

# Higher Education Institutional Staff Profiles by Gender

2019





# COMMON SENSE

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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-grant<sup>1</sup> funding from the HEA. These profiles provide information on key indicators which will contribute to the assessment of gender-equality in Irish HEIs. This publication offers a valuable baseline from which progress can be measured, and includes all grades of staff, in seven universities, three colleges, eleven institutes of technology, TU Dublin and RCSI.

## Governance and Management Structures

The gender of each president (or equivalent) is listed.

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

## Staff

Staffing information collected includes:

- ▶ *Staff by category of post (academic core-funded staff, Professional, Management and Support core-funded staff, research/specialist academic staff, research/specialist Professional, Management and Support staff).*
- ▶ *Academic staff by discipline.*
- ▶ *Academic staff by contract type.*
- ▶ *Professional, Management and Support staff by contract type.*
- ▶ *Professional, Management and Support staff by pay grade.*
- ▶ *Recruitment and promotion data for academic staff (sector summaries only).*

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

## Athena SWAN

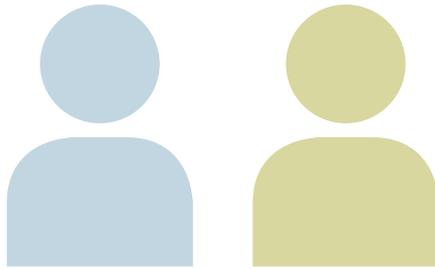
The profiles also list Athena SWAN institutional and departmental awards won by HEIs. Athena SWAN awards are important indicators of progress towards gender equality.

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<sup>1</sup> 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



# Overview 2018

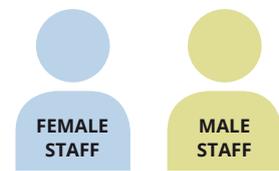
**Universities**

**Institutes of Technology**

**Colleges**

# Universities

## Profile 2018



### LEADERS

Female Presidents

0

Male Presidents

7

### ALL STAFF BY GENDER (DECEMBER 2018)

Female WTE and % of total staff

8796.7 55%

Male WTE and % of total staff

7319.0 45%

### GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)

No. of universities who have achieved a minimum 40% of each gender breakdown

GOVERNING AUTHORITY/BODY

ACADEMIC COUNCIL

EXECUTIVE MANAGEMENT

6

4

2

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

### STAFF BY CATEGORY OF POST (DECEMBER 2018)

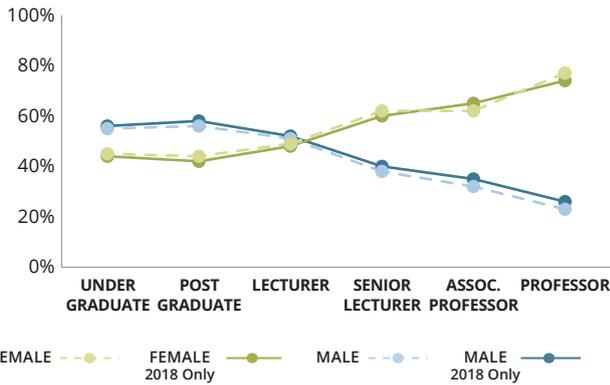
Category	Female % (No. WTE)	Male % (No. WTE)
Academic Core-Funded Staff <sup>1</sup>	45% (2145.7)	55% (2611.4)
Professional, Management and Supports Staff <sup>2</sup>	64% (3413.0)	36% (1944.6)
Research/Specialist Academic Staff <sup>3</sup>	47% (1768.6)	53% (1966.1)
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>	65% (1469.3)	35% (796.9)

### STAFF BY DISCIPLINE (DECEMBER 2018)\*

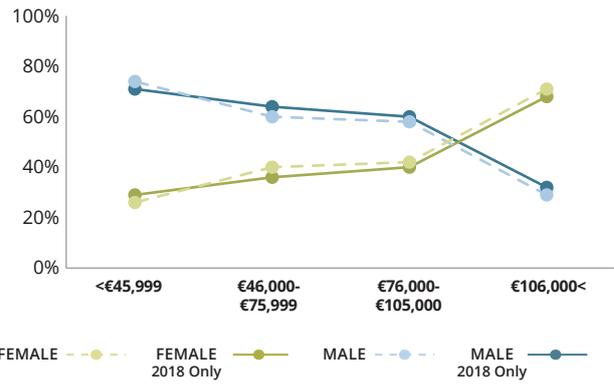
Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	50% (1121.1)	50% (1142.2)
Science Engineering Technology Mathematics Medicine (STEMM)	41% (988.1)	59% (1429.6)
Other*	48% (36.5)	52% (39.6)
Professional, Management and Supports Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	84% (506.2)	16% (99.0)
Science Engineering Technology Mathematics Medicine (STEMM)	62% (799.6)	38% (499.8)
Other*	61% (2107.2)	39% (1345.8)

Grade		ACADEMIC RECRUITMENT 2018**		ACADEMIC PROMOTIONS 2018 (WHERE APPLICABLE)	
		Female % (No. WTE)	Male % (No. WTE)	Female % (No. WTE)	Male % (No. WTE)
Professor	Applicants	24% (192)	72% (590)	63% (10)	37% (6)
	Appointments	44% (17)	44% (17)	43% (3)	57% (4)
Associate Professor	Applicants	28% (90)	71% (231)	38% (44)	62% (71)
	Appointments	50% (13)	50% (13)	37% (17)	63% (29)
Senior Lecturer	Applicants	42% (176)	57% (238)	50% (80)	50% (81)
	Appointments	47% (16)	53% (18)	46% (39)	54% (46)
Lecturer	Applicants	29% (2693)	54% (5017)	41% (18)	59% (26)
	Appointments	45% (162)	40% (146)	45% (14)	55% (17)

### ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE, DECEMBER 2015-2017)



### PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE, DECEMBER 2015-2017)



### ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)

	3-YEAR AVERAGE DECEMBER 2015 – DECEMBER 2017		2018	
	% (No. HC)	% (No. HC)	% (No. HC)	% (No. HC)
Professor	23% (116.2)	77% (395.1)	26% (142.5)	74% (414.2)
Associate Professor	32% (112.6)	68% (243.5)	35% (142.1)	65% (265.7)
Senior Lecturer	38% (349.0)	62% (576.3)	40% (388.0)	60% (592.0)
Lecturer	51% (1289.1)	49% (1248.4)	52% (1358.8)	48% (1276.6)

### ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)

	3-YEAR AVERAGE DECEMBER 2015 – DECEMBER 2017		2018	
	% (No. HC)	% (No. HC)	% (No. HC)	% (No. HC)
Full-Time	Permanent	42% (1640.0)	58% (2222.3)	
	Temporary/Contract	55% (303.5)	45% (248.7)	
Part-Time	Permanent	59% (106.4)	41% (74.0)	
	Temporary/Contract	68% (56.2)	32% (26.7)	
Hourly Paid		50% (39.6)	50% (39.7)	

### PROFESSIONAL MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)

% (No. HC)		3-YEAR AVERAGE DECEMBER 2015 – DECEMBER 2017		2018	
		% (No. HC)	% (No. HC)	% (No. HC)	% (No. HC)
Full-Time	>€106,000	29% (35.7)	71% (85.3)	31% (49.0)	69% (107.0)
	€76,000-€105,999	56% (253.3)	44% (201.7)	57% (289.0)	43% (214.0)
	€46,000-€75,999	56% (1021.3)	44% (791.3)	60% (1287.0)	40% (854.0)
	<€45,999	68% (1405.0)	32% (669.7)	64% (1330.0)	36% (738.0)
Part-Time	>€106,000	26% (2.0)	74% (5.7)	50% (4.0)	50% (4.0)
	€76,000-€105,999	73% (39.3)	27% (14.7)	89% (47.0)	11% (6.0)
	€46,000-€75,999	82% (225.7)	18% (50.7)	92% (297.0)	8% (27.0)
	<€45,999	87% (777.3)	13% (114.0)	89% (703.0)	11% (83.0)

### PROFESSIONAL MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)

	3-YEAR AVERAGE DECEMBER 2015 – DECEMBER 2017		2018	
	% (No. HC)	% (No. HC)	% (No. HC)	% (No. HC)
Full-Time	Permanent	60% (2364.2)	40% (1606.8)	
	Temporary/Contract	67% (438.5)	33% (213.9)	
Part-Time	Permanent	83% (496.3)	17% (98.1)	
	Temporary/Contract	82% (114.0)	18% (25.8)	
Hourly Paid		0% (0)	0% (0)	

ATHENA SWAN STATUS (2018)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	7	0	0
Departmental Athena SWAN awardees	20	0	0

Data presented here comprise data from DCU, MU, NUIG, TCD, UCC, UCD and UL.

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

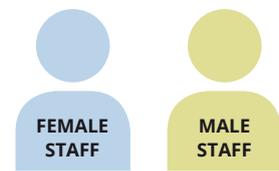
<sup>3</sup> Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources

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

\*\* Percentages do not add up to 100 in all cases as gender was not known for all applicants and appointments in UCD's return

# Institutes of Technology

## Profile 2018



### LEADERS

Female Presidents

2

Male Presidents

9

### ALL STAFF BY GENDER (DECEMBER 2018)

Female WTE and % of total staff

3277.3 51%

Male WTE and % of total staff

3126.4 49%

### GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)

No. of institutes of technology who have achieved a minimum 40% of each gender breakdown

GOVERNING AUTHORITY/BODY	ACADEMIC COUNCIL	EXECUTIVE MANAGEMENT
8	7	3

Female % No. (WTE)	Male % No. (WTE)
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### STAFF BY CATEGORY OF POST (DECEMBER 2018)

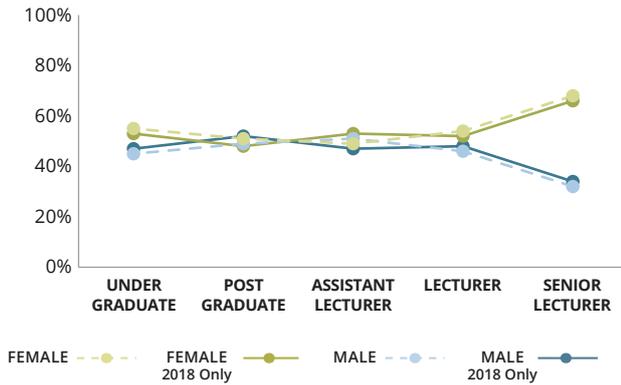
Category	Female % (WTE)	Male % (WTE)
Academic Core-Funded Staff <sup>1</sup>	46% (1633.2)	54% (1910.6)
Professional, Management and Supports Staff <sup>2</sup>	61% (1273.3)	39% (802.6)
Research/Specialist Academic Staff <sup>3</sup>	43% (154.9)	57% (205.9)
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>	51% (215.7)	49% (207.3)

### STAFF BY DISCIPLINE (DECEMBER 2018)

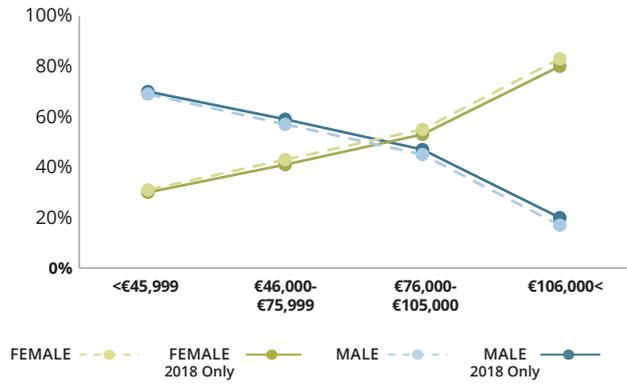
Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	59% (753.6)	41% (516.4)
Science Engineering Technology Mathematics Medicine (STEMM)	38% (778.1)	62% (1289.2)
Other*	49% (101.7)	51% (104.9)
Professional, Management and Supports Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	68% (114.4)	32% (52.8)
Science Engineering Technology Mathematics Medicine (STEMM)	47% (183.8)	53% (205.7)
Other*	64% (975.2)	36% (544.2)

Grade		ACADEMIC RECRUITMENT 2018		ACADEMIC PROMOTIONS 2018 (WHERE APPLICABLE)**	
		Female % (WTE)	Male % (WTE)	Female % (WTE)	Male % (WTE)
Senior Lecturer 3	Applicants	20% (27)	80% (110)	100% (2)	
	Appointments	22% (2)	78% (7)	100% (3)	
Senior Lecturer 2	Applicants	34% (68)	66% (132)	48% (15)	52% (16)
	Appointments	59% (10)	41% (7)	60% (6)	40% (4)
Senior Lecturer 1	Applicants	39% (26)	61% (40)	0% (0)	0% (0)
	Appointments	0% (0)	0% (0)	67% (4)	33% (2)
Lecturer	Applicants	34% (111)	66% (217)	67% (14)	33% (7)
	Appointments	47% (7)	53% (8)	64% (14)	36% (8)
Assistant Lecturer	Applicants	44% (1218)	56% (1525)	40% (2)	60% (3)
	Appointments	48% (107)	52% (117)	54% (14)	46% (12)

### ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE, DECEMBER 2015-2017)



### PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE, DECEMBER 2015-2017)



### ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)

	3-YEAR AVERAGE DECEMBER 2015 – DECEMBER 2017		2018	
	Senior Lecturer <sup>~</sup>	32% (88.0)	68% (182.9)	34% (98.8)
Lecturer <sup>^</sup>	46% (1090.2)	54% (1255.1)	48% (1146.8)	52% (1264.0)
Assistant Lecturer	51% (342.7)	49% (332.7)	47% (332.2)	53% (375.7)

### ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)

Full-Time	Permanent	45% (1302.0)	55% (1613.2)
	Temporary/Contract	44% (113.4)	56% (142.0)
Part-Time	Permanent	65% (153.8)	35% (81.4)
	Temporary/Contract	53% (33.0)	47% (28.8)
Hourly Paid		41% (29.9)	59% (43.4)

### PROFESSIONAL MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)

% (No. HC)	3-YEAR AVERAGE DECEMBER 2015 – DECEMBER 2017		2018			
	Full-Time	>€106,000	16% (3.3)	84% (18.0)	21% (7.0)	79% (26.0)
	€76,000-€105,999	38% (39.7)	62% (66.0)	44% (55.0)	56% (69.0)	
	€46,000-€75,999	52% (361.7)	48% (336.0)	55% (432.0)	45% (355.0)	
	<€45,999	62% (484.3)	38% (293.0)	61% (459.0)	39% (297.0)	
Part-Time	>€106,000		100% (1.7)		100% (2.0)	
	€76,000-€105,999		85% (7.7)	15% (1.3)	88% (7.0)	13% (1.0)
	€46,000-€75,999		83% (97.7)	17% (19.7)	85% (111.0)	15% (20.0)
	<€45,999		74% (941.3)	26% (330.3)	75% (971.0)	25% (318.0)

### PROFESSIONAL MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)

Full-Time	Permanent	54% (706.3)	46% (607.1)
	Temporary/Contract	58% (171.5)	42% (126.6)
Part-Time	Permanent	87% (267.8)	13% (38.4)
	Temporary/Contract	82% (53.5)	18% (11.8)
Hourly Paid		80% (74.3)	20% (18.8)

ATHENA SWAN STATUS (2018)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	2	0	0
Departmental Athena SWAN awardees	0	0	0

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

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

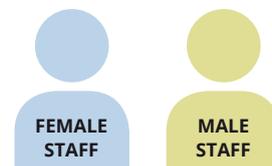
\*\* The inconsistencies in the female and male applicant numbers are attributed to discrepancies in ITC and WIT's returns.

