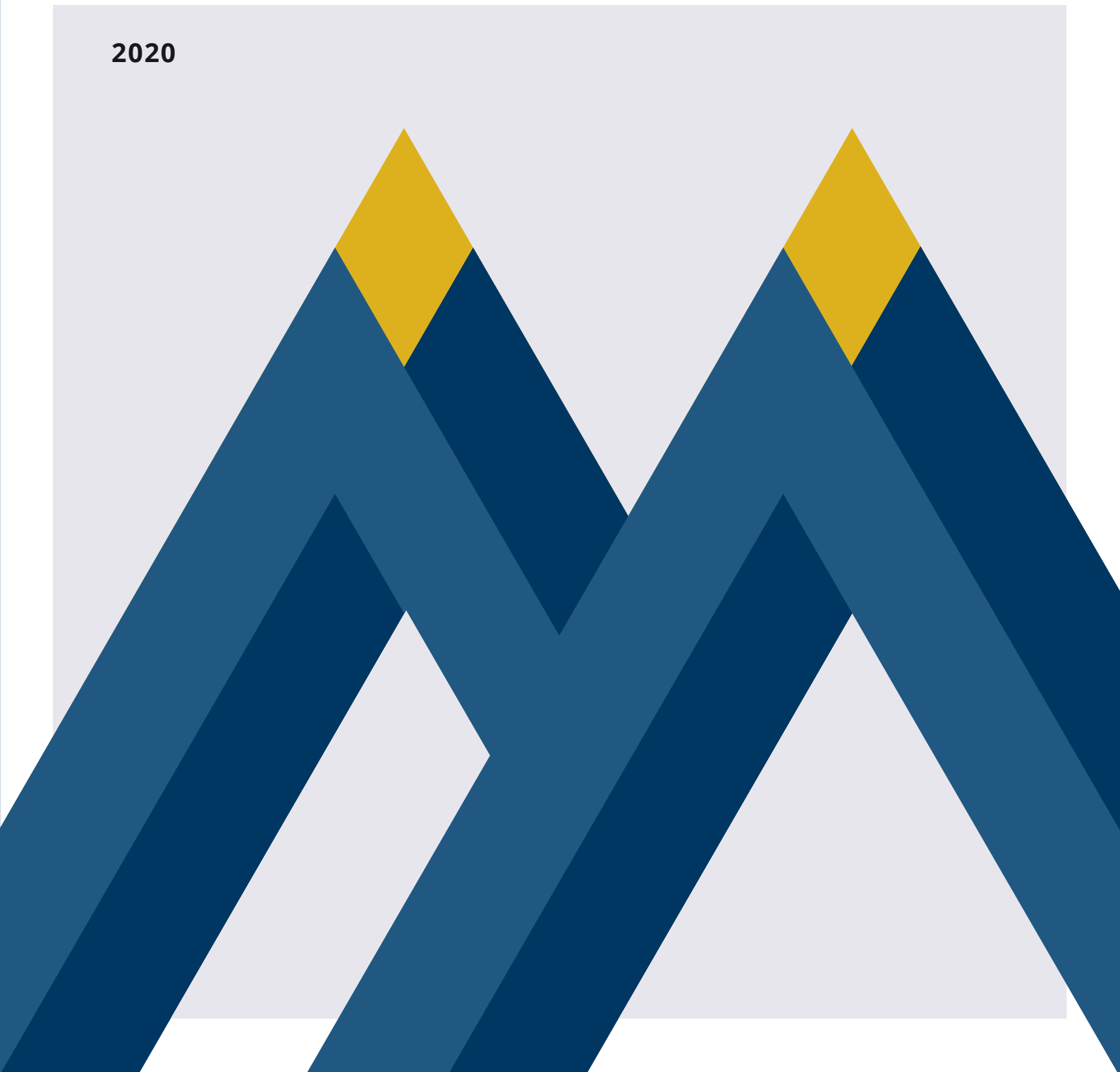


Higher Education Institutional Staff Profiles by Gender

2020





CONTRACTS

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INTRAPRODUCTION

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 and RCSI University of Medicine and Health Sciences. 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, eleven institutes of technology, TU Dublin and RCSI University of Medicine and Health Sciences.

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 grade².
- ▶ Academic staff by contract type.
- ▶ Professional, Management and Support staff by pay grade².
- ▶ Professional, Management and Support staff by contract type.
- ▶ Recruitment and promotion data for academic staff (sector summaries only).

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

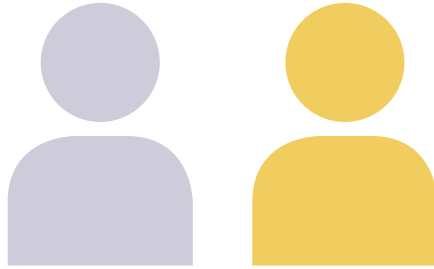
Athena SWAN

The profiles also list Athena SWAN institutional and departmental awards won 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.
² A 3-year average of 2016, 2017 and 2018 is presented for comparative purposes.



OVERVIEW



Overview 2019

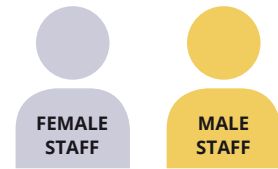
Universities

Institutes of Technology

Colleges

Universities

Profile 2019



LEADERS

Female President/Provost

0

Male President/Provost

7

ALL STAFF BY GENDER (DECEMBER 2019)

Female WTE and % of total staff

9210.6 55%

Male WTE and % of total staff

7689.4 45%

GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)

Number who have achieved a minimum 40% representation of each gender on:

GOVERNING AUTHORITY/BODY

ACADEMIC COUNCIL

EXECUTIVE MANAGEMENT

5

4

5

Female %
No. (WTE)Male %
No. (WTE)

STAFF BY CATEGORY OF POST (DECEMBER 2019)

	Female % No. (WTE)	Male % No. (WTE)
Academic Core-Funded Staff ¹	45% (2290.5)	55% (2773.4)
Professional, Management and Support Core-Funded Staff ²	64% (3577.2)	36% (1977.9)
Research/Specialist Academic Staff ³	46% (1784.6)	54% (2077.6)
Research/Specialist Professional, Management and Support Staff ³	64% (1558.3)	36% (860.6)

STAFF BY DISCIPLINE (DECEMBER 2019)

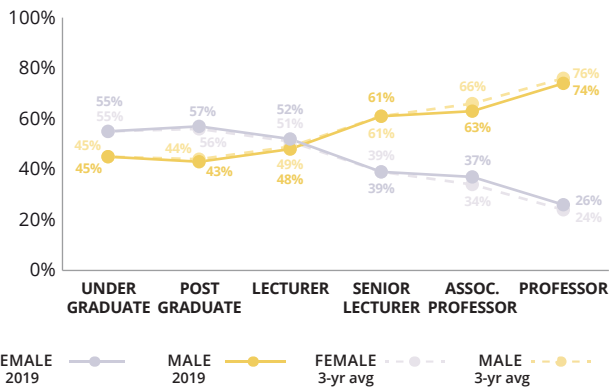
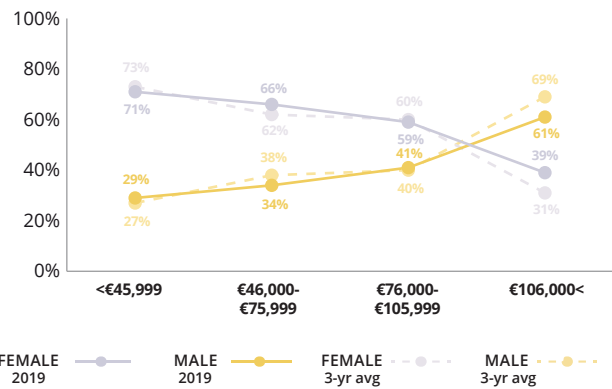
Academic Core-Funded Staff

	Female % No. (WTE)	Male % No. (WTE)
Arts Humanities Social Science Business and Law (AHSSBL)	54% (1163.3)	46% (998.1)
Science Engineering Technology Mathematics Medicine (STEMM)	43% (1054.5)	57% (1371.6)
Other ⁴	48% (72.7)	52% (77.7)

Professional, Management and Support Core-Funded Staff

	Female % No. (WTE)	Male % No. (WTE)
Arts Humanities Social Science Business and Law (AHSSBL)	86% (520.4)	14% (87.0)
Science Engineering Technology Mathematics Medicine (STEMM)	67% (849.0)	33% (426.0)
Other ⁴	63% (2208.0)	37% (1269.2)

Grade % (No. HC)		ACADEMIC RECRUITMENT 2019*		ACADEMIC PROMOTIONS 2019 (WHERE APPLICABLE)		
Professor	Applicants	33% (127)	4%	63% (239)	48% (24)	52% (26)
	Appointments	25% (5)	15%	60% (12)	44% (8)	56% (10)
Associate Professor	Applicants	40% (63)	8%	52% (81)	41% (88)	59% (129)
	Appointments	42% (8)	16%	42% (8)	48% (22)	52% (24)
Senior Lecturer	Applicants	37% (196)	4%	60% (319)	48% (174)	52% (189)
	Appointments	56% (27)	13%	31% (15)	46% (53)	54% (61)
Lecturer	Applicants	33% (3837)	8%	59% (6793)	40% (53)	60% (80)
	Appointments	48% (235)	9%	43% (208)	50% (18)	50% (18)

ACADEMIC CORE-FUNDED STAFF BY GRADE**
 (2019 VS 3-YEAR AVERAGE, 2016-2018)

PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE***
 (2019 VS 3-YEAR AVERAGE, 2016-2018)

ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)

	3-YEAR AVERAGE; DECEMBER 2016-2018		2019	
	%	(No. HC)	%	(No. HC)
Professor	24%	(130.1)	76%	(404.8)
Associate Professor	34%	(129.9)	66%	(254.0)
Senior Lecturer	39%	(373.6)	61%	(579.2)
Lecturer	51%	(1341.3)	49%	(1287.0)
			26%	(151.1)
			74%	(432.0)
			37%	(162.4)
			63%	(276.4)
			39%	(397.8)
			61%	(634.0)
			52%	(1435.7)
			48%	(1339.3)

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)

Contract Type	3-YEAR AVERAGE; DECEMBER 2016 - 2018		2019		
	%	(No. HC)	%	(No. HC)	
Full-Time	Permanent	43%	(1762.4)	57%	(2343.7)
	Temporary/Contract	52%	(320.2)	48%	(299.2)
Part-Time	Permanent	62%	(105.1)	38%	(65.2)
	Temporary/Contract	71%	(63.4)	29%	(25.7)
Hourly Paid		50%	(39.6)	50%	(39.6)

PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)

% (No. HC)	3-YEAR AVERAGE; DECEMBER 2016 - 2018		2019		
	%	(No. HC)	%	(No. HC)	
Full-Time	>€106,000	30%	(40.3)	70%	(94.3)
	€76,000-€105,999	57%	(266.7)	43%	(203.4)
	€46,000-€75,999	58%	(1121.7)	42%	(819.0)
	<€45,999	66%	(1382.7)	34%	(710.3)
Part-Time	>€106,000	53%	(3.3)	47%	(3.0)
	€76,000-€105,999	88%	(46.3)	12%	(6.0)
	€46,000-€75,999	90%	(259.7)	10%	(30.0)
	<€45,999	89%	(741.4)	11%	(92.4)
				50%	(4.0)
				50%	(4.0)
				91%	(53.0)
				9%	(5.0)
				91%	(339.0)
				9%	(35.0)
				87%	(688.0)
				13%	(102.0)

PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)

Contract Type	3-YEAR AVERAGE; DECEMBER 2016 - 2018		2019		
	%	(No. HC)	%	(No. HC)	
Full-Time	Permanent	60%	(2471.0)	40%	(1645.9)
	Temporary/Contract	66%	(490.9)	34%	(247.9)
Part-Time	Permanent	89%	(511.7)	11%	(60.2)
	Temporary/Contract	81%	(103.9)	19%	(23.9)
Hourly Paid		0%	(0.0)	0%	(0.0)

ATHENA SWAN STATUS (2019)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	7	0	0
Departmental Athena SWAN awardees	30	0	0

Data presented here is comprised of data from DCU, MU, NUIG, TCD, UCC, UCD and UL.

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA as 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 'Other' includes any core-funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.

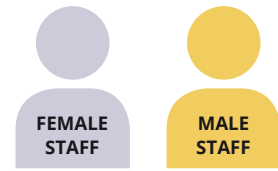
* Grey represents the following categories: prefer not to say, gender non-binary and unknown.

