



The
University
Of
Sheffield.

Department
Of
Human
Resources.

Summary Staff Statistics

1 August 2009 – 31 July 2010

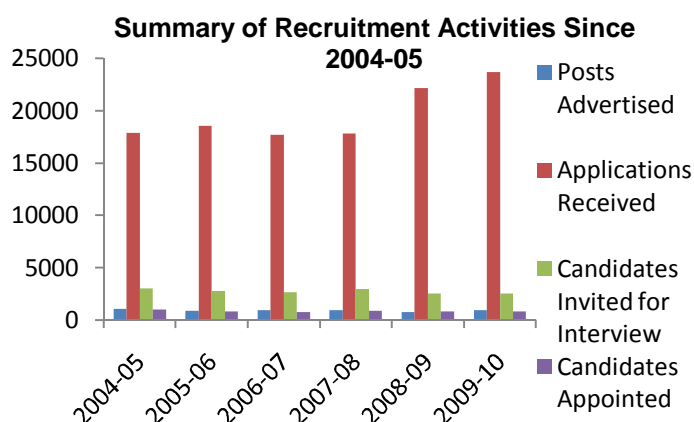
The data set out in this Summary relates to current University staff, those who have left the University and all those making an application to join the University during the reporting period. The data has been evaluated according to a number of factors including age, disability, ethnicity, gender and working commitment, with all percentages based on total disclosed information. Comparisons are made and key trends identified where helpful.

The data in this reports shows that 52% (2887) of University staff are women, while women represent 30% (348) of the academic staff. 3.3% (160) of staff have a declared disability. The proportion of University staff of minority ethnic origin is 9.0% (423).

1.1 STAFF RECRUITMENT AND SELECTION

- 950 vacancies were recruited to this year. The University implemented a new recruitment system during 2009 and resulting changes to recruitment procedures invalidate comparisons with previous years in this area.
- 23,687 applications were received, 7% more than the previous year. The average number of applicants per post was 25, compared with 30 the previous year.
- 11% of all applicants were shortlisted, unchanged from the previous year.
- 3% of all applicants and 33% of candidates shortlisted were appointed to posts. This is an increase of 1% in the conversion rate of shortlisting to appointments from the previous year.
- The number of candidates appointed to posts was 817 – an increase of 4% on the previous year.
- Women applicants had a higher success rate than men in being invited for interview (12.0% compared to 9.4%), and of those interviewed women were more likely to be appointed than men (success rate of 31.2% compared to 30.8%).

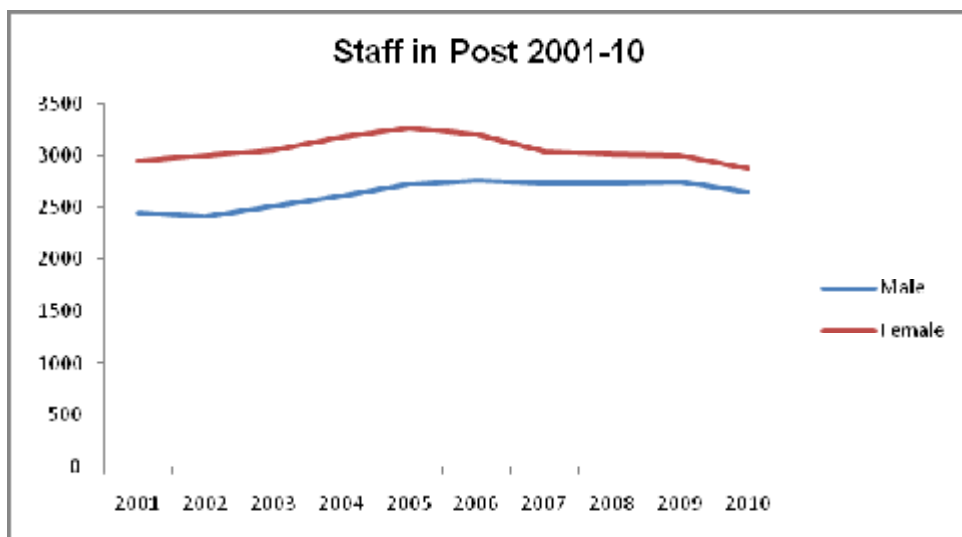
	2004 -05	2005 -06	2006 -07	2007 -08	2008 -09	2009- 10
Posts Advertised	1065	847	908	946	738	950
Applications Received	17885	18540	17681	17806	22136	23687
Candidates Invited for Interview	3036	2759	2628	2985	2500	2499
Candidates Appointed	1025	814	782	904	788	817



1.2 CURRENT STAFF

- In total there are 5533 staff at the University, compared to 5746 in 2008-09.
- 52% (2887) of staff are women; the same proportion as the previous year.
- 30% (348) of academic staff are women; an increase of 1% on 2008-09.
- The age profile of the organisation has remained stable over the past seven years.
- 26% (1448) of all staff work on a part-time basis, of which 82% (1191) are female; this proportion has remained stable over the past seven years.
- 3.3% (160) of staff have a declared disability.
- The proportion of staff of minority ethnic origin (MEO) is currently 9.0% (423), up from 7.5% in 2008-09 (MEO proportion of working age population for Sheffield is 5% and for England and Wales is 6% - 2001 Census).
- Staff turnover rose to 19% by headcount (18.0% by FTE)

