

# Annual Staffing Figures 2014/15 reporting year



version 1\_1

## A Staff in post

Table 1 and Chart 1	Headcount by staff group
Chart 2	Headcount by staff group - part time
Chart 3	Headcount of full-time and part-time staff by year
Table 2 and Chart 4	Full-time equivalent (FTE) by staff group
Table 3 and Chart 5	Headcount and full-time equivalent (FTE) by division
Chart 6	Headcount by division and staff group
Chart 7	Headcount by national origin

## B Staff costs

Table 4	Headcount by staff group and overall source of funding
Chart 8	Headcount by source of funding and staff group
Chart 9	Headcount by funding source

## C Turnover and leavers

Table 5	Staff turnover (permanent staff)
Table 6	Reason for leaving by staff group
Chart 10	Reason for leaving by legal sex

## D Diversity

Table 7	Age distribution by staff group
Chart 11	Age distribution by legal sex
Chart 12	Age distribution by division
Chart 13	Legal sex profile by staff groups
Chart 14	Legal sex profile of academic staff by division
Chart 15	Legal sex profile of clinical and non-clinical academic staff
Chart 16	Analysis of distinction titles by legal sex and academic division
Chart 17	Legal sex profile of individuals awarded Professor titles
Chart 18	Percentage female staff, by staff group, 2014 and 2015
Chart 19	Ethnicity profile by staff group
Chart 20	Disability profile by staff group

**Headcount by staff group**  
**(Staff in post as at 31 July 2015 compared with previous year)**

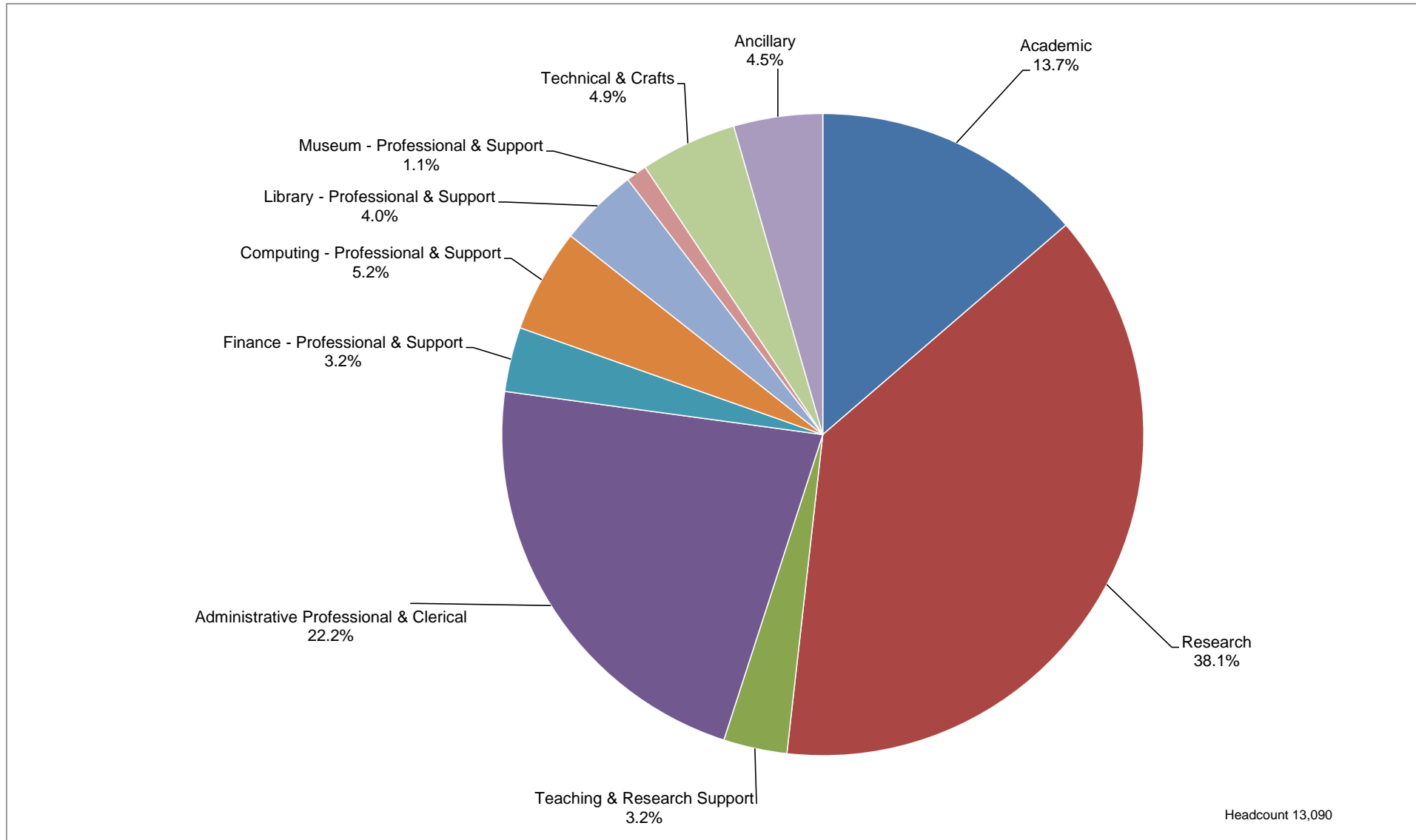
<b>Staff Group</b>	<b>Grade Group</b>	<b>2015</b>	<b>2014</b>	<b>Change</b>	<b>% Change</b>
Academic		1,791	1,799	-8	-0.4%
Research		4,988	4,536	452	10.0%
Teaching & Research Support	Academic-related staff	391	464	-73	-15.7%
	Support Staff	28	26	2	7.7%
Administrative Professional & Clerical	Academic-related staff	1,590	1,510	80	5.3%
	Support Staff	1,311	1,241	70	5.6%
Finance - Professional & Support	Academic-related staff	216	204	12	5.9%
	Support Staff	209	216	-7	-3.2%
Computing - Professional & Support	Academic-related staff	603	592	11	1.9%
	Support Staff	81	62	19	30.6%
Library - Professional & Support	Academic-related staff	174	176	-2	-1.1%
	Support Staff	348	364	-16	-4.4%
Museum - Professional & Support	Academic-related staff	60	53	7	13.2%
	Support Staff	78	77	1	1.3%
Technical & Crafts	Academic-related staff	179	174	5	2.9%
	Support Staff	457	453	4	0.9%
Ancillary	Academic-related staff	38	42	-4	-9.5%
	Support Staff	548	521	27	5.2%
<b>All staff</b>		<b>13,090</b>	<b>12,510</b>	<b>580</b>	<b>4.6%</b>

Note 1: Staff groups are derived from groupings of the staff classification codes.

Note 2: Academic-related staff are defined as those in grades 6 and above. Support staff are defined as those in grades 1 to 5.

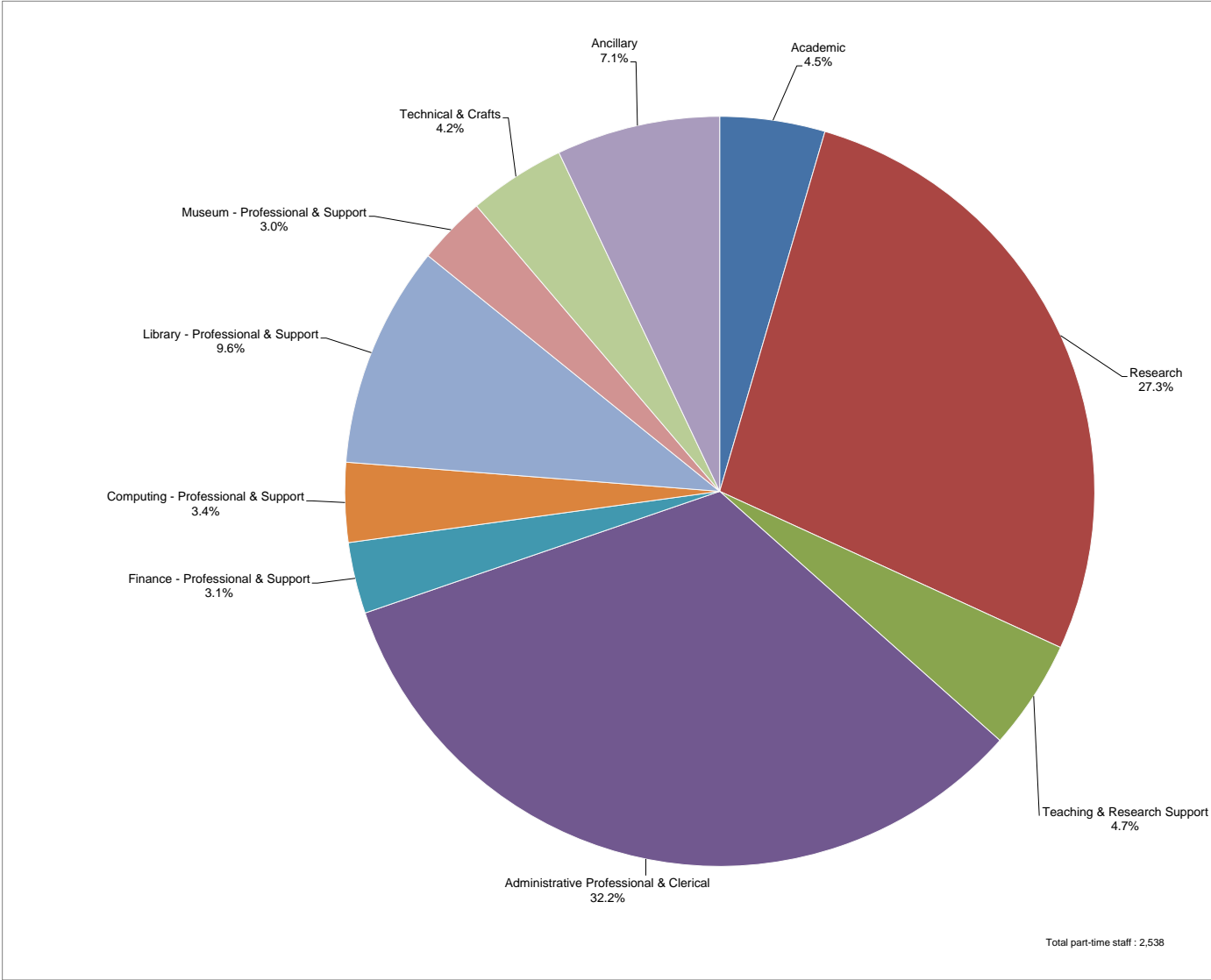
Note 3: Percentages are shown to one decimal place and some rounding may occur.

### Headcount by staff group (Staff in post as at 31 July 2015)



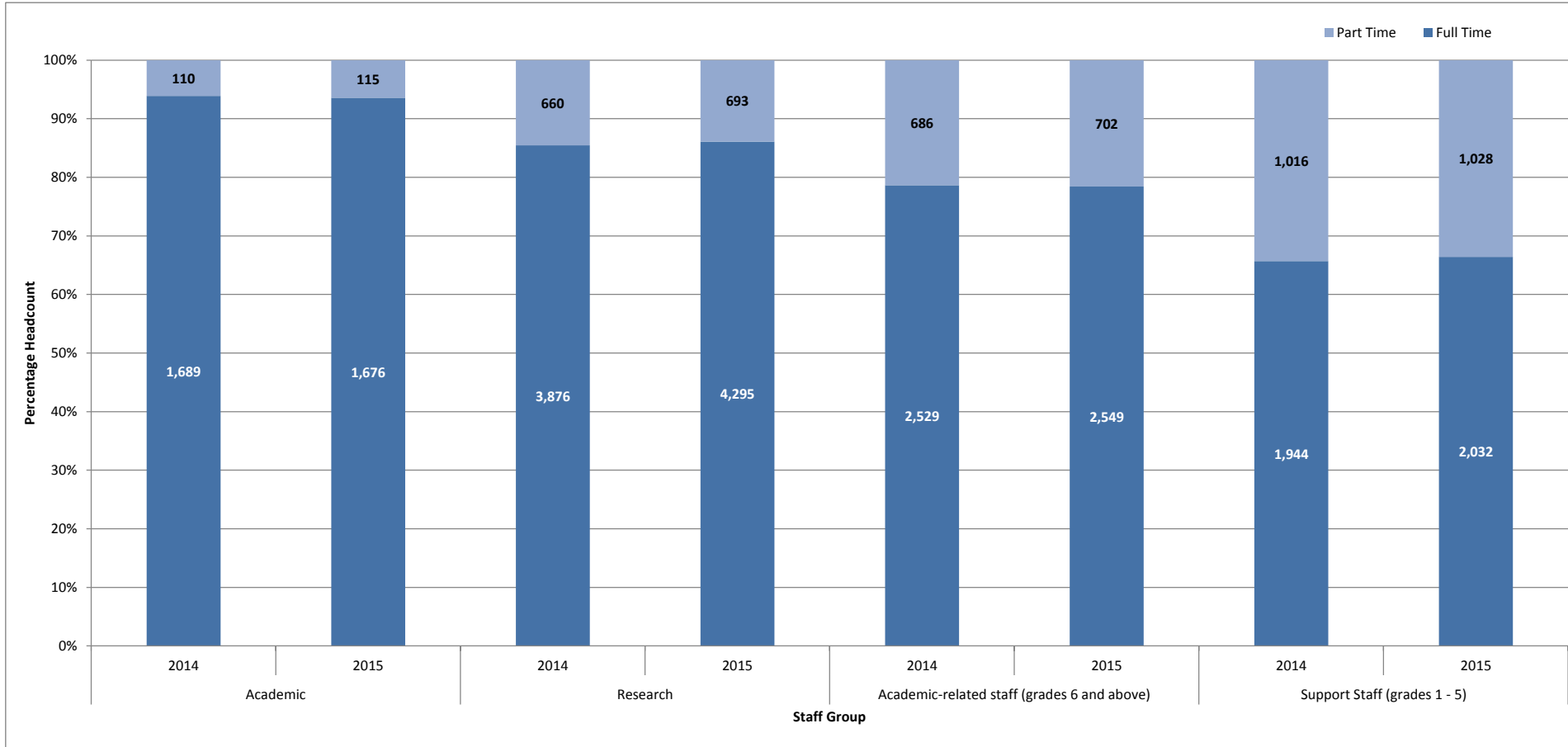
Percentages are shown to one decimal place and some rounding may occur.

**Headcount of all part-time staff by staff group, expressed as a percentage  
(Staff in post as at 31 July 2015)**



Percentages are shown to one decimal place and some rounding may occur.

