



**ASSOCIATION OF UNIVERSITY TEACHERS**

**The rise of teaching-only academics:  
changes in the employment of UK  
academic staff**

**AUT RESEARCH, June 2005**

## **ASSOCIATION OF UNIVERSITY TEACHERS**

### **The rise of teaching-only academics:**

#### **Changes in the employment of UK academic staff**

##### **Summary**

- Of the 334,155 employees in UK higher education in 2003-4, 148,275 were academics. 20% of academics were employed on a teaching-only basis, 24% were employed on a research-only basis, and 55% were employed on contracts combining teaching and research.
- The sector's official data-gathering body, the Higher Education Statistics Agency, used a new method for counting academic staff for the first time in 2003-4, which was designed to record a wider range of types of employment than before; this has shown up a much larger number of academic staff working in UK higher education on a teaching-only basis than previously recorded. HESA recorded 29,000 teaching-only academics in 2003-4, compared with 15,000 in the previous year.
- It is also likely that these figures reflect the widely-reported practice of institutions transferring under-performing teaching-and-research academics onto teaching-only contracts in the run-up to the 2008 Research Assessment Exercise. A further factor in the increase is new teaching-only staff coming into the sector in 2003-4.
- The new HESA staff record also shows a large reduction in the number of academics employed on research-only contracts, and a small decrease in the number of academics employed both to teach and research. It is likely that these changes indicate a correction to previous double-counting of academic staff, as well as the impact of transferring staff onto a teaching-only basis.
- The fact that one in five UK academics is now employed on a teaching-only contract is a matter of concern to the Association of University Teachers because of the likelihood that this will undermine the link between research and teaching in UK higher education.
- Two-thirds of academics on teaching-only contracts in 2003-4 were employed on a fixed-term basis, and 91% of those on research-only contracts were fixed-term. By contrast, only 16% of teaching-and-research academics were on fixed-term contracts.
- In all, nearly 42,000 academics were counted as working on a part-time basis in 2003-4. Of these, nearly 11,000 were employed on the more casualised term-time only basis. The great majority of academics working part-time and term-time only were teaching-only academics.
- While only one-third of teaching-and-research academics in 2003-4 were female, 45% of research-only academics and 49% of teaching-only academics were female.

- Three-quarters of academic staff in the UK in 2003-4 were white. One per cent were black, 6% were Asian and 2% were of other ethnicity, including mixed. The ethnicity for nearly 14% of academics was unknown.
- In 2003-4, 16% of academics – nearly 24,000 people – were recorded as being employed on ‘other’ grades, ie they were not employed on a grade specified in the national pay structures covering academics in higher education. A further 27,600 were described as employed on locally determined pay scales. These two groups amounted to one-third of UK academics.
- At one extreme, there were some institutions where all or virtually all academics were categorised as teaching-only in 2003-4. Some multi-faculty institutions – such as Aston, Derby, Bradford, Wolverhampton, Westminster, Brighton and Kent universities and Royal Holloway college – categorised around half of their academic staff as teaching-only. There were many institutions with around a quarter to one third of academics categorised as teaching-only.
- At the other extreme, around 30 institutions said they had no, or virtually no, teaching-only staff. Not surprisingly, these included research-led institutions such as Imperial College, and the universities of Oxford, Cambridge, Edinburgh and Bristol. Perhaps more surprisingly, some post-92 institutions – such as the universities of Plymouth, Central England, Central Lancashire, Northumbria and Middlesex, and Bolton and Southampton institutes – categorised all or nearly all of their academics as staff combining teaching and research.
- ‘Other’ grade academics were largely employed as teaching-only academics. While the great majority of professors and senior lecturers employed on locally determined scales were categorised as teaching-and-research, 60% of lecturers on locally determined pay scales were categorised as teaching-only.

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# ASSOCIATION OF UNIVERSITY TEACHERS

## The rise of teaching-only academics

### Changes in the employment of UK academic staff

#### 1 Employment of academics

Of the 334,155 employees in UK higher education in 2003-4, 148,275 were academics. 20% of academics were employed on a teaching-only basis, 24% were employed on a research-only basis, and 55% were employed on contracts combining teaching and research (table 1). A further 2% of academics were classified as employed neither to teach nor research - ie they had a senior administrative function in their institution, such as vice-chancellor.

Table 1 - Academic employment function 2003-4

		%
Teaching only	29,095	19.6%
Research only	36,185	24.4%
Teaching and research	80,795	54.5%
Neither teaching nor research	2,205	1.5%
Total	148,275	100.0%

Numbers rounded to nearest 5

*Source: Higher Education Statistics Agency New Individualised Staff Record 2003-4; percentage calculations by the AUT; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties*

Comparison with data for previous years is difficult and potentially unreliable. Under the previous Higher Education Statistics Agency methodology (up to and including 2002-3), academic staff employed on less than 25% of a full-time equivalent contract were not recorded. In HESA's New Individualised Staff Record, starting in 2003-4, all staff are included for whom there is a contract of employment and/or for whom the employer pays Class 1 National Insurance contributions.

