

Professorial Review 2011/12

This report examines the outcome of the decisions taken in the 2012 Professorial Review, in relation to gender, race, disability, age, nationality and religion/belief.

The decision to award or not to award staff is made by a group comprising the Principal, Senior Vice Principal, Warden, and the Vice-Principals for Science and Engineering, Humanities and Social Sciences, Teaching and Learning and Research and International.

It is noted that the report focuses solely on reward and quantifiable aspects of Professorial Review. It is accepted that the Professorial Review process also addresses matters relating to other aspects of the development of these staff and their contribution.

Awards include an increase in basic salary, a one-off bonus, or both an increase in salary and a bonus. An increase in allowances may also be awarded to Heads of Department.

Where data is displayed by percentage only, it is to avoid compromising sensitive individual information.

Main Findings:

1. Overall the proportion of successful female staff is slightly higher than their representation among eligible. However, they only represent **26% of all eligible**.
2. BME staff were more likely to be successful in comparison with the proportion among eligible staff. BME staff **only represents 9% of the eligible**. Only 1% of the eligible are Black staff and none were successful.
3. **Staff aged 35-50 were more successful** than expected consideration their proportion in the eligible group. Staff over 51 were less likely to be successful.
4. **No disabled staff was successful** in this year professorial review. This was not the case in previous years.
5. Staff who **have a religion were more likely to be successful** in the professorial review.
6. Analysis of the Professorial review by National did not show any discrepancies.

Gender

Professors eligible to apply by gender

Gender	Faculty			
	Science and Engineering	Humanities, Social Sciences and Law	Barts and the London School of Medicine and Dentistry	Whole College
Female	6%	48 (37%)	35 (28%)	26%
Male	94%	83 (63%)	89 (72%)	74%
Total	100%	121 (100%)	62 (100%)	100%

Overall, there has been a small reduction in the number of female staff eligible for the Professorial review. 27% of staff eligible in 2010/11 were female and 26% in 2011/12.

Professors who did not apply

Gender	Faculty			
	Science and Engineering	Humanities, Social Sciences and Law	Barts and the London School of Medicine and Dentistry	Whole College
Female	0%	0%	0%	0%
Male	100%	100%	100%	100%
Total	100%	100%	100%	100%

Only 2% of Professors eligible did not apply, it is too small to be significant.

Successful applications by gender

Gender	Faculty			
	Science and Engineering	Humanities, Social Sciences and Law	Barts and the London School of Medicine and Dentistry	Whole College
Female	10 %	50%	36%	32%
Male	90 %	50%	64%	68%
Total	100 %	100%	100%	100%

There has been little change in the proportion of male and female staff who have been successful in this year Professorial review.

Percentage of Professors successful among eligible

Gender	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	Barts and the London School of Medicine and Dentistry	
Female	40 %	23 %	11 %	16 %
Male	22 %	13 %	8 %	14 %
Total	23 %	17 %	9 %	15 %

Only 15% of all eligible were successful. Among them, female were slightly more successful than male staff, but they are less represented within the Professorial grade overall.

Unsuccessful applications by gender

Gender	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	Barts and the London School of Medicine and Dentistry	
Female	5 %	35%	27 %	24 %
Male	95 %	65%	73 %	76 %
Total	100 %	100%	100 %	149 (100%)

There has been little change in the gender representation of unsuccessful staff.

Summary

Gender			
	Female	Male	Total
Total Received an award	17 (32%)	36 (68%)	53 (100%)
Total Eligible	88 (26%)	253 (74%)	341 (100%)

Overall the proportion of successful female staff is slightly higher than their representation among eligible. However, female staff only represent 26% of all eligible. There has been little change compare to the academic year 2010/11.

