

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

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Staff employed at HEFCE funded HEIs: update

Trends and profiles

To	Heads of HEFCE funded higher education institutions
Of interest to those responsible for	Staff data, Planning, Human resources management
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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:
- The number has continued to rise between 2002-03 and 2004-05.
 - There has been significant growth in the proportion of staff on permanent contracts between 2002-03 and 2004-05.
 - 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.
 - There has been a continued rise in the proportion in higher grades in 2004-05.
 - The proportion aged 50 or over remained the same at 41 per cent from 2002-03 to 2004-05.
 - 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 English HEI on the census date of 1 December.	Pop A
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.	Pop B
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.	Pop E
Staff with professional/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	Pop H
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

	Number	% Total 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

	Number	% Total 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

Role	Headcount		FTE	
	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

Type of institution	Number	Number of staff			Total staff FTE		
		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

Staff type	All staff with an academic role		Excluding medicine and dentistry	
	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

Type of institution	Number	Number of staff			Total staff FTE		
		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

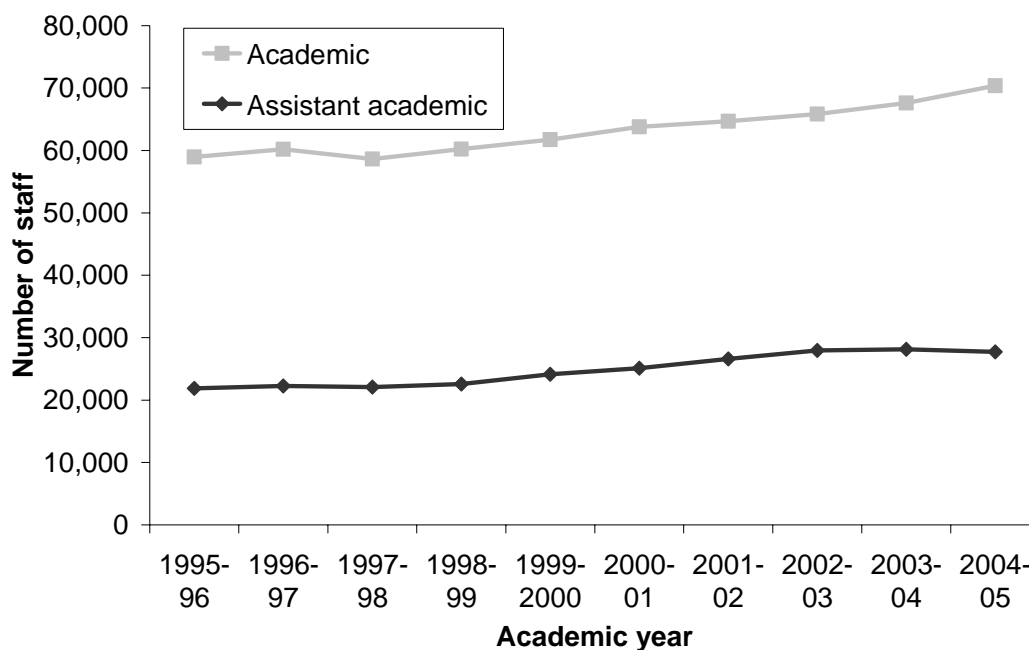
21. This section focuses on staff with academic roles employed within English HEIs, which as shown in Table 3, make up 84 per cent of all staff with academic roles employed in HEIs in the UK.

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.

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

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

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.

