

UNIVERSITIES AUSTRALIA

2018 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 compared to the status of males and other females in the sector, using the Department of Education, Skills and Employment staff statistics for 2018 and comparative data from 2014 to 2017.

The analysis of staff data in 2018 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	2014	2015	2016	2017	2018
Professional staff					
• All professional staff	66.1%	66.1%	66.3%	66.3%	66.4%
• Senior professional staff at HEW level 10	51.7%	52.3%	52.7%	52.8%	52.8%
• Senior professional staff at HEW level 10 and above	47.6%	48.3%	48.7%	49.4%	50.0%
Academic staff					
• All academic staff	44.4%	44.9%	45.2%	45.6%	46.7%
• Senior academic staff at level D	35.5%	36.8%	37.2%	37.4%	39.6%
• Senior academic staff at level D and above	29.9%	30.9%	31.7%	32.4%	33.9%
• Senior academic staff at level E	25.1%	25.9%	27.1%	28.1%	29.1%
• Senior academic staff at level E and above	25.3%	26.1%	27.3%	28.3%	29.3%

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 (2018)

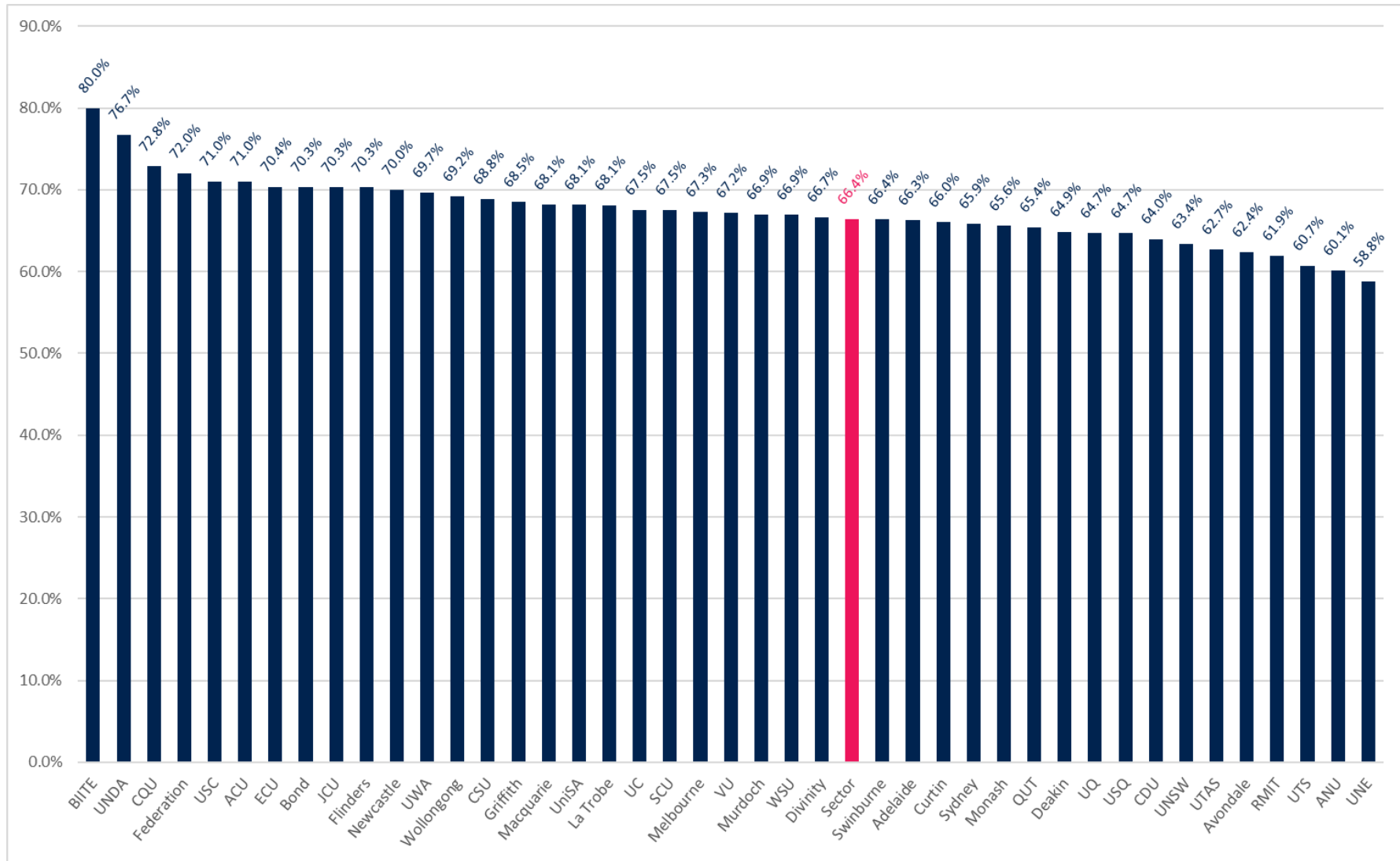


Figure 2: Representation of female professional staff at HEW level 10 (2018)

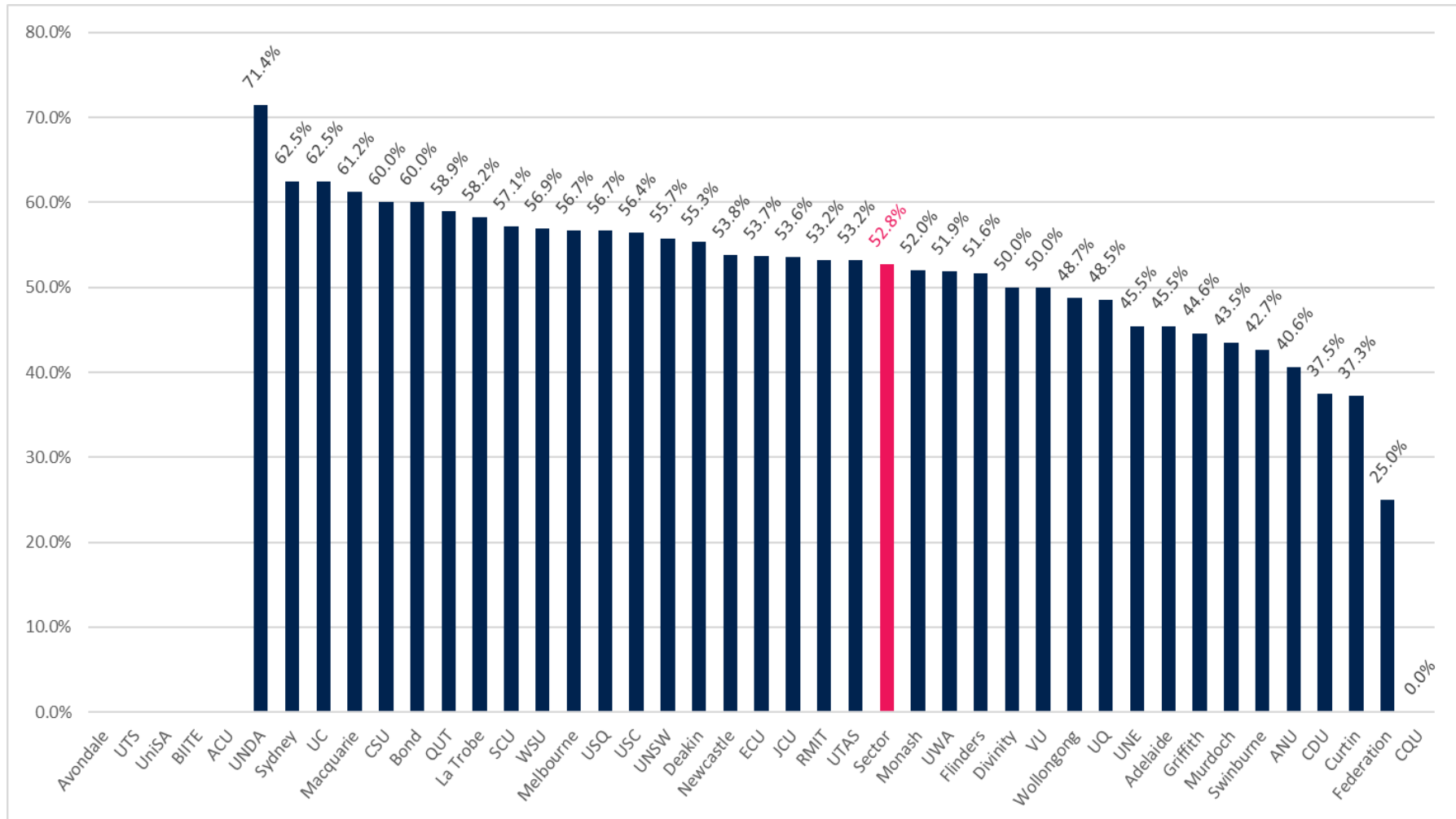


Figure 3: Representation of female senior professional staff at HEW level 10 & above (2018)

