



THE UNIVERSITY
OF AUCKLAND

NEW ZEALAND

Te Whare Wānanga o Tāmaki Makaurau

Equity 2012

Statistics Report

Compiled by the Statistical Consulting Centre for
the Equity Office – Te Ara Tautika

Introduction

In 2012, The University of Auckland continues to make progress in reaching student and staff equity goals that support the University to achieve its strategic objectives.

This report presents statistics on staff and student participation and achievement in the University. 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.

Students

- Māori domestic EFTS (2,221 EFTS) in 2012 comprise 6.8% of all the EFTS at the University. Despite the number of Māori domestic EFTS increasing by 3% since 2011 (and by 22% since 2006), the overall percentage Māori has decreased slightly from 7.1% in 2006 to 6.8% in 2012.
- Pacific domestic EFTS (2,485 EFTS) in 2012 comprise 7.6% of all EFTS at the University. Similar to Māori, total Pacific EFTS have increased in number since 2011, but have decreased by 0.9% of the University as a whole.
- The percentage of Māori students enrolled in postgraduate studies reached a high of 19.2% in 2008 but has declined progressively since then to 17.6% in 2012.
- The percentage of Pacific students enrolled in postgraduate studies has increased from 10.1% in 2006 to 13.7% in 2011 and 15.0% in 2012, but neither Māori nor Pacific students meet the University postgraduate enrolment target of 21%.
- Both the Māori and Pacific successful course completions have improved since 2006. The Māori Student Pass Rate (SPR) in 2012 is 86.0%, an increase from 79.4% in 2006. This figure is above the University's Māori successful course completions (undergraduate) target of $\geq 80\%$. The Pacific SPR has increased by from 69.4% in 2006 to 77.2% in 2012. This figure is also above the University's Pacific successful course completions (undergraduate) target of $\geq 70\%$.
- The retention of Māori students was 80.4% in 2012 compared with 84.8% in 2010 but above the rate of 77.2% in 2006. The retention of Pacific students (82.8%) has also significantly decreased compared to 2006 (87.5%).
- In comparison to 2011 there was a significant increase of 23.6% in the number of students seeking assistance in 2012 from Student Disability Services.
- Proportionally fewer Māori and Pacific students who disclosed their disability at enrolment subsequently registered with SDS.

Staff

- The percentages of Māori and Pacific professional staff and of Māori academic staff do not yet meet University targets.
- The percentage of women academic staff has risen from 43% (848.8 FTE) in 2006 to 45% (967.2 FTE) in 2012.

- Women associate professors increased from 25.5% (59.5 FTE) in 2006 to 29.3% (84.2 FTE) in 2012.
- Women professors increased from 17.8% (37.8 FTE) in 2006 to 22.4% (64.4 FTE) in 2012.
- In 2006, 22% (97.3 FTE) of all senior academics were women and by 2012 this number had risen to 26.0% (148.5 FTE). The University's target for senior women academic staff in 2012 was $\geq 28\%$.
- It has been estimated that there will not be gender parity in senior academic positions until 2024, even if the current rate of increase is maintained.
- In 2012, 38% of academic staff and 31% of professional staff were 51 years of age and over.
- Professional staff women remain in the majority at 65% (1649 FTE), however only 47.5% of professional staff above level 6 at executive level are women.
- There are no staff disability data available at this time.

Student Equity

Key Facts

This section describes the overall enrolment and achievement trends of Māori and Pacific students, women students in Science and Engineering, and students with disabilities at the University¹. Statistical data in this report is derived from information in the *Decision Support System* (DSS) database. KPI targets for each faculty and the University as a whole taken from [UoA KPIs at 31.12.2011 - notes 2012 Targets.xlsx](#)

- Māori domestic EFTS comprised 6.8% of all EFTS at the University in 2012. The University target was $\geq 7\%$. Māori EFTS have increased from 1818 in 2006 to 2221 in 2012, a 22% increase.
- Despite this 22% increase in total EFTS the percentage of Māori students at the University has decreased slightly during this period from 7.1% in 2006 to 6.8% in 2012.
- Pacific domestic EFTS comprised 7.6% of all EFTS at the University in 2012. This figure was below the University's target of $\geq 10\%$. Pacific EFTS increased from 2332 in 2006 to 2485 in 2012, a 6.6% increase.
- 17.6% of Māori and 15.0% of Pacific students are enrolled for postgraduate studies. Neither group meets the University postgraduate enrolment target of 21%.
- The percentage of Māori students enrolled in postgraduate studies reached a high of 19.2% in 2008 but has declined progressively since then to 17.6% in 2012.
- The percentage of Pacific students enrolled in postgraduate studies has increased from 10.1% in 2006 to 13.7% in 2011 and 15.0% in 2012.
- Overall University undergraduate successful course completions in 2012 were 89.5% (rising from 84.5% in 2006). The rate of successful course completions for both Māori and Pacific students has improved since 2006, from 79.4% to 86.0% and 69.4% to 77.2% respectively. For Māori this figure was above the University's target of $\geq 80\%$.
- The overall Stage One successful course completion rates have increased from 80.8% to 83.9% during 2006-2011, but decreased to 81.3% in 2012. In 2012 the Māori Stage One successful course completion rate was 77.9% compared with 78.0% in 2011 but, overall, it has increased from 71.6% to 77.9% during the 2006-2012 period. Over the same period Pacific Stage One successful course completions have increased from 64.4% to 67.7%. This remains well below the University's target of $\geq 80\%$.
- There was an increase in new undergraduate Pacific EFTS who did not complete their courses successfully from 64.4% in 2006 to 67.7% in 2012.

¹ Māori and Equity groups which are the focus of this report are: Māori staff and students; Pacific staff and students; staff and students with disabilities and impairments; women students in certain disciplines; students from low socio-economic backgrounds; ethnic group staff; women academic staff; academic and professional staff women in senior positions; and professional staff.

- 86.3% of the 2011 first-year student cohort returned in 2012. This figure was below the University target of $\geq 91\%$. The retention rate of Māori students, 80.4%, was the same as in 2011, but the retention rate of Pacific students, dropped from 86.8% to 82.8% in 2012. Both groups were below the University target.
- Across all faculties, comparing enrolments by gender show that in 2012 women students were most under-represented in Engineering (23.5%). In the Faculty of Science, women were most under-represented in Computer Science (21.0%) and Physics (32.7%). Men were markedly under-represented in Education (20.1%).
- There was a 23.6% increase in the number of students who disclosed impairments to Student Disability Services from 2011 to 2012.

Student enrolments

Māori and Pacific domestic enrolments²

In 2012 Māori students comprised 6.8% of total domestic EFTS enrolled at the University. The University target for Māori domestic EFTS students in 2012 was $\geq 7\%$. This was an increase of 71 EFTS (3.3%) from 2011. While Māori EFTS have increased by 22% since 2006, the overall Māori percentage of total EFTS has decreased slightly by 0.3% during this period.

Pacific students comprised 7.6% of total domestic EFTS in 2012. This figure was below the University's target in 2012 for Pacific domestic EFTS students of $\geq 10\%$. This was a decrease of 58 EFTS (2.4%) from 2011. While Pacific EFTS have increased by 6.6% since 2006, their proportion of total EFTS has declined slightly, by 1.5%, during the same period.

Figure 1: Domestic EFTS by ethnic group 2006-2012

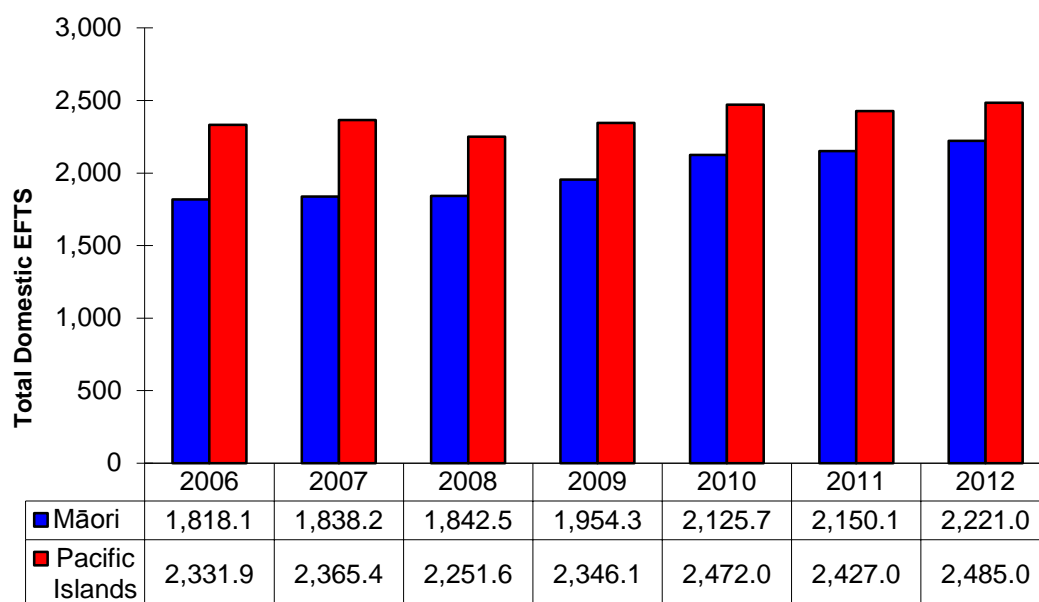


Figure 2 below displays the 2012 distribution of domestic EFTS by ethnic group within each faculty. Māori students were well represented in Arts (9.1%), Education (14.7%), Law (11.5%), and Medical and Health Sciences (8.8%) where their proportions all exceeded the University Māori students domestic EFTS target of $\geq 7\%$. Māori enrolments in Business and Economics (4.3%), National Institute of Creative Arts and Industries (NICA) (6.9%), Science (5.4%) and Engineering (5.3%) were below the University target.

Similarly, Pacific students were well represented in Arts (12.4%) and Education (14.9%) where their proportions exceeded the University 2012 targets for Arts and Education of 12% and $\geq 18\%$ respectively. Pacific enrolments in Law (8.3%), Business and Economics

² Enrolments are measured in terms of Equivalent Full-time Students or EFTS.

(6.0%), NICA1 (6.9%), Science (6.0%) and Engineering (3.4%) were below the University target.

Figure 2: Distribution of domestic EFTS by ethnic group within faculty (2012)

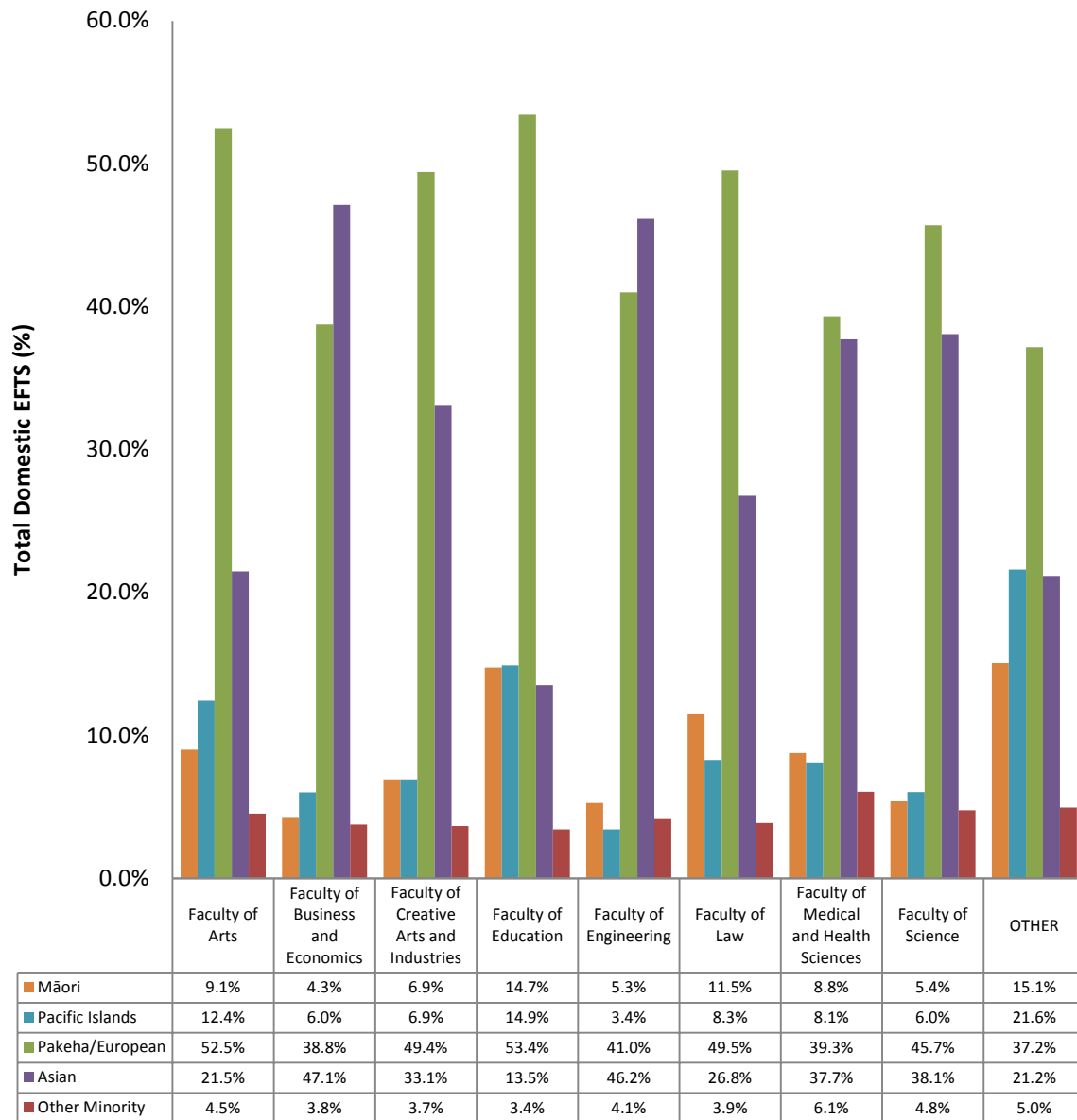
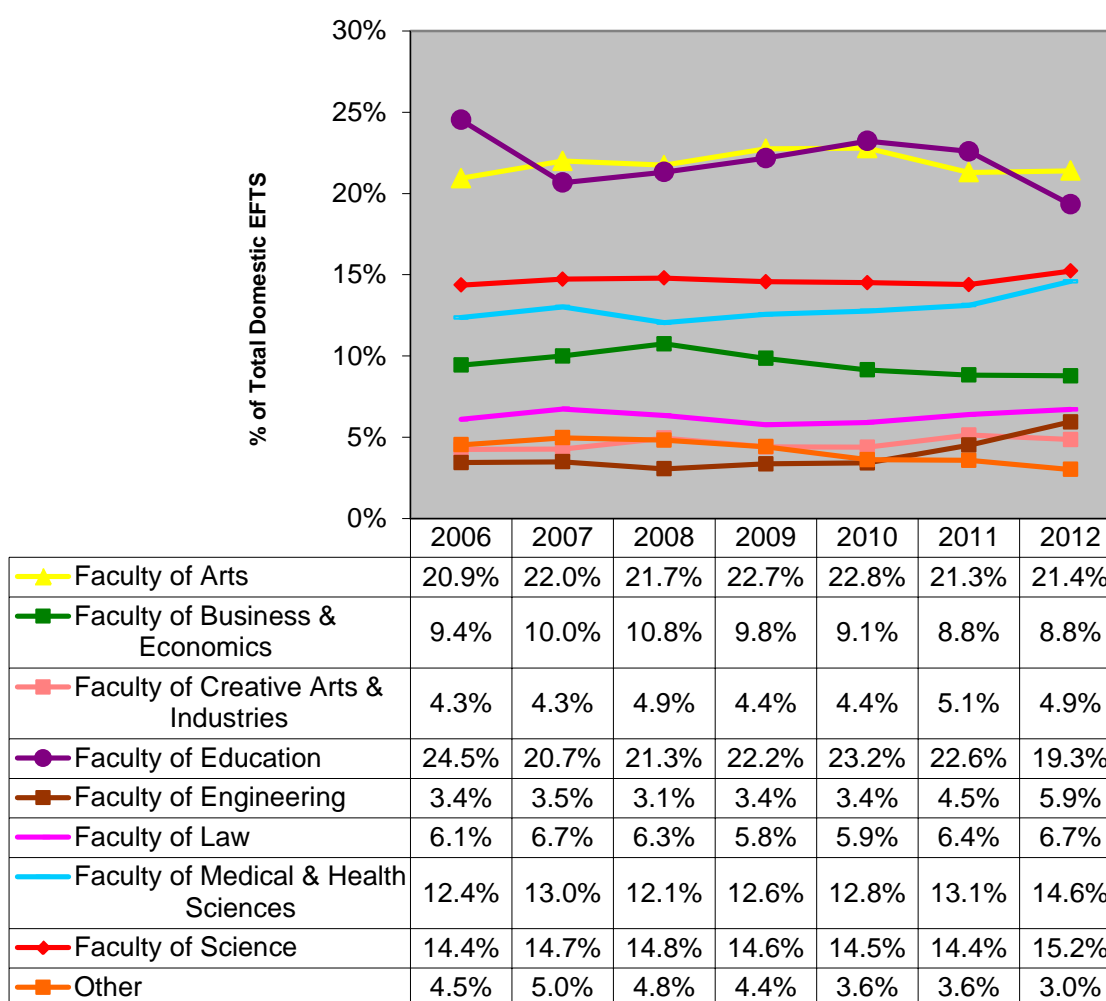


Figure 3³ below shows the percentage of total Māori EFTS enrolled in each faculty over 2006-2012. The percentage of total Māori EFTS enrolled in Education increased gradually between 2007 and 2010 but declined slightly in 2011 and 2012.

Arts (21.4%), Education (19.3%) and Science (15.2%) had the largest share of total Māori EFTS at the University in 2012. Engineering (5.9%), Medical and Health Sciences (14.6%) and Law (6.7%) all showed slight increases over 2011. Business and Economics (14.6%) and Law (6.7%) did not change from 2011. Education showed a 3.3% decrease from 2011 to 2012. Science's share of total Māori EFTS has remained relatively unchanged over the 2006-2011 period, but increased by 0.8% in 2012.

Figure 3: Māori domestic EFTS by faculty 2006-2012

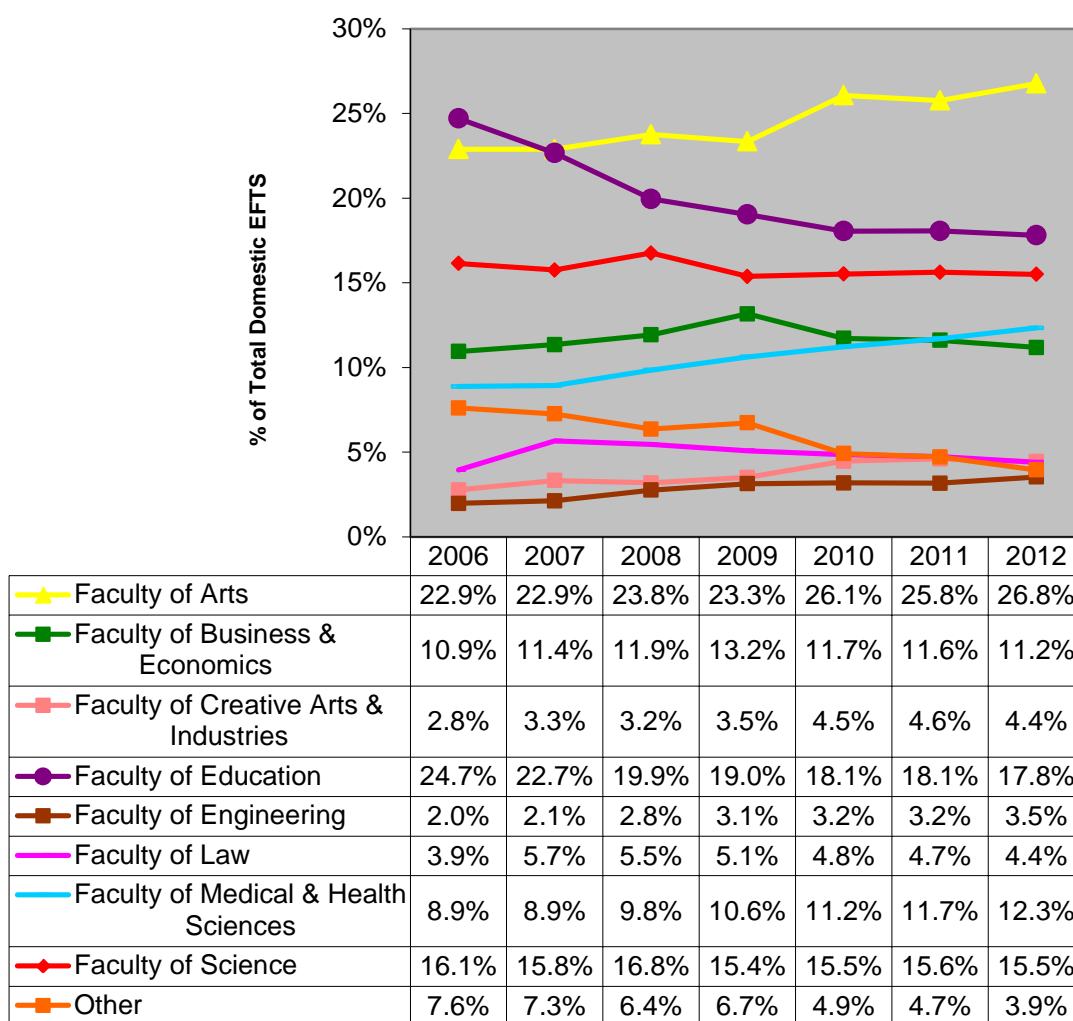


³ This refers to the percentage of all Māori students who are enrolled in each faculty, not the percentage of students in each faculty who are Māori.

