



Public Report Form

(Workplace program reports are due between 1 April and 31 May annually)

<p>General Information</p>	<p>EOWA compliance reports document the results of an active workplace program designed to eliminate barriers for women in Australian workplaces.</p> <p>The Public Report Form is a suggested format for writing your program report. Program reports can be submitted in a different format so long as the same information is included.</p> <p>When writing your EOWA Report:</p> <ul style="list-style-type: none"> To be compliant with the Equal Opportunity for Women in the Workplace Act 1999, information needs to be provided under EACH of the six steps listed in the Public Report Form. Hyperlinks to documents/tools that provide further information specific to that particular part of the program/report are included to the right of each Step’s header. Summarise your information – bullet points are acceptable. Confirm your details by completing ALL fields of the Organisational Details Cover Sheet included. This will not form part of your public report. For further assistance, refer to The Quick Guide To Reporting or call one of EOWA’s Client Consultants on (02) 9448 8500. <p>Please keep in mind the following:</p> <ul style="list-style-type: none"> It is not necessary to provide us with written organisational policies. In accordance with the Privacy Act 1988, individuals must not be named in your Public Report as it is a public document and will be published on EOWA’s website. Reports are accepted by EOWA as a true and accurate record and as HAVING BEEN APPROVED BY THE CEO/MANAGING DIRECTOR. The CEO’s electronic signature is NOT required.
<p>Submitting Your Report</p>	<ul style="list-style-type: none"> Please EMAIL your report in Word or RTF format to reportforms@eowa.gov.au. Note that reports lodged via email will receive automatic electronic acknowledgement. If you do not receive this automatic reply, contact EOWA on (02) 9448 8500. For those employers without access to email, post your report to: The Equal Opportunity for Women in the Workplace Agency, PO Box 712, NORTH SYDNEY NSW 2059.

Organisational Details Cover Sheet

To be completed and attached to EACH REPORT and APPLICATION

(This information is confidential and will be removed from any Public Report)

1. ORGANISATION'S DETAILS							
Legal name of your organisation: <i>(if changed since last report, complete changes in Section 2 below)</i>		James Cook University					
Trading name <i>(if applicable)</i> :							
Total No. of employees:	2837	ABN:	46253211955				
ASX Codes for Orgs listed on Aust Stock Exchnge							
ANZSIC Code AND Industry Description <i>(refer www.abs.gov.au):</i>		8102					
Postal address:	James Cook University, Townsville			State:	Qld	Postcode : 4811	
	Switchboard No:	(07) 4781 4111		Facsimile No:	(07) 4779 6371		
Physical address:	James Cook University, Townsville			State:	Qld	Postcode : 4811	
2. CONFIRM YOUR ORGANISATION'S HIERARCHY DETAILS BY COMPLETING BELOW							
Name of the ultimate AUSTRALIAN Parent Company for your organisation/s?:		James Cook University					
List ALL organisations covered in this Report: <i>(if too many to list here, please attach a separate document):</i>		James Cook University					
Have there been changes to ANY of your organisations since your last report? <i>(if yes, detail below)</i> :					YES	NO	x
Reason For Change	Previous Org Name		New (Current) Org Name				
a) Change of Name:							
b) Sold:	Org Name		Name & Contact Details of New Owner				
c) Ceased Trading:	Org Name						
3. CONTACT INFORMATION							
	CEO Details		Report Contact Details				
Title (eg Ms, Mr, Dr etc):	Professor		Dr				
Family Name:	Harding		Clark				
First Name:	Sandra		Lesley				
Job Title:	Vice-Chancellor and President		Director, Equity Counselling and Careers				
Telephone:	(07) 4781 4165		(07) 4042 1107				
Facsimile:	(07) 4781 4050		(07) 4042 1204				
E-mail Address (or PA for CEO):	Sandra.harding@jcu.edu.au		Lesley.clark@jcu.edu.au				
Postal Address (if different to above):	As above		JCU, PO Box 6811, Cairns Qld 4870				

EOWA may send your company non-reporting related material from other organisations for the sole purpose of notifying you of relevant equal opportunity information such as lectures, events, programs or publications. If you DO NOT want EOWA to send your Report Contact or CEO this information please advise EOWA by email at eowa@eowa.gov.au or by phone on (02) 9448 8500.

STEP 1: WORKPLACE PROFILE: A detailed workplace profile as of 31.3.2009 is attached with all data required.

[Developing a Workplace Program - Step 1](#)

1.

STEP 2: ANALYSIS

[Developing a Workplace Program - Step 2](#)
[Workplace Analysis Tool Kit](#)
[Employment Matter Guidelines](#)

Using as much space as required, describe the analysis you undertook during the reporting year to identify equal opportunity issues for women. **You MUST provide information on the following areas:**

a. How did you **CONSULT** with staff to identify issues for women in your workplace across the seven employment matters listed below (eg conducted surveys, focus groups, EO committee etc)?

In addition to the those strategies generally used to consult staff across Divisions Schools and Faculties such as staff meetings, forums and the website, consultation with women was undertaken in 2009/10 as part of the following activities:

- 2009 JCU Staff Opinion Survey
- Development of the 2010 Enterprise Agreement
- Preparation of the JCU submission for the review of the Equal opportunity for Women in the Workplace Agency and associated legislation
- International Women's Day Workshop with academic and professional staff

b. What other **means of analysis** did you use to identify issues for women (eg workplace profile, HR statistics re turnover trends, etc)?

Detailed Workplace Profile as of 31.3.09 (attached)

c. Under the seven Employment matters below:

i) From the analysis and consultation outlined above, summarise the policies and business practices your organisation has in place for all staff and for women that are either aimed at or have resulted in contributing to equal opportunity

and

ii) Document what were the **ISSUES YOU IDENTIFIED FOR WOMEN** in your workplace during the reporting period (if no issues were identified, you will need to demonstrate through your analysis how you arrived at that conclusion)

Employment Matter 1: Recruitment & Selection

All advertisements identify James Cook University as an institution in which equal opportunity in employment is University policy. It is a requirement that all University Committees, including Selection Committees, are composed of members of both sexes. If necessary, an additional member may be added to a committee in order to put this requirement into effect, although the need now rarely arises.

Academic Staff

A total of 411 Academic staff were recruited in the 2008/2009 year, including tenured, contract and casual (F= 249, Male=162). Excluding casuals there were 101 staff recruited (F=60, M=41). While the overall number of female staff recruited was higher than for men the breakdown of levels confirms the same pattern as in the past, namely that:

- The highest number of female Academic staff were recruited at Lecturer A (26) while the highest number of men were recruited at Lecturer B (18). At level C, more women than men were recruited (8 and 6, respectively), but only half the Associate Professors recruited were female (F = 3, M =6), and 4 men were hired at Level E (Professor) compared with only 1 woman. Refer [Tables 2009 1.7 and 1.8](#)
- Women are more often recruited as casual or contract staff (F=61%) as opposed to tenured staff (F=53%)

Professional staff

A total of 475 professional staff were recruited in the 2008/2009 year (F=318, M=157). Excluding casuals there were 124 professional staff recruited (F=85, M= 39). Breakdown of data shows that there are no significant gender differences in professional recruitment patterns across levels and the percentage of men and women appointed at HEWL 10 or above was equal at 5%.

- The largest numbers of both male and female professional staff were recruited at HEWL 5 (F = 26, M = 10). At HEW Levels 6 and above, female recruitments exceeded males (F=27, M=14). Refer [Tables 2009 2.7 and 2.8](#). By far the largest numbers recruited for both women and men were on casual appointments. Refer [Tables 2009 2.9 and 2.10](#)

A number of women were appointed to non traditional roles including:

Project Manager, Capital Works
Deputy Director, Facilities Management
Senior Lecturer, Chemical Engineering
Lecturer, Aquaculture

Employment Matter 2: Promotion, Transfer & Termination

Academic Promotions

In 2009, 14 women and 26 men applied for promotion. Only seven women applied for Associate Professor as compared to 11 men and for the first time since 2005 there were no women applicants for promotion to Professor Level E as compared to four applications from men.

The results of the promotion process for academic women were somewhat less favourable in this reporting year. Thus in 2009 the overall success rate for women was 60% compared to 57% in 2010. The success rate for men increased from 76% to 81%. Significantly the success rate for female applications to Associate Professor was only 43% compared to 60% in 2009.

Professional Staff promotions

There is no program of promotion for Professional Staff at James Cook University, although there is provision for job reclassification in cases where the nature and /or range of duties has altered. The contribution of a number of female Professional Staff was recognised by reclassification in 2009. In the 2008 – 2009 year, 31 current Professional staff positions were re-evaluated, 22 held by women and 9 by men. Of these 31 applications, 20 (65%) positions were evaluated higher, with 15 being held by female staff and 5 by male staff. Only 1 position, occupied by a woman, was evaluated to a lower level.

Workforce summary

Following recruitment and promotions in 2008/9, gender analysis of the workforce shows mixed results for women. The situation is much more positive for professional women as compared to academics where women performed less well than in previous years.

Academic staff

- Female academics predominate at Level A, where they comprised 67% vs 33% men. The highest number of all tenured & contract female Academics are located at Lecturer Level B (127, or 39% of women) and the Academic Level B category is also still dominated by women (56% women, 44% men). Refer Tables 2009 1.3 and 1.4
- The gender balance of the academic workforce still changes at Level C - Senior Lecturer, which is composed of 46% women and 54% men. JCU has greatly increased the number of women at this level - up from only 15% in 2000, and increased from 80 to 86 in the 2008 – 2009 year. There are now 86 women and 102 men at Level C. Refer Table 2009 1.3 and 1.4
- The number of women at Level D has increased markedly in this reporting year – from 14 to 22. However the percentages of women at Levels D and E remain low (21% and 15%, respectively) compared with men. Only 11% of female Academics employed are located at Levels D or E compared with 38% of male Academics. Refer Table 2009 1.4 The

number of female Professors (Level E) has remained stable (12) since 2008. However, the number of men at Level E has increased from 61 to 66 in the same period.

Professional staff

- The largest number of permanent or contract female professional staff is clustered at HEWL 5 (216 – 33%). The largest number of men occurs at HEWL 6 (56 – 17%). Refer Table 2009 2.4. There appears to be slow but steady upward movement for women in HEW Levels 6 to 10, except at Level 9 where there is a decrease of just one. Men still outnumber women at level 9 (F=82, M=62).
- The number of female Professional staff located at Level 10 and above is now a respectable 26 (4% of female Professional staff employed) compared to 29 men (9%). Women now represent 47% of the highest professional level. Refer Table 2009 2.3 and 2.4
- Women continue to outnumber men at HEWL 8 (F = 47 (61%), M = 30 (39%)). Refer Table 2009 2.4.
- Despite overall smaller numbers (M =128, F= 138) men at 39% still comprise the greater percentage of staff at HEW Levels 7 and above Refer Tables 2009 2.3 and 2.4

Staff leaving JCU

During the reporting period 32 women completed an exit information form. Positive responses were received from 9 staff, while 3 staff made negative comments. Reasons for leaving were mainly personal, expiry of contract or gained a better job. The negative comments referred primarily to poor management practices with one case of bullying.

