

# University of Otago Staff Equity Demographics Data 2019

COLLATED BY THE EQUITY OFFICE, HUMAN RESOURCES

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*Note: this is a confidential document within the University of Otago community and distribution outside this group requires the authorization of the Director, Human Resources.*

# Introduction

The purpose is to provide up-to-date statistics on representation of different staff equity groups at the University of Otago. This is a fourth Annual HR Equity Profile published by the Equity Office. All data can be obtained by emailing at [equity@otago.ac.nz](mailto:equity@otago.ac.nz).

The report is structured into three areas of interest:

- Current workforce profile
- Academic promotions
- Recruitment

The report was prepared by the Equity Office using depersonalized information collected by Human Resources.

For any questions please contact the Equity Office at [equity@otago.ac.nz](mailto:equity@otago.ac.nz).

## Notes on Data

- In the chapters “Workforce Profile on Gender”, “Workforce Profile on Ethnicity and Citizenship” and “Workforce Profile on Age” figures represent full time equivalent (FTE), not a headcount. All staff who were employed by the University in 2019 were included in the analysis (including casual, fixed-term or semester time only staff).<sup>1</sup>
- In the chapters “Academic Promotions” and “Recruitment” figures represent headcount.
- Period: 1<sup>st</sup> of January – 31<sup>st</sup> of December 2019
- Gender: In addition to “women” and “men” the University of Otago introduced a “gender diverse” category. Gender diverse category is not reported separately due to low number of staff but are included in total figures.
- Divisions: The University of Otago has 4 academic divisions, i.e. Commerce, Health Sciences, Humanities and Sciences; and 13 services/operations divisions, i.e. Academic, Campus and Collegiate Life Services, Campus Development, Corporate, External Engagement, Financial Services, Human Resources, Information Technology Services, Operations, Property Services, Research, Shared Services and Student Services.
- Academic and Professional: All University staff are classified either as “academic” or “professional” staff member.
- Academic position and academic designation: academic position refers to a current position a staff member holds within the University. In most instances position is identical to academic designation, e.g. a professor holding a position of a professor. But in many cases staff hold positions that are different, for example a professor can have a position of a Head of Department/Programme or senior lecturer is a Dean etc. Academic designation is presented in Table 2, all other tables show positions.
- Academic Function: Academic staff are each assigned an academic function. Typically (but not exclusively) the following positions fall into each function:
  - Leadership: Dean, Deputy Dean, Associate Dean, Head of Department/Programme, Head of Section, Vice-Chancellor, Deputy Vice-Chancellor and Pro Vice-Chancellor
  - Research: Assistant Research Fellow, Postdoctoral Fellow, Research Fellow, Research Associate Professor and Research Professor
  - Teaching and Research: Lecturer, Senior Lecturer, Associate Professor and Professor
  - Teaching: Professional Practice Fellow, Teaching Fellow, Senior Teaching Fellow
  - Other: Senior Medical Officer and other clinical staff.

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<sup>1</sup> These data are sourced from a custom report provided by Human Resource, using annual average FTE. These data may not match other reports that use different definitions and assumptions.

- Professional Staff Pay Scales: Representation of women on the following Professional Staff Pay Scales are presented:
  - Pay Scale 1, Level 1 to 8 – 70% of professional staff fall into this category
  - Management band scales – 11% of professional staff
  - University Union staff and Residential Colleges Domestic and Kitchen Staff – 7% of professional staff
  - Research Assistants – 3% of professional staff
  - Tutors & Demonstrators - 3% of professional staff
  - Trade Staff – 2% of professional staff
  - Residential Assistants – 1% of professional staff
- Ethnicity and Citizenship: Staff are encouraged to provide their ethnicity and citizenship details during recruitment process and update anytime in web kiosk during their employment. 69% FTE of staff provided their ethnicity and 73% FTE their citizenship.
- Academic Promotions that took effect February 2019 are presented.
- **Rounding**: Figures have been rounded to the nearest whole number. All percentages and sums have been calculated using unrounded figures and some totals may therefore not correspond with the sum of the separate figures.
- **Low n**: percentages are not calculated when the total FTE or headcount is less than 15.

## Workforce Profile on Gender

TABLE 1 NUMBER (FTE) OF ALL STAFF BY GENDER & ACADEMIC/PROFESSIONAL

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
<b>Academic</b>	947 (+151)*	51% (+4)*	899 (-1)	49% (-4)	1847 (+151)	100%
<b>Professional</b>	1595 (+73)	64% (+1)	901 (+25)	36% (-1)	2496 (+98)	100%
<b>Total</b>	2542 (+224)	59% (+2)	1800 (+24)	41% (-2)	4342 (+248)	100%

*\*change since 2015*  
*Note: 5 FTE staff identified as "gender diverse" and are included in the total number of staff*

### Gender - All Academic Staff

TABLE 2 NUMBER (FTE) OF ACADEMIC STAFF BY GENDER & ACADEMIC DESIGNATION

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
<b>Professor/Research Professor</b>	63 (+17)*	25% (+5)*	187 (-2)	75% (-5)	250 (+15)	100%
<b>Associate Professor/Research Associate Professor</b>	102 (+25)	44% (+6)	133 (+7)	56% (-6)	235 (+32)	100%
<b>Senior Lecturer/Senior Research Fellow</b>	206 (-2)	48% (+1)	221 (-17)	52% (-1)	427 (-18)	100%
<b>Lecturer/Research Fellow/Senior Teaching Fellow/Professional Practice Fellow</b>	315 (+51)	64% (+7)	181 (-28)	36% (-8)	496 (+23)	100%
<b>Postdoctoral Fellow</b>	59 (+10)	46% (-6)	69 (+14)	54% (+6)	128 (+34)	100%
<b>Assistant Research Fellow/Teaching Fellow</b>	152 (+39)	69% (+2)	68 (+11)	31% (-2)	220 (+50)	100%
<b>Other</b>	51 (+11)	56% (+6)	40 (+2)	44% (-7)	91 (+14)	100%
<b>Total</b>	948 (+153)	51% (+4)	899 (-1)	49% (-4)	1847 (+151)	100%

*\*change since 2015*

TABLE 3 NUMBER (FTE) OF ACADEMIC STAFF BY GENDER & ACADEMIC FUNCTION<sup>2</sup>

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
<b>Leadership</b>	50 (+9)*	41% (+5)*	72 (+2)	59% (-5)	122 (+10)	100%
<b>Research &amp; Teaching</b>	346 (+24)	43% (+4)	453 (-38)	57% (-4)	799 (-14)	100%
<b>Research</b>	339 (+90)	59% (+1)	231 (+52)	41% (-1)	570 (+142)	100%
<b>Teaching</b>	168 (+4)	66% (+6)	88 (-20)	34% (-6)	256 (-16)	100%
<b>Other Academic</b>	45 (+25)	45% (+17)	55 (+5)	55% (-17)	100 (+29)	100%
<b>Total</b>	948 (+153)	51% (+4)	899 (+13)	49% (-4)	1847 (+161)	100%

