

A Survey of Staffing Levels of
Clinical Academic Dentists in
UK Dental Schools as at 31 July 2015
A REPORT BY THE DENTAL SCHOOLS COUNCIL

June 2016



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Dental Schools Council

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A Survey of Staffing Levels of Clinical Academic Dentists in UK

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List of acronyms

AGMETS Advisory Group on Medical and Dental Education, Training and Staffing

AoMRC Association of Medical Research Charities

BDS or BChD Bachelor of Dental Surgery

BME Black and Minority Ethnic

CCST Certificate of Completion of Specialist Training

CPD Continuing Professional Development

FTE Full-Time Equivalent

GDC General Dental Council

HESA Higher Education Statistics Agency

KCL King's College London

LTFT Less Than Full-Time

MRC Medical Research Council

NIHR National Institute for Health Research

SCREDS Scottish Clinical Research Excellence Development Scheme

SWAN Scientific Women's Academic Network (Athena)

UCL University College London

UCLan University of Central Lancashire

UKCRC UK Clinical Research Collaboration

WCAT Wales Clinical Academic Training

Note that some figures abbreviate clinical academic grades as follows:

P Professor

SL Reader/ Senior Lecturer

L Lecturer

SCT Senior Clinical Teacher

CT Clinical Teacher

R Researcher

Preface

The Dental Schools Council was established 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 school, represents the interests and ambitions of UK dental schools as they relate to the generation of national health, wealth and knowledge through teaching, research and the profession of dentistry. In 2007, the UK Dental Schools' Senior Officers Group was convened, fostering formal and regular dialogue amongst senior administrators on key issues between schools across the UK. In 2015, the University of Cork and the University of Dublin joined the Dental Schools Council, to build on close links between dental education in the Republic of Ireland and the UK.

As the authoritative voice of the undergraduate dental schools within universities in the United Kingdom and Ireland (hereon 'Dental Schools Council'), the main purposes of the Dental Schools Council are to:

- 1 be a principal source for informed opinion and advice on all matters concerning dental education and research in dental schools in the United Kingdom and Ireland, 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;
- 2 work to improve and maintain quality in dental education, clinical dental training and dental research, and to facilitate sharing of experience;
- 3 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;
- 4 promote dental education and research through collaboration with appropriate stakeholders;
- 5 serve as a point of reference for the media;
- 6 promote equal opportunities in all aspects of dental education, research and training; and
- 7 consider such other matters as the Dental Schools Council shall direct.

In the late 1990s, a series of reports highlighted the need for robust data on clinical academic staffing levels as a basis for partnership between the NHS and universities in tackling difficulties facing academic medicine.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 (MRC), the Association of Medical Royal Colleges (AoMRC) and the Wellcome Trust, the Medical Schools Council and the Dental Schools Council agreed jointly to undertake a comprehensive survey of clinical academic staff employed by UK universities in medical 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, available online at www.medschools.ac.uk and www.dentalschoolscouncil.ac.uk. This is the 13th survey of clinical academic staffing levels to be published by the Dental Schools Council.

¹ Including: Richards, R (1997) *Clinical Academic Careers – Report of an Independent Task Force Chaired by Sir Rex Richards*; Academy of Medical Sciences (2000) *The Tenure-Track Clinician Scientist*

Introduction

Clinical academic dentists are fully trained specialist or general dental practitioners who undertake research, teach undergraduate and postgraduate dental students and deliver clinical practice in the NHS. Dentistry is small but unique amongst the clinical professions in that the primary role of university-employed clinical academic dentists is to teach and educate the future clinical workforce through clinical care, whereas in other clinical professions there is a more significant contribution to teaching from elsewhere in the NHS.

The clinical academic dentistry team is vital to educating the dental workforce of the future, and to the patients whom those dentists treat. Clinical academics provide patient care at the highest of levels, and they drive the evolution of the treatment and prevention of disease through research and innovation. In addition many clinical academics hold leadership and management roles to drive the national and international oral health agenda. The spirit of discovery and research is an essential part of the NHS, for the benefit of patients and public health.

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. Learning that is led by dentists who are actively engaged in research exposes students and trainees first-hand to world-class research, and offers added potential for them to be enthused and motivated by leading experts in their field who teach from their immediate research experience. A strong grounding in research equips dentists with the skills to be able to interpret research findings to ensure their future practice is evidence-based and that their patients receive best-practice high-quality care.

In 2005, the Joint Academic Careers Subcommittee of the UKCRC and Modernising Medical Careers recommended the development of a clear and integrated training and career pathway for medically and dentally qualified academics, to enable them to combine research and education with a clinical career. The four UK nations have taken individual approaches to implementing the recommendations, for example through schemes such as the Wales Clinical Academic Track (WCAT), NIHR Integrated Academic Training (IAT) programmes, and Scottish Clinical Research Excellence Development Scheme (SCREDS) initiatives.

A career in clinical academia offers real appeal in its varied work across teaching, research and clinical practice, such as the 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. In the UK, dental students are recruited from the very brightest applicants, and all trainee academic dentists are carefully supervised and supported. The dental health of the population and the teaching of future generations of dentists depend upon improved levels of recruitment and retention of dental clinical academics. Students should be encouraged and supported throughout their studies to extend their research interests and to explore all career pathways available to them.

UK universities are research-led, with funding strongly related to the Research Excellence Framework (REF). Pressures to deliver excellence in research, teaching and clinical practice have led to the development of an alternative academic pathway in teaching and scholarship. Clinical Teachers play a central role in the delivery of the undergraduate curriculum and may also be engaged in research, although this is not a requirement. The report also includes data on the number of dental clinical researchers, where employed by the university. Usually these are dentists in training who have secured a fellowship early on in their career. It is important to track these numbers as they are an indicator of the pipeline of the future clinical academic workforce.

Methodology

The data reported in the annual *Survey of Staffing Levels of Dental Clinical Academics in UK Dental Schools* are collected electronically using a pro forma with accompanying guidance notes. All UK dental schools return anonymised data for each individual in post and for each vacant clinical academic post on the census date of 31 July 2015, the end of the academic year. The definitions are aligned to those used by the Higher Education Statistics Agency (HESA), with a view to moving to a single data collection in future.

The methodology for the first survey of clinical academic staffing levels in 2000 was designed in consultation with AGMETS, the Medical Research Council (MRC), the Wellcome Trust, the Medical Schools Council and the Dental Schools Council. Subsequent revisions to the scope of data collection and to the accompanying guidance notes 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.

In 2006 the Dental Schools Council became aware of a disparity in how staff on Teaching & Research and Teaching & Scholarship clinical academic pathways were categorised during data collection. The data methodology was thus revised to report separately Senior Clinical Teachers, Clinical Teachers and Researchers. 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, Clinical Teachers and Clinical Researchers hereafter referred to as Professors (P), Readers/ Senior Lecturers (SL), Lecturers (L), Senior Clinical Teachers (SCT), Clinical Teachers (CT) and Researchers (R).

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

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

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 2015 this was a total of seven individuals, equivalent to 0.4 FTE).

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

² Clinical academics are normally employed on a substantive contract of employment, provided by the university, with the required clinical work being governed by an honorary contract issued by the relevant NHS organisation. Having two substantive contracts (A+B), one with the university and one with the NHS, is not the favoured method of employment and such historically set up arrangements are gradually being phased out.

Dental Clinical Academic Staffing Levels in UK Dental Schools in 2015

1 OVERVIEW

For the period of this report, there were 583 full-time equivalent (FTE) clinical academics in UK dental schools in July 2015, and a headcount of 996. The 2015 data update represents an increase of 23% since the first report in 2000 (+107 FTE), and 35% since a low of 433 FTE in 2005 (+150 FTE), which is in the context of an expansion of student numbers with new schools at Aberdeen, Peninsula and UCLan, and the inclusion of clinical teaching and researcher roles within this report of clinical academic staffing levels.

The FTE of research-active roles in the clinical academic team is falling year on year, and the combined total of Professor, Reader/Senior Lecturer and Lecturer posts is at its lowest level (344 FTE). In contrast there has been a rapid expansion of Senior Clinical Teacher and Clinical Teacher roles to 239 FTE and 29% of the clinical academic team. The majority of Clinical Teachers work Less Than Full-Time (LTFT) (92%). The vacancy level is only a partial picture from eight of the 18 dental schools but appears to be stable at 39 FTE. Concerns are raised about the ability to recruit to research-active clinical academic roles.

Dental clinical academic posts in the UK are funded in combination by the four Higher Education Funding Councils (74%), the NHS (20%) and Other sources (5%), with funding correlated with academic grade.

The majority of clinical academic posts are located in England (30% in London, 46% in the rest of England), with the distribution of numbers in Scotland (14%), Wales (7%) and Northern Ireland (4%) also correlated with the distribution of student numbers.

Nearly one third of clinical academic dentists are specialists in restorative dentistry (29%), which distorts the picture for the other small subspecialties within clinical dentistry. There are gender differences between specialties, with the more surgical specialties reporting close to 80% men, compared with more than 70% women in Paediatric Dentistry, for example.

The age, gender and ethnicity profile of the clinical academic team is evolving, and becoming increasingly diverse, although women and Black and Minority Ethnic (BME) clinical academics remain underrepresented. For the first time, there are more women Lecturers than men (57%). Women now make up 41% of the clinical academic team, up from 32% in 2005. Across the clinical academic team, 73% are white, 22% are BME and 5% fall in the unknown ethnicity category.

2 ACADEMIC GRADE

There were 583 FTE clinical academics (996 individuals) employed by the 18 UK dental schools as at 31 July 2015, a

Figure 1a: Timeline of clinical academic staffing levels (FTE)

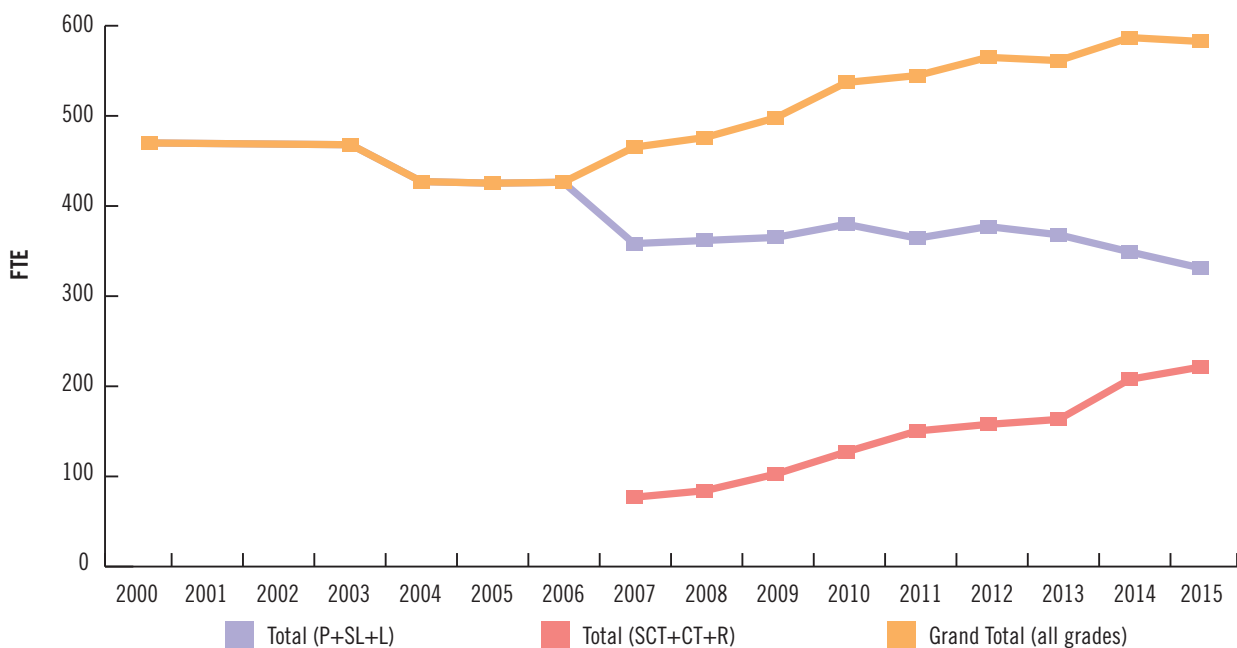
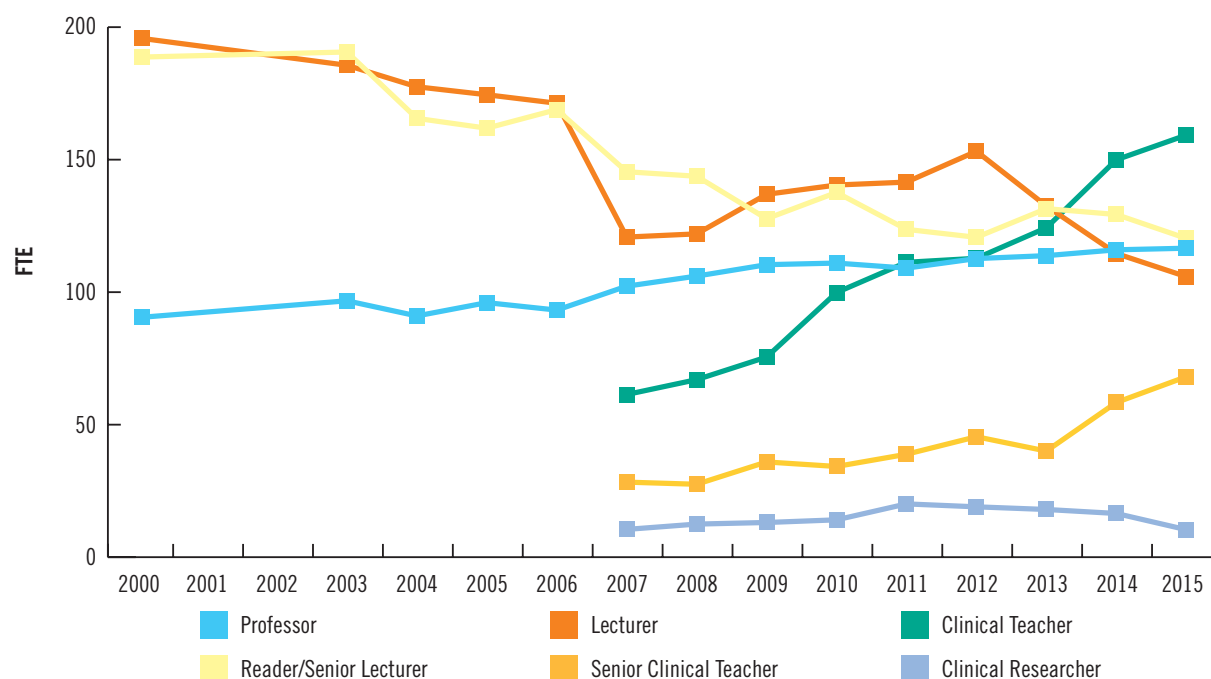


Figure 1b: Timeline of clinical academic staffing levels by academic grade (FTE)



steady state since 2014, but an increase of 20 FTE or 4% since 2013. Professors, Senior Lecturers and Lecturers make up 59% of the clinical academic team, and their FTE contribution to clinical academic dentistry is falling year on year, with 5% fewer in post since 2014 (-17 FTE) and 9% fewer than in 2013 (-35 FTE). By contrast, there has been a rapid expansion in the contribution of Senior Clinical Teachers, Clinical Teachers and Researchers, which has increased by an average of 11% every year since 2007, to a total of 239 FTE in 2015 and 41% of the clinical academic team.

The FTE number of Readers/ Senior Lecturers and Lecturers are at its lowest ever level. In 2000, Lecturers made up 41% of the clinical academic team; over the last 15 years the number of Lecturers in post has declined by 46% or 90 FTE, to a low of 106 FTE. After an initial dramatic decline in 2007 coinciding with the expansion of Clinical Teaching roles, the FTE number of Lecturers then increased by 32 FTE or 27% up to 2012. Across the last three years however, they have dropped again, by 47 FTE and 31%.

The number of Readers/ Senior Lecturers has declined consistently and substantially, with an average loss of 4% of FTE numbers each year, and a cumulative decline of 36% since 2000. The FTE number of Professors has increased steadily since the start of the survey by an average of 2% a year, to a 15 year high of 117 FTE and 20% of the clinical academic team.

The recognition of Senior Clinical Teacher/ Clinical Teacher as a recognised clinical academic career pathway has led to a substantial shift in the delivery of research and teaching within the UK dental schools, and consequently, the makeup of the academic team. There were 239 FTE Senior Clinical Teachers, Clinical Teachers and Researchers in 2015, the highest ever level and collectively making up 41% of the clinical academic team.

