



Clinical Academic Staffing Levels in UK Dental Schools

As at 31 July 2007

Siobhan Fitzpatrick

Dental Schools Council

(formerly the Council of Heads and Deans of Dental Schools)

A decorative graphic at the bottom of the page consists of several overlapping, semi-transparent, light blue and grey geometric shapes that create a sense of depth and movement. The shapes are arranged in a way that suggests a stylized, abstract landscape or architectural structure.

**June
2008**

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List of Acronyms

FTE	Full Time Equivalent
HEFCE	Higher Education Funding Council, England
MPET	Multi-Professional Education and Training
NHS	National Health Service
RAE	Research Assessment Exercise
SCREDS	Scottish Clinical Research Excellence Development Scheme
SIFT	Service Increment for Teaching
UCEA	University and Colleges Employers Association
UCLan	University of Central Lancashire

Preface

The Dental Schools Council, formerly the Council of Head and Deans of Dental Schools, was established nearly eighty years ago as the Education Consultative Committee of the Dental Schools of Great Britain. The new name, the Dental Schools Council, reflects the expertise at all levels within Dental Schools, not least the contribution of the Heads and Deans but also by other dedicated staff members. In 2007 the Senior Officers Group was convened, fostering further dialogue between Schools at Senior Administrator level.

In October 2007, the Council held a Stakeholder conference with partner organisations including the British Dental Association, the General Dental Council and the Department of Health, engaging with teaching and support staff across the spectrum of undergraduate and postgraduate education, training and service delivery. The report of this conference acts as a Dental Schools Council position paper about the role of Dental Schools in responding to change and training a dental team with the right skill mix to deal with dental needs in the 21st century. This report will be published in the European Journal of Dental Education in the second half of 2008.

As the authoritative voice of all the Dental Schools within Universities in the United Kingdom, the main purposes of the Dental Schools Council are to:

- (a) be a principal source for informed opinion and advice on all matters concerning dental education and research in dental schools in the United Kingdom, on relations between dental schools, medical schools, the National Health Service and other clinical care providers, and on relations with university dental schools and faculties in other countries;
- (b) work to improve and maintain quality in basic dental education, clinical dental training and dental research, and to facilitate sharing of experience;
- (c) be the principal source for informed opinion and advice on all matters concerning the roles and functions of staff and honorary staff of dental schools;
- (d) promote dental education and research through collaboration with Universities UK, the Higher Education Funding Bodies, the National Health Service, Government Departments, the General Dental Council, the Medical Royal Colleges, the Research Councils, dental research charities, the Association of Medical Research Charities, the Medical Schools Council, the Association of UK University Hospitals, the British Dental Association and other organisations;
- (e) serve as a point of reference for the media;
- (f) promote equal opportunities in all aspects of Dental Education, Research and Training;
- (g) consider such other matters as the Dental Schools Council shall direct.

It is intended that the Dental Schools Council website will be used as a key recruitment portal for clinical academic posts within UK Dental Schools. The high-quality research conducted in these institutions makes a vital contribution to the economy and ensures that the educational experience of the dentists trained therein is grounded in a stimulating and innovative environment. Promoting the need to protect and enhance the support provided for such activities is a priority for the Dental Schools Council.

Further information about the work of the Dental Schools Council can be found at www.dentalschoolscouncil.ac.uk

Introduction

This is the sixth survey of clinical academic staffing levels to be published by the Dental Schools Council (formerly the Council of Heads and Deans and Dental Schools). Since 2000, the Dental Schools Council and the Medical Schools Council have undertaken a regular (annual since 2003) survey of clinical academic staffing levels in UK medical and dental schools as at 31 July, the end of the academic year. The survey of 2007 Clinical Academic Staffing Levels in UK Medical and Dental Schools can be accessed at www.medschools.ac.uk and www.dentalschoolscouncil.ac.uk.

Clinical academics are those dentists and doctors who not only treat patients, but are also responsible for educating medical and dental students and for carrying out research into all aspects of health and disease. They are vital to educating the future dental and medical workforce, and to providing patient care at the highest of levels. In recent years, there have been critical and striking developments in the world in which academic dentists and doctors work. The Clinician Scientist, Walport and SCREDS initiatives have created new pathways for medical and dental graduates wishing to enter clinical academia. Modernising Dental Careers is under exploration. Furthermore HEFCE has allocated £6 million for the expansion of student numbers in 2007-08.¹

Clinical academics play a key role in delivering teaching to medical and dental students. In October 2007, 1,195 students began courses in dentistry, including 162 at graduate entry. These students represent the dental workforce of the future, who will themselves, through education in a research rich environment, develop the capacity to contribute to the leadership of the health service. Since the publication of the 2006 academic staff survey, the first students have enrolled at new Dental Schools UCLan (University of Liverpool)² and Peninsula (Universities of Exeter and Plymouth). There has been, for example, over £20 million public and private investment into outreach education and innovation at the University of Sheffield School of Clinical Dentistry and the University of Bristol Dental Hospital and School. The first intake of postgraduate students at Aberdeen Dental School will enroll in October 2008.

Whilst it appears that the dental profession is facing a period of expansion and innovation, concerns about the future recruitment of clinical academic staff, coupled with centrally planned expansion of student numbers, downward pressures on the Multi-Professional Education and Training Levy (MPET) and Service Increment for Teaching (SIFT), and increased patient expectations, mean that many Dental Schools have undergone major restructuring of the ways in which teaching and training is delivered. Recruitment to academic posts is declining and the limited availability of Walport funding for clinical academic dentists mean that these schemes currently provide only a small contribution to the necessary developments to reverse the declining uptake of careers in clinical academia. The barriers to suitable recruitment to these posts are not solely financial, as evidenced by the lack of women at professorial level.

The clinical academic team consists primarily of two types of post: clinical academic and clinical teacher. NHS Trust service targets often result in a secondary emphasis on research and teaching, creating severe time pressures for clinical academics. UK Dental Schools are part of research-intensive universities, wherein clinical academics are required to actively undertake research, as well as to deliver clinical service and to educate dental students. The increasing pressures to deliver excellence in all three areas has however led to the recent development of an alternative academic pathway, that of full-time clinical teacher. The primary focus of these posts is to develop and to deliver clinical teaching. With expanding dental numbers, many of the new posts created to provide the additional clinical teaching have been as clinical teachers. Whilst the original remit of this Survey was to report on clinical academic staffing levels in UK Medical and Dental Schools, given the importance and growing numbers of clinical teachers in delivering education and training to dental students the decision has been taken for Dental Schools to report data about both clinical academics and clinical teachers.

The 2008 survey of Clinical Academic Staffing Levels in UK Dental Schools reveals that despite significant investment in dental education and training, numbers of clinical academics as traditionally defined³ continue to decline yet by contrast the overall levels of staff contributing to teaching and research are higher than previously recorded. This annual survey provides a mechanism for monitoring the future impact of central investment, and to capture the diversity of teaching, research and service outputs of UK Dental Schools.

¹ http://195.194.167.100/pubs/circlets/2007/cl04_07/

² UCLan is not an independent Dental School and therefore is not a full member of the Dental Schools Council. these data are included within the Liverpool data return.

³ Professor, Senior Lecturer, Lecturer

1. METHODOLOGY

The data presented in the 2008 Clinical Academic Staff Survey is collected from all UK Dental Schools by the Dental Schools Council. Schools were asked to return data on clinical academic grade, specialty, percentage full-time, nature of clinical contract, source of funding, age and gender by each individual clinical academic and clinical teacher in post on 31 July 2007. For the purposes of this report, clinical academics and clinical teachers are defined as those individuals who hold a substantive contract with the university and an honorary contract with the NHS.

The Dental Schools Council endeavours to ensure that the data presented in the annual survey of clinical academic staffing levels are accurate. In June 2007 there was a meeting to explore the scope of the survey with the individuals who complete the survey return on behalf of UK Dental Schools. Consequently the accompanying guidance and the scope of data collection were revised. One particular issue highlighted by this meeting was the reporting of clinical teachers, addressed in the following section.

The Dental Schools Council continues to work with the University and Colleges Employers Association (UCEA) to ensure that information collected about the contracts of clinical academic staff is both useful and relevant.

All data on clinical academic numbers are presented as Full Time Equivalent (FTE) unless stated otherwise.

2. INTER-YEAR COMPARISONS

Clinical Academics have tripartite responsibilities to teach, conduct research and undertake clinical duties. However, the increasing pressure on staff to produce excellence in all three areas has led to the creation of new posts, clinical teachers and senior clinical teachers. These posts are parallel with Lecturers and senior Lecturers in their teaching and clinical responsibilities, as well as salary. However, unlike clinical lectureships, clinical teachers are under no obligation to undertake research, and their role thus exempts them from counting in the Dental School RAE return.

The traditional interpretation of clinical academic as Professor, Senior Lecturer and Lecturer has in the past excluded clinical teachers from commentary and analysis by the survey of Clinical Academic Staffing Levels. However, over the last 12 months it has emerged that in previous years, some of these staff had been included in the data returns from Dental Schools – but in other cases they had not been included as members of the clinical academic workforce. Given the increasing importance of clinical teachers, and following a period of consultation with Dental School Deans, the decision has been taken to collect numbers of Clinical Teachers and Senior Clinical Teachers and to report them separately from other clinical academic staff. This means that this year it is difficult to draw direct comparisons with previous years' data.

Whilst it might appear that there has been a dramatic decline of total staff numbers from 435 FTE clinical academics in 2006 to 370 in 2007, the data in this report indicate that there are also 90 FTE clinical teachers. This year it is not possible to ascertain exactly how many clinical teachers were returned amongst the 435 FTE clinical academics last year but it is unlikely that there has been an increase of the 26 FTE posts the 2007 data might indicate.⁴ We do however now have a baseline from which to work in future years.

⁴ Discrepancies in the total may result from rounding to zero decimal places. Full data to two decimal places are available as Appendices and further detail is available on request from the Dental Schools Council.

Clinical Academic Staffing Levels in 2007

1. OVERVIEW

As at 31 July 2007 there were 370 Full Time Equivalent (FTE) clinical academics and 90 FTE clinical teachers working in the UK's 16 Dental Schools. Due to discrepancies in the reporting of clinical teachers in previous years' surveys, this can be interpreted as a 15% decline of clinical academics (equivalent to 65 FTE posts), a 23% decline since 2000 – or a 6% increase of all clinical staff (30 FTE posts), 97% of the total clinical academic staffing level reported in 2000. Notably, there has been a 10% increase in the numbers of Professorial posts in UK Dental Schools since 2006, equivalent to 9 FTE posts. Although year-to-year trends are difficult to compare given the broader scope of the 2007 data collection, the Dental Schools Council is encouraged by many of the trends that these data illustrate.

Since 2006 there has been little change in the proportion of funding of clinical academic posts by funding councils, the NHS and other sources (79%, 18% and 3% including clinical teachers). This continues the marked increase in NHS funding since 2004 when just 11% of posts were funded by the NHS. By contrast, 33% of clinical academic posts in the Devolved Administrations are now funded by the NHS compared with 23% in 2004.

There are twice as many male clinical academics than there are females, and this gender disparity becomes more pronounced further up the clinical academic ladder. Whilst at Professorial level females are outnumbered 8 to 1, encouragingly 31% of Dental Deans are female. Together with the Medical Schools Council, the Dental Schools Council participated in a working group to examine barriers to career progression for women in clinical academia, which published its findings in June 2007⁵. One of the main recommendations of this report is to develop role models for dental students and to improve careers advice within Dental Schools and beyond. In the next twelve months, the Dental Schools Council will be developing an online recruitment portal for clinical academic positions in UK Dental Schools.

As in the 2007 Survey, 55% of clinical academics in dentistry are aged over 46 (54% including clinical teachers) with 11%, or 15% including clinical teachers, aged 26-35 compared with 13% reported by the 2006 survey. This distribution of clinical academics by age has implications for workforce planning and for pension provision.

Vacancies account for between 9% and 11% of the total estimated clinical academic and clinical teaching workforce. Even when including clinical teachers in analysis, seven specialties are in decline, notably Paediatric Dentistry and Restorative Dentistry. Ten of the sixteen dental schools report difficulties in recruiting to particular specialties, with seven citing Restorative Dentistry as problematic.

It is essential that sufficient numbers of dental graduates are attracted to a career in clinical academic dentistry to enable a healthy pool of researchers and clinical teachers to progress up the academic ladder and to replace those retiring from clinical academia. The Dental Schools Council website will be developing as a clinical academic jobs recruitment portal, and it is hoped that this will be one step towards improving the uptake of a clinical academic career.

⁵ Medical Schools Council (2007) *Women in Clinical Academia*, available for download from www.dentalschoolscouncil.ac.uk

2. GRADES

The reporting of clinical teaching posts in UK Dental Schools has led to discrepancies in the reporting of staffing levels in different Dental Schools in previous years. Whereas some Dental returns included Clinical Teachers within the staffing count of Lecturers, and Senior Clinical Teachers as Senior Lecturers; other Schools classified these posts as 'Other' thus excluding them from analysis. It is thus impossible to identify exact year-to-year trends in the numbers of Lecturers and Senior Lecturers.

Figures 1a and 1b illustrate the different trends of staffing composition in UK Dental Schools. Whilst there appears to be a dramatic 15% decline of clinical academic staff equivalent to 65 FTE posts – 50 of these at Lecturer level – figure 1b indicates that the overall staffing levels have actually increased by 6%, or 26 FTE posts, when including Clinical Teacher and Senior Clinical Teacher. Whilst it is difficult to compare trends year to year, it is encouraging that after a continued decline of academic staffing levels, the 2007 data indicate a return to total staffing levels similar with 2000 data, albeit with a significant increased student population and two new Dental Schools.

