

# **ATHENA PROJECT**

## **ASSET 2003**

**The Athena Survey  
of Science Engineering and Technology  
in Higher Education**

**Statistical Tables  
Appendix to Report 26**

# Introduction

The tables in this appendix are ordered in two series:

- Tables A1 to A9. These tables are either completely new or expanded versions of tables in the preliminary report
- Tables 1 to 37. These are tables from the Preliminary Report which are referred to in the Main Report

The following listing links the tables to the relevant section of the Main Report

**Section 1**      **Introduction**  
Tables 1, 2, 3

**Section 2**      **The Survey**  
Table A1 and Tables 1, 2, 3

**Sections 3–6**    **The Academic Grades**

*Subsection 1. Key Findings*  
Tables A2, A3, A4, A5, A7 and Tables 5, 14, 23, 24, 25, 26, 27, 30, 32, 34

*Subsection 2. Respondents' Profile*  
Tables A1, A2 and Tables 4, 6, 7

*Subsection 3. Research*  
Tables A3, A4 and Tables 5, 24, 34

*Subsection 4. Teaching*  
Tables A3, A4 and Table 34

*Subsection 5. Committees and Administration*  
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*Subsection 6. External Activities*  
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*Subsection 7. Valued, Treated and Supported by their Department?*  
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**Section 7**      **Career Progression**  
Tables A1, A5, A8, A9 and Tables 8, 11, 12, 13, 14, 15, 25, 26, 27, 30, 31, 36

**Section 8**      **The Working Life of a SET Academic**  
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\* Please note that not all tables from the Preliminary Report are included. The full set is available from [athena@royalsoc.ac.uk](mailto:athena@royalsoc.ac.uk)

**Table A1**  
**Respondents with children by grade, gender, and care responsibilities**

	All	Male	Female
<b>Professors</b>	39%	40%	36%
<b>Senior Lecturers/Readers</b>	46%	45%	49%
<b>Lecturers</b>	41%	42%	41%
<b>Other</b>	31%	30%	33%

Respondents with	Male	Female	All
Children aged < 6 yrs	20%	22%	21%
Children aged 6-16	31%	29%	30%
<b>Children aged 16 or under</b>	<b>42%</b>	<b>42%</b>	<b>42%</b>

Respondents with	Male		Female		All	
	Main carer	Shared	Main carer	Shared	Main carer	Shared
Children aged < 6 yrs	3%	72%	31%	63%	12%	69%
Children aged 6-16	4%	66%	28%	62%	11%	65%
<b>Children aged 16 or under</b>	<b>3%</b>	<b>68%</b>	<b>31%</b>	<b>60%</b>	<b>12%</b>	<b>65%</b>

**Table A2**  
**Age, time in grade and at current HEI, by grade and gender**

**Professors**

<b>Time in grade</b>	<b>male</b>	<b>female</b>	<b>Time at current HEI</b>	<b>male</b>	<b>female</b>	<b>Age</b>	<b>male</b>	<b>female</b>
2 years or less	20%	37%	2 years or less	8%	5%	31-40	7%	4%
3-5 years	24%	25%	3-5 years	9%	11%	41-50	35%	43%
6-10 years	27%	24%	6-10 years	16%	28%	51-60	46%	45%
11+ years	29%	14%	11-15 years	14%	20%	over 60	12%	8%
Median	7 yrs	4 yrs	16-20 years	14%	14%			
			More than 20 years	39%	22%			

**Senior lecturers/readers**

<b>Time in grade</b>	<b>male</b>	<b>female</b>	<b>Time at current HEI</b>	<b>male</b>	<b>female</b>	<b>Age</b>	<b>male</b>	<b>female</b>
2 years or less	34%	41%	2 years or less	6%	9%	≤30	0%	1%
3-5 years	29%	27%	3-5 years	10%	13%	31-40	24%	29%
6-10 years	22%	24%	6-10 years	23%	30%	41-50	41%	48%
11+ years	16%	8%	11-15 years	20%	23%	51-60	28%	21%
Median	4 yrs	3 yrs	16-20 years	13%	12%	over 60	7%	1%
			More than 20 years	28%	13%			

**Lecturers**

<b>Time in grade</b>	<b>male</b>	<b>female</b>	<b>Time at current HEI</b>	<b>male</b>	<b>female</b>	<b>Age</b>	<b>male</b>	<b>female</b>
2 years or less	38%	41%	2 years or less	28%	31%	≤30	10%	12%
3-5 years	30%	29%	3-5 years	28%	30%	31-40	58%	61%
6-10 years	19%	21%	6-10 years	25%	24%	41-50	23%	20%
11+ years	13%	8%	11-15 years	9%	9%	51-60	7%	7%
Median	3 yrs	3 yrs	16-20 years	5%	4%	over 60	2%	0%
			More than 20 years	5%	2%			

**Others**

<b>Time in grade</b>	<b>male</b>	<b>female</b>	<b>Time at current HEI</b>	<b>male</b>	<b>female</b>	<b>Age</b>	<b>male</b>	<b>female</b>
2 years or less	47%	48%	2 years or less	28%	32%	≤30	10%	15%
3-5 years	33%	44%	3-5 years	24%	23%	31-40	48%	49%
6-10 years	16%	5%	6-10 years	24%	26%	41-50	25%	25%
11+ years	4%	3%	11-15 years	8%	11%	51-60	12%	10%
Median	3 yrs	3 yrs	16-20 years	5%	4%	over 60	5%	1%
			More than 20 years	11%	4%			