Data for 2003-4 show that the total number of academic staff has slightly increased. But analysis of staff by employment function shows some sharp rises and falls. The recorded number of teaching-only academics has doubled, while the recorded number of research-only staff has fallen by nearly 10,000 (table 2). There has also been a reduction in the number of teaching-and-research academic staff.

Table 2 - Academic employment function 2002-3

		%
Teaching only	14,540	10.0%
Research only	45,835	31.5%
Teaching & research	85,140	58.5%
Total	145,510	100.0%

Numbers rounded to nearest 5

Source: Higher Education Statistics Agency Individualised Staff Record 2002-3; percentage calculations by the AUT; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties

It is likely that much of the increase in recorded numbers of teaching-only staff is due to the more inclusive HESA methodology, since the main area of increase in numbers of teaching-only academics is in part-timers employed only in term-time (see section 3 below). These academics may well have fallen outside the scope of the former staff record.

Another potential reason is that a number of institutions are reported to be transferring increasing numbers of formerly teaching-and-research academic staff onto teaching-only contracts in the run-up to the 2008 Research Assessment Exercise (RAE): academic staff whose quality of research is not deemed adequate for the RAE are being 'parked' on teaching-only contracts to avoid having to include them in the department's RAE submission. A further reason is that the increase reflects new staff coming into higher education in 2003-4 and being employed on teaching-only contracts.

It is less clear why there has been a reduction in the numbers of research-only and teaching-and-research academics. The previous HESA staff record did not distinguish between counting the number of people employed and the number of contracts of employment at an institution. This is likely to have resulted in some double-counting of academic staff, particularly where one individual held more than one contract. The new HESA record has separate counts of people and of contracts. The data used in this report all relate to the counts of people: the fall in numbers of research-only and teaching-and-research academics could be because some individuals are no longer being double-counted.

The fall in research-only staff in 2003-4 may possibly reflect a 'blip' in terms of an unusually large number of researchers being made redundant at the end of their contract – a 'blip', because in recent years the number of research-only academics has steadily risen. It is unlikely that the reduction in research-only academic staff was due to a large number of retirements: researchers are relatively young, with a very small proportion aged 50 and over.

The fall in the number of teaching-and-research academic staff may reflect a correction of previous double-counting. It could also reflect the movement of a large number of teaching-and-research academics onto teaching-only contracts as institutions begin to gear up for the 2008 RAE. Although comprehensive evidence supporting this reason is not available, there is a considerable amount of anecdotal evidence of institutions transferring staff onto teaching-only contracts in the run-up to 2008.

In addition, the reduction of teaching-and-research academics and the growth in teaching-only staff could be due to institutions making teaching-and-research academics redundant (the AUT has counted more than 1,200 jobs cut in UK higher education in 2003 and 2004, many of which were academic posts), and then re-employing them on teaching-only contracts in order to maintain teaching provision.

A further factor in the reduction in the number of teaching-and-research academics could be due to an increase in the rate of retirements. The proportion of teaching-and-research academics who are aged 50 and over has been steadily increasing in recent years, and under the rules of the two main pension schemes for academics, it is possible to retire from the age of 50.

## 2 Terms of employment of academics

Overall, 45% of academics in 2003-4 were employed on fixed-term contracts, and 55% were employed on open-ended or permanent contracts (table 3). Two-thirds of academics on teaching-only contracts were employed on a fixed-term basis, and 91% of those on research-only contracts were fixed-term. By contrast, only 16% of teaching-and-research academics were on fixed-term contracts.

Table 3 – Terms of employment 2003-4

	Open-ended/ Permanent	Fixed-term contract	Total
Teaching only	33.9%	66.1%	100%
Research only	8.9%	91.1%	100%
Teaching and research	84.4%	15.6%	100%
Neither teaching nor research	39.3%	60.7%	100%
Total	55.4%	44.6%	100%

Source: Higher Education Statistics Agency New Individualised Staff Record 2003-4; percentage calculations by the AUT; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties

Comparison with the previous staff record shows that the proportions of research-only and teaching-and-research academic staff on permanent or fixed term contracts have stayed fairly constant, but for teaching-only staff, the proportion recorded on fixed term contracts doubled in 2003-4 – reflecting the removal of the ‘other’ terms category in the new record (table 4). For a fuller account of this, see section 1.

