

Improving the Participation of Women in the Philosophy Profession

Report A: Staffing by gender in Philosophy Programs in Australian Universities

May 2008

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On behalf of the Committee of Senior Academics Addressing the Status of Women in the Philosophy Profession

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Report A.1 Continuing Positions by gender 1970-2006

Report summary

This report offers an analysis of continuing Teaching and Research (T&R) and Research Only (RO) positions by gender in Philosophy programs in Australian Universities.

The report looks at: total numbers of continuing T&R and RO positions by gender and level 1970-2006; total numbers of continuing T&R and RO positions 1998-2006 and continuing T&R positions by institution and gender.

The report shows that in the 1970's women held few of the continuing T&R positions in philosophy departments. There has been an increase in the number of continuing T&R positions held by women from 5 (of 123) in 1970 to 33.8 (of 148.8) in 2006. This represents an increase in the overall percentage of continuing T&R positions held by women from 4% to 23%.¹ There has been an increase in the number of continuing T&R positions held by women at each level of the profession over the same time period. The number of women holding continuing T&R positions at Lecturer level has increased from 4 (of 55.5) to 20.3 (of 51.3) – from 7% to 40%; at Senior Lecturer level from 1 (of 38.5) to 5.5 (of 39) – from 3 to 14%; at Associate Professorial level 0 (of 5) to 4 (of 34) – from 0% to 12%; and at Professorial level from 0 (of 19) to 1 (of 17.3) – from 0% to 6%. In 2006 women held 11% of positions above the level of Lecturer.

Analysis of the number of continuing RO positions by gender shows that women have held few of these positions. There are no women recorded as holding continuing RO positions until 1984, not long after which there was a decline in the number of these positions offered in philosophy programs at Australian institutions.

Analysis of continuing T&R positions by gender and institutional program shows that, in 1970, women were represented in 4 (of 15), or 27%, of philosophy programs in Australia, in 1988, 13 (of 21), or 62 % and in 2006, 18 (of 25), or 72%. In 2006, in all philosophy programs, which employ more than three full time continuing staff, women were in the minority. Of the programs in which women held continuing T&R positions, the average percentage of positions held by women is 30.3% or 1.9 positions.

¹ This increased percentage may be due, in part, to an overall decline in the numbers of positions through retirement during the late 1990s to early 2000s and not as indicating any significant relative gain, given the different age profiles of men and women academic philosophers.

1. Continuing Teaching and Research and Research Only Positions 1970-2006

Lists of Philosophers in Australasian institutions were published in the *Australasian Journal of Philosophy (AJP)* on a ‘snapshot’ basis through the 1970’s, 80’s and 90’s. These lists have been compiled and analysed to produce the information in this section. Data collected as part of The Philosophy Program Profile was used to provide information for 2006. The figures represent all philosophy programs in Australia. For further information, see Appendices A1.i) Program Profile 2006 and A1.ii) Notes on *AJP* Lists of Philosophers i). Continuing Teaching and Research Positions

The number of continuing philosophy T&R positions has increased since the initial *AJP* List in 1970. The number of continuing positions recorded increases until the late 1990’s, after which there is subsequent decline in the number of continuing positions to their present numbers. In 1970 there were 123 Full time Continuing T&R positions recorded, in 1974, 133; in 1976, 147; in 1978, 158; in 1981, 158.7; in 1988 166.5; in 1994 and 1996², 212.5 and in 2006, 148.6. See Figure A1.ii): Total Number of Continuing T&R Positions by Gender 1970-2006.

a) Total number of Continuing T&R positions by gender

During this period, there has been an increase in the number of continuing T&R positions held by women. The number of continuing positions held by women increases until 1996. The figures show a decline in the total number by 2006.³ In 1970 women held 5 continuing positions, in 1974, 7; in 1976, 8; in 1978, 11; in 1981, 12; in 1988, 20; in 1994, 34.5; in 1996, 37 and in 2006, 33.8.

The rate of increase in the number of positions is 0.7 a year for the period between 1970 and 1988. The rate of increase in the number of positions is 1.2 a year for the period between 1988 and 2006.⁴

The number of continuing positions held by men mirrors the line of total continuing positions. The figures show increased numbers of continuing T&R positions held by men from 1970 until 1996, with a sharp decline by 2006, reflecting the drop in total continuing positions. In 2006 men hold fewer continuing T&R positions than in 1970.

² The figures for 1994 & 1996 may be exaggerated, due to the fact that the 1994 and 1996 collections may include contract positions without acknowledging them as such. See Appendix 1.ii) Notes on *AJP* Lists of Philosophers, Note 3. The status of this decline needs further investigation.

³ Ibid.

⁴ Given that women’s success in appointments to continuing T & R positions currently stands at about one-third of all continuing T & R appointments (see Report B), it is unlikely that any significant shifting in the proportion of women in philosophy will occur within the next 10-15 years, despite anticipate retirements in that period being largely comprised of men.

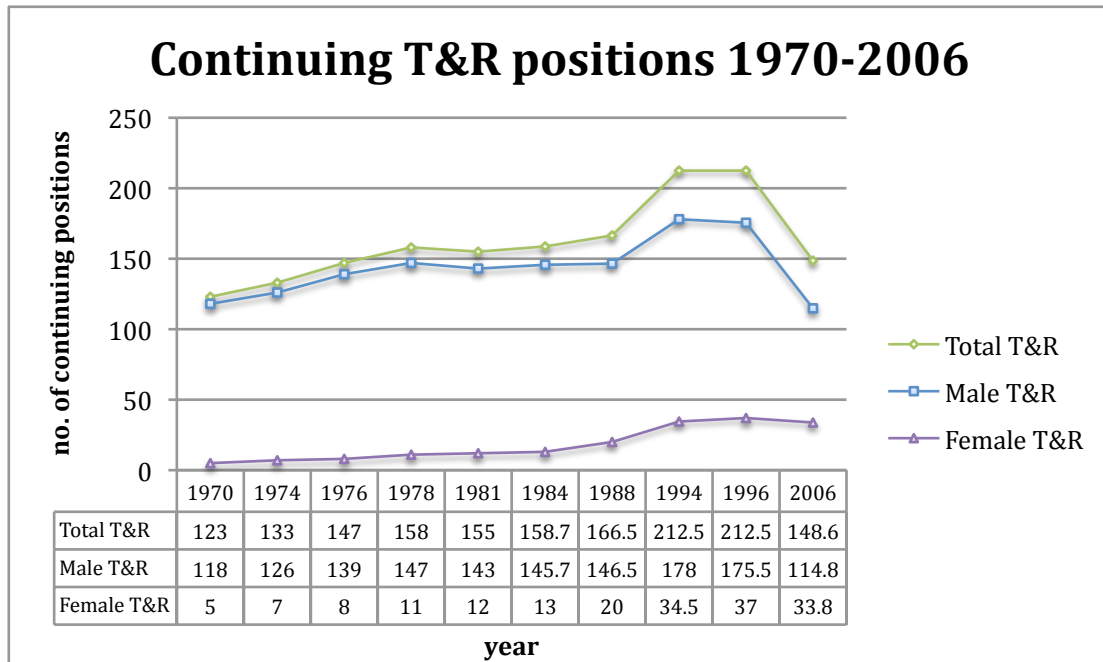


Figure A1.i): Total Number of Continuing T&R Positions by Gender 1970-2006.

b) Percentage of Continuing T&R positions by gender

The percentage of continuing T&R positions held by women has increased from 4% in 1970 to 23% in 2006. In 1974 and 1976 women held 4 and 5% of all continuing positions, for the years 1978 - 1984 between 7 and 8%, in 1988 – 12%, and in 1994 and 1996 – 16 and 17% respectively.

