

Improving the Participation of Women in the Philosophy Profession

Executive Summary May 2008

May 2008

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On behalf of the Committee of Senior Academics Addressing the Status of Women in the Philosophy Profession

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1. Description of the Project

Despite a number of successful initiatives to improve gender equity in Universities, the participation of women in philosophy programs appears to lag behind that in other areas of the Humanities and Social Sciences. In 2006 a Committee of Senior Academic Philosophers was formed to address the Status of Women in Philosophy in Australia.

The project, *Improving the Participation of Women in the Philosophy Profession*, investigates some possible causes for an anomaly: that more than half of the students enrolled in undergraduate philosophy subjects in most Universities are women, and yet there is only a small proportion of women philosophers holding higher level positions in the profession. The project involved the collection and analysis of data pertaining to staff and students in philosophy programs in Australia. These data were then compared with data from the Australian University sector generally to ascertain the key stages in women's education or careers where they are likely to either leave Philosophy or stall in their academic careers. The identification of these stages would then provide the information needed to develop targeted strategies to enhance women's participation in the profession.

2. Main questions the Committee was asking of philosophy in Australia

Whilst Universities have promoted gender equity, there is still much to be done across the sector to ensure the equal participation of women staff at all levels of the academy. In 1998 the Australian Vice-Chancellors' Committee (AVCC; now Universities Australia) published the first AVCC Action Plan for Women Employed in Australian Universities 1999-2003, and in 2006 the second Action Plan for Women Employed in Australian Universities 2006-2010. The AVCC publishes data pertaining to staff by gender across the sector and sets benchmarks for women's staff participation.

The AVCC data shows that in 2005, across the sector, the percentage of female academic participation is 36% of all Full Time and Fractional Full Time (FFT) work contracts (up from 28.6% in 1996).¹ The AVCC's critical targets and measures include (amongst others): to increase the proportion of women at Level E from 16% in 2004 to 25% by 2010; to increase women at Level D from 24% in 2004 to 35% by 2010; and to increase the number of women academics with PhDs.²

Data collected by the Australasian Association of Philosophy (AAP) shows that, as of

¹ University Australia Statistics, University Staff Profile 1996-2005, Table 4. Female Staff: % Full-time and Fractional Full-time by Classification 1996-2005,

<http://www.universitiesaustralia.edu.au/content.asp?page=/publications/stats/staff.htm>

² The Second AVCC Action Plan for Women Employed in Australian Universities 2006-10, p. 2., http://www.universitiesaustralia.edu.au/documents/policies_programs/women/AVCC-Action-Plan-for-Women-2006.pdf.

2005, Australian philosophy programs are behind the Australian higher education sector and a very long way behind the AVCC targets for 2010. The percentage female philosophers is 23% of all Full Time and Fractional Full Time work contracts (FFT).³ The proportion of all FFT Teaching & research (T&R) philosophers FTE by level and the proportion of women FFT T&R philosophers FTE by level is as shown in the following table:

Level	FFT T&R Phil'ers FTE	% of FTE at level /all T&R Phil'ers	%FTE at level across University sector (AVCC)	FFT Male/Female Phil'ers FTE	% of FTE women at level /all at level Phil'ers	%FTE women/all at level across University sector (AVCC)	% of FTE women at level /all women T&R Phil'ers
A Assoc Lecturer	9.5	5.8%	19.6%	5.0 M/4.5 F	47%	54%	12.0%
B Lecturer	47.1	28.5%	33.9%	28.4 M/18.7 F	40%	48%	50%
C Sr Lecturer	51.2	31.0%	24.1%	44.5 M/6.7 F	13%	35%	17.9%
D Assoc.Prof	36	21.8%	11.1%	29.5 M/ 6.5 F	18%	26%	17.4%
E Professor	21.3	12.9%	10.3%	20.3 M/ 1 F	5%	17%	2.7%

Table i) AAP Philosophy Staff data and AVCC University sector Staff data 2005⁴

The table shows that the proportion of women employed in Fractional and Full Time work contracts in philosophy programs, is lower at all levels than the participation rates of women across the university sector. Most significantly, the proportion of women in philosophy above level B, that is in senior positions, is significantly lower than rates across the sector, despite the higher than sector average proportion of T&R philosophers at levels C through E.

