

**A Survey of
Staffing
Levels of
Dental
Clinical
Academics** **in**
**UK Dental
Schools**
as at 31 July 2010

A report by the
Dental Schools Council

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May 2011

Dental Schools Council

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List of Acronyms

AGMETS	Advisory Group on Medical and Dental Education, Training and Staffing
BDS	Bachelor of Dental Surgery
COPDEND	Committee of Postgraduate Dental Deans and Directors
DSC	Dental Schools Council
FTE	Full Time Equivalent
GDC	General Dental Council
HEFCE	Higher Education Funding Council for England
HESA	Higher Education Statistics Authority
KCL	King's College London
NIHR	National Institute for Health Research
RAE	Research Assessment Exercise
REF	Research Excellence Framework
SCREDS	Scottish Clinical Research Excellence Development Scheme
SIFT	Service Increment for Teaching
UCL	University College London
UCLan	University of Central Lancashire

Preface

The Dental Schools Council was established nearly eighty years ago as the Education Consultative Committee of the Dental Schools of Great Britain. The Dental Schools Council, composed of the Dean or equivalent of each dental school in the UK, represents the interests and ambitions of UK dental schools as they relate to the generation of national health, wealth and knowledge acquisition through teaching, research and the profession of dentistry. In 2007, the UK Dental Schools Senior Officers Group was convened, fostering formal and regular dialogue on key issues between schools across the UK amongst senior administrators.

As the authoritative voice of all the dental schools within universities in the UK, 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 UK, 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 Councils, 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.

The high quality research conducted in UK dental schools 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. Recruitment and retention into clinical academia are of key concern to the Dental Schools Council. The Dental Schools Council, in collaboration with the Medical Schools Council, hosts a free recruitment portal and careers information website, www.clinicalacademicjobs.org.

In the late 1990s, a series of reports highlighted the need for detailed robust data on clinical academic staffing levels as a basis for partnership between the NHS and universities in tackling difficulties facing academic dentistry.¹ In consultation with the Department of Health's Advisory Group on Medical Education, Training and Staffing (AGMETS), and with the support of the Medical Research Council, the Association of Medical Research Charities and the Wellcome Trust, the Medical Schools Council and the Dental Schools Council agreed to undertake a comprehensive survey of clinical academic staff employed by universities in medical and dental schools. The contents of this report provide more detail on clinical academic staff than is currently provided by universities to the staff record of the Higher Education Statistics Agency.

This is the ninth survey of clinical academic staffing levels to be published by the Dental Schools Council. 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 dental and medical schools, available online at www.dentalschoolscouncil.ac.uk and www.medschools.ac.uk.

¹ Including: Richards R (1997) *Clinical Academic Careers - Report of an Independent Task Force Chaired by Sir Rex Richards*. London: Committee of Vice Chancellors and Principals; Academy of Medical Sciences (2000) *The Tenure Track Clinician-Scientist*, a report of the Academy working group on academic careers

Introduction

Clinical academic dentists are fully trained specialist or general dental practitioners employed by universities to undertake research, teach undergraduate and postgraduate dental students and deliver clinical practice in the NHS. Clinical academic dentists and dental Clinical Teachers – the dental clinical academic team – are vital to educating the future dental workforce, providing patient care at the highest of levels and in management and leadership roles. Furthermore, the clinical academic dentists play an important role in national and international dental affairs.

UK universities are research-led, with funding strongly related to the Research Assessment Exercise (RAE). Pressures to deliver excellence in research, teaching and clinical practice have led to the development of an alternative academic pathway, that of Clinical Teacher. The primary focus of these posts is to deliver clinical teaching, and there is no expectation that these individuals will undertake research. With recent expansions in student numbers, many new Clinical Teacher posts have been created. The contribution of Clinical Teachers is invaluable, and these posts have been included in the annual survey since 2007.

Dentistry is small but unique amongst the clinical professions, in that the primary role of dental schools is to teach and educate the future clinical workforce. It is essential that efforts to support the development of clinical professions consider dentistry as a professional group in its own entity.

In recent years, there have been exciting developments in the world in which clinical academic dentists work, with new career pathways and funding schemes. Schemes such as the Clinician Scientist Award, and National Institute for Health Research (NIHR) Academic Clinical Fellowships, provide a small but vital contribution to the necessary developments to reverse the decline in clinical academic dentistry. In parallel, changes to NHS provision of dental services are undergoing dramatic redesign as part of the Steele Review², alongside a redirection in the General Dental Council requirements of BDS graduates to a focus on outcomes. There are concerns that dentistry currently seems unable to take full advantage of the provision of support for academic training posts, including for NIHR Academic Clinical Fellows. The Dental Schools Council is working in collaboration with NIHR to enable dental schools to take up the opportunity of NIHR structured training posts.

One of the main appeals of a career in dental clinical academia is the variety of work across the tripartite domains of teaching, research and clinical practice; undertaking exploratory research that may influence dental practice for future generations; and the stimulation and privilege of being surrounded by bright and enthusiastic young people. Many undergraduates and graduates seem to be deterred from considering a career in clinical academia because they do not think they are exceptional or they do not have original ideas, or they are reluctant to spend additional time in training. In the UK, dental students are recruited from the very brightest applicants, and all trainee academics are carefully supervised and supported. The dental health of the population and the teaching of future generations of dentists depends upon improved levels of recruitment into and retention of dental clinical academia. Students should be encouraged and supported throughout their studies to extend their research interests and to explore all career pathways available to them.

This report is an update of data reported in previous years, detailing staffing levels of clinical academics as at the end of the academic year, 31 July 2010.

² DH (2009) *Review of NHS Services in England*

Methodology

The data reported in the 2010 Survey of Clinical Academic Staffing Levels were collected electronically via a pro-forma with accompanying guidance notes. All dental schools in membership of the Dental Schools Council, agreed to participate in the survey. Schools were asked to return anonymous data on clinical academic grade, specialty group, percentage full-time, source of funding, age, gender and ethnicity for each individual in post and for each vacant clinical academic post on the census date of 31 July 2010, the end of the academic year.

The Dental Schools Council endeavours to ensure that the data in this report are accurate. The request for data was sent in July 2010, with final data verified by the Head or Dean of the school to be submitted to the Dental Schools Council by September 2010. Both the Dental Schools Council and the UK Dental Schools Senior Officers Group were given the opportunity to verify and comment on the overview of data submitted by each institution.

The methodology for the first survey of clinical academic staffing levels in 2000 was designed in consultation with AGMETS, the Medical Research Council, the Wellcome Trust, the Medical Schools Council and the Dental Schools Council, with a pilot survey undertaken at three Medical Schools. Subsequent revisions to the scope of data collection and to the accompanying guidance have been undertaken in consultation with members of the Dental Schools Council and the Senior Officers Group, and with the individuals who complete the data return on behalf of their institution.

The clinical academic team includes a number of people who are not Professors, Senior Lecturers or Lecturers. One such role is the Clinical Teacher. These individuals are academic staff employed by the university, often with a focus on teaching. They play a central role in the delivery of the undergraduate curriculum and may also be engaged in research, although this is not a requirement. It is essential that clinical teaching posts be included in the Dental Schools Council survey in order to reflect the true dynamics of staffing levels. Since 2007, following consultation with the Heads and Deans of dental schools, Clinical Teacher and Senior Clinical Teacher grades have been included separately. All data analysis and figures refer to the total staffing of the clinical academic team, composed of Clinical Professors, Clinical Readers/ Senior Lecturers, Clinical Lecturers, Senior Clinical Teachers and Clinical Teachers, hereafter referred to as Professors, Senior Lecturers, Lecturers, Senior Clinical Teachers and Clinical Teachers.

For the purpose of the Dental Schools Council survey, a dental clinical academic is defined as someone who;

- 1 has full registration with the General Dental Council; and
- 2 holds a substantive contract of employment with the university; and
- 3 holds an honorary or formal A+B clinical contract with the NHS.

All data on clinical academic numbers are presented as full time equivalents (FTE) unless stated otherwise. Individuals employed on a contract smaller than 0.1 FTE are excluded from analysis (in 2010 this was a total of 11 individuals, equivalent to 0.9 FTE).

Full data are available in the Appendices. Further detail is available by request from the Dental Schools Council.

A Survey of Staffing Levels of Dental Clinical Academics in UK Dental Schools as at 31 July 2010

1 OVERVIEW

On 31 July 2010 there were 525 FTE (876 individuals) clinical academics employed by the 18 UK dental schools. Of these, 390 FTE (486 individuals) were Professors, Senior Lecturers and Lecturers, and 135 FTE (390 individuals) were Senior Clinical Teachers and Clinical Teachers. This reflects a 7% increase in total clinical academic staffing levels since 2009, and a third consecutive annual increase in staffing level. The 2010 data reveal the highest academic staffing level since 2000, but this disguises a 18% decline (86 FTE) in the number of Professors, Senior Lecturers and Lecturers in the same time period. It is encouraging that increasing numbers are attracted into a career in clinical academic dentistry, but the loss of research expertise of clinical academics and the impact on the future research agenda is concerning.

The evolving staffing composition in UK dental schools is evident when comparing Dental Schools Council survey data from year to year. Whereas in 2000, 20% of the clinical academic team were Professors, 40% Senior Lecturers and 40% Lecturers, not only has the distribution of staff across the academic grades evolved, but so has the composition of the clinical academic team to include Senior Clinical Teachers and Clinical Teachers. Lecturers make up the greatest proportion of the clinical academic team (141 FTE, 27%), despite numbering 55 FTE fewer than in 2000. In contrast the number of Professors in dentistry has increased year on year from 91 FTE in 2000 to 112 FTE in 2010. The decline in the number of Senior Lecturers is consequently comparatively stark, with a decline of 52 FTE since 2000 (-28%).

There has been relatively little change in the proportion of funding support for clinical academic posts in dentistry from the NHS, Higher Education Funding Councils and Other sources. The Funding Councils contribute 78% of funding in 2010, with 20% of posts funded by the NHS and just 2% from Other sources. There is however significant variation in the funding arrangements for service and education provision in the four UK countries. In Northern Ireland, Scotland and Wales, the NHS funded 28% of clinical academic posts, compared with 17% in England, although the differences are diminishing.

Analysis reveals that six of the fifteen dental specialties have a total academic staffing level of less than 18 FTE, compared with three specialties in 2000. Less than 15% of the academic team is at Lecturer grade for Oral & Maxillofacial Surgery and Oral Pathology. Across all specialties, there were 44 FTE vacant posts. Nine dental schools report other difficulties in recruitment, including a small pool of potential applicants with sufficient expertise, and uncertainty around future funding leading to recruitment freezes.

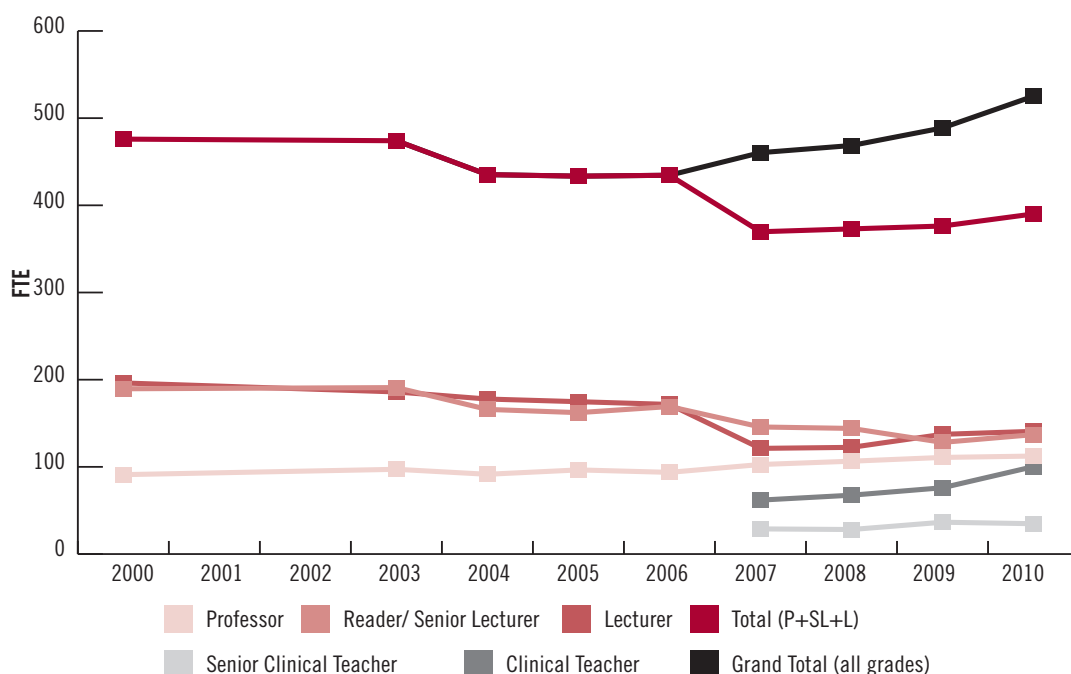
The ageing profile of the clinical academic team must be taken into consideration by workforce planning. 48% of Clinical Teachers and Senior Clinical Teachers are aged over 45 – but this contrasts with 62% of Professors, Senior Lecturers and Lecturers, compared with 51% in 2004. A cohort effect is evident in the gender and ethnic profile of the clinical academic team at Lecturer and Clinical Teacher grades. Women now make up 36% of the clinical academic team, compared with 32% in 2004. It is especially encouraging that 18% of Professors are women, compared with 11% in 2004.

