

**Equity Profile 2019**

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

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# Introduction

This report presents data on the participation and achievement of staff and students from Māori and equity groups[[1]](#footnote-1), at the University of Auckland.[[2]](#footnote-2)

The representation and success of these diverse groups are not the only indicators of equity progress. They are, however, key

* Measures of how well we welcome and support those with the potential to succeed in a university of high international standing[[3]](#footnote-3)
* Contributors to the University’s work on advancing the United Nations Sustainable Development Goals[[4]](#footnote-4).

The 2019 data shows that the University continued to make progress in reaching student and staff equity goals that align with its strategic objectives.[[5]](#footnote-5)

In student equity

* The University met its 2019 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 2019 compared to 2015, 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 Faculty of Engineering and the Department of Computer Science. The percentage of women in Computer Science has increased by 0.3% since 2015. In Engineering and Mathematics there has been relatively little change in the representation of women from 2015.
* Male students are significantly under-represented in the faculty of Education and Social Work, the Liggins Institute and in some 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 2015. For Stage One new domestic undergraduate students (1N), there was a small increase in Māori and Pacific SCR compared to 2015.
* In 2019, the 1N SCR for Māori students was highest in the Faculty of Medical and Health Sciences. Pacific students’ 1N SCR in 2019 were highest in the Faculty of Law. Pacific students at the 1N level had lower SCR than other ethnic groups across all faculties, apart from the Faculty of Law.
* Retention rates for Māori, Pacific and students overall have fluctuated between 2015 and 2018. 2017 and 2019 had the highest local undergraduate (1N) retention rate for Māori, and 2018 had the highest for Pacific.
* Student Disability Services (SDS) registrations have been steadily increasing, and the number of students seeking assistance from SDS increased by 16% from 2018 to 2019.
* “Invisible” disabilities remain the majority of impairments disclosed to SDS.

In terms of staff equity

* The percentage of Māori academic staff was below the University target, but the percentage of senior Māori academic staff was slightly above the target.
* The percentage of both Pacific academic staff and senior academic staff were below the targets.
* The gender balance of academic staff remained substantially the same as in 2018. The proportion of academic women in senior positions was just above target.
* The percentage of Māori professional staff in 2019 was slightly less (0.3%) than 2018, and below the University target overall.
* The percentage of Pacific professional staff was the same as in 2018, but was also below the University target.
* The percentage of senior women professional staff (49.9%) decreased by 2% compared to 2018, and exceeded the target of 49%.
* In Science, women academics are under-represented in the departments of Computer Science, Environment, Chemical Sciences, Mathematics 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 2019, 33% of academic staff and 28% of professional staff were 51 years of age and over.

## Achievement of University Key Performance Indicators

|  |  |  |  |
| --- | --- | --- | --- |
| University KPIs | 2019 Target | 2019 Actual | Achieved/Not achieved |
| Students | | | |
| % Māori undergraduate students (Domestic EFTS) | 11.0 | 8.7 | Not achieved |
| % Pacific undergraduate students (Domestic EFTS) | 12.0 | 12.3 | Achieved |
| % Māori postgraduate students (Domestic EFTS) | 8.0 | 6.5 | Not achieved |
| % Pacific postgraduate students (Domestic EFTS) | 9.0 | 5.9 | Not achieved |
| Staff | | | |
| % women in senior academic positions (associate professor and professor) | 33.0 | 34.4 | Achieved |
| % senior women professional staff | 49.0 | 49.9 | Achieved |
| % Māori staff in academic positions | 7.0 | 5.9 | Not achieved |
| % Māori staff in senior academic positions | 4.5 | 4.6 | Achieved |
| % Pacific staff in academic positions | 3.5 | 2.5 | Not achieved |
| % Pacific staff in senior academic positions | 1.5 | 0.9 | Not achieved |
| % Māori professional staff | 7.5 | 6.7 | Not achieved |
| % Māori senior professional staff | 4.0 | 6.1 | Achieved |
| % Pacific professional staff | 6.6 | 6.4 | Not achieved |
| % Pacific senior professional staff | 4.5 | 3.0 | Not achieved |

# Student equity

## Key facts

* The University met the 2019 target for Pacific EFTS as a proportion of domestic undergraduate EFTS (12.3% actual compared to 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 increased from 2,321.6 in 2018 to 2,334 in 2019. Between 2015 and 2019 Māori EFTS decreased by 134.6.
* Pacific EFTS (domestic) decreased from 2,809.9 EFTS in 2018 to 2,756 EFTS in 2019. Between 2015 and 2019 Pacific EFTS decreased by 15.4.
* The percentage of Māori EFTS (domestic) enrolled in postgraduate studies in 2019 was 17.9%, a decrease from 18.1% in 2018. The percentage of Pacific EFTS (domestic) enrolled in postgraduate studies in 2019 was 13.2%, an increase from 13% in 2018.
* In comparison, 24.2% of Pākehā/European EFTS, and 21.3% of Asian EFTS were enrolled at postgraduate level in 2019. Middle Eastern, Latin American or African (MELAA) had the highest proportion of enrolments at postgraduate level at 34.2%.
* Women students made up 51.2% of the domestic EFTS in the Faculty of Science and 26.5% of the EFTS in Engineering. The proportion of women (domestic) enrolled in Mathematics increased marginally between 2018 and 2019 from 32.3% to 33.1%. The proportion of women (domestic) enrolled in Computer Science decreased from 23.1% to 22.1% from 2018 to 2019, while in Physics it increased from 31.7% to 33.1%.
* The domestic undergraduate student completion rate (indicating successful course completions) in 2019 for Māori students was 85%. The successful course completion rate for Pacific students was 73%. Rates for students overall were 91% in 2019.
* The Stage One student completion rate of new domestic Māori students increased to 79% in 2019 from 78% in 2018. For new domestic Pacific students, it decreased to 65% in 2019 from 69% in 2018.
* Retention of new undergraduate Māori students increased to 82% in 2019 from 81% in 2018. Māori students had higher retention rates than total students in the faculties of Creative Arts and Industries and Medical and Health Sciences.
* Retention of new undergraduate Pacific students decreased to 85% in 2019, from 87% in 2018. Pacific students had higher retention rates than total students in the faculties of Education and Social Work, Engineering and Medical and Health Sciences.
* The retention of overall new domestic undergraduates decreased from 87% in 2018 to 86% in 2019.
* The rate of degree level or higher qualifications obtained by domestic students within five years was 59.4%, down from 65.5% in 2018. For Māori students, the figure was 49.2%, a decrease from 54.6% in 2018.

From 2015 the total decrease in the qualification completion rate for Māori students was 6%.

* The five-year qualification completion rate for Pacific students in 2019 was 42.2%, a decrease from the 2018 rate of 47.7%. From 2015, the total decrease in the qualification completion rate for Pacific students was 8.7%.
* There was an increase of 17% in the number of students seeking assistance from Student Disability Services (SDS) from 2018 (889) to 2019 (1037).
* “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 265 to 421.
* Women continued to make up a higher percentage of the students registered with SDS than men.
* Since 2015, the faculties of Arts and Science have had the highest proportions of students registered with SDS. 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 registered with SDS in 2019. The Faculty of Law had the lowest proportion of students registered with SDS.
* The proportion of students with impairments who were enrolled in taught and research postgraduate courses was 17.3% in 2019.

## Student enrolments

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### Māori and Pacific domestic enrolments

Māori domestic Equivalent Full-Time Students (EFTS) have been decreasing since 2015, but slightly increased in 2019 (compared to 2018). Pacific EFTS have fluctuated between 2015 and 2019, the highest number of Pacific EFTS being in 2018.

*Source: SMR Headcount and EFTS 5 year Detailed*

**Table 1: Māori and Pacific domestic EFTS 2015-2019**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Ethnic Group | 2015 | 2016 | 2017 | 2018 | 2019 |
| Māori | 2468.6 | 2428.1 | 2371.5 | 2321.6 | 2334.0 |
| Pacific | 2771.4 | 2773.9 | 2745.0 | 2809.9 | 2756.0 |
| Total | 5240.0 | 5202.0 | 5116.5 | 5131.6 | 5090.0 |

*Source: SMR Headcount and EFTS 5 year Detailed*

### Undergraduate and postgraduate Māori and Pacific domestic enrolments

In 2019, the University achieved its target in regard 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 | 2019  Actual | 2019  Target | 2019  Actual/Target |
| % Māori undergraduate students | 8.7 | 11 | 79.0% |
| % Pacific undergraduate students | 12.3 | 12 | 102.5% |
| % Māori postgraduate students | 6.5 | 8 | 81.3% |
| % Pacific postgraduate students | 5.9 | 9 | 65.6% |

*Source: University of Auckland Annual Report 2019*

### Domestic EFTS undergraduate by faculty and ethnic group 2019

The Faculty of Education and Social Work had the highest proportion of Māori and Pacific students undergraduate in 2019. The Faculty of Engineering had the lowest.