**Table A3**  
**Responsibilities and Committee Participation by grade and gender**

**Responsibilities at departmental/faculty level**

	Professors		Senior lecturer/reader		Lecturer		Other	
	male	female	male	female	male	female	male	female
Head of Research group / section	61%	62%	36%	32%	15%	13%	22%	18%
Other admin posts	49%	41%	69%*	57%	61%*	53%	28%	25%
Head of Dept.	43%	37%	6%	4%	-	-	1%	-
Director of Ug / Pg Studies	28%	20%	30%*	23%	10%	10%	5%	7%
Deputy Head of Dept.	17%	16%	7%	5%	1%	1%	1%	-
Director of Research	17%	17%	3%	2%	0%	1%	1%	1%
Admissions	16%	13%	27%	25%	23%	20%	4%	8%
Student support / welfare	9%	14%	26%	32%*	24%	30%	11%	12%
None of the above	6%	1%	11%	18%*	25%	32%*	58%	52%

\* denotes the higher percent when there is a significant difference in male/female responses

**Participation in institution committees**

	Professors		Senior lecturer/reader		Lecturer		Other	
	male	female	male	female	male	female	male	female
Senate / Council	41%	39%	18%*	11%	5%	3%	2%	1%
Academic board /committee	38%	37%	23%*	15%	7%	9%	4%	5%
Promotion committee	32%	39%	8%	9%	0%	2%	1%	1%
Research committee	18%	22%	4%	5%	1%	2%	2%	5%
Teaching committee	17%	18%	18%	15%	5%	9%*	3%	4%
Finance / planning / resources committee	15%	9%	3%	4%	0%	2%	1%	3%
Senior mgt / executive team	12%	17%	4%	6%	1%	1%	2%	1%
None of the above	29%	26%	56%	60%	86%*	80%	92%	90%

\* denotes the higher percent when there is a significant difference in male/female responses

**Participation in departmental / faculty committees**

	Professors		Senior lecturer/reader		Lecturer		Other	
	male	female	male	female	male	female	male	female
Academic board / committee	74%	72%	59%*	46%	34%*	24%	15%	19%
Research committee	70%	76%	40%	37%	22%	20%	13%	19%
Teaching committee	61%	54%	70%	65%	42%	42%	12%	19%
Promotions committee	58%	63%	21%*	14%	3%	1%	3%	4%
None of the above	5%	7%	14%	15%	38%	40%	68%	62%

\* denotes the higher percent when there is a significant difference in male/female responses

**Table A4**  
**Most important factors in contributing to successful career progression, by grade and gender**  
 (expanded T33)

	PROFESSORS		SENIOR LECTURERS/ READERS		LECTURERS		OTHER (beware small numbers)	
	Male	Female	Male	Female	Male	Female	Male	Female
Research publications	92%	92%	91%	86%	89%	86%	73%	78%
Obtaining external research funding	76%	87%	77%	76%	77%	78%	61%	63%
Conference keynote/plenary speaker	53%	53%	39%	37%	30%	26%	20%	27%
Attracting new PhD students	42%	41%	38%	36%	44%	39%	34%	30%
Innovative teaching	27%	18% *	17%	18%	19%	25% *	18%	22%
Editor of acad journal	26%	30%	26%	26%	22%	20%	12%	16%
Member of nat/gov cttee	23%	25%	17%	24% *	9%	10%	9%	11%
Member of ed board of acad journal	21%	21%	21%	25%	19%	16%	6%	11%
Assessor for grant giving bodies	15%	22% *	16%	19%	10%	12%	9%	11%
Chair of dept/faculty cttees	14%	13%	10%	11%	7%	10%	9%	8%
External examiner	14%	12%	14%	18%	11%	12%	15%	10%
Course director	13%	14%	11%	18% *	14%	17%	9%	8%
Launching new course	11%	16%	8%	13%	10%	14%	9%	11%
Conference attendance	11%	12%	11%	12%	12%	14%	22%	21%
Networking within dept	10%	11%	12%	17%	17%	26% *	22%	41% *
Raising profile of dept in media	9%	11%	9%	10%	9%	11%	12%	7%
Member of dept/fac cttee	9%	12%	11%	16%	15%	17%	9%	21% *
Teaching related publications	7%	4%	7%	11%	7%	10%	6%	14%
Module/unit director	6%	14% *	6%	8%	7%	12%	5%	4%
Professional consultancy work	6%	4%	7%	10%	3%	4%	4%	14% *
Raising admissions	6%	3%	6%	6%	6%	4%	5%	4%
Member of other inst.wide cttee	5%	14% *	7%	11%	7%	6%	4%	7%
Member of uni finance/planning/resource cttee	5%	12% *	3%	4%	3%	5%	5%	1%
Member of appts cttee	4%	1%	2%	5%	2%	2%	3%	4%
Member of Senate/Council	3%	5%	3%	5%	1%	3%	2%	0%
QAA subject reviewer	3%	5%	3%	4%	1%	2%	3%	3%
Other factors contributing to career prog	12%	16%	11%	15%	7%	12%	12%	11%

