

Improving the Participation of Women in the Philosophy Profession

Report B: Appointments by Gender in Philosophy Programs in Australian Universities

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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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Table of Contents

B.1. APPOINTMENTS IN PHILOSOPHY PROGRAMS IN AUSTRALIAN UNIVERSITIES 2005 & 2006	4
REPORT SUMMARY	4
1. CONTINUING POSITIONS	5
I) APPOINTMENTS TO CONTINUING POSITIONS IN 2005	5
A) APPOINTMENT INFORMATION	5
B) APPLICANT POOL	5
II) APPOINTMENTS TO CONTINUING POSITIONS IN 2006	5
A) APPOINTMENT INFORMATION	5
B) APPLICANT POOL	6
III) APPOINTMENTS TO CONTINUING POSITIONS 2005 AND 2006 COMBINED	6
A) APPOINTMENT INFORMATION	6
B) APPLICANT POOL	6
2. CONTRACT (FIXED) POSITIONS	7
I) APPOINTMENTS TO CONTRACT POSITIONS IN 2005	7
A) APPOINTMENT INFORMATION	7
B) APPLICANT POOL	8
II) APPOINTMENTS TO CONTRACT POSITIONS IN 2006	8
A) APPOINTMENT INFORMATION	8
B) APPLICANT POOL	9
III) APPOINTMENTS TO CONTRACT POSITIONS 2005 AND 2006 COMBINED	9
A) APPOINTMENT INFORMATION	9
3. COMPARISON WITH AAP APPOINTMENTS MONITORS' REPORTS	11
I) AAP APPOINTMENTS MONITORS' REPORTS 1989-1998	11
A) APPOINTMENT INFORMATION	11
B) APPLICANT POOL	11
II) COMPARISON	11
APPENDIX B1.I) REQUEST FOR INFORMATION ON APPOINTMENTS IN PHILOSOPHY PROGRAMS 2005 & 2006	14

B.1. Appointments in Philosophy Programs in Australian Universities 2005 & 2006

Report Summary

This report presents an analysis of appointments in Australian philosophy programs by gender.

The report looks at appointments made in philosophy programs in 2005 and 2006 by type of appointment – continuing or contract (fixed term), nature of appointment – T&R or R), level of appointment and gender of appointed applicant. Information was also requested on the gender break down of short lists and applicant pools in their entirety.

The report shows that in the two year period of 2005-6 women accounted for: 31% of Continuing T&R appointments (4/13); no Continuing RO appointments (0/2); 38% of Contract T&R appointments (13/34) and 31% of Contract RO appointments (13/42). Overall, women accounted for 33% (30/91) of all appointments in 2005-6, 36% (17/47) of all T&R appointments and 30% (13/44) of all RO appointments. The Report found that the percentage of women appointed to T&R contracts is higher when measured as a percentage of the FTE value of the contracts, than when measured as a percentage of the number of individuals appointed – 43% of FTE positions and 38% respectively of people appointed. This indicates that an effect of casualisation of philosophy teaching has left women performing a substantial proportion of fixed-term part-time work. The percentage of female appointments to RO contracts remains the same on these measures – 31% and 30% respectively.

The report shows that women comprised 33% of short lists (15/46) and 29% of the entire pool of applicants (61/213) for the Continuing T&R appointments in 2005-6. The report compares appointment data for 2005-6 with data collected by the AAP Appointments Monitors between 1989-1999. It shows a slight increase in the number of positions filled by women – from 29% in 1989-1991 to 33% in 2005-6. It shows that the number of continuing positions filled by women has stayed about the same – 28% in 1989-1991 and 27% in 2005-6. In regards to applicant pools, it shows an increase in the number of women comprising applicant pools from 18% to 29%. It should be remembered, however, that the total number of continuing positions filled in 2005-2006 was only 15.

