

EDC14D009

Title: *Career Pipeline at UEA by Gender – Data Update Report*
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Circulation: Equality and Diversity Committee – 3 March 2015
Agenda: EDC14A002
Version: Final
Status: Open

Issue

The paper refers to and should be read in conjunction with the Data Document (Appendix 1)

Recommendation

Data provided follows the template for Silver Athena SWAN and is at University level. The Commentary document explains how the data has been ‘cut’ (e.g. Schools with Athena SWAN Awards, Schools without Athena SWAN awards).

Resource Implications

N/a.

Risk Implications

The paper supports the Athena SWAN Agenda which in turn helps the University secure research funding.

Equality and Diversity

The paper is part of the University’s work on gender equality.

Timing of decisions

This is very much a base line. The template will be filled as a first draft to assess the position more fully and brought to the May meeting.

Further Information

N/a.

Background

The University is at the point where it must assess whether it will apply for a Silver award or a Bronze renewal award in the first instance. The data is the first step in this process and is to inform the Committee about the initial findings.

Discussion

The change, if any, in the career pipeline for academic women at the University between 2009 and 2014.

Attachments

This summary must be read in conjunction with Appendix 1.

UEA – student and staff data at January 2015 – Commentary Document (to be read with Data Snapshot at January 2015)

Executive Summary

Data reflects the information required for the Bronze/Silver level Athena SWAN award templates.

The data has been cut four ways:

- All UEA – i.e. all Schools, at level stated on individual graph
- SET Schools Only who have gained Athena SWAN awards (i.e. MED, HSC, BIO, PHA, ENV)
- SET Schools only with no Athena SWAN award (CMP, MTH, PSY)
- Non SET Schools (HUM, SSF (ex PSY))

Bronze/Bronze renewal level requires UEA only data

Silver submissions require All UEA, SET Schools with AS, SET Schools without AS.

Non SET School data is included for information

STUDENT DATA (pages 1 - 6)

Undergraduates (FT): static – no +/- trend in any group. SET Schools without AS awards have around 25% fewer female students.

Undergraduates (PT): noticeably more female students, negative trend for women over period in SET without AS and Non SET

Postgraduate Taught (FT): All UEA, SET with AS and Non SET all relatively flat with 60-70% women; SET without AS shows + female trend, 20 – 40% over period shown.

Postgraduate Taught (PT): All UEA and Non SET shows flat data, women at 70%; SET with AS reduction 75 – 65%; SET without AS positive trend +20%

Postgraduate Research (FT): relatively little movement, between 50 – 60% PGR students are women in all groups, except SET without AS with 20-30% women.

Postgraduate Research (PT): All UEA, SET with AS and Non SET relatively little movement, between 55 – 60% students are women. SET without AS female students usually around 30%.

STAFF DATA (page 7 -14)

UEA Career pipeline 2009/2014: some improvement in proportion of women attaining Senior Lecturer/Reader/Chair positions;

UEA ATR: proportion of women achieving senior posts showing some improvement, +9% Reader, +6% Professor

UEA ATS: pipeline significantly improved for both genders, women in all Faculties achieving Reader and Chair positions; twice as many men in Chairs – than women but 35% of ATS Chairs are held by women cf. 25% in ATR pipeline. Far fewer posts at Reader and Chair overall than in ATR career pipeline.

Attrition: highest turnover at RA level; higher turnover in 2014 overall; more Chairs of both genders leaving; turnover of women lower throughout (p8)

UEA SET with AS - All: +6% women at Reader level; other points in pipeline almost no change.

UEA SET with AS – ATS: better career pipeline for both genders and balance is almost 50/50 at Chair level. Only track to show this so far.

UEA SET with AS – ATR: almost no change at all. 50/50 at lecturer level but currently 22% of Chairs are women.

Attrition: highest turnover at RA level; higher turnover in 2014 overall; more Chairs of both genders leaving; no women leaving at Senior Lecturer or Reader levels (p10)

UEA SET without AS – All: +14% female Chairs since 2009, almost flat pipeline for women with the exception of Readers.

UEA SET without AS – ATS: No women beyond Senior Lecturer level - in 2009 no women beyond Lecturer.

UEA SET without AS – ATR: Improvements at Senior Lecturer (+13%) and Chair (+16%)

Attrition: highest turnover at RA level; no female leavers beyond Researcher level; increase in male leavers at Lecturer level but no leavers beyond (p12)

UEA Non SET – All: +20% for readers; +7% in female Chairs

UEA Non SET – ATS: +8% female Senior Lecturers; Chairs of both gender; 30% are women.

UEA Non SET - ATR: -7% women at Lecturer level; +11% female Readers; +7% female Chairs.

Attrition: highest turnover at RA level; higher turnover in 2014 overall; no women leavers beyond Senior Lecturer level (2009 no leavers above Lecturer level (p14)

UEA All – use of Fixed Term Contracts: Figures show a 5 % increase in fixed term contracts for women over the six year period; researchers increased by 19% over the same period – use of fixed term contracts doesn't appear to be disproportionate but more women than men are on fixed term contracts.

UEA with AS – use of Fixed Term Contracts: use of fixed term contracts has increased for both men and women by approx. 10%; women are 10% more likely to be on fixed term contracts but the total percentage of women in the Schools is 16% higher than men

UEA without AS – use of Fixed Term Contracts: the proportion of men on fixed term contracts has been fairly stable at around 35%; the proportion of women on fixed term contracts has decreased from 50% to c35% over the same period. Just over a fifth of staff in the School are women.

UEA Non SET – use of Fixed Term Contracts: proportions of women and men on fixed term contracts are roughly equal over the period; numbers of researchers have been roughly the same for both genders.

Recruitment

UEA All – applications: women's applications range between 35 – 40% from 2009 to 2014.

UEA with AS: women's applications range between 40 – 50% in 6 year period

UEA without AS: positive trend in women's applications from 20 – 30% from 2009 – 2013; drop back to 20% in 2014.

UEA Non SET: women's applications consistently between 35 – 40% during period shown.

Employment Rates – in all groups women, are proportionately more likely to be successful in recruitment. More detailed data to be examined (i.e. at different grade levels) at a later stage.

Promotion rates –

UEA All: More men are promoted to Reader and Professor posts; numbers of women promoted at senior levels have been variable over the six year period.

UEA with AS: women's promotions show an improvement since 2012.

UEA without AS: promotion levels for women are significantly lower especially at senior levels, although promotion activity for men is not high either.

UEA Non SET: This group shows the highest level of activity for women although numbers are still lower than for men above Lecturer level.

UEA STUDENT AND STAFF DATA BY GENDER DATA SNAPSHOT AT JANUARY 2015

Please read with 'UEA Student and Staff Data by Gender - Commentary Document'