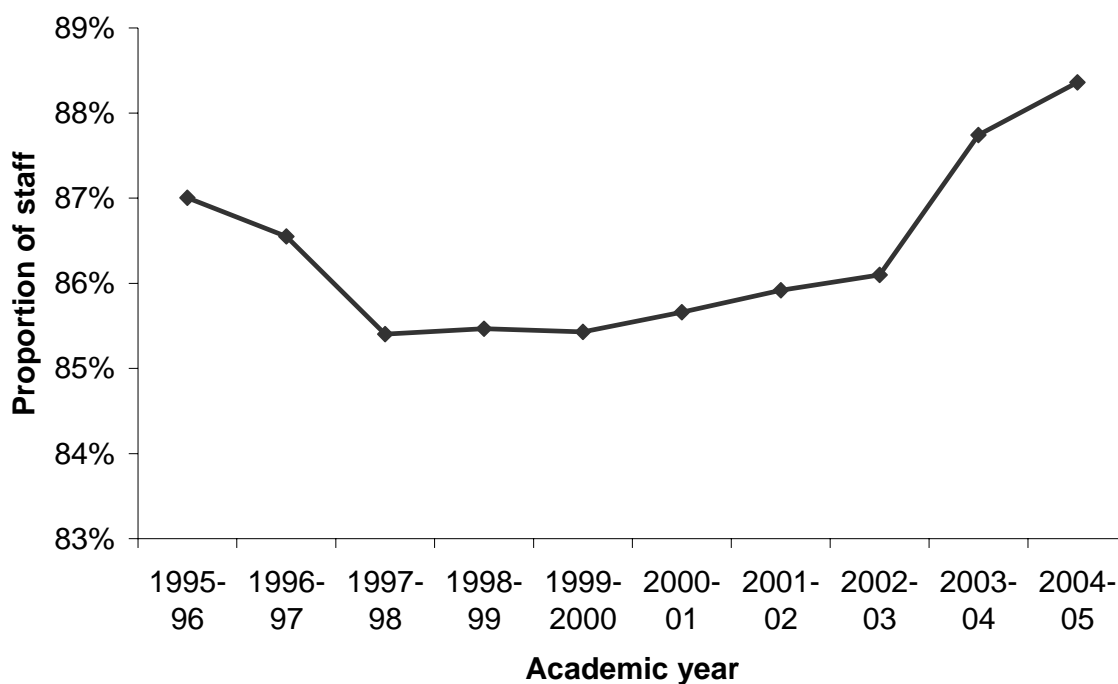
Table 9 Type of institution by grade, 2004-05

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

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.

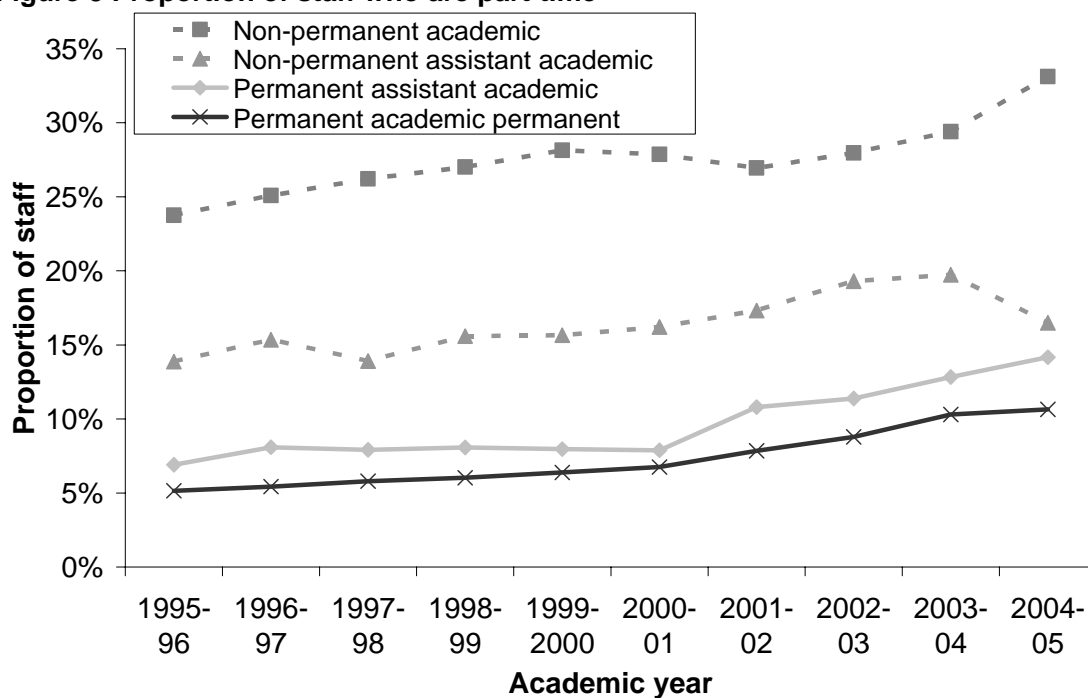
Figure 2 Proportion of academic staff who are permanent