Figure 4⁴ below shows the percentage of domestic Pacific EFTS enrolled in each faculty over 2006-2012. Arts (26.8%), Education (17.8%) and Science (15.5%) had the largest shares of Pacific EFTS at the University.

The percentage of total Pacific EFTS enrolled in Education has decreased, from 23.0% to 18.0%, over the last six years. Arts, Engineering and Medical and Health Sciences increased their share of Pacific EFTS over the last six years.

Figure 4: Pacific domestic EFTS by faculty 2006-2012



⁴ This refers to the percentage of all Pacific students who are enrolled in each faculty, not the percentage of students in each faculty who are Pacific.

Women in Science and Engineering enrolments

Tables 5a⁵ and 5b below display 2012 student enrolments by gender across the faculties. Despite a slight increase from 2010, women students were most under-represented in Engineering (23.5%), and they continued to be markedly over-represented in Education (79.9%). In Science, women were most under-represented in Computer Science (21.0%) and Physics (32.7%).

Table 5a: Faculty EFTS by gender

| | Auckland Bioengineering Institute | Faculty of Arts | Faculty of Business and Economics | Faculty of Creative Arts and Industries | Faculty of Education | Faculty of Engineering | Faculty of Law | Faculty of Medical and Health Sciences | Faculty of Science | Liggins Institute | OTHER | Total |
|----------|-----------------------------------|-----------------|-----------------------------------|---|----------------------|------------------------|----------------|--|--------------------|-------------------|-------|--------|
| Female | 14 | 3,821 | 2,498 | 1,023 | 2,464 | 724 | 787 | 2,670 | 3,686 | 26 | 318 | 18,030 |
| % Female | 22.6 | 64.3 | 45.1 | 60.1 | 79.9 | 23.5 | 57.5 | 67.4 | 50.3 | 66.7 | 61.3 | 55.3 |
| Male | 48 | 2,118 | 3,035 | 679 | 619 | 2,360 | 582 | 1,292 | 3,646 | 13 | 201 | 14,593 |
| Total | 62 | 5,939 | 5,533 | 1,702 | 3,083 | 3,084 | 1,369 | 3,962 | 7,332 | 39 | 519 | 32,623 |

Table 5b: Engineering EFTS by gender 2006-2012

| Faculty of Engineering | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
|------------------------|-------|-------|-------|-------|-------|-------|-------|
| Female | 21.2% | 21.1% | 20.5% | 21.5% | 22.4% | 23.3% | 23.5% |
| Male | 78.8% | 78.9% | 79.5% | 78.5% | 77.6% | 76.7% | 76.5% |

Table 5b above shows that the percentage of women enrolled in Engineering over 2006-2012 has continued to increase, from 21.2% to 23.5%.

Table 5c below shows the gender breakdown of EFTS across the Science departments. Women were most under-represented in Computer Science (21.0%), Physics (32.7%) and Mathematics (33.2%) compared to the Faculty of Science as a whole (50.3%).

⁵ Based on total EFTS, domestic and international

Table 5c: Science EFTS by gender

| | Biological Sciences | Chemical Sciences | Computer Science | Environment | Leigh Marine Research Centre | Mathematics | Physics | Psychology | Sport & Exercise Science | Statistics | Total |
|----------|---------------------|-------------------|------------------|-------------|------------------------------|-------------|---------|------------|--------------------------|------------|---------|
| Female | 759 | 434 | 200 | 480 | 46 | 283 | 134 | 748 | 95 | 506 | 3,629.1 |
| % Female | 60.6 | 60.2 | 21.0 | 52.8 | 56.1 | 33.2 | 32.7 | 74.9 | 50.8 | 52.3 | 50.4 |
| Male | 493 | 287 | 752 | 429 | 36 | 570 | 276 | 250 | 92 | 462 | 3,570.3 |
| Total | 1,252 | 721 | 952 | 909 | 82 | 853 | 410 | 998 | 187 | 968 | 7,199.4 |

Table 5d below shows the gender breakdown of EFTS in the Computer Science Department over 2006-2012. Women comprised 21.0% (179 EFTS) of Computer Science EFTS in 2012, which is comparable with 2011. Overall, the percentage of women has only increased from 18.5% in 2006.

Table 5d: Computer Science EFTS by gender 2006-2012

| Computer Science | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
|------------------|-------|-------|-------|-------|-------|-------|-------|
| Female | 18.5% | 18.4% | 19.4% | 20.3% | 21.3% | 20.9% | 21.0% |
| Male | 81.5% | 81.6% | 80.6% | 79.7% | 78.7% | 79.1% | 78.9% |

Table 5e below shows the gender breakdown of EFTS in the Physics Department over the period 2006–2012. Women comprised 32.7% (134 EFTS) of Physics enrolments in 2012, representing an increase of 13.6% (16 EFTS) since 2011 but a decline of 9 EFTS compared to 2010.

Table 5e: Physics EFTS by gender 2006-2012

| Physics | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
|---------|-------|-------|-------|-------|-------|-------|-------|
| Female | 28.7% | 31.2% | 32.7% | 31.5% | 34.6% | 31.9% | 32.7% |
| Male | 71.3% | 68.8% | 67.3% | 68.5% | 65.4% | 68.1% | 67.3% |

Table 5f below shows the gender breakdown of EFTS in the Mathematics Department over 2006-2012. Women comprised 33% (283 EFTS) of Mathematics EFTS in 2012. From 2006 to 2016 the percentage of women in Mathematics increased from 28.7% to 32.7% (37%) with a peak of 34.6% in 2010, and by 2.6% in 2012.

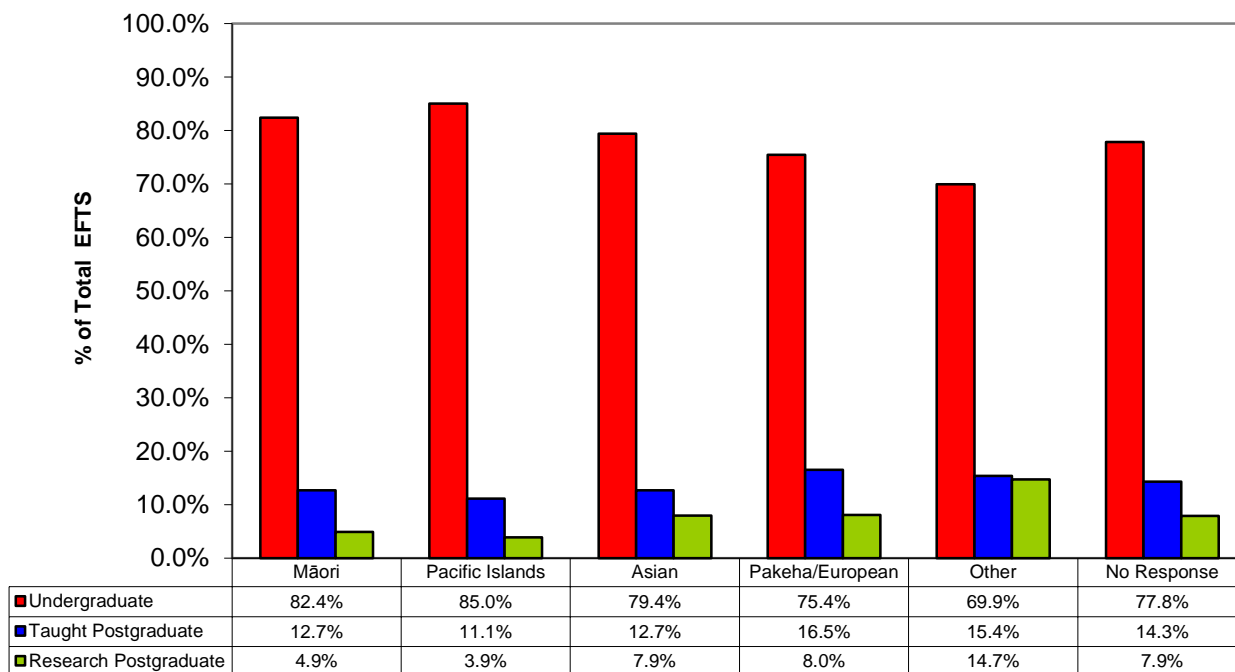
Table 5f: Mathematics EFTS by gender 2006-2012

| Physics | 2006 | 2007 | 2008 | 2009 | 2010 | 2011 | 2012 |
|---------|-------|-------|-------|-------|-------|-------|-------|
| Female | 28.7% | 31.2% | 32.7% | 31.5% | 34.6% | 31.9% | 32.7% |
| Male | 71.3% | 68.8% | 67.3% | 68.5% | 65.4% | 68.1% | 67.3% |

Undergraduate and postgraduate enrolments

Figure 6 below shows the 2012 distribution of total EFTS at undergraduate and postgraduate levels across the main ethnic groups at the University.

Figure 6: Total EFTS by level and ethnic group



Māori, Pacific and Asian students were over-represented at undergraduate level at 82%, 85% and 83% respectively. These figures were over the University's maximum target of 79% for undergraduate enrolments.

Māori and Pacific students were significantly under-represented at postgraduate level compared with other ethnic groups. 17.6% of Māori students were enrolled at postgraduate level. This was 3.4% below the University target of 21%. 4.9% of Māori students were studying at research postgraduate studies level which is below the University's target of 8%. The percentage of Māori students in taught postgraduate studies (12.7%) was on par with the University target of 13%.

The data show that Pacific students were most likely to be studying at undergraduate level and least likely to be enrolled in research postgraduate studies. 15.0% of Pacific students at the University were in postgraduate studies. This is still significantly under the University target of 21%.

Figure 6a below shows that at 17.6%, the percentage of Māori students enrolled in postgraduate studies increased slightly from 2011.

Figure 6a: Māori EFTS by level of study 2006-2012

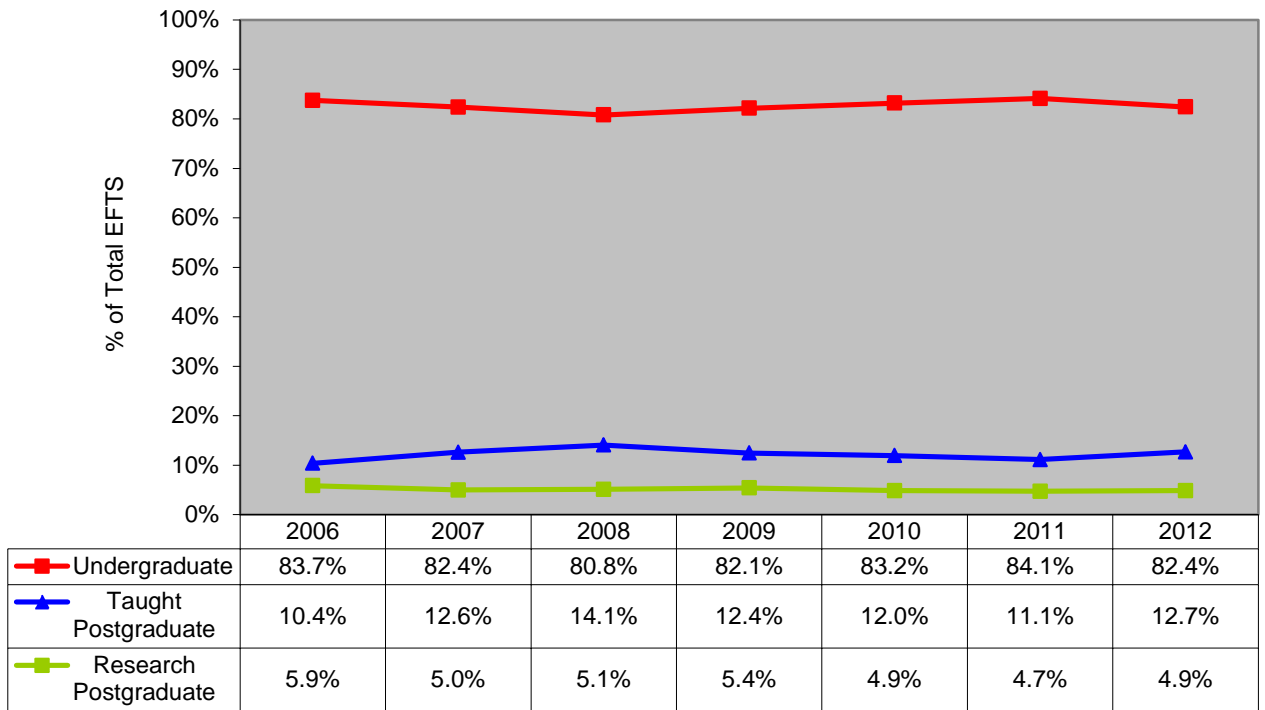
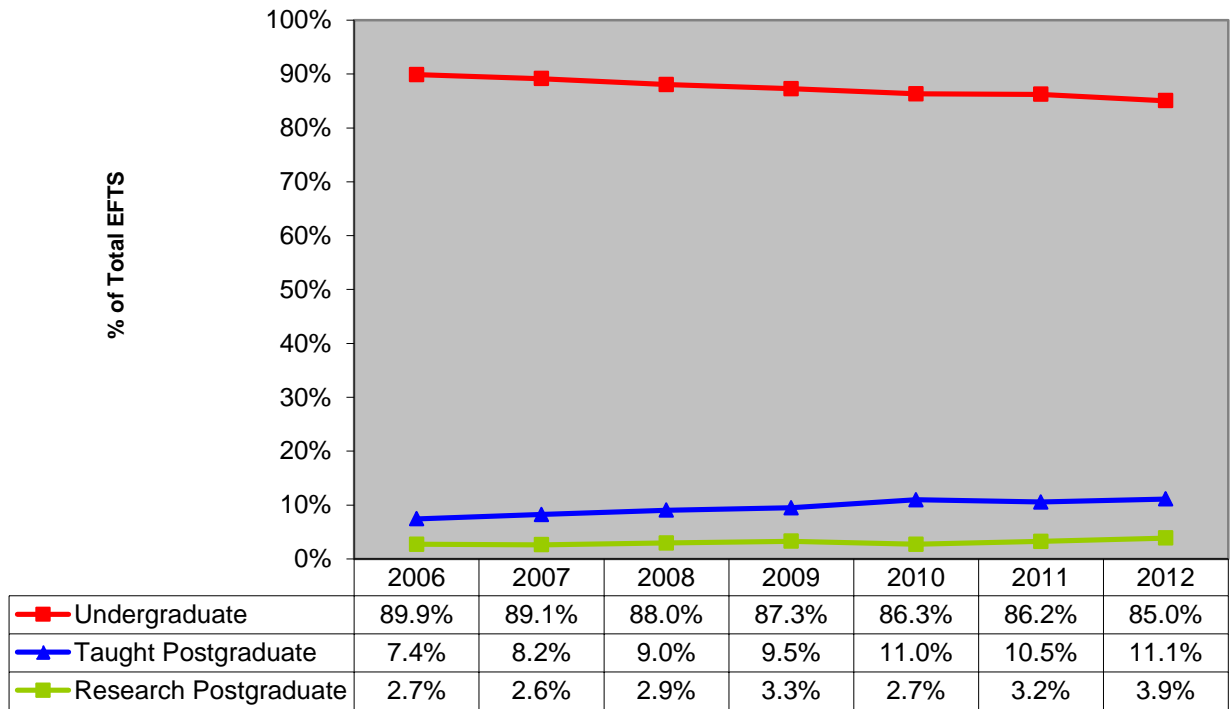


Figure 6b below shows the percentage of Pacific students enrolled in postgraduate studies has increased gradually from 10% in 2006 to nearly 14% in 2012.

Figure 6b: Pacific EFTS by level of study 2006-2012



Student achievement

Student academic achievement can be measured by a range of indicators including:

- Successful course completions
- First-year retention

Figure 7 below shows the overall undergraduate successful course completions by ethnic group for 2006-2012. The rate of overall undergraduate successful course completions has increased from 84.5% in 2006 to 89.5% in 2012. The successful course completions in 2012 of Māori students were 86.0%, an increase from 79.4% in 2006. This figure was above the University's Māori successful course completions target of $\geq 80\%$. The successful course completion rate of Pacific students in 2012 were 77.2%, an increase from 69.4% in 2006. This figure was also above the University's Pacific successful course completions target of $\geq 70\%$.

Figure 7: Undergraduate successful course completions by ethnic group (SPR)

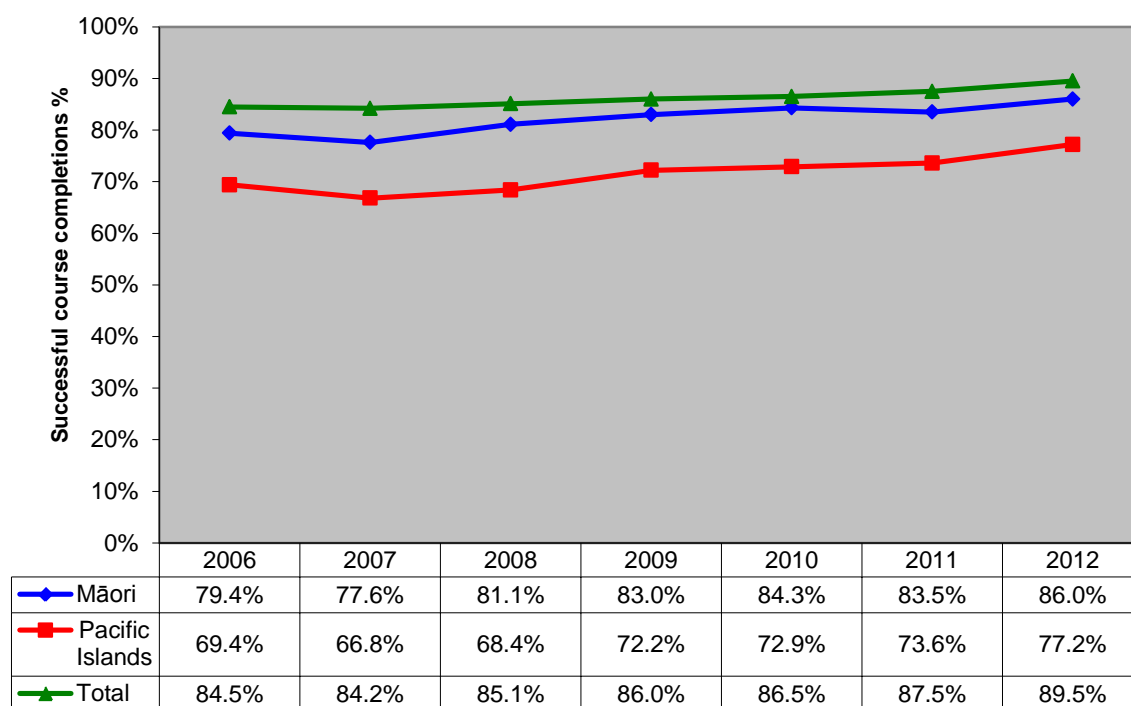


Figure 8 below shows the 2012 undergraduate successful course completions across the different faculties. The Māori successful course completion rate was highest in Medical and Health Sciences (93.8%) and Engineering (91.0%) and lowest in Arts (81.2%) and Science (77.9%). Māori successful course completions exceeded the University target of $\geq 80\%$ in all faculties except Science.

The Pacific successful course completion rate was highest in Medical and Health Sciences (90.1%) and lowest in Science (66.1%). Pacific successful course completions exceeded the University 2012 Pacific successful course completions (undergraduate) target of $\geq 70\%$ in all faculties except Science and Arts, where they were below the University target.

Figure 8: Undergraduate successful course completions across faculties 2012

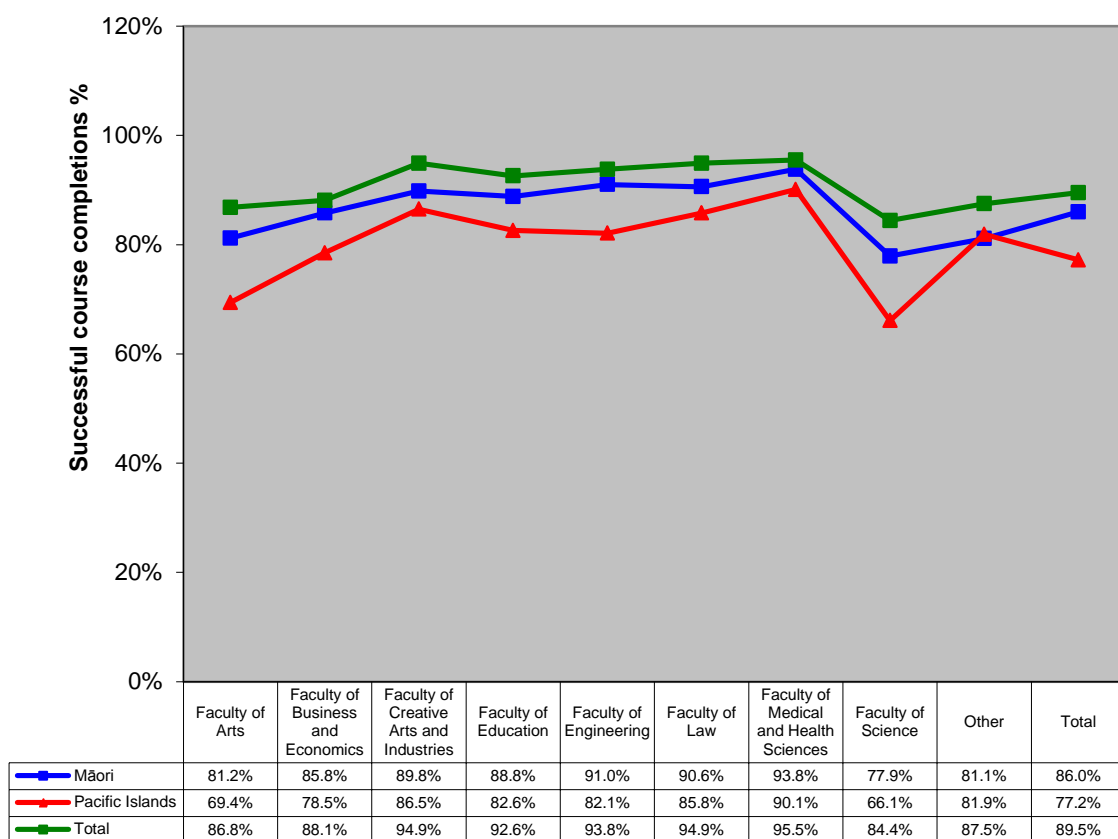


Figure 9 below shows the undergraduate successful course completion rate for Māori students across all faculties during the 2006-2012 period. The largest percentage increase in Māori successful course completions over this period can be observed for Education (78.5% to 88.8%), and Medical and Health Sciences (85.2% to 93.8%), Science (71.7% to 77.9%), and Arts (73.4% to 81.2%). The Faculty of Law which had a rate of 90.9% in 2006 reached 90.6% in 2012 after dropping as low as 82.4% in 2007.

