

STATISTICAL ANNEXE

OVERVIEW OF STUDENTS, RESEARCH AND ACADEMIC STAFF

Table 1- Overview of the Blackett Laboratory Department of Physics statistics.

	UG		PG Research		MSc		RA		lecturer		senior		reader		professor	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
2004	173	33 16%	60	13 18%	46	9 24%	114	28 20%	10	1 9%	9	2 18%	16	2 11%	43	3 7%
2005	173	38 18%	51	15 23%	38	6 16%	145	25 15%	16	4 20%	8	1 11%	16	2 11%	45	4 8%
2006	153	51 25%	46	13 22%	45	9 20%	152	28 16%	17	3 15%	6	1 14%	17	2 11%	47	4 8%
2007	177	56 24%	57	9 14%	40	4 10%	143	31 18%	15	3 17%	6	2 25%	17	1 5%	53	4 7%
2008	189	66 26%	54	11 17%	71	10 14%	148	31 17%	18	4 18%	6	2 25%	18	2 10%	57	4 7%

Table 2 2008 Distribution of Staff and Students across the Departmental Research Groups

Group	Academic Staff (Level C and above)		RAs (Level A and B)		totals	PGs Research Only	
	M	F	M	F		M	F
ASTRO	7	1 (12.5%)	8	3 (27.3%)	15	9	3 (25%)
CMTH	11	0	4	2 (33%)	15	11	3 (21%)
EXSS	15	6 (28.5%)	19	7 (27%)	34	35	10 (22%)
HEP	29	2 (6.4%)	31	4 (11.4%)	60	31	4 (11%)
PHOT	12	0	11	1 (8.3%)	23	13	2 (13%)
PLAS	9	0	7	1 (12.5%)	16	25	4 (14%)
QOLS	15	0	29	3 (9.3%)	44	25	4 (14%)
SPAT	10	6(37.5%)	11	4 (26.6%)	21	13	12 (48%)
THEO	14	1 (6.6%)	9	0	23	25	2 (7%)
Totals	122	0	129	0	251		

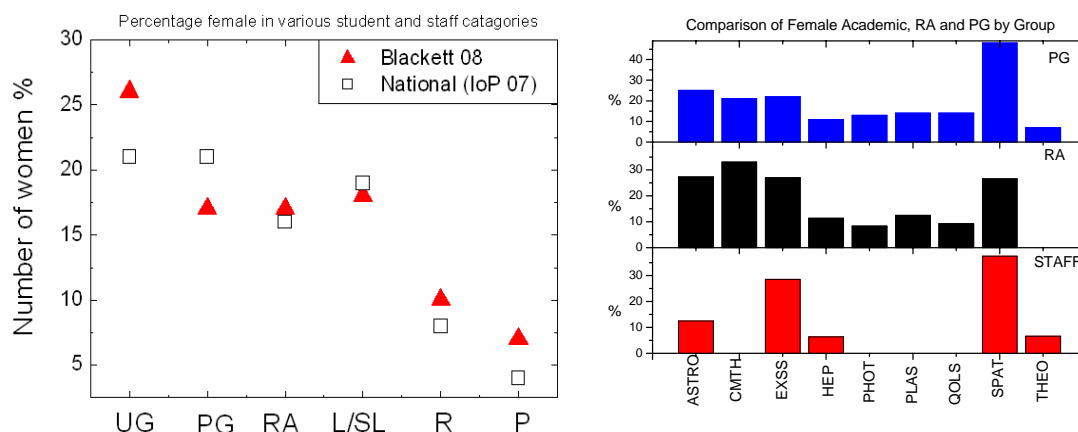


Figure 1 (left hand figure) Shows the comparison of the Blackett Laboratory 08 compared to the IoP Physics National Statistics. Right hand figure- Shows the evidence for “clustering” of female staff within research groups, taken 2008 statistics. The acronyms represent the nine groups within the department. Percentages are of the staff in each group. Data taken from tables 1 and 2.

From figure 1 there is some evidence for “clustering” i.e groups where there are more women academics, attract more RAs and more PG research students. In the larger groups the statistics are more meaningful. For example in EXSS and SPAT where the number of women in each category are high in comparison with QOLS and THEO for example which are groups of similar size but with very low numbers of women in each staff category.