Employment Matter 3: Training & Development

Academic Staff

The training of Academic Staff in more effective teaching is the responsibility of the Senior Deputy Vice-Chancellor and the Teaching & Learning Development Directorate. A Graduate Certificate of Tertiary Teaching is provided by the School of Education, and the Promotions Committee strongly recommends that staff demonstrate their commitment and improve their skills by undertaking this course.

Members of the University's Academic Staff -

- who have accrued at least 36 months of continuous service
- who hold appointments of the levels of Associate Lecturer (Level A) to Professor (Level E), and
- whose appointments are at least half-time

may apply for leave to undertake a Special Studies Program (SSP). SSP provides a period without teaching responsibilities in which staff may develop their research

output and, in appropriate circumstances, complete higher degrees in progress. The completion of a higher degree, and the enhancement of a research profile, greatly improves a staff member's opportunities for competitiveness for appointment at a more secure or higher level, and preparation for Academic promotion.

The provisions of SSP are set out in the in the Special Studies Program Policy at

http://www.jcu.edu.au/policy/hr/performance/JCUDEV_008330.html

In the reporting period 31 staff were granted SSP leave from the following Faculties:

Medicine Health and Molecular Sciences	4 all female
Science and Engineering	7 all male
Law, Business and Creative Arts	3 female 4 male
Arts, Education and Social Sciences	9 female 4 male

Given the existing gender ratios of the University's contract and tenured/tenurable Academic staff, the fact that more women took advantage of SSP provisions is very positive.

Women take advantage of the JCU Teaching Relief Awards where funding is provided for up to one semester for relief from teaching and administrative duties. Awardees may undertake special research activities where there is a direct need for the involvement of the staff member and a continuous period of time for a proposed activity, such as completion of publications, individual scholarly research and fast track research degrees. The maximum amount for any one award is \$15,000. Refer http://www.jcu.edu.au/office/research_office/funding/internal/teachrelief.html

Generic Training and Professional Staff

Induction training is the University's preferred means of educating new staff about JCU, and to clarify and simplify policy on staff obligations for ethical conduct, including Equal Opportunity rights and responsibilities.

The University encourages employees to undertake studies relevant to their current and/or possible future duties. Time is granted for General and equivalent level Research Staff to attend classes and examinations.

The responsibility for generic staff development and staff development for Professional and equivalent staff is located in the University's Human Resources area.

General Staff Development Grants aim to further professional development with up to three grants of up to \$5,000 in each year. Eligible programs include structured training, work experience at another university, or a program of visits to other universities or relevant organizations.

The General Staff Association offers Awards to the value of \$1,000 per application for a structured program of training.

Development and Leadership for Women

Female staff can benefit from the extensive training offered in association with the Performance Management Program, however only 15 professional and one academic staff members undertook the training. There is currently no leadership or mentoring program available for women at JCU.

Employment Matter 4: Work Organisation

Women constitute 62% of JCU's workforce - 53% of the Academic staff and 68% of General staff. Refer *Tables 2009 Tables 1.1 and 2.1* These percentages have remained stable within 1 or 2 per cent for several years. Variations are generally attributable to changes in the numbers of casual staff employed.

Academic staff

- Table 1.1, and Tables 1.5 and 1.6, show that substantially higher numbers of male academic staff are appointed on contract and tenured/tenurable positions (45% female, compared to 55% male). This is a slight increase for women on 2008 figures. In full-time contract positions, men tend to be appointed to the positions of longest duration (49 men and 19 women in full-time contract positions of 3 years or more). However, women now slightly outnumber men in the longer-term fractional appointments (16 women and 14 men). Fractional appointments offering workplace flexibility and the stability of a 3-year or longer appointment are much sought after by women.
- Women predominate in the casual academic workforce (63% female, 37% male) and over half the University's female Academic staff (54%) are on casual appointments. Refer Table 2009 1.2. However, both men and women are experiencing increasing casualisation, (357 female – an increase of 55 over 2008 - and 213 male, an increase of 64 from 149 in 2008. Refer Table 2009 1.2
- A proportion of casual staff is necessary for the functioning of the University: for example, to allow members of professions occasionally to teach in their specialisations. Casual employment also provides opportunities for postgraduates to gain Academic experience and for students to support their studies. Consideration must be given, however, to the appropriate ratio of casual to other categories of staff.
- 189 (29%) of female Academics enjoy tenure (a numerical increase of 17 over 2008, although the percentage remains constant at 29%). Men still

enjoy higher numbers and percentages of tenure (251 – 43% of male Academics employed). However, men's tenured numbers have decreased from 261 in 2008 - perhaps a reflection of the increased casualization of male Academic staff: from 28% of male Academics employed in 2008 to 36% in 2009.

- A small number of tenured Academic staff are on fractional appointments – 17 women and 12 men. This represents an increase of 4 for female Academic Staff and a reduction by 1 for men. The facility for permanent part-time work is an important part of the University's efforts to assist the work/life nexus and, in some cases, preparation for retirement. Tables 2009 1.1 and 1.2

The high number of women who work less than full-time reflects both the desire of women to balance employment and family obligations and the difficulty of obtaining full-time and permanent work.

Professional staff

- Professional staff enjoy a considerably higher degree of permanency than Academic Staff: 484 (44%) of the 1081 female Professional staff are permanent, including 113 (10%) on fractional appointments. Again, this figure is particularly pleasing in terms of work/life balance. However, the percentage of female Professional Staff holding permanent appointments has decreased by 9% in 2008-2009 (from 53% to 44%), despite a small numerical increase (5) in the period Refer Table 2009 2.2
- Of the much smaller number of men (504) who hold Professional staff appointments, 244 (48%) are permanent, including 16 (3%) on fractional appointments. Refer Table 2009 2.2 The number of men on the Professional staff enjoying permanency has increased by 7 in the current year.
- A substantial increase of 207 has occurred in the number of casual Professional staff during 2008 – 2009. Both genders are affected, women (294 to 440) to a greater extent than men (130 to 191). The percentage of female Professional staff who hold casual appointments has increased from 32% to 41%, while men have shown a 10% increase (28% to 38%). Refer Table 2009 2.2

It must be noted that these casual numbers include staff whose services are required only at certain times of year, e.g. Examination Invigilators, some casual Library staff. Again, it is instructive to compare headcount figures with full-time equivalents: FTE figures for female and male Professional staff in 2008 were 72.7 and 29.2 respectively, totalling 101.9.

Employment Matter 5: Conditions of Service

During the reporting period JCU engaged in consultations with unions representing academic, professional and technical staff through the staff Joint Consultative Committee to develop a new Enterprise Agreement. Women were well represented at the various consultation forums for the development of the Award. The negotiations concluded without the need for industrial action and the Agreement came into effect on July 6 2010. The details of the Enterprise Agreement and its impact on women will be contained in the 2010-2011 report to EOWA.

During the 2009/10 reporting period the Collective Agreement 2006 determined conditions of service as was detailed the last compliance report in 2007. Expanded maternity leave provisions were a significant new feature of that Agreement. In addition there were improvements to the superannuation provisions for less than full-time staff, the majority of whom are female and improved flexibility of working hours.

The university provides an Employee Assistance Program, a confidential, free service either face-to-face or by telephone for staff and their immediate families. Assistance on a broad range of personal or work-related issues is available.

Employment Matter 6: Sex-based Harassment

Policy and procedure for dealing with sex-based harassment was one of the earliest strategies introduced under James Cook University's program of Affirmative Action for Women and include:

- the existence of a policy against sex-based harassment and the availability of procedures to deal with it if it should occur
- Availability of trained Discrimination Advisers, female and male, student and staff, Academic and General, throughout Townsville and Cairns campuses
- Completion of an induction program by all new staff which provides information on the nature of sexual and gender-based harassment, and outlines rights and responsibilities of staff
- Availability of EO online training modules for all staff and for managers
- Accessible information on the JCU web site
- Posters prohibiting sexual harassment and listing contact details for Discrimination Advisers are distributed across both campuses
- SHADES training for student representatives on sexual harassment, sexual assault and sex and gender discrimination

Employment Matter 7: Pregnancy, Potential Pregnancy & Breastfeeding

Parental leave

JCU has a comprehensive parental leave policy set out at http://www.jcu.edu.au/policy/allitoz/JCUDEV_008426.html, which includes maternity leave, primary carers leave, adoption leave, and partner leave.

The policy is designed to provide the University community with flexible and family friendly parental leave provisions and applies to all staff, including eligible casual, employees.

Currently, all employees with twelve months' continuous service are entitled to 52 weeks of unpaid parental leave, including maternity, paternity and adoption leave.

An employee, who has 12 months' continuous service, is entitled to a maximum of 20 weeks' paid maternity leave, and one full day per week of paid leave available during the first 30 weeks of the employee's return to work.

In cases where recreation leave and/or long service leave have been accumulated, such leave may be used to cover all or part of an optional period of absence.

An employee who at the date of proceeding on maternity leave has not achieved twelve months' continuous service shall be granted a maximum of 26 weeks' unpaid maternity leave

The provisions for payment (fortnightly, initial lump sum, or by half pay option) are set out in the Parental Leave Policy - http://www.jcu.edu.au/policy/hr/absences/JCUDEV_008426.html

Maternity leave counts as continuous service for all purposes, except that the period of leave to be counted as service for the purpose of calculating annual leave shall be limited to a maximum of 26 weeks or the period of paid leave, whichever is the longer.

The University is flexible about permitting medical appointments during pregnancy.

Numerous employees have taken more than one period of maternity leave.

Conversion to less-than-full-time employment on return from maternity leave has been negotiated.

Breastfeeding

- One of the advantages of a regional location is that employees often live closer to their employment than would be possible in a larger city. Some employees prefer to go home in order to breastfeed, and are able to do so.
- As the Townsville Campus has two childcare centres, with a total of 24 places for babies, it is possible for mothers to engage in breastfeeding on campus with minimum disruption.
- There are also parenting rooms on both Cairns and Townsville Campuses which can be used for breast feeding.

From your analysis in Step 2 above, list the **PRIORITY ISSUES** you identified for actioning during the reporting period.

Recruitment and selection

- Need to increase the recruitment and appointment of female academic staff at levels D and E
- The recruitment of tenured female Academic staff at all levels is particularly important in non-traditional areas where the gender balance of staff remains poor.

Promotion

Academic

- The need to increase the number of the academic women at Level C who apply for promotion and provide support for them to succeed.
- Need to increase the number of female academic staff at levels D and E who apply for promotion and provide support for them to succeed.

Training and Development

- Review of staff training opportunities to focus more on specific needs of women.
- Re-establishment of the Women's Network to provide opportunities for consultation, as well as networking, and exchange of ideas. (The Network had been inactive since the retirement of the Manager of Equal Opportunity in July 2008).

Work Organisation

- Monitor the casualisation of the Workforce

Conditions of service

- Ensure that extensive staff consultations occur in the development of the next Enterprise Bargaining Agreement to maximise opportunities to improve working conditions for women.

Sex –based harassment

- Greater use of EO online and reintroduction of training for staff focussing on respect of sex based discrimination and harassment
- Audit of Discrimination Advisors

Pregnancy, Potential Pregnancy & Breastfeeding

- Retention of generous parental leave conditions
- Increase in the number of parenting rooms
- Investigation of the feasibility of establishing child care facilities on the Cairns campus.

