

Introduction

This publication is one of three reference volumes being produced for the first time by the Higher Education Statistics Agency (HESA), which present statistics about the publicly-funded higher education institutions of the United Kingdom.

This volume draws on HESA's collection of data about finance and staff in higher education. Tabulations are included which record and analyse the income and expenditure of universities and colleges (with data shown at institution level) and also about the characteristics of academic staff (including gender balance within academic subject departments, ethnicity, etc.). This volume replaces and extends the data previously included in the USR blue volume (Volume 2 - Finance of Higher Education) and now includes staff data formerly presented in the USR red volume.

The other volumes are:

Students in Higher Education Institutions - which has put together, for the first time on a consistent basis, statistical data about all aspects of students in higher education institutions, including their examination results. Tabulations also cover subjects of study at undergraduate and postgraduate levels. This publication is aimed at those seriously interested in finding out about issues concerning students in higher education. This volume replaces and extends the data previously included in the USR red volume (Volume 1 - Students and Staff in Higher Education) although staff data is now included in this publication.

First Destinations of Students Leaving Higher Education Institutions - which includes statistics about the first destinations of graduates, including employment rates, participation in further education and training, etc. A summary tabulation at institution level is included. This publication is a replacement and extension of the USR green volume (Volume 3 - First Destinations of University Graduates).

Whilst HESA intends to publish extensively from the data it collects, it is recognised that specific requirements by some interested parties may not be addressed. Therefore, the agency undertakes to provide a service to answer ad hoc enquiries about the data collected, for which a charge may be levied.

There are a number of other organisations who publish statistical data about higher education; a list of these is included at the back of this publication

In 1995, HESA collected finance and staff data from all publicly-funded UK higher education institutions (HEIs) for the academic year 1994/95. For the first time, this information was collected uniformly from all of the universities and higher education colleges in the UK.

This section analyses the key data contained within the main tables and presents summary statistics and key points for the finance data and staff data in turn.

Finance Data

For comparative purposes, the HESA record contains basic income and expenditure figures based on 1993/94 data. In 1995, there was an overall increase in income of £660 million which represents a 7% growth from 1994. Funding council grants increased by £906 million but this was offset by a 19% reduction (£528 million) in academic fees and support grants in 1995. Endowment income and interest receivable increased by 18% to £36 million. Income from research grants and contracts and from other operating income increased by 7% and 9% respectively in line with the overall percentage change.

Table A - Income and Expenditure

UK HEIs	1994	1995	£Thousands % Change
Income			
Funding Council Grants	3468089	4374054	26
Academic Fees & Support Grants	2776893	2248615	-19
Research Grants & Contracts	1354866	1453122	7
Other Operating Income	1574664	1722544	9
Endowment Income & Interest Receivable	203980	240193	18
Total	9378493	10038527	7
Expenditure			
Staff Costs	5292125	5644081	7
Depreciation	330732	395462	20
Other Operating Expenses	3367809	3601532	7
Interest Payable	119332	149509	25
Total	9109997	9790585	7

As with income in 1995, there was a 7% increase in expenditure over the same period, rising by £681 million to £9791 million. The majority of this is accounted for in staff costs and other operating expenses with increases of £352 million and £234 million respectively. These increases both represent 7% growth. Expenditure which is attributed to depreciation rose by £65 million (20%) and that for interest payable increased by £30 million (25%).

The overall surplus in 1994 was £268 million and this dropped by 8% to £248 million in 1995.

General Income

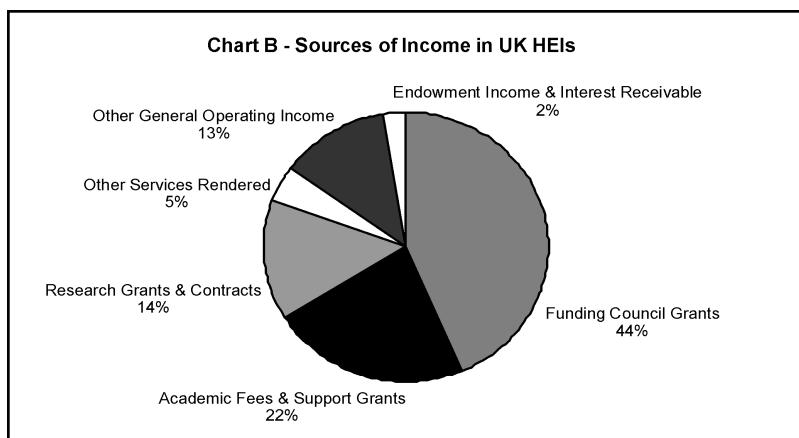
Funding council grants accounted for £4374 million, 44% of all income in UK HEIs, with the highest contribution to overall income being in Northern Ireland (52%). The lowest proportional level of income provided by funding councils was in institutions in England (43%).