1. Continuing positions

Heads of all philosophy programs in Australasia were asked to provide information on Continuing appointments made in their programs in 2005 and 2006. Information was requested on the nature of the appointment – T&R or RO, the level of the appointment (Level A-E) and the gender of the recipient. Information was received from almost all Institutions that offer a philosophy program, with varying levels of detail. For more information see Appendix B1.i) Request for Information on Appointments in Philosophy Programs 2005 & 2006

i) Appointments to Continuing Positions in 2005

a) Appointment information

6 appointments to continuing positions were made in 2005; of these 2 or 33% were filled by women. All positions were T&R and Full Time; 2 were at level A and 4 at level B.

- At Level A women were appointed to 1 position (of 2) – 50%.
- At Level B women were appointed to 1 position (of 4) – 25%.¹

b) Applicant pool

Information received regarding applicant pools was incomplete, so the following information is at best indicative, rather than conclusive. Based on the information received, women comprised 33% of the short listed applicant pool and 31% of the entire applicant pool for the Continuing T&R Appointments in 2005.

- At Level A women comprised 33% and 38% respectively.
- At Level B women comprise 33% and 29% respectively.

ii) Appointments to Continuing Positions in 2006

a) Appointment information

9 appointments to continuing positions were made in 2006; of these 2 or 22% were filled by women. Of these 9 appointments: 7 were T&R and 2 were RO.

6 of the 7 T&R positions were Full Time. 6 positions were advertised at Level B and 1 at Level E. Women were appointed to 2 or 29% all T&R positions. Both appointments were at Level B.

- At Level B women were appointed to 2 positions (of 6) – 33%.
- At Level E women were appointed to 0 positions (of 1) – 0%.

The 2 RO positions were both at Level B. Women were not appointed to either of these positions – 0%.

¹ Note, in one of these cases, a woman was top ranked, but did not take up the appointment. If this is factored in, women were offered 2 or 50% of the continuing positions at Level B.

b) Applicant pool

Women comprised 24% of the short listed candidates for the Continuing T&R² Appointments in 2006.

- At Level B T&R women comprised 32% of the short list and 27% of the whole pool.³

iii) Appointments to Continuing Positions 2005 and 2006 combined

a) Appointment information

15 Appointments to Continuing Positions (T&R and RO) were made in 2005 and 2006, of these 4 or 18% were filled by women.

13 Appointments to Continuing T&R positions were made in 2005 and 2006, of which women filled 4 or 23%. Of these 13 Appointments, 2 were made at Level A, 10 at Level B and 1 at Level E.

- At Level A women were appointed to 1 position (of 2) – 50%.
- At Level B women were appointed to 3 positions (of 10) – 30%.
- At Level E women were appointed to 0 positions (of 1) – 0%.

Level	2005		2006		TOTAL		TOTAL	%female
	M	F	M	F	M	F		
A	1	1	0	0	1	1	2	50%
B	3	1	4	2	7	3	10	30%
C	0	0	0	0	0	0	0	0
D	0	0	0	0	0	0	0	0
E	0	0	1	0	1	0	1	0%
TOTAL					9	4	13	31%

Table B1.i) Appointments to Continuing T&R Positions 2005 & 2006 by gender

2 Appointments to continuing RO positions were made in 2005 and 2006. Both were made at Level B, women were not appointed to either of these positions.

Level	2005		2006		TOTAL		TOTAL	% female
	M	F	M	F	M	F		
B	0	0	2	0	2	0	2	0%

Table B1.ii) Appointments to Continuing RO positions 2005 & 2006 by gender

b) Applicant pool

² No applicant information for the 2 RO positions was supplied/available.

³ One position was a gender/women's studies position. Taking this position out of the calculations, the numbers are 21 % (short listed) and 19% (total applicant pool) respectively. These figures are based on the applicant information received, which does not include applicant pools or short listed applicants for some positions.

For the continuing T&R Appointments in 2005 and 2006, women comprised 33% of short-lists (15/46) and 29% of the entire pool of applicants (61/213).

