

Higher Education Institutional Staff Profiles by Gender

JULY 2017



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INTRODUCTION

Introduction

The *Higher Education Institutional Staff Profiles by Gender* collate gender disaggregated data from Irish higher education institutions (HEIs) that are in receipt of annual core-grant¹ funding from the HEA. These profiles provide information on key indicators which will contribute to the assessment of gender-equality in Irish HEIs. This publication offers a valuable baseline from which progress can be measured, and includes all grades of staff, in seven universities, three colleges and fourteen institutes of technology.

Governance and Management Structures

The gender of each president/or equivalent is listed.

The gender-balance on governing authority/body, academic council, and executive management teams is provided per HEI, and the sector summaries indicate the number of institutions that have a minimum 40% of each gender on these key decision-making bodies.

Staff

Staffing information collected includes:

- ▶ *Staff by category of post (academic core-funded staff, non-academic core-funded staff, research/specialist academic staff, research/specialist non-academic staff)*
- ▶ *Academic staff by discipline*
- ▶ *Academic staff by contract type*
- ▶ *Non-academic staff by contract type*
- ▶ *Non-academic staff by pay scale*

The data in these profiles is presented as whole time equivalent (WTE), or Headcount where appropriate.

Athena SWAN

The profiles also list Athena SWAN institutional and departmental awards won and applied for by HEIs. Athena SWAN awards are important indicators of progress towards gender equality.

¹ The core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head



OVERVIEW

Universities – Institutional staff profiles by gender

LEADERS	Female President/Provost	0	Male President/Provost	7
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ALL STAFF BY GENDER (December 2016)	WTE	% of total staff	WTE	% of total staff
	8140.4	54%	7049.5	46%

GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	No. of universities (% of 7) who have achieved a minimum 40% of each gender breakdown		
	GOVERNING AUTHORITY/BODY	ACADEMIC COUNCIL	EXECUTIVE MANAGEMENT
	4 (57%)	2 (29%)	0 (0%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	2,003.3	44%	Academic Core-Funded Staff ¹	2565.4	56%
Non-Academic Core-Funded Staff ²	3,139.6	63%	Non-Academic Core-Funded Staff ²	1824.6	37%
Research/Specialist Academic Staff ³	1,613.6	46%	Research/Specialist Academic Staff ³	1875.3	54%
Research/Specialist Non-Academic Staff ³	1,384.3	64%	Research/Specialist Non-Academic Staff ³	783.7	36%

STAFF BY DISCIPLINE (DECEMBER 2016)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
	No. (WTE)	%		No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	1,060.0	48%	Arts Humanities Social Science Business and Law (AHSSBL)	1,134.9	52%
Science Engineering Technology Mathematics Medicine (STEMM)	918.3	40%	Science Engineering Technology Mathematics Medicine (STEMM)	1,394.6	60%
Other*	25.0	41%	Other*	35.8	59%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
	No. (WTE)	%		No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	460.5	82%	Arts Humanities Social Science Business and Law (AHSSBL)	99.3	18%
Science Engineering Technology Mathematics Medicine (STEMM)	737.1	61%	Science Engineering Technology Mathematics Medicine (STEMM)	467.5	39%
Other*	1941.5	61%	Other*	1258.3	39%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Professor	104.9	21%	Professor	400.8	79%
Associate Professor	96.1	29%	Associate Professor	233.7	71%
Senior Lecturer	322.9	36%	Senior Lecturer	581.4	64%
Lecturer	1,235.3	51%	Lecturer	1,203.3	49%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	1,520.5	41%	Full-Time	Permanent	2,153.9	59%
	Temporary/Contract	318.8	53%		Temporary/Contract	284.4	47%
Part-Time	Permanent	65.9	53%	Part-Time	Permanent	57.6	47%
	Temporary/Contract	50.2	61%		Temporary/Contract	32.5	39%
Hourly Paid	64.2	50%	Hourly Paid	64.2	50%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	35	28%	Full-Time	>€106,000	89	72%
	€76,000-€105,999	253	56%		€76,000-€105,999	198	44%
	€46,000-€75,999	989	56%		€46,000-€75,999	789	44%
	<€45,999	1,403	67%		<€45,999	694	33%
Part-Time	>€106,000	2	67%	Part-Time	>€106,000	1	33%
	€76,000-€105,999	44	86%		€76,000-€105,999	7	14%
	€46,000-€75,999	221	88%		€46,000-€75,999	29	12%
	<€45,999	775	90%		<€45,999	89	10%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	2,192.0	59%	Full-Time	Permanent	1,536.5	41%
	Temporary/Contract	433.4	66%		Temporary/Contract	221.0	34%
Part-Time	Permanent	429.2	92%	Part-Time	Permanent	35.3	8%
	Temporary/Contract	86.7	74%		Temporary/Contract	30.4	26%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	5	0	0
Departmental Athena SWAN awardees	6	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

** The inconsistencies in the total WTE positions recorded in the 'Staff by Category of Post' and 'Academic Core-Funded Staff by Contract Type' is attributed to discrepancies in the DCU and UL returns.

Please note Mater Dei Institute of Education, St. Patrick's College Drumcondra and The Church of Ireland College of Education incorporated with Dublin City University in September 2016.

Colleges – Institutional staff profiles by gender

LEADERS	Female President/Director	1	Male President/Director	2
ALL STAFF BY GENDER (December 2016)	WTE	% of total staff	WTE	% of total staff
	354.0	66%	183.4	34%
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	No. of colleges (% of 3) who have achieved a minimum 40% of each gender breakdown			
	GOVERNING AUTHORITY/BODY	ACADEMIC COUNCIL	EXECUTIVE MANAGEMENT	
	2 (67%)	2 (67%)	2 (67%)	

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2016)					
	No. (WTE)	%	No. (WTE)	%	
Academic Core-Funded Staff ¹	172.5	65%	Academic Core-Funded Staff ¹	93.6	35%
Non-Academic Core-Funded Staff ²	176.1	68%	Non-Academic Core-Funded Staff ²	84.1	32%
Research/Specialist Academic Staff ³	0.4	15%	Research/Specialist Academic Staff ³	2.2	85%
Research/Specialist Non-Academic Staff ³	5.0	59%	Research/Specialist Non-Academic Staff ³	3.5	41%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	148.0	63%	Arts Humanities Social Science Business and Law (AHSSBL)	87.2	37%
Science Engineering Technology Mathematics Medicine (STEMM)	12.0	86%	Science Engineering Technology Mathematics Medicine (STEMM)	2.0	14%
Other *	12.5	73%	Other *	4.5	27%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	40.6	83%	Arts Humanities Social Science Business and Law (AHSSBL)	8.6	17%
Science Engineering Technology Mathematics Medicine (STEMM)	4.9	100%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other *	130.6	63%	Other *	75.5	37%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)

	No. (WTE)	%		No. (WTE)	%
Senior Lecturer	24.0	49%	Senior Lecturer	25.0	51%
Lecturer	114.0	70%	Lecturer	49.3	30%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**

	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	153.0	64%	Full-Time	Permanent	85.7	36%
	Temporary/Contract	7.0	100%		Temporary/Contract	0.0	0%
Part-Time	Permanent	13.1	69%	Part-Time	Permanent	5.8	31%
	Temporary/Contract	5.6	54%		Temporary/Contract	4.8	46%
Hourly Paid	2.4	50%	Hourly Paid	2.4	50%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)

	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	1	100%
	€76,000-€105,999	3	20%		€76,000-€105,999	12	80%
	€46,000-€75,999	37	56%		€46,000-€75,999	29	44%
	<€45,999	103	77%		<€45,999	31	23%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	0	0%		€76,000-€105,999	0	0%
	€46,000-€75,999	3	75%		€46,000-€75,999	1	25%
	<€45,999	64	85%		<€45,999	1	15%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**

	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	144.8	65%	Full-Time	Permanent	78.0	35%
	Temporary/Contract	7.0	78%		Temporary/Contract	2.0	22%
Part-Time	Permanent	20.9	85%	Part-Time	Permanent	3.7	15%
	Temporary/Contract	4.4	92%		Temporary/Contract	0.4	8%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2016)

	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/ support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

** The inconsistencies in the total WTE positions recorded in the 'Staff by Category of Post' and 'Academic Core-Funded Staff by Contract Type' is attributed to discrepancies in NCAD's return.

