



CAMPAIGN
for SOCIAL SCIENCE

Technical Annexes *for* **A World of Talent II**



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Campaign for Social Science



The Campaign for Social Science was launched in 2011 to promote social science to the UK Government and the wider public. We campaign for policies that support social science inquiry in the UK, such as the retention of large-scale longitudinal research programmes. We promote social science on social media and at events.

The Campaign is supported by a coalition of universities, learned societies, charities and publishers.

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Introduction

In our first report, [A World of Talent](#), we looked at international academic staff working in UK universities, focusing on what is often called typical or **regular academic staff**: those on either open-ended / permanent or fixed-term contracts. Staff on open-ended contracts, for example, might be early career lecturers on the path to professorship, through to full professors themselves. Staff on fixed-term contracts might include, for example, those on multi-year teaching or research contracts, as well as lecturers hired for specific terms or courses. Data on academic staff by the *discipline* in which they currently research and teach are only available for staff on these regular contracts. In our first report we showed the geographical distribution and disciplines of global talent within UK social sciences in higher education.

In the second report of our [project](#) on issues relevant to visas after Brexit, [A World of Talent II](#), we broadened our examination of the data on global talent at UK universities, by looking at categories of staff not covered in the previous report. In order to provide comparable evidence, we first showed the distribution of regular (permanent and fixed term) academic staff by the *cost centre* that UK universities use in their accounting (rather than the *discipline* academics work in). We were then able to show additional analysis of **atypical academic staff**, focussing particularly on those in the social sciences.

According to HESA's definition, atypical academic staff include those for whom at least one of the following conditions apply: their contracts 'are for less than four consecutive weeks', they 'are for one-off / short-term tasks', they 'involve work away from the supervision of the normal work provider', or they 'involve a high degree of flexibility often in a contract to work as-and-when required'.¹ Universities themselves determine which staff members fall within this category, but atypical contracts might cover a variety of activities ranging from: 'visiting lecturers, expert consultants or industry professionals'² and academics 'organising a conference'³ or collaborating on a standalone project, to hourly-paid teaching staff (such as some course tutors) and those on zero-hours contracts.⁴ Atypical staff can thus range from early career researchers to senior visiting academics or practitioners, all of whom provide important services for UK universities.

The numbers of atypical staff cannot be 'added' to the numbers of typical / regular staff in order to seek proportions across a unified UK university workforce. This is because though those on typical and atypical contracts are both reported as 'full-person equivalents' (FPE), differences in their data collection mean that they are not fully comparable populations.⁵ But while data on atypicals may not be added to that of regular staff,⁶ and we are careful not to do so, we still believe it is important to provide a side-by-side picture of the make-up of this category of atypical academic staff in the context of current debates, where little evidence about them has thus far been made publicly available.

For that reason, we include these technical annexes to *A World of Talent II* as part of our wider project on global talent in the UK higher education system. These annexes cover our analysis of data sourced from the HESA Staff Record for 2016/17, showing the origin of academic staff by contract type in the cost centres associated with the Social Sciences (annex A), STEM (annex B), and the Arts & Humanities (annex C). All facts and figures are reported in accordance with the HESA methodology for rounding and suppression to ensure individual data remains anonymous,

and as a result the figures in some may not appear to sum perfectly. Analysis of atypical academic staff are shown in separate columns in each table.

These annexes show figures for academic staff at all UK universities, as well as for Russell and non-Russell Group universities, which we use in our analysis as a proxy to represent research-intensive universities in the UK. While this is not a perfect proxy, it is readily available across the HESA data on staff in higher education being used here, and it helps us to conceptualise this idea in an accessible way. Historically, both the total level (the absolute number) and the proportion of international-origin academic staff are higher at the research-intensive Russell Group universities than at other universities. This is true across all contract types, as show in these annexes, which include our 'snapshot' look at atypical academic staff. Generally, the overall numbers of international-origin staff across all universities are greatest amongst those on open-ended or permanent contracts, and appear to be lowest among those on atypical contracts.

By expanding our analysis in this report to atypical staff, we are able to provide important information about a different type of critically skilled migrants who are needed by our universities to fill critical roles but who may be affected differently by current proposals for a new immigration system. These 'atypical' staff are not usually on the types of contracts – and in some cases not earning the type of money – envisaged by the Migration Advisory Committee or the government in their recommendations, meaning that they may be caught out in the future under the post-Brexit immigration system currently indicated in the government's [December 2018 White Paper](#). This analysis provides evidence to suggest that further thinking about the issue of international-origin talent and the proposed £30,000 salary threshold may be needed for UK universities, across all disciplines, not just STEM subjects.

Technical Notes

Staff Coverage: Academic Staff

Our analysis in *A World of Talent II* only covered *academic staff*, which we consider to be those individuals reported in the HESA Staff Record as working on academic contracts – whether they are regular (open-ended / permanent and fixed-term) contracts or atypical contracts. We also consider academic staff to be those who are attributed in the HESA Staff Record to the academic cost centres numbered 101 through 145. We do not include in our analysis those staff that are linked to the following costs centres: Academic Services (201), Central Administration & Services (202), Staff & Student Facilities (204), Premises (205), or Residences & Catering (206).⁷

Cost Centres: Social Science, STEM, and the Arts & Humanities

In *A World of Talent II*, we consider certain costs centres to belong to the Social Sciences, STEM, and the Arts & Humanities respectively. The tables in these technical annexes are grouped according to these categories, but they also show the figures for individual cost centres as we recognise that some academic disciplines may be considered to fall into more than one of these categories, and others may have different opinions about which disciplines fit into these broad categories.

