August 2006/31 **Issues** paper

This report is for information

The purpose of this report is to extend the findings of the 2005 report 'Staff employed at HEFCE funded HEIs: Trends, profiles and projections' (HEFCE 2005/23) to include data from 2004-05.

# Staff employed at **HEFCE** funded HEIs: update

**Trends and profiles** 



# **Contents**

| Executive    | summary   | 2  |
|--------------|---|----|
| Introduction | n   | 4  |
|              | Data source   | 4  |
|              | Terminology   | 4  |
|              | Overview of 2004-05 staff                                 | 5  |
| Academic a   | and assistant academic staff                              | 8  |
|              | Overall   | 8  |
|              | Permanent academic staff: Trends and attributes           | 11 |
|              | Permanent academic staff including medicine and dentistry | 24 |
| Profession   | al and support staff                                      | 25 |
|              | Overall   | 25 |
|              | Attributes  | 26 |
|              |   |    |
| PhD starte   | rs and qualifiers   | 28 |

# Staff employed at HEFCE funded HEIs: update Trends and profiles

To Heads of HEFCE funded higher education institutions

Of interest to those

Staff data, Planning, Human resources management

responsible for

Reference 2006/**31** 

Publication date August 2006

Enquiries to Mark Gittoes

tel 0117 931 7052

e-mail m.gittoes@hefce.ac.uk

# **Executive summary**

# **Purpose**

1. This report extends the findings reported in the 2005 report 'Staff employed at HEFCE funded HEIs: Trends, profiles and projections' (HEFCE 2005/23) to include data from 2004-05. It updates the sections on all staff, with particular focus on academic staff employed in English higher education institutions (HEIs), professional and support staff employed in English HEIs, and PhD starters and qualifiers at all HEIs in the UK.

# **Key points**

- 2. In this report we give an overview of trends in academic staff at English HEIs from 1995-96 to 2004-05, with a particular focus on the period 2002-03 to 2004-05. It shows that for the permanent academic staff:
  - a. The number has continued to rise between 2002-03 and 2004-05.
  - b. There has been significant growth in the proportion of staff on permanent contracts between 2002-03 and 2004-05.
  - c. Although for the whole sector numbers have increased, there has been a decline in the numbers of veterinary sciences, chemistry, physics, engineering and mathematics staff between 2002-03 and 2004-05. However for some of these subjects, there were slight increases between 2003-04 and 2004-05.
  - d. There has been a continued rise in the proportion in higher grades in 2004-05.
  - e. The proportion aged 50 or over remained the same at 41 per cent from 2002-03 to 2004-05.
  - f. The proportions of women, non-UK nationals, and staff from minority ethnic backgrounds have all continued to rise steadily.
- 3. This report also includes data on professional and support staff in 2004-05:

- a. The most frequent primary function for professional and support staff is as a support administrator.
- b. The majority of professional and support staff are full-time (64 per cent).
- c. The proportion of professional and support staff aged 50 or over is 29 per cent.
- d. Sixty-two per cent of professional and support staff are female.
- e. Ninety-one per cent of professional and support staff are from a white ethnic background.
- 4. We also provide an update on the trends in PhD starters and qualifiers at HEIs across the UK.

# **Action required**

5. This report is for information.

# Introduction

- 6. The purpose of this report is to extend the findings reported in 'Staff employed at HEFCE funded HEIs: Trends, profiles and projections' (HEFCE 2005/23) to include data from 2004-05. This report updates the sections on all staff, with particular focus on academic, and professional and support staff employed in English higher education institutions (HEIs), and PhD starters and qualifiers at all HEIs in the UK.
- 7. The Higher Education Statistics Agency (HESA) started collecting data about professional and support staff in 2003, with the first analyses available for 2003-04, and the second year's analyses (2004-05) available now. There is evidence that a large part of the observed changes in the numbers of these staff over these two years are due to improvements in their identification and classification. No conclusions should be drawn on year to year changes at this stage and therefore this report includes only data from 2004-05: the most recent record available.

#### Data source

- 8. Data are drawn from the HESA individualised staff records for 1994-95 to 2002-03, the HESA new individualised staff records for 2003-04 and 2004-05, and the HESA individualised student record for 1994-95 to 2004-05.
- 9. The HESA new individualised staff records, introduced in 2003-04, extend to professional and support staff as well as academic staff, and also include contracts with a full-time equivalence (FTE) of less than 25 per cent. The transition from the old record to the new makes it difficult to establish a completely consistent time series. The main problems are as follows:
  - a. Although every effort has been made to extract a comparable population with regard to FTE, the time series of academic staff may be affected by the extension of the data collection to a wider population of staff. Therefore, any notable changes between 2002-03 and 2003-04 should be treated with caution.
  - b. In the new record, there are larger numbers of unknown or default entries in several fields, due to changes in data validation rules. This especially affects salary and subject area.
- 10. In 2002-03 a new method of coding subject areas, using the Joint Academic Coding System, was introduced to replace the HESA code system. While we have sought to map the subject groups equivalently, this may affect the continuity of the time series.

## **Terminology**

- 11. Throughout this document we make reference to, and perform analysis on, several different populations, as described in Table 1. For clarity we have designated to each one a code as well as a name. Population definitions remain consistent with those described in Annex A of HEFCE 2005/23.
- 12. For each table or figure, where appropriate, the equivalent table or figure from HEFCE 2005/23 is referenced in the associated table or figure notes.

**Table 1 Definition of populations** 

| Population   | Description  | Code   |
|--|--|--------|
| All staff in English HEIs  | All staff who are actively employed in an<br>English HEI on the census date of 1<br>December.  | Рор А  |
| Staff with academic roles  | All staff in Pop A, who are actively employed in an English HEI on the census date of 1 December, have an academic contract at some point during the academic year.  | Рор В  |
| Academic and assistant academic staff                                  | All staff in Pop B who have at least one active academic contract of at least 25 per cent on the census date and a total FTE of 40 per cent or more. This also excludes medicine and dentistry staff. The purpose of these restrictions is to ensure consistency across the time series. | Pop C  |
| Academic and assistant academic staff including medicine and dentistry | All staff in Pop B who have at least one active academic contract of at least 25 per cent on the census date and a total FTE of 40 per cent or more. This population includes medicine and dentistry staff.  | Pop C* |
| Permanent academic staff   | All staff in Pop C who have permanent contracts and are on lecturer grades or above.   | Pop D  |
| Research assistants  | Staff in Pop B who are below lecturer grades and are involved in research but who were not eligible for submission to the 2001 RAE.  | Рор Е  |
| Staff with professional/<br>support roles                              | All staff in Pop A who have a professional/support contract at some point during the academic year   | Pop F  |
| Professional and support staff   | All staff in Pop F who have a total FTE of at least 40 per cent.   | Pop G  |
| PhD starters   | All students who commenced on a PhD at any point during the academic year in an English HEI  | Рор Н  |
| PhD qualifiers   | All students who qualify with a PhD during the academic year in an English HEI   | Pop I  |

# Overview of 2004-05 staff

13. The following tables show overall figures for staff in the higher education sector in 2004-05. Comparing these tables with the equivalent staff numbers in the previous academic year we find that the number of staff in English HEIs has increased 3 per cent from 2003-04 to 284,635. Across all UK higher education institutions there has been a rise of 4 per cent in the number of staff between 2003-04 and 2004-05. The proportion of staff employed in English HEIs has remained at 82 per cent.

Table 2 Numbers and total FTE of staff in English HEIs compared with the rest of the UK, 2004-05

|   |         | % Total |         |       |
|---|---------|---------|---------|-------|
|   | Number  | number  | FTE     | % FTE |
| English HEIs (Pop A)                    | 284,635 | 82%     | 221,288 | 81%   |
| Scottish, Welsh and Northern Irish HEIs | 61,671  | 18%     | 50,634  | 19%   |
| All UK HEIs                             | 346.306 | 100%    | 271.922 | 100%  |

Notes: The FTE figures are obtained by summing all contracts over all staff included in this table. Equivalent to Table 1 of HEFCE 2005/23

14. Table 3 shows that the proportion of UK academic staff that are employed in English HEIs has risen by one percentage point to 84 per cent in 2004-05.