*Source: SMR Headcount and EFTS 5 year Detailed*

**Table 3: Faculty domestic undergraduate EFTS by ethnic group (as a percentage)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ethnic Group | Arts | B&E | CAI | EDSW | Engineering | Law | Medical & Health Sciences | Science |
| Māori | 10.70 | 6.53 | 7.56 | 18.60 | 5.09 | 10.76 | 10.25 | 6.39 |
| Pacific | 16.20 | 9.04 | 8.38 | 23.19 | 4.66 | 10.64 | 8.46 | 8.57 |
| Asian | 25.90 | 45.73 | 35.63 | 16.43 | 50.79 | 32.92 | 45.28 | 44.50 |
| MELAA | 2.90 | 2.66 | 2.69 | 2.30 | 2.71 | 3.11 | 3.96 | 3.44 |
| Pākehā/ European | 43.08 | 35.19 | 45.09 | 38.28 | 36.15 | 40.76 | 30.92 | 36.03 |
| Other | 1.19 | 0.86 | 0.64 | 1.20 | 0.60 | 1.81 | 1.13 | 1.06 |

*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 (as a percentage)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Ethnic Group | Arts | B&E | CAI | EDSW | Engineering | Law | Medical & Health Sciences | Science |
| Māori | 9.17 | 5.84 | 7.64 | 10.13 | 3.83 | 5.11 | 9.31 | 7.12 |
| Pacific | 11.34 | 4.71 | 6.12 | 12.45 | 2.18 | 9.65 | 6.52 | 3.88 |
| Asian | 19.38 | 46.93 | 40.24 | 19.98 | 57.34 | 27.22 | 33.76 | 35.76 |
| MELAA | 3.36 | 2.66 | 3.80 | 1.58 | 9.70 | 5.09 | 3.60 | 3.34 |
| Pākehā/  European | 55.23 | 37.61 | 41.01 | 54.50 | 26.44 | 40.02 | 45.98 | 49.12 |
| Other | 1.51 | 2.26 | 1.18 | 1.35 | 0.52 | 3.91 | 1.01 | 0.78 |

*Source: SMR Headcount and EFTS 5 year Detailed*

### Māori domestic EFTS distribution by faculty 2015 to 2019[[6]](#footnote-6)

Between 2015 and 2019, compared with other faculties the Faculty of Medical and Health Sciences showed the greatest increase in the proportion of Māori EFTS. The other faculties have had more variable results, with a number experiencing decreases in the proportion of Māori EFTS since 2015.[[7]](#footnote-7)

*Source: SMR Headcount and EFTS 5 year Detailed*

**Table 5: Māori domestic EFTS distribution by faculty 2015-20192 (as percentage)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Teaching Faculty | 2015 | 2016 | 2017 | 2018 | 2019 |
| Arts | 20.0 | 19.2 | 18.7 | 17.3 | 18.6 |
| Business & Economics | 10.4 | 11.6 | 11.7 | 10.6 | 10.5 |
| Creative Arts and Industries | 5.4 | 5.4 | 4.9 | 4.8 | 4.4 |
| Education and Social Work | 17.2 | 16.4 | 16.1 | 15.0 | 13.7 |
| Engineering | 7.4 | 7.1 | 6.6 | 6.2 | 6.3 |
| Law | 6.0 | 6.0 | 6.1 | 7.6 | 7.6 |
| Medical and Health Sciences | 15.1 | 15.7 | 17.7 | 20.4 | 21.1 |
| Science | 18.5 | 18.6 | 18.1 | 17.9 | 17.7 |

*Source: SMR Headcount and EFTS 5 year Detailed*

### Pacific domestic EFTS distribution by faculty 2015 to 2019[[8]](#footnote-8)

Across all faculties, the Faculty of Medical and Health Sciences showed the most growth in the proportion of Pacific EFTS since 2015. The faculties of Business and Economics, Creative Arts and Industries, Engineering, Law and Science also showed increases since 2015.[[9]](#footnote-9)

*Source: SMR Headcount and EFTS 5 year Detailed*

**Table 6: Pacific domestic EFTS distribution by faculty 2015-20193 (as percentage)**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Teaching Faculty | 2015 | 2016 | 2017 | 2018 | 2019 |
| Arts | 27.0 | 27.4 | 26.5 | 24.6 | 25.1 |
| Business & Economics | 12.1 | 11.9 | 12.5 | 12.3 | 12.5 |
| Creative Arts and Industries | 4.0 | 4.6 | 5.0 | 4.8 | 4.1 |
| Education and Social Work | 19.1 | 17.8 | 16.7 | 16.0 | 14.4 |
| Engineering | 4.8 | 5.0 | 5.2 | 5.3 | 5.4 |
| Law | 4.4 | 4.6 | 5.0 | 6.1 | 6.4 |
| Medical and Health Sciences | 11.0 | 11.1 | 11.5 | 12.6 | 13.9 |
| Science | 17.7 | 17.6 | 17.6 | 18.4 | 18.3 |

*Source: SMR Headcount and EFTS 5 year Detailed*

### Domestic EFTS by level of study and ethnic group 2019

The proportion of Māori and Pacific students at studied and undergraduate level in 2019 is higher than that for other ethnic groups, but is lower than that for other ethnic groups at postgraduate (taught and research combined) level.

*Source: SMR Headcount and EFTS 5 year Detailed*

**Table 7: Domestic EFTS by level and ethnic group 2019 (as percentage)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Funding Level | Māori | Pacific | Asian | MELAA | Pākehā/ European | Other |
| Undergraduate | 82.1 | 86.8 | 78.6 | 65.8 | 75.8 | 66.2 |
| Taught Postgraduate | 12.3 | 10.1 | 11.5 | 9.9 | 15.9 | 13.4 |
| Research Postgraduate | 5.6 | 3.1 | 9.8 | 24.3 | 8.3 | 20.4 |

*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 overall since 2015, although there have been small increases over the last two years. Those enrolled in research postgraduate study have been increasing, while those undertaking taught postgraduate study have decreased since 2017.

*Source: SMR Headcount and EFTS 5 year Detailed*

4.8%

12.8%

82.4%

4.9%

13.3%

81.8%

80.8%

14.3%

5.0%

5.1%

5.6%

12.9%

12.3%

82.0%%

82.1%

### Pacific EFTS by level of study

There have been relatively small fluctuations in the percentage of Pacific domestic EFTS enrolled in undergraduate studies and postgraduate studies since 2015. The highest percentage of Pacific domestic EFTS enrolled in undergraduate studies was in 2015, taught postgraduate studies in 2016 and research postgraduate studies in 2017.

*Source: SMR Headcount and EFTS 5 year Detailed*

2.9%

2.9%

3.4%

3.2%

3.1%

9.4%

11.1%

9.8%

10.0%

10.1%

87.7%

86.1%

86.8%

86.8%

86.8%

### Gender

Women were most over-represented in the Faculty of Education and Social Work and the Liggins Institute, and most under-represented in the Faculty of Engineering in 2019.

**Table 8: Gender breakdown of domestic EFTS in Faculties and LSRIs for 2019**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Teaching Faculty | Female | | Male | | Diverse | | Total |
| EFTS | % | EFTS | % | EFTS | % | EFTS |
| Arts | 3,466.0 | 67.6 | 1629.6 | 31.8 | 33.6 | 0.7 | 5129.2 |
| Bioengineering Institute | 35.6 | 34.7 | 66.9 | 65.3 | 0.0 | 0.0 | 102.4 |
| Business and Economics | 2882.6 | 50.1 | 2863.6 | 49.8 | 3.1 | 0.1 | 5,749.3 |
| Creative Arts and Industries | 1015.9 | 61.1 | 634.6 | 38.2 | 11.3 | 0.7 | 4,661.8 |
| Education and Social Work | 1,803.6 | 79.2 | 469.2 | 20.6 | 5.4 | 0.2 | 2,278.3 |
| Engineering | 1,110.7 | 26.5 | 3,072.8 | 73.4 | 4.7 | 0.1 | 4,188.3 |
| Law | 1023.5 | 63.7 | 580.4 | 36.1 | 2.1 | 0.1 | 1,606.0 |
| Liggins Institute | 44.0 | 78.4 | 12.1 | 21.6 | 0.0 | 0.0 | 56.1 |
| Medical and Health Sciences | 3,298.3 | 69.8 | 1,420.6 | 30.1 | 5.0 | 0.1 | 4,723.9 |
| Other Academic Activities | 167.4 | 52.9 | 145.6 | 46 | 3.5 | 1.1 | 316.5 |
| Science | 4,235.7 | 51.2 | 4,008.0 | 48.5 | 24.6 | 0.3 | 8,268.3 |
| **Total** | 19,082.9 | 56.0 | 14,903.6 | 43.7 | 93 | 0.3 | 34,080.1 |

*Source: SMR Headcount and EFTS 5 year Detailed*

The proportion of women EFTS enrolled in the Faculty of Engineering has increased by 1.95% in 2019 compared to 2015.

**Table 9: Gender breakdown in the Faculty of Engineering 2015-2019**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Teaching Faculty | Gender | 2015 | 2016 | 2017 | 2018 | 2019 |
| % EFTS | % EFTS | % EFTS | % EFTS | % EFTS |
| Engineering | Female | 23.4 | 23.6 | 23.9 | 24.77 | 25.35 |
| Male | 76.3 | 76.1 | 75.8 | 75.1 | 74.53 |
|  | Diverse |  |  |  | 0.10 | 0.13 |

*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 2019**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Teaching Department | Female | | Male | | Diverse | |
| EFTS | % | EFTS | % | EFTS | % |
| Chemical Sciences | 394.1 | 59.56 | 267.4 | 40.42 | 0.1 | 0.02 |
| Computer Science | 236.8 | 22.14 | 830.0 | 77.60 | 2.8 | 0.26 |
| Environment | 486.4 | 56.59 | 370.2 | 43.07 | 2.9 | 0.33 |
| Marine Science | 57.7 | 58.08 | 40.4 | 40.69 | 1.2 | 1.23 |
| Mathematics | 210.1 | 33.14 | 421.9 | 66.53 | 2.1 | 0.33 |
| Physics | 105.3 | 33.09 | 211.4 | 66.44 | 1.5 | 0.47 |
| Psychology | 729.9 | 75.67 | 229.6 | 23.80 | 5.1 | 0.53 |
| Biological Sciences | 687.8 | 64.57 | 374.1 | 35.12 | 3.4 | 0.32 |
| Science Admin | 7.0 | 62.92 | 4.0 | 35.96 | 0.1 | 1.12 |
| Exercise Sciences | 107.3 | 56.82 | 81.6 | 43.18 | 0.0 | 0.00 |
| Statistics | 413.3 | 49.90 | 412.1 | 49.76 | 0.0 | 0.00 |
| Total | 3,435.8 | 51.28 | 3,242.7 | 48.40 | 22.0 | 0.33 |

*Source: SMR Headcount and EFTS 5 year Detailed*

The proportion of women in Computer Science was 0.3% higher in 2019 than in 2015.