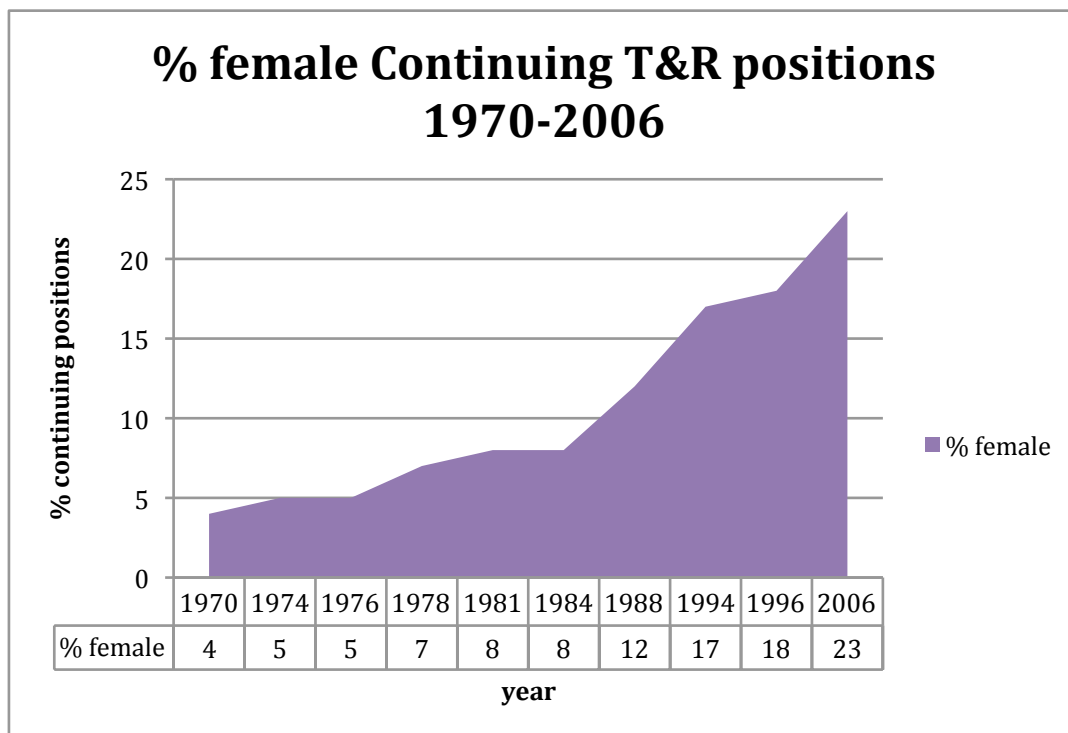


Figure A1.ii) Percentage of Continuing T&R Positions by Gender 1970-2006

c) Continuing T&R positions by level and gender

There has been an increase in the number of continuing T&R positions held by women at all Levels from 1970 to 2006;⁵ at Lecturer level from 4 (of 55.5) to 20.3 (of 51.3); at Senior Lecturer Level from 1 (of 38.5) to 5.5 (of 39); at Associate Professor 0 (of 5) to 4 (of 34); and at Professor level from 0 (of 19) to 1 (of 17.3).⁶ Whilst there has been an increase in the number of continuing T&R positions held by women at Lecturer Level, there has been a decline in Senior Lecturer numbers, since the late 1990's. At the level of Associate Professor, the first women recorded are in 1994. At the level of Professor, the first woman recorded is in 1988. The numbers at these senior levels is low.

⁵ Except for the level of Reader, which has almost disappeared from philosophy programs in the last decade. There were no women recorded holding the position of Reader until 2006.

⁶ This figure is perhaps more accurately presented as 2 of 19.3 (10.36%), as 2 Continuing T&R Level E positions are currently occupied as Fractional ARC Research Only positions at Level E, 1 occupied by a women, the other by a man.

Continuing T&R Positions by level and gender 1970-2006

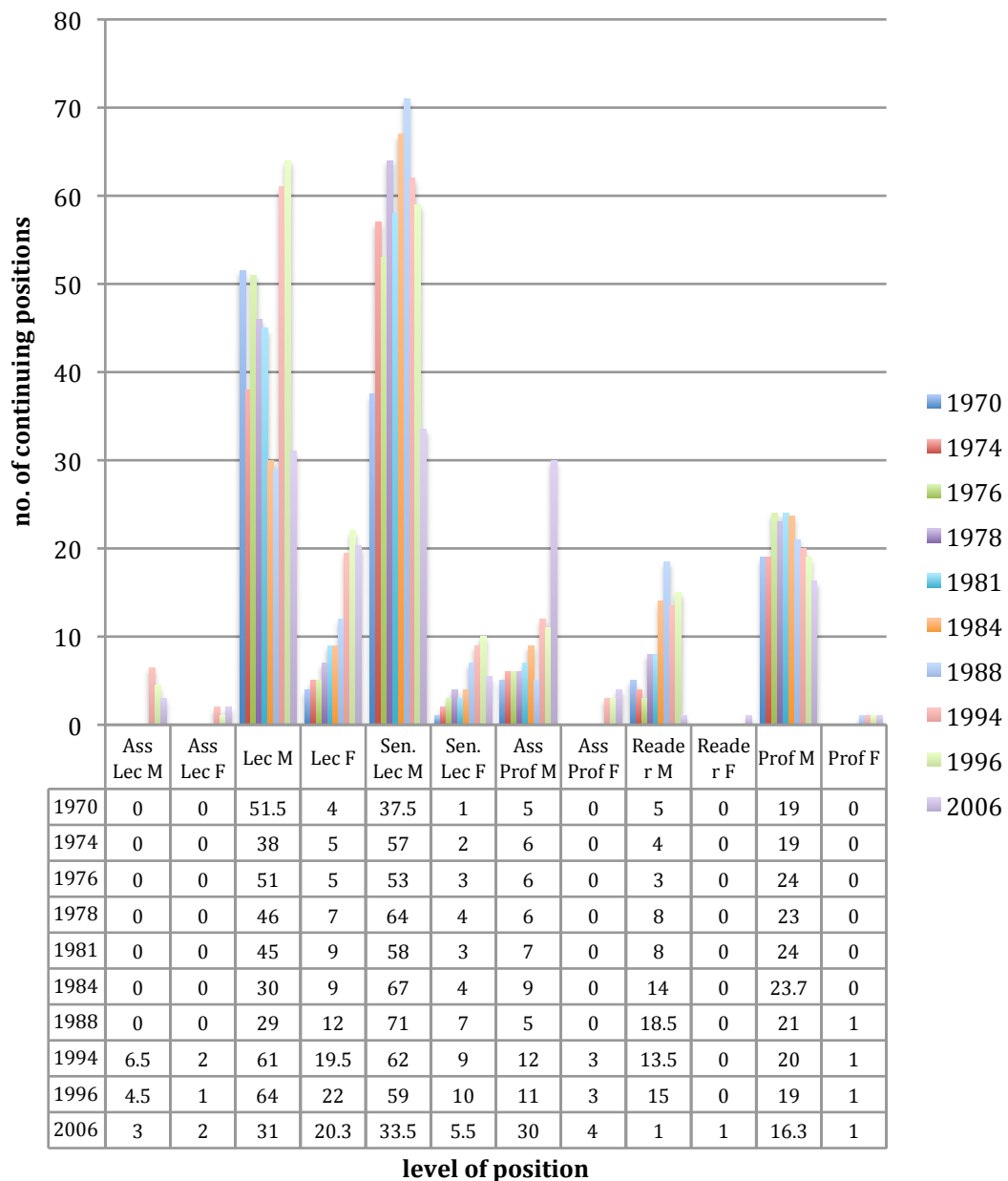


Figure A1 .iii) Number of Continuing Positions by gender and level 1970-2006

There has been increase in the percentage of women occupying continuing positions at all levels from 1970 to 2006. At the level of Lecturer the percentage has risen from 7% to 40%; at Senior Lecturer from 3 to 14%; at Associate Professor – from 0% to 12%, and Professor – from 0% to 6%. Since 1994-2006 there has been a decline in the proportion of women at the level of Associate Professor from 20% (1994) and 21% (1996) of Associate Professor positions to 13.3% by 2006, This decrease in the percentage is associated with a rapid increase in the number of Associate Professor positions between 1996 and 2006, and equivalent loss in the number of Readerships. If all Level D appointments are compared, the percentage of women at level D in

1994 was 10.5%, in 1996 it was 10.3% by 2006 was 13.8%. An analysis of the level of Assistant Lecturer has not been offered as the position is only first recorded in 1994 and the number of continuing positions at this level is low.