Helen Murdoch/Matthew Gooch
February 2015

**UEA Undergraduate Student Numbers
(Full-Time) 2009 - 2014**

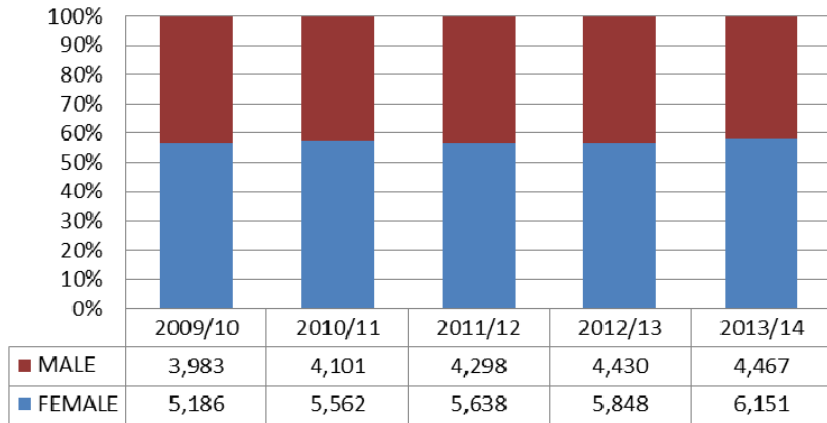


Figure 1

**UEA SET (with AS)
Undergraduate Student Numbers
(Full-Time) 2009 - 2014**

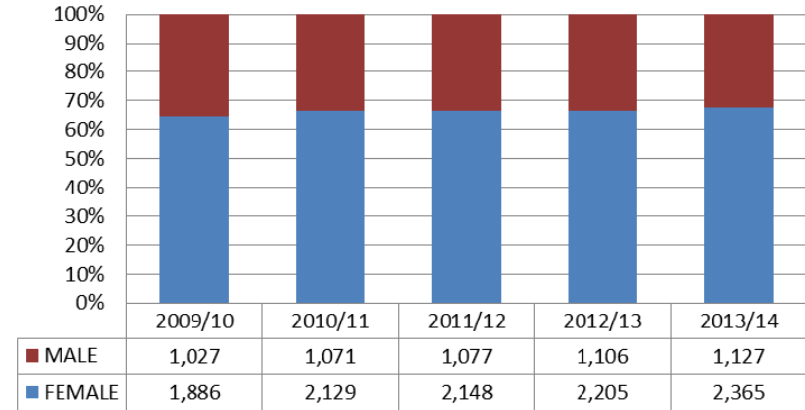


Figure 2

**UEA SET (without AS)
Undergraduate Student Numbers
(Full-Time) 2009 - 2014**

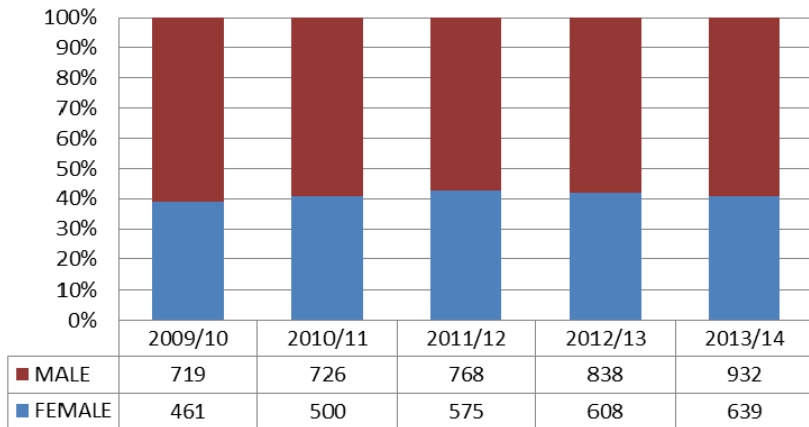


Figure 3

**UEA Non-SET
Undergraduate Student Numbers
(Full-Time) 2009 - 2014**

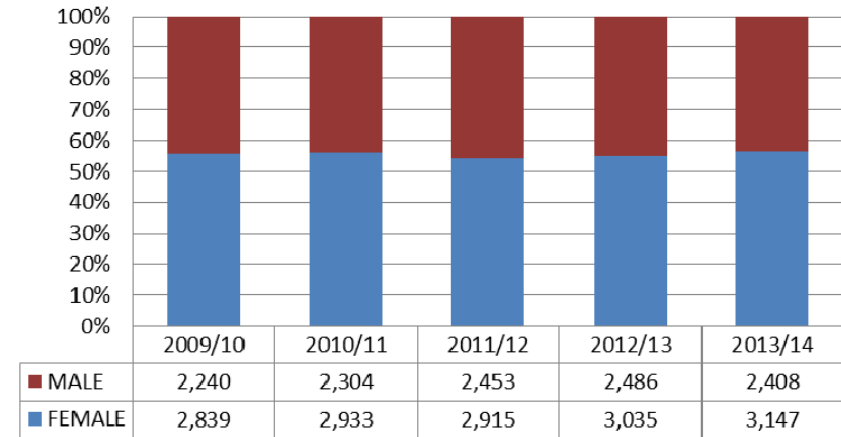


Figure 4

**UEA Undergraduate Student Numbers
(Part-Time) 2009 - 2014**

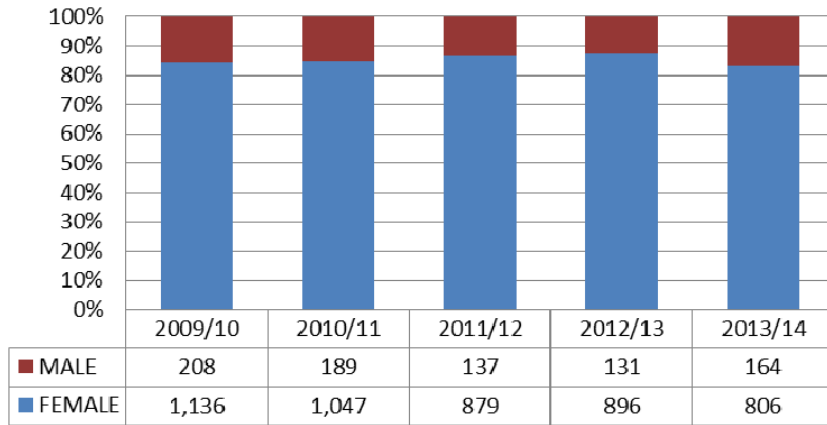


Figure 5

**UEA SET (with AS)
Undergraduate Student Numbers
(Part-Time) 2009 - 2014**

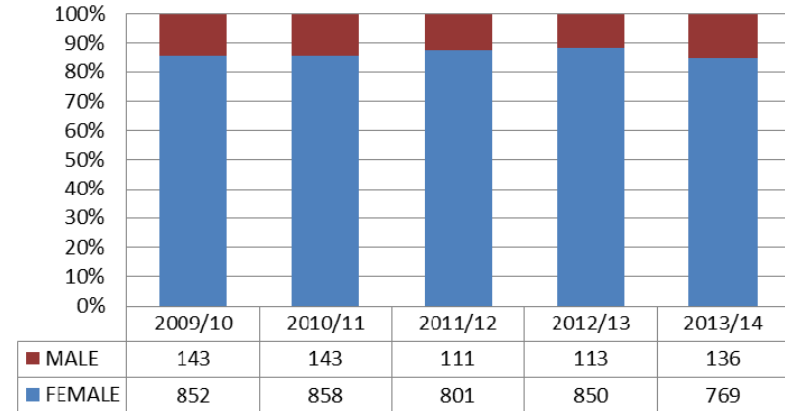


Figure 6

**UEA SET (without AS)
Undergraduate Student Numbers
(Part-Time) 2009 - 2014**

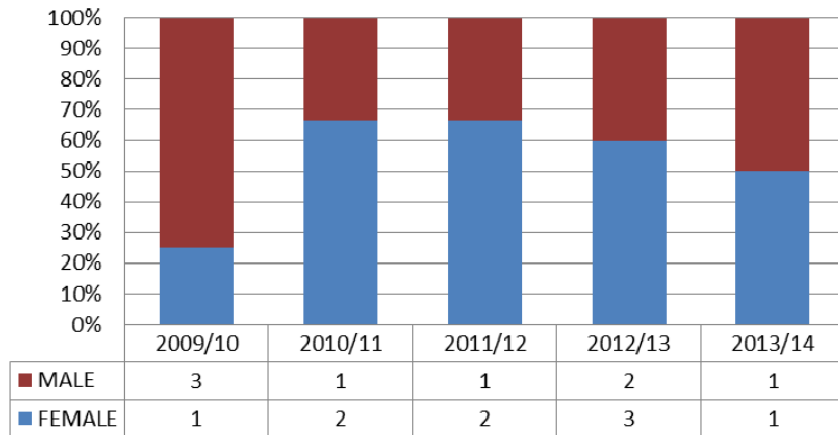


Figure 7

**UEA Non-SET
Undergraduate Student Numbers
(Part-Time) 2009 - 2014**

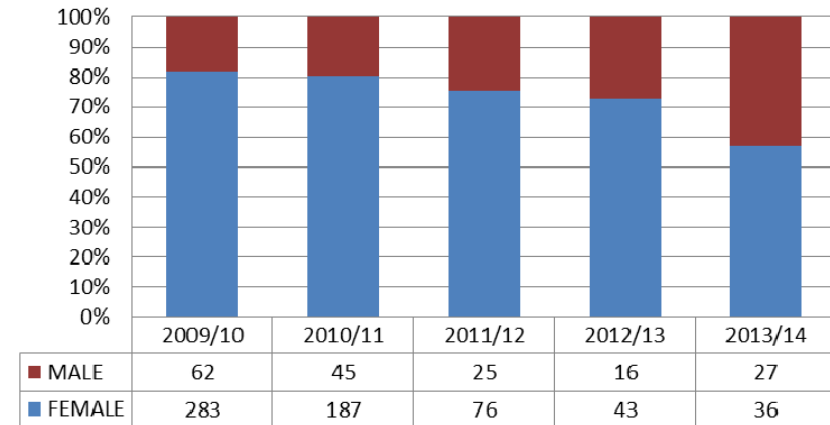


Figure 8

**UEA Postgraduate Taught Student Numbers
(Full-Time) 2009 - 2014**

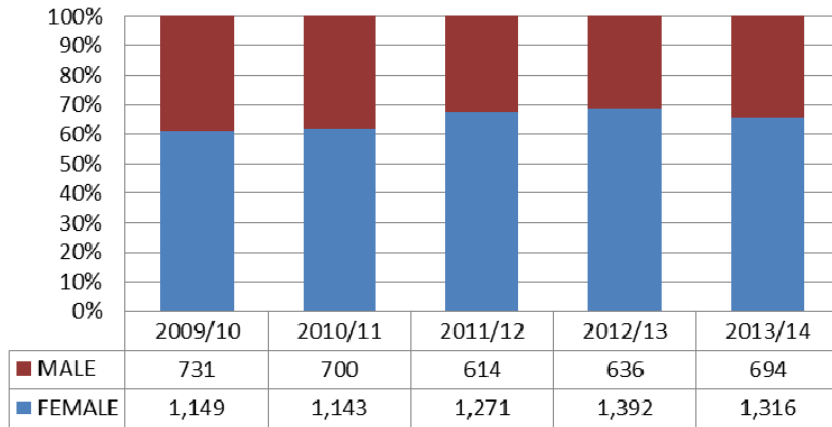


Figure 9

**UEA SET (with AS)
Postgraduate Taught Student Numbers
(Full-Time) 2009 - 2014**

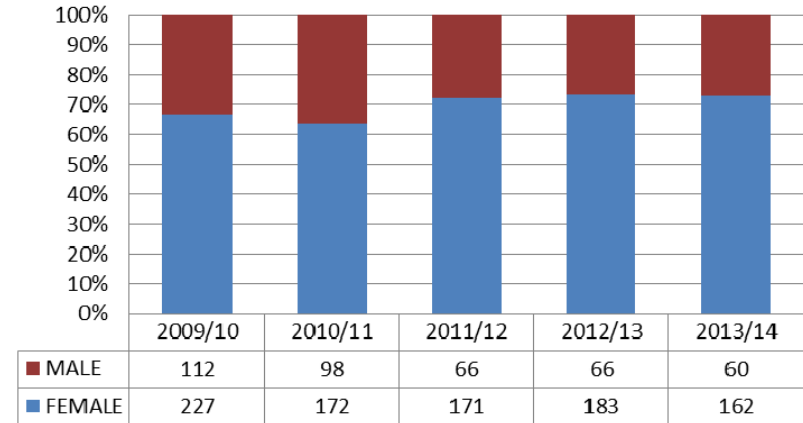


Figure 10

**UEA SET (without AS)
Postgraduate Taught Student Numbers
(Full-Time) 2009 - 2014**

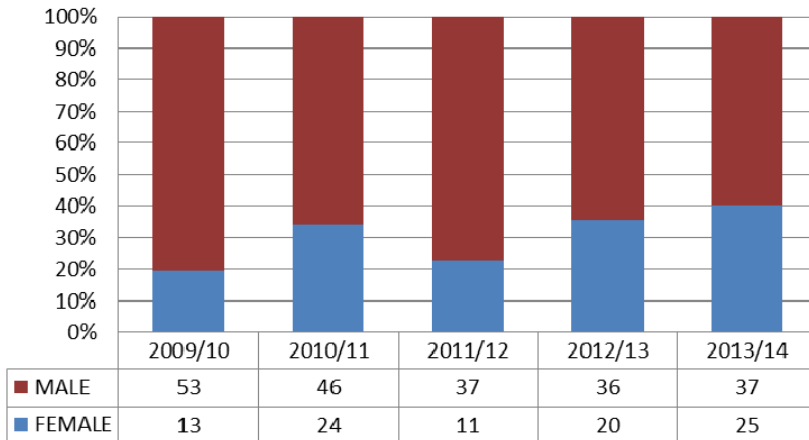


Figure 11

**UEA Non-SET
Postgraduate Taught Student Numbers
(Full-Time) 2009 - 2014**

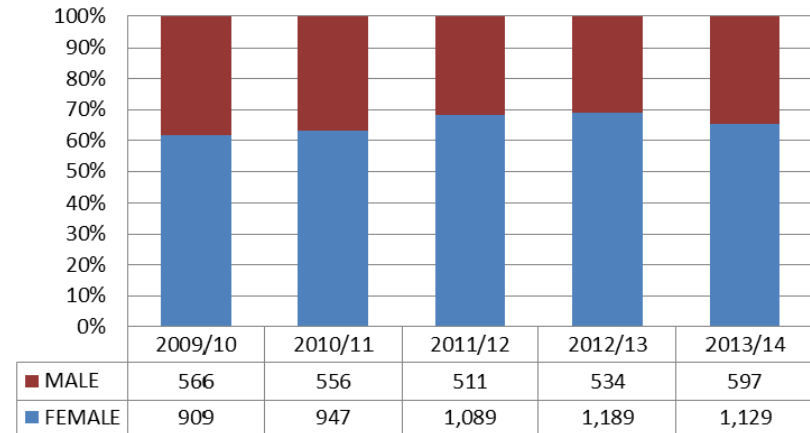


Figure 12

**UEA Postgraduate Taught Student Numbers
(Part-Time) 2009 - 2014**

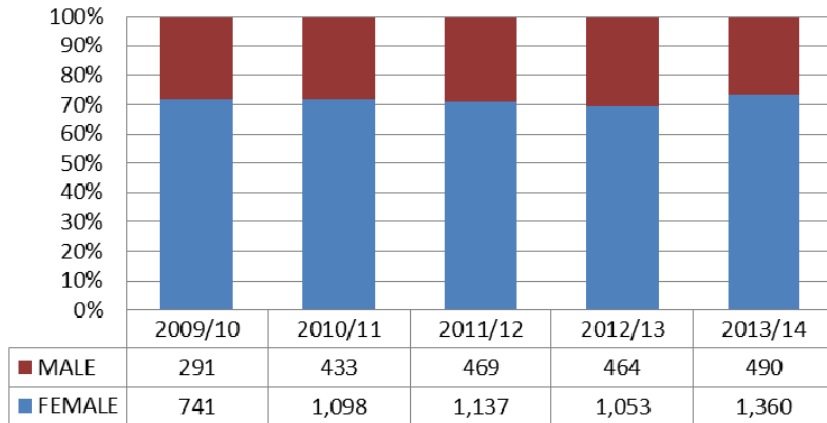


Figure 13

**UEA SET (with AS)
Postgraduate Taught Student Numbers
