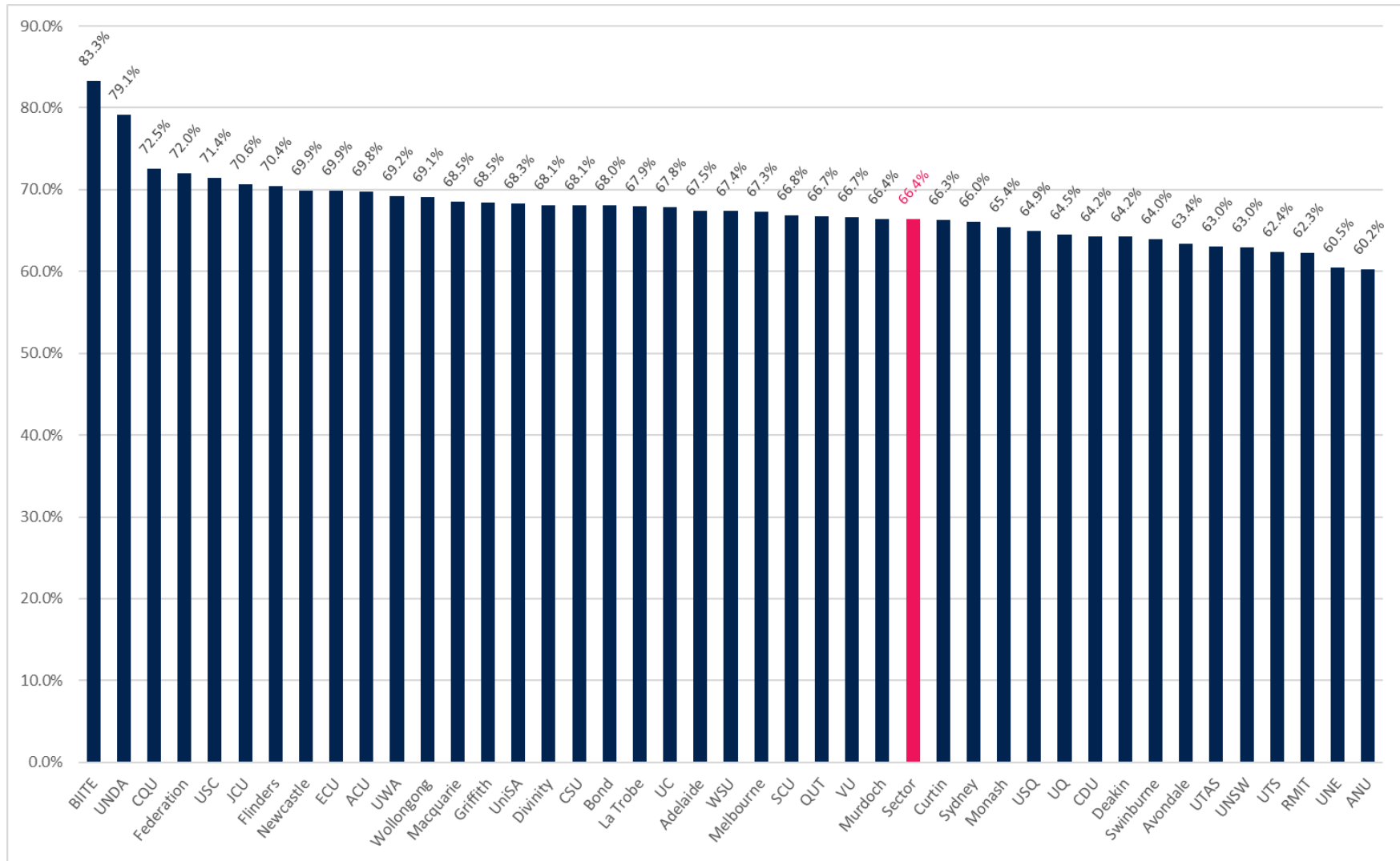


Figure 2: Representation of female professional staff at HEW level 10 (2019)

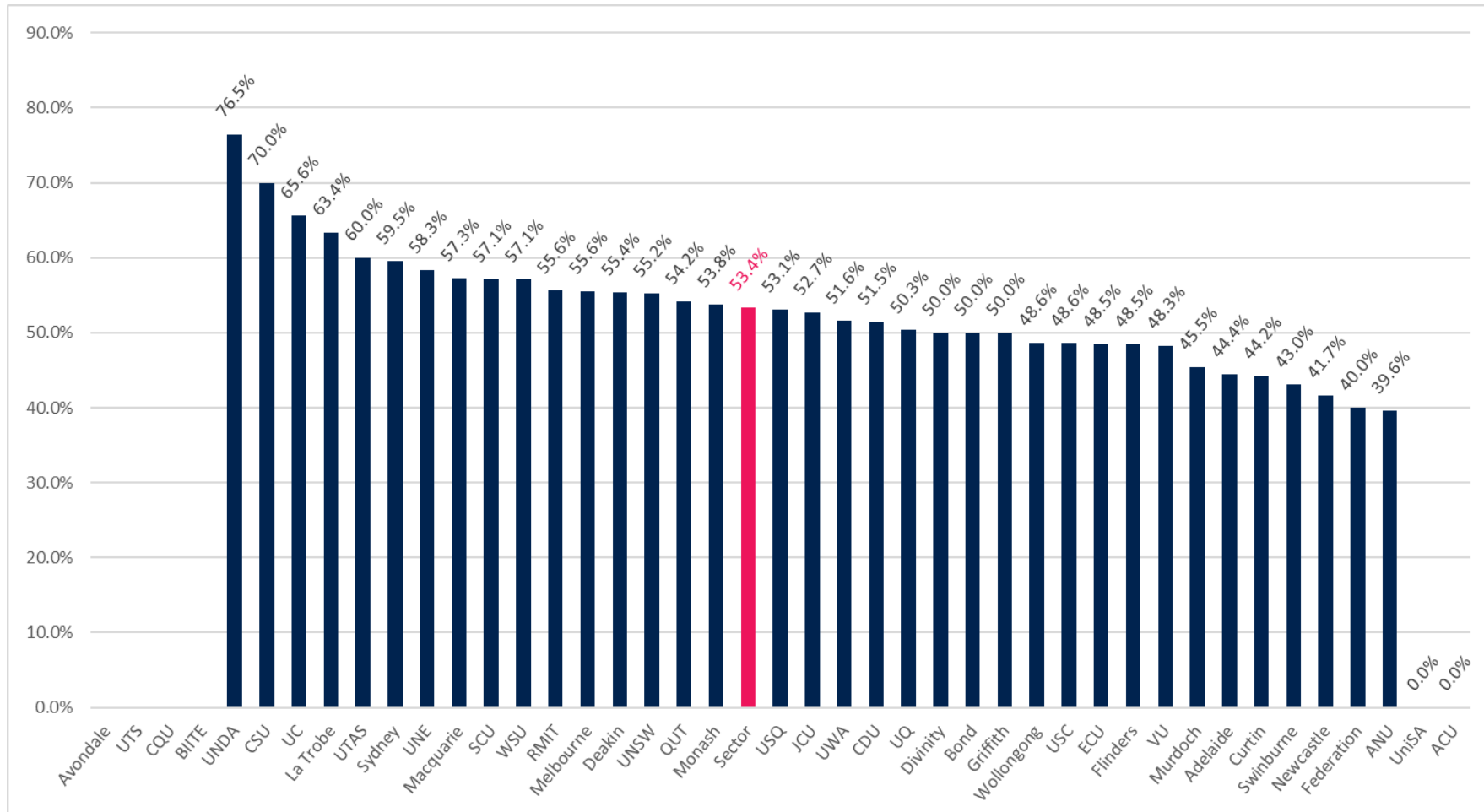


Figure 3: Representation of female senior professional staff at HEW level 10 & above (2019)