**Headcount of full-time and part-time staff by year  
(Staff in post as at 31 July each year)**



**Full-time equivalent (FTE) by staff group**  
**(Staff in post as at 31 July 2015 compared with previous year)**

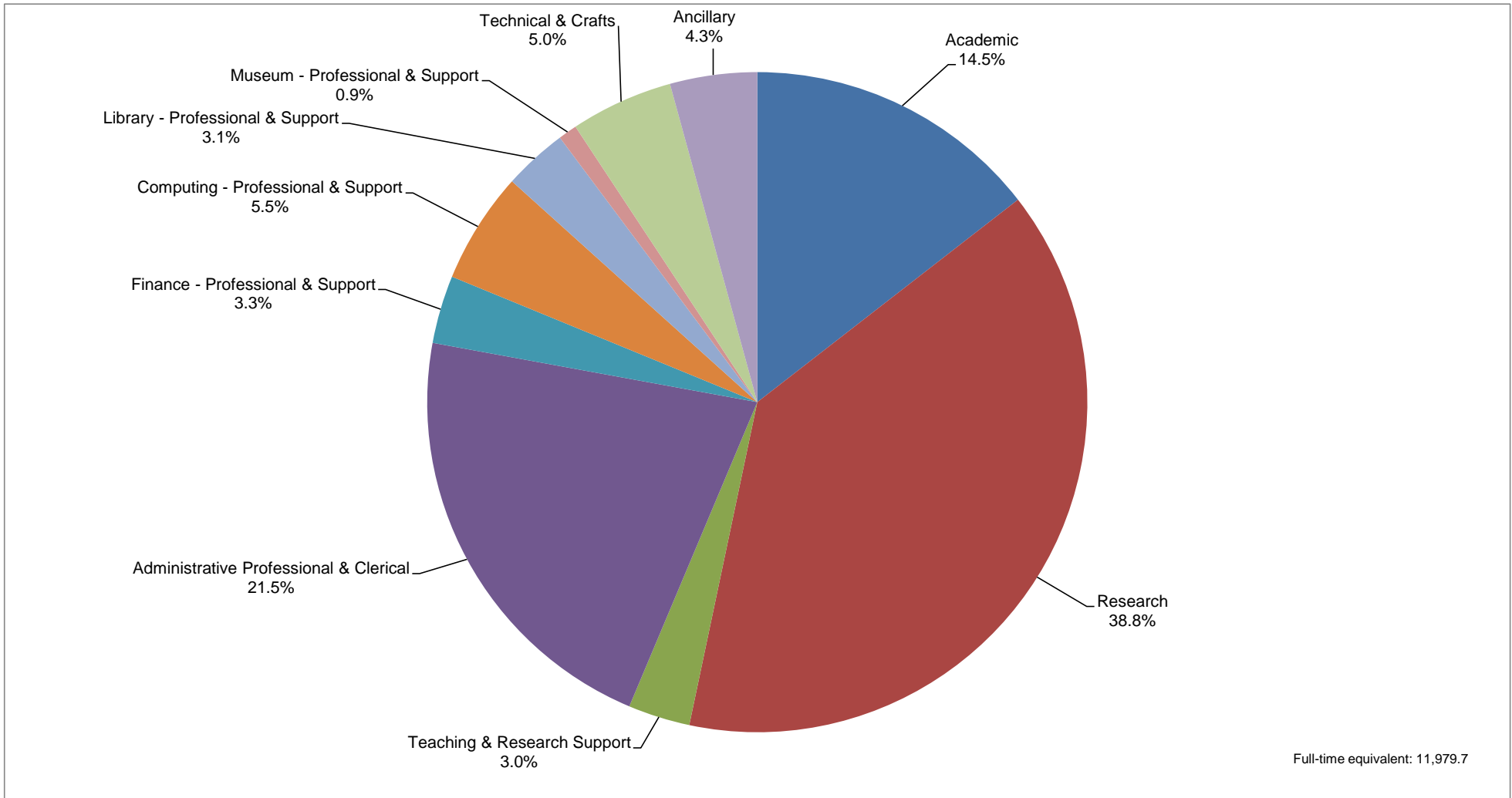
Staff Group	Grade Group	FTE as at July 2015	FTE as at July 2014	Change in FTE	% Change
Academic		1,735.8	1,747.6	-11.8	-0.7%
Research		4,649.9	4,212.9	437.0	10.4%
Teaching & Research Support	Academic-related staff	342.5	406.6	-64.1	-15.8%
	Support Staff	21.0	21.9	-1.0	-4.4%
Administrative Professional & Clerical	Academic-related staff	1,463.8	1,389.8	74.0	5.3%
	Support Staff	1,116.5	1,054.4	62.1	5.9%
Finance - Professional & Support	Academic-related staff	208.1	198.5	9.5	4.8%
	Support Staff	190.5	195.9	-5.4	-2.7%
Computing - Professional & Support	Academic-related staff	578.7	566.6	12.0	2.1%
	Support Staff	75.5	57.0	18.5	32.5%
Library - Professional & Support	Academic-related staff	146.0	147.8	-1.8	-1.2%
	Support Staff	229.1	226.0	3.1	1.4%
Museum - Professional & Support	Academic-related staff	51.9	45.9	5.9	12.9%
	Support Staff	58.1	58.1	0.0	0.1%
Technical & Crafts	Academic-related staff	164.7	162.7	1.9	1.2%
	Support Staff	437.0	433.2	3.8	0.9%
Ancillary	Academic-related staff	36.5	40.7	-4.3	-10.4%
	Support Staff	474.3	457.2	17.1	3.7%
<b>All staff</b>		<b>11,979.7</b>	<b>11,422.9</b>	<b>556.8</b>	<b>4.9%</b>

Note 1: Staff groups are derived from groupings of the staff classification codes.

Note 2: Academic-related staff are defined as those in grades 6 and above. Support staff are defined as those in grades 1 to 5.

Note 3: FTEs and percentages are shown to one decimal place and some rounding may occur.

**Full-time equivalent (FTE) by staff group  
(Staff in post as at 31 July 2015)**



Percentages are shown to one decimal place and some rounding may occur.

**Headcount and full-time equivalent (FTE) by division and staff group  
(Staff in post as at 31 July 2015)**

<b>Division</b>		<b>Academic</b>	<b>Research</b>	<b>Teaching &amp; Research Support</b>	<b>Administrative Professional &amp; Clerical</b>	<b>Finance - Professional &amp; Support</b>	<b>Computing - Professional &amp; Support</b>	<b>Library - Professional &amp; Support</b>	<b>Museum - Professional &amp; Support</b>	<b>Technical &amp; Crafts</b>	<b>Ancillary</b>	<b>Total</b>
Medical Sciences	<i>FTE</i>	248.4	2,914.4	235.6	664.7	103.8	136.1	1.0	-	328.7	75.7	4,708.3
	Headcount	260	3,098	257	744	112	142	1	-	350	85	5,049
Social Sciences	<i>FTE</i>	453.7	421.4	34.7	410.3	35.4	41.3	1.6	-	13.7	43.0	1,455.2
	Headcount	468	489	46	460	38	45	2	-	14	46	1,608
Mathematical, Physical & Life Sciences	<i>FTE</i>	518.3	1,123.7	54.3	293.8	61.0	92.3	2.2	-	174.3	52.6	2,372.7
	Headcount	533	1,173	62	339	67	95	4	-	181	59	2,513
Humanities	<i>FTE</i>	489.0	176.6	28.6	100.0	13.4	16.7	0.2	2.5	3.0	10.5	840.4
	Headcount	502	197	37	124	14	20	1	3	4	14	916
Academic Services	<i>FTE</i>	7.1	9.5	3.1	151.5	11.7	50.7	369.1	107.5	50.1	97.5	857.6
	Headcount	8	22	4	180	13	54	513	135	54	131	1,114
Continuing Education	<i>FTE</i>	19.3	-	7.1	85.0	6.0	8.8	-	-	2.5	15.3	144.0
	Headcount	20	-	13	98	6	9	-	-	3	20	169
University Administration & Services & Council Departments	<i>FTE</i>	-	4.3	-	875.0	167.3	308.4	1.0	-	29.4	216.0	1,601.4
	Headcount	-	9	-	956	175	319	1	-	30	231	1,721
<b>All divisions</b>	<b><i>FTE</i></b>	<b>1,735.8</b>	<b>4,649.9</b>	<b>363.4</b>	<b>2,580.3</b>	<b>398.6</b>	<b>654.2</b>	<b>375.1</b>	<b>110.0</b>	<b>601.7</b>	<b>510.7</b>	<b>11,979.7</b>
	<b>Headcount</b>	<b>1,791</b>	<b>4,988</b>	<b>419</b>	<b>2,901</b>	<b>425</b>	<b>684</b>	<b>522</b>	<b>138</b>	<b>636</b>	<b>586</b>	<b>13,090</b>

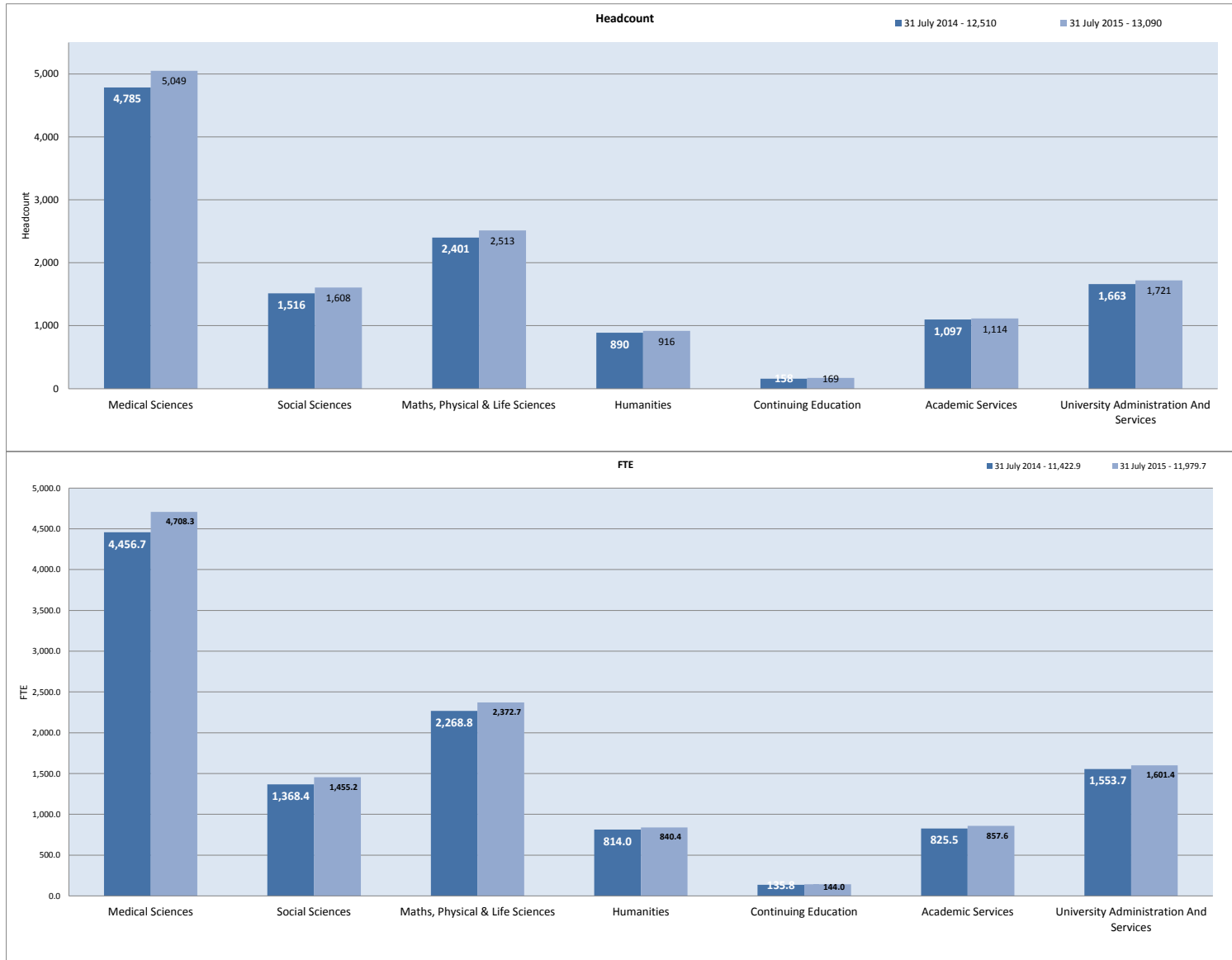
<b>All divisions</b>	<b>FTE</b>	<b>Headcount</b>
<b>2014 total</b>	11,422.9	12,510
<b>2015 total</b>	11,979.7	13,090
<b>Change</b>	556.8	580
<b>% Change</b>	4.9%	4.6%

## Notes:

FTE and percentages are shown to 1 decimal place and some rounding may occur.



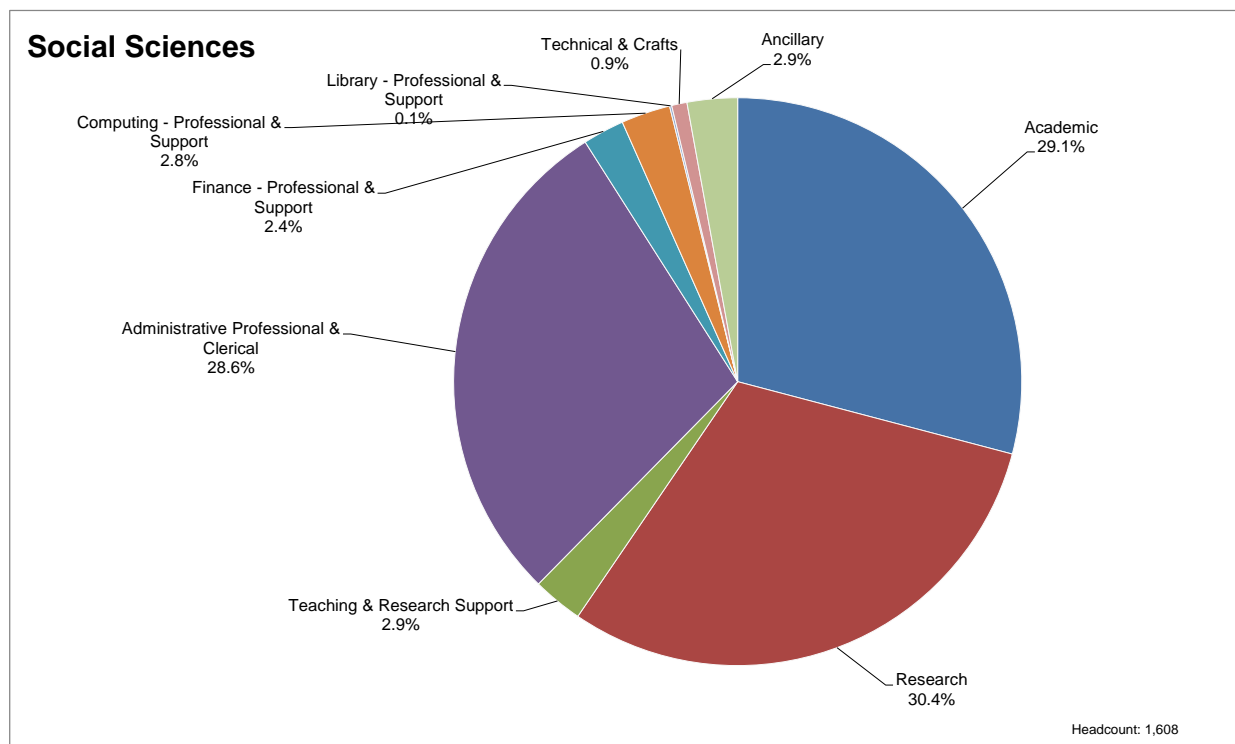
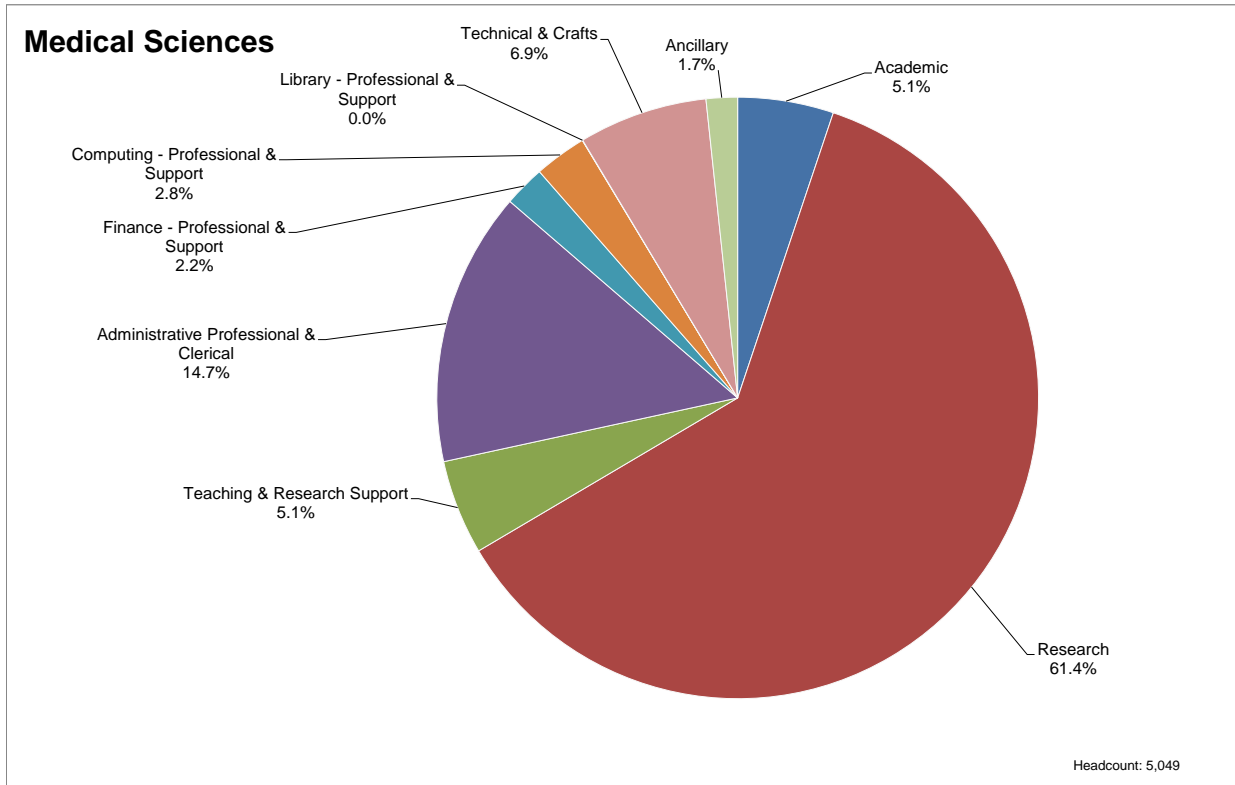
### Headcount and full-time equivalent (FTE) by division (Staff in post as at 31 July each year)



Note:  
Oxford Institute of Population Ageing is included in the Social Sciences Division.