*\*change since 2015*

<sup>2</sup> Academic staff are each assigned an academic function. Typically (but not exclusively) the following positions fall into each function. Leadership: Dean, Deputy Dean, Associate Dean, Head of Department, Head of Section, VC, DVC and PVC. Research: Assistant Research Fellow, Postdoctoral Fellow, Research Fellow, Research Associate Professor and Research Professor. Teaching and Research: Lecturer, Senior Lecturer, Associate Professor and Professor. Teaching: Professional Practice Fellow, Teaching Fellow, Senior Teaching Fellow. Other: Senior Medical Officer and other clinical staff

TABLE 4 NUMBER (FTE) OF ACADEMIC STAFF BY GENDER &amp; DIVISION

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
Commerce	49 (+9)*	39% (+7)*	76 (-6)	61% (-7)	125 (+5)	100%
Health Sciences	588 (+131)	55% (+3)	480 (+44)	45% (-3)	1068 (+173)	100%
Humanities	158 (-3)	54% (+5)	136 (-29)	46% (-4)	294 (-32)	100%
Sciences	141 (+13)	42% (+4)	197 (-5)	58% (-4)	338 (+6)	100%
Other	12 (+2)	55% (+15)	10 (-5)	45 (-15)	22 (-3)	100%
<b>Total</b>	<b>948 (+153)</b>	<b>51% (+4)</b>	<b>899 (-1)</b>	<b>49% (-4)</b>	<b>1847 (+151)</b>	<b>100%</b>

*\*change since 2015*

TABLE 5 NUMBER (FTE) OF ACADEMIC STAFF BY GENDER &amp; EMPLOYMENT TYPE

	Permanent**		Fixed Term		Casual		Total	
	FTE	%	FTE	%	FTE	%	FTE	%
Women	569 (+74)	60% (-2)	360 (+73)	38% (+2)	19 (+7)	2% (+1)	948 (+153)	100%
Men	615 (-15)	68% (-2)	275 (+11)	31% (+2)	9 (+2)	1% (0)	899 (-1)	100%
<b>Total</b>	<b>1184 (+60)</b>	<b>64% (-2)</b>	<b>635 (+82)</b>	<b>34% (+1)</b>	<b>28 (+9)</b>	<b>2% (+1)</b>	<b>1847 (+151)</b>	<b>100%</b>

*\*change since 2015*  
*\*\* Figures indicate full-time hours worked by all staff on the particular type of employment, not a headcount.*

## Gender - Academic Leadership and Management

TABLE 6 NUMBER (FTE) OF ACADEMIC LEADERSHIP POSITIONS BY GENDER &amp; POSITION

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
Dean	7 (+2)*	low n	9 (+1)*	low n	16 (+3)	100%
Deputy Dean and Associate Dean	8 (-2)	low n	7 (0)	low n	15 (-1)	100%
Deputy Head of Department**	4 (+3)	low n	2 (0)	low n	6 (+3)	100%
Head of Department	22 (+4)	34% (+5)	42 (-1)	66% (-5)	64 (+4)	100%
Head of Section, Research Group or Academic Centre	6 (0)	low n	6 (-1)	low n	12 (-1)	100%
VC, DVC and PVC	3 (+1)	low n	5 (-1)	low n	8 (0)	100%
<b>Total</b>	<b>50 (+9)</b>	<b>41% (+5)</b>	<b>71 (-1)</b>	<b>59% (-5)</b>	<b>121 (+9)</b>	<b>100%</b>

*\*change since 2015*  
*\*\*Includes the new Head of Programme role.*

## Gender - Research & Teaching Academic Staff

Typically (but not exclusively) the following positions fall into Teaching and Research: Lecturer, Senior Lecturer, Associate Professor and Professor

TABLE 7 NUMBER (FTE) OF RESEARCH & TEACHING ACADEMIC STAFF BY GENDER & POSITION

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
Lecturer	91 (+12)*	63% (+14)*	54 (-28)	37% (-13)	145 (-15)	100%
Senior Lecturer	162 (+8)	46% (+5)	189 (-2)	54% (-1)	351 (+6)	100%
Associate Professor	88 (+26)	42% (+6)	121 (+24)	58% (-6)	209 (+58)	100%
Professor	56 (+15)	24% (+3)	174 (+38)	76% (-3)	230 (+57)	100%
<b>Total</b>	<b>397 (+75)</b>	<b>42% (+3)</b>	<b>538 (+47)</b>	<b>58% (-3)</b>	<b>935 (+118)</b>	<b>100%</b>

\*change since 2015

TABLE 8 NUMBER (FTE) OF RESEARCH & TEACHING ACADEMIC STAFF IN THE DIVISION OF COMMERCE BY GENDER & POSITION

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
Lecturer	13 (+4)*	48% (+5)*	14 (+1)	52% (-5)	27 (+6)	100%
Senior Lecturer	15 (+1)	39% (-1)	23 (-1)	61% (+1)	38 (-1)	100%
Associate Professor	7 (+5)	41% (+24)	10 (-2)	59% (-24)	17 (+2)	100%
Professor	2 (-1)	10% (-9)	20 (+6)	90% (+9)	22 (+6)	100%
<b>Total</b>	<b>37 (+7)</b>	<b>36% (+2)</b>	<b>67 (+6)</b>	<b>64% (-2)</b>	<b>104 (+12)</b>	<b>100%</b>

\*change since 2015

TABLE 9 NUMBER (FTE) OF RESEARCH & TEACHING ACADEMIC STAFF IN THE DIVISION OF HEALTH SCIENCES BY GENDER & POSITION

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
Lecturer	39 (+15)*	68% (+19)*	18 (-4)	32% (-15)	57 (+12)	100%
Senior Lecturer	79 (+16)	48% (+2)	87 (+12)	52% (-2)	166 (+28)	100%
Associate Professor	41 (+19)	44% (+6)	51 (+16)	56% (-6)	92 (+36)	100%
Professor	28 (+16)	27% (+3)	74 (+37)	73% (-3)	102 (+53)	100%
<b>Total</b>	<b>159 (+39)</b>	<b>50% (+9)</b>	<b>156 (-13)</b>	<b>50% (-9)</b>	<b>315 (+27)</b>	<b>100%</b>

