

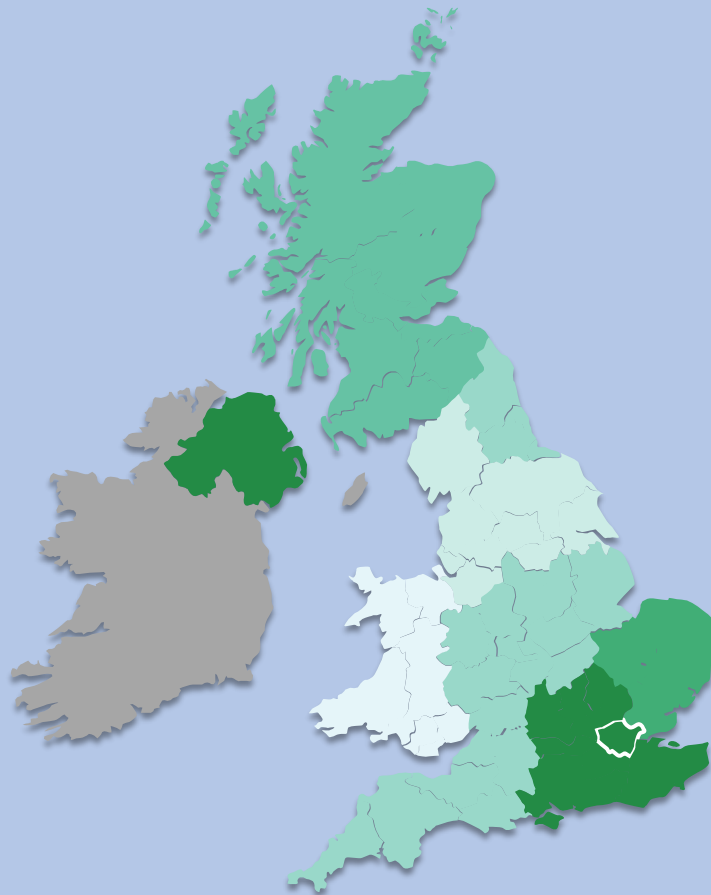


CAMPAIGN
for SOCIAL SCIENCE

A World of Talent:

International Staff at UK Universities & the Future Migration System

First Report



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and
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for**

The Campaign for Social Science



CAMPAIGN for SOCIAL SCIENCE

The Campaign for Social Science was launched in 2011 to promote social science to the UK Government and the wider public. We campaign for policies that support social science inquiry in the UK, such as the retention of large-scale longitudinal research programmes. We promote social science on social media and at events.

The Campaign is supported by a coalition of universities, learned societies, charities and publishers.

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Introduction

This report examines the numbers and distribution of international staff at UK universities, with a special focus on the social sciences.

It shows that staff of non-UK origin play a substantial and vital role in the teaching and research of social science in UK higher education. Overall, European Economic Area (EEA) nationals, who currently have freedom of movement and do not require visas, account for 18% of the regular academic staff for whom we have information about their nationality.¹ A further 12% of academic staff come from farther afield – they are of international origin but from outside the EEA, and they do require visas in order to work in the UK. In total, 3 out of every 10 academics working in UK Higher Education Institutions are international citizens.²

This is, perhaps, not surprising in a university system that is globally recognised for its excellence.³ These international staff bring with them essential knowledge and critical skills. In the social sciences, we know that many bring understanding of particular subjects (such as international relations and comparative frameworks), as well as number and data skills that are in short supply in the UK and crucial to the country's future – whether it be for the implementation of the industrial strategy, or teaching the skills that today's graduates will need for tomorrow's job market.⁴ The networks and mobility of international staff also bolster the UK's high rate of international research collaboration, contributing to the UK's ability to 'punch above its weight as a research nation.'⁵

This first report focuses primarily on analysis of the current levels of international academic staff at UK universities by discipline, and discusses the implications of these initial findings for the future of the UK migration and visa system.

We plan to produce two further reports as part of our wider project on this topic. The first will examine case studies of UK centres of social science excellence, such as the Q-Step centres and others, that draw heavily on international talent and skills. The second will delve deeper into the national composition of university staff by their reported 'cost centres' at universities – rather than the disciplines in which they currently teach. This will allow us to examine the potential impact of Brexit on atypical staff, as well as regular academic staff, from another perspective.

Meanwhile, in the light of the wide-spread distribution of international-origin staff across all disciplines and regions, we conclude this report with observations about the implications for any post-Brexit migration and visa system, if the international excellence of UK universities is to be maintained.

Report I: International Academic Staff by Current Discipline

This section of the report examines the national composition of regular academic staff at UK universities across the sciences, social sciences, and the arts and humanities. All data in this part of the report are sourced and calculated from the HESA Staff Record 2012/13-2016/17, unless otherwise cited, and are rounded and suppressed in accordance with HESA methodological requirements. In this first section, we group disciplines according to HESA subject area groupings.

Overview of all disciplines

Staff of international origin made up 30% of the total regular academic staff with a known nationality at UK universities in 2016/17.⁶ This proportion has risen steadily from 26% over the last 5 years.

While the proportion of international academic staff in 2016/17 was greatest overall in science, technology, engineering and mathematics (STEM) subjects at 33%, it was still quite high in the social sciences,⁷ at 29%. The proportion of international academic staff has also grown consistently over the last five years in the sciences, social sciences, and the arts & humanities as a whole (see Figure 1).

Figure 1. Composition of International Academic Staff at UK HEIs (Excluding Atypical Staff)

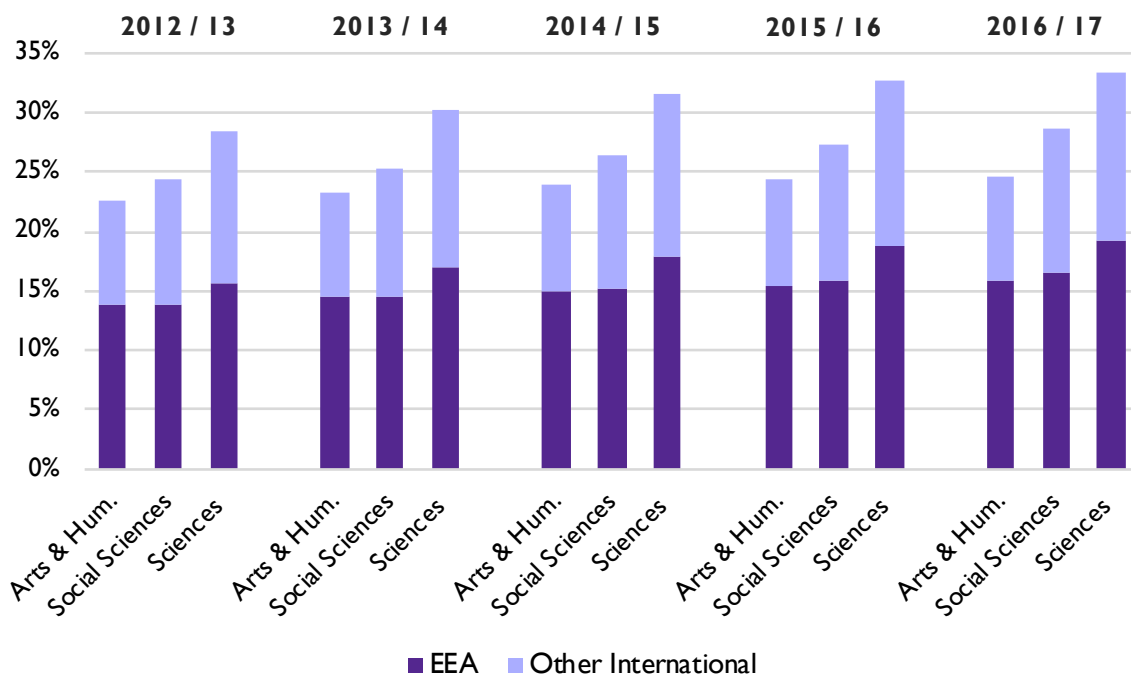


Figure 2. Composition of International Academic Staff at UK HEIs (Excluding Atypicals) by Proportion

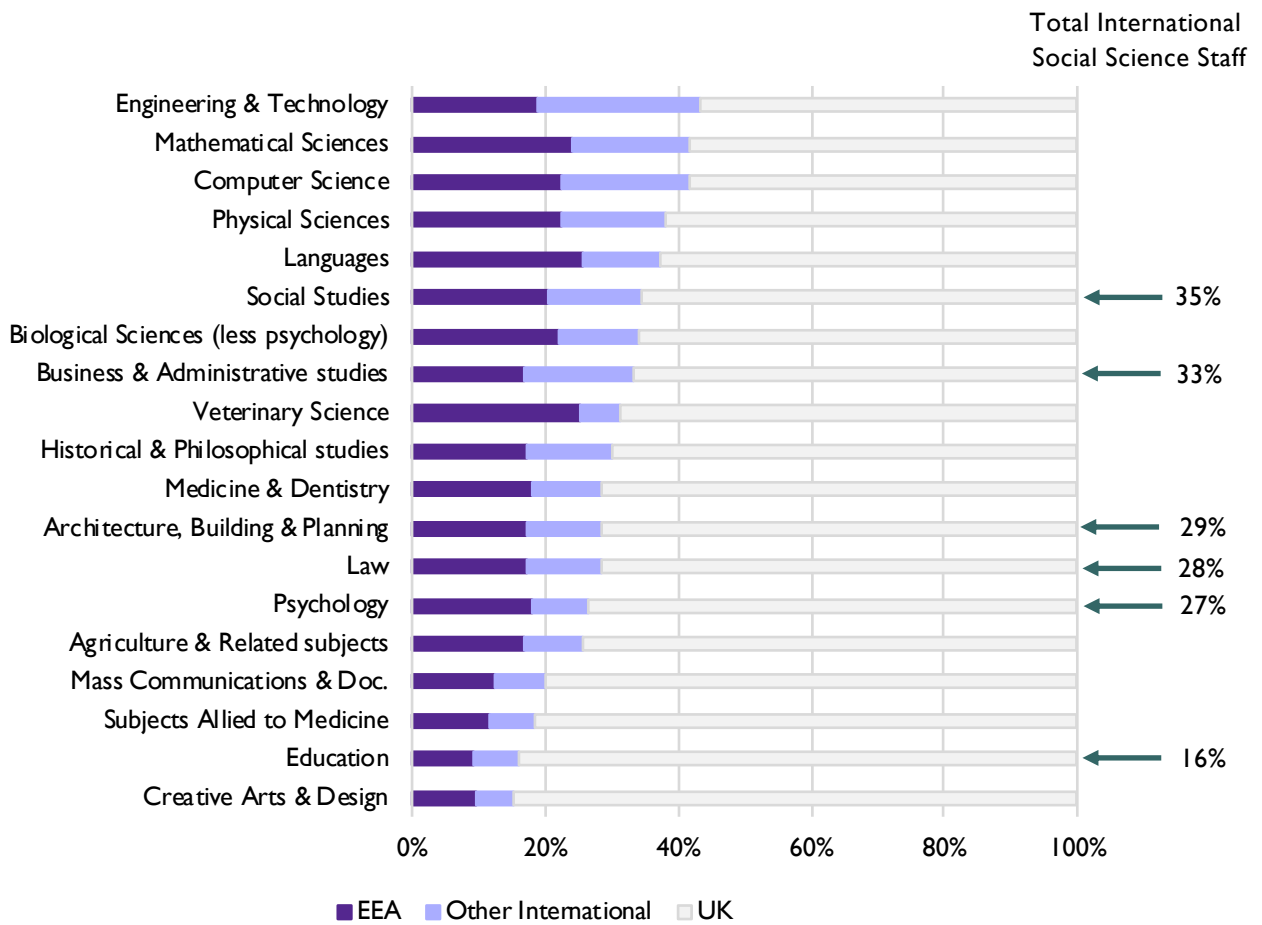
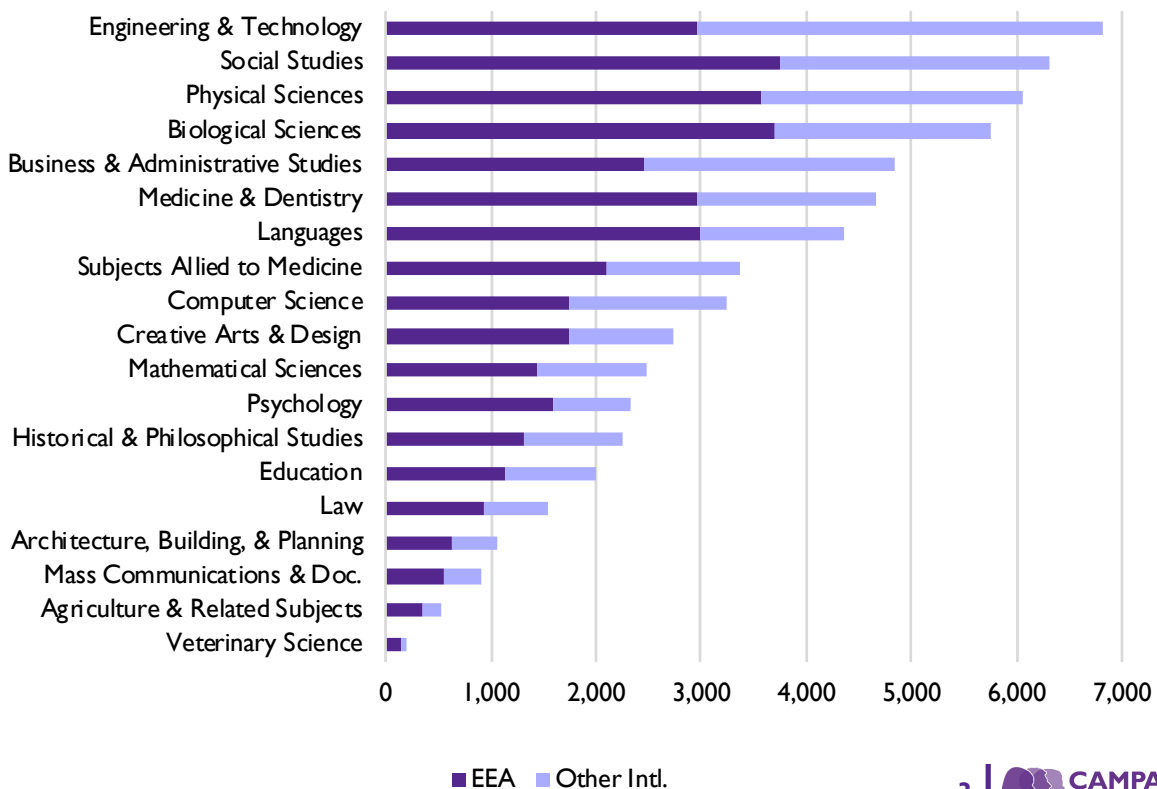


Figure 3. Composition of International Academic Staff at UK HEIs (Excluding Atypicals) by Number



The distribution of international staff varies across broad subject areas.⁸ In 8 out of the 19 broad subject areas, international-origin staff make up a third or more of the regular academic staff at UK HEIs. In order of the highest proportion, these are: engineering & technology (44%), the mathematical sciences (42%), computer science (42%), the physical sciences (38%), languages (37%), social studies⁹ (35%), the biological sciences less psychology (34%), and business and administrative studies (33%). In two discipline subject areas, EEA nationals alone account for over a quarter of the regular academic staff: languages (26%) and veterinary science (25%). (See Figure 2.)

In five out of the six broad *social science* subject areas shown above, international staff accounted for more than a quarter of regular academic staff in 2016/17: 35% in social studies, 33% in business & administrative studies, 29% in architecture, building & planning, 28% in law, and 27% in psychology. Only education fell below this threshold, with 16% total international staff, which is perhaps not surprising for a practice-based subject focused on UK schools. As with every broad subject grouping, with the exception of engineering & technology, the proportion of EEA nationals in each of the social science subject areas exceeded that of 'other' international citizens. (See Figure 2.)

The raw numbers also tell an important story. In 2016/17, the top five broad subject areas in terms of their absolute number of international staff were: engineering & technology (6,820 international citizens out of 15,675 of a known nationality), social studies (with 6,300 out of 18,210), the physical sciences (with 6,060 out of 15,915), the biological sciences (with 5,745 out of 16,755), and business & administrative studies (with 4,840 out of 14,590). (See Figure 3.)

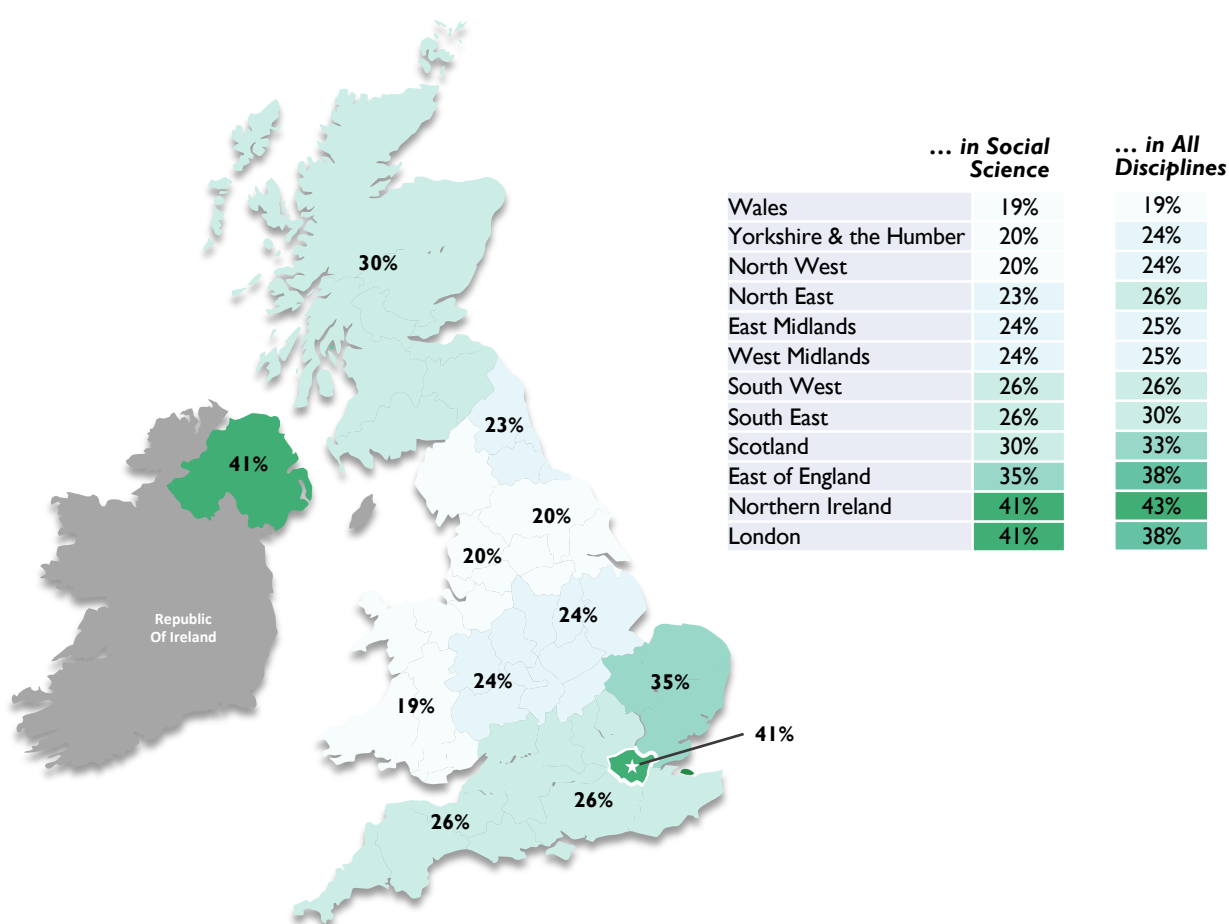
These figures highlight an important fact. When looking across all of science, social science, and the arts & humanities – it is clear that social studies and business & administrative studies have among the largest absolute numbers and the highest proportions of international staff. Such a high number and distribution of international staff in these subject areas is significant, because of the role these subject areas play within the UK university system. Together social studies and business & administrative studies account for 16% all academic university staff, and 24% of all student enrolment, in the UK. They also account for 52% of university social science staff, and 58% of social science students.

