

Higher Education Institutional Staff Profiles by Gender

JULY 2018



CONJUNCTIONS

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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, fourteen institutes of technology and RCSI.

Staff data disaggregated by gender from the Royal College of Surgeons in Ireland (RCSI), has been included for the first time in the publication of this report. Given the unique status and staffing profile of RCSI, they have not however been included in the sector summaries.

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, Professional, Management and Support core-funded staff, research/specialist academic staff, research/specialist Professional, Management and Support Staff)*
- ▶ *Academic staff by discipline*
- ▶ *Academic staff by contract type*
- ▶ *Professional, Management and Support Staff by contract type*
- ▶ *Professional, Management and Support 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 2017)	WTE	% of total staff	WTE	% of total staff
	8460.3	54%	7210.3	46%

GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	No. of universities (% of 7) who have achieved a minimum 40% of each gender breakdown		
	GOVERNING AUTHORITY/BODY	ACADEMIC COUNCIL	EXECUTIVE MANAGEMENT
	5 (71%)	2 (29%)	4 (57%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	2095.1	45%	Academic Core-Funded Staff ¹	2574.5	55%
Professional, Management and Support Staff ²	3239.6	64%	Professional, Management and Support Staff ²	1857.7	36%
Research/Specialist Academic Staff ³	1688.5	46%	Research/Specialist Academic Staff ³	1989.0	54%
Research/Specialist Professional, Management and Support Staff ³	1437.2	65%	Research/Specialist Professional, Management and Support Staff ³	789.1	35%

STAFF BY DISCIPLINE (DECEMBER 2017)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
	No. (WTE)	%		No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	1109.1	50%	Arts Humanities Social Science Business and Law (AHSSBL)	1128.8	50%
Science Engineering Technology Mathematics Medicine (STEMM)	960.5	41%	Science Engineering Technology Mathematics Medicine (STEMM)	1408.9	59%
Other*	25.5	41%	Other*	36.8	59%
Professional, Management and Support Staff			Professional, Management and Support Staff		
	No. (WTE)	%		No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	503.2	83%	Arts Humanities Social Science Business and Law (AHSSBL)	105.7	17%
Science Engineering Technology Mathematics Medicine (STEMM)	780.9	62%	Science Engineering Technology Mathematics Medicine (STEMM)	485.5	38%
Other*	1688.9	63%	Other*	991.2	37%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))

	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%	
Professor	116.3	23%	129.6	24%	Professor	400.2	77%	400.9	76%
Associate Professor	112.9	32%	128.9	34%	Associate Professor	243.6	68%	249.4	66%
Senior Lecturer	350.7	38%	396.4	41%	Senior Lecturer	574.6	62%	577.3	59%
Lecturer	1291.3	51%	1327.0	51%	Lecturer	1255.2	49%	1293.6	49%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)

	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	1597.1	42%	Full-Time	Permanent	2163.1	58%
	Temporary/Contract	326.5	54%		Temporary/Contract	277.8	46%
Part-Time	Permanent	75.8	58%	Part-Time	Permanent	55.7	42%
	Temporary/Contract	56.6	61%		Temporary/Contract	36.7	39%
Hourly Paid	40.1	50%	Hourly Paid	40.1	50%		

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)

	No. (HC)	%		No. (HC)	%
Full-Time	>€106,000	30%	Full-Time	>€106,000	70%
	€76,000-€105,999	57%		€76,000-€105,999	43%
	€46,000-€75,999	57%		€46,000-€75,999	43%
	<€45,999	67%		<€45,999	33%
Part-Time	>€106,000	4.0%	Part-Time	>€106,000	50%
	€76,000-€105,999	91%		€76,000-€105,999	9%
	€46,000-€75,999	88%		€46,000-€75,999	12%
	<€45,999	88%		<€45,999	12%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)**

	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	2246.2	60%	Full-Time	Permanent	1507.8	40%
	Temporary/Contract	459.7	65%		Temporary/Contract	248.0	35%
Part-Time	Permanent	460.4	92%	Part-Time	Permanent	37.4	8%
	Temporary/Contract	101.2	74%		Temporary/Contract	36.4	26%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2017)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	7	0	0
Departmental Athena SWAN awardees	12	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

⁴ Maynooth University and NUI Galway were awarded Athena SWAN Bronze in the November 2017 round and received the results in April 2018.

* '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 'Professional, Management and Support Staff by Contract Type' is attributed to discrepancies in ULs return.

Colleges – Institutional staff profiles by gender

LEADERS	Female President/Director	2	Male President/Director	1
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ALL STAFF BY GENDER (December 2017)	WTE	% of total staff	WTE	% of total staff
	385.4	66%	197.6	34%

GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	No. of colleges (% of 3) who have achieved a minimum 40% of each gender breakdown		
	GOVERNING AUTHORITY/BODY*	ACADEMIC COUNCIL	EXECUTIVE MANAGEMENT
	1 (33%)	2 (67%)	1 (33%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	171.5	62%	Academic Core-Funded Staff ¹	103.0	38%
Professional, Management and Support Staff ²	187.4	68%	Professional, Management and Support Staff ²	86.5	32%
Research/Specialist Academic Staff ³	16.9	84%	Research/Specialist Academic Staff ³	3.2	16%
Research/Specialist Professional, Management and Support Staff ³	9.6	66%	Research/Specialist Professional, Management and Support Staff ³	5.0	34%

STAFF BY DISCIPLINE (DECEMBER 2017)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
	No. (WTE)	%		No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	151.3	61%	Arts Humanities Social Science Business and Law (AHSSBL)	96.8	39%
Science Engineering Technology Mathematics Medicine (STEMM)	12.0	86%	Science Engineering Technology Mathematics Medicine (STEMM)	2.0	14%
Other**	8.2	66%	Other**	4.2	34%
Professional, Management and Support Staff			Professional, Management and Support Staff		
	No. (WTE)	%		No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	47.6	79%	Arts Humanities Social Science Business and Law (AHSSBL)	13.0	21%
Science Engineering Technology Mathematics Medicine (STEMM)	5.7	100%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other**	134.1	65%	Other**	73.4	35%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))

	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%	
Senior Lecturer	32.2	53%	28.5	53%	Senior Lecturer	28.9	47%	24.8	47%
Lecturer	129.4	69%	119.9	69%	Lecturer	59.3	31%	55.1	31%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)***

		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	140.0	63%	Full-Time	Permanent	81.0	37%
	Temporary/Contract	8.0	62%		Temporary/Contract	5.0	38%
Part-Time	Permanent	11.3	61%	Part-Time	Permanent	7.1	39%
	Temporary/Contract	2.1	75%		Temporary/Contract	0.7	25%
Hourly Paid		21.5	87%	Hourly Paid		3.3	13%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)

		No. (HC)	%		No. (HC)	%	
Full-Time	>€106,000	0.0	0%	Full-Time	>€106,000	7.0	100%
	€76,000–€105,999	6.0	26%		€76,000–€105,999	17.0	74%
	€46,000–€75,999	50.0	69%		€46,000–€75,999	22.0	31%
	<€45,999	105.0	77%		<€45,999	32.0	23%
Part-Time	>€106,000	0.0	0%	Part-Time	>€106,000	0.0	0%
	€76,000–€105,999	2.0	100%		€76,000–€105,999	0.0	0%
	€46,000–€75,999	6.0	86%		€46,000–€75,999	1.0	14%
	<€45,999	52.0	90%		<€45,999	6.0	10%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)****

		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	135.0	68%	Full-Time	Permanent	63.0	32%
	Temporary/Contract	16.0	70%		Temporary/Contract	7.0	30%
Part-Time	Permanent	24.7	88%	Part-Time	Permanent	3.2	12%
	Temporary/Contract	5.8	73%		Temporary/Contract	2.2	27%
Hourly Paid		1.2	52%	Hourly Paid		1.1	48%

ATHENA SWAN STATUS (2017)

	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

* % of 2 as NCAD did not return gender breakdown for 'Governing Authority/Body'

** '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 'Core-Funded Staff by Contract Type' is attributed to discrepancies in St. Angela's and NCAD's return.

**** The inconsistencies in the total WTE positions recorded in the 'Staff by Category of Post' and 'Professional, Management and Support Staff by Contract Type' is attributed to discrepancies in NCAD's return.