** Student data presented here is comprised of data from DCU, MU, NUIG, UCC, UCD and UL.

*** PMSS data provided here is comprised of data from full- and part-time staff.

Institutes of Technology

Profile 2019



LEADERS

Female President	2	Male President	9
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ALL STAFF BY GENDER (DECEMBER 2019)

Female WTE and % of total staff	3427.6	51%	Male WTE and % of total staff	3263.4	49%
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GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)

Number who have achieved a minimum 40% representation of each gender on:

GOVERNING AUTHORITY/BODY	ACADEMIC COUNCIL	EXECUTIVE MANAGEMENT
7	10	5

Female % No. (WTE)	Male % No. (WTE)
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STAFF BY CATEGORY OF POST (DECEMBER 2019)

	Female % No. (WTE)	Male % No. (WTE)
Academic Core-Funded Staff ¹	47% (1728.9)	53% (1988.6)
Professional, Management and Support Core-Funded Staff ²	61% (1298.4)	39% (845.5)
Research/Specialist Academic Staff ³	42% (147.1)	58% (203.7)
Research/Specialist Professional, Management and Support Staff ³	53% (253.2)	47% (225.6)

STAFF BY DISCIPLINE (DECEMBER 2019)

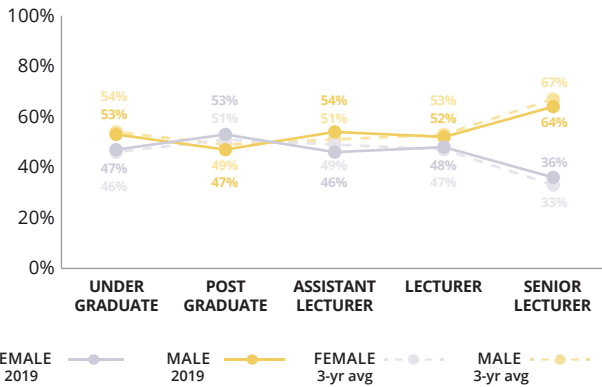
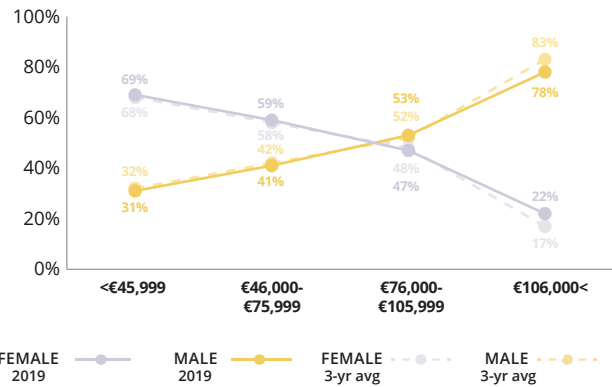
Academic Core-Funded Staff

	Female % No. (WTE)	Male % No. (WTE)
Arts Humanities Social Science Business and Law (AHSSBL)	59% (821.9)	41% (579.3)
Science Engineering Technology Mathematics Medicine (STEMM)	38% (838.2)	62% (1345.1)
Other ⁴	52% (69.0)	48% (63.9)

Professional, Management and Support Core-Funded Staff

	Female % No. (WTE)	Male % No. (WTE)
Arts Humanities Social Science Business and Law (AHSSBL)	62% (117.2)	38% (71.1)
Science Engineering Technology Mathematics Medicine (STEMM)	48% (190.1)	52% (203.1)
Other ⁴	63% (991.3)	37% (574.3)

Grade % (No. HC)		ACADEMIC RECRUITMENT 2019		ACADEMIC PROMOTIONS 2019 (WHERE APPLICABLE)	
		Female % No. (WTE)	Male % No. (WTE)	Female % No. (WTE)	Male % No. (WTE)
Senior Lecturer 3	Applicants	39% (7)	61% (11)	0% (0)	0% (0)
	Appointments	20% (1)	80% (4)	0% (0)	0% (0)
Senior Lecturer 2	Applicants	33% (24)	67% (49)	60% (3)	40% (2)
	Appointments	45% (5)	55% (6)	100% (2)	
Senior Lecturer 1	Applicants	100% (2)		60% (6)	40% (4)
	Appointments	100% (1)		100% (1)	
Lecturer	Applicants	48% (209)	53% (231)	56% (9)	44% (7)
	Appointments	41% (9)	59% (13)	56% (9)	44% (7)
Assistant Lecturer	Applicants	46% (1481)	54% (1740)	100% (1)*	
	Appointments	53% (122)	47% (110)	38% (5)	62% (8)

ACADEMIC CORE-FUNDED STAFF BY GRADE
 (2019 VS 3-YEAR AVERAGE, 2016-2018)

PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE**
 (2019 VS 3-YEAR AVERAGE, 2016-2018)

ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)

	3-YEAR AVERAGE; DECEMBER 2016-2018		2019	
	Female	Male	Female	Male
Senior Lecturer ^c	33% (93.9)	67% (186.7)	36% (104.4)	64% (185.7)
Lecturer ^a	47% (1120.1)	53% (1261.8)	48% (1209.2)	52% (1290.1)
Assistant Lecturer	49% (343.1)	51% (355.7)	46% (378.7)	54% (447.7)

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)

Contract Type	3-Year Average		2019	
	Female	Male	Female	Male
Full-Time	Permanent	45% (1365.2)	55% (1662.6)	
	Temporary/Contract	45% (124.6)	55% (155.3)	
Part-Time	Permanent	66% (163.9)	34% (84.2)	
	Temporary/Contract	62% (39.1)	38% (23.5)	
Hourly Paid		36% (36.1)	64% (63.0)	

PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)

% (No. HC)	Pay Grade	3-YEAR AVERAGE; DECEMBER 2016-2018		2019		
		Female	Male	Female	Male	
Full-Time	>€106,000	19% (5.0)	81% (22.0)	24% (8.0)	76% (26.0)	
	€76,000-€105,999	42% (46.0)	58% (64.6)	44% (56.0)	56% (71.0)	
	€46,000-€75,999	53% (388.4)	47% (346.6)	54% (420.0)	46% (356.0)	
	<€45,999	62% (485.0)	38% (292.4)	59% (457.0)	41% (324.0)	
Part-Time	>€106,000		100% (2.0)		100% (3.0)	
	€76,000-€105,999		89% (8.3)	11% (1.0)	75% (9.0)	25% (3.0)
	€46,000-€75,999		83% (108.0)	17% (21.7)	85% (131.0)	15% (24.0)
	<€45,999		73% (919.0)	27% (338.3)	74% (978.0)	26% (335.0)

PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)

Contract Type	3-Year Average		2019	
	Female	Male	Female	Male
Full-Time	Permanent	53% (718.5)	47% (639.3)	
	Temporary/Contract	58% (175.6)	42% (129.3)	
Part-Time	Permanent	87% (275.0)	13% (41.1)	
	Temporary/Contract	78% (56.3)	22% (15.7)	
Hourly Paid		79% (73.3)	21% (19.8)	

ATHENA SWAN STATUS (2019)

	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	3	0	0
Departmental Athena SWAN awardees	0	0	0

Data presented here comprise data from AIT, CIT, DkIT, GMIT, IADT, ITC, ITS, ITTra, LYIT, LIT and WIT.

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA as 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 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.

* The inconsistencies in the female and male applicant numbers are attributed to discrepancies in ITC's return.

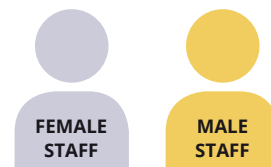
** PMSS data provided here is comprised of data from full- and part-time staff.

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

^ Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer.

Colleges

Profile 2019



LEADERS

Female President/Director	2	Male President/Director	1
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ALL STAFF BY GENDER (DECEMBER 2019)

Female WTE and % of total staff	444.0	68%	Male WTE and % of total staff	207.7	32%
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GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)

Number who have achieved a minimum 40% representation of each gender on:

GOVERNING AUTHORITY/BODY	ACADEMIC COUNCIL	EXECUTIVE MANAGEMENT
1	2	2

Female % No. (WTE)	Male % No. (WTE)
-----------------------	---------------------

STAFF BY CATEGORY OF POST (DECEMBER 2019)

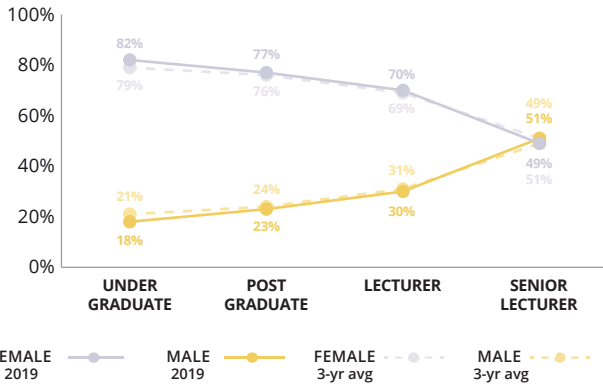
	Female % No. (WTE)	Male % No. (WTE)
Academic Core-Funded Staff ¹	64% (187.0)	36% (106.1)
Professional, Management and Support Core-Funded Staff ²	70% (219.5)	30% (93.6)
Research/Specialist Academic Staff ³	88% (21.5)	12% (3.0)
Research/Specialist Professional, Management and Support Staff ³	76% (16.1)	24% (5.0)

STAFF BY DISCIPLINE (DECEMBER 2019)

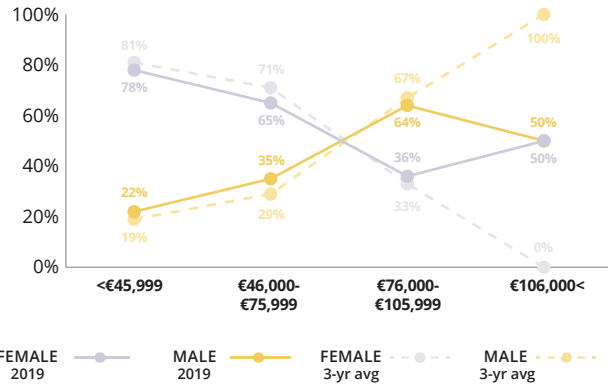
Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	62% (160.4)	38% (97.8)
Science Engineering Technology Mathematics Medicine (STEMM)	86% (13.0)	14% (2.2)
Other ⁴	69% (13.6)	31% (6.1)
Professional, Management and Support Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	78% (50.9)	22% (14.7)
Science Engineering Technology Mathematics Medicine (STEMM)	100% (6.7)	
Other ⁴	67% (162.5)	33% (78.9)

Grade % (No. HC)		ACADEMIC RECRUITMENT 2019		ACADEMIC PROMOTIONS 2019 (WHERE APPLICABLE)	
Senior Lecturer	Applicants	62% (83)	38% (50)	0% (0)	0% (0)
	Appointments	50% (5)	50% (5)	0% (0)	0% (0)
Lecturer	Applicants	74% (143)	26% (51)	0% (0)	0% (0)
	Appointments	88% (21)	13% (3)	0% (0)	0% (0)

ACADEMIC CORE-FUNDED STAFF BY GRADE
(2019 VS 3-YEAR AVERAGE, 2016-2018)



PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE*
(2019 VS 3-YEAR AVERAGE, 2016-2018)



ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)

	3-YEAR AVERAGE; DECEMBER 2016-2018		2019	
	%	(No. HC)	%	(No. HC)
Senior Lecturer [~]	51%	(26.5)	49%	(25.0)
Lecturer [^]	69%	(123.3)	70%	(129.6)

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)

Contract Type	Sub-Type	3-YEAR AVERAGE; DECEMBER 2016-2018		2019	
		%	(No. HC)	%	(No. HC)
Full-Time	Permanent	62%	(148.2)	38%	(90.1)
	Temporary/Contract	71%	(17.5)	29%	(7.0)
Part-Time	Permanent	67%	(15.0)	33%	(7.5)
	Temporary/Contract	85%	(5.7)	15%	(1.0)
Hourly Paid		58%	(0.7)	42%	(0.5)

PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)

% (No. HC)	Pay Grade	3-YEAR AVERAGE; DECEMBER 2016-2018		2019	
		%	(No. HC)	%	(No. HC)
Full-Time	>€106,000	100%	(4.3)	50%	(2.0)
	€76,000-€105,999	22%	(3.4)	78%	(12.4)
	€46,000-€75,999	64%	(49.3)	36%	(27.7)
	<€45,999	77%	(107.7)	23%	(32.6)
Part-Time	>€106,000	0%	(0.0)	0%	(0.0)
	€76,000-€105,999	100%	(1.3)	0%	(0.0)
	€46,000-€75,999	83%	(5.0)	17%	(1.0)
	<€45,999	86%	(53.3)	14%	(9.0)

PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)

Contract Type	Sub-Type	3-YEAR AVERAGE; DECEMBER 2016-2018		2019	
		%	(No. HC)	%	(No. HC)
Full-Time	Permanent	69%	(170.6)	31%	(76.1)
	Temporary/Contract	63%	(20.0)	37%	(12.0)
Part-Time	Permanent	91%	(24.7)	9%	(2.3)
	Temporary/Contract	57%	(4.3)	43%	(3.2)
Hourly Paid		0%	(0.0)	0%	(0.0)

ATHENA SWAN STATUS (2019)

	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	1	0	0
Departmental Athena SWAN awardees	0	0	0

Data presented here comprise data from MIC, NCAD and St. Angela's College.