Please note Mater Dei Institute of Education, St. Patrick's College Drumcondra and The Church of Ireland College of Education incorporated with Dublin City University in September 2016

Institutes of Technology – Institutional staff profiles by gender

LEADERS	Female Presidents	3	Male Presidents	11
ALL STAFF BY GENDER (December 2016)	WTE	% of total staff Female Staff	WTE	% of total staff Male Staff
	4162.5	50%	4239.7	50%
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	No. of institutes of technology (% of 14) who have achieved a minimum 40% of each gender breakdown			
	GOVERNING AUTHORITY/BODY	ACADEMIC COUNCIL	EXECUTIVE MANAGEMENT	
	10 (71%)	6 (43%)	3 (21%)	

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	2,035.9	44%	Academic Core-Funded Staff ¹	2,549.1	56%
Non-Academic Core-Funded Staff ²	1,654.0	58%	Non-Academic Core-Funded Staff ²	1,189.4	42%
Research/Specialist Academic Staff ³	216.5	44%	Research/Specialist Academic Staff ³	276.6	56%
Research/Specialist Non-Academic Staff ³	269.1	54%	Research/Specialist Non-Academic Staff ³	229.4	46%

STAFF BY DISCIPLINE (DECEMBER 2016)					
Academic Core-Funded Staff	No. (WTE)	%	Academic Core-Funded Staff	No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	1,046.6	56%	Arts Humanities Social Science Business and Law (AHSSBL)	815.6	44%
Science Engineering Technology Mathematics Medicine (STEMM)	877.9	36%	Science Engineering Technology Mathematics Medicine (STEMM)	1,571.6	64%
Other*	111.2	41%	Other*	161.8	59%
Non-Academic Core-Funded Staff	No. (WTE)	%	Non-Academic Core-Funded Staff	No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	132.6	63%	Arts Humanities Social Science Business and Law (AHSSBL)	79.3	37%
Science Engineering Technology Mathematics Medicine (STEMM)	177.0	42%	Science Engineering Technology Mathematics Medicine (STEMM)	244.8	58%
Other*	1,344.1	61%	Other*	865.8	39%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	136.4	32%	Senior Lecturer [~]	288.1	68%
Lecturer [^]	1,313.0	44%	Lecturer [^]	1,692.9	56%
Assistant Lecturer	443.8	50%	Assistant Lecturer	445.3	50%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	1,553.6	42%	Full-Time	Permanent	2,166.1	58%
	Temporary/Contract	123.6	43%		Temporary/Contract	164.8	57%
Part-Time	Permanent	223.9	64%	Part-Time	Permanent	124.1	36%
	Temporary/Contract	58.0	59%		Temporary/Contract	40.8	41%
Hourly Paid/Casual		47.3	39%	Hourly Paid/Casual		73.3	61%

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	5	19%	Full-Time	>€106,000	22	81%
	€76,000-€105,999	71	41%		€76,000-€105,999	102	59%
	€46,000-€75,999	456	49%		€46,000-€75,999	483	51%
	<€45,999	720	60%		<€45,999	480	40%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	2	100%
	€76,000-€105,999	8	89%		€76,000-€105,999	1	11%
	€46,000-€75,999	135	79%		€46,000-€75,999	35	21%
	<€45,999	1,179	74%		<€45,999	411	26%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	1,012.5	53%	Full-Time	Permanent	889.5	47%
	Temporary/Contract	224.3	59%		Temporary/Contract	158.3	41%
Part-Time	Permanent	279.2	82%	Part-Time	Permanent	62.6	18%
	Temporary/Contract	56.2	74%		Temporary/Contract	20.1	26%
Hourly Paid		96.7	75%	Hourly Paid		32.3	25%

ATHENA SWAN STATUS (2016)			
	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

** The inconsistencies in the total WTE positions recorded in the 'Staff by Category of Post' and 'Academic Core-Funded Staff by Contract Type' is attributed to discrepancies in the AIT, GMIT, LYIT, ITTD, ITS, IT Tra, DIT, IADT and WIT returns



UNIVERSITIES

Dublin City University – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2016)	WTE 857.4	% of total staff Female Staff 56%	WTE 677.0	% of total staff Male Staff 44%		
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	13 (46%)	15 (54%)	38 (37%)	65 (63%)	4 (29%)	10 (71%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)*				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	305.8	49%	319.5	51%
Non-Academic Core-Funded Staff ²	330.4	67%	162.9	33%
Research/Specialist Academic Staff ³	130.8	47%	147.6	53%
Research/Specialist Non-Academic Staff ³	90.4	66%	47.0	34%

STAFF BY DISCIPLINE (DECEMBER 2016)*					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	204.8	52%	Arts Humanities Social Science Business and Law (AHSSBL)	187.1	48%
Science Engineering Technology Mathematics Medicine (STEMM)	96.0	44%	Science Engineering Technology Mathematics Medicine (STEMM)	124.0	56%
Other**	5.0	37%	Other**	8.4	63%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	55.0	83%	Arts Humanities Social Science Business and Law (AHSSBL)	11.0	17%
Science Engineering Technology Mathematics Medicine (STEMM)	45.6	53%	Science Engineering Technology Mathematics Medicine (STEMM)	40.0	47%
Other**	229.9	67%	Other**	111.9	33%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Professor	10.3	20%	Professor	41.3	80%
Associate Professor	8.3	37%	Associate Professor	14.3	63%
Senior Lecturer	34.7	37%	Senior Lecturer	58.0	63%
Lecturer	165.4	54%	Lecturer	139.7	46%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)***							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	237.0	49%	Full-Time	Permanent	247.0	51%
	Temporary/Contract	68.8	49%		Temporary/Contract	72.4	51%
Part-Time	Permanent	0.0	0%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid	22.0	50%	Hourly Paid	22.0	50%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	3	25%	Full-Time	>€106,000	9	75%
	€76,000-€105,999	27	54%		€76,000-€105,999	23	46%
	€46,000-€75,999	120	63%		€46,000-€75,999	71	37%
	<€45,999	172	74%		<€45,999	62	26%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	0	0%		€76,000-€105,999	0	0%
	€46,000-€75,999	12	92%		€46,000-€75,999	1	8%
	<€45,999	47	92%		<€45,999	4	8%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)***							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	245.8	65%	Full-Time	Permanent	130.0	35%
	Temporary/Contract	84.6	72%		Temporary/Contract	32.8	28%
Part-Time	Permanent	0.0	0%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	Achieved	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* The WTE for part-time casual staff produced for the HEA staffing return is based on total cost for this category of staff and DCU systems currently are unable to produce corresponding gender data by Faculty/School – On this basis DCU is unable to provide part-time casual data.

** 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

*** There are inconsistencies in DCU's WTE positions recorded in the 'Staff by Category of Post' and 'Academic Core-Funded Staff by Contract Type'

Please note Mater Dei Institute of Education, St. Patrick's College Drumcondra and The Church of Ireland College of Education incorporated with Dublin City University in September 2016

Maynooth University – Institutional staff profiles by gender

LEADER	Male President			
ALL STAFF BY GENDER (December 2016)	WTE 505.3	% of total staff Female Staff 55%	WTE 419.3	% of total staff Male Staff 45%

GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	13 (46%)	15 (54%)	26 (35%)	48 (65%)	4 (31%)	9 (69%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2016)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	122.5	41%	175.5	59%
Non-Academic Core-Funded Staff ²	163.6	64%	91.5	36%
Research/Specialist Academic Staff ³	97.4	48%	104.7	52%
Research/Specialist Non-Academic Staff ³	122.3	72%	47.1	28%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	94.0	48%	Arts Humanities Social Science Business and Law (AHSSBL)	103.0	52%
Science Engineering Technology Mathematics Medicine (STEMM)	25.5	29%	Science Engineering Technology Mathematics Medicine (STEMM)	62.0	71%
Other*	3.0	22%	Other*	10.5	78%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	21.0	84%	Arts Humanities Social Science Business and Law (AHSSBL)	4.0	16%
Science Engineering Technology Mathematics Medicine (STEMM)	19.4	49%	Science Engineering Technology Mathematics Medicine (STEMM)	20.0	51%
Other*	122.8	64%	Other*	68.0	36%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Professor	9.3	26%	Professor	26.3	74%
Associate Professor	7.0	26%	Associate Professor	20.3	74%
Senior Lecturer	26.2	35%	Senior Lecturer	49.0	65%
Lecturer	60.7	45%	Lecturer	74.5	55%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	120.0	41%	Full-Time	Permanent	175.0	59%
	Temporary/Contract	1.0	100%		Temporary/Contract	0.0	0%
Part-Time	Permanent	1.5	100%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.5	100%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	1	13%	Full-Time	>€106,000	7	88%
	€76,000-€105,999	19	63%		€76,000-€105,999	11	37%
	€46,000-€75,999	37	49%		€46,000-€75,999	39	51%
	<€45,999	68	70%		<€45,999	29	30%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	2	67%		€76,000-€105,999	1	33%
	€46,000-€75,999	15	75%		€46,000-€75,999	5	25%
	<€45,999	60	94%		<€45,999	4	6%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	122.0	58%	Full-Time	Permanent	87.0	42%
	Temporary/Contract	5.0	83%		Temporary/Contract	1.0	17%
Part-Time	Permanent	34.2	94%	Part-Time	Permanent	2.1	6%
	Temporary/Contract	2.4	63%		Temporary/Contract	1.4	37%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	Applied	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

National University of Ireland, Galway – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2016)	WTE 1151.1	% of total staff Female Staff 54%	WTE 965.0	% of total staff Male Staff 46%		
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	15 (38%)	24 (62%)	36 (20%)	146 (80%)	3 (33%)	6 (67%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	312.9	43%	420.3	57%
Non-Academic Core-Funded Staff ²	515.3	68%	244.1	32%
Research/Specialist Academic Staff ³	280.9	50%	277.8	50%
Research/Specialist Non-Academic Staff ³	42.1	65%	22.8	35%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	173.2	46%	Arts Humanities Social Science Business and Law (AHSSBL)	204.0	54%
Science Engineering Technology Mathematics Medicine (STEMM)	133.6	39%	Science Engineering Technology Mathematics Medicine (STEMM)	211.1	61%
Other*	6.1	54%	Other*	5.3	46%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	88.6	86%	Arts Humanities Social Science Business and Law (AHSSBL)	14.7	14%
Science Engineering Technology Mathematics Medicine (STEMM)	81.5	59%	Science Engineering Technology Mathematics Medicine (STEMM)	55.5	41%
Other*	345.2	66%	Other*	173.9	34%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Professor	8.0	12%	Professor	56.6	88%
Associate Professor	7.2	13%	Associate Professor	48.7	87%
Senior Lecturer	31.2	33%	Senior Lecturer	64.7	67%
Lecturer	200.2	52%	Lecturer	182.2	48%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	238.0	41%	Full-Time	Permanent	342.0	59%
	Temporary/Contract	12.0	48%		Temporary/Contract	13.0	52%
Part-Time	Permanent	17.5	47%	Part-Time	Permanent	19.8	53%
	Temporary/Contract	3.2	49%		Temporary/Contract	3.3	51%
Hourly Paid		42.2	50%	Hourly Paid		42.2	50%

