

# **The position of women and BME staff in professorial roles in UK HEIs**

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# INTRODUCTION

***“The University [] is committed in its pursuit of academic excellence to equality of opportunity and to a proactive and inclusive approach to equality, which supports and encourages all under-represented groups, promotes an inclusive culture, and values diversity.”***

*(Quote from the website of a Russell Group institution employing over 500 professorial staff, just 15.3% of whom are women and 93.6% of whom are white).*

In 2011, UCU began a project looking at various aspects of the professoriate<sup>1</sup> in UK higher education institutions (HEIs).

<sup>1</sup> The 'professoriate' are academic staff that HEIs return as being professors to the Higher Education Statistical Agency. Generally they will have the title 'Professor' or 'Chair' and will be being paid a minimum of £54,283 (point 50 on the national pay spine in August 2011). According to HESA there are 17,435 professorial staff employed in UK HEIs.

One of the identified objectives of the project was to identify any significant gender or race pay gaps within the professoriate. In undertaking the project we also began to collate equality data about who makes up the professoriate—we knew women and Black and minority ethnic<sup>2</sup> (BME) staff were under-represented at the highest academic grades—but the figures really were quite shocking.

<sup>2</sup> For all data included in this report, BME figures exclude all white staff.

Forty-two years on from the first legislation on equal pay, and some ten years since the first positive equality requirements for public bodies, it is clear that we still have a long way to go:

**Women make up nearly half (46.8%) of non-professorial academic staff in UK HEIs, yet they make up less than 20% (19.8%) of the professoriate.**

**BME academic staff make up 13% of non-professorial academic posts, yet only 7.3% of professorial roles.**

**On average, female professors earn 6.3% (£4,828) less than their male counterparts.**

**On average, Black professors earn 9.4% (£7,147) less than their white counterparts.**

Source: HESA staff record 2010/11, % calculations UCU

Some improvements are being made and the representation of women and BME staff at professorial grades is slowly creeping up with the representation of women at professorial level rising from 12.6% in 2000/2001 to 19.8% in 2010/2011, and that of BME staff rising from 3.9% to 7.3% over the same period. This data can be seen more fully in Appendix 1 (page 25).

However, if the sector does nothing more and the increase in representation stays at its current pace, it will take:

**38.8 years for women to be represented among the professoriate in the same proportion as they are currently represented at non-professorial academic grades.**

**15.8 years for BME staff to be represented among the professoriate in the same proportion as they are currently represented at non-professorial academic grades.**

In terms of the gender pay gap the picture is even bleaker when we look at patterns since 1995/6 with the pay gap actually increasing over the intervening years (see Appendix 2, on page 27).

In the last eight years, the gender pay gap for professorial staff has never fallen below 5%, a level regarded as significant in the sector's own JNCHES<sup>3</sup> guidance on equal pay reviews.

HEIs therefore need to be doing more, now, to address all of these issues.

In this report we set out our major findings on the gender and ethnic make-up of the professoriate and on the gender and race pay gaps that exist at the highest level of academia in the UK.

We are also calling on HEIs to recognise the problems and to work with UCU to address the issues.

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<sup>3</sup> JNCHES is the Joint Negotiating Committee for Higher Education Staff; their guidance on Equal Pay Reviews can be found at: [www.ucu.org.uk/media/pdf/k/m/jnches\\_equalpayguidance.pdf](http://www.ucu.org.uk/media/pdf/k/m/jnches_equalpayguidance.pdf)

## **THE STATISTICS**

### **Under-representation of women**

***“Women on their way to the top in academia face biases against their qualifications as excellent researchers and scholars. Since most of these biases are relatively small, they are often not obvious in individual cases of selection or promotion. At an aggregated level and at group level, however, they become easily apparent. In other words, many molehills together become a large mountain.”***

*(Women, research and universities: excellence without gender bias; League of European Research Universities, July 2012)*

Women’s place in academia is firmly established, but their representation at the highest levels—in the roles of Professors and Chairs—remains disappointingly low.

According to HESA staff data for 2010/11, there are 17,435<sup>4</sup> professorial staff employed in UK HEIs. However, women make up only 19.8% (3,450) of professorial staff despite making up 46.8% (76,500) of non-professorial academic positions.

<sup>4</sup> All figures rounded to the nearest five (5).

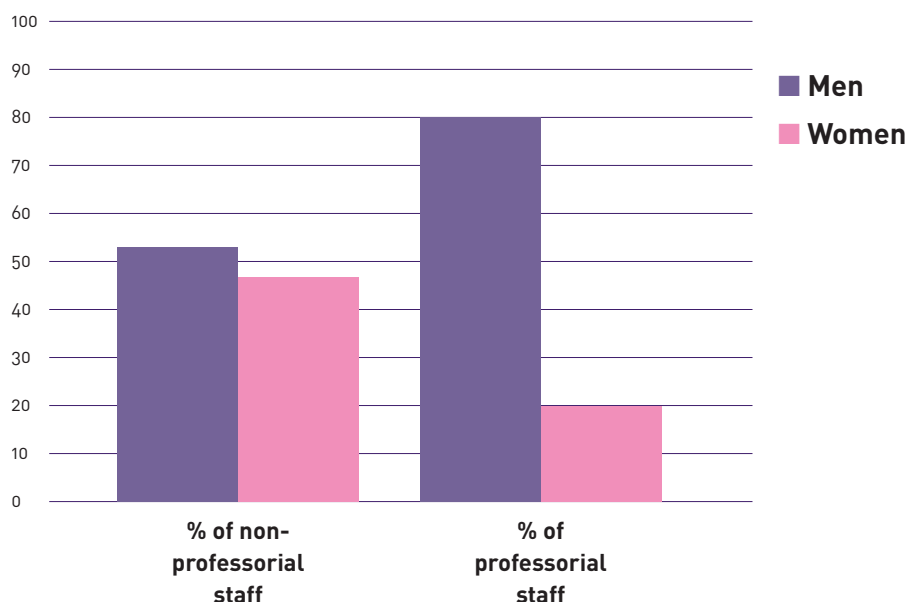
**If women were represented in the professoriate in the same proportion as they are represented among non-professorial academic staff, there would be 8,160 female professors.**

***That means we have a representation gap of 4,710 female professors.***

Table 1 (overleaf) shows the proportion of men and women in non-professorial academic grades and professorial posts. The figures above are for all UK HEIs but there are differences between institutions in the representation of women:

- At St George’s, University of London, women make up the majority of the non-professorial academic workforce (63.7%) but only 20% of their professoriate
- Imperial College London, with 625 professors has only 80 (12.6%) of those posts held by women

**Table 1 Proportion of men and women in non- professorial academic grades and professorial posts**



Source: HESA staff record 2010/11, % calculations UCU

- At Aberystwyth University, just 8.6% of the professoriate are female;
- 32.8% of all professors at the Open University are women; and
- 51.8% of all professors at the Institute of Education are women.

However, in all but five (mainly small specialist institutions) of 164 institutions, women’s representation at the professorial grade is disproportionate to (and much lower than) their representation at all other academic grades.

This is an important point to make as it is difficult to argue that there are insufficient women candidates for professorial roles when there are so many women in academic non-professorial roles. Something else must be going on.

A break-down of the numbers and percentage of non-professorial academic and professorial staff by gender in all HEIs is attached in Appendix 3<sup>5</sup>.

<sup>5</sup> Only institutions employing 52 or more professorial staff are included in the data.



## Under-representation of BME staff

<sup>6</sup> % calculated as a percentage of all staff in group where ethnicity known.

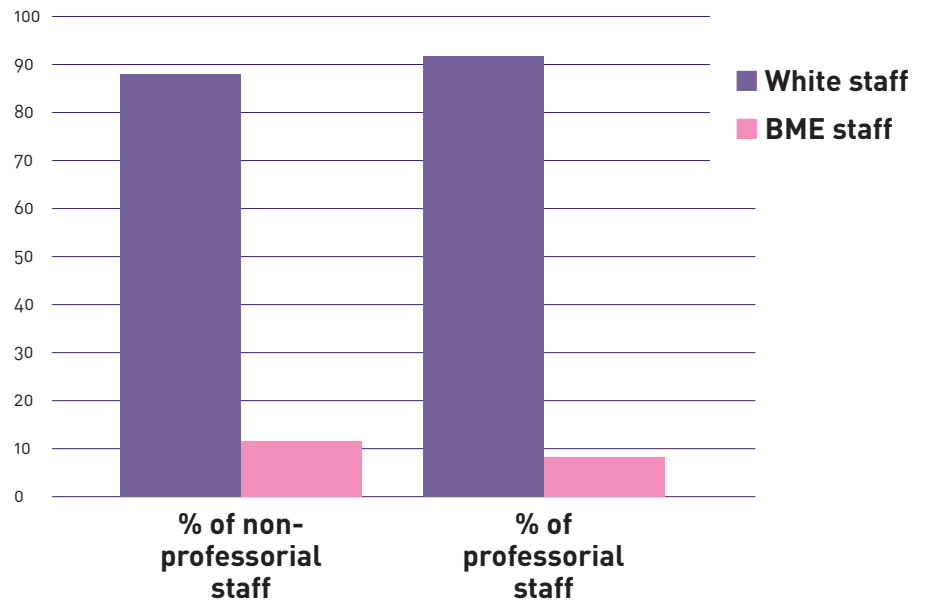
According to HESA staff data for 2010/11, 13.0%<sup>6</sup> (19,405) of non-professional academics are BME staff but they hold only 7.3% (1,195) of professorial roles.