^ Senior Lecturer refers to Senior Lecturer 1, 2 and 3

^ Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

Institutes of Technology – Institutional staff profiles by gender

LEADERS	Female President	2	Male President	12
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ALL STAFF BY GENDER (December 2017)	WTE 4228.4	% of total staff 49%	WTE 4349.2	% of total staff 51%
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GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	No. of Institutes of Technology (% of 14) who have achieved a minimum 40% of each gender breakdown		
	GOVERNING AUTHORITY/BODY	ACADEMIC COUNCIL	EXECUTIVE MANAGEMENT
	7 (50%)	7 (50%)	3 (21%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	2087.8	44%	Academic Core-Funded Staff ¹	2607.2	56%
Professional, Management and Support Staff ²	1643.9	57%	Professional, Management and Support Staff ²	1247.9	43%
Research/Specialist Academic Staff ³	218.0	43%	Research/Specialist Academic Staff ³	293.2	57%
Research/Specialist Professional, Management and Support Staff ³	253.8	53%	Research/Specialist Professional, Management and Support Staff ³	226.0	47%

STAFF BY DISCIPLINE (DECEMBER 2017)					
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)	%
1040.3	58%	764.8	42%		
Science Engineering Technology Mathematics Medicine (STEMM)	939.0	35%	Science Engineering Technology Mathematics Medicine (STEMM)	1730.0	65%
Other*	94.2	49%	Other*	96.1	51%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
146.5	63%	87.7	37%		
Science Engineering Technology Mathematics Medicine (STEMM)	212.4	44%	Science Engineering Technology Mathematics Medicine (STEMM)	267.2	56%
Other*	1305.3	60%	Other*	867.1	40%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017)**

	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%	
Senior Lecturer [~]	152.4	34%	171.8	36%	Senior Lecturer [~]	299.5	66%	307.8	64%
Lecturer [^]	1377.8	45%	1478.0	45%	Lecturer [^]	1712.5	55%	1782.8	55%
Assistant Lecturer	468.5	49%	504.9	47%	Assistant Lecturer	490.9	51%	558.3	53%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)**

	No. (WTE)	%	No. (WTE)	%			
Full-Time	Permanent	1636.3	42%	Full-Time	Permanent	2216.4	58%
	Temporary/Contract	150.3	46%		Temporary/Contract	175.8	54%
Part-Time	Permanent	197.8	65%	Part-Time	Permanent	107.2	35%
	Temporary/Contract	53.3	55%		Temporary/Contract	43.0	45%
Hourly Paid	51.1	41%	Hourly Paid	73.7	59%		

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)

	No. (HC)	%	No. (HC)	%			
Full-Time	>€106,000	6.0	17%	Full-Time	>€106,000	30.0	83%
	€76,000-€105,999	80.0	45%		€76,000-€105,999	96.0	55%
	€46,000-€75,999	503.0	50%		€46,000-€75,999	500.0	50%
	<€45,999	684.0	58%		<€45,999	494.0	42%
Part-Time	>€106,000	0.0	0%	Part-Time	>€106,000	2.0	100%
	€76,000-€105,999	13.0	93%		€76,000-€105,999	1.0	7%
	€46,000-€75,999	119.0	85%		€46,000-€75,999	21.0	15%
	<€45,999	1265.0	68%		<€45,999	598.0	32%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)***

	No. (WTE)	%	No. (WTE)	%			
Full-Time	Permanent	989.6	51%	Full-Time	Permanent	934.2	49%
	Temporary/Contract	222.7	55%		Temporary/Contract	184.6	45%
Part-Time	Permanent	271.9	84%	Part-Time	Permanent	51.8	16%
	Temporary/Contract	79.4	74%		Temporary/Contract	28.2	26%
Hourly Paid	96.3	75%	Hourly Paid	32.0	25%		

ATHENA SWAN STATUS (2017)	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 'Core-Funded Staff by Contract Type' is attributed to discrepancies in ITBs, LYIT's and ITTD's returns.

*** The inconsistencies in the total WTE positions recorded in the 'Staff by Category of Post' and 'Professional, Management and Support Staff by Contract Type' is attributed to discrepancies in ITTD's and IT Trás returns.

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

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



UNIVERSITIES

Dublin City University – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2017)	WTE 830.5	% of total staff Female Staff 55%		WTE 677.9	% of total staff Male Staff 45%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	13 (48%)	14 (52%)	44 (42%)	62 (58%)	9 (50%)	9 (50%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2017)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	309.4	50%	309.8	50%
Professional, Management and Support Staff ²	355.0	68%	168.2	32%
Research/Specialist Academic Staff ³	93.9	38%	156.2	62%
Research/Specialist Professional, Management and Support Staff ³	72.2	62%	43.7	38%

STAFF BY DISCIPLINE (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	204.6	55%	Arts Humanities Social Science Business and Law (AHSSBL)	170.5	45%
Science Engineering Technology Mathematics Medicine (STEMM)	99.3	43%	Science Engineering Technology Mathematics Medicine (STEMM)	129.5	57%
Other**	5.5	36%	Other**	9.8	64%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	61.4	88%	Arts Humanities Social Science Business and Law (AHSSBL)	8.6	12%
Science Engineering Technology Mathematics Medicine (STEMM)	42.0	50%	Science Engineering Technology Mathematics Medicine (STEMM)	42.4	50%
Other**	251.6	68%	Other**	117.2	32%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))									
	No. (WTE)	%	No. (WTE)	%		No. (WTE)	%	No. (WTE)	%
Professor	13.0	24%	16.0	30%	Professor	41.3	76%	38.0	70%
Associate Professor	10.7	42%	12.0	44%	Associate Professor	14.7	58%	15.0	56%
Senior Lecturer	42.3	41%	51.0	43%	Senior Lecturer	61.4	59%	66.3	57%
Lecturer	197.0	55%	228.8	55%	Lecturer	162.1	45%	184.3	45%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)						
	No. (WTE)		No. (WTE)		No. (WTE)	
		%		%		%
Full-Time	Permanent	251.1	51%	Permanent	244.0	49%
	Temporary/Contract	56.3	48%	Temporary/Contract	62.2	52%
Part-Time	Permanent	0.9	35%	Permanent	1.7	65%
	Temporary/Contract	1.4	47%	Temporary/Contract	1.6	53%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%	

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)						
	No. (HC)		No. (HC)		No. (HC)	
		%		%		%
Full-Time	>€106,000	3.0	23%	>€106,000	10.0	77%
	€76,000–€105,999	24.0	51%	€76,000–€105,999	23.0	49%
	€46,000–€75,999	124.0	61%	€46,000–€75,999	80.0	39%
	<€45,999	164.0	77%	<€45,999	50.0	23%
Part-Time	>€106,000	0.0	0%	>€106,000	0.0	0%
	€76,000–€105,999	3.0	100%	€76,000–€105,999	0.0	0%
	€46,000–€75,999	26.0	87%	€46,000–€75,999	4.0	13%
	<€45,999	67.0	86%	<€45,999	11.0	14%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)						
	No. (WTE)		No. (WTE)		No. (WTE)	
		%		%		%
Full-Time	Permanent	235.1	64%	Permanent	132.3	36%
	Temporary/Contract	87.1	74%	Temporary/Contract	30.0	26%
Part-Time	Permanent	24.5	89%	Permanent	2.9	11%
	Temporary/Contract	8.4	74%	Temporary/Contract	3.0	26%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%	

ATHENA SWAN STATUS (2017)	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

Maynooth University – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2017)	WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
	536.6	55%		438.3	45%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	14 (47%)	16 (53%)	28 (36%)	49 (64%)	5 (38%)	8 (62%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF			MALE STAFF		
	STAFF BY CATEGORY OF POST (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%	
Academic Core-Funded Staff ¹	123.3	41%		175.2	59%	
Professional, Management and Support Staff ²	164.6	65%		90.1	35%	
Research/Specialist Academic Staff ³	112.5	49%		117.1	51%	
Research/Specialist Professional, Management and Support Staff ³	136.3	71%		55.9	29%	

STAFF BY DISCIPLINE (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	93.8	48%	Arts Humanities Social Science Business and Law (AHSSBL)	102.7	52%
Science Engineering Technology Mathematics Medicine (STEMM)	26.5	30%	Science Engineering Technology Mathematics Medicine (STEMM)	63.0	70%
Other*	3.0	24%	Other*	9.5	76%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	20.5	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*	124.8	65%	Other*	66.1	35%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))					
	No. (WTE)	%	No. (WTE)	%	
Professor	11.3	29%	13.0	30%	Professor
Associate Professor	10.3	32%	14.0	37%	Associate Professor
Senior Lecturer	29.2	37%	32.5	39%	Senior Lecturer
Lecturer	61.2	46%	61.0	46%	Lecturer

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	118.0	40%	Full-Time	Permanent	175.0	60%
	Temporary/Contract	2.0	100%		Temporary/Contract	0.0	0%
Part-Time	Permanent	2.0	91%	Part-Time	Permanent	0.2	9%
	Temporary/Contract	1.3	100%		Temporary/Contract	0.0	0%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	2.0	18%	Full-Time	>€106,000	9.0	82%
	€76,000–€105,999	16.0	57%		€76,000–€105,999	12.0	43%
	€46,000–€75,999	72.0	63%		€46,000–€75,999	43.0	37%
	<€45,999	38.0	62%		<€45,999	23.0	38%
Part-Time	>€106,000	0.0	0%	Part-Time	>€106,000	0.0	0%
	€76,000–€105,999	5.0	100%		€76,000–€105,999	0.0	0%
	€46,000–€75,999	25.0	93%		€46,000–€75,999	2.0	7%
	<€45,999	40.0	91%		<€45,999	4.0	9%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	124.0	59%	Full-Time	Permanent	86.0	41%
	Temporary/Contract	4.0	80%		Temporary/Contract	1.0	20%
Part-Time	Permanent	36.3	92%	Part-Time	Permanent	3.1	8%
	Temporary/Contract	0.3	100%		Temporary/Contract	0.0	0%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2017)	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

⁴ Maynooth University were awarded Athena SWAN Bronze in the November 2017 round and received the results in April 2018.