\* denotes significant difference in male/female responses

**Table A5**  
**Perceptions on what will help career progression to ideal level, by grade and gender**

<b>Males</b>							
<b>Professors</b>		<b>Senior lecturers/readers</b>		<b>Lecturers</b>		<b>Other</b>	
Research performance	36%	Research performance	69%	Research performance	83%	Research performance	52%
Management / supervisory skills	24%	Management / supervisory skills	22%	Personal development	30%	Personal development	26%
Communication skills	17%	Personal development	21%	Management / supervisory skills	29%	Subject discipline related specialist experience	25%
Financial management experience	15%	Appraisal	21%	Appraisal	29%	Appraisal	25%
Personal development	15%	Subject discipline related specialist experience	18%	Communication skills	27%	Communication skills	22%
Subject discipline related specialist experience	13%	Communication skills	17%	Subject discipline related specialist experience	24%	Management / supervisory skills	16%
Appraisal	12%	Mentoring	7%	Mentoring	14%	Mentoring	15%
Mentoring	6%	Financial management experience	6%	Financial management experience	7%	Financial management experience	9%
Other	10%	Other	14%	Other	12%	Other	18%

<b>Females</b>							
<b>Professors</b>		<b>Senior lecturers/readers</b>		<b>Lecturers</b>		<b>Other</b>	
Research performance	34%	Research performance	70%	Research performance	81%	Research performance	52%
Communication skills	24%	Personal development	33%	Personal development	44%	Appraisal	37%
Management / supervisory skills	22%	Management / supervisory skills	29%	Appraisal	40%	Personal development	33%
Financial management experience	17%	Appraisal	29%	Management / supervisory skills	37%	Communication skills	32%
Personal development	14%	Communication skills	24%	Communication skills	33%	Management / supervisory skills	30%
Appraisal	13%	Subject discipline related specialist experience	22%	Subject discipline related specialist experience	33%	Subject discipline related specialist experience	26%
Subject discipline related specialist experience	9%	Mentoring	18%	Mentoring	31%	Mentoring	22%
Mentoring	8%	Financial management experience	10%	Financial management experience	12%	Financial management experience	12%
Other	16%	Other	22%	Other	18%	Other	18%



**Table A6**  
**Participation in and level of membership of Professional Organisations, by grade and gender**  
 (percentages are of those who are members – see Table 20)

	Professors		Senior Lecturers/ Readers		Lecturers		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
Senior officer	12%	23% *	8%	5%	2%	2%	3%	4%
Council / Board member	29%	34%	12%	16%	5%	9% *	3%	4%
Special interest group/committee	44%	42%	31%	32%	19%	26% *	17%	13%
Conference programme committee	32%	30%	20%	17%	10%	9%	9%	11%
Member of editorial board	39%	36%	17% *	11%	8% *	3%	14%	9%
Other	8%	14%	5%	12%	7%	11%	11%	2%

	Professors		Senior Lecturers/ Readers *		Lecturers		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
Associate/affiliate	1%	3%	3%	4%	6%	6%	6%	9%
Member	37%	37%	66%	76%	83%	87%	73%	84%
Fellow	62%	60%	31%	20%	11%	7%	21%	7%

**Table A7**  
**Aspirations to work outside HE**

Aspirations to work outside HE in research, SET policy/mgt, using SET skills, running own business or doing something complete different	Professors		Senior Lecturers/ Readers		Lecturers		Other	
	Male	Female	Male	Female	Male	Female	Male	Female
Yes to at least one option	21%	28%	19%	21%	23%	29%	38%	42%
Possibly to at least one option	40%	37%	51%	57%	58%	55%	40%	52%
No to all or most	33%	31%	26%	19%	14%	10%	20%	7%
No and/or don't know	5%	3%	4%	4%	4%	6%	2%	0%

**Table A8**  
**Percentages having all male interview panels, by years in grade**

	Appointed in last 2 years	3-5 years	6 to 10 years ago	11 or more years ago	N
<b>Professors</b>					
All	49%	54%	51%	43%	163
Male	42%	43%	42%	51%	131
Female	41%	43%	69%	89%	32
<b>Senior Lecturer/reader</b>					
All	42%	53%	56%	57%	347
Male	47%	54%	64%	62%	273
Female	32%	49%	33%	33%	74
<b>Lecturer</b>					
All	31%	36%	44%	66%	252
Male	35%	41%	55%	67%	174
Female	26%	28%	28%	63%	78
<b>Other</b>					
All	32%	36%	58%	50%	44
Male	36%	48%	55%	67%	28
Female	29%	26%	100%	0%	16

## Notes

1. Beware small numbers for these disaggregations
2. The Ns are small because they are just the numbers who responded "all male" to the question about composition of interview panel

	Appointed in last 2 years	3-5 years	6 to 10 years ago	11 or more years ago	N
<b>ALL grades</b>					
All	37%	43%	49%	58%	806
Male	41%	47%	55%	59%	606
Female	30%	36%	36%	57%	200

**Table A9**  
**Factors perceived to contribute to successful appointment at lecturer level**  
 [expanded Table 11]

	All respondents	Current Male lecturers	Current Female lecturers
Research fit with department	45%	64%	50%
Research publications	43%	62%	48%
Prior contact/knowledge of dept	34%	45%	51%
Eminence of referees	25%	36%	27%
Reputation of university where obtained PhD	25%	33%	27%
Topical research area	21%	32%	24%
Teaching fit with department	20%	26%	29%
Teaching experience	20%	26%	34%