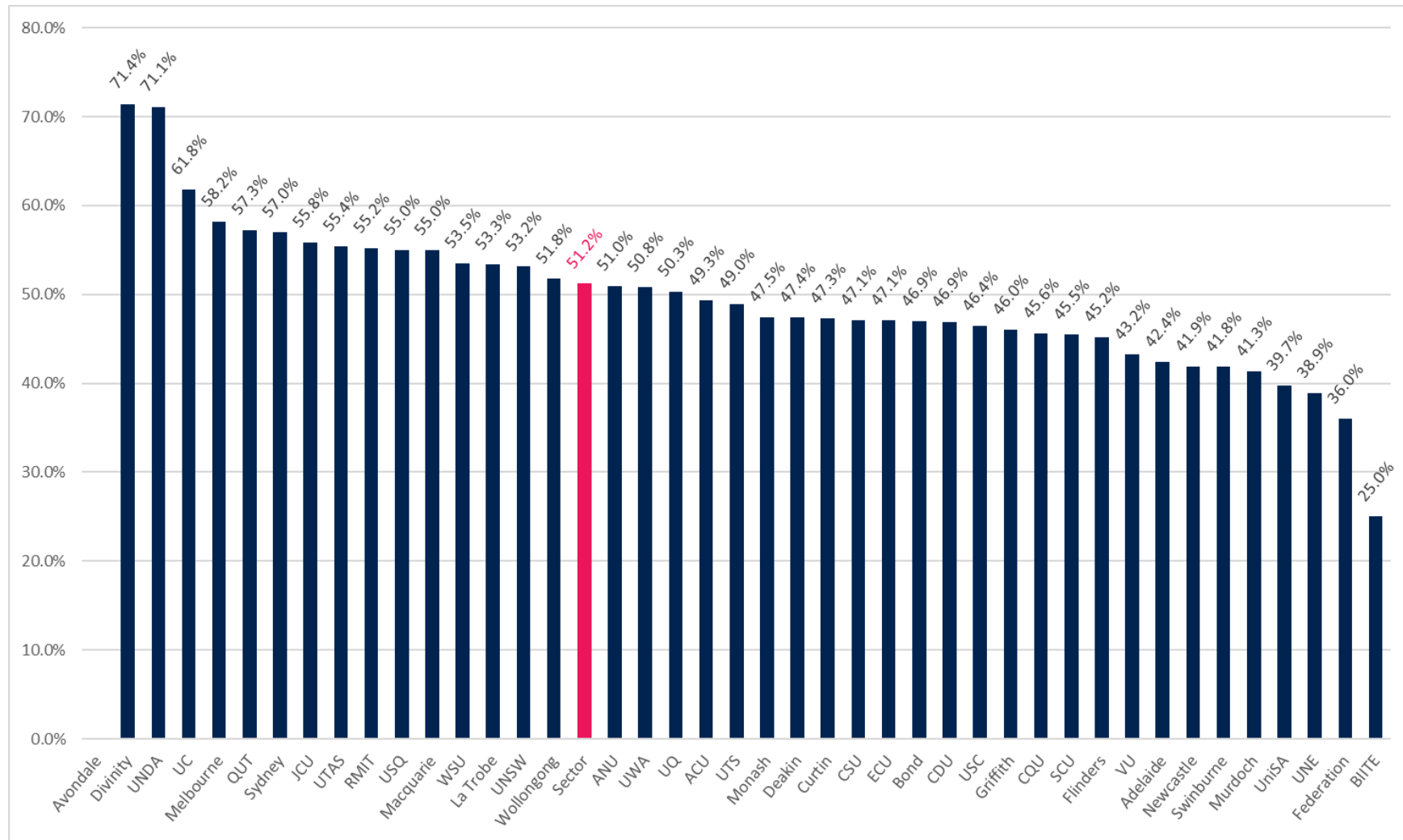


Figure 4: Change in representation of female senior professional staff at HEW level 10 (2015 to 2019)

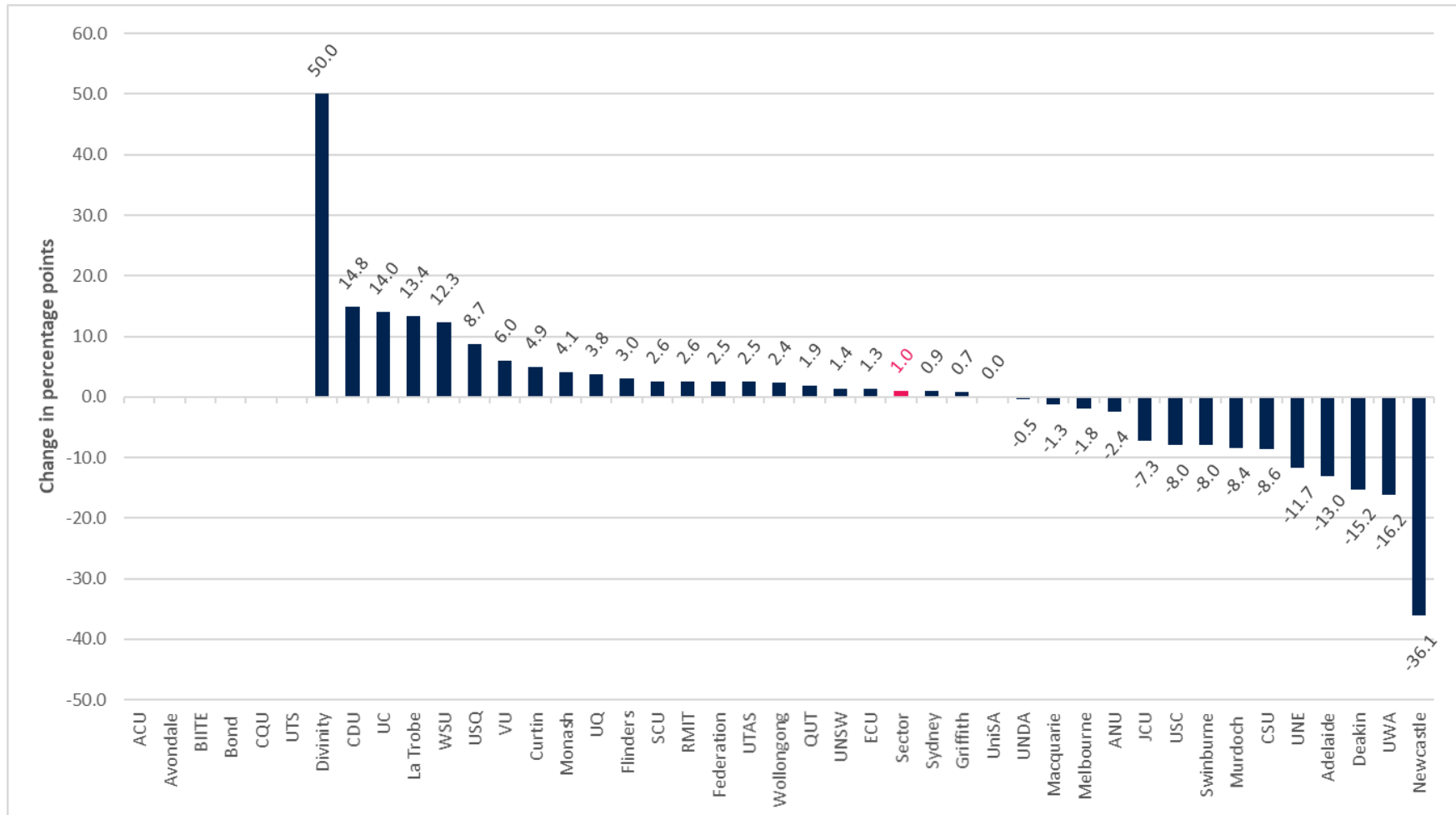


Figure 5: Change in representation of female senior professional staff at HEW level 10 & above (2015 to 2019)

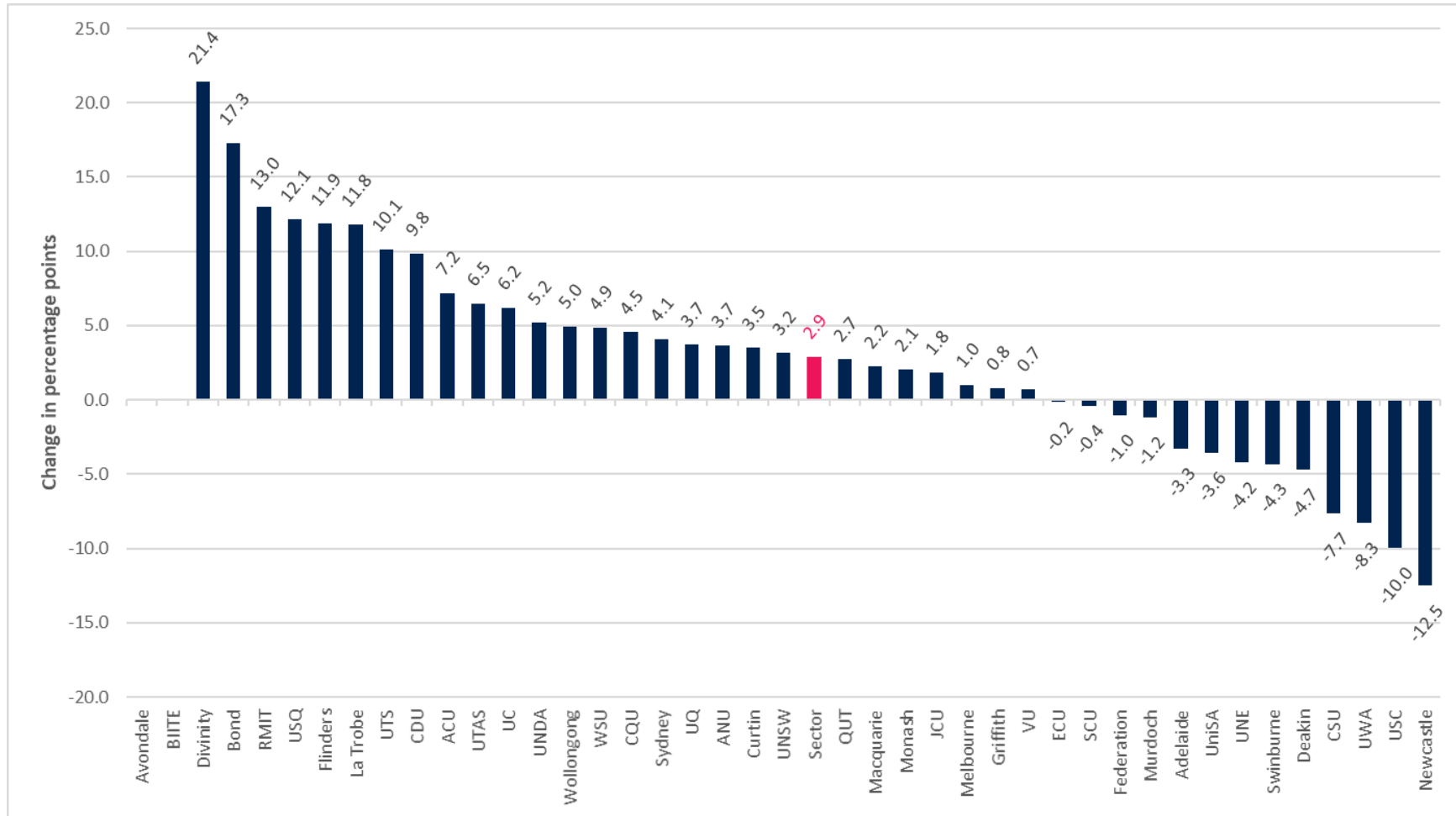


Figure 6: Ratio of female senior professional staff (HEW level 10 & above) to all female professional staff (2019)

