

Academic Review 2011/12

1. This appendix analyses the outcomes of the 2012 academic review in relation to age, disability, religion and belief, gender and ethnicity.
2. This report details the total amount of Academics who are eligible to apply for promotion and then is broken down by those who applied for promotion and the outcome by faculty.

Please note that the following groups have been excluded from this report as they were not eligible to apply:

- Professors
- Clinical Academics
- Research Staff Grade 4 & 5

In order to protect the privacy of sensitive information, where the progress of individual applications can be tracked, data is only displayed as a percentage.

Key points:

3. There has been a slight increase in the proportion of women who applied for promotion in Queen Mary (QM) and in the proportion of successful women.
4. No Black staff applied for promotion within QM as a whole and none was eligible to apply in the Faculty of Sciences and Engineering (S&E). No Chinese and other ethnicity staff were promoted in 2011/12. The proportion of White staff who were promoted was higher than the proportion of White staff eligible to apply for promotion.
5. Over the past 3 years, the proportion of those who are eligible to apply for promotion who are UK nationals has not changed, but the proportion promoted has increased. The proportion of non EU nationals who were promoted is not in line with their proportion of population eligible to apply and this has decreased since 2010/11.
6. Over the past 3 years, the proportion of staff eligible to apply for promotion and those successful within each age group, has become more closely aligned.
7. Since 2009/10, the proportion of disabled staff who have been successful in the academic promotion round has increased from 2% to 3%. However the populations concerned are very small. No disabled staff applied for promotion in S&E.
8. Over the past three years, the proportion of eligible Muslim and Hindu staff who are successful in their promotion application has become in closer alignment with their popularity within the eligible population. Staff with no religion or belief are more likely to be successful in their promotion application than is indicated by their proportion of the eligible population.

Gender

Academic staff eligible to apply by gender

Gender	Faculty			Queen Mary (QM)
	Science and Engineering (S&E)	Humanities, Social Sciences and Law (HSS)	Barts and the London School of Medicine and Dentistry (SMD)	
Female	36 (16%)	108 (47%)	180 (44%)	324 (37%)
Male	190 (84%)	122 (53%)	229 (56%)	541 (63%)
Total	226 (100%)	230 (100%)	409 (100%)	865 (100%)

There has been no change in the proportion of female and male staff eligible to apply for academic promotion compared with the academic year 2010/11.

Academic Staff who did not apply

Gender	Faculty			QM
	S&E	HSS	SMD	
Female	30 (16%)	91 (47%)	172 (44%)	293 (38%)
Male	154 (84%)	103 (53%)	220 (56%)	477 (62%)
Total	184 (100%)	194 (100%)	392 (100%)	770 (100%)

Amongst 865 members of staff eligible to apply for promotion 28% were female and 62% were male.

Percentage of Eligible that did not apply

Gender	Faculty			QM
	S&E	HSS	SMD	
Female	83%	84%	95%	94%
Male	81%	84%	96%	87%
Total	81%	84%	96%	90%

Reading guideline: among the 30 women that were eligible to apply for promotion in the Faculty of Science and Engineering, 83% did not apply.

Compared to the academic year 2010/11, a higher proportion of female staff applied for promotion in S&E and in HSS. The proportion of men who did not apply for promotion is slightly higher in both HSS and SMD

Successful applications for promotion by gender

Gender	Faculty			QM
	S&E	HSS	SMD	
Female	23%	38%	38%	24 (38%)
Male	77%	62%	61%	40 (62%)
Total	100%	100%	100%	64 (100%)

In 2011/12, 23% of the staff promoted in S&E were women, whereas in 2010/11, it was only 11%. There was also a slight increase in the proportion of women promoted in HSS and SMD.

Unsuccessful promotion applications by gender

Gender	Faculty			QM
	S&E	HSS	SMD	
Female	5%	14%	0%	23%
Male	95%	86%	100%	77%
Total	100%	100%	100%	100%

There was no change in HSS and S&E in the proportion of male and female staff that were unsuccessful. The main change was in SMD where all female staff were successful.

