

## Gender analysis of Junior Promotions 2009

### Report to Vice-Provost

#### Equality Officer

19 October 2009

This report was compiled at the Vice-Provost's request to examine if women were progressing proportionately at the Bar. The report focuses on data analysis of Junior Promotions 2009; to be truly useful in addressing the findings outlined below it would need to be complemented with further qualitative analysis.

### Summary of Findings

#### **Merit Bar 2009**

- The overall pool of eligible candidates for review in 2009 was gender balanced (51% female).
- There was no appreciable gender difference in the success rates of applications (c 94%).
- Women did not apply proportionately to review at the Merit Bar: overall 27% of eligible female candidates applied for review, by comparison to 55% of their male counterparts (out of 42 eligible male staff and 44 eligible female staff 23 men and 12 women applied).
- In consequence, women did not progress proportionately at the Merit Bar in 2009.
- In Junior Promotions 2006-08 women applied in lower numbers to male colleagues (37% of applicants in 2008, 46% in 2007 and 29% in 2006).

#### **Lecturer profile**

- No difference in the proportion of women below Bar and above Bar in the Faculty of Arts, Humanities and Social Sciences, indicating balanced progress and recruitment.
- There is a difference in the gender proportions of staff below and above the Bar in the Faculty of Engineering, Maths and Science and the Faculty of Health Sciences. This could be an indication of disproportionate progression beyond the Bar, of disproportion in the numbers recruited or in the level at which staff are recruited.

#### **Merit Bar 09 by category**

- The largest category in the eligible pool are staff who had previously deferred their review (44% of pool), and there is gender imbalance in this category (76% female).
- A lower proportion of staff first becoming eligible in 2009 are female (28%), and within this group women applied in a lower proportion to their male counterparts.
- Women applied in a lower proportion to their male colleagues in both categories, first eligible and deferred, across faculties.
- Women who have previously deferred are the least likely to apply (21% in this category by comparison to 42% of men who have deferred, i.e. 6 women out of 29 potential candidates and 4 men out of 9). 63% of female candidates had deferred previously.

#### **Merit Bar 09 by Faculty**

- Nearly half the pool of eligible candidates are from the Faculty of Health Sciences, although actual applicants are more evenly distributed amongst the three Faculties.

- The proportions of female candidates vary considerably across Faculties (in line with Faculty profiles). The majority of eligible female candidates are in the Faculty of Health Sciences.
- Women and men applied proportionately for review at the Bar in the Faculty of Arts Humanities and Social Sciences in 2009.
- Women in the Faculty of Engineering Maths and Science applied for review in a lower proportion to their male colleagues in 2009, this takes account of the already smaller number in the eligible pool.
- Women in the Faculty of Health Sciences have the lowest application rate (18%). The Faculty application rate is lowest in total, but not so markedly so for men in this Faculty.

#### ***Deferred candidates***

- The composition of the deferred candidates group is gender imbalanced both in the eligible cohort for 2009 and in the profile of the group declining review in Junior Promotions 2009.
- In both cases staff deferring are predominantly located in the Faculty of Health Sciences (School of Nursing and Midwifery).

#### ***Junior Promotions 2010***

- The expected candidate pool for review in 2010 will be gender balanced (55% female). The profile of staff first becoming eligible (reaching 11<sup>th</sup> pt on scale) also appears to be gender balanced for 2010 and 2011.
- 37% of all staff on the 12<sup>th</sup> point of the scale are concentrated in the School of Nursing and Midwifery<sup>1</sup>.

<b>Recommendations</b>
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- Further qualitative research/consultation is carried out to identify and address the reason for the low application rate for review at the Merit Bar in the School of Nursing and Midwifery and the Faculty of Health Sciences.
- This low application rate is brought to the attention of the relevant Head of School and Discipline.
- The implementation of PMDS is reviewed in the Faculties of Health Sciences and Engineering, Maths and Science (and in relation to the deferring group in the School of Nursing and Midwifery in particular).
- In the light of further research/consultation, possible additional career development or mentoring for this group is considered.
- The application rate of women and men in the Faculty of Engineering, Maths and Science to the Merit Bar is monitored in conjunction with recruitment data by gender and grade level.
- The application rate of newly eligible staff, staff held and staff who defer continues to be monitored on an ongoing basis by the Junior Promotions Committee.
- The Junior Promotions Committee review the function and criteria of the Merit Bar for progression within the Lecturer grade, following further consultation with the School of Nursing and Midwifery.

## **Junior Promotions 2009 Gender Analysis**

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<sup>1</sup> This has been the point of integration to the Lecturer scale for Nurse Tutors transferring from the Hospital service to the School of Nursing and Midwifery.