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

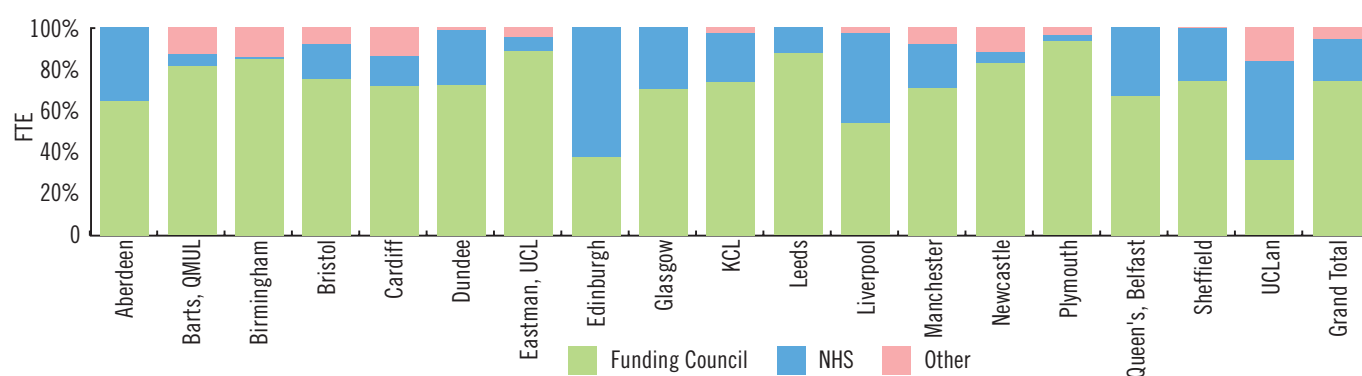
Figure 2: Clinical academic staffing levels by academic grade (FTE)

	2000	2010	2014	2015	Change since 2000	Change since 2010	Change since 2014	Change since 2014	Change since 2014	
Professor	91.0	111.4	116.4	117.0	27.4	30.1%	5.6	5.0%	0.6	0.5%
Reader/ Senior Lecturer	189.1	138.0	129.7	120.7	-55.4	-29.3%	-17.3	-12.5%	-9.0	-6.9%
Lecturer	196.2	140.8	115.0	106.3	-65.3	-33.3%	-34.5	-24.5%	-8.7	-7.6%
Sub-total (P+SL+L)	476.3	390.1	361.0	344.0	-93.4	-19.6%	-46.2	-11.8%	-17.1	-4.7%
Senior Clinical Teacher	*	34.8	58.9	68.6	*	*	33.8	97.2%	9.7	16.5%
Clinical Teacher	*	100.3	150.3	159.6	*	*	59.4	59.2%	9.3	6.2%
Clinical Researcher	*	14.7	17.1	11.0	*	*	-3.7	-25.1%	-6.1	-35.5%
Sub-total (SCT+CT+R)	*	149.7	226.3	239.3	*	*	89.5	59.8%	13.0	5.7%
Grand Total (all grades)	476.3	539.9	587.3	583.2	115.7	24.3%	43.3	8.0%	-4.1	-0.7%

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

	Funding Council		NHS		Other		Total
Professor	101.2	86.5%	13.2	11.2%	2.6	2.2%	117.0
Reader/ Senior Lecturer	90.0	74.6%	25.5	21.1%	5.2	4.3%	120.7
Lecturer	71.4	67.2%	22.3	21.0%	12.6	11.9%	106.3
<i>Total (P+SL+L)</i>	<i>262.6</i>	<i>76.3%</i>	<i>60.9</i>	<i>17.7%</i>	<i>20.4</i>	<i>5.9%</i>	<i>344.0</i>
Senior Clinical Teacher	47.5	69.2%	19.5	28.4%	1.7	2.4%	68.6
Clinical Teacher	121.2	76.0%	34.5	21.6%	3.8	2.4%	159.6
Clinical Researcher	1.6	14.1%	2.0	18.2%	7.4	67.7%	11.0
<i>Total (SCT+CT+R)</i>	<i>170.3</i>	<i>71.2%</i>	<i>56.0</i>	<i>23.4%</i>	<i>13.0</i>	<i>5.4%</i>	<i>239.3</i>
Grand Total (all grades)	432.86	74.2%	116.95	20.1%	33.41	5.7%	583.2

Figure 4: Funding profile by dental school (FTE)



3 SOURCES OF FUNDING

Dental clinical academic posts in the UK are funded in combination by the Higher Education Funding Councils (74%), the NHS (20%) and Other sources (5%). The proportion of funding from the Higher Education Funding Councils is much higher in dentistry when compared with medicine (43%),³ as the primary role of dental schools is to teach and educate the future clinical workforce, whereas in other clinical professions this role is shared more evenly across university and NHS providers.

Funding from the four Higher Education Funding Councils is associated with academic grade, funding around 67% of Lecturer posts but this rises to 87% for Professors. There is a slightly higher NHS funding contribution for Senior Clinical Teachers (28%) and Clinical Teachers (22%). The funding profile for Researchers is very different, although small in number at just 11 FTE. Other sources of funding comprise 68% of posts, with just 14% funded by the Higher Education Funding Councils.

The 18 publicly funded dental schools in the UK have different funding arrangements with their local NHS providers as shown in Figure 4. Some universities have ‘knock for knock’

arrangements, whereas others recharge for time spent teaching or on clinical services. Barts, QMUL and Birmingham both have a higher number of Lecturer posts funded from other sources. UCLan (38%) and Edinburgh (36%) both have a low proportion of posts funded by the Higher Education Funding Councils, but equally they are two of the smallest schools and therefore numbers may be distorted.

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

3 Medical Schools Council (2016) A Survey of Staffing Levels of Medical Clinical Academics in UK Medical Schools as at 31 July 2015.

Figure 5: Clinical academic staffing levels by region since 2000 (FTE)

	London	North East	North West	South West	West Midlands	Yorkshire & Humber	Northern Ireland	Scotland	Wales	Grand Total
2000	162.3	28.2	68.9	23.5	20.0	50.6	22.0	64.5	36.4	476.3
2005	152.8	21.8	60.3	19.7	27.4	50.5	14.0	49.5	37.5	433.4
2010	168.8	25.8	75.6	37.4	26.8	73.3	15.3	74.5	42.5	539.9
2014	175.4	28.0	84.7	43.1	29.1	78.5	21.5	87.1	39.9	587.3
2015	173.9	26.9	81.8	40.1	34.8	84.3	21.4	81.5	38.6	583.2
Change since 2014	-0.9%	-3.8%	-3.5%	-6.9%	19.6%	7.4%	-0.5%	-6.5%	-3.4%	-0.7%

4 REGION

The majority of clinical academic dentists are located in England (76%), with the numbers in Scotland (14%), Wales (7%) and Northern Ireland (4%), correlated closely with the distribution of student numbers. There are 18 publicly funded UK dental schools within the membership of the Dental Schools Council, 16 of which offer an undergraduate dental degree (BDS or BChD) usually in addition to postgraduate programmes and courses for dental care professionals. Two schools (UCL Eastman and Edinburgh) offer postgraduate programmes only. Around 30% of all dental clinical academics are employed by one of the three London dental schools.

Whilst the staffing level has decreased slightly across the UK between 2014 and 2015, there are some pockets of growth – West Midlands (+6 FTE, +20%) with a general increase in staffing level across most grades, and Yorkshire and Humber (+6 FTE, +7%) with a noticeable increase in the number of Clinical Teachers. The general upwards trend in clinical academic staffing levels, albeit with year to year fluctuations, is across all regions with one exception – in Wales, the staffing level has declined by 9% since 2010, whereas across the same time period the staffing level has increased across all other regions by between 3% and 30%, with an average of 14%.

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

5 SPECIALTY

Dentistry itself is a small clinical discipline in comparison with other healthcare professions. Hospital practice and academic dentistry is highly specialised, and covers the 13 specialties recognised by the General Dental Council (GDC) as well as Oral & Maxillofacial Surgery where employed by the dental school and General Dental Practice. For the purpose of this analysis, clinical academic dentists are considered in these 15 specialty groups.

Figure 6 illustrates the rate of change in total staffing levels by dental specialty since 2004. Around 29% of clinical academic

dentists are specialists in Restorative Dentistry, which does distort the picture somewhat for the other smaller specialties. This has been one of the biggest growth areas in academic dentistry, up by 94 FTE or 87% from a low of 109 FTE in 2004 to a high of 203 FTE in 2012. The last three years have however shown some signs of this slowing down and even decreasing.

The small size of the sub-specialties in dentistry makes them particularly vulnerable to change. Specialties with a particularly low academic base include Oral Microbiology (4 FTE), Oral & Maxillofacial Surgery where employed by the dental school (8 FTE), Dental & Maxillofacial Radiology (8 FTE), Special Care Dentistry (13 FTE) and Endodontics (14 FTE). These specialties have historically been smaller, and there is a danger labelling them as shortage specialties without considering the context in terms of the future health needs of the population and the emerging research agenda.

The academic workforce in General Dental Practice (including Other/ Unknown specialties) is growing and now numbers 95 FTE, up from 22 FTE in 2007. This is likely to reflect the makeup of the clinical academic team, including a higher proportion of Clinical Teachers who may not yet have achieved the Certificate of Completion of Specialist Training (CCST). Other specialties which have expanded include Oral Surgery (+20 FTE, +56% since 2004), Paediatric Dentistry (+15 FTE, +50% since 2004) and Periodontics (+16 FTE, +73% since 2004).

Figure 7 illustrates the profile of the clinical academic team by specialty. Specialties with a significant contribution from Senior Clinical Teachers and Clinical Teachers are General Dental Practice (75%), Special Care Dentistry (57%), Restorative Dentistry (50%) and Prosthodontics (42%). In contrast, other – albeit smaller – specialties have a lesser contribution from Clinical Teachers employed by the university, including Oral & Maxillofacial Surgery (0%), Oral Microbiology (0%), Oral & Maxillofacial Pathology (3%), Dental Public Health (15%) and Periodontics (19%).

Full data on the distribution of the clinical academic workforce by specialty are available as Appendices 1, 6, 8 and 9.

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

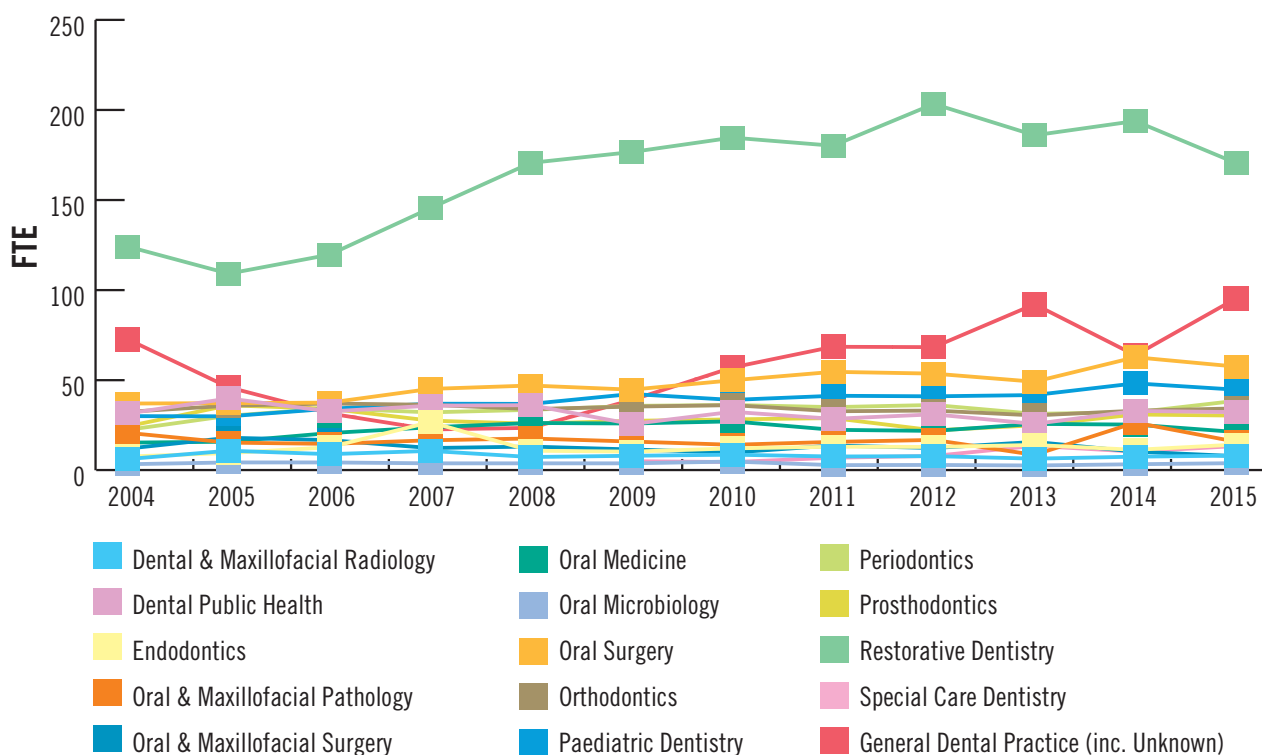
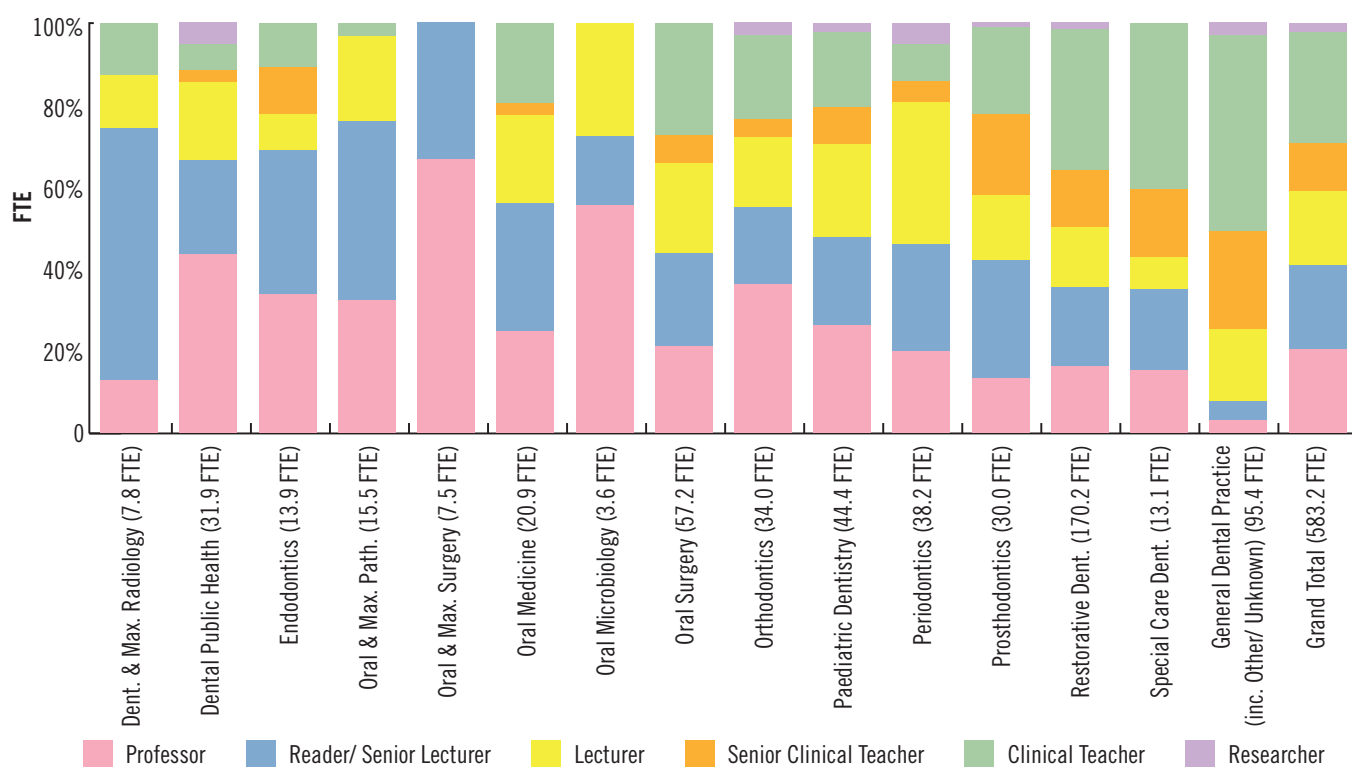


Figure 7: Clinical academic staffing levels by specialty and academic grade (FTE)



6 VACANCIES

There are different institutional policies regarding recording of established posts and vacancies, and some institutions do not hold these data at all. The following analysis considers vacant clinical academic posts that the university was intending to retain on 31 July 2015, even if not yet actively recruiting. In

some institutions a post is not considered vacant until it is advertised; in others, vacancies are considered against funding and strategic objectives at institutional level. The principles of the *Follett Review*⁴ are that appointments and appraisals are conducted jointly by the NHS and the university. It should be

4 Follett, B (2001) A Review of Appraisal, Disciplinary and Reporting Arrangements for Senior NHS and University Staff with Academic and Clinical Duties

Figure 8: Vacant posts by specialty (FTE)

	FTE clinical academic dentists	FTE vacancies	Total available posts	Vacancies as a percentage of total FTE posts
Dental & Maxillofacial Radiology	7.8	0.0	7.8	0.0%
Dental Public Health	31.9	2.0	33.9	5.9%
Endodontics	13.9	0.8	14.7	5.4%
Oral & Maxillofacial Pathology	15.5	2.0	17.5	11.4%
Oral & Maxillofacial Surgery	7.5	0.0	7.5	0.0%
Oral Medicine	20.9	2.0	22.9	8.7%
Oral Microbiology	3.6	0.0	3.6	0.0%
Oral Surgery	57.2	5.5	62.7	8.8%
Orthodontics	34.0	0.9	34.9	2.6%
Paediatric Dentistry	44.4	4.2	48.6	8.6%
Periodontics	38.2	4.4	42.6	10.3%
Prosthodontics	30.0	0.0	30.0	0.0%
Restorative Dentistry	170.2	11.2	181.4	6.2%
Special Care Dentistry	13.1	0.0	13.1	0.0%
General Dental Practice (inc. Other/ Unknown)	95.0	6.6	101.6	6.5%
Grand Total	583.2	39.6	622.8	6.4%

Figure 9: Vacant posts by academic grade (FTE)

	FTE clinical academic dentists	FTE vacancies	Total available posts	Vacancies as a percentage of total FTE posts
Professor	117.0	6.6	123.6	5.3%
Reader/ Senior Lecturer	120.7	14.2	134.9	10.5%
Lecturer	106.3	2.0	108.3	1.8%
<i>Total (P+SL+L)</i>	<i>344.0</i>	<i>22.8</i>	<i>366.8</i>	<i>6.2%</i>
Senior Clinical Teacher	68.6	1.4	70.0	2.0%
Clinical Teacher	159.6	12.5	172.1	7.3%
Clinical Researcher	11.0	2.9	13.9	20.9%
<i>Total (SCT+CT+R)</i>	<i>239.3</i>	<i>16.8</i>	<i>256.1</i>	<i>6.6%</i>
Grand Total (all grades)	583.2	39.6	622.8	6.4%

noted that the information in this section is based on data returned by 10 of the 18 dental schools (typical response rate), and so is only indicative of the vacancy level.