* '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 2017)	WTE 1158.0	% of total staff Female Staff 54%		WTE 968.0	% of total staff Male Staff 46%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	14 (35%)	26 (65%)	36 (20%)	146 (80%)	3 (33%)	6 (66%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2017)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	320.9	44%	414.7	56%
Professional, Management and Support Staff ²	507.7	67%	249.2	33%
Research/Specialist Academic Staff ³	279.0	49%	285.2	51%
Research/Specialist Professional, Management and Support Staff ³	50.4	73%	18.9	27%

STAFF BY DISCIPLINE (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	180.4	48%	Arts Humanities Social Science Business and Law (AHSSBL)	195.0	52%
Science Engineering Technology Mathematics Medicine (STEMM)	130.6	38%	Science Engineering Technology Mathematics Medicine (STEMM)	210.6	62%
Other*	10.0	52%	Other*	9.2	48%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	91.0	82%	Arts Humanities Social Science Business and Law (AHSSBL)	20.0	18%
Science Engineering Technology Mathematics Medicine (STEMM)	82.1	60%	Science Engineering Technology Mathematics Medicine (STEMM)	55.9	40%
Other*	334.6	66%	Other*	173.4	34%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))						
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Professor	8.0	12%	7.7	12%	57.7	88%
Associate Professor	9.3	15%	10.8	17%	51.1	85%
Senior Lecturer	37.2	37%	50.5	43%	63.2	63%
Lecturer	199.7	52%	190.5	52%	183.0	48%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)						
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Full-Time	Permanent	241.0	42%	335.0	58%	
	Temporary/Contract	12.0	43%	16.0	57%	
Part-Time	Permanent	20.7	51%	20.1	49%	
	Temporary/Contract	7.1	67%	3.5	33%	
Hourly Paid	40.1	50%	40.1	50%		

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)						
	No. (HC)	%	No. (HC)	%	No. (HC)	%
Full-Time	>€106,000	4.0	21%	15.0	79%	
	€76,000-€105,999	30.0	57%	23.0	43%	
	€46,000-€75,999	194.0	63%	116.0	37%	
	<€45,999	168.0	68%	78.0	32%	
Part-Time	>€106,000	0.0	0%	0.0	0%	
	€76,000-€105,999	0.0	0%	0.0	0%	
	€46,000-€75,999	52.0	78%	15.0	22%	
	<€45,999	157.0	90%	18.0	10%	

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)						
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Full-Time	Permanent	380.0	63%	227.0	37%	
	Temporary/Contract	16.0	76%	5.0	24%	
Part-Time	Permanent	109.5	90%	12.4	10%	
	Temporary/Contract	2.2	31%	4.9	69%	
Hourly Paid	0.0	0%	0.0	0%		

ATHENA SWAN STATUS (2017)	BRONZE⁴	SILVER	GOLD
Institutional Athena SWAN awardees	Achieved	0	0
Departmental Athena SWAN awardees	1	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

⁴ NUI Galway were awarded Athena SWAN Bronze in the November 2017 round and received the results in April 2018.

* '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 President					
ALL STAFF BY GENDER (December 2017)	WTE 1706.1	% of total staff Female Staff 52%		WTE 1553.4	% of total staff Male Staff 48%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	13 (48%)	14 (52%)	17 (52%)	16 (48%)	6 (43%)	8 (57%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2017)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	304.7	45%	369.8	55%
Professional, Management and Support Staff ²	596.6	58%	429.9	42%
Research/Specialist Academic Staff ³	484.8	46%	563.5	54%
Research/Specialist Professional, Management and Support Staff ³	320.0	63%	190.2	37%

STAFF BY DISCIPLINE (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	120.0	46%	Arts Humanities Social Science Business and Law (AHSSBL)	138.7	54%
Science Engineering Technology Mathematics Medicine (STEMM)	184.7	44%	Science Engineering Technology Mathematics Medicine (STEMM)	231.1	56%
Other*	0.0	0%	Other*	0.0	0%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	68.1	90%	Arts Humanities Social Science Business and Law (AHSSBL)	7.5	10%
Science Engineering Technology Mathematics Medicine (STEMM)	156.8	61%	Science Engineering Technology Mathematics Medicine (STEMM)	99.1	39%
Other*	105.0	69%	Other*	48.0	31%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))						
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Professor	15.4	23%	18.2	27%	51.8	77%
Associate Professor	24.9	41%	27.7	43%	35.5	59%
Senior Lecturer	56.4	37%	60.8	39%	96.1	63%
Lecturer	167.1	49%	166.6	48%	173.0	51%
					48.2	73%
					36.6	57%
					95.9	61%
					178.1	52%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)							
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%	
Full-Time	Permanent	197.8	40%	298.4	60%	60.4	43%
	Temporary/Contract	80.3	57%	60.4	43%	5.7	32%
Part-Time	Permanent	11.9	68%	5.7	32%	5.4	27%
	Temporary/Contract	14.7	73%	5.4	27%	0.0	0%
Hourly Paid	0.0	0%	0.0	0%	0.0	0%	

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)						
	No. (HC)	%	No. (HC)	%	No. (HC)	%
Full-Time	>€106,000	8.0	35%	>€106,000	15.0	65%
	€76,000-€105,999	41.0	56%	€76,000-€105,999	32.0	44%
	€46,000-€75,999	170.0	49%	€46,000-€75,999	174.0	51%
	<€45,999	239.0	55%	<€45,999	193.0	45%
Part-Time	>€106,000	1.0	100%	>€106,000	0.0	0%
	€76,000-€105,999	16.0	89%	€76,000-€105,999	2.0	11%
	€46,000-€75,999	48.0	96%	€46,000-€75,999	2.0	4%
	<€45,999	220.0	85%	<€45,999	40.0	15%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)							
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%	
Full-Time	Permanent	256.1	46%	298.4	54%	108.0	37%
	Temporary/Contract	181.5	63%	108.0	37%	6.5	6%
Part-Time	Permanent	99.8	94%	6.5	6%	17.0	22%
	Temporary/Contract	59.2	78%	17.0	22%	0.0	0%
Hourly Paid	0.0	0%	0.0	0%	0.0	0%	

ATHENA SWAN STATUS (2017)	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 2017)	WTE 1485.2	% of total staff Female Staff 54%		WTE 1275.9	% of total staff Male Staff 46%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	16 (42%)	22 (58%)	67 (31%)	147 (69%)	5 (42%)	7 (58%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2017)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	334.2	44%	419.1	56%
Professional, Management and Support Staff ²	706.1	65%	377.2	35%
Research/Specialist Academic Staff ³	237.1	42%	329.4	58%
Research/Specialist Professional, Management and Support Staff ³	207.8	58%	150.1	42%

	STAFF BY DISCIPLINE (DECEMBER 2017)			STAFF BY DISCIPLINE (DECEMBER 2017)	
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	189.5	48%	Arts Humanities Social Science Business and Law (AHSSBL)	204.5	52%
Science Engineering Technology Mathematics Medicine (STEMM)	143.7	40%	Science Engineering Technology Mathematics Medicine (STEMM)	213.6	60%
Other*	1.0	50%	Other*	1.0	50%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	117.8	81%	Arts Humanities Social Science Business and Law (AHSSBL)	27.5	19%
Science Engineering Technology Mathematics Medicine (STEMM)	201.0	69%	Science Engineering Technology Mathematics Medicine (STEMM)	88.3	31%
Other*	387.3	60%	Other*	261.4	40%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))

	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Professor	13.5	19%	15.0	20%	58.5	81%	59.0	80%
Associate Professor	18.5	36%	20.5	43%	32.5	64%	26.8	57%
Senior Lecturer	41.3	32%	44.0	34%	88.6	68%	84.5	66%
Lecturer	228.8	52%	237.6	52%	212.1	48%	221.5	48%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)

		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	257.3	42%	Full-Time	Permanent	359.9	58%
	Temporary/Contract	52.7	58%		Temporary/Contract	38.3	42%
Part-Time	Permanent	16.1	52%	Part-Time	Permanent	15.0	48%
	Temporary/Contract	8.1	58%		Temporary/Contract	6.0	42%
Hourly Paid		0.0	0%	Hourly Paid		0.0	0%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)

		No. (HC)	%		No. (HC)	%	
Full-Time	>€106,000	6.0	35%	Full-Time	>€106,000	11.0	65%
	€76,000-€105,999	46.0	53%		€76,000-€105,999	41.0	47%
	€46,000-€75,999	191.0	56%		€46,000-€75,999	149.0	44%
	<€45,999	383.0	69%		<€45,999	172.0	31%
Part-Time	>€106,000	1.0	50%	Part-Time	>€106,000	1.0	50%
	€76,000-€105,999	6.0	100%		€76,000-€105,999	0.0	0%
	€46,000-€75,999	51.0	98%		€46,000-€75,999	1.0	2%
	<€45,999	154.0	92%		<€45,999	13.0	8%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)

		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	508.5	61%	Full-Time	Permanent	320.0	39%
	Temporary/Contract	79.1	62%		Temporary/Contract	48.8	38%
Part-Time	Permanent	98.1	96%	Part-Time	Permanent	3.9	4%
	Temporary/Contract	20.4	82%		Temporary/Contract	4.6	18%
Hourly Paid		0.0	0%	Hourly Paid		0.0	0%

ATHENA SWAN STATUS (2017)	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 Dublin – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2017)	WTE 1925.2	% of total staff Female Staff 55%		WTE 1547.1	% of total staff Male Staff 45%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	8 (21%)	31 (79%)	134 (32%)	279 (68%)	4 (36%)	7 (64%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2017)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	436.3	43%	580.7	57%
Professional, Management and Support Staff ²	655.2	62%	400.1	38%
Research/Specialist Academic Staff ³	310.1	49%	317.5	51%
Research/Specialist Professional, Management and Support Staff ³	523.6	68%	248.8	32%

