

Higher Education Institutional Staff Profiles by Gender

JUNE 2016



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INTRODUCTION

Introduction

The *Higher Education Institutional Staff Profiles by Gender* collate gender-disaggregated data from Irish higher education institutions (HEIs) that are in receipt of annual core-grant¹ funding from the HEA. These profiles provide information on key indicators which will contribute to the assessment of gender-equality in Irish HEIs. This first publication in 2016, offers a valuable baseline from which progress can be measured, and includes all grades of staff, in seven universities, five colleges and fourteen institutes of technology.

Governance and Management Structures

The gender of each **president/or equivalent** is listed.

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

Staff

The HEIs return staff statistics to the HEA on a quarterly basis, and since 2012 '*core-funded academic staff by grade*' has been disaggregated by gender. For each sector (university, college and institute of technology) and for each HEI, a three year average using December 2013, 2014 and 2015 staff data was calculated, in line with best practice.

To gain a more comprehensive picture of HEI staff, additional data broken down by gender was requested from the HEIs. For these new categories, only the September 2015 data are presented. This data will be collected annually as an element of the December staff return on an ongoing basis. The new categories dis-aggregated by gender for the first time in 2015 include:

- ▶ *Staff by category of post (academic core-funded staff, non-academic core-funded staff, research/specialist academic staff, research/specialist non-academic staff)*
- ▶ *Academic staff by discipline*
- ▶ *Academic staff by contract type*
- ▶ *Non-academic staff by contract type*
- ▶ *Non-academic staff by pay scale (as of 31st September 2015)*

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

Athena SWAN

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

Next Steps

It is anticipated that Higher Education Institution Staff Profiles by Gender will be published on an annual basis henceforth.

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



OVERVIEW

Universities – Institutional staff profiles by gender

LEADERS	Female President/Provost	0	Male President/Provost	7
ALL STAFF BY GENDER (September 2015)	WTE	% of total staff Female Staff	WTE	% of total staff Male Staff
	7602.6	53%	6641.5	47%
GOVERNANCE AND MANAGEMENT STRUCTURES	No. of universities (% of 7) who have achieved a minimum 40% of each gender breakdown			
	GOVERNING AUTHORITY/BODY (September 2015)	ACADEMIC COUNCIL (December 2015)	EXECUTIVE MANAGEMENT (December 2015)	
	5 (71%)	1 (14%)	2 (29%)	

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)				
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	1,829.2	43%	2,419.7	57%
Non-Academic Core-Funded Staff ²	3,124.5	64%	1,729.2	36%
Research/Specialist Academic Staff ³	1,405.6	44%	1,765.1	56%
Research/Specialist Non-Academic Staff ³	1,243.3	63%	727.6	37%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	912.3	47%	Arts Humanities Social Science Business and Law (AHSSBL)	1,034.2	53%
Science Engineering Technology Mathematics Medicine (STEMM)	888.2	40%	Science Engineering Technology Mathematics Medicine (STEMM)	1,349.2	60%
Other*	28.8	44%	Other*	36.3	56%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	467.1	84%	Arts Humanities Social Science Business and Law (AHSSBL)	87.3	16%
Science Engineering Technology Mathematics Medicine (STEMM)	736.5	62%	Science Engineering Technology Mathematics Medicine (STEMM)	460.1	38%
Other*	1,920.9	62%	Other*	1,181.7	38%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Professor	95.2	19%	Professor	394.9	81%
Associate Professor	81.8	27%	Associate Professor	224.0	73%
Senior Lecturer	302.0	35%	Senior Lecturer	569.9	65%
Lecturer	1,178.6	50%	Lecturer	1,167.1	50%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	1,385.1	40%	Full-Time	Permanent	2,052.4	60%
	Temporary/Contract	279.6	54%		Temporary/Contract	238.7	46%
Part-Time	Permanent	72.8	56%	Part-Time	Permanent	57.5	44%
	Temporary/Contract	41.7	59%		Temporary/Contract	29.0	41%
Hourly Paid	68.8	50%	Hourly Paid	68.5	50%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	35	30%	Full-Time	>€106,000	80	70%
	€76,000 – €105,999	249	54%		€76,000 – €105,999	209	46%
	€46,000 – €75,999	986	56%		€46,000 – €75,999	771	44%
	<€45,999	1,397	69%		<€45,999	616	31%
Part-Time	>€106,000	1	100%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	26	84%		€76,000 – €105,999	5	16%
	€46,000 – €75,999	195	91%		€46,000 – €75,999	19	9%
	<€45,999	811	87%		<€45,999	122	13%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	2,220.3	60%	Full-Time	Permanent	1,501.7	40%
	Temporary/Contract	366.9	69%		Temporary/Contract	165.3	31%
Part-Time	Permanent	446.1	93%	Part-Time	Permanent	35.7	7%
	Temporary/Contract	89.5	77%		Temporary/Contract	27.5	23%
Hourly Paid	1.6	52%	Hourly Paid	1.5	48%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	2	0	0
Departmental Athena SWAN awardees	5	0	0

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

² This refers to administration/support staff.

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

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

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

Colleges – Institutional staff profiles by gender

LEADERS	Female President/Director	1	Male President/Director	4
ALL STAFF BY GENDER (September 2015)	WTE	% of total staff Female Staff	WTE	% of total staff Male Staff
	510.1	67%	253.1	33%
GOVERNANCE AND MANAGEMENT STRUCTURES	No. of colleges (% of 5) who have achieved a minimum 40% of each gender breakdown			
	GOVERNING AUTHORITY/BODY (September 2015)	ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)
	4 (80%)	4 (80%)		2 (40%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	254.3	64%	Academic Core-Funded Staff ¹	141.7	36%
Non-Academic Core-Funded Staff ²	240.7	70%	Non-Academic Core-Funded Staff ²	105.3	30%
Research/Specialist Academic Staff ³	3.6	62%	Research/Specialist Academic Staff ³	2.2	38%
Research/Specialist Non-Academic Staff ³	11.5	74%	Research/Specialist Non-Academic Staff ³	4.0	26%

STAFF BY DISCIPLINE (SEPTEMBER 2015)*

Academic Core-Funded Staff			Academic Core-Funded Staff		
	No. (WTE)	%		No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	232.0	64%	Arts Humanities Social Science Business and Law (AHSSBL)	129.0	36%
Science Engineering Technology Mathematics Medicine (STEMM)	13.0	81%	Science Engineering Technology Mathematics Medicine (STEMM)	3.0	19%
Other**	9.3	49%	Other**	9.7	51%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
	No. (WTE)	%		No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	21.3	67%	Arts Humanities Social Science Business and Law (AHSSBL)	10.5	33%
Science Engineering Technology Mathematics Medicine (STEMM)	3.9	100%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other**	119.1	66%	Other**	60.3	34%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)***

	No. (WTE)	%		No. (WTE)	%
Principal Lecturer	3.7	53%	Principal Lecturer	3.3	47%
Senior Lecturer	38.6	49%	Senior Lecturer	39.6	51%
Lecturer	154.6	70%	Lecturer	66.8	30%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)****

	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	208.7	63%	Full-Time	Permanent	120.1	37%
	Temporary/Contract	26.7	71%		Temporary/Contract	11.0	29%
Part-Time	Permanent	12.5	65%	Part-Time	Permanent	6.9	35%
	Temporary/Contract	2.1	80%		Temporary/Contract	0.5	20%
Hourly Paid	6.2	99%	Hourly Paid	0.1	1%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)

	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	3	100%
	€76,000 – €105,999	4	22%		€76,000 – €105,999	14	78%
	€46,000 – €75,999	58	62%		€46,000 – €75,999	36	38%
	<€45,999	137	75%		<€45,999	46	25%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	6	86%		€46,000 – €75,999	1	14%
	<€45,999	72	90%		<€45,999	8	10%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)****

	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	170.6	65%	Full-Time	Permanent	92.4	35%
	Temporary/Contract	35.0	81%		Temporary/Contract	8.0	19%
Part-Time	Permanent	32.8	94%	Part-Time	Permanent	2.2	6%
	Temporary/Contract	2.3	57%		Temporary/Contract	1.7	43%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2015)

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

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

² This refers to administration/support staff.

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

* MIC did not provide a breakdown of Non-academic staff per faculty.

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

*** Note that only one institution (SPD) returned staff as 'Principal Lecturers' and so numbers are extremely small here.

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

Institutes of Technology – Institutional staff profiles by gender

LEADERS	Female Presidents	4	Male Presidents	10
ALL STAFF BY GENDER (September 2015)	WTE	% of total staff Female Staff	WTE	% of total staff Male Staff
	4045.4	49%	4180.3	51%
GOVERNANCE AND MANAGEMENT STRUCTURES	No. of institutes of technology (% of 14) who have achieved a minimum 40% of each gender breakdown			
	GOVERNING AUTHORITY/BODY (September 2015)	ACADEMIC COUNCIL (December 2015)	EXECUTIVE MANAGEMENT (December 2015)	
	8 (57%)	6 (43%)	3 (21%)	