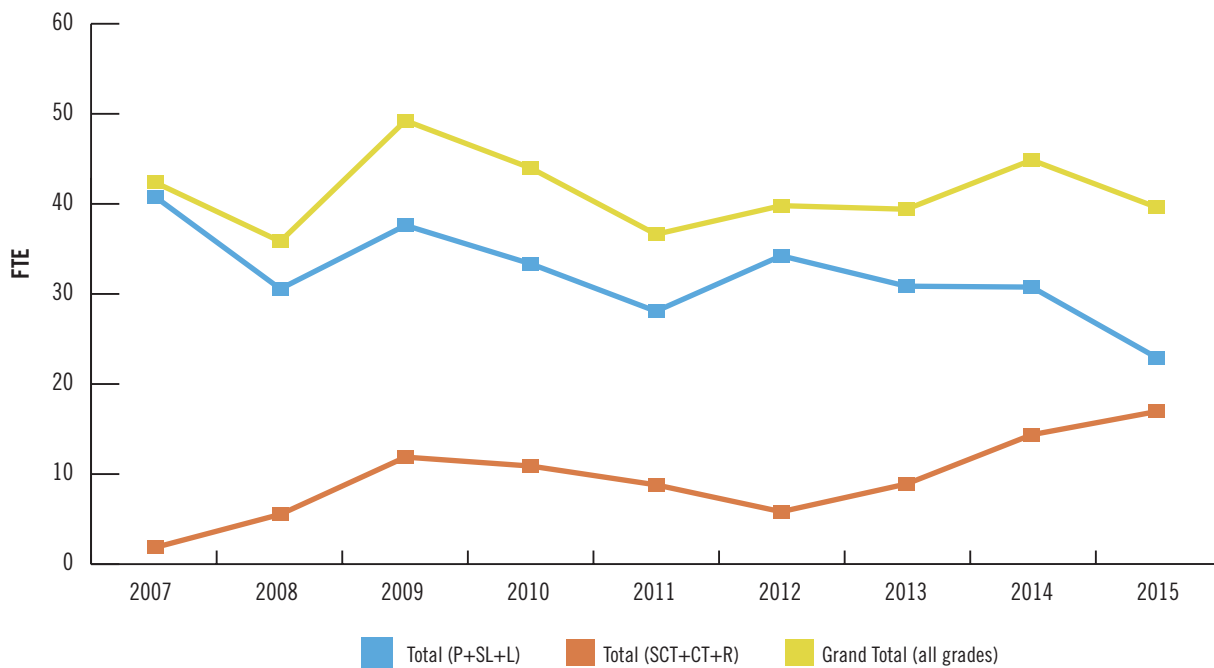
A total of 40 FTE (50 posts) were reported as vacancies, across 10 of the 15 specialty groups. One quarter of vacancies were in Restorative Dentistry.

Figure 9 summarises the profile of vacant posts, with just over half of vacancies at Professor, Reader/ Senior Lecturer and Lecturer grades. Although the overall vacancy rate is similar

to previous years, the split by grade is quite different, with the highest number of vacancies in Senior Clinical Teacher and Clinical Teacher roles (17 FTE), and the lowest number of vacancies in the research-active roles (23 FTE).

In addition to detail on vacant posts, eight schools also provided additional comments about difficulties in recruitment to particular specialties. The concern cited by all schools is a shortage of suitably experienced candidates on the academic side, with some schools re-advertising several times without appointment and others appointing to teaching-only

Figure 10: Vacant posts by academic grade (2007–2015)



roles instead of REF-returnable appointments. Respondents found that there was a national shortage of academics in dentistry from which to recruit, and a lack of trainees coming through the system.

Nine specialties were identified as having particular difficulties in recruitment to senior grades: Restorative Dentistry (concerns raised by six schools), Paediatric Dentistry (five schools), Oral & Maxillofacial Surgery, Oral Medicine, Orthodontics, Oral & Maxillofacial Pathology (two schools each), Endodontic, Prosthodontics and Dental Public Health (one school each).

7 AGE, GENDER and ETHNICITY

Appointment to a clinical academic dental role with a CCST takes longer than run-through clinical training, as, in addition to completing a dental degree (typically five years) and postgraduate specialty training (three to five years), the majority of university appointments at Lecturer and above require a doctorate and an established research track record.

Figure 11 shows that age is broadly related to academic grade, particularly for Professor, Reader/ Senior Lecturer and Lecturer grades. Researchers are entirely drawn from the younger age groups, which is consistent with this being a stepping stone

Figure 11: Profile by age and academic grade (headcount)

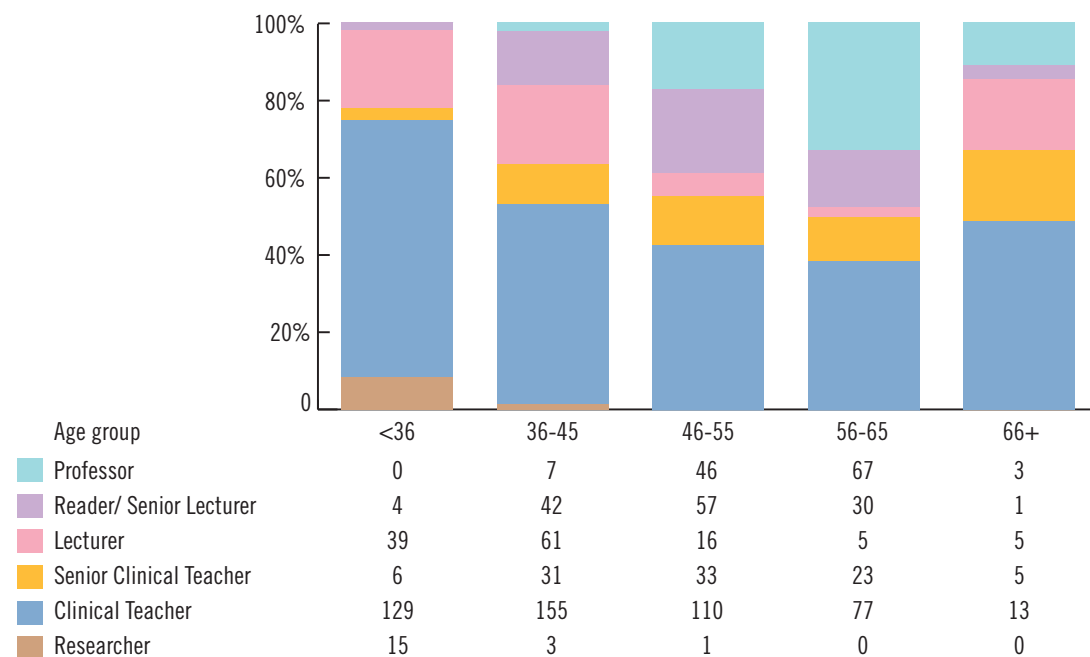


Figure 12a: Age profile since 2004 (headcount)

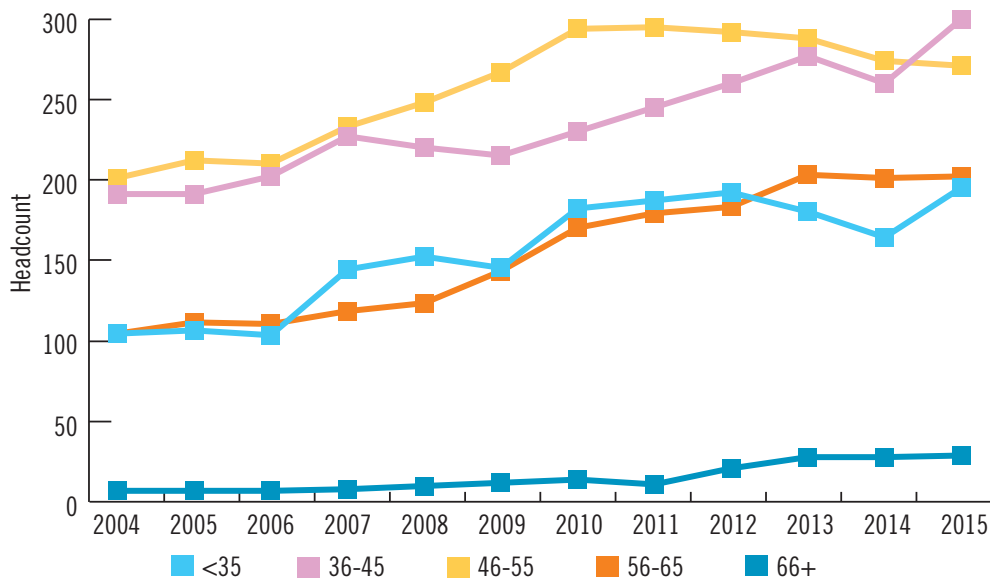


Figure 12b: Age profile since 2004 (men, headcount)

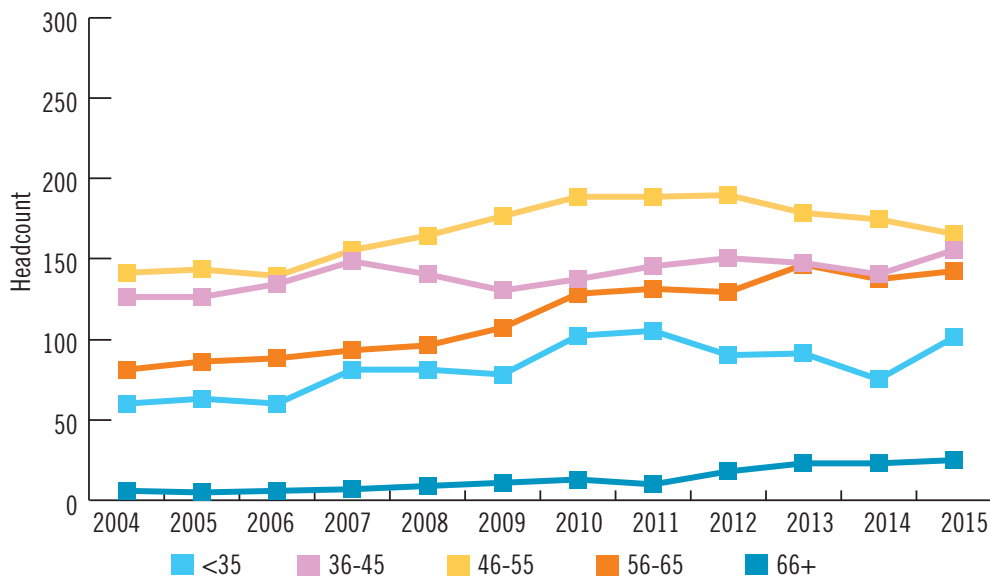


Figure 12c: Age profile since 2004 (women, headcount)

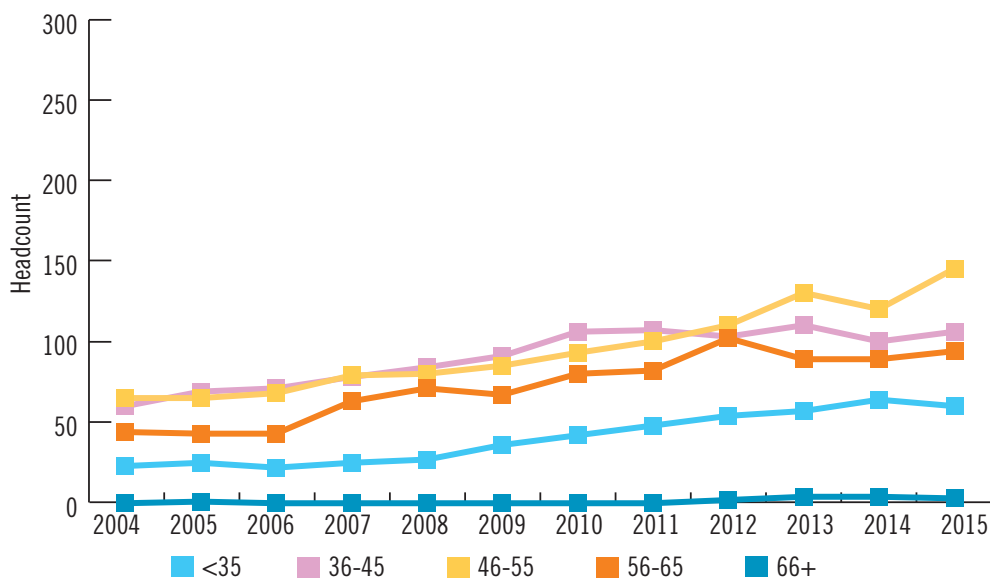


Figure 13: Academic grade and gender (2005 and 2015) (headcount)

2005	Men	% of grade by gender	Women	% of grade by gender	Total
Professor	86	87.8%	12	12.2%	98
% of gender at grade	20.3%		5.9%		
Reader/ Senior Lecturer	139	73.2%	51	26.8%	190
% of gender at grade	32.9%		25.1%		
Lecturer	198	58.6%	140	41.4%	338
% of gender at grade	46.8%		69.0%		
Grand Total	423	67.6%	203	32.4%	626

2015	Men	% of grade by gender	Women	% of grade by gender	Total
Professor	98	79.7%	25	20.3%	123
% of gender at grade	16.9%		6.2%		
Reader/ Senior Lecturer	81	60.4%	53	39.6%	134
% of gender at grade	14.0%		13.1%		
Lecturer	54	42.9%	72	57.1%	126
% of gender at grade	9.3%		17.8%		
Senior Clinical Teacher	61	62.2%	37	37.8%	98
% of gender at grade	10.5%		9.2%		
Clinical Teacher	274	56.6%	210	43.4%	484
% of gender at grade	47.2%		52.0%		
Researcher	12	63.2%	7	36.8%	19
% of gender at grade	2.1%		1.7%		
Grand Total	580	58.9%	404	41.1%	984

to a research career in dentistry. There is a high proportion of Clinical Teachers across all age groups.

Half of the clinical academic workforce is aged under 46, which is a much younger profile than in medicine.⁵ Figures 12a–c show a concurrent trend in academic dentistry when looking at gender. In particular, the headcount of women is increasing across every age group, and accounts for much of the growth in the total workforce, whereas the age profile of men appears to be stable.

Most of the expansion of clinical academic dental numbers can be attributed to the increase in women clinical academics. The staffing level in 2015 compared with 10 years earlier showed a 37% increase in the number of men (+157) and a 99% increase in the number of women (+201). Women now make up 41% of the clinical academic workforce in dentistry, up from 32% in 2005, but compared with 46% of people on the General Dental Council's register of dentists.⁶ Figure 13 shows that the proportion of women does decrease with

academic seniority: 20% of Professors, 40% are Readers/ Senior Lecturers, 57% are Lecturers, although this is much higher than 12%, 27% and 41% in 2005. Across Senior Clinical Teachers, Clinical Teachers and Researchers, 42% are women.