Table 4 – Terms of employment 2002-3

	Permanent	Fixed term	Other	Total
Teaching only	40.4%	31.0%	28.6%	100.0%
Research only	6.6%	93.2%	0.1%	100.0%
Teaching & research	83.3%	16.1%	0.6%	100.0%
Total	54.8%	41.9%	3.3%	100.0%

Source: Higher Education Statistics Agency Individualised Staff Record 2002-3; percentage calculations by the AUT; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties

### 3 Mode of employment of academics

In all, nearly 42,000 academics were counted as working on a part-time basis in 2003-4 (table 5). Of these, nearly 11,000 were employed on the more casualised term-time only basis. The great majority of academics working part-time and term-time only were teaching-only academics. A further 420 academics were classified as atypical – the bulk of whom were teaching-only staff.<sup>1</sup>

Table 5 - Mode of employment 2003-4

	Full-time	Full-time, term-time only	Part-time	Part-time, term-time only	Atypical	Total
Teaching only	5,855	325	12,690	9,840	385	29,095
Research only	29,750	110	6,280	30	15	36,185
Teaching and research	68,525	260	11,000	990	20	80,793
Neither teaching nor research	1,150	15	1,005	35	0	2,205
Total	105,275	710	30,975	10,895	420	148,275

Numbers rounded to nearest 5

Source: Higher Education Statistics Agency New Individualised Staff Record 2003-4; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties

There is very little difference between 2002-3 and 2003-4 in the number of teaching-only staff recorded as working full-time (see section 1 for a fuller discussion of the differences between the old and new HESA staff record). The big difference is in the numbers of teaching-only academics now recorded as part-time, increasing from 8,650 to 22,530 – nearly half of whom were only employed during term-time (table 6). Almost all the staff categorised as ‘atypical’ were teaching-only academics. For research-only academics, the number of full-time staff has fallen by nearly 10,000, while the number of part-timers has stayed fairly constant. For teaching-and-research academics, the number of full-time staff has fallen by about 5,000, while the number of part-timers has slightly increased.

<sup>1</sup> Defined as staff ‘whose working arrangements are not permanent, involve complex employment relationships and/or involve work away from the supervision of the normal work provider’; in addition, HESA states that atypical employment contracts in higher education meet one or more of the following conditions: for less than four consecutive weeks; for one-off/short-term tasks; involving a high degree of flexibility. HESA states that staff who only hold atypical contracts do not have to be returned in the 2003-4 New ISR; however such staff must be returned from 2004-5 onwards. For other staff, inclusion of an individual in the record will depend on the existence of one or more contracts of employment between the institution and an individual and/or the liability of the institution to pay Class 1 National Insurance contributions for that individual.



Table 6 - Mode of employment 2002-3

	Full Time	Part Time	Total
Teaching only	5,890	8,650	14,540
Research only	39,545	6,290	45,835
Teaching & research	74,480	10,655	85,140
Total	119,915	25,595	145,510

Numbers rounded to nearest 5

Source: Higher Education Statistics Agency Individualised Staff Record 2002-3; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties

In proportional terms, 71% of UK academics in 2003-4 were employed on a full-time basis, and 21% on a part-time basis (table 7). In addition, half a percent worked on a full-time but term-time only basis, and 7% worked part-time on a term-time only basis. A further 0.3% of academics were classified as 'atypical'.

Nearly 80% of teaching-only academics worked on a part-time basis, with one-third working part-time but only during term-time. By contrast, 82% of research-only academics worked on a full-time basis, as did 85% of teaching-and-research academics.

Table 7 – Mode of employment 2003-4, %

	Full-time	Full-time, term-time only	Part-time	Part-time, term-time only	Atypical	Total
Teaching only	20.1%	1.1%	43.6%	33.8%	1.3%	100.0%
Research only	82.2%	0.3%	17.4%	0.1%	0.0%	100.0%
Teaching and research	84.8%	0.3%	13.6%	1.2%	0.0%	100.0%
Neither teaching nor research	52.2%	0.7%	45.5%	1.7%	0.0%	100.0%
Total	71.0%	0.5%	20.9%	7.3%	0.3%	100.0%

Source: Higher Education Statistics Agency New Individualised Staff Record 2003-4; percentage calculations by the AUT; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties

Under the previous staff record, 41% of teaching-only academics were counted as employed on a full-time basis in 2002-3; in 2003-4 that proportion dropped to 20% (table 8). There was a slight increase in the proportion of research-only and teaching-and-research academics recorded working on a part-time basis.

Table 8 – Mode of employment 2002-3, %

	Full Time	Part Time	Total
Teaching only	40.5%	59.5%	100.0%
Research only	86.3%	13.7%	100.0%
Teaching & research	87.5%	12.5%	100.0%
Total	82.4%	17.6%	100.0%

Source: Higher Education Statistics Agency Individualised Staff Record 2002-3; percentage calculations by the AUT; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties

## 4 Gender and employment

While only one-third of teaching-and-research academics in 2003-4 were female, 45% of research-only academics and 49% of teaching-only academics were female (table 9).

Table 9 – Gender and employment 2003-4

	Female	Male	Total
Teaching only	49.4%	50.6%	100.0%
Research only	44.8%	55.2%	100.0%
Teaching and research	34.4%	65.6%	100.0%
Neither teaching nor research	41.5%	58.5%	100.0%
Total	40.0%	60.0%	100.0%

Source: Higher Education Statistics Agency New Individualised Staff Record 2003-4; percentage calculations by the AUT; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties

Around 90% of research-only and teaching-and-research male academics were employed on a full-time basis, compared with around 75% of female academics in both categories (tables 10 & 11). For both males and females, around 20% of teaching-only academics were employed full-time.