Ethnicity

Professors eligible to apply by ethnicity

Ethnicity	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
White	85 %	95 %	83 %	88 %
Asian	2 %	2 %	9 %	5 %
Black	0 %	1 %	1 %	1 %
Chinese and Other	8 %	0 %	2 %	3 %
Mixed Race	0 %	1 %	2 %	1 %
Unknown	5 %	2 %	2 %	3 %
Total	100 %	100 %	100 %	100 %

Compare with last year, the proportion of eligible who are from Black and Minorities Ethnic (BME) background has increased slightly.

Professors who did not applied by ethnicity

All staff who choose not to apply were from White background, numbers are too small to be significant.

Successful applications by ethnicity

Ethnicity	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
White	85 %	91 %	73 %	85 %
Asian	5 %	9 %	18 %	9 %
Black	0 %	0 %	0 %	0 %
Chinese and Other	10 %	0 %	9 %	6 %
Mixed Race	0 %	0 %	0 %	0 %
Unknown	0 %	0 %	0 %	0 %
Total	100%	100%	100%	100%

The proportion of successful staff who are from White background has reduced from 92% to 85% compare with the 2010-11 academic year.

Percentage of Professors successful among eligible

Ethnicity	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine & Dentistry	
White	23 %	16 %	6 %	15 %
Asian	50 %	67 %	18 %	31 %
Black	n/a none eligible	0 %	0 %	0 %
Chinese and Other	29 %	n/a none eligible	33 %	30 %
Mixed Race	n/a none eligible	0 %	0 %	0 %
Unknown	0 %	0 %	0 %	0 %
Total	23 %	17 %	23 %	15 %

Reading guidelines: 23% of White professors eligible in Science and Engineering were successful. The proportion of Asian and Chinese staff who were successful is higher than the proportion of White staff, however numbers are very small and may not be significant. No Black staff was successful across QM.

Unsuccessful applications by ethnicity

Ethnicity	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	Barts and the London School of Medicine and Dentistry	
White	84 %	95 %	94 %	92 %
Asian	2 %	1 %	4 %	2 %
Black	0 %	1 %	0 %	0 %
Chinese and Other	8 %	0 %	2 %	3 %
Mixed Race	0 %	1 %	0 %	0 %
Unknown	6 %	2 %	0 %	3 %
Total	100%	100%	100%	100%

The majority of unsuccessful staff are from White background.

Summary

Ethnicity				
	White	BME	Unknown	Total
Total Received an award	85 %	15 %	0%	100%
Total Eligible	88 %	9 %	3%	100%

BME staff were more likely to be successful in comparison with the proportion among eligible staff. The number of eligible BME staff is small and shows their under-representation within higher grades.

Age

Professors eligible to apply by age

Age Category	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
26-34	1 %	0 %	0 %	0 %
35-50	36 %	47 %	26 %	37 %
51-65	57 %	45 %	66 %	56 %
66+	6 %	8 %	8 %	7 %
Total	100 %	100 %	100 %	100 %

Overall the proportion of eligible staff over the age of 50 has increased compare to the academic year 2010-11 from 57% to 63%.

Professors who did not applied by age

Age Category	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
26-34	0 %	0 %	0 %	0 %
35-50	50 %	33 %	0 %	33 %
51-65	50 %	67 %	100 %	67 %
66+	0 %	0 %	0 %	0 %
Total	100 %	100 %	0 %	100%

Only 2% of all staff did not apply. In terms of proportion of different age group, there is no difference compared with last year.

Successful applications by age

Age Category	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
26-34	0 %	0 %	0 %	0 %
35-50	45 %	59 %	45 %	51 %
51-65	55 %	36 %	55 %	47 %
66+	0 %	5 %	0 %	2 %
Total	100%	100%	100%	100%

Overall there has been little change in the proportion of staff of different age group which were successful.

Percentage of Professors successful among eligible

Age Category	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
26-34	0 %	0 %	0 %	0 %
35-50	24 %	21 %	16 %	22 %
51-65	22 %	14 %	7 %	13 %
66+	0 %	10 %	0 %	4 %
Total	23 %	17 %	9 %	15 %

Reading guidelines: 24% of professors aged 35-50 eligible in Science and Engineering were successful

Comparisons with previous academic year are difficult as the number of successful staff reduced dramatically. Staff aged 35-50 were more successful than staff aged 51 and over.