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	1909.2	44%	Academic Core-Funded Staff ¹	2,474.4	56%
Non-Academic Core-Funded Staff ²	1651.7	58%	Non-Academic Core-Funded Staff ²	1,182.9	42%
Research/Specialist Academic Staff ³	227.2	43%	Research/Specialist Academic Staff ³	301.4	57%
Research/Specialist Non-Academic Staff ³	257.6	54%	Research/Specialist Non-Academic Staff ³	222.1	46%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
	No. (WTE)	%		No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	1031.1	54%	Arts Humanities Social Science Business and Law (AHSSBL)	862.1	46%
Science Engineering Technology Mathematics Medicine (STEMM)	837.3	35%	Science Engineering Technology Mathematics Medicine (STEMM)	1,547.0	65%
Other*	40.7	38%	Other*	65.1	62%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
	No. (WTE)	%		No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	184.7	65%	Arts Humanities Social Science Business and Law (AHSSBL)	99.0	35%
Science Engineering Technology Mathematics Medicine (STEMM)	218.2	44%	Science Engineering Technology Mathematics Medicine (STEMM)	274.6	56%
Other*	1249.0	61%	Other*	809.1	39%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer~	123.7	31%	Senior Lecturer~	281.0	69%
Lecturer^	1315.2	43%	Lecturer^	1,735.9	57%
Assistant Lecturer	448.7	50%	Assistant Lecturer	443.4	50%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	1283.7	42%	Full-Time	Permanent	1,753.3	58%
	Temporary/Contract	313.9	38%		Temporary/Contract	506.1	62%
Part-Time	Permanent	214.1	66%	Part-Time	Permanent	109.2	34%
	Temporary/Contract	61.6	57%		Temporary/Contract	46.7	43%
Hourly Paid/Casual	42.1	43%	Hourly Paid/Casual	56.9	57%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	3	14%	Full-Time	>€106,000	18	86%
	€76,000 – €105,999	74	40%		€76,000 – €105,999	111	60%
	€46,000 – €75,999	472	49%		€46,000 – €75,999	486	51%
	<€45,999	648	57%		<€45,999	487	43%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	1	100%
	€76,000 – €105,999	7	64%		€76,000 – €105,999	4	36%
	€46,000 – €75,999	130	87%		€46,000 – €75,999	20	13%
	<€45,999	1360	76%		<€45,999	439	24%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	967.6	50%	Full-Time	Permanent	973.7	50%
	Temporary/Contract	160.1	46%		Temporary/Contract	185.7	54%
Part-Time	Permanent	249.1	90%	Part-Time	Permanent	28.1	10%
	Temporary/Contract	54.7	46%		Temporary/Contract	64.1	54%
Hourly Paid/Casual	77.7	60%	Hourly Paid/Casual	51.3	40%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

** The inconsistencies in the total WTE positions recorded in the 'Staff by Category of Post' and 'Academic & Non-Academic Core-Funded Staff by Contract Type' is attributed to discrepancies in the AIT, CIT, GMIT, LYIT, ITS and WIT returns.



UNIVERSITIES

Dublin City University – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 661.4	% of total staff Female Staff 55%	WTE 550.2	% of total staff Male Staff 45%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	13 (43%)	17 (57%)	35 (35%)	66 (65%)	10 (43%)	13 (57%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)*					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	202.5	49%	Academic Core-Funded Staff ¹	208.0	51%
Non-Academic Core-Funded Staff ²	257.1	66%	Non-Academic Core-Funded Staff ²	131.2	34%
Research/Specialist Academic Staff ³	129.4	43%	Research/Specialist Academic Staff ³	168.8	57%
Research/Specialist Non-Academic Staff ³	72.4	63%	Research/Specialist Non-Academic Staff ³	42.2	37%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	93.0	51%	Arts Humanities Social Science Business and Law (AHSSBL)	89.0	49%
Science Engineering Technology Mathematics Medicine (STEMM)	103.5	47%	Science Engineering Technology Mathematics Medicine (STEMM)	115.0	53%
Other**	6.0	60%	Other**	4.0	40%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	30.0	86%	Arts Humanities Social Science Business and Law (AHSSBL)	5.0	14%
Science Engineering Technology Mathematics Medicine (STEMM)	45.5	51%	Science Engineering Technology Mathematics Medicine (STEMM)	43.0	49%
Other**	181.6	69%	Other**	83.2	31%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Professor	9.0	19%	Professor	39.6	81%
Associate Professor	6.0	29%	Associate Professor	14.7	71%
Senior Lecturer	28.8	35%	Senior Lecturer	54.0	65%
Lecturer	132.1	54%	Lecturer	113.7	46%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)***							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	156.0	47%	Full-Time	Permanent	177.0	53%
	Temporary/Contract	46.5	60%		Temporary/Contract	31.0	40%
Part-Time	Permanent	0.0	0%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid	22.0	50%	Hourly Paid	22.0	50%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	2	25%	Full-Time	>€106,000	6	75%
	€76,000 – €105,999	25	61%		€76,000 – €105,999	16	39%
	€46,000 – €75,999	106	60%		€46,000 – €75,999	72	40%
	<€45,999	145	79%		<€45,999	38	21%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	0	0%		€46,000 – €75,999	0	0%
	<€45,999	11	25%		<€45,999	33	75%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)***							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	216.1	66%	Full-Time	Permanent	113.0	34%
	Temporary/Contract	40.9	69%		Temporary/Contract	18.0	31%
Part-Time	Permanent	0.0	0%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid	1.4	50%	Hourly Paid	1.4	50%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	Applied	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

Maynooth University – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 495.4	% of total staff Female Staff 56%	WTE 381.7	% of total staff Male Staff 44%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	14 (48%)	15 (52%)	26 (36%)	46 (64%)	3 (27%)	8 (73%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	99.5	36%	Academic Core-Funded Staff ¹	173.5	64%
Non-Academic Core-Funded Staff ²	216.0	77%	Non-Academic Core-Funded Staff ²	64.1	23%
Research/Specialist Academic Staff ³	92.6	45%	Research/Specialist Academic Staff ³	113.0	55%
Research/Specialist Non-Academic Staff ³	87.3	74%	Research/Specialist Non-Academic Staff ³	31.1	26%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)	77.8	43%	Science Engineering Technology Mathematics Medicine (STEMM)	105.0	57%
Other*	19.7	25%	Other*	58.8	75%
	2.0	17%		9.7	83%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)	51.5	90%	Science Engineering Technology Mathematics Medicine (STEMM)	5.7	10%
Other*	29.5	65%	Other*	15.8	35%
	135.0	76%		42.7	24%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Professor	7.0	23%	Professor	24.0	77%
Associate Professor	4.0	17%	Associate Professor	19.0	83%
Senior Lecturer	23.5	33%	Senior Lecturer	48.0	67%
Lecturer	59.5	44%	Lecturer	76.5	56%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	89.0	35%	Full-Time	Permanent	163.0	65%
	Temporary/Contract	5.0	36%		Temporary/Contract	9.0	64%
Part-Time	Permanent	1.8	55%	Part-Time	Permanent	1.5	45%
	Temporary/Contract	3.7	100%		Temporary/Contract	0.0	0%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	1	14%	Full-Time	>€106,000	6	86%
	€76,000 – €105,999	15	45%		€76,000 – €105,999	18	55%
	€46,000 – €75,999	56	67%		€46,000 – €75,999	27	33%
	<€45,999	95	89%		<€45,999	12	11%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	2	67%		€76,000 – €105,999	1	33%
	€46,000 – €75,999	27	100%		€46,000 – €75,999	0	0%
	<€45,999	61	95%		<€45,999	3	5%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	140.0	73%	Full-Time	Permanent	52.0	27%
	Temporary/Contract	38.0	83%		Temporary/Contract	8.0	17%
Part-Time	Permanent	32.9	92%	Part-Time	Permanent	2.7	8%
	Temporary/Contract	5.1	78%		Temporary/Contract	1.4	22%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	Applied	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

LEADER	Male President					
ALL STAFF BY GENDER (January 2016)	WTE 1105.0	% of total staff Female Staff 55%	WTE 912.4	% of total staff Male Staff 45%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	17 (43%)	23 (57%)	32 (20%)	128 (80%)	2 (25%)	6 (75%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (SEPTEMBER 2015)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	318.5	44%	412.2	56%
Non-Academic Core-Funded Staff ²	519.2	68%	242.7	32%
Research/Specialist Academic Staff ³	233.8	50%	238.1	50%
Research/Specialist Non-Academic Staff ³	33.5	63%	19.4	37%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	181.6	48%	Arts Humanities Social Science Business and Law (AHSSBL)	199.6	52%
Science Engineering Technology Mathematics Medicine (STEMM)	126.5	38%	Science Engineering Technology Mathematics Medicine (STEMM)	203.0	62%
Other*	10.4	52%	Other*	9.6	48%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	75.8	80%	Arts Humanities Social Science Business and Law (AHSSBL)	18.7	20%
Science Engineering Technology Mathematics Medicine (STEMM)	75.7	63%	Science Engineering Technology Mathematics Medicine (STEMM)	44.5	37%
Other*	367.7	67%	Other*	179.5	33%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Professor	8.3	13%	Professor	56.0	87%
Associate Professor	5.5	11%	Associate Professor	44.9	89%
Senior Lecturer	30.1	31%	Senior Lecturer	65.6	69%
Lecturer	199.5	52%	Lecturer	181.8	48%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	248.0	42%	Full-Time	Permanent	342.0	58%
	Temporary/Contract	6.0	46%		Temporary/Contract	7.0	54%
Part-Time	Permanent	18.4	50%	Part-Time	Permanent	18.1	50%
	Temporary/Contract	3.2	58%		Temporary/Contract	2.3	42%
Hourly Paid	42.8	50%	Hourly Paid	42.9	50%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	3	19%	Full-Time	>€106,000	13	81%
	€76,000 – €105,999	35	52%		€76,000 – €105,999	32	48%
	€46,000 – €75,999	180	63%		€46,000 – €75,999	104	37%
	<€45,999	185	70%		<€45,999	78	30%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	1	100%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	52	84%		€46,000 – €75,999	10	16%
	<€45,999	170	90%		<€45,999	19	10%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	394.0	64%	Full-Time	Permanent	224.0	36%
	Temporary/Contract	9.0	75%		Temporary/Contract	3.0	25%
Part-Time	Permanent	109.1	90%	Part-Time	Permanent	11.8	10%
	Temporary/Contract	7.1	64%		Temporary/Contract	3.9	36%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	Applied	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