A Regional Overview of International-Origin Staff

While there are differences in the regional distribution of international-origin staff, **universities in all UK regions would be affected by any substantial change in their ability to recruit talent and skills from abroad.**

In the social sciences – and across all disciplines in the sciences, social sciences, and arts & humanities – **the proportions of international staff range from roughly one in five of all academics to four out of every ten academics, depending on the region.** Across all disciplines, Wales has the lowest levels at 19% (though this is still nearly one in five university staff), while Northern Ireland (at 43%), the East of England (at 38%), and London (also at 38%) have the highest levels of international staff. As shown in Figure 4, distributions are similar for the social sciences.

Figure 4. Total Proportion of All International Academic Social Science Staff, 2016/17

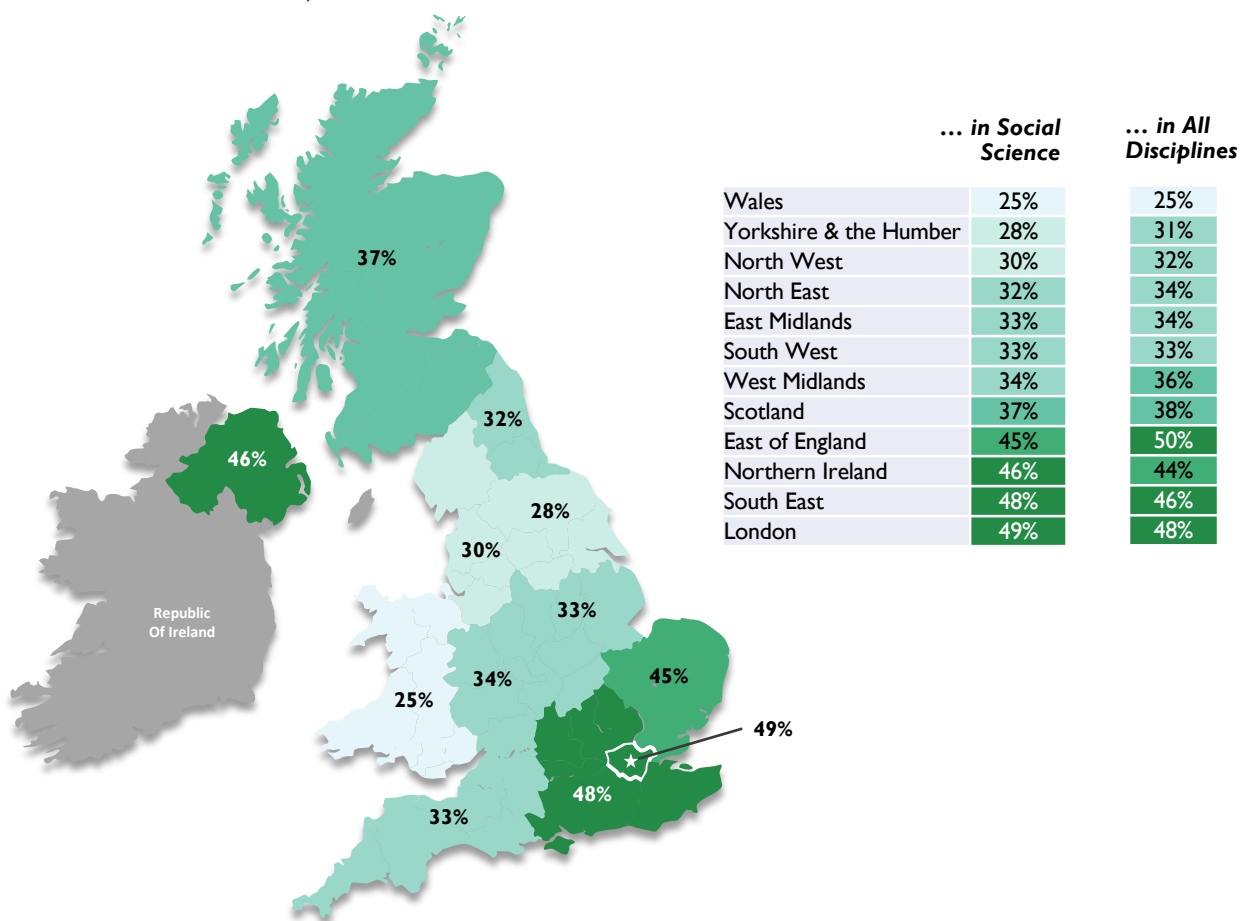


Source note: All maps and tables in this report provide our analysis of data sourced from the HESA Staff Record 2012/13-2016/17. All facts and figures are reported in accordance with the HESA methodology for rounding and suppression to ensure individual data remains anonymous, and as a result the figures in some tables may not appear to sum perfectly. Figures 1 – 37 of this report exclude atypical staff.

If we are to secure the future health of the UK science and research sector, it is important to understand the impact of international academic staff at research intensive universities as well as universities overall. In this report, we have used the Russell Group universities as a proxy for the concept of the ‘research-intensive university.’ We know that this is not a perfect substitute, as there are many universities that are not part of the Russell Group that are research intensive and have considerable research prowess and expertise within their campuses. This was, however, the best and simplest available proxy to operationalize the concept in the context of the HESA data used here.

The map in Figure 5 shows the proportion of all international academic staff at Russell Group universities in the social sciences as compared to all disciplines. It clearly shows that the proportions of international staff are higher at these research-intensive universities across all regions, not just in the social sciences, but in all disciplines combined. In the social sciences, the five regions with the highest concentrations of international-origin university staff are Scotland (at 37%), the East of England (at 45%), Northern Ireland (at 46%), the South East (at 48%), and London (at 49%). The levels of international staff are the same or higher for all disciplines combined, with the exception of London, Northern Ireland, and the South East – where they are one or two percentage points higher for the social sciences. **The fact that Russell Group universities have higher proportions of international-origin staff suggests that they are recruiting within a global pool of talent, seeking to bring the best and brightest staff to the UK.**

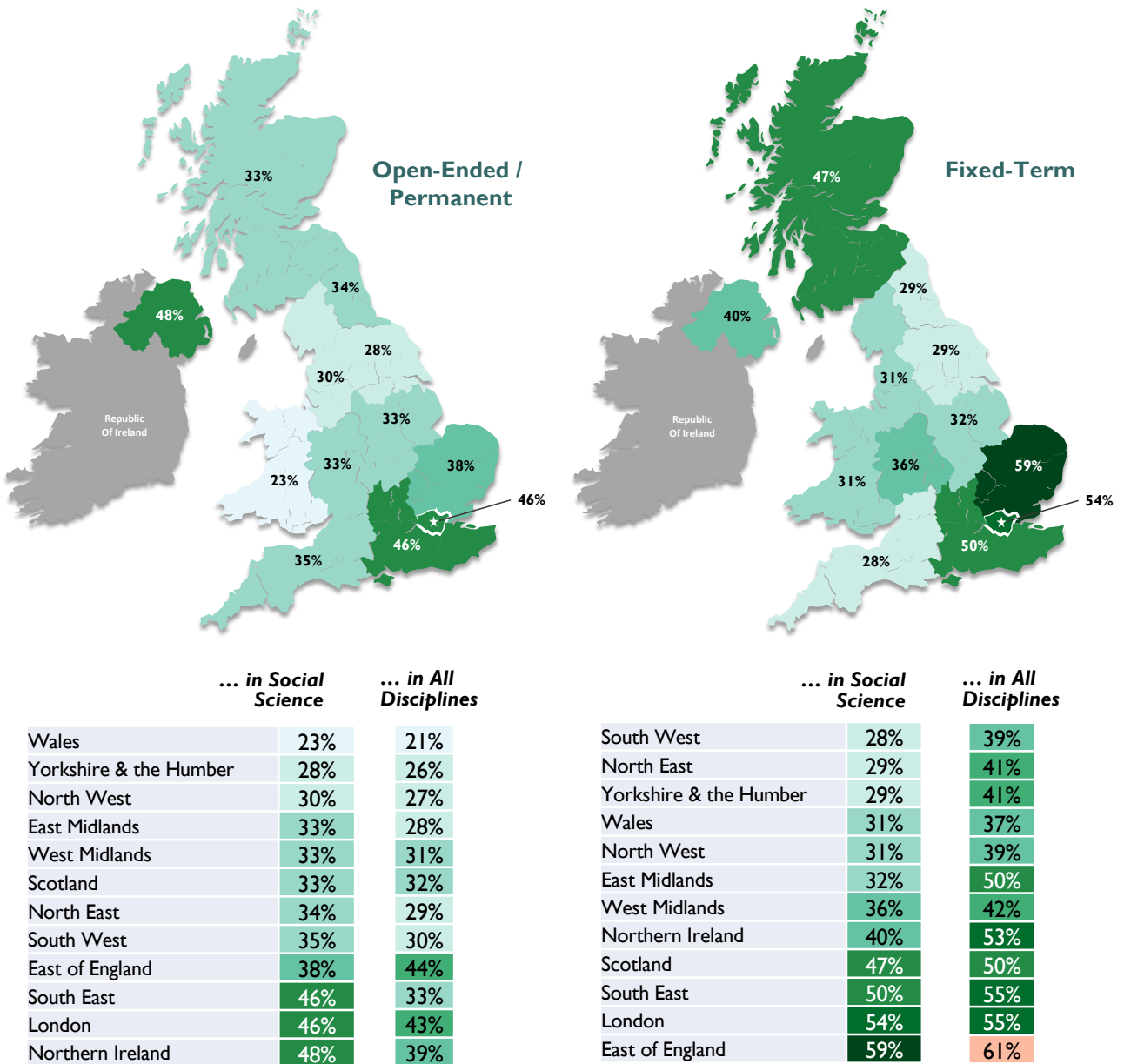
Figure 5. Total Proportion of All International Academic Social Science Staff at Russell Group Universities, 2016/17



Another issue to consider when looking at the role that international staff play at universities, is whether or not they are evenly spread across different academic roles within UK universities. It is therefore interesting to note the differences between the levels of international staff in open-ended or permanent academic roles versus fixed-term academic staff.

A recent study has shown that academic staff on open-ended contracts in the UK tend to be later in their career stage, such as professors, senior lecturers or lecturers on a track to professorship at a particular university, while those on fixed-term contracts are more likely to be those in the early stages of their career, such as teaching/research assistants, lecturers, and research or teaching fellows.¹⁰ In many universities, such fixed-term staff can be responsible for much of the day to day teaching and contact hours with students, or provide much needed contract research capacity, meaning that they play an important role in our universities despite the nature of their employment.

Figure 6. Total Proportions of Permanent and Fixed-Term International Academic Social Science Staff at Russell Group Universities, 2016/17



Looking at regular academic staff for all disciplines combined at the research-intensive Russell Group universities, **we see that the levels of international-origin academic staff on fixed-term contracts are higher than the levels of international academic staff on open-ended or permanent contracts across every region in the UK**, with a spread of up to 22 percentage points in some regions. In six UK regions, over half or more than half of the fixed-term academic staff in all disciplines are international: in the East Midlands, Scotland, Northern Ireland, London, the South East, and the East of England.

This situation is only somewhat less marked in the social sciences, with the levels of international fixed-term staff higher than for open-ended/permanent contracts in two thirds of UK regions. Nonetheless, **in 10 out of 12 UK regions, international citizens make up over 30% of permanent academic social science staff**, ranging up to 46% in London and the South East, and 48% in Northern Ireland. **And in 5 out of 12 UK regions, international citizens make up 40% or more of fixed-term academic social science staff**, ranging up to 59% in the East of England.

These data show that in the social sciences and across all disciplines, across all contract types, and across all regions there are significant levels of international-origin staff in all UK universities.

Moreover, **a significant proportion of international-origin staff in fixed-term and permanent positions are from EEA countries**. This suggests that relatively easy movement between EEA countries is particularly important for both types of academic contracts, and highlights that the visa regime may pose a particular challenge for UK universities after Brexit. Out of the 26,405 total academic fixed-term staff of international origin across all disciplines and UK universities, 14,945 (or 57%) of them are from EEA countries, compared to 60% among staff on permanent contracts. The proportion is the same for such fixed-term staff at the Russell Group universities, where 8,980 out of 15,825 (or 57%) of international-origin staff on fixed-term contracts are from the EEA, compared to 61% on permanent contracts.

The high number of EEA migrants on fixed-term contracts should be considered when designing and implementing any future visa regime. If such future EEA migrants are made to apply to UK jobs under a Tier 2 style skilled visa permit, the high cost of such a permit (currently estimated to be over £5,000 pounds for a researcher moving with 3 dependents, once attendant costs and fees are factored in¹¹), may prove too high a barrier to entry for those being hired into fixed-term positions. Moreover, it is unclear how many international applicants for fixed-term posts from any country would be able to meet the government's proposed salary threshold for a future UK skilled visa regime of £30,000 – especially given the high number that are likely to be early career academics. We return to these issues in the conclusion of this report.

A Closer Look at International-Origin Social Science Staff by Discipline

Whereas up to now we have looked at broad subject areas, it is striking that there is more variation between specific disciplines than there is between these broad groupings. This point has been made for STEM subjects but it is also true for the social sciences.¹²

The top five social science disciplines in terms of the number of international-origin academic staff are economics, finance, development studies, politics, and anthropology. Each of these disciplines has important substantive interests in international issues but also require specific skills to address these issues.

Notably, 61% of regular academic staff in economics are of international origin, and well over half of those are from the EEA. This pattern (of EEA nationals making up half or more of the total international staff) is true for most of the social science disciplines examined in this report. In all, 14 out of 31 social science disciplines have more than 30% of their regular academic staff holding international passports. In the pages that follow, we examine some of these disciplines in greater depth.

Figure 7. National Composition of Social Science Staff by Discipline, 2016/17 Across All UK HEIs

Current Academic Discipline 1	UK	EEA	Other Intl.	Total Known	Total Intl.
Economics (L1)	39%	35%	25%	3,850	61%
Finance (N3)	46%	26%	27%	1,350	54%
Development Studies (L8)	54%	22%	25%	300	46%
Politics (L2)	57%	26%	17%	3,045	43%
Anthropology (L6)	63%	21%	16%	890	37%
Business Studies (N1)	65%	18%	17%	3,955	35%
Others in Law (M9)	66%	19%	14%	505	34%
Others in Architecture, Building & Planning (K9)	67%	21%	11%	60	33%
Marketing (N5)	68%	17%	15%	1,600	32%
Management Studies (N2)	68%	17%	15%	3,915	32%
Architecture (K1)	69%	20%	11%	2,345	31%
Accounting (N4)	69%	11%	19%	1,460	31%
Law by Area (M1)	70%	19%	11%	2,655	30%
Others in Business & Administrative Studies (N9)	70%	18%	12%	175	30%
Total Social Science	71%	17%	12%	63,060	29%
Sociology (L3)	72%	17%	11%	3,190	28%
Psychology (C8)	73%	18%	8%	8,720	27%
Human & Social Geography (L7)	73%	15%	12%	1,095	27%
Social Policy (L4)	75%	16%	9%	2,330	25%
Law by Topic (M2)	75%	15%	10%	2,250	25%
Landscape & Garden Design (K3)	75%	17%	8%	75	25%
Building (K2)	75%	10%	14%	730	25%
Hospitality, Leisure, Sport, Tourism & Transport (N8)	77%	14%	9%	1,155	23%
Others in Social Studies (L9)	77%	15%	8%	780	23%
Planning (urban, rural & regional) (K4)	77%	13%	10%	475	23%
Others in Education (X9)	78%	13%	9%	3,625	22%
Human Resource Management (N6)	79%	11%	10%	975	21%
Academic Studies in Education (X3)	83%	9%	8%	5,130	17%
Research & Study Skills in Education (X2)	84%	9%	7%	765	16%
Social Work (L5)	91%	6%	4%	2,725	9%
Training Teachers (X1)	94%	4%	3%	2,930	6%
Office Skills (N7)	..	..	..	10	..