Summary

Year	2009/10		2010/11		2011/12	
	Female	Male	Female	Male	Female	Male
Total Received an award	18 (33%)	37 (67%)	13 (28%)	34 (72%)	24 (38%)	40 (62%)
Total Eligible	181 (34%)	357 (66%)	297 (38%)	494 (62%)	324 (37%)	541 (63%)

Ethnicity

Academic staff eligible to apply by ethnicity

Ethnicity	Faculty			QM
	S&E	HSS	SMD	
White	167 (74%)	192 (83%)	292 (73%)	651 (75%)
Asian	21 (9%)	18 (8%)	58 (14%)	97 (11%)
Black	0 (0%)	>10 (1%)	>10 (1%)	>10 (1%)
Chinese and Other	20 (9%)	>10 (1%)	32 (7%)	54 (6%)
Mixed Race	11 (5%)	>10 (3%)	>10 (2%)	25 (3%)
Unknown	7 (3%)	10 (4%)	13 (3%)	30 (3%)
Total	226 (100%)	216 (100%)	100%	100%

Whilst there has been an increase in the proportion of Chinese staff eligible to apply in S&E, no black staff were eligible to apply in that faculty. The proportion of those eligible to apply who were of mixed race staff increased in HSS in comparison with the previous year. There has been no change in SMD.

Academic Staff who did not apply by ethnicity

Ethnicity	Faculty			QM
	S&E	HSS	SMD	
White	74 %	84 %	71 %	576 (75%)
Asian	9 %	7 %	15 %	88 (11%)
Black	0 %	1 %	2 %	>10 (1%)
Chinese and Other	9 %	1 %	8 %	51 (7%)
Mixed Race	5 %	3 %	2 %	23 (3%)
Unknown	3 %	4 %	3 %	24 (3%)
Total	100%	100%	100%	100%

Percentage of Eligible that did not apply

Ethnicity	Faculty			QM
	S&E	HSS	SMD	
White	81 %	84 %	95 %	88 %
Asian	81 %	77 %	98 %	91 %
Black	n/a none eligible	100 %	100 %	100 %
Chinese and Other	84 %	100 %	100 %	94 %
Mixed Race	82 %	100 %	100 %	92 %
Unknown	71 %	80 %	85 %	80 %
Total	81 %	85%	96 %	89%

Among all staff eligible to apply, 89% did not apply. No black staff at QM applied for promotion.

Successful promotion applications by ethnicity

Ethnicity	Faculty			QM
	S&E	HSS	SMD	
White	86 %	86 %	77 %	84 %
Asian	9 %	7 %	8 %	8 %
Black	0 %	0 %	0 %	0 %
Chinese and Other	0 %	0 %	6 %	0 %
Mixed Race	5 %	0 %	0 %	2 %
Unknown	0 %	7 %	15 %	6 %
Total	100%	100%	100%	100%

There has been little change in the ethnic balance of staff who have been promoted compared with the academic year 2010/11. Overall, a slightly higher proportion of white staff were successful than the previous year. No Chinese and other staff were successful. This is a change from past years, arising mainly due to outcomes in S&E.

Unsuccessful promotion applications by ethnicity

Ethnicity	Faculty			QM
	S&E	HSS	SMD	
White	60 %	71 %	100 %	68 %
Asian	10 %	29 %	0 %	13 %
Black	0 %	0 %	0 %	0 %
Chinese and Other	15 %	0 %	0 %	10 %
Mixed Race	5 %	0 %	0 %	3 %
Unknown	10 %	0 %	0 %	6 %
Total	100%	100%	100%	100%

Summary

Year	2010/11 ¹		2011/12	
	Total Received an award	Total Eligible	Total Received an award	Total Eligible
White	81%	78%	84%	75%
Asian	9%	10%	8%	11%
Black	0%	1%	0%	1%
Chinese and Other	4%	5%	0%	6%
Mixed Race	4%	3%	2%	3%
Unknown	2%	3%	6%	3%
Total	100%	100%	100%	100%

¹ Comparison with 2009/11 was not available due to changes in categorisation of data.

Nationality

Academic staff eligible to apply by Nationality

Nationality	Faculty			QM
	S&E	HSS	SMD	
UK	105 (46%)	110 (48%)	290 (71%)	505 (58%)
EU (other than UK)	52 (23%)	62 (27%)	66 (16%)	180 (21%)
Non EU	68 (30%)	56 (24%)	51 (12%)	175 (20%)
Not known	>10 (0%)	>10 (1%)	>10 (1%)	>10 (1%)
Total	226 (100%)	230 (100%)	409 (100%)	865 (100%)

In comparison with the academic year 2010/11, more staff who are from outside the EU were eligible to apply. The proportion of staff with an unknown nationality has reduced from 3% to 1%.