## Headcount by division and staff group (Staff in post as at 31 July 2015)

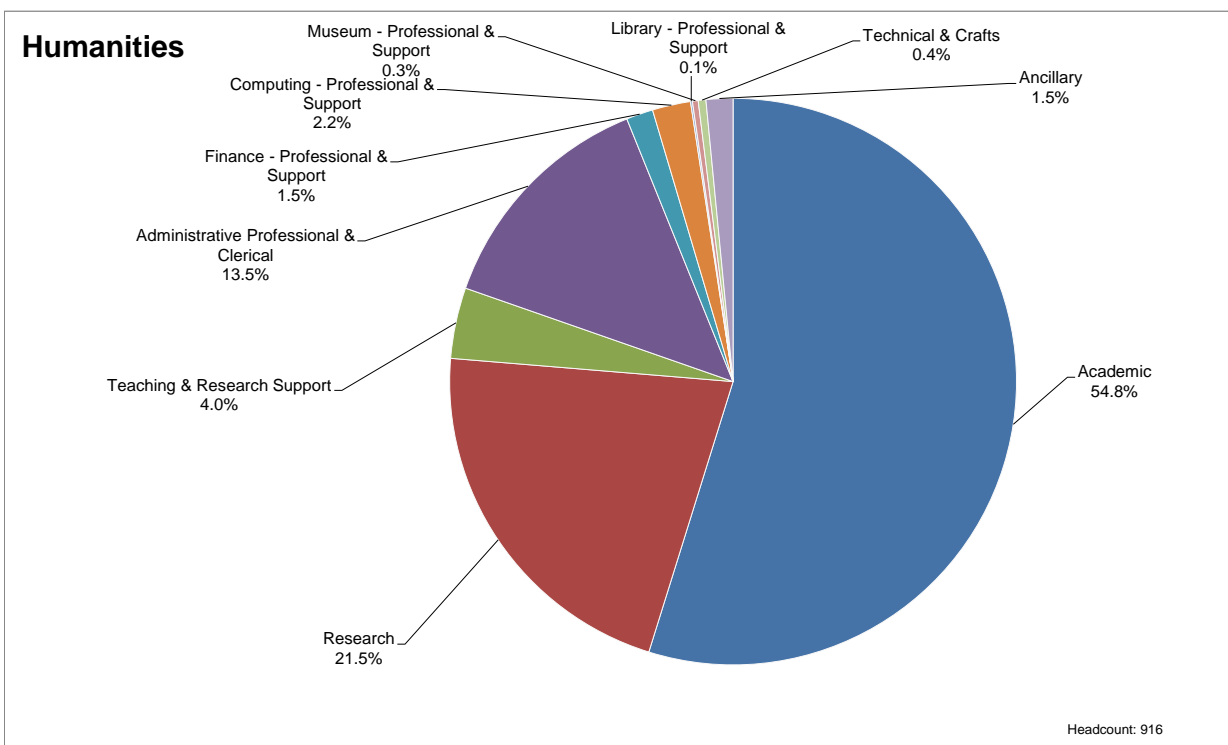
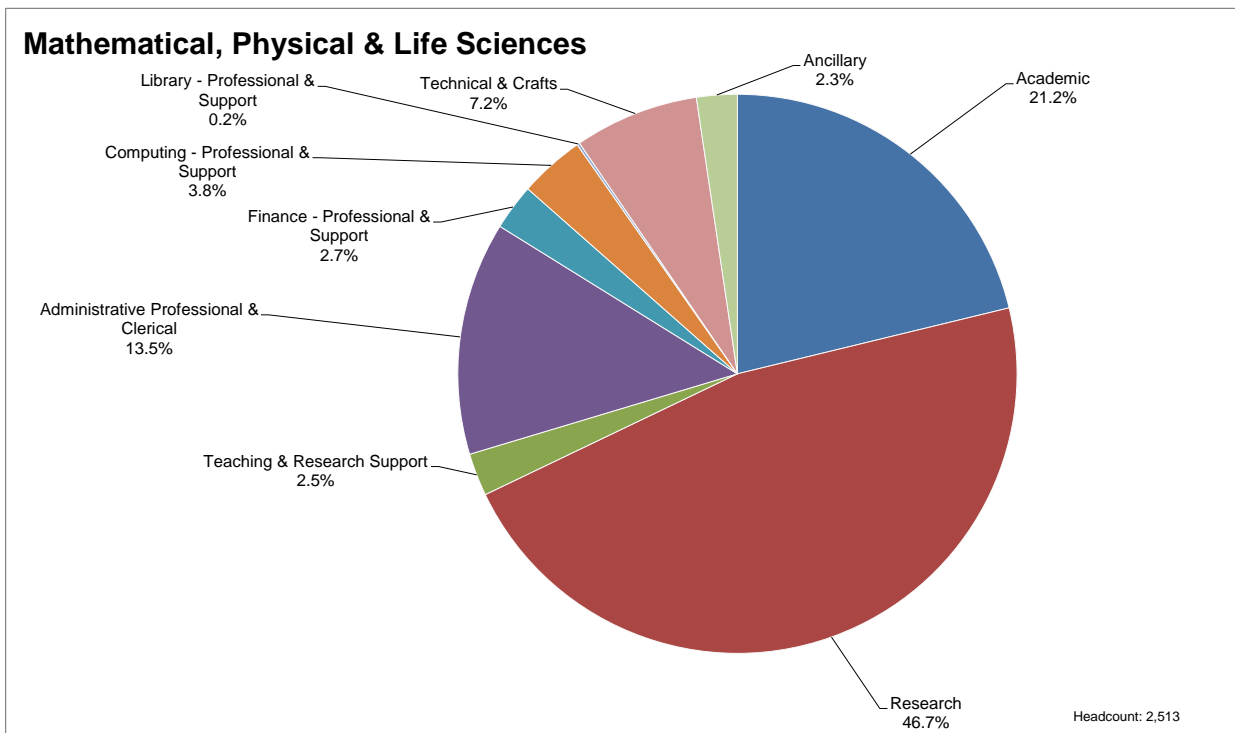
Chart 6



Notes:  
Oxford Institute of Population Ageing is included in the Social Sciences Division.  
Percentages are shown to one decimal place and some rounding may occur.

## Headcount by division and staff group (Staff in post as at 31 July 2015)

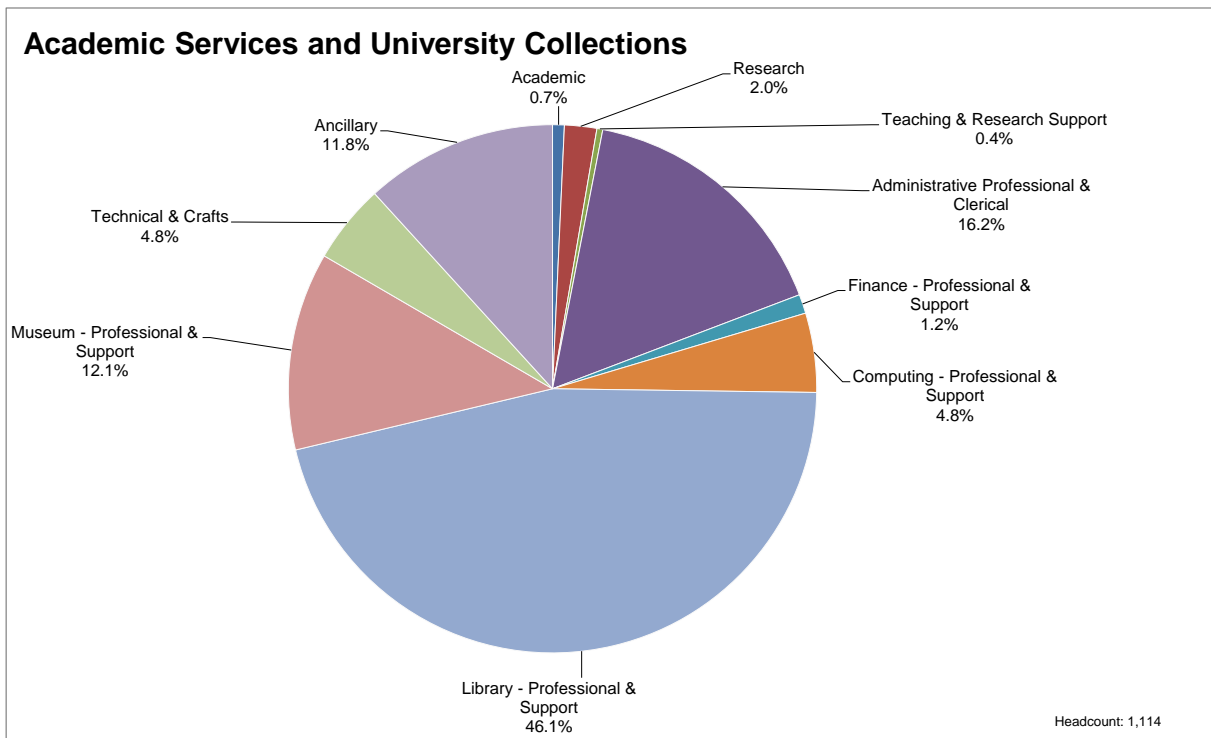
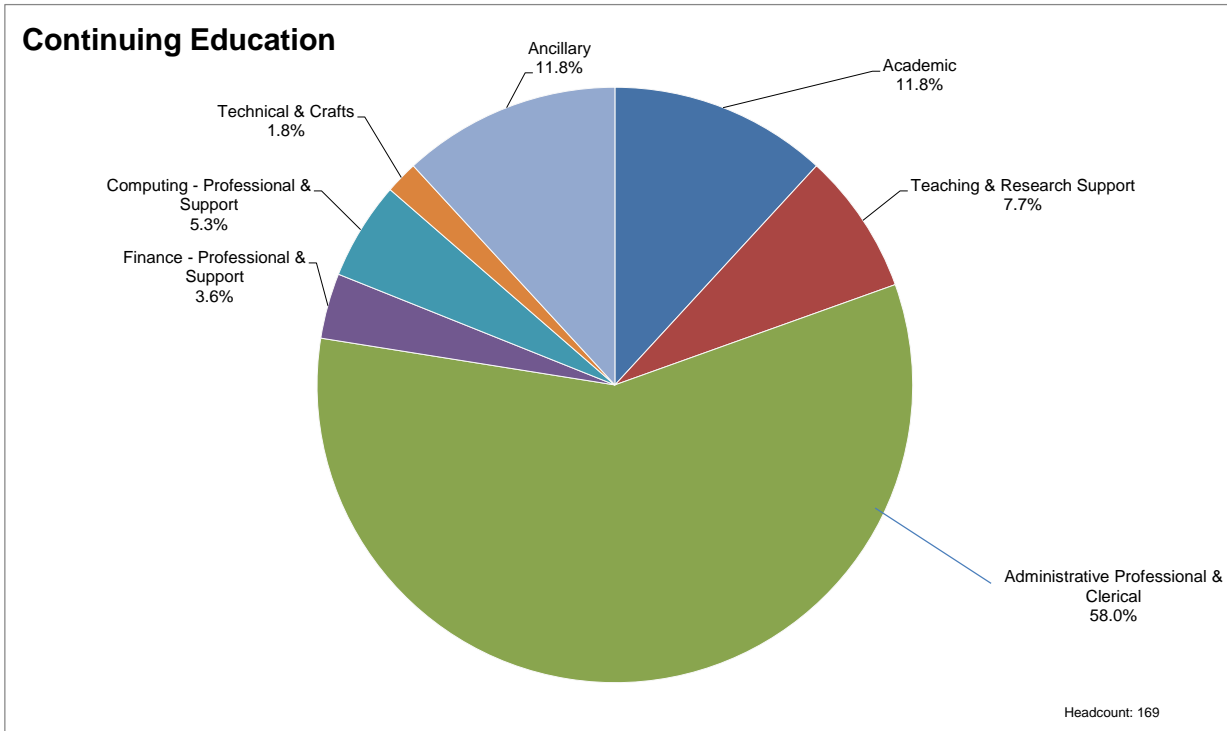
Chart 6



Percentages are shown to one decimal place and some rounding may occur.

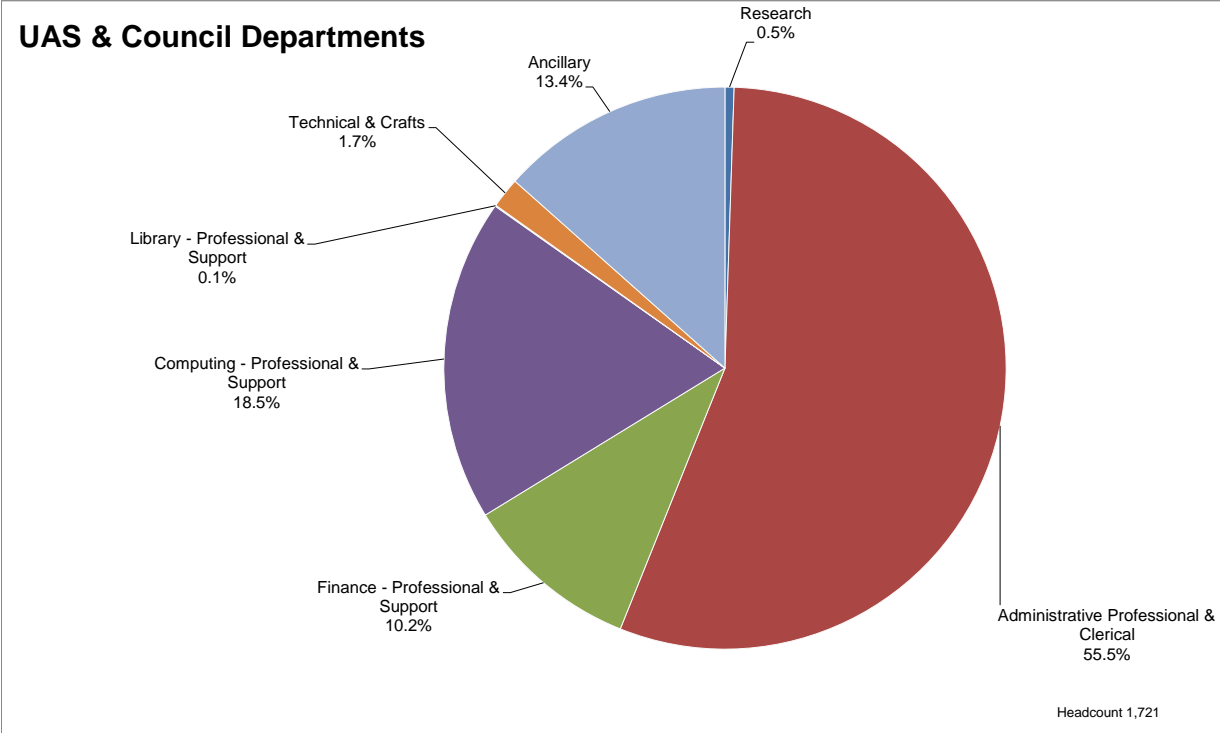
## Headcount by division and staff group (Staff in post as at 31 July 2015)

Chart 6



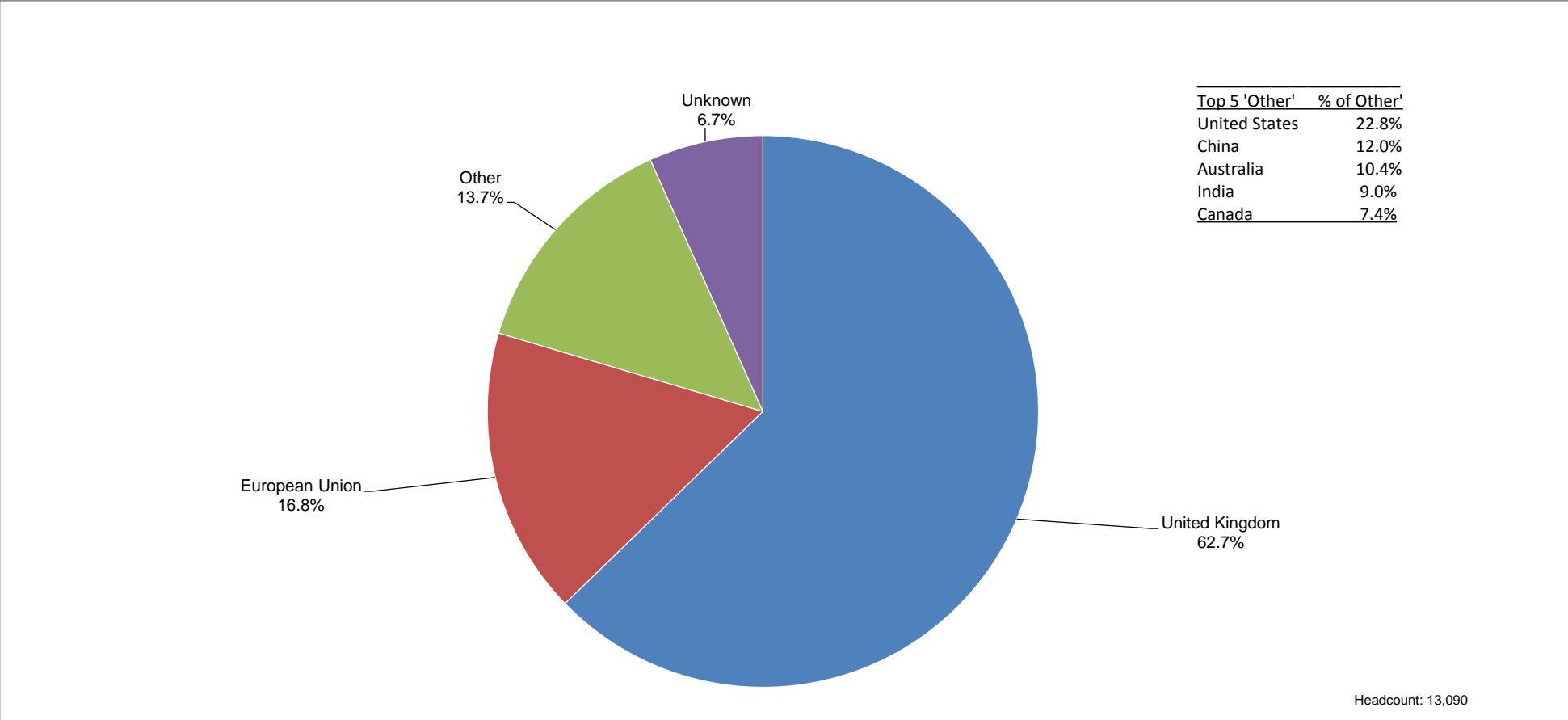
Percentages are shown to one decimal place and some rounding may occur.