In 2006, women held 11% of continuing T&R positions above Lecturer level.

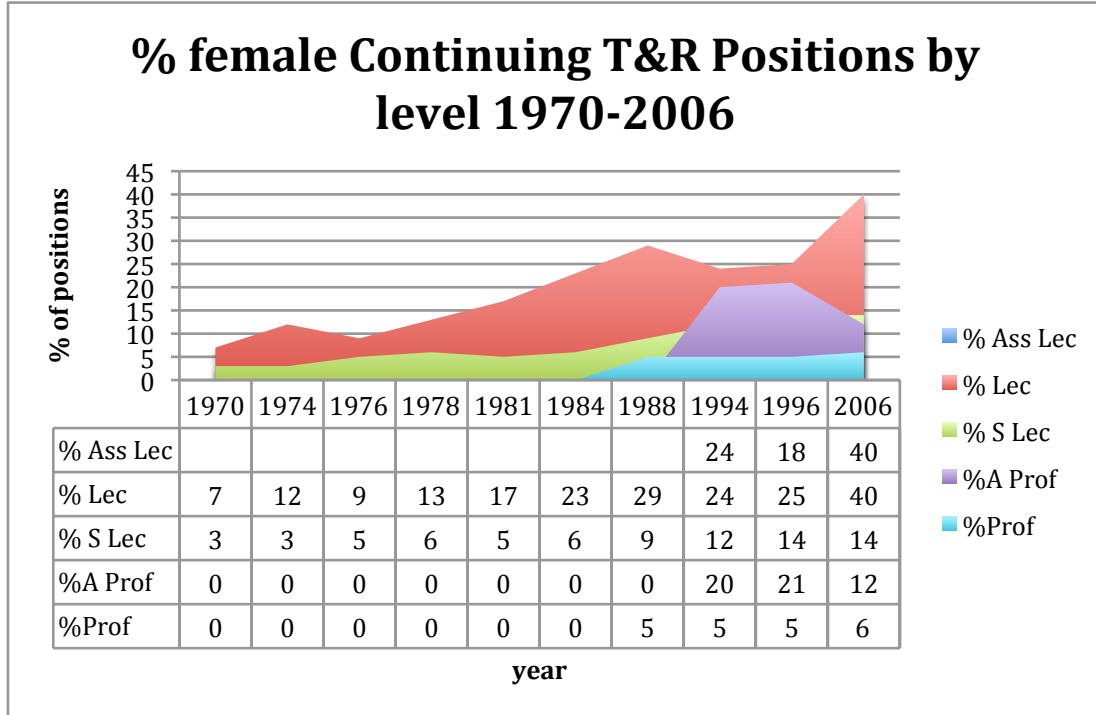


Figure A1.iv) Percentage of Continuing T&R Positions by gender and level 1970-2006

d) Total number of Continuing RO positions by gender

The number of Continuing RO positions held by philosophers between 1970-2006 has been low. Relative to Continuing T&R positions, the proportion of continuing RO positions has also been low. In 1970 continuing RO positions comprised 2.5% of all continuing positions in 1970 and 1.3% in 2006.

Analysis of continuing RO positions since 1970 shows an increase in the number of these positions between 1970 and 1988, since which there has been a decline in the number.⁷ In 2006 only 2 continuing RO positions were reported.⁸

There are no women recorded as holding continuing RO positions until 1984. Since then the number of positions held by women has been small, varying between 1 and 3.

⁷ The figures for 1994 & 1996 may be exaggerated, due to the fact that the 1994 and 1996 collections may include contract positions without acknowledging them as such. See Appendix 1.ii) Notes on *AJP* Lists of Philosophers, Note 3. The status of this decline needs further investigation.

⁸ A third continuing RO position was reported at the time of the Report's publication. The position was held by a man. Information about the level of the position was not supplied.

As a percentage of the continuing RO population, women held 27% of all RO positions in 1994, 25% in 1996 and 50% in 2006.

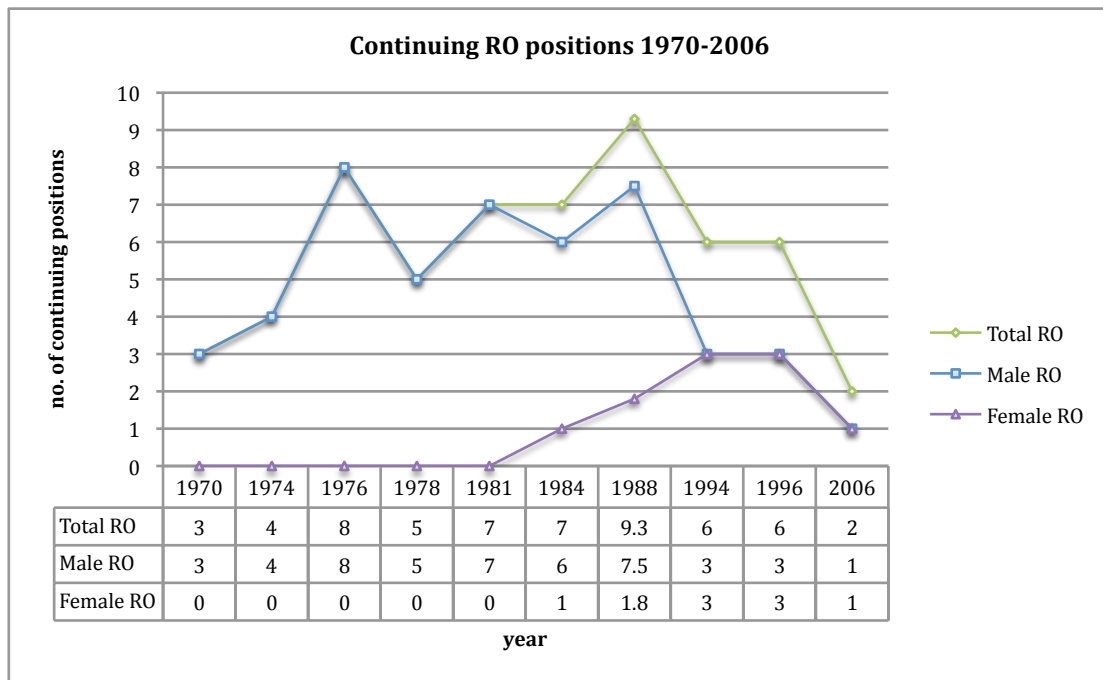


Figure A1.vi) Continuing RO positions by gender 1970-2006

e) Continuing RO positions by level and gender

In 2006 there were 2 continuing RO positions only, 1 male and 1 female, both at Level E. Between the years 1970 and 1996 most RO positions were at Level B and Level C. In the years that women have held continuing RO position (2006 excluded), these positions have been at Level B and Level C.