STAFF BY DISCIPLINE (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	192.7	47%	Arts Humanities Social Science Business and Law (AHSSBL)	218.5	53%
Science Engineering Technology Mathematics Medicine (STEMM)	237.6	40%	Science Engineering Technology Mathematics Medicine (STEMM)	354.9	60%
Other*	6.0	45%	Other*	7.4	55%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	98.5	78%	Arts Humanities Social Science Business and Law (AHSSBL)	27.3	22%
Science Engineering Technology Mathematics Medicine (STEMM)	199.1	62%	Science Engineering Technology Mathematics Medicine (STEMM)	120.3	38%
Other*	357.5	59%	Other*	252.4	41%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))									
	No. (WTE)	%	No. (WTE)	%		No. (WTE)	%	No. (WTE)	%
Professor	36.7	23%	40.7	25%	Professor	121.4	77%	124.9	75%
Associate Professor	24.9	30%	24.9	29%	Associate Professor	56.9	70%	61.5	71%
Senior Lecturer	89.7	38%	99.7	41%	Senior Lecturer	143.6	62%	141.8	59%
Lecturer	281.5	50%	282.0	49%	Lecturer	283.0	50%	293.1	51%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	367.0	41%	Full-Time	Permanent	531.9	59%
	Temporary/Contract	41.2	53%		Temporary/Contract	36.0	47%
Part-Time	Permanent	19.6	68%	Part-Time	Permanent	9.0	32%
	Temporary/Contract	8.5	69%		Temporary/Contract	3.7	31%
Hourly Paid		0.0	0%	Hourly Paid		0.0	0%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)					
	No. (HC)	%		No. (HC)	%
Full-Time	>€106,000	35%	Full-Time	>€106,000	65%
	€76,000–€105,999	61%		€76,000–€105,999	39%
	€46,000–€75,999	57%		€46,000–€75,999	43%
	<€45,999	66%		<€45,999	34%
Part-Time	>€106,000	40%	Part-Time	>€106,000	60%
	€76,000–€105,999	84%		€76,000–€105,999	16%
	€46,000–€75,999	83%		€46,000–€75,999	17%
	<€45,999	89%		<€45,999	11%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	492.5	59%	Full-Time	Permanent	336.1	41%
	Temporary/Contract	81.0	61%		Temporary/Contract	51.2	39%
Part-Time	Permanent	72.1	90%	Part-Time	Permanent	7.7	10%
	Temporary/Contract	9.5	65%		Temporary/Contract	5.0	35%
Hourly Paid		0.0	0%	Hourly Paid		0.0	0%

ATHENA SWAN STATUS (2017)	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 2017)	WTE 818.8	% of total staff Female Staff 52%		WTE 749.8	% of total staff Male Staff 48%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	14 (50%)	14 (50%)	20 (37%)	34 (63%)	6 (43%)	8 (57%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2017)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	266.3	47%	305.2	53%
Professional, Management and Support Staff ²	254.4	64%	143.0	36%
Research/Specialist Academic Staff ³	171.0	44%	220.1	56%
Research/Specialist Professional, Management and Support Staff ³	127.1	61%	81.5	39%

	STAFF BY DISCIPLINE (DECEMBER 2017)			STAFF BY DISCIPLINE (DECEMBER 2017)	
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	128.2	56%	Arts Humanities Social Science Business and Law (AHSSBL)	98.9	44%
Science Engineering Technology Mathematics Medicine (STEMM)	138.1	40%	Science Engineering Technology Mathematics Medicine (STEMM)	206.3	60%
Other**	0.0	0%	Other**	0.0	0%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	45.8	81%	Arts Humanities Social Science Business and Law (AHSSBL)	10.8	19%
Science Engineering Technology Mathematics Medicine (STEMM)	80.4	57%	Science Engineering Technology Mathematics Medicine (STEMM)	59.5	43%
Other**	128.1	64%	Other**	72.8	36%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))

	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Professor	18.3	31%	19.0	31%	41.3	69%	43.0	69%
Associate Professor	14.3	32%	19.0	36%	31.0	68%	34.0	64%
Senior Lecturer	54.7	43%	58.0	45%	72.0	57%	71.0	55%
Lecturer	156.2	48%	160.5	49%	169.3	52%	167.0	51%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)

		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	165.0	43%	Full-Time	Permanent	219.0	57%
	Temporary/Contract	82.0	56%		Temporary/Contract	65.0	44%
Part-Time	Permanent	4.5	53%	Part-Time	Permanent	4.0	47%
	Temporary/Contract	15.5	48%		Temporary/Contract	16.5	52%
Hourly Paid		0.0	0%	Hourly Paid		0.0	0%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)

		No. (HC)	%		No. (HC)	%	
Full-Time	>€106,000	1.0	25%	Full-Time	>€106,000	3.0	75%
	€76,000-€105,999	21.0	57%		€76,000-€105,999	16.0	43%
	€46,000-€75,999	93.0	58%		€46,000-€75,999	66.0	42%
	<€45,999	158.0	77%		<€45,999	48.0	23%
Part-Time	>€106,000	0.0	0%	Part-Time	>€106,000	0.0	0%
	€76,000-€105,999	2.0	100%		€76,000-€105,999	0.0	0%
	€46,000-€75,999	15.0	94%		€46,000-€75,999	1.0	6%
	<€45,999	31.0	78%		<€45,999	9.0	23%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)**

		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	250.0	70%	Full-Time	Permanent	108.0	30%
	Temporary/Contract	11.0	73%		Temporary/Contract	4.0	27%
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 (2017)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	Achieved	0	0
Departmental Athena SWAN awardees	5	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 UL WTE positions recorded in the 'Staff by Category of Post' and 'Professional, Management and Support Staff by Contract Type'



COLLEGES

Mary Immaculate College, Limerick – Institutional staff profiles by gender

LEADER	Male President (Acting)					
ALL STAFF BY GENDER (December 2017)	WTE 227.8	% of total staff Female Staff 67%		WTE 113.9	% of total staff Male Staff 33%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	4 (22%)	14 (78%)	16 (40%)	24 (60%)	1 (14%)	6 (86%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2017)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	86.3	57%	64.1	43%
Professional, Management and Support Staff ²	115.4	73%	42.7	27%
Research/Specialist Academic Staff ³	16.5	89%	2.0	11%
Research/Specialist Professional, Management and Support Staff ³	9.6	66%	5.0	34%

STAFF BY DISCIPLINE (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	86.3	57%	Arts Humanities Social Science Business and Law (AHSSBL)	64.1	43%
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%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	23.5	92%	Arts Humanities Social Science Business and Law (AHSSBL)	2.0	8%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other**	91.9	69%	Other**	40.7	31%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))						
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Senior Lecturer [~]	17.5	53%	19.5	57%	15.7	47%
Lecturer [^]	58.2	62%	59.8	61%	35.8	38%
					15.0	43%
					37.7	39%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)					
	No. (WTE)		No. (WTE)		%
Full-Time	Permanent	78.0	58.0	43%	
	Temporary/Contract	2.0	3.0	60%	
Part-Time	Permanent	2.3	0.7	23%	
	Temporary/Contract	0.5	0.0	0%	
Hourly Paid		3.6	2.4	41%	

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)					
	No. (HC)		No. (HC)		%
Full-Time	>€106,000	0.0	5.0	100%	
	€76,000-€105,999	1.0	5.0	83%	
	€46,000-€75,999	34.0	12.0	26%	
	<€45,999	65.0	19.0	23%	
Part-Time	>€106,000	0.0	0.0	0%	
	€76,000-€105,999	2.0	0.0	0%	
	€46,000-€75,999	4.0	1.0	20%	
	<€45,999	27.0	3.0	10%	

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)					
	No. (WTE)		No. (WTE)		%
Full-Time	Permanent	91.0	36.0	28%	
	Temporary/Contract	9.0	5.0	36%	
Part-Time	Permanent	13.8	1.2	8%	
	Temporary/Contract	1.6	0.5	24%	
Hourly Paid		0.0	0.0	0%	

ATHENA SWAN STATUS (2017)	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

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

LEADER	Female Director					
ALL STAFF BY GENDER (December 2017)	WTE 71.9	% of total staff Female Staff 55%		WTE 60.0	% of total staff Male Staff 45%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY¹		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
			11 (50%)	11 (50%)	6 (60%)	4 (40%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ²	37.1	55%	Academic Core-Funded Staff ¹	29.8	45%
Professional, Management and Support Staff ³	34.4	54%	Professional, Management and Support Staff ²	29.0	46%
Research/Specialist Academic Staff ⁴	0.4	25%	Research/Specialist Academic Staff ³	1.2	75%
Research/Specialist Professional, Management and Support Staff ⁴	0.0	0%	Research/Specialist Professional, Management and Support Staff ⁴	0.0	0%

STAFF BY DISCIPLINE (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	31.9	54%	Arts Humanities Social Science Business and Law (AHSSBL)	27.6	46%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	5.2	71%	Other*	2.2	29%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	12.9	56%	Arts Humanities Social Science Business and Law (AHSSBL)	10.0	44%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	21.5	53%	Other*	19.0	47%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))						
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Senior Lecturer~	6.3	42%	6.0	38%	8.6	58%
Lecturer^	13.0	60%	15.0	64%	8.8	40%
					9.8	62%
					8.3	36%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	21.0	53%	Full-Time	Permanent	19.0	48%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Part-Time	Permanent	7.5	55%	Part-Time	Permanent	6.1	45%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid		17.9	95%	Hourly Paid		0.9	5%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0.0	0%	Full-Time	>€106,000	2.0	100%
	€76,000-€105,999	4.0	31%		€76,000-€105,999	9.0	69%
	€46,000-€75,999	11.0	73%		€46,000-€75,999	4.0	27%
	<€45,999	15.0	63%		<€45,999	9.0	38%
Part-Time	>€106,000	0.0	0%	Part-Time	>€106,000	0.0	0%
	€76,000-€105,999	0.0	0%		€76,000-€105,999	0.0	0%
	€46,000-€75,999	2.0	100%		€46,000-€75,999	0.0	0%
	<€45,999	11.0	100%		<€45,999	0.0	0%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)***							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	21.0	57%	Full-Time	Permanent	16.0	43%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Part-Time	Permanent	7.6	79%	Part-Time	Permanent	2.0	21%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid		1.2	52%	Hourly Paid		1.1	48%

ATHENA SWAN STATUS (2017)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

¹ NCAD did not return gender breakdown for 'Governing Authority/Body'