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA as 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 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.

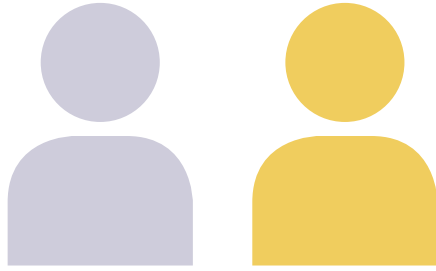
* PMSS data provided here is comprised of data from full- and part-time staff.

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

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



INSTITUTIONS



Institutions 2019

LEADER		Male President					
ALL STAFF BY GENDER (DECEMBER 2019)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
		307.8	52%		278.5	48%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)		GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
		Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
		33% (6)	67% (12)	52% (15)	48% (14)	33% (4)	67% (8)
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)							
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)							
Academic Core-Funded Staff ¹				50% (138.9)		50% (139.5)	
Professional, Management and Support Core-Funded Staff ²				65% (124.6)		35% (65.8)	
Research/Specialist Academic Staff ³				49% (14.8)		51% (15.1)	
Research/Specialist Professional, Management and Support Staff ³				34% (29.5)		66% (58.1)	
STAFF BY DISCIPLINE (DECEMBER 2019)							
Academic Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				48% (34.1)		52% (37.2)	
Science Engineering Technology Mathematics Medicine (STEMM)				50% (103.8)		50% (102.3)	
Other ⁴				100% (1.0)			
Professional, Management and Support Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				79% (7.5)		21% (2.0)	
Science Engineering Technology Mathematics Medicine (STEMM)				59% (24.1)		41% (16.5)	
Other ⁴				66% (93.0)		34% (47.3)	
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
		3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
Senior Lecturer [~]		19% (3.0)	81% (13.0)		29% (5.0)	71% (12.0)	
Lecturer [^]		48% (90.7)	52% (99.9)		49% (96.7)	51% (101.9)	
Assistant Lecturer		54% (23.4)	46% (19.7)		60% (34.6)	40% (22.6)	
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time		Permanent		49% (121.8)		51% (127.0)	
		Temporary/Contract		49% (5.0)		51% (5.3)	
Part-Time		Permanent		76% (8.1)		24% (2.6)	
		Temporary/Contract		48% (1.5)		52% (1.6)	
Hourly Paid				45% (2.5)		55% (3.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
% (No. HC)		3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
Full-Time		>€106,000		100% (2.7)		100% (3.0)	
		€76,000-€105,999		51% (6.7)		43% (6.0)	
		€46,000-€75,999		66% (44.0)		34% (22.7)	
		<€45,999		68% (48.7)		32% (22.7)	
Part-Time		>€106,000		0% (0.0)		0% (0.0)	
		€76,000-€105,999		0% (0.0)		0% (0.0)	
		€46,000-€75,999		40% (2.7)		60% (4.0)	
		<€45,999		71% (71.7)		29% (28.7)	
Hourly Paid				0% (0.0)		0% (0.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)							
Full-Time		Permanent		64% (91.4)		36% (52.2)	
		Temporary/Contract		52% (7.8)		48% (7.1)	
Part-Time		Permanent		87% (21.8)		13% (3.4)	
		Temporary/Contract		55% (3.6)		45% (3.0)	
Hourly Paid				0% (0.0)		0% (0.0)	
ATHENA SWAN STATUS (2019)				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 as 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 '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.

LEADER	Male President					
ALL STAFF BY GENDER (DECEMBER 2019)	WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
	546.9	47%		609.5	53%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	37% (7)	63% (12)	41% (44)	59% (64)	27% (3)	73% (8)
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)						
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)						
Academic Core-Funded Staff ¹			44% (294.7)		56% (379.4)	
Professional, Management and Support Core-Funded Staff ²			57% (199.8)		43% (150.9)	
Research/Specialist Academic Staff ³			42% (7.6)		58% (10.3)	
Research/Specialist Professional, Management and Support Staff ³			39% (44.8)		61% (68.8)	
STAFF BY DISCIPLINE (DECEMBER 2019)						
Academic Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			65% (207.4)		35% (111.5)	
Science Engineering Technology Mathematics Medicine (STEMM)			24% (80.6)		76% (260.9)	
Other ⁴			49% (6.7)		51% (7.0)	
Professional, Management and Support Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			59% (31.3)		41% (21.7)	
Science Engineering Technology Mathematics Medicine (STEMM)			38% (27.8)		62% (45.4)	
Other ⁴			63% (140.7)		37% (83.8)	
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)						
	3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
Senior Lecturer [~]	29% (19.5)	71% (47.1)	36% (24.5)	64% (44.0)		
Lecturer [^]	44% (168.5)	56% (216.2)	46% (189.4)	54% (226.1)		
Assistant Lecturer	55% (78.1)	45% (64.3)	45% (74.4)	55% (92.4)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)						
Full-Time	Permanent	42% (240.0)		58% (327.0)		
	Temporary/Contract	35% (8.0)		65% (15.0)		
Part-Time	Permanent	68% (35.3)		32% (16.7)		
	Temporary/Contract	67% (3.6)		33% (1.8)		
Hourly Paid		29% (7.8)		71% (18.9)		
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)						
	3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
% (No. HC)						
Full-Time	>€106,000	33% (1.0)	67% (2.0)	33% (1.0)	67% (2.0)	
	€76,000-€105,999	44% (4.0)	56% (5.0)	54% (7.0)	46% (6.0)	
	€46,000-€75,999	50% (65.0)	50% (64.3)	49% (72.0)	51% (74.0)	
	<€45,999	62% (85.3)	38% (52.3)	54% (72.0)	46% (62.0)	
Part-Time	>€106,000	100% (2.0)		100% (3.0)		
	€76,000-€105,999	100% (3.7)		50% (1.0)	50% (1.0)	
	€46,000-€75,999	90% (17.7)	10% (2.0)	91% (20.0)	9% (2.0)	
	<€45,999	71% (130.0)	29% (52.3)	74% (141.0)	26% (50.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)						
Full-Time	Permanent	49% (123.0)		51% (125.5)		
	Temporary/Contract	62% (29.0)		38% (18.0)		
Part-Time	Permanent	85% (27.7)		15% (4.7)		
	Temporary/Contract	83% (4.8)		17% (1.0)		
Hourly Paid		90% (15.4)		10% (1.7)		
ATHENA SWAN STATUS (2019)		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 as 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 '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.

LEADER		Male President					
ALL STAFF BY GENDER (DECEMBER 2019)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
		940.8	56%		732.8	44%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT		
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	
	56% (15)	44% (12)	50% (50)	50% (51)	46% (6)	54% (7)	
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)							
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)							
Academic Core-Funded Staff ¹				50% (325.3)		50% (326.0)	
Professional, Management and Support Core-Funded Staff ²				67% (388.8)		33% (195.6)	
Research/Specialist Academic Staff ³				43% (118.6)		57% (156.1)	
Research/Specialist Professional, Management and Support Staff ³				66% (108.0)		34% (55.0)	
STAFF BY DISCIPLINE (DECEMBER 2019)							
Academic Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				55% (220.6)		45% (177.6)	
Science Engineering Technology Mathematics Medicine (STEMM)				42% (99.7)		58% (139.4)	
Other ⁴				36% (5.0)		64% (9.0)	
Professional, Management and Support Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				88% (63.9)		12% (9.0)	
Science Engineering Technology Mathematics Medicine (STEMM)				52% (46.2)		48% (41.8)	
Other ⁴				66% (278.7)		34% (144.8)	
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
3-YEAR AVERAGE; DECEMBER 2016-2018				DECEMBER 2019			
Professor		27% (15.3)	73% (41.0)	31% (18.4)	69% (40.2)		
Associate Professor		44% (11.3)	56% (14.7)	51% (11.4)	49% (11.0)		
Senior Lecturer		43% (52.1)	57% (69.1)	42% (55.0)	58% (75.0)		
Lecturer		56% (227.8)	44% (180.4)	55% (221.0)	45% (181.0)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time	Permanent	50% (257.7)		50% (258.0)			
	Temporary/Contract	48% (61.0)		52% (66.0)			
Part-Time	Permanent	78% (2.5)		22% (0.7)			
	Temporary/Contract	76% (4.2)		24% (1.3)			
Hourly Paid		0% (0.0)		0% (0.0)			
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
3-YEAR AVERAGE; DECEMBER 2016-2018				DECEMBER 2019			
% (No. HC)							
Full-Time	>€106,000	24% (3.0)	76% (9.7)	33% (5.0)	67% (10.0)		
	€76,000-€105,999	55% (27.3)	45% (22.7)	53% (27.0)	47% (24.0)		
	€46,000-€75,999	61% (128.3)	39% (80.7)	63% (160.0)	38% (96.0)		
	<€45,999	75% (173.0)	25% (57.0)	71% (146.0)	29% (60.0)		
Part-Time	>€106,000	100% (0.3)		100% (1.0)			
	€76,000-€105,999	100% (1.3)		100% (2.0)			
	€46,000-€75,999	89% (16.7)	11% (2.0)	90% (26.0)	10% (3.0)		
	<€45,999	88% (56.3)	12% (7.7)	88% (80.0)	12% (11.0)		
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)							
Full-Time	Permanent	63% (250.5)		37% (145.2)			
	Temporary/Contract	65% (80.9)		35% (44.0)			
Part-Time	Permanent	94% (42.7)		6% (2.5)			
	Temporary/Contract	79% (14.7)		21% (3.9)			
Hourly Paid		0% (0.0)		0% (0.0)			
ATHENA SWAN STATUS (2019)		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 as 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 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.

LEADER		Female President					
ALL STAFF BY GENDER (DECEMBER 2019)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
		110.1	53%		99.6	47%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT		
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	
	53% (10)	47% (9)	63% (12)	37% (7)	50% (3)	50% (3)	
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)							
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)							
Academic Core-Funded Staff ¹		46% (54.5)		54% (63.5)			
Professional, Management and Support Core-Funded Staff ²		62% (48.9)		38% (29.3)			
Research/Specialist Academic Staff ³		57% (5.7)		43% (4.4)			
Research/Specialist Professional, Management and Support Staff ³		31% (1.1)		69% (2.3)			
STAFF BY DISCIPLINE (DECEMBER 2019)							
Academic Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)		66% (18.0)		34% (9.1)			
Science Engineering Technology Mathematics Medicine (STEMM)		40% (36.5)		60% (54.4)			
Other ⁴		0% (0.0)		0% (0.0)			
Professional, Management and Support Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)		100% (1.5)					
Science Engineering Technology Mathematics Medicine (STEMM)		50% (6.9)		50% (7.0)			
Other ⁴		64% (40.5)		36% (22.3)			
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
		3-YEAR AVERAGE; DECEMBER 2016-2018				DECEMBER 2019	
Senior Lecturer [~]		49% (6.4)		51% (6.6)		45% (4.8)	
Lecturer [^]		47% (31.4)		53% (35.6)		47% (35.0)	
Assistant Lecturer		52% (14.1)		48% (12.9)		48% (10.5)	
						52% (11.4)	
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time		Permanent		45% (38.0)		55% (45.5)	
		Temporary/Contract		40% (2.0)		60% (3.0)	
Part-Time		Permanent		57% (10.1)		43% (7.6)	
		Temporary/Contract		25% (0.2)		75% (0.5)	
Hourly Paid				38% (4.3)		62% (7.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
% (No. HC)		3-YEAR AVERAGE; DECEMBER 2016-2018				DECEMBER 2019	
Full-Time		>€106,000		43% (1.0)		57% (1.3)	
		€76,000-€105,999		52% (5.0)		48% (4.7)	
		€46,000-€75,999		62% (18.3)		38% (11.3)	
		<€45,999		27% (5.3)		73% (14.3)	
Part-Time		>€106,000		0% (0.0)		0% (0.0)	
		€76,000-€105,999		100% (0.3)		100% (2.0)	
		€46,000-€75,999		96% (8.0)		100% (14.0)	
		<€45,999		65% (31.3)		35% (17.0)	
						79% (38.0)	
						21% (10.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)							
Full-Time		Permanent		48% (23.0)		52% (25.0)	
		Temporary/Contract		78% (7.0)		22% (2.0)	
Part-Time		Permanent		91% (13.7)		9% (1.3)	
		Temporary/Contract		83% (4.0)		17% (0.8)	
Hourly Paid				85% (1.1)		15% (0.2)	
ATHENA SWAN STATUS (2019)				BRONZE		SILVER	
Institutional Athena SWAN awardees				0		0	
Departmental Athena SWAN awardees				0		0	

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA as 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 '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.

