

Professor Terence Stephenson



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**Nottingham**

## Dean of the Faculty of Medicine and Health Sciences





# All advertised clinical posts 3 year data 2003-6



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Lecturers		Senior Lecturers		Professors		Total	
f	m	f	m	f	m	f	m
17	40	11	36	1	7	29	83
6	10	3	16	1	3	10	29
35%	25%	27%	44%	100%	43%	35%	35%

Internal promotion  
 Clinical Academics only  
 3 year data 2003-6



Senior Lecturers/R readers		Professors		Total	
f	m	f	m	f	m
4	9	1	10	5	19
3	8	1	6	4	14
75%	89%	100%	60%	80%	73%

# Possible interpretations



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- Fewer women apply
- When women do apply, better success rate than men
- Women fare worse at Senior Lecturer level
- ‘Covert’ discrimination may deter applicants?
- Women are more realistic?
- Numbers of women are too small to make conclusions?



# Current clinical staffing profile



	Total numbers	Male total		Female total	
Medical Research Fellows	31	17	55%	14	45%
Clinical Lecturers	41	28	68%	13	32%
Clinical Associate Profs, Readers, Profs	131	109	83%	22	17%

# Current clinical staffing profile



	Total numbers	Male		Female	
		Total	Part-time	Total	Part-time
Medical Research Fellows	31	17	2 (12%)	14	2 (14%)
Clinical Lecturers	41	28	5 (18%)	13	8 (62%)
Clinical Associate Profs, Readers, Profs	131	109	14 (13%)	22	12 (55%)

# Current clinical staffing profile and attrition 2003-2006



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	Total numbers	Male		Female	
		Total	Left 03/06	Total	Left 03/06
Medical Research Fellows	31	17	25	14	12
Clinical Lecturers	41	28	9	13	10
Clinical Associate Profs, Readers, Profs	131	109	5	22	15

# Undergraduates



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