

Universities Australia Forum  
November 10 and 11 2008

Supplementary Data on Second Action Plan  
for Women

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With thanks for the assistance from the Equity Unit at QUT

Source data: DEEWR Selected Higher Education Staff Statistics

## Representation of Women at HEW 10

2007 Rankings		
University	HEW10 Number	% Female
Australian Maritime College	1	100.0
The University of New England	2	100.0
Charles Darwin University	8	87.5
The University of Newcastle	6	66.7
University of Ballarat	3	66.7
University of Western Sydney	20	65.0
University of Canberra	14	64.3
The University of Notre Dame Australia	13	61.5
The University of Adelaide	25	60.0
University of Tasmania	10	60.0
Queensland University of Technology	14	57.1
The University of Sydney	113	55.8
The University of New South Wales	69	55.1
La Trobe University	19	52.6
Monash University	152	52.6
Deakin University	25	52.0
Bond University	14	50.0
Charles Sturt University	4	50.0
Murdoch University	6	50.0
The Flinders University of South Australia	10	50.0
University of the Sunshine Coast	4	50.0
The Australian National University	96	49.0
University of Wollongong	47	48.9
Griffith University	38	44.7
The University of Melbourne	176	44.3
Victoria University	34	44.1
RMIT University	62	43.5
Macquarie University	69	42.0
James Cook University	43	41.9
Curtin University of Technology	33	39.4
University of Southern Queensland	18	38.9
The University of Queensland	93	38.7
The University of Western Australia	74	35.1
Edith Cowan University	37	32.4
Swinburne University of Technology	12	25.0
Southern Cross University	6	16.7
Central Queensland University	4	0.0
University of South Australia	1	0.0
Australian Defence Force Academy	0	
Avondale College	0	
Batchelor Institute of Indigenous Tertiary Education	0	
University of Technology, Sydney	0	

## Representation of Women at HEW 10 and above

2007 rankings		
University	>=HEW10 Number	% Female
Charles Darwin University	24	58.3
Australian Catholic University	26	53.8
The University of Newcastle	44	52.3
The University of Notre Dame Australia	18	50.0
Batchelor Institute of Indigenous Tertiary Education	2	50.0
Queensland University of Technology	155	49.7
Deakin University	87	49.4
University of Canberra	41	48.8
The University of Sydney	157	48.4
Monash University	205	47.8
Bond University	19	47.4
University of Western Sydney	77	46.8
University of Tasmania	31	45.2
The University of Adelaide	51	45.1
The Flinders University of South Australia	25	44.0
The University of Melbourne	216	44.0
University of Wollongong	58	43.1
The Australian National University	197	42.6
University of the Sunshine Coast	12	41.7
The University of New South Wales	142	41.5
University of Ballarat	17	41.2
University of South Australia	39	41.0
Macquarie University	71	40.8
La Trobe University	76	40.8
Griffith University	91	40.7
James Cook University	47	40.4
Victoria University	45	40.0
Southern Cross University	18	38.9
RMIT University	137	38.7
University of Technology, Sydney	94	38.3
The University of Western Australia	84	38.1
The University of Queensland	95	37.9
The University of New England	24	37.5
Murdoch University	80	37.5
Central Queensland University	47	36.2
Curtin University of Technology	78	35.9
Edith Cowan University	40	32.5
Charles Sturt University	32	31.3
University of Southern Queensland	39	30.8
Swinburne University of Technology	37	27.0
Australian Maritime College	4	25.0
Avondale College	0	
Australian Defence Force Academy	0	