- At Level A women comprised 33% of the short list and 38% of the entire pool.
- At Level B women comprised 33% of the short list and 28% of the entire pool.
- At Level E there was one appointment for which no women were short-listed. Information on the entire pool of applicants was unavailable.

Level	short list	M	F	% female	pool	M	F	%female
A	6	4	2	33%	24	15	9	38%
B	40	27	13	33%	189	133	52	28%
E								
TOTAL	46	31	15	33%	213	148	61	29%

Table B1 .iii) Applicant Pools for Continuing T&R positions 2005 & 2006 by gender

2. Contract (fixed) positions

i) Appointments to Contract positions in 2005

a) Appointment information

21 Fractional Fixed Term (FFT) contracts were made in 2005, of which women filled 8 or 38%. These contracts were for various fractional amounts of a full time load and various periods (6 months to 5 years). As FTE, the contracts equated to 16.93 FTE, of which women comprised 7.2 FTE or 43%.

Of the 21 contracts, 11 were T&R appointments and 10 RO.

Of the T&R contracts women filled 5 or 45% of appointments; as FTE women comprised 4.2 (of 7.93) FTE or 53%.

Of the 11 T&R contracts, 7 were made at Level A and 4 at Level B.

- At level A the contract lengths were between 6 months and 1 year. Women filled 3 or 43% of the contracts; as FTE 2.2 (of 5.2) or 42%.
- At Level B the contract lengths were between 6 months and 3 years. Women filled 2 or 50% of the contracts; as FTE 2 (of 2.73) or 73%.

Of the RO contracts women filled 3 or 30% of the appointments; as FTE women comprised 3 (of 9.0) or 33%.

Of the 10 RO contracts, 1 was an RA position (at HO6), 4 were Level A, 4 Level B and 1 Level C.

- At Level HO6, the contract length was for 6 months. Women filled 1 or 100% of the contract, as FTE the contract amounted to 1 FTE.
- At Level A the contract lengths were for between 6 months and 3 years, women filled 0 or 0% of these contracts; as FTE the contracts amounted to 3.5 FTE.

- At Level B the contract lengths were for between 4 months and 5 years, women filled 1 or 25% of these contracts; as FTE 1 (of 3.5) or 29%.
- At Level C the contract length was for 5 years. Women filled 1 or 100% of the contracts, as FTE the contract amounted 1 FTE.

Note: Of the longer contracts, that is, equal to or greater than 5 years, women filled 1 of the 3-year contracts and 1 of the 5-year contracts.

b) Applicant pool

There was insufficient information supplied on the pool of applicants for contract appointments to make any claims over and above the specific position for which information was available. Information was supplied for 4 positions, from which women comprised 30 % of both the short list and entire applicants pools.⁴

Information on applicant pools and short lists for the RO appointments was unavailable.

ii) Appointments to Contract positions in 2006

a) Appointment information

55 fixed term FFT contracts were made in 2006, of which women filled 18 or 33%. These contracts were for various fractional amounts and various periods (6 months to 5 years). As FTE, the contracts equated to 43.6 FTE, of which women comprised 14.4 FTE or 33%.

Of the 49 contracts, 23 were T&R appointments and 32 RO.

Of the T&R contracts women filled 8 of the 23 positions or 35%; as FTE women comprised 6.5 (of 16.7) FTE or 39%.

Of the T&R contracts, 14 were made at Level A, 8 at Level B and 1 at Level C.

- At Level A the contract lengths were between 2 months and 1 year. Women were appointed to 3 or 21% of the contracts; as FTE 2.2 (of 9.3) or 24%.
- At Level B the contract lengths were between 5 months and 5 years. Women were appointed to 4 or 50% of the contracts; as FTE 3.3 (of 6.4) or 52%.
- The Level C contract was for 1 year (1 FTE). Women were appointed to 100% of the contracts.

Of the RO contracts women filled 10 of the 32 positions or 31%; as FTE the RO positions amounted to 26.92, of which women filled 7.92 or 29%.