2. Continuing Teaching and Research and Research Only positions by gender 1998-2006

The figures in the previous section provide a picture of employment trends for the years 1970 to 2006. This section focuses on the years 1998-2006 in order to provide a picture of the trends in continuing T&R positions held by women over the last decade, as well as to provide a ‘bridge’ between the last *AJP* List published in 1996 and the Staff Profile 2006 information collected as a part of this project. The information also provides independent verification of the trends identified in the previous section.

University Planning and Statistics Offices at Universities, which offer a program in philosophy, were contacted and asked to report continuing Staff by gender in their programs for the years 1998-2006. Responses were received from 10 programs. This

represents just under half the offices contacted. See Appendix A1. iii) Request to Planning Offices for Philosophy Staff FTE by gender.⁹

i) Continuing Teaching and Research positions

a) % female continuing T&R positions

The figures show an increase, whilst variable, in the percentage of continuing T&R positions held by women from 1998-2006 – from 19% to 29%. These figures, whilst not directly comparable with the figures in section 1 (due to a different cohort of responses and different collection method), point to a steady continuation in the percentage of women holding continuing T&R positions for the years between 1996 and 2006.¹⁰

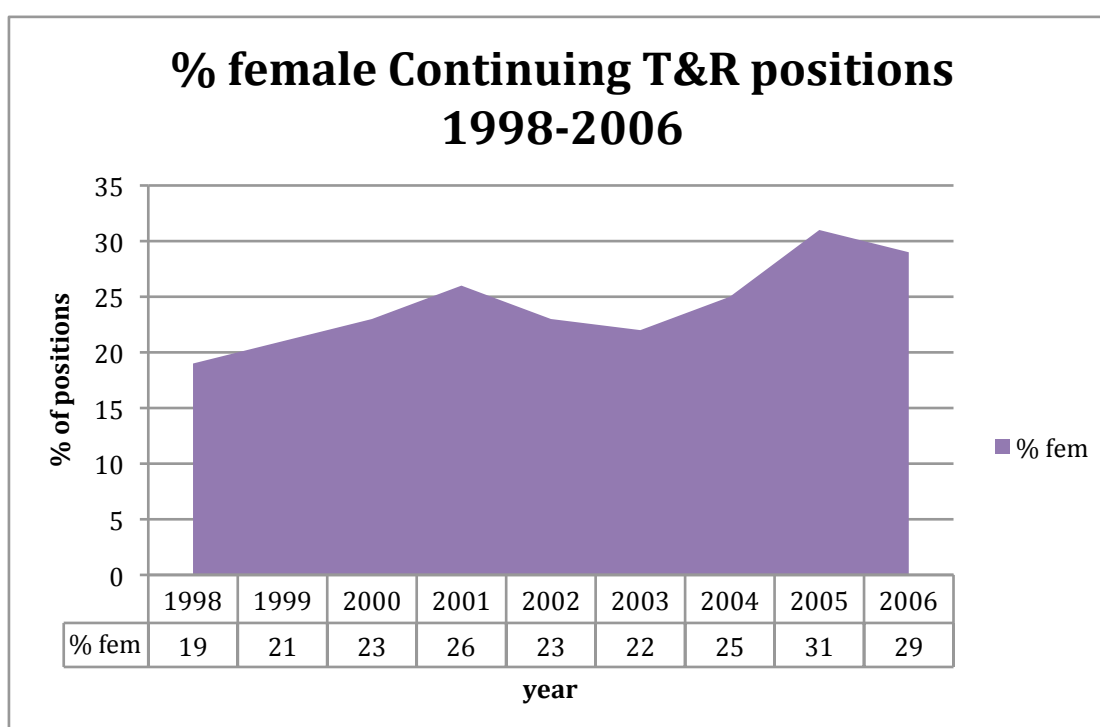


Figure A1.vi) Percentage of female continuing T&R positions 1998-2006 (Note: Responses for only 10 programs)

ii) Research Only

Continuing RO positions were recorded at only one of the ten programs. See Appendix 1. iii) Request to Planning Offices for Philosophy Staff FTE by gender, Note 1.

⁹ The Department of Education, Employment and Workplace Relations (DEEWR, formerly DEST) do not report staff information at the level of Philosophy programs.

¹⁰ The AAP Benchmarking figures for the years 2002-2006 shows a steady increase in the percentage of female T&R FTE from 18% in 2002 to 24% in 2006. These figures also show a decline in the total Staff FTE for the same period.

3. Continuing T&R positions by program and gender 1970-2006

i) Number and percentage of continuing T&R positions by gender and program in 1970 - 2006

Women are better represented in university philosophy programs than in the past. There has been an increase in the number of programs in which women are employed in continuing T&R positions. Analysis of the continuing T&R positions by gender and institutional program shows that that in 1970, women were represented in 4 (of 15), or 27%, of philosophy programs in Australia, in 1988, 13 (of 21), or 62 % and in 2006, 18 (of 25), or 72%.

In 2006, there were no women in continuing positions at 7 programs (28% of programs) ANU RSSH, Deakin, Flinders, Monash Bioethics; Newcastle, Notre Dame and Swinburne.¹¹

Analysis of the continuing T&R positions by gender and institutional program in 2006, shows that women were in the minority in all departments which employ more than three full time continuing staff.¹² Of the 18 programs (of 25 in total) in which women held continuing T&R positions, the average percentage of positions held by women is 30.3% or 1.9 positions.

¹¹ In 2007 women were appointed to continuing positions at ANU RSSH and Newcastle, for the first time. In 2006 a woman was appointed to a continuing position at UWA for the first time. Note also that in 2006 the programs at Swinburne and Monash Bioethics consist of 2 positions only.

¹² There are 5 programs (of a total 25) in which there are a total of 3 or fewer FTE Continuing T&R positions: Bond; Monash Bioethics; Murdoch; Swinburne and University of Sydney HPS.

	Continuing Positions	M	F	% F
ACU	6	5	1	17%
Adelaide	7	4	3	43%
ANU faculties	6	4	2	33%
ANU RSSS	5.3	5.3	0	0%
Bond	2	1	1	50%
Deakin	5	5	0	0%
Flinders	5	5	0	0%
La Trobe	6.5	4	2.5	38%
Macquarie	9	6	3	33%
Uni Melbourne	11	9	2	18%
Melbourne HPS	4	3	1	25%
Monash	8.3	6	2.3	28%
Monash Bioethics	2	2	0	0%
Murdoch	3	1	2	67%
Newcastle	4	4	0	0%
UNE	6	5	1	17%
UNSW	11	8	3	27%
Notre Dame	4	4	0	0%
UQ	8	5	3	38%
Swinburne	2	2	0	0%
USYD	11.5	10.5	1	9%
USYD HPS	3	2	1	33%
UTAS	10.5	7	3.5	33%
UWA	4.5	4	0.5	11%
Wollongong	4	3	1	25%
Total	148.6	114.8	33.8	22%

Table A1.i) Number and percentage of continuing T&R positions by gender and program in 2006

Report A.2 Contract Positions by gender 1998-2006

Report Summary

This report offers an analysis of contract or fixed employment by gender in philosophy programs in Australian Universities 1998-2006.