Table B - Sources of Income

UK HEIs	England	Wales	Scotland	Northern Ireland	£Thousands Total UK
Funding Council Grants	3511836	232337	518765	111117	4374054
Academic Fees & Support Grants	1894613	101914	211265	40823	2248615
Research Grants & Contracts	1200692	48223	182665	21542	1453122
Other Services Rendered	343751	26668	75219	15433	461071
Other General Operating Income	1040953	68921	132842	18757	1261473
Endowment Income & Interest Receivable	198719	11845	24489	5140	240193
Total Income	8190563	489908	1145245	212812	10038527

Academic fees and support grants represented 23% of total income in English HEIs while the equivalent proportion in institutions in Scotland and Northern Ireland was 18% and 19% respectively. The overall figure for the UK was £2249 million, 22% of total income.

£1453 million was provided by research grants and contracts in 1995. The highest proportion of income from this source was for institutions in Scotland and England where it accounted for 16% and 15% of total income respectively. By comparison, institutions in Wales and Northern Ireland received just 10% of their total income from this source.



Other operating income accounted for 13% of total income in UK HEIs. In Wales, this figure was slightly higher with £69 million representing 14% of all income and in Northern Ireland it was slightly lower with £19 million representing 9% of all income.

5% of total income came from other services rendered. For institutions in Scotland and Northern Ireland this proportion was 7%.

Academic Fees and Support Grants

Full-time HE fees constituted 74% of income from academic fees and support grants. In Scotland and Wales this proportion was slightly higher with £180 million and £85 million representing 85% and 84% respectively. Of the income for full-time HE fees 73% was for fees paid at the home rate and 27% for fees paid at other rates (mainly non-EU overseas rates). This distribution was similar in HEIs across England, Wales and Scotland but in Northern Ireland institutions only 8% of full-time HE fees were not paid at the home rate. HEIs in England had the greatest proportion of full-time HE fees not paid at the home rate of 28%.

Table C - Total Income from Funding Council Grants and Academic Fees and Support Grants

UK HEIs	England	Wales	Scotland	Northern Ireland	£Thousands
Funding Council Grants					
HE Provision	3460700	229380	518765	111117	4319961
Recurrent Grants	3121207	204683	461856	101225	3888971
Capital Grants	339493	24697	56908	9892	430990
FE Provision	51136	2957	0	0	54093
Total	3511836	232337	518765	111117	4374054
Academic Fees & Support Grants					
FT HE Fees	1374803	85271	179502	32553	1672129
Home Rates	989100	64632	133330	29978	1217040
Other Rates	385703	20639	46172	2575	455089
PT HE Fees	218197	7984	12063	3915	242159
Non-credit Bearing Course Fees	144381	3754	13988	3328	165451
Other Fees & Support Grants	157232	4905	5712	1027	168876
Total	1894613	101914	211265	40823	2248615

Overall, 11% of academic fees and support grants were for part-time HE fees. In Scotland and Wales this proportion was lower with 6% and 8% which represented £12 million and £8 million respectively. HEIs in England received £218 million from part-time HE fees, 12% of all income from academic fees and support grants. It must be noted however, that the Open University is classed wholly within England and the vast majority of its students study part-time.

Research Grants and Contracts

Of the income for research grants and contracts, 34% came from research councils. This represented £497 million. This proportion was lower for institutions in Northern Ireland where £4 million accounted for 20%. Institutions in England received 35% of their income for research grants and contracts from research councils.

UK based charities provided 22% of the overall income for research grants and contracts, with institutions in Wales receiving the lowest proportional level (15%) and those in England the highest proportional level (22%).

