BACKGROUND PAPER 2: EDITH COWAN UNIVERSITY'S STEM/ STEMM PROFILE

ECU has achieved improvement in the proportions of women at senior levels in its staff profile, both academic and professional, over the last ten years. Although it varies slightly from one year to the next, it currently exceeds sector averages for the representation of women at senior levels.

The definition of the staff and student populations within STEM materially changes the gender representation profile. Inclusion of Health Sciences and Clinical/ Medical (STEMM) brings in the schools of Exercise Sports Science, Medical Sciences and Nursing and Midwifery to the analysis. This profile looks much better from a gender representation and distribution perspective and is reflective of ECU's overall profile. Defining the STEM group more narrowly (STEM) shows that ECU has a significant reduction in the representation of women at the higher levels of the classification structure. This is particularly evident in the data profiles of researchers submitted under the Excellence In Research Australia (ERA) accreditation and rating framework.

This will ultimately mean that below Institutional level, some schools will have more challenging issues to address under the Athena SWAN's Charter's requirements for accreditation than others.
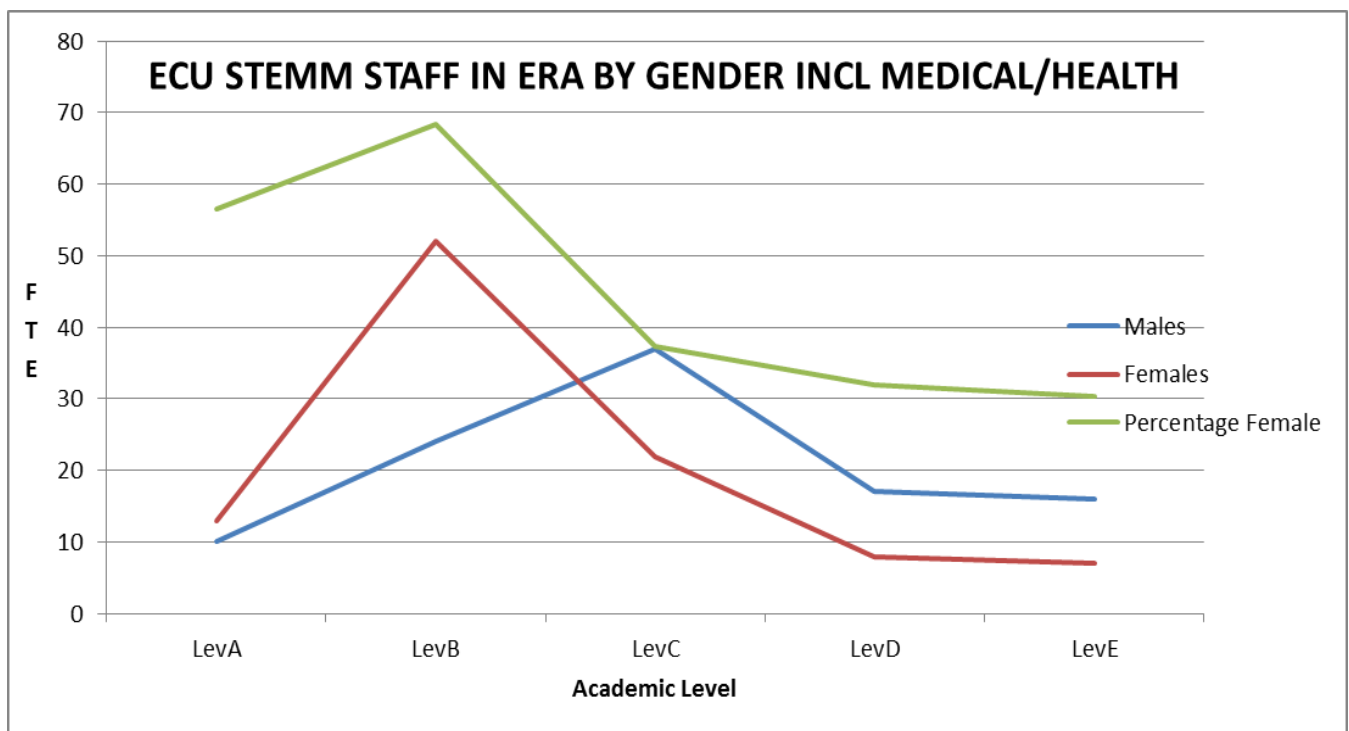
Figure 1: ECU staff by Level in ERA results 2015