Since the 1980's several reports enquiring into the philosophy profession and also the status of Women within the profession have been undertaken. These have included: *To investigate the special problems concerning women in the philosophy profession* (1982) and *Employment of Women 1983-9* (1990). Since this time a number of initiatives have been undertaken by Australian women, and the profession as a whole, to improve the situation of women in the profession, including (but not limited to): the Development of the Women in Philosophy (WIP) Conference associated with the AAP annual conference (then 'streaming' of WIP as part of AAP); Tracking recruitment, short-listing and job offers by gender (AAP Collections Monitor); The collection of data on women in profession; Policies on the hiring of Women by the Australasian Association of Philosophy; and offering sessions on job-hunting, career planning to junior women (and all junior philosophers).

³ This figure represents Teaching and Research Positions, and not Research Only positions. If Research Only positions are included the figures remains 23%. AAP Benchmarking Collection 1998-2006.

⁴ Data sourced from AVCC website, 'University Staff Profile 1996-2005': <http://www.universitiesaustralia.edu.au/content.asp?page=/publications/stats/staff.htm>

A report prepared at the Australian Parliamentary Library (Carrington and Pratt, 2003) seeking to understand gender disparities in the Australian Higher Education system suggests the following range of explanations for gender inequities in Australian academic staffing, echoing several issues raised in the reports on women in philosophy:

- the poor representation of women on key decision-making bodies, such as academic senates and councils and university promotion panels
- that notions of merit and success in universities are based more closely on what men in universities do well, to the overall detriment of women
- that the career paths of academic women are more likely to be interrupted by nurturing children than is the case for men, undermining their competitiveness when it comes to promotion
- that women do not apply as often as men for senior posts
- that women tend to begin their academic careers at lower levels (level A, not B), and are less likely than men to have a PhD—an almost universal criterion for employment and promotion in the current university environment
- as research output tends to count most when it comes to promotion, women, who assume a greater share of family responsibility and do less research, are disadvantaged
- that female academics are less likely than male academics to work in areas where academic research is most able to attract industry funding
- that the national research priorities tend to favour those research fields where male academics mostly predominate, and
- that cultural impediments peculiar to the academy place informal organisational obstacles in the way of women's career advancement (Carrington and Pratt, 2003, pp 7-8, notes omitted)

Since 1981, the percentage of women philosophers employed in continuing positions in philosophy programs has improved overall from 8% to 23% in 2006; there has also been an improvement in percentage participation at all levels (A-E). Although there have been substantive increases in women's participation, the discipline of philosophy still lags behind the overall university sector, as indicated by the table below. The AAP data show that in 1994 women comprised 16% of all academics in continuing positions in philosophy, rising to 23% by 2006⁵. By comparison the AVCC/ Universities Australia data (1994-2002)⁶ show that the total proportion of women academic staff in 1994 was 34% and the proportion of women at level D and E was 13% of all academics at those levels. By 2002, women comprised 38% of all academics in universities and 18% at level D or E (the AAP data show that in Philosophy women comprised 13.08% of those at level D or E in 2005). Further, across the University sector, between 1994 and 2002 the percentage of women at level D or E (as a proportion of women academics) rose from 35% to 48%. Within

⁵ Report A.

⁶ Universities Australia, *Academic Staff by Classification and Gender 1994-2002* (4 July 2003, available at www.universitiesaustralia.edu.au/content.asp?page=/policies_programs/women/index.htm (accessed 10 March 2008)) See also Kerry Carrington and Angela Pratt (2003) "How Far Have We Come? Gender Disparities in the Australian Higher Education System" Dept of the Parliamentary Library Current Issues Brief No 31 2002-03. Available at <http://www.aph.gov.au/library/pubs/CIB/cib02-03.htm>, accessed 10 March 2008.

philosophy the proportion of women (to all women philosophers in continuing positions) at level D or E in 1994 was 11.59%, rising to 17.75% by 2006.

