

# Gender Equity Report 2019/20



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# Gender Equity at QUT

A snapshot of QUT's workforce data as reported in the 2019 - 2020 Gender Equity report.

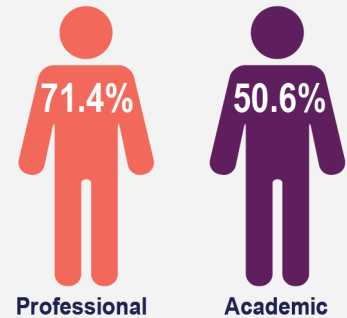
## REPRESENTATION\*

In 2020 QUT reached the Blueprint 5 target of 45% Senior Staff positions<sup>^</sup> held by women.



## RECRUITMENT

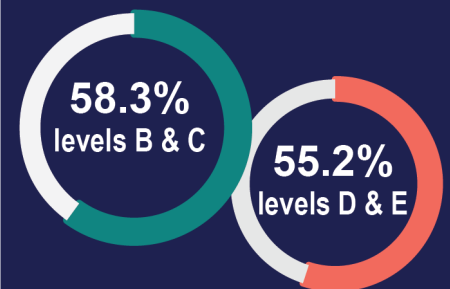
% of female appointments in 2019



Percentage of female senior staff, 2002 - 2020.



## ACADEMIC PROMOTION

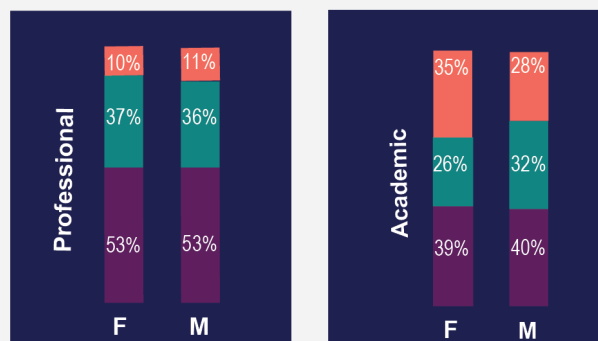


% of female appointments via promotion in 2019

## APPOINTMENT TYPE

- Casual
- Fixed term
- Ongoing

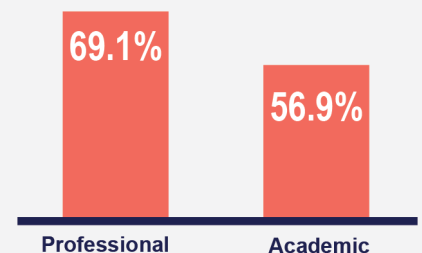
F - female  
M - male



% of staff by employment type and term in 2020

## HIGHER DUTIES AND CONCURRENT APPOINTMENTS

% of female staff participation



Data collection: 1 April 2019 to 31 March 2020

## POSITION FRACTION



## GENDER PAY GAP FOR BASE SALARY

**-10.6%**

The gender pay gap at QUT is better than the industry average.

## RESIGNATIONS AND SEPARATIONS

=

The rate of female resignation matches the overall representation of female staff.



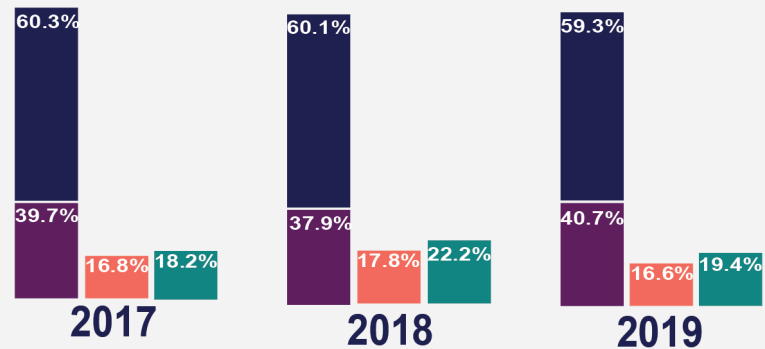
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A snapshot of QUT's workforce data as reported in the 2019 - 2020 Gender Equity report.

## RESEARCH

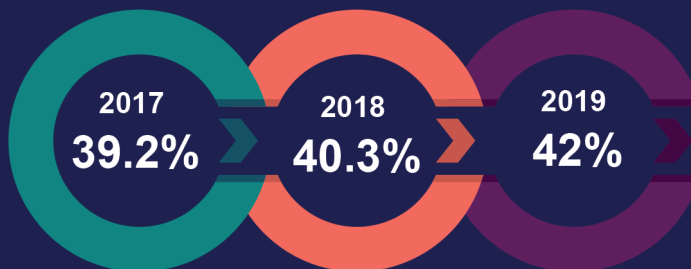
### Grant applications and success rates for academics

- % grant applications - female
- % successful - female
- % grant applications - male
- % successful - male

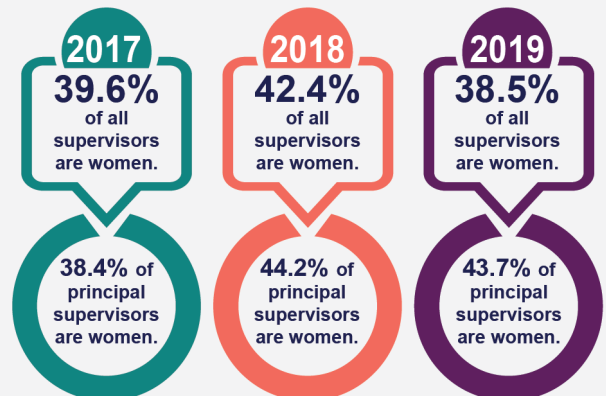


### Publications

% of first-named female authors in the Higher Education Research Data Collection (HERDC)



### Female supervisors of HDR students



## ENGAGEMENT IN DECISION-MAKING

# 56.4%

Women's representation in university-wide committees in 2019.



### Footnotes

- The gender category 'Other' is collected at QUT, but numbers are small so have been omitted from data tables in this report.
- Indigenous staff representation for all genders is low, particularly in the Academic and Senior cohorts.
- Non-Anglo staff members of all genders are likely to be under-represented at senior levels, which is consistent across all industries in Australia.
- Data are sourced from Human Resources, Corporate Reporting Business Objects reports and the Office of Research.
- Statistics cover the 2018-20 period in the main, with either 'snapshot' data as at 31 March, or whole-of-year data, depending on the parameter being examined.
- For information about the data contained, or the Gender Equity report, contact [equityenq@qut.edu.au](mailto:equityenq@qut.edu.au).

# Table of Contents

Executive Summary .....	1
Staff profile: Representation .....	3
Academic staff representation.....	6
Professional staff representation.....	9
Senior staff representation .....	11
Occupational segregation: Professional staff .....	13
Appointment term and position fraction .....	14
Academic staff appointment term.....	14
Professional staff appointment term.....	15
Position fraction.....	15
Recruitment and selection .....	16
Academic staff.....	16
Professional staff.....	17
Staff development.....	19
Training and development programs .....	19
Equity training .....	22
Higher duties and concurrent appointments.....	22
Professional development program.....	24
Promotion .....	26
Academic staff.....	26
Staff satisfaction and opinion.....	27
University-wide committees .....	28
Maternity/parental leave, pregnancy, potential pregnancy and breastfeeding .....	29
Resignation and separation .....	31
Pay equity .....	34
Women in research.....	35
Career development activities.....	35
Competitive research grants .....	36
Publications.....	38
Supervision of higher degree students.....	40
Weighted supervision.....	40
Further information .....	42
Attachments.....	43
1 – Gender Equity Programs.....	43
2 – Gender Equity Governance Structure.....	44

## Tables

Table 1: QUT female proportion of staff FTE by faculty, division and institute and salary group as at 31 March 2020 .....	4
Table 2: Representation of female academic staff (FTE) by level as at 31 March 2016 - 2020 .....	6
Table 3: FTE and representation of female casual academic staff at QUT 2016 - 2020.....	7
Table 4: FTE and representation of female academic staff by faculty, division and institute 2016 - 2020.....	8
Table 5: FTE and representation of female professional staff (FTE) by level as at 31 March 2016 - 2020 .....	9
Table 6: Representation of female professional staff by level and faculty, division and institute 2016 - 2020.....	10
Table 7: Representation of women in senior staff FTE as at 31 March 2016 - 2020 .....	11
Table 8: FTE and representation of percentage of senior staff by faculty, division and institute 2016 - 2020 .....	12
Table 9: Number and proportion of female professional staff by category 2016 - 2020 .....	13
Table 10: Proportion of male and female academic staff by type of appointment 2016 – 2020 .....	14
Table 11: Professional staff by gender and type of appointment 2016 – 2020 .....	15

Table 12: Number of academic appointments by gender and classification level in 2018 and 2019 .....	16
Table 13: The proportion by gender of: applicants who are shortlisted; and shortlisted applicants who are successful, for academic vacancies (2016 – 2019).....	17
Table 14: Number of professional appointments made by gender and classification level in 2018 and 2019 .....	18
Table 15: Professional staff comparison of application vs shortlist and successful staff proportion by classification and gender (2016 – 2019) .....	18
Table 16: Participation in staff development by organisational area and gender in 2018 and 2019 .....	19
Table 17: Participation in women in leadership program activities by faculty, division and institute in 2018 .....	20
Table 18: Participation in women in leadership program activities by faculty, division and institute in 2019 .....	20
Table 19: Participation in women in stemm program activities by gender in 2018 and 2019.....	20
Table 20: Participation in leadership related courses by gender in 2018 .....	21
Table 21: Participation in leadership related courses by gender in 2019 .....	21
Table 22: Participation in equity training by gender in 2018 and 2019 .....	22
Table 23: Higher duties and concurrent appointments by classification and gender from 1 April 2018 to 31 March 2019 .....	23
Table 24: PDP-PS successful applicants by organisational area and gender in 2018 and 2019.....	24
Table 25: PDL (more than 20 days) successful applicants by faculty and gender in 2019 .....	25
Table 26: Academic promotions by faculty and level 2018 .....	26
Table 27: Academic promotions by faculty and level 2019 .....	26
Table 28: Staff opinion survey results (%agree of strongly agree) by survey area and gender in 2018 .....	27
Table 29: Staff opinion survey equity questions as reported in WGEA employer of choice application .....	27
Table 30: Membership on university-wide committees by gender in 2018 .....	28
Table 31: Membership on university-wide committees by gender in 2019 .....	28
Table 32: Staff on maternity and other types of parental leave in 2018 and 2019 .....	29
Table 33: Resignations and separations after maternity or parental leave by organisational area in 2018 .....	30
Table 34: Resignations and separations after maternity or parental leave by organisational area in 2019 .....	30
Table 35: Resignations and separations by organisational area and gender in 2018 .....	31
Table 36: Resignations and separations by organisational area and gender in 2019 .....	32
Table 37: Staff termination reasons by gender in 2018 .....	32
Table 38: Staff termination reasons by gender in 2019 .....	33
Table 39: Gender pay gap (non-casual) 2010 – 2020 .....	34
Table 40: Percentage of female students and staff by faculty and level as at 31 March 2020.....	35
Table 41: Allocation of women in research grants by faculty, division and institute in 2018 and 2019 .....	36
Table 42: Number of applications and success rate for competitive research grants by gender 2017 - 2019.....	37
Table 43: Number of applicants and success rate for competitive research grants by faculty and gender 2017- 2019 .....	37
Table 44: QUT first named authors of publications by faculty, institute and gender 2017 -2019 .....	39
Table 45: Supervisory position by type and gender 2017-2019 .....	40
Table 46: Weighted supervision by organisational area and gender: 2017-2019 .....	41

## Figures

Figure 1: Representation of female academic staff (FTE) by level as at 31 March 2016 - 2020.....	6
Figure 2: Representation of female professional staff by classification 2016 - 2020.....	9
Figure 3: Percentage of senior staff who are women 2002 to 2020 .....	11
Figure 4: Academic staff by gender and type of appointment 2016 - 2020 .....	14
Figure 5: Professional staff by gender and type of appointment 2016 – 2020 .....	15
Figure 6: Gender pay gap base salary (non-casual) 2010 - 2020 .....	34
Figure 7: QUT authors of publications by faculty, institute and gender 2017 -2019.....	38
Figure 8: Supervisory position by type and gender 2019 .....	40

# Executive Summary

## Purpose and background

This report analyses QUT's gender equity outcomes from two frames of reference: compared with previous performance and compared with aspirational targets or expected rates. A third frame of reference – comparison to similar other organisations – will be examined when national data become available. The report is intentionally a broad sweep across multiple outcomes, rather than a deep dive, as it is essentially a monitoring device. Previous annual reports of this kind are available from the Equity and Wellbeing Department. It will be of interest to organisational units and Equity Committees.

The relevant policies (see MOPP A8.4 and A8.8) set out the university's ambition for its staff profile match community diversity, and for employees' career outcomes to be fair and equitable.

QUT has a long-term commitment to equal opportunity for women, with formal policies, programs and targets in place for close to 30 years. The previous Blueprint 5 included a target for women at Senior staff levels of 45% by 2019. Senior staff are defined as Academic staff at Level D and above, and Professional staff in the Senior Staff Group/SSG. As this report shows, this target was achieved in 2020. Blueprint 6 has included a new target for a similar parameter.

Attachments 1 and 2 show the current gender equity programs and their governance arrangements as at March 2020.

The quality of QUT's programs and its outcomes for women have been publicly recognised by the [Workplace Gender Equality Agency \(WGEA\)](#) Employer of Choice for Gender Equality [citation](#) from 2002 to 2019, and by the Bronze award for the SAGE Athena SWAN program for gender equity in STEM. For more details of the Athena SWAN program, see the 4-year Action Plan and its first Progress report to University Executive at this [link](#).

## Data

Statistics cover the 2018-20 period in the main, with either 'snapshot' data as at 31 March, or whole-of-year data, depending on the parameter being examined. Tables and graphs indicate if full time equivalent (FTE) or headcount is being used, depending on the measure being examined. As well as details of women's representation (including recruitment, selection and personal promotion), this report includes an analysis of various parameters related to career progression such as training/development, resignation rates, staff satisfaction levels, leave, pay equity, and research engagement.

The general category 'women' has not been further unpacked by diversity characteristics for several reasons. With regard to Aboriginal and Torres Strait Islander staff members, staff representation for both men and women is low, particularly in the Academic and Senior cohorts. Detail in this regard is outlined in the Workforce Report produced by HR.

The gender category 'Other' is collected at QUT, but numbers are small, so have been omitted from data tables in this report. Staff members who are culturally diverse or of non-Anglo backgrounds are likely to be under-represented at senior levels - a phenomenon across all industries in Australia. Country of birth, and language spoken at home are collected at QUT via the Equity survey, however this is not mandatory and the lack of universal response to these self-disclosed characteristics means that data in this report cannot be accurately disaggregated for these groups.

## Highlights

Representation: In both academic and professional workforces, women's representation rate is notoriously slow-moving and largely static, with some recent improvements in the senior group. Each Faculty/Institute/Division's pattern of change over time is particular, and often reflects local effort/events, as much as general trends.

Recruitment and selection: For academic staff, appointments made through advertised vacancies positively contributed to improving representation rate in some, but not all, levels. In the main, applications from women were fewer than from men, but saw better short-listing and success rates. Appointments through personal promotion positively improved representation rates at all levels in 2018 and 2019.

For professional staff members, the pattern of applications, short-listing, and appointment is variable across the levels, with 71% of all appointments in 2019 being female, exceeding the then representation rate. With regard to higher duties and concurrent appointments, women's participation is congruent with their representation.

Occupational segregation: Largely unchanged for many years, professional women are found mostly in the administrative/clerical category – 78% of all women are in this category.

Appointment term and position fraction: Within the academic staff cohort, women are, for the first time, as likely to hold ongoing positions as men. In the non-tenured group, women are more likely to be casual than fixed-term – the reverse for men. Within the Professional staff cohort, there are similar proportions of men and women in ongoing, fixed-term and casual appointments.

With regard to position fraction, most part-timers (76.5%) are women, a factor to be taken into account in career progression strategies and in the assessment of merit.

Leave and resignation/separation: Parental leave is overwhelmingly taken by women. Rates of return post-maternity/parental leave are reasonable. Patterns of resignation/separation do not appear to be gendered.

Pay equity: The gender gap in base salary is -10.69%, which is lower than the industry standard and slightly improved on last year. Detailed reports are made to UEx on any gaps in loadings, and total remuneration.

Engagement in decision-making: Women's representation in university-wide committees is improving and was 56.4% in 2019. In Faculty/Institute/Divisional Executive Committees, women are the majority, except in Science and Engineering Faculty, International and Digital Business Solutions, reflecting somewhat the gender composition of their workforce and/or of their senior managers.

Development: Women's participation in training and development opportunities is very strong, across all types of courses, workshops, professional development programs and professional development leave.

Staff satisfaction: Women's responses to the 2018 Staff Opinion Survey were more positive than those of men overall, but less positive on particular questions related to fairness.

Research: Female academics are engaged in publications, grant applications, and supervision at expected rates. Success rates in grants are lower than men's, indicating the need for reform in granting bodies.