STEP 4: ACTIONS TAKEN[*Developing A Workplace Program - Step 4*](#)

List the **ACTIONS TAKEN** during the reporting period to address the priority issues identified in Step 3 above.

The phasing out of the Equal Opportunity Unit and the position of Manager of Equal Opportunity within the Human Resources Department in July 2008 and the subsequent amalgamation of staff and student equity within a new Directorate of Equity and Diversity in April 2009 (now Equity, Counselling and Careers) resulted in a temporary loss of momentum with respect to gender equity initiatives during 2008/9. All Faculties and Divisions continued to support women but without the leadership and resources of a dedicated position and office some programs such as the Women in Research Awards of \$1000 which was funded by the Equal Opportunity Unit have lapsed. The personal consultations and coaching provided by the Manager of Equal Opportunity to women seeking promotion both in the preparation of their applications and in preparation for interview was also lacking in 2008/9 as was operation of the Senior Women's Network.

Following the appointment of the current Director of Equity, Counselling and Careers in late August 2009 a number of initiatives focussed began in 2010 and will be further developed in the next reporting period.

Notwithstanding the challenges referred to above a range of actions were undertaken to address some of the priority issues identified during the current reporting period.

Recruitment, selection and promotion

- Detailed briefing sessions for potential applicants by the Chair of the Promotions Committee (the Deputy Vice-Chancellor), with ample opportunity for questions;
- Briefing of the Promotions Committee, immediately prior to commencement of the year's promotion round, by the Associate Director Employee Services Human Resources on issues of gender and diversity, including reports on perceived areas of impact;
- The introduction of some changes to the academic promotion process to make the application process simpler by reducing the number of criteria to be addressed and introducing a standard application form with more explicit guidance on structure for application. Other changes included making explicit the equality of research and scholarship and teaching and learning and the recognition that promotion assessment needs to consider the specific context in each School as achievement is relative to opportunity and should take account of workload, resources and support base.

Staff Training program

In the 2009/10 reporting period training was provided through the Human Resources Directorate to 521 staff members, with the overwhelming majority being professional staff (83.3%). Consistently more women than men took advantage of training

programs in both the academic and professional streams. (61.2% women overall).

The courses offered included;

- Understanding Performance Management
- PMP – Making the most of my interview
- Cultural Awareness Training
- Communicating with your Team
- Minute taking
- PMP: Skills for Supervisors
- Committee Servicing Workshop
- Managing Below Standard performance
- Workplace Behaviours Information session
- Working with People
- Effectively Managing Conflict in the Workplace
- Manager Development Workshop
- Software packages training
- Business Writing Skills
- Unacceptable Workplace Behaviours

This last new training program was specifically designed to prevent discrimination, harassment and bullying and was undertaken by 127 academic and professional staff from a number of Faculties and Divisions. This program is ongoing with the intention of offering this training to staff across the University. This training will complement that provided by EO Online which is now available to all staff.

International Women's Day

Events to celebrate International Women's Day were conducted on both the Cairns and Townsville campuses. The Cairns event had an international theme and the guest speaker was the Hon Dame Carol Kidu, the only female MP and Minister for Women in PNG.

In Townsville the event comprised presentations by senior academic and professional women who spoke about their personal and career journeys followed by a workshop to generate the views about the career development of women at JCU. Discussion focused around; factors which facilitate or act as barriers to women's careers, new initiatives that could support women's career development and actions that women themselves could take. This data has contributed to an evaluation of the effectiveness of the universities current gender equality programs and policies.

Reestablishment of Women's Network program

Women at the IWD workshop unanimously endorsed the re-establishment of the JCU Women's Network, but with all women encouraged to become involved rather than just senior women. Planning began in March for monthly lunchtime meetings of the Network with a focus initially on the promotion process.

Conditions of Service

The 2010 Enterprise Agreement identified the extensive consultation process that occurred during its development providing ample opportunity for women to voice their opinions.

8.1 Consultation Process

The University is committed to open discussion and direct consultation with employees on workplace matters of significant consequence to them, such as change management, human resource policies and their implementation. Such matters will be discussed so as to give employees and relevant Unions the opportunity to raise workplace issues, consider the issues of significance to them, and contribute their views on those issues, and have meaningful involvement in decision making.

The University uses a variety of methods to communicate and consult with employees and the Unions. The key methods include:

- Through the normal advising and consulting processes with Managers and Supervisors;
- School/Faculty/Divisional meetings;
- The JCU website;
- Staff Consultative Forums which are open to all employees;
- A Joint Consultative Committee consisting of management representatives, four (4) employees of the University elected by and from all the employees of the University covered by this Agreement, and six (6) nominees of the unions party to this agreement. The employees of the University so elected will serve for the life of the agreement. Future elections for employee representatives will be conducted so as to ensure that two Professional and Technical employees are elected, two Academic employees are elected and at least one of each type of employee is from the Cairns campus. Any vacancies that occur during the life of the agreement will be filled by election by and from the entire staff, but so as to maintain the balance set out above.

An employee, or the Union(s) may raise workplace issues directly with management at any time.

Training for SHADES student supporters

Annual training is provided on both the Townsville and Cairns campus for new SHADES student supporters by Student Equity Officers. Following training programs in 2009/2010 there are currently more than 30 active SHADES supporters across both campuses.

Audit of Discrimination Advisors

The role of the Manager for Equal Opportunity included responsibility for the Discrimination Advisors who provide a referral and support service for complainants and respondents in cases of unlawful discrimination and discrimination related harassment. Discrimination Advisors were surveyed in November 2009 to determine their current status, clarify their role and identify future training needs.

STEP 5: EVALUATION OF ACTIONS TAKEN[Developing A Workplace Program - Step 5](#)

During the reporting period, **HOW EFFECTIVE WERE THE ACTIONS TAKEN** as documented in Step 4 above to address issues for women in your workplace? That is, what worked, and what didn't?

- **This section is required to be submitted** but may be kept confidential (by EOWA removing it from the Public Report once assessed)
- Please indicate if you wish your **Evaluation** to be removed from the Public Report by placing an 'X' in the box to the right

General evaluation

A limited evaluation of JCU's current policies and practices as they impact on women was undertaken at a workshop conducted in March 2010 as part of an International Women's Day event on the Townsville campus.

The workshop was attended by 36 women who identified the following positive factors that women valued:

- Opportunities for further study
- Flexible hours
- Family leave provisions
- Fractional appointments
- Transparent selection criteria

Women identified the following barriers that still make it difficult for women to progress their careers at JCU:

- Culture at JCU (gender bias, lack of recognition of the value of women)
- Lack of a clear vision and strategy for the leadership and career development of women
- Lack of networking opportunities
- Difficulty of achieving work life balance

Women were also invited to nominate their priorities for strategies/actions that could be undertaken by the university to improve career development for women. The following were most frequently nominated;

- Networking opportunities
- Workshops/Forums
- Mentoring/Coaching programs
- Re-instatement of support for women during the promotion process.

Evaluation of specific employment matters

Recruitment, selection and promotion

Academic women

In comparison to 2008 the number of women at level C increased from 80 to 86 so that women now represent 46% of Senior Lecturers. An increase from 14 to 22 women occurred at level D, substantially increasing the percentage of women from 15% to 22%. However the position of women at Level E has remained static with only 12 women in 2008 and 2009 and the percentage marginally decreased from 16% to 15%. This level is substantially below the Universities Australia (UA) target 25% women at Level E by 2010. Whilst the Vice Chancellor is a woman, at the next level down, which includes the Senior Deputy Vice Chancellor, Deputy Vice Chancellor and the 4 PVC's, there is only one woman - the PVC for the Faculty of Arts, Social Science and Education. Active recruitment of senior women will be required to increase the percentage of senior women to the targets nominated in University Australia's Development Plan for Women.

Professional Women

There are now 26 women at HEWL 10 and above representing 47% of the professional staff at this level which compares quite favourably with the UA target of 50% by 2010.

Promotion

In 2009 a significant number of women (15) were successful in their applications for reclassifications and recruitments at higher HEWL levels. The results of the promotion process for academic women were somewhat less favourable than in 2008 with only 7 women applying for Associate Professor as compared to 10 the previous year. Women were also less successful; thus in 2008 the success rate was 60% compared to 57% in 2009. The overall success rate for in 2009 was 57% vs 81% for men. For the first time since 2005 there were no women applicants for promotion to Professor Level E as compared to four applications from men.

The Staff Opinion Survey revealed that only 29% of women believed that they had real opportunities for progress and promotion and only 32% believed that promotion opportunities are based on personal performance and skills.

The absence of a dedicated staff member to assist women in the preparation of applications for promotion and provide individual consultation and coaching may have contributed to the less favourable outcomes for women in 2009 and this service needs to be reintroduced.

Training and Development

Whilst the training and development provided to all staff by HR has continued, it was identified both in the workshop and in the 2009 Staff Opinion Survey as an area in need of improvement. In particular there is a need to introduce a leadership/careers development program for women.

Conditions of Service

The 2010 Enterprise Agreement only came into effect in July 2010 and its impact will be reported on in the next reporting period. However the Agreement continues to provide for leave arrangements and flexible hours that are recognised to be of significant value and benefit to women and which were a feature of the 2006 Collective Agreement.

Sexual Harassment

The SHADES training and the “Unacceptable Workplace Behaviours” training undertaken by the Human Resources Directorate and the information provided at staff induction makes it very clear that the university has a zero tolerance policy with respect to sexual harassment and no complaints were received during the 2009-10 reporting period.

The number of Discrimination Advisors decreased in 2008/9 and while the current Director of Equity Counselling and Careers provides support on request, the audit revealed the need to reintroduce regular training.

Maternity leave

The table below indicates that the number of women availing themselves of the provisions for Maternity Leave at JCU have been stable over the last several years. The numbers who did not remain after three and six months also remained stable, indicating that the drop in 2004 was more likely an aberration rather than the start of a trend. Government programs to encourage women to have babies and to assist them in full-time care for their young children might have had some effect on the apparent stability of retention rates.

Experience has indicated that some women, who leave following maternity leave, have multiple reasons for departure, for example relocation as well as the birth of a child. Women sometimes remain out of the workforce for several years, particularly after the birth of their second or later child, and subsequently return to the University's employ when their children reach school age. The University's flexible remuneration provisions allow for advantageous arrangements for staff to pay for childcare expenses.

Year	2004	2005	2006	2007	2008
Returned, still in service after 1 week	14	12	15	16	15
Returned, still in service after 3 months	11	11	14	13	14
Returned, still in service after 6 months	8	11	14	12	14
Did not return	3	2	3	4	3

There is still a need to increase the number of parenting rooms across the university and a survey should be conducted to determine how the university could better meet the needs of mothers of babies and young children.

STEP 6: FUTURE ACTIONS[Developing A Workplace Program - Step 6](#)

To further achieve equal opportunity for women in your workplace, describe the actions you are planning for the next reporting period.

