HEA | An tÚdarás um Ard-Oideachas
The Higher Education Authority

Higher Education Institutions Staff Profiles

Glossary and Further Information

- **Discipline**
  - **AHSSBL –** Arts, Humanities, Social Sciences, Business and Law.
  - **STEMM –** Science, Technology, Engineering, Mathematics and Medicine.
  - **OTHER –** Refers to courses/subjects/departments which do not fall under AHSSBL or STEMM.
- **Funding Source**
  - **Core funded –** Refers to staff whose posts are funded from the core grant, undergraduate tuition fees (including grant in lieu of fees), Student Services Charge and the Student Contribution introduced in 2011.
  - **Non-Core Funded –** Refers to staff who are employed on programmes / schemes operated by state agencies such as Science Foundation Ireland, Enterprise Ireland, Health Research Board, Irish Research Council, Environmental Protection Agency, Teagasc, etc. OR whose posts are funded by EU research and other grants, private sector income, international student income, postgraduate and part-time fees (not including full-time EU undergraduate tuition fees / student contributions as non-Exchequer, non-core income).
- **HEI / HEIs** – Higher Education Institutions.
- **Heads of HEIs** – President/Provost/Director.
- **Gender**
  - The current HEI staff profiles template provides **Female, Male, Non-Binary, Another not listed** and **Prefer not to say** as the options for HEI staff data related to gender.
  - **Another not listed** – In this data visualisation, "another not listed" may refer to where an individual does not identify with female, male or non-binary.
  - **Prefer not to say** – In this data visualisation, "prefer not to say" may refer to where the gender is (i) unknown to the HEI, or (ii) the staff member has not disclosed their gender.
  - *** Another option** – To preserve anonymity, while also including the representation of non-binary staff, the HEA has grouped (i) Another not listed, (ii) Non-Binary, (iii) Prefer not to say and (iv) Unknown for publication purposes.
- **Gender Balance** – The visualisations for (i) Governing Body/Authority, (ii) Academic Council, and (iii) Executive management show the percentage of female representatives on each of the structures. These structures are considered gender balanced when not less than 40% of members are female and not less than 40% are male. Data is also collected in relation to non-binary and other. Where non-binary members are less than 5, the data is displayed as "less than 5" to preserve anonymity.
- **Less than 5** – In visualisations that can be filtered by Institution, where the data returned by the HEI is less than 5 total staff, this is published as "Less than 5" to preserve anonymity.
- **Staff by category of post**

- **Academic –** Academic staff.
- **PMSS –** Professional, Management and Support Staff.
- **Research Specialist Academic –** refers to Non-Core funded Research or Specialist Academic staff.
- **Research Specialist PMSS –** refers to Non-Core Funded Professional, Managerial or Support staff.

- **Staff Numbers**
  - **Headcount** – the total number of staff. Where 1 unit refers to 1 staff member.
  - **WTE** – Whole-Time Equivalent. This is also referred to as Full-Time Equivalent or FTE. WTE measures the equivalence to full-time and does not equate to headcount. WTE is calculated by dividing the number of required hours for the role by the whole time equivalent. For example, in a 40-hour week an individual who works 20 hours per week could be recorded as 0.5 in WTE, and 1 in headcount. Please note, HEIs are responsible for the calculation of their staff WTE numbers.