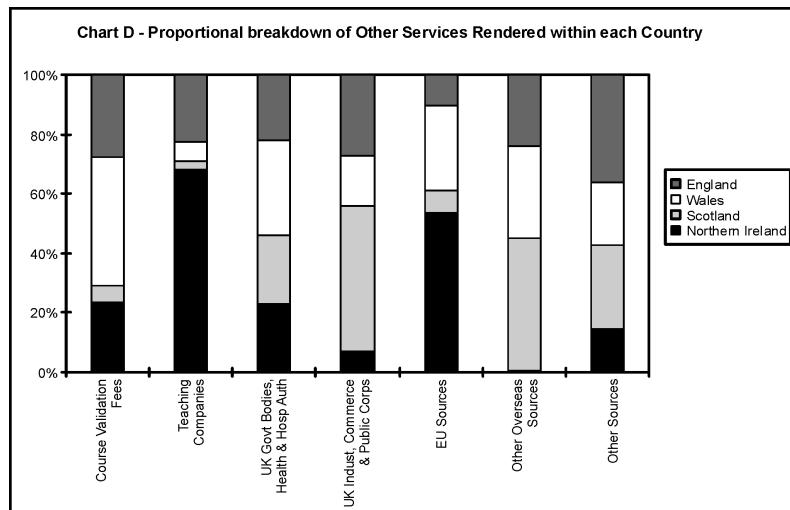
Table D - Total Income from Research Grants and Contracts and Other Services Rendered

UK HEIs	England	Wales	Scotland	Northern Ireland	£Thousands
Research Grants and Contracts					
OST Research Councils	416698	14632	61220	4224	496774
UK based Charities	268068	7085	33994	4041	313188
UK Govt Bodies, Health & Hosp Auth	192916	11239	33817	6115	244087
UK Indust, Commerce & Public Corps	129899	5616	20327	1693	157535
EU Sources	114599	5898	20298	4418	145213
Other Overseas Sources	47916	1449	6477	222	56064
Other Sources	30597	2304	6532	829	40262
Total	1200692	48223	182665	21542	1453122
Other Services Rendered					
Course Validation Fees	10444	1270	480	400	12594
Teaching Companies	14433	315	403	1948	17099
UK Govt Bodies, Health & Hosp Auth	87127	9889	20058	4074	121148
UK Indust, Commerce & Public Corps	60238	2875	23432	705	87250
EU Sources	25162	5313	4007	5784	40266
Other Overseas Sources	7980	790	3230	6	12006
Other Sources	138367	6216	23609	2516	170708
Total	343751	26668	75219	15433	461071

Other Services Rendered

There was a total of £461 million provided for other services rendered.

UK government bodies, health and hospital authorities provided £121 million which accounted for 26% of total UK income for other services rendered. In Wales, this figure was £10 million and represented 37% of this source of income.



The breakdown of the other services rendered source of income in Northern Ireland institutions differed quite markedly from that for the UK as a whole. This is particularly noticeable in the categories for income from teaching companies and from EU sources where the percentages were 13% and 37% respectively compared to 4% and 9% in the UK as a whole. In fact, the actual value of income in Northern Ireland institutions from teaching companies and from EU sources was £2 million and £6 million respectively, which was greater than that for institutions in either Wales or Scotland. Similarly, income from UK industry, commerce and public corporations in Northern Ireland constituted just 5% of the total income from this source while it composed 19% of the total UK income.

Income from UK industry, commerce and public corporations contributed 31% (£23 million) of income from other services rendered in Scotland compared to 19% in the UK as a whole.

Income and Expenditure

Table E - Proportional breakdown of Income and Expenditure

UK HEIs	Percentage				
	England	Wales	Scotland	Northern Ireland	Total UK
Income					
Funding Council Grants	43	47	45	52	44
Academic Fees & Support Grants	23	21	18	19	22
Research Grants & Contracts	15	10	16	10	14
Other Operating Income	17	20	18	16	17
Endowment Income & Interest Receivable	2	2	2	2	2
Total Income	100	100	100	100	100
Expenditure					
Staff Costs	57	57	59	60	58
Depreciation	4	5	4	4	4
Other Operating Expenses	37	36	36	36	37
Interest Payable	2	1	1	0	2
Total Expenditure	100	100	100	100	100

Proportionally, there was very little difference between the income and expenditure patterns for each country. The largest source of income was from the funding councils (44%) with academic fees and support grants making up 22%. Institutions in Wales and Northern Ireland received the lowest proportion of income from research grants and contracts with just 10%. Notably, Northern Ireland received 52% and Wales received 47% of their incomes from funding councils.

