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# GENDER GAPS IN AUSTRALIAN PLANNING ACADEMIA

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# RESEARCH QUESTIONS

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- Do men produce more than women?
- Are men's work products more cited than women's?
- Do men attract more grants than women?

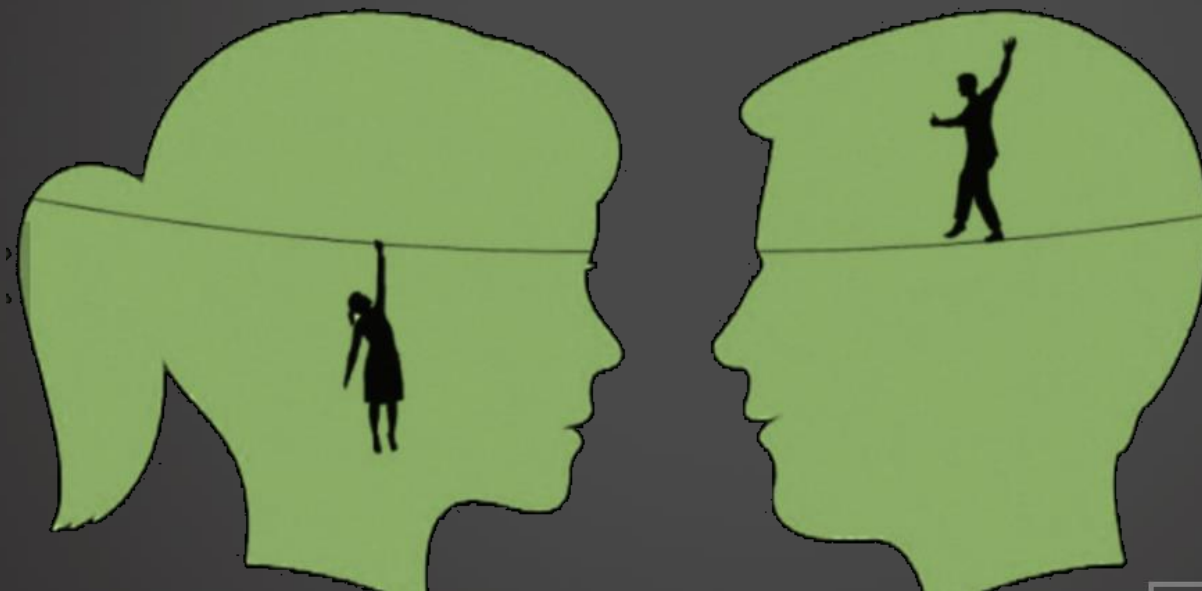
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# SIGNIFICANCE

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Impact on promotion or prestige

Gender issues have come to the forefront in academia



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# BACKGROUND

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- **Significant gender gaps in academia worldwide**
- Changing only the gender identification of the person being judged radically and consistently alters the way others evaluate the quality of that person's work
- Women have internalized sexism
  - Women are as likely as men to make biased judgments that favour men
- Culture stereotypes
  - Women are portrayed as less competent but “warmer,” “nurturing,” and “likeable”

Danica Savonick &  
Cathy Davidson  
**Bias in Academe:  
An Annotated  
Bibliography of  
Important Recent  
Studies**

<https://blogs.lse.ac.uk/im-pactofsocialsciences/2016/03/08/gender-bias-in-academe-an-annotated-bibliography/#new>



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# AUSTRALIA

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- Academia is a **hostile** work environment for women
- Shift from collegial to **managerial** decision-making has entrenched the **gendered** character of university power relations
- Predominance of women in the **lower ranks**
- Women just beginning or resuming their careers (e.g., after **maternity** leave) are particularly **vulnerable**
- “**Leaking pipeline**” phenomenon
- Few senior female academics are unable to impact on management culture and challenge **male hegemony**
- Early-career female academics are underprovided with networks, **mentoring**, and encouragement
- More recently gender **gaps** have become less pronounced in Australian academia overall – but not in planning



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# METHODS

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## *Programs and Staff*

PIA list of accredited planning programs

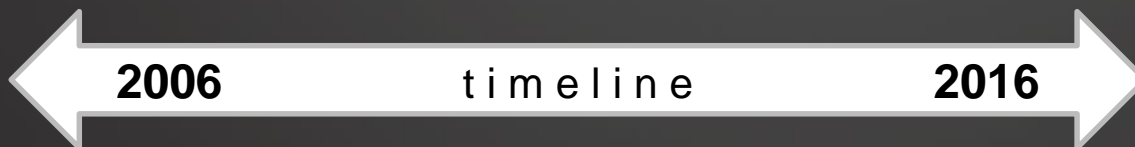
Numbers obtained online and confirmed through phone calls/emails to coordinators and/or directors of planning programs

## *Publications and Citations*

Google Scholar, cross-referenced with university profiles of each individual on the list of planning academics

