Athena SWAN staff data for Cardiff School of Optometry and Vision Sciences

Table 1: Female:male ratio of academic staff at each grade – researcher, lecturer, senior lecturer, reader, professor (or equivalent) – across the whole institution and in SET departments

2007	OPTOM		SET		University	
	Female	Male	Female	Male	Female	Male
Research	47%	53%	45%	55%	44%	66%
Lecturer	38%	62%	48%	52%	51%	49%
Senior Lecturer	100%	0%	32%	68%	34%	66%
Reader	0%	0%	17%	83%	19%	81%
Professor	0%	100%	10%	90%	11%	89%

2008	OPTOM		SET		University	
	Female	Male	Female	Male	Female	Male
Research	41%	59%	44%	66%	44%	66%
Lecturer	43%	57%	47%	63%	50%	50%
Senior Lecturer	29%	71%	29%	71%	31%	69%
Reader	0%	0%	36%	64%	36%	64%
Professor	17%	83%	9%	91%	11%	89%

2009	OPTOM		SET		University	
	Female	Male	Female	Male	Female	Male
Research	47%	53%	46%	54%	45%	55%
Lecturer	51%	49%	48%	52%	51%	49%
Senior Lecturer	29%	71%	32%	68%	32%	68%
Reader	0%	0%	23%	77%	28%	72%
Professor	20%	80%	10%	90%	12%	88%

Table 2: Job Application and Success Rate by gender and grade

Application Rate	2007											
	OPTOM						Set Schools			University		
	F	F Count	M	M Count	Unknown	Unknown Count	F	M	Unknown	F	M	Unknown
Research	57%	20	40%	14	3%	1	43%	54%	4%	44%	53%	3%
Lecturer	0.0%	0	0%	0	0%	0	30%	63%	7%	37%	58%	5%
Senior Lecturer	0.0%	0	0%	0	0%	0	29%	71%	0%	31%	69%	0%
Reader	0.0%	0	0%	0	0%	0	0%	0%	0%	0%	0%	0%
Professor	0.0%	0	0%	0	0%	0	10%	86%	4%	12%	79%	9%

Success Rate	2007											
	OPTOM						Set Schools			University		
	F	F Count	M	M Count	Unknown	Unknown Count	F	M	Unknown	F	M	Unknown
Research	50%	4	50%	4	0%	0	44%	53%	3%	43%	54%	2%
Lecturer	0%	0	0%	0	0%	0	30%	58%	12%	36%	57%	7%
Senior Lecturer	0%	0	0%	0	0%	0	57%	43%	0%	57%	43%	0%
Reader	0%	0	0%	0	0%	0	0%	0%	0%	0%	0%	0%
Professor	0%	0	0%	0	0%	0	0%	100%	0%	0%	100%	0%

Application Rate	2008										
	OPTOM					Set Schools			University		
	F	F Count	M	M Count	Unknown	F	M	Unknown	F	M	Unknown
Research	63%	5	38%	3	0%	47%	51%	2%	48%	50%	2%
Lecturer	100%	4	0%	0	0%	40%	57%	2%	40%	58%	2%
Senior Lecturer	0%	0	0%	0	0%	33%	55%	13%	32%	57%	11%
Reader	0%	0	0%	0	0%	0%	0%	0%	0%	0%	0%
Professor	0%	0	0%	0	0%	18%	68%	14%	20%	68%	12%

Success Rate	2008										
	OPTOM					Set Schools			University		
	F	F Count	M	M Count	Unknown	F	M	Unknown	F	M	Unknown
Research	67%	4	33%	2	0%	45%	54%	1%	45%	54%	1%
Lecturer	100%	2	0%	0	0%	47%	51%	1%	50%	49%	1%
Senior Lecturer	0%	0	0%	0	0%	60%	40%	0%	60%	40%	0%
Reader	0%	0	0%	0	0%	0%	0%	0%	0%	0%	0%
Professor	0%	0	0%	0	0%	0%	50%	50%	33%	50%	17%

