

UNIVERSITIES AUSTRALIA

2017 SELECTED INTER-INSTITUTIONAL GENDER EQUITY STATISTICS

JULY 2020

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Summary

This report highlights 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, using the Department of Education, Skills and Employment's staff statistics for 2017 and comparative data from 2013 to 2016.

The analysis of staff data in 2017 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	2013	2014	2015	2016	2017
<i>Professional staff</i>					
• All professional staff	66.0%	66.1%	66.1%	66.3%	66.3%
• Senior professional staff at HEW level 10	51.8%	51.7%	52.3%	52.7%	52.8%
• Senior professional staff at HEW level 10 and above	46.9%	47.6%	48.3%	48.7%	49.4%
<i>Academic staff</i>					
• All academic staff	44.0%	44.4%	44.9%	45.2%	45.6%
• Senior academic staff at level D	34.2%	35.5%	36.8%	37.2%	37.4%
• Senior academic staff at level D and above	29.1%	29.9%	30.9%	31.7%	32.4%
• Senior academic staff at level E	24.6%	25.1%	25.9%	27.1%	28.1%
• Senior academic staff at level E and above	24.8%	25.3%	26.1%	27.3%	28.3%

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

Figure 1: Representation of female professional staff (2017)

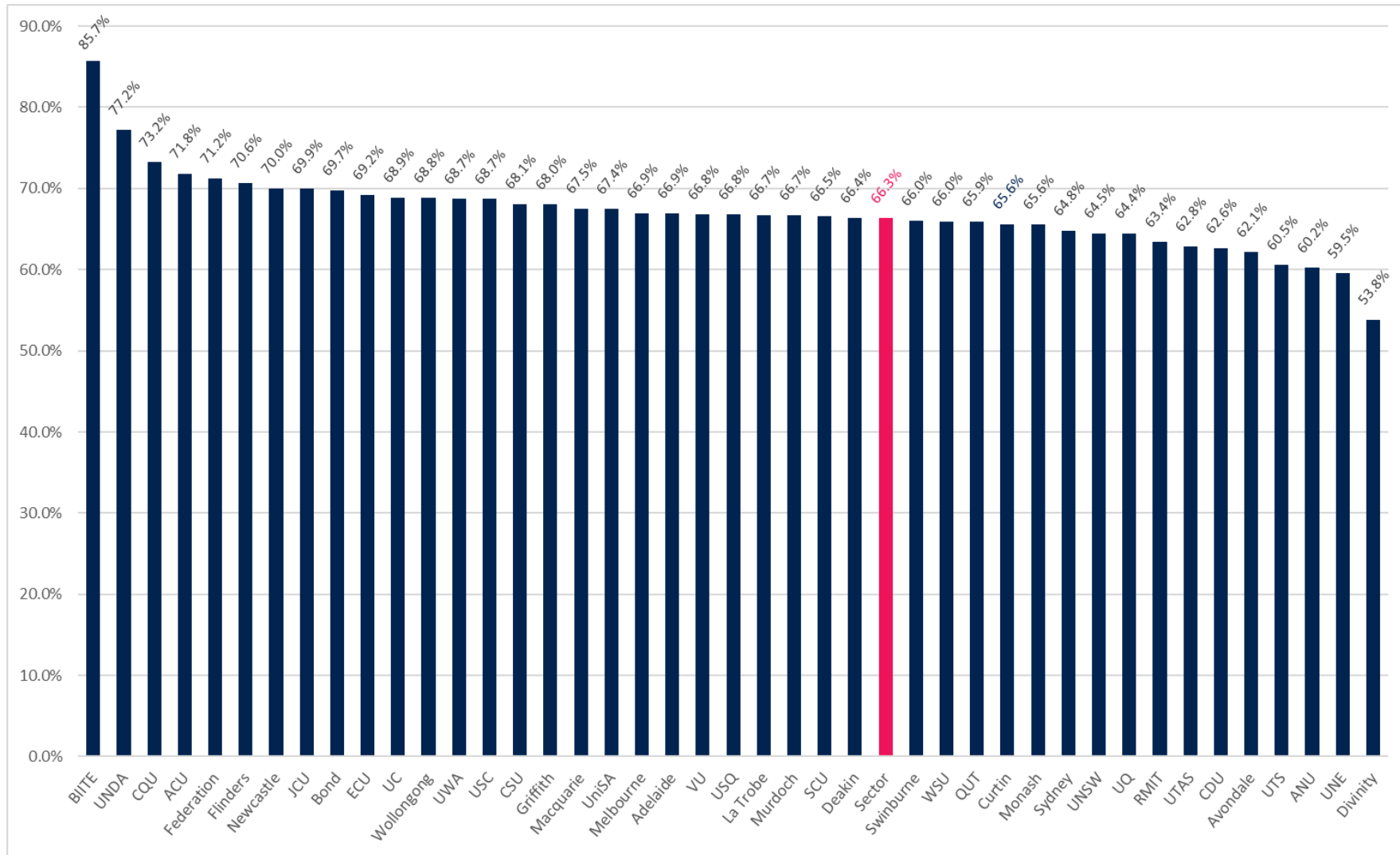


Figure 2: Representation of female professional staff at HEW level 10 (2017)

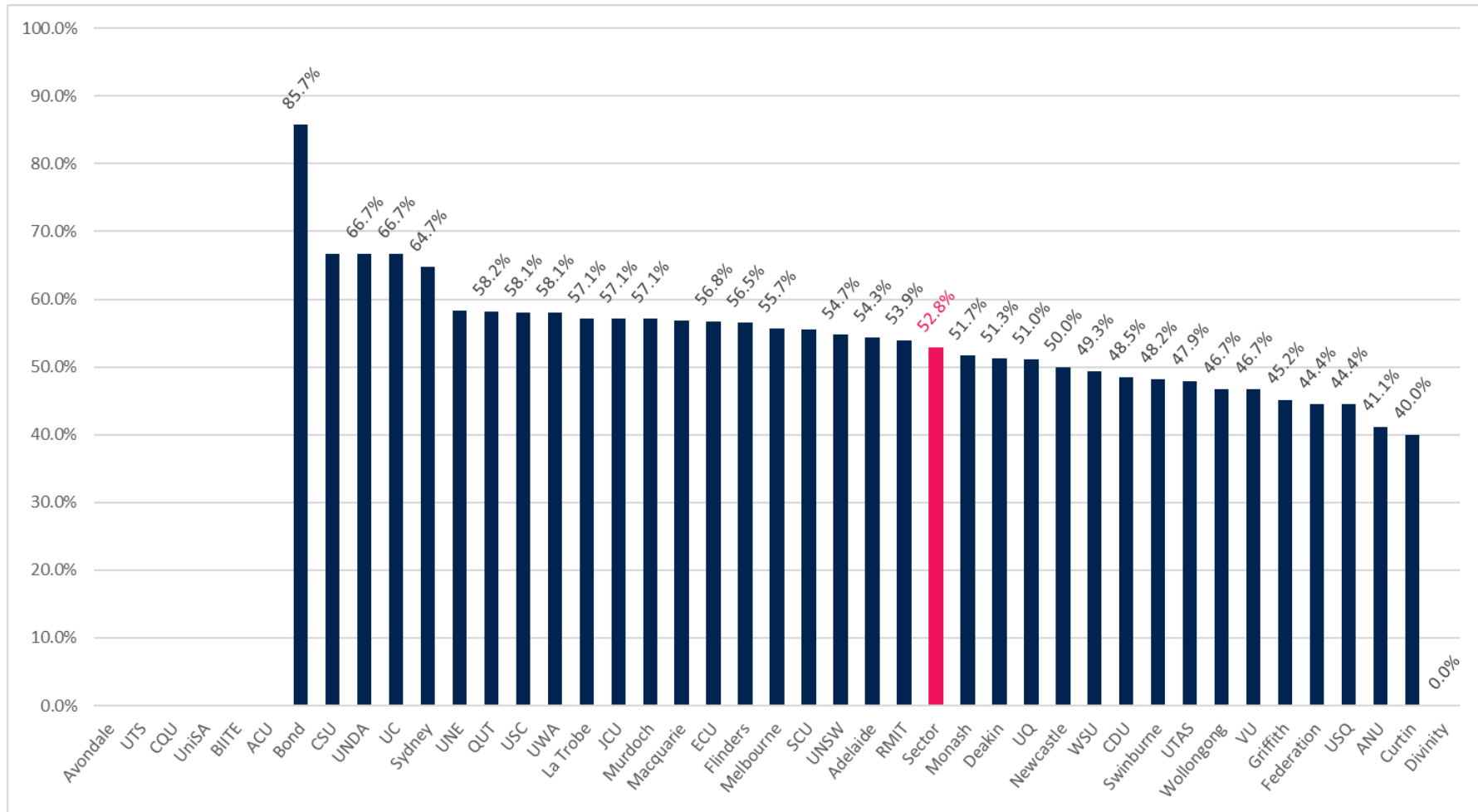


Figure 3: Representation of female senior professional staff at HEW level 10 & above (2017)