**Headcount by division and staff group  
(Staff in post as at 31 July 2015)**



Percentages are shown to one decimal place and some rounding may occur.

**Headcount by nationality  
(Staff in post as at 31 July 2015)**



Percentages are shown to one decimal place and some rounding may occur.

**Headcount by staff group and majority source of funding for basic salary  
(Staff in post as at 31 July 2015)**

Staff Group	Grade Group	University funded		Externally funded		Self funded		All Total
		No. of employees	% of staff group	No. of employees	% of staff group	No. of employees	% of staff group	
Academic		1,630	91.0%	161	9.0%	0	0.0%	1,791
Research		914	18.3%	4,069	81.6%	5	0.1%	4,988
Teaching & Research Support	Academic-related staff	178	45.5%	210	53.7%	3	0.8%	391
	Support Staff	9	32.1%	19	67.9%	0	0.0%	28
Administrative Professional & Clerical	Academic-related staff	1,402	88.2%	177	11.1%	11	0.7%	1,590
	Support Staff	1,096	83.6%	204	15.6%	11	0.8%	1,311
Finance - Professional & Support	Academic-related staff	214	99.1%	2	0.9%	0	0.0%	216
	Support Staff	203	97.1%	5	2.4%	1	0.5%	209
Computing - Professional & Support	Academic-related staff	505	83.7%	94	15.6%	4	0.7%	603
	Support Staff	77	95.1%	3	3.7%	1	1.2%	81
Library - Professional & Support	Academic-related staff	169	97.1%	5	2.9%	0	0.0%	174
	Support Staff	341	98.0%	7	2.0%	0	0.0%	348
Museum - Professional & Support	Academic-related staff	50	83.3%	10	16.7%	0	0.0%	60
	Support Staff	69	88.5%	9	11.5%	0	0.0%	78
Technical & Crafts	Academic-related staff	113	63.1%	66	36.9%	0	0.0%	179
	Support Staff	367	80.3%	85	18.6%	5	1.1%	457
Ancillary	Academic-related staff	38	100.0%	0	0.0%	0	0.0%	38
	Support Staff	520	94.9%	22	4.0%	6	1.1%	548
<b>All Staff</b>		<b>7,895</b>	<b>60.3%</b>	<b>5,148</b>	<b>39.3%</b>	<b>47</b>	<b>0.4%</b>	<b>13,090</b>

Comparison of All Staff, 2014 and 2015	University funded		Externally funded		Self funded		Total
	No. of employees	% of staff	No. of employees	% of staff	No. of employees	% of staff	
2015	7,895	60.3%	5,148	39.3%	47	0.4%	13,090
2014	7,625	61.0%	4,824	38.6%	61	0.5%	12,510

Note 1: Staff groups are derived from groupings of the staff classification codes.

Note 2: Academic-related staff are defined as those in grades 6 and above. Support staff are defined as those in grades 1 to 5.

Note 3: Percentages are shown to 1 decimal place, some rounding may occur.

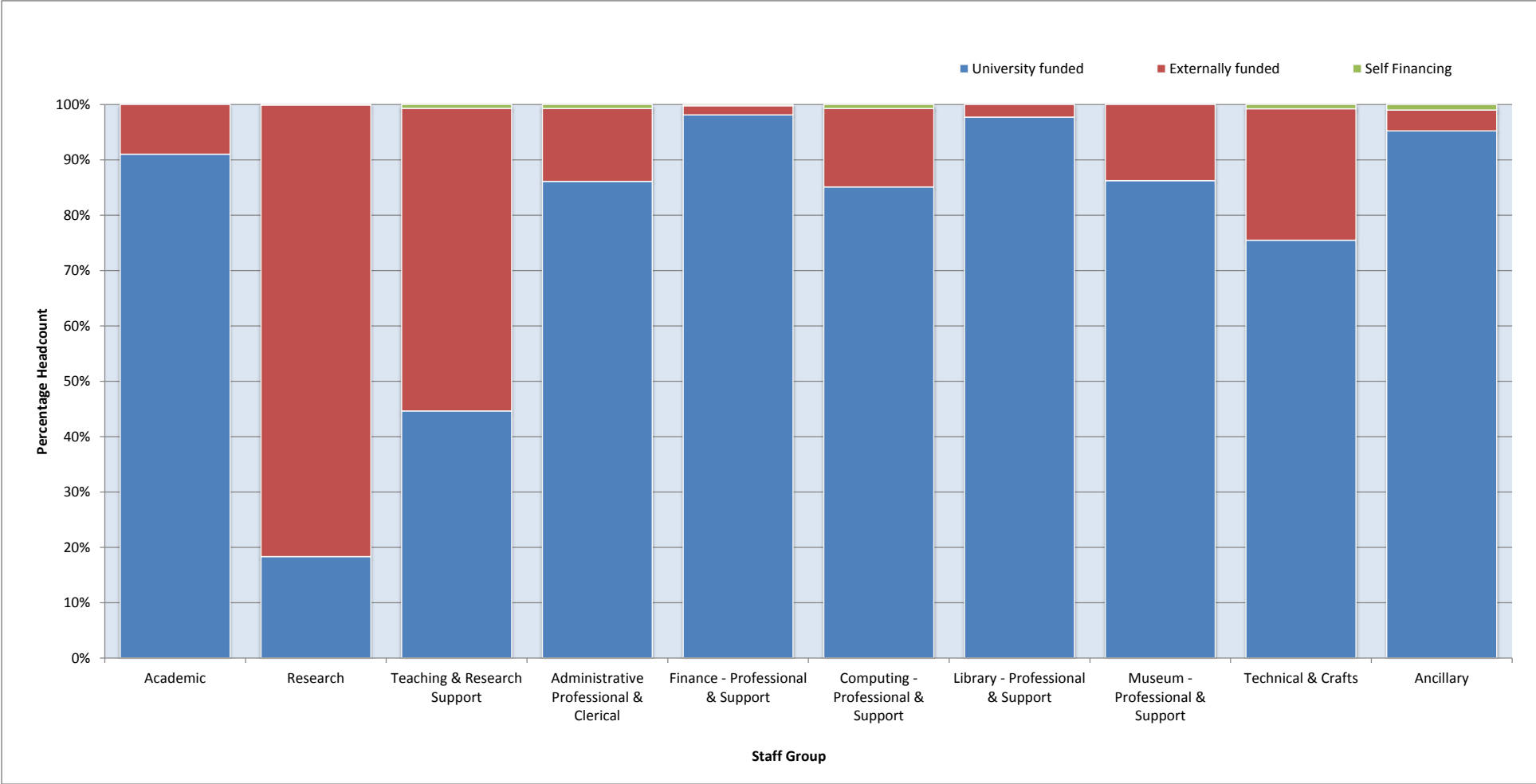
Note 4: Majority source of funding for basic salary categories are based on Source of Basic Salary and PSCAG defined by HESA:

<https://www.hesa.ac.uk/content/view/141/171/>

[https://www.hesa.ac.uk/index.php?option=com\\_studrec&task=show\\_file&mn=13025&href=a^\\_PSCAG.html](https://www.hesa.ac.uk/index.php?option=com_studrec&task=show_file&mn=13025&href=a^_PSCAG.html)

Note 5: University funded posts are defined as those which receive 50% or more funding from the University.

**Majority source of funding for basic salary by staff group  
(Staff in post as at 31 July 2015)**

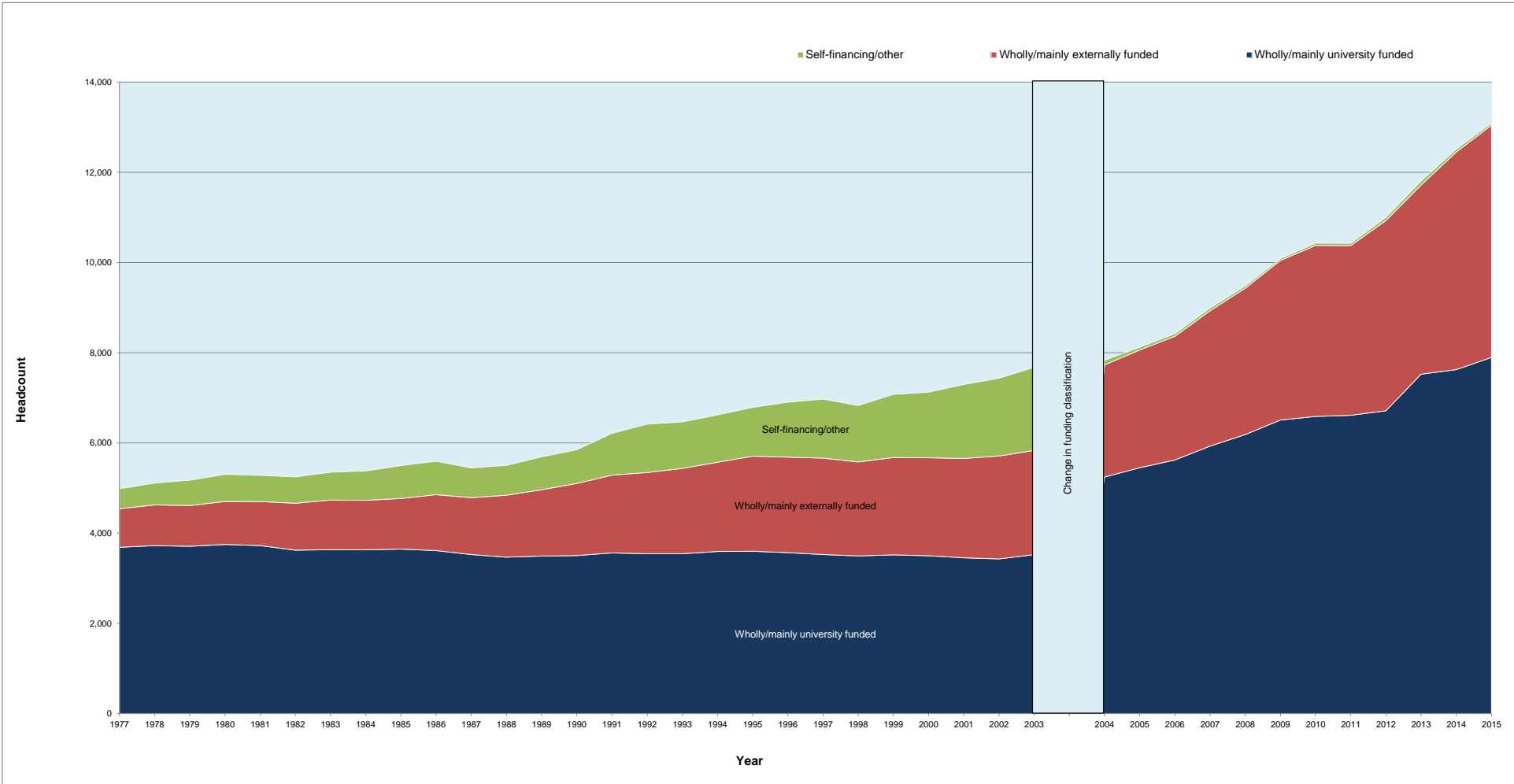


For definitions please see notes on Table 4.

Source: CoreHR



### Headcount by funding source and year



**Notes:**

From 2004 the classification of funding source changed in order to reflect the approach to financial analysis used by the Planning and Resource Allocation Section, and the external requirements of HESA. The nearest approximations for the previous categories are outlined below:

- \*Established posts\* = Wholly or mainly university-funded contract of employment.
- \*Outside grant posts\* = Wholly or mainly externally-funded contract of employment.
- \*Other posts\* = Self-financing and other contracts of employment.

**Staff turnover - permanent staff  
(12 months to 31 July 2015)**

<b>Staff group</b>	<b>Staff in post 01-Aug-14</b>	<b>Leavers Aug 14 - Jul 15</b>	<b>2013-14 turnover %</b>	<b>2014-15 turnover %</b>
Academic	1,571	72	3.3%	4.6%
Research	701	31	5.9%	4.4%
Teaching & Research Support	88	5	4.3%	5.7%
Administrative - Professional & Clerical	1,826	188	11.1%	10.3%
Finance - Professional & Support	345	44	8.2%	12.8%
Computing - Professional & Support	475	48	7.4%	10.1%
Library - Professional & Support	483	44	10.6%	9.1%
Museum - Professional & Support	87	14	5.2%	16.1%
Technical & Crafts	432	44	6.6%	10.2%
Ancillary	456	53	13.4%	11.6%
<b>All permanent staff</b>	<b>6,464</b>	<b>543</b>	<b>7.8%</b>	<b>8.4%</b>

Note 1: Permanent staff is defined as all employees without a specified contract end date.

Note 2: Staff turnover is defined as:

$$\frac{\text{Number of leavers in the period 1 August 2014 to 31 July 2015} \times 100}{\text{Number of staff in post on 1 August 2014}}$$

expressed as a percentage.