**Participating institutions [Table 1]**

<b>Russell Group</b> (66% of respondents)	<b>Non-Russell and pre 1992</b> (23% of respondents)	<b>Post 92 and HEIs</b> (11% of respondents)
Bristol	Aberystwyth	Bolton
Cambridge	East Anglia	Coventry
Edinburgh	Heriot Watt	Hertfordshire
Glasgow	Queen Mary London	Kingston
Imperial College London	Reading	Luton
Nottingham	Royal Holloway London	Plymouth
Oxford	St Andrews	
Sheffield	Stirling	
Southampton		

**Respondents by subject areas [Table 2]**

	<b>Number</b>	<b>%</b>
Biological sciences	489	23%
Physical sciences	381	18%
Math. & comp. sciences	329	15%
Engineering	317	15%
Medicine and Dentistry	276	13%
Subjects allied to medicine	247	11%
Vet. sciences, agriculture & related	68	3%
Technologies	38	2%
Architecture and building	15	*
Other SET subject	12	*
<b>Total</b>	<b>2,172</b>	<b>100%</b>

**Respondent numbers in subject area, by grade and gender [Table 3]**

	<b>Professor</b>		<b>Senior Lecturer</b>		<b>Lecturer</b>		<b>Other</b>		<b>Totals</b>			<b>% Female</b>
	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>M</b>	<b>F</b>	<b>All</b>	
Biological sciences	84	18	110	60	84	86	24	23	302	187	489	38%
Physical sciences	81	13	122	24	80	34	21	6	304	77	381	20%
Math. & comp. sciences	72	5	100	17	93	29	10	3	275	54	329	16%
Engineering	52	3	100	16	94	26	16	10	262	55	317	17%
Medicine and dentistry	53	22	67	45	25	40	11	13	156	120	276	43%
Subjects allied to medicine	23	11	53	56	29	53	9	13	114	133	247	54%
Vet. sciences, agric & related	15	3	19	6	13	8	2	2	49	19	68	28%
Technologies	9	1	15	2	8	3	0	0	32	6	38	16%
Architecture and building	5	0	3	1	5	1	0	0	13	2	15	13%
Other SET subject	1	0	3	1	1	3	0	3	5	7	12	58%
<b>Total</b>	<b>395</b>	<b>76</b>	<b>592</b>	<b>228</b>	<b>432</b>	<b>283</b>	<b>93</b>	<b>73</b>	<b>1,512</b>	<b>660</b>	<b>2,172</b>	<b>30%</b>

**Current grade of respondents [Table 4]**

	<b>Number</b>		<b>%</b>	
	<b>Male</b>	<b>Female</b>	<b>Male</b>	<b>Female</b>
Professor	471	76	22%	12%
Senior Lecturer	820	228	38%	35%
Lecturer	715	283	33%	43%
Other, mostly researchers	166	73	8%	11%
<b>Total</b>	<b>2,172</b>	<b>660</b>	<b>100%</b>	<b>100%</b>

**Inclusion in RAE [Table 5]**

	Professor	Senior Lecturer	Lecturer	Other	All
Male	96%	77%	69%	43%	78%
Female	97%	75%	56%	35%	66%
All	96%	77%	64%	39%	75%

Note: percentages exclude those for whom the RAE was not applicable

**Type of post [Table 6]**

	Professor	Senior Lecturer	Lecturer	Other	All
Teaching only	1%	6%	7%	12%	6%
Research only	4%	3%	3%	57%	7%
Teaching and research	95%	91%	89%	31%	87%

**Contract type and time in current grade [Table 7]**

	Contract Type				Time in current grade					
	Permanent	Fixed Term	Probation	Honorary/emeritus/casual	Full time	Part Time	≤2yrs	3-5	6-10	>10
Professor	94%	5%	1%	*	96%	4%	23%	24%	26%	26%
Senior Lecturer	93%	7%	0%	*	95%	5%	36%	28%	22%	14%
Lecturer	73%	23%	4%	*	93%	7%	39%	30%	20%	11%
Other, mostly researchers	30%	69%	1%	0%	87%	13%	47%	38%	11%	4%

**Personal details [Table 8]**

	All	Male	Female
<b>Age category</b>			
<26	*	*	*
26-30	5%	4%	7%
31-35	14%	13%	18%
36-40	20%	18%	24%
41-45	18%	18%	18%
46--50	15%	16%	15%
51-55	13%	15%	11%
56-60	10%	11%	6%
61-65	5%	6%	2%
>65	*	1%	-
<b>Nationality</b>			
British	80%	80%	79%
European	8%	7%	9%
North American	3%	2%	3%
Elsewhere	4%	4%	4%
Unknown	6%	7%	5%
Children 16 or under	43%	43%	43%
<b>Care responsibilities (main + shared)</b>			
Child	38%	36%	43%
Parent	14%	14%	15%
Partner	6%	7%	4%
<b>Future need for flexible working</b>			
Very likely	18%	12%	33%
Possible	27%	26%	28%
Unlikely	39%	45%	24%
<b>Disability</b>			
No known disability	86%	84%	89%

**Factors perceived to contribute to successful appointment at lecturer level [Table 11]**

Research fit with department	45%
Research publications	43%
Prior contact/knowledge of dept	34%
Eminence of referees	25%
Reputation of university where obtained PhD	25%
Topical research area	21%
Teaching fit with department	20%
Teaching experience	20%
Other	13%