At all grades, there has been a year on year increase in both the FTE and headcount, and the number of women across the clinical academic team.

2 GRADES

The clinical academic staffing level in UK dental schools is at its highest level since the first survey in 2000, with a total of 525 FTE clinical academics in post in 2010. There has been a small increase in the number of FTE Professors, Senior Lecturers and Lecturers (around 3-4%) but a 32% increase in the number of Clinical Teachers compared with 2009, contributing to an overall increase of 7% since 2009.

Figure 1: Timeline of clinical academic staffing level by academic grade since 2000 (FTE)



The total population of the clinical academic team in dentistry has fluctuated between 430 and 470 FTE in the first decade of the 21st century, with a notable increase in the last twelve months. The significant decline in staffing level at every academic grade between 2003 and 2004 can in part be explained by the introduction of a new Consultant contract that may have encouraged dental consultant clinical academics to transfer to the NHS. Between 2004 and 2006, the total academic staffing level remained around 435 FTE, and has since recovered to a higher total staffing level than in 2000, albeit with two new dental schools (Aberdeen and UCLan), included in 2009 and 2010 figures.

In comparison with figures from 2000, there has been a 28% decline in both the number of FTE Senior Lecturers and the number of FTE Lecturers. In contrast, the number of FTE Professors in dentistry has increased by 22% since 2000 to a total of 111 FTE. Overall, there has been an 18% decline in the staffing levels at these three research active grades since 2000, with major implications for the research capacity and resilience of dental schools. The number of research active clinical academics shows some slow signs of recovery, with an increase of 6% since 2007 (21 FTE), and two thirds of this increase (14 FTE) between 2009 and 2010.

The diversification of roles within the clinical academic team goes some way to explain these shifts in numbers, with 135 FTE Senior Clinical Teachers and Clinical Teachers in post in 2010 supporting the teaching and clinical services in dental schools. Whilst the number of both research-active and teaching dental academics has increased year on year since 2007, the proportion of Senior Clinical Teachers and Clinical Teachers has increased in comparison with the rest of the clinical academic team, constituting 20% of the 470 FTE in 2007, compared with 25% of the 525 FTE in 2010.

Figure 2: Clinical academic staffing level by academic grade since 2000 (FTE)

	2000	2009	2010	Change since 2000	% change since 2000	Change since 2009	% change since 2009
Professor	91.00	110.83	111.40	20.40	22.4%	0.57	0.5%
Reader/Senior Lecturer	189.10	128.09	137.97	-51.13	-27.0%	9.88	7.7%
Lecturer	196.20	137.32	140.76	-55.44	-28.3%	3.44	2.5%
Sub-Total	476.30	376.25	390.13	-86.17	-18.1%	13.89	3.7%
Senior Clinical Teacher		36.50	34.80			-1.70	-4.7%
Clinical Teacher		76.04	100.26			24.22	31.9%
Total	476.30	488.79	525.19	48.89	10.3%	36.41	7.4%

Full data on the profile of the clinical academic workforce are available as Appendices 1, 2 and 3.

The 2010 data reveal substantial diversity in the sources of funding for clinical academic posts between institutions. Clinical academic posts are primarily funded by a combination of monies from the four Higher Education Funding Councils (78%) and the NHS (20%), with a small proportion of funding from research councils, charities and endowments (2%). Dental hospitals provide a teaching and research resource for dentistry as well as provision of specialist services. The proportion of academic posts funded by the NHS is relatively small in dentistry despite the fact that, uniquely, academics deliver a majority of teaching and service. By comparison, many NHS Consultants in the field of medicine are involved to some degree in the delivery of medical education, and in recompense for service contribution, the proportion of NHS funding for academic posts is significantly higher.

3 SOURCES OF FUNDING

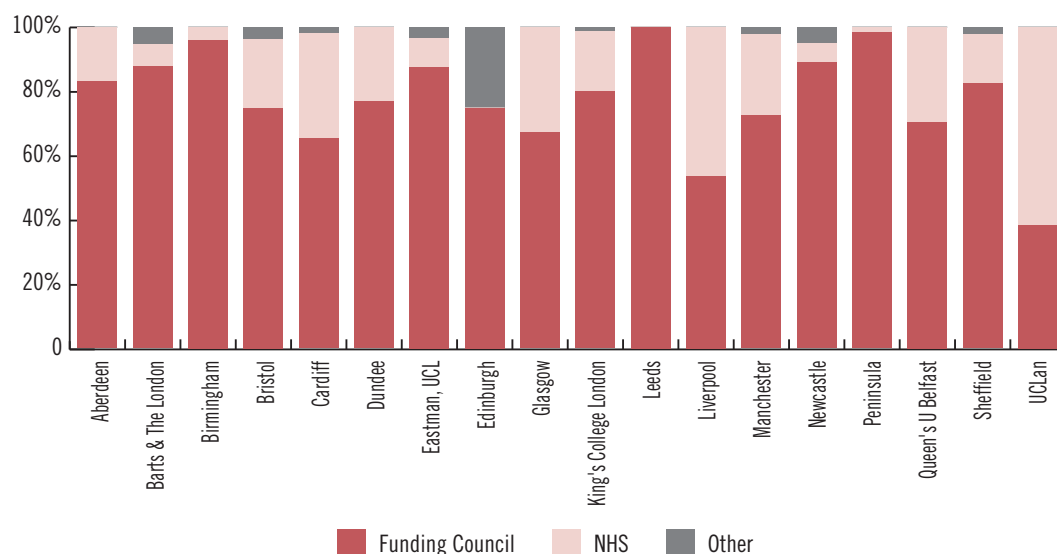
Figure 3: Clinical academic grade by source of funding (FTE)

	Funding Council		NHS		Other		Total
Professor	92.45	83.0%	16.85	15.1%	2.10	1.9%	111.40
Reader/ Senior Lecturer	110.53	80.3%	24.62	17.6%	2.82	2.1%	135.97
Lecturer	111.22	79.0%	25.17	17.9%	4.37	3.1%	140.76
Sub-Total	314.20	80.5%	66.64	17.1%	9.29	2.4%	390.13
Senior Clinical Teacher	24.11	69.3%	10.69	30.7%	0.00	0.0%	34.80
Clinical Teacher	73.61	73.4%	25.75	25.7%	0.90	0.9%	100.26
Total	411.92	78.4%	103.08	19.6%	10.19	1.9%	525.19

In 2000, the survey of staffing levels identified that 76% of FTE posts were funded by HEFCE, by the Higher Education Funding Councils, 10% by the NHS and 13% from Other sources.³ Since 2000, the proportion of NHS funding for clinical academics posts has increased to 15% in 2004 and to 20% in 2010. The proportion of FTE posts funded by Other sources has remained relatively stable around 3% since 2004. No trends regarding the proportion of posts funded by Higher Education Funding Councils and the NHS at each academic grade can be discerned, with the exception that a higher proportion of Clinical Teachers are funded by the NHS, reflecting the nature of work undertaken.

³ At the time of the 2000 survey UCL Eastman was unable to identify the sources of funding for posts and these FTE were recorded as funded from Other sources

Figure 4: Funding profile of clinical academic posts by dental school (FTE)



The proportion of posts funded by HEFCE, the NHS and Other sources should be noted in the context of the number of staff in post at each School. Four dental schools employ fewer than 15 FTE academics, including Edinburgh Postgraduate Dental Institute which employs just 2.4 FTE clinical academic staff. In contrast, King's College London Dental Institute employs 88 FTE clinical academics, 17% of the total clinical academic workforce in all UK dental schools. It should also be noted that two dental schools, UCL Eastman Dental Institute and Edinburgh Postgraduate Dental Institute, are postgraduate institutions only.

The major input to clinical academic medicine from the NHS (40% in 2010) is not replicated in academic dentistry, where around 20% of posts are NHS funded. In Northern Ireland, Scotland and Wales, 28% of clinical academic posts are funded by the NHS compared with 17% in England. Indeed 70% of all NHS funded clinical academics are employed by just six schools (Cardiff, Glasgow, KCL, Liverpool, Manchester and UCLan) reflecting the variation of funding arrangements between NHS Trusts and their local dental school across the UK. In Queen's University Belfast for example, clinical academic staff are funded through the Department of Education and the NHS is charged for time spent on clinical duties. In Leeds, all clinical academic staff returned in the survey are funded by HEFCE, all of whom contribute to patient service, and in addition NHS staff contribute around 70 sessions a week to undergraduate and postgraduate teaching.

Full data on the distribution of the clinical academic workforce by source of funding are available as Appendices 1, 2, 3 and 4.

4 REGION

There are 18 UK dental schools in membership of the Dental Schools Council, and only four regions have more than one dental school. The majority of clinical academics are located in dental schools in England (75%), with 3% in Northern Ireland, 14% in Scotland and 7% in Wales, which correlates almost exactly with the distribution of student numbers across the four countries (based on HESA data).

Figure 5: Clinical academic staffing level by region since 2004 (FTE)

	London	North East	North West	South West	West Midlands	Yorks & Humber	Northern Ireland	Scotland	Wales	Grand Total
2004	148.41	21.00	65.34	17.23	23.71	47.54	16.00	57.20	38.76	435.19
2005	152.82	21.80	60.30	19.68	27.39	50.47	14.00	49.45	37.54	433.45
2006	156.88	22.80	57.58	18.66	24.70	54.18	14.00	52.90	32.80	434.50
2007	159.98	24.00	66.11	22.57	25.36	57.48	15.40	59.79	29.70	460.40
2008	160.99	23.20	66.43	25.55	26.96	60.68	17.40	58.39	29.00	468.60
2009	163.24	21.20	73.73	30.52	26.78	56.20	16.10	66.89	34.13	488.79
2010	163.78	23.20	73.83	36.99	26.78	72.30	15.30	72.55	40.47	525.19
% change since 2009	0.3%	9.4%	0.1%	21.2%	0.0%	28.6%	-5.0%	8.5%	18.6%	7.4%

As illustrated in Figure 5, whilst FTE numbers of clinical academic dentists remain stable in many regions, there were larger increases in numbers between 2009 and 2010 in the South West (+6.5 FTE, +21%), Yorkshire and The Humber (+16 FTE, +29%), Scotland (6 FTE, +9%) and Wales (+6 FTE, +19%). Peninsula Dental School in the South West region has expanded year on year as the new school develops its research base and academic leadership across the breadth of specialties, and there is the new dental school in Aberdeen which first opened in 2008. It is especially encouraging to note the 33% increase in total staffing levels in Wales since 2008 to 40 FTE, and the 24% increase in Scotland to 73 FTE, with staffing levels in both regions numbering higher than the number in post in 2004 following a period of decline.

Full data on the distribution of the clinical academic workforce by region are available as Appendices 2 and 5.

There are 14 dental specialties which are primarily hospital-based, and Dental General Practice, which is based in the primary care setting. Service delivery, advances in patient care and high quality dental education and research require clinical academics across the range of dental specialties, particularly given the volume of clinical service provided by clinical academics in dentistry. The 2010 data update should be interpreted in the context of the future health needs of the population and the emerging research agenda. There is a danger of automatically labelling a specialty as a shortage specialty on the grounds of declining numbers without considering the broader context, particularly given the relatively small numbers of clinical academics in each specialty.