**Reason for leaving by staff group - all staff  
(1 August 2014 to 31 July 2015)**

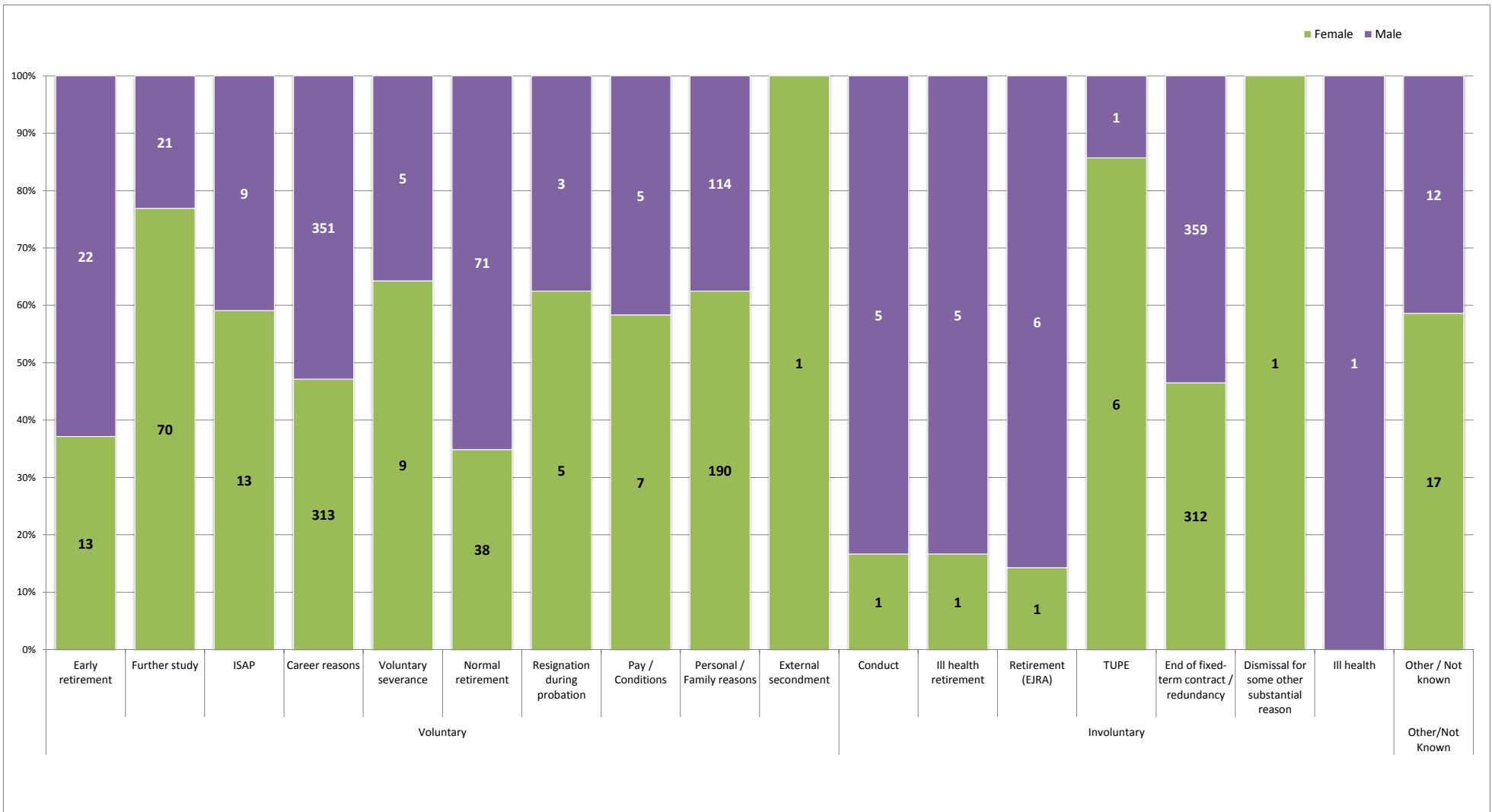
Staff Group		Academic	Research	Teaching & Research Support	Administrative Professional & Clerical	Finance - Professional & Support	Computing - Professional & Support	Library - Professional & Support	Museum - Professional & Support	Technical & Crafts	Ancillary	Total	
Voluntary	Early retirement	7.7%	0.3%	1.5%	3.3%	5.3%	1.2%	-	-	3.6%	2.4%	1.8%	
	Further study	-	5.8%	3.0%	3.8%	1.8%	3.6%	3.1%	8.7%	6.0%	2.4%	4.6%	
	ISAP	-	0.3%	-	3.3%	5.3%	2.4%	-	-	1.2%	1.2%	1.1%	
	Career reasons	22.3%	34.8%	32.8%	32.6%	26.3%	44.0%	29.2%	34.8%	27.7%	40.5%	33.4%	
	Voluntary severance	0.8%	0.2%	-	1.4%	5.3%	-	-	-	-	3.6%	-	0.7%
	Normal retirement	26.9%	1.7%	3.0%	4.6%	5.3%	7.1%	12.3%	4.3%	12.0%	11.9%	5.5%	
	Resignation during probation	-	0.1%	-	0.8%	-	-	-	-	2.4%	2.4%	0.4%	
	Pay / Conditions	-	0.2%	-	0.8%	1.8%	-	1.5%	-	3.6%	2.4%	0.6%	
	Personal / Family reasons	4.6%	7.1%	16.4%	28.0%	38.6%	25.0%	30.8%	26.1%	24.1%	26.2%	15.3%	
	External secondment	-	0.1%	-	-	-	-	-	-	-	-	-	0.1%
Involuntary	Conduct	-	0.1%	-	-	-	-	-	4.3%	4.8%	-	0.3%	
	Ill health retirement	1.5%	0.1%	-	0.3%	-	-	-	-	1.2%	1.2%	0.3%	
	Retirement (EJRA)	1.5%	0.2%	1.5%	0.5%	-	-	-	-	-	-	0.4%	
	TUPE	-	0.3%	3.0%	-	3.5%	-	-	-	-	-	0.4%	
	End of fixed-term contract / redundancy	34.6%	47.5%	38.8%	18.2%	3.5%	13.1%	20.0%	17.4%	9.6%	8.3%	33.8%	
	Dismissal for some other substantial reason	-	-	-	-	1.8%	-	-	-	-	-	-	0.1%
Other	Ill health	-	-	-	-	-	-	1.5%	-	-	-	0.1%	
	Other / Not known	-	1.3%	-	2.4%	1.8%	3.6%	1.5%	4.3%	-	1.2%	1.5%	
<b>Total</b>	<b>Headcount of Leavers</b>	<b>130</b>	<b>1,027</b>	<b>67</b>	<b>368</b>	<b>57</b>	<b>84</b>	<b>65</b>	<b>23</b>	<b>83</b>	<b>84</b>	<b>1,988</b>	

Note 1: Excludes staff with reason for leaving of 'Death'.

Note 2: Percentages to 1 decimal place and some rounding will occur.

Note 3: ISAP is an individual severance package (compromise agreement)

**Reason for leaving by legal sex - all staff  
(1 August 2014 to 31 July 2015)**



Note 1: Excludes staff with reason for leaving of 'Death'.

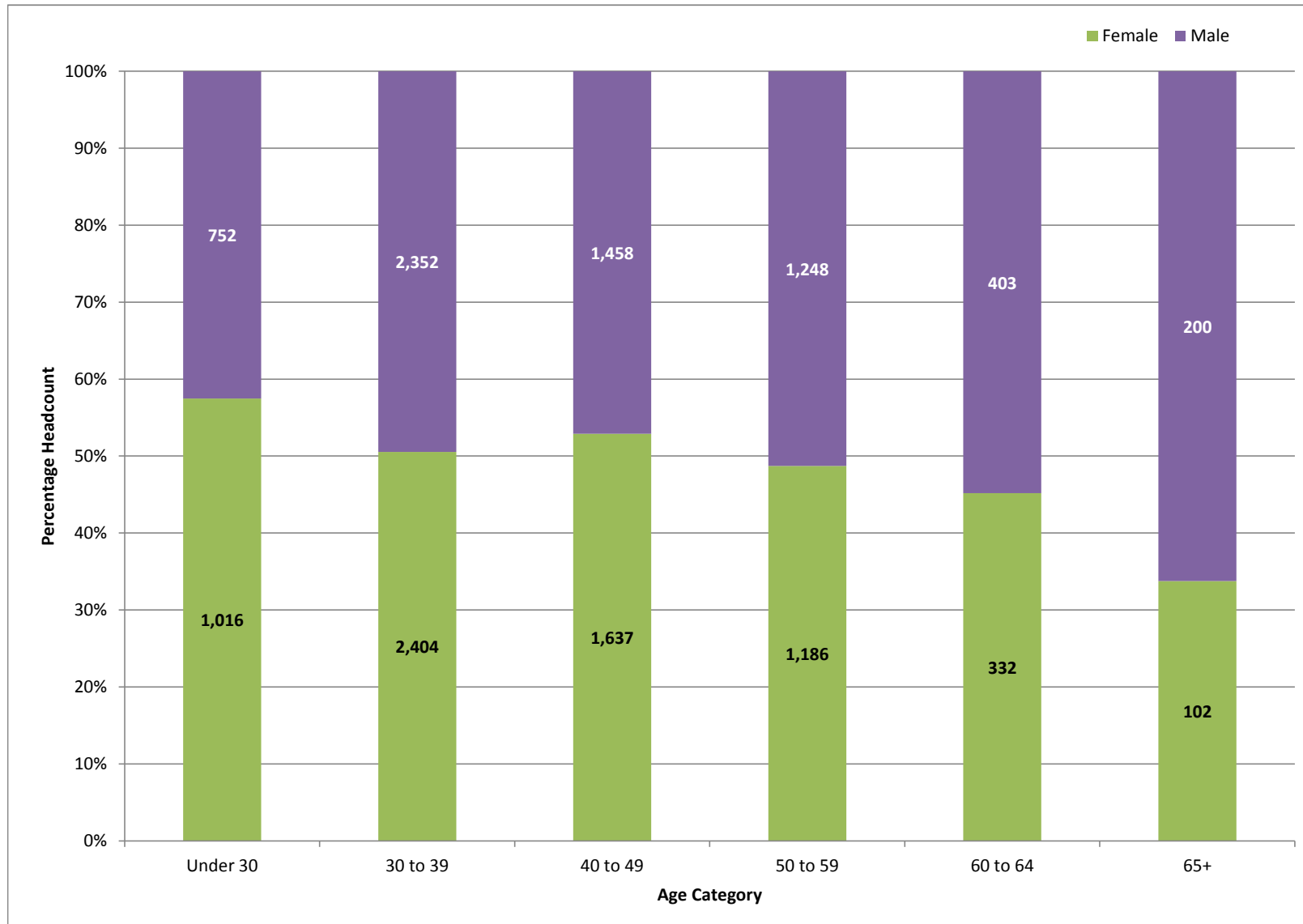
**Age distribution by staff group  
(Staff in post as at 31 July 2015)**

<b>Staff Group</b>		<b>Under 30</b>	<b>30 to 39</b>	<b>40 to 49</b>	<b>50 to 59</b>	<b>60 to 64</b>	<b>65+</b>
Academic	Headcount	13	410	552	536	185	95
	Percentage	0.7%	22.9%	30.8%	29.9%	10.3%	5.3%
Research	Headcount	835	2,497	924	524	136	72
	Percentage	16.7%	50.1%	18.5%	10.5%	2.7%	1.4%
Teaching & Research Support	Headcount	57	157	87	88	24	6
	Percentage	13.6%	37.5%	20.8%	21.0%	5.7%	1.4%
Administrative Professional & Clerical	Headcount	411	919	747	615	153	56
	Percentage	14.2%	31.7%	25.7%	21.2%	5.3%	1.9%
Finance - Professional & Support	Headcount	53	135	110	94	24	9
	Percentage	12.5%	31.8%	25.9%	22.1%	5.6%	2.1%
Computing - Professional & Support	Headcount	66	223	236	127	28	4
	Percentage	9.6%	32.6%	34.5%	18.6%	4.1%	0.6%
Library - Professional & Support	Headcount	73	130	129	122	54	14
	Percentage	14.0%	24.9%	24.7%	23.4%	10.3%	2.7%
Museum - Professional & Support	Headcount	27	36	42	21	7	5
	Percentage	19.6%	26.1%	30.4%	15.2%	5.1%	3.6%
Technical & Crafts	Headcount	132	117	146	166	60	15
	Percentage	20.8%	18.4%	23.0%	26.1%	9.4%	2.4%
Ancillary	Headcount	101	132	122	141	64	26
	Percentage	17.2%	22.5%	20.8%	24.1%	10.9%	4.4%
<b>All staff</b>	<b>Headcount</b>	<b>1,768</b>	<b>4,756</b>	<b>3,095</b>	<b>2,434</b>	<b>735</b>	<b>302</b>
	<b>Percentage</b>	<b>13.5%</b>	<b>36.3%</b>	<b>23.6%</b>	<b>18.6%</b>	<b>5.6%</b>	<b>2.3%</b>

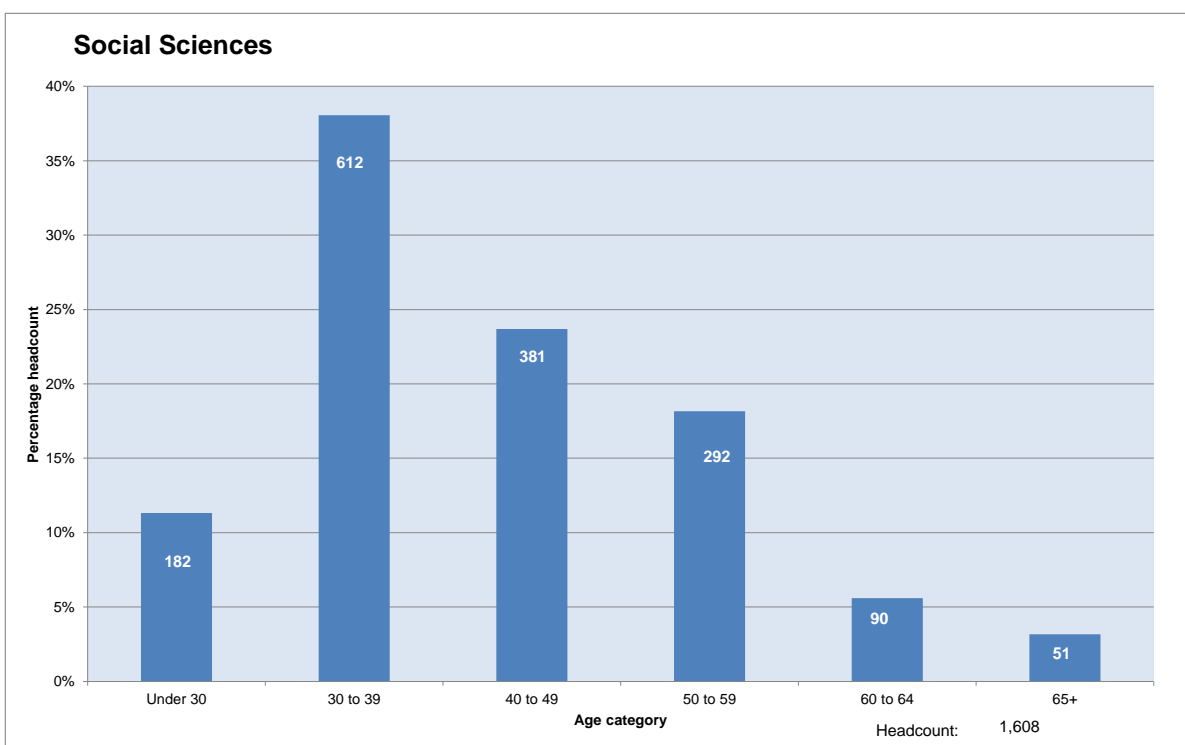
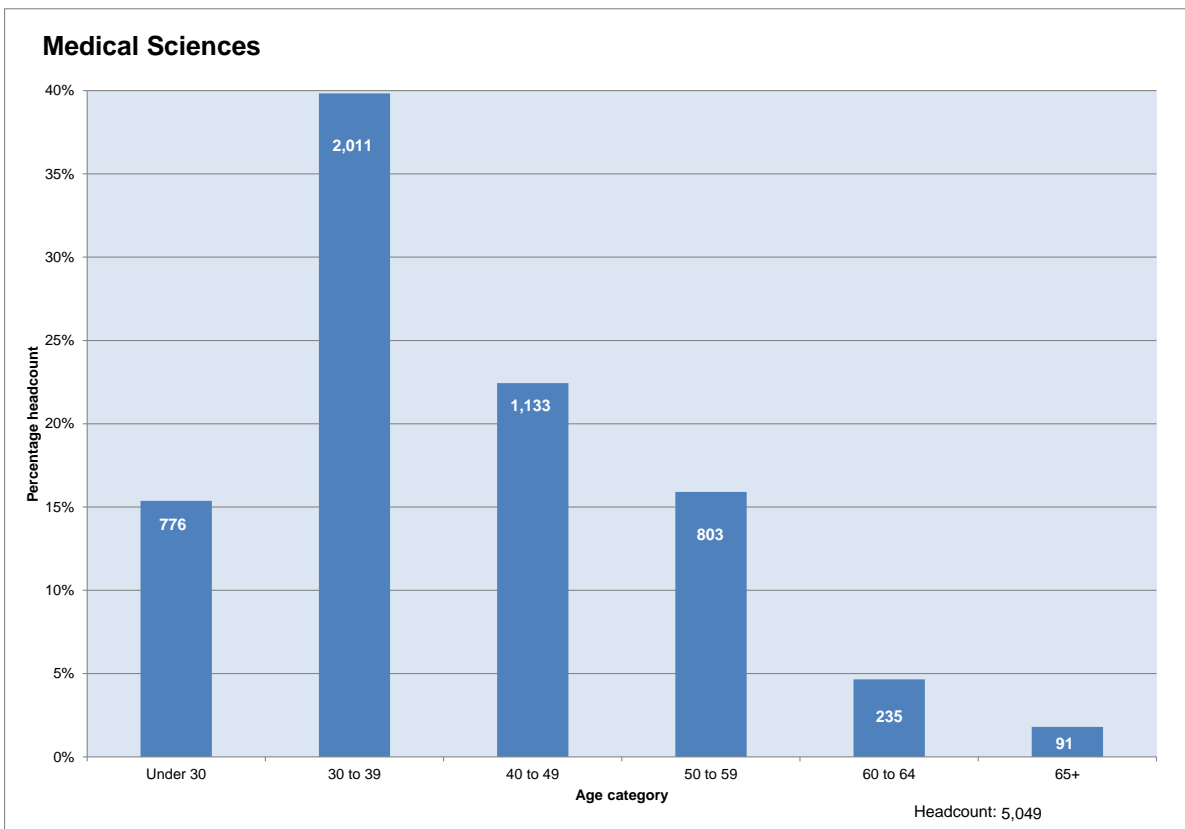
Note 1: Analysis based on headcount.