Trinity College Dublin – Institutional staff profiles by gender

LEADER	Male Provost					
ALL STAFF BY GENDER (September 2015)	WTE 1593.0	% of total staff Female Staff 53%	WTE 1426.6	% of total staff Male Staff 47%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	13 (48%)	14 (52%)	17 (53%)	15 (47%)	6 (46%)	7 (54%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	280.4	43%	Academic Core-Funded Staff ¹	373.9	57%
Non-Academic Core-Funded Staff ²	604.6	58%	Non-Academic Core-Funded Staff ²	429.7	42%
Research/Specialist Academic Staff ³	387.8	47%	Research/Specialist Academic Staff ³	441.2	53%
Research/Specialist Non-Academic Staff ³	320.1	64%	Research/Specialist Non-Academic Staff ³	181.9	36%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)	109.0	43%	Science Engineering Technology Mathematics Medicine (STEMM)	146.4	57%
Other*	171.1	43%	Other*	227.5	57%
	0.3	100%		0.0	0%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)	72.5	93%	Science Engineering Technology Mathematics Medicine (STEMM)	5.5	7%
Other*	159.8	61%	Other*	101.4	39%
	372.4	54%		322.7	46%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Professor	11.2	16%	Professor	59.6	84%
Associate Professor	25.8	43%	Associate Professor	33.9	57%
Senior Lecturer	51.0	34%	Senior Lecturer	97.9	66%
Lecturer	163.6	49%	Lecturer	169.0	51%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	182.1	37%	Full-Time	Permanent	303.5	63%
	Temporary/Contract	77.5	57%		Temporary/Contract	58.6	43%
Part-Time	Permanent	10.4	62%	Part-Time	Permanent	6.5	38%
	Temporary/Contract	10.4	66%		Temporary/Contract	5.3	34%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	6	37%	Full-Time	>€106,000	10	63%
	€76,000 – €105,999	39	49%		€76,000 – €105,999	41	51%
	€46,000 – €75,999	154	48%		€46,000 – €75,999	170	52%
	<€45,999	255	58%		<€45,999	188	42%
Part-Time	>€106,000	1	100%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	14	87%		€76,000 – €105,999	2	13%
	€46,000 – €75,999	51	91%		€46,000 – €75,999	5	9%
	<€45,999	232	87%		<€45,999	36	13%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	301.0	46%	Full-Time	Permanent	346.5	54%
	Temporary/Contract	137.1	70%		Temporary/Contract	59.5	30%
Part-Time	Permanent	115.2	91%	Part-Time	Permanent	11.0	9%
	Temporary/Contract	51.3	80%		Temporary/Contract	12.7	20%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	Achieved	0	0
Departmental Athena SWAN awardees	3	0	0

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

² This refers to administration/support staff.

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

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

University College Cork – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 1329.2	% of total staff Female Staff 52%	WTE 1238.7	% of total staff Male Staff 48%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	16 (41%)	23 (59%)	55 (27%)	150 (73%)	3 (25%)	9 (75%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (SEPTEMBER 2015)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	289.3	41%	411.9	59%
Non-Academic Core-Funded Staff ²	629.4	66%	326.3	34%
Research/Specialist Academic Staff ³	181.4	36%	324.5	64%
Research/Specialist Non-Academic Staff ³	229.0	57%	176.0	43%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	162.2	45%	Arts Humanities Social Science Business and Law (AHSSBL)	195.1	55%
Science Engineering Technology Mathematics Medicine (STEMM)	127.1	37%	Science Engineering Technology Mathematics Medicine (STEMM)	215.8	63%
Other*	0.0	0%	Other*	1.0	100%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	111.1	84%	Arts Humanities Social Science Business and Law (AHSSBL)	20.8	16%
Science Engineering Technology Mathematics Medicine (STEMM)	180.0	68%	Science Engineering Technology Mathematics Medicine (STEMM)	85.9	32%
Other*	338.2	61%	Other*	219.6	39%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Professor	11.8	18%	Professor	55.0	82%
Associate Professor	11.0	29%	Associate Professor	27.6	71%
Senior Lecturer	38.5	29%	Senior Lecturer	93.8	71%
Lecturer	210.2	50%	Lecturer	208.5	50%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	232.7	39%	Full-Time	Permanent	361.0	61%
	Temporary/Contract	34.0	49%		Temporary/Contract	35.3	51%
Part-Time	Permanent	18.0	58%	Part-Time	Permanent	12.9	42%
	Temporary/Contract	4.7	63%		Temporary/Contract	2.8	37%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	5	31%	Full-Time	>€106,000	11	69%
	€76,000 – €105,999	37	51%		€76,000 – €105,999	36	49%
	€46,000 – €75,999	177	57%		€46,000 – €75,999	136	43%
	<€45,999	326	70%		<€45,999	141	30%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	4	100%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	40	98%		€46,000 – €75,999	1	2%
	<€45,999	163	94%		<€45,999	11	6%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	471.5	62%	Full-Time	Permanent	288.5	38%
	Temporary/Contract	44.0	59%		Temporary/Contract	31.0	41%
Part-Time	Permanent	101.7	97%	Part-Time	Permanent	3.4	3%
	Temporary/Contract	12.2	78%		Temporary/Contract	3.4	22%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	Applied	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

University College Dublin – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 1677.6	% of total staff Female Staff 54%	WTE 1431.1	% of total staff Male Staff 46%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	12 (30%)	28 (70%)	107 (31%)	237 (69%)	4 (33%)	8 (67%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	389.8	42%	Academic Core-Funded Staff ¹	538.4	58%
Non-Academic Core-Funded Staff ²	633.4	62%	Non-Academic Core-Funded Staff ²	388.4	38%
Research/Specialist Academic Staff ³	241.5	46%	Research/Specialist Academic Staff ³	282.1	54%
Research/Specialist Non-Academic Staff ³	413.0	65%	Research/Specialist Non-Academic Staff ³	222.2	35%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)	175.4	45%	Science Engineering Technology Mathematics Medicine (STEMM)	210.8	55%
Other*	208.0	39%	Other*	320.4	61%
	6.4	47%		7.2	53%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)	103.8	79%	Science Engineering Technology Mathematics Medicine (STEMM)	27.4	21%
Other*	183.0	60%	Other*	121.8	40%
	346.6	59%		239.2	41%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Professor	30.9	20%	Professor	122.7	80%
Associate Professor	24.4	29%	Associate Professor	59.0	71%
Senior Lecturer	84.4	38%	Senior Lecturer	139.8	62%
Lecturer	262.2	52%	Lecturer	244.1	48%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	322.3	40%	Full-Time	Permanent	487.9	60%
	Temporary/Contract	43.8	57%		Temporary/Contract	33.1	43%
Part-Time	Permanent	18.2	61%	Part-Time	Permanent	11.4	39%
	Temporary/Contract	5.5	48%		Temporary/Contract	6.0	52%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	11	33%	Full-Time	>€106,000	22	67%
	€76,000 – €105,999	68	64%		€76,000 – €105,999	39	36%
	€46,000 – €75,999	243	56%		€46,000 – €75,999	191	44%
	<€45,999	266	67%		<€45,999	129	33%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	3	60%		€76,000 – €105,999	2	40%
	€46,000 – €75,999	12	86%		€46,000 – €75,999	2	14%
	<€45,999	115	88%		<€45,999	16	12%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	481.3	59%	Full-Time	Permanent	336.6	41%
	Temporary/Contract	78.4	66%		Temporary/Contract	41.0	34%
Part-Time	Permanent	63.0	90%	Part-Time	Permanent	6.8	10%
	Temporary/Contract	10.7	73%		Temporary/Contract	4.0	27%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	Applied	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

University of Limerick – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 741.0	% of total staff Female Staff 51%	WTE 700.9	% of total staff Male Staff 49%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	3 (20%)	12 (80%)	20 (38%)	33 (62%)	2 (22%)	7 (78%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	249.2	45%	Academic Core-Funded Staff ¹	301.7	55%
Non-Academic Core-Funded Staff ²	264.8	64%	Non-Academic Core-Funded Staff ²	146.8	36%
Research/Specialist Academic Staff ³	139.0	41%	Research/Specialist Academic Staff ³	197.5	59%
Research/Specialist Non-Academic Staff ³	88.0	62%	Research/Specialist Non-Academic Staff ³	54.8	38%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)*	113.2	56%	Science Engineering Technology Mathematics Medicine (STEMM)*	88.3	44%
Other**	132.3	39%	Other**	208.7	61%
	3.6	43%		4.8	57%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)*	22.4	84%	Science Engineering Technology Mathematics Medicine (STEMM)*	4.2	16%
Other**	63.0	57%	Other**	47.7	43%
	179.4	65%		95.0	35%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Professor	17.0	31%	Professor	38.0	69%
Associate Professor	5.0	17%	Associate Professor	25.0	83%
Senior Lecturer	45.7	39%	Senior Lecturer	70.7	61%
Lecturer	151.4	47%	Lecturer	173.7	53%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)***							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	155.0	42%	Full-Time	Permanent	218.0	58%
	Temporary/Contract	66.8	51%		Temporary/Contract	64.8	49%
Part-Time	Permanent	6.0	46%	Part-Time	Permanent	7.1	54%
	Temporary/Contract	14.2	53%		Temporary/Contract	12.6	47%
Hourly Paid	4.0	52%	Hourly Paid	3.7	48%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	7	37%	Full-Time	>€106,000	12	63%
	€76,000 – €105,999	30	53%		€76,000 – €105,999	27	47%
	€46,000 – €75,999	70	50%		€46,000 – €75,999	71	50%
	<€45,999	125	81%		<€45,999	30	19%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	2	100%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	13	93%		€46,000 – €75,999	1	7%
	<€45,999	59	94%		<€45,999	4	6%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)***							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	216.4	61%	Full-Time	Permanent	141.1	39%
	Temporary/Contract	19.4	80%		Temporary/Contract	4.8	20%
Part-Time	Permanent	24.2	100%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	3.2	61%		Temporary/Contract	2.1	39%
Hourly Paid	0.2	63%	Hourly Paid	0.1	37%		

ATHENA SWAN STATUS (2015)	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 is voted by the Oireachtas under the OME C4 sub-head.

² This refers to administration/support staff.