We consider the following to be *Social Science* cost centres: Psychology & behavioural sciences (104), Sports science & leisure studies (108), Architecture, built environment & planning (123), Geography & environmental studies (124), Area studies (125), Anthropology & development studies (127), Politics & international studies (128), Economics & econometrics (129), Law (130), Social work & social policy (131), Sociology (132), Business & management studies (133), Catering & hospitality management (134), Education (135), Continuing education (136), and Media studies (145).

We consider the following to be *STEM* cost centres: Clinical medicine (101), Clinical dentistry (102), Nursing & allied health professions (103), Health & community studies (105), Anatomy & physiology (106), Pharmacy & pharmacology (107), Veterinary science (109), Agriculture, forestry & food science (110), Biological, mathematical & physical sciences, Earth, marine & environmental sciences (111), Biosciences (112), Chemistry (113), Physics (114), General engineering (115), Chemical engineering (116), Mineral, metallurgy & materials engineering (117), Civil engineering (118), Electrical, electronic & computer engineering (119), Mechanical, aero & production engineering (120), IT, systems sciences & computer software engineering (121), and Mathematics (122).

Finally, we consider the following to be *Arts & Humanities* cost centres: Archaeology (126), Modern languages (137), English language & literature (138), History (139), Classics (140), Philosophy (141), Theology & religious studies (142), Art & design (143), Music, dance, drama & performing arts (144).

Calculation of Proportions by National Origin

When determining the proportions of national origin for both regular and atypical staff, we use the total academic staff (on the appropriate contract) that are 'of a known nationality' (in other words, the 'total' less those of an 'unknown' nationality) as the base of our calculations. It should be noted that the number of those for whom nationality is 'not known' is very low for regular staff (just 1% of the total of all reported staff in 2016/17), but higher for atypical staff as may be expected (at 11%). Analysing the proportion of staff of a known nationality provides us with a more accurate picture of known national origins, and this method is therefore used throughout this report, and in the sister report in this project, *A World of Talent*.⁸

Throughout both reports, *total international staff* refers to the sum total of the HESA categories 'other EU', 'other EEA', and 'other international' staff. Similarly, when we refer to EEA or *total EEA staff*, we are referring to the sum total of the HESA categories 'other EU' and 'other EEA.'⁹

HESA Rounding Methodology

We should also note that both reports adhere to HESA's Standard Rounding Methodology and reporting requirements, in order to ensure that personal data is protected and all statistics are anonymized. HESA's methodology requirements include three important aspects when dealing with data about people, like international staff: A) 'Counts of people are rounded to the nearest multiple of 5. '; B) 'Percentages ... are not published if they are fractions of a small group of people (fewer than 22.5).'; and C) 'Averages (like average age or average salary) are not published if they are averages of a small group of people (7 or fewer).'¹⁰

APPENDIX A – Origin of Social Science Academic Staff by Contract Type in 2016/17

Cost centre	Nationality	Russell Group				Other				ALL HEIs			
		Open-ended/ Permanent	Fixed-term	Total Regular Staff	Atypical Staff	Open-ended/ Permanent	Fixed-term	Total Regular Staff	Atypical Staff	Open-ended/ Permanent	Fixed-term	Total Regular Staff	Atypical Staff
(104) Psychology & behavioural sciences	UK	65%	67%	66%	78%	77%	74%	76%	82%	74%	72%	73%	80%
	EEA	22%	23%	22%	13%	16%	19%	17%	13%	18%	20%	18%	13%
	Other Non-EU	13%	10%	12%	10%	7%	7%	7%	5%	9%	8%	9%	7%
	Total Intl.	35%	33%	34%	22%	23%	26%	24%	18%	26%	28%	27%	20%
Total Known	1245	615	1865	1095	3435	1605	5045	1240	4685	2225	6905	2330	
(108) Sports science & leisure studies	UK	77%	67%	73%	71%	89%	87%	89%	93%	89%	86%	88%	90%
	EEA	10%	18%	13%	17%	8%	9%	8%	5%	8%	9%	8%	7%
	Other Non-EU	14%	14%	14%	12%	3%	4%	3%	2%	3%	5%	4%	4%
	Total Intl.	23%	33%	27%	29%	11%	13%	11%	7%	11%	14%	12%	10%
Total Known	70	40	110	90	2080	665	2745	480	2150	705	2855	565	
(123) Architecture, built environment & planning	UK	63%	68%	64%	62%	79%	68%	76%	74%	74%	68%	72%	67%
	EEA	24%	19%	23%	21%	12%	19%	13%	14%	15%	19%	16%	18%
	Other Non-EU	13%	13%	13%	17%	10%	13%	11%	12%	11%	13%	11%	15%
	Total Intl.	37%	32%	36%	38%	21%	32%	24%	26%	26%	32%	28%	33%
Total Known	930	230	1160	1100	2100	755	2855	800	3030	980	4015	1905	
(124) Geography & environmental studies	UK	75%	59%	68%	68%	83%	71%	79%	78%	79%	63%	73%	73%
	EEA	12%	24%	17%	13%	11%	18%	13%	14%	12%	21%	15%	13%
	Other Non-EU	12%	18%	15%	18%	6%	11%	8%	8%	9%	15%	12%	14%
	Total Intl.	25%	41%	32%	32%	17%	29%	21%	22%	21%	37%	27%	27%
Total Known	800	550	1350	455	715	315	1035	335	1520	865	2380	790	
(125) Area studies	UK	47%	56%	49%	53%	..	..	79%	..	50%	58%	52%	52%
	EEA	27%	19%	25%	26%	..	..	11%	..	26%	19%	24.1%	26%
	Other Non-EU	26%	25%	25%	21%	..	..	10%	..	24%	23%	24.0%	22%
	Total Intl.	53%	44%	51%	47%	..	..	21%	..	50%	42%	48%	48%
Total Known	255	80	335	115	20	15	35	5	275	95	370	120	
(127) Anthropology & development studies	UK	57%	37%	49%	45%	59%	54%	57%	79%	58%	45%	53%	50%
	EEA	20%	33%	25%	21%	21%	24%	22%	14%	20%	29%	24%	20%
	Other Non-EU	23%	30%	26%	33%	20%	21%	21%	7%	21%	26%	23%	29%
	Total Intl.	43%	63%	51%	55%	41%	46%	43%	21%	42%	55%	47%	50%
Total Known	310	200	510	320	235	155	390	55	545	355	900	380	
(128) Politics & international studies	UK	58%	46%	54%	44%	63%	54%	60%	67%	60%	49%	57%	53%
	EEA	25%	35%	28%	31%	24%	28%	25%	20%	24%	32%	27%	27%
	Other Non-EU	18%	19%	18%	25%	13%	18%	15%	14%	16%	19%	17%	20%
	Total Intl.	42%	54%	46%	56%	37%	46%	40%	33%	40%	51%	43%	47%
Total Known	1155	670	1825	510	1065	470	1535	320	2225	1140	3360	825	
(129) Economics & econometrics	UK	34%	22%	30%	35%	41%	37%	40%	51%	38%	29%	35%	39%
	EEA	41%	44%	42%	31%	35%	27%	33%	18%	38%	36%	37%	28%
	Other Non-EU	25%	34%	28%	34%	28%	36%	28%	32%	24%	35%	28%	33%
	Total Intl.	66%	78%	70%	65%	59%	63%	60%	49%	62%	71%	65%	61%
Total Known	1045	510	1555	590	925	455	1380	190	1970	965	2935	775	