**Moved institutions to obtain first post at a higher level [Table 12]**

<b>Moved Institution to get first post at:</b>	<b>All</b>	<b>Male</b>	<b>Female</b>
Lecturer level	60%	61%	58%
Senior Lecturer level	15%	13%	19%
Professorial level	31%	30%	32%

**Reasons for moving institution to obtain a higher level post [Table 13]**

<b>Lecturers [N=973]</b>		<b>Senior lecturers/readers [N=162]</b>		<b>Professorial [N=155]</b>	
1st opp. to get a post at this level	54%	1st opp. to get a post at this level	44%	1st opp. to get a post at this level	49%
Attracted by working in HE	29%	Reputation of department	35%	Reputation of institution	44%
Reputation of department	25%	Reputation of institution	31%	Widen experience	33%
Only way to get a post at this level	24%	Reputation of research	27%	Reputation of department	32%
Reputation of institution	22%	Widen experience	27%	Reputation of research	31%
Widen experience	21%	Attracted by working in HE	23%	Attracted by working in HE	21%
Reputation of research	16%	More money	15%	More money	20%
Non-renewal of fixed term contract	15%	Only way to get a post at this level	13%	Only way to get a post at this level	12%
Family/partner commitments	9%	Family/partner commitments	12%	Family/partner commitments	10%
More money	6%	Non-renewal of fixed term contract	4%	Non-renewal of fixed term contract	4%

**Number of applications, by grade and gender [Table 14]**

<b>No. of applications</b>	<b>For First Lecturer Post</b>			<b>For First Senior Lecturer post</b>			<b>For First Professorial post</b>		
	<b>All</b>	<b>Male</b>	<b>Female</b>	<b>All</b>	<b>Male</b>	<b>Female</b>	<b>All</b>	<b>Male</b>	<b>Female</b>
1	49%	45%	58%	61%	61%	62%	52%	50%	59%
2	18%	18%	18%	22%	20%	27%	24%	24%	24%
3	13%	14%	10%	10%	11%	6%	13%	14%	8%
4	6%	7%	5%	3%	4%	2%	8%	8%	7%
5	3%	4%	2%	1%	1%	2%	4%	4%	3%
6+	11%	13%	6%	3%	3%	2%	0%	0%	0%
Mean	2.30	2.45	1.95	1.71	1.75	1.61	1.88	1.92	1.71
N	1497	1047	450	825	598	218	486	393	93

**Route to higher posts and encouragement, by gender [Table 15]**

Obtained first post at this level:	Senior Lecturer post			Professorial post		
	All	Male	Female	All	Male	Female
- through promotion	76%	78%	68%	62%	63%	60%
- through external application	15%	14%	20%	32%	32%	32%
- through internal application	9%	8%	11%	6%	5%	8%
Encouraged to apply for a post at this level	Senior Lecturer post			Professorial post		
	All	Male	Female	All	Male	Female
<b>All:</b>	54%	55%	50%	62%	67%	46%
<b>Current grade:</b>						
Professorial	52%	49%	62%	89%	90%	84%
Senior lecturer/reader	59%	60%	58%	45%	48%	37%
Lecturer	36%	45%	31%	14%	20%	5%

**Membership of professional organisation, by grade and subject area [Table 20]**

	All	Male	Female
<b>All</b>	83%	83%	82%
<b>Current Grade</b>			
Professor	93%	92%	96%
Senior Lecturer/Reader	87%	88%	86%
Lecturer	74%	71%	79%
Other	68%	70%	64%
<b>Subject Area*</b>	<b>All</b>	<b>Male</b>	<b>Female</b>
Medicine and Dentistry	95%	97%	92%
Subjects allied to medicine	89%	93%	85%
Vet. sciences, agric & related	84%	82%	90%
Biological sciences	82%	82%	82%
Engineering	81%	81%	81%
Physical sciences	80%	82%	73%
Math. & comp. sciences	75%	77%	65%

\* Subject areas with <50 respondents have not been included

**Highest level of membership [Table 21]**

	All	Male	Female
Associate/affiliate	4%	4%	5%
Member	66%	62%	76%
Fellow	30%	34%	19%

**Participation in professional organisation [Table 22]**

	All	Male	Female
Senior officer	7%	7%	6%
Council / Board	15%	15%	14%
Special interest group	31%	31%	29%
Conference programme committee	19%	20%	15%
Editorial board	18%	21%	11%
Other	8%	7%	11%

Note: half the membership of professional organisations had not participated at these levels

**Participation at conferences, by grade and gender [Table 23]**

Conference participation	All	Professor		Senior Lect./ Reader		Lecturer		Other			
		M	F	M	F	M	F	M	F		
		[1512]	[660]	[395]	[76]	[592]	[228]	[432]	[283]	[93]	[73]
Keynote - plenary speaker	37%	41%	29%	73%	82%	37%	31%	21%	15%	22%	18%
Specialist/break out session speaker	45%	46%	41%	64%	63%	44%	54%	37%	31%	31%	22%
Sessional chair	49%	53%	42%	80%	89%	52%	48%	35%	29%	25%	22%
None of these	25%	22%	31%	6%	3%	22%	18%	33%	45%	42%	47%