STUDENT DATA

(i) Numbers of males and females on access or foundation courses

No such courses provided

(ii) Undergraduate male and female numbers – full time

Referring to table 1, we have clearly seen a step change in the number of UG students recruited between 2005 and 2006.

Prior to 2005 the percentages were averaging around 17% and after 2005 they have been averaging around 25%. Several key factors have played a role in elevating the UG percentages well above the national average (of 20%) at this time. Prof Gareth Parry took over as admissions tutor and the department moved from making offers of AAB to AAA. Under Prof Parry’s guidance the admissions process was unified and quantitative testing of ability was introduced as part of the assessment day. All students that are made offers are interviewed. The more stringent requirements seem to have filtered favourably towards women UG applicants. Not only are an increasing number choosing to apply to Imperial College Physics department but of those that are made offers a higher percentage of female applicants accept.

So we are attracting more able and more purposeful female applicants. In 2008 the admissions team increased the number of women on the team to 4/9 – we are anticipating that this will also have a positive impact and there is a strong indication that our 2009 intake may reach 30% female UG. This is a real celebratory success.

(iii) Postgraduate male and female numbers taught courses – full time

About 35% of our total UG population go on to do PG study and about one quarter of these stay within the department. The numbers are small, and fluctuate significantly, but the proportions by gender are in approximate proportion to the total numbers of male and female students per year, i.e. 27% female. Of the total PG intake, however, only about 17% are female.

Table 3 Number of Physics (Blackett Labs) UGs taking up PG studies within the Department

	M	F
2004	2 (1%)	0
2005	12 (6%)	2 (1%)
2006	24 (12%)	4 (2%)
2007	15 (6.4%)	2 (1%)
2008	18 (7%)	5 (2%)

Table 4 Master Level Taught Courses Applications and Acceptance Statistics

	MSc Students		
	Applications M/F	Started*	Dropped out
2004	100/21 – 17%	28 M; 9 F 24%	
2005	96/16 – 14%	31 M; 6 F 16%	1 M
2006	105/29 – 22%	36 M; 9 F 20%	3 M
2007	60/15 – 20%	35 M; 4 F 10%	2 M
2008	142/22 – 13%	62 M; 10 F 14%	

Until Oct 2008 the Department offered only two MSc courses. Optics and Photonics (Phot) is a very strongly laboratory based and industry linked course and Quantum Fields and Fundamental Forces (QFFF) is a highly theoretical course. Phot received significant EPSRC funding (between 6 to 10 places per annum, although this funding has now stopped from Oct 2009 onwards). QFFF takes self funded students only. In both cases the number of students is usually small (of the order of 20 for each course) and varies significantly from year to year. It is very difficult to draw any statistics-based conclusions.

(iv) Postgraduate male and female numbers on research degrees – full time

Table 5 Number of Applications, Acceptances and PhD submission rates

Year	Applications	Started College	W/D <1 yr	W/D >1 yr	Submissions at 48M	Not submitted yet	Agreed extension
	Male/Female	Male/Female					
2004	239/57 19%	59 M; 11 F 16%	2 M; 1 F	3 M; 3 F	47 M; 6F	4 M	3M/1F
2005	229/66 22%	51 M; 15 F 23%	1 F				
2006	273/77 22%	46 M; 13 F 22%	0				
2007	254/62 20%	57 M; 9 F 14%	3 M				
2008	298/76 20%	54 M; 11 F 17%	0				

*In the last two years fewer women by percentage accept places when offered.

The Department is conscious that its success in attracting women at undergraduate level is not followed through at PG research level and the PG numbers are slightly below the national average.

PG admissions are not co-ordinated centrally so it is difficult to create an environment across the board that might encourage more female applicants to apply. The numbers for PG research statistics fluctuate quite significantly from year to year but the average over 5 years is 18.4 % ± 4% (compared to the 21% IoP Nat Stat).

We are close to the national figures but we are probably slightly on the low side. Oxford and Cambridge are probably the best comparators and they are in the process of compiling sets of statistics. Clearly we are not retaining significant numbers of our own female UG although this is not necessarily a negative point.