Table 3 Numbers and total FTE of academic staff in English HEIs compared with the rest of the UK, 2004-05

|   |         | % Total |         |       |
|---|---------|---------|---------|-------|
|   | Number  | number  | FTE     | % FTE |
| English HEIs                            | 136,395 | 84%     | 99,238  | 82%   |
| Scottish, Welsh and Northern Irish HEIs | 26,830  | 16%     | 21,888  | 18%   |
| All UK HEIs                             | 163,225 | 100%    | 121,126 | 100%  |

Notes: The FTE figures are obtained by summing all contracts over all staff included in this table. Equivalent to Table 2 of HEFCE 2005/23

15. In this report, as in HEFCE 2005/23, we look separately at staff with academic roles and staff with professional and support roles. The number of staff falling into both categories has increased from around 3,000 to over 6,000 between 2003-04 and 2004-05. There is evidence that this may be due to differences in the way data concerning functions of staff were returned in 2004-05, compared to 2003-04.

Table 4 Staff in English HEIs, 2004-05

|   | Headcount |      | FTE        |      |
|---|-----------|------|------------|------|
| Role                                    | Number    | %    | Sum of FTE | %    |
| Academic role only                      | 130,010   | 46%  | 96,966     | 44%  |
| Professional/support and academic roles | 6,385     | 2%   | 3,845      | 2%   |
| Professional/support role only          | 148,240   | 52%  | 120,476    | 54%  |
| Total with academic roles               | 136,395   | N/A  | 99,237     | 45%  |
| Total with professional/support roles   | 154,625   | N/A  | 122,050    | 55%  |
| Total                                   | 284,635   | 100% | 221,287    | 100% |

Notes: The 'Total with academic roles' and 'Total with professional/support roles' headcounts overlap by the headcount of staff with professional/support and academic roles. The FTE figures are obtained by summing academic contracts and summing professional/support contracts over all staff included in this table (hence we are able to apportion the FTE of staff with professional/support and academic roles to either category). Pop A. Equivalent to Table 3 of HEFCE 2005/23

- 16. The distribution of institutions by total staff FTEs remains similar to the distribution seen in 2003-04. The majority of institutions have less than 2,500 but seven institutions have more than 5,000.
- 17. The median FTE for English institutions has increased 3 per cent in line with the growth in staff numbers in the sector, from 1,353 in 2003-04 to 1,389 in 2004-05.

Table 5 Numbers and total FTE of staff in English HEIs, 2004-05

|                                  |        | Number of staff |        |     | Total  | staff FT | <u>E</u> |
|----------------------------------|--------|-----------------|--------|-----|--------|----------|----------|
| Type of institution              | Number | Median          | Max    | Min | Median | Max      | Min      |
| Research-orientated universities | 38     | 3,172           | 10,763 | 885 | 2,398  | 8,175    | 746      |
| Other universities               | 38     | 2,375           | 4,090  | 762 | 1,743  | 3,148    | 665      |
| General colleges/specialist HEIs | 54     | 523             | 2,815  | 82  | 367    | 1,869    | 67       |
| Total                            | 130    | 1,938           | 10,763 | 82  | 1,389  | 8,175    | 67       |

Notes: The maximum and minimum numbers of staff and FTEs respectively do not necessarily relate to the same institution. Pop A. Equivalent to Table 4 of HEFCE 2005/23

18. Table 6 gives the breakdown of staff with academic roles, of which for 2004-05 there are over 136,000. Notice that much of the increase in numbers is among very low activity staff, where there has been an increase of over 9,000 (48 per cent) since 2003-04. This may be due to differences in the way data were returned by institutions. The 2004-05 academic year was the second time that data were collected for this group of staff and so the data are likely to be more detailed and accurate than the data returned in 2003-04.

Table 6 All staff with academic roles, 2004-05

|   | All staff v<br>academi |        | Excluding<br>medicine and<br>dentistry |        |  |
|---|------------------------|--------|--|--------|--|
| Staff type  | Number                 | FTE    | Number                                 | FTE    |  |
| Academics   | 73,193                 | 68,109 | 70,398                                 | 65,531 |  |
| Assistant academics                                 | 28,674                 | 24,992 | 27,705                                 | 24,140 |  |
| Low activity (staff with a total FTE less than 40%) | 4,519                  | 1,390  | 4,366                                  | 1,342  |  |
| Very low activity and inactive contracts            | 30,009                 | 4,765  | 29,576                                 | 4,688  |  |
| Total   | 136,395                | 99,256 | 132,045                                | 95,700 |  |

Notes: Contracts equating to an FTE of less than 25 per cent have been excluded from all categories except for very low activity and inactive contracts. 'Inactive contracts' refers to staff with a professional/support contract active on 1 December 2004 and an academic contract at some point over 2004-05, but not active on 1 December 2004. The FTE figures are obtained by summing academic contracts over all staff included in this table. Pop B. Equivalent to Table 5 of HEFCE 2005/23

- 19. Again, the distribution of institutions by academic staff FTEs remains broadly equivalent to that of 2003-04. Most institutions have less than 1,200 total FTE academic staff, but there are around 10 with more than 2,000..
- 20. Table 7 shows that the median number of staff has increased to 901, from 788 in 2003-04, while the median FTE has increased from 596 to 616 in 2004-05.

Table 7 Numbers and academic FTE of staff with academic roles in English HEIs, 2004-05

|                                  |        |        |       | Number of staff |        |       | E   |
|----------------------------------|--------|--------|-------|-----------------|--------|-------|-----|
| Type of institution              | Number | Median | Max   | Min             | Median | Max   | Min |
| Research-orientated universities | 38     | 1,509  | 7,686 | 389             | 1,058  | 3,602 | 320 |
| Other universities               | 38     | 1,101  | 1,995 | 289             | 835    | 1,370 | 262 |
| General colleges/specialist HEIs | 54     | 210    | 1,725 | 33              | 120    | 793   | 27  |
| Total                            | 130    | 901    | 7,686 | 33              | 616    | 3,602 | 27  |

Notes: The maximum and minimum numbers of staff and FTEs respectively do not necessarily relate to the same institution. Pop B. Equivalent to Table 6 of HEFCE 2005/23

# Academic and assistant academic staff

#### Overall

- 21. This section focuses on staff with academic roles employed within English HEIs, which as shown in Table 3, make up 84 per cent of all staff with academic roles employed in HEIs in the UK.
- 22. To ensure consistent time series we again exclude academic staff on individual contracts of less than 25 per cent FTE, as well as medicine and dentistry staff. Tables including academic and assistant academic staff in medicine and dentistry are included in a separate section of this report, as well as in the report 'The higher education workforce in England: A framework for the future' (HEFCE 2006/21).
- 23. Definitions of staff grades remain consistent with those used in HEFCE 2005/23 (paragraph 28). For the purposes of the following tables and figures, we refer to professors, senior lecturers, senior researchers, and lecturers as 'academic staff', and to those on lower grades as 'assistant academic staff'. This section focuses on 'academic staff' with a total FTE of at least 40 per cent, although we first look at a wider population which includes assistant academics.
- 24. Figure 1 shows the growth in numbers of academic and assistant academic staff between 1995-96 and 2004-05. The numbers of academic staff have been rising continuously since 1997-98, up to over 70,000 in 2004-05, while the numbers of assistant academic staff have stabilised to around 28,000.

80,000 Academic 70,000 Assistant academic 60,000 Number of staff 50,000 40,000 30,000 20,000 10,000 0 1995-1996- 1997- 1998- 1999- 2000- 2001- 2002- 2003- 2004-96 03 05 97 98 99 2000 01 02 04 Academic year

Figure 1 Numbers of academic and assistant academic staff in English HEIs

Notes: Pop C

25. Table 8 shows the numbers and FTE of all academic and assistant academic staff by contract type. The numbers of both academic and assistant academic permanent staff have continued to rise between 2002-03 and 2004-05, while the numbers of non-permanent staff have declined.