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
		No. (HC)	%		No. (HC)	%	
Full-Time	>€106,000	4	21%	Full-Time	>€106,000	15	79%
	€76,000-€105,999	27	57%		€76,000-€105,999	20	43%
	€46,000-€75,999	188	61%		€46,000-€75,999	121	39%
	<€45,999	189	73%		<€45,999	70	27%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	1	100%		€76,000-€105,999	0	0%
	€46,000-€75,999	45	83%		€46,000-€75,999	9	17%
	<€45,999	156	86%		<€45,999	26	14%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	386.0	63%	Full-Time	Permanent	224.0	37%
	Temporary/Contract	22.0	92%		Temporary/Contract	2.0	8%
Part-Time	Permanent	105.7	89%	Part-Time	Permanent	12.9	11%
	Temporary/Contract	1.6	23%		Temporary/Contract	5.2	77%
Hourly Paid		0.0	0%	Hourly Paid		0.0	0%

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	Applied	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

Trinity College Dublin – Institutional staff profiles by gender

LEADER		Male Provost				
ALL STAFF BY GENDER (December 2016)	WTE 1607.2	% of total staff Female Staff 52%	WTE 1483.08	% of total staff Male Staff 48%		
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	13 (48%)	14 (52%)	38 (52%)	35 (48%)	5 (36%)	9 (64%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	288.3	44%	Academic Core-Funded Staff ¹	370.3	56%
Non-Academic Core-Funded Staff ²	583.7	58%	Non-Academic Core-Funded Staff ²	418.7	42%
Research/Specialist Academic Staff ³	424.1	45%	Research/Specialist Academic Staff ³	511.5	55%
Research/Specialist Non-Academic Staff ³	311.2	63%	Research/Specialist Non-Academic Staff ³	182.5	37%

STAFF BY DISCIPLINE (DECEMBER 2016)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)	118.4	46%	Science Engineering Technology Mathematics Medicine (STEMM)	140.3	54%
Other*	169.7	43%	Other*	229.0	57%
	0.0	0%		1.0	100%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)	68.6	90%	Science Engineering Technology Mathematics Medicine (STEMM)	7.3	10%
Other*	155.7	61%	Other*	101.45	39%
	359.3	54%		309.97	46%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Professor	13.2	19%	Professor	56.4	81%
Associate Professor	24.7	42%	Associate Professor	34.5	58%
Senior Lecturer	52.1	35%	Senior Lecturer	97.4	65%
Lecturer	166.6	50%	Lecturer	169.6	50%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	186.2	38%	Full-Time	Permanent	298.5	62%
	Temporary/Contract	76.7	57%		Temporary/Contract	58.4	43%
Part-Time	Permanent	10.5	58%	Part-Time	Permanent	7.5	42%
	Temporary/Contract	15.0	71%		Temporary/Contract	6.0	29%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	7	37%	Full-Time	>€106,000	12	63%
	€76,000-€105,999	39	52%		€76,000-€105,999	36	48%
	€46,000-€75,999	161	49%		€46,000-€75,999	168	51%
	<€45,999	239	56%		<€45,999	189	44%
Part-Time	>€106,000	1	100%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	16	84%		€76,000-€105,999	3	16%
	€46,000-€75,999	52	95%		€46,000-€75,999	3	5%
	<€45,999	213	88%		<€45,999	30	12%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	265.0	45%	Full-Time	Permanent	322.7	55%
	Temporary/Contract	159.6	68%		Temporary/Contract	75.4	32%
Part-Time	Permanent	106.0	94%	Part-Time	Permanent	7.0	6%
	Temporary/Contract	53.1	80%		Temporary/Contract	13.6	20%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	Achieved	0	0
Departmental Athena SWAN awardees	3	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

University College Cork – Institutional staff profiles by gender

LEADER	Male President				
ALL STAFF BY GENDER (December 2016)	WTE 1426.8	% of total staff Female Staff 53%	WTE 1278.0	% of total staff Male Staff 47%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%) Male No. (%)
	16 (42%)	22 (58%)	57 (27%)	151 (73%)	3 (25%) 9 (75%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	317.5	44%	410.6	56%
Non-Academic Core-Funded Staff ²	649.9	65%	352.6	35%
Research/Specialist Academic Staff ³	214.9	40%	317.6	60%
Research/Specialist Non-Academic Staff ³	244.5	55%	197.3	45%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	179.3	48%	Arts Humanities Social Science Business and Law (AHSSBL)	197.8	52%
Science Engineering Technology Mathematics Medicine (STEMM)	137.6	39%	Science Engineering Technology Mathematics Medicine (STEMM)	211.8	61%
Other*	0.7	41%	Other*	1.0	59%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	110.3	81%	Arts Humanities Social Science Business and Law (AHSSBL)	26.4	19%
Science Engineering Technology Mathematics Medicine (STEMM)	189.7	70%	Science Engineering Technology Mathematics Medicine (STEMM)	82.4	30%
Other*	349.9	59%	Other*	243.8	41%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Professor	12.5	18%	Professor	58.6	82%
Associate Professor	14.3	31%	Associate Professor	31.4	69%
Senior Lecturer	41.3	30%	Senior Lecturer	94.7	70%
Lecturer	217.9	51%	Lecturer	206.3	49%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	242.4	40%	Full-Time	Permanent	357.9	60%
	Temporary/Contract	49.7	59%		Temporary/Contract	34.3	41%
Part-Time	Permanent	18.2	58%	Part-Time	Permanent	13.4	42%
	Temporary/Contract	7.2	59%		Temporary/Contract	5.1	41%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	5	31%	Full-Time	>€106,000	11	69%
	€76,000-€105,999	41	53%		€76,000-€105,999	37	47%
	€46,000-€75,999	173	56%		€46,000-€75,999	137	44%
	<€45,999	350	68%		<€45,999	163	32%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	6	100%		€76,000-€105,999	0	0%
	€46,000-€75,999	45	96%		€46,000-€75,999	2	4%
	<€45,999	164	92%		<€45,999	14	8%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	460.5	61%	Full-Time	Permanent	294.6	39%
	Temporary/Contract	72.3	60%		Temporary/Contract	48.0	40%
Part-Time	Permanent	97.0	95%	Part-Time	Permanent	4.9	5%
	Temporary/Contract	20.2	80%		Temporary/Contract	5.1	20%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	Achieved	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

University College Dublin – Institutional staff profiles by gender

LEADER	Male President				
ALL STAFF BY GENDER (December 2016)	WTE 1826.3	% of total staff Female Staff 55%	WTE 1515.7	% of total staff Male Staff 45%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%) Male No. (%)
	4 (25%)	12 (75%)	119 (31%)	260 (69%)	4 (33%) 8 (67%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2016)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	408.7	42%	569.0	58%
Non-Academic Core-Funded Staff ²	635.7	61%	404.4	39%
Research/Specialist Academic Staff ³	294.8	49%	311.0	51%
Research/Specialist Non-Academic Staff ³	487.0	68%	231.3	32%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	183.1	46%	Arts Humanities Social Science Business and Law (AHSSBL)	215.7	54%
Science Engineering Technology Mathematics Medicine (STEMM)	220.2	39%	Science Engineering Technology Mathematics Medicine (STEMM)	346.1	61%
Other*	5.4	43%	Other*	7.2	57%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	97.5	76%	Arts Humanities Social Science Business and Law (AHSSBL)	31.4	24%
Science Engineering Technology Mathematics Medicine (STEMM)	183.2	61%	Science Engineering Technology Mathematics Medicine (STEMM)	119.2	39%
Other*	354.9	58%	Other*	253.7	42%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Professor	33.9	22%	Professor	122.0	78%
Associate Professor	25.0	31%	Associate Professor	56.4	69%
Senior Lecturer	88.3	37%	Senior Lecturer	147.3	63%
Lecturer	270.6	51%	Lecturer	258.4	49%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	343.9	40%	Full-Time	Permanent	514.6	60%
	Temporary/Contract	41.7	50%		Temporary/Contract	41.3	50%
Part-Time	Permanent	16.7	63%	Part-Time	Permanent	10.0	37%
	Temporary/Contract	6.4	67%		Temporary/Contract	3.1	33%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	8	26%	Full-Time	>€106,000	23	74%
	€76,000-€105,999	70	61%		€76,000-€105,999	44	39%
	€46,000-€75,999	240	57%		€46,000-€75,999	182	43%
	<€45,999	260	63%		<€45,999	151	37%
Part-Time	>€106,000	1	50%	Part-Time	>€106,000	1	50%
	€76,000-€105,999	17	85%		€76,000-€105,999	3	15%
	€46,000-€75,999	39	83%		€46,000-€75,999	8	17%
	<€45,999	76	92%		<€45,999	7	8%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	481.7	59%	Full-Time	Permanent	337.0	41%
	Temporary/Contract	79.4	58%		Temporary/Contract	57.0	42%
Part-Time	Permanent	66.4	90%	Part-Time	Permanent	7.4	10%
	Temporary/Contract	8.2	73%		Temporary/Contract	3.0	27%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	Achieved	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