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



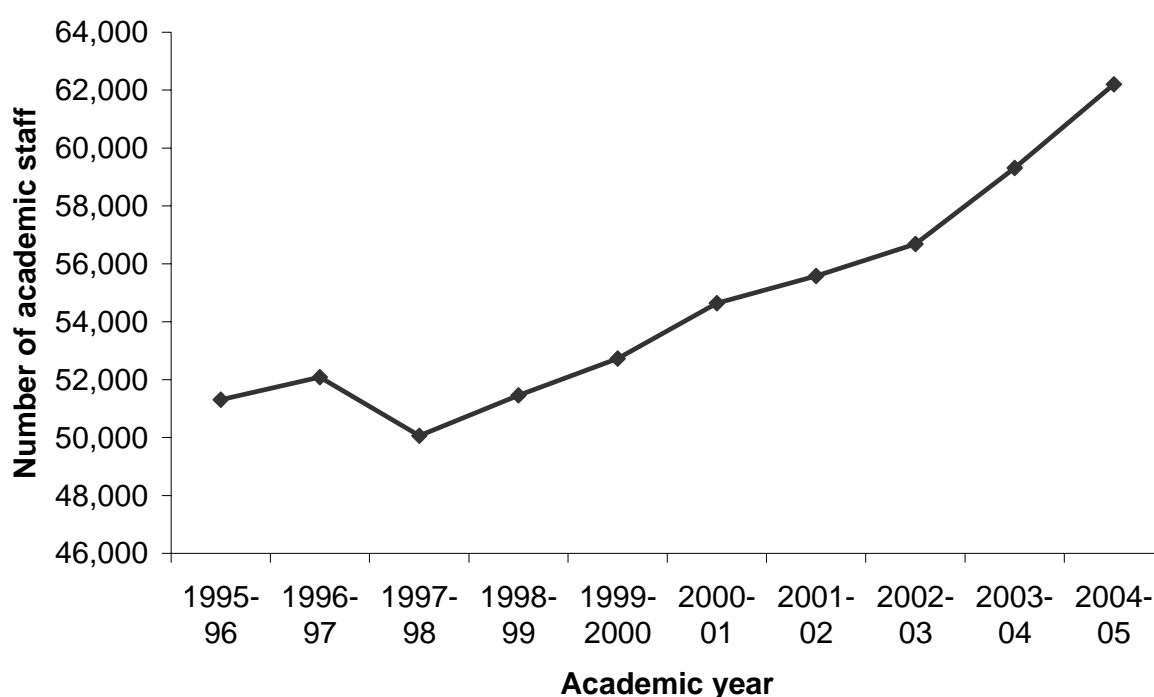
Notes: For all years we have excluded the returns from one institution where the available data were not credible. Pop C Equivalent to Figure 4 of HEFCE 2005/23

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.

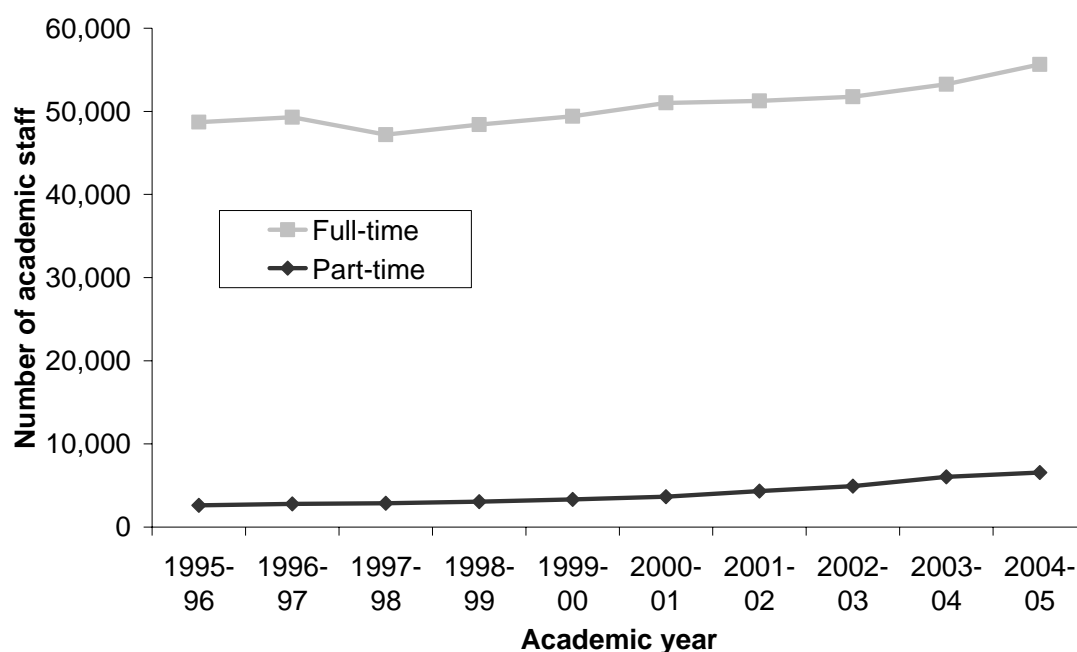
Figure 4 Numbers of permanent academic staff, 1995-96 to 2004-05



