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[REDACTED]

07 January 2015

Dear [REDACTED]

**Freedom of Information Act 2000 – Information request (ref: FOI\_14-248)**

We have now considered your request of 18 December 2014 for information relating to the salaries of academic members of staff.

As requested, our response is in the accompanying Excel file 'FOI\_14-248 Appendix A'. For reference, a copy of your original request and our response is also provided on page 2 of this letter. We hope this will meet your requirements.

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You have the right of appeal against our response to your request. If you wish to appeal, please set out in writing your reasons for appealing and send to the above address.

You must appeal our decision within 60 calendar days of the date of this letter. Any appeal received after that date will not be considered nor acknowledged. This policy has been reviewed and approved by the Information Commissioner's Office.

You also have a subsequent right of appeal to the Information Commissioner's Office. Further information is available on their website:

[https://ico.org.uk/Global/contact\\_us](https://ico.org.uk/Global/contact_us), or by telephone on 0303 123 1113.

Please quote our reference given at the head of this letter in all correspondence.

Yours sincerely

Ellen Paterson  
Information Policy and Compliance Manager  
University of East Anglia

## Response to Freedom of Information Act 2000 request (FOI\_14-248)

Under the Freedom of Information Act 2000 I seek access to documents detailing the following information about academics' salaries at the university.

1. The number of academics currently employed, broken down by gender, position (eg. professor, lecturer), and department/faculty (eg. humanities, business, STEM, or in whatever way you hold this information).

	Female	Male
<b>Faculty of Medicine &amp; Health Sciences</b>		
Clinical Lecturer	9	4
Clinical Professor	2	7
Clinical Reader*	0	4
Clinical Senior Lecturer	6	4
Clinical Tutor	4	2
Lecturer	84	20
Professor	11	22
Reader	7	3
Senior Lecturer	22	10
Tutor	0	0
<b>Faculty of Arts &amp; Humanities</b>		
Lecturer	53	55
Professor	16	34
Reader	5	3
Senior Lecturer	24	40
Tutor	11	1
<b>Faculty of Science</b>		
Lecturer	21	48
Professor	13	57
Reader	7	20
Senior Demonstrator	3	0
Senior Lecturer	22	51
Tutor	0	2
<b>Faculty of Social Sciences</b>		
Lecturer	71	70
Professor	14	34
Reader	2	7
Senior Lecturer	30	41
Tutor	3	0

\* The Clinical Reader post does not appear in the following table as the individuals are either new staff for the 2014/15 academic year, or have moved from other Faculty positions.

2. The average salary of male academics, broken down by position and department/faculty, for the academic year 2013-2014, 2012-2013, 2011-2012 and 2010-2011.

3. The average salary of female academics, broken down by position and department/faculty, for the academic year 2013-2014, 2012-2013, 2011-2012 and 2010-2011.

	2010/11	2010/11	2011/12	2011/12	2012/13	2012/13	2013/14	2013/14
	Female	Male	Female	Male	Female	Male	Female	Male
<b>Faculty of Medicine &amp; Health Sciences</b>								
Clinical Lecturer	£48,837.71	£52,564.38	£50,383.30	£54,455.14	£49,551.15	£55,739.57	£49,770.77	£60,748.20
Clinical Professor	£93,135.50	£95,046.00	£93,210.50	£92,261.25	£94,143.00	£96,022.83	£101,451.00	£94,820.11
Clinical Senior Lecturer	£79,058.00	£82,912.67	£81,441.25	£85,631.00	£79,261.60	£88,185.64	£79,376.80	£88,149.83
Clinical Tutor	£53,663.00	N/A	£53,663.00	N/A	£51,040.25	£47,735.50	£51,507.75	£47,735.50
Lecturer	£42,747.61	£41,613.16	£42,794.54	£41,439.30	£42,867.93	£42,784.91	£43,136.30	£43,929.50
Professor	£78,557.75	£92,943.38	£83,107.75	£86,428.90	£88,036.30	£86,307.12	£84,270.00	£81,046.25
Reader	£54,133.00	£68,981.00	£54,283.00	N/A	£55,658.75	£53,233.00	£55,675.00	£53,765.00
Senior Lecturer	£50,996.33	£51,184.64	£51,756.35	£51,550.14	£52,500.30	£51,177.00	£52,047.80	£51,272.20
Tutor	N/A	N/A	N/A	N/A	N/A	£24,049.00	N/A	£24,289.00
<b>Faculty of Arts &amp; Humanities</b>								
Lecturer	£35,573.00	£34,947.03	£34,458.73	£34,958.16	£36,313.18	£34,937.52	£37,286.42	£36,035.85
Professor	£64,361.99	£66,401.84	£64,481.56	£64,423.34	£65,072.99	£66,251.11	£65,360.67	£67,403.35
Reader	£51,025.00	£52,401.11	£50,901.00	£53,100.25	£50,284.00	£53,631.25	£51,858.50	£53,520.50
Senior Lecturer	£49,385.91	£50,082.42	£50,296.91	£49,885.33	£50,836.88	£49,727.75	£50,624.56	£50,864.05
Tutor	£24,927.14	£25,123.00	£26,055.73	£26,396.98	£27,287.84	£26,093.99	£27,519.15	£28,560.99
<b>Faculty of Science</b>								
Lecturer	£39,415.09	£40,261.83	£39,825.68	£40,180.60	£40,534.26	£40,978.68	£38,138.53	£40,616.86

	2010/11	2010/11	2011/12	2011/12	2012/13	2012/13	2013/14	2013/14
	Female	Male	Female	Male	Female	Male	Female	Male
Professor	£61,801.55	£69,891.79	£62,870.40	£70,558.12	£65,179.18	£72,197.05	£69,106.25	£75,792.41
Reader	£52,890.20	£52,017.17	£52,036.33	£52,759.31	£51,781.88	£53,278.08	£53,024.88	£54,236.92
Senior Demonstrator	£24,417.18	£25,836.20	£26,392.60	£25,251.00	£28,735.50	£30,424.00	£30,763.33	£32,590.00
Senior Lecturer	£50,169.29	£51,094.56	£50,694.44	£51,906.76	£51,243.25	£52,246.89	£51,756.13	£52,703.10
Tutor	N/A	£24,650.34	N/A	£26,300.99	N/A	£27,878.32	N/A	£28,972.03
Faculty of Social Sciences								
Lecturer	£41,708.09	£40,845.26	£42,080.08	£41,320.70	£42,299.26	£42,339.92	£42,882.32	£42,991.67
Professor	£62,643.38	£69,490.24	£64,836.36	£71,052.00	£68,673.53	£73,710.02	£70,639.72	£74,566.16
Reader	£54,157.00	£55,568.38	£55,398.33	£55,894.11	£57,312.00	£55,676.00	£56,252.00	£54,502.57
Senior Lecturer	£51,825.45	£50,885.78	£51,339.37	£50,795.84	£50,906.84	£51,732.04	£51,860.68	£52,159.82
Tutor	N/A	N/A	N/A	N/A	£24,048.85	N/A	£25,391.38	N/A