

ASSOCIATION OF UNIVERSITY TEACHERS



The unequal academy

UK academic staff
1995–96 to 2002–03



THE HIGHER EDUCATION UNION

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Summary

Overview

The number of academic staff working in UK higher education has been rising steadily in recent years. The number of female academics has increased sharply, with the result that nearly 40% of UK academics are now women. However, in almost all cases, the proportion of women on a particular grade is inversely related to the seniority of that grade: the more senior the grade, the lower the proportion of female academics in the grade.

The proportion of women on senior grades is still low, with, for example, women comprising only 13% of professors in institutions which were universities before 1992. In addition, the gap between the average salaries of full-time male and female academics has widened slightly, to 15%, so that for every £1 earned by a man, a woman only earns 85 pence. On average in 2002–03, women academics working full-time earned £30,473, while men earned £35,802.

Among academics engaged in both teaching-and-research, males were 1.6 times more likely than their female colleagues to be counted as research active in the 2001 Research Assessment Exercise.

Employment in UK higher education is highly casualised, with nearly half of academic staff on fixed-term contracts. Women are more likely than men to be employed on a fixed-term basis. The number of academics on research-only contracts has increased at a much higher rate than the number of teaching-only academics, or of academics engaged in both teaching-and-research. In addition, more academics are working on a part-time basis.

The biggest subject area in terms of staff numbers is clinical medicine, now employing more than 18,000 academics. The academic grade with the largest number of employees on it is research grade IA in the pre-1992 institutions – 14% of all UK academics are on this grade.



The UK academic profession is getting older, with more than a quarter of academics now aged 50 and over. In education, more than half of academics are aged 50 and over. Each year the number entering employment in UK higher education is approximately double the number leaving UK higher education institutions.

The proportion of academics reporting a disability has doubled, to 1.5% of all UK academics, although there may have been earlier under-reporting of disability. Data on the ethnicity and nationality of UK academic staff are generally unreliable because of the large numbers for whom this information is not known or not given.

Totals

The number of academics working in UK higher education has increased at an average rate of about 2% a year over the past seven years. The number rose by slightly more than 20,500 between 1995–96 to 2002–03, to 145,510, a rise of 16%.

Gender

The proportion of UK academics who are women rose from 32% in 1995–96 to 39% in 2002–03.

The number of women academics employed in UK higher education has increased by nearly half in the past seven years. Women academics grew by nearly 20,000 – from 39,625 to 56,480 – between 1995–96 and 2002–03, an increase of 43%. The number of male academics in the UK rose by slightly over 3,500 – from 85,350 to 89,030 – in the same period, an increase of 4%.

In 1995–96 nursing and paramedical studies, and health and community studies, were the only academic subject areas in which 50% or more academics were women. By 2002–03 there were seven subject areas in which half or more of the academics were women.

Mode of employment

Between 1995–96 and 2002–03, the proportion of women academics employed on a part-time basis increased from 19% to 26%. The proportion of male academics employed part-time rose from 9% to 13%.

Employment function

In 2002–03 32% of UK academics were employed on research-only contracts, 10% were employed on teaching-only contracts, and 59% were employed to carry out both teaching-and-research.

Between 1995–96 and 2002–03, the number of UK academics employed on a research-only basis rose from 37,025 to 45,835, an increase of 24%; the number of teaching-only and teaching-and-research academics rose by 13% each.

Terms of employment and casualisation

Employment in UK higher education is highly casualised, with nearly half of academic staff working on a fixed-term contract.

In 1995–96, 57% of UK academics held permanent contracts; by 2002–03, that proportion fell to 55%. In 1995–96, 41% of UK academics held fixed-term contracts; by 2002–03, that proportion rose to 42%. In 1995–96, 2% of UK academics were employed on an hourly-paid or otherwise casual basis; by 2002–03, that proportion rose to 3%.

Women academics are more likely than their male colleagues to be employed on a fixed-term contract. One of the reasons for this is that there are proportionately more women in the more casualised academic employment functions of teaching-only and research-only. In 2002–03, 48% of women academics were employed on a fixed-term contract, compared with 38% of men.



Age

The UK academic profession is generally getting older, with 23% aged 50-plus (50 is the age from which academics are eligible to retire) in 1995–96, rising to 28% in 2002–03. By 2002–03, the proportion of teaching-only academics aged 50 and over increased to 32%.

In 2002–03, the proportion of teaching-and-research academics in education aged 50-plus rose to 55%. And there were 14 academic cost centres with 40–49% of teaching-and-research academics aged 50-plus, ranging from continuing education (48%), down to mineral, metallurgy and materials engineering (40%).

Subjects

In 2002–03, the biggest academic subject area (or cost centre) was clinical medicine, with 18,000 academic staff. Second highest was biosciences, with more than 11,500 academics, and third was social studies, with nearly 11,000 academics.

Job grades

In 2002–03, the biggest academic job grade in proportional terms was pre-1992 research IA, with 14% of all academics, then post-1992 senior lecturer (13%), and then pre-1992 lecturer B (11%).

In almost all cases, the proportion of women on a particular grade was inversely related to the seniority of that grade. The more senior the grade, the lower the proportion of female academics in the grade.

Ethnicity and nationality

Unfortunately, it is difficult to get a reliable overall picture of the nationality and ethnicity of UK academic staff because of the large number refusing to provide information on their ethnicity, and the large number for whom the nationality is not known.

Where information was given, in general the higher the job grade, the greater the proportion of white academics on that grade. In the post-1992 institutions in England, Wales and Northern Ireland in 2002–03, the proportion of white academics increased with the seniority of the grade, rising from 88% of lecturer grade, to 94% of heads of department. However, these data should not be viewed as particularly reliable, since the proportion refusing to give ethnicity information generally decreased with seniority.

In the UK's pre-1992 institutions in 2002–03, again the proportion of whites rose with the seniority of the grade, so that 82% of lecturer A were white, and 89% of professors were white. The proportion of those refusing to give information on ethnicity tended to fluctuate between 7% and 9%.

Among clinical academics in 2002–03, there was a similar pattern of the proportion of whites increasing with grade seniority, and the proportion refusing to disclose their ethnicity generally decreasing with seniority.



Disability

In 1995–96, 0.7% of UK academic staff reported having disabled status. By 2002–03, the proportion reporting having disabled status rose to 1.5% – an apparent doubling in seven years. However, it may be that there was under-reporting of disability status in the earlier year.

Institutions

The proportion of all academics in 2002–03 who were employed in post-1992 institutions in England, Wales and Northern Ireland, ie those which became universities after 1992, fell to 24%; the share of pre-1992 institutions, ie those which were universities before 1992, fell to 53%, with a further 4% employed as clinical academics; the proportion in Scottish post-1992 institutions fell to 1%; and the proportion employed in institutions with locally determined pay and grading structures more than doubled, to 13%.

While some higher education institutions report having no teaching-only academics, a small number say all their academic staff were employed on a teaching-only basis. While some institutions report no research-only academics, some report a high proportion of academic staff employed on a research-only basis, with, for example, Cambridge University reporting in 2002–03 that 64% of its academics were research-only. A handful of institutions reported that all its academics were teaching-and-research academics; in general, most institutions reported that at least 50% of its academics were employed on a teaching-and-research basis.

Gender pay gap

Overall, in 1995–96 female full-time academics earned on average 85.5% of the salary of male full-time academics – a gender pay gap of 14.5%; in 2002–03, they earned on average 85.1% of the salary for male full-time academics – a gender pay gap of 14.9%.

While the biggest gender pay gaps tended to occur at specialist institutions, such as medical schools, or relatively small higher education institutions, there was also a number of large multi-faculty universities with wide pay gaps – these tended to be universities with a large proportion of research-only academic staff.

At the other end of the scale, some of the institutions with the narrowest pay gaps were also specialist ones, particularly colleges of education; there was also a large number of the post-1992 universities among the institutions with narrower pay gaps.



Entrants into the academic profession

The number of academics entering employment in higher education institutions in the UK has remained relatively constant in recent years, averaging around 12,500 a year over the past eight years. The number of entrants as a proportion of the total number of academics employed fell between 1995–96 and 2002–03, from 11% to 8%.

At the same time the number of academics in UK higher education has steadily risen, from 124,975 in 1995–96 to 145,510 in 2002–03. This is because the number of academics leaving UK higher education – again, relatively constant – is about half the number of new entrants.

Gender and the 2001 Research Assessment Exercise (RAE)

In terms of proportions within each gender in 2002–03 for all UK academics, 19% of female academics and 37% of male academics were counted as research active in the 2001 RAE.

In 2002–03, 32% of female academics and 52% of male academics categorised as teaching-and-research were counted as research active in the 2001 RAE. Male teaching-and-research academics were therefore 1.6 times more likely than their female colleagues to be counted as research active in the 2001 RAE.

About the data

Source: Higher Education Statistics Agency (HESA) Individualised Staff Record (ISR) for UK academic staff, 1995–96 and 2002–03; percentage calculations by AUT. 1995–96 was chosen as the base year because, although it was the second year for which comprehensive data on academic staff were gathered for the whole of UK higher education, data collected for 1994–95 are not considered so reliable; at the time of writing, 2002–03 is the most recent year for which HESA data were available. Numbers are rounded to the nearest 5 in line with HESA methodology.

The term pre-1992 refers to an institution which was a university before 1992. The term post-1992 refers to an institution which became a university after 1992. The term academic in this report includes the primary employment functions of teaching-only, research-only and teaching-and-research. Cost centres represent administrative units in higher education institutions for accounting purposes; they do not necessarily have a direct correspondence with academic departments; non-academic cost centres have been omitted for the sake of brevity.

HESA does not accept responsibility for any inferences or conclusions derived from the data by third parties.

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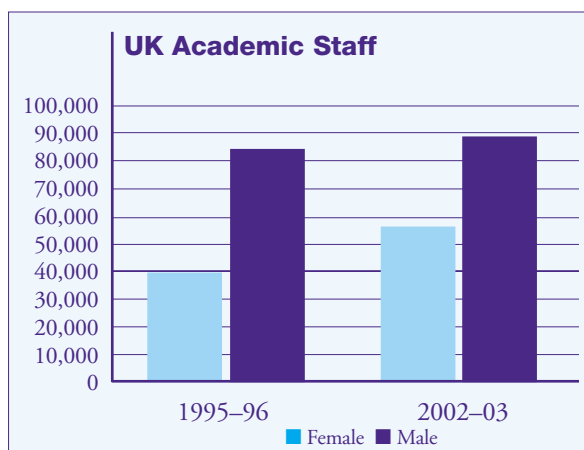
1 Gender

The proportion of UK academics who are women rose from 32% in 1995–96 to 39% in 2002–03.

The number of women academics employed in UK higher education increased by nearly 20,000 – from 39,625 to 56,480 – between 1995–96 and 2002–03, an increase of 43%.

The number of male academics in the UK rose by slightly over 3,500 – from 85,350 to 89,030 – in the same period, an increase of 4%.

In all, the number of academics in the UK rose by slightly more than 20,500 between 1995–96 to 2002–03, to 145,510, a rise of 16%.



1995–96 Gender

HESA ISR 1995–96

Gender	Total
Female	39,625
Male	85,350
Grand Total	124,975

HESA ISR 1995–96

Gender	Total
Female	31.7%
Male	68.3%
Grand Total	100.0%

2002–03 Gender

HESA ISR 2002–03

Gender	Total
Female	56,480
Male	89,030
Grand Total	145,510

HESA Individualised Staff Record 2002–03

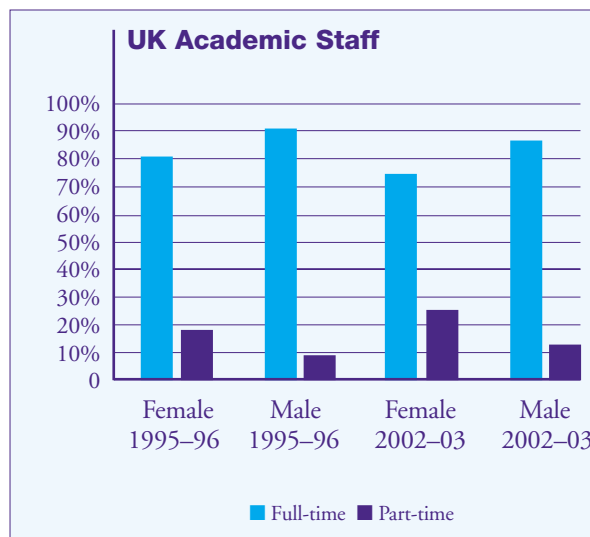
Gender	Total
Female	38.8%
Male	61.2%
Grand Total	100.0%

2 Gender and mode of employment

In 1995–96, nearly 15,000 UK academics were employed on a part-time basis. By 2002–03, that number rose to more than 25,000.

Between 1995–96 and 2002–03, the proportion of women academics employed on a part-time basis increased from 19% to 26%. The proportion of male academics employed part-time rose from 9% to 13%.

In analysing data on mode of employment, it should be remembered that numerous academic staff working in UK higher education may be overlooked, because the Higher Education Statistics Agency does not collect or publish data on staff employed on less than 25% of a full-time equivalent contract.



1995–96 Gender & mode of employment

HESA ISR 1995–96

Mode of Employment	Female	Male	Grand Total
Full-time	32,165	78,055	110,220
Part-time	7,460	7,295	14,755
Grand Total	39,625	85,350	124,975

HESA ISR 1995–96

Mode of Employment	Female	Male	Grand Total
Full-time	81.2%	91.5%	88.2%
Part-time	18.8%	8.5%	11.8%
Grand Total	100.0%	100.0%	100.0%

2002–03 Gender & mode of employment

HESA ISR 2002–03

Mode of Employment	Female	Male	Grand Total
full-time	42,095	77,815	119,915
part-time	14,385	11,215	25,595
Grand Total	56,480	89,030	145,510

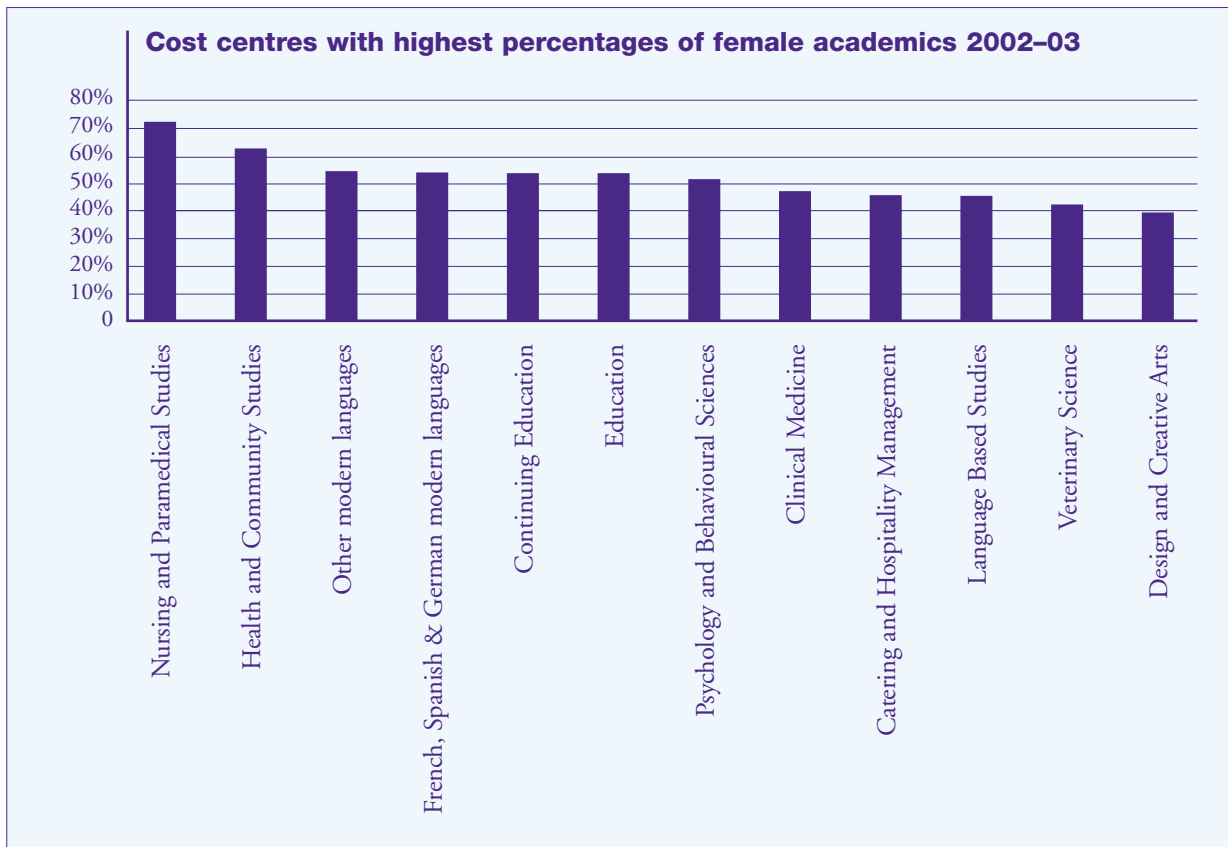
HESA ISR 2002–03

Mode of Employment	Female	Male	Grand Total
full-time	74.5%	87.4%	82.4%
part-time	25.5%	12.6%	17.6%
Grand Total	100.0%	100.0%	100.0%

3 Gender and cost centre¹

In 1995–96 nursing and paramedical studies, and health and community studies, were the only UK academic cost centres in which 50% or more academics were women. By 2002–03 there were seven cost centres in which half or more of the academics were women (see chart).

In 2002–03, fewer than 25% of academics in the following cost centres were women: mineral, metallurgy and materials engineering; computer software engineering; chemistry; other technologies; chemical engineering; general engineering; mathematics; civil engineering; physics; mechanical, aero and production engineering; electrical, electronic and computer engineering.



¹ Cost centres represent administrative units in higher education institutions for accounting purposes; they do not necessarily have a direct correspondence with academic departments

Academic cost centre & gender

(ranked by percentage of female academics in each cost centre in 2002–03)

	1995–96	1995–96	2002–03	2002–03
	<i>Female</i>	<i>Male</i>	<i>Female</i>	<i>Male</i>
Nursing and Paramedical Studies	72.6%	27.4%	73.0%	27.0%
Health and Community Studies	59.8%	40.2%	63.1%	36.9%
Other modern languages	N/a	N/a	55.5%	44.5%
French, Spanish & German modern languages	N/a	N/a	55.1%	44.9%
Continuing Education	49.2%	50.8%	54.7%	45.3%
Education	44.9%	55.1%	54.4%	45.6%
Psychology and Behavioural Sciences	43.5%	56.5%	52.4%	47.6%
Clinical Medicine	41.2%	58.8%	48.1%	51.9%
Catering and Hospitality Management	42.1%	57.9%	46.5%	53.5%
Language Based Studies	44.0%	56.0%	46.1%	53.9%
Veterinary Science	36.5%	63.5%	43.2%	56.8%
Design and Creative Arts	34.0%	66.0%	40.4%	59.6%
Social Studies	34.8%	65.2%	40.2%	59.8%
Anatomy and Physiology	34.1%	65.9%	40.1%	59.9%
Librarianship, Communication and Media Studies	36.3%	63.7%	39.4%	60.6%
Biosciences	32.1%	67.9%	39.2%	60.8%
Clinical Dentistry	31.3%	68.7%	38.1%	61.9%
Archaeology	N/a	N/a	37.3%	62.7%
Pharmacology	32.6%	67.4%	37.0%	63.0%
Pharmacy	28.6%	71.4%	35.8%	64.2%
Sports science & leisure studies	N/a	N/a	35.8%	64.2%
Humanities	28.8%	71.2%	34.7%	65.3%
Business and Management Studies	29.8%	70.2%	34.3%	65.7%
Agriculture and Forestry	23.6%	76.4%	33.9%	66.1%
Geography	25.5%	74.5%	30.1%	69.9%
General Sciences	26.2%	73.8%	29.0%	71.0%
Information Technology and Systems Sciences	19.7%	80.3%	28.7%	71.3%
Earth, Marine and Environmental Sciences	19.8%	80.2%	26.8%	73.2%
Architecture, Built Environment and Planning	20.5%	79.5%	26.7%	73.3%
Mineral, Metallurgy and Materials Engineering	14.6%	85.4%	23.1%	76.9%
Computer software engineering	N/a	N/a	21.9%	78.1%
Chemistry	15.4%	84.6%	21.3%	78.7%
Other Technologies	24.0%	76.0%	20.3%	79.7%
Chemical Engineering	15.4%	84.6%	19.7%	80.3%
General Engineering	10.8%	89.2%	16.6%	83.4%
Mathematics	14.6%	85.4%	16.3%	83.7%
Civil Engineering	9.5%	90.5%	14.7%	85.3%
Physics	9.6%	90.4%	12.6%	87.4%
Mechanical, Aero and Production Engineering	8.4%	91.6%	12.5%	87.5%
Electrical, Electronic and Computer Engineering	7.2%	92.8%	11.4%	88.6%
Grand Total	31.7%	68.3%	38.8%	61.2%

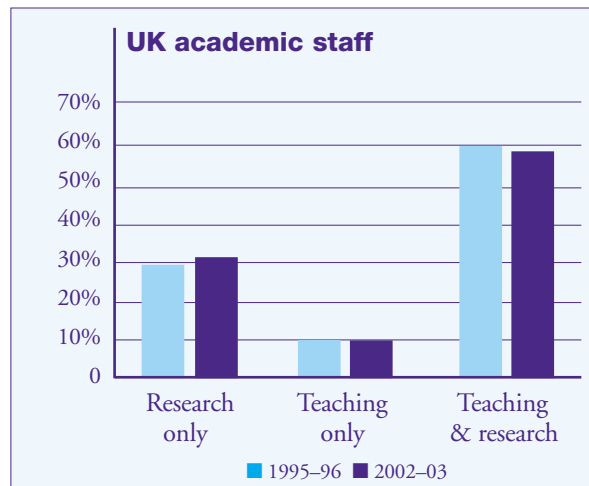
Note: Cost centres represent administrative units in higher education institutions for accounting purposes; they do not necessarily have a direct correspondence with academic departments. N/a means no data available for 1995–96

4 Employment function

In 1995–96, 30% of UK academics were employed on research-only contracts; by 2002–03, that proportion increased to 32%.