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

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

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

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



COLLEGE

Mary Immaculate College, Limerick – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 178.8	% of total staff Female Staff 67%	WTE 88.9	% of total staff Male Staff 33%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	7 (35%)	13 (65%)	15 (38%)	24 (62%)	1 (14%)	6 (86%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	77.4	60%	Academic Core-Funded Staff ¹	51.1	40%
Non-Academic Core-Funded Staff ²	96.4	74%	Non-Academic Core-Funded Staff ²	34.4	26%
Research/Specialist Academic Staff ³	0.0	0%	Research/Specialist Academic Staff ³	0.0	0%
Research/Specialist Non-Academic Staff ³	5.0	59%	Research/Specialist Non-Academic Staff ³	3.5	41%

STAFF BY DISCIPLINE (SEPTEMBER 2015)*					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)	77.4	60%	Science Engineering Technology Mathematics Medicine (STEMM)	51.1	40%
Other**	0.0	0%	Other**	0.0	0%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)			Science Engineering Technology Mathematics Medicine (STEMM)		
Other**			Other**		

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Principal Lecturer	0.0	0%	Principal Lecturer	0.0	0%
Senior Lecturer	15.0	49%	Senior Lecturer	15.3	51%
Lecturer	55.0	65%	Lecturer	29.0	35%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)***							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	68.0	57%	Full-Time	Permanent	51.0	43%
	Temporary/Contract	2.7	100%		Temporary/Contract	0.0	0%
Part-Time	Permanent	0.5	100%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid	6.2	99%	Hourly Paid	0.1	1%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	1	100%
	€76,000 – €105,999	1	14%		€76,000 – €105,999	6	86%
	€46,000 – €75,999	24	63%		€46,000 – €75,999	14	37%
	<€45,999	58	81%		<€45,999	14	19%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	0	0%		€46,000 – €75,999	0	0%
	<€45,999	28	93%		<€45,999	2	7%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)***							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	81.0	70%	Full-Time	Permanent	34.4	30%
	Temporary/Contract	3.5	100%		Temporary/Contract	0.0	0%
Part-Time	Permanent	12.9	100%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

* MIC did not provide a breakdown of Non-academic staff per faculty.

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

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

Mater Dei Institute of Education – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 19.9	% of total staff Female Staff 49%	WTE 21.0	% of total staff Male Staff 51%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	6 (43%)	8 (57%)	19 (46%)	22 (54%)	1 (25%)	3 (75%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (SEPTEMBER 2015)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	10.3	41%	15.0	59%
Non-Academic Core-Funded Staff ²	9.6	62%	6.0	38%
Research/Specialist Academic Staff ³	0.0	0%	0.0	0%
Research/Specialist Non-Academic Staff ³	0.0	0%	0.0	0%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	10.3	41%	Arts Humanities Social Science Business and Law (AHSSBL)	15.0	59%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	0.0	0%	Other*	0.0	0%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	0.0	0%	Arts Humanities Social Science Business and Law (AHSSBL)	0.0	0%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	9.6	62%	Other*	6.0	38%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Principal Lecturer	0.0	0%	Principal Lecturer	0.0	0%
Senior Lecturer	0.3	20%	Senior Lecturer	1.3	80%
Lecturer	3.1	25%	Lecturer	9.0	75%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	7.3	38%	Full-Time	Permanent	12.0	62%
	Temporary/Contract	3.0	50%		Temporary/Contract	3.0	50%
Part-Time	Permanent	0.0	0%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	0	0%
	€76,000 – €105,999	1	25%		€76,000 – €105,999	3	75%
	€46,000 – €75,999	0	0%		€46,000 – €75,999	0	0%
	<€45,999	5	62%		<€45,999	3	38%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	0	0%		€46,000 – €75,999	0	0%
	<€45,999	6	100%		<€45,999	0	0%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	5.6	53%	Full-Time	Permanent	5.0	47%
	Temporary/Contract	4.0	80%		Temporary/Contract	1.0	20%
Part-Time	Permanent	0.0	0%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

LEADER	Male Director					
ALL STAFF BY GENDER (September 2015)	WTE 67.2	% of total staff Female Staff 53%	WTE 59.8	% of total staff Male Staff 47%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	5 (42%)	7 (58%)	12 (55%)	10 (45%)	4 (40%)	6 (60%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	31.3	54%	Academic Core-Funded Staff ¹	26.5	46%
Non-Academic Core-Funded Staff ²	35.5	53%	Non-Academic Core-Funded Staff ²	31.0	47%
Research/Specialist Academic Staff ³	0.4	15%	Research/Specialist Academic Staff ³	2.2	85%
Research/Specialist Non-Academic Staff ³	0.0	0%	Research/Specialist Non-Academic Staff ³	0.0	0%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)	25.0	53%	Science Engineering Technology Mathematics Medicine (STEMM)	21.8	47%
Other*	0.0	0%	Other*	0.0	0%
	6.3	57%		4.7	43%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)	9.8	51%	Science Engineering Technology Mathematics Medicine (STEMM)	9.5	49%
Other*	0.0	0%	Other*	0.0	0%
	25.7	54%		21.5	46%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Principal Lecturer	0.0	0%	Principal Lecturer	0.0	0%
Senior Lecturer	5.0	34%	Senior Lecturer	9.7	66%
Lecturer	11.3	52%	Lecturer	10.5	48%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	15.4	45%	Full-Time	Permanent	18.7	55%
	Temporary/Contract	2.0	67%		Temporary/Contract	1.0	33%
Part-Time	Permanent	12.0	64%	Part-Time	Permanent	6.9	36%
	Temporary/Contract	0.5	100%		Temporary/Contract	0.0	0%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	1	100%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	1	100%
	€46,000 – €75,999	13	52%		€46,000 – €75,999	12	48%
	<€45,999	13	50%		<€45,999	13	50%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	6	86%		€46,000 – €75,999	1	14%
	<€45,999	14	93%		<€45,999	1	7%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	22.0	44%	Full-Time	Permanent	28.0	56%
	Temporary/Contract	2.0	67%		Temporary/Contract	1.0	33%
Part-Time	Permanent	10.5	95%	Part-Time	Permanent	0.5	5%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.5	100%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

LEADER	Female President					
ALL STAFF BY GENDER (September 2015)	WTE 88.9	% of total staff Female Staff 79%		WTE 23.2	% of total staff Male Staff 21%	
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	6 (43%)	8 (57%)	7 (70%)	3 (30%)	4 (57%)	3 (43%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	48.0	83%	Academic Core-Funded Staff ¹	10.0	17%
Non-Academic Core-Funded Staff ²	40.9	76%	Non-Academic Core-Funded Staff ²	13.2	24%
Research/Specialist Academic Staff ³	0.0	0%	Research/Specialist Academic Staff ³	0.0	0%
Research/Specialist Non-Academic Staff ³	0.0	0%	Research/Specialist Non-Academic Staff ³	0.0	0%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	33.0	89%	Arts Humanities Social Science Business and Law (AHSSBL)	4.0	11%
Science Engineering Technology Mathematics Medicine (STEMM)	13.0	81%	Science Engineering Technology Mathematics Medicine (STEMM)	3.0	19%
Other*	2.0	40%	Other*	3.0	60%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	11.5	92%	Arts Humanities Social Science Business and Law (AHSSBL)	1.0	8%
Science Engineering Technology Mathematics Medicine (STEMM)	3.9	100%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	25.5	68%	Other*	12.2	32%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Principal Lecturer	0.0	0%	Principal Lecturer	0.0	0%
Senior Lecturer	2.0	67%	Senior Lecturer	1.0	33%
Lecturer	44.3	86%	Lecturer	7.4	14%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)						
	No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	39.0	85%	Permanent	7.0	15%
	Temporary/Contract	9.0	75%	Temporary/Contract	3.0	25%
Part-Time	Permanent	0.0	0%	Permanent	0.0	0%
	Temporary/Contract	0.0	0%	Temporary/Contract	0.0	0%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%	

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)						
	No. (HC)	%		No. (HC)	%	
Full-Time	>€106,000	0	0%	>€106,000	0	0%
	€76,000 – €105,999	1	25%	€76,000 – €105,999	3	75%
	€46,000 – €75,999	9	60%	€46,000 – €75,999	6	40%
	<€45,999	25	89%	<€45,999	3	11%
Part-Time	>€106,000	0	0%	>€106,000	0	0%
	€76,000 – €105,999	0	0%	€76,000 – €105,999	0	0%
	€46,000 – €75,999	0	0%	€46,000 – €75,999	0	0%
	<€45,999	7	78%	<€45,999	2	22%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)						
	No. (WTE)	%		No. (WTE)	%	
Full-Time	Permanent	27.0	69%	Permanent	12.0	31%
	Temporary/Contract	12.0	100%	Temporary/Contract	0.0	0%
Part-Time	Permanent	0.5	100%	Permanent	0.0	0%
	Temporary/Contract	1.4	54%	Temporary/Contract	1.2	46%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%	

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

St Patrick's College, Drumcondra – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 155.4	% of total staff Female Staff 72%		WTE 60.3	% of total staff Male Staff 28%	
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	10 (40%)	15 (60%)	85 (68%)	40 (32%)	2 (22%)	7 (78%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	87.4	69%	Academic Core-Funded Staff ¹	39.1	31%
Non-Academic Core-Funded Staff ²	58.3	74%	Non-Academic Core-Funded Staff ²	20.6	26%
Research/Specialist Academic Staff ³	3.2	100%	Research/Specialist Academic Staff ³	0.0	0%
Research/Specialist Non-Academic Staff ³	6.5	93%	Research/Specialist Non-Academic Staff ³	0.5	7%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	86.4	70%	Arts Humanities Social Science Business and Law (AHSSBL)	37.1	30%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	1.0	33%	Other*	2.0	67%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	0.0	0%	Arts Humanities Social Science Business and Law (AHSSBL)	0.0	0%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	58.3	74%	Other*	20.6	26%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Principal Lecturer	3.7	53%	Principal Lecturer	3.3	47%
Senior Lecturer	16.3	57%	Senior Lecturer	12.3	43%
Lecturer	41.0	79%	Lecturer	10.9	21%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	79.0	72%	Full-Time	Permanent	31.4	28%
	Temporary/Contract	10.0	71%		Temporary/Contract	4.0	29%
Part-Time	Permanent	0.0	0%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	1.6	75%		Temporary/Contract	0.5	25%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	1	100%
	€76,000 – €105,999	1	50%		€76,000 – €105,999	1	50%
	€46,000 – €75,999	12	75%		€46,000 – €75,999	4	25%
	<€45,999	36	73%		<€45,999	13	27%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	0	0%		€46,000 – €75,999	0	0%
	<€45,999	17	85%		<€45,999	3	15%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	35.0	73%	Full-Time	Permanent	13.0	27%
	Temporary/Contract	13.5	69%		Temporary/Contract	6.0	31%
Part-Time	Permanent	8.9	84%	Part-Time	Permanent	1.6	16%
	Temporary/Contract	0.9	100%		Temporary/Contract	0.0	0%
Hourly Paid	0.0	0%	Hourly Paid	0.0	0%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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