Table 8 Numbers and FTE of academic and assistant academic staff by contract type

|           |               | 2002-03 |        | 2003   | -04    | 2004-05 |        |
|-----------|---------------|---------|--------|--------|--------|---------|--------|
| Grade     | Contract      | Number  | FTE    | Number | FTE    | Number  | FTE    |
|           |               | (%)     | (%)    | (%)    | (%)    | (%)     | (%)    |
|           | Permanent     | 56,686  | 53,974 | 59,309 | 56,047 | 62,204  | 58,714 |
|           |               | 60%     | 63%    | 62%    | 64%    | 63%     | 65%    |
| Academic  | Non-permanent | 9,152   | 7,841  | 8,286  | 7,033  | 8,194   | 6,817  |
|           |               | 10%     | 9%     | 9%     | 8%     | 8%      | 8%     |
|           | Permanent     | 1,447   | 1,331  | 1,792  | 1,649  | 2,426   | 2,248  |
| Assistant |               | 2%      | 2%     | 2%     | 2%     | 2%      | 3%     |
| academic  | Non-permanent | 26,506  | 22,764 | 26,326 | 22,754 | 25,279  | 21,892 |
|           |               | 28%     | 26%    | 28%    | 26%    | 26%     | 24%    |
| Total     |               | 93,791  | 85,910 | 95,713 | 87,483 | 98,103  | 89,671 |
|           |               | 100%    | 100%   | 100%   | 100%   | 100%    | 100%   |

Notes: The FTE figures are obtained by summing academic contracts over all staff included in this table. Pop C Equivalent to Table 7 of HEFCE 2005/23

26. The proportions of staff in different institution types by grade have remained broadly the same as seen in 2003-04. Research orientated universities have proportionally more researchers, while in other types of universities the majority of academic staff are on lecturer grades.

Table 9 Type of institution by grade, 2004-05

| Grade                            | Research<br>orientated<br>universities | Other<br>universities | General<br>colleges/<br>specialist<br>HEIs | Total  |
|----------------------------------|--|-----------------------|--|--------|
| Professors                       | 8,145                                  | 3,202                 | 1,162                                      | 12,509 |
| (%)                              | 15%                                    | 10%                   | 10%  | 13%    |
| Senior lecturers and researchers | 11,367                                 | 6,197                 | 2,307                                      | 19,871 |
| (%)                              | 20%                                    | 20%                   | 20%  | 20%    |
| Lecturers                        | 13,650                                 | 18,392                | 5,976                                      | 38,018 |
| (%)                              | 24%                                    | 59%                   | 53%  | 39%    |
| Researchers                      | 22,580                                 | 3,304                 | 1,821                                      | 27,705 |
| _(%)                             | 41%                                    | 11%                   | 16%  | 28%    |
| Total                            | 55,742                                 | 31,095                | 11,266                                     | 98,103 |
| (%)                              | 100%                                   | 100%                  | 100%                                       | 100%   |

Notes: Pop C. Equivalent to Table 8 of HEFCE 2005/23

27. Figure 2 shows an increase in the proportion of academic staff on permanent contracts. The rate for academic staff has increased to 88 per cent. The equivalent rate for assistant academic staff has increased to 9 per cent in 2004-05.

89% 88% Proportion of staff 87% 86% 85% 84% 83% 1996-1997-1998-1999- 2000- 2001- 2002- 2003- 2004-1995-96 97 98 99 2000 01 02 03 04 05 Academic year

Figure 2 Proportion of academic staff who are permanent

Notes: Pop C. Relates to Figure 3 of HEFCE 2005/23

28. Figure 3 shows the proportions of academic and assistant academic staff who are part-time by permanent (P) and non-permanent (NP) contracts. The rate of part-time working is continuing to increase among all academic staff and assistant academic permanent staff, but has declined among assistant academic non-permanent staff in 2004-05.

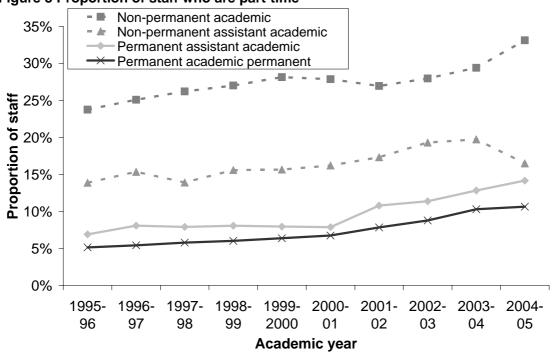


Figure 3 Proportion of staff who are part-time

Notes: For all years we have excluded the returns from one institution where the available data were not credible. Pop C Equivalent to Figure 4 of HEFCE 2005/23

# Permanent academic staff: Trends and attributes

- 29. This section of the report focuses on permanent academic staff only, updating the results found in HEFCE 2005/23 (paragraphs 35-55) to include 2004-05.
- 30. Figure 4 shows that the numbers of permanent academic staff continued to increase in 2004-05, having grown 5 per cent since 2003-04. We have found some evidence that part of the growth in 2003-04 and 2004-04 may be due to the inclusion of existing staff who were not previously identified as academic. We cannot be sure therefore, that the apparent increased growth rate in these years is real.

64,000 62,000 Number of academic staff 60,000 58,000 56,000 54,000 52,000 50,000 48,000 46,000 1995- 1996- 1997- 1998- 1999- 2000- 2001- 2002- 2003- 2004-96 97 98 99 2000 01 02 03 04 05 Academic year

Figure 4 Numbers of permanent academic staff, 1995-96 to 2004-05

Notes: Pop D. Equivalent to Figure 5 of HEFCE 2005/23

31. Figure 5 shows the numbers of full-time and part-time permanent academic staff. The numbers of both full-time and part-time staff have continued to rise, and the proportion that is part-time has also continued to rise, reaching 11 per cent in 2004-05.

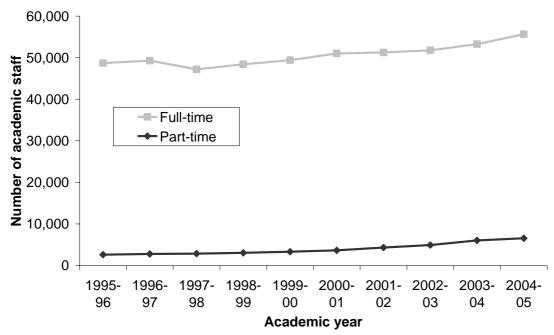


Figure 5 Numbers of permanent academic full-time and part-time staff

Notes: Pop D

#### Research association

32. Figure 6 shows numbers of research associated and non-research associated staff from 1995-96 to 2004-05. Staff are classed as 'research associated' if the cost centre in which they operate submitted at least 50 per cent of staff to the 1996 RAE and received a rating of 3a or above. In a change to the previous report (paragraph 37 and Figure 6), we have removed new institutions and new cost centres within institutions to give a more accurate picture of the split between staff numbers by research association. This is due to institution mergers since the 1996 RAE. Pre-merger cost centres that had received a high rating in the 1996 RAE are now under the new institution name and are no longer flagged as research associated.

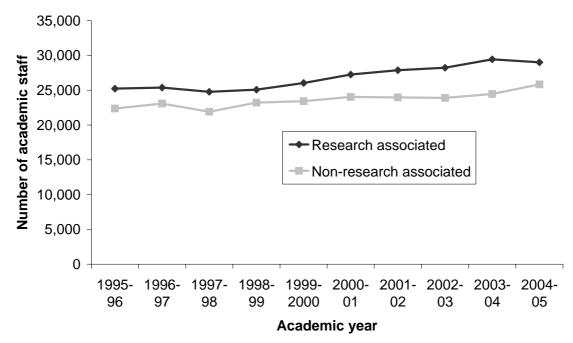


Figure 6 Numbers of permanent academic staff by research association

Notes: Pop D. Relates to Figure 6 of HEFCE 2005/23 but note new cost centres and institutions are excluded here

#### Subject area

33. Table 10 shows the changes in numbers of staff by subject area since 2002-03. Most subjects have continued to experience growth in numbers. Numbers in chemistry, physics, mathematical sciences and 'Engineering/technology/building/architecture' have continued to decline but not in a consistent fashion. For example, although physics staff numbers have declined by one per cent between 2002-03 and 2004-05, there was a small increase in numbers between 2003-04 and 2003-04. The sharp increase in numbers of staff in 'Unknown and combined' subjects can be explained by a change in the way combined subjects were recorded between 2002-03 and 2003-04.