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<b>1. About this report</b>
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This report will examine the data available for Junior Promotions 2009 to determine whether men and women are applying and progressing proportionately; and in the case of a gender difference, to explore if there are particular categories or areas contributing to this imbalance. The data will be analysed in relation to the different categories of first time eligible staff for review, staff who have previously deferred review, and staff who have been held at the Bar, analysed by Faculty and School. The report also examines Junior Promotions 2006-2008 data and the expected profile for 2010 eligible staff.

This report was compiled at the Vice-Provost's request.

### **Data**

The data on Junior Promotions 2006-2008 and 2009 has been supplied by the Secretary to the Junior Promotions Committee. Sources are listed in full at the end of this document. The report provides an analysis outlining the overall % proportions in different categories, and actual staff numbers have been included in most tables given the small numbers involved in some of the categories.

### **Context**

The *Gender and Promotions Report* (Equality Officer, January 2009) examined the reasons for the low proportion of women applying for promotion in certain senior grades (Senior Lecturer and Personal Chair in particular). The report documents the under-representation of women in senior academic grades, with academic progression following a typical 'scissors diagram' with more women concentrated in lower grades and fewer in higher grades (see table below). The report highlighted that the inflexion point in the gender distribution of academic staff in College occurred at the Merit Bar. Women make up over half of academic staff (54%) up to the Merit Bar in the Lecturer scale, and after that point they make up 37%. In looking at Junior Promotions 2006, 2007 and 2008 the case was made that women were not applying for review at the Merit Bar proportionately to the eligible pool – in 2008 women made up 37% of applicants from a potential eligible pool that was gender balanced.

Considerable research has been carried out previously on the barriers to women's career progression in College, including: Professor Barbara Wright's *Women Academics and Promotion* (2002), Professor Eileen Drew's *Best Practice Models for the Advancement of Women in Academe* (2002), research

undertaken by Caroline Roughneen *WISER Report to SFI Institute Planning Grant* (2005) and the Women Career's Progression Group report (2007). These reports have highlighted barriers to women's promotion and progression associated with a male dominated environment such as the scarcity of female role models, the perception that administrative and pastoral contributions to College are not valued in the promotions process, The difficulty of combining family responsibilities and research/ participation in College life and the need to promote flexible working and recognize different career paths. The need to provide staff with appropriate guidance and support in developing their career has also been highlighted.

Targets for Senior Promotions applications and recruitment to Chairs have now been agreed and the Equality Officer is currently due to submit an Action Plan for the achievement of these targets to Executive Officers.

## **2. The Merit Bar – review procedures**

The Junior Promotions Committee conducts the review for staff to advance beyond the Merit Bar in the Lecturer Grade annually. The Merit Bar is not strictly speaking a promotion since it is advancement along the same Lecturer grade pay scale. The transition beyond the Merit Bar occurs between the 12<sup>th</sup> and the 13<sup>th</sup> point of the scale although lecturers can apply at the 11<sup>th</sup> or 12<sup>th</sup> point (provided they have one full year service). The Junior Promotions Committee also reviews recommendations for accelerated advancement along the Lecturer scale (there were no accelerated advancements in 2009).

The 'Review Procedures for Academic Staff' (updated in 2007) provides detailed guidance on the requirements, criteria and application procedure for review at the Merit Bar. Definitions of 'research', 'teaching', 'service to College' and 'Service to discipline or Community' are provided. The procedures state that 'In order to proceed beyond the Merit Bar a Lecturer shall demonstrate good performance in both teaching and research. He/she shall also provide evidence of satisfactory performance of College administrative duties and may provide evidence of contributions to the discipline or community'. The procedural document did not include the relative weightings, which the Equality Officer has been informed are as follows:

Merit Bar: 40% Research and scholarship; 40% Teaching; 10% Service to College; 10% Service to discipline/community.

### **Communication**

Currently the Secretary to the Junior Promotions Committee writes annually on an individual basis to each member of staff who is eligible for review at the Merit Bar – that is to say, candidates first eligibility (staff on the 11<sup>th</sup> and 12<sup>th</sup> point of the scale), candidates who have deferred their Review from previous years, and Lecturers currently held at the Merit Bar. Candidates who wish to apply for review must submit an application form, with a section completed by their Head of Discipline and approved by Head of School.

Nothing in the regulations compels an eligible lecturer to present for review at the Merit Bar.

### **3 Lecturer grade and Merit Bar by Faculty**

As well as the variations by Grade there are very significant variations in the gender proportions across the three Faculties: Faculty of Engineering, Maths and Science (FEMS) average 18% female academic staff, Faculty of Arts Humanities and Social Sciences (FAHSS) average 42% female, Faculty of Health Sciences (FHSc) average 57% female, and across Schools and disciplines. Women are a minority at senior levels in all three Faculties. The gender proportions also vary across Faculties in the Lecturer grade as outlined in the table below and in the eligible pool for the Merit Bar.