LEADER		Male President					
ALL STAFF BY GENDER (DECEMBER 2019)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
		270.2	50%		266.6	50%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)		GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
		Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
		37% (7)	63% (12)	45% (24)	55% (29)	57% (4)	43% (3)
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)							
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)							
Academic Core-Funded Staff ¹				44% (127.5)	56% (161.4)		
Professional, Management and Support Core-Funded Staff ²				57% (98.6)	43% (75.4)		
Research/Specialist Academic Staff ³				47% (15.9)	53% (17.8)		
Research/Specialist Professional, Management and Support Staff ³				70% (28.2)	30% (12.0)		
STAFF BY DISCIPLINE (DECEMBER 2019)							
Academic Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				62% (47.1)	38% (29.3)		
Science Engineering Technology Mathematics Medicine (STEMM)				38% (79.4)	62% (131.0)		
Other ⁴				47% (0.9)	53% (1.0)		
Professional, Management and Support Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				70% (4.6)	30% (2.0)		
Science Engineering Technology Mathematics Medicine (STEMM)				51% (24.3)	49% (22.9)		
Other ⁴				58% (69.7)	42% (50.5)		
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
		3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
Senior Lecturer [~]		34% (8.9)	66% (17.0)		40% (9.9)	60% (15.0)	
Lecturer [^]		45% (90.6)	55% (110.9)		47% (94.3)	53% (106.8)	
Assistant Lecturer		49% (19.8)	51% (20.7)		37% (22.4)	63% (38.9)	
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time	Permanent	44% (115.8)			56% (147.8)		
	Temporary/Contract	28% (3.1)			72% (8.0)		
Part-Time	Permanent	61% (7.7)			39% (4.9)		
	Temporary/Contract	0% (0.0)			0% (0.0)		
Hourly Paid		60% (0.9)			40% (0.6)		
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
		3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
% (No. HC)	Full-Time	>€106,000	41% (0.7)	59% (1.0)	67% (2.0)	33% (1.0)	
		€76,000-€105,999	53% (6.0)	47% (5.3)	40% (4.0)	60% (6.0)	
		€46,000-€75,999	56% (45.7)	44% (35.3)	60% (53.0)	40% (35.0)	
		<€45,999	62% (48.7)	38% (29.7)	58% (49.0)	42% (36.0)	
Part-Time	>€106,000	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)		
	€76,000-€105,999	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)		
	€46,000-€75,999	100% (0.3)			100% (2.0)		
	<€45,999	74% (45.0)	26% (16.0)	74% (42.0)	26% (15.0)		
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)							
Full-Time	Permanent	55% (84.9)			45% (68.6)		
	Temporary/Contract	54% (6.8)			46% (5.9)		
Part-Time	Permanent	93% (6.3)			7% (0.5)		
	Temporary/Contract	0% (0.0)			0% (0.0)		
Hourly Paid		60% (0.6)			40% (0.4)		
ATHENA SWAN STATUS (2019)		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 as 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 '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.

LEADER	Male President					
ALL STAFF BY GENDER (DECEMBER 2019)	WTE 411.9	% of total staff Female Staff 56%		WTE 328.6	% of total staff Male Staff 44%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	37% (7)	63% (12)	55% (26)	45% (21)	18% (2)	82% (9)
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)						
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)						
Academic Core-Funded Staff ¹			46% (183.3)		54% (214.5)	
Professional, Management and Support Core-Funded Staff ²			70% (192.1)		30% (83.6)	
Research/Specialist Academic Staff ³			48% (18.9)		52% (20.5)	
Research/Specialist Professional, Management and Support Staff ³			64% (17.6)		36% (10.0)	
STAFF BY DISCIPLINE (DECEMBER 2019)						
Academic Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			46% (70.0)		54% (83.0)	
Science Engineering Technology Mathematics Medicine (STEMM)			45% (92.5)		55% (115.2)	
Other ⁴			56% (20.8)		44% (16.2)	
Professional, Management and Support Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			56% (18.3)		44% (14.6)	
Science Engineering Technology Mathematics Medicine (STEMM)			44% (14.8)		56% (18.5)	
Other ⁴			76% (159.0)		24% (50.5)	
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)						
	3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
Senior Lecturer [~]	33% (9.3)	67% (19.0)	30% (9.0)	70% (21.0)		
Lecturer [^]	50% (135.8)	50% (138.2)	51% (137.8)	49% (134.0)		
Assistant Lecturer	38% (24.7)	62% (40.7)	41% (33.6)	59% (48.6)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)						
Full-Time	Permanent	45% (147.0)		55% (181.0)		
	Temporary/Contract	62% (13.0)		38% (8.0)		
Part-Time	Permanent	58% (14.8)		42% (10.8)		
	Temporary/Contract	54% (5.6)		46% (4.8)		
Hourly Paid	23% (2.9)		77% (9.9)			
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)						
	3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
% (No. HC)						
Full-Time	>€106,000	100% (2.3)		100% (2.0)		
	€76,000-€105,999	53% (3.3)	47% (3.0)	60% (6.0)	40% (4.0)	
	€46,000-€75,999	54% (49.7)	46% (41.7)	57% (54.0)	43% (40.0)	
	<€45,999	74% (99.0)	26% (34.7)	73% (74.0)	27% (28.0)	
Part-Time	>€106,000	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)	
	€76,000-€105,999	0% (0.0)	0% (0.0)	100% (1.0)		
	€46,000-€75,999	84% (1.7)	17% (0.3)	80% (8.0)	20% (2.0)	
	<€45,999	72% (123.7)	28% (48.3)	82% (176.0)	18% (39.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)						
Full-Time	Permanent	62% (105.0)		38% (65.0)		
	Temporary/Contract	75% (24.0)		25% (8.0)		
Part-Time	Permanent	91% (25.7)		9% (2.6)		
	Temporary/Contract	100% (1.8)				
Hourly Paid	82% (35.6)		18% (8.0)			
ATHENA SWAN STATUS (2019)						
		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 as 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 '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.

LEADER		Female President					
ALL STAFF BY GENDER (DECEMBER 2019)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
		282.2	53%		249.8	47%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)		GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
		Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
		53% (9)	47% (8)	44% (27)	56% (34)	44% (4)	56% (5)
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)							
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)							
Academic Core-Funded Staff ¹		42% (113.6)		58% (154.3)			
Professional, Management and Support Core-Funded Staff ²		66% (96.7)		34% (50.2)			
Research/Specialist Academic Staff ³		53% (29.7)		47% (25.9)			
Research/Specialist Professional, Management and Support Staff ³		69% (42.1)		31% (19.3)			
STAFF BY DISCIPLINE (DECEMBER 2019)							
Academic Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)		65% (49.2)		35% (26.2)			
Science Engineering Technology Mathematics Medicine (STEMM)		30% (48.0)		70% (110.2)			
Other ⁴		48% (16.5)		52% (17.9)			
Professional, Management and Support Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)		64% (3.5)		36% (2.0)			
Science Engineering Technology Mathematics Medicine (STEMM)		42% (8.6)		58% (11.9)			
Other ⁴		70% (84.6)		30% (36.3)			
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
		3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
Senior Lecturer [~]		36% (5.0)		64% (9.0)		38% (5.0) 62% (8.0)	
Lecturer [^]		45% (75.3)		55% (92.4)		43% (83.8) 57% (112.9)	
Assistant Lecturer		34% (17.5)		66% (34.1)		44% (23.2) 56% (30.1)	
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time		Permanent		41% (74.0)		59% (105.0)	
		Temporary/Contract		34% (16.5)		66% (32.0)	
Part-Time		Permanent		53% (12.2)		47% (11.0)	
		Temporary/Contract		65% (10.8)		35% (5.9)	
Hourly Paid				29% (0.2)		71% (0.5)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
% (No. HC)		3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
Full-Time		>€106,000	33% (1.0) 67% (2.0)		25% (1.0) 75% (3.0)		
		€76,000-€105,999	41% (5.0) 59% (7.3)		47% (7.0) 53% (8.0)		
		€46,000-€75,999	49% (20.3) 51% (21.3)		58% (29.0) 42% (21.0)		
		<€45,999	70% (22.0) 30% (9.3)		72% (33.0) 28% (13.0)		
Part-Time		>€106,000	0% (0.0) 0% (0.0)		0% (0.0) 0% (0.0)		
		€76,000-€105,999	0% (0.0) 0% (0.0)		0% (0.0) 0% (0.0)		
		€46,000-€75,999	68% (5.7) 32% (2.7)		50% (3.0) 50% (3.0)		
		<€45,999	86% (110.3) 14% (18.0)		83% (109.0) 17% (22.0)		
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)							
Full-Time		Permanent		55% (38.0)		45% (31.0)	
		Temporary/Contract		70% (32.0)		30% (14.0)	
Part-Time		Permanent		84% (14.2)		16% (2.8)	
		Temporary/Contract		90% (4.7)		10% (0.5)	
Hourly Paid				81% (7.9)		19% (1.9)	
ATHENA SWAN STATUS (2019)		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 as 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 '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.

LEADER	Male President							
ALL STAFF BY GENDER (DECEMBER 2019)	WTE 300.3	% of total staff Female Staff 50%		WTE 305.1	% of total staff Male Staff 50%			
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT			
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)		
	42% (8)	58% (11)	55% (28)	45% (23)	50% (4)	50% (4)		
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)								
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)					
STAFF BY CATEGORY OF POST (DECEMBER 2019)								
Academic Core-Funded Staff ¹			48% (174.0)	52% (191.0)				
Professional, Management and Support Core-Funded Staff ²			54% (107.3)	46% (90.2)				
Research/Specialist Academic Staff ³			44% (4.0)	56% (5.0)				
Research/Specialist Professional, Management and Support Staff ³			44% (15.0)	56% (19.0)				
STAFF BY DISCIPLINE (DECEMBER 2019)								
Academic Core-Funded Staff								
Arts Humanities Social Science Business and Law (AHSSBL)			75% (76.4)	25% (25.3)				
Science Engineering Technology Mathematics Medicine (STEMM)			38% (97.6)	62% (161.7)				
Other ⁴			100% (4.0)					
Professional, Management and Support Core-Funded Staff								
Arts Humanities Social Science Business and Law (AHSSBL)			87% (6.8)	13% (1.0)				
Science Engineering Technology Mathematics Medicine (STEMM)			39% (17.8)	61% (28.2)				
Other ⁴			58% (82.7)	42% (61.0)				
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)								
	3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019				
Senior Lecturer [~]	28% (5.7)	72% (14.7)		26% (6.0)	74% (17.0)			
Lecturer [^]	47% (93.5)	53% (105.3)		50% (112.4)	50% (112.9)			
Assistant Lecturer	52% (45.1)	48% (41.7)		47% (51.6)	53% (57.1)			
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)								
Full-Time	Permanent	46% (155.0)			54% (179.0)			
	Temporary/Contract	63% (5.0)			38% (3.0)			
Part-Time	Permanent	69% (9.3)			31% (4.2)			
	Temporary/Contract	47% (0.7)			53% (0.8)			
Hourly Paid		50% (4.0)			50% (4.0)			
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)								
	3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019				
% (No. HC)	Full-Time	>€106,000	100% (1.7)		33% (1.0)	67% (2.0)		
		€76,000-€105,999	24% (3.0)	76% (9.3)		23% (3.0)	77% (10.0)	
		€46,000-€75,999	60% (40.7)	40% (27.3)		62% (53.0)	38% (33.0)	
		<€45,999	62% (51.7)	38% (32.0)		55% (54.0)	45% (44.0)	
Part-Time	>€106,000	0% (0.0)	0% (0.0)		0% (0.0)	0% (0.0)		
	€76,000-€105,999	0% (0.0)	0% (0.0)		0% (0.0)	0% (0.0)		
	€46,000-€75,999	67% (1.3)	34% (0.7)		0% (0.0)	0% (0.0)		
	<€45,999	62% (63.7)	38% (39.3)		60% (60.0)	40% (40.0)		
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)								
Full-Time	Permanent	51% (81.0)			49% (78.0)			
	Temporary/Contract	40% (6.0)			60% (9.0)			
Part-Time	Permanent	93% (14.9)			7% (1.2)			
	Temporary/Contract	100% (1.4)						
Hourly Paid		67% (4.0)			33% (2.0)			
ATHENA SWAN STATUS (2019)				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 as 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 '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.