Figure 9: Māori undergraduate successful course completions by faculty (2006 - 2012)

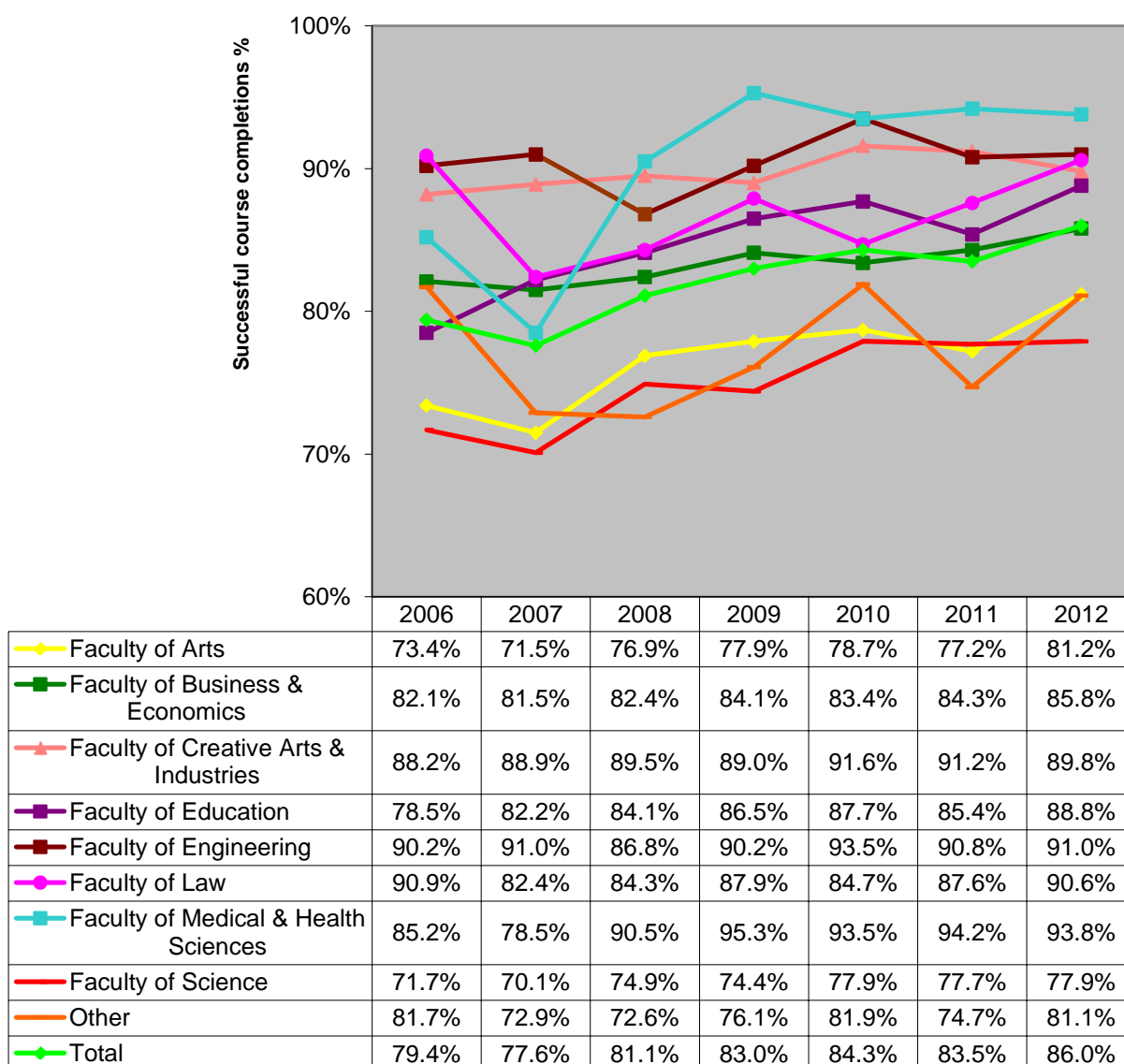
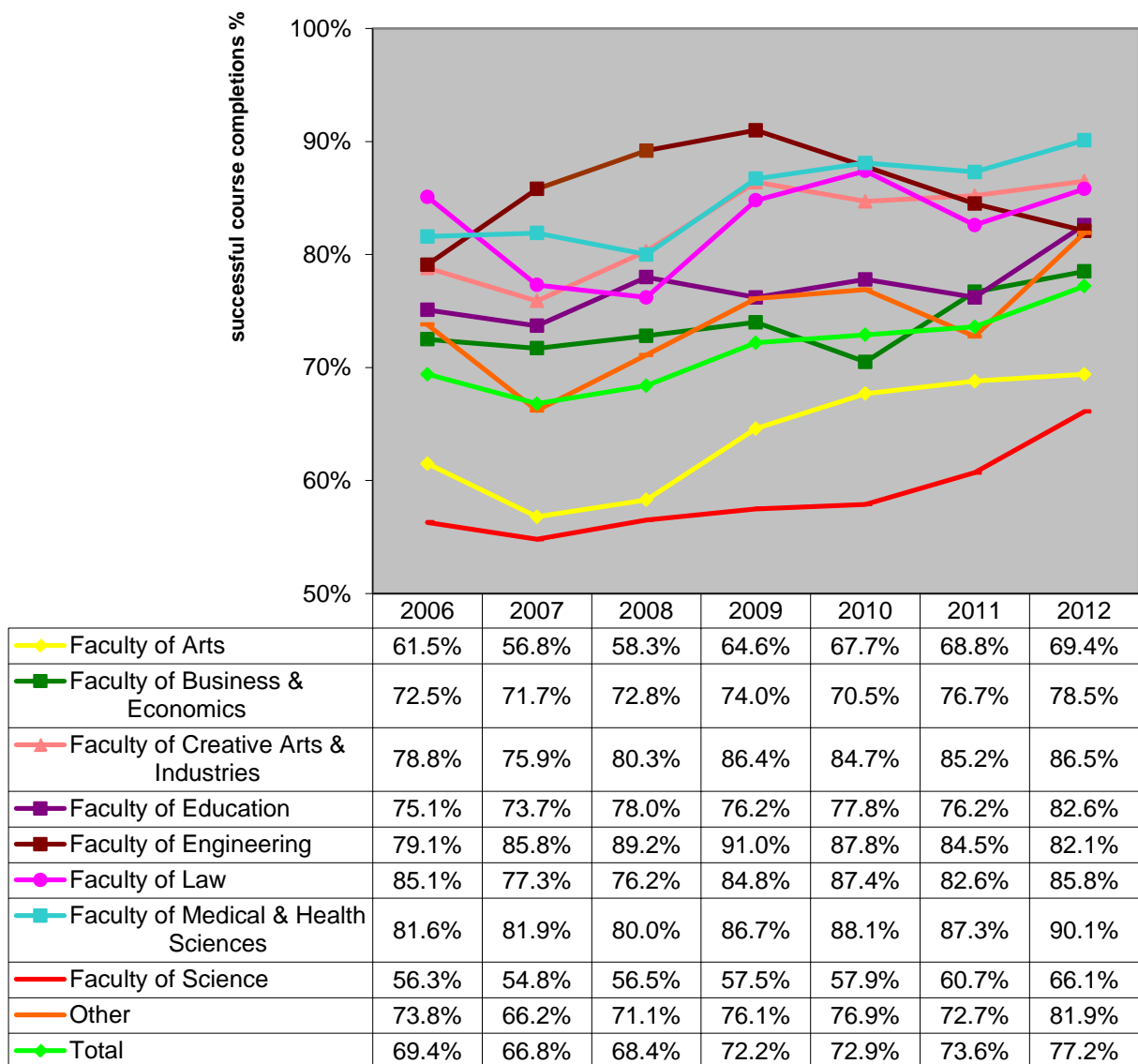


Figure 10 below shows the undergraduate successful course completion rates for Pacific students across the faculties during the 2006-2012 period. The largest increases in Pacific successful course completions over this period can be observed for Arts (from 61.5% to 69.4%), Medical and Health Sciences (from 81.6% to 90.1%) and Science (from 56.3% to 66.1%). The Faculty of Engineering, (75.1% to 82.1% for the period 2006 – 2012) dropped from a rate of 84.5% in 2011 and a peak of 91.0% in 2009.

Figure 10: Pacific undergraduate successful course completions by faculty

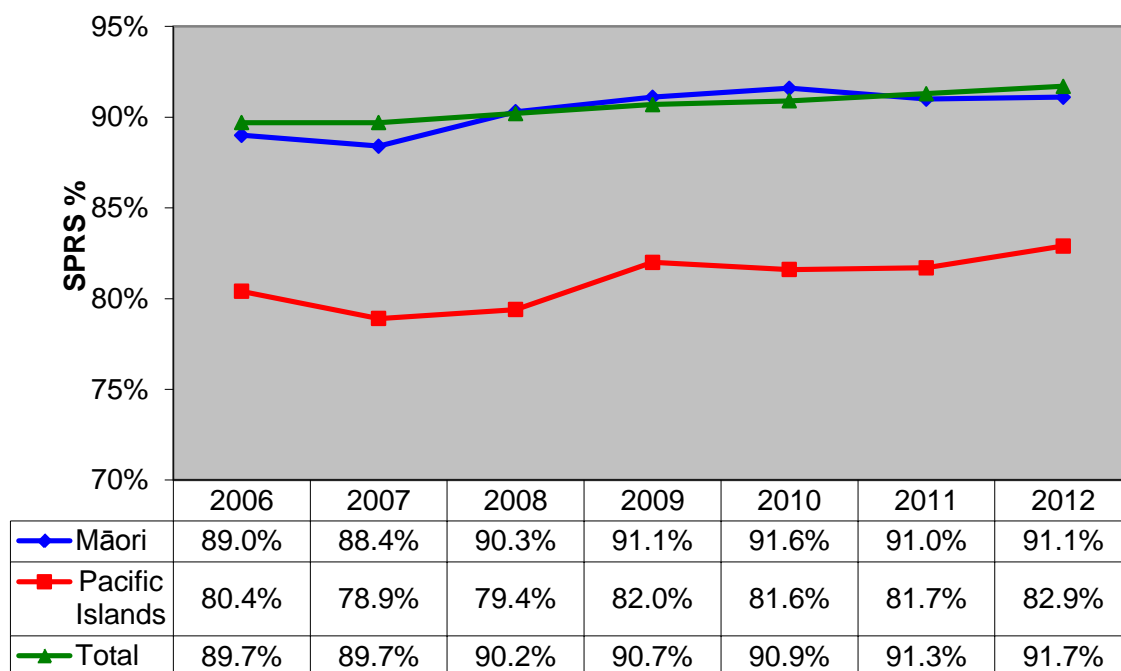


Undergraduate SPRS

SPRS measures the pass rates of students who completed the course, excluding those who did not sit the exam (DNS), or withdrew from the course. Thus SPRS tends to be higher than SPR.

Figure 11 below shows the undergraduate SPRS across the main ethnic groups over 2006-2012. The overall SPRS in 2012 was 91.7%, an increase from 89.7% 2006. The SPRS of Māori students increased from 89.0% to 91.1% in the 2006-2012 period. That of Pacific students increased slightly, from 80.4% to 82.9%, during the same period.

Figure 11: Undergraduate student SPRS

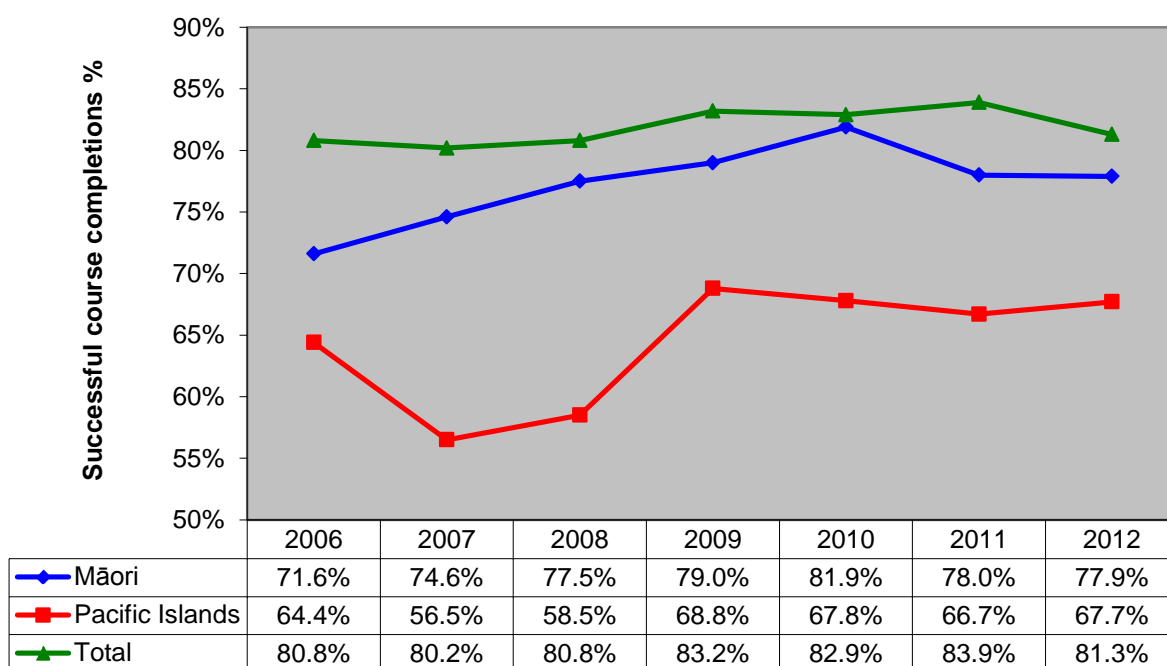


Stage One successful course completions

The successful course completions of Stage One new undergraduate students are a useful indicator of the effectiveness of teaching and learning for new undergraduate students.

Figure 12⁶ below shows Stage One successful course completions over 2006-2012. The overall Stage One successful course completion rate has increased from 80.8% to 81.3% during this period. The Māori Stage One successful course completion rate of 77.9% has declined 0.1% from 2011 but has shown an overall increase from 71.6% since 2006. The Pacific Stage One successful course completion rate has increased from 64.4% to 67.7% during this period. Māori Stage One successful course completions and Pacific Stage One successful course completions both showed a greater increase than the total increase in Stage One successful course completions over the last six years. However 32.3% of Stage One new undergraduate Pacific EFTS did not complete their courses successfully in 2012 (compared with 19.0% of all Stage One new undergraduate EFTS).

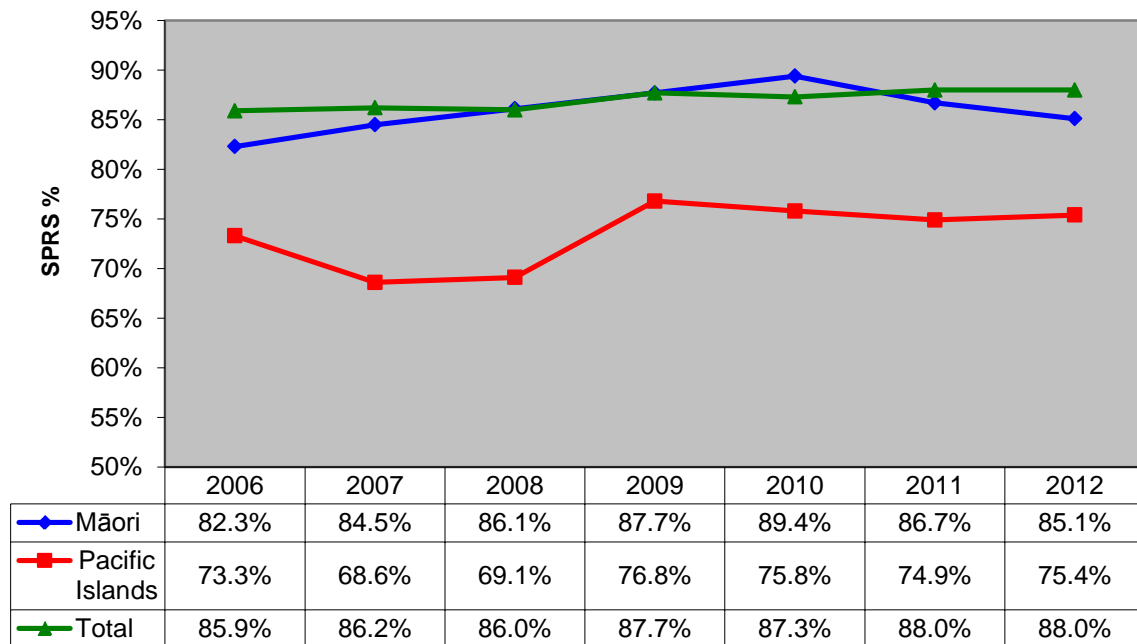
Figure 12: Stage One successful course completions 2006-2012



⁶ Includes new students only

Figure 13 below shows the Stage One SPRS of Māori students in 2012 of 85.1% which is slightly below the overall Stage One SPRS across the University (88.0%). Māori SPRS has increased by 2.8% since 2006 while the total Stage One SPRS has increased by 2.1%. The Stage One SPRS of Pacific students, 75.4% has increased by 2.1% since 2006 and was still well below that of Māori (85.1%) and all students (88%).

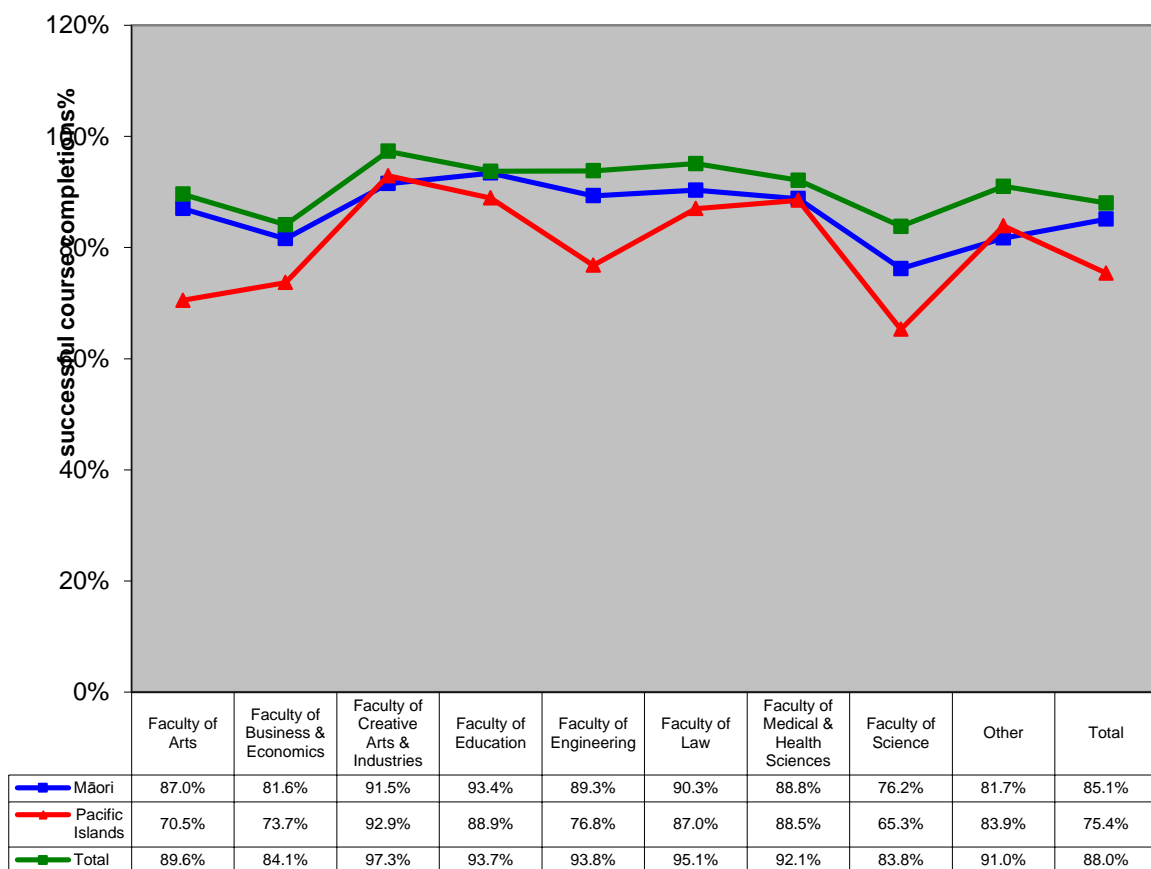
Figure 13: Stage One SPRS



Stage One successful course completions across faculties

Figure 14 compares the Stage One successful course completions in 2012 across faculties. The rate for Māori students was highest in Education (93.4%) and NICA I (91.5%) and lowest in Science (76.2%), which was below the University target of $\geq 80\%$. For Pacific students the rate was highest in NICA I (92.9%) and Education (88.9%) and lowest in Science (65.3%) which was also below the University Pacific undergraduate successful course completions target of $\geq 70\%$.