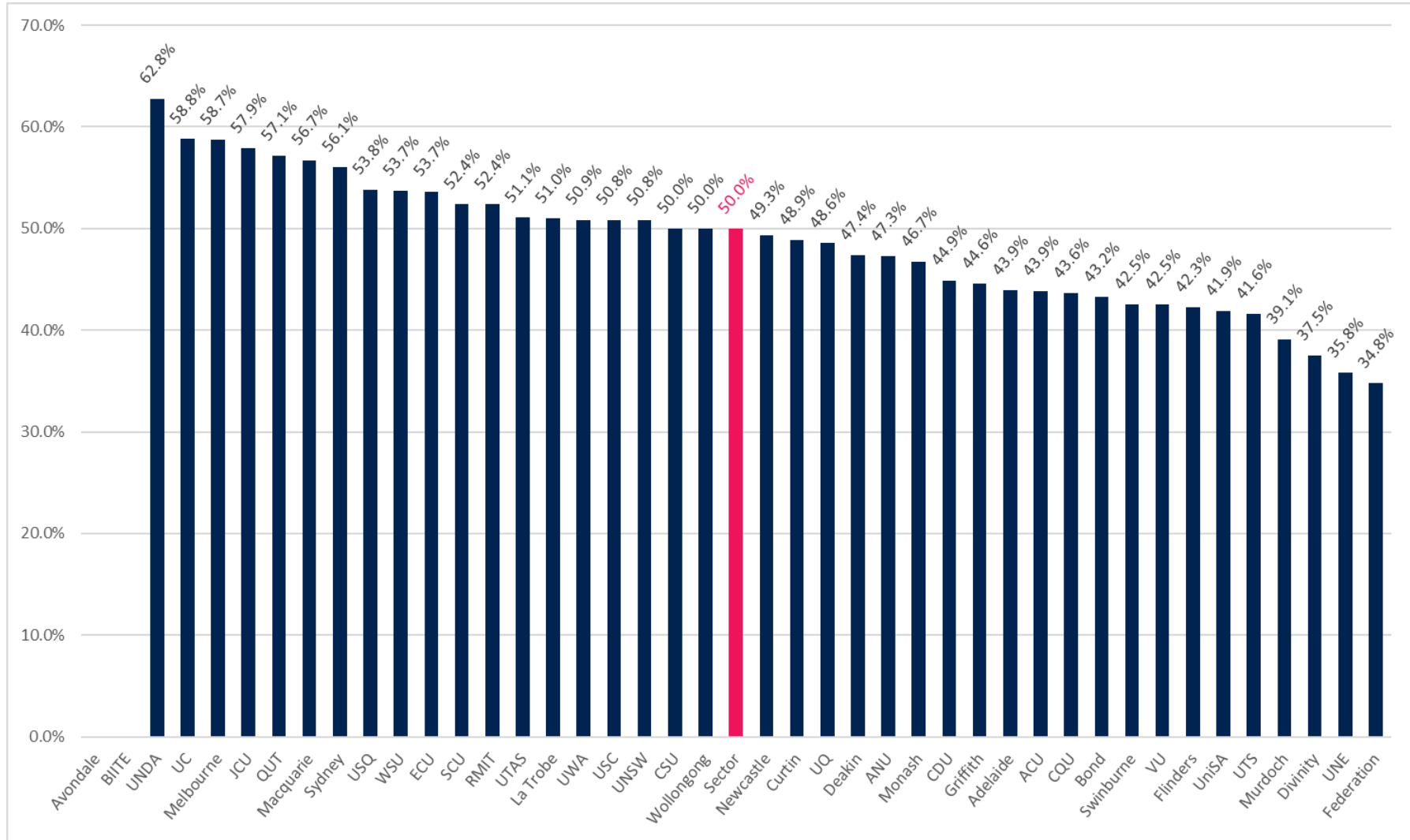


Figure 4: Change in representation of female senior professional staff at HEW level 10 (2014 to 2018)

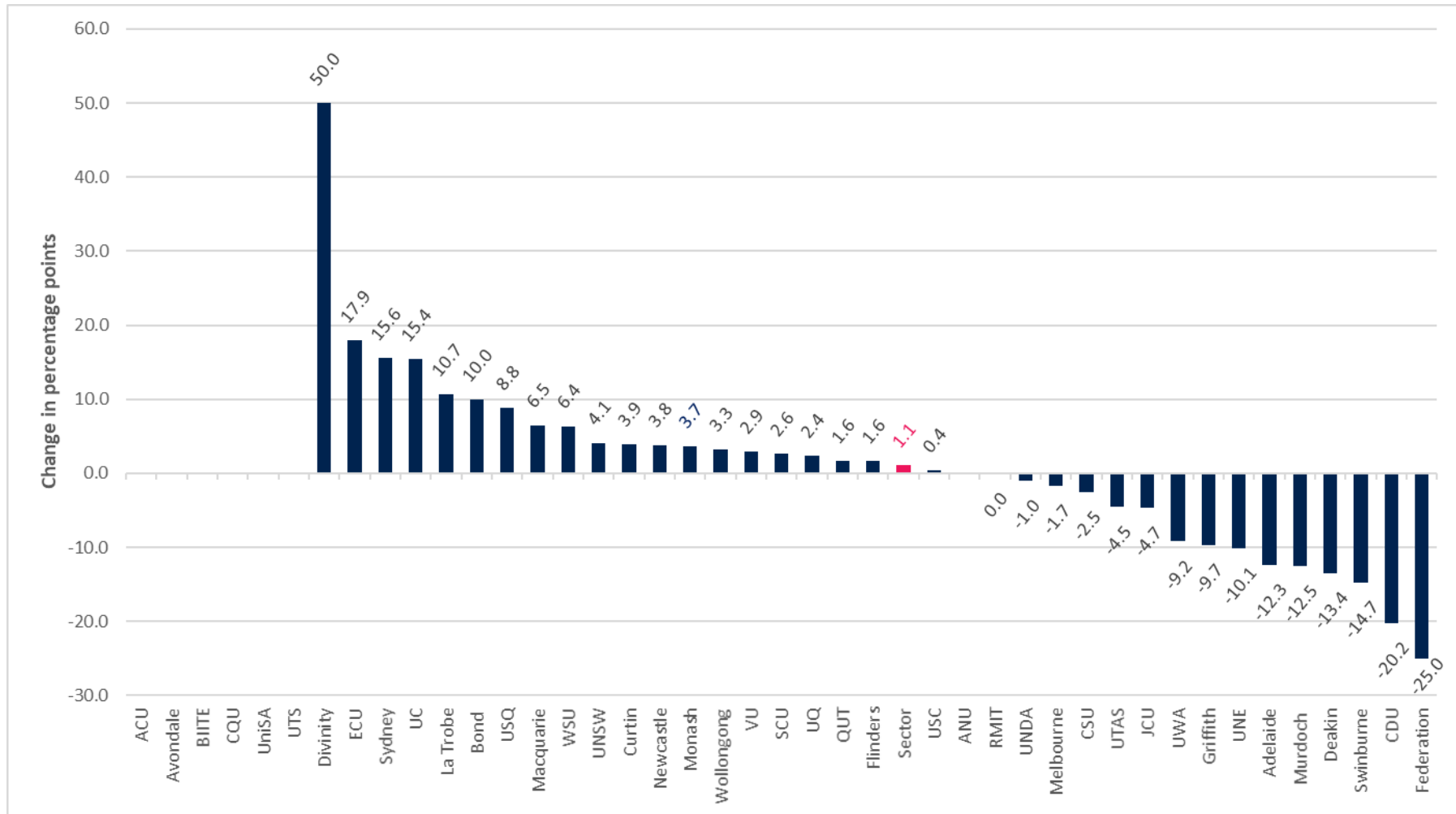


Figure 5: Change in representation of female senior professional staff at HEW level 10 & above (2014 to 2018)

