

## Higher education employment data

### Academic staff

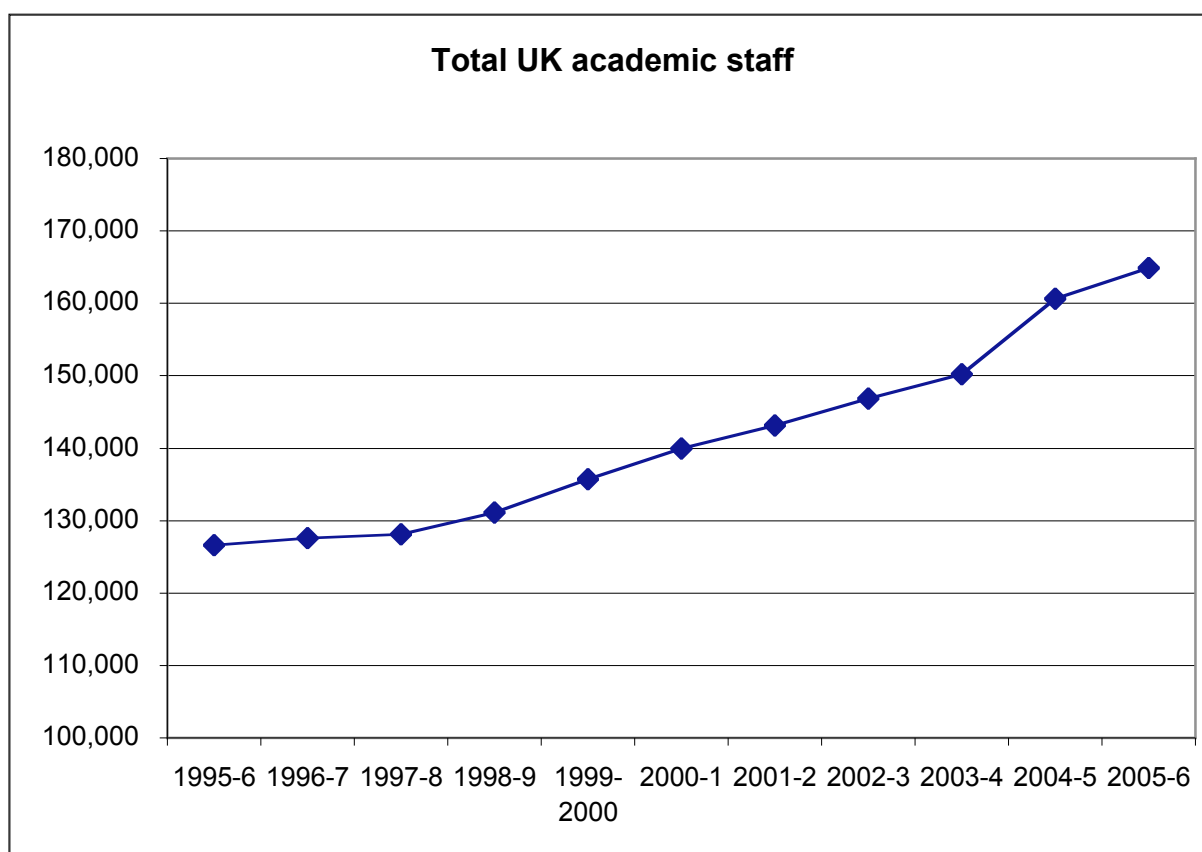
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Most of the data in this report was provided by the Higher Education Statistics Agency. HESA does not accept any responsibility for any inferences or conclusions derived from the data by third parties. In 2003-4 a more comprehensive data collection methodology was adopted by HESA; as a result, there are some significant changes in time series.

# 1 Total UK academic staff

	Total	annual change	
		n	%
<b>1995-6</b>	126,580		
<b>1996-7</b>	127,570	985	0.8%
<b>1997-8</b>	128,075	510	0.4%
<b>1998-9</b>	131,135	3,060	2.4%
<b>1999-2000</b>	135,750	4,615	3.5%
<b>2000-1</b>	139,940	4,190	3.1%
<b>2001-2</b>	143,150	3,210	2.3%
<b>2002-3</b>	146,875	3,725	2.6%
<b>2003-4</b>	150,230	3,355	2.3%
<b>2004-5</b>	160,655	10,425	6.9%
<b>2005-6</b>	164,875	4,220	2.6%

This is a person count, rather than a full-time equivalent. Numbers rounded to nearest 5.  
 Source: HESA, Resources of Higher Education Institutions (series). Percentage calculations by UCU.



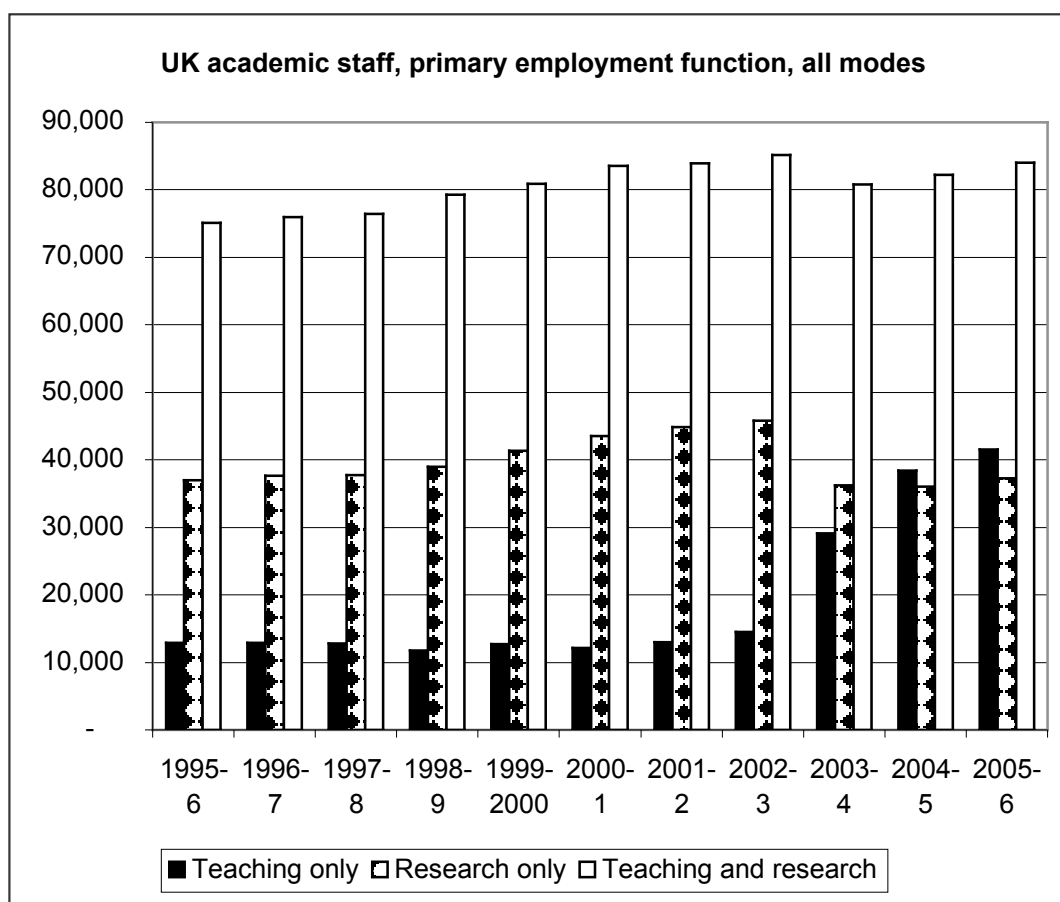
This is a person count, rather than a full-time equivalent.  
 Source: HESA, Resources of Higher Education Institutions (series)

## 2 Primary employment function

### All UK academic staff

	Teaching only	Research only	Teaching and research
<b>1995-6</b>	12,880	37,025	75,070
<b>1996-7</b>	12,915	37,650	75,955
<b>1997-8</b>	12,780	37,760	76,430
<b>1998-9</b>	11,805	38,940	79,270
<b>1999-2000</b>	12,740	41,390	80,910
<b>2000-1</b>	12,100	43,485	83,600
<b>2001-2</b>	13,025	44,830	83,930
<b>2002-3</b>	14,540	45,835	85,140
<b>2003-4</b>	29,095	36,185	80,795
<b>2004-5</b>	38,455	36,005	82,175
<b>2005-6</b>	41,575	37,310	84,010

This is a person count, rather than a full-time equivalent. Numbers rounded to nearest 5. The HESA mode of employment category 'Neither teaching nor research' (introduced in 2003-4) has been excluded from this analysis. Changes in numbers since 2003-4 linked to more comprehensive data collection method by HESA. Source: data provided by HESA. Percentage calculations by UCU.