Table 3.1 shows the gender proportion of staff below the Bar and above the Merit Bar is quite balanced in FAHSS (47% female in both cases), which would indicate that women are progressing above the Merit Bar and being recruited proportionately (the decrease point in women's career progression occurs in the transition to Senior Lecturer in this case, where women make up 42%).

In the case of FEMS, in a general context of under-representation of women in the Lecturer Grade (women make up 20% of grade), there is still a distinct decrease in the proportion from below the Bar (29%) to above the bar (13%). There are two possible explanations for this decrease: that women are not progressing proportionately above the Bar, or that there has been a recent increase in the recruitment of women in below the Bar grades who have not yet reached the eligible point in the scale. In the case of recruitment this might reflect an increase in the recruitment of women lecturers, or might reflect the fact that male lecturers are recruited at more senior levels.

In the case of FHSc there is a difference in the proportion of women below the Bar (77%) and above the Bar (50%), in an overall context of women being the majority in the Lecturer grade (69%). This would indicate that women are either not applying or progressing proportionately over the Bar or are being recruited disproportionately in the lower Lecturer grades.

This report does not have the scope to examine recruitment issues but will be focussing instead on the Junior Promotions data to assess whether eligible women are progressing proportionately.

#### *Findings*

- The proportion of women in Lecturer grade varies significantly across Faculties.
- No difference in the proportion of women below Bar and above Bar in FAHSS, indicating balanced progress and recruitment.
- There is a difference in the gender proportions of staff below and above the Bar in FEMs and FHSc. This could be an indication of disproportionate progression beyond the Bar, of disproportion in the numbers recruited or in the level staff are recruited.

### **4 Are women and men applying proportionately to the Bar?**

#### **Junior Promotions 2009**

The Junior Promotions Committee met as usual to assess applications for review at the Merit Bar in 2009<sup>2</sup>.

The data from Junior Promotions 2009 (see table 4.1) indicates that women are not progressing at the Merit Bar proportionately to their male colleagues. Out of an eligible pool of 86 candidates (42 male and 44 female) 33 progressed above the Merit Bar (22 male and 11 female). In other words out of a gender balanced eligible pool 52% of eligible male candidates passed the Bar by comparison to 25% of eligible female candidates. Examining the success rate of applications (94%) it is clear that there is no real difference in male and female rates (96 and 92%), therefore the issue is due to the number of female and male applications for review at the Merit Bar.

Overall 27% of eligible female candidates applied for review, by comparison to 55% of their male counterparts.

**Table 4.1 Merit Bar progression**

<b>Merit Bar 09 Progression</b>	<b>M</b>	<b>F</b>
Eligible	42	<b>44</b>
Applied	23	<b>12</b>
Applied % of eligible (m or f)	55%	<b>27%</b>
successful	22	<b>11</b>
Successful (% of eligible)	52%	<b>25%</b>

*Findings*

- Women are not progressing proportionately at the Merit Bar in relation to the eligible pool.
- There was no appreciable gender difference in success rates (c 94%).
- Women did not apply proportionately to review at the Merit Bar: overall 27% of eligible female candidates applied for review, by comparison to 55% of their male counterparts.

**Junior Promotions 2006-2008**

The data for Junior Promotions 2008 indicates that out of a potentially eligible pool that is gender balanced (55% female in Lecturer grade below the Bar<sup>3</sup>) the proportion of women applicants for review at the Bar is lower than their male counterparts at 37% (including accelerated advancement, 7 out of 19 applicants) (see Gender and Promotions Report, 2009).

In Junior Promotions 2007 the proportion of women applying for promotion was more balanced (46% of applicants to the Merit Bar), although still slightly lower in relation to the overall proportion of staff in the Lecturer grade below bar (108), which has been consistently around 55% female during this period (see Annual Equality Monitoring Report 2006-2007 and 2008). In Junior Promotions 2006 the proportion of women applying was 29%.

*Findings*

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<sup>2</sup> No recommendations for accelerated promotion could be made this year, in the context of the Government embargo on promotions in the public sector.

<sup>3</sup> Note: the exact number of staff in the 10th, 11th and 12th points of the scale was not available at the time these statistics were compiled, hence it was not possible to provide more in-depth analysis.

- In Junior Promotions 06-08 women applied for review in lower numbers to male colleagues (women made up 37% of applicants in 2008, 46% in 2007 and 29% in 2006).