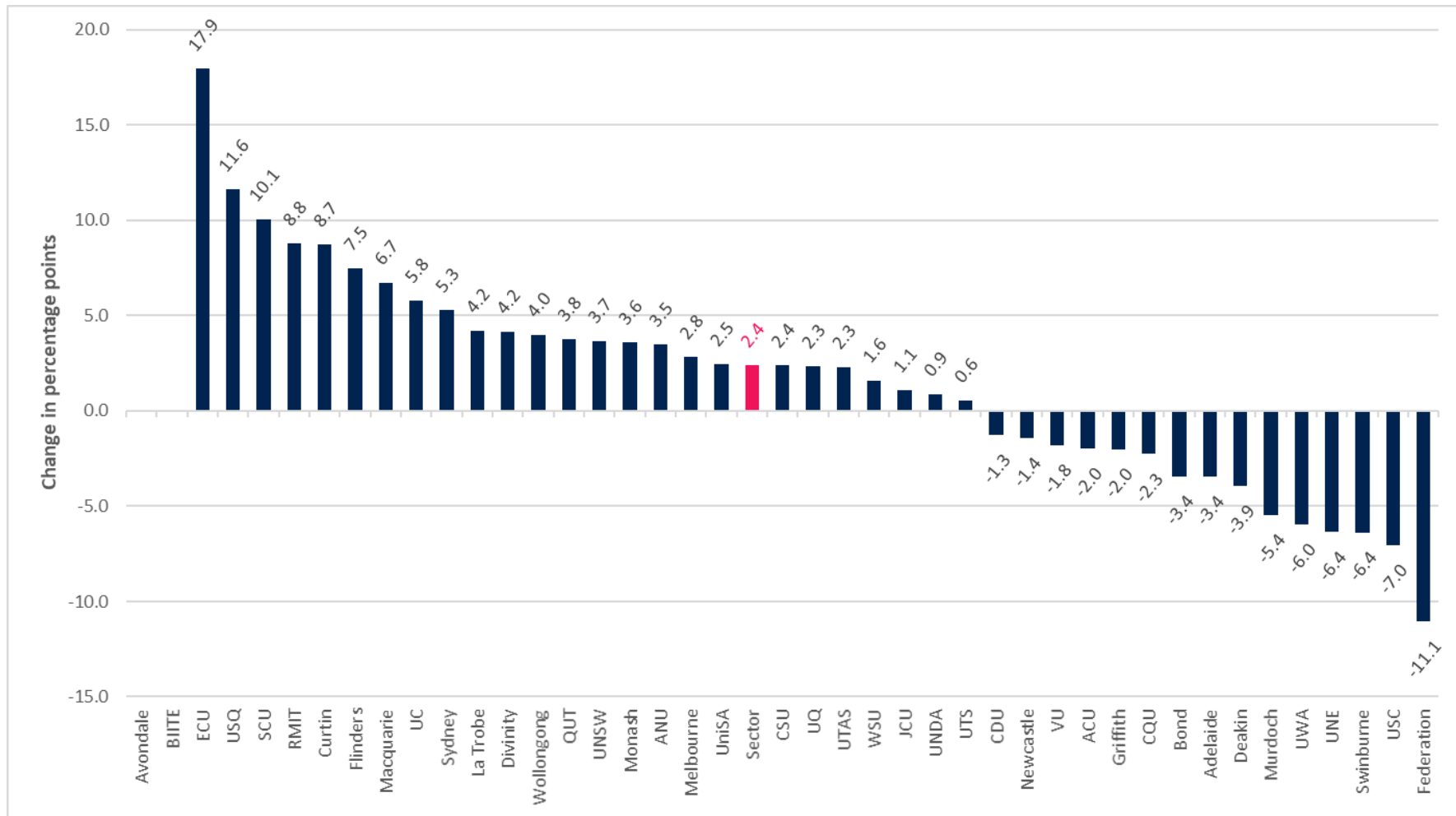


Figure 6: Ratio of female senior professional staff (HEW level 10 & above) to all female professional staff (2018)

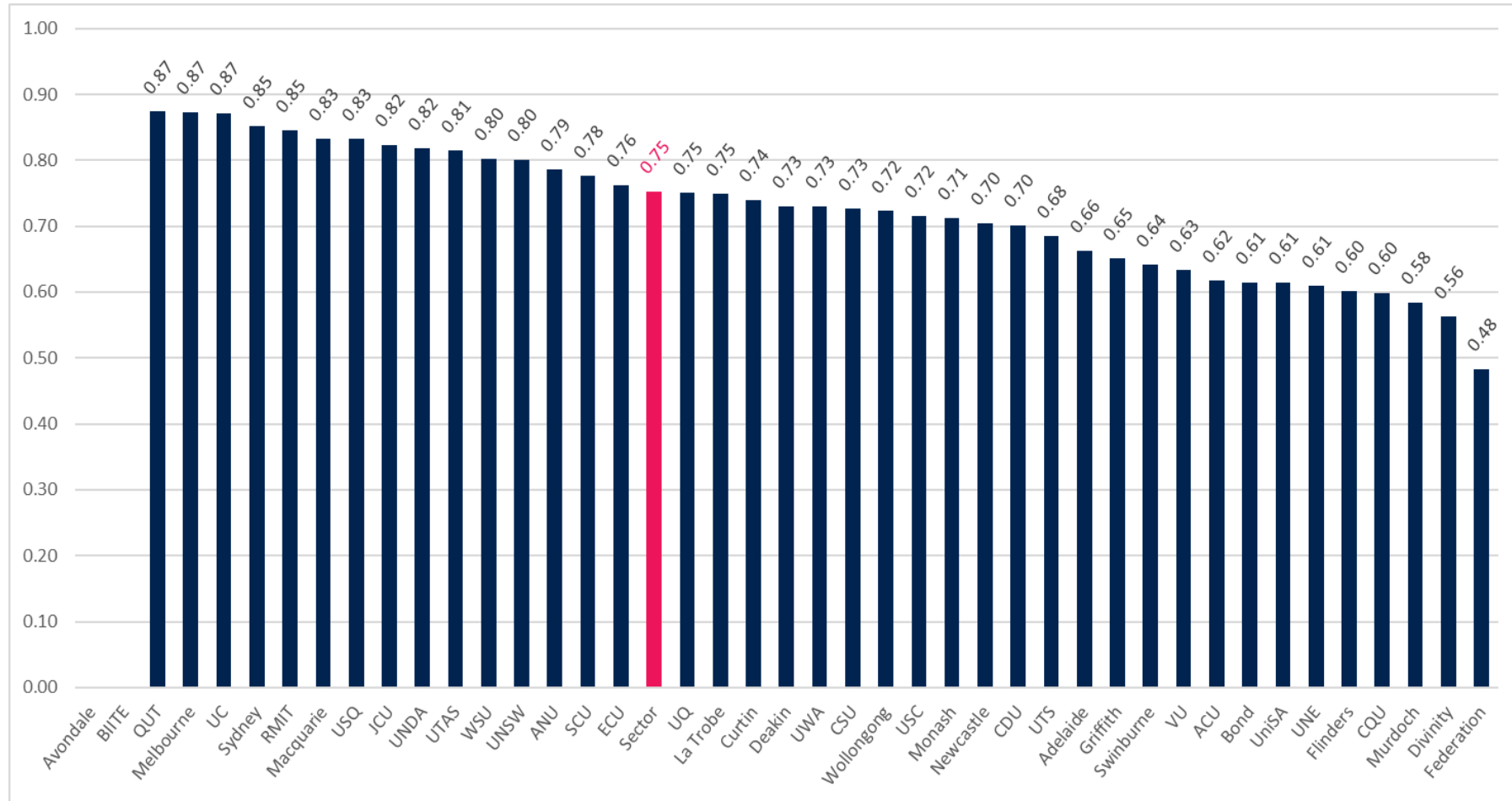


Figure 7: Representation of female academic staff (2018)