## Representation of Women at HEW 10 and Above

<b>Change 2003 - 2007</b>	
The University of Notre Dame Australia	27.78
Victoria University	20.00
University of Wollongong	16.63
University of Southern Queensland	14.77
The University of Adelaide	14.54
University of Tasmania	8.80
University of Western Sydney	8.57
Monash University	7.80
The University of Queensland	6.81
Australian Catholic University	6.02
Edith Cowan University	5.67
Curtin University of Technology	5.46
University of South Australia	5.31
The University of Sydney	4.47
The University of New England	4.17
Queensland University of Technology	3.99
The University of Melbourne	3.51
<b>SECTOR</b>	<b>3.21</b>
The University of Western Australia	3.10
Murdoch University	2.50
University of Canberra	2.35
The University of Newcastle	2.27
University of Technology, Sydney	1.39
University of Ballarat	1.18
Deakin University	0.99
Macquarie University	0.85
La Trobe University	0.79
Swinburne University of Technology	0.36
Charles Sturt University	0.22
Avondale College	0.00
Southern Cross University	0.00
The Flinders University of South Australia	0.00
Batchelor Institute of Indigenous Tertiary Education	0.00
Griffith University	-1.01
The University of New South Wales	-1.18
Charles Darwin University	-1.67
James Cook University	-1.68
RMIT University	-3.39
Australian Maritime College	-3.57
The Australian National University	-3.90
Central Queensland University	-6.38
University of the Sunshine Coast	-18.33
Australian Defence Force Academy	

## Representation of Women at Level D

2007 Ranking		
University	Level D Number	% Female
Australian Catholic University	53	50.94
University of the Sunshine Coast	18	50.00
Batchelor Institute of Indigenous Tertiary Education	2	50.00
Charles Darwin University	24	45.83
University of Canberra	44	43.18
University of Ballarat	19	42.11
University of Western Sydney	116	41.38
Deakin University	96	39.58
Edith Cowan University	56	37.50
The Flinders University of South Australia	112	37.50
University of Technology, Sydney	113	34.51
The University of Sydney	292	33.22
Bond University	61	32.79
La Trobe University	131	31.30
Swinburne University of Technology	58	31.03
Macquarie University	139	30.94
Southern Cross University	33	30.30
Queensland University of Technology	124	29.84
Curtin University of Technology	161	29.81
Griffith University	135	29.63
University of South Australia	99	29.29
The University of Melbourne	403	29.28
University of Tasmania	82	28.05
Murdoch University	74	27.03
RMIT University	194	26.80
The University of New England	66	25.76
Monash University	327	25.38
Charles Sturt University	56	25.00
Melbourne College of Divinity	8	25.00
University of Wollongong	134	24.63
Victoria University	54	24.07
The University of New South Wales	504	24.01
The University of Western Australia	205	23.41
The University of Newcastle	79	22.78
The Australian National University	223	21.52
The University of Queensland	282	20.92
The University of Adelaide	155	20.00
Central Queensland University	51	19.61
University of Southern Queensland	47	19.15
James Cook University	77	12.99
Australian Maritime College	2	0.00

# Representation of Women at Level D

Change 2002 - 2007

University of the Sunshine Coast	50.00
Charles Darwin University	38.14
Swinburne University of Technology	19.67
The University of New England	19.20
University of Tasmania	12.53
University of Ballarat	12.11
The University of Western Australia	11.98
The University of Sydney	11.56
Curtin University of Technology	11.32
The University of New South Wales	10.44
Murdoch University	8.70
Edith Cowan University	8.65
Monash University	8.58
The Flinders University of South Australia	8.21
La Trobe University	7.82
Australian Catholic University	7.70
The University of Newcastle	7.49
University of Technology, Sydney	7.01
University of Canberra	7.01
<b>SECTOR</b>	<b>6.95</b>
University of Wollongong	6.61
The University of Melbourne	6.42
Southern Cross University	6.16
The University of Adelaide	5.71
Charles Sturt University	5.56
Deakin University	4.80
The Australian National University	4.49
Victoria University	3.73
University of South Australia	3.58
The University of Queensland	3.21
Central Queensland University	2.94
University of Southern Queensland	2.01
RMIT University	1.07
University of Western Sydney	0.64
Australian Maritime College	0.00
Batchelor Institute of Indigenous Tertiary Education	0.00
Griffith University	-0.37
Macquarie University	-0.77
Queensland University of Technology	-3.96
James Cook University	-4.73
The University of Notre Dame Australia	n/a
Australian Defence Force Academy	n/a
Avondale	n/a