Figure 1a: Number of clinical academics in dentistry by grade since 2000 (2007 data exclude clinical teachers)

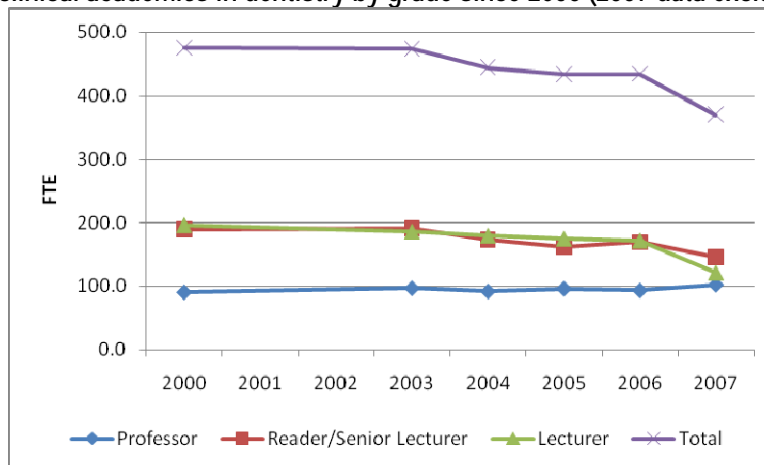
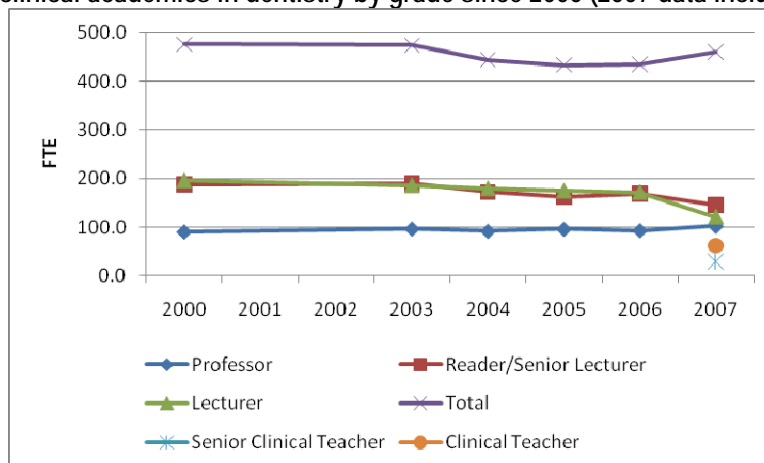


Figure 1b: Number of clinical academics in dentistry by grade since 2000 (2007 data include clinical teachers)



The numbers of Professorial posts have been unaffected by the separate reporting of clinical academic and clinical teaching posts at lower grades. The 2007 data indicate an increase of 9 FTE posts at Professorial level since 2006, the highest ever numbers reported by this Survey. The implication overall however is that the distribution of staff numbers between the academic grades is changing. Whereas Professors accounted for 19% of clinical academics in 2000, the 2007 data indicate that Professors now represent 28% of clinical academics or 22% of all clinical teaching staff. When analysing the distribution of posts across the five clinical grades, there is only a gradual movement of staff between grades; a 1% increase in proportion of Professors and a 1% decrease of Senior Lecturers and Senior Clinical Teachers (combined). The total proportion of staff at the lower clinical academic and clinical teaching grades remains unchanged at 40% of FTE posts since 2006.

Figure 2a: Change in number of clinical academics by grade since 2006 (2007 data exclude clinical teachers)

	Professor	Reader/ Senior Lecturer	Lecturer	Total
2006	93.70 (21.6%)	169.18 (38.9%)	171.62 (39.5%)	434.50
2007	102.70 (27.8%)	145.77 (39.4%)	121.21 (32.8%)	369.68
Change in FTE posts	9.00	-23.41	-50.41	-64.82
Percentage change	9.6%	-13.8%	-29.4%	-14.9%

Figure 2b: Change in number of clinical academics by grade since 2006 (2007 data include clinical teachers)

	Professor	Reader/ Senior Lecturer	Senior Clinical Teacher	Lecturer	Clinical Teacher	Total
2006	93.70 (21.6%)	169.18 (38.9%)		171.62 (39.5%)		434.50
2007	102.70 (22.3%)	145.77 (31.7%)	28.85 (6.3%)	121.21 (26.3%)	61.87 (13.4%)	460.40
Change in FTE posts	9.00	5.44		11.46		25.90
Percentage change	9.6%	3.2%		6.9%		6.0%

Full data on the distribution of academic grade and source of funding is available as Appendices 5 and 6.

3. SOURCES OF FUNDING

There has been little change between 2006 and 2007 in the balance of funding provision to clinical academics working in dentistry. Although figure 3a indicates a decrease in real terms in the numbers of Professorial, Senior Lecturer and Lecturer posts funded by each of Funding Council, the NHS and Other sources; figure 3b dispels this interpretation, highlighting the increase in the number of posts funded by the NHS and Funding Councils.

Figure 3a: Clinical academic grade by funding source: change since 2006 (2007 data exclude clinical teachers)

Academic Grade	Funding Council		NHS		Other	
	2006	2007	2006	2007	2006	2007
Professor	77.57	86.68	14.03	14.12	2.10	1.90
Reader/ Senior Lecturer	135.16	116.25	28.24	22.96	5.78	6.56
Lecturer	131.41	97.96	34.79	20.72	5.42	2.53
Total	344.14	300.89	77.06	57.80	13.30	10.99

Figure 3b: Clinical academic grade by funding source: change since 2006 (2007 data include clinical teachers)

Academic Grade	Funding Council		NHS		Other	
	2006	2007	2006	2007	2006	2007
Professor	77.57	86.68	14.03	14.12	2.10	1.90
Reader/ Senior Lecturer	135.16	116.25	28.24	22.96	5.78	6.56
Senior Clinical Teacher		22.38		6.47		0.00
Lecturer	131.41	97.96	34.79	20.72	5.42	2.53
Clinical Teacher		41.33		18.59		1.95
Total	344.14	364.61	77.06	82.86	13.30	12.94

The major input to clinical medicine from the NHS is not replicated in dentistry, with 81% of the established clinical academic posts funded by Funding Councils, 16% by the NHS and 3% from Other sources. Analysis of all clinical academic and clinical teaching posts highlights funding distribution of 79% Funding Councils, 18% NHS and 3% from Other sources, the same proportions as reported by the 2006 Staff Survey.

Although the proportion of posts funded by Funding Councils, the NHS and Other sources has changed little since 2004 (82%, 15% and 4% respectively); in real terms, the principal change since 2004 is in the number of posts funded by the NHS. There were 65 FTE posts funded by the NHS in 2004; compared with 58 FTE clinical academic posts in 2007 – or 65 FTE posts in 2004 compared with 83 FTE posts at all five academic grades in 2007.

Figure 4a: Funding by academic grade and source of funding (2007 data exclude clinical teachers)

Academic Grade	Funding Council		NHS		Other	
	2006	2007	2006	2007	2006	2007
Professor	86.68	84.4%	14.12	13.8%	1.90	1.9%
Reader/Senior Lecturer	116.25	79.8%	22.96	15.8%	6.56	4.5%
Lecturer	97.96	80.8%	20.72	17.1%	2.53	2.1%
Total	300.89	81.4%	57.80	15.6%	10.99	2.97%

Figure 4b: Funding by academic grade and source of funding (2007 data include clinical teachers)

Academic Grade	Funding Council		NHS		Other	
	2006	2007	2006	2007	2006	2007
Professor	86.68	84.4%	14.12	13.8%	1.90	1.9%
Reader/Senior Lecturer	116.25	79.8%	22.96	15.8%	6.56	4.5%
Senior Clinical Teacher	22.38	77.6%	6.47	22.4%	0.00	0.0%
Lecturer	97.96	80.8%	20.72	17.1%	2.53	2.1%
Clinical Teacher	41.33	66.8%	18.59	30.0%	1.95	3.2%
Total	364.61	79.2%	82.86	18.0%	12.94	2.8%

Figures 5a and 5b illustrate the diversity between the funding profiles of clinical academics in individual Dental Schools. It is interesting to note that posts in the new school Peninsula, and in Leeds, are funded entirely by Funding Councils. Only two Dental Schools (King's College London and Liverpool) exhibit any significant differences in the proportion of

posts funded by Funding Councils, the NHS and Other sources when clinical teaching posts are taken into consideration. In both Schools, a higher proportion of posts are funded by the NHS. Schools from the Devolved Administrations – Belfast, Cardiff, Dundee, Edinburgh and Glasgow – receive 33% of their funding for clinical academics and 32% of funding for clinical academics and clinical teachers from the NHS compared with the UK average 16% and 18%.

Full data on the distribution of clinical academic staff by source of funding are available by Dental School as Appendix 3.

Figure 5a: Funding profile of clinical academics by UK Dental School (2007 data exclude clinical teachers)

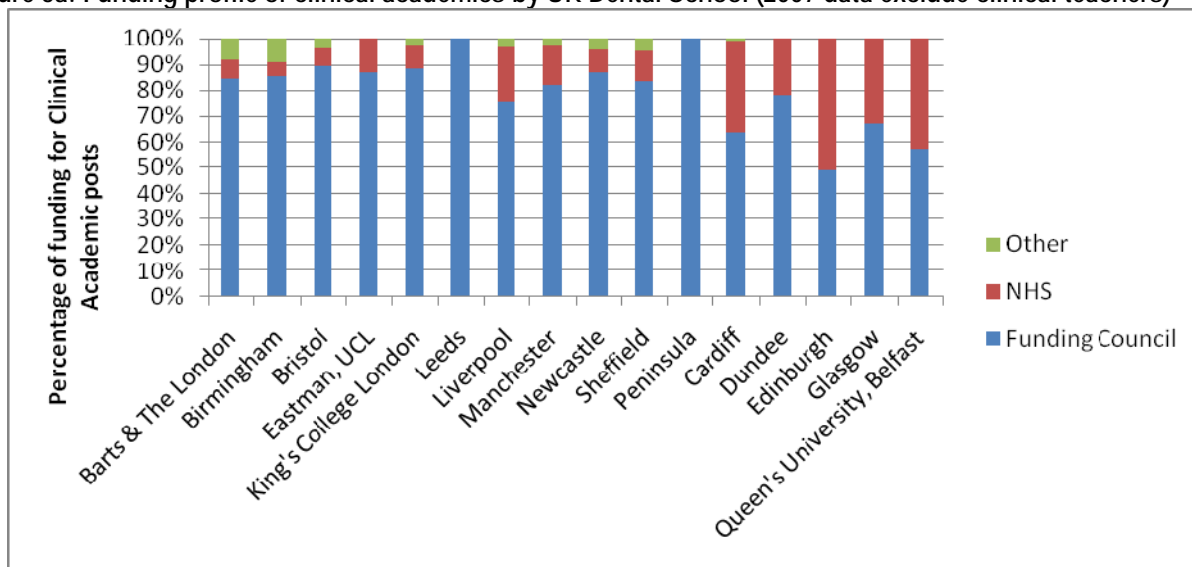
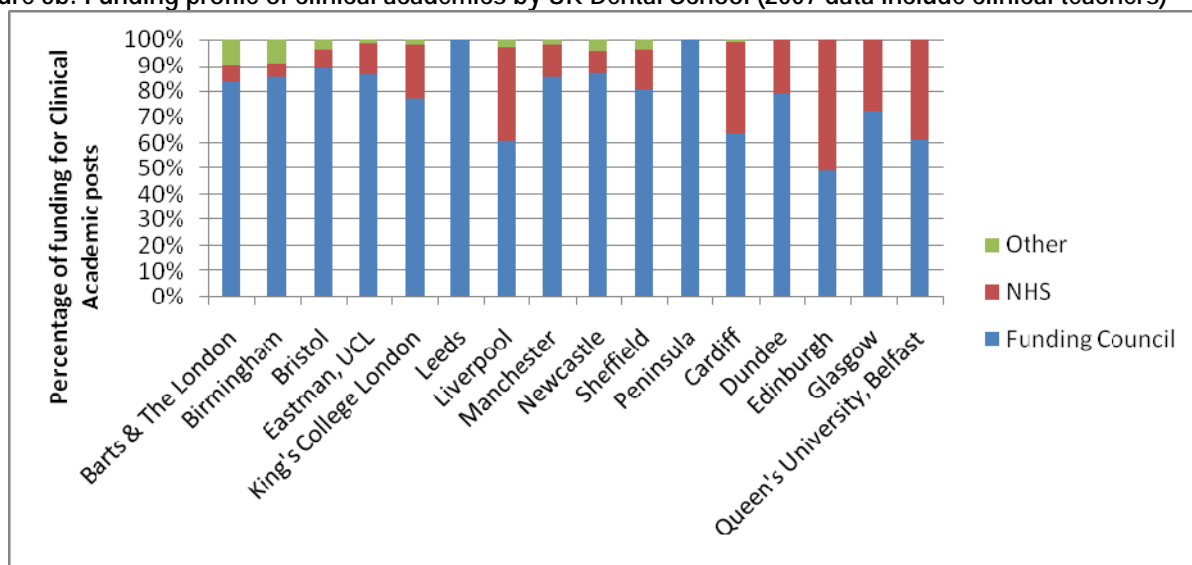


Figure 5b: Funding profile of clinical academics by UK Dental School (2007 data include clinical teachers)



4. REGION

As reported by previous staffing surveys, the vast majority of clinical academics (78% up from 77% in 2006) are located in England, as are 88% of clinical teachers. Figure 6a indicates that the London region has experienced the greatest decline of clinical academic staffing (with a reported 31% decrease of total staffing numbers since 2006), yet the data in figure 6b indicate a 2% increase, such that 35% of the total staffing when including clinical teachers is located in the London region. Whilst this increase is nominal (equivalent to 3 FTE posts), this shift towards an increasing proportion of clinical teachers rather than clinical academics is indicative of trends across the UK Dental Schools.

