



Equity Profile

2018

Compiled by the Planning and Information Office and the Equity Office – Te Ara Tautika

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Introduction

In 2018, the University of Auckland continued to make progress in reaching student and staff equity goals that align with its strategic objectives.

This report presents data on staff and student participation and achievement at the University. The data used is taken from the University of Auckland's Strategic Management Reports (SMR) and Decision Support System (DSS).

The Equity Office recognises that representation of diverse groups is only one indicator of equity progress. It is, however, a key measure of how well we succeed in meeting our goal to welcome and support those with the potential to succeed in a university of high international standing.

In student equity, the University met its 2018 targets for Pacific undergraduate enrolments as a proportion of domestic undergraduate Equivalent Full-Time Students (EFTS). Enrolments for Māori undergraduate and postgraduate, as well as Pacific postgraduate fell slightly below targets.

The proportion of Māori students enrolled at postgraduate level increased in 2018 compared to 2014, as did the proportion of Pacific students.

Women students remain under-represented in some areas of Science, Technology, Engineering, Mathematics and Medicine (STEMM), despite small improvements. Women were least represented in the Faculty of Engineering and the Department of Computer Science. The percentage of women in Computer Science has increased by 2.9% since 2014. In Engineering and Mathematics there has been relatively little change in the representation of women from 2014.

Male students are significantly under-represented in Education and Social Work, and in areas of Medical and Health Sciences - including Nursing.

Across the key measures of student achievement, Māori and Pacific undergraduate domestic student completion rates (SCR) have slightly increased since 2014. For Stage One new undergraduate students, there was a small increase in Māori SCR and a larger increase in Pacific SCR from 2014.

In 2018, the 1N SCR for Māori students was highest in the Faculty of Law. Pacific students' 1N SCR in 2018 was highest in the Faculty of Engineering. Pacific students at the 1N level had lower SCR than other ethnic groups across all faculties.

Retention rates for Māori, Pacific and students overall have fluctuated between 2014 and 2018. 2017 had the highest local undergraduate (1N) retention rate for Māori, and 2018 had the highest for Pacific.

Student Disability Services (SDS) registrations have been increasing since 2014, and increased by 9.6% from 2017 to 2018.

For students with disabilities, "invisible" disabilities remain the majority of impairments disclosed.

The percentage of Māori academic staff was below the University target, but the percentage of senior Māori academic staff was slightly above the target. Pacific academic staff numbers increased compared to 2017. The percentage of both Pacific academic staff and senior academic staff were below the target.

The gender balance of academic staff remained substantially the same as in 2017. The proportion of academic women in senior positions was just above target.

The percentage of Māori professional staff in 2018 was slightly higher than 2017, but below the University target overall. The percentage of Pacific professional staff was above the target.

The percentage of senior women professional staff remained the same as in 2017 at 52%, and exceeded the target of 49%.

In Science, women academics are under-represented in the Departments of Computer Science, Maths, and Physics. Women are also under-represented in Engineering, particularly in the higher position ranks, and at senior levels in Medical Sciences and Medicine in the Faculty of Medical and Health Sciences. Men are under-represented in Education and Social Work, and in the departments of Nursing and Pharmacy in Medical and Health Sciences.

In 2018, 38.1% of academic staff and 29.1% of professional staff were 51 years of age and over.

Notes:

Additional equity data and information can be found in the University Strategic Management Reporting system.

The information in this report is consistent with the University of Auckland KPI reporting.

The University is now able to collect and report additional gender information, on gender diverse students and staff. However, given this data has only just begun to be collected, it is not yet able to be used in a longitudinal sense or to show trends.

The University values the privacy and protection of every individual's personal information, and has an established privacy regime.

ACHIEVEMENT OF UNIVERSITY KPIS - EQUITY PROFILE STATISTICS

University KPis	2018 Target	2018 Actual	Achieved/Not achieved
Students			
% Māori undergraduate students (Domestic EFTS)	10.0	8.7	Not achieved
% Pacific undergraduate students (Domestic EFTS)	12.0	12.5	Achieved
% Māori postgraduate students (Domestic EFTS)	7.3	6.3	Not achieved
% Pacific postgraduate students (Domestic EFTS)	8.5	6.0	Not achieved
Staff			
% women in senior academic positions (associate professor and professor)	33	34.3	Achieved
% senior women professional staff	49	52	Achieved
% Māori staff in academic positions	6.6	5.9	Not achieved
% Māori staff in senior academic positions	4.5	4.8	Achieved
% Pacific staff in academic positions	3.3	2.7	Not achieved
% Pacific staff in senior academic positions	1.5	1.0	Not achieved
% Māori professional staff	7.2	7	Not achieved
% Māori senior professional staff	4	5.5	Achieved
% Pacific professional staff	6.2	6.4	Achieved
% Pacific senior professional staff	4.5	3	Not achieved

Student equity

Key facts

- The University met the 2018 target for Pacific EFTS as a proportion of domestic undergraduate EFTS (12.2% actual vs. 12.0% target). Enrolments for Māori undergraduate and postgraduate, as well as Pacific postgraduate were below target (as proportions of all domestic EFTS at the relevant level).
- Māori EFTS (domestic) at the University decreased from 2,374.1 in 2017 to 2,324.6 in 2018. Between 2014 and 2018 Māori EFTS increased by 50.1.
- Pacific EFTS (domestic) increased from 2,747.7 EFTS in 2017 to 2,815.8 EFTS in 2018. Between 2014 and 2018 Pacific EFTS increased by 93.5.
- The percentage of Māori EFTS (domestic) enrolled in postgraduate studies in 2018 was 18.1%, a small decrease from 18.7% in 2017. The percentage of Pacific EFTS (domestic) enrolled in postgraduate studies in 2018 was 13%, an increase from 12.7% in 2017.
- In comparison, 25.9% of Pākehā/European EFTS, and 22.5% of Asian EFTS were enrolled at postgraduate level in 2018. Middle Eastern, Latin American or African (MELAA) had the highest proportion of enrolments at postgraduate level at 37.1%.
- Women students made up 50.8% of the domestic EFTS in the Faculty of Science and 24.8% of the EFTS in Engineering. The proportion of women (domestic) enrolled in Mathematics increased marginally between 2017 and 2018 from 31% to 32.3%. The proportion of women (domestic) enrolled in Computer Science increased from 21.7% to 23.3% from 2017 to 2018, while in Physics it increased from 31.2% to 31.7%.
- The domestic undergraduate student completion rate (indicating successful course completions) in 2018 for Māori students was 84%, a decrease from 85% in 2017. The successful course completion rate for Pacific students was 73% in both 2017 and 2018. Rates for students overall were 88% in 2018.
- The Stage One student completion rate of new domestic Māori students decreased to 78% in 2018 from 79% in 2017. For new domestic Pacific students it increased to 69% in 2018 from 67% in 2017.
- Retention of new undergraduate Māori students decreased to 81% in 2018 from 82% in 2017.
- Retention of new undergraduate Pacific students increased to 87% in 2018, from 83% in 2017. Pacific students had higher retention rates than total students in the faculties of Arts, Business and Economics, Education and Social Work and Medical and Health Sciences.
- The retention of overall new domestic undergraduates rose, from 86.7% in 2017 to 87% in 2018.
- The rate of degree level or higher qualifications obtained by domestic students within five years was 86.4%, down from 87.7% in 2017. For Māori students, the figure was 78%, a decrease from 82.3% in 2017.

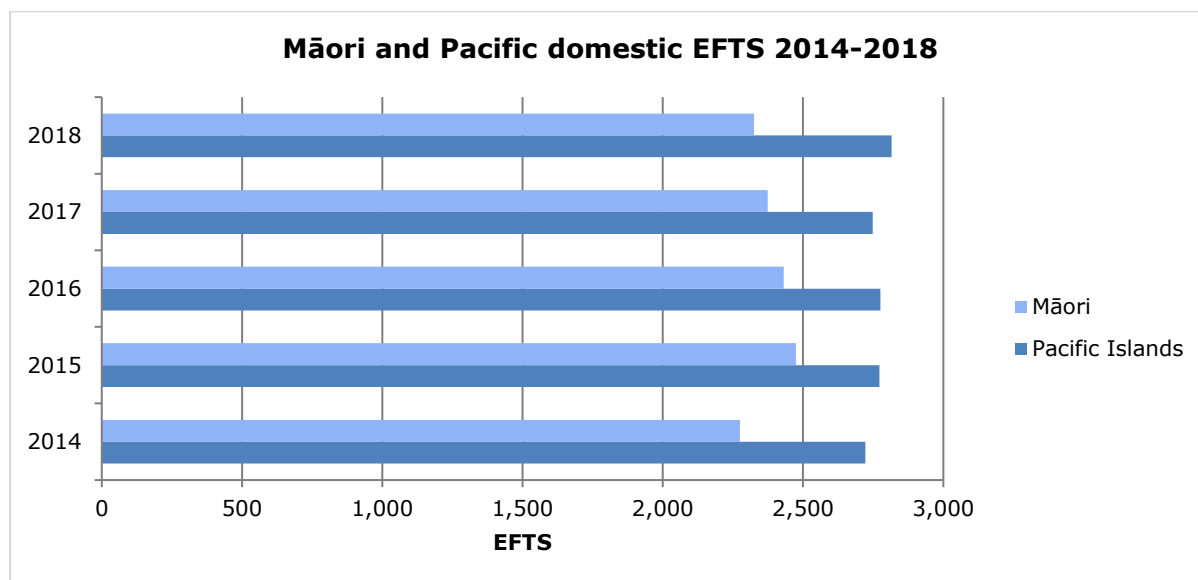
From 2014 the total increase in the qualification completion rate for Māori students was 10.5%.

- The five-year qualification completion rate for Pacific students in 2018 was 65.1%, an increase from the 2017 rate of 64.4%. From 2014 the total increase in the qualification completion rate for Pacific students was 11.6%.
- There was an increase of 9.6% in the number of students seeking assistance from Student Disability Services (SDS) from 2017 (811) to 2018 (889).
- “Invisible” disabilities, such as specific learning and mental health issues continued to make up the largest section of those impairments disclosed.
- Over the past five years, the number of students with specific learning disabilities seeking assistance has increased from 246 to 317.
- Women continued to make up a higher percentage of the students registered with SDS than men.
- The faculties of Arts and Science had the highest proportions of students who register with SDS, unchanged from 2014. These are also the faculties with the highest numbers of students. Medical and Health Sciences and Business and Economics were the faculties with the next highest proportions of students who register with SDS in 2018.
- The proportion of students with impairments who were enrolled in taught and research postgraduate courses was 17.2% in 2018.

Student enrolments

Māori and Pacific domestic enrolments

Māori domestic Equivalent Full-Time Students (EFTS) have been decreasing since 2015. Pacific domestic EFTS increased in 2018.



Source: SMR Headcount and EFTS 5 year Detailed

Table 1: Māori and Pacific domestic EFTS 2014-2018

Ethnic Group	2014	2015	2016	2017	2018
Māori	2,274.5	2,473.9	2,431.2	2,374.1	2,324.6
Pacific Islands	2,722.3	2,772.3	2,775.7	2,747.7	2,815.8
Total	4,996.8	5,246.2	5,206.9	5,121.7	5,140.3

Source: SMR Headcount and EFTS 5 year Detailed

Undergraduate and postgraduate Māori and Pacific domestic enrolments

In 2018 the University achieved its key target in regards to the proportion of Pacific undergraduate domestic EFTS. The proportion of Māori undergraduate EFTS, and Māori and Pacific postgraduate EFTS, were below targets.

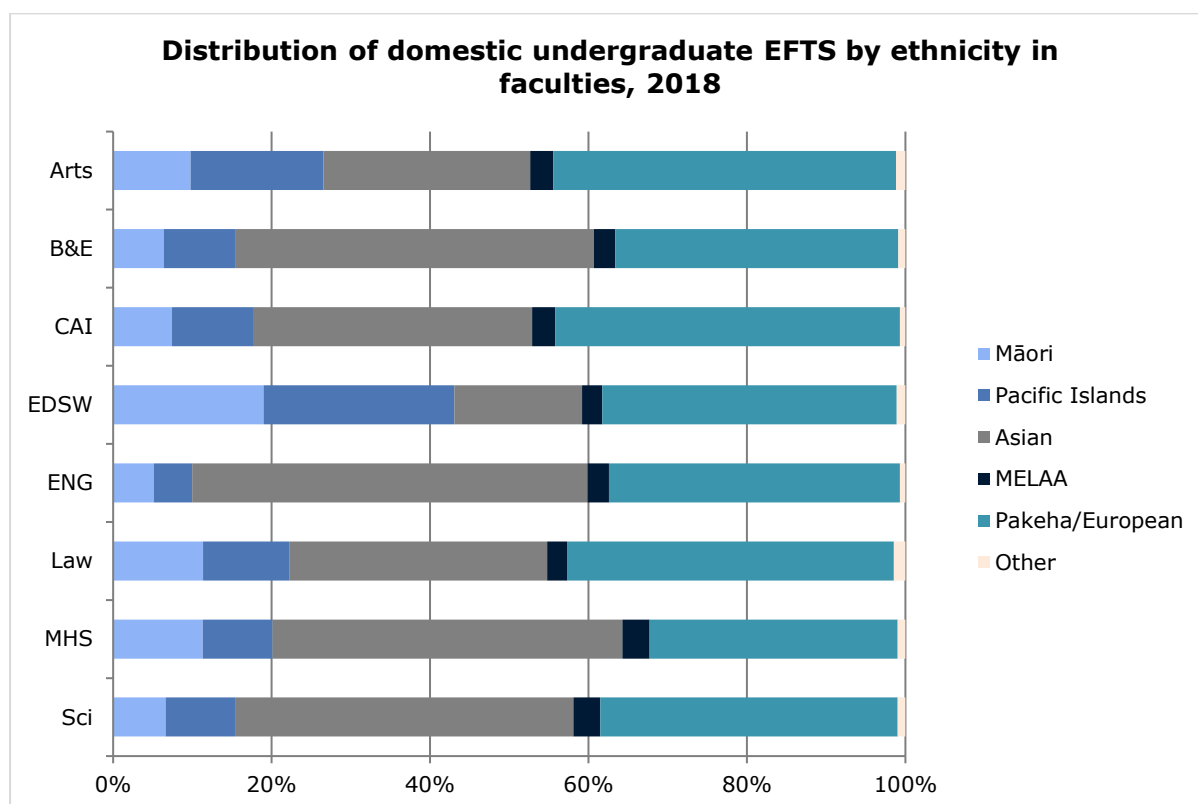
Table 2: KPIs for Māori and Pacific domestic EFTS

KPI	2018 Actual	2018 Target	2018 Actual/Target
% Māori undergraduate students (Domestic EFTS)	8.7	10	86.9%
% Pacific undergraduate students (Domestic EFTS)	12.2	12	102.1%
% Māori postgraduate students (Domestic EFTS)	6.3	7.3	86.5%
% Pacific postgraduate students (Domestic EFTS)	6.0	8.5	70.8%

Source: University of Auckland Annual Report 2018

Domestic EFTS undergraduate by faculty and ethnic group 2018

The Faculty of Education and Social Work had the highest proportion of Māori and Pacific undergraduate students in 2018.



Source: SMR Headcount and EFTS 5 year Detailed

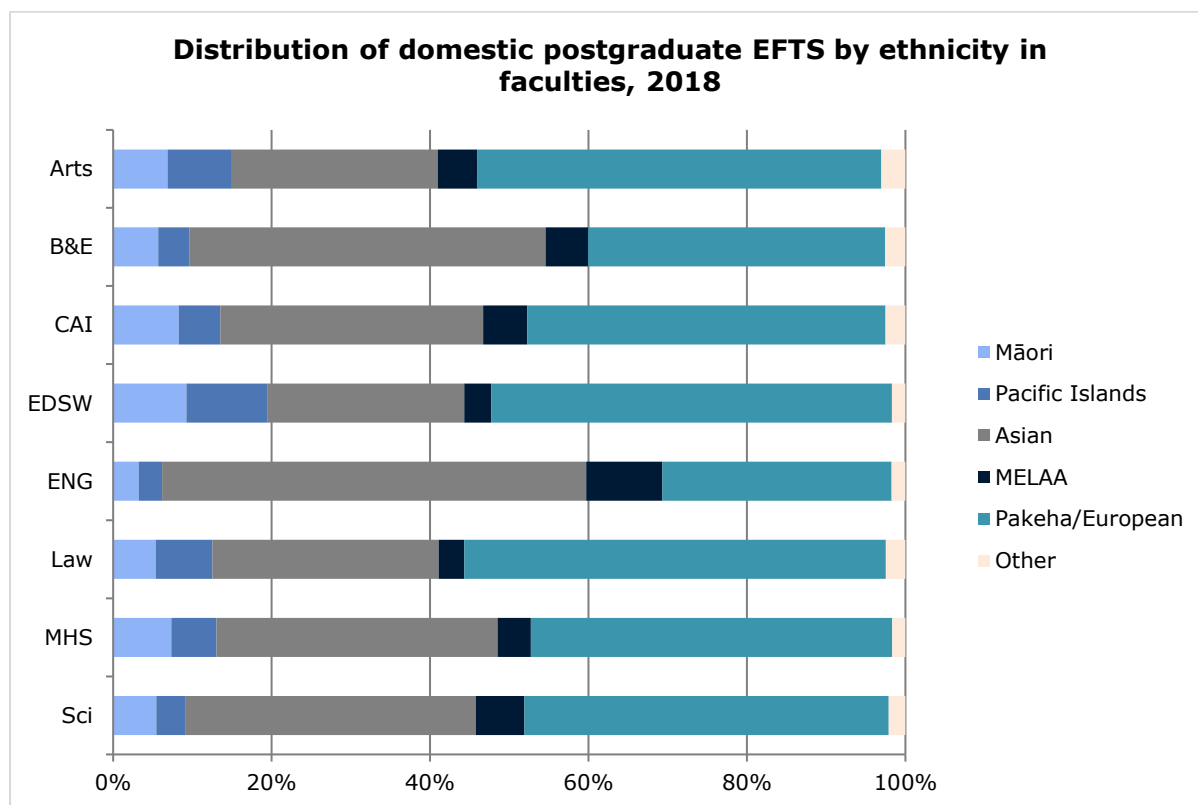
Table 3: Faculty domestic undergraduate EFTS by ethnic group by %

Ethnic Group	Arts	B&E	CAI	EDSW	ENG	Law	MHS	Sci
Māori	9.8	6.4	7.4	19.0	5.1	11.3	11.3	6.6
Pacific	16.8	9.0	10.2	24.1	4.9	10.9	8.8	8.8
Asian	26.1	45.3	35.3	16.1	49.9	32.6	44.2	42.7
MELAA	2.9	2.7	2.9	2.5	2.7	2.5	3.4	3.4
Pakeha/Europea	43.3	35.7	43.5	37.2	36.7	41.3	31.3	37.5
Other	1.2	0.9	0.7	1.1	0.7	1.5	1.0	1.0

Source: SMR Headcount and EFTS 5 year Detailed

Domestic postgraduate enrolments

The Faculty of Education and Social Work had the highest proportion of domestic postgraduate Māori EFTS and the highest proportion of domestic postgraduate Pacific EFTS.



Source: SMR Headcount and EFTS 5 year Detailed

Table 4: Faculty domestic postgraduate EFTS by ethnic group 2018

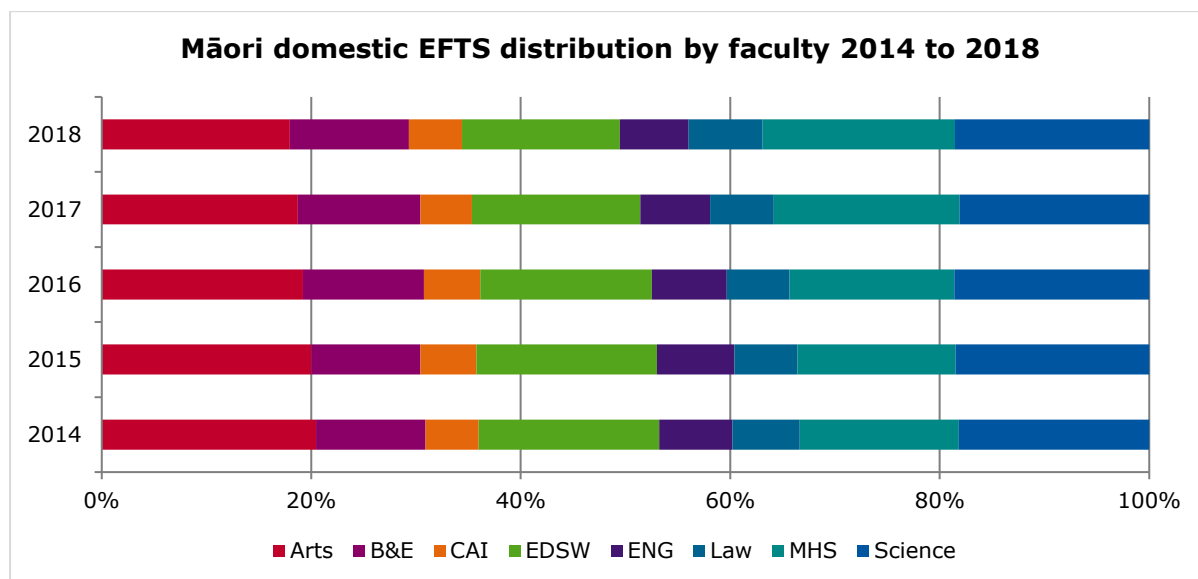
Ethnic Group	Arts	B&E	CAI	EDSW	ENG	Law	MHS	Sci
Māori	6.9%	5.7%	8.3%	9.3%	3.2%	5.4%	7.4%	5.4%
Pacific Islands	8.1%	3.9%	5.3%	10.2%	3.0%	7.2%	5.7%	3.7%
Asian	26.0%	44.9%	33.2%	24.8%	53.5%	28.6%	35.5%	36.7%
MELAA	5.0%	5.4%	5.6%	3.4%	9.6%	3.3%	4.2%	6.1%
Pakeha/European	51.0%	37.5%	45.2%	50.6%	28.9%	53.2%	45.6%	45.9%
Other	3.1%	2.5%	2.5%	1.7%	1.8%	2.5%	1.7%	2.1%

Source: SMR Headcount and EFTS 5 year Detailed

Māori domestic EFTS distribution by faculty 2014 to 2018

(NB: EFTS as a proportion of total EFTS in the eight teaching faculties shown only)¹

Between 2014 and 2018 the Faculty of Medical and Health Sciences showed the greatest increase in the proportion of Māori EFTS, followed by the Faculty of Business and Economics. The other faculties have had more variable results, with a number experiencing decreases in the proportion of Māori EFTS since 2014, with the Faculty of Arts showing the largest decrease.