The 7% increase in total staffing levels disguises fluctuations of staffing levels within specialties. The biggest growth of academics within a specialty since 2009 are Dental General Practice (+12 FTE, +39%) and Dental Public Health (+7 FTE, +33%). Since 2004, notable growth specialties are Endodontics (+4 FTE, +37%), Oral Medicine (+12 FTE, +71%), Oral Surgery (+10 FTE, +21%), Paediatric Dentistry (+9 FTE, +40%), Periodontics (+12 FTE, +49%) and Restorative Dentistry (+54 FTE, +38%). Against this backdrop, the decline in number of academic dentists in Oral & Maxillofacial Surgery (-2 FTE, -4%) and Oral Pathology (-7 FTE, -24%) is particularly concerning.

A total of 48% of the clinical academic team are at Consultant level (Senior Lecturer or Professor), but there is great variation in the proportion of academic Consultants across the range of specialties. In three specialties, there is a single Professor in post - Dental General Practice, Oral Microbiology and Oral Radiology – and no Professors of Special Care Dentistry. In two specialties – Oral Pathology and Oral & Maxillofacial Surgery – less than 15% of the clinical academic team is at Lecturer grade.

5 SPECIALTY

Figure 6: Clinical academic staffing levels by specialty since 2004 (FTE)

	2004	2005	2006	2007	2008	2009	2010	% change since 2004	% change since 2009
Dental General Practice	*	*	6.08	11.24	13.56	31.03	43.13	*	39.0%
Dental Public Health	31.18	39.48	32.30	35.52	34.82	22.50	29.82	-27.8%	32.5%
Endodontics	7.32	9.18	12.43	25.78	10.48	9.99	11.79	36.6%	18.0%
Oral & Maxillofacial Surgery	11.69	17.70	16.38	11.98	12.78	11.20	9.46	-4.2%	-15.5%
Oral Medicine	14.99	15.54	20.34	22.39	24.89	25.61	26.77	70.8%	4.5%
Oral Microbiology	3.00	4.00	4.00	3.50	3.50	3.53	4.53	17.7%	28.3%
Oral Pathology	20.40	15.00	14.30	16.10	17.10	15.60	13.80	-23.5%	-11.5%
Oral Radiology	5.89	10.50	8.62	10.40	7.00	7.70	8.30	30.7%	7.8%
Oral Surgery	36.65	36.85	37.20	43.83	44.66	44.41	46.55	21.2%	4.8%
Orthodontics	32.10	35.51	36.65	36.00	32.60	34.98	35.75	9.0%	2.2%
Paediatric Dentistry	29.65	29.60	33.80	36.10	36.50	41.52	38.70	40.0%	-6.8%
Periodontics	22.13	29.90	34.04	30.15	31.35	32.98	33.90	49.0%	2.8%
Prosthodontics	24.09	35.73	33.80	25.20	23.50	25.10	26.90	4.2%	7.2%
Restorative Dentistry	123.78	108.76	119.26	141.11	166.26	170.34	177.89	37.6%	4.4%
Special Care Dentistry	*	*	*	*	*	4.70	4.20	*	-10.6%
Other/ Not reported	72.33	45.70	25.10	11.10	9.60	7.60	13.70	-89.5%	80.3%
Grand Total	435.19	433.45	434.50	460.40	468.60	488.79	525.19	12.3%	7.4%

In 2010, the Dental Schools Council data indicates six specialties in crisis with staffing levels of fewer than 18 FTE posts, compared with four specialties in 2004. Around 35% of the clinical academic workforce is a specialist in Restorative Dentistry, but a third of these are teaching-only appointments. It is essential to retain a strong academic base in the clinical specialties at all academic grades to underpin the scholarship of research and teaching of the future dental workforce. The NHS Workforce Review Team, in consultation with COPDEND⁴, recommends that all dental specialties could benefit from national planning. In planning the dental workforce of the future, a strategic approach must be adopted in targeting resources towards particular specialties. In the absence of intervention, the supply of specialists in these specialties, and others, is projected to decline. It is essential that the low academic base across the dental specialties is addressed in future recruitment rounds.

Full data on the distribution of the clinical academic workforce by specialty are available as Appendices 1 and 8.

⁴ Workforce Review Team (2009) *Assessment of Workforce Priorities 2009/10*

6 VACANCIES

There are different institutional policies regarding the recording of established posts and vacancies, and some schools do not hold these data at all. The following analysis considers each vacant clinical academic post that the university intended to retain on 31 July 2010 even if not yet actively recruiting.

A total of 44 FTE (52 posts) vacancies were reported as at 31 July 2010, compared with 47 FTE posts in 2009 and 74 FTE posts in 2000. Schools were asked to comment on particular challenges for recruitment in academic dentistry. Seven dental schools reported recruitment difficulties in particular dental specialties, with 13 of the 16 specialties being problematic for at least one school. There are national issues in recruitment of suitable applicants – with strong track records in teaching and research as well as clinical care - in Restorative Dentistry (cited by 5 schools), Oral Pathology (3 schools) and Oral & Maxillofacial Surgery (3 schools).

Vacancies are usually considered in the context of the university academic plan and financial forecast, and it is to be expected that the trends reported in future Dental Schools Council surveys will begin to reflect the implementation of major funding cuts to universities. As a direct consequence of financial change, four dental schools report that a number of vacancies have been frozen and in many cases there is no intention to re-recruit to these posts. Other reasons for difficulties in recruitment

cited by dental schools include a lack of suitable applicants for senior appointments from a small pool of potential applicants and location (reluctance to relocate, cost of living or remoteness).

Figure 7: Vacant posts by specialty (FTE)

	FTE posts filled	FTE posts vacant	Total available posts	Reported vacancies as a % of total available FTE posts
Dental General Practice	43.13	0.30	43.43	0.7%
Dental Public Health	29.82	2.00	31.82	6.3%
Endodontics	11.79	0.00	11.79	0.0%
Oral & Maxillofacial Surgery	9.46	3.00	12.46	24.1%
Oral Medicine	26.77	3.00	29.77	10.1%
Oral Microbiology	4.53	0.00	4.53	0.0%
Oral Pathology	13.80	1.00	14.80	6.8%
Oral Radiology	8.30	1.00	9.30	10.8%
Oral Surgery	46.55	5.90	52.45	11.2%
Orthodontics	35.75	1.30	37.05	3.5%
Paediatric Dentistry	38.70	4.00	42.70	9.4%
Periodontics	33.90	0.70	34.60	2.0%
Prosthodontics	26.90	1.00	27.90	3.6%
Restorative Dentistry	177.99	13.40	191.39	7.0%
Special Care Dentistry	4.20	0.00	4.20	0.0%
Other (inc. Unknown)	13.60	7.40	21.00	35.2%
Grand Total	525.19	44.00	569.19	7.7%

Figure 8 indicates that in 2010, 75% of vacant posts are at Professor, Senior Lecturer or Lecturer grade, compared with 86% two years earlier. It is encouraging that 10 FTE vacant posts are at Lecturer grade, particularly in the context of the 28% decline in FTE Lecturer numbers since 2000. Efforts must be made to recruit to and retain Clinical Lecturer posts, and training grade appointments, in order to stem the decline of clinical academic numbers in dentistry.

Figure 8: Vacant posts by academic grade (FTE)

	FTE posts filled	FTE posts vacant	Total available posts	Reported vacancies as a % of the total available FTE posts
Professor	111.40	11.00	122.40	9.0%
Reader/ Senior Lecturer	137.97	12.50	150.47	8.3%
Lecturer	140.76	9.80	150.56	6.5%
Sub-Total	390.13	33.30	423.43	7.9%
Senior Clinical Teacher	34.80	4.90	39.70	12.3%
Clinical Teacher	100.26	5.80	106.06	5.5%
Total	525.19	44.00	569.19	7.7%

7 AGE

The dental clinical academic team continues to be drawn from across the age profile, as illustrated in Figure 9. The majority of staff are aged over 45 (55%). Of the research-active clinical academic dental team, 62% are aged over 45, compared with a majority of Senior Clinical Teachers and Clinical Teachers (52%) aged under 45. In 2004, 52% of Professors, Senior Lecturers and Lecturers were aged over 45, and the ageing profile of those in clinical academic posts must be considered by workforce planners. Succession planning must be a priority as 25-30% of the academic workforce in dentistry is expected to retire in the next 5-7 years. 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.

Figure 9: Age profile of clinical academics since 2004 (headcount)

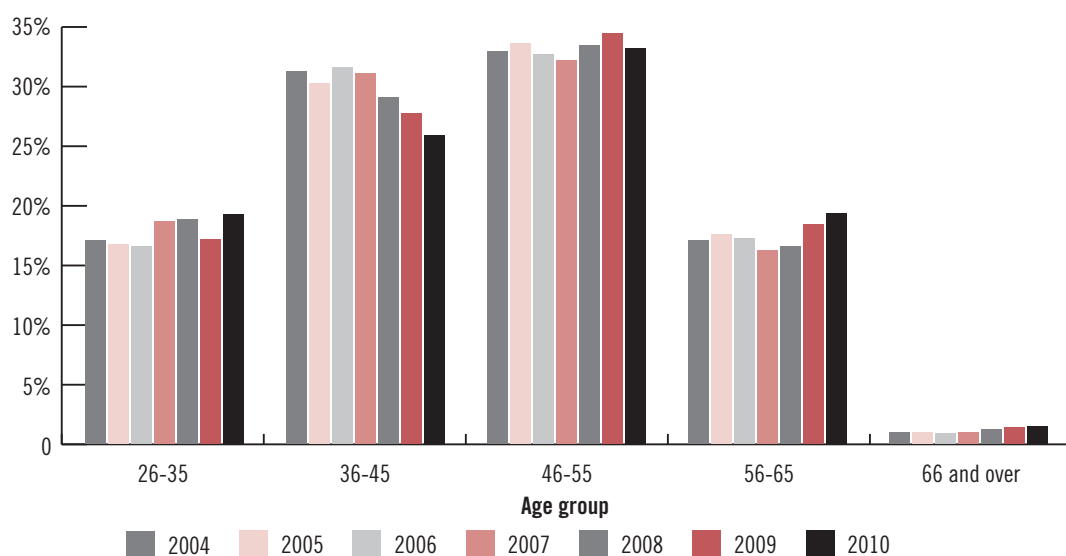
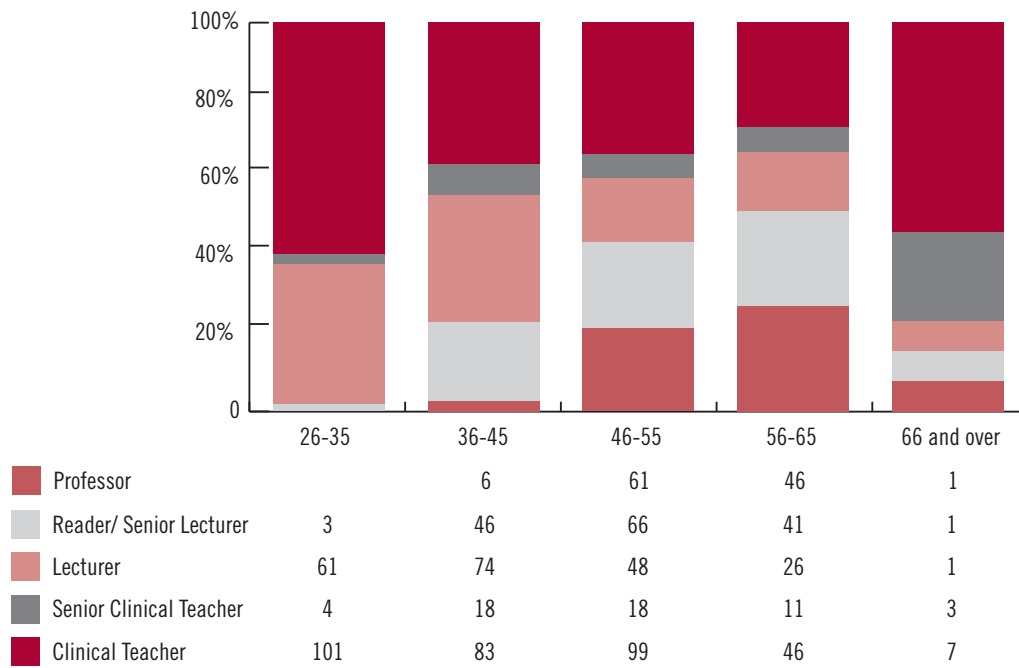


Figure 10: Mean age of clinical academics by academic grade and gender (headcount)

	Men		Women		Total	
	2004	2010	2004	2010	2004	2010
Professor	51.7	54.4	51.0	51.7	51.6	53.9
Reader/ Senior Lecturer	50.4	50.1	46.7	50.8	49.4	50.3
Lecturer	41.5	43.9	41.6	41.3	41.5	42.8
Senior Clinical Teacher	*	51.7	*	44.9	*	49.1
Clinical Teacher	*	44.7	*	42.2	*	43.7

Figure 10 contrasts the mean age by academic grade and reveals without doubt the ageing profile of the clinical academic workforce, with an increase in the mean age of clinical academics by at least one year since 2004 at every grade. There is also a noticeable difference in the mean age between the two genders, with a younger mean age for women at every grade with the exception of Senior Lecturer. It should be noted that there are significantly fewer women than men at each academic grade, thus the data may be somewhat distorted. The profile of clinical academics by age broadly relates to academic grade, consistent with patterns of promotion and retirement, as illustrated in Figure 11.