(Part-Time) 2009 - 2014**

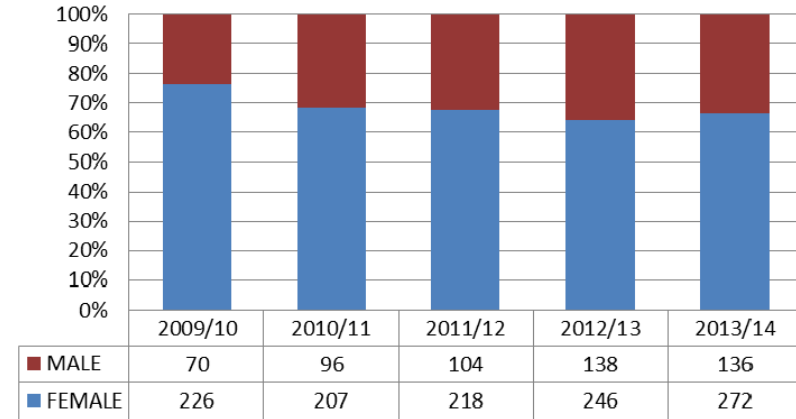


Figure 14

**UEA SET (without AS)
Postgraduate Taught Student Numbers
(Part-Time) 2009 - 2014**

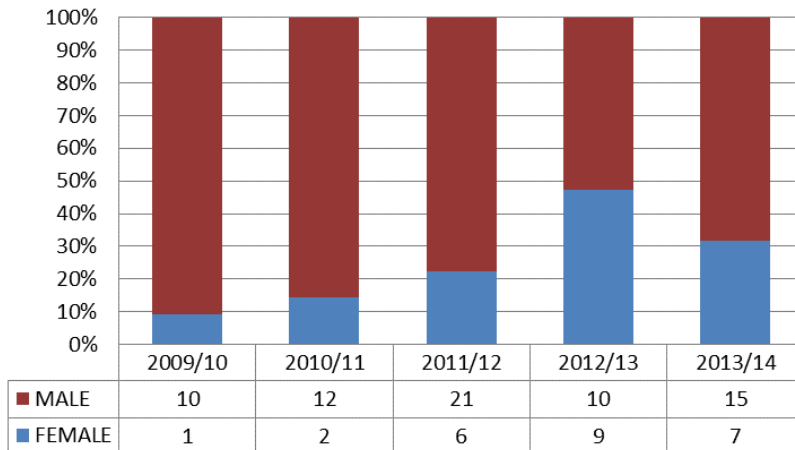


Figure 15

**UEA Non-SET
Postgraduate Taught Student Numbers
(Part-Time) 2009 - 2014**

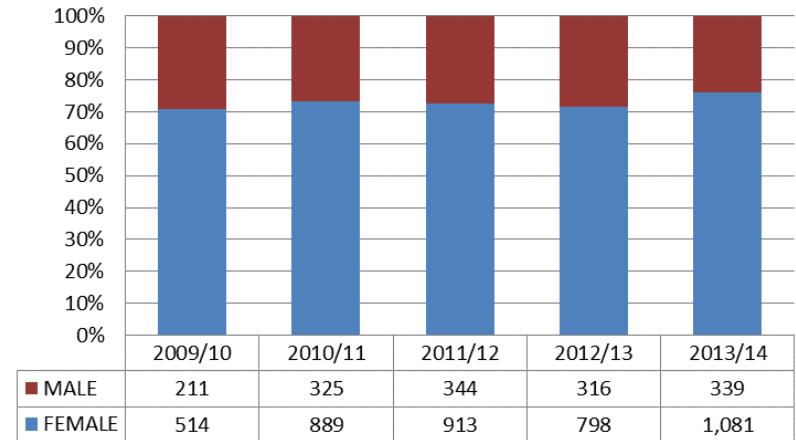


Figure 16

**UEA Postgraduate Research Student Numbers
(Full-Time) 2009 - 2014**

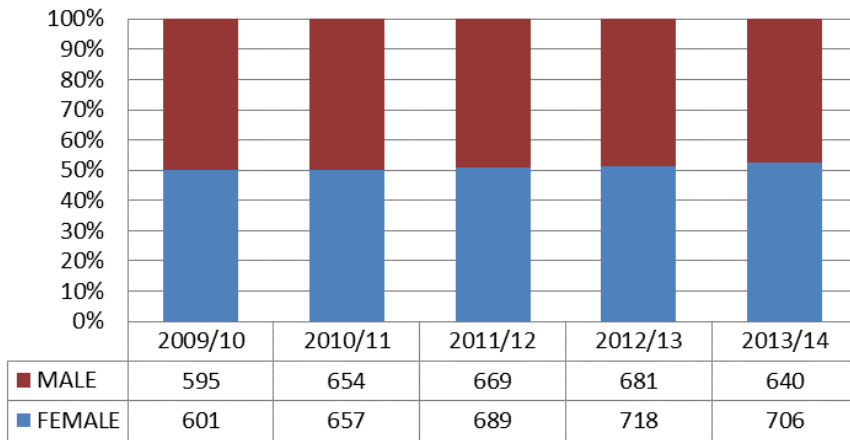


Figure 17

**UEA SET (with AS)
Postgraduate Research Student Numbers
(Full-Time) 2009 - 2014**

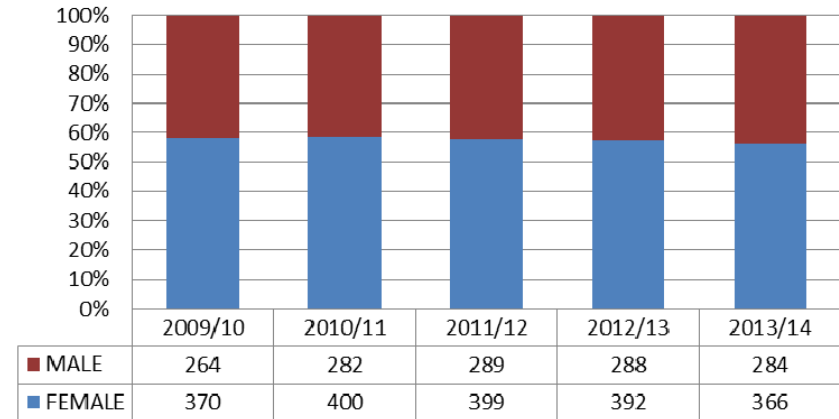


Figure 18

**UEA SET (without AS)
Postgraduate Research Student Numbers
(Full-Time) 2009 - 2014**

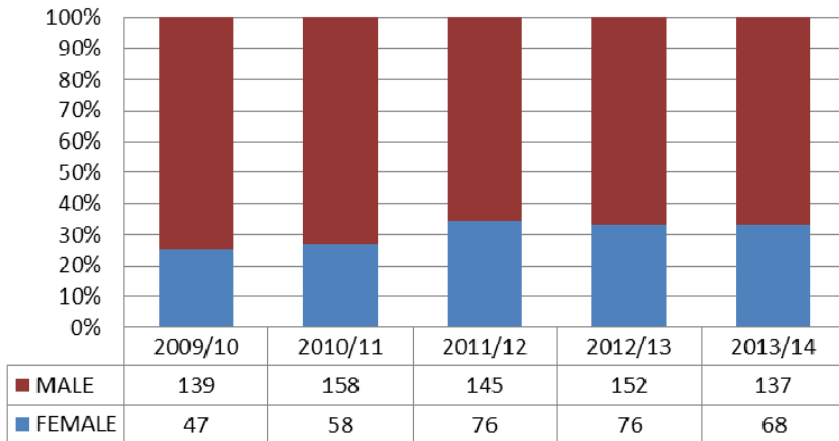


Figure 19

**UEA Non-SET
Postgraduate Research Student Numbers
(Full-Time) 2009 - 2014**

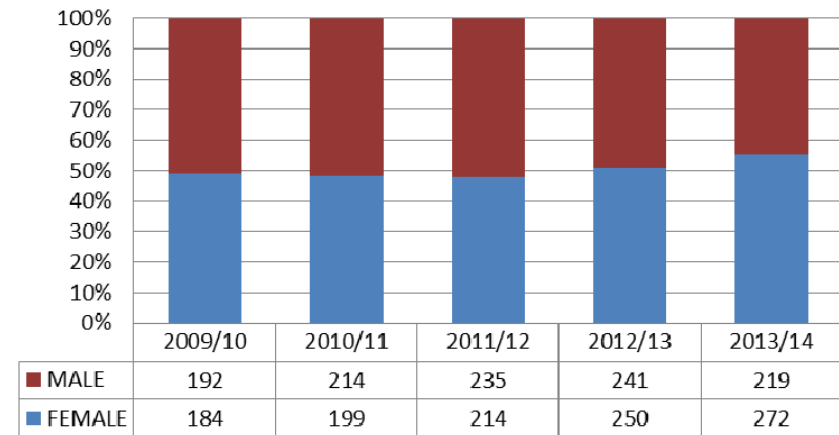


Figure 20

**UEA Postgraduate Research Student Numbers
(Part-Time) 2009 - 2014**

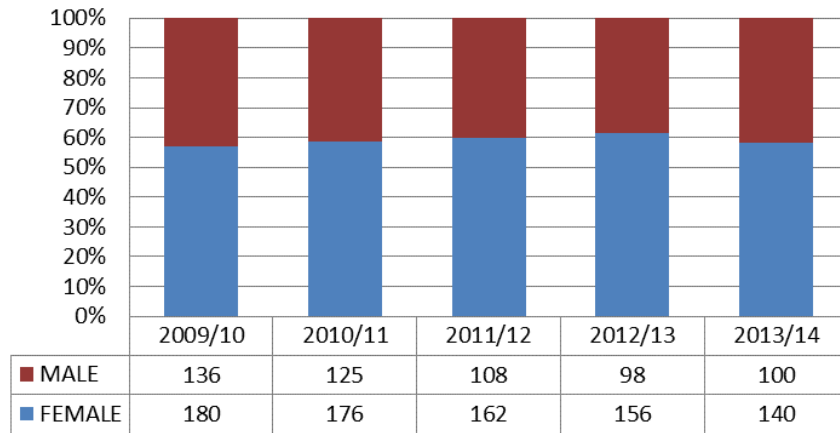


Figure 21

**UEA SET (with AS)
Postgraduate Research Student Numbers
(Part-Time) 2009 - 2014**

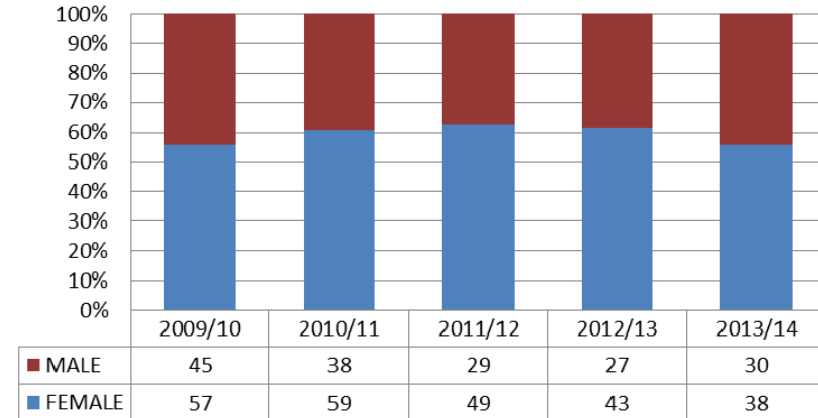


Figure 22

**UEA SET (without AS)
Postgraduate Research Student Numbers
(Part-Time) 2009 - 2014**

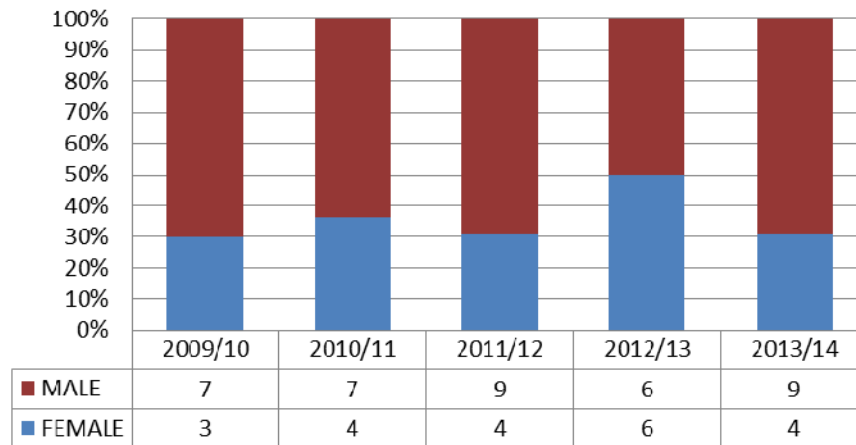


Figure 23

**UEA Non-SET
Postgraduate Research Student Numbers
(Part-Time) 2009 - 2014**

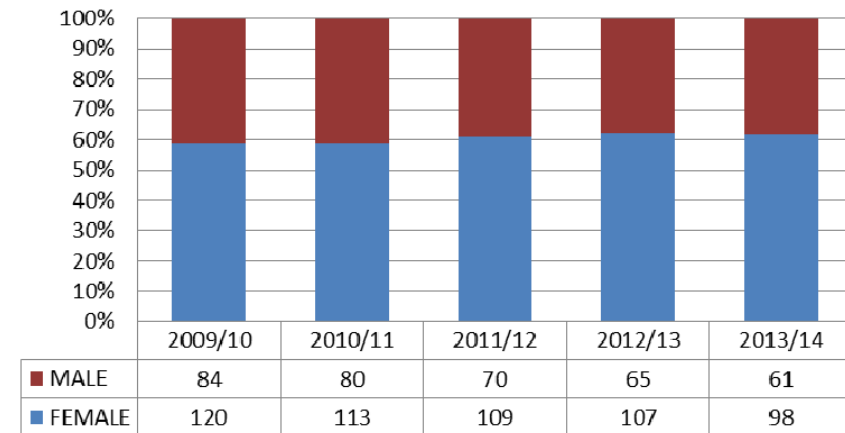
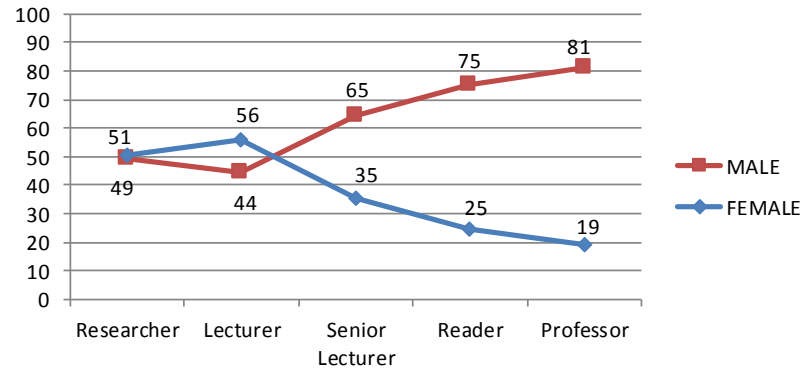


Figure 24

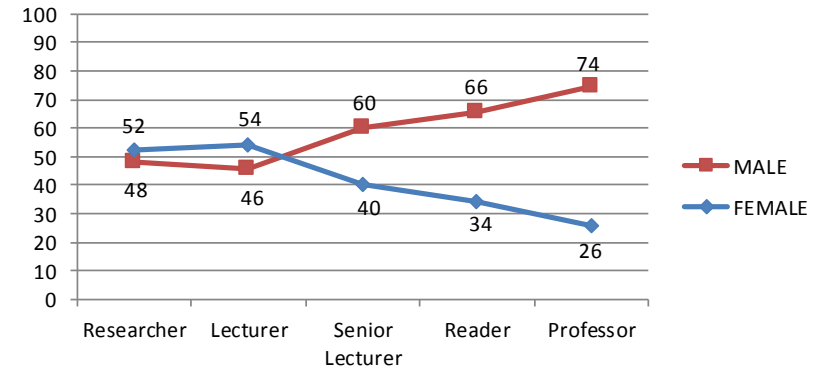
**ATS/ATR/RA Career Pipeline - % Gender
UEA - 2009**



MALE	214	192	113	49	133
FEMALE	219	242	62	16	31

Figure 25

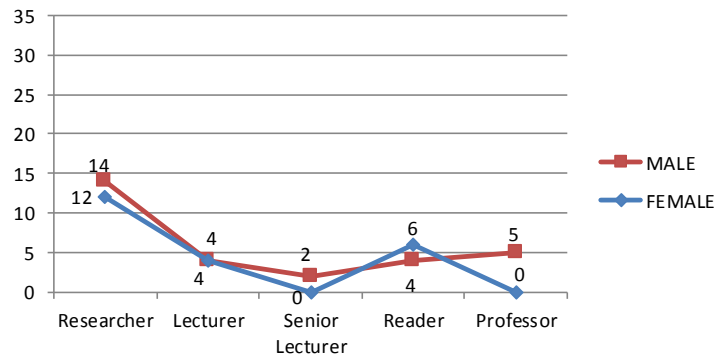
**ATS/ATR/RA Career Pipeline - % Gender
UEA - 2014**