Cost centre	Nationality	Russell Group				Other				ALL HEIs			
		Open-ended/ Permanent	Fixed-term	Total Regular Staff	Atypical Staff	Open-ended/ Permanent	Fixed-term	Total Regular Staff	Atypical Staff	Open-ended/ Permanent	Fixed-term	Total Regular Staff	Atypical Staff
(130) Law	UK	62%	58%	61%	65%	77%	77%	77%	77%	72%	71%	71%	70%
	EEA	24%	28%	25%	20%	14%	12%	14%	12%	18%	18%	18%	16%
	Other Non-EU	14%	14%	15%	15%	9%	10%	9%	12%	11%	12%	11%	14%
	Total Intl.	38%	42%	39%	35%	23%	23%	23%	23%	28%	29%	29%	30%
	Total Known	1560	490	2050	965	2630	945	3575	800	4190	1435	5625	1765
(131) Social work & social policy	UK	76%	53%	70%	81%	89%	88%	89%	89%	86%	80%	84%	86%
	EEA	15%	25%	18%	8%	7%	7%	8%	7%	10%	12%	10%	8%
	Other Non-EU	8%	22%	12%	11%	4%	4%	4%	4%	5%	8%	6%	6%
	Total Intl.	24%	47%	30%	19%	11%	11%	11%	11%	14%	20%	16%	14%
	Total Known	550	215	765	330	1420	685	2105	720	1965	900	2865	1050
(132) Sociology	UK	65%	55%	61%	60%	79%	77%	79%	81%	76%	70%	74%	70%
	EEA	19%	26%	22%	18%	13%	14%	13%	9%	14%	18%	16%	14%
	Other Non-EU	16%	19%	17%	22%	8%	8%	8%	10%	10%	12%	10%	16%
	Total Intl.	35%	45%	39%	40%	21%	23%	21%	19%	24%	30%	26%	30%
	Total Known	540	360	895	365	1470	745	2220	390	2010	1105	3115	760
(133) Business & management studies	UK	54%	44%	52%	46%	69%	69%	69%	70%	66%	64%	65%	61%
	EEA	25%	26%	25%	19%	16%	14%	15%	11%	18%	17%	18%	14%
	Other Non-EU	21%	29%	23%	35%	15%	17%	16%	19%	17%	19%	17%	25%
	Total Intl.	46%	56%	48%	54%	31%	31%	31%	30%	34%	36%	35%	39%
	Total Known	2525	865	3390	1525	8840	3055	11895	2495	11365	3920	15285	4020
(134) Catering & hospitality management	UK	..	..	..	..	83%	72%	81%	78%	83%	72%	81%	78%
	EEA	..	..	..	..	12%	23%	13%	14%	12%	23%	13%	14%
	Other Non-EU	..	..	..	..	6%	5%	6%	8%	6%	5%	6%	8%
	Total Intl.	..	..	..	..	17%	28%	19%	22%	17%	28%	19%	22%
	Total Known	0	0	0	0	575	80	655	95	575	80	655	95
(135) Education	UK	83%	83%	83%	80%	92%	91%	92%	92%	90%	89%	90%	88%
	EEA	11%	9%	10%	6%	5%	6%	5%	5%	6%	7%	7%	5%
	Other Non-EU	6%	8%	6%	14%	3%	3%	3%	3%	4%	4%	4%	7%
	Total Intl.	17%	17%	17%	20%	8%	9%	8%	8%	10%	11%	10%	12%
	Total Known	1525	615	2145	1090	4760	1985	6750	2020	6290	2605	8890	3110
(136) Continuing education	UK	74%	75%	74%	79%	86%	75%	82%	89%	78%	75%	77%	83%
	EEA	18%	21%	19%	12%	8%	19%	13%	7%	15%	19%	16%	10%
	Other Non-EU	7%	4%	7%	9%	5%	6%	6%	5%	7%	6%	6%	7%
	Total Intl.	26%	25%	26%	21%	14%	25%	18%	11%	22%	25%	23%	17%
	Total Known	490	60	555	380	225	150	375	255	715	215	930	635
(145) Media studies	UK	72%	64%	70%	55%	83%	80%	82%	83%	82%	79%	81%	79%
	EEA	16%	22%	17%	22%	11%	13%	11%	11%	11%	14%	12%	13%
	Other Non-EU	13%	15%	13%	24%	6%	7%	6%	6%	7%	7%	7%	8%
	Total Intl.	28%	36%	30%	45%	17%	20%	18%	17%	18%	21%	19%	21%
	Total Known	300	105	400	165	3065	1145	4210	990	3360	1250	4610	1155
TOTAL SOCIAL SCIENCE	UK	63%	55%	60%	62%	78%	75%	77%	80%	73%	69%	72%	72%
	EEA	22%	26%	23%	18%	13%	14%	13%	10%	16%	18%	16%	13%
	Other Non-EU	15%	19%	16%	21%	9%	11%	10%	10%	11%	13%	12%	15%
	Total Intl.	37%	45%	40%	38%	22%	25%	23%	20%	27%	31%	28%	28%
	Total Known	13305	5595	18905	9095	33560	13235	46795	11190	46870	18830	65700	20285

