

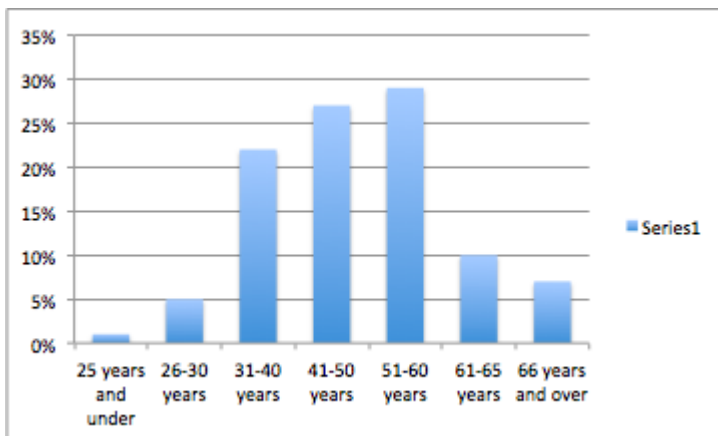
Appendix A: Bath Spa University - Background Information

Staffing Statistics

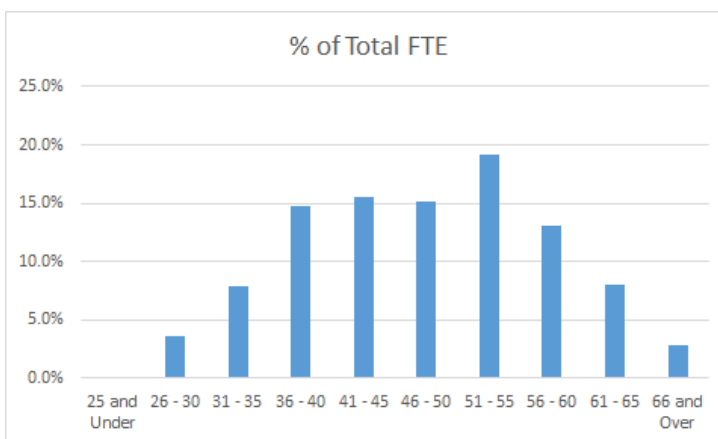
1. Gender of academic staff

Category of staff	January 2016		January 2018	
	Male %	Female %	Male %	Female %
All academics	40%	60%	50%	50%
Professors	63%	37%	63%	37%
Readers	N/A	N/A	43%	57%
Early Stage Researchers	N/A	N/A	43%	57%

2. Age Profile of Academic staff



January 2016



January 2018

3. Profile of Staff across Academic Units

Category	January 2016		January 2018	
	No. of people	% of total	No. of people	% of total
Academic staff (Teaching and Research)	358	56%	407	77%
Research only staff	9	1.5%	11	2%
Total T&R staff in Schools	367		418	
No. of Research Professors and Readers	37	10% of academic staff	32	8% of academic staff
No. of Early Stage Researchers	82	23% of academic staff	85	21% of academic staff

4. PGR Breakdown

	January 2016	January 2018
No. of PhD students	118	140
No. of supervisors	96	115

6. External Grant Income over period

Income awarded	2012/13	2013/14	2014/15	2015/16	2016/17
	£527,000	£318,000	£862,000	£1,404,000	£1,493,000

7. REF2014 results

The University's Research Excellence Framework (REF2014) submission to HEFCE in November 2013 included 96 members of staff across the University, 21 of which were Early Career Researchers. Results were that 51% of our research is classed as 4* and 3* overall (internationally excellent research). By comparison, the University's RAE2008 submission included 89 researchers but with only 19% of our research classed at 3*/4*.

The University Strategy for 2020 has a target to increase the level of 4* and 3* research to above the 51% achieved in REF2014.

8. Researcher Development Programme (RDP)

2016/17

73 Research development courses were run in 2016/17, with a total attendance of 1,087 across the academic staff and PGR student community (average of 15 attendees/workshop)

In addition to this, there were 2 developmental events for the Professoriate, and University wide events focussing on the launch day of the new Research Centres and our preparations for REF 2021.

2017/18

15 workshops have been offered centrally to date (with a total attendance of 188 and an average of 13 attendees/workshop), with an additional 26 to follow. We have run 4 bespoke training sessions for Schools, Fields and the Public Engagement Champions and will broaden this provision to be accessible to Research Centres in 2018. We have also co-created 7 seed-funded training events led by PhD and ESR researchers and supported by the Researcher Development team.

In addition to this, we have 3 workshops planned for Research Leaders meetings scheduled with UoA Champions every two months, meetings and training planned for contract researchers, and a professoriate day on 18th April. An all staff REF development day is also being planned for March/April 2018.