## Comment

As the university approaches parity in many of its gender equity parameters, two phenomena are apparent. One is that progress slows and becomes more challenging because the relatively easy reforms have been done already, leaving intransigent issues such as unconscious bias and workplace culture to tackle. The other is that the points of intervention become more fine-grained, for example, tackling stubborn personal promotion rates at a single level or in a single faculty.

The devil is in the detail, and readers are encouraged to examine these data and infuse meaning into them by applying and analysing local context.

The university's current priority is women in STEMM, especially the persistent under-representation and patchy career progression in some disciplines. The UEx report of the Athena SWAN Action Plan has a large amount of detail on this cohort.

## STAFF PROFILE: Representation

Sector-wide, universities are gendered in terms of both seniority and occupation. This segregation has been improving steadily, albeit in small increments. The provision of development opportunities, the elimination of unfair practices, and providing flexible working arrangements for women with family responsibilities, have formed the basis of QUT's strategies to increase women at senior levels. More recently, a focus on academic women and research has intensified strategies around eliminating unconscious bias in perceptions of merit, especially leadership, and in pay equity.

QUT's representation of both female Academic and Professional staff is shown in **TABLE 1**. As at 31 March 2020, women represent 64.82% of QUT's Professional staff workforce and 47.77% of QUT's Academic staff – both similar to 2019 rates.

QUT's Institutes have been listed separately and it should be noted that small staff numbers mean percentages should be considered with caution.



**TABLE 1** QUT female proportion of staff FTE (excluding casuals and adjuncts) by faculty, division and institute and salary group as at 31 March 2020

Faculty/Division/Institute		HEWA 01-04		HEWA 05-06		HEWA 07-09		HEWA 10		Senior Staff		Total Professional	
		FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
Faculty	Creative Industries Faculty	0.0	0.00%	29.50	65.12%	11.40	69.51%	2.00	50.00%	1.00	100.00%	43.90	64.84%
	Education	4.20	100.00%	21.80	90.83%	11.00	91.67%	1.00	100.00%	1.00	100.00%	39.00	92.42%
	Health	21.70	80.22%	123.69	79.35%	58.21	77.13%	7.00	87.50%	1.00	50.00%	211.60	78.84%
	Law	0.00	0.00%	23.20	92.80%	8.60	76.79%	0.60	100.00%	1.00	100.00%	33.40	88.36%
	QUT Business School	9.90	86.77%	54.59	88.94%	29.34	72.73%	11.70	66.10%	1.00	50.00%	106.53	80.20%
	Science & Engineering Faculty	6.96	34.70%	68.96	63.88%	39.95	67.09%	2.00	50.00%	1.00	100.00%	118.87	61.73%
Total Faculty		42.76	67.11%	321.74	76.70%	158.5	73.73%	24.3	68.84%	6.00	75.00%	553.30	74.62%
Division	Administrative Services	47.89	58.45%	162.34	67.73%	172.22	70.92%	18.60	52.25%	22.50	69.23%	423.55	66.96%
	Business Development	2.55	100.00%	13.00	86.67%	7.00	58.33%	6.97	58.23%	4.00	57.14%	33.52	69.08%
	Chancellery	0.00	0.00%	4.50	81.82%	1.00	100.00%	3.00	60.00%	4.00	80.00%	12.50	75.76%
	Digital Business Solutions	0.00	0.00%	1.60	100.00%	0.00	0.00%	1.00	50.00%	0.00	0.00%	2.60	56.52%
	International	17.01	85.87%	42.49	80.95%	33.08	65.27%	0.60	13.04%	5.00	62.50%	98.18	72.41%
	Office of The Provost	4.00	100.00%	21.43	78.13%	58.51	66.48%	3.54	41.45%	5.00	83.33%	92.48	69.03%
	Research & Commercialisation	6.50	100.00%	55.03	81.85%	44.08	70.10%	7.80	46.43%	6.00	66.67%	119.41	73.52%
	Resources	3.00	50.00%	59.47	43.15%	94.67	41.06%	17.60	45.76%	6.00	35.29%	180.74	42.05%
Total Division		80.95	67.02%	359.86	65.82%	410.56	59.59%	59.11	48.07%	52.5	62.13%	962.98	61.57%
Institute	Institute for Future Environments	1.70	23.29%	40.20	64.63%	17.94	36.43%	4.60	47.92%	1.00	50.00%	65.44	50.21%
	Institute of Health & Biomedical Innovation (IHBI)	6.55	64.85%	11.80	70.24%	5.20	39.39%	1.00	50.00%	0.00	0.00%	24.55	58.31%
Total Institute		8.25	47.41%	52	65.82%	23.14	37.06%	5.6	48.28%	1	50.00%	89.99	52.19%
Total QUT		131.96	65.36%	733.6	70.18%	592.2	61.28%	89.01	52.40%	59.5	62.96%	1606.27	64.82%

Source: BICC Staff Gender Equity BO Report

**TABLE 1 continued**

Faculty/Division/Institute		Level A		Level B		Level C		Level D		Level E		Total Academic	
		FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
Faculty	Creative Industries Faculty	4.42	49.17%	44.89	58.08%	25.70	53.10%	12.40	54.63%	11.40	49.35%	<b>98.81</b>	<b>54.75%</b>
	Education	0.00	0.00%	23.30	85.35%	21.50	73.88%	13.40	80.24%	16.90	80.48%	<b>75.10</b>	<b>79.81%</b>
	Health	24.70	45.65%	89.25	68.31%	62.40	55.27%	30.10	55.13%	39.30	47.64%	<b>246.05</b>	<b>56.53%</b>
	Law	1.00	50.00%	17.10	85.07%	19.80	66.00%	4.00	32.65%	9.40	42.53%	<b>51.30</b>	<b>59.34%</b>
	QUT Business School	6.00	71.43%	23.30	57.32%	28.80	52.84%	14.20	52.21%	16.10	37.35%	<b>88.40</b>	<b>50.85%</b>
	Science & Engineering Faculty	31.55	33.25%	38.80	29.73%	29.90	29.20%	12.30	23.38%	16.73	15.60%	<b>129.28</b>	<b>26.50%</b>
<b>Total Faculty</b>		<b>67.67</b>	<b>40.18%</b>	<b>236.64</b>	<b>55.49%</b>	<b>188.10</b>	<b>49.85%</b>	<b>86.40</b>	<b>46.44%</b>	<b>109.83</b>	<b>36.73%</b>	<b>688.94</b>	<b>47.25%</b>
Division	Administrative Services	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%	2.00	90.91%	<b>2.00</b>	<b>90.91%</b>
	Chancellery	1.00	100.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%	1.00	100.00%	<b>2.00</b>	<b>100.00%</b>
	International	16.11	58.99%	5.00	62.50%	0.00	0.00%	0.00	0.00%	0.00	0.00%	<b>21.11</b>	<b>58.14%</b>
	Office of The Provost	0.00	0.00%	7.60	66.67%	5.60	64.37%	0.00	0.00%	5.10	71.83%	<b>18.30</b>	<b>65.36%</b>
	Research & Commercialisation	0.00	0.00%	3.00	75.00%	0.60	46.15%	0.20	16.67%	3.10	56.36%	<b>6.90</b>	<b>57.50%</b>
	Resources	0.00	0.00%	0.00	0.00%	0.10	100.00%	0.00	0.00%	0.00	0.00%	<b>0.10</b>	<b>100.00%</b>
<b>Total Division</b>		<b>17.11</b>	<b>58.78%</b>	<b>15.60</b>	<b>66.67%</b>	<b>6.30</b>	<b>62.38%</b>	<b>0.20</b>	<b>16.67%</b>	<b>11.20</b>	<b>66.67%</b>	<b>50.41</b>	<b>62.54%</b>
Institute	Institute for Future Environments	1.20	54.55%	2.00	20.41%	0.30	13.64%	0.40	44.44%	1.20	28.57%	<b>5.20</b>	<b>26.80%</b>
	Institute of Health & Biomedical Innovation (IHBI)	0.00	0.00%	3.00	50.85%	1.10	50.00%	0.00	0.00%	1.00	83.33%	<b>5.10</b>	<b>45.13%</b>
<b>Total Institute</b>		<b>1.20</b>	<b>54.55%</b>	<b>5.00</b>	<b>31.85%</b>	<b>1.40</b>	<b>31.82%</b>	<b>0.40</b>	<b>13.79%</b>	<b>2.20</b>	<b>40.74%</b>	<b>10.30</b>	<b>33.55%</b>
<b>Total</b>		<b>85.98</b>	<b>43.05%</b>	<b>257.24</b>	<b>55.25%</b>	<b>195.80</b>	<b>49.97%</b>	<b>87.00</b>	<b>45.75%</b>	<b>123.23</b>	<b>38.36%</b>	<b>749.65</b>	<b>47.77%</b>

Source: BICC Staff Gender Equity BO Report

## ACADEMIC STAFF: Representation

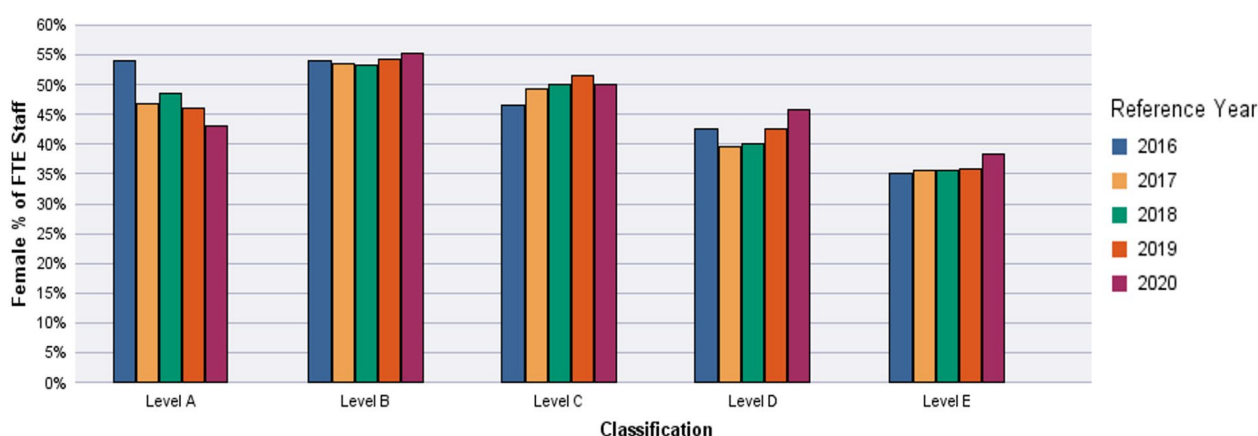
Women currently represent 47.8% of Academic staff at QUT, a relatively static rate over the last 5 years. The representation of women in Professorial Level E positions is 38.4% in 2020. The representation of women at each Academic level from 2016 – 2020 is shown in **TABLE 2**. This time series indicates the slow progress towards better representation at higher levels, with 2020 showing a welcome lift on previously stalled rates. The next 2 to 3 years will reveal if this trend is maintained. Two inputs to these outcomes are recruitment and personal promotion, which are examined in detail later in this report.

**TABLE 2** Representation of female academic staff (FTE) excluding casuals and adjuncts by level as at 31 March 2016 - 2020

Classification	2016		2017		2018		2019		2020	
	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff
Level A	118.1	54.0%	106.1	46.9%	112.7	48.6%	105.0	46.0%	86.0	43.1%
Level B	246.6	54.1%	219.0	53.4%	221.5	53.2%	241.8	54.2%	257.2	55.3%
Level C	186.7	46.7%	190.7	49.4%	191.4	49.9%	195.8	51.6%	195.8	50.0%
Level D	72.3	42.7%	64.0	39.5%	65.0	40.2%	76.8	42.7%	87.0	45.8%
Level E	109.9	35.2%	104.7	35.6%	101.0	35.7%	109.0	36.0%	123.2	38.4%
Level C-E	368.85	41.9%	359.41	42.7%	357.33	43.1%	381.62	44.2%	406.03	45.0%
Level D-E	182.15	37.8%	168.74	37.0%	165.98	37.3%	185.83	38.5%	210.23	41.1%
<b>TOTAL</b>	<b>733.57</b>	<b>47.2%</b>	<b>684.49</b>	<b>46.3%</b>	<b>691.47</b>	<b>46.8%</b>	<b>728.35</b>	<b>47.4%</b>	<b>749.65</b>	<b>47.8%</b>

Source: BICC Staff Gender Equity BO Report

**FIGURE 1** Representation of female academic staff (FTE) excluding casuals and adjuncts by level as at 31 March 2016 - 2020



Source: BICC Staff Gender Equity BO Report

Casual Academic staff members at QUT are usually employed at Levels A and B. The proportion of these positions held by women is shown in **TABLE 3**. In 2019, women represent 57.5% of casual staff members at Level A, and 39.6% of casual staff members at Level B positions, compared with 46% and 54.2% respectively for non-casual roles.

**TABLE 3** *FTE and representation of female casual academic staff at QUT 2016 – 2019*

Level	2016		2017		2018		2019	
	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff
Level A	303.30	56.3%	304.99	55.4%	331.88	56.0%	371.18	57.4%
Level B	21.76	36.2%	26.93	41.0%	24.27	39.9%	23.81	39.6%
Level D	12.12	63.7%	10.94	66.5%	10.02	64.3%	9.15	60.4%
<b>TOTAL</b>	<b>337.19</b>	<b>54.6%</b>	<b>342.86</b>	<b>54.2%</b>	<b>366.18</b>	<b>54.7%</b>	<b>404.14</b>	<b>56.0%</b>

Source: BICC Staff Gender Equity BO Report

Note: Please note Casual Academic staff members are employed currently at Levels A, B, and D only.

Representation of female Academic staff in each faculty is shown in **TABLE 4**. The University-wide rate is 47.8%. It appears that most faculties have recovered from the 2017/18 decrease, with variable trends over the 2019/20 period.

**TABLE 4** *FTE and representation of female academic staff members (excluding casuals and adjuncts) by faculty, division and institute 2016 – 2020*

Faculty/ Division/ Institute		2016		2017		2018		2019		2020	
		Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff
Faculty	Caboolture Campus	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%
	Creative Industries Faculty	90.8	50.5%	88.1	52.5%	85.4	51.2%	94.2	52.7%	98.8	54.7%
	Education	84.9	80.2%	78.6	78.7%	68.3	75.6%	69.5	75.2%	75.1	79.8%
	Health	245.2	58.5%	240.8	56.8%	241.7	57.1%	250.0	57.0%	246.1	56.5%
	Law	45.9	54.9%	45.2	55.5%	47.1	57.2%	50.2	57.8%	51.3	59.3%
	QUT Business School	83.9	49.6%	71.2	46.3%	68.5	45.6%	74.9	47.7%	88.4	50.8%
	Science & Engineering Faculty	136.3	26.1%	118.3	24.5%	126.0	26.6%	135.3	27.7%	129.3	26.5%
<b>Total Faculty</b>		<b>686.96</b>	<b>46.4%</b>	<b>642.15</b>	<b>45.6%</b>	<b>636.96</b>	<b>45.9%</b>	<b>674.12</b>	<b>46.7%</b>	<b>688.94</b>	<b>47.3%</b>
Division	Administrative Services	0.0	0.0%	0.0	0.0%	0.0	0.0%	1.0	84.0%	2.0	90.9%
	Chancellery	14.6	75.3%	12.2	70.9%	17.8	68.2%	0.0	0.0%	2.0	100.0%
	Finance & Resource Planning	0.1	8.3%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%
	International	0.0	0.0%	0.0	0.0%	0.0	0.0%	22.8	65.2%	21.1	58.1%
	International & Development	24.0	68.4%	20.0	64.6%	25.6	66.3%	0.0	0.0%	0.0	0.0%
	Office of The Provost	0.0	0.0%	0.0	0.0%	0.0	0.0%	20.6	70.1%	18.3	65.4%
	Office of The Vice-Chancellor	0.0	0.0%	0.0	0.0%	0.0	0.0%	1.0	100.0%	0.0	0.0%
	Research & Commercialisation	4.6	61.7%	4.7	63.5%	4.6	54.8%	3.4	51.6%	6.9	57.5%
	Resources	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.1	100.0%
	Technology, Information & Learning Support	1.0	100.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%
	Technology, Information & Library Services	0.0	0.0%	1.0	100.0%	1.0	100.0%	0.0	0.0%	0.0	0.0%
<b>Total Division</b>		<b>44.31</b>	<b>69.1%</b>	<b>37.94</b>	<b>66.6%</b>	<b>49.01</b>	<b>66.0%</b>	<b>48.83</b>	<b>66.7%</b>	<b>50.41</b>	<b>62.5%</b>
Institute	Institute for Future Environments	0.0	0.0%	1.1	26.2%	2.3	31.1%	2.3	18.8%	5.2	26.8%
	Institute of Health & Biomedical Innovation (IHBI)	2.3	30.7%	3.3	44.0%	3.2	43.2%	3.1	34.1%	5.1	45.1%
<b>Total Institute</b>		<b>2.3</b>	<b>21.9%</b>	<b>4.4</b>	<b>37.6%</b>	<b>5.5</b>	<b>37.2%</b>	<b>5.4</b>	<b>25.3%</b>	<b>10.3</b>	<b>33.6%</b>
<b>Total</b>		<b>733.57</b>	<b>47.2%</b>	<b>684.49</b>	<b>46.3%</b>	<b>691.47</b>	<b>46.8%</b>	<b>728.35</b>	<b>47.4%</b>	<b>749.65</b>	<b>47.8%</b>

Source: BICC Staff Gender Equity BO Report



## PROFESSIONAL STAFF: Representation

Women currently represent 64.8% of Professional staff - a steady increase since 2000 when the representation was 57%. **TABLE 5** shows the representation of women in each Professional level from 2016 to 2020. **FIGURE 2** shows the proportion of positions held by women at selected levels from 2016 -2020. The proportion of the SSG group who is female is 63.0% approaching the all-level representation of 64.8% - a very positive move toward parity.