Staff costs absorbed 58% of total UK expenditure and this proportion was fairly even across all countries.

General Expenditure

Academic departments accounted for £4165 million of expenditure; this constituted 43% of the total UK expenditure. Institutions in England and Scotland spent slightly less on academic departments with 42% of their overall total.

Table F - Total Expenditure by Activity

UK HEIs	England	Wales	Scotland	Northern Ireland	£Thousands Total UK
Academic Depts	3382709	211158	475653	95503	4165023
Academic Services	516697	28073	73649	15817	634236
Admin & Central Services	980016	55972	113769	24458	1174215
Premises	969579	65585	137311	31974	1204449
Residences & Catering Operations	562991	37428	72059	10066	682544
Research Grants & Contracts	1031484	40922	156524	19892	1248822
Other Expenditure	522618	40294	101965	16420	681297
Total Expenditure	7966093	479432	1130930	214130	9790585

Research grants and contracts accounted for 13% of national expenditure with £1249 million. Proportionally, expenditure on this activity was slightly higher in Scotland (14%) and lower in Wales and Northern Ireland (9%).

Staff Costs

Academic staff costs in academic departments were £2530 million in 1994/95. This represented 78% of all academic staff expenditure. In Wales and Northern Ireland this proportion was slightly higher with 85% and 80% respectively. This was offset by expenditure on research grants and contracts which comprised 12% and 10% respectively of academic staff costs, compared to an overall UK proportion of 17%.

Of the expenditure on other staff, £739 million was in academic departments. This accounted for 31% of expenditure on other staff. £552 million, or 23% of expenditure on other staff was spent on administration and central services. This differed slightly in Scotland and Northern Ireland where expenditure was 19% and 27% respectively. Institutions in Scotland had the greatest proportional expenditure on research grants and contracts with £48 million which represented 16% of their expenditure on other staff.

Table G - Total Staff Costs

UK HEIs	England	Wales	Scotland	Northern Ireland	£Thousands Total UK
Academic Staff					
Academic Depts	2038609	136919	290827	63499	2529854
Academic Services	26800	482	2937	136	30355
Admin. & Central Services	37635	1309	3826	51	42821
Research Grants & Contracts	489492	19939	47325	7219	563975
Other Expenditure	64325	2750	16567	1609	85251
Total	2656861	161399	361482	72514	3252256
Other Staff					
Academic Depts	602557	32756	87151	16530	738994
Academic Services	250773	15144	38239	8136	312292
Admin. & Central Services	452746	27282	57593	14646	552267
Premises	219667	11512	34271	5853	271303
Residences & Catering Operations	164740	11680	19249	2935	198604
Research Grants & Contracts	126333	4372	48218	3752	182675
Other Expenditure	103591	8657	20104	3339	135691
Total	1920406	111403	304825	55191	2391825

Overall expenditure on staff costs was £5644 million, 58% of which was on academic staff.

Academic Departmental Expenditure

The departmental cost centres with the greatest expenditure are business and management studies with £376 million and clinical medicine with £364 million. Both figures represent 9% of expenditure in all departmental cost centres. Pharmacology has the lowest expenditure with £13 million.

Scotland has a lower than average expenditure on design and creative arts with 3% compared to a UK figure of 6%. The expenditure on agriculture and forestry in Scotland accounts for 5% of all departmental expenditure while that for each of the other UK regions is less than 2%. Northern Ireland has a slightly higher expenditure on information technology and systems science and social studies with proportions of 7% and 11% respectively whereas the equivalent proportions for the UK as a whole are 4% and 8%. Wales has the highest proportional expenditure on nursing and paramedical studies with 6% while this proportion is less than 4% for all the other countries.