**Table 11: Gender breakdown in Computer Science 2015-2019**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Teaching Department | Year | 2015 | 2016 | 2017 | 2018 | 2019 |
| Gender | % EFTS | % EFTS | % EFTS | % EFTS | %EFTS |
| Computer Science | Female | 21.8 | 21.3 | 21.6 | 23.1 | 22.1 |
| Male | 78.1 | 78.6 | 78.0 | 76.5 | 77.6 |
|  | Diverse |  |  |  | 0.2 | 0.3 |

*Source: SMR Headcount and EFTS 5 year Detailed*

Over five years to 2019, the proportion of women in Mathematics increased by 2.7%.

**Table 12: Gender breakdown in Mathematics 2015-2019**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Teaching Department | Year | 2015 | 2016 | 2017 | 2018 | 2019 |
| Gender | % EFTS | % EFTS | % EFTS | % EFTS | %EFTS |
| Mathematics | Female | 30.4 | 30.4 | 31.0 | 32.3 | 33.1 |
| Male | 69.4 | 69.5 | 68.8 | 67.4 | 66.5 |
|  | Diverse |  |  |  | 0.2 | 0.3 |

*Source: SMR Headcount and EFTS 5 year Detailed*

In Physics, the proportion of women was highest in 2016, but increased overall by 1.3% in between 2015 and 2019.

**Table 13: Gender breakdown in Physics 2015-2019**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Teaching Department | Year | 2015 | 2016 | 2017 | 2018 | 2019 |
| Gender | % EFTS | % EFTS | % EFTS | % EFTS | %EFTS |
| Physics | Female | 31.7 | 33.7 | 31.0 | 31.7 | 33.1 |
| Male | 68.1 | 66.1 | 68.4 | 67.9 | 66.4 |
|  | Diverse |  |  |  | 0.6 | 0.5 |

*Source: SMR Headcount and EFTS 5 year Detailed*

Men continue to be most under-represented in the Faculty of Education and Social Work and the Liggins Institute as well as in some departments in Medical and Health Sciences – such as Nursing.

**Table 14: Gender breakdown in Medical and Health Sciences departments 2019**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Teaching Department | Female | | Male | | Diverse | |
| EFTS | % | EFTS | % | EFTS | % |
| Te Kupenga Hauora Māori | 85.9 | 71.7 | 33.7 | 28.2 | 0.0 | 0.0% |
| Faculty Administration FMHS | 1.7 | 50.6 | 1.6 | 49.3 | 0.0 | 0.0% |
| Medical Sciences | 760.7 | 64.4 | 418.1 | 35.4 | 1.6 | 0.1% |
| Nursing | 599.3 | 88.5 | 76.2 | 11.2 | 1.0 | 0.1% |
| Optometry and Vision Science | 150.9 | 72.0 | 58.4 | 27.9 | 0.0 | 0.1% |
| Pharmacy | 163.2 | 67.1 | 79.9 | 32.8 | 0.1 | 0.0% |
| Population Health | 522.5 | 71.3 | 209.0 | 28.5 | 1.2 | 0.1% |
| School of Medicine | 667.1 | 60.1 | 441.6 | 39.7 | 1.1 | 0.1% |
| Total | 2,951.2 | 69.0 | 1,318.4 | 30.8 | 5.0 | 0.1% |

*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), indicating successful course completions
* First-year retention

### Successful course completions

Undergraduate domestic SCR for Māori, Pacific have slightly increased since 2015.

*Source: SMR Equity Pass Rates*

**Table 15: SCR for domestic undergraduate Māori and Pacific students**

**2015-2019**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Ethnic Group | 2015 | 2016 | 2017 | 2018 | 2019 |
| Māori | 83% | 85% | 85% | 85% | 85% |
| Pacific | 72% | 73% | 73% | 73% | 73% |
| Overall | 90% | 91% | 91% | 91% | 91% |

*Source: SMR Equity Pass Rates*

### Stage One 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 2015.

*Source: SMR Equity Pass Rates*

**Table 16: Domestic 1N Student Completion Rate 2015-2019**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| Course level and ethnic group | | 2015 | 2016 | 2017 | 2018 | 2019 |
| 1N | Māori | 77% | 79% | 79% | 78% | 79% |
| Pacific | 63% | 63% | 67% | 69% | 65% |
| Overall | 85% | 86% | 87% | 87% | 87% |

*Source: SMR Equity Pass Rates*

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

In 2019, the 1N SCR for Māori students was highest in the Faculty of Medical and Health Sciences. Pacific students’ 1N SCR in 2019 were highest in the Faculty of Law. Pacific students at the 1N level generally had lower SCR than other ethnic groups – except for in the Faculties of Law and Medical and Health Sciences.

*Source: SMR Equity Pass Rates*

**Table 17: 1N SCR by faculty and ethnicity 2019 (as percentage)**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1N SCR | | | | | | | |
| Teaching Faculty | Māori | Pacific | Asian | MELAA[[10]](#footnote-10) | Pākehā/ European | Other | Total |
| Arts | 75 | 64 | 86 | 82 | 88 | 88 | 82 |
| B&E | 79 | 65 | 88 | 84 | 89 | 89 | 85 |
| CAI | 84 | 75 | 93 | 100 | 93 | 100 | 91 |
| EDSW | 78 | 70 | 83 | 80 | 89 | 97 | 81 |
| ENG | 90 | 67 | 92 | 87 | 94 | 100 | 91 |
| Law | 90 | 93 | 96 | 100 | 97 | 100 | 96 |
| MHS | 91 | 77 | 88 | 83 | 89 | 71 | 87 |
| Science | 74 | 56 | 82 | 71 | 83 | 77 | 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.

2017 and 2019 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 2015-2019**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| Retained (%) | | | | | |
| Ethnic Group | 2015 | 2016 | 2017 | 2018 | 2019 |
| Māori | 79% | 79% | 82% | 81% | 82% |
| Pacific | 82% | 84% | 83% | 87% | 85% |
| Overall | 85% | 86% | 86% | 87% | 86% |

*Source: SMR First Year Undergraduate Retention – 5 Years*

### New undergraduate retention across faculties

For new undergraduate local Māori EFTS, the Faculty of Medical and Health Sciences had the highest retention rate for 2019. For new undergraduate local Pacific EFTS, the Faculty of Engineering had the highest retention rate for 2019 (100%).

*Source: SMR First Year Undergraduate Retention – 5 Years*

**Table 19: Retention of local new undergraduate students by faculty (as percentage)**

|  |  |  |  |
| --- | --- | --- | --- |
| Programme Owning Faculty | Māori | Pacific | Overall |
| Arts | 83.7 | 83.9 | 84.2 |
| Business and Economics | 87.8 | 87.0 | 89.0 |
| Creative Arts and Industries | 88.0 | 75.9 | 87.1 |
| Education and Social Work | 62.5 | 83.7 | 80.4 |
| Engineering | 85.7 | 100.0 | 94.5 |
| Law | 86.7 | 88.9 | 88.9 |
| Medical and Health Sciences | 88.5 | 81.8 | 81.4 |
| Science | 78.3 | 82.6 | 86.4 |

*Source: SMR First Year Undergraduate Retention – 5 Years*

## Five-year qualification completion rate

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 and Pacific students, and students overall, decreased in 2019.

Source: DSS 5 Year Qualification Completion Rates

**Table 20: 5-year qualification completion rates for domestic students 2015- 2019**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Ethnic Group** | **2015** | **2016** | **2017** | **2018** | **2019** |
| Māori | 55.2% | 53.0% | 54.1% | 54.6% | 49.2% |
| Pacific | 50.9% | 49.0% | 49.7% | 47.7% | 42.2% |
| Overall | 65.0% | 66.3% | 65.7% | 65.5% | 59.4% |

*Source: DSS 5 Year Qualification Completion Rates*

## 

## 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 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.

The number of students seeking assistance from SDS showed an increase of 16% from 2018 to 2019, and have more than doubled since 2005.

“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 265 to 421, and the number of students with mental health conditions from 223 to 340.

Note that students increasingly have multiple disabilities. The 2019 figures in the chart below capture all disabilities, so a student with a specific learning disability and a mental health condition will be counted separately under each category.

### Ethnicity

The number of students registered with SDS by ethnicity is shown below. Students may identify with more than one ethnicity, which in part explains the increase in numbers across most ethnic groups in 2019.

There were significant increases in the number of students identifying as Pacific and those identifying as Asian. Māori student engagement with SDS has also been increasing.

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 21: EFTS with disability – percentage by gender for each ethnic group**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Māori | Pacific | Asian | MELAA | Pākehā/European | Other |
| Diverse | 4.2 | 1.1 | 1.3 | 2.1 | 2.2 | 4.1 |
| Female | 64.1 | 67.1 | 57.7 | 55.7 | 58.4 | 48.2 |
| Male | 31.7 | 31.9 | 41.0 | 42.3 | 39.4 | 47.6 |

### Student Disability Services data by gender and ethnicity, 2015-2019

Over the last 5 years, women consistently make up a higher percentage of students registered with SDS. This is in line with general enrolment data, where female students also make up the majority of EFTS enrolled at the University.