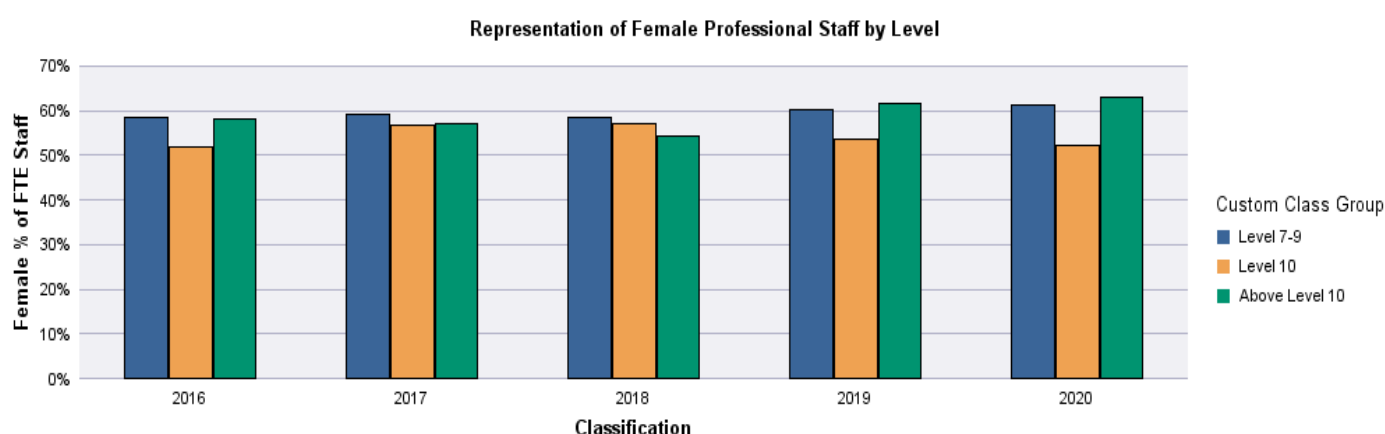
**TABLE 5** FTE and representation of female professional staff (FTE) by level (excluding casuals) as at 31 March 2016 - 2020

Classification	2016		2017		2018		2019		2020	
	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff
Level 1	4.0	50.0%	7.0	58.3%	1.0	100.0%	2.0	100.0%	0.0	0.0%
Level 2	1.0	9.5%	1.0	10.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%
Level 3	33.9	55.6%	26.2	51.0%	26.8	60.7%	24.8	59.4%	20.9	57.4%
Level 4	218.8	78.8%	196.6	77.0%	168.7	76.5%	151.5	81.0%	111.1	71.0%
Level 5	355.8	72.1%	358.4	72.5%	372.7	72.9%	362.8	72.4%	394.8	74.0%
Level 6	294.5	63.8%	287.4	62.9%	295.4	62.2%	326.1	66.7%	338.8	66.2%
Level 7	216.4	61.6%	218.5	61.1%	205.4	60.2%	223.6	63.1%	238.6	63.2%
Level 8	222.3	59.0%	222.0	59.9%	218.0	58.8%	212.0	59.7%	244.2	60.5%
Level 9	74.0	50.4%	73.2	51.8%	75.8	54.0%	99.2	55.3%	109.5	59.2%
Level 10	54.7	51.8%	66.5	56.9%	71.1	57.3%	75.6	53.5%	89.0	52.4%
Above Level 10	47.4	58.3%	46.5	57.2%	42.6	54.5%	54.6	61.8%	59.5	63.0%
<b>TOTAL</b>	<b>1522.72</b>	<b>64.1%</b>	<b>1503.41</b>	<b>64.0%</b>	<b>1477.35</b>	<b>63.8%</b>	<b>1532.10</b>	<b>65.2%</b>	<b>1606.27</b>	<b>64.8%</b>

Source: BICC Staff Gender Equity BO Report

**FIGURE 2** shows women currently represent 63.2% of Level 7, 60.5% of Level 8, and 59.2% of Level 9 - the “feeder” group for senior positions, slightly increased over the previous year.

**FIGURE 2** Representation of female professional staff by classification (excluding casuals) 2016 - 2020



Source: BICC Staff Gender Equity BO Report

Representation of women at each level by faculty, division and institute in 2020 is shown at **TABLE 6**. Women are more highly represented among Professional staff in the faculties (74.6%) than in the divisions (61.5%) and institutes (52.1%).

**TABLE 6** Representation of female professional staff by level and faculty, division and institute 2016 - 2020 by level (excluding casuals)

Faculty/ Division/ Institute		2016		2017		2018		2019		2020	
		Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff
Faculty	Caboolture Campus	13.64	77.32%	11.40	70.37%	0.00	0.00%	0.00	0.00%	0.00	0.00%
	Creative Industries Faculty	55.04	60.13%	55.12	58.64%	46.72	65.51%	42.70	67.03%	43.90	64.84%
	Education	43.99	90.42%	39.79	92.99%	42.08	89.38%	36.30	86.63%	39.00	92.42%
	Health	205.49	80.33%	204.74	78.80%	207.93	81.88%	194.73	78.33%	211.60	78.84%
	Law	37.77	82.52%	40.42	87.07%	33.49	91.28%	38.09	92.70%	33.40	88.36%
	QUT Business School	115.55	78.95%	110.09	79.28%	87.92	76.92%	100.09	79.58%	106.53	80.20%
	Science & Engineering Faculty	135.46	57.92%	130.89	57.43%	113.11	58.14%	109.65	62.35%	118.87	61.73%
<b>Total Faculty</b>		<b>606.94</b>	<b>72.28%</b>	<b>592.45</b>	<b>71.73%</b>	<b>531.25</b>	<b>74.00%</b>	<b>521.56</b>	<b>74.84%</b>	<b>553.30</b>	<b>74.62%</b>
Division	Administrative Services	289.45	76.47%	246.58	77.16%	230.95	74.72%	375.49	74.07%	423.55	66.96%
	Business Development	0.00	0.00%	0.00	0.00%	0.00	0.00%	29.15	78.47%	33.52	69.08%
	Chancellery	46.70	77.32%	79.41	76.33%	91.29	74.47%	0.00	0.00%	12.50	75.76%
	Digital Business Solutions	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%	2.60	56.52%
	Finance & Resource Planning	104.45	47.81%	99.61	48.54%	158.02	58.13%	0.00	0.00%	0.00	0.00%
	International	0.00	0.00%	0.00	0.00%	0.00	0.00%	104.79	71.03%	98.18	72.41%
	International & Development	99.69	72.60%	120.04	72.80%	123.61	73.66%	0.00	0.00%	0.00	0.00%
	Office of The Provost	0.00	0.00%	0.00	0.00%	0.00	0.00%	93.73	72.42%	92.48	69.03%
	Office of The Vice-Chancellor	0.00	0.00%	0.00	0.00%	0.00	0.00%	3.80	100.00%	0.00	0.00%
	Research & Commercialisation	85.36	80.03%	88.88	78.93%	90.84	69.88%	87.99	69.76%	119.41	73.52%
	Resources	0.00	0.00%	0.00	0.00%	0.00	0.00%	225.82	42.99%	180.74	42.05%
	Technology, Information & Learning Support	220.36	45.17%	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00%
	Technology, Information & Library Services	0.00	0.00%	202.69	43.52%	186.02	40.76%	0.00	0.00%	0.00	0.00%
<b>Total Division</b>		<b>846.01</b>	<b>60.90%</b>	<b>837.21</b>	<b>61.02%</b>	<b>880.73</b>	<b>60.42%</b>	<b>920.77</b>	<b>62.23%</b>	<b>962.98</b>	<b>61.57%</b>
Institute	Institute for Future Environments	42.54	43.98%	45.65	45.68%	43.47	42.53%	62.02	48.45%	65.44	50.21%
	Institute of Health & Biomedical Innovation	27.23	56.46%	28.10	56.54%	21.90	59.35%	27.75	62.64%	24.55	58.31%
<b>Total Institute</b>		<b>69.77</b>	<b>48.13%</b>	<b>73.75</b>	<b>49.29%</b>	<b>65.37</b>	<b>46.99%</b>	<b>89.77</b>	<b>52.09%</b>	<b>89.99</b>	<b>52.19%</b>
<b>Total</b>		<b>1522.72</b>	<b>64.15%</b>	<b>1503.41</b>	<b>64.04%</b>	<b>1477.35</b>	<b>63.83%</b>	<b>1532.10</b>	<b>65.23%</b>	<b>1606.27</b>	<b>64.82%</b>

Source: BICC Staff Gender Equity BO Report

## SENIOR STAFF: Representation

At QUT, the definition of senior staff includes Academic staff at Level D and E, and Professional Senior Staff. The representation of female senior staff by this definition has been increasing most years since 2001 (when the figure was 28.6%) to the current representation at 45.1%, following a period of stagnation around 2010 to 2014 and another decrease in 2017/18.

**TABLE 7** and **FIGURE 3** show the QUT-wide representation of women in senior positions by level from 2016 to 2020 using FTE. This table excludes casual staff, adjunct professors, demonstrators, supervisors, markers, agreed rates, and practical teacher supervisors in the Faculty of Education, and includes SSG-level Academic staff and DVC/VC positions.

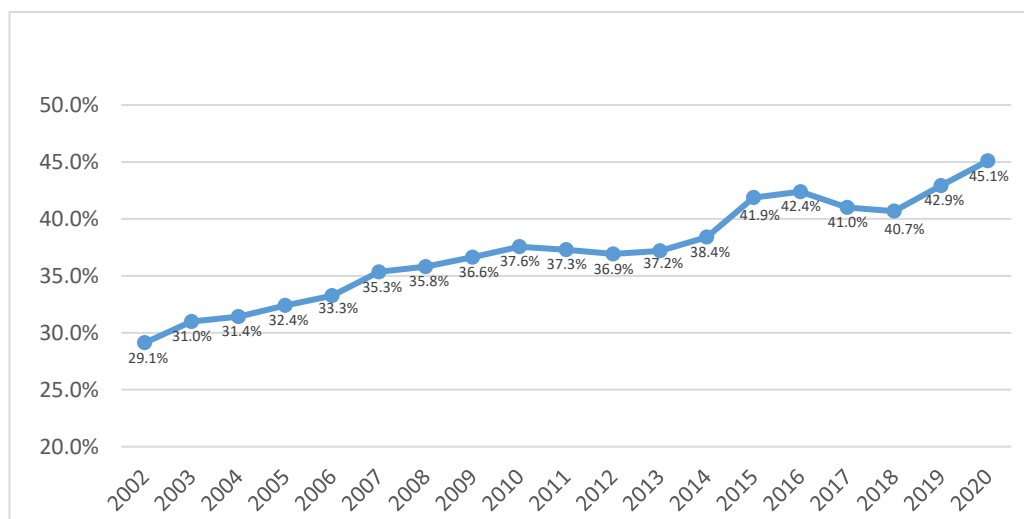
**TABLE 7** Representation of women in senior staff\* FTE (excluding casuals and adjuncts) 2016 - 2020 as at 31 March

Year	Senior Staff		Academic Level E		Academic Level D		Total	
	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Total Female FTE Count	Total Female % of FTE Staff
2016	47.4	58.3%	100.2	37.0%	66.8	43.6%	214.4	42.4%
2017	46.5	57.2%	92.9	36.5%	57.5	39.8%	196.9	41.0%
2018	42.6	54.5%	89.5	36.5%	58.6	40.3%	190.6	40.7%
2019	54.6	61.8%	96.8	36.6%	69.7	42.9%	221.1	42.9%
2020	59.5	63.0%	110.5	38.7%	79.6	46.0%	249.6	45.1%

\*Includes SSG level Academic staff and DVC/VC positions

Source: BICC Staff Gender Equity BO Report

**FIGURE 3** Percentage of senior staff\* who are women (excluding casuals and adjuncts) 2002 to 2020



\*Includes Academic D&E, and SSG Academic and Professional positions

Source: BICC Staff Gender Equity BO Report

**TABLE 8** shows the representation of women in senior positions from 2016 to 2020 by faculty, division, and institute.

**TABLE 8** FTE and representation of percentage of senior staff\* by faculty, division, and institute 2016 - 2020 (excluding casuals and adjuncts)

Faculty/ Division/ Institute		2016		2017		2018		2019		2020	
		Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff
Faculty	Caboolture Campus	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%
	Creative Industries Faculty	17.6	42.7%	18.7	49.6%	17.3	48.9%	21.0	51.2%	23.8	53.1%
	Education	32.0	83.1%	25.0	80.6%	24.0	77.4%	24.0	77.4%	28.6	82.7%
	Health	52.6	50.0%	47.1	46.9%	50.2	47.6%	58.1	50.8%	59.7	51.7%
	Law	14.0	46.5%	11.0	41.4%	10.8	40.1%	12.6	40.1%	12.7	42.3%
	QUT Business School	26.0	45.2%	26.0	44.2%	21.0	39.6%	26.0	41.6%	30.0	43.4%
	Science & Engineering Faculty	21.2	15.2%	18.4	13.8%	18.1	14.4%	22.7	16.8%	28.7	19.2%
<b>Total Faculty</b>		<b>163.37</b>	<b>39.6%</b>	<b>146.17</b>	<b>37.5%</b>	<b>141.36</b>	<b>37.5%</b>	<b>164.36</b>	<b>39.6%</b>	<b>183.5</b>	<b>41.4%</b>
Division	Administrative Services	12.7	58.5%	11.6	69.9%	9.5	65.5%	17.8	78.1%	24.5	71.0%
	Business Development	0.0	0.0%	0.0	0.0%	0.0	0.0%	1.0	50.0%	4.0	57.1%
	Chancellery	10.8	64.3%	10.0	58.8%	13.0	73.0%	0.0	0.0%	5.0	83.3%
	Finance & Resource Planning	4.0	30.8%	4.0	33.3%	5.5	44.0%	0.0	0.0%	0.0	0.0%
	International	0.0	0.0%	0.0	0.0%	0.0	0.0%	5.0	51.0%	5.0	55.6%
	International & Development	6.8	69.4%	7.0	59.3%	7.0	59.3%	0.0	0.0%	0.0	0.0%
	Office of The Provost	0.0	0.0%	0.0	0.0%	0.0	0.0%	13.6	77.3%	10.0	76.9%
	Office of The Vice-Chancellor	0.0	0.0%	0.0	0.0%	0.0	0.0%	2.0	100.0%	0.0	0.0%
	Research & Commercialisation	7.8	66.1%	7.2	62.1%	6.2	45.6%	4.3	40.2%	8.6	57.3%
	Resources	0.0	0.0%	0.0	0.0%	0.0	0.0%	10.0	43.5%	6.0	35.3%
	Technology, Information & Learning Support	6.9	53.6%	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0%
	Technology, Information & Library Services	0.0	0.0%	6.9	53.6%	4.0	36.4%	0.0	0.0%	0.0	0.0%
<b>Total Division</b>		<b>49.04</b>	<b>57.0%</b>	<b>46.73</b>	<b>57.0%</b>	<b>45.21</b>	<b>55.7%</b>	<b>53.71</b>	<b>60.4%</b>	<b>63.1</b>	<b>62.2%</b>
Institute	Institute for Future Environments	0.0	0.0%	2.0	33.3%	2.0	28.6%	1.0	14.3%	2.0	40.0%
	Institute of Health & Biomedical Innovation (IHBI)	2.0	66.7%	2.0	66.7%	2.0	66.7%	2.0	50.0%	1.0	33.3%
<b>Total Institute</b>		<b>2</b>	<b>28.6%</b>	<b>4</b>	<b>44.4%</b>	<b>4</b>	<b>40.0%</b>	<b>3</b>	<b>27.3%</b>	<b>3</b>	<b>37.5%</b>
<b>Total</b>		<b>214.41</b>	<b>42.4%</b>	<b>196.9</b>	<b>41.0%</b>	<b>190.57</b>	<b>40.7%</b>	<b>221.07</b>	<b>42.9%</b>	<b>249.6</b>	<b>45.1%</b>

\*Includes Senior Staff and Level D and E Academics

Source: BICC Staff Gender Equity BO Report

## OCCUPATIONAL SEGREGATION – PROFESSIONAL STAFF

Currently, 78.68% of professional women are in administrative or clerical roles, similar to previous years. Men form the majority of Professional staff employed in computing, grounds, technical, and trades staff.