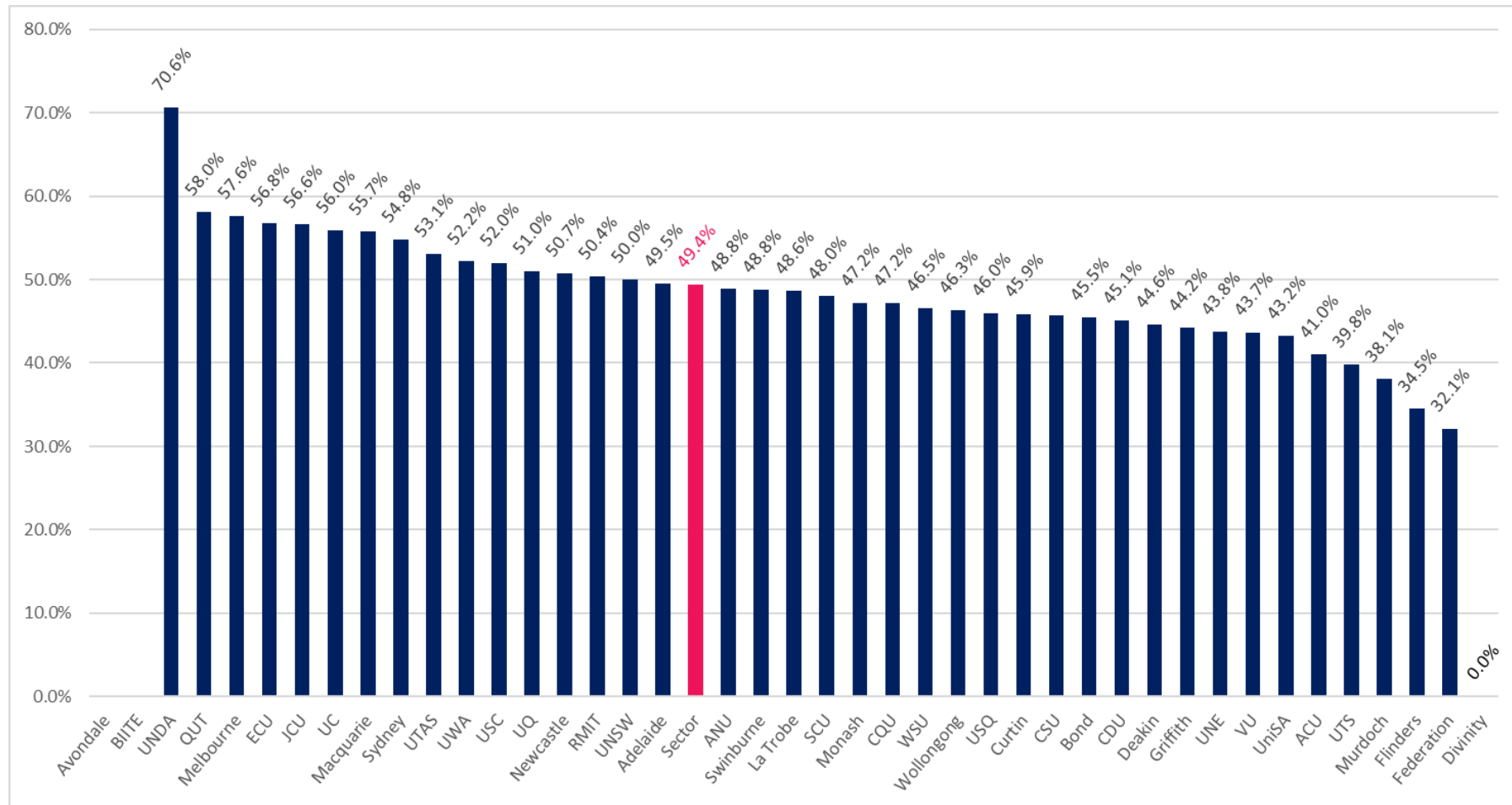


Figure 4: Change in representation of female senior professional staff at HEW level 10 (2013 to 2017)

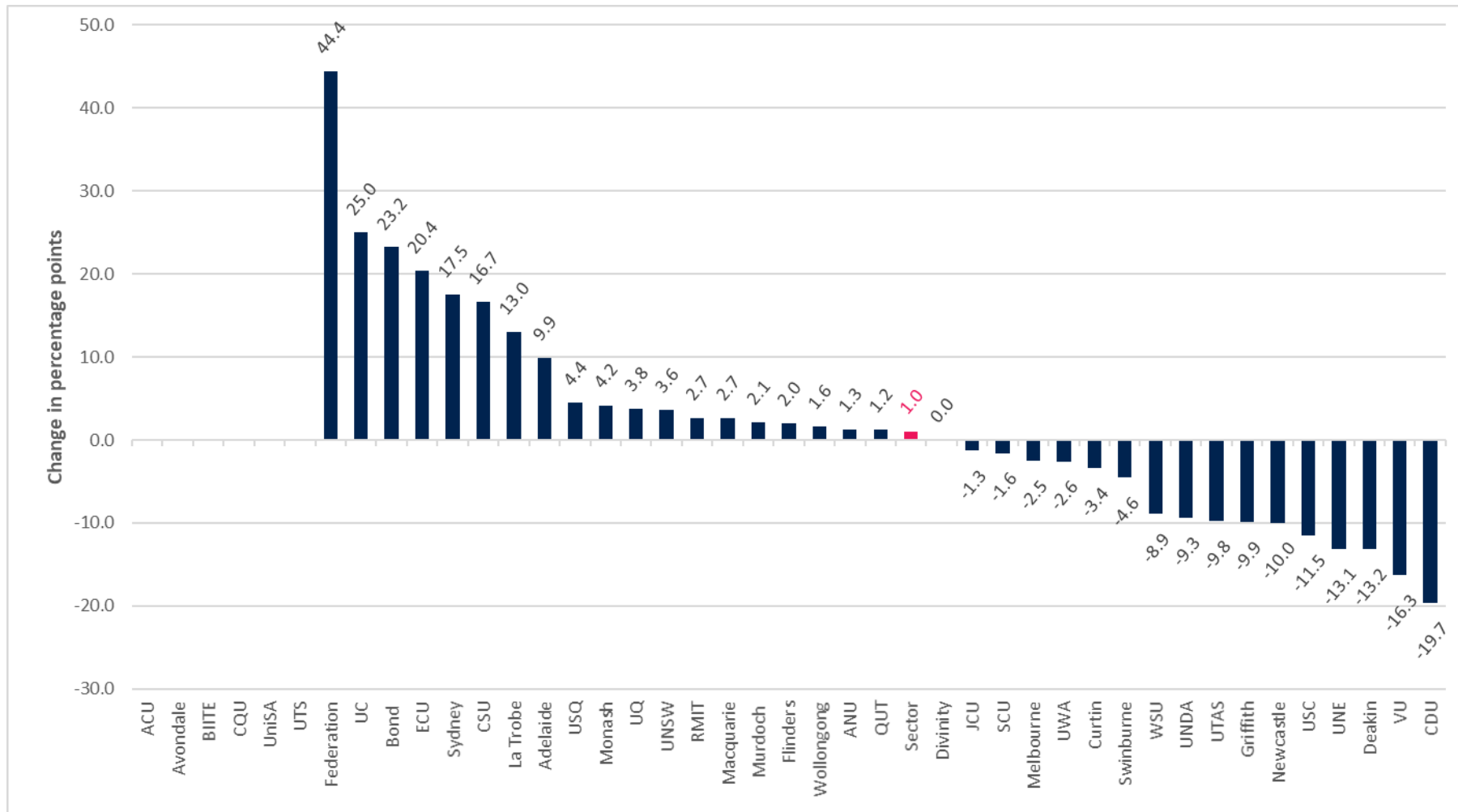


Figure 5: Change in representation of female senior professional staff at HEW level 10 & above (2013 to 2017)