Figure 11: Clinical academic staffing level by age and academic grade (headcount)



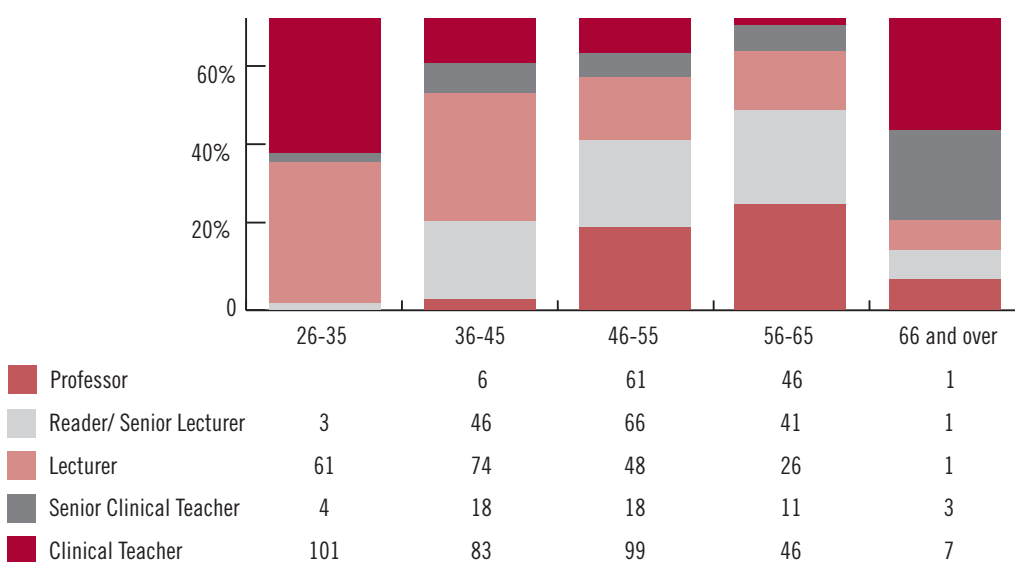
Full data on the age profile of the clinical academic workforce are available as Appendix 7.

The gender profile of clinical academics in UK dental schools has seen little change since the publication of 2009 data, although since 2004, the first year that gender data was collected, the proportion of women has demonstrably increased. Figure 12 illustrates the variation in gender balance at each academic grade, with almost parity amongst Clinical Teachers, and an encouraging 18% women at Professorial grade, up from 11% in 2004. It is also encouraging that women are Heads or Deans in three of the UK's dental schools.⁵

8 GENDER

⁵ Barts and the London, Peninsula and Leeds

Figure 12: Clinical academic staffing level by gender and academic grade (headcount)



Women make up 36% of the clinical academic team, compared with 32% in 2004. There has been an increase of 61% in the number of female clinical academics, and an increase of 50% in FTE, in the same time period – which contrasts with the increase of 31% in the number of male clinical academics and an increase of 11% in FTE numbers. The growth in headcount outstrips the growth in FTE numbers, particularly since 2007 with the separate reporting of teaching-only appointments, as just 7% of Clinical Teachers are employed by the universities full-time, compared with 96% of Professors.

Figure 13: Clinical academic staffing level by gender since 2004 (headcount and FTE)

	2004	2005	2006	2007	2008	2009	2010	% increase since 2004	% increase since 2009
Men – headcount	426	423	428	476	482	492	557	30.8%	13.2%
Men – FTE	298.80	299.01	299.92	312.29	310.53	317.34	331.92	11.1%	4.6%
Women – headcount	198	203	206	238	254	273	319	61.1%	16.8%
Women – FTE	129.00	134.44	134.58	148.11	158.07	171.45	193.27	49.8%	12.7%
Total (headcount)	624	626	634	714	736	765	876	40.4%	14.5%
Total (FTE)	427.80	433.45	434.50	460.40	468.60	488.79	525.19	22.8%	7.4%

Figure 14 illustrates the distribution of changes in headcount and FTE numbers by academic grade and by gender, highlighting that much of the growth between 2009 and 2010 is at Clinical Teacher grade, particularly so amongst males. It is important to note that at Professor and Senior Lecturer grades, the majority of the increase in staffing level is attributed to the increase in the number of women in post. It is important that both men and women continue to be attracted into careers in clinical academic dentistry, and it is especially encouraging that the historical gender disparity is diminishing.

Figure 14: Clinical academic staffing level by gender and grade (headcount and FTE)

	Professor		Reader/ Senior Lecturer		Lecturer		Senior Clinical Teacher		Clinical Teacher		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
2009 (FTE)	94.03	16.80	91.16	36.94	71.90	65.42	21.00	15.50	39.25	36.79	488.79
2010(FTE)	92.50	18.90	93.08	44.89	72.12	68.64	20.10	14.70	54.12	46.14	525.19
Change (FTE)	-1.53	2.10	1.93	7.96	0.22	3.22	-0.90	-0.80	14.87	9.35	36.41
Percentage change	-1.6%	12.5%	2.1%	21.5%	0.3%	4.9%	-4.3%	-5.2%	37.9%	25.4%	7.4%
2009 (headcount)	98	17	102	42	122	90	35	21	135	103	765
2010 (headcount)	94	20	105	52	121	94	33	21	204	132	876
Change (headcount)	-4	3	3	10	-1	4	-2	0	69	29	111
Percentage change	-4.1%	17.6%	2.9%	23.8%	-0.8%	4.4%	-5.7%	0.0%	51.1%	28.2%	14.5%

Full data on the gender profile of the clinical academic workforce are available as Appendix 8.

9 ETHNICITY

The 2010 data illustrate that 77% of the clinical academic team is of white ethnic origin, with other ethnic groups underrepresented at every academic grade. In 2004, 83% of clinical academics were of white ethnic origin, with an 81% increase (+71) between 2005 and 2010 in the number of academics of non-white ethnic origin. Figures 15a-f illustrate the ethnic origin of clinical academics by grade, highlighting that the profile of clinical academics at junior academic grades is more ethnically diverse than at other academic grades. The data are indicative of a cohort effect.

Figure 15a: Ethnic origin of clinical academics (headcount)

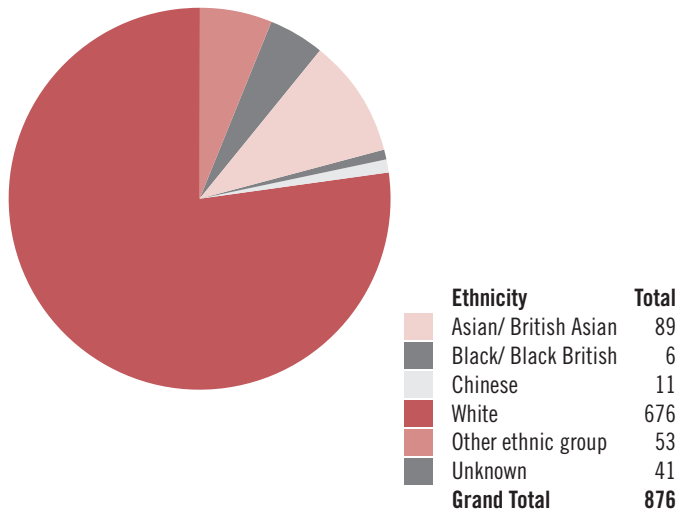


Figure 15b: Ethnic origin of Professors (headcount)

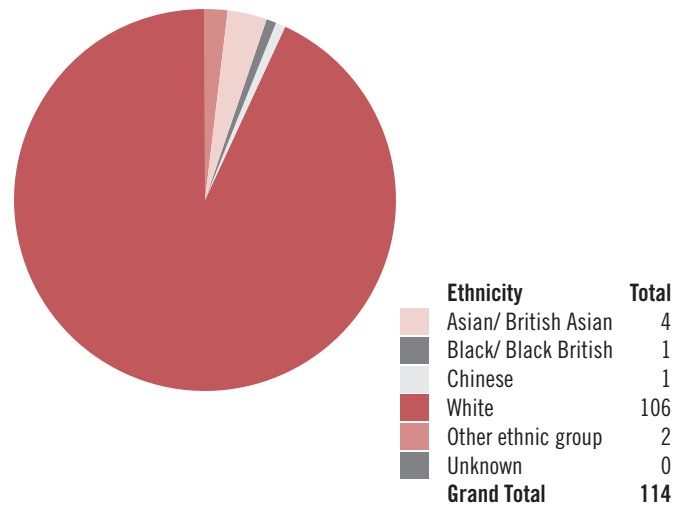


Figure 15c: Ethnic origin of Readers/ Senior Lecturers (headcount)

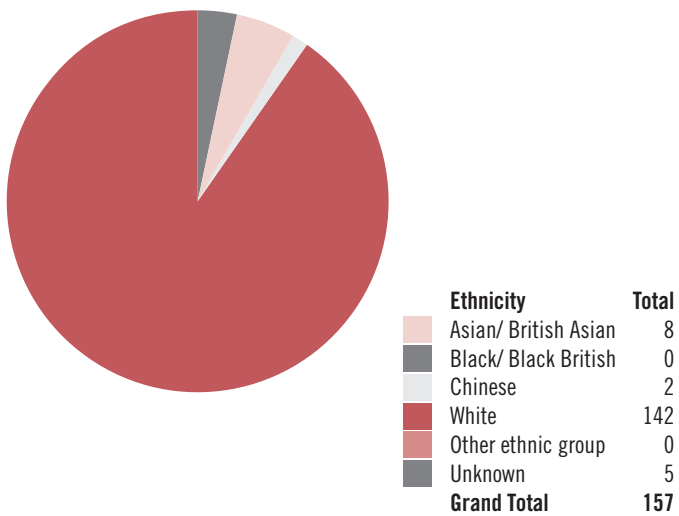


Figure 15d: Ethnic origin of Lecturers (headcount)

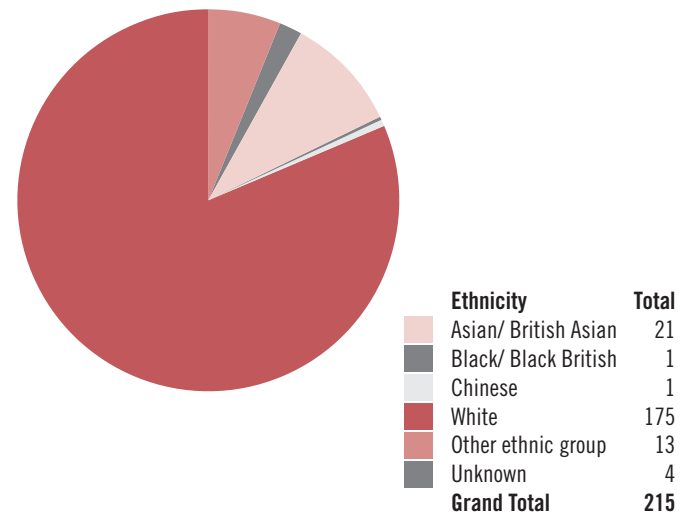


Figure 15e: Ethnic origin of Senior Clinical Tutors (headcount)