In 2019, women made up over half of the numbers across all ethnic groups for students registered with SDS.

### 

### Where students are studying

Arts and Science account for the largest proportion of students indicating at enrolment that they live with an impairment in 2019. For both of these faculties, the proportion of EFTS with disability is higher than the proportion of overall[[11]](#footnote-11) enrolments.

**Table 22: EFTS spread by faculty, SWD and overall, 2019**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
|  | SWD | | Overall | |
| Faculty | **EFTS** | **% of SWD** | **EFTS** | **% of EFTS** |
| Arts | 355 | 24.5 | 4,774 | 14.8 |
| Business and Economics | 149 | 10.3 | 5,600 | 17.4 |
| Creative Arts and Industries | 94 | 6.5 | 1,567 | 4.9 |
| Education and Social Work | 119 | 8.2 | 2,159 | 6.7 |
| Engineering | 98 | 6.8 | 4,090 | 12.7 |
| Law | 79 | 5.5 | 1,527 | 4.7 |
| Medical and Health Sciences | 178 | 12.3 | 4,546 | 14.1 |
| Science | 373 | 25.8 | 7,896 | 24.6 |

Similarly, students in Arts, Science, Medical and Health Sciences, and Business & Economics make up the largest proportions of students registered with SDS.

Between 2017 and 2019, the percentage of students registered with SDS in Education & Social Work has more than halved.

In contrast, the percentage of Foundation/New Start students registered with SDS increased by 4 percentage points between 2018 and 2019.

**Table 23: Percentage of students registered with SDS by faculty, 2015-2019**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Faculty/Year** | 2015 | 2016 | 2017 | 2018 | 2019 |
| Arts | 26.1 | 26.9 | 25.4 | 25.4 | 23.3 |
| Business and Economics | 12.9 | 11.9 | 12.1 | 10.3 | 10.5 |
| Creative Arts and Industries | 4.8 | 3.3 | 4.7 | 5.3 | 5.9 |
| Education and Social Work | 11.8 | 11.2 | 11.3 | 7.1 | 5.5 |
| Engineering | 5.9 | 5.8 | 6.2 | 7.0 | 6.1 |
| Law | 5.7 | 4.2 | 3.9 | 4.0 | 8.1 |
| Medical and Health Sciences | 7.0 | 7.2 | 6.0 | 10.7 | 12.3 |
| Science | 20.9 | 24.0 | 25.7 | 24.6 | 27.8 |
| Foundation/New Start | 3.2 | 2.9 | 3.0 | 3.0 | 7.1 |

### EFTS with disability by funding level

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 24: Domestic EFTS by funding level, SWD and overall, 2019**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | Undergraduate | | Research Postgraduate | | Taught Postgraduate | |
|  | EFTS | % | EFTS | % | EFTS | % |
| SWD | 1,232 | 82.7 | 99 | 6.7 | 158 | 10.6 |
| Overall | 24,515 | 74.9 | 2,881 | 8.8 | 5,326 | 16.3 |

Over 85% of students registered with SDS in 2019 were studying towards an undergraduate degree, while 11.8% were studying towards postgraduate programmes, including PhDs.

As indicated above, there was a significant rise in student numbers registered with SDS from ‘non-formal’ programmes such as New Start and the Tertiary Foundation programmes.

# 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.

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.

* Māori academic FTE increased from 138 FTE in 2018 to 141.1 in 2019, but the proportion remained at 5.9%. This is below the target of 7%. The faculties of Arts, Creative Arts and Industries, Education and Social Work, Engineering, Medical and Health Sciences and Science increased their proportion of Māori academic staff from 2018 to 2019.
* From 2018 to 2019, Pacific academic staff decreased from 63 FTE to 59.3 FTE. The proportion of academic staff who are Pacific decreased slightly from 2.7% in 2018 to 2.5, and is still below the target 3.5%. The Faculty of Creative Arts and Industries increased its proportion of Pacific academic staff from 2018 to 2019.
* The proportions of Māori staff in senior academic roles has slightly decreased in 2019 (4.6% in 2019 compared to 4.8% in 2018), and the proportion of Pacific staff has decreased by 0.1% since 2018. The proportion is above target for Māori senior academic staff (4.6% and the target is 4.5%), but remains below target for Pacific staff (0.9% and the target is 1.5%).
* Asian academic staff increased from 450.7 FTE (19.2%) in 2018 to 493.5 (20.6%). Asian professional staff increased from 896.9 FTE (28.5%) in 2018 to 969.4 (30.1%).
* In 2019, 48% of academic staff were women and 52% were men. This is a slightly higher proportion of women than in 2018.
* The proportion of associate professors who are women decreased from 40.4% (128 FTE) in 2018 to 38.7% (131.8 FTE) in 2019.
* The proportion of professors who are women increased from 28.9% in 2018 to 30.5% in 2019.
* The proportion of women in senior academic positions (associate professor and professor) reached 34.4%, a small increase from 34.3% in 2018, and just above the target of 33.0%.
* In 2019, 14 women (70% of the female applicants) and 16 men (44% of the male applicants) were promoted to associate professor.
* In 2019, 29 associate professors applied for promotion to professor (11 women and 18 men). Of those who applied, 7 of the women (64%) and 12 of the men (66%) were successful.
* There were 6.7% Māori professional staff in 2019. This was less than 7% in 2018, and below the University target of 7.5%. The proportion of Māori staff in senior professional roles has increased from 5.5% in 2018 to 6.1% - this is above the target of 4.0%.
* Pacific professional staff were 6.4% in 2019, the same as in 2018. This was below the target of 6.6%. The proportion of Pacific staff in senior professional roles is 3%, the same as 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 was 49.9%, slightly lower than 2018 at 52%, but above the target of 49%.
* In 2019,7% of all staff (and 3% of permanent staff) reported they had a disability or impairment, with medical conditions being the most common, followed by mental health conditions then specific learning disorders.
* In 2019, 33.2% of academic staff and 28% of professional staff were 51 years of age and over.

## Ethnicity and equity

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

**Table 27: University KPIs for Māori and Pacific staff**

|  |  |  |
| --- | --- | --- |
| University KPIs | 2019 actual | 2019 target |
| Proportion of Māori staff in academic positions | 5.9 | 7.0 |
| Proportion of Māori staff in senior academic positions | 4.6 | 4.5 |
| Proportion of Pacific staff in academic positions | 2.5 | 3.5 |
| Proportion of Pacific staff in senior academic positions | 0.9 | 1.5 |
| Proportion of Māori professional staff | 6.7 | 7.5 |
| Proportion of Māori senior professional staff | 6.1 | 4.0 |
| Proportion of Pacific professional staff | 6.4 | 6.6 |
| Proportion of Pacific senior professional staff | 3.0 | 4.5 |

*Source: University of Auckland Annual Report 2019*

**Table 28: Academic and professional staff by ethnicity 2019 (FTE and %)**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Ethnic Reporting Group | Academic | | Professional | |
| FTE | % | FTE | % |
| Asian | 493.5 | 20.6 | 969.4 | 30.1 |
| Māori | 141.1 | 5.9 | 215.3 | 6.7 |
| MELAA | 86.5 | 3.6 | 127.3 | 3.9 |
| Pacific | 59.3 | 2.5 | 214.5 | 6.7 |
| Pākehā/European | 1480.1 | 61.6 | 1576.9 | 48.9 |
| Other | 141.0 | 5.9 | 121.2 | 3.8 |
| Total | 2401.5 | 100.0 | 3224.6 | 100.0 |

*Source: SMR HR FTE – 5 Years*

### Māori staff

There was a total of 370.8 FTE (6.6%) Māori staff at the University in 2019.

*Source: 2015-2019 from SMR HR FTE – 5 Years*

**Table 29: Māori academic and professional staff FTE 2015-2019**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 2015 | 2016 | 2017 | 2018 | 2019 |
| Māori academic | 130.8 | 134.5 | 134.6 | 138.0 | 141.1 |
| Māori professional | 210.2 | 227.5 | 227.9 | 227.9 | 229.7 |

*Source: 2015-2019 from SMR HR FTE – 5 Years*

### Māori academic staff

The faculties of Education and Social Work and Law had the highest percentage of Māori academic staff in 2019.

*Source: SMR HR FTE – 5 Years*

**Table 30: Māori academic staff in faculties 2015-2019 (FTE and %)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Faculty | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
| FTE | % | FTE | % | FTE | % | FTE | % | FTE | % |
| Arts | 21.2 | 7.5 | 19.0 | 7.2 | 17.5 | 7.1 | 18.0 | 7.3 | 19.4 | 7.6 |
| B&E | 8.0 | 3.7 | 8.0 | 3.5 | 9.6 | 4.0 | 10.3 | 4.2 | 7.8 | 3.2 |
| CAI | 7.9 | 7.5 | 7.7 | 7.0 | 6.7 | 6.3 | 7.8 | 7.2 | 8.1 | 7.4 |
| EDSW | 27.1 | 13.8 | 26.6 | 14.0 | 26.6 | 14.1 | 25.0 | 13.8 | 23.6 | 14.4 |
| Engineering | 2.2 | 1.2 | 3.1 | 1.6 | 2.7 | 1.3 | 3.6 | 1.7 | 5.5 | 2.5 |
| Law | 3.9 | 7.5 | 4.6 | 9.5 | 5.2 | 10.0 | 7.5 | 13.0 | 7.0 | 12.9 |
| MHS | 31.1 | 5.8 | 35.5 | 6.5 | 37.1 | 6.7 | 34.3 | 5.7 | 36.2 | 5.8 |
| Science | 23.5 | 4.7 | 24.0 | 4.8 | 23.3 | 4.5 | 23.4 | 4.4 | 25.0 | 4.6 |

*Source: SMR HR FTE (Equity)-5 years*

### Māori professional staff

For 2019, the highest percentages of Māori professional staff in faculties were in the Faculty of Arts and the Faculty of Education and Social Work.