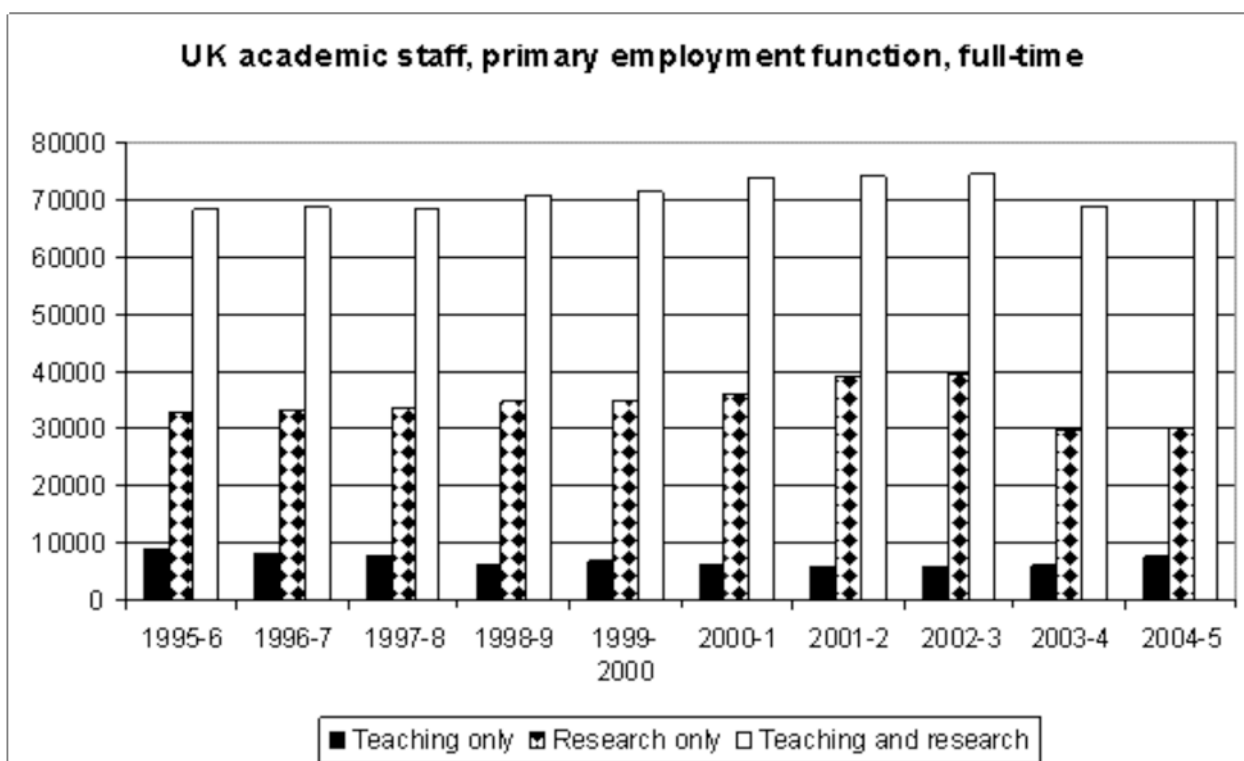
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Source: data provided by HESA.

## Full-time UK academic staff

	Teaching only	Research only	Teaching and research
<b>1995-6</b>	8,975	32,950	68,295
<b>1996-7</b>	8,210	33,305	68,425
<b>1997-8</b>	7,520	33,740	68,290
<b>1998-9</b>	6,395	34,540	70,605
<b>1999-2000</b>	6,855	35,080	71,340
<b>2000-1</b>	6,095	36,005	73,790
<b>2001-2</b>	5,875	39,055	74,080
<b>2002-3</b>	5,890	39,545	74,480
<b>2003-4</b>	6,175	29,855	68,785
<b>2004-5</b>	7,620	30,095	69,870
<b>2005-6</b>	7,775	31,020	71,185

This is a person count, rather than a full-time equivalent. Numbers rounded to nearest 5. The HESA mode of employment category 'Neither teaching nor research' (introduced in 2003-4) has been excluded from this analysis. Changes in numbers since 2003-4 linked to more comprehensive data collection method by HESA. Source: data provided by HESA.



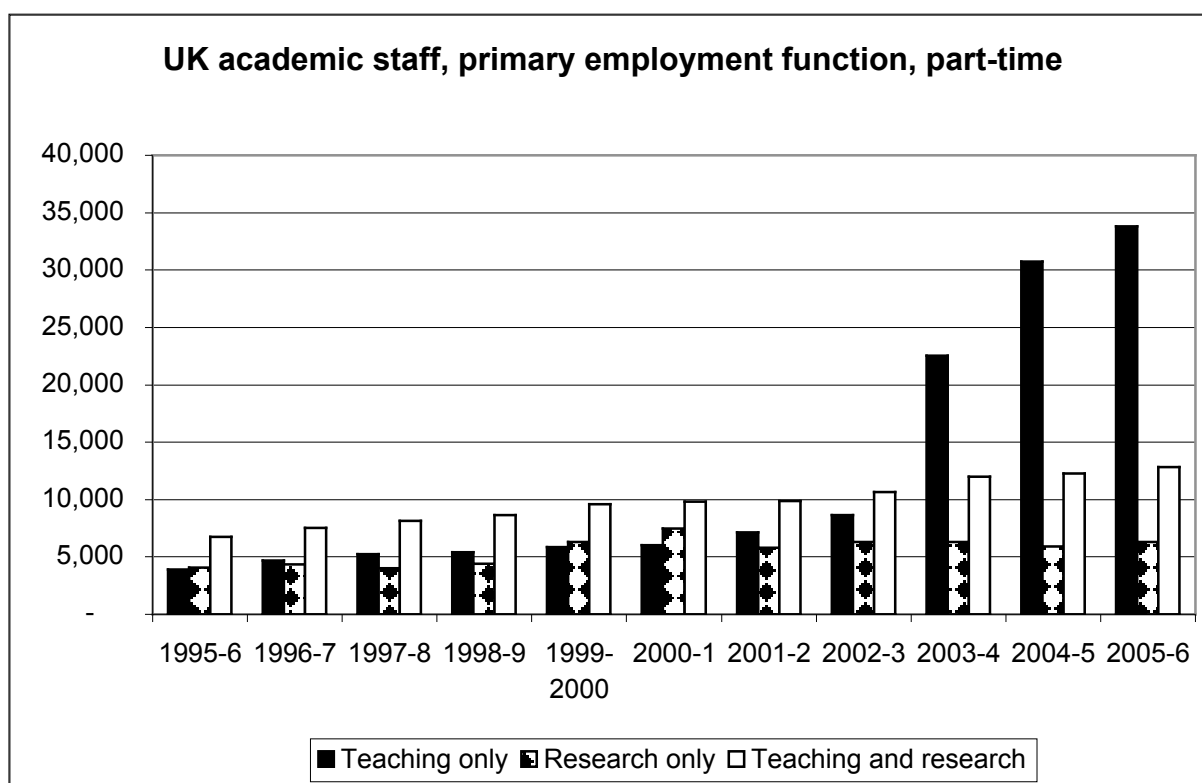
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Source: data provided by HESA.

## Part-time UK academic staff

	Teaching only	Research only	Teaching and research
<b>1995-6</b>	3,905	4,070	6,780
<b>1996-7</b>	4,705	4,345	7,535
<b>1997-8</b>	5,265	4,020	8,140
<b>1998-9</b>	5,415	4,400	8,660
<b>1999-2000</b>	5,880	6,310	9,570
<b>2000-1</b>	6,005	7,480	9,805
<b>2001-2</b>	7,150	5,780	9,845
<b>2002-3</b>	8,650	6,290	10,655
<b>2003-4</b>	22,535	6,310	11,985
<b>2004-5</b>	30,740	5,895	12,285
<b>2005-6</b>	33,800	6,295	12,825

This is a person count, rather than a full-time equivalent. Numbers rounded to nearest 5. The HESA mode of employment category 'Neither teaching nor research' (introduced in 2003-4) has been excluded from this analysis. Changes in numbers since 2003-4 linked to more comprehensive data collection method by HESA. Source: data provided by HESA.



This is a person count, rather than a full-time equivalent. The HESA mode of employment category 'Neither teaching nor research' (introduced in 2003-4) has been excluded from this analysis. Changes in numbers since 2003-4 linked to more comprehensive data collection method by HESA.

Source: data provided by HESA.

### 3 Job grade

#### All UK academic staff

	1995-6	1996-7	1997-8	1998-9	1999-2000	2000-1	2001-2	2002-3	2003-4	2004-5	2005-6
<b>Lecturer</b>	40.2%	39.1%	39.1%	38.1%	36.3%	35.8%	34.8%	34.0%	36.0%	34.3%	32.3%
<b>Senior lecturer &amp; researcher</b>	16.6%	16.7%	16.5%	16.4%	17.2%	17.1%	17.2%	17.3%	16.6%	15.9%	17.1%
<b>Professorial</b>	7.3%	7.5%	7.8%	8.3%	9.2%	9.7%	9.7%	9.7%	9.1%	9.1%	9.4%
<b>Researchers</b>	26.6%	26.4%	26.5%	26.8%	27.6%	28.0%	28.4%	28.4%	22.3%	21.0%	21.2%
<b>Other grades</b>	9.3%	10.2%	10.2%	10.4%	9.7%	9.5%	9.9%	10.5%	16.0%	19.7%	19.9%
<b>Total</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

**Professors** includes heads of departments, professors, former UAP scale researchers (grade IV), clinical professors and those appointed professors on a locally determined scale. **Senior lecturers & researchers** includes principal lecturers, senior lecturers (former UAP/CSCFC scales), former UAP scale researchers (grade III), clinical senior lecturers and those appointed senior or principal lecturers on a locally determined scale. **Lecturers** includes lecturers, senior lecturers (former PCEF scale), clinical lecturers and those appointed lecturers on a locally determined scale. **Researchers** includes all research grades not listed above and those researchers appointed on a locally determined scale. **Other grades** includes other grades of academic staff not listed. Source: data provided by HESA. % calculations by UCU.

