

## PART V

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### THE ACADEMIC STAFF

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#### THE STRUCTURE OF POSTS<sup>1</sup>

383. The classification of the various academic posts at Oxford is complicated by the college system, and it is different from that of any other British university. If Cambridge (which has arrangements similar to, but by no means identical with, those at Oxford) is excluded, the chief differences are:

- (a) that all professors receive the same salary<sup>2</sup> (though some do also receive allowances for departmental responsibilities);
- (b) that there is no grade of senior lecturer;
- (c) that, as a corollary to (b), the lecturers' scale rises to £2,760, three increments above the national maximum of £2,505;<sup>3</sup>
- (d) that the lecturers' scale is a rigid age-wage scale;
- (e) that any university post save that of professor may be held together with a paid college post, and that there are a considerable number of part-time university posts which are tenable *only* by those who also hold a paid college post;
- (f) that there is no grade of assistant lecturer (the grade of departmental demonstrator is analogous to it; but it exists only in the science faculties, and the number of full-time departmental demonstrators is small);
- (g) that some members of the academic staff are employed only by the colleges and hold no university post.

#### University posts

384. A list of the University's academic posts at 1 January 1965 at the level of lecturer and above,<sup>4</sup> except those in clinical medicine, is contained in

<sup>1</sup> The description relates to 1964-5. Since then there has been a change which is described in para. 409.

<sup>2</sup> Except for a differential between clinical and other professors.

<sup>3</sup> Throughout this Part, salaries and salary scales are those in force in 1964-5.

<sup>4</sup> The list includes statutory posts charged against the General Board's budget, and all those where appointment is made by, or must be approved by, the General Board.

evidence from the General Board (*Written Evidence*, Part XII, pp. 25–39).

The main posts are:

- (a) professor;
- (b) reader;
- (c) university lecturer;
- (d) senior research officer;
- (e) Common University Fund (CUF)
- (f) special lecturer;
- (g) faculty lecturer.

385. Professors hold *ex officio* non-stipendiary college fellowships; (b)–(d) may be held together with a paid college post; (e)–(g) are part-time posts which are peculiar to Oxford and are designed to meet its special needs and can only be held together with a paid college post. There are also certain special grades in particular university institutions. They include tutors in the Department and Institute of Education and in the Department of Social and Administrative Studies, and certain research posts. These posts may be held together with a paid college post.

386. Posts in clinical medicine (apart from statutory ones) are administered by the Nuffield Committee for the Advancement of Medicine (Nuffield Committee) rather than the General Board, although the General Board provides the funds for some of them. The posts in clinical medicine include five statutory professorships which are a charge on the funds of the Nuffield Medical Benefaction. The main posts are:

- (a) professor;
- (b) reader and first assistant;
- (c) lecturer;
- (d) research officer.

For grades (b)–(d) there are separate salary scales for those with and those without medical qualifications; these posts may be held together with a paid college post. The *title* of university lecturer or clinical lecturer (without stipend) may be conferred on members of hospital staffs who contribute to the work of the Medical School, but these persons do not fall within our definition of the academic staff.

387. There are also junior posts to which appointment is made departmentally. They may be held together with a paid college post. Most are short-term research posts. Departmental demonstratorships are short-term teaching posts;<sup>1</sup> they may be full-time or part-time and they carry no automatic or even semi-automatic prospect of promotion to a permanent post.

<sup>1</sup> Junior lectureships in Mathematics are similar.

**College posts**

388. The most common college post is that of tutorial fellow, a main duty of which is to teach undergraduates in the college. (Official Fellows of Nuffield College and St. Antony's College are here regarded as tutorial fellows; they have similar responsibilities towards the postgraduates in their colleges.) But there are also research fellows—short-term junior research fellows or longer-term senior research fellows.<sup>1</sup> There are also college lecturers, i.e. persons who are employed by a college to do some of the college's undergraduate teaching but who are not made fellows. Normally the lecturers are responsible only for teaching in smaller Schools or in particular subjects in larger Schools, where the teaching needs in any one college would not justify the appointment of a tutorial fellow, and they are paid a modest retaining fee plus piece-rates for the teaching they actually do. Sometimes, however, the college (either alone or in conjunction with another college) will pay a definite salary to a lecturer; a particular example of this is where small groups of colleges have combined to appoint a person to be a tutorial fellow of one of the colleges and to have teaching responsibilities in the other colleges as a lecturer. Most, but not all, college fellows and lecturers also hold a university post. A college is bound by its statutes to inform the appropriate faculty board when it intends to elect a tutorial fellow, and the board may make representations about the needs of the subject; but the college is under no obligation to give effect to these representations, and there is no need for it to consult the faculty board about the actual person to be elected. Since colleges may wish to appoint to tutorial fellowships persons appointed to university posts such as university lecturerships, the University has established the practice of notifying colleges when there are vacancies in appropriate grades of university posts.

389. The type of university post likely to be held by a college tutorial fellow is largely determined by his subject, mainly for historical reasons. Before 1939 the majority of fellows were in arts and social studies subjects, and received their salaries solely from their college. After 1945 many of the colleges could no longer afford, because of the decline in the value of money, to give adequate salaries to the number of fellows they now required to teach the increased number of undergraduates; the university therefore greatly increased the number of CUF lecturerships, and this is the university post normally held by a tutorial fellow in arts or social studies (though a few hold a full university lecturership or a readership). The growth of science at Oxford, however, was increasingly a university activity because of the need to provide centrally expensive laboratories and equipment; and gradually, in parallel with this, most appointments in

<sup>1</sup> Research and faculty fellows of St. Antony's College often have responsibilities towards postgraduates in the college similar to those of Official Fellows.

science subjects became primarily university appointments. The holders may or may not also hold tutorial fellowships in colleges; if they do, the college makes a comparatively small addition to their university salary, within a maximum jointly agreed by the colleges and the University. The great majority of science tutorial fellows are therefore university lecturers. However, the University (on which the greater expense falls) has in recent years been unable to create posts at the rate necessary to keep pace with the needs of colleges, and in a number of cases college fellowships in science have been awarded to people holding junior appointments, e.g. to departmental demonstrators.

### Professors

390. Appointments to statutory professorships are made by special electoral boards. Professors normally hold office until retiring age. Their duties include original work and the general supervision of research and advanced work in the particular subject of their chair; residence within 10 miles of Carfax for a certain part of the year; (for arts professors generally) the giving of at least 36 lectures or classes a year (of which not less than 28 must be lectures); (for science professors generally) the giving of 28 lectures or classes a year, and (in appropriate cases) responsibility for departments assigned to them.

391. Professorial salaries at 1 January 1965 were:<sup>1</sup>

	<i>Oxford</i> (£ per annum)	<i>National</i> (£ per annum)
Non-medical and pre-clinical	4,100 (plus allowances for departmental responsibility of 300, 400 or 600 in 22 cases).	Within range 3,400-4,750 subject to a maximum average of 4,200 in each university.
Clinical	3,875 or 4,445 according to whether or not the professor retains fees for attending on patients in hospitals associated with the Nuffield scheme.	Within range 3,150-4,445.

### Readers and first assistants

392. Readers are appointed either by special electoral boards of the same kind as appoint professors or by the General Board, usually on the recommendation of a faculty board. (First assistants in clinical medicine, who are paid on the same scale as readers, are appointed by the Nuffield Committee.) Readerships filled in the first way are those established by statute or decree; those filled in the second way are normally *ad hominem* posts given to an existing member of the academic staff in recognition of

<sup>1</sup> The salaries and duties attaching to professorships, and the salary scales and outlines of the duties of readers, university lecturers, and CUF lecturers are published annually in the *Statuta*. The salary scales published are for the university appointment, and do not include any payments by colleges.

particular personal distinction. Their duties are to engage in advanced study and research, and normally (in the case of arts readers) to give not less than 36 lectures or classes a year or (in science and medicine) to co-operate as required in the teaching and administrative work of the department. They are normally appointed for 5 years in the first instance and then (if re-appointed) confirmed to retiring age. Appointment to a college post is a separate procedure; but whether or not such an appointment (which may or may not be stipendiary) is made, not more than 6 hours a week of college teaching may be done. First assistants are appointed or reappointed by the Nuffield Committee, on the recommendation of a specially constituted subcommittee. Tenure is normally for a period of 5 years in the first instance. Their duties are to work under the direction of the head of the department, and they may hold a paid college post. They may be re-appointed for a second period of not more than 5 years, after which (if reappointed) their appointments may be confirmed until the retiring age (in the latter case they then become subject to the disciplinary powers of the Visitation Board).

393. Salary scales for readers (and first assistants in clinical medicine) at 1 January 1965 were:

	<i>Oxford</i> (£ per annum)	<i>National</i> (£ per annum)
Non-medical and pre-clinical	2,800 × 75–3,250. Where a college post is also held the joint stipend may not exceed 3,675.	Scales with maxima up to 3,250.
Clinical	2,975 × 110–3,195 × 220–3,415 × 115–3,645 if medically qualified. 2,800 × 75–3,250 if not medically qualified.	Scales within the range 2,500–3,600 (or 3,990 for posts of special responsibility).

394. There is no post of senior lecturer at Oxford. The national scales for senior lecturers are subject to the same limits as those for readers.

#### **University lecturers and senior research officers**

395. University lecturers are appointed by the faculty boards, subject to the approval of the General Board (in the case of appointments in science departments, on the recommendation of a specially constituted committee). Their duties are to engage in advanced study or research and (in the case of arts lecturers) normally to give not less than 36 lectures or classes a year or (in the case of lecturers in science and medical departments) to co-operate as required in the teaching and administrative work of the department in both term and vacation under the direction of the head of the department. Senior research officers (who are mainly in science departments) are appointed in a similar way (though the committee procedure is not statutorily required in their case) and are paid on the same scale; their

duties are to engage in advanced study or research in both term and vacation under the direction of the head of the department (and in some cases they may also be required to assist in the teaching work of the department). University lecturers and senior research officers are normally appointed for 5 years in the first instance and then (if reappointed) confirmed to retiring age. They may do up to 12 hours a week of college teaching. Appointment to a college post is formally a separate procedure from the university appointment; but such appointments are subject to the limit of not more than 12 hours a week of college teaching (11 in the case of tutorial fellows holding university lectureships in science departments).

396. Salary scales for university lecturers (and senior research officers at Oxford<sup>1</sup>) at 1 January 1965 were:

	<i>Oxford</i> (£ per annum)	<i>National</i> (£ per annum)
Non-medical	1,400 (under age 28); 1,485 (at age 28) × 85– 2,760 (at age 43 and over). Where a college post is held the joint stipend may not exceed 3,450.	1,400 × 85–2,505
Pre-clinical	1,400 × 85–2,760 if medically qualified; <sup>1</sup> otherwise as for non- medical. Where a college post is held the joint stipend may not exceed 3,450.	1,400 to maxima ranging from 2,505 to 3,250 (increments of 100–120).

### Lecturers in clinical medicine

397. Lecturers and research officers in clinical departments are appointed by the Nuffield Committee, on the recommendation of heads of departments. The title lecturer is used for those primarily carrying out formal teaching duties (lectures, seminars, ward classes) and the title research officer for those primarily engaged in research. In both cases the duties are to work under the direction of the head of the department. These appointments are tenable with paid college posts. Tenure is normally for not more than 3 years at a time, but the appointment of a lecturer or research officer who has served for at least 5 years is reviewed, on the expiry of his current period of office, by a specially constituted sub-committee, to determine whether (if reappointed) he should be reappointed for a further limited term or until the retiring age (those reappointed until the retiring age become subject to the disciplinary powers of the Visitation Board). Junior lecturers and junior research officers are normally appointed for not more than 2 years at a time.

<sup>1</sup> The age-tie at Oxford is statutory in the case of non-medical lecturers, and is also applied in practice to pre-clinical lecturers and senior research officers.

398. Salary scales for lecturers in clinical medicine at 1 January 1965 were:

	<i>Oxford</i> (£ per annum)	<i>National</i> (£ per annum)
Scale III	1,635 × 115-1,750 × 55- 1,805 × 60-1,865 × 55- 1,920 × 115-2,035 × 60- 2,095 × 55-2,205 × 110- 2,315 × 55-2,480 × 110- 2,700 if medically qualified. 2,420 × 85-2,760 if not medically qualified.	1,400 to maxima ranging from 2,500 to 3,600 (or 3,990 for posts of special responsibility).
Scale II	1,580 × 55-1,635; thence as Scale III to 2,205 if medically qualified. 1,400 × 85-2,335 if not medically qualified.	

### Departmental demonstrators

399. Departmental demonstrators are appointed in certain faculties by heads of departments, and their duties (including the college teaching they may do) are determined by the head of the department. They may be appointed for up to 3 years, and may be reappointed except that their total service as a departmental demonstrator may not normally exceed 6 years. Their salary may not normally exceed £1,325 per annum (£1,470 for those medically qualified in medical departments). The national scale for assistant lecturers was £1,050 × £75-£1,275 per annum at 1 January 1965.

### CUF lecturers<sup>1</sup>

400. CUF lecturers, as has been explained, owe their primary appointment in Oxford not to the university but to their college. When a college elects an arts tutorial fellow, it will usually put his name forward to the university for appointment as a CUF lecturer, and the fellow (and his college) may normally expect appointment within a year or so of his election as fellow.<sup>2</sup> A CUF lecturer's university duties are to give 16 lectures or classes a year and to engage in advanced study or research; and he will be eligible to continue to hold his lecturership for as long as he is doing at least 6 hours' college teaching a week in respect of a college appointment or appointments (no maximum is laid down by the university), subject only to a formal reappointment at the end of the first 5 years.

401. The salary scale for CUF lecturers at 1 January 1965 was:

<i>Age</i>	<i>Salary</i> (£ per annum)
Under 30	950
30-34	1,050
35-39	1,150
40-44	1,250
45 and over	1,350

<sup>1</sup> See also the evidence of the General Board, *Written Evidence*, Part XII.

<sup>2</sup> Fellows other than tutorial fellows, and college lecturers are also eligible to hold CUF lecturerships provided they do a minimum of 6 hours a week of undergraduate teaching either for the society at which a fellowship (if any) is held, or in respect of college lecturerships held.

Some fellows of the graduate colleges hold 'special CUF lecturerships' carrying a stipend £50 less at each age. These posts are included among CUF lecturerships in the statistics given below.

### Special lecturers<sup>1</sup>

402. Special lecturerships are found in arts subjects. They are posts of limited tenure, nominated by the faculty boards for those making, or being expected to make, some outstanding contribution to learning, and are designed to permit the holder to reduce his college teaching commitments. These lecturerships are usually held by CUF lecturers, who revert to being CUF lecturers when the tenure of the special lecturership comes to an end. Special lecturers are required to give at least 16 lectures or classes a year; the amount of college teaching permitted to them is restricted to 10 hours a week. The stipend at 1 January 1965 was £1,740 *per annum*.

### Faculty lecturers<sup>1</sup>

403. The faculty lecturership was created as one of the ways of solving the problems caused by the making of university appointments of which the holders were not elected to college fellowships. A faculty lecturer is appointed as a result of joint action between a faculty board and an interested college, and is usually required to give 24 lectures or classes a year for the faculty board. The amount of teaching available to the college is normally 12 hours a week. This type of appointment has been used particularly for some of the less studied modern languages, but has recently been extended to other faculties.<sup>2</sup>

404. The salary scale for faculty lecturers at 1 January 1965 was £1,200 × £50 (biennially)–£1,400 × £85 (biennially)–£1,570 *per annum*.

### College emoluments

405. Details of the stipends and other emoluments paid by colleges are given below, paras. 555–68.

### Outside grants staff

406. In addition to academic staff paid directly from university funds, or employed by colleges, there are others who are paid through grants from outside bodies which are formally accepted by, and channelled through, the University. They are referred to as outside grants staff. Such staff are not included in statistics returned by universities to the UGC since their salaries are not paid out of grants from the UGC.<sup>3</sup> But they are academic

<sup>1</sup> See also the evidence of the General Board, *Written Evidence*, Part XII.

<sup>2</sup> The college post held may be a tutorial fellowship, a non-tutorial fellowship, or a lecturership.

<sup>3</sup> Information about the number of holders of posts on outside grants in other universities is not available. One of the larger London colleges has told us that in 1964–5 such staff numbered 28 per cent. of the academic staff proper. The corresponding figure for Oxford was 11 per cent. The UGC is collecting information about the staff in 1965–6.

employees of the University and they contribute to research and in some cases to teaching. At Oxford, they are to be found mainly in science departments, and they nearly all hold short-term research posts. Outside grants staff should not be confused with staff employed directly by research councils (such as the Medical Research Council) who are accommodated in university premises. For several purposes, particularly where comparisons with other universities are concerned, it is not appropriate to include outside grants posts, and they are excluded from the definition of the academic staff. But for some purposes they are included, and an alternative definition 'academic staff (including outside grants staff)' is used.

## ACADEMIC STAFF NUMBERS

407. Table 235 gives the number of academic staff at 1 January 1965 according to university and college post. Only full-time staff are included. That is to say, holders of a full-time university or college teaching or research post, and holders of a part-time university and a part-time college teaching or research post. Among those *excluded* are heads of houses, other members of the academic community such as library staff who may, however, engage in both teaching and research for part of their working time, staff of the Extra-Mural Delegacy, and approximately 50 persons who are regarded as part-time. These last include those who hold a college non-stipendiary lecturership (or a stipendiary lecturership with stipend below £500 *per annum*) but no other post; tutorial fellows with stipends considerably below the usual rates in their colleges and with no university post; and those holding a college post with a university post other than a teaching or research post. Included as full-time are all those with a university and/or college teaching or research post, even where a substantial part of their total emoluments is derived from a college office, such as bursar, which is not directly concerned with teaching and research. But bursars, etc., who hold no teaching or research post in the University or their college are excluded. Included are 14 holders of outside grants posts who also held a stipendiary college fellowship. Academic staff on leave of absence on 1 January 1965 are included.

408. The total academic staff numbered 1,127. Nearly half were tutorial fellows or tutors at Permanent Private Halls. The main career grades of professor, reader, lecturer, and senior research officer accounted for 870, or 77 per cent. of the total. The junior teaching grades accounted for a further 38, or 3 per cent. Of the remaining 219 posts, about a fifth were tutorial fellows, most of whom could expect to obtain a university or CUF lecturership in due course. About a half were college lecturers and research fellows holding no university post. The remaining 65 held directorships or special teaching posts (see para. 385) or departmental research posts.