LEADER		Male President					
ALL STAFF BY GENDER (DECEMBER 2019)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
		212.0	57%		161.3	43%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)		GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
		Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
		44% (8)	56% (10)	54% (20)	46% (17)	43% (3)	57% (4)
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)							
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)							
Academic Core-Funded Staff ¹				51% (105.9)		49% (102.1)	
Professional, Management and Support Core-Funded Staff ²				68% (78.3)		32% (36.7)	
Research/Specialist Academic Staff ³				38% (11.0)		62% (18.0)	
Research/Specialist Professional, Management and Support Staff ³				79% (16.8)		21% (4.5)	
STAFF BY DISCIPLINE (DECEMBER 2019)							
Academic Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				48% (33.1)		52% (36.2)	
Science Engineering Technology Mathematics Medicine (STEMM)				52% (72.8)		48% (65.9)	
Other ⁴				0% (0.0)		0% (0.0)	
Professional, Management and Support Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				66% (3.9)		34% (2.0)	
Science Engineering Technology Mathematics Medicine (STEMM)				75% (13.6)		25% (4.5)	
Other ⁴				67% (60.8)		33% (30.2)	
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
		3-YEAR AVERAGE; DECEMBER 2016-2018		DECEMBER 2019			
Senior Lecturer [~]		35% (5.9)	65% (11.2)	35% (6.0)	65% (11.0)		
Lecturer [^]		56% (80.5)	44% (64.4)	56% (82.8)	44% (65.8)		
Assistant Lecturer		41% (16.3)	59% (23.7)	41% (17.1)	59% (24.4)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time		Permanent		50% (88.0)		50% (87.0)	
		Temporary/Contract		25% (3.0)		75% (9.0)	
Part-Time		Permanent		70% (11.4)		30% (4.9)	
		Temporary/Contract		74% (3.4)		26% (1.2)	
Hourly Paid				0% (0.0)		0% (0.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
% (No. HC)		3-YEAR AVERAGE; DECEMBER 2016-2018		DECEMBER 2019			
Full-Time		>€106,000	34% (0.7)	67% (1.3)	50% (1.0)	50% (1.0)	
		€76,000-€105,999	39% (4.3)	61% (6.7)	50% (6.0)	50% (6.0)	
		€46,000-€75,999	52% (22.0)	48% (20.3)	57% (24.0)	43% (18.0)	
		<€45,999	81% (30.7)	19% (7.0)	78% (28.0)	22% (8.0)	
Part-Time		>€106,000	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)	
		€76,000-€105,999	0% (0.0)	0% (0.0)	100% (1.0)		
		€46,000-€75,999	100% (3.3)			100% (6.0)	
		<€45,999	65% (71.3)	35% (38.7)	66% (74.0)	34% (38.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)							
Full-Time		Permanent		64% (49.0)		36% (27.0)	
		Temporary/Contract		63% (10.0)		38% (6.0)	
Part-Time		Permanent		97% (15.4)		3% (0.5)	
		Temporary/Contract		0% (0.0)		0% (0.0)	
Hourly Paid				55% (3.9)		45% (3.2)	
ATHENA SWAN STATUS (2019)				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 as 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 '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.

LEADER	Male President					
ALL STAFF BY GENDER (DECEMBER 2019)	WTE 200.0	% of total staff Female Staff 53%		WTE 178.5	% of total staff Male Staff 47%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	53% (10)	47% (9)	46% (19)	54% (22)	13% (1)	87% (7)
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)						
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)						
Academic Core-Funded Staff ¹			50% (105.1)		50% (105.5)	
Professional, Management and Support Core-Funded Staff ²			62% (86.6)		38% (53.9)	
Research/Specialist Academic Staff ³			100% (1.0)			
Research/Specialist Professional, Management and Support Staff ³			28% (7.3)		72% (19.2)	
STAFF BY DISCIPLINE (DECEMBER 2019)						
Academic Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			54% (42.3)		46% (36.7)	
Science Engineering Technology Mathematics Medicine (STEMM)			48% (59.2)		52% (65.2)	
Other ⁴			50% (3.6)		50% (3.6)	
Professional, Management and Support Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			65% (16.3)		35% (8.6)	
Science Engineering Technology Mathematics Medicine (STEMM)			63% (12.0)		37% (7.0)	
Other ⁴			60% (58.4)		40% (38.3)	
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)						
	3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
Senior Lecturer [~]	49% (7.3)	51% (7.7)	50% (8.0)	50% (8.0)		
Lecturer [^]	50% (59.4)	50% (58.6)	51% (71.3)	49% (68.0)		
Assistant Lecturer	57% (35.3)	43% (26.5)	48% (24.2)	52% (26.8)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)						
Full-Time	Permanent	50% (89.0)		50% (88.0)		
	Temporary/Contract	50% (5.0)		50% (5.0)		
Part-Time	Permanent	50% (8.3)		50% (8.4)		
	Temporary/Contract	48% (1.2)		52% (1.3)		
Hourly Paid	36% (1.5)		64% (2.7)			
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)						
	3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
% (No. HC)						
Full-Time	>€106,000	100% (2.3)		100% (3.0)		
	€76,000-€105,999	32% (3.0)	68% (6.3)	38% (3.0)	63% (5.0)	
	€46,000-€75,999	54% (27.3)	46% (23.0)	55% (22.0)	45% (18.0)	
	<€45,999	65% (33.0)	35% (18.0)	56% (25.0)	44% (20.0)	
Part-Time	>€106,000	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)	
	€76,000-€105,999	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)	
	€46,000-€75,999	87% (9.0)	13% (1.3)	86% (12.0)	14% (2.0)	
	<€45,999	72% (24.3)	28% (9.3)	77% (36.0)	23% (11.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)						
Full-Time	Permanent	52% (45.0)		48% (42.0)		
	Temporary/Contract	54% (7.0)		46% (6.0)		
Part-Time	Permanent	87% (31.8)		13% (4.7)		
	Temporary/Contract	78% (2.1)		22% (0.6)		
Hourly Paid	57% (0.8)		43% (0.6)			
ATHENA SWAN STATUS (2019)			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 as 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 '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.

LEADER		Male President					
ALL STAFF BY GENDER (DECEMBER 2019)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
		336.8	49%		352.0	51%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)		GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
		Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
		41% (7)	59% (10)	41% (20)	59% (29)	22% (2)	78% (7)
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)							
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)							
Academic Core-Funded Staff ¹				44% (185.0)		56% (239.5)	
Professional, Management and Support Core-Funded Staff ²				56% (111.5)		44% (88.8)	
Research/Specialist Academic Staff ³				48% (18.0)		52% (19.3)	
Research/Specialist Professional, Management and Support Staff ³				83% (22.2)		17% (4.4)	
STAFF BY DISCIPLINE (DECEMBER 2019)							
Academic Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				56% (121.1)		44% (96.1)	
Science Engineering Technology Mathematics Medicine (STEMM)				30% (57.2)		70% (135.6)	
Other ⁴				47% (6.8)		53% (7.7)	
Professional, Management and Support Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				43% (8.8)		57% (11.5)	
Science Engineering Technology Mathematics Medicine (STEMM)				46% (15.6)		54% (18.0)	
Other ⁴				59% (87.1)		41% (59.3)	
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
3-YEAR AVERAGE; DECEMBER 2016-2018				DECEMBER 2019			
Senior Lecturer [~]		36% (12.2)	64% (22.1)	32% (11.5)	68% (24.8)		
Lecturer [^]		41% (96.4)	59% (137.9)	44% (106.1)	56% (133.3)		
Assistant Lecturer		49% (41.7)	51% (43.2)	46% (55.4)	54% (65.0)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time		Permanent		42% (132.6)		58% (184.3)	
		Temporary/Contract		43% (24.0)		57% (32.0)	
Part-Time		Permanent		74% (12.8)		26% (4.6)	
		Temporary/Contract		62% (3.6)		38% (2.2)	
Hourly Paid				42% (12.0)		58% (16.4)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
3-YEAR AVERAGE; DECEMBER 2016-2018				DECEMBER 2019			
% (No. HC)		>€106,000		9% (0.3)		91% (3.3)	
		€76,000-€105,999		17% (1.3)		83% (6.3)	
		€46,000-€75,999		46% (24.0)		54% (28.7)	
		<€45,999		47% (31.0)		53% (34.3)	
Part-Time		>€106,000		0% (0.0)		0% (0.0)	
		€76,000-€105,999		70% (2.3)		30% (1.0)	
		€46,000-€75,999		92% (25.7)		8% (2.3)	
		<€45,999		74% (159.7)		26% (57.3)	
		>€106,000		0% (0.0)		0% (0.0)	
		€76,000-€105,999		75% (3.0)		25% (1.0)	
		€46,000-€75,999		89% (25.0)		11% (3.0)	
		<€45,999		73% (156.0)		27% (59.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)							
Full-Time		Permanent		41% (40.2)		59% (57.0)	
		Temporary/Contract		50% (23.0)		50% (23.3)	
Part-Time		Permanent		89% (35.5)		11% (4.6)	
		Temporary/Contract		82% (8.9)		18% (2.0)	
Hourly Paid				69% (4.0)		31% (1.8)	
ATHENA SWAN STATUS (2019) ⁵				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 as 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 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.

⁵ Limerick Institute of Technology were awarded Athena SWAN Bronze in the November 2019 round and received the results in April 2020.

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

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

LEADER	Male President						
ALL STAFF BY GENDER (DECEMBER 2019)	WTE 264.2	% of total staff Female Staff 69%	WTE 119.0	% of total staff Male Staff 31%			
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT		
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	
	48% (11)	52% (12)	45% (20)	55% (24)	50% (6)	50% (6)	
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)							
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)				
STAFF BY CATEGORY OF POST (DECEMBER 2019)							
Academic Core-Funded Staff ¹			57% (93.8)		43% (70.7)		
Professional, Management and Support Core-Funded Staff ²			77% (133.1)		23% (40.3)		
Research/Specialist Academic Staff ³			88% (21.5)		12% (3.0)		
Research/Specialist Professional, Management and Support Staff ³			76% (15.9)		24% (5.0)		
STAFF BY DISCIPLINE (DECEMBER 2019)							
Academic Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)			58% (92.8)		42% (67.7)		
Science Engineering Technology Mathematics Medicine (STEMM)			0% (0.0)		0% (0.0)		
Other ⁴			25% (1.0)		75% (3.0)		
Professional, Management and Support Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)			92% (24)		8% (2.0)		
Science Engineering Technology Mathematics Medicine (STEMM)			0% (0.0)		0% (0.0)		
Other ⁴			74% (109.1)		26% (38.3)		
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
3-YEAR AVERAGE; DECEMBER 2016-2018							
Senior Lecturer [~]			51% (17.2)		49% (16.7)		
Lecturer [^]			62% (62.1)		38% (38.4)		
DECEMBER 2019							
Senior Lecturer [~]			48% (15.0)		52% (16.0)		
Lecturer [^]			64% (68.3)		36% (38.7)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time	Permanent		55% (80.0)		45% (65.0)		
	Temporary/Contract		69% (11.0)		31% (5.0)		
Part-Time	Permanent		77% (2.3)		23% (0.7)		
	Temporary/Contract		100% (0.5)				
Hourly Paid		0% (0.0)		0% (0.0)			
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
3-YEAR AVERAGE; DECEMBER 2016-2018							
% (No. HC)	Full-Time	>€106,000	100% (3.3)		100% (2.0)		
		€76,000-€105,999	11% (0.7)	89% (5.7)		50% (2.0)	50% (2.0)
		€46,000-€75,999	72% (32.0)	28% (12.7)		78% (52.0)	22% (15.0)
		<€45,999	80% (65.7)	20% (16.3)		78% (64.0)	22% (18.0)
Part-Time	>€106,000	0% (0.0)	0% (0.0)		0% (0.0)	0% (0.0)	
	€76,000-€105,999	100% (1.3)		0% (0.0)	0% (0.0)		
	€46,000-€75,999	88% (2.3)	12% (0.3)		100% (3.0)		
	<€45,999	86% (29.3)	14% (4.7)		84% (26.0)	16% (5.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time	Permanent		77% (113.0)		23% (33.0)		
	Temporary/Contract		55% (6.0)		45% (5.0)		
Part-Time	Permanent		89% (14.1)		11% (1.8)		
	Temporary/Contract		100% (0.5)				
Hourly Paid		0% (0.0)		0% (0.0)			
ATHENA SWAN STATUS (2019)⁵			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 as 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 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.
⁵ Mary Immaculate College were awarded Athena SWAN Bronze in the November 2019 round and received the results in April 2020.
[~] Senior Lecturer refers to Senior Lecturer 1, 2 and 3.
[^] Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer.