APPENDIX B – Origin of STEM Academic Staff by Contract Type in 2016/17

Cost centre	Nationality	Russell Group						Other						ALL HEIs							
		Open-ended/Permanent		Fixed-term		Total Regular Staff	Atypical Staff	Open-ended/Permanent		Fixed-term		Total Regular Staff	Atypical Staff	Open-ended/Permanent		Fixed-term		Total Regular Staff	Atypical Staff		
		%	Count	%	Count	Count	Count	%	Count	%	Count	Count	Count	%	Count	%	Count	Count	Count	Count	
(101) Clinical medicine	UK	72%	10870	59%	9070	66%	3765	83%	2240	64%	1695	3935	1025	81%	2240	64%	1695	3935	1025	78%	1025
	EEA	18%	2800	25%	3700	21%	1000	9%	1000	21%	1000	15%	1000	11%	1000	7%	1000	11%	1000	10%	1000
	Other Non-EU	9%	1350	15%	2000	12%	550	8%	1000	15%	2000	11%	1000	7%	1000	11%	1000	9%	1000	9%	1000
	Total Intl.	28%	4150	41%	5700	34%	1710	17%	2000	36%	4000	26%	3000	22%	2500	19%	2200	36%	4000	22%	2500
Total Known		10870		9070		20040		3765		1695		3935		2240		1695		3935		1025	
(102) Clinical dentistry	UK	83%	10870	71%	9070	81%	3765	83%	2240	71%	1695	85%	1025	88%	2240	71%	1695	85%	1025	90%	1025
	EEA	11%	1350	13%	1600	11%	900	9%	1000	11%	1000	6%	1000	4%	1000	11%	1000	6%	1000	7%	1000
	Other Non-EU	6%	800	16%	2000	8%	1100	11%	1000	16%	2000	10%	1000	8%	1000	17%	2000	10%	1000	3%	1000
	Total Intl.	17%	2500	29%	3600	19%	1100	12%	1000	29%	3600	15%	1000	10%	1000	29%	3600	15%	1000	10%	1000
Total Known		1125		230		1355		185		35		175		140		35		175		155	
(103) Nursing & allied health professions	UK	91%	1125	82%	230	90%	1355	92%	140	84%	35	91%	155	93%	140	84%	35	91%	155	93%	155
	EEA	6%	1125	9%	230	6%	850	5%	100	8%	35	5%	100	5%	100	8%	35	5%	100	4%	100
	Other Non-EU	3%	400	9%	200	4%	600	3%	400	9%	200	4%	600	3%	400	9%	200	4%	600	4%	600
	Total Intl.	9%	1115	18%	280	10%	1395	8%	1115	18%	280	9%	1115	7%	1115	18%	280	9%	1115	7%	1115
Total Known		1115		280		1395		535		1570		8575		7005		1570		8575		2580	
(105) Health & community studies	UK	89%	1115	81%	280	85%	1395	88%	140	88%	1570	89%	2100	88%	140	88%	1570	89%	2100	92%	2100
	EEA	8%	1115	8%	280	8%	1000	7%	1000	8%	1000	7%	1000	7%	1000	8%	1000	7%	1000	6%	1000
	Other Non-EU	4%	500	11%	300	7%	800	5%	500	11%	300	4%	500	4%	500	11%	300	4%	500	3%	500
	Total Intl.	11%	1115	19%	380	15%	875	12%	260	12%	350	11%	850	8%	1250	12%	350	11%	850	8%	1250
Total Known		485		385		875		260		850		2100		1250		850		2100		460	
(106) Anatomy & physiology	UK	71%	590	43%	490	58%	1080	77%	590	81%	315	86%	400	88%	590	81%	315	86%	400	86%	400
	EEA	21%	280	36%	330	28%	330	10%	100	9%	100	10%	100	9%	100	10%	100	10%	100	7%	100
	Other Non-EU	9%	1350	21%	2000	14%	1300	13%	1000	5%	500	4%	1000	8%	1000	5%	500	4%	1000	8%	1000
	Total Intl.	29%	4200	57%	5700	42%	2300	23%	2000	19%	1400	14%	1400	14%	1400	19%	1400	14%	1400	14%	1400
Total Known		530		455		985		235		215		870		655		215		870		450	