Table 10 Numbers of permanent academic staff by subject area

|  |         |         |         | Growth  |
|--|---------|---------|---------|---------|
| Subject                                      | 2002-03 | 2003-04 | 2004-05 | 2002-04 |
| Subjects allied to medicine                  | 4,978   | 5,178   | 5,556   | 12%     |
| Biological sciences                          | 5,814   | 5,882   | 6,331   | 9%      |
| Veterinary sciences/related subjects         | 568     | 547     | 560     | -1%     |
| Chemistry                                    | 1,520   | 1,484   | 1,466   | -4%     |
| Physics                                      | 1,714   | 1,646   | 1,701   | -1%     |
| Other physical sciences                      | 1,569   | 1,562   | 1,652   | 5%      |
| Mathematical sciences                        | 2,117   | 2,000   | 2,053   | -3%     |
| Computer science/librarianship/info science  | 3,056   | 3,018   | 3,100   | 1%      |
| Engineering/technology/building/architecture | 5,113   | 4,922   | 4,932   | -4%     |
| Social/political/economic studies            | 7,256   | 6,893   | 7,237   | 0%      |
| Law  | 1,889   | 1,914   | 1,922   | 2%      |
| Business/administrative studies              | 3,952   | 3,858   | 4,136   | 5%      |
| Languages                                    | 4,139   | 4,051   | 4,233   | 2%      |
| Humanities                                   | 3,541   | 3,458   | 3,669   | 4%      |
| Creative arts/design                         | 3,635   | 3,634   | 3,830   | 5%      |

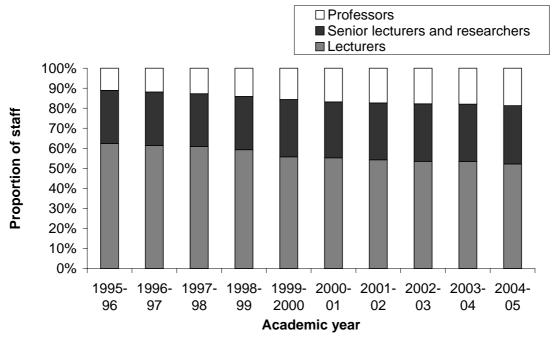
| Total                         | 56,686 | 59,309 | 62,204 | 10%  |
|-------------------------------|--------|--------|--------|------|
| Unknown and combined subjects | 2,522  | 5,717  | 5,967  | 137% |
| Education                     | 3,303  | 3,545  | 3,859  | 17%  |

Notes: Pop D. Equivalent to Table 10 of HEFCE 2005/23

#### **Grade**

34. Figure 7 shows that the trend highlighted in HEFCE 2005/23 (paragraph 40) of the move towards higher grades has continued over 2004-05. The proportion of professors has continued to increase, while the proportion of lecturers has continued to decline.

Figure 7 Grade distribution of permanent academic staff



Notes: Pop D. Equivalent to Figure 7 of HEFCE 2005/23

35. Figure 8 shows that the numbers of staff in all grades have continued to grow in 2004-05, by around 1,000 in each grade.

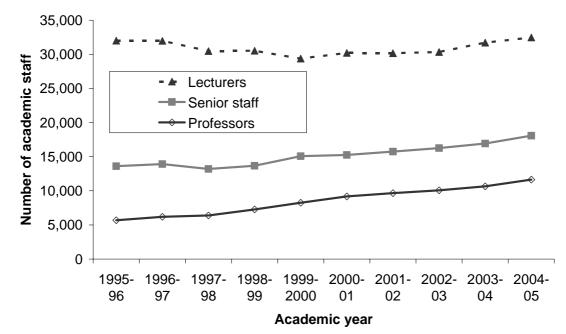


Figure 8 Numbers of permanent academic staff, by grade

Notes: Pop D

# Age

- 36. The age profile of academic staff has remained broadly similar to 2003-04. The proportion of staff aged over 50 has remained about the same, although that of those aged over 55 has gone up. There is also an increase in the proportion of staff between the ages of 35 and 44.
- 37. Figure 9 shows that the proportion of lecturers aged over 50 has remained the same at 30 per cent, while the proportions of professors and senior staff aged 50 or over have both dropped by one percentage point since 2003-04.

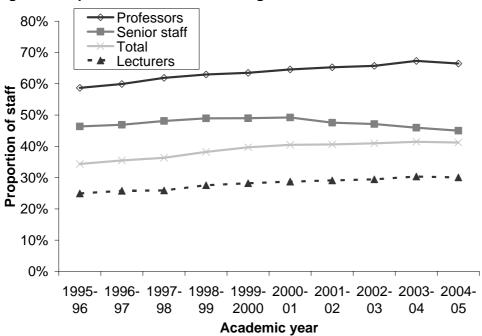


Figure 9 Proportion of academic staff aged 50 or over

Notes: Pop D. Equivalent to Figure 9 of HEFCE 2005/23

38. The proportion of chemistry staff aged 50 or over has continued to decline since 2002-03, while the proportions of staff in 'Veterinary sciences/related subjects', 'Social/political/economic studies', languages, humanities and creative art and design aged 50 or over have shown decline in 2004-05. Proportions in other subject areas have remained steady or continued to rise.

Table 11 Permanent academic staff by subject and proportion aged 50 or over

| Subject                                      | 2002-03 |      | 2003-04 |      | 2004-05 |      |
|--|---------|------|---------|------|---------|------|
|  |         | % 50 |         | % 50 |         | % 50 |
|  | Total   | plus | Total   | plus | Total   | plus |
| Subjects allied to medicine                  | 4,978   | 34%  | 5,178   | 35%  | 5,556   | 36%  |
| Biological sciences                          | 5,814   | 39%  | 5,882   | 39%  | 6,331   | 39%  |
| Veterinary sciences/related subjects         | 568     | 34%  | 547     | 38%  | 560     | 34%  |
| Chemistry                                    | 1,520   | 40%  | 1,484   | 39%  | 1,466   | 38%  |
| Physics                                      | 1,714   | 43%  | 1,646   | 44%  | 1,701   | 44%  |
| Other physical sciences                      | 1,569   | 36%  | 1,562   | 36%  | 1,652   | 36%  |
| Mathematical sciences                        | 2,117   | 47%  | 2,000   | 48%  | 2,053   | 48%  |
| Computer science/librarianship/info science  | 3,056   | 31%  | 3,018   | 32%  | 3,100   | 33%  |
| Engineering/technology/building/architecture | 5,113   | 43%  | 4,922   | 44%  | 4,932   | 44%  |
| Social/political/economic studies            | 7,256   | 45%  | 6,893   | 46%  | 7,237   | 45%  |
| Law  | 1,889   | 34%  | 1,914   | 35%  | 1,922   | 35%  |
| Business/administrative studies              | 3,952   | 42%  | 3,858   | 44%  | 4,136   | 44%  |
| Languages                                    | 4,139   | 44%  | 4,051   | 44%  | 4,233   | 43%  |
| Humanities                                   | 3,541   | 45%  | 3,458   | 45%  | 3,669   | 43%  |
| Creative arts/design                         | 3,635   | 39%  | 3,634   | 39%  | 3,830   | 38%  |
| Education                                    | 3,303   | 49%  | 3,545   | 50%  | 3,859   | 51%  |
| Unknown and combined subjects                | 2,522   | 40%  | 5,717   | 40%  | 5,967   | 40%  |
| Total  | 56,686  | 41%  | 59,309  | 41%  | 62,204  | 41%  |

Notes: Pop D. Equivalent to Table 11 of HEFCE 2005/23

#### Sex

39. Figure 10 shows that the trend discussed in HEFCE 2005/23 (paragraph 45) of a steady increase in the proportion of staff across all grades that are female has continued in 2004-05. The staff data in 2004-05 show that 46 per cent of lecturers, 32 per cent of senior staff and 19 per cent of professors are female. Table 12 shows that the numbers of female staff across all grades has grown at a higher rate between 2002 and 2004 than the numbers of male academic staff.

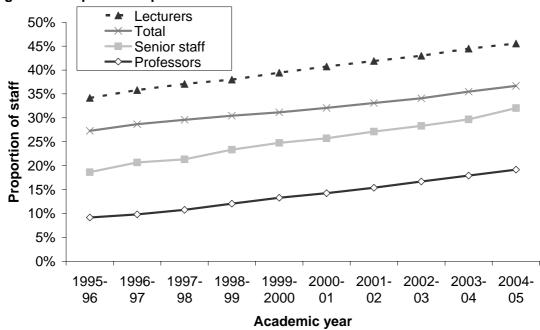


Figure 10 Proportion of permanent academic staff who are female

Notes: Pop D. Equivalent to Figure 10 of HEFCE 2005/23

Table 12 Growth in numbers of permanent academic male and female staff

| Sex    | Grade                        | 2002-03 | 2003-04 | 2004-05 | % Growth 2002-04 |
|--------|------------------------------|---------|---------|---------|------------------|
| Female | Professors                   | 1,682   | 1,910   | 2,232   | 33%              |
|        | Senior lecturers/researchers | 4,605   | 5,029   | 5,792   | 26%              |
|        | Lecturers                    | 13,039  | 14,104  | 14,793  | 13%              |
|        | Female total                 | 19,326  | 21,043  | 22,817  | 18%              |
| Male   | Professors                   | 8,396   | 8,751   | 9,418   | 12%              |
|        | Senior lecturers/researchers | 11,664  | 11,911  | 12,287  | 5%               |
|        | Lecturers                    | 17,300  | 17,604  | 17,682  | 2%               |
|        | Male total                   | 37,360  | 38,266  | 39,387  | 5%               |

Notes: Pop D. Relates to Table 12 of HEFCE 2005/23

40. The proportion of female staff has either remained steady or increased in all subject areas since 2002-03, with the exception of 'Computer science/librarianship/info science' where it has fallen slightly in 2004-05. The differences in proportions of female staff between the subject areas have broadly remained the same.