MALE	247	246	162	40	174
FEMALE	268	291	108	21	60

Figure 26

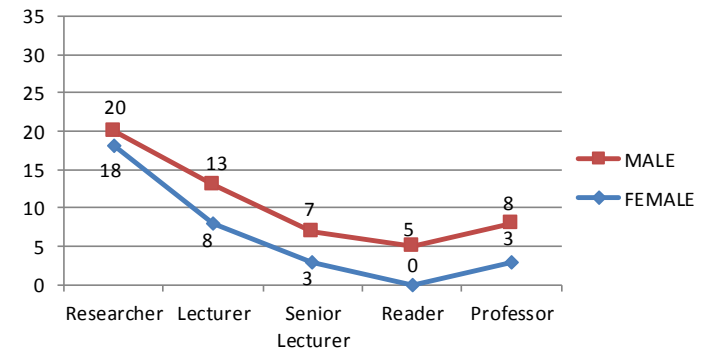
**Leavers- % Gender
UEA 2009**



MALE	31	7	2	2	7
FEMALE	21	10	0	1	0

Figure 27

**Leavers- % Gender
UEA 2014**



MALE	50	33	12	2	14
FEMALE	48	22	3	0	2

Figure 28

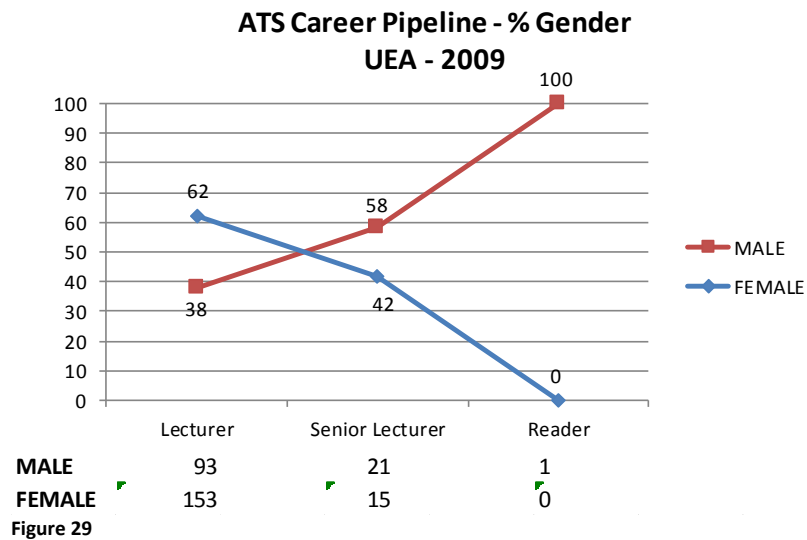


Figure 31

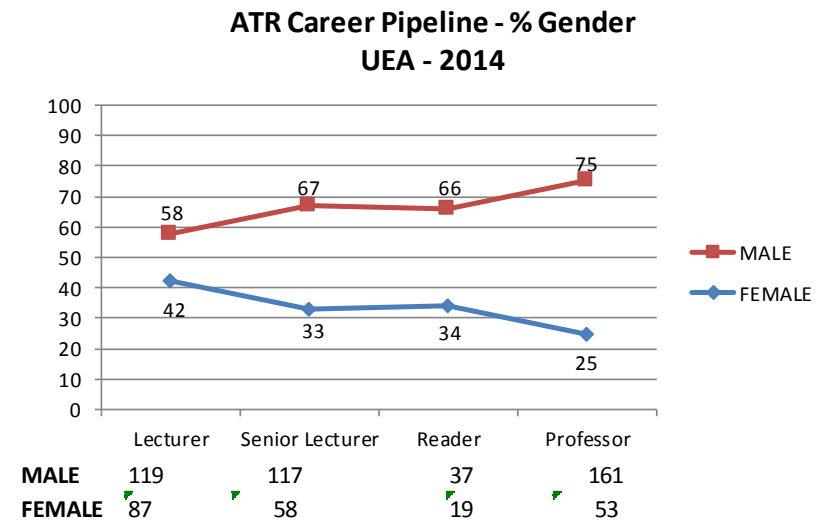
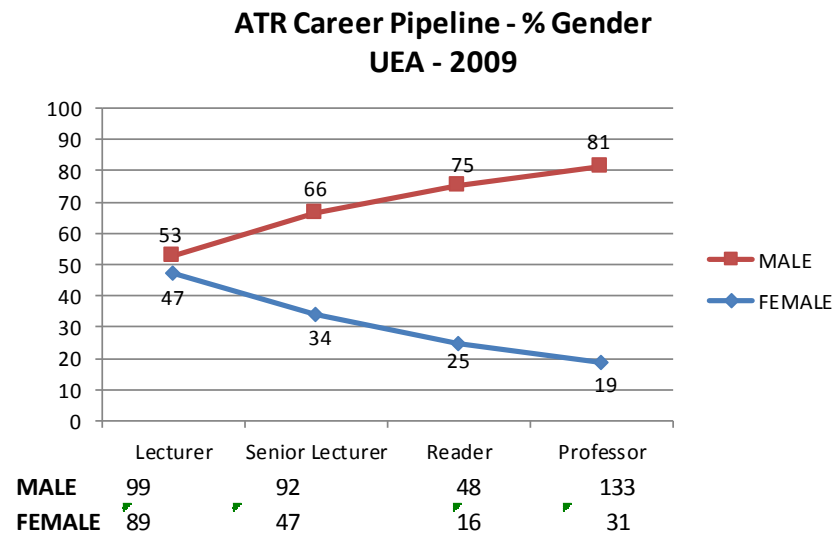
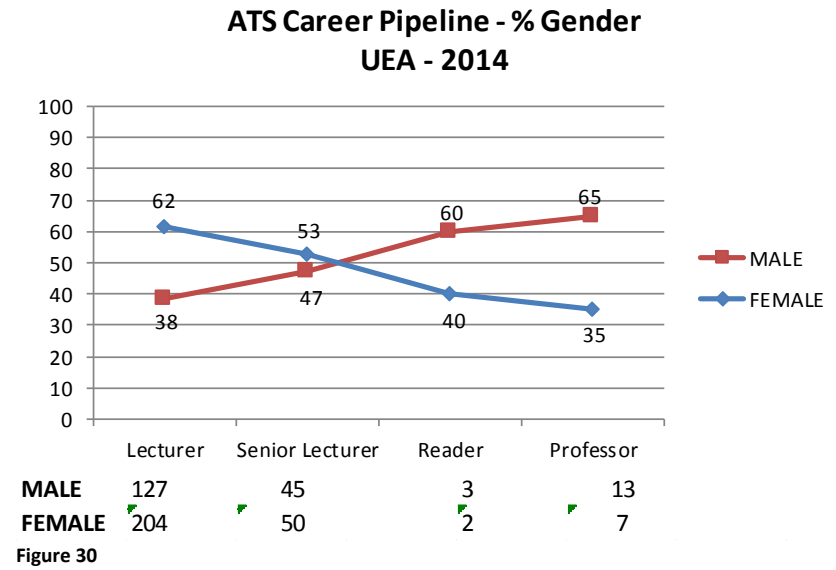
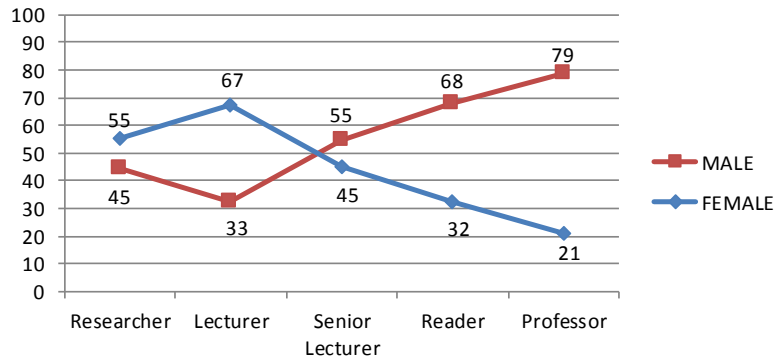


Figure 32

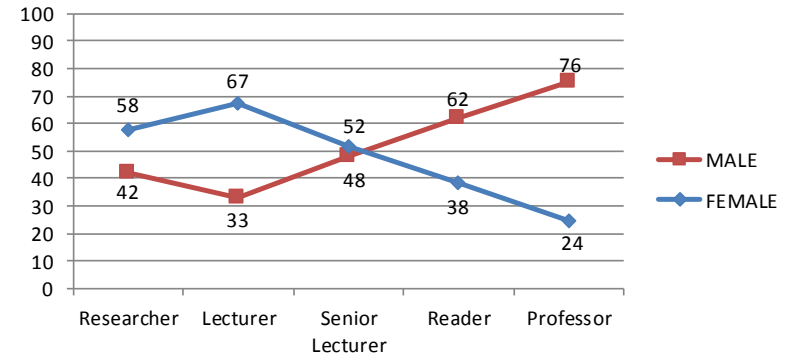
**ATS/ATR/RA Career Pipeline - % Gender
UEA (with AS) - 2009**



MALE	118	56	39	19	49
FEMALE	147	116	32	9	13

Figure 33

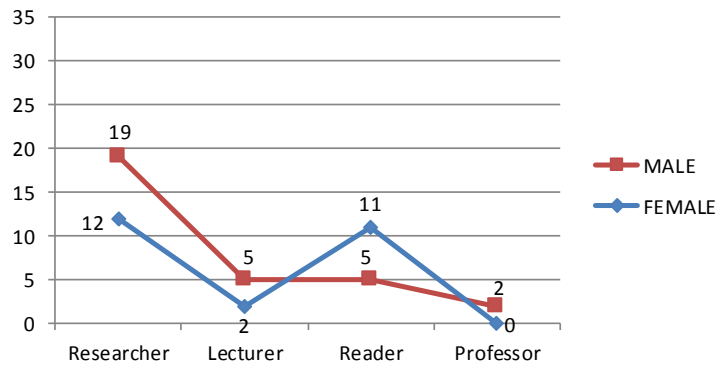
**ATS/ATR/RA Career Pipeline - % Gender
UEA (with AS) - 2014**



MALE	130	60	42	21	74
FEMALE	177	123	45	13	24

Figure 34

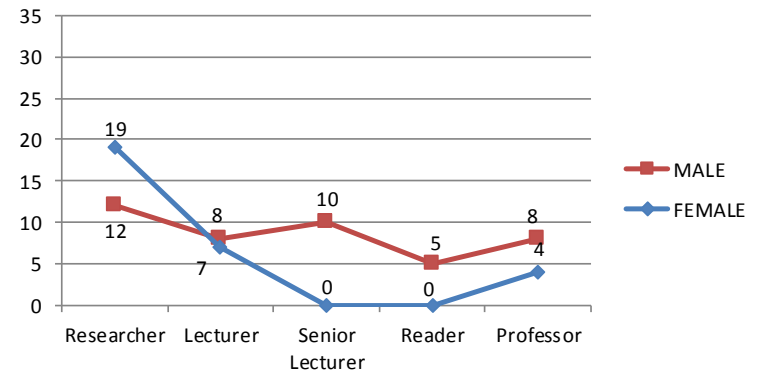
**Leavers- % Gender
UEA (with AS) 2009**



MALE	23	3	1	1
FEMALE	17	2	1	0

Figure 35

**Leavers- % Gender
UEA (with AS) 2014**



MALE	16	5	4	1	6
FEMALE	34	8	0	0	1

Figure 36

**ATS Career Pipeline - % Gender
UEA (with AS) - 2009**

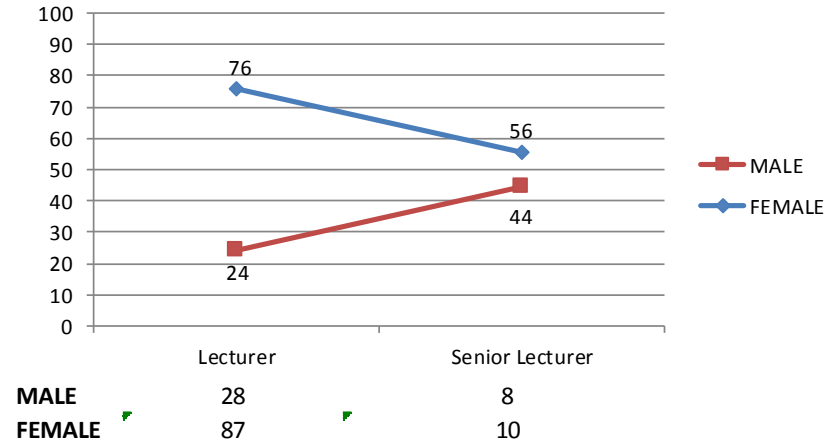


Figure 37

**ATS Career Pipeline - % Gender
UEA (with AS) - 2014**

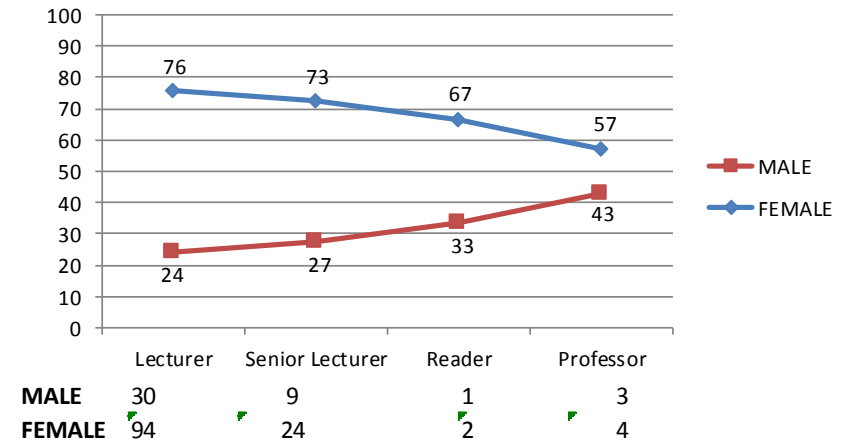


Figure 38

**ATR Career Pipeline - % Gender
UEA (with AS) - 2009**

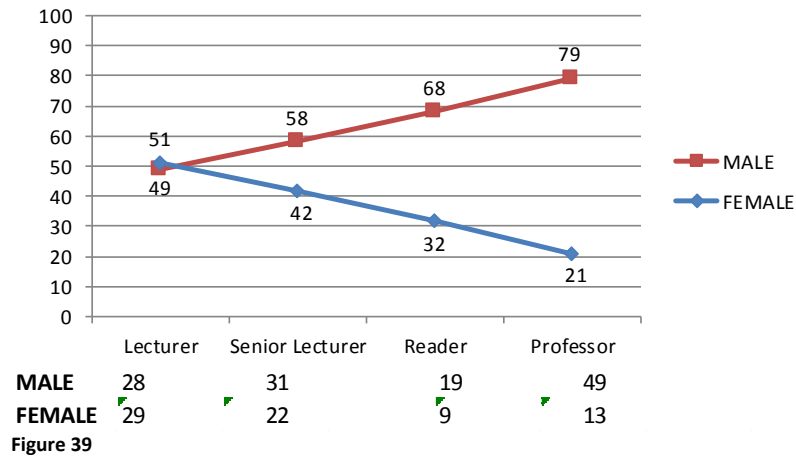


Figure 39

**ATR Career Pipeline - % Gender
UEA (with AS) - 2014**

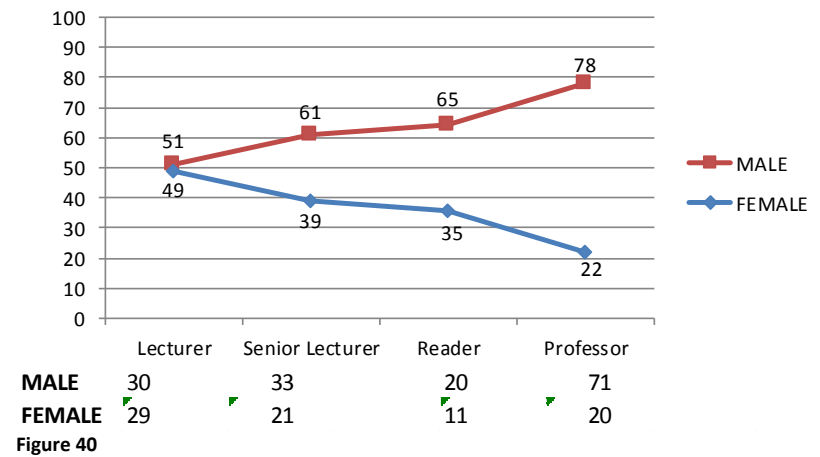
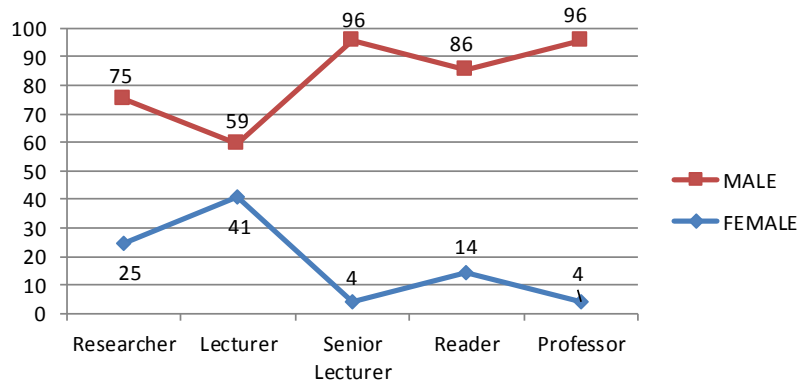


Figure 40

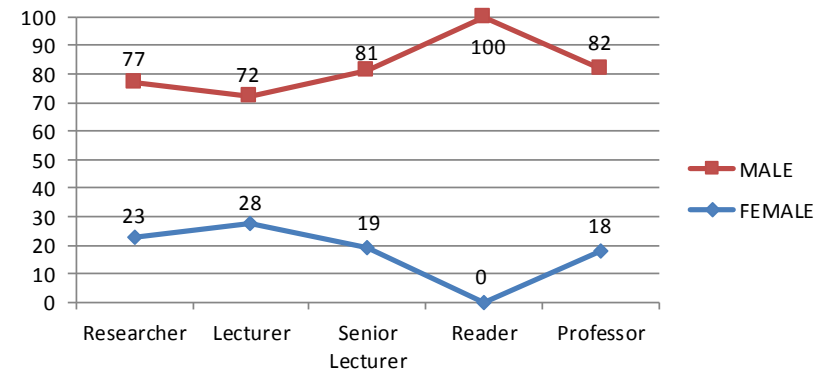
**ATS/ATR/RA Career Pipeline - % Gender
UEA (without AS) - 2009**