## Representation of Women at Level E

2007 ranking		
University	Level E Number	% Female
Batchelor Institute of Indigenous Tertiary Education	1	100.0
Melbourne College of Divinity	4	50.0
Australian Catholic University	28	35.7
University of Ballarat	17	35.3
University of Western Sydney	107	33.6
Charles Darwin University	30	33.3
Deakin University	87	31.0
La Trobe University	112	30.4
University of Technology, Sydney	113	29.2
Griffith University	169	26.6
Edith Cowan University	35	25.7
Central Queensland University	20	25.0
Queensland University of Technology	288	25.0
University of the Sunshine Coast	8	25.0
University of South Australia	112	23.2
Macquarie University	123	22.8
Charles Sturt University	58	20.7
RMIT University	87	20.7
Victoria University	69	20.3
The University of Melbourne	378	20.1
Southern Cross University	30	20.0
University of Wollongong	105	19.0
The Flinders University of South Australia	74	18.9
James Cook University	70	18.6
Curtin University of Technology	130	18.5
Bond University	49	18.4
The University of Newcastle	104	18.3
The University of Sydney	354	17.8
University of Southern Queensland	34	17.6
University of Canberra	34	17.6
The University of Queensland	333	16.5
Monash University	318	16.0
The Australian National University	282	16.0
The University of Western Australia	211	15.2
University of Tasmania	99	15.2
Swinburne University of Technology	71	14.1
The University of New England	57	14.0
The University of New South Wales	564	12.9
The University of Adelaide	166	12.7
Murdoch University	61	8.2
Australian Maritime College	2	0.0

