

Academic Council Elections 2021

Gender Quotas

Across the 4 Colleges, there are 100 places on Academic Council (exclusive of Ex-Officio Members). These 100 places are inclusive of Heads of Schools, Academic Staff, Research Staff and Student Representatives.

The profile of each College is set out in the following table:

College	Members	Heads of School	Students	Research	Academic
Science & Engineering	30	6	2	2	20
Arts, Social Sciences & Celtic Studies	25	8	2	2	13
Medicine, Nursing & Health Sciences	25	3	2	2	18
Business, Public Policy & Law	20	3	2	2	13
Total	100	20	8	8	64

The purpose of this document is to set out the proposed minimum gender quotas that will apply for the upcoming election. This is on the basis that there will be no gender quotas applied to the student or research cohorts and that the gender balance of the Heads of School is already available.

The gender quotas are also to take into account as much as possible the gender profile of each of the Colleges which is as follows (based on the March HEA Academic Staff Return):

College	Female	Male
Science & Engineering	25%	75%
Arts, Social Sciences & Celtic Studies	53%	47%
Medicine, Nursing & Health Sciences	66%	34%
Business, Public Policy & Law	53%	47%

The following table shows the gender quotas that are proposed for each of the Colleges to allow for the following:

- Achieve an overall gender quota of 40% Male/Female
- Reflect the gender profile of the Colleges as much as possible while taking into account the gender profile of the Heads of Schools
- Allow some flexibility in the minimum number of each gender to provide for non-binary quotas

	Female	Male	Any/Other	Total
Ex-Officio Members	5	11		16
Heads of School	8	12		20
Research Staff			8	8
Students			12	12
Academic Staff				
Science & Engineering	6	12	2	20
Arts, Social Sciences & Celtic Studies	9	2	2	13
Medicine, Nursing & Health Sciences	10	6	2	18
Business, Public Policy & Law	7	4	2	13
Total Membership	45	47	28	120
	38%	39%	23%	

The cells highlighted above are the minimum number of males and females required in each College to bring us to a minimum quota as close as possible to 40% while allowing for the flexibility of 2 places in each College and also preserving the gender profile in each College. This will require at least 3 Females and at least 1 Male from the available pool of 28.

Minimum quota for Academic Council (based on 120 places) is $120 * 40\% = 48$