

# Waterford Institute of Technology – Institutional staff profiles by gender

|  |                                 |   |                         |                     |   |              |
|--|---------------------------------|---|-------------------------|---------------------|---|--------------|
| <b>LEADER</b>  | Male President                  |   |                         |                     |   |              |
| <b>ALL STAFF BY GENDER</b><br>(December 2017)                  | WTE<br><b>442.7</b>             | % of total staff Female Staff<br><b>50%</b> |                         | WTE<br><b>434.0</b> | % of total staff Male Staff<br><b>50%</b> |              |
| <b>GOVERNANCE AND MANAGEMENT STRUCTURES</b><br>(December 2017) | <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. (%) |
|  | 7 (37%)                         | 12 (63%)                                    | 18 (47%)                | 20 (53%)            | 3 (30%)                                   | 7 (70%)      |

## STAFF BREAKDOWN BY GENDER

|   | FEMALE STAFF |            | MALE STAFF |            |
|---|--------------|------------|------------|------------|
| STAFF BY CATEGORY OF POST (DECEMBER 2017)                                   |              |            |            |            |
|   | No. (WTE)    | %          | No. (WTE)  | %          |
| Academic Core-Funded Staff <sup>1</sup>                                     | 232.4        | <b>48%</b> | 247.7      | <b>52%</b> |
| Professional, Management and Support Staff <sup>2</sup>                     | 147.7        | <b>56%</b> | 114.3      | <b>44%</b> |
| Research/Specialist Academic Staff <sup>3</sup>                             | 33.0         | <b>35%</b> | 60.5       | <b>65%</b> |
| Research/Specialist Professional, Management and Support Staff <sup>3</sup> | 29.7         | <b>71%</b> | 12.0       | <b>29%</b> |

| STAFF BY DISCIPLINE (DECEMBER 2017)                         |           |            |   |           |            |
|---|-----------|------------|---|-----------|------------|
|   | No. (WTE) | %          |   | No. (WTE) | %          |
| <b>Academic Core-Funded Staff</b>                           |           |            | <b>Academic Core-Funded Staff</b>                           |           |            |
| Arts Humanities Social Science Business and Law (AHSSBL)    | 120.9     | <b>57%</b> | Arts Humanities Social Science Business and Law (AHSSBL)    | 92.0      | <b>43%</b> |
| Science Engineering Technology Mathematics Medicine (STEMM) | 104.1     | <b>42%</b> | Science Engineering Technology Mathematics Medicine (STEMM) | 146.8     | <b>58%</b> |
| Other*  | 7.4       | <b>46%</b> | Other*  | 8.5       | <b>54%</b> |
| <b>Professional, Management and Support Staff</b>           |           |            | <b>Professional, Management and Support Staff</b>           |           |            |
| Arts Humanities Social Science Business and Law (AHSSBL)    | 12.9      | <b>72%</b> | Arts Humanities Social Science Business and Law (AHSSBL)    | 4.9       | <b>28%</b> |
| Science Engineering Technology Mathematics Medicine (STEMM) | 23.6      | <b>52%</b> | Science Engineering Technology Mathematics Medicine (STEMM) | 21.7      | <b>48%</b> |
| Other*  | 111.1     | <b>56%</b> | Other*  | 87.7      | <b>44%</b> |

| ACADEMIC CORE-FUNDED STAFF BY GRADE (3 YEAR AVERAGE (DECEMBER 2015 – DECEMBER 2017; DECEMBER 2017)) |           |            |           |            |
|---|-----------|------------|-----------|------------|
|   | No. (WTE) | %          | No. (WTE) | %          |
| Senior Lecturer <sup>~</sup>  | 9.3       | <b>34%</b> | 10.0      | <b>38%</b> |
| Lecturer <sup>^</sup>   | 199.4     | <b>50%</b> | 198.4     | <b>49%</b> |
| Assistant Lecturer  | 25.9      | <b>48%</b> | 23.0      | <b>50%</b> |