#### All UK academic staff – excluding 'other' grades

##### Job grades excluding 'other'

	1995-6	1996-7	1997-8	1998-9	1999-2000	2000-1	2001-2	2002-3	2003-4	2004-5	2005-6
<b>Lecturer</b>	44.4%	43.6%	43.5%	42.5%	40.2%	39.5%	38.6%	38.1%	42.9%	42.8%	40.4%
<b>Senior lecturer &amp; researcher</b>	18.3%	18.6%	18.3%	18.3%	19.0%	18.9%	19.1%	19.3%	19.7%	19.8%	21.3%
<b>Professorial</b>	8.0%	8.4%	8.7%	9.3%	10.2%	10.7%	10.8%	10.9%	10.8%	11.3%	11.8%
<b>Researchers</b>	29.3%	29.4%	29.5%	29.9%	30.5%	30.9%	31.5%	31.8%	26.6%	26.1%	26.5%
<b>Total</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

**Professors** includes heads of departments, professors, former UAP scale researchers (grade IV), clinical professors and those appointed professors on a locally determined scale. **Senior lecturers & researchers** includes principal lecturers, senior lecturers (former UAP/CSCFC scales), former UAP scale researchers (grade III), clinical senior lecturers and those appointed senior or principal lecturers on a locally determined scale. **Lecturers** includes lecturers, senior lecturers (former PCEF scale), clinical lecturers and those appointed lecturers on a locally determined scale. **Researchers** includes all research grades not listed above and those researchers appointed on a locally determined scale. Source: data provided by HESA. % calculations by UCU.

## 4 Cost centre

### Academic staff by cost centre and employment function 2005-6

2005-6 All UK academic staff *	Teaching only	Research only	Teaching and research
(29) Social studies	8.3%	5.1%	9.1%
(27) Business & management studies	7.6%	2.7%	8.8%
(05) Nursing & paramedical studies	5.3%	1.7%	8.1%
(31) Humanities & language based studies	9.2%	2.0%	7.7%
(01) Clinical medicine	1.3%	25.2%	6.9%
(33) Design & creative arts	14.0%	1.3%	6.3%
(34) Education	8.6%	1.8%	5.8%
(25) Information technology & systems sciences & computer software engineering	3.8%	3.6%	5.0%
(10) Biosciences	2.5%	14.9%	4.9%
(07) Psychology & behavioural sciences	2.6%	3.1%	3.0%
(06) Health & community studies	4.7%	1.3%	2.9%
(24) Mathematics	2.3%	1.5%	2.4%
(20) Electrical, electronic & computer engineering	1.4%	3.5%	2.3%
(35) Modern languages	4.5%	0.4%	2.3%
(23) Architecture, built environment & planning	1.9%	1.2%	2.2%
(16) General engineering	2.2%	2.4%	2.0%
(21) Mechanical, aero & production engineering	0.8%	2.9%	2.0%
(30) Media studies	2.5%	0.2%	1.9%
(12) Physics	0.7%	5.2%	1.8%
(14) Earth, marine & environmental sciences	1.6%	2.9%	1.7%
(11) Chemistry	0.7%	4.4%	1.6%
(28) Geography	0.6%	1.0%	1.3%
(38) Sports science & leisure studies	1.1%	0.4%	1.3%
(08) Pharmacy & pharmacology	0.4%	1.7%	1.0%
(04) Anatomy & physiology	0.7%	1.9%	0.9%
(19) Civil engineering	0.3%	1.1%	0.9%
(02) Clinical dentistry	0.5%	0.5%	0.8%
(54) Central administration & services **	1.0%	0.7%	0.8%
(03) Veterinary science	0.1%	0.9%	0.6%
(41) Continuing education	5.1%	0.1%	0.6%
(18) Mineral, metallurgy & materials engineering	0.2%	1.4%	0.5%
(26) Catering & hospitality management	0.6%	0.1%	0.5%
(51) Academic services **	1.0%	0.6%	0.5%
(13) Agriculture & forestry	0.9%	0.9%	0.4%
(17) Chemical engineering	0.2%	0.8%	0.4%
(37) Archaeology	0.1%	0.5%	0.4%
(55) Staff & student facilities **	0.6%	0.0%	0.1%
(56) Premises **	0.0%	0.0%	0.0%
(57) Residences & catering **	0.0%	0.0%	0.0%
Total	100.0%	100.0%	100.0%
Total n	41490	37310	83250

\* The number in brackets at the start of each line is the HESA cost centre code. \*\* Administrative, rather than academic, cost centre. Numbers rounded to nearest 5. Source: data provided by HESA. % calculations by UCU.

## 5 Mode of employment

### All UK academic staff

#### Mode of

Employment	1995-6	1996-7	1997-8	1998-9	1999-2000	2000-1	2001-2	2002-3	2003-4	2004-5	2005-6
<b>Full-time</b>	111,460	110,775	110,485	112,375	113,790	116,405	119,900	120,800	106,900	109,625	111,410
<b>Part-time</b>	15,125	16,795	17,590	18,760	21,960	23,535	23,250	26,080	43,330	51,030	53,465
<b>Total</b>	126,580	127,570	128,075	131,135	135,750	139,940	143,150	146,875	150,230	160,655	164,875

Mode of Employment	1995-6	1996-7	1997-8	1998-9	1999-2000	2000-1	2001-2	2002-3	2003-4	2004-5	2005-6
<b>Full-time</b>	88.1%	86.8%	86.3%	85.7%	83.8%	83.2%	83.8%	82.2%	71.2%	68.2%	67.6%
<b>Part-time</b>	11.9%	13.2%	13.7%	14.3%	16.2%	16.8%	16.2%	17.8%	28.8%	31.8%	32.4%
<b>Total</b>	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Numbers rounded to nearest 5. Source: data provided by HESA. % calculations by UCU.



## 6 Atypical UK academic staff, by cost centre

In addition to the academic staff employed on either a full-time or part-time basis, a large number of 'atypical' academic staff work in UK higher education. These staff work on a very flexible non-permanent basis, often only for a small amount of time during the year. HESA defines atypical staff as those with contracts of employment and/or for whom the institution is liable to pay Class 1 National Insurance contributions.<sup>1</sup>

### 2005-6 atypical academic staff, by cost centre

Academic services*	12,260
Central administration & services*	7,575
Design & creative arts	6,065
Nursing & paramedical studies	5,850
Education	5,250
Social studies	4,705
Humanities & language based studies	4,050
Continuing education	3,615
Clinical medicine	3,595
Business & management studies	2,975
Biosciences	2,695
Psychology & behavioural sciences	2,225
Health & community studies	2,180
Information technology & systems sciences & computer software engineering	1,685
Modern languages	1,385
Chemistry	1,200
Architecture, built environment & planning	1,165
Media studies	1,030
Physics	1,010
General engineering	910
Mathematics	900
Electrical, electronic & computer engineering	840
Earth, marine & environmental sciences	840
Mechanical, aero & production engineering	705
Staff & student facilities*	660
Anatomy & physiology	610
Geography	565
Pharmacy & pharmacology	525
Civil engineering	460
Archaeology	450
Clinical dentistry	410
Chemical engineering	370
Sports science & leisure studies	355
Residences & catering*	240
Mineral, metallurgy & materials engineering	220
Agriculture & forestry	185
Catering & hospitality management	160
Veterinary science	115
Premises*	15
Total	80,035

\* Non-academic cost centre. Numbers rounded to nearest 5. Source: data provided by HESA.

## 7 Terms of employment

HESA records two types of employment contract: permanent/open-ended and fixed-term. The European Fixed-Term Employees (Prevention of Less Favourable Treatment) Regulations, which come into effect from July 2006, aim to prevent fixed-term employees being treated less favourably than similar permanent employees, and will limit the use of successive fixed term contracts. Once a fixed-term employee has four years' continuous service on two or more contracts, the contract automatically becomes indefinite from July 2006 unless the continued use is objectively justified. It is likely that the regulations will reduce the proportion of staff working on fixed-term contracts; a number of higher education employers have been working towards a reduction in the use of fixed-term contracts.

### All UK academics: proportion on permanent/open-ended contracts

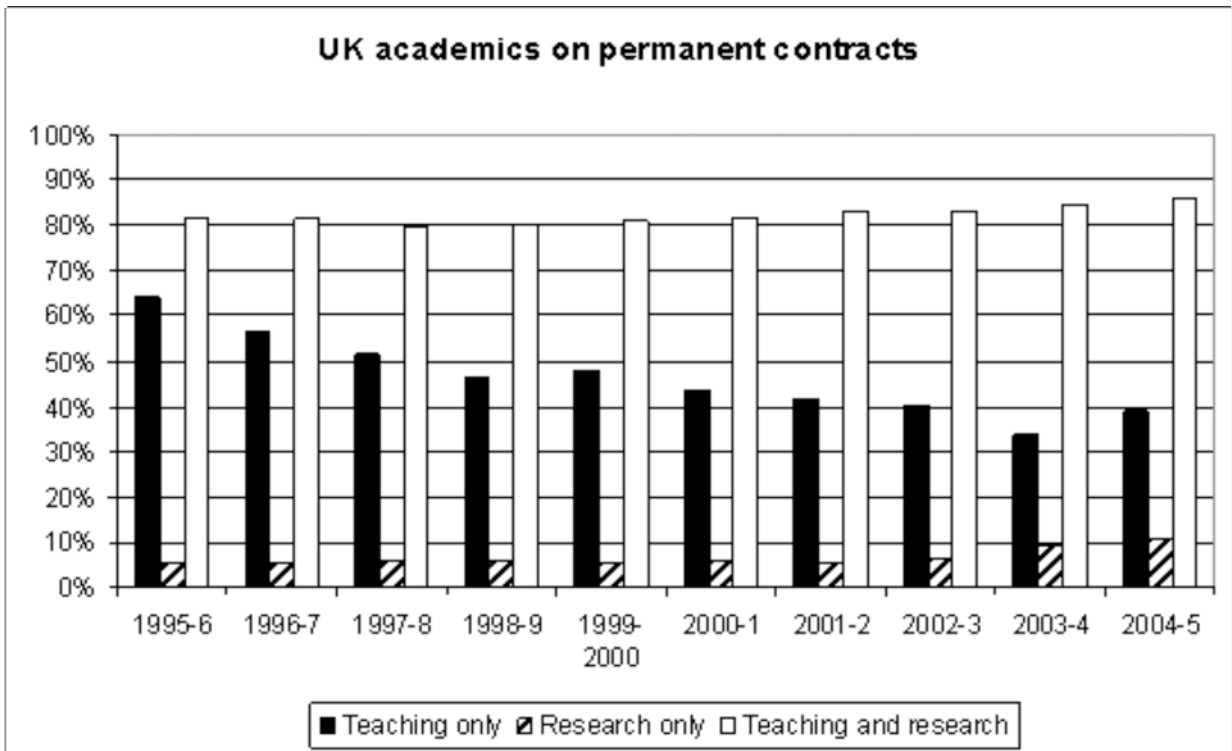
<b>1995-6</b>	57.3%
<b>1996-7</b>	56.3%
<b>1997-8</b>	55.0%
<b>1998-9</b>	55.1%
<b>1999-2000</b>	54.7%
<b>2000-1</b>	54.9%
<b>2001-2</b>	54.8%
<b>2002-3</b>	54.8%
<b>2003-4</b>	55.4%
<b>2004-5</b>	57.0%
<b>2005-6</b>	59.1%