Source: SMR Headcount and EFTS 5 year Detailed

Table 5: Māori domestic EFTS distribution by faculty 2014-2018²

Teaching Faculty	2014	2015	2016	2017	2018
Arts	20.5%	20.0%	19.2%	18.7%	17.9%
Business & Econ	10.4%	10.4%	11.6%	11.7%	11.4%
CAI	5.1%	5.4%	5.4%	4.9%	5.1%
EDSW	17.2%	17.2%	16.4%	16.1%	15.1%
Engineering	7.0%	7.4%	7.1%	6.7%	6.6%
Law	6.4%	6.0%	6.0%	6.1%	7.1%
MHS	15.2%	15.1%	15.7%	17.7%	18.4%
Science	18.2%	18.5%	18.6%	18.1%	18.5%

Source: SMR Headcount and EFTS 5 year Detailed

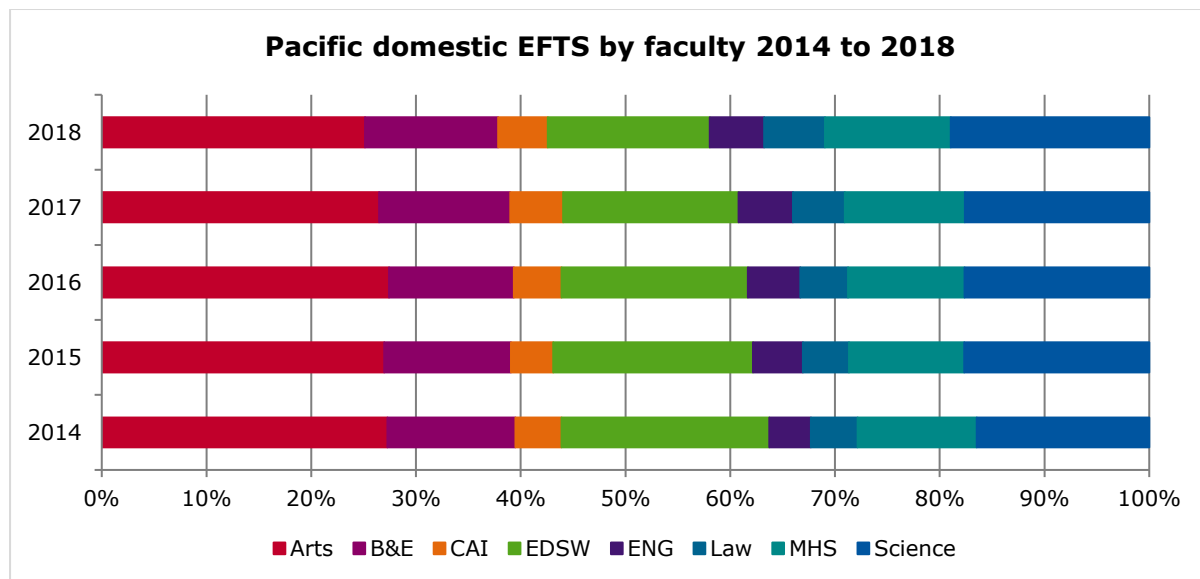
¹ Excludes Auckland Bioengineering Institute, Liggins Institute and Other Academic Activities.

² Shows the percentage of Māori students at the University who are enrolled in each faculty, not the percentage of students in each faculty who are Māori.

Pacific domestic EFTS distribution by faculty 2014 to 2018

(NB: EFTS as a proportion of total EFTS in the eight teaching faculties shown only)

The Faculty of Science showed the most growth in the proportion of Pacific EFTS since 2014. The faculties of Business and Economics, Creative Arts and Industries, Engineering, Law and Medical and Health Sciences also showed increases since 2014.



Source: SMR Headcount and EFTS 5 year Detailed

Table 6: Pacific domestic EFTS distribution by faculty 2014-2018³

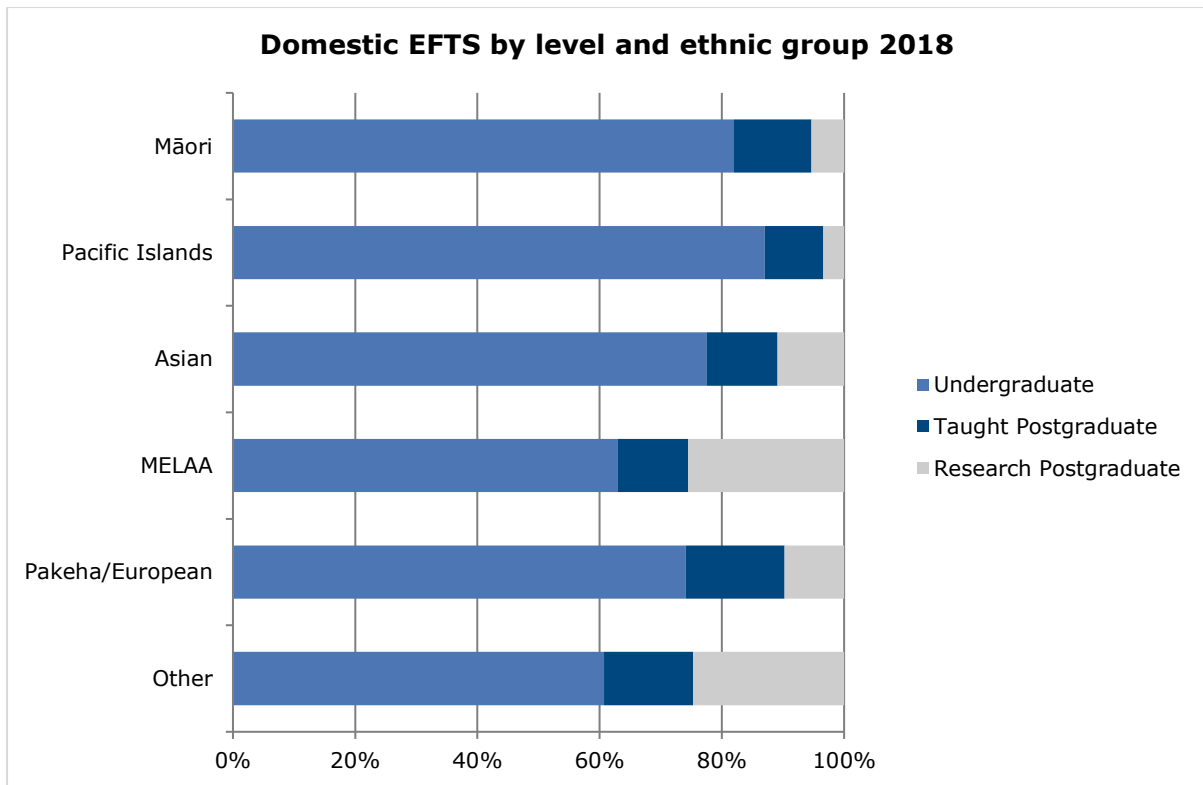
Teaching Faculty	2014	2015	2016	2017	2018
Arts	27.3%	27.0%	27.4%	26.5%	25.1%
Business and Economics	12.2%	12.1%	11.9%	12.5%	12.7%
Creative Arts and Industries	4.4%	4.0%	4.6%	5.0%	4.7%
Education and Social Work	19.9%	19.1%	17.8%	16.7%	15.5%
Engineering	4.0%	4.8%	5.0%	5.2%	5.2%
Law	4.5%	4.4%	4.6%	5.0%	5.8%
Medical and Health Sciences	11.4%	11.0%	11.1%	11.5%	12.0%
Science	16.5%	17.7%	17.6%	17.6%	19.0%

Source: SMR Headcount and EFTS 5 year Detailed

Domestic EFTS by level of study and ethnic group 2018

The proportion of Māori and Pacific students that studied at undergraduate level compared to postgraduate in 2018 is higher than that for other ethnic groups, but is lower than that for other ethnic groups at postgraduate (taught and research combined) level.

³ Shows the percentage of Pacific students at the University who are enrolled in each faculty, not the percentage of students in each faculty who are Pacific.



Source: SMR Headcount and EFTS 5 year Detailed

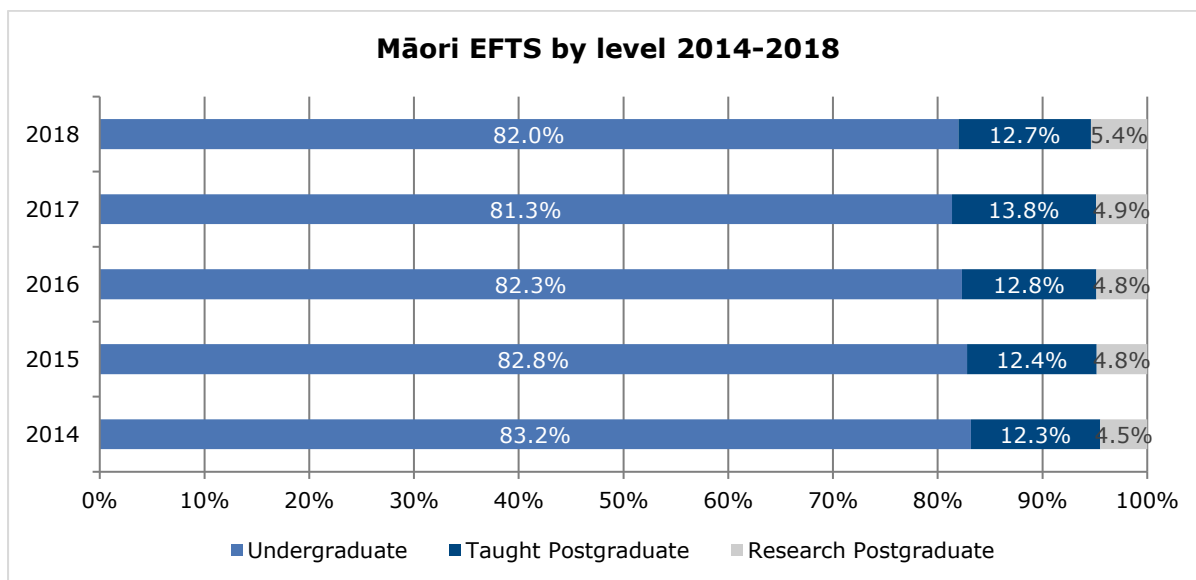
Table 7: Domestic EFTS by level and ethnic group 2018

Funding Level	Māori	Pacific	Asian	MELAA	Pakeha/European	Other
Undergraduate	82.0%	87.0%	77.5%	62.9%	74.1%	60.7%
Taught Postgraduate	12.7%	9.6%	11.6%	11.6%	16.2%	14.5%
Research Postgraduate	5.4%	3.4%	10.9%	25.5%	9.7%	24.7%

Source: SMR Headcount and EFTS 5 year Detailed

Māori EFTS by level of study

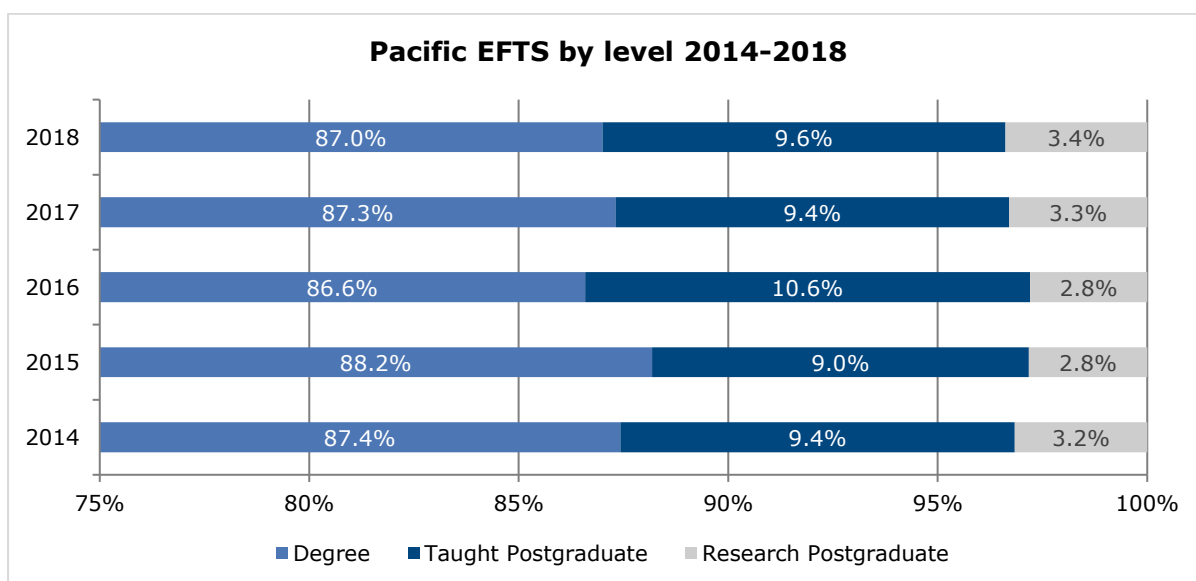
The percentage of Māori domestic EFTS enrolled in undergraduate studies has decreased since 2014, although there has been a slight increase in 2018 compared to 2017. Those enrolled in postgraduate study have been increasing, apart from a slight decrease in 2018 in those undertaking taught postgraduate study.



Source: SMR Headcount and EFTS 5 year Detailed

Pacific EFTS by level of study

There have been relatively small fluctuations in the percentage of Pacific domestic EFTS enrolled in undergraduate studies and taught postgraduate studies since 2014. The percentage of Pacific EFTS enrolled in postgraduate research has increased.



Source: SMR Headcount and EFTS 5 year Detailed

Gender

Women were most over-represented in the Faculty of Education and Social Work, and most under-represented in the Faculty of Engineering in 2018.

Table 8: Gender breakdown of domestic EFTS in Faculties and LSRI's for 2018

Teaching Faculty	Female		Male		Diverse		Total
	EFTS	%	EFTS	%	EFTS	%	EFTS
Arts	2,923.9	66.4%	1,467.2	33.3%	10.1	0.2%	4,401.1
Bioengineering Institute	27.1	30.1%	62.9	69.9%	0.0	0.0%	90.0
Business and Economics	1,879.7	45.4%	2,255.7	54.5%	2.8	0.1%	4,138.1
Creative Arts and Industries	897.5	59.4%	611.6	40.5%	2.1	0.1%	1,511.2
Education and Social Work	1,836.6	78.2%	508.9	21.7%	2.0	0.1%	2,347.5
Engineering	830.4	24.8%	2,513.9	75.1%	3.1	0.1%	3,347.3
Law	940.6	62.6%	560.8	37.3%	1.9	0.1%	1,503.3
Liggins Institute	37.7	75.8%	12.1	24.2%	0.0	0.0%	49.8
Medical and Health Sciences	2,866.5	68.5%	1,318.4	31.5%	1.4	0.0%	4,186.3
Other Academic Activities	105.6	46.4%	122.0	53.6%	0.0	0.0%	227.6
Science	3,395.5	50.8%	3,278.5	49.0%	10.5	0.2%	6,684.5
Total	15,741.0	55.3%	12,711.9	44.6%	33.9	0.1%	28,486.8

Source: SMR Headcount and EFTS 5 year Detailed

The proportion of women EFTS enrolled in the Faculty of Engineering has increased by 1.2% in 2018 compared to 2014.

Table 9: Gender breakdown in the Faculty of Engineering 2014-2018

Teaching Faculty	Gender	2014	2015	2016	2017	2018
		% EFTS	% EFTS	% EFTS	% EFTS	% EFTS
Engineering	Female	23.6%	23.4%	23.6%	24.0%	24.8%
	Male	76.3%	76.4%	76.3%	75.9%	75.1%
	Diverse	0.1%	0.1%	0.1%	0.1%	0.1%

Source: SMR Headcount and EFTS 5 year Detailed

In the Faculty of Science, women EFTS make up about half of domestic EFTS overall. However, the proportion of women is lowest in Computer Science, followed by Physics and Mathematics. The proportion of women is highest in Psychology.

Table 10: Gender breakdown in Science departments 2018

Teaching Department	Female		Male		Diverse	
	EFTS	%	EFTS	%	EFTS	%
Chemical Sciences	381.7	57.9%	277.8	42.1%	0.1	0.0%
Computer Science	247.9	23.3%	816.5	76.6%	1.9	0.2%
Environment	485.7	56.2%	378.1	43.7%	0.8	0.1%
Marine Science	59.0	56.5%	45.2	43.2%	0.3	0.3%
Mathematics	197.4	32.3%	411.9	67.5%	1.1	0.2%
Physics	109.3	31.7%	234.4	68.0%	1.0	0.3%
Psychology	723.0	76.2%	222.6	23.5%	2.9	0.3%
Biological Sciences	698.6	63.8%	395.9	36.1%	1.1	0.1%
Science Admin	4.3	50.7%	3.9	46.3%	0.3	3.0%
Exercise Sciences	100.3	50.9%	96.5	49.0%	0.1	0.1%
Statistics	388.3	49.5%	395.7	50.4%	0.9	0.1%
Total	3,395.5	50.8%	3,278.5	49.0%	10.5	0.2%

Source: SMR Headcount and EFTS 5 year Detailed

The proportion of women in Computer Science has increased in 2018, and is 2.9% higher than in 2014.

Table 11: Gender breakdown in Computer Science 2014-2018

Teaching Department	Year	2014	2015	2016	2017	2018
	Gender	% EFTS	% EFTS	% EFTS	% EFTS	% EFTS
Computer Science	Female	20.4%	21.8%	21.3%	21.7%	23.3%
	Male	79.6%	78.2%	78.7%	78.2%	76.6%
	Diverse	0.0% ⁴	0.0% ⁵	0.0% ⁶	0.1%	0.2%

Source: SMR Headcount and EFTS 5 year Detailed

The proportion of women in Mathematics has also increased in 2018, by 1.4% compared to 2014.

Table 12: Gender breakdown in Mathematics 2014-2018

Teaching Department	Year	2014	2015	2016	2017	2018
	Gender	% EFTS	% EFTS	% EFTS	% EFTS	% EFTS
Mathematics	Female	30.9%	30.4%	30.4%	31.0%	32.3%
	Male	69.1%	69.5%	69.6%	68.8%	67.5%
	Diverse	0.0% ⁷	0.1%	0.1%	0.1%	0.2%

Source: SMR Headcount and EFTS 5 year Detailed

In Physics, the proportion of women was highest in 2016, and has decreased by 0.2% compared to 2014.

Table 13: Gender breakdown in Physics 2014-2018

Teaching Department	Year	2014	2015	2016	2017	2018
	Gender	% EFTS	% EFTS	% EFTS	% EFTS	% EFTS
Physics	Female	31.9%	31.6%	33.7%	31.2%	31.7%
	Male	68.1%	68.2%	66.1%	68.6%	68.0%
	Diverse	0.0%	0.2%	0.2%	0.2%	0.3%

Source: SMR Headcount and EFTS 5 year Detailed

⁴ 0.025%

⁵ 0.048%

⁶ 0.042%

⁷ 0.013%

Men are most under-represented in the Faculty of Education and Social Work and also in some departments in Medical and Health Sciences – such as Nursing.

Table 14: Gender breakdown in Medical and Health Sciences departments 2018

Teaching Department	Female		Male		Diverse	
	EFTS	%	EFTS	%	EFTS	%
Te Kupenga Hauora Māori	86.3	73.0%	32.0	27.0%	0.0	0.0%
Faculty Administration FMHS	0.2	22.5%	0.7	77.5%	0.0	0.0%
Medical Sciences	707.7	62.7%	419.9	37.2%	0.3	0.0%
Nursing	609.3	87.7%	85.3	12.3%	0.4	0.1%
Optometry and Vision Science	144.3	70.0%	62.0	30.0%	0.0	0.0%
Pharmacy	160.8	66.7%	80.1	33.3%	0.0	0.0%
Population Health	527.7	71.2%	212.8	28.7%	0.5	0.1%
School of Medicine	630.1	59.7%	425.7	40.3%	0.3	0.0%
Total	2,866.5	68.5%	1,318.4	31.5%	1.4	0.0%

Source: SMR Headcount and EFTS 5 year Detailed

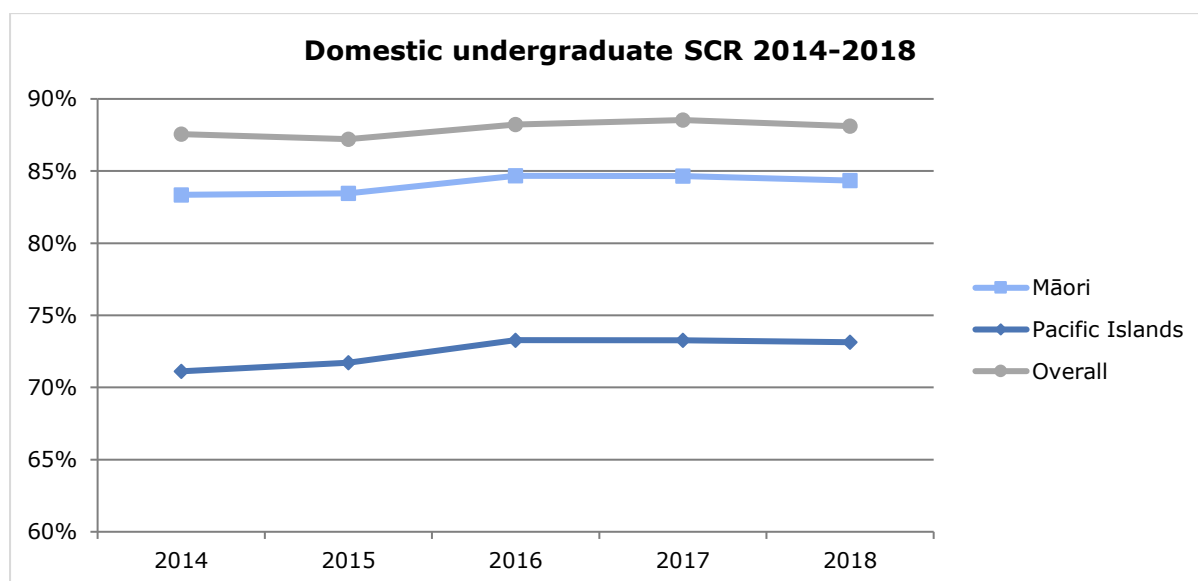
Student achievement

Student academic achievement is measured by a range of indicators including:

- Student Completion Rate, SCR (indicates successful course completions)
- First-year retention

Successful course completions

Undergraduate domestic student completion rates (SCR) for Māori and Pacific have increased slightly since 2014.