*Source: SMR HR FTE – 5 Years*

**Table 31: Māori professional staff in faculties 2015-2019 (FTE and %)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Faculty | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
| FTE | % | FTE | % | FTE | % | FTE | % | FTE | % |
| Arts | 16.8 | 14.9 | 15.1 | 15.2 | 16.1 | 15.4 | 15.2 | 13.1 | 15.6 | 13.8 |
| B&E | 7.3 | 5.8 | 8.9 | 6.4 | 8.1 | 5.7 | 8.6 | 6.0 | 10.4 | 8.0 |
| CAI | 2.6 | 4.0 | 3.9 | 6.6 | 3.6 | 6.0 | 2.0 | 3.2 | 1.3 | 2.1 |
| EDSW | 35.0 | 17.8 | 42.9 | 20.5 | 15.3 | 12.5 | 15.7 | 12.6 | 20.5 | 16.2 |
| Engineering | 9.6 | 5.8 | 7.9 | 4.8 | 7.6 | 4.4 | 8.3 | 4.3 | 7.5 | 3.9 |
| Law | 1.9 | 8.5 | 3.6 | 14.9 | 3.4 | 11.6 | 2.9 | 10.1 | 2.5 | 8.7 |
| MHS | 27.4 | 6.5 | 27.8 | 6.6 | 28.9 | 6.7 | 32.5 | 7.1 | 33.1 | 7.3 |
| Science | 10.0 | 3.4 | 9.8 | 3.3 | 11.1 | 3.7 | 13.0 | 4.0 | 13.4 | 4.1 |

*Source: SMR HR FTE – 5 Years*

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

*Source: SMR HR FTE – 5 Years*

**Table 32: Māori professional staff in service divisions 2015-2019 (FTE and %)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Faculty | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
| FTE | % | FTE | % | FTE | % | FTE | % | FTE | % |
| Academic Services | 1.7 | 1.9 | 3.8 | 3.2 | 5.7 | 4.5 | 7.4 | 5.8 | 6.9 | 5.2 |
| Campus Life | 23.2 | 11.0 | 28.0 | 12.4 | 33.9 | 14.8 | 34.3 | 14.5 | 33.6 | 13.5 |
| Finance | 1.0 | 4.4 | 1.0 | 1.5 | 1.0 | 1.4 | 2.8 | 2.7 | 3.2 | 2.3 |
| Human Resources | 1.0 | 1.3 | 3.0 | 3.8 | 3.0 | 3.5 | 3.3 | 3.7 | 3.1 | 3.4 |
| Digital Services | 5.9 | 2.5 | 7.2 | 2.7 | 4.3 | 1.6 | 4.0 | 1.7 | 6.4 | 2.4 |
| Library | 20.3 | 8.5 | 24.0 | 9.4 | 21.8 | 8.9 | 9.1 | 7.5 | 24.5 | 11.9 |
| Property Services | 7.3 | 5.2 | 7.9 | 5.5 | 7.5 | 5.2 | 5.8 | 4.2 | 6.2 | 4.7 |

*Source: SMR HR FTE – 5 Years*

### Pacific staff

There were a total of 273.8FTE (4.9%) Pacific staff at the University in 2019.

*Source: SMR HR FTE – 5 Years*

**Table 33: Pacific academic and professional staff FTE 2015-2019**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 2015 | 2016 | 2017 | 2018 | 2019 |
| Pacific academic | 53.0 | 53.7 | 58.9 | 63.0 | 59.3 |
| Pacific professional | 158.9 | 185.2 | 191.9 | 204.9 | 214.5 |

*Source: 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, Creative Arts and Industries, Education and Social Work, and Science have been steadily increasing their percentage of Pacific academic staff since 2015.

*Source: SMR HR FTE – 5 Years*

**Table 34: Pacific academic staff in faculties 2015-2019 (FTE and %)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Faculty | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
| FTE | % | FTE | % | FTE | % | FTE | % | FTE | % |
| Arts | 10.5 | 3.7 | 10.6 | 4.0 | 12.1 | 4.9 | 13.2 | 5.3 | 12.9 | 5.1 |
| B&E | 3.4 | 1.6 | 4.4 | 1.9 | 5.8 | 2.4 | 5.3 | 2.1 | 4.2 | 1.7 |
| CAI | 2.0 | 1.9 | 1.8 | 1.6 | 2.4 | 2.3 | 2.5 | 2.3 | 2.6 | 2.4 |
| EDSW | 9.2 | 4.7 | 8.2 | 4.3 | 10.0 | 5.3 | 11.6 | 6.4 | 10.0 | 6.1 |
| Engineering | 1.2 | 0.6 | 1.2 | 0.6 | 1.0 | 0.5 | 1.0 | 0.5 | 1.0 | 0.5 |
| Law | 1.1 | 2.1 | 1.1 | 2.2 | 2.1 | 4.1 | 2.2 | 3.7 | 1.2 | 2.2 |
| MHS | 17.0 | 3.1 | 17.2 | 3.2 | 14.7 | 2.7 | 15.6 | 2.6 | 13.3 | 2.1 |
| Science | 6.0 | 1.2 | 5.2 | 1.0 | 6.3 | 1.2 | 6.7 | 1.3 | 7.0 | 1.3 |

*Source: SMR HR FTE – 5 Years*

### Pacific professional staff

In 2019, the Faculty of Law had the highest percentage of Pacific professional staff, followed by the Faculty of Business and Economics and the Faculty of Creative Arts and Industries.

*Source: SMR HR FTE – 5 Years*

**Table 35: Pacific professional staff in faculties 2015-2019 (FTE and %)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Faculty | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
| FTE | % | FTE | % | FTE | % | FTE | % | FTE | % |
| Arts | 7.4 | 7.0 | 7.4 | 7.4 | 10.2 | 9.7 | 10.4 | 9.0 | 5.9 | 5.2 |
| B&E | 8.5 | 6.9 | 10.2 | 7.4 | 11.8 | 8.3 | 11.0 | 7.8 | 10.9 | 8.4 |
| CAI | 2.9 | 4.8 | 4.0 | 7.1 | 4.0 | 6.8 | 5.9 | 9.3 | 4.8 | 8.1 |
| EDSW | 6.7 | 6.1 | 7.7 | 6.6 | 7.8 | 6.3 | 7.3 | 5.9 | 9.4 | 7.4 |
| Engineering | 3.1 | 2.0 | 4.4 | 2.7 | 4.1 | 2.3 | 6.4 | 3.3 | 6.1 | 3.2 |
| Law | 4.2 | 17.5 | 3.5 | 14.3 | 3.3 | 11.4 | 4.0 | 13.9 | 4.2 | 14.6 |
| MHS | 14.5 | 3.7 | 17.4 | 4.2 | 21.5 | 5.0 | 27.1 | 6.0 | 29.5 | 6.5 |
| Science | 9.8 | 3.4 | 12.6 | 4.2 | 12.5 | 4.2 | 12.9 | 4.0 | 12.3 | 3.7 |

*Source: SMR HR FTE – 5 Years*

Of the University’s largest service divisions, Academic Services had the largest percentage of Pacific professional staff in 2019.

*Source: SMR HR FTE – 5 Years*

**Table 36: Pacific professional staff in service divisions 2015-2019 (FTE and %)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Faculty | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
| FTE | % | FTE | % | FTE | % | FTE | % | FTE | % |
| Academic Services | 6.8 | 7.5 | 17.3 | 14.4 | 17.7 | 14.4 | 21.0 | 16.4 | 24.8 | 18.7 |
| Campus Life | 14.2 | 6.8 | 18.8 | 8.3 | 19.0 | 8.3 | 20.3 | 8.6 | 20.1 | 8.0 |
| Finance | 2.2 | 9.6 | 7.9 | 11.8 | 7.7 | 11.8 | 12.0 | 11.6 | 10.4 | 7.4 |
| Human Resources | 2.8 | 3.5 | 4.0 | 5.1 | 3.5 | 5.1 | 3.9 | 4.4 | 4.1 | 4.4 |
| Digital Services | 4.0 | 1.7 | 7.7 | 2.9 | 7.7 | 2.9 | 7.5 | 3.1 | 8.8 | 3.3 |
| Library | 11.7 | 4.9 | 13.7 | 5.4 | 14.0 | 5.4 | 5.3 | 4.4 | 10.7 | 5.2 |
| Property Services | 11.9 | 8.5 | 14.8 | 10.4 | 14.9 | 10.4 | 13.7 | 9.9 | 16.3 | 12.3 |

*Source: 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 1462.9 (26%) Asian staff at the University in 2019.[[12]](#footnote-12)

**Table 37: Asian academic and professional staff FTE 2015-2019**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 2015 | 2016 | 2017 | 2018 | 2019 |
| Asian academic | 344.9 | 372.4 | 396.8 | 450.7 | 493.5 |
| Asian professional | 687.3 | 777.4 | 845.5 | 896.9 | 969.4 |

*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 213.8 FTE (3.8%) MELAA staff at the University in 2019.[[13]](#footnote-13)

**Table 38: MELAA academic and professional staff FTE 2015-2019**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | 2015 | 2016 | 2017 | 2018 | 2019 |
| MELAA academic | 50.2 | 55.3 | 62.2 | 79.6 | 86.5 |
| MELAA professional | 64.9 | 76.0 | 92.7 | 110.8 | 127.3 |

*Source: SMR HR FTE – 5 Years*

## Gender

### Women academic staff

In 2019, 1148.9 FTE (48%) out of 2401.5 FTE of academics were women, and 1248.9 FTE (52.0%) were men.