**If BME staff were represented in the professoriate in the same proportion as they are represented among non-professorial academic staff, there would be 2,130 professors of BME origin.**

***That means we have a representation gap of 935 BME professors.***

Table 2 (below) shows the proportion of white and BME staff in non-professorial academic grades and professorial posts:

**Table 2** Proportion of white and BME staff in non-professorial academic grades and professorial posts



Source: HESA staff record 2010/11, % calculations UCU

The figures in Table 2 above are for all UK HEIs but there are differences between institutions in the representation of BME staff:

- At Middlesex University BME staff make up 23.7% of all non-professorial academics but only 3.5% of professorial staff;
- At Aston University, BME staff made up 26.4% of non-professorial academic staff but only 9% of professorial staff;
- The University of Birmingham employs 18.2% BME staff in non-professorial grades and 9.1% in professorial grades;
- At the University of Bedfordshire, BME staff made up 19.7% of non-professorial staff and 26.9% of professorial staff.

However, in all but 31 of 164 institutions, the representation of BME staff at the professorial grade is disproportionate to (and much lower than) their representation at all other academic grades. This includes all 24 of the Russell Group universities where over half of all the professoriate are employed.

Again this is an important point to make.

A break-down of the numbers and percentages of non-professorial academic and professorial staff by ethnicity (white/non-white) in all HEIs is attached in Appendix 4<sup>7</sup> (see page 33).

The figures we have been looking at above include all staff: UK and non-UK nationals and the differences between white and BME staff in terms of representation.

However, in looking at the representation of professorial staff it is also worth looking at the position of staff who are UK nationals and non UK nationals and breaking these down into different ethnic backgrounds.

The following data is taken from the HESA staff record 2009/10 as presented in the ECU report 'Equality in Higher Education: Statistical Report 2011'.

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<sup>7</sup> Only institutions employing 52 or more professorial staff are included in the data.

Table 3 below illustrates the under-representation of UK BME staff across academia and demonstrates the further under-representation of UK BME staff across the professoriate.

**Table 3 Under-representation of UK BME staff across academia and the professoriate**

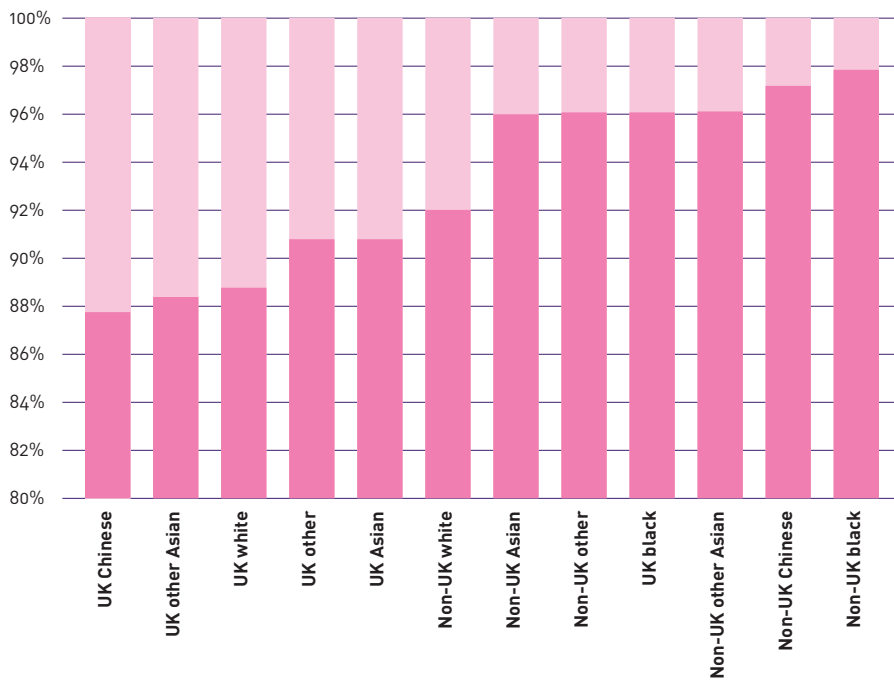
	Non-professor		Professor		Total
	%*	**	%*	**	
<b>UK national</b>					
White	92.8	88.9	94.3	11.1	93.0
Black	1.2	96.4	0.4	3.6	1.1
Asian	2.2	91.3	1.7	8.7	2.1
Chinese	1.0	87.7	1.2	12.3	1.1
Other Asian	0.8	88.4	0.8	11.6	0.8
Other	2.0	90.9	1.6	9.1	1.0
BME total	7.2	91.1	5.7	8.9	7.0
UK total	100	89.1	100	10.9	100
<b>Non-UK national</b>					
White	71.0	92.0	86.2	8.0	72.0
Black	3.1	97.9	0.9	2.1	2.9
Asian	6.2	96.2	3.5	3.8	6.0
Chinese	9.3	97.1	3.9	2.9	9.0
Other Asian	4.6	96.4	2.4	3.6	4.5
Other	5.8	96.3	3.1	3.7	5.6
BME total	29.0	96.7	13.8	3.3	28.0
Non-UK total	100	93.3	100	6.7	100
<b>Total</b>		<b>90.1</b>		<b>9.9</b>	

\* % of professors/non professors/all academic staff with a certain ethnicity

\*\* % of academic staff with a certain ethnicity who are professors/non professorial

This again shows that BME staff are less likely to be professors than white staff (both UK staff and non-UK staff) but that particular ethnic groups are particularly under-represented amongst the professoriate: only 0.4% of the UK professoriate are Black, and only 3.6% of UK Black academic staff are in a professorial position (compared with 11.1% of UK white staff).

**Table 4 UK and non-UK national academic staff by professorial status and ethnicity**



■ Professor ■ Non-professor

Source: HESA Staff Record 2009/10

Within the sector there is significant non-disclosure / non-collection of ethnicity data with the ethnicity of 1055 professorial and 14,410 non-professorial staff unknown (HESA staff data 2010/11). This is also an issue that the sector needs to address.

## **MAKING SENSE OF THE DATA**

To start trying to understand what is causing this under-representation of women and BME staff we decided to seek further data on the appointment process for senior staff in a number of HEIs over a three-year period.

We used the HESA data to calculate a 'representation' gap at each HEI employing 52 or more professorial staff—the difference between the actual numbers of female and BME professorial staff employed and the numbers of female and BME staff there would be if women and BME staff were represented in the professorial grade in the same proportion as they are represented in the non-professorial academic grades in the institution (see Appendices 3 and 4, on pages 28 and 33 respectively).

The average under-representation of women in all UK HEIs calculated in this way is 27% and of BME staff 5.7%.

The highest gender representation gap was 43.8% (St George's, University of London), and the lowest Cranfield University with a gap of 11.9%.

In relation to BME staff, the highest representation gap was 20.2% at Middlesex University with only nine institutions having more BME staff amongst the professoriate than amongst non-professorial academic staff.

We then selected the 35 HEIs for whom the representation gap for women was 30% or above and/or for BME staff above 10% ie those HEIs with representation gaps significantly higher than the UK average. These 35 institutions represented a cross-section of UK HEIs in relation to mission group, size and geography.

To each of these 35 HEIs we sent a Freedom of Information Request asking for the gender and ethnicity of applicants, interviewees and appointees to each Senior/Principal Lecturer and Professorial post

for the period August 2008 to July 2011, or most recent three-year period for which data are available. We decided to include Senior/ Principal Lecturer posts as these are the first promoted grades in the Lecturer career pathway and we wanted to see whether lack of promotion to this level was a potential cause of the lack of representation at the professorial level (the next level up).

In requesting this data we were seeking to find out whether women and BME staff were under-represented in the application, short-listing or appointment part of the recruitment process.

In total we had 33 responses but the provision of data varied hugely between respondents:

- Nine institutions refused to provide any of the data requested either because of the alleged cost involved in collating the data and/or on Data Protection Act grounds. Following an appeal one of these institutions has now provided some data; and three provided data following a reformulation of our request;
- Four HEIs provided data that was of no or very limited use in relation to the information we were seeking;
- Seventeen institutions, while not providing the full information we requested, did however provide data that we could use; and
- Six HEIs provided the full (or near full) data that we were seeking.

It is also worth noting that a significant number of institutions were unable to provide the requested data as they do not collate or retain the equality data requested.

We therefore carried out analysis on the data provided by 23 HEIs.

The data provided was not wholly consistent but for each HEI, where the data allowed us to, we calculated the percentage of women and BME academics applying for each Senior / Principal Lecturer and Professorial post, the percentage being short-listed for interview and the percentage being appointed.

Although the numbers varied significantly between HEIs clear trends emerged across all 23 institutions<sup>8</sup>:

<sup>8</sup> Not all data sets were provided by all HEIs. Not all posts were short-listed or appointed to. Some promotions were without applications or an interview process. Some of the advertisements were for Lecturer/Senior Lecturer. Therefore, collated in this way, the data gives a slight distortion of the picture in each HEI. However, there are clear patterns with the individual institutional data.

**In every institution where we were provided with data on applications, the proportion of women applying for professorial posts was less than the proportion of non-professorial female staff both within the particular HEI and across the UK.**

**In all but one institution (SOAS), where we could trace the pattern from applications to interviews to appointment (except one with only one applicant/interviewee/appointee), there was a drop—usually significant—in the proportion of BME staff from application to appointment for professorial posts.**

<sup>9</sup> One HEI provided data only relating to ‘senior’ posts and therefore the data was used in the aggregated PL/SL figures. One HEI provided data in a way it was not possible to aggregate.