Figure 6a: Percentage change in clinical academic numbers by region (2007 data exclude clinical teachers)

	2006	2007	Percentage Change
London	156.88	107.51	-31.5%
Northern & Yorkshire	49.2	49.40	0.4%
Northern Ireland	14	14.00	0.0%
North West	57.58	47.36	-17.8%
Scotland	52.9	50.69	-4.2%
South West	18.66	21.57	15.6%
Trent	27.78	24.08	-13.3%
Wales	32.8	29.70	-9.5%
West Midlands	24.7	25.36	2.7%
Grand Total	434.5	369.7	-14.9%

Figure 6b: Percentage change in clinical academic numbers by region (2007 data include clinical teachers)

	2006	2007	Percentage Change
London	156.88	159.98	2.0%
Northern & Yorkshire	49.2	52.40	6.5%
Northern Ireland	14	15.40	10.0%
North West	57.58	66.11	14.8%
Scotland	52.9	59.79	13.0%
South West	18.66	22.57	21.0%
Trent	27.78	29.08	4.7%
Wales	32.8	29.70	-9.5%
West Midlands	24.7	25.36	2.7%
Grand Total	434.5	460.4	6.0%

Interestingly in the South West, which experienced the second largest decrease between 2006 and 2007 (-10%), has the greatest increase in both datasets, an increase equivalent to the 4 FTE posts in the new Dental School at Peninsula. However it is difficult to ascertain whether the reported increase in total academic staff and clinical teachers across all the regions with the exception of Wales is indeed a real increase, or whether this reflects the different reporting of staffing. The increase of 1 FTE post since 2006 in the West Midlands and the decrease of 3 FTE posts in Wales are however undisputed, as neither of these regions reported any clinical teachers.

Figure 7: Distribution of clinical academic staff by nation

	clinical academics		clinical teachers		clinical academics and clinical teachers	
England	279.62	75.6%	80.22	88.43%	359.84	78.2%
Scotland	50.69	13.7%	9.10	10.03%	59.79	5.5%
Wales	25.36	6.9%	0.00	0.00%	25.36	13.0%
Northern Ireland	14.00	3.8%	1.40	1.54%	15.40	3.3%
Grand Total	369.68	100.0%	90.72	100.0%	460.40	100.0%

Full data on the distribution of clinical academic staff by region are available as Appendix 2.

5. SPECIALTY

Data about clinical academic staffing in Dental specialties should be understood in the context of the future health needs of the population and the emerging research agenda. There is a danger in labeling a specialty as a 'shortage specialty' on the grounds of declining numbers without considering the broader context, particularly given that the small numbers of clinical academics in each dental specialty. Nevertheless it is important to consider the balance of clinical academics across the full range of academic dental specialty.

Figure 8a: Summary of changes by Dental Specialty (2007 data exclude clinical teachers)

Specialty	2006	2007	Percentage Change
Endodontics	12.43	11.88	-4.4%
Oral Microbiology	4.00	3.50	-12.5%
Orthodontics	36.65	32.80	-10.5%
Oral Medicine	20.34	18.54	-8.9%
Oral & Maxillofacial Surgery	16.38	11.78	-28.1%
Oral Surgery	34.40	31.88	-7.3%
Other	25.10	8.50	-66.1%
Periodontics	34.04	23.25	-31.7%
Oral Pathology	14.30	15.30	7.0%
Paediatric Dentistry	33.80	31.30	-7.4%
Dental Public Health	32.30	27.80	-13.9%
Prosthodontics	33.80	18.00	-46.8%
Oral Radiology	8.62	7.10	-17.6%
Restorative Dentistry	119.26	115.71	-3.0%
Surgical Dentistry	2.80	2.30	-17.9%
Dental General Practice	6.08	10.04	65.1%
Grand Total	434.50	369.68	-14.9%

Figure 8b: Summary of changes by Dental Specialty (2007 data include clinical teachers)

Specialty	2006	2007	Percentage Change
Endodontics	12.43	25.78	107.4%
Oral Microbiology	4.00	3.50	-12.5%
Orthodontics	36.65	36.00	-1.8%
Oral Medicine	20.34	22.39	10.1%
Oral & Maxillofacial Surgery	16.38	11.98	-26.9%
Oral Surgery	34.40	41.43	20.4%
Other	25.10	11.10	-55.8%
Periodontics	34.04	30.15	-11.4%
Oral Pathology	14.30	16.10	12.6%
Paediatric Dentistry	33.80	36.10	6.8%
Dental Public Health	32.30	35.52	10.0%
Prosthodontics	33.80	25.20	-25.4%
Oral Radiology	8.62	10.40	20.7%
Restorative Dentistry	119.26	141.11	18.3%
Surgical Dentistry	2.80	2.40	-14.3%
Dental General Practice	6.08	11.24	84.9%
Grand Total	434.50	460.40	6.0%

There is notable variation in the staffing composition and the between specialties, with significantly higher clinical teaching presence in some specialties than others. However, even when analysing the total staffing return including clinical teachers, there are seven specialties with a decline in the number of FTE posts. There are only two specialties – Oral Pathology and Dental General Practice – which report an increase in total clinical academic posts since 2006 additional to the numbers of clinical teachers.

The 2004 survey identified a shortage of suitably qualified candidates for professorial posts in some specialties, including Oral Maxillofacial surgery, Prosthodontics and Oral Pathology; the first two of these three have continued to see a year-on-year decline in academic population, with a 27% and a 25% decline since 2006, even when accounting for clinical teachers. The staffing levels in Oral Pathology do however suggest a reversal of its previous decline, with a 13% increase in the number of FTE posts since 2006.

The Dental Schools Council conference in October 2007, 'Looking Forward: Educating Tomorrow's Dental Team' engaged with stakeholders to discuss a range of themes, including the future shape of dental education, international trends and keeping pace with new technologies. The report of this conference, which will be published in the European Journal of Dental Education, acts as a Dental Schools Council position paper about the role of Dental Schools in responding to change and training a dental team with the right skill mix to deal with dental needs in the 21st century.

Full data on the distribution of clinical academic staff by academic grade and Dental Specialty is available as Appendix 1.

6. VACANCIES

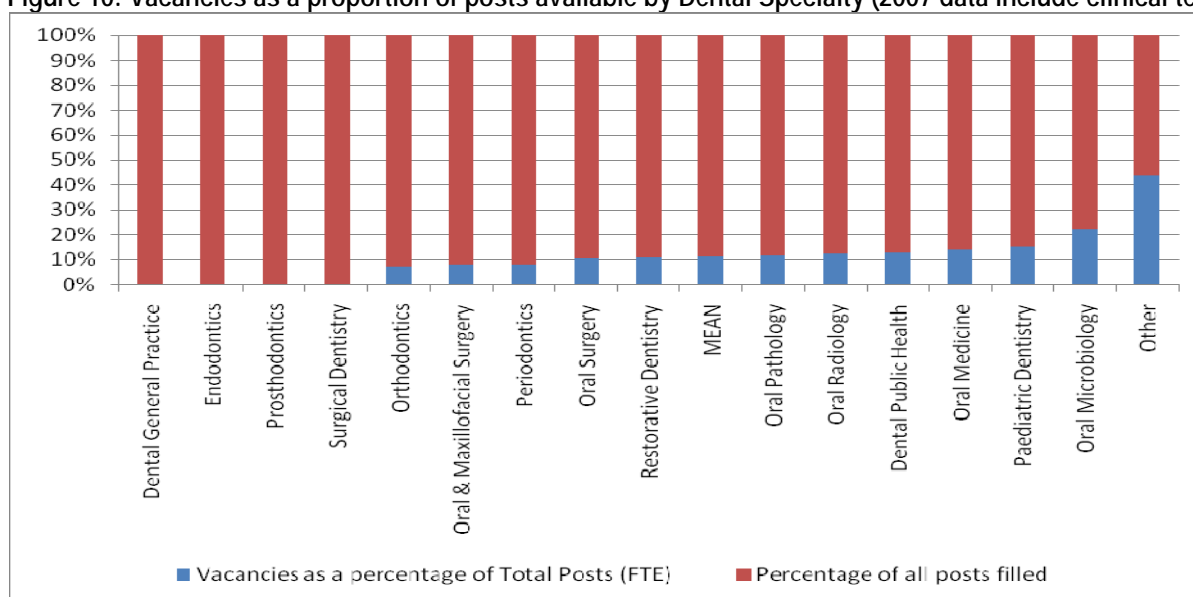
Dental Schools were asked to return data about specialties to which it was difficult to recruit, as well as the number of vacant posts. 10 of the 16 Dental Schools reported recruitment difficulties in at least one specialty and four schools reported difficulties in three or more specialties. The 47.4 FTE reported vacancies represent 9.3% of the estimated total posts available. Not all Schools returned data on vacancies. Some Schools confirmed that there were no job vacancies as at 31 July 2007; other Schools do not record this data. The development of a Clinical Academic Jobs recruitment website hosted by the Dental Schools Council will enable better monitoring of job vacancies and staff turnover, which will contribute in turn to the understanding of staffing levels.

Caution must be exercised when interpreting these data by specialty – for example although Oral Microbiology may have the highest proportion of vacancies (22%) this represents 1 FTE post. Oral Surgery, Paediatric Dentistry and Restorative Dentistry are specialties with a significant change in reported academic staffing numbers since 2006 and which are also continuing to expand. Seven Dental Schools cited a lack of suitably qualified candidates for posts in Restorative Dentistry and four Schools cited Oral Medicine as a particular recruitment difficulty.

Figure 9: Vacancy by Dental Specialty

Specialty	Number of reported vacancies	Data exclude clinical teachers		Data include clinical teachers	
		Number of posts filled	Reported vacancies as a percentage of total available posts	Number of posts filled	Reported vacancies as a percentage of total available posts
Endodontics		11.88	0.0%	25.78	0.0%
Oral Microbiology	1.00	3.50	22.2%	3.50	22.2%
Orthodontics	2.50	32.80	7.1%	36.00	6.5%
Oral Medicine	3.00	18.54	13.9%	22.39	11.8%
Oral & Maxillofacial Surgery	1.00	11.78	7.8%	11.98	7.7%
Oral Surgery	3.60	31.88	10.2%	41.43	8.0%
Other	6.64	8.50	43.9%	11.10	37.4%
Periodontics	2.00	23.25	7.9%	30.15	6.2%
Oral Pathology	2.00	15.30	11.6%	16.10	11.1%
Paediatric Dentistry	5.50	31.30	15.00%	36.10	13.2%
Dental Public Health	4.00	27.80	12.6%	35.52	10.1%
Prosthodontics		18.00	0.0%	25.20	0.0%
Oral Radiology	1.00	7.10	12.4%	10.40	8.8%
Restorative Dentistry	15.20	115.71	10.5%	141.11	9.7%
Surgical Dentistry		2.30	0.0%	2.40	0.0%
Dental General Practice		10.04	0.0%	11.24	0.0%
Grand Total	47.44	369.68	11.0%	460.40	9.3%

Figure 10: Vacancies as a proportion of posts available by Dental Specialty (2007 data include clinical teachers)



7. AGE

Figure 11a illustrates a gradually ageing population of clinical academics in UK Dental Schools, with an increasing proportion of staff in the older age groups. However, whilst on one hand there is a relative decline in the proportion of clinical academics aged under 35, the inclusion of clinical teachers indicates that in fact there are more academic staff in this age group than previously reported. It is encouraging that the overall academic base continues to be drawn from across the age profile.

57% of clinical academics, or 54% of all clinical academics and clinical teachers, in academic dentistry are aged over 45. Although the nature of data reporting in 2007 and incomplete data returns in previous years make it difficult to comment on year-by-year trends in real terms, the proportion of the total clinical academic population aged over 45 is largely stable since the survey first collected this data in 2004. Nonetheless, the high proportion of clinical academics in the older age groups will have implications for Dental Schools in terms of workforce planning.

It is essential that sufficient numbers of dental graduates are attracted to a career in clinical academic dentistry to enable a healthy pool of researchers and clinical teachers to progress up the academic ladder and to replace those retiring from clinical academia. Students must be encouraged to view clinical academia as a viable career option, through the provision of advice at Dental School and beyond. Aspiring clinical academic dentists should not be discouraged from seeking out such a career pathway through a lack of clarity and visibility around how such a route might be pursued.