(v) Ratio of course applications to offers and acceptances by gender for (ii), (iii) and (iv) above

Table 6 UG Applications

	Applications		Offers		Accept	
	M	F	M	F	M	F
2004	635	123, 16%	497	106, 18%	140	33,15%
2005	667	175, 21%	481	132, 22%	135	38,19%
2006	784	190, 20%	464	140, 23%	102	51, 26%
2007	1011	220, 18%	486	144, 23%	121	56, 24%
2008	889	235, 21%	434	160, 27%	123	66, 26%
2009	976	245, 20%	382	162, 30%		

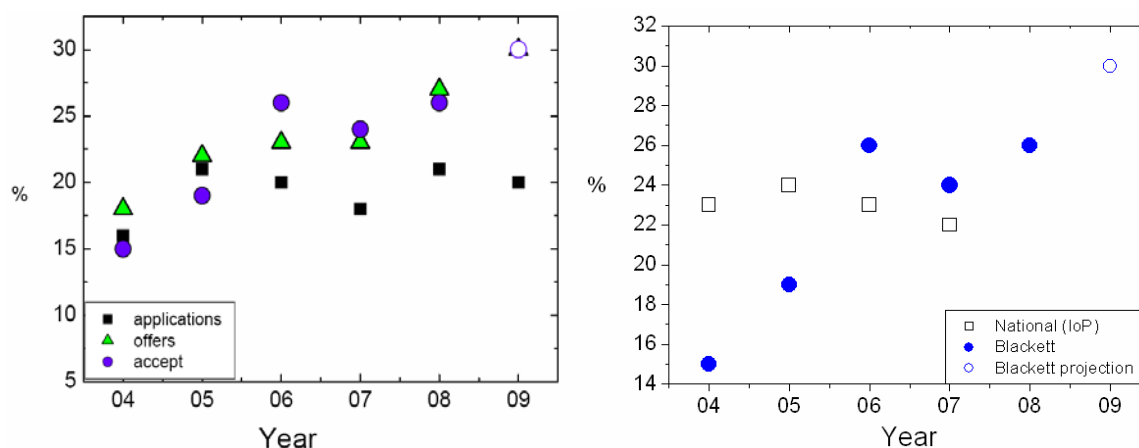


Figure 2 Left hand figure show the percentage change with year for the number of applications, offers and accepted places made to female students compared to the total number of students. Data taken from table 6 above. Note the open blue circle indicates the projected number of students for the Oct '09 intake. Right hand figure shows Blackett figures compared to National figures.

(vi) Degree classification by gender

Table 7 – Degree Classification Across all UG Courses offered within the Blackett Laboratory

Year entry: 2002	Male					Female				
	F300	F303	F309	F325	F390	F300	F303	F309	F325	F390
1	(6%) 4	(41%) 32	7	5	7	(2%) 1	(10%) 4	6	1	1
2.1	(21%) 13	(63%) 26	5	3	2	(3%) 2	(24%) 10	6	0	1
2.2	(31%) 23	(7%) 3	1	0	0	(13%) 8	(7%) 3	0	0	0
3	(14%) 9	0	0	0	0	(5%) 3	0	0	0	0
Pass	0	0	0	0	0	0	0	0	0	0
total	49	61	13	8	9	14	17	12	1	1
Year entry: 2003	Male					Female				
	F300	F303	F309	F325	F390	F300	F303	F309	F325	F390

1	(12%) 9	(49%) 19	10	8	10	(1%) 1	(13%) 5	1	1	1
2.1	(17%) 13	(36%) 14	4	3	4	(4%) 3	(21%) 8	1	0	1
2.2	(25%) 19	(10%) 4	2	1	1	(12%) 9	(3%) 1	0	0	0
3	(19%) 15	0	0	0	0	(6%) 5	0	0	0	0
Pass	3	0	0	0	0	0	0	0	0	0
total	59	37	16	12	15	18	14	2	1	2
Year entry: 2004	Male					Female				
	F300	F303	F309	F325	F390	F300	F303	F309	F325	F390
1	(13%) 8	(39%) 27	4	5	18	0	(4%) 3	2	0	4
2.1	(19%) 12	(41%) 28	2	0	7	(5%) 3	(13%) 9	2	1	0
2.2	(27%) 17	(3%) 2	0	0	2	(8%) 5	0	1	0	0
3	(16%) 10	0	0	0	1	(3%) 2	0	0	0	0
Pass	(8%) 5	0	0	0	0	0	0	0	0	0
total	52	57	6	5	28	10	12	5	1	4

Note: F300 is the 3 year course. F303 - is the 4 year course. F309 is the 4 year with a year in Europe. F325 is the 3 year theory course. F390 is the 4 year theory course. The percentages in brackets are the number of students in each degree class divided by the total number of students.