Figures 14 and 15 show the difference in headcount and FTE by gender and academic grade. Across all academic grades, 39% of women and 41% of men work full-time, but it is interesting to observe that the average (mean) FTE for men has decreased from 0.7 FTE in 2004 to less than 0.6 FTE in 2015, lower than the FTE for women, indicating that those men who work Less Than Full-Time (LTFT) have a lower academic FTE than women, on average. The proportion of both men and women working LTFT has noticeably increased over the last 10 years, however this is also linked to the rise of Clinical Teacher appointments. Some 92% of Clinical Teachers are employed LTFT, so whilst they make up 27% of the FTE clinical academic dental team, this group comprise 49% of the headcount. Across Professors, Readers/ Senior Lecturers and Lecturers, 24% of clinical academics work LTFT, an increase on previous years, compared with 86% of Senior Clinical Teachers, Clinical Teachers and Researchers.

5 Medical Schools Council (2016) *A Survey of Staffing Levels of Medical Clinical Academics in UK Medical Schools as at 31 July 2015*.

6 General Dental Council (2015) *Annual report and accounts 2014. Regulation Statistic Report*.

Figure 14: Profile by gender since 2004 (headcount and FTE)

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	Change since 2004	Change since 2014
Men – headcount	438	423	428	484	490	502	569	579	576	585	551	580	32.4%	5.3%
Men – FTE	304.7	299.0	299.9	318.9	317.2	325.5	341.7	345.5	345.1	332.1	346.2	335.9	10.2%	-3.0%
Women – headcount	203	203	206	245	262	279	325	337	371	392	378	404	99.0%	6.9%
Women – FTE	130.5	134.4	134.6	152.6	164.5	176.9	198.2	201.8	221.3	230.9	241.1	247.3	89.5%	2.6%
Total (headcount)	641	626	634	729	752	781	894	916	947	975	926	984	53.5%	6.3%
Total (FTE)	435.2	433.4	434.5	471.5	481.7	502.5	539.9	547.2	566.4	563.0	587.3	583.2	34.0%	-0.7%

Figure 15: Academic grade by gender and full-time/ LTFT working (headcount)

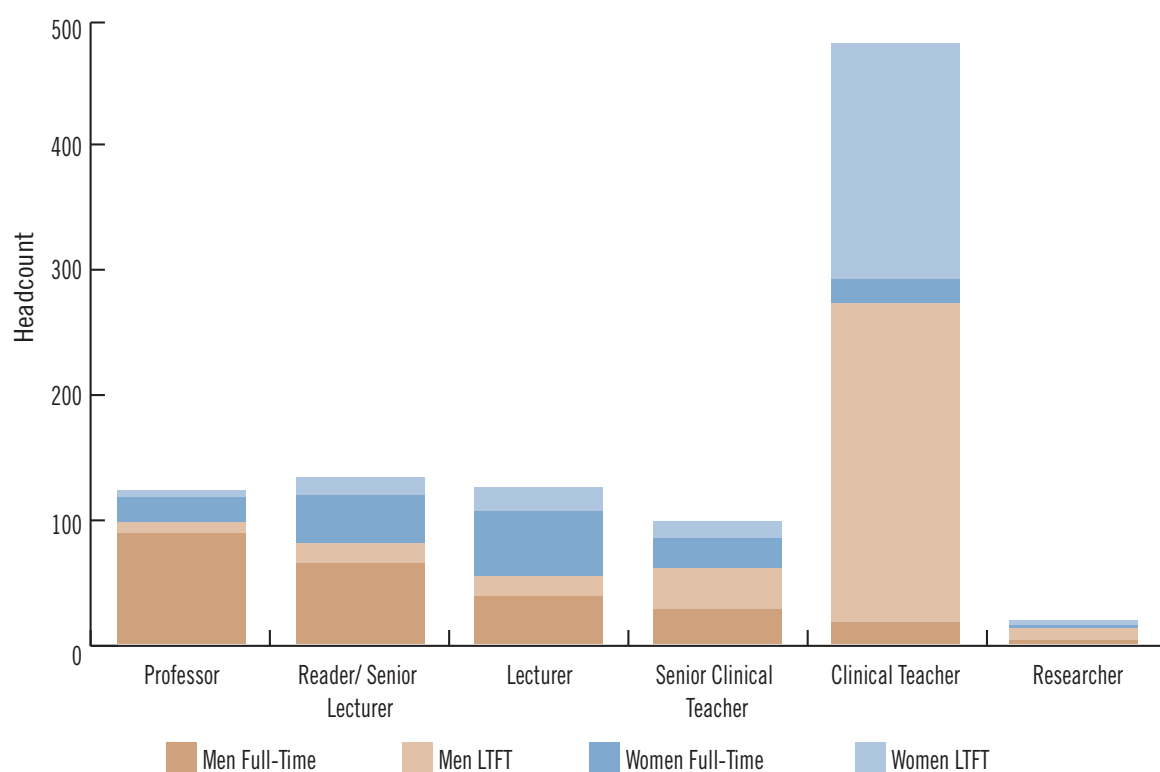


Figure 16 contrasts not only the gender profile for each specialty, but also the proportion of clinical academics working LTFT. The three specialties with the most women are Paediatric Dentistry (73%), Dental Public Health (63%) and Special Care Dentistry (45%), and the three specialties with the fewest are Prosthodontics (26%), Oral & Maxillofacial Surgery (25%) and Dental & Maxillofacial Radiology (22%).⁷

The 2015 data update shows that 73% of clinical academics are white, 22% are Black and Minority Ethnic (BME) and 5% fall within the unknown category, compared with 83%, 14% and 3% in 2005. BME clinical academics are particularly underrepresented at Professor and Reader/ Senior Lecturer grades (8% and 13% respectively), and amongst Researchers too (11%), although their number is small. Across Lecturers,

Senior Clinical Teachers and Clinical Teachers, 68% are white, 26% are BME and 6% are unknown, which is not dissimilar to HESA 2013–14 data on student numbers (65% white, 35% BME).

Figure 18 links ethnicity with age, and an apparent cohort effect. Again there is a difference in the profiles for clinical academics in teaching-only clinical academic roles rather than an integrated research and teaching pathway, with around 8% more clinical academics of BME origin for every comparator age group.

Full data on the age, gender and ethnicity profile of the clinical academic workforce are available as Appendices 7–11.

⁷ Excluded from analysis – 35 individuals with age unknown (2004), two individuals with age known (2014).

Figure 16: Specialty by gender and full-time/ LTFT working (headcount)

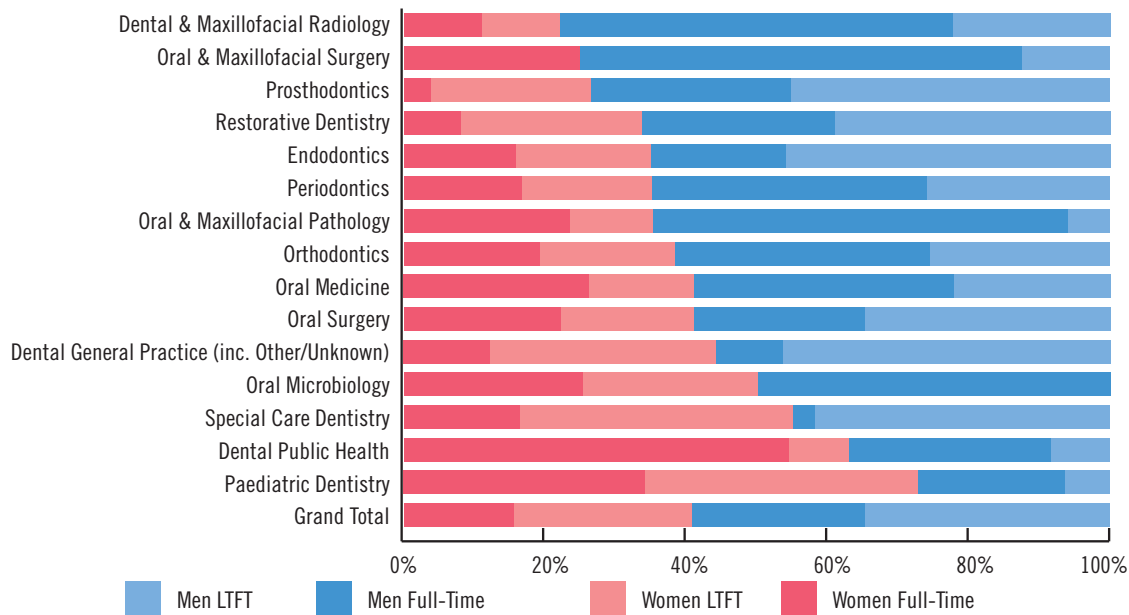


Figure 17: Academic grade and ethnic origin (headcount)

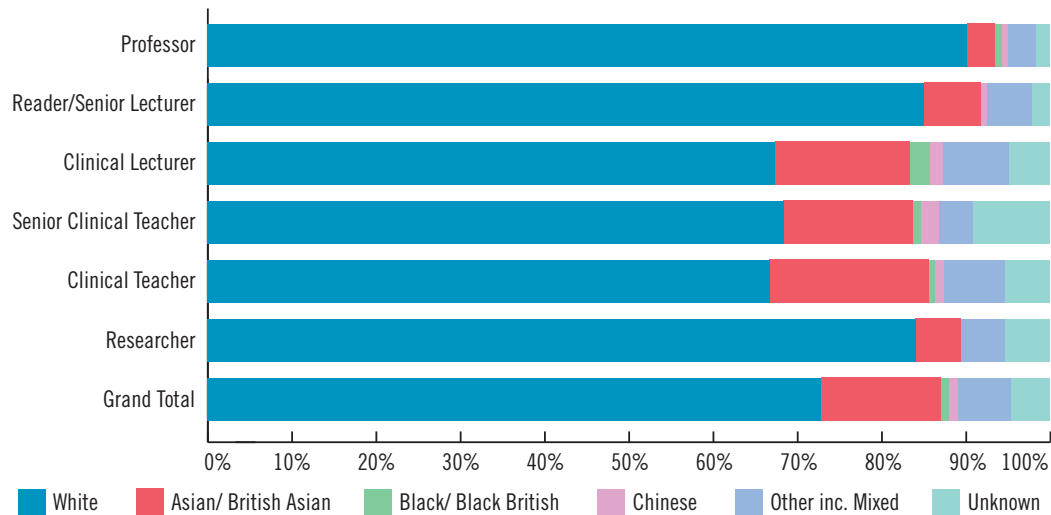
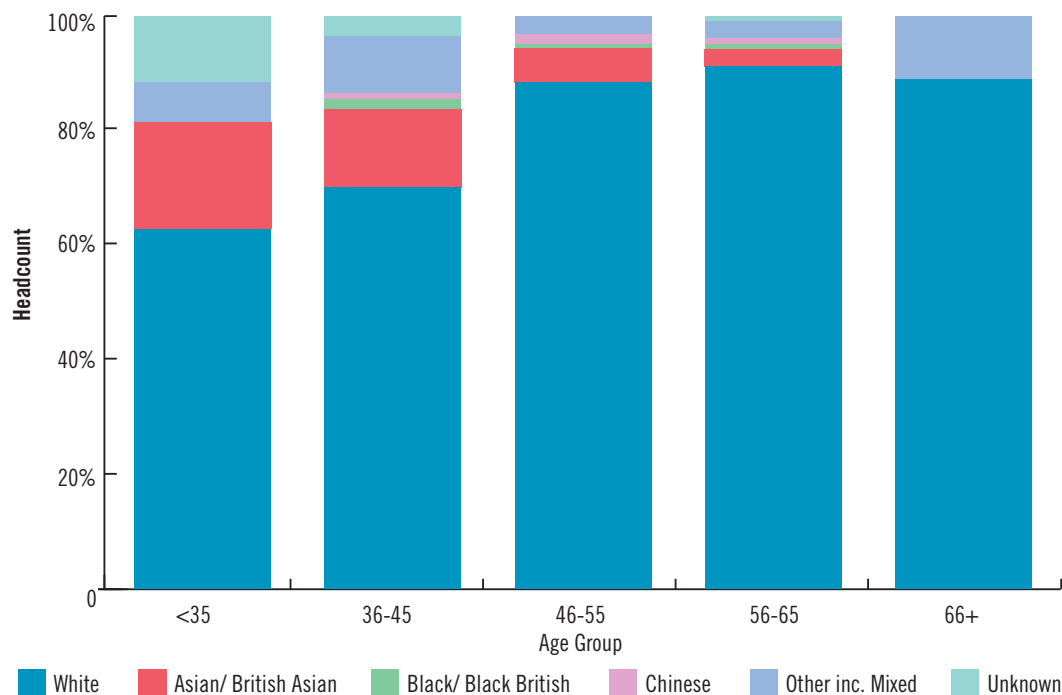


Figure 18: Academic grade, age and ethnic origin (headcount)



8 CONCLUDING REMARKS

This report, as in previous years, gives the most complete picture of clinical academic staffing levels in dentistry in the UK. Nonetheless there are limitations with the data, and this report captures only the clinical academic contribution of the workforce with a substantive university contract and honorary NHS contract; the contribution to teaching of clinicians employed with a substantive NHS contract is not captured.

The overall clinical academic staffing level is stable at a high level: between 2014 and 2015 there was a small decrease in staffing level, but this follows eight years of rapid expansion across England, Scotland and Northern Ireland following the recognition of the teaching-only clinical academic pathway and the inclusion of Senior Clinical Teachers and Clinical Teachers within this report. The staffing number in Wales has fallen slightly.

There are two trends happening concurrently in clinical academic dentistry. The research-active and more traditional clinical academic grades of Professor, Reader/ Senior Lecturer and Lecturer are declining. Concerns have been raised by a number of dental schools with regards to suitably qualified applicants, particularly in terms of research capacity. In response to this, dental schools have developed innovative ways to deliver the teaching agenda through the Teaching & Scholarship pathway. However, there is early evidence that the research-led element of clinical care in dentistry is reducing, and this is concerning.

Female representation in the academic workforce is increasing, across all age groups and all academic grades. There are, however, major differences between clinical specialties. There remain challenges in BME representation in academic dentistry.

Managing the dual workloads of specialty training whilst establishing a research track record is challenging, but it is an exciting and worthwhile career. Structured and flexible training pathways must continue, with national oversight of the specialties to ensure that the breadth of the research agenda is sustained. It is essential that future cohorts of students are inspired to undertake original research and through this, to improve patient care.

Appendices

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

	Funding Council		NHS		Other		Total 2015	Total 2014	Change since 2014
Dental & Maxillofacial Radiology									
Professor	0.5	50.0%	0.5	50.0%	0.0	0.0%	1.0	1.0	
Reader/ Senior Lecturer	3.1	63.5%	1.8	36.5%	0.0	0.0%	4.8	4.0	
Lecturer	1.0	100.0%	0.0	0.0%	0.0	0.0%	1.0	1.0	
<i>Sub-total (P+SL+L)</i>	<i>4.6</i>	<i>66.9%</i>	<i>2.3</i>	<i>33.1%</i>	<i>0.0</i>	<i>0.0%</i>	<i>6.8</i>	<i>6.0</i>	<i>13.3%</i>
Senior Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Clinical Teacher	1.0	100.0%	0.0	0.0%	0.0	0.0%	1.0	1.2	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>1.0</i>	<i>100.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>1.0</i>	<i>1.2</i>	<i>-16.7%</i>
Grand Total	5.6	71.2%	2.3	28.8%	0.0	0.0%	7.8	7.2	8.3%
Dental Public Health									
Professor	13.2	94.7%	0.3	2.2%	0.4	3.1%	13.9	12.7	
Reader/ Senior Lecturer	5.5	75.0%	1.2	16.8%	0.6	8.2%	7.3	6.3	
Lecturer	2.4	39.7%	2.6	43.7%	1.0	16.7%	6.0	5.0	
<i>Sub-total (P+SL+L)</i>	<i>21.0</i>	<i>77.3%</i>	<i>4.1</i>	<i>15.2%</i>	<i>2.0</i>	<i>7.5%</i>	<i>27.2</i>	<i>24.0</i>	<i>13.3%</i>
Senior Clinical Teacher	1.0	100.0%	0.0	0.0%	0.0	0.0%	1.0	2.2	
Clinical Teacher	1.0	50.0%	0.0	0.0%	1.0	50.0%	2.0	2.0	
Researcher	1.0	58.8%	0.0	0.0%	0.7	41.2%	1.7	4.4	
<i>Sub-total (SCT+CT+R)</i>	<i>3.0</i>	<i>63.8%</i>	<i>0.0</i>	<i>0.0%</i>	<i>1.7</i>	<i>36.2%</i>	<i>4.7</i>	<i>8.6</i>	<i>-45.0%</i>
Grand Total	24.0	75.3%	4.1	13.0%	3.7	11.7%	31.9	32.6	-2.0%
Endodontics									
Professor	4.7	100.0%	0.0	0.0%	0.0	0.0%	4.7	3.7	
Reader/ Senior Lecturer	3.0	61.2%	1.9	38.8%	0.0	0.0%	4.9	2.8	
Lecturer	1.2	100.0%	0.0	0.0%	0.0	0.0%	1.2	2.2	
<i>Sub-total (P+SL+L)</i>	<i>8.9</i>	<i>82.4%</i>	<i>1.9</i>	<i>17.6%</i>	<i>0.0</i>	<i>0.0%</i>	<i>10.8</i>	<i>8.7</i>	<i>24.1%</i>
Senior Clinical Teacher	1.6	100.0%	0.0	0.0%	0.0	0.0%	1.6	0.9	
Clinical Teacher	1.5	100.0%	0.0	0.0%	0.0	0.0%	1.5	1.4	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>3.1</i>	<i>100.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>3.1</i>	<i>2.3</i>	<i>35.7%</i>
Grand Total	12.0	86.4%	1.9	13.6%	0.0	0.0%	13.9	11.0	26.5%
Oral & Maxillofacial Pathology									
Professor	3.5	70.0%	1.5	30.0%	0.0	0.0%	5.0	7.0	
Reader/ Senior Lecturer	5.2	76.6%	1.6	23.4%	0.0	0.0%	6.8	8.0	
Lecturer	1.1	34.4%	1.0	31.3%	1.1	34.4%	3.2	7.5	
<i>Sub-total (P+SL+L)</i>	<i>9.8</i>	<i>65.4%</i>	<i>4.1</i>	<i>27.3%</i>	<i>1.1</i>	<i>7.3%</i>	<i>15.0</i>	<i>22.5</i>	<i>-33.3%</i>
Senior Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	1.4	
Clinical Teacher	0.5	100.0%	0.0	0.0%	0.0	0.0%	0.5	2.2	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>0.5</i>	<i>100.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.5</i>	<i>3.6</i>	<i>-86.1%</i>
Grand Total	10.3	66.5%	4.1	26.4%	1.1	7.1%	15.5	26.1	-40.6%
Oral & Maxillofacial Surgery									
Professor	4.5	90.0%	0.5	10.0%	0.0	0.0%	5.0	6.0	
Reader/ Senior Lecturer	2.2	86.0%	0.4	14.0%	0.0	0.0%	2.5	3.0	
Lecturer	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (P+SL+L)</i>	<i>6.7</i>	<i>88.7%</i>	<i>0.9</i>	<i>11.3%</i>	<i>0.0</i>	<i>0.0%</i>	<i>7.5</i>	<i>9.0</i>	<i>-16.7%</i>
Senior Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	1.0	
<i>Sub-total (SCT+CT+R)</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>1.0</i>	<i>-100.0%</i>
Grand Total	6.7	88.7%	0.9	11.3%	0.0	0.0%	7.5	10.0	-25.0%