Figure 14: Stage One successful course completions by faculty 2012



New undergraduate retention/re-enrolment

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

Figure 15 below shows that 86.3% of the 2011 first-year student cohort returned in 2012. This figure was just below the University target of $\geq 91\%$. Retention of new undergraduate Māori students was the same in 2012 as 2011. The retention of new undergraduate Pacific students has also decreased by 4% compared with 2011. These figures compare with an overall 1.2% decrease in retention rates for all new undergraduate students during the same period, to 86.3%. Overall Māori and Pacific new undergraduate retention rates have declined by 2.3% and 4.2% respectively during the last six years.

Figure 15: New undergraduate retention 2005 - 2012

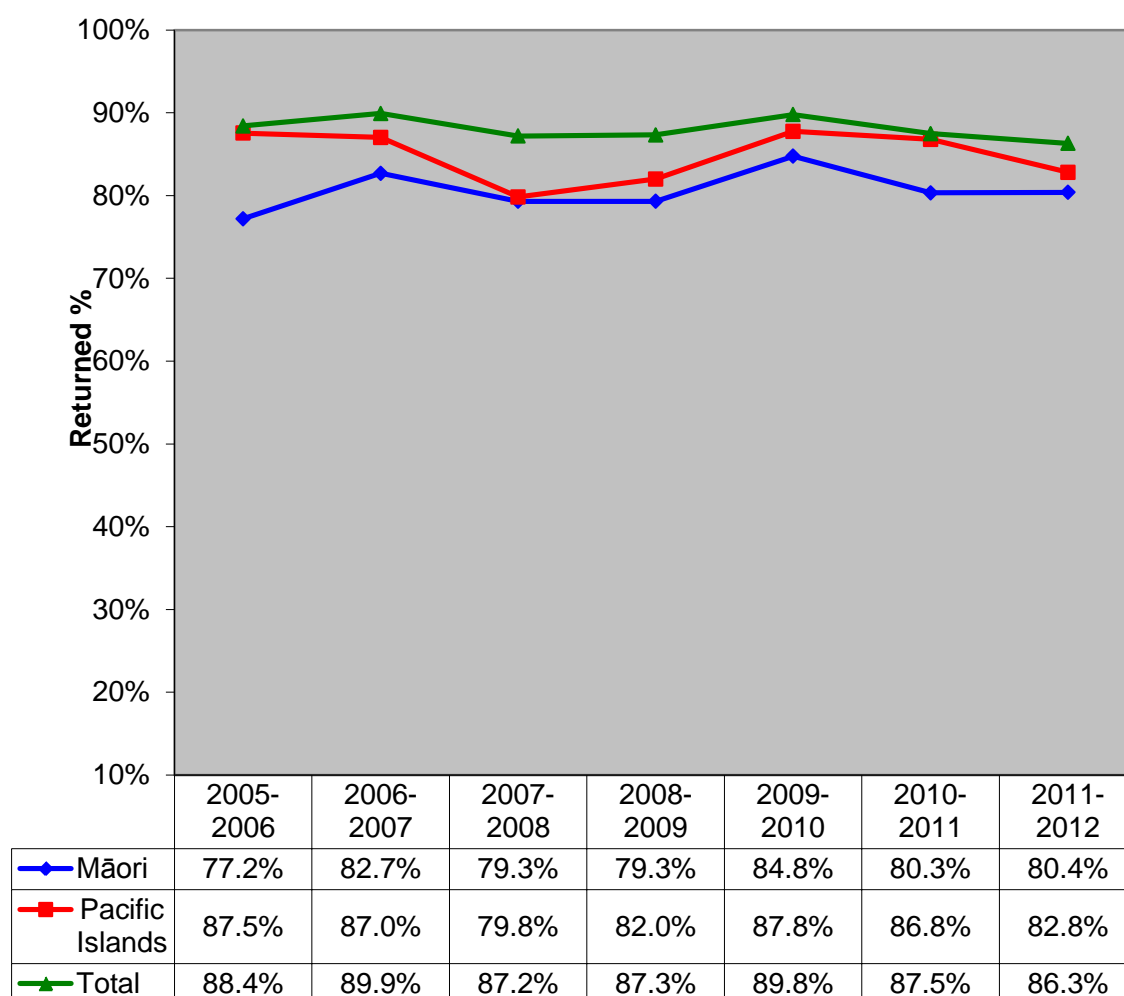
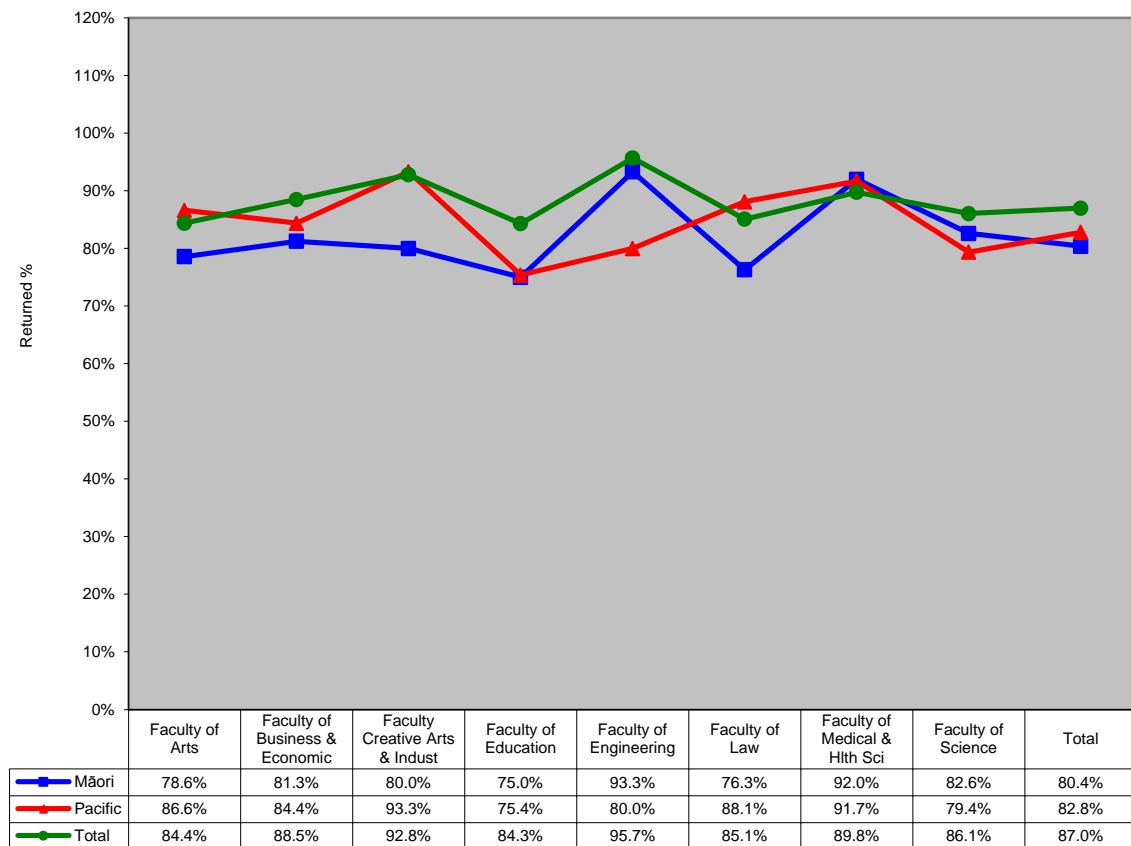


Figure 16 below shows new undergraduate retention across faculties in 2012. New undergraduate Māori students enrolled in Engineering (93.3%) and Medical and Health Sciences (92.0%) had the highest retention rates, while those enrolled in Arts (78.6%), and Education (75.0%) had the lowest retention rates.

New undergraduate Pacific students in Law (88.1%) and Medical and Health Sciences (91.7%) had the highest retention rates in 2012. Pacific students in Education (75.4%) and Science (79.4%) had the lowest retention rate. The retention rate of Pacific students (82.8%) was below the overall retention rate (87%) and University target of $\geq 91\%$.

Figure 16: First-year retention by faculty

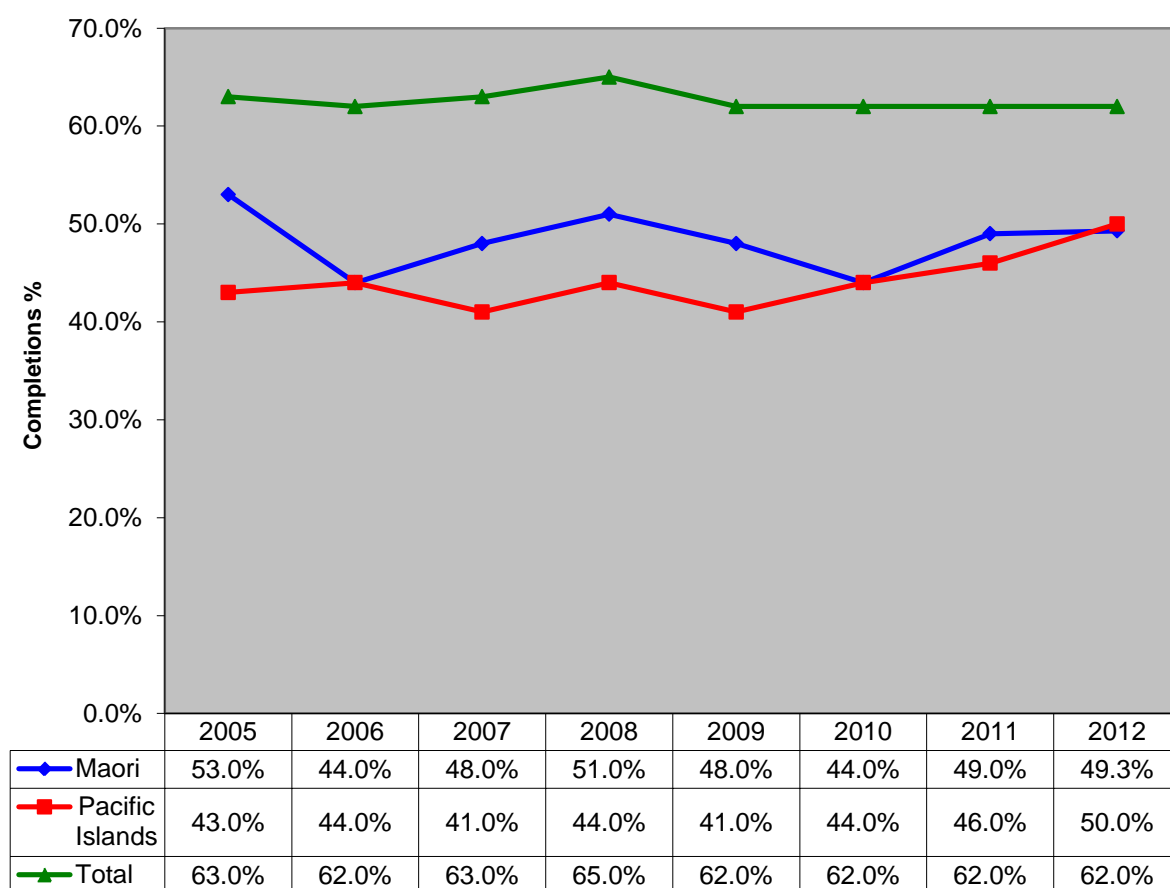


Qualification completions

Completion of qualifications is one of the University KPIs comprising domestic students who have completed a degree level or higher qualification within five years (see Figure 17 below).

The overall qualification completion rate in 2012 was 62.0%. For Māori students the figure was 49%, which is below the University's target for Māori of $\geq 71\%$. The qualification completion rate for Pacific students was 50%, which was below the University's target for Pacific of $\geq 63\%$. Overall, there has been a decline in Māori qualification completion rates and a slight increase in Pacific qualification completion rates since 2008.

Figure 17: Qualification completions by ethnic group



Students with disabilities and impairments

The statistical data that follow are a combination of Student Disability Services' internal statistics including student registrations, and data extracted by the Planning Office *Decision Support System* (based on Equivalent Full-Time Students). The source of these data are noted in each case. 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 student EFTS with impairments at The University of Auckland.

In comparison to the previous year in Figure 18, there was a significant increase of 23.6% (from 601 in 2011 to 743 in 2012) in the number of students seeking assistance from Student Disability Services.

Invisible disabilities, such as specific learning and mental health issues continue to make up the largest section of those impairments disclosed, together representing 55.2% of the primary impairments disclosed. This has been an established trend over the past five years. Of particular note in 2012 was a further significant increase in the number of students seeking assistance with specific learning disabilities.

The significant increase in overall students meant that the numbers of students in the majority of the categories of impairment rose.

Figure 18: Students registered with Student Disability Services 2005-2012

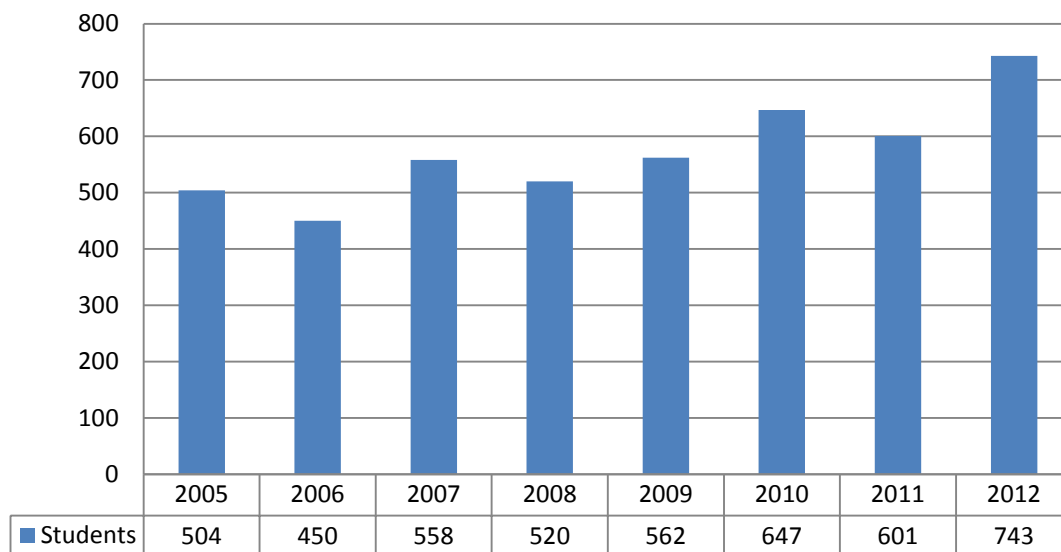
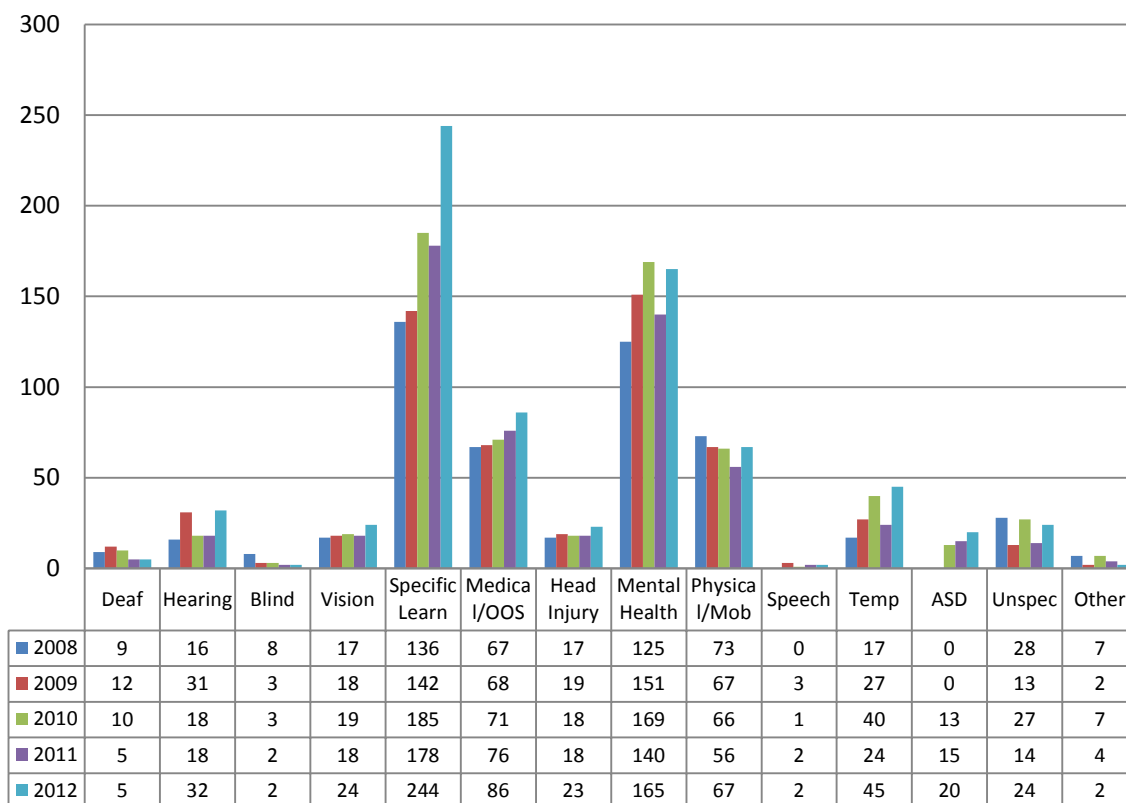


Figure 19 below refers to the impairments that students disclosed as their primary impairment. In addition, 16.2 % of students registered with Student Disability Services indicated they live with multiple impairments.

Figure 19 also shows the extent to which those disclosing invisible impairments such as mental health and specific learning disabilities continue to make up a very significant portion of the students seeking assistance from Student Disability Services. Over the past five years, the number of students with specific learning disabilities seeking assistance has increased dramatically from 136 to 244.

Figure 19: Students registered with Student Disability Services by indicated primary impairment 2008-2012



- Proportionally fewer Māori and Pacific students who disclosed their disability at enrolment subsequently registered with SDS.

Figure 20: Percentages EFTS with disability and percentages Student Disability Services registrations by ethnicity 2012

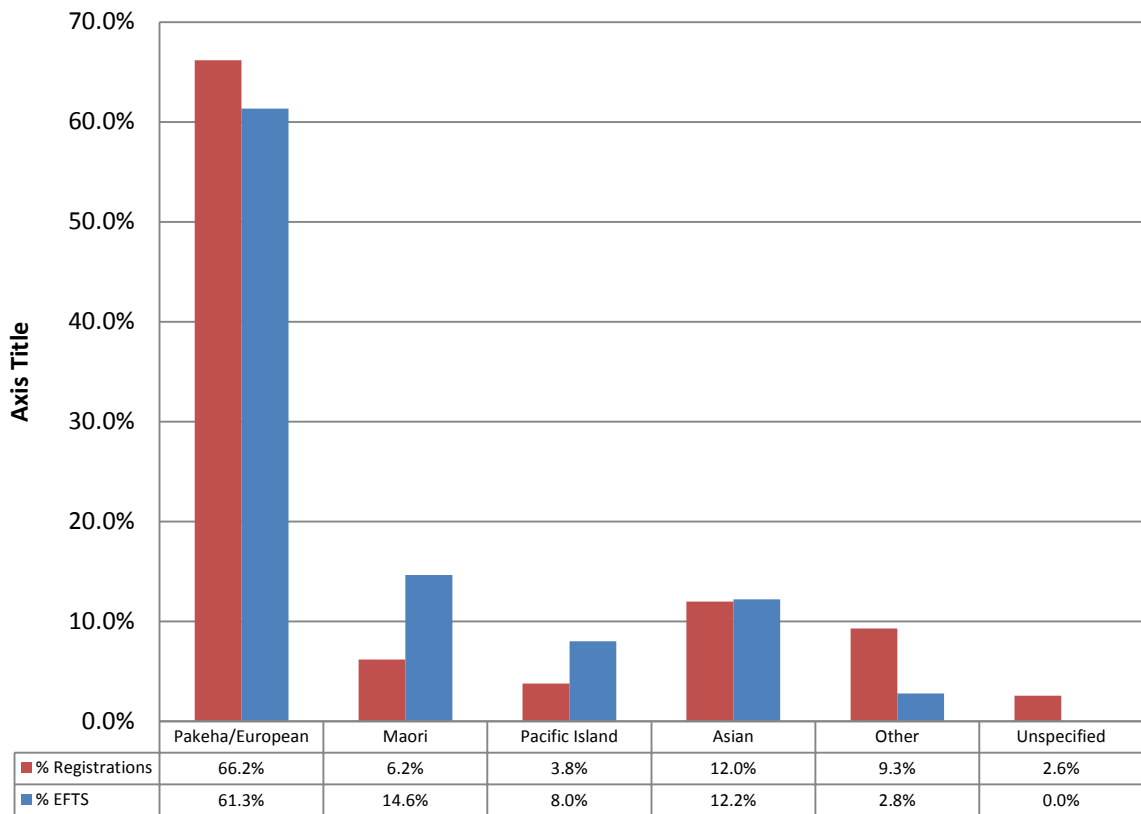


Figure 21 indicates that students registered with SDS by ethnic group has remained relatively stable, with the exception of Pacific students for whom the proportion has declined from 6.7% in 2008 to 3.8% in 2012.