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

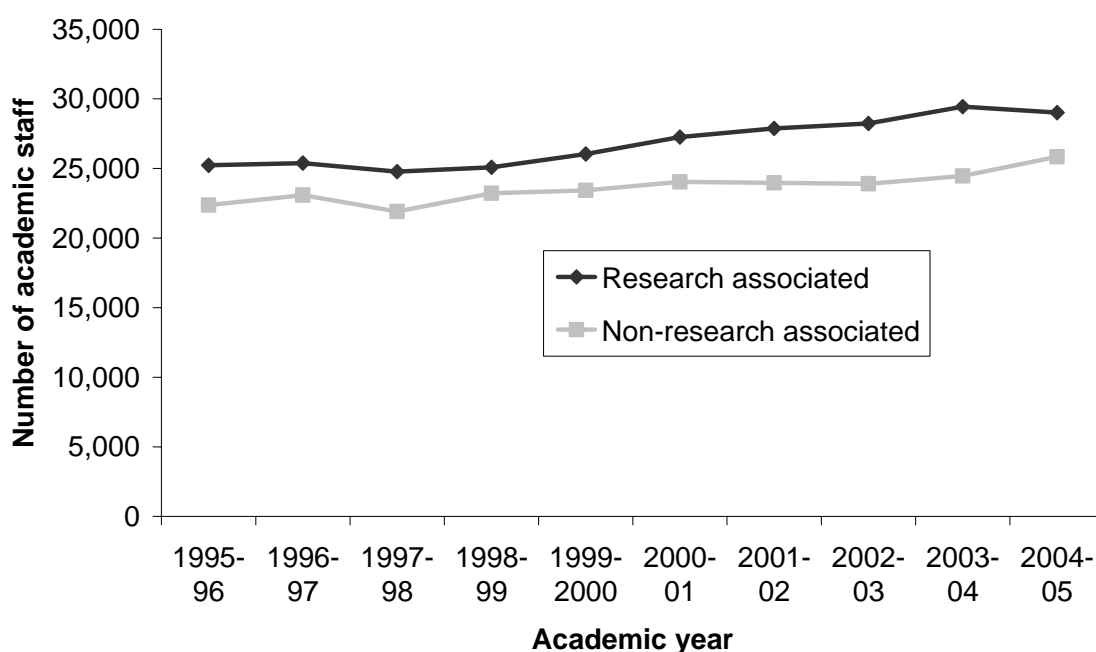


Notes: Pop D

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

Subject	2002-03	2003-04	2004-05	Growth 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%

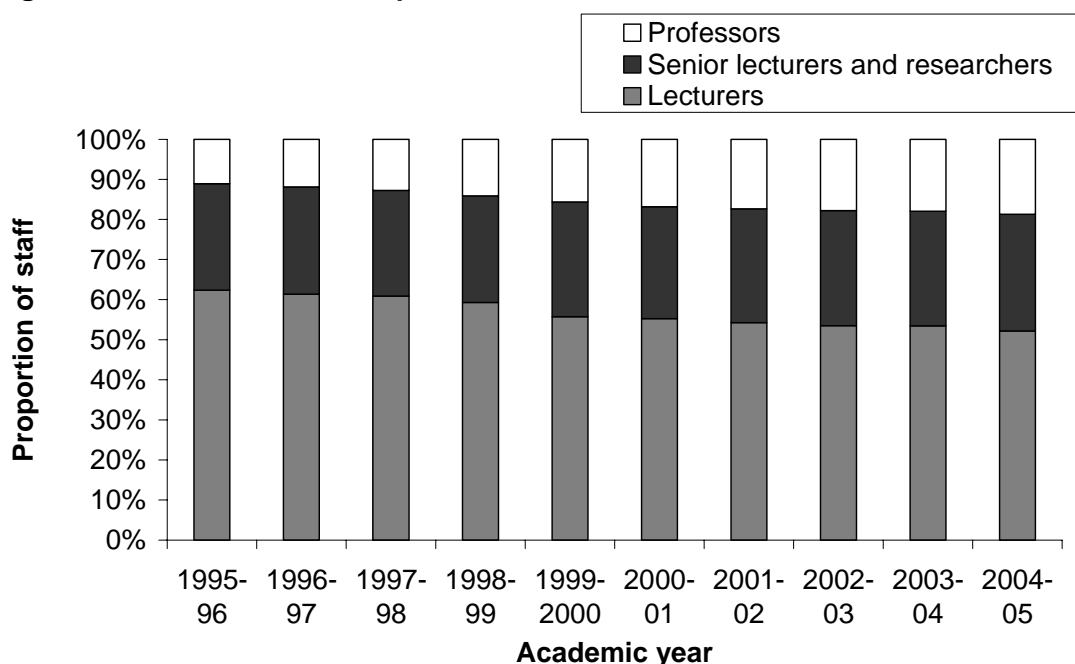
Education	3,303	3,545	3,859	17%
Unknown and combined subjects	2,522	5,717	5,967	137%
Total	56,686	59,309	62,204	10%

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.