The report shows that in 2006 women held 31% (12/39) of Teaching and Research Contracts & 28% of Research Only contracts in 2006. Comparison with figures for 10 philosophy programs, for the years 1998-2006 show that the percentage of contract T&R positions held by women varies between 19% and 40% and the percentage of contract RO positions held by women varies between 19% and 56%.¹³

1. Number of women employed on Teaching and Research and Research Only contracts in 2006

As part of the collection of data for this report, Heads of philosophy programs in Australia were asked to provide information on staff employed on a contract basis in 2006 in their programs. Responses were received from 22 Philosophy programs. For further information about the request to Heads, see section on Casual staff, Appendix A1.i) Staff Profile 2006.

i) Teaching and Research Contracts

In the 22 programs that responded: for 2006, 39 staff members were employed on Teaching & Research Contracts; 12 or 31% were female.

21 staff members were employed at Level A, 6 or 15% were women.

15 staff members were employed at Level B, 5 or 33% were women.

1 woman was employed at Level C.

2 men were employed at Level E.

Notes:

These contracts of employment were of varying lengths and various fractions. There were no contract appointments at Level D in 2006. There were 13 staff members employed on Tutor contracts, 2 were female.

ii) Research Only

In 2006, 39 staff members were employed on Research Only Contracts, 11 or 28% were female.

¹³ The figures for RO contracts were small. See Appendix A1. iii) Request to Planning Offices for Philosophy Staff FTE by gender, Note 1.

19 staff members were employed at Level A, 7 or 37% were women.
8 staff members were employed at Level B, 1 or 13% were women.
5 staff members were employed at Level C, 7 or 37% were women.
1 staff members were employed at Level D, 2 or 40% were women.
6 staff members were employed at Level E, 1 or 17% was a woman.

Notes:

These contracts were of varying lengths and various fractions. There was 1 staff member employed at H06 Level.

2. Number of women employed on Teaching and Research and Research Only contracts in 1998-2006

In order to provide a picture of trends over time in contract or fixed employment by gender, University Planning Offices were asked to provide information about contract staff in their philosophy programs for the years 1998-2006.¹⁴ Figures were received from 10 programs. This represents just under half the offices contacted. For further information see Appendix A1. iii) Request to Planning Offices for Philosophy Staff FTE by gender.

i) Teaching and Research contracts

a) % female contract T&R positions

For the 10 programs for which responses were received, the percentage of contract T&R positions held by women varies between 19% and 40%. The average % of female continuing positions for 1998-2006 is 29.6%.

¹⁴ AAP Benchmarking data 1998-2006 shows a decline in the Staff FTE for T&R positions 1998-2006, whilst the overall FTE for T&R and RO positions increases. The data also shows a threefold increase in the number of RO positions between 1998-2006. This most likely represents a decline in both continuing and contract T&R positions. Research only positions offered on a contract or fixed term basis are the only positions to increase in numbers in Australian philosophy departments in the last decade.

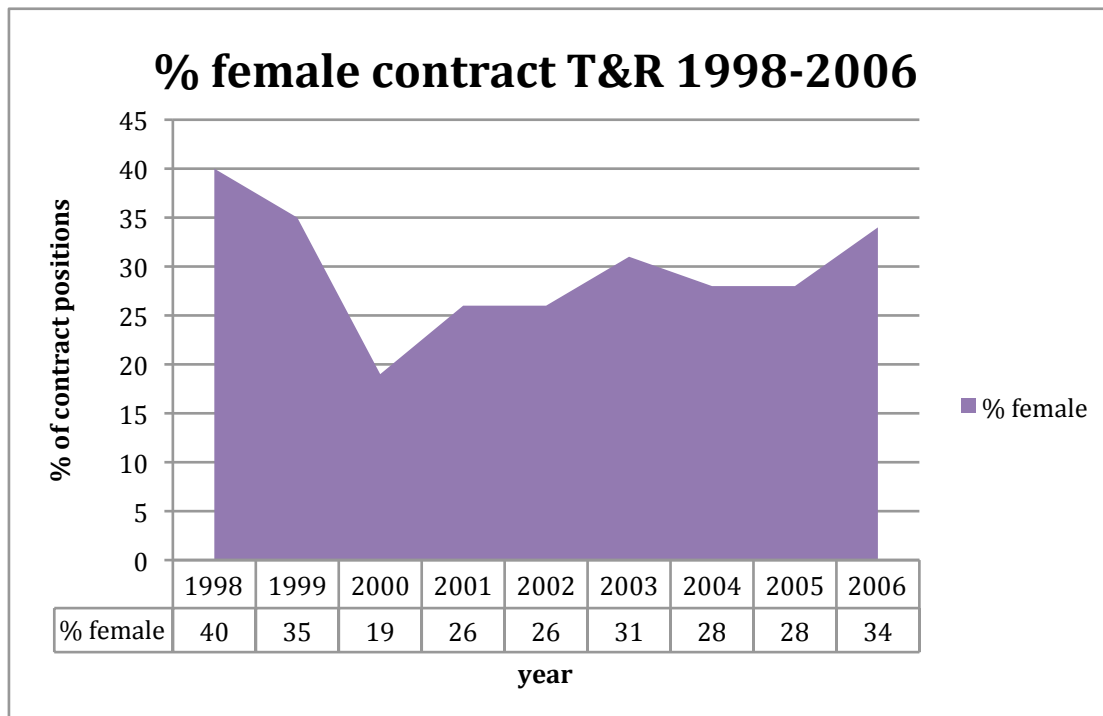


Figure A2.i) Percentage female contract T&R positions 1998-2006

b) % female contract T&R positions by level

On average for the years 1998-2006, women held 44% of positions at Level A; 39% of positions at Level B, 0% of positions at Level C, 6% of positions at Level D and 0% of positions at Level E.

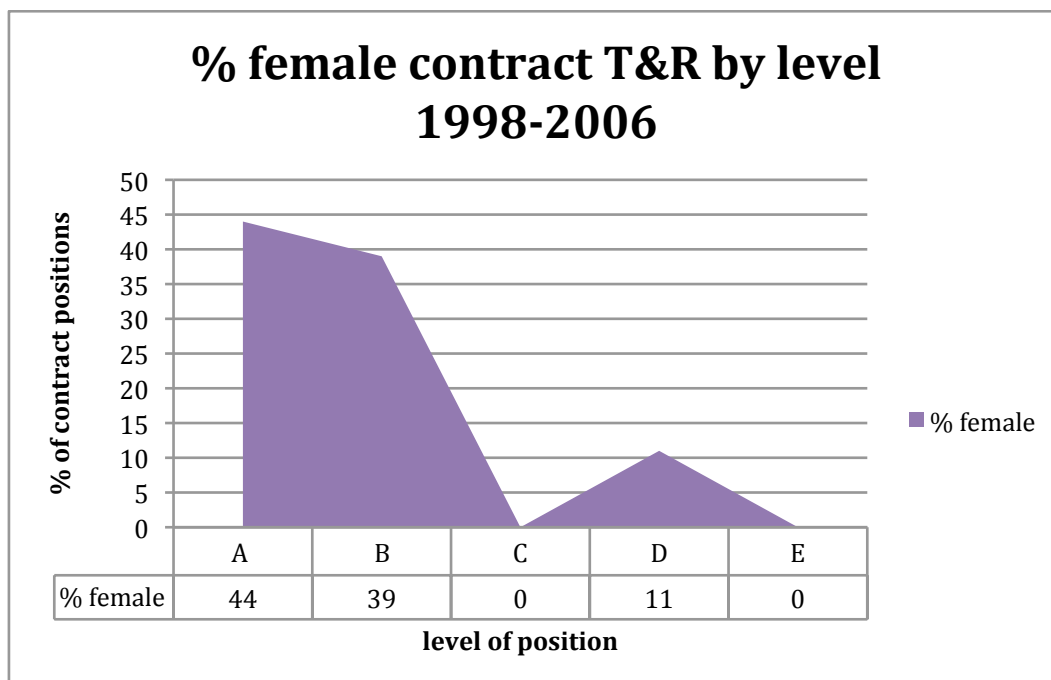


Figure A.2ii) % female contract T&R positions by level 1998-2006

ii) Research Only

a) % female contract RO positions and % female contract RO positions by level

The numbers of RO contract positions from the responses received from University Planning Offices were low. The numbers indicated that the percentage of contract RO positions held by women varies between 19% and 56%. The average % of female continuing positions for 1998-2006 is 35%.

