

Swinburne University of Technology (SUT)

SAGE Cygnet Award Application # 1: Academic Promotions

Additional information

Additional information on the impact of part-time and full-time status on academic promotions was requested to further support the 'Outcomes' section on page 14 of Swinburne's original application.

A breakdown of academic promotion applicants by full time and part-time status and gender, and applicants presenting a PRTO case by gender has been provided for the 2022 academic promotions round. Please note that this data does not include 8 applicants for academic promotion (7 men and 1 woman) from Swinburne's Sarawak Campus in Malaysia that were included in our original analysis. Sarawak staff members are not included in the organisational FTE reporting provided in our Institutional Context paper and have not participated in the SWAN program.

Swinburne's Institutional Context paper advised that 35% of academic women and 20% of academic men work on a part-time basis. Working part-time with caring responsibilities has been previously identified as a barrier to promotion but was not explicitly included as part of our original data analysis. The barrier of working part-time was addressed by introducing a space for women through the SWAN program to describe the impact of career interruptions and providing guidance on articulating their Performance Relative to Opportunity (PRTO) statement (previously referred to as 'Special Consideration'). Academic Promotion Committee members responsible for assessing promotion applications were also briefed on how to assess the impact of Special Considerations/PRTO.

To better understand the impact working part-time has on applying for promotion and the outcome of promotion, further analysis was undertaken on the academic promotion outcomes for 2022.

Applications

A summary of applications received for the 2022 round of academic promotions is provided in Table 1 and Figure 1 below.

Table 1. Headcount of promotion applicants by gender, full-time/part-time status and PRTO usage (2022).

Gender	Full time			Part time			Total applications
	No PRTO	With PRTO	Full-time total	No PRTO	With PRTO	Part-time total	
Women	4	19	23	1	9	10	33
Men	27	8	35	2	2	4	39
All	31	27	58	3	11	14	72

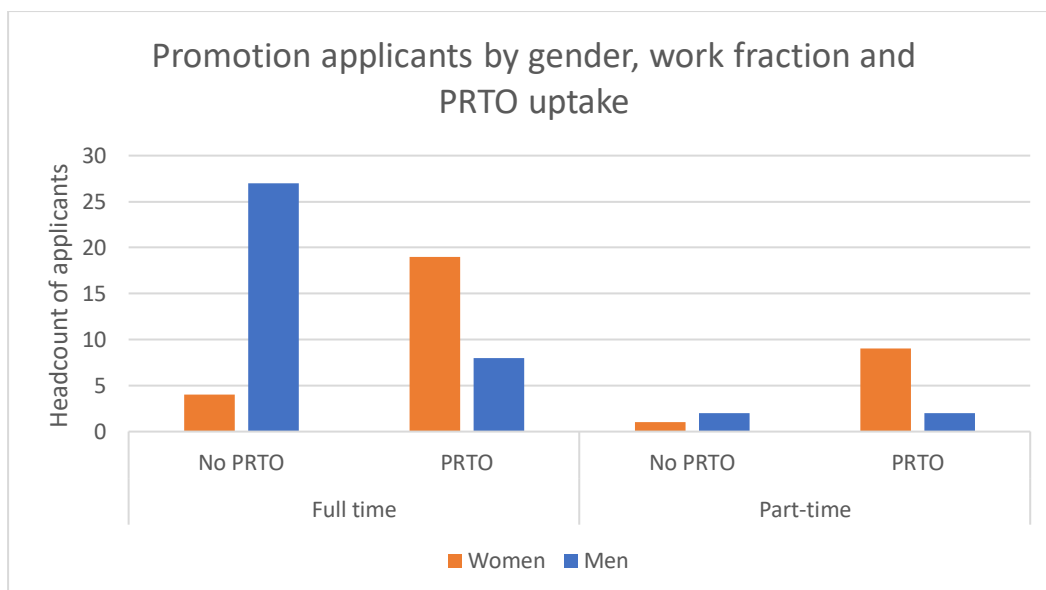


Figure 1. Headcount of **promotion applicants** by gender, full-time/part-time status and PRTO usage (2022).