Table 10 – Female employment 2003-4

	Full-time	Full-time, term-time only	Part-time	Part-time, term-time only	Atypical	Total
Teaching only	19.8%	1.2%	44.6%	33.4%	1.1%	100.0%
Research only	75.1%	0.4%	24.4%	0.1%	0.1%	100.0%
Teaching and research	77.0%	0.5%	20.7%	1.7%	0.0%	100.0%
Neither teaching nor research	43.9%	1.2%	52.6%	2.3%	0.0%	100.0%
Total	62.1%	0.6%	28.0%	9.0%	0.3%	100.0%

Source: Higher Education Statistics Agency New Individualised Staff Record 2003-4; percentage calculations by the AUT; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties

Table 11 – Male employment 2003-4

	Full-time	Full-time, term-time only	Part-time	Part-time, term-time only	Atypical	Total
Teaching only	20.5%	1.1%	42.6%	34.2%	1.6%	100.0%
Research only	88.0%	0.3%	11.7%	0.1%	0.0%	100.0%
Teaching and research	88.9%	0.2%	9.9%	1.0%	0.0%	100.0%
Neither teaching nor research	58.0%	0.3%	40.4%	1.3%	0.0%	100.0%
Total	76.9%	0.4%	16.1%	6.3%	0.3%	100.0%

Source: Higher Education Statistics Agency New Individualised Staff Record 2003-4; percentage calculations by the AUT; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties

## 5 Ethnicity and employment

Three-quarters of academic staff in the UK in 2003-4 were white. One per cent were black, 6% were Asian and 2% were of other ethnicity, including mixed (table 12). The ethnicity for nearly 14% of academics was unknown.

Table 12 - Ethnicity 2003-4

White	77.4%
Black	1.1%
Asian	5.8%
Other (Including mixed)	2.1%
Unknown	13.6%
Total	100.0%

*Source: Higher Education Statistics Agency New Individualised Staff Record 2003-4; percentage calculations by the AUT; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties*

In terms of ethnicity and academic employment function, the distributions for white and black academics were very similar, with around one quarter categorised as research-only, slightly more than half as teaching-and-research and slightly less than one-fifth as teaching-only (table 13). By contrast, nearly half of Asian academics were research-only, slightly over one-third were teaching-and-research and only 12% were teaching-only.

Table 13 – Ethnicity and employment 2003-4

	Teaching only	Research only	Teaching and research	Neither teaching nor research	Total
White	16.9%	22.4%	59.4%	1.3%	100.0%
Black	17.9%	27.8%	52.8%	1.6%	100.0%
Asian	12.1%	47.2%	38.4%	2.4%	100.0%
Other (Including mixed)	15.8%	32.2%	50.2%	1.8%	100.0%
Unknown	39.3%	24.8%	34.0%	1.9%	100.0%
Total	19.6%	24.4%	54.5%	1.5%	100.0%

*Source: Higher Education Statistics Agency New Individualised Staff Record 2003-4; percentage calculations by the AUT; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties*

## **6 Academic employment by institution**

At one extreme, there were some institutions where all or virtually all academics were categorised as teaching-only in the HESA 2003-4 staff record (table 14). These were predominantly specialist institutions, often with relatively low numbers of staff. Around three-quarters of academics at Birkbeck College were categorised teaching-only – perhaps linked to the high numbers of staff employed in continuing education at Birkbeck. Two-thirds of academics at SOAS were teaching-only – perhaps related to the large numbers of language teaching staff at SOAS. Some multi-faculty institutions – such as Aston, Derby, Bradford, Wolverhampton, Westminster, Brighton and Kent universities and Royal Holloway college – categorised around half of their academic staff as teaching-only.

It is interesting to note that a number of pre-92 institutions – ie institutions which aspire to research strength – categorised such a large proportion of their academics as teaching-only. There were many institutions with around a quarter to one third of academics categorised as teaching-only. The LSE, a member of the research-intensive Russell Group, categorised more than one-third of its academics as teaching-only.

At the other extreme, around 30 institutions said they had no, or virtually no, teaching-only staff. Not surprisingly, these included research-led institutions such as Imperial College, and the universities of Oxford, Cambridge, Edinburgh and Bristol. Perhaps more surprisingly, some post-92 institutions – such as the universities of Plymouth, Central England, Central Lancashire, Northumbria and Middlesex, and Bolton and Southampton institutes – categorised all or nearly all of their academics as staff combining teaching and research.