409. Since January 1965 the University has passed statutes to make provision of fellowships (which need not be stipendiary) for members of

Table 235. *Academic staff by university and college post held. I January 1965*

College post	UNIVERSITY post						All		
	Professor	Reader and first assistant	University lecturer	Departmental demonstrator and equivalent	Part-time lecturer*	Senior research officer and equivalent		Other posts	None
Tutorial fellowship	—	21	98	9	328	14	3	43	516
Non-tutorial fellowship	104	36	33	1	10	5	16	87	292
Lecturership but not fellowship	—	—	46	4	12	3	1	24	90
None	—	27	91	24	—	42	45	—	229
All	104	84	268	38	350	64	65	154	1,127

SOURCE: Registry; Chest; 1965 *Calendar*; colleges; Academic Staff Survey.

## NOTES

- \*1. Part-time lecturers comprise 4 part-time university lecturers (of whom 3 were tutorial fellows, and 1 was a non-tutorial fellow); 399 CUF lecturers; 11 special lecturers; and 26 faculty lecturers (of whom 17 were tutorial fellows and 6 were non-tutorial fellows).
2. Included among tutorial fellows are 10 tutors at Permanent Private Halls.
3. Of the 24 holding a college lecturership and no university post, 7 held research lecturerships.
4. 'University lecturer' comprises full-time university lecturers and lecturers in clinical medicine on Scales II and III.
5. Departmental demonstrators and equivalent comprise departmental demonstrators, junior lecturers in mathematics, and lecturers in clinical medicine on Scale I.
6. Senior research officers and equivalent comprise senior research officers, graduate assistants, other research workers on the same scale, and research officers in clinical medicine on Scales II and III.
7. Those under 'other posts' include directors, tutors in the Department and Institute of Education, the Department of Social and Administrative Studies, and in clinical medicine, and holders of departmental research posts.

NUMBER

OXFORD

the academic staff in the main career grades. Two new societies—St. Cross College and Iffley College—were established in 1965 and on 1 June 1965 a statute was passed which provided that titular professors (by decree), readers, and holders of certain other specified posts should be entitled to fellowships, and that first assistants, university lecturers (including CUF lecturers, faculty lecturers, and special lecturers), senior research officers, and lecturers and research officers in clinical medicine paid on Scale III should be entitled to fellowships when their appointments have been confirmed to retiring age.<sup>1</sup> As a result there have been considerable changes in the numbers holding fellowships since 1 January 1965. St. Cross College and Iffley College in 1965–6 had 83 (non-tutorial) fellows drawn from those who previously had no fellowship. In addition, other colleges have elected to fellowships a considerable number of those shown as non-fellows in Table 235.

410. A breakdown of posts by subject groups is given in Table 236. Table 237 gives the subject groups of the 129 outside grants staff (other than the 14 referred to in para. 407) in post at 1 October 1964 (the available information being more complete for this date than for 1 January 1965). This gives a total academic staff (including outside grants staff) of about 1,256 for 1964–5.

411. Table 235 shows 90 persons holding college lecturerships but not fellowships. In addition, 80 college fellows held college lecturerships as well as their fellowships. The 170 members of the academic staff holding college lecturerships held altogether 220 such lecturerships. Tables 238 and 239 give details according to posts held. An analysis by subject group shows that 18 per cent. of the academic staff in arts were college lecturers; 13 per cent. in social studies; 17 per cent. in science; and 4 per cent. in medicine.

412. The proportion of women in the academic staff (including outside grants posts) was 13 per cent. It was highest in arts and medicine (17 per cent. and 18 per cent. respectively); was 14 per cent. in social studies, and 8 per cent. in science. The proportion of women was high among college teachers with no university post (28 per cent.), CUF lecturers (19 per cent.), and other university and outside grants staff (18 per cent.). It was 7 per cent. among readers and university lecturers, and 1 per cent. among professors.

### Comparisons with other universities

413. The special structure of posts at Oxford makes comparisons of the composition of the academic staff with other universities difficult. However, the grades of professor and reader are common to Oxford and other universities, and the proportions in these grades may be compared. Table 240

<sup>1</sup> *Statt. Tit. XXIV, Sect. 1 (Statuta, 1965, p. 533).*

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Table 236. Academic staff by post and subject group. I January 1965

Subject group	NUMBER										
	Professor	Reader and first assistant	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university staff	College post only: teaching	College post only: research	All posts
Arts	51	19	19	46	234	13	1	23	31	45	482
Social studies	15	12	1	11	61	5	2	17	18	26	168
Science	28	33	71	84	25	28	27	45	11	22	374
Pre-clinical medicine	4	8	6	6	—	—	7	7	—	1	39
Clinical medicine	6	12	1	23	—	—	13	9	—	—	64
All subjects	104	84	98	170	320	46	50	101	60	94	1,127

SOURCE: Registry; Chest; 1965 Calendar; colleges; Academic Staff Survey.

NOTE: The category 'university lecturer' is defined as in Table 235; the category 'other senior research staff' is the same as the category 'senior research officer and equivalent' in Table 235 except that holders of tutorial fellowships are not included.

**Table 237.** *Holders of posts on outside grants. 1 October 1964*

OXFORD	NUMBER
Arts	6
Social studies	9
Science	90
Medicine	24
All	129

SOURCE: Chest; university departments.

NOTES

1. This table is based on information which was probably incomplete.
2. Holders of posts on outside grants who also held a stipendiary college fellowship are not included.

gives some details for 1964-5. Distributions are given for non-medical and for all subjects. The UGC has laid down for non-medical subjects a limit of two-ninths on the number of senior non-professorial posts as a proportion of all non-professorial posts. The limit does not apply in medical subjects and non-medical subjects are therefore shown separately. For Oxford, distributions are given for full-time university staff, all university staff, and all academic staff.

414. In terms of all academic staff, Oxford had a lower proportion of professors, and a slightly higher proportion of readers compared with the national distribution. The proportion of lecturers at Oxford is slightly higher than the proportion of senior lecturers and lecturers at all universities, and the proportion in the assistant lecturer and 'others' categories is marginally higher. Although these groups are not exactly comparable, they are broadly so. Almost all in the lecturer category at Oxford are on scales which go into the senior lecturer range, and about two-thirds are tutorial fellows whose combined university and college scales usually go at least to the top of the senior lecturer range. (See below, paras. 555-61.) Both nationally and at Oxford a very large proportion of 'other' posts are junior posts carrying a salary similar to that of an assistant lecturership. In paras. 532-45 a further comparison is made between Oxford and other universities on the basis of salary instead of grade.

415. There is considerable variation about the national average. Figures on individual universities have not yet been published for 1964-5, but in 1963-4 the proportion of professors at the universities and colleges shown in Table 241 ranged from 10.1 per cent. to 19.5 per cent. compared with the national average of 11.6 per cent., and the proportion of readers ranged from 4.9 per cent. to 18.1 per cent. compared with the national average of 6.8 per cent.

**Table 238.** *Members of the academic staff holding college lecturerships, 1 January 1965*

	OXFORD							NUMBER		
	Fellowship	College lecturerships	University post	University lecturer and senior research officer	Departmental demonstrator and equivalent	Part-time lecturers	Other university and outside grants posts		No university post	
Tutorial		1 non-stipendiary	—	13	—	—	17	1	2	33
		2 or more non-stipendiary	—	3	—	—	3	—	—	6
		1 stipendiary	—	—	—	—	12	—	5	17
		Other combinations	—	4	—	—	3	—	—	7
	All	—	—	20	—	—	35	1	7	63
Non-tutorial		1 non-stipendiary	4	3	1	—	1	—	3	12
		2 or more non-stipendiary	—	2	—	—	—	—	—	2
		1 stipendiary	—	3	—	—	—	—	—	3
		All	4	8	1	—	1	—	3	17
None		1 non-stipendiary	—	34	1	—	1	1	—	37
		2 or more non-stipendiary	—	12	1	—	—	—	—	13
		1 stipendiary	—	2	2	—	3	—	18	25
		Other combinations	—	1	—	—	8	—	6	15
	All	—	—	49	4	—	12	1	24	90
All		1 non-stipendiary	4	50	2	—	19	2	5	82
		2 or more non-stipendiary	—	17	1	—	3	—	—	21
		1 stipendiary	—	5	2	—	15	—	23	45
		Other combinations	—	5	—	—	11	—	6	22
	All	4	77	5	—	48	2	34	170	

SOURCE: See source to Table 235.

NOTES

- Seven research lecturerships are included among the stipendiary lecturerships.
- College lecturerships were also held by holders of outside grants posts and by others as follows:
 

Outside grants posts	6	1 non-stipendiary	1 stipendiary
Others	19	2	5

**Table 239.** *Persons holding college lecturerships by number held, 1 January 1965*

OXFORD	NUMBER				
	Number of college lecturerships held				Total number of college lecturerships
	1	2	3	4	
Academic staff	127	37	5	1	220
Others	32	—	—	—	32
All holding college lecturerships	159	37	5	1	252

SOURCE: See source to Table 235.

**Table 240.** *Academic staff by grades, Oxford and all universities in Great Britain: 1964-5*

	PERCENTAGE							All	Number
	Pro-fessor	Reader	Senior lecturer	Lecturer	Assistant lecturer	Other			
NON-MEDICAL SUBJECTS									
Oxford: full-time university staff	18.0	12.3	—	53.0	6.3	10.4	100	521	
Oxford: university staff	10.8	7.3	—	71.9	3.8	6.2	100	871	
Oxford: all academic staff	9.2	6.3	—	61.1	3.2	20.2	100	1,024	
All universities in Great Britain	11.6	6.1	10.9	48.9	12.2	10.3	100	14,983	
ALL SUBJECTS									
Oxford: full-time university staff	16.7	13.5	—	53.3	6.1	10.4	100	623	
Oxford: university staff	10.7	8.6	—	70.1	3.9	6.7	100	973	
Oxford: all academic staff	9.2	7.5	—	60.5	3.4	19.4	100	1,127	
All universities in Great Britain	11.8	6.5	12.6	46.6	12.0	10.5	100	18,375	

SOURCE: Oxford: See source to Table 235.  
All universities in Great Britain: UGC.

## NOTES

1. First assistants at Oxford are included under reader. If they were not, the percentages for readers at Oxford in all subjects would be 12.0, 7.7, and 6.7.
2. Senior research officers at Oxford are included under lecturer.
3. Departmental demonstrators and junior lecturers at Oxford are included under assistant lecturer.
4. Figures for Oxford alone relate to 1 January 1965; for all universities in Great Britain to 1964-5.
5. In the figures for all universities in Great Britain the staff included for Oxford and Cambridge are all full-time university staff.

**Table 241.** *Academic staff at certain universities and colleges by grades, 1963-4*

University or college	PERCENTAGE						All	Number
	Pro- fessor	Reader	Senior lecturer	Lecturer	Assis- tant lec- turer	Other		
Bristol	10.2	6.4	8.3	51.2	8.7	15.2	100	551
Cambridge	10.1	7.5	—	—	82.4	—	100	932
Durham	14.0	7.2	8.1	61.3	2.6	6.8	100	235
Imperial College	11.4	13.6	10.3	48.6	5.0	11.0	100	516
Kings College	19.5	15.9	6.0	41.0	12.0	5.6	100	251
London School of Economics	16.1	18.1	4.8	34.7	14.9	11.3	100	248
University College	14.3	17.6	5.9	40.5	7.2	14.5	100	511
London	14.3	14.2	11.5	40.5	9.7	9.8	100	3,750
Manchester	10.1	4.9	12.9	46.5	14.1	11.4	100	858
All universities in Great Britain	11.6	6.8	11.6	49.0	9.3	11.7	100	16,444

SOURCE: UGC Returns, 1963-4.

## NOTES

1. Demonstrators are included under assistant lecturer for the individual colleges of London University (though not for London University as a whole).
2. In the figures for all universities in Great Britain the staff included for Oxford and Cambridge are all full-time university staff. Of these 1,185 lecturers, assistant lecturers, demonstrators, etc., at Oxford and Cambridge shown in Note 15 to the UGC Returns but not in its Table 9, are included under 'lecturer'.

STUDENT/STAFF RATIOS<sup>1</sup>

416. The UGC calculates student/staff ratios in two ways. In both, only full-time staff and students enter into the calculations, and in both an attempt is made to confine the staff figures to teaching staff. The difference between the two methods is that in one all students are given the same weight, whereas in the other postgraduates are given a greater weight than undergraduates, on the grounds that they absorb more teaching resources per student.

417. These ratios can provide only a rough measure of the adequacy of staffing and should be interpreted with caution. One difficulty is that there is wide variation in the amount of teaching individuals do, and there is no clear-cut distinction between teaching and other academic staff. In addition, a certain amount of teaching at Oxford is done by persons other than the academic staff, and the same may apply in other universities. In making comparisons between subject groups it must be remembered that some staff teach in more than one of the groups.<sup>2</sup> In comparing universities it

<sup>1</sup> Throughout this section, student/staff ratios are expressed as the number of students per member of the staff, the student and staff numbers being calculated as explained below.

<sup>2</sup> And students may receive teaching in more than one subject group.

must be remembered that the size of departments, the methods of teaching (especially the size of the groups in which students are taught) and the type of courses (e.g. pass or honours) are also relevant to an assessment of relative staffing positions. And when weighted ratios are calculated, the weights must to a large extent be arbitrary. The practice of the UGC in this respect is to give postgraduates a weight of three, except in arts and social studies, where the weight is one for postgraduates taking a one-year certificate or diploma course in Education, and two for others. Undergraduates have a weight of one.

418. The UGC has published figures for 1964-5 for each university except Oxford and Cambridge<sup>1</sup> and a selection of the results is given in Tables 242 and 243. Some figures for Cambridge, calculated on as closely comparable a basis as possible are also given.

**Table 242.** *Student/staff ratios (unweighted) for certain universities in Great Britain. Autumn Term 1964*

University	RATIO						
	Arts	Social studies	Arts and social studies	Science	Medicine (including dentistry)	All except medicine	All subjects
Bristol	9.4	10.0	9.5	8.4	5.9	9.0	8.4
Cambridge	12.1	14.6	12.7	9.3		..	10.8
Durham	10.9	10.1	10.8	7.4	.	9.4	9.4
London	7.9	8.9	8.3	5.8	5.9	6.8	6.5
Manchester	7.8	10.3	8.6	6.4	4.8	7.4	7.0
All universities in Great Britain except Oxford, Cambridge, and six new universities	9.8	8.8	9.5	7.1	5.6	8.1	7.6

#### SOURCE

Universities other than Cambridge: *Fifth Report from the Estimates Committee*, HMSO 1965, Appendix D. (UGC for certain details not given therein).

Cambridge: Cambridge University.

#### NOTES

1. Staff figures on which the ratios are based are calculated as explained in para. 419.
2. The entries for Cambridge are provisional figures for the autumn term of 1965. The staff numbers on which they are based exclude a small number holding college but not university posts.

419. In calculating teaching staff, the UGC includes the main teaching grades (from professor to assistant lecturer) and half the 'other' academic staff.<sup>2</sup> Because of the different structure of posts, this approach has not been followed for Oxford, and instead an attempt has been made to

<sup>1</sup> *Fifth Report from the Estimates Committee*, HMSO 1965, Appendix D.

<sup>2</sup> After excluding all staff in the Provincial Agricultural Economics Service, the Extramural Delegacies, Institutes of Education, and certain research institutes attached to universities.

**Table 243.** *Student/staff ratios (weighted) for certain universities in Great Britain. Autumn Term 1964*

University	RATIO						
	Arts	Social studies	Arts and social studies	Science	Medicine (including dentistry)	All except medicine	All subjects
Bristol	10.6	12.6	11.0	11.0	6.7	11.0	10.3
Cambridge	13.6	17.2	14.5	13.1		..	13.7
Durham	11.8	10.6	11.6	11.7	.	11.7	11.7
London	10.7	15.8	11.9	9.5	8.3	10.5	9.8
Manchester	9.1	14.1	10.6	9.2	4.8	9.9	9.0
All universities in Great Britain except Oxford, Cambridge, and six new universities	10.6	13.0	11.2	9.8	6.9	10.7	9.9

SOURCE: See source to Table 242.

#### NOTES

- The system of weighting is that used by the UGC. Postgraduates in arts and social studies (except those taking a diploma course in Education) are given a weight of two. Postgraduates in science and medicine are given a weight of three. Other students are given a weight of one. See main source for details.
- See notes to Table 242.

classify each member of the academic staff as primarily a teacher or not. Included as teachers are professors, readers, all lecturers, all tutorial fellows, senior research officers and equivalent, tutors in the Department of Education and the Department of Social and Administrative Studies, departmental demonstrators, tutors at Permanent Private Halls, and stipendiary college lecturers. Of the total academic staff of 1,127, this gives 989 teaching and 138 research staff (mainly college research fellows and holders of departmental research posts).<sup>1</sup> Senior research officers are included among teachers since there is often little difference in practice between them and university lecturers. In several departments they can be required to assist in the teaching in their department, and there are fairly frequent redesignations of senior research officers as university lecturers. The amount of college teaching they may undertake is almost invariably the same as for university lecturers. Although the average amount of teaching reported by them in the Academic Staff Survey was less than for university lecturers over half did some teaching, and on balance it seems more appropriate to regard them as teachers than as non-teachers.<sup>2</sup>

<sup>1</sup> The total of 989 teaching staff is made up as follows: 434 in arts; 133 in social studies; 329 in science; and 93 in medicine. It may be noted that the alternative approach of taking all professors, readers, lecturers, and departmental demonstrators, and half the remaining staff (this corresponds as closely as possible to applying the UGC rules) gives an almost identical result of 986 teaching and 141 research staff.

<sup>2</sup> About a quarter of them held tutorial fellowships and are included among teachers on that ground.

**Table 244.** *Student/staff ratios for Oxford. 1964-5*

Subject group	OXFORD				RATIO
	Undergraduates	Postgraduates (unweighted)	All students (unweighted)	All students (weighted)	
Arts	8.1	2.1	10.2	11.7	
Social studies	10.4	2.8	13.2	16.0	
Arts and social studies	8.6	2.3	10.9	12.7	
Science	6.3	2.4	8.7	13.5	
Medicine	3.9	0.7	4.5	5.9	
All except medicine	7.8	2.3	10.1	13.0	
All subjects	7.4	2.2	9.6	12.3	

SOURCE: Students: Registry and certain departments for non-matriculated students.  
Staff: See source to Table 235.

## NOTES

1. Non-matriculated students attached to departments (but not those at Ruskin College and Plater College) are included.
2. Student numbers relate to October 1964. Staff numbers relate to 1 January 1965.
3. For details of the weighting, and of the staff included see paras. 417 and 419.