In both 1995–96 and 2002–03, 10% of UK academics were employed on teaching-only contracts.

The proportion of UK academics employed to carry out both teaching-and-research decreased from 60% in 1995–96 to 59% in 2002–03.



Employment function

	1995–96	1995–96	2002–03	2002–03
Research-only	37,025	29.6%	45,835	31.5%
Teaching-only	12,880	10.3%	14,540	10.0%
Teaching-and-research	75,070	60.1%	85,140	58.5%
<i>Grand Total</i>	<i>124,975</i>	<i>100.0%</i>	<i>145,510</i>	<i>100.0%</i>

Note: Because of rounding, totals may differ slightly

5 Gender, mode and function: research-only academic staff

Between 1995–96 and 2002–03, the number of UK academics employed on a research-only basis rose from 37,025 to 45,835, an increase of 24%.

In 1994–95, 37% of research-only academics were women. By 2002–03, 45% of research-only academics were women.

In 2002–03, 20% of females and 9% of males employed as research-only worked part-time.



1995–96 Gender & mode: research-only

Primary Employment Function HESA ISR 1995–96 <i>Mode of Employment</i>	Research only		
	Gender		<i>Grand Total</i>
	<i>Female</i>	<i>Male</i>	
Full-time	11,285	21,670	32,950
Part-time	2,410	1,665	4,070
Grand Total	13,690	23,330	37,025

Primary Employment Function HESA ISR 1995–96 <i>Mode of Employment</i>	Research only		
	Gender		<i>Grand Total</i>
	<i>Female</i>	<i>Male</i>	
Full-time	82.4%	92.9%	89.0%
Part-time	17.6%	7.1%	11.0%
Grand Total	100.0%	100.0%	100.0%

2002–03 Gender & mode: research-only

Primary Employment Function HESA ISR 2002–03 <i>Mode of Employment</i>	Research only		
	Gender		<i>Grand Total</i>
	<i>Female</i>	<i>Male</i>	
full-time	16,280	23,265	39,545
part-time	4,135	2,155	6,290
Grand Total	20,415	25,415	45,835

Primary Employment Function HESA ISR 2002–03 <i>Mode of Employment</i>	Research only		
	Gender		<i>Grand Total</i>
	<i>Female</i>	<i>Male</i>	
full-time	79.7%	91.5%	86.3%
part-time	20.3%	8.5%	13.7%
Grand Total	100.0%	100.0%	100.0%

6 Gender, mode and function: teaching-only academic staff

Between 1995–96 and 2002–03, the number of UK academics employed on a teaching-only basis rose from 12,880 to 14,540, an increase of 13%.

Of those employed on a teaching-only basis in 1995–96, 40% were women. By 2002–03, 50% were women.

In 2002–03, 62% of females and 57% of males employed as teaching-only worked part-time, a huge increase compared with seven years ago.



1995–96 Gender & mode: teaching-only

Primary Employment Function	Teaching only		
HESA ISR 1995–96			
<i>Mode of Employment</i>	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
Full-time	3,320	5,655	8,975
Part-time	1,820	2,085	3,905
Grand Total	5,140	7,740	12,880

Primary Employment Function	Teaching only		
HESA ISR 1995–96			
<i>Mode of Employment</i>	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
Full-time	64.6%	73.1%	69.7%
Part-time	35.4%	26.9%	30.3%
Grand Total	100.0%	100.0%	100.0%

2002–03 Gender & mode: teaching-only

Primary Employment Function	Teaching only		
HESA ISR 2002–03			
<i>Mode of Employment</i>	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
full-time	2,785	3,105	5,890
part-time	4,500	4,150	8,650
Grand Total	7,280	7,255	14,540

Primary Employment Function	Teaching only		
HESA Individualised Staff Record 2002–03			
<i>Mode of Employment</i>	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
full-time	38.2%	42.8%	40.5%
part-time	61.8%	57.2%	59.5%
Grand Total	100.0%	100.0%	100.0%

7 Gender, mode and function: teaching-and-research academic staff

Between 1995–96 and 2002–03, the number of UK academics employed on a teaching-and-research basis rose from 75,070 to 85,140, an increase of 13%.

Of those employed on a teaching-and-research basis in 1995–96, 28% were women. By 2002–03, 34% were women.

In 2002–03, 20% of females and 9% of males employed as teaching-and-research academics worked part-time.

1995–96 Gender & mode: teaching-and-research

Primary Employment Function	Teaching-and-research		
HESA ISR 1995–96			
<i>Mode of Employment</i>	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
Full-time	17,560	50,730	68,295
Part-time	3,230	3,545	6,780
Grand Total	20,795	54,280	75,070

Primary Employment Function	Teaching-and-research		
HESA ISR 1995–96			
<i>Mode of Employment</i>	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
Full-time	84.5%	93.5%	91.0%
Part-time	15.5%	6.5%	9.0%
Grand Total	100.0%	100.0%	100.0%

2002–03 Gender & mode: teaching-and-research

Primary Employment Function	Teaching & research		
HESA ISR 2002–03			
<i>Mode of Employment</i>	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
full-time	23,035	51,450	74,480
part-time	5,745	4,910	10,655
Grand Total	28,780	56,355	85,140

Primary Employment Function	Teaching & research		
HESA ISR 2002–03			
<i>Mode of Employment</i>	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
full-time	80.0%	91.3%	87.5%
part-time	20.0%	8.7%	2.5%
Grand Total	100.0%	100.0%	100.0%

8 Terms and function of employment

In 1995–96, 57% of UK academics held permanent contracts; by 2002–03, that proportion fell to 55%.

In 1995–96, 41% of UK academics held fixed-term contracts; by 2002–03, that proportion rose to 42%.

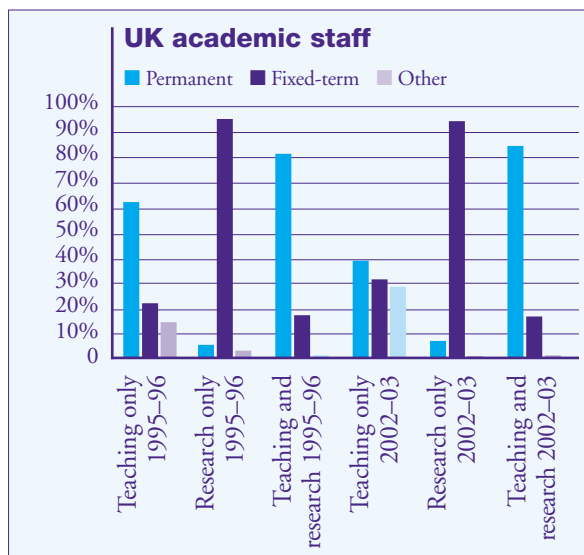
In 1995–96, 2% of UK academics were employed on an hourly-paid or otherwise casual basis; by 2002–03, that proportion rose to 3%.

The proportion of teaching-only academics on permanent contracts fell from 64% in 1995–96 to 40% in 2002–03.

The proportion of research-only academics on fixed-term contracts was 94% in 1995–96 and 93% in 2002–03.

The proportion of teaching-and-research academics on permanent contracts was 82% in 1995–96 and 83% in 2002–03.

In analysing data on terms of employment, it should be remembered that numerous academic staff working in UK higher education may be



overlooked, because the Higher Education Statistics Agency does not currently publish data on staff employed on less than 25% of a full-time equivalent.

1995–96 Terms & employment function

HESA ISR 1995–96

Terms of Employment

	Primary Employment Function			
	Teaching only	Research only	Teaching & research	Grand Total
Permanent	63.9%	5.8%	81.6%	57.3%
Fixed term	21.1%	94.0%	17.8%	40.7%
Other	14.9%	0.2%	0.6%	2.0%
Grand Total	100.0%	100.0%	100.0%	100.0%

Other terms includes hourly-paid and/or casual staff.

2002–03 Terms & employment function

HESA ISR 2002–03

Terms of Employment

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

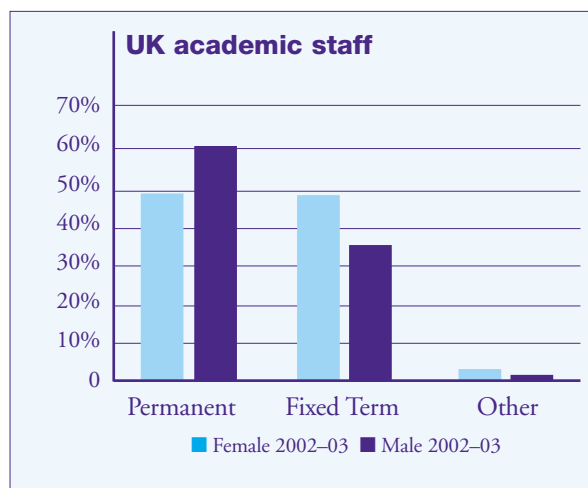
Other terms includes hourly-paid and/or casual staff.

9 Terms of employment and gender

Women academics are more likely than their male colleagues to be employed on a fixed-term contract. One of the reasons for this is that there are proportionately more women in the more casualised academic employment functions of teaching-only and research-only.

In 1995–96, 49% of women academics were employed on a fixed-term contract, compared with 37% of men.

In 2002–03, 48% of women academics were employed on a fixed-term contract, compared with 38% of men (see chart).



1995–96 Terms & gender

HESA ISR 1995–96

<i>Terms of Employment</i>	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
Permanent	48.4%	61.4%	57.3%
Fixed term	48.9%	36.9%	40.7%
Other	2.7%	1.6%	2.0%
<i>Grand Total</i>	100.0%	100.0%	100.0%

2002–03 Terms & gender

HESA ISR 2002–03

<i>Terms of Employment</i>	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
Permanent	47.6%	59.4%	54.8%
Fixed term	48.3%	37.8%	41.9%
Other	4.1%	2.7%	3.3%
<i>Grand Total</i>	100.0%	100.0%	100.0%

10 Age and employment function

The UK academic profession is generally getting older, with 23% aged 50-plus in 1995–96, rising to 28% in 2002–03.

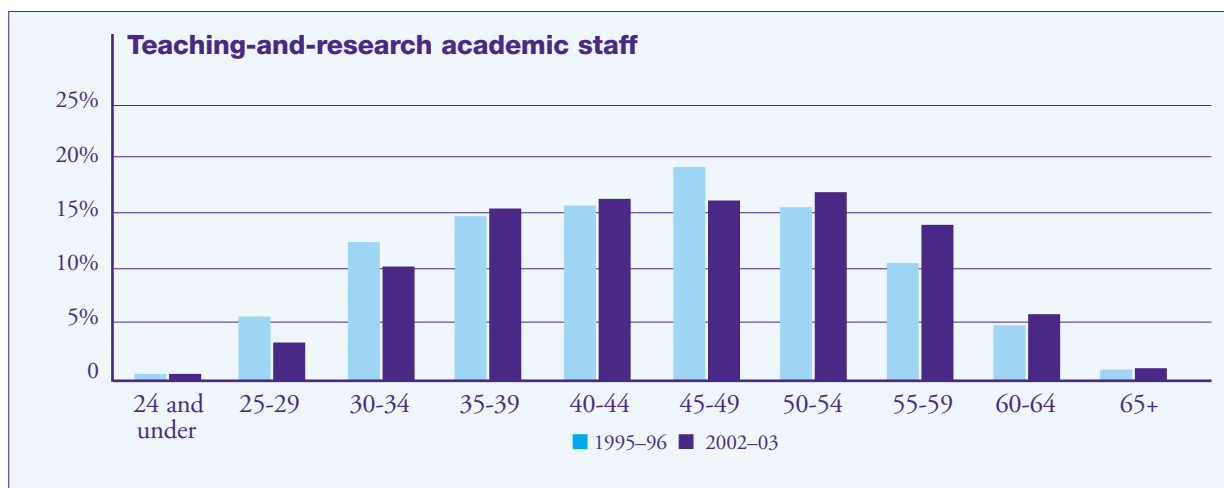
The ageing trend is seen particularly in the largest group of academics, who are engaged in both teaching-and-research. More than one-third of them are aged 50 and over (members of the Universities' Superannuation Scheme and the Teachers' Pension Scheme, which are the main pension schemes for UK academic staff, may retire from the age of 50) (see chart).

In 1995–96, 21% of teaching-only and 19% of teaching-and-research academics were aged to 34, compared with 71% of research-only academics.

By 2002–03, the proportion of teaching-only academics aged to 34 was 23%, while the proportion of teaching-and-research academics aged to 34 had fallen to 14%, and the proportion of research-only academics was down to 62%.

At the other end of the age spectrum, in 1995–96, 27% of teaching-only academics, and 32% of teaching-and-research academics, were aged 50 and over, compared with just 5% of research-only academics.

By 2002–03, the proportion of teaching-only academics aged 50 and over increased to 32%, the proportion of teaching-and-research academics aged 50 and over increased to 38%, and even the proportion of sprightly research-only employees aged 50-plus rose to 7%.



1995–96 Age & employment function

HESA ISR 1995–96 Age Group	Primary Employment Function			Grand Total
	Teaching only	Research only	Teaching & research	
24 and under	2.0%	9.3%	0.5%	3.2%
25-29	7.9%	34.3%	5.6%	14.3%
30-34	11.2%	26.9%	12.5%	16.6%
35-39	13.9%	12.7%	14.8%	14.1%
40-44	16.1%	7.0%	15.7%	13.2%
45-49	19.2%	4.6%	19.3%	15.0%
50-54	13.5%	2.8%	15.5%	11.5%
55-59	8.3%	1.5%	10.5%	7.6%
60-64	4.2%	0.6%	4.7%	3.5%
65 and over	1.0%	0.3%	0.8%	0.6%
Unknown	2.6%	0.2%	0.1%	0.4%
Grand Total	100.0%	100.0%	100.0%	100.0%

2002–03 Age & employment function

HESA ISR 2002–03 Terms of Employment	Primary Employment Function			Grand Total
	Teaching only	Research only	Teaching & research	
24 & under	3.6%	6.6%	0.3%	2.6%
25-29	8.4%	27.5%	3.3%	11.4%
30-34	11.4%	27.4%	10.2%	15.7%
35-39	13.7%	16.3%	15.5%	15.6%
40-44	14.2%	8.7%	16.4%	13.8%
45-49	14.5%	5.7%	16.2%	12.7%
50-54	13.6%	3.8%	17.0%	12.5%
55-59	11.2%	2.5%	14.0%	10.1%
60-64	5.2%	1.0%	5.9%	4.3%
65 & over	2.0%	0.4%	1.0%	0.9%
Unknown	2.3%	0.0%	0.0%	0.2%
Grand Total	100.0%	100.0%	100.0%	100.0%

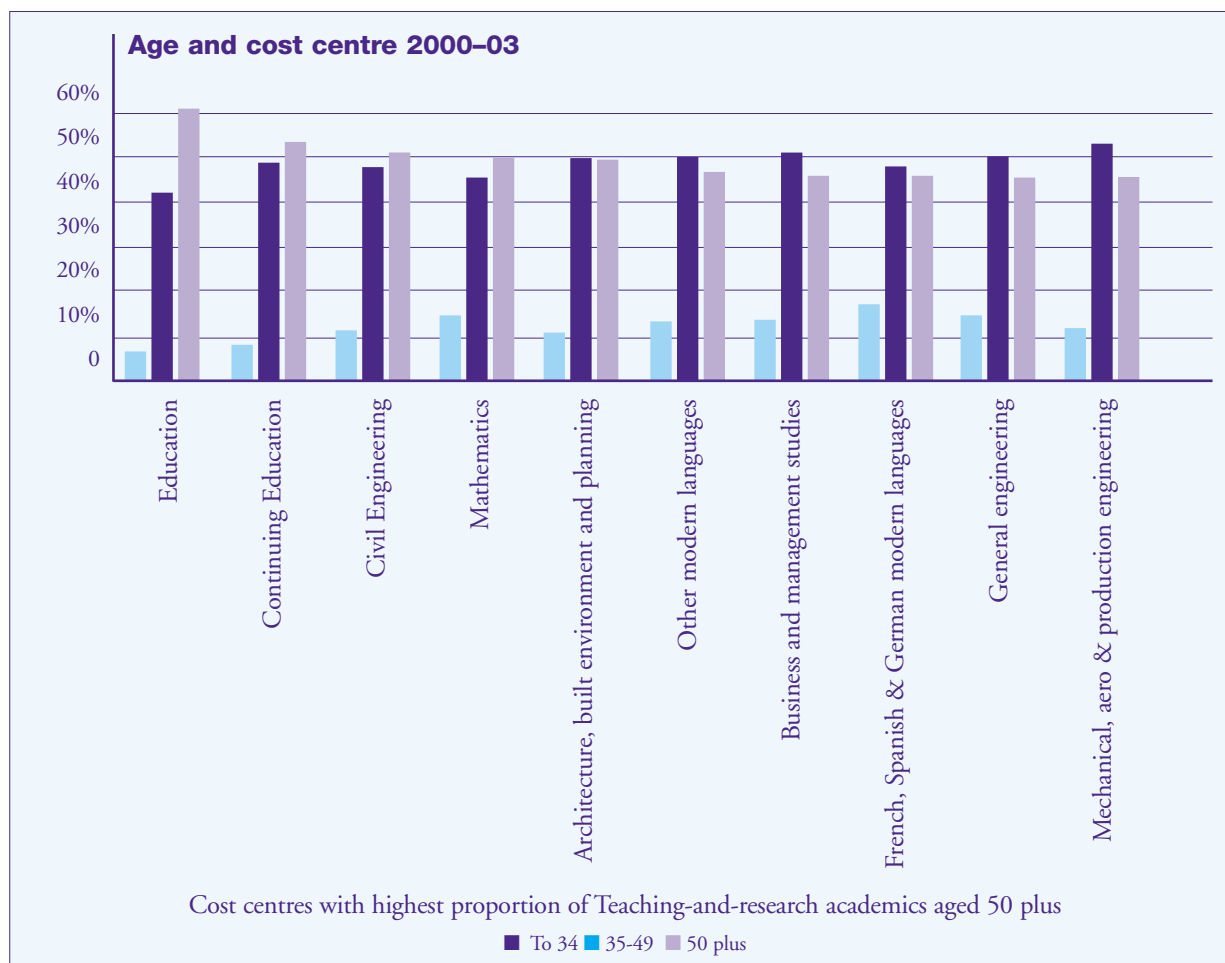
11 Age and cost centre: teaching-and-research academics

In 1995–96, 50% of teaching-and-research academic staff in physics were aged 50-plus. In other words, half of those engaged in both teaching students and conducting research in physics were of potential retirement age.

And there were eight cost centres² with 40–49% of teaching-and-research academics aged 50-plus in 1995–96. These were: chemistry; chemical engineering; mathematics; mechanical, aero and production engineering; mineral, metallurgy and materials engineering; continuing education; education; and pharmacy.

In 2002–03, the proportion of teaching-and-research academics in education aged 50-plus rose to 55%. And there were 14 academic cost centres with 40–49% of teaching-and-research academics aged 50-plus, ranging from continuing education (48%), down to mineral, metallurgy and materials engineering (40%).

² Cost centres represent administrative units in higher education institutions for accounting purposes; they do not necessarily have a direct correspondence with academic departments. Non-academic cost centres excluded.