MALE	52	19	22	12	23
FEMALE	17	13	1	2	1

Figure 41

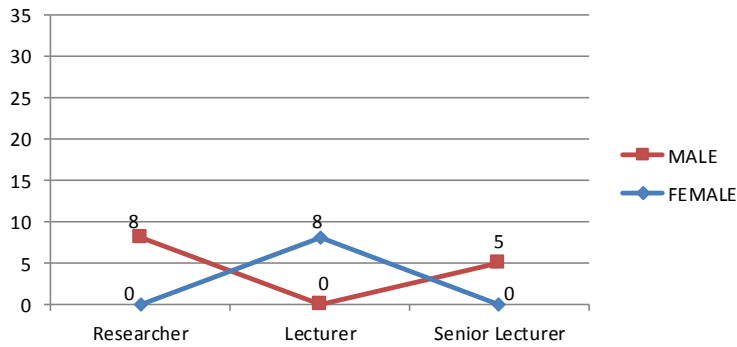
**ATS/ATR/RA Career Pipeline - % Gender
UEA (without AS) - 2014**



MALE	44	34	30	8	23
FEMALE	13	13	7	0	5

Figure 42

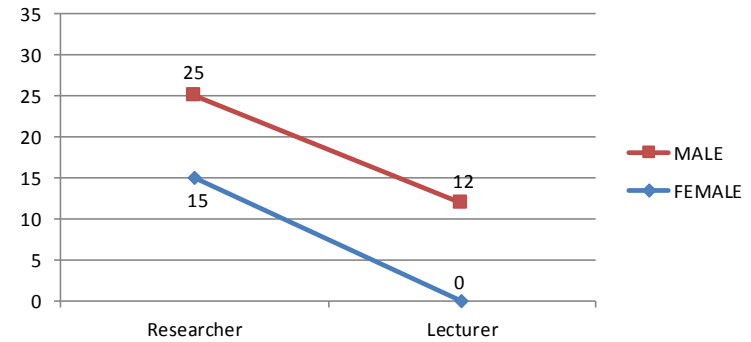
**Leavers- % Gender
UEA (without AS) 2009**



MALE	4	0	1
FEMALE	0	1	0

Figure 43

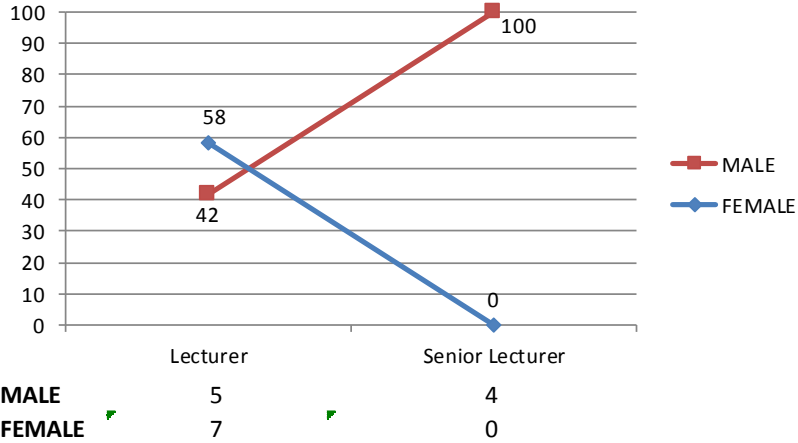
**Leavers- % Gender
UEA (without AS) 2014**



MALE	11	4
FEMALE	2	0

Figure 44

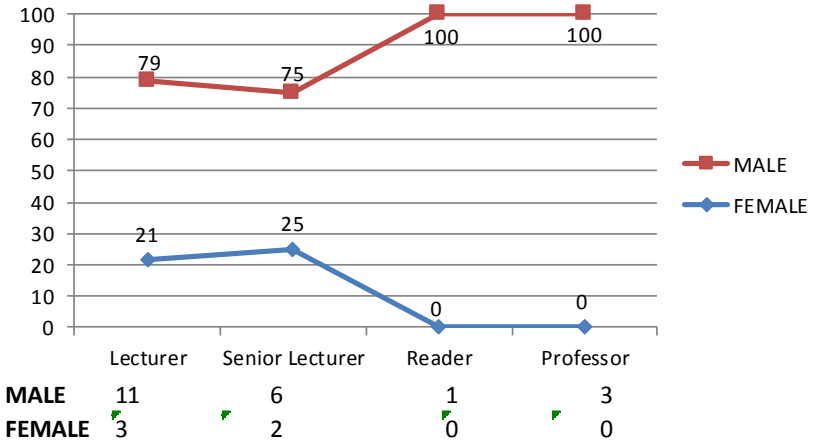
**ATS Career Pipeline - % Gender
UEA (without AS) - 2009**



MALE	5	4
FEMALE	7	0

Figure 45

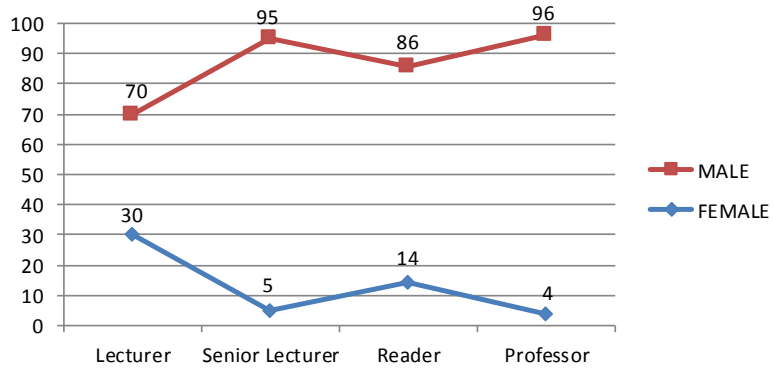
**ATS Career Pipeline - % Gender
UEA (without AS) - 2014**



MALE	11	6	1	3
FEMALE	3	2	0	0

Figure 46

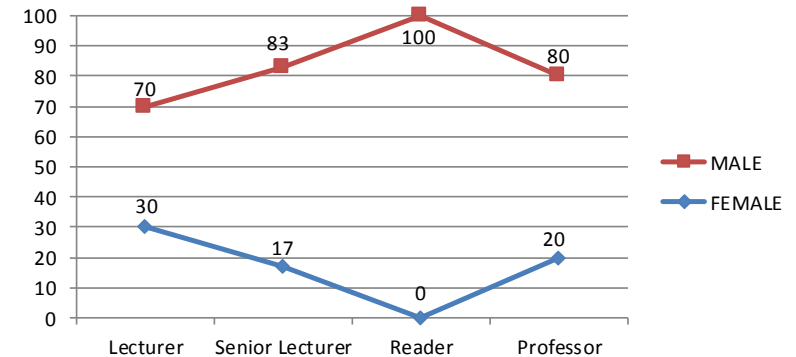
**ATR Career Pipeline - % Gender
UEA (without AS) - 2009**



MALE	14	18	12	23
FEMALE	6	1	2	1

Figure 47

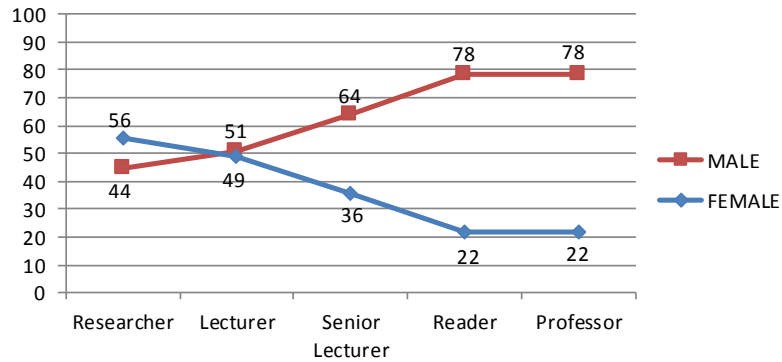
**ATR Career Pipeline - % Gender
UEA (without AS) - 2014**



MALE	23	24	7	20
FEMALE	10	5	0	5

Figure 48

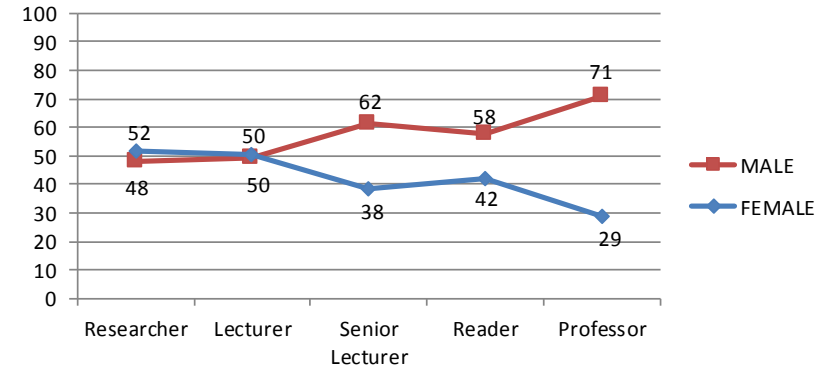
**ATS/ATR/RA Career Pipeline - % Gender
UEA (Non SET) - 2009**



MALE	44	117	52	18	61
FEMALE	55	113	29	5	17

Figure 49

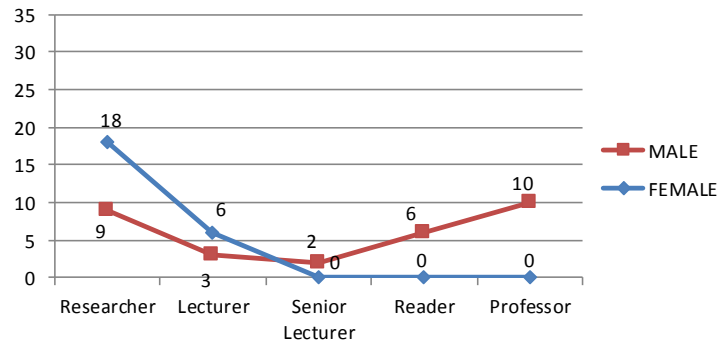
**ATS/ATR/RA Career Pipeline - % Gender
UEA (Non SET) - 2014**



MALE	73	152	90	11	77
FEMALE	78	155	56	8	31

Figure 50

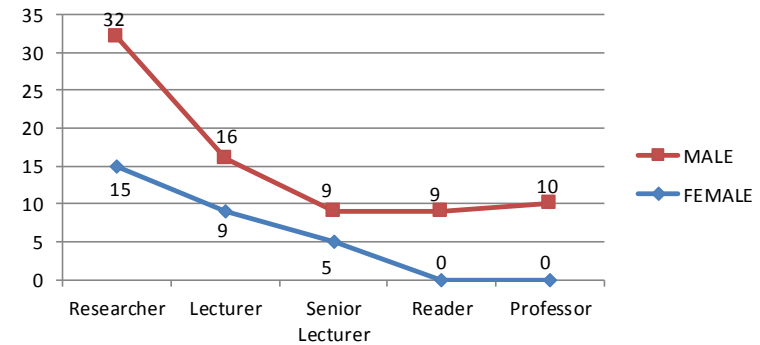
**Leavers- % Gender
UEA (Non-SET) 2009**



