

Equality, Diversity & Inclusion (EDI) Report for the 2023 Academic Promotions Round

Summary

This report is an analysis of outcomes of the 2023 Academic Promotions round. The recommendations from the Faculty Promotion Panels were endorsed at the Academic Promotions Group meeting on 10 July 2023 and the receipt of supportive references from external experts for Professorial applicants.

This report is shared with the Head of EDI, who has a role in supporting and advising on recommendations arising from the Academic Promotions Group meeting. The objective is to have consistent representation for race and gender by 2030 across our junior, middle, senior grades: 40:40:40 for BAME representation and 50:50:50 for gender.

222 academic staff applied for promotion in the 2023 round. This represents 24% of the total eligible population (i.e. Lecturers, Senior Lecturers and Readers with at least one year's service). This compares to an application rate of 20% (174 applicants) in the 2022 round and 22% in 2021. Further details are in table 1 on page 2.

BAME applicants have a lower application support rate – 74% of BAME applicants have been supported this year compared to 88% of white applicants (table 1). The overall BAME promotion rate is slightly lower at 18.6% (compared to 20.8% for white staff). This is a similar situation to the 2022 promotion round, although in 2021 the overall BAME promotion rate was slightly higher at 16.7% (against 15.8% for white staff).

At Reader level across the university, the overall promotion rate for BAME staff is however higher than for White academic staff at 20.6% and 16.3% respectively.

It is also noteworthy that there are greater numbers of BAME academics entering the in-scope eligible population (those with at least one year's service); for example, the BAME in-scope population has increased by 13% in the last year, whereas the White in-scope population increased by 4%. We should therefore expect to see this feed through into higher promotion numbers in the next few years.

This year, female applicants have a higher application support rate than male applicants (87% compared to 80%). Women also have a higher overall promotion rate (as a percentage of the overall eligible population) at 24.6% (compared to 15.9% for men). This reflects the situation that has been seen in the promotion rounds for the previous 3 years 2019-2022. Indeed, the success of women in this promotion round has significantly outstripped the success of men across all faculties and academic levels.

The Appendices contain data by Faculty and role for application rates, applicant success (i.e. Faculty support) and overall promotion rates, similar to the overall data shown in table 1. This detailed analysis is broken down into each role applied for (across Queen Mary as a whole) in tables 2, 3 and 4; then for each Faculty (all roles) in tables 5-7; and finally by role within each Faculty in tables 8-16.

Table 1 – overall promotion EDI data in this round¹

Table 1	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	508	55%	101	20%	81	80%	15.9%
Female	418	45%	119	28%	103	87%	24.6%
White	645	70%	152	24%	134	88%	20.8%
BAME	258	28%	65	25%	48	74%	18.6%

1. Eligible population consists of all Lecturers, Senior Lecturers and Readers with a year's service.
2. The proportion in column 2 is the percentage of each group out of the total eligible population (total 926), e.g. 55% of the eligible population are male.
3. Column 3 shows the total number of applications received from each population group.
4. Column 4 represents the figures in column 3 as a percentage of that group's eligible population.
5. Column 5 shows the number of supported applications for promotion (at Faculty level).
6. Column 6 shows supported applications as a percentage of the number of applicants in that group.
7. Column 7 shows the expected overall promotion rates for applicants as a percentage of each eligible population group (assuming all the promotion applications that are currently supported are successful, once the Promotions Group have met and all references have been received).

¹ Data assumes all Faculty recommendations are endorsed by the Academic Promotions Group in July 2023.