<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3

<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

# Colleges

## Profile 2018



### LEADERS

Female Presidents	2	Male Presidents	1
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### ALL STAFF BY GENDER (DECEMBER 2018)

Female WTE and % of total staff	407.7	68%	Male WTE and % of total staff	195.0	32%
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### GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)

No. of colleges who have achieved a minimum 40% of each gender breakdown

GOVERNING AUTHORITY/BODY	ACADEMIC COUNCIL	EXECUTIVE MANAGEMENT
2	2	3

Female % No. (WTE)	Male % No. (WTE)
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### STAFF BY CATEGORY OF POST (DECEMBER 2018)

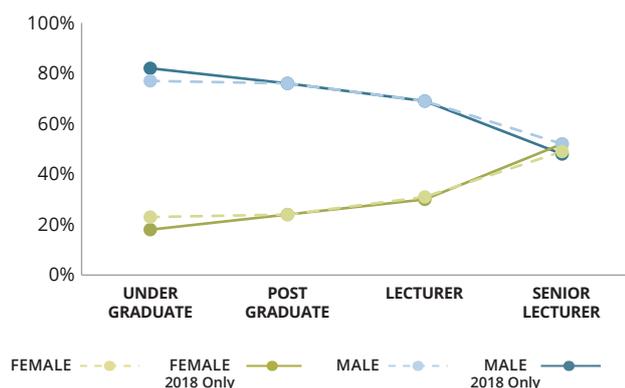
	Female % No. (WTE)	Male % No. (WTE)
Academic Core-Funded Staff <sup>1</sup>	64% (179.4)	36% (102.6)
Professional, Management and Supports Staff <sup>2</sup>	70% (198.0)	30% (85.4)
Research/Specialist Academic Staff <sup>3</sup>	85% (16.5)	15% (3.0)
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>	78% (13.8)	22% (4.0)

### STAFF BY DISCIPLINE (DECEMBER 2018)

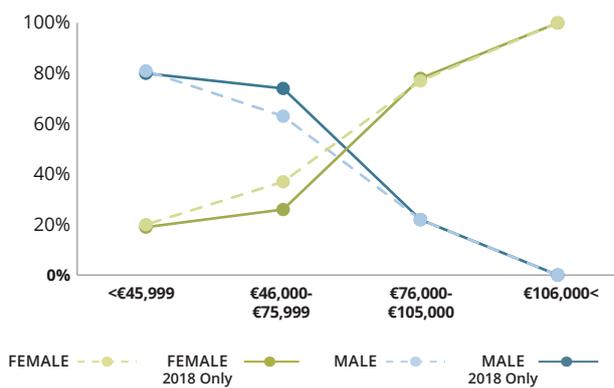
Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	62% (156.0)	38% (96.2)
Science Engineering Technology Mathematics Medicine (STEMM)	87% (13.5)	13% (2.0)
Other*	70% (10.0)	30% (4.3)
Professional, Management and Supports Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	78% (45.7)	22% (13.0)
Science Engineering Technology Mathematics Medicine (STEMM)	100% (6.2)	
Other*	67% (146.1)	33% (72.4)

Grade		ACADEMIC RECRUITMENT 2018		ACADEMIC PROMOTIONS 2018 (WHERE APPLICABLE)	
		Female % No. (WTE)	Male % No. (WTE)	Female % No. (WTE)	Male % No. (WTE)
Senior Lecturer <sup>~</sup>	Applicants	51% (33)	49% (32)	0% (0)	0% (0)
	Appointments	75% (6)	25% (2)	0% (0)	0% (0)
Lecturer <sup>^</sup>	Applicants	59% (189)	41% (129)	60% (12)	40% (8)
	Appointments	82% (32)	18% (7)	100% (1)	

### ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE, DECEMBER 2015-2017)



### PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE, DECEMBER 2015-2017)



### ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)

	3-YEAR AVERAGE DECEMBER 2015 - DECEMBER 2017		2018	
	Senior Lecturer <sup>~</sup>	52% (26.5)	48% (24.6)	48% (25.0)
Lecturer <sup>^</sup>	69% (115.2)	31% (52.1)	69% (128.6)	31% (57.4)

### ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)

Full-Time	Permanent	61% (140.6)	39% (88.7)
	Temporary/Contract	72% (17.0)	28% (6.7)
Part-Time	Permanent	69% (13.6)	31% (6.1)
	Temporary/Contract	91% (7.0)	9% (0.7)
Hourly Paid		72% (1.2)	28% (0.5)

### PROFESSIONAL MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)

% (No. HC)		3-Year AVERAGE DECEMBER 2015 - DECEMBER 2017		2018		
		Full-Time	>€106,000	100% (3.3)		100% (5.0)
	€76,000-€105,999	19% (3.0)	81% (13.0)	27% (3.0)	73% (8.0)	
	€46,000-€75,999	62% (44.4)	38% (27.6)	66% (61.0)	34% (32.0)	
	<€45,999	77% (101.3)	23% (30.9)	77% (115.0)	23% (35.0)	
Part-Time	>€106,000	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)	
	€76,000-€105,999		100% (0.7)		100% (2.0)	
	€46,000-€75,999		83% (5.0)	17% (1.0)	86% (6.0)	14% (1.0)
	<€45,999		88% (55.0)	12% (7.3)	81% (44.0)	19% (10.0)

### PROFESSIONAL MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)

Full-Time	Permanent	68% (151.6)	32% (71.4)
	Temporary/Contract	69% (18.0)	31% (8.1)
Part-Time	Permanent	90% (20.0)	10% (2.2)
	Temporary/Contract	69% (8.4)	31% (3.7)
Hourly Paid		0% (0.0)	0% (0.0)

ATHENA SWAN STATUS (2018)	BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees	0	0	0
Departmental Athena SWAN awardees	0	0	0

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

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

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

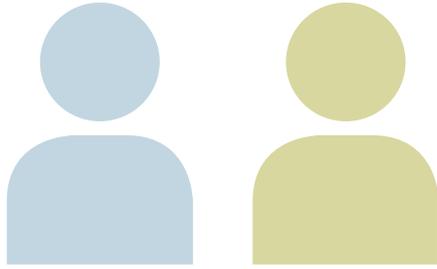
\* 'Other' includes any core funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties

<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3

<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer



# INSTITUTIONS



# Institutions 2018

LEADER		Male President				
ALL STAFF BY GENDER (DECEMBER 2018)	WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
	288.6	52%		267.2	48%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	42% (8)	58% (11)	37% (10)	63% (17)	18% (2)	82% (9)
STAFF BREAKDOWN BY GENDER						
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2018)						
Academic Core-Funded Staff <sup>1</sup>			47% (127.7)	53% (141.3)		
Professional, Management and Supports Staff <sup>2</sup>			66% (126.5)	34% (66.1)		
Research/Specialist Academic Staff <sup>3</sup>			57% (12.6)	43% (9.4)		
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>			30% (21.9)	70% (50.4)		
STAFF BY DISCIPLINE (DECEMBER 2018)						
Academic Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			44% (31.3)	56% (39.9)		
Science Engineering Technology Mathematics Medicine (STEMM)			49% (96.4)	51% (101.5)		
Other*			0% (0.0)	0% (0.0)		
Professional, Management and Supports Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			78% (8.5)	22% (2.4)		
Science Engineering Technology Mathematics Medicine (STEMM)			60% (26.5)	40% (17.8)		
Other*			67% (91.5)	33% (45.9)		
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)						
	3-YEAR AVERAGE				2018	
	DECEMBER 2015 - DECEMBER 2017					
Senior Lecturer <sup>~</sup>	15% (2.3)	85% (13.0)		24% (4.0)	76% (13.0)	
Lecturer <sup>^</sup>	48% (90.4)	52% (99.0)		48% (91.8)	52% (100.8)	
Assistant Lecturer	54% (29.1)	46% (25.1)		48% (8.6)	52% (9.5)	
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)						
Full-Time	Permanent	46% (105.8)		54% (123.0)		
	Temporary/Contract	53% (10.2)		47% (9.0)		
Part-Time	Permanent	64% (8.2)		36% (4.6)		
	Temporary/Contract	47% (1.9)		53% (2.1)		
Hourly Paid		37% (1.6)		63% (2.7)		
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)						
% (No. HC)	3-YEAR AVERAGE				2018	
	DECEMBER 2015 - DECEMBER 2017					
Full-Time	>€106,000	100% (2.0)		100% (3.0)		
	€76,000-€105,999	41% (6.3)	59% (9.0)	46% (6.0)	54% (7.0)	
	€46,000-€75,999	66% (44.3)	34% (23.0)	65% (43.0)	35% (23.0)	
	<€45,999	69% (43.7)	31% (20.0)	67% (53.0)	33% (26.0)	
Part-Time	>€106,000	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)	
	€76,000-€105,999	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)	
	€46,000-€75,999	33% (2.0)	67% (4.0)	100% (2.0)		
	<€45,999	73% (78.0)	27% (28.3)	67% (73.0)	33% (36.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)						
Full-Time	Permanent	63% (84.8)		37% (50.2)		
	Temporary/Contract	58% (10.8)		42% (7.8)		
Part-Time	Permanent	84% (27.0)		16% (5.3)		
	Temporary/Contract	53% (1.2)		47% (1.1)		
Hourly Paid		61% (2.7)		39% (1.7)		
ATHENA SWAN STATUS (2018)		BRONZE	SILVER	GOLD		
Institutional Athena SWAN awardees		0	0	0		
Departmental Athena SWAN awardees		0	0	0		

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3

<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

<b>LEADER</b>	Male President					
<b>ALL STAFF BY GENDER (DECEMBER 2018)</b>	<b>WTE</b> 564.4	<b>% of total staff Female Staff</b> 49%		<b>WTE</b> 568.8	<b>% of total staff Male Staff</b> 51%	
<b>GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)</b>	<b>GOVERNING AUTHORITY/BODY</b>		<b>ACADEMIC COUNCIL</b>		<b>EXECUTIVE MANAGEMENT</b>	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	37% (7)	63% (12)	40% (42)	60% (63)	27% (3)	73% (8)
<b>STAFF BREAKDOWN BY GENDER</b>						
<b>FEMALE STAFF % (No. WTE)</b>			<b>MALE STAFF % (No. WTE)</b>			
<b>STAFF BY CATEGORY OF POST (DECEMBER 2018)</b>						
Academic Core-Funded Staff <sup>1</sup>			45% (293.9)		55% (354.6)	
Professional, Management and Supports Staff <sup>2</sup>			60% (210.1)		40% (138.2)	
Research/Specialist Academic Staff <sup>3</sup>			39% (5.4)		61% (8.5)	
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>			35% (36.9)		65% (67.4)	
<b>STAFF BY DISCIPLINE (DECEMBER 2018)</b>						
<b>Academic Core-Funded Staff</b>						
Arts Humanities Social Science Business and Law (AHSSBL)			66% (202.4)		34% (106.1)	
Science Engineering Technology Mathematics Medicine (STEMM)			26% (85.8)		74% (241.5)	
Other*			45% (5.7)		55% (7.0)	
<b>Professional, Management and Supports Core-Funded Staff</b>						
Arts Humanities Social Science Business and Law (AHSSBL)			62% (30.1)		38% (18.7)	
Science Engineering Technology Mathematics Medicine (STEMM)			38% (26.8)		62% (43.0)	
Other*			67% (153.2)		33% (76.5)	
<b>ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>						
<b>3-YEAR AVERAGE</b>						
<b>DECEMBER 2015 – DECEMBER 2017</b>						
<b>2018</b>						
Senior Lecturer <sup>~</sup>	29% (18.8)	71% (47.1)	29% (19.5)	71% (47.2)		
Lecturer <sup>^</sup>	43% (165.9)	57% (216.6)	44% (165.7)	56% (213.3)		
Assistant Lecturer	56% (70.3)	44% (55.7)	55% (85.5)	45% (69.0)		
<b>ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)</b>						
Full-Time	Permanent	43% (232.0)	57% (313.0)			
	Temporary/Contract	45% (10.0)	55% (12.0)			
Part-Time	Permanent	71% (36.3)	29% (15.1)			
	Temporary/Contract	84% (9.5)	16% (1.9)			
Hourly Paid		33% (6.2)	67% (12.7)			
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>						
<b>3-YEAR AVERAGE</b>						
<b>DECEMBER 2015 – DECEMBER 2017</b>						
<b>2018</b>						
% (No. HC)	Full-Time	>€106,000	20% (0.7)	80% (2.7)	33% (1.0)	67% (2.0)
		€76,000-€105,999	35% (2.7)	65% (5.0)	50% (6.0)	50% (6.0)
		€46,000-€75,999	47% (56.0)	53% (62.0)	53% (76.0)	47% (67.0)
		<€45,999	64% (86.7)	36% (48.7)	59% (81.0)	41% (57.0)
Part-Time	>€106,000		100% (1.7)		100% (2.0)	
	€76,000-€105,999		100% (3.7)		100% (3.0)	
	€46,000-€75,999		88% (16.7)	12% (2.3)	90% (19.0)	10% (2.0)
	<€45,999		71% (130.3)	29% (53.0)	75% (135.0)	25% (46.0)
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)</b>						
Full-Time	Permanent	56% (138.0)	44% (110.5)			
	Temporary/Contract	54% (25.6)	46% (22.0)			
Part-Time	Permanent	90% (25.0)	10% (2.9)			
	Temporary/Contract	83% (4.8)	17% (1.0)			
Hourly Paid		90% (16.6)	10% (1.8)			
<b>ATHENA SWAN STATUS (2018)</b>						
		<b>BRONZE</b>	<b>SILVER</b>	<b>GOLD</b>		
Institutional Athena SWAN awardees		Achieved	0	0		
Departmental Athena SWAN awardees		0	0	0		