Unsuccessful applications by age

Age Category	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
26-34	2 %	0 %	0 %	0 %
35-50	33 %	45 %	33 %	36 %
51-65	58 %	46 %	58 %	55 %
66+	8 %	8 %	8 %	9 %
Total	100 %	100 %	100 %	100 %

Overall there has been little change with previous year.

Summary

Age					
	26-34	35-50	51-65	66+	Total
Total Received an award	0 %	51 %	47 %	2 %	100 %
Total Eligible	0 %	37 %	56 %	7 %	100 %

The proportion of staff aged 35-50 who were successful is higher than their proportion in the eligible population. This is not the case for staff aged 51 and over.

Disability

Professors eligible to apply by disability¹

Disability	Total
Known disability	1.5 %
No known disability	96.8 %
Unknown	1.8 %
Total	100.0%

Among all eligible professors, 1.5% have declared having a disability. There no disabled professors in Sciences and Engineering.

Professors who did not applied by disability

Disability	Total
Known disability	0.0 %
No known disability	100.0 %
Unknown	0.0 %
Total	100.0%

Successful applications by disability

Disability	Total
Known disability	0.0 %
No known disability	100.0 %
Unknown	0.0 %
Total	100.0%

No disabled professors were successful.

Percentage of Professors successful among eligible

Disability	Total
Known disability	0 %
No known disability	16 %
Unknown	0 %
Total	16 %

Reading guidelines: 0% of disabled eligible professors were successful

¹ Unknown data refers those for which we do not yet hold data.

The numbers of disabled professors is too small to disclose by faculty within this report. This is because individual applications could readily be tracked.

Unsuccessful applications by disability

Disability	Total
Known disability	1.8 %
No known disability	95.9 %
Unknown	2.3 %
Total	100.0 %

Summary

Disability				
	Known disability	No known disability	Unknown	Total
Total Received an award	0.0 %	100.0 %	0.0 %	100.0 %
Total Eligible	1.5 %	96.8 %	1.8 %	100.0 %

No disabled staff was successful in this year professorial review. In previous year, the proportion of disabled staff who were successful was broadly in line with their proportion in the eligible population.

Religion and Belief

Professors eligible to apply by religion and belief

Religion or Belief	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
Christian	27 %	37 %	46 %	38 %
Jewish	6 %	2 %	6 %	4 %
Hindu	0 %	2 %	2 %	1 %
Muslim	0 %	0 %	3 %	1 %
Other religion	3 %	1 %	3 %	2 %
No Religion	53 %	46 %	35 %	44 %
Unknown	10 %	12 %	5 %	9 %
Total	100 %	100 %	100 %	100 %

Compare to last year, there has been little change in the eligible population. The majority of eligible staff have no religion or are Christian.

Professors who did not applied by religion and belief

Religion or Belief	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
Christian	100 %	33 %	100 %	67 %
Other religion ²	0 %	33 %	0 %	17 %
No Religion	0 %	20 %	0 %	17 %
Unknown	0 %	0 %	0 %	0 %
Total	100 %	100%	100 %	100%

The number of staff who did not apply is very small and is not statistically significant.

Successful applications by religion and belief

Religion or Belief	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
Christian	35 %	45 %	45 %	42 %
Hindu	0 %	9 %	0 %	4 %
Jewish	0 %	0 %	9 %	2 %
Muslim	0 %	0 %	9 %	2 %
Other religion	5 %	0 %	0 %	2 %
No Religion	55 %	27 %	27 %	38 %
Unknown	5 %	18 %	9 %	11 %
Total	100 %	100%	100 %	100%

² As numbers are small, staff who have a religion other than Christian, have been grouped in the "other" category.

The proportion of staff who have a religion and have been successful has increased slightly compared with last year.