1995–96 Age & cost centre (ranked by percentage aged 50 plus)

<i>Teaching-and-research academics UK</i>	<i>to 34</i>	<i>35-49</i>	<i>50 plus</i>	<i>unknown</i>	<i>Total</i>
Physics	16.5%	33.0%	50.4%	0.1%	100.0%
Chemistry	23.2%	31.0%	45.8%	0.0%	100.0%
Chemical Engineering	22.0%	33.6%	44.4%	0.0%	100.0%
Mathematics	18.0%	39.3%	42.7%	0.0%	100.0%
Mechanical, Aero and Production Engineering	17.0%	41.6%	41.4%	0.0%	100.0%
Mineral, Metallurgy and Materials Engineering	17.5%	42.3%	40.2%	0.0%	100.0%
Continuing Education	8.5%	51.7%	39.8%	0.0%	100.0%
Education	7.1%	53.0%	39.8%	0.1%	100.0%
Pharmacy	17.3%	43.0%	39.8%	0.0%	100.0%
General Engineering	16.5%	45.6%	37.8%	0.0%	100.0%
Civil Engineering	16.6%	45.7%	37.7%	0.1%	100.0%
Biosciences	16.1%	46.6%	37.2%	0.0%	100.0%
Other Technologies	15.2%	48.3%	36.5%	0.0%	100.0%
Language Based Studies	21.4%	41.6%	36.5%	0.4%	100.0%
Electrical, Electronic and Computer Engineering	17.2%	46.8%	36.0%	0.0%	100.0%
Humanities	21.1%	43.0%	35.9%	0.0%	100.0%
General Sciences	17.9%	47.5%	34.6%	0.0%	100.0%
Architecture, Built Environment and Planning	14.9%	51.8%	33.2%	0.2%	100.0%
Earth, Marine and Environmental Sciences	23.1%	43.8%	33.1%	0.1%	100.0%
Pharmacology	17.5%	51.5%	31.0%	0.0%	100.0%
Geography	31.3%	38.4%	30.4%	0.0%	100.0%
Clinical Dentistry	19.4%	50.2%	30.2%	0.2%	100.0%
Agriculture and Forestry	23.0%	47.2%	29.8%	0.0%	100.0%
Anatomy and Physiology	21.6%	48.6%	29.7%	0.0%	100.0%
Design and Creative Arts	17.7%	52.7%	29.5%	0.1%	100.0%
Veterinary Science	25.8%	45.5%	28.7%	0.0%	100.0%
Business and Management Studies	16.9%	55.8%	27.1%	0.2%	100.0%
Social Studies	23.0%	50.8%	26.1%	0.0%	100.0%
Psychology and Behavioural Sciences	23.6%	51.5%	24.8%	0.0%	100.0%
Librarianship, Communication and Media Studies	22.4%	53.0%	24.6%	0.0%	100.0%
Information Technology and Systems Sciences	19.8%	55.9%	24.2%	0.1%	100.0%
Catering and Hospitality Management	16.8%	59.5%	23.7%	0.0%	100.0%
Clinical Medicine	23.2%	54.8%	21.9%	0.1%	100.0%
Health and Community Studies	12.5%	65.8%	21.8%	0.0%	100.0%
Nursing and Paramedical Studies	13.3%	70.1%	16.5%	0.1%	100.0%
Grand Total	18.6%	49.8%	31.5%	0.1%	100.0%

Note: Cost centres represent administrative units in higher education institutions for accounting purposes; they do not necessarily have a direct correspondence with academic departments. Non-academic cost centres excluded.

2002–03 Age & cost centre (ranked by percentage aged 50 plus)

Teaching-and-research academics UK

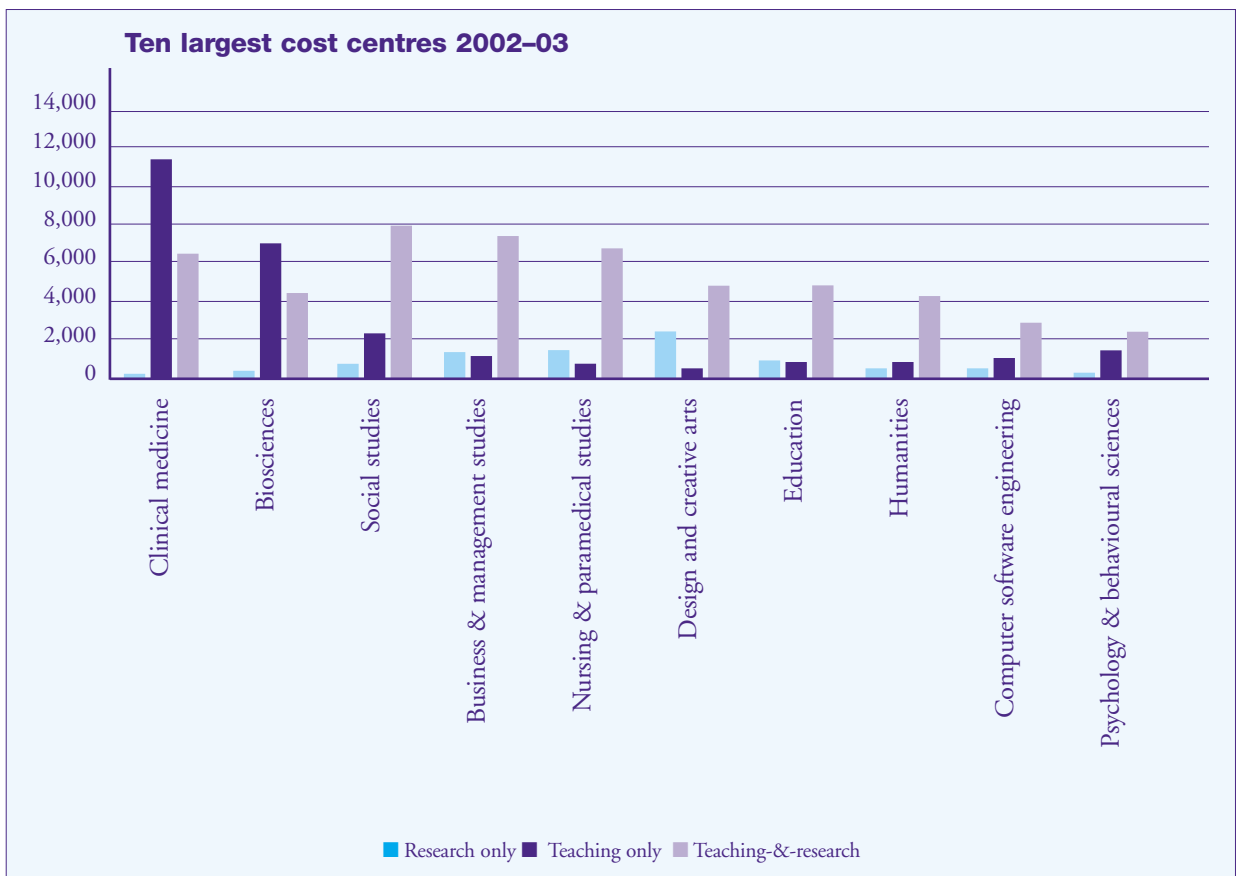
	<i>To 34</i>	<i>35-49</i>	<i>50 plus</i>	<i>Unknown</i>	<i>Total</i>
Education	6.2%	38.6%	55.2%	0.0%	100.0%
Continuing education	7.3%	44.3%	48.3%	0.0%	100.0%
Civil engineering	10.5%	43.4%	46.1%	0.0%	100.0%
Mathematics	13.3%	41.0%	45.6%	0.0%	100.0%
Architecture, built environment & planning	9.9%	45.1%	44.9%	0.0%	100.0%
Other modern languages	11.8%	45.6%	42.4%	0.2%	100.0%
Business & management studies	12.4%	46.1%	41.5%	0.0%	100.0%
French, Spanish & German modern languages	15.3%	43.3%	41.4%	0.0%	100.0%
General engineering	13.4%	45.3%	41.3%	0.0%	100.0%
Mechanical, aero & production engineering	10.9%	48.1%	41.0%	0.0%	100.0%
Humanities	16.0%	43.6%	40.4%	0.0%	100.0%
Physics	11.5%	48.1%	40.4%	0.0%	100.0%
Health & community studies	8.6%	51.2%	40.3%	0.0%	100.0%
Language based studies	17.2%	43.1%	39.7%	0.0%	100.0%
Mineral, metallurgy & materials engineering	11.2%	49.1%	39.6%	0.0%	100.0%
Anatomy & physiology	12.4%	48.4%	39.2%	0.0%	100.0%
Biosciences	10.5%	50.7%	38.8%	0.0%	100.0%
Chemical engineering	17.6%	44.3%	38.1%	0.0%	100.0%
Information technology & systems sciences	14.4%	48.3%	37.4%	0.0%	100.0%
Design & creative arts	13.9%	48.7%	37.3%	0.1%	100.0%
Electrical, electronic & computer engineering	14.7%	48.6%	36.7%	0.0%	100.0%
Social studies	18.6%	44.8%	36.5%	0.0%	100.0%
Other technologies	4.2%	60.4%	35.4%	0.0%	100.0%
Agriculture & forestry	14.9%	50.1%	34.8%	0.2%	100.0%
Clinical dentistry	12.9%	52.4%	34.7%	0.0%	100.0%
Earth, marine & environmental sciences	16.0%	49.4%	34.7%	0.0%	100.0%
Pharmacology	6.2%	59.3%	34.5%	0.0%	100.0%
Pharmacy	18.6%	47.0%	34.4%	0.0%	100.0%
Catering & hospitality management	16.1%	50.0%	33.9%	0.0%	100.0%
Chemistry	18.2%	48.2%	33.6%	0.0%	100.0%
Archaeology	14.4%	52.3%	33.2%	0.0%	100.0%
Computer software engineering	17.3%	50.5%	32.1%	0.0%	100.0%
Geography	23.4%	45.0%	31.6%	0.0%	100.0%
Nursing & paramedical studies	8.2%	60.3%	31.4%	0.0%	100.0%
Librarianship, communication & media studies	15.3%	53.4%	31.3%	0.0%	100.0%
Psychology & behavioural sciences	22.7%	46.2%	31.0%	0.0%	100.0%
Veterinary science	20.4%	48.9%	30.7%	0.0%	100.0%
Clinical medicine	14.2%	55.6%	30.2%	0.0%	100.0%
General sciences	8.3%	70.8%	20.8%	0.0%	100.0%
Sports science & leisure studies	35.3%	45.8%	18.9%	0.0%	100.0%
Grand Total	13.9%	48.1%	38.0%	0.0%	100.0%

Note: Cost centres represent administrative units in higher education institutions for accounting purposes; they do not necessarily have a direct correspondence with academic departments. Non-academic cost centres excluded.

12 Employment function and cost centre

In 1995–96 the biggest academic cost centre in staff terms was clinical medicine, employing more than 15,000 academics – of these, more than half were research-only staff. Then came social studies, with slightly over 10,000 academics – of these, fewer than 20% were research-only academics. Third highest was biosciences, with nearly 8,700 academics.

By 2002–03, the number of academics in clinical medicine increased to 18,000. Second highest was now biosciences, growing to more than 11,500 academics, and then social studies, with an increase of nearly 800 academics.



1995–96 Employment function & cost centre

HESA ISR 1995–96

Cost Centre	Primary Employment Function			Grand Total
	Teaching only	Research only	Teaching & research	
Clinical Medicine	75	8,560	6,495	15,135
Social Studies	715	1,880	7,540	10,135
Biosciences	280	4,885	3,500	8,670
Business and Management Studies	1,590	870	6,025	8,485
Education	1,150	635	4,465	6,250
Language Based Studies	905	310	4,810	6,025
Design and Creative Arts	2,040	235	3,710	5,985
Humanities	580	625	4,255	5,465
Nursing and Paramedical Studies	1,165	210	3,895	5,270
Information Technology and Systems Sciences	515	1,255	3,075	4,850
Electrical, Electronic and Computer Engineering	330	1,705	1,940	3,975
Mechanical, Aero and Production Engineering	240	1,545	2,095	3,880
Chemistry	100	2,020	1,700	3,825
Physics	25	2,085	1,615	3,725
Mathematics	175	750	2,460	3,385
Architecture, Built Environment and Planning	540	445	1,960	2,945
Psychology and Behavioural Sciences	255	915	1,560	2,730
Earth, Marine and Environmental Sciences	205	1,055	1,456	2,710
Health and Community Studies	385	370	1,836	2,595
General Engineering	175	940	1,320	2,430
Civil Engineering	115	635	1,085	1,835
Geography	100	485	1,195	1,785
Anatomy and Physiology	55	800	790	1,645
Agriculture and Forestry	305	505	750	1,555
Mineral, Metallurgy and Materials Engineering	40	705	480	1,225
Other Technologies	145	235	565	945
Chemical Engineering	20	495	380	895
Clinical Dentistry	50	185	660	890
Veterinary Science	20	380	420	820
Catering and Hospitality Management	180	40	540	760
Pharmacy	45	280	400	720
Continuing Education	75	65	495	635
General Sciences	50	150	425	625
Pharmacology	5	400	200	605
Librarianship, Communication and Media Studies	120	100	355	570
Grand Total	12,880	37,025	75,070	124,975

Note: In line with HESA methodology, 0, 1, and 2 are rounded to 0; all other numbers are rounded to the nearest 5. Because of this, cost centre totals may not equal the sum of the various employment functions. Grand Total is higher than the sum of cost centres shown because table excludes non-academic cost centres. Cost centres represent administrative units in higher education institutions for accounting purposes; they do not necessarily have a direct correspondence with academic departments.

2002–03 Employment function & cost centre

HESA ISR 2002–03

Cost Centre	Primary Employment Function			Grand Total
	Teaching only	Research only	Teaching & research	
Clinical medicine	150	11,435	6,430	18,015
Biosciences	290	6,990	4,405	11,685
Social studies	690	2,275	7,945	10,915
Business & management studies	1,300	1,120	7,400	9,815
Nursing & paramedical studies	1,425	730	6,760	8,915
Design & creative arts	2,385	430	4,860	7,675
Education	855	805	4,800	6,460
Humanities	475	740	4,240	5,455
Computer software engineering	495	1,035	2,865	4,390
Psychology & behavioural sciences	230	1,395	2,390	4,010
Physics	65	2,355	1,540	3,960
Electrical, electronic & computer engineering	210	1,745	1,940	3,900
Chemistry	105	2,090	1,590	3,785
Language based studies	635	305	2,695	3,630
Mechanical, aero & production engineering	150	1,465	1,840	3,455
General engineering	235	1,285	1,875	3,395
Health & community studies	395	565	2,200	3,155
Mathematics	120	720	2,265	3,105
Earth, marine & environmental sciences	100	1,270	1,700	3,070
Architecture, built environment & planning	260	545	1,925	2,730
Information technology & systems sciences	335	485	1,460	2,280
Librarianship, communication & media studies	555	105	1,325	1,980
French, Spanish & German modern languages	455	70	1,430	1,955
Geography	60	565	1,215	1,845
Anatomy & physiology	100	895	710	1,710
Agriculture & forestry	485	570	505	1,560
Civil engineering	45	510	895	1,455
Mineral, metallurgy & materials engineering	115	650	410	1,175
Sports science & leisure studies	150	140	825	1,120
Pharmacy	150	360	555	1,060
Clinical dentistry	70	290	665	1,025
Veterinary science	30	455	490	975
Continuing education	440	40	420	905
Other modern languages	310	40	500	850
Catering & hospitality management	205	50	495	750
Chemical engineering	35	375	320	725
Pharmacology	5	430	195	625
Archaeology	30	185	275	490
General sciences	75	10	25	105
Other technologies	10	5	50	65
Grand Total	14,540	45,835	85,140	145,510

Notes: In line with HESA methodology, 0, 1, and 2 are rounded to 0; all other numbers are rounded to the nearest 5. Because of this, cost centre totals may not equal the sum of the various employment functions. Grand Total is higher than the sum of cost centres shown because table excludes non-academic cost centres. Cost centres represent administrative units in higher education institutions for accounting purposes; they do not necessarily have a direct correspondence with academic departments.

13 Job grades

The largest academic job grades in terms of staff numbers in 1995–96 were senior lecturer (post-1992 sector) with 15% of all academics, then pre-1992 research grade IA (14%), and then pre-1992 lecturer B (12%).

In sectoral terms, 26% of all academics were in post-1992 higher education institutions in England, Wales and Northern Ireland; 55% were in pre-1992 institutions throughout the UK, with a further 5% employed as clinical academics (largely in pre-1992 institutions); 3% worked in post-1992 institutions in Scotland; and 6% were employed in institutions with locally determined pay and grading structures.

In 2002–03, the largest academic job grades in terms of staff numbers were pre-1992 research IA (14%), then post-1992 senior lecturer (13%), and then pre-1992 lecturer B (11%).

In sectoral terms, the proportion of all academics who were employed in post-1992 institutions in 2002–03 fell to 24%; the pre-1992 share fell to 53%, with a further 4% employed as clinical academics; the proportion in Scottish post-1992 institutions fell to 1%; and the proportion employed in institutions with locally determined pay and grading structures more than doubled, to 13%.

1995–96 Job grades

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

HESA ISR 1995–96	All UK academic staff
<i>Grade</i>	<i>Total</i>
Lecturer (PCEF scale).	4.4%
Senior lecturer (PCEF scale).	14.9%
Principal lecturer (PCEF scale).	4.3%
Head of department (PCEF scale).	0.2%
Researcher A (PCEF scale).	0.9%
Researcher B (PCEF scale).	0.9%
Other PCEF.	1.3%
Lecturer A (UAP scale).	3.5%
Lecturer B (UAP scale).	12.3%
Senior lecturer (UAP scale).	8.5%
Professor (UAP minimum).	5.2%
Research grade IB (UAP scale).	6.1%
Research grade IA (UAP scale).	13.7%
Research grade II (UAP scale).	2.5%
Research grade III (UAP scale).	0.6%
Research grade IV (UAP scale).	0.1%
Clinical lecturer	2.1%
Clinical senior lecturer	1.7%
Clinical professor	0.8%
Other UAP	2.2%
Lecturer (CSCFC scale)	1.6%
Senior lecturer (CSCFC scale)	0.6%

continued overleaf

Professor/Head of Department (CSCFC scale)	0.2%
Researcher (CSCFC scale)	'..'
Other CSCFC	0.2%
Locally determined scale – Professor	0.8%
Locally determined scale – Senior/Principal Lecturer	0.8%
Locally determined scale – Lecturer	1.4%
Locally determined scale – Researcher	2.6%
Other	5.7%
Grand Total	100.0%

Note: In line with HESA methodology, any percentages that are calculated on populations which contain fewer than 50 individuals are suppressed and indicated by '..'.

2002–03 Job grades

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

HESA ISR 2002–03	All UK academic staff
<i>Grade</i>	<i>Total</i>
Lecturer (PCEF scale)	3.0%
Senior lecturer (PCEF scale)	13.2%
Principal lecturer (PCEF scale)	3.9%
Head of department (PCEF scale)	0.2%
Researcher A (PCEF scale)	0.4%
Researcher B (PCEF scale)	0.8%
Other PCEF	2.2%
Lecturer A (UAP scale)	2.1%
Lecturer B (UAP scale)	10.7%
Senior lecturer (UAP scale)	8.2%
Professor (UAP minimum)	6.3%
Research grade IB (UAP scale)	3.9%
Research grade IA (UAP scale)	14.2%
Research grade II (UAP scale)	3.4%
Research grade III (UAP scale)	0.7%
Research grade IV (UAP scale)	0.1%
Clinical lecturer	1.6%
Clinical senior lecturer	1.3%
Clinical professor	1.0%
Other UAP	3.0%
Lecturer (CSCFC scale)	0.9%
Senior lecturer (CSCFC scale)	0.3%
Professor/Head of department (CSCFC scale)	0.1%
Researcher (CSCFC scale)	'..'
Other CSCFC	'..'
Locally determined scale – Professor	2.0%
Locally determined scale – Senior/Principal lecturer	2.8%
Locally determined scale – Lecturer	2.5%
Locally determined scale – Researcher	5.7%
Other	5.3%
Grand Total	100.0%

Note: In line with HESA methodology, any percentages that are calculated on populations which contain fewer than 50 individuals are suppressed and indicated by '..'.

14 Job grade and gender

In 1995–96, women comprised 32% of UK academic staff overall, rising to 39% in 2002–03. In that period, the proportion of women employed in all academic grades increased, sometimes to more than half of the staff on a grade. But in almost all cases, the proportion of women on a particular grade was inversely related to the seniority of that grade. The more senior the grade, the lower the proportion of female academics in the grade.

In post-1992 institutions in England, Wales and Northern Ireland in 1995–96, women were 47% of lecturers, 37% of senior lecturers, 23% of principal lecturers, and 19% of heads of department; 45% of researcher A staff were women, and 35% of the more senior researcher B were women.

In pre-1992 institutions in the UK in 1995–96, women were 39% of lecturer A grade, 29% of lecturer B, 14% of senior lecturers, and 8% of professors; they were 46% of research grade IB (normally the ‘entry’ grade for researchers), 35% of research grade IA, 32% of research grade II, 27% of research grade III and 17% of research grade IV (the most senior pre-1992 research grade).

Among clinical academics in 1995–96, women were 32% of lecturers, 20% of senior lecturers, and 6% of professors. In the Scottish post-1992 institutions in 1995–96, women were 40% of lecturers, 21% of senior lecturers, and 20% of professors/heads of department.