**TABLE 9** shows the proportion of women distributed across the categories. The proportion of female computing and technical staff members remains stable. As in previous years, the number of cleaning/security staff employed by QUT has decreased due to the outsourcing of these positions to contractors. The occupational segregation by gender of QUT's workforce has an effect on various parameters, in particular pay equity – see **TABLE 39**.

**TABLE 9** Number and proportion of female professional staff members (excluding casuals and adjuncts) by category 2016 – 2020

Faculty/ Division/ Institute	2016		2017		2018		2019		2020	
	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff	Female FTE Count	Female % of FTE Staff
Academic	0.0	0.00%	0.0	0.00%	0.0	0.00%	2.0	0.13%	0.0	0.00%
Administrative/Clerical	1200.4	78.83%	1181.5	78.59%	1167.2	79.01%	1195.5	78.03%	1263.9	78.68%
Cleaning	8.0	0.53%	2.0	0.13%	3.0	0.20%	1.0	0.07%	1.0	0.06%
Computing	69.1	4.54%	70.6	4.70%	57.8	3.91%	73.5	4.80%	71.5	4.45%
Counselling	16.6	1.09%	17.0	1.13%	12.1	0.82%	15.5	1.01%	13.8	0.86%
Grounds	0.0	0.00%	0.0	0.00%	0.0	0.00%	2.0	0.13%	3.0	0.19%
Library	69.7	4.58%	62.2	4.14%	48.4	3.28%	55.4	3.61%	55.5	3.45%
Other	87.2	5.73%	94.3	6.27%	110.6	7.49%	111.5	7.28%	115.5	7.19%
Technical	70.7	4.65%	74.9	4.98%	77.2	5.23%	74.7	4.88%	81.1	5.05%
Trades	1.0	0.07%	1.0	0.07%	1.0	0.07%	1.0	0.07%	1.0	0.06%
<b>TOTAL</b>	<b>1522.72</b>	<b>100.00%</b>	<b>1503.41</b>	<b>100.00%</b>	<b>1477.35</b>	<b>100.00%</b>	<b>1532.1</b>	<b>100.00%</b>	<b>1606.27</b>	<b>100.00%</b>

Source: BICC Staff Gender Equity BO Report



## APPOINTMENT TERM AND POSITION FRACTION

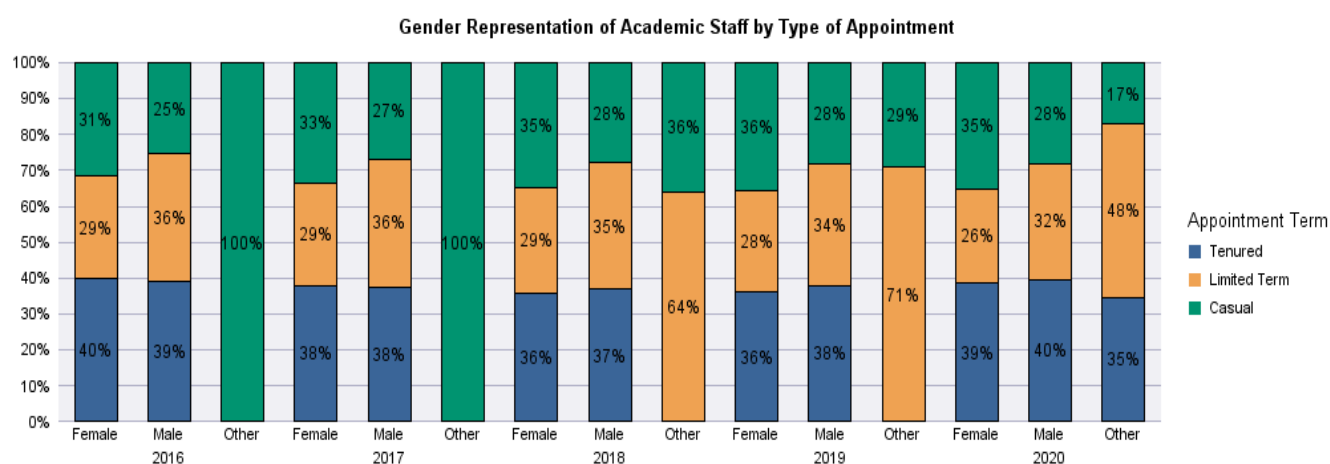
This section examines what proportion of women and of men hold ongoing, fixed term, and casual positions. Regardless of the balance of these positions across the organisation, the expectation is that similar proportions of the male and female workforce by appointment term will be found. For example, in 2020, 53.4% of Professional women and 53.3% of men hold ongoing positions, the first time such parity has been achieved.

### ACADEMIC STAFF APPOINTMENT TERM

The proportion of Academic women who hold an ongoing appointment has remained fairly static since 2015 and is currently 39%, compared to 40% of Academic men. However, there is a significant difference in the proportion of women versus men who hold fixed term appointments, with 26% of women on fixed term appointments and 35% on casual appointments, compared with 32% of men on fixed term appointments and 28% on casual appointments. Academic men are more likely to hold fixed term rather than casual positions.

**FIGURE 4** and **TABLE 10** show the QUT-wide comparison of Academic staff appointment terms by gender in 2016-2020.

**FIGURE 4** Academic staff members by gender and type of appointment 2016 – 2020



Source: BICC Staff Gender Equity BO Report

**TABLE 10** Proportion of male and female academic staff members by type of appointment 2016 – 2020

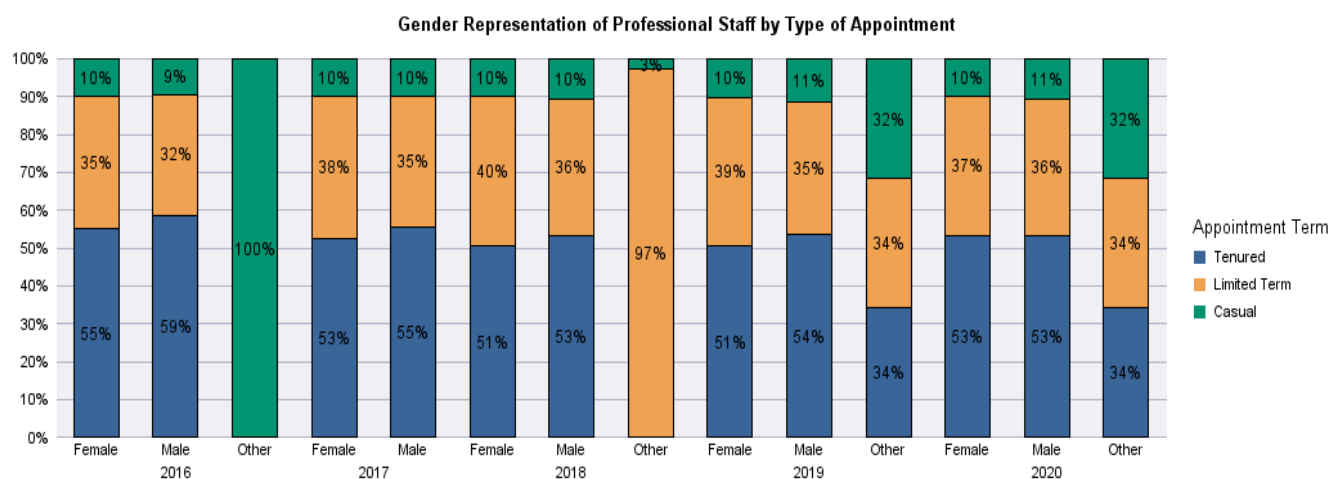
	Female						Male						Other					
	Ongoing		Fixed Term		Casual		Ongoing		Fixed Term		Casual		Ongoing		Fixed Term		Casual	
	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE
2016	39.88	427.06	28.63	306.51	31.49	337.19	38.91	429	35.66	393.24	25.43	280.36	0	0	0	0	100.00	0.34
2017	38.01	390.46	28.62	294.03	33.37	342.86	37.62	407.4	35.66	386.21	26.72	289.42	0	0	0	0	100.00	0.52
2018	35.93	379.97	29.45	311.5	34.62	366.18	36.99	401.8	35.19	382.2	27.82	302.15	0	0	64.11	1	35.89	0.56
2019	36.16	409.55	28.15	318.8	35.69	404.14	38.02	427.75	33.76	379.73	28.22	317.45	0	0	70.91	1.2	29.09	0.49
2020	38.64	445.8	26.34	303.85	35.03	404.14	39.6	449.35	32.42	367.88	27.98	317.45	34.58	1	48.41	1.4	17.02	0.49

Source: BICC Staff Gender Equity BO Report

## PROFESSIONAL STAFF APPOINTMENT TERM

The proportion of Professional women in ongoing, fixed term, and casual appointments compared with men is shown in **FIGURE 5** and **TABLE 11**. The proportion of women with ongoing positions has varied over time and is currently on par with that of men's (53.4% cf. 53.3%).

**FIGURE 5** Professional staff members by gender and type of appointment 2016 – 2020



Source: BICC Staff Gender Equity BO Report

**TABLE 11** Professional staff members by gender and type of appointment 2016 – 2020

	Female						Male						Other					
	Ongoing		Fixed Term		Casual		Ongoing		Fixed Term		Casual		Ongoing		Fixed Term		Casual	
	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE
2016	55.0	930	35.1	592.94	9.9	166.74	58.6	550.61	32.0	300.46	9.4	88.09	0.0	0.0	0.0	0.0	100.0	0.02
2017	52.5	875	37.7	628.23	9.7	162.37	55.5	519.35	34.7	324.9	9.8	92.17	0.0	0.0	0.0	0.0	1.0	0.0
2018	50.5	829	39.5	648.55	10.0	163.48	53.3	498.35	36.2	338.18	10.5	97.83	0.0	0.0	97.3	0.8	2.7	0.02
2019	50.6	862	39.3	669.85	10.1	172.59	53.6	492.78	35.0	322.03	11.3	104.12	34.2	1.0	34.2	1.0	31.6	0.92
2020	53.4	949	36.9	656.85	9.7	172.59	53.3	519.28	36.0	350.32	10.7	104.12	34.2	1.0	34.2	1.0	31.6	0.92

Source: BICC Staff Equity Business Objects Report

## POSITION FRACTION

Of all non-casual staff, 18.9% are part-time, and of these, the majority (76.5%) are women. Of all non-casual women, 24%, or nearly a quarter, are part-time. The gendered nature of part-time work has implications for career progression, which is recognised in policies such as applying 'relative to opportunity' when judging merit.

## RECRUITMENT AND SELECTION

QUT's recruitment and selection policy is based on:

- merit, underpinned by equal employment principles and anti-discrimination legislation;
- procedures which include attention to gender balance and cultural diversity in selection panel; and
- training for panel members and chairs on equity principles, policy, and procedures.

The University uses its best efforts to ensure all applicant pools and selection panels reflect gender balance and support staff diversity at QUT. The chair of the selection panel is responsible for ensuring the panel complies with policies and procedures and that due process is followed. The Equity Director can observe any selection process. Exemptions to the gender balance of panels must be approved by the Human Resources Department or the Equity Director.

In addition to these policies, the focus has been on encouraging applications from women. Experience shows that, once women apply, they have an equal (or greater) chance of success compared with their male counterparts. Given the gap in gender representation at senior levels, individualised, proactive search strategies have been pursued for some senior vacancies and have been successful in increasing the number of female applicants.

Staff in the STEMM areas, some senior staff, and some leadership program attendees have participated in unconscious bias workshops since 2016 which will better equip them to make unbiased merit decisions.

## ACADEMIC STAFF

The proportion of appointments which is female should be at or above their representation at that level if improvements are to be made. For example, **TABLE 2** shows that the proportion of Level C staff members which is female was 49.9% and 51.6% in 2018 and 2019. In those years, the proportion of appointments was 50.4% and 51%, respectively – see **TABLE 12** below. More positive are the comparable data for level D where appointment rates (57.1% and 58.1%) both exceeded the then representation rates of 40.2% and 42.7%.

**TABLE 12** Number of academic appointments by gender and classification level in 2018 and 2019 (excluding casuals and adjuncts)

Level	2018					2019				
	Female	Male	Other	TOTAL	% Female	Female	Male	Other	TOTAL	% Female
LEVEL A	156	200	0	356	43.8%	167	209	0	376	44.4%
LEVEL B	212	173	0	385	55.1%	233	172	1	406	57.4%
LEVEL C	61	60	0	121	50.4%	74	71	0	145	51.0%
LEVEL D	16	12	0	28	57.1%	25	18	0	43	58.1%
LEVEL E	20	34	0	54	37.0%	18	33	0	51	35.3%

Source: HR Insights Team

**TABLE 13** shows more men than women apply for vacancies and women have better short-listing rates overall and better success rates after shortlisting overall (with some exceptions). These data indicate minimal barriers within the selection process and suggest more effort be made at the 'search' stage – a strategy being vigorously pursued in the STEMM faculties.

**TABLE 13** The proportion by gender of applicants who are shortlisted and shortlisted applicants who are successful for academic vacancies (2016 – 2019) excluding casuals and adjuncts

		Female			Male			Not Identified		
		Apps % Female	App to Shortlisted % Female	Shortlisted to Success % Female	App % Male	App to Shortlisted % Male	Shortlisted to Success % Male	App % Not Identified	App to Shortlisted % Not Identified	Shortlisted to Success % Not Identified
2016	LEVA	41.3%	20.8%	23.3%	56.7%	17.7%	31.4%	2.0%	28.6%	0.0%
	LEVB	38.7%	22.1%	35.0%	57.9%	14.3%	25.9%	3.4%	8.3%	0.0%
	LEVC	34.3%	14.5%	40.0%	61.7%	9.3%	47.8%	4.0%	18.8%	33.3%
	LEVD	29.1%	16.7%	40.0%	69.9%	20.8%	26.7%	1.0%	0.0%	0.0%
	LEVE	30.6%	23.5%	37.5%	66.7%	13.5%	10.0%	2.7%	0.0%	0.0%
2017	LEVA	46.9%	17.8%	37.5%	47.9%	10.9%	26.7%	5.2%	6.7%	0.0%
	LEVB	32.9%	21.4%	42.2%	61.2%	12.2%	22.7%	5.9%	14.3%	0.0%
	LEVC	40.2%	19.1%	38.9%	54.5%	14.1%	55.6%	5.3%	16.0%	25.0%
	LEVD	11.4%	50.0%	28.6%	83.7%	4.9%	20.0%	4.9%	16.7%	0.0%
	LEVE	20.2%	10.5%	16.7%	69.5%	8.7%	35.3%	10.3%	6.9%	0.0%
2018	LEVA	35.3%	14.4%	52.4%	59.7%	10.9%	66.7%	5.1%	14.3%	0.0%
	LEVB	37.8%	20.6%	55.9%	55.6%	9.7%	61.0%	6.6%	4.0%	0.0%
	LEVC	32.0%	10.3%	74.2%	60.4%	5.6%	56.3%	7.5%	0.0%	0.0%
	LEVD	28.5%	7.3%	100.0%	68.1%	9.2%	44.4%	3.5%	0.0%	0.0%
	LEVE	25.8%	21.2%	57.1%	68.0%	24.1%	42.9%	6.3%	0.0%	0.0%
2019	LEVA	27.2%	21.7%	30.0%	69.5%	13.6%	37.5%	3.3%	18.2%	0.0%
	LEVB	46.4%	28.0%	38.0%	48.4%	19.4%	22.8%	4.9%	26.7%	0.0%
	LEVC	52.8%	27.9%	36.8%	42.5%	22.0%	27.8%	4.4%	29.4%	0.0%
	LEVD	35.7%	48.9%	13.6%	61.1%	48.1%	10.8%	3.2%	50.0%	0.0%
	LEVE	42.3%	40.0%	58.3%	46.5%	21.2%	57.1%	11.3%	25.0%	50.0%

Source: HR Insights Team

## PROFESSIONAL STAFF

**TABLES 14 and 15** show rates of participation at each stage of the selection process for professional staff vacancies. As with Academic staff, women are the majority of applicants. Patterns of shortlisting and success are variable across the levels.