(107) Pharmacy & pharmacology	UK	72%	1115	60%	455	67%	985	78%	590	59%	215	77%	450	83%	590	59%	215	77%	450	84%	450
	EEA	18%	1115	20%	200	19%	200	9%	100	22%	200	13%	100	9%	100	22%	200	13%	100	6%	100
	Other Non-EU	10%	1350	20%	2000	14%	1400	14%	1000	8%	1000	11%	1000	10%	1000	8%	1000	11%	1000	10%	1000
	Total Intl.	28%	4000	40%	4000	33%	2200	22%	2000	17%	1400	23%	2000	16%	1400	21%	1400	23%	2000	16%	1400
Total Known		590		490		1080		495		315		1225		910		315		1225		400	
(109) Veterinary science	UK	75%	10870	49%	9070	69%	3765	83%	2240	58%	1695	62%	1025	64%	2240	58%	1695	62%	1025	67%	1025
	EEA	18%	2800	35%	3700	22%	1000	10%	1000	26%	1000	26%	1000	20%	1000	26%	1000	23%	1000	20%	1000
	Other Non-EU	7%	1350	15%	2000	9%	1100	7%	1000	15%	2000	12%	1000	8%	1000	15%	2000	10%	1000	7%	1000
	Total Intl.	25%	3600	51%	5700	31%	1710	17%	2000	36%	4000	38%	3000	27%	2500	36%	4000	27%	2500	27%	2500
Total Known		785		260		1045		255		115		345		225		115		345		15	
(110) Agriculture, forestry & food science	UK	72%	1125	55%	230	66%	1355	35%	140	63%	670	80%	360	84%	1085	63%	670	80%	360	87%	360
	EEA	24%	1125	25%	230	24%	200	11%	100	25%	200	14%	100	11%	100	25%	200	14%	100	7%	100
	Other Non-EU	4%	500	20%	2000	10%	1000	5%	500	13%	1000	7%	1000	6%	1000	13%	1000	7%	1000	7%	1000
	Total Intl.	28%	4000	45%	3400	34%	2000	65%	1400	16%	1000	20%	1000	13%	1000	16%	1000	20%	1000	13%	1000
Total Known		95		50		145		45		190		1000		815		190		1000		100	
(111) Earth, marine & environmental sciences	UK	71%	10870	53%	9070	64%	3765	68%	2240	68%	1695	76%	1025	81%	2240	68%	1695	76%	1025	77%	1025
	EEA	17%	2800	26%	3700	20%	1500	15%	1000	21%	1000	16%	1000	14%	1000	21%	1000	16%	1000	14%	1000
	Other Non-EU	12%	1350	21%	2000	15%	1800	18%	1000	11%	1000	8%	1000	9%	1000	11%	1000	8%	1000	9%	1000
	Total Intl.	29%	4200	47%	5700	32%	2400	32%	2000	32%	2400	24%	2000	23%	2000	32%	2400	24%	2000	23%	2000
Total Known		1220		685		1905		815		670		1755		1085		670		1755		360	
(112) Biosciences	UK	65%	1125	49%	230	58%	1355	67%	140	60%	670	70%	360	76%	1085	60%	670	70%	360	74%	360
	EEA	22%	1125	32%	230	27%	200	16%	100	25%	200	19%	100	12%	100	25%	200	19%	100	12%	100
	Other Non-EU	13%	1350	19%	2000	16%	1700	17%	1000	8%	1000	10%	1000	14%	1000	8%	1000	10%	1000	10%	1000
	Total Intl.	35%	4200	51%	3400	42%	2800	33%	2000	24%	1400	30%	2000	26%	1400	24%	1400	30%	2000	26%	1400
Total Known		3860		3140		7000		1965		2540		6865		4325		2540		6865		1500	
(113) Chemistry	UK	67%	10870	42%	9070	54%	3765	69%	2240	58%	1695	71%	1025	79%	2240	58%	1695	71%	1025	70%	1025
	EEA	21%	2800	33%	3700	27%	1400	14%	1000	13%	1000	17%	1000	13%	1000	13%	1000	17%	1000	14%	1000
	Other Non-EU	12%	1350	25%	2000	19%	1900	12%	1000	8%	1000	12%	1000	8%	1000	19%	2000	12%	1000	16%	1000
	Total Intl.	33%	4000	58%	5700	46%	3100	31%	2000	21%	1400	29%	2000	21%	1400	29%	2000	21%	1400	29%	2000
Total Known		1355		1450		2805		970		535		1465		925		535		1465		500	

