

# 2023 UniSQ Gender Pay Gap



University of  
**Southern  
Queensland**

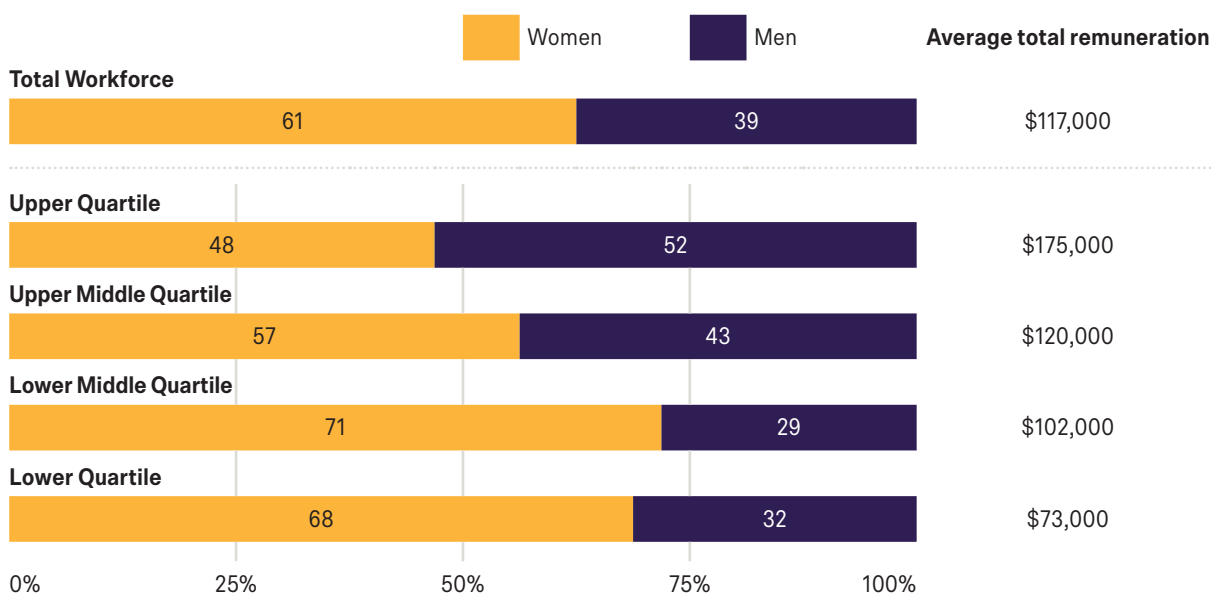
## At a glance

The table below shows UniSQ's overall median gender pay gap as at the 30 March 2023.

Pay Gaps	UniSQ 2022-2023
Median total remuneration gap	12.8%
Median base salary gap	7.0%

UniSQ's proportion of women in the workforce sits at 61%. Women at UniSQ are disproportionately represented in the lower and lower-middle quartiles of total remuneration, with between 68-71% of that workforce being female. These results are not dissimilar to the sector, however UniSQ identifies under-representation of women in key senior managerial roles as a contributing factor to our pay gap that we are actively working to address.

## Gender composition by pay quartile



Note: Part-time/casuals/ part-year employees are annualised to full-time equivalent for average total remuneration and does not include voluntary salary data submitted for CEO, Head of Business(es). Overseas Managers and casual managers. The average total remuneration is rounded to the nearest \$1,000.

## Trends and impact over time

UniSQ has invested in strategies to increase female representation, particularly at senior levels, and to increase gender pay parity, with positive results.

Year	% of women in senior roles	% of academic women at Level D and E	% of professional women at Level 9 and 10	Gender pay gap
2017	32.3%	30.6%	53.8%	14.3%
2023	40.3%	39.9%	61.0%	12.8%



## Addressing the Gap

The following actions are being implemented to directly address the findings and key drivers of UniSQ's gender pay gap.