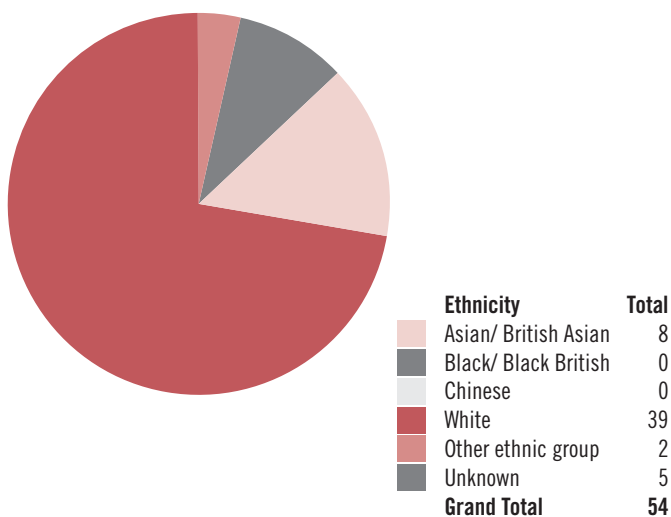
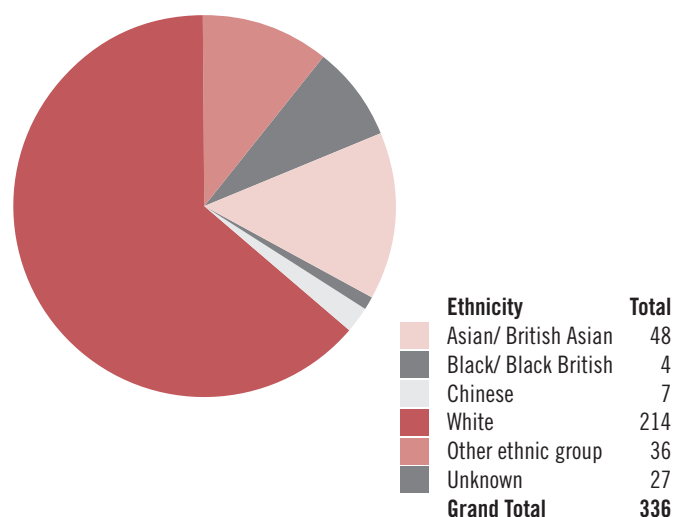


Figure 15f: Ethnic origin of Clinical Tutors (headcount)



Full data on the clinical academic workforce by ethnic origin are available as Appendices 9 and 10.

10 CONCLUDING REMARKS

⁶ Peninsula, UCLan (in collaboration with the University of Liverpool) and Aberdeen (in collaboration with the University of Dundee)

⁷ In September 2010 there was an intake of 1297 pre-clinical dentistry students, compared with 983 in 2004

Academic dentistry requires a structured and adequately supported clinical environment and well trained clinicians. In recent years, major achievements of the four Higher Education Funding Councils, NIHR and the main research charities include funding support for structured academic training pathways, the promotion of innovative partnerships between the NHS and universities, the affirmation of academic endeavour as a vital role of clinicians and clinical trainees, and improving the understanding of the contributions clinical academics make to the NHS.

The 2010 data update of clinical academic staffing levels in UK dental schools encouragingly reveals the highest total staffing level since 2000, albeit with three new dental schools⁶ and a higher student population.⁷ Clinical academics and Clinical Teachers are vital resources to be embraced by UK dental schools. An active research staff and a successful dental clinical academic workforce is essential for the UK to achieve excellence in dentistry in research, teaching and clinical practice simultaneously. Clinical Teachers make a valuable contribution to the teaching of dental students, but the growth in some areas masks a decline in the number of research active clinical academics in some specialties. The research agenda in dentistry may be compromised unless the numbers of Professors, Senior Lecturers and Lecturers in post are, at minimum, sustained. There is encouraging evidence that the gender and ethnic profile of the clinical academic team are becoming more balanced and diverse, but the ageing profile of clinical academic Professors, Senior Lecturers and Lecturers must be considered in future workforce plans.

All dental schools contribute to high quality research and education that in turn enhance the health and wealth of the whole population. But, there are challenges, not least pressures on funding for universities and higher student fees. The national overview of education, training and research across the four UK nations must be maintained – particularly with regards to smaller specialties. The staffing levels of clinical academics in UK dental schools raise serious concerns about sustainability, unless underlying issues of recruitment, retention and promotion using a variety of criteria of excellence including research, teaching and management are addressed.

It is essential that future generations of students are excited by the opportunities to undertake original research to improve patient care, and that opportunities for career and pay progression, and other incentives, are equivalent to those available to colleagues undergoing full time clinical training. Structured and malleable training pathways must continue, research endeavours must be facilitated, and the flexibility must exist to move between an academic and an NHS career – and vice versa. Sufficient numbers of dental graduates must be attracted to a career in clinical academic dentistry, with clearly defined career progression, to enable a healthy pool of researchers and clinical teachers to replace those retiring from clinical academia, and to ensure the continued excellence in dental clinical practice, research and education.

Appendices

Appendix 1: Profile by specialty and source of funding (FTE)

	Funding Council		NHS		Other		Total 2010	Total 2009	% change since 2009
	FTE	%	FTE	%	FTE	%			
Dental General Practice									
Professor	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	1.00	0.0%
Reader/ Senior Lecturer	2.45	56.3%	1.90	43.7%	0.00	0.0%	4.35	3.80	14.5%
Lecturer	9.37	98.9%	0.00	0.0%	0.10	1.1%	9.47	8.37	13.1%
Sub-total	12.82	86.5%	1.90	12.8%	0.10	0.7%	14.82	13.17	12.5%
Senior Clinical Teacher	3.10	30.7%	7.00	69.3%	0.00	0.0%	10.10	8.00	26.3%
Clinical Teacher	10.23	56.1%	7.69	42.2%	0.30	1.7%	18.21	9.86	84.7%
Total	26.15	60.6%	16.59	38.5%	0.40	0.9%	43.13	31.03	39.0%
Dental Public Health									
Professor	9.70	80.8%	1.30	10.8%	1.00	8.3%	12.00	10.30	16.5%
Reader/ Senior Lecturer	4.80	85.7%	0.80	14.3%	0.00	0.0%	5.60	4.60	21.7%
Lecturer	1.90	29.8%	3.50	54.6%	1.00	15.6%	6.40	5.80	10.3%
Sub-total	16.40	68.4%	5.60	23.3%	2.00	8.3%	24.00	20.70	15.9%
Senior Clinical Teacher	1.80	100.0%	0.00	0.0%	0.00	0.0%	1.80	1.60	12.5%
Clinical Teacher	2.52	62.6%	1.50	37.4%	0.00	0.0%	4.02	0.20	1910.0%
Total	20.72	69.5%	7.10	23.8%	2.00	6.7%	29.82	22.50	32.5%
Endodontics									
Professor	3.00	100.0%	0.00	0.0%	0.00	0.0%	3.00	3.00	0.0%
Reader/ Senior Lecturer	1.60	76.2%	0.50	23.8%	0.00	0.0%	2.10	1.10	90.9%
Lecturer	4.39	100.0%	0.00	0.0%	0.00	0.0%	4.39	2.89	51.9%
Sub-total	8.99	94.7%	0.50	5.3%	0.00	0.0%	9.49	6.99	35.8%
Senior Clinical Teacher	1.10	68.8%	0.50	31.3%	0.00	0.0%	1.60	2.60	-38.5%
Clinical Teacher	0.50	71.4%	0.00	0.0%	0.20	28.6%	0.70	0.40	75.0%
Total	10.59	89.8%	1.00	8.5%	0.20	1.7%	11.79	9.99	18.0%
Oral & Maxillofacial Surgery									
Professor	4.00	97.6%	0.10	2.4%	0.00	0.0%	4.10	6.00	-31.7%
Reader/ Senior Lecturer	2.22	50.4%	1.60	36.4%	0.58	13.3%	4.40	5.00	-12.0%
Lecturer	0.00	0.0%	0.96	100.0%	0.00	0.0%	0.96	0.20	380.0%
Sub-total	6.22	65.7%	2.66	28.1%	0.58	6.2%	9.46	11.20	-15.5%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	6.22	65.7%	2.66	28.1%	0.58	6.2%	9.46	11.20	-15.5%
Oral Medicine									
Professor	8.50	77.3%	2.50	22.7%	0.00	0.0%	11.00	11.00	0.0%
Reader/ Senior Lecturer	7.01	95.2%	0.35	4.8%	0.00	0.0%	7.36	3.36	119.0%
Lecturer	1.86	25.3%	5.50	74.7%	0.00	0.0%	7.36	9.20	-20.0%
Sub-total	17.37	67.5%	8.35	32.5%	0.00	0.0%	25.72	23.56	9.2%
Senior Clinical Teacher	0.30	100.0%	0.00	0.0%	0.00	0.0%	0.30	1.30	-76.9%
Clinical Teacher	0.10	13.3%	0.65	86.7%	0.00	0.0%	0.75	0.75	0.0%
Total	17.77	66.4%	9.00	33.6%	0.00	0.0%	26.77	25.61	4.5%
Oral Microbiology									
Professor	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	1.00	0.0%
Reader/ Senior Lecturer	2.03	80.2%	0.50	19.8%	0.00	0.0%	2.53	2.53	0.0%
Lecturer	0.00	0.0%	0.00	0.0%	1.00	100.0%	1.00	0.00	0.0%
Sub-total	3.03	66.9%	0.50	11.0%	1.00	22.1%	4.53	3.53	28.3%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	3.03	66.9%	0.50	11.0%	1.00	22.1%	4.53	3.53	28.3%
Oral Pathology									
Professor	4.50	84.9%	0.80	15.1%	0.00	0.0%	5.30	5.80	-8.6%
Reader/ Senior Lecturer	5.00	83.3%	1.00	16.7%	0.00	0.0%	6.00	7.00	-14.3%
Lecturer	1.00	50.0%	1.00	50.0%	0.00	0.0%	2.00	2.00	0.0%
Sub-total	10.50	78.9%	2.80	21.1%	0.00	0.0%	13.30	14.80	-10.1%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	0.50	100.0%	0.00	0.0%	0.00	0.0%	0.50	0.80	-37.5%
Total	11.00	79.7%	2.80	20.3%	0.00	0.0%	13.80	15.60	-11.5%

Appendix 1: Profile by specialty and source of funding (FTE) (cont)

