

**Methodological notes on academic staff****AT - Austria****Source of data:** Federal Institute Statistics Austria, R&D surveys;**Year comment:** Jan-Dec**Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	Professoren
Grade B:	Universtätsdozenten
Grade C:	Assistenten
Grade D:	Sonst. Wissensch. Personal, Wissenschaftliche Hilfskräfte

**Remarks:**

The data for 1998 refer only to universities and not to the total higher education sector (which also included the Art colleges and the Austrian Academy of Sciences and Humanities)

**BE-FL - Belgium Flemish speaking community****Source of data:** The statistical survey of research staff in the Flemish universities, published by the VLIR (Flemish Interuniversity Council) Statistical yearbooks of the Department of Education**Year comment:** 1<sup>st</sup> February of the year**Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	Full professor, Extra-ordinary and ordinary professor, ZAP1 (Gewoon Hoogleraar) and ZAP2 the "Hoogleraar" category
Grade B:	Senior lecturer ZAP3 (Hoofddocent), Lecturer ZAP4 (Docent) and ZAP5
Grade C:	AAP2 - Doctor-assistant, WP3 - Post-doctoral of unlimited duration, WP4 - Post-doctoral of limited duration, ZAP, Unpaid researchers (post-doctoral)
Grade D:	WP1 - Pre-doctoral of unlimited duration, WP2 - Pre-doctoral of limited duration, Unpaid researchers (pre-doctoral)

**Remarks:**

ZAP staff members are permanent staff. The AAP stands for the Assisting Academic Staff and the WP represents the Temporary Research Staff.

**BE-FR - Belgium French speaking community****Source of data:** Conseil des Recteurs francophones**Year comment:** February of the year**Category of professors:**

<i>Description</i>	<i>National description</i>
Grade A:	professeur ordinaire + professeur extraordinaire
Grade B:	professeur
Grade C:	chargé de cours
Grade D:	

**Classification of fields of science:**

NS : sciences

ET : sc appliquées

MS : sc médicales/dentaires, sc pharmaceutiques, educat. Phys &amp; kiné

AS : sc agronomiques, sc vétérinaires

SS : droit, psycho &amp; pédagogie, sc econ, soc. et pol.

H : sc religieuses, philo &amp; lettres

**CY - Cyprus****Source of data:** Statistical Service of Cyprus, R&D Statistics Section. Data are collected within the context of the annual R&D survey. Results are published in the annual report "Research and Development Statistics".**Year comment:** Jan - Dec.**Category of professors:**

<i>Description</i>	<i>National description</i>
Grade A:	Professors
Grade B:	Associate professors
Grade C:	:
Grade D:	Assistants, lecturers, research associates

**Remarks:**

Academic staff do a mixture of teaching and research. Research associates working in certain projects only undertake research.

**CZ - The Czech Republic****Source of data:** Institute for Information on Education affiliated to the Ministry of Education, Youth and Sports of the Czech Republic**Year comment:** December of the year**Category of professors:**

<i>Description</i>	<i>National description</i>
Grade A:	Professoři (Professors)
Grade B:	Docenti (Associate professors)
Grade C:	Odborní asistenti (Senior assistants)
Grade D:	Assistants and lecturers

**Remarks:**

FTE is a problem.

## DE - Germany

**Source of data:** Federal Statistical Office, Education and Culture, BLK survey of non-university research institutions