- Establishment of Equity and Diversity Advisory Committee and a Gender Equity Working Group to take responsibility for developing, monitoring and reviewing the universities gender equity strategies and policies and compliance with relevant State and Federal legislation.
- Introduction of Women's Leadership and Career Development Program (subject to funding availability)
- Introduction of executive search services to identify and recruit high performing women
- Development of a program to increase the number of academic women applying for and succeeding in the internal promotion process
- Involvement of the Director of Equity, Counselling and Careers in the promotion process and panels.
- Introduce mandatory completion of EO online training modules for all staff
- Employment of Equity Grievance Officer (subject to funding availability)
- Develop and implement a training program for Discrimination Advisors
- Review of Discrimination and Harassment Policy
- Review of Equal Opportunity and Equal Opportunity for Women in the Workplace policies
- Update information brochures on sexual harassment
- Investigate feasibility of introducing an Ally Network program
- Undertake a review of training programs provided by HR, including training to make the PMP process more effective for women as a career development tool.
- Employment of P/T Women's Project Officer to assist in the implementation the actions identified for the 2010-2011 Workplace Program (subject to funding availability)

WORKPLACE PROFILE

as at 31.3.2010

Please refer Tables 2010 1.1 – 4.11

- James Cook University employed **2967** staff as at **31 March 2010**, of whom **1846** (62%) are **female** and **1121**(38%) are **male**. The total number of staff has increased by **130** since 2009, with an **increase** of **111** women and of 29 men. The percentages of female and male staff remain unchanged from 2009. Of the increased number of female staff, **95** are on Academic appointments whereas, in 2009, the area of greatest increase was in female Professional staff. The increase of 34 tenured and contract Academic women is smaller than the increase in casual female Academic numbers (61), but greater than the 2009 increase of 20. The number of casual Academic men has also increased slightly from 213 in 2009 to 226 in 2010.

- The composition of the workforce is as follows:

Academic Females	759	<i>Table 2010 1.1</i>
Academic Males	612	
Total Academic	1371	
Tenured & Contract Academic Females	341	<i>Table 2010 1.1</i>
Tenured & Contract Academic Males	386	
Total Tenured & Contract Academic	727	
Casual Academic Females	418	<i>Table 2009 1.1</i>
Casual Academic Males	226	
Total Casual Academic	664	
Professional Female	1087	<i>Table 2010 2.1</i>
Professional Male	509	
Total Professional	1596	
Casual Professional Females	406	<i>Table 2010 2.1</i>
Casual Professional Males	178	
Total Casual Professional	584	
Casual Academic	664	<i>Table 2010 1.2</i>
Casual Professional	584	<i>Table 2010 2.2</i>
Total Casual	1248	
Casual Female	824	<i>Table 2010 1.2</i>
Casual Male	404	<i>Table 2010 2.2</i>
Total Casual	1228	
Total Female	1846	<i>Table 2010 1.1</i>
Total Male	1121	<i>Table 2010 2.1</i>
Total Staff	2967	

- Thus, the pattern of the greater number of **Academic** staff being **female** continues (female: 759, male 612). **47%** of **tenured** and **contract Academic** staff are **female**, a **2% increase** for female Academics since 2009. Women continue to comprise the majority of **casual Academic**

staff at 65%. The additional 61 women on casual Academic appointments represent a 2% increase over 2009 [Table 2010 1.1](#)

- Totalling 1087 (68%), female **Professional** staff number more than double male Professional staff – 509 (32%). [Table 2010 2.1](#) Women still constitute **70%** of casual Professional staff.

1.1 Profile of Academic Staff

- The headcount figures indicate that well over half of JCU's **female Academics** (418 – 55%) are employed on a **casual** basis, and that a more modest proportion of **male Academics** (226 - 37%) are casually employed. These casual figures have increased by 61 women and 13 men. Refer [Table 2010 1.2](#) Some care must be taken in relation to these figures, as the term **casual** is used to embrace:
 - Staff who are employed on a **regular** basis, and have substantial responsibility for courses;
 - Staff and visitors who give only **occasional** classes and who may more accurately be described as "guest lecturers", but are paid on the **casual payroll** to which these figures are linked;
 - Postgraduate students who increase their academic skills base by offering **occasional** classes.
- It is therefore instructive to compare these "headcount" numbers with the Full-Time Equivalent figures. FTE figures for casual female Academic staff for 2008 equal 39.3, and for men 21.6, totalling 60.9.
- [Table 1.1](#), and [Tables 1.5](#) and [1.6](#), show that substantially higher numbers of male academic staff are appointed on **contract** and **tenured/tenurable** positions (47% female, compared to 53% male). This is a 2% increase for women on 2009 figures. In **full-time contract** positions, men tend to be appointed to the positions of **longest** duration (51 men and 30 women in full-time contract positions of 3 years or more). However, this represents only a small increase of 2 men over the 2009 figures, whereas the number of Academic **women** on **full-time contract** appointments has **increased** from 19 in 2009 to 30 in 2010. Women continue to outnumber men slightly in the longer-term fractional appointments (19 women and 18 men). Fractional appointments offering workplace flexibility and the stability of a 3-year or longer appointment remain much sought after.
- Casual Academic staff (418 or 65% female, 226 or 35% male), remains imbalanced. In 2009 – 2010, casual Academic staff have increased by 61 women but by only 13 men. Refer [Table 2010 1.1](#)
- It has been pointed out above that a proportion of **casual** staff is **necessary** for the functioning of the University. Consideration must be given, however, to the appropriate **ratio** of casual to other categories of staff. Well **over half the University's female Academic staff (55%) are on casual appointments**. Refer [Table 2010 1.2](#). For men the percentage is more modest (37%).

- 208 (28%) of female **Academics** enjoy **tenure** (a numerical increase of 19 over 2009). Men still enjoy higher numbers and percentages of tenure (248 – 41% of male Academics employed). However, men's tenured numbers have decreased slightly from 251 in 2009, following an earlier drop from 261 in 2008. Refer [Table 2010 1.2](#)
- A small number of **tenured** Academic staff are on **fractional** appointments – 19 women and 12 men. This maintains the annual pattern of a slight increase (2) for female Academic Staff and leaves the male figure unchanged. The facility for permanent part-time work is an important part of the University's efforts to assist **work/life nexus** as well as preparation for retirement. [Tables 2010 1.1 and 1.2](#)
- 139, or 39%, of all tenured & contract **female Academics** are located at Lecturer level - **Level B**. The **number** of female lecturers has **increased** by 12 during the 2009 – 2010 year. The percentage of female Academic staff located at Level B is unchanged. Men located at Level B have increased from 99 to 104. The Academic Level B category is still dominated by women (57% women, 43% men). Refer [Tables 2010 1.3 and 1.4](#)
- **For the first time, the number of women located at Academic Level C (101 – 52%) exceeds that of men (94 – or 48%). The point of change in gender balance of the Academic workforce has moved from Level B to Level C - Senior Lecturer - in the 2009 – 2010 reporting year.** Refer [Table 2010 1.3](#)
- A respectable **increase** for female Academic staff has also occurred at Academic Level D from 22 to 28. Refer [Tables 2009 1.3 and 1.4](#) The number of men located at Level D has dropped by one to 80, no doubt explained, at least in part, by the increase in the number of men at Level E from 66 to 77.
- The **percentages** of women at Levels **D** and **E** remain **low** (26% and 15%, respectively of the composition of those Levels). Refer [Table 2010 1.3](#) Only 12% of female Academics employed are located at Levels D or E compared with 39% of male Academics. The number of female **Professors** (Level E) has **increased** by two to 14. Refer [Table 2010 1.4](#)
- **External recruitments** show that the highest number of female Academic staff was recruited at Lecturer **B** (22) while the highest number of men was recruited at Lecturer **A** (22). At level **C**, more women than men were recruited (11 and 6, respectively). However appointments were limited to only one female Associate Professor and one Professor compared to 5 men at Level **D** and 11 at Level **E**. Refer [Tables 2010 1.7 and 1.8](#)
- Although more female than male Academic staff were recruited in 2009 -2010, more male than female contract and tenured staff were appointed: 48 women and 53 men. Refer [Table 2010 1.9](#)

1.2 Profile of Professional Staff

- **Professional staff** enjoy a higher degree of permanency than Academic Staff: 515 (47%) of the 1087 female **Professional staff** are **tenured**, including 118 (11%) on **fractional** appointments. Again, this figure is particularly pleasing in terms of work/life

balance. The percentage of female Professional Staff holding **tenured** appointments has **increased** by 3% in 2009 -2010 (from 44% to 47%), with a numerical increase of 31 in the period Refer [Table 2010 2.2](#)

- Of the much smaller number of men (509) who hold **Professional staff** appointments, 243 (48%) are **permanent**, including 14 (3%) on **fractional** appointments. Refer [Table 2010 2.2](#) The number of men on the Professional staff enjoying permanency has decreased by one in the current year.
- The number of **casual Professional** staff during 2009 – 2010 has **declined** for both genders: women from 440 (41%) to 406 (37%) and men from 191(38%) to 178 (35%). This may be a correction from the previous reporting year in which numbers of casual Professional staff increased markedly by 9% for women and 10% for men. Refer [Table 2010 2.2](#)
- It must be noted that these casual numbers include staff whose services are required only at **certain times of year**, e.g. Examination Invigilators, some casual Library staff. Again, it is instructive to **compare headcount figures with full-time equivalents: FTE figures for female and male Professional staff in 2008 were 86.3 and 35.8 respectively, totalling 122.1.**
- The largest number of permanent or contract **female Professional staff** remains clustered at **HEWL 5** (219 – 31%), a very small increase on last year. The largest number of **men** occurs at **HEWL 6** (61 – 17%). Refer [Table 2010 2.4](#)
- There has been a gratifying upward movement for women in the 2010 figures in **HEW Levels 6 to 10**: HEWL 6 from 96 to 110; HEWL 7 from 50 to 66; HEWL 8 from 47 to 53; HEWL 9 from 15 to 31; and HEWL10 from 26 to 30. There have been increases in most Levels for men also, except for HEWL 7 which has declined by 7. The corresponding numbers for male Professional staff in HEW Levels 6 to 10 in the 2009 year were 56, 45, 30, 24, and 29. Refer [Table 2010 2.4](#).
- The number of female Professional staff located at Level **10** and above now almost equals the male figure: 30 (4% of female Professional staff employed) compared to 31 men (9%). The percentages remain unbalanced. Refer [Table 2010 2.4](#)
- For the first time, **women (180) outnumber** men (144) in contract and permanent positions at HEW Levels **7 to 10**. However, the percentage of men (42%) at these higher levels still considerably exceeds that of women (24%) Refer [Tables 2010 2.3 and 2.4](#)
- It is not surprising that casual Professional staff at the lower HEW Levels (1 to 3) outnumber permanent and contract appointments Refer [Tables 2010 2.5 and 2.6](#) The percentages of female and male staff on contract or permanent appointments is roughly equal (F = 59%, M = 60%), with each gender having 44% permanency.
- The largest numbers of both female and male permanent and contract Professional staff were recruited at HEWL 5 (F = 27, M = 10). The **increases** for women in the 2010 figures occur at HEW Levels **6 and above**, particularly at HEWL **9** where appointments

increased from 2 in 2009 to 19 in 2010, mostly appointments for JCUS. Refer [Tables 2010 2.7 and 2.8](#) By far the largest numbers recruited for both women and men were on casual appointments. Refer [Tables 2010 2.9 and 2.10](#)