INSTITUTE OF TECHNOLOGY

Athlone Institute of Technology – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 275.6	% of total staff Female Staff 53%	WTE 239.8	% of total staff Male Staff 47%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	7 (37%)	12 (63%)	11 (38%)	18 (62%)	0 (0%)	9 (100%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (SEPTEMBER 2015)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	116.3	46%	135.2	54%
Non-Academic Core-Funded Staff ²	122.9	68%	58.1	32%
Research/Specialist Academic Staff ³	11.2	54%	9.7	46%
Research/Specialist Non-Academic Staff ³	25.3	41%	36.9	59%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	33.9	42%	Arts Humanities Social Science Business and Law (AHSSBL)	46.0	58%
Science Engineering Technology Mathematics Medicine (STEMM)	82.4	48%	Science Engineering Technology Mathematics Medicine (STEMM)	89.2	52%
Other*	0.0	0%	Other*	0.0	0%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	10.2	94%	Arts Humanities Social Science Business and Law (AHSSBL)	0.6	6%
Science Engineering Technology Mathematics Medicine (STEMM)	20.5	59%	Science Engineering Technology Mathematics Medicine (STEMM)	14.5	41%
Other*	92.2	68%	Other*	42.9	32%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	2.0	13%	Senior Lecturer [~]	13.3	87%
Lecturer [^]	79.8	45%	Lecturer [^]	98.0	55%
Assistant Lecturer	27.9	53%	Assistant Lecturer	24.9	47%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	93.9	45%	Full-Time	Permanent	113.0	55%
	Temporary/Contract	8.0	62%		Temporary/Contract	5.0	38%
Part-Time	Permanent	10.0	62%	Part-Time	Permanent	6.3	38%
	Temporary/Contract	6.7	50%		Temporary/Contract	6.8	50%
Hourly Paid/Casual	0.0	0%	Hourly Paid/Casual	1.1	100%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	1	100%
	€76,000 – €105,999	5	25%		€76,000 – €105,999	15	75%
	€46,000 – €75,999	44	65%		€46,000 – €75,999	24	35%
	<€45,999	38	68%		<€45,999	18	32%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	0	0%		€46,000 – €75,999	0	0%
	<€45,999	92	72%		<€45,999	35	28%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	82.4	61%	Full-Time	Permanent	53.6	39%
	Temporary/Contract	2.0	36%		Temporary/Contract	3.5	64%
Part-Time	Permanent	0.0	0%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid/Casual	14.7	37%	Hourly Paid/Casual	24.6	63%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

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

Cork Institute of Technology – Institutional staff profiles by gender

LEADER	Male President				
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ALL STAFF BY GENDER (September 2015)	WTE 473.0	% of total staff Female Staff 47%	WTE 526.8	% of total staff Male Staff 53%
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GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	7 (37%)	12 (63%)	31 (30%)	72 (70%)	1 (12%)	7 (88%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF	MALE STAFF
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STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	245.7	44%	Academic Core-Funded Staff ¹	317.4	56%
Non-Academic Core-Funded Staff ²	180.0	59%	Non-Academic Core-Funded Staff ²	123.4	41%
Research/Specialist Academic Staff ³	12.9	45%	Research/Specialist Academic Staff ³	15.7	55%
Research/Specialist Non-Academic Staff ³	34.4	33%	Research/Specialist Non-Academic Staff ³	70.3	67%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff	No. (WTE)	%	Academic Core-Funded Staff	No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	164.4	62%	Arts Humanities Social Science Business and Law (AHSSBL)	101.3	38%
Science Engineering Technology Mathematics Medicine (STEMM)	77.5	27%	Science Engineering Technology Mathematics Medicine (STEMM)	209.1	73%
Other*	3.8	35%	Other*	7.0	65%
Non-Academic Core-Funded Staff	No. (WTE)	%	Non-Academic Core-Funded Staff	No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	34.6	66%	Arts Humanities Social Science Business and Law (AHSSBL)	17.8	34%
Science Engineering Technology Mathematics Medicine (STEMM)	25.6	37%	Science Engineering Technology Mathematics Medicine (STEMM)	43.0	63%
Other*	119.9	66%	Other*	62.6	34%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	14.8	26%	Senior Lecturer [~]	42.6	74%
Lecturer [^]	149.5	41%	Lecturer [^]	217.5	59%
Assistant Lecturer	66.7	59%	Assistant Lecturer	46.5	41%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	182.0	40%	Full-Time	Permanent	276.0	60%
	Temporary/Contract	5.0	42%		Temporary/Contract	7.0	58%
Part-Time	Permanent	41.3	73%	Part-Time	Permanent	15.5	27%
	Temporary/Contract	7.1	73%		Temporary/Contract	2.7	27%
Hourly Paid/Casual	10.2	39%	Hourly Paid/Casual	16.1	61%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)***							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	4	100%
	€76,000 – €105,999	2	25%		€76,000 – €105,999	6	75%
	€46,000 – €75,999	49	45%		€46,000 – €75,999	60	55%
	<€45,999	85	65%		<€45,999	46	35%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	1	100%
	€76,000 – €105,999	3	100%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	16	84%		€46,000 – €75,999	3	16%
	<€45,999	136	74%		<€45,999	48	26%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	119.0	54%	Full-Time	Permanent	100.5	46%
	Temporary/Contract	17.0	57%		Temporary/Contract	13.0	43%
Part-Time	Permanent	23.2	93%	Part-Time	Permanent	1.7	7%
	Temporary/Contract	2.5	45%		Temporary/Contract	3.1	55%
Hourly Paid/Casual	19.3	82%	Hourly Paid/Casual	4.1	18%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

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

*** Notes: 1) Full Time Staff – All staff @ FTE 1.00. 2) Pro Rata Pay band/annum for Part-time staff calculated from hourly rate or weekly rate (hourly rate*37 hours*52.14 weeks; weekly rate*52.14 weeks).

Dublin Institute of Technology – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 777.2	% of total staff Female Staff 45%	WTE 945.8	% of total staff Male Staff 55%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	9 (45%)	11 (55%)	27 (30%)	62 (70%)	0 (0%)	10 (100%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	328.1	38%	Academic Core-Funded Staff ¹	538.2	62%
Non-Academic Core-Funded Staff ²	366.3	53%	Non-Academic Core-Funded Staff ²	329.5	47%
Research/Specialist Academic Staff ³	50.9	45%	Research/Specialist Academic Staff ³	62.2	55%
Research/Specialist Non-Academic Staff ³	32.0	67%	Research/Specialist Non-Academic Staff ³	16.0	33%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	193.3	51%	Arts Humanities Social Science Business and Law (AHSSBL)	188.9	49%
Science Engineering Technology Mathematics Medicine (STEMM)	130.1	28%	Science Engineering Technology Mathematics Medicine (STEMM)	338.3	72%
Other*	4.6	30%	Other*	10.9	70%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	50.7	60%	Arts Humanities Social Science Business and Law (AHSSBL)	33.2	40%
Science Engineering Technology Mathematics Medicine (STEMM)	65.8	45%	Science Engineering Technology Mathematics Medicine (STEMM)	79.5	55%
Other*	249.7	54%	Other*	216.8	46%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	34.7	29%	Senior Lecturer [~]	83.7	71%
Lecturer [^]	192.3	37%	Lecturer [^]	329.2	63%
Assistant Lecturer	87.6	45%	Assistant Lecturer	107.9	55%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	81.0	45%	Full-Time	Permanent	100.0	55%
	Temporary/Contract	209.0	34%		Temporary/Contract	399.0	66%
Part-Time	Permanent	20.6	48%	Part-Time	Permanent	22.7	52%
	Temporary/Contract	6.0	80%		Temporary/Contract	1.5	20%
Hourly Paid/Casual	11.4	43%	Hourly Paid/Casual	15.0	57%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	4	100%
	€76,000 – €105,999	27	54%		€76,000 – €105,999	23	46%
	€46,000 – €75,999	98	46%		€46,000 – €75,999	116	54%
	<€45,999	162	49%		<€45,999	166	51%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	2	50%		€76,000 – €105,999	2	50%
	€46,000 – €75,999	25	89%		€46,000 – €75,999	3	11%
	<€45,999	262	66%		<€45,999	132	34%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	245.0	47%	Full-Time	Permanent	277.0	53%
	Temporary/Contract	42.0	57%		Temporary/Contract	32.0	43%
Part-Time	Permanent	57.3	86%	Part-Time	Permanent	9.1	14%
	Temporary/Contract	7.0	83%		Temporary/Contract	1.4	17%
Hourly Paid/Casual	15.0	60%	Hourly Paid/Casual	10.0	40%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