Percentage of Professors successful among eligible

Religion or Belief	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
Christian	30 %	20 %	9 %	17 %
Jewish	0 %	0 %	14 %	6 %
Muslim	n/a none eligible	n/a none eligible	25 %	25 %
Hindu	n/a none eligible	100 %	0 %	40 %
Other religion	33 %	0 %	0 %	12 %
No Religion	24 %	10 %	7 %	13 %
Unknown	11 %	25 %	2 %	19 %
Total	23 %	17 %	9 %	15 %

Reading guidelines: 30% of Christian professors eligible in Science and Engineering were successful. Apart from Jewish staff, overall staff who have a religion have been more successful in the professorial review, compared to staff who have no religion.

Unsuccessful applications by religion and belief

Religion or Belief	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
Christian	22 %	36 %	40 %	33 %
Jewish	8 %	6 %	6 %	5 %
Muslim	0 %	0 %	2 %	0 %
Hindu	0 %	0 %	2 %	0 %
Other religion	3 %	4 %	4 %	2 %
No Religion	55 %	42 %	42 %	50 %
Unknown	13 %	4 %	4 %	10 %
Total	100 %	100%	0 %	100%

There has been no change in the proportion of successful staff by religion compare to last year.

Summary

Religion or Belief								
	Christian	Jewish	Muslim	Hindu	Other	No Religion	Unknown	Total
Total Received an award	42 %	2 %	2 %	4 %	2 %	38 %	11 %	100%
Total Eligible	38 %	4 %	1 %	1 %	2 %	44 %	9 %	100%

Staff who have a religion were more likely to be successful in the professorial review.

Nationality

Professors eligible to apply by Nationality

Nationality	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
UK	76 %	69 %	85 %	76 %
EU (non UK)	16 %	18 %	13 %	16 %
Non EU	6 %	13 %	2 %	7 %
Not known	2 %	1 %	0 %	1 %
Total	100 %	100 %	100 %	100 %

The majority of eligible staff are of UK nationality. This is consistent with previous year findings.

Professors who did not applied by Nationality

Nationality	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
UK	50 %	67 %	0 %	50 %
EU (non UK)	0 %	33 %	0 %	17 %
Non EU	50 %	0 %	100 %	33 %
Not known	0 %	0 %	0 %	0 %
Total	100 %	100 %	100 %	100 %

Numbers are too small to be statistically significant.

Successful applications by Nationality

Nationality	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
UK	75 %	73 %	82 %	75 %
EU (non UK)	20 %	14 %	18 %	17 %
Non EU	5 %	14 %	0 %	8 %
Not known	0 %	0 %	0 %	0 %
Total	100 %	100 %	100 %	100 %

The majority of staff who were successful is of UK nationality.

Percentage of Professors successful among eligible

Nationality	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
UK	23 %	18 %	9 %	15 %
EU (non UK)	29 %	13 %	12 %	17 %
Non EU	20 %	18 %	0 %	16 %
Not known	0 %	0 %	n/a no eligible	0 %
Total	37 %	17 %	40 %	100 %

Reading guidelines: 40% of UK professors eligible in Science and Engineering were successful
The percentage of successful staff among eligible in broadly similar within in each group of nationalities.

Unsuccessful applications by Nationality

Nationality	Faculty			Whole College
	Science and Engineering	Humanities, Social Sciences and Law	School of Medicine and Dentistry	
UK	77 %	68 %	83 %	74 %
EU (non UK)	16 %	18 %	15 %	17 %
Non EU	5 %	13 %	2 %	8 %
Not known	3 %	1 %	0 %	1 %
Total	100 %	100 %	100 %	100 %

Summary

Nationality					Whole College
	UK	EU (non UK)	Non EU	Not known	
Total Received an award	75 %	17 %	8 %	0 %	100 %
Total Eligible	76 %	16 %	7 %	1 %	100 %

There are little different between the proportion of staff eligible and the proportion of staff who received an award by Nationality groups.