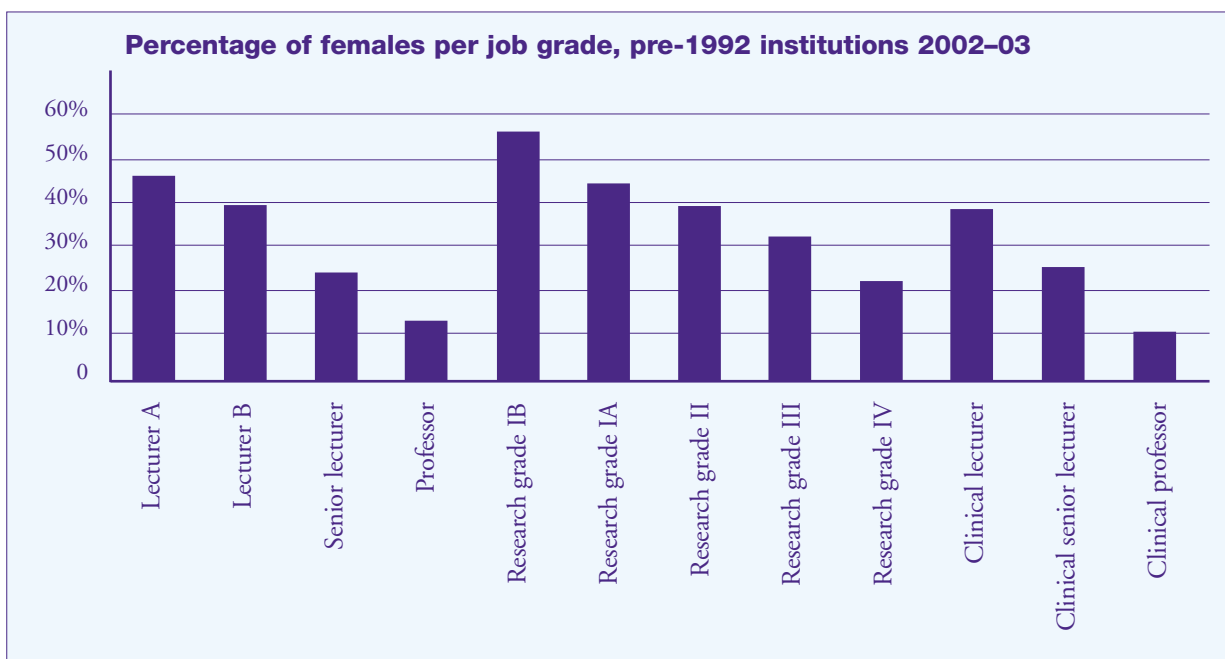
For academics employed on locally determined pay and grades in 1995–96, women were 26% of lecturers, 28% of senior/principal lecturers (a rare instance of an exception to the inverse relationship between the proportion of women academics and the seniority of the grade), and 9% of professors.

In post-1992 institutions in England, Wales and Northern Ireland in 2002–03, women were 53% of lecturers, 45% of senior lecturers, 32% of principal lecturers, and 30% of heads of department; 61% of researcher A staff were women, and 50% of the more senior researcher B grade were women.

In pre-1992 institutions in the UK in 2002–03, women were 46% of lecturer A staff, 39% of lecturer B, 24% of senior lecturers, and 13% of professors; they were 56% of research grade IB (normally the ‘entry’ grade for researchers), 44% of research grade IA, 39% of research grade II, 32% of research grade III and 22% of research grade IV (the most senior pre-92 research grade) (see chart).

Among clinical academics in 2002–03, women were 38% of lecturers, 25% of senior lecturers, and 11% of professors (see chart). In the Scottish post-1992 institutions in 2002–03, women were 51% of lecturers, 35% of senior lecturers, and 23% of professors/heads of department.

For academics employed on locally determined pay and grades in 2002–03, women were 45% of lecturers, 31% of senior/principal lecturers, and 17% of professors.



1995–96 Job grade & gender

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

HESA ISR 1995–96 <i>Grade</i>	Gender		<i>Grand Total</i>
	<i>Female</i>	<i>Male</i>	
Lecturer (PCEF scale).	47.4%	52.6%	100.0%
Senior lecturer (PCEF scale).	37.1%	62.9%	100.0%
Principal lecturer (PCEF scale).	23.0%	77.0%	100.0%
Head of department (PCEF scale).	19.1%	80.9%	100.0%
Researcher A (PCEF scale).	44.9%	55.1%	100.0%
Researcher B (PCEF scale).	35.2%	64.8%	100.0%
Other PCEF.	44.1%	55.9%	100.0%
Lecturer A (UAP scale).	39.0%	61.0%	100.0%
Lecturer B (UAP scale).	29.3%	70.7%	100.0%
Senior lecturer (UAP scale).	14.3%	85.7%	100.0%
Professor (UAP minimum).	7.8%	92.2%	100.0%
Research grade IB (UAP scale).	46.4%	53.6%	100.0%
Research grade IA (UAP scale).	35.1%	64.9%	100.0%
Research grade II (UAP scale).	32.2%	67.8%	100.0%
Research grade III (UAP scale).	27.3%	72.7%	100.0%
Research grade IV (UAP scale).	16.7%	83.3%	100.0%
Clinical lecturer	32.3%	67.7%	100.0%
Clinical senior lecturer	20.0%	80.0%	100.0%
Clinical professor	6.1%	93.9%	100.0%
Other UAP	43.5%	56.5%	100.0%
Lecturer (CSCFC scale)	39.8%	60.2%	100.0%
Senior lecturer (CSCFC scale)	20.9%	79.1%	100.0%
Professor/Head of Department (CSCFC scale)	19.9%	80.1%	100.0%
Researcher (CSCFC scale)	‘..’	‘..’	‘..’
Other CSCFC	40.5%	59.5%	100.0%
Locally determined scale – Professor	8.9%	91.1%	100.0%
Locally determined scale – Senior/Principal Lecturer	27.6%	72.4%	100.0%
Locally determined scale – Lecturer	26.0%	74.0%	100.0%
Locally determined scale – Researcher	34.5%	65.5%	100.0%
Other.	37.6%	62.4%	100.0%
<i>Grand Total</i>	31.7%	68.3%	100.0%

Note: In line with HESA methodology, any percentages that are calculated on populations which contain less than 50 individuals are suppressed and indicated by ‘..’.

2002-03 Job grade & gender

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

HESA ISR 2002-03

Grade	Gender		Grand Total
	Female	Male	
Lecturer (PCEF scale)	53.0%	47.0%	100.0%
Senior lecturer (PCEF scale)	44.9%	55.1%	100.0%
Principal lecturer (PCEF scale)	32.4%	67.6%	100.0%
Head of department (PCEF scale)	30.1%	69.9%	100.0%
Researcher A (PCEF scale)	61.3%	38.7%	100.0%
Researcher B (PCEF scale)	50.3%	49.7%	100.0%
Other PCEF	47.0%	53.0%	100.0%
Lecturer A (UAP scale)	46.0%	54.0%	100.0%
Lecturer B (UAP scale)	39.2%	60.8%	100.0%
Senior lecturer (UAP scale)	24.4%	75.6%	100.0%
Professor (UAP minimum)	13.2%	86.8%	100.0%
Research grade IB (UAP scale)	56.0%	44.0%	100.0%
Research grade IA (UAP scale)	44.2%	55.8%	100.0%
Research grade II (UAP scale)	39.4%	60.6%	100.0%
Research grade III (UAP scale)	32.3%	67.7%	100.0%
Research grade IV (UAP scale)	22.0%	78.0%	100.0%
Clinical lecturer	38.3%	61.7%	100.0%
Clinical senior lecturer	25.1%	74.9%	100.0%
Clinical professor	10.8%	89.2%	100.0%
Other UAP	49.7%	50.3%	100.0%
Lecturer (CSCFC scale)	50.5%	49.5%	100.0%
Senior lecturer (CSCFC scale)	34.7%	65.3%	100.0%
Professor/Head of department (CSCFC scale)	23.4%	76.6%	100.0%
Researcher (CSCFC scale)	‘..’	‘..’	‘..’
Other CSCFC	‘..’	‘..’	‘..’
Locally determined scale – Professor	16.7%	83.3%	100.0%
Locally determined scale – Senior/Principal lecturer	31.2%	68.8%	100.0%
Locally determined scale – Lecturer	44.7%	55.3%	100.0%
Locally determined scale – Researcher	43.9%	56.1%	100.0%
Other	42.1%	57.9%	100.0%
Grand Total	38.8%	61.2%	100.0%

Note: In line with HESA methodology, any percentages that are calculated on populations which contain less than 50 individuals are suppressed and indicated by ‘..’.

15 Job grade and ethnicity

The data on ethnicity for 1995–96 present a problem because of the high proportion of academic staff – one in five overall – who refused to give this information. In some grades, up to 75% refused to give information on their ethnicity. As a result, the data on grade and ethnicity cannot be seen as reliable, except in the case of the Scottish post-1992 institutions, where almost all academics reported gave information on their ethnicity. In these grades, around 94–98% of academics were white, around 0.5% to 1% were black, a range of 0.4–3.2% were Asian, and around 0.5% to 1% were of other ethnicity.

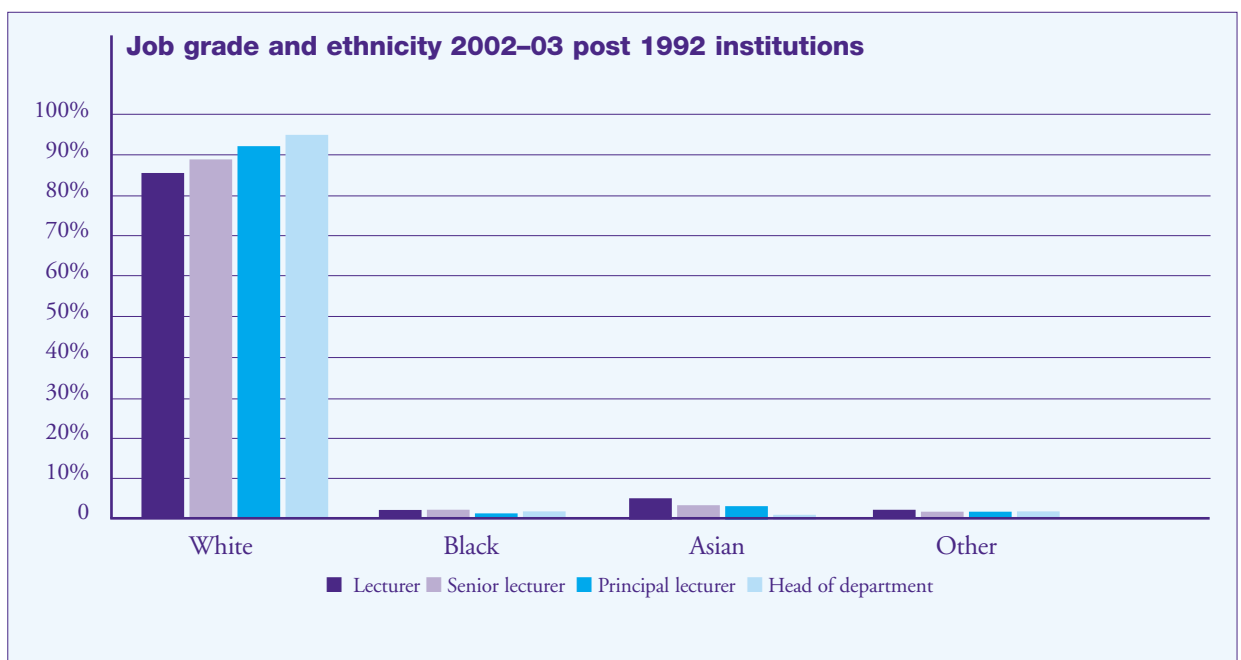
The data on ethnicity for 2002–03 were slightly more useable, although one in 10 overall refused to provide this information. As a result the data for this year should also be treated with a great deal of caution.

In the post-1992 institutions in England, Wales and Northern Ireland in 2002–03, the proportion of white academics increased with the seniority of the grade, rising from 88% of lecturer grade, to 94% of heads of department (see chart). However, these data should not be viewed as particularly reliable, since the proportion refusing to give ethnicity information decreased with seniority.

In the UK’s pre-1992 institutions in 2002–03, again the proportion of whites rose with the seniority of the grade, so that 82% of lecturer A were white, and 89% of professors were white. The proportion of those refusing to give information on ethnicity tended to fluctuate between 7% and 9%. Among pre-1992 researchers, in general the proportion of whites increased with the seniority of the grade – with the exception of research grade IB – and the proportion refusing to give information fell with the seniority of the grade. Between 5% and 13% of researchers refused to disclose their ethnicity.

Among clinical academics in 2002–03, there was the same pattern of the proportion of whites increasing with grade seniority, and the proportion refusing to disclose their ethnicity decreasing with seniority. There was in 2002–03 an increase in the proportion of academics in the Scottish post-1992 institutions who refused to give their ethnicity.

Among academics in 2002–03 employed on locally determined pay and job grades, the proportion who were whites ranged from 82% to 89%, with a significant proportion not disclosing their ethnicity.



1995–96 Job grade & ethnicity

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

HESA ISR 1995–96

Grade	Ethnicity					Grand Total
	White	Black	Asian	Other	Information refused	
Lecturer (PCEF scale)	83.8%	1.6%	3.4%	1.9%	9.2%	100.0%
Senior lecturer (PCEF scale)	83.8%	1.4%	2.2%	1.5%	11.1%	100.0%
Principal lecturer (PCEF scale)	87.1%	0.7%	1.5%	1.2%	9.4%	100.0%
Head of department (PCEF scale)	79.1%	0.9%	0.0%	0.0%	20.0%	100.0%
Researcher A (PCEF scale)	77.2%	0.4%	3.5%	1.5%	17.5%	100.0%
Researcher B (PCEF scale)	69.7%	1.0%	8.1%	2.5%	18.6%	100.0%
Other PCEF	65.2%	1.0%	1.7%	0.8%	31.4%	100.0%
Lecturer A (UAP scale)	74.4%	0.7%	3.5%	2.5%	18.9%	100.0%
Lecturer B (UAP scale)	77.8%	0.8%	2.4%	2.1%	16.9%	100.0%
Senior lecturer (UAP scale)	82.8%	0.2%	1.5%	1.4%	14.2%	100.0%
Professor (UAP minimum)	78.7%	0.1%	0.9%	1.3%	18.9%	100.0%
Research grade IB (UAP scale)	64.9%	0.8%	3.9%	1.9%	28.5%	100.0%
Research grade IA (UAP scale)	61.1%	1.0%	7.7%	2.7%	27.5%	100.0%
Research grade II (UAP scale)	70.3%	0.6%	4.8%	2.4%	21.9%	100.0%
Research grade III (UAP scale)	81.0%	0.3%	2.9%	1.5%	14.4%	100.0%
Research grade IV (UAP scale)	78.9%	0.0%	0.0%	2.2%	18.9%	100.0%
Clinical lecturer	60.3%	1.4%	7.2%	2.6%	28.5%	100.0%
Clinical senior lecturer	77.0%	0.5%	4.7%	1.9%	15.9%	100.0%
Clinical professor	79.1%	0.3%	1.7%	1.7%	17.3%	100.0%
Other UAP	63.2%	1.1%	3.6%	9.0%	23.1%	100.0%
Lecturer (CSCFC scale)	94.1%	0.9%	3.2%	0.9%	0.8%	100.0%
Senior lecturer (CSCFC scale)	97.3%	0.4%	1.2%	0.5%	0.5%	100.0%
Professor/Head of Department (CSCFC scale)	97.9%	0.4%	0.4%	0.4%	1.1%	100.0%
Researcher (CSCFC scale)	‘..’	‘..’	‘..’	‘..’	‘..’	‘..’
Other CSCFC	93.7%	0.0%	3.6%	1.2%	1.6%	100.0%
Locally determined scale – Professor	84.5%	0.2%	1.2%	1.2%	13.0%	100.0%
Locally determined scale – Senior/Principal Lecturer	65.0%	1.0%	1.8%	0.3%	32.0%	100.0%
Locally determined scale – Lecturer	38.9%	0.3%	0.8%	0.8%	59.2%	100.0%
Locally determined scale – Researcher	22.4%	0.4%	1.0%	1.1%	75.1%	100.0%
Other	74.6%	0.9%	3.0%	1.5%	20.1%	100.0%
Grand Total	73.8%	0.8%	3.3%	1.9%	20.1%	100.0%

Note: In line with HESA methodology, any percentages that are calculated on populations which contain less than 50 individuals are suppressed and indicated by ‘..’.

2002–03 Job grade & ethnicity

PCEF = post-1992 institutions in England, Wales and Northern Ireland.

UAP = pre-1992 institutions in the UK. CSCFC = post-1992 institutions in Scotland.

HESA ISR 2002–03

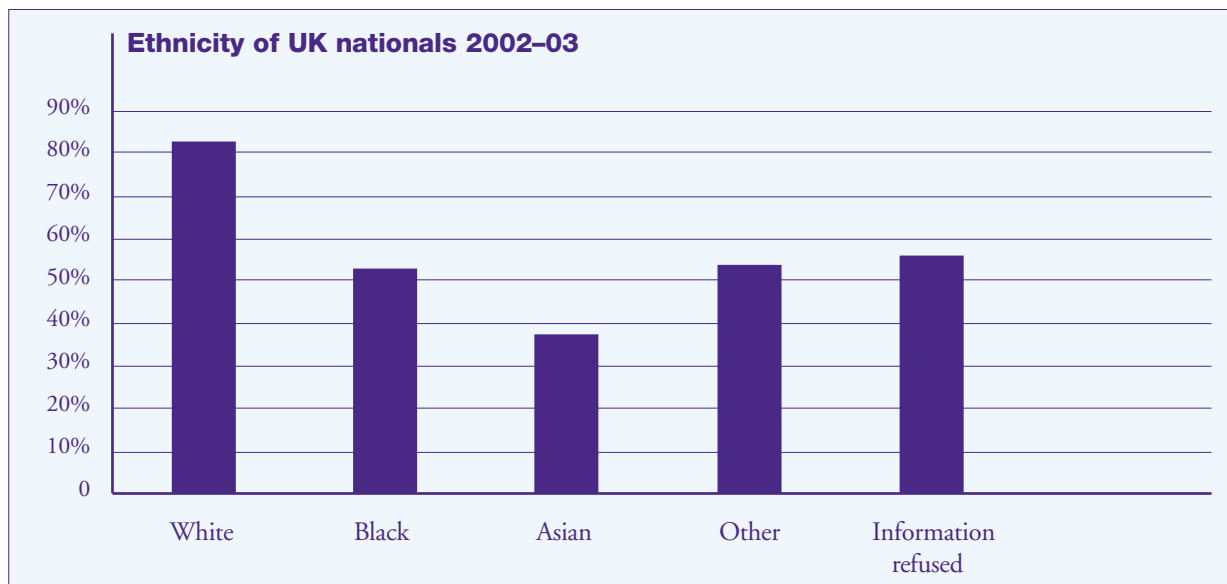
Grade	Ethnicity					Grand Total
	White	Black	Asian	Other	Information refused	
Lecturer (PCEF scale)	85.2%	2.0%	4.6%	2.0%	6.2%	100.0%
Senior lecturer (PCEF scale)	88.4%	2.0%	3.3%	1.9%	4.4%	100.0%
Principal lecturer (PCEF scale)	91.7%	0.8%	2.6%	1.7%	3.3%	100.0%
Head of department (PCEF scale)	94.4%	1.5%	0.0%	1.5%	2.6%	100.0%
Researcher A (PCEF scale)	79.0%	1.7%	8.3%	1.6%	9.4%	100.0%
Researcher B (PCEF scale)	77.3%	1.7%	11.0%	3.2%	6.8%	100.0%
Other PCEF	64.8%	1.3%	3.0%	1.8%	29.1%	100.0%
Lecturer A (UAP scale)	82.3%	1.1%	4.8%	2.8%	9.1%	100.0%
Lecturer B (UAP scale)	84.2%	1.0%	4.6%	2.5%	7.7%	100.0%
Senior lecturer (UAP scale)	88.0%	0.4%	3.3%	1.7%	6.5%	100.0%
Professor (UAP minimum)	88.6%	0.2%	2.1%	1.4%	7.7%	100.0%
Research grade IB (UAP scale)	75.0%	1.3%	9.1%	2.0%	12.7%	100.0%
Research grade IA (UAP scale)	71.9%	1.4%	12.9%	2.9%	10.8%	100.0%
Research grade II (UAP scale)	79.6%	0.9%	7.9%	2.8%	8.9%	100.0%
Research grade III (UAP scale)	85.3%	0.2%	5.1%	1.3%	8.0%	100.0%
Research grade IV (UAP scale)	92.5%	0.0%	1.9%	0.6%	5.0%	100.0%
Clinical lecturer	64.3%	1.5%	15.1%	3.9%	15.1%	100.0%
Clinical senior lecturer	81.4%	0.7%	6.6%	2.1%	9.2%	100.0%
Clinical professor	88.4%	0.2%	3.7%	1.5%	6.2%	100.0%
Other UAP	82.2%	0.8%	3.3%	1.7%	12.1%	100.0%
Lecturer (CSCFC scale)	91.4%	1.0%	2.3%	0.6%	4.8%	100.0%
Senior lecturer (CSCFC scale)	94.7%	0.2%	1.9%	0.6%	2.5%	100.0%
Professor/Head of department (CSCFC scale)	95.4%	0.0%	0.0%	0.0%	4.6%	100.0%
Researcher (CSCFC scale)	‘..’	‘..’	‘..’	‘..’	‘..’	‘..’
Other CSCFC	‘..’	‘..’	‘..’	‘..’	‘..’	‘..’
Locally determined scale – Professor	89.2%	0.5%	3.0%	1.7%	5.7%	100.0%
Locally determined scale – Senior/Principal lecturer	81.6%	1.0%	2.8%	1.5%	13.0%	100.0%
Locally determined scale – Lecturer	83.3%	1.2%	3.9%	1.5%	10.0%	100.0%
Locally determined scale – Researcher	63.6%	0.9%	8.8%	2.3%	24.4%	100.0%
Other	77.5%	1.5%	6.0%	1.9%	13.2%	100.0%
Grand Total	81.1%	1.1%	5.9%	2.1%	9.7%	100.0%

Note: In line with HESA methodology, any percentages that are calculated on populations which contain less than 50 individuals are suppressed and indicated by ‘..’.

16 Nationality and ethnicity

It is difficult to get a reliable overall picture of the nationality and ethnicity of UK academic staff because of the large number refusing to provide information on their ethnicity, and the large number for whom the nationality is not known – particularly for 1995–96.