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

	Funding Council		NHS		Other		Total 2015	Total 2014	Change since 2014
Oral Medicine									
Professor	4.0	76.9%	1.0	19.2%	0.2	3.8%	5.2	6.7	
Reader/ Senior Lecturer	5.5	84.5%	1.0	15.5%	0.0	0.0%	6.5	8.5	
Lecturer	3.0	66.7%	0.5	11.1%	1.0	22.2%	4.5	5.6	
<i>Sub-total (P+SL+L)</i>	<i>12.5</i>	<i>77.1%</i>	<i>2.5</i>	<i>15.5%</i>	<i>1.2</i>	<i>7.4%</i>	<i>16.2</i>	<i>20.8</i>	<i>-22.3%</i>
Senior Clinical Teacher	0.5	82.5%	0.1	17.5%	0.0	0.0%	0.6	0.6	
Clinical Teacher	0.5	12.4%	2.7	64.3%	1.0	23.3%	4.1	3.5	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.2	
<i>Sub-total (SCT+CT+R)</i>	<i>1.0</i>	<i>21.3%</i>	<i>2.8</i>	<i>58.4%</i>	<i>1.0</i>	<i>20.4%</i>	<i>4.7</i>	<i>4.3</i>	<i>11.1%</i>
Grand Total	13.5	64.5%	5.3	25.2%	2.2	10.4%	20.9	25.0	-16.6%
Oral Microbiology									
Professor	2.0	100.0%	0.0	0.0%	0.0	0.0%	2.0	2.0	
Reader/ Senior Lecturer	0.3	52.0%	0.3	48.0%	0.0	0.0%	0.6	0.0	
Lecturer	0.0	0.0%	1.0	100.0%	0.0	0.0%	1.0	1.0	
<i>Sub-total (P+SL+L)</i>	<i>2.3</i>	<i>64.1%</i>	<i>1.3</i>	<i>35.9%</i>	<i>0.0</i>	<i>0.0%</i>	<i>3.6</i>	<i>3.0</i>	<i>21.3%</i>
Senior Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0%</i>
Grand Total	2.3	64.1%	1.3	35.9%	0.0	0.0%	3.6	3.0	21.3%
Oral Surgery									
Professor	9.2	76.7%	2.8	23.3%	0.0	0.0%	12.0	11.0	
Reader/ Senior Lecturer	7.4	57.2%	5.6	42.8%	0.0	0.0%	13.0	12.6	
Lecturer	6.5	52.0%	3.5	28.0%	2.5	20.0%	12.5	14.5	
<i>Sub-total (P+SL+L)</i>	<i>23.1</i>	<i>61.7%</i>	<i>11.9</i>	<i>31.7%</i>	<i>2.5</i>	<i>6.7%</i>	<i>37.5</i>	<i>38.1</i>	<i>-1.6%</i>
Senior Clinical Teacher	2.9	76.1%	0.9	23.9%	0.0	0.0%	3.8	3.6	
Clinical Teacher	13.3	84.0%	2.6	16.0%	0.0	0.0%	15.9	18.7	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	2.0	
<i>Sub-total (SCT+CT+R)</i>	<i>16.2</i>	<i>82.4%</i>	<i>3.5</i>	<i>17.6%</i>	<i>0.0</i>	<i>0.0%</i>	<i>19.7</i>	<i>24.3</i>	<i>-18.9%</i>
Grand Total	39.4	68.8%	15.3	26.8%	2.5	4.4%	57.2	62.4	-8.3%
Orthodontics									
Professor	10.5	85.1%	1.8	14.9%	0.0	0.0%	12.3	10.4	
Reader/ Senior Lecturer	4.4	69.2%	1.0	15.1%	1.0	15.7%	6.4	8.2	
Lecturer	3.7	63.8%	1.0	17.2%	1.1	19.0%	5.8	7.0	
<i>Sub-total (P+SL+L)</i>	<i>18.6</i>	<i>75.9%</i>	<i>3.8</i>	<i>15.5%</i>	<i>2.1</i>	<i>8.6%</i>	<i>24.5</i>	<i>25.6</i>	<i>-4.2%</i>
Senior Clinical Teacher	1.5	100.0%	0.0	0.0%	0.0	0.0%	1.5	1.5	
Clinical Teacher	5.6	80.6%	1.4	19.4%	0.0	0.0%	7.0	5.6	
Researcher	0.0	0.0%	0.0	0.0%	1.0	100.0%	1.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>7.1</i>	<i>75.2%</i>	<i>1.4</i>	<i>14.3%</i>	<i>1.0</i>	<i>10.5%</i>	<i>9.5</i>	<i>7.1</i>	<i>33.8%</i>
Grand Total	25.7	75.7%	5.2	15.2%	3.1	9.1%	34.0	32.7	4.1%
Paediatric Dentistry									
Professor	11.1	95.4%	0.5	4.6%	0.0	0.0%	11.6	10.6	
Reader/ Senior Lecturer	5.1	53.0%	3.5	36.6%	1.0	10.4%	9.6	13.6	
Lecturer	7.4	73.7%	2.5	24.3%	0.2	2.0%	10.1	9.1	
<i>Sub-total (P+SL+L)</i>	<i>23.6</i>	<i>75.4%</i>	<i>6.5</i>	<i>20.7%</i>	<i>1.2</i>	<i>3.8%</i>	<i>31.3</i>	<i>33.3</i>	<i>-6.0%</i>
Senior Clinical Teacher	4.0	100.0%	0.0	0.0%	0.0	0.0%	4.0	3.0	
Clinical Teacher	6.3	77.2%	1.9	22.8%	0.0	0.0%	8.1	10.6	
Researcher	0.0	0.0%	0.0	0.0%	1.0	100.0%	1.0	1.0	
<i>Sub-total (SCT+CT+R)</i>	<i>10.3</i>	<i>78.2%</i>	<i>1.9</i>	<i>14.1%</i>	<i>1.0</i>	<i>7.6%</i>	<i>13.1</i>	<i>14.6</i>	<i>-10.3%</i>
Grand Total	33.9	76.3%	8.3	18.8%	2.2	5.0%	44.4	47.9	-7.3%
Periodontics									
Professor	7.6	100.0%	0.0	0.0%	0.0	0.0%	7.6	4.6	
Reader/ Senior Lecturer	9.5	95.0%	0.5	5.0%	0.0	0.0%	10.0	8.0	
Lecturer	9.4	71.2%	1.5	11.4%	2.3	17.4%	13.2	8.9	
<i>Sub-total (P+SL+L)</i>	<i>26.5</i>	<i>86.0%</i>	<i>2.0</i>	<i>6.5%</i>	<i>2.3</i>	<i>7.5%</i>	<i>30.8</i>	<i>21.5</i>	<i>43.3%</i>
Senior Clinical Teacher	1.0	50.0%	1.0	50.0%	0.0	0.0%	2.0	2.0	
Clinical Teacher	3.0	87.5%	0.0	0.0%	0.4	12.5%	3.4	7.4	
Researcher	0.2	10.0%	1.0	50.0%	0.8	40.0%	2.0	0.9	
<i>Sub-total (SCT+CT+R)</i>	<i>4.2</i>	<i>56.5%</i>	<i>2.0</i>	<i>26.9%</i>	<i>1.2</i>	<i>16.5%</i>	<i>7.4</i>	<i>10.3</i>	<i>-28.0%</i>
Grand Total	30.7	80.3%	4.0	10.5%	3.5	9.2%	38.2	31.8	20.2%

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

	Funding Council		NHS		Other		Total 2015	Total 2014	Change since 2014
Prosthodontics									
Professor	4.0	100.0%	0.0	0.0%	0.0	0.0%	4.0	4.0	
Reader/ Senior Lecturer	8.5	98.6%	0.1	1.4%	0.0	0.0%	8.6	8.6	
Lecturer	4.3	89.6%	0.5	10.4%	0.0	0.0%	4.8	6.5	
<i>Sub-total (P+SL+L)</i>	<i>16.8</i>	<i>96.4%</i>	<i>0.6</i>	<i>3.6%</i>	<i>0.0</i>	<i>0.0%</i>	<i>17.4</i>	<i>19.1</i>	<i>-8.9%</i>
Senior Clinical Teacher	4.9	83.1%	0.0	0.0%	1.0	16.9%	5.9	2.6	
Clinical Teacher	4.4	68.7%	2.0	31.3%	0.0	0.0%	6.4	7.6	
Researcher	0.0	0.0%	0.3	100.0%	0.0	0.0%	0.3	1.3	
<i>Sub-total (SCT+CT+R)</i>	<i>9.3</i>	<i>73.8%</i>	<i>2.3</i>	<i>18.3%</i>	<i>1.0</i>	<i>7.9%</i>	<i>12.6</i>	<i>11.5</i>	<i>9.6%</i>
Grand Total	26.1	86.9%	2.9	9.7%	1.0	3.3%	30.0	30.6	-2.0%
Restorative Dentistry									
Professor	22.5	81.2%	4.2	15.2%	1.0	3.6%	27.7	33.7	
Reader/ Senior Lecturer	25.7	78.0%	5.6	17.1%	1.6	4.9%	32.9	38.0	
Lecturer	21.1	83.7%	2.6	10.3%	1.5	6.0%	25.2	29.2	
<i>Sub-total (P+SL+L)</i>	<i>69.3</i>	<i>80.7%</i>	<i>12.4</i>	<i>14.5%</i>	<i>4.1</i>	<i>4.8%</i>	<i>85.8</i>	<i>100.9</i>	<i>-14.9%</i>
Senior Clinical Teacher	16.7	71.2%	6.8	28.8%	0.0	0.0%	23.5	19.5	
Clinical Teacher	46.0	78.2%	11.5	19.6%	1.3	2.2%	58.8	68.3	
Researcher	0.2	7.1%	0.5	23.8%	1.4	69.0%	2.1	4.8	
<i>Sub-total (SCT+CT+R)</i>	<i>62.9</i>	<i>74.5%</i>	<i>18.8</i>	<i>22.3%</i>	<i>2.7</i>	<i>3.3%</i>	<i>84.4</i>	<i>92.6</i>	<i>-8.9%</i>
Grand Total	132.2	77.6%	31.2	18.3%	6.8	4.0%	170.2	193.5	-12.0%
Special Care Dentistry									
Professor	1.0	50.0%	0.0	0.0%	1.0	50.0%	2.0	1.0	
Reader/ Senior Lecturer	2.0	77.7%	0.6	22.3%	0.0	0.0%	2.6	3.6	
Lecturer	0.0	0.0%	1.0	100.0%	0.0	0.0%	1.0	0.0	
<i>Sub-total (P+SL+L)</i>	<i>3.0</i>	<i>53.9%</i>	<i>1.6</i>	<i>28.2%</i>	<i>1.0</i>	<i>17.9%</i>	<i>5.6</i>	<i>4.6</i>	<i>21.5%</i>
Senior Clinical Teacher	1.9	84.1%	0.4	15.9%	0.0	0.0%	2.2	4.2	
Clinical Teacher	1.6	29.4%	3.7	70.6%	0.0	0.0%	5.3	1.2	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>3.4</i>	<i>45.5%</i>	<i>4.1</i>	<i>54.5%</i>	<i>0.0</i>	<i>0.0%</i>	<i>7.5</i>	<i>5.4</i>	<i>38.9%</i>
Grand Total	6.4	49.1%	5.7	43.3%	1.0	7.6%	13.1	10.0	30.9%
General Dental Practice (inc Other/ Unknown)									
Professor	3.0	100.0%	0.0	0.0%	0.0	0.0%	3.0	2.0	
Reader/ Senior Lecturer	2.7	65.0%	0.5	11.9%	1.0	23.1%	4.2	4.5	
Lecturer	10.3	61.0%	4.6	27.4%	1.9	11.6%	16.8	17.5	
<i>Sub-total (P+SL+L)</i>	<i>16.0</i>	<i>66.6%</i>	<i>5.1</i>	<i>21.3%</i>	<i>2.9</i>	<i>12.1%</i>	<i>24.0</i>	<i>24.0</i>	<i>0.0%</i>
Senior Clinical Teacher	11.5	51.0%	10.4	46.0%	0.7	3.0%	22.5	17.4	
Clinical Teacher	36.5	80.2%	8.9	19.5%	0.2	0.3%	45.6	20.6	
Researcher	0.2	6.9%	0.2	6.9%	2.5	86.2%	2.9	1.5	
<i>Sub-total (SCT+CT+R)</i>	<i>48.2</i>	<i>67.9%</i>	<i>19.4</i>	<i>27.4%</i>	<i>3.3</i>	<i>4.7%</i>	<i>71.0</i>	<i>39.5</i>	<i>79.6%</i>
Grand Total	64.2	67.6%	24.5	25.8%	6.2	6.6%	95.0	63.5	49.5%
Grand Total									
Professor	101.2	86.5%	13.2	11.2%	2.6	2.2%	117.0	116.4	
Reader/ Senior Lecturer	90.0	74.6%	25.5	21.1%	5.2	4.3%	120.7	129.7	
Lecturer	71.4	67.2%	22.3	21.0%	12.6	11.9%	106.3	115.0	
<i>Sub-total (P+SL+L)</i>	<i>262.6</i>	<i>76.3%</i>	<i>60.9</i>	<i>17.7%</i>	<i>20.4</i>	<i>5.9%</i>	<i>344.0</i>	<i>361.0</i>	<i>-4.7%</i>
Senior Clinical Teacher	47.5	69.2%	19.5	28.4%	1.7	2.4%	68.6	58.9	
Clinical Teacher	121.2	76.0%	34.5	21.6%	3.8	2.4%	159.6	150.3	
Researcher	1.6	14.1%	2.0	18.2%	7.4	67.7%	11.0	17.1	
<i>Sub-total (SCT+CT+R)</i>	<i>170.3</i>	<i>71.2%</i>	<i>56.0</i>	<i>23.4%</i>	<i>13.0</i>	<i>5.4%</i>	<i>239.3</i>	<i>226.3</i>	<i>5.7%</i>
Grand Total	432.9	74.2%	117.0	20.1%	33.4	5.7%	583.2	587.3	-0.7%