\*change since 2015

TABLE 10 NUMBER (FTE) OF RESEARCH & TEACHING ACADEMIC STAFF IN THE DIVISION OF HUMANITIES BY GENDER & POSITION

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
Lecturer	20 (-10)*	71% (+17)*	8 (-17)	29% (+14)	28 (-28)	100%
Senior Lecturer	43 (-5)	53% (+2)	38 (-6)	47% (-2)	81 (-11)	100%
Associate Professor	21 (0)	42% (-4)	29 (+5)	58% (+4)	50 (+5)	100%
Professor	14 (+7)	27% (+8)	38 (+7)	73% (0)	52 (+15)	100%
<b>Total</b>	<b>98 (-7)</b>	<b>46% (0)</b>	<b>113 (-13)</b>	<b>54% (0)</b>	<b>211 (-119)</b>	<b>100%</b>

\*change since 2015

TABLE 11 NUMBER (FTE) OF RESEARCH & TEACHING ACADEMIC STAFF IN THE DIVISION OF SCIENCES BY GENDER & POSITION

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
Lecturer	11 (-4)*	42% (+2)*	15 (-7)	58% (-2)	26 (-12)	100%
Senior Lecturer	26 (-1)	39% (0)	41 (-2)	61% (0)	67 (-3)	100%
Associate Professor	19 (+10)	38% (+8)	31 (+6)	62% (-10)	50 (+16)	100%
Professor	12 (+2)	22% (0)	43 (+9)	78% (0)	55 (+11)	100%
<b>Total</b>	68 (+6)	34% (+1)	130 (+5)	66% (-1)	198 (+11)	100%

*\*change since 2015*

## Gender - Research Only Academic Staff

Typically (but not exclusively) the following positions fall into Research Only: Assistant Research Fellow, Postdoctoral Fellow, Research Fellow, Research Associate Professor and Research Professor

TABLE 12 NUMBER (FTE) OF RESEARCH ACADEMIC STAFF BY GENDER & POSITION

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
Assistant Research Fellow	109 (+33)*	69% (+1)*	48 (+12)	31% (-1)	157 (+45)	100%
Postdoctoral Fellow	59 (+10)	46% (-6)	69 (+24)	54% (+6)	128 (+34)	100%
Research Fellow	100 (+24)	63% (+1)	59 (+12)	37% (-1)	159 (+36)	100%
Senior Research Fellow	42 (+8)	58% (+1)	31 (+5)	42% (-1)	73 (+13)	100%
Research Associate Professor	13 (+12)	54% (+41)	11 (-2)	46% (-41)	24 (+11)	100%
Research Professor	5 (+4)	33% (+20)	10 (-1)	67% (20)	15 (+12)	100%
<b>Total</b>	328 (+86)	59% (+1)	228 (+49)	41% (-1)	556 (+129)	100%

*\*change since 2015*  
*\*\* note removal of "other" category which was included in previous years.*

TABLE 13 NUMBER (FTE) OF RESEARCH ACADEMIC STAFF BY GENDER & DIVISION

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
Commerce	7 (+6)*	low n	1 (-1)	low n	8 (+5)	100%
Health Sciences	272 (+66)	61% (0)	177 (+47)	39% (0)	449 (+113)	100%
Humanities	12 (+4)	80% (+19)	3 (-2)	20% (-19)	15 (+2)	100%
Sciences	36 (+6)	45% (+3)	44 (+3)	55% (-3)	80 (+9)	100%
Other	1 (-1)	low n	3 (+2)	low n	4 (0)	100%
<b>Total</b>	328 (+80)	59% (+1)	228 (+49)	41% (0)	556 (+131)	100%

*\*change since 2015*



## Gender - Teaching Only Academic Staff

Typically (but not exclusively) the following positions fall into Teaching Only: Professional Practice Fellow, Teaching Fellow and Senior Teaching Fellow

TABLE 14 NUMBER (FTE) OF TEACHING ONLY ACADEMIC STAFF BY GENDER & POSITION

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
Professional Practice Fellow	116 (+18)*	64% (+5)*	64 (-5)	36% (-5)	180 (+13)	100%
Teaching Fellow	43 (+7)	67% (+5)	21 (-1)	33% (-5)	64 (+6)	100%
Senior Teaching Fellow	4 (-2)	low n	2 (-5)	low n	6 (-7)	100%
Other	25 (+1)	86% (+17)	9 (-2)	14% (-17)	34 (-1)	100%
<b>Total</b>	<b>188 (+23)</b>	<b>63% (+9)</b>	<b>96 (-12)</b>	<b>37% (-9)</b>	<b>284 (+12)</b>	<b>100%</b>

\*change since 2015

TABLE 15 NUMBER (FTE) OF TEACHING ONLY ACADEMIC STAFF BY GENDER & DIVISION

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
Commerce	5 (+1)*	low n	6 (-5)	low n	12 (-3)	100%
Health Sciences	111 (+19)	64% (+1)	56 (+2)	36% (-1)	167 (+22)	100%
Humanities	34 (-2)	72% (+3)	13 (-3)	28% (-3)	47 (-6)	100%
Sciences	34 (+5)	62% (+7)	20 (-3)	38% (-7)	54 (+1)	100%
Other	4 (+1)	low n	1 (-3)	low n	4 (-3)	100%
<b>Total</b>	<b>188 (+10)</b>	<b>63% (+3)</b>	<b>96 (-12)</b>	<b>37% (-3)</b>	<b>284 (+12)</b>	<b>100%</b>

\*change since 2015

## Gender - Professional Staff

TABLE 16 NUMBER (FTE) OF PROFESSIONAL STAFF BY GENDER

	FTE	%
<b>Women</b>	1596 (+74)*	64% (0)*
<b>Men</b>	901 (+25)	36% (0)
<b>Gender Diverse</b>	4 (+2)**	0% (0)**
<b>Total</b>	2501 (+103)	100%