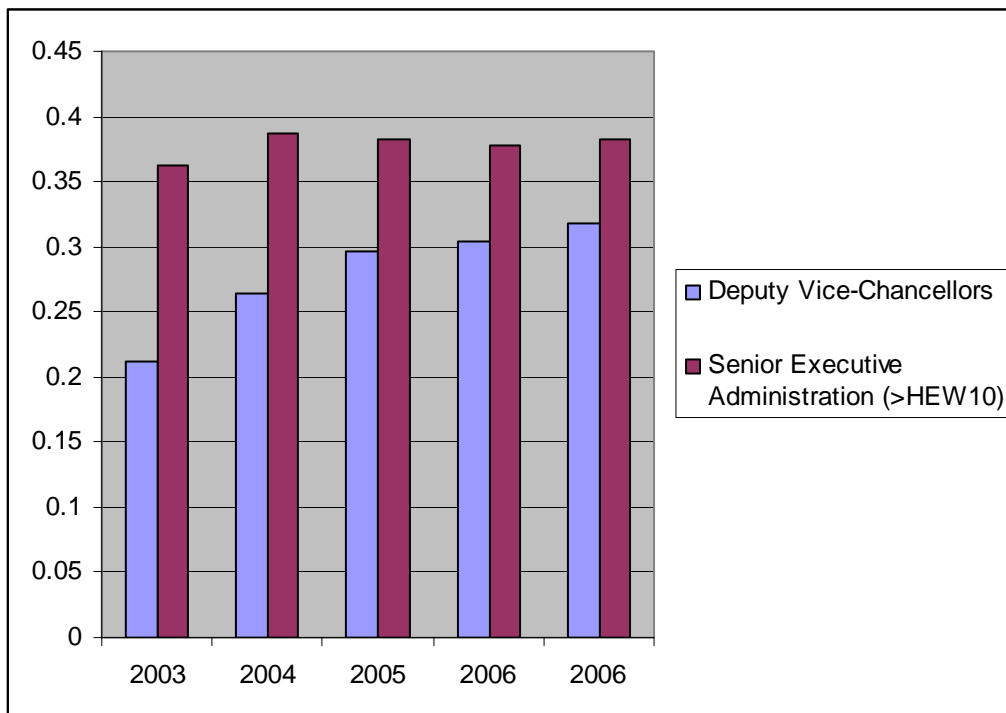
# Representation of Women at Level E

Change 2002-2007

<b>Ballarat</b>	35.29
<b>ACU</b>	22.75
<b>Notre Dame</b>	20.46
<b>Griffith</b>	15.35
<b>Deakin</b>	13.03
<b>QUT</b>	12.11
<b>Wollongong</b>	11.39
<b>CQU</b>	11.32
<b>Charles Sturt</b>	11.23
<b>La Trobe</b>	8.77
<b>Charles Darwin</b>	8.47
<b>Canberra</b>	8.44
<b>UTS</b>	7.63
<b>Victoria</b>	7.48
<b>Southern Cross</b>	7.33
<b>UWS</b>	7.32
<b>Curtin</b>	6.45
<b>UQ</b>	5.29
<b>ANU</b>	5.03
<b>SECTOR</b>	4.99
<b>Macquarie</b>	4.90
<b>Melbourne</b>	4.49
<b>Uni of WA</b>	4.47
<b>USQ</b>	4.01
<b>Uni of SA</b>	3.94
<b>Adelaide</b>	3.57
<b>Uni of Tas</b>	3.15
<b>RMIT</b>	2.84
<b>UNSW</b>	2.66
<b>Monash</b>	1.72
<b>Flinders</b>	1.43
<b>Edith Cowan</b>	0.71
<b>Murdoch</b>	0.26
<b>Sunshine Coast</b>	0.00
<b>ADFA</b>	0.00
<b>Aus Maritime</b>	0.00
<b>Sydney</b>	-0.82
<b>UNE</b>	-1.50
<b>Newcastle</b>	-2.43
<b>JCU</b>	-4.11
<b>Swinburne</b>	-4.54
<b>Avondale</b>	n/a
<b>Batchelor</b>	n/a

## Senior Leadership positions

	2003		2004		2005		2006		2007	
	Total	Female	Total	Female	Total	Female	Total	Female	Total	Female
Vice-Chancellors	37	10	40	12	39	9	41	7	39	9
Deputy Vice-Chancellors	127	27	129	34	128	38	145	44	167	53
Senior Executive Administration (>HEW10)	1167	423	1223	473	1308	500	1317	497	1407	537



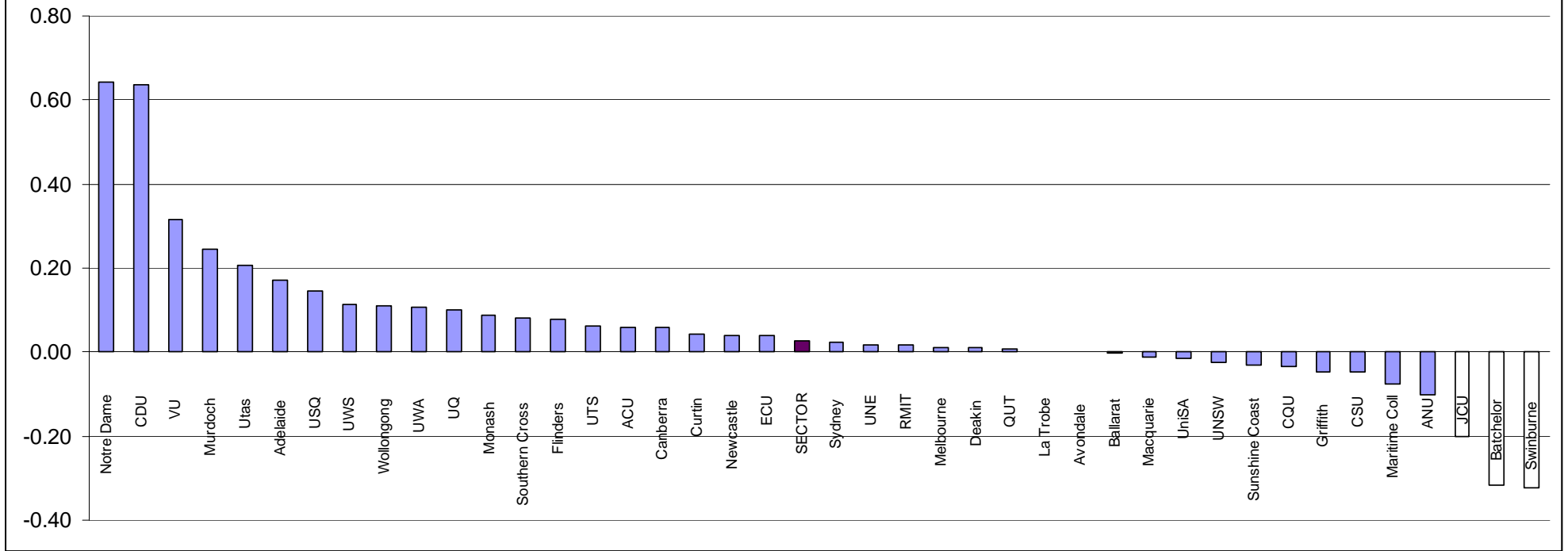
**Ratio of Female representation at Level D and above to Female  
representation in Academic Staff  
Ranked by 2007 performance**