We choose to look in more detail at the F300 and the F303 courses which are the two most popular courses and below we show the 2002 breakdown as graphs. The trends are similar for men and women with a slight weighting to lower degree classification for women students. Note that all these statistics are for the years prior to the “step change” in UG female numbers.

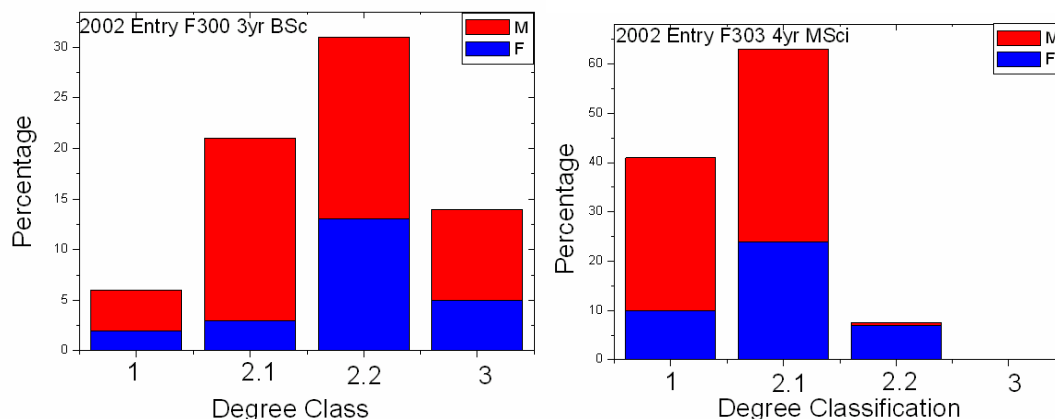


Figure 3 Shows the 2002 percentages of UGs achieving 1st, 2.1, 2.2 and 3rd class degrees by gender for 2002 for one of the three and one of the four year courses. The 2002 trends are similar to the other years please see the table 7 above. The percentages are those shown in table 7 in brackets.

(vii) Length of time for postgraduate completion by gender

Please see (iv) above. This point is addressed in table 5. There is no evidence to suggest that there are any concerns regarding the completion statistics for PhD for women, although from the 2004 statistics (see table 5) we may have to look more closely at the drop out rates for PhD students in our action plan.

STAFF DATA

(viii) Number of male and female staff (academic and research) at each grade OVERVIEW OF STUDENTS, RESEARCH AND ACADEMIC STAFF

Table 1 (Repeated from page 1)- Overview of the Blakett Laboratory statistics.

	UG		PG Research		MSc		RA		lecturer		senior		reader		professor	
	M	F	M	F	M	F	M	F	M	F	M	F	M	F	M	F
2004	173	33 16%	60 82%	13 18%	46	9 24%	114	28 20%	10	1 9%	9	2 18%	16	2 11%	43	3 7%
2005	173	38 18%	51 77%	15 23%	38	6 16%	145	25 15%	16	4 20%	8	1 11%	16	2 11%	45	4 8%
2006	153	51 25%	46 78%	13 22%	45	9 20%	152	28 16%	17	3 15%	6	1 14%	17	2 11%	47	4 8%
2007	177	56 24%	57 86%	9 14%	40	4 10%	143	31 18%	15	3 17%	6	2 25%	17	1 5%	53	4 7%
2008	189	66 26%	54 83%	11 17%	71	10 14%	148	31 17%	18	4 18%	6	2 25%	18	2 10%	57	4 7%