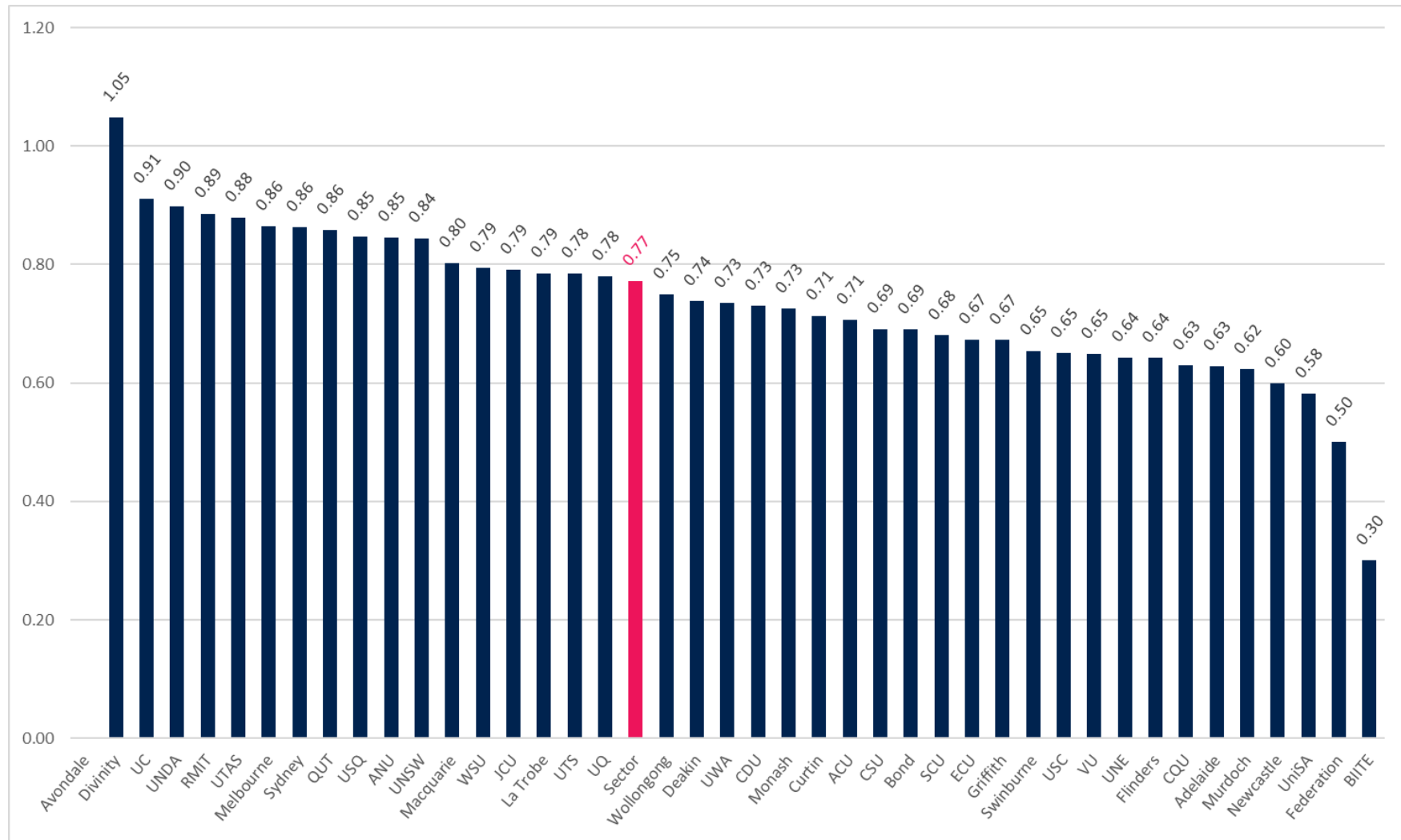


Figure 7: Representation of female academic staff (2019)

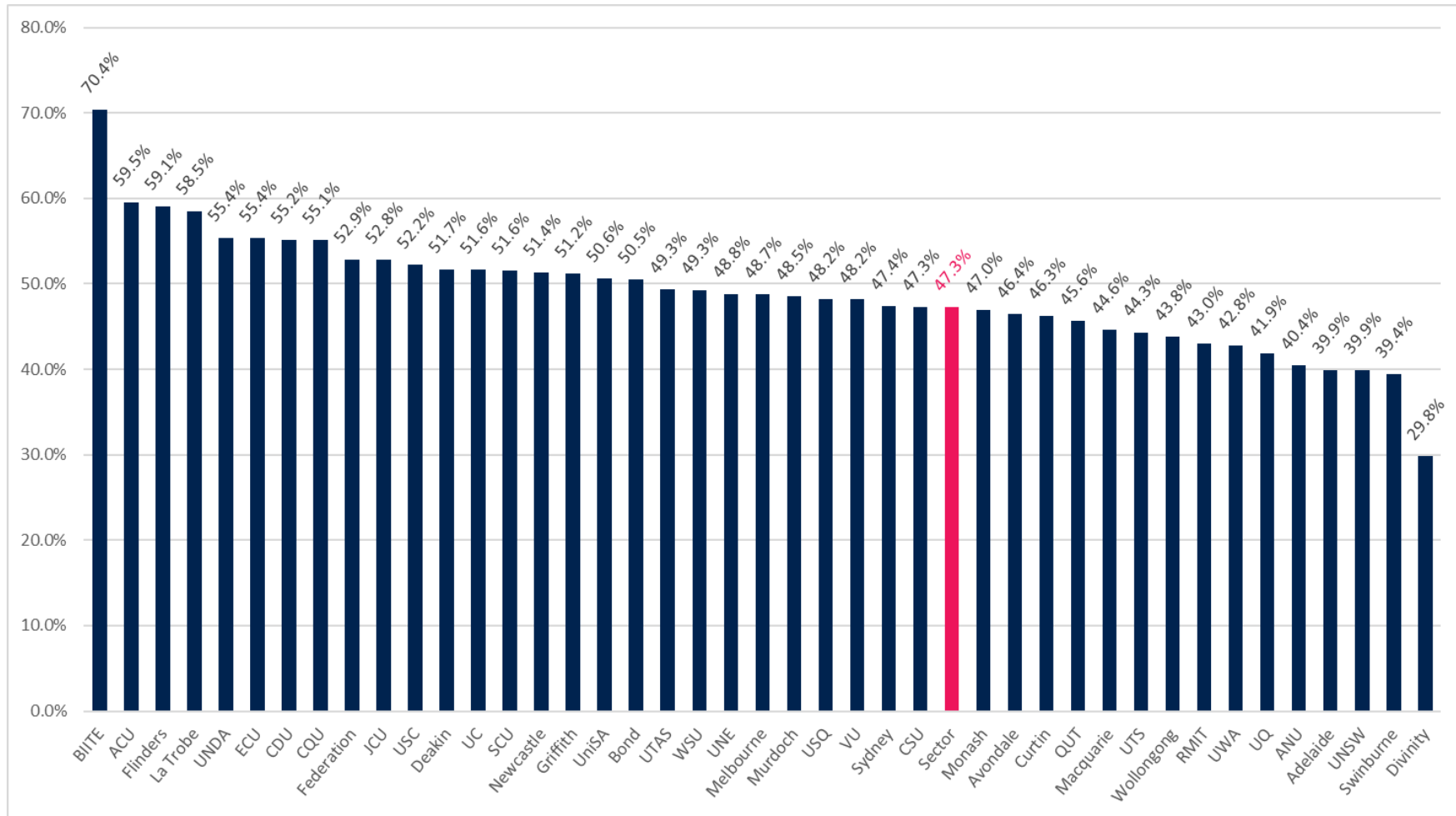


Figure 8: Representation of female academic staff at level D (2019)