	2002	2003	2004	2005	2006	2007
University	ratio	ratio	ratio	ratio	ratio	ratio
Batchelor Institute	0.82	1.47	1.47	1.47	1.19	1.17
Avondale College	0.00	0.00	0.77	1.50	0.68	0.83
University of the Sunshine Coast	0.20	0.17	0.18	0.42	0.74	0.82
University of Western Sydney	0.73	0.70	0.68	0.75	0.79	0.82
Charles Darwin University	0.33	0.17	0.46	0.78	0.71	0.79
University of Ballarat	0.39	0.55	0.69	0.68	0.53	0.77
Australian Catholic University	0.73	0.73	0.75	0.76	0.82	0.77
University of Technology, Sydney	0.67	0.65	0.64	0.73	0.75	0.76
Deakin University	0.65	0.68	0.75	0.73	0.70	0.71
University of Canberra	0.52	0.62	0.55	0.56	0.66	0.70
Edith Cowan University	0.67	0.73	0.78	0.79	0.74	0.69
RMIT University	0.70	0.67	0.63	0.64	0.64	0.66
Queensland University of Technology	0.62	0.67	0.65	0.72	0.65	0.66
Griffith University	0.53	0.59	0.62	0.57	0.66	0.64
Macquarie University	0.62	0.54	0.60	0.62	0.63	0.63
The University of Notre Dame Australia	0.58	0.64	0.64	0.60	0.76	0.60
La Trobe University	0.48	0.47	0.53	0.54	0.62	0.60
Curtin University of Technology	0.42	0.49	0.48	0.51	0.57	0.59
The Flinders University of South Australia	0.61	0.58	0.58	0.61	0.59	0.59
Swinburne University of Technology	0.49	0.58	0.64	0.63	0.62	0.59
The Australian National University	0.50	0.48	0.51	0.55	0.59	0.59
University of Wollongong	0.49	0.53	0.59	0.58	0.57	0.57
<b>SECTOR</b>	<b>0.49</b>	<b>0.49</b>	<b>0.51</b>	<b>0.54</b>	<b>0.56</b>	<b>0.57</b>
University of South Australia	0.55	0.55	0.60	0.61	0.61	0.57
Charles Sturt University	0.39	0.46	0.52	0.54	0.54	0.57
The University of Sydney	0.51	0.48	0.49	0.52	0.53	0.56
The University of Melbourne	0.51	0.50	0.53	0.54	0.55	0.56
The University of New South Wales	0.38	0.43	0.46	0.49	0.57	0.56
Southern Cross University	0.44	0.51	0.50	0.56	0.53	0.55
Central Queensland University	0.49	0.47	0.41	0.31	0.35	0.54
The University of Western Australia	0.37	0.35	0.36	0.40	0.49	0.52
Victoria University	0.48	0.49	0.54	0.55	0.56	0.52
The University of New England	0.32	0.38	0.45	0.53	0.55	0.51
University of Tasmania	0.38	0.41	0.41	0.46	0.42	0.51
The University of Newcastle	0.54	0.50	0.49	0.49	0.51	0.49
The University of Queensland	0.45	0.48	0.48	0.47	0.49	0.49
The University of Adelaide	0.43	0.43	0.40	0.41	0.39	0.47
Monash University	0.40	0.43	0.43	0.45	0.46	0.46
Murdoch University	0.34	0.29	0.35	0.40	0.44	0.46
University of Southern Queensland	0.44	0.37	0.37	0.37	0.38	0.45
James Cook University	0.53	0.47	0.40	0.40	0.41	0.40
Australian Maritime College	0.00	0.00	0.67	0.00	0.00	0.00
Australian Defence Force Academy	0.15	0.15	0.30	0.15	0.34	n/a