Economics

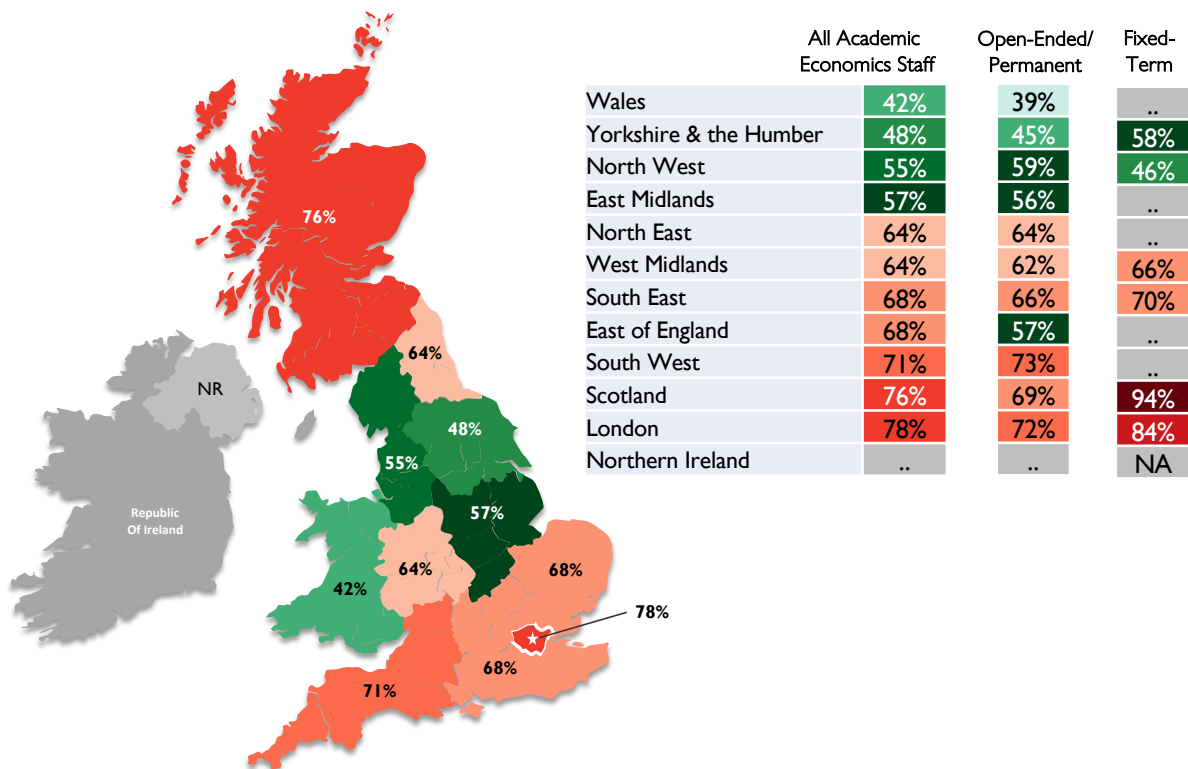
Economics has the most heavily international academic staff of all the social science disciplines. Across all UK universities in 2016/17, there were 3,850 academic staff of a known nationality in economics, and 61% of these were of international origin. At the research-intensive Russell Group universities that same year, there were 1,905 such academic staff in economics, and 66% were international in origin.

Figure 8 maps the total proportion of all economics academics of international origin at the research-intensive Russell Group universities by region. By way of comparison, the middle column of the table shows the proportion of international-origin economics staff at these universities among those on open-ended or permanent contracts, and the far right-hand column of the table shows the proportion of those on fixed-term contracts who are of international origin.

In 9 out of 11 reportable¹³ regions, international-origin staff at Russell Group universities accounted for more than half of all academic staff in economics, and in two of these regions international-origin staff surpassed three-quarters of all academic staff in economics: in Scotland (at 76%) and London (at 78%).

Indeed, international-origin staff accounted for more than half of economics staff on permanent contracts in 9 out of 11 reportable UK regions, with only Yorkshire and Wales as exceptions. The lowest levels of international-origin economics permanent staff were in Wales, but at 39% the numbers are still remarkably high.

Figure 8. Total Proportion of All International Economics Academic Staff at Russell Group Universities, 2016/17, with Comparison to Breakdown by Contract Type



Where we have reportable figures, the levels of international fixed-term staff in economics were even higher than those for permanent economics staff in every region but one. For instance, among fixed-term academic staff in economics in 2016/17, 94% were of international origin at Scottish universities and 84% were of international origin in London.

So where do these large numbers of international staff in economics come from?

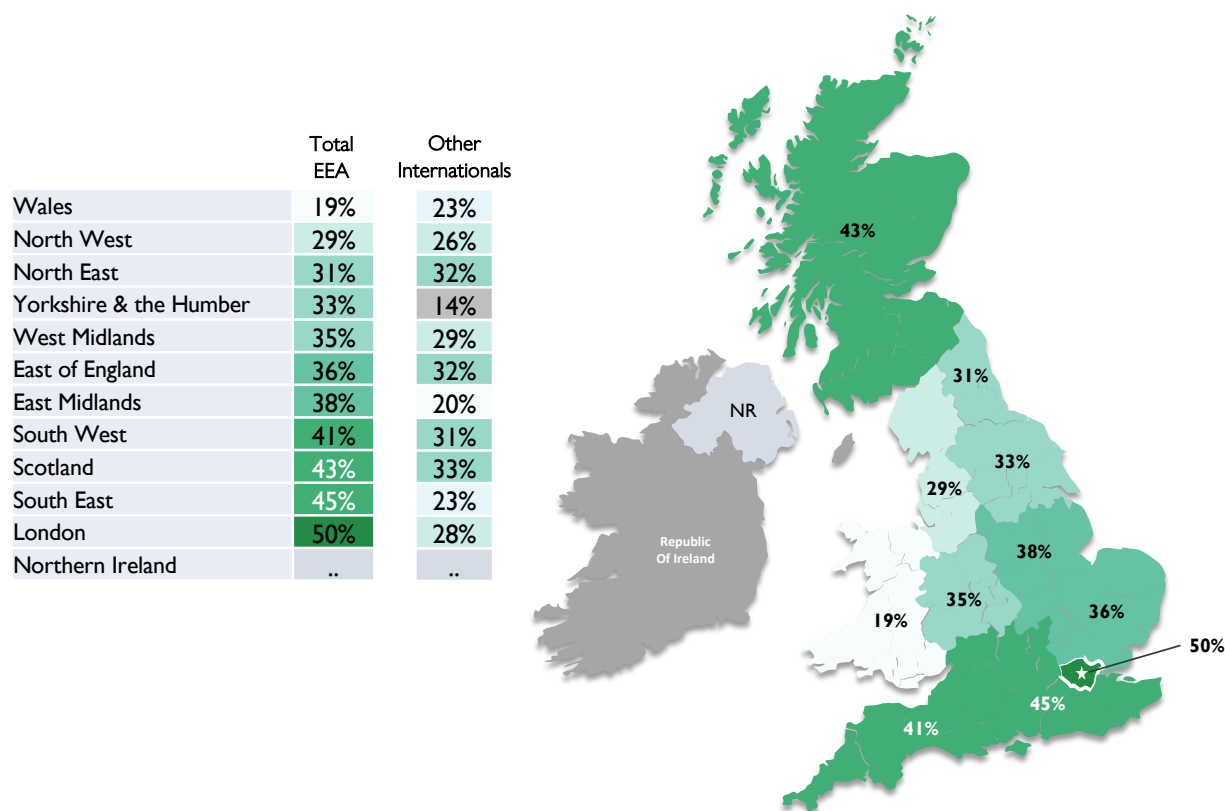
While there are some regional differences, generally about half or more of international-origin academic staff in economics come from the European Union and other countries within the European Economic Area (EEA).

Figure 9 below maps the total proportion of all academic economics staff at Russell Group universities that hold passports from an EEA country (including, of course, the EU). In the right-hand column of the attached table, the proportion of international-origin economics staff from other countries is shown.¹⁴

The map clearly shows significantly high levels of EEA-origin economics staff across all regions — ranging from 19% of the academic economics staff at Russell Group universities in Wales to 50% of such staff in London. London also has the highest absolute number (435) of international-origin Russell Group economics academics in the country overall.

In 9 out of 11 reportable regions, the number of EEA-origin economics staff at these research-intensive universities outweighed the numbers of international-origin economics staff hailing from other countries.

Figure 9. Total proportion of EEA Nationals on All Academic Economics Staff at Russell Group Universities in 2016/17, Compared to the Proportion of those from Other Countries



Finance

Across UK universities in 2016/17 there were 1,350 total academic staff of a known nationality in finance. 725 of these were non-UK citizens, of which 355 were from the EEA. At the Russell Group universities, 260 of the total 400 academic staff in finance were of international origin. In every reportable region, more than half of all academic finance staff were of international origin, reaching up to 74% in Scotland, 81% in the South East, and 82% in London.¹⁵ Notably, 92% of fixed-term finance staff in London came from abroad.

Figure 10. Total Proportion of All International Finance Academic Staff at Russell Group Universities, 2016/17, with Comparison to Breakdown by Contract Type

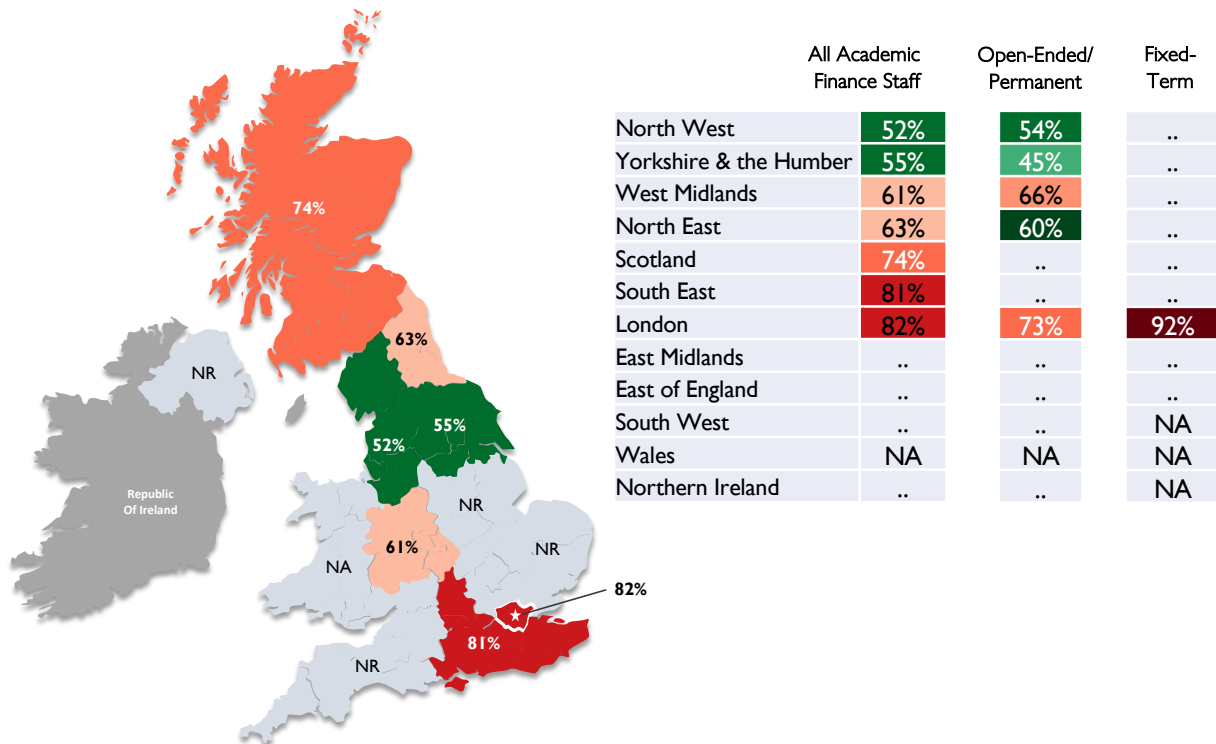
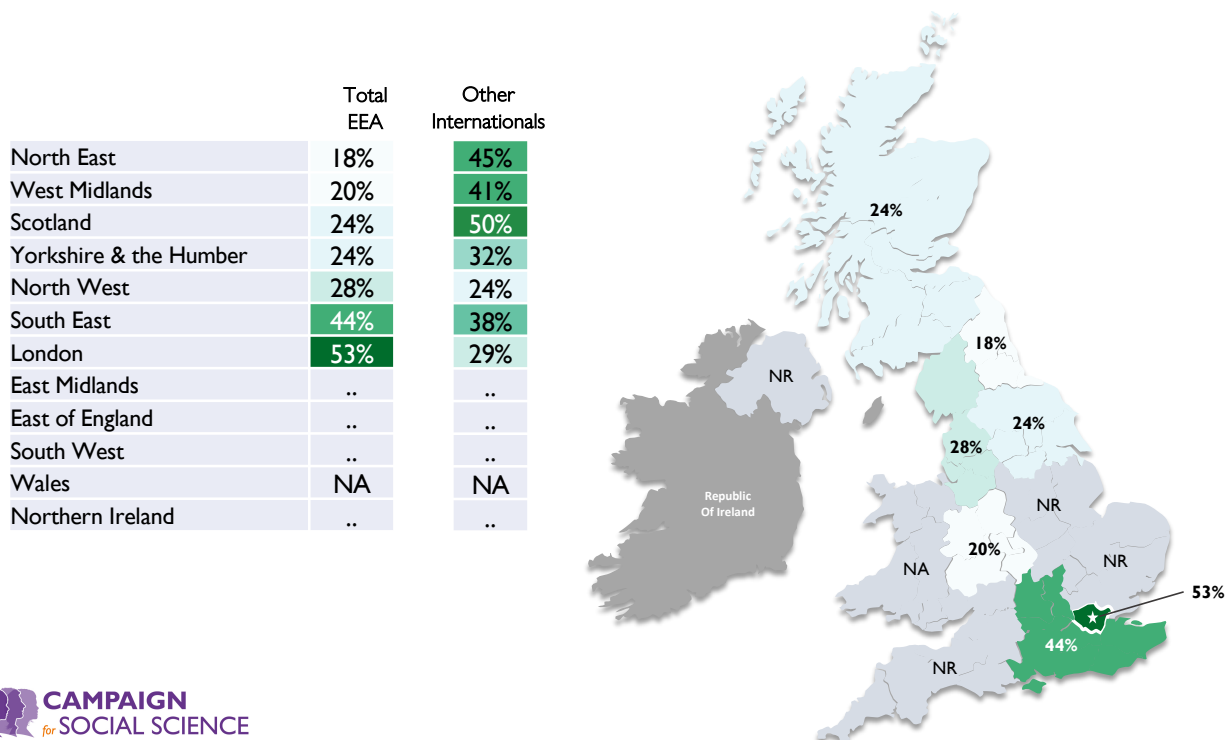


Figure 11. Total proportion of EEA Nationals on All Academic Finance Staff at Russell Group Universities in 2016/17, Compared to the Proportion of those from Other Countries



Politics

Across UK universities in 2016/17, there were 3,045 total academic staff of a known nationality in politics. 1,300 (or 43%) of these were non-UK citizens, of which 790 were from the EEA. At the Russell Group universities, 740 of the total 1,605 academic staff in politics were of international origin. In 4 out of 12 regions, more than half of all academic politics staff were of international origin, and the same was true for permanent academic politics staff in those same regions (the South East, London, the East of England, and Northern Ireland). The proportion of international fixed-term staff also surpassed the 50% mark in the West Midlands, Scotland, the South East, and London.

Figure 12. Total Proportion of All International Politics Academic Staff at Russell Group Universities, 2016/17, with Comparison to Breakdown by Contract Type

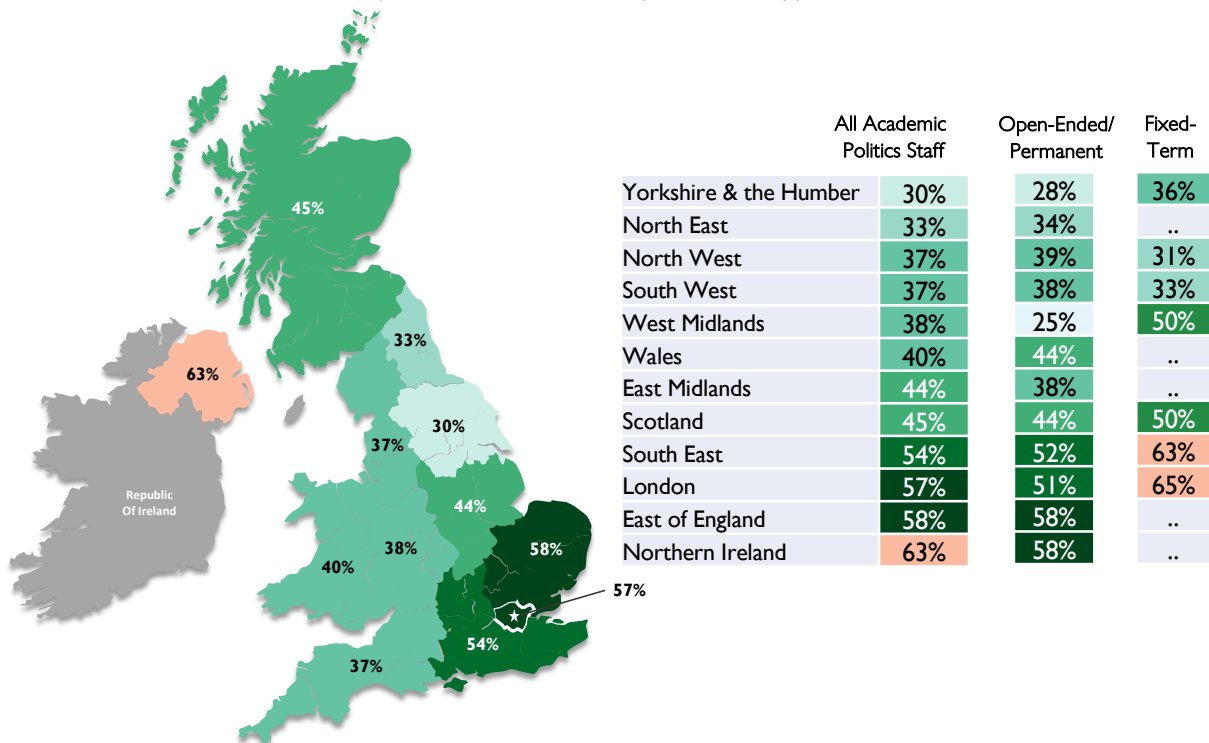
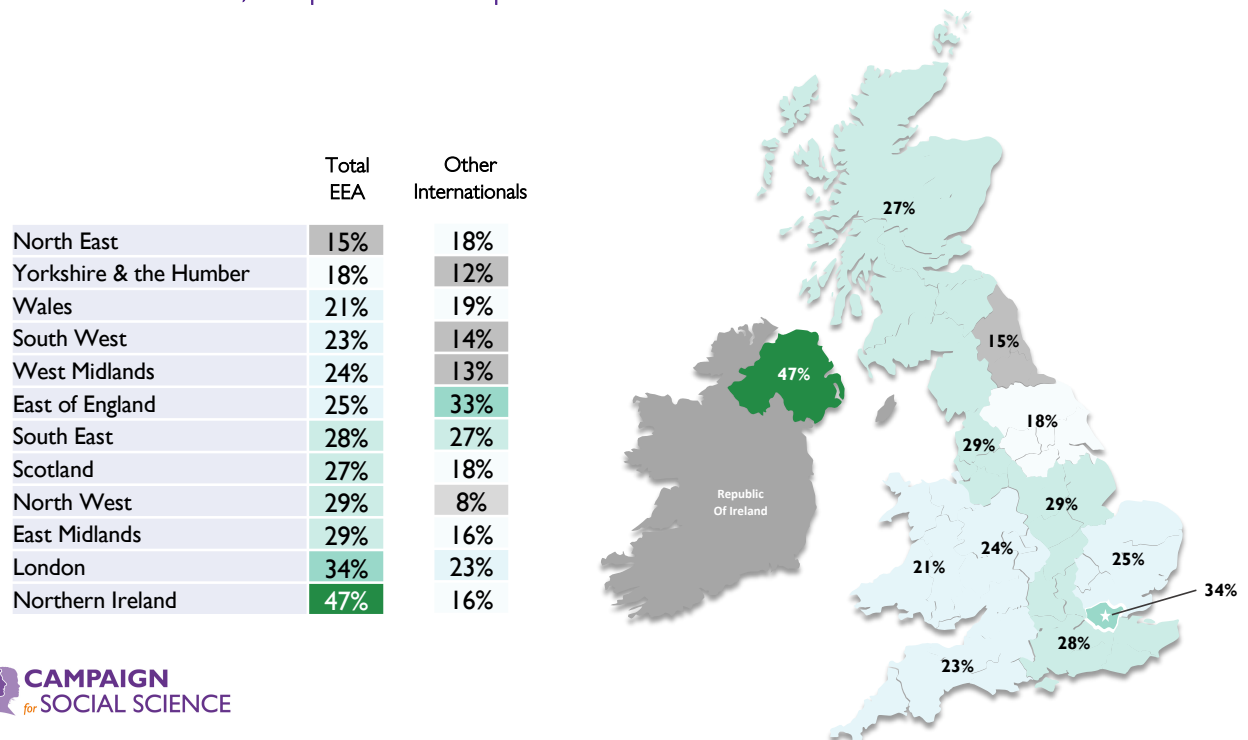