Figure 11a: Changes to the age profile since 2004 (headcount) (2007 data exclude clinical teachers)

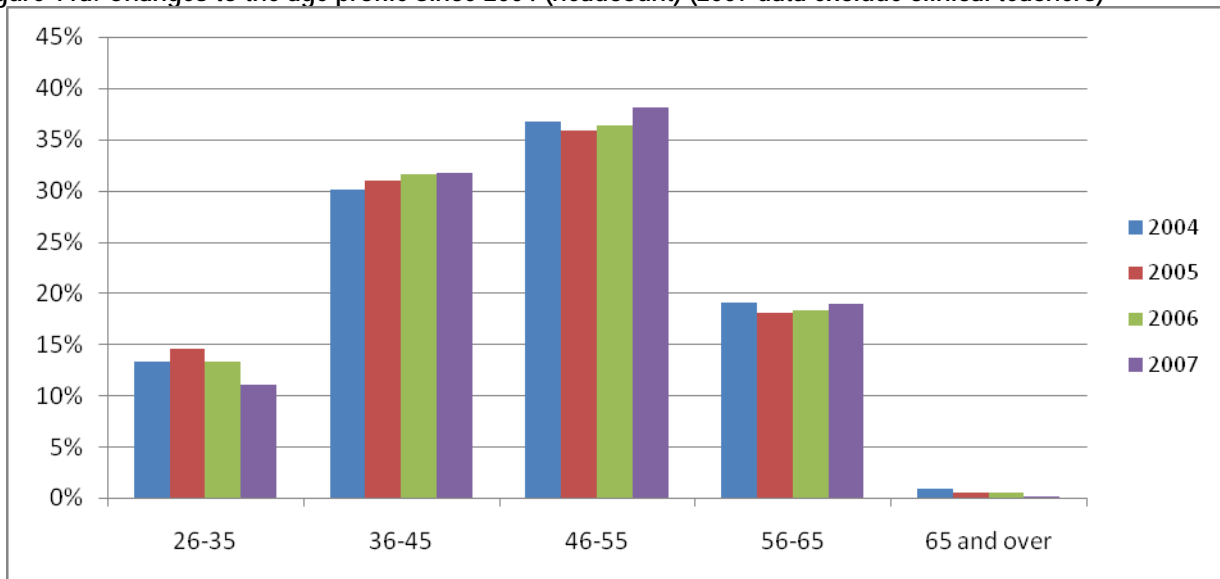
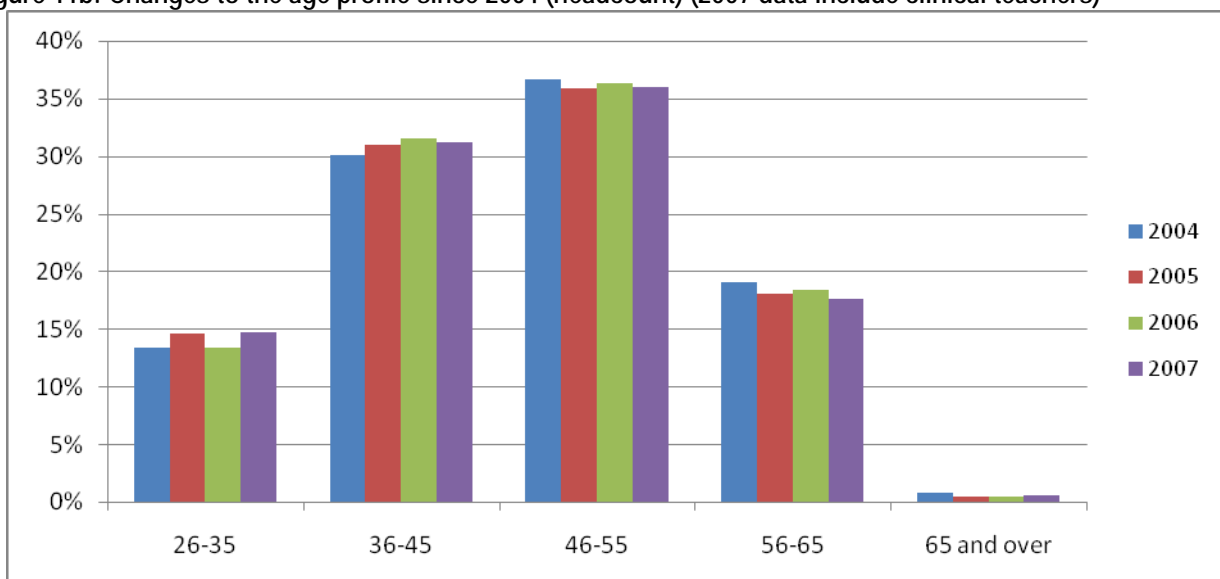


Figure 11b: Changes to the age profile since 2004 (headcount) (2007 data include clinical teachers)



Consistent with the previous three years' reports, figures 12a and 12b do indicate that the age categories broadly relate to academic grades consistent with promotion and retirement. Over 30% within each age group are clinical teachers or senior clinical teachers, yet as figure 12b illustrates the distribution of academic posts by age is very similar even when these grades are included for analysis.

Figure 12a: Distribution of clinical academic posts by age (headcount) (data exclude clinical teachers)

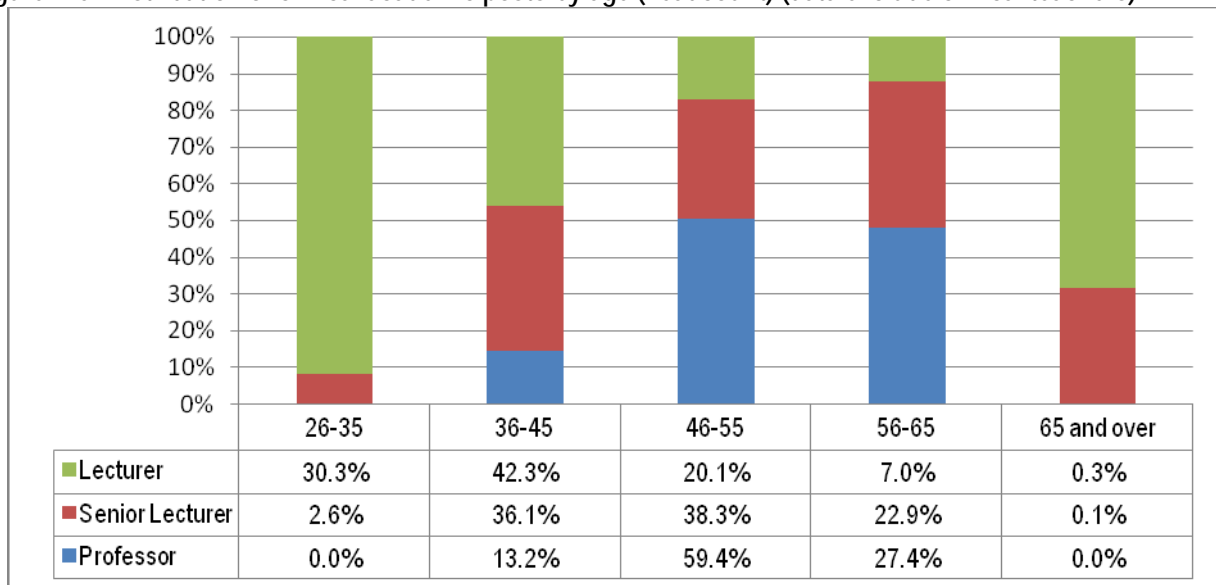
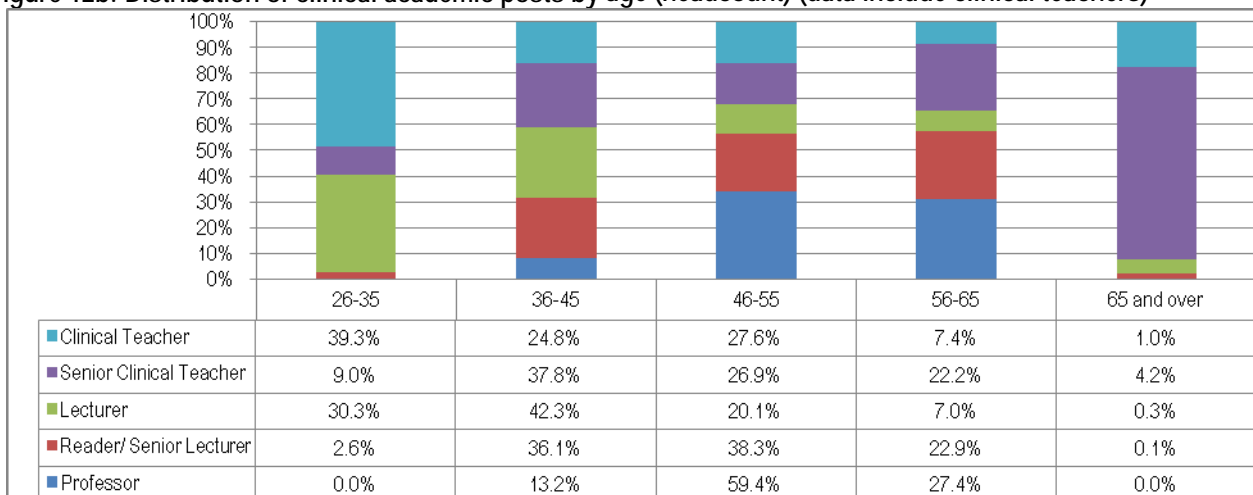


Figure 12b: Distribution of clinical academic posts by age (headcount) (data include clinical teachers)

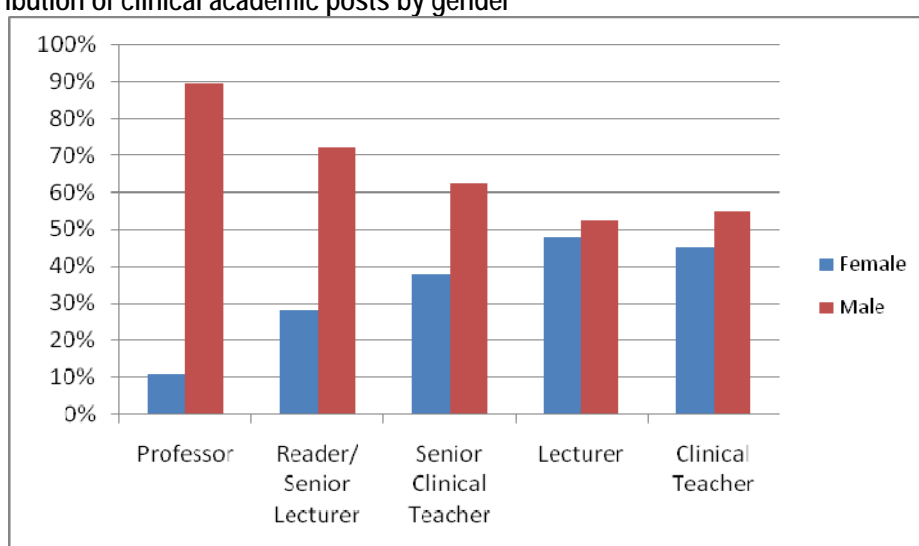


8. GENDER

The gender profile of clinical academics in UK Dental Schools has changed little since the last data were published in 2007. The proportion of males and females at lecturer and clinical teacher levels is not dissimilar – yet there is a significant loss of women from the clinical academic population at each stage of the career pathway thereafter.

There has been a decrease in the proportion of males at Senior Lecturer and Senior Clinical Teacher level since 2006, reflecting the promotion from this grade up the academic ladder. However, the consequent increase of males at Professorial level has further widened gender disparity at this grade since the last survey. Whereas in 2006 15% (12:82) of Professors were female, the 2007 data report that only 12% (11:92) of Professors are now female. It is hugely encouraging that 31% of UK Dental Deans are now women. As Figures 14a and 14b reveal, despite the relative parity of men and women at Lecturer and clinical teacher level, compared with more senior academic grades, it is clear that fewer women than men are entering a career in academic dentistry.

Figure 13: Distribution of clinical academic posts by gender



The data do indicate that women are progressing up the academic career ladder yet the proportion of females at each academic grade has remained largely unchanged since the survey first collected gender data in 2004. Similarly, the overall proportion of female academic staff has fluctuated between 30% (2004) and 31% (2006). The 2007 data identify that 30% of clinical academics are female or 32% of all staff including clinical teachers.

Figure 14a: Change in number of clinical academics by gender since 2004 (2007 data exclude clinical teachers)

Year	Professor		Reader/ Senior Lecturer		Lecturer		TOTAL
	F	M	F	M	F	M	
2004	9.90	81.59	41.34	125.06	78.11	92.15	428.15
2005	12.00	84.50	43.25	118.95	79.19	95.56	433.45
2006	12.00	81.70	44.70	124.48	77.88	93.75	434.51
2007	11.00	91.70	40.51	105.26	57.70	63.51	369.68
Actual change since 2004	1.10	10.11	-0.84	-19.80	-20.41	-28.64	-58.47
% Change since 2004	11.1%	12.4%	-2.0%	-15.8%	-26.1%	-31.1%	-13.7%

Figure 14b: Change in number of clinical academics by gender since 2004 (2007 data include clinical teachers)

Year	Professor		Reader/ Senior Lecturer/ Senior Clinical Teacher		Lecturer/ Clinical Teacher		TOTAL
	F	M	F	M	F	M	
2004	9.90	81.59	41.34	125.06	78.11	92.15	428.15
2005	12.00	84.50	43.25	118.95	79.19	95.56	433.45
2006	12.00	81.70	44.70	124.48	77.88	93.75	434.51
2007	11.00	91.70	51.41	123.21	85.7	97.38	460.40
Actual change since 2004	1.10	10.11	10.07	-1.85	7.59	5.23	32.25
% Change since 2004	11.1%	12.4%	24.4%	-1.5%	9.7%	5.7%	7.5%

Examination of the gender data published in Appendix 4 reveals that nine Dental Specialties have no females at Professorial level. Although caution must be taken when examining a small sample of academic staff, there is a distinct variation in the distribution of staffing by specialty. Women are significantly under-represented in some specialties, including Surgical Dentistry and Oral Pathology (0% and 17% respectively) whereas other specialties, for example Paediatric Dentistry and Oral Radiology, have a higher proportion of female than male academics (51% and 58% respectively).

57% of Dental students are female⁶ and it is vital that these individuals are able to fulfil their potential in their chosen career, academic or otherwise. Together with the Medical Schools Council, the Dental Schools Council participated in a working group to examine barriers to career progression for women in clinical academia, which published its findings in June 2007.⁷ The report emphasises that unless women are attracted into academic careers, the teachers of the next generation of dental students simply will not exist. Role models play an important part in nurturing and supporting career decisions in all walks of life. One of the key recommendations of the report is to develop role models for aspiring clinical academics and to improve careers advice to all dental students. In the next twelve months, the Dental Schools Council will be developing its website to act as a recruitment portal for clinical academic jobs in UK Dental Schools.