Table 14 – Academic employment by HEI 2003-4

HEIs ranked by percentage teaching only	Teaching only	Research only	Teaching and research	Neither teaching nor research	Total
Bell College	100.0%	0.0%	0.0%	0.0%	100.0%
Birmingham College of Food, Tourism and Creative Studies	100.0%	0.0%	0.0%	0.0%	100.0%
Conservatoire for Dance and Drama	100.0%	0.0%	0.0%	0.0%	100.0%
Trinity College of Music	100.0%	0.0%	0.0%	0.0%	100.0%
Writtle College	100.0%	0.0%	0.0%	0.0%	100.0%
Royal Northern College of Music	99.6%	0.0%	0.4%	0.0%	100.0%
Royal Welsh College of Music and Drama	99.0%	0.0%	0.0%	1.0%	100.0%
Bishop Grosseteste College	98.2%	1.8%	0.0%	0.0%	100.0%
Cumbria Institute of the Arts	97.2%	0.0%	0.0%	2.8%	100.0%
Royal Academy of Music	97.0%	0.3%	1.8%	1.0%	100.0%
Trinity and All Saints College	96.9%	0.0%	1.1%	2.1%	100.0%
The Arts Institute at Bournemouth	96.6%	0.0%	0.0%	3.4%	100.0%
Falmouth College of Arts	94.2%	2.6%	1.3%	1.9%	100.0%
University of the Arts, London	92.4%	3.5%	4.0%	0.0%	100.0%
Trinity College, Carmarthen	90.3%	0.0%	0.9%	8.8%	100.0%
Royal College of Music	89.8%	3.9%	5.5%	0.9%	100.0%
Newman College of HE	86.8%	0.0%	11.8%	1.3%	100.0%
Harper Adams University College	79.9%	10.6%	5.8%	3.8%	100.0%
Birkbeck College	73.0%	7.8%	19.2%	0.0%	100.0%
The School of Oriental and African Studies	66.3%	4.5%	29.2%	0.0%	100.0%
The Royal College of Nursing	60.0%	27.1%	9.4%	3.5%	100.0%
Swansea Institute of Higher Education	57.9%	0.0%	42.1%	0.0%	100.0%
Aston University	55.9%	3.7%	40.4%	0.0%	100.0%
Wimbledon School of Art	51.8%	1.2%	47.1%	0.0%	100.0%
University of Derby	51.2%	0.9%	47.0%	1.0%	100.0%
The University of Bradford	49.6%	9.8%	27.0%	13.6%	100.0%
The North-East Wales Institute of Higher Education	48.6%	5.7%	43.6%	2.2%	100.0%
The University of Wolverhampton	48.5%	5.2%	42.0%	4.4%	100.0%
Dartington College of Arts	47.3%	4.5%	45.5%	2.7%	100.0%
The University of Westminster	45.8%	6.8%	47.2%	0.3%	100.0%
The University of Brighton	45.4%	9.2%	45.2%	0.2%	100.0%
The University of Kent	44.9%	12.4%	42.5%	0.1%	100.0%
Royal Holloway and Bedford New College	44.6%	14.7%	40.3%	0.4%	100.0%
St Mary's College	43.2%	0.0%	54.7%	2.1%	100.0%
The University of Sunderland	42.3%	4.8%	50.0%	2.9%	100.0%
The University of Wales, Lampeter	42.1%	1.6%	55.6%	0.8%	100.0%
University College Chichester	41.8%	1.3%	55.9%	1.0%	100.0%
The University of Sussex	40.3%	24.3%	35.3%	0.1%	100.0%
Brunel University	40.1%	12.3%	47.6%	0.0%	100.0%
Leeds Metropolitan University	40.0%	3.4%	54.4%	2.2%	100.0%
Edinburgh College of Art	39.8%	8.7%	51.5%	0.0%	100.0%