## 5 Merit Bar 2009 by Category

### Eligible cohort:

The cohort of eligible staff members for the Merit Bar review in 2009 was comprised of staff first eligible, that is on pay scale point 11 or 12 of the 108 Lecturer grade (29), staff who had previously deferred review (38) and staff who had been held at a previous Merit Bar review (19). The overall pool of eligible candidates (86) was gender balanced (51% female).

Table 5.1 indicates that the largest proportion of eligible staff are staff who have previously deferred (44% of all eligible), and of these 38 staff 29 are women (76%). It is immediately apparent that there is a strong gender imbalance in the proportion of eligible candidates of who have previously deferred. The breakdown by Faculty indicates that the majority of female Lecturers who have previously sought a deferral are concentrated in FHSc. Another finding is that women constituted only a third of staff who were becoming eligible, a much smaller pool.

**Table 5.1 Eligible for Merit Bar by category and gender**

Eligible for Merit Bar	M	F	T	% F
First eligible	21	8	29	28%
Deferred previously	9	29	38	76%
Held previously	12	7	19	37%
<b>Total eligible merit bar 2009</b>	<b>42</b>	<b>44</b>	<b>86</b>	<b>51%</b>

### Findings

- The overall pool was gender balanced (51% female).
- The largest category in eligible pool have previously deferred (44%), and there is a gender imbalance in this category (76% female).
- 66% of female candidates had previously deferred review by comparison to 21% of male candidates.
- A lower proportion of staff first becoming eligible in 2009 are female (28%).

### Application rates by category:

Examining the application rate of eligible candidates in each of these categories it is apparent that: women apply in a lower proportion in each category, both first eligible and previously deferred. In the case of staff who have been held at the bar there is no noticeable gender difference in the low proportion applying.

The number of women who become first eligible applying for promotion is much lower: 16 men by comparison to 4 women. In this case the eligible pool in this category is already smaller, however, women who become first eligible are also much less likely to apply for review proportionately: 50% of women by comparison to 76% of men.

Women who have previously deferred are less likely to apply for review than their male counterparts (21% of women in this category by comparison to 44% of men), in this case 6 women out of 29 potential candidates and 4 men out of 9.

**Table 5.2 Application rates by category and gender**

Applications/reviewed				
	M	F	% of M eligible	% of F eligible
First eligible applied	16	4	76%	50%
deferred applied	4	6	44%	21%
held applied	3	2	25%	29%
total applied	23	12	55%	27%

*Findings*

- Women apply for review in lower proportion in both categories, first eligible and previously deferred.
- The number of women becoming first eligible in 2009 is smaller, and within this group women are applying in a lower proportion to their male counterparts.
- Women who have previously deferred are the least likely to apply (21% in this category by comparison to 42% of men who have deferred, i.e. 6 women out of 29 potential candidates and 4 men out of 9). The majority of female candidates have previously deferred.

**6. Merit Bar 2009 by Faculty****Eligible by Faculty**

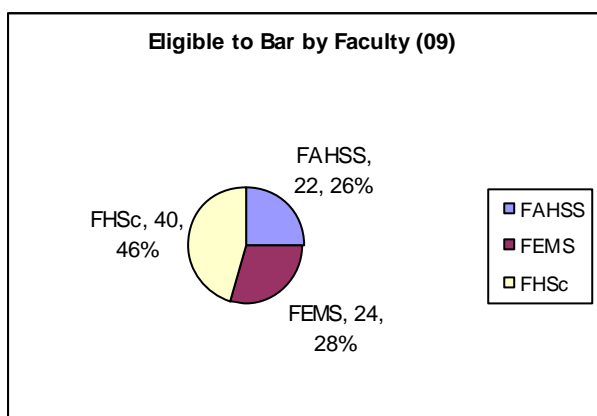
Nearly half the pool of eligible candidates for review at the Bar is composed of academic staff from FHSc (47%). The distribution of candidates who actually applied is more evenly distributed between the three Faculties (29-37%), see tables 6.1 and 6.2.

The proportion of female candidates varies greatly across faculties from 25% in FEMS to 70% in FHSc (see tables 6.3) in line with overall Faculty gender profiles. 63% of eligible female candidates were from FHSc (28 out of 44, see table 6.4).

The profile of eligible candidates who have previously deferred is discussed in greater detail by Faculty in section 7.

**Table 6.1 Eligible to Bar by Faculty**





**Table 6.3 Eligible to Bar by Faculty and Gender**

All eligible	M	F	T	% F
FAHSS	12	10	22	45%
FEMS	18	6	24	25%
FHSc	12	28	40	70%
<b>Total</b>	<b>42</b>	<b>44</b>	<b>86</b>	

### Findings

- Nearly half the pool of eligible candidates are from FHSc, although actual applicants are more evenly distributed amongst the three Faculties.
- The proportions of eligible female candidates vary across Faculties (in line with Faculty profiles); 63% of eligible female candidates are from FHSc.