1.3 Distribution of Academic Staff in Faculties and Divisions

- Of the four faculties, **Medicine, Health & Molecular Sciences (FMHMS)** (163F, 126M) has substantially the **highest number** of Academic staff. FMHMS has well over double the number of female Academic staff of any other faculty, and 42% of all continuing and contract Academic staff. Of female Academic staff in FMHMS, the largest number (**67**) is located at the level of Lecturer **B**, an **increase** of **8** over 2009. With **54** women at Lecturer **C**, the **increase** is even greater (**10**). The greatest number of **men** in **FMHMS** is located at Level **D** - **34**, unchanged from last year. Women have **increased** their numbers at Level **D** from **7** to **12**. Men have increased their number from **22** to **24** at Level **E**, but the female figure remains at only **4**. Nevertheless, FMHMS shares with FAESS the distinction of having the highest number of female Professors at JCU. The percentage of men employed in FMHMS at Levels **D** and **E** has reached **46%** of male Academics in the Faculty, but only fewer than **10%** of female Academics in FMHMS are at Levels **D** or **E**. Refer [Tables 2010 3.1 and 3.2](#)
- **Arts, Education & the Social Sciences** and **Medicine, Health and Molecular Sciences** both have **more than half** of their tenured/tenurable and contract Academic staff **female** (**60%** and **56%** respectively). Refer [Table 2010 3.3](#)
- The gender profile of continuing staff in the Faculty of **Science, Engineering and Information Technology**, long biased towards **male Academic** staff, has improved by only one female staff member overall in 2009 - 2010, although there are now **10** rather than **7** female **Senior Lecturers**. The number of women at Levels **D** and **E** has not moved, although the number of men at Level **E** has moved from **26** to **31**. Refer [Tables 2010 3.2 and 3.3](#)
- The largest proportion of contract and tenured/tenurable female **Academic** staff in faculties are located at Academic **Level B** (**133** of **329** – **40%**) of female staff). Note the uneven spread of female staff across the Academic levels (although female **Level C** staff have improved from **86** to **101** – now **31%**). The spread of men at Levels **B**, **C**, **D** and even **E** is much more even. Refer [Tables 2010 3.1 and 3.2](#)
- Of **continuing** or tenured/tenurable female Academic Staff in faculties, the greatest number (**99**) is located in the Faculty of Medicine, Health & Molecular Sciences (FMHMS), with **54** in the Faculty of Arts, Education & the Social Sciences (FAESS). The FMHMS figures are an increase on the 2009 figures – **86**. Law, Business and the Creative Arts (FLBCA), much the smallest of all the faculties, nevertheless has **33** continuing - or tenurable - female Academic staff (**42%** of its total) , whereas the Faculty of **Science and Engineering** is severely lacking in gender balance with only **19** of its **91** continuing or tenurable Academic staff female. Refer [Tables 2010 3.4, 3.5 and 3.6](#)

- *Tables 2009 3.7 - 3.14* which show the distribution of staff according to their tenured/tenurable, contract or casual status, further emphasise the imbalance of the distribution of female staff. For Example, *Tables 3.7 and 3.9* show that FAESS and FMHMS have 67% and 64% respectively of their total staff female. However, 113 (58%) of the 195 female staff in FAESS are at Level A, and of these 105 are casual. Similarly, 256 (64%) of the 403 female staff in FMHMS are at Level A, and of these 230 (or 90% of women on Level A appointments) are casual. 77 (66%) of the 116 female staff in FSEIT are at Level A, and 58 (or three-quarters of these) are Level A casuals.
- In all Faculties, except FSEIT, the number of female academic staff employed has risen markedly in the 2009 – 2010 reporting year: from 173 to 195 in FAESS; from 72 to 98 in FLBCA; and from 346 to 403 in FMHMS. However, these increases are heavily weighted towards casual staff. Refer *Tables 2010 3.7 – 3.10*
- Both female and male Academic staff at JCUS are mostly located at lower levels. The only two staff above Level B (1 at C and 1 at E) are both male. Refer *Table 2010 3.12*
- As pointed out on the tables, care must be taken in the interpretation of *Tables 3.11 to 3.14*, because of the **low numbers** involved.

1.4 Distribution of Professional Staff in Faculties and Divisions

- In the faculties and divisions, as a whole, the greatest number of **female Professional staff** is found at **HEW Level 5** (141 in the faculties, 127 in divisions), constituting 23% of female staff in faculties and divisions. In the faculties, the greatest number of men is at HEWL 5, while in the divisions the largest number of men occurs at Level 3. There are some variations among the individual faculties and divisions. Refer *Table 2010 4.1 – 4.3*
- Although men constitute a much smaller proportion (only 30%) of the Professional Staff located in the faculties, **men still dominate in the HEW Levels 8 to 10**: 12 women compared to 16 men. However, the number of women at these higher levels has improved by 50% from 8 in 2009. Men have increased from 12 to 16. Refer *Table 2010 4.1*
- **Women constitute 66% of Professional staff in the divisions** (666 of 1002 staff) – refer *Table 2010 4.2* - and **68%** in the **combined** divisions and faculties. Refer *Table 2010 4.3*
- *Table 2010 4.3* shows that in the divisions and faculties, women now outnumber men in the Professional staff at all HEW Levels except Level 10, where female numbers have been steadily improving so that women now constitute 46% . *Tables 2010 4.4 – 4.11* show the distribution of these staff throughout the faculties and divisions.
- As pointed out on the tables, care must be taken in the interpretation of *Tables 4.4 to 4.11*, because of the **low numbers** involved.

STATISTICAL TABLES - 2010 – EXPLANATORY NOTES

The figures shown in the statistical tables accompanying this report:

- Report only substantive occupancies.
- Are based on headcount and not on DEEWR's system of effective full-time, which masks substantial fragmentation and casualisation by aggregating jobs, and gives a distorted picture of employment, particularly female employment.
- Unless otherwise stated, report employees with multiple appointments only once. A total of 73 continuing staff - **26** Academic and **47** Professional - hold multiple appointments.
- In the case of multiple appointments, give preference to tenured/tenurable appointments over contract or casual appointments and to contract appointments over casual appointments.

Abbreviations are used in the following tables for the faculties and divisions of the University:

Abbreviation	Name	Main Function
FAESS	Faculty of Arts, Education and the Social Sciences	Academic
FLBCA	Faculty of Law, Business and the Creative Arts	Academic
FMHMS	Faculty of Medicine, Health and the Molecular Sciences	Academic
FSEIT	Faculty of Science, Engineering and Information Technology	Academic
OE/JCUS	Other Entities (JCU Singapore, or JCU Brisbane)	Academic & Administrative
F& RP	Finance & Resource Planning	Administrative
RI	Research & Innovation	Administrative
US	University Services	Administrative

Employment Profile

as at 31.03.2010

Table 2010 1.1

Academic Employment x Gender x Duration

SHOWING GENDER COMPOSITION OF EACH EMPLOYMENT TYPE

Duration			Total No of Women	Total No of Men	Total Female & Male	% Female	% Male
Tenure	Full-time		189	236	425	44	56
	Fractional		19	12	31	61	39
Contract	Full-time	Less than 1 year	12	10	22	55	45
		1 to less than 3 years	38	41	79	48	52
		3 or more years	30	51	81	37	63
	Fractional	Less than 1 year	15	6	21	71	29
		1 to less than 3 years	19	12	31	61	39
		3 or more years	19	18	37	51	49
Subtotal: Tenured & Contract Staff			341	386	727	47	53
Casual			418	226	644	65	35
TOTAL			759	612	1371	55	45

Table 2010 1.2

Academic Employment x Gender x Duration

SHOWING NUMBER AND PERCENTAGE OF EACH GENDER AT EACH DURATION POINT

Duration			Total No of Women	% Female	Total No of Men	% Male	Total Female & Male	% Total
Tenure	Full-time		189	25	236	39	425	31
	Fractional		19	3	12	2	31	2
Contract	Full-time	Less than 1 year	12	1	10	2	22	2
		1 to less than 3 years	38	5	41	7	79	6
		3 or more years	30	4	51	8	81	6
	Fractional	Less than 1 year	15	2	6	1	21	2
		1 to less than 3 years	19	3	12	2	31	2
		3 or more years	19	3	18	3	37	3
Subtotal: Tenured & Contract Staff			341	45	386	63	727	53
Casual			418	55	226	37	644	47
TOTAL			759	100	612	100	1371	103

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 1.3

Academic Employment x Gender x Level
(excluding casual staff)
SHOWING GENDER COMPOSITION OF EACH POINT OR LEVEL

Level	Total Number of Women	Total Number of Men	Total Female & Male	% Female	% Male
Academic Level A	76	50	126	60	40
Academic Level B	139	104	243	57	43
Academic Level C	101	94	195	52	48
Academic Level D	28	80	108	26	74
Academic Level E	14	77	91	15	85
HEWL10	0	1	1	0	100
TOTAL	358	406	764	47	53

Table 2010 1.4

Academic Employment x Gender x Level
(excluding casual staff)
SHOWING NUMBER AND PERCENTAGE OF EACH GENDER AT EACH ACADEMIC LEVEL

Level	Total Number of Women	% Female	Total Number of Men	% Male	Total Female & Male	% Total
Academic Level A	76	21	50	12	126	16
Academic Level B	139	39	104	26	243	32
Academic Level C	101	28	94	23	195	25
Academic Level D	28	8	80	20	108	14
Academic Level E	14	4	77	19	91	12
HEWL10	0	0	1	0	1	0
TOTAL	358	100	406	100	764	100

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 1.5

Academic Staff Type x Gender x Level

FEMALE

Academic Level	A	B	C	D	E	Other	Total
Casual	431	15	20	0	11	16	493
Contract	52	54	18	6	3	0	133
Tenure	8	84	83	22	0	0	197
JCUS	16	1	0	0	0	0	17
Total Female x Level	507	154	121	28	14	16	840

Table 2010 1.6

Academic Staff Type x Gender x Level

MALE

Academic Level	A	B	C	D	E	HEWL10	Other	Total
Casual	223	4	19	2	0	0	5	253
Contract	33	46	18	18	22	1	0	138
Tenure	3	54	75	62	54	0	0	248
JCUS	14	4	1	0	1	0	0	20
Total Male x Level	273	108	113	82	77	1	5	659

TOTAL ALL ACADEMIC - 1499

Note: Numbers shown in tables 1.5 and 1.6 may not tally with numbers shown in tables 1.1 – 1.4, particularly in relation to casual staff, because tables 1.1 – 1.4 exclude casual staff who may also have a tenured or contract appointment. Tables 1.5 and 1.6 may count such persons, and persons who are employed at more than one level, more than once.