Data for 2002–03 indicates that around three quarters of academics in the UK were of UK nationality. While 83% of whites were of UK nationality, only 53% of black academics and 38% of Asian academics were of UK nationality (see chart).



1995–96 Nationality & ethnicity

HESA ISR 1995–96

Ethnicity	Nationality				Grand Total
	UK	Other EU	Not known	Other overseas	
White	79,585	4,660	3,915	4,930	93,090
Black	530	15	460	85	1,085
Asian	1,705	15	2,330	140	4,190
Other	1,550	120	690	80	2,440
Information refused	15,885	1,850	2,780	4,700	25,220
Grand Total	99,255	6,665	10,170	9,935	126,025

HESA ISR 1995–96

Ethnicity	Nationality				Grand Total
	UK	Other EU	Not known	Other overseas	
White	85.5%	5.0%	4.2%	5.3%	100.0%
Black	48.8%	1.2%	42.1%	7.9%	100.0%
Asian	40.7%	0.4%	55.6%	3.3%	100.0%
Other	63.6%	4.9%	28.2%	3.4%	100.0%
Information refused	63.0%	7.3%	11.0%	18.6%	100.0%
Grand Total	78.8%	5.3%	8.1%	7.9%	100.0%

2002–03 Nationality & ethnicity

HESA ISR 2002–03

Ethnicity	Nationality				Grand Total
	UK	Other EU	Not known	Other overseas	
White	98,945	10,370	2,570	7,250	119,135
Black	910	30	95	685	1,720
Asian	3,270	60	225	5,140	8,695
Other	1,690	240	135	1,065	3,130
Information refused	7,955	1,370	3,085	1,785	14,195
Grand Total	112,770	12,075	6,105	15,930	146,875

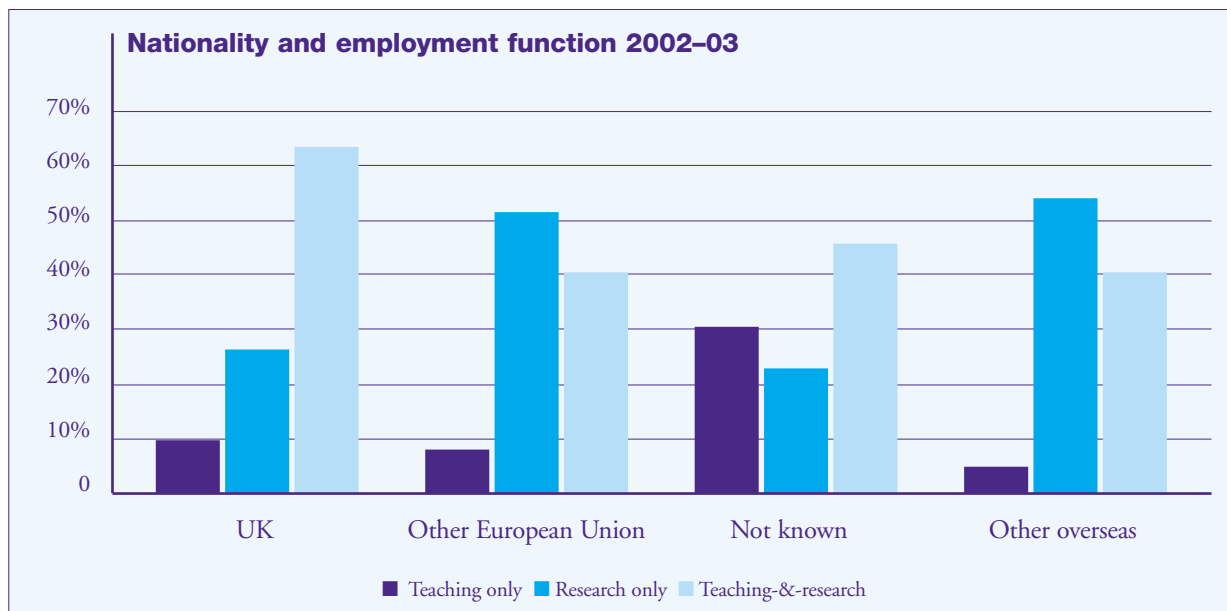
HESA ISR 2002–03

Ethnicity	Nationality				Grand Total
	UK	Other EU	Not known	Other overseas	
White	83.1%	8.7%	2.2%	6.1%	100.0%
Black	52.8%	1.8%	5.6%	39.7%	100.0%
Asian	37.6%	0.7%	2.6%	59.1%	100.0%
Other	54.0%	7.7%	4.3%	34.0%	100.0%
Information refused	56.0%	9.6%	21.7%	12.6%	100.0%
Grand Total	76.8%	8.2%	4.2%	10.8%	100.0%

17 Nationality and employment function

It is difficult to get a reliable overall picture of the nationality of UK academic staff because of the large number for whom the nationality is not known, particularly for 1995–96.

Data for 2002–03 – albeit with nationality unknown for 6,105 academics – indicate that nearly two-thirds of academics with UK nationality were employed as teaching-and-research academics, compared with less than half for academics on non-UK nationality. The majority of academics with non-UK nationality were employed in research-only jobs (see chart).



1995–96 Nationality & employment function

HESA ISR 1995–96

Nationality	Primary Employment Function			Grand Total
	Teaching only	Research only	Teaching & research	
UK	10,160	26,725	62,375	99,255
Other EC	600	3,405	2,660	6,665
Other Overseas	440	5,265	4,465	10,170
Unknown	1,745	1,685	6,510	9,935
Grand Total	12,940	37,080	76,005	126,025

HESA ISR 1995–96

Nationality	Primary Employment Function			Grand Total
	Teaching only	Research only	Teaching & research	
UK	10.2%	26.9%	62.8%	100.0%
Other EC	9.0%	51.1%	39.9%	100.0%
Other Overseas	4.3%	51.8%	43.9%	100.0%
Unknown	17.5%	16.9%	65.5%	100.0%
Grand Total	10.3%	29.4%	60.3%	100.0%

2002–03 Nationality & employment function

HESA ISR 2002–03

Nationality	Primary Employment Function			Grand Total
	Teaching only	Research only	Teaching & research	
(1) UK incl. Channel Islands & Isle of Man	11,385	29,515	71,870	112,770
(2) Other European Union	920	6,240	4,915	12,075
(3) Not known	1,885	1,415	2,805	6,105
(4) Other overseas	750	8,665	6,515	15,930
Grand Total	14,940	45,835	86,1035	146,875

HESA ISR 2002–03

Nationality	Primary Employment Function			Grand Total
	Teaching only	Research only	Teaching & research	
(1) UK incl. Channel Islands & Isle of Man	10.1%	26.2%	63.7%	100.0%
(2) Other European Union	7.6%	51.7%	40.7%	100.0%
(3) Not known	30.9%	23.2%	45.9%	100.0%
(4) Other overseas	4.7%	54.4%	40.9%	100.0%
Grand Total	10.2%	31.2%	58.6%	100.0%

18 Nationality and gender

It is difficult to get a reliable overall picture of the nationality of UK academic staff because of the large number for whom the nationality is not known, particularly for 1995–96.

Data for 2002–03 – albeit with nationality unknown for 6,105 academics – indicates that the proportion of academics from elsewhere in the EU who were women was higher than for UK nationals; the proportion of academics from other overseas countries who were women was slightly lower than for UK nationals.

1995–96 Nationality & gender

HESA ISR 1995–96 <i>Nationality</i>	Gender		<i>Grand Total</i>
	<i>Female</i>	<i>Male</i>	
UK	30,755	68,505	99,255
Other EC	2,795	3,870	6,665
Other Overseas	2,965	7,205	10,170
Unknown	3,480	6,455	9,935
Grand Total	39,995	86,030	126,025

HESA ISR 1995–96 <i>Nationality</i>	Gender		<i>Grand Total</i>
	<i>Female</i>	<i>Male</i>	
UK	31.0%	69.0%	100.0%
Other EC	41.9%	58.1%	100.0%
Other Overseas	29.1%	70.9%	100.0%
Unknown	35.0%	65.0%	100.0%
Grand Total	31.7%	68.3%	100.0%

2002–03 Nationality & gender

HESA ISR 2002–03 <i>Nationality</i>	Gender		<i>Grand Total</i>
	<i>Female</i>	<i>Male</i>	
UK incl. Channel Islands & Isle of Man	43,370	69,400	112,770
Other European Union	5,445	6,625	12,075
Not known	2,650	3,460	6,105
Other overseas	5,560	10,370	15,930
Grand Total	57,025	89,855	146,875

HESA ISR 2002–03 <i>Nationality</i>	Gender		<i>Grand Total</i>
	<i>Female</i>	<i>Male</i>	
UK incl. Channel Islands & Isle of Man	38.5%	61.5%	100.0%
Other European Union	45.1%	54.9%	100.0%
Not known	43.4%	56.6%	100.0%
Other overseas	34.9%	65.1%	100.0%
Grand Total	38.8%	61.2%	100.0%

19 Ethnicity & gender

It is difficult to get a reliable picture of the ethnicity of UK academic staff because of the large number for whom the ethnicity is not known, particularly for 1995–96.

1995–96 Ethnicity & gender

HESA ISR 1995–96	Gender		<i>Grand Total</i>
	<i>Female</i>	<i>Male</i>	
<i>Ethnicity</i>			
White	30,150	62,940	93,090
Black	385	700	1,085
Asian	1,140	3,050	4,190
Other	820	1,620	2,440
Information refused	7,495	17,720	25,220
<i>Grand Total</i>	39,995	86,030	126,025

HESA ISR 1995–96	Gender		<i>Grand Total</i>
	<i>Female</i>	<i>Male</i>	
<i>Ethnicity</i>			
White	32.4%	67.6%	100.0%
Black	35.6%	64.4%	100.0%
Asian	27.2%	72.8%	100.0%
Other	33.6%	66.4%	100.0%
Information refused	29.7%	70.3%	100.0%
<i>Grand Total</i>	31.7%	68.3%	100.0%

2002–03 Ethnicity & gender

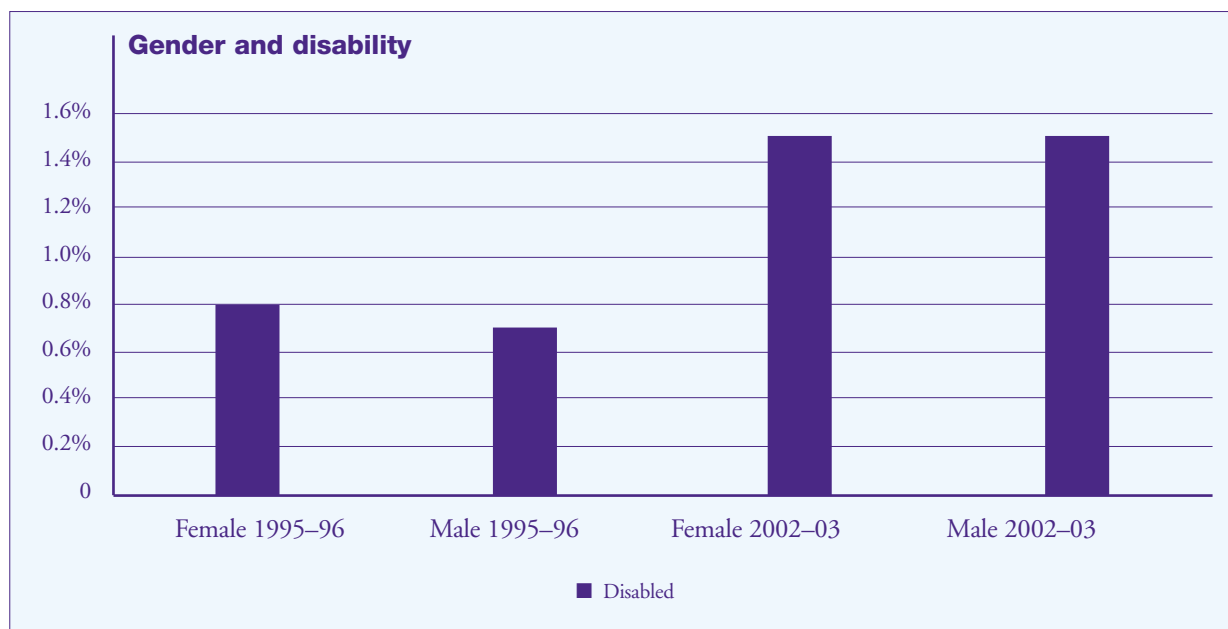
HESA ISR 2002–03	Gender		<i>Grand Total</i>
	<i>Female</i>	<i>Male</i>	
<i>Ethnicity</i>			
White	47,125	72,015	119,135
Black	670	1,050	1,720
Asian	2,920	5,775	8,695
Other	1,170	1,960	3,130
Information refused	5,135	9,055	14,195
<i>Grand Total</i>	57,025	89,855	146,875

HESA ISR 2002–03	Gender		<i>Grand Total</i>
	<i>Female</i>	<i>Male</i>	
<i>Ethnicity</i>			
White	39.6%	60.4%	100.0%
Black	39.0%	61.0%	100.0%
Asian	33.6%	66.4%	100.0%
Other	37.4%	62.6%	100.0%
Information refused	36.2%	63.8%	100.0%
<i>Grand Total</i>			

20 Disability & gender

In 1995–96, 0.7% of UK academic staff were reported having disabled status. By 2002–03, the proportion reporting having disabled status rose to 1.5% – an apparent doubling in seven years (see chart). However, it may be that there was under-reporting of disability status in 1995–96. In that year, disability status for 16% of academics was reported as unknown. By 2002–03, the proportion for whom disability status was unknown had fallen to 7%. The increase in the proportion for whom disability status was known may have contributed to the increase in the proportion reporting a disability.

There were very similar levels of disability reported among male and female academics for both years. The proportion of academics with a disability who were female was very similar to the overall proportion of academics who were female in both years (and 33% and 39% respectively).



1995–96 Disability & gender

HESA ISR 1995–96	Gender		
	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
<i>Disability status</i>			
Disabled	310	625	935
not disabled	33,205	71,530	104,740
Unknown	6,475	13,875	20,355
Grand Total	39,995	86,030	126,025

HESA ISR 1995–96	Gender		
	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
<i>Disability status</i>			
Disabled	0.8%	0.7%	0.7%
not disabled	83.0%	83.1%	83.1%
Unknown	16.2%	16.1%	16.1%
Grand Total	100.0%	100.0%	100.0%

2002–03 Disability & gender

HESA ISR 2002–03	Gender		
	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
<i>Disability Status</i>			
Disabled	860	1,360	2,220
Not Disabled	52,345	82,705	135,045
Unknown	3,820	5,790	9,610
Grand Total	57,025	89,855	146,875

HESA ISR 2002–03	Gender		
	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
<i>Disability Status</i>			
Disabled	1.5%	1.5%	1.5%
Not Disabled	91.8%	92.0%	91.9%
Unknown	6.7%	6.4%	6.5%
Grand Total	100.0%	100.0%	100.0%

21 Institution and employment function

In both years there were very wide ranges amongst institutions in the proportion of academics according to the three main employment functions, of teaching-only, research-only, and teaching-and-research.

While some institutions reported no teaching-only academics, a small number said all their academic staff were employed on a teaching-only basis.

Again, while some institutions reported no research-only academics, some reported a high proportion of academic staff employed on a research-only basis, with, for example, Cambridge University reporting in 2002–03 that 64% of its academics were research-only.

A handful of institutions reported that all its academics were teaching-and-research academics. In general, most institutions reported that at least 50% of its academics were employed on a teaching-and-research basis.

1995–96 Institution & employment function

HESA ISR 1995–96

<i>Institution</i>	Primary Employment Function			<i>Grand Total</i>
	<i>Teaching only</i>	<i>Research only</i>	<i>Teaching & research</i>	
The University of Aberdeen	4.0%	44.1%	51.9%	100.0%
University of Abertay Dundee	5.9%	7.0%	87.2%	100.0%
University of Wales, Aberystwyth	0.0%	19.0%	81.0%	100.0%
Anglia Polytechnic University	0.0%	1.1%	98.9%	100.0%
Aston University	4.5%	30.2%	65.3%	100.0%
University of Wales, Bangor	10.9%	26.0%	63.1%	100.0%
Bath Spa University College	4.8%	6.8%	88.4%	100.0%
The University of Bath	3.3%	43.8%	52.9%	100.0%
The Queen's University of Belfast	3.6%	33.7%	62.7%	100.0%
Birkbeck College	0.0%	32.1%	67.9%	100.0%
The University of Birmingham	1.5%	38.6%	59.9%	100.0%
Bishop Grosseteste College	100.0%	0.0%	0.0%	100.0%
Bolton Institute of Higher Education	74.9%	2.4%	22.8%	100.0%
Bournemouth University	72.3%	16.5%	11.2%	100.0%
The University of Bradford	0.8%	24.5%	74.6%	100.0%
Bretton Hall College of HE	99.1%	0.9%	0.0%	100.0%
The University of Brighton	0.0%	14.2%	85.8%	100.0%
The University of Bristol	0.0%	48.1%	51.9%	100.0%
Brunel University	2.8%	23.4%	73.8%	100.0%
Buckinghamshire Chilterns University College	24.6%	4.7%	70.7%	100.0%
The University of Cambridge	0.7%	60.1%	39.2%	100.0%
Canterbury Christ Church University College	14.3%	4.0%	81.7%	100.0%
Cardiff University	6.0%	34.9%	59.2%	100.0%
University of Wales Institute, Cardiff	93.1%	6.9%	0.0%	100.0%
The University of Central England in Birmingham	0.0%	4.5%	95.5%	100.0%
The University of Central Lancashire	5.6%	5.1%	89.3%	100.0%
Central School of Speech and Drama	100.0%	0.0%	0.0%	100.0%
Charing Cross & Westminster Medical School	0.0%	48.1%	51.9%	100.0%
Chester College of HE	30.4%	8.3%	61.3%	100.0%
University College Chichester	3.1%	6.1%	90.8%	100.0%

HESA ISR 1995–96

<i>Institution</i>	Primary Employment Function			<i>Grand Total</i>
	<i>Teaching only</i>	<i>Research only</i>	<i>Teaching & research</i>	
City University	0.0%	18.3%	81.7%	100.0%
The College of Guidance Studies	‘..’	‘..’	‘..’	‘..’
Coventry University	0.0%	0.3%	89.7%	100.0%
Cranfield University	0.0%	40.8%	59.2%	100.0%
Dartington College of Arts	‘..’	‘..’	‘..’	‘..’
De Montfort University	7.2%	19.2%	73.7%	100.0%
University of Derby	57.4%	1.2%	41.4%	100.0%
The University of Dundee	3.9%	38.3%	57.8%	100.0%
University of Durham	5.1%	34.5%	60.3%	100.0%
The University of East Anglia	11.4%	36.4%	52.3%	100.0%
The University of East London	0.0%	10.7%	89.3%	100.0%
Edge Hill College of Higher Education	0.0%	1.2%	98.8%	100.0%
Edinburgh College of Art	95.9%	3.1%	1.0%	100.0%
The University of Edinburgh	0.0%	46.5%	53.5%	100.0%
The University of Essex	7.1%	28.5%	64.4%	100.0%
The University of Exeter	3.7%	26.1%	70.2%	100.0%
Falmouth College of Arts	97.1%	1.4%	1.4%	100.0%
University of Glamorgan	12.9%	8.0%	79.1%	100.0%
Glasgow Caledonian University	0.0%	0.0%	100.0%	100.0%
Glasgow School of Art	3.3%	0.8%	95.8%	100.0%
The University of Glasgow	1.3%	43.2%	55.5%	100.0%
University of Gloucestershire	0.0%	0.0%	100.0%	100.0%
Goldsmiths College	17.2%	2.0%	80.8%	100.0%
The University of Greenwich	87.4%	12.6%	0.0%	100.0%
Harper Adams University College	77.4%	18.3%	4.3%	100.0%
Heriot-Watt University	0.3%	43.9%	55.8%	100.0%
University of Hertfordshire	2.4%	13.2%	84.4%	100.0%
Homerton College	89.9%	10.1%	0.0%	100.0%
The University of Huddersfield	0.0%	1.4%	98.6%	100.0%
The University of Hull	4.9%	27.8%	67.3%	100.0%
Imperial College of Science, Technology & Medicine	0.0%	65.2%	34.8%	100.0%
Institute of Advanced Nursing Education	‘..’	‘..’	‘..’	‘..’
Institute of Education	2.8%	36.4%	60.8%	100.0%
Institute of Psychiatry (associated with King’s College London)	0.3%	51.9%	47.9%	100.0%
The University of Keele	0.7%	23.1%	76.2%	100.0%
The University of Kent at Canterbury	0.5%	34.0%	65.5%	100.0%
Kent Institute of Art & Design	99.1%	0.9%	0.0%	100.0%
King Alfred’s College, Winchester	6.5%	0.0%	93.5%	100.0%
King’s College London	2.6%	34.0%	63.4%	100.0%
Kingston University	0.0%	5.0%	95.0%	100.0%
La Sainte Union College of HE	2.7%	0.9%	96.4%	100.0%
The University of Wales, Lampeter	7.1%	1.8%	91.2%	100.0%
The University of Lancaster	6.7%	32.2%	61.1%	100.0%
Leeds Metropolitan University	0.0%	5.2%	94.8%	100.0%
The University of Leeds	10.9%	39.7%	49.4%	100.0%
The University of Leicester	0.0%	46.1%	53.9%	100.0%
The University of Lincoln	94.8%	4.5%	0.6%	100.0%
Liverpool Hope	97.7%	2.3%	0.0%	100.0%
Liverpool John Moores University	10.6%	8.0%	81.4%	100.0%
The University of Liverpool	1.3%	37.7%	61.0%	100.0%
London Business School	10.9%	31.8%	57.4%	100.0%
University of London (Institutes and activities)	1.3%	62.6%	36.1%	100.0%
The London Institute	95.5%	4.5%	0.0%	100.0%
London School of Economics and Political Science	8.7%	24.5%	66.8%	100.0%
London School of Hygiene & Tropical Medicine	0.0%	53.7%	46.3%	100.0%