Figure 21: Students registered with Student Disability Services by ethnic group (%), 2009-2012

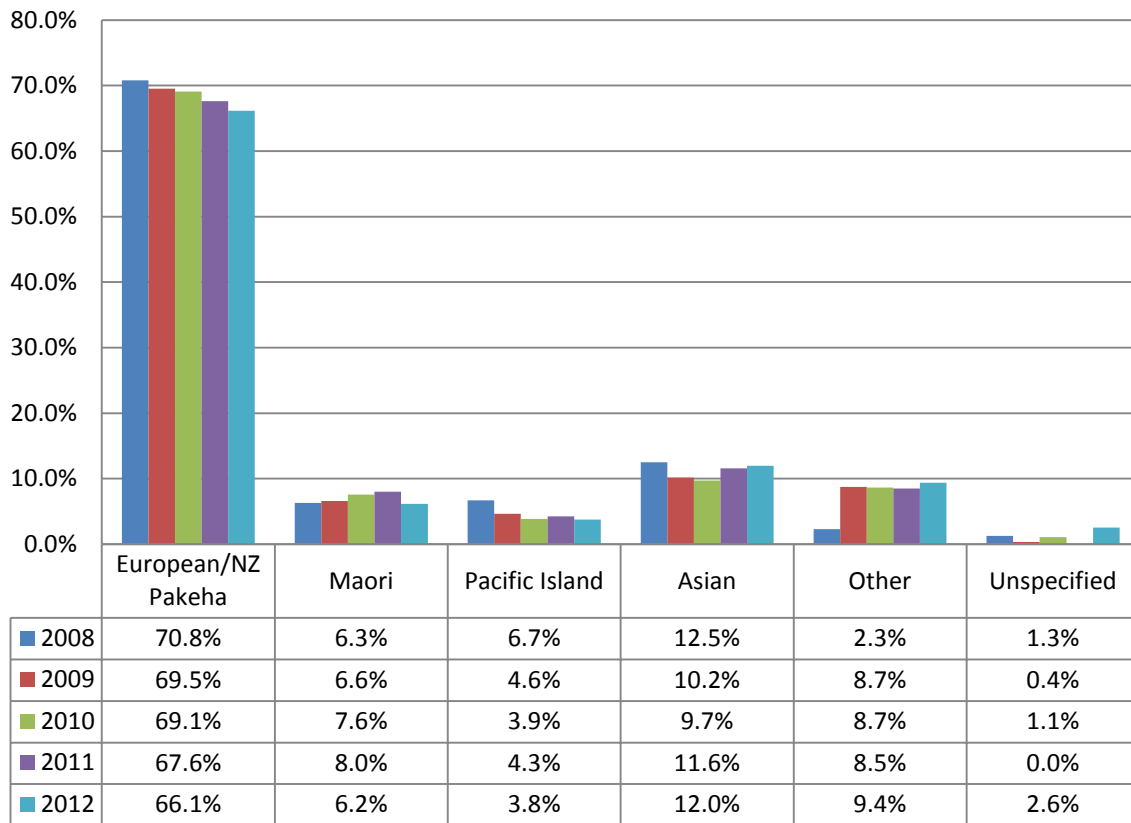


Figure 22 below shows across all ethnic groups, women currently make up a larger proportion of those indicating an impairment at the point of enrolment.

Figure 23 indicates that across all ethnic groups there are more females who disclose a disability to the University. This is also reflected in the Student Disability Services registrations (as seen in Figure 22 above).

Figure 22: EFTS with disability by gender and ethnicity 2012

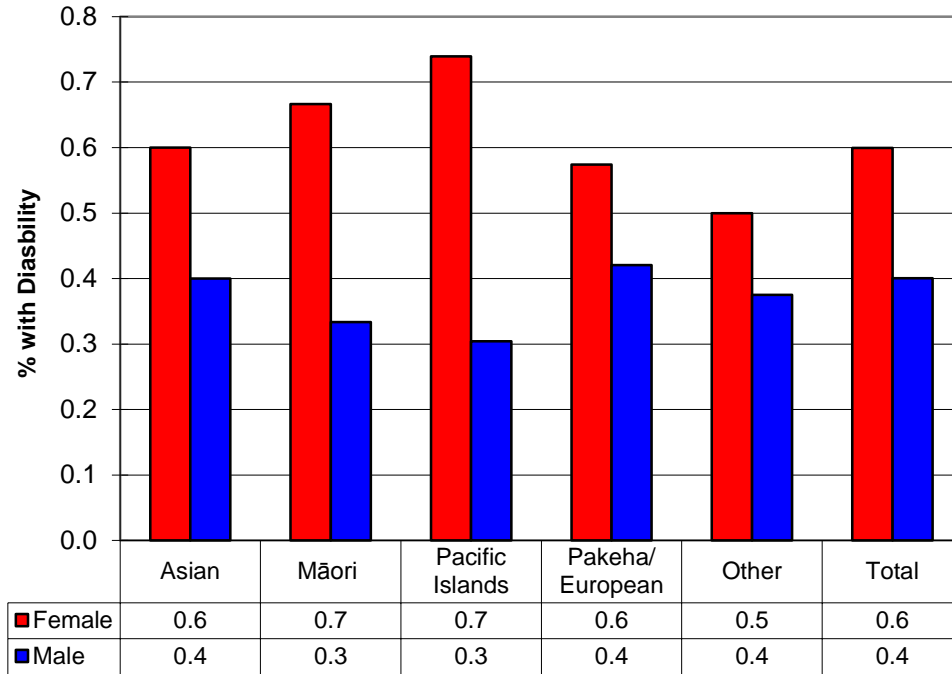


Figure 23: Students registered with Student Disability Services by gender and ethnicity 2012

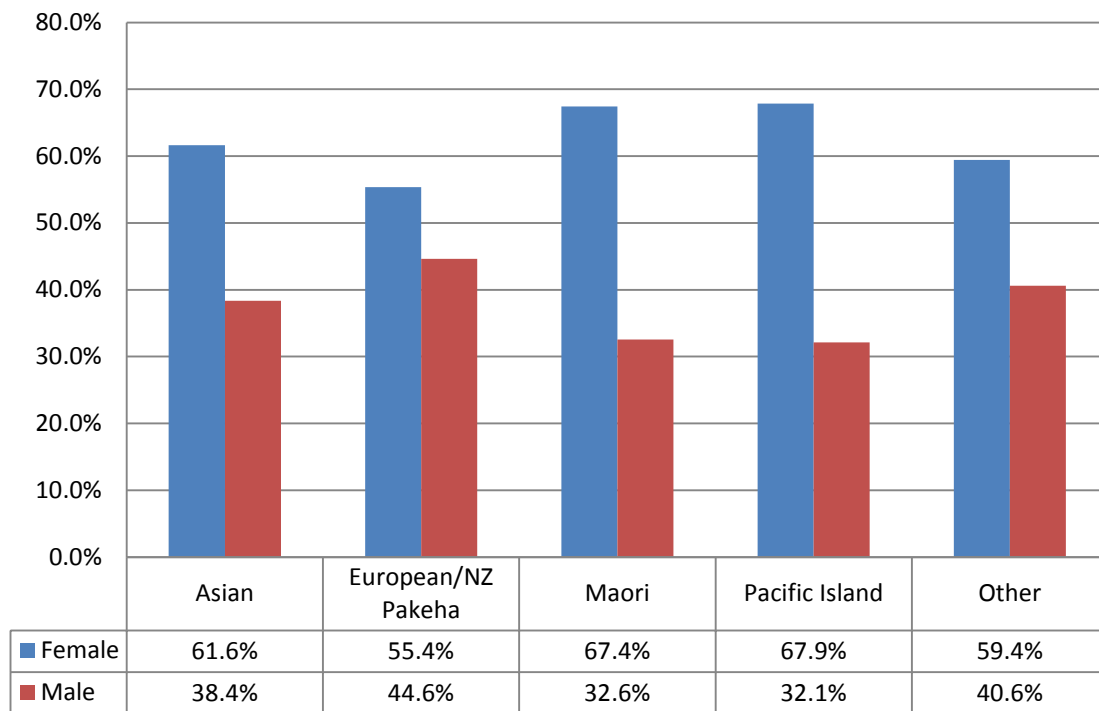


Figure 24 shows that women continue to make up a significantly higher percentage of the students registered with Student Disability Services than men.

Figure 24: Students registered with Student Disability Services by gender (%) 2009-2012

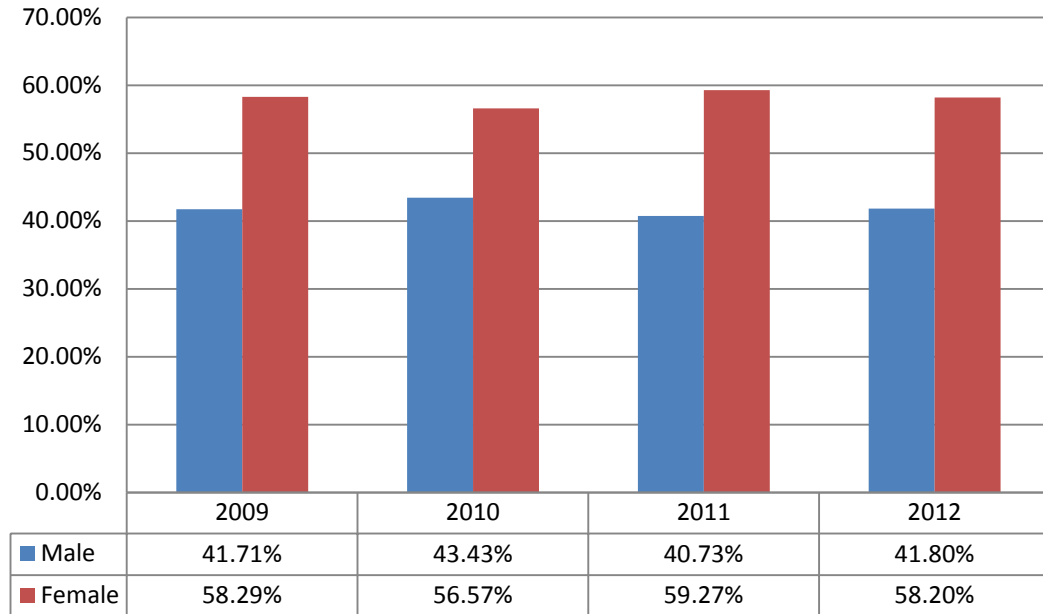


Figure 25 reflects that the Arts, Education and Science faculties continue to account for the largest proportion of students indicating at enrolment that they live with an impairment.

Figure 25: Percentage of EFTS with disability by faculty 2010-2012

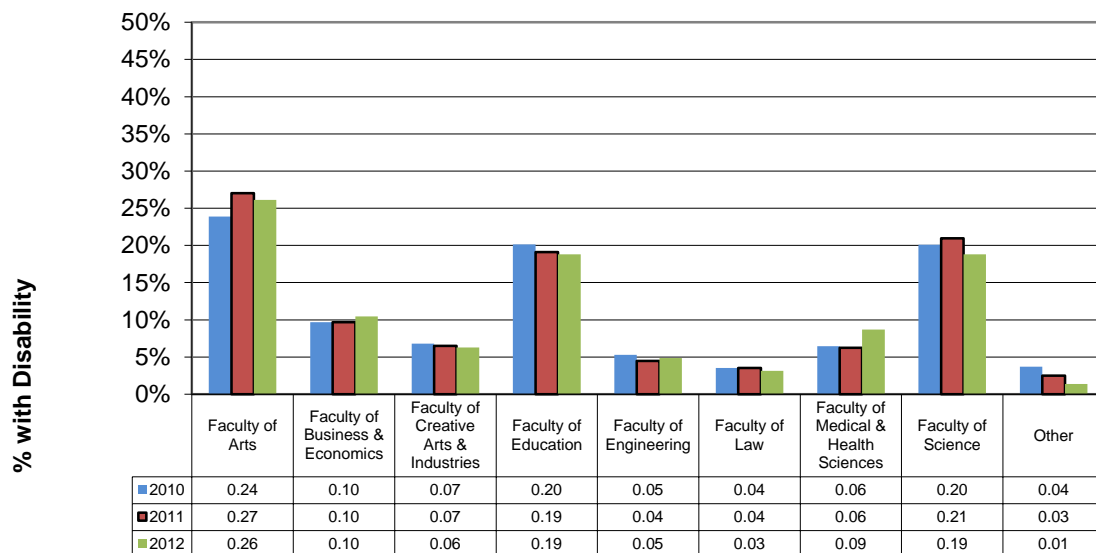


Figure 26 shows that the Faculties of Arts, Education and Science also account for the highest proportion of students who register with Student Disability Services.

Figure 26: Percentage of students registered with Student Disability Services by faculty 2009-2012

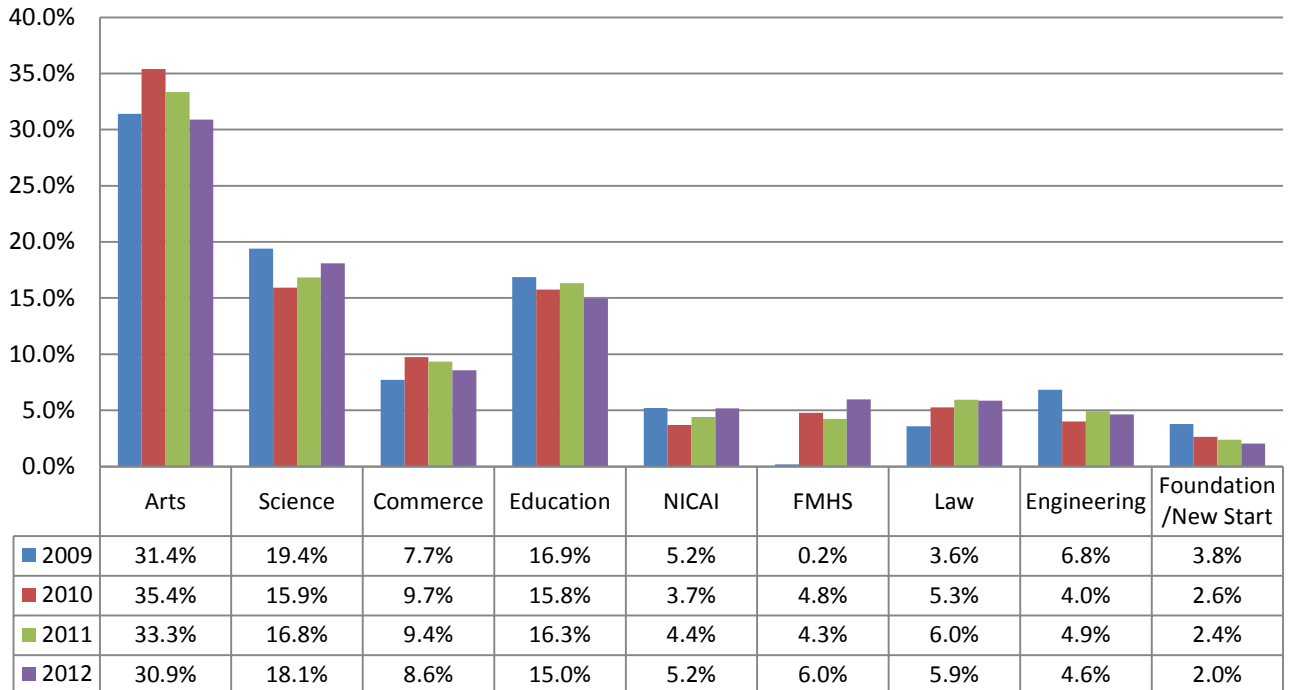


Figure 27 indicates a continuing increase in the percentage of students with impairments enrolled in both taught and research postgraduate courses in 2012.

Figure 27: Percentage of EFTS with disability by funding level 2010-2012

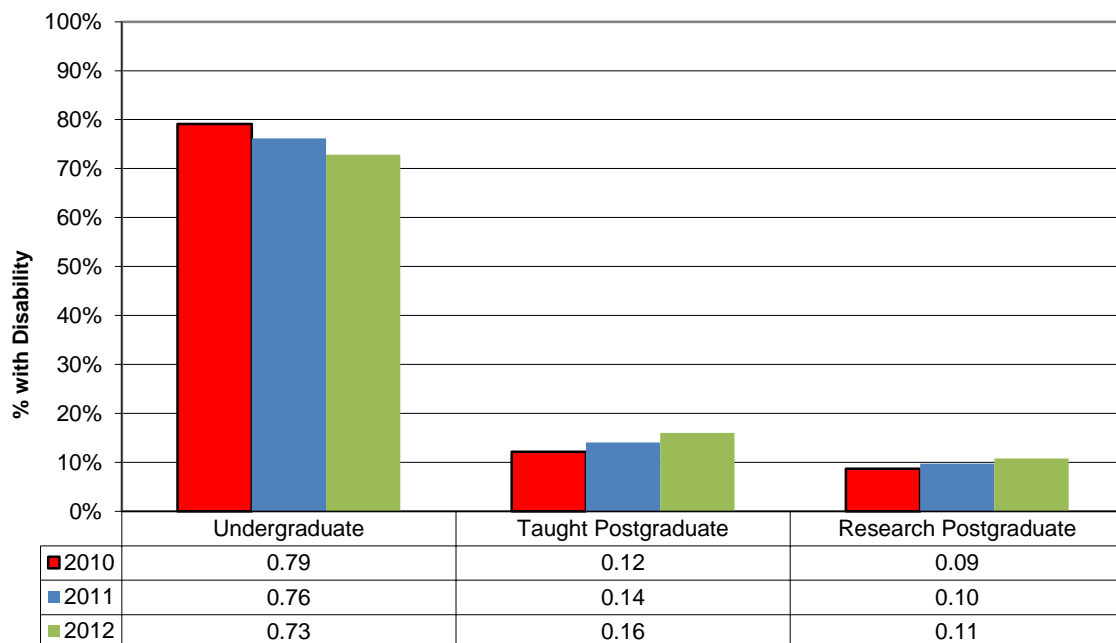
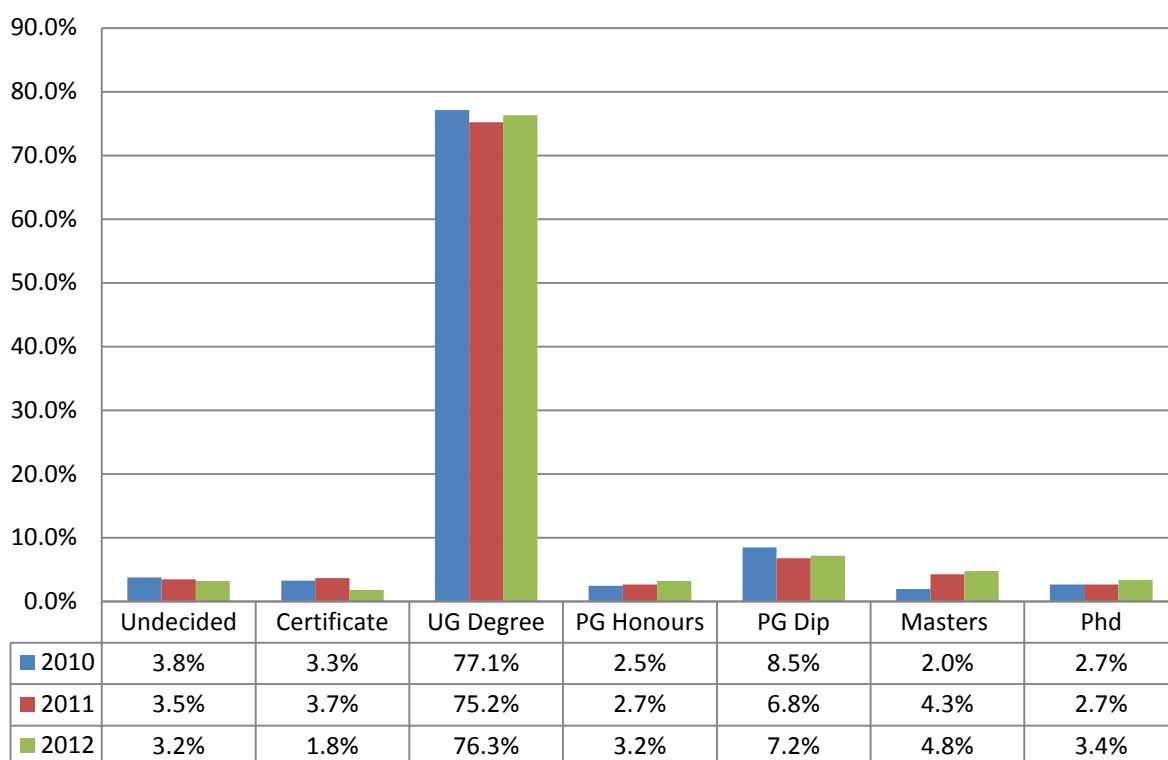


Figure 28 below shows a reduction in the percentage of students registered with Student Disability Services who are undertaking certificate study, a comparatively stable percentage at undergraduate level, and increasing numbers undertaking postgraduate study. Undergraduate students continue to constitute 6.3% of those registered with the service.

Figure 28: Percentage of students registered with Student Disability Services by levels 2010-2012



Staff equity

Key facts

This section describes the overall employment trends of Māori, Pacific, Asian, and women. It provides an age profile of staff at the University.