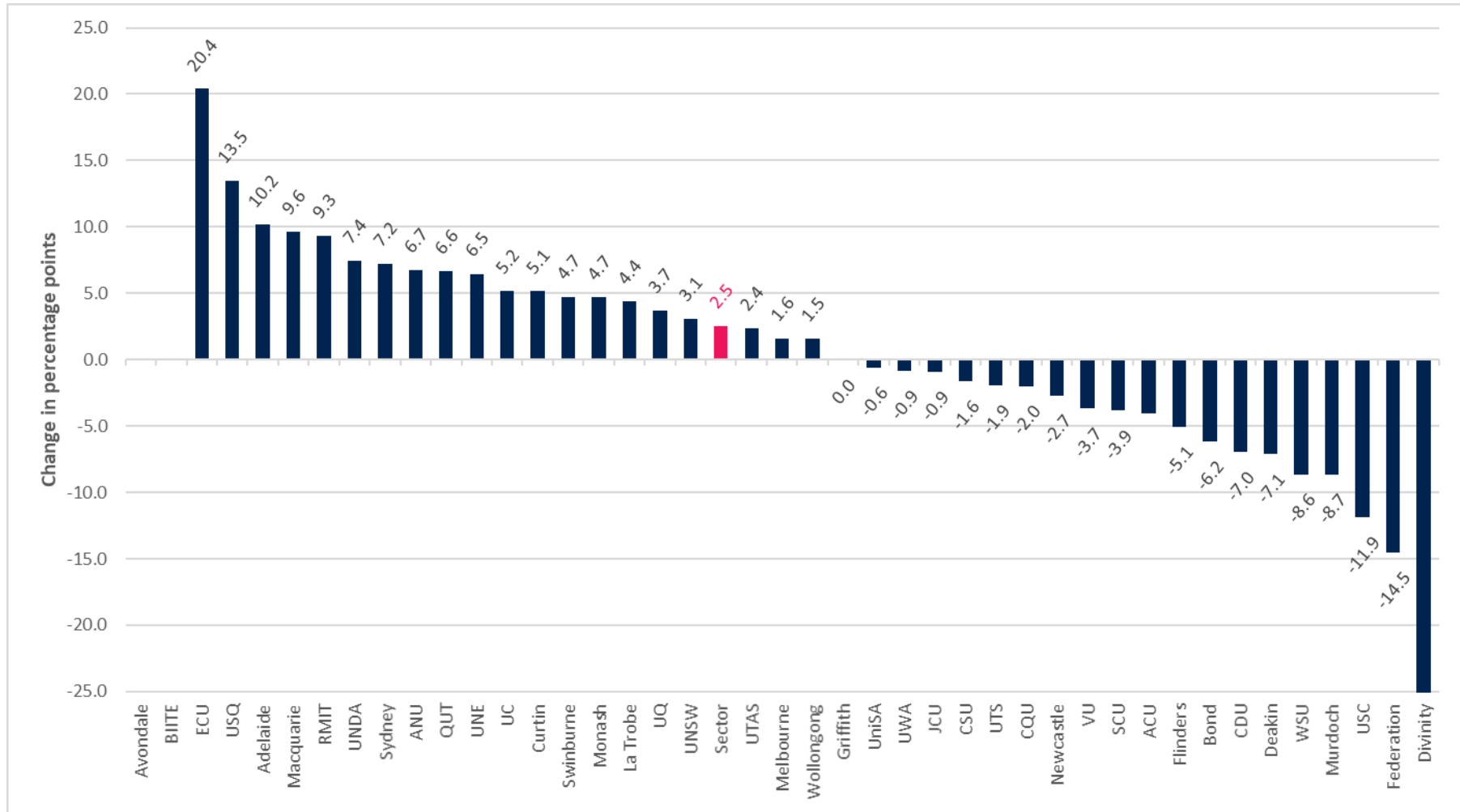


Figure 6: Ratio of female senior professional staff (HEW level 10 & above) to all female professional staff (2017)

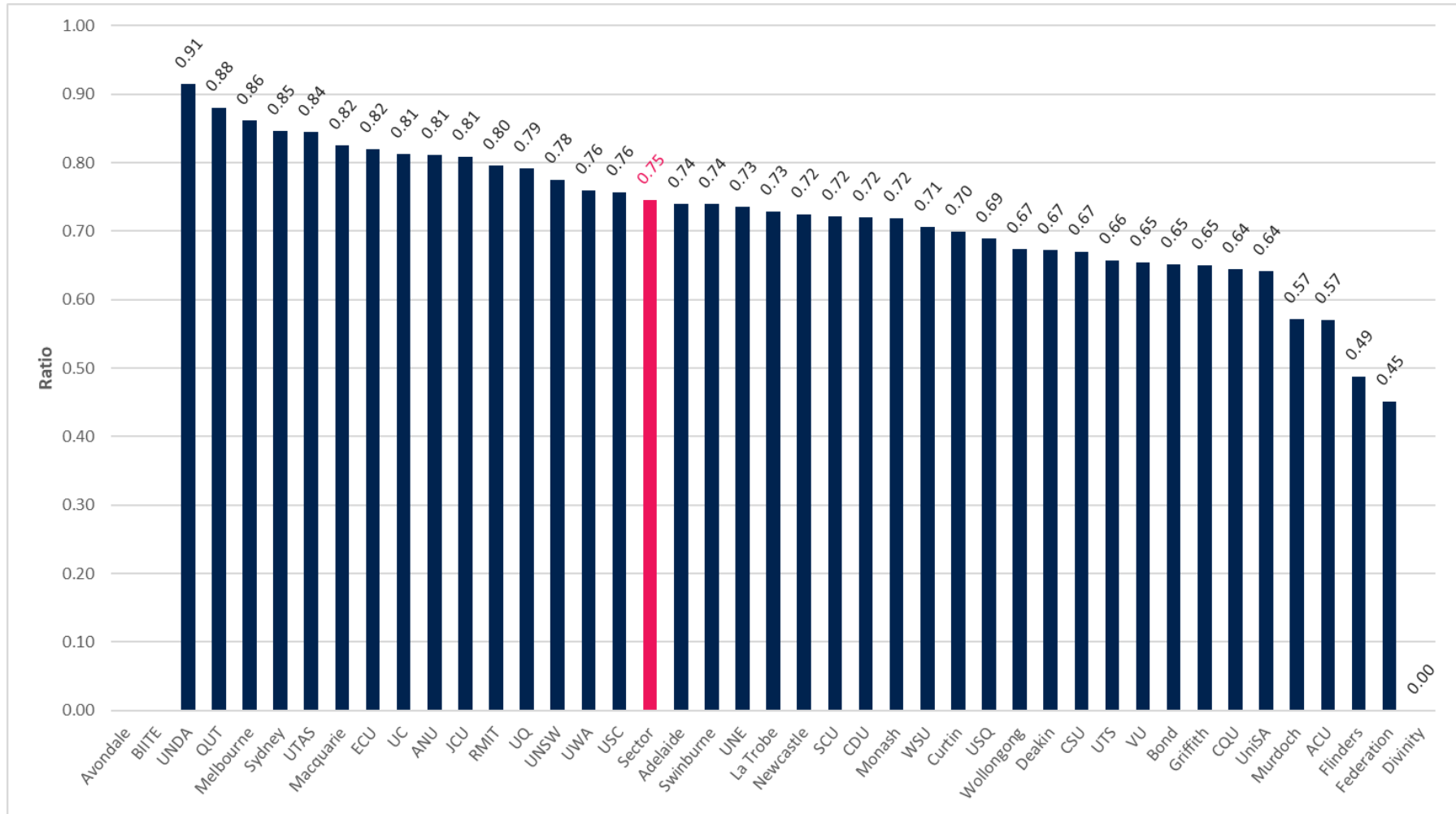


Figure 7: Representation of female academic staff (2017)