420. Table 244 gives student/staff ratios for Oxford calculated in the way described above. The weighted ratio was 12.3 for Oxford, compared with the over-all national figure of 9.9, and of the universities shown in Tables 242 and 243, only Cambridge had a higher ratio.<sup>1</sup> The less favourable over-all ratio for Oxford is partly a consequence of the balance of subjects being different at Oxford than at other universities, but differences persist when the subject groups are compared. The weighted average in arts and social studies is 12.7 for Oxford against the national figure of 11.2. Corresponding figures for science show a bigger disparity: 13.5 for Oxford and 9.8 nationally. Only in medicine is the Oxford ratio (5.9) more favourable than the national figure (6.9). One factor which is relevant to the interpretation of these figures is the extent to which teaching is given by persons other than the academic staff. It is possible to estimate this for Oxford though not for other universities. The teaching given by persons other than the academic staff is mainly in the form of tutorials for undergraduates, and demonstrating in laboratories. Tutorials for undergraduates occupy about 62 per cent. of the total teaching hours of the academic staff, and demonstrating about 11 per cent.<sup>2</sup> Of undergraduate tutorials we estimate that

<sup>1</sup> Exeter and Southampton also had higher student/staff ratios.

<sup>2</sup> These figures are based on the same data as Tables 263 and 264, but outside grants staff are excluded.

6 per cent. are given by postgraduates, and 5 per cent. by other persons holding no university or college post. The evidence from heads of Science Departments (*Written Evidence*, Part VIII) suggests that about 30 per cent. of all demonstrating is done by persons not holding a university or departmental post. Thus, approximately 89 per cent. of the teaching (other than postgraduate supervision) is done by the academic staff.

**Table 245.** *Academic staff needed for Oxford to achieve the national student/staff ratios. 1964-5*

OXFORD		NUMBER	
Subject group	Existing teaching staff	Staff needed to achieve national student/staff ratio (weighted)	Difference (col. (2)-col. (1))
	(1)	(2)	(3)
Arts and social studies	567	642	75
Science	329	453	124
Medicine	93	79	-14
All subjects	989	1,174	185

SOURCE: Tables 243 and 244 and source to Table 235.

421. Table 245 shows the number of staff which would be needed if Oxford were to achieve the national ratios in each major subject group. It shows that an extra 185 teaching staff would be needed, of whom two-thirds would be in science.

422. Student/staff ratios are measures which cannot take account of the many variations in conditions and circumstances between universities and between subjects. And it is evident from Tables 242 and 243 and the data from which they have been compiled that inter-subject variations are by no means uniform in the universities. Too much significance should not, therefore, be attached to the figures given here, especially those in Table 245. This table does not purport to give, in column (2), the 'correct' or 'right' size of Oxford's total teaching staff (let alone that in particular subjects) since many of the relevant factors are not taken into account. It is merely intended to show the implications in terms of staff numbers of the difference between Oxford's and the national student/staff ratio, taking into account the relative size of the main subject groups. The figures do suggest, however, that Oxford is further from the average student/staff ratio than most universities; that extra staff of the order of 150-200 would be needed to bring Oxford close to the average; and that the science subjects are those which are most under-staffed.

## THE ACADEMIC STAFF SURVEY

423. A survey of all members of the academic staff (including holders of outside grants posts) was carried out during Michaelmas Term 1964. A very high response rate of 97 per cent. was achieved and 1,154 completed questionnaires were received (in addition 36 questionnaires were received from part-time academic staff). The survey did not include staff on leave of absence. The bulk of the results given below on the background, teaching, work, and publications of the academic staff have been derived from this survey, and they include holders of posts on outside grants unless specified to the contrary. Details of the survey, of the classification of posts (which is slightly different from that adopted for Table 236), and of the sample numbers corresponding to the main breakdowns used, are given in Part VI.

## BACKGROUND

**Age**

424. The average age of the staff was 41 years; it was lowest in science and highest in arts subjects (Table 246). The average age of professors was 55 years, of readers 51 years, and of lecturers and senior research officers about 42 years. Those with other university and outside grants posts and with college posts only had an average age in the low or mid thirties. Those with outside grants posts had an average age of 31 years. If they are excluded, the over-all average age is 43 years, and that in science is 40 years.

425. Age distributions are given in Tables 247 and 248. Only 5 per cent. were aged under 26 years, most of whom held junior research posts and junior research fellowships. In the lecturer grades the proportion aged under 30 was 5-8 per cent. About a quarter of the staff were aged 40-49, and a further quarter were 50 and over. The distribution when outside grants staff are excluded is given in Table 247. The national pattern is very different from that in Table 247. The Association of University Teachers found, in a remuneration survey<sup>1</sup> carried out in 1964-5, that 54 per cent. of professors and 73 per cent. of readers were under 51 years. Taking senior lecturers and lecturers together, the Association of University Teachers found 25 per cent. under 31 years and 71 per cent. under 41 years. Only 8 per cent. were 51 and over. Among assistant lecturers, 44 per cent. were 25 and under, and 93 per cent. were under 31. Although the age groupings are slightly different, it is clear that at each level of post the average age at Oxford was higher.

**Length of service**

426. Table 249 gives the average time staff had spent in academic life, and in an academic post at Oxford. On average staff had spent 12.5 years in

<sup>1</sup> *The remuneration of university teachers, 1964-5, AUT 1965.* The survey covered the grades of professor, reader, senior lecturer, lecturer, and assistant lecturer only.

**Table 246.** *Average age of academic staff (including outside grants staff) by post and subject group, Michaelmas Term 1964*

Subject group	YEARS										
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university grants staff	College post only: teaching	College post only: research	All posts
Arts	55	52	44	45	43	42	60	38	37	35	43
Social studies	56	47	.	43	41	38	48	35	34	33	40
Science	54	51	40	44	34	35	39	30	28	29	38
Medicine	57	57	42	39	.	.	43	37	.	.	42
All subjects	55	51	41	43	42	37	42	33	35	33	41

SOURCE: Academic Staff Survey.

## THE ACADEMIC STAFF

Table 247. Age of academic staff (including outside grants staff) by post. Michaelmas Term 1964

Age	PERCENTAGE											
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts	All posts except outside grants posts
25 and under	—	—	—	1	—	—	—	15	14	22	5	5
20-29	—	1	6	4	8	19	8	37	27	31	14	11
30-39	2	16	43	38	30	40	37	32	30	27	32	31
40-49	19	10	37	33	32	30	35	7	22	10	24	20
50 and over	79	63	15	25	24	5	20	9	8	10	24	27
All	100	100	100	100	100	100	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

academic life and 9.8 years at Oxford. They must have entered the profession on average at about 29 years, an age which is in close agreement with the national figure implied by the Association of University Teachers survey.<sup>1</sup> On average, 2.7 years had been spent in academic life outside Oxford.<sup>2</sup> For professors the average time spent away from Oxford was 9.8 years, and for readers it was 5.7 years. For other posts it was close to 2 years. It was slightly higher in arts and medicine than in social studies and science.

**Table 248.** *Age of academic staff (including outside grants staff) by subject group. Michaelmas Term 1964*

Age	OXFORD					PERCENTAGE
	Arts	Social studies	Science	Medicine	All subjects	
25 and under	3	7	8	2	5	
26-29	11	12	21	9	14	
30-39	28	33	33	38	32	
40-49	28	28	18	26	24	
50 and over	31	19	19	25	24	
All	100	100	100	100	100	

SOURCE: Academic Staff Survey.

427. Although the average age of CUF lecturers was similar to that of other lecturers, they had spent a longer time in academic life, which they had entered, on average, at about 26½ years. Table 250 shows that 69 per cent. had spent at least 11 years, and 21 per cent. at least 21 years in academic life. Table 251 shows a considerable difference between arts and other subjects, particularly in the proportion having spent at least 21 years in academic life (24 per cent.) which was about twice that in other subjects.

428. Table 252 shows the relation between age and years in academic life.

429. On average, readers had spent the longest time in Oxford, and Table 253 shows that a third had spent 21 years and over. 27 per cent. of professors and 18 per cent. of CUF lecturers had spent 21 years and over in Oxford. There was a substantial difference between arts and other subjects.

<sup>1</sup> The average age corresponding to the distribution in Table 13 of the AUT survey is about 29 years.

<sup>2</sup> This is an overstatement since the average time spent in Oxford relates only to posts held continuously. References to time in Oxford should be read in this sense.

## THE ACADEMIC STAFF

Table 249. Average years in academic life and at Oxford by post and subject group. Michaelmas Term 1964

Subject group	Average years in	YEARS										
		Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university grants staff	College post only: teaching	College post only: research	All posts
Arts	Academic life	27.7	22.0	18.0	15.1	16.2	13.9	17.3	5.2	6.2	6.2	15.1
	Academic post at Oxford	18.1	13.3	14.8	11.1	14.2	10.6	17.3	3.7	4.2	4.1	11.9
Social studies	Academic life	27.7	18.5	.	11.3	14.2	5.8	11.5	6.0	6.9	4.0	11.3
	Academic post at Oxford	17.2	15.4	.	9.8	12.8	4.5	6.5	5.4	2.3	1.9	8.8
Science	Academic life	23.1	23.9	13.9	13.8	14.5	9.1	8.4	3.4	7.3	2.9	10.7
	Academic post at Oxford	12.6	19.1	12.1	11.6	12.9	7.4	7.5	2.5	4.1	1.5	8.4
Medicine	Academic life	22.4	26.5	14.0	8.4	.	.	12.1	6.2	.	.	11.4
	Academic post at Oxford	13.9	20.6	9.4	6.4	.	.	10.1	4.0	.	.	8.3
All subjects	Academic life	25.9	23.0	14.5	12.7	15.7	9.8	10.3	4.4	6.6	4.8	12.5
	Academic post at Oxford	16.1	17.3	12.6	10.3	13.8	7.8	8.8	3.2	3.6	2.9	9.8

SOURCE: Academic Staff Survey.

Table 250. Years in academic life by post. Michaelmas Term 1964

Years in academic life	OXFORD											PERCENTAGE	
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts		
None	—	—	—	1	—	—	—	5	14	13	24	6	
1-5	3	3	17	21	10	35	27	61	47	51	27	27	
6-10	1	9	19	23	21	24	22	14	17	17	11	17	
11-20	30	36	48	43	48	38	38	7	20	11	11	32	
21 and over	65	52	16	13	21	3	8	3	3	3	3	18	
All	100	100	100	100	100	100	100	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

**Table 251.** *Years in academic life by subject group. Michaelmas Term 1964*

OXFORD		PERCENTAGE			
Years in academic life	Arts	Social studies	Science	Medicine	All subjects
None	3	7	7	4	6
1-5	19	24	34	36	27
6-10	14	23	18	15	17
11-20	39	34	27	25	32
21 and over	24	12	14	19	18
All	100	100	100	100	100

SOURCE: Academic Staff Survey.

**Table 252.** *Years in academic life by age. Michaelmas Term 1964*

Years in academic life	OXFORD					PERCENTAGE
	Age					All ages
	Under 26	26-29	30-39	40-49	50 and over	
None	49	13	3	1	—	6
1-5	51	81	32	8	4	27
6-10	—	6	40	12	2	17
11-20	—	—	25	74	25	32
21 and over	—	—	—	5	68	18
All	100	100	100	100	100	100
<i>Average years</i>	0.7	2.4	7.7	14.3	25.6	12.5
<i>Number</i>	61	165	362	275	278	1,141

SOURCE: Academic Staff Survey.

THE ACADEMIC STAFF

Table 253. Years in academic post at Oxford by post, Michaelmas Term 1964

Years in academic post at Oxford	PERCENTAGE										
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts
None	2	3	2	4	—	—	7	21	31	32	9
1-5	21	16	21	31	20	54	30	64	55	55	36
6-10	13	12	22	23	22	14	25	9	5	7	16
11-20	37	36	42	36	40	30	35	4	6	4	27
21 and over	27	33	12	8	18	3	3	2	3	2	11
All	100	100	100	100	100	100	100	100	100	100	100
Percentage having spent all academic career at Oxford	36	37	54	54	64	54	75	67	47	70	58

SOURCE: Academic Staff Survey.

**Table 254.** *Years in academic post at Oxford by subject group. Michaelmas Term 1964*

OXFORD		PERCENTAGE			
Years in academic post at Oxford	Arts	Social studies	Science	Medicine	All subjects
None	6	12	11	10	9
1-5	29	33	41	43	36
6-10	15	20	16	14	16
11-20	33	26	24	22	27
21 and over	16	9	8	11	11
All	100	100	100	100	100
Percentage having spent all academic career at Oxford	56	62	61	50	58

SOURCE: Academic Staff Survey.

In arts, half had spent 11 years and over in Oxford, against about a third in other subjects. Over all, 58 per cent. had spent all their academic career in Oxford.<sup>1</sup> The proportion was higher for CUF lecturers (64 per cent.) and for research staff, while only 36 per cent. of professors and 37 per cent. of readers had spent all their academic career in Oxford. It was highest in social studies and science, and lowest in medicine (Table 254).

430. Table 249 shows that, on average, over three-quarters of the academic staff's career had been spent in Oxford. Table 255 shows the relation between years in academic life and years in Oxford. The bulk of the entries lie on the diagonal of the table, but the proportion who had spent all their academic career in Oxford falls from 75 per cent. for those with 1-5 years in academic life to 41 per cent. for those with 21 years and over as academics.

### College fellowships

431. Of the entire academic staff (including outside grants posts), 64 per cent. held college fellowships (Table 256). If those holding outside grants posts are excluded, the figure was 71 per cent.<sup>2</sup> Among university lecturers, senior research officers, and the equivalent who were not tutorial fellows, 20 per cent. held fellowships of other types (mainly research fellowships and fellowships at Linacre College). Two-thirds of college teachers with

<sup>1</sup> Because moves do not all take place at the beginning of the academic year some who spent up to a year elsewhere are included in this group.

<sup>2</sup> The proportion in 1965-6 would be higher. See para. 409 above.

**Table 255.** *Years in academic post at Oxford by years in academic life. Michaelmas Term 1964*

OXFORD Years in academic post at Oxford	PERCENTAGE					
	Years in academic life					
	None	1-5	6-10	11-20	21 and over	All
None	100	9	4	2	—	9
1-5	—	91	33	14	4	36
6-10	—	—	63	14	5	16
11-20	—	—	—	69	26	27
21 and over	—	—	—	—	63	11
All	100	100	100	100	100	100
Percentage having spent all academic career at Oxford	100	75	51	54	41	58
<i>Number</i>	62	310	192	372	206	1,142

SOURCE: Academic Staff Survey.

no university post were fellows, the remaining third being stipendiary lecturers. The proportion of fellows was much lower in science than in arts and social studies. It was very low in medicine (very few staff in clinical medicine held a fellowship).

432. Tables 257 and 258 show, for college fellows, for how long they had held a fellowship at their present college. CUF lecturers had the highest average (12.0 years), followed by readers (11.1 years). The average for professors of 10.2 years must reflect fairly accurately the average time professors had held their chair in Oxford; it may be compared with the average of 16.1 years that professors had spent in an academic post at Oxford. The average in arts (9.8 years) was higher than in social studies or science.

### Appointments 1961-5

433. A separate and rather more detailed analysis has been made of appointments between October 1961 and January 1965 (i.e. effectively spanning the most recent four academic years) to posts at the level of lecturer or tutorial fellow and above. The purpose was to discover the current position in relation to the proportion of recruits who are Oxford graduates; who have held a post in another university; who are internally promoted (to reader or professor); and, for tutorial fellows, the extent to which college appointments are made before university appointments and vice versa.

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Table 256. *Percentage holding college fellowships by post and subject group. Michaelmas Term 1964*

Subject group	PERCENTAGE										
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts except outside grants posts
Arts	100	63	100	27	96	100	—	12	61	91	81
Social studies	100	91	.	33	100	100	50	15	83	100	78
Science	100	72	100	17	100	100	15	9	53	91	49
Medicine	100	55	100	13	.	.	25	8	.	.	28
All subjects	100	70	100	20	97	100	20	10	66	93	64
											71

SOURCE: Academic Staff Survey.

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**Table 257.** Years college fellows have held a fellowship by post. *College fellows. Michaelmas Term 1964*

Years a fellow	PERCENTAGE										
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university outside grants staff	College post only: teaching	College post only: research	All posts
New appointment	4	9	12	31	4	19	17	30	48	34	14
1-5	31	38	34	41	26	68	50	60	43	54	37
6-10	20	13	27	16	20	5	17	5	7	6	16
11-20	40	26	21	13	33	8	17	5	2	2	23
21 and over	6	15	6	9	16	—	—	—	—	4	9
All	100	100	100	100	100	100	100	100	100	100	100
<i>Average years a fellow</i>	10.2	11.1	8.3	6.0	12.0	3.3	5.4	2.1	2.1	2.9	8.5

SOURCE: Academic Staff Survey.

**Table 258.** *Years college fellows have held a fellowship by subject group. College fellows: Michaelmas Term 1964*

OXFORD	PERCENTAGE				
	Years a fellow	Arts	Social studies	Science	Medicine
New appointment	10	20	18	9	14
1-5	34	33	44	38	37
6-10	15	17	17	16	16
11-20	28	23	15	28	23
21 and over	12	6	7	9	9
All	100	100	100	100	100
<i>Average years a fellow</i>	<i>9.8</i>	<i>7.5</i>	<i>7.0</i>	<i>9.4</i>	<i>8.5</i>

SOURCE: Academic Staff Survey.

**Table 259.** *Previous experience of professors and readers by subject group. Professors and readers appointed October 1961-January 1965*

OXFORD	PERCENTAGE			
	Percentage in stated category	Arts and social studies	Science and medicine	All subjects
<b>PROFESSORS</b>				
Oxford graduates		40	31	35
Immediately previous post in Oxford		40	31	35
Had held post in another university		70	62	65
<i>Number</i>		<i>10</i>	<i>13</i>	<i>23</i>
<b>READERS</b>				
Oxford graduates		56	35	42
Immediately previous post in Oxford		44	59	54
Had held post in another university		89	71	77
<i>Number</i>		<i>9</i>	<i>17</i>	<i>26</i>

SOURCE: Registry.

NOTE: Professors and readers in post on 1 January 1965 only are included.

434. The numbers of professors and readers are small and the results in Table 259 must therefore be generalized cautiously. In the four years considered, 35 per cent. of appointments to professorships were internal promotions. For readers the figure was 54 per cent. 35 per cent. of professors were Oxford graduates, compared with 42 per cent. of readers. More readers (77 per cent.) than professors (65 per cent.) had held a post

in another university. The proportion of Oxford graduates was smaller in science and medicine than in arts and social studies, but so was the proportion who had held a post in another university. In science and medicine there were relatively fewer internal promotions to chairs but relatively more to readerships, than in arts and social studies.