- Māori academic staff numbers increased slightly from 110 FTE in 2009 to 138.3 FTE in 2012, while Māori professional staff FTE declined from 161 FTE in 2009 to 149.5 FTE in 2012. These changes did not significantly alter percentages from previous years with both Māori academic and professional staff at 6% in 2012. The University's target for 2012 was $\geq 7\%$.
- Pacific academic staff numbers increased slightly from 43 FTE in 2009 to 57.6 FTE in 2012, while Pacific professional staff numbers decreased from 147 FTE in 2009 to 139.7 FTE in 2012. Again these changes did not significantly alter percentages, with Pacific academic staff at 3% and Pacific professional staff at 5% in 2012. The University's 2012 target for Pacific academic staff was $\geq 3\%$ and $\geq 6\%$ for Pacific professional staff. The percentages of Māori and Pacific professional staff and of Māori academic staff do not yet meet University targets.
- The percentages of Māori and Pacific professional staff and of Māori academic staff do not yet meet University targets.
- The percentage of women academic staff has risen from 43% (848.8 FTE) in 2006 to 45% (967.2 FTE) in 2012.
- Women associate professors increased from 25.5% (59.5 FTE) in 2006 to 29.3% (84.2 FTE) in 2012.
- Women professors increased from 17.8% (37.8 FTE) in 2006 to 22.4% (64.4 FTE) in 2012.
- In 2006, 22% (97.3 FTE) of all senior academics were women and by 2012 this number had risen to 26.0% (148.5 FTE). The University's target for senior women academic staff in 2012 was $\geq 28\%$.
- It has been estimated that there will not be gender parity in senior academic positions until 2024, even if the current rate of increase is maintained.
- Professional staff women remain in the majority at 65% (1649 FTE), however only 47.5% of professional staff above level 6 at executive level are women.
- In 2012, 38% of academic staff and 31% of professional staff were 51 years of age and over.
- There are no staff disability data available at this time.

Ethnicity and equity

Overall trends for Māori, Pacific and Asian staff since 2009 show slight increases of academic staff but decreasing numbers of professional staff in all three groups. While Māori and Pacific academic numbers are increasing, so are staff numbers from other groups, which prevents significantly higher percentage increases⁷. However, in the last year all groups have increased.

Table 3: Academic and professional staff FTE and percentage by ethnicity 2012

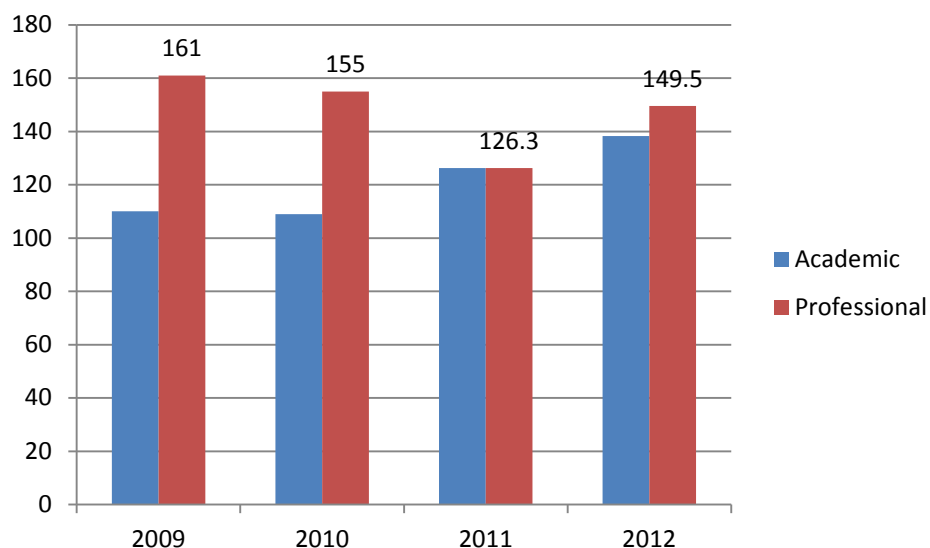
| Group | Academic | | Professional | |
|------------------------|----------|-------|--------------|-------|
| | FTE | % | FTE | % |
| Māori | 138.3 | 5.7% | 149.5 | 5.6% |
| Pacific | 57.6 | 2.4% | 139.7 | 5.2% |
| Asian | 400.4 | 16.5% | 571.0 | 21.5% |
| Pakeha/European | 1,508.9 | 62.2% | 1440.0 | 54.1% |
| Other | 320.1 | 13.2% | 361.5 | 13.6% |
| | 2425.3 | | 2661.7 | |

DSS 31 December 2012

Māori staff

There was a total of 287.8 FTE Māori staff (5.7%) at the University in 2012 which is significantly below the percentage of Māori people in the Auckland area (11% Statistics NZ).

Figure 29 Māori academic and professional staff FTE 2009-2012



DSS 31 December 2012

Māori academic staff

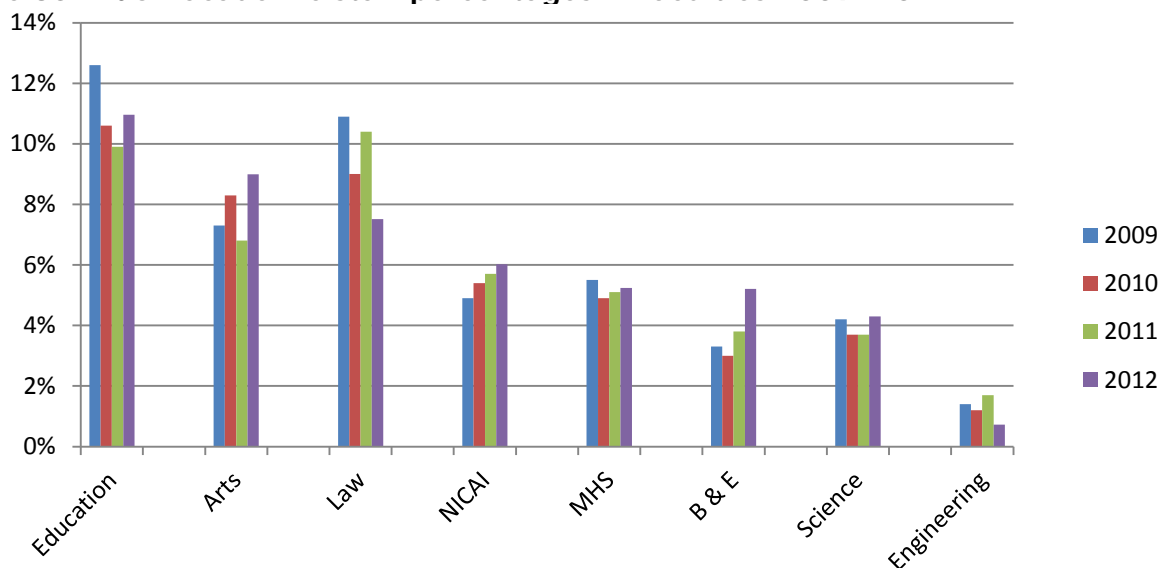
The FTE of Māori academic staff has increased from 110 FTE (5.4%) in 2009 to 138.3 FTE (5.7%) in 2012 (see Figure 29). However, numbers of other groups have also increased, leaving the overall percentage largely unchanged. The majority of Māori academics are women (70%).

⁷ Statistical data in this section were provided by the Statistical Consulting Centre, Human Resources and DSS. It is possible there may be minor inconsistencies between totals on some tables.

The Faculty of Education has the highest percentage of Māori academic staff (11% or 22 FTE), even though Māori academic FTE staff have decreased in that Faculty from 23.9 FTE (12.6%) in 2009 to 22.1 FTE (11%) in 2012. The Faculty of Arts now has the second highest percentage with 9% (22.4 FTE). Law has the third highest percentage with 7.5% (4.1 FTE).

The Faculty of Medical and Health Sciences has six more FTE Māori academics now than in 2009, reaching a total of 28.4 FTE, the largest number in the University, but this only reaches a percentage of 5.2% of the faculty as a whole. The Faculty of Business and Economics has gained 3.8 Māori EFTS bringing the total to 10.5 FTE (5.2%). Engineering has 1.1 FTE less than in 2009 giving a total of 1.4 FTE (0.7%). NICA I has slightly increasing FTE since 2009 with 7.6 FTE (6%) and Science has 23.3 FTE (4.3%) (see Figure 30).

Figure 30: Māori academic staff percentages in faculties 2009 -2012



| Faculty | 2009 | | 2010 | | 2011 | | 2012 | |
|-------------|------|-------|------|-------|------|-------|------|--------|
| | FTE | % | FTE | % | FTE | % | FTE | % |
| Arts | 20.5 | 7.3% | 25.5 | 8.3% | 21.0 | 6.8% | 22.4 | 9.00% |
| B & E | 6.7 | 3.3% | 6.4 | 3.0% | 8.3 | 3.8% | 10.5 | 5.21% |
| Education | 23.9 | 12.6% | 21.4 | 10.6% | 19.3 | 9.9% | 22.1 | 10.96% |
| Engineering | 2.5 | 1.4% | 2.5 | 1.2% | 3.7 | 1.7% | 1.4 | 0.73% |
| Law | 5.0 | 10.9% | 4.3 | 9.0% | 5.0 | 10.4% | 4.1 | 7.51% |
| MHS | 22.1 | 5.5% | 22.6 | 4.9% | 24.3 | 5.1% | 28.4 | 5.24% |
| NICA I | 5.4 | 4.9% | 6.3 | 5.4% | 6.9 | 5.7% | 7.6 | 6.02% |
| Science | 19.3 | 4.2% | 18.8 | 3.7% | 19.4 | 3.7% | 23.3 | 4.30% |

DSS 31 December 2012

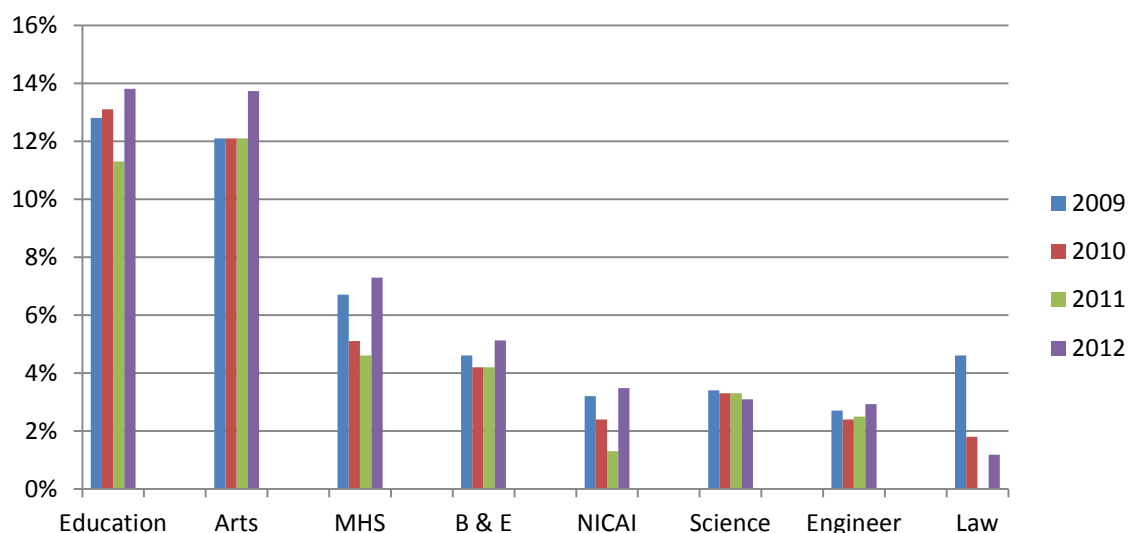
In 2012 there were 15.4 FTE Māori academic staff reported as being employed in the University's service divisions.

Māori professional staff

In 2012 there were 149.5 FTE (5.6%) Māori professional staff. This represents a decrease of 11.9 EFTS from 161.42 FTE (6.1%) in 2009 (see Figure 29). Most Māori professional staff are women (60%), which is slightly below the overall percentage of women professional staff (62.0%).

The highest percentages of Māori professional staff in faculties are in the Faculty of Education (13.8%), Faculty of Arts (13.7%), and Medical and Health Sciences (7.3%). Science, Engineering, and Business and Economics have maintained similar numbers since 2009. Law has had a minor decrease (see Figure 31).

Figure 31: Māori professional staff percentages in faculties 2009 – 2012

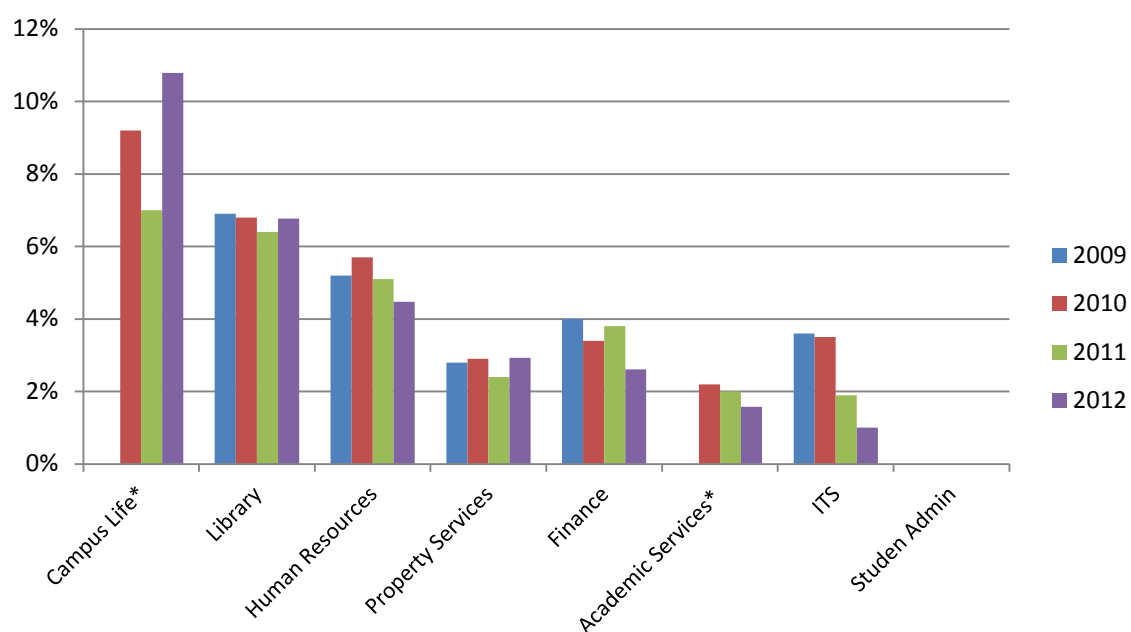


| Faculty | 2009 | | 2010 | | 2011 | | 2012 | |
|-----------|------|-------|------|-------|------|-------|------|--------|
| | FTE | % | FTE | % | FTE | % | FTE | % |
| Arts | 13.0 | 12.1% | 12.2 | 12.1% | 12.0 | 12.1% | 15.4 | 13.73% |
| B & E | 5.9 | 4.6% | 4.8 | 4.2% | 5.0 | 4.2% | 6.9 | 5.13% |
| Education | 35.6 | 12.8% | 32.0 | 13.1% | 24.3 | 11.3% | 20.9 | 13.80% |
| Engineer | 3.4 | 2.7% | 3.3 | 2.4% | 3.5 | 2.5% | 3.6 | 2.92% |
| Law | 1.2 | 4.6% | 0.4 | 1.8% | 0 | 0 | 0.3 | 1.18% |
| MHS | 22.8 | 6.7% | 18.6 | 5.1% | 17.8 | 4.6% | 31 | 7.29% |
| NICA I | 1.7 | 3.2% | 1.3 | 2.4% | 0.8 | 1.3% | 2.3 | 3.48% |
| Science | 9.9 | 3.4% | 8.5 | 3.3% | 8.3 | 3.3% | 7.6 | 3.10% |
| | | | | | | | | |

DSS 31 December 2012

Of the Māori professional staff working in the University's large service divisions, the highest number, 19 FTE (10.8%), is employed in Campus Life. The Library employs the next largest group with 16.4 FTE (6.7%). 13.4 FTE Māori professional staff (3.8%) are employed in "Other" service divisions, eg, Schools Partnership Office, Equity Office. The Library, Property Services and Campus Life increased their numbers of Māori professional staff in 2012.

Figure 32: Māori professional staff percentages in largest service divisions 2009 – 2012



| Service Divisions | 2009 | | 2010 | | 2011 | | 2012 | |
|--------------------|------|-------|------|------|------|------|------|-------|
| | FTE | % | FTE | % | FTE | % | FTE | % |
| Finance | 1.0 | 4.0% | 1.0 | 3.4% | 1.0 | 3.8% | 1.2 | 2.6% |
| Human Resources | 3.0 | 5.2% | 3.8 | 5.7% | 2.9 | 5.1% | 2.9 | 4.5% |
| ITS | 7.5 | 3.6% | 7.7 | 3.5% | 3.7 | 1.9% | 2.0 | 1.0% |
| Library | 16.5 | 6.9 % | 15.0 | 6.8% | 14.2 | 6.4% | 16.4 | 6.8% |
| Property Services | 3.8 | 2.8% | 4.0 | 2.9% | 3.2 | 2.4% | 4.0 | 2.9% |
| Student Admin | 19.6 | 7.1% | | | | | | |
| Academic Services* | | | 1.8 | 2.2% | 1.5 | 2.0% | 1.2 | 1.6% |
| Campus Life* | | | 10.9 | 9.2% | 10.3 | 7.0% | 19.0 | 10.8% |

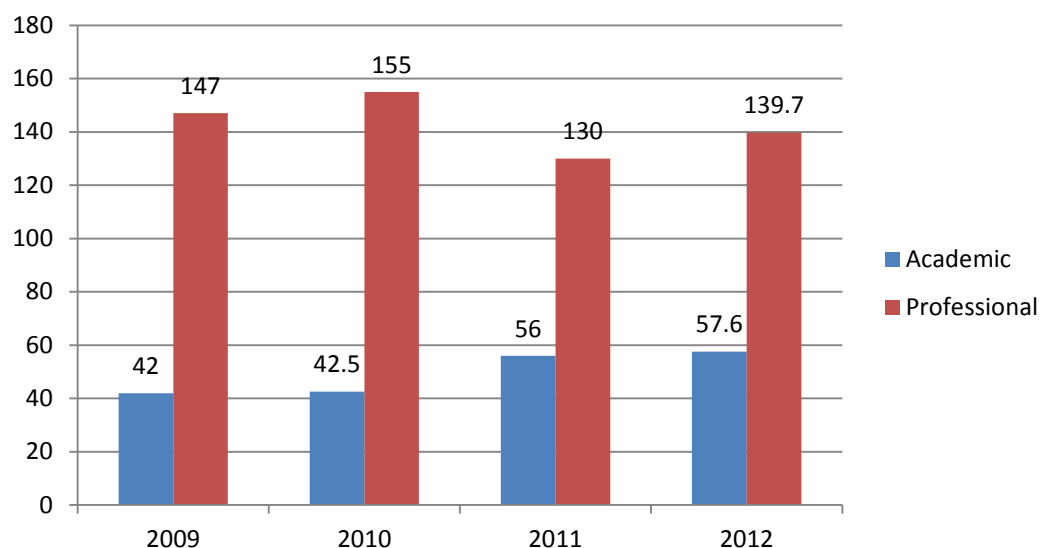
DSS 31 December 2012

* "Academic Services" and "Campus Life" have replaced "Student Admin" since 2010

Pacific staff

There were a total of 191.4 FTE (3.8%) Pacific staff at the University in 2012 which is significantly below the percentage of Pacific people in the Auckland area (16% according to Statistics NZ).

Figure 33: Pacific academic and professional staff FTE 2009-2012



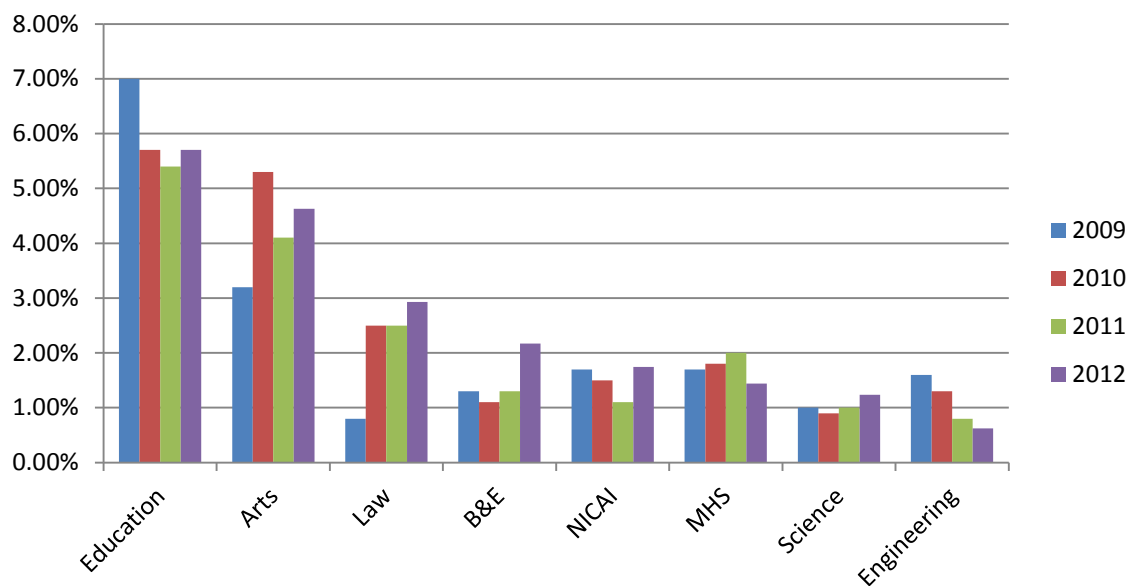
DSS 31 December 2012

Pacific academic staff

In 2012, there were 47.8 FTE (2.2%) Pacific academic staff which represents an increase from 2009 when there were 43.24 FTE (2.2%), although it has not led to a noticeable increase in the overall percentage. Most Pacific academic staff are women (58.4%).