Looking at the aggregated data from 21 HEIs<sup>9</sup>, we were also able to calculate the success rate of women, men, white and BME applicants:

**Table 5 Professorial posts—data from 21 HEIs (total number of posts advertised/considered: 434)**

		Women	Men	Total
<b>Applied</b>	<i>Number</i>	596	2662	3258
	<i>% of those where gender known</i>	18.3	81.7	100.0
<b>Shortlisted</b>	<i>Number</i>	116	399	515
	<i>% of those where gender known</i>	22.5	77.5	100.0
<b>Appointed</b>	<i>Number</i>	109	307	416
	<i>% of those where gender known</i>	26.2	73.8	100.0
<b>Success rate</b>	<i>%</i>	18.3	11.5	

		White	BME	Total
<b>Applied</b>	<i>Number</i>	1646	583	2229
	<i>% of those where ethnicity known</i>	73.8	26.2	100.0
<b>Shortlisted</b>	<i>Number</i>	262	60	322
	<i>% of those where ethnicity known</i>	81.4	18.6	100.0
<b>Appointed</b>	<i>Number</i>	348	41	389
	<i>% of those where ethnicity known</i>	89.5	10.5	100.0
<b>Success rate</b>	<i>%</i>	21.1	7.0	

This aggregated data, representative of the data provided by individual institutions indicates two major, but different, problems in the sector in relation to the appointment of professorial staff:

**Over four times as many men applied for professorial posts as women.**

However, those women applying for professorial posts were actually more successful in securing a post than their male colleagues.

**White applicants are three times as likely to be successful in securing a professorial role as their BME colleagues.**

The sector needs to seriously address why women are not applying for professorial posts and why BME staff are less successful in their applications than white staff.

The data supplied was not aggregated in a way to indicate the number of white women and BME women applying, being interviewed and being appointed. However, in examining the raw data it was apparent that very few professorial appointments went to BME women. For example, at the University of Oxford, of the 51



professorial staff appointed over the given period none were BME women (three BME men were appointed).

A third problem, revealed by the data provided, is the lack of ethnicity data being provided and/or being retained by institutions from applicants, interviewees and, to a lesser extent appointees.

The gender of 3% of professorial applicants was unknown. However, the ethnicity of over a third (33.7%) of professorial applicants, 39.8% of interviewees and even 9.1% of those actually appointed was unknown.

There were significant differences in the level of ethnicity data provided by HEIs. However, that some were able to produce the relevant data indicates that it is possible to collect and retain the data where the institution has the necessary systems in place.

These patterns are repeated in aggregated data from 22 HEIs, although the representation of women applicants is higher and their success rate more aligned to that of their male colleagues, in the recruitment of Senior/Principal Lecturers:

**Table 6 Senior Lecturer posts—data from 22 HEIs**

		<b>Women</b>	<b>Men</b>	<b>Total</b>
<b>Applied</b>	<i>Number</i>	2839	5022	7861
	<i>% of those where gender known</i>	36.1	63.9	100.0
<b>Shortlisted</b>	<i>Number</i>	384	721	1105
	<i>% of those where gender known</i>	34.8	65.2	100.0
<b>Appointed</b>	<i>Number</i>	228	384	612
	<i>% of those where gender known</i>	37.3	62.7	100.0
<b>Success rate</b>	<b>%</b>	8.0	7.6	

		<b>White</b>	<b>BME</b>	<b>Total</b>
<b>Applied</b>	<i>Number</i>	3863	2742	6605
	<i>% of those where ethnicity known</i>	58.5	41.5	100.0
<b>Shortlisted</b>	<i>Number</i>	652	278	930
	<i>% of those where ethnicity known</i>	70.1	29.9	100.0
<b>Appointed</b>	<i>Number</i>	456	109	565
	<i>% of those where ethnicity known</i>	80.7	19.3	100.0
<b>Success rate</b>	<i>%</i>	11.8	4.0	

## TACKLING THE PROBLEM OF UNDER-REPRESENTATION

For a number of institutions we had identified as having an above average 'representation gap' we also looked to see whether equality objectives, schemes, plans or similar had been published to tackle the obvious under-representation of women and/or BME staff in their senior grades. We had assumed that faced with such stark data, institutions would be identifying the problem(s) and putting in place action plans to address them. A number of institutions noted that women are disproportionately successful when they apply for promotion while ignoring the fact that the number of women applying in the first place is disproportionately low.

The following information was taken from the relevant HEI websites during July and August 2012:

Institution	Higher than UK average under-representation in Gender (G) or Race (R) in Professorial grade	Relevant part of any published equality objectives or action plan
Aberystwyth University	G	<p><b>Equality Scheme Action Plan: Appendix A</b></p> <ul style="list-style-type: none"> <li>• Review recruitment and selection procedures and ensure processes are inclusive and do not preclude under-represented groups.</li> <li>• Review recruitment, selection, development and promotion process for any gender bias. To include recruitment, probation and promotion processes.</li> <li>• Review equality training for all Appointing Panel members.</li> </ul>
Aston University	R	<p><b>Included in published equality objectives:</b></p> <p>Improve the Seniority Profile of the Institution by gender and ethnicity. This is to be supported by a separate action plan.</p>
Bangor University	G	No specific targets identified.

<b>University of Bedfordshire</b>	<b>G</b>	<p><b>Single Equality Scheme</b></p> <ul style="list-style-type: none"> <li>• Ensure fairness and equity in the recruitment, selection and promotion of staff</li> <li>• Promote and address issues around the underrepresentation and increase the representation of female staff at senior management levels.</li> <li>• Continue to monitor gender take up of AIP and CRP schemes</li> <li>• Identify gender imbalances and take steps to address.</li> </ul>
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<b>Cardiff University</b>	<b>G</b>	<p><b>Equality and Diversity Policy</b></p> <ul style="list-style-type: none"> <li>• To review and address under-representation in recruitment, retention and progression/attainment of staff and students.</li> </ul> <p><i>Appendix A: Equality Objectives Action Plan</i></p> <ol style="list-style-type: none"> <li>a. Increase the number of women academics submitting timely promotion applications to gain recognition for their professional achievements and academic standing.</li> <li>b. Workshops on the Academic Career pathway to be targeted at School Promotion Panels.</li> <li>c. Women Professors Forum to introduce a programme of activity, e.g. presentations from women who have been successful in gaining promotion.</li> <li>d. 'Confidence Building for Female Academics' to be extended to cover all other areas in addition to Science, Technology, Engineering and Maths (STEM) subjects. 'Springboard' career progression training to be promoted to women (including non-academic women) together with 'Navigation' training for men.</li> </ol>
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<b>Coventry University</b>	<b>R</b>	<p><b>Equality scheme 2012-15 includes priority 3:</b></p> <p>To increase the diversity of staff at senior levels within the university: to increase the % of BME staff at Grade 9 and 10 and female staff at Grade 10 by 4 percentage points.</p>
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<b>De Montfort University</b>	<b>G</b>	<b>Single Equality Scheme</b> The University became a member of the Athena Swan Charter in 2009 (women working in Science, Engineering and Technology). An Athena Swan Steering Group was launched in 2008. One of the aims of this is to identify mechanisms to engage with women working in these areas.
<b>Glasgow Caledonian University</b>	<b>G</b>	No specific targets identified.
<b>The London School of Economics and Political Science</b>	<b>R</b>	<b>Single Equality Scheme Action Plan 2011-2014</b> 10.To identify positive action initiatives for the recruitment of Black and Minority Ethnic staff into bands 6 and above.
<b>Middlesex University</b>	<b>G &amp; R</b>	Equality objectives do not address.
<b>Queen Mary, University of London</b>	<b>R</b>	<b>Equality &amp; Diversity Objectives 2012-2015:</b> Sub-objective 1: Enhance Gender Equality for Staff and Students Sub-objective 2: Ensure that the proportion of BME staff at all grades reflects fair and transparent recruitment and progression processes Includes: <ul style="list-style-type: none"> <li>• Investigate the differential between applicants, shortlisted and appointed staff by ethnicity and take relevant action</li> <li>• Set up a race equality staff network</li> <li>• Take part in the B-Mentor2 programme with London leading higher education institutions</li> <li>• Conduct qualitative research to investigate barriers to progression</li> <li>• Gap in BME applicants to QM being shortlisted and appointed is investigated and measures taken to address the success gap by 2015.</li> </ul>

St George's,  
University of  
London

G & R

**Draft single equality scheme 2012**

*Gender*

- Report on how the gender composition of the workforce currently reflects the demographic pool from which staff may be recruited at regional, national, and, where appropriate, international level.

- SGUL will proactively consider whether any recruitment opportunities can be made more attractive to men and women especially where the gender- balance remains unequal in certain occupations.

- SGUL will proactively consider whether any senior recruitment opportunities can be made more attractive to women—who traditionally may be more likely to work part time, due to domestic or caring responsibilities.

*Race*

- Report on how the race and ethnicity composition of the workforce currently reflects the demographic pool from which staff may be recruited at regional, national, and, where appropriate, international level.

- Review whether more senior jobs can be made more attractive to potential recruits from all racial and ethnic backgrounds.

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School of  
Oriental and  
African Studies

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**Equality and Diversity Sub-strategy  
January 2012**

6. i. Conduct research to investigate why the proportion of successful applicants from BME backgrounds is far lower than the proportion of applicants from BME backgrounds.

6.ii. Develop and roll out mentoring schemes for under-represented groups/grades.

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University of  
Surrey

R

**Priority 2 (of 3) states:**

2) To identify barriers and take action to improve diversity amongst staff and students and to ensure that the University is representative of the community it serves.

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Institutions need to be looking at the representation of different groups of staff amongst the professoriate and identifying any representation gaps.

Once these gaps are identified there needs to be an analysis of how and why this under-representation exists. Collating and retaining equality data in relation to recruitment and promotion exercises is essential and can help an institution to see whether problems are being caused by lack of applications or lack of success in recruitment or promotion exercises. The causes of both then need to be investigated. It is not good enough to say 'no women applied' or 'we just appoint the best person for the job' if the aggregate result of each of these recruitment/promotion exercises is a systematic under-representation of women and BME staff in professorial (and other senior) grades.

