



Creating a female-friendly organisation



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Women in Australian universities

In 2005 women comprised:

- 23% of vice chancellors
- 40% of academic staff and 17% of professors
- 63% of non-academic staff and held 38% of managerial positions



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An overview of UniSA

- Formed in 1991
- More than 6,000 employees
- 58% of staff are women
 - 47% of academic workforce
 - 65% of professional workforce

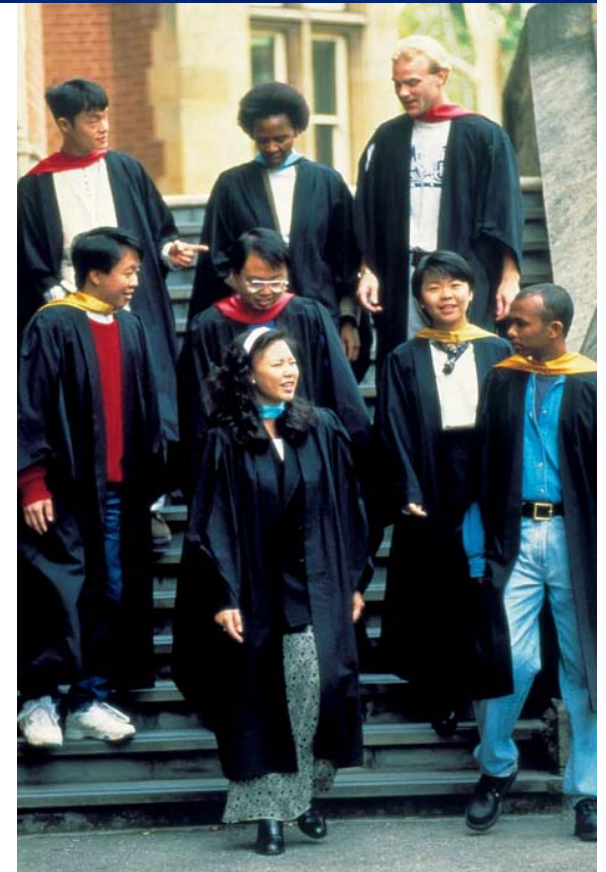




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An overview of UniSA: Teaching

- 400 degree programs
- 33,000 students
- 6,000 studying in Singapore, Malaysia, Hong Kong, Taiwan, and China





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An overview of UniSA: Research

- 8 Research Institutes
- 13 Research Centres
- Key partner in 10 Cooperative Research Centres





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Flexible work practices and family friendly initiatives

- Flexible and family friendly initiatives introduced into conditions of employment in 1997
- Diversity and representation on committees and workgroups policy



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Flexible work practices and family friendly initiatives

- Job share
- Fractional time employment
- Flexi-time
- Prenatal leave
- Postnatal entitlements



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Flexible work practices and family friendly initiatives

- Paid maternity leave
- Paid partner leave
- Phased in return to work
- Private space for breastfeeding and expressing milk



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Professional development for female employees

- Women and Leadership Program
 - leadership
 - career planning
 - promotion
 - negotiation
 - financial management
 - research
 - mentoring



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Professional development for female employees

- Australian Technology Network Women's Executive Development Program (ATN WEXDEV)
 - Senior Women Research Leadership Program
 - Clare Burton Memorial Lecture
 - Clare Burton Memorial Scholarship
 - National Reference Group on Gender Equity
 - Research into gender equity



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Professional development for female employees

- Corporate member of Women on Boards to increase the number of women
 - participating on boards
 - gaining experience in governance and management



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Indicators of success: for women

The percentage of women staff has increased from 48% in 1992 to 58% in 2007.

The percentage of women in senior positions has increased from 17% in 1992 to 29% in 2007.

The number of women in the Senior Management Group has increased from 2 in 2003 to 4 in 2007.



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Indicators of success: for the business

- Growth in institutional revenue from \$240 million to \$400 million
- Increase in student numbers from 24,000 to 34,000
- International student numbers increased from 1,000 to 11,000
- Graduate numbers tripled from 30,000 to 100,000
- Research income tripled from \$12 million to \$40 million



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Indicators of success: for the business

- Ranked number one in the nation for industry sponsored research grants
- Named the leading provider of offshore programs in Australia by IDP Education Australia
- Awarded the Business SA Export Award for education 5 times



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Indicators of success: public recognition

- Equal Opportunity for Women in the Workplace Employer of Choice for Women annually since 2003
- Gold Award winner as the 2005 Employer of the Year at the Australian Chamber of Commerce and Industry and Industry and Business Council of Australia National Work and Family Awards
- Diversity@Work Employment and Inclusion Award for Work/Life Balance in 2006



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