Source: SMR Equity Pass Rates

Table 15: SCR for domestic undergraduate Māori and Pacific students 2014-2018

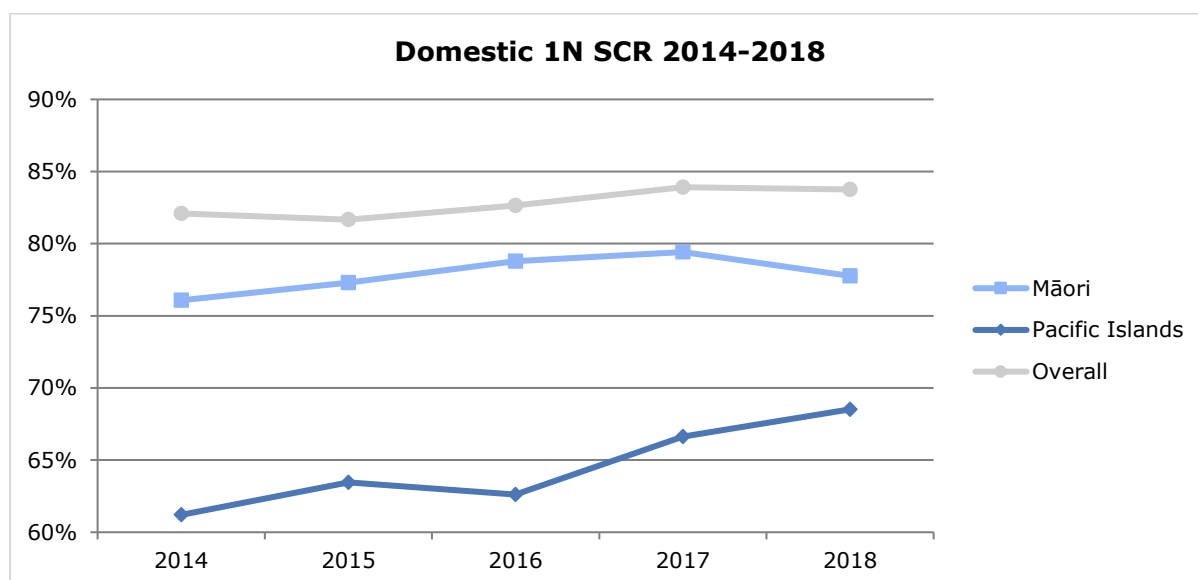
Ethnic Group	2014	2015	2016	2017	2018
Māori	83%	83%	85%	85%	84%
Pacific Islands	71%	72%	73%	73%	73%
Overall	88%	87%	88%	89%	88%

Source: SMR Equity Pass Rates

Stage One Student Completion Rate (SCR) - new domestic students

The Stage One new domestic undergraduate SCR is a useful indicator of the effectiveness of teaching and learning for new undergraduate students.

Although there have been fluctuations in the SCR for Māori and Pacific students at the 1N level, it has increased since 2014.



Source: SMR Equity Pass Rates

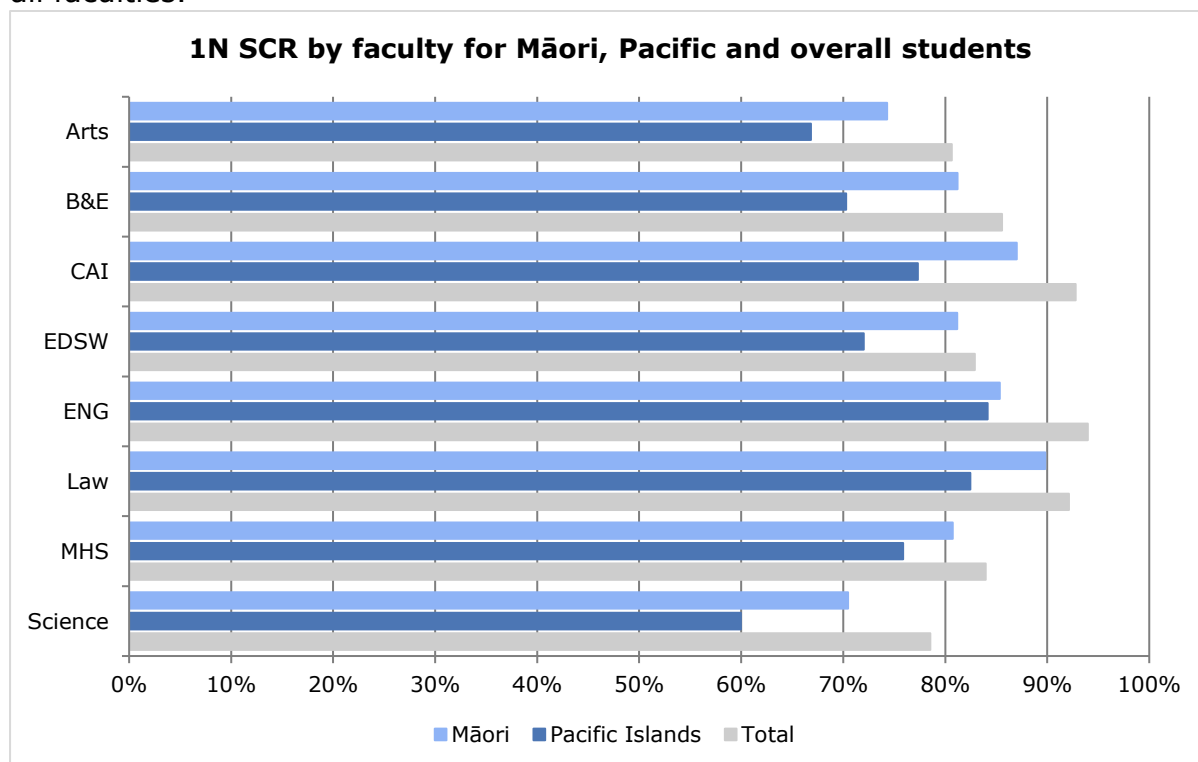
Table 16: Domestic 1N Student Completion Rate

Course level and ethnic group		2014	2015	2016	2017	2018
1N	Māori	76%	77%	79%	79%	78%
	Pacific Islands	61%	63%	63%	67%	69%
	Overall	82%	82%	83%	84%	84%

Source: SMR Equity Pass Rates

Stage One student completion rate (SCR) across faculties for domestic students

In 2018, the 1N SCR for Māori students was highest in the Faculty of Law. Pacific students' 1N SCR in 2018 was highest in the Faculty of Engineering. Pacific students at the 1N level had a lower SCR than other ethnic groups across all faculties.



Source: SMR Equity Pass Rates

Table 17: 1N SCR by faculty and ethnicity

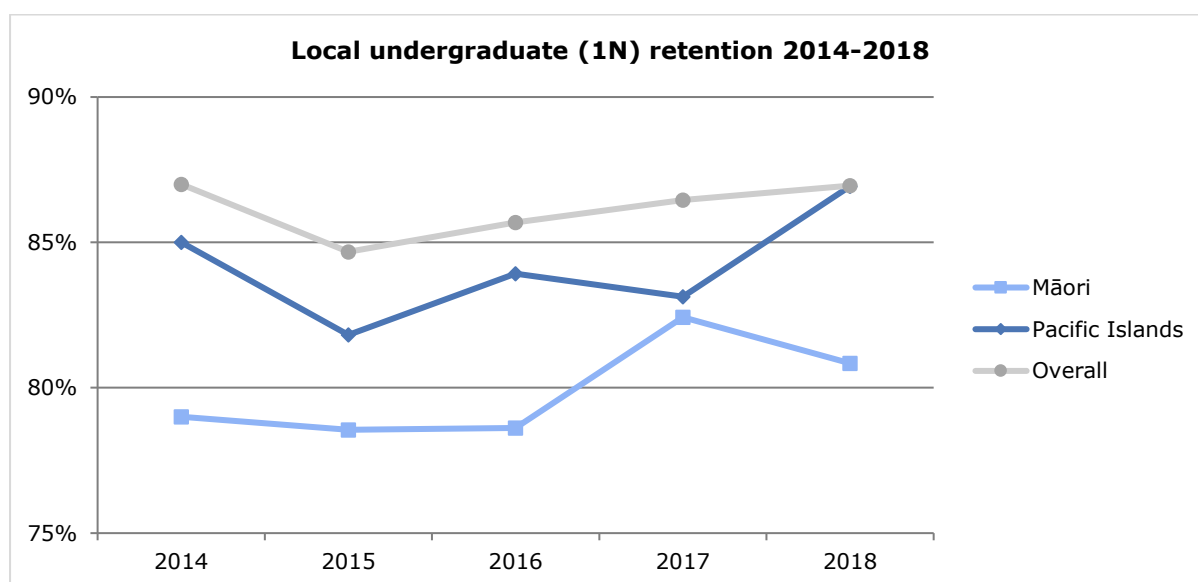
1N SCR							
Teaching Faculty	Māori	Pacific Islands	Asian	MELAA	Pakeha/ European	Other	Total
Arts	74%	67%	81%	80%	87%	80%	81%
B&E	81%	70%	87%	83%	90%	88%	86%
CAI	87%	77%	95%	84%	96%	95%	93%
EDSW	81%	72%	85%	83%	90%	100%	83%
ENG	85%	84%	95%	94%	96%	90%	94%
Law	90%	82%	92%	100%	95%	100%	92%
MHS	81%	76%	84%	80%	87%	95%	84%
Science	70%	60%	82%	72%	83%	71%	79%

Source: SMR Equity Pass Rates

New undergraduate retention

The new undergraduate retention rate measures the percentage and number of new undergraduate students (EFTS) who return the following year.

Retention rates for Māori, Pacific and students overall have fluctuated between 2014 and 2018. 2017 had the highest local undergraduate (1N) retention rate for Māori, and 2018 had the highest for Pacific.



Source: SMR First Year Undergraduate Retention – 5 Years

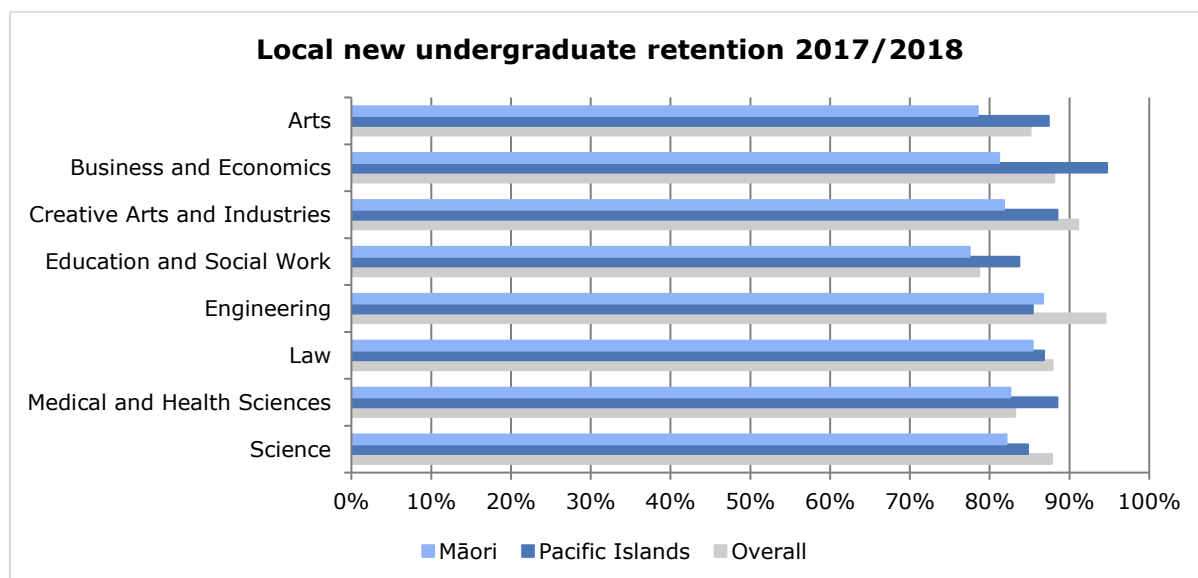
Table 18: Local undergraduate retention 2014-2018

Retained (%)					
Ethnic Group	2014	2015	2016	2017	2018
Māori	79%	79%	79%	82%	81%
Pacific Islands	85%	82%	84%	83%	87%
Overall	87%	85%	86%	86%	87%

Source: SMR First Year Undergraduate Retention – 5 Years

New undergraduate retention across faculties

For new undergraduate local Māori EFTS, the Faculty of Engineering had the highest retention rates for 2018. For new undergraduate local Pacific EFTS, the Faculty of Business and Economics had the highest retention rates for 2018.



Source: SMR First Year Undergraduate Retention – 5 Years

Table 19: Retention of local new undergraduate students by faculty 2017/2018

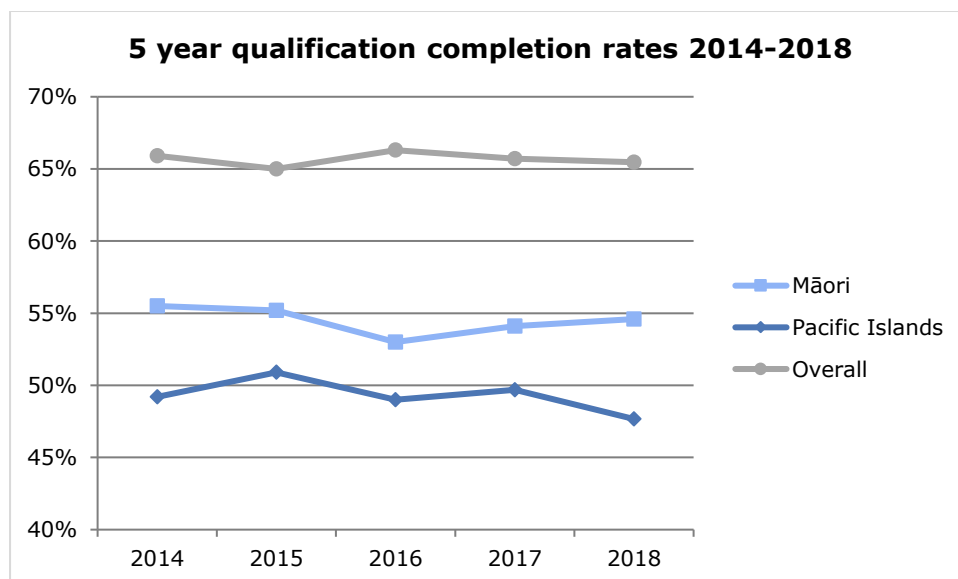
Programme Owning Faculty	Māori	Pacific Islands	Overall
Arts	78.5%	87.4%	85.1%
Business and Economics	81.2%	94.7%	88.1%
Creative Arts and Industries	81.8%	88.5%	91.1%
Education and Social Work	77.5%	83.7%	78.7%
Engineering	86.7%	85.4%	94.5%
Law	85.4%	86.8%	87.9%
Medical and Health Sciences	82.6%	88.5%	83.2%
Science	82.1%	84.8%	87.8%

Source: SMR First Year Undergraduate Retention – 5 Years

Five-year qualification completion rate

(NB: The five-year qualification completion rate looks at those who have or have not completed their degree within five years.)

The 5-year qualification completion rate for domestic Māori students decreased in 2018, although it has increased by 10.5% since 2014. The 5-year qualification completion rate for domestic Pacific students has been increasing since 2014.



Source: DSS 5 Year Qualification Completion Rates

Table 20: 5-year qualification completion rates for domestic students 2014-2018⁸

Ethnic Group	2014	2015	2016	2017	2018
Māori	55.5%	55.2%	53.0%	54.1%	54.6%
Pacific Islands	49.2%	50.9%	49.0%	49.7%	47.7%
Overall	65.9%	65.0%	66.3%	65.7%	65.5%

Source: DSS 5 Year Qualification Completion Rates

⁸ Pacific includes any student who has indicated Pacific as an ethnicity (including those who have also indicated Māori as an ethnicity). This is different to most other reports, where students can only appear in one ethnic group based on a hierarchy: Māori, Pacific, Asia, MELAA, Pakeha/European, Other).

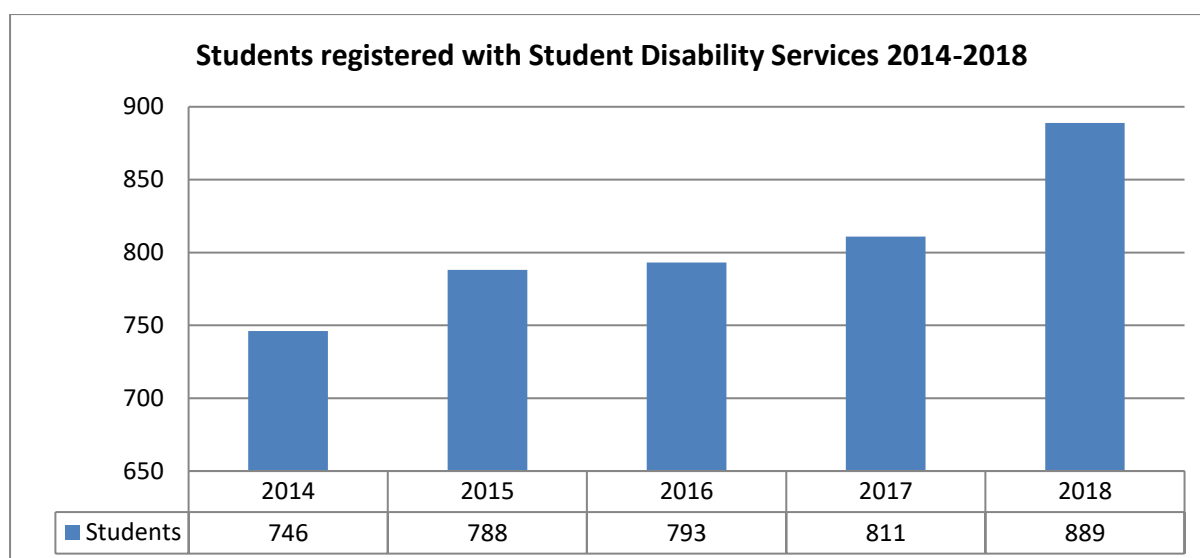
Students with disabilities and impairments

The statistical data that follow are a combination of Student Disability Services' (SDS) internal statistics (including student registrations) and data extracted from the University's strategic reporting systems. Data from SDS shows numbers of students, while data from the strategic reporting systems show Equivalent Full-Time Students (EFTS).

It is important to note that disclosure of disability or impairment by students is voluntary, and as a result, these data do not necessarily reflect the total number of students or EFTS with impairments at the University of Auckland. For the purposes of comparison, 3% of EFTS at the University declared a disability in 2017 whereas the Statistics New Zealand [2013 Disability Survey](#) found 16% of the Auckland population, aged 15-44 years, declared a disability.

Students registered with Student Disability Services

The number of students seeking assistance from Student Disability Services showed an increase of 9.6% from 2017 to 2018.



“Invisible” disabilities, such as specific learning and mental health issues, continue to make up the largest section of those impairments disclosed. Over the past five years, the number of students with specific learning disabilities seeking assistance has increased from 244 to 317 (although there was a slight drop in numbers from 2016 to 2017).