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

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

LEADER	Female President					
ALL STAFF BY GENDER (September 2015)	WTE 95.4	% of total staff Female Staff 47%		WTE 107.5	% of total staff Male Staff 53%	
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	8 (47%)	9 (53%)	9 (64%)	5 (36%)	2 (40%)	3 (60%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	49.7	43%	Academic Core-Funded Staff ¹	66.3	57%
Non-Academic Core-Funded Staff ²	39.2	52%	Non-Academic Core-Funded Staff ²	35.5	48%
Research/Specialist Academic Staff ³	4.5	60%	Research/Specialist Academic Staff ³	3.0	40%
Research/Specialist Non-Academic Staff ³	2.1	43%	Research/Specialist Non-Academic Staff ³	2.8	57%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	49.7	43%	Arts Humanities Social Science Business and Law (AHSSBL)	65.3	57%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	0.0	0%	Other*	1.0	100%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	7.6	66%	Arts Humanities Social Science Business and Law (AHSSBL)	4.0	34%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	31.6	50%	Other*	31.5	50%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer ⁻	6.4	52%	Senior Lecturer ⁻	6.0	48%
Lecturer [^]	28.8	48%	Lecturer [^]	31.7	52%
Assistant Lecturer	14.5	49%	Assistant Lecturer	15.2	51%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	29.8	41%	Full-Time	Permanent	43.2	59%
	Temporary/Contract	1.0	33%		Temporary/Contract	2.0	67%
Part-Time	Permanent	9.0	44%	Part-Time	Permanent	11.3	56%
	Temporary/Contract	5.3	84%		Temporary/Contract	1.0	16%
Hourly Paid/Casual	4.6	34%	Hourly Paid/Casual	8.8	66%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	0	0%
	€76,000 – €105,999	5	56%		€76,000 – €105,999	4	44%
	€46,000 – €75,999	17	63%		€46,000 – €75,999	10	37%
	<€45,999	9	37%		<€45,999	15	63%
	No. (HC)	%		No. (HC)	%		
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	1	100%
	€46,000 – €75,999	4	80%		€46,000 – €75,999	1	20%
	<€45,999	13	93%		<€45,999	1	7%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	26.0	47%	Full-Time	Permanent	29.0	53%
	Temporary/Contract	2.0	40%		Temporary/Contract	3.0	60%
Part-Time	Permanent	9.0	95%	Part-Time	Permanent	0.5	5%
	Temporary/Contract	0.5	28%		Temporary/Contract	1.3	72%
Hourly Paid/Casual	1.6	50%	Hourly Paid/Casual	1.7	50%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

Dundalk Institute of Technology – Institutional staff profiles by gender

LEADER	Female President					
ALL STAFF BY GENDER (September 2015)	WTE 230.1	% of total staff Female Staff 48%	WTE 246.6	% of total staff Male Staff 52%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	10 (59%)	7 (41%)	22 (42%)	30 (58%)	4 (50%)	4 (50%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	110.4	42%	Academic Core-Funded Staff ¹	154.1	58%
Non-Academic Core-Funded Staff ²	82.9	56%	Non-Academic Core-Funded Staff ²	64.4	44%
Research/Specialist Academic Staff ³	11.1	58%	Research/Specialist Academic Staff ³	8.1	42%
Research/Specialist Non-Academic Staff ³	25.8	56%	Research/Specialist Non-Academic Staff ³	20.0	44%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	39.5	58%	Arts Humanities Social Science Business and Law (AHSSBL)	28.5	42%
Science Engineering Technology Mathematics Medicine (STEMM)	69.9	36%	Science Engineering Technology Mathematics Medicine (STEMM)	124.5	64%
Other*	0.9	47%	Other*	1.0	53%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	4.5	82%	Arts Humanities Social Science Business and Law (AHSSBL)	1.0	18%
Science Engineering Technology Mathematics Medicine (STEMM)	18.6	54%	Science Engineering Technology Mathematics Medicine (STEMM)	16.0	46%
Other*	59.9	56%	Other*	47.4	44%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer ⁻	8.0	30%	Senior Lecturer ⁻	19.0	70%
Lecturer [^]	85.0	44%	Lecturer [^]	106.9	56%
Assistant Lecturer	23.0	49%	Assistant Lecturer	23.6	51%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	100.7	41%	Full-Time	Permanent	143.8	59%
	Temporary/Contract	3.0	38%		Temporary/Contract	5.0	62%
Part-Time	Permanent	6.6	66%	Part-Time	Permanent	3.5	34%
	Temporary/Contract	0.0	0%		Temporary/Contract	1.5	100%
Hourly Paid/Casual	0.1	25%	Hourly Paid/Casual	0.3	75%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	0	0%
	€76,000 – €105,999	6	55%		€76,000 – €105,999	5	45%
	€46,000 – €75,999	39	56%		€46,000 – €75,999	31	44%
	<€45,999	40	60%		<€45,999	27	40%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	1	100%		€46,000 – €75,999	0	0%
	<€45,999	50	75%		<€45,999	17	25%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	69.2	54%	Full-Time	Permanent	59.4	46%
	Temporary/Contract	3.8	45%		Temporary/Contract	5.0	55%
Part-Time	Permanent	9.3	100%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid/Casual	0.6	60%	Hourly Paid/Casual	0.4	40%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

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

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 382.6	% of total staff Female Staff 59%	WTE 271.4	% of total staff Male Staff 41%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	7 (39%)	11 (61%)	16 (36%)	29 (64%)	2 (25%)	6 (75%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	166.4	49%	Academic Core-Funded Staff ¹	173.7	51%
Non-Academic Core-Funded Staff ²	189.2	70%	Non-Academic Core-Funded Staff ²	81.2	30%
Research/Specialist Academic Staff ³	11.0	49%	Research/Specialist Academic Staff ³	11.5	51%
Research/Specialist Non-Academic Staff ³	16.0	76%	Research/Specialist Non-Academic Staff ³	5.0	24%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)	100.5	54%	Science Engineering Technology Mathematics Medicine (STEMM)	85.0	46%
Other*	58.8	43%	Other*	77.0	57%
	7.1	38%		11.7	62%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%	Arts Humanities Social Science Business and Law (AHSSBL)	No. (WTE)	%
Science Engineering Technology Mathematics Medicine (STEMM)	34.6	71%	Science Engineering Technology Mathematics Medicine (STEMM)	14.2	29%
Other*	14.0	41%	Other*	20.5	59%
	140.6	75%		46.5	25%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	7.7	34%	Senior Lecturer [~]	15.0	66%
Lecturer [^]	123.3	47%	Lecturer [^]	136.3	53%
Assistant Lecturer	22.8	42%	Assistant Lecturer	31.3	58%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	126.0	45%	Full-Time	Permanent	155.0	55%
	Temporary/Contract	11.2	64%		Temporary/Contract	6.3	36%
Part-Time	Permanent	14.9	51%	Part-Time	Permanent	14.3	49%
	Temporary/Contract	2.9	52%		Temporary/Contract	2.7	48%
Hourly Paid/Casual	3.1	45%	Hourly Paid/Casual	3.8	55%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	1	100%
	€76,000 – €105,999	3	43%		€76,000 – €105,999	4	57%
	€46,000 – €75,999	44	56%		€46,000 – €75,999	35	44%
	<€45,999	101	74%		<€45,999	36	26%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	0	0%		€46,000 – €75,999	0	0%
	<€45,999	230	80%		<€45,999	56	20%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	58.2	40%	Full-Time	Permanent	88.2	60%
	Temporary/Contract	17.4	24%		Temporary/Contract	56.0	76%
Part-Time	Permanent	0.0	0%	Part-Time	Permanent	0.5	100%
	Temporary/Contract	5.6	11%		Temporary/Contract	44.8	89%
Hourly Paid/Casual	0.0	0%	Hourly Paid/Casual	0.0	0%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

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

Institute of Technology, Blanchardstown – Institutional staff profiles by gender

LEADER	Female President					
ALL STAFF BY GENDER (September 2015)	WTE 114.9	% of total staff Female Staff 46%	WTE 132.4	% of total staff Male Staff 54%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	10 (53%)	9 (47%)	11 (37%)	19 (63%)	9 (53%)	8 (47%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	45.9	37%	Academic Core-Funded Staff ¹	77.5	63%
Non-Academic Core-Funded Staff ²	43.6	60%	Non-Academic Core-Funded Staff ²	29.0	40%
Research/Specialist Academic Staff ³	17.0	49%	Research/Specialist Academic Staff ³	17.9	51%
Research/Specialist Non-Academic Staff ³	8.5	52%	Research/Specialist Non-Academic Staff ³	8.0	48%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	32.6	55%	Arts Humanities Social Science Business and Law (AHSSBL)	26.8	45%
Science Engineering Technology Mathematics Medicine (STEMM)	13.3	21%	Science Engineering Technology Mathematics Medicine (STEMM)	50.7	79%
Other*	0.0	0%	Other*	0.0	0%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	0.0	0%	Arts Humanities Social Science Business and Law (AHSSBL)	0.0	0%
Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%	Science Engineering Technology Mathematics Medicine (STEMM)	0.0	0%
Other*	43.6	60%	Other*	29.0	40%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	2.3	39%	Senior Lecturer [~]	3.7	61%
Lecturer [^]	17.8	23%	Lecturer [^]	60.9	77%
Assistant Lecturer	22.9	64%	Assistant Lecturer	12.9	36%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	32.0	30%	Full-Time	Permanent	73.0	70%
	Temporary/Contract	10.0	83%		Temporary/Contract	2.0	17%
Part-Time	Permanent	3.1	69%	Part-Time	Permanent	1.4	31%
	Temporary/Contract	0.9	45%		Temporary/Contract	1.1	55%
Hourly Paid/Casual	0.0	0%	Hourly Paid/Casual	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	1	100%	Full-Time	>€106,000	0	0%
	€76,000 – €105,999	7	50%		€76,000 – €105,999	7	50%
	€46,000 – €75,999	11	48%		€46,000 – €75,999	12	52%
	<€45,999	14	58%		<€45,999	10	42%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	8	100%		€46,000 – €75,999	0	0%
	<€45,999	9	100%		<€45,999	0	0%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	27.0	50%	Full-Time	Permanent	27.0	50%
	Temporary/Contract	6.0	75%		Temporary/Contract	2.0	25%
Part-Time	Permanent	10.6	100%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid/Casual	0.0	0%	Hourly Paid/Casual	0.0	0%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