Note 2: Percentages to 1 decimal place so some rounding may occur.

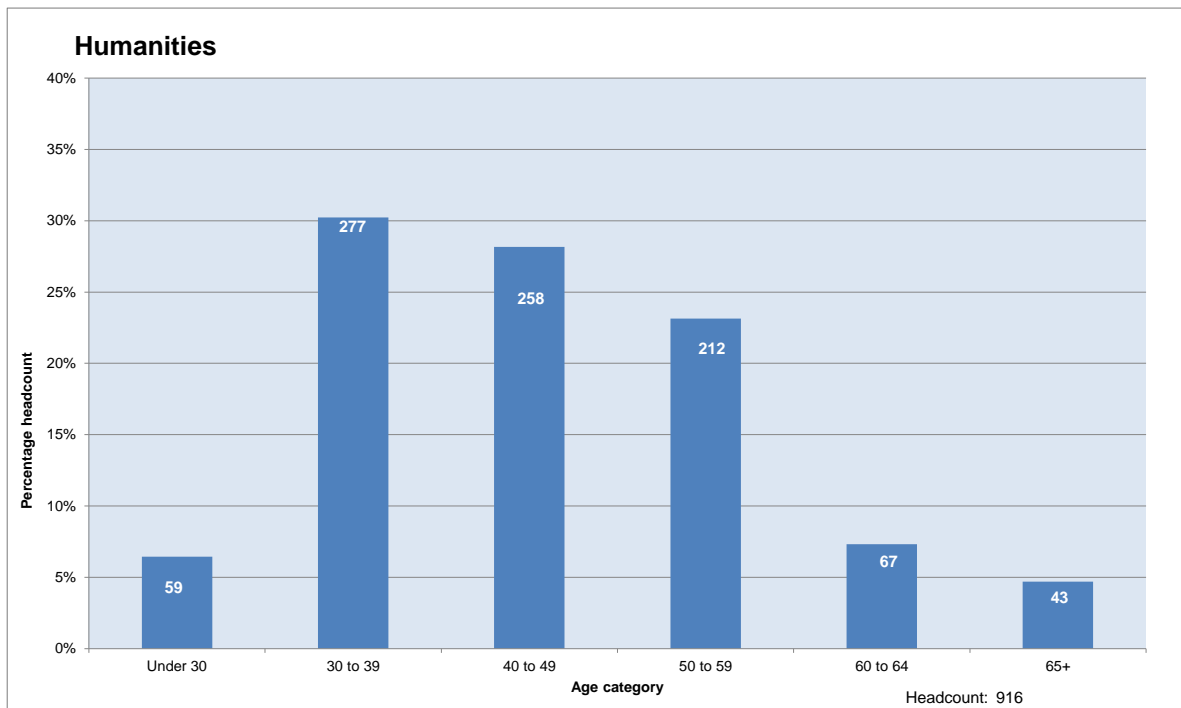
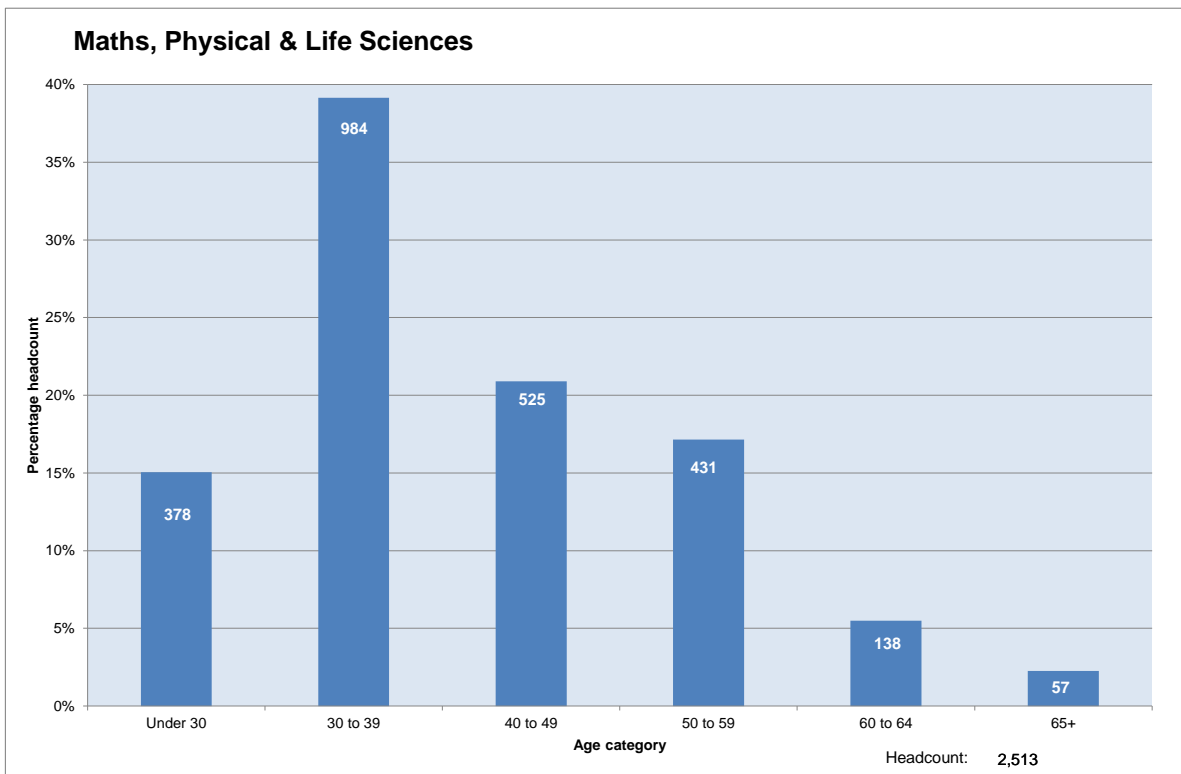
**Age distribution by legal sex  
(Staff in post as at 31 July 2015)**



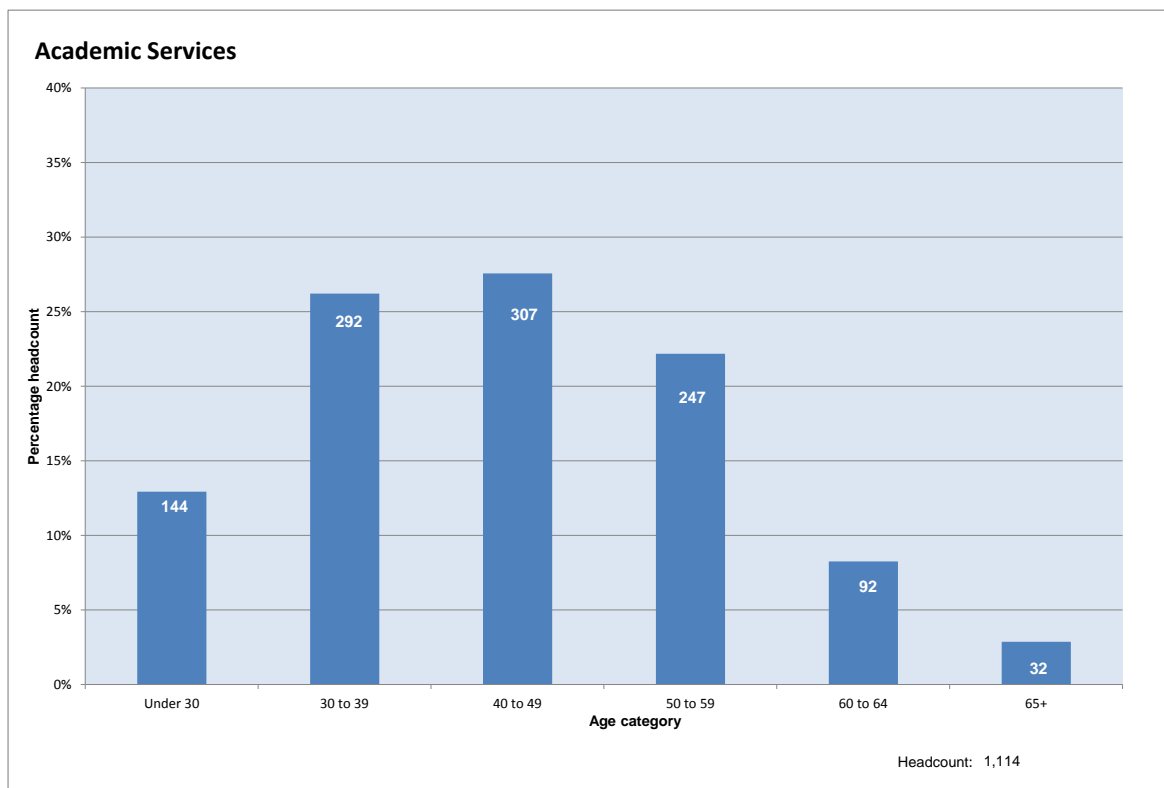
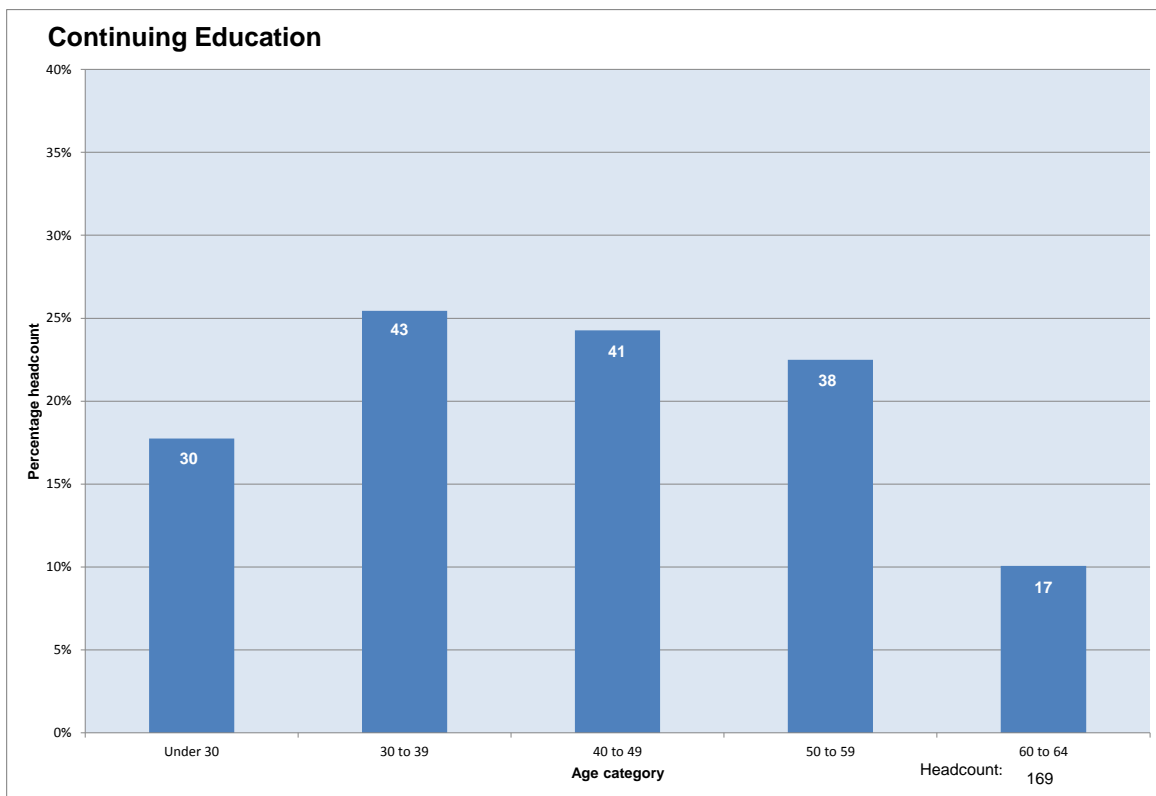
**Age distribution by division  
(Staff in post as at 31 July 2015)**

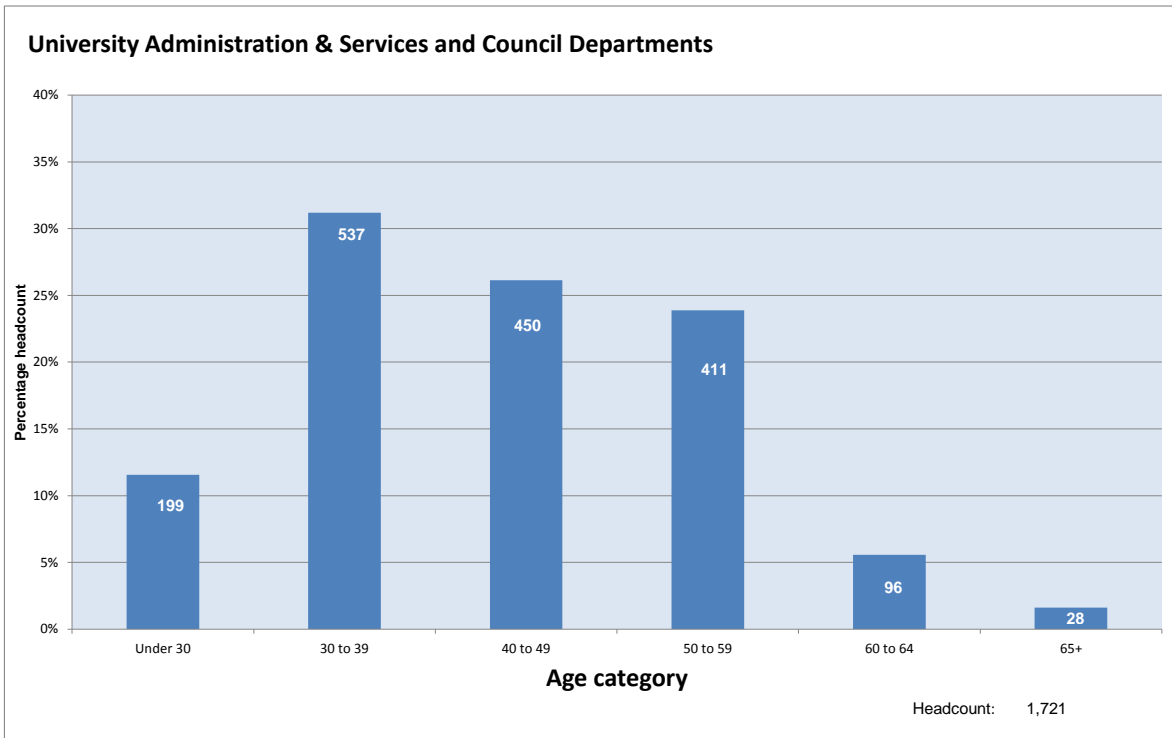


Notes:  
Oxford Institute of Population Ageing is included in the Social Sciences Division.