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

	Funding Council		NHS		Other		Total 2015	Total 2014	Change since 2014
London									
Professor	24.7	89.8%	2.8	10.2%	0.0	0.0%	27.5	27.7	
Reader/ Senior Lecturer	30.2	87.0%	3.5	10.2%	1.0	2.9%	34.8	40.4	
Lecturer	21.0	72.5%	2.0	6.9%	5.9	20.6%	28.9	35.8	
<i>Sub-total (P+SL+L)</i>	<i>75.9</i>	<i>83.2%</i>	<i>8.3</i>	<i>9.1%</i>	<i>6.9</i>	<i>7.6%</i>	<i>91.2</i>	<i>103.9</i>	<i>-12.2%</i>
Senior Clinical Teacher	18.4	88.3%	2.4	11.7%	0.0	0.0%	20.8	14.1	
Clinical Teacher	40.3	72.2%	15.6	27.8%	0.0	0.0%	55.9	54.6	
Researcher	1.4	23.3%	1.0	16.7%	3.6	60.0%	6.0	2.9	
<i>Sub-total (SCT+CT+R)</i>	<i>60.1</i>	<i>72.7%</i>	<i>19.0</i>	<i>23.0%</i>	<i>3.6</i>	<i>4.4%</i>	<i>82.7</i>	<i>71.6</i>	<i>15.6%</i>
Grand Total	136.0	78.2%	27.3	15.7%	10.5	6.1%	173.9	175.4	-0.9%
North East									
Professor	7.8	88.6%	1.0	11.4%	0.0	0.0%	8.8	7.8	
Reader/ Senior Lecturer	5.0	83.8%	0.0	0.0%	1.0	16.2%	6.0	9.0	
Lecturer	3.3	82.5%	0.1	2.5%	0.6	15.0%	4.0	4.7	
<i>Sub-total (P+SL+L)</i>	<i>16.1</i>	<i>85.8%</i>	<i>1.1</i>	<i>5.9%</i>	<i>1.6</i>	<i>8.4%</i>	<i>18.8</i>	<i>21.5</i>	<i>-12.6%</i>
Senior Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Clinical Teacher	6.0	96.0%	0.3	4.0%	0.0	0.0%	6.2	3.0	
Researcher	0.2	7.9%	0.0	0.0%	1.7	92.1%	1.9	3.5	
<i>Sub-total (SCT+CT+R)</i>	<i>6.1</i>	<i>75.3%</i>	<i>0.3</i>	<i>3.1%</i>	<i>1.7</i>	<i>21.6%</i>	<i>8.1</i>	<i>6.5</i>	<i>25.4%</i>
Grand Total	22.2	82.6%	1.4	5.0%	3.3	12.3%	26.9	28.0	-3.8%
North West									
Professor	10.0	66.8%	3.6	23.7%	1.4	9.5%	15.0	16.0	
Reader/ Senior Lecturer	11.4	59.3%	6.2	32.3%	1.6	8.3%	19.2	13.8	
Lecturer	11.1	57.7%	6.2	32.0%	2.0	10.4%	19.3	20.5	
<i>Sub-total (P+SL+L)</i>	<i>32.5</i>	<i>60.8%</i>	<i>15.9</i>	<i>29.8%</i>	<i>5.0</i>	<i>9.4%</i>	<i>53.5</i>	<i>50.3</i>	<i>6.4%</i>
Senior Clinical Teacher	3.5	24.4%	10.2	70.8%	0.7	4.7%	14.4	14.5	
Clinical Teacher	10.8	78.6%	2.9	21.4%	0.0	0.0%	13.8	15.7	
Researcher	0.0	0.0%	0.0	0.0%	0.1	100.0%	0.1	4.3	
<i>Sub-total (SCT+CT+R)</i>	<i>14.3</i>	<i>50.7%</i>	<i>13.1</i>	<i>46.5%</i>	<i>0.8</i>	<i>2.8%</i>	<i>28.3</i>	<i>34.4</i>	<i>-17.9%</i>
Grand Total	46.9	57.3%	29.1	35.6%	5.8	7.1%	81.8	84.7	-3.5%
South West									
Professor	7.6	93.8%	0.5	6.2%	0.0	0.0%	8.1	8.2	
Reader/ Senior Lecturer	9.0	84.9%	1.0	9.4%	0.6	5.7%	10.6	10.6	
Lecturer	6.5	72.2%	2.5	27.8%	0.0	0.0%	9.0	8.0	
<i>Sub-total (P+SL+L)</i>	<i>23.1</i>	<i>83.4%</i>	<i>4.0</i>	<i>14.4%</i>	<i>0.6</i>	<i>2.2%</i>	<i>27.7</i>	<i>26.8</i>	<i>3.4%</i>
Senior Clinical Teacher	4.7	94.0%	0.3	6.0%	0.0	0.0%	5.0	5.0	
Clinical Teacher	5.2	87.7%	0.3	5.1%	0.4	7.2%	5.9	9.8	
Researcher	0.0	0.0%	0.0	0.0%	1.5	100.0%	1.5	1.5	
<i>Sub-total (SCT+CT+R)</i>	<i>9.9</i>	<i>79.7%</i>	<i>0.6</i>	<i>4.8%</i>	<i>1.9</i>	<i>15.5%</i>	<i>12.4</i>	<i>16.3</i>	<i>-23.8%</i>
Grand Total	33.0	82.2%	4.6	11.5%	2.5	6.3%	40.1	43.1	-6.9%
West Midlands									
Professor	6.4	86.5%	0.0	0.0%	1.0	13.5%	7.4	6.4	
Reader/ Senior Lecturer	4.7	100.0%	0.0	0.0%	0.0	0.0%	4.7	5.0	
Lecturer	7.2	64.3%	0.0	0.0%	4.0	35.7%	11.2	8.4	
<i>Sub-total (P+SL+L)</i>	<i>18.3</i>	<i>78.5%</i>	<i>0.0</i>	<i>0.0%</i>	<i>5.0</i>	<i>21.5%</i>	<i>23.3</i>	<i>19.8</i>	<i>17.7%</i>
Senior Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Clinical Teacher	11.2	97.6%	0.3	2.4%	0.0	0.0%	11.5	9.3	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>11.2</i>	<i>97.6%</i>	<i>0.3</i>	<i>2.4%</i>	<i>0.0</i>	<i>0.0%</i>	<i>11.5</i>	<i>9.3</i>	<i>23.7%</i>
Grand Total	29.5	84.8%	0.3	0.8%	5.0	14.4%	34.8	29.1	19.6%
Yorkshire and Humber									
Professor	17.8	98.9%	0.0	0.0%	0.2	1.1%	18.0	17.4	
Reader/ Senior Lecturer	10.1	93.6%	0.7	6.4%	0.0	0.0%	10.8	10.8	
Lecturer	10.7	72.0%	4.1	27.4%	0.1	0.7%	14.8	18.5	
<i>Sub-total (P+SL+L)</i>	<i>38.6</i>	<i>88.4%</i>	<i>4.7</i>	<i>10.9%</i>	<i>0.3</i>	<i>0.7%</i>	<i>43.6</i>	<i>46.7</i>	<i>-6.6%</i>
Senior Clinical Teacher	7.6	74.4%	2.6	25.6%	0.0	0.0%	10.2	8.8	
Clinical Teacher	21.9	71.8%	8.6	28.2%	0.0	0.0%	30.5	23.0	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>29.5</i>	<i>72.4%</i>	<i>11.2</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>40.7</i>	<i>31.8</i>	<i>28.0%</i>
Grand Total	68.0	80.7%	16.0	18.9%	0.3	0.4%	84.3	78.5	7.4%

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

	Funding Council		NHS		Other		Total 2015	Total 2014	Change since 2014
Northern Ireland									
Professor	2.4	50.0%	2.4	50.0%	0.0	0.0%	4.8	5.5	
Reader/ Senior Lecturer	3.4	45.3%	4.2	54.7%	0.0	0.0%	7.6	5.6	
Lecturer	1.5	75.0%	0.5	25.0%	0.0	0.0%	2.0	2.0	
<i>Sub-total (P+SL+L)</i>	<i>7.3</i>	<i>51.0%</i>	<i>7.1</i>	<i>49.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>14.4</i>	<i>13.1</i>	<i>9.9%</i>
Senior Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Clinical Teacher	7.0	100.0%	0.0	0.0%	0.0	0.0%	7.0	8.4	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>7.0</i>	<i>100.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>7.0</i>	<i>8.4</i>	<i>-16.7%</i>
Grand Total	14.3	67.0%	7.1	33.0%	0.0	0.0%	21.4	21.5	-0.5%
Scotland									
Professor	16.5	85.0%	2.9	15.0%	0.0	0.0%	19.4	18.4	
Reader/ Senior Lecturer	12.0	58.9%	8.4	41.1%	0.0	0.0%	20.4	26.5	
Lecturer	9.2	56.8%	7.0	43.2%	0.0	0.0%	16.1	17.1	
<i>Sub-total (P+SL+L)</i>	<i>37.6</i>	<i>67.4%</i>	<i>18.2</i>	<i>32.6%</i>	<i>0.0</i>	<i>0.0%</i>	<i>55.9</i>	<i>62.0</i>	<i>-9.8%</i>
Senior Clinical Teacher	8.9	69.3%	3.9	30.7%	0.0	0.0%	12.8	12.5	
Clinical Teacher	8.6	76.2%	2.6	23.0%	0.1	0.9%	11.3	9.7	
Researcher	0.0	0.0%	1.0	66.7%	0.5	33.3%	1.5	2.9	
<i>Sub-total (SCT+CT+R)</i>	<i>17.5</i>	<i>68.3%</i>	<i>7.5</i>	<i>29.4%</i>	<i>0.6</i>	<i>2.3%</i>	<i>25.6</i>	<i>25.2</i>	<i>1.8%</i>
Grand Total	55.1	67.7%	25.8	31.6%	0.6	0.7%	81.5	87.1	-6.5%
Wales									
Professor	8.0	100.0%	0.0	0.0%	0.0	0.0%	8.0	9.0	
Reader/ Senior Lecturer	4.1	61.9%	1.5	23.1%	1.0	15.1%	6.6	8.0	
Lecturer	1.0	100.0%	0.0	0.0%	0.0	0.0%	1.0	0.0	
<i>Sub-total (P+SL+L)</i>	<i>13.1</i>	<i>83.8%</i>	<i>1.5</i>	<i>9.8%</i>	<i>1.0</i>	<i>6.4%</i>	<i>15.6</i>	<i>17.0</i>	<i>-8.2%</i>
Senior Clinical Teacher	4.4	81.5%	0.0	0.0%	1.0	18.5%	5.4	4.0	
Clinical Teacher	10.2	58.3%	4.0	22.8%	3.3	18.9%	17.5	16.9	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	2.0	
<i>Sub-total (SCT+CT+R)</i>	<i>14.6</i>	<i>63.7%</i>	<i>4.0</i>	<i>17.4%</i>	<i>4.3</i>	<i>18.8%</i>	<i>22.9</i>	<i>22.9</i>	<i>0.2%</i>
Grand Total	27.7	71.9%	5.5	14.3%	5.3	13.8%	38.6	39.9	-3.4%
Grand Total									
Professor	101.2	86.5%	13.2	11.2%	2.6	2.2%	117.0	116.4	
Reader/ Senior Lecturer	90.0	74.6%	25.5	21.1%	5.2	4.3%	120.7	129.7	
Lecturer	71.4	67.2%	22.3	21.0%	12.6	11.9%	106.3	115.0	
<i>Sub-total (P+SL+L)</i>	<i>262.6</i>	<i>76.3%</i>	<i>60.9</i>	<i>17.7%</i>	<i>20.4</i>	<i>5.9%</i>	<i>344.0</i>	<i>361.0</i>	<i>-4.7%</i>
Senior Clinical Teacher	47.5	69.2%	19.5	28.4%	1.7	2.4%	68.6	58.9	
Clinical Teacher	121.2	76.0%	34.5	21.6%	3.8	2.4%	159.6	150.3	
Researcher	1.6	14.1%	2.0	18.2%	7.4	67.7%	11.0	17.1	
<i>Sub-total (SCT+CT+R)</i>	<i>170.3</i>	<i>71.2%</i>	<i>56.0</i>	<i>23.4%</i>	<i>13.0</i>	<i>5.4%</i>	<i>239.3</i>	<i>226.3</i>	<i>5.7%</i>
Grand Total	432.9	74.2%	117.0	20.1%	33.4	5.7%	583.2	587.3	-0.7%

Notes: London includes: Barts and The London, King's College London, UCL Eastman. North East includes Newcastle. North West includes Liverpool, Manchester. South West includes Bristol, Plymouth. West Midlands includes Birmingham. Yorkshire and Humber includes Leeds, Sheffield. Northern Ireland includes Belfast. Scotland includes Dundee, Edinburgh, Glasgow. Wales includes Cardiff.

Appendix 3: Profile by dental school and source of funding (FTE)

	Funding Council		NHS		Other		Total 2015	Total 2014	Change since 2014
Aberdeen									
Professor	0.7	65.0%	0.4	35.0%	0.0	0.0%	1.0	1.0	
Reader/ Senior Lecturer	0.7	65.0%	0.4	35.0%	0.0	0.0%	1.0	3.0	
Lecturer	1.3	65.0%	0.7	35.0%	0.0	0.0%	2.0	2.0	
<i>Sub-total (P+SL+L)</i>	<i>2.6</i>	<i>65.0%</i>	<i>1.4</i>	<i>35.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>4.0</i>	<i>6.0</i>	<i>-33.3%</i>
Senior Clinical Teacher	3.1	65.0%	1.7	35.0%	0.0	0.0%	4.8	4.6	
Clinical Teacher	3.5	65.0%	1.9	35.0%	0.0	0.0%	5.4	4.3	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>6.6</i>	<i>65.0%</i>	<i>3.6</i>	<i>35.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>10.2</i>	<i>8.9</i>	<i>14.6%</i>
Grand Total	9.2	65.0%	5.0	35.0%	0.0	0.0%	14.2	14.9	-4.7%
Barts and The London, QMUL									
Professor	2.1	67.7%	1.0	32.3%	0.0	0.0%	3.1	4.9	
Reader/ Senior Lecturer	11.5	86.0%	0.9	6.5%	1.0	7.5%	13.3	14.7	
Lecturer	14.1	68.2%	1.0	4.9%	5.5	26.9%	20.6	20.6	
<i>Sub-total (P+SL+L)</i>	<i>27.6</i>	<i>74.6%</i>	<i>2.9</i>	<i>7.7%</i>	<i>6.5</i>	<i>17.7%</i>	<i>37.0</i>	<i>40.2</i>	<i>-8.0%</i>
Senior Clinical Teacher	1.0	100.0%	0.0	0.0%	0.0	0.0%	1.0	0.0	
Clinical Teacher	10.8	100.0%	0.0	0.0%	0.0	0.0%	10.8	11.3	
Researcher	1.0	100.0%	0.0	0.0%	0.0	0.0%	1.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>12.8</i>	<i>100.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>12.8</i>	<i>11.3</i>	<i>13.4%</i>
Grand Total	40.4	81.1%	2.9	5.7%	6.5	13.1%	49.8	51.5	-3.3%
Birmingham									
Professor	6.4	86.5%	0.0	0.0%	1.0	13.5%	7.4	6.4	
Reader/ Senior Lecturer	4.7	100.0%	0.0	0.0%	0.0	0.0%	4.7	5.0	
Lecturer	7.2	64.3%	0.0	0.0%	4.0	35.7%	11.2	8.4	
<i>Sub-total (P+SL+L)</i>	<i>18.3</i>	<i>78.5%</i>	<i>0.0</i>	<i>0.0%</i>	<i>5.0</i>	<i>21.5%</i>	<i>23.3</i>	<i>19.8</i>	<i>17.7%</i>
Senior Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Clinical Teacher	11.2	97.6%	0.3	2.4%	0.0	0.0%	11.5	9.3	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>11.2</i>	<i>97.6%</i>	<i>0.3</i>	<i>2.4%</i>	<i>0.0</i>	<i>0.0%</i>	<i>11.5</i>	<i>9.3</i>	<i>23.7%</i>
Grand Total	29.5	84.8%	0.3	0.8%	5.0	14.4%	34.8	29.1	19.6%
Bristol									
Professor	3.6	87.8%	0.5	12.2%	0.0	0.0%	4.1	4.2	
Reader/ Senior Lecturer	0.5	50.0%	0.5	50.0%	0.0	0.0%	1.0	1.0	
Lecturer	4.5	64.3%	2.5	35.7%	0.0	0.0%	7.0	6.0	
<i>Sub-total (P+SL+L)</i>	<i>8.6</i>	<i>71.1%</i>	<i>3.5</i>	<i>28.9%</i>	<i>0.0</i>	<i>0.0%</i>	<i>12.1</i>	<i>11.2</i>	<i>8.3%</i>
Senior Clinical Teacher	4.7	94.0%	0.3	6.0%	0.0	0.0%	5.0	5.0	
Clinical Teacher	5.2	87.7%	0.3	5.1%	0.4	7.2%	5.9	9.8	
Researcher	0.0	0.0%	0.0	0.0%	1.5	100.0%	1.5	1.5	
<i>Sub-total (SCT+CT+R)</i>	<i>9.9</i>	<i>79.7%</i>	<i>0.6</i>	<i>4.8%</i>	<i>1.9</i>	<i>15.5%</i>	<i>12.4</i>	<i>16.3</i>	<i>-23.8%</i>
Grand Total	18.5	75.4%	4.1	16.7%	1.9	7.9%	24.5	27.5	-10.7%
Cardiff									
Professor	8.0	100.0%	0.0	0.0%	0.0	0.0%	8.0	9.0	
Reader/ Senior Lecturer	4.1	61.9%	1.5	23.1%	1.0	15.1%	6.6	8.0	
Lecturer	1.0	100.0%	0.0	0.0%	0.0	0.0%	1.0	0.0	
<i>Sub-total (P+SL+L)</i>	<i>13.1</i>	<i>83.8%</i>	<i>1.5</i>	<i>9.8%</i>	<i>1.0</i>	<i>6.4%</i>	<i>15.6</i>	<i>17.0</i>	<i>-8.2%</i>
Senior Clinical Teacher	4.4	81.5%	0.0	0.0%	1.0	18.5%	5.4	4.0	
Clinical Teacher	10.2	58.3%	4.0	22.8%	3.3	18.9%	17.5	16.9	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	2.0	
<i>Sub-total (SCT+CT+R)</i>	<i>14.6</i>	<i>63.7%</i>	<i>4.0</i>	<i>17.4%</i>	<i>4.3</i>	<i>18.8%</i>	<i>22.9</i>	<i>22.9</i>	<i>0.2%</i>
Grand Total	27.7	71.9%	5.5	14.3%	5.3	13.8%	38.6	39.9	-3.4%
Dundee									
Professor	6.7	76.6%	2.1	23.4%	0.0	0.0%	8.8	8.8	
Reader/ Senior Lecturer	5.7	65.1%	3.1	34.9%	0.0	0.0%	8.8	12.8	
Lecturer	7.9	77.7%	2.3	22.3%	0.0	0.0%	10.1	10.1	
<i>Sub-total (P+SL+L)</i>	<i>20.3</i>	<i>73.4%</i>	<i>7.4</i>	<i>26.6%</i>	<i>0.0</i>	<i>0.0%</i>	<i>27.7</i>	<i>31.7</i>	<i>-12.6%</i>
Senior Clinical Teacher	0.4	100.0%	0.0	0.0%	0.0	0.0%	0.4	0.4	
Clinical Teacher	1.1	91.8%	0.0	0.0%	0.1	8.3%	1.2	0.7	
Researcher	0.0	0.0%	0.5	50.0%	0.5	50.0%	1.0	2.0	
<i>Sub-total (SCT+CT+R)</i>	<i>1.5</i>	<i>57.7%</i>	<i>0.5</i>	<i>19.2%</i>	<i>0.6</i>	<i>23.0%</i>	<i>2.6</i>	<i>3.1</i>	<i>-16.1%</i>
Grand Total	21.8	72.0%	7.9	26.0%	0.6	2.0%	30.3	34.8	-12.9%