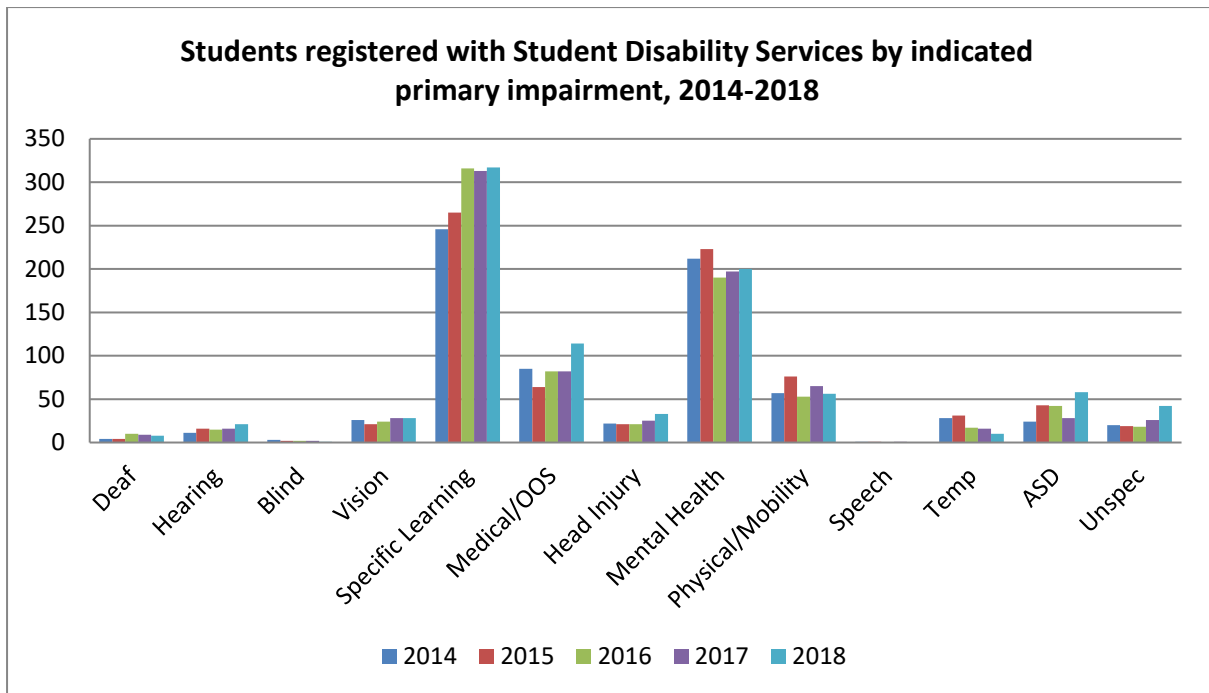
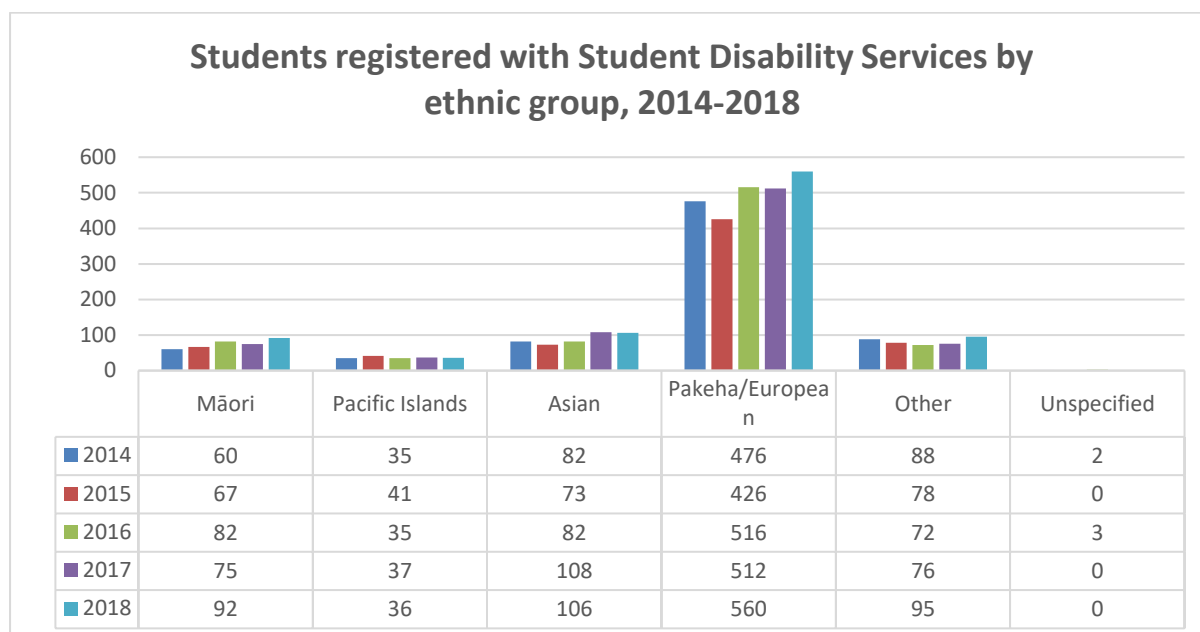


Table 21: Students registered with SDS by indicated primary impairment, 2014-2018

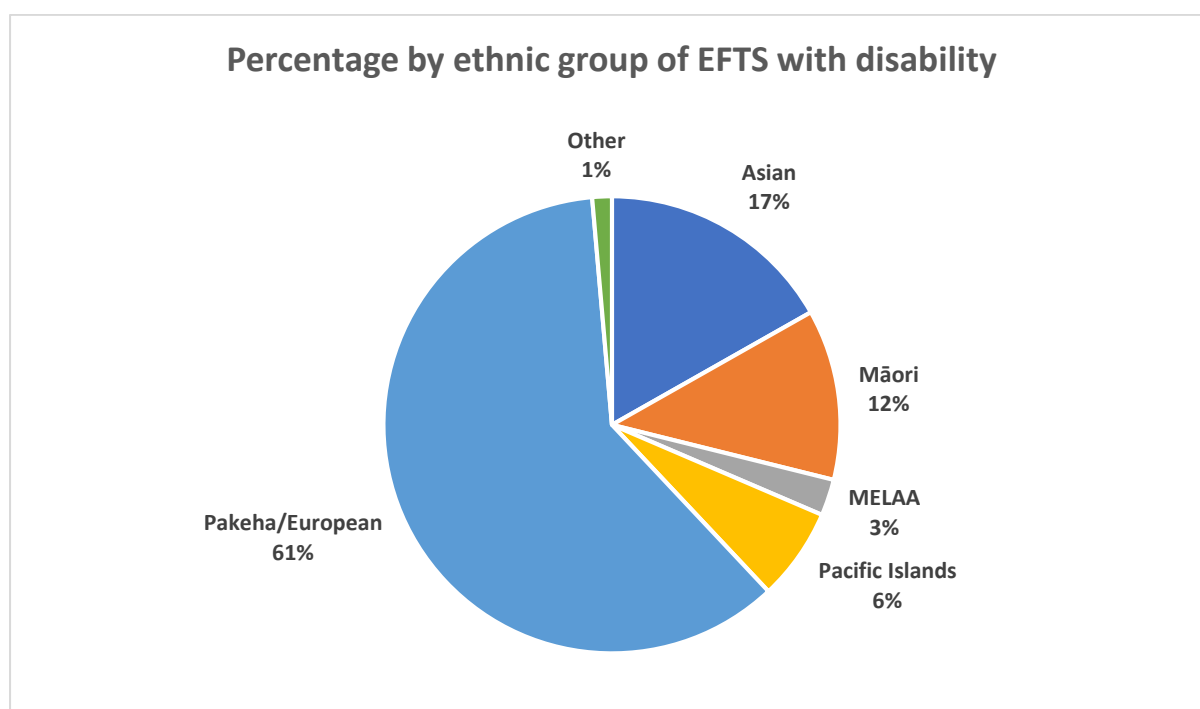
Impairment	2014	2015	2016	2017	2018
Deaf	4	4	10	9	8
Hearing	11	16	15	16	21
Blind	3	2	2	2	1
Vision	26	21	24	28	28
Specific Learning	246	265	316	313	317
Medical/OOS	85	64	82	82	114
Head Injury	22	21	21	25	33
Mental Health	212	223	190	197	200
Physical/Mobility	57	76	53	65	56
Speech	1	1	0	1	0
Temp	28	31	17	16	10
ASD	24	43	42	28	58
Unspecified	20	19	18	26	42

Ethnicity

The number of students registered with SDS by ethnicity is shown below. The number of Māori students registered with SDS increased, as did the number of students identifying as Pakeha/European. The number of Asian students registered with SDS remained at similar levels to 2017 following an increase between 2016 and 2017.



The chart below shows the proportion of EFTS by ethnicity for students indicating an impairment at the point of enrolment.



Gender

Across all ethnic groups, women made up a larger proportion of EFTS for students who indicated an impairment at the point of enrolment (N.B. these are not necessarily the same students who register with SDS).

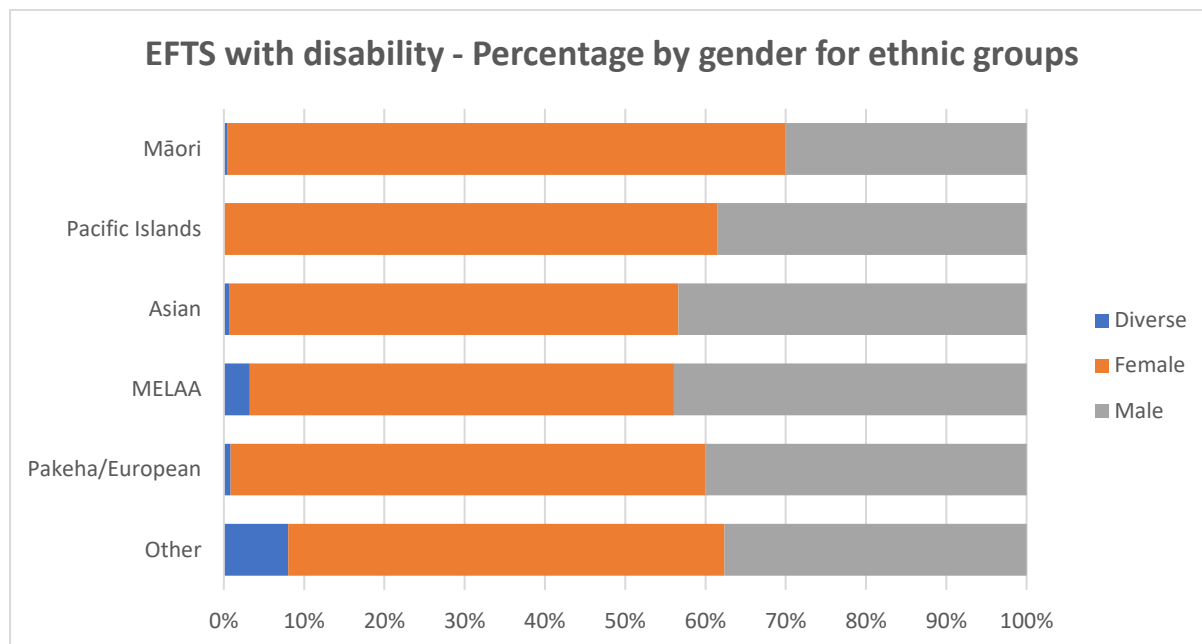
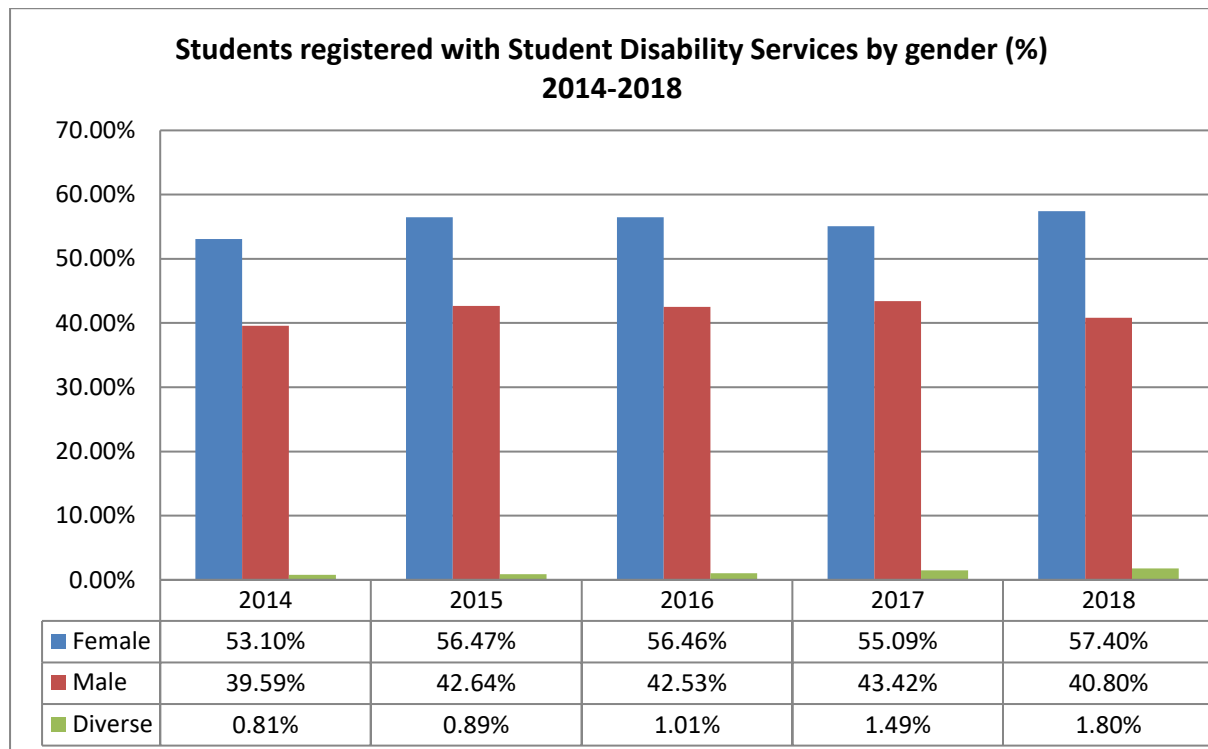


Table 22: EFTS with disability – percentage by gender for each ethnic group

	Māori	Pacific Islands	Asian	MELAA	Pakeha/European	Other
Diverse	0.4%	0.0%	0.7%	3.2%	0.8%	8.0%
Female	69.6%	61.4%	55.9%	52.8%	59.1%	54.3%
Male	30.0%	38.6%	43.4%	43.9%	40.0%	37.6%

Over the last 5 years, women have consistently made up a higher percentage of students registered with Student Disability Services.



In 2018, women made up over half of the numbers across all ethnic groups for students registered with SDS.

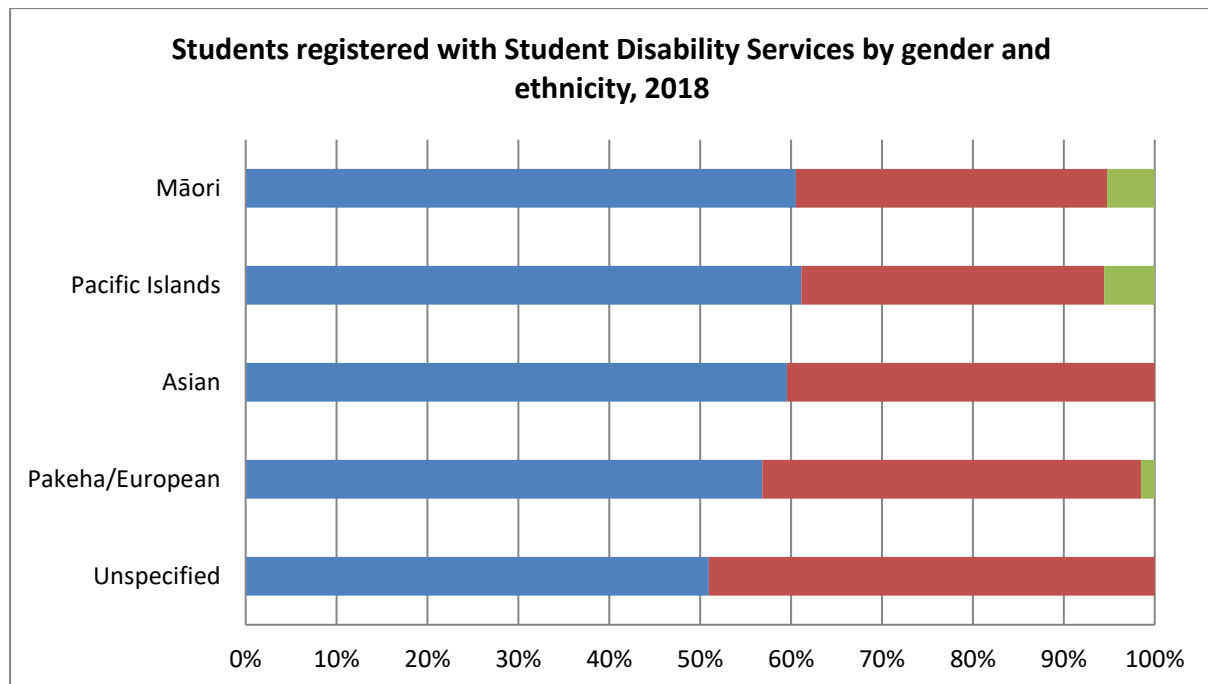


Table 23: Students registered with SDS by gender and ethnicity (%), 2018

	Māori	Pacific Islands	Asian	Pakeha/European	Unspecified
Female	60.53%	61.11%	59.52%	56.82%	50.94%
Male	34.21%	33.33%	40.48%	41.67%	49.06%
Diverse	5.26%	5.56%	0.00%	1.52%	0.00%

Where students are studying

Arts and Science account for the largest proportion of students indicating at enrolment that they live with an impairment in 2018. For both of these faculties, the proportion of EFTS with disability is higher than the proportion of overall⁹ enrolments.

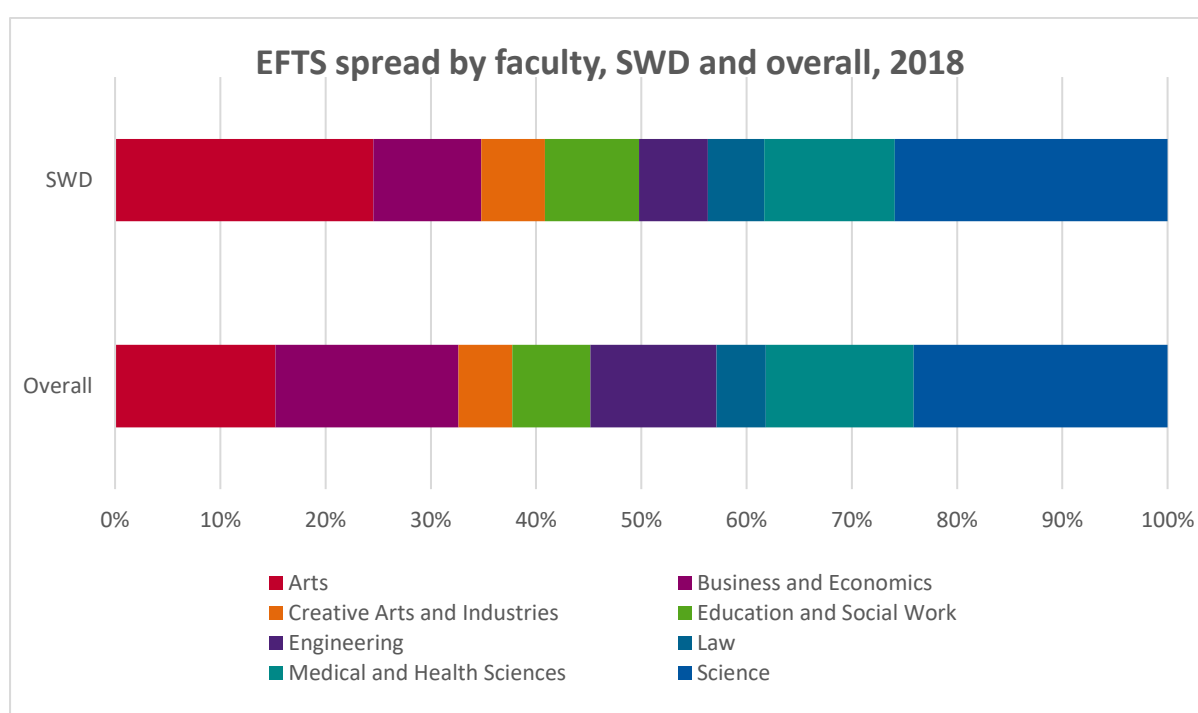


Table 24: EFTS spread by faculty, SWD and overall, 2018

Faculty	SWD		Overall	
	EFTS	% of SWD	EFTS	% of EFTS
Arts	322	24.5%	5,068	15.2%
Business and Economics	135	10.3%	5,794	17.4%
Creative Arts and Industries	79	6.0%	1,694	5.1%
Education and Social Work	118	9.0%	2,474	7.4%
Engineering	85	6.5%	3,989	12.0%
Law	70	5.4%	1,561	4.7%
Medical and Health Sciences	163	12.4%	4,672	14.0%
Science	340	25.9%	8,029	24.1%

⁹ Overall includes students who have indicated that they live with an impairment.

Similarly, students in Arts, Science, Medical and Health Sciences, and Business and Economics make up the largest proportions of students registered with SDS. Between 2017 and 2018, the percentage of students registered with SDS in Education and Social Work has fallen by over four percentage points. In contrast, the percentage of students registered with SDS in Medical and Health Sciences has increased, between 2017 and 2018, by over four percentage points.

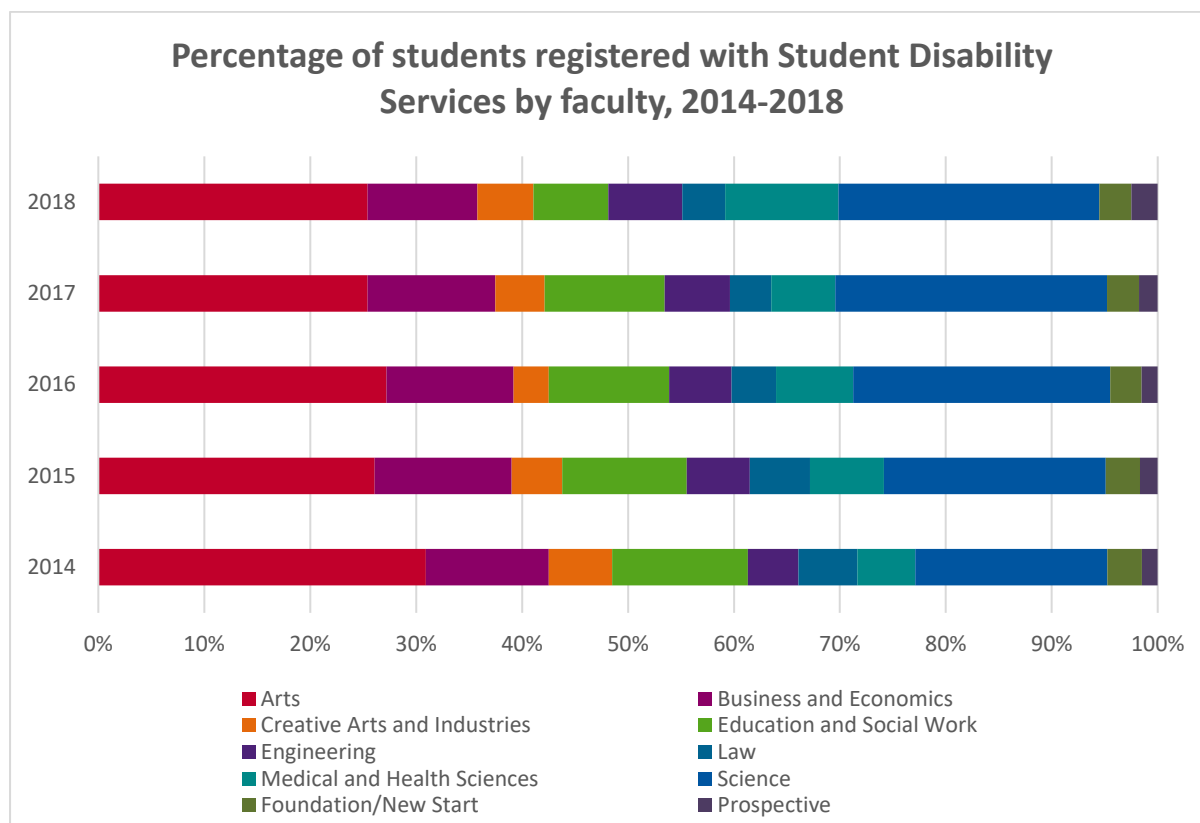


Table 25: Students registered with SDS by faculty, 2014-2018

Faculty/Year	2014	2015	2016	2017	2018
Arts	30.9%	26.1%	26.9%	25.4%	25.4%
Business and Economics	11.6%	12.9%	11.9%	12.1%	10.3%
Creative Arts and Industries	6.0%	4.8%	3.3%	4.7%	5.3%
Education and Social Work	12.8%	11.8%	11.2%	11.3%	7.1%
Engineering	4.8%	5.9%	5.8%	6.2%	7.0%
Law	5.6%	5.7%	4.2%	3.9%	4.0%
Medical and Health Sciences	5.4%	7.0%	7.2%	6.0%	10.7%
Science	18.1%	20.9%	24.0%	25.7%	24.6%
Foundation/New Start	3.3%	3.2%	2.9%	3.0%	3.0%
Prospective	1.5%	1.7%	1.5%	1.8%	2.5%

Levels

The graph below shows the proportions of domestic EFTS with disability (SWD) compared to the same breakdown for domestic EFTS overall. The proportion of students with disability at postgraduate levels is lower than the similar proportion for students overall.