<sup>1</sup> 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  
<sup>2</sup> This refers to administration/support staff  
<sup>3</sup> 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  
<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3  
<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

LEADER		Male President				
ALL STAFF BY GENDER (DECEMBER 2018)		WTE	% of total staff Female Staff	WTE	% of total staff Male Staff	
		865.4	57%	645.9	43%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	59% (16)	41% (11)	44% (40)	56% (50)	46% (6)	54% (7)
STAFF BREAKDOWN BY GENDER						
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2018)						
Academic Core-Funded Staff <sup>1</sup>		52% (319.9)	48% (300.8)			
Professional, Management and Supports Staff <sup>2</sup>		68% (373.0)	32% (177.6)			
Research/Specialist Academic Staff <sup>3</sup>		40% (89.6)	60% (133.3)			
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>		71% (82.9)	29% (34.2)			
STAFF BY DISCIPLINE (DECEMBER 2018)						
Academic Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)		57% (211.8)	43% (162.3)			
Science Engineering Technology Mathematics Medicine (STEMM)		44% (101.5)	56% (129.5)			
Other*		42% (6.6)	58% (9.0)			
Professional, Management and Supports Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)		88% (56.7)	12% (8.0)			
Science Engineering Technology Mathematics Medicine (STEMM)		53% (47.5)	47% (41.4)			
Other*		68% (268.8)	32% (128.2)			
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)						
3-YEAR AVERAGE						
DECEMBER 2015 – DECEMBER 2017						
2018						
Professor	24% (13.0)	76% (41.3)	30% (18.0)	70% (42.0)		
Associate Professor	42% (10.7)	58% (14.7)	42% (10.0)	58% (14.0)		
Senior Lecturer	41% (42.3)	59% (61.4)	46% (60.2)	54% (72.0)		
Lecturer	55% (197.0)	45% (162.1)	57% (221.1)	43% (165.3)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)						
Full-Time	Permanent	51% (264.0)	49% (254.0)			
	Temporary/Contract	55% (50.5)	45% (42.0)			
Part-Time	Permanent	23% (0.5)	77% (1.7)			
	Temporary/Contract	61% (4.9)	39% (3.1)			
Hourly Paid		0% (0.0)	0% (0.0)			
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)						
3-YEAR AVERAGE						
DECEMBER 2015 – DECEMBER 2017						
2018						
Full-Time	>€106,000	24% (2.7)	76% (8.3)	23% (3.0)	77% (10.0)	
	€76,000–€105,999	55% (25.3)	45% (20.7)	58% (31.0)	42% (22.0)	
	€46,000–€75,999	61% (116.7)	39% (74.3)	61% (141.0)	39% (91.0)	
	<€45,999	76% (160.3)	24% (50.0)	76% (183.0)	24% (59.0)	
Part-Time	>€106,000	0% (0.0)	0% (0.0)	100% (1.0)		
	€76,000–€105,999		100% (1.0)	100% (1.0)		
	€46,000–€75,999		88% (12.7)	92% (12.0)	8% (1.0)	
	<€45,999		72% (41.7)	28% (16.0)	13% (8.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)						
Full-Time	Permanent	65% (253.2)	35% (137.5)			
	Temporary/Contract	70% (82.5)	30% (35.4)			
Part-Time	Permanent	93% (21.3)	7% (1.7)			
	Temporary/Contract	84% (16.0)	16% (3.0)			
Hourly Paid		0% (0.0)	0% (0.0)			
ATHENA SWAN STATUS (2018)				BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees				Achieved	0	0
Departmental Athena SWAN awardees				0	0	0

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

<b>LEADER</b>	Female President					
<b>ALL STAFF BY GENDER (DECEMBER 2018)</b>	<b>WTE</b> 114.1	<b>% of total staff Female Staff</b> 52%		<b>WTE</b> 103.7	<b>% of total staff Male Staff</b> 48%	
<b>GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)</b>	<b>GOVERNING AUTHORITY/BODY</b>		<b>ACADEMIC COUNCIL</b>		<b>EXECUTIVE MANAGEMENT</b>	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	<b>53%</b> (10)	<b>47%</b> (9)	<b>65%</b> (13)	<b>35%</b> (7)	<b>50%</b> (3)	<b>50%</b> (3)
<b>STAFF BREAKDOWN BY GENDER</b>						
<b>FEMALE STAFF % (No. WTE)</b>			<b>MALE STAFF % (No. WTE)</b>			
<b>STAFF BY CATEGORY OF POST (DECEMBER 2018)</b>						
Academic Core-Funded Staff <sup>1</sup>			<b>46%</b> (56.0)		<b>54%</b> (65.2)	
Professional, Management and Supports Staff <sup>2</sup>			<b>61%</b> (49.8)		<b>39%</b> (32.3)	
Research/Specialist Academic Staff <sup>3</sup>			<b>49%</b> (4.4)		<b>51%</b> (4.7)	
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>			<b>72%</b> (4.0)		<b>28%</b> (1.5)	
<b>STAFF BY DISCIPLINE (DECEMBER 2018)</b>						
<b>Academic Core-Funded Staff</b>						
Arts Humanities Social Science Business and Law (AHSSBL)			<b>74%</b> (20.2)		<b>26%</b> (7.1)	
Science Engineering Technology Mathematics Medicine (STEMM)			<b>38%</b> (35.8)		<b>62%</b> (58.1)	
Other*			<b>0%</b> (0.0)		<b>0%</b> (0.0)	
<b>Professional, Management and Supports Core-Funded Staff</b>						
Arts Humanities Social Science Business and Law (AHSSBL)			<b>100%</b> (1.5)			
Science Engineering Technology Mathematics Medicine (STEMM)			<b>49%</b> (6.7)		<b>51%</b> (7.0)	
Other*			<b>62%</b> (41.5)		<b>38%</b> (25.3)	
<b>ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>						
<b>3-YEAR AVERAGE</b>						
<b>DECEMBER 2015 - DECEMBER 2017</b>						
<b>2018</b>						
Senior Lecturer <sup>~</sup>	<b>49%</b> (6.3)	<b>51%</b> (6.6)	<b>53%</b> (6.6)	<b>47%</b> (5.9)		
Lecturer <sup>^</sup>	<b>47%</b> (29.4)	<b>53%</b> (32.9)	<b>44%</b> (32.2)	<b>56%</b> (41.2)		
Assistant Lecturer	<b>48%</b> (13.8)	<b>52%</b> (14.8)	<b>54%</b> (14.1)	<b>46%</b> (12.1)		
<b>ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)</b>						
<b>Full-Time</b>	Permanent			<b>45%</b> (39.7)	<b>55%</b> (48.5)	
	Temporary/Contract			<b>50%</b> (2.9)	<b>50%</b> (2.9)	
<b>Part-Time</b>	Permanent			<b>60%</b> (8.7)	<b>40%</b> (5.7)	
	Temporary/Contract			<b>46%</b> (1.7)	<b>54%</b> (2.0)	
<b>Hourly Paid</b>			<b>33%</b> (3.0)	<b>67%</b> (6.1)		
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>						
<b>3-YEAR AVERAGE</b>						
<b>DECEMBER 2015 - DECEMBER 2017</b>						
<b>2018</b>						
<b>% (No. HC)</b>						
<b>Full-Time</b>	>€106,000	<b>50%</b> (0.7)	<b>50%</b> (0.7)	<b>33%</b> (1.0)	<b>67%</b> (2.0)	
	€76,000-€105,999	<b>48%</b> (4.3)	<b>52%</b> (4.7)	<b>64%</b> (7.0)	<b>36%</b> (4.0)	
	€46,000-€75,999	<b>62%</b> (17.7)	<b>38%</b> (11.0)	<b>63%</b> (19.0)	<b>37%</b> (11.0)	
	<€45,999	<b>28%</b> (5.7)	<b>72%</b> (14.7)	<b>36%</b> (8.0)	<b>64%</b> (14.0)	
<b>Part-Time</b>	>€106,000	<b>0%</b> (0.0)	<b>0%</b> (0.0)	<b>0%</b> (0.0)	<b>0%</b> (0.0)	
	€76,000-€105,999	<b>50%</b> (0.3)	<b>50%</b> (0.3)	<b>0%</b> (0.0)	<b>0%</b> (0.0)	
	€46,000-€75,999	<b>88%</b> (5.0)	<b>12%</b> (0.7)	<b>100%</b> (13.0)		
	<€45,999	<b>69%</b> (28.0)	<b>31%</b> (12.7)	<b>62%</b> (23.0)	<b>38%</b> (14.0)	
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)</b>						
<b>Full-Time</b>	Permanent			<b>45%</b> (23.0)	<b>55%</b> (28.0)	
	Temporary/Contract			<b>79%</b> (11.0)	<b>21%</b> (3.0)	
<b>Part-Time</b>	Permanent			<b>96%</b> (13.1)	<b>4%</b> (0.5)	
	Temporary/Contract			<b>100%</b> (2.4)		
<b>Hourly Paid</b>			<b>27%</b> (0.3)	<b>73%</b> (0.8)		
<b>ATHENA SWAN STATUS (2018)</b>						
			<b>BRONZE</b>	<b>SILVER</b>	<b>GOLD</b>	
Institutional Athena SWAN awardees			0	0	0	
Departmental Athena SWAN awardees			0	0	0	

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3

<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

LEADER		Male President								
ALL STAFF BY GENDER (DECEMBER 2018)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff				
		266.8	51%		257.3	49%				
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)		GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT				
		Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)			
		39% (7)	61% (11)	57% (29)	43% (22)	57% (4)	43% (3)			
STAFF BREAKDOWN BY GENDER										
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)						
STAFF BY CATEGORY OF POST (DECEMBER 2018)										
Academic Core-Funded Staff <sup>1</sup>				45% (123.1)		55% (152.9)				
Professional, Management and Supports Staff <sup>2</sup>				57% (93.4)		43% (70.0)				
Research/Specialist Academic Staff <sup>3</sup>				48% (20.1)		52% (21.4)				
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>				70% (30.3)		30% (13.0)				
STAFF BY DISCIPLINE (DECEMBER 2018)										
Academic Core-Funded Staff										
Arts Humanities Social Science Business and Law (AHSSBL)				60% (43.5)		40% (29.4)				
Science Engineering Technology Mathematics Medicine (STEMM)				39% (78.7)		61% (121.5)				
Other*				32% (0.9)		68% (2.0)				
Professional, Management and Supports Core-Funded Staff										
Arts Humanities Social Science Business and Law (AHSSBL)				56% (2.6)		44% (2.0)				
Science Engineering Technology Mathematics Medicine (STEMM)				50% (21.0)		50% (21.3)				
Other*				60% (69.8)		40% (46.7)				
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)										
3-YEAR AVERAGE										
DECEMBER 2015 – DECEMBER 2017										
2018										
Senior Lecturer <sup>~</sup>		34% (8.9)		66% (17.0)		34% (8.7)		66% (17.0)		
Lecturer <sup>^</sup>		44% (87.8)		56% (109.7)		46% (93.6)		54% (108.7)		
Assistant Lecturer		51% (20.9)		49% (20.2)		43% (20.2)		57% (26.8)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)										
Full-Time		Permanent		44% (111.7)		56% (143.8)				
		Temporary/Contract		55% (3.6)		45% (3.0)				
Part-Time		Permanent		56% (7.1)		44% (5.7)				
		Temporary/Contract		0% (0.0)		0% (0.0)				
Hourly Paid				65% (0.7)		35% (0.4)				
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)										
3-YEAR AVERAGE										
DECEMBER 2015 – DECEMBER 2017										
2018										
% (No. HC)	>€106,000		33% (0.3)		67% (0.7)		50% (1.0)		50% (1.0)	
Full-Time	€76,000-€105,999		55% (6.0)		45% (5.0)		50% (6.0)		50% (6.0)	
	€46,000-€75,999		56% (41.3)		44% (33.0)		58% (52.0)		42% (38.0)	
	<€45,999		61% (45.0)		39% (28.3)		62% (51.0)		38% (31.0)	
Part-Time	>€106,000		0% (0.0)		0% (0.0)		0% (0.0)		0% (0.0)	
	€76,000-€105,999		0% (0.0)		0% (0.0)		0% (0.0)		0% (0.0)	
	€46,000-€75,999		100% (0.7)				0% (0.0)		0% (0.0)	
	<€45,999		74% (48.0)		26% (17.0)		75% (41.0)		25% (14.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)										
Full-Time		Permanent		55% (77.1)		45% (63.8)				
		Temporary/Contract		87% (10.6)		13% (1.6)				
Part-Time		Permanent		54% (5.0)		46% (4.2)				
		Temporary/Contract		0% (0.0)		0% (0.0)				
Hourly Paid				60% (0.6)		40% (0.4)				
ATHENA SWAN STATUS (2018)				BRONZE		SILVER		GOLD		
Institutional Athena SWAN awardees				0		0		0		
Departmental Athena SWAN awardees				0		0		0		