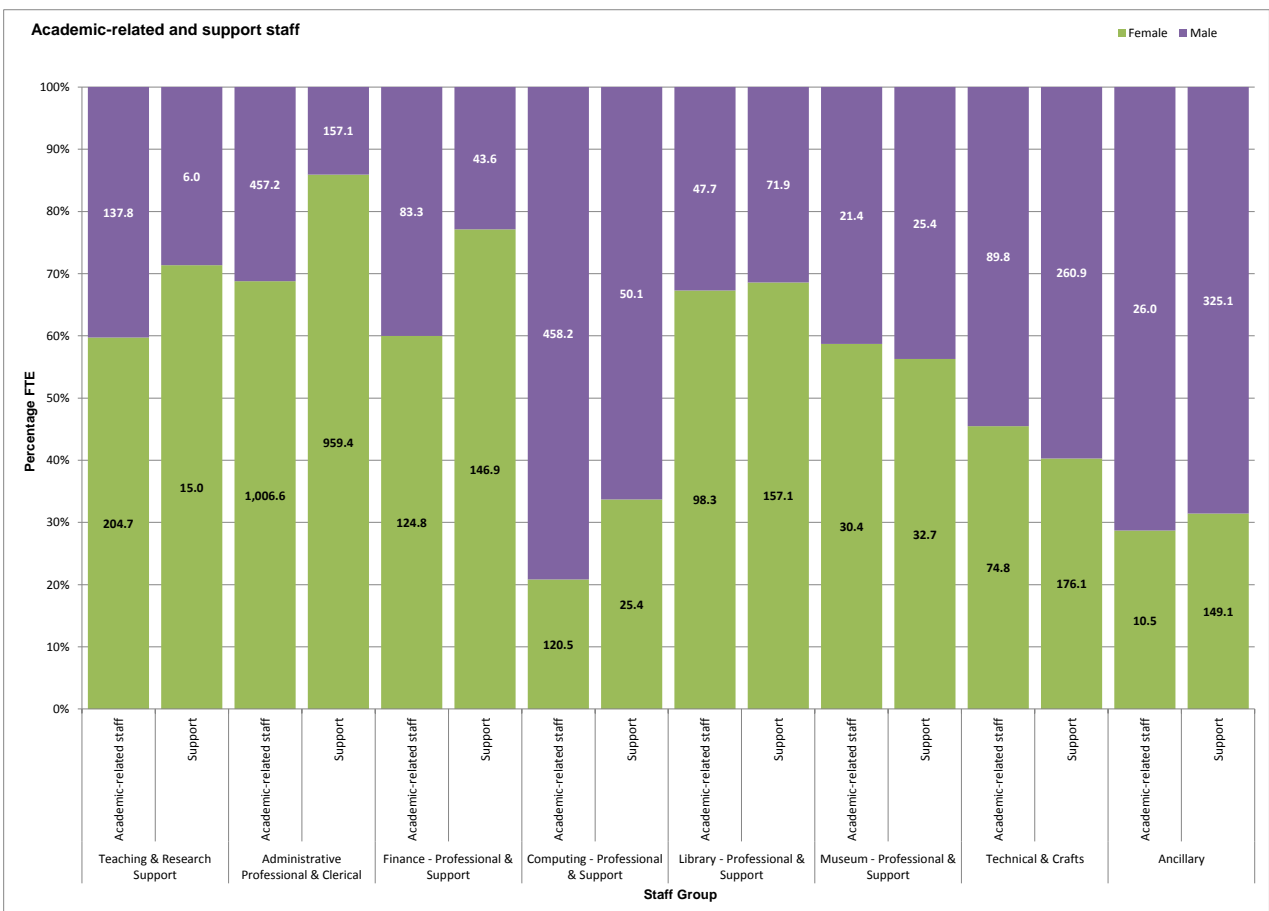
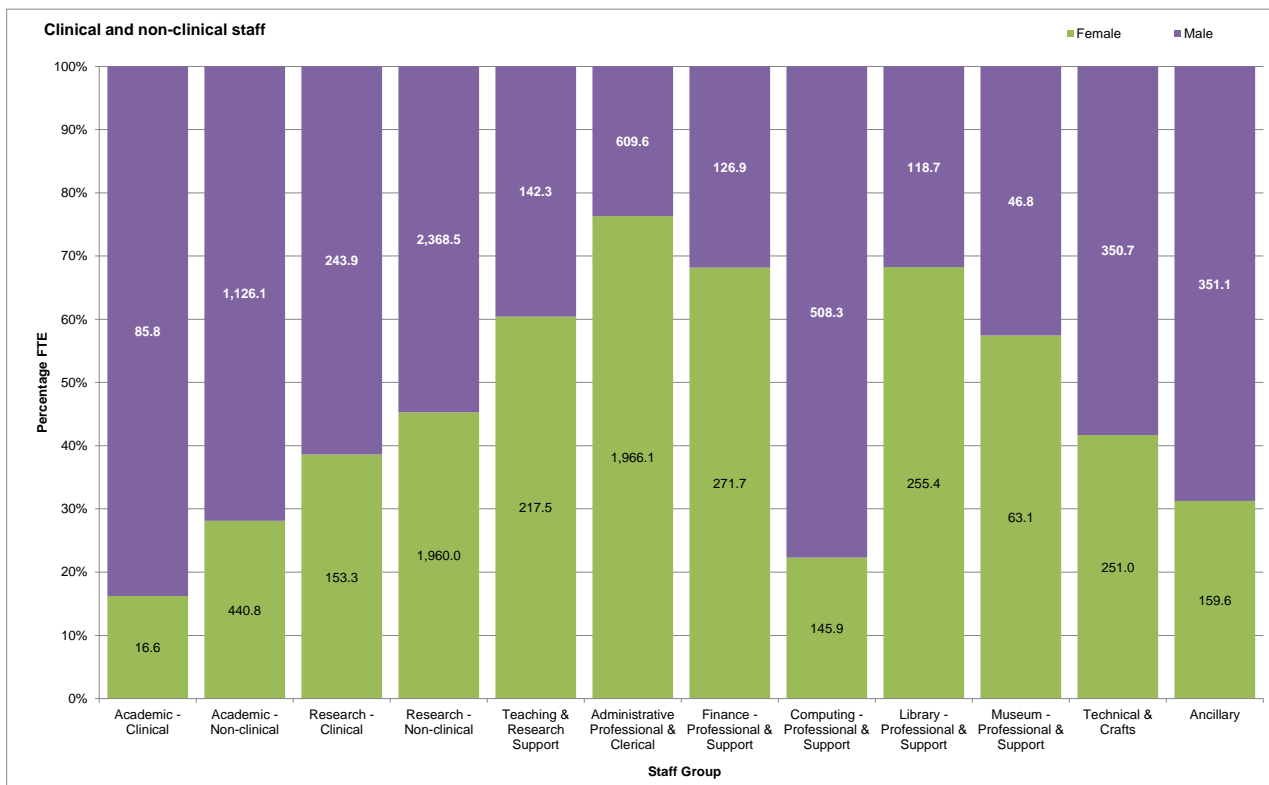








### Legal sex profile by staff group (Staff in post as at 31 July 2015)

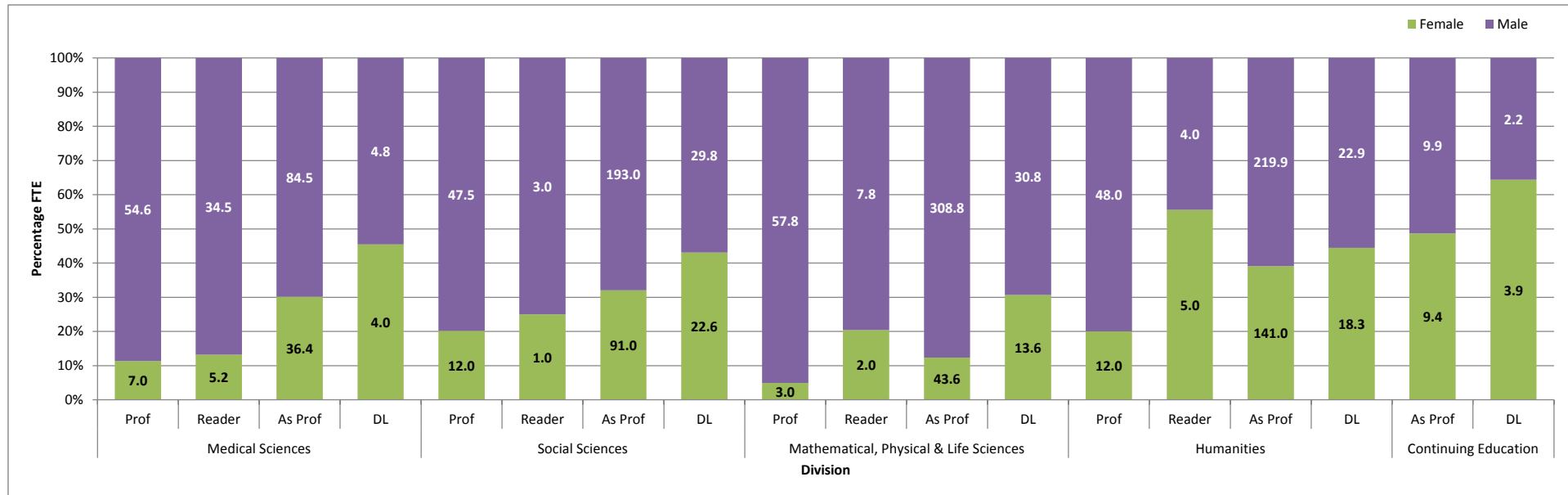


Note 1: Staff groups are derived from groupings of the staff classification codes.

Note 2: Percentages are shown to one decimal place and some rounding may occur.

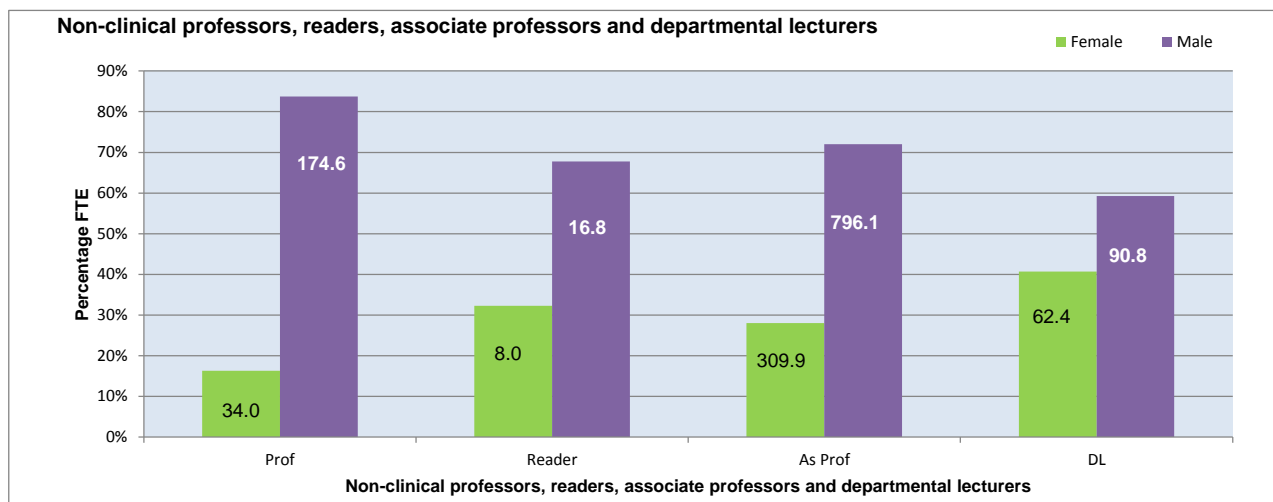
Note 3: Academic-related staff are defined as those in grades 6 and above. Support staff are defined as those in grades 1 to 5.

**Legal sex profile of academic staff by division  
(FTE as at 31 July 2015)**

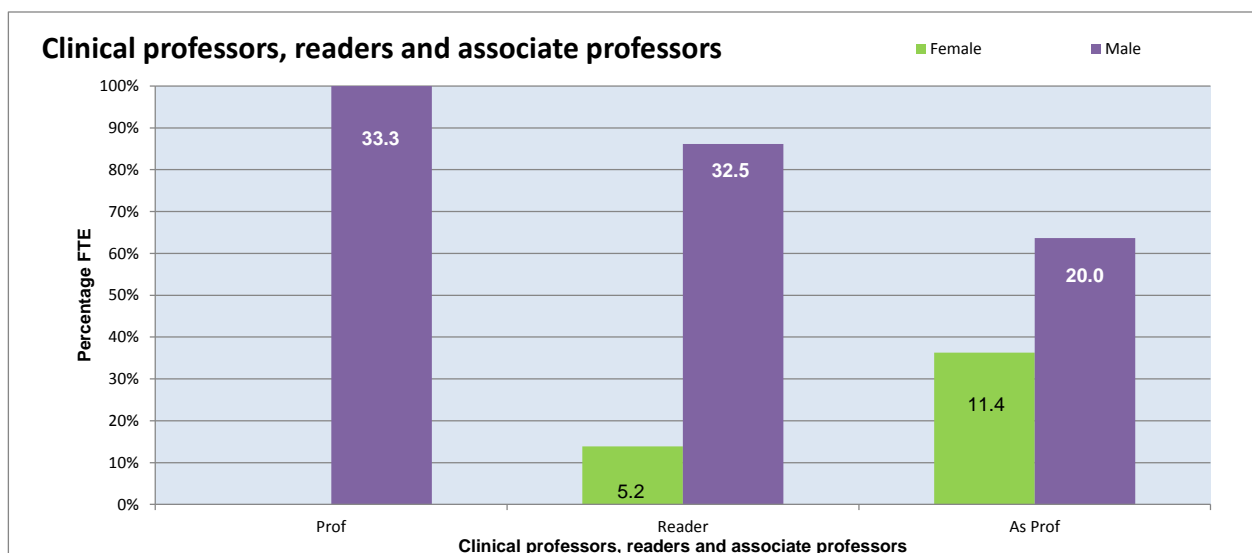


Division	Professor					Reader					Associate Professor					Departmental Lecturer				
	Female		Male		Total	Female		Male		Total	Female		Male		Total	Female		Male		Total
	FTE	%	FTE	%		FTE	%	FTE	%		FTE	%	FTE	%		FTE	%	FTE	%	
Medical Sciences	7.0	11.4%	54.6	88.6%	61.6	5.2	13.2%	34.5	86.8%	39.7	36.4	30.1%	84.5	69.9%	120.9	4.0	45.5%	4.8	54.5%	8.8
Social Sciences	12.0	20.2%	47.5	79.8%	59.5	1.0	25.0%	3.0	75.0%	4.0	91.0	32.0%	193.0	68.0%	284.0	22.6	43.1%	29.8	56.9%	52.4
Maths, Physical & Life Sciences	3.0	4.9%	57.8	95.1%	60.8	2.0	20.4%	7.8	79.6%	9.8	43.6	12.4%	308.8	87.6%	352.4	13.6	30.7%	30.8	69.3%	44.4
Humanities	12.0	20.0%	48.0	80.0%	60.0	5.0	55.6%	4.0	44.4%	9.0	141.0	39.1%	219.9	60.9%	360.9	18.3	44.4%	22.9	55.6%	41.2
Continuing Education						9.4	48.7%	9.9	51.3%	19.3	3.9	64.4%	2.2	35.6%	6.1					
<b>Total</b>	<b>34.0</b>	<b>14.1%</b>	<b>207.8</b>	<b>85.9%</b>	<b>241.8</b>	<b>13.2</b>	<b>21.2%</b>	<b>49.3</b>	<b>78.8%</b>	<b>62.5</b>	<b>321.3</b>	<b>28.2%</b>	<b>816.1</b>	<b>71.8%</b>	<b>1,137.4</b>	<b>62.4</b>	<b>40.8%</b>	<b>90.4</b>	<b>59.2%</b>	<b>152.8</b>

### Legal sex profile of clinical and non-clinical academic staff (FTE as at 31 July 2015)



Non-clinical	Female		Male		Total
	FTE	%	FTE	%	
Prof	34.0	16.3%	174.6	83.7%	208.6
Reader	8.0	32.3%	16.8	67.7%	24.8
As Prof	309.9	28.0%	796.1	72.0%	1,106.0
DL	62.4	40.7%	90.8	59.3%	153.2
<b>Total</b>	<b>414.3</b>	<b>27.8%</b>	<b>1,078.3</b>	<b>72.2%</b>	<b>1,492.5</b>



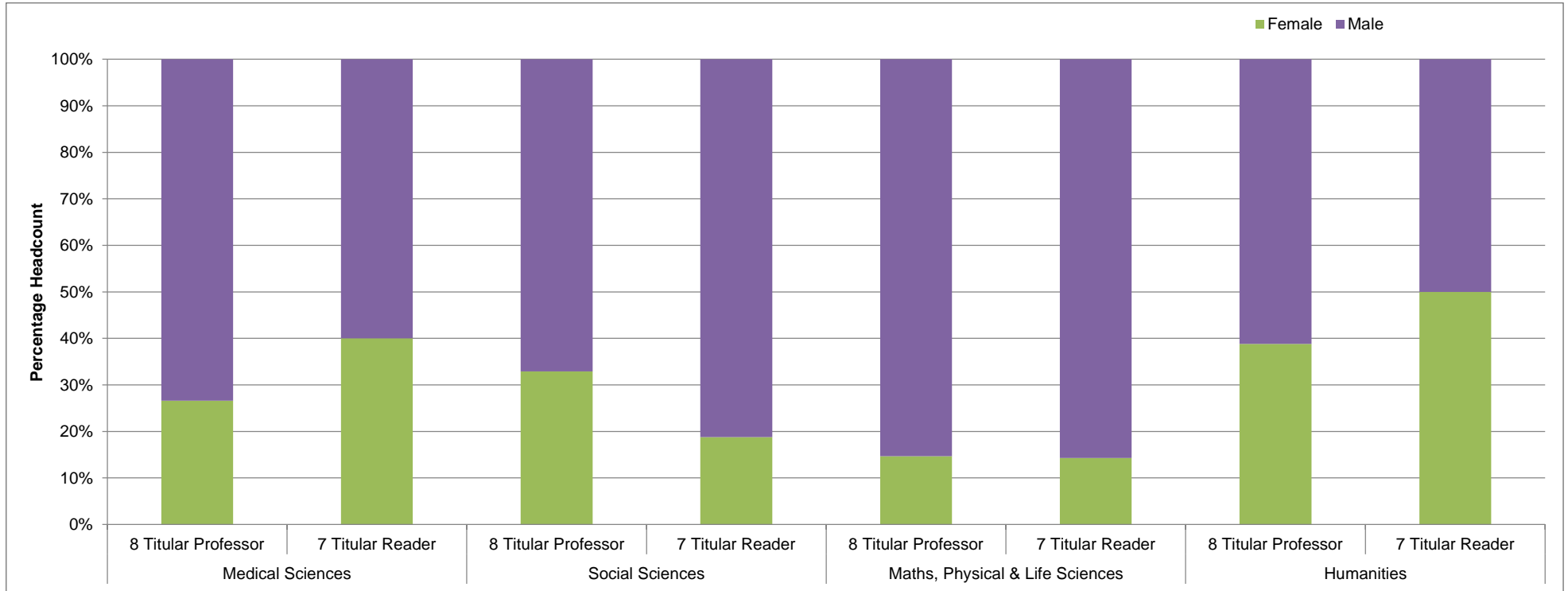
Clinical	Female		Male		Total
	FTE	%	FTE	%	
Prof	0.0	0.0%	33.3	100.0%	33.3
Reader	5.2	13.9%	32.5	86.1%	37.7
As Prof	11.4	36.3%	20.0	63.7%	31.4
<b>Total</b>	<b>16.6</b>	<b>16.2%</b>	<b>85.8</b>	<b>83.8%</b>	<b>102.4</b>

Note 1: Analysis based on full-time equivalent (FTE).