Cost centre	Nationality	Russell Group						Other						ALL HEIs					
		Open-ended/Permanent		Fixed-term		Total Regular Staff		Open-ended/Permanent		Fixed-term		Total Regular Staff		Open-ended/Permanent		Fixed-term		Total Regular Staff	
(114) Physics	UK	61%	43%	53%	68%	61%	54%	58%	73%	61%	46%	54%	69%	61%	30%	46%	54%	69%	
	EEA	25%	31%	28%	16%	27%	27%	27%	14%	25%	30%	27%	16%	25%	23%	30%	27%	16%	
	Other Non-EU	14%	25%	19%	16%	12%	19%	15%	12%	14%	23%	15%	15%	14%	18%	23%	18%	15%	
	Total Intl.	39%	57%	47%	32%	39%	46%	42%	27%	39%	54%	42%	31%	39%	46%	54%	46%	31%	
	Total Known	1980	1645	3625	950	835	660	1495	360	2815	2305	5120	1305	2815	2305	5120	1305		
(115) General engineering	UK	57%	30%	44%	50%	72%	72%	72%	59%	64%	50%	58%	53%	64%	20%	50%	58%	53%	
	EEA	20%	27%	23%	17%	12%	13%	13%	9%	16%	20%	18%	14%	16%	20%	20%	18%	14%	
	Other Non-EU	23%	44%	33%	33%	16%	15%	15%	32%	20%	30%	24%	33%	20%	30%	24%	33%	33%	
	Total Intl.	43%	70%	56%	50%	28%	28%	28%	41%	36%	50%	42%	47%	36%	36%	50%	42%	47%	
	Total Known	1020	905	1925	590	1015	825	1835	400	2035	1725	3760	995	2035	1725	3760	995		
(116) Chemical engineering	UK	48%	32%	42%	44%	59%	43%	43%	59%	51%	36%	45%	50%	51%	27%	27%	27%	18%	
	EEA	28%	30%	29%	15%	24%	19%	22%	22%	27%	27%	27%	18%	27%	27%	27%	27%	18%	
	Other Non-EU	24%	38%	30%	41%	17%	38%	25%	19%	22%	38%	28%	31%	22%	38%	28%	28%	31%	
	Total Intl.	52%	68%	58%	56%	41%	57%	47%	41%	49%	64%	55%	50%	49%	49%	64%	55%	50%	
	Total Known	495	360	855	280	220	145	360	215	715	505	1220	495	715	505	1220	495		
(117) Mineral, metallurgy & materials engineering	UK	67%	33%	49%	52%	73%	43%	43%	58%	69%	34%	52%	53%	69%	26%	34%	52%	53%	
	EEA	17%	26%	21%	12%	14%	31%	17%	15%	16%	26%	21%	12%	16%	26%	21%	12%	12%	
	Other Non-EU	16%	41%	30%	36%	13%	26%	15%	27%	15%	40%	27%	34%	15%	40%	27%	34%	34%	
	Total Intl.	33%	67%	51%	48%	27%	57%	32%	42%	31%	66%	48%	47%	27%	31%	66%	48%	47%	
	Total Known	450	400	1075	290	175	40	210	65	625	560	1185	355	625	560	1185	355		
(118) Civil engineering	UK	60%	40%	53%	37%	71%	54%	66%	66%	66%	46%	59%	48%	66%	31%	46%	59%	48%	
	EEA	21%	36%	26%	18%	15%	23%	17%	18%	18%	31%	22%	18%	18%	31%	22%	18%	18%	
	Other Non-EU	19%	24%	21%	45%	14%	23%	17%	16%	17%	24%	19%	34%	17%	24%	19%	34%	34%	
	Total Intl.	40%	60%	47%	63%	29%	46%	34%	34%	34%	54%	41%	52%	34%	34%	54%	41%	52%	
	Total Known	675	400	1075	480	650	250	905	270	1325	650	1975	750	1325	650	1975	750		
(119) Electrical, electronic & computer engineering	UK	55%	30%	45%	38%	71%	42%	61%	55%	63%	35%	53%	44%	63%	22%	35%	53%	44%	
	EEA	22%	25%	23%	15%	13%	18%	15%	14%	18%	22%	19%	15%	18%	22%	19%	15%	15%	
	Other Non-EU	23%	45%	32%	31%	16%	40%	24%	24%	19%	43%	28%	41%	19%	43%	28%	41%	41%	
	Total Intl.	45%	70%	55%	62%	29%	58%	39%	45%	37%	65%	47%	56%	37%	37%	65%	47%	56%	
	Total Known	1335	920	2250	895	1410	700	2110	475	2740	1620	4360	1375	2740	1620	4360	1375		
(120) Mechanical, aero & production engineering	UK	63%	40%	54%	45%	72%	47%	64%	60%	69%	44%	60%	52%	69%	23%	44%	60%	52%	
	EEA	18%	27%	21%	16%	12%	20%	15%	20%	14%	23%	17%	18%	14%	23%	17%	18%	18%	
	Other Non-EU	19%	33%	24%	39%	16%	33%	21%	20%	17%	33%	22%	30%	17%	33%	22%	30%	30%	
	Total Intl.	37%	60%	46%	55%	28%	53%	36%	40%	40%	56%	40%	48%	31%	31%	56%	40%	48%	
	Total Known	1280	725	2005	945	2125	990	3115	920	3410	1715	5120	1865	3410	1715	5120	1865		
(121) IT, systems & computer software engineering	UK	54%	35%	46%	38%	69%	56%	65%	65%	65%	48%	59%	54%	65%	25%	48%	59%	54%	
	EEA	28%	36%	32%	24%	17%	19%	18%	13%	20%	25%	17%	17%	20%	25%	17%	17%	17%	
	Other Non-EU	18%	29%	22%	38%	14%	25%	17%	22%	15%	26%	19%	29%	15%	26%	19%	29%	29%	
	Total Intl.	46%	65%	54%	62%	31%	44%	35%	35%	35%	52%	41%	46%	35%	35%	52%	41%	46%	
	Total Known	1260	860	2120	665	3245	1440	4680	960	4505	2300	6805	1625	4505	2300	6805	1625		
(122) Mathematics	UK	49%	37%	45%	57%	62%	71%	66%	67%	55%	53%	54%	60%	55%	26%	53%	54%	60%	
	EEA	31%	35%	32%	21%	24%	15%	20%	15%	28%	26%	27%	19%	28%	26%	27%	19%	19%	
	Other Non-EU	20%	28%	23%	22%	14%	14%	14%	18%	18%	21%	19%	21%	18%	21%	19%	21%	21%	
	Total Intl.	51%	63%	55%	43%	38%	29%	34%	33%	33%	45%	40%	40%	33%	45%	40%	40%	40%	
	Total Known	1680	900	2585	1125	1255	805	2060	435	2935	1705	4645	1565	2935	1705	4645	1565		
TOTAL STEM	UK	68%	50%	60%	66%	79%	64%	74%	76%	73%	55%	66%	70%	73%	33%	55%	66%	70%	
	EEA	20%	28%	23%	14%	12%	18%	14%	11%	16%	24%	19%	12%	16%	24%	19%	12%	12%	
	Other Non-EU	13%	22%	17%	20%	9%	17%	11%	13%	11%	20%	20%	17%	11%	20%	20%	17%	17%	
	Total Intl.	32%	50%	34%	34%	21%	36%	24%	24%	24%	45%	34%	30%	21%	45%	34%	30%	30%	
	Total Known	32310	23730	56040	15745	30500	14590	45090	11645	62815	38320	101135	27385	62815	38320	101135	27385		