As well as looking at who joins the organisation (or who gets promoted within it), institutions also need to be analysing who is leaving whether voluntarily or as a result of institutional initiatives—for example course closures or voluntary redundancy schemes. Any imbalance in those leaving between different groups (men/women, BME/white etc) need to be investigated and appropriate action taken.

In carrying out all analysis it is important to involve the recognised trade unions and members of under-represented groups. It is important to listen to the views of trade unions and to what staff are saying and to ensure that those experiences feed into the process.

Having identified potential causes for any under-representation, institutions need to put into place action plans to address the issue. They should be developed in partnership with the recognised trade unions, have buy-in at the highest level of the institution and be properly resourced. Action plans should have an agreed timetable, set clear targets that are measurable and achievable and be regularly monitored and reviewed.

# PAY GAPS AMONG THE PROFESSORiate

Pay for professorial staff is not consistent across the sector. While a minimum pay point (point 50 on the national pay spine) is agreed nationally, the level of professorial pay and how it is determined above that minimum is determined locally, often without the involvement of the recognised trade unions. Some institutions have introduced professorial grades with the aim of making the process more transparent but professorial pay across the sector is characterised by lack of transparency.

It is this lack of pay transparency and evidence from individual members that has led us to believe that pay gaps may exist within the professoriate.

The JNCHES guidance on equal pay reviews (agreed nationally by the employers and recognised trade unions) states that pay gaps should be investigated where they are significant ie more than 5% or where there is a pattern of difference (eg repeated gaps of 3% or more) which favour individuals of a particular group.

**Gender pay gaps** Data provided by HESA relating to the 2010/11 staff record identifies the gender pay gap for full-time professorial staff for all HEIs—see Appendix 5<sup>11</sup> (page 39).

Across all HEIs there is a significant pay gap in favour of men across the professoriate:

**Table 7 Gender pay gaps**

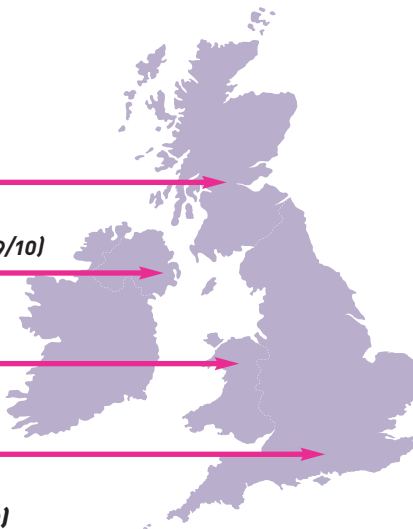
**Scotland 5.1%** (4.5% in 2009/10)

**Northern Ireland 8.1%** (7.9% in 2009/10)

**Wales 7.0%** (7.8% in 2009/10)

**England 6.4%** (6.0% in 2009/10)

**UK as a whole 6.3%** (5.9% in 2009/10)



<sup>11</sup> If the staff record shows seven or fewer members of staff in a particular category HESA does not provide the data (on the grounds it could identify individuals). The table at Appendix 5, showing pay gaps at individual HEIs excludes institutions where pay gaps could not be calculated for this reason.



In fact, the professorial gender pay gap has been stubbornly persistent over the past eight years:

**Table 8 Professorial pay gap in favour of men %**



Source: HESA staff record 2010/11, % calculations UCU

For full details of changes to the gender pay gap since 1995/6 see Appendix 2 (page 27).

The level of the professorial gender pay gap varies widely between the 88 institutions in which a gap could be calculated but only in 16 institutions was the gap in favour of women.

Of the 72 institutions showing a professorial pay gap in favour of men, 39 had a significant pay gap of 5% or more with the largest gap being 20.2% (St George's, University of London) and the lowest 0.1% (Sheffield Hallam University).

**Race pay gaps** As seen earlier, BME staff are less likely to be professors than white staff and the proportion of UK national black academics who were professors is particularly low (3.6%).

We also wanted to see whether race pay gaps existed within professorial pay. To do this we looked at data provided by HESA relating to the 2010/11 staff record: see Appendix 6<sup>12</sup> (page 40). The ethnic groups referred to are those used by HESA.

<sup>12</sup> If the staff record shows seven or fewer members of staff in a particular category HESA does not provide the data (on the grounds it could identify individuals). The table at Appendix 6, showing pay gaps at individual HEIs excludes institutions where pay gaps could not be calculated for this reason.

The most startling fact emerging from the data is that the vast majority of HEIs have so few non-white professorial staff in each category that pay gap data is not available. Furthermore, not a single HEI has data relating to the pay of Black professorial staff indicating that not a single UK HEI has more than seven Black professorial staff. The statistics again reveal that the ethnicity of large numbers of staff are unknown.

Where data was provided it showed there to be a wide range of pay gaps, with BME professors sometimes receiving considerably lower pay than white staff and sometimes considerably higher.

However, in England, overall data showed that professors of Black, Chinese and Other ethnic origins earned between 9.7% and 3.6% less than their white colleagues, while Asian professors earned 5.1% more than their white colleagues.

In Wales, insufficient data for Black professors was available; Chinese professorial staff earned 7.5% less, and Asian professorial staff earned 4.5% more, than white colleagues.

In Scotland, Black professorial staff earned 9.9% less than white professorial staff, Chinese professors earned 10.2% less and Asian professors earned 6.3% less. Professors from other ethnicities, including mixed race professors, earned 7.5% less than their white colleagues.

In Northern Ireland the only data available was for Asian and white professorial staff which indicated that Asian staff were paid 0.6% less than their white colleagues.

**For the UK as a whole, Black professors earned 9.4% less than their white colleagues, Chinese professors earned 6.7% less, and other ethnicities including mixed race earned 3.5% less; Asian professorial staff earned 4.0% more than their white colleagues.**

**Tackling pay gaps** Despite over 40 years of legislation on equal pay and robust guidance from JNCHES on carrying out Equal Pay Audits, there remains a problem of equal pay amongst the professoriate in UK HEIs.

UCU has taken, and will continue to take, legal action to challenge unequal pay. However, we would always prefer to work with institutions to identify and close any unjustified pay gaps rather than rely on legal action to do so.

We are therefore calling on all HEIs to work with their recognised trade unions to carry out equal pay audits in line with the agreed JNCHES guidance and ensuring that part 3 of that process—the ‘action’ stage—is fully implemented. Equal pay audits must include the professoriate (and other senior staff) if they are to be meaningful and address the serious problem of unequal pay amongst the professoriate.

UCU believes that the systems for remuneration for professorial (and other senior) staff in many HEIs also contribute to the pay gaps among the professoriate. Ad hoc, opaque and personally negotiated pay arrangements for professorial staff are in direct opposition to transparent and fair professorial grading structures that will deliver on an institution’s equal pay obligations. We believe that all pay systems should be transparent and equality-proofed and are therefore calling on the sector to negotiate with the recognised trade unions on the introduction of transparent and fair pay structures for professorial staff—see UCU guidance UCUHE/139 ([www.ucu.org.uk/circ/rtf/UCUHE139.rtf](http://www.ucu.org.uk/circ/rtf/UCUHE139.rtf)).

With the UK professorial gender pay gap consistently above 5% (and having increased in the last year) it is all the more important that HEIs address this problem head on.

## **NEXT STEPS: CHALLENGES FOR THE SECTOR**

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In presenting this report we hope to expose the inequalities inherent in the current professorial system.

We are taking the employers at their word when they state their commitment to address inequality in the sector. We are therefore calling on them to work with us and seriously engage in tackling this problem.

It does not help if employers try to deny there is a problem or if they take a confrontational or defensive position.

To tackle the issues outlined in the report, employers must commit to working in genuine partnership with their recognised trade unions and to genuinely engaging with women and BME staff.

We call on all HEIs to make use of available resources such as the JNCHES guidance on equal pay audits, the Equality Challenge Unit and UCU guidance on professorial grading structures. We also call on them to engage with sector initiatives that are seeking to address these issues such as the Athena Swan programme<sup>13</sup> which was set up to advance and promote the careers of women in STEM<sup>14</sup> subjects.

For its part, UCU offers its genuine commitment to work with employers to address the issues identified in this report.

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<sup>13</sup> It is worth noting that in a letter to the Medical Schools Council on 29 July 2011, the Chief Medical Officer, Professor Dame Sally C Davies outlined her intention that all medical schools who wish to apply for NIHR Biomedical Research Centres and Units funding need to have achieved an Athena SWAN Charter for women in science Silver Award.