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3

<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

<b>LEADER</b>	Male President					
<b>ALL STAFF BY GENDER (DECEMBER 2018)</b>	<b>WTE</b> 389.8	<b>% of total staff Female Staff</b> 55%		<b>WTE</b> 318.8	<b>% of total staff Male Staff</b> 45%	
<b>GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)</b>	<b>GOVERNING AUTHORITY/BODY</b>		<b>ACADEMIC COUNCIL</b>		<b>EXECUTIVE MANAGEMENT</b>	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	37% (7)	63% (12)	36% (17)	64% (30)	27% (3)	73% (8)
<b>STAFF BREAKDOWN BY GENDER</b>						
<b>FEMALE STAFF % (No. WTE)</b>			<b>MALE STAFF % (No. WTE)</b>			
<b>STAFF BY CATEGORY OF POST (DECEMBER 2018)</b>						
Academic Core-Funded Staff <sup>1</sup>			46% (175.5)		54% (209.7)	
Professional, Management and Supports Staff <sup>2</sup>			69% (187.1)		31% (82.2)	
Research/Specialist Academic Staff <sup>3</sup>			43% (15.0)		57% (20.0)	
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>			64% (12.2)		36% (7.0)	
<b>STAFF BY DISCIPLINE (DECEMBER 2018)</b>						
<b>Academic Core-Funded Staff</b>						
Arts Humanities Social Science Business and Law (AHSSBL)			45% (40.6)		55% (50.0)	
Science Engineering Technology Mathematics Medicine (STEMM)			41% (72.9)		59% (104.3)	
Other*			53% (62.1)		47% (55.4)	
<b>Professional, Management and Supports Core-Funded Staff</b>						
Arts Humanities Social Science Business and Law (AHSSBL)			88% (22.4)		12% (3.1)	
Science Engineering Technology Mathematics Medicine (STEMM)			42% (15.4)		58% (21.5)	
Other*			72% (149.3)		28% (57.5)	
<b>ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>						
	<b>3-YEAR AVERAGE DECEMBER 2015 – DECEMBER 2017</b>				<b>2018</b>	
Senior Lecturer <sup>~</sup>	30% (8.0)	70% (19.0)	37% (10.8)	63% (18.0)		
Lecturer <sup>^</sup>	49% (132.0)	51% (137.9)	50% (138.3)	50% (139.0)		
Assistant Lecturer	39% (22.6)	61% (35.5)	35% (25.3)	65% (47.8)		
<b>ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)</b>						
<b>Full-Time</b>	Permanent	45% (142.0)		55% (177.0)		
	Temporary/Contract	50% (12.0)		50% (12.0)		
<b>Part-Time</b>	Permanent	62% (15.7)		38% (9.8)		
	Temporary/Contract	25% (1.7)		75% (5.0)		
<b>Hourly Paid</b>		42% (4.2)		58% (5.8)		
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>						
	<b>3-YEAR AVERAGE DECEMBER 2015 – DECEMBER 2017</b>				<b>2018</b>	
<b>% (No. HC)</b>						
<b>Full-Time</b>	>€106,000	100% (2.0)		100% (2.0)		
	€76,000-€105,999	50% (3.3)	50% (3.3)	50% (3.0)	50% (3.0)	
	€46,000-€75,999	54% (47.7)	46% (40.3)	56% (50.0)	44% (39.0)	
	<€45,999	75% (110.3)	25% (36.7)	69% (67.0)	31% (30.0)	
<b>Part-Time</b>	>€106,000	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)	
	€76,000-€105,999	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)	
	€46,000-€75,999	0% (0.0)	0% (0.0)	83% (5.0)	17% (1.0)	
	<€45,999	72% (135.0)	28% (53.3)	83% (196.0)	17% (41.0)	
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)</b>						
<b>Full-Time</b>	Permanent	62% (98.0)		38% (61.0)		
	Temporary/Contract	67% (22.0)		33% (11.0)		
<b>Part-Time</b>	Permanent	92% (28.2)		8% (2.4)		
	Temporary/Contract	55% (1.8)		45% (1.5)		
<b>Hourly Paid</b>		86% (37.0)		14% (6.3)		
<b>ATHENA SWAN STATUS (2018)</b>						
		<b>BRONZE</b>	<b>SILVER</b>	<b>GOLD</b>		
Institutional Athena SWAN awardees		0	0	0		
Departmental Athena SWAN awardees		0	0	0		

<sup>1</sup> 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  
<sup>2</sup> This refers to administration/support staff  
<sup>3</sup> 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  
<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3  
<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

LEADER		Female President									
ALL STAFF BY GENDER (DECEMBER 2018)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff					
		241.3	51%		228.7	49%					
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)		GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT					
		Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)				
		50% (8)	50% (8)	40% (18)	60% (27)	56% (5)	44% (4)				
STAFF BREAKDOWN BY GENDER											
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)							
STAFF BY CATEGORY OF POST (DECEMBER 2018)											
Academic Core-Funded Staff <sup>1</sup>				42% (100.9)		58% (141.3)					
Professional, Management and Supports Staff <sup>2</sup>				64% (79.1)		36% (45.4)					
Research/Specialist Academic Staff <sup>3</sup>				47% (28.6)		53% (31.6)					
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>				76% (32.6)		24% (10.4)					
STAFF BY DISCIPLINE (DECEMBER 2018)											
Academic Core-Funded Staff											
Arts Humanities Social Science Business and Law (AHSSBL)				66% (44.0)		34% (23.1)					
Science Engineering Technology Mathematics Medicine (STEMM)				29% (42.0)		71% (102.0)					
Other*				48% (14.9)		52% (16.2)					
Professional, Management and Supports Core-Funded Staff											
Arts Humanities Social Science Business and Law (AHSSBL)				75% (3.0)		25% (1.0)					
Science Engineering Technology Mathematics Medicine (STEMM)				40% (8.0)		60% (11.8)					
Other*				68% (68.1)		32% (32.5)					
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)											
3-YEAR AVERAGE											
DECEMBER 2015 - DECEMBER 2017											
2018											
Senior Lecturer <sup>~</sup>		34% (4.7)		66% (9.3)		43% (6.0)		57% (8.0)			
Lecturer <sup>^</sup>		44% (68.1)		56% (86.1)		46% (83.8)		54% (98.2)			
Assistant Lecturer		37% (20.9)		63% (36.0)		37% (15.9)		63% (27.3)			
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)											
Full-Time		Permanent		43% (76.0)		57% (101.0)					
		Temporary/Contract		25% (9.0)		75% (27.0)					
Part-Time		Permanent		53% (11.0)		47% (9.9)					
		Temporary/Contract		70% (3.7)		30% (1.6)					
Hourly Paid		100% (0.1)									
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)											
3-YEAR AVERAGE											
DECEMBER 2015 - DECEMBER 2017											
2018											
% (No. HC)	>€106,000		50% (1.0)		50% (1.0)		25% (1.0)		75% (3.0)		
Full-Time		€76,000-€105,999		40% (4.7)		60% (7.0)		38% (5.0)		62% (8.0)	
		€46,000-€75,999		49% (20.7)		51% (21.7)		51% (21.0)		49% (20.0)	
		<€45,999		72% (23.0)		28% (9.0)		71% (24.0)		29% (10.0)	
Part-Time		>€106,000		0% (0.0)		0% (0.0)		0% (0.0)		0% (0.0)	
		€76,000-€105,999		0% (0.0)		0% (0.0)		0% (0.0)		0% (0.0)	
		€46,000-€75,999		76% (5.3)		24% (1.7)		50% (4.0)		50% (4.0)	
		<€45,999		85% (120.7)		15% (21.7)		88% (99.0)		12% (13.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)											
Full-Time		Permanent		54% (35.0)		46% (30.0)					
		Temporary/Contract		59% (16.0)		41% (11.0)					
Part-Time		Permanent		82% (17.0)		18% (3.7)					
		Temporary/Contract		100% (8.2)							
Hourly Paid				81% (2.9)		19% (0.7)					
ATHENA SWAN STATUS (2018)				BRONZE		SILVER		GOLD			
Institutional Athena SWAN awardees				Achieved		0		0			
Departmental Athena SWAN awardees				0		0		0			

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3

<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

<b>LEADER</b>	Male President									
<b>ALL STAFF BY GENDER (DECEMBER 2018)</b>	<b>WTE</b> 270.1	<b>% of total staff Female Staff</b> 50%		<b>WTE</b> 275.0	<b>% of total staff Male Staff</b> 50%					
<b>GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)</b>	<b>GOVERNING AUTHORITY/BODY</b>		<b>ACADEMIC COUNCIL</b>		<b>EXECUTIVE MANAGEMENT</b>					
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)				
	42% (8)	58% (11)	41% (19)	59% (27)	37% (3)	63% (5)				
<b>STAFF BREAKDOWN BY GENDER</b>										
<b>FEMALE STAFF % (No. WTE)</b>			<b>MALE STAFF % (No. WTE)</b>							
<b>STAFF BY CATEGORY OF POST (DECEMBER 2018)</b>										
Academic Core-Funded Staff <sup>1</sup>			48% (155.2)		52% (168.1)					
Professional, Management and Supports Staff <sup>2</sup>			56% (101.9)		44% (80.9)					
Research/Specialist Academic Staff <sup>3</sup>			0% (0.0)		0% (0.0)					
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>			33% (13.0)		67% (26.0)					
<b>STAFF BY DISCIPLINE (DECEMBER 2018)</b>										
<b>Academic Core-Funded Staff</b>										
Arts Humanities Social Science Business and Law (AHSSBL)			77% (73.6)		23% (21.4)					
Science Engineering Technology Mathematics Medicine (STEMM)			36% (81.7)		64% (143.7)					
Other*			100% (3.0)							
<b>Professional, Management and Supports Core-Funded Staff</b>										
Arts Humanities Social Science Business and Law (AHSSBL)			79% (3.8)		21% (1.0)					
Science Engineering Technology Mathematics Medicine (STEMM)			32% (14.0)		68% (29.1)					
Other*			62% (84.1)		38% (50.7)					
<b>ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>										
<b>3-YEAR AVERAGE</b>										
<b>DECEMBER 2015 – DECEMBER 2017</b>										
<b>2018</b>										
Senior Lecturer <sup>~</sup>		26% (5.0)		74% (14.3)		26% (6.0)		74% (17.0)		
Lecturer <sup>^</sup>		46% (85.1)		54% (101.8)		48% (101.4)		52% (108.9)		
Assistant Lecturer		55% (44.8)		45% (37.1)		52% (46.8)		48% (43.2)		
<b>ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)</b>										
<b>Full-Time</b>	Permanent		48% (149.9)		52% (160.2)					
	Temporary/Contract		49% (5.3)		51% (5.5)					
<b>Part-Time</b>	Permanent		0% (0.0)		0% (0.0)					
	Temporary/Contract		100% (2.4)							
<b>Hourly Paid</b>		0% (0.0)		0% (0.0)						
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>										
<b>3-YEAR AVERAGE</b>										
<b>DECEMBER 2015 – DECEMBER 2017</b>										
<b>2018</b>										
<b>% (No. HC)</b>	<b>Full-Time</b>	>€106,000	100% (1.3)		100% (2.0)					
		€76,000-€105,999	19% (2.0)		81% (8.3)		31% (5.0)		69% (11.0)	
		€46,000-€75,999	57% (34.0)		43% (26.0)		63% (51.0)		37% (30.0)	
		<€45,999	64% (54.0)		36% (30.7)		57% (49.0)		43% (37.0)	
<b>Part-Time</b>	>€106,000	0% (0.0)		0% (0.0)		0% (0.0)		0% (0.0)		
	€76,000-€105,999	0% (0.0)		0% (0.0)		0% (0.0)		0% (0.0)		
	€46,000-€75,999	67% (1.3)		34% (0.7)		0% (0.0)		0% (0.0)		
	<€45,999	63% (43.7)		37% (26.0)		60% (60.0)		40% (40.0)		
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)</b>										
<b>Full-Time</b>	Permanent		54% (86.5)		46% (73.6)					
	Temporary/Contract		68% (11.4)		32% (5.3)					
<b>Part-Time</b>	Permanent		0% (0.0)		0% (0.0)					
	Temporary/Contract		0% (0.0)		0% (0.0)					
<b>Hourly Paid</b>		67% (4.0)		33% (2.0)						
<b>ATHENA SWAN STATUS (2018)</b>										
<b>INSTITUTIONAL</b>			<b>BRONZE</b>		<b>SILVER</b>		<b>GOLD</b>			
Institutional Athena SWAN awardees			0		0		0			
Departmental Athena SWAN awardees			0		0		0			

<sup>1</sup> 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  
<sup>2</sup> This refers to administration/support staff  
<sup>3</sup> 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  
<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3  
<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

LEADER		Male President				
ALL STAFF BY GENDER (DECEMBER 2018)	WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
	199.6	55%		163.8	45%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	42% (8)	58% (11)	35% (7)	65% (13)	29% (2)	71% (5)
STAFF BREAKDOWN BY GENDER						
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2018)						
Academic Core-Funded Staff <sup>1</sup>			50% (99.8)	50% (100.0)		
Professional, Management and Supports Staff <sup>2</sup>			68% (76.2)	32% (35.7)		
Research/Specialist Academic Staff <sup>3</sup>			30% (10.0)	70% (23.0)		
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>			73% (13.5)	27% (5.0)		
STAFF BY DISCIPLINE (DECEMBER 2018)						
Academic Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			47% (33.0)	53% (36.7)		
Science Engineering Technology Mathematics Medicine (STEMM)			51% (66.8)	49% (63.4)		
Other*			0% (0.0)	0% (0.0)		
Professional, Management and Supports Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			59% (4.2)	41% (3.0)		
Science Engineering Technology Mathematics Medicine (STEMM)			72% (13.6)	28% (5.3)		
Other*			68% (58.4)	32% (27.5)		
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)						
	3-YEAR AVERAGE				2018	
	DECEMBER 2015 – DECEMBER 2017					
Senior Lecturer <sup>~</sup>	28% (4.0)	72% (10.2)		35% (5.8)	65% (11.0)	
Lecturer <sup>^</sup>	55% (81.0)	45% (67.0)		57% (79.9)	43% (61.0)	
Assistant Lecturer	47% (19.1)	53% (21.4)		33% (13.6)	67% (27.5)	
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)						
Full-Time	Permanent	49% (82.0)		51% (84.5)		
	Temporary/Contract	67% (4.0)		33% (2.0)		
Part-Time	Permanent	56% (12.9)		44% (10.1)		
	Temporary/Contract	22% (0.9)		78% (3.4)		
Hourly Paid		0% (0.0)		0% (0.0)		
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)						
% (No. HC)	3-YEAR AVERAGE				2018	
	DECEMBER 2015 – DECEMBER 2017					
Full-Time	>€106,000	33% (0.3)	67% (0.7)		33% (1.0)	67% (2.0)
	€76,000–€105,999	30% (3.0)	70% (7.0)		54% (7.0)	46% (6.0)
	€46,000–€75,999	54% (24.0)	46% (20.3)		52% (22.0)	48% (20.0)
	<€45,999	79% (28.7)	21% (7.7)		84% (27.0)	16% (5.0)
Part-Time	>€106,000	0% (0.0)	0% (0.0)		0% (0.0)	0% (0.0)
	€76,000–€105,999	0% (0.0)	0% (0.0)		0% (0.0)	0% (0.0)
	€46,000–€75,999	100% (3.3)		100% (6.0)		
	<€45,999	68% (72.0)	32% (34.3)		70% (79.0)	30% (34.0)
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)						
Full-Time	Permanent	61% (43.0)		39% (28.0)		
	Temporary/Contract	74% (14.0)		26% (5.0)		
Part-Time	Permanent	100% (13.7)				
	Temporary/Contract	0% (0.0)		0% (0.0)		
Hourly Paid		67% (5.5)		33% (2.7)		
ATHENA SWAN STATUS (2018)		BRONZE	SILVER	GOLD		
Institutional Athena SWAN awardees		0	0	0		
Departmental Athena SWAN awardees		0	0	0		