⁶ HEFCE Dental Return during the year ended 31 July 2007, Intake of Pre-Clinical Dental Students (including graduate students)

⁷ Medical Schools Council (2007) *Women in Clinical Academia*, available for download from www.medschools.ac.uk

© Dental Schools Council (2008) *Clinical Academic Staffing Levels in UK Dental Schools as at 31 July 2007*

9. JUNIOR RESEARCH STAFF

As in previous years, each Dental School was asked to return the number of researchers holding a Clinician Scientist Award, or equivalent, as well as the number of research fellowships at a level below clinician scientist. As at 31 July 2007 there were 15 Clinician Researchers in dentistry in the UK, equivalent to 11.1 FTE. In 2006, two individuals were reported as holding a Clinical Scientist Award; however for the first time since the first survey of clinical academic dental staff, no individual is reported by the 2007 data as a Clinician Scientist Award holder. Seven (5.2 FTE) individuals are employed on a trainee fellowship contract and eight (5.9 FTE) individuals hold other research positions.

Appendix 1a: Profile by Dental Specialty (2007 data exclude clinical teachers)

Specialty	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage Change
Endodontics	Professor	3.33	83.25%	0.67	16.75%	0.00	0.00%	4.00	3.00	33.33%
	Reader/Senior Lecturer	4.10	100.00%	0.00	0.00%	0.00	0.00%	4.10	2.95	38.98%
	Lecturer	3.78	100.00%	0.00	0.00%	0.00	0.00%	3.78	6.48	-41.67%
	Total	11.21	94.36%	0.67	5.64%	0.00	0.00%	11.88	12.43	-4.42%
Oral Microbiology	Professor	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	1.00	0.00%
	Reader/Senior Lecturer	2.00	80.00%	0.50	20.00%	0.00	0.00%	2.50	3.00	-16.67%
	Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00	100.00%
	Total	3.00	85.71%	0.50	14.29%	0.00	0.00%	3.50	4.00	-12.50%
Orthodontics	Professor	8.15	74.09%	2.85	25.91%	0.00	0.00%	11.00	9.00	22.22%
	Reader/Senior Lecturer	15.26	84.29%	2.84	15.71%	0.00	0.00%	18.10	19.45	-6.94%
	Lecturer	3.10	83.78%	0.40	10.81%	0.20	5.41%	3.70	8.20	-54.88%
	Total	26.51	80.81%	6.09	18.58%	0.20	0.61%	32.80	36.65	-10.50%
Oral Medicine	Professor	10.20	78.46%	2.80	21.54%	0.00	0.00%	13.00	12.00	8.33%
	Reader/Senior Lecturer	2.51	74.70%	0.85	25.30%	0.00	0.00%	3.36	4.86	-30.86%
	Lecturer	1.18	54.13%	1.00	45.87%	0.00	0.00%	2.18	3.48	-37.36%
	Total	13.89	74.92%	4.65	25.08%	0.00	0.00%	18.54	20.34	-8.85%
Oral & Maxillofacial Surgery	Professor	4.00	100.00%	0.00	0.00%	0.00	0.00%	4.00	3.00	33.33%
	Reader/Senior Lecturer	6.12	78.61%	0.90	11.57%	0.76	9.83%	7.78	9.58	-18.77%
	Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	3.80	-100.00%
	Total	10.12	85.87%	0.90	7.64%	0.76	6.49%	11.78	16.38	-28.07%
Oral Surgery	Professor	8.00	100.00%	0.00	0.00%	0.00	0.00%	8.00	6.00	33.33%
	Reader/Senior Lecturer	6.00	75.00%	2.00	25.00%	0.00	0.00%	8.00	7.80	2.56%
	Lecturer	11.12	70.04%	4.76	29.96%	0.00	0.00%	15.88	20.60	-22.91%
	Total	25.12	78.80%	6.76	21.20%	0.00	0.00%	31.88	34.40	-7.33%
Other ⁸	Professor	1.00	50.00%	1.00	50.00%	0.00	0.00%	2.00	3.30	-39.39%
	Reader/Senior Lecturer	0.76	19.38%	1.94	49.85%	1.20	30.77%	3.90	9.50	-58.95%
	Lecturer	1.70	65.38%	0.90	34.62%	0.00	0.00%	2.60	12.50	-79.20%
	Total	3.46	40.66%	3.84	45.22%	1.20	14.12%	8.50	25.30	-66.40%
Periodontics	Professor	5.00	94.34%	0.00	0.00%	0.30	5.66%	5.30	5.00	6.00%
	Reader/Senior Lecturer	8.25	89.18%	0.00	0.00%	1.00	10.82%	9.25	11.24	-17.75%
	Lecturer	8.50	97.70%	0.20	2.30%	0.00	0.00%	8.70	17.80	-51.12%
	Total	21.75	93.55%	0.20	0.86%	1.30	5.59%	23.25	34.04	-31.71%
Oral Pathology	Professor	6.00	100.00%	0.00	0.00%	0.00	0.00%	6.00	4.00	50.00%
	Reader/Senior Lecturer	6.00	82.19%	1.30	17.81%	0.00	0.00%	7.30	7.00	4.29%
	Lecturer	0.14	7.00%	1.86	93.00%	0.00	0.00%	2.00	3.30	-39.39%
	Total	12.14	79.35%	3.16	20.65%	0.00	0.00%	15.30	14.30	6.99%
Paediatric Dentistry	Professor	7.40	78.72%	2.00	21.28%	0.00	0.00%	9.40	9.00	4.44%
	Reader/Senior Lecturer	9.05	79.39%	1.35	11.84%	1.00	8.77%	11.40	12.80	-10.94%
	Lecturer	9.00	85.71%	1.00	9.52%	0.50	4.76%	10.50	12.00	-12.50%
	Total	25.45	81.31%	4.35	13.90%	1.50	4.79%	31.30	33.80	-7.40%
Dental Public Health	Professor	5.50	58.51%	2.30	24.47%	1.60	17.02%	9.40	9.40	0.00%
	Reader/Senior Lecturer	7.90	74.53%	2.20	20.75%	0.50	4.72%	10.60	13.10	-19.08%
	Lecturer	3.90	49.95%	3.90	50.05%	0.00	0.00%	7.80	9.80	-20.41%
	Total	17.30	62.22%	8.40	30.23%	2.10	7.55%	27.80	32.30	-13.93%
Prosthodontics	Professor	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	2.00	-50.00%
	Reader/Senior Lecturer	9.89	95.10%	0.51	4.90%	0.00	0.00%	10.40	17.60	-40.91%
	Lecturer	6.50	98.48%	0.10	1.52%	0.00	0.00%	6.60	14.20	-53.52%
	Total	17.39	96.61%	0.61	3.39%	0.00	0.00%	18.00	33.80	-46.75%

⁸ 'Other' includes all those specialties not currently included in the Dental Schools Council specialty categories and those individuals for whom no specialty data were returned.

Specialty	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage Change
Oral Radiology	Professor	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	1.00	0.00%
	Reader/Senior Lecturer	3.85	77.00%	1.15	23.00%	0.00	0.00%	5.00	4.20	19.05%
	Lecturer	1.00	90.91%	0.10	9.09%	0.00	0.00%	1.10	3.42	-67.84%
	Total	5.85	82.39%	1.25	17.61%	0.00	0.00%	7.10	8.62	-17.63%
Restorative Dentistry	Professor	23.60	92.19%	2.00	7.81%	0.00	0.00%	25.60	25.00	2.40%
	Reader/Senior Lecturer	32.56	79.07%	7.42	18.02%	1.20	2.91%	41.18	45.10	-8.69%
	Lecturer	42.70	87.28%	4.70	9.60%	1.53	3.12%	48.93	49.16	-0.47%
	Total	98.86	85.44%	14.12	12.20%	2.73	2.36%	115.71	119.26	-2.98%
Surgical Dentistry	Professor	0.50	50.00%	0.50	50.00%	0.00	0.00%	1.00	1.00	0.00%
	Reader/Senior Lecturer	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	1.00	0.00%
	Lecturer	0.30	100.00%	0.00	0.00%	0.00	0.00%	0.30	0.80	-62.50%
	Total	1.80	78.26%	0.50	21.74%	0.00	0.00%	2.30	2.80	-17.86%
Dental General Practice	Professor	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	0.00	100.00%
	Reader/Senior Lecturer	1.00	52.63%	0.00	0.00%	0.90	47.37%	1.90	0.00	100.00%
	Lecturer	5.04	70.59%	1.80	25.21%	0.30	4.20%	7.14	6.08	17.43%
	Total	7.04	70.12%	1.80	17.93%	1.20	11.95%	10.04	6.08	65.13%
Grand Total	Professor	86.68	84.40%	14.12	13.75%	1.90	1.85%	102.70	93.70	9.61%
	Reader/Senior Lecturer	116.23	79.74%	22.97	15.76%	6.56	4.50%	145.77	169.18	-13.84%
	Lecturer	97.96	80.82%	20.72	17.09%	2.53	2.09%	121.21	171.62	-29.37%
	Total	300.88	81.39%	57.81	15.64%	10.99	2.97%	369.68	434.50	-14.92%

Appendix 1b: Profile by Dental Specialty (2007 data include clinical teachers)

Specialty	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage Change
Endodontics	Professor	3.33	83.25%	0.67	16.75%	0.00	0.00%	4.00	3.00	33.33%
	Reader/Senior Lecturer	4.10	100.00%	0.00	0.00%	0.00	0.00%	4.10	2.95	208.47%
	Senior Clinical Teacher	4.40	88.00%	0.60	12.00%	0.00	0.00%	5.00		
	Lecturer	3.78	100.00%	0.00	0.00%	0.00	0.00%	3.78	6.48	95.68%
	Clinical Teacher	5.12	57.57%	3.58	40.18%	0.20	2.25%	8.90		
	Total	20.73	80.43%	4.85	18.80%	0.20	0.78%	25.78	12.43	107.40%
Oral Microbiology	Professor	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	1.00	0.00%
	Reader/Senior Lecturer	2.00	80.00%	0.50	20.00%	0.00	0.00%	2.50	3.00	-16.67%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00	0.00%
	Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00	0.00%
	Total	3.00	85.71%	0.50	14.29%	0.00	0.00%	3.50	4.00	-12.50%
Orthodontics	Professor	8.15	74.09%	2.85	25.91%	0.00	0.00%	11.00	9.00	22.22%
	Reader/Senior Lecturer	15.26	84.29%	2.84	15.71%	0.00	0.00%	18.10	19.45	-0.77%
	Senior Clinical Teacher	1.20	100.00%	0.00	0.00%	0.00	0.00%	1.20		
	Lecturer	3.10	83.78%	0.40	10.81%	0.20	5.41%	3.70	8.20	-30.49%
	Clinical Teacher	1.44	72.00%	0.36	18.00%	0.20	10.00%	2.00		
	Total	29.15	80.96%	6.45	17.93%	0.40	1.11%	36.00	36.65	-1.77%
Oral Medicine	Professor	10.20	78.46%	2.80	21.54%	0.00	0.00%	13.00	12.00	8.33%
	Reader/Senior Lecturer	2.51	74.70%	0.85	25.30%	0.00	0.00%	3.36	4.86	-4.12%
	Senior Clinical Teacher	1.19	91.69%	0.11	8.31%	0.00	0.00%	1.30		
	Lecturer	1.18	54.13%	1.00	45.87%	0.00	0.00%	2.18	3.48	35.92%
	Clinical Teacher	0.65	25.49%	1.90	74.51%	0.00	0.00%	2.55		
	Total	15.73	70.26%	6.66	29.74%	0.00	0.00%	22.39	20.34	10.08%
Oral & Maxillofacial Surgery	Professor	4.00	100.00%	0.00	0.00%	0.00	0.00%	4.00	3.00	33.33%
	Reader/Senior Lecturer	6.12	78.61%	0.90	11.57%	0.76	9.83%	7.78	9.58	-18.77%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	3.80	-94.74%
	Clinical Teacher	0.20	100.00%	0.00	0.00%	0.00	0.00%	0.2		
	Total	10.32	86.11%	0.90	7.51%	0.76	6.38%	11.98	16.38	-26.85%
Oral Surgery	Professor	8.00	100.00%	0.00	0.00%	0.00	0.00%	8.00	6.00	33.33%
	Reader/Senior Lecturer	6.00	75.00%	2.00	25.00%	0.00	0.00%	8.00	7.80	58.33%
	Senior Clinical Teacher	3.01	69.08%	1.35	30.92%	0.00	0.00%	4.35		
	Lecturer	11.12	70.04%	4.76	29.96%	0.00	0.00%	15.88	20.60	2.33%
	Clinical Teacher	2.70	51.92%	2.50	48.08%	0.00	0.00%	5.2		
	Total	30.83	74.41%	10.60	25.59%	0.00	0.00%	41.43	34.40	20.44%
Other	Professor	1.00	50.00%	1.00	50.00%	0.00	0.00%	2.00	3.30	-39.39%
	Reader/Senior Lecturer	0.76	19.38%	1.94	49.85%	1.20	30.77%	3.90	9.50	-33.68%
	Senior Clinical Teacher	2.00	83.33%	0.40	16.67%	0.00	0.00%	2.40		
	Lecturer	1.70	65.38%	0.90	34.62%	0.00	0.00%	2.60	12.50	-77.60%
	Clinical Teacher	0.20	100.00%	0.00	0.00%	0.00	0.00%	0.2		
	Total	5.66	50.95%	4.24	38.23%	1.20	10.81%	11.10	25.30	-56.13%
Periodontics	Professor	5.00	94.34%	0.00	0.00%	0.30	5.66%	5.30	5.00	6.00%
	Reader/Senior Lecturer	8.25	89.18%	0.00	0.00%	1.00	10.82%	9.25	11.24	-7.07%
	Senior Clinical Teacher	1.20	100.00%	0.00	0.00%	0.00	0.00%	1.20		
	Lecturer	8.50	97.70%	0.20	2.30%	0.00	0.00%	8.70	17.80	-19.10%
	Clinical Teacher	3.45	60.53%	1.00	17.54%	1.25	21.93%	5.70		
	Total	26.40	87.56%	1.20	3.98%	2.55	8.46%	30.15	34.04	-11.44%
Oral Pathology	Professor	6.00	100.00%	0.00	0.00%	0.00	0.00%	6.00	4.00	50.00%
	Reader/Senior Lecturer	6.00	82.19%	1.30	17.81%	0.00	0.00%	7.30	7.00	4.29%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Lecturer	0.14	7.00%	1.86	93.00%	0.00	0.00%	2.00	3.30	-15.15%
	Clinical Teacher	0.50	62.50%	0.00	0.00%	0.30	37.50%	0.80		
	Total	12.64	78.51%	3.16	19.63%	0.30	1.86%	16.10	14.30	12.59%