<sup>14</sup> Science, Technology, Engineering, Mathematics, Mechanics, Medicine

# APPENDICES

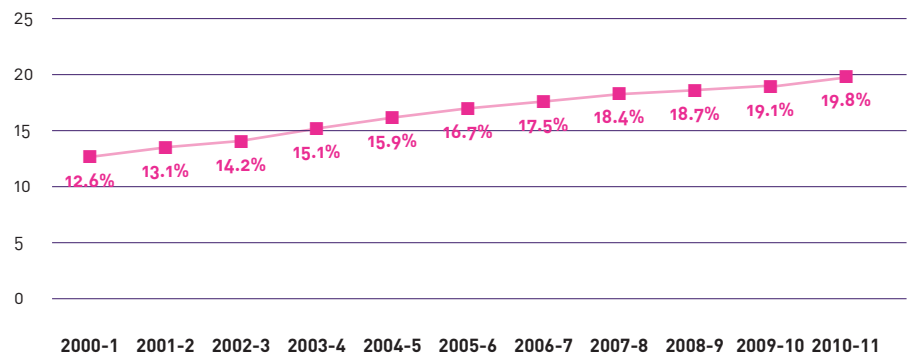
## Appendix 1

### Representation of women and BME staff in UK higher education institutions from 2000-1 to 2010-11

	% of professorial staff who are women	% of professorial staff who are from BME backgrounds (where ethnicity known)
2000-1	12.6%	3.9%
2001-2	13.1%	4.2%
2002-3	14.2%	4.4%
2003-4	15.1%	4.8%
2004-5	15.9%	5.4%
2005-6	16.7%	5.8%
2006-7	17.5%	6.2%
2007-8	18.4%	6.5%
2008-9	18.7%	6.8%
2009-10	19.1%	7.0%
2010-11	19.8%	7.3%

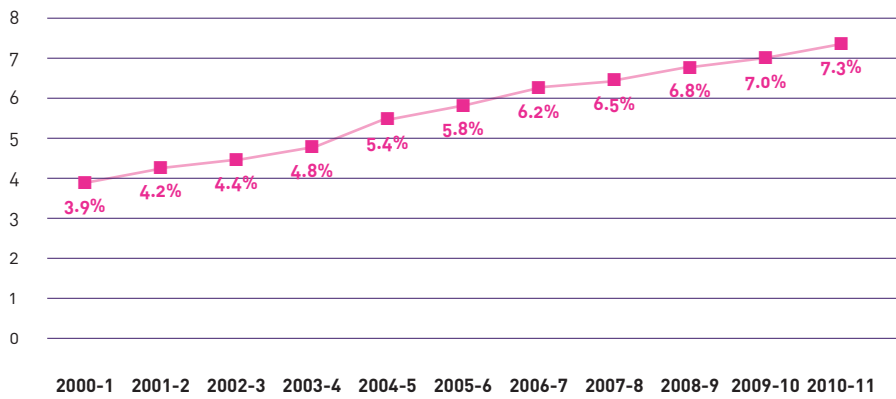
Source: HESA Staff Record, time series; % calculations: UCU

### % of UK professorial staff who are women



Source: HESA staff record 2010/11, % calculations UCU

### % of UK professorial staff who are non-white (where ethnicity known)



Source: HESA staff record 2010/11, % calculations UCU

## Appendix 2

### UK professorial academic staff: gender pay gap (HESA)

Up to and including 2002-3, professorial pay data only covered pre-92 institutions; from 2003-4 onwards, the whole UK higher education sector was included. Data were missing for 1999-2000.

End of academic year*	Female £	Male £	Total £	F as % M	GP gap in favour of males**
1995-6	£38,849	£40,293	£40,177	96.4%	3.6%
1996-7	£41,100	£42,725	£42,593	96.2%	3.8%
1997-8	£42,352	£44,091	£43,941	96.1%	3.9%
1998-9	£44,359	£46,296	£46,111	95.8%	4.2%
<b>1999-2000 n/a</b>					
2000-1	£47,965	£50,072	£49,825	95.8%	4.2%
2001-2	£49,802	£51,597	£51,378	96.5%	3.5%
2002-3	£52,262	£54,003	£53,774	96.8%	3.2%
2003-4	£53,878	£57,486	£56,944	93.7%	6.3%
2004-5	£56,105	£59,696	£59,127	94.0%	6.0%
2005-6	£58,987	£63,241	£62,538	93.3%	6.7%
2006-7	£62,261	£67,134	£66,282	92.7%	7.3%
2007-8	£65,568	£70,854	£69,870	92.5%	7.5%
2008-9	£70,670	£75,174	£74,341	94.0%	6.0%
2009-10	£71,612	£76,110	£75,256	94.1%	5.9%
2010-11	£71,910	£76,738	£75,795	93.7%	6.3%

\* Pay at 31 July at the end of the year in question, eg 31.7.09 for 2008-9, unless contract ended earlier in the year

\*\* The extent to which female pay lags behind male pay

Full-time gross mean average annual pay

Includes teaching-only, research-only and teaching-and-research academics, as well as clinical academics, excludes London weighting from 2003-4 & bonus payments

Source: HESA staff record, series; % calculation: UCU

## Appendix 3

### UK professorial and non-professorial academic staff by HEI, gender 2010-11

Data ranked by percentage point gap between women as % of professors compared with non-professors (see far right column).

Source: HESA Staff Record 2010/11; % only calculated where 52 or more in a total; % calculated by UCU on unrounded data (HEI name preceded by HESA identifier). Grand Total represents all academic staff.

HEI name preceded by HESA identifier	# of non-professors, rounded	# of professors, rounded	Men as % of all professors	Women as % of all professors	Men as % of all non-professors	Women as % of all non-professors	Percentage point gap between women as % of professors compared with non-professors
0145 St George's Hospital Medical School	65	530	80.00%	20.00%	36.30%	63.70%	43.8
0177 Aberystwyth University	80	810	91.40%	8.60%	50.20%	49.80%	41.2
0026 University of Bedfordshire	55	655	83.60%	16.40%	44.60%	55.40%	39.1
0106 Glasgow Caledonian University	60	765	80.00%	20.00%	43.90%	56.10%	36.1
0179 Cardiff University	420	2230	87.00%	13.00%	53.00%	47.00%	34.1
0067 Middlesex University	55	845	81.30%	18.70%	48.30%	51.70%	33.1
0178 Bangor University	100	750	80.60%	19.40%	48.20%	51.80%	32.4
0065 Liverpool John Moores University	70	1210	84.40%	15.60%	52.30%	47.70%	32.1
0134 King's College London	410	3330	77.90%	22.10%	46.20%	53.80%	31.7
0068 De Montfort University	90	1115	82.70%	17.30%	51.20%	48.80%	31.5
0073 The University of Plymouth	130	995	83.30%	16.70%	52.00%	48.00%	31.2



**Gender and academic seniority**

HEI name preceded by HESA identifier	# of non-professors, rounded	# of professors, rounded	Men as % of all non-professors		Women as % of all non-professors		Percentage point gap between women as % of professors compared with non-professors
			Men as % of all non-professors	Women as % of all non-professors	Men as % of all professors	Women as % of all professors	
0156 The University of Oxford	240	5185	88.80%	11.20%	57.60%	42.40%	31.2
0174 The University of Stirling	95	830	77.70%	22.30%	46.90%	53.10%	30.8
0117 The University of East Anglia	190	1995	78.20%	21.80%	47.70%	52.30%	30.5
0122 The University of Kent	165	1505	84.30%	15.70%	53.80%	46.20%	30.5
0126 The University of Liverpool	305	1800	87.20%	12.80%	56.70%	43.30%	30.4
0170 The University of Aberdeen	270	1420	81.50%	18.50%	51.10%	48.90%	30.4
0202 London Metropolitan University	65	820	84.60%	15.40%	54.70%	45.30%	30.0
0112 The University of Bristol	415	1930	83.50%	16.50%	53.70%	46.30%	29.8
0119 The University of Exeter	170	1125	84.20%	15.80%	54.50%	45.50%	29.7
0075 Sheffield Hallam University	110	1950	79.60%	20.40%	50.20%	49.80%	29.5
0051 The University of Brighton	70	1440	73.20%	26.80%	44.80%	55.20%	28.4
0109 The University of Bath	150	870	89.30%	10.70%	61.30%	38.70%	28.0
0059 The University of Greenwich	60	1230	83.60%	16.40%	55.80%	44.20%	27.8
0158 The University of Salford	115	1410	82.30%	17.70%	54.50%	45.50%	27.8
0180 Swansea University	195	905	84.80%	15.20%	57.00%	43.00%	27.8
0121 The University of Keele	100	630	77.60%	22.40%	49.90%	50.10%	27.6
0138 London School of Hygiene and Tropical Medicine	80	535	65.20%	34.80%	37.90%	62.10%	27.3
0162 The University of Sussex	155	1425	79.60%	20.40%	52.40%	47.60%	27.2

**Gender and academic seniority**

HEI name preceded by HESA identifier	# of non-professors, rounded	# of professors, rounded	Men as % of all professors	Women as % of all professors	Percentage point gap between women as % of professors compared with non-professors		
					Men as % of all non-professors	Women as % of all non-professors	Percentage point gap
0125 The University of Leicester	230	1690	82.80%	17.20%	55.70%	44.30%	27.0
0124 The University of Leeds	420	2475	84.00%	16.00%	57.00%	43.00%	27.0
0157 The University of Reading	195	1290	76.90%	23.10%	50.50%	49.50%	26.4
0164 The University of York	260	1165	78.00%	22.00%	51.80%	48.20%	26.1
0155 The University of Nottingham	470	2795	82.20%	17.80%	56.10%	43.90%	26.1
0168 The University of Glasgow	415	2220	79.90%	20.10%	53.80%	46.20%	26.1
0090 University of Glamorgan	70	1085	86.10%	13.90%	60.10%	39.90%	26.0
0149 University College London	705	4545	80.20%	19.80%	54.40%	45.60%	25.8
0114 The University of Cambridge	535	4160	84.70%	15.30%	59.00%	41.00%	25.7
0169 The University of Strathclyde	200	1230	86.60%	13.40%	61.30%	38.70%	25.3
0172 The University of Dundee	175	1315	78.00%	22.00%	52.80%	47.20%	25.2
0204 The University of Manchester	725	3695	80.90%	19.10%	56.10%	43.90%	24.8
0167 The University of Edinburgh	485	2680	81.10%	18.90%	56.50%	43.50%	24.6
0160 The University of Southampton	310	2265	81.40%	18.60%	57.40%	42.60%	24.0
0161 The University of Surrey	145	1390	78.90%	21.10%	55.10%	44.90%	23.8
0118 The University of Essex	150	935	79.10%	20.90%	55.30%	44.70%	23.7
0132 Imperial College of Science, Technology and Medicine	625	3005	87.40%	12.60%	63.70%	36.30%	23.7
0110 The University of Birmingham	345	2110	81.90%	18.10%	58.50%	41.50%	23.4