**Year comment:** Jan.-Dec.

### Category of professors:

<b>Description</b>	<b>National description</b>
Grade A:	C4 an allen Hochschularten
Grade B:	C3 an allen Hochschularten C2 auf Dauer an allen Hochschularten C2 auf Zeit an allen Hochschularten Ordentliche Professoren, HSL1-6, BAT I-IIa, AT Außerordentliche Professoren, HSL1-6, BAT I-IIa, AT Hochschuldozenten, R1, C2, C3, A9-A15, BAT I-IIa, III, AT Universitätsdozenten, H1-H3, BAT Ia, Ib, AT Oberassistenten, C2, H1, H2, A14, BAT Ia-IIa Oberingenieure, C2, H1, H2, A14, BAT Ib Hochschuldozenten, HSL 2-6, BAT I-IIa Außerordentliche Hochschuldozenten 4), HSL 2-6, BAT I-IIa Oberassistenten, WM 3-6, BAT I-IIa
Grade C:	Hochschulassistenten, C1, H2, BAT Ia-IIa Wissenschaftliche und künstlerische Assistenten, C1, H1, A13-A14, BAT Ib, IIa Akademische (Ober)Räte -auf Zeit-, A13, A14 Akademische Räte, Oberräte und Direktoren, A13-A16, C1-C3, R1, R2, H1-H3, BAT I-IIa, AT
Grade D:	Wissenschaftl. und künstl. Mitarbeiter im Angestelltenverh., BAT I-IVb, Va, AT, Verg. entspr. A13 Ärzte im Praktikum, Tarif für AIP Wissenschaftliche Mitarbeiter im unbefristeten Arbeitsverhältnis, WM 2-6, BAT I-IIa Studienräte, -direktoren im Hochschuldienst, A13-A16, BAT I-IIb Fachlehrer, Technische Lehrer, A9-A13, AT Lektoren, A13-A14, BAT I-II, AT Sonstige Lehrkräfte für besondere Aufgaben, A9-A13, BAT I-Vc, Kr. VIII-XIII, AT Lektoren, WM 3, BAT IIa Lehrer im Hochschuldienst, WM 4-6, BAT IIa, IIb

## DK - Denmark

**Source of data:** The Danish Institute of Analysing Research (Analyseinstitut for forskning [AFSK]): Forskning og udviklingsarbejde i den offentlige sektor (Forskningsstatistik), AFSK: Erhvervslivets forskning og udviklingsarbejde (Forskningsstatistik)

**Year comment:** December of the year

### Category of professors:

<b>Description</b>	<b>National description</b>
Grade A:	Professors
Grade B:	Associate professors
Grade C:	Assistant professors
Grade D:	senior/forskningsstip., temporary scientific staff, other scientific staff,

**EE - Estonia****Source of data:** Statistical Office of Estonia, Education data**Year comment:** Academic year**Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	Professors Emeriitprofessor (Professor emeritus), Abi-, kaas-, ase- või erakorraline professor (Assistant, co-, substitute or extraordinary professor),
Grade B:	Vanemteadur (Senior researcher), Dotsent (Senior lecturer)
Grade C:	Teadur (Researcher), Lektor (Lecturer), Vanemõpetaja (Senior teacher)
Grade D:	Assistants, teachers, others

**Remarks:**

- The data on academic staff covers universities and research centres within universities (most research institutes have been incorporated into universities).
- The FTE includes both - educational and R&D activities

**EL - Greece****Source of data:** NSSG, National Statistical Service of Greece, Statistics of Education**Year comment:** Academic year**Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	Professors
Grade B:	Associate professors
Grade C:	Assistant professors
Grade D:	senior/forskningsstip., temporary scientific staff, other scientific staff, other assistant staff, lecturers, postgraduate scholars, temporary teaching staff

**ES - Spain****Source of data:** Instituto Nacional de Estadística "Estadística sobre las actividades de I+D" Paseo de la Castellana, 183 - E-28046 Madrid <http://www.ine.es>**Year comment:** December of the year**Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	Head of department
Grade B:	Permanent and part-time professor, Emeritus professor and visiting professor
Grade C:	Assistant professors
Grade D:	PhDs-students

**Remarks:**

Sector concerned is centres with Public Entitlement.

**FI - Finland****Source of data:** Statistics Finland**Year comment:** Situation 31st December**Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	Professor and associate professor
Grade B:	Senior assistant and lecturer
Grade C:	Assistant and full time fee-paid teacher
Grade D:	Researchers

**Classification of fields of science:**

NS: natural sciences

ET: engineering

MS: health care, medicine, and dentistry

AS: agricultural and forestry, veterinary medicine, pharmacy

SS: education, social sciences, psychology, law, and economics

H: theology, humanities, industrial arts, music, theatre/dance, sport sciences

**Remarks:**

Data only concern Academy of Finland and not all the Higher Education sector. The data concerns fulltime staff. Both permanent staff and staff in short-term contract are included. The data concerns civilian employment.

