

Equity and Diversity

Equal employment opportunity

Southern Cross University continued to maintain numbers of Indigenous Australian staff significantly above the benchmarks of other NSW universities. Indigenous Australian staff represented 4.1 per cent of general staff and 4.2 per cent of academic staff. In 2007 additional resources were applied to assist in achieving the objectives of the University's Indigenous Employment Strategy 2005–2008. The representation of academic staff from non-English speaking backgrounds was nine per cent during 2007 and general staff from non-English speaking backgrounds was five per cent.

Women comprised 65 per cent of general staff and 45 per cent of academic staff. Women held 28 per cent of senior management positions within the University.

In 2007, six per cent of general staff and seven per cent of academic staff reported disabilities.

Academic promotion

Promotion rounds for academic staff were monitored. An Academic Promotion Workshop was held to provide information on the academic promotions process and provide a forum for women staff to gain information. This information was provided by Human Resource staff and those who had recently experienced the process. The workshop also provided opportunities for mentoring.

Development program for women

The program included initiatives aimed at assisting the professional development of academic and general staff across the University. Initiatives included: *Connecting Women at SCU* – lunchtime forums with internal and external guest speakers; Research Workshops for Women Academic Staff, and the development of a Mentoring Scheme for Women Academic and General Staff to be implemented in early 2008.

Merit based selection and flexible work practices

The University's flexible work practices allow for opportunities such as job sharing, part-year employment, part-time leave without pay and temporary transfer to fractional/part-time employment. The University has clear guidelines on merit-based selection, including a requirement for gender balance on its selection panels. The Recruitment and Appointment Policy requires that all staff participating on staff selection panels must have completed training in staff selection and interviewing. This training includes anti-discrimination and cultural diversity segments, with an emphasis on the principles of merit selection and highlighting the value of a culturally diverse workplace.

Online EEO training

The Equal Employment Opportunity Online training program provides comprehensive information on discrimination and harassment issues in a flexible delivery mode, and is available to all staff via the University web site.

Staff tables

	Persons					FTE				
	2003	2004	2005	2006	2007	2003	2004	2005	2006	2007
Academic Staff										
Full-time	238	250	253	249	235	238	250	253	249	235
Fractional	33	31	36	46	57	22	19	22	28	34
Subtotal	271	281	289	295	292	260	269	275	277	269
General Staff										
Full-time	329	357	371	383	386	329	357	371	383	386
Fractional	79	99	109	120	136	49	62	66	76	84
Subtotal	408	456	480	503	522	378	419	437	459	470
All Staff										
Full-time	567	607	624	632	621	567	607	624	632	621
Fractional	112	130	145	166	193	71	81	88	104	117
TOTAL	679	737	769	798	814	638	688	712	736	738

Table 2: Number and full-time equivalence (FTE) of staff 2003–2007

YEAR	CLASSIFICATION																	
	Above Senior Lecturer		Senior Lecturer		Lecturer		Below Lecturer		Academic – Subtotal			General			TOTAL			
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total	Female	Male	Total	Female	Male	Total	
1998	7	44	18	51	45	60	37	25	107	180	287	239	143	382	346	323	669	
1999	7	37	21	46	37	63	30	20	95	166	261	241	140	381	336	306	642	
2000	8	35	20	45	38	60	40	20	106	160	266	247	140	387	353	300	653	
2001	9	36	17	45	50	57	31	24	107	162	269	240	157	397	347	319	666	
2002	9	40	16	43	50	49	40	22	115	154	269	230	147	377	345	301	646	
2003	10	41	19	40	50	55	35	21	114	157	271	254	154	408	368	311	679	
2004	11	39	20	43	56	49	37	26	124	157	281	290	166	456	414	323	737	
2005	15	45	12	48	60	46	43	20	130	159	289	308	172	480	438	331	769	
2006	14	46	16	44	54	49	45	27	129	166	295	320	183	503	449	349	798	
2007	16	48	21	49	53	37	42	26	132	160	292	340	182	522	472	342	814	

Table 3: Full-time and fractional full-time staff (persons) by gender and level 1998–2007

YEAR	CLASSIFICATION																	
	Above Senior Lecturer		Senior Lecturer		Lecturer		Below Lecturer		Academic – Subtotal			General			TOTAL			
	Female	Male	Female	Male	Female	Male	Female	Male	Female	Male	Total	Female	Male	Total	Female	Male	Total	
1998	7	43	18	51	43	59	34	24	102	177	278	222	138	360	323	315	638	
1999	7	36	21	46	35	63	28	19	91	164	254	222	137	359	313	300	614	
2000	8	35	20	45	36	59	35	19	99	159	258	227	136	363	326	295	620	
2001	9	36	17	45	47	57	28	23	101	160	261	220	153	373	321	313	634	
2002	9	40	16	43	47	49	37	22	109	154	262	208	144	352	317	298	614	
2003	10	41	19	40	46	53	32	19	106	154	260	229	150	378	335	303	638	
2004	11	39	20	43	51	48	33	24	115	154	269	258	161	419	373	316	688	
2005	15	44	12	48	52	46	39	19	118	157	275	273	164	437	391	321	712	
2006	14	45	16	44	49	48	39	23	118	160	277	285	174	459	403	333	736	
2007	15	48	20	48	47	36	34	20	116	152	269	298	172	470	414	324	738	

Table 4: Full-time and fractional full-time staff (FTE) by gender and level 1998–2007

Ethnic affairs

Southern Cross University enhances the cultural, social, economic and intellectual development of the region. The University is committed to fostering equity for all members of its staff and student community and to reflecting the cultural diversity of Australia.

The University complies with the Ethnic Affairs Priorities Statement (EAPS), as required by the NSW Community Relations Commission. A summary of the University activities in 2007 is provided as Appendix 2 in Part A of this Annual Report. This summary highlights specific examples of initiatives based in the academic schools, and demonstrates compliance with the Government's Ethnic Affairs Priority Standards Framework under the relevant sections of Program and Service Delivery, Staffing, Communications, and Planning and Evaluation.