	1994		1996		2002 (DEST only)	2006 (AAP only)
	AAP % Female Philosophy Academics	DEST % Female University Academics	AAP % Female Philosophy Academics	DEST % Female University Academics	DEST % Female University Academics	AAP % Female Philosophy Academics
Above Senior Lecturer (D/E)	8%	12%	9%	13%	18%	11%
Senior Lecturer (C)	13%	22%	15%	24%	32%	14%
Lecturer (B)	24%	40%	26%	42%	46%	40%
Lecturer (A)	24%	52%	18%	52%	54%	40%
Total	16%	33%	17%	34%	38%	23%

Table ii) Women as a percentage of university academics at level 1994-2006⁷

Across the Australian university sector a number of trends exist that are also visible within Philosophy: a slowing of growth in the number of positions after the rapid boom of the late 1970s and early 1980s; a bulge of middle-aged academics in continuing positions (aged 50+) with an imbalance between the genders (women academics in continuing positions are likely to be younger and less bunched at senior lecturer and Associate Professor levels, but are also over-represented among staff in contract and non-continuing positions)⁸

A number of factors may therefore help to shift the overall gender-balance at all levels in Philosophy, including the eventual retirement of male philosophers appointed during the first “boom” of Australian mass education, who have held more senior positions for several decades and their replacement by men and women at more representative rates; and increasingly centralised promotion processes that are better able to recognise contributions to teaching, curriculum development and governance⁹. However, these factors alone will not substantially address the low participation of women in the profession, given the very slow rate of growth in the total number of philosophy positions in Australia. Proactive measures must be taken to increase women’s participation at a rate to approach the existing record across the sector, and also to begin to approach the benchmarks set by AVCC. It is very unlikely that philosophy will be able to contribute to the AVCC targets of 25% women at level E in 2010, given that in 2006, female philosophers were employed in 6% (1 position¹⁰) of continuing professorial positions. A similar gap between the AVCC targets and the discipline of philosophy occurs at level D (The AVCC target is 35% women at level D in 2010; in 2006 the participation rate of women in philosophy at Level D is 12%).

⁷ Source: DEST, Selected Higher Education Staff Statistics, 1994-2002, AAP Data.

⁸ Graeme Hugo (2007) “Demographics – the need for renewal” paper presented at the Council for the Humanities, Arts and Social Sciences (7 March 2008) available at <http://www.chass.org.au/events/2008/phd/index.php#program> Accessed 11 March 2008.

⁹ This may improve women’s likelihood of promotion, given that when women are appointed, they are more often appointed to teaching positions and are more likely to have done contract and casual teaching and research work than having had the opportunity to pursue post-doctoral or other research only positions than their male peers.

¹⁰ Continuing positions occupied by staff on ARC contracts are not included in these figures.

In order to substantially shift the gender imbalance in the medium term, attention must be given not only to appointment and promotion of women within philosophy but also to the attraction and retention of good women philosophy students into Honours and PhD programs so that there will be a strong cohort of applicants for positions as they arise.

3. Main Findings

The questions:

The following three questions were addressed:

At what rates and at what levels are women currently employed within the profession? At what rates are women appointed in the profession? What is the gender ratio of men to women in the student population?

Summary of Main Findings:

Female philosophers are better represented in the profession as a whole than 36 years ago. In 2006 female philosophers held 23% of continuing positions, compared with 4% of continuing positions in 1970. This increase is partially a reflection of the fact that women were represented at very low levels in the profession in the 1970's. Female philosophers are also better represented at all levels (Level A-E) than 36 years ago. There is, however, an inverse relation between gender and level of seniority. In 2006 female philosophers held 11% of all continuing positions above the level of Lecturer (Level B). In 2006 women comprised 9% of Heads of philosophy programs and 6% of professors in continuing positions. Female philosophers are better represented in individual philosophy programs than 36 years ago. In 2006, the percentage of philosophy programs in which female philosophers hold continuing positions was 72%, an increase from 27% in 1970. In the philosophy programs in which female philosophers are employed in continuing positions, on average women are employed in 1.9 positions.