**FR - France****Source of data:** OST (Observatoire des Sciences et Technologies) Ministère de l'éducation nationale, Bureau des études statistiques sur la recherche (Direction de la programmation et du développement)**Year comment:** Jan -Dec**Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	DR - Directeur de Recherche PU - Professeur d'université
Grade B:	CR - Chargé de recherché MC - Maître de conférence
Grade C:	
Grade D:	boursiers de thèse et Ingénieurs de recherche. The grade D includes PhD students working in the labs.

**Remark:**

National classification for field of science (NS includes AS; SS includes H)

**HU - Hungary****Source of data:** R+D survey Hungarian Central Statistical Office**Year comment:** Jan - Dec**Category of professors:**

<i>Description</i>	<i>National description</i>
Grade A:	Tanár (Professors)
Grade B:	Docens (Associate professor)
Grade C:	Adjunktus (Senior lecturer) and Tanársegéd (Lecturers)
Grade D:	Researchers

**Remarks:**

- Academic staff includes teacher staff and researchers, too.
  - Total academic staff are not available by Grades in the R&D statistics so we calculated these data (for grade A, B, C) based on ratio of education statistics
  - Category Grade D including only researchers working in this post but excluding PhD students
- Data by sex in FTE are not available

**IE - Ireland****Source of data:****Year comment:****Category of professors:****IT - Italy****Source of data:** MURST-Ministry for University and Scientific and Technological Research database.**Year comment:** Academic year**Category of professors:**

<i>Description</i>	<i>National description</i>
Grade A:	Full professor
Grade B:	Associate professor
Grade C:	Academic researcher
Grade D:	

**LI - Lithuania****Source of data:** Lithuanian State Science and Studies Dept., Ministry of Education Statistics Lithuania**Year comment:** January of the year**Category of professors:**

<i>Description</i>	<i>National description</i>
Grade A:	Professors
Grade B:	Associate professors
Grade C:	Assistant professors
Grade D:	Other staff

**LU - Luxembourg****Source of data:****Year comment:****Category of professors:**

**LV - Latvia****Source of data:** CSB of Latvia**Year comment:****Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	Full Professors
Grade B:	Associate professors
Grade C:	Assistant Professors, Assistants, Lecturers, Researchers
Grade D:	

**Remarks:**

- Data on full and associate professors for the year 2000 are split between the University of Latvia (data by field of sciences) and other academic institutions (data not by field of science).
- Data on assistant professors are not provided by field of science.

**MT - Malta****Source of data:** National statistics Office**Year comment:** Academic year**Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	Professors
Grade B:	Associate professors
Grade C:	Senior lecturers
Grade D:	<i>Data supplied but no title</i>

**NL - The Netherlands****Source of data:** The Association of Dutch Universities "VSNU" ("WOPI 1999", with the 1998-figures)**Year comment:** December of the year.**Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	Professor
Grade B:	Associate professor
Grade C:	Assistant professor
Grade D:	Other academic staff, Postgraduates (2 year post), Postgraduates (4 year post), Student assistant

**Classification of fields of science:**

NS: Science (mathematics and informatics, physics and astronomy, chemistry, pharmacy, biology and earth sciences)

ET: Engineering

MS: Health

AS: Agriculture

SS: Economics + Law + Behaviour and society (include psychology, pedagogical and educational sciences, anthropology, social-cultural sciences (a.o. sociology), political sciences, geography, other social sciences and physical education)

H: Language and culture

**Remarks:**

Data relate to the universities and not to the institutes related to the universities. These institutes only account for 2,7% to the total higher education sector.