**Activities, by grade and gender [Table 24]**

Past or present	All	Professor		Senior Lect./ Reader		Lecturer		Other			
		M [1512]	F [660]	M [395]	F [76]	M [592]	F [228]	M [432]	F [283]	M [93]	F [73]
Member of departmental research group	78%	80%	73%	86%	92%	78%	71%	78%	72%	69%	59%
Undertake professional consultancy work	51%	57%	39%	69%	57%	59%	46%	47%	32%	33%	32%
Assessor for a Research council	50%	56%	38%	85%	87%	57%	46%	35%	24%	22%	16%
Member of an interdisciplinary research group	49%	50%	46%	57%	68%	49%	45%	46%	44%	44%	33%
Member of an international research group	39%	42%	32%	54%	61%	40%	36%	35%	23%	37%	25%
Editorial board of academic journal	36%	40%	26%	76%	80%	38%	33%	14%	10%	14%	15%
Member of grant giving panel	25%	27%	20%	62%	76%	20%	22%	8%	6%	5%	8%
Professional 'representative' duties	20%	21%	20%	37%	50%	20%	25%	8%	11%	13%	10%
Research Council committee	16%	18%	11%	43%	53%	12%	11%	5%	3%	5%	1%
Editor of academic journal	14%	18%	7%	39%	26%	14%	7%	4%	2%	9%	0%
An EU evaluator	10%	11%	6%	26%	26%	8%	3%	3%	4%	8%	0%
A trustee/governor/member of a public body	10%	11%	9%	19%	20%	10%	11%	5%	6%	8%	3%
Research council member	5%	5%	5%	9%	18%	4%	6%	3%	2%	3%	0%
A non-executive director of a public company	4%	5%	3%	11%	7%	4%	2%	1%	2%	1%	3%

**Summary of aspirations by current grade [Table 25]**

	Current grade			
	Other	Lecturer	Senior Lecturer	Professorial
Satisfied with current level	21%	6%	24%	66%
Aspire to 'Lecturer' level post	17%	4%	*	*
Aspire to 'Senior Lecturer' level post	16%	43%	4%	*
Aspire to 'Professorial' level post	42%	56%	66%	11%

**Ambitions by grade and gender [Table 26]**

Ambitions to be	All	Professorial		Senior lecturer		Lecturer		Other			
		Male	Female	Male	Female	Male	Female	Male	Female		
Head of Research Group	48%	47%	51%	50%	67%	58%	59%	72%	64%	65%	61%
Member of senior management	25%	22%	31%	31%	44%	29%	38%	24%	39%	27%	31%
Head of department	15%	15%	17%	18%	33%	19%	21%	17%	19%	17%	15%
Dean	7%	8%	7%	15%	25%	10%	9%	6%	6%	9%	0%
Pro VC	7%	7%	5%	16%	23%	9%	6%	4%	5%	4%	2%
VC	4%	4%	2%	9%	9%	5%	2%	3%	3%	3%	0%

**Changes in aspirations and expectations since first entering HE [Table 27]**

	ALL		Professors		Senior lecturers		Lecturers		Other	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Yes, a lot	20%	25%	23%	45%	20%	25%	17%	19%	21%	27%
Yes, some	38%	46%	40%	35%	40%	47%	34%	48%	42%	51%
No	42%	29%	37%	20%	40%	28%	49%	33%	37%	22%

**Knowledge of promotion criteria [Table 30]**

	All		Professors		Senior lecturers		Lecturers		Other	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Yes	44%	28%	71%	71%	43%	36%	23%	16%	19%	10%
Fairly good knowledge	29%	29%	21%	25%	33%	35%	32%	30%	25%	15%
Some knowledge	21%	32%	7%	3%	20%	24%	36%	42%	24%	52%
No knowledge	6%	10%	1%	1%	4%	5%	9%	13%	32%	23%

**Knowledge of promotion procedure [Table 31]**

	All		Professors		Senior lecturers		Lecturers		Other	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Yes	46%	29%	70%	67%	49%	33%	28%	19%	18%	12%
Fairly good knowledge	20%	21%	17%	24%	24%	27%	19%	16%	15%	12%
Some knowledge	19%	29%	9%	5%	18%	27%	31%	36%	20%	26%
No knowledge	14%	22%	4%	4%	10%	13%	21%	28%	46%	49%