The highest percentages of Pacific academic staff are in Education 5.7% (11.5 FTE). However, this is a decrease from 2009 when there were 7.0% (13.3 FTE) Pacific academics in the faculty. Arts has the second highest percentage of Pacific academics with 4.6% (15.8 FTE) and this represents an increase from 3.2% (9.2 FTE) in 2009. Although the numbers are small, Law has increased from 0.8% in 2009 to 2.9% in 2012. Medical and Health Sciences has increased from 6.8 FTE to 7.8 FTE although percentage differences are minimal.

Figure 34: Pacific academic staff percentages in faculties 2009 – 2012



| Faculty | 2009 | | 2010 | | 2011 | | 2012 | |
|-----------|------|------|------|------|------|------|------|------|
| | FTE | % | FTE | % | FTE | % | FTE | % |
| Arts | 9.2 | 3.2% | 16.3 | 5.3% | 12.5 | 4.1% | 15.8 | 4.6% |
| B&E | 2.7 | 1.3% | 2.4 | 1.1% | 2.8 | 1.3% | 5.4 | 2.2% |
| Education | 13.3 | 7.0% | 11.6 | 5.7% | 10.5 | 5.4% | 11.5 | 5.7% |
| Engineer | 2.9 | 1.6% | 2.6 | 1.3% | 1.8 | 0.8% | 1.2 | 0.6% |
| Law | 0.4 | 0.8% | 1.2 | 2.5% | 1.2 | 2.5% | 1.6 | 2.9% |
| MHS | 6.8 | 1.7% | 8.3 | 1.8% | 9.4 | 2.0% | 7.8 | 1.4% |
| NICA I | 2.0 | 1.7% | 1.8 | 1.5% | 1.3 | 1.1% | 2.2 | 1.7% |
| Science | 4.0 | 1.0% | 4.5 | 0.9% | 5.0 | 1.0% | 6.7 | 1.2% |

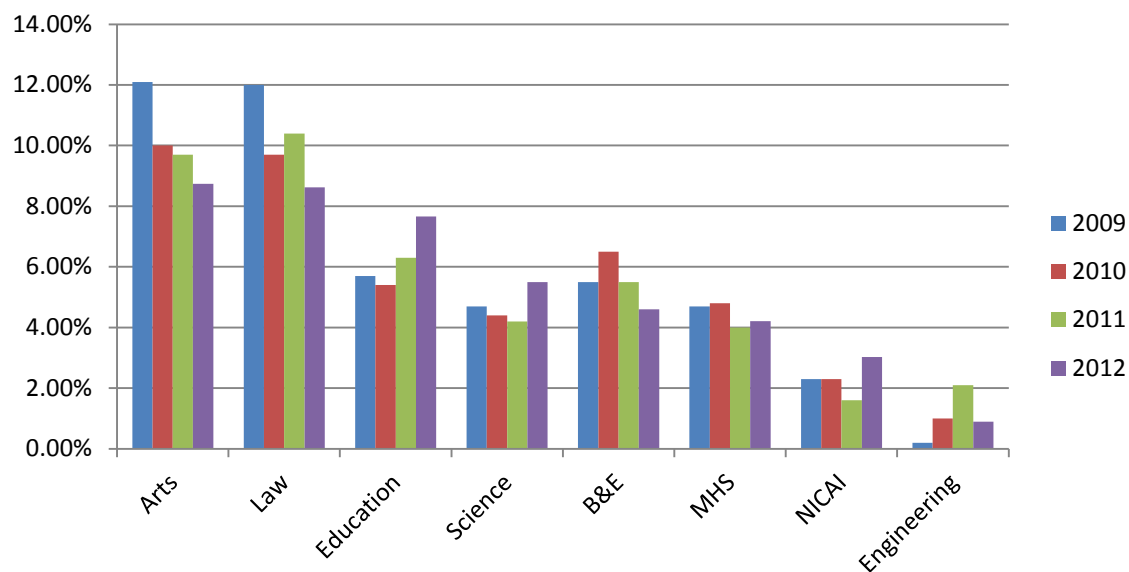
DSS 31 December 2012

In 2012 there were 9.2 FTE Pacific academic staff reported employed in service divisions.

Pacific professional staff

In 2009, there were 147.36 FTE (5.6%) Pacific professional staff. This number decreased to 143.6 FTE (5.2%) in 2012.

Figure 35: Pacific professional staff percentages in faculties 2009 – 2012

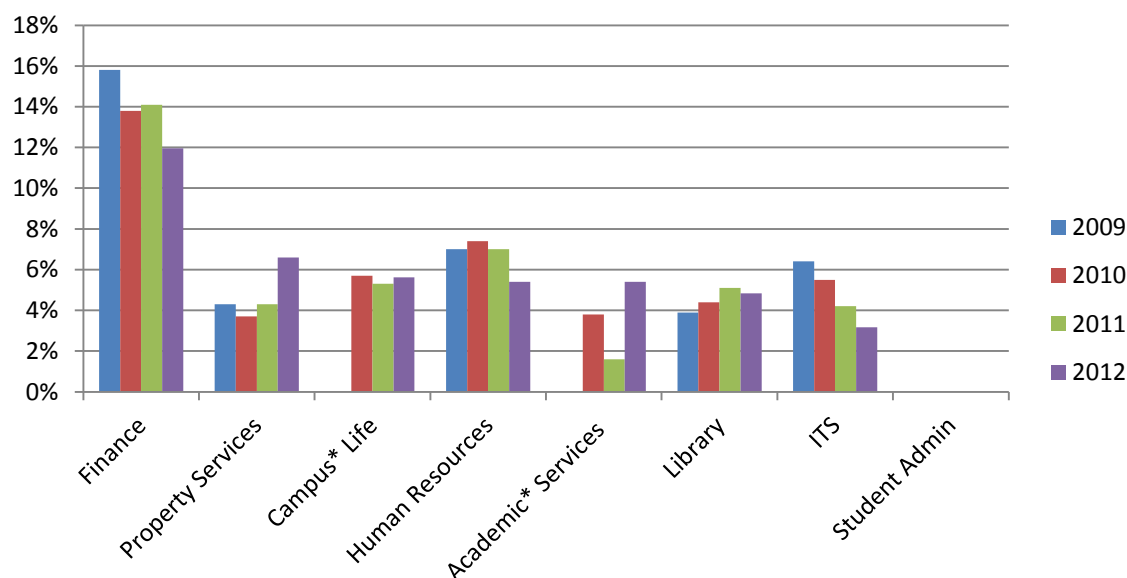


| Faculty | 2009 | | 2010 | | 2011 | | 2012 | |
|-----------|------|-------|------|------|------|-------|------|------|
| | FTE | % | FTE | % | FTE | % | FTE | % |
| Arts | 13.0 | 12.1% | 10.4 | 10% | 9.6 | 9.7% | 9.8 | 8.7% |
| B&E | 7.0 | 5.5% | 7.7 | 6.5% | 6.6 | 5.5% | 6.2 | 4.6% |
| Education | 15.7 | 5.7% | 13.7 | 5.4% | 13.5 | 6.3% | 11.6 | 7.7% |
| Engineer | 0.19 | 0.2% | 1.2 | 1.0% | 3.0 | 2.1% | 1.1 | 0.9% |
| Law | 3.08 | 12.0% | 2.2 | 9.7% | 2.4 | 10.4% | 2.2 | 8.6% |
| MHS | 15.9 | 4.7% | 16.7 | 4.8% | 15.7 | 4.0% | 17.9 | 4.2% |
| NICA I | 1.2 | 2.3% | 1.2 | 2.3% | 1.0 | 1.6% | 2 | 3.0% |
| Science | 13.8 | 4.7% | 11.9 | 4.4% | 10.7 | 4.2% | 13.5 | 5.5% |

DSS 31 December 2012

The only increases in Pacific professional staff were in Engineering which increased from 0.19 FTE in 2009 to 1.1 FTE in 2012 and Medical and Health Sciences which increased its FTE from 15.9 in 2009 to 17.9 in 2012.

Figure 36: Pacific professional staff percentages in largest service divisions 2009 – 2012



| Service Divisions | 2009 | | 2010 | | 2011 | | 2012 | |
|---------------------|------|-------|------|-------|------|-------|------|--------|
| | FTE | % | FTE | % | FTE | % | FTE | % |
| Finance | 4.0 | 15.8% | 4.0 | 13.8% | 3.7 | 14.1% | 5.5 | 11.96% |
| Human Resources | 4.0 | 7.0% | 4.5 | 7.4% | 4.0 | 7.0% | 3.5 | 5.40% |
| ITS | 12.0 | 6.4% | 11.9 | 5.5% | 8.1 | 4.2% | 6.3 | 3.17% |
| Library | 9.3 | 3.9 % | 9.8 | 4.4% | 11.3 | 5.1% | 11.7 | 4.83% |
| Property Services | 5.8 | 4.3% | 5.1 | 3.7% | 5.8 | 4.3% | 9 | 6.59% |
| Student Admin | 23.7 | 8.6% | | | | | | |
| Academic Services * | | | 3.1 | 3.8% | 1.1 | 1.6% | 4.1 | 5.39% |
| Campus Life* | | | 6.7 | 5.7% | 7.7 | 5.3% | 9.9 | 5.62% |

DSS 31 December 2012

The Library, Finance and Property Services employed more Pacific professional staff in 2012 than in 2009.

Asian staff

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

In 2009, there were 261.79 FTE (13.2%) Asian academic staff and in 2012 this figure had increased to 366.2 FTE (15.2%). Asian professional staff numbers have decreased from 572.64 FTE (21.8%) to 522.9 FTE (20.0%)

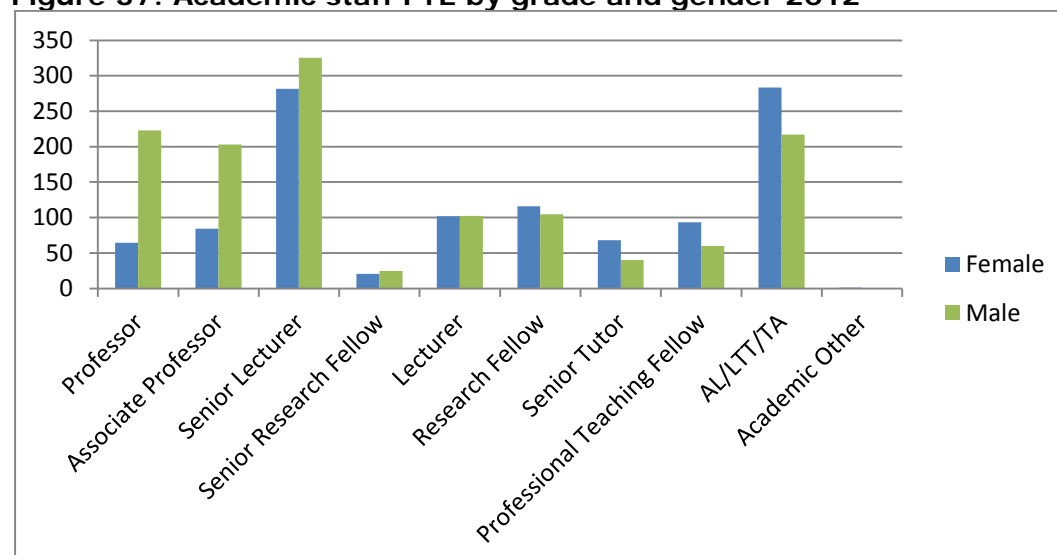
There is a total of 889.1 FTE (17.7%) Asian staff at the University, which is slightly below the Auckland Asian population of 22% (Statistics NZ).

Gender

Women academic staff

In 2012, out of 2,170.1 FTE academics, 967.2 FTE (44.5%) were women and 1,203 FTE (55.4%) men. Numbers of women academic staff have risen from 848.8 FTE (43%) in 2006 resulting in a modest increase in women's overall representation.

Figure 37: Academic staff FTE by grade and gender 2012



| Grade | Female | | Male | | Total FTE |
|------------------------------|---------------|--------------|---------------|--------------|---------------|
| | FTE | % | FTE | % | |
| Professor | 64.4 | 22.4% | 222.8 | 77.6% | 287.2 |
| Associate Professor | 84.2 | 29.3% | 203.0 | 70.7% | 287.2 |
| Senior Lecturer | 281.6 | 46.4% | 325.3 | 53.6% | 606.9 |
| Senior Research Fellow | 20.7 | 45.8% | 24.6 | 54.4% | 45.2 |
| Lecturer | 102.1 | 50.0% | 102.3 | 50.0% | 204.4 |
| Research Fellow | 116.1 | 52.6% | 104.8 | 47.4% | 220.9 |
| Senior Tutor | 68.2 | 62.9% | 40.2 | 37.1% | 108.4 |
| Professional Teaching Fellow | 93.2 | 60.9% | 59.8 | 39.1% | 153.0 |
| AL/LTT/TA | 283.2 | 56.6% | 216.9 | 43.4% | 500.1 |
| Academic Other | 1.3 | 72.2% | 0.5 | 27.8% | 1.8 |
| Total | 1115.0 | 46.2% | 1300.2 | 53.8% | 2415.2 |

DSS 31 December 2012

There are the same numbers of women and men at lecturer level (102 FTE each), followed by decreasing proportions of women in the senior grades.

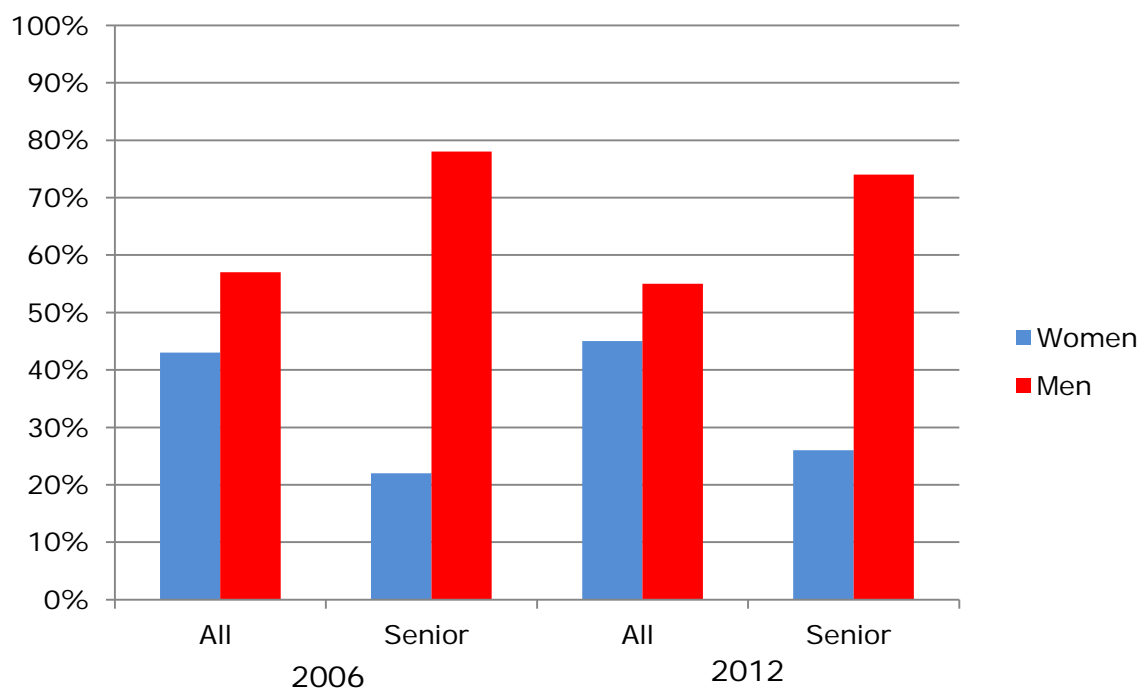
Currently the greatest number of both women and men academics is at senior lecturer grade. This is important for enlarging the pool of eligible applicants to associate professor and professor, as internal promotions will be from the senior lecturer grade. The percentage of lecturers who are women has remained essentially the same since 2006 although the actual numbers have decreased from 147 FTE in 2006 to 102 FTE in 2012.

Senior women academic staff

The proportion of women associate professors increased from 25.5% (59.5 FTE) in 2006 to 29.3% (84.2 FTE) in 2012. The proportion of women professors increased from 17.8% (37.8 FTE) in 2006 to 22.4% (64.4 FTE) in 2012.

In 2006, 22% (97.3 FTE) of all senior academics were women and by 2012 this rose to 26% (148.5 FTE). This represents an increase of 51.2 FTE (35%) since 2006. The University's target for senior women academic staff in 2012 was >28%.

Figure 38: Senior academic staff percentages by gender 2006-2012



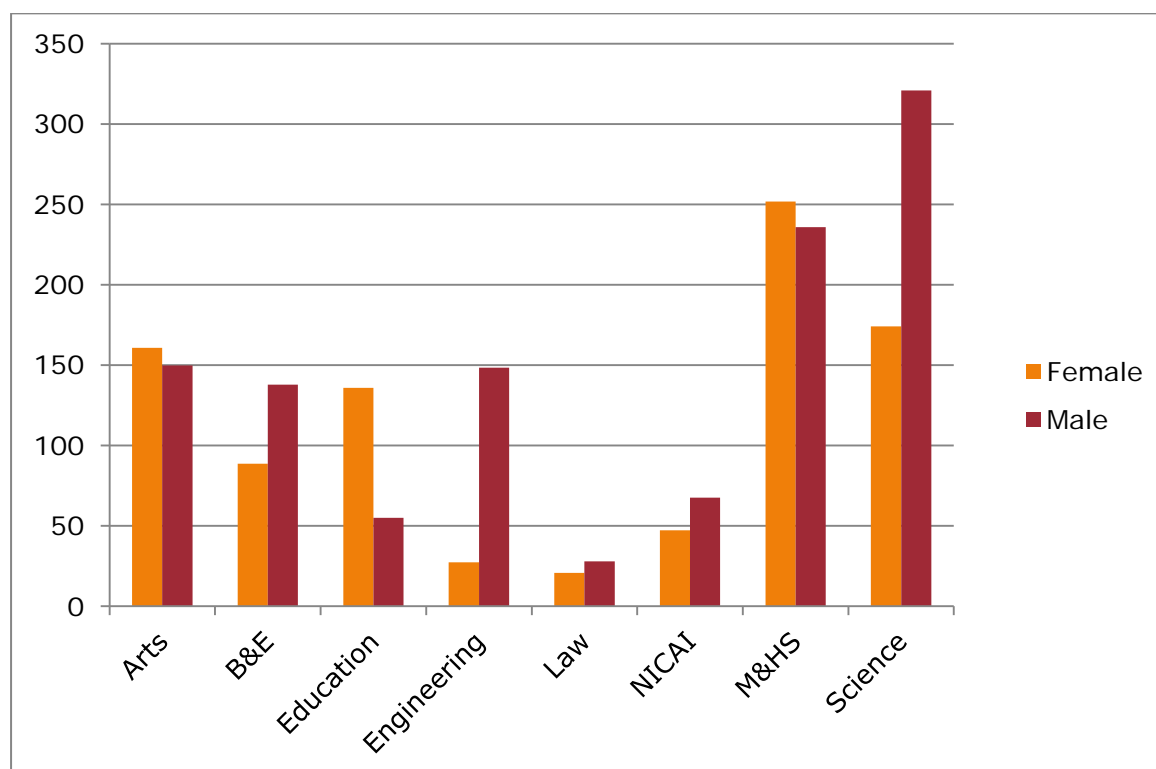
| | 2006 | | 2012 | |
|--------------|------------------|----------------|------------------|------------------|
| | All | Senior | All | Senior |
| Women | 43% 849 FTE | 22% 97 FTE | 45% 967.2 FTE | 26% 148.5 FTE |
| Men | 57% 1,129 FTE | 78% 349 FTE | 55% 1,203 FTE | 74% 426.0 FTE |

DSS 31 December 2012

The Faculties of Arts, Education, and Medical and Health Sciences have the highest percentages of women academics. Science and Engineering have the lowest.

Women outnumber men in the Faculties of Arts, Education, and Medical and Health Sciences but they only hold the majority of senior positions in the Faculty of Education. Other faculties show significantly fewer women in senior positions. As noted in Figure 37 more women hold positions such as senior tutor, which does not have a career path through to senior academic positions.