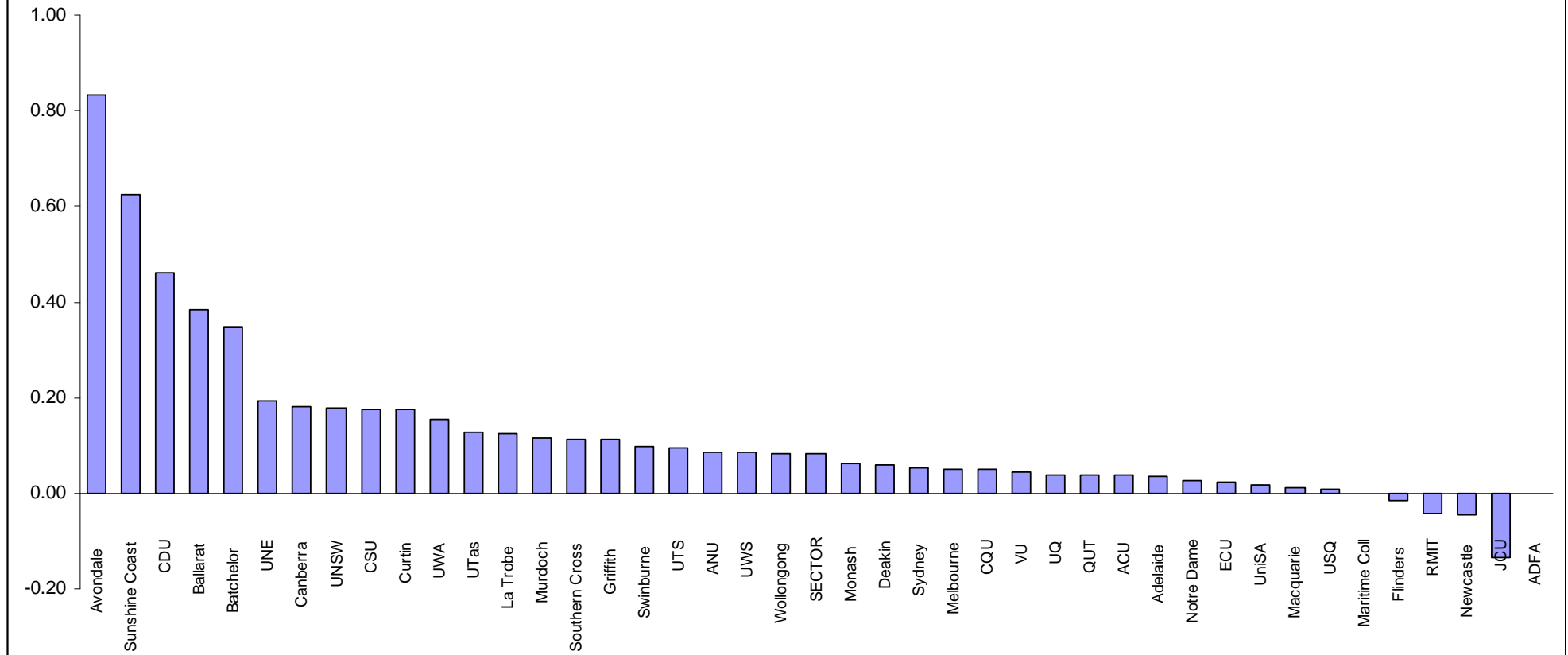
**Ratio of Female representation at HEW 10 and above to Female  
representation in General Staff  
Ranked by 2007 performance**