Institute of Technology, Carlow – Institutional staff profiles by gender

LEADER	Female President					
ALL STAFF BY GENDER (September 2015)	WTE 219.5	% of total staff Female Staff 52%		WTE 198.6	% of total staff Male Staff 48%	
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	11 (58%)	8 (42%)	20 (47%)	23 (53%)	3 (33%)	6 (67%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	92.5	43%	Academic Core-Funded Staff ¹	121.9	57%
Non-Academic Core-Funded Staff ²	78.5	65%	Non-Academic Core-Funded Staff ²	42.1	35%
Research/Specialist Academic Staff ³	24.1	45%	Research/Specialist Academic Staff ³	29.1	55%
Research/Specialist Non-Academic Staff ³	24.4	82%	Research/Specialist Non-Academic Staff ³	5.5	18%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	53.4	62%	Arts Humanities Social Science Business and Law (AHSSBL)	32.8	38%
Science Engineering Technology Mathematics Medicine (STEMM)	39.1	30%	Science Engineering Technology Mathematics Medicine (STEMM)	89.1	70%
Other*	0.0	0%	Other*	0.0	0%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	7.8	89%	Arts Humanities Social Science Business and Law (AHSSBL)	1.0	11%
Science Engineering Technology Mathematics Medicine (STEMM)	6.8	39%	Science Engineering Technology Mathematics Medicine (STEMM)	10.8	61%
Other*	63.9	68%	Other*	30.3	32%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	4.0	29%	Senior Lecturer [~]	9.7	71%
Lecturer [^]	63.9	45%	Lecturer [^]	76.8	55%
Assistant Lecturer	23.5	45%	Assistant Lecturer	28.7	55%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	61.0	43%	Full-Time	Permanent	82.0	57%
	Temporary/Contract	15.0	38%		Temporary/Contract	24.0	62%
Part-Time	Permanent	11.6	53%	Part-Time	Permanent	10.2	47%
	Temporary/Contract	4.1	43%		Temporary/Contract	5.4	57%
Hourly Paid/Casual	0.8	75%	Hourly Paid/Casual	0.3	25%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	1	100%	Full-Time	>€106,000	0	0%
	€76,000 – €105,999	4	36%		€76,000 – €105,999	7	64%
	€46,000 – €75,999	22	51%		€46,000 – €75,999	21	49%
	<€45,999	27	75%		<€45,999	9	25%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	3	75%		€46,000 – €75,999	1	25%
	<€45,999	130	84%		<€45,999	24	16%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	43.0	61%	Full-Time	Permanent	28.0	39%
	Temporary/Contract	11.0	55%		Temporary/Contract	9.0	45%
Part-Time	Permanent	13.6	88%	Part-Time	Permanent	1.8	12%
	Temporary/Contract	6.2	66%		Temporary/Contract	3.3	34%
Hourly Paid/Casual	4.6	100%	Hourly Paid/Casual	0.0	0%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

Institute of Technology, Sligo – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 223.5	% of total staff Female Staff 49%		WTE 233.6	% of total staff Male Staff 51%	
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	8 (42%)	11 (58%)	16 (37%)	27 (63%)	1 (12%)	7 (88%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	121.2	46%	Academic Core-Funded Staff ¹	144.0	54%
Non-Academic Core-Funded Staff ²	92.3	54%	Non-Academic Core-Funded Staff ²	78.6	46%
Research/Specialist Academic Staff ³	4.5	50%	Research/Specialist Academic Staff ³	4.5	50%
Research/Specialist Non-Academic Staff ³	5.5	46%	Research/Specialist Non-Academic Staff ³	6.5	54%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	42.1	68%	Arts Humanities Social Science Business and Law (AHSSBL)	20.0	32%
Science Engineering Technology Mathematics Medicine (STEMM)	79.1	40%	Science Engineering Technology Mathematics Medicine (STEMM)	118.0	60%
Other*	0.0	0%	Other*	6.0	100%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	0.0	0%	Arts Humanities Social Science Business and Law (AHSSBL)	0.8	100%
Science Engineering Technology Mathematics Medicine (STEMM)	6.3	26%	Science Engineering Technology Mathematics Medicine (STEMM)	17.8	74%
Other*	86.0	59%	Other*	60.0	41%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	4.0	19%	Senior Lecturer [~]	17.3	81%
Lecturer [^]	76.1	44%	Lecturer [^]	96.5	56%
Assistant Lecturer	40.6	56%	Assistant Lecturer	31.8	44%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	114.9	45%	Full-Time	Permanent	137.9	55%
	Temporary/Contract	11.0	65%		Temporary/Contract	6.0	35%
Part-Time	Permanent	0.0	0%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid/Casual	0.0	0%	Hourly Paid/Casual	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	1	100%
	€76,000 – €105,999	2	20%		€76,000 – €105,999	8	80%
	€46,000 – €75,999	31	54%		€46,000 – €75,999	26	46%
	<€45,999	56	63%		<€45,999	33	37%
	No. (HC)	%		No. (HC)	%		
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	0	0%		€46,000 – €75,999	0	0%
	<€45,999	0	0%		<€45,999	0	0%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	75.7	54%	Full-Time	Permanent	63.3	46%
	Temporary/Contract	5.7	59%		Temporary/Contract	4.0	41%
Part-Time	Permanent	0.0	0%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid/Casual	0.0	0%	Hourly Paid/Casual	0.0	0%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

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

Institute of Technology, Tallaght – Institutional staff profiles by gender

LEADER	Male President			
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ALL STAFF BY GENDER (September 2015)	WTE 148.9	% of total staff Female Staff 44%	WTE 190.7	% of total staff Male Staff 56%
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GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	7 (39%)	11 (61%)	10 (33%)	20 (67%)	2 (29%)	5 (71%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF	MALE STAFF
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STAFF BY CATEGORY OF POST (SEPTEMBER 2015)

	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	72.1	40%	Academic Core-Funded Staff ¹	109.7	60%
Non-Academic Core-Funded Staff ²	55.8	48%	Non-Academic Core-Funded Staff ²	61.2	52%
Research/Specialist Academic Staff ³	7.1	36%	Research/Specialist Academic Staff ³	12.4	64%
Research/Specialist Non-Academic Staff ³	13.9	65%	Research/Specialist Non-Academic Staff ³	7.4	35%

STAFF BY DISCIPLINE (SEPTEMBER 2015)

Academic Core-Funded Staff	No. (WTE)	%	Academic Core-Funded Staff	No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	41.7	55%	Arts Humanities Social Science Business and Law (AHSSBL)	34.3	45%
Science Engineering Technology Mathematics Medicine (STEMM)	30.4	29%	Science Engineering Technology Mathematics Medicine (STEMM)	73.7	71%
Other*	0.0	0%	Other*	1.8	100%
Non-Academic Core-Funded Staff	No. (WTE)	%	Non-Academic Core-Funded Staff	No. (WTE)	%
Arts Humanities Social Science Business and Law (AHSSBL)	3.9	49%	Arts Humanities Social Science Business and Law (AHSSBL)	4.0	51%
Science Engineering Technology Mathematics Medicine (STEMM)	6.9	26%	Science Engineering Technology Mathematics Medicine (STEMM)	20.0	74%
Other*	45.0	55%	Other*	37.2	45%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)

	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	6.0	33%	Senior Lecturer [~]	12.3	67%
Lecturer [^]	53.5	40%	Lecturer [^]	81.7	60%
Assistant Lecturer	11.5	40%	Assistant Lecturer	17.1	60%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)

	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	57.7	36%	Full-Time	Permanent	100.8	64%
	Temporary/Contract	1.7	31%		Temporary/Contract	3.8	69%
Part-Time	Permanent	10.5	70%	Part-Time	Permanent	4.6	30%
	Temporary/Contract	1.0	62%		Temporary/Contract	0.6	38%
Hourly Paid/Casual	1.2	89%	Hourly Paid/Casual	0.2	11%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)

	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	0	0%
	€76,000 – €105,999	4	33%		€76,000 – €105,999	8	67%
	€46,000 – €75,999	11	24%		€46,000 – €75,999	35	76%
	<€45,999	15	56%		<€45,999	12	44%
	No. (HC)	%		No. (HC)	%		
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	17	85%		€46,000 – €75,999	3	15%
	<€45,999	51	80%		<€45,999	13	20%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)

	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	36.5	41%	Full-Time	Permanent	52.6	59%
	Temporary/Contract	9.0	64%		Temporary/Contract	5.0	36%
Part-Time	Permanent	0.0	0%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid/Casual	10.3	75%	Hourly Paid/Casual	3.5	25%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

Institute of Technology, Tralee – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 186.2	% of total staff Female Staff 55%	WTE 150.3	% of total staff Male Staff 45%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	8 (44%)	10 (56%)	12 (35%)	22 (65%)	1 (14%)	6 (86%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	104.5	52%	Academic Core-Funded Staff ¹	94.9	48%
Non-Academic Core-Funded Staff ²	64.6	64%	Non-Academic Core-Funded Staff ²	36.5	36%
Research/Specialist Academic Staff ³	5.5	63%	Research/Specialist Academic Staff ³	3.2	37%
Research/Specialist Non-Academic Staff ³	11.6	42%	Research/Specialist Non-Academic Staff ³	15.8	58%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	40.3	50%	Arts Humanities Social Science Business and Law (AHSSBL)	40.3	50%
Science Engineering Technology Mathematics Medicine (STEMM)	64.2	55%	Science Engineering Technology Mathematics Medicine (STEMM)	52.6	45%
Other*	0.0	0%	Other*	2.0	100%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	6.4	68%	Arts Humanities Social Science Business and Law (AHSSBL)	3.0	32%
Science Engineering Technology Mathematics Medicine (STEMM)	11.4	70%	Science Engineering Technology Mathematics Medicine (STEMM)	5.0	30%
Other*	46.8	62%	Other*	28.5	38%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer ⁻	3.7	33%	Senior Lecturer ⁻	7.3	67%
Lecturer [^]	77.0	54%	Lecturer [^]	66.3	46%
Assistant Lecturer	21.5	50%	Assistant Lecturer	21.8	50%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	68.8	48%	Full-Time	Permanent	74.0	52%
	Temporary/Contract	1.0	100%		Temporary/Contract	0.0	0%
Part-Time	Permanent	19.5	76%	Part-Time	Permanent	6.2	24%
	Temporary/Contract	14.8	51%		Temporary/Contract	14.1	49%
Hourly Paid/Casual	0.0	0%	Hourly Paid/Casual	1.0	100%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	0	0%
	€76,000 – €105,999	3	30%		€76,000 – €105,999	7	70%
	€46,000 – €75,999	28	58%		€46,000 – €75,999	20	42%
	<€45,999	21	75%		<€45,999	7	25%
	No. (HC)	%		No. (HC)	%		
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	6	100%		€46,000 – €75,999	0	0%
	<€45,999	81	79%		<€45,999	21	21%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	45.6	62%	Full-Time	Permanent	28.0	38%
	Temporary/Contract	8.0	53%		Temporary/Contract	7.0	47%
Part-Time	Permanent	5.4	100%	Part-Time	Permanent	0.0	0%
	Temporary/Contract	5.6	79%		Temporary/Contract	1.5	21%
Hourly Paid/Casual	0.0	0%	Hourly Paid/Casual	0.0	0%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