It appears that women are largely appointed in the proportions at which they apply for continuing positions, thus, on the assumption that there's no statistically significant difference in the quality of male and female applicant pools, the cause of women's low participation does not appear to be current bias in selection committees. This finding notwithstanding, two further points should be kept in mind. Firstly, it is important to note that there are still several philosophy programs in Australia in which there are no women in continuing positions. In order to increase the percentage of female philosophers in continuing positions, more female applicants need to be encouraged. The challenge here is that there are very few continuing positions being offered. Making changes in the short to mid-term will be difficult. Secondly, there are reasons to think that selection committees unintentionally may discount the quality and significance of women's research¹¹. These unconscious factors may also affect

¹¹ See Sally Haslanger's comments at the Central APA panel, 2007. Haslanger, S., *Changing the Ideology and Culture of Philosophy: Not by Reason (Alone)*, 2007.
<http://www.mit.edu/%7eshaslang/papers/HaslangerWomeninPhil07.pdf>

the numbers of women who complete Honours and PhD programs, hence contributing to the low rate of women applicants for academic positions.

In terms of student population there is an inverse relation between gender and level of course. In Bachelor courses women make up on average 55% of student load (EFTSL). In Doctorate by research courses women make up on average 36% of student load (EFTSL). By contrast, in 2002 women comprised 56% of the overall postgraduate research cohort among those in the broad field of education “society and culture”, which includes philosophy; the rate of postgraduate participation by women in philosophy is closer to those traditionally male-dominated areas, e.g. engineering and related technologies (20% female research postgraduates), or information technology (26%) and is well below the natural and physical sciences (45%) (Carrington and Pratt, 2003, p. 13 using 2002 DEST data).

In the collected data we have identified three areas for specific attention:

1. The mal-distribution of women in philosophy positions (women more likely to be in contract and casual positions and to be at levels A and B)
2. The low numbers of women applying for philosophy positions.
3. The loss of a large number of women students from philosophy at upper levels of study (there is a general decline from 1st-3rd year and then a large drop from 3rd year to honours—this decline in women’s enrolment at upper levels has increased 2000-2006).

Clearly points two and three are related: if there are fewer women than men completing honours, then the field of potential women PhD students will be small and the number of successful PhD completions who might apply for new positions is diminished.

In order to be able to redress the current state of continuing Teaching and Research positions (and Research Only positions) within the profession, there are good grounds for seeking to increase the number of women completing philosophy Honours, enrolling into PhD’s in philosophy and completing those PhDs, so that there will be women applicants with appropriate qualifications able to compete for continuing philosophy positions as they arise. In order to redress the mal-distribution of women in higher levels of philosophy positions, there should be considerable effort made to retain women philosophers and to improve their opportunities for promotion within philosophy.

Main findings:

A) Staff:

There has been a steady increase in the percentage of female philosophers in philosophy programs since 1970. In 1970 female philosophers held 4% of continuing positions in philosophy programs, in 1988 12% and in 2006, 23%. Female philosophers also better represented at all levels (Level A-E). In 1988 female philosophers held 29% of continuing positions at Level B; 9% at Level C; 0% at Level D and 5% at Level E. In 2006 female philosophers held 40% of Level B positions; 14% of Level C positions; 12% of Level D positions and 6% of Level E

positions.¹² These figures show an inverse relationship between gender and seniority. Moreover, these figures show that the trend itself has not changed in any significant fashion over the last two decades – that is, the relative increases in the numbers of women holding continuing positions in philosophy programs has failed to address the inverse relationship between gender and seniority. While the proportion of women at higher levels have increased, the rate of increase has not substantially increased relative to the overall shift in the distribution of philosophers, the bulk of the shift at higher levels appears to reflect the retirement or voluntary redundancy of older (and more senior) male philosophers. There was a big increase in the number of women in continuing teaching and research philosophy positions between 1984 and 1994 (more than doubling from 13 to 34.5) which has now levelled off (to 33.8 in 2006); over the same period, there was an overall increase in the total number of philosophy positions from 158.7 to 212.5, dropping to 148.6 in 2006). In 1984 the average philosopher was a Senior Lecturer, with 45% of philosophers at that level and 29.7% at level D or E (25.3% at level B), by 2006 the career profile had become more evenly distributed (reflecting, in part, the voluntary retirements of the late 1990s), with 58.6% at levels A or B; 26.2% at level C, 24.2% at level D, and 11% at level E (a drop from the high-point, 1976, when professors comprised 17% of continuing philosophy positions). In 2006 female philosophers held only 11% of all continuing positions above the Level of Lecturer (Level B). In 2006 9% of Heads of philosophy programs was female. The % of continuing positions held by female philosophers by level in 2006 is shown in the table below:

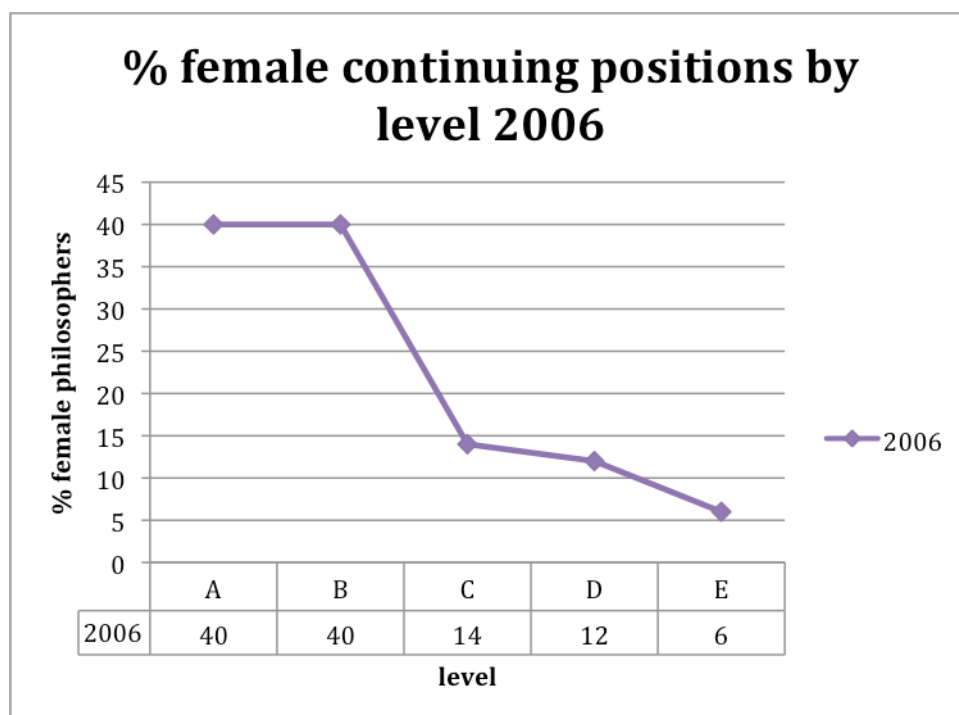


Figure i) Percentage female continuing positions by level in 2006
Source: AAP Benchmarking Collection

¹² Female philosophers were employed in 40% of Level A positions in 2006. There are no comparable figures at Level A for 1988 as appointments at this level are not recorded until 1994. In 1994 female philosophers were employed in 24% of Level A positions.

There has been an increase in the percentage of female philosophers employed in continuing positions across individual philosophy programs since 1970. In 1970 female philosophers were employed in continuing positions in 27% of philosophy programs. In 2006 female philosophers were employed in continuing positions in 72% of philosophy programs; in these programs female philosophers are in the minority, employed on average in 1.9 FTE positions (in an average program of 6.7 FTE continuing positions), most of which are at junior to middle level positions. Surprisingly there remains a substantial proportion of philosophy programs in which no women are employed on a continuing basis (7 of 25 or 28% of philosophy programs).

The bulk of women's employment in philosophy occurs in fixed-term contract and casual teaching and research positions. In 2006 the percentage female philosophers employed on fixed term Teaching and Research contracts was 31% and the percentage employed on Research Only contracts was 28%. In 2006 the percentage female philosophers employed to teach casually was 31% – 19% of lecturers teaching 35% of lecture courses and 35% of tutors teaching 36% of tutorial hours. In 2006 the percentage female philosophers employed to conduct research on a casual basis was 52% and the percentage of research hours was 67%. The long-term impact of casualisation of teaching in philosophy is likely to produce short term “employment traps” for many women philosophers; positions demanding large numbers of teaching hours or casual research assistance hours without providing security of employment or opportunities for conducting original research and publications necessary for securing continuing positions.