Source: data provided by HESA. % calculations by UCU.

### UK academics on permanent contracts, by employment function

	Teaching only	Research only	Teaching and research
<b>1995-6</b>	63.9%	5.8%	81.6%
<b>1996-7</b>	56.6%	5.6%	81.4%
<b>1997-8</b>	51.7%	5.9%	79.8%
<b>1998-9</b>	46.5%	6.2%	80.3%
<b>1999-2000</b>	47.8%	5.8%	80.8%
<b>2000-1</b>	43.8%	6.1%	81.9%
<b>2001-2</b>	41.7%	5.8%	82.9%
<b>2002-3</b>	40.4%	6.6%	83.3%
<b>2003-4</b>	33.9%	8.9%	84.4%
<b>2004-5</b>	39.1%	11.0%	85.8%
<b>2005-6</b>	41.0%	15.3%	87.7%

Source: data provided by HESA. % calculations by UCU.



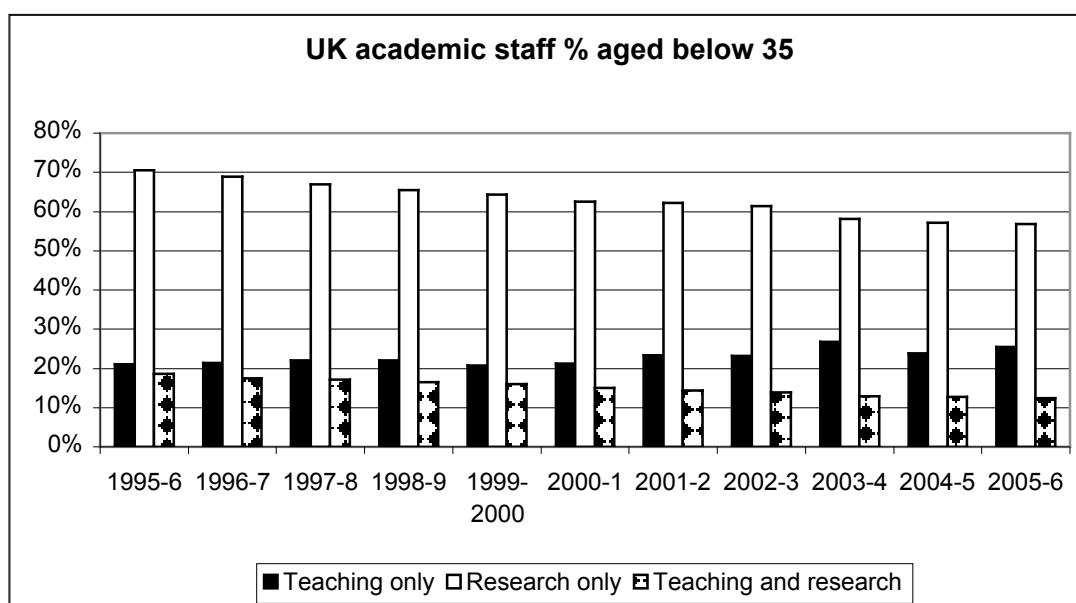
Source: data provided by HESA. % calculations by UCU.

## 8 Age

### UK academic staff: % below age 35, by employment function

	Teaching only	Research only	Teaching and research	Total
<b>1995-6</b>	21.1%	70.5%	18.6%	34.1%
<b>1996-7</b>	21.4%	68.9%	17.5%	33.2%
<b>1997-8</b>	22.0%	67.0%	17.1%	32.4%
<b>1998-9</b>	22.0%	65.5%	16.5%	31.7%
<b>1999-2000</b>	20.8%	64.3%	16.0%	31.2%
<b>2000-1</b>	21.2%	62.5%	15.0%	30.4%
<b>2001-2</b>	23.3%	62.2%	14.3%	30.3%
<b>2002-3</b>	23.3%	61.5%	13.9%	29.8%
<b>2003-4</b>	26.7%	58.1%	13.0%	27.1%
<b>2004-5</b>	23.8%	57.1%	12.8%	25.8%
<b>2005-6</b>	25.5%	56.8%	12.5%	26.0%

Source: data provided by HESA. % calculations by UCU.

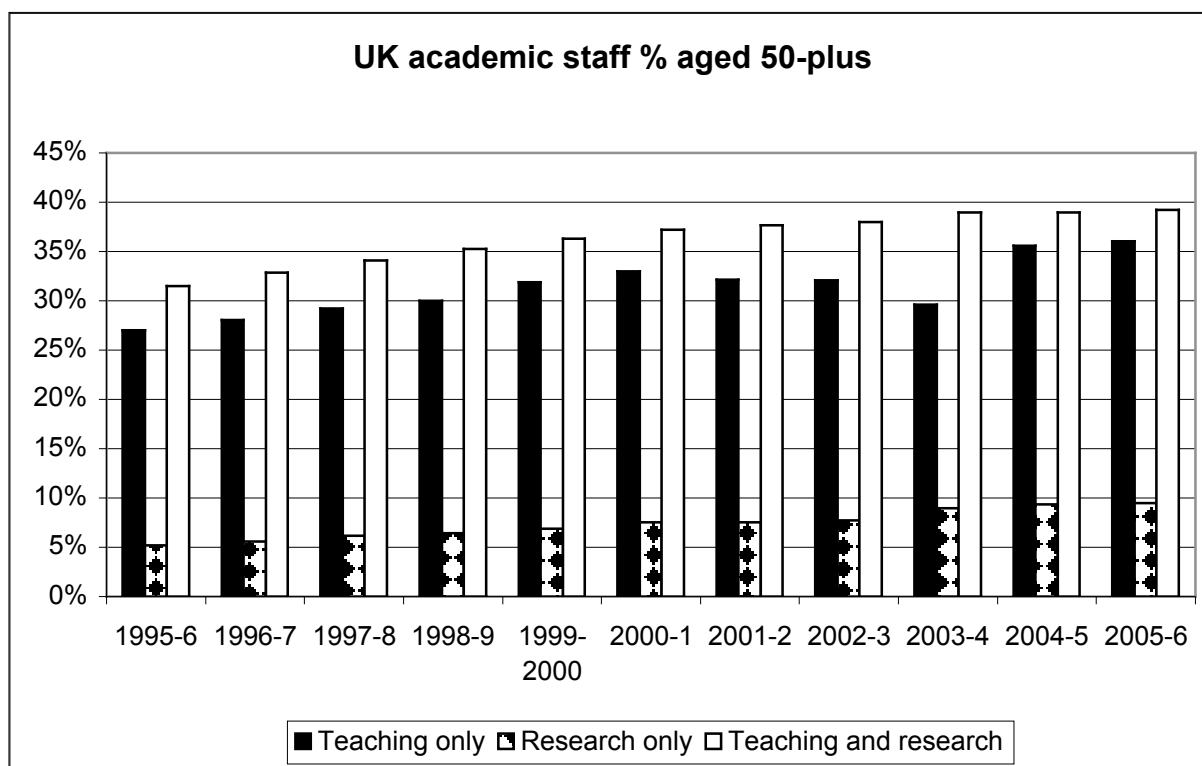


Source: data provided by HESA. % calculations by UCU.

## UK academic staff: % aged 50 and above, by employment function

	Teaching only	Research only	Teaching and research	Total
1995-6	27.0%	5.2%	31.5%	23.2%
1996-7	28.0%	5.6%	32.8%	24.2%
1997-8	29.2%	6.2%	34.1%	25.3%
1998-9	30.0%	6.4%	35.2%	26.1%
1999-2000	31.9%	6.9%	36.3%	26.9%
2000-1	33.0%	7.5%	37.2%	27.6%
2001-2	32.1%	7.5%	37.7%	27.6%
2002-3	32.0%	7.8%	38.0%	27.9%
2003-4	29.6%	9.0%	39.0%	29.7%
2004-5	35.6%	9.3%	38.9%	31.4%
2005-6	36.0%	9.5%	39.2%	31.7%

Source: data provided by HESA. % calculations by UCU.