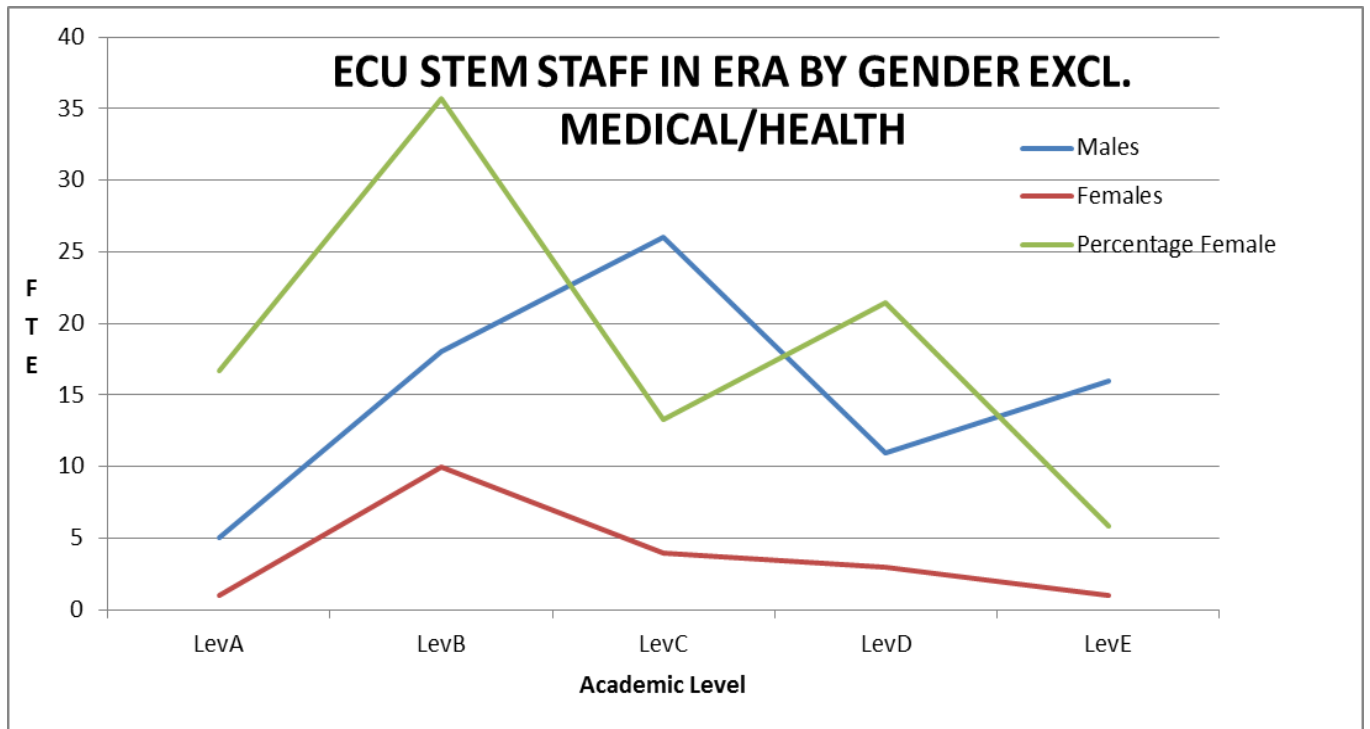*Figure 2: ECU staff by level in ERA results 2015*

Figure 2: ECU staff by level in ERA results 2015

Table 3: ECU Staff in ERA by Level and Gender STEMM (FoR 2)

Field of Research 2 digit	F	M	Grand Total	LevA		LevB		LevC		LevD		LevE	
	F	M	Grand Total	F	M	F	M	F	M	F	M	F	M
AGRICULTURAL AND VETERINARY SCIENCES			0										
BIOLOGICAL SCIENCES	8	7	15	1		6	2		1		2	1	2
BUILT ENVIRONMENT AND DESIGN		4	4		1				3				
CHEMICAL SCIENCES	3		3			2		1					
COMMERCE, MANAGEMENT, TOURISM AND S|	19	26	45	1		6	12	9	4	2	4	1	6
ECONOMICS		1	1								1		
EDUCATION	48	25	73	3		27	7	13	13	3	2	2	3
ENGINEERING		25	25		3		6		11		3		2
ENVIRONMENTAL SCIENCES	4	6	10			2	2	1	1	1	1		2
HISTORY AND ARCHAEOLOGY	1	1	2			1	1						
INFORMATION AND COMPUTING SCIENCES	3	21	24		2		7	2	9	1	2		1
LANGUAGE, COMMUNICATION AND CULTURE	13	2	15			2		7	2	9	1	2	1
LAW AND LEGAL STUDIES	4	9	13			2	6		2	1		1	
MATHEMATICAL SCIENCES	1	2	3						1	1	1		6
MEDICAL AND HEALTH SCIENCES	83	36	119	12	5	42	6	18	11	5	6	6	
PHYSICAL SCIENCES		3	3						2		1		3
PSYCHOLOGY AND COGNITIVE SCIENCES	10	14	24	1		5	3	3	6	1	2		1
STUDIES IN CREATIVE ARTS AND WRITING	34	45	79	5	8	11	25	7	6	2	3	1	2
STUDIES IN HUMAN SOCIETY	18	8	26	2		7	4	7	2	2			
TECHNOLOGY		3	3		1		1		1		1		
Grand Total	282	256	487	25	20	113	82	68	75	29	28	14	

STEMM #				LevA		LevB		LevC		LevD		LevE	
STEMM #	Total F	Total M	All Staff	F	M	F	M	F	M	F	M	F	M
FTE profile	102	103	206	13	10	52	24	22	37	8	17	7	16
Percentages with Medical/ Health Sciences in	50	50		57		68		37		32		30	
FTE Medical /Health Sciences excl.	19	67	86	1	5	10	18	4	26	3	11	1	16
Percentages excl. Medical Health Sciences	23	78		17		36		13		21		6	

* This number of staff in STEMM in this analysis based on ERA data will be lower than that submitted for the SAGE Pilot (233.7FTE) because we have included all ongoing/fixed term acade...

#STEMM = Science, Technology, Engineering , Maths and Medical

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