Specialty	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage Change
Paediatric Dentistry	Professor	7.40	78.72%	2.00	21.28%	0.00	0.00%	9.40	9.00	4.44%
	Reader/Senior Lecturer	9.05	79.39%	1.35	11.84%	1.00	8.77%	11.40	12.80	-7.81%
	Senior Clinical Teacher	0.40	100.00%	0.00	0.00%	0.00	0.00%	0.40	12.00	24.17%
	Lecturer	9.00	85.71%	1.00	9.52%	0.50	4.76%	10.50	12.00	24.17%
	Clinical Teacher	3.35	76.14%	1.05	23.86%	0.00	0.00%	4.40	12.00	24.17%
	Total	29.20	80.89%	5.40	14.96%	1.50	4.16%	36.10	33.80	6.80%
Dental Public Health	Professor	5.50	58.51%	2.30	24.47%	1.60	17.02%	9.40	9.40	0.00%
	Reader/Senior Lecturer	7.90	74.53%	2.20	20.75%	0.50	4.72%	10.60	13.10	-5.34%
	Senior Clinical Teacher	1.80	100.00%	0.00	0.00%	0.00	0.00%	1.80	9.80	40.00%
	Lecturer	3.90	49.95%	3.90	50.05%	0.00	0.00%	7.80	9.80	40.00%
	Clinical Teacher	3.52	59.43%	2.40	40.57%	0.00	0.00%	5.92	9.80	40.00%
	Total	22.61	63.67%	10.81	30.42%	2.10	5.91%	35.52	32.30	9.97%
Prosthodontics	Professor	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	2.00	-50.00%
	Reader/Senior Lecturer	9.89	95.10%	0.51	4.90%	0.00	0.00%	10.40	17.60	-23.86%
	Senior Clinical Teacher	2.60	86.67%	0.40	13.33%	0.00	0.00%	3.00	14.20	-23.94%
	Lecturer	6.50	98.48%	0.10	1.52%	0.00	0.00%	6.60	14.20	-23.94%
	Clinical Teacher	3.60	85.71%	0.60	14.29%	0.00	0.00%	4.20	33.80	-25.44%
	Total	23.59	93.61%	1.61	6.39%	0.00	0.00%	25.20	33.80	-25.44%
Oral Radiology	Professor	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	1.00	0.00%
	Reader/Senior Lecturer	3.85	77.00%	1.15	23.00%	0.00	0.00%	5.00	4.20	19.05%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	3.42	28.65%
	Lecturer	1.00	90.91%	0.10	9.09%	0.00	0.00%	1.10	3.42	28.65%
	Clinical Teacher	0.50	15.15%	2.80	84.85%	0.00	0.00%	3.30	8.62	20.65%
	Total	6.35	61.06%	4.05	38.94%	0.00	0.00%	10.40	8.62	20.65%
Restorative Dentistry	Professor	23.60	92.19%	2.00	7.81%	0.00	0.00%	25.60	25.00	2.40%
	Reader/Senior Lecturer	32.56	79.07%	7.42	18.02%	1.20	2.91%	41.18	45.10	9.49%
	Senior Clinical Teacher	4.59	55.93%	3.61	44.07%	0.00	0.00%	8.20	49.16	34.52%
	Lecturer	42.70	87.28%	4.70	9.60%	1.53	3.12%	48.93	119.26	18.32%
	Clinical Teacher	14.80	86.05%	2.40	13.95%	0.00	0.00%	17.20	119.26	18.32%
	Total	118.25	83.80%	20.13	14.27%	2.73	1.93%	141.11	119.26	18.32%
Surgical Dentistry	Professor	0.50	50.00%	0.50	50.00%	0.00	0.00%	1.00	1.00	0.00%
	Reader/Senior Lecturer	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	1.00	0.00%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.80	-50.00%
	Lecturer	0.30	100.00%	0.00	0.00%	0.00	0.00%	0.30	0.80	-50.00%
	Clinical Teacher	0.10	100.00%	0.00	0.00%	0.00	0.00%	0.10	2.40	-14.29%
	Total	1.90	79.17%	0.50	20.83%	0.00	0.00%	2.40	2.80	-14.29%
Dental General Practice	Professor	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	0.00	100.00%
	Reader/Senior Lecturer	1.00	52.63%	0.00	0.00%	0.90	47.37%	1.90	0.00	100.00%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	6.08	37.17%
	Lecturer	5.04	70.59%	1.80	25.21%	0.30	4.20%	7.14	6.08	37.17%
	Clinical Teacher	1.20	100.00%	0.00	0.00%	0.00	0.00%	1.20	6.08	37.17%
	Total	8.24	73.31%	1.80	16.01%	1.20	10.68%	11.24	6.08	84.87%
Grand Total	Professor	86.68	84.40%	14.12	13.75%	1.90	1.85%	102.70	93.70	9.61%
	Reader/Senior Lecturer	116.23	79.74%	22.97	15.76%	6.56	4.50%	145.77	169.18	3.21%
	Senior Clinical Teacher	22.38	77.58%	6.47	22.42%	0.00	0.00%	28.85	171.62	6.68%
	Lecturer	97.96	80.82%	20.72	17.09%	2.53	2.09%	121.21	171.62	6.68%
	Clinical Teacher	41.33	66.80%	18.59	30.04%	1.95	3.15%	61.87	434.50	5.96%
	Total	364.59	79.19%	82.86	18.00%	12.94	2.81%	460.40	434.50	5.96%

Appendix 2a: Profile by region (2007 data include clinical teachers)

Region	Academic Grade	Funding Council	NHS	Other	Total 2007	Total 2006	Percentage Change			
London	Professor	24.33	90.11%	1.67	6.19%	1.00	3.70%	27.00	25.00	8.00%
	Reader/Senior Lecturer	43.57	85.59%	5.14	10.09%	2.20	4.32%	50.91	62.26	-18.23%
	Lecturer	25.20	85.14%	3.80	12.84%	0.60	2.03%	29.60	69.62	-57.48%
	Total	93.10	86.60%	10.61	9.87%	3.80	3.53%	107.51	156.88	-31.47%
Northern and Yorkshire	Professor	12.00	92.31%	1.00	7.69%	0.00	0.00%	13.00	12.00	8.33%
	Reader/Senior Lecturer	15.80	87.78%	1.20	6.67%	1.00	5.56%	18.00	18.80	-4.26%
	Lecturer	18.40	100.00%	0.00	0.00%	0.00	0.00%	18.40	18.40	0.00%
	Total	46.20	93.52%	2.20	4.45%	1.00	2.02%	49.40	49.20	0.41%
Northern Ireland	Professor	2.00	50.00%	2.00	50.00%	0.00	0.00%	4.00	4.00	0.00%
	Reader/Senior Lecturer	4.00	50.00%	4.00	50.00%	0.00	0.00%	8.00	9.00	-11.11%
	Lecturer	2.00	100.00%	0.00	0.00%	0.00	0.00%	2.00	1.00	100.00%
	Total	8.00	57.14%	6.00	42.86%	0.00	0.00%	14.00	14.00	0.00%
North West	Professor	12.41	88.64%	1.39	9.93%	0.20	1.43%	14.00	14.30	-2.10%
	Reader/Senior Lecturer	13.68	78.69%	2.30	13.26%	1.40	8.06%	17.38	22.70	-23.44%
	Lecturer	11.08	69.31%	4.90	30.69%	0.00	0.00%	15.98	20.58	-22.35%
	Total	37.16	78.47%	8.60	18.15%	1.60	3.38%	47.36	57.58	-17.75%
Scotland	Professor	10.74	89.50%	1.26	10.50%	0.00	0.00%	12.00	11.00	9.09%
	Reader/Senior Lecturer	14.27	71.55%	5.68	28.45%	0.00	0.00%	19.95	19.80	0.76%
	Lecturer	11.23	59.90%	7.52	40.10%	0.00	0.00%	18.74	22.10	-15.19%
	Total	36.24	71.49%	14.45	28.51%	0.00	0.00%	50.69	52.90	-4.17%
South West	Professor	7.20	86.75%	0.80	9.64%	0.30	3.61%	8.30	5.00	66.00%
	Reader/Senior Lecturer	8.85	100.00%	0.00	0.00%	0.00	0.00%	8.85	7.84	12.82%
	Lecturer	3.50	79.05%	0.50	11.29%	0.43	9.66%	4.43	4.82	-8.14%
	Total	19.55	90.60%	1.30	6.03%	0.73	3.37%	21.57	17.66	22.15%
Trent	Professor	9.00	86.54%	1.00	9.62%	0.40	3.85%	10.40	8.40	23.81%
	Reader/Senior Lecturer	6.42	85.77%	0.30	4.01%	0.76	10.22%	7.48	9.18	-18.50%
	Lecturer	4.70	75.81%	1.50	24.19%	0.00	0.00%	6.20	10.20	-39.22%
	Total	20.12	83.54%	2.80	11.63%	1.16	4.84%	24.08	27.78	-13.31%
Wales	Professor	5.00	50.00%	5.00	50.00%	0.00	0.00%	10.00	9.00	-20.00%
	Reader/Senior Lecturer	4.50	52.94%	4.00	47.06%	0.00	0.00%	8.50	12.40	-6.94%
	Lecturer	9.40	83.93%	1.50	13.39%	0.30	2.68%	11.20	11.40	8.59%
	Total	18.90	63.64%	10.50	35.35%	0.30	1.01%	29.70	32.80	-1.32%
West Midlands	Professor	4.00	100.00%	0.00	0.00%	0.00	0.00%	4.00	5.00	11.11%
	Reader/Senior Lecturer	5.15	76.87%	0.35	5.22%	1.20	17.91%	6.70	7.20	-31.45%
	Lecturer	12.46	84.99%	1.00	6.82%	1.20	8.19%	14.66	13.50	-1.75%
	Total	21.61	85.21%	1.35	5.32%	2.40	9.46%	25.36	25.70	-9.45%
Grand Total	Professor	86.68	84.40%	14.12	13.75%	1.90	1.85%	102.70	93.70	9.61%
	Reader/Senior Lecturer	116.23	79.74%	22.97	15.76%	6.56	4.50%	145.77	169.18	-13.84%
	Lecturer	97.96	80.82%	20.72	17.09%	2.53	2.09%	121.21	171.62	-29.37%
	Total	300.88	81.39%	57.81	15.64%	10.99	2.97%	369.68	434.50	-14.92%

Appendix 2b: Profile by region (2007 data include clinical teachers)