Letterkenny Institute of Technology – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 181.8	% of total staff Female Staff 53%	WTE 161.6	% of total staff Male Staff 47%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	7 (37%)	12 (63%)	17 (44%)	22 (56%)	1 (12%)	7 (88%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (SEPTEMBER 2015)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	89.9	50%	90.8	50%
Non-Academic Core-Funded Staff ²	84.7	60%	55.9	40%
Research/Specialist Academic Staff ³	0.0	0%	0.0	0%
Research/Specialist Non-Academic Staff ³	7.2	33%	14.9	67%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	35.3	56%	Arts Humanities Social Science Business and Law (AHSSBL)	27.6	44%
Science Engineering Technology Mathematics Medicine (STEMM)	43.7	46%	Science Engineering Technology Mathematics Medicine (STEMM)	52.1	54%
Other*	11.0	50%	Other*	11.1	50%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	3.7	44%	Arts Humanities Social Science Business and Law (AHSSBL)	4.8	56%
Science Engineering Technology Mathematics Medicine (STEMM)	9.0	47%	Science Engineering Technology Mathematics Medicine (STEMM)	10.0	53%
Other*	72.0	64%	Other*	41.1	36%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	7.3	49%	Senior Lecturer [~]	7.7	51%
Lecturer [^]	60.1	49%	Lecturer [^]	61.4	51%
Assistant Lecturer	23.7	54%	Assistant Lecturer	19.8	46%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	71.0	48%	Full-Time	Permanent	77.0	52%
	Temporary/Contract	7.0	44%		Temporary/Contract	9.0	56%
Part-Time	Permanent	6.9	54%	Part-Time	Permanent	6.0	46%
	Temporary/Contract	0.0	0%		Temporary/Contract	0.0	0%
Hourly Paid/Casual	2.7	70%	Hourly Paid/Casual	1.2	30%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	1	100%
	€76,000 – €105,999	2	22%		€76,000 – €105,999	7	78%
	€46,000 – €75,999	23	50%		€46,000 – €75,999	23	50%
	<€45,999	14	33%		<€45,999	29	67%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	0	0%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	13	87%		€46,000 – €75,999	2	13%
	<€45,999	36	73%		<€45,999	13	27%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	42.0	51%	Full-Time	Permanent	41.0	49%
	Temporary/Contract	7.0	50%		Temporary/Contract	7.0	50%
Part-Time	Permanent	27.9	91%	Part-Time	Permanent	2.6	9%
	Temporary/Contract	0.0	0%		Temporary/Contract	1.5	100%
Hourly Paid/Casual	6.8	59%	Hourly Paid/Casual	4.7	41%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

² This refers to administration/support staff.

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

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

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

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

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

Limerick Institute of Technology[†] – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 296.8	% of total staff Female Staff 48%	WTE 316.1	% of total staff Male Staff 52%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	7 (39%)	11 (61%)	15 (42%)	21 (58%)	3 (33%)	6 (67%)

STAFF BREAKDOWN BY GENDER

FEMALE STAFF			MALE STAFF		
STAFF BY CATEGORY OF POST (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff ¹	142.9	41%	Academic Core-Funded Staff ¹	207.6	59%
Non-Academic Core-Funded Staff ²	109.1	57%	Non-Academic Core-Funded Staff ²	81.0	43%
Research/Specialist Academic Staff ³	24.7	50%	Research/Specialist Academic Staff ³	24.5	50%
Research/Specialist Non-Academic Staff ³	20.0	87%	Research/Specialist Non-Academic Staff ³	3.0	13%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	85.8	54%	Arts Humanities Social Science Business and Law (AHSSBL)	71.7	46%
Science Engineering Technology Mathematics Medicine (STEMM)	49.7	27%	Science Engineering Technology Mathematics Medicine (STEMM)	131.5	73%
Other*	7.4	63%	Other*	4.4	37%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	8.7	48%	Arts Humanities Social Science Business and Law (AHSSBL)	9.6	52%
Science Engineering Technology Mathematics Medicine (STEMM)	14.0	46%	Science Engineering Technology Mathematics Medicine (STEMM)	16.5	54%
Other*	86.5	61%	Other*	54.8	39%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	15.2	39%	Senior Lecturer [~]	23.6	61%
Lecturer [^]	110.5	40%	Lecturer [^]	165.1	60%
Assistant Lecturer	36.6	51%	Assistant Lecturer	35.8	49%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	105.0	38%	Full-Time	Permanent	171.6	62%
	Temporary/Contract	10.0	38%		Temporary/Contract	16.0	62%
Part-Time	Permanent	11.7	74%	Part-Time	Permanent	4.1	26%
	Temporary/Contract	8.5	56%		Temporary/Contract	6.7	44%
Hourly Paid/Casual	7.9	46%	Hourly Paid/Casual	9.2	54%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	1	20%	Full-Time	>€106,000	4	80%
	€76,000 – €105,999	1	17%		€76,000 – €105,999	5	83%
	€46,000 – €75,999	23	45%		€46,000 – €75,999	28	55%
	<€45,999	29	45%		<€45,999	36	55%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	1	50%		€76,000 – €105,999	1	50%
	€46,000 – €75,999	26	93%		€46,000 – €75,999	2	7%
	<€45,999	162	70%		<€45,999	69	30%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	45.0	44%	Full-Time	Permanent	58.0	56%
	Temporary/Contract	9.2	40%		Temporary/Contract	14.0	60%
Part-Time	Permanent	47.8	91%	Part-Time	Permanent	4.7	9%
	Temporary/Contract	3.2	60%		Temporary/Contract	2.1	40%
Hourly Paid/Casual	4.1	65%	Hourly Paid/Casual	2.2	35%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

[†] LIT includes data for the Tipperary Institute.

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

² This refers to administration/support staff.

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

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

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

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

Waterford Institute of Technology – Institutional staff profiles by gender

LEADER	Male President					
ALL STAFF BY GENDER (September 2015)	WTE 439.9	% of total staff Female Staff 49%	WTE 459.1	% of total staff Male Staff 51%		
GOVERNANCE AND MANAGEMENT STRUCTURES	GOVERNING AUTHORITY/BODY (September 2015)		ACADEMIC COUNCIL (December 2015)		EXECUTIVE MANAGEMENT (December 2015)	
	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)	Female No. (%)	Male No. (%)
	8 (40%)	12 (60%)	17 (45%)	21 (55%)	1 (10%)	9 (90%)

STAFF BREAKDOWN BY GENDER

	FEMALE STAFF		MALE STAFF	
	STAFF BY CATEGORY OF POST (SEPTEMBER 2015)			
	No. (WTE)	%	No. (WTE)	%
Academic Core-Funded Staff ¹	223.6	48%	243.1	52%
Non-Academic Core-Funded Staff ²	142.6	57%	106.5	43%
Research/Specialist Academic Staff ³	42.7	30%	99.6	70%
Research/Specialist Non-Academic Staff ³	30.9	76%	10.0	24%

STAFF BY DISCIPLINE (SEPTEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Academic Core-Funded Staff			Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	118.6	56%	Arts Humanities Social Science Business and Law (AHSSBL)	93.6	44%
Science Engineering Technology Mathematics Medicine (STEMM)	99.1	41%	Science Engineering Technology Mathematics Medicine (STEMM)	141.2	59%
Other*	5.9	42%	Other*	8.2	58%
Non-Academic Core-Funded Staff			Non-Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	12.0	71%	Arts Humanities Social Science Business and Law (AHSSBL)	5.0	29%
Science Engineering Technology Mathematics Medicine (STEMM)	19.3	48%	Science Engineering Technology Mathematics Medicine (STEMM)	21.0	52%
Other*	111.3	58%	Other*	80.5	42%

ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE DECEMBER 2013 – DECEMBER 2015)					
	No. (WTE)	%		No. (WTE)	%
Senior Lecturer [~]	7.7	28%	Senior Lecturer [~]	19.8	72%
Lecturer [^]	197.7	49%	Lecturer [^]	207.6	51%
Assistant Lecturer	25.8	50%	Assistant Lecturer	26.2	50%

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	160.0	44%	Full-Time	Permanent	206.0	56%
	Temporary/Contract	21.0	50%		Temporary/Contract	21.0	50%
Part-Time	Permanent	48.4	94%	Part-Time	Permanent	3.4	6%
	Temporary/Contract	4.3	62%		Temporary/Contract	2.6	38%
Hourly Paid/Casual	0.0	0%	Hourly Paid/Casual	0.0	0%		

NON-ACADEMIC CORE-FUNDED STAFF BY PAY GRADE (SEPTEMBER 2015)							
	No. (HC)	%		No. (HC)	%		
Full-Time	>€106,000	0	0%	Full-Time	>€106,000	2	100%
	€76,000 – €105,999	3	38%		€76,000 – €105,999	5	62%
	€46,000 – €75,999	32	42%		€46,000 – €75,999	45	58%
	<€45,999	37	46%		<€45,999	43	54%
Part-Time	>€106,000	0	0%	Part-Time	>€106,000	0	0%
	€76,000 – €105,999	1	100%		€76,000 – €105,999	0	0%
	€46,000 – €75,999	11	69%		€46,000 – €75,999	5	31%
	<€45,999	108	92%		<€45,999	10	8%

NON-ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (SEPTEMBER 2015)**							
	No. (WTE)	%		No. (WTE)	%		
Full-Time	Permanent	53.0	44%	Full-Time	Permanent	68.0	56%
	Temporary/Contract	20.0	43%		Temporary/Contract	26.0	57%
Part-Time	Permanent	45.0	86%	Part-Time	Permanent	7.2	14%
	Temporary/Contract	24.1	82%		Temporary/Contract	5.3	18%
Hourly Paid/Casual	0.5	89%	Hourly Paid/Casual	0.1	11%		

ATHENA SWAN STATUS (2015)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

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

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

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

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