Table 8 Academic by Age

	Total Female	Total staff	25-29		30-34		35-39		40-49		50-59		60-65+	
			M	F	M	F	M	F	M	F	M	F	M	F
2004	8													
L		11	-	-	4	-	3	1	2	-	1	-	-	-
SL		11	-	-	-	-	2	1	5	-	1	1	-	-
R		18	-	-	-	-	4	-	12	2	-	-	-	-
P		46	-	-	-	-	1	-	16	2	14	1	11	-
2005	11													
L		20	-	-	6	-	3	3	6	1	1	-	-	-
SL		9	-	-	-	-	-	-	6	-	-	1	-	-
R		18	-	-	-	-	5	-	11	2	-	2	-	-
P		49	-	-	1	-	3	-	16	2	15	2	10	-
2006	10													
L		20	-	-	5	-	5	3	6	-	1	-	-	-
SL		7	-	-	-	-	-	-	4	-	2	1	-	-
R		19	-	-	-	-	4	-	12	2	1	-	-	-
P		51	-	-	-	-	3	-	16	2	18	2	10	-
2007	10													
L		18	1	-	6	-	5	3	3	-	-	-	-	-
SL		8	-	-	-	-	-	1	5	-	1	1	-	-
R		18	-	-	-	-	5	-	11	1	-	-	-	-
P		57	-	-	-	-	2	-	17	3	23	1	11	-
2008	12													
L		22	-	-	6	-	9	4	3	-	-	-	-	-
SL		8	-	-	-	-	-	-	5	1	1	1	-	-
R		20	-	-	1	-	5	1	10	1	2	-	-	-
P		61	-	-	1	-	1	-	21	3	22	1	12	-

There are no female staff in the lowest age category which suggests that women coming into the department at lectureship scale are older than their male equivalent which is an interesting observation. There are one or two individual cases of both male and female staff who do not seem to progress through the staff categories but in the main once in the system they progress similarly to their male colleagues. There are no female staff in the oldest age group. This shows the historical legacy we are dealing with.

(ix) Job application and success rates by gender and grade –

RA staff

We do not have a complete record of new appointments for RA staff (in terms of the gender breakdown of all applications and shortlists) in part because some applicants choose not to submit this information (and in part because some of the information has not been collated and submitted to HR). However, we have complete figures on total numbers of applicants and appointments.

The five year average statistics are that of the total number of new applications appointed during the 04-08 period, 16% were female. From the records we have, 21% of those shortlisted were female which compares well with the national average statistics for female PGs (21%).

Table 9

RA Recruitment 2004-08

	Success Rates												Grand Total					
	Appointed		Do not wish to disclose				Not shortlisted				Shortlisted not appointed			No data				
	F	M	F	M	F	M	F	M	F	M	F	M						
2004	2	36			39	240	14			14	74	4			18	107	6	554
2005	4	22	2		61	129	7			9	37	3			2	7		283
2006	8	24	2		36	223	11			21	54	1			3			383
2007	4	23	1		38	133	5			5	34	3			13	58	1	318
2008	4	9	1	1	18	87	7	1		11	27	1			2	11		180

For academic staff

Of the 26 lectureship appointments, four were to women (15% of total lectureship appointments). This is slightly below the national average. All four appointees were older than their male equivalent.

Table 10A 2004 Academic Job Applications and Appointments

Post	Total No applicants	Percentage Female	Number shortlisted	No of Female	Appointed M	Appointed F	Female on panel?
Prof (CMTH & EXSS)	90	6.6% (6)	14	0	2	0	No
Prof (SPAT)	23	8.7% (2)	1	0	1	0	No
Lecturer (HEP)	9	22% (2)	4	0	1		No
Lecturer (HEP)	25	20% (5)	7	0	1	0	No
Lecturer (QOLS) x 3	24	0% (0)	6	0	3	0	No
Lecturer (SPAT) x2	NK	NK	6	1	1	1	Yes (2)
Lecturer (THEO)	89	8.9% (8)	5	1	2	0	Yes (1)

x2							
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- Statistics are pretty clear for 2004

Table 10B 2005 Academic Job Applications and Appointments

Post	Total No applicants	Percentage Female	Number shortlisted	No of Female	Appointed M	Appointed F	Female on panel?
Prof (CMTH)	Appointed by nomination – not advertised				1		Yes (1)
Lecturer (ASTRO)	NK	NK	4	0	1	0	No
Lecturer (SPAT)	NK	NK	5	1	1	0	No

Table 10C 2006 Academic Job Applications and Appointments

Post	Total No applicants	Percentage Female	Number shortlisted	No of Female	Appointed M	Appointed F	Female on panel?
Prof (PLAS)	Appointed by nomination – not advertised				1	0	No
Prof (PLAS)	Appointed by nomination – not advertised				1	0	No
Prof (QOLS)	Appointed by nomination – not advertised				1	0	No
Prof (QOLS)	14	7.1% (1)	4	0	1	0	No
Reader (THEO)	110	10% (11)	7	1	1	0	Yes (1)
Lecturer (EXSS)	NK	NK	7	3	0	1	Yes (2)
Lecturer (PHOT)	1	0% (0)	1	0	1	0	No
Lecturer (PLAS)	18	5.5% (1)	4	1	1	0	No
Lecturer (THEO)	NK	NK	5	1	1	0	Yes (1)