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3

<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

<b>LEADER</b>		Male President					
<b>ALL STAFF BY GENDER (DECEMBER 2018)</b>		<b>WTE</b> 189.6	<b>% of total staff Female Staff</b> 52%	<b>WTE</b> 173.6	<b>% of total staff Male Staff</b> 48%		
<b>GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)</b>		<b>GOVERNING AUTHORITY/BODY</b>		<b>ACADEMIC COUNCIL</b>		<b>EXECUTIVE MANAGEMENT</b>	
		Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
		53% (10)	47% (9)	45% (18)	55% (22)	12% (1)	88% (7)
<b>STAFF BREAKDOWN BY GENDER</b>							
<b>FEMALE STAFF % (No. WTE)</b>				<b>MALE STAFF % (No. WTE)</b>			
<b>STAFF BY CATEGORY OF POST (DECEMBER 2018)</b>							
Academic Core-Funded Staff <sup>1</sup>				49% (100.9)	51% (104.0)		
Professional, Management and Supports Staff <sup>2</sup>				61% (84.9)	39% (54.1)		
Research/Specialist Academic Staff <sup>3</sup>				100% (6.0)			
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>				29% (3.8)	71% (9.5)		
<b>STAFF BY DISCIPLINE (DECEMBER 2018)</b>							
<b>Academic Core-Funded Staff</b>							
Arts Humanities Social Science Business and Law (AHSSBL)				58% (47.5)	42% (35.0)		
Science Engineering Technology Mathematics Medicine (STEMM)				43% (50.3)	57% (65.5)		
Other*				47% (3.1)	53% (3.4)		
<b>Professional, Management and Supports Core-Funded Staff</b>							
Arts Humanities Social Science Business and Law (AHSSBL)				68% (17.1)	32% (8.0)		
Science Engineering Technology Mathematics Medicine (STEMM)				62% (13.3)	38% (8.0)		
Other*				59% (54.5)	41% (38.1)		
<b>ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>							
<b>3-YEAR AVERAGE</b>							
<b>DECEMBER 2015 – DECEMBER 2017</b>				<b>2018</b>			
Senior Lecturer <sup>~</sup>	49% (7.0)	51% (7.3)	50% (8.0)	50% (8.0)			
Lecturer <sup>^</sup>	50% (58.3)	50% (58.0)	51% (61.1)	49% (58.7)			
Assistant Lecturer	61% (35.5)	39% (23.1)	52% (33.2)	48% (30.4)			
<b>ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)</b>							
Full-Time	Permanent	49% (81.0)	51% (85.0)				
	Temporary/Contract	53% (8.0)	47% (7.0)				
Part-Time	Permanent	50% (7.7)	50% (7.7)				
	Temporary/Contract	27% (1.4)	73% (3.7)				
Hourly Paid			83% (2.8)	17% (0.6)			
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>							
<b>3-YEAR AVERAGE</b>							
<b>DECEMBER 2015 – DECEMBER 2017</b>				<b>2018</b>			
Full-Time	>€106,000	100% (1.7)		100% (3.0)			
	€76,000-€105,999	28% (2.7)	72% (7.0)	38% (3.0)	63% (5.0)		
	€46,000-€75,999	50% (22.0)	50% (22.3)	61% (39.0)	39% (25.0)		
	<€45,999	52% (24.0)	48% (22.0)	71% (41.0)	29% (17.0)		
Part-Time	>€106,000	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)		
	€76,000-€105,999	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)		
	€46,000-€75,999	87% (13.3)	13% (2.0)	0% (0.0)	0% (0.0)		
	<€45,999	77% (34.0)	23% (10.3)	41% (7.0)	59% (10.0)		
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)</b>							
Full-Time	Permanent	51% (41.0)	49% (39.0)				
	Temporary/Contract	38% (6.0)	62% (9.8)				
Part-Time	Permanent	90% (33.4)		10% (3.7)			
	Temporary/Contract	79% (3.9)	21% (1.0)				
Hourly Paid			55% (0.6)	45% (0.5)			
<b>ATHENA SWAN STATUS (2018)</b>		<b>BRONZE</b>		<b>SILVER</b>		<b>GOLD</b>	
Institutional Athena SWAN awardees		0		0		0	
Departmental Athena SWAN awardees		0		0		0	

<sup>1</sup> 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  
<sup>2</sup> This refers to administration/support staff  
<sup>3</sup> 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  
<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3  
<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

LEADER		Male President				
ALL STAFF BY GENDER (DECEMBER 2018)	WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
	313.4	48%		335.0	52%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	44% (8)	56% (10)	42% (21)	58% (29)	22% (2)	78% (7)
STAFF BREAKDOWN BY GENDER						
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2018)						
Academic Core-Funded Staff <sup>1</sup>			42% (163.8)	58% (224.2)		
Professional, Management and Supports Staff <sup>2</sup>			58% (113.6)	42% (83.8)		
Research/Specialist Academic Staff <sup>3</sup>			53% (20.7)	47% (18.0)		
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>			63% (15.3)	37% (9.0)		
STAFF BY DISCIPLINE (DECEMBER 2018)						
Academic Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			56% (96.3)	44% (75.5)		
Science Engineering Technology Mathematics Medicine (STEMM)			30% (60.1)	70% (139.6)		
Other*			45% (7.4)	55% (9.1)		
Professional, Management and Supports Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			53% (8.7)	47% (7.8)		
Science Engineering Technology Mathematics Medicine (STEMM)			46% (15.3)	54% (18.1)		
Other*			61% (89.6)	39% (57.9)		
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)						
3-YEAR AVERAGE						
DECEMBER 2015 – DECEMBER 2017						
2018						
Senior Lecturer <sup>~</sup>	39% (13.0)	61% (20.4)	32% (11.4)	68% (24.7)		
Lecturer <sup>^</sup>	39% (92.8)	61% (142.7)	43% (101.0)	57% (134.5)		
Assistant Lecturer	52% (39.8)	48% (36.2)	45% (42.6)	55% (52.7)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)						
Full-Time	Permanent	41% (121.9)	59% (176.1)			
	Temporary/Contract	34% (14.4)	66% (27.6)			
Part-Time	Permanent	78% (14.0)		22% (4.0)		
	Temporary/Contract	53% (4.7)	47% (4.2)			
Hourly Paid		42% (8.8)	58% (12.3)			
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)						
3-YEAR AVERAGE						
DECEMBER 2015 – DECEMBER 2017						
2018						
% (No. HC)	>€106,000	9% (0.3)	91% (3.3)	20% (1.0)	80% (4.0)	
Full-Time	€76,000-€105,999	20% (1.3)	80% (5.3)	11% (1.0)	89% (8.0)	
	€46,000-€75,999	44% (22.0)	56% (28.3)	50% (29.0)	50% (29.0)	
	<€45,999	46% (29.3)	54% (35.0)	50% (34.0)	50% (34.0)	
Part-Time	>€106,000	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)	
	€76,000-€105,999	63% (1.7)	37% (1.0)	75% (3.0)	25% (1.0)	
	€46,000-€75,999	93% (26.3)		7% (2.0)	11% (3.0)	
	<€45,999	72% (158.7)	28% (61.3)	74% (165.0)	26% (57.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)						
Full-Time	Permanent	43% (42.0)	57% (55.0)			
	Temporary/Contract	53% (23.0)	47% (20.0)			
Part-Time	Permanent	89% (38.5)		11% (4.6)		
	Temporary/Contract	74% (6.1)	26% (2.2)			
Hourly Paid		67% (4.0)	33% (2.0)			
ATHENA SWAN STATUS (2018)		BRONZE	SILVER	GOLD		
Institutional Athena SWAN awardees		0	0	0		
Departmental Athena SWAN awardees		0	0	0		

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3

<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

<b>LEADER</b>	Male President					
<b>ALL STAFF BY GENDER (DECEMBER 2018)</b>	<b>WTE</b> 240.7	<b>% of total staff Female Staff</b> 69%		<b>WTE</b> 109.4	<b>% of total staff Male Staff</b> 31%	
<b>GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)</b>	<b>GOVERNING AUTHORITY/BODY</b>		<b>ACADEMIC COUNCIL</b>		<b>EXECUTIVE MANAGEMENT</b>	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	50% (11)	50% (11)	41% (18)	59% (26)	42% (5)	58% (7)
<b>STAFF BREAKDOWN BY GENDER</b>						
<b>FEMALE STAFF % (No. WTE)</b>			<b>MALE STAFF % (No. WTE)</b>			
<b>STAFF BY CATEGORY OF POST (DECEMBER 2018)</b>						
Academic Core-Funded Staff <sup>1</sup>			58% (87.3)		42% (63.7)	
Professional, Management and Supports Staff <sup>2</sup>			76% (123.3)		24% (39.7)	
Research/Specialist Academic Staff <sup>3</sup>			85% (16.5)		15% (3.0)	
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>			82% (13.6)		18% (3.0)	
<b>STAFF BY DISCIPLINE (DECEMBER 2018)</b>						
<b>Academic Core-Funded Staff</b>						
Arts Humanities Social Science Business and Law (AHSSBL)			58% (87.3)		42% (63.7)	
Science Engineering Technology Mathematics Medicine (STEMM)			0% (0.0)		0% (0.0)	
Other*			0% (0.0)		0% (0.0)	
<b>Professional, Management and Supports Core-Funded Staff</b>						
Arts Humanities Social Science Business and Law (AHSSBL)			96% (23.5)		4% (1.0)	
Science Engineering Technology Mathematics Medicine (STEMM)			0% (0.0)		0% (0.0)	
Other*			72% (99.8)		28% (38.7)	
<b>ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>						
<b>3-YEAR AVERAGE</b>						
<b>DECEMBER 2015 – DECEMBER 2017</b>						
<b>2018</b>						
Senior Lecturer <sup>~</sup>		53% (17.5)		47% (15.7)		48% (16.0) 52% (17.0)
Lecturer <sup>^</sup>		62% (58.2)		38% (35.8)		61% (62.8) 39% (40.7)
<b>ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)</b>						
<b>Full-Time</b>	Permanent	58% (80.0)		42% (58.0)		
	Temporary/Contract	50% (5.0)		50% (5.0)		
<b>Part-Time</b>	Permanent	72% (1.8)		28% (0.7)		
	Temporary/Contract	100% (0.5)				
<b>Hourly Paid</b>		0% (0.0)		0% (0.0)		
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>						
<b>3-YEAR AVERAGE</b>						
<b>DECEMBER 2015 – DECEMBER 2017</b>						
<b>2018</b>						
<b>% (No. HC)</b>						
<b>Full-Time</b>	>€106,000	100% (2.3)		100% (4.0)		
	€76,000-€105,999	14% (1.0)	86% (6.0)	100% (5.0)		
	€46,000-€75,999	67% (26.7)	33% (13.3)	77% (40.0)	23% (12.0)	
	<€45,999	80% (62.3)	20% (15.3)	80% (68.0)	20% (17.0)	
<b>Part-Time</b>	>€106,000	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)	
	€76,000-€105,999	100% (0.7)		100% (2.0)		
	€46,000-€75,999	81% (1.3)	19% (0.3)	100% (3.0)		
	<€45,999	88% (30.0)	12% (4.0)	87% (26.0)	13% (4.0)	
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)</b>						
<b>Full-Time</b>	Permanent	75% (102.0)		25% (34.0)		
	Temporary/Contract	56% (5.0)		44% (4.0)		
<b>Part-Time</b>	Permanent	92% (13.8)		8% (1.2)		
	Temporary/Contract	83% (2.5)		17% (0.5)		
<b>Hourly Paid</b>		0% (0.0)		0% (0.0)		
<b>ATHENA SWAN STATUS (2018)</b>			<b>BRONZE</b>	<b>SILVER</b>	<b>GOLD</b>	
Institutional Athena SWAN awardees			0	0	0	
Departmental Athena SWAN awardees			0	0	0	

<sup>1</sup> 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  
<sup>2</sup> This refers to administration/support staff  
<sup>3</sup> 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  
<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3  
<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

<b>LEADER</b>	Male President					
<b>ALL STAFF BY GENDER (DECEMBER 2018)</b>	<b>WTE</b> 570.3	<b>% of total staff Female Staff</b> 55%		<b>WTE</b> 463.6	<b>% of total staff Male Staff</b> 45%	
<b>GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)</b>	<b>GOVERNING AUTHORITY/BODY</b>		<b>ACADEMIC COUNCIL</b>		<b>EXECUTIVE MANAGEMENT</b>	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	45% (13)	55% (16)	33% (21)	67% (42)	31% (4)	69% (9)

<b>STAFF BREAKDOWN BY GENDER</b>			
<b>FEMALE STAFF % (No. WTE)</b>		<b>MALE STAFF % (No. WTE)</b>	
<b>STAFF BY CATEGORY OF POST (DECEMBER 2018)</b>			
Academic Core-Funded Staff <sup>1</sup>	40% (120.3)	60% (178.2)	
Professional, Management and Supports Staff <sup>2</sup>	65% (164.3)	35% (90.4)	
Research/Specialist Academic Staff <sup>3</sup>	52% (134.3)	48% (126.2)	
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>	69% (151.4)	31% (68.9)	

<b>STAFF BY DISCIPLINE (DECEMBER 2018)</b>			
<b>Academic Core-Funded Staff</b>			
Arts Humanities Social Science Business and Law (AHSSBL)	47% (92.7)	53% (103.7)	
Science Engineering Technology Mathematics Medicine (STEMM)	28% (25.5)	72% (64.0)	
Other*	16% (2.0)	84% (10.5)	
<b>Professional, Management and Supports Core-Funded Staff</b>			
Arts Humanities Social Science Business and Law (AHSSBL)	85% (23.3)	15% (4.0)	
Science Engineering Technology Mathematics Medicine (STEMM)	51% (20.9)	49% (20.0)	
Other*	64% (120.2)	36% (66.4)	