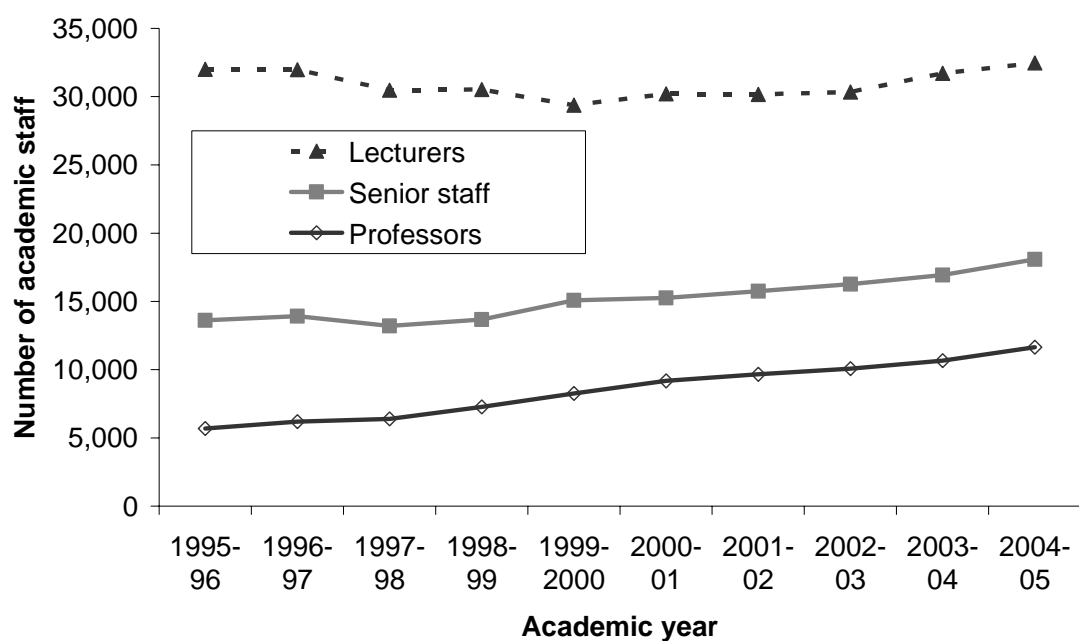
Figure 7 Grade distribution of permanent academic staff