**Gender and academic seniority**

HEI name preceded by HESA identifier	# of non-professors, rounded	# of professors, rounded	Men as % of all non-professors		Women as % of all non-professors		Percentage point gap between women as % of professors compared with non-professors
			Men as % of all professors	Women as % of all professors	Men as % of all non-professors	Women as % of all non-professors	
0154 The University of Newcastle-upon-Tyne	365	2145	80.00%	20.00%	56.70%	43.30%	23.3
0071 The Nottingham Trent University	75	1475	73.30%	26.70%	50.10%	49.90%	23.2
0069 The University of Northumbria at Newcastle	65	1190	73.60%	26.40%	50.40%	49.60%	23.2
0184 The Queen's University of Belfast	220	1400	79.40%	20.60%	56.20%	43.80%	23.1
0116 University of Durham	265	1205	84.40%	15.60%	61.60%	38.40%	22.8
0052 Birmingham City University	90	1275	76.70%	23.30%	54.00%	46.00%	22.7
0115 The City University	170	1570	75.00%	25.00%	52.90%	47.10%	22.2
0159 The University of Sheffield	370	2115	82.00%	18.00%	59.90%	40.10%	22.1
0053 The University of Central Lancashire	65	1150	73.80%	26.20%	52.00%	48.00%	21.9
0083 The University of Westminster	55	1420	72.70%	27.30%	51.00%	49.00%	21.7
0146 The School of Oriental and African Studies	75	810	74.70%	25.30%	53.00%	47.00%	21.7
0001 The Open University	160	7495	67.20%	32.80%	45.60%	54.40%	21.7
0081 University of the West of England, Bristol	80	1600	68.40%	31.60%	46.90%	53.10%	21.5
0072 Oxford Brookes University	60	1230	68.00%	32.00%	46.80%	53.20%	21.2
0185 University of Ulster	170	1485	75.20%	24.80%	54.10%	45.90%	21.1
0163 The University of Warwick	365	1505	80.30%	19.70%	59.30%	40.70%	21.1
0131 Goldsmiths College	75	400	70.10%	29.90%	49.20%	50.80%	20.9
0141 Royal Holloway and Bedford New College	170	885	76.20%	23.80%	55.30%	44.70%	20.8

**Gender and academic seniority**

HEI name preceded by HESA identifier	# of non-professors, rounded	# of professors, rounded	Percentage point gap between women as % of professors compared with non-professors					Women as % of all non-professors
			Men as % of all professors	Women as % of all professors	Men as % of all non-professors	Women as % of all non-professors	Percentage point gap	
0173 The University of St Andrews	190	805	84.90%	15.10%	64.10%	35.90%	20.8	
0123 The University of Lancaster	180	1270	77.80%	22.20%	57.20%	42.80%	20.6	
0139 Queen Mary and Westfield College	355	1365	75.90%	24.10%	55.30%	44.70%	20.6	
0171 Heriot-Watt University	125	525	89.70%	10.30%	69.80%	30.20%	19.9	
0120 The University of Hull	100	840	75.50%	24.50%	55.80%	44.20%	19.7	
0152 Loughborough University	210	1365	82.80%	17.20%	63.30%	36.70%	19.5	
0127 Birkbeck College	115	1250	67.50%	32.50%	48.10%	51.90%	19.4	
0066 The Manchester Metropolitan University	90	1990	69.60%	30.40%	50.40%	49.60%	19.2	
0063 Kingston University	60	1980	68.60%	31.40%	49.70%	50.30%	18.9	
0113 Brunel University	135	1015	78.80%	21.20%	60.50%	39.50%	18.3	
0133 Institute of Education	85	310	48.20%	51.80%	30.60%	69.40%	17.6	
0137 London School of Economics and Political Science	185	1290	74.70%	25.30%	57.30%	42.70%	17.3	
0056 Coventry University	55	1870	68.20%	31.80%	51.10%	48.90%	17.1	
0111 The University of Bradford	85	530	72.30%	27.70%	57.70%	42.30%	14.6	
0108 Aston University	70	690	75.70%	24.30%	63.10%	36.90%	12.6	
0002 Cranfield University	90	550	88.60%	11.40%	76.70%	23.30%	11.9	
<b>Total</b>	<b>17435</b>	<b>163445</b>	<b>80.20%</b>	<b>19.80%</b>	<b>53.20%</b>	<b>46.80%</b>	<b>27.0</b>	

## Appendix 4

### UK professorial and non-professorial academic staff by HEI, ethnicity 2010-11

Data ranked by percentage point gap between BME academics as % of professors compared with non-professors (see far right column).

Source: HESA Staff Record 2010/11; % only calculated where 52 or more in a total; % calculated by UCU on unrounded data (HEI name preceded by HESA identifier). Grand Total represents all academic staff.

HEI name preceded by HESA identifier	Ethnicity and academic seniority		Percentage point gap between BME staff as % of professors compared with non-professors				
	# of non-professors, where ethnicity known (data rounded)	# of professors, where ethnicity known (data rounded)	White staff as % of all non-professors, where ethnicity known	BME staff as % of all non-professors, where ethnicity known	White staff as % of all professors, where ethnicity known	BME staff as % of all professors, where ethnicity known	Percentage point gap between BME staff as % of professors compared with non-professors
0067 Middlesex University	55	845	96.50%	3.50%	76.30%	23.70%	20.2
0056 Coventry University	50	1670	96.20%	3.80%	78.20%	21.80%	18.0
0108 Aston University	65	665	91.00%	9.00%	73.60%	26.40%	17.4
0161 The University of Surrey	135	1075	93.30%	6.70%	77.10%	22.90%	16.2
0145 St George's Hospital Medical School	65	480	93.70%	6.30%	77.90%	22.10%	15.8
0132 Imperial College of Science, Technology and Medicine	585	2775	90.90%	9.10%	75.60%	24.40%	15.3
0139 Queen Mary and Westfield College	350	1330	89.80%	10.20%	76.30%	23.70%	13.5
0137 London School of Economics and Political Science	165	1185	92.80%	7.20%	79.40%	20.60%	13.4
0146 The School of Oriental and African Studies	70	765	70.80%	29.20%	57.70%	42.30%	13.2
0115 The City University	165	1470	94.00%	6.00%	81.00%	19.00%	13.0

**Ethnicity and  
academic seniority**

**Percentage point gap between BME staff as %  
of professors compared with non-professors**

HEI name preceded by HESA identifier	# of non-professors, where ethnicity known (data rounded)	# of professors, where eth- nicity known (data rounded)	White staff as % of all professors, where ethnicity known	BME staff as % of all professors, where ethnicity known	White staff as % of all non-professors, where ethnicity known	BME staff as % of all non-professors, where ethnicity known	Percentage point gap between BME staff as % of professors compared with non-professors
0002 Cranfield University	90	545	94.30%	5.70%	81.40%	18.60%	12.9
0141 Royal Holloway and Bedford New College	165	845	95.20%	4.80%	82.30%	17.70%	12.8
0059 The University of Greenwich	60	1060	89.70%	10.30%	77.50%	22.50%	12.1
0123 The University of Lancaster	175	1180	97.70%	2.30%	86.10%	13.90%	11.6
0159 The University of Sheffield	350	1640	95.10%	4.90%	84.10%	15.90%	11
0171 Heriot-Watt University	115	480	90.50%	9.50%	79.60%	20.40%	10.9
0122 The University of Kent	145	1285	93.90%	6.10%	83.10%	16.90%	10.8
0155 The University of Nottingham	465	2640	93.60%	6.40%	83.20%	16.80%	10.4
0156 The University of Oxford	180	3595	96.10%	3.90%	85.70%	14.30%	10.4
0083 The University of Westminster	50	1265	92.20%	7.80%	81.90%	18.10%	10.2
0149 University College London	670	4145	91.20%	8.80%	81.30%	18.70%	9.8
0063 Kingston University	50	1625	96.10%	3.90%	86.40%	13.60%	9.7
0172 The University of Dundee	170	1285	95.90%	4.10%	86.20%	13.80%	9.7
0134 King's College London	395	3260	90.90%	9.10%	81.40%	18.60%	9.6
0127 Birkbeck College	105	1105	94.40%	5.60%	84.80%	15.20%	9.6
0174 The University of Stirling	80	620	96.30%	3.70%	86.90%	13.10%	9.5