Figure 13. Total proportion of EEA Nationals on All Academic Politics Staff at Russell Group Universities in 2016/17, Compared to the Proportion of those from Other Countries



Business Studies

Across UK universities in 2016/17 there were 3,955 total academic staff of a known nationality in business. 1,370 of these were non-UK citizens, of which 700 were from the EEA. At the Russell Group universities, 440 (or 50%) of the total 890 such academic staff in business were of international origin. In 5 out of 10 reportable regions, international-origin staff made up 50% or more of all academics in business at Russell Group universities, reaching up to 75% of such academics in the East. Overall at Russell Group universities, the numbers of EEA migrants and those from other countries were more evenly matched (see Figure 7 for overall figures, and Figure 15 for a breakdown by region).

Figure 14. Total Proportion of All International Business Academic Staff at Russell Group Universities, 2016/17, with Comparison to Breakdown by Contract Type

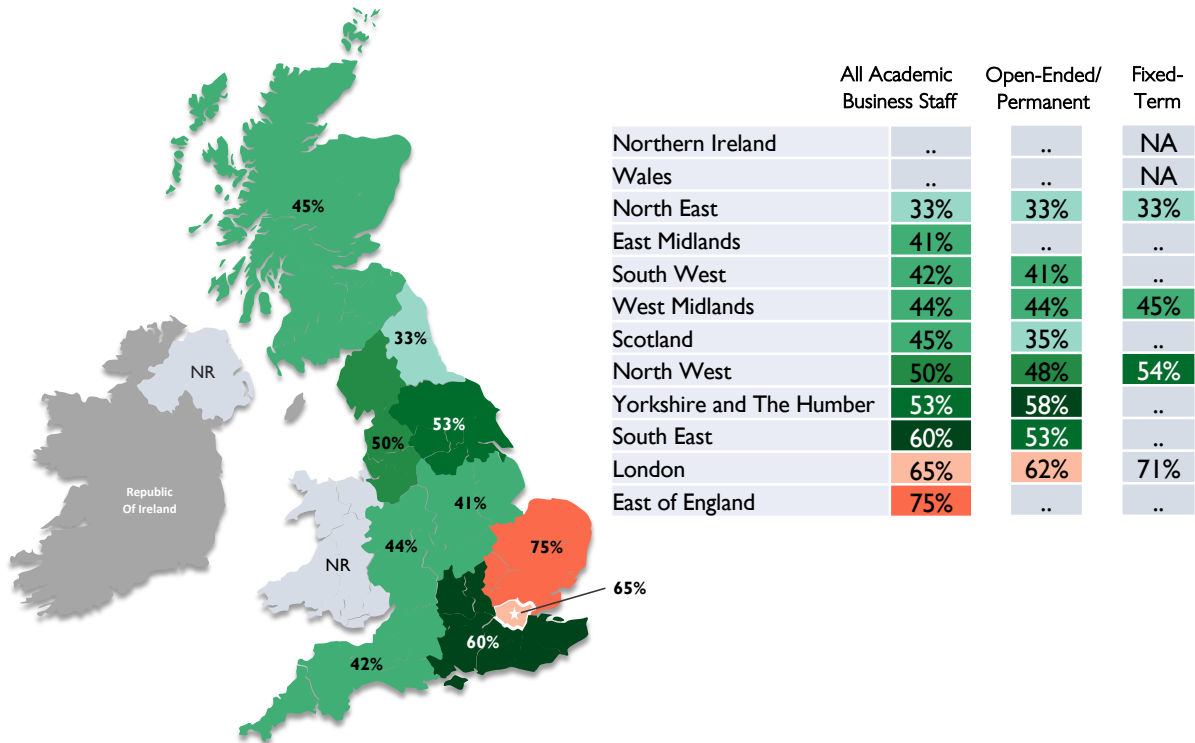
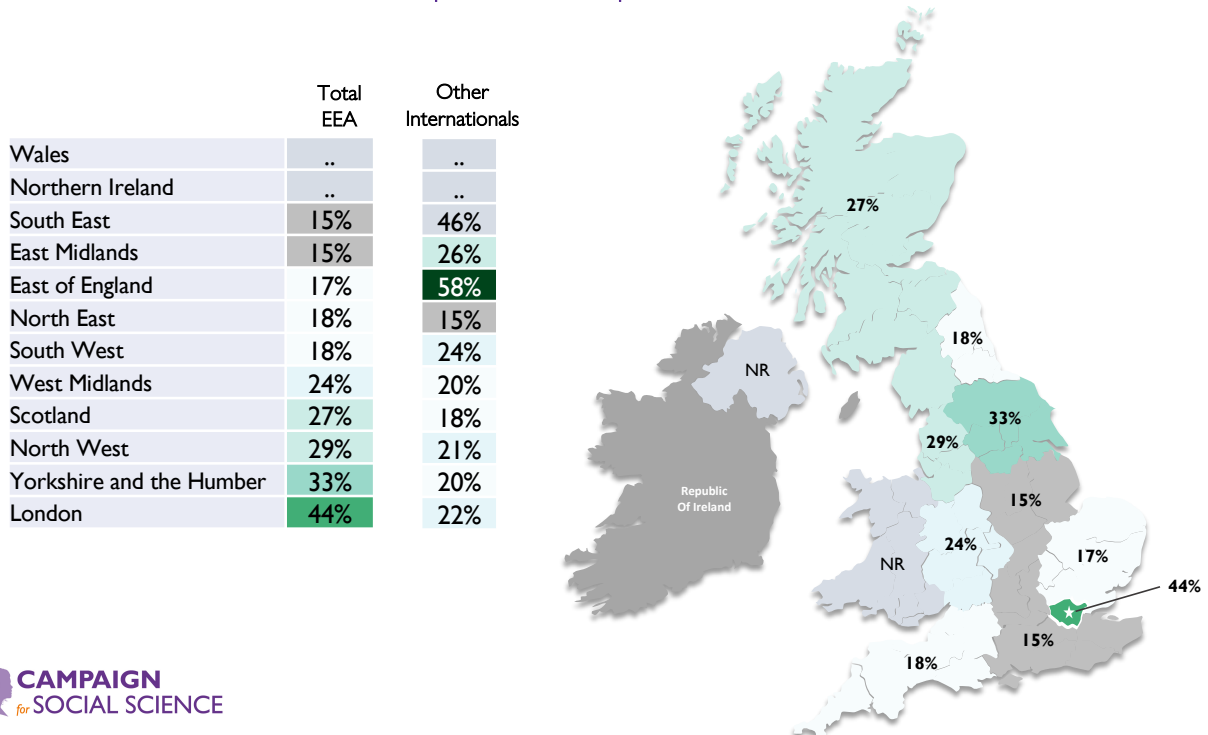


Figure 15. Total proportion of EEA Nationals on All Academic Business Staff at Russell Group Universities in 2016/17, Compared to the Proportion of those from Other Countries



Management Studies

Across UK universities in 2016/17 there were 3,915 total academic staff of a known nationality in management. 1,255 of these were non-UK citizens, of which 655 were from the EEA. At the Russell Group universities, 470 (or 42%) of the total 1,120 such academic staff in management were of international origin. In 10 out of 11 reportable regions, international-origin staff accounted for 25% or more of management academics at the research-intensive Russell Group universities, ranging up to 61% in Northern Ireland. In 9 out of 11 reportable regions, international-origin staff accounted for more than 1 in 4 management academics on permanent contracts, ranging to more than 1 in 2 such academics in Scotland, London, and Northern Ireland. Such proportions were higher in every reportable region for fixed-term staff.

Figure 16. Total Proportion of All International Management Academic Staff at Russell Group Universities, 2016/17, with Comparison to Breakdown by Contract Type

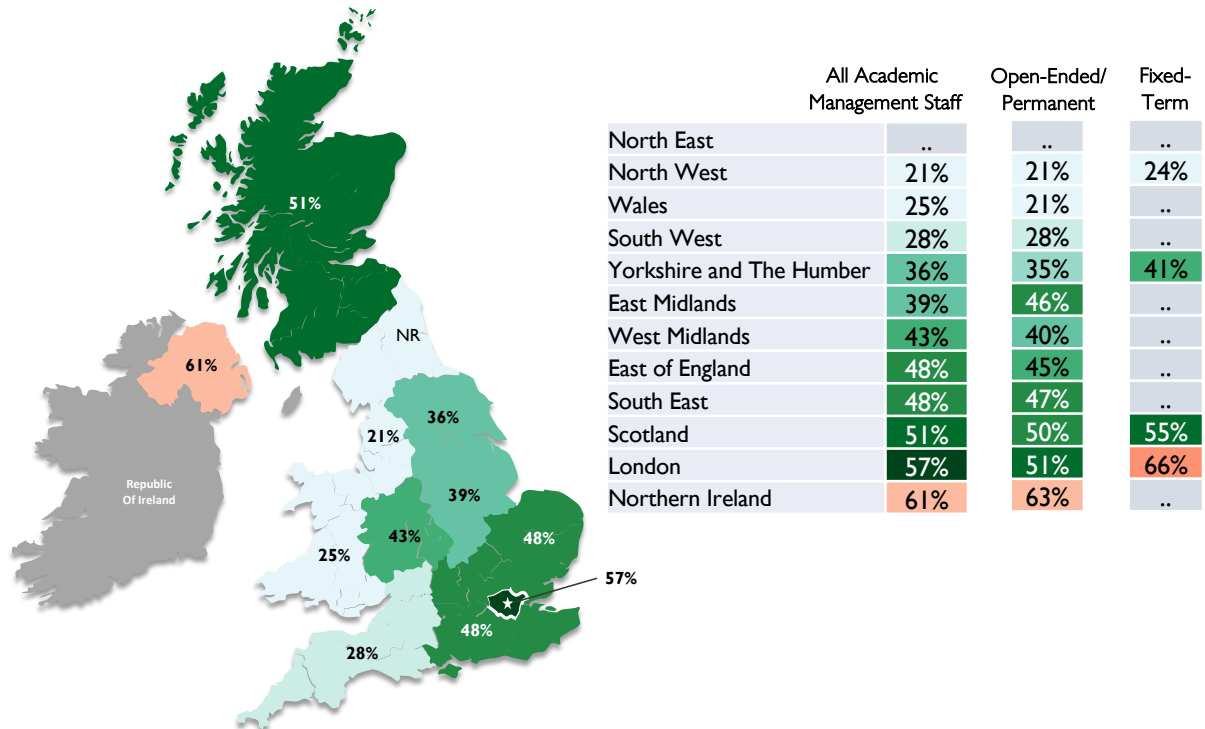
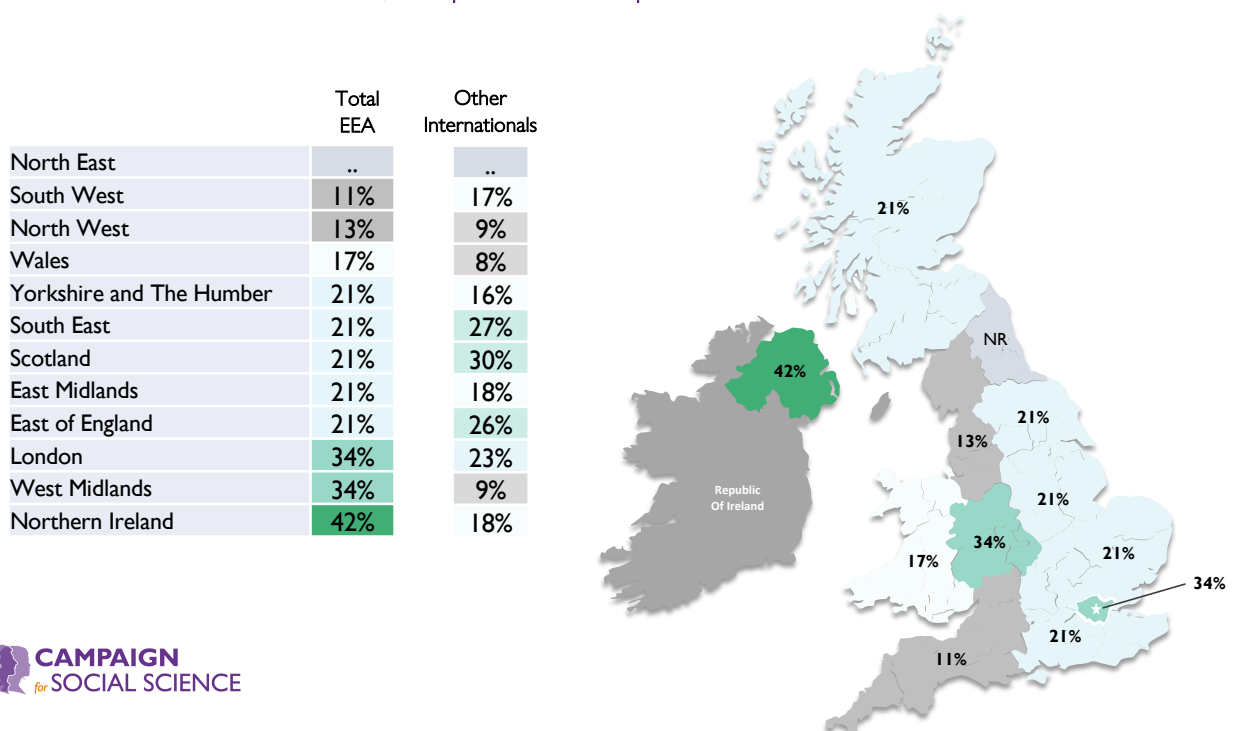


Figure 17. Total proportion of EEA Nationals on All Academic Management Staff at Russell Group Universities in 2016/17, Compared to the Proportion of those from Other Countries



Law by Area

Across UK universities in 2016/17 there were 2,655 total academic staff of a known nationality in the discipline of Law 'by Area.'¹⁶ 810 of these were non-UK citizens, of which 510 were from the EEA. At the Russell Group universities, 380 (or 40%) of the total 965 such academic staff in this legal discipline were of international origin. In 9 out of 10 reportable regions, international-origin staff accounted for 25% or more of these legal academics. In 7 out of 8 reportable regions, international staff accounted for more than 25% of permanent academic staff in the subject. In 8 out of 10 reportable regions, EEA migrants accounted for more non-UK Law by Area academics than those from all other international countries combined.