**TABLE 14** Number of professional appointments made by gender and classification level in 2018 and 2019 excluding casuals and adjuncts

Level	2018					2019				
	Female	Male	Other	TOTAL	% Female	Female	Male	Other	TOTAL	% Female
HEW1	0	3	0	3	0.00%	0	0	0	0	0.00%
HEW2	0	1	0	1	0.00%	0	2	0	2	0.00%
HEW3	33	15	0	48	68.75%	13	12	0	25	52.00%
HEW4	223	66	0	289	77.16%	186	58	0	244	76.23%
HEW5	535	156	1	692	77.31%	505	176	0	681	74.16%
HEW6	400	141	0	541	73.94%	416	119	0	535	77.76%
HEW7	230	118	1	349	65.90%	275	96	2	373	73.73%
HEW8	207	120	1	328	63.11%	208	107	0	315	66.03%
HEW9	92	72	0	164	56.10%	92	71	0	163	56.44%
HEW10	67	49	0	116	57.76%	77	64	0	141	54.61%

Source: HR Insights Team

**TABLE 15** Professional staff comparison of application vs shortlist and successful staff proportion by classification and gender (2016 – 2019) excluding casuals and adjuncts

		Female			Male			Not Identified		
		Apps % Female	App to Shortlisted % Female	Shortlisted to Success % Female	App % Male	App to Shortlisted % Male	Shortlisted to Success % Male	App % Not Identified	App to Shortlisted % Not Identified	Shortlisted to Success % Not Identified
2016	HEW2	15.4%	10.0%	0.0%	83.1%	9.3%	20.0%	1.5%	0.0%	0.0%
	HEW3	76.0%	4.8%	26.7%	22.3%	0.0%	0.0%	1.7%	0.0%	0.0%
	HEW4	70.5%	8.6%	25.0%	26.8%	7.3%	14.3%	2.6%	2.1%	0.0%
	HEW5	70.4%	9.4%	28.5%	27.5%	7.8%	33.3%	2.1%	2.0%	0.0%
	HEW6	64.4%	18.2%	25.0%	32.6%	15.7%	25.0%	2.9%	21.9%	0.0%
	HEW7	60.3%	17.0%	32.6%	37.1%	17.4%	26.8%	2.7%	8.7%	50.0%
	HEW8	51.2%	19.8%	36.4%	45.5%	18.9%	25.0%	3.4%	31.8%	14.3%
	HEW9	54.5%	19.7%	22.6%	44.4%	12.5%	31.3%	1.0%	33.3%	0.0%
2017	HEW2	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	HEW3	66.4%	3.4%	24.0%	32.2%	2.8%	10.0%	1.4%	0.0%	0.0%
	HEW4	76.1%	6.3%	27.8%	21.8%	2.7%	44.4%	2.1%	9.4%	0.0%
	HEW5	69.6%	13.4%	19.1%	28.1%	9.7%	17.4%	2.3%	8.6%	0.0%
	HEW6	65.5%	18.0%	23.4%	32.4%	11.3%	26.5%	2.2%	10.3%	33.3%
	HEW7	63.9%	21.1%	22.2%	33.1%	10.9%	31.0%	3.0%	12.5%	0.0%
	HEW8	59.3%	18.6%	29.5%	38.5%	13.7%	31.0%	2.1%	5.9%	0.0%
	HEW9	50.4%	30.1%	22.0%	45.6%	18.7%	8.7%	4.1%	27.3%	33.3%
2018	HEW2	21.7%	5.6%	0.0%	73.5%	8.2%	40.0%	4.8%	0.0%	0.0%
	HEW3	72.9%	3.7%	36.4%	24.0%	2.0%	50.0%	3.1%	0.0%	0.0%
	HEW4	78.2%	8.6%	18.4%	19.9%	9.2%	11.8%	1.9%	14.3%	20.0%
	HEW5	70.4%	8.4%	39.7%	27.2%	7.8%	33.3%	2.4%	4.9%	33.3%
	HEW6	68.1%	11.7%	47.7%	28.1%	5.3%	41.7%	3.7%	3.3%	0.0%
	HEW7	61.9%	12.3%	33.6%	35.0%	7.9%	50.0%	3.1%	2.2%	100.0%
	HEW8	48.1%	13.7%	53.4%	48.1%	7.3%	61.3%	3.7%	6.1%	0.0%
	HEW9	50.5%	13.2%	64.9%	46.8%	8.1%	61.9%	2.7%	6.7%	0.0%
2019	HEW2	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
	HEW3	66.2%	6.5%	6.7%	32.6%	5.7%	0.0%	1.1%	0.0%	0.0%
	HEW4	71.7%	21.5%	10.2%	25.9%	14.6%	7.3%	2.3%	8.8%	0.0%
	HEW5	71.9%	13.2%	25.8%	26.5%	14.2%	14.6%	1.5%	5.9%	0.0%
	HEW6	67.1%	17.4%	26.1%	30.5%	31.5%	12.3%	2.4%	11.4%	0.0%
	HEW7	63.6%	22.8%	27.6%	33.3%	18.8%	25.8%	3.0%	17.4%	0.0%
	HEW8	53.0%	26.8%	30.4%	43.9%	19.5%	27.7%	3.0%	8.6%	0.0%
	HEW9	45.5%	25.7%	40.6%	50.6%	22.7%	20.6%	3.8%	14.3%	33.3%
2019	HEW10	41.1%	24.8%	25.3%	55.0%	17.1%	23.8%	3.7%	18.2%	0.0%

Source: HR Insights Team



# STAFF DEVELOPMENT

## TRAINING AND DEVELOPMENT PROGRAMS

Training and development activities continue to be a major focus of QUT's gender equity effort. The three facets of QUT's training and development programs are:

- general awareness-raising of equity issues among all staff and managers in particular;
- women-only courses and career development opportunities – both internal and external;
- encouragement for women to access general training and development courses and career development opportunities.

**TABLE 16** *Participation in staff development by organisational area and gender in 2018 and 2019*

	2018				2019			
Faculty / Division / Institute	Female	Male	Other	Total	Female	Male	Other	Total
113 - Faculty of Education	81	16	1	98	58	10	1	69
115 - Faculty of Health	403	163	0	566	314	128	0	442
117 - Faculty of Law	70	25	0	95	55	14	0	69
118 - QUT Business School	135	63	0	198	100	36	0	136
121 - Creative Industries Faculty	147	69	0	216	76	48	0	124
124 - Institute of Health Biomedical Innovation (IHBI)	76	46	0	122	45	23	0	68
129 - Institute for Future Environments	52	51	0	103	53	53	0	106
132 - Science and Engineering Faculty	201	276	0	477	169	242	0	411
160 – Office of the Vice-Chancellor	0	0	0	-	2	3	0	5
161 - Office of the Provost	113	47	0	160	93	33	0	126
164 - Technology, Information and Library Services	193	213	1	407	2	1	0	3
165 - Division of International	130	50	0	180	91	30	0	121
166 - Division of Research and Innovation	68	19	0	87	62	18	0	80
167 - Administrative Services	212	73	1	286	320	96	1	417
168 - Division of Resources	126	84	0	210	173	160	0	333
169 - Division of Business Development	0	0	0	-	23	3	0	26
P30 - qutbluebox	4	1	0	5	3	2	0	5
<b>TOTAL</b>	<b>2011</b>	<b>1196</b>	<b>3</b>	<b>3210</b>	<b>1612</b>	<b>888</b>	<b>2</b>	<b>2502</b>

Source: HR Staff Development Data BO Report

Note: Data capture all training courses and workshops entered into the HR system.

Women are well-represented among staff participating in staff development courses and workshops; 62.7% in 2018 and 64.5% in 2019.

In order to increase the proportion of senior staff who are women and retain women in STEMM, QUT invests in women-only development initiatives which are embedded with other training and development strategies.

In 2018 and 2019, the Women in Leadership Committee provided development and support to QUT women through a number of initiatives which included the Quality Women in Leadership program, Women in Research Grant Scheme, Women in Research Speaker Events, Women in Research Writing Retreat, and sponsorship of women to complete the Australian Institute of Company Directors Company Directors Course. The Quality Women in Leadership program usually runs every second year. However, an additional program was delivered in 2019 to satisfy an extraordinary demand for places in this program. Details can be found in the [Annual Report](#).

**TABLE 17** Participation in women in leadership program activities by faculty, division and institute in 2018

2018	BUS	CI	EDU	HEALTH	LAW	SEF	Divisions	Other	TOTAL
Quality Women in Leadership Program	1	2	1	7	1	1	6	1	20
Women in Research Grant Scheme	0	7	1	4	1	0	1	0	14
Women in Research Showcase Speakers	2	2	2	2	2	2	0	0	12
Women in Research Writing Retreat	1	7	2	6	0	2	1	0	19
AICD Company Directors Course	0	1	1	1	0	1	0	0	4
Carer Costs Support Scheme	1	2	6	4	2	12	0	0	27
Long Leave Research Momentum Scheme	0	0	0	1	0	2	0	0	3
<b>TOTAL</b>	<b>5</b>	<b>21</b>	<b>13</b>	<b>25</b>	<b>6</b>	<b>20</b>	<b>8</b>	<b>1</b>	<b>99</b>

Source: Women in Leadership Report 2018

**TABLE 18** Participation in women in leadership program activities by faculty, division and institute in 2019

2019	BUS	CI	EDU	HEALTH	LAW	SEF	Divisions	Other	TOTAL
Quality Women in Leadership Program	2	4	2	1	1	1	6	3	20
Women in Research Grant Scheme	2	4	2	3	0	0	0	3	14
Women in Research Showcase Speakers	2	2	2	2	2	2	0	0	12
Women in Research Writing Retreat	5	4	3	7	0	1	0	0	20
AICD Company Directors Course	1	0	0	2	0	0	1	0	4
Women in Research Writing Days	2	17	1	10	0	7	0	1	38
Carer Costs Support Scheme	2	6	4	14	2	13	0	1	42
Long Leave Research Momentum Scheme	0	0	0	1	0	3	0	0	4
<b>TOTAL</b>	<b>16</b>	<b>37</b>	<b>14</b>	<b>40</b>	<b>5</b>	<b>27</b>	<b>7</b>	<b>8</b>	<b>154</b>

Source: Women in Leadership Report 2019

Since 2013, QUT has focussed program attention on academic women and the barriers and biases around the research dimension of their careers. More recently, a broader focus on all aspects of women in the STEMM disciplines has evolved, covering staff in SEF, Health, the institutes, and a small element of CI. **TABLE 19** outlines involvement in some of the programs designed to improve the retention and progress of women in STEMM.

**TABLE 19** Participation in women in STEMM program activities by gender in 2018 and 2019

Workshop / Activity	2018			2019		
	Female	Male	Total	Female	Male	Total
Beyond Unconscious Bias - Town Hall Session	113	72	185	96	141	237
Using Your Influence for Gender Equity	83	99	182	66	130	196
Other Workshops	234	0	234	232	6	238
Mentoring	42	10	52	49	9	58
Shadowing	19	7	26	21	9	30
QUT Athena SWAN STEMM Awards Evening	0	0	0	97	37	134
<b>TOTAL</b>	<b>491</b>	<b>188</b>	<b>679</b>	<b>561</b>	<b>332</b>	<b>893</b>

Source: Diversity and Inclusion Team

A range of leadership development programs is available to QUT staff members including short leadership topic modules, more intensive cohort programs, and in-depth skills development focussing on coaching skills. **TABLE 20** provides a breakdown of numbers of staff members who attended the different types of leadership courses in 2018 and 2019. Again, women are well-represented among staff members participating in leadership-related staff development courses, with women making up 71% of participants over 2018 and 2019.

**TABLE 20** *Participation in leadership related courses by gender in 2018*

Course Code	Course Code Description	Participants		
		Female	Male	Total
QWIL	Quality Women in Leadership	20	0	<b>20</b>
FFLP	Future Focused Leadership Program	15	5	<b>20</b>
ALP	Accelerated Leadership Pathways	9	6	<b>15</b>
LAC	Leader as Coach	46	19	<b>65</b>
DLAC	Developing Leader as Coach	13	7	<b>20</b>
MCAD	Mid-Career Academic Development Program	17	6	<b>23</b>
<b>TOTAL</b>		<b>120</b>	<b>43</b>	<b>163</b>

Source: HR BO Training Course Data Report

**TABLE 21** *Participation in leadership related courses by gender in 2019*

Course Code	Course Code Description	Participants		
		Female	Male	Total
QWIL	Quality Women in Leadership	20	0	<b>20</b>
ALAC	Advanced Leader as Coach	13	7	<b>20</b>
DLAC	Developing Leader as Coach	17	5	<b>22</b>
DTLPG	Dare to Lead Program	14	2	<b>16</b>
FFLP	Future Focused Leadership Program	15	8	<b>23</b>
LAC	Leader as Coach	62	32	<b>94</b>
LTC	Leading Transformational Change Program	7	2	<b>9</b>
MCAD	Mid-Career Academic Development Program	5	10	<b>15</b>
NESCI	Neuroscience of Coaching	14	8	<b>22</b>
<b>TOTAL</b>		<b>167</b>	<b>74</b>	<b>241</b>

Source: HR BO Training Course Data Report

## EQUITY TRAINING

The Equity and Student Counselling Department provides a variety of training programs related to staff and student equity in higher education as part of the University's commitment to foster a working and learning environment which promotes diversity and inclusion and eliminates discrimination so all staff and students can prosper.

The Department provided five different equity training modules for staff members in 2018 and 2019. The majority of staff members who attended the training sessions was female (65.5%). **TABLE 22** shows the proportion of attendees by gender for each training session.

**TABLE 22** Participation in equity training by gender in 2018 and 2019

Course Code	Course Description	2018				2019			
		Female	Male	Other	Total	Female	Male	Other	Total
EOOL1	EO Online: Fair play on campus Module 1	833	538	2	1373	54	17	0	71
EOOL2	EO Online: Fair play on campus Module 2	140	88	1	229	54	22	0	76
EQALL	Equity Ally Training	136	36	0	172	144	48	0	192
EQCCW	Cultural Competence Workshop	74	28	0	102	40	6	0	46
EQLIS	Supporting Low-Income Students at QUT	18	5	0	23	15	2	0	17
<b>TOTAL</b>		<b>1201</b>	<b>695</b>	<b>3</b>	<b>1899</b>	<b>307</b>	<b>95</b>	<b>0</b>	<b>402</b>

Source: HR BO Training Course Data Report

## HIGHER DUTIES AND CONCURRENT APPOINTMENTS

In 2018/19, women represented 56.9% of Academic staff members who performed higher duties in another position or held a concurrent position. Women were 69.1% of Professional staff members acting in a more senior position in 2019. These rates compare favourably with women's representation and indicate the women have fair access to this career-enhancing opportunity.

**TABLE 23** contains a breakdown of staff members on higher duties or concurrent appointments by organisational area.

**TABLE 23** *Higher duties and concurrent appointments by classification and gender from 1 April 2018 to 31 March 2019*

Faculty / Division / Institution	Academic			Total Academic	Professional			Total Professional
	Female	Male	% Female		Female	Male	% Female	
113 - Faculty of Education	14	2	87.5%	<b>16</b>	5	1	83.3%	<b>6</b>
115 - Faculty of Health	32	19	62.7%	<b>51</b>	58	11	84.1%	<b>69</b>
117 - Faculty of Law	15	7	68.2%	<b>22</b>	16	5	76.2%	<b>21</b>
118 - QUT Business School	11	9	55.0%	<b>20</b>	27	4	87.1%	<b>31</b>
121 - Creative Industries Faculty	14	16	46.7%	<b>30</b>	26	3	89.7%	<b>29</b>
124 - Institute of Health Biomedical Innovation (IHBI)	0	1	0.0%	<b>1</b>	6	3	66.7%	<b>9</b>
129 - Institute for Future Environments	0	3	0.0%	<b>3</b>	7	8	46.7%	<b>15</b>
132 - Science and Engineering Faculty	11	25	30.6%	<b>36</b>	33	18	64.7%	<b>51</b>
160 - Office of the Vice-Chancellor	0	0	0.0%	<b>0</b>	2	0	100.0%	<b>2</b>
161 - Office of the Provost	11	3	78.6%	<b>14</b>	53	14	79.1%	<b>67</b>
164 - Technology, Information and Library Services	0	0	0.0%	<b>0</b>	75	79	48.7%	<b>154</b>
165 - Division of International	3	0	100.0%	<b>3</b>	54	13	80.6%	<b>67</b>
166 - Division of Research and Innovation	0	0	0.0%	<b>0</b>	43	12	78.2%	<b>55</b>
167 - Administrative Services	1	0	100.0%	<b>1</b>	153	43	78.1%	<b>196</b>
168 - Division of Resources	0	0	0.0%	<b>0</b>	107	85	55.7%	<b>192</b>
168 - Division of Business Development	0	0	0.0%	<b>0</b>	11	3	78.6%	<b>14</b>
<b>QUT WIDE</b>	<b>112</b>	<b>85</b>	<b>56.9%</b>	<b>197</b>	<b>676</b>	<b>302</b>	<b>69.1%</b>	<b>978</b>

Source: HR Higher Duties and Concurrent Appointments BO Report



## PROFESSIONAL DEVELOPMENT PROGRAM

The Professional Development Program for Professional Staff (PDP-PS) provides funds for Professional staff members to undertake professional development programs. Such programs are expected to enhance the vocational knowledge and skills of the staff member with respect to current and future employment at QUT and to be aligned with the strategic priorities of QUT and the staff member's faculty/institute/division.

The broad objectives of professional development programs are to enable staff members periodically to work outside the University in order to:

- maintain and improve professional and vocational knowledge
- obtain practical experience in the workplace in activities not available in the University
- where appropriate, undertake specialised project work as approved by the University
- attend conferences and make study visits.

The Professional Development Program (PDP) for Professional staff, which includes paid leave for learning opportunities, has been very successful in providing opportunities for staff members to access conferences, seminars, and other avenues of development.

A total of \$116,209 was spent on PDP in 2018 and 2019. Of the 90 successful applicants for professional development programs, 80% were women. The majority of successful female applicants came from CIF, Health, Admin Services, and R&I. **TABLE 24** shows the successful PDP numbers for 2018 and 2019.