*\*change since 2015*  
*\*\* gender diverse category introduced in 2017*

TABLE 17 NUMBER (FTE) OF PROFESSIONAL STAFF BY GENDER & DIVISION

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
Academic Division	90 (-109)*	68% (-6)*	43 (-27)	32% (+6)	133 (-138)	100%
Campus and Collegiate Life Services	198 (+108)	57% (0)	147 (+81)	43% (0)	345 (+189)	100%
Campus Development ***	4 (+4)	low n	10 (+10)	low n	14 (+14)	100%
Commerce Division	13 (-30)	57% (-15)	10 (-7)	43% (+15)	23 (-36)	100%
Corporate Division	13 (-3)	52% (-10)	12 (+2)	48% (+10)	25 (-1)	100%
External Engagement	85 (+49)	74% (+12)	30 (+8)	26% (-12)	115 (+57)	100%
Financial Services Division	49 (+23)	68% (+3)	23 (+9)	32% (-3)	72 (+32)	100%
Health Sciences Division	324 (-222)	75% (-2)	110 (-60)	25% (+2)	434 (-285)	100%
Human Resources Division	40 (-15)	74% (+8)	14 (-15)	26% (-8)	54 (-30)	100%
Humanities Division	33 (-58)	59% (-17)	23 (-6)	41% (+17)	56 (-53)	100%
ITS	31 (-20)	29% (-3)	76 (-30)	71% (+3)	107 (-49)	100%
Operations	21 (+18)	48% (-5)	23 (+19)	52% (+5)	44 (+37)	100%
Property Services Division	11 (-11)	11% (-7)	86 (-10)	89% (+7)	97 (-28)	100%
Research Division	35 (-12)	70% (-8)	15 (+2)	30% (+8)	50 (-11)	100%
Shared Services***	522 (+522)	77%	158 (+158)	23%	680 (+680)	100%
Sciences Division	81 (-50)	50% (-5)	81 (-27)	50% (+5)	162 (-77)	100%
Student Services	46 (-120)	53% (-6)	40 (-76)	47% (+6)	86 (-195)	100%
<b>Total</b>	1596 (+74)	64% (0)	901 (+25)	36% (0)	2497 (+99)	100%

*\*change since 2015*  
*\*\* comparison with Accommodation Services*  
*\*\*\*new division*

TABLE 18 NUMBER (FTE) OF PROFESSIONAL STAFF BY GENDER & EMPLOYMENT TYPE

	Permanent**		Fixed term		Casual		Total	
	FTE	%	FTE	%	FTE	%	FTE	%
<b>Women</b>	1246 (+76)*	78% (+1)*	186 (+1)	12% (0)	163 (-1)	10% (-1)	1595 (+73)	100%
<b>Men</b>	715 (+41)	79% (+3)	86 (-18)	10% (-1)	100 (+2)	11% (0)	901 (+15)	100%
<b>Total</b>	1961 (+117)	79% (+4)	272 (-20)	11% (-1)	263 (+1)	10% (-1)	2496 (+98)	100%

*\* change since 2015*  
*\*\* Figures indicate full-time hours worked by all staff on the particular type of employment, not a headcount.*

## Gender - Professional Staff Pay Scales

TABLE 19 NUMBER (FTE) OF PROFESSIONAL STAFF ON PAY SCALE 1 BY GENDER AND LEVEL

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
Level 1	39 (-7)*	68% (-4)*	18 (0)	32% (+4)	57 (-6)	100%
Level 2	22 (-24)	55% (-29)	18 (+7)	45% (+29)	40 (-27)	100%
Level 3	56 (-86)	64% (-15)	32 (-6)	36% (+15)	88 (-92)	100%
Level 4	475 (+118)	82% (+4)	104 (+1)	18%	579 (+118)	100%
Level 5	235 (-26)	63% (-2)	136 (-4)	37% (+2)	371 (-29)	100%
Level 6	252 (+29)	60% (+4)	166 (-6)	40% (-4)	418 (+22)	100%
Level 7	93 (+22)	54% (+5)	81 (+7)	46% (-5)	174 (+28)	100%
Level 8	9 (-2)	low n	3 (-7)	low n	12 (-8)	100%
<b>Total</b>	<b>1181 (+13)</b>	<b>68% (+1)</b>	<b>558 (-8)</b>	<b>32% (-1)</b>	<b>1739 (+5)</b>	<b>100%</b>

\*change since 2015

TABLE 20 NUMBER (FTE) OF PROFESSIONAL STAFF BY GENDER & POSITION (OTHER PAY SCALES)

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
Tutors & Demonstrators	48 (+3)*	56% (+2)*	37 (-1)	44% (-2)	85 (+1)	100%
Research Assistants	52 (0)	63% (-4)	31 (+5)	37% (+4)	83 (+4)	100%
Trades	0 (0)	0% (0)	48 (-8)	100% (0)	48 (-8)	100%
Residential Assistants	18 (+1)	51% (+3)	17 (-1)	49% (-3)	35 (-1)	100%
University Union & Domestic and Kitchen staff	100 (-6)	64% (+3)	57 (-12)	36% (-3)	157 (-22)	100%

\*change since 2015

TABLE 21 NUMBER (FTE) OF PROFESSIONAL STAFF MANAGEMENT & SENIOR MANAGEMENT BY GENDER

	Women		Men		Total	
	FTE	%	FTE	%	FTE	%
MB1	58 (+27)*	66% (-7*)	30 (+20)	34% (+7)	88 (+46)	100%
MB2	23 (+7)	50% (+1)	23 (+6)	50% (-1)	46 (+13)	100%
MB3	33 (+10)	60% (+7)	22(+1)	40% (-7)	55 (+10)	100%
MB4	18 (+1)	36% (-14)	32 (+14)	64% (+14)	50 (+15)	100%
MB5	8 (+5)	42% (low n)	11 (+2)	58% (low n)	19 (+8)	100%
Senior Managers	3 (-1)	18% (low n)	14 (+2)	82% (low n)	17 (+1)	100%
Managers Other	0 (0)	low n	5 (+2)	low n	5 (+2)	100%
<b>Total</b>	<b>143 (+48)</b>	<b>51% (0)</b>	<b>137 (+47)</b>	<b>49% (0)</b>	<b>280 (+95)</b>	<b>100%</b>

\*change since 2015

## Workforce Profile on Ethnicity and Citizenship

### Ethnicity

TABLE 22 NUMBER (FTE) OF STAFF WHO DISCLOSED THEIR ETHNICITY<sup>3</sup>

	FTE	%
Number of staff who provided ethnicity (up to three ethnicities)	2991 (+76)*	69% (-2)*
Ethnicity unknown	1358 (179)	31% (+2)
<b>Total</b>	<b>4349 (+27)</b>	<b>100%</b>
<i>*change since 2015</i>		

TABLE 23 OVERVIEW OF ALL STAFF ETHNICITY

	FTE	%*
New Zealand European	2141 (+30)**	62% (-10)**
Other European	586 (+32)	17% (-2)
Māori	197 (+33)	6% (0)
Chinese	102 (+35)	3% (+1)
Other Asian	71 (+31)	2% (+1)
Indian	59 (+8)	2% (0)
South East Asian	44 (+11)	1% (0)
Samoan	32 (+6)	1% (0)
African	21 (+3)	1% (0)
Middle Eastern	13 (+1)	0% (0)
Latin American	16 (+6)	0% (0)
Fijian	10 (+5)	0% (0)
Cook Islands Māori	5 (0)	0% (0)
Tongan	8 (+4)	0% (0)
Other Pacific Peoples	11 (+7)	0% (0)
Other Ethnicity	114 (+16)	3% (0)
<i>* calculated using percentage of all staff who disclosed their ethnicity (FTE=2991)</i>		
<i>* staff with more than one ethnicity were counted in each of their ethnicity category</i>		
<i>**change since 2015</i>		

<sup>3</sup> Staff are encouraged to provide their ethnicity details during recruitment process and update anytime in web kiosk during their employment. 69% of staff disclosed their ethnicity. Staff can select up to three ethnicities.