Figure 18. Total Proportion of All Law by Area International Academic Staff at Russell Group Universities, 2016/17, with Comparison to Breakdown by Contract Type

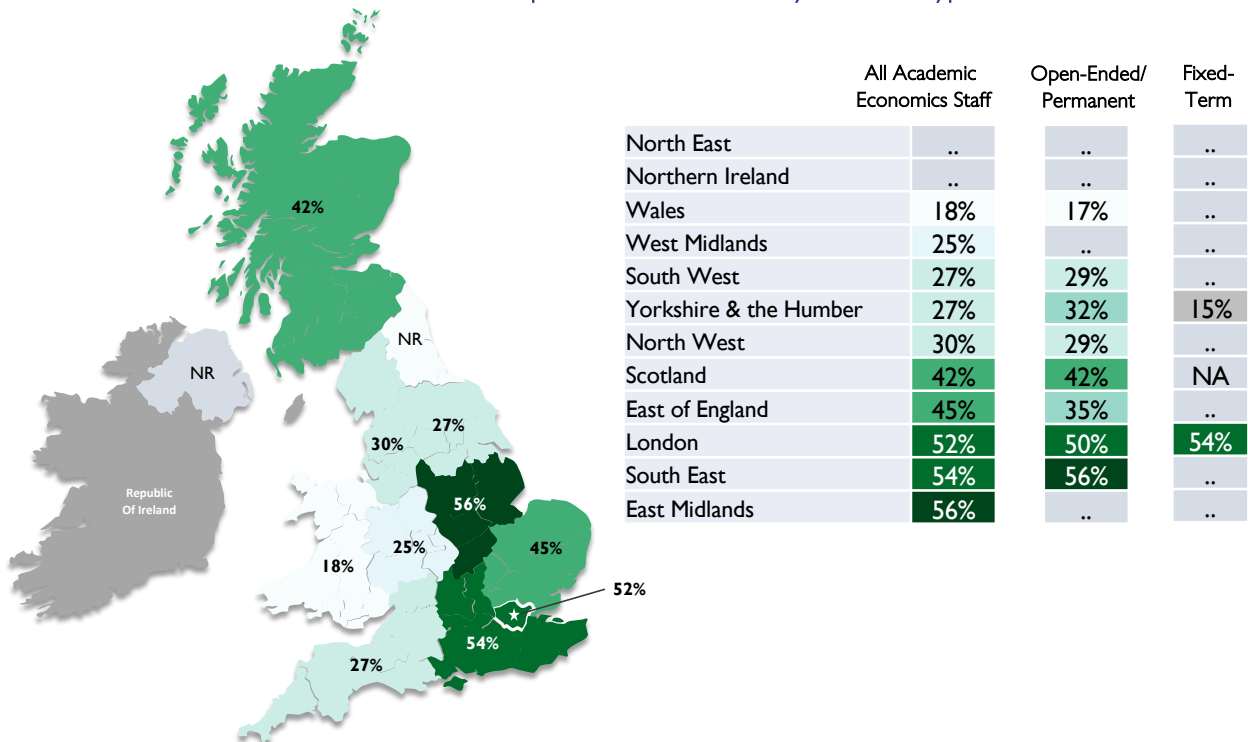
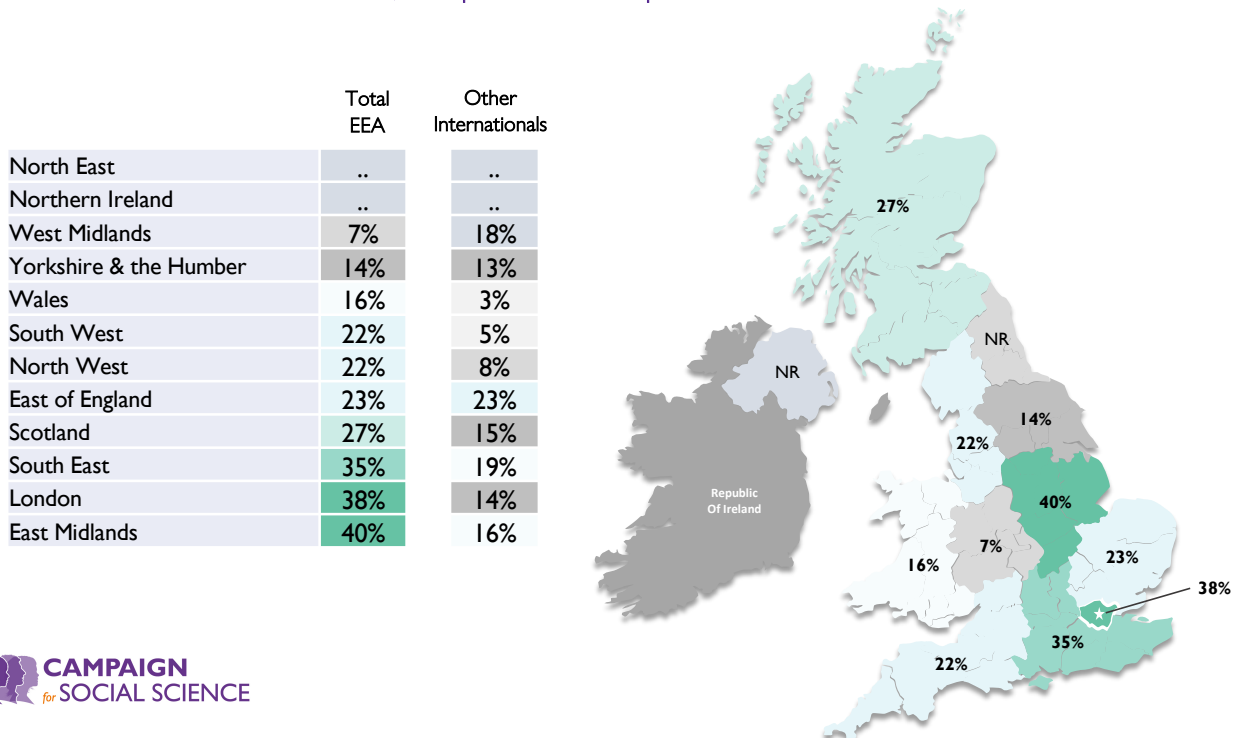


Figure 19. Total proportion of EEA Nationals on All Academic Law by Area Staff at Russell Group Universities in 2016/17, Compared to the Proportion of those from Other Countries



Sociology

Across UK universities in 2016/17 there were 3,190 total academic staff of a known nationality in sociology. 885 of these were non-UK citizens, of which 550 were from the EEA. At the Russell Group universities, 425 (or 35%) of the total 1,210 such academic staff in sociology were of international origin. In 8 out of 12 regions, more than 1 in 4 academic sociology staff held international passports, with the figures surpassing 1 in 2 in London, the South East, and East. In every reportable region, the proportion of international fixed-term staff surpassed that the proportion of international permanent staff in sociology. In all but 2 regions, EEA migrants account for half or more of the total number of international-origin staff.

Figure 20. Total Proportion of All International Sociology Academic Staff at Russell Group Universities, 2016/17, with Comparison to Breakdown by Contract Type

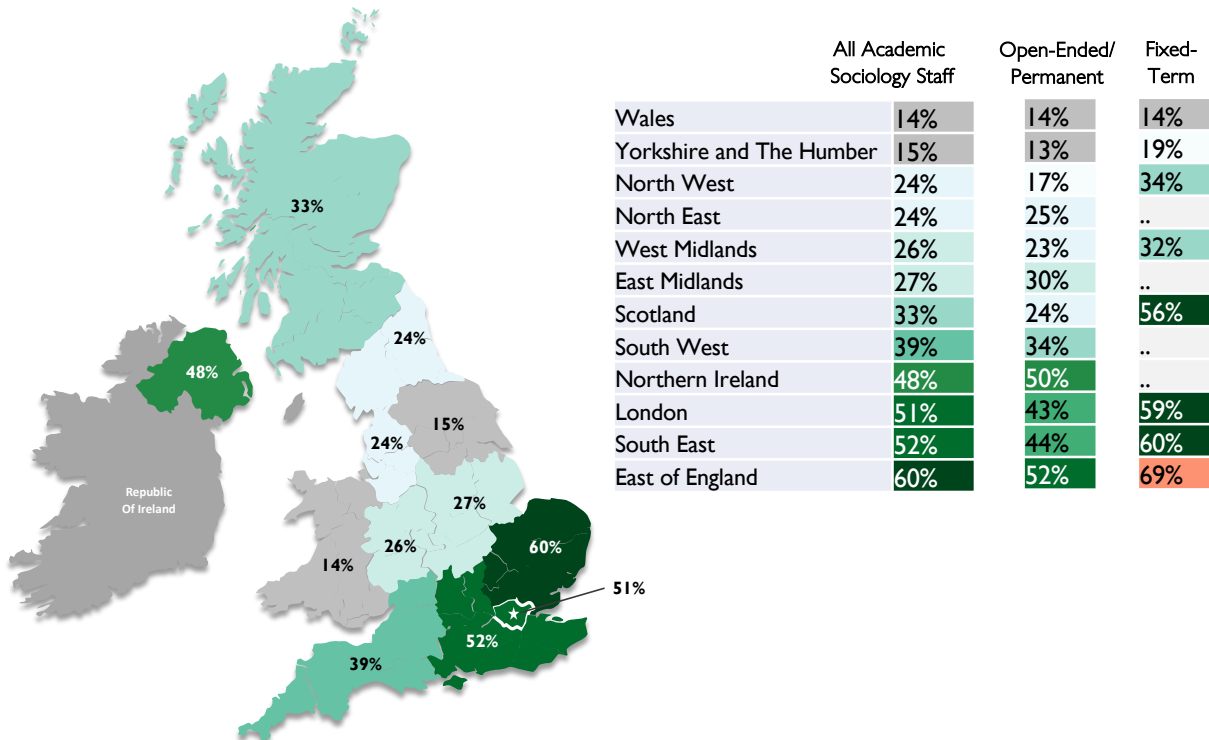
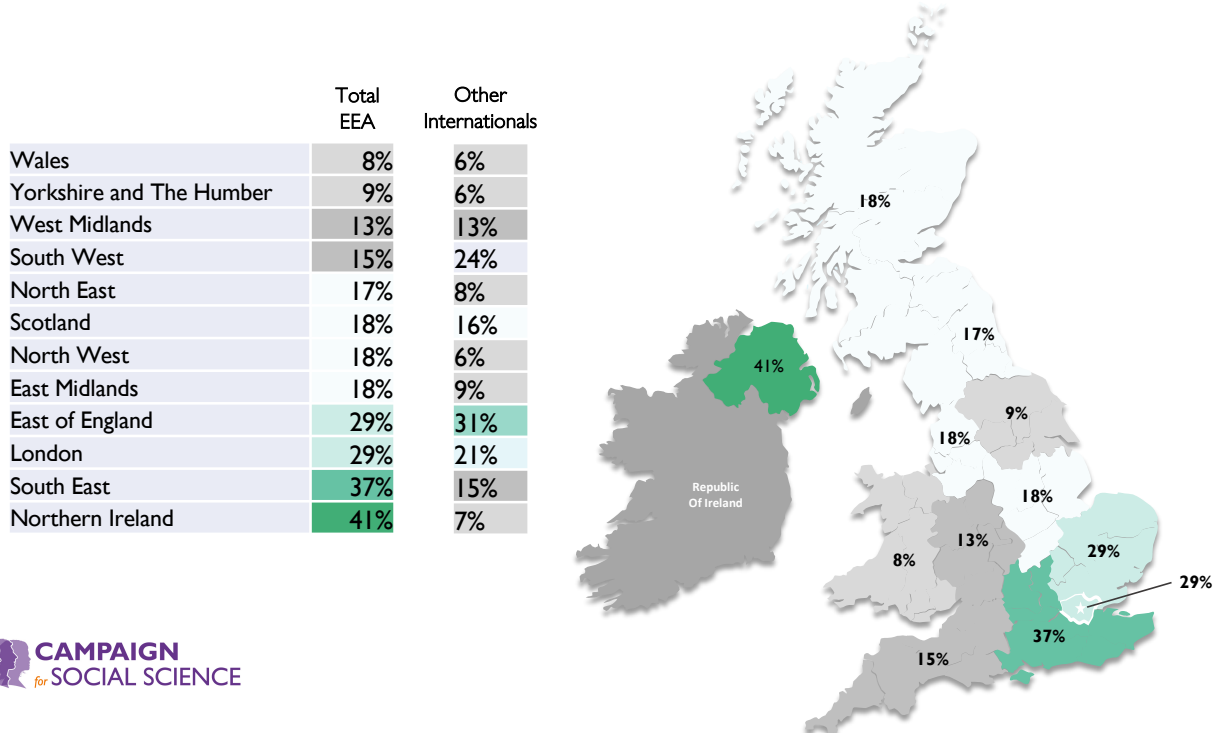


Figure 21. Total proportion of EEA Nationals on All Academic Sociology Staff at Russell Group Universities in 2016/17, Compared to the Proportion of those from Other Countries



Psychology

Across UK universities in 2016/17 there were 8,720 total academic staff of a known nationality in psychology. 2,320 of these were non-UK citizens, of which 1,585 were from the EEA. At the Russell Group universities, 1,025 (or 34%) of the total 3,050 such academic staff in psychology were of international origin. International-origin staff accounted for more than 1 in 4 psychology academics in 9 out of 12 regions, ranging up to 1 in 2 psychology academics in the East. In 10 out of 12 regions, international-origin staff accounted for more than 25% of permanent academic staff in psychology, ranging above 40% in Northern Ireland, Scotland, and the East. In every UK region, EEA migrants accounted for more non-UK psychology academics than those from all other international countries combined.

Figure 22. Total Proportion of All International Psychology Academic Staff at Russell Group Universities, 2016/17, with Comparison to Breakdown by Contract Type

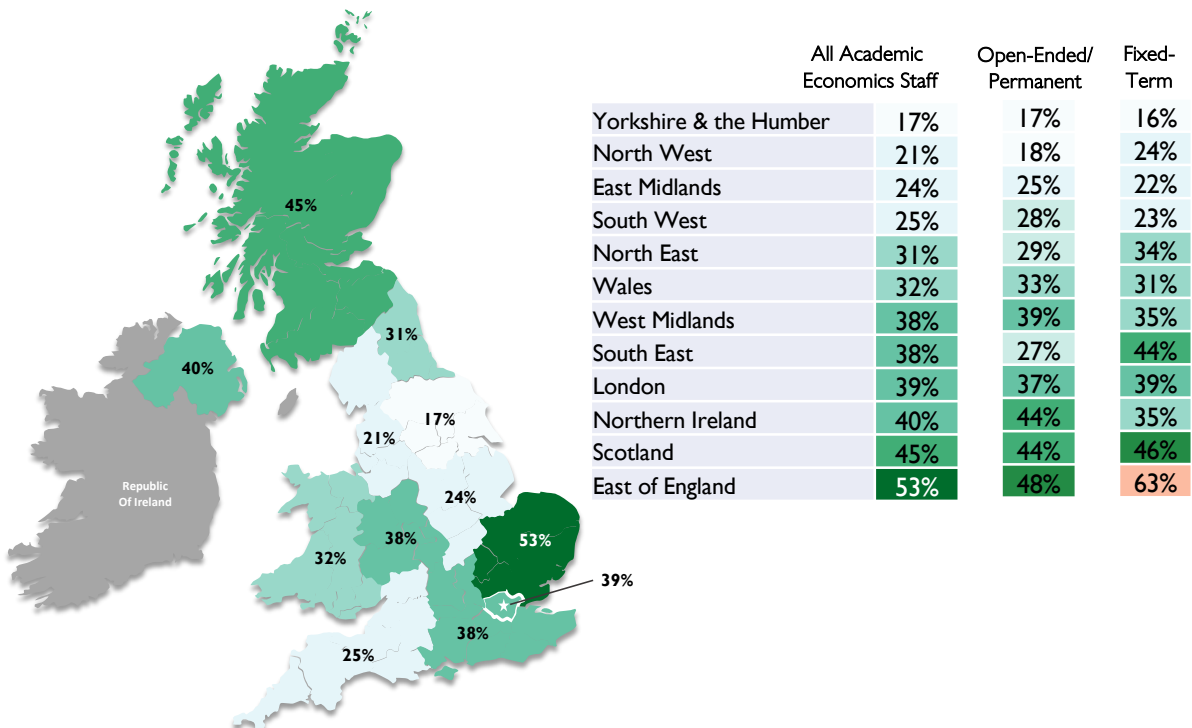
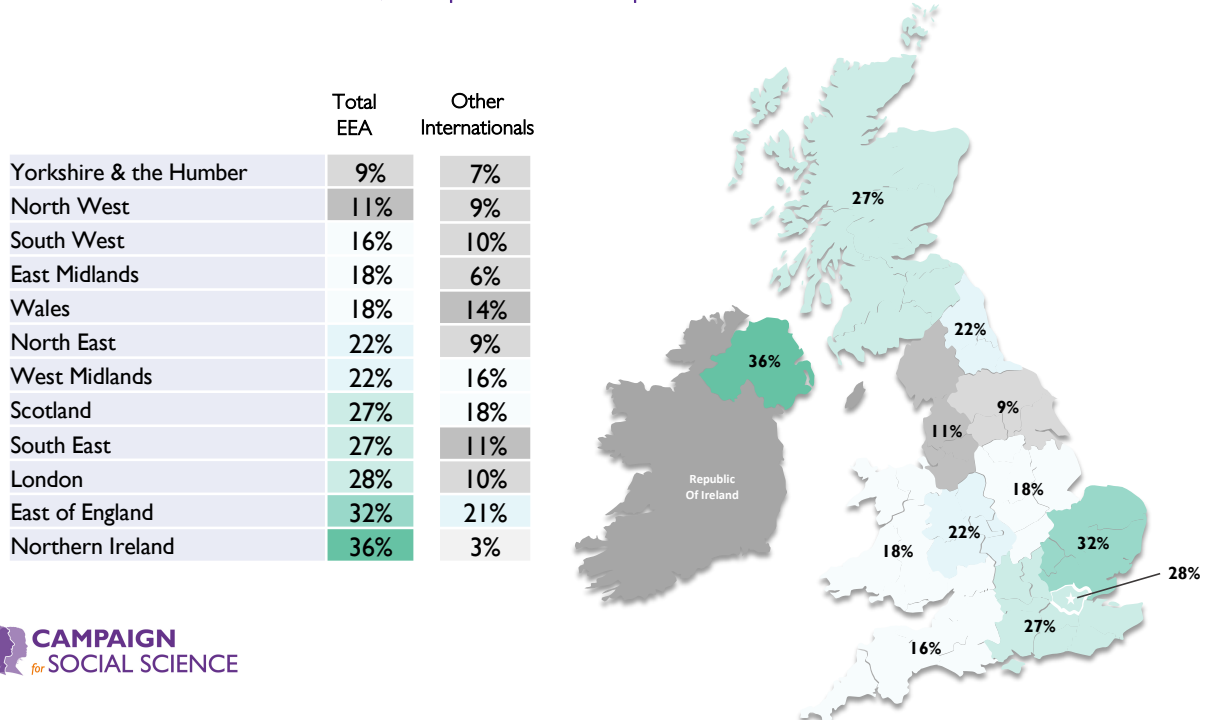


Figure 23. Total proportion of EEA Nationals on All Academic Psychology Staff at Russell Group Universities in 2016/17, Compared to the Proportion of those from Other Countries



Human & Social Geography

Across UK universities in 2016/17 there were 1,095 total academic staff of a known nationality in human and social geography. 290 of these were non-UK citizens, of which 160 were from the EEA. At the Russell Group universities, 210 (or 33%) of the total 645 such academic staff in geography were of international origin. In two-thirds of reportable regions, international-origin staff accounted for over 30% of geography academics. In 5 out of 7 reportable regions, international-origin staff accounted for more than 1 in 4 permanent academic staff in geography. In more than half of the reportable regions, EEA migrants accounted for more non-UK geography academics than those from all other international countries combined.