### Gender Equity Priorities and Actions

#### 1. Recruitment

Like most organisations, UniSQ has identified a need to apply a range of special measures in recruitment to increase representation of women at senior levels and in under-represented areas. Whilst improvements have been made, women remain over-represented in professional, non-managerial staff appointments, while at the same time, over the last four years the proportion of men being appointed into academic, and particularly senior roles, has increased. In 2023, men made up 68% of senior hires. We will continue to develop our efforts to attract high performing talented women to pursue and develop their careers at UniSQ, with our new Enterprise Agreement providing further opportunities to offer flexible work and other benefits.

#### 2. Leadership Pipeline Development

We are committed to identifying and building our female leadership pipeline through the workforce planning process. With data showing a persisting gap between men and women in our senior ranks, we are focussing on the development of high performing women in senior leadership roles through succession planning and a 'grow your own' approach.

#### 3. Academic Leadership Development

To build our pipeline of academic female leaders, we have invested in a new focus on academic Level A and B women in early career stages, to complement the success of our longer-term targeted investment in advancement of senior women at Levels C and D. These successful programs actively support Women in STEMM, and First Nations Female Academics, and contributed to our 10% uplift in the representation of women at Associate Professor and Professor level over the last seven years.

#### 4. Managerial remuneration review

Each year, we conduct a comprehensive gender pay equity gap analysis as part of the senior remuneration review cycle to identify potential inequities or anomalies and implement specific actions to address gaps where identified. Decreasing our managerial pay gap through targeted interventions support actions designed to increase our representation of women in the most senior ranks.



## 5. Women in STEMM Actions

We will continue the current program of work which is improving outcomes in the areas of:

- On-boarding
- Recruitment
- Early career research financial support
- Parental leave experience
- Remaining research active
- Maintaining continuous service
- Paid superannuation while on unpaid parental leave
- Specific support for grant writing, funding and contract management and others

While the program of works was designed to deliver outcomes for Women in STEMM, the systemic changes were implemented for all women and have improved family friendly work arrangements.

## 6. Policy and procedure review

Along with the introduction of our new Enterprise Agreement, we are undertaking a proactive review of all employee-related policies and procedures to identify unintended or systemic barriers to equal participation in all aspects of work at UniSQ, along with ensuring that policies and procedures address the positive duty obligations on the University as an employer to actively prevent gender-based, sex-based and sexual harassment and discrimination, and create a safe working environment.

Several improvements in flexibility, parental leave, paid parental leave, superannuation, and service recognition have been achieved within the recently approved 2023 -2026 Enterprise Agreement.

## Future Steps

### 7. Data Analysis and Consultation

We will take a 'deep dive' into our data to seek to understand the reason for 'clusters' of women at certain professional and academic levels, and in part-time and casual roles.



## Empowering Female Academics: A Case Study

### Program Overview

The Senior Women's Academic Development Program (SWADP) has been running at the University since 2019.

The program is open to:

- women at Level D in any discipline, and offers increased support for diverse cohorts,
- women at Levels C and D in STEMM disciplines, and
- women any academic level who identify as Aboriginal and/or Torres Strait Islander.

### Implementation

The program is based on individualised needs, with a co-designed approach for each participant. The individualised program may include coaching sessions, skill development workshops, senior mentorship, or strategic research support.

### Impact

The overall academic promotion success rate for women in 2023 was 87%, with a success rate of 100% for Levels D and E women. The success of interventions that UniSQ has focussed on for progressing women into the senior ranks has been evident in the 2023 round. It is noted that seven (58%) of the successful women at Level D and E (in 2023) had been a past or current participant in the UniSQ Senior Academic Women's Development Program.

Following the success of the SWADP, the University implemented an Early Career Women's Academic program in 2023. All participants in the Early Career program were successful in their academic promotion rounds.



"The University of Southern Queensland is committed to providing a fair and inclusive workplace and place of learning. Gender Equity, achieved through equal opportunity, equal pay and flexible working provides the foundation for our University to attract and retain a contemporary, innovative and diverse workforce."

**Professor Geraldine Mackenzie**

Vice-Chancellor, University of Southern Queensland