The numbers of women and men at lecturer level in 2019 were 74.4 FTE and 80.3 FTE respectively, followed by decreasing proportions of women in the Associate Professor and Professor 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 2019**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade | Female | | Male | | Diverse | | Not provided | | Total |
| FTE | % | FTE | % | FTE | % | FTE | % |  |
| Professor | 101.2 | 30.50 | 230.5 | 69.50 |  |  |  |  | **331.7** |
| Associate Professor | 131.8 | 38.69 | 208.9 | 61.31 |  |  |  |  | **340.7** |
| Senior Lecturer | 261.9 | 49.58 | 265.3 | 50.23 | 1.0 | 0.19 |  |  | **528.2** |
| Senior Research Fellow | 54.2 | 49.99 | 54.2 | 50.01 |  |  |  |  | **108.4** |
| Lecturer | 74.4 | 48.08 | 80.3 | 51.92 |  |  |  |  | **154.7** |
| Research Fellow | 202.2 | 54.29 | 169.8 | 45.60 | 0.4 | 0.11 |  |  | **372.4** |
| Senior Tutor | 28.7 | 70.35 | 12.1 | 29.65 |  |  |  |  | **40.8** |
| Professional Teaching Fellow | 177.6 | 60.69 | 115.0 | 39.30 | 0.0 | 0.01 |  |  | **292.7** |
| AL/GTA/TA | 87.0 | 50.63 | 82.9 | 48.25 | 1.7 | 1.01 | 0.2 | 0.11 | **171.9** |
| Academic Other | 30.0 | 49.88 | 29.8 | 49.55 | 0.2 | 0.37 | 0.1 | 0.20 | **60.1** |
| Total | **1148.9** | **47.84** | **1248.9** | **52.00** | **3.4** | **0.14** | **0.3** | **0.01** | **2401.5** |

*Source: SMR HR FTE – 5 Years*

*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% at Professor level) in the Departments of Computer Science, Environment, Chemical Sciences, Mathematics and Physics.

**Table 40: Women academic staff in Science by rank 2019 (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 | % |
| Prof | 6.1 | 53 | 1.0 | | 12 | 1.0 | | 13 | 2.2 | 28 | 1.0 | | 11 | | 0.1 | | 2 | 7.0 | 59 | 2.2 | 47 |
| AP | 4.8 | 27 | 0.0 | | 0.2 | 4.7 | | 30 | 1.2 | 17 | 3.4 | | 60 | | 1.8 | | 17 | 6.8 | 56 | 1.1 | 24 |
| SL | 9.5 | 42 | 5.0 | | 23 | 8.0 | | 52 | 2.0 | 33 |  | |  | | 0.9 | | 14 | 10.2 | 99 | 4.9 | 43 |
| S R Fellow | 3.9 | 74 |  | |  |  | |  | 2.9 | 43 |  | |  | | 1.0 | | 52 |  |  | 0.7 | 42 |
| Lecturer | 0.8 | 100 | 1.1 | | 21 | 1.6 | | 45 | 0.8 | 61 | 2.6 | | 44 | | 1.0 | | 68 | 0.9 | 19 | 4.3 | 59 |
| RF | 16.3 | 58 | 0.4 | | 17 | 1.2 | | 47 | 5.6 | 53 | 0.8 | | 62 | | 9.5 | | 44 | 1.6 | 40 |  |  |
| Senior Tutor | 1.0 | 100 | 1.0 | | 50 | 2.3 | | 70 | 0.3 | 21 |  | |  | |  | |  | 2.8 | 100 | 0.8 | 100 |
| PTF | 5.7 | 100 | 5.0 | | 48.7 | 0.8 | | 19 | 1.2 | 27 | 1.7 | | 35 | | 0.9 | | 32 | 5.5 | 85 | 5.0 | 57 |
| AL/GTA/TA | 4.3 | 66 | 2.3 | 19.8 | | 3.3 | 58 | | 2.3 | 46 | | 1.8 | | 42 | 0.8 | 20 | | 3.7 | 67 | 3.6 | 49 |
| Academic Other | 0.4 | 58 | 0.0 | 11 | | 0.2 | 35 | | 0.1 | 4.8 | | 0.6 | | 37.7 | 0.0 | 16 | | 0.8 | 73.5 | 0.1 | 25 |
| **Total** | **52.9** | **52.9%** | **15.8** | **23.3%** | | **23.1** | **39.2%** | | **18.5** | **35.5%** | | **11.8** | | **29.3%** | **16.1** | **29.4%** | | **39.4** | **65%** | **22.7** | **48.2%** |

*Source: SMR HR FTE – 5 Years*

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

**Table 41: Women academic staff in Engineering by rank 2019**

|  |  |  |
| --- | --- | --- |
| Grade | Female | |
| FTE | % |
| Professor | 2.7 | 8.05 |
| Associate Professor | 2.1 | 6.40 |
| Senior Lecturer | 8.9 | 15.94 |
| Senior Research Fellow | 1.9 | 38.23 |
| Lecturer | 4.3 | 20.84 |
| Research Fellow | 3.3 | 15.67 |
| Senior Tutor | 1.0 | 100.00 |
| Professional Teaching Fellow | 6.1 | 23.30 |
| AL/GTA/TA | 4.3 | 21.01 |
| Academic Other | 0.8 | 16.92 |
| Total | **35.5** | **16.06** |

*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 Optometry and Vision Science. Men are under-represented in general in Nursing and Pharmacy.

**Table 42: Women academic staff breakdown in Medical and Health Sciences departments by rank 2019**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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 | 3.9 | 21.74 | 1.8 | 50.99 | 0.0 | 2.08 | 0.5 | 85.60 | 4.7 | 34.53 | 8.5 | 36.16 |
| Associate Professor | 7.8 | 36.08 | 3.2 | 77.57 |  |  | 3.0 | 43.23 | 8.2 | 51.39 | 5.3 | 27.43 |
| Senior Lecturer | 14.6 | 58.67 | 9.3 | 88.66 | 2.0 | 30.25 | 5.0 | 81.00 | 11.0 | 62.18 | 18.8 | 64.84 |
| Senior Research Fellow | 11.8 | 48.84 | 1.1 | 100.00 | 0.0 | 6.49 | 1.0 | 100.00 | 7.6 | 67.00 | 5.6 | 76.55 |
| Lecturer | 1.5 | 100.00 | 3.3 | 92.83 | 1.2 | 100.00 | 0.0 | 2.30 | 1.9 | 47.42 | 1.6 | 67.53 |
| Research Fellow | 43.1 | 64.78 | 6.2 | 100.00 | 1.0 | 100.00 | 2.6 | 67.82 | 14.5 | 81.97 | 30.1 | 58.86 |
| Senior Tutor | 1.4 | 31.82 | 0.0 | 100.00 |  |  | 1.1 | 100.00 | 0.5 | 100.00 | 1.0 | 97.57 |
| Professional Teaching Fellow | 12.1 | 77.12 | 19.9 | 91.70 | 7.7 | 78.55 | 6.8 | 84.33 | 5.1 | 60.93 | 4.9 | 66.03 |
| AL/GTA/TA | 4.5 | 49.01 | 1.5 | 85.69 | 0.6 | 67.23 | 0.2 | 42.35 | 2.4 | 66.56 | 2.3 | 76.99 |
| Academic Other | 1.3 | 35.13 | 0.7 | 82.65 | 0.3 | 100.00 | 0.6 | 90.45 | 1.0 | 80.70 | 2.9 | 49.40 |
| Total | **102.0** | **53.82** | **47.0** | **88.26** | **12.8** | **55.17** | **20.8** | **68.09** | **56.9** | **60.52** | **81.0** | **54.03** |

*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. 3 FTE) in 2009 to 38.69% (131.8 FTE) in 2019. The proportion of professors who are women increased from 17.6%% (35.4 FTE) in 2009 to 30.5%

(101.2 FTE) in 2019.

Between 2009 and 2019 there has been an increase in women senior academics of 118 FTE. This represents an increase of 99% since 2007.

*Source: SMR Staff Equity – 5 Years*

**Table 43: Senior and all academic staff by gender 2009, 2018 and 2019**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Gender | 2009 | | | | 2018 | | | | 2019 | | | |
| All | | Senior | | All | | Senior | | All | | Senior | |
|  | FTE | % | FTE | % | FTE | % | FTE | % | FTE | % | FTE | % |
| Female | 878.1 | 44.4 | 106.6 | 23.1 | 1102.9 | 46.9 | 220.9 | 34.3 | 1150.3 | 47.9 | 224.7 | 34.4 |
| Male | 1,096.2 | 55.5 | 353.6 | 76.8 | 1244.0 | 52.9 | 421.6 | 65.5 | 1249.1 | 52.0 | 427.6 | 65.6 |
| Diverse | 0.2 | 0.01 | 0.1 | 0.02 | 0.2 | 0.0 |  |  | 3.4 | 0.1 |  |  |

*Source: SMR Staff Equity – 5 Years*

The percentage of 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 2019**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Faculty | Female | | Male | | Diverse | | Not provided | |
| FTE | % | FTE | % | FTE | % | FTE | % |
| Arts | 141.1 | 55.2 | 113.1 | 44.3 | 1.2 | 0.5 |  |  |
| B&E | 114.4 | 46.1 | 133.4 | 53.8 |  |  | 0.1 | 0.1 |
| CAI | 46.7 | 42.6 | 62.9 | 57.4 |  |  | 0.0 | 0.0 |
| EDSW | 121.1 | 74.2 | 42.0 | 25.7 | 0.1 | 0.1 | 0.0 | 0.0 |
| Engineering | 35.5 | 16.0 | 185.4 | 83.8 | 0.2 | 0.1 |  |  |
| Law | 28.2 | 51.9 | 26.1 | 48.0 |  |  |  |  |
| MHS | 365.3 | 58.8 | 254.6 | 41.0 | 0.4 | 0.1 | 0.1 | 0.0 |
| Science | 221.6 | 40.5 | 323.1 | 59.1 | 1.4 | 0.3 |  |  |