	Funding Council		NHS		Other		Total 2010	Total 2009	% change since 2009
	FTE	%	FTE	%	FTE	%			
Oral Radiology									
Professor	0.50	50.0%	0.50	50.0%	0.00	0.0%	1.00	1.00	0.0%
Reader/ Senior Lecturer	3.45	69.0%	1.55	31.0%	0.00	0.0%	5.00	5.00	0.0%
Lecturer	2.00	95.2%	0.10	4.8%	0.00	0.0%	2.10	1.10	90.9%
Sub-total	5.95	73.5%	2.15	26.5%	0.00	0.0%	8.10	7.10	14.1%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	0.20	100.0%	0.00	0.0%	0.00	0.0%	0.20	0.60	-66.7%
Total	6.15	74.1%	2.15	25.9%	0.00	0.0%	8.30	7.70	7.8%
Oral Surgery									
Professor	8.00	88.9%	1.00	11.1%	0.00	0.0%	9.00	9.00	0.0%
Reader/ Senior Lecturer	5.59	58.8%	3.91	41.2%	0.00	0.0%	9.50	9.00	5.6%
Lecturer	13.60	86.6%	2.10	13.4%	0.00	0.0%	15.70	16.40	-4.3%
Sub-total	27.19	79.5%	7.01	20.5%	0.00	0.0%	34.20	34.40	-0.6%
Senior Clinical Teacher	1.40	82.4%	0.30	17.6%	0.00	0.0%	1.70	2.30	-26.1%
Clinical Teacher	8.10	76.1%	2.45	23.0%	0.10	0.9%	10.65	7.71	38.2%
Total	36.69	78.8%	9.76	21.0%	0.10	0.2%	46.55	44.41	4.8%
Orthodontics									
Professor	7.45	67.7%	3.15	28.6%	0.40	3.6%	11.00	11.00	0.0%
Reader/ Senior Lecturer	11.71	87.7%	1.04	7.8%	0.60	4.5%	13.35	12.28	8.8%
Lecturer	6.00	85.7%	1.00	14.3%	0.00	0.0%	7.00	6.60	6.1%
Sub-total	25.16	80.3%	5.19	16.5%	1.00	3.2%	31.35	29.88	4.9%
Senior Clinical Teacher	1.20	100.0%	0.00	0.0%	0.00	0.0%	1.20	1.20	0.0%
Clinical Teacher	2.84	88.8%	0.36	11.3%	0.00	0.0%	3.20	3.90	-17.9%
Total	29.20	81.7%	5.55	15.5%	1.00	2.8%	35.75	34.98	2.2%
Paediatric Dentistry									
Professor	10.97	78.3%	2.83	20.2%	0.20	1.4%	14.00	12.00	16.7%
Reader/ Senior Lecturer	6.71	81.8%	0.35	4.3%	1.14	13.9%	8.20	8.40	-2.4%
Lecturer	10.55	93.4%	0.25	2.2%	0.50	4.4%	11.30	12.20	-7.4%
Sub-total	28.23	84.3%	3.43	10.2%	1.84	5.5%	33.50	32.60	2.8%
Senior Clinical Teacher	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	1.00	0.0%
Clinical Teacher	4.05	96.4%	0.15	3.6%	0.00	0.0%	4.20	7.92	-47.0%
Total	33.28	86.0%	3.58	9.3%	1.84	4.8%	38.70	41.52	-6.8%
Periodontics									
Professor	7.60	100.0%	0.00	0.0%	0.00	0.0%	7.60	5.93	28.1%
Reader/ Senior Lecturer	9.32	93.2%	0.18	1.8%	0.50	5.0%	10.00	8.65	15.7%
Lecturer	7.20	87.8%	1.00	12.2%	0.00	0.0%	8.20	11.80	-30.5%
Sub-total	24.12	93.5%	1.18	4.6%	0.50	1.9%	25.80	26.38	-2.2%
Senior Clinical Teacher	1.30	65.0%	0.70	35.0%	0.00	0.0%	2.00	2.40	-16.7%
Clinical Teacher	4.70	77.0%	1.10	18.0%	0.30	4.9%	6.10	4.20	45.2%
Total	30.12	88.8%	2.98	8.8%	0.80	2.4%	33.90	32.98	2.8%
Prosthodontics									
Professor	3.00	100.0%	0.00	0.0%	0.00	0.0%	3.00	3.40	-11.8%
Reader/ Senior Lecturer	8.80	94.6%	0.50	5.4%	0.00	0.0%	9.30	8.90	4.5%
Lecturer	6.90	87.3%	0.50	6.3%	0.50	6.3%	7.90	6.10	29.5%
Sub-total	18.70	92.6%	1.00	5.0%	0.50	2.5%	20.20	18.40	9.8%
Senior Clinical Teacher	3.00	93.8%	0.20	6.3%	0.00	0.0%	3.20	3.40	-5.9%
Clinical Teacher	2.70	77.1%	0.80	22.9%	0.00	0.0%	3.50	3.30	6.1%
Total	24.40	90.7%	2.00	7.4%	0.50	1.9%	26.90	25.10	7.2%
Restorative Dentistry									
Professor	21.23	83.6%	3.67	14.4%	0.50	2.0%	25.40	27.40	-7.3%
Reader/ Senior Lecturer	36.34	79.6%	9.34	20.4%	0.00	0.0%	45.68	44.88	1.8%
Lecturer	44.25	84.8%	6.66	12.8%	1.27	2.4%	52.18	53.36	-2.2%
Sub-total	101.82	82.6%	19.67	16.0%	1.77	1.4%	123.26	125.64	-1.9%
Senior Clinical Teacher	7.51	79.1%	1.99	20.9%	0.00	0.0%	9.50	10.30	-7.8%
Clinical Teacher	35.58	78.7%	9.65	21.3%	0.00	0.0%	45.23	34.40	31.5%
Total	144.91	81.4%	31.31	17.6%	1.77	1.0%	177.99	170.34	4.5%

Appendix 1: Profile by specialty and source of funding (FTE) (cont)

	Funding Council		NHS		Other		Total 2010	Total 2009	% change since 2009
Special Care Dentistry									
Professor	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	1.00	-100.0%
Reader/ Senior Lecturer	0.50	50.0%	0.50	50.0%	0.00	0.0%	1.00	0.00	100.0%
Lecturer	0.80	30.8%	1.80	69.2%	0.00	0.0%	2.60	1.10	136.4%
Sub-total	1.30	36.1%	2.30	63.9%	0.00	0.0%	3.60	2.10	71.4%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	2.00	-100.0%
Clinical Teacher	0.40	66.7%	0.20	33.3%	0.00	0.0%	0.60	0.60	0.0%
Total	1.70	40.5%	2.50	59.5%	0.00	0.0%	4.20	4.70	-10.6%
Other									
Professor	2.00	66.7%	1.00	33.3%	0.00	0.0%	3.00	2.00	50.0%
Reader/ Senior Lecturer	3.00	83.3%	0.60	16.7%	0.00	0.0%	3.60	3.60	0.0%
Lecturer	1.40	63.6%	0.80	36.4%	0.00	0.0%	2.20	0.20	1000.0%
Sub-total	6.40	72.7%	2.40	27.3%	0.00	0.0%	8.80	5.80	51.7%
Senior Clinical Teacher	2.40	100.0%	0.00	0.0%	0.00	0.0%	2.40	0.40	500.0%
Clinical Teacher	1.20	50.0%	1.20	50.0%	0.00	0.0%	2.40	1.40	71.4%
Total	10.00	73.5%	3.60	26.5%	0.00	0.0%	13.60	7.60	78.9%
Grand Total									
Professor	92.45	83.0%	16.85	15.1%	2.10	1.9%	111.40	110.83	0.5%
Reader/ Senior Lecturer	110.53	80.1%	24.62	17.8%	2.82	2.0%	137.97	128.09	7.7%
Lecturer	111.22	79.0%	25.17	17.9%	4.37	3.1%	140.76	137.32	2.5%
Sub-total	314.20	80.5%	66.64	17.1%	9.29	2.4%	390.13	376.25	3.7%
Senior Clinical Teacher	24.11	69.3%	10.69	30.7%	0.00	0.0%	34.80	36.50	-4.7%
Clinical Teacher	73.61	73.4%	25.75	25.7%	0.90	0.9%	100.26	76.04	31.9%
Total	411.92	78.4%	103.08	19.6%	10.19	1.9%	525.19	488.79	7.4%

Notes: Oral Surgery includes Surgical Dentistry

Appendix 2: Profile by region and source of funding (FTE)

	Funding Council		NHS		Other		Total 2010	Total 2009	% change since 2009
London									
Professor	26.33	90.2%	1.67	5.7%	1.20	4.1%	29.20	30.60	-4.6%
Reader/ Senior Lecturer	44.33	88.1%	4.49	8.9%	1.50	3.0%	50.32	43.91	14.6%
Lecturer	25.36	86.1%	3.10	10.5%	1.00	3.4%	29.46	35.30	-16.5%
Sub-total	96.02	88.1%	9.26	8.5%	3.70	3.4%	108.98	109.81	-0.8%
Senior Clinical Teacher	11.12	91.2%	1.08	8.8%	0.00	0.0%	12.20	14.30	-14.7%
Clinical Teacher	29.69	69.7%	12.01	28.2%	0.90	2.1%	42.60	39.13	8.9%
Total	136.83	83.5%	22.35	13.6%	4.60	2.8%	163.78	163.24	0.3%
North East									
Professor	8.00	88.9%	1.00	11.1%	0.00	0.0%	9.00	8.00	12.5%
Reader/ Senior Lecturer	8.66	94.1%	0.40	4.3%	0.14	1.5%	9.20	10.20	-9.8%
Lecturer	4.00	80.0%	0.00	0.0%	1.00	20.0%	5.00	3.00	66.7%
Sub-total	20.66	89.1%	1.40	6.0%	1.14	4.9%	23.20	21.20	9.4%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	20.66	89.1%	1.40	6.0%	1.14	4.9%	23.20	21.20	9.4%
North West									
Professor	7.61	63.4%	4.39	36.6%	0.00	0.0%	12.00	12.00	0.0%
Reader/ Senior Lecturer	10.40	59.4%	6.50	37.1%	0.60	3.4%	17.50	15.88	10.2%
Lecturer	9.79	64.9%	5.30	35.1%	0.00	0.0%	15.08	17.00	-11.3%
Sub-total	27.80	62.3%	16.19	36.3%	0.60	1.3%	44.58	44.88	-0.7%
Senior Clinical Teacher	3.40	29.8%	8.00	70.2%	0.00	0.0%	11.40	13.00	-12.3%
Clinical Teacher	11.80	66.1%	6.05	33.9%	0.00	0.0%	17.85	15.85	12.6%
Total	43.00	58.2%	30.24	41.0%	0.60	0.8%	73.83	73.73	0.1%

Appendix 2: Profile by region and source of funding (FTE) (cont)

	Funding Council		NHS		Other		Total 2010	Total 2009	% change since 2009
South West									
Professor	7.50	94.9%	0.40	5.1%	0.00	0.0%	7.90	8.63	-8.5%
Reader/ Senior Lecturer	11.20	93.5%	0.78	6.5%	0.00	0.0%	11.98	11.12	7.7%
Lecturer	6.80	87.2%	0.00	0.0%	1.00	12.8%	7.80	6.60	18.2%
Sub-total	25.50	92.1%	1.18	4.2%	1.00	3.6%	27.68	26.35	5.0%
Senior Clinical Teacher	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	1.00	0.0%
Clinical Teacher	3.73	44.8%	4.59	55.2%	0.00	0.0%	8.31	3.16	162.8%
Total	30.23	81.7%	5.76	15.6%	1.00	2.7%	36.99	30.52	21.2%
West Midlands									
Professor	6.00	100.0%	0.00	0.0%	0.00	0.0%	6.00	6.00	0.0%
Reader/ Senior Lecturer	3.75	91.5%	0.35	8.5%	0.00	0.0%	4.10	4.10	0.0%
Lecturer	15.34	92.0%	0.66	4.0%	0.68	4.1%	16.68	16.68	0.0%
Sub-total	25.09	93.7%	1.01	3.8%	0.68	2.5%	26.78	26.78	0.0%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	25.09	93.7%	1.01	3.8%	0.68	2.5%	26.78	26.78	0.0%
Yorkshire and The Humber									
Professor	15.00	92.0%	1.30	8.0%	0.00	0.0%	16.30	16.60	-1.8%
Reader/ Senior Lecturer	12.32	95.5%	0.00	0.0%	0.58	4.5%	12.90	11.20	15.2%
Lecturer	19.50	94.2%	1.00	4.8%	0.20	1.0%	20.70	21.40	-3.3%
Sub-total	46.82	93.8%	2.30	4.6%	0.78	1.6%	49.90	49.20	1.4%
Senior Clinical Teacher	3.39	84.7%	0.61	15.4%	0.00	0.0%	4.00	2.00	100.0%
Clinical Teacher	15.50	84.2%	2.90	15.8%	0.00	0.0%	18.40	5.00	268.0%
Total	65.70	90.9%	5.81	8.0%	0.78	1.1%	72.30	56.20	28.6%
Northern Ireland									
Professor	1.50	50.0%	1.50	50.0%	0.00	0.0%	3.00	4.00	-25.0%
Reader/ Senior Lecturer	3.00	50.0%	3.00	50.0%	0.00	0.0%	6.00	6.00	0.0%
Lecturer	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	1.00	0.0%
Sub-total	5.50	55.0%	4.50	45.0%	0.00	0.0%	10.00	11.00	-9.1%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	5.30	100.0%	0.00	0.0%	0.00	0.0%	5.30	5.10	3.9%
Total	10.80	70.6%	4.50	29.4%	0.00	0.0%	15.30	16.10	-5.0%
Scotland									
Professor	13.74	85.9%	1.76	11.0%	0.50	3.1%	16.00	14.00	14.3%
Reader/ Senior Lecturer	12.45	69.0%	5.60	31.0%	0.00	0.0%	18.05	18.15	-0.6%
Lecturer	14.15	57.8%	10.25	41.8%	0.10	0.4%	24.50	20.74	18.1%
Sub-total	40.34	68.9%	17.61	30.1%	0.60	1.0%	58.55	52.89	10.7%
Senior Clinical Teacher	5.20	83.9%	1.00	16.1%	0.00	0.0%	6.20	6.20	0.0%
Clinical Teacher	7.60	97.4%	0.20	2.6%	0.00	0.0%	7.80	7.80	0.0%
Total	53.14	73.2%	18.81	25.9%	0.60	0.8%	72.55	66.89	8.5%
Wales									
Professor	6.77	56.4%	4.83	40.3%	0.40	3.3%	12.00	11.00	9.1%
Reader/ Senior Lecturer	4.43	55.9%	3.50	44.1%	0.00	0.0%	7.93	7.53	5.3%
Lecturer	15.29	74.4%	4.86	23.7%	0.39	1.9%	20.54	15.60	31.7%
Sub-total	26.49	65.4%	13.19	32.6%	0.79	2.0%	40.47	34.13	18.6%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	26.49	65.4%	13.19	32.6%	0.79	2.0%	40.47	34.13	18.6%
Grand Total									
Clinical Professor	92.45	83.0%	16.85	15.1%	2.10	1.9%	111.40	110.83	0.5%
Reader/Senior Lecturer	110.53	80.1%	24.62	17.8%	2.82	2.0%	137.97	128.09	7.7%
Clinical Lecturer	111.22	79.0%	25.17	17.9%	4.37	3.1%	140.76	137.32	2.5%
Sub-Total	314.20	80.5%	66.64	17.1%	9.29	2.4%	390.13	376.25	3.7%
Senior Clinical Teacher	24.11	0.0%	10.69	0.0%	0.00	0.0%	34.80	36.50	-4.7%
Clinical Teacher	73.61	0.0%	25.75	0.0%	0.90	0.0%	100.26	76.04	31.9%
Total	411.92	78.4%	103.08	19.6%	10.19	1.9%	525.19	488.79	7.4%