435. The numbers are too small to detect any time trend with accuracy, but for both professors and readers the proportion of internal promotions increased over the period.

436. Table 260 gives some similar figures for lecturers (including CUF lecturers, faculty lecturers, and senior research officers) and others with a tutorial fellowship at 1 January 1965 who were appointed between 1 October 1961 and 1 January 1965. There were 56 per cent. Oxford graduates, the proportion being higher than average for those under 30 years, in arts, and for CUF lecturers and tutorial fellows with no university post (other, possibly, than a junior post). Just over half had previously held a junior Oxford post,<sup>1</sup> there not being much variation about this figure, except that it was 60 per cent. for those under 30 years. Nearly two-thirds had been in Oxford either in a junior post or as research students. A substantially larger proportion of CUF lecturers and tutorial fellows without a university post came into this category, whereas only 48 per cent. of university lecturers without a tutorial fellowship did so.

437. Just over half the recruits had held a post in another university.<sup>2</sup> The proportion was, naturally, less for those aged under 30 years, and was higher in arts than in the other subject groups. It was lower than average for university lecturers without a tutorial fellowship.

438. The proportion who were aged under 30 years on appointment was slightly above the average of 41 per cent. in arts (45 per cent.) and below it in science and medicine (38 per cent.); it was substantially above average for CUF lecturers (57 per cent.), and for tutorial fellows without a university post (51 per cent.); while for university lecturers without a tutorial fellowship it was only 24 per cent.

439. Two interesting contrasts are apparent from this analysis. The first is between arts, and science and medicine. In the former both the proportion of Oxford graduates and the proportion who had held a post in another university were above the average; in the latter they were both below the average. The second (not altogether unrelated to the first) is

<sup>1</sup> This is likely to be an understatement, as records may not be complete for the older recruits.

<sup>2</sup> The proportion may be slightly higher than in the table as not all the records were complete. In addition some had held research posts other than in universities.

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**Table 260. Previous experience of recruits by post, subject group, and age. Lecturers and tutorial fellows appointed October 1961—January 1965**

POST	PERCENTAGE						Number
	Percentage of recruits who						
	Were Oxford graduates	Had held junior post in Oxford	Had held junior post or been research student in Oxford	Had held a post in another university	Were aged under 30 years		
CUF lecturer	75	59	75	51	57	51	
University lecturer with tutorial fellowship	48	52	70	64	39	33	
University lecturer without tutorial fellowship	41	42	48	45	24	71	
Tutorial fellow: no university post	63	54	78	54	51	41	
<b>SUBJECT GROUP</b>							
Arts	82	44	63	61	45	57	
Social studies	49	46	71	46	41	41	
Science and medicine	43	50	63	48	38	98	
<b>AGE AT APPOINTMENT</b>							
Under 30	60	60	71	34	100	80	
30 and over	53	44	60	64	—	116	
All	56	51	65	52	41	196	

SOURCE: See source to Table 235.

## NOTES

1. Included are university lecturers, CUF lecturers, faculty lecturers, senior research officers, and others with a tutorial fellowship, in post at 1 January 1965 who did not hold any of these posts at 1 October 1961, and who were appointed to one of these posts between 1 October 1961 and 1 January 1965. Faculty lecturers are included with university lecturers.
2. The category 'tutorial fellow: no university post' includes some holding a junior post such as departmental demonstrator.

between tutorial fellows and university lecturers without a tutorial fellowship. The latter were less likely than the former to be Oxford graduates, or to have spent time in Oxford in a junior post or as a research student, but they were also less likely to have held a post in another university.

440. In comparing the different posts, however, it must be remembered that the last two listed in Table 260 are not static categories. University lecturers without a tutorial fellowship may subsequently be appointed to one, and most tutorial fellows without a university post (other than a junior one) will eventually achieve a lecturership. In arts and social studies they may expect to receive a CUF lecturership within a year or so of appointment by the college. In science and medicine they will usually be appointed to a university lecturership or senior research officership.

441. Table 261 gives some details of the order in which tutorial fellows received their university and college posts. CUF lecturers are excluded since the procedure is almost always for appointment to a tutorial fellowship to precede appointment to a CUF lecturership. Exceptions occur where a college lecturer or research fellow is made a CUF lecturer and is subsequently elected to a tutorial fellowship. The chief interest of Table 261 is the position in science and medicine where the usual university appointment is a university lecturership (CUF lecturerships are restricted almost entirely to Mathematics and Theoretical Physics). Half the appointments in science and medicine were made by the college before the University. A quarter were made within the same academic year. Not all these were necessarily made concurrently but the appointments include three faculty lecturers whose appointments were made jointly by the University and a college, and it is likely that most of the others in this group were appointed as a result of the simultaneous advertising of posts by the University and a college. In only a quarter of the cases did colleges appoint to a tutorial fellowship an existing university lecturer, though they may during this period have appointed to tutorial fellowships some whose appointment as university lecturer was before October 1961.<sup>1</sup> In arts and social studies, most of those with a college post before a university post were tutorial fellows in the 'queue' for a CUF lecturership. Those appointed to a university and a college post together were all faculty lecturers.

442. The proportion receiving a college appointment before a university appointment was higher for those aged under 30 years (who comprised 42 per cent. of those in arts and social studies, and 49 per cent. of those in science and medicine) than for those aged 30 years and over.

443. There was no systematic trend over the four years which have been analysed.

<sup>1</sup> There were in addition, 50 university lecturers appointed in science and medicine who were not tutorial fellows (and 11 in arts and 10 in social studies) some of whom may subsequently become tutorial fellows.

**Table 261.** *Order of appointment to university and college post by subject group and age at appointment. Tutorial fellows (other than CUF lecturers) appointed to a 'career' post between 1 October 1961 and 1 January 1965*

OXFORD	PERCENTAGE				
	Tutorial fellows (other than CUF lecturers) who were appointed to			All	Number
	University post before college post	University and college post together	College post before university post (or with no university post)		
<b>SUBJECT GROUP</b>					
Arts	20	7	73	100	15
Social studies	—	17	83	100	18
Science and medicine	27	24	49	100	41
<b>AGE AT APPOINTMENT</b>					
Under 30	15	12	74	100	34
30 and over	23	25	53	100	40
All	19	19	62	100	74

SOURCE: See source to Table 235.

NOTES

1. University and college appointments within the same academic year are counted as being made together.
2. Included are tutorial fellows (other than CUF lecturers) in post at 1 January 1965 whose appointment to a tutorial fellowship or to a university lecturership, faculty lecturership, or senior research officership (whichever was the earlier) was between 1 October 1961 and 1 January 1965.
3. Tutorial fellows holding a junior university post such as departmental demonstrator are counted as holding no university post in this table.

**Table 262.** *Recruits October 1961–January 1965 as percentage of all in post at 1 January 1965*

OXFORD	PERCENTAGE			
	Arts	Social studies	Science and medicine	All subjects
Professors and readers	14	33	33	26
Lecturers and tutorial fellows	17	36	34	27
All	17	36	34	27

SOURCE: See source to Table 235.

444. The recruits to posts at the level of lecturer or tutorial fellow and above represent 27 per cent. of the total number of such staff in post at 1 January 1965 (Table 262). The rate of recruitment in relation to posts was highest in social studies and lowest in arts. Expansion probably accounts for 5-10 per cent. and replacement for 17-22 per cent. of the 27 per cent.

## TEACHING

445. This section is about teaching (other than postgraduate supervision) in Michaelmas Term 1964 and postgraduate supervision in Trinity Term 1964. Throughout, teaching hours are the hours given by the teachers, not those received by the taught, and time spent preparing teaching and correcting work is excluded. The tables are based on all members of the full-time academic staff (including outside grants staff) who returned a questionnaire in the Academic Staff Survey. They should, therefore, be representative of the over-all pattern of teaching at Oxford by the full-time academic staff,<sup>1</sup> except that the terms to which the statistics relate may not be representative of the rest of the year. But they will not exactly reflect the position of individuals. At any time some individuals will be teaching more than usual and others less than usual. There are several reasons for this. For example, the number of undergraduates taking particular subjects within a college fluctuates from year to year; colleagues take leave of absence; there may be a delay in filling posts which become vacant; pressure of other work may require a reduction in teaching. Therefore, averaged over a longer period it might be expected that a smaller proportion of the staff would be teaching relatively short hours or relatively long hours than in a single term. The evidence from the survey suggests, however, that the difference would be small. Apart from random fluctuations in the number of pupils, 4 per cent. reported they were teaching less than usual, and 1 per cent. that they were teaching more than usual. There were no marked differences between grades or between subject groups. If those who said the term was not typical are omitted, the average hours (to one decimal place) for each kind of teaching are unaltered.

446. Teaching at Oxford is carried out during the 8 weeks of each Full Term, except that teaching ends after 6 or 7 weeks for some undergraduates taking First Public Examinations and after 5 or 6 weeks for undergraduates taking Finals. An inquiry by the Committee on Teaching at Cambridge University<sup>2</sup> showed that the total number of days per year available for teaching was slightly higher at Oxford than the average of the universities surveyed.

<sup>1</sup> As noted in para. 420, some 11 per cent. of all teaching is given by other persons.

<sup>2</sup> *Cambridge University Reporter*, 1 May 1964, p. 1636.

**Table 263. Average hours per week spent on teaching for undergraduates by post and subject group. Michaelmas Term 1964**

Subject group	Teaching for undergraduates (hours per week)	HOURS										
		Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts
Arts	Tutorials	0.4	2.0	9.8	4.8	11.1	11.6	—	2.0	9.1	3.3	7.6
	Classes and seminars	0.6	0.6	1.3	1.1	1.7	2.8	—	0.2	1.0	0.3	1.3
	Lectures	2.1	1.1	1.3	0.7	0.7	1.4	—	0.3	0.4	0.2	0.9
	Practicals	—	—	0.2	0.1	0.1	—	0.3	0.2	—	—	0.1
	All teaching	3.2	3.6	12.7	7.6	13.6	15.8	0.3	2.7	11.4	3.7	9.8
Social studies	Tutorials	—	4.0	—	2.7	9.9	8.0	2.0	2.4	7.9	2.3	5.7
	Classes and seminars	—	0.7	—	0.2	1.0	0.8	0.8	0.1	0.8	0.3	0.6
	Lectures	1.8	1.3	—	0.7	0.6	1.0	0.5	—	0.1	—	0.5
	Practicals	—	—	—	0.4	—	—	—	—	0.1	—	0.1
	All teaching	1.8	6.0	—	4.1	11.5	9.8	3.2	2.5	8.8	2.6	6.8
Science	Tutorials	—	3.3	7.5	3.6	12.3	7.1	2.3	2.0	7.7	2.9	4.1
	Classes and seminars	0.1	0.2	0.3	0.2	0.7	0.6	—	0.1	0.4	0.2	0.2
	Lectures	2.1	1.8	0.9	1.2	1.1	1.0	0.3	0.3	0.1	—	0.8
	Practicals	1.7	4.3	4.9	3.3	—	2.8	1.2	1.2	0.7	0.6	2.3
	All teaching	4.0	9.6	13.6	8.2	14.1	11.5	3.9	3.5	8.9	3.7	7.5
Medicine	Tutorials	0.2	1.3	9.6	1.6	—	—	0.7	0.7	—	—	1.3
	Classes and seminars	0.1	1.3	—	0.4	—	—	—	—	—	—	0.4
	Lectures	1.6	1.2	0.8	0.3	—	—	0.8	0.5	—	—	0.7
	Practicals	1.3	0.3	4.6	1.2	—	—	—	1.9	—	—	1.3
	All teaching	3.2	4.0	15.0	3.6	—	—	1.5	3.4	—	—	3.7
All subjects	Tutorials	0.3	2.8	8.1	3.4	11.0	8.2	1.6	1.8	8.4	2.9	5.4
	Classes and seminars	0.4	0.5	0.5	0.4	1.5	1.1	0.1	0.1	1.2	0.3	0.8
	Lectures	2.0	1.4	1.0	1.1	0.7	1.1	0.5	0.3	0.2	0.1	0.7
	Practicals	0.6	1.9	3.8	1.9	—	1.9	0.7	1.1	0.2	0.1	1.0
	All teaching	3.2	6.7	13.4	6.7	13.2	12.2	2.9	3.3	10.1	3.4	7.9

SOURCE: Academic Staff Survey.

**Table 264.** Average hours per week spent on teaching for postgraduates (except supervision) by post and subject group, Michaelmas Term 1964

Subject group	Teaching for postgraduates (hours per week)	OXFORD										HOURS	
		Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university grants staff	College post only: teaching	College post only: research	All posts	
Arts	Tutorials	1.1	0.7	0.5	0.7	0.3	0.1	3.0	1.9	0.5	0.1	0.5	
	Classes and seminars	0.5	1.0	0.3	0.6	0.1	—	1.0	1.3	—	0.1	0.3	
	Lectures	0.2	1.4	0.1	0.2	—	—	1.3	0.3	—	—	0.2	
	Practicals	—	—	—	—	—	—	—	—	—	—	—	
	All teaching	1.8	3.1	1.0	1.4	0.4	0.1	5.3	4.5	0.5	0.2	1.0	
Social studies	Tutorials	0.6	0.9	—	2.9	0.7	—	0.3	1.6	0.3	0.4	1.0	
	Classes and seminars	1.2	0.9	—	0.8	0.5	—	0.5	0.4	0.7	0.1	0.6	
	Lectures	0.3	0.5	—	0.4	0.1	—	—	0.2	0.1	—	0.2	
	Practicals	—	—	—	0.3	—	—	—	—	—	—	—	
	All teaching	2.1	2.4	—	4.4	1.3	—	0.8	2.1	1.2	0.5	1.7	
Science	Tutorials	0.1	0.4	0.1	0.3	0.2	—	—	0.1	0.2	—	0.1	
	Classes and seminars	0.5	0.1	0.1	0.3	—	0.1	0.2	0.1	—	0.2	0.2	
	Lectures	0.2	0.3	0.1	0.2	0.2	—	0.1	0.2	—	—	0.1	
	Practicals	—	0.1	—	0.1	—	—	—	0.1	—	—	—	
	All teaching	0.8	0.9	0.3	0.9	0.4	0.2	0.3	0.4	0.2	0.2	0.5	
Medicine	Tutorials	0.2	—	—	0.1	—	—	—	0.1	—	—	0.1	
	Classes and seminars	0.3	0.2	—	0.4	—	—	—	0.4	—	—	0.3	
	Lectures	0.3	0.5	—	0.3	—	—	0.1	0.2	—	—	0.2	
	Practicals	0.8	0.5	—	0.7	—	—	—	0.2	—	—	0.4	
	All teaching	1.6	1.2	—	1.5	—	—	0.1	0.8	—	—	0.9	
All subjects	Tutorials	0.7	0.5	0.2	0.6	0.4	0.1	0.2	0.4	0.4	0.2	0.4	
	Classes and seminars	0.6	0.5	0.2	0.4	0.2	0.1	0.2	0.3	0.2	0.1	0.3	
	Lectures	0.2	0.6	0.1	0.3	—	—	0.2	0.3	—	—	0.2	
	Practicals	0.1	0.1	—	0.2	—	—	—	0.1	—	—	0.1	
	All teaching	1.6	1.7	0.4	1.5	0.6	0.1	0.5	1.2	0.6	0.3	0.9	

SOURCE: Academic Staff Survey.





**Teaching for undergraduates (average hours)**

447. On average, 7.9 hours were spent teaching undergraduates, 5.4 hours, or two-thirds, being accounted for by tutorials (Table 263). Classes and seminars accounted for 0.7 hours, lectures for 0.8 hours, and practical instruction for 1.0 hours. The average hours and their composition varied between subject groups. The average was highest in arts and lowest in medicine. Time spent on both tutorials and classes and seminars was highest in arts. The average of hours given to undergraduate teaching was significantly higher for college teachers than for others. It was 13.2 hours for CUF lecturers, 13.4 hours for university lecturers with a tutorial fellowship, 12.2 hours for other university staff with a tutorial fellowship, and 10.1 hours for college teachers with no university post. The high average in these cases was due to the high average for tutorials (but, in addition, in science and medicine university lecturers with a tutorial fellowship spent considerably more time giving practical instruction than did lecturers without a tutorial fellowship). Professors spent an average of 3.2 hours teaching undergraduates, mainly in the form of lectures. If outside grants staff are excluded, the average is 8.6 hours, of which 5.9 hours are accounted for by tutorials; the corresponding figures for science become 9.0 hours and 4.8 hours respectively.

**Teaching for postgraduates (average hours)**

448. Teaching for postgraduates (excluding supervision which is considered in paras. 459-62) occupied an average of 0.9 hours per week (Table 264). Tutorials accounted for 0.4 hours, classes and seminars for 0.3 hours, lectures for 0.2 hours, and practical instruction (all in medicine) for 0.1 hours. The average was higher in social studies (1.7 hours), where tutorials and classes and seminars occupied about twice the average time, and lower in science. Professors, readers, and university lecturers without a tutorial fellowship spent more time on teaching for postgraduates than did other grades. If outside grants staff are excluded, the average for all subjects is 1.0 hours, and in science it is 0.6 hours.

**The distribution of teaching**

449. Total teaching averaged 8.8 hours (9.6 hours if outside grants staff are excluded). The distribution of the staff according to the amount of teaching is given in Table 265. It shows that 12 per cent. did no teaching, while 11 per cent. did 17 hours and over, and 58 per cent. did between 5 and 16 hours. In arts, half spent between 9 and 16 hours on teaching, and 17 per cent. spent longer. In social studies nearly half spent between 5 and 12 hours, and 26 per cent. spent longer. In science there was no clear peak to the distribution; 58 per cent. spent between 5 and 16 hours and 7 per cent. spent longer. In medicine, a third did no teaching, and a third did between 1 and 4 hours. The peak of the distribution for all subjects

Table 266. *Time spent on teaching for undergraduates by post. Michaelmas Term 1964*

Teaching for undergraduates (hours per week)	PERCENTAGE										
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts
None	13	18	—	18	1	—	55	47	2	33	19
1-4	60	18	—	22	2	5	18	22	17	27	18
5-8	13	36	7	28	8	11	12	19	23	34	18
9-12	5	15	28	16	30	35	10	4	21	5	17
13-16	—	12	51	10	39	43	5	5	27	—	20
17 and over	1	1	1.5	6	21	5	—	3	11	—	9
All	100	100	100	100	100	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

was in the range 1-4 hours for professors, 5-8 hours for readers, 13-16 hours for tutorial fellows, and 5-12 hours for other university lecturers. Excluding outside grants staff, 92 per cent. did some teaching (93 per cent. in science) and 35 per cent. in science and in all subjects did 13 hours and over.