Figure 24. Total Proportion of All International Geography Academic Staff at Russell Group Universities, 2016/17, with Comparison to Breakdown by Contract Type

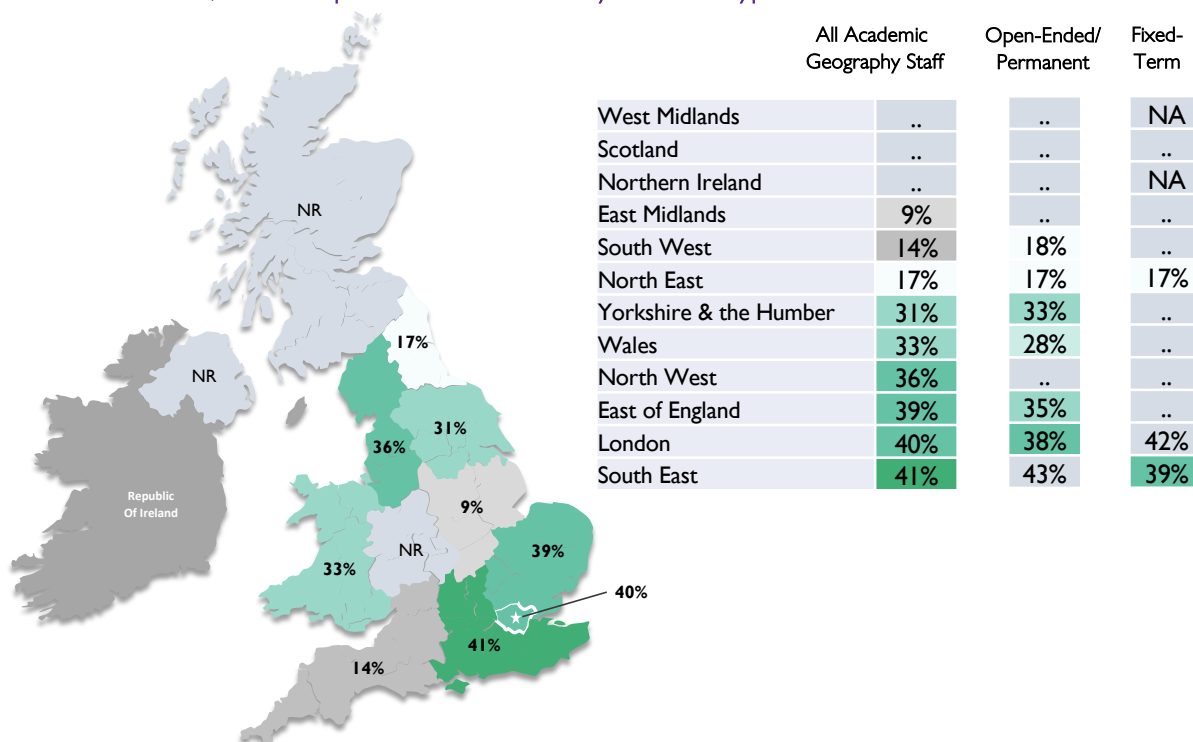
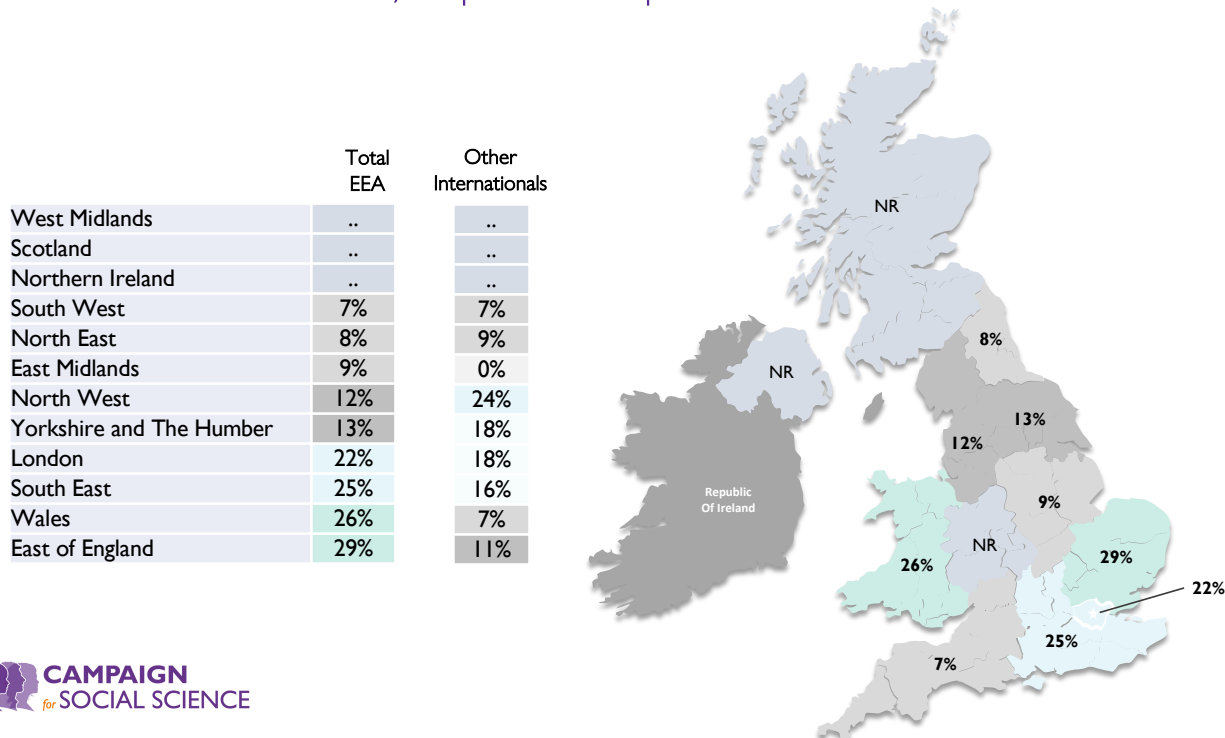


Figure 25. Total proportion of EEA Nationals on All Academic Geography Staff at Russell Group Universities in 2016/17, Compared to the Proportion of those from Other Countries



Implications for a Future UK Immigration & Visa Regime

We began this report by highlighting that 30% of academic staff of a known nationality at UK universities are of international origin. This alone is reason enough for the UK government to consider the impact of future migration on its higher education and research sector. The ability to retain and recruit international-origin staff with crucial skills and knowledge is not only vital to the future health and continued vibrancy of the UK's world-class universities, but is vital to the country as a whole, as UK universities contribute £73 billion a year to the UK economy, while driving productivity, innovation, and growth across the country.¹⁷

Yet, the proceeding pages of this report show that in many disciplines, and in many regions of the UK, the proportions of international-origin staff are far higher than 30%. No broad subject area is 'immune' to the risk of losing high-quality academic staff of international origin, as this issue affects the sciences, the social sciences, and the arts and humanities alike.

As we have pointed out elsewhere, a broad array of social science knowledge will be needed to deliver the Industrial Strategy efficiently and to fully address the 'Grand Challenges' faced by UK society today and in the future.¹⁸ To name but a few, input will be needed from planners and geographers on issues such as achieving more even economic growth and development – disciplines whose UK-based academics are 23% and 27% of international origin respectively. Research will be required from sociologists (28% international-origin) and psychologists (27% international-origin) on the behavioural and attitudinal changes underpinning issues like better ageing and improving health and social care. Advice will be needed from business (35% international-origin), management (32% international-origin) and economics (61% international-origin) academics on issues like work quality and enhancing productivity.

But our concern for the future of the social sciences is not just about the contribution we can make to government programmes like the Industrial Strategy. Together the social sciences account for a significant proportion of our research and teaching output as a nation, help us to define, understand, and solve societal challenges, and are an important contributor to the service sector that makes up over 80% of the UK economy.

We know that the talented international individuals who contribute to our disciplines – as well as those of STEM and the Arts & Humanities – have been recruited for their talent, knowledge, and skills, and have also contributed to our research impact and ability to collaborate internationally.¹⁹ We also know that in the face of the possibility of no deal and a hostile immigration regime, that EEA migrants and those from other countries 'can easily choose to build their careers elsewhere.'²⁰

A particular concern is that in most disciplines and regions, EEA-origin academic staff comprise half or more of all staff of international origin.²¹ Currently these EEA-origin staff are not subject to special visa regimes and can move to the UK for shorter or longer periods, with minimal recruitment friction or costs.

As the UK prepares to leave the European Union, one of the foremost challenges it faces will, therefore, be to adopt a future visa and migration regime that is both welcoming and fit for purpose – and that can include both EEA-origin and other international staff without the current caps and frictions to which recruitment of non-EEA staff are subject.

The recent Migration Advisory Committee report on the impact of EEA Migration in the UK made a variety of suggestions for such a future regime. It purposefully did not make a recommendation as to whether or not free movement from the EEA countries into the UK should end, as this will be decided as part of the negotiation process with the EU. But it did recommend that if such free movement were to end, a regime should be adopted allowing for skilled migration, without preference for EEA nationals. Basing their detailed guidance on a likely adaptation of the current Tier 2 visa system to all international migrants, the MAC report recommended maintaining the salary threshold for such permits at £30,000, while ‘removing the cap’ on the number of migrants through this route, ‘widening the range of jobs permitted, and reducing [the] bureaucracy’ entailed in the current system.²²

In September 2018, the government confirmed its ‘broad’ acceptance of the MAC’s guidance, agreeing to adopt a ‘post-Brexit immigration system that will offer visas to immigrants in a tiered system based on skills and wealth.’²³

Yet, whether or not any post-Brexit visa system will allow UK universities to recruit the skills and knowledge that it needs will likely lie largely in the details of how the system is set-up, administered, and supported; of how flexible and easy to use it will be; of how much it will cost for applicants and institutions, and whether or not it will really allow for the full complement of those with needed skills, talent, and knowledge to be recruited and retained.

In particular, we remain concerned about some potential issues in the proposed system, given the implications of the data we have presented in this report.

The first issue is the proposed retention of the £30,000 threshold for skilled-migrant visas. As our analysis shows, there are large numbers of international staff on fixed-term contracts across the UK and across disciplines. In social sciences like economics, 67% of fixed-term academic staff are of international origin – in development studies it is 54%, and politics 51%. Many fixed-term staff are early career academics or skilled research assistants, and some are unlikely to be earning a salary as high as £30,000 – yet these individuals play a vital role in the HEI ecosystem, providing necessary teaching and research. Universities and government need to look carefully at this issue if the research and training infrastructure is to be preserved and promoted. The posts that might be considered range from lab assistants in the natural and physical sciences to research assistants and teaching fellows in other subjects. There needs to be further empirical evidence about the current salary distributions of these staff, and consideration of where future cohorts will come from after March 2019. **This may require lifting the £30,000 threshold for fixed-term university positions.**

A second concern is that the cost (visa fees and attendant real costs such as fees for dependents and NHS surcharges) and administrative barriers to recruitment are kept as low as possible, especially for those that are likely to be lower on the annual income spectrum such as academics and researchers. Recent evidence from the Royal Society shows that ‘if the UK decided to apply immigration charges to EU nationals, based on the current system, an EU academic with a partner and two children entering the UK on a 3 year Tier 2 visa would have to pay upfront costs, equivalent to 14% of their annual salary.’²⁴ Such a high barrier to entry could easily dissuade talented researchers from migrating to the UK, especially in light of the devaluation of the pound, which might reduce their real wages in relation to their home currency.

A third concern is that there should be no cap on the number of skilled workers coming to the UK, or any attempt by government to decide which subjects should be eligible for skilled visas (Tier 2 or any future equivalent). In the future, it is likely that recruitment of non-UK origin academic staff from all countries will take place according to a single set of rules. But as the distributional evidence presented here shows, the exact level of such recruitment varies far more by discipline than by any STEM / non-STEM divide. Some social science disciplines, for example, have very high proportions of international-origin staff. For some, this is because their discipline’s substantive area of expertise is international in focus (like international economics, trade, area studies, or international politics). In other cases, international-origin staff in the social sciences bring with them skills that are in short supply in the UK – like number and data skills²⁵ in survey analysis, for example. Surely both such substantive expertise and skills will be needed more than ever in the future and – as the MAC report argued for businesses – universities are best placed to make these assessments about the needs filled by individual posts.

A fourth concern is the treatment of existing EEA nationals already working in UK universities. This report shows the high proportion of EEA migrants within the university and research sector across disciplines generally, and in the social sciences in particular. Clarity will soon be needed for those currently working in the UK concerning their future status. Moreover, we note that the nature of any visa regime may have implications for our relationship with the future European Framework programmes and other international collaborations with EEA researchers.

Notes


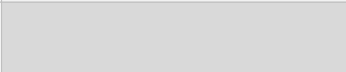
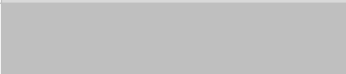

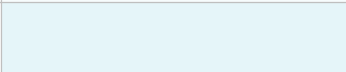
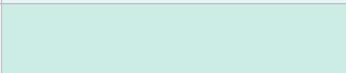







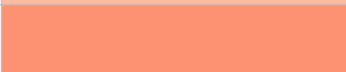






- 1 This figure represents the total number of EEA (in other words, 'other EU' plus 'other EEA') regular academic staff as a proportion of the total regular academic staff of a known nationality (in other words, the 'total' less those of an 'unknown' nationality) at UK Higher Education Institutions, excluding atypicals. It should be noted that the number of those for whom nationality is 'not known' is very low across the HESA data set (just 1% of the total of all reported staff in 2016/17, 2% in 2015/16 and 2014/15, and 3% in 2013/14 and 2012/13). However, analysing the proportion of staff of a known nationality provides us with a more accurate picture, and this method is used throughout this report. Source: HESA Staff Record 2012/13-2016/17.
- 2 Throughout this report, total international staff refers to 'other EU' plus 'other EEA' plus 'other international' staff. Source: HESA Staff Record 2012/13-2016/17.
- 3 UK universities account for 7 out of the 50 top-ranked universities in the world, the most of any country beyond the US. (THE/Elsevier World University Rankings 2019, <https://www.russellgroup.ac.uk/media/5255/staying-on-top-the-challenge-of-sustaining-world-class-higher-education-in-the-uk.pdf>). See also, e.g.: Russell Group (2010). 'Staying on top: The challenge of sustaining world-class higher education in the UK.' Russell Group Papers – Issue 2, 2010. <https://www.russellgroup.ac.uk/media/5255/staying-on-top-the-challenge-of-sustaining-world-class-higher-education-in-the-uk.pdf>.
- 4 See: Positive Prospects: Careers for Social Science Graduates and Why Number & Data Skills Matter. <https://campaignforsocialscience.org.uk/publications/positiveprospects/>.
- 5 Elsevier (2013). *International Comparative Performance of the UK Research Base – 2013*. Prepared by Elsevier for the UK's Department of Business, Innovation and Skills (BIS), p. 2. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/263729/bis-13-1297-international-comparative-performance-of-the-UK-research-base-2013.pdf; and RAND Europe, 2017, International mobility of researchers: A review of the literature.
- 6 Total proportion of regular academic staff of an international origin represents the total number of international (in other words, 'other EU' plus 'other EEA' plus 'other non-EU') academic staff as a proportion of the total academic staff of a known nationality at UK HE providers (excluding atypicals). Source: HESA Staff Record 2012/13-2016/17.
- 7 For the purposes of this report, when looking at current academic disciplines of academic staff, we consider the **social sciences** to include the following subject areas from the Joint Academic Coding System (JACS) 3.0 classification system, in line with those included in Main Panel C covering social science for the Research Excellence Framework. These are: architecture, building & planning (JACS subject area code A, which includes principal subject codes K0, K1, K2, K3, K4, and K9); social studies (JACS subject area code B, which includes principal subject codes L0, L1, L2, L3, L4, L5, L6, L7, L8, and L9); law (JACS subject area code C, which includes principal subject codes M0, M1, M2, and M9); business and administrative studies (JACS subject area code D, which includes principal subject codes N0, N1, N2, N3, N4, N5, N6, N7, N8, and N9); education (JACS subject area code I, which includes principal subject codes X0, X1, X2, X3, and X9); and psychology (JACS code principal subject code C8). Information on the JACS classification system used by HESA is available at: <https://www.hesa.ac.uk/support/documentation/jacs/jacs3-principal>. Source: HESA Staff Record 2012/13-2016/17.

- 8 By 'broad subject areas' we refer here to the JACS 'subject areas' of: (1) Medicine & dentistry; (2) Subjects allied to medicine; (3) Biological sciences; (4) Veterinary science; (5) Agriculture & related subjects; (6) Physical sciences; (7) Mathematical sciences; (8) Computer science; (9) Engineering & technology; (A) Architecture, building & planning; (B) Social studies; (C) Law; (D) Business & administrative studies; (E) Mass communications & documentation; (F) Languages; (G) Historical & philosophical studies; (H) Creative arts & design; (I) Education; (J) Combined. These wider subject areas encompass the individual disciplines (or JACS 'principal subjects'). For more information, see: <https://www.hesa.ac.uk/support/documentation/jacs/jacs3-principal>. We should note that we separate out the discipline of psychology from its broad subject area of the biological sciences, as we believe that psychology also falls under the umbrella of social science.
- 9 The broad subject area of 'social studies' includes: (L1) Economics; (L2) Politics; (L3) Sociology; (L4) Social policy; (L5) Social work; (L6) Anthropology; (L7) Human & social geography; (L8) Development studies; (L9) Others in social studies; and (L0) Broadly-based programmes within social studies.
- 10 See: University and College Union (April 2016). *Precarious Work in Higher Education: A Snapshot of Insecure Contracts and Institutional Attitudes*. https://www.ucu.org.uk/media/7995/Precarious-work-in-higher-education-a-snapshot-of-insecure-contracts-and-institutional-attitudes-Apr-16/pdf/ucu_precariouscontract_hereport_apr16.pdf.
- 11 Royal Society (16 July 2018) Response to the Independent Chief Inspector of Borders and Immigration's call for evidence in to the Home Office's approach to charging for services. <https://royalsociety.org/~media/policy/Publications/2018/07-16-18-response-call-for-evidence-home-office-charging-for-services.pdf>.
- 12 See, e.g.: UCEA (July 2017). *Higher Education Workforce Survey 2017*. Universities and Colleges Employers Association (UCEA). <https://www.ucea.ac.uk/en/publications/index.cfm/hews2017>; and THE (August 14, 2017). 'Which subjects at UK universities rely most on EU academics?' <https://www.timeshighereducation.com/data-bites/which-subjects-uk-universities-rely-most-eu-academics>
- 13 This report adheres to HESA's Standard Rounding Methodology and reporting requirements in order to ensure that personal data is protected and all statistics are anonymized. HESA's methodology requirements include three important aspects when dealing with data about people, like international staff: A) "Counts of people are rounded to the nearest multiple of 5."; B) Percentages ... are not published if they are fractions of a small group of people (fewer than 22.5)."; and C) "Averages (like average age or average salary) are not published if they are averages of a small group of people (7 or fewer)." (For more information, see: <https://www.hesa.ac.uk/about/regulation/data-protection/rounding-and-suppression-anonymise-statistics>). *This means that for some regions are not 'reportable' where less than 22.5 staff were recorded in the HESA Staff Record 2012/13-2016/17. These regions are denoted by "NR" on the maps and ".." in the tables of this report. Where no data at all was recorded in the HESA Staff Record, this is denoted by "NA" on the maps and in the tables throughout the report.*
- 14 Please note: These figures add up to the first column of the table shown in Figure 8, with any discrepancies due to rounding in accordance with HESA's Standard Rounding Methodology.
- 15 As noted above, proportions from HESA data cannot be reported where there are less than 22.5 FTE in academic staff, and in the tables this is denoted as "..", and in the maps as 'NR' for not reportable, (NA denotes where there were no entries in the staff record). We should also note, however, that NR can reflect any proportion from 0% – 100%, and should not be assumed to reflect either a high or low number of international staff in any instance.