HEIs ranked by percentage teaching only	Teaching only	Research only	Teaching and research	Neither teaching nor research	Total
The University of Essex	39.4%	15.1%	44.8%	0.8%	100.0%
University College Winchester	39.3%	0.4%	58.1%	2.3%	100.0%
Queen Margaret University College, Edinburgh	38.1%	5.0%	56.5%	0.5%	100.0%
The University of Lincoln	37.1%	4.0%	58.2%	0.7%	100.0%
London School of Economics and Political Science	36.6%	27.1%	36.3%	0.0%	100.0%
University of Hertfordshire	36.5%	1.5%	60.8%	1.2%	100.0%
Norwich School of Art and Design	36.3%	1.3%	59.6%	2.7%	100.0%
The University of Huddersfield	34.9%	6.0%	58.6%	0.5%	100.0%
Scottish Agricultural College	34.7%	33.3%	29.5%	2.4%	100.0%
Buckinghamshire Chilterns University College	33.7%	5.6%	60.3%	0.4%	100.0%
College of St Mark and St John	33.6%	0.5%	60.2%	5.7%	100.0%
The University of Stirling	33.5%	18.2%	47.6%	0.7%	100.0%
The University of Wales, Newport	33.3%	0.9%	64.4%	1.5%	100.0%
Oxford Brookes University	32.4%	4.9%	62.5%	0.3%	100.0%
The University of Salford	32.0%	3.1%	64.9%	0.0%	100.0%
Coventry University	31.6%	4.7%	63.4%	0.3%	100.0%
The Manchester Metropolitan University	31.6%	7.7%	58.6%	2.2%	100.0%
Roehampton University	31.4%	2.2%	66.4%	0.0%	100.0%
Kingston University	31.2%	4.8%	62.1%	1.9%	100.0%
Loughborough University	30.9%	27.4%	41.6%	0.1%	100.0%
Thames Valley University	30.6%	0.9%	66.3%	2.1%	100.0%
De Montfort University	30.1%	11.2%	58.1%	0.6%	100.0%
The University of East Anglia	28.2%	30.5%	41.3%	0.0%	100.0%
University of Wales, Aberystwyth	27.9%	21.4%	50.4%	0.4%	100.0%
University of Gloucestershire	27.7%	0.0%	70.9%	1.5%	100.0%
Cardiff University	27.6%	31.7%	39.4%	1.4%	100.0%
University of the West of England, Bristol	26.1%	7.4%	63.6%	2.9%	100.0%
University of London (Institutes and activities)	24.6%	36.2%	36.9%	2.3%	100.0%
The University of Surrey	24.2%	28.5%	47.3%	0.0%	100.0%
The University of Portsmouth	24.1%	8.0%	67.6%	0.4%	100.0%
The University of Hull	24.1%	16.9%	59.1%	0.0%	100.0%
University of Glamorgan	21.8%	12.8%	62.2%	3.2%	100.0%
The University of Exeter	21.1%	24.2%	54.7%	0.0%	100.0%
The University of Reading	20.5%	29.2%	47.5%	2.7%	100.0%
University of Wales, Bangor	20.2%	28.2%	50.7%	0.9%	100.0%
Liverpool John Moores University	20.1%	7.4%	71.9%	0.6%	100.0%
Bournemouth University	20.1%	4.6%	70.6%	4.7%	100.0%
Staffordshire University	20.1%	5.9%	72.3%	1.7%	100.0%
The University of Paisley	20.1%	5.5%	74.0%	0.5%	100.0%
The University of St Andrews	17.9%	31.9%	50.1%	0.0%	100.0%
Edge Hill College of Higher Education	17.9%	2.6%	79.5%	0.0%	100.0%
York St John College	17.6%	1.7%	76.4%	4.3%	100.0%
Napier University	17.0%	15.4%	66.8%	0.9%	100.0%

HEIs ranked by percentage teaching only	Teaching only	Research only	Teaching and research	Neither teaching nor research	Total
The University of Nottingham	16.2%	33.7%	50.2%	0.0%	100.0%
Canterbury Christ Church University College	15.9%	2.6%	79.9%	1.6%	100.0%
University College Northampton	15.5%	3.4%	81.1%	0.0%	100.0%
Sheffield Hallam University	15.4%	10.1%	73.5%	1.1%	100.0%
The University of Teesside	14.9%	7.5%	75.5%	2.1%	100.0%
The University of Leeds	14.4%	35.0%	49.9%	0.8%	100.0%
University College London	14.2%	46.1%	39.3%	0.4%	100.0%
London South Bank University	12.8%	6.3%	79.7%	1.2%	100.0%
The Robert Gordon University	12.6%	13.5%	73.6%	0.3%	100.0%
University College Worcester	12.2%	5.2%	82.3%	0.4%	100.0%
Queen Mary and Westfield College	12.1%	37.8%	50.0%	0.0%	100.0%
The Queen's University of Belfast	11.8%	31.8%	56.3%	0.0%	100.0%
The University of Greenwich	11.0%	16.2%	66.6%	6.2%	100.0%
University of Wales, Swansea	10.6%	13.1%	53.2%	23.2%	100.0%
Goldsmiths College	10.5%	9.2%	80.3%	0.0%	100.0%
University of Abertay Dundee	10.3%	16.2%	65.0%	8.5%	100.0%
King's College London	9.2%	43.7%	47.0%	0.0%	100.0%
The University of Manchester Institute of Science & Technology	9.1%	25.8%	37.7%	27.4%	100.0%
The University of Warwick	9.1%	32.4%	55.8%	2.7%	100.0%
The University of Lancaster	9.0%	32.7%	57.3%	1.0%	100.0%
The University of York	8.9%	45.1%	45.7%	0.3%	100.0%
The University of Sheffield	8.8%	35.9%	53.1%	2.2%	100.0%
University of Manchester	8.5%	38.3%	53.1%	0.2%	100.0%
The University of Liverpool	8.1%	36.0%	55.9%	0.1%	100.0%
University of Durham	8.0%	36.0%	52.9%	3.1%	100.0%
London Business School	7.8%	12.1%	80.2%	0.0%	100.0%
Liverpool Hope University College	6.8%	2.4%	90.8%	0.0%	100.0%
The University of Bath	6.6%	31.3%	62.0%	0.0%	100.0%
The University of Keele	5.9%	18.4%	75.7%	0.0%	100.0%
The University of Dundee	5.8%	43.6%	49.3%	1.3%	100.0%
The University of Strathclyde	5.6%	32.9%	61.4%	0.1%	100.0%
The University of Aberdeen	5.6%	38.7%	55.5%	0.3%	100.0%
Heriot-Watt University	5.4%	36.0%	57.6%	1.0%	100.0%
The Royal Veterinary College	4.2%	33.9%	61.9%	0.0%	100.0%
The Nottingham Trent University	4.2%	4.9%	90.3%	0.7%	100.0%
The University of East London	4.1%	5.4%	89.2%	1.3%	100.0%
The University of Newcastle-upon-Tyne	3.2%	46.4%	50.3%	0.1%	100.0%
The University of Birmingham	2.9%	37.9%	59.0%	0.2%	100.0%
University of Wales Institute, Cardiff	2.8%	4.9%	88.3%	4.0%	100.0%
University of Luton	2.6%	0.0%	96.8%	0.6%	100.0%
The University of Leicester	2.6%	36.5%	56.8%	4.1%	100.0%
The University of Southampton	2.5%	41.4%	53.5%	2.5%	100.0%
The University of Glasgow	2.5%	33.8%	63.6%	0.1%	100.0%
Imperial College of Science, Tech & Medicine	2.0%	58.6%	39.4%	0.0%	100.0%