<b>ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>				
	<b>3-YEAR AVERAGE</b>		<b>2018</b>	
	<b>DECEMBER 2015 - DECEMBER 2017</b>			
Professor	29% (11.3)	71% (28.3)	28% (12.0)	72% (31.0)
Associate Professor	32% (10.3)	68% (22.0)	38% (14.5)	62% (24.0)
Senior Lecturer	37% (29.2)	63% (49.7)	37% (30.0)	63% (51.0)
Lecturer	46% (61.2)	54% (72.5)	46% (61.0)	54% (72.0)

<b>ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)</b>				
<b>Full-Time</b>	Permanent	39% (116.0)	61% (178.0)	
	Temporary/Contract		100% (1.0)	
<b>Part-Time</b>	Permanent	91% (2.0)	9% (0.2)	
	Temporary/Contract		100% (1.3)	
<b>Hourly Paid</b>		0% (0.0)	0% (0.0)	

<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>					
% (No. HC)		<b>3-YEAR AVERAGE</b>		<b>2018</b>	
		<b>DECEMBER 2015 - DECEMBER 2017</b>			
<b>Full-Time</b>	>€106,000	15% (1.3)	85% (7.3)	29% (4.0)	71% (10.0)
	€76,000-€105,999	55% (16.7)	45% (13.7)	54% (15.0)	46% (13.0)
	€46,000-€75,999	60% (55.0)	40% (36.3)	63% (74.0)	37% (44.0)
	<€45,999	76% (67.0)	24% (21.3)	66% (35.0)	34% (18.0)
<b>Part-Time</b>	>€106,000	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)
	€76,000-€105,999	82% (3.0)	18% (0.7)	86% (6.0)	14% (1.0)
	€46,000-€75,999	91% (22.3)	9% (2.3)	100% (33.0)	
	<€45,999	94% (53.7)	6% (3.7)	83% (35.0)	17% (7.0)

<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)</b>				
<b>Full-Time</b>	Permanent	60% (126.0)	40% (84.0)	
	Temporary/Contract	67% (2.0)	33% (1.0)	
<b>Part-Time</b>	Permanent	87% (36.1)	13% (5.4)	
	Temporary/Contract		100% (0.2)	
<b>Hourly Paid</b>		0% (0.0)	0% (0.0)	

<b>ATHENA SWAN STATUS (2018)</b>	<b>BRONZE</b>	<b>SILVER</b>	<b>GOLD</b>
Institutional Athena SWAN awardees	Achieved	0	0
Departmental Athena SWAN awardees	1	0	0

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

<b>LEADER</b>	Female Director					
<b>ALL STAFF BY GENDER (DECEMBER 2018)</b>	<b>WTE</b> 73.2	<b>% of total staff Female Staff</b> 55%		<b>WTE</b> 61.0	<b>% of total staff Male Staff</b> 45%	
<b>GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)</b>	<b>GOVERNING AUTHORITY/BODY</b>		<b>ACADEMIC COUNCIL</b>		<b>EXECUTIVE MANAGEMENT</b>	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	64% (7)	36% (4)	55% (16)	45% (13)	50% (5)	50% (5)
<b>STAFF BREAKDOWN BY GENDER</b>						
<b>FEMALE STAFF % (No. WTE)</b>			<b>MALE STAFF % (No. WTE)</b>			
<b>STAFF BY CATEGORY OF POST (DECEMBER 2018)</b>						
Academic Core-Funded Staff <sup>1</sup>			56% (38.4)		44% (30.5)	
Professional, Management and Supports Staff <sup>2</sup>			54% (34.6)		46% (29.5)	
Research/Specialist Academic Staff <sup>3</sup>			0% (0.0)		0% (0.0)	
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>			17% (0.2)		83% (1.0)	
<b>STAFF BY DISCIPLINE (DECEMBER 2018)</b>						
<b>Academic Core-Funded Staff</b>						
Arts Humanities Social Science Business and Law (AHSSBL)			53% (31.4)		47% (28.1)	
Science Engineering Technology Mathematics Medicine (STEMM)			0% (0.0)		0% (0.0)	
Other*			75% (7.0)		25% (2.3)	
<b>Professional, Management and Supports Core-Funded Staff</b>						
Arts Humanities Social Science Business and Law (AHSSBL)			53% (11.1)		47% (10.0)	
Science Engineering Technology Mathematics Medicine (STEMM)			0% (0.0)		0% (0.0)	
Other*			55% (23.5)		45% (19.5)	
<b>ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>						
<b>3-YEAR AVERAGE</b>						
<b>DECEMBER 2015 – DECEMBER 2017</b>						
					<b>2018</b>	
Senior Lecturer <sup>~</sup>	42% (6.3)		58% (8.6)		38% (6.0) 62% (9.8)	
Lecturer <sup>^</sup>	60% (13.0)		40% (8.8)		64% (15.0) 36% (8.3)	
<b>ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)</b>						
<b>Full-Time</b>	Permanent	50% (23.6)		50% (23.7)		
	Temporary/Contract	100% (0.7)				
<b>Part-Time</b>	Permanent	66% (9.6)		34% (5.0)		
	Temporary/Contract	86% (4.0)		14% (0.7)		
<b>Hourly Paid</b>		72% (1.2)		28% (0.5)		
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>						
<b>3-YEAR AVERAGE</b>						
<b>DECEMBER 2015 – DECEMBER 2017</b>						
					<b>2018</b>	
<b>% (No. HC)</b>						
<b>Full-Time</b>	>€106,000	100% (1.0)		100% (1.0)		
	€76,000-€105,999	25% (1.3) 75% (4.0)		100% (2.0)		
	€46,000-€75,999	57% (10.7) 43% (8.0)		52% (14.0) 48% (13.0)		
	<€45,999	55% (15.0) 45% (12.3)		67% (26.0) 33% (13.0)		
<b>Part-Time</b>	>€106,000	0% (0.0) 0% (0.0)		0% (0.0) 0% (0.0)		
	€76,000-€105,999	0% (0.0) 0% (0.0)		0% (0.0) 0% (0.0)		
	€46,000-€75,999	84% (3.7) 16% (0.7)		100% (1.0)		
	<€45,999	90% (12.3) 10% (1.3)		20% (1.0) 80% (4.0)		
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)</b>						
<b>Full-Time</b>	Permanent	55% (30.6)		45% (25.4)		
	Temporary/Contract	74% (3.0) 26% (1.0)				
<b>Part-Time</b>	Permanent	50% (1.0)		50% (1.0)		
	Temporary/Contract	100% (2.0)				
<b>Hourly Paid</b>		0% (0.0)		0% (0.0)		
<b>ATHENA SWAN STATUS (2018)</b>				<b>BRONZE</b>	<b>SILVER</b>	<b>GOLD</b>
Institutional Athena SWAN awardees				0	0	0
Departmental Athena SWAN awardees				0	0	0

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3

<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

<b>LEADER</b>	Male President					
<b>ALL STAFF BY GENDER (DECEMBER 2018)</b>	<b>WTE</b> 1231.4	<b>% of total staff Female Staff</b> 55%		<b>WTE</b> 987.6	<b>% of total staff Male Staff</b> 45%	
<b>GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)</b>	<b>GOVERNING AUTHORITY/BODY</b>		<b>ACADEMIC COUNCIL</b>		<b>EXECUTIVE MANAGEMENT</b>	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	44% (17)	56% (22)	46% (56)	54% (67)	37% (6)	63% (10)

STAFF BREAKDOWN BY GENDER		
FEMALE STAFF % (No. WTE)		MALE STAFF % (No. WTE)
STAFF BY CATEGORY OF POST (DECEMBER 2018)		
Academic Core-Funded Staff <sup>1</sup>	45% (341.5)	55% (414.2)
Professional, Management and Supports Staff <sup>2</sup>	68% (498.9)	32% (237.9)
Research/Specialist Academic Staff <sup>3</sup>	51% (315.5)	49% (307.7)
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>	73% (75.5)	27% (27.7)

STAFF BY DISCIPLINE (DECEMBER 2018)		
Academic Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	48% (183.9)	52% (200.4)
Science Engineering Technology Mathematics Medicine (STEMM)	41% (148.4)	59% (209.4)
Other*	68% (9.2)	32% (4.4)
Professional, Management and Supports Core-Funded Staff		
Arts Humanities Social Science Business and Law (AHSSBL)	83% (88.4)	17% (18.5)
Science Engineering Technology Mathematics Medicine (STEMM)	61% (79.7)	39% (51.8)
Other*	66% (330.8)	34% (167.6)

ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)				
	3-YEAR AVERAGE DECEMBER 2015 - DECEMBER 2017		2018	
	Professor	12% (8.0)	88% (56.3)	16% (10.2)
Associate Professor	15% (9.3)	85% (51.3)	20% (13.3)	80% (52.0)
Senior Lecturer	36% (37.2)	64% (67.2)	42% (49.9)	58% (69.3)
Lecturer	53% (199.7)	47% (178.4)	54% (209.2)	46% (179.6)

ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)				
Full-Time	Permanent	43% (251.0)	57% (337.0)	
	Temporary/Contract	48% (12.0)	52% (13.0)	
Part-Time	Permanent	57% (27.2)	43% (20.4)	
	Temporary/Contract	74% (11.6)	26% (4.1)	
Hourly Paid		50% (39.6)	50% (39.7)	

PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)					
% (No. HC)		3-YEAR AVERAGE DECEMBER 2015 - DECEMBER 2017		2018	
		Full-Time	>€106,000	20% (3.7)	80% (14.3)
	€76,000-€105,999	55% (30.7)	45% (25.0)	60% (37.0)	40% (25.0)
	€46,000-€75,999	62% (187.3)	38% (113.7)	66% (214.0)	34% (109.0)
	<€45,999	71% (180.7)	29% (75.3)	63% (132.0)	37% (79.0)
Part-Time	>€106,000	0% (0.0)	0% (0.0)	0% (0.0)	0% (0.0)
	€76,000-€105,999	100% (0.7)		0% (0.0)	0% (0.0)
	€46,000-€75,999	81% (49.7)	19% (11.3)	86% (64.0)	14% (10.0)
	<€45,999	88% (161.0)	12% (21.0)	94% (148.0)	6% (9.0)

PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)				
Full-Time	Permanent	63% (375.0)	37% (223.0)	
	Temporary/Contract	71% (12.0)	29% (5.0)	
Part-Time	Permanent	92% (109.0)	8% (9.3)	
	Temporary/Contract	81% (2.9)	19% (0.7)	
Hourly Paid		0% (0.0)	0% (0.0)	

ATHENA SWAN STATUS (2018)		BRONZE	SILVER	GOLD
Institutional Athena SWAN awardees		Achieved	0	0
Departmental Athena SWAN awardees		1	0	0

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

LEADER		Male CEO					
ALL STAFF BY GENDER (DECEMBER 2018)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff	
		486.9	64%		277.7	36%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT		
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	
	24% (5)	76% (16)	34% (28)	66% (55)	30% (3)	70% (7)	
STAFF BREAKDOWN BY GENDER							
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2018)							
Academic Core-Funded Staff <sup>1</sup>				53% (81.9)	47% (71.3)		
Professional, Management and Supports Staff <sup>2</sup>				70% (265.4)	30% (114.5)		
Research/Specialist Academic Staff <sup>3</sup>				52% (68.0)	48% (63.8)		
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>				72% (71.6)	28% (28.1)		
STAFF BY DISCIPLINE (DECEMBER 2018)*							
Academic Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				0% (0.0)	0% (0.0)		
Science Engineering Technology Mathematics Medicine (STEMM)				53% (81.9)	47% (71.3)		
Other*				0% (0.0)	0% (0.0)		
Professional, Management and Supports Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)				0% (0.0)	0% (0.0)		
Science Engineering Technology Mathematics Medicine (STEMM)				70% (265.4)	30% (114.5)		
Other*				0% (0.0)	0% (0.0)		
ACADEMIC CORE-FUNDED STAFF BY GRADE (DECEMBER 2017; DECEMBER 2018)**							
		DECEMBER 2017			2018		
Professor		19% (5.3)	81% (23.1)	27% (8.6)	73% (23.3)		
Associate Professor		45% (10.5)	55% (12.8)	34% (9.0)	66% (17.7)		
Senior Lecturer		64% (22.8)	36% (12.7)	66% (25.9)	34% (13.2)		
Lecturer		69% (32.8)	31% (15.0)	69% (37.2)	31% (16.4)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)							
Full-Time	Permanent			53% (68.0)	47% (61.0)		
	Temporary/Contract			100% (7.0)			
Part-Time	Permanent			38% (6.1)	62% (9.9)		
	Temporary/Contract			67% (0.8)	33% (0.4)		
Hourly Paid				0% (0.0)	0% (0.0)		
PROFESSIONAL, MANAGEMENT AND SUPPORT CORE-FUNDED STAFF BY PAY GRADE (DECEMBER 2017; DECEMBER 2018)**							
% (No. HC)		DECEMBER 2017			2018		
Full-Time	>€106,000	46% (12.0)	54% (14.0)	52% (12.0)	48% (11.0)		
	€76,000-€105,999	45% (15.0)	55% (18.0)	47% (21.0)	53% (24.0)		
	€46,000-€75,999	65% (84.0)	35% (45.0)	70% (101.0)	30% (44.0)		
	<€45,999	79% (123.0)	21% (33.0)	76% (102.0)	24% (32.0)		
Part-Time	>€106,000	100% (1.0)		100% (1.0)			
	€76,000-€105,999	0% (0.0)	0% (0.0)	100% (1.0)			
	€46,000-€75,999	83% (5.0)	17% (1.0)	100% (8.0)			
	<€45,999	75% (12.0)	25% (4.0)	87% (40.0)	13% (6.0)		
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)							
Full-Time	Permanent			67% (215.0)	33% (105.0)		
	Temporary/Contract			78% (21.0)	22% (6.0)		
Part-Time	Permanent			91% (24.3)	9% (2.5)		
	Temporary/Contract			84% (5.1)	16% (1.0)		
Hourly Paid				0% (0.0)	0% (0.0)		
ATHENA SWAN STATUS (2018)		BRONZE		SILVER		GOLD	
Institutional Athena SWAN awardees		Achieved		0		0	
Departmental Athena SWAN awardees		0		0		0	