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



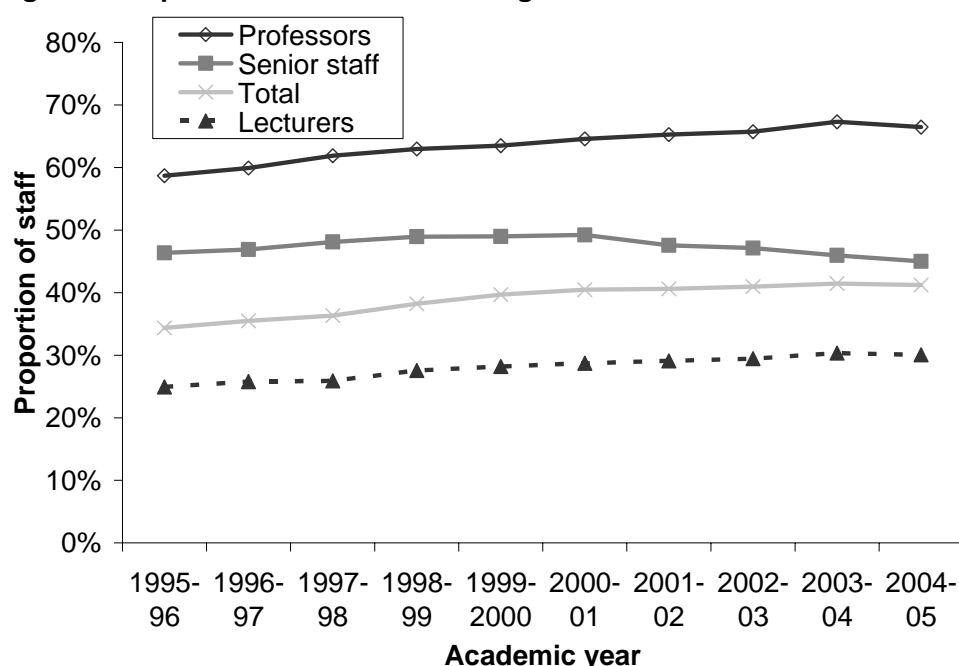
Notes: Pop D

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

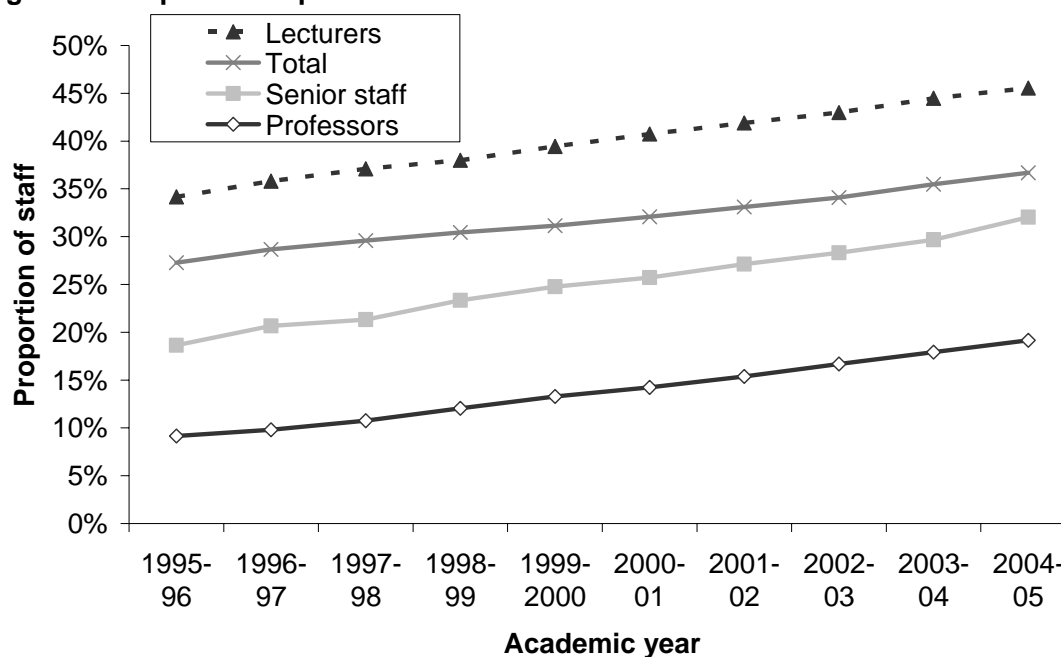
Subject	2002-03		2003-04		2004-05	
	Total	% 50 plus	Total	% 50 plus	Total	% 50 plus
Subjects allied to medicine	4,978	34%	5,178	35%	5,556	36%
Biological sciences	5,814	39%	5,882	39%	6,331	39%
Veterinary sciences/related subjects	568	34%	547	38%	560	34%
Chemistry	1,520	40%	1,484	39%	1,466	38%
Physics	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

Subject	2002-03		2003-04		2004-05	
	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

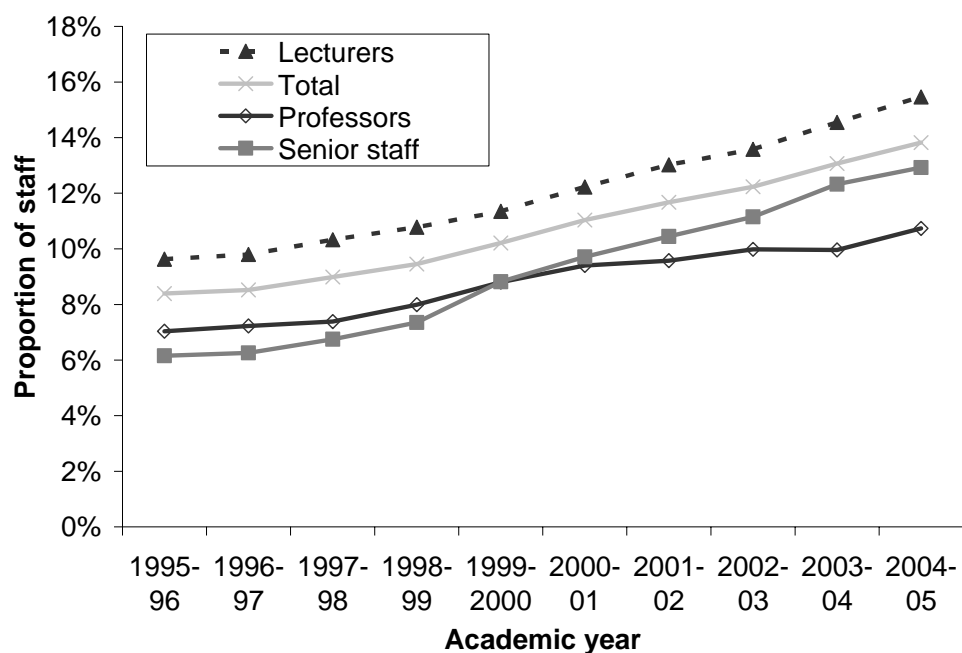
Nationality	2002-03	2003-04	2004-05	% Change 2002-04
UK	48,224	50,298	52,196	8%
Western Europe and Scandinavia	2,622	3,018	3,435	30%
Eastern and Central Europe	698	806	915	30%
Australia, US, Canada and New Zealand	1,768	1,926	2,029	14%
China, Japan and East Asia	478	526	604	26%
Middle East and Central 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.¹