LEADER		Male President									
ALL STAFF BY GENDER (DECEMBER 2019)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff					
		611.1	56%		478.7	44%					
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)		GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT					
		Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)				
		48% (13)	52% (14)	40% (30)	60% (45)	31% (4)	69% (9)				
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)											
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)							
STAFF BY CATEGORY OF POST (DECEMBER 2019)											
Academic Core-Funded Staff ¹				41% (146.9)		59% (209.3)					
Professional, Management and Support Core-Funded Staff ²				67% (187.6)		33% (94.4)					
Research/Specialist Academic Staff ³				50% (110.6)		50% (111.2)					
Research/Specialist Professional, Management and Support Staff ³				72% (166.1)		28% (63.9)					
STAFF BY DISCIPLINE (DECEMBER 2019)											
Academic Core-Funded Staff											
Arts Humanities Social Science Business and Law (AHSSBL)				48% (112.4)		52% (124.2)					
Science Engineering Technology Mathematics Medicine (STEMM)				30% (30.5)		70% (72.0)					
Other ⁴				23% (4.0)		77% (13.1)					
Professional, Management and Support Core-Funded Staff											
Arts Humanities Social Science Business and Law (AHSSBL)				90% (26.0)		10% (3.0)					
Science Engineering Technology Mathematics Medicine (STEMM)				54% (22.1)		46% (19.0)					
Other ⁴				66% (139.5)		34% (72.4)					
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)											
		3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019						
Professor		30% (13.0)		70% (30.7)		29% (15.0)		71% (37.5)			
Associate Professor		37% (13.8)		63% (23.7)		34% (14.5)		66% (28.0)			
Senior Lecturer		38% (31.3)		62% (50.7)		36% (31.0)		64% (54.0)			
Lecturer		46% (61.7)		54% (71.2)		49% (81.8)		51% (86.8)			
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)											
Full-Time		Permanent		41% (141.0)		59% (206.0)					
		Temporary/Contract		60% (3.0)		40% (2.0)					
Part-Time		Permanent		76% (2.9)		24% (0.9)					
		Temporary/Contract		100% (0.4)							
Hourly Paid				0% (0.0)		0% (0.0)					
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)											
		3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019						
% (No. HC)		>€106,000		21% (2.3)		79% (8.7)		53% (9.0)		47% (8.0)	
		€76,000-€105,999		58% (16.7)		42% (12.0)		47% (20.0)		53% (23.0)	
		€46,000-€75,999		59% (61.0)		41% (42.0)		63% (82.0)		37% (48.0)	
		<€45,999		67% (47.0)		33% (23.3)		69% (31.0)		31% (14.0)	
Part-Time		>€106,000		0% (0.0)		0% (0.0)		0% (0.0)		0% (0.0)	
		€76,000-€105,999		86% (4.3)		14% (0.7)		100% (5.0)			
		€46,000-€75,999		91% (24.3)		9% (2.3)		100% (41.0)			
		<€45,999		90% (45.0)		10% (5.0)		85% (33.0)		15% (6.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)											
Full-Time		Permanent		63% (144.0)		37% (84.0)					
		Temporary/Contract		45% (5.0)		55% (6.0)					
Part-Time		Permanent		90% (38.6)		10% (4.2)					
		Temporary/Contract		100% (0.2)							
Hourly Paid				0% (0.0)		0% (0.0)					
ATHENA SWAN STATUS (2019)				BRONZE	SILVER	GOLD					
Institutional Athena SWAN awardees				Achieved	0	0					
Departmental Athena SWAN awardees				2	0	0					

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA as 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 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.

LEADER	Female Director					
ALL STAFF BY GENDER (DECEMBER 2019)	WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
	94.1	61%		60.1	39%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	64% (7)	36% (4)	55% (16)	45% (13)	50% (5)	50% (5)
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)						
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)						
Academic Core-Funded Staff ¹			64% (45.9)		36% (26.3)	
Professional, Management and Support Core-Funded Staff ²			59% (47.9)		41% (33.8)	
Research/Specialist Academic Staff ³			0% (0.0)		0% (0.0)	
Research/Specialist Professional, Management and Support Staff ³			100% (0.2)			
STAFF BY DISCIPLINE (DECEMBER 2019)						
Academic Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			60% (36.8)		40% (24.7)	
Science Engineering Technology Mathematics Medicine (STEMM)			0% (0.0)		0% (0.0)	
Other ⁴			85% (9.1)		15% (1.6)	
Professional, Management and Support Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			59% (15.4)		41% (10.7)	
Science Engineering Technology Mathematics Medicine (STEMM)			0% (0.0)		0% (0.0)	
Other ⁴			59% (32.6)		41% (23.1)	
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)						
	3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
Senior Lecturer [~]	42% (6.3)		58% (8.9)		42% (7.0) 58% (9.8)	
Lecturer [^]	63% (14.9)		37% (8.7)		66% (17.0) 34% (8.7)	
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)						
Full-Time	Permanent	61% (30.2)		39% (19.1)		
	Temporary/Contract	0% (0.0)		0% (0.0)		
Part-Time	Permanent	64% (10.9)		36% (6.2)		
	Temporary/Contract	89% (4.2)		11% (0.5)		
Hourly Paid			58% (0.7)		42% (0.5)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)						
	3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
Full-Time	>€106,000	100% (1.0)		100% (1.0)		
	€76,000-€105,999	35% (2.0) 65% (3.7)		67% (2.0) 33% (1.0)		
	€46,000-€75,999	57% (11.0) 43% (8.3)		48% (14.0) 52% (15.0)		
	<€45,999	61% (19.3) 39% (12.3)		62% (28.0) 38% (17.0)		
Part-Time	>€106,000	0% (0.0) 0% (0.0)		0% (0.0) 0% (0.0)		
	€76,000-€105,999	0% (0.0) 0% (0.0)		0% (0.0) 0% (0.0)		
	€46,000-€75,999	71% (1.7) 29% (0.7)		100% (1.0)		
	<€45,999	78% (8.0) 22% (2.3)		81% (13.0) 19% (3.0)		
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)						
Full-Time	Permanent	55% (37.6)		45% (31.1)		
	Temporary/Contract	100% (4.0)				
Part-Time	Permanent	100% (5.5)				
	Temporary/Contract	25% (0.9)		75% (2.7)		
Hourly Paid			0% (0.0)		0% (0.0)	
ATHENA SWAN STATUS (2019)			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 as 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 '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.

LEADER		Male President					
ALL STAFF BY GENDER (DECEMBER 2019)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
		1287.8	56%		1029.3	44%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)		GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
		Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
		43% (17)	58% (23)	48% (62)	52% (66)	44% (7)	56% (9)
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)							
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)							
Academic Core-Funded Staff ¹				46% (364.1)		54% (424.1)	
Professional, Management and Support Core-Funded Staff ²				68% (517.2)		32% (247.6)	
Research/Specialist Academic Staff ³				50% (329.9)		50% (324.9)	
Research/Specialist Professional, Management and Support Staff ³				70% (76.6)		30% (32.7)	
STAFF BY DISCIPLINE (DECEMBER 2019)							
Academic Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				49% (171.0)		51% (177.0)	
Science Engineering Technology Mathematics Medicine (STEMM)				42% (149.5)		58% (203.3)	
Other ⁴				50% (43.6)		50% (43.8)	
Professional, Management and Support Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				83% (87.1)		17% (18.3)	
Science Engineering Technology Mathematics Medicine (STEMM)				74% (83.9)		26% (29.1)	
Other ⁴				63% (346.2)		37% (200.2)	
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
3-YEAR AVERAGE; DECEMBER 2016-2018				DECEMBER 2019			
Professor		13% (8.8)	87% (56.4)	18% (12.5)	82% (55.8)		
Associate Professor		18% (11.5)	82% (51.7)	26% (21.5)	74% (61.0)		
Senior Lecturer		40% (42.8)	60% (64.8)	41% (45.9)	59% (66.3)		
Lecturer		52% (200.4)	48% (183.9)	56% (228.4)	44% (180.5)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time		Permanent		43% (267.0)		57% (351.0)	
		Temporary/Contract		61% (14.0)		39% (9.0)	
Part-Time		Permanent		61% (30.9)		39% (19.4)	
		Temporary/Contract		71% (12.6)		29% (5.1)	
Hourly Paid				50% (39.6)		50% (39.6)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
3-YEAR AVERAGE; DECEMBER 2016-2018				DECEMBER 2019			
% (No. HC)		>€106,000		21% (4.0)		79% (15.0)	
Full-Time		€76,000-€105,999		58% (31.3)		42% (22.7)	
		€46,000-€75,999		63% (198.7)		37% (115.3)	
		<€45,999		68% (163.0)		32% (75.7)	
Part-Time		>€106,000		0% (0.0)		0% (0.0)	
		€76,000-€105,999		100% (0.3)		100% (1.0)	
		€46,000-€75,999		83% (53.7)		17% (11.3)	
		<€45,999		90% (153.7)		10% (17.7)	
						82% (60.0)	
						18% (13.0)	
						89% (139.0)	
						11% (18.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)							
Full-Time		Permanent		64% (389.8)		36% (221.5)	
		Temporary/Contract		65% (15.0)		35% (8.0)	
Part-Time		Permanent		87% (110.0)		13% (15.9)	
		Temporary/Contract		53% (2.5)		47% (2.2)	
Hourly Paid				0% (0.0)		0% (0.0)	
ATHENA SWAN STATUS (2019)				BRONZE	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 as 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 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.

LEADER		Male President					
ALL STAFF BY GENDER (DECEMBER 2019)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
		489.0	64%		277.9	36%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)		GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
		Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
		24% (5)	76% (16)	38% (29)	62% (47)	30% (3)	70% (7)
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)							
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)							
Academic Staff				54% (78.9)		46% (67.8)	
Professional, Management and Support Staff ¹				69% (269.2)		31% (118.6)	
Research/Specialist Academic Staff ²				50% (68.8)		50% (69.7)	
Research/Specialist Professional, Management and Support Staff ²				77% (72.1)		23% (21.8)	
STAFF BY DISCIPLINE (DECEMBER 2019)							
Academic Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				0% (0.0)		0% (0.0)	
Science Engineering Technology Mathematics Medicine (STEMM)				54% (78.9)		46% (67.8)	
Other ³				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)				69% (269.2)		31% (118.6)	
Other ³				0% (0.0)		0% (0.0)	
ACADEMIC STAFF BY GRADE (DECEMBER 2018; DECEMBER 2019)*							
		DECEMBER 2018		DECEMBER 2019			
Professor		27% (8.6)	73% (23.3)	33% (10.9)	67% (21.8)		
Associate Professor		34% (9.0)	66% (17.7)	28% (6.0)	72% (15.3)		
Senior Lecturer		66% (25.9)	34% (13.2)	67% (25.0)	33% (12.1)		
Lecturer		69% (37.2)	31% (16.4)	65% (35.0)	35% (18.5)		
ACADEMIC STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time	Permanent			57% (61.0)		43% (46.0)	
	Temporary/Contract			75% (6.0)		25% (2.0)	
Part-Time	Permanent			39% (11.4)		61% (17.9)	
	Temporary/Contract			21% (0.5)		79% (1.9)	
Hourly Paid				0% (0.0)		0% (0.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2018; DECEMBER 2019)*							
% (No. HC)		DECEMBER 2018		DECEMBER 2019			
Full-Time	>€106,000	52% (12.0)	48% (11.0)	52% (11.0)	48% (10.0)		
	€76,000-€105,999	47% (21.0)	53% (24.0)	49% (24.0)	51% (25.0)		
	€46,000-€75,999	70% (101.0)	30% (44.0)	69% (108.0)	31% (49.0)		
	<€45,999	76% (102.0)	24% (32.0)	76% (99.0)	24% (31.0)		
Part-Time	>€106,000	100% (1.0)		33% (1.0)		67% (2.0)	
	€76,000-€105,999	100% (1.0)		100% (1.0)			
	€46,000-€75,999	100% (8.0)		100% (9.0)			
	<€45,999	87% (40.0)	13% (6.0)	88% (38.0)	12% (5.0)		
PROFESSIONAL, MANAGEMENT AND SUPPORT BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time	Permanent			66% (210.0)		34% (108.0)	
	Temporary/Contract			82% (32.0)		18% (7.0)	
Part-Time	Permanent			87% (24.8)		13% (3.7)	
	Temporary/Contract			100% (2.9)			
Hourly Paid				0% (0.0)		0% (0.0)	
ATHENA SWAN STATUS (2019) ⁴		BRONZE		SILVER		GOLD	
Institutional Athena SWAN awardees		Achieved		0		0	
Departmental Athena SWAN awardees		1		0		0	

¹ This refers to administration/support staff.