Table 10D 2007 Academic Job Applications and Appointments

Post	Total No applicants	Percentage Female	Number shortlisted	No of Female	Appointed M	Appointed F	Female on panel?
Lecturer (ASTRO) x2	91	23% (21)	10	0	2	0	No
Lecturer (EXSS)	25	8% (2)	6	2	1		Yes (1)
Lecturer (EXSS) x2	NK	NK	3	1	1	1	No
Lecturer (HEP)	5	20% (1)	3	1	1	0	No
Lecturer (HEP)	7	28.5% (2)	5	2	1	0	No
Lecturer (PHOT)	2	0% (0)	2	0	1	0	No
Lecturer (QOLS)	1	0% (0)	1	0	1	0	No

Table 10E 2008 Academic Job Applications and Appointments

Post	Total No applicants	Percentage Female	Number shortlisted	No of Female	Appointed M	Appointed F	Female on panel?
Prof (HEP)	Appointed by nomination – not advertised				1	0	No
Lecturer (EXSS)	49	12% (6)	7	1	1	0	Yes (2)
Lecturer (HEP)	17	12% (2)	6	0	1	0	No

(x) Turnover by grade and gender

The five year average turn over is 44 staff per year of which an average of 4 per year are female out of a five year average RA total population of 169..

Table 11A Number of Research Staff Leaving Per year by grade and gender

	2003-4	2004-5	2005-6	2006-7	2007-8
Research level A	3M/3F(2%)	5M/2F(1%)	8M	6M/2F(1%)	6M/1F (0.5%)
Research level B	35M/5F (4%)	22M/4F (2%)	36M/4F (2%)	36M/3F (2%)	38M/4F (2%)

Academic Staff Turn Over

28 (21M, 7F) academic (level C and above) staff have left between 2004-08. Of these 9 moved on promotion, to posts at other institutions, These included: 1 female who terminated her fellowship early to take up a permanent post in America, 5 who moved to non-promotional posts at other institutions included: 2 females (1 Professor and 1 Royal Society URF) for closer scientific interests 2 (both female) relocated for family reasons - 1 transferred her fellowship to the institution which her husband had moved to, and 1 research level C moved abroad with her husband's new job.

7 included:

2 females were on fixed term contracts which were not renewed, 2 males moved into industry, 1 male came back post retirement for a short time for a specific scientific project that required his expertise, 1 male decided to end his staff association as his long term secondment abroad was extended up to his retirement date. Most of these leavers continue to have an association with the Department as academic visitors or as Visiting Professor etc.

15 (14M, 1F) academic (level C and above) staff have retired between 2004-08. The 1 female no longer has an official association with the College, of the 14 males 7 are SRIs, 5 took up part time post retirement contracts and 2 no longer have an association with us.

Table: 11B Number of Academic Staff Turn Over Per year by grade and gender

Turnover by grade and gender						
Academics (Level C and above)						
	2004	2005	2006	2007	2008	Totals
Professors	1M/0F	1M/0F	1M/0F	0M/1F	1M/0F	4M/1F
Readers/Snr Lecturers	1M/0F	0M/0F	0M/0F	1M/0F	0M/0F	2M/0F
Lecturers	0M/0F	0M/0F	1M/0F	0M/0F	1M/0F	2M/0F
Research Level C	0M/1F	6M/3F	2M/1F	2M/0F	3M/1F	13M/6F
Totals	2M/1F	7M/3F	4M/1F	3M/1F	5M/1F	21M/7F

Retirements

	2004	2005	2006	2007	2008	Totals
Professors	1M/0F	4M/0F	2M/0F	5M/0F	0M/0F	12M/0F
Readers/Snr Lecturers	0M/0F	0M/0F	0M/0F	0M/0F	0M/0F	0M/0F
Lecturers	0M/0F	0M/0F	0M/1F	1M/0F	0M/0F	1M/1F
Research Level C	0M/0F	0M/0F	0M/0F	0M/0F	1M/0F	1M/0F
Totals	1M/0F	4M/0F	2M/1F	5M/0F	1M	14M/1F