**TABLE 24** PDP-PS successful applicants by organisational area and gender in 2018 and 2019

Faculty/ Division/ Institute		2018				2019			
		Female	Male	Total	\$ Amount	Female	Male	Total	\$ Amount
Faculty	Creative Industries Faculty	5	2	7	8,088	8	0	8	9,349
	Education	0	0	0	0	2	0	2	3,000
	Health	4	1	5	6,619	7	2	9	12,323
	Law	0	0	0	0	1	0	1	1,500
	QUT Business School	0	0	0	0	2	0	2	2,614
	Science & Engineering Faculty	1	3	4	6,000	5	0	5	6,375
<b>Total Faculty</b>		<b>10</b>	<b>6</b>	<b>16</b>	<b>20,707</b>	<b>25</b>	<b>2</b>	<b>27</b>	<b>35,161</b>
Division	Administrative Services	2	2	4	5,426	10	2	12	14,567
	Chancellery	0	0	0	0	3	0	3	4,200
	International	4	0	4	6,000	3	1	4	4,415
	Research & Innovation	4	1	5	6,143	4	1	5	7,000
	Resources	0	0	0	0	1	0	1	1,090
	Technology, Information & Library Services	3	3	6	7,750	0	0	0	0
<b>Total Division</b>		<b>13</b>	<b>6</b>	<b>19</b>	<b>25,319</b>	<b>21</b>	<b>4</b>	<b>25</b>	<b>31,272</b>
Institute	Institute for Future Environments	0	0	0	0	3	0	3	3,750
	Institute of Health & Biomedical Innovation (IHBI)	0	0	0	0	0	0	0	0
<b>Total Institute</b>		<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>3</b>	<b>0</b>	<b>3</b>	<b>3,750</b>
<b>Total</b>		<b>23</b>	<b>12</b>	<b>35</b>	<b>46,026</b>	<b>49</b>	<b>6</b>	<b>55</b>	<b>70,183</b>

Source: Data provided by HR PLC Team

Academic staff members access PDL by application at Faculty level. **TABLE 25** shows the numbers of men and women per faculty who were successful in those applications in 2019. Female academics are accessing a fair share of this support.

**TABLE 25** *PDL (more than 20 days) successful applicants by faculty and gender in 2019*

Faculty/ Division/ Institute	Female	Male	Total	\$ Amount
Creative Industries Faculty	2	3	5	3,100
Education	4	0	4	6,632
Health	7	4	11	38,724
Law	5	0	5	49,800
QUT Business School	3	2	5	19,100
Science & Engineering Faculty	1	7	8	50,999
<b>TOTAL</b>	<b>21</b>	<b>9</b>	<b>30</b>	<b>117,356</b>

Source: Data provided by Planning, Reviews and Quality team

Note: No PDL of more than 20 days were reported in the institutes and divisional areas.

# PROMOTION

## ACADEMIC STAFF

The personal promotion process for Academic staff members at QUT is located at faculty level for promotion to Lecturer (Level B) and Senior Lecturer (Level C); and at university level for Associate Professor (Level D) and Professor (Level E). The policy includes references to equity-related accommodations including 'relative to opportunity' and it was amended in 2004 to take into account appropriate representation on selection panels when Indigenous staff apply.

Of staff members promoted to Level B and Level C in 2018 and 2019, women were 57.1% and 58.3%, respectively.

Of staff members promoted to Level D and Level E in 2018 and 2019, women were 54.3% and 55.2%, respectively.

These success rates exceed the representation rates existing at that time which means personal promotion is enhancing representation rates overall.

**TABLE 26** Academic promotions by faculty and level 2018

	LEVB		LEVC		LEVD		LEVE		TOTAL	
Faculty	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
113 - Faculty of Education	0	0	4	1	3	0	0	0	7	1
115 - Faculty of Health	3	1	4	3	5	2	2	3	14	9
117 - Faculty of Law	0	0	0	4	1	2	0	0	1	6
118 - QUT Business School	0	0	7	1	1	1	0	0	8	2
121 - Creative Industries Faculty	0	0	3	2	2	1	1	0	6	3
124 - Institute of Health Biomedical Innovation (IHBI)	0	0	0	0	0	1	0	0	0	1
132 - Science and Engineering Faculty	1	1	2	5	3	4	1	2	7	12
<b>TOTALS</b>	<b>4</b>	<b>2</b>	<b>20</b>	<b>16</b>	<b>15</b>	<b>11</b>	<b>4</b>	<b>5</b>	<b>43</b>	<b>34</b>

Source: HR Insights Team

**TABLE 27** Academic promotions by faculty and level 2019

	LEVB		LEVC		LEVD		LEVE		TOTAL	
Faculty	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
113 - Faculty of Education	0	0	3	1	4	0	2	0	9	1
115 - Faculty of Health	2	0	7	4	4	2	1	3	14	9
117 - Faculty of Law	0	0	2	0	2	1	0	1	4	2
118 - QUT Business School	0	0	3	5	3	1	1	3	7	9
121 - Creative Industries Faculty	0	1	1	2	4	2	2	0	7	5
129 - Institute for Future Environments	0	1	0	0	0	0	0	0	1	0
132 - Science and Engineering Faculty	0	4	6	1	4	9	5	4	15	18
161 – Office of the Provost	3	1	1	0	0	0	0	0	4	1
<b>TOTALS</b>	<b>5</b>	<b>7</b>	<b>23</b>	<b>13</b>	<b>21</b>	<b>15</b>	<b>11</b>	<b>11</b>	<b>60</b>	<b>46</b>

Source: HR Insights Team

## STAFF SATISFACTION AND OPINION

The Staff Opinion Survey was most recently conducted in 2018. The previous survey was conducted in 2014. The survey aimed to measure employee satisfaction in various areas such as organisational commitment, job satisfaction, and staff intention to stay at QUT. The survey assists the university with strategic planning; identifying initiatives to improve QUT's work environment; and evaluating the effectiveness of actions implemented following the previous survey. Most relevant to this report are the areas related to equity which include supportive environment, career opportunities, wellness, and the Code of Conduct.

At QUT overall, 3018 staff responded to the survey, with 49% of the respondents being women. Overall, women's responses were more positive than those of men across all survey areas. On selected matters related to respect and fairness, women's responses are closer to or less positive than those of men.

**TABLE 28** contains the survey results by survey areas and gender, and **TABLE 29** show the three questions mandated by WGEA as part of the Employer of Choice application for 2019.

**TABLE 28** Staff opinion survey results (% agree of strongly agree) by survey area and gender in 2018

Survey Area	Female	Male	QUT Overall
Total Responses	1477	921	<b>3018 *</b>
Passion / Engagement	80%	77%	<b>75%</b>
Job Satisfaction	82%	82%	<b>79%</b>
Organisational Commitment	83%	76%	<b>77%</b>
Intention to Stay	74%	71%	<b>69%</b>
Progress	60%	54%	<b>54%</b>
Change	34%	32%	<b>30%</b>
Innovation	67%	60%	<b>60%</b>
Student Satisfaction	78%	71%	<b>72%</b>

\*The QUT Overall total includes 620 staff who selected either other gender identify, would prefer not to answer or who didn't select a response to the question of their gender.

Source: HR Insights Team

**TABLE 29** Staff opinion survey equity questions as reported in WGEA employer of choice application

	% of women who Agree or Strongly Agree	% of men who Agree or Strongly Agree
Question 1: "My immediate supervisor/manager genuinely supports equality between men and women."	88%	87%
Question 2: "I have the flexibility I need to manage my work and caring responsibilities."	89%	92%
Question 3: "In my organisation sex-based harassment is not tolerated."	80%	80%

Source: QUT WGEA Employer of Choice Application 2018

## UNIVERSITY-WIDE AND EXECUTIVE COMMITTEES

In FID Executive Committees, women are the majority, except in SEF, International and DBS, reflecting somewhat the gender composition of their workforce and/or their senior managers.

Historically, women's representation on University-wide committees has been consistently lower than that of men. However, the overall gender balance has improved since 2015, with women making up 56.4% of non-vacant positions in 2019. TABLES 30 and 31 show the proportion of women on all of the University-level committees in 2018 and 2019.

**TABLE 30** Membership on university-wide committees by gender in 2018

Committee Name	Female	Male	Vacant	Total	% Female	% Male
Alumni Board	6	7	0	13	46.2	53.8
Appeals Committee	6	5	0	10	60.0	50.0
Audit and Risk Management Committee	4	4	0	8	50.0	50.0
Indigenous Education, Research and Employment Committee	13	5	2	20	65.0	25.0
Investments and Borrowings Committee	4	5	0	9	44.4	55.6
Planning and Resources Committee	5	8	0	13	38.5	61.5
Programs Executive Committee	3	3	0	6	50.0	50.0
Student Misconduct Committee	2	3	0	5	40.0	60.0
University Academic Board	22	20	0	42	52.4	47.6
University Council	11	10	0	21	52.4	47.6
University Learning and Teaching Committee	16	6	3	25	64.0	24.0
University Research and Innovation Committee	11	12	0	23	47.8	52.2
University Executive Committee (previously VCAC)	10	8	0	18	55.6	44.4
<b>TOTAL</b>	<b>113</b>	<b>96</b>	<b>5</b>	<b>213</b>	<b>53.1%</b>	<b>45.1%</b>

Source: Governance and Legal Services Department

**TABLE 31** Membership on university-wide committees by gender in 2019

Committee Name	Female	Male	Vacant	Total	% Female	% Male
Alumni Board	6	7	0	13	46.2	53.8
Appeals Committee	7	3	0	10	70.0	30.0
Audit and Risk Management Committee	4	3	1	8	50.0	37.5
Curriculum Standards Committee	4	4	0	8	50.0	50.0
Indigenous Education, Research and Employment Committee	11	3	4	18	61.1	16.7
Investments and Borrowings Committee	3	6	0	9	33.3	66.7
Planning and Resources Committee	6	7	0	13	46.2	53.8
Programs Executive Committee	5	3	0	8	62.5	37.5
Student Misconduct Committee	2	3	0	5	40.0	60.0
University Academic Board	25	18	1	44	56.8	40.9
University Council	13	8	1	22	59.1	36.4
University Learning and Teaching Committee	20	5	1	26	76.9	19.2
University Research and Innovation Committee	11	12	0	23	47.8	52.2
University Executive Committee	10	8	0	18	55.6	44.4
<b>TOTAL</b>	<b>127</b>	<b>90</b>	<b>8</b>	<b>225</b>	<b>56.4%</b>	<b>40.0%</b>

Source: Governance and Legal Services Department

## MATERNITY, PARENTAL, PREGNANCY, POTENTIAL PREGNANCY, AND BREASTFEEDING

QUT has a long standing commitment to addressing work and family issues and helping staff members to achieve a greater balance between their work, study, and personal lives, including policies and programs around parenting, childcare, pregnancy, breast-feeding, and adoption.

Paid maternity and adoption leave entitlements now include 26 weeks of paid leave and provisions for flexible payment of entitlements (up-front lump sum or fortnightly payments on full or half-pay). Staff who are not eligible for paid maternity leave (i.e. casual staff employed for 12 months or less) are entitled to 52 weeks unpaid parental leave.

QUT's Parental leave policy grants staff leave for up to 52 weeks ([QUT Policy B/6.6](#)) and Partner leave is also available comprising both short-term paid leave of up to ten days to be taken at the time of the birth of a child or adoption of a child and long-term unpaid leave of up to 52 weeks for staff members who become the primary carer for a new child.

**Table 32** shows that, in 2018, 183 staff members took maternity or parental leave. Women represented 74.3% of those who took leave, with 117 of women taking maternity leave and the remainder taking other types of leave. In 2019, slightly more men and fewer women accessed this leave than in 2018.

**Table 32** Staff members on maternity and other types of parental leave in 2018 and 2019

	Leave Type	Female	Male	TOTAL	Female %	Male %
2018	MATFP - Maternity Leave (Full Pay)	117	5	122	95.9%	4.1%
	MATWK - Maternity Leave/Work return (Full Pay)	1	1	2	50.0%	50.0%
	MNTNP - Maternity Leave (Nil Pay)	3	0	3	100.0%	0.0%
	PNTNP - Parenting Leave (Nil Pay)	42	5	47	89.4%	10.6%
	PSTFP - Partner Leave (Full Pay)	0	45	45	0.0%	100.0%
	PSTNP - Partner Leave (Nil Pay)	0	3	3	0.0%	100.0%
	<b>TOTAL</b>	<b>136</b>	<b>47</b>	<b>183</b>	<b>74.3%</b>	<b>25.7%</b>
2019	MATFP - Maternity Leave (Full Pay)	90	4	94	95.7	4.3
	MNTNP - Maternity Leave (Nil Pay)	7	0	7	100.0	0.0
	PNTNP - Parenting Leave (Nil Pay)	46	3	49	93.9	6.1
	PSTFP - Partner Leave (Full Pay)	0	55	55	0.0	100.0
	PSTNP - Partner Leave (Nil Pay)	1	8	9	11.1	88.9
	<b>TOTAL</b>	<b>110</b>	<b>59</b>	<b>169</b>	<b>65.1%</b>	<b>34.9%</b>

Source: HR Maternity Leave Bookings and Returning BO Report

Note: Male staff members who access primary parental leave are coded under the MATFP code in the HR system.

Of all the 989 people who resigned or left QUT in 2018, 25 did so after periods of maternity or parental leave, with a similar figure in 2019. This figure reflects a reasonably high rate of return for the 183 staff who took maternity or parental leave in that year. A breakdown by faculty/division/institute is provided in **TABLES 33** and **34**.

**TABLE 33** Resignations and separations after maternity or parental leave by organisational area in 2018

Faculty / Division / Institute	A - Resignation	J1 - End Fixed Term Appt (renewable) didn't seek renewal	J2 - End Fixed Term Appt (renewable) didn't offer renewal	J3 - End Fixed Term Appt (non-renewable)	G1 - Voluntary Redundancy	TOB - Resignation by Transfer of Business	Total Number of Staff
115 - Faculty of Health	4	1	0	2	1	0	8
121 - Creative Industries Faculty	1	0	0	0	0	0	1
123 - Caboolture	0	0	0	0	0	1	1
132 - Science and Engineering Faculty	0	0	2	0	0	0	2
161- Office of the Provost	2	0	0	0	1	0	3
164 - Division of Technology, Information and Library Services	0	0	1	1	0	0	2
165 - Division of International	1	0	0	0	0	0	1
166 - Division of Research and Innovation	1	0	0	2	0	0	3
167 - Administrative Services	3	0	0	0	0	0	3
168 - Division of Resources	0	0	0	1	0	0	1
<b>TOTAL</b>	<b>12</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>2</b>	<b>1</b>	<b>25</b>

Source: HR Maternity, Parental Resignations &amp; Separations BO Report

**TABLE 34** Resignations and separations after maternity or parental leave by organisational area in 2019

Faculty / Division / Institute	A - Resignation	J1 - End Fixed Term Appt (renewable) didn't seek renewal	J3 - End Fixed Term Appt (non-renewable)	G1 - Voluntary Redundancy	Total Number of Staff
115 - Faculty of Health	1	0	3	0	4
118 – QUT Business School	0	0	3	0	3
132 – Science and Engineering	2	0	0	0	2
161- Office of the Provost	0	0	2	0	2
164 - Division of Technology, Information and Library Services	0	1	0	0	1
165 - Division of International	1	0	0	0	1
166 - Division of Research and Innovation	1	0	0	0	1
167 - Administrative Services	3	0	2	0	5
168 - Division of Resources	0	0	0	1	1
169 – Division of Business Development	1	0	0	0	1
<b>TOTAL</b>	<b>9</b>	<b>1</b>	<b>10</b>	<b>1</b>	<b>21</b>

Source: HR Maternity, Parental Resignations &amp; Separations BO Report



## RESIGNATION AND SEPARATION

**TABLES 35** and **36** show the number of staff members within each faculty, division, and institute that resigned in 2018 and 2019. The proportion of resignees which is female is roughly congruent with women's overall representation, indicating there is no particular gender pattern for this parameter. **TABLES 37** and **38** show termination reasons by gender.