² Research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources.

³ 'Other' includes any posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.

⁴ RCSI University of Medicine and Health Sciences' Department of Anatomy and Regenerative Medicine was awarded Athena SWAN Bronze in the November 2019 round and received the results in April 2020.

* Data from RCSI has only been included in the HEA Institutional Staff Profiles by Gender publication since 2017.

LEADER		Female President					
ALL STAFF BY GENDER (DECEMBER 2019)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
		85.7	75%		28.6	25%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT		
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	
	33% (3)	67% (6)	75% (9)	25% (3)	67% (4)	33% (2)	
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)							
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)							
Academic Core-Funded Staff ¹				84% (47.3)		16% (9.1)	
Professional, Management and Support Core-Funded Staff ²				66% (38.5)		34% (19.5)	
Research/Specialist Academic Staff ³				0% (0.0)		0% (0.0)	
Research/Specialist Professional, Management and Support Staff ³				0% (0.0)		0% (0.0)	
STAFF BY DISCIPLINE (DECEMBER 2019)							
Academic Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				85% (30.8)		15% (5.4)	
Science Engineering Technology Mathematics Medicine (STEMM)				86% (13.0)		14% (2.2)	
Other ⁴				70% (3.5)		30% (1.5)	
Professional, Management and Support Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				85% (11.5)		15% (2.0)	
Science Engineering Technology Mathematics Medicine (STEMM)				100% (6.7)			
Other ⁴				54% (20.8)		46% (17.5)	
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
		3-YEAR AVERAGE; DECEMBER 2016-2018		DECEMBER 2019			
Senior Lecturer [~]		100% (3.0)		100% (3.0)			
Lecturer [^]		85% (46.3)		15% (8.3)		83% (44.3)	
				17% (9.1)			
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time	Permanent			86% (38.0)		14% (6.0)	
	Temporary/Contract			76% (6.5)		24% (2.0)	
Part-Time	Permanent			75% (1.8)		25% (0.6)	
	Temporary/Contract			67% (1.0)		33% (0.5)	
Hourly Paid				0% (0.0)		0% (0.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
% (No. HC)		3-YEAR AVERAGE; DECEMBER 2016-2018		DECEMBER 2019			
Full-Time	>€106,000	0% (0.0)		100% (1.0)			
	€76,000-€105,999	19% (0.7)	81% (3.0)	100% (4.0)			
	€46,000-€75,999	48% (6.3)	52% (6.7)	45% (9.0)	55% (11.0)		
	<€45,999	85% (22.7)		15% (4.0)		85% (22.0)	
				15% (4.0)			
Part-Time	>€106,000	0% (0.0)		0% (0.0)			
	€76,000-€105,999	0% (0.0)		0% (0.0)			
	€46,000-€75,999	100% (1.0)		0% (0.0)			
	<€45,999	89% (16.0)		11% (2.0)		93% (13.0)	
				7% (1.0)			
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time	Permanent			63% (20.0)		38% (12.0)	
	Temporary/Contract			59% (10.0)		41% (7.0)	
Part-Time	Permanent			91% (5.1)		9% (0.5)	
	Temporary/Contract			100% (3.4)			
Hourly Paid				0% (0.0)		0% (0.0)	
ATHENA SWAN STATUS (2019)				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 as 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 '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.

LEADER	Male President					
ALL STAFF BY GENDER (DECEMBER 2019)	WTE 1188.8	% of total staff Female Staff 46%	WTE 1394.9	% of total staff Male Staff 54%		
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	50% (10)	50% (10)	50% (20)	50% (20)	49% (18)	51% (19)
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)						
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)						
Academic Core-Funded Staff ¹			40% (519.2)	60% (787.6)		
Professional, Management and Support Core-Funded Staff ²			51% (494.7)	49% (469.1)		
Research/Specialist Academic Staff ³			49% (98.4)	51% (104.1)		
Research/Specialist Professional, Management and Support Staff ³			69% (76.4)	31% (34.2)		
STAFF BY DISCIPLINE (DECEMBER 2019)						
Academic Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			53% (304.8)	47% (266.1)		
Science Engineering Technology Mathematics Medicine (STEMM)			29% (208.1)	71% (510.7)		
Other ⁴			37% (6.3)	63% (10.8)		
Professional, Management and Support Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			58% (46.7)	42% (34.1)		
Science Engineering Technology Mathematics Medicine (STEMM)			42% (72.5)	58% (98.9)		
Other ⁴			53% (375.5)	47% (336.1)		
ACADEMIC CORE-FUNDED STAFF BY GRADE (DECEMBER 2019)*						
DECEMBER 2019						
Senior Lecturer [~]			38% (74.9)	62% (120.5)		
Lecturer [^]			38% (279.6)	62% (448.9)		
Assistant Lecturer			46% (139.5)	54% (166.0)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)						
Full-Time	Permanent		39% (442.8)	61% (694.0)		
	Temporary/Contract		43% (20.0)	57% (27.0)		
Part-Time	Permanent		53% (34.0)	47% (29.9)		
	Temporary/Contract		44% (4.2)	56% (5.4)		
Hourly Paid			37% (18.3)	63% (31.2)		
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2019)*						
DECEMBER 2019						
% (No. HC)						
Full-Time	>€106,000		37% (7.0)	63% (12.0)		
	€76,000-€105,999		51% (36.0)	49% (35.0)		
	€46,000-€75,999		44% (126.0)	56% (159.0)		
	<€45,999		51% (256.0)	49% (245.0)		
Part-Time	>€106,000		0% (0.0)	0% (0.0)		
	€76,000-€105,999		100% (1.0)			
	€46,000-€75,999		74% (25.0)	26% (9.0)		
	<€45,999		70% (301.0)	30% (131.0)		
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)						
Full-Time	Permanent		46% (328.6)	54% (391.6)		
	Temporary/Contract		56% (68.0)	44% (54.0)		
Part-Time	Permanent		89% (66.0)	11% (8.1)		
	Temporary/Contract		73% (27.9)	27% (10.1)		
Hourly Paid			44% (4.2)	56% (5.3)		
ATHENA SWAN STATUS (2019)						
		BRONZE	SILVER	GOLD		
Institutional Athena SWAN awardees		TU Legacy Award	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 as 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 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.

* 3-year data not available for TU Dublin as it was established on 1st January 2019.

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

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

LEADER	Male Provost					
ALL STAFF BY GENDER (DECEMBER 2019)	WTE 1825.8	% of total staff Female Staff 53%		WTE 1599.9	% of total staff Male Staff 47%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	48% (12)	52% (13)	61% (19)	39% (12)	56% (9)	44% (7)

STAFF BREAKDOWN BY GENDER (DECEMBER 2019)						
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)			

STAFF BY CATEGORY OF POST (DECEMBER 2019)						
Academic Core-Funded Staff ¹						
			45% (318.7)	55% (383.7)		
Professional, Management and Support Core-Funded Staff ²						
			60% (599.7)	40% (406.9)		
Research/Specialist Academic Staff ³						
			48% (521.8)	52% (556.6)		
Research/Specialist Professional, Management and Support Staff ³						
			60% (385.6)	40% (252.7)		

STAFF BY DISCIPLINE (DECEMBER 2019)						
Academic Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)						
			47% (131.1)	53% (146.2)		
Science Engineering Technology Mathematics Medicine (STEMM)						
			44% (185.8)	56% (237.5)		
Other ⁴						
			100% (1.8)			

Professional, Management and Support Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)						
			86% (65.0)	14% (10.8)		
Science Engineering Technology Mathematics Medicine (STEMM)						
			64% (155.5)	36% (87.5)		
Other ⁴						
			55% (379.2)	45% (308.6)		

ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)						
3-YEAR AVERAGE; DECEMBER 2016-2018						
DECEMBER 2019						
Professor	26% (18.1)	74% (50.3)	31% (23.5)	69% (53.3)		
Associate Professor	43% (27.0)	57% (35.3)	48% (35.7)	52% (38.9)		
Senior Lecturer	37% (58.3)	63% (98.5)	33% (55.9)	67% (111.4)		
Lecturer	49% (167.0)	51% (175.4)	50% (177.0)	50% (174.1)		

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)						
Full-Time	Permanent	40% (213.4)		60% (322.0)		
	Temporary/Contract	59% (76.9)		41% (54.5)		
Part-Time	Permanent	82% (9.9)		18% (2.2)		
	Temporary/Contract	79% (18.5)		21% (5.0)		
Hourly Paid		0% (0.0)		0% (0.0)		

PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)						
3-YEAR AVERAGE; DECEMBER 2016-2018						
DECEMBER 2019						
% (No. HC)						
Full-Time	>€106,000	39% (8.7)	61% (13.7)	44% (12.0)	56% (15.0)	
	€76,000-€105,999	57% (43.0)	43% (32.7)	58% (43.0)	42% (31.0)	
	€46,000-€75,999	50% (173.7)	50% (175.3)	56% (230.0)	44% (184.0)	
	<€45,999	55% (239.0)	45% (193.7)	53% (196.0)	47% (172.0)	
Part-Time	>€106,000	100% (1.0)		100% (1.0)		
	€76,000-€105,999	87% (16.0)	13% (2.3)	95% (18.0)	5% (1.0)	
	€46,000-€75,999	96% (50.0)	4% (2.3)	95% (58.0)	5% (3.0)	
	<€45,999	86% (205.7)	14% (32.7)	86% (172.0)	14% (28.0)	

PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)						
Full-Time	Permanent	48% (298.4)		52% (324.2)		
	Temporary/Contract	71% (158.2)		29% (65.1)		
Part-Time	Permanent	88% (92.6)		12% (12.5)		
	Temporary/Contract	91% (50.5)		9% (5.2)		
Hourly Paid		0% (0.0)		0% (0.0)		

ATHENA SWAN STATUS (2019)			
	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 as 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 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.