On average for the years 1998-2006, women held 40% of positions at Level A; 17% of positions at Level B, 0% of positions at Level D and 3% of positions at Level E. There were no contract RO positions at Level C offered in these programs for 1998-2006.

Report A.3 Casual Staff by gender 1998-2006

Report Summary

This report offers an analysis of casual staff employed in Philosophy programs in Australia.

The report looks at: 1) casual staff numbers (lecturers and tutors) by gender in 2006; 2) casual staff load by gender in 2005 & 2006, consisting of the numbers of hours taught by casuals; the numbers of courses taught by casual lecturers and the numbers of hours worked by casual researchers; and 3) casual Staff FTE Teaching and Research and Teaching only positions by gender 1998-2006.

The report shows that 31% of all casual teaching staff in 2006 were women (19% of all casual lecturers and 35% of all casual tutors were women), that 35 % of lecture courses and 36% of tutorial hours taught casually in 2006 were by women (41% and 40% respectively in 2005) and that 28% of Casual Teaching Staff (Teaching and Research and Teaching Only) FTE in 2006 were women. For the years 1998-2006, on average, women comprised 31 % of Casual Teaching Staff (Teaching and Research and Teaching Only) FTE.

The report shows that 52% of all casual research staff in 2006 were women and that women performed 69% of research hours worked casually (79% in 2005).

1. Casual Teaching and Research and Research Only Staff Numbers in 2006

A request for the names of all Casual Teaching and Research and Research Only Staff formed part of the department profile sent to Heads of Departments for the List of Staff and Postgraduates in Philosophy Programs in Australia in 2006. For the full request sent to heads of departments see Appendix A1.i) Staff Profile 2006.

An analysis of the information provided shows that in philosophy programs in 2006:

31% of casual Teaching and Research staff were female - 19% of casual lecturers were female (10 of 54) and 35% of casual tutors were female (52 of 147). Casual lecturers were employed at levels B and below.

52% of casual Research Only Staff were female (11 of 21). Research staff varies by level.

2. Casual Load information for 2005 and 2006

Heads of Philosophy programs were asked to provide information on: the total number of lecture courses taught casually by gender; the total number of tutorial hours taught by casuals by gender, and the total number of hours worked by casual

researchers by gender. 18 programs provided responses. See Appendix A1.iv)
Request for information on Casual Teaching

i) Casual Teaching: tutorial hours and lecture courses

For the 18 responding programs: in 2005 the percentage of courses taught by casual lecturers who were women was 41% (24.4 of 60.2) and the percentage of hours taught by women as casual tutors was 40% (5,298 of 13,211).

In 2006 the percentage of courses taught by casual lecturers who were women was 30% (18.7 of 62.5) and the percentage of hours taught by women as casual tutors was 36% (4,808 of 13,416.5)

In 2005 and 2006 combined the percentage of courses taught by women as casual lecturers was 35% (43.2/122.7) and the percentage of hours taught by casual tutors who were women was 38% (10,106 of 26,627.5).

	# of courses	% of total	tutorial hrs	% of total hrs
2005	24.4	41%	5,298	40%
2006	18.7	30%	4,808	36%
2005&6	43.2	35%	10,106	38%

Table A3.i) Casual lecture courses and tutorial hours taught by women 2005 and 2006

ii) Casual Research: research hours

In 2005 women performed 79% (2,613 of 3,294) of hours worked by casual researchers.

In 2006 women performed 69% (1,638 of 2,366) of hours worked by casual researchers.

In 2005 and 2006 combined the percentage of hours worked by women as casual researchers was 75% (4,251 of 5,660).

	hrs worked	% of total hrs
2005	2,613	79%
2006	1,638	69%
2005&6	4,251	75%

Table A3.ii) Casual Research hours worked by women 2005 and 2006

3. Casual Staff FTE

i) Casual Staff FTE from Planning Offices

A request was sent to Planning Offices for information on Casual Staff FTE by gender. Responses were received from 10 programs. See Appendix A1. iii) Request to Planning Offices for Philosophy Staff FTE by gender.

a) Casual Teaching and Research FTE

For the 10 reporting programs, casual female FTE Teaching and Research and Teaching for the years 1998 to 2006 varies between 20% and 41%. In 2006, casual female FTE was 28%. Women comprised 31% of the average casual FTE for the years 1998-2006 .

	% women casual FTE
1998	35%
1999	37%
2000	34%
2001	41%
2002	23%
2003	32%
2004	20%
2005	27%
2006	28%
Average	31%

Table A3.iii) Women as % of total FTE Casual Teaching and Research and Teaching Only Staff

ii) Casual Research Only FTE

Information on casual Research Only FTE was received from only 1 program See Appendix 1. iii) Request to Planning Offices for Philosophy Staff FTE by gender, notes 1 & 2.

Appendix A1.i) Staff Profile 2006

The Staff Profile was distributed via the AAP Heads email lists. I drafted a profile from each philosophy program based on the program's web page and information from the AAP Benchmarking collection. Heads were asked to list staff – Teaching and Research and Research Only – by level and employment status – continuing, contract or casual.

Profiles were sent to Heads of 25 philosophy programs. Responses were received from 23 programs, including: University of Adelaide; Australian Catholic University; Australian National University Faculties; Australian National University Research School of Social Sciences; Bond University; Deakin University; Flinders University; La Trobe University; Macquarie University; University of Melbourne; University of Melbourne HPS; Monash University; Monash University Centre for Human Bioethics; Murdoch university; University of New England; University of New South Wales; University of Notre Dame; University of Queensland; University of Sydney; University of Sydney HPS; University of Tasmania; University of Western Australia, University of Wollongong.

LIST OF STAFF AND POSTGRADUATES IN PHILOSOPHY PROGRAMS IN AUSTRALASIA 2006

Institution

DRAFT PROFILE

Contact details and URL

A. STAFF

Head of Philosophy:

1. TEACHING AND RESEARCH: employed on a Continuing and Contract Basis

Please provide and or correct the information for staff members at each level: Name (First and Last); appointment status (Full Time Continuing, Fractional Continuing – please give proportion of FTE, Contract Full Time, Contract Fractional – please give the proportion of FTE); research/teaching areas

Professor (Level E):

Research Interests:

Associate Professor (Level D):

Research Interests:

Level C:

Research Interests:

Level B:

Research Interests:

Level A:

Research Interests:

Tutors: (if employed on a Continuing or Contract Basis)

Please list the names and titles of any Honorary T&R Staff

TEACHING AND RESEARCH: employed on a Casual Basis

Please provide the following information for each casual employee – title, first and last name, level of employment (Tutor, A, B, C, D, E)

2. RESEARCH ONLY STAFF: employed on a Continuing and Contract Basis

Please provide and or correct the information for all research positions: name of researcher (first and last); name of research position eg QEII or ARC post doc; level of appointment; appointment status (Full Time Continuing, Fractional Continuing – please give proportion of FTE, Contract Full Time, Contract Fractional – please give the proportion of FTE) & research areas of researcher

Professor (Level E):

Research Interests:

Associate Professor (Level D):

Research Interests:

Level C:

Research Interests:

Level B:

Research Interests:

Level A:

Research Interests:

Please list the names and titles of any Honorary Research Only Staff

RESEARCH ONLY STAFF: employed on a Casual Basis

Please provide the following information for each casual employee – title, first and last name, level of employment (A, B, C, D, E)

B. POSTGRADUATES

For each postgraduate in your program, please provide the following: their name (first and last), Project Title, whether an MA or PhD & whether Full Time or Part Time

Note if the postgraduate is shared with another discipline or faculty (e.g. half philosophy/half geography), please list the shared discipline or faculty

Appendix A1.ii) Notes on AJP Lists of Philosophers

In the years 1970, 1974, 1976, 1978, 1981, 1984, 1988, 1994 and 1996 the *Australasian Journal of Philosophy* compiled Lists of Members of Staff of Philosophy Departments in Australasian Universities. These were published in the following journals respectively: Vol 49, No. 1; May 1971; Vol. 52, No. 1; May 1974; Vol. 54, No. 3 1976; Vol. 57, No. 1 March 1979; Vol. 59, May 1984; Vol. 66, No. 4 1988, 1994 & 1996.