**Table 267.** *Time spent on teaching for undergraduates by subject group. Michaelmas Term 1964*

Teaching for undergraduates (hours per week)	OXFORD				PERCENTAGE
	Arts	Social studies	Science	Medicine	All subjects
None	11	21	18	45	19
1-4	14	19	19	26	18
5-8	14	22	22	11	18
9-12	22	18	14	9	17
13-16	25	13	21	4	20
17 and over	14	6	6	4	9
All	100	100	100	100	100

SOURCE: Academic Staff Survey.

450. Distributions for time spent on teaching for undergraduates are given in Tables 266 and 267 and for postgraduates (excluding supervision) in Tables 268 and 269. The general pattern for undergraduates is similar to that in Table 265. 28 per cent. gave some teaching for postgraduates (excluding supervision), the proportion being over a half for professors and readers, and higher than average (46 per cent.) in social studies.

451. When all forms of teaching, including postgraduate supervision, are considered, only 10 per cent. were doing no teaching at the time of the Academic Staff Survey.<sup>1</sup> 46 per cent. taught both undergraduates and postgraduates; 35 per cent. taught undergraduates only; and 9 per cent. taught postgraduates only (Tables 270 and 271). When outside grants staff are excluded just half taught both undergraduates and postgraduates; 35 per cent. taught undergraduates only; 9 per cent. taught postgraduates only; and 6 per cent. did no teaching. (And in science the corresponding figures were 57 per cent.; 34 per cent.; 5 per cent.; and 4 per cent. respectively.) The proportion teaching both undergraduates and postgraduates was highest for professors, readers, and university lecturers with tutorial fellowships. It was lowest for research staff, a higher than average proportion of whom taught postgraduates only.

<sup>1</sup> That is, were doing no teaching (other than supervision) in Michaelmas Term 1964, and had supervised no postgraduates in Trinity Term 1964.

**Table 268.** *Time spent on teaching for postgraduates (excluding supervision) by post. Michaelmas Term 1964*

Teaching for postgraduates (excluding supervision) (hours per week)	OXFORD										PERCENTAGE		
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts		
None	49	48	81	62	72	89	80	78	77	88	72		
1-3	37	37	16	19	24	11	13	9	18	10	19		
4-6	7	12	2	12	4	—	5	4	3	2	5		
7 and over	7	3	1	7	1	—	2	9	2	—	3		
All	100	100	100	100	100	100	100	100	100	100	100		

SOURCE: Academic Staff Survey.

**Table 269.** *Time spent on teaching for postgraduates (excluding supervision) by subject group. Michaelmas Term 1964*

OXFORD Teaching for post- graduates (excluding supervision) (hours per week)	PERCENTAGE				
	Arts	Social studies	Science	Medicine	All subjects
None	69	54	80	77	72
1-3	22	29	14	13	19
4-6	4	10	4	7	5
7 and over	5	7	1	3	3
All	100	100	100	100	100

SOURCE: Academic Staff Survey.

**Tutorial teaching**

452. The tutorial teaching of undergraduates is a main duty of tutorial fellows, and this form of teaching is undertaken by many other members of the academic staff. The average time spent in this way was 5.4 hours per week and Table 272 gives detailed distributions. 31 per cent. gave no tutorials to undergraduates (in medicine only 30 per cent. did give any), the grades containing a large proportion not giving tutorials to undergraduates being professors (who may not receive payment for this teaching), readers, university lecturers without a tutorial fellowship, and university or college research staff. There was a substantial minority amongst university lecturers without a tutorial fellowship who gave a considerable number of tutorials. A third gave at least 5 hours, and 11 per cent. gave at least 9 hours. About half the university lecturers with a tutorial fellowship gave 8 hours or less. Most CUF lecturers gave at least 9 hours, and 35 per cent. gave 13 hours and over. When outside grants staff are excluded, the proportion giving some tutorials for undergraduates is 75 per cent. in science and 72 per cent. in all subjects. The proportion spending at least 9 hours per week is 20 per cent. in science and 33 per cent. in all subjects.

453. Tutorial fellows are concentrated in the group spending 9-12 hours per week giving tutorials to undergraduates, and their distribution within this group is of some interest. Two-thirds of university lecturers with a tutorial fellowship in the 9-12 hours group gave 9 hours. College teachers with no university post were fairly evenly spread over the group. CUF lecturers were also fairly evenly spread, but there were more at 9 or 12 hours than at 10 or 11 hours. There were 42 per cent. in the group. A detailed breakdown gives: 11 per cent. gave 9 hours; 9 per cent. gave 10 hours; 10 per cent. gave 11 hours; and 13 per cent. gave 12 hours.

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Table 270. *Percentage of academic staff teaching undergraduates, postgraduates, or both, by post. Michaelmas Term 1964*

Teaching given:	PERCENTAGE										
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts
For undergraduates and postgraduates	75	72	73	53	56	51	25	17	39	15	46
For undergraduates only	13	10	27	29	43	49	20	36	59	53	35
For postgraduates only	13	18	—	13	1	—	23	15	2	7	9
No teaching given	—	—	—	5	—	—	32	33	—	26	10
All	100	100	100	100	100	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

NOTE: Tutorials, classes and seminars, lectures, and practical instruction given in Michaelmas Term 1964, and postgraduate supervision in Trinity Term 1964 are included.

**Table 271.** *Percentage of academic staff teaching undergraduates, postgraduates, or both, by subject group. Michaelmas Term 1964*

Teaching given:	OXFORD				PERCENTAGE
	Arts	Social studies	Science	Medicine	All subjects
For undergraduates and postgraduates	48	51	47	29	46
For undergraduates only	41	28	34	26	35
For postgraduates only	8	13	6	15	9
No teaching given	3	9	12	31	10
All	100	100	100	100	100

SOURCE: Academic Staff Survey.

NOTE: See note to Table 270.

454. Tables 273 and 274 give similar distributions for all tutorial teaching.

455. Table 275 shows the relative number of tutorial hours given to groups of one, two, or three pupils. Over all, 59 per cent. of tutorials for undergraduates were given singly, and 36 per cent. to pairs. The proportion given singly was highest in medicine (72 per cent.) and lowest in social studies (47 per cent.). Those without tutorial fellowships tended to give a higher proportion of tutorials singly. This was probably because their pupils often come from a number of colleges, and it is therefore less convenient to group them in pairs or threes.

456. Those who taught in pairs and threes were asked for their reasons for doing so (Tables 276 and 277). Of those who gave tutorials, 33 per cent. gave none to pairs or threes, 33 per cent. taught pairs or threes by preference, 22 per cent. did so because they had not enough time to do otherwise, 5 per cent. did so because it was college policy, and the remainder either gave other reasons or no reply. Among other university and outside grants staff, and those with a college research post, at least as many taught pairs or threes for lack of time or because of college policy as did so by preference. For other grades, more did so by preference than for other reasons. The pressure of time was more in evidence in social studies (in which 81 per cent. gave some tutorials to pairs or threes) than in other subject groups.

457. A comparison of tutorial teaching in Oxford with supervision in Cambridge, according to the persons giving the teaching, was made in Part III. Table 278 gives some details of the amount of supervision given in Cambridge in six subjects in 1961-2. These figures cannot be directly compared

Table 272. Time spent giving tutorials to undergraduates by post and subject group. Michaelmas Term 1964

Subject group	Tutorials to undergraduates (hours per week)	PERCENTAGE										
		Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other post-graduate staff with fellowship	Other university research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts
Arts	None	89	44	—	21	—	—	100	69	—	36	21
	1-4	9	38	—	39	7	—	—	15	16	20	12
	5-8	—	19	29	27	13	—	—	8	38	36	17
	9-12	2	—	18	18	44	75	—	—	25	7	30
	13-16	—	—	14	3	27	25	—	8	16	—	10
17 and over	—	—	100	100	100	100	—	100	100	100	100	
All		100	100	100	100	100	100	100	100	100	100	100
Social studies	None	100	18	—	56	6	—	50	45	11	54	31
	1-4	—	27	—	17	2	25	25	35	26	17	15
	5-8	—	55	—	17	28	50	25	25	11	20	25
	9-12	—	—	—	11	35	—	—	—	26	—	16
	13-16	—	—	—	—	24	25	—	—	16	—	10
17 and over	—	—	—	—	6	—	—	—	11	—	3	
All		100	100	100	100	100	100	100	100	100	100	100
Science	None	96	38	—	24	—	—	52	50	—	39	32
	1-4	4	24	6	41	5	16	21	32	13	48	25
	5-8	—	31	56	24	41	20	24	15	60	17	27
	9-12	—	7	38	9	41	24	3	1	20	4	11
	13-16	—	—	—	1	55	—	—	—	7	—	3
17 and over	—	—	—	—	—	—	—	—	—	—	—	
All		100	100	100	100	100	100	100	100	100	100	100
Medicine	None	90	73	—	68	—	—	90	65	—	—	70
	1-4	10	18	—	16	—	—	5	35	—	—	19
	5-8	—	18	20	13	—	—	—	—	—	—	6
	9-12	—	—	80	3	—	—	5	—	—	—	5
	13-16	—	—	—	—	—	—	—	—	—	—	—
17 and over	—	—	—	—	—	—	—	—	—	—	—	
All		100	100	100	100	100	100	100	100	100	100	100
All subjects	None	92	42	—	36	1	—	67	55	3	40	31
	1-4	7	25	4	31	5	14	15	30	18	26	18
	5-8	—	30	47	22	15	46	15	12	35	30	21
	9-12	1	3	45	10	42	32	3	1	24	4	19
	13-16	—	—	3	1	28	8	—	1	14	—	9
17 and over	—	—	—	—	7	—	—	—	6	—	2	
All		100	100	100	100	100	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

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Table 273. Time spent giving tutorials by post. Michaelmas Term 1964

Tutorials (hours per week)	PERCENTAGE										
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts
None	80	34	—	28	—	—	63	48	3	36	27
1-4	13	27	3	30	5	14	17	31	18	29	18
5-8	5	34	47	30	16	43	17	19	33	31	24
9-12	2	4	45	11	38	32	3	1	24	4	18
13-16	—	—	4	2	33	11	—	1	15	—	10
17 and over	—	—	—	—	8	—	—	—	6	—	2
All	100	100	100	100	100	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

**Table 274.** *Time spent giving tutorials by subject group. Michaelmas Term 1964*

Tutorials (hours per week)	OXFORD					PERCENTAGE
	Arts	Social studies	Science	Medicine	All subjects	
None	15	20	31	68	27	
1-4	14	15	23	21	18	
5-8	21	33	29	7	24	
9-12	28	13	13	5	18	
13-16	18	13	3	—	10	
17 and over	4	5	—	—	2	
All	100	100	100	100	100	

SOURCE: Academic Staff Survey.

with those for Oxford given above since they are based not on all academic staff, but on those giving some supervision. Corresponding figures for Oxford can, however, be calculated, but no comparison can be made of the proportion of the staff giving some tutorial teaching or supervision. In Oxford, the average hours spent giving tutorials to undergraduates, by those spending some time in this way, was 11 hours for CUF lecturers, about 8 hours for other tutorial fellows, and about 5 hours for others (except professors). It was 10 hours in arts, 8 hours in social studies, 6 hours in science, 4 hours in medicine, and 8 hours over all. The main differences between the Oxford and Cambridge figures are that the averages appear to be considerably higher for Oxford than Cambridge (by up to 50 per cent.) and that for Cambridge there is no systematic difference between holders of fellowships and non-fellows, as there is at Oxford.

### Classes and seminars, lectures, and practicals

458. Distributions according to the time spent on teaching other than tutorials (classes and seminars, lectures, and practical instruction but still excluding postgraduate supervision) are given in Tables 279 and 280. Almost three-quarters did some non-tutorial teaching, and 12 per cent. did at least 7 hours a week. Readers and university lecturers (in particular those with tutorial fellowships) did more than the average of non-tutorial teaching. Although the proportion doing some non-tutorial teaching was highest in arts (82 per cent.), the proportion doing at least 7 hours was low in arts (6 per cent. compared with 22 per cent. in science and 19 per cent. in medicine). Details for the components of non-tutorial teaching are given in Tables 281-5.

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Table 275. Number attending tutorials for undergraduates given by academic staff by post and subject group. Michaelmas Term 1964

Subject group	Percentage of tutorials given to groups of:	PERCENTAGE										
		Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts
Arts	One	100	91	36	65	65	73	.	65	46	57	62
	Two	—	0	31	31	31	26	.	27	47	36	33
	Three	—	3	13	4	4	1	.	8	7	5	5
	All	100	100	100	100	100	100	100	100	100	100	100
Social studies	One	.	52	.	51	49	16	38	42	55	47	47
	Two	.	45	.	41	46	47	50	56	34	47	47
	Three	.	2	.	8	5	38	—	2	11	6	6
	All	.	100	.	100	100	100	100	100	100	100	100
Science	One	—	57	50	75	56	56	66	72	55	37	50
	Two	100	38	43	23	17	42	34	2	4	36	36
	Three	—	5	2	100	100	100	100	100	100	100	100
	All	100	100	100	100	100	100	100	100	100	100	100
Medicine	One	100	86	65	74	.	.	71	70	.	.	72
	Two	—	14	31	16	.	.	29	27	.	.	23
	Three	—	—	4	10	.	.	—	3	.	.	5
	All	100	100	100	100	.	.	100	100	.	.	100
All subjects	One	96	64	47	70	61	57	65	67	47	52	59
	Two	4	32	48	25	33	37	32	29	48	42	36
	Three	—	4	5	6	6	6	1	4	—	6	6
	All	100	100	100	100	100	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

NOTE: The distributions are based on the number of tutorial hours given for undergraduates by the academic staff.

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Table 276. Reasons for giving tutorials to pairs and threes by post. Academic staff (including outside grants staff) who gave tutorials. Michaelmas Term 1964

Reasons for giving tutorials to pairs and threes	OXFORD										PERCENTAGE			
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts			
Prefer to teach pairs or threes	17	28	39	24	36	54	32	22	41	24	33			
Not enough time	—	23	26	14	24	27	11	15	20	31	22			
College policy	—	3	3	3	4	—	5	8	9	11	5			
For other reasons	—	—	7	6	4	—	—	—	—	—	3			
Not ascertained	—	3	10	3	5	5	—	4	8	2	5			
No tutorials to pairs or threes	83	44	16	50	27	14	53	52	22	33	33			
All	100	100	100	100	100	100	100	100	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

**Table 277.** *Reasons for giving tutorials to pairs and threes by subject group. Academic staff (including outside grants staff) who gave tutorials. Michaelmas Term 1964*

OXFORD	PERCENTAGE				
Reasons for giving tutorials to pairs and threes	Arts	Social studies	Science	Medicine	All subjects
Prefer to teach pairs or threes	34	35	32	23	33
Not enough time	22	31	20	11	22
College policy	4	9	5	—	5
For other reasons	4	1	2	6	3
Not ascertained	4	5	5	9	5
No tutorials to pairs or threes	32	19	37	51	33
All	100	100	100	100	100

SOURCE: Academic Staff Survey.

**Table 278.** *Average hours of supervision per week given by those giving some supervision to undergraduates in certain subjects at Cambridge. 1961-2*

CAMBRIDGE	HOURS						
Academic staff giving some supervision to undergraduates	English	Law	French	Russian	Physics	Bio-chemistry	All six subjects
	(average hours per week)						
University staff holding fellowships	6.0	8.8	7.8	4.7	4.5	3.7	6.3
University staff not holding fellowships	6.5	7.9	5.6	7.5	5.4	2.9	5.8
Fellows not holding university posts	5.0	8.0	8.7	.	4.0	2.5	5.5
All	5.6	8.6	7.9	6.3	4.5	3.2	6.0

SOURCE: 'Report to the General Board of the Committee on Teaching', *Cambridge University Reporter*, 1 May 1964.

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Table 279. Time spent on teaching other than tutorials and postgraduate supervision by post. Michaelmas Term 1964

Teaching, except tutorials and postgraduate supervision (hours per week)	OXFORD										PERCENTAGE		
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts		
None	7	3	2	9	14	—	55	57	38	69	27		
1-3	46	42	20	39	66	43	7	19	42	29	39		
4-6	34	24	39	32	21	41	7	13	15	2	22		
7 and over	13	31	38	20	4	16	8	11	5	—	12		
All	100	100	100	100	100	100	100	100	100	100	100		

SOURCE: Academic Staff Survey.

**Table 280.** *Time spent on teaching other than tutorials and postgraduate supervision by subject group. Michaelmas Term 1964*

OXFORD	PERCENTAGE				
	Arts	Social studies	Science	Medicine	All subjects
Teaching, except tutorials and post-graduate supervision (hours per week)					
None	18	31	30	40	27
1-3	52	52	24	26	39
4-6	25	14	24	15	22
7 and over	6	4	22	19	12
All	100	100	100	100	100

SOURCE: Academic Staff Survey.

**Postgraduate supervision**

459. Postgraduates reading for the degrees of B.Litt., B.Sc., D.Phil., and B.Phil. and for certain diplomas have a supervisor appointed by the board of the faculty in which their work lies. In addition, some colleges appoint a member of the college to supervise their postgraduates. Because supervision of postgraduates necessarily takes place irregularly, it was not appropriate to seek details of supervision in Michaelmas Term 1964 in the Academic Staff Survey. Information was therefore collected relating to Trinity Term 1964. Some 9 per cent. had not been appointed then, and others were on leave of absence. In all, 12 per cent. were unable to give details of supervision. And others who had given supervision in the Trinity Term had either resigned or were on leave of absence at the time of the survey. The picture of supervision is therefore not complete. Where averages are given, they are based only on those in the survey who were available to supervise in Trinity Term 1964.

460. On average, 1.6 postgraduates were supervised per member of the staff, the great majority for a faculty board (Table 286). If outside grants staff are excluded, the average number supervised was 1.8 (2.0 in science), 53 per cent. supervising at least one. The average was lowest in medicine (0.8) and was highest in social studies because of the relatively large number supervised for colleges (the graduate colleges, many of whose fellows are in social studies, appoint college supervisors). Professors supervised the largest average number (4.2), professors in arts having 5.4. They were followed by readers (3.3) and university lecturers with a tutorial fellowship (2.8) (those in science supervised an average of 3.3). University lecturers without a tutorial fellowship supervised an average of 1.9 and CUF lecturers 1.3.