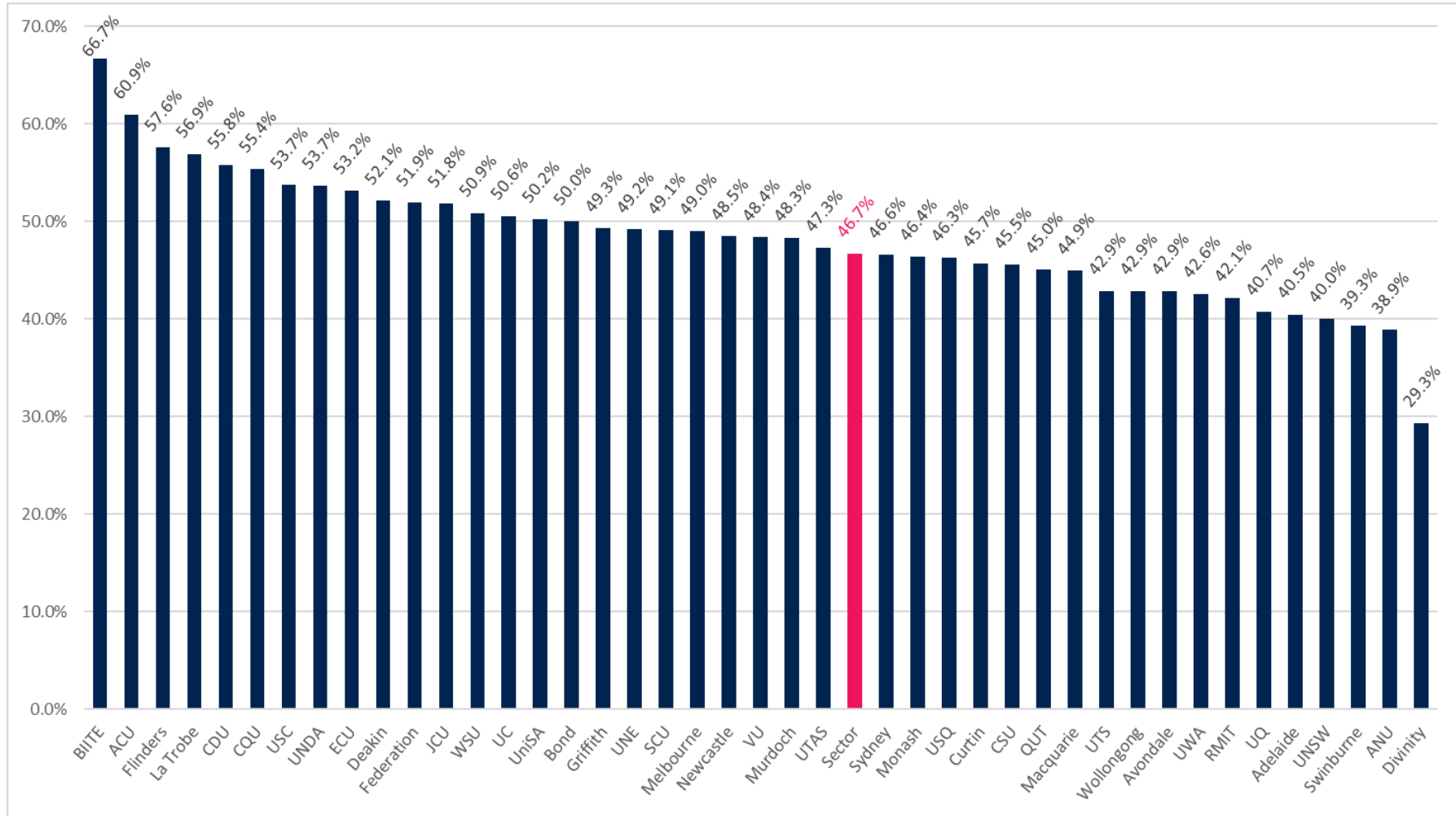


Figure 8: Representation of female academic staff at level D (2018)

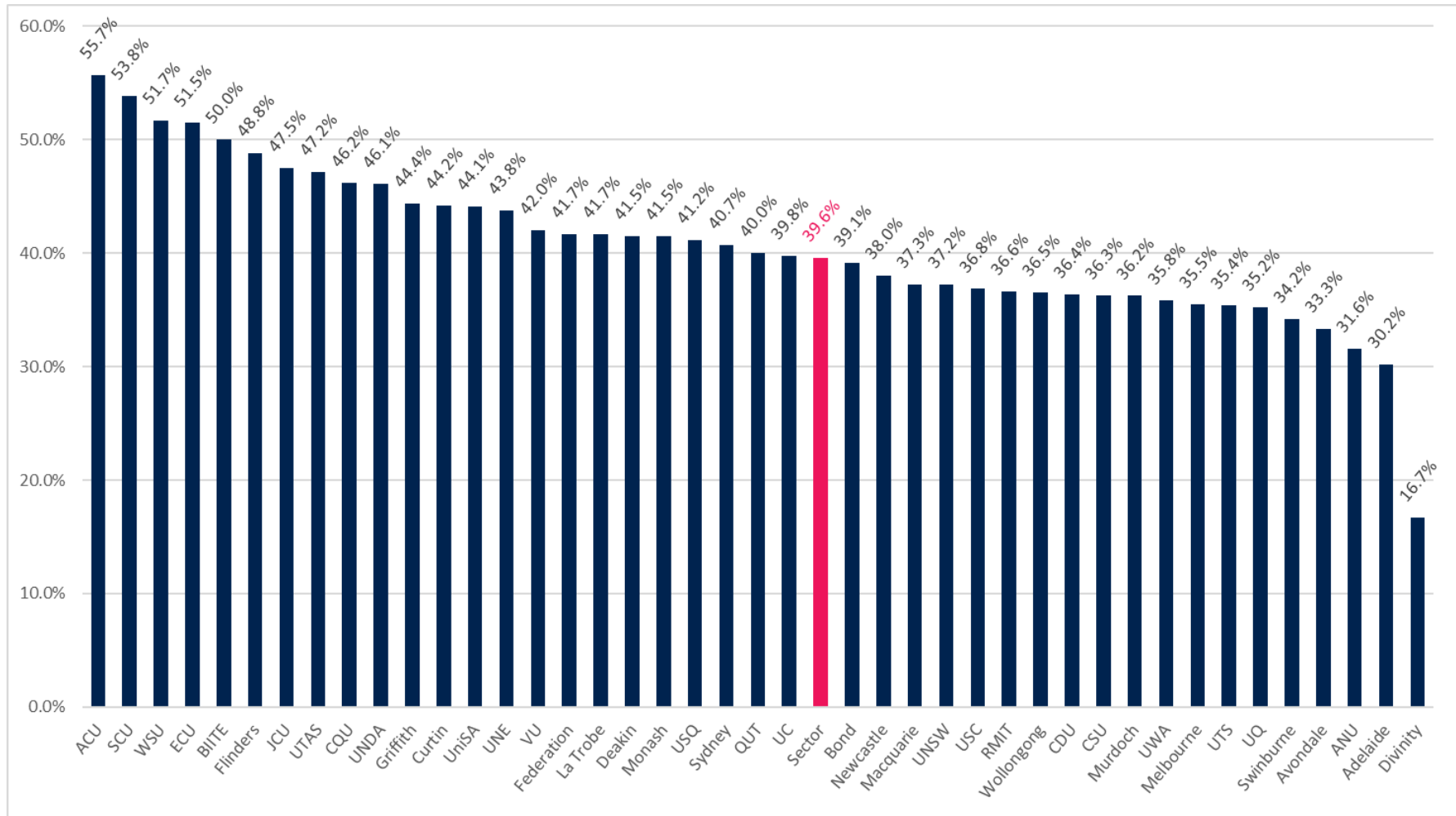


Figure 9: Representation of female academic staff at level E (2018)