Table 13 Permanent academic staff by subject and sex

| •  | 2002-03 |        | 200    | 2003-04 |        | <b>14-05</b> |
|--|---------|--------|--------|---------|--------|--------------|
|  |         | %      |        | %       |        | %            |
| Subject                                      | Total   | Female | Total  | Female  | Total  | Female       |
| Subjects allied to medicine                  | 4,978   | 59%    | 5,178  | 60%     | 5,556  | 62%          |
| Biological sciences                          | 5,814   | 32%    | 5,882  | 33%     | 6,331  | 35%          |
| Veterinary sciences/related subjects         | 568     | 28%    | 547    | 30%     | 560    | 32%          |
| Chemistry                                    | 1,520   | 13%    | 1,484  | 14%     | 1,466  | 14%          |
| Physics                                      | 1,714   | 9%     | 1,646  | 10%     | 1,701  | 11%          |
| Other physical sciences                      | 1,569   | 19%    | 1,562  | 19%     | 1,652  | 21%          |
| Mathematical sciences                        | 2,117   | 18%    | 2,000  | 18%     | 2,053  | 18%          |
| Computer science/librarianship/info science  | 3,056   | 29%    | 3,018  | 29%     | 3,100  | 28%          |
| Engineering/technology/building/architecture | 5,113   | 11%    | 4,922  | 12%     | 4,932  | 12%          |
| Social/political/economic studies            | 7,256   | 37%    | 6,893  | 37%     | 7,237  | 38%          |
| Law  | 1,889   | 41%    | 1,914  | 42%     | 1,922  | 43%          |
| Business/administrative studies              | 3,952   | 34%    | 3,858  | 35%     | 4,136  | 36%          |
| Languages                                    | 4,139   | 46%    | 4,051  | 48%     | 4,233  | 49%          |
| Humanities                                   | 3,541   | 30%    | 3,458  | 30%     | 3,669  | 32%          |
| Creative arts/design                         | 3,635   | 37%    | 3,634  | 38%     | 3,830  | 38%          |
| Education                                    | 3,303   | 53%    | 3,545  | 56%     | 3,859  | 58%          |
| Unknown and combined subjects                | 2,522   | 40%    | 5,717  | 40%     | 5,967  | 41%          |
| Total  | 56,686  | 34%    | 59,309 | 35%     | 62,204 | 37%          |

Notes: Pop D. Equivalent to Table 13 of HEFCE 2005/23

# **Nationality**

41. Table 14 shows changes in numbers of permanent academic staff by nationality. The biggest increases between 2002-03 and 2004-05 were in the numbers of Western European and Scandinavian staff, and staff from Eastern and Central Europe.

Table 14 Permanent academic staff by nationality

|                                       |         |         |         | % Change |
|---------------------------------------|---------|---------|---------|----------|
| Nationality                           | 2002-03 | 2003-04 | 2004-05 | 2002-04  |
| UK                                    | 48,224  | 50,298  | 52,196  | 8%       |
| Western Europe and Scandinavia        | 2,622   | 3,018   | 3,435   | 30%      |
| Eastern and Central Europe            | 698     | 806     | 915     | 30%      |
| Australia, US, Canada and New Zealand | 1,768   | 1,926   | 2,029   | 14%      |
| China, Japan and East Asia            | 478     | 526     | 604     | 26%      |
| Middle East and Central Asia          | 606     | 678     | 722     | 19%      |
| Other non-European nationality        | 547     | 609     | 667     | 21%      |
| Unknown                               | 1,743   | 1,448   | 1,636   | N/A      |
| Total                                 | 56,686  | 59,309  | 62,204  | 10%      |

Notes: The percentage changes shown are normalised. Pop D. Relates to Table 14 of HEFCE 2005/23

42. Figure 11 shows that the trend highlighted in the previous report showing increases in levels of non-UK staff across all grades has continued in 2004-05. The proportions of professors, senior staff and lecturers from outside the UK were 11, 13 and 15 per cent respectively.<sup>1</sup>

<sup>1</sup> Percentages based on staff with known nationalities.

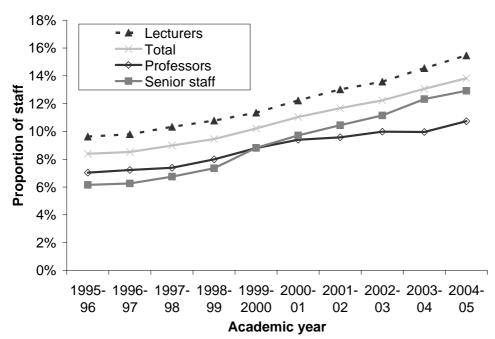


Figure 11 Proportion of permanent academic staff who are non-UK nationals

Notes: Pop D. Equivalent to Figure 11 of HEFCE 2005/23

43. Table 15 shows the proportion of permanent academic staff who are non-UK nationals, split by subject area. The proportions have broadly remained steady or increased in all subject areas since 2002-03. The differences between subject areas in the proportions of non-UK staff have broadly remained the same.

Table 15 Permanent academic staff by subject and nationality

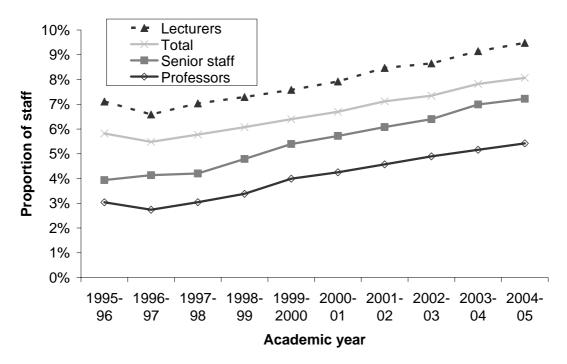
|  | % Non-UK national |         |         |
|--|-------------------|---------|---------|
| Subject                                      | 2002-03           | 2003-04 | 2004-05 |
| Subjects allied to medicine                  | 7%                | 8%      | 8%      |
| Biological sciences                          | 11%               | 10%     | 11%     |
| Veterinary sciences/related subjects         | 9%                | 8%      | 11%     |
| Chemistry                                    | 10%               | 9%      | 10%     |
| Physics                                      | 15%               | 15%     | 17%     |
| Other physical sciences                      | 8%                | 7%      | 9%      |
| Mathematical sciences                        | 17%               | 15%     | 17%     |
| Computer science/librarianship/info science  | 15%               | 16%     | 17%     |
| Engineering/technology/building/architecture | 15%               | 15%     | 16%     |
| Social/political/economic studies            | 15%               | 14%     | 16%     |
| Law  | 14%               | 14%     | 15%     |
| Business/administrative studies              | 11%               | 11%     | 13%     |
| Languages                                    | 19%               | 19%     | 20%     |
| Humanities                                   | 14%               | 14%     | 15%     |
| Creative arts/design                         | 6%                | 7%      | 7%      |
| Education                                    | 4%                | 4%      | 5%      |
| Unknown and combined subjects                | 15%               | 25%     | 21%     |
| Total  | 12%               | 13%     | 14%     |

Notes: Pop D. Equivalent to Table 15 of HEFCE 2005/23

# **Ethnicity**

- 44. The proportion of staff from non-white ethnic backgrounds has remained at 8 per cent in 2004-05. Within this, the proportions from Asian, black and other backgrounds have all remained at the same levels as in 2003-04.
- 45. Figure 12 shows that the proportions of permanent academic staff from non-white ethic backgrounds have continued to increase for all grades. In 2004-05 the proportions of professors, senior staff and lecturers from non-white ethnic backgrounds were 5, 7 and 9 per cent respectively. Table 16 shows that the growth among staff from non-white ethnic backgrounds is higher for all grades compared to growth in numbers of staff from a white ethnic background, and particularly high among professors, and senior lecturers and researchers.