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Table 281. Time spent giving classes and seminars by post. Michaelmas Term 1964

Classes and seminars (hours per week)	OXFORD										PERCENTAGE			
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts			
None	57	58	58	61	35	41	87	83	47	77	59			
1-2	31	30	35	29	40	46	10	12	30	22	28			
3-4	9	6	6	9	17	8	3	2	15	1	0			
5 and over	2	6	1	1	7	5	—	3	8	—	4			
All	100	100	100	100	100	100	100	100	100	100	100			

SOURCE: Academic Staff Survey.

**Table 282.** *Time spent giving classes and seminars by subject group. Michaelmas Term 1964*

Classes and seminars (hours per week)	OXFORD					PERCENTAGE
	Arts	Social studies	Science	Medicine	All subjects	
None	39	48	78	79	59	
1-2	38	38	19	15	28	
3-4	16	10	2	3	9	
5 and over	7	4	1	4	4	
All	100	100	100	100	100	

SOURCE: Academic Staff Survey.

461. The proportion of the staff supervising postgraduates was 50 per cent. 23 per cent. supervised 3 and over, and 8 per cent. 6 and over. Among professors and readers some 85 per cent. did supervision, and 26 per cent. of professors supervised 6 and over. Three-quarters of university lecturers with a tutorial fellowship supervised postgraduates, and about half of other tutorial fellows. Considerably fewer in medicine than in other subject groups did so (see Tables 287 and 288).

462. Distributions showing the amount of supervision postgraduates were given are in Table 289. The amount of supervision is given in hours per term where possible. But this is not always appropriate, particularly in science and medicine where postgraduates often work alongside their supervisor. There is therefore a category for those in 'day-to-day contact' for which the total hours involved cannot be estimated. It is estimated that 41 per cent. of postgraduates fell in this category, the proportion being over 80 per cent. in science and medicine. There is a further category 'other' in Table 289. This includes postgraduates doing field work or studying outside Oxford (in which case supervision was usually carried out by correspondence), and a very small number who were working under someone other than their normal supervisor. Up to 4 hours' supervision per term was received by 13 per cent. of postgraduates, 4-8 hours by 23 per cent., and over 8 hours by 16 per cent. The average hours for these would have been about  $7\frac{1}{2}$  hours per term or 0.9 hours per week.<sup>1</sup> These postgraduates for whom a time estimate of the amount of supervision was given comprised about half the total, and each member of the academic staff supervised on

<sup>1</sup> The corresponding estimate from the Postgraduate Survey was lower: about 6 hours per term. The estimates given here may therefore be too high. See Part VI, para. 627.

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Table 283. Time spent giving lectures by post. Michaelmas Term 1964

Lectures (hours per week)	OXFORD										PERCENTAGE		
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts		
None	13	18	34	28	47	43	67	76	83	93	51		
1-2	63	57	60	57	50	46	30	18	15	7	41		
3 and over	24	25	7	16	4	11	3	6	2	—	9		
All	100	100	100	100	100	100	100	100	100	100	100		

SOURCE: Academic Staff Survey.

**Table 284.** *Time spent giving lectures by subject group. Michaelmas Term 1964*

OXFORD		PERCENTAGE			
Lectures (hours per week)	Arts	Social studies	Science	Medicine	All subjects
None	42	58	55	60	51
1-2	50	39	35	31	41
3 and over	8	4	10	9	9
All	100	100	100	100	100

SOURCE: Academic Staff Survey.

average 1.6 students. Therefore the time per staff member was  $0.9 \times 0.8$  or 0.7 hours per week. It is impossible to estimate reliably the time involved in day-to-day supervision, but a reasonable assumption might be that it involves a similar amount of time per postgraduate. This would give an average per staff member of about  $1\frac{1}{2}$  hours per week supervising 1.6 postgraduates, or, in round numbers, an hour per week per postgraduate supervised. At the time of the survey most supervision was for the University, and these calculations reflect mainly the time involved in university supervision. The amount of supervision for colleges was too small for the time involved to be estimated at all reliably, and the figure of an hour per week per postgraduate supervised should be interpreted as a rough estimate of the time involved in supervising for the University.

#### Teaching by faculty lecturers

463. The classification of posts does not show faculty lecturers separately. Some details of their teaching are therefore given here. There were 21 faculty lecturers in the Academic Staff Survey. On average, they spent 8.8 hours per week giving tutorials to undergraduates; 11.6 hours on all forms of teaching for undergraduates; and 12.1 hours on all teaching other than postgraduate supervision. They spent an average of 3.0 hours giving classes and seminars, and lectures. They supervised an average of 0.6 postgraduates.

#### Teaching in medicine

464. In the tables on teaching, medicine is shown as a single subject group. If pre-clinical and clinical medicine are considered separately, certain differences between them emerge, and it can be seen that the pattern of teaching in pre-clinical medicine is more similar to that in science than is

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Table 285. Time spent giving practical instruction by post. Michaelmas Term 1964

Practical instruction (hours per week)	OXFORD										PERCENTAGE			
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts			
None	85	69	35	57	98	59	83	78	92	96	79			
1-2	5	4	6	12	1	3	3	2	5	—	4			
3-4	6	3	6	8	—	19	5	7	2	4	5			
5 and over	5	24	54	23	—	19	8	12	2	—	13			
All	100	100	100	100	100	100	100	100	100	100	100			

SOURCE: Academic Staff Survey.

Table 286. Average number of postgraduates supervised by post and subject group. Trinity Term 1964

Subject group	Average number of postgraduates supervised:	NUMBER										
		Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts
Arts	For faculty boards	5.4	3.7	2.0	1.7	1.0	0.1	0.3	0.6	0.4	0.2	1.5
	For colleges	—	0.1	—	0.3	0.3	—	—	—	0.2	0.1	0.2
	All	5.4	3.7	2.0	2.0	1.3	0.1	0.3	0.6	0.6	0.3	1.7
	Percentage of staff supervising	93	80	57	52	49	13	33	35	31	19	50
Social studies	For faculty boards	4.4	2.8	.	5.0	1.0	0.8	2.5	0.1	1.0	0.2	1.6
	For colleges	—	1.0	.	0.2	0.5	—	0.3	—	0.8	—	0.4
	All	4.4	3.8	.	5.2	1.6	0.8	2.5	0.4	1.8	0.2	2.0
	Percentage of staff supervising	86	80	.	69	55	50	75	20	50	18	51
Science	For faculty boards	3.4	3.1	3.1	1.6	0.3	2.1	1.1	0.3	0.8	0.7	1.6
	For colleges	0.1	0.3	0.2	—	0.3	0.1	0.1	—	—	—	0.1
	All	3.5	3.4	3.3	1.6	0.6	2.2	1.2	0.3	0.8	0.7	1.7
	Percentage of staff supervising	87	83	83	65	25	64	53	20	33	33	54
Medicine	For faculty boards	1.0	2.0	0.8	0.7	.	.	0.4	0.5	.	.	0.7
	For colleges	—	0.1	—	—	.	.	—	—	.	.	—
	All	1.0	2.1	0.8	0.7	.	.	0.4	0.5	.	.	0.8
	Percentage of staff supervising	60	100	50	28	.	.	17	20	.	.	35
All subjects	For faculty boards	4.2	3.0	2.7	1.8	1.0	1.5	0.9	0.4	0.7	0.3	1.5
	For colleges	—	0.3	0.1	0.1	0.4	0.1	0.1	—	0.3	—	0.2
	All	4.2	3.3	2.8	1.9	1.3	1.6	1.0	0.4	1.0	0.3	1.6
	Percentage of staff supervising	86	85	75	56	49	51	42	21	36	21	50

SOURCE: Academic Staff Survey.

NOTE: Only those who were in post and not on leave of absence in Trinity Term 1964 are included in this table.

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Table 287. Number of postgraduates supervised by post. Trinity Term 1964

Number of postgraduates supervised	PERCENTAGE										
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts
None	14	15	25	44	51	49	58	79	64	79	50
1-2	27	38	28	32	33	30	25	17	21	19	28
3-5	33	27	34	15	11	14	15	4	11	2	15
6 and over	26	20	13	9	5	8	2	1	4	—	8
All	100	100	100	100	100	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

NOTE: See note to Table 286.

**Table 288.** *Number of postgraduates supervised by subject group. Trinity Term 1964*

Number of postgraduates supervised	OXFORD				PERCENTAGE
	Arts	Social studies	Science	Medicine	All subjects
None	50	49	46	65	50
1-2	29	23	28	26	28
3-5	13	17	18	5	15
6 and over	8	11	7	4	8
All	100	100	100	100	100

SOURCE: Academic Staff Survey.

NOTE: See note to Table 286.

the pattern in medicine as a whole. In pre-clinical medicine the average of teaching for undergraduates was 5.3 hours, of which 1.7 hours were spent giving tutorials. Both these figures are higher than for medicine as a whole; they are lower than those in science to the extent that fewer tutorials were given. The averages for classes and seminars, lectures, and practicals, 0.2 hours, 0.9 hours, and 2.5 hours, were close to those in science. Teaching for postgraduates occupied an average of 0.8 hours in pre-clinical medicine and 1.1 hours in clinical medicine, while the average number of postgraduates supervised was 0.8 in each case. There was little difference between pre-clinical and clinical medicine in the amount of teaching given by professors and readers, and virtually all the tutorial fellows were in pre-clinical medicine. For university lecturers without a tutorial fellowship the average teaching hours were higher in pre-clinical medicine (8.2 hours for undergraduates and 9.8 hours for all teaching except supervision) than in clinical medicine (for which the corresponding figures were 2.5 hours and 3.9 hours). But in interpreting the figures for clinical medicine it must be borne in mind that both the types of teaching and the time-table of teaching are different in clinical medicine than in other subjects. The usual division of the academic year into three terms does not apply since teaching in clinical medicine is carried on for 46 weeks in the year, and ward rounds (for instance) are difficult to fit into the categories of teaching used. As a result, the survey figures probably do not reflect teaching in clinical medicine as accurately as in other subjects.

#### Teaching by outside grants staff

465. Some details of outside grants staff and the teaching they gave are as follows. There were 127 outside grants staff in the survey of whom nearly

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Table 289. Amount of supervision given to postgraduates by post and subject group. Trinity Term 1964

Subject group	Percentage of postgraduates supervised for:	PERCENTAGE										
		Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts
Arts	0-4 hours	23	0	5	16	27	—	—	—	19	22	21
	4-8 hours	39	48	23	35	40	—	100	14	50	11	39
	8-16 hours	13	20	12	24	14	—	—	14	6	44	15
	16 hours and over	3	—	2	5	5	—	—	—	—	11	4
	Day-to-day contact	5	—	—	19	7	—	—	14	13	11	7
All	100	100	100	100	100	100	100	100	100	100	100	100
Social studies	0-4 hours	13	20	—	23	30	—	—	17	0	25	23
	4-8 hours	42	34	—	34	32	100	80	67	36	25	38
	8-16 hours	35	20	—	25	22	—	20	—	36	50	26
	16 hours and over	—	3	—	—	1	—	—	—	—	—	1
	Day-to-day contact	—	5	—	13	14	—	—	17	18	—	11
All	100	100	—	100	100	100	100	100	100	100	100	100
Science	0-4 hours	1	3	2	3	25	—	3	—	—	—	2
	4-8 hours	4	—	2	17	25	2	—	3	—	—	3
	8-16 hours	5	1	1	16	—	2	—	—	—	—	4
	16 hours and over	0	3	2	6	—	—	—	—	—	—	—
	Day-to-day contact	81	94	93	67	25	94	95	91	100	100	86
All	100	100	100	100	100	100	100	100	100	100	100	100
Medicine	0-4 hours	—	4	—	5	—	—	—	6	—	—	4
	4-8 hours	—	4	—	—	—	—	—	—	—	—	—
	8-16 hours	—	—	—	35	—	—	—	18	—	—	14
	16 hours and over	—	—	—	—	—	—	—	—	—	—	—
	Day-to-day contact	100	87	100	60	—	—	100	76	—	—	81
All	100	100	100	100	—	—	100	100	—	—	100	100
All subjects	0-4 hours	16	10	2	12	27	—	2	3	11	16	13
	4-8 hours	30	21	6	20	38	7	16	9	36	11	23
	8-16 hours	13	12	3	21	15	2	20	6	32	13	13
	16 hours and over	4	2	2	3	4	—	—	—	—	5	3
	Day-to-day contact	25	49	77	41	10	88	77	72	29	37	41
All	100	100	100	100	100	100	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

NOTES

1. The hours are the total hours during Trinity Term 1964.
2. The distributions are based on the total number of postgraduates supervised.

three-quarters were in science subjects. Their average teaching hours per week were: 1.5 hours for undergraduate tutorials (40 per cent. giving at least one); 2.1 hours on all teaching for undergraduates; and 2.4 hours on all teaching except postgraduate supervision (50 per cent. doing some teaching). They supervised an average of 0.3 postgraduates (18 per cent. supervising at least one).

**Table 290.** *Time spent teaching non-members of the University working for university examinations or teaching for the Delegacy of Extra-Mural Studies by post and subject group. Michaelmas Term 1964*

OXFORD

	Average hours per week	Percentage doing some
<b>POST</b>		
Professor	—	1
Reader	—	3
Lecturer with tutorial fellowship	—	—
Lecturer without tutorial fellowship	0.1	6
CUF and special lecturer	—	2
Other university staff with tutorial fellowship	—	—
Other senior research staff	0.1	2
Other university and outside grants staff	0.1	4
College post only: teaching	—	—
College post only: research	0.4	4
<b>SUBJECT GROUP</b>		
Arts	0.1	2
Social studies	0.1	7
Science	—	1
Medicine	0.1	5
All	0.1	3

SOURCE: Academic Staff Survey.

### Other teaching

466. Teaching given completely outside the University was not within the scope of the Academic Staff Survey. But some teaching is given to non-members of the University working for university examinations (such as students at Ruskin College) and some is done for the Delegacy of Extra-mural Studies. The amounts are small, and involve only 3 per cent. of the staff. Table 290 gives details.

### Comparisons with other estimates

467. The estimates of teaching hours given here may be compared with those published by the Robbins Committee. Our estimate for total teaching

hours (excluding postgraduate supervision) is 8.8 hours a week. If outside grants staff (who were not included in the Robbins Committee Survey) are excluded, the average is 9.6 hours. The Robbins Committee estimate was originally 7.6 hours for Oxford and Cambridge,<sup>1</sup> the national average being the same. But the estimates of discussion periods were subsequently revised, giving an over-all average of 9.4 hours for Oxford and Cambridge and 8.1 hours nationally. But postgraduate supervision falls within the definition of discussion periods, and would therefore have been included in the 9.4 hours. The two estimates differ, therefore, by the time spent on postgraduate supervision, which has been estimated above at about 1.5 hours a week. There are, however, reasons for thinking that average teaching hours at Oxford are higher than at Cambridge, in which case the discrepancy will be less. A comparison of the estimates of the components of the totals shows that the difference between the two estimates (1.7 hours) is the same as the difference between the estimates of tutorials.

468. Our estimate for all forms of teaching, of about 11 hours a week, is substantially higher than the national average of 8 hours. Nationally, the average for tutorials was much lower (1.7 hours against 6.3 hours at Oxford), while the national averages for lectures and practicals were about twice the Oxford figures. (The higher national average for practicals will be largely accounted for by the higher proportion of students in science and medicine.)

#### OPINIONS ON TEACHING

469. The Academic Staff Survey contained several questions asking for opinions on certain topics connected with teaching. The answers have been coded and tabulated in order to give an impression of the volume of support for the main views expressed. Tabulation can do no more than this. It cannot bring out the great variety of views and ideas which were expressed; nor can it bring out the reasoning used to support the opinions. This approach is therefore incomplete, and the tables are complemented in Part VII by extracts from some of the comments themselves.

470. The first question asked whether lectures or classes and seminars could be made a better complement to tutorials (Tables 291-3). In coding this and subsequent questions, an attempt was made to distinguish between the more definite answers and those which were qualified in some way. This involves a subjective judgement in deciding what amounts to a qualification, and some of those who simply answered Yes or No may in fact accept the qualifications made by others who replied at greater length. A bare majority thought that lectures or classes and seminars could complement tutorials better, this including 23 per cent. who qualified their answer in a

<sup>1</sup> Robbins Report, Appendix Two (B), Annex Y, and Appendix Three, Annexes P-R are quoted in paras. 467-8. Outside grants staff are excluded from the figures for Oxford.

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Table 291. *Answers to question on role of lectures, etc. as complement to tutorials, by post. Michaelmas Term 1964*

	OXFORD										PERCENTAGE		
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university grants staff	College post only: teaching	College post only: research	All posts		
Could lectures or classes and seminars be made a better complement to tutorials?													
Yes	39	27	36	24	27	32	22	24	41	27	28		
Qualified yes	16	13	27	16	36	27	13	11	27	29	23		
No	10	22	17	23	13	14	5	11	3	5	13		
Qualified no	9	4	7	4	13	8	3	3	9	3	7		
Tutorials should complement lectures, etc.	11	9	4	9	1	5	7	9	2	5	6		
Lectures, etc. already complement tutorials	3	4	7	11	7	11	2	6	2	3	6		
No answer	10	19	2	14	3	3	48	35	17	20	17		
All	100	100	100	100	100	100	100	100	100	100	100		

SOURCE: Academic Staff Survey.

**Table 292.** *Answers to question on role of lectures, etc. as complement to tutorials, by subject group. Michaelmas Term 1964*

OXFORD	PERCENTAGE				
Could lectures or classes and seminars be made a better complement to tutorials?	Arts	Social studies	Science	Medicine	All subjects
Yes	27	38	29	19	28
Qualified yes	30	18	21	8	23
No	12	12	13	20	13
Qualified no	10	10	4	3	7
Tutorials should complement lectures, etc.	1	5	11	4	6
Lectures, etc. already complement tutorials	8	5	5	4	6
No answer	12	11	17	43	17
All	100	100	100	100	100

SOURCE: Academic Staff Survey.

number of ways, the most important of which were: that it should be at the discretion of tutors; that more classes and seminars should be additional to, and not instead of, tutorials; and that it should only be done for special subjects. There is, however, a particular difficulty about interpreting the replies to this question. After the question itself an example was given 'e.g. by covering in classes topics that are now generally dealt with in tutorials'. Some directed their attention to the more general question, and some to this specific example. Where a simple Yes or No was given it is impossible to determine the sense in which it was intended. Some 20 per cent. did not think lectures or classes and seminars could better complement tutorials. 6 per cent. (11 per cent. in science) thought the position should be reversed, with tutorials complementing lectures, etc., while a further 6 per cent. (8 per cent. in arts) stated that lectures, etc., already complemented tutorials. A high proportion of negative answers were given by those who had held a post at Oxford for 21 years and over.