Application Rate	2009										
	OPTOM					Set Schools			University		
	F	F Count	M	M Count	Unknown	F	M	Unknown	F	M	Unknown
Research	33%	1	68%	2	0%	46%	53%	2%	48%	50%	2%
Lecturer	0%	0	100%	1	0%	35%	62%	3%	39%	59%	2%
Senior Lecturer	0%	0	0%	0	0%	34%	57%	9%	34%	57%	9%
Reader	0%	0	0%	0	0%	0%	0%	0%	0%	0%	0%
Professor	0%	0	0%	0	0%	17%	76%	7%	16%	77%	7%

Success Rate	2009										
	OPTOM					Set Schools			University		
	F	F Count	M	M Count	Unknown	F	M	Unknown	F	M	Unknown
Research	0%	0	100%	2	0%	49%	49%	2%	52%	47%	1%
Lecturer	0%	0	0%	0	0%	38%	62%	0%	42%	58%	0%
Senior Lecturer	0%	0	0%	0	0%	22%	67%	11%	22%	67%	11%
Reader	0%	0	0%	0	0%	0%	0%	0%	0%	0%	0%
Professor	0%		0%	0	0%	22%	78%	0%	22%	78%	0%

Table 3: Turnover by grade and gender

	2007					
Turnover	OPTOM		Set Schools		University	
	F	M	F	M	F	M
Research	8.%	8%	17%	17%	19%	18%
Lecturer	0%	14%	7%	6%	8%	5%
Senior Lecturer	0%	0%	6%	7%	5%	6%
Reader	0%	0%	0%	0%	0%	0%
Professor	0%	0%	6%	5%	5%	6%
Average	8%	11%	9%	9%	9%	9%

	2008					
Turnover	OPTOM		Set Schools		University	
	F	M	F	M	F	M
Research	0%	27%	15%	23%	17%	23%
Lecturer	13%	0%	6%	6%	7%	8%
Senior Lecturer	0.%	0%	3%	5%	2%	4%
Reader	0%	0%	0%	18%	0%	18%
Professor	0%	17%	3%	9%	5%	8%
Average	13%	22%	7%	12%	8%	12%

	2009					
Turnover	OPTOM		Set Schools		University	
	F	M	F	M	F	M
Research	9%	0%	18%	16%	20%	17%
Lecturer	0%	17%	5%	9%	6%	9%
Senior Lecturer	0%	0%	4%	4%	3%	4%
Reader	0%	0%	0%	0%	0%	0%
Professor	0%	0%	6%	3%	7%	5%
Average	9%	17%	8%	8%	9%	9%

Table 4: Maternity return rate

OPTOM	2007	2008	2009
Maternity leave	4	3	3
Returned	3	2	3*
Did not return	1	1	0

*Staff members are still on maternity leave at present, but have indicated that they wish to return

Table 5: Paternity, adoption and parental leave uptake

Adoption Leave	2007					
	OPTOM		Set Schools		University	
	F	M	F	M	F	M
Research	0	0	0	0	0	0
Lecturer	0	0	0	0	0	0
Senior Lecturer	0	0	0	0	0	0
Reader	0	0	0	0	0	0
Professor	0	0	0	0	0	0

Adoption Leave	2008					
	OPTOM		Set Schools		University	
	F	M	F	M	F	M
Research	0	0	0	0	0	0
Lecturer	0	0	0	0	0	0
Senior Lecturer	0	0	0	0	0	0
Reader	0	0	0	0	0	0
Professor	0	0	0	0	0	0

Adoption Leave	2009					
	OPTOM		Set Schools		University	
	F	M	F	M	F	M
Research	0	0	0	0	0	0
Lecturer	0	0	1	0	1	0
Senior Lecturer	0	0	0	0	0	0
Reader	0	0	0	0	0	0
Professor	0	0	0	0	0	0

Dependents Leave	2007					
	OPTOM		Set Schools		University	
	F	M	F	M	F	M
Research	0	0	9	17	10	17
Lecturer	0	0	8	11	11	12
Senior Lecturer	0	0	0	0	0	0
Reader	0	0	0	0	0	0
Professor	0	0	1	0	1	0

Dependents Leave	2008					
	OPTOM		Set Schools		University	
	F	M	F	M	F	M
Research	0	0	10	0	10	0
Lecturer	0	0	10	12	19	15
Senior Lecturer	0	0	0	4	0	4
Reader	0	0	0	2	0	2
Professor	0	0	0	0	0	0