	2002	2003	2004	2005	2006	2007
<b>University</b>	<b>Ratio</b>	<b>Ratio</b>	<b>Ratio</b>	<b>Ratio</b>	<b>Ratio</b>	<b>Ratio</b>
Charles Darwin University	0.24	0.86	0.84	0.62	0.80	0.88
Queensland University of Technology	0.79	0.75	0.73	0.71	0.79	0.80
University of Canberra	0.73	0.79	0.74	0.86	0.70	0.79
The University of Sydney	0.76	0.74	0.64	0.70	0.67	0.78
The Australian National University	0.87	0.82	0.82	0.81	0.73	0.77
The University of Newcastle	0.72	0.75	0.70	0.62	0.64	0.76
Australian Catholic University	0.7	0.67	0.75	0.75	0.72	0.76
Deakin University	0.73	0.73	0.75	0.67	0.78	0.74
Monash University	0.65	0.62	0.64	0.66	0.65	0.74
University of Wollongong	0.61	0.44	0.58	0.70	0.66	0.72
The University of New South Wales	0.73	0.75	0.72	0.72	0.66	0.70
University of Western Sydney	0.59	0.58	0.71	0.75	0.70	0.70
University of Tasmania	0.49	0.59	0.60	0.78	0.77	0.70
The University of Adelaide	0.52	0.47	0.52	0.59	0.64	0.69
The University of Melbourne	0.67	0.64	0.65	0.71	0.67	0.68
University of Technology, Sydney	0.61	0.66	0.64	0.62	0.62	0.67
<b>SECTOR</b>	<b>0.64</b>	<b>0.63</b>	<b>0.64</b>	<b>0.64</b>	<b>0.64</b>	<b>0.67</b>
RMIT University	0.64	0.72	0.77	0.77	0.78	0.66
The Flinders University of South Australia	0.57	0.65	0.73	0.76	0.63	0.65
The University of Notre Dame Australia	0	0.27	0.34	0.18	0.51	0.64
Batchelor Institute of Indigenous Tertiary Education	0.96	0.81	0.82	0.81	0.63	0.64
Macquarie University	0.65	0.63	0.66	0.65	0.61	0.64
University of Ballarat	0.63	0.64	0.64	0.63	0.72	0.63
James Cook University	0.83	0.65	0.67	0.63	0.71	0.63
The University of New England	0.61	0.59	0.51	0.60	0.45	0.63
University of South Australia	0.63	0.57	0.65	0.62	0.63	0.61
The University of Queensland	0.51	0.52	0.60	0.53	0.53	0.61
La Trobe University	0.6	0.59	0.57	0.54	0.49	0.60
Griffith University	0.65	0.63	0.57	0.60	0.61	0.60
Southern Cross University	0.52	0.62	0.59	0.58	0.55	0.60
University of the Sunshine Coast	0.61	0.88	0.92	0.65	0.72	0.58
The University of Western Australia	0.47	0.56	0.57	0.62	0.60	0.58
Victoria University	0.26	0.30	0.35	0.57	0.48	0.57
Murdoch University	0.33	0.58	0.44	0.44	0.57	0.57
Curtin University of Technology	0.52	0.50	0.55	0.56	0.63	0.56
Central Queensland University	0.58	0.63	0.73	0.63	0.60	0.55
Australian Maritime College	0.59	0.65	0.00	0.42	0.00	0.51
Edith Cowan University	0.45	0.41	0.37	0.43	0.52	0.49
Charles Sturt University	0.53	0.48	0.48	0.48	0.43	0.48
University of Southern Queensland	0.29	0.25	0.25	0.20	0.36	0.44
Swinburne University of Technology	0.73	0.45	0.32	0.35	0.49	0.41
Avondale College	0	0	0	0	0	0
Australian Defence Force Academy	0.94	0.91	0.64	0.70	0.92	n/a

### Change in ratio of Female representation of women at HEW 10 and above to Female representation in General Staff 2002-2007



## Change in Ratio of Female Representation in Senior Academic Staff (Level D and above) to Female Representation in Academic Staff 2002 - 2007



**All Staff ratio: Percentage of all female Academic Staff with PhDs to percentage of all male Academic Staff with PhDs - 2007**

