

Academic Council Elections 2024
Gender Quotas

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

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

College	Members	Heads of School	Students	Research	Academic
Science & Engineering	30	5	2	2	21
Arts, Social Sciences & Celtic Studies	25	8	2	2	13
Medicine, Nursing & Health Sciences	25	3	2	2	18
Business, Public Policy & Law	20	3	2	2	13
Total	100	20	8	8	65

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

The gender quotas are also to take into account as much as possible the gender profile of each of the Colleges which is as follows (based on the December 2023 HEA Academic Staff Return):

College	Male	Female
Science & Engineering	71%	29%
Arts, Social Sciences & Celtic Studies	46%	54%
Medicine, Nursing & Health Sciences	36%	64%
Business, Public Policy & Law	46%	54%

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

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

	Male	Female	Any/Other	Total
Ex-Officio Members	8	9		17
Heads of School	8	11		19
Research Staff			8	8
Students	1	1	12	14
Academic Staff				
Science & Engineering	14	5	2	21
Arts, Social Sciences & Celtic Studies	7	4	2	13
Medicine, Nursing & Health Sciences	4	12	2	18
Business, Public Policy & Law	5	6	2	13
Total Membership	47	48	28	123
	38%	39%	23%	

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

Minimum gender quota for Academic Council (based on 123 places) is $123 * 40\% = 49$