Appendix 3: Profile by Dental School and source of funding (FTE)

	Funding Council		NHS		Other		Total 2010	Total 2009	% change since 2009
	FTE	%	FTE	%	FTE	%			
Aberdeen									
Clinical Professor	1.00	0.0%	0.00	0.0%	0.00	0.0%	1.00	0.00	0.0%
Reader/Senior Lecturer	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	0.00	100.0%
Clinical Lecturer	1.45	50.0%	1.45	50.0%	0.00	0.0%	2.90	0.00	0.0%
Sub-Total	3.45	70.4%	1.45	29.6%	0.00	0.0%	4.90	0.00	100.0%
Senior Clinical Teacher	0.60	100.0%	0.00	0.0%	0.00	0.0%	0.60	0.60	0.0%
Clinical Teacher	3.00	100.0%	0.00	0.0%	0.00	0.0%	3.00	3.00	0.0%
Total	7.05	82.9%	1.45	17.1%	0.00	0.0%	8.50	3.60	136.1%
Barts									
Clinical Professor	4.80	80.0%	1.00	16.7%	0.20	3.3%	6.00	7.00	-14.3%
Reader/Senior Lecturer	16.71	90.0%	0.86	4.6%	1.00	5.4%	18.58	13.85	34.1%
Clinical Lecturer	11.90	85.6%	1.50	10.8%	0.50	3.6%	13.90	16.70	-16.8%
Sub-Total	33.41	86.8%	3.36	8.7%	1.70	4.4%	38.48	37.55	2.5%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	9.10	91.0%	0.00	0.0%	0.90	9.0%	10.00	6.70	49.3%
Total	42.51	87.7%	3.36	6.9%	2.60	5.4%	48.48	44.25	9.5%
Birmingham									
Clinical Professor	6.00	100.0%	0.00	0.0%	0.00	0.0%	6.00	6.00	0.0%
Reader/Senior Lecturer	3.75	91.5%	0.35	8.5%	0.00	0.0%	4.10	4.10	0.0%
Clinical Lecturer	15.34	92.0%	0.66	4.0%	0.68	4.1%	16.68	16.68	0.0%
Sub-Total	25.09	93.7%	1.01	3.8%	0.68	2.5%	26.78	26.78	0.0%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	25.09	93.7%	1.01	3.8%	0.68	2.5%	26.78	26.78	0.0%
Bristol									
Clinical Professor	4.50	91.8%	0.40	8.2%	0.00	0.0%	4.90	4.63	5.8%
Reader/Senior Lecturer	8.40	93.6%	0.58	6.4%	0.00	0.0%	8.98	8.12	10.5%
Clinical Lecturer	2.80	73.7%	0.00	0.0%	1.00	26.3%	3.80	4.60	-17.4%
Sub-Total	15.70	88.8%	0.98	5.5%	1.00	5.7%	17.68	17.35	1.9%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	3.73	44.8%	4.59	55.2%	0.00	0.0%	8.31	3.16	162.8%
Total	19.43	74.7%	5.56	21.4%	1.00	3.8%	25.99	20.52	26.7%
Cardiff									
Clinical Professor	6.77	56.4%	4.83	40.3%	0.40	3.3%	12.00	11.00	9.1%
Reader/Senior Lecturer	4.43	55.9%	3.50	44.1%	0.00	0.0%	7.93	7.53	5.3%
Clinical Lecturer	15.29	74.4%	4.86	23.7%	0.39	1.9%	20.54	15.60	31.7%
Sub-Total	26.49	65.4%	13.19	32.6%	0.79	2.0%	40.47	34.13	18.6%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	26.49	65.4%	13.19	32.6%	0.79	2.0%	40.47	34.13	18.6%
Dundee									
Clinical Professor	5.24	74.9%	1.76	25.1%	0.00	0.0%	7.00	7.00	0.0%
Reader/Senior Lecturer	6.41	74.5%	2.19	25.5%	0.00	0.0%	8.60	8.60	0.0%
Clinical Lecturer	10.50	78.4%	2.80	20.9%	0.10	0.7%	13.40	12.80	4.7%
Sub-Total	22.15	76.4%	6.75	23.3%	0.10	0.3%	29.00	28.40	2.1%
Senior Clinical Teacher	0.60	100.0%	0.00	0.0%	0.00	0.0%	0.60	0.60	0.0%
Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	22.75	76.9%	6.75	22.8%	0.10	0.3%	29.60	29.00	2.1%
Eastman									
Clinical Professor	6.20	100.0%	0.00	0.0%	0.00	0.0%	6.20	6.20	0.0%
Reader/Senior Lecturer	7.65	76.5%	1.85	18.5%	0.50	5.0%	10.00	8.60	16.3%
Clinical Lecturer	6.50	85.5%	0.60	7.9%	0.50	6.6%	7.60	11.00	-30.9%
Sub-Total	20.35	85.5%	2.45	10.3%	1.00	4.2%	23.80	25.80	-7.8%
Senior Clinical Teacher	3.40	100.0%	0.00	0.0%	0.00	0.0%	3.40	2.80	21.4%
Clinical Teacher	0.40	100.0%	0.00	0.0%	0.00	0.0%	0.40	1.40	-71.4%
Total	24.15	87.5%	2.45	8.9%	1.00	3.6%	27.60	30.00	-8.0%

Appendix 3: Profile by Dental School and source of funding (FTE) (cont)

	Funding Council		NHS		Other		Total 2010	Total 2009	% change since 2009
	FTE	%	FTE	%	FTE	%			
Edinburgh									
Clinical Professor	0.50	50.0%	0.00	0.0%	0.50	50.0%	1.00	1.00	0.0%
Reader/Senior Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.10	0.0%
Clinical Lecturer	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	1.34	-25.5%
Sub-Total	1.50	75.0%	0.00	0.0%	0.50	25.0%	2.00	2.44	-18.1%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	1.50	75.0%	0.00	0.0%	0.50	25.0%	2.00	2.44	-18.1%
Glasgow									
Clinical Professor	7.00	100.0%	0.00	0.0%	0.00	0.0%	7.00	6.00	16.7%
Reader/Senior Lecturer	5.04	59.6%	3.41	40.4%	0.00	0.0%	8.45	9.45	-10.6%
Clinical Lecturer	1.20	16.7%	6.00	83.3%	0.00	0.0%	7.20	6.60	9.1%
Sub-Total	13.24	58.5%	9.41	41.5%	0.00	0.0%	22.65	22.05	2.7%
Senior Clinical Teacher	4.00	80.0%	1.00	20.0%	0.00	0.0%	5.00	5.00	0.0%
Clinical Teacher	4.60	95.8%	0.20	4.2%	0.00	0.0%	4.80	4.80	0.0%
Total	21.84	67.3%	10.61	32.7%	0.00	0.0%	32.45	31.85	1.9%
King's									
Clinical Professor	15.33	90.2%	0.67	3.9%	1.00	5.9%	17.00	17.40	-2.3%
Reader/Senior Lecturer	19.96	91.8%	1.78	8.2%	0.00	0.0%	21.74	20.46	6.3%
Clinical Lecturer	6.96	87.4%	1.00	12.6%	0.00	0.0%	7.96	7.60	4.7%
Sub-Total	42.25	90.5%	3.45	7.4%	1.00	2.1%	46.70	45.46	2.7%
Senior Clinical Teacher	7.72	0.0%	1.08	0.0%	0.00	0.0%	8.80	11.50	-23.5%
Clinical Teacher	20.19	0.0%	12.01	0.0%	0.00	0.0%	32.20	31.03	3.8%
Total	70.16	80.0%	16.54	18.9%	1.00	1.1%	87.70	87.99	-0.3%
Leeds									
Clinical Professor	6.00	100.0%	0.00	0.0%	0.00	0.0%	6.00	5.00	20.0%
Reader/Senior Lecturer	7.40	100.0%	0.00	0.0%	0.00	0.0%	7.40	7.20	2.8%
Clinical Lecturer	12.30	100.0%	0.00	0.0%	0.00	0.0%	12.30	11.30	8.8%
Sub-Total	25.70	100.0%	0.00	0.0%	0.00	0.0%	25.70	23.50	9.4%
Senior Clinical Teacher	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	1.00	0.0%
Clinical Teacher	7.80	100.0%	0.00	0.0%	0.00	0.0%	7.80	0.00	100.0%
Total	34.50	100.0%	0.00	0.0%	0.00	0.0%	34.50	24.50	40.8%
Liverpool									
Clinical Professor	1.91	63.7%	1.09	36.3%	0.00	0.0%	3.00	3.00	0.0%
Reader/Senior Lecturer	7.50	60.0%	5.00	40.0%	0.00	0.0%	12.50	11.88	5.2%
Clinical Lecturer	8.08	61.8%	5.00	38.2%	0.00	0.0%	13.08	15.00	-12.8%
Sub-Total	17.49	61.2%	11.09	38.8%	0.00	0.0%	28.58	29.88	-4.4%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	0.10	0.0%	4.00	0.0%	0.00	0.0%	4.10	3.70	10.8%
Total	17.59	53.8%	15.09	46.2%	0.00	0.0%	32.68	33.58	-2.7%
Manchester									
Clinical Professor	4.70	58.8%	3.30	41.3%	0.00	0.0%	8.00	8.00	0.0%
Reader/Senior Lecturer	2.90	58.0%	1.50	30.0%	0.60	12.0%	5.00	4.00	25.0%
Clinical Lecturer	1.70	85.2%	0.30	14.8%	0.00	0.0%	2.00	2.00	0.0%
Sub-Total	9.30	62.0%	5.10	34.0%	0.60	4.0%	15.00	14.00	7.1%
Senior Clinical Teacher	1.40	58.3%	1.00	41.7%	0.00	0.0%	2.40	6.00	-60.0%
Clinical Teacher	9.70	90.2%	1.05	9.8%	0.00	0.0%	10.75	9.15	17.5%
Total	20.40	72.5%	7.15	25.4%	0.60	2.1%	28.15	29.15	-3.4%
Newcastle									
Clinical Professor	8.00	88.9%	1.00	11.1%	0.00	0.0%	9.00	8.00	12.5%
Reader/Senior Lecturer	8.66	94.1%	0.40	4.3%	0.14	1.5%	9.20	10.20	-9.8%
Clinical Lecturer	4.00	80.0%	0.00	0.0%	1.00	20.0%	5.00	3.00	66.7%
Sub-Total	20.66	89.1%	1.40	6.0%	1.14	4.9%	23.20	21.20	9.4%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	20.66	89.1%	1.40	6.0%	1.14	4.9%	23.20	21.20	9.4%