HEIs ranked by percentage teaching only	Teaching only	Research only	Teaching and research	Neither teaching nor research	Total
Glasgow School of Art	1.8%	10.2%	85.8%	2.2%	100.0%
The University of Oxford	1.7%	63.1%	35.1%	0.0%	100.0%
Stranmillis University College	1.5%	9.0%	86.6%	3.0%	100.0%
The University of Cambridge	1.4%	59.4%	39.1%	0.1%	100.0%
Anglia Polytechnic University	1.4%	2.1%	94.8%	1.7%	100.0%
Glasgow Caledonian University	0.9%	5.0%	92.8%	1.3%	100.0%
Bath Spa University College	0.9%	0.9%	98.1%	0.0%	100.0%
St George's Hospital Medical School	0.9%	47.6%	51.4%	0.2%	100.0%
Middlesex University	0.8%	6.2%	92.6%	0.4%	100.0%
The University of Northumbria at Newcastle	0.8%	12.5%	86.3%	0.4%	100.0%
The University of Central Lancashire	0.7%	7.6%	88.0%	3.7%	100.0%
Southampton Institute	0.7%	0.7%	98.7%	0.0%	100.0%
City University	0.5%	17.5%	80.7%	1.2%	100.0%
The University of Edinburgh	0.0%	45.1%	52.1%	2.8%	100.0%
Bolton Institute of Higher Education	0.0%	0.0%	97.0%	3.0%	100.0%
The University of Bristol	0.0%	43.6%	51.8%	4.5%	100.0%
The Institute of Cancer Research	0.0%	83.9%	16.1%	0.0%	100.0%
University of Central England in Birmingham	0.0%	0.0%	100.0%	0.0%	100.0%
University College Chester	0.0%	3.0%	97.0%	0.0%	100.0%
Cranfield University	0.0%	40.3%	59.7%	0.0%	100.0%
Homerton College	0.0%	0.0%	100.0%	0.0%	100.0%
Institute of Education	0.0%	46.1%	53.9%	0.0%	100.0%
Kent Institute of Art & Design	0.0%	2.7%	95.5%	1.8%	100.0%
London School of Hygiene & Tropical Medicine	0.0%	46.3%	53.4%	0.2%	100.0%
University of Wales College of Medicine	0.0%	25.6%	74.4%	0.0%	100.0%
The Open University	0.0%	16.3%	79.1%	4.6%	100.0%
The University of Plymouth	0.0%	1.6%	98.4%	0.0%	100.0%
Royal College of Art	0.0%	18.8%	79.9%	1.3%	100.0%
St Martin's College	0.0%	1.5%	91.1%	7.3%	100.0%
St Mary's University College	0.0%	0.0%	100.0%	0.0%	100.0%
The School of Pharmacy	0.0%	50.9%	49.1%	0.0%	100.0%
The Surrey Institute of Art and Design, University College	0.0%	0.0%	100.0%	0.0%	100.0%
University of Ulster	0.0%	14.2%	84.9%	0.9%	100.0%
Total	19.6%	24.4%	54.5%	1.5%	100.0%

Institutions with fewer than 50 individuals were excluded

Source: Higher Education Statistics Agency New Individualised Staff Record 2003-4; percentage calculations by the AUT; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties



## 7 Other grades of academics

In 2003-4, 16% of academics – nearly 24,000 people – were recorded as being employed on ‘other’ grades, ie they were not employed on a grade specified in the national pay structures covering academics in higher education (table 15). A further 27,600 were described as employed on locally determined pay scales. These two groups amounted to one-third of UK academics. Under the Framework Agreement on pay and grading in higher education, it is likely that the proportion of staff who are on nationally determined grades will reduce as individual institutions establish their own pay and grading structures.