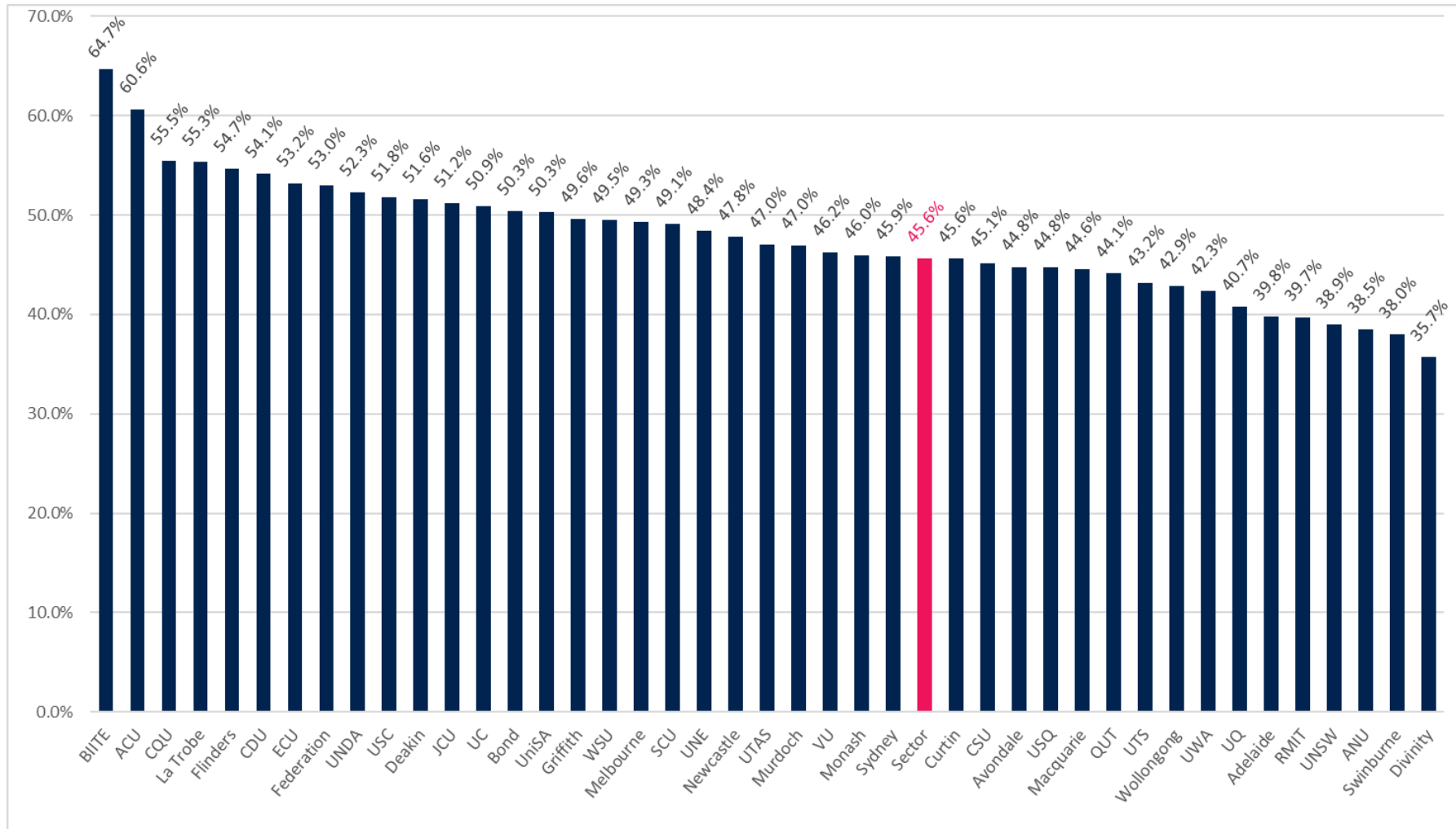


Figure 8: Representation of female academic staff at level D (2017)

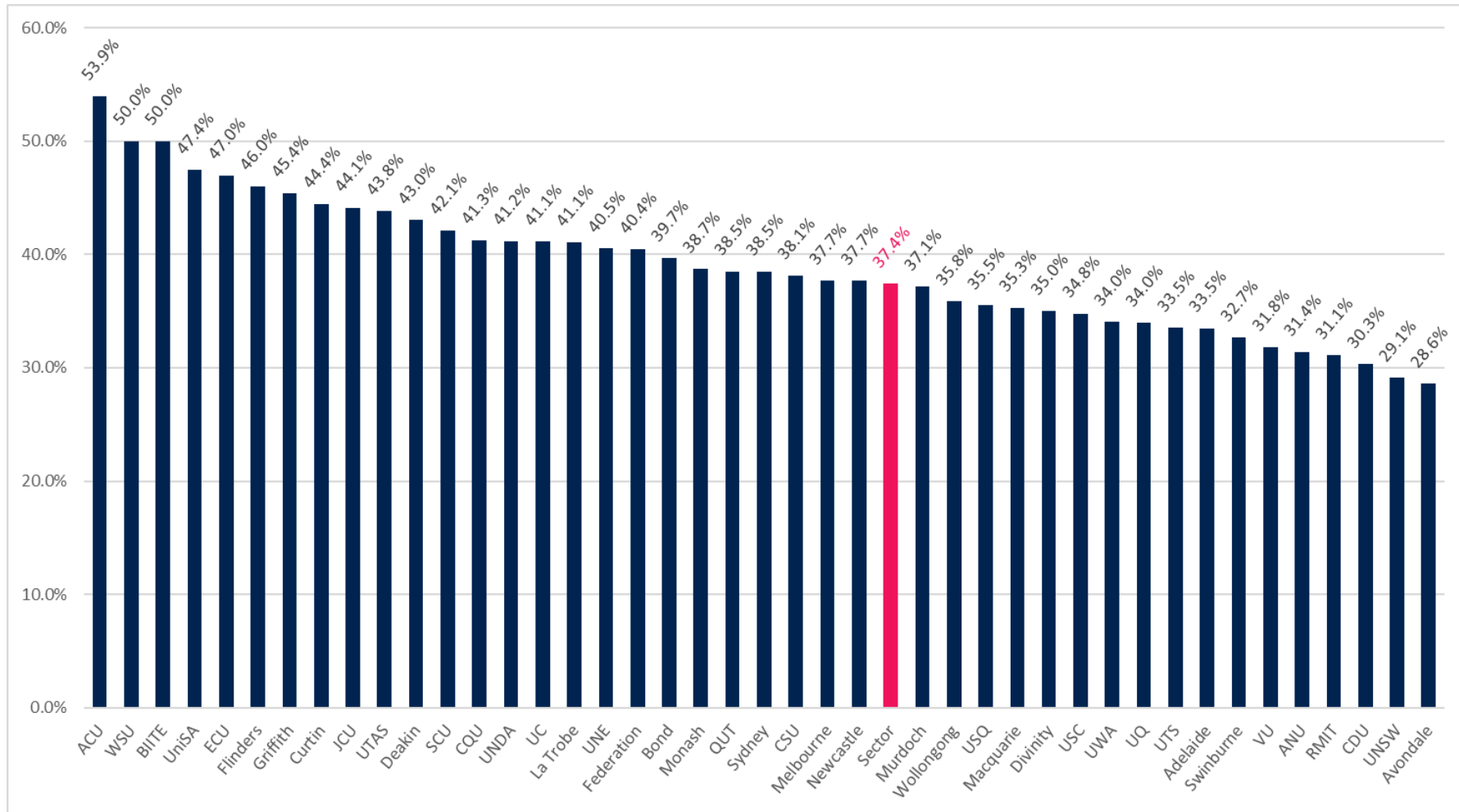


Figure 9: Representation of female academic staff at level E (2017)