| ACADEMIC CORE-FUNDED STAFF BY CONTRACT TYPE (DECEMBER 2017) |                    |           |            |             |                    |       |            |
|---|--------------------|-----------|------------|-------------|--------------------|-------|------------|
|   |                    | No. (WTE) | %          |             | No. (WTE)          | %     |            |
| Full-Time   | Permanent          | 153.0     | <b>43%</b> | Full-Time   | Permanent          | 199.0 | <b>57%</b> |
|   | Temporary/Contract | 33.0      | <b>49%</b> |             | Temporary/Contract | 34.0  | <b>51%</b> |
| Part-Time   | Permanent          | 40.9      | <b>77%</b> | Part-Time   | Permanent          | 11.9  | <b>23%</b> |
|   | Temporary/Contract | 5.4       | <b>69%</b> |             | Temporary/Contract | 2.5   | <b>31%</b> |
| Hourly Paid   |                    | 0.0       | <b>0%</b>  | Hourly Paid |                    | 0.0   | <b>0%</b>  |

| PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY PAY GRADE (DECEMBER 2017) |                  |          |             |           |                  |      |             |
|---|------------------|----------|-------------|-----------|------------------|------|-------------|
|   |                  | No. (HC) | %           |           | No. (HC)         | %    |             |
| Full-Time   | >€106,000        | 0.0      | <b>0%</b>   | Full-Time | >€106,000        | 2.0  | <b>100%</b> |
|   | €76,000-€105,999 | 4.0      | <b>57%</b>  |           | €76,000-€105,999 | 3.0  | <b>43%</b>  |
|   | €46,000-€75,999  | 31.0     | <b>38%</b>  |           | €46,000-€75,999  | 50.0 | <b>62%</b>  |
|   | <€45,999         | 29.0     | <b>43%</b>  |           | <€45,999         | 38.0 | <b>57%</b>  |
| Part-Time   | >€106,000        | 0.0      | <b>0%</b>   | Part-Time | >€106,000        | 0.0  | <b>0%</b>   |
|   | €76,000-€105,999 | 3.0      | <b>100%</b> |           | €76,000-€105,999 | 0.0  | <b>0%</b>   |
|   | €46,000-€75,999  | 31.0     | <b>79%</b>  |           | €46,000-€75,999  | 8.0  | <b>21%</b>  |
|   | <€45,999         | 83.0     | <b>84%</b>  |           | <€45,999         | 16.0 | <b>16%</b>  |

| PROFESSIONAL, MANAGEMENT AND SUPPORT STAFF BY CONTRACT TYPE (DECEMBER 2017) |                    |           |            |             |                    |      |            |
|---|--------------------|-----------|------------|-------------|--------------------|------|------------|
|   |                    | No. (WTE) | %          |             | No. (WTE)          | %    |            |
| Full-Time   | Permanent          | 39.0      | <b>38%</b> | Full-Time   | Permanent          | 63.0 | <b>62%</b> |
|   | Temporary/Contract | 27.0      | <b>47%</b> |             | Temporary/Contract | 30.0 | <b>53%</b> |
| Part-Time   | Permanent          | 56.8      | <b>83%</b> | Part-Time   | Permanent          | 11.3 | <b>17%</b> |
|   | Temporary/Contract | 27.5      | <b>77%</b> |             | Temporary/Contract | 8.1  | <b>23%</b> |
| Hourly Paid   |                    | 0.0       | <b>0%</b>  | Hourly Paid |                    | 0.0  | <b>0%</b>  |

| <b>ATHENA SWAN STATUS (2017)</b>   | <b>BRONZE</b> | <b>SILVER</b> | <b>GOLD</b> |
|------------------------------------|---------------|---------------|-------------|
| Institutional Athena SWAN awardees | <b>0</b>      | <b>0</b>      | <b>0</b>    |
| Departmental Athena SWAN awardees  | <b>0</b>      | <b>0</b>      | <b>0</b>    |

<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