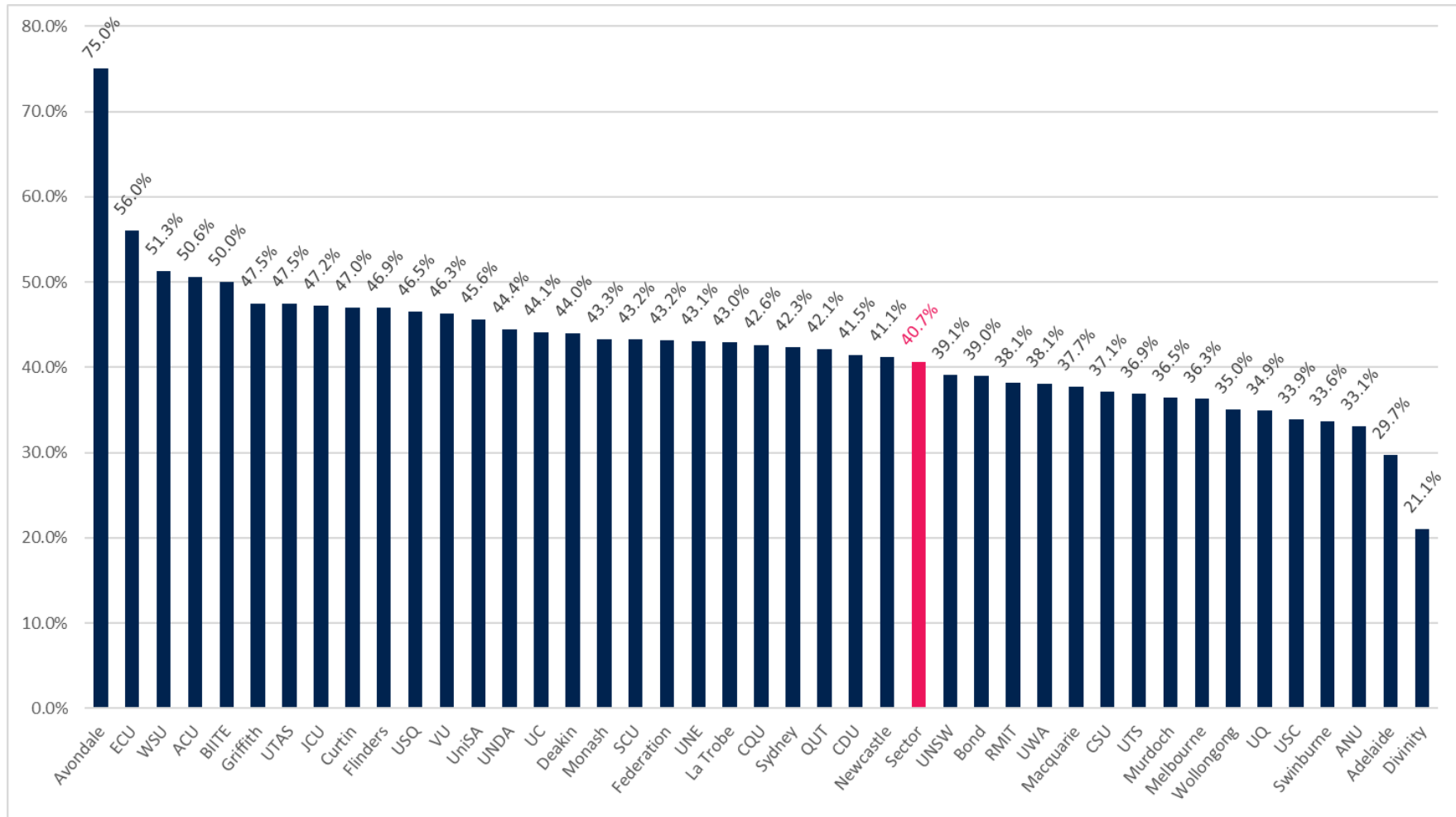


Figure 9: Representation of female academic staff at level E (2019)

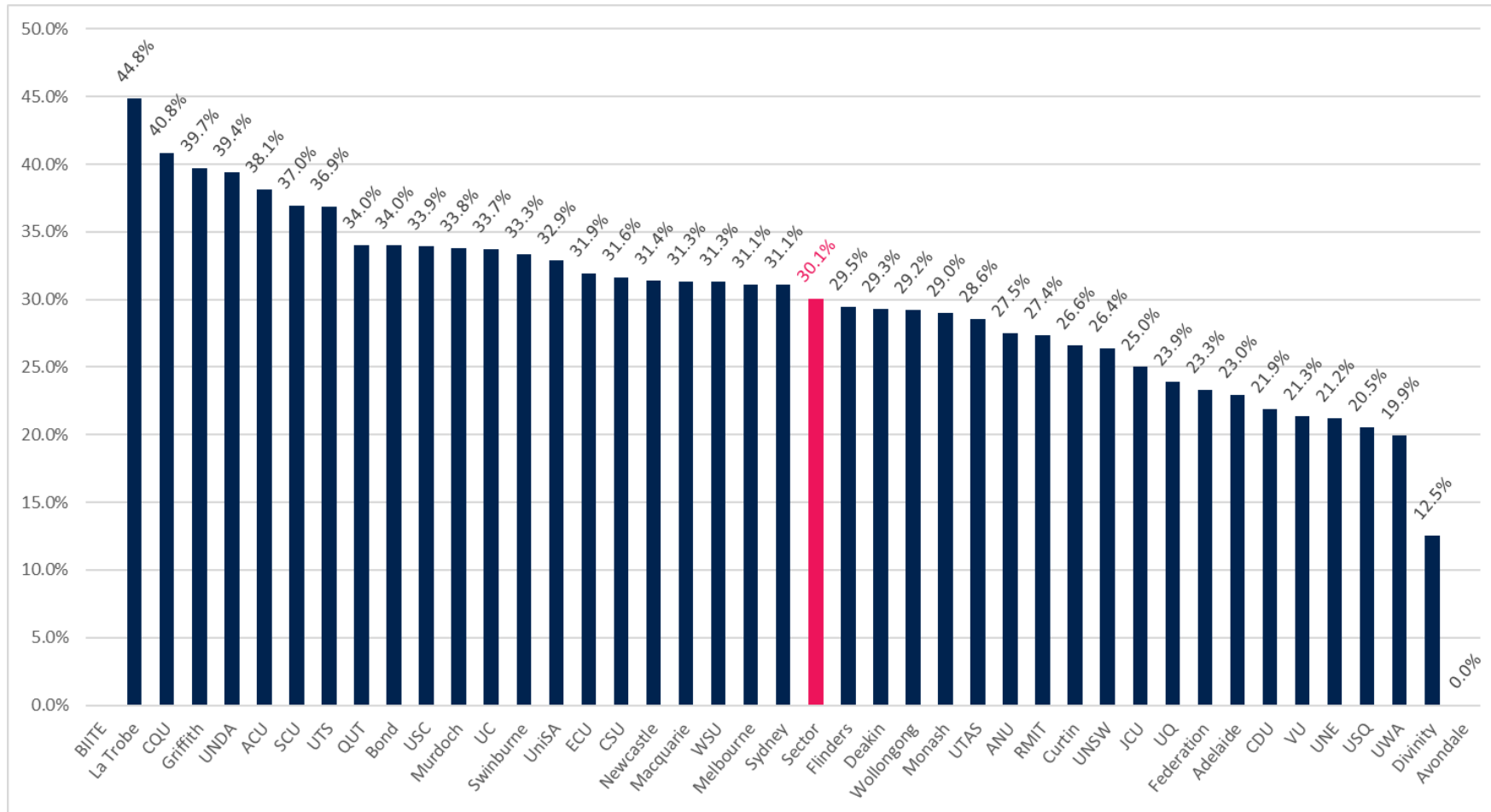


Figure 10: Representation of women in senior academic staff at level D & above (2019)