Overall, the one area of growth in appointments in philosophy has been research only positions or direct appointment of mid-career and senior philosophers through processes that vary from those characteristic of the bulk of the appointments discussed in this report. Research only positions (which may involve some teaching) have grown by approximately 30% over the past 8 years. The appointment of research associates or research fellows funded by research grants and the direct appointment of senior “research intensive” academics frequently do not involve the familiar advertisement, short-listing and interview structure through which Heads of Schools/philosophy programs are closely involved in the process of recruitment. Given the disparity in women's participation at all levels, it is important that all philosophers who participate in recruitment of staff attend to the goals of increasing both the number of women employed in philosophy to more closely represent the proportion of women who study philosophy *and* the number of women who attain higher level positions within philosophy.

B) Appointments:

There were a total of 13 appointments to continuing teaching and research positions in 2005-2006, as a result it is difficult to make generalisations about the data based on these small numbers. In 2006 female philosophers were appointed to 33% of continuing T&R positions (33% in 2005). No female philosophers were appointed to the two continuing Research positions offered in 2006. In 2006 the percentage of female philosophers represented on short-lists was 24% (33% in 2005). Comparison with AAP appointments data shows an increase in the number and proportion of

women in applicant pools from 1989 to 2006 (rising from about 12% to 30% of applicant pools), whilst the percentage of continuing positions to which women are appointed has remained nearly constant over the same period (around 30% of appointments).

In 2006 female philosophers were appointed to 35% of fixed term T&R contracts (out of 23 fixed term T & R positions available) (45% of 11 fixed term T&R positions in 2005) and 31% of 32 Research Only contracts (33% of 10 Research Only contracts in 2005).

C) *Students:*

There is an inverse relationship between level of course and % female enrolment – % female enrolment drops as level of course increases. Table iv) below shows that the average percentage female enrolment for philosophy units in 1st year 2001-2006 is 57%, at 2nd year is 53%, at 3rd year is 51%, at 4 plus years is 47%, and in 1st year Doctorate by research is 39%.

This report indicates that whilst female participation rates may be higher than male participation rates, female participation rates in a major and subsequently honours are an area of concern. It appears that whilst there has been success in attracting women to philosophy, there has been less success in keeping women students throughout the major and into honours. Thus areas that need to be addressed are retaining female enrolments into upper levels, attracting women to philosophy majors and encouraging them to make the transition to honours.