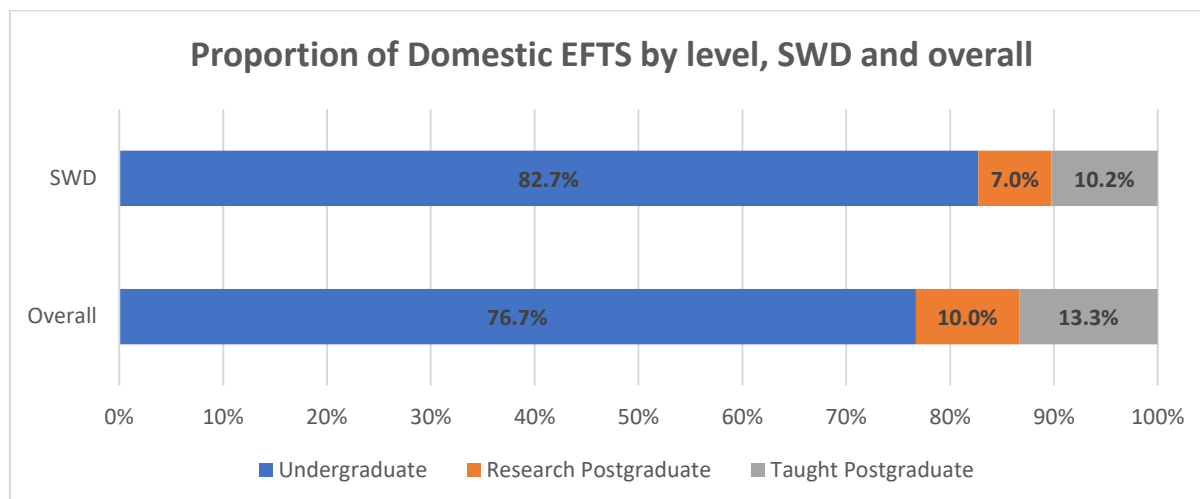
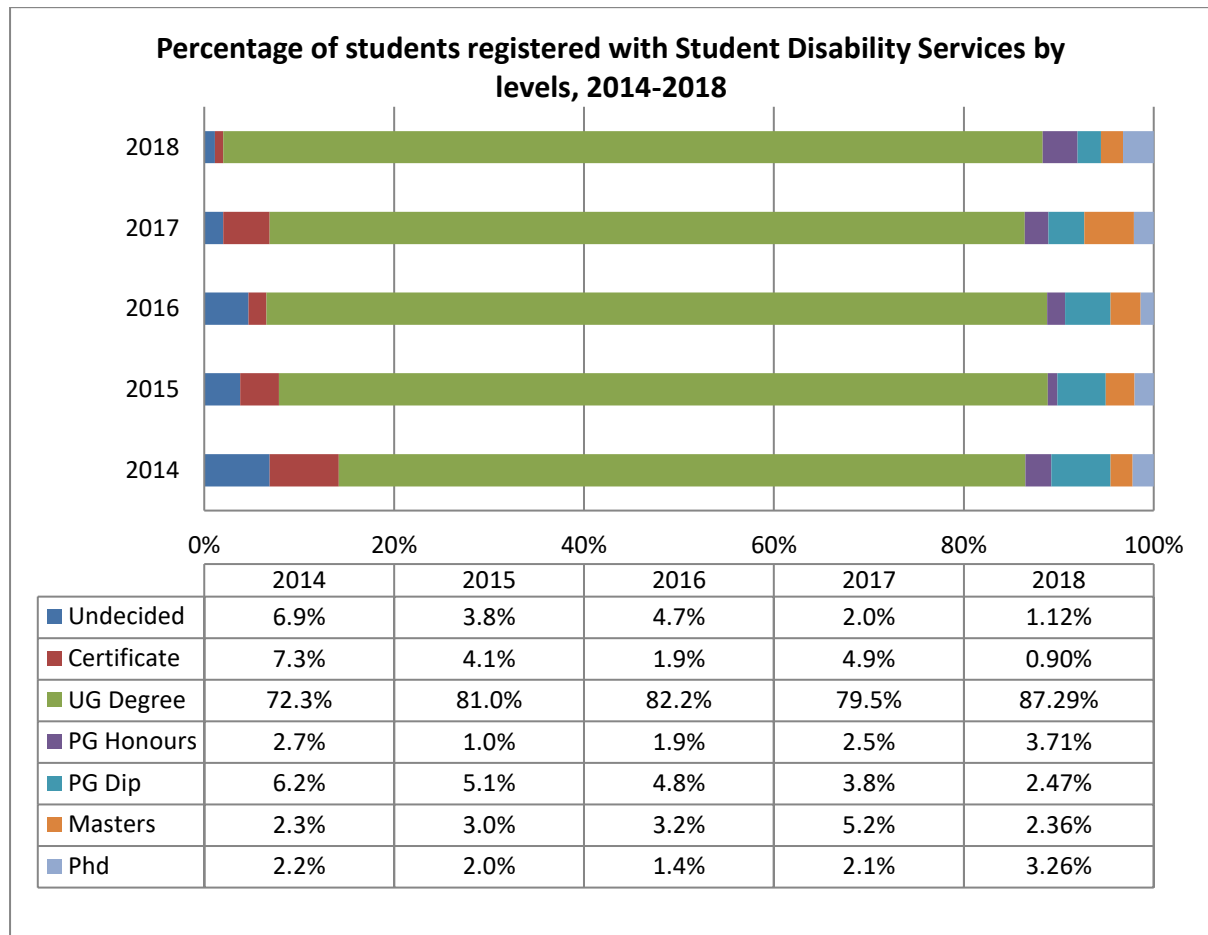


Table 26: Domestic EFTS by funding level, SWD and overall, 2018

	Undergraduate		Research Postgraduate		Taught Postgraduate	
	EFTS	%	EFTS	%	EFTS	%
SWD	1,077	82.7%	91	7.0%	133	10.2%
Overall	21,854	76.7%	2,838	10.0%	3,795	13.3%

Over 85% of students registered with SDS in 2018 were studying towards an undergraduate degree, while 11.8% were studying towards postgraduate programmes. The significant increase in the percentage of undergraduate students between 2017 and 2018 partially reflects the increase in the overall number of students registered with SDS in 2018.



Staff equity

Key facts

- This section describes the overall employment trends for Māori, Pacific, Asian, and female staff. It also provides an age profile of staff at the University.
- Māori academic FTE increased from 134.6 FTE in 2017 to 138 FTE in 2018, but the proportion dropped slightly from 6.0% to 5.9%. This is below the target of 6.6%. The faculties of Arts, Business and Economics, Creative Arts and Industries, Engineering and Law increased their proportion of Māori academic staff from 2017 to 2018.
- From 2017 to 2018, Pacific academic staff increased from 58.9 FTE to 63 FTE. The proportion of academic staff who are Pacific increased slightly from 2.6% in 2017 to 2.7% in 2018, but is still below the target of 3.3%. Arts, Education and Social Work and Science all increased their proportion of Pacific academic staff from 2017 to 2018.
- The proportions of Māori staff in senior academic roles has remained the same as in 2017, and the proportion of Pacific staff has slightly increased. The proportion is above target for Māori staff (4.8% and the target is 4.5%), but remains below target for Pacific staff (1% and the target is 1.5%).
- Asian academic staff increased from 396.8 FTE (17.8%) in 2017 to 450.7 (19.2%) in 2018. Asian professional staff increased from 846.7 FTE (27.7%) in 2017 to 896.9 (28.5%) in 2018.
- In 2018, 46.9% of academic staff were women and 53% were men. This is a slightly higher proportion of women than in 2017.
- The proportion of associate professors who are women increased from 38.7% (121.3 FTE) in 2017 to 40.4% (128 FTE) in 2018.
- The proportion of professors who are women increased from 28.0% (90.3 FTE) in 2017 to 28.9% in 2018 (although the FTE decreased to 89).
- The proportion of women in senior academic positions (associate professor and professor) reached 34%, an increase from 33% in 2017, and just above the target of 33.0%.
- In 2018, 9 women (50% of the female applicants) and 20 men (48% of the male applicants) were promoted to associate professor.
- In 2018, 26 associate professors applied for promotion to professor (13 women and 13 men). Of those who applied, 9 of the women (70%) and 5 of the men (39%) were successful.
- There were 6.7% Māori professional staff in 2018, an increase from 6.8% in 2017. This was below the University target of 7.2%. The proportion of Māori staff in senior professional roles has decreased from 5.8% in 2017 to 5.5% in 2018 - this is above the target of 4.0%.
- Pacific professional staff were 6.4% in 2018, an increase from 6.1% in 2017. This was above the target of 6.2%. The proportion of Pacific staff

in senior professional roles has decreased from 3.2% in 2017 to 3% in 2018, and is below the target of 4.5%.

- Women were the majority among professional staff at around 63% of professional staff, a trend that has remained consistent in recent years.
- The percentage of senior women professional staff remained consistent with 2018 at 52% which is above the target of 49%.
- In 2018, 38.1% of academic staff and 29.1% of professional staff were 51 years of age and over.

Notes:

- The grades that make up "academic staff" include professor, associate professor, senior lecturer, senior research fellow, research fellow, professional teaching fellow, senior tutor and assistant lecturer/graduate teaching assistant/teaching assistant as defined in Academic Collective Agreements
- Staff can opt not to select a gender in the University's systems; a small number of staff have done this.

Ethnicity and equity

University KPIs for Māori and Pacific staff were met or exceeded for: the % of Māori staff in senior academic positions, % Māori senior professional staff, % Pacific professional staff.

Table 27: University KPIs for Māori and Pacific staff

University KPIs	2018 actual	2018 target
% Māori staff in academic positions	5.9	6.6
% Māori staff in senior academic positions	4.8	4.5
% Pacific staff in academic positions	2.7	3.3
% Pacific staff in senior academic positions	1	1.5
% Māori professional staff	7	7.2
% Māori senior professional staff	5.5	4
% Pacific professional staff	6.4	6.2
% Pacific senior professional staff	3	4.5

Source: University of Auckland Annual Report 2018

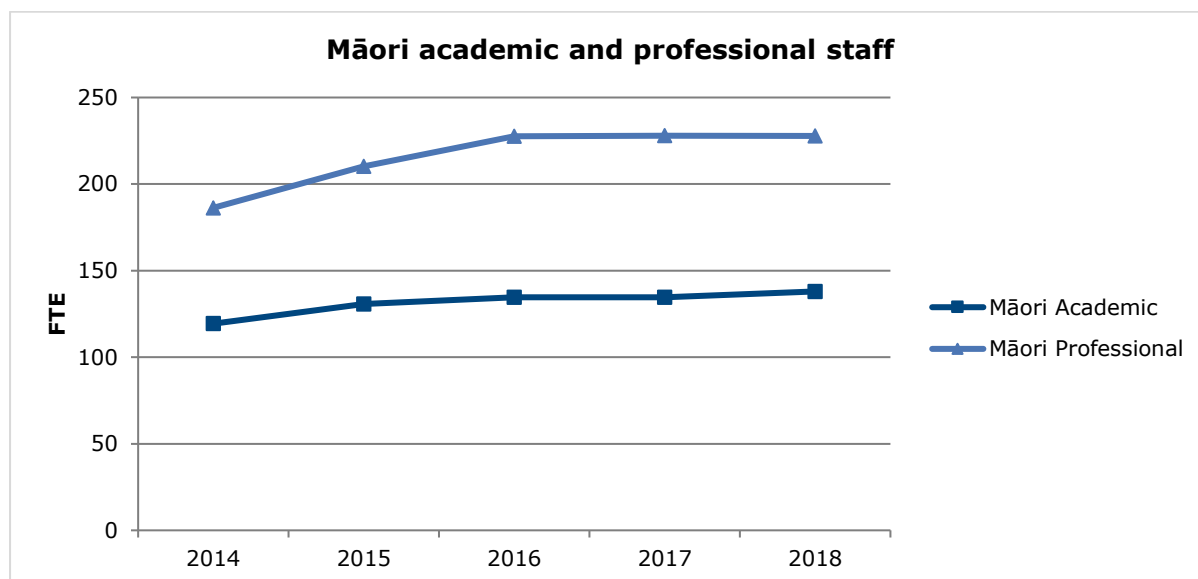
Table 28: Academic and professional staff by ethnicity 2018 (FTE and %)

Ethnic Reporting Group	Academic		Professional	
	FTE	%	FTE	%
Māori	138.0	5.9%	209.3	6.7%
Pacific Islands	63.0	2.7%	200.4	6.4%
Asian	450.7	19.2%	896.9	28.5%
MELAA	79.6	3.4%	107.8	3.4%
Pakeha/European	1469.5	62.6%	1591.8	50.6%
Other	146.0	6.2%	139.7	4.4%
Total	2346.9	100.0%	3145.8	100.0%

Source: SMR HR FTE – 5 Years

Māori staff

There were a total of 347.2 FTE (6.3%) Māori staff at the University in 2018.



Source: 2014 from Equity Profile 2017; 2015-2018 from SMR HR FTE – 5 Years

Table 29: Māori academic and professional staff FTE 2014-2018¹⁰

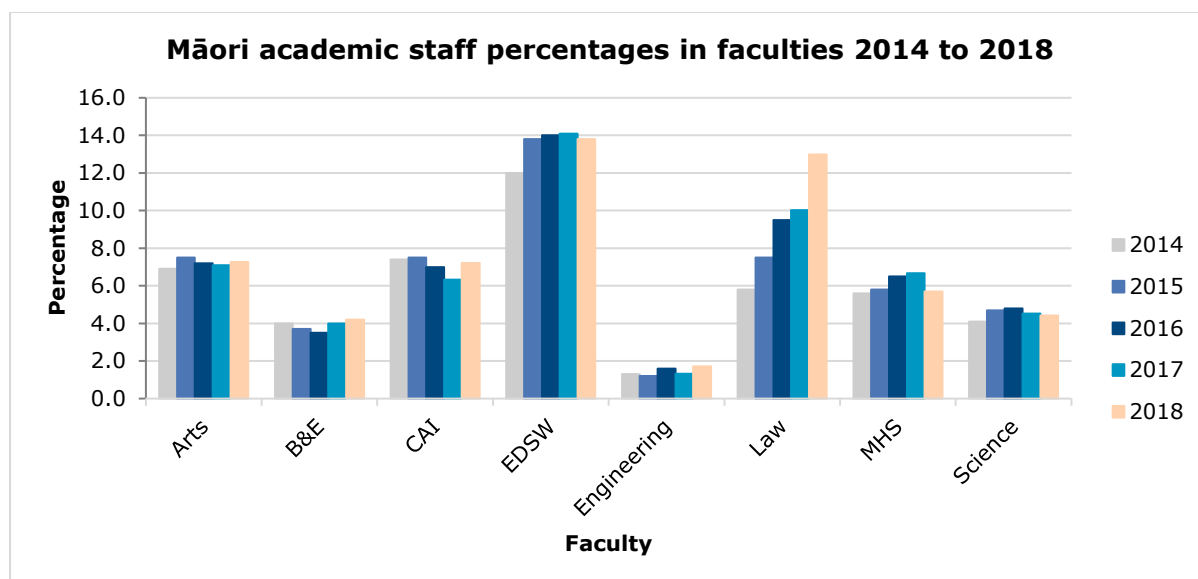
	2014	2015	2016	2017	2018
Māori academic	119.4	130.8	134.5	134.6	138.0
Māori professional	186.3	210.2	227.5	227.9	227.9

Source: 2014 from Equity Profile 2017; 2015-2018 from SMR HR FTE – 5 Years

¹⁰ Data sources for this table differ from Annual Reporting figures - Māori professional FTE is 227.9. In the KPIs, the percentage is derived from the FTE figure of 209.3.

Māori academic staff

The faculties of Education and Social Work and Law had the highest percentage of Māori academic staff in 2018.



Source: 2014-2016 from Equity Profile 2017; 2017-2018 from SMR HR FTE – 5 Years

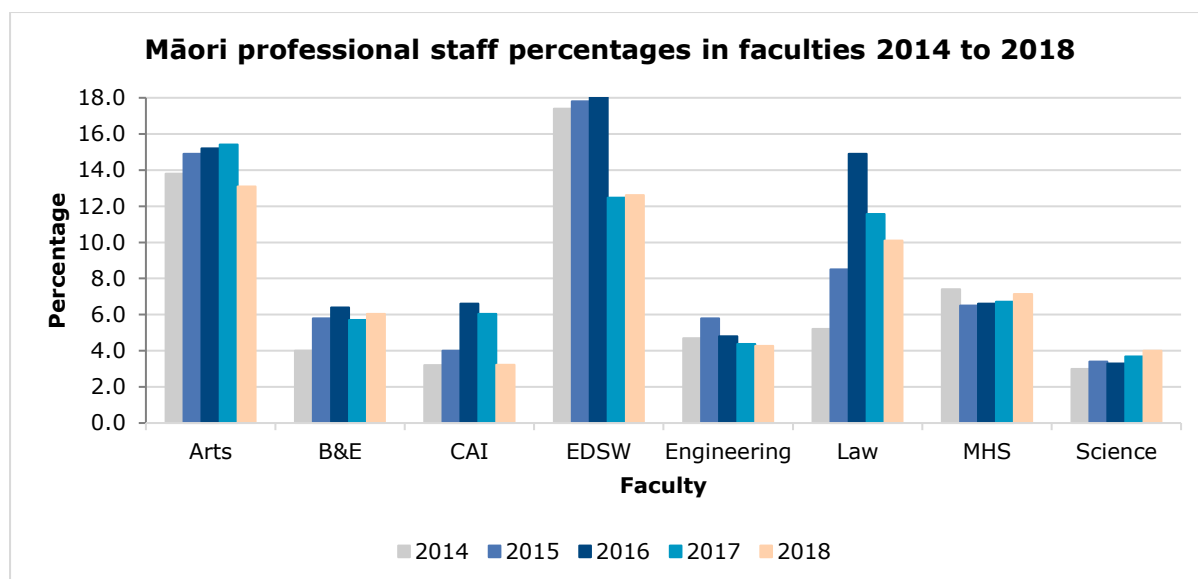
Table 30: Māori academic staff in faculties 2014-2018 (FTE, %)

Faculty	2014		2015		2016		2017		2018	
	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
Arts	19.9	6.9	21.2	7.5	19.0	7.2	17.5	7.1	18.0	7.3
B&E	8.6	4.0	8.0	3.7	8.0	3.5	9.6	4.0	10.3	4.2
CAI	8.0	7.4	7.9	7.5	7.7	7.0	6.7	6.3	7.8	7.2
EDSW	24.3	12.0	27.1	13.8	26.6	14.0	26.6	14.1	25.0	13.8
Engineering	2.4	1.3	2.2	1.2	3.1	1.6	2.7	1.3	3.6	1.7
Law	2.8	5.8	3.9	7.5	4.6	9.5	5.2	10.0	7.5	13.0
MHS	28.9	5.6	31.1	5.8	35.5	6.5	37.1	6.7	34.3	5.7
Science	20.0	4.1	23.5	4.7	24.0	4.8	23.3	4.5	23.4	4.4

Source: 2014-2016 from Equity Profile 2017; 2017-2018 from SMR HR FTE – 5 Years

Māori professional staff

The highest percentages of Māori professional staff in faculties, in 2018, were in the Faculty of Arts and the Faculty of Education and Social Work.