University of Limerick – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2016)	WTE 766.5	% of total staff Female Staff 52%	WTE 711.4	% of total staff Male Staff 48%		
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	10 (29%)	24 (71%)	22 (42%)	31 (58%)	2 (22%)	7 (78%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	247.7	45%	300.2	55%
Non-Academic Core-Funded Staff ²	261.1	63%	150.4	37%
Research/Specialist Academic Staff ³	170.8	45%	205.1	55%
Research/Specialist Non-Academic Staff ³	86.9	61%	55.7	39%

STAFF BY DISCIPLINE (DECEMBER 2016)*					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	107.3	55%	Arts Humanities Social Science Business and Law (AHSSBL)	87.0	45%
Science Engineering Technology Mathematics Medicine (STEMM)*	135.7	39%	Science Engineering Technology Mathematics Medicine (STEMM)*	210.6	61%
Other**	4.8	66%	Other**	2.5	34%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	19.5	81%	Arts Humanities Social Science Business and Law (AHSSBL)	4.5	19%
Science Engineering Technology Mathematics Medicine (STEMM)*	62.1	56%	Science Engineering Technology Mathematics Medicine (STEMM)*	48.9	44%
Other**	179.5	65%	Other**	97.0	35%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Professor	17.7	31%	Professor	39.7	69%
Associate Professor	9.7	26%	Associate Professor	28.0	74%
Senior Lecturer	49.3	41%	Senior Lecturer	70.3	59%
Lecturer	153.8	47%	Lecturer	172.7	53%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)***							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	153.0	41%	Full-Time	Permanent	219.0	59%
	Temporary/Contract	69.0	51%		Temporary/Contract	65.0	49%
Part-Time	Permanent	1.5	18%	Part-Time	Permanent	7.0	82%
	Temporary/Contract	18.5	56%		Temporary/Contract	14.5	44%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	7	37%	Full-Time	>€106,000	12	63%
	€76,000-€105,999	30	53%		€76,000-€105,999	27	47%
	€46,000-€75,999	70	50%		€46,000-€75,999	71	50%
	<€45,999	125	81%		<€45,999	30	19%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	2	100%		€76,000-€105,999	0	0%
	€46,000-€75,999	13	93%		€46,000-€75,999	1	7%
	<€45,999	59	94%		<€45,999	4	6%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)***							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	231.1	62%	Full-Time	Permanent	141.2	38%
	Temporary/Contract	10.5	69%		Temporary/Contract	4.8	31%
Part-Time	Permanent	20.0	95%	Part-Time	Permanent	1.0	5%
	Temporary/Contract	1.3	39%		Temporary/Contract	2.0	61%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	Achieved	0	0
Departmental Athena SWAN awardees	3	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* STEMM includes Education and Health sciences as the university did not decipher between the two

** 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

*** There are inconsistencies in UL's WTE positions recorded in the 'Staff by Category of Post' and 'Core-Funded Staff by Contract Type



SEGETE COLLEGE

Mary Immaculate College, Limerick – Institutional staff profiles by gender

LEADER	Male President				
ALL STAFF BY GENDER (December 2016)	WTE 192.6	% of total staff Female Staff 65%	WTE 101.6	% of total staff Male Staff 35%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%) Male No. (%)
	7 (29%)	17 (71%)	16 (37%)	27 (63%)	1 (14%) 6 (86%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	85.8	59%	59.4	41%
Non-Academic Core-Funded Staff ²	101.9	72%	38.7	28%
Research/Specialist Academic Staff ³	0.0	0%	0.0	0%
Research/Specialist Non-Academic Staff ³	5.0	59%	3.5	41%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	85.8	59%	Arts Humanities Social Science Business and Law (AHSSBL)	59.4	41%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	0.0	0%	Other*	0.0	0%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	18.0	95%	Arts Humanities Social Science Business and Law (AHSSBL)	1.0	5%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	83.9	69%	Other*	37.7	31%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer	15.7	49%	Senior Lecturer	16.0	51%
Lecturer	57.3	64%	Lecturer	32.2	36%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Full-Time			Full-Time		
Permanent	80.0	59%	Permanent	56.0	41%
Temporary/Contract	1.0	100%	Temporary/Contract	0.0	0%
Part-Time			Part-Time		
Permanent	1.9	67%	Permanent	0.9	33%
Temporary/Contract	0.2	50%	Temporary/Contract	0.2	50%
Hourly Paid	2.4	50%	Hourly Paid	2.4	50%

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)					
	No. (HC)	%		No. (HC)	%
Full-Time			Full-Time		
>€106,000	0	0%	>€106,000	1	100%
€76,000-€105,999	1	13%	€76,000-€105,999	7	88%
€46,000-€75,999	22	61%	€46,000-€75,999	14	39%
<€45,999	64	83%	<€45,999	13	17%
Part-Time			Part-Time		
>€106,000	0	0%	>€106,000	0	0%
€76,000-€105,999	0	0%	€76,000-€105,999	0	0%
€46,000-€75,999	0	0%	€46,000-€75,999	0	0%
<€45,999	35	83%	<€45,999	7	17%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Full-Time			Full-Time		
Permanent	87.0	71%	Permanent	35.0	29%
Temporary/Contract	0.0	0%	Temporary/Contract	0.0	0%
Part-Time			Part-Time		
Permanent	15.9	81%	Permanent	3.7	19%
Temporary/Contract	0.0	0%	Temporary/Contract	0.0	0%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources.

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

National College of Art and Design – Institutional staff profiles by gender

LEADER	Male Director					
ALL STAFF BY GENDER (December 2016)	WTE 75.0	% of total staff Female Staff 55%		WTE 61.0	% of total staff Male Staff 45%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	5 (50%)	5 (50%)	13 (62%)	8 (38%)	5 (56%)	4 (44%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	40.8	60%	26.8	40%
Non-Academic Core-Funded Staff ²	33.8	51%	32.0	49%
Research/Specialist Academic Staff ³	0.4	15%	2.2	85%
Research/Specialist Non-Academic Staff ³	0.0	0%	0.0	0%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	34.3	58%	Arts Humanities Social Science Business and Law (AHSSBL)	24.3	42%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	6.5	72%	Other*	2.5	28%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	11.4	63%	Arts Humanities Social Science Business and Law (AHSSBL)	6.6	37%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	22.4	47%	Other*	25.4	53%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer	6.0	42%	Senior Lecturer	8.3	58%
Lecturer	12.1	56%	Lecturer	9.6	44%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**					
	No. (WTE)	%		No. (WTE)	%
Full-Time			Full-Time		
Permanent	36.0	60%	Permanent	23.7	40%
Temporary/Contract	0.0	0%	Temporary/Contract	0.0	0%
Part-Time			Part-Time		
Permanent	8.8	64%	Permanent	4.9	36%
Temporary/Contract	4.8	61%	Temporary/Contract	3.1	39%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)					
	No. (HC)	%		No. (HC)	%
Full-Time			Full-Time		
>€106,000	0	0%	>€106,000	0	0%
€76,000-€105,999	0	0%	€76,000-€105,999	2	100%
€46,000-€75,999	8	50%	€46,000-€75,999	8	50%
<€45,999	17	53%	<€45,999	15	47%
Part-Time			Part-Time		
>€106,000	0	0%	>€106,000	0	0%
€76,000-€105,999	0	0%	€76,000-€105,999	0	0%
€46,000-€75,999	3	75%	€46,000-€75,999	1	25%
<€45,999	12	80%	<€45,999	3	20%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**					
	No. (WTE)	%		No. (WTE)	%
Full-Time			Full-Time		
Permanent	33.8	51%	Permanent	32.0	49%
Temporary/Contract	0.0	0%	Temporary/Contract	0	0%
Part-Time			Part-Time		
Permanent	0.0	0%	Permanent	0.0	0%
Temporary/Contract	0.0	0%	Temporary/Contract	0.0	0%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

** There are inconsistencies in NCAD's WTE positions recorded in the 'Staff by Category of Post' and 'Academic Core-Funded Staff by Contract Type'.

St Angela's College, Sligo – Institutional staff profiles by gender

LEADER	Female President					
ALL STAFF BY GENDER (December 2016)	WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
	86.4	81%		20.8	19%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	7 (50%)	7 (50%)	10 (83%)	2 (17%)	5 (71%)	2 (29%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	46.0	86%	7.4	14%
Non-Academic Core-Funded Staff ²	40.4	75%	13.4	25%
Research/Specialist Academic Staff ³	0.0	0%	0.0	0%
Research/Specialist Non-Academic Staff ³	0.0	0%	0.0	0%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	28.0	89%	Arts Humanities Social Science Business and Law (AHSSBL)	3.4	11%
Science Engineering Technology Mathematics Medicine (STEMM)	12.0	86%	Science Engineering Technology Mathematics Medicine (STEMM)	2.0	14%
Other*	6.0	75%	Other*	2.0	25%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	11.2	92%	Arts Humanities Social Science Business and Law (AHSSBL)	1.0	8%
Science Engineering Technology Mathematics Medicine (STEMM)	4.9	100%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	24.3	66%	Other*	12.4	34%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer	2.3	78%	Senior Lecturer	0.7	22%
Lecturer	44.6	86%	Lecturer	7.5	14%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Full-Time			Full-Time		
Permanent	37.0	86%	Permanent	6.0	14%
Temporary/Contract	6.0	100%	Temporary/Contract	0.0	0%
Part-Time			Part-Time		
Permanent	2.4	100%	Permanent	0.0	0%
Temporary/Contract	0.6	30%	Temporary/Contract	1.4	70%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)					
	No. (HC)	%		No. (HC)	%
Full-Time			Full-Time		
>€106,000	0	0%	>€106,000	0	0%
€76,000-€105,999	2	40%	€76,000-€105,999	3	60%
€46,000-€75,999	7	50%	€46,000-€75,999	7	50%
<€45,999	22	88%	<€45,999	3	12%
Part-Time			Part-Time		
>€106,000	0	0%	>€106,000	0	0%
€76,000-€105,999	0	0%	€76,000-€105,999	0	0%
€46,000-€75,999	0	0%	€46,000-€75,999	0	0%
<€45,999	17	94%	<€45,999	1	6%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Full-Time			Full-Time		
Permanent	24.0	69%	Permanent	11.0	31%
Temporary/Contract	7.0	78%	Temporary/Contract	2.0	22%
Part-Time			Part-Time		
Permanent	5.0	100%	Permanent	0.0	0%
Temporary/Contract	4.4	92%	Temporary/Contract	0.4	8%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties



INSTITUTE OF TECHNOLOGY

Athlone Institute of Technology – Institutional staff profiles by gender

LEADER	Male President				
ALL STAFF BY GENDER (December 2016)	WTE 265.5	% of total staff Female Staff 51%	WTE 256.9	% of total staff Male Staff 49%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%) Male No. (%)
	7 (37%)	12 (63%)	11 (39%)	17 (61%)	1 (11%) 8 (89%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	121.6	47%	137.1	53%
Non-Academic Core-Funded Staff ²	118.2	65%	64.6	35%
Research/Specialist Academic Staff ³	9.8	42%	13.7	58%
Research/Specialist Non-Academic Staff ³	16.0	28%	41.5	72%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	62.5	62%	Arts Humanities Social Science Business and Law (AHSSBL)	38.0	38%
Science Engineering Technology Mathematics Medicine (STEMM)	57.8	41%	Science Engineering Technology Mathematics Medicine (STEMM)	83.9	59%
Other*	1.0	6%	Other*	15.3	94%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	0.0	0%	Arts Humanities Social Science Business and Law (AHSSBL)	0	0%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0	0%
Other*	118.2	65%	Other*	64.6	35%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	2.0	13%	Senior Lecturer [~]	13.3	87%
Lecturer [^]	85.6	46%	Lecturer [^]	100.0	54%
Assistant Lecturer	26.3	52%	Assistant Lecturer	24.1	48%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	96.9	44%	Full-Time	Permanent	122.0	56%
	Temporary/Contract	6.0	55%		Temporary/Contract	5.0	45%
Part-Time	Permanent	10.1	59%	Part-Time	Permanent	7.0	41%
	Temporary/Contract	4.9	64%		Temporary/Contract	2.8	36%
Hourly Paid	2.0	50%	Hourly Paid	2.0	50%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	3	100%
	€76,000-€105,999	7	58%		€76,000-€105,999	5	42%
	€46,000-€75,999	47	68%		€46,000-€75,999	22	32%
	<€45,999	42	65%		<€45,999	23	35%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	0	0%		€76,000-€105,999	0	0%
	€46,000-€75,999	5	29%		€46,000-€75,999	12	71%
	<€45,999	73	80%		<€45,999	18	20%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	88.7	64%	Full-Time	Permanent	50.3	36%
	Temporary/Contract	3.6	45%		Temporary/Contract	4.5	55%
Part-Time	Permanent	26.4	92%	Part-Time	Permanent	2.3	8%
	Temporary/Contract	5.7	81%		Temporary/Contract	1.3	19%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

** There are inconsistencies in AIT's WTE positions recorded in the 'Staff by Category of Post' and 'Core-Funded Staff by Contract Type'

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

Cork Institute of Technology – Institutional staff profiles by gender

LEADER	Male President				
ALL STAFF BY GENDER (December 2016)	WTE 500.1	% of total staff Female Staff 49%	WTE 523.5	% of total staff Male Staff 51%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%) Male No. (%)
	7 (37%)	12 (63%)	38 (37%)	66 (63%)	1 (14%) 6 (86%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	262.7	44%	334.9	56%
Non-Academic Core-Funded Staff ²	194.3	61%	123.1	39%
Research/Specialist Academic Staff ³	4.5	40%	6.8	60%
Research/Specialist Non-Academic Staff ³	38.4	40%	58.6	60%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	176.7	62%	Arts Humanities Social Science Business and Law (AHSSBL)	107.9	38%
Science Engineering Technology Mathematics Medicine (STEMM)	82.4	27%	Science Engineering Technology Mathematics Medicine (STEMM)	220.1	73%
Other*	3.7	35%	Other*	7.0	65%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	31.1	65%	Arts Humanities Social Science Business and Law (AHSSBL)	17.0	35%
Science Engineering Technology Mathematics Medicine (STEMM)	23.4	36%	Science Engineering Technology Mathematics Medicine (STEMM)	42.0	64%
Other*	139.8	69%	Other*	64.1	31%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	17.0	27%	Senior Lecturer [~]	45.0	73%
Lecturer [^]	157.2	42%	Lecturer [^]	216.4	58%
Assistant Lecturer	65.8	57%	Assistant Lecturer	48.8	43%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	200.0	41%	Full-Time	Permanent	292.0	59%
	Temporary/Contract	5.0	36%		Temporary/Contract	9.0	64%
Part-Time	Permanent	43.9	74%	Part-Time	Permanent	15.1	26%
	Temporary/Contract	2.5	41%		Temporary/Contract	3.5	59%
Hourly Paid	11.3	43%	Hourly Paid	15.3	57%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	1	33%	Full-Time	>€106,000	2	67%
	€76,000-€105,999	2	33%		€76,000-€105,999	4	67%
	€46,000-€75,999	53	45%		€46,000-€75,999	64	55%
	<€45,999	92	67%		<€45,999	46	33%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	2	100%
	€76,000-€105,999	3	100%		€76,000-€105,999	0	0%
	€46,000-€75,999	18	90%		€46,000-€75,999	2	10%
	<€45,999	129	69%		<€45,999	57	31%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	119.0	52%	Full-Time	Permanent	108.5	48%
	Temporary/Contract	29.0	81%		Temporary/Contract	7.0	19%
Part-Time	Permanent	25.7	93%	Part-Time	Permanent	1.9	7%
	Temporary/Contract	3.0	51%		Temporary/Contract	2.8	49%
Hourly Paid	17.7	86%	Hourly Paid	3.0	14%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

Dublin Institute of Technology – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2016)	WTE 789.7	% of total staff Female Staff 45%	WTE 947.8	% of total staff Male Staff 55%		
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	9 (45%)	11 (55%)	26 (31%)	59 (69%)	0 (0%)	10 (100%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	365.2	41%	522.9	59%
Non-Academic Core-Funded Staff ²	346.6	51%	334.0	49%
Research/Specialist Academic Staff ³	43.3	47%	49.6	53%
Research/Specialist Non-Academic Staff ³	34.7	46%	41.3	54%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	188.0	50%	Arts Humanities Social Science Business and Law (AHSSBL)	188.1	50%
Science Engineering Technology Mathematics Medicine (STEMM)	172.1	35%	Science Engineering Technology Mathematics Medicine (STEMM)	322.6	65%
Other*	5.1	29%	Other*	12.2	71%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	44.3	61%	Arts Humanities Social Science Business and Law (AHSSBL)	28.2	39%
Science Engineering Technology Mathematics Medicine (STEMM)	45.8	42%	Science Engineering Technology Mathematics Medicine (STEMM)	62.8	58%
Other*	256.5	51%	Other*	243.0	49%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	44.3	33%	Senior Lecturer [~]	90.3	67%
Lecturer [^]	189.5	38%	Lecturer [^]	305.6	62%
Assistant Lecturer	84.7	43%	Assistant Lecturer	111.8	57%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	292.0	38%	Full-Time	Permanent	473.0	62%
	Temporary/Contract	9.0	30%		Temporary/Contract	21.0	70%
Part-Time	Permanent	23.9	48%	Part-Time	Permanent	25.4	52%
	Temporary/Contract	5.8	78%		Temporary/Contract	1.7	22%
Hourly Paid	10.9	30%	Hourly Paid	25.3	70%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	4	100%
	€76,000-€105,999	25	48%		€76,000-€105,999	27	52%
	€46,000-€75,999	84	46%		€46,000-€75,999	99	54%
	<€45,999	183	53%		<€45,999	162	47%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	2	100%		€76,000-€105,999	0	0%
	€46,000-€75,999	1	33%		€46,000-€75,999	2	67%
	<€45,999	281	69%		<€45,999	126	31%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	258.0	52%	Full-Time	Permanent	242.0	48%
	Temporary/Contract	52.0	62%		Temporary/Contract	32.0	38%
Part-Time	Permanent	29.3	48%	Part-Time	Permanent	32.2	52%
	Temporary/Contract	6.8	82%		Temporary/Contract	1.5	18%
Hourly Paid	15.8	59%	Hourly Paid	10.9	41%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

** Contract type – Casual staff FTE is a calculated FTE based on rolling 12 month average for all casual staff

There are inconsistencies in DIT's WTE positions recorded in the 'Staff by Category of Post' and 'Core-Funded Staff by Contract Type'

Dún Laoghaire Institute of Art, Design and Technology – Institutional staff profiles by gender