Appendix 1 – 2023 promotion success rates across all Faculties by role applied for

Table 2: Professor applicants

	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	124	60%	23	19%	17	74%	13.7%
Female	84	40%	32	38%	27	84%	32.1%
White	158	76%	42	27%	35	83%	22.2%
BAME	44	21%	12	27%	8	67%	18.2%

Table 3: Reader applicants

	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	240	58%	47	20%	34	72%	14.2%
Female	177	42%	42	24%	37	88%	20.9%
White	306	73%	58	19%	50	86%	16.3%
BAME	102	24%	30	29%	21	70%	20.6%

Table 4: Senior Lecturer applicants

	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	144	48%	31	22%	30	97%	20.8%
Female	157	52%	45	29%	39	87%	24.8%
White	181	60%	52	29%	49	94%	27.1%
BAME	112	37%	23	21%	19	83%	15.6%

Appendix 2 – 2023 promotion success rates for all roles by Faculty

Table 5: HSS applicants	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	154	47%	26	17%	25	96%	16.2%
Female	171	53%	52	30%	46	88%	26.9%
White	249	77%	61	24%	56	92%	22.5%
BAME	72	22%	16	22%	14	88%	19.4%

Table 6: S&E applicants	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	205	71%	37	18%	28	76%	13.7%
Female	84	29%	17	20%	14	82%	16.7%
White	193	67%	33	17%	27	82%	14.0%
BAME	83	29%	20	24%	14	70%	16.9%

Table 7: FMD applicants	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	149	48%	38	26%	28	74%	18.8%
Female	163	52%	50	31%	43	86%	26.4%
White	203	65%	58	29%	51	88%	25.1%
BAME	103	33%	29	28%	20	69%	19.4%

Appendix 3 – 2023 promotion success rates for applications to Professor within each Faculty

Table 8: HSS Professor applicants

	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	38	49%	4	11%	3	75%	7.9%
Female	39	51%	14	36%	10	71%	25.6%
White	62	81%	17	27%	13	76%	21.0%
BAME	14	18%	1	7%	0	-	-

Table 9: S&E Professor applicants

	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	55	81%	10	18%	7	70%	12.7%
Female	13	19%	4	31%	4	100%	30.8%
White	48	71%	9	19%	8	89%	16.7%
BAME	17	25%	4	24%	2	50%	11.8%

Table 10: FMD Professor applicants

	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	31	49%	9	29%	7	78%	22.6%
Female	32	51%	14	44%	13	93%	40.6%
White	48	76%	16	33%	14	88%	25.0%
BAME	13	21%	7	54%	6	86%	46.2%

Appendix 4 – 2023 promotion success rates for applications to Reader within each Faculty

Table 11: HSS Reader applicants

	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	71	51%	11	15%	11	100%	15.5%
Female	68	49%	17	25%	17	100%	25.0%
White	112	81%	20	18%	20	100%	17.9%
BAME	26	19%	8	31%	8	100%	30.8%

Table 12: S&E Reader applicants

	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	89	74%	15	17%	9	60%	10.1%
Female	32	26%	7	22%	4	57%	12.5%
White	87	72%	12	14%	7	58%	8.0%
BAME	28	23%	10	36%	6	60%	21.4%

Table 13: FMD Reader applicants

	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	80	51%	21	26%	14	67%	17.5%
Female	77	49%	18	23%	16	89%	20.8%
White	107	68%	26	24%	23	88%	21.5%
BAME	48	31%	12	25%	7	58%	14.6%

Appendix 5 – 2023 promotion success rates for applications to Senior Lecturer within each Faculty

Table 14: HSS Senior Lecturer applicants	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	45	41%	11	24%	11	100%	24.4%
Female	64	59%	21	33%	19	90%	29.7%
White	75	69%	24	32%	23	96%	30.7%
BAME	32	29%	7	22%	6	86%	18.8%

Table 15: S&E Senior Lecturer applicants	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	61	61%	12	20%	12	100%	19.7%
Female	39	39%	6	15%	6	100%	15.4%
White	58	58%	12	21%	12	100%	20.7%
BAME	38	38%	6	16%	6	100%	15.8%

Table 16: FMD Senior Lecturer applicants	(1) Eligible Population	(2) Proportion	(3) No. of Applications	(4) % of Eligible Population	(5) No. of Supported Applications	(6) % Support Rate of Applicants	(7) % Overall Promotion Rate out of Eligible Population
Male	38	41%	8	21%	7	87%	18.4%
Female	54	59%	18	33%	14	78%	25.9%
White	48	52%	16	33%	14	87%	29.2%
BAME	42	46%	10	24%	7	70%	16.7%