## Māori Staff

Staff are encouraged to provide their ethnicity details during recruitment process and update anytime in web kiosk during their employment. To date 69% of staff provided their ethnicity. Because the actual number of Māori staff at the University is likely to be higher than the figures presented here we recommend using the percentages (calculated using only staff who disclosed their ethnicity) rather than the FTE.

Note that figures have been rounded. Some totals may not correspond with the sum of the separate figures as all percentages have been calculated using unrounded figures.

TABLE 24 NUMBER (FTE) OF MĀORI STAFF BY ACADEMIC/PROFESSIONAL

	Māori	
	FTE	%*
<b>Academic</b>	91 (+19)**	6.6% (+1)**
<b>Professional</b>	106 (+15)	6.6% (+1)
<b>Total</b>	197 (+33)	6.6% (+1)
<i>*Percentage of staff who disclosed their ethnicity.</i>		
<i>** change since 2015</i>		

TABLE 25 NUMBER (FTE) OF MĀORI STAFF BY EMPLOYMENT TYPE

	Māori	
	FTE	%*
<b>Permanent</b>	143 (+19)**	6.3% (+0.6)**
<b>Fixed term</b>	46 (+7)	7.1% (+1.2)
<b>Casual</b>	7 (+3)	8.9% (+3.1)
<b>Total</b>	197 (+35)	6.6% (+1)
<i>*See above</i>		
<i>** change since 2015</i>		

TABLE 26 NUMBER (FTE) OF ACADEMIC MĀORI STAFF BY DIVISION

	Māori	
	FTE	%*
<b>Commerce</b>	5 (+1)**	6% (+0.8)**
<b>Health Sciences</b>	49 (+14)	6% (+0.9)
<b>Humanities</b>	27 (-2)	12.3% (+2.1)
<b>Sciences</b>	9 (+2)	3.6% (0.9)
<b>Other</b>	1 (0)	low n
<b>Total</b>	91 (+19)	6.6% (+1)
<i>*See above</i>		
<i>** change since 2015</i>		

TABLE 27 NUMBER (FTE) OF PROFESSIONAL MĀORI STAFF BY DIVISION

	Māori	
	FTE	%*
Commerce	0 (-2)**	0 (-6.9)**
Health Sciences	15 (-9)	5.6% (+0.7)
Humanities	2 (-4)	7.9% (+0.4)
Sciences	4 (-3)	4.8% (+0.1)
Campus and Collegiate Life Services***	14 (+11)	8.9% (+5.5)
Shared Services****	32 (+32)	6% (+5.9)
Student Services	11 (-6)	17.2% (+6.4)
Other	50 (+30)	10.7% (+5.8)
<b>Total</b>	<b>128 (+27)</b>	<b>7.9% (+1.3)</b>
<i>*of staff who disclosed their ethnicity</i> <i>** change since 2015</i> <i>*** comparison with Accommodation Services</i> <i>****new division</i>		

## Pasifika Staff

Staff are encouraged to provide their ethnicity details during recruitment process and update anytime in web kiosk during their employment. To date 69% of staff provided their ethnicity. Because the actual number of Pasifika staff at the University is likely to be higher than the figures presented here we recommend using the percentages (calculated using only staff who disclosed their ethnicity) rather than the FTE.

Note that figures have been rounded. Some totals may not correspond with the sum of the separate figures as all percentages have been calculated using unrounded figures.

TABLE 28 NUMBER (FTE) OF PASIFIKA STAFF BY ACADEMIC/PROFESSIONAL

	Pasifika	
	FTE	%*
<b>Academic</b>	26 (+3)**	1.9% (+0.2)**
<b>Professional</b>	35 (+9)	2.2% (+0.6)
<b>Total</b>	61 (+11)	2.0% (+0.3)
<i>*of staff who disclosed their ethnicity</i>		
<i>** change since 2015</i>		

TABLE 29 NUMBER (FTE) OF PASIFIKA STAFF BY EMPLOYMENT TYPE

	Pasifika	
	FTE	%*
<b>Permanent</b>	43 (+9)**	1.9% (+0.3)**
<b>Fixed term</b>	19 (+4)	2.9% (+1.1)
<b>Casual</b>	2 (+1)	2.5% (+1.2)
<b>Total</b>	63 (+13)	2.1% (+0.4)
<i>*of staff who disclosed their ethnicity</i>		
<i>** change since 2015</i>		

TABLE 30 NUMBER (FTE) OF PASIFIKA STAFF BY DIVISION

	Pasifika	
	FTE	%*
<b>Commerce</b>	2 (0)**	2.1% (+0.6)**
<b>Health Sciences</b>	23 (+2)	2.1% (+0.2)
<b>Humanities</b>	6 (-1)	2.4% (+0.6)
<b>Sciences</b>	5 (+1)	1.5% (+0.7)
<b>Shared Services</b>	4***	0.8%
<b>Student Services</b>	7 (+3)	10.7% (+5.7)
<b>Other</b>	21 (+13)	3.3% (+2.2)
<b>Total</b>	68 (+18)	2.3% (+0.6)
<i>*of staff who disclosed their ethnicity</i>		
<i>** change since 2015</i>		
<i>*** new division</i>		

## Citizenship

TABLE 31 NUMBER (FTE) OF STAFF WHO DISCLOSED THEIR CITIZENSHIP<sup>4</sup>

	FTE	%
Number of staff who provided citizenship	3195 (+150)*	73% (-1)*
Citizenship unknown	1153 (+93)	27 (+1)%
<b>Total</b>	<b>4348 (+254)</b>	<b>100%</b>
<i>* change since 2015</i>		

TABLE 32 OVERVIEW OF ALL STAFF CITIZENSHIP

	FTE	%*
<b>New Zealand</b>	2506 (+90)**	78% (-2)**
United Kingdom	413 (-15)	13% (-1)
United States of America	131 (+5)	4% (0)
Australia	124 (-7)	4% (0)
Germany	55 (+18)	2% (+1)
Canada	44 (+7)	1% (-1)
Ireland	36 (+3)	1% (0)
India	31 (+5)	1% (0)
China	27 (+18)	1% (0)
South Africa	26 (+7)	1% (0)
Netherlands	24 (+3)	1% (0)
Malaysia	23 (+9)	1% (0)
France	22 (-2)	1% (0)
Other	232 (+65)	7% (+1)
<i>* calculated using percentage of all staff who disclosed their citizenship (FTE=3195)</i>		
<i>* staff with dual citizenship were counted in each of their citizenship category</i>		
<i>** change since 2015</i>		