Table H - Total Expenditure by Academic Departments

UK HEIs	England	Wales	Scotland	Northern Ireland	£Thousands Total UK
Clinical Medicine	294423	12201	47805	9666	364095
Clinical Dentistry	34644	2614	5026	1674	43958
Veterinary Science	15605	176	15618	0	31399
Anatomy and Physiology	37146	1747	8513	1251	48657
Nursing and Paramedical Studies	117094	12688	6887	2505	139174
Health and Community Studies	59328	3139	4900	935	68302
Psychology and Behavioural Sciences	56993	5283	8715	4208	75199
Pharmacy	23686	2588	1688	897	28859
Pharmacology	10898	115	2338	0	13351
Biosciences	172758	13322	37067	7098	230245
Chemistry	98844	4638	16226	1893	121601
Physics	81189	3592	12759	2948	100488
Agriculture and Forestry	39658	3466	23886	184	67194
Earth, Marine and Environmental Sciences	81090	6546	9433	2853	99922
General Sciences	19721	410	327	0	20458
General Engineering	75471	214	6855	0	82540
Chemical Engineering	23421	1225	2399	627	27672
Mineral, Metallurgy and Materials Engineering	35668	1197	1307	0	38172
Civil Engineering	52260	3995	12106	2371	70732
Electrical, Electronic and Computer Engineering	109456	8577	17624	4450	140107
Mechanical, Aero and Production Engineering	121106	6753	17367	3681	148907
Other Technologies	37964	1541	2114	0	41619
Architecture, Built Environment and Planning	89358	5858	12990	3064	111270
Mathematics	83746	3985	14055	826	102612
Information Technology and Systems Sciences	145224	6284	16559	6568	174635
Catering and Hospitality Management	26729	2759	5149	1493	36130
Business and Management Studies	313096	17498	37674	7447	375715
Geography	48281	4607	4439	990	58317
Social Studies	275446	15064	29435	10082	330027
Librarianship, Communication and Media Studies	12384	3281	3357	0	19022
Language Based Studies	163456	13280	20419	4554	201709
Humanities	140930	10266	17146	3151	171493
Design and Creative Arts	210479	10336	15560	4651	241026
Education	225126	16992	26114	4112	272344
Continuing Education	50032	4921	11796	1324	68073
Total Academic Departments	3382709	211158	475653	95503	4165023

Academic Services and Administration and Central Services

The distribution of expenditure between academic services and administration and central services differs very little between countries, the exception being that central libraries and information services account for 59% of academic services expenditure in Wales and 48% in Northern Ireland compared to 54% for the UK as a whole.

Table I - Total Expenditure on Academic Services and Administration and Central Services

UK HEIs	England	Wales	Scotland	Northern Ireland	£Thousands Total UK
Academic Services					
Central Libraries and Information Services	284675	16681	35795	7634	344785
Central Computer and Computer Networks	156387	8716	22208	5850	193161
Other Academic Services	75635	2676	15646	2333	96290
Total	516697	28073	73649	15817	634236
Administration and Central Services					
Central Administration and Services	666645	35410	77419	17417	796891
General Educational Expenditure	174349	11207	17876	1814	205246
Staff and Student Facilities	139022	9355	18474	5227	172078
Total	980016	55972	113769	24458	1174215

Research Grants and Contracts

The area to which the greatest expenditure on research grants and contracts is attributed is the Office of Science and Technology (OST) research councils with £399 million or 32% of all such expenditure. This is true in all countries except Northern Ireland where this category absorbs 18% (£3 million). The majority of this expenditure in Northern Ireland is attributed to UK government bodies, health and hospital authorities (28%) and EU sources (21%). The overall UK figures for these categories are 17% and 10% respectively and the only real deviation from this pattern is in Welsh institutions, where 24% (£10 million) of research grants and contracts expenditure relates to UK government bodies, health and hospital authorities.

Table J - Total Expenditure on Research Grants and Contracts

UK HEIs	£Thousands				
	England	Wales	Scotland	Northern Ireland	Total UK
OST Research Councils	334946	11673	49147	3482	399248
UK Charities	263510	6979	33807	4023	308319
UK Government Bodies, Health & Hosp Authorities	161967	9773	28916	5519	206175
UK Industry, Commerce, Public Corps	102976	4299	15855	1615	124745
EU Sources	99034	4899	16442	4224	124599
Other Overseas	39979	1066	5818	204	47067
Other Sources	29072	2233	6539	825	38669
Total	1031484	40922	156524	19892	1248822

Staff Data

General

Table A - Summaries of Academic Staff in all UK Institutions by Clinical Status, Principal Source of Salary, Primary Employment Function, Grade and Gender