APPENDIX C – Origin of Arts & Humanities Academic Staff by Contract Type in 2016/17

Cost centre	Nationality	Russell Group						Other						ALL HEIs					
		Open-ended/ Permanent	Fixed-term	Total	Regular Staff	Atypical Staff	Total	Open-ended/ Permanent	Fixed-term	Total	Regular Staff	Atypical Staff	Total	Open-ended/ Permanent	Fixed-term	Total	Regular Staff	Atypical Staff	Total
(126) Archaeology	UK	69%	57%	64%	66%	80%	69%	77%	73%	58%	67%	67%	73%	58%	67%	67%	67%	67%	67%
	EEA	19%	29%	23%	20%	13%	23%	16%	15%	28%	21%	19%	16%	17%	28%	21%	19%	19%	
	Other Non-EU	12%	14%	13%	15%	7%	8%	7%	11%	10%	13%	11%	11%	10%	13%	11%	11%	14%	
	Total Intl.	31%	43%	36%	34%	20%	31%	23%	27%	27%	33%	33%	27%	27%	41%	33%	33%	33%	
Total Known	305	250	555	215	145	55	55	200	50	450	755	50	50	305	755	265	265	265	
(137) Modern languages	UK	52%	35%	48%	60%	51%	52%	51%	59%	52%	49%	49%	59%	45%	49%	60%	49%	60%	
	EEA	34%	48%	38%	24%	37%	34%	34%	27%	36%	40%	37.0%	27%	36%	40%	25%	37.0%	25%	
	Other Non-EU	13%	17%	14%	15%	12%	14%	14%	14%	13%	15%	14%	14%	13%	15%	14%	14%	15%	
	Total Intl.	48%	65%	52%	40%	48%	49%	48%	41%	49%	55%	51%	41%	49%	55%	40%	51%	40%	
Total Known	2230	830	3060	1180	1575	1180	1180	2755	560	3805	5815	560	560	2010	5815	1740	1740		
(138) English language & literature	UK	77%	73%	76%	74%	81%	82%	82%	79%	80%	80%	80%	79%	80%	80%	77%	80%	77%	
	EEA	11%	15%	13%	13%	11%	11%	11%	11%	11%	12%	11%	11%	11%	12%	12%	11%	12%	
	Other Non-EU	12%	12%	12%	13%	8%	7%	7%	10%	9%	8%	9%	10%	8%	9%	11%	9%	11%	
	Total Intl.	23%	27%	24%	26%	18%	18%	18%	21%	20%	20%	23%	21%	20%	20%	23%	20%	23%	
Total Known	1115	455	1570	740	2130	1150	1150	3280	815	3245	4850	815	815	1605	4850	1560	1560		
(139) History	UK	68%	58%	65%	76%	76%	76%	76%	79%	72%	71%	71%	79%	68%	71%	77%	68%	77%	
	EEA	16%	25%	19%	12%	14%	15%	14%	14%	15%	14%	16%	14%	15%	16%	12%	15%	12%	
	Other Non-EU	15%	17%	16%	12%	10%	9%	9%	10%	13%	13%	13%	10%	13%	13%	11%	13%	11%	
	Total Intl.	32%	42%	35%	24%	24%	24%	24%	21%	24%	28%	29%	21%	24%	29%	23%	29%	23%	
Total Known	1135	505	1640	555	1260	580	580	1840	470	2395	3480	470	470	1090	3480	1025	1025		
(140) Classics	UK	66%	46%	59%	63%	59%	74%	66%	58%	64%	61%	61%	58%	56%	61%	62%	56%	62%	
	EEA	25%	37%	29%	26%	29%	19%	24%	25%	26%	28%	26%	25%	30%	28%	26%	26%	26%	
	Other Non-EU	9%	17%	12%	11%	12%	7%	10%	17%	10%	11%	11%	17%	14%	11%	12%	11%	12%	
	Total Intl.	34%	54%	41%	37%	41%	41%	26%	42%	34%	36%	38%	42%	34%	44%	39%	38%	38%	
Total Known	310	155	465	165	95	90	90	185	25	410	650	25	25	240	650	190	190		
(141) Philosophy	UK	61%	57%	60%	64%	66%	63%	64%	46%	63%	60%	60%	46%	59%	62%	60%	59%	60%	
	EEA	20%	24%	21%	22%	21%	25%	25%	22%	22%	24%	24%	31%	24%	22%	24%	24%	24%	
	Other Non-EU	19%	19%	19%	14%	13%	12%	12%	22%	17%	17%	17%	22%	17%	17%	16%	17%	16%	
	Total Intl.	39%	43%	40%	36%	34%	37%	35%	54%	37%	37%	40%	54%	38%	41%	40%	38%	40%	
Total Known	415	255	665	235	270	160	160	430	75	685	1100	75	75	415	1100	310	310		
(142) Theology & religious studies	UK	67%	61%	65%	71%	74%	79%	76%	74%	70%	70%	70%	74%	70%	70%	73%	70%	73%	
	EEA	16%	16%	16%	8%	14%	10%	10%	9%	15%	13%	14%	9%	13%	13%	9%	14%	9%	
	Other Non-EU	18%	23%	19%	21%	12%	11%	11%	16%	15%	15%	15%	16%	15%	17%	19%	15%	19%	
	Total Intl.	33%	39%	35%	29%	26%	21%	24%	26%	26%	30%	30%	26%	30%	30%	27%	30%	27%	
Total Known	245	105	350	160	250	105	105	360	130	495	705	130	130	210	705	290	290		
(143) Art & design	UK	77%	65%	75%	75%	88%	80%	85%	80%	87%	85%	85%	80%	79%	85%	80%	79%	80%	
	EEA	13%	18%	14%	16%	8%	14%	14%	14%	8%	10%	10%	14%	14%	10%	15%	10%	15%	
	Other Non-EU	10%	17%	11%	9%	4%	6%	5%	5%	4%	7%	7%	5%	4%	7%	6%	5%	6%	
	Total Intl.	23%	35%	25%	25%	12%	20%	21%	15%	13%	13%	15%	20%	13%	21%	20%	13%	20%	
Total Known	480	110	595	505	6470	3155	3155	9625	3080	6955	10220	3080	3080	3265	10220	3580	3580		
(144) Music, dance, drama & performing arts	UK	73%	72%	72%	78%	85%	82%	84%	83%	84%	81%	83%	84%	81%	83%	82%	81%	82%	
	EEA	13%	15%	14%	11%	9%	12%	10%	9%	10%	10%	10%	9%	10%	10%	10%	10%	10%	
	Other Non-EU	15%	13%	14%	11%	6%	6%	6%	8%	7%	7%	7%	8%	7%	7%	9%	7%	9%	
	Total Intl.	27%	28%	28%	22%	15%	18%	18%	17%	17%	16%	17%	17%	16%	19%	17%	18%	18%	
Total Known	525	255	780	445	5245	1725	1725	6970	1430	5770	7750	1430	1430	1975	7750	1875	1875		
Arts & Hum.	UK	65%	55%	62%	69%	81%	76%	69%	78%	77%	75%	75%	78%	70%	75%	75%	75%	75%	
	EEA	22%	29%	24%	17%	12%	16%	16%	13%	15%	20%	16%	14%	20%	16%	15%	16%	15%	
	Other Non-EU	14%	16%	14%	13%	6%	7%	6%	7%	8%	8%	8%	7%	7%	8%	10%	8%	10%	
	Total Intl.	35%	45%	38%	31%	19%	24%	24%	20%	22%	23%	25%	22%	23%	30%	25%	25%	25%	
Total Known	6760	2920	9680	4200	17450	8200	8200	25645	6635	24210	35325	6635	6635	11120	35325	10835	10835		