Table 2010 1.7

Academic External Recruitment 2009 - 2010

(excluding casual staff)

SHOWING GENDER COMPOSITION OF EACH POINT OR LEVEL

Level	Total Number of Women	Total Number of Men	Total Female & Male	% Female	% Male
Academic level A	21	22	43	49	51
Academic level B	22	21	43	51	49
Academic level C	11	6	17	65	35
Academic level D	1	5	6	17	83
Academic level E	1	11	12	8	92
TOTAL	56	65	121	46	54

Table 2010 1.8

Academic External Recruitment 2009 - 2010

(excluding casual staff)

SHOWING NUMBER AND PERCENTAGE OF EACH GENDER AT EACH ACADEMIC LEVEL

Level	Total Number of Women	% Female	Total Number of Men	% Male	Total Female & Male	% Total
Academic level A	21	38	22	34	43	36
Academic level B	22	39	21	32	43	36
Academic level C	11	20	6	9	17	14
Academic level D	1	2	5	8	6	5
Academic level E	1	2	11	17	12	10
TOTAL	56	100	65	100	121	101

Table 2010 1.9

Academic External Recruitment Staff Type x Gender x Level

	FEMALE							MALE							Total Male	%F
	A	B	C	D	E	Other	Total Female	A	B	C	D	E	Other			
Casual	209	6	8	0	0	1	224	97	0	5	0	0	1	103	69	
Contract	12	13	5	0	1	0	31	13	12	4	4	5	0	38	45	
Tenure	1	9	6	1	0	0	17	0	7	2	1	5	0	15	53	
JCUS	8	0	0	0	0	0	8	9	2	0	0	1	0	12	40	
Total x Level	230	28	19	1	1	1	280	119	21	11	5	11	1	168	63	

TOTAL ALL ACADEMIC EXTERNAL RECRUITMENT 2009 - 448

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 2.1

Professional Staff Employment x Gender x Duration

SHOWING GENDER COMPOSITION OF EACH EMPLOYMENT TYPE

Duration			Total No of Women	Total No of Men	Total Female & Male	% Female	% Male
Tenure	Full-time		397	229	626	63	37
	Fractional		118	14	132	89	11
Contract	Full-time	Less than 1 year	31	20	51	61	39
		1 to less than 3 years	34	21	55	62	38
		3 or more years	40	37	77	52	48
	Fractional	Less than 1 year	23	5	28	82	18
		1 to less than 3 years	22	3	25	88	12
		3 or more years	16	2	18	89	11
Subtotal: Tenured & Contract Staff			681	331	1012	67	33
Casual			406	178	584	70	30
TOTAL			1087	509	1596	68	32

Table 2010 2.2

Professional Staff Employment x Gender x Duration

SHOWING NUMBER AND PERCENTAGE OF EACH GENDER AT EACH DURATION POINT

Duration			Total No of Women	% Female	Total No of Men	% Male	Total Female & Male	% Total
Tenure	Full-time		397	37	229	45	626	39
	Fractional		118	11	14	3	132	8
Contract	Full-time	Less than 1 year	31	3	20	4	51	3
		1 to less than 3 years	34	3	21	4	55	3
		3 years or more	40	4	37	7	77	5
	Fractional	Less than 1 year	23	2	5	1	28	2
		1 to less than 3 years	22	2	3	1	25	2
		3 or more years	16	1	2	0	18	1
Subtotal: Tenured & Contract Staff			681	63	331	65	1012	63
Casual			406	37	178	35	584	37
TOTAL			1087	100	509	100	1596	100

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 2.3

Professional Staff Employment x Gender x Level

(excluding casual staff)

Level	Total Number of Women	Total Number of Men	Total Female & Male	% Female	% Male
HEW level 1	1	0	1	100	0
HEW level 2	38	14	52	73	27
HEW level 3	30	36	66	45	55
HEW level 4	125	41	166	75	25
HEW level 5	219	53	272	81	19
HEW level 6	110	61	171	64	36
HEW level 7	66	38	104	63	37
HEW level 8	53	41	94	56	44
HEW level 9	31	34	65	48	52
HEW level 10 and above	30	31	61	49	51
Other	4	3	7	57	43
TOTAL	707	352	1059	67	33

Table 2010 2.4

Professional Staff Employment x Gender x Level

(excluding casual staff)

SHOWING NUMBER AND PERCENTAGE OF EACH GENDER AT EACH HEW LEVEL

Level	Total Number of Women	% Female	Total Number of Men	% Male	Total Female & Male	% Total
HEW level 1	1	0	0	0	1	0
HEW level 2	38	5	14	4	52	5
HEW level 3	30	4	36	10	66	6
HEW level 4	125	18	41	12	166	16
HEW level 5	219	31	53	15	272	26
HEW level 6	110	16	61	17	171	16
HEW level 7	66	9	38	11	104	10
HEW level 8	53	7	41	12	94	9
HEW level 9	31	4	34	10	65	6
HEW level 10 and above	30	4	31	9	61	6
Other	4	1	3	1	7	1
TOTAL	707	100	352	100	1059	100

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 2.5

Professional Staff Type x Gender x Level

FEMALE

HEW Level	1	2	3	4	5	6	7	8	9	10	SPEC	Other	Total
Casual	47	101	75	80	47	17	7	4	1	9	2	60	450
Contract	1	1	8	40	45	32	11	7	2	21	0	1	169
Tenure	0	37	22	85	174	78	55	41	11	0	0	3	506
JCUS	0	0	0	0	0	0	0	5	18	0	0	0	23
Total x level	48	139	105	205	266	127	73	57	32	30	2	64	1148

Table 2010 2.6

Professional Staff Type x Gender x Level

MALE

HEW Level	1	2	3	4	5	6	7	8	9	10	SPEC	Other	Total
Casual	24	44	40	26	21	6	2	1	0	1	1	26	192
Contract	0	0	2	16	24	8	6	6	0	23	0	3	88
Tenure	0	14	34	25	29	53	32	35	13	8	0	0	243
JCUS	0	0	0	0	0	0	0	0	21	0	0	0	21
Total x level	24	58	76	67	74	67	40	42	34	32	1	29	544

TOTAL ALL PROFESSIONAL – 1692

Note: Numbers shown in tables 2.5 and 2.6 may not tally with numbers shown in tables 2.1 – 2.4, particularly in relation to casual staff, because tables 2.1 – 2.4 exclude casual staff who may also have a permanent appointment. Tables 2.5 and 2.6 may count such persons, and persons who are employed at more than one level, more than once.

Table 2010 2.7

Professional Staff External Recruitment 2009 - 2010

(excluding casual staff)
SHOWING GENDER COMPOSITION OF EACH HEW LEVEL

Level	Total Number of Women	Total Number of Men	Total Female & Male	% Female	% Male
HEW level 1	0	0	0	0	0
HEW level 2	0	1	1	0	100
HEW level 3	7	4	11	64	36
HEW level 4	24	6	30	80	20
HEW level 5	27	10	37	73	27
HEW level 6	11	5	16	69	31
HEW level 7	9	2	11	82	18
HEW level 8	12	8	20	60	40
HEW level 9	19	12	31	61	39
HEW level 10 and above	4	5	9	44	56
Other	0	0	0	0	0
TOTAL	113	53	166	68	32

Table 2010 2.8

Professional Staff External Recruitment 2009 - 2010

(excluding casual staff)
SHOWING NUMBER AND PERCENTAGE OF EACH GENDER AT EACH HEW LEVEL

Level	Total Number of Women	% Female	Total Number of Men	% Male	Total Female & Male	% Total
HEW level 1	0	0	0	0	0	0
HEW level 2	0	0	1	2	1	1
HEW level 3	7	6	4	8	11	7
HEW level 4	24	21	6	11	30	18
HEW level 5	27	24	10	19	37	22
HEW level 6	11	10	5	9	16	10
HEW level 7	9	8	2	4	11	7
HEW level 8	12	11	8	15	20	12
HEW level 9	19	17	12	23	31	19
HEW level 10 and above	4	4	5	9	9	5
Other	0	0	0	0	0	0
TOTAL	113	100	53	100	166	100

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 2.9

**External Recruitment Professional Staff Type x Gender x Level -
2009 -2010**

FEMALE

HEW Level	1	2	3	4	5	6	7	8	9	10	Other	Total
Casual	31	26	42	31	23	9	3	1	0	0	37	203
Contract	0	0	2	15	16	7	4	3	1	3	0	51
Tenure	0	0	5	9	11	4	5	4	2	0	0	40
JCUS	0	0	0	0	0	0	0	5	16	1	0	22
Total x level	31	26	49	55	50	20	12	13	19	4	37	316

Table 2010 2.10

External Recruitment Professional Staff Type x Gender x Level -

2009 -2010

MALE

HEW Level	1	2	3	4	5	6	7	8	9	10	Other	Total
Casual	18	23	16	16	8	3	0	0	0	0	19	103
Contract	0	0	0	5	7	3	1	3		4	0	23
Tenure	0	1	4	1	3	2	1	5	1	1	0	19
JCUS	0	0	0	0	0	0	0	0	11	0	0	11
9Total x level	18	24	20	22	18	8	2	8	12	5	19	156

TOTAL ALL PROFESSIONAL EXTERNAL RECRUITMENTS - 472

Table 2010 3.1

Location of Academic Staff x Faculty x Level x Gender

FEMALE (excluding casuals)

Academic Level	A	B	C	D	E	Total	%*
FAESS	8	27	25	8	4	72	22
FLBCA	4	22	12	1	2	41	12
FMHMS	26	67	54	12	4	163	50
FSEIT	19	17	10	5	2	53	16
Total all Faculties	57	133	101	26	12	329	100

- Percentage of all female academic staff (excluding casuals) located in Faculties who are located in the Faculty named.

Table 2010 3.2

Location of Academic Staff x Faculty x Level x Gender

MALE (excluding casuals)

Academic Level	A	B	C	D	E	HEWL10	Total	%*
FAESS	2	14	17	8	8	0	49	13
FLBCA	2	20	14	8	9	0	53	14
FMHMS	12	23	32	34	24	1	126	34
FSEIT	20	35	24	28	31	0	138	38
Total all Faculties	36	92	87	78	72	1	366	100

- * Percentage of all male academic staff (excluding casuals) located in Faculties who are located in the Faculty named.