MALE	4	4	1	1	6
FEMALE	10	7	0	0	0

Figure 51

**Leavers- % Gender
UEA (Non-SET) 2014**



MALE	23	24	8	1	8
FEMALE	12	14	3	0	0

Figure 52

**ATS Career Pipeline - % Gender
UEA (Non SET) - 2009**

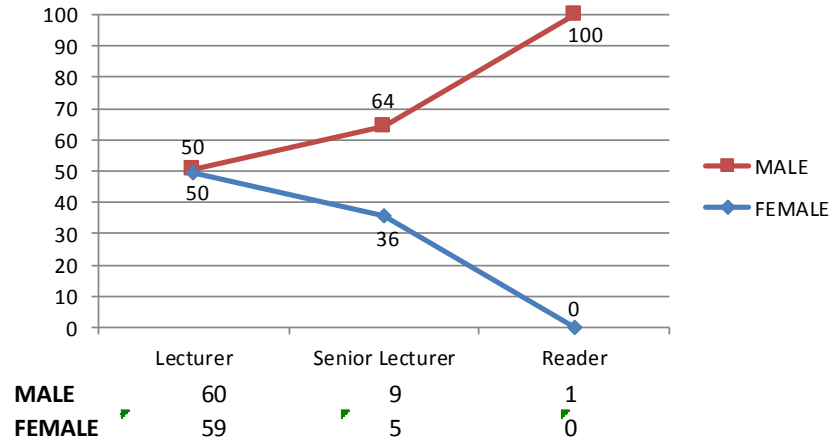


Figure 53

**ATS Career Pipeline - % Gender
UEA (Non SET) - 2014**

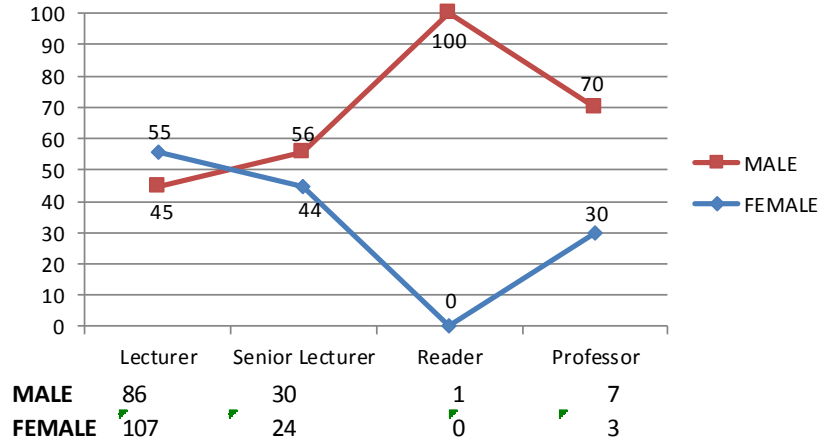


Figure 54

**ATR Career Pipeline - % Gender
UEA (Non SET) 2009**

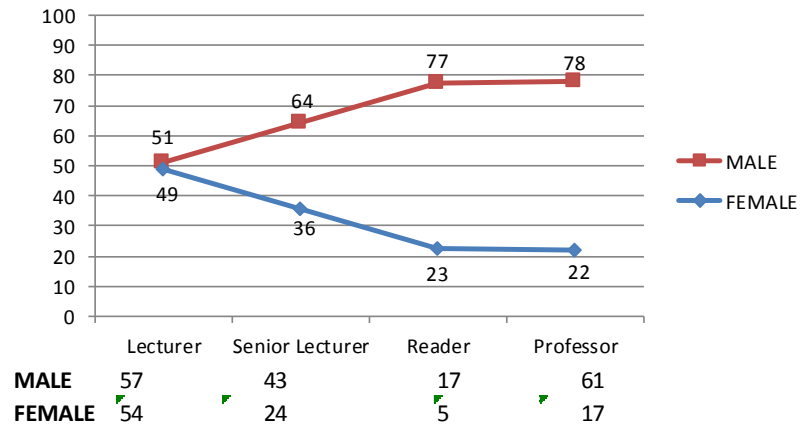


Figure 55

**ATR Career Pipeline - % Gender
UEA (Non SET) - 2014**

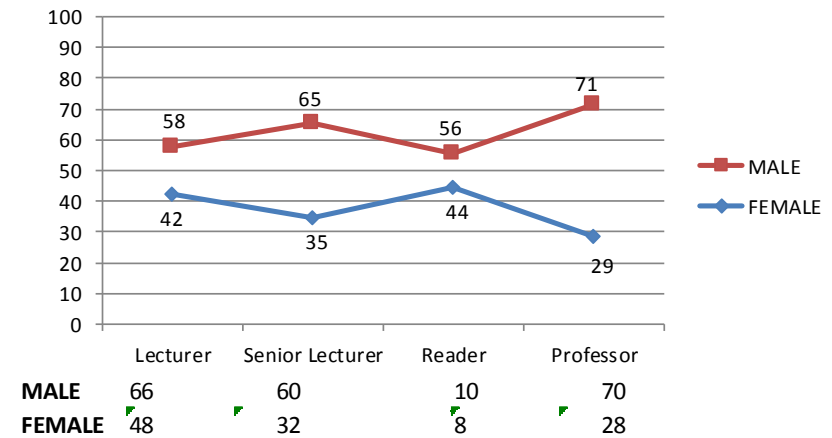


Figure 56

TABLE 1: UEA Academic Staff Headcount and Leavers by Gender and Staff Category

		FEMALE			MALE		
		Employees	Leavers	% Leavers	Employees	Leavers	% Leavers
2009	Professor	31	-	-	133	7	5
	Reader	16	1	6	49	2	4
	Senior Lecturer	62	-	-	113	2	2
	Lecturer	242	10	4	192	7	4
	Senior Demonstrator	5	2	40	2	-	-
	Researcher	219	27	12	214	31	14
	TOTAL	575	40	7	703	49	7
2010	Professor	43	1	2	140	9	6
	Reader	13	-	-	49	1	2
	Senior Lecturer	75	-	-	126	2	2
	Lecturer	258	11	4	222	12	5
	Senior Demonstrator	5	1	20	2	1	50
	Researcher	236	30	13	207	31	15
	TOTAL	630	43	7	746	56	8
2011	Professor	43	-	-	152	6	4
	Reader	15	-	-	41	1	2
	Senior Lecturer	79	2	3	137	2	1
	Lecturer	286	12	4	251	21	8
	Senior Demonstrator	11	3	27	3	-	-
	Researcher	243	35	14	213	32	15
	TOTAL	677	52	8	797	62	8
2012	Professor	52	4	8	161	7	4
	Reader	18	1	6	44	3	7
	Senior Lecturer	90	4	4	153	4	3
	Lecturer	302	24	8	264	28	11
	Senior Demonstrator	4	2	50	0	-	-
	Researcher	248	50	20	226	36	16
	TOTAL	714	85	12	848	78	9
2013	Professor	61	6	10	174	19	11
	Reader	20	-	-	42	2	5
	Senior Lecturer	104	5	5	174	12	7
	Lecturer	310	26	8	264	22	8
	Senior Demonstrator	1	-	-	0	-	-
	Researcher	260	41	16	240	49	20
	TOTAL	756	78	10	894	104	12
2014	Professor	60	2	3	174	14	8
	Reader	21	-	-	40	2	5
	Senior Lecturer	108	3	3	162	12	7
	Lecturer	291	22	8	246	33	13
	Senior Demonstrator	1	-	-	0	-	-
	Researcher	268	48	18	247	50	20
	TOTAL	749	75	10	869	111	13

TABLE 2: UEA (with AS) Academic Staff Headcount and Leavers by Gender and Staff Category

		FEMALE			MALE		
		Employees	Leavers	% Leavers	Employees	Leavers	% Leavers
2009	Professor	13	-	-	49	1	2
	Reader	9	1	11	19	1	5
	Senior Lecturer	32	-	-	39	-	-
	Lecturer	116	2	2	56	3	5
	Senior Demonstrator	5	2	40	2	-	-
	Researcher	147	17	12	118	23	19
	TOTAL	322	22	7	283	28	10
2010	Professor	19	-	-	54	2	4
	Reader	8	-	-	21	-	-
	Senior Lecturer	40	-	-	46	-	-
	Lecturer	117	2	2	55	2	4
	Senior Demonstrator	5	1	20	2	1	50
	Researcher	159	16	10	106	16	15
	TOTAL	348	19	5	284	21	7
2011	Professor	17	-	-	66	2	3
	Reader	8	-	-	18	-	-
	Senior Lecturer	38	2	5	45	-	-
	Lecturer	120	3	3	66	5	8
	Senior Demonstrator	10	3	30	3	-	-
	Researcher	157	22	14	108	15	14
	TOTAL	350	30	9	306	22	7
2012	Professor	17	2	12	72	5	7
	Reader	10	-	-	19	-	-
	Senior Lecturer	40	2	5	44	2	5
	Lecturer	126	7	6	68	7	10
	Senior Demonstrator	3	2	67	0	-	-
	Researcher	163	27	17	117	8	7
	TOTAL	359	40	11	320	22	7
2013	Professor	19	-	-	75	9	12
	Reader	13	-	-	20	-	-
	Senior Lecturer	46	2	4	52	3	6
	Lecturer	123	8	7	69	6	9
	Senior Demonstrator	0	-	-	0	-	-
	Researcher	174	30	17	131	28	21
	TOTAL	375	40	11	347	46	13
2014	Professor	24	1	4	74	6	8
	Reader	13	-	-	21	1	5
	Senior Lecturer	45	-	-	42	4	10
	Lecturer	123	8	7	60	5	8
	Senior Demonstrator	0	-	-	0	-	-
	Researcher	177	34	19	130	16	12
	TOTAL	382	43	11	327	32	10

TABLE 3: UEA (without AS) Academic Staff Headcount and Leavers by Gender and Staff Category

		FEMALE			MALE		
		Employees	Leavers	% Leavers	Employees	Leavers	% Leavers
2009	Professor	1	-	-	23	-	-
	Reader	2	-	-	12	-	-
	Senior Lecturer	1	-	-	22	1	5
	Lecturer	13	1	8	19	-	-
	Senior Demonstrator	0	-	-	0	-	-
	Researcher	17	-	-	52	4	8
	TOTAL	34	1	3	128	5	4
2010	Professor	4	-	-	23	1	4
	Reader	0	-	-	11	-	-
	Senior Lecturer	2	-	-	23	-	-
	Lecturer	14	2	14	30	1	3
	Senior Demonstrator	0	-	-	0	-	-
	Researcher	15	2	13	49	8	16
	TOTAL	35	4	11	136	9	7
2011	Professor	4	-	-	24	1	4
	Reader	0	-	-	9	-	-
	Senior Lecturer	3	-	-	25	1	4
	Lecturer	16	1	6	34	6	18
	Senior Demonstrator	1	-	-	0	-	-
	Researcher	20	5	25	51	11	22
	TOTAL	44	6	14	143	19	13
2012	Professor	5	-	-	25	1	4
	Reader	1	1	100	8	1	13
	Senior Lecturer	5	-	-	28	-	-
	Lecturer	15	1	7	33	3	9
	Senior Demonstrator	1	-	-	0	-	-
	Researcher	20	8	40	42	12	29
	TOTAL	47	10	21	136	17	13
2013	Professor	6	1	17	24	3	13
	Reader	0	-	-	8	-	-
	Senior Lecturer	7	-	-	31	-	-
	Lecturer	16	4	25	32	2	6
	Senior Demonstrator	1	-	-	0	-	-
	Researcher	12	3	25	41	11	27
	TOTAL	42	8	19	136	16	12
2014	Professor	5	-	-	23	-	-
	Reader	0	-	-	8	-	-
	Senior Lecturer	7	-	-	30	-	-
	Lecturer	13	-	-	34	4	12
	Senior Demonstrator	1	-	-	0	-	-
	Researcher	13	2	15	44	11	25
	TOTAL	39	3	8	139	15	11

TABLE 4: UEA (Non-SET) Academic Staff Headcount and Leavers by Gender and Staff Category

		FEMALE			MALE		
		Employees	Leavers	% Leavers	Employees	Leavers	% Leavers
2009	Professor	17	-	-	61	6	10
	Reader	5	-	-	18	1	6
	Senior Lecturer	29	-	-	52	1	2
	Lecturer	113	7	6	117	4	3
	Senior Demonstrator	0	-	-	0	-	-
	Researcher	55	10	18	44	4	9
	TOTAL	219	17	8	292	16	5
2010	Professor	20	1	5	63	6	10
	Reader	5	-	-	17	1	6
	Senior Lecturer	33	-	-	57	2	4
	Lecturer	127	7	6	137	9	7
	Senior Demonstrator	0	-	-	0	-	-
	Researcher	62	12	19	52	7	13
	TOTAL	247	20	8	326	25	8
2011	Professor	22	-	-	62	3	5
	Reader	7	-	-	14	1	7
	Senior Lecturer	38	-	-	67	1	1
	Lecturer	150	8	5	151	10	7
	Senior Demonstrator	0	-	-	0	-	-
	Researcher	66	8	12	54	6	11
	TOTAL	283	16	6	348	21	6
2012	Professor	30	2	7	64	1	2
	Reader	7	-	-	17	2	12
	Senior Lecturer	45	2	4	81	2	2
	Lecturer	161	16	10	163	18	11
	Senior Demonstrator	0	-	-	0	-	-
	Researcher	65	15	23	67	16	24
	TOTAL	308	35	11	392	39	10
2013	Professor	36	5	14	75	7	9
	Reader	7	-	-	14	2	14
	Senior Lecturer	51	3	6	91	9	10
	Lecturer	171	14	8	163	14	9
	Senior Demonstrator	0	-	-	0	-	-
	Researcher	74	8	11	68	10	15
	TOTAL	339	30	9	411	42	10
2014	Professor	31	-	-	77	8	10
	Reader	8	-	-	11	1	9
	Senior Lecturer	56	3	5	90	8	9
	Lecturer	155	14		152	24	16
	Senior Demonstrator	0	-	-	0	-	-
	Researcher	78	12	15	73	23	32
	TOTAL	328	29	9	403	64	16

TABLE 5: UEA Ratio of Academic and Research Staff on Fixed Term and Indefinite Contracts by Gender and Staff Category

2009	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	0	8	8	31	125	156
Reader	0	1	1	16	48	64
Senior Lecturer	1	0	1	61	113	174
Lecturer	31	34	65	211	158	369
Senior Demonstrator	5	2	7	0	0	0
Researcher	164	160	324	55	54	109
Total	201	205	406	374	498	872
% Total	50	50	100	43	57	100
2010	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	0	9	9	43	131	174
Reader	0	1	1	13	48	61
Senior Lecturer	1	2	3	74	124	198
Lecturer	33	47	80	225	175	400
Senior Demonstrator	5	2	7	0	0	0
Researcher	188	158	346	48	49	97
Total	227	219	446	403	527	930
% Total	51	49	100	43	57	100
2011	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	2	10	12	41	142	183
Reader	0	1	1	15	40	55
Senior Lecturer	0	7	7	79	130	209
Lecturer	42	51	93	244	200	444
Senior Demonstrator	10	3	13	1	0	1
Researcher	194	169	363	49	44	93
Total	248	241	489	429	556	985
% Total	51	49	100	44	56	100
2012	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	3	13	16	49	148	197
Reader	0	1	1	18	43	61
Senior Lecturer	1	9	10	89	144	233
Lecturer	45	45	90	257	219	476
Senior Demonstrator	3	0	3	1	0	1
Researcher	202	185	387	46	41	87
Total	254	253	507	460	595	1055
% Total	50	50	100	44	56	100
2013	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	3	17	20	58	157	215
Reader	0	1	1	20	41	61
Senior Lecturer	1	10	11	103	164	267
Lecturer	52	56	108	258	208	466
Senior Demonstrator	0	0	0	1	0	1
Researcher	224	211	435	36	29	65
Total	280	295	575	476	599	1075
% Total	49	51	100	44	56	100
2014	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	1	19	20	59	155	214
Reader	0	0	0	21	40	61
Senior Lecturer	0	10	10	108	152	260
Lecturer	55	48	103	236	198	434
Senior Demonstrator	0	0	0	1	0	1
Researcher	238	215	453	30	32	62
Total	294	292	586	455	577	1032
% Total	50	50	100	44	56	100

TABLE 6: UEA (with AS) Ratio of Academic and Research Staff on Fixed Term and Indefinite Contracts by Gender and Staff Category						
2009	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	0	2	2	13	47	60
Reader	0	0	0	9	19	28
Senior Lecturer	1	0	1	31	39	70
Lecturer	12	10	22	104	46	150
Senior Demonstrator	5	2	7	0	0	0
Researcher	111	84	195	36	34	70
Total	129	98	227	193	185	378
% Total	57	43	100	51	49	100
2010	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	0	2	2	19	52	71
Reader	0	0	0	8	21	29
Senior Lecturer	1	1	2	39	45	84
Lecturer	12	15	27	105	40	145
Senior Demonstrator	5	2	7	0	0	0
Researcher	126	76	202	33	30	63
Total	144	96	240	204	188	392
% Total	60	40	100	52	48	100
2011	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	1	2	3	16	64	80
Reader	0	1	1	8	17	25
Senior Lecturer	0	3	3	38	42	80
Lecturer	12	19	31	108	47	155
Senior Demonstrator	10	3	13	0	0	0
Researcher	123	80	203	34	28	62
Total	146	108	254	204	198	402
% Total	57	43	100	51	49	100
2012	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	1	3	4	16	69	85
Reader	0	1	1	10	18	28
Senior Lecturer	1	3	4	39	41	80
Lecturer	16	20	36	110	48	158
Senior Demonstrator	3	0	3	0	0	0
Researcher	133	91	224	30	26	56
Total	154	118	272	205	202	407
% Total	57	43	100	50	50	100
2013	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	0	3	3	19	72	91
Reader	0	1	1	13	19	32
Senior Lecturer	1	4	5	45	48	93
Lecturer	20	22	42	103	47	150
Senior Demonstrator	0	0	0	0	0	0
Researcher	151	114	265	23	17	40
Total	172	144	316	203	203	406
% Total	54	46	100	50	50	100
2014	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	0	3	3	24	71	95
Reader	0	0	0	13	21	34
Senior Lecturer	0	4	4	45	38	83
Lecturer	30	17	47	93	43	136
Senior Demonstrator	0	0	0	0	0	0
Researcher	159	112	271	18	18	36
Total	189	136	325	193	191	384
% Total	58	42	100	50	50	100