Region	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage Change
London	Professor	24.33	90.11%	1.67	6.19%	1.00	3.70%	27.00	25.00	8.00%
	Reader/Senior Lecturer	43.57	85.59%	5.14	10.09%	2.20	4.32%	50.91	62.26	5.62%
	Senior Clinical Teacher	13.00	87.52%	1.85	12.48%	0.00	0.00%	14.85		
	Lecturer	25.20	85.14%	3.80	12.84%	0.60	2.03%	29.60	69.62	-3.45%
	Clinical Teacher	22.68	60.29%	12.99	34.52%	1.95	5.18%	37.62		
	Total	128.78	80.50%	25.45	15.91%	5.75	3.59%	159.98	156.88	1.98%
Northern and Yorkshire	Professor	12.00	92.31%	1.00	7.69%	0.00	0.00%	13.00	12.00	8.33%
	Reader/Senior Lecturer	15.80	87.78%	1.20	6.67%	1.00	5.56%	18.00	18.80	-4.26%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Lecturer	18.40	100.00%	0.00	0.00%	0.00	0.00%	18.40	18.40	16.30%
	Clinical Teacher	3.00	100.00%	0.00	0.00%	0.00	0.00%	3.00		
	Total	49.20	93.89%	2.20	4.20%	1.00	1.91%	52.40	49.20	6.50%
Northern Ireland	Professor	2.00	50.00%	2.00	50.00%	0.00	0.00%	4.00	4.00	0.00%
	Reader/Senior Lecturer	4.00	50.00%	4.00	50.00%	0.00	0.00%	8.00	9.00	-11.11%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Lecturer	2.00	100.00%	0.00	0.00%	0.00	0.00%	2.00	1.00	240.00%
	Clinical Teacher	1.40	100.00%	0.00	0.00%	0.00	0.00%	1.40		
	Total	9.40	61.04%	6.00	38.96%	0.00	0.00%	15.40	14.00	10.00%
North West	Professor	12.41	88.64%	1.39	9.93%	0.20	1.43%	14.00	14.30	-2.10%
	Reader/Senior Lecturer	13.68	78.69%	2.30	13.26%	1.40	8.06%	17.38	22.70	8.28%
	Senior Clinical Teacher	4.20	58.33%	3.00	41.67%	0.00	0.00%	7.20		
	Lecturer	11.08	69.31%	4.90	30.69%	0.00	0.00%	15.98	20.58	33.77%
	Clinical Teacher	6.95	60.17%	4.60	39.83%	0.00	0.00%	11.55		
	Total	48.31	73.08%	16.20	24.50%	1.60	2.42%	66.11	57.58	14.81%
Scotland	Professor	10.74	89.50%	1.26	10.50%	0.00	0.00%	12.00	11.00	9.09%
	Reader/Senior Lecturer	14.27	71.55%	5.68	28.45%	0.00	0.00%	19.95	19.80	25.00%
	Senior Clinical Teacher	3.80	79.17%	1.00	20.83%	0.00	0.00%	4.80		
	Lecturer	11.23	59.90%	7.52	40.10%	0.00	0.00%	18.74	22.10	4.27%
	Clinical Teacher	4.30	100.00%	0.00	0.00%	0.00	0.00%	4.30		
	Total	44.34	74.16%	15.45	25.84%	0.00	0.00%	59.79	52.90	13.03%
South West	Professor	7.20	86.75%	0.80	9.64%	0.30	3.61%	8.30	5.00	66.00%
	Reader/Senior Lecturer	8.85	100.00%	0.00	0.00%	0.00	0.00%	8.85	7.84	25.57%
	Senior Clinical Teacher	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00		
	Lecturer	3.50	79.05%	0.50	11.29%	0.43	9.66%	4.43	4.82	-8.14%
	Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Total	20.55	91.02%	1.30	5.76%	0.73	3.22%	22.57	17.66	27.82%
Trent	Professor	9.00	86.54%	1.00	9.62%	0.40	3.85%	10.40	8.40	23.81%
	Reader/Senior Lecturer	6.42	85.77%	0.30	4.01%	0.76	10.22%	7.48	9.18	-7.61%
	Senior Clinical Teacher	0.39	38.60%	0.61	61.40%	0.00	0.00%	1.00		
	Lecturer	4.70	75.81%	1.50	24.19%	0.00	0.00%	6.20	10.20	0.00%
	Clinical Teacher	3.00	75.00%	1.00	25.00%	0.00	0.00%	4.00		
	Total	23.50	80.82%	4.41	15.18%	1.16	4.00%	29.08	27.78	4.69%
Wales	Professor	5.00	50.00%	5.00	50.00%	0.00	0.00%	10.00	9.00	-20.00%
	Reader/Senior Lecturer	4.50	52.94%	4.00	47.06%	0.00	0.00%	8.50	12.40	-6.94%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Lecturer	9.40	83.93%	1.50	13.39%	0.30	2.68%	11.20	11.40	8.59%
	Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Total	18.90	63.64%	10.50	35.35%	0.30	1.01%	29.70	32.80	-1.32%
West Midlands	Professor	4.00	100.00%	0.00	0.00%	0.00	0.00%	4.00	5.00	11.11%
	Reader/Senior Lecturer	5.15	76.87%	0.35	5.22%	1.20	17.91%	6.70	7.20	-31.45%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Lecturer	12.46	84.99%	1.00	6.82%	1.20	8.19%	14.66	13.50	-1.75%
	Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Total	21.61	85.21%	1.35	5.32%	2.40	9.46%	25.36	25.70	-9.45%

Region	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage Change
Grand Total	Professor	86.68	84.40%	14.12	13.75%	1.90	1.85%	102.70	93.70	9.61%
	Reader/Senior Lecturer	116.23	79.74%	22.97	15.76%	6.56	4.50%	145.77	169.18	3.21%
	Senior Clinical Teacher	22.38	77.58%	6.47	22.42%	0.00	0.00%	28.85		
	Lecturer	97.96	80.82%	20.72	17.09%	2.53	2.09%	121.21	171.62	6.68%
	Clinical Teacher	41.33	66.80%	18.59	30.04%	1.95	3.15%	61.87		
	Total		364.59	79.19%	82.86	18.00%	12.94	2.81%	460.40	434.50

Appendix 3a: Profile by individual Dental School (2007 data exclude clinical teachers)

Institution	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage Change
Barts & The London	Professor	5.00	83.33%	1.00	16.67%	0.00	0.00%	6.00	6.00	0.00%
	Reader/Senior Lecturer	12.95	79.94%	1.05	6.48%	2.20	13.58%	16.20	15.40	5.19%
	Lecturer	10.70	90.68%	0.50	4.24%	0.60	5.08%	11.80	14.00	-15.71%
	Total	28.65	84.26%	2.55	7.50%	2.80	8.24%	34.00	35.40	-3.95%
Birmingham	Professor	4.00	100.00%	0.00	0.00%	0.00	0.00%	4.00	4.00	0.00%
	Reader/Senior Lecturer	5.15	76.87%	0.35	5.22%	1.20	17.91%	6.70	7.20	-6.94%
	Lecturer	12.46	84.99%	1.00	6.82%	1.20	8.19%	14.66	13.50	8.59%
	Total	21.61	85.21%	1.35	5.32%	2.40	9.46%	25.36	24.70	2.67%
Bristol	Professor	5.20	82.54%	0.80	12.70%	0.30	4.76%	6.30	6.00	5.00%
	Reader/Senior Lecturer	7.85	100.00%	0.00	0.00%	0.00	0.00%	7.85	7.84	0.13%
	Lecturer	3.50	79.01%	0.50	11.29%	0.43	9.71%	4.43	4.82	-8.09%
	Total	16.55	89.07%	1.30	7.00%	0.73	3.93%	18.58	18.66	-0.43%
Cardiff	Professor	5.00	50.00%	5.00	50.00%	0.00	0.00%	10.00	9.00	11.11%
	Reader/Senior Lecturer	4.50	52.94%	4.00	47.06%	0.00	0.00%	8.50	12.40	-31.45%
	Lecturer	9.40	83.93%	1.50	13.39%	0.30	2.68%	11.20	11.40	-1.75%
	Total	18.90	63.64%	10.50	35.35%	0.30	1.01%	29.70	32.80	-9.45%
Dundee	Professor	5.24	87.33%	0.76	12.67%	0.00	0.00%	6.00	5.00	20.00%
	Reader/Senior Lecturer	6.77	61.55%	4.23	38.45%	0.00	0.00%	11.00	11.00	0.00%
	Lecturer	6.70	97.10%	0.20	2.90%	0.00	0.00%	6.90	9.60	-28.13%
	Total	18.71	78.28%	5.19	21.72%	0.00	0.00%	23.90	25.60	-6.64%
Eastman	Professor	6.60	100.00%	0.00	0.00%	0.00	0.00%	6.60	6.60	0.00%
	Reader/Senior Lecturer	8.21	80.10%	2.04	19.90%	0.00	0.00%	10.25	11.05	-7.24%
	Lecturer	9.90	85.34%	1.70	14.66%	0.00	0.00%	11.60	13.10	-11.45%
	Total	24.71	86.85%	3.74	13.15%	0.00	0.00%	28.45	30.75	-7.48%
Edinburgh	Professor	0.50	50.00%	0.50	50.00%	0.00	0.00%	1.00	1.00	0.00%
	Reader/Senior Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00	0.00%
	Lecturer	0.64	47.76%	0.70	52.24%	0.00	0.00%	1.34	1.00	34.00%
	Total	1.14	48.72%	1.20	51.28%	0.00	0.00%	2.34	2.00	17.00%
Glasgow	Professor	5.00	100.00%	0.00	0.00%	0.00	0.00%	5.00	5.00	0.00%
	Reader/Senior Lecturer	7.51	83.91%	1.44	16.09%	0.00	0.00%	8.95	8.80	1.70%
	Lecturer	3.88	36.95%	6.62	63.05%	0.00	0.00%	10.50	11.50	-8.70%
	Total	16.39	67.03%	8.06	32.97%	0.00	0.00%	24.45	25.30	-3.36%
King's College London	Professor	12.73	88.40%	0.67	4.65%	1.00	6.94%	14.40	12.40	16.13%
	Reader/Senior Lecturer	22.41	91.62%	2.05	8.38%	0.00	0.00%	24.46	35.81	-31.70%
	Lecturer	4.60	74.19%	1.60	25.81%	0.00	0.00%	6.20	42.52	-85.42%
	Total	39.74	88.19%	4.32	9.59%	1.00	2.22%	45.06	90.73	-50.34%
Leeds	Professor	5.00	100.00%	0.00	0.00%	0.00	0.00%	5.00	5.00	0.00%
	Reader/Senior Lecturer	7.00	100.00%	0.00	0.00%	0.00	0.00%	7.00	8.00	-12.50%
	Lecturer	13.40	100.00%	0.00	0.00%	0.00	0.00%	13.40	13.40	0.00%
	Total	25.40	100.00%	0.00	0.00%	0.00	0.00%	25.40	26.40	-3.79%
Liverpool	Professor	3.91	78.20%	1.09	21.80%	0.00	0.00%	5.00	3.30	51.52%
	Reader/Senior Lecturer	5.58	78.81%	0.60	8.47%	0.90	12.71%	7.08	11.90	-40.50%
	Lecturer	9.38	72.27%	3.60	27.73%	0.00	0.00%	12.98	15.48	-16.15%
	Total	18.87	75.30%	5.29	21.11%	0.90	3.59%	25.06	30.68	-18.32%
Manchester	Professor	8.50	94.44%	0.30	3.33%	0.20	2.22%	9.00	11.00	-18.18%
	Reader/Senior Lecturer	8.10	78.64%	1.70	16.50%	0.50	4.85%	10.30	10.80	-4.63%
	Lecturer	1.70	56.67%	1.30	43.33%	0.00	0.00%	3.00	5.10	-41.18%
	Total	18.30	82.06%	3.30	14.80%	0.70	3.14%	22.30	26.90	-17.10%
Newcastle	Professor	7.00	87.50%	1.00	12.50%	0.00	0.00%	8.00	7.00	14.29%
	Reader/Senior Lecturer	8.80	80.00%	1.20	10.91%	1.00	9.09%	11.00	10.80	1.85%
	Lecturer	5.00	100.00%	0.00	0.00%	0.00	0.00%	5.00	5.00	0.00%
	Total	20.80	86.67%	2.20	9.17%	1.00	4.17%	24.00	22.80	5.26%
Peninsula	Professor	2.00	100.00%	0.00	0.00%	0.00	0.00%	2.00		
	Reader/Senior Lecturer	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00		
	Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Total	3.00	100.00%	0.00	0.00%	0.00	0.00%	3.00		
Queen's University Belfast	Professor	2.00	50.00%	2.00	50.00%	0.00	0.00%	4.00	4.00	0.00%
	Reader/Senior Lecturer	4.00	50.00%	4.00	50.00%	0.00	0.00%	8.00	9.00	-11.11%
	Lecturer	2.00	100.00%	0.00	0.00%	0.00	0.00%	2.00	1.00	100.00%
	Total	8.00	57.14%	6.00	42.86%	0.00	0.00%	14.00	14.00	0.00%

Institution	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage Change
Sheffield	Professor	9.00	86.54%	1.00	9.62%	0.40	3.85%	10.40	8.40	23.81%
	Reader/Senior Lecturer	6.42	85.83%	0.30	4.01%	0.76	10.16%	7.48	9.18	-18.52%
	Lecturer	4.70	75.81%	1.50	24.19%	0.00	0.00%	6.20	10.20	-39.22%
	Total	20.12	83.55%	2.80	11.63%	1.16	4.82%	24.08	27.78	-13.32%
Grand Total	Professor	86.68	84.40%	14.12	13.75%	1.90	1.85%	102.70	93.70	9.61%
	Reader/Senior Lecturer	116.25	79.75%	22.96	15.75%	6.56	4.50%	145.77	169.18	-13.84%
	Lecturer	97.96	80.82%	20.72	17.09%	2.53	2.09%	121.21	171.62	-29.37%
	Total	300.89	81.39%	57.80	15.64%	10.99	2.97%	369.68	434.50	-14.92%

Appendix 3b: Profile by individual Dental School (2007 data include clinical teachers)