LEADER	Female President					
ALL STAFF BY GENDER (December 2016)	WTE 108.0	% of total staff Female Staff 53%		WTE 97.1	% of total staff Male Staff 47%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	11 (58%)	8 (42%)	13 (59%)	9 (41%)	3 (50%)	3 (50%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	58.7	51%	55.9	49%
Non-Academic Core-Funded Staff ²	43.3	55%	35.1	45%
Research/Specialist Academic Staff ³	2.9	46%	3.5	54%
Research/Specialist Non-Academic Staff ³	3.1	54%	2.6	46%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	58.7	52%	Arts Humanities Social Science Business and Law (AHSSBL)	54.9	48%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	0.0	0%	Other*	1.0	100%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	5.4	92%	Arts Humanities Social Science Business and Law (AHSSBL)	0.5	8%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	37.8	52%	Other*	34.6	48%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	6.4	49%	Senior Lecturer [~]	6.6	51%
Lecturer [^]	29.3	48%	Lecturer [^]	31.6	52%
Assistant Lecturer	13.8	48%	Assistant Lecturer	15.0	52%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	29.7	41%	Full-Time	Permanent	42.3	59%
	Temporary/Contract	2.8	59%		Temporary/Contract	2.0	41%
Part-Time	Permanent	12.1	54%	Part-Time	Permanent	10.5	46%
	Temporary/Contract	2.7	84%		Temporary/Contract	0.5	16%
Hourly Paid	5.2	44%	Hourly Paid	6.8	56%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	1	100%	Full-Time	>€106,000	0	0%
	€76,000-€105,999	3	33%		€76,000-€105,999	6	67%
	€46,000-€75,999	19	61%		€46,000-€75,999	12	39%
	<€45,999	1	7%		<€45,999	13	93%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	0	0%		€76,000-€105,999	0	0%
	€46,000-€75,999	6	86%		€46,000-€75,999	1	14%
	<€45,999	36	63%		<€45,999	21	37%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	25.0	45%	Full-Time	Permanent	30.0	55%
	Temporary/Contract	7.0	78%		Temporary/Contract	2	22%
Part-Time	Permanent	8.6	87%	Part-Time	Permanent	1.3	13%
	Temporary/Contract	0.6	31%		Temporary/Contract	1.2	69%
Hourly Paid	2.2	77%	Hourly Paid	0.7	23%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

** There are inconsistencies in IADT's WTE positions recorded in the 'Staff by Category of Post' and 'Academic Core-Funded Staff by Contract Type'

Dundalk Institute of Technology – Institutional staff profiles by gender

LEADER	Female President					
ALL STAFF BY GENDER (December 2016)	WTE 239.1	% of total staff Female Staff 50%	WTE 237.6	% of total staff Male Staff 50%		
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	7 (41%)	10 (59%)	22 (43%)	29 (57%)	5 (63%)	3 (37%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	116.0	45%	144.4	55%
Non-Academic Core-Funded Staff ²	85.8	57%	63.5	43%
Research/Specialist Academic Staff ³	10.0	40%	15.1	60%
Research/Specialist Non-Academic Staff ³	27.4	65%	14.6	35%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	41.1	61%	Arts Humanities Social Science Business and Law (AHSSBL)	26.0	39%
Science Engineering Technology Mathematics Medicine (STEMM)	73.9	39%	Science Engineering Technology Mathematics Medicine (STEMM)	117.4	61%
Other*	0.9	48%	Other*	1.0	52%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	4.6	82%	Arts Humanities Social Science Business and Law (AHSSBL)	1.0	18%
Science Engineering Technology Mathematics Medicine (STEMM)	17.7	51%	Science Engineering Technology Mathematics Medicine (STEMM)	17.0	49%
Other*	63.5	58%	Other*	45.5	42%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	8.6	33%	Senior Lecturer [~]	17.3	67%
Lecturer [^]	87.9	44%	Lecturer [^]	110.4	56%
Assistant Lecturer	19.5	51%	Assistant Lecturer	18.8	49%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	103.8	43%	Full-Time	Permanent	136.9	57%
	Temporary/Contract	4.0	67%		Temporary/Contract	2.0	33%
Part-Time	Permanent	7.3	61%	Part-Time	Permanent	4.7	39%
	Temporary/Contract	0.6	55%		Temporary/Contract	0.5	45%
Hourly Paid	0.2	40%	Hourly Paid	0.3	60%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	1	50%	Full-Time	>€106,000	1	50%
	€76,000-€105,999	6	55%		€76,000-€105,999	5	45%
	€46,000-€75,999	38	54%		€46,000-€75,999	33	46%
	<€45,999	46	63%		<€45,999	27	37%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	0	0%		€76,000-€105,999	0	0%
	€46,000-€75,999	1	100%		€46,000-€75,999	0	0%
	<€45,999	50	75%		<€45,999	17	25%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	78.0	58%	Full-Time	Permanent	55.8	42%
	Temporary/Contract	4.1	36%		Temporary/Contract	7.3	64%
Part-Time	Permanent	3.1	100%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid	0.6	60%	Hourly Paid	0.4	40%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

Galway-Mayo Institute of Technology – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2016)	WTE 378.7	% of total staff Female Staff 56%	WTE 295.7	% of total staff Male Staff 44%		
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	8 (47%)	9 (53%)	15 (34%)	29 (66%)	2 (22%)	7 (78%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	166.9	45%	200.8	55%
Non-Academic Core-Funded Staff ²	190.1	71%	79.2	29%
Research/Specialist Academic Staff ³	9.0	43%	11.7	57%
Research/Specialist Non-Academic Staff ³	12.7	76%	4.0	24%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	38.1	44%	Arts Humanities Social Science Business and Law (AHSSBL)	48.8	56%
Science Engineering Technology Mathematics Medicine (STEMM)	61.8	40%	Science Engineering Technology Mathematics Medicine (STEMM)	92.8	60%
Other*	67.0	53%	Other*	59.2	47%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	6.0	69%	Arts Humanities Social Science Business and Law (AHSSBL)	2.7	31%
Science Engineering Technology Mathematics Medicine (STEMM)	14.5	45%	Science Engineering Technology Mathematics Medicine (STEMM)	17.5	55%
Other*	169.5	74%	Other*	58.9	26%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	7.3	30%	Senior Lecturer [~]	17.0	70%
Lecturer [^]	128.0	48%	Lecturer [^]	136.3	52%
Assistant Lecturer	22.4	39%	Assistant Lecturer	34.5	61%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	138.3	46%	Full-Time	Permanent	163.2	54%
	Temporary/Contract	6.0	27%		Temporary/Contract	16.0	73%
Part-Time	Permanent	10.5	58%	Part-Time	Permanent	7.5	42%
	Temporary/Contract	10.4	56%		Temporary/Contract	8.1	44%
Hourly Paid	3.4	44%	Hourly Paid	4.3	56%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	2	100%
	€76,000-€105,999	3	43%		€76,000-€105,999	4	57%
	€46,000-€75,999	49	52%		€46,000-€75,999	46	48%
	<€45,999	125	76%		<€45,999	39	24%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	0	0%		€76,000-€105,999	0	0%
	€46,000-€75,999	0	0%		€46,000-€75,999	0	0%
	<€45,999	27	93%		<€45,999	2	7%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	116.4	67%	Full-Time	Permanent	56.2	33%
	Temporary/Contract	30.4	65%		Temporary/Contract	16.5	35%
Part-Time	Permanent	0.0	0%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.5	100%		Temporary/Contract	0.0	0%
Hourly Paid	42.9	87%	Hourly Paid	6.4	13%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

** There are inconsistencies in GMIT's WTE positions recorded in the 'Staff by Category of Post' and 'Academic Core-Funded Staff by Contract Type'.

Institute of Technology, Blanchardstown – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2016)	WTE 124.6	% of total staff Female Staff 49%		WTE 132.2	% of total staff Male Staff 51%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	8 (42%)	11 (58%)	11 (35%)	20 (65%)	8 (53%)	7 (47%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	48.7	38%	Academic Core-Funded Staff ¹	78.1	62%
Non-Academic Core-Funded Staff ²	43.8	61%	Non-Academic Core-Funded Staff ²	28.0	39%
Research/Specialist Academic Staff ³	18.2	49%	Research/Specialist Academic Staff ³	19.1	51%
Research/Specialist Non-Academic Staff ³	14.0	67%	Research/Specialist Non-Academic Staff ³	7.0	33%

STAFF BY DISCIPLINE (DECEMBER 2016)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
	No. (WTE)	%		No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	32.2	52%	Arts Humanities Social Science Business and Law (AHSSBL)	29.3	48%
Science Engineering Technology Mathematics Medicine (STEMM)	16.5	25%	Science Engineering Technology Mathematics Medicine (STEMM)	48.8	75%
Other*	0.0	0%	Other*	0.0	0%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
	No. (WTE)	%		No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	0.0	0%	Arts Humanities Social Science Business and Law (AHSSBL)	0.0	0%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	43.8	61%	Other*	28.0	39%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	4.2	44%	Senior Lecturer [~]	5.3	56%
Lecturer [^]	18.4	23%	Lecturer [^]	62.0	77%
Assistant Lecturer	22.5	68%	Assistant Lecturer	10.5	32%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	32.0	30%	Full-Time	Permanent	74.0	70%
	Temporary/Contract	13.0	87%		Temporary/Contract	2.0	13%
Part-Time	Permanent	3.0	66%	Part-Time	Permanent	1.6	34%
	Temporary/Contract	0.7	57%		Temporary/Contract	0.6	43%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	1	50%	Full-Time	>€106,000	1	50%
	€76,000-€105,999	7	64%		€76,000-€105,999	4	36%
	€46,000-€75,999	13	54%		€46,000-€75,999	11	46%
	<€45,999	11	48%		<€45,999	12	52%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	0	0%		€76,000-€105,999	0	0%
	€46,000-€75,999	1	100%		€46,000-€75,999	0	0%
	<€45,999	17	100%		<€45,999	0	0%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	28.0	53%	Full-Time	Permanent	25.0	47%
	Temporary/Contract	4.0	57%		Temporary/Contract	3.0	43%
Part-Time	Permanent	11.8	100%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