² 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

³ This refers to administration/support staff

⁴ 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 WTE positions recorded in the 'Staff by Category of Post' and 'Core-Funded Staff by Contract Type'

*** There are inconsistencies in NCAD WTE positions recorded in the 'Staff by Category of Post' and 'Professional, Management and Support Staff by Contract Type'

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

^ Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

Royal College of Surgeons in Ireland – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2017)	WTE 502.0	% of total staff Female Staff 65%		WTE 272.0	% of total staff Male Staff 35%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	4 (19%)	17 (81%)	26 (32%)	55 (68%)	3 (30%)	7 (70%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2017)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	78.0	51%	76.0	49%
Professional, Management and Support Staff ²	272.0	70%	117.0	30%
Research/Specialist Academic Staff ³	62.0	53%	55.0	47%
Research/Specialist Professional, Management and Support Staff ³	90.0	79%	24.0	21%

STAFF BY DISCIPLINE (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			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)	78.0	51%	Science Engineering Technology Mathematics Medicine (STEMM)	76.0	49%
Other*	0.0	0%	Other*	0.0	0%
Professional, Management and Support Staff			Professional, Management and Support 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)	272.0	70%	Science Engineering Technology Mathematics Medicine (STEMM)	117.0	30%
Other*	0.0	0%	Other*	0.0	0%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))						
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Professor	5.0	17%	5.3	19%	23.5	83%
Assistant Professor	9.5	48%	10.5	45%	10.4	52%
Senior Lecturer	19.4	58%	22.8	64%	14.2	42%
Lecturer	30.9	69%	32.8	69%	14.0	31%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)						
	No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	55.0	53%	Permanent	49.0	47%
	Temporary/Contract	8.0	89%	Temporary/Contract	1.0	11%
Part-Time	Permanent	13.0	34%	Permanent	25.0	66%
	Temporary/Contract	2.0	67%	Temporary/Contract	1.0	33%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%	

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)						
	No. (HC)	%		No. (HC)	%	
Full-Time	>€106,000	12.0	46%	>€106,000	14.0	54%
	€76,000–€105,999	15.0	45%	€76,000–€105,999	18.0	55%
	€46,000–€75,999	84.0	65%	€46,000–€75,999	45.0	35%
	<€45,999	123.0	79%	<€45,999	33.0	21%
Part-Time	>€106,000	1.0	100%	>€106,000	0.0	0%
	€76,000–€105,999	0.0	0%	€76,000–€105,999	0.0	0%
	€46,000–€75,999	5.0	91%	€46,000–€75,999	1.0	9%
	<€45,999	12.0	78%	<€45,999	4.0	22%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)						
	No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	211.0	69%	Permanent	96.0	31%
	Temporary/Contract	23.0	62%	Temporary/Contract	14.0	38%
Part-Time	Permanent	27.0	87%	Permanent	4.0	13%
	Temporary/Contract	11.0	79%	Temporary/Contract	3.0	21%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%	

ATHENA SWAN STATUS (2017)	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

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

LEADER		Female President				
ALL STAFF BY GENDER (December 2017)	WTE	% of total staff Female Staff	WTE	% of total staff Male Staff		
	85.7	78%	23.8	22%		
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	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%)	4 (67%)	2 (33%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	48.1	84%	Academic Core-Funded Staff ¹	9.1	16%
Professional, Management and Support Staff ²	37.6	72%	Professional, Management and Support Staff ²	14.7	28%
Research/Specialist Academic Staff ³	0.0	0%	Research/Specialist Academic Staff ³	0.0	0%
Research/Specialist Professional, Management and Support Staff ³	0.0	0%	Research/Specialist Professional, Management and Support Staff ³	0.0	0%

STAFF BY DISCIPLINE (DECEMBER 2017)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
	No. (WTE)	%		No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	33.1	87%	Arts Humanities Social Science Business and Law (AHSSBL)	5.1	13%
Science Engineering Technology Mathematics Medicine (STEMM)	12.0	86%	Science Engineering Technology Mathematics Medicine (STEMM)	2.0	14%
Other*	3.0	60%	Other*	2.0	40%
Professional, Management and Support Staff			Professional, Management and Support Staff		
	No. (WTE)	%		No. (WTE)	%
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)	5.7	100%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	20.6	60%	Other*	13.7	40%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))						
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Senior Lecturer [~]	2.7	89%	3.0	100%	0.3	11%
Lecturer [^]	44.0	85%	45.1	83%	7.6	15%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	41.0	91%	Full-Time	Permanent	4.0	9%
	Temporary/Contract	6.0	75%	Full-Time	Temporary/Contract	2.0	25%
Part-Time	Permanent	1.5	80%	Part-Time	Permanent	0.4	20%
	Temporary/Contract	1.7	70%	Part-Time	Temporary/Contract	0.7	30%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0.0	0%	Full-Time	>€106,000	0.0	0%
	€76,000-€105,999	1.0	25%	Full-Time	€76,000-€105,999	3.0	75%
	€46,000-€75,999	5.0	45%	Full-Time	€46,000-€75,999	6.0	55%
	<€45,999	25.0	86%	Full-Time	<€45,999	4.0	14%
Part-Time	>€106,000	0.0	0%	Part-Time	>€106,000	0.0	0%
	€76,000-€105,999	0.0	0%	Part-Time	€76,000-€105,999	0.0	0%
	€46,000-€75,999	0.0	0%	Part-Time	€46,000-€75,999	0.0	0%
	<€45,999	14.0	82%	Part-Time	<€45,999	3.0	18%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	23.0	68%	Full-Time	Permanent	11.0	32%
	Temporary/Contract	7.0	78%	Full-Time	Temporary/Contract	2.0	22%
Part-Time	Permanent	3.3	100%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	4.2	71%	Part-Time	Temporary/Contract	1.7	29%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2017)	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 St Angela'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



INSTITUTE OF TECHNOLOGY

Athlone Institute of Technology – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2017)	WTE 267.9	% of total staff Female Staff 50%	WTE 266.9	% of total staff Male Staff 50%		
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	7 (39%)	11 (61%)	11 (39%)	17 (61%)	2 (20%)	8 (80%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2017)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	130.3	47%	144.2	53%
Professional, Management and Support Staff ²	110.7	62%	68.8	38%
Research/Specialist Academic Staff ³	10.0	44%	12.9	56%
Research/Specialist Professional, Management and Support Staff ³	16.9	29%	40.9	71%

	STAFF BY DISCIPLINE (DECEMBER 2017)			STAFF BY DISCIPLINE (DECEMBER 2017)	
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	35.9	45%	Arts Humanities Social Science Business and Law (AHSSBL)	43.8	55%
Science Engineering Technology Mathematics Medicine (STEMM)	94.3	48%	Science Engineering Technology Mathematics Medicine (STEMM)	100.5	52%
Other*	0.0	0%	Other*	0.0	0%
Professional, Management and Support Staff			Professional, Management and Support 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)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	110.7	62%	Other*	68.8	38%

	ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))			
	No. (WTE)	%	No. (WTE)	%
Senior Lecturer ⁻	2.3	15%	3.0	19%
Lecturer [^]	90.4	48%	86.8	47%
Assistant Lecturer	29.1	54%	37.1	58%
Senior Lecturer ⁻	13.0	85%	13.0	81%
Lecturer [^]	99.0	52%	99.0	53%
Assistant Lecturer	25.1	46%	26.7	42%

	ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)				
	No. (WTE)	%	No. (WTE)	%	
Full-Time	Permanent	99.8	45%	120.0	55%
	Temporary/Contract	11.0	69%	5.0	31%
Part-Time	Permanent	7.5	54%	6.5	46%
	Temporary/Contract	12.1	49%	12.8	51%
Hourly Paid	0.0	0%	0.0	0%	

	PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)				
	No. (HC)	%	No. (HC)	%	
Full-Time	>€106,000	0.0	0%	2.0	100%
	€76,000-€105,999	7.0	50%	7.0	50%
	€46,000-€75,999	42.0	65%	23.0	35%
	<€45,999	51.0	73%	19.0	27%
Part-Time	>€106,000	0.0	0%	0.0	0%
	€76,000-€105,999	0.0	0%	0.0	0%
	€46,000-€75,999	1.0	100%	0.0	0%
	<€45,999	69.0	68%	32.0	32%

	PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)				
	No. (WTE)	%	No. (WTE)	%	
Full-Time	Permanent	80.8	65%	42.7	35%
	Temporary/Contract	4.6	36%	8.0	64%
Part-Time	Permanent	8.2	47%	9.2	53%
	Temporary/Contract	17.2	66%	9.0	34%
Hourly Paid	0.0	0%	0.0	0%	

ATHENA SWAN STATUS (2017)	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 2017)	WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
	812.9	46%		966.9	54%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	7 (35%)	13 (65%)	28 (33%)	57 (67%)	1 (11%)	8 (89%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2017)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	362.3	40%	548.5	60%
Professional, Management and Support Staff ²	370.5	52%	340.7	48%
Research/Specialist Academic Staff ³	41.9	42%	56.8	58%
Research/Specialist Professional, Management and Support Staff ³	38.2	65%	21.0	35%