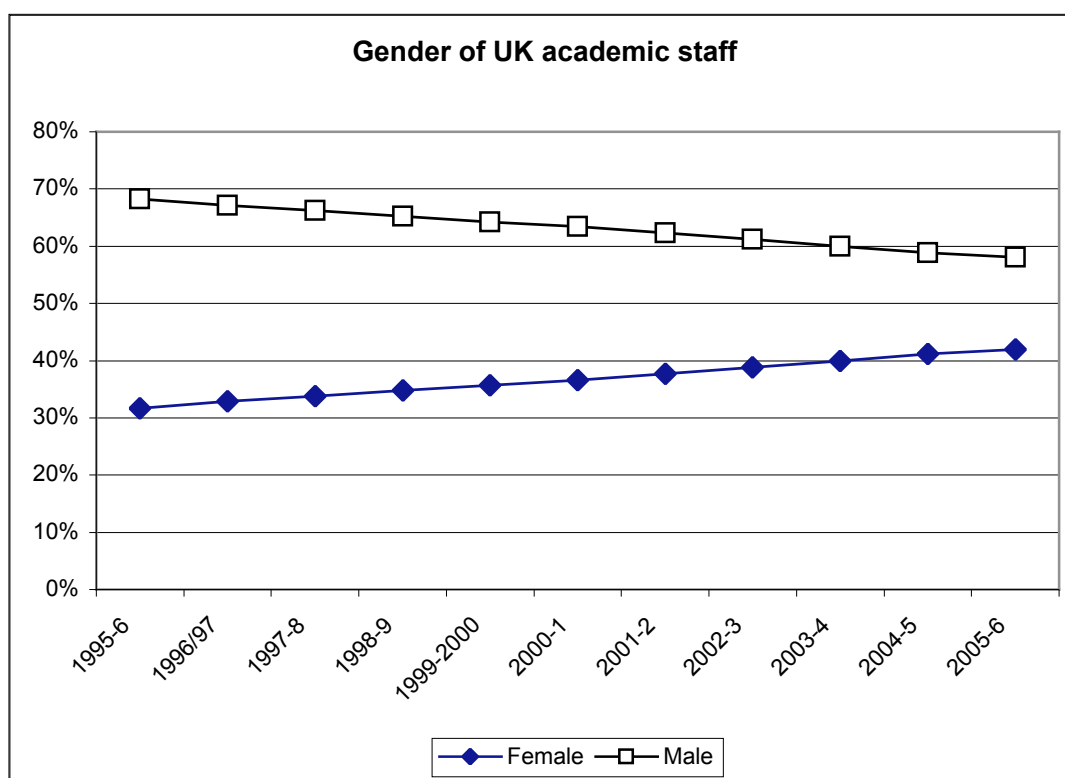
Source: data provided by HESA. % calculations by UCU.

## 9 Gender

### All UK academic staff

	Female	Male
<b>1995-6</b>	31.7%	68.3%
<b>1996/97</b>	32.9%	67.1%
<b>1997-8</b>	33.8%	66.2%
<b>1998-9</b>	34.8%	65.2%
<b>1999-2000</b>	35.7%	64.3%
<b>2000-1</b>	36.6%	63.4%
<b>2001-2</b>	37.7%	62.3%
<b>2002-3</b>	38.8%	61.2%
<b>2003-4</b>	40.0%	60.0%
<b>2004-5</b>	41.2%	58.8%
<b>2005-6</b>	41.9%	58.1%

This is a person count, rather than a full-time equivalent. Source: data provided by HESA. Percentage calculation by UCU.



This is a person count, rather than a full-time equivalent. Source: data provided by HESA. Percentage calculation by UCU.

## Gender and employment function

### Proportion of academics who are female

<b>1995-6</b>	
Teaching only	40%
Research only	37%
Teaching and research	28%
Total	32%

<b>1996-7</b>	
Teaching only	43%
Research only	38%
Teaching & research	29%
Total	33%

<b>1997-8</b>	
Teaching only	45%
Research only	39%
Teaching and research	29%
Total	34%

<b>1998-9</b>	
Teaching only	46%
Research only	41%
Teaching and research	30%
Total	35%

<b>1999-2000</b>	
Teaching only	46%
Research only	42%
Teaching and research	31%
Total	36%

<b>2000-1</b>	
Teaching only	47%
Research only	43%
Teaching & research	32%
Total	37%

<b>2001-2</b>	
Teaching only	48%
Research only	44%
Teaching and research	33%
Total	38%

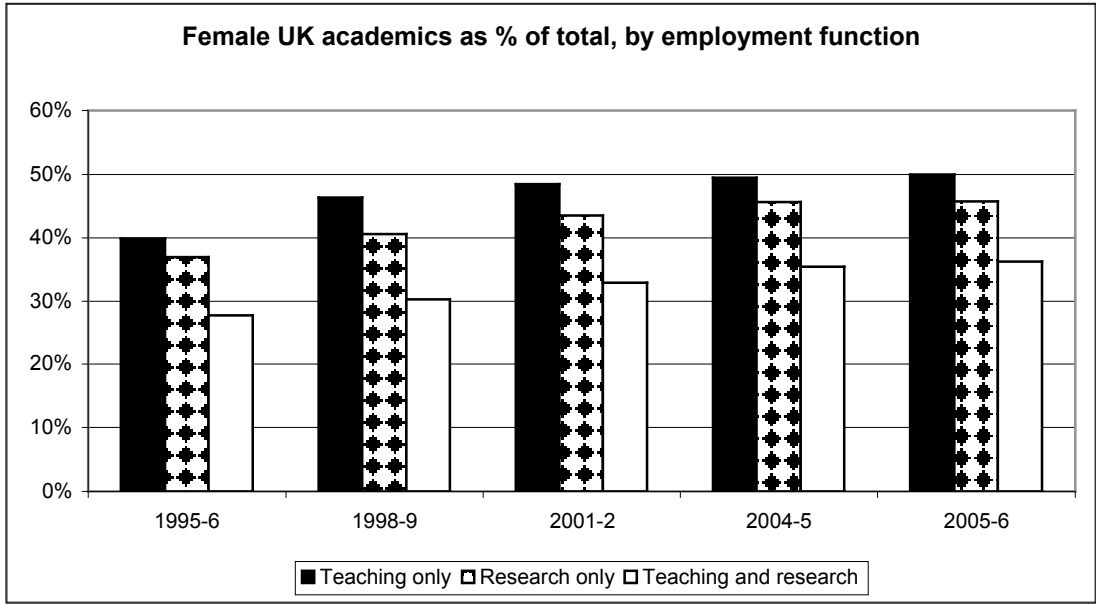
<b>2002-3</b>	
Teaching only	50%
Research only	45%
Teaching & research	34%
Total	39%

<b>2003-4</b>	
Teaching only.	49%
Research only.	45%
Teaching and research.	34%
Total	40%

<b>2004-5</b>	
Teaching only.	49%
Research only.	46%
Teaching and research.	35%
Total	41%

<b>2005-6</b>	
Teaching only.	50%
Research only.	46%
Teaching and research.	36%
Total	42%

This is a person count, rather than a full-time equivalent.  
Source: data provided by HESA. Percentage calculation by UCU.



This is a person count, rather than a full-time equivalent. Source: data provided by HESA. Percentage calculation by UCU.



## Proportion of UK academic staff who are female, by job grade

It should be noted that the implementation date of the 2004 Framework Agreement on pay and grading in UK HE was August 2006. Under the Framework Agreement, the old national pay and grading structures with job titles as indicated below (as well as HEIs already using 'locally determined' structures) are being replaced by locally determined grading structures under the Framework, with a range of job titles. In 2005-6 a majority of UK HEIs were still using the old national pay and grading structures – in addition to those already using locally determined structures – as indicated in the table below. From 2006-7, this table will not be updated.

<b>Post-92 HEIs</b>	1995-6	1996-7	1997-8	1998-9	1999-00	2000-1	2001-2	2002-3	2003-4	2004-5	2005-6
Lecturer	47%	49%	48%	50%	50%	50%	52%	53%	52%	53%	53%
Senior lecturer	37%	39%	40%	41%	42%	43%	44%	45%	45%	47%	48%
Principal lecturer	23%	24%	25%	28%	28%	30%	31%	32%	33%	35%	36%
Head of department	19%	20%	23%	28%	25%	25%	28%	30%	40%	35%	36%
Researcher A	45%	46%	48%	50%	51%	55%	59%	61%	60%	61%	62%
Researcher B	35%	39%	40%	42%	45%	47%	47%	50%	51%	51%	53%
Other post-92	44%	42%	43%	42%	46%	47%	48%	47%	48%	48%	50%

<b>Pre-92 HEIs</b>	1995-6	1996-7	1997-8	1998-9	1999-00	2000-1	2001-2	2002-3	2003-4	2004-5	2005-6
Lecturer A	39%	40%	41%	42%	43%	44%	45%	46%	47%	48%	47%
Lecturer B	29%	30%	31%	32%	34%	36%	38%	39%	40%	41%	43%
Senior lecturer	14%	16%	17%	18%	20%	21%	23%	24%	26%	27%	28%
Professor	8%	8%	8%	9%	11%	12%	12%	13%	14%	15%	16%
Research grade IB	46%	48%	49%	51%	53%	54%	55%	56%	57%	58%	59%
Research grade IA	35%	37%	38%	40%	41%	42%	43%	44%	45%	46%	47%
Research grade II	32%	33%	34%	36%	38%	39%	39%	39%	41%	42%	44%
Research grade III	27%	28%	28%	29%	30%	31%	31%	32%	32%	34%	38%
Research grade IV	17%	12%	14%	14%	20%	21%	20%	22%	26%	27%	22%
Clinical lecturer	32%	34%	34%	34%	35%	36%	38%	38%	39%	42%	42%
Clinical senior lecturer	20%	20%	22%	22%	22%	23%	24%	25%	26%	28%	29%
Clinical professor	6%	6%	6%	6%	9%	10%	10%	11%	11%	12%	13%
Other pre-92	44%	46%	49%	48%	47%	50%	49%	50%	49%	48%	48%