Institute of Technology, Carlow – Institutional staff profiles by gender

LEADER	Female President					
ALL STAFF BY GENDER (December 2016)	WTE 219.4	% of total staff Female Staff 51%	WTE 213.7	% of total staff Male Staff 49%		
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	10 (59%)	7 (41%)	21 (47%)	24 (53%)	3 (33%)	6 (67%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	91.9	40%	136.4	60%
Non-Academic Core-Funded Staff ²	78.4	63%	45.1	37%
Research/Specialist Academic Staff ³	22.9	48%	25.3	52%
Research/Specialist Non-Academic Staff ³	26.1	79%	7.0	21%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	51.3	59%	Arts Humanities Social Science Business and Law (AHSSBL)	36.1	41%
Science Engineering Technology Mathematics Medicine (STEMM)	40.6	29%	Science Engineering Technology Mathematics Medicine (STEMM)	100.3	71%
Other*	0.0	0%	Other*	0.0	0%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	7.8	80%	Arts Humanities Social Science Business and Law (AHSSBL)	2	20%
Science Engineering Technology Mathematics Medicine (STEMM)	6.2	33%	Science Engineering Technology Mathematics Medicine (STEMM)	12.8	67%
Other*	64.3	68%	Other*	30.3	32%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	4.3	31%	Senior Lecturer [~]	9.7	69%
Lecturer [^]	64.7	45%	Lecturer [^]	79.7	55%
Assistant Lecturer	22.3	40%	Assistant Lecturer	34.0	60%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	67.0	43%	Full-Time	Permanent	90.0	57%
	Temporary/Contract	8.0	24%		Temporary/Contract	26.0	76%
Part-Time	Permanent	10.0	49%	Part-Time	Permanent	10.4	51%
	Temporary/Contract	6.2	44%		Temporary/Contract	7.9	56%
Hourly Paid	0.7	24%	Hourly Paid	2.1	76%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	1	100%	Full-Time	>€106,000	0	0%
	€76,000-€105,999	5	42%		€76,000-€105,999	7	58%
	€46,000-€75,999	20	49%		€46,000-€75,999	21	51%
	<€45,999	22	67%		<€45,999	11	33%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	0	0%		€76,000-€105,999	0	0%
	€46,000-€75,999	7	78%		€46,000-€75,999	2	22%
	<€45,999	115	86%		<€45,999	19	14%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	39.0	58%	Full-Time	Permanent	28.0	42%
	Temporary/Contract	9.0	45%		Temporary/Contract	11	55%
Part-Time	Permanent	17.8	88%	Part-Time	Permanent	2.3	12%
	Temporary/Contract	3.3	100%		Temporary/Contract	0.0	0%
Hourly Paid	9.2	71%	Hourly Paid	3.8	29%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

Institute of Technology, Sligo – Institutional staff profiles by gender

LEADER	Male President				
ALL STAFF BY GENDER (December 2016)	WTE 238.6	% of total staff Female Staff 50%	WTE 243.2	% of total staff Male Staff 50%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%) Male No. (%)
	8 (42%)	11 (58%)	17 (41%)	24 (59%)	1 (13%) 7 (87%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	141.3	46%	165.3	54%
Non-Academic Core-Funded Staff ²	89.3	56%	70.0	44%
Research/Specialist Academic Staff ³	5.0	56%	4.0	44%
Research/Specialist Non-Academic Staff ³	3.0	43%	4.0	57%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	67.1	76%	Arts Humanities Social Science Business and Law (AHSSBL)	21.0	24%
Science Engineering Technology Mathematics Medicine (STEMM)	68.3	39%	Science Engineering Technology Mathematics Medicine (STEMM)	107.2	61%
Other*	6.0	14%	Other*	37.0	86%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	0.0	0%	Arts Humanities Social Science Business and Law (AHSSBL)	0.0	0%
Science Engineering Technology Mathematics Medicine (STEMM)	5.0	21%	Science Engineering Technology Mathematics Medicine (STEMM)	18.5	79%
Other*	84.0	62%	Other*	52.0	38%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	4.3	21%	Senior Lecturer [~]	16.0	79%
Lecturer [^]	79.7	45%	Lecturer [^]	99.3	55%
Assistant Lecturer	42.7	57%	Assistant Lecturer	32.6	43%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	110.0	45%	Full-Time	Permanent	137.0	55%
	Temporary/Contract	10.0	50%		Temporary/Contract	10.0	50%
Part-Time	Permanent	14.0	73%	Part-Time	Permanent	5.1	27%
	Temporary/Contract	1.2	56%		Temporary/Contract	0.9	44%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	2	100%
	€76,000-€105,999	1	11%		€76,000-€105,999	8	89%
	€46,000-€75,999	26	52%		€46,000-€75,999	24	48%
	<€45,999	57	66%		<€45,999	30	34%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	0	0%		€76,000-€105,999	0	0%
	€46,000-€75,999	4	67%		€46,000-€75,999	2	33%
	<€45,999	71	65%		<€45,999	38	35%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	58.0	52%	Full-Time	Permanent	53.0	48%
	Temporary/Contract	10.0	53%		Temporary/Contract	9.0	47%
Part-Time	Permanent	13.2	80%	Part-Time	Permanent	3.3	20%
	Temporary/Contract	1.8	69%		Temporary/Contract	0.8	31%
Hourly Paid	1.8	29%	Hourly Paid	4.3	71%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

** There are inconsistencies in ITS WTE positions recorded in the 'Staff by Category of Post' and 'Core-Funded Staff by Contract Type'

Institute of Technology, Tallaght – Institutional staff profiles by gender

LEADER	Male President				
ALL STAFF BY GENDER (December 2016)	WTE 160.0	% of total staff Female Staff 43%	WTE 212.8	% of total staff Male Staff 57%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%) Male No. (%)
	7 (41%)	10 (59%)	13 (36%)	23 (64%)	2 (25%) 6 (75%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	73.5	39%	114.4	61%
Non-Academic Core-Funded Staff ²	55.0	47%	63.2	53%
Research/Specialist Academic Staff ³	17.1	37%	28.8	63%
Research/Specialist Non-Academic Staff ³	14.5	69%	6.4	31%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	40.8	55%	Arts Humanities Social Science Business and Law (AHSSBL)	33.3	45%
Science Engineering Technology Mathematics Medicine (STEMM)	31.2	29%	Science Engineering Technology Mathematics Medicine (STEMM)	78.3	71%
Other*	1.5	35%	Other*	2.8	65%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	3.0	43%	Arts Humanities Social Science Business and Law (AHSSBL)	4.0	57%
Science Engineering Technology Mathematics Medicine (STEMM)	7.5	30%	Science Engineering Technology Mathematics Medicine (STEMM)	17.6	70%
Other*	44.5	52%	Other*	41.6	48%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	6.0	32%	Senior Lecturer [~]	12.5	68%
Lecturer [^]	53.6	40%	Lecturer [^]	79.7	60%
Assistant Lecturer	10.9	37%	Assistant Lecturer	18.4	63%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	59.5	37%	Full-Time	Permanent	102.1	63%
	Temporary/Contract	3.0	33%		Temporary/Contract	6.0	67%
Part-Time	Permanent	9.1	74%	Part-Time	Permanent	3.2	26%
	Temporary/Contract	1.4	50%		Temporary/Contract	1.4	50%
Hourly Paid	3.6	36%	Hourly Paid	6.3	64%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)**							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	0	0%
	€76,000-€105,999	3	30%		€76,000-€105,999	7	70%
	€46,000-€75,999	10	24%		€46,000-€75,999	32	76%
	<€45,999	13	50%		<€45,999	13	50%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	0	0%		€76,000-€105,999	0	0%
	€46,000-€75,999	17	81%		€46,000-€75,999	4	19%
	<€45,999	24	83%		<€45,999	5	17%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	35.4	41%	Full-Time	Permanent	50.4	59%
	Temporary/Contract	8.0	62%		Temporary/Contract	5.0	38%
Part-Time	Permanent	6.5	81%	Part-Time	Permanent	1.6	19%
	Temporary/Contract	1.9	55%		Temporary/Contract	1.6	45%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

** There are inconsistencies in ITTD WTE positions recorded in the 'Staff by Category of Post' and 'Core-Funded Staff by Contract Type'

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

Institute of Technology, Tralee – Institutional staff profiles by gender

LEADER	Male President				
ALL STAFF BY GENDER (December 2016)	WTE 200.4	% of total staff Female Staff 56%	WTE 158.4	% of total staff Male Staff 44%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%) Male No. (%)
	8 (42%)	11 (58%)	12 (35%)	22 (65%)	2 (29%) 5 (71%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	102.4	50%	102.4	50%
Non-Academic Core-Funded Staff ²	71.0	67%	34.8	33%
Research/Specialist Academic Staff ³	17.0	52%	16.0	48%
Research/Specialist Non-Academic Staff ³	10.0	65%	5.3	35%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	37.2	47%	Arts Humanities Social Science Business and Law (AHSSBL)	41.5	53%
Science Engineering Technology Mathematics Medicine (STEMM)	65.2	52%	Science Engineering Technology Mathematics Medicine (STEMM)	60.8	48%
Other*	0.0	0%	Other*	0.0	0%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	5.4	64%	Arts Humanities Social Science Business and Law (AHSSBL)	3.0	36%
Science Engineering Technology Mathematics Medicine (STEMM)	11.5	70%	Science Engineering Technology Mathematics Medicine (STEMM)	5.0	30%
Other*	54.2	67%	Other*	26.8	33%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	4.0	31%	Senior Lecturer [~]	8.9	69%
Lecturer [^]	78.6	54%	Lecturer [^]	66.5	46%
Assistant Lecturer	20.4	49%	Assistant Lecturer	21.5	51%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	83.0	51%	Full-Time	Permanent	81.0	49%
	Temporary/Contract	5.0	36%		Temporary/Contract	9.0	64%
Part-Time	Permanent	11.3	61%	Part-Time	Permanent	7.2	39%
	Temporary/Contract	4.2	57%		Temporary/Contract	3.2	43%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	1	100%
	€76,000-€105,999	3	30%		€76,000-€105,999	7	70%
	€46,000-€75,999	21	50%		€46,000-€75,999	21	50%
	<€45,999	33	83%		<€45,999	7	18%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	0	0%		€76,000-€105,999	0	0%
	€46,000-€75,999	1	100%		€46,000-€75,999	0	0%
	<€45,999	78	73%		<€45,999	29	27%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	44.0	59%	Full-Time	Permanent	30.0	41%
	Temporary/Contract	13.0	68%		Temporary/Contract	6.0	32%
Part-Time	Permanent	12.2	100%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	1.0	55%		Temporary/Contract	0.8	45%
Hourly Paid	2.9	79%	Hourly Paid	0.8	21%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