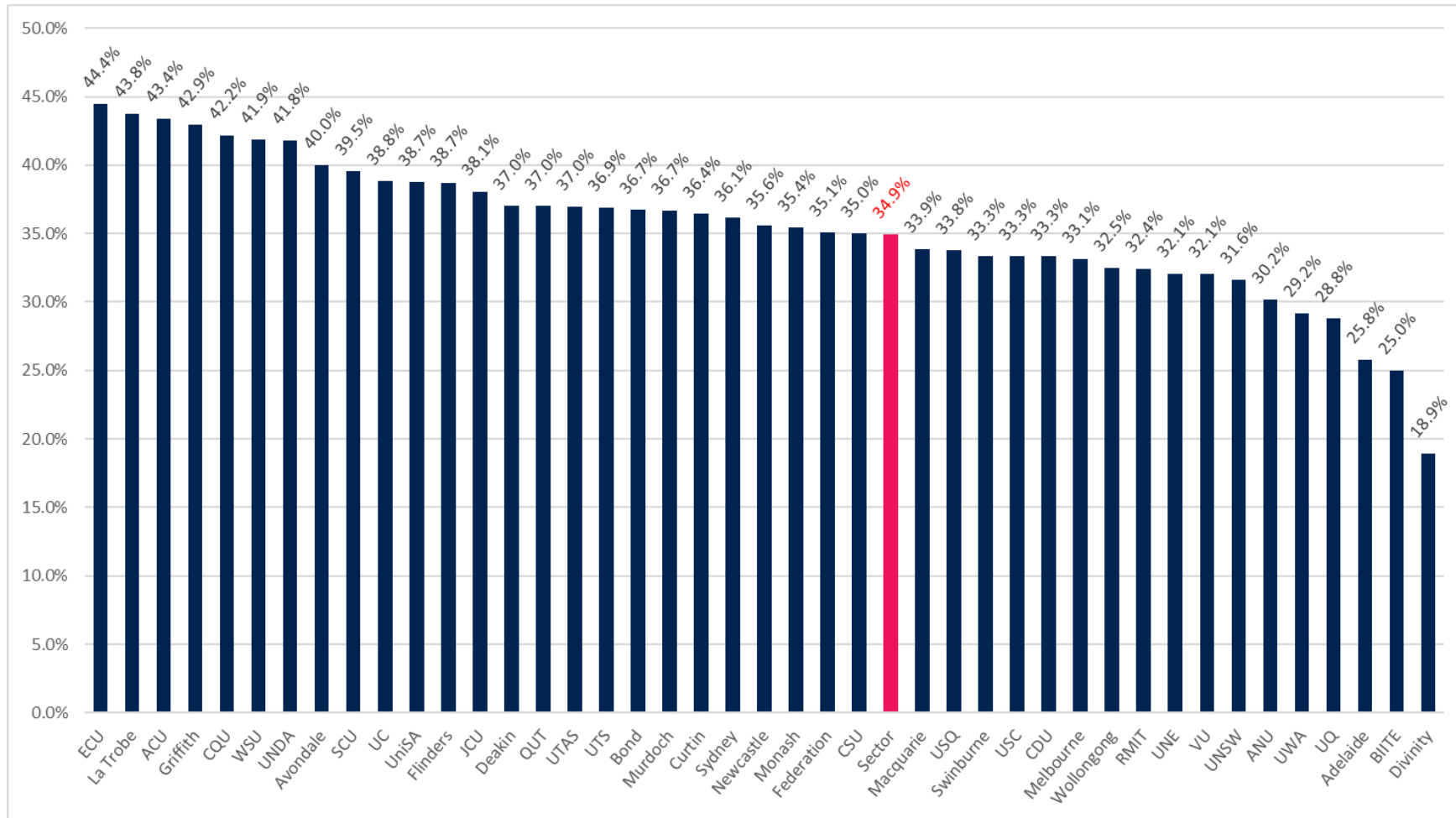


Figure 11: Change in representation of women in senior academic staff at level D & above (2015 to 2019)

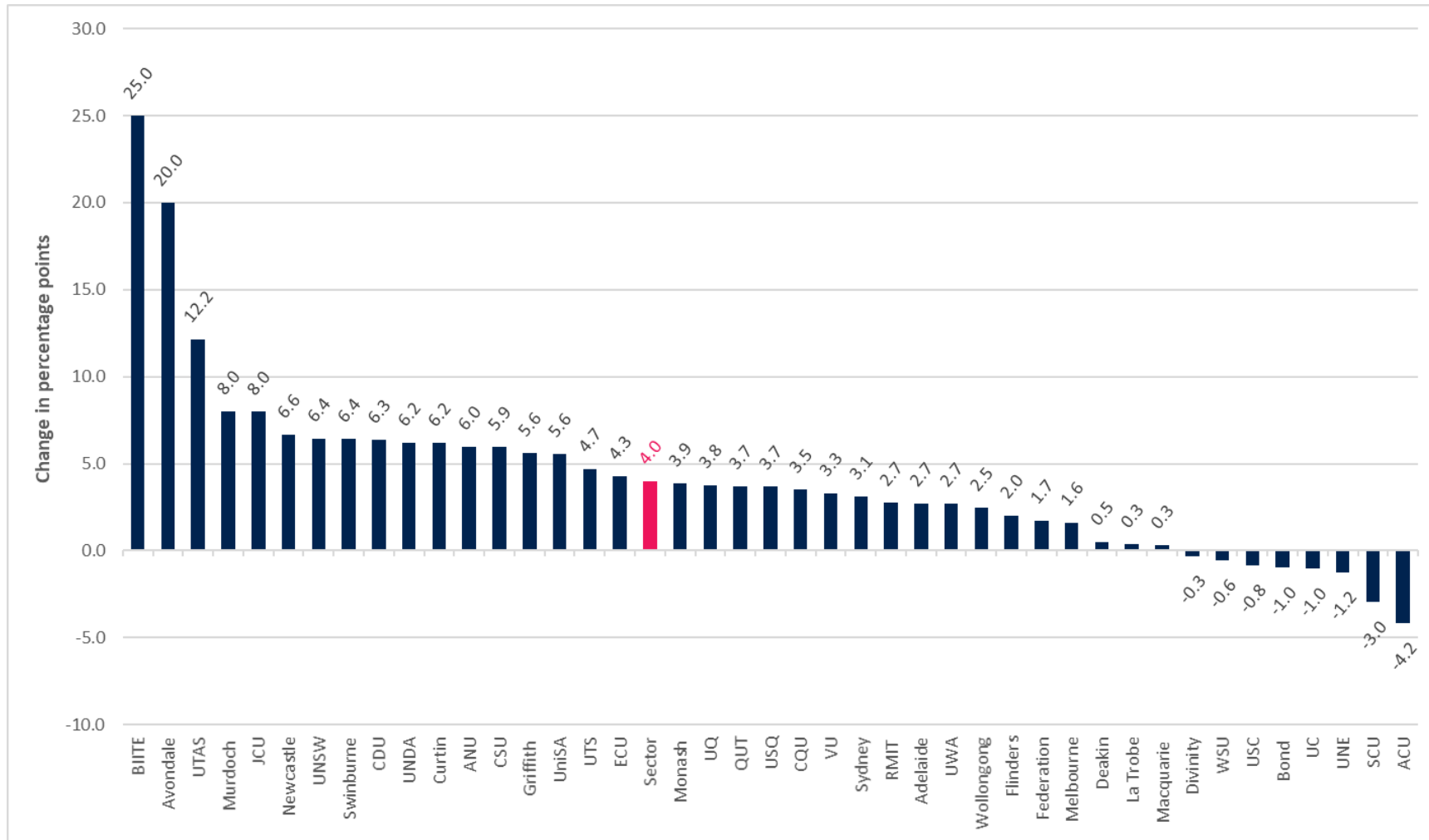


Figure 12: Ratio of female senior academic staff (level D & above) to all female academic staff (2019)

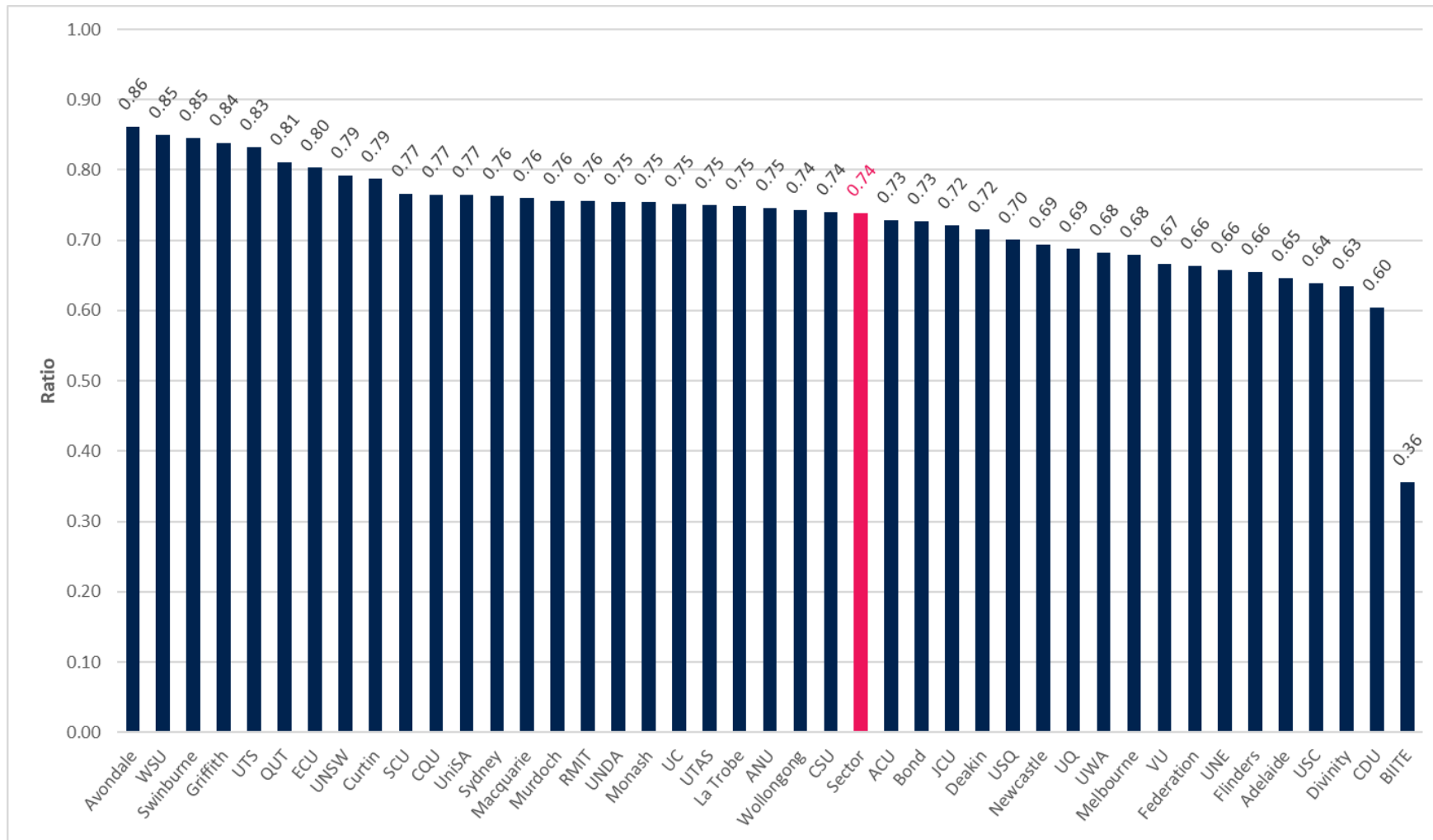


Figure 13: Ratio of female senior academic staff (level E & above) to all female academic staff (2019)