**TABLE 35** *Resignations and separations by organisational area and gender in 2018*

Organisational Area	Number of Staff Resignations/ Separations by Gender			% of Staff Resignations/ Separations by Gender			TOTAL
	Female	Male	Other	Female	Male	Other	
113 - Faculty of Education	24	1	0	96.0%	4.0%	0.0%	<b>25</b>
115 - Faculty of Health	130	51	0	71.8%	28.2%	0.0%	<b>181</b>
117 - Faculty of Law	17	8	0	68.0%	32.0%	0.0%	<b>25</b>
118 - QUT Business School	45	25	0	64.3%	35.7%	0.0%	<b>70</b>
121 - Creative Industries Faculty	40	24	0	62.5%	37.5%	0.0%	<b>64</b>
123 - Caboolture	10	5	0	66.7%	33.3%	0.0%	<b>15</b>
124 - Institute of Health Biomedical Innovation (IHBI)	7	3	0	70.0%	30.0%	0.0%	<b>10</b>
129 - Institute for Future Environments	14	14	0	50.0%	50.0%	0.0%	<b>28</b>
132 - Science and Engineering Faculty	75	138	0	35.2%	64.8%	0.0%	<b>213</b>
161 - Office of the Provost	25	7	0	78.1%	21.9%	0.0%	<b>32</b>
164 - Technology, Information and Library Services	65	61	1	51.2%	48.0%	0.8%	<b>127</b>
165 - Division of International	36	13	0	73.5%	26.5%	0.0%	<b>49</b>
166 - Division of Research and Innovation	21	7	0	75.0%	25.0%	0.0%	<b>28</b>
167 - Administrative Services	63	20	0	75.9%	24.1%	0.0%	<b>83</b>
168 - Division of Resources	22	17	0	56.4%	43.6%	0.0%	<b>39</b>
<b>TOTAL</b>	<b>594</b>	<b>394</b>	<b>1</b>	<b>60.1%</b>	<b>39.8%</b>	<b>0.1%</b>	<b>989</b>

Source: HR Resignations and Separations BO Report

**TABLE 36** Resignations and separations by organisational area and gender in 2019

Organisational Area	Number of Staff Resignations/ Separations by Gender			% of Staff Resignations/ Separations by Gender			TOTAL
	Female	Male	Other	Female	Male	Other	
113 - Faculty of Education	26	8	0	76.5	23.5	0.0	<b>34</b>
115 - Faculty of Health	114	67	0	63.0	37.0	0.0	<b>181</b>
117 - Faculty of Law	23	4	0	85.2	14.8	0.0	<b>27</b>
118 - QUT Business School	17	16	0	51.5	48.5	0.0	<b>33</b>
121 - Creative Industries Faculty	49	19	0	72.1	27.9	0.0	<b>68</b>
124 - Institute of Health Biomedical Innovation (IHBI)	6	0	0	100.0	0.0	0.0	<b>6</b>
129 - Institute for Future Environments	8	19	0	29.6	70.4	0.0	<b>27</b>
132 - Science and Engineering Faculty	84	122	0	40.8	59.2	0.0	<b>206</b>
160 – Office of the Vice-Chancellor	1	0	0	100.0	0.0	0.0	<b>1</b>
161 - Office of the Provost	35	10	0	77.8	22.2	0.0	<b>45</b>
164 - Technology, Information and Library Services	5	5	0	50.0	50.0	0.0	<b>10</b>
165 - Division of International	33	13	0	71.7	28.3	0.0	<b>46</b>
166 - Division of Research and Innovation	31	13	0	70.5	29.5	0.0	<b>44</b>
167 - Administrative Services	114	40	0	74.0	26.0	0.0	<b>154</b>
168 - Division of Resources	37	33	0	52.9	47.1	0.0	<b>70</b>
169 – Division of Business Development	9	4	0	69.2	30.8	0.0	<b>13</b>
<b>TOTAL</b>	<b>592</b>	<b>373</b>	<b>0</b>	<b>61.3</b>	<b>38.7</b>	<b>0.0</b>	<b>965</b>

Source: HR Resignations and Separations BO Report

**TABLE 37** Staff termination reasons by gender in 2018

Termination Reasons	Female	Male	Other	TOTAL
A1 - Resignation by Negotiated Agreement	8	6	0	<b>14</b>
A – Resignation	247	140	0	<b>387</b>
G1 - Voluntary Redundancy	25	28	0	<b>53</b>
H1 - Dismissal - Unsatisfactory Performance	1	1	0	<b>2</b>
J1 - End Fixed Term Appt (renewable) didn't seek renewal	59	39	0	<b>98</b>
J2 - End Fixed Term Appt (renewable) didn't offer renewal	22	29	0	<b>51</b>
J3 - End Fixed Term Appt (non-renewable)	208	142	1	<b>351</b>
TOB - Resignation by Transfer of Business	24	7	0	<b>31</b>
<b>TOTAL</b>	<b>594</b>	<b>392</b>	<b>1</b>	<b>987 *</b>

\* Note: Two deaths were recorded in 2018

Source: HR Resignations and Separations BO Report

**TABLE 38** *Staff termination reasons by gender in 2019*

<b>Termination Reasons</b>	<b>Female</b>	<b>Male</b>	<b>Other</b>	<b>TOTAL</b>
A1 - Resignation by Negotiated Agreement	8	5	0	<b>13</b>
A - Resignation	228	121	0	<b>349</b>
G1 - Voluntary Redundancy	22	17	0	<b>39</b>
H1 - Dismissal - Unsatisfactory Performance	1	0	0	<b>1</b>
J1 - End Fixed Term Appt (renewable) didn't seek renewal	47	39	0	<b>86</b>
J2 - End Fixed Term Appt (renewable) didn't offer renewal	60	44	0	<b>104</b>
J3 - End Fixed Term Appt (non-renewable)	225	146	0	<b>371</b>
<b>TOTAL</b>	<b>592</b>	<b>373</b>	<b>0</b>	<b>965 *</b>

*\* Note: Two deaths were recorded in 2019*

*Source: HR Resignations and Separations BO Report*

## PAY EQUITY

The overall base salary pay gap at QUT as at 27 March 2020 is -10.69%. It is lower than the education and training industry base salary pay gap of -11.3% for comparable institutions, and much lower than the all-industries base salary gap of -16.7% (Gender pay gap statistics, Workplace Gender Equality Agency 2019).

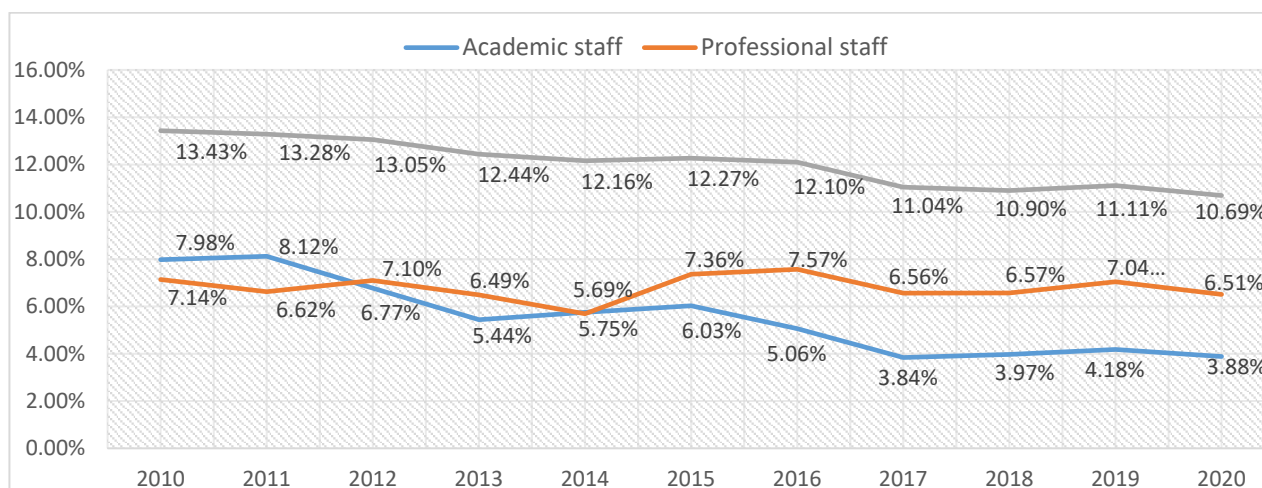
**FIGURE 6** and **TABLE 39** show the pay gap between 2010 and 2020.

Currently the gap for academic staff is -3.88% and for professional staff it is -6.51%. At individual classification level, there are no significant gender gaps, indicating men and women are being paid similar rates for similar work. The overall gap arises in the main from the occupational segregation of the university workforce with large numbers of women in lower-paid admin/clerical roles.

In the table and figure below the gap is defined as the difference between average earnings of men and women, relative to the average earnings of men. % Gender Gap =  $([\text{Average Yearly Female Wage}] - [\text{Average Yearly Male Wage}]) / [\text{Average Yearly Male Wage}]$ . Thus, a high percentage indicates a larger gap, and a negative percentage indicates that the gap favours men.

Analyses of above-award payments such as loadings, and of total remuneration, will be undertaken as part of the Pay Equity Report, separate to this report.

**FIGURE 6** Gender pay gap - base salary (non-casuals) 2010 - 2020



Source: HR WGEA Pay Equity Report

**TABLE 39** Gender pay gap- base salary (non-casuals) 2010 – 2020

Year	Academic Staff	Professional Staff	All Staff
2010	-7.98%	-7.14%	-13.43%
2011	-8.12%	-6.62%	-13.28%
2012	-6.77%	-7.10%	-13.05%
2013	-5.44%	-6.49%	-12.44%
2014	-5.75%	-5.69%	-12.16%
2015	-6.03%	-7.36%	-12.27%
2016	-5.06%	-7.57%	-12.10%
2017	-3.84%	-6.56%	-11.04%
2018	-4.23%	-6.44%	-10.82%
2019	-4.18%	-7.04%	-11.11%
2020	-3.88%	-6.51%	-10.69%

Source: HR WGEA Pay Equity Report

## WOMEN IN RESEARCH

Efforts to improve gender equity in research have focussed on two elements - encouraging research outcomes which have a positive impact on disadvantaged and marginalised groups and ensuring the research community is diverse and inclusive.

It is useful to compare undergraduate, postgraduate, and employment rates of representation by discipline. This comparison gives a rough indication of whether we are 'growing our own' academics/researchers from the student body.

**TABLE 40** shows there is room for improvement in the transition point from HDR student to level A or B academics.

**TABLE 40** Percentage of female students\* and staff^ by faculty and course level or employment classification as at 31 March 2020

2020	Students (EFTSL)					Academic Staff FTE					
	Student type					Salary Group					
Faculty/ Division	Total UG (EFTSL)	Other PG	HD Coursework	HD Research	Total PG	Level A	Level B	Level C	Level D	Level E	Total Academic
Creative Industries Faculty	61.72%	60.13%	57.91%	78.09%	<b>65.38%</b>	49.17%	58.08%	53.10%	54.63%	49.35%	<b>54.75%</b>
Faculty of Education	67.63%	68.61%	74.62%	79.80%	<b>74.34%</b>	0.00%	85.35%	73.88%	80.24%	80.48%	<b>79.81%</b>
Faculty of Health	70.60%	57.43%	74.36%	71.71%	<b>67.83%</b>	45.65%	68.31%	55.27%	55.13%	47.64%	<b>56.53%</b>
Faculty of Law	65.89%	69.15%	64.52%	62.75%	<b>65.47%</b>	50.00%	85.07%	66.00%	32.65%	42.53%	<b>59.34%</b>
QUT Business School	43.78%	58.29%	50.42%	59.38%	<b>56.03%</b>	71.43%	57.32%	52.84%	52.21%	37.35%	<b>50.85%</b>
Science and Engineering Faculty	20.55%	37.04%	24.83%	34.36%	<b>32.08%</b>	33.25%	29.73%	29.90%	23.38%	15.60%	<b>26.50%</b>
<b>TOTAL</b>	<b>48.65%</b>	<b>43.83%</b>	<b>43.33%</b>	<b>48.26%</b>	<b>45.14%</b>	<b>40.18%</b>	<b>55.49%</b>	<b>49.85%</b>	<b>46.44%</b>	<b>36.73%</b>	<b>47.25%</b>

\* Students (EFTSL) = QUT Course Enrolment and EFTSL 2020 (Preliminary data from SAMS as at 4 April 2020)

^Academic Staff FTE = QUT Staff (excluding casuals) FTE as at 31 March 2020

Source: Corporate Reporting Custom Report (Student Data) BO Gender Equity Report (Staff Data)

## CAREER DEVELOPMENT ACTIVITIES RELATED TO RESEARCH

Being research-active is career-enhancing for an academic and there are barriers and biases which can impede women's progress.

In 2018 and 2019, the Women in Leadership Committee provided development and support to QUT research women through a number of initiatives which included the Women in Research Grant Scheme, Women in Research Speaker Events, the Women in Research Writing Retreat, and sponsorship of women to complete the Australian Institute of Company Directors Course (see **TABLE 17** and **18**).

The Women in Research Grant scheme is sponsored by the Women in Leadership (WIL) Committee and Division of Research and Commercialisation. The broad aim of the scheme is to assist academic women in the early part of their research career to enhance their research expertise and track records through completion of

their PhD, publishing articles, or progressing research projects. The scheme is particularly aimed at women who have experienced career breaks or barriers that have impacted on their ability to access research opportunities.

A number of grants was available in 2018 and 2019, with the maximum amount of funding per grant set at \$5,000. Each grant was dependent on an equal contribution from the applicant's faculty, either cash or in-kind. The total Women in Research Grant Scheme budget comprised of \$50,000 from the Division of Research and Innovation and \$15,000 from the Women in Leadership budget. In 2018, 22 applications were received and a total of 14 grants were awarded. In 2019, 18 applications were received and a total of 14 grants were awarded. **TABLE 41** shows the breakdown by faculty/division and the total grant amount.

**TABLE 41** Allocation of women in research grants by faculty, division and institute in 2018 and 2019

	Bus	CI	Edu	Health	Law	SEF	LTU	TOTAL	Total \$
2018	0	7	1	4	1	0	1	14	\$69,925*
2019	2	4	2	3	0	0	3	14	\$64,516*

\* WIR Grant amount is matched by Faculty

Source: Women in Leadership Report 2018 and 2019

In each of 2018 and 2019, the Women in Leadership Committee hosted two special events to celebrate the achievements of some of QUT's mid-career women researchers who are making an impact in their respective fields. Each event showcased presentations from 6 mid-career researchers and were well attended with between 80-100 guests, successfully enabling opportunities for visibility and networking.

The Women in Research Sub-Committee held a Women in Research Writing Retreat in both 2018 and 2019. The retreats aim to facilitate increased research output for early to mid-career researchers with a focus on completion of a single publication. A half-day planning workshop was held one week prior to the retreat to ensure all participants were ready to write.

The WIL Committee also supported eight senior academic women to complete the Company Director Course in 2018 and 2019. The course is a rigorous five-day intensive program which teaches participants the duties and responsibilities required of company directors.

The Women in STEMM program elements can be seen on page 20.

## COMPETITIVE RESEARCH GRANTS

Monitoring academic women's engagement with grants, publications, and supervision allows the university to see if there are areas of activity where women's rates of engagement differ from what would be expected and to analyse the reasons for any gaps.

**TABLE 42** shows time series data with the gender break-down of (first-named) applicants for competitive research grants from QUT. It indicates that women's application rate is steady in each of these three years. From 2017 to 2019, the proportion of grant applications made by women was 39.7%, 37.9%, and 40.7%, figures roughly congruent with their representation in the applicant cohort. However, their success rates are lower than men's in each of those three years.