Of the RO contracts, 1 was offered at HO6, 18 at Level A, 4 at Level B, 4 at Level C, 1 at Level D and 4 at Level E. Contract lengths varied from 6 months to 5 years.

- At level HO6, the contract length was 6 months. Women filled 1 or 100% of the position, as FTE the contract amounted to 0.22 FTE.
- At level A the contract lengths were between 6 months and 3 years. Women filled 8 or 44% of the positions; as FTE 7.2 (of 16.7) or 43%.

⁴ Note, 2 positions were filled from the same applicant pool.

- At Level B the contract lengths were between 7 months and 2 years. Women filled 0 or 0% of these positions; as FTE the contracts amounted 3 FTE.
- At Level C the contracts lengths were between 2 and 3 years. Women filled 0 or 0% of these positions; as FTE the contracts amounted 3.1 FTE.
- At Level D the contract was for 4 years. Women filled 0 or 0% of these positions; as FTE the contracts amounted 1 FTE.
- At Level E the contract lengths were for 5 years (each). Women filled 1 or 25% of these positions; as FTE 0.5 (of 2.5) or 20%.

b) Applicant pool

Information on the gender distribution of the total applicant pool was supplied for one T&R position. For this position women comprised 30% of the short list, and 21% of the whole applicant pool. Information on applicant pools and short lists for the RO appointments was unavailable.

Anecdotal data supplied for some RO appointments was that women comprised 30% of short-lists.

iii) Appointments to Contract positions 2005 and 2006 combined

a) Appointment information

76 Fixed Term FFT contracts (T&R and RO) were made in 2005 and 2006. Women filled 26 or 34% of these contracts.

34 T&R contracts were made, of which women filled 13 or 38%; as FTE 10.7 (24.63) or 43%.

21 appointments were made at Level A, 12 at Level B and 1 at Level C.

- At Level A women filled 6 or 29% of the positions; as FTE 4.4 (of 14.5) or 30%.
- At Level B women filled 6 or 50% of the positions; as FTE 5.3 (of 9.1) or 58%.
- At Level C women filled 1 or 100% of the positions; as FTE 1 (of 1) or 100%.

Women comprised 38% of the total number of appointments to T&R contracts and 43% of the FTE of the combined contracts

See Table B1.iv) Appointments to T&R Contracts (as bodies) 2005 & 2006 by gender and Table B1.v) Appointments to T&R Contracts (as FTE) 2005 & 2006 by gender.

Level	2005		2006		TOTAL		TOTAL	%female
	M	F	M	F	M	F		
A	4	3	11	3	15	6	21	29%
B	2	2	4	4	6	6	12	50%
C	0	0	0	1	0	1	1	100%
D	0	0	0	0	0	0	0	n/a
E	0	0	0	0	0	0	0	n/a
TOTAL					21	13	34	38%

Table B1.iv) Appointments to T&R Contracts (as bodies) 2005 & 2006 by gender

Level	2005		2006		TOTAL		TOTAL	%female
	M	F	M	F	M	F		
A	3	2.2	7.1	2.2	10.1	4.4	14.5	30%
B	0.73	2	3.1	3.3	3.83	5.3	9.13	58%
C	0	0	0	1	0	1	1	100%
D	0	0	0	0	0	0	0	n/a
E	0	0	0	0	0	0	0	n/a
TOTAL					13.93	10.7	24.63	43%

Table B1.v) Appointments to T&R Contracts (as FTE) 2005 & 2006 by gender

42 RO contracts were made, of which women filled 13 contracts or 31%; as FTE 10.9 (36) or 30%. 2 appointments were made at HO6, 22 at Level A, 8 at Level B, 5 at Level C, 1 at Level D and 4 at Level E.