¹ 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

Subject	% Non-UK national		
	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%

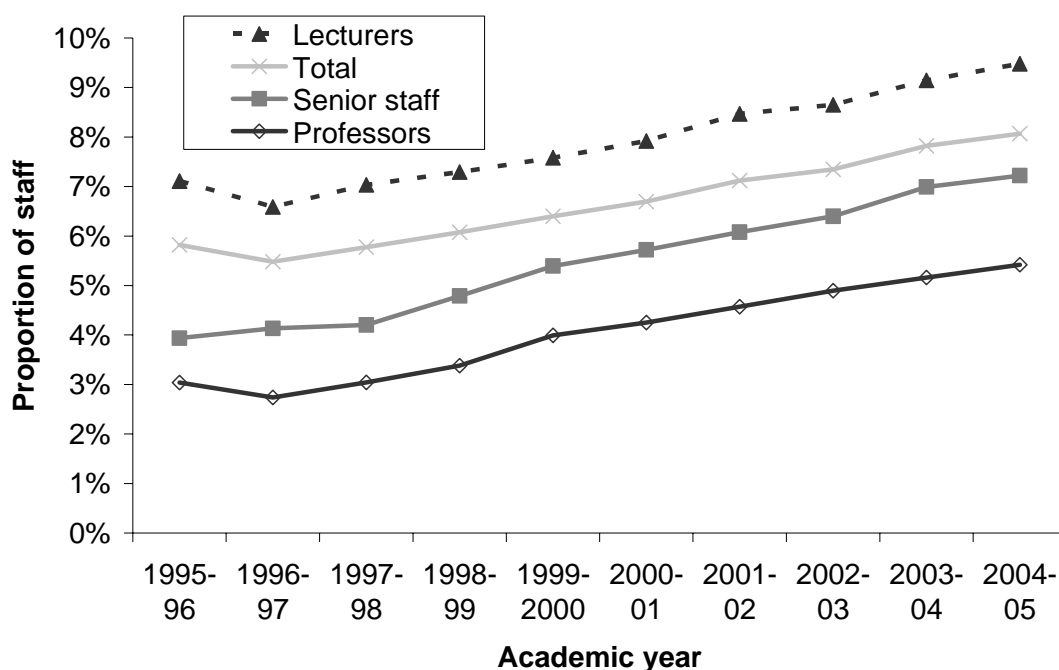
Notes: Pop D. Equivalent to Table 15 of HEFCE 2005/23

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 ethnic 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.² 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

² Percentages based on staff with known ethnicities.

Table 16 Growth in numbers of permanent academic staff by ethnicity

Ethnic background	Grade	2002-03	2003-04	2004-05	% Change 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

Subject	Headcount	Total with known salary	Median salary	% Greater than £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

Subject	Median salary			% Greater than £50,000	
	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

Subject	Headcount			Median salary		
	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