**Ethnicity and academic seniority**

HEI name preceded by HESA identifier	Percentage point gap between BME staff as % of professors compared with non-professors						
	White staff as % of all non-professors, where ethnicity known		BME staff as % of all non-professors, where ethnicity known		BME staff as % of all professors, where ethnicity known		Percentage point gap between BME staff as % of professors compared with non-professors
	White staff as % of all professors, where ethnicity known		White staff as % of all professors, where ethnicity known		White staff as % of all professors, where ethnicity known		
	# of non-professors, where ethnicity known (data rounded)		# of non-professors, where ethnicity known (data rounded)		# of non-professors, where ethnicity known (data rounded)		
	# of professors, where ethnicity known (data rounded)		# of professors, where ethnicity known (data rounded)		# of professors, where ethnicity known (data rounded)		
# of professors, where ethnicity known (data rounded)		# of professors, where ethnicity known (data rounded)		# of professors, where ethnicity known (data rounded)			
0110 The University of Birmingham	340	2095	90.90%	9.10%	81.80%	18.20%	9.1
0204 The University of Manchester	715	3625	92.20%	7.80%	83.00%	17.00%	9.1
0160 The University of Southampton	250	1875	93.80%	6.20%	84.80%	15.20%	9
0114 The University of Cambridge	455	3120	93.60%	6.40%	84.60%	15.40%	9.0
0162 The University of Sussex	140	1185	93.50%	6.50%	84.60%	15.40%	8.9
0125 The University of Leicester	220	1340	94.10%	5.90%	85.30%	14.70%	8.8
0163 The University of Warwick	340	1420	92.10%	7.90%	83.30%	16.70%	8.7
0066 The Manchester Metropolitan University	90	1890	96.70%	3.30%	88.20%	11.80%	8.6
0138 London School of Hygiene and Tropical Medicine	80	535	91.20%	8.80%	82.70%	17.30%	8.4
0169 The University of Strathclyde	190	1115	93.70%	6.30%	85.40%	14.60%	8.3
0119 The University of Exeter	150	1055	97.40%	2.60%	89.20%	10.80%	8.2
0124 The University of Leeds	315	1930	91.70%	8.30%	83.70%	16.30%	8.0
0173 The University of St Andrews	175	735	96.60%	3.40%	88.60%	11.40%	8.0
0154 The University of Newcastle-upon-Tyne	345	2005	95.10%	4.90%	87.10%	12.90%	8.0
0170 The University of Aberdeen	265	1395	96.30%	3.70%	88.30%	11.70%	7.9
0152 Loughborough University	210	1305	89.00%	11.00%	81.20%	18.80%	7.8

**Ethnicity and  
academic seniority**

**Percentage point gap between BME staff as %  
of professors compared with non-professors**

HEI name preceded by HESA identifier	# of non-professors, where ethnicity known (data rounded)	# of professors, where eth- nicity known (data rounded)	White staff as % of all professors, where ethnicity known	BME staff as % of all professors, where ethnicity known	White staff as % of all non-professors, where ethnicity known	BME staff as % of all non-professors, where ethnicity known	Percentage point gap between BME staff as % of professors compared with non-professors
0117 The University of East Anglia	185	1955	97.80%	2.20%	90.20%	9.80%	7.6
0116 University of Durham	260	1160	95.20%	4.80%	88.20%	11.80%	7.0
0167 The University of Edinburgh	440	2215	95.70%	4.30%	88.90%	11.10%	6.8
0109 The University of Bath	135	820	93.30%	6.70%	86.50%	13.50%	6.8
0177 Aberystwyth University	75	760	98.70%	1.30%	92.00%	8.00%	6.7
0118 The University of Essex	145	870	86.90%	13.10%	80.40%	19.60%	6.5
0051 The University of Brighton	70	1305	98.60%	1.40%	92.20%	7.80%	6.3
0179 Cardiff University	400	2130	94.40%	5.60%	88.30%	11.70%	6.1
0180 Swansea University	195	895	92.70%	7.30%	86.60%	13.40%	6.1
0120 The University of Hull	95	830	93.80%	6.20%	87.90%	12.10%	5.9
0112 The University of Bristol	395	1875	94.20%	5.80%	88.40%	11.60%	5.8
0184 The Queen's University of Belfast	205	1350	94.60%	5.40%	89.10%	10.90%	5.6
0113 Brunel University	135	985	77.00%	23.00%	71.60%	28.40%	5.5
0202 London Metropolitan University	65	795	84.40%	15.60%	79.00%	21.00%	5.4
0164 The University of York	225	1040	95.10%	4.90%	90.30%	9.70%	4.9
0157 The University of Reading	180	1190	93.90%	6.10%	89.10%	10.90%	4.8



**Ethnicity and academic seniority**

HEI name preceded by HESA identifier	Percentage point gap between BME staff as % of professors compared with non-professors						
	BME staff as % of all non-professors, where ethnicity known						
	White staff as % of all non-professors, where ethnicity known						
	BME staff as % of all professors, where ethnicity known						
	White staff as % of all professors, where ethnicity known	# of non-professors, where ethnicity known (data rounded)	# of professors, where ethnicity known (data rounded)				
0178 Bangor University	95	745	96.90%	3.10%	92.40%	7.60%	4.6
0168 The University of Glasgow	385	1845	95.60%	4.40%	91.20%	8.80%	4.4
0075 Sheffield Hallam University	100	1745	96.10%	3.90%	91.70%	8.30%	4.3
0126 The University of Liverpool	295	1770	90.90%	9.10%	86.70%	13.30%	4.2
0131 Goldsmiths College	75	375	88.00%	12.00%	84.50%	15.50%	3.5
0068 De Montfort University	90	1100	89.20%	10.80%	85.60%	14.40%	3.5
0073 The University of Plymouth	130	980	94.60%	5.40%	91.80%	8.20%	2.7
0069 The University of Northumbria at Newcastle	65	1175	95.30%	4.70%	92.90%	7.10%	2.4
0121 The University of Keele	95	605	97.90%	2.10%	95.70%	4.30%	2.2
0185 University of Ulster	170	1470	95.30%	4.70%	93.10%	6.90%	2.2
0052 Birmingham City University	85	1195	90.60%	9.40%	88.70%	11.30%	1.9
0081 University of the West of England, Bristol	75	1535	93.40%	6.60%	91.90%	8.10%	1.6
0071 The Nottingham Trent University	60	835	91.80%	8.20%	90.20%	9.80%	1.6
0133 Institute of Education	85	300	91.60%	8.40%	91.00%	9.00%	0.6
0072 Oxford Brookes University	60	1205	91.90%	8.10%	91.90%	8.10%	-0.1
0001 The Open University	155	7300	93.60%	6.40%	93.90%	6.10%	-0.3

**Ethnicity and  
academic seniority**

**Percentage point gap between BME staff as %  
of professors compared with non-professors**

HEI name preceded by HESA identifier	# of non-professors, where ethnicity known (data rounded)	# of professors, where eth- nicity known (data rounded)	White staff as % of all professors, where ethnicity known	BME staff as % of all professors, where ethnicity known	White staff as % of all non-professors, where ethnicity known	BME staff as % of all non-professors, where ethnicity known	Percentage point gap between BME staff as % of professors compared with non-professors
0090 University of Glamorgan	70	1080	93.10%	6.90%	93.50%	6.50%	-0.5
0111 The University of Bradford	85	510	79.70%	20.30%	81.10%	18.90%	-1.5
0158 The University of Salford	105	1320	84.80%	15.20%	87.30%	12.70%	-2.6
0106 Glasgow Caledonian University	60	750	88.30%	11.70%	92.80%	7.20%	-4.5
0026 University of Bedfordshire	50	610	73.10%	26.90%	80.30%	19.70%	-7.3
0053 The University of Central Lancashire	65	1105	82.50%	17.50%	90.70%	9.30%	-8.2
0065 Liverpool John Moores University	65	940	77.80%	22.20%	91.00%	9.00%	-13.2
<b>Total</b>	<b>16385</b>	<b>149040</b>	<b>92.70%</b>	<b>7.30%</b>	<b>87.00%</b>	<b>13.00%</b>	<b>5.7</b>

## Appendix 5

### Gender and pay of UK professorial academics 2010-11

Source: HESA Staff Record 2010/11; pay gap calculations by UCU.

Please note that Liverpool Hope University has asked that their individual level data is not released at this time. However they are included in the totals.

HEI name preceded by HESA identifier	Profs: pay gap in favour of males (a minus sign indicates a gap in favour of females)		
	Average pay of profs:female	Average pay of profs:male	
0047 Anglia Ruskin University	£74,555	£80,336	7.2%
0108 Aston University	£93,004	£87,818	-5.9%
0109 The University of Bath	£69,250	£71,151	2.7%
0026 University of Bedfordshire	£71,853	£73,656	2.4%
0127 Birkbeck College	£63,790	£73,454	13.2%
0052 Birmingham City University	£60,650	£66,382	8.6%
0110 The University of Birmingham	£74,630	£79,926	6.6%
0111 The University of Bradford	£64,326	£67,395	4.6%
0051 The University of Brighton	£61,384	£69,684	11.9%
0112 The University of Bristol	£71,754	£74,777	4.0%
0113 Brunel University	£72,648	£80,054	9.3%
0114 The University of Cambridge	£76,267	£79,786	4.4%
0012 Canterbury Christ Church University	£72,551	£70,753	-2.5%
0053 The University of Central Lancashire	£61,219	£61,586	0.6%
0115 The City University	£77,052	£88,850	13.3%
0056 Coventry University	£71,822	£67,230	-6.8%
0002 Cranfield University	£80,479	£86,739	7.2%
0068 De Montfort University	£60,456	£61,423	1.6%
0116 University of Durham	£65,881	£72,104	8.6%
0117 The University of East Anglia	£68,834	£74,330	7.4%
0058 The University of East London	£59,797	£61,532	2.8%
0118 The University of Essex	£70,130	£73,481	4.6%
0119 The University of Exeter	£72,800	£79,063	7.9%
0131 Goldsmiths College	£66,051	£67,390	2.0%
0059 The University of Greenwich	£80,811	£69,438	-16.4%