Note 2: Percentages to 1 decimal place, some rounding may occur.

Note 3: Professor (Prof), Reader and Associate Professor (As Prof) categories used in this analysis are based on grade. Departmental Lecturer (DL) is determined from the generic job title.

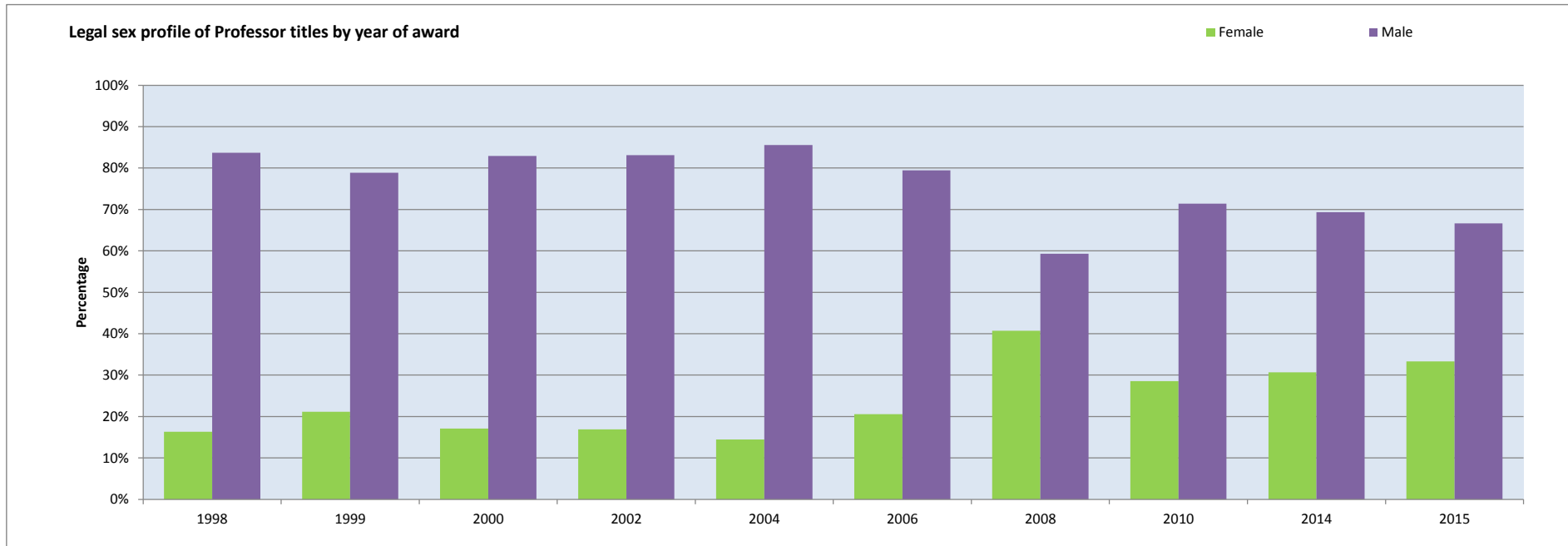
**Headcount of staff with a distinction title by academic division and legal sex  
(Staff in post as at 31 July 2015)**



Note:  
 The most recent Recognition of Distinction exercise was held in 2015 and these awards are included in the figures above.  
 No applications were accepted or considered for Reader titles and no longer conferred with effect from the 2010-11 Recognition of Distinction exercise in line with proposals agreed in May 2010.  
 Oxford Institute of Population Ageing is included in the Social Sciences Division.

**Legal sex profile of individuals awarded Professor titles through the Recognition of Distinction exercises (1998 - 2015)**

Year:	Female	Male	Total
1998	8	41	49
1999	11	41	52
2000	7	34	41
2002	13	64	77
2004	11	65	76
2006	23	89	112
2008	35	51	86
2010	34	85	119
2014	57	129	186
2015	20	40	60
<b>All years</b>	<b>219</b>	<b>639</b>	<b>858</b>

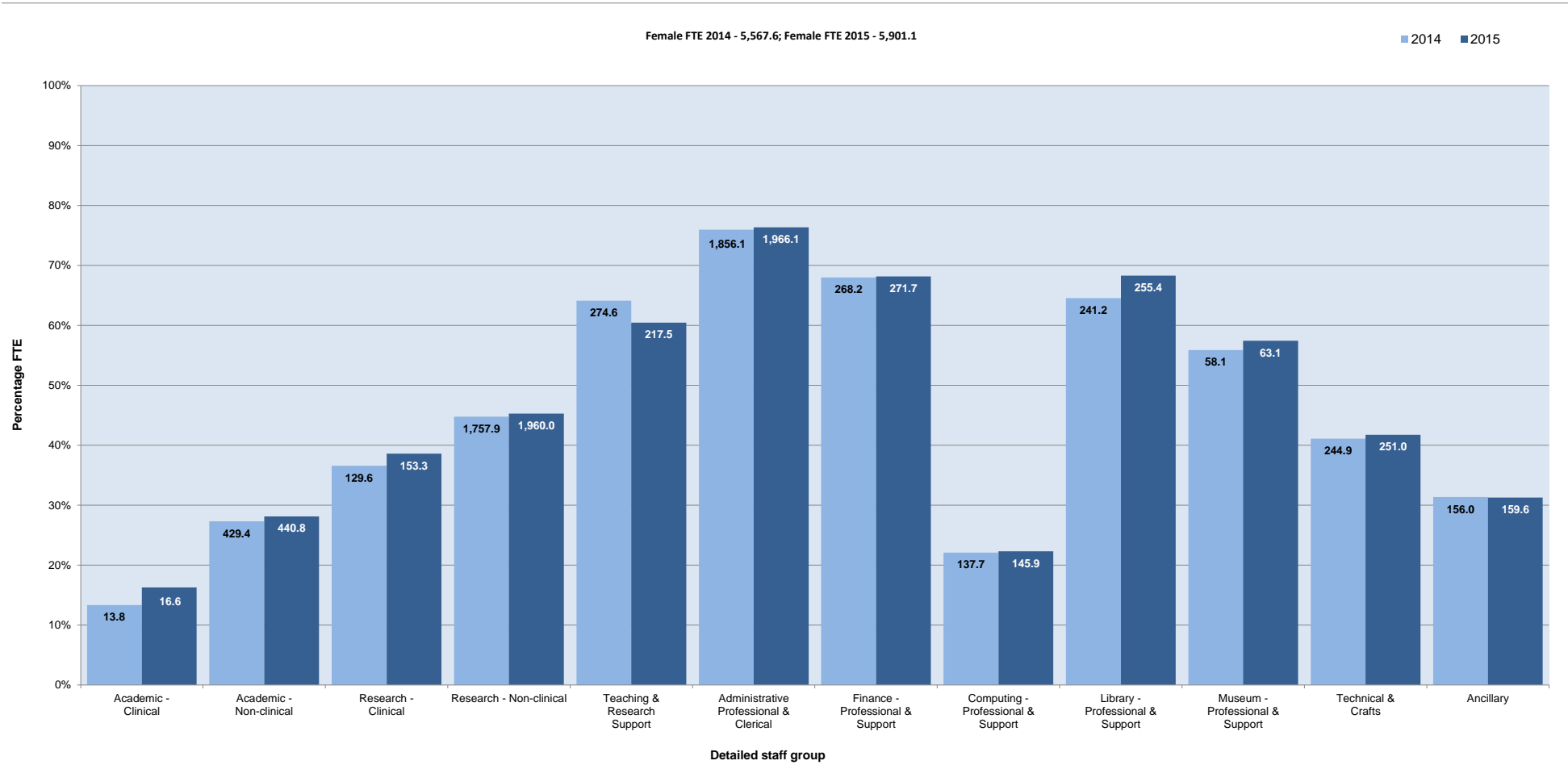


Source: Recognition of distinction.mdb up to and including the 2010-11 Recognition of Distinction exercises; CoreHR from the 2014 exercise.

**Note:**

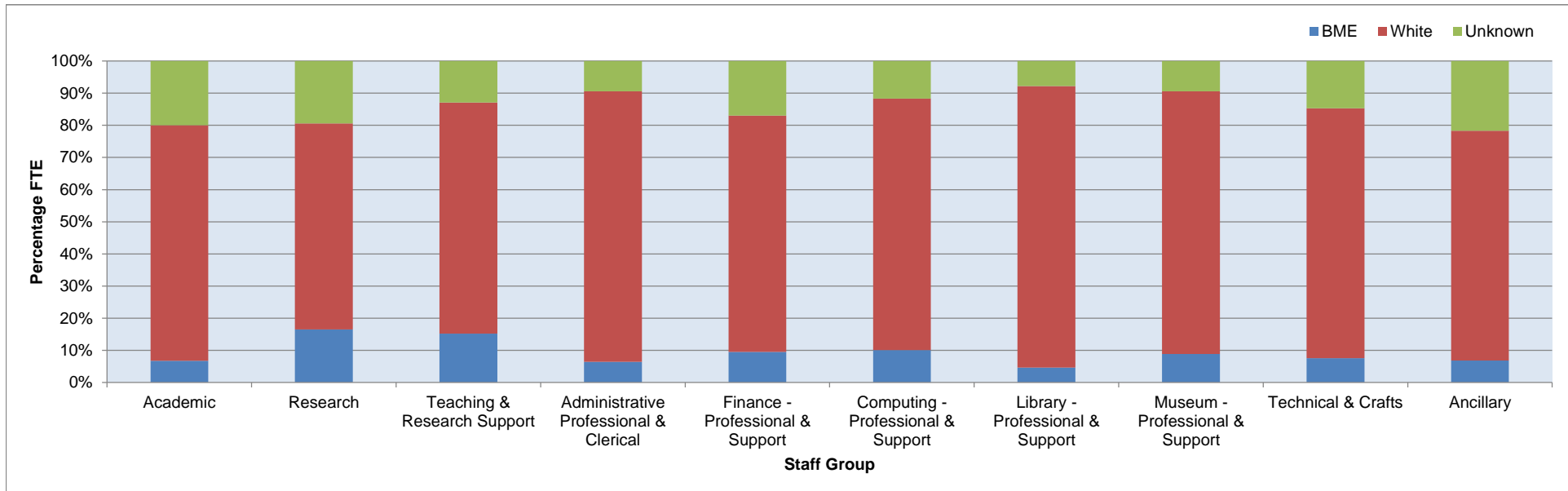
This data shows the number of University employees awarded titles through each exercise, it does **not** show the total number of individuals employed with a distinction title.

Percentage of female staff by detailed staff group, 2014 and 2015  
(Staff in post as at 31 July each year)





**Ethnicity profile by staff group  
(FTE as at 31 July 2015)**

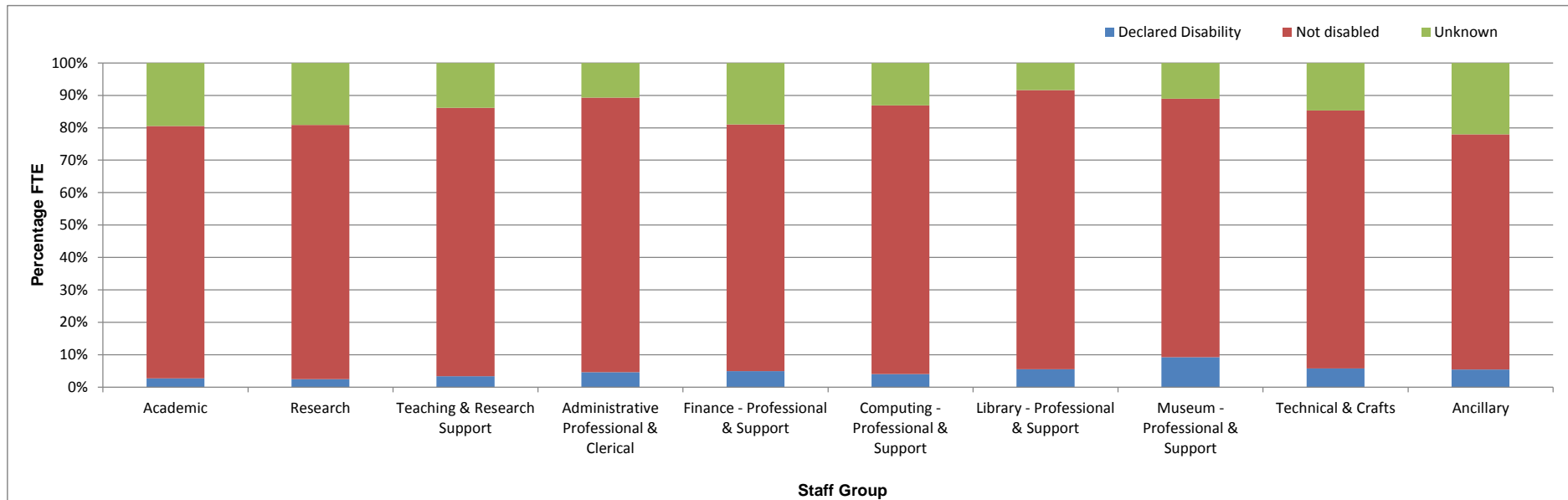


<b>Staff Group</b>	<b>BME</b>	<b>White</b>	<b>Unknown</b>
Academic	6.8%	73.3%	20.0%
Research	16.5%	64.1%	19.4%
Teaching & Research Support	15.2%	71.9%	12.9%
Administrative Professional & Clerical	6.4%	84.2%	9.4%
Finance - Professional & Support	9.5%	73.5%	17.0%
Computing - Professional & Support	10.0%	78.3%	11.7%
Library - Professional & Support	4.6%	87.6%	7.8%
Museum - Professional & Support	8.9%	81.7%	9.4%
Technical & Crafts	7.5%	77.8%	14.7%
Ancillary	6.8%	71.5%	21.7%
<b>All staff</b>	<b>11.0%</b>	<b>73.0%</b>	<b>16.0%</b>

Note 1: Analysis based on Full-time equivalent (FTE).

Note 2: Percentages to 1 decimal place, some rounding may occur.

**Disability profile by staff group  
(FTE as at 31 July 2015)**



Staff Group	Disabled	Not disabled	Unknown
Academic	2.7%	77.8%	19.5%
Research	2.5%	78.4%	19.1%
Teaching & Research Support	3.4%	82.8%	13.8%
Administrative Professional & Clerical	4.6%	84.7%	10.7%
Finance - Professional & Support	5.0%	76.1%	19.0%
Computing - Professional & Support	4.1%	82.8%	13.1%
Library - Professional & Support	5.6%	86.0%	8.4%
Museum - Professional & Support	9.2%	79.7%	11.1%
Technical & Crafts	5.8%	79.5%	14.7%
Ancillary	5.4%	72.6%	22.0%
<b>All staff</b>	<b>3.6%</b>	<b>80.0%</b>	<b>16.4%</b>

Note 1: Analysis based on Full-time equivalent (FTE).

Note 2: Percentages to 1 decimal place, some rounding may occur.