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

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

LEADER	Female President						
ALL STAFF BY GENDER (DECEMBER 2018)	WTE	% of total staff Female Staff		WTE	% of total staff Male Staff		
	93.8	79%		24.6	21%		
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT		
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	
	44% (4)	56% (5)	75% (9)	25% (3)	60% (3)	40% (2)	
STAFF BREAKDOWN BY GENDER							
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)				
STAFF BY CATEGORY OF POST (DECEMBER 2018)							
Academic Core-Funded Staff <sup>1</sup>			87% (53.8)		13% (8.4)		
Professional, Management and Supports Staff <sup>2</sup>			71% (40.1)		29% (16.2)		
Research/Specialist Academic Staff <sup>3</sup>			0% (0.0)		0% (0.0)		
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>			0% (0.0)		0% (0.0)		
STAFF BY DISCIPLINE (DECEMBER 2018)							
Academic Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)			89% (37.3)		11% (4.4)		
Science Engineering Technology Mathematics Medicine (STEMM)			87% (13.5)		13% (2.0)		
Other*			60% (3.0)		40% (2.0)		
Professional, Management and Supports Core-Funded Staff							
Arts Humanities Social Science Business and Law (AHSSBL)			85% (11.1)		15% (2.0)		
Science Engineering Technology Mathematics Medicine (STEMM)			100% (6.2)				
Other*			62% (22.7)		38% (14.2)		
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)							
3-YEAR AVERAGE							
DECEMBER 2015 – DECEMBER 2017							
2018							
Senior Lecturer <sup>~</sup>		89% (2.7)		11% (0.3)		100% (3.0)	
Lecturer <sup>^</sup>		85% (44.0)		15% (7.6)		86% (50.8)	
						14% (8.4)	
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)							
Full-Time		Permanent		84% (37.0)		16% (7.0)	
		Temporary/Contract		92% (12.0)		8% (1.0)	
Part-Time		Permanent		85% (2.3)		15% (0.4)	
		Temporary/Contract		100% (2.5)			
Hourly Paid				0% (0.0)		0% (0.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)							
3-YEAR AVERAGE							
DECEMBER 2015 – DECEMBER 2017							
2018							
% (No. HC)	>€106,000		0% (0.0)		0% (0.0)		
Full-Time	€76,000-€105,999		19% (0.7)		81% (3.0)		
	€46,000-€75,999		53% (7.0)		47% (6.3)		
	<€45,999		88% (24.0)		12% (3.3)		
					81% (21.0)		
					19% (5.0)		
Part-Time	>€106,000		0% (0.0)		0% (0.0)		
	€76,000-€105,999		0% (0.0)		0% (0.0)		
	€46,000-€75,999		0% (0.0)		0% (0.0)		
	<€45,999		86% (12.7)		14% (2.0)		
					100% (3.0)		
					89% (17.0)		
					11% (2.0)		
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)							
Full-Time		Permanent		61% (19.0)		39% (12.0)	
		Temporary/Contract		77% (10.0)		23% (3.0)	
Part-Time		Permanent		100% (5.2)			
		Temporary/Contract		83% (5.9)		17% (1.2)	
Hourly Paid				0% (0.0)		0% (0.0)	
ATHENA SWAN STATUS (2018)				BRONZE	SILVER	GOLD	
Institutional Athena SWAN awardees				0	0	0	
Departmental Athena SWAN awardees				0	0	0	

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3

<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

<b>LEADER</b>	Male President					
<b>ALL STAFF BY GENDER (JANUARY 2019)</b>	<b>WTE</b> 1146.5	<b>% of total staff Female Staff</b> 46%		<b>WTE</b> 1339.3	<b>% of total staff Male Staff</b> 54%	
<b>GOVERNANCE AND MANAGEMENT STRUCTURES (JANUARY 2019)</b>	<b>GOVERNING AUTHORITY/BODY</b>		<b>ACADEMIC COUNCIL</b>		<b>EXECUTIVE MANAGEMENT</b>	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	40% (23)	60% (35)	39% (60)	61% (92)	44% (16)	56% (20)
<b>STAFF BREAKDOWN BY GENDER</b>						
<b>FEMALE STAFF % (No. WTE)</b>			<b>MALE STAFF % (No. WTE)</b>			
<b>STAFF BY CATEGORY OF POST (JANUARY 2019)</b>						
Academic Core-Funded Staff <sup>1</sup>			40% (510.7)	60% (765.4)		
Professional, Management and Supports Staff <sup>2</sup>			52% (490.1)	48% (443.7)		
Research/Specialist Academic Staff <sup>3</sup>			44% (78.2)	56% (99.0)		
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>			68% (67.5)	32% (31)		
<b>STAFF BY DISCIPLINE (JANUARY 2019)</b>						
<b>Academic Core-Funded Staff</b>						
Arts Humanities Social Science Business and Law (AHSSBL)			54% (302.8)	46% (257.8)		
Science Engineering Technology Mathematics Medicine (STEMM)			29% (198.4)	71% (492.5)		
Other**			39% (9.5)	61% (15.0)		
<b>Professional, Management and Supports Core-Funded Staff</b>						
Arts Humanities Social Science Business and Law (AHSSBL)			55% (44.9)	45% (36.4)		
Science Engineering Technology Mathematics Medicine (STEMM)			42% (66.8)	58% (92.6)		
Other**			55% (378.4)	45% (314.6)		
<b>ACADEMIC CORE-FUNDED STAFF BY GRADE (JANUARY 2019)***</b>						
<b>JANUARY 2019</b>						
Senior Lecturer <sup>~</sup>			39% (79.3)	61% (122.1)		
Lecturer <sup>^</sup>			38% (271.3)	62% (439.0)		
Assistant Lecturer			46% (138.8)	54% (161.6)		
<b>ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (JANUARY 2019)</b>						
<b>Full-Time</b>	Permanent		39% (432.6)	61% (671.7)		
	Temporary/Contract		44% (17.0)	56% (21.4)		
<b>Part-Time</b>	Permanent		47% (29.9)	53% (34.3)		
	Temporary/Contract		54% (4.7)	46% (4.0)		
<b>Hourly Paid</b>			44% (26.5)	56% (34.0)		
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; JANUARY 2019)***</b>						
<b>% (No. HC)</b>			<b>2018</b>			
<b>Full-Time</b>	>€106,000		31% (5.0)	69% (11.0)		
	€76,000-€105,999		55% (37.0)	45% (30.0)		
	€46,000-€75,999		46% (136.0)	54% (157.0)		
	<€45,999		50% (216.0)	50% (220.0)		
<b>Part-Time</b>	>€106,000		0% (0.0)	0% (0.0)		
	€76,000-€105,999		40% (2.0)	60% (3.0)		
	€46,000-€75,999		83% (53.0)	17% (11.0)		
	<€45,999		64% (283.0)	36% (158.0)		
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (JANUARY 2019)</b>						
<b>Full-Time</b>	Permanent		48% (332.1)	52% (353.6)		
	Temporary/Contract		49% (63.0)	51% (66.0)		
<b>Part-Time</b>	Permanent		87% (70.7)	13% (10.1)		
	Temporary/Contract		81% (10.8)	19% (2.5)		
<b>Hourly Paid</b>			54% (13.5)	46% (11.4)		
<b>ATHENA SWAN STATUS (2018)</b>			<b>BRONZE</b>	<b>SILVER</b>	<b>GOLD</b>	
Institutional Athena SWAN awardees			TU Legacy Award	0	0	
Departmental Athena SWAN awardees			0	0	0	

<sup>1</sup> 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  
<sup>2</sup> This refers to administration/support staff  
<sup>3</sup> Non-core grant funded research and specialist posts. These may include posts funded from both Exchequer and Non-Exchequer resources  
\* TU Dublin was established on 1st January 2019 and all data are those as of 1st January 2019  
\*\* Other includes any core-funded posts which are not assigned to 'AHSSBL' or 'STEMM' faculties  
\*\*\* 3-year data not available for TU Dublin  
<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3  
<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer

LEADER		Male Provost									
ALL STAFF BY GENDER (DECEMBER 2018)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff					
		1766.5	53%		1568.5	47%					
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)		GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT					
		Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)				
		40% (10)	60% (15)	55% (18)	45% (15)	46% (6)	54% (7)				
STAFF BREAKDOWN BY GENDER											
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)							
STAFF BY CATEGORY OF POST (DECEMBER 2018)											
Academic Core-Funded Staff <sup>1</sup>		46% (312.5)		54% (370.5)							
Professional, Management and Supports Staff <sup>2</sup>		58% (604.5)		42% (429.1)							
Research/Specialist Academic Staff <sup>3</sup>		47% (495.4)		53% (549.5)							
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>		62% (354.2)		38% (219.4)							
STAFF BY DISCIPLINE (DECEMBER 2018)											
Academic Core-Funded Staff											
Arts Humanities Social Science Business and Law (AHSSBL)		46% (123.1)		54% (142.4)							
Science Engineering Technology Mathematics Medicine (STEMM)		45% (189.4)		55% (228.1)							
Other*		0% (0.0)		0% (0.0)							
Professional, Management and Supports Core-Funded Staff											
Arts Humanities Social Science Business and Law (AHSSBL)		90% (72.7)		10% (8.3)							
Science Engineering Technology Mathematics Medicine (STEMM)		62% (164.6)		38% (98.9)							
Other*		53% (367.2)		47% (321.8)							
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)											
3-YEAR AVERAGE											
DECEMBER 2015 - DECEMBER 2017											
2018											
Professor		23% (15.4)		77% (51.8)		29% (21.5)		71% (52.0)			
Associate Professor		41% (24.9)		59% (35.5)		47% (31.4)		53% (35.9)			
Senior Lecturer		37% (56.3)		63% (96.1)		36% (59.0)		64% (104.4)			
Lecturer		49% (167.1)		51% (173.0)		49% (163.9)		51% (171.2)			
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)											
Full-Time		Permanent		39% (198.4)		61% (304.5)					
		Temporary/Contract		60% (87.4)		40% (59.0)					
Part-Time		Permanent		79% (10.7)		21% (2.9)					
		Temporary/Contract		80% (16.1)		20% (4.1)					
Hourly Paid				0% (0.0)		0% (0.0)					
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)											
3-YEAR AVERAGE											
DECEMBER 2015 - DECEMBER 2017											
2018											
% (No. HC)		>€106,000		36% (7.0)		64% (12.3)		44% (11.0)		56% (14.0)	
		€76,000-€105,999		52% (39.7)		48% (36.3)		62% (49.0)		38% (30.0)	
		€46,000-€75,999		49% (161.7)		51% (170.7)		51% (190.0)		49% (184.0)	
		<€45,999		56% (244.3)		44% (190.0)		55% (239.0)		45% (199.0)	
Part-Time		>€106,000		100% (0.7)				100% (1.0)			
		€76,000-€105,999		87% (15.3)		13% (2.3)		89% (16.0)		11% (2.0)	
		€46,000-€75,999		94% (50.3)		6% (3.3)		96% (50.0)		4% (2.0)	
		<€45,999		86% (221.7)		14% (35.3)		87% (184.0)		13% (28.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)											
Full-Time		Permanent		47% (291.4)		53% (325.1)					
		Temporary/Contract		66% (169.2)		34% (86.4)					
Part-Time		Permanent		92% (89.1)		8% (8.2)					
		Temporary/Contract		85% (54.8)		15% (9.4)					
Hourly Paid				0% (0.0)		0% (0.0)					
ATHENA SWAN STATUS (2018)				BRONZE		SILVER		GOLD			
Institutional Athena SWAN awardees				Achieved		0		0			
Departmental Athena SWAN awardees				3		0		0			

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

<b>LEADER</b>	Male President					
<b>ALL STAFF BY GENDER (DECEMBER 2018)</b>	<b>WTE</b> 1567.0	<b>% of total staff Female Staff</b> 54%		<b>WTE</b> 1331.6	<b>% of total staff Male Staff</b> 46%	
<b>GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)</b>	<b>GOVERNING AUTHORITY/BODY</b>		<b>ACADEMIC COUNCIL</b>		<b>EXECUTIVE MANAGEMENT</b>	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	41% (15)	59% (22)	32% (70)	68% (147)	38% (5)	62% (8)
<b>STAFF BREAKDOWN BY GENDER</b>						
<b>FEMALE STAFF % (No. WTE)</b>			<b>MALE STAFF % (No. WTE)</b>			
<b>STAFF BY CATEGORY OF POST (DECEMBER 2018)</b>						
Academic Core-Funded Staff <sup>1</sup>			44% (356.8)		56% (451.7)	
Professional, Management and Supports Staff <sup>2</sup>			65% (755.6)		35% (411.8)	
Research/Specialist Academic Staff <sup>3</sup>			46% (278.0)		54% (321.4)	
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>			55% (176.6)		45% (146.8)	
<b>STAFF BY DISCIPLINE (DECEMBER 2018)</b>						
<b>Academic Core-Funded Staff</b>						
Arts Humanities Social Science Business and Law (AHSSBL)			47% (198.7)		53% (223.6)	
Science Engineering Technology Mathematics Medicine (STEMM)			41% (157.1)		59% (228.1)	
Other*			100% (1.0)			
<b>Professional, Management and Supports Core-Funded Staff</b>						
Arts Humanities Social Science Business and Law (AHSSBL)			79% (119.8)		21% (32.2)	
Science Engineering Technology Mathematics Medicine (STEMM)			70% (226.1)		30% (97.8)	
Other*			59% (409.7)		41% (281.8)	
<b>ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>						
<b>3-YEAR AVERAGE</b>						
<b>DECEMBER 2015 - DECEMBER 2017</b>						
Professor	20% (13.3)	80% (54.7)	24% (19.0)	76% (61.0)		
Associate Professor	36% (18.2)	64% (32.2)	42% (19.5)	58% (27.3)		
Senior Lecturer	31% (39.6)	69% (86.3)	34% (49.7)	66% (95.0)		
Lecturer	52% (226.6)	48% (210.2)	51% (251.9)	49% (243.4)		
<b>ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)</b>						
<b>Full-Time</b>	Permanent	41% (266.4)		59% (382.6)		
	Temporary/Contract	57% (68.3)		43% (52.3)		
<b>Part-Time</b>	Permanent	53% (16.2)		47% (14.5)		
	Temporary/Contract	72% (5.9)		28% (2.3)		
<b>Hourly Paid</b>	0% (0.0)		0% (0.0)			
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>						
<b>3-YEAR AVERAGE</b>						
<b>DECEMBER 2015 - DECEMBER 2017</b>						
<b>Full-Time</b>	>€106,000	33% (5.3)	67% (11.0)	32% (8.0)	68% (17.0)	
	€76,000-€105,999	52% (41.3)	48% (38.0)	52% (51.0)	48% (47.0)	
	€46,000-€75,999	56% (180.3)	44% (140.7)	58% (223.0)	42% (161.0)	
	<€45,999	69% (353.0)	31% (158.7)	68% (369.0)	32% (172.0)	
<b>Part-Time</b>	>€106,000	50% (0.3)	50% (0.3)	33% (1.0)	67% (2.0)	
	€76,000-€105,999	100% (5.3)		100% (6.0)		
	€46,000-€75,999	97% (45.3)	3% (1.3)	98% (60.0)	2% (1.0)	
	<€45,999	93% (160.3)	7% (12.7)	89% (178.0)	11% (22.0)	
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)</b>						
<b>Full-Time</b>	Permanent	62% (544.3)		38% (335.3)		
	Temporary/Contract	54% (69.9)		46% (58.8)		
<b>Part-Time</b>	Permanent	90% (118.7)		10% (12.7)		
	Temporary/Contract	82% (22.7)		18% (4.9)		
<b>Hourly Paid</b>	0% (0.0)		0% (0.0)			
<b>ATHENA SWAN STATUS (2018)</b>						
<b>Institutional Athena SWAN awardees</b>		<b>BRONZE</b>		<b>SILVER</b>		<b>GOLD</b>
Institutional Athena SWAN awardees		Achieved		0		0
Departmental Athena SWAN awardees		3		0		0