United Kingdom

	Mode of Employment		
	Full-time	Part-time	Total
Clinical Status	102701	12020	114721
Non-clinical	96853	11371	108224
Clinical	5848	649	6497
Principal Source of Salary	102701	12020	114721
Wholly institutionally financed	72510	8973	81483
Principally institutionally financed	856	122	978
Other sources of finance	29335	2925	32260
Primary Employment Function	102701	12020	114721
Teaching/Teaching & Research	73347	8856	82203
Research Only	29354	3164	32518
Grade	102701	12020	114721
Professors	7424	295	7719
Senior Lecturers & Researchers	18769	1099	19868
Lecturers	42937	4660	47597
Researchers	26422	2716	29138
Other Grades	7149	3250	10399
Gender	102701	12020	114721
Male	74295	5886	80181
Female	28357	6116	34473
Unknown	49	18	67

In July 1995, the total number of academic staff employed at UK HEIs was almost a hundred and fifteen thousand. This comprised 90% (102701) full-time, and 10% (12020) part-time staff.

71% of the full-time staff were wholly institutionally financed. The equivalent proportion for part-time staff was slightly higher at 75%.

29% of full-time staff were involved in research only. The majority of full-time staff were employed in both teaching and research (71%).

Excluding staff numbers of unknown gender, the male to female ratio was 7:3. There were 80181 male and 34473 female staff.

Region

Table B - Summaries of Academic Staff in all UK Institutions by Location of Institution, Principal Source of Income, Gender and Clinical Status

United Kingdom

	Location of Institution				
	England	Wales	Scotland	Northern Ireland	Total
Principal Source of Income	83445	4868	12074	2314	102701
Wholly institutionally financed	58373	3816	8460	1861	72510
All other sources of finance	25072	1052	3614	453	30191
Gender	83445	4868	12074	2314	102701
Male	59950	3684	8910	1751	74295
Female	23446	1184	3164	563	28357
Unknown	49	0	0	0	49
Clinical Status	83445	4868	12074	2314	102701
Non-clinical	78573	4660	11421	2199	96853
Clinical	4872	208	653	115	5848

Overall, full-time staff figures split into the four UK regions; England, Wales, Scotland and Northern Ireland, follow very similar patterns in terms of gender split, principal source of income and clinical status.

For these variables in each of the UK regions, the proportions of full-time staff do not differ greatly from the average UK equivalent.

Principal Source of Salary & Grade

Table C - Full-time Academic Staff in all UK Institutions by Principal Source of Salary, Departmental Cost Centre and Gender

United Kingdom

	Wholly institutionally financed				All other sources of finance			
	Male	Female	Gender unknown	Total	Male	Female	Gender unknown	Total
Departmental Cost Centres :	54314	18170	26	72510	19981	10187	23	30191
Medicine, Dentistry & Health	6307	3983	6	10296	6321	5093	4	11418
Agriculture, Forestry & Veterinary Science	1149	285	0	1434	400	252	0	652
Biological, Mathematical & Physical Sciences	12816	2133	4	14953	6842	2508	5	9355
Engineering & Technology	8172	566	6	8744	4080	650	10	4740
Architecture & Planning	1829	331	0	2160	174	70	0	244
Administrative, Business & Social Studies	11725	4518	7	16250	1199	897	2	2098
Language, Literature & Area Studies	2857	1850	0	4707	92	66	0	158
Other Arts	5866	2127	1	7994	286	156	0	442
Education	3148	2123	2	5273	179	183	2	364
Academic Services	281	170	0	451	358	270	0	628
Administration & Central Services	161	81	0	242	8	5	0	13
Premises	1	0	0	1	0	0	0	0
Residences & Catering	0	1	0	1	0	0	0	0
Dummy cost centre - outwith reporting institution	2	2	0	4	42	37	0	79

43% of total full-time wholly institutionally financed staff was contributed by biological, mathematical & physical sciences (21%) and by administrative, business & social studies (22%) academic departmental groups.

69% of total full-time staff financed from all other sources was contributed by medicine, dentistry and health (38%) and by biological, mathematical and physical sciences (31%) academic departmental groups.