*Source: SMR Staff Equity – 5 Years*

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

*Source: SMR HR FTE – 5 Years*

**Table 45: Senior academics in faculties by gender 2019**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| Faculty | Female | | Male | |
| FTE | % | FTE | % |
| Arts | 40.6 | 47.30 | 45.2 | 52.70 |
| B&E | 21.8 | 34.05 | 42.2 | 65.95 |
| CAI | 10.4 | 39.31 | 16.0 | 60.69 |
| EDSW | 25.6 | 61.56 | 16.0 | 38.44 |
| Engineering | 4.7 | 7.34 | 59.8 | 92.66 |
| Law | 11.7 | 44.98 | 14.3 | 55.02 |
| MHS | 55.7 | 36.25 | 97.9 | 63.75 |
| Science | 45.7 | 28.91 | 112.4 | 71.09 |

*Source: SMR HR FTE – 5 Years*

### Promotions success by gender - associate professor[[14]](#footnote-14)

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 (grades 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 62% of women and 60% of male applicants were successful. Women had a good success rate in 2019 but the number of applicants still needs increasing.

**Table 46: Applicants and success rates for promotion to Associate Professor by gender 2015-2019**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | | |
| F | M | F | M | F | M | F | M | F | M | D |
| Number of applicants | 23 | 32 | 29 | 28 | 25 | 33 | 18 | 42 | 20 | 36 | 1 |
| As % of total applicants | 42 | 58 | 50 | 50 | 43 | 57 | 30 | 70 | 35 | 63 | 2 |
| Number of successful applicants | 12 | 22 | 18 | 21 | 18 | 23 | 9 | 20 | 14 | 16 | 1 |
| Success as % of applicants by gender | 52 | 65 | 62 | 75 | 72 | 70 | 50 | 48 | 70 | 44 | 100 |

### Promotions success by gender - professor

Women’s applications have fluctuated from seven to 19 and men’s from ten to 20 over the last five years. Women have averaged a 74% success rate and men 62%. 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 2015-2019**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | 2015 | | 2016 | | 2017 | | 2018 | | 2019 | |
| F | M | F | M | F | M | F | M | F | M |
| Applicants | 7 | 20 | 19 | 10 | 9 | 16 | 13 | 13 | 11 | 18 |
| Progressed | 7 | 13 | 16 | 7 | 6 | 12 | 9 | 6 | 7 | 14 |
| Success % of gender | 7 | 12 | 13 | 7 | 6 | 12 | 9 | 5 | 7 | 12 |
| 100% | 60% | 68% | 70% | 67% | 75% | 70% | 39% | 64% | 66% |

### 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 2019 (FTE and %)**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade | Female | | Male | | Diverse | | Not provided | | Total |
| FTE | % | FTE | % | FTE | % | FTE | % |
| Professional Staff - Level 1 | 92.7 | 56.3 | 69.7 | 42.3 | 1.6 | 0.99 | 0.5 | 0.32 | **164.51** |
| Professional Staff - Level 2 | 101.0 | 65.9 | 51.3 | 33.4 | 0.8 | 0.50 | 0.1 | 0.09 | **153.13** |
| Professional Staff - Level 3 | 236.6 | 75.5 | 75.9 | 24.2 | 0.7 | 0.22 | 0.1 | 0.02 | **313.27** |
| Professional Staff - Level 4 | 645.5 | 71.3 | 257.3 | 28.4 | 1.9 | 0.21 | 0.0 | 0.00 | **904.69** |
| Professional Staff - Level 5 | 372.6 | 62.0 | 226.9 | 37.7 | 1.2 | 0.21 | 0.0 | 0.00 | **600.88** |
| Professional Staff - Level 6 | 265.5 | 56.7 | 202.1 | 43.2 | 0.08 | 0.02 |  |  | **467.80** |
| Senior Professional Staff Over L6 | 249.1 | 49.9 | 248.8 | 49.8 | 0.9 | 0.18 | 0.2 | 0.03 | **499.05** |
| Other grades | 67.9 | 56.0 | 53.0 | 43.7 | 0.0 | 0.00 | 0.2 | 0.17 | **121.25** |
| Total | **2030.9** | **63.0** | **1185.3** | **36.76** | **7.27** | **0.23** | **1.11** | **0.03** | **3224.58** |

*Source: SMR HR FTE – 5 Years*

### Professional staff by gender in faculties and service divisions

The majority of professional staff in faculties are women - apart from the Faculty of Engineering. Similarly, the majority of professional staff in all major service divisions are generally women, apart from in Property Services and Digital Services.

**Table 49: Professional female staff FTE by faculty and level 2019 (FTE and %)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 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 | 5.5 | | 75.0 | | 5.5 | | 58.6 | | 1.7 | | 50.6 | | 1.6 | 50.4 | 4.2 | 40.1 | 2.5 | 85.1 | | 3.1 | 62.8 | 6.5 | | 62.4 |
| Level 2 | 7.4 | | 74.6 | | 3.2 | | 93.6 | | 0.6 | | 39.9 | | 6.7 | 77.4 | 3.8 | 40.3 | 1.0 | 100.0 | | 11.0 | 71.5 | 11.3 | | 73.5 |
| Level 3 | 14.5 | | 96.4 | | 12.3 | | 99.2 | | 7.5 | | 85.0 | | 9.3 | 82.0 | 3.7 | 35.7 | 3.9 | 97.1 | | 39.9 | 81.7 | 25.3 | | 78.6 |
| Level 4 | 32.1 | | 77.5 | | 29.2 | | 71.3 | | 17.6 | | 61.7 | | 28.1 | 86.3 | 36.7 | 56.9 | 11.3 | 100.0 | | 177.1 | 77.9 | 95.1 | | 73.1 |
| Level 5 | 14.5 | | 63.6 | | 23.0 | | 81.2 | | 2.9 | | 42.2 | | 15.1 | 76.9 | 13.4 | 24.0 | 2.6 | 90.8 | | 63.5 | 78.6 | 44.9 | | 59.3 |
| Level 6 | | 3.6 | | 80.2 | | 11.3 | | 89.1 | | 1.4 | | 99.7 | 10.7 | 71.0 | 6.4 | 26.1 | 3.3 | | 76.5 | 25.0 | 70.6 | 17.6 | 50.3 | |
| Over L6 | | 6.8 | | 60.7 | | 14.9 | | 68.5 | | 5.5 | | 67.6 | 9.9 | 71.0 | 8.7 | 54.6 | 2.1 | | 93.3 | 10.0 | 55.7 | 8.9 | 39.5 | |
| Other grades | | 0.9 | | 100.0 | | 1.0 | |  | | 0.3 | | 100 | 0.0 |  | 0.4 | 100.0 |  | |  | 0.1 |  |  |  | |
| Total | | **85.3** | | **75.5** | | **100.4** | | **77.3** | | **37.5** | | **63.6** | **81.3** | **78.0** | **77.3** | **40.4** | **26.7** | | **93.1** | **329.5** | **76.5** | **209.7** | **65.2** | |

*Source: SMR HR FTE – 5 Years*

**Table 50: Professional female staff FTE by service division and level 2019 (FTE and %)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Grade | Academic Services | | Campus Life | | Finance | | Human Resources | | Digital Services | | Library | | Property Services | |
| Female | | Female | | Female | | Female | | Female | | Female | | Female | |
| FTE | % | FTE | % | FTE | % | FTE | % | FTE | % | FTE | % | FTE | % |
| Level 1 | 9.3 | 74.3 | 28.1 | 55.6 | 0.4 | 47.6 | 1.3 | 90.2 | 0.9 | 32.2 | 7.3 | 57.0 | 0.5 | 31.7 |
| Level 2 | 1.0 | 23.2 | 9.7 | 62.6 | 1.4 | 94.7 |  | 0.0 | 0.1 | 7.4 | 24.8 | 65.3 | 0.7 | 42.8 |
| Level 3 | 26.0 | 75.0 | 17.9 | 74.8 | 20.1 | 89.6 | 0.8 | 77.5 | 5.5 | 42.3 | 18.4 | 73.4 | 1.1 | 100.0 |
| Level 4 | 28.2 | 66.3 | 20.3 | 78.4 | 27.4 | 75.1 | 17.3 | 75.6 | 7.4 | 30.7 | 16.1 | 68.5 | 7.7 | 53.8 |
| Level 5 | 12.9 | 57.7 | 17.6 | 75.5 | 14.5 | 74.3 | 16.2 | 84.7 | 13.8 | 28.6 | 42.4 | 79.9 | 2.6 | 44.8 |
| Level 6 | 2.9 | 47.6 | 16.6 | 74.1 | 15.1 | 60.0 | 13.4 | 82.1 | 27.2 | 30.9 | 26.4 | 81.9 | 7.7 | 48.6 |
| Over L6 | 8.5 | 89.4 | 15.6 | 64.0 | 19.9 | 62.8 | 22.8 | 74.0 | 18.7 | 17.2 | 18.5 | 87.1 | 10.1 | 24.6 |
| Other grades | 0.5 | 57.8 | 57.9 | 93.9 | 1.6 | 85.4 | 0.3 | 100.0 | 0.0 | 3.4 |  |  | 3.2 | 6.2 |
| Total | **89.2** | **67.2** | **183.7** | **74.1** | **100.3** | **71.9** | **72.1** | **78.4** | **73.6** | **26.5** | **153.9** | **74.7** | **33.5** | **25.3** |

*Source: SMR HR FTE – 5 Years*

*Source: SMR HR FTE – 5 Years*

*Source: SMR HR FTE – 5 Years*

### Senior women professional staff

Women hold 50% of senior positions (professional staff above level 6), which is 249.1

FTE.