- 16 In the JACS 3.0 coding system for current discipline used by HESA, the broader subject area (C) of Law, is broken down into: (M1) Law by area; (M2) Law by topic; (M9) Others in law; and (M0) Broadly-based programmes within law, though the latter does not appear in the HESA staff record. (For more information, see: <https://www.hesa.ac.uk/support/documentation/jacs/jacs3-principal>.) We chose to provide a more detailed analysis here of Law 'by Area', as this was the category with the highest overall number of staff in 2016/17. Law by area is defined as 'the study of the law as defined in particular geographic regions.' (See: <https://www.thecompleteuniversityguide.co.uk/league-tables/hesa-subjects/M1>.)
- 17 UUK. Universities Drive Productivity and Growth. <https://www.universitiesuk.ac.uk/facts-and-stats/impact-higher-education/Pages/universities-drive-productivity-and-growth.aspx>.
- 18 AcSS/CfSS. (November 2017). Response to the Industrial Strategy White Paper. <https://campaignforsocialscience.org.uk/wp-content/uploads/2017/11/AcSS-CfSS-Industrial-Strategy-Response.pdf>; AcSS (September 2018) Evidence submitted to the House of Commons Science and Technology Committee inquiry into the balance and effectiveness of research and innovation spending. <http://data.parliament.uk/writtenevidence/committeeevidence.svc/evidencedocument/science-and-technology-committee/balance-and-effectiveness-of-research-and-innovation-spending/written/90432.pdf>.
- 19 Elsevier (2013). *International Comparative Performance of the UK Research Base – 2013*. Prepared by Elsevier for the UK's Department of Business, Innovation and Skills (BIS), p. 2. https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/263729/bis-13-1297-international-comparative-performance-of-the-UK-research-base-2013.pdf; RAND Europe, 2017, International mobility of researchers: A review of the literature; and <https://royalsociety.org/~media/policy/Publications/2018/royal-society-brexit-no-deal-factsheet.pdf?la=en-GB>
- 20 <https://royalsociety.org/~media/policy/Publications/2018/royal-society-brexit-no-deal-factsheet.pdf?la=en-GB>
- 21 For example, EEA nationals make up half or more of out of the total number of international-origin staff in 103 out of 134 disciplines in the UK for which the percentages are reportable. For a regional breakdown in the social sciences, see pages 5 – 20 of this report.
- 22 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/741926/Final_EEA_report.PDF
- 23 <https://www.theguardian.com/commentisfree/2018/sep/26/may-tories-truth-migration-impact-uk-economy>; <https://www.theguardian.com/politics/2018/sep/24/theresa-may-calls-for-immigration-based-on-skills-and-wealth>
- 24 Royal Society (16 July 2018) Response to the Independent Chief Inspector of Borders and Immigration's call for evidence in to the Home Office's approach to charging for services. <https://royalsociety.org/~media/policy/Publications/2018/07-16-18-response-call-for-evidence-home-office-charging-for-services.pdf>.
- 25 See: Positive Prospects: Careers for Social Science Graduates and Why Number & Data Skills Matter. <https://campaignforsocialscience.org.uk/publications/positiveprospects/>

Map Key

All maps in this report were shaded according to the below code:

1-5%	
6-10%	
11-15%	
16-20%	
21-25%	
26-30%	
31-35%	
36-40%	
41-45%	
46-50%	
51-55%	
56-60%	
61-65%	
66-70%	
71-75%	
76-80%	
81-85%	
86-90%	
91-95%	
96-100%	

Annexes

Composition of All Academic Staff at Russell Group Universities, 2016/17, by Region (Excluding Atypical Staff)

Figure 26. North East: Composition of All Academic Staff at Russell Group Universities, 2016/17

Current Academic Discipline	UK	Other EU	Other EEA	Other Non-EU	Total Known	Total Intl.
Clinical medicine (A3)	81%	13%	0%	6%	165	19%
Nursing (B7)	..	..	..	..	0	..
Psychology (C8)	69%	21%	1%	9%	170	31%
Artificial intelligence (I4)	..	..	..	..	0	..
Biotechnology (J7)	..	..	..	..	0	..
Architecture (K1)	79%	16%	1%	3%	95	21%
Building (K2)	..	..	..	..	0	..
Landscape & garden design (K3)	..	..	..	..	0	..
Planning (urban, rural & regional) (K4)	..	..	..	..	15	..
Others in architecture, building & planning (K9)	NA	NA	NA	NA	NA	NA
Economics (L1)	36%	30%	1%	32%	100	64%
Politics (L2)	67%	15%	0%	18%	80	33%
Sociology (L3)	76%	17%	0%	8%	65	24%
Social policy (L4)	..	..	..	..	10	..
Social work (L5)	..	..	..	..	20	..
Anthropology (L6)	70%	17%	0%	13%	55	30%
Human & social geography (L7)	83%	8%	0%	9%	75	17%
Development studies (L8)	..	..	..	..	0	..
Others in social studies (L9)	..	..	..	..	10	..
Law by area (M1)	..	..	..	..	10	..
Law by topic (M2)	65%	22%	0%	14%	75	35%
Others in law (M9)	..	..	..	..	5	..
Business studies (N1)	67%	18%	0%	15%	125	33%
Management studies (N2)	..	..	..	..	20	..
Finance (N3)	37%	18%	0%	45%	40	63%
Accounting (N4)	57%	11%	0%	32%	30	43%
Marketing (N5)	58%	15%	0%	27%	35	42%
Human resource management (N6)	..	..	..	..	5	..
Hospitality, leisure, sport, tourism & transport (N8)	..	..	..	..	0	..
Others in business & administrative studies (N9)	..	..	..	..	5	..
Linguistics (Q1)	72%	11%	0%	17%	35	28%
Chinese studies (T1)	..	..	..	..	10	..
Design studies (V2)	..	..	..	..	10	..
Cinematics & photography (V6)	..	..	..	..	0	..
Training teachers (X1)	92%	4%	0%	4%	25	8%
Research & study skills in education (X2)	..	..	..	..	15	..
Academic studies in education (X3)	84%	14%	0%	2%	50	16%
Others in education (X9)	83%	6%	0%	11%	35	17%
Total All Disciplines	66%	19%	0%	14%	4610	34%
Total Social Science	68%	17%	0%	15%	1170	32%

Annexes (continued)

Figure 27. North West: Composition of All Academic Staff at Russell Group Universities, 2016/17

Current Academic Discipline	UK	Other EU	Other EEA	Other Non-EU	Total Known	Total Intl.
Clinical medicine (A3)	81%	12%	0%	7%	725	19%
Nursing (B7)	94%	2%	0%	4%	140	6%
Psychology (C8)	79%	11%	0%	9%	340	21%
Artificial intelligence (I4)	..	..	..	..	10	..
Biotechnology (J7)	..	..	..	..	15	..
Architecture (K1)	76%	18%	0%	6%	90	24%
Building (K2)	..	..	..	..	5	..
Landscape & garden design (K3)	..	..	..	..	0	..
Planning (urban, rural & regional) (K4)	76%	13%	0%	11%	40	24%
Others in architecture, building & planning (K9)	..	..	..	..	0	..
Economics (L1)	45%	29%	0%	26%	170	55%
Politics (L2)	63%	29%	0%	8%	85	37%
Sociology (L3)	76%	17%	1%	6%	155	24%
Social policy (L4)	92%	4%	0%	4%	25	8%
Social work (L5)	..	..	..	..	20	..
Anthropology (L6)	52%	30%	0%	18%	35	48%
Human & social geography (L7)	64%	12%	0%	24%	35	36%
Development studies (L8)	55%	24%	2%	18%	50	45%
Others in social studies (L9)	..	..	..	..	20	..
Law by area (M1)	70%	22%	0%	8%	115	30%
Law by topic (M2)	..	..	..	..	20	..
Others in law (M9)	NA	NA	NA	NA	NA	NA
Business studies (N1)	50%	28%	1%	21%	80	50%
Management studies (N2)	79%	13%	0%	9%	165	21%
Finance (N3)	48%	28%	0%	24%	65	52%
Accounting (N4)	73%	9%	0%	18%	35	27%
Marketing (N5)	66%	18%	2%	14%	45	34%
Human resource management (N6)	..	..	..	..	20	..
Hospitality, leisure, sport, tourism & transport (N8)	..	..	..	..	5	..
Others in business & administrative studies (N9)	..	..	..	..	5	..
Linguistics (Q1)	29%	56%	0%	15%	35	71%
Chinese studies (T1)	..	..	..	..	10	..
Design studies (W2)	..	..	..	..	5	..
Cinematics & photography (W6)	..	..	..	..	0	..
Training teachers (X1)	89%	8%	2%	2%	65	11%
Research & study skills in education (X2)	..	..	..	..	10	..
Academic studies in education (X3)	..	..	..	..	15	..
Others in education (X9)	..	..	..	..	20	..
Total All Disciplines	68%	19%	0%	13%	8035	32%
Total Social Science	70%	18%	0%	12%	1715	30%

Annexes (continued)

Figure 28. Yorkshire & the Humber: Composition of All Academic Staff at Russell Group Universities, 2016/17

Current Academic Discipline	UK	Other EU	Other EEA	Other Non-EU	Total Known	Total Intl.
Clinical medicine (A3)	87%	9%	0%	4%	285	13%
Nursing (B7)	96%	2%	0%	1%	140	4%
Psychology (C8)	83%	9%	0%	7%	260	17%
Artificial intelligence (I4)	..	..	..	..	10	..
Biotechnology (J7)	..	..	..	..	5	..
Architecture (K1)	76%	18%	0%	5%	55	24%
Building (K2)	..	..	..	..	5	..
Landscape & garden design (K3)	63%	25%	0%	13%	25	38%
Planning (urban, rural & regional) (K4)	80%	7%	0%	13%	45	20%
Others in architecture, building & planning (K9)	NA	NA	NA	NA	NA	NA
Economics (L1)	52%	33%	0%	14%	205	48%
Politics (L2)	70%	17%	1%	12%	140	30%
Sociology (L3)	85%	9%	0%	6%	125	15%
Social policy (L4)	83%	9%	0%	9%	105	17%
Social work (L5)	90%	5%	0%	5%	40	10%
Anthropology (L6)	..	..	..	..	15	..
Human & social geography (L7)	69%	13%	0%	18%	55	31%
Development studies (L8)	..	..	..	..	5	..
Others in social studies (L9)	80%	8%	0%	12%	25	20%
Law by area (M1)	73%	14%	0%	13%	100	27%
Law by topic (M2)	82%	8%	0%	11%	65	18%
Others in law (M9)	..	..	..	..	10	..
Business studies (N1)	47%	33%	0%	20%	50	53%
Management studies (N2)	64%	20%	1%	16%	200	36%
Finance (N3)	45%	24%	0%	32%	40	55%
Accounting (N4)	59%	11%	0%	30%	25	41%
Marketing (N5)	36%	36%	0%	29%	45	64%
Human resource management (N6)	82%	15%	0%	3%	35	18%
Hospitality, leisure, sport, tourism & transport (N8)	..	..	..	..	15	..
Others in business & administrative studies (N9)	..	..	..	..	0	..
Linguistics (Q1)	44%	33%	0%	23%	85	56%
Chinese studies (T1)	42%	4%	0%	54%	25	58%
Design studies (W2)	75%	9%	0%	16%	45	25%
Cinematics & photography (W6)	..	..	..	..	0	..
Training teachers (X1)	98%	2%	0%	0%	40	2%
Research & study skills in education (X2)	..	..	..	..	15	..
Academic studies in education (X3)	80%	15%	0%	6%	125	20%
Others in education (X9)	..	..	..	..	15	..
Total All Disciplines	69%	16%	0%	14%	8550	31%
Total Social Science	72%	16%	0%	12%	1885	28%

Annexes (continued)

Figure 29. East Midlands: Composition of All Academic Staff at Russell Group Universities, 2016/17

Current Academic Discipline	UK	Other EU	Other EEA	Other Non-EU	Total Known	Total Intl.
Clinical medicine (A3)	82%	8%	0%	10%	360	18%
Nursing (B7)	92%	4%	0%	4%	140	8%
Psychology (C8)	76%	18%	0%	6%	100	24%
Artificial intelligence (I4)	38%	44%	3%	16%	30	63%
Biotechnology (J7)	..	..	..	..	5	..
Architecture (K1)	54%	12%	0%	34%	50	46%
Building (K2)	..	..	..	..	0	..
Landscape & garden design (K3)	NA	NA	NA	NA	NA	NA
Planning (urban, rural & regional) (K4)	NA	NA	NA	NA	NA	NA
Others in architecture, building & planning (K9)	NA	NA	NA	NA	NA	NA
Economics (L1)	43%	38%	0%	20%	80	57%
Politics (L2)	56%	29%	0%	16%	45	44%
Sociology (L3)	73%	18%	0%	9%	35	27%
Social policy (L4)	..	..	..	..	20	..
Social work (L5)	..	..	..	..	10	..
Anthropology (L6)	..	..	..	..	5	..
Human & social geography (L7)	91%	9%	0%	0%	25	9%
Development studies (L8)	..	..	..	..	5	..
Others in social studies (L9)	..	..	..	..	0	..
Law by area (M1)	44%	40%	0%	16%	25	56%
Law by topic (M2)	71%	17%	0%	12%	40	29%
Others in law (M9)	..	..	..	..	0	..
Business studies (N1)	59%	15%	0%	26%	25	41%
Management studies (N2)	61%	21%	0%	18%	30	39%
Finance (N3)	..	..	..	..	20	..
Accounting (N4)	..	..	..	..	10	..
Marketing (N5)	..	..	..	..	15	..
Human resource management (N6)	..	..	..	..	5	..
Hospitality, leisure, sport, tourism & transport (N8)	..	..	..	..	5	..
Others in business & administrative studies (N9)	..	..	..	..	5	..
Linguistics (Q1)	..	..	..	..	20	..
Chinese studies (T1)	..	..	..	..	20	..
Design studies (W2)	..	..	..	..	0	..
Cinematics & photography (W6)	NA	NA	NA	NA	NA	NA
Training teachers (X1)	91%	3%	0%	6%	30	9%
Research & study skills in education (X2)	..	..	..	..	0	..
Academic studies in education (X3)	92%	3%	0%	5%	35	8%
Others in education (X9)	84%	14%	0%	3%	35	16%
Total All Disciplines	66%	18%	0%	17%	3415	34%
Total Social Science	67%	19%	0%	14%	655	33%

Annexes (continued)

Figure 30. West Midlands: Composition of All Academic Staff at Russell Group Universities, 2016/17

Current Academic Discipline	UK	Other EU	Other EEA	Other Non-EU	Total Known	Total Intl.
Clinical medicine (A3)	76%	15%	0%	9%	190	24%
Nursing (B7)	96%	4%	0%	0%	25	4%
Psychology (C8)	62%	22%	0%	16%	170	38%
Artificial intelligence (I4)	..	..	..	..	5	..
Biotechnology (J7)	..	..	..	..	0	..
Architecture (K1)	NA	NA	NA	NA	NA	NA
Building (K2)	NA	NA	NA	NA	NA	NA
Landscape & garden design (K3)	NA	NA	NA	NA	NA	NA
Planning (urban, rural & regional) (K4)	NA	NA	NA	NA	NA	NA
Others in architecture, building & planning (K9)	NA	NA	NA	NA	NA	NA
Economics (L1)	36%	35%	0%	29%	245	64%
Politics (L2)	62%	24%	0%	13%	245	38%
Sociology (L3)	74%	13%	1%	13%	135	26%
Social policy (L4)	87%	7%	0%	6%	250	13%
Social work (L5)	..	..	..	..	10	..
Anthropology (L6)	..	..	..	..	0	..
Human & social geography (L7)	..	..	..	..	5	..
Development studies (L8)	..	..	..	..	5	..
Others in social studies (L9)	..	..	..	..	0	..
Law by area (M1)	75%	7%	0%	18%	30	25%
Law by topic (M2)	59%	23%	0%	19%	125	41%
Others in law (M9)	..	..	..	..	10	..
Business studies (N1)	56%	24%	0%	20%	225	44%
Management studies (N2)	57%	34%	0%	9%	45	43%
Finance (N3)	39%	20%	0%	41%	40	61%
Accounting (N4)	74%	13%	0%	13%	40	26%
Marketing (N5)	67%	8%	0%	25%	35	33%
Human resource management (N6)	..	..	..	..	15	..
Hospitality, leisure, sport, tourism & transport (N8)	..	..	..	..	0	..
Others in business & administrative studies (N9)	..	..	..	..	5	..
Linguistics (Q1)	62%	30%	0%	8%	60	38%
Chinese studies (T1)	..	..	..	..	5	..
Design studies (W2)	..	..	..	..	0	..
Cinematics & photography (W6)	..	..	..	..	0	..
Training teachers (X1)	76%	6%	0%	18%	25	24%
Research & study skills in education (X2)	..	..	..	..	5	..
Academic studies in education (X3)	87%	7%	0%	6%	250	13%
Others in education (X9)	84%	12%	0%	4%	25	16%
Total All Disciplines	64%	20%	0%	16%	6440	36%
Total Social Science	66%	19%	0%	15%	1935	34%

Annexes (continued)

Figure 31. East of England: Composition of All Academic Staff at Russell Group Universities, 2016/17