<sup>1</sup> 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  
<sup>2</sup> This refers to administration/support staff  
<sup>3</sup> 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

LEADER		Male President				
ALL STAFF BY GENDER (DECEMBER 2018)		WTE	% of total staff Female Staff	WTE	% of total staff Male Staff	
		1988.6	55%	1623.5	45%	
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)	GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT	
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)
	46% (18)	54% (21)	20% (84)	80% (333)	33% (4)	67% (8)
STAFF BREAKDOWN BY GENDER						
FEMALE STAFF % (No. WTE)			MALE STAFF % (No. WTE)			
STAFF BY CATEGORY OF POST (DECEMBER 2018)						
Academic Core-Funded Staff <sup>1</sup>			43% (451.6)	57% (594.6)		
Professional, Management and Supports Staff <sup>2</sup>			63% (695.3)	37% (410.0)		
Research/Specialist Academic Staff <sup>3</sup>			46% (311.9)	54% (358.9)		
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>			67% (529.8)	33% (260.1)		
STAFF BY DISCIPLINE (DECEMBER 2018)						
Academic Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			47% (190.7)	53% (218.6)		
Science Engineering Technology Mathematics Medicine (STEMM)			41% (254.0)	59% (367.0)		
Other*			44% (7.0)	56% (9.0)		
Professional, Management and Supports Core-Funded Staff						
Arts Humanities Social Science Business and Law (AHSSBL)			80% (102.8)	20% (26.0)		
Science Engineering Technology Mathematics Medicine (STEMM)			62% (210.1)	38% (128.6)		
Other*			60% (382.4)	40% (255.4)		
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)						
3-YEAR AVERAGE						
DECEMBER 2015 - DECEMBER 2017						
2018						
Professor	23% (36.7)	77% (121.4)	24% (40.1)	76% (126.0)		
Associate Professor	30% (24.9)	70% (56.9)	28% (27.8)	72% (70.0)		
Senior Lecturer	38% (89.7)	62% (143.6)	41% (100.0)	59% (144.0)		
Lecturer	50% (281.5)	50% (283.0)	49% (291.4)	51% (300.7)		
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)						
Full-Time	Permanent	41% (375.6)		59% (541.3)		
	Temporary/Contract	63% (26.4)		37% (15.4)		
Part-Time	Permanent	61% (42.9)		39% (28.0)		
	Temporary/Contract	40% (6.7)		60% (10.0)		
Hourly Paid		0% (0.0)		0% (0.0)		
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)						
3-YEAR AVERAGE						
DECEMBER 2015 - DECEMBER 2017						
2018						
Full-Time	>€106,000	32% (10.7)	68% (23.0)	36% (14.0)	64% (25.0)	
	€76,000-€105,999	62% (72.7)	38% (44.7)	60% (82.0)	40% (55.0)	
	€46,000-€75,999	57% (242.7)	43% (186.3)	63% (335.0)	37% (195.0)	
	<€45,999	66% (263.7)	34% (138.3)	62% (214.0)	38% (130.0)	
Part-Time	>€106,000	43% (1.0)	57% (1.3)	33% (1.0)	67% (2.0)	
	€76,000-€105,999	82% (12.0)	18% (2.7)	85% (17.0)	15% (3.0)	
	€46,000-€75,999	83% (31.7)	17% (6.3)	83% (65.0)	17% (13.0)	
	<€45,999	89% (89.3)	11% (11.0)	89% (56.0)	11% (7.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)						
Full-Time	Permanent	61% (524.7)		39% (337.4)		
	Temporary/Contract	93% (67.6)		7% (5.3)		
Part-Time	Permanent	60% (89.8)		40% (59.4)		
	Temporary/Contract	63% (13.2)		37% (7.9)		
Hourly Paid		0% (0.0)		0% (0.0)		
ATHENA SWAN STATUS (2018)						
		BRONZE	SILVER	GOLD		
Institutional Athena SWAN awardees		Achieved	0	0		
Departmental Athena SWAN awardees		4	0	0		

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

<b>LEADER</b>	Male President						
<b>ALL STAFF BY GENDER (DECEMBER 2018)</b>	<b>WTE</b> 807.6	<b>% of total staff Female Staff</b> 54%		<b>WTE</b> 698.3	<b>% of total staff Male Staff</b> 46%		
<b>GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)</b>	<b>GOVERNING AUTHORITY/BODY</b>		<b>ACADEMIC COUNCIL</b>		<b>EXECUTIVE MANAGEMENT</b>		
	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	
	34% (10)	66% (19)	47% (30)	53% (34)	67% (8)	33% (4)	
<b>STAFF BREAKDOWN BY GENDER</b>							
<b>FEMALE STAFF % (No. WTE)</b>			<b>MALE STAFF % (No. WTE)</b>				
<b>STAFF BY CATEGORY OF POST (DECEMBER 2018)</b>							
Academic Core-Funded Staff <sup>1</sup>			45% (243.2)		55% (301.4)		
Professional, Management and Supports Staff <sup>2</sup>			63% (321.5)		37% (188.0)		
Research/Specialist Academic Staff <sup>3</sup>			46% (144.1)		54% (169.2)		
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>			71% (98.9)		29% (39.7)		
<b>STAFF BY DISCIPLINE (DECEMBER 2018)</b>							
<b>Academic Core-Funded Staff</b>							
Arts Humanities Social Science Business and Law (AHSSBL)			57% (120.3)		43% (91.2)		
Science Engineering Technology Mathematics Medicine (STEMM)			36% (112.2)		64% (203.5)		
Other**			61% (10.7)		39% (6.7)		
<b>Professional, Management and Supports Core-Funded Staff</b>							
Arts Humanities Social Science Business and Law (AHSSBL)			96% (42.6)		4% (2.0)		
Science Engineering Technology Mathematics Medicine (STEMM)			45% (50.7)		55% (61.4)		
Other**			65% (228.2)		35% (124.6)		
<b>ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>							
	<b>3-YEAR AVERAGE DECEMBER 2015 - DECEMBER 2017</b>				<b>2018</b>		
Professor	31% (18.3)		69% (41.3)		31% (21.7) 69% (48.4)		
Associate Professor	32% (14.3)		68% (31.0)		38% (25.6) 62% (42.5)		
Senior Lecturer	43% (54.7)		57% (72.0)		41% (39.3) 59% (56.2)		
Lecturer	48% (156.2)		52% (169.3)		53% (160.5) 47% (144.4)		
<b>ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)</b>							
<b>Full-Time</b>	Permanent	43% (168.7)		57% (225.0)			
	Temporary/Contract	46% (57.9)		54% (67.0)			
<b>Part-Time</b>	Permanent	52% (6.8)		48% (6.3)			
	Temporary/Contract	76% (9.8)		24% (3.1)			
<b>Hourly Paid</b>	0% (0.0)		0% (0.0)				
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3-YEAR AVERAGE; DECEMBER 2018)</b>							
	<b>3-YEAR AVERAGE DECEMBER 2015 - DECEMBER 2017</b>				<b>2018</b>		
<b>Full-Time</b>	>€106,000	36% (5.0)		64% (9.0)		24% (5.0) 76% (16)	
	€76,000-€105,999	54% (27.0)		46% (23.3)		52% (24.0) 48% (22)	
	€46,000-€75,999	53% (77.7)		47% (69.3)		61% (110.0) 39% (70)	
	<€45,999	79% (136.0)		21% (36.0)		66% (158.0) 34% (81)	
<b>Part-Time</b>	>€106,000	100% (4.0)				0% (0.0) 0% (0.0)	
	€76,000-€105,999	18% (2.0)		82% (9.0)		100% (1.0)	
	€46,000-€75,999	36% (13.7)		64% (24.3)		100% (13.0)	
	<€45,999	78% (49.7)		22% (14.3)		96% (47.0) 4% (2.0)	
<b>PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)</b>							
<b>Full-Time</b>	Permanent	60% (249.7)		40% (164.5)			
	Temporary/Contract	62% (35.3)		38% (22.0)			
<b>Part-Time</b>	Permanent	95% (32.2)		5% (1.6)			
	Temporary/Contract	100% (4.2)					
<b>Hourly Paid</b>	0% (0.0)		0% (0.0)				
<b>ATHENA SWAN STATUS (2018)</b>							
<b>Institutional Athena SWAN awardees</b>		<b>BRONZE</b>		<b>SILVER</b>		<b>GOLD</b>	
Institutional Athena SWAN awardees		Achieved		0		0	
Departmental Athena SWAN awardees		8		0		0	

<sup>1</sup> 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  
<sup>2</sup> This refers to administration/support staff  
<sup>3</sup> 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

LEADER		Male President									
ALL STAFF BY GENDER (DECEMBER 2018)		WTE	% of total staff Female Staff		WTE	% of total staff Male Staff					
		457.6	51%		434.5	49%					
GOVERNANCE AND MANAGEMENT STRUCTURES (DECEMBER 2018)		GOVERNING AUTHORITY/BODY		ACADEMIC COUNCIL		EXECUTIVE MANAGEMENT					
		Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)	Female % (No.)	Male % (No.)				
		44% (8)	56% (10)	46% (16)	54% (19)	30% (3)	70% (7)				
STAFF BREAKDOWN BY GENDER											
FEMALE STAFF % (No. WTE)				MALE STAFF % (No. WTE)							
STAFF BY CATEGORY OF POST (DECEMBER 2018)											
Academic Core-Funded Staff <sup>1</sup>				49% (236.4)		51% (249.2)					
Professional, Management and Supports Staff <sup>2</sup>				57% (150.8)		43% (114.0)					
Research/Specialist Academic Staff <sup>3</sup>				38% (38.2)		62% (63.4)					
Research/Specialist Professional, Management and Supports Staff <sup>3</sup>				80% (32.2)		20% (8.0)					
STAFF BY DISCIPLINE (DECEMBER 2018)											
Academic Core-Funded Staff											
Arts Humanities Social Science Business and Law (AHSSBL)				57% (121.3)		43% (92.3)					
Science Engineering Technology Mathematics Medicine (STEMM)				42% (107.6)		58% (148.2)					
Other*				46% (7.6)		54% (8.8)					
Professional, Management and Supports Core-Funded Staff											
Arts Humanities Social Science Business and Law (AHSSBL)				68% (12.4)		32% (5.7)					
Science Engineering Technology Mathematics Medicine (STEMM)				51% (23.3)		49% (22.7)					
Other*				57% (115.1)		43% (85.6)					
ACADEMIC CORE-FUNDED STAFF BY GRADE (3-YEAR AVERAGE; DECEMBER 2018)											
3-YEAR AVERAGE											
DECEMBER 2015 - DECEMBER 2017											
2018											
Senior Lecturer <sup>~</sup>		35% (10.0)		65% (18.7)		38% (12.0)		63% (20.0)			
Lecturer <sup>^</sup>		50% (199.4)		50% (203.4)		50% (198.0)		50% (199.9)			
Assistant Lecturer		48% (25.9)		52% (27.6)		47% (26.4)		53% (29.3)			
ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2018)											
Full-Time		Permanent		44% (160.0)		56% (201.0)					
		Temporary/Contract		50% (34.0)		50% (34.0)					
Part-Time		Permanent		78% (32.1)		22% (8.9)					
		Temporary/Contract		75% (7.6)		25% (2.5)					
Hourly Paid				50% (2.8)		50% (2.8)					
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY PAY GRADE (3 YEAR AVERAGE; DECEMBER 2018)											
3 YEAR AVERAGE											
DECEMBER 2015 - DECEMBER 2017											
2018											
% (No. HC)		>€106,000		100% (2.0)		33% (1.0)		67% (2.0)			
		€76,000-€105,999		43% (3.3)		57% (4.3)		55% (6.0)		45% (5.0)	
		€46,000-€75,999		40% (32.0)		60% (48.0)		36% (30.0)		64% (53.0)	
		<€45,999		46% (34.0)		54% (40.3)		40% (24.0)		60% (36.0)	
Part-Time		>€106,000		0% (0)		0% (0)		0% (0)		0% (0)	
		€76,000-€105,999		100% (2.0)				100% (1.0)			
		€46,000-€75,999		79% (23.7)		21% (6.3)		79% (38.0)		21% (10.0)	
		<€45,999		88% (93.0)		12% (12.3)		88% (93.0)		12% (13.0)	
PROFESSIONAL, MANAGEMENT AND SUPPORTS CORE-FUNDED STAFF BY CONTRACT-TYPE (DECEMBER 2018)											
Full-Time		Permanent		36% (38.0)		64% (68.0)					
		Temporary/Contract		41% (21.0)		59% (30.0)					
Part-Time		Permanent		86% (66.7)		14% (11.0)					
		Temporary/Contract		83% (25.1)		17% (5.0)					
Hourly Paid				0% (0)		0% (0)					
ATHENA SWAN STATUS (2018)				BRONZE		SILVER		GOLD			
Institutional Athena SWAN awardees				0		0		0			
Departmental Athena SWAN awardees				0		0		0			

<sup>1</sup> 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

<sup>2</sup> This refers to administration/support staff

<sup>3</sup> 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

<sup>~</sup> Senior Lecturer refers to Senior Lecturer 1, 2 and 3

<sup>^</sup> Lecturer refers to Lecturer 1, Lecturer 2 and Lecturer