Table D - Full-time Academic Staff in all UK Institutions by Grade, Gender and Principal Source of Salary

United Kingdom

	Principal source of salary				Total
	Wholly institutionally financed	Principally institutionally financed	Other sources of finance		
Professors	6762	145	517	7424	
Male	6272	134	473	6879	
Female	490	11	44	545	
Senior Lecturers & Researchers	16946	268	1552	18766	
Male	14326	206	1154	15686	
Female	2620	62	398	3080	
Lecturers	39285	234	3406	42925	
Male	27346	159	2116	29621	
Female	11939	75	1290	13304	
Researchers	4649	132	21612	26393	
Male	3101	85	14125	17311	
Female	1548	47	7487	9082	
Other Grades	4842	77	2225	7144	
Male	3269	61	1468	4798	
Female	1573	16	757	2346	
Unknown gender	26	0	23	49	
Total	72510	856	29335	102701	

Female staff accounted for roughly a third of all full-time staff within each grade group, the exceptions being professors with only 7% and senior lecturers and researchers with just 15%.

The proportions of female full-time staff in each grade group were: professors (7%), senior lecturers and researchers (15%), lecturers (30%), researchers (33%) and other grades (32%) respectively.

54% of full-time wholly institutionally financed staff were lecturers. 74% of full-time staff who were financed by all other sources were researchers.

Academic Departmental Groups & Cost Centres

Referring to **Table C**, biological, mathematical and physical sciences contributed 24% to the full-time staff total. 81% of this academic departmental group were male and 41% were employed in research only.

Medicine, dentistry & health was the next largest academic departmental group contributing 21% to the full-time staff total.

90% of full-time engineering and technology staff were male.

Age

Table E - Full-time Non-clinical Wholly Institutionally Financed Academic Staff, by Grade and Age

United Kingdom

	Professors	Senior Lecturers & Researchers	Lecturers	Researchers	Other Grades	Total
Under 21	2	5	15	9	16	47
21-25	0	0	463	932	287	1682
26-30	3	46	4277	1534	473	6333
31-35	69	534	6549	845	471	8468
36-40	335	1633	6772	521	565	9826
41-45	938	3136	6605	322	776	11777
46-50	1647	4460	6656	258	1014	14035
51-55	1503	3488	4139	116	618	9864
56-60	1086	2154	2198	76	364	5878
61-65	501	656	681	20	123	1981
66+	37	19	30	3	12	101
Unknown	30	49	71	13	10	173
Total	6151	16180	38456	4649	4729	70165

The average age of full-time staff in UK HEIs was 40. 35% of full-time staff were under 35; 10.4% of full-time staff were 55 years or over.

The greatest proportion of full-time non-clinical wholly institutionally financed staff was in the age group 46-50 (14035). The majority of this age group consisted of lecturers (47%); the minority of researchers (2%). Conversely, the smallest proportion of these staff fell into the under 21 age group (47).

Inflow/Outflow of Full-time Wholly Institutionally Financed Staff

Table F - Full-time Wholly Institutionally Financed Academic Staff by Employment in the Previous Year, Destination on Leaving and Clinical Status

United Kingdom

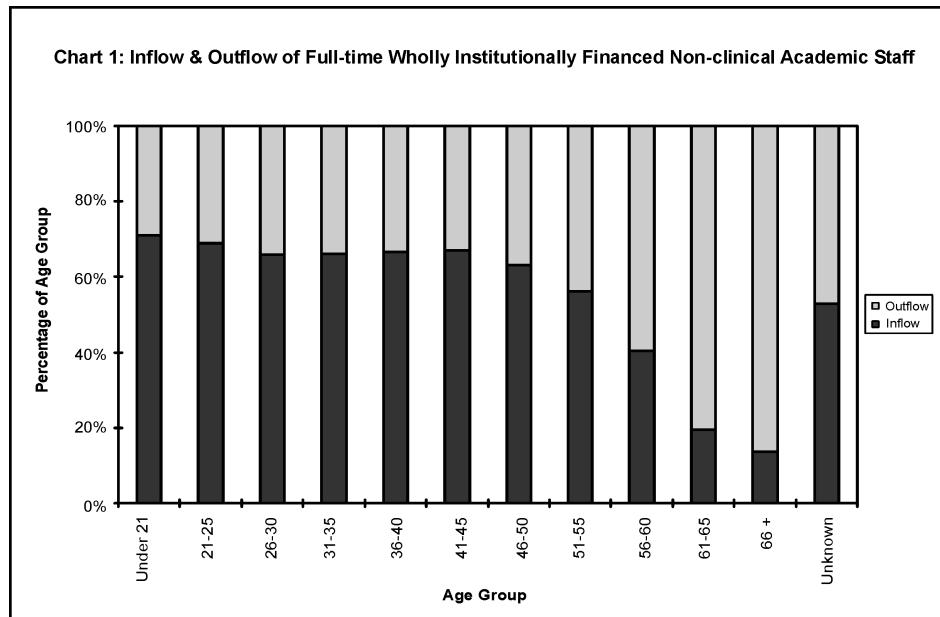
	Total		Total
Employment in the previous year	72510	Destination on leaving	72510
Non-clinical	70165	Non-clinical	70165
Current Institution	60332	Current Institution	64641
UK other HEI	1590	UK other HEI	516
Inflow	8243	Outflow	5008
UK	2470	UK	326
Overseas	709	Overseas	181
Not in regular employment	129	Not in regular employment	221
Not known	4935	Retired	580
		Death	55
		Not known	3645