TABLE 7: UEA (without AS) Ratio of Academic and Research Staff on Fixed Term and Indefinite Contracts by Gender and Staff Category						
2009	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	0	2	2	1	21	22
Reader	0	0	0	2	12	14
Senior Lecturer	0	0	0	1	22	23
Lecturer	3	2	5	10	17	27
Senior Demonstrator	0	0	0	0	0	0
Researcher	14	43	57	3	9	12
Total	17	47	64	17	81	98
% Total	27	73	100	17	83	100
2010	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	0	3	3	4	20	24
Reader	0	0	0	0	11	11
Senior Lecturer	0	0	0	2	23	25
Lecturer	3	7	10	11	23	34
Senior Demonstrator	0	0	0	0	0	0
Researcher	13	39	52	2	10	12
Total	16	49	65	19	87	106
% Total	25	75	100	18	82	100
2011	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	0	3	3	4	21	25
Reader	0	0	0	0	9	9
Senior Lecturer	0	0	0	3	25	28
Lecturer	1	5	6	15	29	44
Senior Demonstrator	0	0	0	1	0	1
Researcher	18	44	62	2	7	9
Total	19	52	71	25	91	116
% Total	27	73	100	22	78	100
2012	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	0	4	4	5	21	26
Reader	0	0	0	1	8	9
Senior Lecturer	0	0	0	5	28	33
Lecturer	2	3	5	13	30	43
Senior Demonstrator	0	0	0	1	0	1
Researcher	18	37	55	2	5	7
Total	20	44	64	27	92	119
% Total	31	69	100	23	77	100
2013	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	0	4	4	6	20	26
Reader	0	0	0	0	8	8
Senior Lecturer	0	0	0	7	31	38
Lecturer	2	3	5	14	29	43
Senior Demonstrator	0	0	0	1	0	1
Researcher	11	37	48	1	4	5
Total	13	44	57	29	92	121
% Total	23	77	100	24	76	100
2014	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	0	3	3	5	20	25
Reader	0	0	0	0	8	8
Senior Lecturer	0	0	0	7	30	37
Lecturer	2	6	8	11	28	39
Senior Demonstrator	0	0	0	1	0	1
Researcher	12	42	54	1	2	3
Total	14	51	65	25	88	113
% Total	22	78	100	22	78	100

TABLE 8: UEA (Non SET) Ratio of Academic and Research Staff on Fixed Term and Indefinite Contracts by Gender and Staff Category

2009	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	0	4	4	17	64	81
Reader	0	1	1	5	18	23
Senior Lecturer	0	0	0	30	61	91
Lecturer	16	22	38	99	104	203
Researcher	41	49	90	17	15	32
Total	57	76	133	168	262	430
% Total	43	57	100	39	61	100

2010	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	0	4	4	20	59	79
Reader	0	1	1	5	16	21
Senior Lecturer	0	1	1	33	56	89
Lecturer	18	25	43	109	112	221
Researcher	49	43	92	13	9	22
Total	67	74	141	180	252	432
% Total	48	52	100	42	58	100

2011	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	1	5	6	21	57	78
Reader	0	0	0	7	14	21
Senior Lecturer	0	4	4	38	63	101
Lecturer	29	27	56	121	124	245
Researcher	53	45	98	13	9	22
Total	83	81	164	200	267	467
% Total	51	49	100	43	57	100

2012	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	2	6	8	28	58	86
Reader	0	0	0	7	17	24
Senior Lecturer	0	6	6	45	75	120
Lecturer	27	22	49	134	141	275
Researcher	51	57	108	14	10	24
Total	80	91	171	228	301	529
% Total	47	53	100	43	57	100

2013	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	3	10	13	33	65	98
Reader	0	0	0	7	14	21
Senior Lecturer	0	6	6	51	85	136
Lecturer	30	31	61	141	132	273
Researcher	62	60	122	12	8	20
Total	95	107	202	244	304	548
% Total	47	53	100	45	55	100

2014	FIXED TERM			INDEFINITE		
	FEMALE	MALE	Total	FEMALE	MALE	Total
Professor	1	13	14	30	64	94
Reader	0	0	0	8	11	19
Senior Lecturer	0	6	6	56	84	140
Lecturer	23	25	48	132	127	259
Researcher	67	61	128	11	12	23
Total	91	105	196	237	298	535
% Total	46	54	100	44	56	100