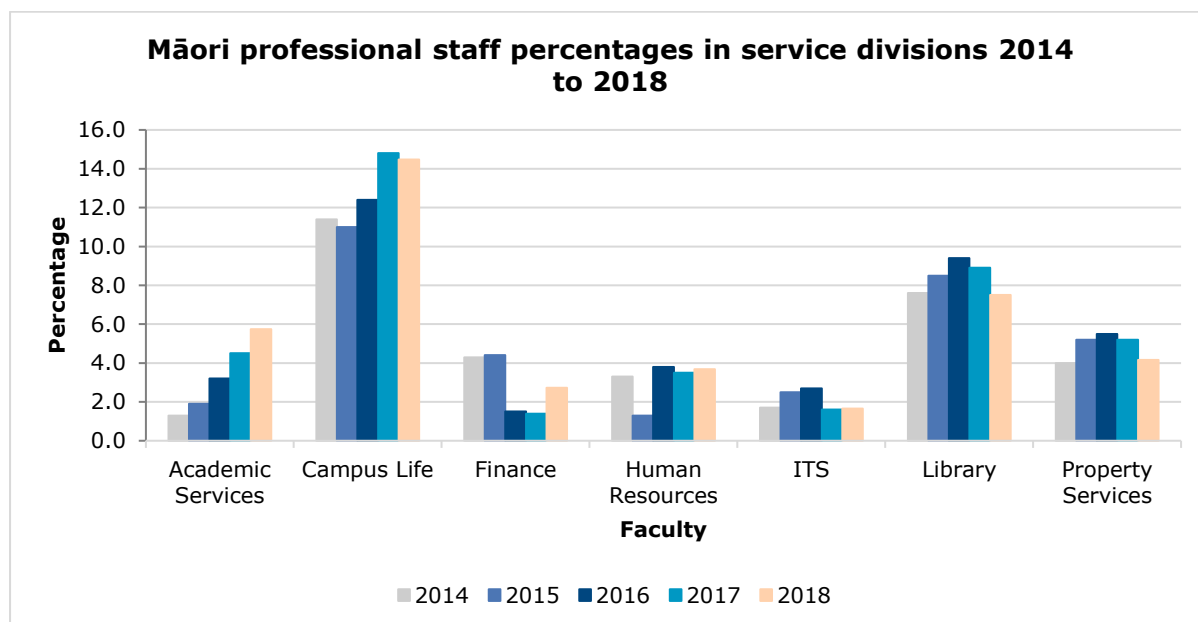
Source: 2014-2016 from Equity Profile 2017; 2017-2018 from SMR HR FTE – 5 Years

Table 31: Māori professional staff in faculties 2014-2018 (FTE, %)

Faculty	2014		2015		2016		2017		2018	
	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
Arts	16.4	13.8	16.8	14.9	15.1	15.2	16.1	15.4	15.2	13.1
B&E	5.3	4.0	7.3	5.8	8.9	6.4	8.1	5.7	8.6	6.0
CAI	2.2	3.2	2.6	4.0	3.9	6.6	3.6	6.0	2.0	3.2
EDSW	32.5	17.4	35.0	17.8	42.9	20.5	15.3	12.5	15.7	12.6
Engineering	6.9	4.7	9.6	5.8	7.9	4.8	7.6	4.4	8.3	4.3
Law	1.2	5.2	1.9	8.5	3.6	14.9	3.4	11.6	2.9	10.1
MHS	31.2	7.4	27.4	6.5	27.8	6.6	28.9	6.7	32.5	7.1
Science	8.8	3.0	10.0	3.4	9.8	3.3	11.1	3.7	13.0	4.0

Source: 2014-2016 from Equity Profile 2017; 2017-2018 from SMR HR FTE – 5 Years

Of the Māori professional staff working in the University’s largest service divisions, the highest number were employed in Campus Life. The Library employed the next largest number of Māori professional staff.



Source: 2014-2017 from Equity Profile 2017; 2018 from SMR HR FTE – 5 Years

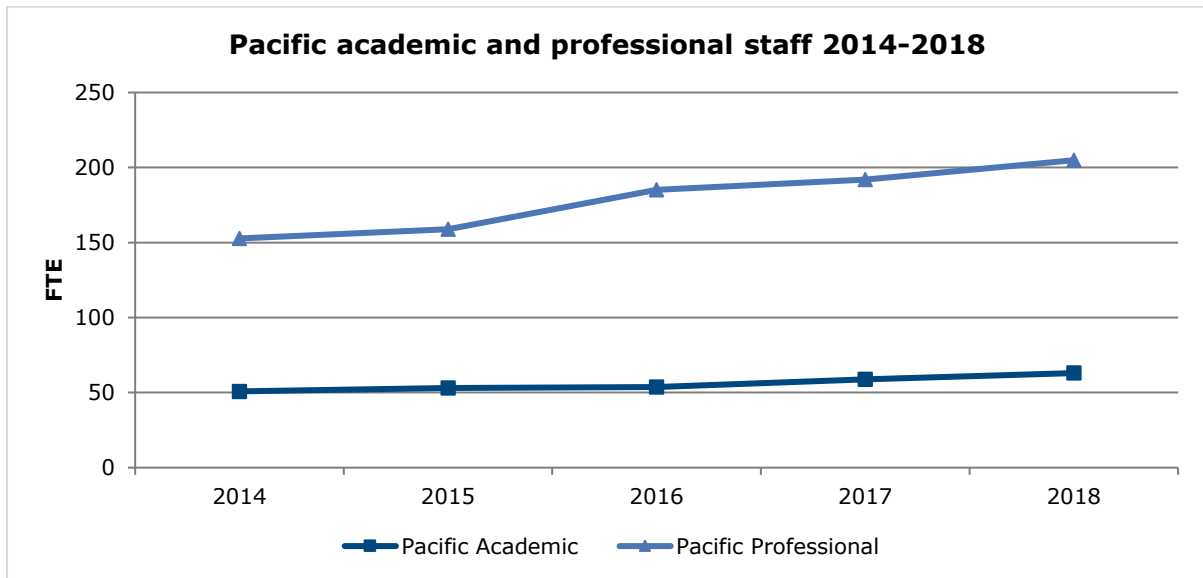
Table 32: Māori professional staff in service divisions 2014-2018 (FTE, %)

Faculty	2014		2015		2016		2017		2018	
	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
Academic Services	1.2	1.3	1.7	1.9	3.8	3.2	5.7	4.5	7.4	5.8
Campus Life	22.3	11.4	23.2	11.0	28.0	12.4	33.9	14.8	34.3	14.5
Finance	1.0	4.3	1.0	4.4	1.0	1.5	1.0	1.4	2.8	2.7
Human Resources	2.4	3.3	1.0	1.3	3.0	3.8	3.0	3.5	3.3	3.7
ITS	3.6	1.7	5.9	2.5	7.2	2.7	4.3	1.6	4.0	1.7
Library	18.1	7.6	20.3	8.5	24.0	9.4	21.8	8.9	9.1	7.5
Property Services	5.4	4.0	7.3	5.2	7.9	5.5	7.5	5.2	5.8	4.2

Source: 2014-2017 from Equity Profile 2017; 2018 from SMR HR FTE – 5 Years

Pacific staff

There were a total of 263.4 FTE (4.8%) Pacific staff at the University in 2018.



Source: 2014 from Equity Profile 2017; 2015-2018 from SMR HR FTE – 5 Years

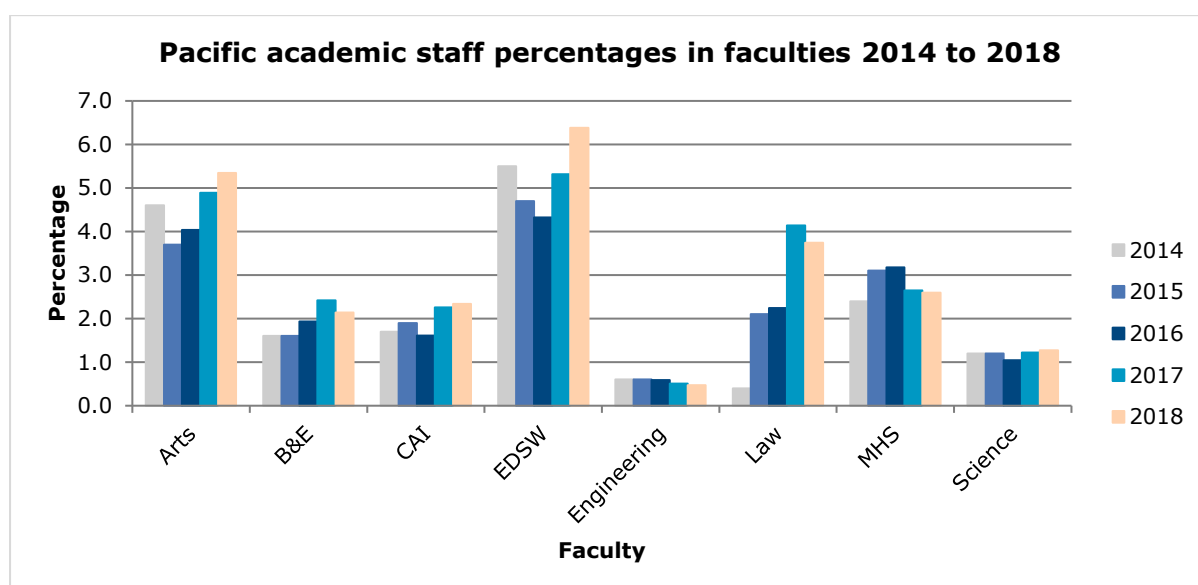
Table 33: Pacific academic and professional staff FTE 2014-2018

	2014	2015	2016	2017	2018
Pacific academic	50.8	53.0	53.7	58.9	63.0
Pacific professional	152.7	158.9	185.2	191.9	204.9

Source: 2014 from Equity Profile 2017; 2015-2018 from SMR HR FTE – 5 Years

Pacific academic staff

The highest faculty FTE percentage of Pacific academic staff was in Education and Social Work, followed by the Faculty of Arts. The faculties of Arts, Business and Economics, Creative Arts and Industries, Education and Social Work, Law, Medical and Health Sciences and Science had a higher percentage of Pacific academic staff than in 2014.



Source: 2014-2015 from Equity Profile 2017; 2016-2018 from SMR HR FTE – 5 Years

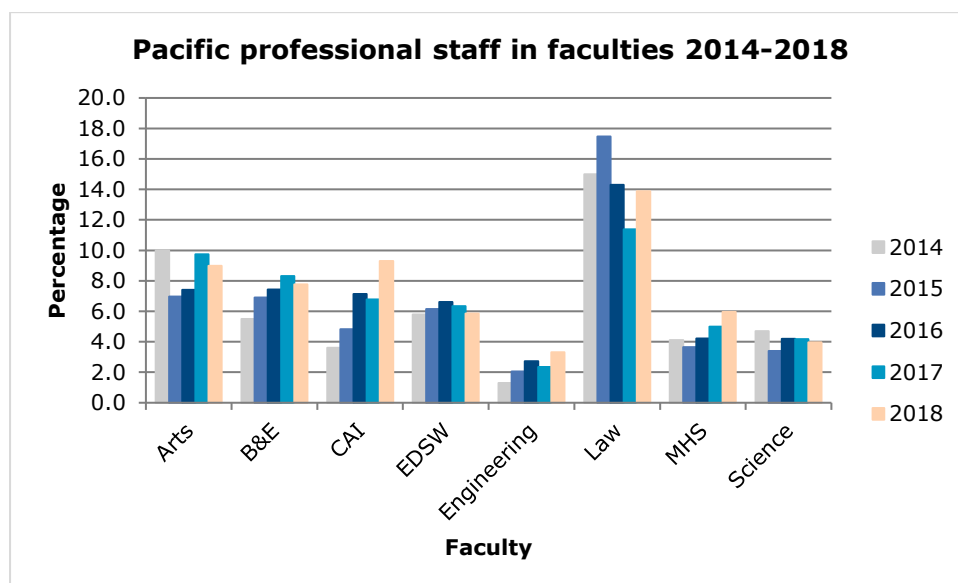
Table 34: Pacific academic staff in faculties 2014-2018 (FTE, %)

Faculty	2014		2015		2016		2017		2018	
	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
Arts	13.4	4.6	10.5	3.7	10.6	4.0	12.1	4.9	13.2	5.3
B&E	3.4	1.6	3.4	1.6	4.4	1.9	5.8	2.4	5.3	2.1
CAI	1.8	1.7	2.0	1.9	1.8	1.6	2.4	2.3	2.5	2.3
EDSW	11.2	5.5	9.2	4.7	8.2	4.3	10.0	5.3	11.6	6.4
Engineering	1.2	0.6	1.2	0.6	1.2	0.6	1.0	0.5	1.0	0.5
Law	0.2	0.4	1.1	2.1	1.1	2.2	2.1	4.1	2.2	3.7
MHS	12.4	2.4	17.0	3.1	17.2	3.2	14.7	2.7	15.6	2.6
Science	5.7	1.2	6.0	1.2	5.2	1.0	6.3	1.2	6.7	1.3

Source: 2014-2015 from Equity Profile 2017; 2016-2018 from SMR HR FTE – 5 Years

Pacific professional staff

In 2018, the Faculty of Law had the highest percentage of Pacific professional staff, followed by the Faculty of Creative Arts and Industries and the Faculty of Arts.



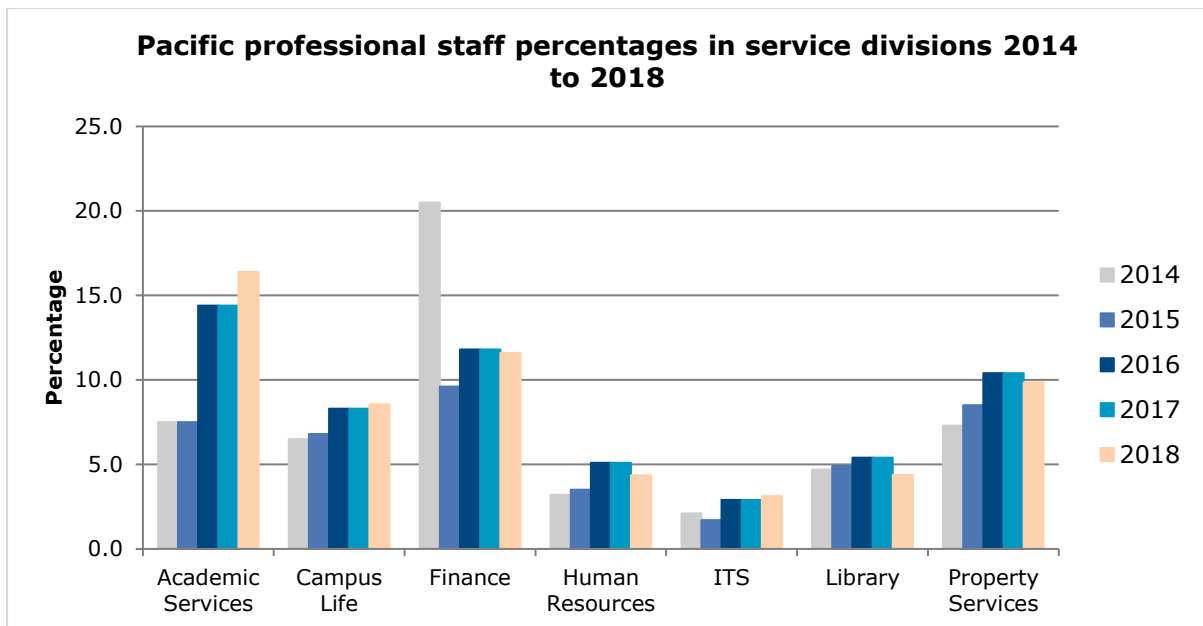
Source: 2014 from Equity Profile 2017; 2015-2018 from SMR HR FTE – 5 Years

Table 35: Pacific professional staff in faculties 2014-2018 (FTE, %)

Faculty	2014		2015		2016		2017		2018	
	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
Arts	11.5	10.0	7.4	7.0	7.4	7.4	10.2	9.7	10.4	9.0
B&E	7.1	5.5	8.5	6.9	10.2	7.4	11.8	8.3	11.0	7.8
CAI	2.1	3.6	2.9	4.8	4.0	7.1	4.0	6.8	5.9	9.3
EDSW	5.9	5.8	6.7	6.1	7.7	6.6	7.8	6.3	7.3	5.9
Engineering	1.8	1.3	3.1	2.0	4.4	2.7	4.1	2.3	6.4	3.3
Law	3.6	15.0	4.2	17.5	3.5	14.3	3.3	11.4	4.0	13.9
MHS	16.8	4.1	14.5	3.7	17.4	4.2	21.5	5.0	27.1	6.0
Science	13.7	4.7	9.8	3.4	12.6	4.2	12.5	4.2	12.9	4.0

Source: 2014 from Equity Profile 2017; 2015-2018 from SMR HR FTE – 5 Years

Of the University's largest service divisions, Academic Services had the largest percentage of Pacific professional staff in 2018.



Source: 2014-2017 from Equity Profile 2017; 2018 from SMR HR FTE – 5 Years

Table 36: Pacific professional staff in service divisions 2014-2018 (FTE, %)

Faculty	2014		2015		2016		2017		2018	
	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
Academic Services	6.8	7.5	6.8	7.5	17.3	14.4	17.7	14.4	21.0	16.4
Campus Life	12.7	6.5	14.2	6.8	18.8	8.3	19.0	8.3	20.3	8.6
Finance	4.8	20.5	2.2	9.6	7.9	11.8	7.7	11.8	12.0	11.6
Human Resources	2.3	3.2	2.8	3.5	4.0	5.1	3.5	5.1	3.9	4.4
ITS	4.6	2.1	4.0	1.7	7.7	2.9	7.7	2.9	7.5	3.1
Library	11.3	4.7	11.7	4.9	13.7	5.4	14.0	5.4	5.3	4.4
Property Services	9.9	7.3	11.9	8.5	14.8	10.4	14.9	10.4	13.7	9.9

Source: 2014-2017 from Equity Profile 2017; 2018 from SMR HR FTE – 5 Years

Asian staff

Ethnic identity is determined by self-definition. "Asian" covers a wide range of ethnicities including Chinese, Korean and Indian.

There were a total of 1347.6 FTE (24.5%) Asian staff at the University in 2018.¹¹

Table 37: Asian academic and professional staff FTE 2014-2018

	2014	2015	2016	2017	2018
Asian academic	323.7	344.9	372.4	396.8	450.7
Asian professional	624.5	687.3	777.4	845.5	896.9

Source: SMR HR FTE – 5 Years

MELAA staff

Ethnic identity is determined by self-definition. "MELAA" includes Middle Eastern, Latin American and African ethnic groups.

There were a total of 187.4 FTE (3.4%) MELAA staff at the University in 2018.¹²

Table 38: MELAA academic and professional staff FTE 2014-2018

	2014	2015	2016	2017	2018
MELAA academic	43.7	50.2	55.3	62.2	79.6
MELAA professional	50.9	64.9	76.0	92.7	110.8

Source: SMR HR FTE – 5 Years

¹¹ From SMR HR FTE – 5 Years

¹² From SMR HR FTE – 5 Years

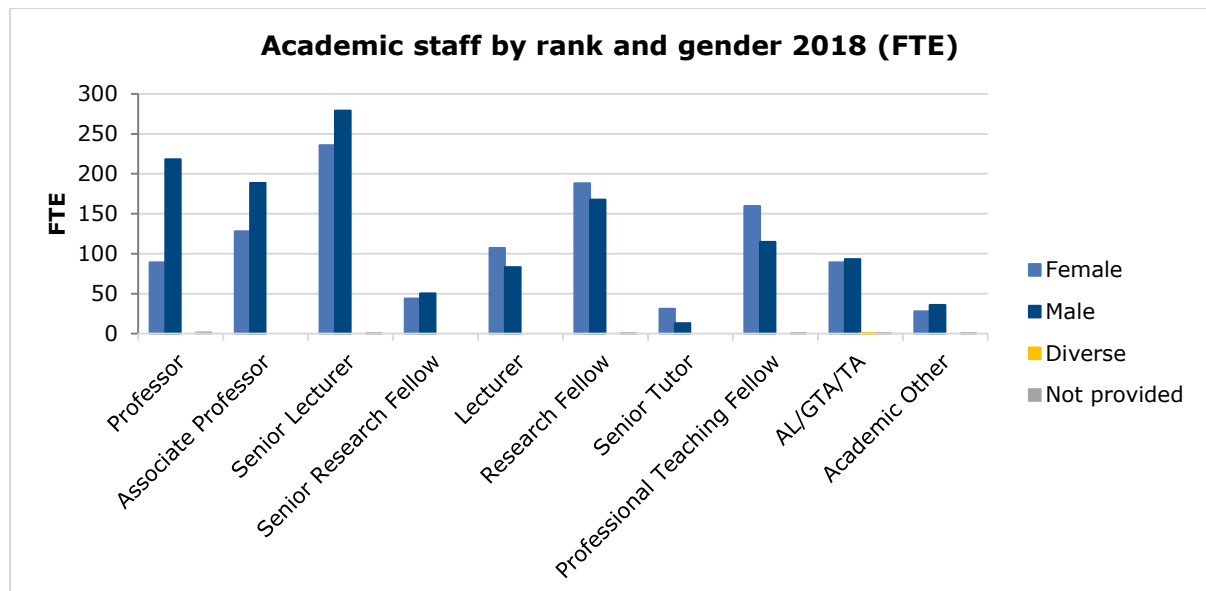
Gender

Women academic staff

In 2018, 1100 FTE (46.9%) out of 2346.9 FTE of academics were women, and 1244 FTE (53.0%) were men.

The numbers of women and men at lecturer level in 2018 were 107 FTE and 83 FTE respectively, followed by decreasing proportions of women in the senior grades.

Currently, the greatest numbers of both female and male academics are at senior lecturer grade. This is important for enlarging the pool of eligible applicants to associate professor and professor, as internal promotions will usually be from the senior lecturer grade.



Source: SMR HR FTE – 5 Years

Table 39: Academic staff by rank and gender 2018

Grade	Female		Male		Diverse		Not provided		Total
	FTE	%	FTE	%	FTE	%	FTE	%	
Professor	89	28.9%	218	70.6%			2	0.5%	309.0
Associate Professor	128	40.4%	189	59.6%					316.6
Senior Lecturer	236	45.8%	279	54.2%			0 ¹³	0.1%	515.0
Senior Research Fellow	44	46.7%	50	53.3%					94.1
Lecturer	107	56.4%	83	43.6%					190.3
Research Fellow	188	52.8%	168	47.1%			0 ¹⁴	0.1%	356.2
Senior Tutor	31	70.3%	13	29.7%					44.3
Professional Teaching Fellow	160	58.1%	115	41.9%			0 ¹⁵	0.0%	274.6
AL/GTA/TA	89	48.8%	93	51.0%	0 ¹⁶	0.1%	0 ¹⁷	0.1%	182.8
Academic Other	28	43.8%	36	56.2%			0 ¹⁸	0.0%	64.0
Total	1100	46.9%	1244	53.0%	0	0.0%	2	0.1%	2346.9

Source: SMR HR FTE – 5 Years

Note the option of "gender diverse" is new, and currently will not represent a complete record.