HESA ISR 1995–96

<i>Institution</i>	Primary Employment Function			<i>Grand Total</i>
	<i>Teaching only</i>	<i>Research only</i>	<i>Teaching & research</i>	
Loughborough College of Art and Design	52.2%	0.0%	47.8%	100.0%
Loughborough University	2.0%	42.6%	55.4%	100.0%
University of Luton	84.9%	14.9%	0.2%	100.0%
University of Manchester	1.8%	43.1%	55.0%	100.0%
The University of Manchester Institute of Science & Technology	1.6%	45.7%	52.7%	100.0%
The Manchester Metropolitan University	0.0%	11.5%	88.5%	100.0%
University of Wales College of Medicine	5.7%	43.5%	50.7%	100.0%
Middlesex University	3.2%	5.6%	91.2%	100.0%
Moray House Institute of Education	0.0%	0.0%	100.0%	100.0%
Napier University	40.8%	11.4%	47.8%	100.0%
The University of Newcastle-upon-Tyne	2.5%	38.3%	59.2%	100.0%
Newman College	0.0%	0.0%	100.0%	100.0%
University of Wales College, Newport	98.8%	1.2%	0.0%	100.0%
The North-East Wales Institute of Higher Education	1.1%	9.6%	89.3%	100.0%
North Riding College Higher Education Corporation	6.3%	1.3%	92.4%	100.0%
University College Northampton	1.0%	1.6%	97.4%	100.0%
Northern College of Education	100.0%	0.0%	0.0%	100.0%
Northern School of Contemporary Dance	‘..’	‘..’	‘..’	‘..’
The University of Northumbria at Newcastle	91.4%	8.6%	0.0%	100.0%
Coleg Normal	0.0%	0.0%	100.0%	100.0%
Norwich School of Art and Design	‘..’	‘..’	‘..’	‘..’
The Nottingham Trent University	0.0%	13.4%	86.6%	100.0%
The University of Nottingham	2.7%	41.7%	55.6%	100.0%
The Open University	0.0%	0.6%	99.4%	100.0%
Oxford Brookes University	12.0%	14.1%	73.9%	100.0%
The University of Oxford	0.8%	62.2%	37.0%	100.0%
The University of Paisley	0.5%	7.9%	91.6%	100.0%
The University of Plymouth	2.4%	3.0%	94.6%	100.0%
The University of Portsmouth	0.0%	19.5%	80.5%	100.0%
Queen Margaret University College, Edinburgh	1.3%	5.8%	92.8%	100.0%
Queen Mary and Westfield College	1.4%	35.9%	62.6%	100.0%
Ravensbourne College of Design and Communication	‘..’	‘..’	‘..’	‘..’
The University of Reading	1.8%	38.9%	59.3%	100.0%
The University of Wales, Registry	‘..’	‘..’	‘..’	‘..’
The Robert Gordon University	2.7%	16.6%	80.6%	100.0%
University of Surrey, Roehampton	19.5%	7.6%	72.9%	100.0%
Rose Bruford College	‘..’	‘..’	‘..’	‘..’
Royal Academy of Music	100.0%	0.0%	0.0%	100.0%
Royal College of Art	11.0%	13.4%	75.6%	100.0%
Royal College of Music	100.0%	0.0%	0.0%	100.0%
Royal Free Hospital School of Medicine	0.3%	60.9%	38.8%	100.0%
Royal Holloway and Bedford New College	4.2%	28.1%	67.8%	100.0%
Royal Northern College of Music	100.0%	0.0%	0.0%	100.0%
Royal Postgraduate Medical School	0.6%	65.0%	34.4%	100.0%
The Royal Scottish Academy of Music and Drama	100.0%	0.0%	0.0%	100.0%
The Royal Veterinary College	0.6%	46.8%	52.6%	100.0%
St Andrew’s College of Education	0.0%	0.0%	100.0%	100.0%
The University of St Andrews	4.9%	36.0%	59.1%	100.0%
St George’s Hospital Medical School	0.0%	45.7%	54.3%	100.0%
College of St Mark and St John	13.4%	0.0%	86.6%	100.0%
St Martin’s College	68.6%	3.5%	27.9%	100.0%
St Mary’s College	39.3%	0.0%	60.7%	100.0%
Salford College of Technology	4.1%	0.3%	95.7%	100.0%
The University of Salford	19.7%	19.7%	60.6%	100.0%
The School of Oriental and African Studies	0.5%	0.0%	99.5%	100.0%

HESA ISR 1995–96

<i>Institution</i>	Primary Employment Function			<i>Grand Total</i>
	<i>Teaching only</i>	<i>Research only</i>	<i>Teaching & research</i>	
The School of Pharmacy	1.2%	35.4%	63.4%	100.0%
Scottish Agricultural College	21.4%	12.2%	66.4%	100.0%
The Scottish College of Textiles	0.0%	0.0%	100.0%	100.0%
Sheffield Hallam University	4.7%	12.5%	82.8%	100.0%
The University of Sheffield	0.2%	35.7%	64.1%	100.0%
South Bank University	99.2%	0.8%	0.0%	100.0%
Southampton Institute	0.0%	0.0%	100.0%	100.0%
The University of Southampton	0.0%	50.3%	49.7%	100.0%
Staffordshire University	5.2%	8.4%	86.4%	100.0%
The University of Stirling	7.3%	26.9%	65.8%	100.0%
The University of Strathclyde	5.0%	33.5%	61.4%	100.0%
The University of Sunderland	93.2%	6.8%	0.0%	100.0%
The Surrey Institute of Art and Design, University College	5.2%	0.0%	94.8%	100.0%
The University of Surrey	10.8%	41.3%	47.9%	100.0%
The University of Sussex	1.6%	36.8%	61.6%	100.0%
Swansea Institute of Higher Education	20.1%	1.4%	78.5%	100.0%
University of Wales, Swansea	11.0%	23.2%	65.8%	100.0%
The University of Teesside	4.2%	6.2%	89.6%	100.0%
Thames Valley University	0.2%	1.9%	98.0%	100.0%
Trinity and All Saints College	8.3%	1.7%	0.0%	100.0%
Trinity College of Music	‘..’	‘..’	‘..’	‘..’
Trinity College, Carmarthen	0.0%	4.6%	95.4%	100.0%
0185 University of Ulster	0.0%	23.6%	76.4%	100.0%
United Medical and Dental Schools, Guy’s and St Thomas’s Hospitals	2.5%	58.3%	39.2%	100.0%
University College London	1.9%	49.7%	48.4%	100.0%
The University of Warwick	10.0%	38.1%	51.9%	100.0%
Welsh College of Music and Drama	100.0%	0.0%	0.0%	100.0%
University of the West of England, Bristol	10.8%	9.5%	79.7%	100.0%
Westhill College	3.2%	1.6%	95.2%	100.0%
Westminster College	0.0%	1.1%	98.9%	100.0%
The University of Westminster	21.2%	13.3%	65.6%	100.0%
Wimbledon School of Art	0.0%	6.1%	93.9%	100.0%
Winchester School of Art	‘..’	‘..’	‘..’	‘..’
The University of Wolverhampton	1.1%	1.5%	97.4%	100.0%
University College Worcester	98.4%	0.0%	1.6%	100.0%
Writtle College	91.2%	3.5%	5.3%	100.0%
Wye College	0.9%	22.5%	76.6%	100.0%
York St John College	0.0%	0.0%	100.0%	100.0%
The University of York	1.0%	50.9%	48.2%	100.0%
Grand Total	10.3%	29.6%	60.1%	100.0%

Note: Any percentages that are calculated on populations which contain less than 50 individuals are suppressed and indicated by ‘..’.

2002-03 Institution & employment function

HESA ISR 2002-03

<i>Institution</i>	Primary Employment Function			<i>Grand Total</i>
	<i>Teaching only</i>	<i>Research only</i>	<i>Teaching & research</i>	
The University of Aberdeen	6.9%	45.1%	48.1%	100.0%
University of Abertay Dundee	81.8%	15.4%	2.9%	100.0%
University of Wales, Aberystwyth	18.5%	29.0%	52.5%	100.0%
Anglia Polytechnic University	16.9%	7.6%	75.5%	100.0%
Aston University	45.2%	6.2%	48.7%	100.0%
University of Wales, Bangor	8.2%	39.2%	52.6%	100.0%
Bath Spa University College	33.1%	0.6%	66.2%	100.0%
The University of Bath	5.2%	37.8%	57.0%	100.0%
The Queen's University of Belfast	11.3%	35.7%	53.0%	100.0%
Bell College	100.0%	0.0%	0.0%	100.0%
Birkbeck College	0.0%	34.0%	66.0%	100.0%
Birmingham College of Food, Tourism and Creative Studies	99.0%	0.0%	1.0%	100.0%
The University of Birmingham	0.8%	44.7%	54.5%	100.0%
Bishop Grosseteste College	96.3%	3.7%	0.0%	100.0%
Bolton Institute of Higher Education	4.9%	4.5%	90.6%	100.0%
The Arts Institute at Bournemouth	100.0%	0.0%	0.0%	100.0%
Bournemouth University	69.3%	13.4%	17.4%	100.0%
The University of Bradford	11.7%	25.2%	63.0%	100.0%
The University of Brighton	1.6%	17.6%	80.7%	100.0%
The University of Bristol	0.0%	48.6%	51.4%	100.0%
Brunel University	17.6%	21.0%	61.3%	100.0%
Buckinghamshire Chilterns University College	17.2%	6.2%	76.6%	100.0%
The University of Cambridge	1.8%	63.7%	34.5%	100.0%
The Institute of Cancer Research	1.4%	83.7%	14.8%	100.0%
Canterbury Christ Church University College	15.7%	3.2%	81.0%	100.0%
Cardiff University	12.3%	40.9%	46.8%	100.0%
University of Wales Institute, Cardiff	0.3%	3.6%	96.1%	100.0%
University of Central England in Birmingham	0.0%	0.1%	99.9%	100.0%
The University of Central Lancashire	2.5%	5.6%	91.9%	100.0%
Central School of Speech and Drama	‘..’	‘..’	‘..’	‘..’
Chester College of HE	1.1%	4.3%	94.6%	100.0%
University College Chichester	0.0%	5.6%	94.4%	100.0%
City University	0.1%	20.1%	79.8%	100.0%
Conservatoire for Dance and Drama	‘..’	‘..’	‘..’	‘..’
Coventry University	2.3%	4.7%	93.0%	100.0%
Courtauld Institute of Art	‘..’	‘..’	‘..’	‘..’
Cranfield University	0.0%	41.7%	58.3%	100.0%
Cumbria Institute of the Arts	98.4%	0.0%	1.6%	100.0%
Dartington College of Arts	‘..’	‘..’	‘..’	‘..’
De Montfort University	0.0%	16.0%	84.0%	100.0%
University of Derby	29.9%	0.7%	69.4%	100.0%
The University of Dundee	4.8%	43.9%	51.3%	100.0%
University of Durham	8.2%	32.7%	59.1%	100.0%
The University of East Anglia	12.5%	42.6%	44.9%	100.0%
The University of East London	20.2%	9.3%	70.4%	100.0%
Edge Hill College of Higher Education	9.4%	4.1%	86.5%	100.0%
Edinburgh College of Art	89.0%	8.4%	2.6%	100.0%
The University of Edinburgh	0.1%	50.3%	49.6%	100.0%
The University of Essex	20.2%	25.3%	54.5%	100.0%
The University of Exeter	2.2%	33.1%	64.7%	100.0%
Falmouth College of Arts	95.4%	2.3%	2.3%	100.0%
University of Glamorgan	17.8%	9.2%	73.0%	100.0%
Glasgow Caledonian University	0.0%	18.1%	81.9%	100.0%
Glasgow School of Art	2.2%	3.0%	94.8%	100.0%
The University of Glasgow	4.5%	44.6%	50.8%	100.0%

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<i>Institution</i>	Primary Employment Function			<i>Grand Total</i>
	<i>Teaching only</i>	<i>Research only</i>	<i>Teaching & research</i>	
University of Gloucestershire	3.8%	4.4%	91.8%	100.0%
Goldsmiths College	31.2%	9.2%	59.6%	100.0%
The University of Greenwich	1.0%	21.6%	77.4%	100.0%
Harper Adams University College	86.3%	7.8%	5.9%	100.0%
Heriot-Watt University	3.0%	41.3%	55.7%	100.0%
University of Hertfordshire	19.1%	2.3%	78.7%	100.0%
Homerton College	0.0%	0.0%	100.0%	100.0%
The University of Huddersfield	0.0%	11.0%	89.0%	100.0%
The University of Hull	11.3%	20.3%	68.4%	100.0%
Imperial College of Science, Technology & Medicine	0.7%	65.6%	33.7%	100.0%
Institute of Education	2.0%	48.7%	49.3%	100.0%
The University of Keele	6.2%	24.0%	69.8%	100.0%
The University of Kent	6.2%	27.4%	66.4%	100.0%
Kent Institute of Art & Design	0.0%	1.8%	98.2%	100.0%
King Alfred's College, Winchester	31.7%	2.3%	66.1%	100.0%
King's College London	4.8%	49.9%	45.3%	100.0%
Kingston University	0.0%	11.7%	88.3%	100.0%
The University of Wales, Lampeter	18.6%	3.9%	77.5%	100.0%
The University of Lancaster	7.9%	36.3%	55.8%	100.0%
Leeds Metropolitan University	17.5%	4.9%	77.6%	100.0%
The University of Leeds	13.0%	40.8%	46.3%	100.0%
The University of Leicester	2.9%	44.2%	52.9%	100.0%
The University of Lincoln	21.7%	4.7%	73.5%	100.0%
Liverpool Hope University College	0.0%	0.8%	99.2%	100.0%
Liverpool John Moores University	7.1%	10.7%	82.2%	100.0%
The University of Liverpool	4.1%	41.7%	54.2%	100.0%
London Business School	11.4%	18.6%	70.0%	100.0%
University of London (Institutes and activities)	1.9%	55.7%	42.5%	100.0%
The London Institute	86.9%	1.8%	11.3%	100.0%
London South Bank University	17.7%	10.3%	71.9%	100.0%
London School of Economics and Political Science	11.7%	26.3%	62.1%	100.0%
London School of Hygiene & Tropical Medicine	0.0%	52.5%	47.5%	100.0%
Loughborough University	7.0%	45.1%	47.9%	100.0%
University of Luton	2.8%	7.5%	89.7%	100.0%
University of Manchester	4.4%	43.9%	51.7%	100.0%
The University of Manchester Institute of Science & Technology	1.6%	44.6%	53.8%	100.0%
The Manchester Metropolitan University	7.3%	11.6%	81.1%	100.0%
University of Wales College of Medicine	0.0%	38.2%	61.8%	100.0%
Middlesex University	5.9%	7.5%	86.6%	100.0%
Napier University	7.1%	17.9%	74.9%	100.0%
The University of Newcastle-upon-Tyne	4.6%	49.5%	46.0%	100.0%
Newman College of HE	9.3%	0.0%	90.7%	100.0%
University of Wales College, Newport	79.7%	0.0%	20.3%	100.0%
The North-East Wales Institute of Higher Education	40.8%	5.2%	53.9%	100.0%
University College Northampton	0.0%	5.3%	94.7%	100.0%
Northern School of Contemporary Dance	‘..’	‘..’	‘..’	‘..’
The University of Northumbria at Newcastle	6.5%	14.3%	79.2%	100.0%
Norwich School of Art and Design	11.1%	0.0%	88.9%	100.0%
The Nottingham Trent University	6.1%	7.6%	86.3%	100.0%
The University of Nottingham	13.9%	40.3%	45.8%	100.0%
The Open University	0.0%	0.0%	100.0%	100.0%
Oxford Brookes University	15.6%	8.5%	75.9%	100.0%
The University of Oxford	0.0%	66.2%	33.8%	100.0%
The University of Paisley	22.2%	10.2%	67.6%	100.0%
The University of Plymouth	8.3%	2.8%	88.9%	100.0%

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<i>Institution</i>	Primary Employment Function			<i>Grand Total</i>
	<i>Teaching only</i>	<i>Research only</i>	<i>Teaching & research</i>	
The University of Portsmouth	17.8%	12.0%	70.1%	100.0%
Queen Margaret University College, Edinburgh	37.8%	2.4%	59.8%	100.0%
Queen Mary and Westfield College	6.8%	44.0%	49.2%	100.0%
Ravensbourne College of Design and Communication	100.0%	0.0%	0.0%	100.0%
The University of Reading	2.7%	37.5%	59.8%	100.0%
The University of Wales, Registry	‘..’	‘..’	‘..’	‘..’
The Robert Gordon University	1.2%	13.4%	85.5%	100.0%
University of Surrey, Roehampton	15.8%	4.8%	79.4%	100.0%
Rose Bruford College	‘..’	‘..’	‘..’	‘..’
Royal Academy of Music	91.5%	0.0%	8.5%	100.0%
Royal Agricultural College	‘..’	‘..’	‘..’	‘..’
Royal College of Art	16.4%	39.3%	44.3%	100.0%
Royal College of Music	59.6%	15.8%	24.6%	100.0%
The Royal College of Nursing	‘..’	‘..’	‘..’	‘..’
Royal Holloway and Bedford New College	12.7%	27.2%	60.1%	100.0%
Royal Northern College of Music	98.5%	0.0%	1.5%	100.0%
The Royal Scottish Academy of Music and Drama	100.0%	0.0%	0.0%	100.0%
The Royal Veterinary College	4.4%	34.6%	61.0%	100.0%
Royal Welsh College of Music and Drama	100.0%	0.0%	0.0%	100.0%
The University of St Andrews	25.9%	26.4%	47.7%	100.0%
St George's Hospital Medical School	0.0%	33.9%	66.1%	100.0%
College of St Mark and St John	7.7%	1.4%	90.9%	100.0%
St Martin's College	0.0%	3.3%	96.8%	100.0%
St Mary's College	0.0%	0.0%	100.0%	100.0%
St Mary's University College	0.0%	3.1%	96.9%	100.0%
The University of Salford	8.3%	6.1%	85.6%	100.0%
The School of Oriental and African Studies	21.9%	11.2%	66.8%	100.0%
The School of Pharmacy	1.6%	57.7%	40.7%	100.0%
Scottish Agricultural College	40.5%	44.8%	14.7%	100.0%
Sheffield Hallam University	6.6%	15.2%	78.2%	100.0%
The University of Sheffield	7.5%	41.8%	50.7%	100.0%
Southampton Institute	0.0%	0.0%	100.0%	100.0%
The University of Southampton	2.5%	49.2%	48.3%	100.0%
Staffordshire University	6.8%	6.4%	86.7%	100.0%
The University of Stirling	14.0%	29.9%	56.1%	100.0%
Stranmillis University College	0.0%	4.7%	95.3%	100.0%
The University of Strathclyde	0.8%	38.1%	61.1%	100.0%
The University of Sunderland	53.6%	6.6%	39.8%	100.0%
The Surrey Institute of Art and Design, University College	3.5%	1.4%	95.1%	100.0%
The University of Surrey	12.4%	41.5%	46.1%	100.0%
The University of Sussex	0.0%	46.2%	53.8%	100.0%
Swansea Institute of Higher Education	36.5%	0.0%	63.5%	100.0%
University of Wales, Swansea	11.2%	24.1%	64.7%	100.0%
The University of Teesside	8.7%	10.9%	80.4%	100.0%
Thames Valley University	13.2%	1.5%	85.3%	100.0%
Trinity and All Saints College	98.4%	0.8%	0.8%	100.0%
Trinity College of Music	100.0%	0.0%	0.0%	100.0%
Trinity College, Carmarthen	0.0%	0.0%	100.0%	100.0%
University of Ulster	0.0%	19.0%	81.0%	100.0%
University College London	3.0%	57.3%	39.7%	100.0%
The University of Warwick	8.4%	37.4%	54.1%	100.0%
University of the West of England, Bristol	18.0%	11.2%	70.8%	100.0%
The University of Westminster	24.5%	10.9%	64.6%	100.0%
Wimbledon School of Art	27.5%	4.3%	68.1%	100.0%
The University of Wolverhampton	10.0%	6.9%	83.1%	100.0%
University College Worcester	36.6%	5.8%	57.6%	100.0%

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<i>Institution</i>	Primary Employment Function			<i>Grand Total</i>
	<i>Teaching only</i>	<i>Research only</i>	<i>Teaching & research</i>	
Writtle College	100.0%	0.0%	0.0%	100.0%
York St John College	0.0%	0.0%	100.0%	100.0%
The University of York	0.0%	52.7%	47.3%	100.0%
<i>Grand Total</i>	10.0%	31.5%	58.5%	100.0%

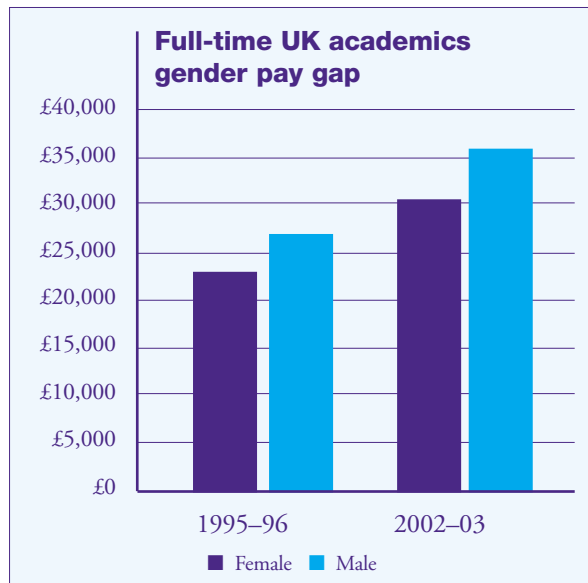
Note: Any percentages that are calculated on populations which contain less than 50 individuals are suppressed and indicated by '..'.