TABLE 33 OVERVIEW OF STAFF WITH NZ DUAL CITIZENSHIP

	FTE	%*
<b>NZ + United Kingdom</b>	252 (+13)**	40% (-8)**
NZ + USA	51 (+7)	8% (-1)
NZ + Australia	37 (+3)	6% (-1)
NZ + Ireland	23 (+1)	4% (0)
NZ + Canada	23 (-3)	4% (-2)
NZ + South Africa	16 (+5)	3% (+1)
Other combinations	120 (-6)	19% (-3)
<i>*calculated using percentage of all staff who had dual citizenship (FTE=630)</i>		
<i>** change since 2015</i>		

<sup>4</sup> Staff are encouraged to provide their citizenship details during recruitment process and update anytime in web kiosk during their employment. 73% disclosed their citizenship. Staff can select up to two citizenships.



## International Staff

Staff are encouraged to provide their citizenship details during recruitment process and update anytime in web kiosk during their employment. To date 73% provided their citizenship. Because the actual number of international staff at the University is likely to be higher than figures presented here we recommend using the percentages (which are calculated of staff who disclosed their citizenship) rather than the FTE.

**All staff who do not hold NZ citizenship are considered “international”. This excludes New Zealanders with a dual citizenship.**

Note that figures have been rounded. Some totals may not correspond with the sum of the separate figures as all percentages have been calculated using unrounded figures. Also note that a change in methodology means that these figures are not reliably comparable to previous years.

TABLE 34 NUMBER (FTE) OF INTERNATIONAL STAFF BY ACADEMIC/PROFESSIONAL

	International	
	FTE	%*
Academic	404	22%
Professional	233	9%
Total	638	15%
<i>*of all staff who disclosed their citizenship</i>		

TABLE 35 NUMBER (FTE) OF INTERNATIONAL STAFF BY EMPLOYMENT TYPE

	International	
	FTE	%*
Permanent	425**	14%
Fixed term	197	6%
Casual	16	1%
Total	638	20%
<i>*of all staff who disclosed their citizenship</i>		

TABLE 36 NUMBER (FTE) OF ACADEMIC INTERNATIONAL STAFF BY DIVISION

	International	
	FTE	%*
Commerce	40**	32%
Health Sciences	202	19%
Humanities	59	20%
Sciences	99	29%
Other	5	23%
Total	404	23%
<i>*of all academic staff who disclosed their citizenship within each division.</i>		

TABLE 37 NUMBER (FTE) OF PROFESSIONAL INTERNATIONAL STAFF BY DIVISION

	International	
	FTE	%*
Commerce Division	3*	13%
Health Sciences Division	45	10%
Humanities Division	2	4%
Sciences Division	11	7%
Campus and Collegiate Life Services**	16	5%
Shared Services***	62	9%
Student Services	8	9%
Other	86	12%
<b>Total</b>	<b>234</b>	<b>9%</b>
*of professional staff who disclosed their citizenship within each division.		
** new division		

## Workforce Profile on Age

TABLE 38 NUMBER (FTE) OF ALL STAFF BY AGE & ACADEMIC/PROFESSIONAL

	Academic		Professional		Total	
	FTE	%	FTE	%	FTE	%
< 25	24 (+10)*	1% (+1)*	295 (+7)	12% (+2)	318 (+66)	7% (+1)
26-35	322 (+74)	17% (+2)	445 (+68)	18% (+2)	767 (+19)	18% (+3)
36-45	501 (+39)	27% (0)	494 (-41)	20% (-2)	995 (-7)	23% (-1)
46-55	503 (+20)	27% (-2)	632 (-21)	25% (-1)	1135 (+3)	26% (-2)
56-65	409 (+24)	22% (0)	545 (+47)	22% (+1)	954 (+71)	22% (0)
66 and over	89 (-12)	5% (-1)	89 (-2)	4% (0)	176 (-15)	4% (0)
<b>Total</b>	<b>1847 (+152)</b>	<b>100%</b>	<b>2500 (+107)</b>	<b>100%</b>	<b>4347 (+259)</b>	<b>100%</b>

*\* change since 2015*

TABLE 39 AVERAGE AGE OF ACADEMIC STAFF (FTE) BY DIVISION & ACADEMIC DESIGNATION

	Research & Teaching	Research Only	Teaching Only	All Academics*
<b>Commerce</b>	50 (0)**	low n	42 (low n)	50 (0)
<b>Health Sciences</b>	52 (+2)	42 (+1)	45 (-1)	47 (+1)
<b>Humanities</b>	54 (+3)	46 (low n)	43 (-9)	51 (0)
<b>Sciences</b>	50 (+2)	41 (+2)	41 (-5)	46 (0)
<b>Other</b>	low n	low n	low n	52 (+4)
<b>Total</b>	52 (+2)	42 (+2)	43 (-5)	48 (+1)

*\*including Academic Leadership*  
*\*\*change since 2015*

TABLE 40 AVERAGE AGE OF PROFESSIONAL STAFF (FTE) BY PAY SCALE

	Average Age
<b>Pay Scale 1</b>	38 (-8)*
<b>Management</b>	49 (-1)
<b>Tutors &amp; Demonstrators</b>	28 (-1)
<b>Research Assistants</b>	32 (+1)
<b>Trades</b>	49 (-2)
<b>Residential Assistants</b>	21 (-1)
<b>University Union &amp; Domestic and Kitchen Staff</b>	27 (-8)
<b>All Professional Staff</b>	44 (0)

*\*change since 2015*

## Academic Promotions

The year refers to the effective day of the promotions – 1<sup>st</sup> of February 2019.

Figures in the following tables represent headcount (not FTE).