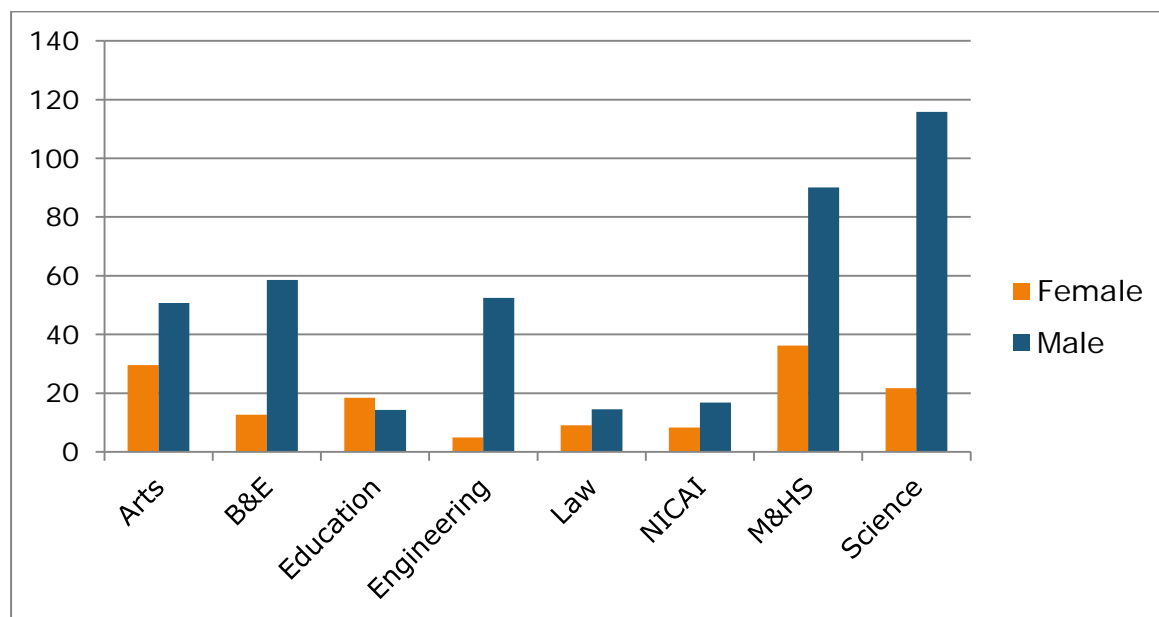
Figure 39: All academics in faculties by gender FTE



| Faculty | Female | | Male | | Total |
|-------------|--------|--------|-------|--------|-------|
| | FTE | % | FTE | % | |
| Arts | 160.7 | 51.76% | 149.8 | 48.24% | 310.5 |
| B&E | 88.6 | 39.12% | 137.9 | 60.88% | 226.5 |
| Education | 135.9 | 71.19% | 55 | 28.81% | 190.9 |
| Engineering | 27.4 | 15.58% | 148.5 | 84.42% | 175.9 |
| Law | 20.8 | 42.62% | 28 | 57.38% | 48.8 |
| NICA I | 47.3 | 41.13% | 67.6 | 58.78% | 115 |
| M&HS | 251.8 | 51.64% | 235.8 | 48.36% | 487.6 |
| Science | 174.2 | 35.18% | 320.9 | 64.82% | 495.1 |

DSS data 18/10/2012

Figure 40: Senior academics in faculties by gender



| Faculty | Female | | Male | | Total |
|-------------|--------|-------|-------|-------|-------|
| | FTE | % | FTE | % | |
| Arts | 29.6 | 36.9% | 50.7 | 63.1% | 80.3 |
| B&E | 12.7 | 17.8% | 58.6 | 82.2% | 71.3 |
| Education | 18.4 | 56.4% | 14.3 | 43.9% | 32.6 |
| Engineering | 4.9 | 8.5% | 52.5 | 91.5% | 57.4 |
| Law | 9.0 | 38.3% | 14.5 | 61.7% | 23.5 |
| NICAI | 8.3 | 33.1% | 16.8 | 66.9% | 25.1 |
| M&HS | 36.2 | 28.6% | 90.1 | 71.3% | 126.4 |
| Science | 21.7 | 15.8% | 115.8 | 84.2% | 137.5 |

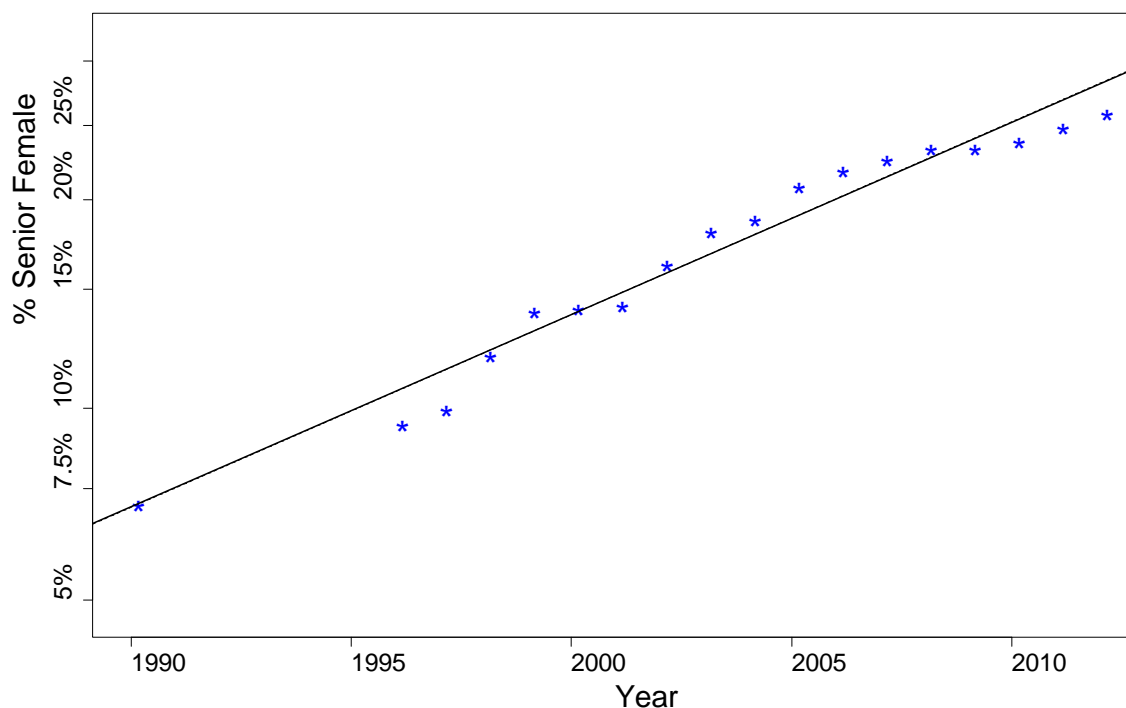
DSS 31 December 2012

It has been estimated by Professor Triggs, Statistical Consulting Centre, that the percentage of senior women will reach 50% in 2024 if the trend of the last 15 years continues. The 95% confidence interval is ⁸ that this will occur between January 2021 and March 2028 ⁹.

⁸ Seber & Lee, Linear Regression Analysis, 2003, p146.

⁹ This was checked using a bootstrap method, Efron & Tibshirani, An Introduction to the Bootstrap, 1993. The bootstrap confidence interval is (2022.7, 2026.7). Alternative bootstrap interval (2021.8, 2026.8).

Projected increase of senior women academic staff



Promotions

Previous studies at The University of Auckland have indicated that compared to their male colleagues, women have equivalent application rates and high success rates up to associate professor.

In 2012, out of a total of 1844 eligible¹⁰ staff 203 applied for promotion (79 women and 124 men). Of those who applied 126 of the applicants were successful (52 women and 74 men). Professional Teaching Fellows were able to apply for promotion for the first time.

Promotions data for 2012 can be summarised accordingly:

- Similar numbers of men and women were eligible for promotion.
- Men's overall application rate (13%) is slightly higher than women's (9%) but this is influenced by the low women's application rate in one particular faculty.
- Overall, out of those who applied, women's success rate (80%) is slightly higher than men's (74%).

Promotions to associate professor 2012

Increasing the numbers of women associate professors and professors is essential for gender equity. In 2012 there were a total of 55 applications to associate professor, comprising 20 from women (36%) and 35 from men (64%). Staff are entitled to apply for 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). Data indicate that in 2012, 18% of women, compared with 23% of men, at this level applied for promotion to associate professor. Applications from women have been consistently between 16 and 20 over the last five years. However, applications from men have fluctuated more widely from 19 to 35. It is noted that the

¹⁰ Due to a range of variables, including personal circumstances, it is difficult to accurately gauge "eligibility" for promotion. However, in this analysis eligibility is defined as academic staff who have been employed for two semesters in the grades of professional teaching fellow, senior tutor, lecturer, research fellow, senior lecturer and senior research fellow, and associate professors who have been in that grade for three years or more.

apparently high female application rate of 51% in 2010 represented the same number of applicants as in 2012.

Despite increasing percentages of men and women at Senior Lecturer grade, neither group has increased its application rates to associate professor over the last five years.

In 2012, 16 women (80% of the female applicants) and 23 men (67% of the male applicants) were promoted to associate professor. This continues the trend of women applicants being highly successful in promotion to associate professor.

Table 4: Academic promotions to associate professor: application and success rates by gender 2008–2012

| | 2008 | | 2009 | | 2010 | | 2011 | | 2012 | |
|---------------------------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| Applicants | 17 33% | 35 67% | 20 43% | 27 57% | 20 51% | 19 49% | 16 39% | 26 61% | 20 36% | 35 64% |
| Success% of gender | 6 35% | 11 31% | 12 60% | 13 48% | 13 65% | 10 52% | 11 69% | 14 54% | 16 80% | 23 67% |

Compiled from data provided by Human Resources

Promotions to professor 2012

In 2012, 21 associate professors applied for promotion to professor (five women and 16 men). There are more than twice as many eligible men (219) than women (95). At this grade eligibility is defined as academics who have been associate professors for three years. While the women's application rate may appear low it represents 5% of female associate professors, which is not significantly less than the men's application rate of 7%. Four women and 13 men were promoted. In previous years, women's promotion success rates exceeded that of men but in 2012 their rates were the same.¹¹

Table 5: Academic promotions to professor: application, progression and success rates by gender 2008–2012

| | 2008 | | 2009 | | 2010 | | 2011 | | 2012 | |
|----------------------------|-----------|----------|----------|----------|----------|----------|----------|-----------|----------|-----------|
| | Female | Male | Female | Male | Female | Male | Female | Male | Female | Male |
| Applicants | 6 | 11 | 9 | 10 | 3 | 16 | 4 | 14 | 5 | 16 |
| Progressed | 6 | 5 | 7 | 4 | 2 | 11 | 3 | 11 | 4 | 13 |
| Success % of gender | 6 100% | 5 45% | 6 66% | 2 20% | 2 67% | 9 56% | 3 75% | 10 71% | 4 80% | 13 80% |

¹¹ The professorial promotions process involves stages of preliminary assessment. Applications which are "progressed" are provided to the University Academic Staffing Committee (UASC) for final consideration.

Professional staff

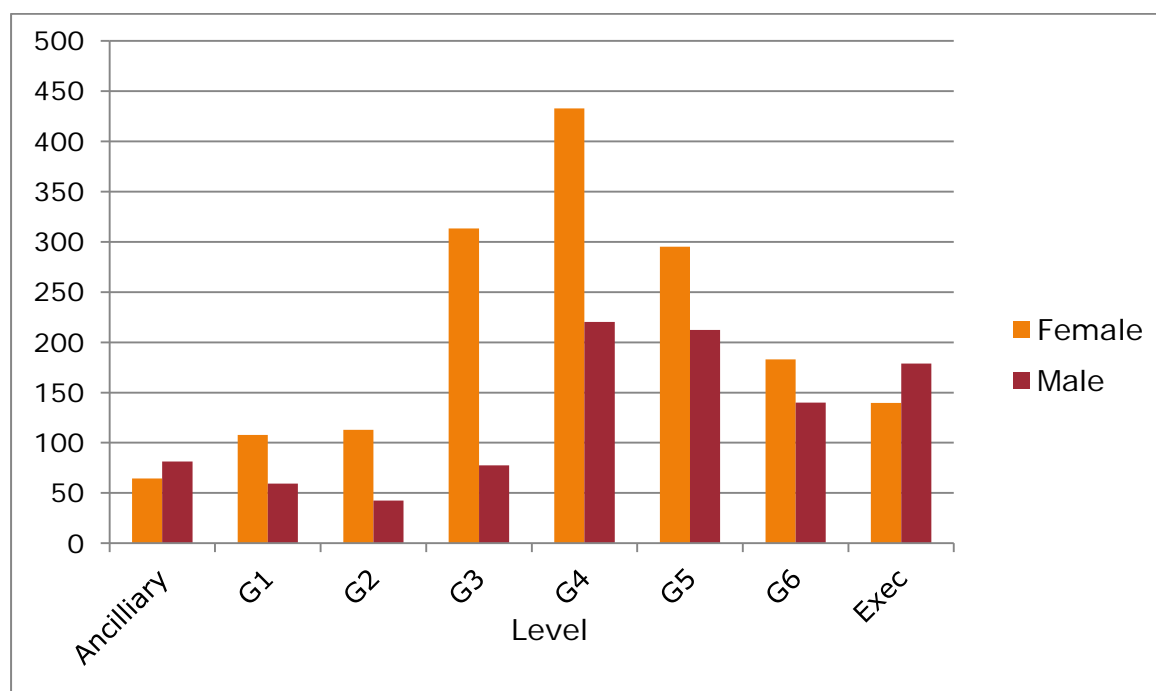
In 2012 there were 1,648.7 FTE women professional staff and 1,012 FTE men giving a total of 2,660.7 FTE professional staff (Statistical Consulting Centre DSS).

Professional staff women

Women are in the majority among professional staff – consistently around 60% (65% in 2012).

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.

Figure 41: Professional staff FTE by gender and level 2012



| Level | Female | | Male | | Total |
|-----------|---------------|--------------|-------------|--------------|---------------|
| | FTE | % | FTE | % | |
| Exec | 139.6 | 47.5% | 178.8 | 60.9% | 318.4 |
| Level 6 | 183.1 | 60.3% | 140.1 | 46.1% | 323.2 |
| Level 5 | 295.0 | 60.9% | 212.4 | 43.8% | 507.4 |
| Level 4 | 432.7 | 70.4% | 220.1 | 35.8% | 652.8 |
| Level 3 | 313.2 | 84.7% | 77.4 | 20.9% | 390.6 |
| Level 2 | 112.8 | 74.6% | 42.6 | 28.2% | 155.4 |
| Level 1 | 107.8 | 87.2% | 59.4 | 48.0% | 167.2 |
| Ancillary | 64.5 | 31.7% | 81.2 | 39.9% | 145.7 |
| | 1648.7 | 64.8% | 1012 | 39.8% | 2660.7 |

Senior professional staff

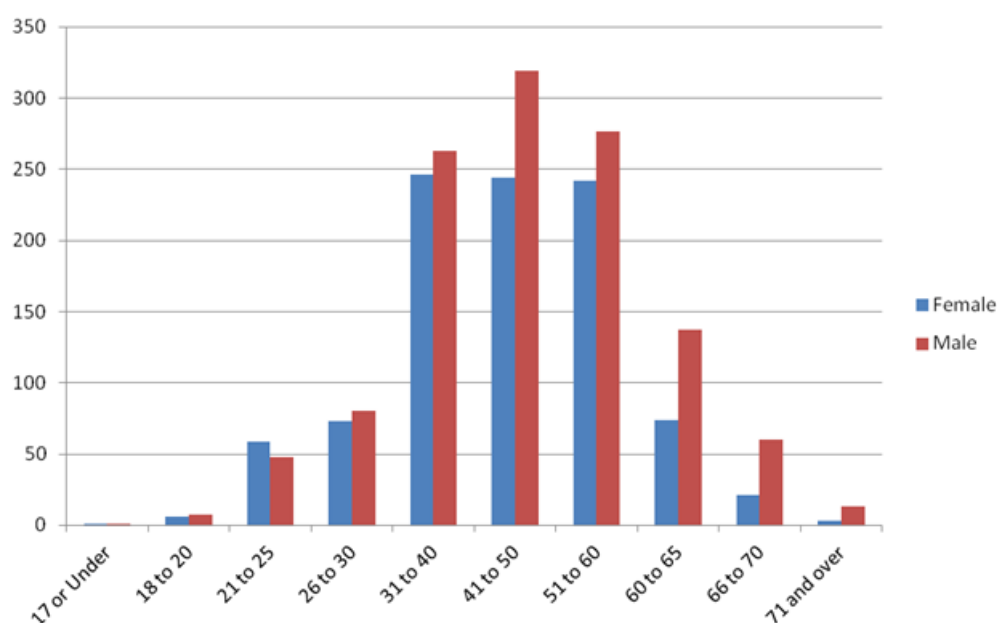
Available data indicate that 47.5% women are above level 6 at Executive level.¹² However, it is possible that some of the staff classed as “Ancillary” may also be holding senior positions. This has been a consistent percentage in recent years.

Age

Data on age have been included in this report for the second time. The BERL report on *Academic Workforce Planning 2010* has noted that an aging workforce means that universities need to plan to retain talented staff. In 2012, 35% of academic staff and 31% of professional staff were 51 years of age and over.

The greatest percentage of women academic staff is in the 31-40 age group (25.4%) (very slightly above the 41-50 age group 25.2%, which is also the peak group for men 26.5%). There are slightly more men over 50 years (40.4% compared with 35.1% women). There were 10.1% of women and 17.5% of men 60 years and over.

Figure 42: Academic staff percentages by age and gender 2012



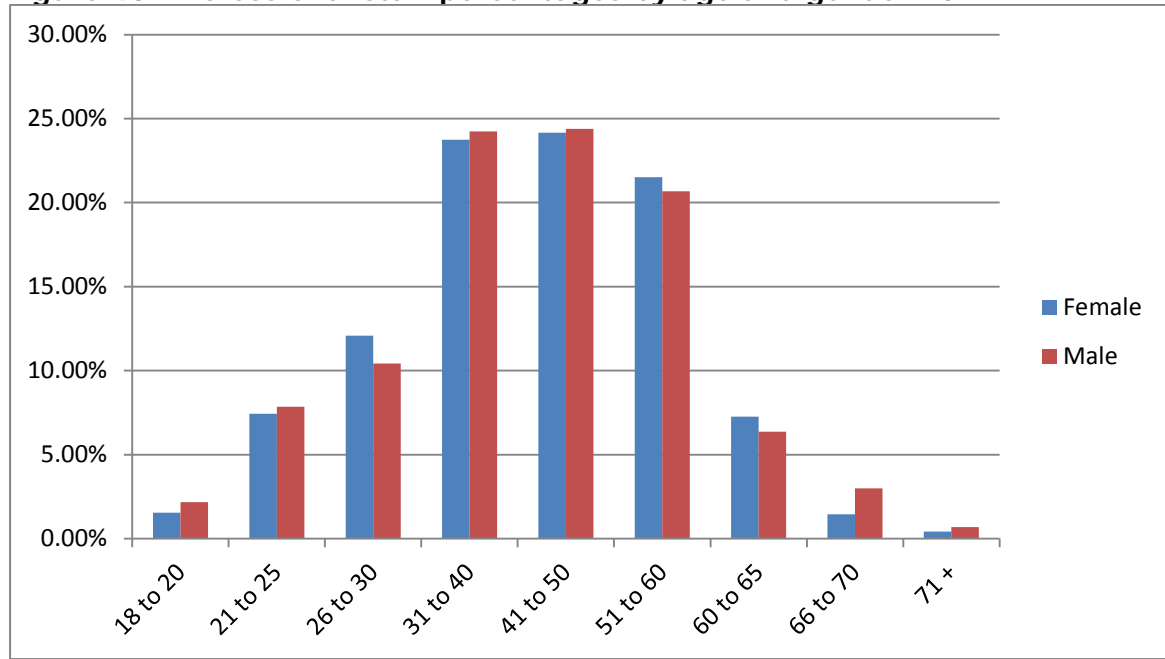
| Age | Female | | Male | | Total | |
|--------------|--------------|---------------|---------------|---------------|---------------|---------------|
| | FTE | % | FTE | % | FTE | % |
| - 17 | 0.1 | 0.0% | 0.2 | 0.0% | 0.3 | 0.0% |
| 18 to 20 | 5.8 | 0.6% | 7.3 | 0.6% | 13.1 | 0.6% |
| 21 to 25 | 58.8 | 6.1% | 48.2 | 4.0% | 106.9 | 4.9% |
| 26 to 30 | 73.4 | 7.6% | 80.1 | 6.6% | 153.4 | 7.1% |
| 31 to 40 | 246.5 | 25.4% | 262.6 | 21.8% | 509.1 | 23.4% |
| 41 to 50 | 244.3 | 25.2% | 319.4 | 26.5% | 563.7 | 25.9% |
| 51 to 60 | 242.2 | 25.0% | 276.5 | 22.9% | 518.7 | 23.9% |
| 60 to 65 | 73.5 | 7.6% | 137.6 | 11.4% | 211.1 | 9.7% |
| 66 to 70 | 21.5 | 2.2% | 59.9 | 5.0% | 81.4 | 3.7% |
| 71 + | 2.8 | 0.3% | 13.2 | 1.1% | 16 | 0.7% |
| Total | 968.8 | 100.0% | 1204.9 | 100.0% | 2173.7 | 100.0% |

¹² The “Executive” category was first reported in 2011. In 2010 there were 237.15 FTE in the category of “Above Level 6” and 11.60 FTE in the category “Senior Management”. Since 2011 these two groups have been combined in DSS as “Executive”.

Professional staff show similar patterns with high percentages of men and women in the 41-50 age group. However, there is less gender differentiation in the age groups and professional staff tend to be younger than academics, with 45% of men and 45% of women below 40 years. 9.2% percent of women and 10.1% of men are 60 years and over.

These percentages have remained constant in the last two years.

Figure 43: Professional staff percentages by age and gender 2012



| Age | Female | | Male | | Total | |
|--------------|---------------|---------------|--------------|---------------|---------------|-------|
| | FTE | % | FTE | % | FTE | % |
| - 17 | 1.5 | 0.1% | 1.1 | 0.1% | 2.6 | 0.1% |
| 18 to 20 | 25.0 | 1.6% | 21.7 | 2.2% | 46.7 | 1.8% |
| 21 to 25 | 120.3 | 7.4% | 78.2 | 7.9% | 198.4 | 7.6% |
| 26 to 30 | 195.3 | 12.1% | 103.8 | 10.4% | 299.1 | 11.5% |
| 31 to 40 | 383.9 | 23.8% | 241.3 | 24.2% | 625.2 | 23.9% |
| 41 to 50 | 390.6 | 24.2% | 242.9 | 24.4% | 633.6 | 24.3% |
| 51 to 60 | 347.9 | 21.5% | 205.9 | 20.7% | 553.8 | 21.2% |
| 60 to 65 | 117.5 | 7.3% | 63.5 | 6.4% | 181.0 | 6.9% |
| 66 to 70 | 23.5 | 1.5% | 29.9 | 3.0% | 53.4 | 2.0% |
| 71 + | 6.9 | 0.4% | 6.9 | 0.7% | 13.8 | 0.5% |
| Total | 1616.0 | 100.0% | 995.8 | 100.0% | 2612.0 | |

DSS 31 December 2012