<b>Scottish post-92 HEIs*</b>	1995-6	1996-7	1997-8	1998-9	1999-00	2000-1	2001-2	2002-3	2003-4	2004-5	2005-6
Lecturer	40%	42%	45%	45%	47%	47%	48%	51%	51%	49%	49%
Senior lecturer	21%	23%	28%	27%	31%	33%	33%	35%	34%	33%	34%
Professor/Head of Department	20%	19%	21%	18%	18%	19%	20%	23%	22%	16%	15%
Other Scottish post-92	40%	36%	38%	44%	46%	36%	32%	36%	36%	59%	17%

<b>Locally determined scale</b>	1995-6	1996-7	1997-8	1998-9	1999-00	2000-1	2001-2	2002-3	2003-4	2004-5	2005-6
Professor	9%	10%	12%	13%	13%	15%	16%	17%	17%	17%	17%
Senior/Principal Lecturer	28%	30%	28%	32%	29%	29%	30%	31%	31%	34%	36%
Lecturer	26%	29%	31%	33%	37%	40%	43%	45%	47%	48%	46%
Researcher	34%	35%	37%	38%	40%	42%	43%	44%	43%	43%	45%
<b>Other</b>	38%	39%	39%	40%	41%	40%	41%	42%	45%	47%	48%
<b>Total</b>	32%	33%	34%	35%	36%	37%	38%	39%	40%	41%	42%

\*A consistent series for Scottish post-92 researchers was not available. Other\* is totally other - not part of 'Locally determined'. This is a person count, rather than a full-time equivalent. Source: data provided by HESA. Percentage calculation by UCU.

## 10 Ethnicity

Data exclude academic staff for whom the ethnicity is unknown, as well as academics classified by HESA as 'neither teaching nor research' for their primary academic function.

### Ethnicity and academic employment function - aggregate

	Teaching only	Research only	Teaching and research	Total
<b>1995-6</b>				
White	94.6%	87.3%	94.1%	92.4%
Black	1.3%	1.2%	0.9%	1.1%
Asian	2.5%	8.3%	2.7%	4.1%
Other	1.6%	3.2%	2.3%	2.4%
total	100.0%	100.0%	100.0%	100.0%
<b>1996-7</b>				
White	95.2%	88.1%	94.4%	92.8%
Black	1.2%	1.2%	1.0%	1.0%
Asian	2.2%	8.3%	2.9%	4.3%
Other	1.4%	2.4%	1.7%	1.9%
total	100.0%	100.0%	100.0%	100.0%
<b>1997-8</b>				
White	95.2%	87.9%	94.2%	92.6%
Black	1.1%	1.2%	1.0%	1.1%
Asian	2.3%	8.6%	3.0%	4.4%
Other	1.4%	2.4%	1.8%	1.9%
total	100.0%	100.0%	100.0%	100.0%
<b>1998-9</b>				
White	95.2%	87.6%	94.0%	92.3%
Black	1.0%	1.2%	1.0%	1.1%
Asian	2.2%	8.9%	3.1%	4.6%
Other	1.7%	2.3%	1.9%	2.0%
total	100.0%	100.0%	100.0%	100.0%
<b>1999-2000</b>				
White	95.1%	86.5%	93.6%	91.7%
Black	1.0%	1.3%	1.1%	1.1%
Asian	2.1%	9.8%	3.3%	5.1%
Other	1.8%	2.4%	2.0%	2.1%
total	100.0%	100.0%	100.0%	100.0%
<b>2000-1</b>				
White	94.9%	85.0%	93.3%	91.0%
Black	1.1%	1.4%	1.1%	1.2%
Asian	2.3%	10.9%	3.5%	5.6%
Other	1.7%	2.7%	2.0%	2.2%
total	100.0%	100.0%	100.0%	100.0%
<b>2001-2</b>				
White	94.2%	83.9%	93.0%	90.3%
Black	1.4%	1.4%	1.1%	1.2%
Asian	2.9%	11.8%	3.8%	6.1%
Other	1.6%	3.0%	2.1%	2.3%
total	100.0%	100.0%	100.0%	100.0%

	Teaching only	Research only	Teaching and research	Total
<b>2002-3</b>				
White	93.1%	83.2%	92.7%	89.8%
Black	1.5%	1.4%	1.1%	1.3%
Asian	3.6%	12.3%	4.1%	6.5%
Other	1.8%	3.0%	2.1%	2.4%
total	100.0%	100.0%	100.0%	100.0%
<b>2003-4</b>				
White	91.4%	82.3%	92.2%	89.6%
Black	1.4%	1.5%	1.2%	1.3%
Asian	4.9%	13.0%	4.5%	6.7%
Other	2.3%	3.2%	2.1%	2.4%
total	100.0%	100.0%	100.0%	100.0%
<b>2004-5</b>				
White	92.4%	83.0%	93.1%	90.5%
Black	1.5%	1.4%	1.2%	1.3%
Asian	4.6%	13.1%	4.6%	6.6%
Other	1.4%	2.4%	1.1%	1.5%
total	100.0%	100.0%	100.0%	100.0%
<b>2005-6</b>				
White	91.2%	82.0%	91.7%	89.4%
Black	1.6%	1.5%	1.3%	1.4%
Asian	4.8%	13.4%	4.8%	6.7%
Other	2.4%	3.1%	2.2%	2.5%
total	100.0%	100.0%	100.0%	100.0%

Source: data provided by HESA. Percentage calculation by UCU.

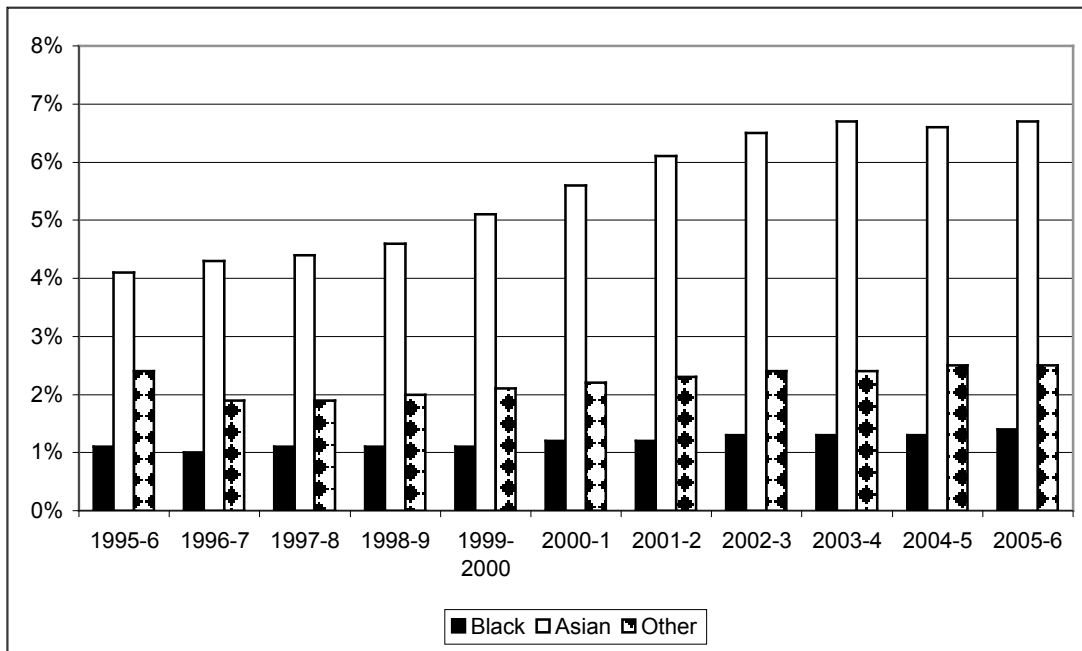
## Ethnicity and academic employment function – detailed

Data exclude academic staff for whom the ethnicity is unknown, as well as academics classified by HESA as 'neither teaching nor research' for their primary academic function.