- At Level HO6 women filled 2 or 100% of the contracts, as FTE 1.22 (of 1.22) or 100%.
- At Level A women filled 8 or 36% of the contracts; as FTE 7.2 (of 20.2) or 36%.
- At Level B women filled 1 or 13% of the contracts; as FTE 1 (of 7) or 14%.
- At Level C women filled 1 or 20% of the contracts; as FTE 1 (of 4.1) or 24%.
- At Level D women filled 0 or 0% of the contracts, as FTE 0 (of 1) or 0%.
- At Level E women filled 1 or 25% of the contracts; as FTE 0.5 (of 2.5) or 20%.

The percentage female appointments to RO contracts measured in terms of numbers of appointments is 31% and in terms of FTE is 30%.

See Table B1.vi) Appointments to RO Contracts (as bodies) 2005 & 2006 by gender and Table B1.vii) Appointments to RO Contracts (as FTE) 2005 & 2006 by gender.

Level	2005		2006		TOTAL		TOTAL	%female
	M	F	M	F	M	F		
HO6	0	1	0	1	0	2	2	100%
A	4	0	10	8	14	8	22	36%
B	3	1	4	0	7	1	8	13%
C	0	1	4	0	4	1	5	20%
D	0	0	1	0	1	0	1	0%
E	0	0	3	1	3	1	4	25%
TOTAL					29	13	42	31%

Table B1.vi) Appointments to RO Contracts (as bodies) 2005 & 2006 by gender

Level	2005		2006		TOTAL		TOTAL	%female
	M	F	M	F	M	F		
HO6	0	1	0	0.2	0	1.2	1.2	100%
A	3.5	0	9.5	7.2	13	7.2	20.2	36%
B	2.5	1	3.4	0	5.9	1	6.9	14%
C	0	1	3.1	0	3.1	1	4.1	24%
D	0	0	1	0	1	0	1	0%
E	0	0	2	0.5	2	0.5	2.5	20%
TOTAL					25	10.9	35.9	30%

Table B1.vii) Appointments to RO Contracts (as FTE) 2005 & 2006 by gender

3. Comparison with AAP Appointments Monitors' Reports

i) AAP Appointments Monitors' Reports 1989-1998

For the years 1988-2001 an Appointments Monitor was on AAP Council. In accordance with the decision taken at the AAP AGM 27th August 1982, information on appointments in philosophy was collected in regard to policies on Australasianization and women.

a) Appointment information

The data shows that the percentage of positions (continuing and contract) filled by women between the years 1989-1998 varies between 12% and the 50%.⁵ These reports show that on average, for the 10-year period between 1989-1999, women filled 29% of all appointments, including continuing and short-term contracts, at various levels.

Figures are provided for continuing positions for the following years: 1989-1990 – 50% (2/4); 1990-1991 – 21% (3/14); 1998-1999 – 6% & 2000-2001 – 14%.

b) Applicant Pool

In the years 1989-2000 women represent 11-27% of the applicant pool. On average for the 10 year period between 1989-1999 the figures is 21%. There is insufficient data on short lists to make any generalisations.

ii) Comparison

Comparison of the information reported by the AAP Appointments Monitors, 1989-1991, with information on Appointments, 2005-6 (reported in the previous sections B.1.1 & B.1.2) shows a marginal increase in the percentage of female appointments to

⁵ The data collection is not systematic amongst Monitors. It's worth noting that almost yearly the Appointments Monitor notes the difficulty in obtaining information about the applicant pool, both the short list and the entire pool. It is often noted also that an investigation in this area would be useful.

all positions (continuing and contract).⁶ In 1989-91 women comprised 29% of all appointments to positions (14 of 49); in 2005-6, 33% (30 of 91). See Table B1.viii) Appointments & Applications pools in 1989-91 & 2005-6 by length of appointment and gender.

A comparison of the length of appointments in these two periods shows that women filled almost the same percentage of continuing positions in 1989-91 as in 2005-6 – 28% and 27% respectively. In 1989-99, women filled a lower percentage of appointments to positions of 3-5 years than in 2005-6 – 26% and 38%, but a higher percentage of appointments to positions of less than 12 months – 44% and 35%. Interestingly the numbers of appointments to positions for 3-5 years and continuing positions are roughly equivalent in 1989-9 and 2005-6. However a much higher number of short term (less than 12 month) positions were filled in 2005-6, than in 1989-91.