The Lists count individuals in tenured/continuing positions identified by department/institution and level; half time positions are labelled as such. Vacant tenured/continuing positions are included in the Lists also. Temporary positions, if included, as in some later years (see Note 3 below), are also labelled as such. These positions are not included in the figures. Whilst the Lists include tutors, honorary staff and visiting staff, these positions are not included in the figures either. This analysis includes only those institutions/departments, which offer a program in philosophy, as such, whilst some Lists include philosophers working outside universities in other tertiary educational institutions in Australia and New Zealand, and/or philosophers working within universities but not within philosophy departments (see note 3 below).

Notes 1: The *AJP* lists form a series of snapshots of the profession and not a continuous measure of the number of staff positions. The number of universities included in the collection in any year varies. This is in part due to the establishment of philosophy programs after 1970, but also to the late inclusion of some programs in the collection. A control group including the 17 university departments, which have contributed figures since 1970, shows the same trends as indicated in the figures in this report. See Note 3 below.

Note 2: The Lists identify people by their surname and initial of their first name. This means that a method of recognising individuals through familiarity with the profession has been utilised.

Note 3: The status of the 1994 and 1996 figures requires further investigation. These figures may include staff on fixed term contracts and as such the figures may be artificially inflated. However, as the control group, described above, exhibited the same trends as the inclusion of all programs, the increase in the number of philosophy positions between 1988 and 1996 cannot be explained by the inclusion of additional departments in these collections. Moreover, comparison with the control group shows the same trend in which continuing positions held by women steadily increase from 1970 to 1996, then decline by 2006. The percentages also show the same pattern of continual increase. The number of continuing positions held by men also shows a marked decline from the 1994 and 1996 levels to the 2006 figure. The decline in total number of positions and positions held by men from 1996-2006 might be explained by retirements and early voluntary retirements.

Note 4: Equivalence of levels between the *AJP* lists and the 2006 Profile Collection - Associate Lecturer as Level A; Lecturer as Level B; Senior Lecturer as Level C; Associate Professor and Readers as Level D; Professor as Level E.

Appendix A1. iii) Request to Planning Offices for Philosophy Staff FTE by gender

A request was sent to all Planning Offices at Universities, which offer a philosophy program for information on Philosophy Teaching and Research and Research Only staff by employment status - Continuing, Contract and Casual, gender and level for the years 1998-2006 inclusive. Requests were sent for information on 24 programs from 20 institutions. Figures were received on the following 10 programs: ACU, University of Adelaide, Flinders University, La Trobe University, Macquarie University, University of New South Wales Philosophy; University of New South HPS; University of Queensland¹⁵; University of Tasmania and University of Western Australia. For the programs on which I did receive figures, there are several reasons: several Planning Offices told me that obtaining such information is not possible as it is not recorded at the level of philosophy, others agreed to provide information but failed to deliver (Melbourne Philosophy, University of Melbourne HPS and University of New England), and a few failed to respond.

Note 1. Research Only positions

Continuing RO positions were recorded at only one program. Information on contract RO positions was supplied on behalf of the 10 programs, however the figures are small. Information on casual RO staff, see Note 2 below.

The reason for the lack of information on contract and casual RO positions is perhaps due to the fact that these types of RO positions are offered out of ARC grants and the like, rather than from the Operating Budget of Programs. As such, they don't make their way to central reporting.

Note 2: Casual positions

Of the 10 programs, only 8 provided information on casual staff. Of these 8, 5 recorded information on Casual Staff FTE (casuals staff employed in the program: ACU; Adelaide; Flinders; La Trobe University of Tasmania. The remaining 3 reported no casual T&R staff employed. Only 1 of the 8 recorded any casual RO positions.

Like contract and casual RO positions, casual T&R positions are likely to be funded from various sources. The figures reflect the operating budget as the source (and as such would not reflect teaching paid from research grants and the like).

¹⁵ UQ information supplied by head of program.

Appendix A1.iv) Request for information on Casual Teaching

A request for information on Casual load by gender in philosophy programs in 2005 and 2006 was sent to heads of programs. Information was requested on the number of lecture courses, tutorial hours and research hours.

The request sent to Heads:

Were any casuals employed in your department/program in 2005 and 2006? (if NO please send a response to this effect)

If YES please provide the following information for 2005 and 2006 respectively:

i) The number of hours taught by casual tutors and the number of hours taught by males and females respectively.

ii) The number of courses taught by casual lecturers, and the number of courses taught by males and females respectively.

iii) If possible, the number of hours worked by casual researchers and the number of hours worked by males and females respectively.

Responses were received from 18 Philosophy programs: University of Adelaide; Bond University; Deakin University; Flinders University; La Trobe University; Macquarie University; University of Melbourne; Monash University Monash Centre for Bioethics; Murdoch university; University of New England; University of New South Wales; Notre Dame University; Queensland University; University of Sydney; University of Tasmania; University of Wollongong.

Notes:

Casual lecture courses and casual tutorials were recorded in all 18 programs. Casual research hours were recorded in only 7 of these 18 programs. Of those that didn't provide information on casual research hours, in some programs there were no casual research hours and others were unable to provide the information. Often the reason given for the latter was that the various sources from which casual expenditure on research is derived – research grants and the like – made the reporting of these hours difficult. Similarly, a number of Planning Offices reported no casual Research FTE for the years 1998-2006.

Appendix 2. A1.v) List of Female Continuing Staff (and some Fractional Staff as identified) by institution 1970-2006

In this section are listed the individual women holding continuing positions between 1970-2006 by program institution. This list is provisional. Amendments can be sent to Eliza Goddard, elizagoddard@aap.org.au.