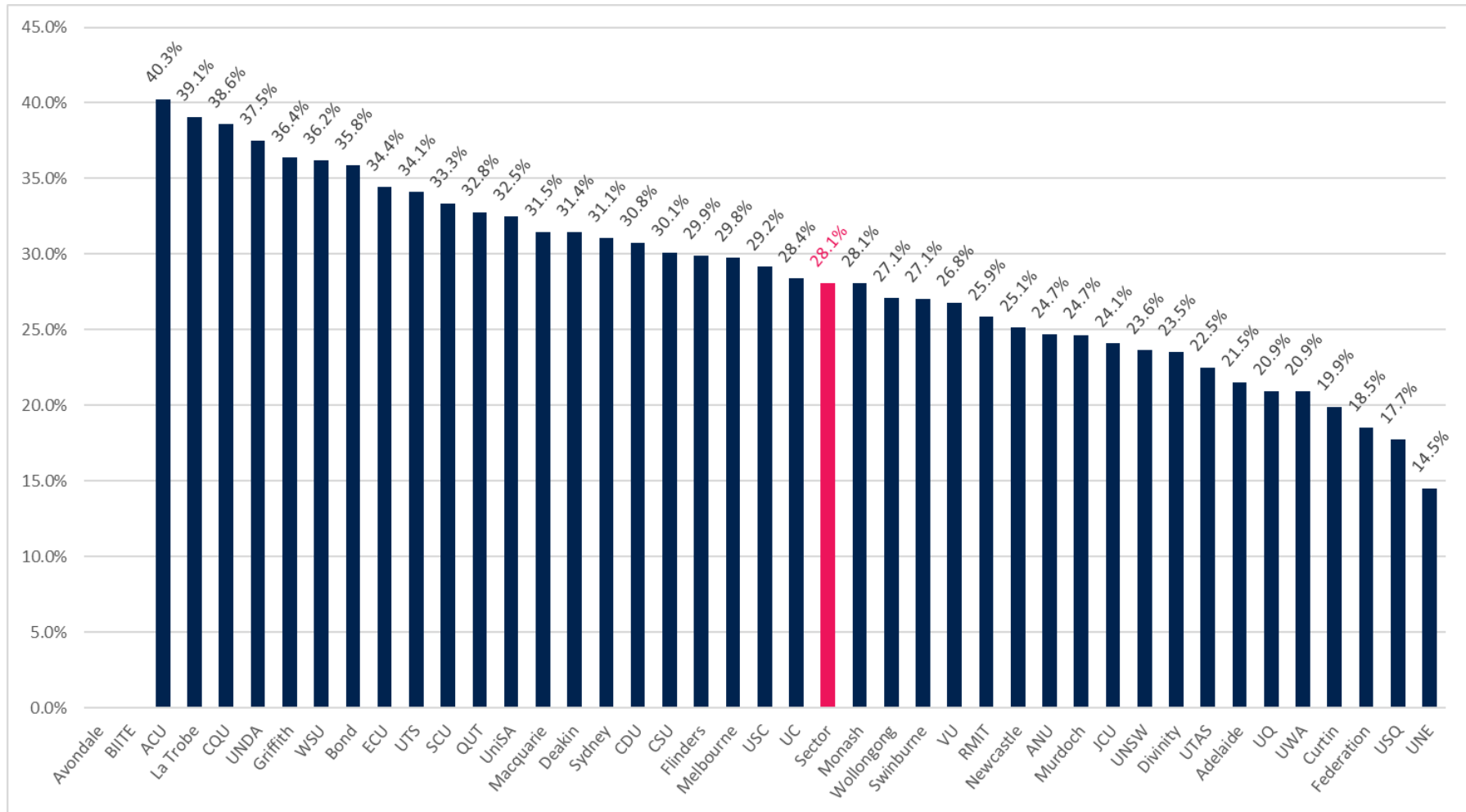


Figure 10: Representation of women in senior academic staff at level D & above (2017)

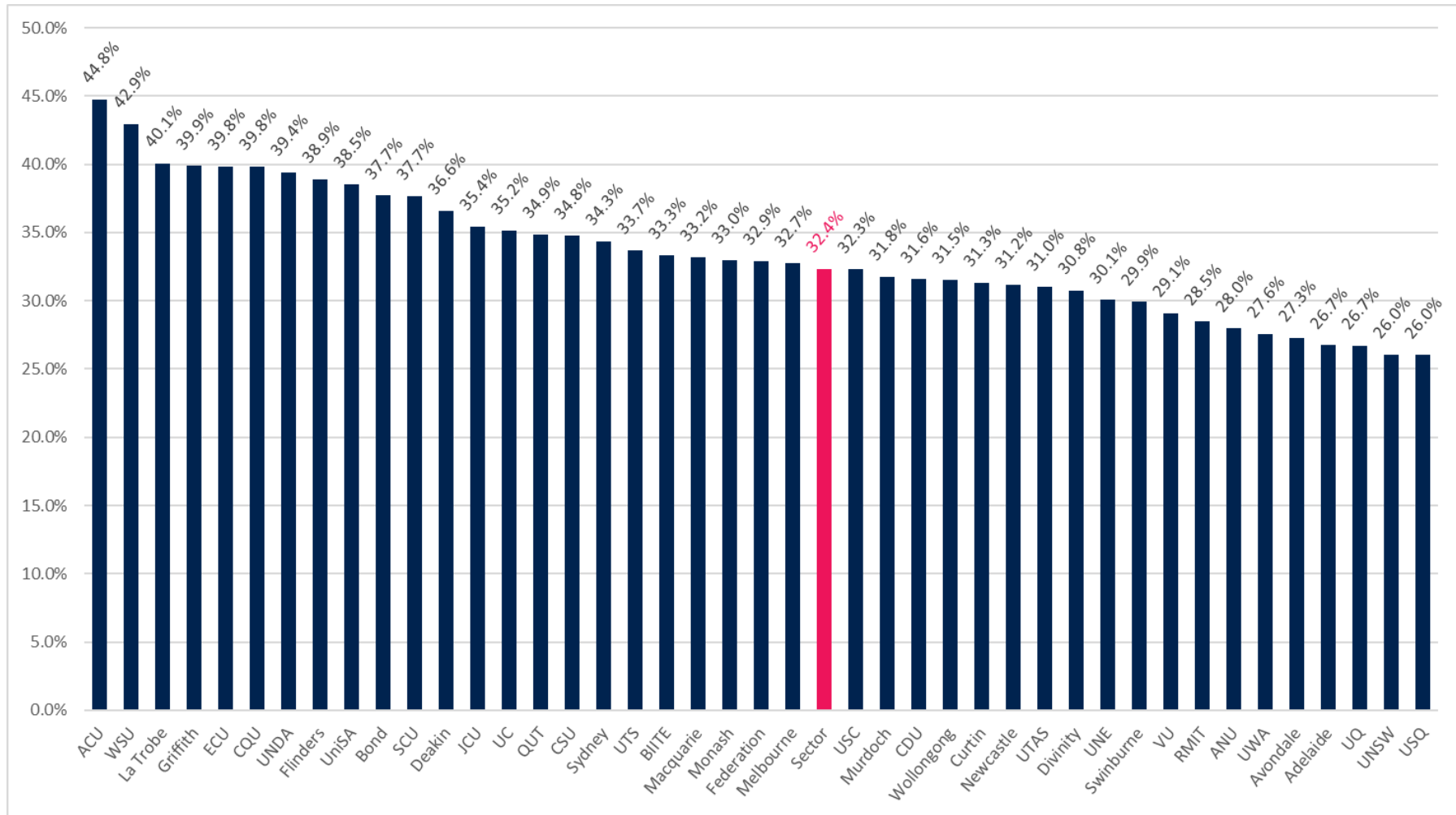


Figure 11: Change in representation of women in senior academic staff at level D & above (2013 to 2017)