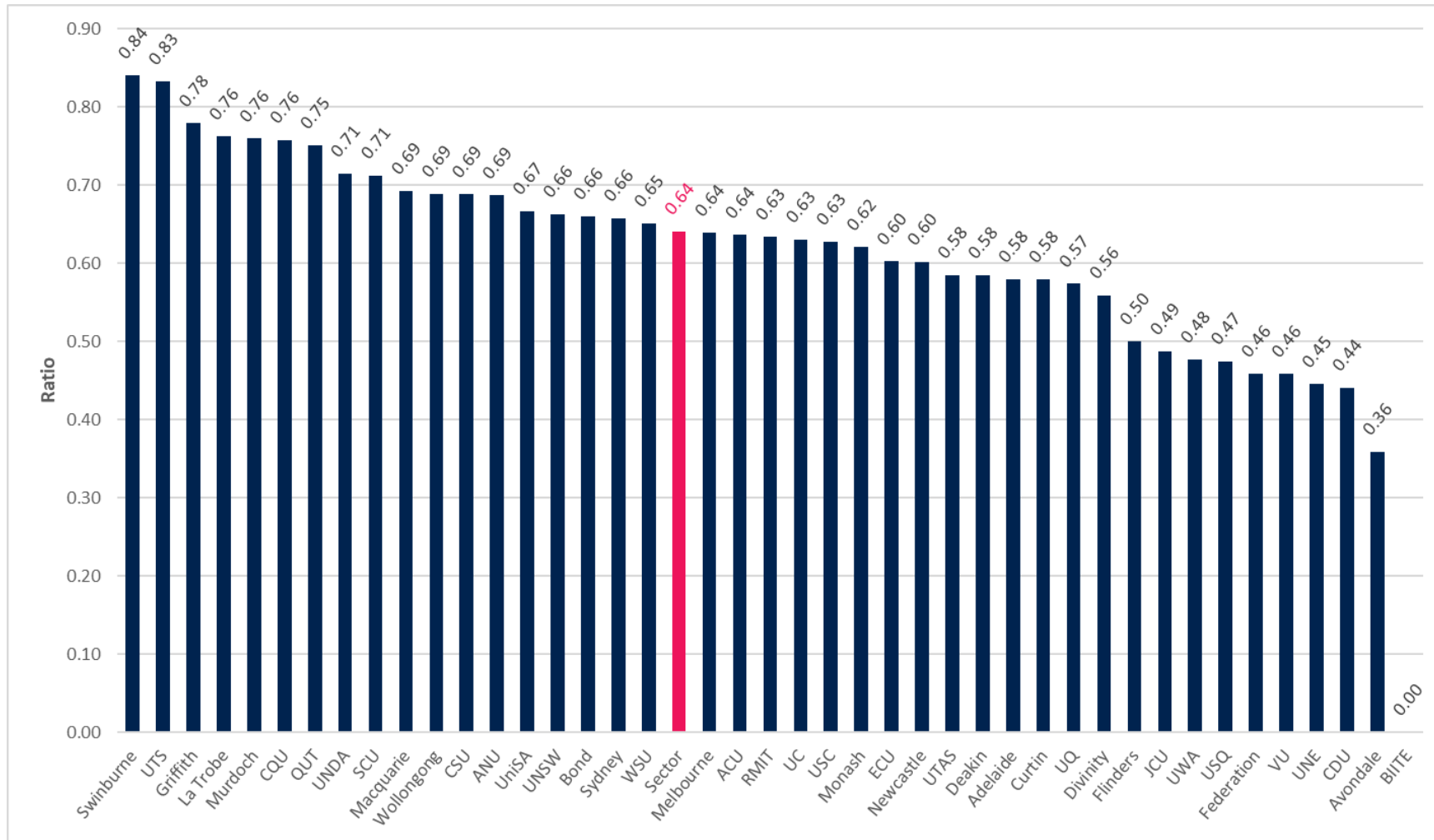


Figure 14: Ratio of % of all female academic staff with a PhD to % all male academic staff with a PhD (2019)

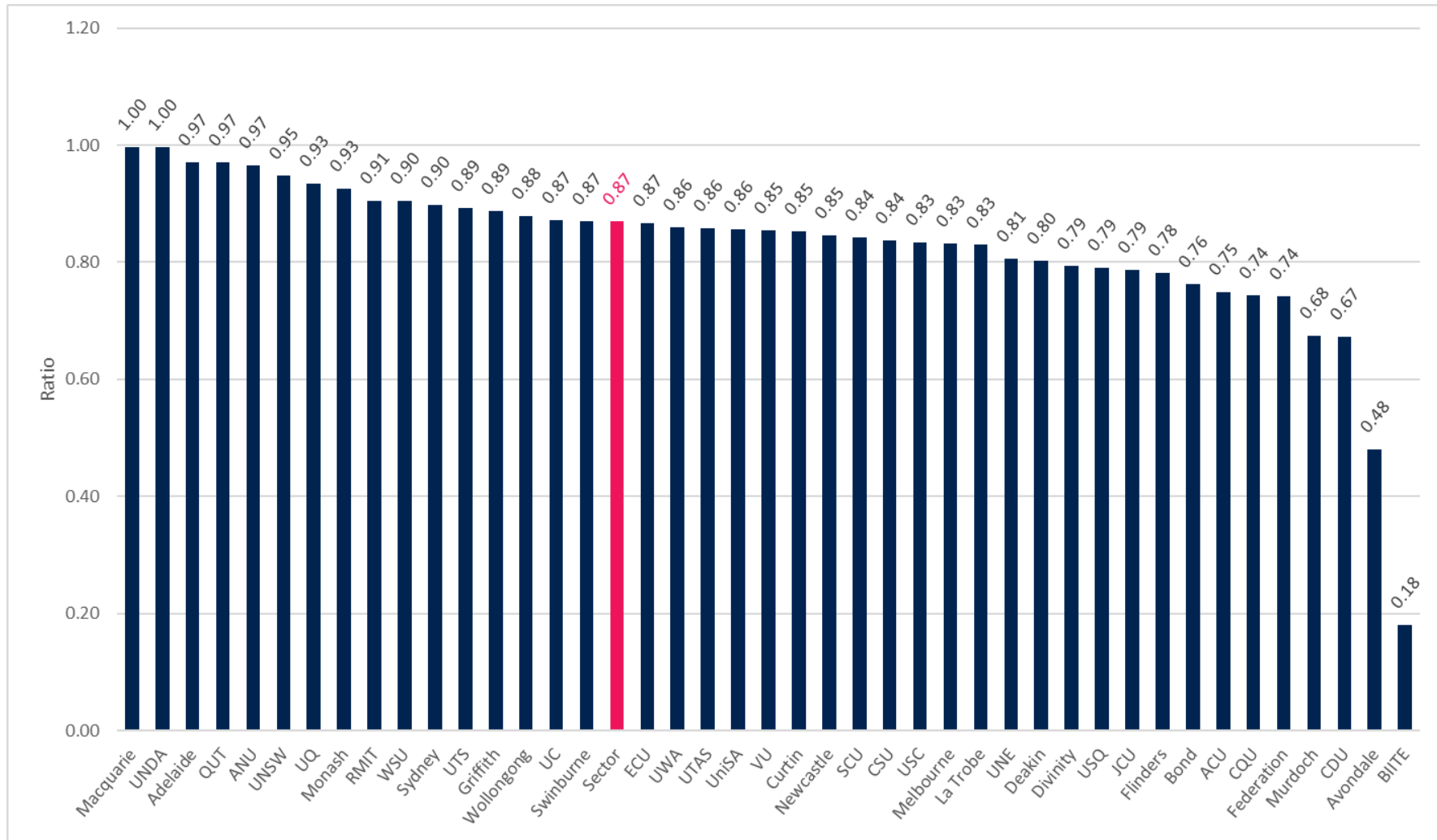


Figure 15: Representation of FTE female senior academic staff (2019)