471. The next question asked whether lectures or classes and seminars complementing or replacing tutorials should be compulsory. A third answered Yes in one form or another, while 43 per cent. were against compulsion (Tables 294-6). But only 12 per cent. gave an unqualified Yes, and 14 per cent. specified that only classes and seminars (and often only college classes and seminars) should be compulsory. The other main way in which affirmative answers were qualified was that only classes and seminars *replacing*

**Table 293.** *Answers to question on role of lectures, etc. as complement to tutorials, by years in academic post at Oxford. Michaelmas Term 1964*

OXFORD	PERCENTAGE					All
	Years in academic post at Oxford					
Could lectures or classes and seminars be made a better complement to tutorials?	None	1-5	6-10	11-20	21 and over	
Yes	21	32	34	27	18	28
Qualified yes	17	22	22	26	25	23
No	8	10	12	15	22	13
Qualified no	4	5	8	7	15	7
Tutorials should complement lectures, etc.	9	7	7	4	2	6
Lectures, etc. already complement tutorials	1	8	5	7	5	6
No answer	39	17	11	13	15	17
All	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

tutorials should be compulsory. The most common qualification to a negative answer was that lectures, etc., should not be compulsory, but tutors should tell their pupils they must attend. Tutorial fellows were rather less strongly against compulsion than were other staff, but in no post was there a definite majority in favour of it. There were no significant differences between subject groups, except that the proportion giving an unqualified Yes was higher in science than in other subject groups. Nor were there significant differences according to the number of years at Oxford.

472. There was a question which asked whether the number of lectures is too large, and if so, how a reduction should be effected. Nearly half thought there are not too many lectures, 14 per cent. thought they should be better organized rather than reduced in number, and 7 per cent. gave a No qualified in other ways (such as that more seminars are nevertheless needed, or that bad lecturers should be discouraged). About a fifth thought there are too many lectures. This view was strongest among CUF lecturers and in social studies subjects, and grew stronger as the number of years at Oxford increased. The main suggestions for decreasing the number of lectures were to have more classes and seminars instead (10 per cent.) and to reduce lecturing obligations (7 per cent.). Tables 297-9 give details.

473. The last question asking for opinions about teaching was about residence by undergraduates during vacations. The replies are tabulated in

**Table 294.** *Answers to question on whether lectures, etc. complementing or replacing tutorials should be compulsory, by post. Michaelmas Term 1964*

	OXFORD										PERCENTAGE			
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts			
Should lectures or classes and seminars complementing or replacing tutorials be compulsory?														
Yes	16	15	15	13	10	14	15	13	14	8	12			
Yes, classes and seminars	5	1	6	3	12	5	3	2	8	10	6			
Qualified yes, classes and seminars	3	1	10	3	8	14	3	4	6	7	6			
Qualified yes, classes and seminars	8	9	10	6	10	14	5	4	14	8	8			
No	38	40	44	39	39	30	23	32	35	35	36			
Qualified no	13	4	4	9	9	16	3	2	8	8	7			
No answer	17	28	11	28	11	8	47	43	17	26	24			
All	100	100	100	100	100	100	100	100	100	100	100			

SOURCE: Academic Staff Survey.

**Table 295.** *Answers to question on whether lectures, etc. complementing or replacing tutorials should be compulsory, by subject group. Michaelmas Term 1964*

OXFORD	PERCENTAGE				
Should lectures or classes and seminars complementing or replacing tutorials be compulsory?	Arts	Social studies	Science	Medicine	All subjects
Yes	9	12	16	11	12
Qualified yes	8	10	4	3	6
Yes, classes and seminars	8	4	5	5	6
Qualified yes, classes and seminars	11	9	7	1	8
No	39	39	34	32	36
Qualified no	8	9	7	3	7
No answer	19	16	26	46	24
All	100	100	100	100	100

SOURCE: Academic Staff Survey.

**Table 296.** *Answers to question on whether lectures, etc. complementing or replacing tutorials should be compulsory, by years in academic post at Oxford. Michaelmas Term 1964*

OXFORD	PERCENTAGE					
Should lectures or classes and seminars complementing or replacing tutorials be compulsory?	Years in academic post at Oxford					All
	None	1-5	6-10	11-20	21 and over	
Yes	7	12	15	13	12	12
Qualified yes	7	5	6	7	6	6
Yes, classes and seminars	5	7	4	6	4	6
Qualified yes, classes and seminars	6	10	9	8	5	8
No	27	34	42	38	41	36
Qualified no	6	7	8	8	5	7
No answer	43	24	16	20	27	24
All	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

**Table 297.** *Answers to question on whether the number of lectures should be reduced, and if so, how, by post. Michaelmas Term 1964*

Should the number of lectures be reduced, and if so, how?	OXFORD										PERCENTAGE		
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts		
Yes, reduce obligations	8	3	0	8	14	5	8	1	5	6	7		
Yes, use classes instead	14	6	0	0	15	11	8	5	16	12	10		
Yes, by other methods	1	1	3	3	7	5	2	1	6	7	4		
No	49	63	65	63	41	46	27	43	50	34	47		
No, but could be better organized	14	13	13	3	24	19	3	9	14	17	14		
No, qualified in other ways	14	1	1	6	6	14	12	6	3	8	7		
No answer	5	12	1	12	2	—	45	35	12	22	14		

SOURCE: Academic Staff Survey.

NOTE: The columns do not add to 100 since some mentioned more than one way of reducing the number of lectures.

**Table 298.** *Answers to question on whether the number of lectures should be reduced, and if so, how, by subject group. Michaelmas Term 1964*

Should the number of lectures be reduced, and if so, how?	OXFORD					PERCENTAGE
	Arts	Social studies	Science	Medicine	All subjects	
Yes, reduce obligations	9	19	3	1	7	7
Yes, use classes instead	10	21	8	6	10	10
Yes, by other methods	5	6	3	—	4	4
No	46	27	56	51	47	47
No, but could be better organized	19	19	10	2	14	14
No, qualified in other ways	7	7	7	3	7	7
No answer	8	13	15	38	14	14

SOURCE: Academic Staff Survey.

NOTE: The columns do not add to 100 since some mentioned more than one way of reducing the number of lectures.

**Table 299.** *Answers to question on whether the number of lectures should be reduced, and if so, how, by years in academic post at Oxford. Michaelmas Term 1964*

Should the number of lectures be reduced, and if so, how?	OXFORD					PERCENTAGE
	Years in academic post at Oxford					All
	None	1-5	6-10	11-20	21 and over	
Yes, reduce obligations	3	5	8	9	14	7
Yes, use classes instead	7	9	9	13	15	10
Yes, by other methods	6	3	6	5	2	4
No	35	49	45	50	52	47
No, but could be better organized	10	13	20	13	10	14
No, qualified in other ways	6	8	7	6	4	7
No answer	37	16	8	9	12	14

SOURCE: Academic Staff Survey.

NOTE: The columns do not add to 100 since some mentioned more than one way of reducing the number of lectures.

**Table 300. Answers to questions on whether undergraduates would benefit from residence in vacation, by post. Michaelmas Term 1964**

	OXFORD										PERCENTAGE			
	Professor	Reader	University lecturer with fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts			
<b>Would undergraduates benefit from residence in vacation?</b>														
<b>WITH TEACHING INSTRUCTION</b>														
Yes	11	10	4	9	6	5	13	16	8	5	9			
Yes, but disadvantages for staff too great	7	6	12	4	7	5	2	3	5	4	6			
Yes, qualified in other ways	19	11	13	13	10	14	18	15	5	25	14			
No	40	48	53	43	62	68	15	22	50	26	43			
Qualified no	13	9	10	3	9	8	5	2	9	9	7			
No answer	9	15	7	27	6	—	47	41	24	30	21			
<b>WITHOUT TEACHING INSTRUCTION</b>														
Yes	37	43	51	34	56	41	23	20	33	37	39			
Qualified yes	20	21	38	18	33	38	15	13	38	24	25			
No	15	12	8	18	6	10	13	14	6	10	11			
No answer	18	24	11	33	5	5	48	53	23	29	25			
<b>FOR SPECIAL PURPOSES</b>														
Yes	51	49	58	53	42	54	37	42	42	47	46			
No	14	10	18	15	17	22	7	5	14	9	13			
No answer	36	40	24	33	41	24	57	53	44	45	41			
All	100	100	100	100	100	100	100	100	100	100	100			

SOURCE: Academic Staff Survey.

**Table 301.** *Answers to questions on whether undergraduates would benefit from residence in vacation, by subject group. Michaelmas Term 1964*

OXFORD	PERCENTAGE				
Would undergraduates benefit from residence in vacation?	Arts	Social studies	Science	Medicine	All subjects
<b>WITH TEACHING INSTRUCTION</b>					
Yes	5	6	12	18	9
Yes, but disadvantages for staff too great	7	5	7	1	6
Yes, qualified in other ways	10	15	18	18	14
No	54	47	36	24	43
Qualified no	9	7	6	1	7
No answer	17	20	21	38	21
<b>WITHOUT TEACHING INSTRUCTION</b>					
Yes	45	46	36	18	39
Qualified yes	29	27	24	9	25
No	10	7	13	17	11
No answer	17	20	28	56	25
<b>FOR SPECIAL PURPOSES</b>					
Yes	44	40	54	36	46
No	12	13	14	11	13
No answer	44	47	32	53	41
<b>All</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>	<b>100</b>

SOURCE: Academic Staff Survey.

Tables 300-2. When asked about vacation residence with teaching instruction, 50 per cent. thought undergraduates would not benefit, the main reason given being that undergraduates needed the vacations for independent reading and thinking, 9 per cent. answered Yes (though they were not necessarily in favour of vacation residence) and 6 per cent. thought that undergraduates would benefit but that the disadvantages for the academic staff would outweigh any advantages to the undergraduates. A further 14 per cent. answered Yes qualified in various ways, such as that vacation residence should be confirmed to the Long Vacation, or that there should be lectures and classes but not tutorials. A substantial majority of tutorial fellows thought that undergraduates would not benefit from vacation residence with teaching, and an above average proportion in science and medicine thought that they would so benefit.

474. Nearly two-thirds thought that undergraduates would benefit from vacation residence without teaching. Where this view was qualified, it was

**Table 302.** *Answers to questions on whether undergraduates would benefit from residence in vacation, by years in academic post at Oxford. Michaelmas Term 1964*

OXFORD	PERCENTAGE					
	Years in academic post at Oxford					All
	None	1-5	6-10	11-20	21 and over	
Would undergraduates benefit from residence in vacation?						
<b>WITH TEACHING INSTRUCTION</b>						
Yes	6	12	9	7	6	9
Yes, but disadvantages for staff too great	5	5	8	6	5	6
Yes, qualified in other ways	15	17	14	14	10	14
No	27	38	47	51	48	43
Qualified no	6	7	7	7	10	7
No answer	42	22	16	15	19	21
<b>WITHOUT TEACHING INSTRUCTION</b>						
Yes	21	32	46	46	48	39
Qualified yes	19	25	25	26	25	25
No	14	13	10	11	7	11
No answer	46	31	19	17	20	25
<b>FOR SPECIAL PURPOSES</b>						
Yes	33	51	50	47	38	46
No	11	11	14	13	17	13
No answer	56	38	37	40	45	41
All	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

usually to the effect that libraries should be fully available; or that undergraduates should have access to a tutor for guidance. The idea was welcomed by many as a means of reducing the number of undergraduates who take vacation jobs, and because many undergraduates do not have access to a suitable library or a study at home. A very high proportion of tutorial fellows answered Yes to this question. The proportion answering Yes was relatively high in arts and social studies, and low in medicine.

475. When asked whether undergraduates would benefit from vacation residence for special purposes (such as language courses for scientists) nearly half did not reply. Of those who replied, over three times as many answered Yes as No.

## ACADEMIC ACTIVITIES OTHER THAN TEACHING

476. Time spent on teaching and postgraduate supervision has already been discussed. In addition, questions were asked in the Academic Staff Survey about other activities which are part of the academic life. Because the survey was carried out early in Michaelmas Term, a time which was not typical of the whole term or of the whole year, it was not appropriate to base estimates of time spent on these activities on the week or fortnight preceding the survey. In addition, some academic activities, in particular examining and admissions, are concentrated at one or two points in the year. Therefore, with one exception, the questions about time spent on academic activities related to the previous academic year, 1963-4. For work in term average hours per week were asked for, but for vacations the total hours were asked for. The results are presented in terms of hours per week, there being assumed to be 22 working weeks during vacations (i.e. 6 weeks of holiday are allowed for). Where answers were given in terms of days or weeks, an 8-hour day and 42-hour week (this being the working week estimated by the Robbins Committee for Oxford and Cambridge) were assumed.

477. The exception, where the question did not relate to 1963-4, was administration where the time involved is reasonably predictable. This comprises attending university and inter-college committees which meet regularly; attending college governing body and college committee meetings; and carrying out the duties of a college officer such as Dean or Senior Tutor. For these activities the question asked for the expected average hours per week during Michaelmas Term 1964, and the activities are referred to as 'regular administration'. 'Administration' not so qualified should be understood to refer to other administration and to exclude regular administration.

**The validity of the estimates**

478. Apart from that on regular administration, the questions on hours of work were extremely difficult to answer and a considerable number of respondents commented to that effect. For three reasons in particular the resulting estimates cannot be regarded as more than rough guides.

479. First, since questions about hours of work are intrinsically difficult to answer, the individual replies are subject to error and may contain systematic biases. When a question refers to a period of a year the errors are likely to be greater than when it refers to the previous week. We recognized the difficulty of giving an answer in the formulation of the question which stated '... If, however, you think a meaningful figure can be given, please estimate the time spent. . . .' It is, therefore, impossible fully to assess the reliability of the answers given. The results exhibit the kind of variations between the different activities, between grades, subject groups and between

term and vacations that might be expected, and to this extent are satisfactory. However, the average of 50 hours a week in term for all academic activities is 6 hours higher than the estimate by the Robbins Committee of 43·7 hours a week for Oxford and Cambridge.<sup>1</sup> The Robbins Committee's figure was based on a survey estimate of working time during the 2 weeks when the survey was carried out, and should be less susceptible to unconscious biases than the figures based on the previous year. It therefore seems likely that the average figures for all academic activities from the Academic Staff Survey have been overestimated. There is probably more difficulty in estimating time spent on study and research than that spent on other activities, and it is likely that any bias has affected the figures for study and research rather more than other estimates. The Robbins Committee estimated the average time spent on study and research during term as 16·5 hours for Oxford and Cambridge, and 15·4 hours for all universities.<sup>2</sup> Our figure is 21·4 hours, but outside grants staff are included in this average; when they are excluded the average is 19·7 hours.<sup>3</sup>

480. Secondly, a considerable proportion of the academic staff did not give a full account of their working hours; for example, only 36 per cent. gave complete details of their work in term. If those who did not reply had different hours of work from those who did reply, there will be a distortion in the results. The evidence on this point is discussed below.

481. Thirdly, it was difficult in editing the questionnaires to decide whether blanks should be regarded as zeros or as not ascertained values. This is particularly the case with activities such as university examining in which only a relatively small proportion of the staff take part each year. The rule was adopted that a blank was treated as a not ascertained value. With an activity such as study and research where there is a presumption that virtually all the academic staff take part, this seems unlikely to lead to any distortion. But with activities such as university examining, the rule is likely to lead to an upward bias in the estimates since too few zero values would be included in the calculation of the average. The following paragraphs, however, do give a rough estimate of the maximum bias which could result.

482. Table 303 shows, for each activity, the estimated average, the proportion of the total number who gave an answer, and the proportion (of those giving an answer) who said they had spent some time on the activity. Separate figures are given for term and vacations. Altogether, 74 per cent. completed part of the question and a further 15 per cent. were either not in

<sup>1</sup> The published figure is 41·9 hours. To this has been added the correction to teaching hours referred to in paragraph 467.

<sup>2</sup> Robbins Report, Appendix Three, Annex N, Tables N1 and N2, pp. 192-4.

<sup>3</sup> Estimates of the hours of work in term of outside grants staff were 37·0 hours a week for study and research and 46·9 hours a week for all work.

**Table 303.** *Extent to which hours of work were ascertained, 1963-4*

## OXFORD

Type of work	In term			In vacations		
	Average (hours per week)	Percentage ascertained	Percentage non-zero (of those ascertained)	Average (hours per week)	Percentage ascertained	Percentage non-zero (of those ascertained)
Preparing teaching	6.2	79	91	3.0	57	68
Advising students	1.8	74	74	0.8	55	54
Administration (except regular administration)	3.6	73	72	2.7	56	61
College admissions	0.6	69	30	0.8	64	49
University examining	0.7	67	23	1.7	62	39
Study and research	21.4	69	96	27.3	56	99
Learned societies and conferences	1.1	69	55	1.8	63	77
Other professional work in Oxford	1.2	65	34	1.3	58	47
External examining and lecturing	0.6	64	27	1.1	60	49
Consulting	0.5	62	18	0.8	57	26
Other external work	0.6	58	14	0.7	52	22
All above activities	36.8	36	100	40.2	27	100
All work including teaching and regular administration	49.6	36	100	..	..	..

SOURCE: Academic Staff Survey.

## NOTES

1. The hours per week in vacations are obtained by assuming 22 working weeks in vacations.
2. The percentage ascertained is the number who gave an estimate as a percentage of all except those who were not in Oxford in 1963-4.
3. The estimates of time spent on teaching (which excludes postgraduate supervision) and regular administration included in the last line of the table are based on Michaelmas Term 1964.

Oxford during 1963-4 or their pattern of work was atypical. The proportion who gave an answer to the individual items was about 70 per cent. for term (except for work outside Oxford for which it was about 60 per cent.) and 60 per cent. for vacations. But only 36 per cent. gave complete details for term, and 27 per cent. for vacations.