TABLE 41 NUMBER OF APPLICATIONS FOR ACADEMIC PROMOTION AND SUCCESS RATE BY GENDER & DIVISION (2019)

	Women			Men			Total		
	Applied	Approved	Approved %	Applied	Approved	Approved %	Applied	Approved	Approved %
Commerce	8	5	low n	9	5	low n	17	10	59%
Health Sciences	51	45	88%	35	23	66%	86	68	79%
Humanities	15	10	67%	20	15	75%	35	25	71%
Sciences	11	10	91%	22	16	73%	33	26	79%
Other	1	1	low n	1	1	low n	2	2	low n
<b>Total</b>	<b>86</b>	<b>71</b>	<b>83%</b>	<b>87</b>	<b>60</b>	<b>69%</b>	<b>173</b>	<b>131</b>	<b>76%</b>

*note: promotions to all positions; lesser promotions than sought and additional increments and progressions are considered declined*

TABLE 42 NUMBER OF APPLICATIONS FOR ACADEMIC PROMOTION AND SUCCESS RATE BY GENDER & DIVISION (2015-2019 COMBINED)

	Women			Men			Total		
	Applied	Approved	Approved %	Applied	Approved	Approved %	Applied	Approved	Approved %
Commerce	23	13	57%	38	26	68%	61	39	64%
Health Sciences	209	163	78%	182	129	71%	391	292	75%
Humanities	75	51	68%	86	69	80%	161	120	75%
Sciences	75	59	79%	102	78	76%	177	137	77%
Other	5	2	low n	4	3	low n	9	6	low n
<b>Total</b>	<b>387</b>	<b>288</b>	<b>74%</b>	<b>412</b>	<b>305</b>	<b>74%</b>	<b>799</b>	<b>593</b>	<b>74%</b>

*note: promotions to all positions; lesser promotions than sought and additional increments and progressions are considered declined*

TABLE 43 NUMBER OF APPLICATIONS FOR ACADEMIC PROMOTION AND SUCCESS RATE BY GENDER & TYPE OF PROMOTION (2019)

		Women			Men			Total		
		Applied*	Approved	Approved %	Applied*	Approved	Approved %	Applied*	Approved	Approved %
Research & Teaching	Lecturer to Senior Lecturer	14	13	low n	11	11	low n	25	24	96%
	To and within Senior Lecturer beyond the Bar (Non-Medical/Dental)	10	9	low n	20	12	low n	30	21	70%
	To Senior Lecturer beyond the Bar (Medical/Dental)	1	1	low n	0	0	low n	1	1	low n
	To Associate Professor/Clinical Associate Professor	26	21	81%	20	12	60%	46	43	72%
	To Professor/Clinical Professor	9	6	low n	17	11	low n	26	17	65%
Research	ARF to ARF above the bar	4	4	low n	0	0	low n	4	4	low n
	ARF beyond the bar to Research Fellow	0	0	low n	4	3	low n	4	3	low n
	Research Fellow to Senior Research Fellow (Non-Medical)	11	10	low n	7	6	low n	18	16	89%
	To Senior Research Fellow beyond the Bar (Non-Medical/Dental)	4	3	low n	2	1	low n	6	4	low n
	To Senior Research Fellow (Medical/Dental) beyond the bar	0	0	low n	0	0	low n	0	0	low n
	To Research Associate Professor	5	4	low n	3	2	low n	8	6	low n
	To Research Professor	0	0	low n	1	1	low n	1	1	low n
Teaching	To Teaching Fellow beyond the bar	1	1	low n	2	2	low n	3	3	low n
	Senior Teaching Fellow to beyond the 3rd step of the Lecturer Scale	0	0	low n	0	0	low n	0	0	low n
	To Teacher Education Fellow (range 2)	0	0	low n	0	0	low n	0	0	low n
<b>Total</b>		86	72	84%	87	60	69%	173	132	76%
<i>note: promotions to all positions; lesser promotions than sought and additional increments and progressions are considered declined</i>										

TABLE 44 NUMBER OF APPLICATIONS FOR ACADEMIC PROMOTION AND SUCCESS RATE BY GENDER & TYPE OF PROMOTION (2015 – 2019 COMBINED)

		Women			Men			Total		
		Applied*	Approved	Approved %	Applied*	Approved	Approved %	Applied*	Approved	Approved %
Research & Teaching	Additional increments within the Lecturer and Senior Lecturer scales	7	1	low n	15	8	50%	22	9	41%
	Lecturer to Senior Lecturer	57	47	82%	78	70	90%	135	117	87%
	To and within Senior Lecturer beyond the Bar (Non-Medical/Dental)	59	38	64%	58	37	64%	117	75	64%
	To Senior Lecturer beyond the Bar (Medical/Dental)	10	8	low n	10	8	low n	20	16	80%
	To Associate Professor/Clinical Associate Professor	98	71	72%	118	87	74%	216	168	78%
	To Professor/Clinical Professor	43	33	77%	61	44	72%	104	77	74%
Research	ARF to ARF above the bar	15	14	93%	3	3	low n	18	17	94%
	ARF beyond the bar to Research Fellow	9	7	low n	6	4	low n	15	11	73%
	Research Fellow to Senior Research Fellow (Non-Medical)	45	34	76%	22	17	77%	67	51	76%
	To Senior Research Fellow beyond the Bar (Non-Medical/Dental)	13	10	low n	6	3	low n	19	13	68%
	To Senior Research Fellow (Medical/Dental) beyond the bar	0	0	low n	1	1	low n	1	1	low n
	To Research Associate Professor	16	12	75%	10	5	low n	26	18	69%
	To Research Professor	3	3	low n	13	9	low n	16	12	75%
Teaching	To Teaching Fellow beyond the bar	7	7	low n	7	5	low n	14	13	low n
	Senior Teaching Fellow to beyond the 3rd step of the Lecturer Scale	3	3	low n	4	4	low n	7	7	low n
	To Teacher Education Fellow (range 2)	2	1	low n	0	0	low n	2	1	low n
<b>Total</b>		<b>387</b>	<b>289</b>	<b>75%</b>	<b>412</b>	<b>305</b>	<b>74%</b>	<b>799</b>	<b>594</b>	<b>74%</b>
<i>note: promotions to all positions; lesser promotions than sought and additional increments and progressions are considered declined</i>										

## Recruitment

### All Advertised Vacancies

“Headcount” refers to the number of candidates hired in 2019.

“%” refers to a success rate/percentage of candidates hired in 2019.

TABLE 45 NUMBER OF HIRED CANDIDATES – ALL ADVERTISED VACANCIES

	2019		2015-2019 combined	
	headcount	% *	headcount	%
<b>All Vacancies</b>	998	6.2%	4277	6.1%
<i>*% of hired applicants for all vacancies</i>				

TABLE 46 NUMBER OF HIRED CANDIDATES BY GENDER – ALL ADVERTISED VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>Women</b>	668	8.1%	2827	7.8%
<b>Men</b>	319	4.1%	1430	4.1%
<i>*% of hired female/male applicants for all vacancies</i>				

TABLE 47 NUMBER OF HIRED CANDIDATES BY ETHNICITY – ALL ADVERTISED VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>Māori</b>	38	11.2%	241	8.7%
<b>Pacific Island</b>	27	6.4%	92	5.3%
<i>*% of hired Māori/PI applicants for all vacancies</i>				

TABLE 48 NUMBER OF HIRED CANDIDATES BY AGE – ALL ADVERTISED VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>16-25</b>	130	5.2%	577	4.9%
<b>26-35</b>	264	4.6%	1187	4.7%
<b>36-45</b>	249	6%	1074	5.9%
<b>46-55</b>	158	6.5%	773	6.9%
<b>56-65</b>	100	10.1%	379	8.3%
<b>over 65</b>	87	50.8%	274	32.5%
<i>*% off hired applicants in each age category</i>				

## Recruitment - All Advertised Academic Vacancies

“Headcount” refers to the number of candidates hired in 2019.