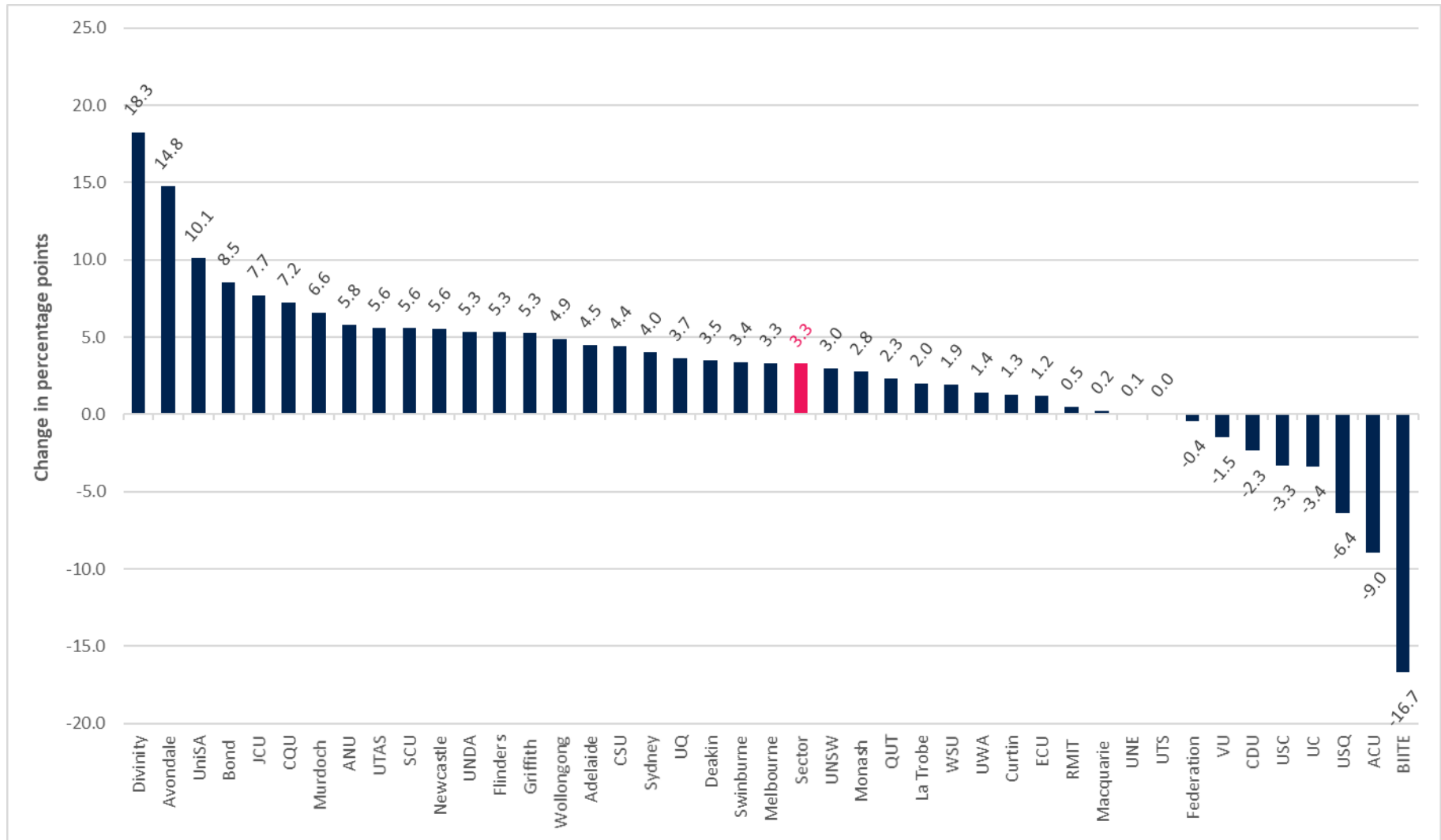


Figure 12: Ratio of female senior academic staff (level D & above) to all female academic staff (2017)

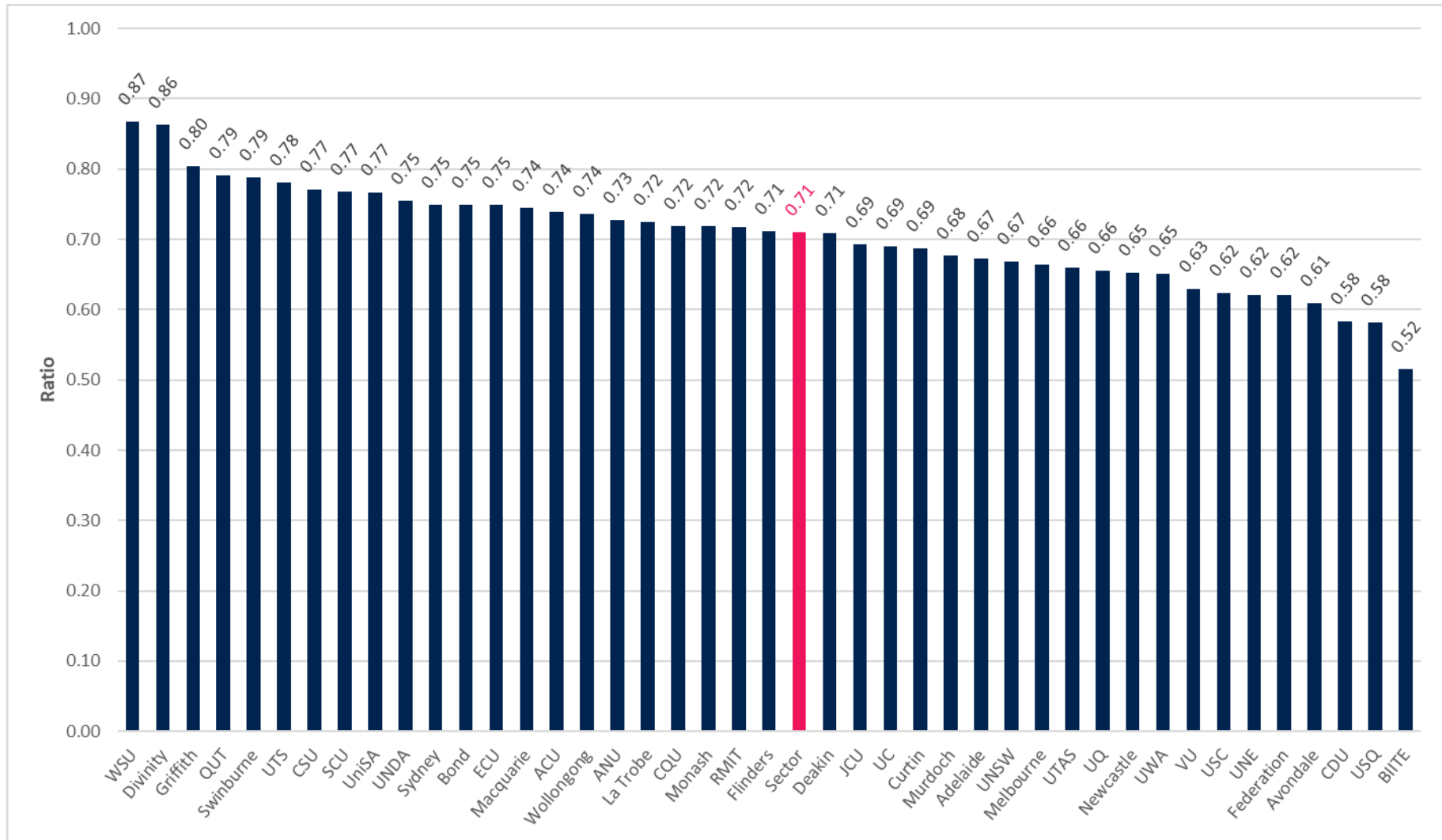


Figure 13: Ratio of female senior academic staff (level E & above) to all female academic staff (2017)

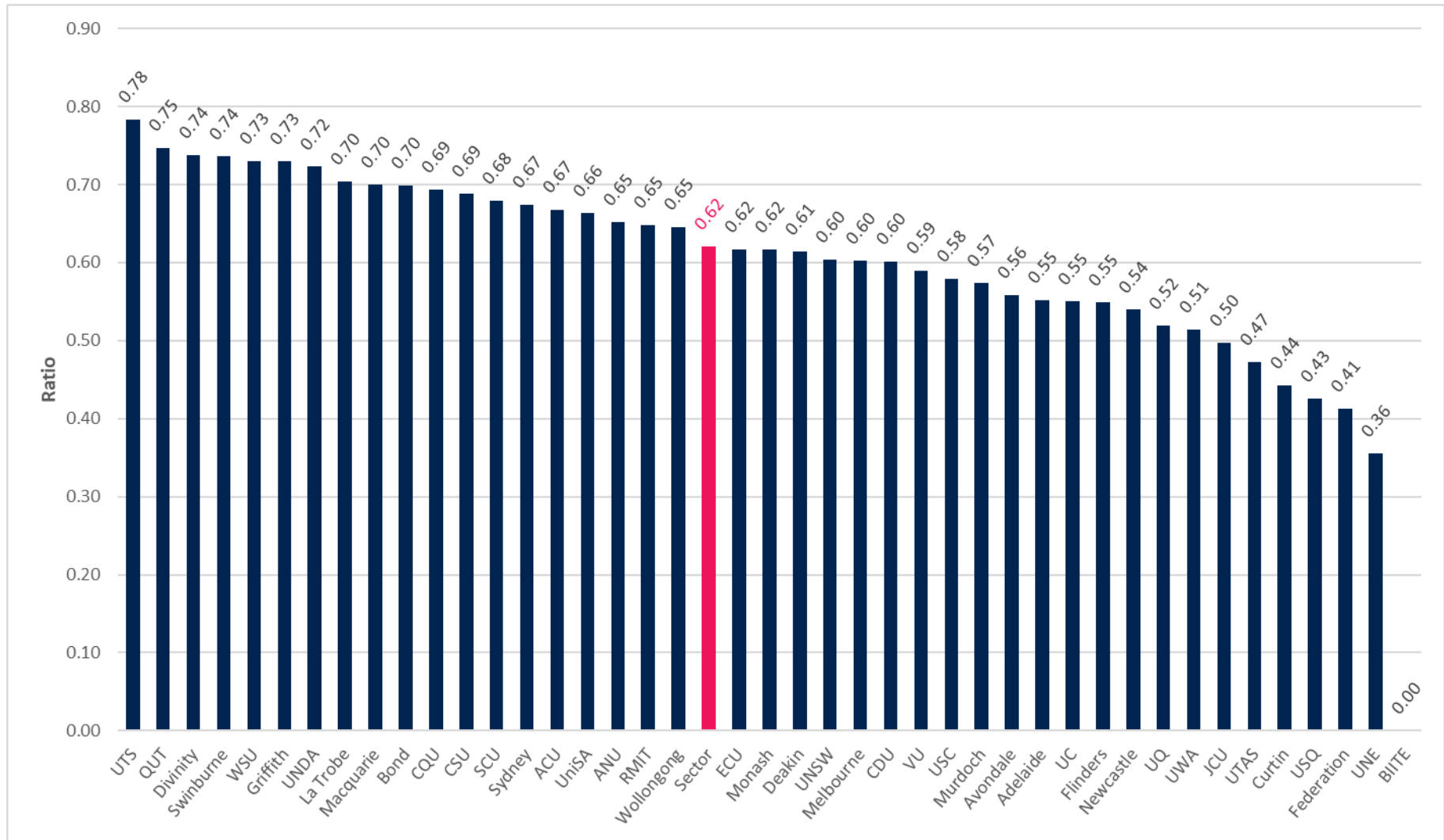


Figure 14: Ratio of % of all female academic staff with a PhD to % all male academic staff with a PhD (2017)

