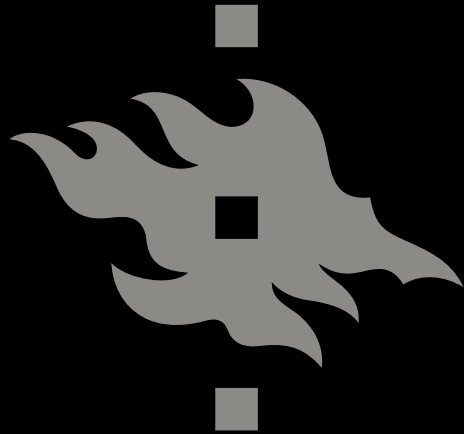




TEM Conference 2010

Room at the top:
Women's progress or glass ceiling?

Ian R Dobson
HEINE
University of Helsinki



Women

1994 : 31.6% of academic staff
: 56.7% of general staff

2009 : 42.3% of academic staff
: 63.2% of general staff



Classification Level	1994	2009
Junior < HEW 4	13906	4451
% Female	65.0%	61.5%
Intermediate 4-6	18136	28115
% Female	59.0%	70.2%
Progressing 7-9	6546	15410
% Female	39.4%	54.8%
Senior >HEW 9	1396	3186
% Female	25.2%	45.0%
Total	39983	51162
% Female	56.7%	63.2%



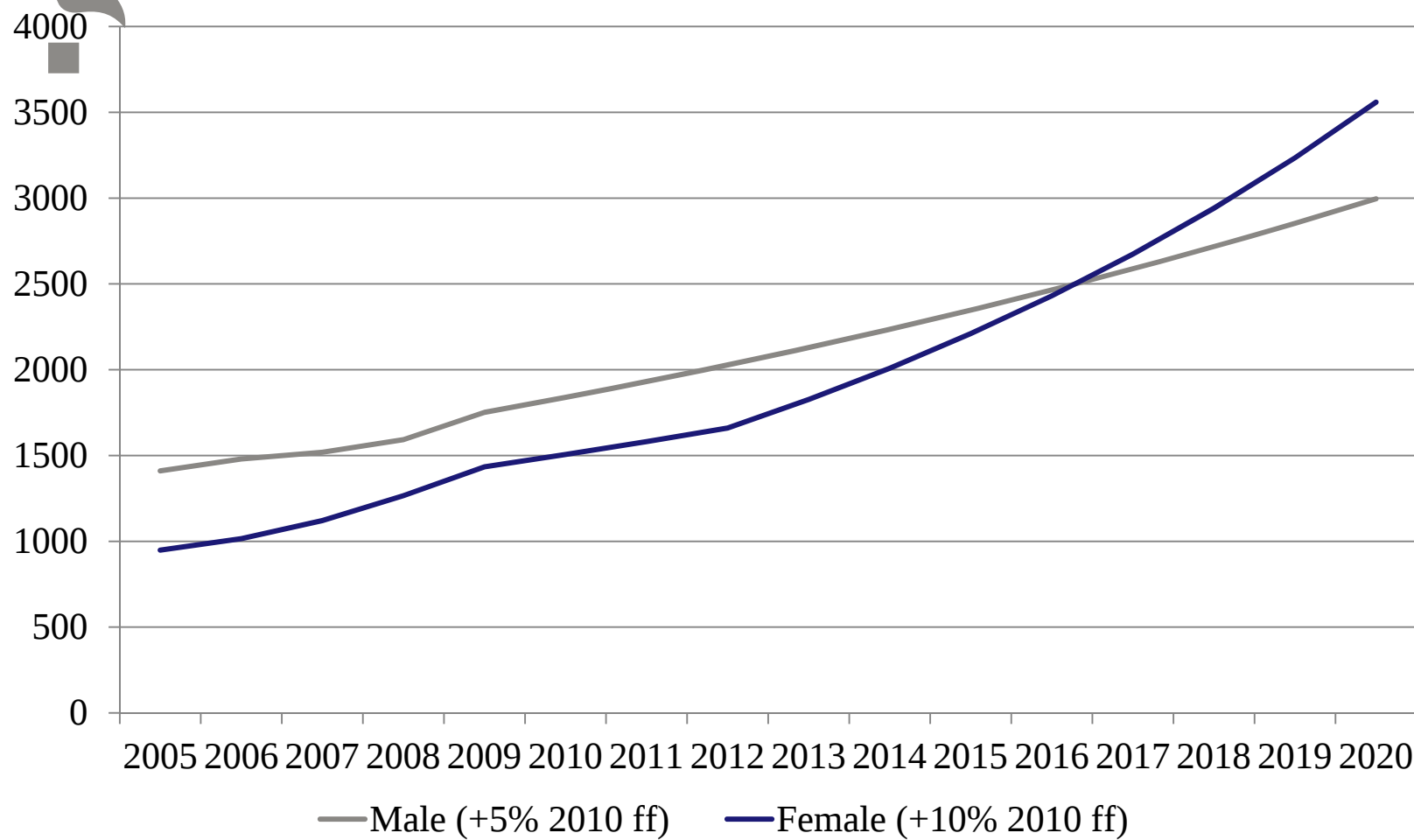
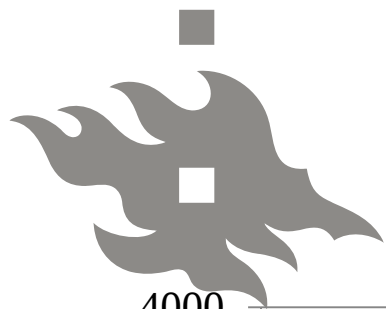
Type of Dept.	1994		2009	
	Up to HEW 9	Senior >HEW 9	Up to HEW 9	Senior >HEW 9
Academic	16406	246	20437	617
% Female	58.6%	22.6%	69.2%	46.8%
Services	9747	432	12359	816
% Female	65.1%	31.9%	62.0%	48.1%
Admin.	12434	718	15180	1753
% Female	51.1%	22.1%	60.1%	42.9%
All Types	38587	1396	47976	3186
% Female	57.8%	25.2%	64.5%	45.0%