Our analysis of promotion applications in 2022 demonstrates that part time status has not had a detrimental impact on application rates for women, and women are more likely to present a case for PRTO:

- Differences in application rates for part-time/full time academics by gender:** 30% of promotion applications were from women that work on a part-time basis. With 35% of academic women working part time, this shows that part-time women applied for promotion at similar rates to their full-time counterparts, suggesting that working part-time has not had a detrimental impact on women’s application rates. While 20% of men work part-time, only 10% of male promotion applicants were part-time academics. We will need to undertake some further investigation to understand the drivers of this.
- Gender differences in the use of PRTO:** Swinburne has been successful in encouraging women to use PRTO with 85% of women applicants making a case for PRTO. Only 26% of men included a PRTO statement in their application. Nearly all part-time women used PRTO, but only half of part-time men did the same. We suspect that, as the majority of education and support regarding the relevance and use of PRTO has been provided through the SWAN program, part-time men may not be as aware of how to apply this in their promotion application. To further support more men in taking up caring responsibilities we will follow up on the type of support they may require.

We will continue to monitor the impact of part-time work status as part of our ongoing processes.

Successful promotions

A summary of promotion outcomes is provided in Table 2 and Figure 2 below.

Table 2. Headcount of **successful promotions** by gender, full-time/part-time status and PRTO usage (2022).

Gender	Full time			Part time			Total promoted
	No PRTO	With PRTO	Full-time total	No PRTO	With PRTO	Part-time total	
Women	4	12	16	0	7	7	23
Men	15	5	20	2	2	4	24
All	19	17	36	2	9	11	47

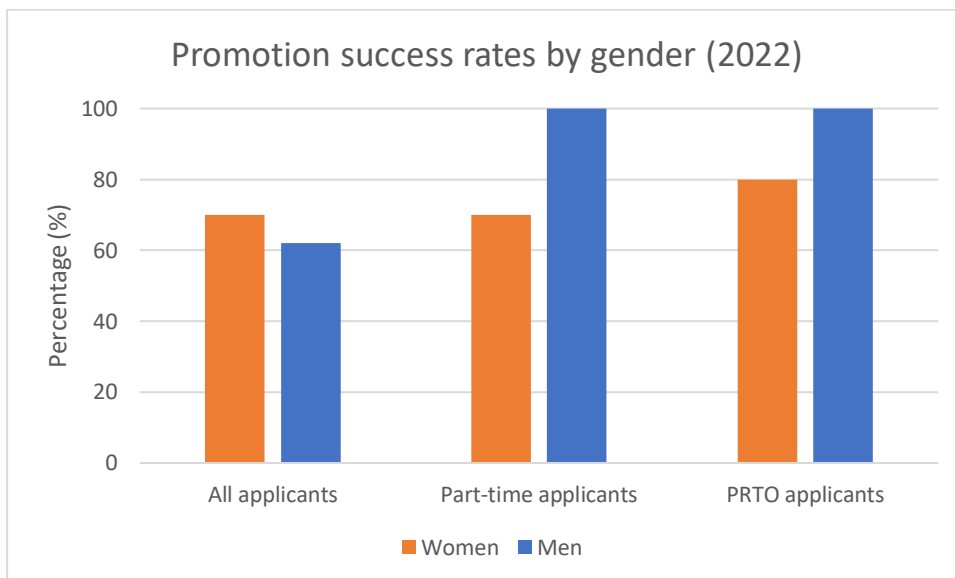


Figure 2. 2022 promotion success rates by gender, part-time status and PRTO usage.

Our analysis of promotion outcomes in 2022 demonstrates that part time status has not had a detrimental impact on promotion success rates for women with equal rates of success for part-time and full-time applicants:

- Differences in success rates between part-time and full-time applicants by gender:** 70% of both part-time and full-time women applicants were promoted, demonstrating no detrimental impact of part time status. 100% of part-time male applicants (noting that there were only 4) and 57% of full-time male applicants were promoted, again demonstrating no detrimental impact of part-time status.
- Differences in success rates between PRTO and non-PRTO applicants:** 75% of full-time women and 100% of part-time women promoted included a PRTO statement in their application. 25% of full time and 50% of part time men promoted included a PRTO statement in their application demonstrating that applicants who use PRTO are equally or more successful than those who did not, and that the use of PRTO is producing equitable outcomes.