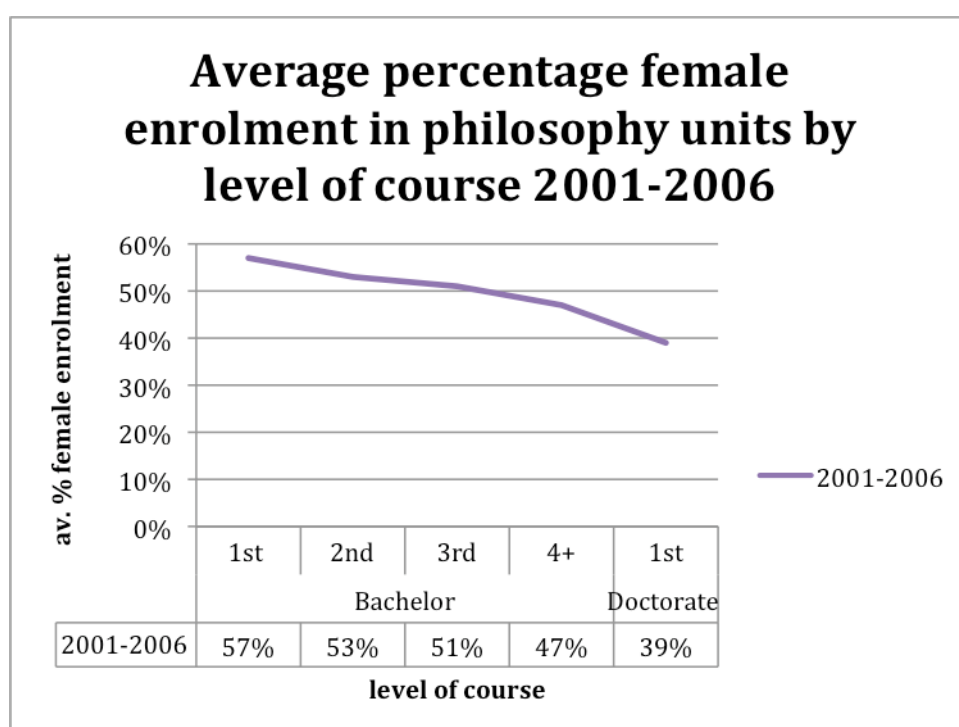


Figure ii) Average percentage female enrolment in philosophy units by level of course 2001-2006. Source: *Students, Selected Higher Education Statistics*, DEEWR

In 2006 women comprised 35% of the PhD population, 37% of these are enrolled part time. In 2006 33% of the masters population was female, 36% of which are part time. Women are enrolled in PhDs part time at similar rates to their percentage of the PhD population. At masters level women are enrolled at higher rates than their percentage of the overall population – at 55%.

Women submitted theses in 2005 and 2006 at higher levels than their % of the 2006 population and were also withdrawing from PhD programs at rates higher than their % of the 2006 PhD student population. In both the Masters and PhD population female students were enrolled on a PT basis at a slightly higher rate than their male counterparts.

There is a correlation between philosophy programs which have a low % of women holding continuing positions and a low % of female students in the PhD population.

4. Recommendations:

In order to improve the overall participation rate of women in the discipline of philosophy and their participation at all position levels the following steps are recommended to The AAP Council and Association, Heads of philosophy programs, philosophers who are involved in recruitment at all levels and philosophy programs in Australia. It is recognised that the actual implementation will vary across institutions and departments/programs/Schools.

Recommendation 1: Take steps to increase the percentage of female applicants for continuing (and contract) positions. Because there are very few continuing positions advertised each year, this recommendation on its own is unlikely to make a significant change to women's participation in the short to mid-term.

To AAP Council and Association, Heads of School/philosophy programs and program staff.

Recommendation 2: Position descriptions for continuing positions should include administrative/governance, research and teaching components of the position and that candidates should be assessed in relation to all these aspects for appointments and promotion.

To AAP Council and Association, Heads of School/philosophy programs.

Recommendation 3: Ensure gender-equity in the distribution of tasks relating to governance and curriculum development and support recognition of contribution in these areas in selection and promotion processes.

To AAP Council and Association, Heads of School/philosophy programs and Selection Committees.

Recommendation 4: That Heads of Schools/philosophy programs and those who Chair selection processes should take steps to ensure that at least one senior female philosopher is a member of every selection committee for continuing positions in philosophy. Where a program does not include a senior woman philosopher, the program should invite an external senior woman philosopher to participate in the selection process.

To AAP Council and Association, Heads of School/philosophy programs and Selection Committees.

Recommendation 5: That those philosophers involved in recruitment of philosophers in short term Research only and continuing or contract direct appointment of philosophers (i.e. recruitment that fall outside of the normal advertisement and selection processes), should attend to the goals of this project and to attempt, where possible to ensure that women philosophers are not disadvantaged in the process of recruitment and in career opportunities.

To AAP Council and Association, Heads of School/philosophy programs, Selection Committees and those involved in direct appointment of philosophers.

Recommendation 6: Increase the percentage of commencing and completing female philosophy PhD candidates. To do this there must also be encouragement of women into a completion of major and honours in philosophy. Such encouragements might include writing letters or arranging meetings with promising 2nd and 3rd year women students to encourage them to consider honours, creating reading groups as a “pre-honours” program and strongly encouraging women to participate; ensuring that the process for applying for Honours or PhD candidature are discussed with all eligible 3rd year students (e.g. in a tutorial) and Honours students, making students aware of the availability of staff specifically to discuss Honours and PG work. Honours and PG workshops or seminars to which undergraduate students, Honours students, current and recent PhD students are invited can also assist in peer-encouragement and information sharing.