Appendix 3: Profile by Dental School and source of funding (FTE) (cont)

	Funding Council		NHS		Other		Total 2010	Total 2009	% change since 2009
Peninsula									
Clinical Professor	3.00	100.0%	0.00	0.0%	0.00	0.0%	3.00	4.00	-25.0%
Reader/Senior Lecturer	2.80	93.3%	0.20	6.7%	0.00	0.0%	3.00	3.00	0.0%
Clinical Lecturer	4.00	100.0%	0.00	0.0%	0.00	0.0%	4.00	2.00	100.0%
Sub-Total	9.80	98.0%	0.20	2.0%	0.00	0.0%	10.00	9.00	11.1%
Senior Clinical Teacher	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	1.00	0.0%
Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Total	10.80	98.2%	0.20	1.8%	0.00	0.0%	11.00	10.00	10.0%
Queen's University Belfast									
Clinical Professor	1.50	50.0%	1.50	50.0%	0.00	0.0%	3.00	4.00	-25.0%
Reader/Senior Lecturer	3.00	50.0%	3.00	50.0%	0.00	0.0%	6.00	6.00	0.0%
Clinical Lecturer	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	1.00	0.0%
Sub-Total	5.50	55.0%	4.50	45.0%	0.00	0.0%	10.00	11.00	-9.1%
Senior Clinical Teacher	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Teacher	5.30	100.0%	0.00	0.0%	0.00	0.0%	5.30	5.10	3.9%
Total	10.80	70.6%	4.50	29.4%	0.00	0.0%	15.30	16.10	-5.0%
Sheffield									
Clinical Professor	9.00	87.4%	1.30	12.6%	0.00	0.0%	10.30	11.60	-11.2%
Reader/Senior Lecturer	4.92	89.4%	0.00	0.0%	0.58	10.6%	5.50	5.00	10.0%
Clinical Lecturer	7.20	85.7%	1.00	11.9%	0.20	2.4%	8.40	10.10	-16.8%
Sub-Total	21.12	87.3%	2.30	9.5%	0.78	3.2%	24.20	26.70	-9.4%
Senior Clinical Teacher	2.39	79.5%	0.61	20.5%	0.00	0.0%	3.00	1.00	200.0%
Clinical Teacher	7.70	72.6%	2.90	27.4%	0.00	0.0%	10.60	5.00	112.0%
Total	31.20	82.5%	5.81	15.4%	0.78	2.1%	37.80	32.70	15.6%
UCLan									
Clinical Professor	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	1.00	0.0%
Reader/Senior Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Clinical Lecturer	0.00	0.0%	0.00	0.0%	0.00	0.0%	0.00	0.00	0.0%
Sub-Total	1.00	100.0%	0.00	0.0%	0.00	0.0%	1.00	1.00	0.0%
Senior Clinical Teacher	2.00	0.0%	7.00	0.0%	0.00	0.0%	9.00	7.00	28.6%
Clinical Teacher	2.00	0.0%	1.00	0.0%	0.00	0.0%	3.00	3.00	0.0%
Total	5.00	38.5%	8.00	61.5%	0.00	0.0%	13.00	11.00	18.2%
Grand Total									
Clinical Professor	92.45	83.0%	16.85	15.1%	2.10	1.9%	111.40	110.83	0.5%
Reader/Senior Lecturer	110.53	80.1%	24.62	17.8%	2.82	2.0%	137.97	128.09	7.7%
Clinical Lecturer	111.22	79.0%	25.17	17.9%	4.37	3.1%	140.76	137.32	2.5%
Sub-Total	314.20	80.5%	66.64	17.1%	9.29	2.4%	390.13	376.25	3.7%
Senior Clinical Teacher	24.11	0.0%	10.69	0.0%	0.00	0.0%	34.80	36.50	-4.7%
Clinical Teacher	73.61	0.0%	25.75	0.0%	0.90	0.0%	100.26	76.04	31.9%
Total	411.92	78.4%	103.08	19.6%	10.19	1.9%	525.19	488.79	7.4%

Notes: The School of Dentistry at UCLan was officially opened in 2008; this is the first year that the number of clinical academic staff at UCLan is included in the annual survey. All data for comparison from 2009 has been recalculated to include the staff at UCLan.

Appendix 4: Summary of changes since 2000 (FTE)

	2000	2003	2004	2005	2006	2007	2008	2009	2010
Professor	91.00	97.20	91.49	96.50	93.70	102.70	106.50	110.83	111.40
Reader/ Senior Lecturer	189.00	190.94	165.90	162.20	169.18	145.77	144.09	128.09	137.97
Lecturer	196.00	185.94	177.80	174.75	171.62	121.21	122.38	137.32	140.76
Sub-total	476.00	474.08	435.19	433.45	434.50	369.68	372.97	376.25	390.13
Senior Clinical Teacher						61.87	67.50	36.50	34.80
Clinical Teacher						28.85	28.13	76.04	100.26
Grand Total	476.00	474.08	435.19	433.45	434.50	460.40	468.60	488.79	525.19

Appendix 5: Summary of changes by region since 2004 (FTE)

	London	North East	North West	South West	West Midlands	Yorkshire & The Humber	Northern Ireland	Scotland	Wales	Grand Total
2004	148.41	21.00	65.34	17.23	23.71	47.54	16.00	57.20	38.76	435.19
2005	152.82	21.80	60.30	19.68	27.39	50.47	14.00	49.45	37.54	433.45
2006	156.88	22.80	57.58	18.66	24.70	54.18	14.00	52.90	32.80	434.50
2007	159.98	24.00	66.11	22.57	25.36	57.48	15.40	59.79	29.70	460.40
2008	160.99	23.20	66.43	25.55	26.96	60.68	17.40	58.39	29.00	468.60
2009	163.24	21.20	73.73	30.52	26.78	56.20	16.10	66.89	34.13	488.79
2010	163.78	23.20	73.83	36.99	26.78	72.30	15.30	72.55	40.47	525.19
% change since 2004	10.4%	10.5%	13.0%	114.7%	12.9%	52.1%	-4.4%	26.8%	4.4%	20.7%
% change since 2009	0.3%	9.4%	0.1%	21.2%	0.0%	28.6%	-5.0%	8.5%	18.6%	7.4%

Appendix 6: Clinical academic staffing levels by specialty since 2004 (FTE)

	2004	2005	2006	2007	2008	2009	2010
Dental General Practice			6.08	11.24	13.56	31.03	43.13
Dental Public Health	31.18	39.48	32.30	35.52	34.82	22.50	29.82
Endodontics	7.32	9.18	12.43	25.78	10.48	9.99	11.79
Oral & Maxillofacial Surgery	11.69	17.70	16.38	11.98	12.78	11.20	9.46
Oral Medicine	14.99	15.54	20.34	22.39	24.89	25.61	26.77
Oral Microbiology	3.00	4.00	4.00	3.50	3.50	3.53	4.53
Oral Pathology	20.40	15.00	14.30	16.10	17.10	15.60	13.80
Oral Radiology	5.89	10.50	8.62	10.40	7.00	7.70	8.30
Oral Surgery	36.65	36.85	37.20	43.83	44.66	44.41	46.55
Orthodontics	32.10	35.51	36.65	36.00	32.60	34.98	35.75
Paediatric Dentistry	29.65	29.60	33.80	36.10	36.50	41.52	38.70
Periodontics	22.13	29.90	34.04	30.15	31.35	32.98	33.90
Prosthodontics	24.09	35.73	33.80	25.20	23.50	25.10	26.90
Restorative Dentistry	123.78	108.76	119.26	141.11	166.26	170.34	177.99
Special Care Dentistry				4.70	4.20		
Other	72.33	45.70	25.10	11.10	9.60	7.60	13.60
Grand Total	435.19	433.45	434.50	460.40	468.60	488.79	525.19

Notes: Oral Surgery includes Surgical Dentistry

Appendix 7: Clinical academics by age group since 2004 (headcount)

	2004	2005	2006	2007	2008	2009	2010
26-35	104	106	106	134	140	132	169
36-45	191	191	202	224	216	214	227
46-55	201	212	209	232	248	266	292
56-65	104	111	110	117	123	142	170
66 and over	6	6	6	7	9	11	13
Unknown	35						5
Grand Total	641	626	633	714	736	765	876

Appendix 8: Clinical academics by specialty, grade and gender (headcount)

	Professor		Reader/ Senior Lecturer		Lecturer		Senior Clinical Teacher		Clinical Teacher		Grand Total		Percentage	
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
	Dental General Practice	1		6	2	14	8	7	4	33	27	61	41	59.8%
Dental Public Health	7	5	1	6	1	7	1	2	10	4	20	24	45.5%	54.5%
Endodontics	3		2	1	3	3	1	2	5		14	6	70.0%	30.0%
Oral and Maxillofacial Surgery	3	2	5			1					8	3	72.7%	27.3%
Oral Medicine	10	1	5	3	4	4		1	1	1	20	10	66.7%	33.3%
Oral Microbiology	1		2	1		1					3	2	60.0%	40.0%
Oral Pathology	5	1	5	1	1	1				1	11	4	73.3%	26.7%
Oral Radiology	1		2	3	2	1				1	5	5	50.0%	50.0%
Oral Surgery	6	3	6	4	10	9	1	2	27	9	50	27	64.9%	35.1%
Orthodontics	11		11	6	2	5	2		5	3	31	14	68.9%	31.1%
Paediatric Dentistry	8	6	4	5	4	10		1	9	8	25	30	45.5%	54.5%
Periodontics	7	1	7	3	4	6	3	1	19	11	40	22	64.5%	35.5%
Prosthodontics	3		9	1	8	4	5	2	5	9	30	16	65.2%	34.8%
Restorative Dentistry	25	1	38	13	66	29	12	3	87	53	228	99	69.7%	30.3%
Special Care Dentistry				1		3			2	1	2	5	28.6%	71.4%
Other	3		2	2	2	2	1	3	1	4	9	11	45.0%	55.0%
Grand Total	94	20	105	52	121	94	33	21	204	132	557	319	63.6%	36.4%

Appendix 9: Clinical academics by ethnic origin since 2005 (headcount)

	2005		2006		2007		2008		2009		2010		% change since 2005	% change since 2009
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women		
Asian/ British Asian	64	10.2%	67	10.6%	76	10.6%	84	11.4%	79	10.3%	89	10.2%	39.1%	12.7%
Black/ Black British	3	0.5%	5	0.8%	6	0.8%	9	1.2%	6	0.8%	6	0.7%	100.0%	0.0%
Chinese	0	0.0%	0	0.0%	9	1.3%	10	1.4%	11	1.4%	11	1.3%	100.0%	0.0%
White	521	83.2%	518	81.7%	568	79.6%	579	78.7%	601	78.6%	676	77.2%	29.8%	12.5%
Other ethnic group	21	3.4%	28	4.4%	37	5.2%	37	5.0%	40	5.2%	53	6.1%	152.4%	32.5%
Unknown	17	2.7%	16	2.5%	18	2.5%	17	2.3%	28	3.7%	41	4.7%	141.2%	46.4%
Grand Total	626		634		714		736		765		876		39.9%	14.5%

Appendix 10: Clinical academics by academic grade and ethnic origin (headcount)

	Professor		Reader/ Senior Lecturer		Lecturer		Senior Clinical Teacher		Clinical Teacher		Grand Total
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	
Asian/ British Asian	4	3.5%	8	5.1%	21	9.8%	8	14.8%	48	14.3%	89
Black/ Black British	1	0.9%	0	0.0%	1	0.5%	0	0.0%	4	1.2%	6
Chinese	1	0.9%	2	1.3%	1	0.5%	0	0.0%	7	2.1%	11
White	106	93.0%	142	90.4%	175	81.4%	39	72.2%	214	63.7%	676
Other ethnic group	2	1.7%	0	0.0%	13	6.0%	2	3.7%	36	10.7%	53
Unknown	0	0.0%	5	3.2%	4	1.9%	5	9.3%	27	8.0%	41
Grand Total	114		157		215		54		336		876