| Institution | Level D | Level E | Level D and above | Level E and above |
|---------------|--------------|--------------|-------------------|-------------------|
| ACU | 52.7% | 39.4% | 45.7% | 39.0% |
| Adelaide | 29.5% | 23.6% | 26.2% | 23.8% |
| ANU | 32.7% | 26.9% | 29.7% | 27.2% |
| Avondale | 66.7% | 0.0% | 33.3% | 16.7% |
| BIITE | 50.0% | NA | 25.0% | 0.0% |
| Bond | 39.4% | 34.0% | 37.0% | 33.3% |
| CDU | 40.0% | 19.2% | 31.3% | 20.7% |
| CQU | 43.9% | 38.8% | 41.8% | 40.0% |
| CSU | 40.2% | 38.6% | 39.9% | 39.3% |
| Curtin | 45.5% | 27.8% | 36.3% | 28.0% |
| Deakin | 43.7% | 31.0% | 37.9% | 31.9% |
| Divinity | 20.0% | 16.7% | 20.7% | 21.4% |
| ECU | 56.9% | 30.8% | 44.8% | 32.4% |
| Federation | 44.2% | 24.1% | 36.0% | 25.0% |
| Flinders | 47.8% | 30.3% | 39.6% | 30.3% |
| Griffith | 47.9% | 40.4% | 43.5% | 40.5% |
| JCU | 49.2% | 26.4% | 39.6% | 27.1% |
| La Trobe | 43.4% | 46.2% | 44.7% | 45.9% |
| Macquarie | 37.8% | 33.1% | 34.8% | 32.5% |
| Melbourne | 35.1% | 31.8% | 33.1% | 31.8% |
| Monash | 42.5% | 30.0% | 35.7% | 30.1% |
| Murdoch | 36.6% | 33.9% | 37.0% | 37.3% |
| Newcastle | 41.1% | 31.0% | 35.5% | 30.5% |
| QUT | 42.8% | 35.7% | 38.6% | 36.1% |
| RMIT | 37.8% | 28.1% | 32.7% | 27.9% |
| SCU | 42.9% | 35.7% | 38.8% | 35.6% |
| Swinburne | 33.0% | 32.8% | 32.8% | 32.6% |
| Sydney | 42.0% | 31.5% | 36.2% | 31.6% |
| UC | 45.0% | 35.1% | 40.1% | 33.8% |
| UNDA | 52.1% | 44.9% | 47.9% | 45.1% |
| UNE | 43.3% | 20.6% | 31.7% | 21.2% |
| UniSA | 46.8% | 34.1% | 40.0% | 34.9% |
| UNSW | 38.3% | 26.5% | 31.5% | 26.6% |
| UQ | 33.8% | 24.4% | 28.6% | 24.6% |
| USC | 33.9% | 34.6% | 33.6% | 33.3% |
| USQ | 47.1% | 21.3% | 34.5% | 23.8% |
| UTAS | 46.0% | 28.4% | 36.3% | 28.7% |
| UTS | 36.7% | 36.7% | 36.7% | 36.8% |
| UWA | 37.6% | 20.3% | 29.2% | 20.8% |
| VU | 47.1% | 20.6% | 32.2% | 21.4% |
| Wollongong | 35.1% | 30.0% | 33.0% | 31.0% |
| WSU | 53.0% | 32.5% | 43.5% | 33.3% |
| Sector | 40.6% | 30.5% | 35.2% | 30.8% |

Figure 16: Representation of FTE female academic staff at level D and level E (2015 to 2019)

| Institutions | % Female Academics at Level D | | | | | % Female Academics at Level E | | | | |
|---------------|-------------------------------|-------------|-------------|-------------|-------------|-------------------------------|-------------|-------------|-------------|-------------|
| | 2015 | 2016 | 2017 | 2018 | 2019 | 2015 | 2016 | 2017 | 2018 | 2019 |
| ACU | 53.3 | 54.1 | 54.8 | 55.3 | 52.7 | 47.0 | 47.8 | 44.1 | 42.9 | 39.4 |
| Adelaide | 28.1 | 29.8 | 33.5 | 29.7 | 29.5 | 19.7 | 21.2 | 21.7 | 23.5 | 23.6 |
| ANU | 23.4 | 28.0 | 30.6 | 31.0 | 32.7 | 24.0 | 23.3 | 25.0 | 26.3 | 26.9 |
| Avondale | 16.7 | 16.7 | 28.6 | 40.0 | 66.7 | NA | NA | NA | 0.0 | 0.0 |
| BIITE | NA | 0.0 | 0.0 | 0.0 | 50.0 | NA | NA | NA | NA | NA |
| Bond | 44.8 | 43.5 | 40.3 | 39.1 | 39.4 | 27.3 | 34.1 | 34.7 | 32.7 | 34.0 |
| CDU | 22.7 | 32.0 | 31.0 | 28.6 | 40.0 | 26.7 | 23.5 | 28.1 | 20.0 | 19.2 |
| CQU | 37.8 | 40.9 | 42.4 | 47.6 | 43.9 | 39.6 | 39.6 | 36.4 | 38.1 | 38.8 |
| CSU | 33.8 | 35.1 | 40.7 | 38.8 | 40.2 | 27.1 | 33.3 | 34.9 | 34.5 | 38.6 |
| Curtin | 45.6 | 45.6 | 44.1 | 43.1 | 45.5 | 16.2 | 17.2 | 20.3 | 24.2 | 27.8 |
| Deakin | 42.0 | 41.7 | 43.6 | 41.7 | 43.7 | 32.4 | 31.4 | 32.2 | 33.2 | 31.0 |
| Divinity | 30.0 | 18.2 | 30.0 | 15.4 | 20.0 | 20.0 | 10.0 | 20.0 | 21.4 | 16.7 |
| ECU | 46.0 | 46.7 | 49.2 | 53.8 | 56.9 | 34.8 | 42.0 | 34.5 | 33.3 | 30.8 |
| FedUni | 42.1 | 43.9 | 40.0 | 40.4 | 44.2 | 25.0 | 20.0 | 19.2 | 23.8 | 24.1 |
| Flinders | 43.9 | 45.9 | 47.7 | 49.7 | 47.8 | 28.4 | 31.0 | 30.4 | 32.2 | 30.3 |
| Griffith | 49.4 | 49.7 | 45.0 | 44.4 | 47.9 | 30.9 | 32.5 | 36.7 | 38.3 | 40.4 |
| JCU | 36.8 | 39.7 | 45.8 | 49.2 | 49.2 | 23.2 | 21.9 | 24.5 | 24.7 | 26.4 |
| La Trobe | 42.0 | 40.2 | 40.3 | 41.2 | 43.4 | 46.2 | 46.3 | 41.2 | 42.5 | 46.2 |
| Macquarie | 36.9 | 37.4 | 35.8 | 37.7 | 37.8 | 31.8 | 32.1 | 33.7 | 32.4 | 33.1 |
| Melbourne | 37.3 | 37.7 | 36.8 | 34.6 | 35.1 | 27.4 | 30.0 | 30.3 | 30.8 | 31.8 |
| Monash | 40.0 | 38.9 | 38.5 | 40.6 | 42.5 | 26.1 | 27.8 | 29.5 | 27.4 | 30.0 |
| Murdoch | 36.9 | 39.1 | 36.8 | 35.4 | 36.6 | 22.9 | 22.7 | 23.4 | 27.1 | 33.9 |
| Newcastle | 37.8 | 35.4 | 37.4 | 36.9 | 41.1 | 21.2 | 22.6 | 25.0 | 28.5 | 31.0 |
| QUT | 42.9 | 42.6 | 39.5 | 40.1 | 42.8 | 34.6 | 35.0 | 35.4 | 35.1 | 35.7 |
| RMIT | 32.8 | 32.4 | 30.9 | 36.2 | 37.8 | 26.0 | 24.7 | 26.6 | 27.9 | 28.1 |
| SCU | 51.4 | 46.9 | 41.7 | 54.1 | 42.9 | 35.1 | 37.8 | 31.4 | 30.0 | 35.7 |
| Swinburne | 30.2 | 31.1 | 31.5 | 33.0 | 33.0 | 24.3 | 23.3 | 26.8 | 31.1 | 32.8 |
| Sydney | 38.5 | 36.9 | 37.6 | 40.2 | 42.0 | 27.7 | 30.1 | 31.7 | 31.8 | 31.5 |
| UC | 47.2 | 43.2 | 40.9 | 40.7 | 45.0 | 34.7 | 35.8 | 29.2 | 37.0 | 35.1 |
| UNDA | 49.0 | 46.3 | 46.3 | 52.8 | 52.1 | 32.6 | 34.1 | 44.4 | 41.5 | 44.9 |
| UNE | 39.7 | 39.1 | 40.5 | 43.3 | 43.3 | 22.8 | 15.1 | 13.8 | 18.3 | 20.6 |
| UniSA | 40.9 | 42.4 | 47.3 | 44.4 | 46.8 | 29.0 | 31.8 | 31.9 | 32.9 | 34.1 |
| UNSW | 30.6 | 31.1 | 33.2 | 36.3 | 38.3 | 22.9 | 24.0 | 24.1 | 25.3 | 26.5 |
| UQ | 32.2 | 34.6 | 34.1 | 35.0 | 33.8 | 19.6 | 19.7 | 21.7 | 22.8 | 24.4 |
| USC | 35.3 | 37.1 | 34.9 | 39.6 | 33.9 | 34.1 | 31.0 | 29.5 | 34.0 | 34.6 |
| USQ | 40.4 | 35.6 | 35.6 | 41.5 | 47.1 | 19.7 | 20.9 | 18.7 | 18.9 | 21.3 |
| UTAS | 36.7 | 40.6 | 43.0 | 45.0 | 46.0 | 18.6 | 21.5 | 22.7 | 26.8 | 28.4 |
| UTS | 34.7 | 35.6 | 33.5 | 35.1 | 36.7 | 31.2 | 32.2 | 33.6 | 34.1 | 36.7 |
| UWA | 34.9 | 34.1 | 34.4 | 35.4 | 37.6 | 17.7 | 20.3 | 20.2 | 21.7 | 20.3 |
| VU | 32.8 | 33.9 | 30.6 | 42.2 | 47.1 | 24.7 | 26.5 | 27.4 | 19.4 | 20.6 |
| Wollongong | 34.6 | 34.4 | 35.8 | 36.9 | 35.1 | 25.0 | 25.7 | 26.5 | 28.3 | 30.0 |
| WSU | 52.5 | 51.2 | 51.3 | 52.7 | 53.0 | 33.3 | 37.9 | 36.4 | 36.7 | 32.5 |
| Sector | 37.7 | 37.9 | 38.2 | 39.4 | 40.6 | 26.5 | 27.8 | 28.8 | 29.6 | 30.5 |