To AAP Council and Association and Heads of School/philosophy programs.

Recommendation 7: In order to retain Honours, Masters and PhD candidates, philosophy programs and AAP conference organisers should seek to ensure that the research culture is supportive, constructive and distributes resources (e.g. rooms, facilities, conference attendance support or opportunities for paid work) on a fair basis.

To AAP Council and Association and Heads of School/philosophy programs.

Recommendation 8: That Heads of School/philosophy programs

- Put this executive summary document on the agenda at a department meeting and ask their staff to consider what as a department they could do about the discrepancy it reveals between the participation rate of women in philosophy and the participation rate of women in other academic disciplines

- In particular they should ask their department to suggest targets they should aim at, in line with the AVCC Action Plan for the participation of women in Universities to reduce the disparity in their department in enrolments between women and men at Honours level, to reduce the disparity in enrolments between women and men at PhD level and to increase the percentage of female applicants for positions, especially continuing positions
- Ask their staff to consider what strategies they could implement over a specific timeframe to reach the targets they adopt
- Discuss with other Heads any targets set, strategies planned or any problems encountered at the annual AAP Heads of Department meeting and consider there how the AAP could support their efforts.

To AAP Council and Association, Heads of School/philosophy programs and program staff.

Recommendation 9: Encouragement and support of nominations of senior female philosophers to committees of key organisations such as the Australian Research Council, National Health and Medical Research Council and the Carrick Institute.

To AAP Council and Association and Heads of School/philosophy programs.

Recommendation 10: Encouragement and support of nominations of senior female philosophers to the Australian Academy of Humanities and the Australian Council for Social Sciences.

To AAP Council and Association and Heads of School/philosophy programs.

Recommendation 11: That this report and previous AAP reports on the status of women in the profession be made available on the AAP website for AAP members to access and distribute.

To AAP Council

5. Further issues to pursue

Noting that there appears to be a significant drop in women's participation at Honours and PhD level (relative to enrolment in earlier years), it is important to conduct more research into the possible causes.

A qualitative study of 60-80 men and women in Honours and PhD programs to ascertain the reasons shaping students decisions to continue or not continue with philosophy. A representative sample of philosophy programs to include: metropolitan/regional campuses; traditional/newer programs (for example, University of Sydney & Deakin Universities) and programs in which there are higher proportion of men and those at which there is a higher proportion of women in continuing positions.

A study to identify any connection between those Research-intensive institutions, such as those listed on the Leiter report, and the lower % female graduates in their PhD Programs. If the growth area in employment in philosophy programs is in fixed-term Research Only contracts (there has been a three-fold growth in these since 1998), then low female postgraduate populations in these elite philosophy programs is likely to have a negative effect on women's participation in the profession overall.

Recommendation 12: That AAP Council provide support for the pursuit of the research on Honours and PhD students outlined above.
To AAP Council

6. Appendix

The Committee

The Committee of Senior Academics Addressing the Status of Women in Philosophy consists of the Chair Professor Susan Dodds and committee members Dr Lynda Burns Professor Mark Colyvan, Professor Frank Jackson, Dr Karen Jones and Associate Professor Catriona Mackenzie. Eliza Goddard was employed as the Project Officer, responsible for the research and the production of the Reports for the project.

Funding

The project *Improving the Participation of Women in the Philosophy Profession* was funded by a University of Wollongong Vice Chancellor's Challenge Grant and by the Australasian Association of Philosophy.

The committee of the project *Improving the Participation of Women in the Philosophy Profession* would like to thank the Australasian Association of Philosophy for use of their data on the profession and to the Heads of Departments and their administrators for their generous contribution of figures for this, and indeed other, projects.

Notes on statistics

The aim has been to provide data on all Universities in Australia that offer a philosophy program. Where data has been sought from the philosophy profession, from Heads of Departments and AAP Figures on the Profession, it represents most programs (92% of the philosophy programs). These figures, where possible, have been cross-checked against data obtained from external sources, from DEEWR (formerly DEST) and University Planning Offices. Data from external sources confirms the figures collected internally by the Profession itself. In cases where full data has been unavailable from sources internal to the profession, external sources have been used to provide an indication of trends for the profession.

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