(xi) Maternity return rate

Since 2004, all academic staff that have taken maternity leave have returned, so the department has 100% return rate. One RA staff member did not return. Please see the tables below

Table 12 RA staff on Maternity Leave and Returners

Number of staff on maternity leave

Year	Grade	Number of staff on maternity leave
2004	Research - Level B	1
2005	Research - Level B	2
	Research - Level C	1
2006	Research - Level B	1
2007	Lecturer - Level C	1
	Research - Level B	1
2008	Research - Level B	2

Left before end/at end of maternity leave

Year	Grade	Left before end/at end of mat. leave
2006	Research - Level B	1

(xii) Paternity, adoption and parental leave uptake

Table 13 Paternity Leave

Year	Grade Name	Number of staff on paternity leave
2006	Research - Level B	2
	Lecturer - Level C	1
	Professor - Level E	1
2007	Research - Level B	3
	Research - Level C	1
2008	Research - Level B	2
	Lecturer - Level C	1

Note that we do not have any cases of adoption leave

(xiii) Promotion application and success rates by gender and grade

During the 2004 to 2008 academic promotions rounds the Department has supported 50 applications for promotion to Professor, Reader and Senior Lecturer - 44 were for male candidates split across promotion to Professor (20), Reader (22) and Senior Lecturer (2), and 6 for female candidates split across promotion to Professor (3), Reader (2) and Senior Lecturer (1). No personal applications were made.

45 applications were successful, plus 1 (male) applied for Reader and was promoted to Senior Lecturer instead. There were 4 (all male) unsuccessful applications, of these 2 candidates have applied successfully for promotion since, 1 has taken on a new non-academic role in the Faculty, and 1 has remained at the same grade (Reader). The outcome of the 2009 round will be known in July - 11 Departmental supported applications were submitted (6M, 0F for promotion to Professor, and 4M, 1F for promotion to Reader) and no personal applications.

Since 2004 there have been no applications for promotion from Research Level C to Level D or from Research Level B to Level C. Promotion from Level A (Research Assistant) to Level B (Research Associate) happens automatically on being awarded a PhD.

Table 14 Academic Promotions

Year	Promotion Type	Male Candidates			Female Candidates			M/F Total
		Dept/div support	Promotion Approved	Not Approved	Dept/div support	Promotion Approved	Not Approved	
2004	Senior Lec	2	1	1	0	0	0	2
	Reader	6	6	0	0	0	0	6
	Professor	5	4	1	1	1	0	6
totals		13	11	2	1	1	0	14
2005	Senior Lec	0	0	0	0	0	0	0
	Reader	3	2	1	1	1	0	4
	Professor	3	3	0	1	1	0	4
totals		6	5	1	2	2	0	8
2006	Senior Lec	0	0	0	0	0	0	0
	Reader	4	4	0	0	0	0	4
	Professor	3	3	0	1	1	0	4
totals		7	7	0	1	1	0	8
2007	Senior Lec	0	1	0	1	1	0	1
	Reader	4	3	0	0	0	0	4
	Professor	5	4	1	0	0	0	5
totals		9	8	1	1	1	0	10
2008	Senior Lec	0	0	0	0	0	0	0
	Reader	5	5	0	1	1	0	6
	Professor	4	4	0	0	0	0	4
totals		9	9	0	1	1	0	10
	Totals	44	40	4	6	6	0	50

Note in 2007 one candidate applied for promotion to Reader but the committee approved promotion to Senior Lecturer

(xiv) Male and female representation on committees

There is a reasonable representation of women on decision making committees and all the departmental committees. Committee membership rotates every three years except for the Awards and Prizes panel, which because of its membership has only one rotating member.