STAFF BY DISCIPLINE (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	207.1	52%	Arts Humanities Social Science Business and Law (AHSSBL)	191.5	48%
Science Engineering Technology Mathematics Medicine (STEMM)	151.9	30%	Science Engineering Technology Mathematics Medicine (STEMM)	348.8	70%
Other*	3.3	29%	Other*	8.2	71%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	48.2	61%	Arts Humanities Social Science Business and Law (AHSSBL)	30.3	39%
Science Engineering Technology Mathematics Medicine (STEMM)	58.6	43%	Science Engineering Technology Mathematics Medicine (STEMM)	78.0	57%
Other*	263.7	53%	Other*	232.3	47%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))						
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Senior Lecturer [~]	52.0	35%	60.0	37%	97.3	65%
Lecturer [^]	187.8	40%	184.2	40%	287.2	60%
Assistant Lecturer	89.7	42%	96.7	41%	125.2	58%
					138.4	59%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	299.0	39%	Permanent	468.0	61%	
	Temporary/Contract	13.0	39%	Temporary/Contract	20.0	61%	
Part-Time	Permanent	26.9	48%	Permanent	28.9	52%	
	Temporary/Contract	5.0	50%	Temporary/Contract	5.0	50%	
Hourly Paid		18.4	41%	Hourly Paid		26.6	59%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)						
	No. (HC)	%		No. (HC)	%	
Full-Time	>€106,000	0.0	0%	>€106,000	5.0	100%
	€76,000-€105,999	22.0	47%	€76,000-€105,999	25.0	53%
	€46,000-€75,999	94.0	47%	€46,000-€75,999	108.0	53%
	<€45,999	179.0	49%	<€45,999	183.0	51%
Part-Time	>€106,000	0.0	0%	>€106,000	0.0	0%
	€76,000-€105,999	1.0	100%	€76,000-€105,999	0.0	0%
	€46,000-€75,999	3.0	75%	€46,000-€75,999	1.0	25%
	<€45,999	298.0	63%	<€45,999	176.0	37%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	243.0	47%	Permanent	275.0	53%	
	Temporary/Contract	52.0	53%	Temporary/Contract	46.0	47%	
Part-Time	Permanent	47.3	90%	Permanent	5.4	10%	
	Temporary/Contract	11.9	83%	Temporary/Contract	2.5	17%	
Hourly Paid		16.2	58%	Hourly Paid		11.7	42%

ATHENA SWAN STATUS (2017)			
	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

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

LEADER	Female President					
ALL STAFF BY GENDER (December 2017)	WTE 107.8	% of total staff Female Staff 50%		WTE 106.9	% of total staff Male Staff 50%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	10 (53%)	9 (47%)	13 (65%)	7 (35%)	3 (50%)	3 (50%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (DECEMBER 2017)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	53.3	46%	62.9	54%
Professional, Management and Support Staff ²	47.9	60%	32.6	40%
Research/Specialist Academic Staff ³	5.3	41%	7.7	59%
Research/Specialist Professional, Management and Support Staff ³	1.3	26%	3.7	74%

STAFF BY DISCIPLINE (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	19.9	71%	Arts Humanities Social Science Business and Law (AHSSBL)	8.0	29%
Science Engineering Technology Mathematics Medicine (STEMM)	33.4	38%	Science Engineering Technology Mathematics Medicine (STEMM)	53.9	62%
Other*	0.0	0%	Other*	1.0	100%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	1.5	100%	Arts Humanities Social Science Business and Law (AHSSBL)	0.0	0%
Science Engineering Technology Mathematics Medicine (STEMM)	3.4	100%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	43.0	57%	Other*	32.6	43%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))

	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Senior Lecturer [~]	7.1	43%	9.0	38%	9.3	57%	15.0	63%
Lecturer [^]	65.4	49%	136.0	49%	67.8	51%	139.7	51%
Assistant Lecturer	16.8	43%	24.0	39%	22.0	57%	37.0	61%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)

	No. (WTE)	%	No. (WTE)	%	
Full-Time	Permanent	37.6	44%	47.8	56%
	Temporary/Contract	0.0	0%	0.0	0%
Part-Time	Permanent	8.3	58%	5.9	42%
	Temporary/Contract	4.1	59%	2.9	41%
Hourly Paid	3.3	34%	6.3	66%	

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)

	No. (HC)	%	No. (HC)	%	
Full-Time	>€106,000	1.0	33%	2.0	67%
	€76,000-€105,999	5.0	56%	4.0	44%
	€46,000-€75,999	17.0	61%	11.0	39%
	<€45,999	7.0	30%	16.0	70%
Part-Time	>€106,000	0.0	0%	0.0	0%
	€76,000-€105,999	1.0	0%	0.0	0%
	€46,000-€75,999	5.0	100%	0.0	0%
	<€45,999	35.0	69%	16.0	31%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)

	No. (WTE)	%	No. (WTE)	%	
Full-Time	Permanent	25.0	45%	31.0	55%
	Temporary/Contract	7.0	78%	2.0	22%
Part-Time	Permanent	10.7	96%	0.5	4%
	Temporary/Contract	2.5	80%	0.6	20%
Hourly Paid	0.9	76%	0.3	24%	

ATHENA SWAN STATUS (2017)	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

Dundalk Institute of Technology – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2017)	WTE 246.8	% of total staff Female Staff 50%		WTE 250.1	% of total staff Male Staff 50%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	7 (39%)	11 (61%)	21 (42%)	29 (58%)	4 (50%)	4 (50%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2017)						
	No. (WTE)	%		No. (WTE)	%	
Academic Core-Funded Staff ¹	120.2	45%		149.5	55%	
Professional, Management and Support Staff ²	88.4	56%		69.2	44%	
Research/Specialist Academic Staff ³	15.7	45%		19.4	55%	
Research/Specialist Professional, Management and Support Staff ³	22.5	65%		12.0	35%	

STAFF BY DISCIPLINE (DECEMBER 2017)						
	No. (WTE)	%		No. (WTE)	%	
Academic Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)	42.1	62%		25.7	38%	
Science Engineering Technology Mathematics Medicine (STEMM)	77.2	39%		122.8	61%	
Other*	0.9	47%		1.0	53%	
Professional, Management and Support Staff						
Arts Humanities Social Science Business and Law (AHSSBL)	3.3	77%		1.0	23%	
Science Engineering Technology Mathematics Medicine (STEMM)	18.3	49%		19.3	51%	
Other*	66.8	58%		48.9	42%	

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))						
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Senior Lecturer ⁻	9.0	34%	8.9	33%	17.0	66%
Lecturer [^]	87.8	44%	87.9	45%	109.7	56%
Assistant Lecturer	20.9	51%	22.8	49%	20.2	49%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	109.6	43%	Full-Time	Permanent	142.8	57%
	Temporary/Contract	5.0	71%		Temporary/Contract	2.0	29%
Part-Time	Permanent	5.0	53%	Part-Time	Permanent	4.4	47%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid	0.7	64%	Hourly Paid	0.4	36%		

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0.0	0%	Full-Time	>€106,000	1.0	100%
	€76,000-€105,999	6.0	55%		€76,000-€105,999	5.0	45%
	€46,000-€75,999	47.0	57%		€46,000-€75,999	35.0	43%
	<€45,999	49.0	61%		<€45,999	31.0	39%
Part-Time	>€106,000	0.0	0%	Part-Time	>€106,000	0.0	0%
	€76,000-€105,999	0.0	0%		€76,000-€105,999	0.0	0%
	€46,000-€75,999	0.0	0%		€46,000-€75,999	0.0	0%
	<€45,999	44.0	72%		<€45,999	17.0	28%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	79.0	54%	Full-Time	Permanent	67.4	46%
	Temporary/Contract	4.4	76%		Temporary/Contract	1.4	24%
Part-Time	Permanent	4.2	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 (2017)	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 2017)	WTE 376.1	% of total staff Female Staff 55%	WTE 304.3	% of total staff Male Staff 45%		
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	7 (39%)	11 (61%)	15 (33%)	30 (67%)	1 (11%)	8 (89%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	170.2	45%	Academic Core-Funded Staff ¹	204.0	55%
Professional, Management and Support Staff ²	181.8	69%	Professional, Management and Support Staff ²	81.9	31%
Research/Specialist Academic Staff ³	12.4	57%	Research/Specialist Academic Staff ³	9.3	43%
Research/Specialist Professional, Management and Support Staff ³	11.7	57%	Research/Specialist Professional, Management and Support Staff ³	9.0	43%

STAFF BY DISCIPLINE (DECEMBER 2017)					
Academic Core-Funded Staff	No. (WTE)	%	Academic Core-Funded Staff	No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	41.9	48%	Arts Humanities Social Science Business and Law (AHSSBL)	46.2	52%
Science Engineering Technology Mathematics Medicine (STEMM)	61.2	37%	Science Engineering Technology Mathematics Medicine (STEMM)	102.2	63%
Other*	67.1	55%	Other*	55.6	45%
Professional, Management and Support Staff	No. (WTE)	%	Professional, Management and Support Staff	No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	6.0	68%	Arts Humanities Social Science Business and Law (AHSSBL)	2.8	32%
Science Engineering Technology Mathematics Medicine (STEMM)	16.1	43%	Science Engineering Technology Mathematics Medicine (STEMM)	21.6	57%
Other*	159.7	74%	Other*	57.5	26%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))						
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Senior Lecturer [~]	8.0	30%	9.0	32%	19.0	70%
Lecturer [^]	132.0	49%	136.0	49%	137.9	51%
Assistant Lecturer	22.1	39%	24.0	39%	34.3	61%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)							
		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	145.8	46%	Full-Time	Permanent	169.9	54%
	Temporary/Contract	17.5	40%		Temporary/Contract	26.0	60%
Part-Time	Permanent	0.0	0%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	3.4	52%		Temporary/Contract	3.1	48%
Hourly Paid		3.5	41%	Hourly Paid		5.0	59%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)							
		No. (HC)	%		No. (HC)	%	
Full-Time	>€106,000	0.0	0%	Full-Time	>€106,000	3.0	100%
	€76,000–€105,999	4.0	67%		€76,000–€105,999	2.0	33%
	€46,000–€75,999	50.0	56%		€46,000–€75,999	40.0	44%
	<€45,999	105.0	75%		<€45,999	35.0	25%
Part-Time	>€106,000	0.0	0%	Part-Time	>€106,000	0.0	0%
	€76,000–€105,999	0.0	0%		€76,000–€105,999	0.0	0%
	€46,000–€75,999	0.0	0%		€46,000–€75,999	0.0	0%
	<€45,999	148.0	59%		<€45,999	102.0	41%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)							
		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	106.3	65%	Full-Time	Permanent	56.2	35%
	Temporary/Contract	34.7	63%		Temporary/Contract	20.2	37%
Part-Time	Permanent	2.0	100%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	2.0	100%		Temporary/Contract	0.0	0%
Hourly Paid		38.7	87%	Hourly Paid		5.6	13%