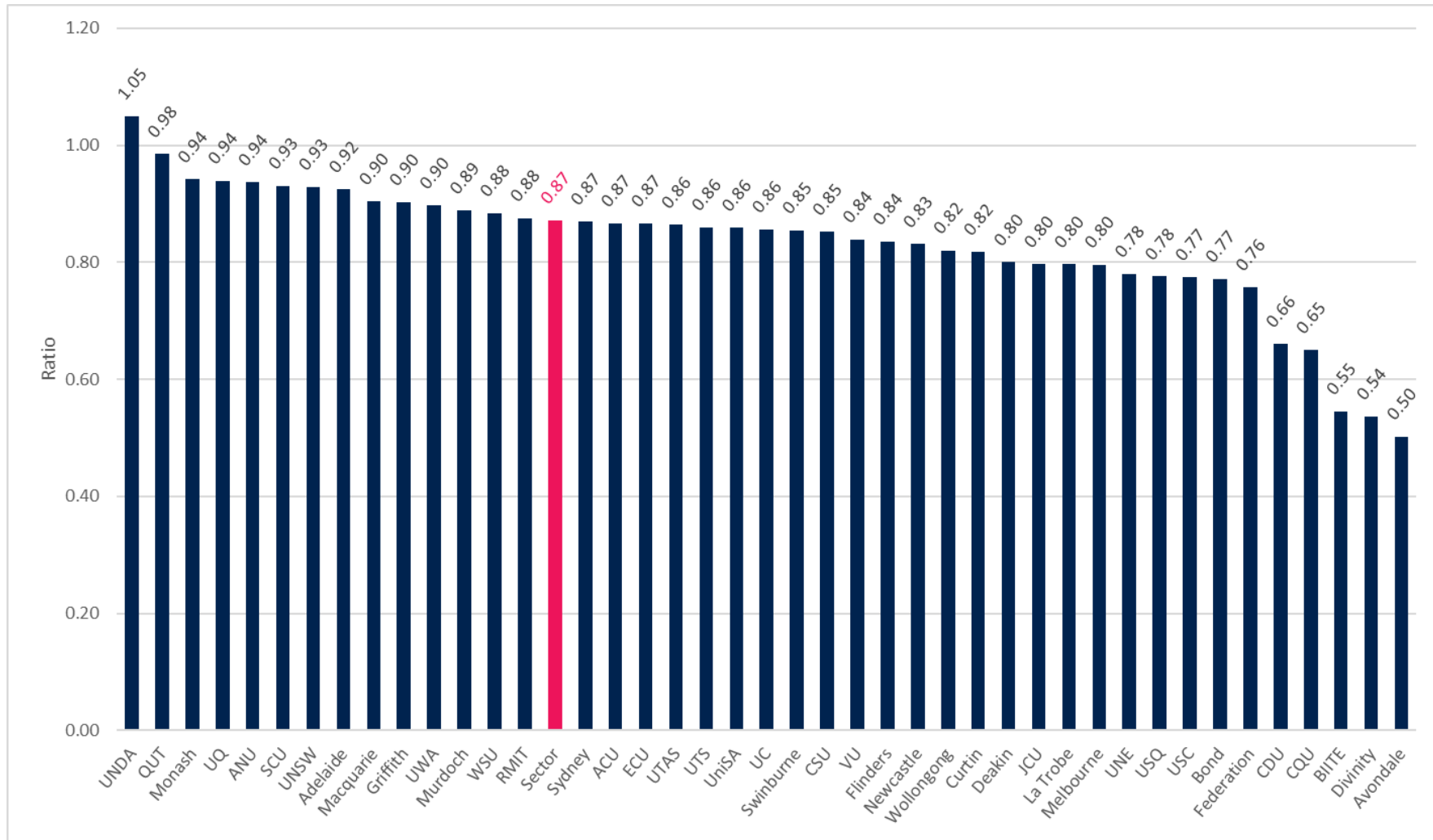


Figure 15: Representation of FTE female senior academic staff (2017)

Institution	Level D	Level E	Level D and above	Level E and above
ACU	54.8%	44.1%	48.2%	44.3%
Adelaide	33.5%	21.7%	27.0%	22.2%
ANU	30.6%	25.0%	27.8%	25.4%
Avondale	28.6%	NA	27.3%	25.0%
BIITE	0.0%	NA	0.0%	NA
Bond	40.3%	34.7%	37.5%	34.0%
CDU	31.0%	28.1%	29.7%	28.6%
CQU	42.4%	36.4%	39.3%	36.5%
CSU	40.7%	34.9%	38.6%	35.8%
Curtin	44.1%	20.3%	31.6%	20.6%
Deakin	43.6%	32.2%	37.4%	32.4%
Divinity	30.0%	20.0%	29.4%	28.6%
ECU	49.2%	34.5%	41.1%	32.8%
Federation	40.0%	19.2%	32.9%	22.6%
Flinders	47.7%	30.4%	40.1%	30.5%
Griffith	45.0%	36.7%	40.0%	36.5%
JCU	45.8%	24.5%	36.3%	25.9%
La Trobe	40.3%	41.2%	40.6%	41.0%
Macquarie	35.8%	33.7%	34.5%	33.3%
Melbourne	36.8%	30.3%	32.7%	30.2%
Monash	38.5%	29.5%	33.7%	29.7%
Murdoch	36.8%	23.4%	31.4%	26.1%
Newcastle	37.4%	25.0%	31.2%	25.7%
QUT	39.5%	35.4%	37.1%	35.7%
RMIT	30.9%	26.6%	28.8%	26.5%
SCU	41.7%	31.4%	36.5%	31.6%
Swinburne	31.5%	26.8%	29.5%	27.8%
Sydney	37.6%	31.7%	34.3%	31.5%
UC	40.9%	29.2%	35.7%	28.8%
UNDA	46.3%	44.4%	45.4%	44.6%
UNE	40.5%	13.8%	29.9%	16.7%
UniSA	47.3%	31.9%	38.5%	32.9%
UNSW	33.2%	24.1%	27.9%	23.9%
UQ	34.1%	21.7%	27.2%	21.9%
USC	34.9%	29.5%	32.6%	30.4%
USQ	35.6%	18.7%	26.6%	20.0%
UTAS	43.0%	22.7%	30.9%	22.4%
UTS	33.5%	33.6%	33.4%	33.3%
UWA	34.4%	20.2%	27.5%	21.1%
VU	30.6%	27.4%	29.1%	27.9%
Wollongong	35.8%	26.5%	31.3%	27.2%
WSU	51.3%	36.4%	43.5%	36.3%
Sector	38.2%	28.8%	33.2%	29.0%

Figure 16: Representation of FTE female academic staff at level D and level E (2013 to 2017)