HEI name preceded by HESA identifier	Profs: pay gap in favour of males (a minus sign indicates a gap in favour of females)		
	Average pay of profs:male		
	Average pay of profs:female		
0120 The University of Hull	£61,572	£63,814	3.5%
0132 Imperial Coll of Science, Technology & Medicine	£84,859	£87,351	2.9%
0133 Institute of Education	£78,151	£87,859	11.0%
0121 The University of Keele	£66,941	£69,271	3.4%
0122 The University of Kent	£78,210	£73,189	-6.9%
0134 King's College London	£74,969	£81,532	8.0%
0063 Kingston University	£62,256	£60,819	-2.4%
0123 The University of Lancaster	£72,775	£75,691	3.9%
0064 Leeds Metropolitan University	£58,912	£58,846	-0.1%
0124 The University of Leeds	£74,382	£76,421	2.7%
0125 The University of Leicester	£71,720	£80,133	10.5%
0062 The University of Lincoln	£75,841	£70,359	-7.8%
0065 Liverpool John Moores University	£60,592	£64,780	6.5%
0126 The University of Liverpool	£80,845	£85,804	5.8%
0202 London Metropolitan University	£59,108	£60,199	1.8%
0137 London School of Economics and Political Science	£85,128	£92,611	8.1%
0138 London School of Hygiene and Tropical Medicine	£76,193	£84,003	9.3%
0152 Loughborough University	£68,399	£74,164	7.8%
0066 The Manchester Metropolitan University	£62,431	£62,838	0.6%
0204 The University of Manchester	£72,733	£77,666	6.4%
0154 The University of Newcastle-upon-Tyne	£71,993	£75,842	5.1%
0069 The University of Northumbria at Newcastle	£63,951	£63,436	-0.8%
0155 The University of Nottingham	£74,508	£81,206	8.2%
0071 The Nottingham Trent University	£60,237	£61,076	1.4%
0001 The Open University	£71,822	£71,987	0.2%
0072 Oxford Brookes University	£59,478	£66,992	11.2%
0156 The University of Oxford	£92,447	£89,201	-3.6%
0073 The University of Plymouth	£71,234	£66,927	-6.4%
0074 The University of Portsmouth	£63,021	£65,509	3.8%
0139 Queen Mary and Westfield College	£78,396	£80,137	2.2%
0157 The University of Reading	£66,645	£72,713	8.3%
0031 Roehampton University	£60,585	£64,497	6.1%
0141 Royal Holloway and Bedford New College	£67,111	£72,330	7.2%
0145 St George's Hospital Medical School	£64,973	£81,378	20.2%

HEI name preceded by HESA identifier	Profs: pay gap in favour of males (a minus sign indicates a gap in favour of females)		
	Average pay of profs:female	Average pay of profs:male	
0158 The University of Salford	£62,603	£66,613	6.0%
0146 The School of Oriental and African Studies	£65,934	£67,523	2.4%
0075 Sheffield Hallam University	£66,711	£66,791	0.1%
0159 The University of Sheffield	£68,911	£74,327	7.3%
0160 The University of Southampton	£71,364	£73,005	2.2%
0077 Staffordshire University	£75,743	£62,029	-22.1%
0161 The University of Surrey	£69,118	£75,369	8.3%
0162 The University of Sussex	£70,078	£73,211	4.3%
0149 University College London	£75,712	£82,341	8.1%
0163 The University of Warwick	£74,321	£82,303	9.7%
0081 University of the West of England, Bristol	£64,700	£62,805	-3.0%
0083 The University of Westminster	£61,953	£63,705	2.8%
0164 The University of York	£74,078	£74,096	0.0%
<b>England Total</b>	<b>£72,232</b>	<b>£77,208</b>	<b>6.4%</b>
0178 Bangor University	£64,103	£73,725	13.1%
0179 Cardiff University	£79,454	£82,640	3.9%
0090 University of Glamorgan	£62,920	£62,336	-0.9%
0180 Swansea University	£65,026	£71,965	9.6%
<b>Wales Total</b>	<b>£70,404</b>	<b>£75,719</b>	<b>7.0%</b>
0170 The University of Aberdeen	£72,725	£78,702	7.6%
0172 The University of Dundee	£79,922	£79,824	-0.1%
0167 The University of Edinburgh	£71,332	£76,235	6.4%
0106 Glasgow Caledonian University	£61,009	£62,254	2.0%
0168 The University of Glasgow	£70,286	£75,321	6.7%
0171 Heriot-Watt University	£70,416	£72,048	2.3%
0104 The Robert Gordon University	£67,830	£67,718	-0.2%
0173 The University of St Andrews	£73,440	£80,558	8.8%
0174 The University of Stirling	£66,524	£68,073	2.3%
0169 The University of Strathclyde	£73,620	£75,127	2.0%
<b>Scotland Total</b>	<b>£71,311</b>	<b>£75,174</b>	<b>5.1%</b>
0184 The Queen's University of Belfast	£67,580	£76,727	11.9%
0185 University of Ulster	£65,111	£66,124	1.5%
<b>Northern Ireland Total</b>	<b>£66,370</b>	<b>£72,230</b>	<b>8.1%</b>
<b>Total UK</b>	<b>£71,910</b>	<b>£76,738</b>	<b>6.3%</b>

## Appendix 6

### Average salary of full-time professorial academic staff by ethnicity and institution 2010-11 - salary of BME professors expressed as a % of white professors

Source: HESA Staff Record 2010/11; % calculations by UCU. Institutions shown where sufficient data available. Please note that Liverpool Hope University has asked that their individual level data is not released at this time however are included in the totals. '.' indicates a suppressed average on grounds of there being seven or fewer staff in the cell.

Country	HEI name preceded by HESA id/ifier	White £	Black £	Chinese £	Asian (excl Chinese) £	Other (inc mixed) £	Unknown total £	Professor white %	Black as % of white	Chinese (excl Chinese) as % of white	Asian (inc mixed) as % of white	Other	Un-known
England	0110 The University of Birmingham	79,568	..	72,454	80,452	..	..	78,993	91.1	101.1	..	..	..
	0112 The University of Bristol	74,691	..	..	76,927	..	66,920	74,297	..	103.0	..	..	89.6
	0113 Brunel University	78,306	..	..	83,346	82,079	..	78,561	..	106.4	..	104.8	..
	0114 The University of Cambridge	79,108	..	..	83,467	76,643	79,280	79,275	..	105.5	..	96.9	100.2
	0132 Imperial Coll of Science, Technology & Medicine	87,032	..	81,678	94,406	89,789	84,217	87,046	93.8	108.5	..	103.2	96.8
	0134 King's College London	80,135	..	..	83,194	76,263	79,765	80,101	..	103.8	..	95.2	99.5
	0124 The University of Leeds	76,379	..	..	80,181	..	75,025	76,068	..	105.0	..	..	98.2
	0126 The University of Liverpool	84,497	..	87,781	101,017	..	..	85,144	..	103.9	..	119.6	..
	0135 London Business School	203,050	..	..	208,656	..	..	204,235	..	102.8	..	..	..
	0076 London South Bank University	76,677	..	..	69,982	..	..	72,550	..	91.3	..	..	..

Country	HEI name preceded by HESA idendifier	White £	Black £	Chinese £	Asian (excl Chinese) £	Other (inc mixed) £	Unknown total £	Professor % of white	Black as % of white	Chinese (excl Chinese) as % of white	Asian (inc mixed) as % of white	Other	Un-known
<b>England</b>	0076 London South Bank University	76,677	..	..	69,982	..	..	72,550	..	..	91.3	..	..
	0152 Loughborough University	74,045	..	67,082	..	..	..	73,176	..	90.6	..	..	..
	0204 The University of Manchester	76,899	..	70,588	74,481	79,605	..	76,698	..	91.8	96.9	103.5	..
	0154 The University of Newcastle-upon-Tyne	75,907	..	..	62,622	..	69,326	75,082	..	82.5	..	..	91.3
	0155 The University of Nottingham	79,895	..	70,769	86,617	..	..	80,048	..	88.6	108.4	..	..
	0139 Queen Mary and Westfield College	79,848	..	71,988	80,235	82,584	..	79,722	..	90.2	100.5	103.4	..
	0146 The School of Oriental and African Studies	69,115	..	..	..	57,570	..	67,085	..	..	83.3	..	..
	0149 University College London	81,083	..	..	83,059	83,441	76,339	81,011	..	102.4	102.9	94.1	..
	0163 The University of Warwick	79,691	..	..	102,251	..	86,997	80,836	..	128.3	..	109.2	..
<b>England Total</b>		<b>76,226</b>	<b>68,817</b>	<b>71,497</b>	<b>80,116</b>	<b>73,511</b>	<b>76,695</b>	<b>76,202</b>	<b>90.3</b>	<b>93.8</b>	<b>105.1</b>	<b>96.4</b>	<b>100.6</b>
<b>Wales</b>	0179 Cardiff University	82,147	..	..	87,599	..	83,615	82,218	..	106.6	..	101.8	..
<b>Wales Total</b>		<b>82,147</b>	<b>74,960</b>	<b>..</b>	<b>69,360</b>	<b>78,308</b>	<b>74,197</b>	<b>79,723</b>	<b>75,017</b>	<b>92.5</b>	<b>104.5</b>	<b>99.0</b>	<b>106.4</b>
<b>Scotland</b>	0167 The University of Edinburgh	75,315	..	..	76,159	..	76,997	75,377	..	101.1	..	101.4	..
	0168 The University of Glasgow	74,468	..	..	73,358	..	72,851	74,375	..	98.5	..	97.8	..
<b>Scotland Total</b>		<b>74,805</b>	<b>67,410</b>	<b>67,183</b>	<b>70,096</b>	<b>69,202</b>	<b>74,697</b>	<b>74,492</b>	<b>90.1</b>	<b>89.8</b>	<b>93.7</b>	<b>92.5</b>	<b>99.9</b>
<b>N Ireland Total</b>		<b>71,041</b>	<b>..</b>	<b>..</b>	<b>70,648</b>	<b>..</b>	<b>75,576</b>	<b>71,013</b>	<b>..</b>	<b>99.4</b>	<b>106.4</b>	<b>106.4</b>	<b>106.4</b>
<b>Total</b>		<b>75,839</b>	<b>68,692</b>	<b>70,758</b>	<b>78,896</b>	<b>73,168</b>	<b>76,437</b>	<b>75,795</b>	<b>90.6</b>	<b>93.3</b>	<b>104.0</b>	<b>96.5</b>	<b>100.8</b>



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