**Strength of perceptions, by grade and gender [Table 34]**

	% Agree Strongly	% Agree	% Neither A or D	% Disagree	% Disagree Strongly	% AS + A	% Neither	% D+DS	N
<b>Teaching contribution valued</b>									
Professors: M	19.4	54.6	18.6	6.6	0.9	74.0	18.6	7.4	350
Professors: F	12.9	42.9	27.1	11.4	5.7	55.7	27.1	17.1	70
Senior Lecturers: M	14.4	47.7	18.8	13.2	6.0	62.1	18.8	19.1	554
Senior Lecturers: F	11.5	47.2	21.6	14.7	5.0	58.7	21.6	19.7	218
Lecturers: M	11.7	47.2	23.1	13.2	4.8	58.9	23.1	18.0	394
Lecturers: F	12.7	42.9	24.6	15.3	4.5	55.6	24.6	19.8	268
Other: M	11.3	38.7	24.2	17.7	8.1	50.0	24.2	25.8	62
Other: F	0.0	48.7	28.2	17.9	5.1	48.7	28.2	23.1	39
<b>All</b>	<b>13.8</b>	<b>47.7</b>	<b>21.4</b>	<b>12.6</b>	<b>4.6</b>	<b>61.4</b>	<b>21.4</b>	<b>17.2</b>	1,955
<b>Research contribution valued</b>									
Professors: M	47.2	43.5	6.3	2.6	0.6	90.6	6.3	3.1	352
Professors: F	38.6	47.1	5.7	7.1	1.4	85.7	5.7	8.6	70
Senior Lecturers: M	22.4	44.0	20.2	10.0	3.3	66.4	20.2	13.4	539
Senior Lecturers: F	17.2	37.7	24.0	14.7	6.4	54.9	24.0	21.1	204
Lecturers: M	16.7	49.1	22.6	8.5	3.1	65.8	22.6	11.6	389
Lecturers: F	14.3	40.9	27.4	12.7	4.8	55.2	27.4	17.5	252
Other: M	19.7	51.3	17.1	6.6	5.3	71.1	17.1	11.8	76
Other: F	9.1	45.5	29.1	10.9	5.5	54.5	29.1	16.4	55
<b>All</b>	<b>24.3</b>	<b>44.3</b>	<b>19.1</b>	<b>9.0</b>	<b>3.4</b>	<b>68.6</b>	<b>19.1</b>	<b>12.3</b>	1,937
<b>Administrative contribution valued</b>									
Professors: M	23.4	50.4	19.7	4.8	1.7	73.8	19.7	6.6	351
Professors: F	26.5	30.9	23.5	17.6	1.5	57.4	23.5	19.1	68
Senior Lecturers: M	15.6	42.2	25.8	11.5	4.9	57.8	25.8	16.4	550
Senior Lecturers: F	11.5	39.9	28.4	17.9	2.3	51.4	28.4	20.2	218
Lecturers: M	6.8	40.0	36.3	12.6	4.2	46.8	36.3	16.8	380
Lecturers: F	8.2	35.4	32.3	17.9	6.2	43.6	32.3	24.1	257
Other: M	13.6	39.0	28.8	11.9	6.8	52.5	28.8	18.6	59
Other: F	11.1	37.0	29.6	16.7	5.6	48.1	29.6	22.2	54
<b>All</b>	<b>14.0</b>	<b>41.5</b>	<b>28.0</b>	<b>12.4</b>	<b>4.0</b>	<b>55.5</b>	<b>28.0</b>	<b>16.5</b>	1,937
<b>Senior colleagues are supportive</b>									
Professors: M	24.7	50.3	13.7	8.0	3.3	75.0	13.7	11.3	364
Professors: F	21.1	33.8	23.9	18.3	2.8	54.9	23.9	21.1	71
Senior Lecturers: M	13.7	45.7	23.5	13.2	3.9	59.4	23.5	17.1	562
Senior Lecturers: F	14.0	40.1	26.6	13.1	6.3	54.1	26.6	19.4	222
Lecturers: M	17.3	44.4	22.5	9.9	5.9	61.7	22.5	15.8	405
Lecturers: F	10.9	44.5	23.7	14.2	6.6	55.5	23.7	20.8	274
Other: M	14.0	47.7	20.9	11.6	5.8	61.6	20.9	17.4	86
Other: F	7.0	50.7	22.5	16.9	2.8	57.7	22.5	19.7	71
<b>All</b>	<b>16.1</b>	<b>45.4</b>	<b>21.8</b>	<b>12.0</b>	<b>4.8</b>	<b>61.4</b>	<b>21.8</b>	<b>16.8</b>	2,055