Institutions	% Female Academics at Level D					% Female Academics at Level E				
	2013	2014	2015	2016	2017	2013	2014	2015	2016	2017
ACU	60.3	50.7	53.3	54.1	54.8	50.6	46.0	47.0	47.8	44.1
Adelaide	25.3	26.9	28.1	29.8	33.5	18.9	19.6	19.7	21.2	21.7
ANU	22.5	23.0	23.4	28.0	30.6	21.0	22.6	24.0	23.3	25.0
Avondale	0.0	25.0	16.7	16.7	28.6	NA	NA	NA	NA	NA
BIITE	NA	NA	NA	0.0	0.0	NA	NA	NA	NA	NA
Bond	37.5	40.0	44.8	43.5	40.3	18.2	25.0	27.3	34.1	34.7
CDU	41.2	37.5	22.7	32.0	31.0	34.6	31.3	26.7	23.5	28.1
CQU	36.4	31.7	37.8	40.9	42.4	31.6	29.5	39.6	39.6	36.4
CSU	32.4	36.8	33.8	35.1	40.7	31.3	38.2	27.1	33.3	34.9
Curtin	39.0	43.7	45.6	45.6	44.1	19.9	19.0	16.2	17.2	20.3
Deakin	38.5	40.8	42.0	41.7	43.6	29.4	29.3	32.4	31.4	32.2
Divinity	23.1	30.0	30.0	18.2	30.0	22.2	27.3	20.0	10.0	20.0
ECU	48.3	45.3	46.0	46.7	49.2	30.0	33.3	34.8	42.0	34.5
FedUni	42.3	36.8	42.1	43.9	40.0	27.8	28.6	25.0	20.0	19.2
Flinders	37.5	40.8	43.9	45.9	47.7	29.1	27.6	28.4	31.0	30.4
Griffith	43.9	45.5	49.4	49.7	45.0	28.7	28.5	30.9	32.5	36.7
JCU	33.3	35.3	36.8	39.7	45.8	20.8	23.8	23.2	21.9	24.5
La Trobe	38.7	38.5	42.0	40.2	40.3	38.6	42.7	46.2	46.3	41.2
Macquarie	38.4	37.0	36.9	37.4	35.8	30.4	29.7	31.8	32.1	33.7
Melbourne	34.6	36.7	37.3	37.7	36.8	25.5	26.4	27.4	30.0	30.3
Monash	36.9	38.3	40.0	38.9	38.5	25.2	26.3	26.1	27.8	29.5
Murdoch	32.5	34.3	36.9	39.1	36.8	16.7	21.1	22.9	22.7	23.4
Newcastle	29.2	36.3	37.8	35.4	37.4	22.8	20.8	21.2	22.6	25.0
QUT	42.3	41.2	42.9	42.6	39.5	32.0	32.5	34.6	35.0	35.4
RMIT	31.4	28.7	32.8	32.4	30.9	24.1	26.5	26.0	24.7	26.6
SCU	33.3	42.4	51.4	46.9	41.7	30.0	36.4	35.1	37.8	31.4
Swinburne	28.4	29.6	30.2	31.1	31.5	24.4	22.1	24.3	23.3	26.8
Sydney	38.0	38.9	38.5	36.9	37.6	23.9	25.1	27.7	30.1	31.7
UC	50.0	46.4	47.2	43.2	40.9	31.7	27.4	34.7	35.8	29.2
UNDA	44.2	48.0	49.0	46.3	46.3	31.8	29.3	32.6	34.1	44.4
UNE	33.8	37.1	39.7	39.1	40.5	25.9	29.8	22.8	15.1	13.8
UniSA	41.2	41.9	40.9	42.4	47.3	21.5	23.8	29.0	31.8	31.9
UNSW	28.2	30.0	30.6	31.1	33.2	22.1	23.4	22.9	24.0	24.1
UQ	28.9	30.7	32.2	34.6	34.1	19.3	20.1	19.6	19.7	21.7
USC	40.6	37.1	35.3	37.1	34.9	30.4	28.6	34.1	31.0	29.5
USQ	43.6	43.1	40.4	35.6	35.6	19.1	18.9	19.7	20.9	18.7
UTAS	34.0	36.7	36.7	40.6	43.0	20.2	21.2	18.6	21.5	22.7
UTS	34.1	36.4	34.7	35.6	33.5	34.6	32.7	31.2	32.2	33.6
UWA	33.3	33.8	34.9	34.1	34.4	19.7	18.3	17.7	20.3	20.2
VU	27.3	31.3	32.8	33.9	30.6	29.2	25.0	24.7	26.5	27.4
Wollongong	31.8	32.7	34.6	34.4	35.8	22.8	23.9	25.0	25.7	26.5
WSU	49.6	53.6	52.5	51.2	51.3	33.1	33.6	33.3	37.9	36.4
Sector	35.2	36.6	37.7	37.9	38.2	25.2	25.9	26.5	27.8	28.8

Figure 17: Representation of FTE female academic staff at level D & above and level E & above (2013 to 2017)

Institutions	% Female Academics at Level D & above					% Female Academics at Level E & above				
	2013	2014	2015	2016	2017	2013	2014	2015	2016	2017
ACU	54.2	48.0	49.7	50.3	48.2	50.0	46.2	47.1	47.9	44.3
Adelaide	21.9	23.0	23.4	25.0	27.0	19.0	19.7	19.9	21.3	22.2
ANU	21.9	23.1	24.0	25.7	27.8	21.4	23.3	24.4	23.7	25.4
Avondale	14.3	22.2	20.0	20.0	27.3	25.0	20.0	25.0	25.0	25.0
BIITE	NA	NA	NA	0.0	0.0	NA	NA	NA	NA	NA
Bond	28.5	32.7	37.5	39.3	37.5	17.2	24.0	26.7	33.3	34.0
CDU	37.0	33.3	25.9	26.7	29.7	34.5	31.4	28.1	22.9	28.6
CQU	32.6	30.8	38.0	41.3	39.3	28.9	30.0	38.2	41.7	36.5
CSU	31.9	37.4	30.5	34.8	38.6	31.4	38.0	27.0	34.3	35.8
Curtin	29.5	30.7	30.4	30.8	31.6	20.8	20.3	17.3	17.7	20.6
Deakin	34.1	34.9	37.2	36.3	37.4	30.3	29.9	33.2	32.2	32.4
Divinity	21.7	27.3	23.8	13.6	29.4	20.0	25.0	18.2	9.1	28.6
ECU	38.9	38.5	40.0	43.1	41.1	28.3	31.4	34.0	39.3	32.8
FedUni	33.3	32.4	34.3	33.8	32.9	22.7	27.3	24.1	20.0	22.6
Flinders	33.6	35.4	37.2	39.4	40.1	28.3	27.9	28.1	31.4	30.5
Griffith	35.0	35.3	37.8	39.2	40.0	29.0	28.6	30.4	32.0	36.5
JCU	27.9	29.8	30.5	32.4	36.3	22.2	24.5	24.0	24.3	25.9
La Trobe	38.2	40.3	43.7	42.6	40.6	37.7	42.3	45.7	45.8	41.0
Macquarie	35.0	33.2	34.0	34.4	34.5	31.4	29.3	31.4	31.6	33.3
Melbourne	29.4	30.7	31.4	33.1	32.7	25.8	26.6	27.5	30.1	30.2
Monash	30.4	31.5	32.2	32.8	33.7	25.1	26.3	26.2	27.9	29.7
Murdoch	25.5	27.8	29.0	30.6	31.4	17.4	21.6	21.9	22.9	26.1
Newcastle	25.7	28.3	28.8	28.8	31.2	23.0	21.7	21.4	22.8	25.7
QUT	35.4	35.6	37.7	37.8	37.1	32.1	32.6	34.8	35.3	35.7
RMIT	28.7	27.9	29.7	28.7	28.8	25.7	27.0	25.8	24.1	26.5
SCU	30.7	37.7	42.1	41.1	36.5	28.6	33.3	34.1	36.6	31.6
Swinburne	26.9	26.3	27.5	27.9	29.5	25.8	23.5	25.2	25.2	27.8
Sydney	30.3	31.8	32.8	33.2	34.3	23.8	25.2	27.9	30.0	31.5
UC	40.9	36.6	40.5	39.4	35.7	33.3	27.6	34.2	35.3	28.8
UNDA	40.2	39.8	41.7	41.0	45.4	36.7	30.2	33.3	34.8	44.6
UNE	30.0	33.6	33.1	29.8	29.9	25.5	29.3	25.4	18.2	16.7
UniSA	28.8	30.6	33.8	36.3	38.5	20.5	23.1	29.0	32.6	32.9
UNSW	24.9	26.2	26.3	27.0	27.9	22.1	23.3	22.7	23.9	23.9
UQ	23.4	24.8	25.4	26.5	27.2	19.5	20.2	20.0	20.4	21.9
USC	36.8	33.8	35.1	34.2	32.6	32.0	30.0	34.9	31.8	30.4
USQ	32.7	31.9	30.3	28.8	26.6	21.2	20.7	22.4	23.3	20.0
UTas	25.9	27.1	25.4	28.7	30.9	19.8	20.9	18.3	21.2	22.4
UTS	34.3	34.2	32.7	33.6	33.4	34.3	32.5	31.1	32.1	33.3
UWA	26.2	26.3	26.4	27.2	27.5	19.8	19.2	18.5	20.7	21.1
VU	28.5	28.8	27.9	29.5	29.1	29.3	26.9	24.7	26.4	27.9
Wollongong	27.8	29.1	30.4	30.7	31.3	23.2	25.3	26.3	26.8	27.2
WSU	41.7	43.2	43.1	44.6	43.5	33.8	33.6	33.3	37.8	36.3
Sector	29.9	30.9	31.7	32.5	33.2	25.4	26.1	26.8	28.1	29.0