LEADER	Male President						
ALL STAFF BY GENDER (DECEMBER 2019)	WTE 1630.3	% of total staff Female Staff 54%		WTE 1385.2	% of total staff Male Staff 46%		
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT		
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	
	38% (15)	62% (24)	33% (75)	67% (149)	46% (6)	54% (7)	
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)							
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)				
STAFF BY CATEGORY OF POST (DECEMBER 2019)							
Academic Core-Funded Staff ¹			45% (376.8)		55% (469.8)		
Professional, Management and Support Core-Funded Staff ²			66% (801.3)		34% (417.9)		
Research/Specialist Academic Staff ³			43% (272.5)		57% (355.7)		
Research/Specialist Professional, Management and Support Staff ³			56% (179.8)		44% (141.8)		
STAFF BY DISCIPLINE (DECEMBER 2019)							
Academic Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)			46% (201.7)		54% (232.3)		
Science Engineering Technology Mathematics Medicine (STEMM)			42% (174.1)		58% (236.5)		
Other ⁴			50% (1.0)		50% (1.0)		
Professional, Management and Support Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)			81% (132.4)		19% (30.4)		
Science Engineering Technology Mathematics Medicine (STEMM)			71% (235.2)		29% (95.7)		
Other ⁴			60% (433.8)		40% (291.7)		
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
	3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019			
Professor	21% (15.7)	79% (58.7)		24% (20.0)	76% (64.0)		
Associate Professor	39% (19.2)	61% (29.7)		39% (18.5)	61% (29.3)		
Senior Lecturer	34% (44.9)	66% (88.0)		37% (65.8)	63% (110.0)		
Lecturer	52% (239.2)	48% (223.1)		51% (251.8)	49% (242.0)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time	Permanent	42% (289.9)		58% (396.6)			
	Temporary/Contract	53% (61.8)		47% (53.8)			
Part-Time	Permanent	54% (18.7)		46% (16.1)			
	Temporary/Contract	66% (6.5)		34% (3.3)			
Hourly Paid	0% (0.0)		0% (0.0)				
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
	3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019			
Full-Time	>€106,000	33% (6.3)	67% (13.0)		37% (10.0)	63% (17.0)	
	€76,000-€105,999	52% (46.0)	48% (41.7)		54% (58.0)	46% (49.0)	
	€46,000-€75,999	57% (195.7)	43% (149.0)		63% (246.0)	37% (146.0)	
	<€45,999	68% (367.3)	32% (169.0)		67% (385.0)	33% (186.0)	
Part-Time	>€106,000	40% (0.7)	60% (1.0)		67% (2.0)	33% (1.0)	
	€76,000-€105,999	100% (6.0)		100% (6.0)			
	€46,000-€75,999	98% (52.0)	2% (1.3)		88% (67.0)	12% (9.0)	
	<€45,999	91% (165.3)	9% (16.3)		87% (166.0)	13% (24.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)							
Full-Time	Permanent	61% (543.5)		39% (342.8)			
	Temporary/Contract	69% (115.4)		31% (52.8)			
Part-Time	Permanent	89% (121.8)		11% (15.2)			
	Temporary/Contract	75% (20.6)		25% (7.0)			
Hourly Paid	0% (0.0)		0% (0.0)				
ATHENA SWAN STATUS (2019)							
		BRONZE		SILVER		GOLD	
Institutional Athena SWAN awardees		Achieved		0		0	
Departmental Athena SWAN awardees		6		0		0	

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA as 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 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.

LEADER		Male President					
ALL STAFF BY GENDER* (DECEMBER 2019)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
		1997.4	54%		1681.2	46%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT		
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	
	51% (19)	49% (18)	32% (127)	68% (266)	42% (5)	58% (7)	
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)							
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)							
Academic Core-Funded Staff ¹		43% (457.9)		57% (602.9)			
Professional, Management and Support Core-Funded Staff ²		63% (688.0)		37% (410.1)			
Research/Specialist Academic Staff ³		43% (308.9)		57% (402.0)			
Research/Specialist Professional, Management and Support Staff ³		67% (542.5)		33% (266.3)			
STAFF BY DISCIPLINE (DECEMBER 2019)							
Academic Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)		47% (199.5)		53% (221.2)			
Science Engineering Technology Mathematics Medicine (STEMM)		40% (252.4)		60% (374.7)			
Other ⁴		46% (6.0)		54% (7.0)			
Professional, Management and Support Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)		82% (103.6)		18% (23.5)			
Science Engineering Technology Mathematics Medicine (STEMM)		62% (207.6)		38% (129.3)			
Other ⁴		59% (376.9)		41% (257.3)			
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
		3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
Professor		24% (39.3)	76% (123.0)	24% (41.2)	76% (128.2)		
Associate Professor		29% (25.8)	71% (62.1)	33% (31.2)	67% (64.7)		
Senior Lecturer		40% (94.2)	60% (144.0)	40% (107.2)	60% (159.5)		
Lecturer		49% (288.0)	51% (294.7)	50% (311.5)	50% (310.5)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)							
Full-Time	Permanent	41% (388.3)		59% (557.1)			
	Temporary/Contract	55% (33.0)		45% (26.9)			
Part-Time	Permanent	65% (30.1)		35% (15.9)			
	Temporary/Contract	68% (6.5)		32% (3.0)			
Hourly Paid		0% (0.0)		0% (0.0)			
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)							
		3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
Full-Time	>€106,000	33% (11.7)	67% (24.0)	37% (16.0)	63% (27.0)		
	€76,000-€105,999	61% (77.3)	39% (50.0)	60% (87.0)	40% (58.0)		
	€46,000-€75,999	59% (273.3)	41% (187.7)	63% (352.0)	37% (209.0)		
	<€45,999	64% (246.3)	36% (138.7)	62% (187.0)	38% (115.0)		
Part-Time	>€106,000	40% (1.3)	60% (2)	50% (1.0)	50% (1.0)		
	€76,000-€105,999	85% (16.7)	15% (3.0)	85% (17.0)	15% (3.0)		
	€46,000-€75,999	83% (49.3)	17% (10.0)	91% (70.0)	9% (7.0)		
	<€45,999	90% (69.7)	10% (8.0)	87% (48.0)	13% (7.0)		
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)							
Full-Time	Permanent	61% (532.5)		39% (343.0)			
	Temporary/Contract	58% (77.3)		42% (57.0)			
Part-Time	Permanent	90% (70.3)		10% (7.8)			
	Temporary/Contract	78% (8.0)		22% (2.3)			
Hourly Paid		0% (0.0)		0% (0.0)			
ATHENA SWAN STATUS (2019)		BRONZE		SILVER		GOLD	
Institutional Athena SWAN awardees		Achieved		0		0	
Departmental Athena SWAN awardees		9		0		0	

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA as 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 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.

* All staff data presented here is comprised of staff recorded under binary categories of gender i.e. female and male. 21.2 WTE of UCD's staff were recorded under the following options: gender non-binary, other, prefer not to say or gender was not recorded.

LEADER	Male President					
ALL STAFF BY GENDER (DECEMBER 2019)	WTE 917.4	% of total staff Female Staff 54%		WTE 782.3	% of total staff Male Staff 46%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	36% (10)	64% (18)	48% (31)	52% (34)	67% (8)	33% (4)
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)						
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2019)						
Academic Core-Funded Staff ¹			46% (300.8)		54% (357.6)	
Professional, Management and Support Core-Funded Staff ²			66% (394.6)		34% (205.4)	
Research/Specialist Academic Staff ³			42% (122.3)		58% (171.1)	
Research/Specialist Professional, Management and Support Staff ³			67% (99.7)		33% (48.2)	
STAFF BY DISCIPLINE (DECEMBER 2019)						
Academic Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			57% (127.0)		43% (97.2)	
Science Engineering Technology Mathematics Medicine (STEMM)			40% (162.5)		60% (247.6)	
Other ⁴			47% (11.3)		53% (12.8)	
Professional, Management and Support Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			98% (42.4)		2% (1.0)	
Science Engineering Technology Mathematics Medicine (STEMM)			60% (98.5)		40% (65.4)	
Other ⁴			65% (253.7)		35% (139.0)	
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)						
	3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
Professor	31% (19.9)	69% (44.8)	28% (20.5)	72% (53.1)		
Associate Professor	37% (21.2)	63% (36.8)	41% (29.6)	59% (43.5)		
Senior Lecturer	44% (50.1)	56% (64.1)	39% (37.1)	61% (57.7)		
Lecturer	50% (157.2)	50% (158.5)	50% (164.4)	50% (164.5)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)						
Full-Time	Permanent	45% (205.1)		55% (253.0)		
	Temporary/Contract	45% (70.5)		55% (87.0)		
Part-Time	Permanent	50% (10.1)		50% (10.0)		
	Temporary/Contract	67% (15.1)		33% (7.6)		
Hourly Paid	0% (0.0)		0% (0.0)			
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)						
	3-YEAR AVERAGE; DECEMBER 2016-2018			DECEMBER 2019		
Full-Time	>€106,000	29% (4.3)	71% (10.3)	37% (7.0)	63% (12.0)	
	€76,000-€105,999	54% (25.0)	46% (21.7)	58% (36.0)	42% (26.0)	
	€46,000-€75,999	57% (91.0)	43% (69.0)	58% (139.0)	42% (101.0)	
	<€45,999	74% (147.0)	27% (53.0)	74% (180.0)	26% (63.0)	
Part-Time	>€106,000	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)	
	€76,000-€105,999	100% (1.7)		80% (4.0)	20% (1.0)	
	€46,000-€75,999	95% (13.7)		100% (17.0)		
	<€45,999	90% (45.7)		10% (5.0)	86% (50.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)						
Full-Time	Permanent	63% (312.3)		37% (185.2)		
	Temporary/Contract	72% (39.1)		28% (15.0)		
Part-Time	Permanent	94% (35.7)		6% (2.1)		
	Temporary/Contract	71% (7.6)		29% (3.1)		
Hourly Paid	0% (0.0)		0% (0.0)			
ATHENA SWAN STATUS (2019)						
INSTITUTIONAL ATHENA SWAN AWARDEES		BRONZE		SILVER		GOLD
Institutional Athena SWAN awardees		Achieved		0		0
Departmental Athena SWAN awardees		9		0		0

¹ Posts funded from the core grant allocated to the universities, institutes of technology and other colleges by the HEA as 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 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties.

LEADER		Male President							
ALL STAFF BY GENDER (DECEMBER 2019)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff			
		449.4	51%		433.9	49%			
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2019)		GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT			
		Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)		
		44% (8)	56% (10)	45% (14)	55% (17)	27% (3)	73% (8)		
STAFF BREAKDOWN BY GENDER (DECEMBER 2019)									
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)					
STAFF BY CATEGORY OF POST (DECEMBER 2019)									
Academic Core-Funded Staff ¹		51% (246.4)		49% (237.9)					
Professional, Management and Support Core-Funded Staff ²		56% (154.0)		44% (120.7)					
Research/Specialist Academic Staff ³		23% (20.5)		77% (67.4)					
Research/Specialist Professional, Management and Support Staff ³		78% (28.6)		22% (8.0)					
STAFF BY DISCIPLINE (DECEMBER 2019)									
Academic Core-Funded Staff									
Arts Humanities Social Science Business and Law (AHSSBL)		58% (123.2)		42% (88.7)					
Science Engineering Technology Mathematics Medicine (STEMM)		44% (110.6)		56% (142.7)					
Other ⁴		66% (12.7)		34% (6.5)					
Professional, Management and Support Core-Funded Staff									
Arts Humanities Social Science Business and Law (AHSSBL)		72% (14.7)		28% (5.7)					
Science Engineering Technology Mathematics Medicine (STEMM)		51% (24.6)		49% (23.2)					
Other ⁴		56% (114.8)		44% (91.8)					
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2019)									
		3-YEAR AVERAGE; DECEMBER 2016-2018		DECEMBER 2019					
Senior Lecturer [~]		36% (10.7)		64% (19.3)		44% (14.7)			
Lecturer [^]		49% (198.0)		51% (202.4)		51% (199.6)			
Assistant Lecturer		49% (27.1)		51% (28.2)		51% (31.7)			
						49% (30.6)			
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2019)									
Full-Time		Permanent		46% (164.0)		54% (191.0)			
		Temporary/Contract		53% (40.0)		47% (35.0)			
Part-Time		Permanent		80% (33.9)		20% (8.5)			
		Temporary/Contract		71% (8.5)		29% (3.4)			
Hourly Paid				0% (0.0)		0% (0.0)			
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2019)									
		3-YEAR AVERAGE; DECEMBER 2016-2018		DECEMBER 2019					
% (No. HC)									
Full-Time		>€106,000		14% (0.3)		86% (2.0)			
		€76,000-€105,999		50% (4.3)		50% (4.3)			
		€46,000-€75,999		38% (31.3)		62% (50.7)			
		<€45,999		44% (29.7)		56% (38.0)			
Part-Time		>€106,000		0% (0.0)		0% (0.0)			
		€76,000-€105,999		100% (2.0)		100% (2.0)			
		€46,000-€75,999		80% (32.7)		20% (8.0)			
		<€45,999		87% (88.0)		13% (13.3)			
						42% (27.0)			
						58% (37.0)			
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2019)									
Full-Time		Permanent		36% (38.0)		64% (68.0)			
		Temporary/Contract		43% (23.0)		57% (30.0)			
Part-Time		Permanent		82% (68.0)		18% (14.8)			
		Temporary/Contract		76% (25.0)		24% (7.8)			
Hourly Paid				0% (0.0)		0% (0.0)			
ATHENA SWAN STATUS (2019)				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 as 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 '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.

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