Academic Staff who did not apply by Nationality

Nationality	Faculty			QM
	S&E	HSS	SMD	
UK	81 (44%)	90 (46%)	275 (70%)	446 (58%)
EU (other than UK)	44 (24%)	55 (28%)	64 (16%)	163 (21%)
Non EU	58 (32%)	47 (24%)	51 (13%)	156 (20%)
Not known	>10 (1%)	>10 (1%)	>10 (1%)	>10 (1%)
Total	184 (100%)	194 (100%)	392 (100%)	770 (100%)

Percentage of Eligible that did not apply

Nationality	Faculty			QM
	S&E	HSS	SMD	
UK	77 %	82 %	95 %	88 %
EU (other than UK)	85 %	89 %	97 %	91 %
Non EU	85 %	84 %	100 %	89 %
Not known	100 %	100 %	100 %	100 %
Total	81 %	84 %	96 %	89 %

Overall, compared with previous years, there has been little change in the proportion of staff who did not apply for promotion. Slightly more UK nationals applied and slightly less people who are non EU nationals applied.

Successful promotion applications by Nationality

Nationality	Faculty			QM
	S&E	HSS	SMD	
UK	73 %	52 %	92 %	67 %
EU (other than UK)	23 %	21 %	8 %	19 %
Non EU	5 %	28 %	0 %	14 %
Not known	0 %	0 %	0 %	0 %

Total	100 %	100 %	100 %	100 %
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Compared to the previous academic year, the proportion of non EU nationals who were successful has decreased from 23% to 14%, especially in S&E and SMD. The proportion of successful UK nationals has increased from 55% to 67%.

Unsuccessful promotion applications by Nationality

Nationality	Faculty			QM
	S&E	HSS	SMD	
UK	15 %	14 %	25 %	16 %
EU (other than UK)	40 %	71 %	75 %	52 %
Non EU	45 %	14 %	0 %	32 %
Not known	0 %	0 %	0 %	0 %
Total	100 %	100 %	100 %	100 %

Compared to previous year, the proportion of UK staff who were not successful went from 64% to 16%, the proportion of unsuccessful EU staff went up from 17% to 52% and unsuccessful non-EU nationals increased from 19% to 32%. The numbers in the sample are however small and might not be statistically significant.

Summary

Year	2009/10		2010/11		2011/12	
	Total Received an award	Total Eligible	Total Received an award	Total Eligible	Total Received an award	Total Eligible
UK	56%	58%	55%	63%	67%	58%
EU (non UK)	29%	20%	19%	19%	19%	21%
Non EU	11%	17%	23%	15%	14%	20%
Unknown	4%	5%	2%	3%	0%	1%
Total	100%	100%	100%	100%	100%	100%

Over the past 3 years, the proportion of UK nationals who have been promoted has increased but their proportion within the eligible population has remained the same.

The proportion of non EU nationals who have been promoted is not in line with the proportion of eligible and has decreased since 2010/11.

Age

Academic staff eligible to apply by age²

Age Category	Faculty			QM
	S&E	HSS	SMD	
18-34	50 (22%)	50 (22%)	77 (18%)	177 (20%)
35-50	131 (58%)	149 (65%)	238 (58%)	518 (60%)
51 and over	45 (20%)	31 (14%)	94 (23%)	170 (21%)
Total	226 (100%)	230 (100%)	409 (100%)	865 (100%)

There has been no change in the proportion of eligible staff by age group compared to the previous academic year.

Academic Staff who did not apply by age

Age Category	Faculty			QM
	S&E	HSS	SMD	
18-34	48 (27%)	42 (22%)	77 (20%)	167 (21%)
35-50	98 (53%)	127 (65%)	226 (58%)	451 (59%)
51 and over	38 (21%)	25 (13%)	89 (22%)	152 (20%)
Total	184 (100%)	194 (100%)	392 (100%)	770 (100%)

Overall, there has been no change compared to last year, apart from S&E where more staff aged 18-34 did not apply for promotion and more staff aged 35-50 decided to apply.