ATHENA SWAN STATUS (2017)	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, Blanchardstown – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2017)	WTE 127.3	% of total staff Female Staff 48%		WTE 135.4	% of total staff Male Staff 52%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	8 (42%)	11 (58%)	12 (36%)	21 (64%)	3 (43%)	4 (57%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2017)						
	No. (WTE)	%		No. (WTE)	%	
Academic Core-Funded Staff ¹	49.1	40%		74.7	60%	
Professional, Management and Support Staff ²	42.8	60%		28.5	40%	
Research/Specialist Academic Staff ³	18.9	46%		22.2	54%	
Research/Specialist Professional, Management and Support Staff ³	16.5	62%		10.0	38%	

STAFF BY DISCIPLINE (DECEMBER 2017)						
	No. (WTE)	%		No. (WTE)	%	
Academic Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)	33.7	56%		27.0	44%	
Science Engineering Technology Mathematics Medicine (STEMM)	15.4	24%		47.7	76%	
Other*	0.0	0%		0.0	0%	
Professional, Management and Support Staff						
Arts Humanities Social Science Business and Law (AHSSBL)	0.0	0%		0.0	0%	
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%		0.0	0%	
Other*	42.8	60%		28.5	40%	

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))						
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Senior Lecturer [~]	6.5	49%	9.0	56%	6.7	51%
Lecturer [^]	19.4	24%	20.2	25%	62.7	76%
Assistant Lecturer	21.7	73%	19.9	75%	7.9	27%
					6.7	25%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)**						
		No. (WTE)	%		No. (WTE)	%
Full-Time	Permanent	33.0	31%		74.0	69%
	Temporary/Contract	13.0	93%		1.0	7%
Part-Time	Permanent	2.1	75%		0.7	25%
	Temporary/Contract	0.0	0%		0.0	0%
Hourly Paid		0.0	0%		0.0	0%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)						
		No. (HC)	%		No. (HC)	%
Full-Time	>€106,000	2.0	50%		2.0	50%
	€76,000-€105,999	7.0	64%		4.0	36%
	€46,000-€75,999	15.0	56%		12.0	44%
	<€45,999	6.0	38%		10.0	63%
Part-Time	>€106,000	0.0	0%		0.0	0%
	€76,000-€105,999	0.0	0%		0.0	0%
	€46,000-€75,999	2.0	100%		0.0	0%
	<€45,999	17.0	94%		1.0	6%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)**						
		No. (WTE)	%		No. (WTE)	%
Full-Time	Permanent	25.0	47%		28.0	53%
	Temporary/Contract	3.0	50%		3.0	50%
Part-Time	Permanent	0.5	4%		11.8	96%
	Temporary/Contract	0.0	0%		0.0	0%
Hourly Paid		0.0	0%		0.0	0%

ATHENA SWAN STATUS (2017)	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 ITB 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, Carlow – Institutional staff profiles by gender

LEADER		Female President				
ALL STAFF BY GENDER (December 2017)	WTE 230.6	% of total staff Female Staff 51%		WTE 222.7	% of total staff Male Staff 49%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	9 (47%)	10 (53%)	29 (47%)	32 (53%)	3 (33%)	6 (67%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	98.7	42%	Academic Core-Funded Staff ¹	138.5	58%
Professional, Management and Support Staff ²	75.8	62%	Professional, Management and Support Staff ²	45.5	38%
Research/Specialist Academic Staff ³	26.4	46%	Research/Specialist Academic Staff ³	30.8	54%
Research/Specialist Professional, Management and Support Staff ³	29.7	79%	Research/Specialist Professional, Management and Support Staff ³	7.9	21%

STAFF BY DISCIPLINE (DECEMBER 2017)					
Academic Core-Funded Staff	No. (WTE)	%	Academic Core-Funded Staff	No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	44.8	68%	Arts Humanities Social Science Business and Law (AHSSBL)	21.1	32%
Science Engineering Technology Mathematics Medicine (STEMM)	40.0	28%	Science Engineering Technology Mathematics Medicine (STEMM)	101.5	72%
Other*	0.0	0%	Other*	0.0	0%
Professional, Management and Support Staff	No. (WTE)	%	Professional, Management and Support Staff	No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	3.0	75%	Arts Humanities Social Science Business and Law (AHSSBL)	1.0	25%
Science Engineering Technology Mathematics Medicine (STEMM)	6.4	34%	Science Engineering Technology Mathematics Medicine (STEMM)	12.6	66%
Other*	61.7	67%	Other*	30.9	33%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))					
	No. (WTE)	%	No. (WTE)	%	
Senior Lecturer ⁻	4.7	33%	5.0	36%	Senior Lecturer ⁻
Lecturer [^]	68.1	44%	74.0	44%	Lecturer [^]
Assistant Lecturer	20.9	37%	17.9	33%	Assistant Lecturer

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)							
		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	71.0	43%	Full-Time	Permanent	95.0	57%
	Temporary/Contract	10.0	26%		Temporary/Contract	29.0	74%
Part-Time	Permanent	12.1	56%	Part-Time	Permanent	9.6	44%
	Temporary/Contract	4.8	52%		Temporary/Contract	4.4	48%
Hourly Paid		0.8	59%	Hourly Paid		0.5	41%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)							
		No. (HC)	%		No. (HC)	%	
Full-Time	>€106,000	1.0	25%	Full-Time	>€106,000	3.0	75%
	€76,000-€105,999	5.0	42%		€76,000-€105,999	7.0	58%
	€46,000-€75,999	20.0	47%		€46,000-€75,999	23.0	53%
	<€45,999	20.0	74%		<€45,999	7.0	26%
Part-Time	>€106,000	0.0	0%	Part-Time	>€106,000	0.0	0%
	€76,000-€105,999	0.0	0%		€76,000-€105,999	0.0	0%
	€46,000-€75,999	6.0	75%		€46,000-€75,999	2.0	25%
	<€45,999	117.0	84%		<€45,999	22.0	16%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)							
		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	34.0	52%	Full-Time	Permanent	31.0	48%
	Temporary/Contract	12.0	57%		Temporary/Contract	9.0	43%
Part-Time	Permanent	17.1	90%	Part-Time	Permanent	1.8	10%
	Temporary/Contract	4.1	84%		Temporary/Contract	0.8	16%
Hourly Paid		8.7	75%	Hourly Paid		2.9	25%

ATHENA SWAN STATUS (2017)		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, Tallaght – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2017)	WTE 158.0	% of total staff Female Staff 43%		WTE 211.3	% of total staff Male Staff 57%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	8 (42%)	11 (58%)	19 (45%)	23 (55%)	3 (38%)	5 (63%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2017)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	77.1	40%	114.4	60%
Professional, Management and Support Staff ²	57.4	46%	68.3	54%
Research/Specialist Academic Staff ³	12.9	36%	23.0	64%
Research/Specialist Professional, Management and Support Staff ³	10.5	66%	5.5	34%

STAFF BY DISCIPLINE (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	45.4	59%	Arts Humanities Social Science Business and Law (AHSSBL)	32.2	41%
Science Engineering Technology Mathematics Medicine (STEMM)	30.2	27%	Science Engineering Technology Mathematics Medicine (STEMM)	80.8	73%
Other*	1.5	52%	Other*	1.4	48%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	2.0	29%	Arts Humanities Social Science Business and Law (AHSSBL)	5.0	71%
Science Engineering Technology Mathematics Medicine (STEMM)	8.5	34%	Science Engineering Technology Mathematics Medicine (STEMM)	16.8	66%
Other*	46.9	50%	Other*	46.5	50%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))						
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Senior Lecturer [~]	5.7	32%	5.0	33%	11.8	68%
Lecturer [^]	53.5	41%	52.6	41%	77.7	59%
Assistant Lecturer	12.9	37%	17.0	39%	22.0	63%
					26.4	61%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)**							
		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	61.7	38%	Full-Time	Permanent	99.0	62%
	Temporary/Contract	3.0	25%		Temporary/Contract	9.0	75%
Part-Time	Permanent	10.2	71%	Part-Time	Permanent	4.1	29%
	Temporary/Contract	1.7	57%		Temporary/Contract	1.3	43%
Hourly Paid		3.2	35%	Hourly Paid		6.0	65%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)							
		No. (HC)	%		No. (HC)	%	
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	0	0%
	€76,000-€105,999	4	40%		€76,000-€105,999	6	60%
	€46,000-€75,999	10	22%		€46,000-€75,999	36	78%
	<€45,999	16	53%		<€45,999	14	47%
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	21	84%		<€45,999	4	16%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)***							
		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	35.5	41%	Full-Time	Permanent	50.4	59%
	Temporary/Contract	11.0	52%		Temporary/Contract	10.0	48%
Part-Time	Permanent	6.3	80%	Part-Time	Permanent	1.6	20%
	Temporary/Contract	1.9	58%		Temporary/Contract	1.4	42%
Hourly Paid		0.0	0%	Hourly Paid		0.0	0%

ATHENA SWAN STATUS (2017)	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'