	Teaching only	Research only	Teaching and research	Total
<b>2003-4</b>				
<b>White</b>	91.4%	82.3%	92.2%	89.6%
<b>Black or Black British - Caribbean</b>	0.5%	0.3%	0.4%	0.4%
<b>Black or Black British - African</b>	0.7%	1.0%	0.6%	0.7%
<b>Other Black background</b>	0.2%	0.2%	0.2%	0.2%
<b>Asian or Asian British - Indian</b>	1.5%	3.1%	1.6%	1.9%
<b>Asian or Asian British - Pakistani</b>	0.4%	0.7%	0.3%	0.5%
<b>Asian or Asian British - Bangladeshi</b>	0.1%	0.3%	0.1%	0.2%
<b>Chinese</b>	1.4%	6.3%	1.4%	2.6%
<b>Other Asian background</b>	1.4%	2.5%	1.0%	1.5%
<b>Other (Including mixed)</b>	2.3%	3.2%	2.1%	2.4%
<b>total</b>	100.0%	100.0%	100.0%	100.0%
<b>2004-5</b>				
<b>White</b>	91.5%	82.3%	92.0%	89.6%
<b>Black or Black British - Caribbean</b>	0.5%	0.3%	0.4%	0.4%
<b>Black or Black British - African</b>	0.8%	0.9%	0.6%	0.7%
<b>Other Black background</b>	0.2%	0.2%	0.1%	0.2%
<b>Asian or Asian British - Indian</b>	1.4%	3.2%	1.5%	1.9%
<b>Asian or Asian British - Pakistani</b>	0.4%	0.7%	0.3%	0.5%
<b>Asian or Asian British - Bangladeshi</b>	0.1%	0.3%	0.1%	0.1%
<b>Chinese</b>	1.3%	6.3%	1.6%	2.6%
<b>Other Asian background</b>	1.4%	2.4%	1.1%	1.5%
<b>Other (including mixed)</b>	2.3%	3.2%	2.2%	2.5%
<b>total</b>	100.0%	100.0%	100.0%	100.0%
<b>2005-6</b>				
<b>White</b>	91.2%	82.0%	91.7%	89.4%
<b>Black or Black British - Caribbean</b>	0.5%	0.3%	0.4%	0.4%
<b>Black or Black British - African</b>	0.8%	1.0%	0.7%	0.8%
<b>Other Black background</b>	0.2%	0.2%	0.1%	0.2%
<b>Asian or Asian British - Indian</b>	1.5%	3.4%	1.6%	2.0%
<b>Asian or Asian British - Pakistani</b>	0.4%	0.8%	0.3%	0.5%
<b>Asian or Asian British - Bangladeshi</b>	0.1%	0.3%	0.1%	0.2%
<b>Chinese</b>	1.4%	6.4%	1.7%	2.7%
<b>Other Asian background</b>	1.4%	2.5%	1.1%	1.5%
<b>Other (inc mixed)</b>	2.4%	3.1%	2.2%	2.5%
<b>Total</b>	100.0%	100.0%	100.0%	100.0%

Source: data provided by HESA. Percentage calculation by UCU.

## Black and minority ethnic staff as % total UK academics



Source: data provided by HESA. Percentage calculation by UCU.

# 11 Nationality

## Nationality of UK academic staff

	UK	Other EU	Non-EU	Unknown	Total
<b>1995-6</b>	98,460	6,595	10,110	9,810	124,975
<b>1996-7</b>	100,975	6,995	10,290	8,260	126,520
<b>1997-8</b>	101,685	7,520	10,490	7,275	126,970
<b>1998-9</b>	103,190	8,310	11,120	7,395	130,015
<b>1999-2000</b>	105,935	9,250	12,135	7,715	135,035
<b>2000-1</b>	107,845	10,175	13,570	7,585	139,180
<b>2001-2</b>	108,670	10,895	14,610	7,610	141,785
<b>2002-3</b>	111,810	11,950	15,810	5,940	145,510
<b>2003-4</b>	110,510	11,675	14,655	11,440	148,275
<b>2004-5</b>	118,270	13,755	14,790	12,070	158,885
<b>2005-6</b>	121,060	15,285	15,965	11,520	163,830

Source: data provided by HESA. Numbers rounded to nearest 5.

	UK	Other EU	Non-EU	Total excl unknown
<b>1995-6</b>	85.5%	5.7%	8.8%	100.0%
<b>1996-7</b>	85.4%	5.9%	8.7%	100.0%
<b>1997-8</b>	85.0%	6.3%	8.8%	100.0%
<b>1998-9</b>	84.2%	6.8%	9.1%	100.0%
<b>1999-2000</b>	83.2%	7.3%	9.5%	100.0%
<b>2000-1</b>	82.0%	7.7%	10.3%	100.0%
<b>2001-2</b>	81.0%	8.1%	10.9%	100.0%
<b>2002-3</b>	80.1%	8.6%	11.3%	100.0%
<b>2003-4</b>	80.8%	8.5%	10.7%	100.0%
<b>2004-5</b>	80.6%	9.4%	10.1%	100.0%
<b>2005-6</b>	79.5%	10.0%	10.5%	100.0%

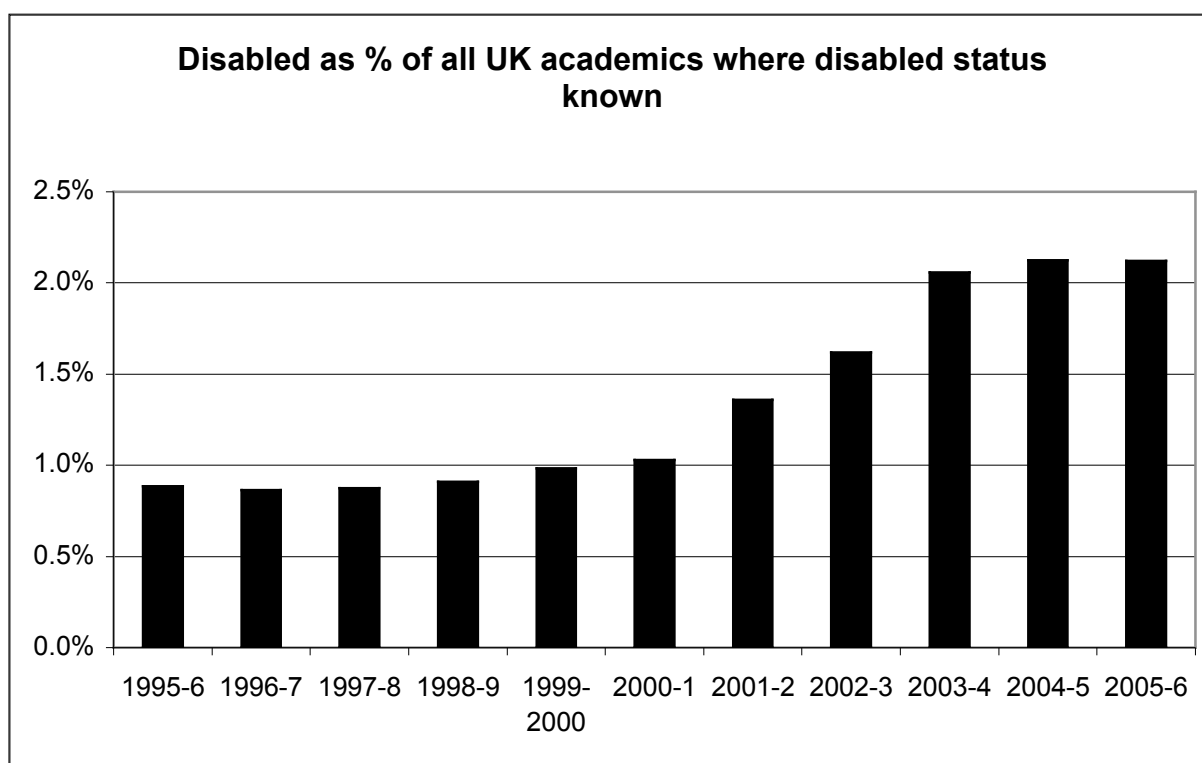
Source: data provided by HESA. Percentage calculation by UCU.

## 12 Disability

### UK academic staff disability rates

	Not known to be disabled	Declared disabled	Information not provided	Total	total info provided	disabled as % of total known
<b>1995-6</b>	104,740	935	20,355	126,025	105,670	0.9%
<b>1996-7</b>	108,970	950	17,650	127,570	109,920	0.9%
<b>1997-8</b>	111,565	985	15,525	128,075	112,550	0.9%
<b>1998-9</b>	115,440	1,060	14,635	131,135	116,500	0.9%
<b>1999-2000</b>	119,385	1,185	14,465	135,035	120,570	1.0%
<b>2000-1</b>	128,725	1,340	9,875	139,940	130,065	1.0%
<b>2001-2</b>	132,080	1,820	9,250	143,150	133,900	1.4%
<b>2002-3</b>	135,045	2,220	9,610	146,875	137,270	1.6%
<b>2003-4</b>	131,020	2,755	14,500	148,275	133,775	2.1%
<b>2004-5</b>	139,780	3,035	16,065	158,885	142,815	2.1%
<b>2005-6</b>	146,760	3,180	13,885	163,830	149,940	2.1%

Source: data provided by HESA. Percentage calculation by UCU. Numbers rounded to nearest 5.



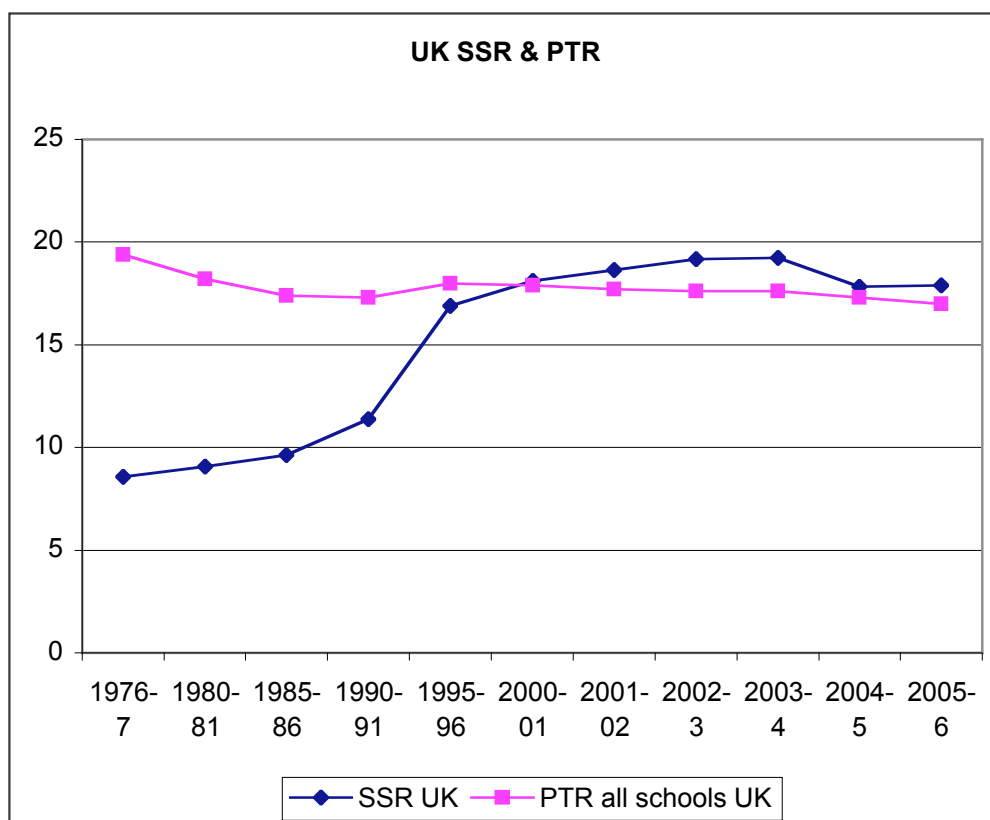
Source: data provided by HESA. Percentage calculation by UCU.