“%” refers to a success rate/percentage of candidates hired in 2019.

TABLE 49 NUMBER OF HIRED CANDIDATES – ALL ADVERTISED ACADEMIC VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>All Vacancies</b>	300	6.4%	1371	6.9%
<i>*% of hired applicants for all academic vacancies</i>				

TABLE 50 NUMBER OF HIRED CANDIDATES BY GENDER – ALL ADVERTISED ACADEMIC VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>Women</b>	193	9.3%	845	10.5%
<b>Men</b>	106	4.0%	525	4.4%
<i>*% of hired female/male applicants for all academic vacancies</i>				

TABLE 51 NUMBER OF HIRED CANDIDATES BY ETHNICITY – ALL ADVERTISED ACADEMIC VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>Māori</b>	14	25.9%	69	17.1%
<b>Pacific Island</b>	7	13.7%	25	1.8%
<i>*% of hired Māori/PI applicants for all academic vacancies</i>				

TABLE 52 NUMBER OF HIRED CANDIDATES BY AGE – ALL ADVERTISED ACADEMIC VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>16-25</b>	11	4.9%	82	8.3%
<b>26-35</b>	112	5.5%	502	5.8%
<b>36-45</b>	101	6.7%	441	6.7%
<b>46-55</b>	38	5.7%	218	8.0%
<b>56-65</b>	24	11.5%	93	10.7%
<b>over 65</b>	14	32.6%	35	21.3%
<i>*% of hired applicants for academic vacancies in each age category</i>				



## Recruitment – Research & Teaching Academic Advertised Vacancies

“Headcount” refers to the number of candidates hired in 2019.

“%” refers to a success rate/percentage of candidates hired in 2019.

TABLE 53 NUMBER OF HIRED CANDIDATES – RESEARCH & TEACHING ADVERTISED VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>All Vacancies</b>	64	3.2%	246	2.9%
<i>*% of hired applicants for R&amp;T academic vacancies</i>				

TABLE 54 NUMBER OF HIRED CANDIDATES BY GENDER – RESEARCH & TEACHING ADVERTISED VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>Women</b>	38	5.4%	138	5.4%
<b>Men</b>	25	2.0%	107	1.8%
<i>*% of hired female/male applicants for R&amp;T vacancies</i>				

TABLE 55 NUMBER OF HIRED CANDIDATES BY ETHNICITY – RESEARCH & TEACHING ADVERTISED VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>Māori</b>	5	low n	12	8.2%
<b>Pacific Island</b>	2	low n	4	7.7%
<i>*% of hired Māori/PI applicants for R&amp;T vacancies</i>				

## Recruitment – Research Only Academic Advertised Vacancies

TABLE 56 NUMBER OF HIRED CANDIDATES – RESEARCH ONLY ADVERTISED VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>All Vacancies</b>	98	5.8%	526	6.7%
<i>*% of hired applicants for research only academic vacancies</i>				

TABLE 57 NUMBER OF HIRED CANDIDATES BY GENDER – RESEARCH ONLY ADVERTISED VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>Women</b>	64	7.3%	327	9.1%
<b>Men</b>	34	4.1%	199	4.7%
<i>*% of hired female/male applicants for research only vacancies</i>				

TABLE 58 NUMBER OF HIRED CANDIDATES BY ETHNICITY – RESEARCH ONLY ADVERTISED VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>Māori</b>	1	low n	20	13.0%
<b>Pacific Island</b>	0	low n	5	9.8%
<i>*% of hired Māori/PI applicants for research only vacancies</i>				

## Recruitment –Teaching Only Academic Advertised Vacancies

“Headcount” refers to the number of candidates hired in 2019.

“%” refers to a success rate/percentage of candidates hired in 2019.

TABLE 59 NUMBER OF HIRED CANDIDATES – TEACHING ONLY ADVERTISED VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>All Vacancies</b>	101	12.3%	460	17.2%
<i>*% of hired applicants for teaching only academic vacancies</i>				

TABLE 60 NUMBER OF HIRED CANDIDATES BY GENDER – TEACHING ONLY ADVERTISED VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>Women</b>	68	17.6%	304	22.5%
<b>Men</b>	33	7.6%	156	11.8%
<i>*% of hired female/male applicants for teaching only vacancies</i>				

TABLE 61 NUMBER OF HIRED CANDIDATES BY ETHNICITY – TEACHING ONLY ADVERTISED VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>Māori</b>	5	31.25%	26	28.2%
<b>Pacific Island</b>	4	low n	10	21.7%
<i>*% of hired Māori/PI applicants for teaching only vacancies</i>				

## Recruitment – All Advertised Professional Vacancies

“Headcount” refers to the number of candidates hired in 2019.

“%” refers to a success rate/percentage of candidates hired in 2019.

TABLE 62 NUMBER OF HIRED CANDIDATES – ALL ADVERTISED PROFESSIONAL VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>All Vacancies</b>	688	6.1%	2893	5.5%
<i>*% of hired applicants for professional vacancies</i>				

TABLE 63 NUMBER OF HIRED CANDIDATES BY GENDER – ALL ADVERTISED PROFESSIONAL VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>Women</b>	475	8.4%	1982	6.8%
<b>Men</b>	213	4.3%	905	4.0%
<i>*% of hired female/male applicants for professional vacancies</i>				

TABLE 64 NUMBER OF HIRED CANDIDATES BY ETHNICITY – ALL ADVERTISED PROFESSIONAL VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>Māori</b>	24	8.9%	172	7.4%
<b>Pacific Island</b>	20	5.4%	72	4.6%
<i>*% of hired female/male applicants for professional vacancies</i>				

TABLE 65 NUMBER OF HIRED CANDIDATES BY AGE – ALL ADVERTISED PROFESSIONAL VACANCIES

	2019		2015-2019 combined	
	headcount	%*	headcount	%
<b>16-25</b>	119	5.3%	497	4.5%
<b>26-35</b>	152	4.0%	685	4.1%
<b>36-45</b>	148	5.7%	633	5.5%
<b>46-55</b>	120	6.7%	555	6.6%
<b>56-65</b>	76	9.8%	286	7.7%
<b>over 65</b>	73	5.7%	239	35.4%
<i>*% of hired applicants for professional vacancies in each age category</i>				