22 Average salary and gender pay gap by institution

Overall, in 1995–96 female full-time academics earned on average 85.5% of the salary of male full-time academics – a gender pay gap of 14.5%; in 2002–03, they earned on average 85.1% of the salary for male full-time academics – a gender pay gap of 14.9%.

While the biggest gender pay gaps tended to occur at specialist institutions, such as medical schools, or relatively small higher education institutions, there were also a number of large multi-faculty universities with wide pay gaps – these tended to be universities with a large proportion of research-only academic staff.

At the other end of the scale, some of the institutions with the narrowest pay gaps were also specialist ones, particularly colleges of education; there was also a large number of the post-1992 universities among the institutions with narrower pay gaps – these universities tended to have a relatively small proportion of research-only academic staff.



**Average Salary of Full-time Academic Staff by Institution and Gender 1995–96
(includes clinical academics)**

<i>Institution</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female salary as % of male</i>
Anglia Polytechnic University	£25,764	£27,732	£26,963	92.9%
Aston University	£22,948	£28,506	£27,518	80.5%
Bath Spa University College	£24,625	£25,744	£25,296	95.7%
The University of Bath	£21,035	£25,291	£24,481	83.2%
Birkbeck College	£24,278	£27,146	£26,243	89.4%
The University of Birmingham	£21,470	£25,165	£24,091	85.3%
Bishop Grosseteste College	£27,378	£28,033	£27,752	97.7%
Bolton Institute of Higher Education	£22,608	£25,506	£24,876	88.6%
Bournemouth University	£22,232	£25,027	£24,170	88.8%
The University of Bradford	£23,794	£25,680	£25,238	92.7%
Bretton Hall College of HE	£22,999	£24,846	£24,231	92.6%
The University of Brighton	£24,538	£26,791	£25,911	91.6%
The University of Bristol	£22,134	£27,503	£26,105	80.5%
Brunel University	£24,680	£26,636	£26,080	92.7%
Buckinghamshire Chilterns University College	£24,024	£25,438	£24,948	94.4%
The University of Cambridge	£20,571	£24,636	£23,658	83.5%
Canterbury Christ Church University College	£25,834	£28,046	£27,087	92.1%
The University of Central England in Birmingham	£25,945	£28,116	£27,423	92.3%
The University of Central Lancashire	£23,387	£25,948	£24,986	90.1%
Central School of Speech and Drama	£20,728	£23,034	£22,009	90.0%
Charing Cross & Westminster Medical School	£25,684	£33,591	£30,661	76.5%
Chester College of HE	£22,193	£24,611	£23,402	90.2%
University College Chichester	£23,458	£26,428	£25,162	88.8%
City University	£26,982	£29,654	£28,669	91.0%
The College of Guidance Studies	..	..	..	n/a
Coventry University	£18,486	£24,455	£22,881	75.6%
Cranfield University	£24,050	£29,110	£28,310	82.6%
Dartington College of Arts	£19,866	£44,812	£31,683	44.3%
De Montfort University	£22,624	£25,465	£24,631	88.8%
University of Derby	£23,653	£25,021	£24,542	94.5%
University of Durham	£20,256	£24,921	£23,809	81.3%
The University of East Anglia	£21,656	£26,083	£24,695	83.0%
The University of East London	£24,219	£27,269	£26,137	88.8%
Edge Hill College of Higher Education	£25,125	£26,111	£25,611	96.2%
The University of Essex	£23,157	£26,948	£26,048	85.9%
The University of Exeter	£21,188	£26,756	£25,373	79.2%
Falmouth College of Arts	£18,264	£23,090	£21,910	79.1%
University of Gloucestershire	£25,468	£26,913	£26,424	94.6%
Goldsmiths College	£24,522	£29,194	£27,114	84.0%
The University of Greenwich	£26,741	£28,214	£27,720	94.8%
Harper Adams University College	£18,393	£24,854	£23,392	74.0%
University of Hertfordshire	£25,140	£27,025	£26,318	93.0%
Homerton College	£26,440	£27,481	£26,970	96.2%
The University of Huddersfield	£23,838	£26,143	£25,404	91.2%
The University of Hull	£23,243	£26,647	£25,882	87.2%
Imperial College of Science, Technology & Medicine	£23,809	£27,761	£26,878	85.8%
Institute of Advanced Nursing Education	£34,500	£32,267	£33,879	106.9%
Institute of Education	£26,088	£29,212	£27,556	89.3%
Institute of Psychiatry (associated with King's College London)	£24,422	£32,178	£28,521	75.9%
The University of Keele	£22,130	£25,872	£24,848	85.5%
The University of Kent at Canterbury	£22,334	£26,718	£25,664	83.6%
Kent Institute of Art & Design	£23,661	£26,338	£25,669	89.8%
King Alfred's College, Winchester	£25,337	£26,336	£25,889	96.2%

<i>Institution</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female salary as % of male</i>
King's College London	£25,786	£30,001	£28,456	86.0%
Kingston University	£26,359	£28,581	£27,791	92.2%
La Sainte Union College of HE	£22,157	£24,352	£23,543	91.0%
The University of Lancaster	£21,192	£26,401	£25,233	80.3%
Leeds Metropolitan University	£24,641	£26,602	£25,930	92.6%
The University of Leeds	£21,779	£26,776	£25,520	81.3%
The University of Leicester	£21,016	£27,180	£25,488	77.3%
The University of Lincoln	£22,836	£26,674	£25,527	85.6%
Liverpool Hope	£23,358	£25,281	£24,448	92.4%
Liverpool John Moores University	£23,610	£26,479	£25,626	89.2%
The University of Liverpool	£21,850	£27,915	£26,347	78.3%
London Business School	£31,261	£46,642	£44,405	67.0%
University of London (Institutes and activities)	£24,631	£29,882	£27,773	82.4%
The London Institute	£26,193	£27,978	£27,387	93.6%
London School of Economics and Political Science	£23,906	£29,523	£27,950	81.0%
London School of Hygiene & Tropical Medicine	£24,496	£33,717	£29,223	72.7%
Loughborough College of Art and Design	£23,802	£25,112	£24,627	94.8%
Loughborough University	£21,722	£26,173	£25,329	83.0%
University of Luton	£20,692	£23,512	£22,300	88.0%
University of Manchester	£23,039	£29,188	£27,394	78.9%
The University of Manchester Institute of Science & Technology	£20,429	£25,141	£24,430	81.3%
The Manchester Metropolitan University	£22,342	£24,979	£24,032	89.4%
Middlesex University	£25,924	£28,982	£27,864	89.4%
The University of Newcastle-upon-Tyne	£21,832	£27,083	£25,726	80.6%
Newman College	£23,751	£28,532	£26,341	83.2%
North Riding College Higher Education Corporation	£19,593	£22,752	£21,468	86.1%
University College Northampton	£24,766	£25,253	£25,086	98.1%
Northern School of Contemporary Dance	..	..	£15,839	n/a
The University of Northumbria at Newcastle	£23,617	£26,102	£25,165	90.5%
Norwich School of Art and Design	..	£27,671	£27,007	n/a
The Nottingham Trent University	£23,826	£26,733	£26,013	89.1%
The University of Nottingham	£21,407	£27,255	£25,830	78.5%
The Open University	£26,080	£28,864	£27,912	90.4%
Oxford Brookes University	£23,887	£26,386	£25,574	90.5%
The University of Oxford	£20,113	£24,012	£22,966	83.8%
The University of Plymouth	£21,874	£24,911	£24,109	87.8%
The University of Portsmouth	£22,632	£26,246	£25,276	86.2%
Queen Mary and Westfield College	£26,009	£30,058	£28,940	86.5%
Ravensbourne College of Design and Communication	..	£29,516	£29,288	n/a
The University of Reading	£25,053	£28,545	£27,867	87.8%
University of Surrey, Roehampton	£27,001	£28,116	£27,559	96.0%
Rose Bruford College	£24,146	£27,014	£25,505	89.4%
Royal Academy of Music	..	..	£26,618	n/a
Royal College of Art	£31,485	£32,891	£32,564	95.7%
Royal College of Music	..	£28,898	£28,891	n/a
Royal Free Hospital School of Medicine	£24,701	£32,016	£29,311	77.2%
Royal Holloway and Bedford New College	£23,483	£27,582	£26,312	85.1%
Royal Northern College of Music	..	£28,317	£28,224	n/a
Royal Postgraduate Medical School	£27,774	£41,155	£36,439	67.5%
The Royal Veterinary College	£22,308	£29,226	£26,507	76.3%
St George's Hospital Medical School	£19,962	£34,947	£28,463	57.1%
College of St Mark and St John	£22,503	£26,061	£24,893	86.3%
St Martin's College	£25,305	£26,270	£25,788	96.3%
St Mary's College	£25,665	£26,392	£26,077	97.2%
Salford College of Technology	£22,076	£23,529	£23,065	93.8%

<i>Institution</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female salary as % of male</i>
The University of Salford	£23,684	£26,827	£26,000	88.3%
The School of Oriental and African Studies	£27,782	£31,765	£30,843	87.5%
The School of Pharmacy	£24,362	£28,912	£27,508	84.3%
Sheffield Hallam University	£23,223	£26,259	£25,348	88.4%
The University of Sheffield	£22,178	£27,881	£26,251	79.5%
South Bank University	£28,352	£29,926	£29,336	94.7%
Southampton Institute	£23,272	£25,125	£24,822	92.6%
The University of Southampton	£21,216	£26,145	£24,927	81.1%
Staffordshire University	£22,229	£25,002	£24,232	88.9%
The University of Sunderland	£22,906	£25,102	£24,520	91.2%
The Surrey Institute of Art and Design, University College	£25,578	£26,148	£25,883	97.8%
The University of Surrey	£22,841	£25,686	£24,929	88.9%
The University of Sussex	£22,306	£25,925	£24,920	86.0%
The University of Teesside	£23,265	£25,170	£24,456	92.4%
Thames Valley University	£29,807	£28,570	£29,131	104.3%
Trinity and All Saints College	£26,087	£26,586	£26,410	98.1%
Trinity College of Music	..	..	..	n/a
United Medical and Dental Schools, Guy's and St Thomas's Hospitals	£24,315	£32,112	£28,917	75.7%
University College London	£24,623	£30,069	£28,305	81.9%
The University of Warwick	£21,396	£26,021	£24,763	82.2%
University of the West of England, Bristol	£24,624	£26,535	£25,868	92.8%
Westhill College	£24,103	£26,694	£25,647	90.3%
Westminster College	£22,739	£24,833	£23,728	91.6%
The University of Westminster	£26,447	£28,126	£27,636	94.0%
Wimbledon School of Art	..	£33,119	£32,142	n/a
Winchester School of Art	..	£23,429	£23,378	n/a
The University of Wolverhampton	£22,801	£25,734	£24,684	88.6%
University College Worcester	£23,447	£24,838	£24,188	94.4%
Writtle College	£19,893	£24,878	£23,454	80.0%
Wye College	£19,369	£25,750	£24,656	75.2%
York St John College	£24,771	£26,012	£25,511	95.2%
The University of York	£21,591	£25,109	£24,275	86.0%
<i>England Total</i>	£23,336	£27,044	£25,943	86.3%
University of Wales, Aberystwyth	£21,038	£25,766	£24,852	81.7%
University of Wales, Bangor	£22,301	£26,237	£25,122	85.0%
Cardiff University	£20,570	£26,594	£25,269	77.3%
University of Wales Institute, Cardiff	£23,880	£24,922	£24,601	95.8%
University of Glamorgan	£22,775	£25,532	£24,776	89.2%
The University of Wales, Lampeter	£19,869	£26,276	£24,201	75.6%
University of Wales College of Medicine	£23,793	£37,792	£32,210	63.0%
University of Wales College, Newport	£26,008	£27,709	£27,286	93.9%
The North-East Wales Institute of Higher Education	£25,524	£27,180	£26,760	93.9%
Coleg Normal	£24,554	£27,801	£26,358	88.3%
The University of Wales, Registry	£17,562	..	£18,464	n/a
Swansea Institute of Higher Education	£22,930	£25,418	£24,758	90.2%
University of Wales, Swansea	£21,378	£26,207	£25,018	81.6%
Trinity College, Carmarthen	£22,422	£24,165	£23,458	92.8%
Welsh College of Music and Drama	..	£39,982	£37,256	n/a
<i>Wales Total</i>	£22,375	£27,357	£26,000	81.8%

<i>Institution</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female salary as % of male</i>
The University of Aberdeen	£19,839	£26,657	£24,645	74.4%
University of Abertay Dundee	£22,481	£26,105	£25,346	86.1%
The University of Dundee	£21,634	£28,336	£26,417	76.3%
Edinburgh College of Art	£25,830	£28,370	£27,680	91.0%
The University of Edinburgh	£20,831	£26,611	£25,075	78.3%
Glasgow Caledonian University	£24,378	£28,486	£26,848	85.6%
Glasgow School of Art	£26,906	£27,347	£27,270	98.4%
The University of Glasgow	£22,041	£29,082	£27,043	75.8%
Heriot-Watt University	£20,633	£25,297	£24,770	81.6%
Moray House Institute of Education	£28,160	£28,802	£28,584	97.8%
Napier University	£17,532	£20,945	£20,093	83.7%
Northern College of Education	£27,906	£30,044	£29,139	92.9%
The University of Paisley	£23,367	£27,201	£26,247	85.9%
Queen Margaret University College, Edinburgh	£25,058	£27,549	£26,075	91.0%
The Robert Gordon University	£22,431	£25,310	£24,346	88.6%
The Royal Scottish Academy of Music and Drama	£25,809	£27,648	£27,114	93.3%
St Andrew's College of Education	£27,468	£29,360	£28,414	93.6%
The University of St Andrews	£20,012	£26,344	£24,920	76.0%
Scottish Agricultural College	£21,371	£27,489	£26,332	77.7%
The Scottish College of Textiles	£24,979	£26,769	£26,238	93.3%
The University of Stirling	£22,296	£26,422	£25,182	84.4%
The University of Strathclyde	£21,826	£26,567	£25,448	82.2%
<i>Scotland Total</i>	<i>£21,889</i>	<i>£26,906</i>	<i>£25,522</i>	<i>81.4%</i>
The Queen's University of Belfast	£20,914	£24,844	£23,883	84.2%
University of Ulster	£22,443	£27,160	£25,902	82.6%
<i>Northern Ireland Total</i>	<i>£21,711</i>	<i>£25,983</i>	<i>£24,891</i>	<i>83.6%</i>
<i>Total</i>	<i>£23,100</i>	<i>£27,019</i>	<i>£25,873</i>	<i>85.5%</i>

Source: HESA ISR 1995–96

NOTE: '.' indicates a suppressed average on grounds of there being 7 or less staff in the cell. Two institutions have asked that their individual level data is not released at this time – totals shown include all institutions.

**Average Salary of Full-time Academic Staff by Institution and Gender 2002–03
(includes clinical academics)**

<i>Institution</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female salary as % of male</i>
Anglia Polytechnic University	£33,827	£35,205	£34,620	96.1%
Aston University	£30,693	£38,557	£36,347	79.6%
Bath Spa University College	£32,657	£33,359	£33,110	97.9%
The University of Bath	£28,406	£34,890	£33,203	81.4%
Birkbeck College	£31,356	£34,015	£32,999	92.2%
Birmingham College of Food, Tourism and Creative Studies	£28,169	£30,151	£29,203	93.4%
The University of Birmingham	£29,486	£36,516	£34,160	80.7%
Bishop Grosseteste College	£32,191	£34,420	£33,093	93.5%
Bolton Institute of Higher Education	£31,049	£33,935	£33,052	91.5%
The Arts Institute at Bournemouth	£26,462	£25,781	£26,051	102.6%
Bournemouth University	£29,869	£32,905	£31,772	90.8%
The University of Bradford	£27,117	£29,845	£28,932	90.9%
The University of Brighton	£32,404	£34,678	£33,720	93.4%
The University of Bristol	£29,142	£37,627	£34,952	77.4%
Brunel University	£31,599	£34,760	£33,673	90.9%
Buckinghamshire Chilterns University College	£32,957	£35,308	£34,364	93.3%
The University of Cambridge	£27,439	£33,473	£31,498	82.0%
The Institute of Cancer Research	£28,644	£38,739	£33,317	73.9%
Canterbury Christ Church University College	£32,866	£35,227	£34,102	93.3%
University of Central England in Birmingham	£30,366	£32,134	£31,522	94.5%
The University of Central Lancashire	£30,981	£33,484	£32,451	92.5%
Central School of Speech and Drama	£30,661	£33,947	£32,818	90.3%
Chester College of HE	£29,917	£32,014	£31,058	93.4%
University College Chichester	£33,899	£34,411	£34,211	98.5%
City University	£36,742	£41,972	£39,647	87.5%
Conservatoire for Dance and Drama	£25,983	£26,778	£26,314	97.0%
Coventry University	£29,383	£33,027	£31,719	89.0%
Courtauld Institute of Art	£38,850	£44,999	£41,452	86.3%
Cranfield University	£32,076	£38,475	£37,256	83.4%
Cumbria Institute of the Arts	£27,846	£30,024	£29,153	92.7%
Dartington College of Arts	£29,149	£32,430	£31,088	89.9%
De Montfort University	£32,030	£34,759	£33,856	92.1%
University of Derby	£29,126	£31,077	£30,273	93.7%
University of Durham	£29,597	£33,956	£32,863	87.2%
The University of East Anglia	£28,816	£34,155	£32,174	84.4%
The University of East London	£31,612	£35,203	£33,718	89.8%
Edge Hill College of Higher Education	£31,608	£32,793	£32,160	96.4%
The University of Essex	£30,795	£37,770	£35,343	81.5%
The University of Exeter	£28,649	£34,788	£32,924	82.4%
Falmouth College of Arts	£29,223	£31,532	£30,724	92.7%
University of Gloucestershire	£31,050	£33,621	£32,711	92.4%
Goldsmiths College	£35,380	£39,370	£37,743	89.9%
The University of Greenwich	£35,455	£37,893	£37,064	93.6%
Harper Adams University College	£29,081	£32,848	£31,996	88.5%
University of Hertfordshire	£32,369	£35,181	£33,860	92.0%
Homerton College	£31,335	£32,244	£31,704	97.2%
The University of Huddersfield	£31,546	£34,264	£33,288	92.1%
The University of Hull	£32,340	£36,264	£35,030	89.2%
Imperial College of Science, Technology & Medicine	£24,952	£32,260	£29,982	77.3%
Institute of Education	£37,307	£42,117	£39,475	88.6%
The University of Keele	£30,106	£36,312	£33,963	82.9%
The University of Kent	£29,440	£36,367	£34,333	81.0%