** There are inconsistencies in ITTra WTE positions recorded in the 'Staff by Category of Post' and 'Core-Funded Staff by Contract Type'

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

Letterkenny Institute of Technology – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2016)	WTE 185.5	% of total staff Female Staff 52%	WTE 170.2	% of total staff Male Staff 48%		
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	10 (56%)	8 (44%)	15 (37%)	26 (63%)	1 (13%)	7 (87%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	97.2	50%	99.2	50%
Non-Academic Core-Funded Staff ²	82.6	59%	58.1	41%
Research/Specialist Academic Staff ³	0.0	0%	0.0	0%
Research/Specialist Non-Academic Staff ³	5.7	30%	12.9	70%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	36.4	58%	Arts Humanities Social Science Business and Law (AHSSBL)	26.5	42%
Science Engineering Technology Mathematics Medicine (STEMM)	48.1	45%	Science Engineering Technology Mathematics Medicine (STEMM)	59.6	55%
Other*	12.7	49%	Other*	13.0	51%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	2.7	28%	Arts Humanities Social Science Business and Law (AHSSBL)	7.0	72%
Science Engineering Technology Mathematics Medicine (STEMM)	8.9	50%	Science Engineering Technology Mathematics Medicine (STEMM)	9.0	50%
Other*	71.0	63%	Other*	42.1	37%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	7.0	50%	Senior Lecturer [~]	7.0	50%
Lecturer [^]	58.5	49%	Lecturer [^]	60.7	51%
Assistant Lecturer	28.9	57%	Assistant Lecturer	21.5	43%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	74.0	49%	Full-Time	Permanent	78.0	51%
	Temporary/Contract	7.0	44%		Temporary/Contract	9.0	56%
Part-Time	Permanent	10.0	51%	Part-Time	Permanent	9.7	49%
	Temporary/Contract	4.4	75%		Temporary/Contract	1.5	25%
Hourly Paid	2.9	59%	Hourly Paid	2.0	41%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	1	100%
	€76,000-€105,999	2	20%		€76,000-€105,999	8	80%
	€46,000-€75,999	21	48%		€46,000-€75,999	23	52%
	<€45,999	29	59%		<€45,999	20	41%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	0	0%		€76,000-€105,999	0	0%
	€46,000-€75,999	18	90%		€46,000-€75,999	2	10%
	<€45,999	31	78%		<€45,999	9	23%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	43.0	53%	Full-Time	Permanent	38.2	47%
	Temporary/Contract	9.0	45%		Temporary/Contract	11.0	55%
Part-Time	Permanent	25.1	88%	Part-Time	Permanent	3.3	12%
	Temporary/Contract	4.5	62%		Temporary/Contract	2.8	38%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

** There are inconsistencies in LYIT's WTE positions recorded in the 'Staff by Category of Post' and 'Core-Funded Staff by Contract Type'

Limerick Institute of Technology – Institutional staff profiles by gender

LEADER	Male President				
ALL STAFF BY GENDER (December 2016)	WTE 295.7	% of total staff Female Staff 49%	WTE 311.1	% of total staff Male Staff 51%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%) Male No. (%)
	5 (29%)	12 (71%)	14 (40%)	21 (60%)	2 (25%) 6 (75%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	152.4	43%	203.5	57%
Non-Academic Core-Funded Staff ²	106.2	57%	81.4	43%
Research/Specialist Academic Staff ³	23.3	57%	17.7	43%
Research/Specialist Non-Academic Staff ³	26.7	67%	13.3	33%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	92.5	57%	Arts Humanities Social Science Business and Law (AHSSBL)	69.4	43%
Science Engineering Technology Mathematics Medicine (STEMM)	52.9	29%	Science Engineering Technology Mathematics Medicine (STEMM)	129.3	71%
Other*	6.9	59%	Other*	4.8	41%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	9.8	52%	Arts Humanities Social Science Business and Law (AHSSBL)	8.9	48%
Science Engineering Technology Mathematics Medicine (STEMM)	14.9	44%	Science Engineering Technology Mathematics Medicine (STEMM)	18.7	56%
Other*	81.5	60%	Other*	53.8	40%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	12.1	38%	Senior Lecturer [~]	19.6	62%
Lecturer [^]	83.2	37%	Lecturer [^]	139.3	63%
Assistant Lecturer	36.8	58%	Assistant Lecturer	27.1	42%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	112.4	40%	Full-Time	Permanent	170.7	60%
	Temporary/Contract	9.8	42%		Temporary/Contract	13.8	58%
Part-Time	Permanent	16.5	74%	Part-Time	Permanent	5.8	26%
	Temporary/Contract	6.6	61%		Temporary/Contract	4.3	39%
Hourly Paid	7.2	44%	Hourly Paid	9.0	56%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	3	100%
	€76,000-€105,999	1	17%		€76,000-€105,999	5	83%
	€46,000-€75,999	22	46%		€46,000-€75,999	26	54%
	<€45,999	30	45%		<€45,999	37	55%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	1	50%		€76,000-€105,999	1	50%
	€46,000-€75,999	27	93%		€46,000-€75,999	2	7%
	<€45,999	159	73%		<€45,999	59	27%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	40.0	42%	Full-Time	Permanent	55.0	58%
	Temporary/Contract	13.2	45%		Temporary/Contract	16.0	55%
Part-Time	Permanent	45.7	89%	Part-Time	Permanent	5.4	11%
	Temporary/Contract	3.7	56%		Temporary/Contract	2.8	44%
Hourly Paid	3.7	64%	Hourly Paid	2.1	36%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

Waterford Institute of Technology – Institutional staff profiles by gender

LEADER	Male President				
ALL STAFF BY GENDER (December 2016)	WTE 457.2	% of total staff Female Staff 51%	WTE 439.6	% of total staff Male Staff 49%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2016)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%) Male No. (%)
	14 (37%)	24 (63%)	17 (46%)	20 (54%)	1 (11%) 8 (89%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2016)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	237.5	48%	253.9	52%
Non-Academic Core-Funded Staff ²	149.5	58%	109.5	42%
Research/Specialist Academic Staff ³	33.4	34%	65.2	66%
Research/Specialist Non-Academic Staff ³	36.9	77%	11.0	23%

STAFF BY DISCIPLINE (DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	124.0	57%	Arts Humanities Social Science Business and Law (AHSSBL)	94.9	43%
Science Engineering Technology Mathematics Medicine (STEMM)	107.1	42%	Science Engineering Technology Mathematics Medicine (STEMM)	150.5	58%
Other*	6.4	43%	Other*	8.5	57%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	12.4	72%	Arts Humanities Social Science Business and Law (AHSSBL)	4.9	28%
Science Engineering Technology Mathematics Medicine (STEMM)	21.5	47%	Science Engineering Technology Mathematics Medicine (STEMM)	24.0	53%
Other*	115.6	59%	Other*	80.6	41%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2014-DECEMBER 2016)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	8.7	31%	Senior Lecturer [~]	19.5	69%
Lecturer [^]	198.6	49%	Lecturer [^]	205.3	51%
Assistant Lecturer	26.9	50%	Assistant Lecturer	26.7	50%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	155.0	43%	Full-Time	Permanent	204.0	57%
	Temporary/Contract	35.0	51%		Temporary/Contract	34.0	49%
Part-Time	Permanent	42.1	79%	Part-Time	Permanent	10.9	21%
	Temporary/Contract	6.4	61%		Temporary/Contract	4.0	39%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2016)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	2	100%
	€76,000-€105,999	3	38%		€76,000-€105,999	5	63%
	€46,000-€75,999	33	40%		€46,000-€75,999	49	60%
	<€45,999	36	47%		<€45,999	40	53%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000-€105,999	2	100%		€76,000-€105,999	0	0%
	€46,000-€75,999	29	83%		€46,000-€75,999	6	17%
	<€45,999	88	89%		<€45,999	11	11%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2016)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	40.0	37%	Full-Time	Permanent	67.0	63%
	Temporary/Contract	32.0	53%		Temporary/Contract	28.0	47%
Part-Time	Permanent	53.9	86%	Part-Time	Permanent	9.1	14%
	Temporary/Contract	23.6	84%		Temporary/Contract	4.5	16%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2016)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA is voted by the Oireachtas under the OME C4 sub-head

² This refers to administration/support staff

³ Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3

[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

** There are inconsistencies in WIT's WTE positions recorded in the 'Staff by Category of Post' and 'Academic Core-Funded Staff by Contract Type'

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