### Progression by Faculty

The analysis of Junior Promotions 2009 by Faculty – see Table 6.6 and 6.5 - indicates that men and women are applying proportionately for review in FAHSS (58% of men and 50% of women applied out of a gender balanced pool). Women and men did not apply for review proportionately in FEMS (33% of eligible women applied, by comparison to 61% of their male colleagues). Women applied in a much lower proportion in FHSc (18% eligible women applied by comparison to 42% of their male colleagues).

The overall application rates of eligible staff in FAHSS and FEMS were very similar (c. 55%) and the application rate in FHSc was 25% (full details in table 6.5).

The different gender proportions in the respective faculty eligible pools (see Table 6.3), together with a lower application rate, is the source of the low number of women applying for review in FEMS (2 out of 13 applicants), and gives the illusion of gender balance in the number of applications from FHSc (5 and 5) despite women in this Faculty having the lowest application rate. It should be noted this low application rate is also affected by the high concentration of staff who have already deferred in FHSc.

**Table 6.6 Progression by Faculty and gender**

All applied	M	F	T	M app rate	F app rate
FAHSS	7	5	12	58%	50%
FEMS	11	2	13	61%	33%
FHSc	5	5	10	42%	18%
<b>Total</b>	<b>23</b>	<b>12</b>	<b>35</b>		

### *Findings*

- Women and men are applying proportionately for review in FAHSS in 2009
- Women in FEMS are applying in a lower proportion than their male colleagues for review at the Merit Bar in 2009, this takes account of the already smaller number in the eligible pool.
- Women in FHSc have the lowest application rate (18%), and make up the largest eligible cohort. The FHSc application rate is lowest in total, but not so markedly for men in this Faculty (42% application rate).

## **7. Deferrals**

### **Previously deferred**

The component of eligible candidates who had previously deferred review made up a considerable portion of the eligible pool in 2009 (44%). The gender imbalance is apparent in this group of candidates, which is predominantly female.

When analysed by Faculty this group is composed mainly of candidates from FHSc (27 of 38 staff overall who had previously deferred or 69%). Of the 27 deferred candidates in FHSc 22 belong to the School of Nursing and Midwifery (20 female and 2 male) and 5 to Medicine (see appendix for details). This data highlights the importance of identifying and addressing the reasons why this particular cohort of staff in FHSc is not applying for review.

### **Declined review in 2009**

The profile of Lecturers who deferred review at the Merit Bar in 2009 (and will be again eligible for review in 2010) is predominantly made up of candidates from FHSc (59%). The proportion of Lecturers who deferred review in 2009 is also predominantly female (63%). In relation to the different categories of those who declined review, over half had already deferred previously. Only 18% of those becoming first eligible declined review in 2009.

Both in the eligible cohort for 2009 who had previously deferred, and in the cohort that deferred review in 2009 the majority of candidates are from FHSc (69% and 59%).

### *Findings*

- The composition of the deferred candidates group is gender imbalanced (predominantly female) both in the eligible cohort for 2009 and in the profile of the group declining review in Junior Promotions 2009.
- The group declining review in 2009 are predominantly located in FHSc, in the School of Nursing and Midwifery in particular (as was the case in the group of those who had deferred previously in 2009).

## **8. Future – Junior Promotions 2010**

The Staff Office has supplied data on the cohort of staff who are currently on the Lecturer grade below the Bar (October 2009). Those on salary scale points 11 and 12 will be the eligible cohort for Junior Promotions 2010. There are a total of 227 staff in the 108 Lecturer grade below the Bar (235 in 2008); 52 of these are on personal points and cannot be attached to particular points of the pay scale which runs 1 to 12.

This section will discuss the distribution of the remaining 175 staff on the scale. 44% of staff are concentrated in the 11<sup>th</sup> and 12<sup>th</sup> point of the scale, which means that a total of 77 staff will be eligible for review at Junior Promotions 2010. The gender proportion of the eligible pool will be quite balanced (55% female).

37% of Lecturers at the 12<sup>th</sup> point of the scale (where 62 of the 77 candidates are located) are concentrated in the School of Nursing and Midwifery (the Schools with greater numbers of eligible candidates are listed in table 8.2). Given the findings in relation to the application rate of staff from the School of Nursing and Midwifery and from staff who have deferred (who would be on the 12<sup>th</sup> point now), any possible barriers that may be discouraging candidates in these categories for applying for review need to be identified in advance of Junior Promotions 2010. Tables 8.1 and 8.2 also allow us to estimate the numbers that will be becoming eligible over the next few years, in a context of little recruitment due the employment control framework. The profile of staff first becoming eligible appears to be gender balanced for 2010 (staff on 11<sup>th</sup> pt) and for 2011 (staff on 10<sup>th</sup> point now will become eligible for Junior Promotions 2011).