Current Academic Discipline	UK	Other EU	Other EEA	Other Non-EU	Total Known	Total Intl.
Clinical medicine (A3)	48%	33%	0%	19%	805	52%
Nursing (B7)	..	..	..	..	5	..
Psychology (C8)	47%	32%	0%	21%	120	53%
Artificial intelligence (I4)	..	..	..	..	5	..
Biotechnology (J7)	46%	42%	0%	12%	25	54%
Architecture (K1)	70%	23%	0%	8%	40	30%
Building (K2)	..	..	..	..	0	..
Landscape & garden design (K3)	NA	NA	NA	NA	NA	NA
Planning (urban, rural & regional) (K4)	NA	NA	NA	NA	NA	NA
Others in architecture, building & planning (K9)	NA	NA	NA	NA	NA	NA
Economics (L1)	32%	35%	2%	32%	65	68%
Politics (L2)	42%	25%	0%	33%	50	58%
Sociology (L3)	40%	28%	1%	31%	85	60%
Social policy (L4)	67%	22%	0%	11%	160	33%
Social work (L5)	..	..	..	..	0	..
Anthropology (L6)	59%	28%	0%	14%	30	41%
Human & social geography (L7)	61%	29%	0%	11%	40	39%
Development studies (L8)	..	..	..	..	5	..
Others in social studies (L9)	NA	NA	NA	NA	NA	NA
Law by area (M1)	55%	23%	0%	23%	70	45%
Law by topic (M2)	..	..	..	..	10	..
Others in law (M9)	..	..	..	..	0	..
Business studies (N1)	25%	17%	0%	58%	35	75%
Management studies (N2)	52%	20%	1%	26%	85	48%
Finance (N3)	..	..	..	..	5	..
Accounting (N4)	NA	NA	NA	NA	NA	NA
Marketing (N5)	NA	NA	NA	NA	NA	NA
Human resource management (N6)	NA	NA	NA	NA	NA	NA
Hospitality, leisure, sport, tourism & transport (N8)	NA	NA	NA	NA	NA	NA
Others in business & administrative studies (N9)	..	..	..	..	0	..
Linguistics (Q1)	26%	42%	3%	29%	40	74%
Chinese studies (T1)	..	..	..	..	0	..
Design studies (W2)	..	..	..	..	0	..
Cinematics & photography (W6)	NA	NA	NA	NA	NA	NA
Training teachers (X1)	..	..	..	..	5	..
Research & study skills in education (X2)	..	..	..	..	5	..
Academic studies in education (X3)	..	..	..	..	20	..
Others in education (X9)	78%	10%	0%	11%	95	22%
Total All Disciplines	50%	28%	0%	22%	5625	50%
Total Social Science	55%	24%	0%	21%	920	45%

Annexes (continued)

Figure 32. London: Composition of All Academic Staff at Russell Group Universities, 2016/17

Current Academic Discipline	UK	Other EU	Other EEA	Other Non-EU	Total Known	Total Intl.
Clinical medicine (A3)	60%	27%	0%	13%	4620	40%
Nursing (B7)	83%	14%	0%	3%	140	17%
Psychology (C8)	61%	28%	0%	10%	900	39%
Artificial intelligence (I4)	..	..	..	..	20	..
Biotechnology (J7)	..	..	..	..	10	..
Architecture (K1)	53%	33%	0%	14%	395	47%
Building (K2)	NA	NA	NA	NA	NA	NA
Landscape & garden design (K3)	NA	NA	NA	NA	NA	NA
Planning (urban, rural & regional) (K4)	..	..	..	..	5	..
Others in architecture, building & planning (K9)	NA	NA	NA	NA	NA	NA
Economics (L1)	22%	50%	0%	28%	555	78%
Politics (L2)	43%	33%	1%	23%	535	57%
Sociology (L3)	49%	29%	0%	21%	230	51%
Social policy (L4)	52%	28%	0%	20%	270	48%
Social work (L5)	..	..	..	..	5	..
Anthropology (L6)	53%	27%	0%	20%	130	47%
Human & social geography (L7)	60%	22%	0%	18%	195	40%
Development studies (L8)	49%	19%	0%	33%	70	51%
Others in social studies (L9)	47%	40%	0%	12%	55	53%
Law by area (M1)	48%	38%	0%	14%	325	52%
Law by topic (M2)	56%	24%	0%	19%	85	44%
Others in law (M9)	49%	27%	0%	23%	180	51%
Business studies (N1)	35%	43%	1%	22%	180	65%
Management studies (N2)	43%	34%	0%	23%	205	57%
Finance (N3)	18%	52%	1%	29%	95	82%
Accounting (N4)	41%	48%	0%	11%	60	59%
Marketing (N5)	..	..	..	..	15	..
Human resource management (N6)	..	..	..	..	15	..
Hospitality, leisure, sport, tourism & transport (N8)	NA	NA	NA	NA	NA	NA
Others in business & administrative studies (N9)	..	..	..	..	5	..
Linguistics (Q1)	45%	33%	0%	22%	110	55%
Chinese studies (T1)	..	..	..	..	10	..
Design studies (W2)	..	..	..	..	0	..
Cinematics & photography (W6)	..	..	..	..	5	..
Training teachers (X1)	93%	1%	0%	5%	75	7%
Research & study skills in education (X2)	83%	8%	0%	8%	25	17%
Academic studies in education (X3)	79%	14%	0%	8%	310	21%
Others in education (X9)	60%	26%	1%	13%	500	40%
Total All Disciplines	52%	30%	0%	17%	20600	48%
Total Social Science	51%	31%	0%	17%	5410	49%

Annexes (continued)

Figure 33. South East: Composition of All Academic Staff at Russell Group Universities, 2016/17

Current Academic Discipline	UK	Other EU	Other EEA	Other Non-EU	Total Known	Total Intl.
Clinical medicine (A3)	72%	17%	0%	10%	935	28%
Nursing (B7)	95%	2%	0%	4%	55	5%
Psychology (C8)	62%	27%	0%	11%	320	38%
Artificial intelligence (I4)	..	..	..	..	20	..
Biotechnology (J7)	..	..	..	..	15	..
Architecture (K1)	..	..	..	..	0	..
Building (K2)	..	..	..	..	0	..
Landscape & garden design (K3)	NA	NA	NA	NA	NA	NA
Planning (urban, rural & regional) (K4)	..	..	..	..	5	..
Others in architecture, building & planning (K9)	NA	NA	NA	NA	NA	NA
Economics (L1)	32%	45%	0%	23%	185	68%
Politics (L2)	46%	27%	1%	27%	125	54%
Sociology (L3)	48%	37%	0%	15%	125	52%
Social policy (L4)	63%	25%	0%	13%	65	38%
Social work (L5)	72%	18%	0%	10%	70	28%
Anthropology (L6)	50%	28%	0%	22%	60	50%
Human & social geography (L7)	59%	24%	1%	16%	100	41%
Development studies (L8)	..	..	..	..	20	..
Others in social studies (L9)	..	..	..	..	15	..
Law by area (M1)	46%	35%	0%	19%	55	54%
Law by topic (M2)	58%	18%	0%	24%	100	42%
Others in law (M9)	..	..	..	..	5	..
Business studies (N1)	40%	15%	0%	46%	50	60%
Management studies (N2)	52%	21%	0%	27%	90	48%
Finance (N3)	19%	44%	0%	38%	30	81%
Accounting (N4)	..	..	..	..	15	..
Marketing (N5)	..	..	..	..	20	..
Human resource management (N6)	..	..	..	..	0	..
Hospitality, leisure, sport, tourism & transport (N8)	..	..	..	..	5	..
Others in business & administrative studies (N9)	..	..	..	..	0	..
Linguistics (Q1)	41%	32%	0%	28%	40	59%
Chinese studies (T1)	..	..	..	..	10	..
Design studies (VW2)	77%	19%	0%	4%	45	23%
Cinematics & photography (VW6)	..	..	..	..	5	..
Training teachers (X1)	..	..	..	..	15	..
Research & study skills in education (X2)	86%	3%	0%	10%	30	14%
Academic studies in education (X3)	66%	22%	1%	11%	80	34%
Others in education (X9)	..	..	..	..	20	..
Total All Disciplines	54%	25%	0%	20%	9420	46%
Total Social Science	52%	28%	0%	20%	1630	48%

Annexes (continued)

Figure 34. South West: Composition of All Academic Staff at Russell Group Universities, 2016/17

Current Academic Discipline	UK	Other EU	Other EEA	Other Non-EU	Total Known	Total Intl.
Clinical medicine (A3)	79%	13%	1%	8%	655	21%
Nursing (B7)	..	..	..	..	0	..
Psychology (C8)	75%	16%	0%	10%	240	25%
Artificial intelligence (I4)	..	..	..	..	5	..
Biotechnology (J7)	..	..	..	..	5	..
Architecture (K1)	NA	NA	NA	NA	NA	NA
Building (K2)	NA	NA	NA	NA	NA	NA
Landscape & garden design (K3)	..	..	..	..	0	..
Planning (urban, rural & regional) (K4)	NA	NA	NA	NA	NA	NA
Others in architecture, building & planning (K9)	NA	NA	NA	NA	NA	NA
Economics (L1)	29%	40%	1%	31%	110	71%
Politics (L2)	63%	23%	0%	14%	120	37%
Sociology (L3)	61%	15%	0%	24%	45	39%
Social policy (L4)	..	..	..	..	20	..
Social work (L5)	84%	6%	0%	10%	70	16%
Anthropology (L6)	..	..	..	..	15	..
Human & social geography (L7)	86%	7%	0%	7%	55	14%
Development studies (L8)	NA	NA	NA	NA	NA	NA
Others in social studies (L9)	..	..	..	..	5	..
Law by area (M1)	73%	22%	0%	5%	115	27%
Law by topic (M2)	..	..	..	..	10	..
Others in law (M9)	..	..	..	..	5	..
Business studies (N1)	58%	18%	0%	24%	85	42%
Management studies (N2)	72%	9%	2%	17%	45	28%
Finance (N3)	..	..	..	..	20	..
Accounting (N4)	63%	21%	0%	16%	40	37%
Marketing (N5)	..	..	..	..	0	..
Human resource management (N6)	..	..	..	..	0	..
Hospitality, leisure, sport, tourism & transport (N8)	..	..	..	..	0	..
Others in business & administrative studies (N9)	NA	NA	NA	NA	NA	NA
Linguistics (Q1)	..	..	..	..	10	..
Chinese studies (T1)	..	..	..	..	5	..
Design studies (W2)	..	..	..	..	0	..
Cinematics & photography (W6)	..	..	..	..	5	..
Training teachers (X1)	91%	6%	0%	3%	30	9%
Research & study skills in education (X2)	..	..	..	..	5	..
Academic studies in education (X3)	80%	8%	0%	13%	105	20%
Others in education (X9)	..	..	..	..	15	..
Total All Disciplines	67%	19%	0%	14%	5230	33%
Total Social Science	67%	18%	0%	15%	1170	33%

Annexes (continued)

Figure 35. Wales: Composition of All Academic Staff at Russell Group Universities, 2016/17

Current Academic Discipline	UK	Other EU	Other EEA	Other Non-EU	Total Known	Total Intl.
Clinical medicine (A3)	83%	10%	0%	6%	255	17%
Nursing (B7)	98%	1%	0%	1%	110	2%
Psychology (C8)	68%	18%	0%	14%	120	32%
Artificial intelligence (I4)	..	..	..	..	10	..
Biotechnology (J7)	NA	NA	NA	NA	NA	NA
Architecture (K1)	57%	28%	0%	15%	55	43%
Building (K2)	..	..	..	..	0	..
Landscape & garden design (K3)	NA	NA	NA	NA	NA	NA
Planning (urban, rural & regional) (K4)	..	..	..	..	20	..
Others in architecture, building & planning (K9)	..	..	..	..	0	..
Economics (L1)	58%	19%	0%	23%	50	42%
Politics (L2)	60%	19%	2%	19%	45	40%
Sociology (L3)	86%	8%	0%	6%	85	14%
Social policy (L4)	..	..	..	..	15	..
Social work (L5)	..	..	..	..	15	..
Anthropology (L6)	..	..	..	..	10	..
Human & social geography (L7)	67%	26%	0%	7%	45	33%
Development studies (L8)	NA	NA	NA	NA	NA	NA
Others in social studies (L9)	83%	14%	0%	3%	50	17%
Law by area (M1)	82%	16%	0%	3%	75	18%
Law by topic (M2)	86%	14%	0%	0%	45	14%
Others in law (M9)	..	..	..	..	0	..
Business studies (N1)	..	..	..	..	0	..
Management studies (N2)	75%	17%	0%	8%	65	25%
Finance (N3)	NA	NA	NA	NA	NA	NA
Accounting (N4)	69%	10%	0%	20%	50	31%
Marketing (N5)	72%	13%	0%	16%	30	28%
Human resource management (N6)	NA	NA	NA	NA	NA	NA
Hospitality, leisure, sport, tourism & transport (N8)	59%	16%	0%	24%	35	41%
Others in business & administrative studies (N9)	NA	NA	NA	NA	NA	NA
Linguistics (Q1)	..	..	..	..	5	..
Chinese studies (T1)	..	..	..	..	5	..
Design studies (W2)	NA	NA	NA	NA	NA	NA
Cinematics & photography (W6)	NA	NA	NA	NA	NA	NA
Training teachers (X1)	NA	NA	NA	NA	NA	NA
Research & study skills in education (X2)	..	..	..	..	0	..
Academic studies in education (X3)	94%	4%	0%	2%	50	6%
Others in education (X9)	89%	7%	0%	3%	60	11%
Total All Disciplines	75%	16%	0%	9%	3465	25%
Total Social Science	75%	15%	0%	10%	925	25%

Annexes (continued)

Figure 36. Scotland: Composition of All Academic Staff at Russell Group Universities, 2016/17

Current Academic Discipline	UK	Other EU	Other EEA	Other Non-EU	Total Known	Total Intl.
Clinical medicine (A3)	73%	17%	0%	10%	975	27%
Nursing (B7)	97%	3%	0%	0%	35	3%
Psychology (C8)	55%	27%	0%	18%	255	45%
Artificial intelligence (I4)	..	..	..	..	10	..
Biotechnology (J7)	NA	NA	NA	NA	NA	NA
Architecture (K1)	69%	20%	0%	11%	65	31%
Building (K2)	NA	NA	NA	NA	NA	NA
Landscape & garden design (K3)	NA	NA	NA	NA	NA	NA
Planning (urban, rural & regional) (K4)	64%	22%	0%	14%	70	36%
Others in architecture, building & planning (K9)	NA	NA	NA	NA	NA	NA
Economics (L1)	24%	43%	0%	33%	120	76%
Politics (L2)	55%	27%	0%	18%	100	45%
Sociology (L3)	67%	18%	0%	16%	105	33%
Social policy (L4)	81%	8%	0%	11%	130	19%
Social work (L5)	..	..	..	..	20	..
Anthropology (L6)	59%	22%	0%	19%	25	41%
Human & social geography (L7)	..	..	..	..	15	..
Development studies (L8)	..	..	..	..	0	..
Others in social studies (L9)	63%	22%	0%	15%	115	37%
Law by area (M1)	58%	27%	0%	15%	25	42%
Law by topic (M2)	65%	22%	0%	13%	155	35%
Others in law (M9)	NA	NA	NA	NA	NA	NA
Business studies (N1)	55%	27%	0%	18%	35	45%
Management studies (N2)	49%	20%	1%	30%	145	51%
Finance (N3)	26%	24%	0%	50%	35	74%
Accounting (N4)	..	..	..	..	10	..
Marketing (N5)	..	..	..	..	5	..
Human resource management (N6)	..	..	..	..	5	..
Hospitality, leisure, sport, tourism & transport (N8)	NA	NA	NA	NA	NA	NA
Others in business & administrative studies (N9)	NA	NA	NA	NA	NA	NA
Linguistics (Q1)	45%	33%	0%	23%	40	55%
Chinese studies (T1)	..	..	..	..	0	..
Design studies (V2)	83%	14%	0%	3%	65	17%
Cinematics & photography (V6)	..	..	..	..	15	..
Training teachers (X1)	82%	10%	1%	8%	130	18%
Research & study skills in education (X2)	NA	NA	NA	NA	NA	NA
Academic studies in education (X3)	73%	14%	0%	13%	65	27%
Others in education (X9)	84%	9%	0%	7%	230	16%
Total All Disciplines	62%	23%	0%	15%	8490	38%
Total Social Science	63%	20%	0%	17%	1865	37%

Annexes (continued)

Figure 37. Northern Ireland: Composition of All Academic Staff at Russell Group Universities, 2016/17

Current Academic Discipline	UK	Other EU	Other EEA	Other Non-EU	Total Known	Total Intl.
Clinical medicine (A3)	71%	25%	0%	4%	70	29%
Nursing (B7)	84%	13%	0%	4%	80	16%
Psychology (C8)	60%	36%	0%	3%	60	40%
Artificial intelligence (I4)	..	..	..	..	5	..
Biotechnology (J7)	..	..	..	..	0	..
Architecture (K1)	38%	38%	0%	25%	25	63%
Building (K2)	NA	NA	NA	NA	NA	NA
Landscape & garden design (K3)	NA	NA	NA	NA	NA	NA
Planning (urban, rural & regional) (K4)	..	..	..	..	15	..
Others in architecture, building & planning (K9)	NA	NA	NA	NA	NA	NA
Economics (L1)	..	..	..	..	15	..
Politics (L2)	38%	47%	0%	16%	30	63%
Sociology (L3)	52%	41%	0%	7%	25	48%
Social policy (L4)	..	..	..	..	5	..
Social work (L5)	..	..	..	..	20	..
Anthropology (L6)	..	..	..	..	15	..
Human & social geography (L7)	..	..	..	..	0	..
Development studies (L8)	NA	NA	NA	NA	NA	NA
Others in social studies (L9)	..	..	..	..	5	..
Law by area (M1)	..	..	..	..	15	..
Law by topic (M2)	..	..	..	..	15	..
Others in law (M9)	..	..	..	..	20	..
Business studies (N1)	..	..	..	..	5	..
Management studies (N2)	39%	42%	0%	18%	35	61%
Finance (N3)	..	..	..	..	10	..
Accounting (N4)	..	..	..	..	5	..
Marketing (N5)	..	..	..	..	0	..
Human resource management (N6)	..	..	..	..	0	..
Hospitality, leisure, sport, tourism & transport (N8)	..	..	..	..	0	..
Others in business & administrative studies (N9)	..	..	..	..	0	..
Linguistics (Q1)	..	..	..	..	5	..
Chinese studies (T1)	NA	NA	NA	NA	NA	NA
Design studies (W2)	NA	NA	NA	NA	NA	NA
Cinematics & photography (W6)	NA	NA	NA	NA	NA	NA
Training teachers (X1)	NA	NA	NA	NA	NA	NA
Research & study skills in education (X2)	NA	NA	NA	NA	NA	NA
Academic studies in education (X3)	69%	24%	0%	7%	30	31%
Others in education (X9)	..	..	..	..	15	..
Total All Disciplines	56%	30%	0%	14%	1655	44%
Total Social Science	54%	36%	0%	10%	370	46%