ACU: From 1994 on 1970-1988 no record/department
Bernadette Tobin Director of Plunkett Centre 1994-1996; 2006 Assistant Professor

Adelaide:

1970-1994 no women hold continuing positions
Denise Gamble 1994-2006 (1994-2006 Lecturer)
Toula Nicolacopoulos 1996 Lecturer
Jenny Louise 2006 Lecturer; Jenny McMahon 2006 Lecturer

ANU faculties:

Geneveive Lloyd 1970 – 1984 (1970*-6 Lecturer; 1978-84 Senior Lecturer). *In 1970 listed as G.M. Lloyd
Moira Gatens: 1988 (Lecturer)
Janna Thompson (counted in La Trobe)
Paula Boddington: 1994-6 (Lecturer); Penny Deutscher: 1994-6 (Lecturer); Natalie Stoljar: 1994-6 (Lecturer)
Havi Carel 2006 Lecturer; Fiona Jenkins 2006 Lecturer

ANU RSSS:

Moira Gatens: 1994-6 (Research Fellow) non continuing
Karen Neander: 1994-6 (Research Fellow) non continuing
From 1970-2006 women have held 0% of continuing T&R positions
(Includes Institute of Advanced Studies and History of Ideas Unit and Public and Private Project and Director's section and Automated Reasoning Project)

Bond: From 1994 only

Cheryl Walsh: 1994-1998 & 2006 Lecturer

CAPPE: (2006)

Janna Thompson Level D, UM
Jeanette Kennett Level D, 0.75 Contract, ANU
Jessica Wolfendale Level A ARC Postdoctoral Fellow Full Time, UM
Cordelia Fine, Level A, 0.4, ANU

Deakin: From 1981

Jocelyn Dunphy-Blomfield: 1981-1996 (1981-4* Lecturer; 1988-1996 Senior Lecturer). * Listed as Jocelyn Dunphy
Philipa Rothfield 1984 Tutor .25 Time; 1988 Lecturer in Women's Studies
Irmline Veit-Brause 1988-1996 (1988 Senior Lecturer in History of Ideas; 1994-6 Associate Professor)

Flinders:

Lynda Burns: 1994-6 (Lecturer)

Griffith: From 1976 (There was no philosophy program in 2006)

Gail Tulloch 1994-6 (Lecturer)

La Trobe:

Alwynne Mackie: 1970-79 (1970-4 Lecturer; 1976-79 Senior Lecturer)

Dorothy Mitchell: 1974-1996 (Senior Lecturer)

Janna Thompson: 1976-1996 & 2006 (1976-1981 Lecturer; 1984-1996 Senior Lecturer; 2006 Associate Professor)

Jan Crosthwaite: 1979 Senior Tutor

Freya Mathews: 1988-96 & 2006 (1988-96 PT Lecturer; 2006 Associate Professor)

Philipa Rothfield: 1994-96 & 2006 (1994-6 Lecturer; 2006 Senior Lecturer)

Pauline Chazan 1994-6 Postdoctoral Fellow

Toula Nicolacopoulos 2006 Lecturer

Norva Lo 2006 Lecturer

Macquarie:

San MacColl: 1974-1988 Lecturer (visiting fellow at UNSW 1994-6 not counted)

L. O'Dwyer: : 1978-88 (1978-84 Lecturer; 1988 Senior Lecturer)

Val Plumwood: 1984-88 Tutor (not counted in figures)

Robyn Ferrell: 1994-96 Lecturer

Catriona Mackenzie: 1994-8 & 2006 (1994-8 Lecturer; 2006 Associate Professor)

Cynthia Townley 2006 Lecturer

Jennifer Duke-Yonge 2006 Associate Lecturer

Mianna Lotz 2006 Associate Lecturer

Melbourne:

Mary McCloskey: 1970-88 Senior Lecturer, retires Dec. 1988

Brenda Judge: 1979-84 Lecturer

Lynda Burns: 1981-88 (1981 Tutor 50%; 1984 Senior Tutor – not counted in figures; 1988 Lecturer)

Marion Tapper: 1988-1996 & 2006 Lecturer

Freya Mathews: 1988 Tutor (not counted)

Diane (?) Keuneman: 1994-1996 Senior Lecturer

Karen Jones 2006 Senior Lecturer

Melbourne HPS: from 1988-

Helen Verran –1994 - 2006 (1994-6 Senior Lecturer; 2006 Reader)

Monash:

Janna Thompson 1970-74 Lecturer

Elizabeth Prior Jonson 1981 Tutor, 1994 Program Director Monash Institute for Ethics and Public Policy; 1996 Senior Lecturer

Pamela Tate 1984 Tutor (0.5 time)

Elizabeth Grosz 1994-96 Associate Professor

Karen Green 1994-6 & 2006 (1994-6 Lecturer; 2006 Associate Professor)

Rae Langton 1994-6 Lecturer

Jeanette Kennett 1996 & 2006 Senior Lecturer
Monima Chadha 2006 Lecturer
Catriona Mackenzie: 1988 Tutor

Monash Bioethics: 1984-

Helga Kuhse, 1984-96 (1984 –8 Research Fellow; 1994-6 Senior Research Fellow & Director)
Linda Barclay, 1988 Research Assistant (0.8)

Murdoch:

Peta Bowden 1994-6 & 2006 (1994-6 Lecturer; 2006 Senior Lecturer)
Lubica Ucnik 2006 Lecturer

Newcastle:

No women up to 2006 held continuing positions.

UNE:

No women up to 1994 held continuing positions
Janice Reilly-Miles 1994-6 Associate Lecturer
Francis Gray 2006 Lecturer

UNSW:

Barbara Roxon 1970-1988 Lecturer
Genevieve Lloyd 1988-1996 Professor
Ros Diprose 1994-6 & 2006 (1994-6 Lecturer; 2006 Associate Professor)
Karen Lai 1994-6 & 2006 (1994-6 Lecturer PT; 2006 Senior Lecturer)
Catherine Mills 2006 Lecturer

Notre Dame: From 2006 only

In 2006 no women held continuing positions

UQ:

Marion Tapper 1984 Lecturer
Deborah Brown 1988 & 2006 (1988 temporary lecturer; 2006 Senior Lecturer)
Michelle Walker 1994-6 & 2006 (1994 Associate Lecturer; 1996 Lecturer; 2006 Senior Lecturer)
Aurelia Armstrong 2006 Lecturer
Marguerite La Caze: 2006 Senior Lecturer on leave [Australian Research Fellow Contract 1.0]

Swinburne:

Maurita Harney 1994-6 Principal Lecturer and Chair
Toula Nicolacopoulos 1994 Lecturer PT

USYD:

Department of General philosophy:

Joan Curthoys 1978-1984 Lecturer
Elizabeth Gross 1978-1998 (1978 Tutor; 1984-88 Lecturer)
Denise Russell 1978-1996 (1978, 1984 tutor; 1988 Lecturer; 1994-6 Senior Lecturer)

Moira Gatens 1984, 1994-2006 (1984 Temporary Lecturer; 1994-6 Senior Lecturer; 2006 Professor) 2006 on leave [ARC Professorial Fellow Contract 1.0]
Margaret (?) Symonds 1984 Temporary Lecturer

Department of Traditional and Modern Philosophy
Bobby (?) Gledhill: 1978 Senior Tutor
Joan Curthoys 1988- 1996 Lecturer PT
Elizabeth Prior Johnston 1988 Lecturer (maybe a tutor in 1984)

USYD HPS:

1988-1996 no women in continuing positions
Rachel Ankeney 2006 Honorary Staff
Shelley Tremain 2006 Level B

UTAS:

Karen Green, Honorary Research Associate
Julia Watkin 1994-6 Lecturer
Leila Shotton 1994-6 & 2006 (1994 PT -1996 Lecturer; 2006 Associate Lecturer)
Anna Alomes Lecturer 2006; Kim Atkins Lecturer 2006; Lucy Tatman Lecturer 2006

UWA:

No women up to 2005 held continuing positions.
Miri Albahari 2006 Lecturer (0.5)
In 1981 Jan Crosthwaite held a temporary lectureship

Wollongong:

Suzanne Uniacke 1976-96 (1976-88 Lecturer; 1994-6 Senior Lecturer)
Barbara L. Davidson 1981-8 (1981-4 Lecturer; 1988 Senior Lecturer)
Karen Neander 1984-8 (1984 Temporary Lecturer; 1988 Lecturer)
Susan Dodds 1994-6 & 2006 (1994-6 Lecturer; 2006 Professor)