- The expected candidate pool for review in 2010 will be gender balanced (55% female)
- 37% of all staff (male and female) on the 12<sup>th</sup> point of the scale are concentrated in the School of Nursing and Midwifery.
- The profile of staff first becoming eligible (reaching 11<sup>th</sup> pt on scale) appears to be gender balanced for 2010 and 2011.

## **Conclusion**

The data for Junior Promotions 2009 highlights in the first place that women are not applying, and therefore not progressing, beyond the Merit Bar proportionately in relation to the eligible pool and their male colleagues. This is despite the fact that the eligible pool has been consistently gender balanced for the last few years. A more detailed look at the figures by category and School indicates that progression beyond the Bar is not an issue in FAHSS. There is a gender imbalance in the progression rates in FEMS and FHSc: in the proportion of male and female staff below the Bar and above the Bar and the application rates in these Faculties (the application rates were considered taking into account the current different gender proportions in each Faculty). This would suggest the need to monitor application and progression rates in these two Faculties on an ongoing basis, as well as monitoring recruitment by gender and level when the employment moratorium is lifted.

The most striking findings refer to the large group of staff in the eligible pool who have deferred review previously, and in the majority of cases continue to defer. This group is concentrated in the Faculty of Health Sciences (27 out of the 38 in total who had previously deferred), 25 of these (in FHSc) were women and 22 of these were from the School of Nursing and Midwifery. It is clear that to address the current trend of gender imbalance in the progression beyond the Bar this cohort will have to receive particular attention. This disproportion is also of concern in terms of general discipline equity in College.

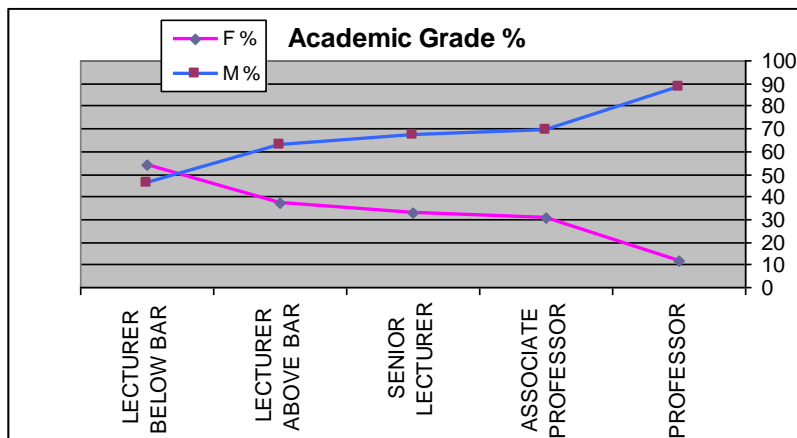
The report strongly suggests that there is a need to explore further the reasons for the high proportion of candidates, women in particular, who are eligible for review at the Bar and are declining review in this School. Further qualitative research and consultation with these staff members is recommended. This issue would need to be brought to the attention of the relevant Head of School and discipline, in particular to ensure that PMDS is being appropriately implemented. Whether additional career development or mentoring is necessary for this group of staff should be explored. Addressing the low application rate of this particular group should resolve to a great extent the overall gender imbalance currently apparent in Junior Promotions. The application rates for review would need to continue be monitored by category (first eligible, held and deferred) and in FEMS in order to identify and address any further possible barriers to gender proportionate progression at the Merit Bar at an early stage.

Following further consultation, the Junior Promotions Committee may wish to consider the function and criteria of the Merit Bar for determining progression within the Lecturer grade with the particular situation of the group of staff in the School of Nursing and Midwifery in mind.



## Tables

**Table 1.1. Academic staff distribution by grade**



**Table 3.1 The Merit Bar- Lecturer grade profile by Faculty**

**The Merit Bar across Faculties** Jan-09

FAHSS	M	F	T	% F
Lecturer below Bar	55	48	103	47%
Lecturer above Bar	40	35	75	47%
Lecturer	95	83	178	
<b>FEMS</b>				
Lecturer below Bar	35	14	49	29%
Lecturer above Bar	59	9	68	13%
Lecturer	94	23	117	20%
<b>FHSc</b>				
Lecturer below Bar	19	65	84	77%
Lecturer above Bar	22	26	48	54%
Lecturer	41	91	132	69%
<b>Total BB</b>	<b>109</b>	<b>127</b>	<b>236</b>	<b>54%</b>
<b>Total AB</b>	<b>121</b>	<b>70</b>	<b>191</b>	<b>37%</b>
<b>Total Lec</b>	<b>230</b>	<b>197</b>	<b>427</b>	<b>46%</b>