Dependents Leave	2009					
	OPTOM		Set Schools		University	
	F	M	F	M	F	M
Research	1	0	19	10	19	10
Lecturer	0	0	12	11	20	12
Senior Lecturer	0	0	0	1	4	1
Reader	0	0	0	0	0	0
Professor	0	0	0	1	0	1

Paternity Leave	2007					
	OPTOM		Set Schools		University	
	F	M	F	M	F	M
Research	0	0	0	20	0	22
Lecturer	0	0	0	14	0	20
Senior Lecturer	0	0	0	2	0	2
Reader	0	0	0	0	0	
Professor	0	0	0	0	0	1

Paternity Leave	2008					
	OPTOM		Set Schools		University	
	F	M	F	M	F	M
Research	0	3	0	24	0	26
Lecturer	0	0	0	8	0	11
Senior Lecturer	0	0	0	5	0	6
Reader	0	0	0	1	0	1
Professor	0	0	0	1	0	1

Paternity Leave	2009					
	OPTOM		Set Schools		University	
	F	M	F	M	F	M
Research	0	1	0	16	0	19
Lecturer	0	0	0	6	0	11
Senior Lecturer	0	0	0	7	0	7
Reader	0	0	0	0	0	0
Professor	0	0	0	0	0	0

Table 6: Male and female representation on committees

2007				
Committee	**Female**	**%**	**Male**	**%**
School Board	5	42	7	58
Teaching and Learning	2	29	5	71
Board of Studies	8	38	13	62
Research	3	33	6	67
Postgraduate Research	2	29	5	71
Ethics	2	50	2	50
Safety	6	75	2	25
Equality and Diversity	2	40	3	60
Eye Clinic	4	80	1	20
I.T.	1	17	5	83
Innovation and Engagement	4	80	1	20
Resources and Operations	3	50	3	50

2008				
Committee	**Female**	**%**	**Male**	**%**
School Board	5	42	7	58
Teaching and Learning	2	29	5	71
Board of Studies	8	38	13	62
Research	3	33	6	67
Postgraduate Research	2	29	5	71
Ethics	2	50	2	50
Safety	6	75	2	25
Equality and Diversity	2	40	3	60
Eye Clinic	4	80	1	20
I.T.	1	17	5	83
Innovation and Engagement	4	80	1	20
Resources and Operations	3	50	3	50

2009				
Committee	**Female**	**%**	**Male**	**%**
School Board	5	45	6	55
Teaching and Learning	2	40	3	60
Board of Studies	10	43	13	57
Research	3	38	5	63
Postgraduate Research	2	40	3	60
Ethics	3	60	2	40
Safety	4	57	3	43
Equality and Diversity	3	43	4	57
Eye Clinic	4	80	1	20
I.T.	1	20	4	80

Innovation and Engagement	5	71	2	29
Resources and Operations	4	57	3	43

Table 7: Numbers of applications and success rates for flexible working by gender and grade

	2007		
	Female	**Male**	**Outcome**
Research	0	0	N/A
Lecturer	0	0	N/A
Senior Lecturer	0	0	N/A
Reader	0	0	N/A
Professor	0	0	N/A

	2008		
	Female	**Male**	**Outcome**
Research	1	0	Successful
Lecturer	0	0	N/A
Senior Lecturer	1	0	Successful
Reader	0	0	N/A
Professor	0	0	N/A

	2009		
	Female	**Male**	**Outcome**
Research	0	0	N/A
Lecturer	1	0	Unsuccessful
Senior Lecturer	0	0	N/A
Reader	0	0	N/A
Professor	0	0	N/A

Table 8: Female:male ratio of academic staff on fixed-term contracts and open-ended (permanent) contracts

OPTOM		2007		
	SWAN Grade	Female	Male	Total
Fixed	Research	9	10	19
	Lecturer	13	18	31
	Senior Lecturer	1	0	1
	Reader	0	0	0
	Professor	0	1	1
	Total	23	29	52
	Percentage	44.23%	55.77%	
Regular	Research	0	0	0
	Lecturer	5	5	10
	Senior Lecturer	1	5	6
	Reader	0	0	0
	Professor	1	4	5
	Total	7	14	21
	Percentage	33.33%	66.67%	