NOTES

¹ The complete definition may be found on HESA's 'Definitions' page for the HESA Staff Record from 2007/08 to 2017/18, under the 'Terms of Employment' section, available at: <https://www.hesa.ac.uk/support/definitions/staff#terms-employment>.

² For example, see the Russell Group's statement from 17 November 2016 on 'Staff Contracts', available at: <https://www.russellgroup.ac.uk/news/russell-group-staff-contracts/>.

³ For example, see HESA's 17 November 2016 'Statement on the use of HESA staff data', available at: <https://www.hesa.ac.uk/news/17-11-2016/statement-use-hesa-staff-data>.

⁴ In 2019, HESA published the first official data on hourly paid and zero-hours academic contracts, for the year 2017/18. According to THE analysis, this shows that among typical (regular) academic staff at UK HEIs, 3% were employed on zero-hours contracts; among *atypical* staff these numbers were higher, with 23% reportedly on zero-hours contracts. See: Simon Baker (2019) 'Official zero-hours figures unlikely to stem 'casualisation' row,' *THE (Times Higher Education)*, January 24, available at: <https://www.timeshighereducation.com/news/official-zero-hours-figures-unlikely-stem-casualisation-row>. It should be noted that the extent of atypical staff on zero-hours contracts has been the subject of much debate over recent years. See, e.g.: <https://www.timeshighereducation.com/news/zero-hour-numbers-still-unclear-despite-year-long-study>, <https://www.researchprofessional.com/0/rr/news/uk/universities/2016/11/Zero-hours-contract-claims-misleading-says-Russell-Group.html>, and <https://wonkhe.com/blogs/analysis-atypical-academics-and-precarious-work/>. The debate led to a consultation by HESA on introducing the new measurements of such contracts. See, e.g.: <https://www.hesa.ac.uk/files/C17025%20Staff%20Annual%20Update.pdf>.

⁵ In other words, for regular 'staff FPE counts are calculated on the basis of contract activities that were active on 1 December of the reporting period (using the HESA staff contract population)', whereas 'atypical staff FPE counts are calculated on the basis of those individuals who have only atypical contracts that were active during the reporting period (using the HESA atypical staff population).' See: <https://www.hesa.ac.uk/support/definitions/staff#terms-employment>.

⁶ <https://www.hesa.ac.uk/news/17-11-2016/statement-use-hesa-staff-data>

⁷ For more information on the cost centres used in the HESA Staff Record, see: <https://www.hesa.ac.uk/support/documentation/cost-centres/2012-13-onwards>.

⁸ Source: HESA Staff Record 2012/13-2016/17.

⁹ See: HESA Staff Record 2012/13-2016/17

¹⁰ For more information, see: <https://www.hesa.ac.uk/about/regulation/data-protection/rounding-and-suppression-anonymise-statistics>.