**Table 4.1 – Merit Bar 09 Progression - in main text**

<b>Merit Bar 09 Progression</b>	<b>M</b>	<b>F</b>
Eligible	42	44
Applied	23	12
Applied % of eligible (m or f)	55%	27%
successful	22	11
Successful (% of eligible)	52%	25%

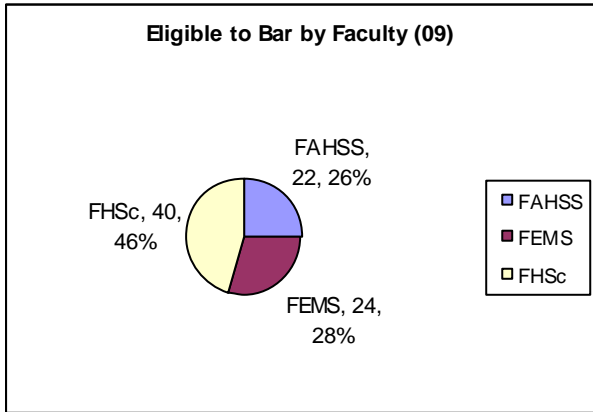
**Table 5.1 – Eligible pool for Merit Bar in 2009 by category- in main text**

<b>Eligible for Merit Bar</b>	<b>M</b>	<b>F</b>	<b>T</b>	<b>% F</b>
First eligible	21	8	29	28%
Deferred previously	9	29	38	76%
Held previously	12	7	19	37%
<b>Total eligible merit bar 2009</b>	<b>42</b>	<b>44</b>	<b>86</b>	<b>51%</b>

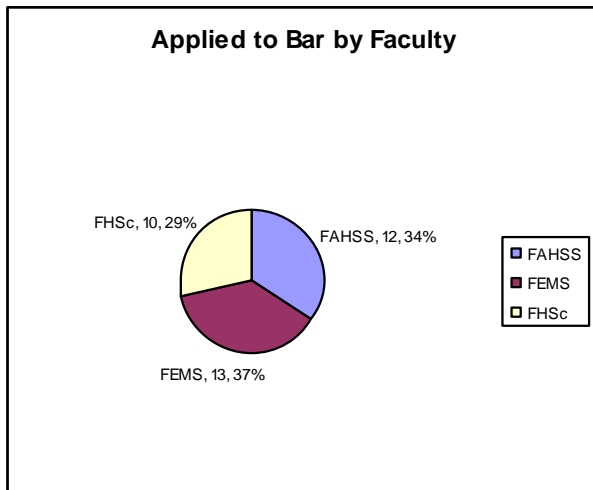
**Table 5.2 – Applications to the Merit Bar in 2009 by category - in main text**

<b>Applications/reviewed</b>	<b>M</b>	<b>F</b>	<b>% of M eligible</b>	<b>% of F eligible</b>
First eligible applied	16	4	76%	50%
deferred applied	4	6	44%	21%
held applied	3	2	25%	29%
total applied	23	12	55%	27%

**Table 6.1 Eligible to Bar by Faculty – in main text**



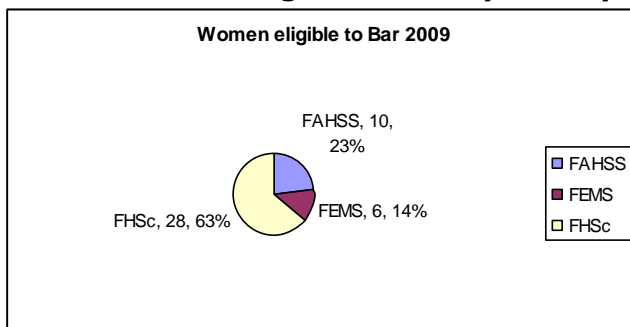
**Table 6.2 Applied to Bar by Faculty**



**Table 6.3 Eligible to Bar by Faculty and Gender**

All eligible	M	F	T	% F
FAHSS	12	10	22	45%
FEMS	18	6	24	25%
FHSc	12	28	40	70%
<b>Total</b>	<b>42</b>	<b>44</b>	<b>86</b>	