*Source: SMR HR FTE – 5 Years*

The only faculty in which men hold the majority of senior professional staff positions is Science.

*Source: SMR HR FTE – 5 Years*

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

*Source: SMR HR FTE – 5 Years*

## Staff with disabilities

In 20197% of all staff (and 3% of permanent staff) reported they had a disability or impairment, with medical conditions being the most common, followed by mental health conditions then specific learning disorders.

It is likely that the rate of disclosure does not match the actual incidence of disabilities and impairments.

**Categories of disabilities by percentage all staff 2019**

**Table 51: Disabilities listed in order from highest percentage to lowest**

|  |  |
| --- | --- |
| Disabilities | Percentage |
| Medical condition | 31% |
| Mental health | 21% |
| Specific learning disability | 13% |
| Unspecified | 9% |
| Physical/Mobility impairment | 8% |
| Deaf & hearing Impairment | 7% |
| Blind & vision impairment | 6% |
| Head injury | 2% |
| Attention-deficit/hyperactivity disorder | 2% |
| Autism spectrum disorder | 1.4% |
| Speech impairment | 0.7% |
| Sensory | 0.5% |

### 

### **Staff with Disabilities in Faculties or Institutes**

**Staff with Disabilities in Service Divisions**

*Source: data provided by HR*

**Table 52: Staff with disabilities in Service Divisions**

|  |  |
| --- | --- |
| Service Division | Percentage |
| Campus Life | 21% |
| Digital Services | 16% |
| Libraries & Learning Services | 14% |
| Academic Services | 12% |
| Equity | 11% |
| Property Services | 5% |
| Finance | 4% |
| Org. Performance & Improvement | 4% |
| Communications & Marketing | 3% |
| University Management | 3% |
| Human Resources | 3% |
| Strategic Engagement | 1% |
| Planning & Information | 1% |
| Other Academic Services | 1% |

Divisions listed in order from highest % to lowest

*Source: data provided by HR*

## 

## Age

In 2019, 33.2% 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. The percentage of academic men over 50 years was slightly more (39.8%) compared to women (34.7%). 13.8% of women and 16.8% of men were 61 years and over.

*Source: SMR HR FTE – 5 Years*

**Table 53: Academic staff by age group and gender 2019 (FTE and %)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Age group | | Female | | | Male | | Diverse | | | Not provided | | Total | |
| FTE | % | | FTE | % | FTE | | % | FTE | % | FTE | % |
| <=17 | | 0.0 | 0.0 | |  |  |  | |  |  |  | 0.0 | 0.0 |
| 18-20 | | 3.0 | 0.3 | | 4.0 | 0.32 |  | |  |  |  | 7.0 | 0.3 |
| 21-25 | | 46.4 | 4.0 | | 37.3 | 2.98 | 0.8 | | 24.8 |  |  | 84.5 | 3.5 |
| 26-30 | | 99.3 | 8.6 | | 95.7 | 7.66 | 0.9 | | 26.7 | 0.0 | 0.1 | 195.9 | 8.2 |
| 31-40 | | 313.2 | 27.2 | | 324.4 | 25.9 | 0.6 | | 18.8 | 0.0 | 1.6 | 638.2 | 26.5 |
| 41-50 | | 288.1 | 25.1 | | 290.9 | 23.2 | 1.0 | | 25.9 | 0.1 | 40.7 | 580.8 | 24.1 |
| 51-60 | | 240.5 | 20.9 | | 287.2 | 23.01 |  | |  | 0.0 | 0.8 | 528.7 | 22.0 |
| 61-65 | 85.9 | 7.5 | 105.1 | | 8.42 |  |  | | 0.0 | 3.2 | 191.0 | 8.0 |
| >65 | 72.6 | 6.3 | 104.2 | | 8.35 |  |  | | 0.1 | 4.8 | 72.6 | 3.2 |
| Unknown |  |  |  | |  |  |  | | 0.0 | 42.2 | 177.0 | 7.4 |
| Total | 1148.9 | 100 | 1248.9 | | 100 | 3.4 | 100 | | 0.3 | 100 | 2403.1 | 100 |

*Source: SMR HR FTE – 5 Years*

In 2019, 28% of professional staff were 51 years of age and over. The highest percentages of men and women were in the 31-40 age group. Fifty percent of men and 50% of women professional staff are below 41 years. 9.3% of women and 9.3% of men were 61 years and over.

*Source: SMR HR FTE – 5 Years*

**Table 54: Professional staff by age group and gender 2019 (FTE and %)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Gender** | **Female** | | **Male** | | **Diverse** | | **Unknown** | | **Total** | |
| **Age Group** | **FTE** | **Percent to Total (FTE) 1** | **FTE** | **Percent to Total (FTE) 1** | **FTE** | **Percent to Total (FTE) 1** | **FTE** | **Percent to Total (FTE) 1** | **FTE** | **Percent to Total (FTE) 1** |
| <=17 | 0.3 | 0.0 | 0.5 | 0.0 |  |  | 0.1 | 1.5 | **0.9** | **0.0** |
| 18-20 | 28.0 | 1.3 | 21.9 | 1.8 | 0.2 | 2.6 | 0.0 | 0.2 | **50.1** | **1.5** |
| 21-25 | 193.2 | 8.9 | 116.1 | 9.3 | 3.4 | 46.2 | 0.4 | 11.1 | **313.0** | **9.1** |
| 26-30 | 295.9 | 13.6 | 164.7 | 13.2 | 1.5 | 20.1 | 0.6 | 15.9 | **462.7** | **13.5** |
| 31-40 | 576.9 | 26.5 | 317.2 | 25.5 | 0.3 | 3.5 | 1.3 | 33.5 | **895.7** | **26.1** |
| 41-50 | 471.6 | 21.7 | 282.2 | 22.6 | 1.0 | 13.8 | 0.2 | 6.1 | **755.0** | **22.0** |
| 51-60 | 408.4 | 18.8 | 227.7 | 18.3 | 1.0 | 13.8 | 1.1 | 29.9 | **638.2** | **18.6** |
| 61-65 | 131.8 | 6.1 | 78.1 | 6.3 |  |  | 0.1 | 1.8 | **210.1** | **6.1** |
| 66+ | 68.9 | 3.2 | 37.7 | 3.0 |  |  | 0.0 | 0.0 | **106.6** | **3.1** |
| Unknown | 0.0 | 0.0 |  |  |  |  |  |  | **0.0** | **0.0** |
| **Total** | **2,175.1** | **100.0** | **1,246.0** | **100.0** | **7.3** | **100.%** | **3.8** | **100.0** | **3,432.2** | **100.0** |

*Source: SMR HR FTE – 5 Years*

# 

# 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 Asian

**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 Deepa Chaturvedi 5th February – 24 March 2020
    - Using Progression Funding Scr for ‘domestic’
    - Using Funding level to derive undergraduate (degree + non-degree) and postgraduate (taught postgraduate and research postgraduate)
    - The EFTS data differs from the previous years’ report. This is caused by data movement that in turn is affected by change in gender, ethnicity and nationality and such factors.

SMR HR FTE – 5 Years

* + - Generated by Deepa Chaturvedi 5th February – 24 March 2020
    - 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
    - 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 2019)
    - Some entries may show a % even though FTE is 0. This is where the figure is so small it has been rounded to 0 FTE, however the portion of FTE is reflected in the %.

1. Equity groups are more likely to have experienced one or more barriers to accessing and succeeding at the University, such as discrimination, marginalisation, under- representation, underachievement in school, and/or socio-economic background. The University supports Māori and equity groups including:

   * Pacific students and staff members
   * Staff members and students with disabilities
   * Lesbian, Gay, Bisexual, Transgender, Queer, Intersex Takatāpui + (LGBTQITakatāpui+) students and staff members
   * Students and staff members from refugee backgrounds (SSRB)
   * Students from low socio-economic backgrounds (low SEB)
   * Men, women and gender diverse people where there are barriers to access and success.

   [↑](#footnote-ref-1)
2. Additional equity data and information can be found in the University Strategic Management Reporting system. [↑](#footnote-ref-2)
3. The University is now able to collect data and report on gender diverse students and staff, as well as LGBTQITakatāpui+ students and students from refugee backgrounds. 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. [↑](#footnote-ref-3)
4. Particularly data on women in senior positions and students and staff with disabilities. [↑](#footnote-ref-4)
5. The information in this report is consistent with the University KPI reporting. [↑](#footnote-ref-5)
6. EFTS as a proportion of total EFTS in the eight teaching faculties shown only. [↑](#footnote-ref-6)
7. 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. [↑](#footnote-ref-7)
8. EFTS as a proportion of total EFTS in the eight teaching faculties shown only. [↑](#footnote-ref-8)
9. 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. [↑](#footnote-ref-9)
10. Middle Eastern, Latin American or African (MELAA). [↑](#footnote-ref-10)
11. Overall includes students who have indicated that they live with an impairment. [↑](#footnote-ref-11)
12. From SMR HR FTE – 5 Years [↑](#footnote-ref-12)
13. From SMR HR FTE – 5 Years [↑](#footnote-ref-13)
14. Data for promotions supplied by Human Resources. [↑](#footnote-ref-14)