TOTAL ALL ACADEMIC STAFF (EXCLUDING CASUALS)
LOCATED IN FACULTIES - 695

Table 2010 3.3

Comparison of Number and Percentage of Female and Male Staff in Faculties

All Academic Staff (excluding casuals) in each Faculty

Academic Level	No female	No male	Total F+M	% Female	% Male
FAESS	72	49	121	60	40
FLBCA	41	53	94	44	56
FMHMS	163	126	289	56	44
FSEIT	53	138	191	28	72
Total	329	366	695	47	53

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 3.4

Continuing or Tenurable Academic Staff x Gender x Faculty

FEMALE

	Full time	Fractional	Total	% Location of Academic Women
FAESS	52	2	54	26
FLBCA	33	0	33	16
FMHMS	87	12	99	48
FSEIT	14	5	19	9
Total Status	186	19	205	100

Table 2010 3.5

Continuing or Tenurable Academic Staff x Gender x Faculty

MALE

	Full time	Fractional	Total	% Location of Academic Men
FAESS	43	1	44	18
FLBCA	45	0	45	19
FMHMS	69	11	80	33
FSEIT	72	0	72	30
Total Status	229	12	241	100

Table 2010 3.6

Continuing or Tenurable Academic Staff x Gender x Faculty

	Total Female & Male	% Female in Faculty	% Male in Faculty
FAESS	98	53	45
FLBCA	78	42	58
FMHMS	179	55	45
FSEIT	91	21	79
Total Status	446	46	54

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 3.7

Academic Staff Type x Gender x Level

Faculty of Arts, Education & Social Sciences

Level	Female Tenure	Female Contract	Female Casual	Female Total	Male Tenure	Male Contract	Male Casual	Male Total	Total F & M	%F
A	1	7	105	113	0	2	30	32	145	77
B	19	8	3	30	12	2	0	14	44	59
C	23	2	4	29	17	0	2	19	48	56
D	7	1	0	8	8	0	0	8	16	41
E	4	0	0	4	7	1	0	8	12	40
Other	0	0	11	11	0	0	3	3	14	79
Total	54	18	123	195	44	5	43	84	279	67

Table 2010 3.8

Academic Staff Type x Gender x Level

Faculty of Law, Business & Creative Arts

Level	Female Tenure	Female Contract	Female Casual	Female Total	Male Tenure	Male Contract *	Male Casual	Male Total	Total F & M	%F
A	3	1	39	43	2	0	28	30	73	
B	16	6	0	22	15	5	1	21	43	
C	12	0	14	26	14	0	10	24	50	
D	1	0	0	1	8	0	1	9	10	
E	1	1	0	2	6	3	0	9	11	
Other	0	0	4	4	0	0	0	0	4	
Total	33	8	57	98	45	8	40	93	191	

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 3.9

Academic Staff Type x Gender x Level
Faculty of Medicine, Health & Molecular Sciences

Level	Female Tenure	Female Contract	Female Casual	Female Total	Male Tenure	Male Contract	Male Casual	Male Total	Total F & M	%F
A	2	24	230	256	1	11	95	107	363	73
B	43	24	8	75	12	11	1	24	99	74
C	42	12	1	55	23	9	1	33	88	60
D	9	3	0	12	24	10	1	35	47	19
E	3	1	0	4	20	4	0	24	28	15
Other	0	0	1	1	0	1	0	1	2	0
Total	99	64	240	403	80	46	98	224	627	64

Table 2010 3.10

Academic Staff Type x Gender x Level
Faculty of Science, Engineering & Information Technology

Level	Female Tenure	Female Contract	Female Casual	Female Total	Male Tenure	Male Contract	Male Casual	Male Total	Total F & M	%F
A	2	17	58	77	0	20	74	94	171	46
B	5	12	4	21	13	22	2	37	58	39
C	6	4	1	11	17	7	7	31	42	18
D	4	1	0	5	22	6	0	28	33	15
E	2	0	0	2	20	11	0	31	33	7
Other	0	0	0	0	0	0	2	2	2	100
Total	19	34	63	116	72	66	85	223	339	48

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 3.11

Academic Staff Type x Gender x Level
Chancellery

Level	Female Tenure	Female Contract	Female Casual	Female Total	Male Tenure	Male Contract	Male Casual	Male Total	Total F & M	%F
A	0	0	0	0	0	0	0	0	0	0
B	0	1	0	1	1	0	0	1	2	50
C	0	0	0	0	2	0	0	2	2	0
D	1	1	0	2	0	0	0	0	2	100
E	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	1	2	0	3	3	0	0	3	6	50

Table 2010 3.12

Academic Staff Type x Gender x Level
JCUS

Level	Female Tenure	Female Contract	Female Casual	Female Total	Male Tenure	Male Contract *	Male Casual	Male Total	Total F & M	%F
A	0	16	0	16	0	14	0	14	30	53
B	0	1	0	1	0	4	0	4	5	20
C	0	0	0	0	0	1	0	1	1	0
D	0	0	0	0	0	0	0	0	0	0
E	0	0	0	0	0	1	0	1	1	0
Other	0	0	0	0	0	0	0	0	0	0
Total	0	17	0	17	0	20	0	20	37	46

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 3.13

Academic Staff Type x Gender x Level
Research & Innovation

Level	Female Tenure	Female Contract	Female Casual	Female Total	Male Tenure	Male Contract *	Male Casual	Male Total	Total F & M	%F
A	0	3	2	5	0	0	0	0	5	71
B	1	4	0	5	1	6	0	7	12	38
C	0	1	0	1	2	2	0	4	5	0
D	1	1	0	2	0	2	0	2	4	0
E	0	0	0	0	1	3	0	4	4	20
Other	0	0	0	0	0	0	0	0	0	0
Total	2	9	2	13	4	13	0	17	30	38

Table 2010 3.14

Academic Staff Type x Gender x Level
University Services

Level	Female Tenure	Female Contract *	Female Casual	Female Total	Male Tenure	Male Contract	Male Casual	Male Total	Total F & M	%F
A	0	0	7	7	0	0	7	7	14	50
B	0	0	0	0	0	0	0	0	0	0
C	0	0	0	0	0	0	0	0	0	0
D	0	0	0	0	0	0	0	0	0	0
E	0	0	0	0	0	0	0	0	0	0
Other	0	0	0	0	0	0	0	0	0	0
Total	0	0	7	7	0	0	7	7	14	50

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 4.1

Professional Staff x Faculties x Level x Gender

HEW Level	FAESS		FLBCA		FMHME		FSEIT		Total Faculties		Total	% F
	F	M	F	M	F	M	F	M	F	M		
1	3	0	7	2	9	3	2	3	21	8	29	72
2	1	2	9	0	18	17	10	7	38	26	64	59
3	6	1	8	2	25	3	19	14	58	20	78	74
4	13	3	12	3	46	11	40	24	111	41	152	73
5	33	5	13	4	61	10	34	27	141	46	187	75
6	9	2	7	3	41	7	8	17	65	29	94	69
7	2	1	3	1	7	2	8	3	20	7	27	74
8	0	0	1	1	3	4	1	1	5	6	11	45
9	0	0	0	0	2	0	1	1	3	1	4	75
10	1	1	0	2	2	2	1	4	4	9	13	31
Other	33	15	0	1	0	0	0	0	33	16	49	67
Total x Gender	101	30	60	19	214	59	124	101	499	209	708	70
Total F&M	131		79		273		225		708			

Table 2010 4.2

Professional Staff x Divisions x Level x Gender

HEW Level	Chan-cellery		OE*		US		R&I		F&RP		Total Divisions		Total	%F
	F	M	F	M	F	M	F	M	F	M	F	M		
1	0	0	0	0	19	10	0	0	8	6	27	16	43	63
2	0	0	0	0	80	16	0	0	32	17	112	33	145	77
3	7	1	0	0	27	3	3	2	10	50	47	56	103	54
4	2	0	0	0	49	5	4	2	43	19	98	26	124	79
5	5	1	0	0	89	18	5	1	28	8	127	28	155	82
6	4	0	0	0	43	30	8	2	7	6	62	38	100	62
7	1	0	0	0	41	23	5	3	6	7	53	33	86	62
8	4	1	4	0	31	20	2	0	11	15	52	36	88	59
9	3	1	18	21	7	4	1	1	3	6	32	33	65	49
10	0	2	0	0	12	12	1	3	10	6	23	23	46	50
Other	0	0	0	0	0	0	0	0	33	14	33	14	47	70
Total x Gender	26	6	22	21	398	141	29	14	191	154	666	336	1002	66
Total F&M	32		43		539		43		345		1002			

*JCUS

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 4.3

Professional Staff x Total Faculties and Divisions x Level x Gender

HEW Level	Total Divisions & Faculties		Total	%
	F	M		F
1	48	24	72	67
2	150	59	209	72
3	105	76	181	58
4	209	67	276	76
5	268	74	342	78
6	127	67	194	65
7	73	40	113	65
8	57	42	99	58
9	35	34	69	51
10	27	32	59	46
Other	66	30	96	69
Total	1165	545	1710	68

Table 2010 4.4

Faculty of Arts, Education & Social Sciences

Professional Staff x Gender x Status x Staff Type

HEW Level	Casual			Contract			Tenure			Total		
	F	M	%F	F	M	%F	F	M	%F	F	M	%F
1	3	0	100	0	0	0	0	0	0	3	0	100
2	1	2	33	0	0	0	0	0	0	1	2	33
3	3	1	75	1	0	100	2	0	100	6	1	86
4	9	3	75	0	0	0	4	0	100	13	3	81
5	14	4	78	8	1	89	11	0	100	33	5	87
6	4	1	80	3	0	100	2	1	67	9	2	82
7	0	0	0	0	0	0	2	1	67	2	1	67
8	0	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	1	1	50	0	0	0	1	1	50
Other	33	15	69	0	0	0	0	0	0	33	15	69
Total	67	26	72	13	2	87	21	2	91	101	30	77

TOTAL F & M = 131

NOTE: Percentages based on cells with small numbers must be regarded with caution

Table 2010 4.5

Faculty of Law, Business and Creative Arts

Professional Staff x Gender x Status x Staff Type

HEW Level	Casual			Contract			Tenure			Total		
	F	M	%F	F	M	%F	F	M	%F	F	M	%F
1	7	2	78	0	0	0	0	0	0	7	2	78
2	9	0	100	0	0	0	0	0	0	9	0	100
3	8	2	80	0	0	0	0	0	0	8	2	80
4	8	1	89	1	1	50	3	1	75	12	3	80
5	2	4	33	1	0	100	10	0	100	13	4	76
6	1	0	100	4	1	80	2	2	50	7	3	70
7	0	0	0	2	1	67	1	0	100	3	1	75
8	0	0	0	0	0	0	1	1	50	1	1	50
9	0	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	2	0	0	0	0	0	2	0
Other	0	1	0	0	0	0	0	0	0	0	1	0
Total	35	10	78	8	5	62	17	4	81	60	19	76

TOTAL F&M = 79

Table 2010 4.6

Faculty of Medicine, Health & Molecular Sciences

Professional Staff x Gender x Status x Staff Type

HEW Level	Casual			Contract			Tenure			Total		
	F	M	%F	F	M	%F	F	M	%F	F	M	%F
1	9	3	75	0	0	0	0	0	0	9	3	75
2	15	17	47	1	0	100	2	0	100	18	17	51
3	17	1	94	3	0	100	5	2	71	25	3	89
4	16	3	84	12	3	80	18	5	78	46	11	81
5	12	2	86	16	5	76	33	3	92	61	10	86
6	10	1	91	12	1	92	19	5	79	41	7	85
7	0	0	0	1	0	100	6	2	75	7	2	78
8	1	1	50	1	2	33	0	1	0	2	4	33
9	1	0	100	0	0	0	1	0	100	2	0	100
10	0	0	0	2	2	50	0	0	0	2	2	50
Other	1	0	100	0	0	0	0	0	0	1	0	100
Total	82	28	75	48	13	79	84	18	82	214	59	78

TOTAL F & M = 273

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 4.7

Faculty of Science, Engineering & Information Technology

Professional Staff x Gender x Status x Staff Type

HEW Level	Casual			Contract			Tenure			Total		
	F	M	%F	F	M	%F	F	M	%F	F	M	%F
1	2	3	40	0	0	0	0	0	0	2	3	40
2	10	7	59	0	0	0	0	0	0	10	7	59
3	16	13	55	2	1	67	1	0	100	19	14	58
4	26	17	60	10	6	63	4	1	80	40	24	63
5	8	8	50	10	14	42	16	5	76	34	27	56
6	0	4	0	5	4	56	3	9	75	8	17	32
7	2	0	100	1	1	50	5	2	71	8	3	73
8	0	0	0	0	0	0	1	1	50	1	1	50
9	0	0	0	0	0	0	1	1	50	1	1	50
10	0	0	0	0	4	0	1	0	100	1	4	20
Total	64	52	55	28	30	52	32	19	65	124	101	55