**PL - Poland****Source of data:** Information Processing Centre, database "Polish Science"**Year comment:** Academic year**Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	Full professors
Grade B:	Doctor hab., professor of high school
Grade C:	Doctor
Grade D:	

**Remarks:***Scientific discipline:*

- For the discipline description the national classification is used (proposed by the State Committee for Scientific Research).

*Data by year:*

- For 1996-1999, academic staff and research staff are counted together. There is no distinction between schools of higher education and research institutions. Data for 2000 are counted differently as in academic staff only persons who are employed in all public and private schools of higher education are counted.

**PT - Portugal****Source of data:** OCT - Observatory for Sciences and Technologies, R&D Survey**Year comment:** Jan-Dec**Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	Professor Catedrático
Grade B:	Professor Associado
Grade C:	Professor Auxiliar
Grade D:	Assistente

**Remarks:**

- Sum of academic staff does not equal total RSE in HES. Academic staff may include RSEs from other sectors
- Latest data available are for 1999

**SE - Sweden**

**Source of data:** National Agency for Higher Education, Statistics Sweden, R&D and IT-statistics. Research and Development in the Higher Education Sector.

**Year comment:** October of the year

**Category of professors:**

<i>Description</i>	<i>National description</i>
Grade A:	Professors
Grade B:	residual grade
Grade C:	postdoctoral fellow
Grade D:	Postgraduate student (not yet holding a PhD) having a university post

**Classification of fields of science:**

NS: mathematics, natural sciences

ET: technology

MS: medicine, pharmacy, pharmacology, odontology

AS: agriculture, veterinary medicine

SS: law, social sciences

H: humanities, theology

Others

**SI - Slovenia**

**Source of data:** Statistical office of the Republic of Slovenia; Survey on instructional and professional support staff

**Year comment:** 31 December of the year.

**Category of professors:**

<i>Description</i>	<i>National description</i>
Grade A:	Full professors
Grade B:	Associate professors
Grade C:	Assistant professors
Grade D:	

**Remarks:**

- Data covers both full and part-time academic staff, teaching regular students in undergraduate higher education studies. Data on academic staff include all faculties. Data on academic staff by S&T fields (obtained by survey on instructional and professional support staff at higher education sector) are classified according to ISCED classification (according to the field of science of faculty where the professor teaches).
- Data on academic staff divided by main fields of science are estimated.
- Category D will be supplied for the academic year 2003.
- Data cover both full and part-time academic staff, teaching regular students in undergraduate higher education studies. Teachers in post-secondary vocational colleges are excluded, although they range in ISCED 5B as they have no academic title. For that reason, data do not fit with UOE questionnaire.
- The survey includes two universities; one in Ljubljana, including 27 higher education institutions and another in Maribor, including 10 higher education institutions and 5 free standing education institutions.
- Professors in the higher education sector (university) are supposed to work 30 % of their time in R&D (according to the law). Usually each professor is counted at least as 0.3 FTE researcher or according to the time he actually works in R&D. If he works entirely in teaching, he is not shown as a researcher

## SK - Slovakia

**Source of data:** Institute of Information and Forecasting in Education, Bratislava, (Statistical yearbook of education)

**Year comment:** 31 October of the year

**Category of professors:**

<i>Description</i>	<i>National description</i>
Grade A:	Profesori (Full professors)
Grade B:	Docenti (Associate professors)
Grade C:	Odborní asistenti (Lecturers)
Grade D:	Asistent-asistent lecturer, lektori (Assistant lecturers)

**Remark:**

- Data covers both full and part - time academic staff
- H include only sciences of culture & art and SS include social sciences and other humanities

## United Kingdom

**Source of data:** Higher Education Statistics Agency (HESA)

**Year comment:**

**Category of professors:**

<i>Description</i>	<i>National description</i>
Grade A:	Professors
Grade B:	Senior lecturers & Researchers
Grade C:	Lecturers
Grade D:	Researchers

**Classification of fields of science:**

NS: biosciences + chemistry + physics + earth, marine & environmental sciences + mathematics + information technology & systems sciences + geography