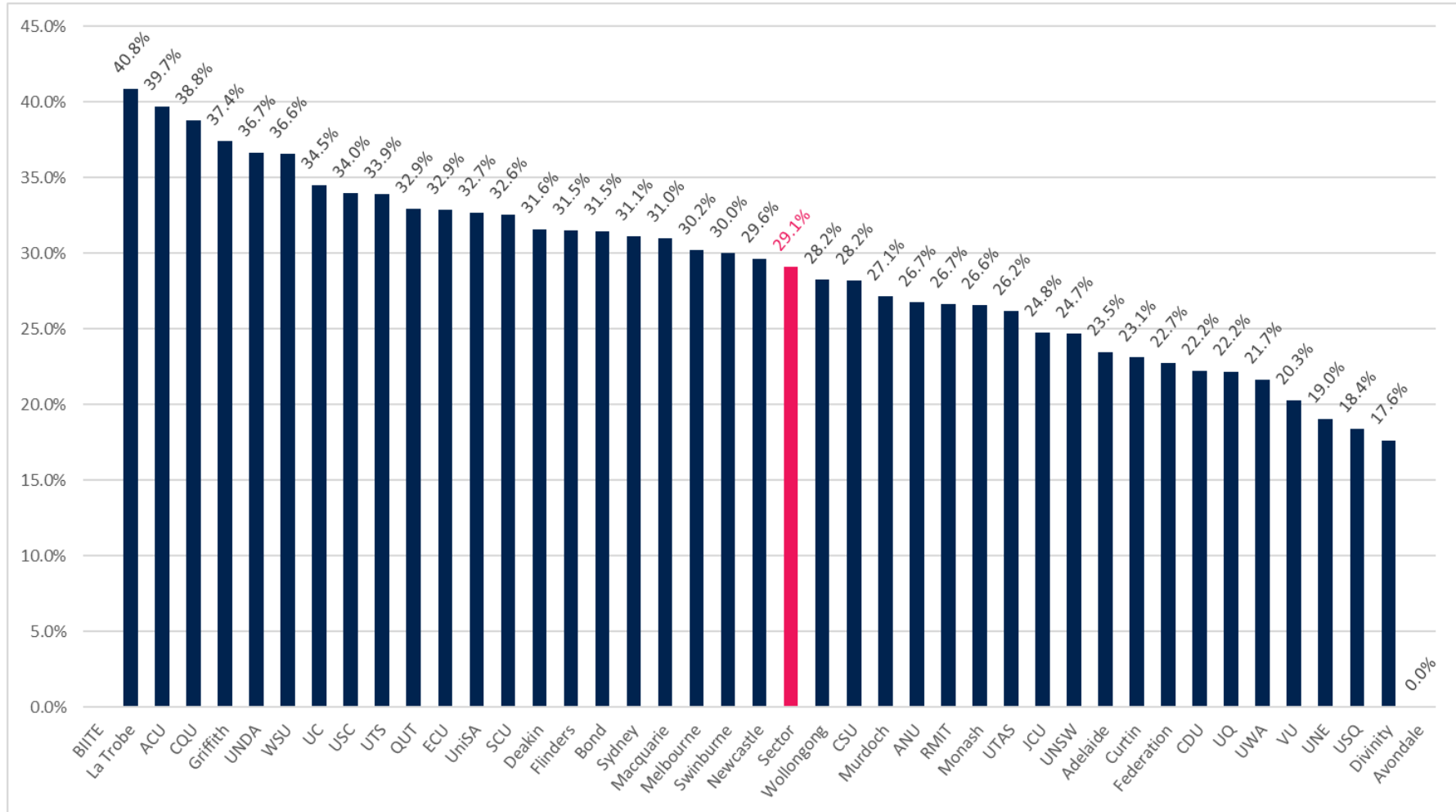


Figure 10: Representation of women in senior academic staff at level D & above (2018)

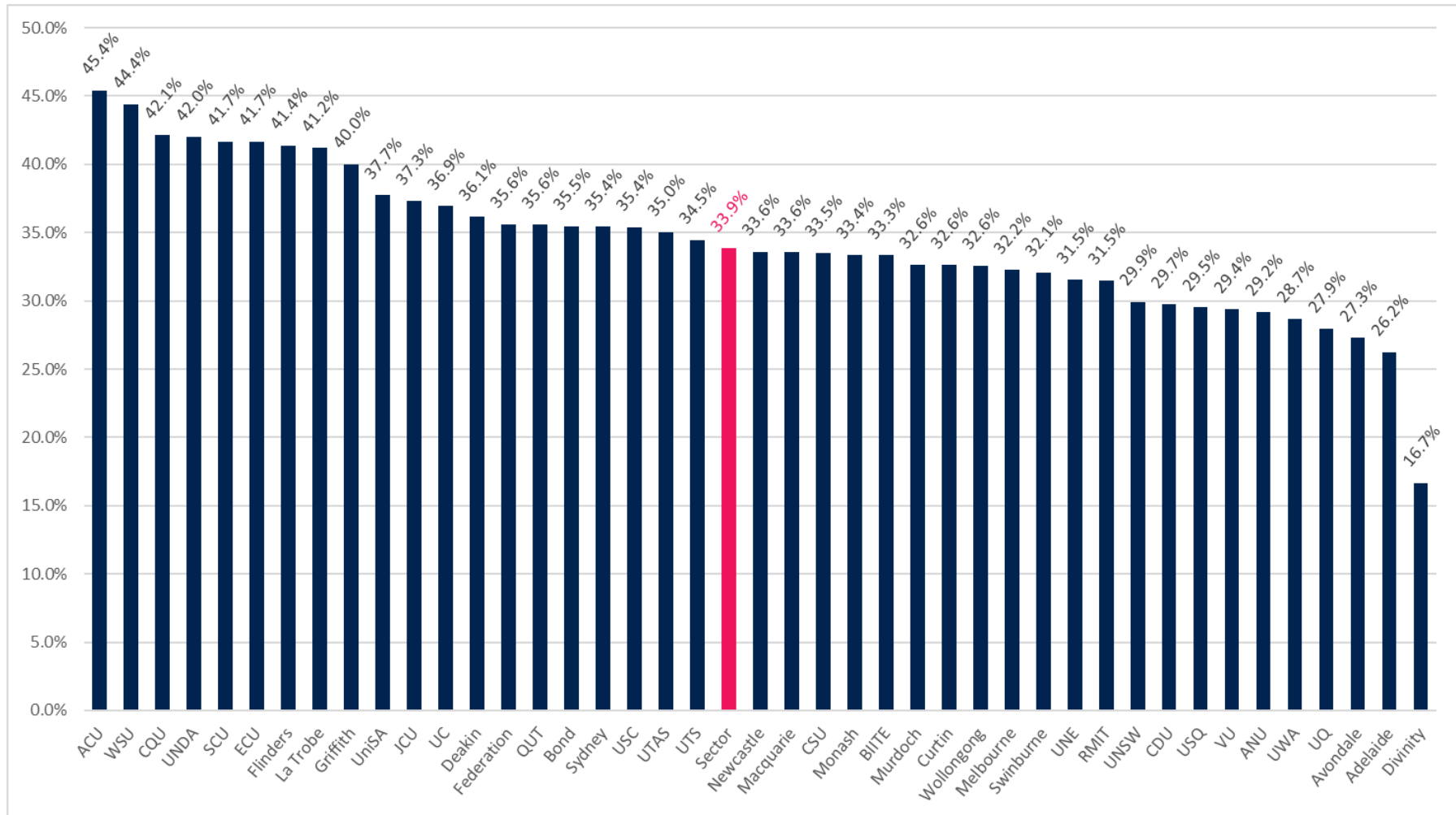


Figure 11: Change in representation of women in senior academic staff at level D & above (2014 to 2018)