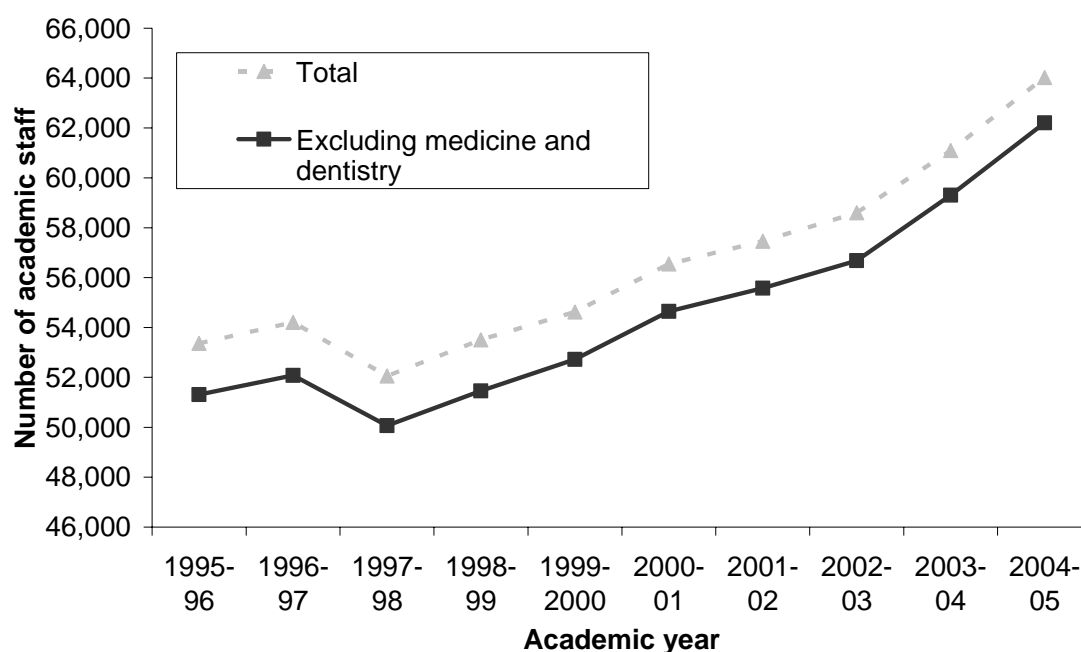
Notes: Includes only staff with known salaries. Median salary has been rounded to the nearest £10.

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).³

³ 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 known	Mean age (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 known 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

Academic year	Number of PhD 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.

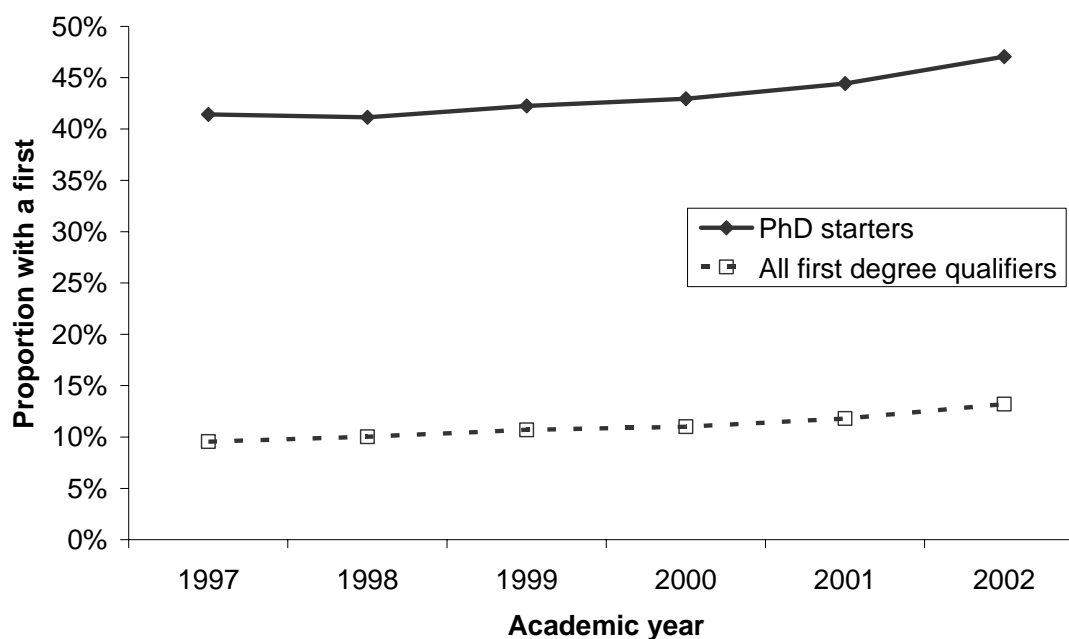
Table 27 Home domiciled PhD starters by subject area, 2000-01 to 2002-03

Subject	2000-01	2001-02	2002-03	% Change 2000 to 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 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

Subject	2002-03	2003-04	2004-05	% Change 2002 to 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