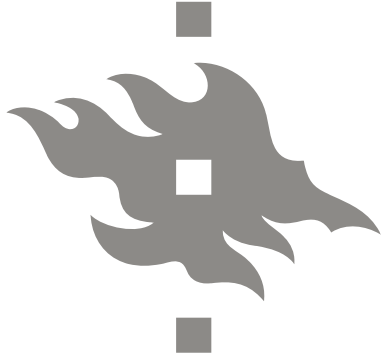


University	All HEW Levels	>HEW9	% > HEW 9 Female
Newcastle	1416	58	57.0%
Melbourne	3386	237	55.0%
Deakin	1425	88	52.2%
Flinders	1007	25	52.1%
J Cook	866	53	50.2%
Wollongong	897	68	49.9%
QUT	2116	160	48.9%
ACU	614	29	48.8%
UNE	653	24	46.8%
UWA	2033	92	46.8%
Total	51162	3186	45.0%



University	All HEW Levels	>HEW9	% > HEW 9 Female
Adelaide	1537	67	40.5%
Tasmania	1157	35	40.3%
Murdoch	797	78	40.2%
UTS	1240	114	38.8%
Edith Cow.	941	45	37.2%
VU	807	46	36.6%
La Trobe	1249	83	35.9%
CSU	1094	38	34.2%
Curtin	1679	101	31.1%
USQ	682	38	26.3%
Total	51162	3186	45.0%





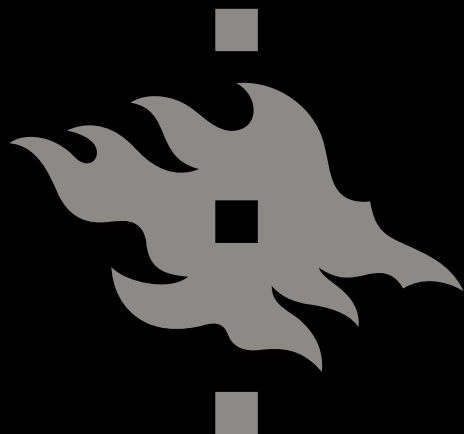
Why is it so?

- some universities might have management authority vested in academic posts
- discipline mix? Perhaps
- conscious policy to discriminate against women? Unlikely
- ‘heads or tails’? Each of the few senior positions go to the best applicant at the time



The times they are a changin'

- women will be in the majority >HEW 9 by 2017
- should the % of women >HEW 9 = overall % of women on the general staff?



Thank you!

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