ET: general sciences + general engineering + chemical engineering + mineral, metallurgy & materials engineering + civil engineering + electrical, electronic & computer engineering + mechanical, aero & production engineering + other technologies + architecture, built environment & planning

MS: Clinical medicine + clinical dentistry + anatomy & physiology + Nursing and paramedical studies + health & community studies + pharmacy + pharmacology

AS: Veterinary science + agriculture & forestry

SS: Psychology and behavioural sciences

**Remarks:**

There are two departments - geography and sports and leisure science that embrace 2 Frascati definitions. In the case of geography it is NS and SS, and in Sport and Leisure science it is MS and SS.

## CH - Switzerland

**Source of data:** OFS, Statistique des hautes écoles

**Year comment:**

**Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	<i>No national description provided</i>
Grade B:	<i>No national description provided</i>
Grade C:	<i>No national description provided</i>
Grade D:	<i>No national description provided</i>

**Remarks:**

- Coverage change between 1998 and 2000 following restructuring of the Swiss education and training systems
- In the case where 1 person is spread over several disciplines, he/she is counted in the discipline in which he/she works the most.

## BG - Bulgaria

**Source of data:** National Statistical Institute of Bulgaria, unit "Social statistics"

**Year comment:** Academic year

**Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	Professors
Grade B:	Associate professor
Grade C:	:
Grade D:	Assistants, lecturers, research associates

**Remarks:**

The part of academic staff which is involved in research are included also in the data on research staff in the HE sector, where they are then broken down by discipline.

## IL - Israel

**Source of data:** Israel Central Bureau of Statistics

**Year comment:** Academic year

**Category of professors:**

<b>Description</b>	<b>National description</b>
Grade A:	Professors
Grade B:	Associate professors
Grade C:	Senior lecturers
Grade D:	Lecturers

**Remark:**

1998 latest data available

- Students studying for a doctoral qualification are included in the data in cases where they combine the studies and participation in concrete research project.
- Professors in the higher educational institutions of Latvia usually combine both teaching and scientific research at the same time.

**IS - Iceland**

**Source of data:** The Ministry of Education 1996: Tölfræðihandbók um menntun og menningu 1996. (Statistical report on education and culture 1996.). The University of Iceland - The Ministry of Education and Culture: Unpublished information collected in 2000 by the working group of women and science in Iceland. Statistics Iceland: The Statistical Yearbook 2000.

**Year comment:** February of the year 1999 and 2000. March 2001 and 2002.

**Category of professors:**

<i>Description</i>	<i>National description</i>
Grade A:	Prófessor (Professors)
Grade B:	Dósent (Associate professors)
Grade C:	Lektor (Assistant professors)
Grade D:	

**Remarks:**

- The academic staff data over time are not completely comparable for the different time periods as the method of collecting the data differs. Not all the HES are available by field of science.
- The information covers full professors (A), associate professors (B) and assistant professors (C). This mirrors the hierarchy in our universities and colleges. D is empty as yet.

**NO - Norway**

**Source of data:** NIFU; Norwegian Institute for Studies in Research and Higher Education

**Year comment:** 1st October of the year

**Category of professors:**

<i>Description</i>	<i>National description</i>
Grade A:	Professors
Grade B:	Associate professors, Department chief physicians, Chief physicians, Senior lecturers, College readers and senior researchers
Grade C:	Post.doc. fellowship holders, Researchers
Grade D:	PhD students, Assistant professors, University/College lecturers, Assistant physician and research assistant

**Remarks:**

- Professors are tenured personnel.
- The three different types of positions as physician include physicians performing R&D at university hospitals, in addition to their regular work.

**RO - Romania**

**Source of data:**

**Year comment:**

**Category of professors:**

**TR - TURKEY**

**Source of data:**

**Year comment:**

**Category of professors:**

<i>Description</i>	<i>National description</i>
Grade A:	Professors
Grade B:	Associate professor
Grade C:	Senior assistants
Grade D:	Assistants and lecturers

**Remarks:**

- Data unreliable
- Does not include private universities