**TABLE 43** shows the same data by faculty, division and institute.

**TABLE 42** Number of applications and success rate for competitive research grants by gender 2017 – 2019

PRIMARY FUND SOURCE NAME	2017								2018								2019							
	# Applicants		% Applicants		# Approvals		% Approvals		# Applicants		% Applicants		# Approvals		% Approvals		# Applicants		% Applicants		# Approvals		% Approvals	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
1.1 ACG - Commonwealth	258	404	39.0%	61.0%	34	65	13.18%	16.09%	169	296	36.3%	63.7%	32	64	18.93%	21.62%	224	322	41.0%	59.0%	35	65	15.63%	20.19%
1.2 ACG - Non-Commonwealth	38	27	58.5%	41.5%	14	6	36.84%	22.22%	38	44	46.3%	53.7%	7	8	18.42%	18.18%	15	22	40.5%	59.5%	2	1	13.33%	4.55%
1.3 ACG- Rural R&D	7	30	18.9%	81.1%	3	13	42.86%	43.33%	13	20	39.4%	60.6%	0	8	0.00%	40.00%	8	16	33.3%	66.7%	4	4	50.00%	25.00%
<b>Total</b>	<b>303</b>	<b>461</b>	<b>39.7%</b>	<b>60.3%</b>	<b>51</b>	<b>84</b>	<b>16.83%</b>	<b>18.22%</b>	<b>220</b>	<b>360</b>	<b>37.9%</b>	<b>62.1%</b>	<b>39</b>	<b>80</b>	<b>17.73%</b>	<b>22.22%</b>	<b>247</b>	<b>360</b>	<b>40.7%</b>	<b>59.3%</b>	<b>41</b>	<b>70</b>	<b>16.60%</b>	<b>19.44%</b>

Source: Office of Research

**TABLE 43** Number of applicants and success rate for competitive research grants by faculty and gender 2017- 2019

FACULTY / INSTITUTE / DIVISION	2017								2018								2019							
	# Applicants		% Applicants		# Approvals		% Approvals		# Applicants		% Approvals		# Approvals		% Approvals		# Applicants		% Applicants		# Approvals		% Approvals	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
113-Faculty of Education	6	1	85.7%	14.3%	15	1	6.7%	0.0%	11	4	73.3%	26.7%	6	1	54.55%	25.00%	6	1	85.7%	14.3%	4	0	66.67%	0.00%
115-Faculty of Health	16	24	40.0%	60.0%	191	164	15.7%	11.6%	124	127	49.4%	50.6%	16	24	12.90%	18.90%	145	122	54.3%	45.7%	12	23	8.28%	18.85%
117-Faculty of Law	6	1	85.7%	14.3%	6	6	16.7%	16.7%	15	6	71.4%	28.6%	6	1	40.00%	16.67%	9	7	56.3%	43.8%	2	3	22.22%	42.86%
118-QUT Business School	3	2	60.0%	40.0%	6	11	16.7%	27.3%	11	7	61.1%	38.9%	3	2	27.27%	28.57%	8	9	47.1%	52.9%	2	1	25.00%	11.11%
121-Creative Industries Faculty	1	1	50.0%	50.0%	15	11	40.0%	45.5%	9	10	47.4%	52.6%	1	1	11.11%	10.00%	15	15	50.0%	50.0%	3	1	20.00%	6.67%
124-Institute of Health and Biomedical Innovation	0	0	0.0%	0.0%	1	5	0.0%	0.0%	0	5	0.0%	100.0%	0	0	0.00%	0.00%	1	2	33.3%	66.7%	0	0	0.00%	0.00%
129-Institute for Future Environments	1	1	50.0%	50.0%		3	0.0%	66.7%	2	2	50.0%	50.0%	1	1	50.00%	50.00%	1	5	16.7%	83.3%	0	0	0.00%	0.00%
132-Science and Engineering Faculty	6	50	10.7%	89.3%	65	260	16.9%	20.8%	47	199	19.1%	80.9%	6	50	12.77%	25.13%	61	197	23.6%	76.4%	17	41	27.87%	20.81%
161-Chancellery	0	0	0.0%	0.0%	1	0	100.0%	0.0%	0	0	0.0%	0.0%	0	0	0.00%	0.00%	0	0	0.0%	0.0%	0	0	0.00%	0.00%
166-Division of Research and Commercialisation	0	0	0.0%	0.0%	3	0	0.0%	0.0%	1	0	100.0%	0.0%	0	0	0.00%	0.00%	1	2	33.3%	66.7%	1	1	100.00%	50.00%
<b>TOTAL</b>	<b>39</b>	<b>80</b>	<b>32.8%</b>	<b>67.2%</b>	<b>303</b>	<b>461</b>	<b>16.83%</b>	<b>18.22%</b>	<b>220</b>	<b>360</b>	<b>37.9%</b>	<b>62.1%</b>	<b>39</b>	<b>80</b>	<b>17.73%</b>	<b>22.22%</b>	<b>247</b>	<b>360</b>	<b>40.7%</b>	<b>59.3%</b>	<b>41</b>	<b>70</b>	<b>16.60%</b>	<b>19.44%</b>

Source: Office of Research

**Notes:**

This report includes QUT-led and externally-led Research Projects with start years of 2017 to 2019, inclusive, recorded in the research database as at 05-03-2020

Projects Types incorporated in this report include 'Research', 'Collaborative Research (CRC)', 'Commercial Research' and 'Consultancies' with a research percentage.

The faculty / institute / division has been determined by the QUT Staff AOU Code (QUT Investigator). Institute only QUT Investigators are allocated to their respective institute, and thus a QUT Investigator with a mutual attribution will be captured under their faculty.

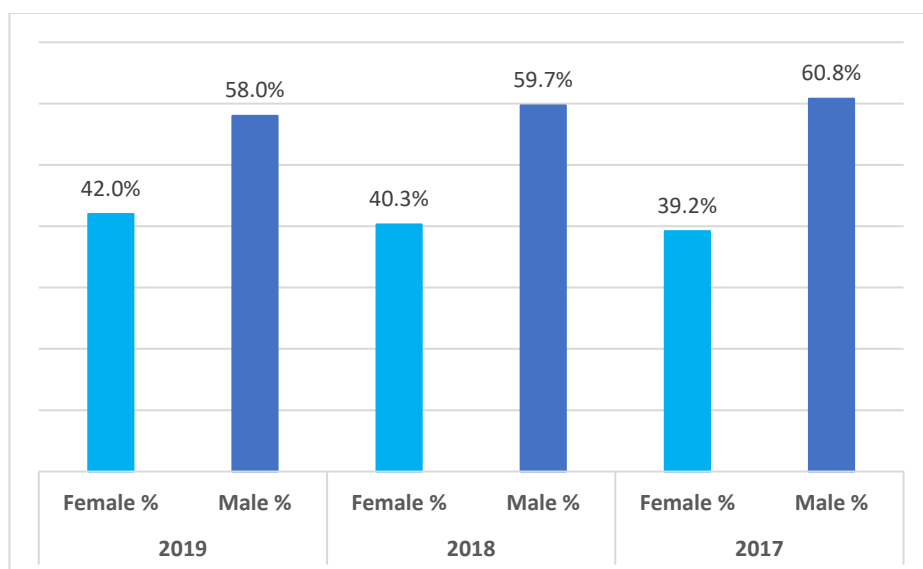
As this report contains historical data not all the QUT Investigators named in this report are still at QUT. Organisational Area naming is captured as at 31 December 2019. Please note that non-confidential information cannot necessarily be distributed.



## PUBLICATIONS

The proportion of first-named QUT Authors in the HERDC (Higher Education Research Data Collection) who is female has improved from 39.2% in 2017 to 42.0% in 2019. Although this rate is still slightly under women's representation in the academic cohort, contributing factors may be women's under-representation in research-only positions and in higher-level positions. Distribution of QUT Authors by faculty, division or institute is outlined in **FIGURE 7** and **TABLE 44**.

**FIGURE 7** QUT first-named authors of publications by faculty, institute and gender 2017 -2019



Source: Office of Research

**TABLE 44 QUT first-named authors of publications by faculty, institute and gender 2017 -2019**

FACULTY / INSTITUTE / DIVISION	2017				2018				2019			
	QUT Author #		QUT Author %		QUT Author #		QUT Author %		QUT Author #		QUT Author %	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
113-Faculty of Education	353	59	85.7%	14.3%	291	55	84.1%	15.9%	260	74	77.8%	22.2%
115-Faculty of Health	1241	1149	51.9%	48.1%	971	808	54.6%	45.4%	966	854	53.1%	46.9%
117-Faculty of Law	143	165	46.4%	53.6%	204	148	58.0%	42.0%	146	125	53.9%	46.1%
118-QUT Business School	246	321	43.4%	56.6%	228	260	46.7%	53.3%	215	238	47.5%	52.5%
121-Creative Industries Faculty	246	231	51.6%	48.4%	219	178	55.2%	44.8%	271	172	61.2%	38.8%
132-Science and Engineering Faculty	865	2930	22.8%	77.2%	748	2478	23.2%	76.8%	629	1979	24.1%	75.9%
124-Institute of Health & Biomedical Innovation (IHBI)	5	12	29.4%	70.6%	9	16	36.0%	64.0%	11	10	52.4%	47.6%
129-Institute for Future Environments (IFE)	11	27	28.9%	71.1%	11	35	23.9%	76.1%	9	25	26.5%	73.5%
161-Chancellery	28	5	84.8%	15.2%	9	7	56.3%	43.8%	18	18	50.0%	50.0%
164-Division of Technology, Information and Learning Support	15	4	78.9%	21.1%	3	6	33.3%	66.7%	2	1	66.7%	33.3%
165-Division of International and Development	0	3	0.0%	100.0%	4	3	57.1%	42.9%	5	0	100.0%	0.0%
166-Division of Research and Commercialisation	10	0	100.0%	0.0%	5	7	41.7%	58.3%	3	2	60.0%	40.0%
167-Division of Administrative Services	0	0	0.0%	0.0%	1	1	50.0%	50.0%	1	1	50.0%	50.0%
168-Division of Finance and Resource Planning	0	0	0.0%	0.0%	1		100.0%	0.0%	1	1	50.0%	50.0%
<b>All of QUT</b>	<b>3163</b>	<b>4906</b>	<b>39.2%</b>	<b>60.8%</b>	<b>2704</b>	<b>4002</b>	<b>40.3%</b>	<b>59.7%</b>	<b>2537</b>	<b>3500</b>	<b>42.0%</b>	<b>58.0%</b>

Source: Office of Research

Notes:

This report includes all categories of Research Outputs with publication years of 2017 to 2019, inclusive, recorded in the research database as at 23-03-2020. The report excludes non-QUT by-lined Authors.

The faculty / institute / division has been determined by the QUT Staff AOU Code (QUT Author). Institute only QUT Authors are allocated to their respective institute, and thus a QUT Author with a mutual attribution will be captured under their faculty. HDR Student Authors have been included in this report (they may be recorded as Author Type 'Internal'). Verified and Unverified Research Outputs are included. Unverified Research Outputs are missing required verification evidence or confirmation of meeting the Definition of Research (DOR). As this report contains historical data not all the QUT Authors named in this report are still at QUT.

Organisational Area naming is captured as at 31 December 2019. Please note that non-confidential information cannot necessarily be distributed.

## SUPERVISION OF HIGHER DEGREE STUDENTS

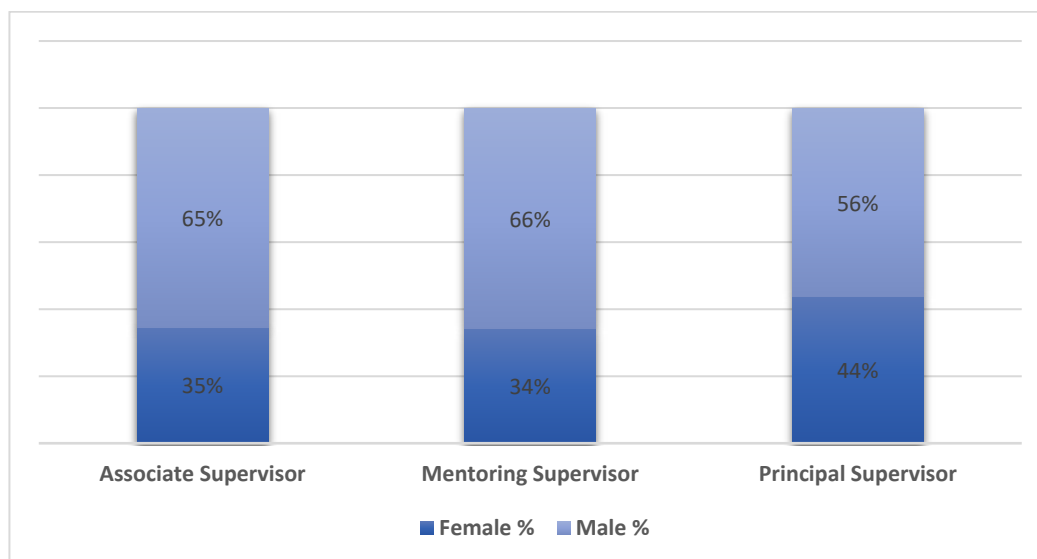
**TABLE 45** shows time series data (2017 – 2019) comparing the representation of women and men in supervisory positions. The proportion of supervisors who is female ranges from 38.53% to 42.36%, roughly congruent to their representation in the cohort expected to undertake supervision. The category of Principal Supervisor (43.73% in 2019) has strengthened for females in recent years.

**TABLE 45** Supervisory position by type and gender 2017-2019

SUPERVISION TYPE	2017				2018				2019			
	# Supervisions		% Supervision		# Supervisions		% Supervision		# Supervisions		% Supervision	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
Associate Supervisor	216	318	40.45%	59.55%	230	328	41.22%	58.78%	167	315	34.65%	65.35%
Mentoring Supervisor	13	18	41.94%	58.06%	17	28	37.78%	62.22%	13	25	34.21%	65.79%
Principal Supervisor	165	265	38.37%	61.63%	202	255	44.20%	55.80%	171	220	43.73%	56.27%
<b>Total</b>	<b>394</b>	<b>601</b>	<b>39.60%</b>	<b>60.40%</b>	<b>449</b>	<b>611</b>	<b>42.36%</b>	<b>57.64%</b>	<b>351</b>	<b>560</b>	<b>38.53%</b>	<b>61.47%</b>

Source: Office of Research

**FIGURE 8** Supervisory position by type and gender 2019



## WEIGHTED SUPERVISION

For weighted supervision see **TABLE 46**, women's representation is slightly lower – at 36% in 2019.

**TABLE 46** *Weighted supervision by organisational area and gender 2017-2019*

FACULTY / INSTITUTE / DIVISION	2017				2018				2019			
	# Weighted Supervision		% Weighted Supervision		# Weighted Supervision		% Weighted Supervision		# Weighted Supervision		% Weighted Supervision	
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male
113-Faculty of Education	46.7	8.9	84.0%	16.0%	35.9	9.6	78.9%	21.1%	29.1	4.5	86.6%	13.4%
115-Faculty of Health	124.4	117.0	51.5%	48.5%	125.1	110.7	53.1%	46.9%	107.7	104.3	50.8%	49.2%
117-Faculty of Law	19.8	24.8	44.4%	55.6%	14.6	17.3	45.8%	54.2%	14.4	13.8	51.1%	48.9%
118-QUT Business School	36.0	53.6	40.2%	59.8%	50.5	61.3	45.2%	54.8%	38.4	47.0	45.0%	55.0%
121-Creative Industries Faculty	46.9	43.7	51.8%	48.2%	70.6	63.2	52.8%	47.2%	49.9	43.2	53.6%	46.4%
132-Science and Engineering Faculty	90.0	369.0	19.6%	80.4%	122.1	367.2	25.0%	75.0%	89.2	371.3	19.4%	80.6%
129-Institute for Future Environments (IFE)	0	0	0.0%	0.0%	0	0	0.0%	0.0%	0	2.0	0.0%	100.0%
<b>ALL QUT</b>	<b>363.8</b>	<b>617.0</b>	<b>37.1%</b>	<b>62.9%</b>	<b>418.8</b>	<b>629.3</b>	<b>40.0%</b>	<b>60.0%</b>	<b>328.7</b>	<b>586.1</b>	<b>35.9%</b>	<b>64.1%</b>

Source: Office of Research

**Notes:**

This report includes QUT Staff (QUT Supervisors) with HDR Student supervisions with supervision years of 2017, 2018 and/or 2019, recorded in the research database as at 16-03-2020.

The faculty / institute / division has been determined by the QUT Staff AOU Code (QUT Supervisor). Institute only QUT Supervisors are allocated to their respective institute, and thus a QUT Supervisor with a mutual attribution will be captured under their faculty. Weighted Supervision Calculation: P/T Student [0.5], International Student [1.2] and Mentoring Supervision [2]. As this report contains historical data not all the QUT Supervisors named in this report are still at QUT. Organisational area naming is captured as at 31 December 2019. Please note that non-confidential information cannot necessarily be distributed.

## FURTHER INFORMATION

Data are sourced from Human Resources and Corporate Reporting Business Objects reports and the Office of Research. Further details on these data are available from the Equity and Student Counselling Department. Please phone 3138 5601 or email [equityenq@qut.edu.au](mailto:equityenq@qut.edu.au). This document is also available online and in alternative formats on request.

Compiled by Mary Kelly and Kym Mapleston, Equity and Student Counselling Department, March 2020.

## ATTACHMENT 1

### Gender Equity Programs at QUT

	ALL STAFF	WOMEN ONLY
ALL OF UNIVERSITY	<p><b>Carer Costs Support Scheme</b> Financial support for the additional costs incurred when staff are away from base on approved duties (Academic)</p> <p><b>Long Leave Research Momentum Scheme</b> An agreed and funded plan of research-related supports for staff on long leave, enabling them to resume research momentum rapidly on return (Academic)</p>	<p><b>Quality Women in Leadership (QWIL)</b> 9-month leadership and development program (Academic C-E and Professional 9 and above)</p> <p><b>Writing Retreats</b> 2-day off-campus facilitated retreat for publications and monthly writing days (Academic)</p> <p><b>Women in Research Grant Scheme</b> Financial support for women who have experienced barriers or career breaks (Academic A-C)</p> <p><b>Research Showcase Events</b> Speaking opportunity for mid-career staff to highlight the impact of their research (Academic B and C)</p> <p><b>AICD Company Directors Course</b> The payment of course fees - three women per year (Academic D and E)</p>
STEMM ONLY	<p><b>Unconscious Bias – Workshops and Seminars</b> Improving organisational culture - bias awareness and mitigation strategies (Academic C-E)</p> <p><b>Using Your Influence for Gender Equity - Workshops</b> Improving organisational culture - exercising influence in positive ways through the actions of many individuals (Academic C-E)</p> <p><b>QUT STEMM Diversity and Inclusion Awards and QUT Athena SWAN STEMM Awards Evening (2019)</b> Recognising actions and positive outcomes for gender equity and diversity in STEMM (All STEMM staff)</p>	<p><b>Mentoring</b> Individual and group mentoring for career advancement and networking (Academic - predominantly A-D)</p> <p><b>Leadership Shadowing</b> Opportunity to observe a higher level position 'in action' (Academic - predominantly C-E)</p> <p><b>Workshops</b> Deep dive and short - skill building and career development (Academic)</p> <p><b>Writing Retreats</b> 2-day residential facilitated retreat for publications and monthly writing days (Academic)</p>

## ATTACHMENT 2

## Gender Equity Governance at QUT