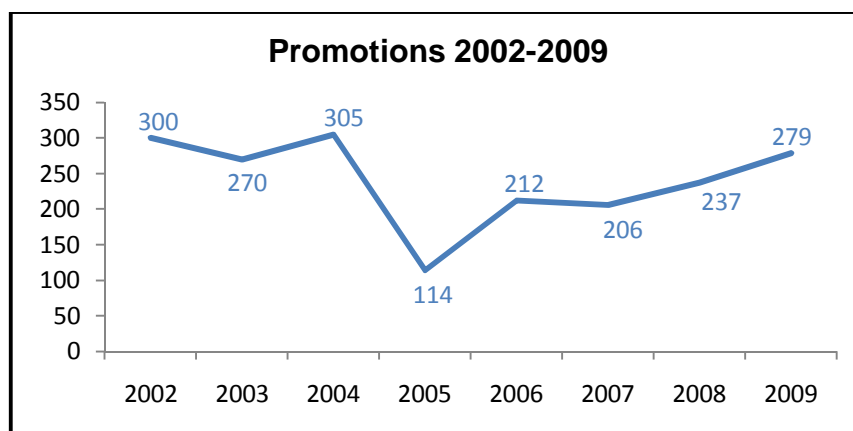
	Male	Female	Total
2001	2444	2951	5395
2002	2407	2999	5406
2003	2510	3059	5569
2004	2608	3176	5784
2005	2720	3263	5983
2006	2753	3198	5951
2007	2735	3038	5773
2008	2729	3020	5749
2009	2745	3001	5746
2010	2646	2887	5533



1.3 STAFF PROMOTIONS

- The 2009 figures contained in this report represent promotions for staff on the University of Sheffield Grading Scheme on Grades 1 to 9, (including promotion to Senior Lecturer, Senior University Teacher, Senior Research Fellow), conferment of the title of Reader and promotion to Personal Chair/Professorial Equivalent.
- The figures relate to promotions which are effective from 1 January 2010 and are based on the eligible staffing pool, as at 1 September 2009, from which the promotions are drawn.
- The Academic Promotions Committee, the Readerships and Personal Chairs Committee and the Promotions Panels of the HRM Committee, acting under delegated authority, agreed the promotions.
- 73% of all promotion cases were successful.
- 51% (91) of those promoted were women.
- Staff of minority ethnic origin represented 3% (6) of those promoted during the year.
- The proportion of those promoted with a declared disability was 3% (6).

Year	Promotions
2002	300
2003	270
2004	305
2005	114
2006	212
2007	206
2008	237
2009	279



1.4 STAFF DEVELOPMENT

- Staff Development Programme: 688 members of staff attended 57 workshops run as part of the staff development programme open to all staff. This year the programme focussed on providing short 'bite-size' sessions around the issue of change.
- Staff Development tailored provision: 854 members of staff, from 23 different departments, attended 57 sessions. Many sessions run on the Staff development programme and the majority of tailored sessions were aimed at supporting staff post-VSS, work for which Staff Development were short-listed in a Leadership Foundation award.
- Staff Development Week was held the week commencing 10th May 2010, with 502 staff registering to attend 34 sessions, which were delivered by 15 different departments. This cross-University initiative came out of the Staff Development Network.
- Mentoring: Staff Development ran two mentoring programmes in line with actions identified in the female academic's progression action plan. Impact, aimed at female lecturers and now in its third programme has found mentors for a total of 51 mentees (which represents 20% of the eligible pool). 17 senior female academics were mentored by PVCs during 2010 as part of the Futures mentoring programme.
- Induction: To enhance the induction experiences of new international staff relocating to the UK, the University has subscribed to internationalstaff.ac.uk, a website which contains a range of information about living in the UK and working in the UK higher education sector.

1.5 STATISTICS AT A GLANCE

	03/04	04/05	05/06	06/07	07/08	08/09	09/10
Posts Advertised	1089	1065	847	908	946	738	950
Applications Received	17,665	17,885	18,540	17,681	17,806	22,136	23,687
Invited for Interview	3530	3036	2759	2628	2985	2500	2499
Candidates Appointed	1186	1025	814	782	904	788	817
Total No of Staff	5784	5983	5951	5773	5749	5746	5533
Total staff - % Women	55%	55%	54%	53%	53%	52%	52%
% Current Staff Working Part-Time	27%	26%	26%	26%	26%	25%	26%
% Current Staff aged under 50 years	73%	73%	73%	73%	73%	73%	72%
% Current Staff with a Declared Disability	5%	4%	4%	4%	4%	4%	3%
% Current Staff of Minority Ethnic Origin	7%	7%	8%	8%	7%	8%	9%
Staff Turnover	15%	15%	15%	19%	15%	15%	19%
Promotions - % of Current Staff Promoted	4.8%	5.3%	1.9%	3.6%	3.6%	4.1%	5.0%