**Table 6.4 Women eligible to Bar by Faculty**





**Table 6.5 Eligible pool and application rates by Faculty and by category**

FAHSS									
Eligible for Merit Bar	M	F	T	% F	Applications	M	F	% of elig M	% of eligible F
First eligible	8	4	12	33%	First eligible applied	6	1	75%	25%
Deferred previously	2	2	4	50%	deferred applied	0	2	0%	100%
Held previously	2	4	6	67%	held applied	1	2	50%	50%
<b>Total eligible merit bar 2009</b>	<b>12</b>	<b>10</b>	<b>22</b>	<b>45%</b>	total applied	<b>7</b>	<b>5</b>	<b>58%</b>	<b>50%</b>
FEMS									
Eligible for Merit Bar	M	F	T	% F	Applications	M	F	% of elig M	% of eligible F
First eligible	8	3	11	27%	First eligible applied	7	2	88%	67%
Deferred previously	5	2	7	29%	deferred applied	2	0	40%	0%
Held previously	5	1	6	17%	held applied	2	0	40%	0%
<b>Total eligible merit bar 2009</b>	<b>18</b>	<b>6</b>	<b>24</b>	<b>25%</b>	total applied	<b>11</b>	<b>2</b>	<b>61%</b>	<b>33%</b>
F HSc									
Eligible for Merit Bar	M	F	T	% F	Applications	M	F	% of elig M	% of eligible F
First eligible	5	1	6	17%	First eligible applied	3	1	60%	100%
Deferred previously	2	25	27	93%	deferred applied	2	4	100%	16%
Held previously	5	2	7	29%	held applied	0	0	0%	0%
<b>Total eligible merit bar 2009</b>	<b>12</b>	<b>28</b>	<b>40</b>	<b>70%</b>	total applied	<b>5</b>	<b>5</b>	<b>42%</b>	<b>18%</b>

**Table 7.1 Breakdown of eligible candidates who have previously deferred review by Faculty**

Total deferred eligible pool					
	M	F	T	% of T deferred	% F
FAHSS	2	2	4	10%	50%
FEMS	5	3	8	21%	38%
FHSc	2	25	27	69%	93%
Total deferred eligible pool	9	30	39		77%

**Table 7.2 Total declined review in 2009, Faculty and gender**

Total Deferred 2009 by Faculty and Gender				
	M	F	T	% T deferred 09
FAHSS	5	5	10	20%
FEMS	7	4	11	22%
FHSc	7	23	30	59%
Total	19	32	51	
% F of Total def		63%		

**Table 7.3 Total declined review by Faculty and category**

Total Deferred 2009 by Faculty and category				
	Held	First eligible	Deferred	Total
FAHSS	3	5	2	10
FEMS	4	2	5	11
FHSc	7	2	21	30
Total	14	9	28	51
% Total deferred 09	27%	18%	55%	

**Table 8.1**

October 2009, Lecturer grade 108 below the Bar					
	F	M	Total	% F	% of Total in Grade
Point 12	35	27	62		35%
Point 11	7	8	15		9%
Point 10	12	10	22		13%
1 to 9	47	29	76		43%
<b>Total</b>	<b>101</b>	<b>74</b>	<b>175</b>	<b>58%</b>	
<b>Total eligible (11&amp;12)</b>	<b>42</b>	<b>35</b>	<b>77</b>	<b>55%</b>	

**Table 8.2**

Staff on 12th point					
Schools	F	M	T		% of Total
Computer Sc	3		5	8	13%
Economics	2		2	4	6%
Occupational Therapy	4		0	4	6%
Psychology	0		4	4	6%
Nursing and Midwifery	16		7	23	37%
Other Schools	10		9	19	31%
<b>Total</b>	<b>35</b>		<b>27</b>	<b>62</b>	

## **Data sources:**

*Review Procedures for Academic Staff: Advancement Beyond the Merit Bar & Accelerated Advancement* (TCD, updated in 2007).  
Junior Promotions 2009 data (Secretary to the Junior Promotions Committee, October 2009).  
Senior and Junior Promotions Committee reports (Staff Office 2008).  
Staff Office personnel system (Staff Office Business Analyst, 2008).  
*Gender and Promotions Report* (TCD, Equality Officer, 2009)  
*Annual Equality Monitoring Report 06-07* (TCD, Equality Officer)  
*Annual Equality Monitoring Report 2008* (TCD, Equality Officer).

## **Other references**

Drew, Prof. Eileen, *Best Practice Models for the Advancement of Women in Academe* (TCD, 2002).  
Wright, Prof. Barbara, *Women Academics and Promotion* (TCD, 2002).  
Roughneen, Caroline, *WiSER Report to SFI Institute Planning Grant* (TCD, 2005)  
*Women's Career Progression Group Report to the Equality Committee* (TCD, 2007)  
*Report of Academic Promotions Review Working Party* (TCD, 2004).

## **Appendix:**

**A1 Junior Promotions 2009 (Secretary to Junior Promotions Committee).**

**A2 Junior Promotions 2006-2008 (Gender and Promotions report excerpt).**