## 13 UK student:staff ratios (SSR) and pupil:teacher ratios (PTR)

	SSR UK	PTR all schools UK
<b>1976-7</b>	8.6	19.4
<b>1980-81</b>	9.1	18.2
<b>1985-86</b>	9.6	17.4
<b>1990-91</b>	11.4	17.3
<b>1995-96</b>	16.9	18.0
<b>2000-01</b>	18.1	17.9
<b>2001-02</b>	18.7	17.7
<b>2002-3</b>	19.2	17.6
<b>2003-4</b>	19.2	17.6
<b>2004-5</b>	17.8	17.3
<b>2005-6</b>	17.9	17.0

SSR (student:staff ratio) and PTR (pupil:teacher ratio) data based on full-time equivalents.

Source: SSR data - AUT calculation based on USR data series and HESA Students and Resources series, including undergraduate and postgraduate student numbers and teaching-only and teaching-and-research academic staff, using a factor of 0.5 for part-time students and teaching staff ; PTR data - Education Statistics for UK, series; Education & Training Statistics for the UK, series; table 1.7. First year for SSR is actually 1976-7 as earlier data not available from USR. SSR data prior to 1990-91 were for the university sector only; data from 1995-96 are for all higher education institutions. The PTR ratio is for all schools.<sup>2</sup>



SSR (student:staff ratio) and PTR (pupil:teacher ratio) data based on full-time equivalents.

Source: SSR data - AUT calculation based on USR data series and HESA Students and Resources series, including undergraduate and postgraduate student numbers and teaching-only and teaching-and-research academic staff, using a factor of 0.5 for part-time students and teaching staff ; PTR data - Education Statistics for UK, series; Education & Training Statistics for the UK, series; table 1.7. First year for SSR is actually 1976-7 as earlier data not available from USR. SSR data prior to 1990-91 were for the university sector only; data from 1995-96 are for all higher education institutions. The PTR ratio is for all schools.<sup>3</sup>

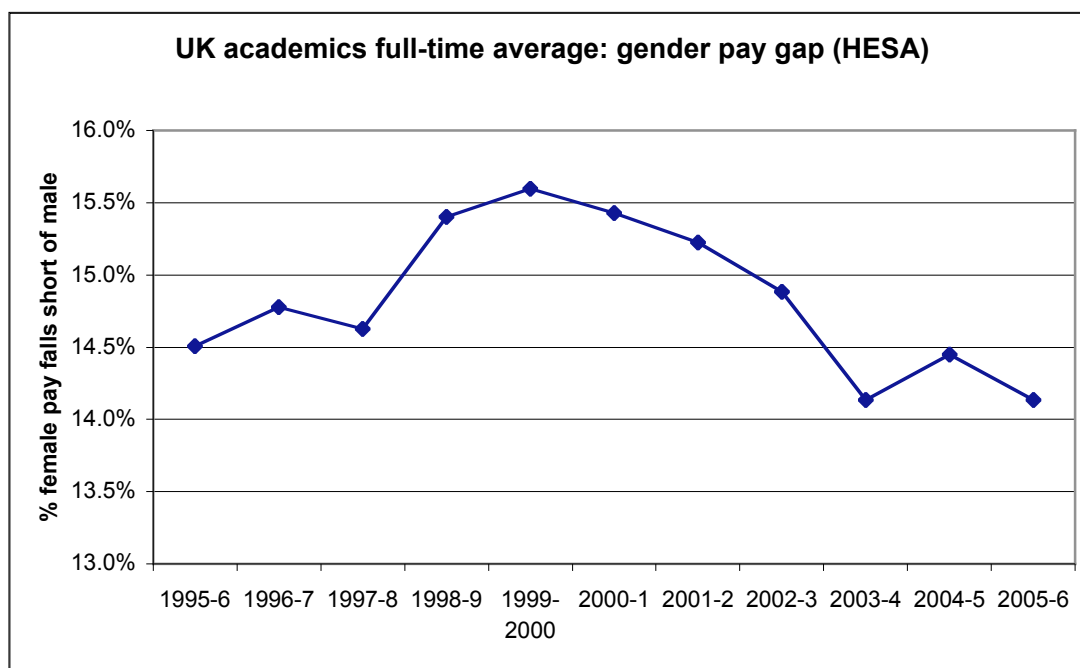


## 14 Average pay & gender pay gap

### Mean average salary full-time academic staff UK (HESA)

	Female	Male	Total	Total: real terms index (1995-6 =100)	Total: annual change %	Gender pay gap*
<b>1995-6</b>	£23,100	£27,019	£25,873	100.0		14.5%
<b>1996-7</b>	£24,248	£28,452	£27,188	102.6	5.1%	14.8%
<b>1997-8</b>	£25,140	£29,448	£28,113	102.0	3.4%	14.6%
<b>1998-9</b>	£26,158	£30,920	£29,407	105.0	4.6%	15.4%
<b>1999-2000</b>	£27,240	£32,274	£30,628	106.2	4.2%	15.6%
<b>2000-1</b>	£28,361	£33,535	£31,802	108.4	3.8%	15.4%
<b>2001-2</b>	£29,083	£34,307	£32,510	109.1	2.2%	15.2%
<b>2002-3</b>	£30,473	£35,802	£33,931	110.4	4.4%	14.9%
<b>2003-4</b>	£32,320	£37,639	£35,773	113.6	5.4%	14.1%
<b>2004-5</b>	£32,975	£38,544	£36,534	112.5	2.1%	14.4%
<b>2005-6</b>	£35,250	£41,053	£38,933	116.9	6.6%	14.1%

Includes research-only, teaching-only and teaching-and-research academic staff. \* The gender pay gap is the amount female pay falls short of male pay. Source: HESA; % calculations by UCU. Real terms index based on all-items RPI at April.



Includes research-only, teaching-only and teaching-and-research academic staff. The gender pay gap is the amount female pay falls short of male pay. Source: HESA; % calculations by UCU.

## Full-time gross weekly average pay & gender pay gap, UK higher education teaching professionals (ASHE)

	Male	Female	Female as % Male	Gender pay gap
	£	£	%	%
<b>1998</b>	644.3	534.5	83.0%	17.0%
<b>1999</b>	652.2	536.9	82.3%	17.7%
<b>2000</b>	663.0	568.8	85.8%	14.2%
<b>2001</b>	690.2	564.8	81.8%	18.2%
<b>2002</b>	743.0	611.1	82.2%	17.8%
<b>2003</b>	764.2	633.1	82.8%	17.2%
<b>2004</b>	773.6	663.1	85.7%	14.3%
<b>2005</b>	833.6	687.4	82.5%	17.5%
<b>2006</b>	863.2	721.9	83.6%	16.4%
<b>2007</b>	875.6	725.2	82.8%	17.2%

Source: Annual Survey of Hours and Earnings, Office for National Statistics, Table 14.1a, Weekly pay - Gross (£) mean average - For full-time employee jobs: United Kingdom (Employees on adult rates whose pay for the survey pay-period was not affected by absence). % calculations: UCU. Does not include research staff.

## Endnotes

<sup>1</sup> The definition of 'atypical' is set out by the DTI: 'The term 'atypical' is used to describe working arrangements that are not permanent, involve complex employment relationships and/or involve work away from the supervision of the normal work provider. These may be characterised by a high degree of flexibility for both the work provider and the working person, and may involve a triangular relationship that includes an agent. They can be contrasted with the model of a permanent, full-time employment contract between two parties, where one works standard hours under the control of the other and termination can only take place if there is grave fault or by giving notice. Atypical arrangements may involve an absence of mutual obligation between the work provider and working person beyond or within a given period of work or assignment and may also involve complex relationships between the working person, an agent paying and/or supplying the working person and the principal, under whose supervision the working person may work. It is important to recognise, however, that atypical workers may often be employees.'<http://www.hesa.ac.uk/manuals/staffr0506/subsets.htm>

<sup>2</sup> The HESA New Individualised Staff Record (NISR) from 2003-4 is designed to include academic staff working on less than a 25% FTE contract, and shows a large increase in part-time teaching-only staff, and a slight decrease in teaching-and-research academic staff.

<sup>3</sup> The HESA New Individualised Staff Record (NISR) from 2003-4 is designed to include academic staff working on less than a 25% FTE contract, and shows a large increase in part-time teaching-only staff, and a slight decrease in teaching-and-research academic staff.