Institution	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage Change
Barts & The London	Professor	5.00	83.33%	1.00	16.67%	0.00	0.00%	6.00	6.00	0.00%
	Reader/Senior Lecturer	12.95	79.94%	1.05	6.48%	2.20	13.58%	16.20	15.40	5.19%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Lecturer	10.70	90.68%	0.50	4.24%	0.60	5.08%	11.80	14.00	10.71%
	Clinical Teacher	2.90	0.00%	0.00	0.00%	0.80	0.00%	3.70		
	Total	31.55	83.69%	2.55	6.76%	3.60	9.55%	37.70	35.40	6.50%
Birmingham	Professor	4.00	100.00%	0.00	0.00%	0.00	0.00%	4.00	4.00	0.00%
	Reader/Senior Lecturer	5.15	76.87%	0.35	5.22%	1.20	17.91%	6.70	7.20	-6.94%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Lecturer	12.46	84.99%	1.00	6.82%	1.20	8.19%	14.66	13.50	8.59%
	Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Total	21.61	85.21%	1.35	5.32%	2.40	9.46%	25.36	24.70	2.67%
Bristol	Professor	5.20	82.54%	0.80	12.70%	0.30	4.76%	6.30	6.00	5.00%
	Reader/Senior Lecturer	7.85	100.00%	0.00	0.00%	0.00	0.00%	7.85	7.84	0.13%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Lecturer	3.50	79.01%	0.50	11.29%	0.43	9.71%	4.43	4.82	-8.09%
	Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Total	16.55	89.07%	1.30	7.00%	0.73	3.93%	18.58	18.66	-0.43%
Cardiff	Professor	5.00	50.00%	5.00	50.00%	0.00	0.00%	10.00	9.00	11.11%
	Reader/Senior Lecturer	4.50	52.94%	4.00	47.06%	0.00	0.00%	8.50	12.40	-31.45%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Lecturer	9.40	83.93%	1.50	13.39%	0.30	2.68%	11.20	11.40	-1.75%
	Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Total	18.90	63.64%	10.50	35.35%	0.30	1.01%	29.70	32.80	-9.45%
Dundee	Professor	5.24	87.33%	0.76	12.67%	0.00	0.00%	6.00	5.00	20.00%
	Reader/Senior Lecturer	6.77	61.55%	4.23	38.45%	0.00	0.00%	11.00	11.00	7.27%
	Senior Clinical Teacher	0.80	0.00%	0.00	0.00%	0.00	0.00%	0.80		
	Lecturer	6.70	97.10%	0.20	2.90%	0.00	0.00%	6.90	9.60	-28.13%
	Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Total	19.51	78.99%	5.19	21.01%	0.00	0.00%	24.70	25.60	-3.52%
Eastman	Professor	6.60	100.00%	0.00	0.00%	0.00	0.00%	6.60	6.60	0.00%
	Reader/Senior Lecturer	8.21	80.10%	2.04	19.90%	0.00	0.00%	10.25	11.05	1.81%
	Senior Clinical Teacher	1.00	0.00%	0.00	0.00%	0.00	0.00%	1.00		
	Lecturer	9.90	85.34%	1.70	14.66%	0.00	0.00%	11.60	13.10	-7.63%
	Clinical Teacher	0.10	20.00%	0.00	0.00%	0.40	80.00%	0.50		
	Total	25.81	86.18%	3.74	12.49%	0.40	1.34%	29.95	30.75	-2.60%
Edinburgh	Professor	0.50	50.00%	0.50	50.00%	0.00	0.00%	1.00	1.00	0.00%
	Reader/Senior Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	0.00	0.00%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Lecturer	0.64	0.00%	0.70	0.00%	0.00	0.00%	1.34	1.00	34.00%
	Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Total	1.14	48.72%	1.20	51.28%	0.00	0.00%	2.34	2.00	17.00%
Glasgow	Professor	5.00	100.00%	0.00	0.00%	0.00	0.00%	5.00	5.00	0.00%
	Reader/Senior Lecturer	7.51	83.91%	1.44	16.09%	0.00	0.00%	8.95	8.80	47.16%
	Senior Clinical Teacher	3.00	75.00%	1.00	0.00%	0.00	0.00%	4.00		
	Lecturer	3.88	36.95%	6.62	63.05%	0.00	0.00%	10.50	11.50	28.70%
	Clinical Teacher	4.30	100.00%	0.00	0.00%	0.00	0.00%	4.30		
	Total	23.69	72.34%	9.06	27.66%	0.00	0.00%	32.75	25.30	29.45%
King's College London	Professor	12.73	88.40%	0.67	4.65%	1.00	6.94%	14.40	12.40	16.13%
	Reader/Senior Lecturer	22.41	91.62%	2.05	8.38%	0.00	0.00%	24.46	35.81	6.98%
	Senior Clinical Teacher	12.00	86.62%	1.85	13.38%	0.00	0.00%	13.85	42.52	-6.82%
	Lecturer	4.60	74.19%	1.60	25.81%	0.00	0.00%	6.20		
	Clinical Teacher	19.68	58.89%	12.99	38.86%	0.75	2.24%	33.42		
	Total	71.42	77.35%	19.16	20.75%	1.75	1.90%	92.33	90.73	1.76%
Leeds	Professor	5.00	100.00%	0.00	0.00%	0.00	0.00%	5.00	5.00	0.00%
	Reader/Senior Lecturer	7.00	100.00%	0.00	0.00%	0.00	0.00%	7.00	8.00	-12.50%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00		
	Lecturer	13.40	100.00%	0.00	0.00%	0.00	0.00%	13.40	13.40	22.39%
	Clinical Teacher	3.00	100.00%	0.00	0.00%	0.00	0.00%	3.00		
	Total	28.40	100.00%	0.00	0.00%	0.00	0.00%	28.40	26.40	7.58%

Institution	Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Percentage change
Liverpool	Professor	3.91	78.20%	1.09	21.80%	0.00	0.00%	5.00	3.30	51.52%
	Reader/Senior Lecturer	5.58	78.81%	0.60	8.47%	0.90	12.71%	7.08	11.90	-6.89%
	Senior Clinical Teacher	1.00	25.00%	3.00	75.00%	0.00	0.00%	4.00	15.48	8.40%
	Lecturer	9.38	72.27%	3.60	27.73%	0.00	0.00%	12.98	30.68	7.11%
	Clinical Teacher	0.00	0.00%	3.80	100.00%	0.00	0.00%	3.80	26.90	23.61%
Total	19.87	60.47%	12.09	36.79%	0.90	2.74%	32.86	22.80	5.26%	
Manchester	Professor	8.50	94.44%	0.30	3.33%	0.20	2.22%	9.00	11.00	-18.18%
	Reader/Senior Lecturer	8.10	78.64%	1.70	16.50%	0.50	4.85%	10.30	10.80	25.00%
	Senior Clinical Teacher	3.20	100.00%	0.00	0.00%	0.00	0.00%	3.20	5.10	110.78%
	Lecturer	1.70	56.67%	1.30	43.33%	0.00	0.00%	3.00	26.90	23.61%
	Clinical Teacher	6.95	89.68%	0.80	10.32%	0.00	0.00%	7.75	22.80	5.26%
Total	28.45	85.56%	4.10	12.33%	0.70	2.11%	33.25	22.80	5.26%	
Newcastle	Professor	7.00	87.50%	1.00	12.50%	0.00	0.00%	8.00	7.00	14.29%
	Reader/Senior Lecturer	8.80	80.00%	1.20	10.91%	1.00	9.09%	11.00	10.80	1.85%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	5.00	0.00%
	Lecturer	5.00	100.00%	0.00	0.00%	0.00	0.00%	5.00	22.80	5.26%
	Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	24.00	0.00%
Total	20.80	86.67%	2.20	9.17%	1.00	4.17%	24.00	22.80	5.26%	
Peninsula	Professor	2.00	100.00%	0.00	0.00%	0.00	0.00%	2.00	4.00	0.00%
	Reader/Senior Lecturer	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	9.00	-11.11%
	Senior Clinical Teacher	1.00	100.00%	0.00	0.00%	0.00	0.00%	1.00	1.00	240.00%
	Lecturer	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	1.40	10.00%
	Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	15.40	10.00%
Total	4.00	100.00%	0.00	0.00%	0.00	0.00%	4.00	14.00	10.00%	
Queen's University, Belfast	Professor	2.00	50.00%	2.00	50.00%	0.00	0.00%	4.00	4.00	0.00%
	Reader/Senior Lecturer	4.00	50.00%	4.00	50.00%	0.00	0.00%	8.00	9.00	-11.11%
	Senior Clinical Teacher	0.00	0.00%	0.00	0.00%	0.00	0.00%	0.00	1.00	240.00%
	Lecturer	2.00	100.00%	0.00	0.00%	0.00	0.00%	2.00	1.00	240.00%
	Clinical Teacher	1.40	100.00%	0.00	0.00%	0.00	0.00%	1.40	14.00	10.00%
Total	9.40	61.04%	6.00	38.96%	0.00	0.00%	15.40	14.00	10.00%	
Sheffield	Professor	9.00	86.54%	1.00	9.62%	0.40	3.85%	10.40	8.40	23.81%
	Reader/Senior Lecturer	6.42	85.83%	0.30	4.01%	0.76	10.16%	7.48	9.18	-7.63%
	Senior Clinical Teacher	0.39	38.60%	0.61	61.40%	0.00	0.00%	1.00	10.20	0.00%
	Lecturer	4.70	75.81%	1.50	24.19%	0.00	0.00%	6.20	4.00	0.00%
	Clinical Teacher	3.00	75.00%	1.00	25.00%	0.00	0.00%	4.00	27.78	4.68%
Total	23.51	80.83%	4.41	15.18%	1.16	3.99%	29.08	27.78	4.68%	
Grand Total	Professor	86.68	84.40%	14.12	13.75%	1.90	1.85%	102.70	93.70	9.61%
	Reader/Senior Lecturer	116.25	79.75%	22.96	15.75%	6.56	4.50%	145.77	169.18	3.22%
	Senior Clinical Teacher	22.38	77.58%	6.47	22.42%	0.00	0.00%	28.85	171.62	6.68%
	Lecturer	97.96	80.82%	20.72	17.09%	2.53	2.09%	121.21	434.50	5.96%
	Clinical Teacher	41.33	66.80%	18.59	30.04%	1.95	3.15%	61.87	460.40	5.96%
Total	364.61	79.19%	82.86	18.00%	12.94	2.81%	460.40	434.50	5.96%	

Appendix 4: Specialty by grade and gender (2007 data include clinical teachers)

Specialty	Professor		Reader/ Senior Lecturer		Senior Clinical Teacher		Lecturer		Clinical Teacher		Percentage		Total
	F	M	F	M	F	M	F	M	F	M	F	M	
Endodontics		4.00	1.00	3.10	1.60	3.40	1.20	2.58	2.40	6.50	24%	76%	25.78
Oral Microbiology		1.00	0.50	2.00							14%	86%	3.50
Orthodontics		11.00	6.50	11.60		1.20	2.30	1.40	1.40	0.60	28%	72%	36.00
Oral Medicine	1.00	12.00	0.86	2.50	1.30		0.18	2.00	1.00	1.55	19%	81%	22.39
Oral & Maxillofacial Surgery		4.00	2.40	5.38					0.20		22%	78%	11.98
Oral Surgery	2.00	6.00	2.00	6.00	1.40	2.95	8.28	7.60	2.70	2.50	40%	60%	41.43
Other		2.00	2.70	1.20	2.00	0.40	1.30	1.30	0.20		56%	44%	11.10
Periodontics	1.00	4.30	2.65	6.60	0.20	1.00	4.50	4.20	2.80	2.90	37%	63%	30.15
Oral Pathology	1.00	5.00	1.00	6.30				2.00	0.80		17%	83%	16.10
Paediatric Dentistry	2.00	7.40	6.00	5.40		0.40	6.90	3.60	3.60	0.80	51%	49%	36.10
Dental Public Health	3.00	6.40	3.60	7.00	0.20	1.60	4.30	3.50	1.70	4.22	36%	64%	35.52
Prosthodontics		1.00	1.00	9.40	0.20	2.80	2.50	4.10	1.80	2.40	22%	78%	25.20
Oral Radiology		1.00	3.00	2.00			1.10		1.90	1.40	58%	42%	10.40
Restorative Dentistry	1.00	24.60	7.00	34.18	4.00	4.20	20.64	28.29	7.20	10.00	28%	72%	141.11
Surgical Dentistry		1.00	1.00					0.30		0.10	0%	100%	2.40
Dental General Practice		1.00	0.30	1.60			4.50	2.64	0.30	0.90	45%	55%	11.24
Grand Total	11.00	91.70	40.51	105.26	10.90	17.95	57.70	63.51	28.00	33.87	32%	68%	460.40

Appendix 5a: Summary of changes 2000 – 2007 (2007 data exclude clinical teachers)

	2000	2003	2004	2005	2006	2007
Professor	91.0	97.2	92.3	96.5	93.7	102.7
Reader/Senior Lecturer	189.0	190.9	172.9	162.2	169.2	145.77
Lecturer	196.0	185.9	179.3	174.8	171.6	121.21
Total	476.0	474.1	444.5	433.5	434.5	369.68

Appendix 5b: Summary of changes 2000 – 2007 (2007 data include clinical teachers)

	2000	2003	2004	2005	2006	2007
Professor	91.0	97.2	92.3	96.5	93.7	102.7
Reader/Senior Lecturer	189.0	190.9	172.9	162.2	169.2	145.77
Senior Clinical Teacher						28.85
Lecturer	196.0	185.9	179.3	174.8	171.6	121.21
Clinical Teacher						61.87
Total	476.0	474.1	444.5	433.5	434.5	460.4

Appendix 6a: Summary of changes – funding (2007 data exclude clinical teachers)

Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Total 2000	Percentage Change since 2006	Percentage Change since 2000
Professor	86.68	84.40%	14.12	13.75%	1.90	1.85%	102.70	93.7	91	9.61%	12.86%
Reader/Senior Lecturer	116.25	79.75%	22.96	15.75%	6.56	4.50%	145.77	169.18	189	-13.84%	-22.87%
Lecturer	97.96	80.82%	20.72	17.09%	2.53	2.09%	121.21	171.62	196	-29.37%	-38.16%
Total	300.89	81.39%	57.80	15.64%	10.99	2.97%	369.68	434.5	476	-14.92%	-22.34%

Appendix 6b: Summary of changes – funding (2007 data include clinical teachers)

Academic Grade	Funding Council		NHS		Other		Total 2007	Total 2006	Total 2000	Percentage Change since 2006	Percentage Change since 2000
Professor	86.68	84.40%	14.12	13.75%	1.90	1.85%	102.70	93.7	91	9.61%	12.86%
Reader/Senior Lecturer	116.25	79.75%	22.96	15.75%	6.56	4.50%	145.77	169.18	189	3.22%	-7.61%
Senior Clinical Teacher	22.38	77.58%	6.47	22.42%	0.00	0.00%	28.85				
Lecturer	97.96	80.82%	20.72	17.09%	2.53	2.09%	121.21	171.62	196	6.68%	-6.59%
Clinical Teacher	41.33	66.80%	18.59	30.04%	1.95	3.15%	61.87				
Total	364.61	79.19%	82.86	18.00%	12.94	2.81%	460.40	434.5	476	5.96%	-3.28%

Appendix 7: Changes to previously published data

		2007	2006 corrected	2006 published
South West	Professor	8.30	6.00	5.00
	Reader/Senior Lecturer	8.85	7.85	7.85
	Lecturer	4.43	4.82	4.82
	Total	21.57	18.66	17.66
West Midlands	Professor	4.00	4.00	5.00
	Senior Lecturer	6.70	7.20	7.20
	Lecturer	14.66	13.50	13.50
	Total	25.36	24.70	25.70

Dental Schools Council

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