¹³ 0.2692 FTE

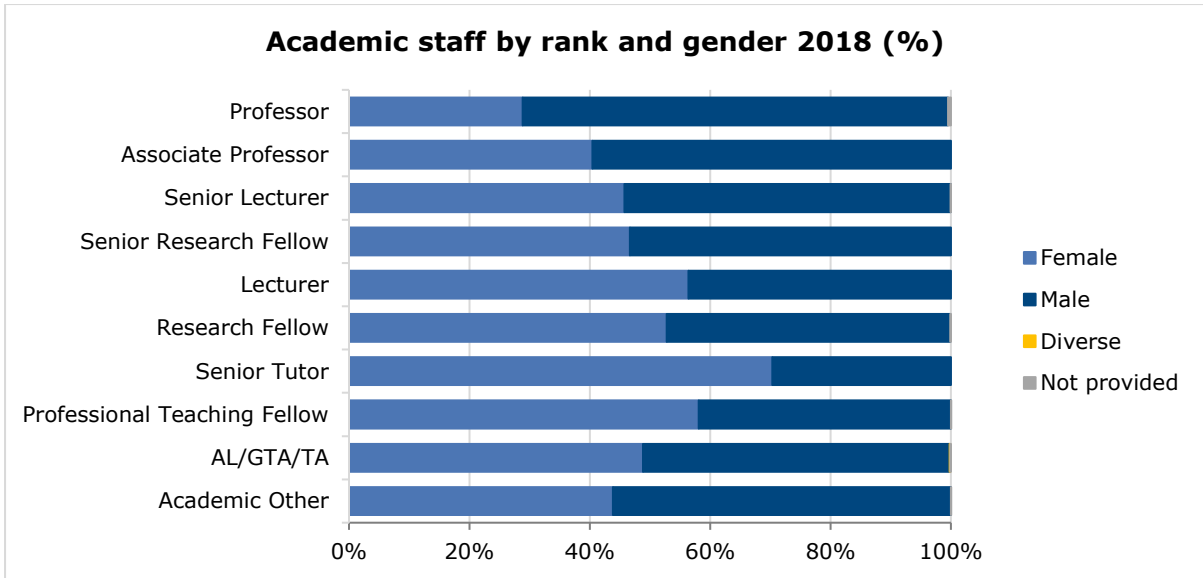
¹⁴ 0.3957 FTE

¹⁵ 0.0321 FTE

¹⁶ 0.1733 FTE

¹⁷ 0.1714 FTE

¹⁸ 0.0012 FTE



Source: SMR HR FTE – 5 Years

Women academic staff in Science, Technology, Engineering, Mathematics and Medicine (STEMM)

In science, women academics are under-represented (<30%) in the Departments of Computer Science, Maths and Physics.

Table 40: Women academic staff in Science by rank and gender 2018 (FTE, %)

Grade	Biological Sciences		Computer Science		Environment		Chemical Sciences		Mathematics		Physics		Psychology		Statistics	
	Female		Female		Female		Female		Female		Female		Female		Female	
	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
Professor	7.4	52%	1.0	11%	1.0	13%	3.2	38%	1.0	10%	0.6	11%	4.8	63%	0.2	7%
Associate Professor	3.5	20%	0.4	6%	3.7	26%	1.3	16%	2.4	43%	1.1	12%	6.4	50%	3.4	54%
Senior Lecturer	7.4	40%	4.1	23%	7.7	51%	2.0	28%	1.0	11%	1.0	13%	9.0	79%	4.8	40%
Senior Research Fellow	3.1	72%					1.8	39%			1.0	67%			0.9	44%
Lecturer	1.5	51%	2.3	28%	1.8	48%	0.9	52%	2.8	41%	1.0	59%	4.1	60%	2.7	47%
Research Fellow	9.9	48%		0%	2.2	75%	6.7	52%	0.8	53%	6.5	50%	1.6	46%		
Senior Tutor	1.0	100%	1.0	50%	2.2	69%	0.3	14%					2.8	100%	0.8	100%
Professional Teaching Fellow	5.9	99%	4.9	56%	0.4	10%	1.0	26%	2.5	53%	0.9	32%	5.3	86%	5.2	56%

AL/GTA/TA	4.1	59%	2.3	17%	4.0	66%	2.1	40%	1.4	33%	0.8	18%	4.1	63%	3.5	45%
Academic Other	0.0	100%			0.3	100%	0.0 ¹⁹	9%	0.0	0%			0.3	100%	0.1	34%
Total	43.9	48%	16.1	24%	23.4	41%	19.2	35%	12.0	29%	12.9	28%	38.4	65%	21.5	46%

Source: SMR HR FTE – 5 Years

¹⁹ 0.0399 FTE

Women are under-represented in Engineering, particularly in the higher position ranks.

Table 41: Women academic staff in Engineering by rank 2018

Grade	Female	
	FTE	%
Professor	3.6	11%
Associate Professor	2.1	7%
Senior Lecturer	6.0	11%
Senior Research Fellow	0.9	29%
Lecturer	6.8	25%
Research Fellow	3.9	17%
Senior Tutor	1.0	87%
Professional Teaching Fellow	3.4	16%
AL/GTA/TA	4.2	21%
Academic Other	0.0	1%
Total	32.1	15%

Source: SMR HR FTE – 5 Years

Women are under-represented at Professor level in Medical and Health Sciences, particularly in the departments of Medical Sciences and Population Health. Men are under-represented in general in Nursing and Pharmacy.

Table 42: Academic staff gender breakdown in Medical and Health Sciences departments by rank 2018

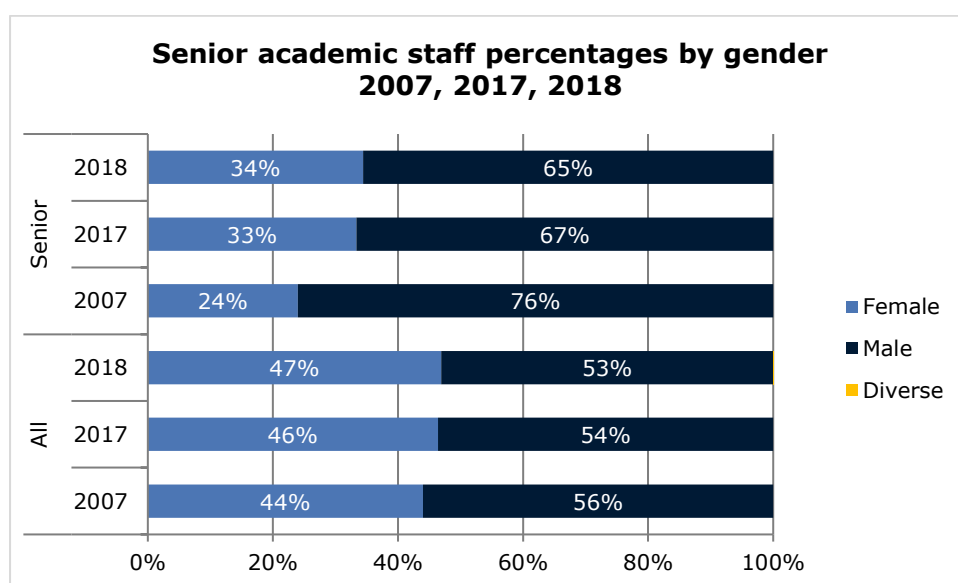
Grade	Medical Sciences		Nursing		Optometry and Vision Science		Pharmacy		Population Health		School of Medicine	
	Female		Female		Female		Female		Female		Female	
	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
Professor	2.6	15%	2.0	52%			0.5	87%	3.3	28%	7.3	31%
AP	8.8	42%	2.5	72%			2.9	75%	8.4	56%	7.4	36%
Senior Lecturer	11.8	52%	11.1	87%	1.0	22%	3.4	52%	10.6	58%	13.8	55%
Snr Research F	12.4	47%	1.6	100%			0.0	100%	4.2	68%	4.9	77%
Lecturer	2.6	97%	3.6	94%	2.0	66%	2.3	89%	3.2	55%	6.3	98%
Research Fellow	38.9	60%	5.1	100%	3.0	76%	0.3	100%	13.1	79%	34.3	62%
Senior Tutor	1.4	31%	0.0	100%	0.0 ²⁰	1%	1.4	99%	0.6	100%	0.0	77%
PTF	10.9	76%	17.6	92%	6.7	76%	6.2	82%	3.9	51%	4.2	60%
AL/GTA/TA	5.7	56%	1.5	89%	0.5	53%	0.3	62%	2.4	76%	2.9	78%
Academic Other	0.1	8%	0.7	83%			0.2	100%	0.9	74%	0.6	34%
Total	95.3	51%	45.6	87%	13.2	53%	17.6	74%	50.6	59%	81.7	55%

²⁰ 0.0115 FTE Source: SMR HR FTE – 5 Years

Senior women academic staff

Senior academic data combines associate professors and professors. The proportion of associate professors who are women has increased substantially from 27.5% (66.43 FTE) in 2007 to 40.4% (128 FTE) in 2018. The proportion of professors who are women increased from 16.93% (35.4 FTE) in 2007 to 28.9% (89 FTE) in 2018.

Between 2007 and 2018 there has been an increase in women senior academics of 108 EFTS. This represents an increase of 96% since 2007.



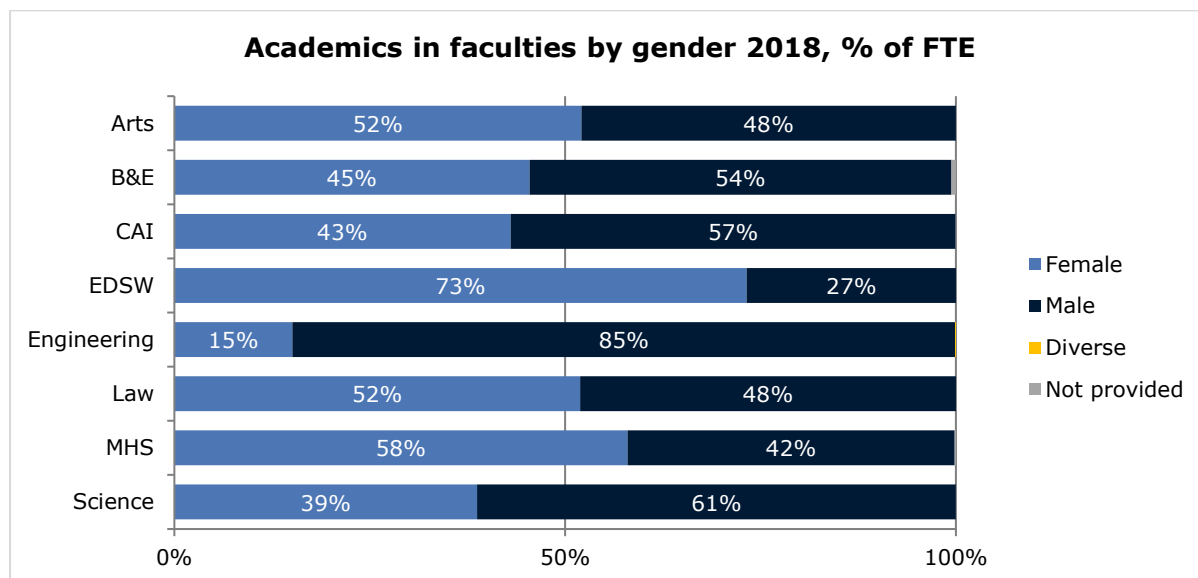
Source: University of Auckland Annual Report 2008; DSS HR Report; SMR HR FTE – 5 Years

Table 43: Senior and all academic staff by gender 2007, 2017 and 2018

Gender	2007		2017		2018	
	All	Senior	All	Senior	All	Senior
Female	44% 861 FTE	24% 113 FTE	46% 1036 FTE	33% 211 FTE	47% 1100 FTE	34% 221 FTE
Male	56% 1089 FTE	76% 362 FTE	54% 1196 FTE	67% 421 FTE	53% 1244 FTE	65% 422 FTE
Diverse					0% 0.2 FTE	0% 0 FTE

Source: University of Auckland Annual Report 2008; DSS HR Report; SMR HR FTE – 5 Years

Women academic staff outnumbered men in the faculties of Arts, Education and Social Work, Law, and Medical and Health Sciences.



Source: SMR HR FTE – 5 Years

Table 44: Academics in faculties by gender 2018

Faculty	Female		Male		Diverse		Not provided	
	FTE	%	FTE	%	FTE	%	FTE	%
Arts	128.9	52%	118.5	48%			0.0 ²¹	0%
B&E	111.9	45%	133.0	54%			1.5	1%
CAI	46.4	43%	61.5	57%			0.0 ²²	0%
EDSW	132.6	73%	48.5	27%				
Engineering	32.1	15%	180.1	85%	0.2	0%		
Law	30.0	52%	27.8	48%				
MHS	348.5	58%	251.8	42%			0.9	0%
Science	205.0	39%	324.0	61%			0.0 ²³	0%

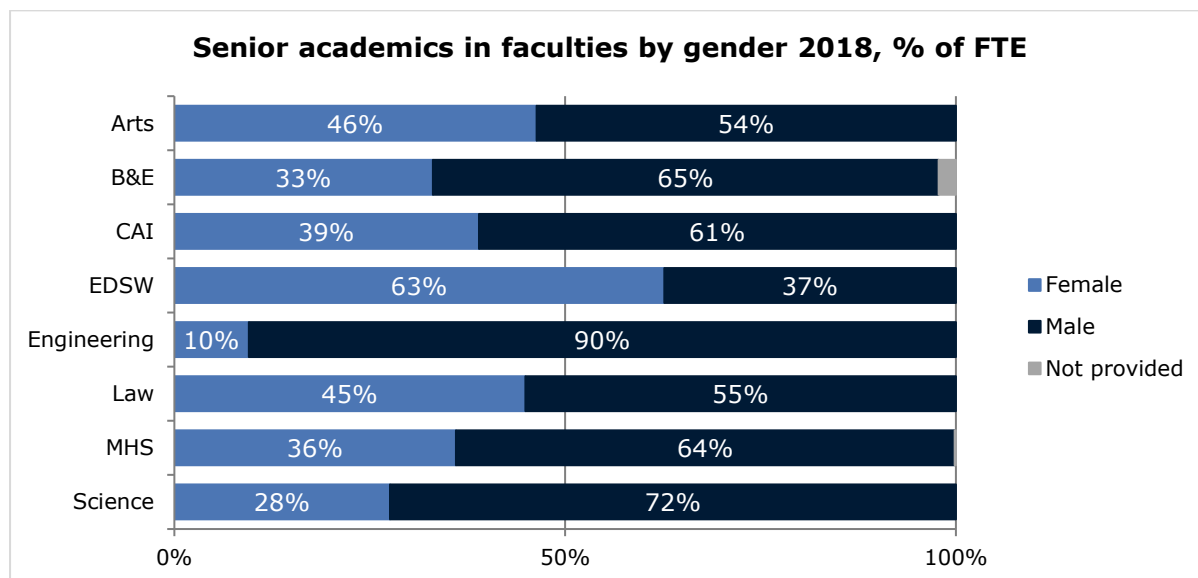
Source: SMR HR FTE – 5 Years

²¹ 0.0307 FTE

²² 0.0354 FTE

²³ 0.0192 FTE

Women academic staff held the majority of senior positions in the Faculty of Education and Social Work.



Source: SMR HR FTE – 5 Years

Table 45: Senior academics in faculties by gender 2018

Faculty	Female		Male		Not provided	
	FTE	%	FTE	%	FTE	%
Arts	41.2	46%	47.6	54%		
B&E	20.0	33%	39.2	65%	1.3	2%
CAI	10.6	39%	16.7	61%		
EDSW	25.9	63%	15.4	37%		
Engineering	5.7	10%	54.2	90%		
Law	11.5	45%	14.1	55%		
MHS	54.0	36%	95.7	64%		
Science	44.7	28%	117.3	72%		

Source: SMR HR FTE – 5 Years

Promotions success by gender - associate professor ²⁴

Increasing the numbers of women associate professors and professors is essential for gender equity.

Staff are entitled to apply for promotion to associate professor from any grade which makes it difficult to identify an “eligible” group but typically they will be in the top two steps of the senior lecturer grade (7 and 8). The number of applications from women has been between 18 and 29 and applications from men have fluctuated from 28 to 42 over the last five years.

In the last five years an average of 23 women have applied for promotion to AP compared with 33 men, and 64% of women and 65% of male applicants were successful. Success rates of applications for promotion to associate professor in 2018 were similar for women and men but it was the lowest application and success rate for women in the last five years.

Table 46: Applicants and success rates for promotion to Associate Professor by gender 2014-2018

	2014		2015		2016		2017		2018	
	F	M	F	M	F	M	F	M	F	M
Applicants	20 36%	35 64%	23 42%	32 58%	29 50%	28 50%	25 43%	33 57%	18 30%	42 70%
Success% of gender	16 80%	23 66%	12 52%	22 65%	18 62%	21 75%	18 72%	23 70%	9 50%	20 48%

Promotions success by gender - professor

Women’s applications have fluctuated from five to 19 and men’s from ten to 20 over the last five years. Women have averaged a 74% success rate and men 64%. In 2018 there was an unusual application and success pattern with the same number of male and female applicants to professor, but women having a higher success rate.

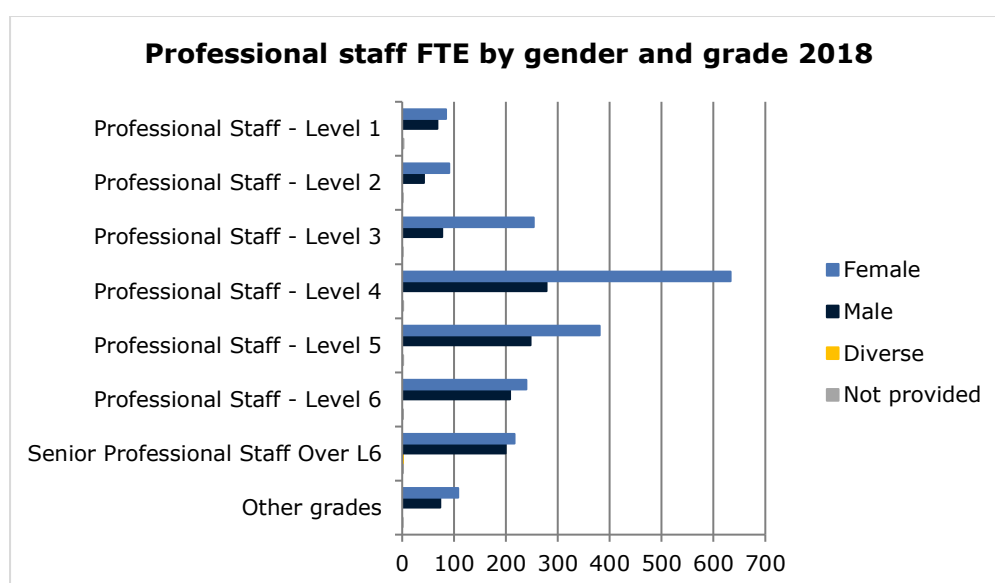
Table 47: Applicants and success rates for promotion to Professor by gender 2013-2018

	2014		2015		2016		2017		2018	
	F	M	F	M	F	M	F	M	F	M
Applicants	5	16	7	20	19	10	9	16	13	13
Progressed	4	12	7	13	16	7	6	12	9	6
Success % of gender	4 80%	12 75%	7 100%	12 60%	13 68%	7 70%	6 67%	12 75%	9 70%	5 39%

²⁴ Data for promotions supplied by Human Resources

Women professional staff

Women are in the majority among professional staff, across all levels. Unlike academic staff who have a clear progression from lecturer to professor, professional staff do not have incremental step increases or a “promotions” process of regular opportunities for application to higher grades.



Source: SMR HR FTE – 5 Years

Table 48: Professional staff by grade and gender 2018

Grade	Female		Male		Diverse		Not provided		Total
	FTE	%	FTE	%	FTE	%	FTE	%	
Level 1	84.7	55%	67.8	44%			2.2	1%	154.6
Level 2	90.4	68%	41.8	32%			0.5	0%	132.7
Level 3	253.8	77%	77.2	23%			0.6	0%	331.5
Level 4	632.9	69%	278.0	30%			1.6	0%	912.5
Level 5	380.4	60%	247.6	39%			1.7	0%	629.7
Level 6	239.2	53%	207.9	46%			1.0	0%	448.1
Over L6	216.5	52%	199.2	48%	1.0	0%	1.4	0%	417.1
Other grades	108.0	59%	73.4	40%			0.8	0%	182.2
Total	2,005.9	63%	1,192.9	37%	1.0	0%	9.7	0%	3,208.5

Source: SMR HR FTE – 5 Years

Professional staff by gender in faculties and service divisions

In general, apart from the Faculty of Engineering, the majority of professional staff in faculties are women. Similarly, the majority of professional staff in all major service divisions are generally women, apart from in Property Services and Information Technology Services.