*** There are inconsistencies in ITTD WTE positions recorded in the 'Staff by Category of Post' and 'Professional, Management and Support 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 2017)	WTE 192.1	% of total staff Female Staff 53%		WTE 169.1	% of total staff Male Staff 47%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	10 (53%)	9 (47%)	19 (46%)	22 (54%)	1 (13%)	7 (88%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2017)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	103.8	50%	101.8	50%
Professional, Management and Support Staff ²	56.6	41%	81.5	59%
Research/Specialist Academic Staff ³	0.0	0%	0.0	0%
Research/Specialist Professional, Management and Support Staff ³	6.8	39%	10.8	61%

	STAFF BY DISCIPLINE (DECEMBER 2017)			STAFF BY DISCIPLINE (DECEMBER 2017)	
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	50.3	59%	Arts Humanities Social Science Business and Law (AHSSBL)	34.9	41%
Science Engineering Technology Mathematics Medicine (STEMM)	50.9	45%	Science Engineering Technology Mathematics Medicine (STEMM)	62.8	55%
Other*	2.7	40%	Other*	4.1	60%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	18.9	64%	Arts Humanities Social Science Business and Law (AHSSBL)	10.8	36%
Science Engineering Technology Mathematics Medicine (STEMM)	10.1	59%	Science Engineering Technology Mathematics Medicine (STEMM)	7.0	41%
Other*	52.5	58%	Other*	38.8	42%

	ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))			
	No. (WTE)	%	No. (WTE)	%
Senior Lecturer [~]	7.0	49%	7.0	47%
Lecturer [^]	58.3	50%	60.0	50%
Assistant Lecturer	35.6	60%	35.4	57%
Senior Lecturer [~]	7.3	51%	8.0	53%
Lecturer [^]	58.7	50%	59.8	50%
Assistant Lecturer	23.7	40%	26.4	43%

	ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)				
	No. (WTE)	%	No. (WTE)	%	
Full-Time	Permanent	77.0	49%	80.0	51%
	Temporary/Contract	9.0	50%	9.0	50%
Part-Time	Permanent	9.1	54%	7.7	46%
	Temporary/Contract	2.0	42%	2.8	58%
Hourly Paid		5.0	56%	4.0	44%

	PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)					
	No. (HC)	%	No. (HC)	%		
Full-Time	>€106,000	0.0	0%	>€106,000	3.0	100%
	€76,000-€105,999	4.0	40%	€76,000-€105,999	6.0	60%
	€46,000-€75,999	22.0	51%	€46,000-€75,999	21.0	49%
	<€45,999	29.0	63%	<€45,999	17.0	37%
Part-Time	>€106,000	0.0	0%	>€106,000	0.0	0%
	€76,000-€105,999	0.0	0%	€76,000-€105,999	0.0	0%
	€46,000-€75,999	9.0	82%	€46,000-€75,999	2.0	18%
	<€45,999	35.0	80%	<€45,999	9.0	20%

	PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)				
	No. (WTE)	%	No. (WTE)	%	
Full-Time	Permanent	44.0	52%	41.0	48%
	Temporary/Contract	5.0	33%	10.0	67%
Part-Time	Permanent	27.5	90%	3.2	10%
	Temporary/Contract	2.3	100%	0.0	0%
Hourly Paid		1.2	0%	2.2	0%

ATHENA SWAN STATUS (2017)	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 LYIT 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

Limerick Institute of Technology – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (December 2017)	WTE 295.8	% of total staff Female Staff 48%		WTE 322.2	% of total staff Male Staff 52%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	8 (42%)	11 (58%)	22 (43%)	29 (57%)	2 (22%)	7 (78%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2017)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	159.4	42%	215.9	58%
Professional, Management and Support Staff ²	102.7	56%	80.2	44%
Research/Specialist Academic Staff ³	18.6	52%	17.3	48%
Research/Specialist Professional, Management and Support Staff ³	15.2	63%	8.8	37%

STAFF BY DISCIPLINE (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	99.5	57%	Arts Humanities Social Science Business and Law (AHSSBL)	76.2	43%
Science Engineering Technology Mathematics Medicine (STEMM)	54.8	29%	Science Engineering Technology Mathematics Medicine (STEMM)	134.4	71%
Other*	5.1	49%	Other*	5.3	51%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	10.5	55%	Arts Humanities Social Science Business and Law (AHSSBL)	8.7	45%
Science Engineering Technology Mathematics Medicine (STEMM)	14.1	46%	Science Engineering Technology Mathematics Medicine (STEMM)	16.7	54%
Other*	78.2	59%	Other*	54.9	41%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))				
	No. (WTE)	%	No. (WTE)	%
Senior Lecturer ⁻	12.3	39%	13.3	38%
Lecturer [^]	85.4	38%	96.5	41%
Assistant Lecturer	38.8	54%	41.0	50%
Senior Lecturer ⁻	19.4	61%	21.7	62%
Lecturer [^]	137.0	62%	139.9	59%
Assistant Lecturer	32.8	46%	41.7	50%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	118.8	40%	Full-Time	Permanent	180.9	60%
	Temporary/Contract	11.8	39%		Temporary/Contract	18.8	61%
Part-Time	Permanent	17.0	88%	Part-Time	Permanent	2.4	12%
	Temporary/Contract	3.3	74%		Temporary/Contract	1.2	26%
Hourly Paid		8.5	40%	Hourly Paid		12.7	60%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0.0	0%	Full-Time	>€106,000	3.0	100%
	€76,000-€105,999	2.0	25%		€76,000-€105,999	6.0	75%
	€46,000-€75,999	21.0	40%		€46,000-€75,999	31.0	60%
	<€45,999	29.0	48%		<€45,999	32.0	52%
Part-Time	>€106,000	0.0	0%	Part-Time	>€106,000	0.0	0%
	€76,000-€105,999	3.0	75%		€76,000-€105,999	1.0	25%
	€46,000-€75,999	26.0	93%		€46,000-€75,999	2.0	7%
	<€45,999	155.0	73%		<€45,999	56.0	27%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	42.0	44%	Full-Time	Permanent	54.0	56%
	Temporary/Contract	10.0	36%		Temporary/Contract	18.0	64%
Part-Time	Permanent	45.1	91%	Part-Time	Permanent	4.5	9%
	Temporary/Contract	2.1	53%		Temporary/Contract	1.9	47%
Hourly Paid		3.5	66%	Hourly Paid		1.8	34%

Athena SWAN STATUS (2017)	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 2017)	WTE 442.7	% of total staff Female Staff 50%		WTE 434.0	% of total staff Male Staff 50%	
GOVERNANCE AND MANAGEMENT STRUCTURES (December 2017)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	7 (37%)	12 (63%)	18 (47%)	20 (53%)	3 (30%)	7 (70%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (DECEMBER 2017)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	232.4	48%	247.7	52%
Professional, Management and Support Staff ²	147.7	56%	114.3	44%
Research/Specialist Academic Staff ³	33.0	35%	60.5	65%
Research/Specialist Professional, Management and Support Staff ³	29.7	71%	12.0	29%

STAFF BY DISCIPLINE (DECEMBER 2017)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	120.9	57%	Arts Humanities Social Science Business and Law (AHSSBL)	92.0	43%
Science Engineering Technology Mathematics Medicine (STEMM)	104.1	42%	Science Engineering Technology Mathematics Medicine (STEMM)	146.8	58%
Other*	7.4	46%	Other*	8.5	54%
Professional, Management and Support Staff			Professional, Management and Support Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	12.9	72%	Arts Humanities Social Science Business and Law (AHSSBL)	4.9	28%
Science Engineering Technology Mathematics Medicine (STEMM)	23.6	52%	Science Engineering Technology Mathematics Medicine (STEMM)	21.7	48%
Other*	111.1	56%	Other*	87.7	44%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017))						
	No. (WTE)	%	No. (WTE)	%	No. (WTE)	%
Senior Lecturer ⁻	9.3	34%	10.0	38%	18.3	66%
Lecturer [^]	199.4	50%	198.4	49%	203.4	50%
Assistant Lecturer	25.9	48%	23.0	50%	27.6	52%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017)							
		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	153.0	43%	Full-Time	Permanent	199.0	57%
	Temporary/Contract	33.0	49%		Temporary/Contract	34.0	51%
Part-Time	Permanent	40.9	77%	Part-Time	Permanent	11.9	23%
	Temporary/Contract	5.4	69%		Temporary/Contract	2.5	31%
Hourly Paid		0.0	0%	Hourly Paid		0.0	0%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017)							
		No. (HC)	%		No. (HC)	%	
Full-Time	>€106,000	0.0	0%	Full-Time	>€106,000	2.0	100%
	€76,000-€105,999	4.0	57%		€76,000-€105,999	3.0	43%
	€46,000-€75,999	31.0	38%		€46,000-€75,999	50.0	62%
	<€45,999	29.0	43%		<€45,999	38.0	57%
Part-Time	>€106,000	0.0	0%	Part-Time	>€106,000	0.0	0%
	€76,000-€105,999	3.0	100%		€76,000-€105,999	0.0	0%
	€46,000-€75,999	31.0	79%		€46,000-€75,999	8.0	21%
	<€45,999	83.0	84%		<€45,999	16.0	16%

PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017)							
		No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	39.0	38%	Full-Time	Permanent	63.0	62%
	Temporary/Contract	27.0	47%		Temporary/Contract	30.0	53%
Part-Time	Permanent	56.8	83%	Part-Time	Permanent	11.3	17%
	Temporary/Contract	27.5	77%		Temporary/Contract	8.1	23%
Hourly Paid		0.0	0%	Hourly Paid		0.0	0%

ATHENA SWAN STATUS (2017)			
	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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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

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