	Agree Strongly	Agree	Neither A or D	Disagree	Disagree Strongly	AS + A	Neither	D+DS	N
<b>Socially integrated within department</b>									
Professors: M	21.3	55.2	13.7	6.7	3.1	76.5	13.7	9.8	357
Professors: F	12.7	42.3	22.5	19.7	2.8	54.9	22.5	22.5	71
Senior Lecturers: M	15.5	44.2	23.7	12.1	4.5	59.7	23.7	16.5	556
Senior Lecturers: F	14.2	44.3	21.5	14.6	5.5	58.4	21.5	20.1	219
Lecturers: M	13.3	42.5	23.5	15.3	5.5	55.8	23.5	20.8	400
Lecturers: F	10.6	39.4	26.3	17.2	6.6	50.0	26.3	23.7	274
Other: M	13.1	44.0	17.9	13.1	11.9	57.1	17.9	25.0	84
Other: F	2.9	38.6	31.4	18.6	8.6	41.4	31.4	27.1	70
<b>All</b>	<b>14.6</b>	<b>44.9</b>	<b>22.0</b>	<b>13.2</b>	<b>5.2</b>	<b>59.5</b>	<b>22.0</b>	<b>18.5</b>	2,031
<b>Opportunity to serve on committees</b>									
Professors: M	32.6	51.3	10.8	3.1	2.3	83.9	10.8	5.4	353
Professors: F	31.9	43.5	13.0	7.2	4.3	75.4	13.0	11.6	69
Senior Lecturers: M	18.9	44.6	21.2	11.4	3.8	63.5	21.2	15.2	551
Senior Lecturers: F	12.3	36.5	20.1	26.0	5.0	48.9	20.1	31.1	219
Lecturers: M	5.5	36.4	28.6	21.8	7.8	41.8	28.6	29.6	385
Lecturers: F	4.9	27.7	30.3	26.9	10.2	32.6	30.3	37.1	264
Other: M	5.7	24.3	17.1	22.9	30.0	30.0	17.1	52.9	70
Other: F	6.8	23.7	28.8	27.1	13.6	30.5	28.8	40.7	59
<b>All</b>	<b>15.7</b>	<b>39.6</b>	<b>21.7</b>	<b>16.4</b>	<b>6.5</b>	<b>55.4</b>	<b>21.7</b>	<b>22.9</b>	1,970
<b>Encouraged to improve CV</b>									
Professors: M	10.6	35.4	34.0	15.6	4.3	46.0	34.0	20.0	342
Professors: F	24.2	25.8	37.9	12.1	0.0	50.0	37.9	12.1	66
Senior Lecturers: M	10.6	35.4	34.0	15.6	4.3	46.0	34.0	20.0	556
Senior Lecturers: F	7.7	38.9	26.7	20.4	6.3	46.6	26.7	26.7	221
Lecturers: M	10.1	38.3	29.0	17.6	5.0	48.4	29.0	22.7	397
Lecturers: F	7.9	41.9	24.3	19.9	6.0	49.8	24.3	25.8	267
Other: M	8.8	38.8	28.8	8.8	15.0	47.5	28.8	23.8	80
Other: F	4.3	28.6	32.9	25.7	8.6	32.9	32.9	34.3	70
<b>All</b>	<b>11.4</b>	<b>38.0</b>	<b>30.4</b>	<b>15.4</b>	<b>4.9</b>	<b>49.3</b>	<b>30.4</b>	<b>20.3</b>	1,999
<b>Successes celebrated</b>									
Professors: M	14.8	40.7	28.5	11.7	4.3	55.6	28.5	16.0	351
Professors: F	13.4	23.9	31.3	17.9	13.4	37.3	31.3	31.3	67
Senior Lecturers: M	5.2	28.7	32.9	24.0	9.2	33.9	32.9	33.2	554
Senior Lecturers: F	5.1	28.8	33.0	23.3	9.8	34.0	33.0	33.0	215
Lecturers: M	5.4	28.6	33.9	22.7	9.4	33.9	33.9	32.1	392
Lecturers: F	5.6	27.3	31.8	24.0	11.2	33.0	31.8	35.2	267
Other: M	3.7	29.6	29.6	22.2	14.8	33.3	29.6	37.0	81
Other: F	1.5	25.8	45.5	16.7	10.6	27.3	45.5	27.3	66
<b>All</b>	<b>7.1</b>	<b>30.4</b>	<b>32.4</b>	<b>21.0</b>	<b>9.1</b>	<b>37.5</b>	<b>32.4</b>	<b>30.1</b>	1,993
<b>Professional activities outside HEI valued</b>									
Professors: M	4.0	29.2	35.0	24.0	7.7	33.2	35.0	31.7	355
Professors: F	14.9	32.8	20.9	20.9	10.4	47.8	20.9	31.3	67
Senior Lecturers: M	4.0	29.2	35.0	24.0	7.7	33.2	35.0	31.7	545
Senior Lecturers: F	2.4	28.8	40.6	20.8	7.5	31.1	40.6	28.3	212
Lecturers: M	3.4	23.8	45.3	20.7	6.8	27.2	45.3	27.5	382
Lecturers: F	4.0	29.6	34.8	24.5	7.1	33.6	34.8	31.6	253
Other: M	6.7	26.7	32.0	16.0	18.7	33.3	32.0	34.7	75
Other: F	1.7	23.3	46.7	21.7	6.7	25.0	46.7	28.3	60
<b>All</b>	<b>5.5</b>	<b>30.4</b>	<b>35.7</b>	<b>21.1</b>	<b>7.3</b>	<b>35.9</b>	<b>35.7</b>	<b>28.4</b>	1,949

**Male responses on equality of treatment in their 'department' [Table 36]**

<b>Male responses</b>	<b>Women disadvantaged</b>	<b>No difference</b>	<b>Men disadvantaged</b>	<b>Don't know</b>
Promotion	16.4%	67.1%	8.9%	7.6%
Salary	10.3%	72.4%	1.6%	15.7%
Access to career development	11.5%	77.0%	4.7%	6.8%
Access to teaching resources	0.8%	92.5%	1.0%	5.6%
Access to departmental funds	2.2%	88.5%	1.8%	7.4%
Office space	0.9%	92.8%	2.1%	4.1%
Lab space	1.5%	88.0%	1.0%	9.5%
Admin/office support	2.5%	89.5%	2.0%	6.0%
Sabbatical leave	1.6%	78.1%	4.1%	16.2%
Other leave	1.9%	62.5%	20.2%	15.4%

**Female responses on equality of treatment in their 'department' [Table 37]**

<b>Female responses</b>	<b>Women disadvantaged</b>	<b>No difference</b>	<b>Men disadvantaged</b>	<b>Don't know</b>
Promotion	48.5%	40.8%	0.6%	10.0%
Salary	39.3%	39.8%	0.0%	20.9%
Access to career development	39.8%	50.8%	0.3%	9.1%
Access to teaching resources	4.2%	87.7%	0.2%	7.9%
Access to departmental funds	15.6%	71.5%	0.0%	13.0%
Office space	15.8%	79.4%	0.3%	4.5%
Lab space	13.4%	69.8%	0.0%	16.8%
Admin/office support	21.2%	71.0%	0.5%	7.3%
Sabbatical leave	10.3%	59.2%	0.5%	30.1%
Other leave	8.1%	58.4%	7.3%	26.2%