Percentage of Eligible that did not apply

Age Category	Faculty			QM
	S&E	HSS	SMD	
18-34	96 %	84 %	100 %	94 %
35-50	75 %	85 %	95 %	87 %
51 and over	84 %	81 %	95 %	89 %
Total	81 %	84 %	96 %	89 %

Overall, there has been no change in the proportion of staff eligible to apply who did not compare to last year. The only change is in S&E where more staff in the 18-34 and 51 and over groups applied more compared to last year.

² Academic staff over the age of 65 have been grouped together with staff aged between 51 and 65 to ensure data privacy. Academic staff aged 18-25 have been grouped with those aged 26-34 due to small numbers.

Successful promotion applications by age

Age Category	Faculty			
	S&E	HSS	SMD	QM
18-34	9 %	24 %	0 %	14 %
35-50	86 %	55 %	69 %	69 %
51 and over	5 %	21 %	31 %	17 %
Total	100 %	100 %	100 %	100 %

In HSS the proportion of staff aged 18-34 who were successful went from 5% in 2010/11 to 24% in 2011/12. In the other faculties the data is broadly similar to last year.

Unsuccessful promotion applications by age

Age Category	Faculty			
	S&E	HSS	SMD	QM
18-34	0 %	14 %	0 %	3 %
35-50	70 %	86 %	75 %	74 %
51 and over	30 %	0 %	25 %	23 %
Total	100 %	100%	100 %	100 %

Overall the proportion of staff aged 18-34 who were unsuccessful has decreased. However numbers are small and may not be significant.

Summary

Age				
	18-34	35-50	51 and over	Total
Total Received an award	4 %	77 %	19 %	100%
Total Eligible	18 %	60 %	21 %	100%

Year	2009/10		2010/11		2011/12	
	Total Received an award	Total Eligible	Total Received an award	Total Eligible	Total Received an award	Total Eligible
18-34	15%	15%	4%	18%	14%	20%
35-50	74%	65%	77%	60%	69%	60%
51 and over	11%	20%	19%	21%	17%	20%
Total	100%	100%	100%	100%	100%	100%

Over the past 3 years, within each age group, the proportion of staff eligible to apply has become more in line with the proportion of staff promoted.

Disability

Academic staff eligible to apply by disability

Disability	Faculty			
	S&E	HSS	SMD	QM
Known disability	2.2 %	2.2 %	3.9 %	3.0 %
No disability	95.6 %	95.8 %	94.1 %	94.9 %
Unknown	2.2 %	2.2 %	2.0 %	2.1 %
Total	100 %	100 %	100 %	100 %

The proportion of disabled staff eligible to apply for promotion has increased from 2.3% in 2010/11 to 3.0% in 2011/12.

Academic Staff who did not apply by disability

Disability	Faculty			
	S&E	HSS	SMD	QM
Known disability	2.7 %	2.1 %	1.8 %	2.1 %
No disability	94.6 %	96.4 %	94.4 %	94.9 %
Unknown	2.7 %	1.5 %	3.8 %	3.0 %
Total	100 %	100 %	100 %	100 %

Percentage of Eligible that did not apply

Disability	Faculty			
	S&E	HSS	SMD	QM
Known disability	100 %	80 %	87 %	89 %
No disability	81 %	81 %	96 %	89 %
Unknown	100 %	60 %	94 %	88 %
Total	81 %	85 %	96 %	89 %

Only a very small number of eligible disabled staff applied for promotion. None applied in S&E.

Successful promotion applications by disability

Disability	Faculty			
	S&E	HSS	SMD	QM
Known disability	0 %	3.4 %	7.7 %	3.1 %
No disability	100 %	89.7 %	92.3 %	93.8 %
Unknown	0 %	6.9 %	0 %	3.1 %
Total	100 %	100 %	100 %	100 %

All the disabled academics who applied for promotion were successful, however the numbers are very small and are not statistically significant.

Unsuccessful promotion applications by disability

Disability	Faculty			QM
	S&E	HSS	SMD	
Known disability	0.0 %	0.0 %	0.0 %	0.0 %
No disability	100.0 %	100.0 %	75.0 %	96.8 %
Unknown	0.0 %	0.0 %	25.0 %	3.2 %
Total	100 %	100 %	100 %	100 %

Summary

Year	2009/10		2010/11		2011/12	
	Total Received an award	Total Eligible	Total Received an award	Total Eligible	Total Received an award	Total Eligible
Known Disability	2%	2%	0.0%	2.3%	3.1%	3.0%
No disability	98%	98%	100.0%	94.9%	93.8%	94.9%
Unknown	*	*	0.0%	2.8%	3.1%	2.1%
Total	100%	100%	100%	100%	100%	100%

In the academic year 2009/10, “no disability” included data about staff for which the data was unknown.

