

SAGE ATHENA SWAN AT FEDUNI

2016 – 2018 SUMMARY FACT SHEET

1. What is the ‘SAGE Athena SWAN’ initiative all about?

- Science in Australia Gender Equity (SAGE) is a national program promoting gender equity and diversity in science, technology, engineering, mathematics and medicine (STEMM).
- The Athena SWAN™ (Scientific Women’s Academic Network) accreditation program benchmarks gender representation in STEMM and higher education and aims to identify and overcome barriers to gender equity.
- The SAGE Athena SWAN FedUni project team is preparing to submit a Bronze Level Award application in March 2019 comprising an 11,000 word submission and 4-year Action Plan.
- The Bronze Award application examines the under-representation of women in STEMM and at senior levels at FedUni through a 5 part process (see Figure below).



2. Why did FedUni sign-up to be part of SAGE Athena SWAN Australian pilot in June 2016?

- According to Universities Australia Gender Equity Statistics (2016), FedUni is trailing behind in both numbers of senior female academic staff in Higher Education (HE) and senior general staff (see table below). Engaging with the SAGE Athena SWAN initiative has allowed for a comprehensive review of university practices. FedUni is committed to improve gender diversity and representation in the future.

	FedUni	HE Av.	Rank
Representation of female academic staff (2016)	51.9%	45.2%	10th
Representation of women in senior academic staff (Level D and above)	33.8%	31.7%	15th
Representation of female academic staff at Level E (2016)	20%	27.1%	37th
Representation of female general staff (2016)	70.1%	66.3%	27th
Representation of female senior general staff at ≥ HEW level 10	29.6%	48.7%	43rd

Reference: 2016 Universities Australia Selected Inter-Institutional Gender Equity Statistics

3. How have FedUni staff been included in the data gathering phase of the initiative?

- **Committees:** Self-Assessment Team (Senior Representation – VC, DVC Academic, DVC Student Support and Services, Director HR, Manager Equity and Diversity)
- **All School Representative Working Groups:** Career Progression working group chaired by Associate Professor Singarayer Florentine (Florry) and Organization and Culture working group chaired by Professor Steve Wilcox comprising academic and professional staff across FedUni schools and campuses
- **Lime Survey:** 59 completed academic responses during March – April 2018
- **1:1 Interviews:** 31 academic and general staff have been interviewed about attitudes to gender equity and their career experiences in higher education.

4. What has the FedUni SAGE Athena SWAN project identified?

Recruitment	<ul style="list-style-type: none">• Selection panel membership should be expanded and awareness of unconscious bias improved• Regional recruitment strategies need reviewing and improving to expand potential candidate pool• There is limited support offered during the recruitment process, particularly for senior academic females compared to Universities Australia benchmarking recommendations
Promotion	<ul style="list-style-type: none">• Lack of understanding of planning and evidence required for promotion applications• Minimal school-targeted professional discussions regarding the promotion process• Vague criteria complicate promotion goals for academics in all areas across all levels• Formative feedback for unsuccessful applicants is difficult to consider and build upon
Career Development	<ul style="list-style-type: none">• Ineffective use of Performance Review & Development Program (PRDP) to enhance career growth• Lack of sustainable mentoring programs and resources to support professional learning opportunities• Shortage of targeted research professional development and advancement opportunities
Cultural Challenges	<ul style="list-style-type: none">• Varied leadership and management behaviours and actions• Concerns with employment uncertainty and successfully achieving work-life balance• Challenges associated with workload, change management and line management support• Issues with communication, transparency, accountability and commitment in times of change

HOW CAN YOU GET INVOLVED?

- Review the DRAFT 4-year FedUni Action Plan individually or in a group/team/school committees
- Provide suggestions to current proposed actions, particularly those focused on improving gender representation in areas of Science, Technology, Engineering, Mathematics and Medicine (STEMM)
- Provide written feedback or additional ideas to the SAGE Athena SWAN Project officer, Meg Merrylees email: m.merrylees@federation.edu.au or phone: 03 5327 9896. Deadline, Friday 30th November.