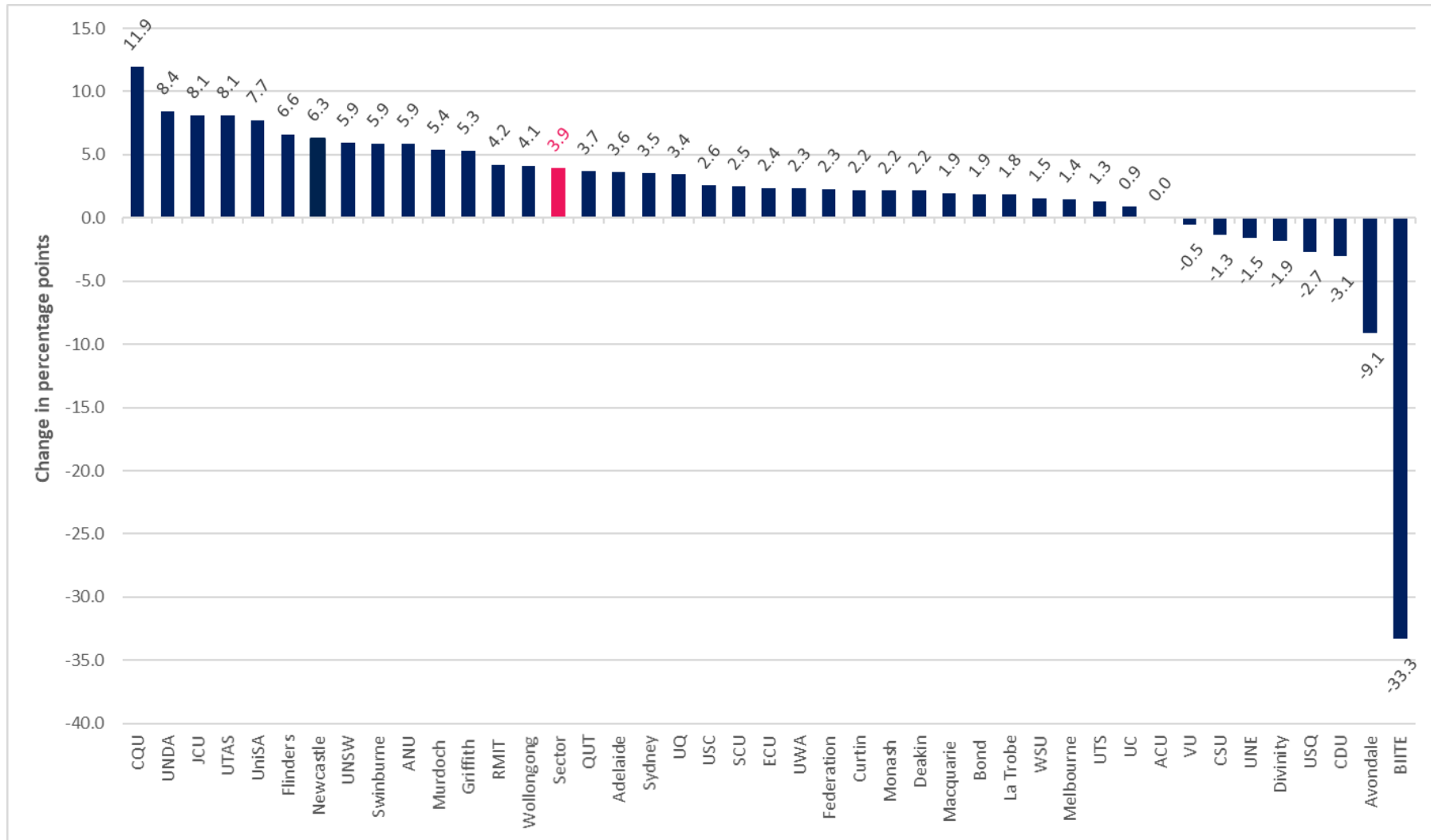


Figure 12: Ratio of female senior academic staff (level D & above) to all female academic staff (2018)

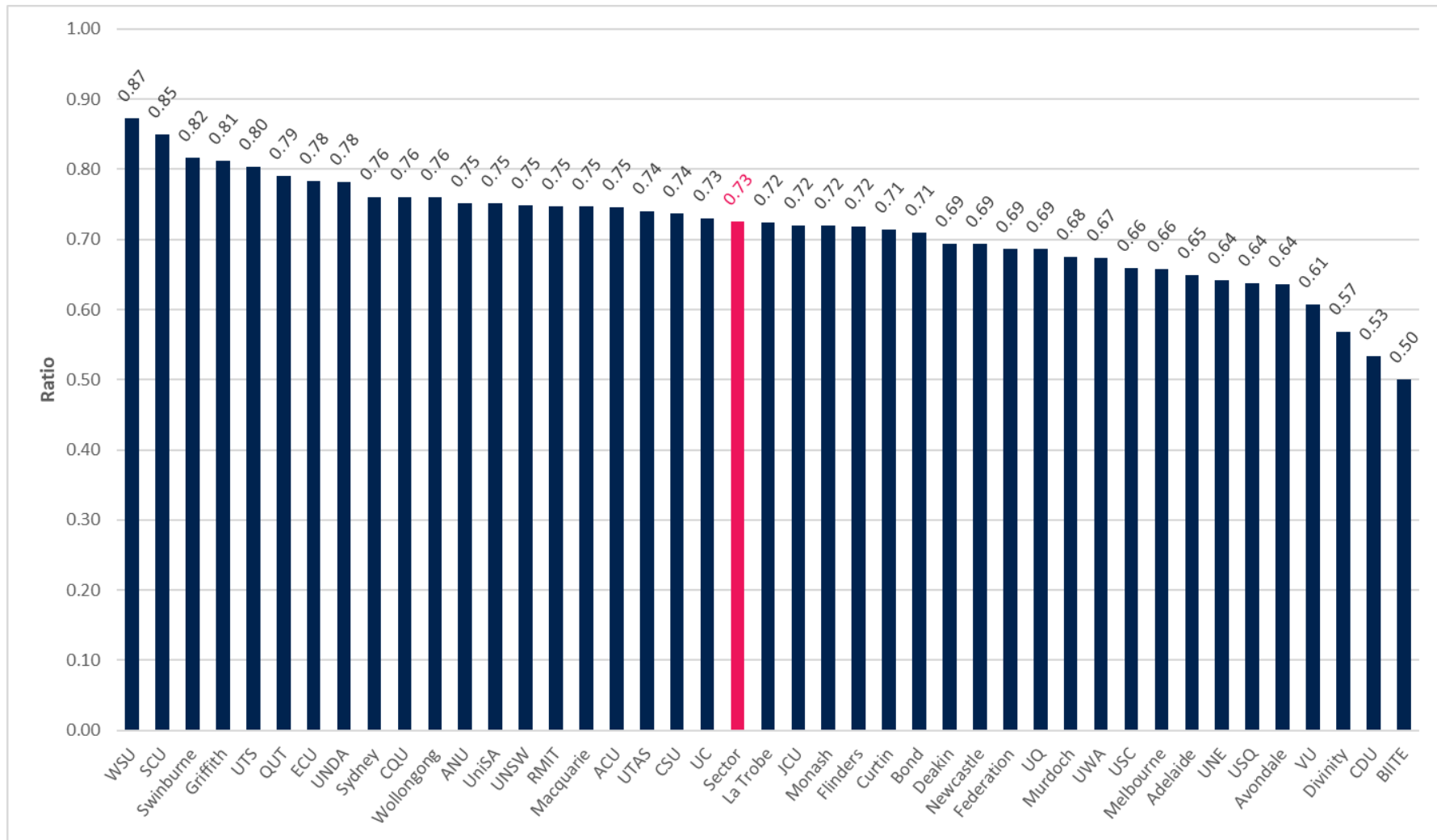


Figure 13: Ratio of female senior academic staff (level E & above) to all female academic staff (2018)

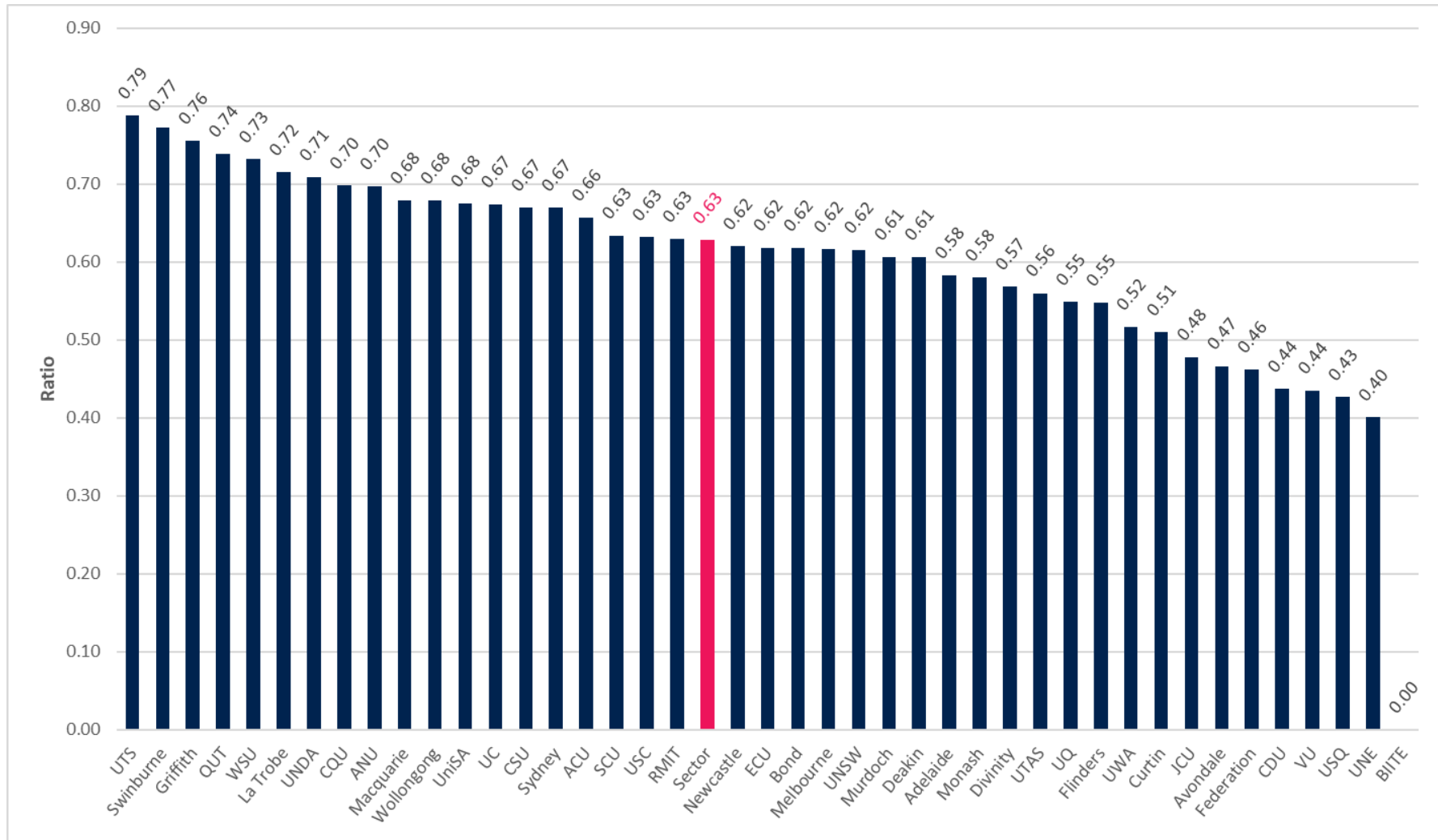


Figure 14: Ratio of % of all female academic staff with a PhD to % all male academic staff with a PhD (2018)