TOTAL F&M = 225

Table 2010 4.8

Chancellery

Professional Staff x Gender x Status x Staff Type

HEW Level	Casual			Contract			Tenure			Total		
	F	M	%F	F	M	%F	F	M	%F	F	M	%F
1	0	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0	0
3	7	1	88	0	0	0	0	0	0	7	1	88
4	2	0	100	0	0	0	0	0	0	2	0	100
5	1	1	50	0	0	0	4	0	100	5	1	83
6	0	0	0	0	0	0	4	0	100	4	0	100
7	0	0	0	0	0	0	1	100	0	1	0	100
8	0	0	0	0	0	0	4	1	80	4	1	80
9	0	0	0	0	0	0	0	1	100	0	1	100
10	0	0	0	3	2	60	0	0	0	3	2	60
Other	0	0	0	0	0	0	0	0	0	0	0	0
Total	10	2	83	3	2	60	13	2	87	26	6	81

TOTAL F & M = 32

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 4.9

Finance and Resource Planning

Professional Staff x Gender x Status x Staff Type

HEWL Level	Casual			Contract			Tenure			Total		
	F	M	%F	F	M	%F	F	M	%F	F	M	%F
1	8	6	57	0	0	0	0	0	0	8	6	57
2	0	3	0	0	0	0	32	14	70	32	17	65
3	2	17	11	1	1	50	7	32	18	10	50	17
4	4	1	80	9	2	82	30	16	65	43	19	69
5	0	0	0	2	0	100	26	8	76	28	8	78
6	0	0	0	2	0	100	5	6	45	7	6	54
7	0	1	0	0	1	0	6	5	55	6	7	46
8	0	0	0	3	3	50	8	12	40	11	15	42
9	0	0	0	0	0	0	3	6	33	3	6	33
10	0	1	0	7	5	58	3	0	100	10	6	63
Other	29	11	73	1	3	25	3	0	100	33	14	70
Total	43	40	54	25	15	63	123	99	55	191	154	55

TOTAL F & M = 345

Table 2010 4.10

Research & Innovation Division

Professional Staff x Gender x Status x Staff Type

HEW Level	Casual			Contract			Tenure			Total		
	F	M	%F	F	M	%F	F	M	%F	F	M	%F
1	0	0	0	0	0	0	0	0	0	0	0	0
2	0	0	0	0	0	0	0	0	0	0	0	0
3	3	2	60	0	0	0	0	0	0	3	2	60
4	2	1	67	1	1	50	1	0	100	4	2	67
5	1	0	100	2	1	67	2	0	100	5	1	83
6	0	0	0	3	0	100	5	2	71	8	2	80
7	1	0	100	1	0	100	3	3	50	5	3	63
8	0	0	0	1	0	100	1	0	100	1	0	100
9	0	0	0	0	0	0	1	1	50	1	1	50
10	0	0	0	1	2	33	0	1	0	1	3	33
Total	7	3	70	9	4	69	13	8	62	29	14	67

TOTAL F&M = 43

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2010 4.11

University Services Division

Professional Staff x Gender x Status x Staff Type

HEW	Casual	Contract	Tenure	Total
-----	--------	----------	--------	-------

Level	F	M	%F	F	M	%F	F	M	%F	F	M	%F
1	18	10	64	1	0	100	0	0	0	19	10	66
2	77	16	83	0	0	0	3	0	100	80	16	83
3	19	3	86	1	0	100	7	0	100	27	3	90
4	17	0	100	7	3	70	25	2	93	49	5	91
5	11	2	85	6	3	67	72	13	85	89	18	83
6	2	0	100	3	2	60	38	28	58	43	30	59
7	4	1	80	6	3	67	31	19	62	41	23	64
8	3	0	100	2	1	67	26	19	58	31	20	61
9	0	0	0	2	0	100	5	4	56	7	4	64
10	0	0	0	7	5	58	5	7	42	12	12	50
Total	151	32	83	35	17	67	212	92	70	398	141	74

TOTAL F&M = 539

NOTE: Percentages based on cells with small numbers must be regarded with caution.

Table 2a

ACADEMIC PROMOTIONS

2005						
Promotion to	Applications		Successful		% Successful	
	F	M	F	M	F	M
Lecturer	2	3	2	2	100	67
Senior Lecturer	14	10	14	9	100	90
Associate Professor	-	4	-	3	-	75
Reader	-	1	-	1	-	100
Professor (Promotional Chair)	-	6	-	4	-	67
Professor (Personal Chair)	-	2	-	2	-	100
Total	16	26	16	21	100	81

2006						
Promotion to	Applications		Successful		% Successful	
	F	M	F	M	F	M
Lecturer	-	1	-	1	-	100
Senior Lecturer	5	14	4	12	80	86
Associate Professor	2	8	2	7	100	88
Reader	-	-	-	-	-	-
Professor (Promotional Chair)	2	3	2	2	100	67
Professor (Personal Chair)	1	2	1	2	100	100
Total	10	28	9	24	90	86

NOTE: Percentages based on cells with small numbers must be regarded with caution

2007			
	Applications	Successful	% Successful

Promotion to	2007		2008		2009	
	F	M	F	M	F	M
Lecturer	1	1	1	1	100	100
Senior Lecturer	4	3	4	3	100	100
Associate Professor	2	7	2	5	100	71
Reader	-	-	-	-	-	-
Professor (Promotional Chair)	-	5	-	5	-	100
Professor (Personal Chair)	1	1	1	1	100	100
Total	8	17	8	15	100	88

2008						
Promotion to	Applications		Successful		% Successful	
	F	M	F	M	F	M
Lecturer	-	-	-	-	-	-
Senior Lecturer	6	9	5	7	83	78
Associate Professor	3	8	2	7	67	88
Reader	-	2	-	2	-	100
Professor (Promotional Chair)	-	2	-	2	-	100
Professor (Personal Chair)	1	2	1	2	100	100
Total	10	23	8	20	80	87

NOTE: Percentages based on cells with small numbers must be regarded with caution

2009						
Promotion to	Applications		Successful		% Successful	
	F	M	F	M	F	M
Lecturer	1	-	1	-	100	-

Senior Lecturer	8	5	6	4	75	80
Associate Professor	10	11	6	8	60	73
Reader	-	1	-	1	-	100
Professor (Promotional Chair)	1	4	1	3	100	75
Professor (Personal Chair)	-	-	-	-	-	-
Total	20	21	14	16	70	76

NOTE: Percentages based on cells with small numbers must be regarded with caution

2010						
Promotion to	Applications		Successful		% Successful	
	F	M	F	M	F	M
Lecturer	-	2	-	2	-	100
Research Fellow	-	1	-	1	-	100
Senior Lecturer	7	4	5	4	71	100
Senior Research Fellow	-	1	-	1	-	100
Associate Professor	7	11	3	7	43	63
Principal Research Fellow	-	2	-	2	-	100
Reader	-	-	-	-	-	-
Professor (Promotional Chair)	-	1	-	1	-	100
Professor (Personal Chair)	-	1	-	1	-	100
Professional Research Fellow	-	3	-	3	-	100
Total	14	26	8	21	57	81

NOTE: Percentages based on cells with small numbers must be regarded with caution

Academic Promotion - Comments:

1. The years refer to the years in which the promotion became effective, not the year in which application was made. For example, applications for the 2010 round were submitted in mid 2009 and became effective from 1 January 2010.
2. Tables for earlier years are provided for comparative purposes.
3. From the 2010 cohort onwards, it is intended that the table will show applications for Research Fellow promotions. (In the Workplace Profile tables, Research Fellows are included in Academic Staff numbers.
4. The promotion success rate for women in the 2010 round was only 57%. This is the result of a lower than usual result at the Senior Lecturer level, and an even lower result for female applicants for Associate Professor.
5. In other years since 2005, the success rate for female applicants has twice achieved 100%, and at its lowest was 70% – although the low numbers invite a cautious interpretation of percentages. The success rates for men, with greater numbers has not dipped below 76%. In the context of these tables, percentages are useful only as a quick annual reference on progress.
6. It is pleasing that, although application rates for promotion for female staff to Academic levels E are low, success rates are generally good. The success rates for women aspiring to Level D have been more variable - again bear in mind the low numbers of applicants.
7. The success rates may be attributed to several factors including:
 - 7.1 The fruition of the University's strategies in earlier years to build up its numbers of women at the Lecturer B level, and mentoring and encouragement to progress to Level C;
 - 7.2 Improvements in the criteria and procedures for Academic Promotion over a number of years, with attention given to those systemic features which could impact unfavourably on female staff;
 - 7.3 The availability of awareness sessions to assist staff in the preparation of applications;
 - 7.4 The availability of individual consultation and coaching .
8. Additional coaching and mentoring will be necessary to improve both application and success rates for women – particularly at the higher levels – and to encourage women into Research roles.

Table 2b
Summary of Professional Staff Evaluations
Movement in HEW Levels 2009 – 2010

In the 2009 – 2010 year, 53 current Professional staff positions were re-evaluated, 29 held by women and 23 by men. Of these 53 applications, 45 (85%) positions were evaluated higher, with 24 being held by female staff and 21 by male staff:

Of the 24 positions held by women that were evaluated higher,

- 4 went from HEW Level 3 to 4
- 3 went from HEW Level 4 to 5
- 1 went from HEW Level 4 to 6
- 7 went from HEW Level 5 to 6
- 6 went from HEW Level 6 to 7
- 1 went from HEW Level 6 to 8
- 1 went from HEW Level 7 to 8
- 1 went from HEW Level 8 to 9

Of the 21 positions held by men that were evaluated higher,

- 1 went from HEW Level 3 to 4
- 4 went from HEW Level 4 to 5
- 1 went from HEW Level 4 to 7
- 4 went from HEW Level 5 to 6
- 3 went from HEW Level 6 to 7
- 4 went from HEW Level 7 to 8
- 3 went from HEW Level 8 to 9
- 1 went from HEW Level 10b to 10c

Eight positions were evaluated with no resulting change of level – 6 held by women and 2 by men.

No position was evaluated to a lower level.

The above numbers should be interpreted bearing in mind that, as shown in *Tables 2010 2.1 - 2.4*, female Professional Staff greatly outnumber male.

Table 7
James Cook University
MATERNITY LEAVE
Patterns of Return
2005 - 2009

Year	2005	2006	2007	2008	2009
Returned, still in service after 1 week	12	15	16	15	12
Returned, still in service after 3 months	11	14	13	14	9
Returned, still in service after 6 months	11	14	12	14	9
Did not return	2	3	4	3	6

The above table indicates that the number of women availing themselves of the provisions for Maternity Leave at JCU were relatively stable over the several years. It is not yet known whether the drop in 2009 is the beginning of a trend.

The numbers who did not remain after three and six months also remained stable, indicating that the drop in 2009 will require further monitoring to determine whether it is an aberration rather than the start of a trend.