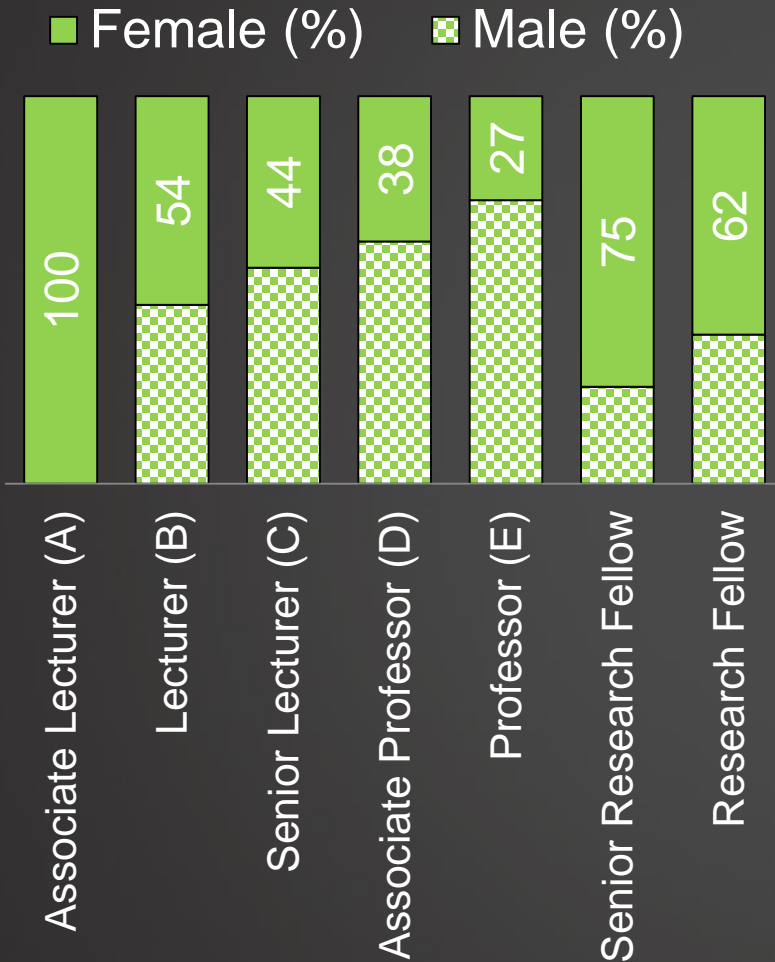
## *Research Grants*

Australian Research Council (ARC), cross-referenced with the information from planning program websites



# FINDINGS

# PROGRAMS AND STAFF



48 accredited planning degrees at 24 universities & 196 planning academics

Gender **inequity**

Men outstrip women among planning faculty members

Women are overrepresented in **junior** positions but **underrepresented** in senior positions

While planning programs have made an effort to hire younger women, they have fared poorly in terms of **retaining** and/or **promoting** those women



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# PUBLICATIONS AND CITATIONS

Totals	Mean no. of publications per person	Median no. of publications per person	Mean no. of citations per person	Median no. of citations per person
Male	33	30	488	438
Female	25	20	228	160
Gender gap	32%	33%	53%	64%

## *publications by rank*

Rank	Gender gap based on mean	Gender gap based on median
Associate Lecturer (A)	n/a	n/a
Lecturer (B)	27%	4%
Senior Lecturer (C)	-22%	-24%
Associate Professor (D)	-19%	10%
Professor (E)	-23%	-20%
Senior Research Fellow	n/a	n/a
Research Fellow	-20%	-11%

## *citations by rank*

Rank	Gender gap based on mean	Gender gap based on median
Associate Lecturer (A)		
Lecturer (B)	13%	-15%
Senior Lecturer (C)	-40%	-35%
Associate Professor (D)	-45%	91%
Professor (E)	-33%	-13%
Senior Research Fellow		
Research Fellow	85%	-34%

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# RESEARCH GRANTS

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- Men hold 121 ARC grants - women hold 47 (61% gap)
- On average, a female planning academic has a chance of acquiring an ARC grant once every 20 years - vs. 10 years for a man.
- The “grant acquisition gender gap” broadens considerably at the Associate Professor and Professor levels
- Male Professors hold 6.4 times as many ARC grants as female Professors although there are 2.7 times more male Professors than female Professors
- In the ARC College of Experts only 40% of members are female (only 36% among Professor members)
- **Consequences**
  - Lower publication & citation rates among women
  - Lower promotion opportunities
  - Women generate more publications from less funding



# OVERALL FINDINGS

	Publications / academic (mean)		Citations / academic (mean)		ARC funding / academic (mean)
	Total	Per Year	Total	Per Year	Per Year
<b>All universities</b>	29.5	2.7	316	29	\$17,000
<b>Go8 universities</b>	36.0	3.3	368	32	\$35,000

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# CONCLUSION

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- Wide **gender gaps** in Australian planning academia
- Significant “**leaking pipeline** phenomenon”
- All **metrics** (publications, citations, grants) are **lower** for women than for men
- Women are **underrepresented** on the ARC College of Experts
- The likelihood of acquiring an ARC grant is higher for men in senior positions and in Go8 universities

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# LOOKING FORWARD

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- Structured **institutional efforts** to counteract conscious and unconscious gender biases
- Future research must explore the reasons behind gender gaps, compare different universities, and **highlight best practice**
- Studies on gender gaps should be **required reading** of all administrators and all faculty who make decisions about hiring, tenure, and promotion
- Metrics have no value without an understanding of the **implicit bias** that pervades planning academia



*On behalf of all co-authors,  
thank you for hosting us  
in Tasmania!*



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