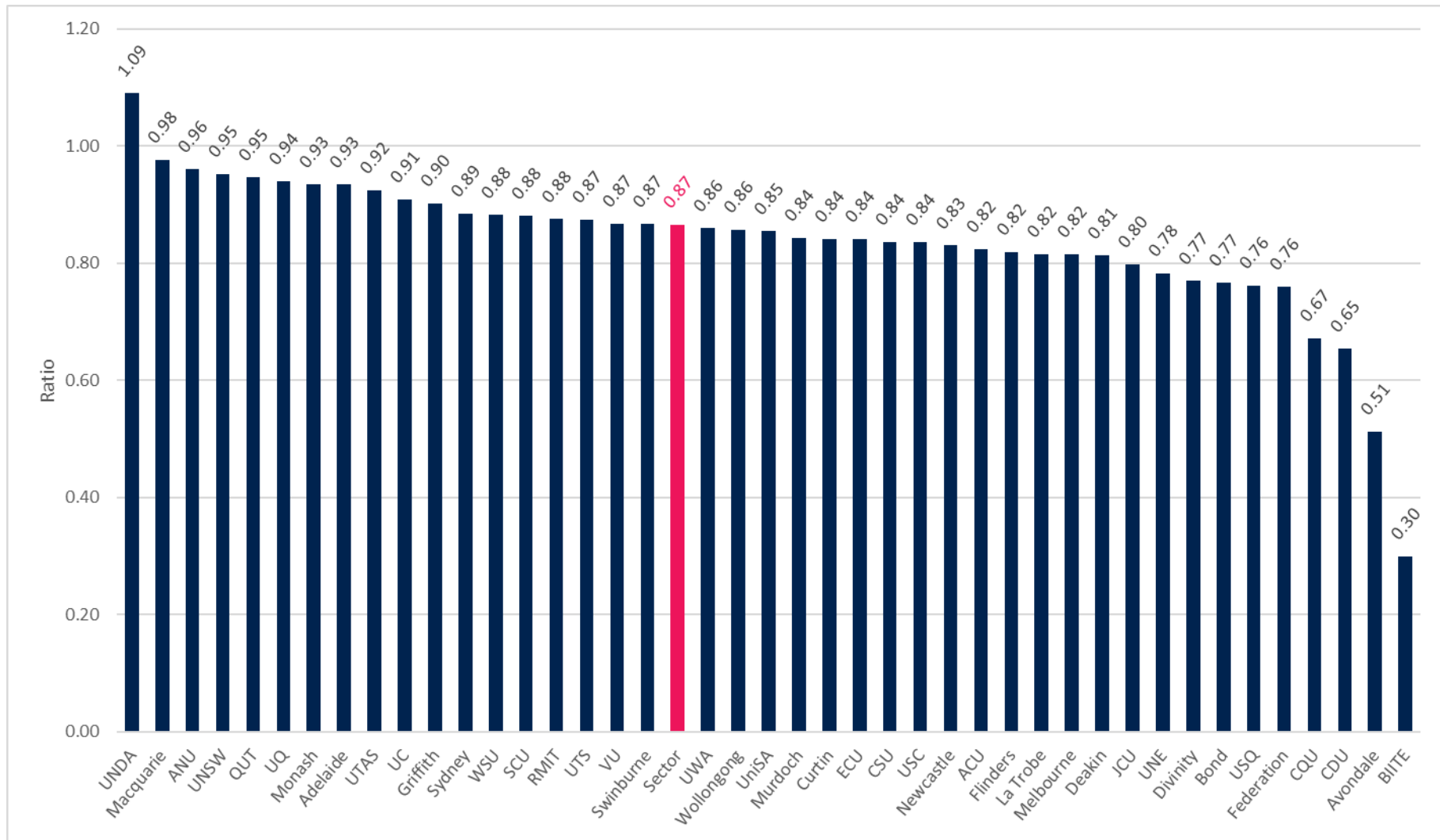


Figure 15: Representation of FTE female senior academic staff (2018)

Institution	Level D	Level E	Level D and above	Level E and above
ACU	55.3%	42.9%	47.9%	43.1%
Adelaide	29.7%	23.5%	26.1%	23.6%
ANU	31.0%	26.3%	28.7%	26.7%
Avondale	40.0%	0.0%	30.0%	20.0%
BIITE	0.0%	NA	0.0%	0.0%
Bond	39.1%	32.7%	36.0%	32.0%
CDU	28.6%	20.0%	24.2%	20.6%
CQU	47.6%	38.1%	42.5%	38.0%
CSU	38.8%	34.5%	38.0%	37.1%
Curtin	43.1%	24.2%	32.8%	24.3%
Deakin	41.7%	33.2%	37.1%	33.0%
Divinity	15.4%	21.4%	17.9%	20.0%
ECU	53.8%	33.3%	43.3%	33.3%
Federation	40.4%	23.8%	35.2%	25.0%
Flinders	49.7%	32.2%	42.2%	32.2%
Griffith	44.4%	38.3%	40.5%	38.1%
JCU	49.2%	24.7%	38.2%	24.8%
La Trobe	41.2%	42.5%	41.7%	42.3%
Macquarie	37.7%	32.4%	34.5%	31.9%
Melbourne	34.6%	30.8%	32.3%	30.8%
Monash	40.6%	27.4%	33.6%	27.7%
Murdoch	35.4%	27.1%	32.6%	29.7%
Newcastle	36.9%	28.5%	32.6%	29.0%
QUT	40.1%	35.1%	37.4%	35.8%
RMIT	36.2%	27.9%	32.0%	27.8%
SCU	54.1%	30.0%	40.5%	28.6%
Swinburne	33.0%	31.1%	32.2%	31.5%
Sydney	40.2%	31.8%	35.6%	31.8%
UC	40.7%	37.0%	38.7%	36.4%
UNDA	52.8%	41.5%	47.5%	43.3%
UNE	43.3%	18.3%	30.9%	19.0%
UniSA	44.4%	32.9%	38.2%	34.2%
UNSW	36.3%	25.3%	29.9%	25.2%
UQ	35.0%	22.8%	28.1%	23.0%
USC	39.6%	34.0%	36.8%	34.0%
USQ	41.5%	18.9%	29.9%	20.3%
UTAS	45.0%	26.8%	34.6%	27.1%
UTS	35.1%	34.1%	34.6%	34.1%
UWA	35.4%	21.7%	28.6%	22.1%
VU	42.2%	19.4%	28.9%	20.3%
Wollongong	36.9%	28.3%	32.9%	29.2%
WSU	52.7%	36.7%	44.9%	37.4%
Sector	39.4%	29.6%	34.1%	29.8%

Figure 16: Representation of FTE female academic staff at level D and level E (2014 to 2018)