For the majority of non-clinical staff who entered or left HEIs in 1994/95, both the destination (92%) and the employer in the previous year (88%) was the current or another UK HEI.

2% of new non-clinical staff were employed at another UK HEI in the previous year.

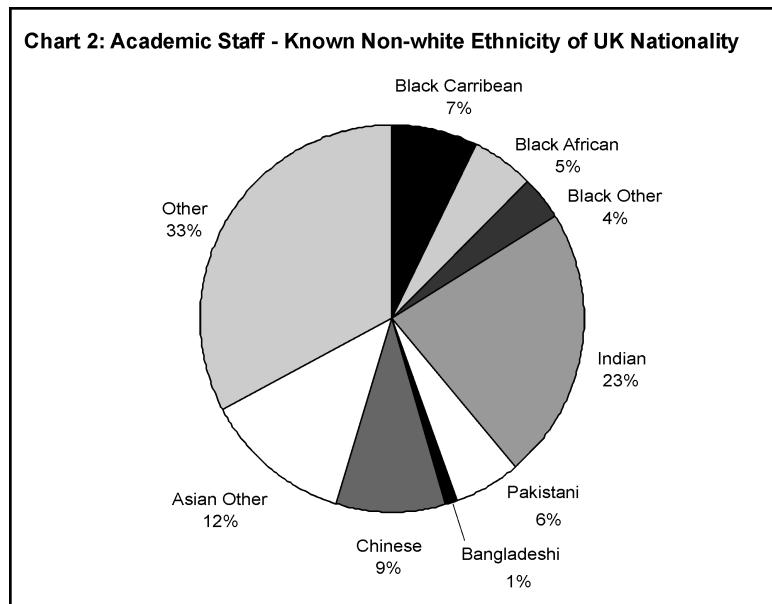
For the same category of staff, 12% entered higher education service for the first time; 30% of this group were from the UK, 9% were from overseas; the remainder being either not known, or not in regular employment.

12% of the non-clinical staff who left HEIs were retiring from UK higher education service. The majority of non-clinical staff had no known destination (72%).



The greatest proportion for inflow of non-clinical staff was the 26-30 age group (1504), of whom 57% were employed as lecturers and 32% as researchers.

Ethnicity



The total number of staff of UK nationality was 88160, 59818 of these (68%) were of known ethnicity. 2% of staff of UK nationality were of non-white ethnicity; the smallest group within this being of Bangladeshi origin (26) and the largest known non-white group being of Indian origin (481).

Disability

Table G - Academic Staff in all UK HEIs of UK Nationality by Mode of Employment and Disability

United Kingdom

	Not known to be disabled	Disabled but not registered	Registered disabled	Total of known disability	Information not provided	Information not yet sought	Total
Nationality							
UK							
FT	57366	346	125	57837	2092	19519	79448
PT	6292	51	24	6367	331	2014	8712
Non-UK							
FT	12454	75	21	12550	2349	8354	23253
PT	1763	8	5	1776	349	1183	3308

Information was provided about disability for 73% of staff of UK nationality. There were 546 staff of UK nationality who were known to have a disability.