Figure 12 Proportion of permanent academic staff from non-white ethnic groups



Notes: Excludes staff with unknown ethnicity. Pop D. Equivalent to Figure 12 of HEFCE 2005/23  $\,$ 

<sup>&</sup>lt;sup>2</sup> Percentages based on staff with known ethnicities.

Table 16 Growth in numbers of permanent academic staff by ethnicity

| Ethnic<br>background | Grade                        | 2002-03 | 2003-04 | 2004-05 | %<br>Change<br>2002-04 |
|----------------------|------------------------------|---------|---------|---------|------------------------|
| White                | Professors                   | 8,995   | 9,460   | 10,278  | 15%                    |
|                      | Senior lecturers/researchers | 14,162  | 14,624  | 15,536  | 10%                    |
|                      | Lecturers                    | 26,211  | 27,125  | 27,613  | 6%                     |
|                      | White total                  | 49,368  | 51,209  | 53,427  | 9%                     |
| Non-white            | Professors                   | 463     | 515     | 589     | 28%                    |
|                      | Senior lecturers/researchers | 968     | 1,099   | 1,209   | 25%                    |
|                      | Lecturers                    | 2,482   | 2,730   | 2,891   | 17%                    |
|                      | Non-white total              | 3,913   | 4,344   | 4,689   | 21%                    |
| Unknown              | Unknown total                | 3,405   | 3,756   | 4,088   | N/A                    |

Notes: The percentage growth has been normalised to account for unknown data. Pop D. Relates to Table 17 of HEFCE 2005/23

46. Proportions of staff from white backgrounds range from 84 per cent in 'Engineering/technology/building/architecture' to 96 per cent in 'Other physical sciences and 'Creative arts/design'. For 2004-05 the proportions across subject area remain close to those in 2003-04 and the overall level remains at 92 per cent.

## Salary

- 47. Median salaries for all subject areas have increased since 2003-04, as has the overall median salary for academic staff. The proportions of staff on high salaries have increased in all subject areas except for 'Veterinary sciences/related subjects', education and 'Unknown and combined subjects'. Chemistry and physics continue to have the largest proportions of staff on high salaries.
- 48. Several subjects have a common median of £36,430 annual salary because of the large numbers of lecturers who are on point 80 of the interim national pay spine, negotiated by the Joint Negotiating Committee for Higher Education Staff.

Table 17 Salary of permanent academic staff by subject area, 2004-05

|  |           | Total  |         | %       |
|--|-----------|--------|---------|---------|
|  |           | with   |         | Greater |
|  |           | known  | Median  | than    |
| Subject                                      | Headcount | salary | salary  | £50,000 |
| Subjects allied to medicine                  | 5,556     | 5,529  | £36,430 | 12%     |
| Biological sciences                          | 6,331     | 6,305  | £39,940 | 20%     |
| Veterinary sciences/related subjects         | 560       | 558    | £36,430 | 10%     |
| Chemistry                                    | 1,466     | 1,466  | £42,060 | 23%     |
| Physics                                      | 1,701     | 1,697  | £42,570 | 24%     |
| Other physical sciences                      | 1,652     | 1,649  | £40,090 | 19%     |
| Mathematical sciences                        | 2,053     | 2,049  | £41,210 | 21%     |
| Computer science/librarianship/info science  | 3,100     | 3,089  | £36,430 | 8%      |
| Engineering/technology/building/architecture | 4,932     | 4,916  | £39,110 | 16%     |
| Social/political/economic studies            | 7,237     | 7,206  | £38,140 | 16%     |
| Law  | 1,922     | 1,917  | £36,430 | 14%     |
| Business/administrative studies              | 4,136     | 4,102  | £36,430 | 12%     |
| Languages                                    | 4,233     | 4,206  | £36,430 | 12%     |
| Humanities                                   | 3,669     | 3,658  | £37,560 | 14%     |
| Creative arts/design                         | 3,830     | 3,801  | £36,430 | 4%      |
| Education                                    | 3,859     | 3,827  | £36,430 | 5%      |
| Unknown and combined subjects                | 5,967     | 5,792  | £36,430 | 13%     |
| All subjects                                 | 62,204    | 61,767 | £36,550 | 14%     |

Notes: Median salary has been rounded to the nearest £10. Pop D. Equivalent to Table 19 of HEFCE 2005/23

49. Table 18 shows the median salaries of all permanent academic staff, split by subject and sex. Overall, it shows the median salary for males is £39,114 compared to £36,428 for female staff. The proportion of male staff earning over £50,000 is 18 per cent, three times higher than the rate for female staff. This is discussed in further detail in HEFCE 2006/21 (paragraphs 119 to 137), which puts this pay difference in the sector into context across the whole economy.

Table 18 Salary of all permanent academic staff, by subject area and sex

|  |               |         |         | % Greater    |        |
|--|---------------|---------|---------|--------------|--------|
|  | Median salary |         |         | than £50,000 |        |
| Subject                                      | Total         | Male    | Female  | Male         | Female |
| Subjects allied to medicine                  | £36,428       | £37,796 | £36,428 | 21%          | 6%     |
| Biological sciences                          | £39,935       | £42,573 | £36,428 | 25%          | 10%    |
| Veterinary sciences/related subjects         | £36,428       | £37,558 | £34,227 | 14%          | 4%     |
| Chemistry                                    | £42,059       | £42,573 | £37,226 | 25%          | 10%    |
| Physics                                      | £42,573       | £42,573 | £38,113 | 26%          | 9%     |
| Other physical sciences                      | £40,091       | £42,367 | £36,428 | 21%          | 11%    |
| Mathematical sciences                        | £41,212       | £42,573 | £36,546 | 24%          | 8%     |
| Computer science/librarianship/info science  | £36,428       | £36,428 | £35,883 | 9%           | 3%     |
| Engineering/technology/building/architecture | £39,114       | £40,071 | £36,428 | 17%          | 5%     |
| Social/political/economic studies            | £38,142       | £40,091 | £36,428 | 21%          | 9%     |
| Law  | £36,428       | £37,643 | £36,428 | 19%          | 7%     |
| Business/administrative studies              | £36,428       | £37,032 | £36,428 | 15%          | 6%     |
| Languages                                    | £36,428       | £39,114 | £35,883 | 17%          | 7%     |
| Humanities                                   | £37,558       | £39,114 | £36,428 | 17%          | 7%     |
| Creative arts/design                         | £36,428       | £36,428 | £35,208 | 6%           | 2%     |
| Education                                    | £36,428       | £36,428 | £36,428 | 7%           | 3%     |
| Unknown and combined subjects                | £36,428       | £36,428 | £35,208 | 18%          | 7%     |
| Total  | £36,546       | £39,114 | £36,428 | 18%          | 6%     |

Notes: Includes only staff with known salaries. Median salary has been rounded to the nearest £10. Pop D

50. Table 19 shows the median salaries for lecturers under the age of 35, split by subject and sex. By taking only staff under 35, we hope to compare the results for male and female staff before the effects of staff taking time off from their careers skews the analysis resulting in misleading results when comparing salaries. The difference in median salaries is much smaller for this group of staff, with female lecturers earning on average more than male lecturers in certain subject areas including chemistry and mathematical sciences.

Table 19 Permanent lecturers under the age of 35 by subject and sex

|  | Headcount |       |        | Median salary |         |         |
|--|-----------|-------|--------|---------------|---------|---------|
| Subject                                      | Total     | Male  | Female | Total         | Male    | Female  |
| Subjects allied to medicine                  | 404       | 109   | 295    | £30,363       | £30,607 | £30,363 |
| Biological sciences                          | 611       | 300   | 311    | £29,479       | £30,363 | £28,850 |
| Veterinary sciences/related subjects         | 74        | 23    | 51     | £29,303       | £29,479 | £28,360 |
| Chemistry                                    | 103       | 75    | 28     | £30,506       | £30,506 | £30,954 |
| Physics                                      | 93        | 74    | 19     | £31,544       | £31,544 | £31,544 |
| Other physical sciences                      | 176       | 108   | 68     | £29,479       | £29,597 | £29,304 |
| Mathematical sciences                        | 150       | 107   | 43     | £30,363       | £30,363 | £30,607 |
| Computer science/librarianship/info science  | 405       | 295   | 110    | £29,479       | £29,479 | £28,744 |
| Engineering/technology/building/architecture | 359       | 278   | 81     | £30,363       | £30,363 | £28,360 |
| Social/political/economic studies            | 588       | 319   | 269    | £29,479       | £29,542 | £29,128 |
| Law  | 265       | 127   | 138    | £29,479       | £29,479 | £29,304 |
| Business/administrative studies              | 356       | 180   | 176    | £30,363       | £30,363 | £30,363 |
| Languages                                    | 388       | 145   | 243    | £27,390       | £27,390 | £27,390 |
| Humanities                                   | 323       | 186   | 137    | £27,989       | £27,989 | £27,989 |
| Creative arts/design                         | 410       | 226   | 184    | £28,360       | £28,360 | £28,191 |
| Education                                    | 215       | 88    | 127    | £29,479       | £29,479 | £29,150 |
| Unknown and combined subjects                | 603       | 303   | 300    | £28,009       | £28,360 | £27,989 |
| Total  | 5,523     | 2,943 | 2,580  | £29,128       | £29,479 | £29,128 |

Notes: Includes only staff with known salaries. Median salary has been rounded to the nearest £10.