Figure 17: Representation of FTE female academic staff at level D & above and level E & above (2015 to 2019)

| Institutions | % Female Academics at Level D & above | | | | | % Female Academics at Level E & above | | | | |
|---------------|---------------------------------------|-------------|-------------|-------------|-------------|---------------------------------------|-------------|-------------|-------------|-------------|
| | 2015 | 2016 | 2017 | 2018 | 2019 | 2015 | 2016 | 2017 | 2018 | 2019 |
| ACU | 49.7 | 50.3 | 48.2 | 47.9 | 45.7 | 47.1 | 47.9 | 44.3 | 43.1 | 39.0 |
| Adelaide | 23.4 | 25.0 | 27.0 | 26.1 | 26.2 | 19.9 | 21.3 | 22.2 | 23.6 | 23.8 |
| ANU | 24.0 | 25.7 | 27.8 | 28.7 | 29.7 | 24.4 | 23.7 | 25.4 | 26.7 | 27.2 |
| Avondale | 20.0 | 20.0 | 27.3 | 30.0 | 33.3 | 25.0 | 25.0 | 25.0 | 20.0 | 16.7 |
| BIITE | NA | 0.0 | 0.0 | 0.0 | 25.0 | NA | NA | NA | 0.0 | 0.0 |
| Bond | 37.5 | 39.3 | 37.5 | 36.0 | 37.0 | 26.7 | 33.3 | 34.0 | 32.0 | 33.3 |
| CDU | 25.9 | 26.7 | 29.7 | 24.2 | 31.3 | 28.1 | 22.9 | 28.6 | 20.6 | 20.7 |
| CQU | 38.0 | 41.3 | 39.3 | 42.5 | 41.8 | 38.2 | 41.7 | 36.5 | 38.0 | 40.0 |
| CSU | 30.5 | 34.8 | 38.6 | 38.0 | 39.9 | 27.0 | 34.3 | 35.8 | 37.1 | 39.3 |
| Curtin | 30.4 | 30.8 | 31.6 | 32.8 | 36.3 | 17.3 | 17.7 | 20.6 | 24.3 | 28.0 |
| Deakin | 37.2 | 36.3 | 37.4 | 37.1 | 37.9 | 33.2 | 32.2 | 32.4 | 33.0 | 31.9 |
| Divinity | 23.8 | 13.6 | 29.4 | 17.9 | 20.7 | 18.2 | 9.1 | 28.6 | 20.0 | 21.4 |
| ECU | 40.0 | 43.1 | 41.1 | 43.3 | 44.8 | 34.0 | 39.3 | 32.8 | 33.3 | 32.4 |
| FedUni | 34.3 | 33.8 | 32.9 | 35.2 | 36.0 | 24.1 | 20.0 | 22.6 | 25.0 | 25.0 |
| Flinders | 37.2 | 39.4 | 40.1 | 42.2 | 39.6 | 28.1 | 31.4 | 30.5 | 32.2 | 30.3 |
| Griffith | 37.8 | 39.2 | 40.0 | 40.5 | 43.5 | 30.4 | 32.0 | 36.5 | 38.1 | 40.5 |
| JCU | 30.5 | 32.4 | 36.3 | 38.2 | 39.6 | 24.0 | 24.3 | 25.9 | 24.8 | 27.1 |
| La Trobe | 43.7 | 42.6 | 40.6 | 41.7 | 44.7 | 45.7 | 45.8 | 41.0 | 42.3 | 45.9 |
| Macquarie | 34.0 | 34.4 | 34.5 | 34.5 | 34.8 | 31.4 | 31.6 | 33.3 | 31.9 | 32.5 |
| Melbourne | 31.4 | 33.1 | 32.7 | 32.3 | 33.1 | 27.5 | 30.1 | 30.2 | 30.8 | 31.8 |
| Monash | 32.2 | 32.8 | 33.7 | 33.6 | 35.7 | 26.2 | 27.9 | 29.7 | 27.7 | 30.1 |
| Murdoch | 29.0 | 30.6 | 31.4 | 32.6 | 37.0 | 21.9 | 22.9 | 26.1 | 29.7 | 37.3 |
| Newcastle | 28.8 | 28.8 | 31.2 | 32.6 | 35.5 | 21.4 | 22.8 | 25.7 | 29.0 | 30.5 |
| QUT | 37.7 | 37.8 | 37.1 | 37.4 | 38.6 | 34.8 | 35.3 | 35.7 | 35.8 | 36.1 |
| RMIT | 29.7 | 28.7 | 28.8 | 32.0 | 32.7 | 25.8 | 24.1 | 26.5 | 27.8 | 27.9 |
| SCU | 42.1 | 41.1 | 36.5 | 40.5 | 38.8 | 34.1 | 36.6 | 31.6 | 28.6 | 35.6 |
| Swinburne | 27.5 | 27.9 | 29.5 | 32.2 | 32.8 | 25.2 | 25.2 | 27.8 | 31.5 | 32.6 |
| Sydney | 32.8 | 33.2 | 34.3 | 35.6 | 36.2 | 27.9 | 30.0 | 31.5 | 31.8 | 31.6 |
| UC | 40.5 | 39.4 | 35.7 | 38.7 | 40.1 | 34.2 | 35.3 | 28.8 | 36.4 | 33.8 |
| UNDA | 41.7 | 41.0 | 45.4 | 47.5 | 47.9 | 33.3 | 34.8 | 44.6 | 43.3 | 45.1 |
| UNE | 33.1 | 29.8 | 29.9 | 30.9 | 31.7 | 25.4 | 18.2 | 16.7 | 19.0 | 21.2 |
| UniSA | 33.8 | 36.3 | 38.5 | 38.2 | 40.0 | 29.0 | 32.6 | 32.9 | 34.2 | 34.9 |
| UNSW | 26.3 | 27.0 | 27.9 | 29.9 | 31.5 | 22.7 | 23.9 | 23.9 | 25.2 | 26.6 |
| UQ | 25.4 | 26.5 | 27.2 | 28.1 | 28.6 | 20.0 | 20.4 | 21.9 | 23.0 | 24.6 |
| USC | 35.1 | 34.2 | 32.6 | 36.8 | 33.6 | 34.9 | 31.8 | 30.4 | 34.0 | 33.3 |
| USQ | 30.3 | 28.8 | 26.6 | 29.9 | 34.5 | 22.4 | 23.3 | 20.0 | 20.3 | 23.8 |
| UTas | 25.4 | 28.7 | 30.9 | 34.6 | 36.3 | 18.3 | 21.2 | 22.4 | 27.1 | 28.7 |
| UTS | 32.7 | 33.6 | 33.4 | 34.6 | 36.7 | 31.1 | 32.1 | 33.3 | 34.1 | 36.8 |
| UWA | 26.4 | 27.2 | 27.5 | 28.6 | 29.2 | 18.5 | 20.7 | 21.1 | 22.1 | 20.8 |
| VU | 27.9 | 29.5 | 29.1 | 28.9 | 32.2 | 24.7 | 26.4 | 27.9 | 20.3 | 21.4 |
| Wollongong | 30.4 | 30.7 | 31.3 | 32.9 | 33.0 | 26.3 | 26.8 | 27.2 | 29.2 | 31.0 |
| WSU | 43.1 | 44.6 | 43.5 | 44.9 | 43.5 | 33.3 | 37.8 | 36.3 | 37.4 | 33.3 |
| Sector | 31.7 | 32.5 | 33.2 | 34.1 | 35.2 | 26.8 | 28.1 | 29.0 | 29.8 | 30.8 |