<i>Institution</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female salary as % of male</i>
Kent Institute of Art & Design	£35,927	£36,501	£36,324	98.4%
King Alfred's College, Winchester	£31,442	£32,568	£32,097	96.5%
King's College London	£33,107	£41,342	£37,762	80.1%
Kingston University	£35,471	£36,056	£35,831	98.4%
The University of Lancaster	£30,638	£36,775	£35,134	83.3%
Leeds Metropolitan University	£32,794	£34,285	£33,729	95.7%
The University of Leeds	£30,233	£36,136	£34,378	83.7%
The University of Leicester	£28,979	£38,182	£35,430	75.9%
The University of Lincoln	£29,404	£33,193	£31,896	88.6%
Liverpool Hope University College	£30,314	£31,085	£30,737	97.5%
Liverpool John Moores University	£32,042	£33,912	£33,285	94.5%
The University of Liverpool	£29,258	£36,518	£34,214	80.1%
London Business School	£81,013	£102,768	£99,524	78.8%
University of London (Institutes and activities)	£29,890	£35,039	£32,616	85.3%
The London Institute	£33,539	£34,790	£34,289	96.4%
London South Bank University	£35,154	£37,486	£36,486	93.8%
London School of Economics and Political Science	£35,539	£44,534	£41,656	79.8%
London School of Hygiene & Tropical Medicine	£34,832	£41,415	£38,124	84.1%
Loughborough University	£30,437	£35,082	£34,050	86.8%
University of Luton	£31,643	£35,193	£33,741	89.9%
University of Manchester	£28,548	£35,739	£33,132	79.9%
The University of Manchester Institute of Science & Technology	£28,110	£33,797	£32,593	83.2%
The Manchester Metropolitan University	£29,360	£32,610	£31,344	90.0%
Middlesex University	£31,987	£35,452	£33,952	90.2%
The University of Newcastle-upon-Tyne	£29,228	£37,875	£35,180	77.2%
Newman College of HE	£32,082	£34,388	£33,167	93.3%
University College Northampton	£30,909	£32,725	£32,025	94.4%
Northern School of Contemporary Dance	..	..	£27,336	N/a
The University of Northumbria at Newcastle	£31,022	£33,097	£32,244	93.7%
Norwich School of Art and Design	..	£33,498	£32,561	N/a
The Nottingham Trent University	£31,856	£36,283	£34,808	87.8%
The University of Nottingham	£28,934	£35,064	£33,097	82.5%
The Open University	£35,234	£37,544	£36,575	93.8%
Oxford Brookes University	£35,349	£37,882	£36,857	93.3%
The University of Oxford	£27,331	£32,857	£31,000	83.2%
The University of Plymouth	£30,428	£35,643	£33,911	85.4%
The University of Portsmouth	£29,585	£34,357	£32,753	86.1%
Queen Mary and Westfield College	£33,192	£38,383	£36,479	86.5%
Ravensbourne College of Design and Communication	..	£37,253	£36,807	N/a
The University of Reading	£27,709	£34,669	£32,345	79.9%
University of Surrey, Roehampton	£33,009	£35,584	£34,271	92.8%
Rose Bruford College	£27,680	£32,674	£30,858	84.7%
Royal Academy of Music	..	£25,970	£25,726	N/a
Royal Agricultural College	..	£35,039	£33,730	N/a
Royal College of Art	£35,157	£49,322	£42,612	71.3%
Royal College of Music	..	£36,518	£37,354	N/a
The Royal College of Nursing	£38,636	..	£37,729	N/a
Royal Holloway and Bedford New College	£32,814	£37,751	£36,060	86.9%
Royal Northern College of Music	..	£37,438	£36,983	N/a
The Royal Veterinary College	£31,440	£41,094	£37,103	76.5%
St George's Hospital Medical School	£32,889	£50,360	£41,968	65.3%
College of St Mark and St John	£30,753	£33,925	£32,718	90.6%
St Martin's College	£32,196	£33,860	£32,947	95.1%
St Mary's College	£33,461	£33,598	£33,538	99.6%
The University of Salford	£32,997	£35,819	£34,776	92.1%

<i>Institution</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female salary as % of male</i>
The School of Oriental and African Studies	£31,520	£36,855	£35,197	85.5%
The School of Pharmacy	£30,261	£36,358	£34,222	83.2%
Sheffield Hallam University	£30,846	£33,778	£32,747	91.3%
The University of Sheffield	£29,875	£35,853	£33,843	83.3%
Southampton Institute	£32,184	£34,167	£33,668	94.2%
The University of Southampton	£29,690	£35,167	£33,443	84.4%
Staffordshire University	£31,284	£33,804	£32,920	92.5%
The University of Sunderland	£31,168	£33,508	£32,719	93.0%
The Surrey Institute of Art and Design, University College	£33,3831	£33,080	£33,208	100.9%
The University of Surrey	£30,763	£35,161	£33,643	87.5%
The University of Sussex	£29,869	£33,973	£32,708	87.9%
The University of Teesside	£30,506	£32,622	£31,721	93.5%
Thames Valley University	£35,078	£37,172	£36,161	94.4%
Trinity and All Saints College	£29,015	£32,118	£30,717	90.3%
Trinity College of Music	..	..	..	N/a
University College London	£31,954	£41,100	£37,642	77.7%
The University of Warwick	£30,086	£36,037	£34,143	83.5%
University of the West of England, Bristol	£32,991	£35,284	£34,369	93.5%
The University of Westminster	£35,425	£37,868	£37,026	93.5%
Wimbledon School of Art	£37,140	£41,405	£39,736	89.7%
The University of Wolverhampton	£30,893	£33,844	£32,609	91.3%
University College Worcester	£30,169	£32,632	£31,407	92.5%
Writtle College	£24,075	£31,322	£28,599	76.9%
York St John College	£32,697	£33,581	£33,181	97.4%
The University of York	£28,511	£33,667	£32,084	84.7%
<i>England Total</i>	<i>£30,689</i>	<i>£35,760</i>	<i>£33,972</i>	<i>85.8%</i>
University of Wales, Aberystwyth	£26,773	£33,309	£31,487	80.4%
University of Wales, Bangor	£28,022	£34,526	£32,199	81.2%
Cardiff University	£27,619	£35,821	£33,189	77.1%
University of Wales Institute, Cardiff	£30,943	£33,539	£32,573	92.3%
University of Glamorgan	£28,867	£32,190	£31,108	89.7%
The University of Wales, Lampeter	£27,258	£36,157	£32,742	75.4%
University of Wales College of Medicine	£30,815	£43,195	£37,442	71.3%
University of Wales College, Newport	£31,381	£33,164	£32,560	94.6%
The North-East Wales Institute of Higher Education	£30,727	£32,708	£31,982	93.9%
The University of Wales, Registry	£22,196	£28,682	£25,285	77.4%
Royal Welsh College of Music and Drama	..	£34,810	£33,441	N/a
Swansea Institute of Higher Education	£31,943	£33,392	£32,964	95.7%
University of Wales, Swansea	£29,016	£34,935	£33,261	83.1%
Trinity College, Carmarthen	£29,761	£31,767	£30,826	93.7%
<i>Wales Total</i>	<i>£28,915</i>	<i>£35,252</i>	<i>£33,087</i>	<i>82.0%</i>

<i>Institution</i>	<i>Female</i>	<i>Male</i>	<i>Total</i>	<i>Female salary as % of male</i>
The University of Aberdeen	£28,538	£36,511	£33,391	78.2%
University of Abertay Dundee	£30,501	£34,408	£33,070	88.6%
Bell College	£30,269	£30,791	£30,574	98.3%
The University of Dundee	£28,448	£36,239	£33,202	78.5%
Edinburgh College of Art	£31,700	£35,998	£34,591	88.1%
The University of Edinburgh	£29,548	£38,267	£35,342	77.2%
Glasgow Caledonian University	£25,892	£30,848	£28,654	83.9%
Glasgow School of Art	£35,085	£35,438	£35,372	99.0%
The University of Glasgow	£30,323	£39,102	£35,987	77.5%
Heriot-Watt University	£28,139	£33,766	£32,697	83.3%
Napier University	£31,508	£33,055	£32,506	95.3%
The University of Paisley	£33,006	£35,278	£34,443	93.6%
Queen Margaret University College, Edinburgh	£33,648	£35,367	£34,417	95.1%
The Robert Gordon University	£31,103	£33,875	£32,722	91.8%
The Royal Scottish Academy of Music and Drama	£29,278	£33,062	£32,018	88.6%
The University of St Andrews	£27,307	£35,634	£33,515	76.6%
Scottish Agricultural College	£25,105	£31,400	£29,609	80.0%
The University of Stirling	£31,991	£35,624	£34,249	89.8%
The University of Strathclyde	£30,562	£35,525	£34,170	86.0%
<i>Scotland Total</i>	<i>£29,626</i>	<i>£36,148</i>	<i>£33,895</i>	<i>82.0%</i>
The Queen's University of Belfast	£30,279	£36,976	£34,724	81.9%
St Mary's University College	£32,319	£35,213	£34,093	91.8%
Stranmillis University College	£33,125	£37,511	£35,422	88.3%
University of Ulster	£30,372	£36,026	£34,009	84.3%
<i>Northern Ireland Total</i>	<i>£30,449</i>	<i>£36,529</i>	<i>£34,404</i>	<i>83.4%</i>
<i>UK Total</i>	<i>£30,473</i>	<i>£35,802</i>	<i>£33,931</i>	<i>85.1%</i>

Source: HESA ISR 2002–03

NOTE: '.' indicates a suppressed average on grounds of there being 7 or less staff in the cell. London Metropolitan University has asked that its individual level data is not released at this time – totals shown include all institutions.

23 Entrants into the UK academic profession

The number of academics entering employment in higher education institutions in the UK has remained relatively constant in recent years (Table A), averaging around 12,500 a year over the past eight years.³ The number of entrants as a proportion of the total number of academics employed fell between 1995–96 and 2002–03, from 11% to 8% (see chart).⁴

At the same time the number of academics in UK higher education has steadily risen, from 124,975 in 1995–96 to 145,510 in 2002–03. This is because the number of academics leaving UK higher education – again, relatively constant – is about half the number of new entrants (Table B).

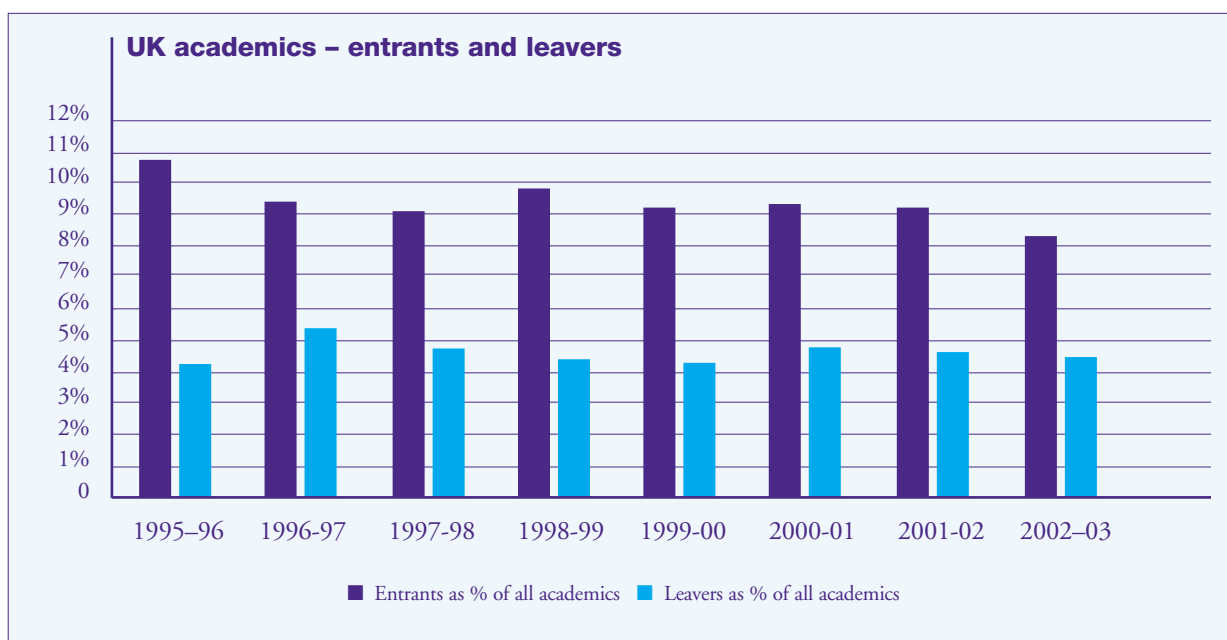


Table A – Entrants into UK academic profession

	1995–96	1996–97	1997–98	1998–99	1999–00	2000–01	2001–02	2002–03
Entrants to UK HE	13,320	11,955	11,495	12,710	12,360	12,930	13,035	12,095
Total UK academics	124,975	126,520	126,970	130,015	135,035	139,180	141,785	145,510
Entrants as % of all academics	10.7%	9.4%	9.1%	9.8%	9.2%	9.3%	9.2%	8.3%

Source: AUT analysis of data from HESA ISR, based on a new employee's employment in the previous year – excludes staff for whom data on employment in the previous year was unknown. Raw numbers rounded to the nearest 5 in line with HESA methodology.

³ The measure in this report for those entering the academic profession is the number of employees in UK HE who, in the previous year, were not employed in a UK HEI.

⁴ The remaining academic staff who are not classified as entrants to the profession comprise those who were employed at their current institution in the previous year, and those who were employed at another HEI in the UK in the previous year.

Table B – Academics leaving UK higher education

<i>Employment decision:</i>	1995–96	1996–97	1997–98	1998–99	1999–00	2000–01	2001–02	2002–03
Staying in UK HE	111,465	110,790	112,040	114,680	120,065	122,465	125,325	129,045
Leaving UK HE	5,205	6,845	6,095	5,765	5,760	6,685	6,520	6,545
Not known	8,305	8,885	8,835	9,570	9,210	10,035	9,940	9,920
Total	124,975	126,520	126,970	130,015	135,035	139,180	141,785	145,510
Leavers as % of all academics	4.2%	5.4%	4.8%	4.4%	4.3%	4.8%	4.6%	4.5%

Source: AUT analysis of data from HESA ISR, based on an existing employee's place of employment at the end of the year – note the large number of staff for whom data on place of employment was unknown. Raw numbers rounded to the nearest 5 in line with HESA methodology.

In geographical terms, around three-quarters of new entrants into academic employment in UK higher education were in the UK in the year before they started work as an academic (Table C)⁵. In 2002–03, 73% were in the UK, 11% were in the EU, 4% were in

the United States and 10% were in other overseas countries. Between 1995–96 and 2002–03, the proportion originating from outside the UK increased slightly.

Table C – Geographical source of new entrants into UK academic profession

	1995–96	2002–03
UK	76.4%	72.5%
EU	8.4%	11.0%
US	4.5%	4.2%
Other overseas	6.6%	9.8%
Not in regular employment	4.0%	2.5%
Total	100.0%	100.0%

Source: AUT analysis of data from HESA ISR, based on a new employee's employment in the previous year – excludes staff for whom data on employment in the previous year was unknown

⁵ It should be noted that the data in table C refer to where an employee in UK HE was in the previous year; the data do not refer to the nationality of the employee.

Over the period from 1995–96 to 2002–03, the number of new entrants to employment as an academic in the UK, who were students in the UK in the previous year, fell by 11%, from 3,645 to 3,250 (Table D). This was not a steady decline: the numbers of entrants fluctuated over the period.

Nevertheless, there does appear to be a pattern linked to the age of new entrants, with numbers of entrants to the profession aged to 29 declining quite markedly over the period. The number of entrants aged 24 and

under, who were previously students in the UK, fell by 31%; the number of those aged 25–29 fell by 9%. Entrants to the profession aged to 29, who were previously students in the UK, formed 77% of the new entrants in 1995–96, and 71% in 2002–03.

There were large percentage increases in the number of entrants to the profession, who were previous students in the UK, aged 45 and above, but the numbers of employees in these age bands was relatively small.

Table D – Age of new entrants, formerly students in UK

	1995–96	1996–97	1997–98	1998–99	1999–00	2000–01	2001–02	2002–03	Change
24 & under	1,110	990	815	765	845	800	855	765	-30.8%
25-29	1,705	1,645	1,620	1,650	1,555	1,565	1,635	1,550	-9.0%
30-34	485	520	470	540	575	600	570	510	5.8%
35-39	205	220	225	220	220	240	285	235	15.7%
40-44	90	105	135	130	120	120	120	95	4.5%
45-49	35	30	55	65	55	65	65	55	43.2%
50-54	10	20	20	30	25	30	25	25	145.5%
55-59	0	5	5	10	15	15	10	5	‘..’
60-64	0	5	5	0	0	5	0	0	‘..’
65 & over	0	0	0	0					
Unknown	5	10	5	0	0	0		0	‘..’
Grand Total	3,645	3,550	3,350	3,420	3,415	3,440	3,565	3,250	-10.9%

Notes: In line with HESA methodology, 0, 1, and 2 are rounded to 0; all other numbers are rounded to the nearest 5. Any percentages that are calculated on populations which contain less than 50 individuals are suppressed and indicated by ‘..’. The percentages in the table were calculated using unrounded numbers.

24 Gender and the 2001 Research Assessment Exercise

In 2002–03 there were 145,510 academic staff in the UK, as reported by HESA. Of these, 38.8%, or 56,480, were women. 10% of academics were categorised as teaching-only; 32% were categorised as research-only; 59% were categorised as teaching-and-research.

In 2002–03, 43,370 academic staff were recorded by HESA as ‘research active’ in the 2001 Research Assessment Exercise. Of these, 25%, or 10,915, were women.

The results of the 2001 RAE showed that 48,022 UK academics were ‘research active’ in the RAE.⁶ The difference between those recorded by HESA in 2002–03 as research active, and the numbers of academic staff actually submitted in the 2001 RAE may be principally due to: the HESA methodology not including some academics, particularly those on less than 25% of a full-time equivalent contract; and academics retiring or leaving their institution between the RAE census date in March 2001, and the 2002–03 academic year (when the 2002–03 HESA data were collected).

In terms of proportions within each gender in 2002–03 for all UK academics, 19% of female academics and 37% of male academics were counted as research active in the 2001 RAE (Table E). Overall, male academics were therefore 1.9 times more likely than female academics to be counted as research active in the 2001 RAE.

However, many academic staff were not expected to be ‘research active’ in terms of the Research Assessment Exercise. This particularly applies to academic staff with a primary employment function of teaching. This also applies to the majority of academics whose primary employment function is research: the great majority of these ‘research-only’ academics were employed on full-time research contracts funded through the research councils and other sponsors. In the funding methodology linked to the RAE, they only count for 10% of a full-time equivalent research active academic, and only a small proportion are entered into the RAE.

The proportion of these two ‘non-research active’ categories of academic staff who were women was higher than the proportion of women in the teaching-and-research academic staff category. Because of the structure of academic staff in the UK, women are therefore less likely than men to be counted as research active in the RAE.

⁶ These were academics classed in the RAE as A and A* staff, respectively – academic staff in post at the submitting institution on the census date, and academic staff who had transferred employment between eligible UK HEIs in the period between 1 April 2000 and 30 March 2001 inclusive. The total did not include: academic staff who left their institution and were not classed as category A*, other individuals active in research in the department as independent investigators at the census date; other individuals active in research in the department as independent investigators after 1 January 1996 but not at the census date. http://www.hero.ac.uk/rae/Pubs/4_01/section1.htm

Table E – all UK academic staff

	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
Not research active in last RAE	45,565	56,575	102,140
Research active in last RAE	10,915	32,455	43,370
<i>Grand Total</i>	<i>56,480</i>	<i>89,030</i>	<i>145,510</i>

	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
Not research active in last RAE	80.7%	63.5%	70.2%
Research active in last RAE	19.3%	36.5%	29.8%
<i>Grand Total</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>

Source: AUT analysis of HESA data

In 2002–03 there were 85,140 academics whose primary employment function was categorised as teaching-and-research. Of these, 34% were women. In 2002–03 38,345 teaching-and-research academics were counted as research active in the 2001 RAE. Of these 24% were women, table F.

In terms of proportions within each gender in 2002–03, 32% of female academics and 52% of male academics categorised as teaching-and-research were counted as research active in the 2001 RAE (see chart). Male teaching-and-research academics were therefore 1.6 times more likely than their female colleagues to be counted as research active in the 2001 RAE.

Table F – teaching-and-research academic staff

	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
Not research active in last RAE	19,600	27,190	46,790
Research active in last RAE	9,180	29,165	38,345
<i>Grand Total</i>	<i>28,780</i>	<i>56,355</i>	<i>85,140</i>

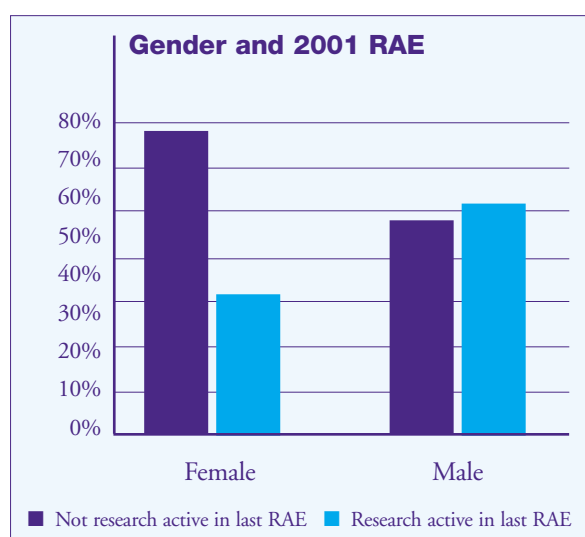
	<i>Female</i>	<i>Male</i>	<i>Grand Total</i>
Not research active in last RAE	68.1%	48.2%	55.0%
Research active in last RAE	31.9%	51.8%	45.0%
<i>Grand Total</i>	<i>100.0%</i>	<i>100.0%</i>	<i>100.0%</i>

Source: AUT analysis of HESA data

About the data

Source: Higher Education Statistics Agency Individual Staff Record (ISR) for UK academic staff, 1995–96 and 2002–03; percentage calculations by AUT. 1995–96 was chosen as the base year because, although it was the second year for which comprehensive data on academic staff were gathered for the whole of UK higher education, data collected for 1994-5 are not considered so reliable; at the time of writing, 2002–03 is the most recent year for which HESA data were available. Numbers are rounded to the nearest 5 in line with HESA methodology.

The term pre-1992 refers to an institution which was a university before 1992. The term post-1992 refers to an institution which became a university after 1992. The term academic in this report includes the primary employment functions of teaching-only, research-only and teaching-and-research. Cost centres represent administrative units in



higher education institutions for accounting purposes; they do not necessarily have a direct correspondence with academic departments; non-academic cost centres have been omitted for the sake of brevity.

The unequal academy – UK academic staff 1995–96 to 2002–03

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THE HIGHER EDUCATION UNION

Egmont House
25-31 Tavistock Place
London WC1H 9UT

t 0207 670 9700
f 0207 670 9799
e hq@aut.org.uk
www.aut.org.uk