Since 2009/10, the proportion of disabled staff who have been successful in the academic promotion has increased from 2% to 3.0%.

Religion and Belief

Academic staff eligible to apply by religion and belief

Religion and Belief	Faculty			
	S&E	HSS	SMD	QM
Christian	31 %	28 %	43 %	36 %
Muslim	4 %	3 %	5 %	4 %
Hindu	1 %	2 %	6 %	4 %
Jewish	3 %	4 %	2 %	3 %
Other religion	3 %	7 %	3 %	4 %
No Religion	46 %	47 %	30 %	38 %
Unknown	12 %	8 %	10 %	10 %
Total	100%	100%	100%	100%

Overall, there has been little change in the eligible population by religion/belief.

Academic Staff who did not apply by religion and belief

Religion and Belief	Faculty			
	S&E	HSS	SMD	QM
Christian	32 %	29 %	44 %	37 %
Muslim	4 %	3 %	5 %	4 %
Hindu	1 %	2 %	7 %	4 %
Jewish	3 %	4 %	2 %	3 %
Other religion	3 %	7 %	3 %	4 %
No Religion	46 %	47 %	30 %	38 %
Unknown	13 %	8 %	10 %	10 %
Total	100%	100%	100%	100%

Overall, there has been little change in the proportion of staff who did not apply by religion/belief.

Percentage of Eligible that did not apply

Religion and Belief	Faculty			
	S&E	HSS	SMD	QM
Christian	82 %	86 %	97 %	91 %
Muslim	87 %	86 %	95 %	92 %
Hindu	33 %	80 %	100 %	91 %
Jewish	71 %	80 %	100 %	83 %
Other religion	86 %	76 %	92 %	84 %
No Religion	81 %	86 %	96 %	88 %
Unknown	85 %	79 %	90 %	86 %
Total	81 %	84 %	96 %	89 %

More Muslim and Hindu staff applied for promotion compared to last year, mainly in S&E and HSS, the numbers are very small. Very few staff member applied in SMD overall and this is where the majority of Hindu and Muslim staff are.

Successful promotion applications by religion and belief

Religion and Belief	Faculty			QM
	S&E	HSS	SMD	
Christian	27 %	24 %	31 %	27 %
Muslim	0 %	3 %	8 %	3 %
Hindu	0 %	3 %	0 %	2 %
Jewish	5 %	7 %	0 %	5 %
Other religion	0 %	7 %	8 %	5 %
No Religion	59 %	41 %	31 %	45 %
Unknown	9 %	14 %	23 %	14 %
Total	100%	100%	100%	100%

Compared with last year (0%), 3% of Muslim staff who applied for promotion were successful. A smaller proportion of Christian staff were promoted compared to last year. Numbers are small and may not be statistically significant.

Unsuccessful promotion applications by religion and belief

Religion and Belief	Faculty			QM
	S&E	HSS	SMD	
Christian	35 %	29 %	50 %	35 %
Muslim	5 %	0 %	0 %	3 %
Hindu	10 %	0 %	0 %	6 %
Jewish	5 %	0 %	0 %	3 %
Other religion	5 %	29 %	0 %	10 %
No Religion	30 %	43 %	25 %	32 %
Unknown	10 %	0 %	25 %	10 %
Total	100%	100%	100%	100%

Summary

Year	2009/10		2010/11		2011/12	
	Total Received an award	Total Eligible	Total Received an award	Total Eligible	Total Received an award	Total Eligible
Christian	36%	34%	32%	38%	27%	36%
Muslim	0%	3%	0%	3%	3%	4%
Hindu	0%	3%	4%	4%	2%	4%
Jewish	4%	3%	4%	3%	5%	3%
Other	4%	3%	2%	4%	5%	4%
No religion	43%	42%	47%	38%	45%	38%
Unknown	13%	13%	11%	11%	14%	10%
Total	100%	100%	100%	100%	100%	100%

Over the past three years, the proportion of Muslim and Hindu staff who received an award is more in line with the eligible proportion. Staff with no religion or belief are more strongly represented amongst successful applicants than is suggested by their proportion within the eligible population.