**UEA Fixed Term -v- Indefinite Contract
Staff Numbers (Male) 2009 - 2014**



Figure 57

**UEA Fixed Term -v- Indefinite Contract
Staff Numbers (Female) 2009 - 2014**

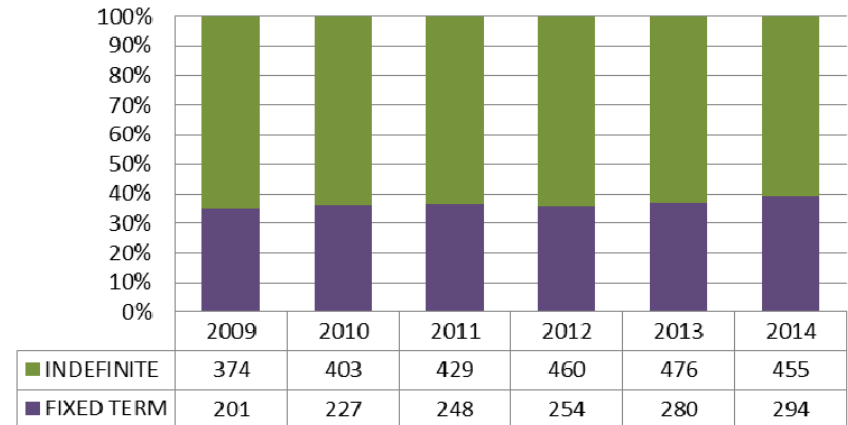


Figure 58

**UEA (with AS) Fixed Term -v- Indefinite Contract
Staff Numbers (Male) 2009 - 2014**



Figure 59

**UEA (with AS) Fixed Term -v- Indefinite Contract
Staff Numbers (Female) 2009 - 2014**

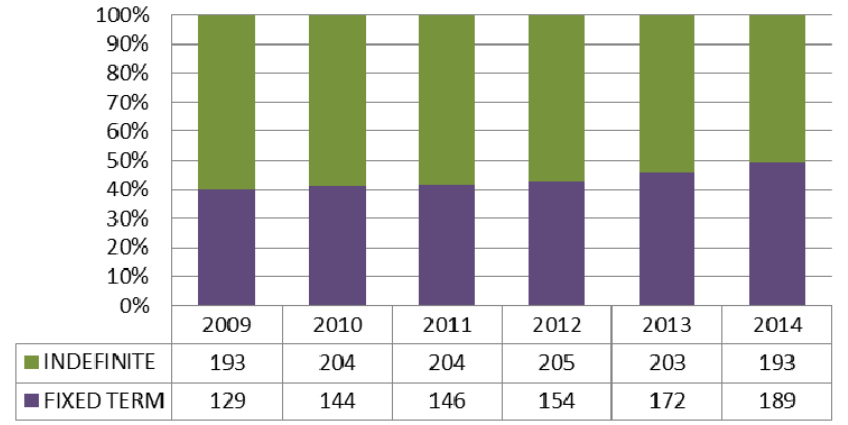


Figure 60

**UEA (without AS) Fixed Term -v- Indefinite Contract
Staff Numbers (Male) 2009 - 2014**

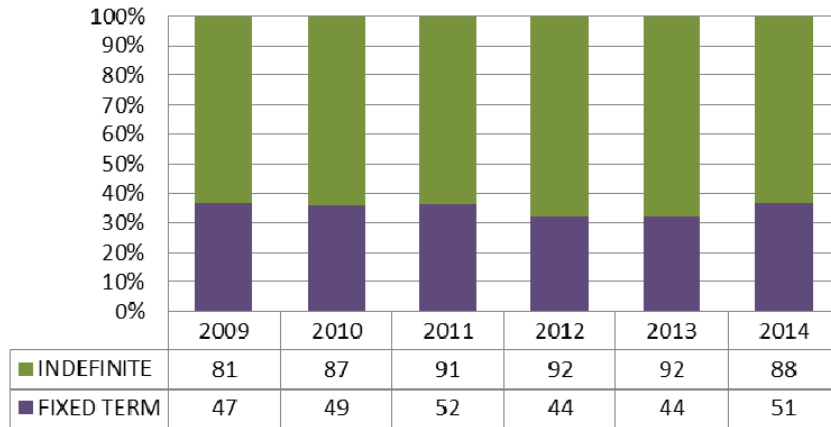


Figure 61

**UEA (without AS) Fixed Term -v- Indefinite Contract
Staff Numbers (Female) 2009 - 2014**



Figure 62

**UEA (Non SET) Fixed Term -v- Indefinite Contract
Staff Numbers (Male) 2009 - 2014**

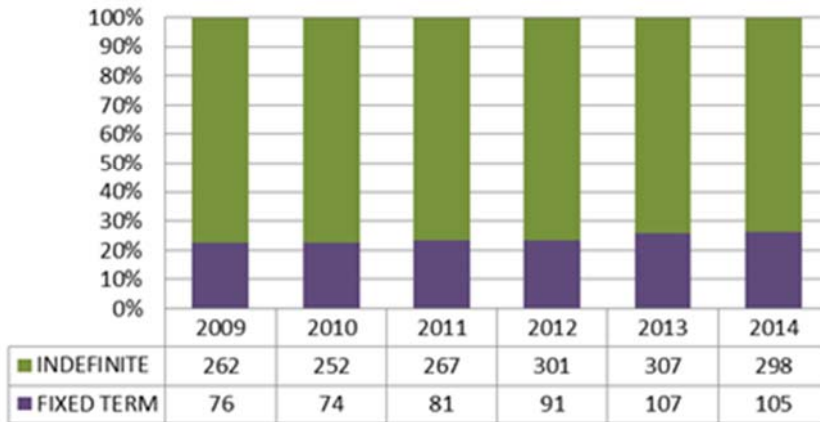


Figure 63

**UEA (Non SET) Fixed Term -v- Indefinite Contract
Staff Numbers (Female) 2009 - 2014**



Figure 64

**UEA Staff Applications by Gender
2009 - 2014**

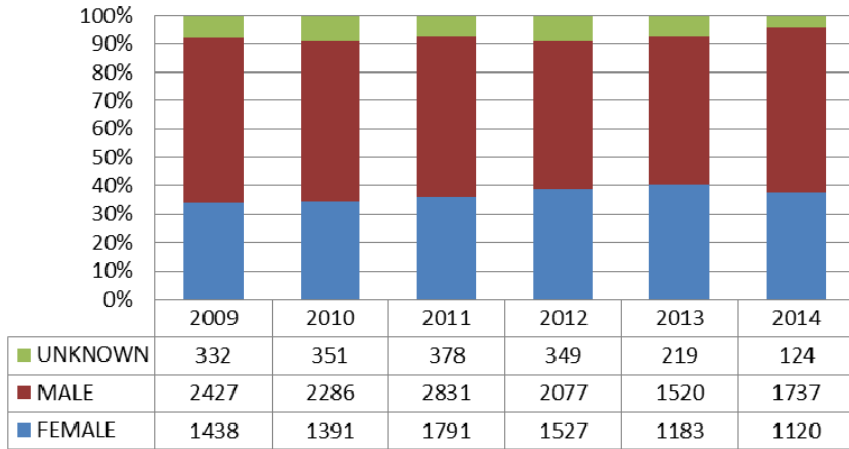


Figure 65

**UEA (with AS) Staff Applications by Gender
2009 - 2014**

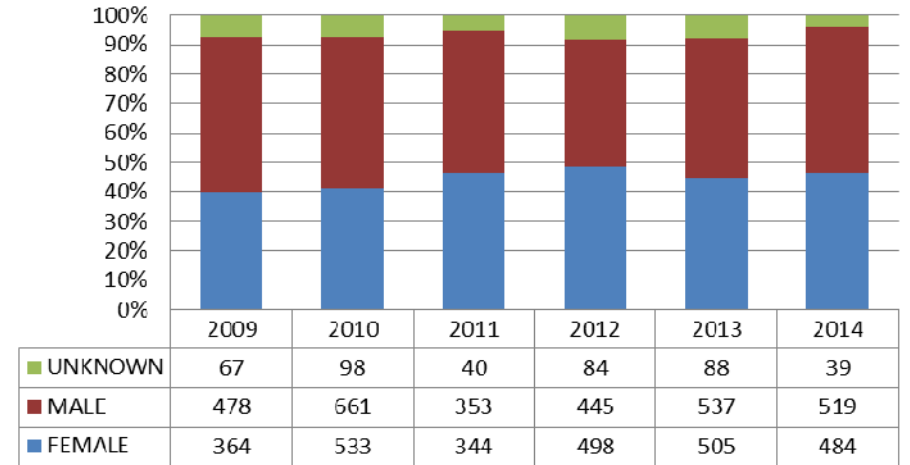


Figure 66

**UEA (without AS) Staff Applications by Gender
2009 - 2014**

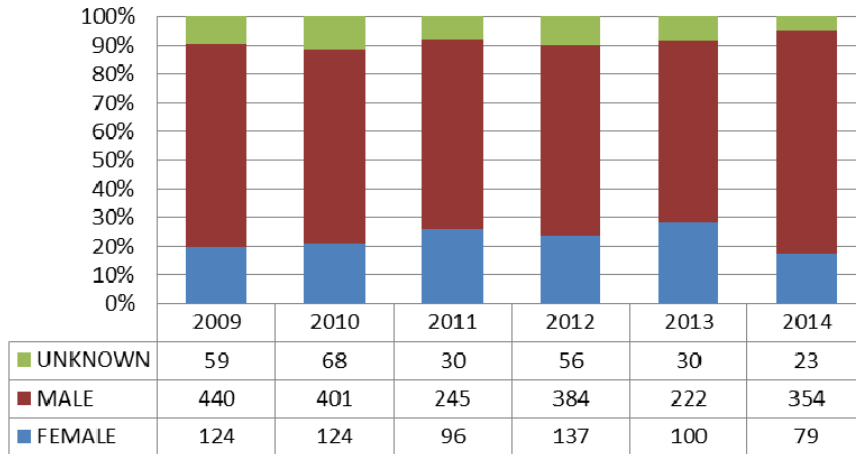


Figure 67

**UEA (Non SET) Staff Applications by Gender
2009 - 2014**

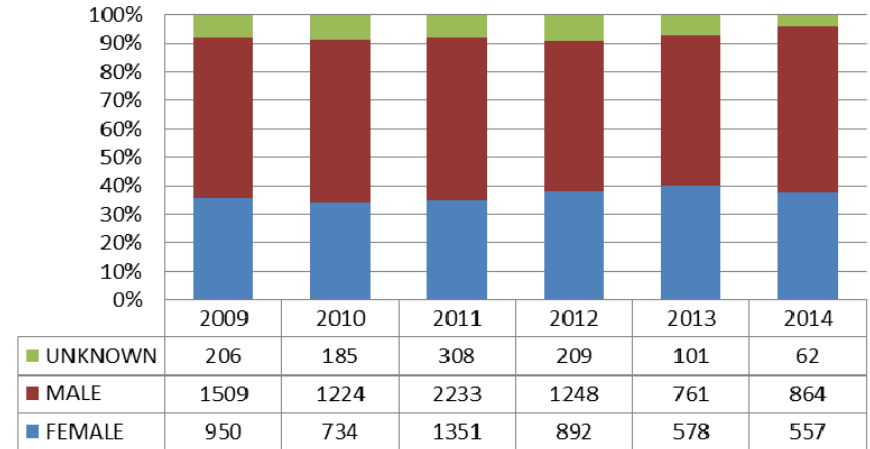


Figure 68

**UEA Staff Employment Rates on Gender Pool
2009 - 2014**

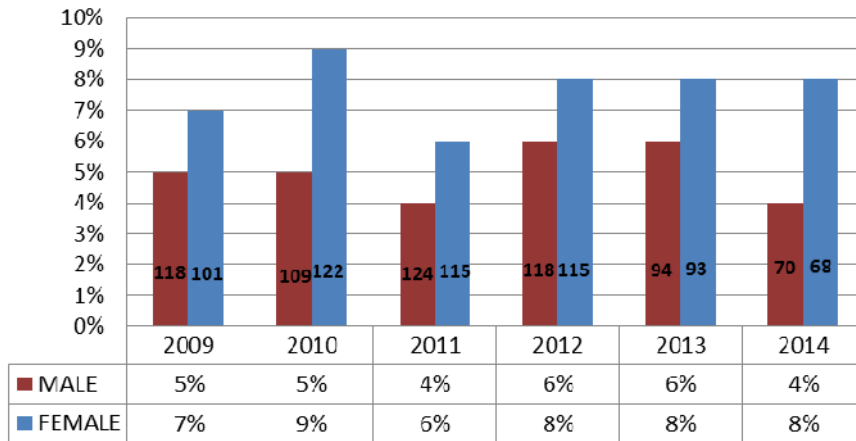


Figure 69

**UEA (with AS) Staff Employment Rates on Gender Pool
2009 - 2014**

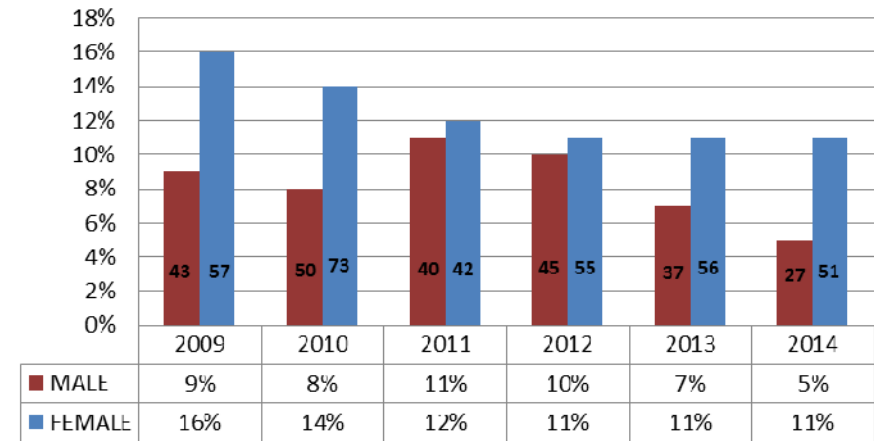


Figure 70

**UEA (without AS) Staff Employment Rates on Gender Pool
2009 - 2014**

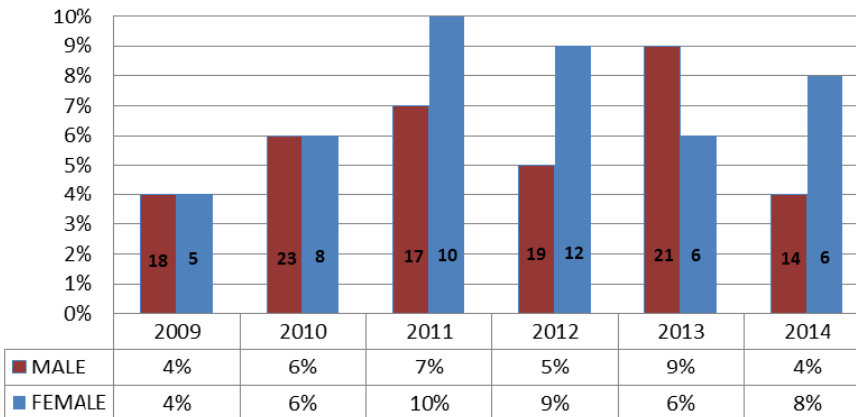


Figure 71

**UEA (Non SET) Staff Employment Rates on Gender Pool
2009 - 2014**

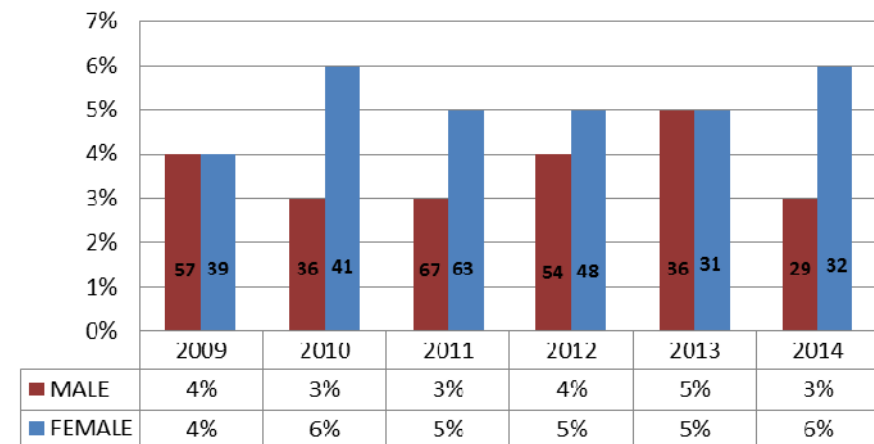


Figure 72

TABLE 9: UEA ATR/ATS Promotion Success Rates by Gender and Staff Category													
Promotions into the Grade of:		FEMALE						MALE					
		2009	2010	2011	2012	2013	2014	2009	2010	2011	2012	2013	2014
Professor	Total	2	7	2	5	6	5	5	7	11	9	8	11
	ATR	2	7	1	4	5	3	5	6	11	8	8	8
	ATS	0	0	1	1	1	2	0	1	0	1	0	3
Reader	Total	1	2	1	3	4	4	8	3	1	7	4	6
	ATR	1	2	1	3	3	3	8	3	1	7	3	5
	ATS	0	0	0	0	1	1	0	0	0	0	1	1
Senior Lecturer	Total	10	13	6	12	18	19	17	12	9	21	24	10
	ATR	6	6	3	8	9	9	14	9	8	18	17	5
	ATS	4	7	3	4	9	10	3	3	1	3	7	5
Lecturer	Total	0	0	0	1	11	0	0	0	1	1	7	2
	ATR	0	0	0	0	3	0	0	0	1	0	4	1
	ATS	0	0	0	1	8	0	0	0	0	1	3	1
GRAND TOTAL		13	22	9	21	39	28	30	22	22	38	43	29

TABLE 10: UEA (with AS) ATR/ATS Promotion Success Rates by Gender and Staff Category													
Promotions into the Grade of:		FEMALE						MALE					
		2009	2010	2011	2012	2013	2014	2009	2010	2011	2012	2013	2014
Professor	Total	1	3	0	0	2	5	0	4	5	4	1	4
	ATR	1	3	0	0	1	3	0	3	5	3	1	4
	ATS	0	0	0	0	1	2	0	1	0	1	0	0
Reader	Total	0	1	0	1	3	3	5	2	0	3	2	5
	ATR	0	1	0	1	2	2	5	2	0	3	2	4
	ATS	0	0	0	0	1	1	0	0	0	0	0	1
Senior Lecturer	Total	8	4	1	2	10	9	7	5	0	4	7	1
	ATR	4	0	0	1	5	4	5	4	0	4	5	0
	ATS	4	4	1	1	5	5	2	1	0	0	2	1
Lecturer	Total	0	0	0	0	1	0	0	0	0	0	1	0
	ATR	0	0	0	0	0	0	0	0	0	0	1	0
	ATS	0	0	0	0	1	0	0	0	0	0	0	0
GRAND TOTAL		9	8	1	3	16	17	12	11	5	11	11	10

TABLE 11: UEA (without AS) ATR/ATS Promotion Success Rates by Gender and Staff Category													
Promotions into the Grade of:		FEMALE						MALE					
		2009	2010	2011	2012	2013	2014	2009	2010	2011	2012	2013	2014
Professor	Total	0	1	0	1	0	0	1	1	2	0	0	1
	ATR	0	1	0	1	0	0	1	1	2	0	0	0
	ATS	0	0	0	0	0	0	0	0	0	0	0	1
Reader	Total	0	0	0	1	0	0	2	0	0	0	1	1
	ATR	0	0	0	1	0	0	2	0	0	0	0	0
	ATS	0	0	0	0	0	0	0	0	0	0	1	0
Senior Lecturer	Total	0	1	1	3	1	0	3	2	1	3	4	1
	ATR	0	1	1	3	0	0	2	1	1	3	4	1
	ATS	0	0	0	0	1	0	1	1	0	0	0	0
GRAND TOTAL		0	2	1	5	1	0	6	3	3	3	5	2

TABLE 12: UEA (Non SET) ATR/ATS Promotion Success Rates by Gender and Staff Category													
Promotions into the Grade of:		FEMALE						MALE					
		2009	2010	2011	2012	2013	2014	2009	2010	2011	2012	2013	2014
Professor	Total	2	3	2	4	4	0	4	2	4	5	7	5
	ATR	2	3	1	3	4	0	4	2	4	5	7	4
	ATS	0	0	1	1	0	0	0	0	0	0	0	1
Reader	Total	1	1	1	1	1	1	4	1	1	4	1	1
	ATR	1	1	1	1	1	1	4	1	1	4	1	1
	ATS	0	0	0	0	0	0	0	0	0	0	0	0
Senior Lecturer	Total	2	8	4	7	7	10	9	5	8	14	13	8
	ATR	2	5	2	4	4	5	9	4	7	11	8	4
	ATS	0	3	2	3	3	5	0	1	1	3	5	4
Lecturer	Total	0	0	0	1	10	0	0	0	1	1	6	2
	ATR	0	0	0	0	3	0	0	0	1	0	3	1
	ATS	0	0	0	1	7	0	0	0	0	1	3	1
GRAND TOTAL		5	12	7	13	22	11	17	8	14	24	27	16

TABLE 13: UEA Maternity and Paternity Leave						
	2009	2010	2011	2012	2013	2014
ATS	4	7	2	4	3	5
ATR	9	4	10	9	4	6
RA	4	6	4	10	6	7
Total Maternity	17	17	16	23	13	18
Return rate	17	15	16	23	12	18
% Return	100	88	100	100	92	100
Paternity	11	6	19	14	11	18
Adoption*	1	0	0	0	1	0

TABLE 14: UEA (with AS) Maternity and Paternity Leave						
	2009	2010	2011	2012	2013	2014
ATS	3	3	1	2	1	1
ATR	2	1	5	2	1	1
RA	2	3	4	5	4	5
Total Maternity	7	7	10	9	6	7
Return rate	7	6	10	9	5	7
% Return	100	86	100	100	83	100
Paternity	6	3	6	7	4	6
Adoption*	1	0	0	0	1	0

TABLE 15: UEA (without AS) Maternity and Paternity Leave						
	2009	2010	2011	2012	2013	2014
ATS	0	1	0	0	0	0
ATR	0	1	0	3	0	1
RA	0	2	0	0	1	1
Total Maternity	0	4	0	3	1	2
Return rate	0	3	0	3	1	2
% Return	0	75	0	100	100	100
Paternity	0	1	5	2	2	1
Adoption*	0	0	0	0	0	0

TABLE 16: UEA (Non SET) Maternity and Paternity Leave						
	2009	2010	2011	2012	2013	2014
ATS	1	3	1	2	2	4
ATR	7	2	5	5	3	4
RA	2	1	0	5	1	1
Total Maternity	10	6	6	12	6	9
Return rate	10	6	6	12	6	9
% Return	100	100	100	100	100	100
Paternity	5	2	8	6	4	11
Adoption*	0	0	0	0	0	0

* Taken by Females

**UEA Heads of School (Overall
2009 - 2014)**

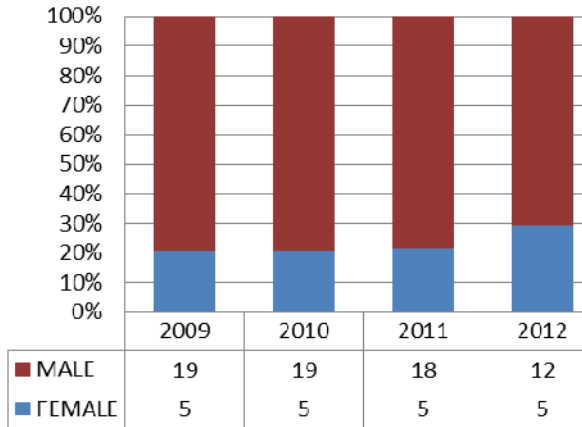


Figure 73

**UEA Heads of School (SET)
2009 - 2014**



Figure 74

**UEA Heads of School (Non-SE)
2009 - 2014**

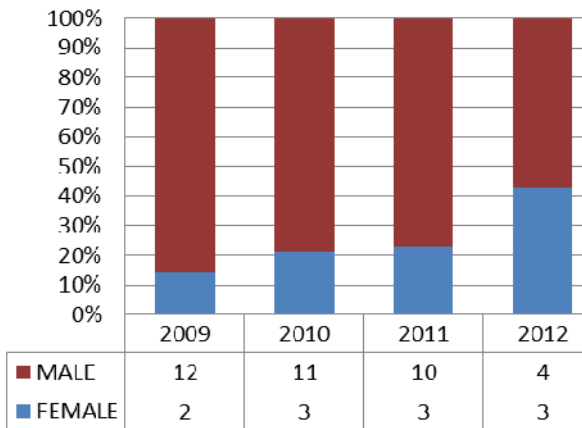


Figure 75

	No.	%
NON-SET DEPARTMENTS	11	55
SET DEPARTMENTS	9	45
TOTAL UEA DEPARTMENTS	20	100

	No.	%
SET DEPARTMENTS WITH A/S	5	55
SET DEPARTMENTS WITHOUT A/S	4	45
TOTAL SET DEPARTMENTS	9	100

Athena SWAN Department Status			
School	Award Level	Submitted	Result
Norwich Medical School	Bronze	November 2013	Awarded
	Silver	November 2014	Pending
School of Biological Sciences	Bronze	April 2013	Awarded
	Silver	November 2014	Pending
School of Pharmacy	Bronze	April 2013	Awarded
	Silver	November 2014	Pending
School of Health Sciences	Bronze	April 2014	Awarded
School of Environmental Sciences	Bronze	April 2014	Awarded
School of Chemistry	Bronze	November 2014	Pending
School of Psychology	Bronze	November 2014	Pending
School of Computing	Bronze	April 2015	Pending
School of Mathematics	Bronze	April 2015	Pending