A comparison of the gender compositions of application pools in these periods shows that women comprised a much greater percentage of applications pools in 2005-6 than in 1989-91 – 29% and 14% respectively.⁷

In 1989-1991:⁸

- women filled 44% (4 of 9) of positions of less than 12 months and comprised 43% of the applicant pools (19 of 44).
- women filled 26 % (5 of 19) of positions of 3 –5 years and comprised 27% of the applicant pools (66 of 242).
- women filled 28% (5 of 18) of tenurable positions and comprised 14% of the applicant pools (89 of 633).
- 3 chairs were advertised in this period to which no women were appointed. Information on the applicant pools and short-lists is unavailable.

And in 2005-6:

- women filled 35% (17 of 49) of the positions of less than 12 months; information on applicant pools is unavailable.
- women filled 38% (6 of 16) of positions of 3 – 5 years; information on applicant pools is unavailable.
- women filled 27% (4 of 15) of continuing positions and comprised 33% of short lists for T&R positions (15 of 46) and 29% of the applicant pool (61 of 213).
- 1 chair was advertised in this period to which no women were appointed. No women were short-listed. Information on the total applicant pool information is unavailable.

See Table B1.viii) Appointments & Applications pools in 1989-91 & 2005-6 by length of appointment and gender

⁶ Any evaluation of such comparisons must take into account that numbers of appointments offered in any year is variable. I have selected 1989-91 from the Appointments Monitors' Reports as these were the most detailed and closest in categories to the 2005-6 Appointments information collection. The Appointments Monitor's Report does not distinguish between T&R and RO appointments.

⁷ Unfortunately no comparative information is available on short-lists.

⁸ A two-year period, using the financial year system, July 1989-June 1991.

	> 12 mths	% F	3-5 yrs	% F	continuing	%F	Total	%F
	F		F		F		F	
1989-91								
Appointments	4 of 9	44	5 of 19	28	5 of 18	28	14 of 49	29
Short-list								
Applicant pool	19 of 44	43	66 of 242	27	89 of 663	14	174 of 949	18
2005-06								
Appointments	17 of 49	35	6 of 16	38	4 of 15	27	30 of 91	33
Short-list		~30				33		
Applicant pool						29		

Table B1.viii) Appointments & Applications pools in 1989-91 & 2005-6 by length of appointment and gender

Appendix B1.i) Request for Information on Appointments in Philosophy Programs 2005 & 2006

The request:

The following request was sent to Heads of Australasian philosophy programs via the AAP's 'heads' email list:

Were any appointments made in your department/program etc in 2005 and 2006? (If NO please send a response to this effect)

If YES please provide the following information for each appointment:

- i) Was the position (Undergraduate) Teaching and Research or Research Only?
- ii) What level was the appointment? A, B, C, D, or E?
- iii) Was the basis of employment? Full time continuing, fractional continuing or contract?

If fractional continuing please give the proportion full time equivalent. If contract, please state whether the position is full time or fractional (please give the proportion full time equivalent), and for how many years.

- iv) What was the gender of the candidate who accepted the appointment?

If your top ranked applicant did not accept the appointment, please state the gender of the top-ranked candidate.

- v) How many applicants were short listed for the position and what was the number of short listed male and female applicants respectively?

- vi) If you are able to provide the following information: How many applied for the position and what was the number of male and female applicants in this total pool respectively?

Respondents:

Responses were received 22 philosophy programs, including: Australian Catholic University; University of Adelaide; Australian National University RSSH; Bond University; Centre for Applied Philosophy and Public Ethics; Deakin University; Flinders University; La Trobe University; Macquarie University; University of Melbourne; University of Melbourne HPS; Monash University; Monash University Centre for 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; Wollongong University. Responses were not received from: Australian National University Faculties, CSU, and Newcastle and University of Western Australia.