Institutions	% Female Academics at Level D					% Female Academics at Level E				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
ACU	50.7	53.3	54.1	54.8	55.3	46.0	47.0	47.8	44.1	42.9
Adelaide	26.9	28.1	29.8	33.5	29.7	19.6	19.7	21.2	21.7	23.5
ANU	23.0	23.4	28.0	30.6	31.0	22.6	24.0	23.3	25.0	26.3
Avondale	25.0	16.7	16.7	28.6	40.0	NA	NA	NA	NA	0.0
BIITE	NA	NA	0.0	0.0	0.0	NA	NA	NA	NA	NA
Bond	40.0	44.8	43.5	40.3	39.1	25.0	27.3	34.1	34.7	32.7
CDU	37.5	22.7	32.0	31.0	28.6	31.3	26.7	23.5	28.1	20.0
CQU	31.7	37.8	40.9	42.4	47.6	29.5	39.6	39.6	36.4	38.1
CSU	36.8	33.8	35.1	40.7	38.8	38.2	27.1	33.3	34.9	34.5
Curtin	43.7	45.6	45.6	44.1	43.1	19.0	16.2	17.2	20.3	24.2
Deakin	40.8	42.0	41.7	43.6	41.7	29.3	32.4	31.4	32.2	33.2
Divinity	30.0	30.0	18.2	30.0	15.4	27.3	20.0	10.0	20.0	21.4
ECU	45.3	46.0	46.7	49.2	53.8	33.3	34.8	42.0	34.5	33.3
FedUni	36.8	42.1	43.9	40.0	40.4	28.6	25.0	20.0	19.2	23.8
Flinders	40.8	43.9	45.9	47.7	49.7	27.6	28.4	31.0	30.4	32.2
Griffith	45.5	49.4	49.7	45.0	44.4	28.5	30.9	32.5	36.7	38.3
JCU	35.3	36.8	39.7	45.8	49.2	23.8	23.2	21.9	24.5	24.7
La Trobe	38.5	42.0	40.2	40.3	41.2	42.7	46.2	46.3	41.2	42.5
Macquarie	37.0	36.9	37.4	35.8	37.7	29.7	31.8	32.1	33.7	32.4
Melbourne	36.7	37.3	37.7	36.8	34.6	26.4	27.4	30.0	30.3	30.8
Monash	38.3	40.0	38.9	38.5	40.6	26.3	26.1	27.8	29.5	27.4
Murdoch	34.3	36.9	39.1	36.8	35.4	21.1	22.9	22.7	23.4	27.1
Newcastle	36.3	37.8	35.4	37.4	36.9	20.8	21.2	22.6	25.0	28.5
QUT	41.2	42.9	42.6	39.5	40.1	32.5	34.6	35.0	35.4	35.1
RMIT	28.7	32.8	32.4	30.9	36.2	26.5	26.0	24.7	26.6	27.9
SCU	42.4	51.4	46.9	41.7	54.1	36.4	35.1	37.8	31.4	30.0
Swinburne	29.6	30.2	31.1	31.5	33.0	22.1	24.3	23.3	26.8	31.1
Sydney	38.9	38.5	36.9	37.6	40.2	25.1	27.7	30.1	31.7	31.8
UC	46.4	47.2	43.2	40.9	40.7	27.4	34.7	35.8	29.2	37.0
UNDA	48.0	49.0	46.3	46.3	52.8	29.3	32.6	34.1	44.4	41.5
UNE	37.1	39.7	39.1	40.5	43.3	29.8	22.8	15.1	13.8	18.3
UniSA	41.9	40.9	42.4	47.3	44.4	23.8	29.0	31.8	31.9	32.9
UNSW	30.0	30.6	31.1	33.2	36.3	23.4	22.9	24.0	24.1	25.3
UQ	30.7	32.2	34.6	34.1	35.0	20.1	19.6	19.7	21.7	22.8
USC	37.1	35.3	37.1	34.9	39.6	28.6	34.1	31.0	29.5	34.0
USQ	43.1	40.4	35.6	35.6	41.5	18.9	19.7	20.9	18.7	18.9
UTAS	36.7	36.7	40.6	43.0	45.0	21.2	18.6	21.5	22.7	26.8
UTS	36.4	34.7	35.6	33.5	35.1	32.7	31.2	32.2	33.6	34.1
UWA	33.8	34.9	34.1	34.4	35.4	18.3	17.7	20.3	20.2	21.7
VU	31.3	32.8	33.9	30.6	42.2	25.0	24.7	26.5	27.4	19.4
Wollongong	32.7	34.6	34.4	35.8	36.9	23.9	25.0	25.7	26.5	28.3
WSU	53.6	52.5	51.2	51.3	52.7	33.6	33.3	37.9	36.4	36.7
Sector	36.6	37.7	37.9	38.2	39.4	25.9	26.5	27.8	28.8	29.6

Figure 17: Representation of FTE female academic staff at level D & above and level E & above (2014 to 2018)

Institutions	% Female Academics at Level D & above					% Female Academics at Level E & above				
	2014	2015	2016	2017	2018	2014	2015	2016	2017	2018
ACU	48.0	49.7	50.3	48.2	47.9	46.2	47.1	47.9	44.3	43.1
Adelaide	23.0	23.4	25.0	27.0	26.1	19.7	19.9	21.3	22.2	23.6
ANU	23.1	24.0	25.7	27.8	28.7	23.3	24.4	23.7	25.4	26.7
Avondale	22.2	20.0	20.0	27.3	30.0	20.0	25.0	25.0	25.0	20.0
BIITE	NA	NA	0.0	0.0	0.0	NA	NA	NA	NA	0.0
Bond	32.7	37.5	39.3	37.5	36.0	24.0	26.7	33.3	34.0	32.0
CDU	33.3	25.9	26.7	29.7	24.2	31.4	28.1	22.9	28.6	20.6
CQU	30.8	38.0	41.3	39.3	42.5	30.0	38.2	41.7	36.5	38.0
CSU	37.4	30.5	34.8	38.6	38.0	38.0	27.0	34.3	35.8	37.1
Curtin	30.7	30.4	30.8	31.6	32.8	20.3	17.3	17.7	20.6	24.3
Deakin	34.9	37.2	36.3	37.4	37.1	29.9	33.2	32.2	32.4	33.0
Divinity	27.3	23.8	13.6	29.4	17.9	25.0	18.2	9.1	28.6	20.0
ECU	38.5	40.0	43.1	41.1	43.3	31.4	34.0	39.3	32.8	33.3
FedUni	32.4	34.3	33.8	32.9	35.2	27.3	24.1	20.0	22.6	25.0
Flinders	35.4	37.2	39.4	40.1	42.2	27.9	28.1	31.4	30.5	32.2
Griffith	35.3	37.8	39.2	40.0	40.5	28.6	30.4	32.0	36.5	38.1
JCU	29.8	30.5	32.4	36.3	38.2	24.5	24.0	24.3	25.9	24.8
La Trobe	40.3	43.7	42.6	40.6	41.7	42.3	45.7	45.8	41.0	42.3
Macquarie	33.2	34.0	34.4	34.5	34.5	29.3	31.4	31.6	33.3	31.9
Melbourne	30.7	31.4	33.1	32.7	32.3	26.6	27.5	30.1	30.2	30.8
Monash	31.5	32.2	32.8	33.7	33.6	26.3	26.2	27.9	29.7	27.7
Murdoch	27.8	29.0	30.6	31.4	32.6	21.6	21.9	22.9	26.1	29.7
Newcastle	28.3	28.8	28.8	31.2	32.6	21.7	21.4	22.8	25.7	29.0
QUT	35.6	37.7	37.8	37.1	37.4	32.6	34.8	35.3	35.7	35.8
RMIT	27.9	29.7	28.7	28.8	32.0	27.0	25.8	24.1	26.5	27.8
SCU	37.7	42.1	41.1	36.5	40.5	33.3	34.1	36.6	31.6	28.6
Swinburne	26.3	27.5	27.9	29.5	32.2	23.5	25.2	25.2	27.8	31.5
Sydney	31.8	32.8	33.2	34.3	35.6	25.2	27.9	30.0	31.5	31.8
UC	36.6	40.5	39.4	35.7	38.7	27.6	34.2	35.3	28.8	36.4
UNDA	39.8	41.7	41.0	45.4	47.5	30.2	33.3	34.8	44.6	43.3
UNE	33.6	33.1	29.8	29.9	30.9	29.3	25.4	18.2	16.7	19.0
UniSA	30.6	33.8	36.3	38.5	38.2	23.1	29.0	32.6	32.9	34.2
UNSW	26.2	26.3	27.0	27.9	29.9	23.3	22.7	23.9	23.9	25.2
UQ	24.8	25.4	26.5	27.2	28.1	20.2	20.0	20.4	21.9	23.0
USC	33.8	35.1	34.2	32.6	36.8	30.0	34.9	31.8	30.4	34.0
USQ	31.9	30.3	28.8	26.6	29.9	20.7	22.4	23.3	20.0	20.3
UTas	27.1	25.4	28.7	30.9	34.6	20.9	18.3	21.2	22.4	27.1
UTS	34.2	32.7	33.6	33.4	34.6	32.5	31.1	32.1	33.3	34.1
UWA	26.3	26.4	27.2	27.5	28.6	19.2	18.5	20.7	21.1	22.1
VU	28.8	27.9	29.5	29.1	28.9	26.9	24.7	26.4	27.9	20.3
Wollongong	29.1	30.4	30.7	31.3	32.9	25.3	26.3	26.8	27.2	29.2
WSU	43.2	43.1	44.6	43.5	44.9	33.6	33.3	37.8	36.3	37.4
Sector	30.9	31.7	32.5	33.2	34.1	26.1	26.8	28.1	29.0	29.8