Appendix 3: Profile by dental school and source of funding (FTE) (cont.)

	Funding Council		NHS		Other		Total 2015	Total 2014	Change since 2014
Eastman Dental Institute, UCL									
Professor	5.9	100.0%	0.0	0.0%	0.0	0.0%	5.9	6.2	
Reader/ Senior Lecturer	7.3	89.0%	0.9	11.0%	0.0	0.0%	8.2	9.3	
Lecturer	4.9	92.5%	0.0	0.0%	0.4	7.5%	5.3	8.2	
<i>Sub-total (P+SL+L)</i>	<i>18.1</i>	<i>93.3%</i>	<i>0.9</i>	<i>4.6%</i>	<i>0.4</i>	<i>2.1%</i>	<i>19.4</i>	<i>23.7</i>	<i>-18.1%</i>
Senior Clinical Teacher	3.9	100.0%	0.0	0.0%	0.0	0.0%	3.9	0.9	
Clinical Teacher	1.9	100.0%	0.0	0.0%	0.0	0.0%	1.9	2.0	
Researcher	0.2	10.0%	0.8	40.0%	1.0	50.0%	2.0	1.3	
<i>Sub-total (SCT+CT+R)</i>	<i>6.0</i>	<i>77.0%</i>	<i>0.8</i>	<i>10.2%</i>	<i>1.0</i>	<i>12.8%</i>	<i>7.8</i>	<i>4.2</i>	<i>86.2%</i>
Grand Total	24.1	88.6%	1.7	6.2%	1.4	5.1%	27.2	27.9	-2.4%
Edinburgh									
Professor	0.5	50.0%	0.5	50.0%	0.0	0.0%	1.0	1.0	
Reader/ Senior Lecturer	1.6	39.0%	2.5	61.0%	0.0	0.0%	4.1	3.2	
Lecturer	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	1.0	
<i>Sub-total (P+SL+L)</i>	<i>2.1</i>	<i>41.2%</i>	<i>3.0</i>	<i>58.8%</i>	<i>0.0</i>	<i>0.0%</i>	<i>5.1</i>	<i>5.2</i>	<i>-1.9%</i>
Senior Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Researcher	0.0	0.0%	0.5	100.0%	0.0	0.0%	0.5	0.9	
<i>Sub-total (SCT+CT+R)</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.5</i>	<i>100.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.5</i>	<i>0.9</i>	<i>-47.0%</i>
Grand Total	2.1	37.5%	3.5	62.5%	0.0	0.0%	5.6	6.1	-8.8%
Glasgow									
Professor	8.6	100.0%	0.0	0.0%	0.0	0.0%	8.6	7.6	
Reader/ Senior Lecturer	4.0	62.0%	2.5	38.0%	0.0	0.0%	6.5	7.5	
Lecturer	0.0	0.0%	4.0	100.0%	0.0	0.0%	4.0	4.0	
<i>Sub-total (P+SL+L)</i>	<i>12.6</i>	<i>66.1%</i>	<i>6.5</i>	<i>33.9%</i>	<i>0.0</i>	<i>0.0%</i>	<i>19.1</i>	<i>19.1</i>	<i>0.0%</i>
Senior Clinical Teacher	5.4	70.4%	2.3	29.6%	0.0	0.0%	7.6	7.5	
Clinical Teacher	4.0	85.1%	0.7	14.9%	0.0	0.0%	4.7	4.7	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>9.4</i>	<i>76.0%</i>	<i>3.0</i>	<i>24.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>12.3</i>	<i>12.2</i>	<i>0.8%</i>
Grand Total	22.0	70.0%	9.4	30.0%	0.0	0.0%	31.4	31.3	0.3%
King's College London (KCL)									
Professor	16.7	90.3%	1.8	9.7%	0.0	0.0%	18.5	16.6	
Reader/ Senior Lecturer	11.5	86.6%	1.8	13.4%	0.0	0.0%	13.3	16.4	
Lecturer	2.0	66.7%	1.0	33.3%	0.0	0.0%	3.0	7.0	
<i>Sub-total (P+SL+L)</i>	<i>30.2</i>	<i>86.8%</i>	<i>4.6</i>	<i>13.2%</i>	<i>0.0</i>	<i>0.0%</i>	<i>34.8</i>	<i>40.0</i>	<i>-13.0%</i>
Senior Clinical Teacher	13.5	84.7%	2.4	15.3%	0.0	0.0%	15.9	13.2	
Clinical Teacher	27.6	64.0%	15.6	36.0%	0.0	0.0%	43.2	41.3	
Researcher	0.2	6.7%	0.2	6.7%	2.6	86.7%	3.0	1.6	
<i>Sub-total (SCT+CT+R)</i>	<i>41.3</i>	<i>66.5%</i>	<i>18.2</i>	<i>29.3%</i>	<i>2.6</i>	<i>4.2%</i>	<i>62.1</i>	<i>56.1</i>	<i>10.8%</i>
Grand Total	71.5	73.8%	22.8	23.5%	2.6	2.7%	96.9	96.0	0.9%
Leeds									
Professor	7.0	100.0%	0.0	0.0%	0.0	0.0%	7.0	7.0	
Reader/ Senior Lecturer	4.9	90.9%	0.5	9.1%	0.0	0.0%	5.4	4.4	
Lecturer	8.8	99.4%	0.1	0.6%	0.0	0.0%	8.8	11.5	
<i>Sub-total (P+SL+L)</i>	<i>20.7</i>	<i>97.4%</i>	<i>0.5</i>	<i>2.6%</i>	<i>0.0</i>	<i>0.0%</i>	<i>21.2</i>	<i>22.9</i>	<i>-7.4%</i>
Senior Clinical Teacher	2.6	61.9%	1.6	38.1%	0.0	0.0%	4.2	4.2	
Clinical Teacher	13.8	80.7%	3.3	19.3%	0.0	0.0%	17.1	11.5	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>16.4</i>	<i>77.0%</i>	<i>4.9</i>	<i>23.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>21.3</i>	<i>15.7</i>	<i>35.7%</i>
Grand Total	37.1	87.2%	5.4	12.8%	0.0	0.0%	42.5	38.6	10.1%
Liverpool									
Professor	1.8	58.3%	0.3	8.3%	1.0	33.3%	3.0	2.0	
Reader/ Senior Lecturer	8.0	65.5%	4.2	34.5%	0.0	0.0%	12.2	9.2	
Lecturer	7.3	55.7%	5.8	44.3%	0.0	0.0%	13.1	14.3	
<i>Sub-total (P+SL+L)</i>	<i>17.0</i>	<i>60.2%</i>	<i>10.3</i>	<i>36.3%</i>	<i>1.0</i>	<i>3.5%</i>	<i>28.3</i>	<i>25.5</i>	<i>11.1%</i>
Senior Clinical Teacher	0.0	0.0%	3.2	100.0%	0.0	0.0%	3.2	3.0	
Clinical Teacher	2.3	52.3%	2.1	47.7%	0.0	0.0%	4.4	7.0	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>2.3</i>	<i>30.3%</i>	<i>5.3</i>	<i>69.7%</i>	<i>0.0</i>	<i>0.0%</i>	<i>7.6</i>	<i>10.0</i>	<i>-24.0%</i>
Grand Total	19.3	53.9%	15.6	43.3%	1.0	2.8%	35.9	35.5	1.2%

Appendix 3: Profile by dental school and source of funding (FTE) (cont.)

	Funding Council		NHS		Other		Total 2015	Total 2014	Change since 2014
Manchester									
Professor	7.3	66.1%	3.3	30.0%	0.4	3.9%	11.0	11.0	
Reader/ Senior Lecturer	2.0	50.0%	2.0	50.0%	0.0	0.0%	4.0	2.0	
Lecturer	3.8	61.8%	0.4	6.0%	2.0	32.3%	6.2	6.2	
<i>Sub-total (P+SL+L)</i>	<i>13.1</i>	<i>61.8%</i>	<i>5.7</i>	<i>26.7%</i>	<i>2.4</i>	<i>11.5%</i>	<i>21.2</i>	<i>19.2</i>	<i>10.4%</i>
Senior Clinical Teacher	0.6	100.0%	0.0	0.0%	0.0	0.0%	0.6	0.6	
Clinical Teacher	8.5	90.9%	0.9	9.1%	0.0	0.0%	9.4	8.7	
Researcher	0.0	0.0%	0.0	0.0%	0.1	100.0%	0.1	4.3	
<i>Sub-total (SCT+CT+R)</i>	<i>9.1</i>	<i>90.5%</i>	<i>0.9</i>	<i>8.5%</i>	<i>0.1</i>	<i>1.0%</i>	<i>10.1</i>	<i>13.5</i>	<i>-25.6%</i>
Grand Total	22.2	71.0%	6.5	20.9%	2.5	8.1%	31.3	32.7	-4.4%
Newcastle									
Professor	7.8	88.6%	1.0	11.4%	0.0	0.0%	8.8	7.8	
Reader/ Senior Lecturer	5.0	83.8%	0.0	0.0%	1.0	16.2%	6.0	9.0	
Lecturer	3.3	82.5%	0.1	2.5%	0.6	15.0%	4.0	4.7	
<i>Sub-total (P+SL+L)</i>	<i>16.1</i>	<i>85.8%</i>	<i>1.1</i>	<i>5.9%</i>	<i>1.6</i>	<i>8.4%</i>	<i>18.8</i>	<i>21.5</i>	<i>-12.6%</i>
Senior Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Clinical Teacher	6.0	96.0%	0.3	4.0%	0.0	0.0%	6.2	3.0	
Researcher	0.2	7.9%	0.0	0.0%	1.7	92.1%	1.9	3.5	
<i>Sub-total (SCT+CT+R)</i>	<i>6.1</i>	<i>75.3%</i>	<i>0.3</i>	<i>3.1%</i>	<i>1.7</i>	<i>21.6%</i>	<i>8.1</i>	<i>6.5</i>	<i>25.4%</i>
Grand Total	22.2	82.6%	1.4	5.0%	3.3	12.3%	26.9	28.0	-3.8%
Plymouth									
Professor	4.0	100.0%	0.0	0.0%	0.0	0.0%	4.0	4.0	
Reader/ Senior Lecturer	8.5	88.5%	0.5	5.2%	0.6	6.3%	9.6	9.6	
Lecturer	2.0	100.0%	0.0	0.0%	0.0	0.0%	2.0	2.0	
<i>Sub-total (P+SL+L)</i>	<i>14.5</i>	<i>92.9%</i>	<i>0.5</i>	<i>3.2%</i>	<i>0.6</i>	<i>3.8%</i>	<i>15.6</i>	<i>15.6</i>	<i>-0.1%</i>
Senior Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0</i>	<i>0.0%</i>
Grand Total	14.5	92.9%	0.5	3.2%	0.6	3.8%	15.6	15.6	-0.1%
Queen's University Belfast									
Professor	2.4	50.0%	2.4	50.0%	0.0	0.0%	4.8	5.5	
Reader/ Senior Lecturer	3.4	45.3%	4.2	54.7%	0.0	0.0%	7.6	5.6	
Lecturer	1.5	75.0%	0.5	25.0%	0.0	0.0%	2.0	2.0	
<i>Sub-total (P+SL+L)</i>	<i>7.3</i>	<i>51.0%</i>	<i>7.1</i>	<i>49.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>14.4</i>	<i>13.1</i>	<i>9.9%</i>
Senior Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Clinical Teacher	7.0	100.0%	0.0	0.0%	0.0	0.0%	7.0	8.4	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>7.0</i>	<i>100.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>7.0</i>	<i>8.4</i>	<i>-16.7%</i>
Grand Total	14.3	67.0%	7.1	33.0%	0.0	0.0%	21.4	21.5	-0.5%
Sheffield									
Professor	10.8	98.2%	0.0	0.0%	0.2	1.8%	11.0	10.4	
Reader/ Senior Lecturer	5.2	96.3%	0.2	3.7%	0.0	0.0%	5.4	6.4	
Lecturer	1.9	31.7%	4.0	66.7%	0.1	1.7%	6.0	7.0	
<i>Sub-total (P+SL+L)</i>	<i>17.9</i>	<i>79.9%</i>	<i>4.2</i>	<i>18.8%</i>	<i>0.3</i>	<i>1.3%</i>	<i>22.4</i>	<i>23.8</i>	<i>-5.9%</i>
Senior Clinical Teacher	5.0	83.1%	1.0	16.9%	0.0	0.0%	6.0	4.6	
Clinical Teacher	8.1	60.4%	5.3	39.6%	0.0	0.0%	13.4	11.5	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>13.1</i>	<i>67.5%</i>	<i>6.3</i>	<i>32.5%</i>	<i>0.0</i>	<i>0.0%</i>	<i>19.4</i>	<i>16.1</i>	<i>20.5%</i>
Grand Total	31.0	74.1%	10.5	25.2%	0.3	0.7%	41.8	39.9	4.8%
UCLan									
Professor	1.0	100.0%	0.0	0.0%	0.0	0.0%	1.0	3.0	
Reader/ Senior Lecturer	1.4	46.7%	0.0	0.0%	1.6	53.3%	3.0	2.6	
Lecturer	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (P+SL+L)</i>	<i>2.4</i>	<i>60.0%</i>	<i>0.0</i>	<i>0.0%</i>	<i>1.6</i>	<i>40.0%</i>	<i>4.0</i>	<i>5.6</i>	<i>-28.6%</i>
Senior Clinical Teacher	2.9	27.5%	7.0	66.0%	0.7	6.4%	10.6	10.9	
Clinical Teacher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
Researcher	0.0	0.0%	0.0	0.0%	0.0	0.0%	0.0	0.0	
<i>Sub-total (SCT+CT+R)</i>	<i>2.9</i>	<i>27.5%</i>	<i>7.0</i>	<i>66.0%</i>	<i>0.7</i>	<i>6.4%</i>	<i>10.6</i>	<i>10.9</i>	<i>-2.8%</i>
Grand Total	5.3	36.4%	7.0	47.9%	2.3	15.6%	14.6	16.5	-11.5%

Appendix 3: Profile by dental school and source of funding (FTE) (cont.)