SET Schools		2007		
	SWAN Grade	Female	Male	Total
Fixed	Research	290	356	646
	Lecturer	86	102	188
	Senior Lecturer	14	14	28
	Reader	1	3	4
	Professor	1	19	20
	Total	392	494	886
	Percentage	44.24%	55.76%	
Regular	Research	29	39	68
	Lecturer	246	266	512
	Senior Lecturer	67	159	226
	Reader	12	62	74
	Professor	24	214	238
	Total	378	740	1118
	Percentage	33.81%	66.19%	

University		2007		
	SWAN Grade	Female	Male	Total
Fixed	Research	346	431	777
	lecturer	352	310	662
	Senior Lecturer	14	18	32
	Reader	1	3	4
	Professor	1	38	39
	Total	714	800	1514

	Percentage	47.16%	52.84%	
Regular	Research	31	41	72
	lecturer	330	360	690
	Senior Lecturer	105	218	323
	Reader	18	79	97
	Professor	46	337	383
	Total	530	1035	1565
	Percentage	33.87%	66.13%	

OPTOM		2008		
	SWAN Grade	Female	Male	Total
Fixed	Research	9	13	22
	Lecturer	9	16	25
	Senior Lecturer	0	0	0
	Reader	0	0	0
	Professor	0	1	1
	Total	18	30	48
	Percentage	37.50%	62.50%	
Regular	Research	0	0	0
	Lecturer	6	4	10
	Senior Lecturer	2	5	7
	Reader	0	0	0
	Professor	1	4	5
	Total	9	13	22
	Percentage	40.91%	59.09%	

SET Schools		2008		
	SWAN Grade	Female	Male	Total
Fixed	Research	310	393	703
	Lecturer	67	88	155
	Senior Lecturer	10	16	26
	Reader	0	0	0
	Professor	1	31	32
	Total	388	528	916
	Percentage	42.36%	57.64%	
Regular	Research	28	44	72
	Lecturer	251	268	519
	Senior Lecturer	84	213	297
	Reader	5	9	14
	Professor	25	228	253
	Total	393	762	1155
	Percentage	34.03%	65.97%	

University		2008		
	SWAN Grade	Female	Male	Total
Fixed	Research	358	454	812

		2009		
		Female	Male	Total
	Lecturer	300	301	601
	Senior Lecturer	11	17	28
	Reader	0	0	0
	Professor	4	47	51
	Total	673	819	1492
	Percentage	45.11%	54.89	
Regular	Research	30	47	77
	Lecturer	355	364	719
	Senior Lecturer	130	299	429
	Reader	5	9	14
	Professor	46	353	399
	Total	566	1072	1638
	Percentage	34.55%	65.45	

OPTOM		2009		
	SWAN Grade	Female	Male	Total
Fixed	Research	8	9	17
	Lecturer	18	19	37
	Senior Lecturer	0	0	0
	Reader	0	0	0
	Professor	0	0	0
	Total	26	28	54
	Percentage	48.15%	51.85%	
Regular	Research	0	0	0
	Lecturer	6	4	10
	Senior Lecturer	2	5	7
	Reader	0	0	0
	Professor	1	4	5
	Total	9	13	22
	Percentage	40.91%	59.09%	

SET Schools		2009		
	SWAN Grade	Female	Male	Total
Fixed	Research	314	360	674
	Lecturer	85	100	185
	Senior Lecturer	7	20	27
	Reader	2	0	2
	Professor	1	29	30
	Total	409	509	918
	Percentage	44.55%	55.45%	
Regular	Research	27	45	72
	Lecturer	259	272	531
	Senior Lecturer	76	158	234
	Reader	16	61	77
	Professor	27	227	254

	Total	405	763	1168
	Percentage	34.67%	65.33%	

University		2009		
	SWAN Grade	Female	Male	Total
Fixed	Research	360	416	776
	Lecturer	372	353	725
	Senior Lecturer	7	20	27
	Reader	2	0	2
	Professor	4	48	52
	Total	745	837	1582
	Percentage	47.09%	52.91%	
Regular	Research	28	51	79
	Lecturer	364	364	728
	Senior Lecturer	109	228	337
	Reader	32	86	118
	Professor	51	349	400
	Total	584	1078	1662
	Percentage	35.14%	64.86%	