Table 15 – Academic grades 2003-4

	Total
Lecturer (PCEF scale)	3.7%
Senior lecturer (PCEF scale)	12.3%
Principal lecturer (PCEF scale)	3.6%
Head of department (PCEF scale)	0.1%
Researcher A (PCEF scale)	0.3%
Researcher B (PCEF scale)	0.6%
Other PCEF	2.4%
Lecturer A (UAP scale)	2.0%
Lecturer B (UAP scale)	9.4%
Senior lecturer (UAP scale)	7.4%
Professor (UAP minimum)	5.5%
Research grade IB (UAP scale)	2.4%
Research grade IA (UAP scale)	10.2%
Research grade II (UAP scale)	2.7%
Research grade III (UAP scale)	0.6%
Research grade IV (UAP scale)	0.1%
Clinical lecturer	1.3%
Clinical senior lecturer	1.4%
Clinical professor	0.8%
Other UAP	3.7%
Lecturer (CSCFC scale)	0.6%
Senior lecturer (CSCFC scale)	0.2%
Professor/Head of department (CSCFC scale)	0.1%
Researcher (CSCFC scale)	0.0%
Other CSCFC	0.1%
Locally determined scale – Professor	2.5%
Locally determined scale - Senior/Principal lecturer	3.3%
Locally determined scale – Lecturer	6.7%
Locally determined scale - Researcher	6.1%
Other	9.8%
Total	100.0%

*PCEF = post-1992 institutions in England, Wales and Northern Ireland. UAP = pre-1992 institutions in the UK. CSCFC = post-1992 institutions in Scotland.*

*Source: Higher Education Statistics Agency New Individualised Staff Record 2003-4; percentage calculations by the AUT; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties*

'Other' grade academics were largely employed as teaching-only academics. In the post-92 sector, 79% of academics on 'other' grades were categorised as teaching-only, along with 77% in the pre-92 sector, and 62% of other grades across the sector (table 16). While the great majority of professors and senior lecturers employed on locally determined scales were categorised as teaching-and-research, 60% of lecturers on locally determined pay scales were categorised as teaching-only.

Table 16 – Grades and employment function 2003-4

	Teaching only	Research only	Teaching and research	Neither teaching nor research	Total
Lecturer (PCEF scale)	46.7%	1.9%	50.7%	0.7%	100.0%
Senior lecturer (PCEF scale)	7.4%	0.6%	91.6%	0.4%	100.0%
Principal lecturer (PCEF scale)	9.0%	0.7%	89.6%	0.7%	100.0%
Head of department (PCEF scale)	3.1%	6.2%	73.0%	17.8%	100.0%
Researcher A (PCEF scale)	3.7%	72.9%	22.7%	0.7%	100.0%
Researcher B (PCEF scale)	0.5%	73.4%	26.2%	0.0%	100.0%
Other PCEF	79.2%	1.8%	17.7%	1.2%	100.0%
Lecturer A (UAP scale)	17.4%	1.1%	75.7%	5.8%	100.0%
Lecturer B (UAP scale)	6.4%	0.8%	92.7%	0.1%	100.0%
Senior lecturer (UAP scale)	1.0%	0.6%	98.0%	0.4%	100.0%
Professor (UAP minimum)	0.1%	1.0%	98.3%	0.6%	100.0%
Research grade IB (UAP scale)	0.4%	99.0%	0.5%	0.1%	100.0%
Research grade IA (UAP scale)	0.3%	98.9%	0.7%	0.1%	100.0%
Research grade II (UAP scale)	1.3%	97.1%	1.5%	0.1%	100.0%
Research grade III (UAP scale)	0.1%	94.8%	4.6%	0.4%	100.0%
Research grade IV (UAP scale)	0.7%	92.1%	6.5%	0.7%	100.0%
Clinical lecturer	7.9%	38.4%	53.4%	0.3%	100.0%
Clinical senior lecturer	2.5%	5.4%	91.7%	0.3%	100.0%
Clinical professor	0.5%	0.3%	99.1%	0.1%	100.0%
Other UAP	77.3%	7.3%	10.0%	5.4%	100.0%
Lecturer (CSCFC scale)	7.6%	0.7%	90.6%	1.1%	100.0%
Senior lecturer (CSCFC scale)	3.2%	1.0%	94.2%	1.6%	100.0%
Professor/Head of department (CSCFC scale)	3.4%	4.6%	85.5%	6.4%	100.0%
Researcher (CSCFC scale)	4.4%	91.9%	3.6%	0.0%	100.0%
Other CSCFC	64.1%	9.4%	26.5%	0.0%	100.0%
Locally determined scale – Professor	1.5%	2.5%	94.5%	1.6%	100.0%
Locally determined scale - Senior/Principal lecturer	11.1%	0.7%	88.0%	0.3%	100.0%
Locally determined scale - Lecturer	59.7%	0.3%	39.8%	0.2%	100.0%
Locally determined scale – Researcher	0.4%	94.6%	4.6%	0.4%	100.0%
Other	62.1%	8.2%	21.3%	8.4%	100.0%
Total	19.6%	24.4%	54.5%	1.5%	100.0%

PCEF = post-1992 institutions in England, Wales and Northern Ireland. UAP = pre-1992 institutions in the UK. CSCFC = post-1992 institutions in Scotland.

Source: Higher Education Statistics Agency New Individualised Staff Record 2003-4; percentage calculations by the AUT; HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties

## AUT research , June 2005