	Funding Council		NHS		Other		Total 2015	Total 2014	Change since 2014
Grand Total									
Professor	101.2	86.5%	13.2	11.2%	2.6	2.2%	117.0	116.4	
Reader/ Senior Lecturer	90.0	74.6%	25.5	21.1%	5.2	4.3%	120.7	129.7	
Lecturer	71.4	67.2%	22.3	21.0%	12.6	11.9%	106.3	115.0	
<i>Sub-total (P+SL+L)</i>	<i>262.6</i>	<i>76.3%</i>	<i>60.9</i>	<i>17.7%</i>	<i>20.4</i>	<i>5.9%</i>	<i>344.0</i>	<i>361.0</i>	<i>-4.7%</i>
Senior Clinical Teacher	47.5	69.2%	19.5	28.4%	1.7	2.4%	68.6	58.9	
Clinical Teacher	121.2	76.0%	34.5	21.6%	3.8	2.4%	159.6	150.3	
Researcher	1.6	14.1%	2.0	18.2%	7.4	67.7%	11.0	17.1	
<i>Sub-total (SCT+CT+R)</i>	<i>170.3</i>	<i>71.2%</i>	<i>56.0</i>	<i>23.4%</i>	<i>13.0</i>	<i>5.4%</i>	<i>239.3</i>	<i>226.3</i>	<i>5.7%</i>
Grand Total	432.9	74.2%	117.0	20.1%	33.4	5.7%	583.2	587.3	-0.7%

Appendix 4: Summary of changes since 2000 (FTE)

	2000	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
Professor	91.0	97.2	91.5	96.5	93.7	102.7	106.5	110.8	111.4	109.5	113.1	114.2	116.4	117.0
Reader/ Senior Lecturer	189.0	190.9	165.9	162.2	169.2	145.8	144.1	128.1	138.0	124.1	121.1	131.9	129.7	120.7
Lecturer	196.0	185.9	177.8	174.8	171.6	121.2	122.4	137.3	140.8	141.9	153.5	132.9	115.0	106.3
<i>Sub-total (P+SL+L)</i>	<i>476.0</i>	<i>474.1</i>	<i>435.2</i>	<i>433.5</i>	<i>434.5</i>	<i>369.7</i>	<i>373.0</i>	<i>376.2</i>	<i>390.1</i>	<i>375.4</i>	<i>387.7</i>	<i>379.0</i>	<i>361.0</i>	<i>344.0</i>
Senior Clinical Teacher	*	*	*	*	*	28.9	28.1	36.5	34.8	39.4	46.0	40.6	58.9	68.6
Clinical Teacher	*	*	*	*	*	61.9	67.5	76.0	100.3	111.7	113.2	124.7	150.3	159.6
Researcher	*	*	*	*	*	11.1	13.1	13.7	14.7	20.7	19.6	18.6	17.1	11.0
<i>Sub-total (SCT+CT+R)</i>	<i>*</i>	<i>*</i>	<i>*</i>	<i>*</i>	<i>*</i>	<i>101.8</i>	<i>108.7</i>	<i>126.2</i>	<i>149.7</i>	<i>171.8</i>	<i>178.7</i>	<i>184.0</i>	<i>226.3</i>	<i>239.3</i>
Grand Total	476.0	474.1	435.2	433.5	434.5	471.5	481.7	502.5	539.9	547.2	566.4	563.0	587.3	583.2

Appendix 5: Profile by region since 2000 (FTE)

	London	North East	North West	South West	West Midlands	Yorkshire & Humber	Northern Ireland	Scotland	Wales	Grand Total
2000	162.3	28.2	68.9	23.5	20.0	50.6	22.0	64.5	36.4	476.3
2003	159.2	23.0	62.4	23.6	26.8	56.2	20.0	67.0	35.9	474.1
2004	148.4	21.0	65.3	17.2	23.7	47.5	16.0	57.2	38.8	435.2
2005	152.8	21.8	60.3	19.7	27.4	50.5	14.0	49.5	37.5	433.4
2006	156.9	22.8	57.6	18.7	24.7	54.2	14.0	52.9	32.8	434.5
2007	166.6	24.0	67.1	22.6	25.4	57.5	15.4	60.3	32.7	471.5
2008	166.6	26.2	66.4	26.5	27.0	60.7	17.4	58.9	32.0	481.7
2009	168.7	24.2	75.5	30.9	26.8	56.2	16.1	67.9	36.1	502.5
2010	168.8	25.8	75.6	37.4	26.8	73.3	15.3	74.5	42.5	539.9
2011	166.4	26.5	75.6	42.5	26.7	79.1	13.9	74.6	42.0	547.2
2012	170.3	27.0	77.5	42.6	28.4	79.0	16.7	83.6	41.4	566.4
2013	153.8	25.3	81.2	44.9	29.7	83.9	18.9	84.9	40.5	563.0
2014	175.4	28.0	84.7	43.1	29.1	78.5	21.5	87.1	39.9	587.3
2015	173.9	26.9	81.8	40.1	34.8	84.3	21.4	81.5	38.6	583.2
Change since 2014	-0.9%	-3.8%	-3.5%	-6.9%	19.6%	7.4%	-0.5%	-6.5%	-3.4%	-0.7%

Appendix 6: Profile by specialty since 2004

	2004	2005	2006	2007	2008	2009	2010
Dental & Maxillofacial Radiology	5.9	10.5	8.6	10.4	7.0	7.7	8.3
Dental Public Health	31.2	39.5	32.3	35.5	35.8	25.3	32.1
Endodontics	7.3	9.2	12.4	26.4	10.5	10.0	11.8
Oral & Maxillofacial Pathology	20.4	15.0	14.3	16.3	17.3	15.6	13.8
Oral & Maxillofacial Surgery	11.7	17.7	16.4	12.0	12.8	11.2	9.5
Oral Medicine	15.0	15.5	20.3	23.5	25.9	25.6	26.8
Oral Microbiology	3.0	4.0	4.0	3.5	3.5	3.5	4.5
Oral Surgery	36.7	36.9	37.2	44.8	46.7	44.4	49.6
Orthodontics	32.1	35.5	36.7	36.0	33.6	35.0	35.8
Paediatric Dentistry	29.7	29.6	33.8	36.6	36.5	42.0	38.7
Periodontics	22.1	29.9	34.0	31.8	33.2	35.4	35.9
Prosthodontics	24.1	35.7	33.8	27.2	25.5	27.1	27.9
Restorative Dentistry	123.8	108.8	119.3	145.1	170.3	176.3	184.3
Special Care Dentistry	*	*	*	*	*	4.7	4.2
General Dental Practice (inc. Other/ Unknown)	72.3	45.7	31.2	22.3	23.2	38.6	56.7
Grand Total	435.2	433.4	434.5	471.5	481.7	502.5	539.9

Appendix 6: Profile by specialty since 2004 (cont.)

	2011	2012	2013	2014	2015	Change since 2004	Change since 2014
Dental & Maxillofacial Radiology	7.3	7.5	6.1	7.2	7.8	32.4%	8.3%
Dental Public Health	28.2	30.7	25.4	32.6	31.9	2.3%	-2.0%
Endodontics	12.7	12.6	13.7	11.0	13.9	90.3%	26.5%
Oral & Maxillofacial Pathology	15.4	16.5	8.2	26.1	15.5	-24.0%	-40.6%
Oral & Maxillofacial Surgery	13.4	12.0	15.4	10.0	7.5	-35.8%	-25.0%
Oral Medicine	22.1	21.5	25.4	25.0	20.9	39.2%	-16.6%
Oral Microbiology	2.5	2.6	2.3	3.0	3.6	21.3%	21.3%
Oral Surgery	54.3	53.3	48.8	62.4	57.2	56.1%	-8.3%
Orthodontics	32.4	32.8	30.1	32.7	34.0	5.9%	4.1%
Paediatric Dentistry	41.0	40.7	41.4	47.9	44.4	49.7%	-7.3%
Periodontics	34.7	35.9	31.0	31.8	38.2	72.7%	20.2%
Prosthodontics	28.6	21.8	24.6	30.6	30.0	24.5%	-2.0%
Restorative Dentistry	179.8	203.0	185.6	193.5	170.2	37.5%	-12.0%
Special Care Dentistry	6.6	7.6	13.2	10.0	13.1	*	30.9%
General Dental Practice (inc. Other/ Unknown)	68.2	68.0	91.8	63.5	95.0	31.3%	49.5%
Grand Total	547.2	566.4	563.0	587.3	583.2	34.0%	-0.7%

Appendix 7: Profile by age group and gender (2004–2015) (headcount)

TOTAL	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<36	104	106	103	144	152	145	182	187	192	180	164	195
36–45	191	191	202	227	220	215	230	245	260	277	260	300
46–55	201	212	210	233	248	267	294	295	292	288	274	271
56–65	104	111	110	118	123	143	170	179	183	203	201	202
66+	6	6	6	7	9	11	13	10	20	27	27	28
Unknown	35	*	3	*	*	*	5	*	*	2	3	*
Grand Total	641	626	634	729	752	781	894	916	947	977	929	996

MEN	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<36	60	63	60	81	81	78	102	105	90	91	75	101
36–45	126	126	134	148	140	130	137	145	150	147	140	155
46–55	141	143	139	155	164	176	188	188	189	178	174	165
56–65	81	86	88	93	96	107	128	131	129	146	137	142
66+	6	5	6	7	9	11	13	10	18	23	23	25
Unknown	24	*	1	*	*	*	1	*	*	*	2	*
Grand Total	438	423	428	484	490	502	569	579	576	585	551	588

WOMEN	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015
<36	44	43	43	63	71	67	80	82	102	89	89	94
36–45	65	65	68	79	80	85	93	100	110	130	120	145
46–55	60	69	71	78	84	91	106	107	103	110	100	106
56–65	23	25	22	25	27	36	42	48	54	57	64	60
66+	0	1	0	0	0	0	0	0	2	4	4	3
Unknown	11	*	2	*	*	*	4	*	*	2	1	*
Grand Total	203	203	206	245	262	279	325	337	371	392	378	408

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

	Reader/ Senior Lecturer				Senior Clinical Teacher				Clinical Teacher		Researcher		Grand Total	
	Professor		Lecturer		Lecturer		Teacher		Men	Women	Men	Women	Men	Women
	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women
Dental & Maxillofacial Radiology	1	0	4	1	1	0	0	0	1	1	0	0	7	2
Dental Public Health	7	8	3	5	1	5	0	1	0	2	2	1	13	22
Endodontics	5	0	2	3	0	2	3	1	7	3	0	0	17	9
Oral & Maxillofacial Pathology	4	1	5	2	2	2	0	0	0	1	0	0	11	6
Oral & Maxillofacial Surgery	4	1	2	1	0	0	0	0	0	0	0	0	6	2
Oral Medicine	5	1	5	2	1	4	1	1	4	3	0	0	16	11
Oral Microbiology	2	0	0	1	0	1	0	0	0	0	0	0	2	2
Oral Surgery	11	1	5	8	7	7	3	2	30	21	0	0	56	39
Orthodontics	12	1	7	2	2	4	2	1	5	10	1	0	29	18
Paediatric Dentistry	6	6	3	8	3	8	1	3	3	20	1	0	17	45
Periodontics	7	1	7	3	7	8	3	1	9	3	2	3	35	19
Prosthodontics	4	0	7	3	4	4	10	2	13	5	1	0	39	14
Restorative Dentistry	27	3	28	9	20	12	20	9	104	70	2	1	201	104
Special Care Dentistry	0	2	0	3	1	0	1	3	12	9	0	0	14	17
General Dental Practice (inc. Other/ Unknown)	3	0	3	2	5	15	17	13	86	62	3	2	117	94
Grand Total	98	25	81	53	54	72	61	37	274	210	12	7	580	404

Appendix 9: Profile by gender, specialty and full-time/ less than full-time working (headcount)

	Men FT	Men LTFT	Women FT	Women LTFT	% Men	% Women
Dental & Maxillofacial Radiology	5	2	1	1	77.8%	22.2%
Dental Public Health	10	3	19	3	37.1%	62.9%
Endodontics	5	12	4	5	65.4%	34.6%
Oral & Maxillofacial Pathology	10	1	4	2	64.7%	35.3%
Oral & Maxillofacial Surgery	5	1	2	0	75.0%	25.0%
Oral Medicine	10	6	7	4	59.3%	40.7%
Oral Microbiology	2	0	1	1	50.0%	50.0%
Oral Surgery	23	33	21	18	58.9%	41.1%
Orthodontics	17	12	9	9	61.7%	38.3%
Paediatric Dentistry	13	4	21	24	27.4%	72.6%
Periodontics	21	14	9	10	64.8%	35.2%
Prosthodontics	15	24	2	12	73.6%	26.4%
Restorative Dentistry	83	118	26	78	65.9%	34.1%
Special Care Dentistry	1	13	5	12	45.2%	54.8%
General Dental Practice (inc. Other/ Unknown)	20	97	27	67	55.5%	44.5%
Grand Total	240	340	158	246	58.9%	41.1%

Appendix 10: Profile by ethnic origin since 2005 (headcount)

	2005		2006		2007		2008		2009		2010	
Asian/ British Asian	64	10.2%	67	10.6%	78	10.7%	88	11.7%	82	10.5%	93	10.4%
Black/ Black British	3	0.5%	5	0.8%	6	0.8%	9	1.2%	6	0.8%	6	0.7%
Chinese	0	0.0%	0	0.0%	9	1.2%	10	1.3%	11	1.4%	11	1.2%
White	521	83.2%	518	81.7%	576	79.0%	589	78.3%	612	78.4%	687	76.8%
Other ethnic group inc. Mixed	21	3.4%	28	4.4%	41	5.6%	39	5.2%	42	5.4%	54	6.0%
Unknown	17	2.7%	16	2.5%	19	2.6%	17	2.3%	28	3.6%	42	4.7%
Grand Total	626		634		729		752		781		894	

Appendix 10: Profile by ethnic origin since 2005 (headcount) (cont.)

	2011		2012		2013		2014		2015		Change since 2005	Change since 2014
Asian/ British Asian	109	11.9%	115	12.1%	124	13.3%	134	13.7%	140	14.2%	118.8%	4.5%
Black/ Black British	9	1.0%	9	1.0%	10	1.1%	9	0.9%	9	0.9%	200.0%	0.0%
Chinese	13	1.4%	13	1.4%	11	1.2%	11	1.1%	11	1.1%	100.0%	0.0%
White	698	76.2%	683	72.1%	709	76.3%	715	73.2%	716	72.8%	37.4%	0.1%
Other ethnic group inc. Mixed	47	5.1%	91	9.6%	44	4.7%	60	6.1%	61	6.2%	190.5%	1.7%
Unknown	40	4.4%	36	3.8%	31	3.3%	48	4.9%	47	4.8%	176.5%	-2.1%
Grand Total	916		947		929		977		984		57.2%	0.7%

Appendix 11: Profile by academic grade and ethnic origin (headcount)

	Professor	Reader/ Senior Lecturer	Lecturer	Senior Clinical Teacher	Clinical Teacher	Researcher	Grand Total
Asian/ British Asian	4	9	20	15	91	1	140
Black/ Black British	1	0	3	1	4	0	9
Chinese	1	1	2	2	5	0	11
White	111	114	85	67	323	16	716
Other ethnic group inc. Mixed	4	7	10	4	35	1	61
Unknown	2	3	6	9	26	1	47
Grand Total	123	134	126	98	484	19	984

Appendix 12: Corrections to previously published data

			2013	2014
Cardiff	Previously published	Professor	*	9.0
		Reader/ Senior Lecturer	*	12.0
		Lecturer	*	15.9
		Senior Clinical Teacher	*	0.0
		Clinical Teacher	*	0.0
		Researcher	*	3.0
		Total	*	39.9
	Corrected	Professor	*	9.0
		Reader/ Senior Lecturer	*	8.0
		Lecturer	*	0.0
		Senior Clinical Teacher	*	4.0
		Clinical Teacher	*	16.9
		Researcher	*	2.0
		Total	*	39.9
King's College London	Previously published	Professor	20.3	18.6
		Reader/ Senior Lecturer	16.0	16.4
		Lecturer	5.6	7.0
		Senior Clinical Teacher	10.3	13.6
		Clinical Teacher	36.1	42.7
		Researcher	2.3	2.4
		Total	90.6	100.7
	Corrected	Professor	15.0	16.6
		Reader/ Senior Lecturer	15.0	16.4
		Lecturer	3.6	7.0
		Senior Clinical Teacher	9.7	13.2
		Clinical Teacher	33.6	41.3
		Researcher	2.0	1.6
		Total	78.9	96.0
Grand Total	Previously published	Professor	119.5	118.4
		Reader/ Senior Lecturer	132.9	133.7
		Lecturer	134.9	130.9
		Senior Clinical Teacher	41.2	55.3
		Clinical Teacher	127.2	134.9
		Researcher	19.0	18.8
		Total	574.7	592.0
	Corrected	Professor	114.2	116.4
		Reader/ Senior Lecturer	131.9	129.7
		Lecturer	132.9	115.0
		Senior Clinical Teacher	40.6	58.9
		Clinical Teacher	124.7	150.3
		Researcher	18.6	17.1
		Total	563.0	587.3