# Academic and assistant academic staff including medicine and dentistry

- 51. In the earlier section of this report, medicine and dentistry academic and assistant academic staff were excluded from the tables. Some of these staff may have a contract of employment with the NHS rather than an HEI and, as such, are not covered by the HESA record. We include some tables in this section including this group of staff, although more analysis of this group is included in the HE workforce report (HEFCE 2006/21).
- 52. Figure 13 shows the effect of including medicine and dentistry staff on numbers of permanent academic staff between 1995-06 and 2004-05. Comparing these two time series we see that there are approximately 1,800 staff in medicine and dentistry, making up 3 per cent of the total permanent academic workforce.

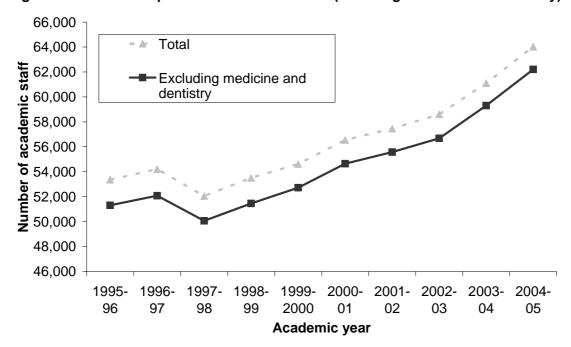


Figure 13 Numbers of permanent academic staff (including medicine and dentistry)

Notes: Pop C\*

# Professional and support staff

#### Overall

53. As of 2003-04 the HESA staff record has collected information on professional and support staff. This section updates the professional and support staff section of HEFCE 2005/23 to include data from 2004-05. As explained at the start of this report, there is evidence that a large part of the observed changes in the numbers of these staff over these two years are due to improvements in their identification and classification. No conclusions can therefore be drawn on year to year changes at this stage and therefore we only include data from 2004-05, the most recent record available to us. Analysis of the data on professional and support staff in 2003-04 is included in HEFCE 2005/23 (paragraphs 72 to 82).

54. The definitions of function areas for professional and support staff remain the same as in HEFCE 2005/23 (paragraph 73). We consider professional and support staff by four key function areas: managers and professionals; technicians; support administrators; and other professional and support roles. Since it is possible for a staff member to have more than one function within an institution, we have taken 'primary professional/support function' to mean the function in which they spend the most time (according to FTE).<sup>3</sup>

\_

<sup>&</sup>lt;sup>3</sup> In cases where an equal amount of time is devoted to two or more different functions, we have chosen the primary function according to the order in which they are listed in Table 19.

55. Table 20 shows the primary professional/support function of staff with professional and support roles. The proportion of managers and professionals has fallen since 2003-04, while the proportion of support administrators has grown. As mentioned above, this may be due to differences in the way data were returned by HEIs in the different years.

Table 20 Primary professional/support function of staff in English HEIs, 2004-05

| Primary professional/support function | Number  | Proportion of total |
|---------------------------------------|---------|---------------------|
| Managers and professionals            | 30,006  | 19%                 |
| Technicians                           | 21,549  | 14%                 |
| Support administrators                | 67,234  | 43%                 |
| Other, e.g. catering, maintenance     | 35,836  | 23%                 |
| Total                                 | 154.625 | 100%                |

Notes: The FTE figures are obtained by summing academic contracts and summing professional/support contracts over all staff included in this table. Pop F. Relates to Table 24 of HEFCE 2005/23

#### **Attributes**

#### Mode of working

56. Table 21 shows that the majority of professional and support staff work full-time. The 'Technicians' group has the highest proportion of full-time working.

Table 21 Staff with professional/support roles by mode, 2004-05

| Primary professional/support function | Number  | Proportion who are full-time |
|---------------------------------------|---------|------------------------------|
| Managers and professionals            | 30,006  | 82%                          |
| Technicians                           | 21,549  | 83%                          |
| Support administrators                | 67,234  | 62%                          |
| Other, e.g. catering, maintenance     | 35,836  | 44%_                         |
| Total                                 | 154,625 | 64%                          |

Notes: Pop F. Relates to Table 25 of HEFCE 2005/23

# **Contract**

57. The following tables of this section include only professional and support staff working a minimum of 40 per cent FTE. Table 22 shows the proportion of staff within each primary function group on permanent contracts. The 'Other, e.g. catering, maintenance' group has the highest rate of permanent working, at 92 per cent, compared with the lowest, at 76 per cent for technicians.

Table 22 Professional and support staff by contract, 2004-05

| Primary professional/support function | Number  | Proportion on permanent contracts |
|---------------------------------------|---------|-----------------------------------|
| Managers and professionals            | 28,246  | 81%                               |
| Technicians                           | 20,628  | 76%                               |
| Support administrators                | 58,765  | 81%                               |
| Other, e.g. catering, maintenance     | 28,549  | 92%                               |
| Total                                 | 136,188 | 83%                               |

Notes: Low activity staff excluded. Pop G. Equivalent to Table 26 of HEFCE 2005/23

#### Age

- 58. The age profile remains broadly similar to that seen in 2003-04 with 'Other, e.g. caterers, maintenance' having the oldest age profile.
- 59. Table 23 shows the mean and median ages for staff within each primary function. Support administrators have the lowest median age, at 39. It also shows the proportion of staff in each primary function group who are aged 50 or over. The group with the highest proportion of staff over 50 is in the category 'Other, e.g. caterers, maintenance' at 41 per cent, while the group with the lowest is support administrators at 25 per cent.

Table 23 Professional and support staff by age, 2004-05

| Primary professional/support function | Number  | Age<br>known | Mean age<br>(years) | Median age (years) | % 50 or over |
|---------------------------------------|---------|--------------|---------------------|--------------------|--------------|
| Managers and professionals            | 28,246  | 28,240       | 42                  | 42                 | 27%          |
| Technicians                           | 20,628  | 20,623       | 41                  | 41                 | 28%          |
| Support administrators                | 58,765  | 58,743       | 39                  | 39                 | 25%          |
| Other, e.g. caterers, maintenance     | 28,549  | 28,522       | 45                  | 46                 | 41%          |
| Total                                 | 136,188 | 136,128      | 41                  | 42                 | 29%          |

Notes: Low activity staff excluded. Pop G. Equivalent to Table 27 of HEFCE 2005/23

#### Sex

60. Table 24 shows the proportion of all professional and support staff who are female, by the different primary function groups. The highest proportion is in the support administrators group, at 82 per cent, compared with the lowest proportion, at 32 per cent for the technicians.

Table 24 Professional and support staff by sex, 2004-05

| Primary professional/support function | Number  | Proportion who are female |
|---------------------------------------|---------|---------------------------|
| Managers and professionals            | 28,246  | 53%                       |
| Technicians                           | 20,628  | 32%                       |
| Support administrators                | 58,765  | 82%                       |
| Other, e.g. catering, maintenance     | 28,549  | 49%                       |
| Total                                 | 136,188 | 62%                       |

Notes: Low activity staff excluded. Pop G. Equivalent to Table 28 of HEFCE 2005/23

#### **Ethnicity**

61. Table 25 shows the proportions of professional and support staff from a white ethnic background with the highest proportion being 'Managers and professionals' at 94 per cent. Technicians and 'Other, e.g. catering, maintenance' are the groups with the highest proportion of non-white staff, both at 10 per cent.