Table 15 Committee Membership 2008-9

Key: DUG (Director of UG studies); DPG (Director of PG studies) DA (Departmental Administrator); HoD (Head of Department); AhoD (Associate Head of Department)

	M	F	%F	Are minutes and membership on web?
Heads of Groups All ex-officio members: HoD (Chair)/AHoD/DA/HoGs/DPS*/DUGS* *current postholders also HoGs, although extra IM (DUGS) Oct-09	9	3	25%	Membership Y Minutes N (to be included in Depart. News webpage)
Management Committee Ex-officio members: HoD (Chair /AHoD/DUGS/DA; others invited by HoD for a three year term*	5	3	37.5 %	Membership Y Minutes N
Sabbatical Committee Ex-officio members: DUGS; others invited by HoD for 3 year term	2	2	50%	Membership Y Minutes N
Wisepeople (final Departmental decision on Professorial promotion applications) Ex-officio members: HoD (Chair)	3	2	40%	Membership Y Minutes N
Reader/Senior Lecturer Panel (final Departmental decision on Reader/SL promotion applications) Ex-officio members: HoD (Chair); others invited by HoD for a three year term	2	2	50%	Membership Y Minutes N
ACREL (post doc / research support) Performance Pay Review Panel Ex-officio members: HoD /DA; others (one is Chair) invited by HoD for a three year term	4	2	33.3 %	Membership Y Minutes N
Technical Performance Pay Review Panel Ex-officio members: Technical Services Manager; others (one is Chair) invited by HoD for a three year term	3	1	25%	Membership Y Minutes N
Admin Performance Pay Review Panel Ex-officio members: AHoD (Chair)/DA; others invited by HoD for a three year term	4	2	33.3 %	Membership Y Minutes N
Awards and Prizes Advisory Panel Ex-officio members: HoD; others are Faculty Deputy Principal, Senior Principal and one other	3	1	25%	Membership Y Minutes N
Teaching Committee -officio members: HoD, DUGs (Chair), Senior Tutor, Admissions Tutor, Exams Co-ordinator, PG and RA reps, 4 staff for specific areas e.g. Head of 1 st Year Lab, 3 elected (by staff) members.	1 2	2	14%	Membership Y Minutes Y
Staff-Student Committee - Ex-officio members: HoD, DUGs, Senior Tutor (Chair), Admissions Tutor, Teaching Data Manager, 2 Teaching Committee reps, 2 PG reps, UG rep, 2 reps per year 1 st – 3 rd year, 1 4 th year rep, 1 Year in Europe rep, 1 PhysSoc rep.	1 4	5	26%	Membership Y Minutes Y
Department PG Committee Made up of one PG student from each of the nine sub areas. The PG rep is voted in by the PGs in each group	8	1	11%	Membership N Minutes N
Physics PG Committee Elected by groups	8	4	33%	Membership y Minutes y
Departmental Master Course Committee Elected by groups	1 4	2	12.5 %	Membership y Minutes y
Sfety Committee: Chair is invited by HoD for three year term, all other members are ex-officio (e.g. Safety Co-ordinators), made up of Departmental and College staff.	1 9	7	27%	Membership Y Minutes Y

(xv) Numbers of applications and success rates for flexible working by gender and grade

Note that all applications for part time work are successful. Flexible working practise is widespread in the academic community.

Table 16 Applications for Academic Part-Time Contracts

M/F Requested part time	Group	Grade	fte
M	EXSS	Professor - Level E	0.6
F	SPAT	Reader - Level D	0.75
F	ASTRO	Senior Lecturer - Level D	0.8
F	EXSS	Lecturer - Level C	0.6
Contracted part time (i.e contract/Group decided)			
M	EXSS	Research - Level C	0.6
M	EXSS	Research - Level C	0.2
M	PHOT	Research - Level B	0.8
M	HEP	Research - Level B	0.6
Secondments / Leave of Absence			
M	PLAS	Professor - Level E	0.25
M	HEP	Professor - Level E	0.1
M	HEP	Lecturer - Level C	0.78
M	HEP	Professor - Level E	0.72
Post retirement positions			
M	PHOT	Professor - Level E	0.1
M	QOLS	Professor - Level E	0.2
M	HEP	Professor - Level E	0.2
M	ASTRO	Professor - Level E	0.4
M	HEP	Professor - Level E	0.4
Joint appointments with external institutions			
F	SPAT	Research - Level B	0.5
M	HEP	Professor - Level E	0.5

(xvi) Female: Male ratio of academic staff on fixed-term contracts and open-ended (permanent) contracts

Table 17 RA staff on open contracts (more than 6 years of continuous service) Jan 2009

Grade	Group	Length Of Service	Gender
Research - Level D	High Energy Physics	20 Years 5 months	M
Research - Level D	High Energy Physics	25 Years 11 months	M
Research - Level C	Experimental Solid State	15 Years 5 months	M
Research - Level C	High Energy Physics	26 Years 11 months	M