Table 49: Professional female staff FTE by faculty and level 2017 (%)

Grade	Arts		B&E		CAI		EDSW		Engineering		Law		MHS		Science	
	Female		Female		Female		Female		Female		Female		Female		Female	
	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
Level 1	5.3	56%	5.4	49%	2.6	72%	1.3	41%	2.0	23%	1.5	91%	4.8	64%	5.1	59%
Level 2	5.7	70%	2.8	79%	0.7	34%	8.1	75%	1.8	39%	0.9	100%	11.7	72%	13.9	76%
Level 3	14.2	88%	14.3	98%	8.4	87%	10.4	81%	6.6	57%	3.4	100%	41.6	82%	24.5	73%
Level 4	30.1	79%	31.2	73%	16.4	55%	33.3	85%	36.0	51%	12.6	98%	186.6	78%	97.1	70%
Level 5	13.8	51%	23.8	75%	3.7	38%	18.0	80%	13.5	24%	2.4	70%	58.2	68%	38.3	55%
Level 6	5.2	87%	13.4	84%	1.3	89%	13.5	72%	5.0	20%	2.5	71%	24.5	64%	16.6	46%
Over L6	5.8	54%	14.6	66%	4.9	69%	12.0	69%	7.5	46%	2.8	95%	10.6	59%	8.3	39%
Other grades							50.5	79%	0.2	100%	0.0	0%	0.0	0%		
Total	80.0	69%	105.5	74%	37.9	60%	146.9	78%	72.5	38%	26.1	91%	338.0	74%	203.7	63%

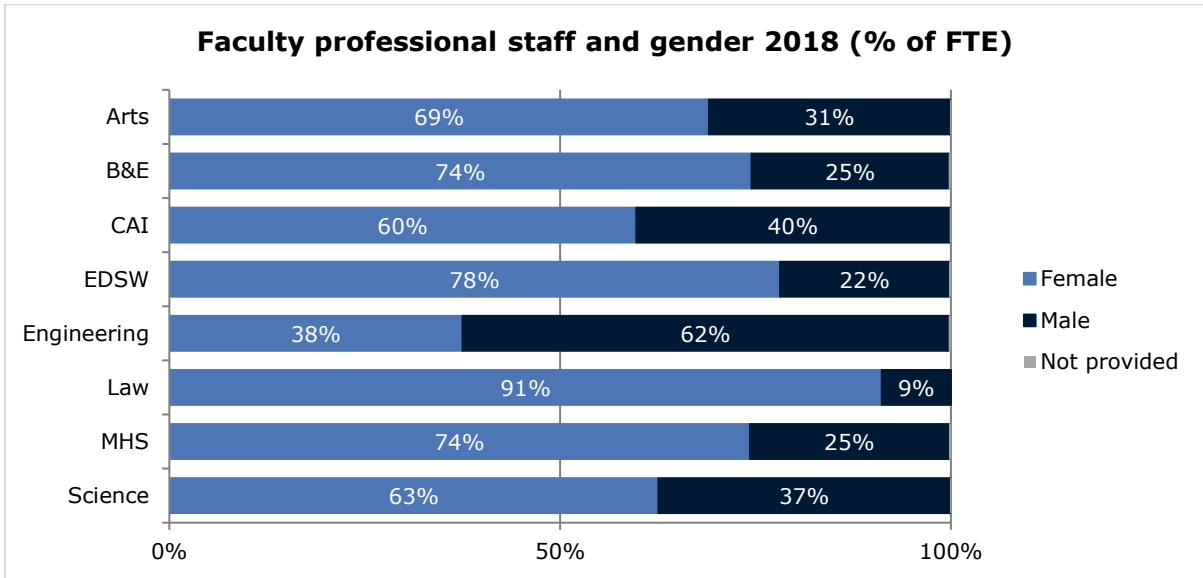
Source: SMR HR FTE – 5 Years

Table 50: Professional female staff FTE by service division and level 2018 (%)

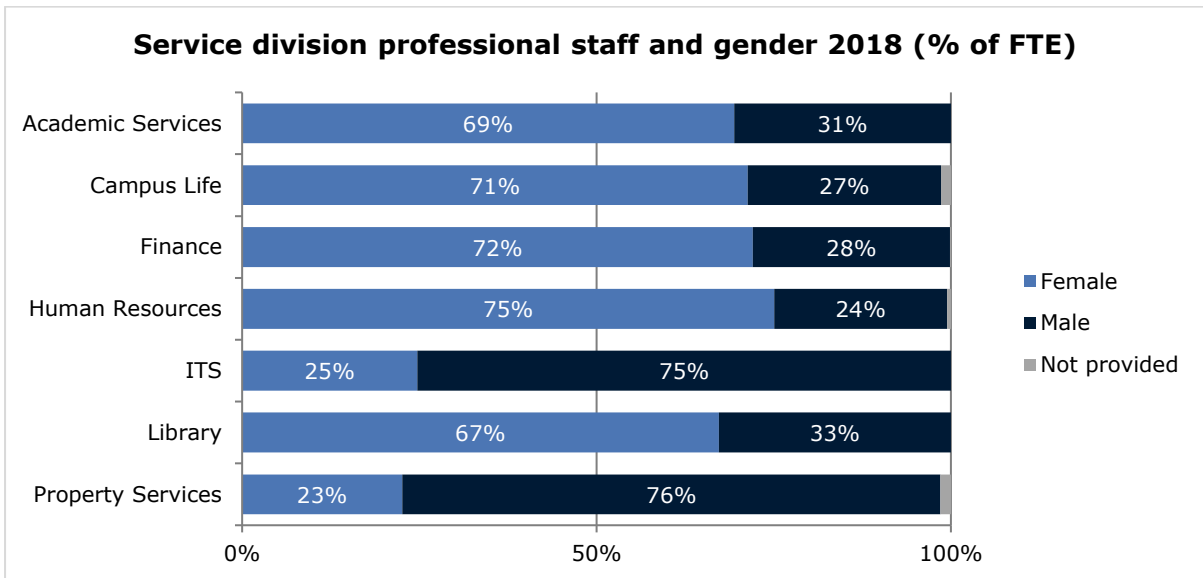
Grade	Academic Services		Campus Life		Finance		Human Resources		ITS		Library		Property Services	
	Female		Female		Female		Female		Female		Female		Female	
	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
Level 1	7.6	73%	26.3	53%	0.9	81%	0.9	65%	0.5	18%	1.7	63%	0.2	27%
Level 2	3.2	67%	10.2	66%			0.0 ²⁵	100%	0.0	0%	5.0	58%	2.2	84%
Level 3	26.0	77%	16.8	70%	21.1	93%	1.0	100%	3.3	56%	12.3	66%	2.3	97%
Level 4	24.9	63%	20.1	79%	18.3	75%	16.8	69%	6.6	16%	15.2	70%	7.0	49%
Level 5	13.4	61%	14.2	72%	8.8	76%	18.4	82%	22.4	34%	25.0	71%	1.6	21%
Level 6	5.1	66%	15.5	68%	11.1	68%	10.6	78%	18.6	23%	13.7	65%	5.5	44%
Over L6	8.5	90%	12.3	53%	14.6	54%	18.4	72%	4.3	14%	8.9	66%	9.8	25%
Other grades	0.2	46%	53.7	95%			0.3	100%			0.1	15%	2.9	5%
Total	89.0	69%	169.1	71%	74.7	72%	66.4	75%	55.6	25%	81.9	67%	31.5	23%

Source: SMR HR FTE – 5 Years

²⁵ 0.0064 FTE



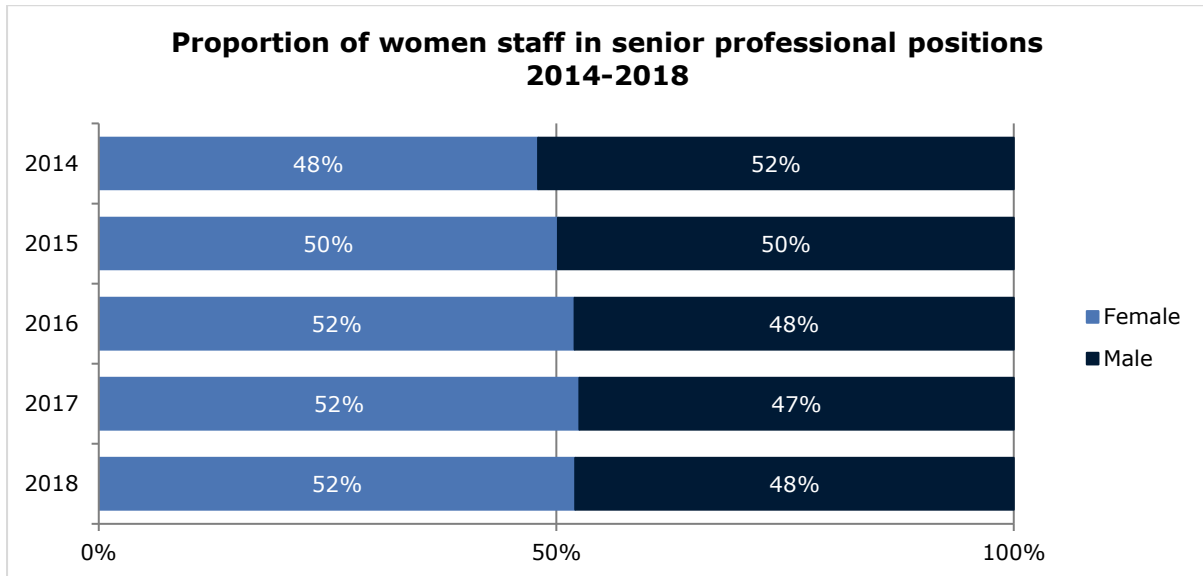
Source: SMR HR FTE – 5 Years



Source: SMR HR FTE – 5 Years

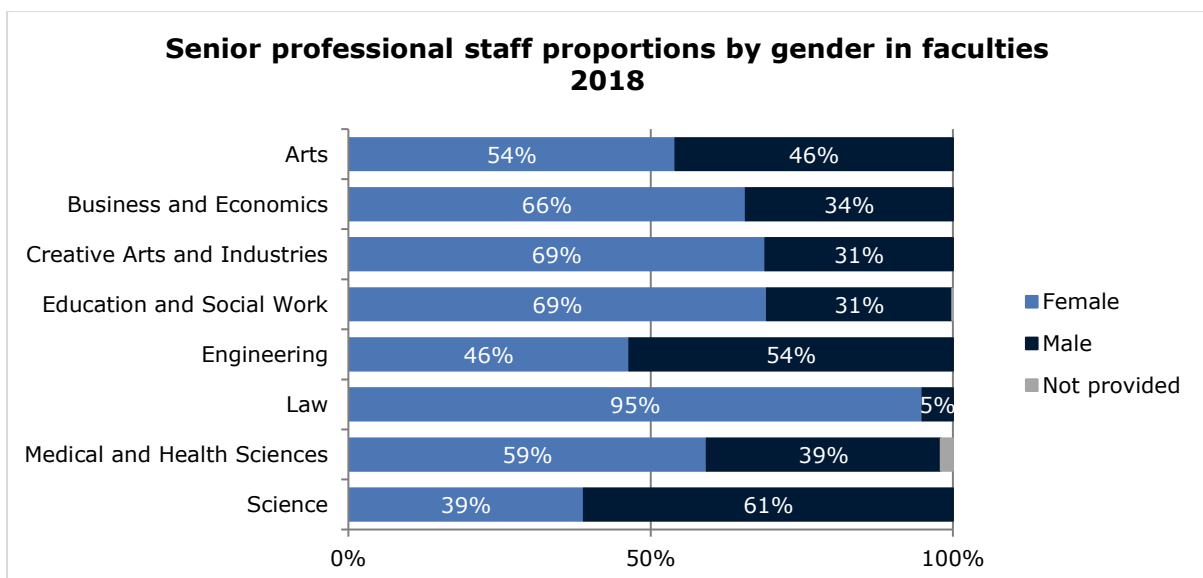
Senior women professional staff

Women hold 52% of senior positions (professional staff above level 6), which is 216.5 FTE. This has been consistent since 2016.



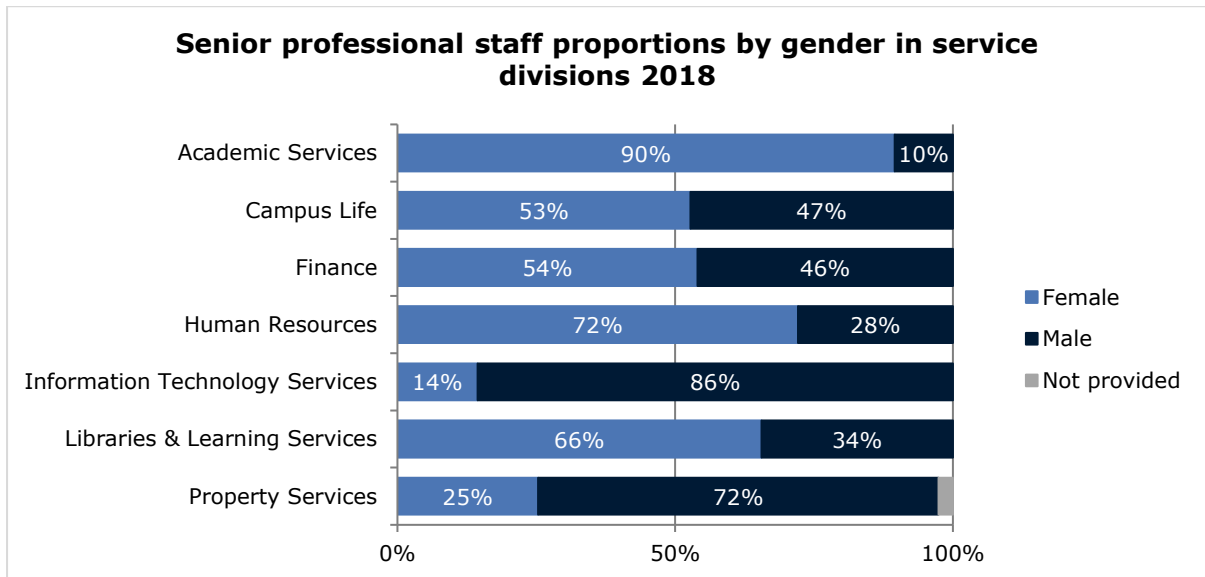
Source: 2014 from Equity Profile 2017; 2015-2018 from SMR HR FTE – 5 Years

The only faculties in which men hold the majority of senior professional staff positions are Engineering and Science.



Source: SMR HR FTE – 5 Years

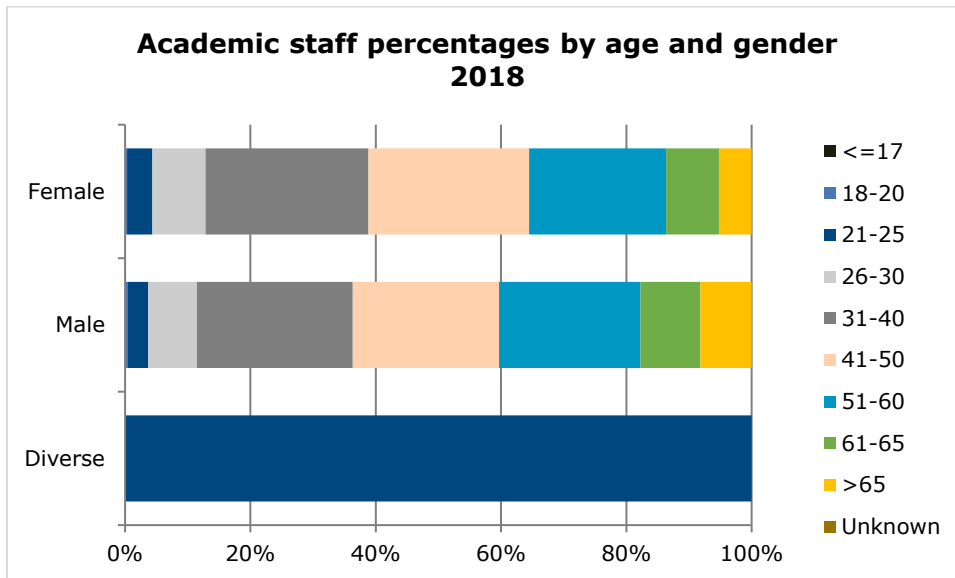
In service divisions, men hold the majority of senior professional staff positions in Property Services and Information Technology Services.



Source: SMR HR FTE – 5 Years

Age²⁶

In 2018, 38% of academic staff were 51 years of age and over. The greatest proportion of women academic staff was in the 31-40 age group. The peak group for men is also 31 to 40. There were slightly more academic men over 50 years (40%) compared to women (36%). 14% of women and 18% of men were 61 years and over.



Source: SMR HR FTE – 5 Years

²⁶ Age as at 1 July 2018

Table 51: Academic staff by age group and gender 2018

Age group	Female		Male		Diverse		Not provided		Total	
	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
<=17			0.0 ²⁷	0.0%					0.0 ²⁸	0.0%
18-20	3.7	0.3%	4.9	0.4%					8.6	0.4%
21-25	44.4	4.0%	41.1	3.3%	0.2	100.0%	0.0 ²⁹	0.0%	85.6	3.6%
26-30	93.3	8.5%	96.7	7.8%			0.2	6.5%	190.2	8.1%
31-40	286.2	26.0%	309.2	24.9%			0.2	6.8%	595.6	25.4%
41-50	281.8	25.6%	290.5	23.4%			1.2	48.7%	573.5	24.4%
51-60	240.5	21.9%	281.2	22.6%			0.9	37.6%	522.7	22.3%
61-65	92.8	8.4%	118.4	9.5%			0.0 ³⁰	0.3%	211.2	9.0%
>65	57.5	5.2%	102.0	8.2%			0.0	0.0%	159.6	6.8%
Unknown	0.0	0.0%	0.0	0.0%					0.0	0.0%
Total	1100.3	100.0%	1244.0	100.0%	0.2	100.0%	2.4	100.0%	2346.9	100.0%

Source: SMR HR FTE – 5 Years

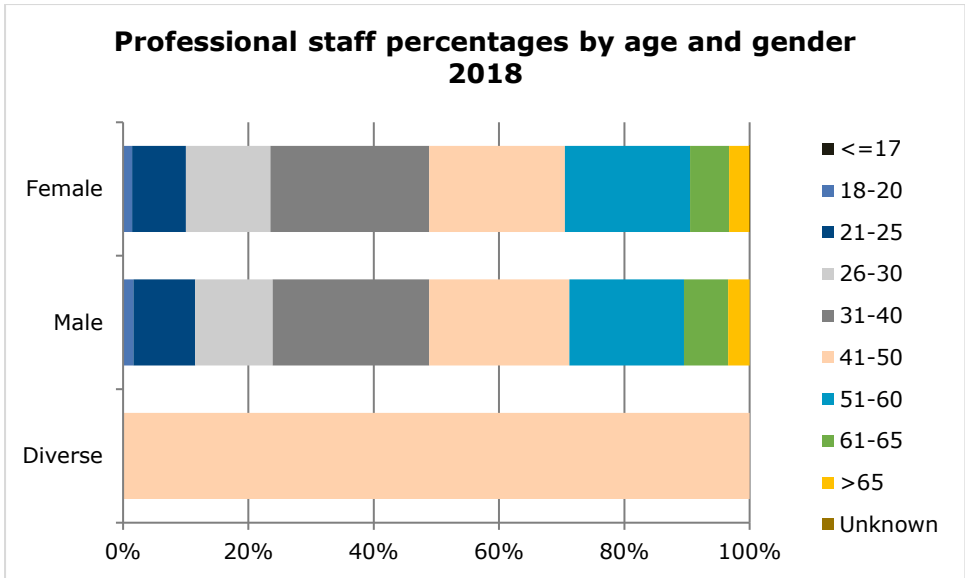
In 2018, 29% of professional staff were 51 years of age and over. The highest percentages of men and women were in the 31-40 age group. 49% of men and women professional staff are below 41 years. Nine percent of women and 11% of men were 61 years and over.

²⁷ 0.0159 FTE

²⁸ 0.0159 FTE

²⁹ 0.0012 FTE

³⁰ 0.0067 FTE



Source: SMR HR FTE – 5 Years

Table 52: Professional staff by age group and gender 2018

Age group	Female		Male		Diverse		Not provided		Total	
	FTE	%	FTE	%	FTE	%	FTE	%	FTE	%
<=17	0.2	0.0%	0.4	0.0%			0.0 ³¹	0.1%	0.7	0.0%
18-20	28.9	1.4%	19.4	1.6%			0.2	1.7%	48.4	1.5%
21-25	171.7	8.6%	117.7	9.9%			1.3	13.5%	290.6	9.1%
26-30	270.5	13.5%	147.5	12.4%			1.4	14.1%	419.4	13.1%
31-40	509.0	25.4%	297.8	25.0%			2.9	30.2%	809.8	25.2%
41-50	434.0	21.6%	266.8	22.4%	1.0	100.0%	3.5	35.7%	705.3	22.0%
51-60	400.8	20.0%	218.3	18.3%			0.2	2.3%	619.4	19.3%
61-65	125.1	6.2%	84.2	7.1%			0.2	2.0%	209.5	6.5%
>65	64.7	3.2%	40.6	3.4%			0.0 ³²	0.2%	105.3	3.3%
Unknown	1.0	0.0%							1.0	0.0%
Total	2005.9	100.0%	1192.9	100.0%	1.0	100.0%	9.7	100.0%	3209.5	100.0%

Source: SMR HR FTE – 5 Years

³¹ 0.0142 FTE

³² 0.0177 FTE

Glossary and data sources

Glossary of Terms

AL/GTA/TA: Assistant Lecturer/Graduate Teaching Assistant/Teaching Assistant

ASD: Autism Spectrum Disorder

B&E: Faculty of Business and Economics

CAI: Faculty of Creative Arts and Industries

EDSW: Faculty of Education and Social Work

EFTS: Equivalent Full-Time Student

ENG: Faculty of Engineering

MELAA: Middle Eastern, Latin American and African

MHS: Faculty of Medical and Health Sciences

OOS: Occupational overuse syndrome

SCR: Student Completion Rate = the sum of EFTS for all pass grades (A+ to C-, Conceded Pass, Aegrotat, Pass) as a proportion of the sum of all EFTS enrolled (including courses for which no grade has yet been assigned)

SDS: Student Disability Services

STEMM: Science Technology, Engineering, Mathematics and Medicine

Definitions

- Academic staff include all grades listed in Grade Descr: Professor, Associate Professor, Senior Lecturer, Senior Research Fellow, Lecturer, Research Fellow, Senior Tutor, Professional Teaching Fellow, Associate Lecturer/Graduate Teaching Assistant/Teaching Assistant (including GTA>11mths); all other academic staff are grouped into 'Other grades'.
- Professional staff include Professional Staff – Level 1, Professional Staff – Level 2, Professional Staff – Level 2, Professional Staff – Level 3, Professional Staff – Level 4, Professional Staff – Level 5, Professional Staff – Level 6, Senior Professional Staff Over L6 (Senior Professional Staff Over L6, Senior General Staff, Senior Management Staff); all other professional staff are grouped into 'Other grades'.

Data sources

SMR Headcount and EFTS 5 year Detailed

- Generated by Noella Yoon 28 January – 4 February 2019

- Using Progression Funding Scr for 'domestic'
- Using Funding level to derive undergraduate (degree + non-degree) and postgraduate (taught postgraduate and research postgraduate)

SMR HR FTE – 5 Years

- Generated by Noella Yoon on 28 January – 4 February 2019
- Using Sal Admin Plan (grouped into Academic [AS1, AS2], Professional [GS1, GS2, TR1], Other [all others]).
- Using Current Cost Centre Level 2 for department
- Senior academic/professional derived using Highest Position Descr (which is now no longer available)
- Grade Descr used for grades
- For tables excluding casual staff, FTE<0.2, PTF and GTA:
 - Exclude casual (C) from Reg Temp
 - Over Point 2 Calendar FTE Ind = Y
 - Exclude GTA, GTA>11mths, PTF in Grade
- Using MoE age for age (as at 1 July 2018)

DSS reports

- Generated by Jess Seto on 14 February 2019 (Table 20)
- Generated by Sherlene Koh on 31 January 2019 (Table 39)