Table 25 Professional and support staff by ethnicity, 2004-05

| Primary professional/support function | Headcount | Total<br>known<br>ethnicity | Proportion from a white ethnic background |
|---------------------------------------|-----------|-----------------------------|---|
| Managers and professionals            | 28,246    | 26,741                      | 94%                                       |
| Technicians                           | 20,628    | 18,525                      | 90%                                       |
| Support administrators                | 58,765    | 55,459                      | 91%                                       |
| Other, e.g. catering, maintenance     | 28,549    | 25,264                      | 90%                                       |
| Total                                 | 136,188   | 125,989                     | 91%                                       |

Notes: Low activity staff excluded. Pop G. Equivalent to Table 29 of HEFCE 2005/23

# PhD starters and qualifiers

#### Introduction

- 62. This section updates the PhD starters and qualifiers section of HEFCE 2005/23 (paragraphs 83 to 89). Again, we include all PhD starters and qualifiers in HEIs across the UK.
- 63. Again, the PhD starters population is derived from data from two years either side of the time of starting the course, so we now have full data for 1997-98 to 2002-03. The population of PhD qualifiers is now available from 1995-06 to 2004-05. Details and data definitions are consistent with HEFCE 2005/23 (paragraph 84).

#### PhD starters

64. Overall, the number of PhD starters has continued to increase in 2004-05, while the proportion of home domiciled students has continued to fall.

Table 26 Numbers of home domiciled PhD starters, 1997-98 to 2002-03

|               | Number of PhD |                |                  |
|---------------|---------------|----------------|------------------|
| Academic year | starters      | Home domiciled | % Home domiciled |
| 1997-98       | 18,148        | 11,745         | 65%              |
| 1998-99       | 18,166        | 11,369         | 63%              |
| 1999-2000     | 18,870        | 11,717         | 62%              |
| 2000-01       | 19,548        | 12,022         | 61%              |
| 2001-02       | 19,547        | 11,742         | 60%              |
| 2002-03       | 20,158        | 11,843         | 59%              |

Notes: Pop H. Equivalent to Table 32 of HEFCE 2005/23

65. Table 27 shows that the number of home domiciled PhD starters has fallen by 1 per cent since 2000-01. Numbers in biological sciences, veterinary sciences/related subjects, chemistry, other physical sciences, engineering/technology/building/architecture, social/political/economic studies, languages and humanities have continued to fall. Numbers in education have fallen for the first time since 2000-01.

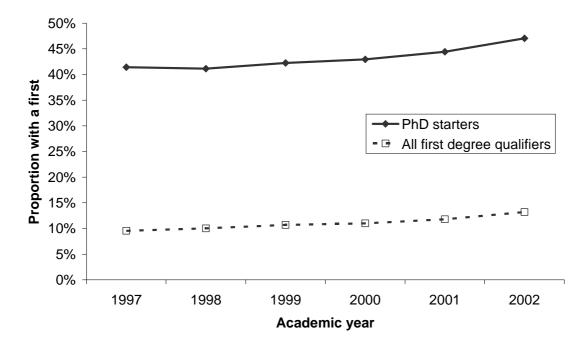
Table 27 Home domiciled PhD starters by subject area, 2000-01 to 2002-03

|  |         |         |         | %<br>Change<br>2000 to |
|--|---------|---------|---------|------------------------|
| Subject                                      | 2000-01 | 2001-02 | 2002-03 | 2002                   |
| Medicine and dentistry                       | 1,238   | 1,275   | 1,271   | 3%                     |
| Subjects allied to medicine                  | 781     | 723     | 814     | 4%                     |
| Biological sciences                          | 1,959   | 1,873   | 1,829   | -7%                    |
| Veterinary sciences/related subjects         | 222     | 207     | 178     | -20%                   |
| Chemistry                                    | 839     | 789     | 770     | -8%                    |
| Physics                                      | 459     | 475     | 503     | 10%                    |
| Other physical sciences                      | 510     | 458     | 482     | -5%                    |
| Mathematical sciences                        | 248     | 301     | 358     | 44%                    |
| Computer science/librarianship/info science  | 459     | 481     | 506     | 10%                    |
| Engineering/technology/building/architecture | 1,303   | 1,229   | 1,293   | -1%                    |
| Social/political/economic studies            | 834     | 849     | 699     | -16%                   |
| Law  | 117     | 111     | 158     | 35%                    |
| Business/administrative studies              | 408     | 449     | 430     | 5%                     |
| Languages                                    | 636     | 607     | 629     | -1%                    |
| Humanities                                   | 782     | 747     | 761     | -3%                    |
| Creative arts/design                         | 312     | 305     | 384     | 23%                    |
| Education                                    | 702     | 593     | 619     | -12%                   |
| Unknown and combined subjects                | 213     | 270     | 159     | -25%                   |
| Total  | 12,022  | 11,742  | 11,843  | -1%                    |

Notes: Pop H. Equivalent to Table 33 of HEFCE 2005/23

66. Figure 14 shows that the proportion of PhD starters who hold a first class degree has risen to 47 per cent in 2004-05. The (weighted, see Note for Figure 14) proportion has also continued to increase, reaching 13 per cent in 2004-05.

Figure 14 Proportion of UK domiciled PhD starters with a first class degree



Notes: Includes students who qualified with a degree in the two years prior to starting a PhD. Excludes those for whom class of degree is not known. The proportion of first degree qualifiers with a first is weighted by subject area and year of degree qualification of PhD starters. Pop H. Equivalent to Figure 20 of HEFCE 2005/23

# PhD qualifiers

67. Table 28 shows that the number of home domiciled PhD qualifiers has stabilised at around 9,400 since 2003-04, while the number of overseas qualifiers has continued to grow, to 15,606 in 2004-05.

Table 28 Numbers of home domiciled PhD qualifiers, 1995-96 to 2004-05

| Academic<br>Year | Number of PhD qualifiers | Home domiciled | % Home domiciled |
|------------------|--------------------------|----------------|------------------|
| 1995-96          | 10,886                   | 7,109          | 65%              |
| 1996-97          | 11,878                   | 7,766          | 65%              |
| 1997-98          | 12,682                   | 8,229          | 65%              |
| 1998-99          | 13,227                   | 8,775          | 66%              |
| 1999-2000        | 13,739                   | 9,059          | 66%              |
| 2000-01          | 13,899                   | 8,924          | 64%              |
| 2001-02          | 14,049                   | 8,949          | 64%              |
| 2002-03          | 14,667                   | 8,997          | 61%              |
| 2003-04          | 15,049                   | 9,413          | 63%              |
| 2004-05          | 15,606                   | 9,417          | 60%              |

Notes: Pop I. Equivalent to Table 34 of HEFCE 2005/23

68. Table 29 shows that the number of PhD qualifiers has increased by 5 per cent over the period since 2002-03. Subjects such as chemistry and mathematical sciences, where numbers had been falling, have started to see small increases. Numbers in physics have continued to decline.

Table 29 Home domiciled PhD qualifiers by subject, 2002-03 to 2004-05

|  |         |         |         | %<br>Change |
|--|---------|---------|---------|-------------|
| Cubinat                                      | 2002.02 | 2002.04 | 2004.05 | 2002 to     |
| Subject                                      | 2002-03 | 2003-04 | 2004-05 | 2004        |
| Medicine and dentistry                       | 1,057   | 1,243   | 1,238   | 17%         |
| Subjects allied to medicine                  | 629     | 629     | 661     | 5%          |
| Biological sciences                          | 1,616   | 1,730   | 1,724   | 7%          |
| Veterinary sciences/related subjects         | 158     | 167     | 170     | 8%          |
| Chemistry                                    | 686     | 742     | 707     | 3%          |
| Physics                                      | 439     | 394     | 383     | -13%        |
| Other physical sciences                      | 398     | 448     | 478     | 20%         |
| Mathematical sciences                        | 205     | 221     | 223     | 9%          |
| Computer science/librarianship/info science  | 212     | 275     | 303     | 43%         |
| Engineering/technology/building/architecture | 1,006   | 945     | 938     | -7%         |
| Social/political/economic studies            | 645     | 634     | 614     | -5%         |
| Law  | 100     | 76      | 63      | -37%        |
| Business/administrative studies              | 252     | 244     | 210     | -17%        |
| Languages                                    | 502     | 481     | 466     | -7%         |
| Humanities                                   | 506     | 511     | 574     | 13%         |
| Creative arts/design                         | 170     | 158     | 176     | 4%          |
| Education                                    | 326     | 349     | 373     | 14%         |
| Unknown and combined subjects                | 90      | 166     | 116     | 29%         |
| Total  | 8,997   | 9,413   | 9,417   | 5%          |

Notes: Pop I. Equivalent to Table 35 of HEFCE 2005/23