483. If the individual averages for activities other than teaching and regular administration are summed, totals of 38.3 hours for term and 42.0 hours for vacations are obtained. These are 1.5 hours and 1.8 hours greater than the estimates based on those who gave complete details. This could be either because the average working hours of those who completed only part

of the question were greater than for those who gave complete details, or because some zero values were incorrectly treated as not ascertained values. A likely upper limit to the error from the latter source may be calculated by assuming that all the not ascertained values were in fact zero for the items which respondents might have disregarded if they spent no time on them, rather than write a zero or a dash. Attending conferences, miscellaneous work in Oxford, and work outside Oxford would come into this category and so might college admissions and university examining. Assuming all the not ascertained values to be zero for these activities gives a total of the individual averages of 36.5 hours for term and 38.9 hours for vacations. This calculation almost certainly over-corrects for any error in distinguishing zeros from values which were not ascertained. The resulting average for work in term is slightly less than the average for those who gave complete details. There is therefore no evidence that those who gave less than complete details differed in their total working hours from those who gave complete details. For vacations the 'corrected' average is 1.3 hours less than that of 40.2 hours for those completing the question. Since the correction is probably excessive, this cannot be regarded as a significant difference. It seems reasonable, therefore, to suppose that the differences between the sum of the individual averages and the averages in the penultimate line of Table 303 are mainly due to zero values having been treated as not ascertained in some cases, and to assume that the average total hours would not have been very different if a complete response had been obtained. But the averages shown in the tables for college admissions, university examining, attending conferences, miscellaneous work in Oxford, and work outside Oxford are likely to contain upward biases (in total) of up to 2 hours for term, and 3 hours for vacations.

484. For the reasons given in the previous six paragraphs, the statistics from the Academic Staff Survey on academic work other than teaching and regular administration are probably less reliable than those on other topics. The results are therefore given in less detail than in other sections.

#### **Regular administration**

485. Almost all respondents to the Academic Staff Survey gave details of time spent on regular administration during Michaelmas Term 1964. The average was 3.6 hours per week, of which 2.7 hours were taken up with college administration (Tables 304 and 305). The average for CUF lecturers was 7.2 hours, of which 3.8 hours were spent carrying out the duties of a college office. Professors (2.6 hours) and readers (1.5 hours) spent the most time on university committees. Considerably more time was spent on regular administration in arts and social studies than in science and medicine, the main reason being that college office holders were mainly in these subject groups.

## THE ACADEMIC STAFF

Table 304. Average hours per week spent on regular administration during term by post. Michaelmas Term 1964

Regular administration (hours per week)	OXFORD										All posts
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	
College governing body and college committees	1.6	2.0	2.6	0.5	2.5	2.2	0.3	0.1	1.3	1.1	1.4
University and inter-college committees meeting regularly	2.6	1.5	1.0	0.8	1.0	0.5	0.7	0.2	0.2	0.1	0.8
College office	0.1	0.3	1.3	0.5	3.8	0.6	0.2	0.1	0.8	1.0	1.3
All regular administration	4.3	3.8	4.9	1.8	7.2	3.3	1.1	0.5	2.2	2.3	3.6

SOURCE: Academic Staff Survey.

**Table 305.** *Average hours per week spent on regular administration during term by subject group. Michaelmas Term 1964*

OXFORD						HOURS
Regular administration (hours per week)	Arts	Social studies	Science	Medicine	All subjects	
College governing body and college committees	1·8	1·7	1·1	0·5	1·4	
University and inter-college committees meeting regularly	1·0	1·2	0·6	0·4	0·8	
College office	2·3	2·0	0·4	0·2	1·3	
All regular administration	5·2	4·9	2·2	1·1	3·6	

SOURCE: Academic Staff Survey.

486. Regular administration was widely dispersed among the academic staff, two-thirds of whom spent some time on it. College offices were held by 56 per cent. of CUF lecturers, 33 per cent. of university lecturers with a tutorial fellowship, and by 22 per cent. over all. Almost all professors, and two-thirds of readers spent time on regular university (and inter-college) committees. The proportion holding a college office was about 30 per cent. in arts and social studies but only 10 per cent. in science. (See Tables 306 and 307.)

487. The distributions for regular administration in Tables 308 and 309 show that 44 per cent. spent 1-4 hours a week and 23 per cent. spent longer than that, 7 per cent. spending 13 hours and over. 29 per cent. of CUF lecturers spent 9 hours and over in this way. The corresponding figure for professors was 10 per cent.

### Work in term

488. The estimated average hours spent in term during 1963-4 on the various academic activities other than teaching and regular administration are given in Tables 310 and 311, and Tables 312-15 give further details of work in term. In the last line of Tables 310 and 311 the averages for teaching and regular administration in Michaelmas Term 1964 have been added to give an estimate of the time spent on all academic activities except post-graduate supervision. This estimate is based on two different time periods, and will only be valid in so far as average hours spent on teaching and regular administration were similar in 1963-4 to those in Michaelmas Term 1964.

## THE ACADEMIC STAFF

Table 306. *Percentage of academic staff spending time on regular administration by post. Michaelmas Term 1964*

OXFORD	PERCENTAGE										
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts
Regular administration											
College governing body and college committees	91	67	100	19	96	100	22	8	70	43	58
University and inter-college committees meeting regularly	93	65	60	43	45	46	30	10	17	7	39
College office	3	10	33	9	36	25	3	2	15	12	22
All regular administration	97	85	100	53	97	100	40	17	71	47	68

SOURCE: Academic Staff Survey.

**Table 307.** *Percentage of academic staff spending time on regular administration by subject group. Michaelmas Term 1964*

OXFORD	PERCENTAGE				
Regular administration	Arts	Social studies	Science	Medicine	All subjects
College governing body and college committees	75	66	46	26	58
University and inter-college committees meeting regularly	43	47	36	22	39
College office	35	29	10	4	22
All regular administration	83	78	59	30	68

SOURCE: Academic Staff Survey.

489. In addition to teaching itself, the estimates show an average of 6.2 hours as spent in preparing teaching and correcting pupils' work, and 1.8 hours as spent in advising students. 3.6 hours were spent on administration other than regular administration. Examining, averaged over the year, took 0.7 hours, and college admissions 0.6 hours. As noted in para. 483 there may be a systematic upward bias in some of these figures.

490. The highest averages for study and research were for readers, senior research staff, other university and outside grants staff, and college research fellows. The lowest was for CUF lecturers. The time spent on study and research was above average in science and (especially) medicine, and below average in arts. As noted in para. 479, there may be a systematic upward bias in these figures.

491. Professors spent nearly three times the average time on administration, and the average was higher in science and medicine than in arts and social studies (presumably because there was more departmental administration). Professors also spent considerably more than the average time on academic work outside Oxford.

492. Tables 312 and 313 give the percentages spending some time on each of the activities. As noted in para. 481, there is likely to be an upward bias in some of the figures.

493. Tables 314 and 315 give distributions for the total time spent on the activities which are necessary adjuncts to university teaching: preparing teaching; advising students; administration; admissions; and university examining. In these tables respondents who did not reply have been excluded.

## THE ACADEMIC STAFF

Table 308. Time spent on regular administration by post. Michaelmas Term 1964

Regular administration (hours per week)	PERCENTAGE										
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university grants staff	College post only: teaching	College post only: research	All posts
None	3	15	—	47	3	—	60	83	20	53	32
1-4	68	63	69	42	40	81	35	14	55	35	44
5-8	20	15	20	6	22	14	3	1	0	5	12
9-12	5	3	4	2	10	3	—	—	3	2	4
13 and over	5	3	7	3	19	—	2	—	2	4	7
Not ascertained	—	1	—	—	1	3	—	—	6	1	1
All	100	100	100	100	100	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

**Table 309.** *Time spent on regular administration by subject group. Michaelmas Term 1964*

	OXFORD					PERCENTAGE
Regular administration (hours per week)	Arts	Social studies	Science	Medicine	All subjects	
None	17	22	41	70	32	
1-4	48	44	46	24	44	
5-8	15	18	9	3	12	
9-12	7	6	2	2	4	
13 and over	12	9	2	1	7	
Not ascertained	1	2	—	—	1	
All	100	100	100	100	100	

SOURCE: Academic Staff Survey.

494. Most spent some time on these activities, and 9 per cent. spent 25 hours and over per week on them. Over half the total spent between 1 and 12 hours. Professors spent the most time on these activities, 25 per cent. spending 25 hours and over, and 46 per cent. spending 19 hours and over. In arts, a third spent 19 hours and over, the corresponding figures for other subject groups being considerably less.

#### Work in vacations

495. Tables 316-21 give similar details for work in vacations. The estimated averages are given in Tables 316 and 317. For all work the estimated average was 40.2 hours a week, but this does not include any teaching which may have been given in vacations. The average for study and research, 27.3 hours, was 6 hours higher than in term, that for preparing teaching was 3 hours lower, while advising students and administration both occupied about an hour less per week in vacations than in term. University examining occupied 1.7 hours a week on average in vacations, compared with 0.7 hours in term. Rather more time was spent on work outside Oxford in vacations than in term.

496. As in term, CUF lecturers had the lowest average for study and research but they spent twice as much time on study and research as in term, and their average was only marginally less than that of professors, who spent only 3 hours more than in term.

497. The percentage of the academic staff spending time on the various academic activities is given in Tables 318 and 319. Tables 320 and 321 give distributions for vacations similar to those in Tables 314 and 315 for term.

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Table 310. Average hours of work in term by post, 1963-4

Work in term (hours per week)	OXFORD										All posts
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post- only: teaching	College post- only: research	
Preparing teaching	5.4	5.7	7.2	6.2	7.4	7.3	2.7	4.1	10.1	5.4	6.2
Advising students	2.3	1.9	1.4	1.7	2.3	1.3	1.8	1.3	2.0	1.1	1.8
Administration	10.1	5.0	2.8	3.6	2.2	1.8	7.3	2.9	1.3	0.7	3.6
College admissions	—	0.2	0.9	0.1	1.6	0.9	0.1	—	1.1	—	0.6
University examining	1.2	0.8	0.5	0.7	1.2	0.2	0.1	—	0.3	0.2	0.7
Study and research	19.0	26.2	13.2	21.4	10.6	21.4	33.2	32.0	17.4	34.1	21.4
Learned societies and conferences	2.3	0.9	0.7	1.0	0.8	0.4	1.1	1.3	1.0	1.5	1.1
Other professional work in Oxford	2.1	1.4	0.9	2.2	0.6	0.6	0.8	1.0	0.7	0.9	1.2
External examining and lecturing	1.0	0.7	0.3	1.0	0.7	0.2	0.4	0.7	0.2	0.2	0.6
Consulting	1.5	1.0	0.2	0.4	0.3	0.1	0.9	0.3	0.4	0.6	0.5
Other external work	2.8	0.4	0.3	0.2	0.3	0.3	0.4	0.5	0.6	0.4	0.6
All external work	4.9	2.0	0.8	0.9	1.1	0.4	1.3	0.7	0.2	0.7	1.2
All above activities	44.0	40.6	31.6	37.7	29.0	37.0	46.6	41.4	30.1	45.3	36.8
All work including teaching and regular administration	52.3	52.2	50.1	48.2	50.5	52.2	51.2	47.0	43.7	51.9	49.6

SOURCE: Academic Staff Survey.

## NOTES

1. The estimates of time spent on teaching and regular administration incorporated in the last line of the table are for Michaelmas Term 1964. They relate to those who gave details for all the other activities listed.
2. Time spent supervising postgraduates is excluded.

**Table 311.** *Average hours of work in term by subject group. 1963-4*

OXFORD		HOURS				
Work in term (hours per week)	Arts	Social studies	Science	Medicine	All subjects	
Preparing teaching	8.6	6.0	4.9	2.4	6.2	
Advising students	2.1	1.7	1.7	1.0	1.8	
Administration	2.7	2.9	4.5	4.3	3.6	
College admissions	1.1	0.6	0.3	0.1	0.6	
University examining	1.0	0.8	0.5	0.2	0.7	
Study and research	14.7	21.0	25.5	29.4	21.4	
Learned societies and conferences	1.0	0.8	1.1	1.5	1.1	
Other professional work in Oxford	0.8	0.9	0.8	4.6	1.2	
External examining and lecturing	0.8	0.7	0.5	0.3	0.6	
Consulting	0.2	1.3	0.5	0.7	0.5	
Other external work	0.5	0.5	0.7	0.3	0.6	
All external work	1.0	1.4	1.3	0.9	1.2	
All above activities	33.3	32.5	39.8	40.5	36.8	
All work including teaching and regular administration	50.5	46.0	50.2	48.6	49.6	

SOURCE: Academic Staff Survey.

NOTE: See notes to Table 310.

## PUBLICATIONS

**Publications during 1959-64**

498. During the 5 years 1959-64, members of the academic staff (including outside grants staff) published on average 9.5 articles and reviews and 0.7 books,<sup>1</sup> 36 per cent. having published at least one book (Table 322). The rate of publication was highest in social studies and lowest in science in which the average number of books was 0.3.

499. Professors and readers had the highest rate of publication, each having an average of 1.7 books, and some 70 per cent. in each group having written at least one book. Professors in science had a high average number of articles and reviews and a low average number of books.

<sup>1</sup> Books written jointly with other authors are included.

## THE ACADEMIC STAFF

Table 312. Percentage of academic staff spending time on certain professional activities in term by post. 1963-4

Work in term	OXFORD											PERCENTAGE	
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university grants staff	College post only: teaching	College post only: research	All posts		
Preparing teaching	98	95	100	96	98	100	61	72	97	72	91		
Advising students	78	79	81	77	86	85	55	46	90	49	74		
Administration (excluding regular administration)													
College admissions	2	83	92	82	71	78	90	53	58	25	72		
University examining	40	17	64	6	68	50	8	4	41	2	30		
Study and research	95	30	26	30	30	16	11	4	17	8	23		
Learned societies and conferences	95	98	98	97	94	97	98	98	94	100	96		
Other professional work in Oxford	86	43	46	68	43	30	62	58	63	51	55		
External examining and lecturing	73	65	34	43	22	19	41	21	22	18	34		
Consulting	62	40	22	35	22	16	28	15	14	15	27		
Other external work	49	29	12	18	9	5	39	13	14	14	18		
All external work	32	31	10	13	12	10	13	9	18	19	14		
	77	59	28	36	28	16	43	22	16	30	33		

SOURCE: Academic Staff Survey.

NOTE: The percentages are based on those for whom the hours of work were ascertained.

**Table 313.** *Percentage of academic staff spending time on certain professional activities in term by subject group, 1963-4*

Work in term	OXFORD					PERCENTAGE
	Arts	Social studies	Science	Medicine	All subjects	
Preparing teaching	96	90	90	73	91	
Advising students	82	81	69	48	74	
Administration (excluding regular administration)	69	65	76	77	72	
College admissions	45	31	21	6	30	
University examining	30	20	20	13	23	
Study and research	95	94	98	99	96	
Learned societies and conferences	54	40	54	79	55	
Other professional work in Oxford	30	23	34	62	34	
External examining and lecturing	27	40	25	22	27	
Consulting	11	30	19	23	18	
Other external work	16	20	12	6	14	
All external work	31	51	31	29	33	

SOURCE: Academic Staff Survey.

NOTE: See note to Table 312.

500. Table 323 shows the relation between the number of years in academic life and authorship.<sup>1</sup> The average number of publications increases with the years in academic life. For those early in an academic career the number of publications is almost bound to be relatively small since they have been 'at risk' for only a short time. Table 323 shows that the rate of publication continues to rise over a period of 20 years or more, which in terms of age means at least into the fifties.

501. Not all the publications during 1959-64 were written while the author was in post at Oxford. 9 per cent. of the staff were newly appointed, and a further 36 per cent. had been in post for up to 5 years (Table 253), so that some of their publications will have been written while in another post. There is the possibility that the publication rate for staff at Oxford may be different from their publication rate before taking up a post at Oxford.

502. Inspection of the first three columns of Table 324 (corresponding to no years, 1-5, and 6-10 years at Oxford) shows no evidence of the

<sup>1</sup> The rate of publication by outside grants staff was roughly the same as that of other academic staff of a similar age.

## THE ACADEMIC STAFF

Table 314. Time spent on preparing teaching, administration, etc., in term by post, 1963-4

Preparing teaching, administration, etc., in term (hours per week)	OXFORD											PERCENTAGE			
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts				
None	—	—	—	3	—	—	7	34	—	—	—	—	—	—	—
1-6	10	38	22	20	10	18	43	34	17	17	17	17	17	17	6
7-12	19	21	36	21	25	50	10	28	33	25	33	25	25	25	27
13-18	25	14	20	26	22	9	13	8	22	6	22	6	6	6	18
19-24	21	14	0	15	16	9	13	0	17	6	17	6	6	6	13
25 and over	25	14	13	5	8	5	13	0	11	—	11	—	—	—	9
All	100	100	100	100	100	100	100	100	100	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

NOTE: The activities included are: preparing teaching; advising students; administration (other than regular administration); college admissions; and internal examining.

**Table 315.** *Time spent on preparing teaching, administration, etc., in term by subject group. 1963-4*

OXFORD	PERCENTAGE				
Preparing teaching, administration, etc., in term (hours per week)	Arts	Social studies	Science	Medicine	All subjects
None	1	9	7	15	6
1-6	17	35	26	50	27
7-12	27	22	31	17	27
13-18	22	20	17	7	18
19-24	21	6	9	9	13
25 and over	12	8	9	2	9
All	100	100	100	100	100

SOURCE: Academic Staff Survey.

NOTE: The activities included are: preparing teaching; advising students; administration (other than regular administration); admissions; and internal examining.

publication rate changing in a systematic way after appointment to a post at Oxford.<sup>1</sup> There is, however, some evidence that, for a given number of years in academic life, the publication rate of those who have spent most or all the time at Oxford (i.e. those in the diagonal entries in the table) is slightly lower than for those who have spent part of the time in another university. Thus each of the averages on the diagonal of the table is less than (in one case equal to) the entry immediately to the left.

503. Tables 325 and 326 give distributions for the number of articles and reviews published during 1959-64. There is considerable dispersion. 15 per cent. published none, 15 per cent. published 1 or 2, and 7 per cent. published 26 and over. (The highest number reported was 255.) Among professors, 21 per cent. had published 26 and over.

504. A fifth of the academic staff had published 1 book, 9 per cent. had published 2, and 8 per cent. had published 3 and over (Tables 327 and 328). The highest proportions having published 3 or more books were 29 per cent. for professors and 18 per cent. for readers. In both arts and social studies, 13 per cent. of all staff had published at least 3 books.

505. Table 329 shows distributions by years in academic life.

<sup>1</sup> The numbers on which are based the figures in the first two columns against 21 years and over in academic life, are very small. See Table 359.

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Table 316. Average hours of work in vacation by post. 1963-4

Work in vacation (except teaching and regular administration) (hours per week)	OXFORD											All posts
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	College post only: research	
Preparing teaching	1.8	2.3	2.9	3.6	4.8	3.9	0.4	1.2	6.1	1.8	3.0	
Advising students	1.5	0.8	0.7	0.9	0.7	0.6	1.3	0.7	0.6	0.3	0.8	
Administration	7.3	2.9	2.5	2.4	1.5	1.1	6.7	2.3	0.4	0.2	2.7	
College admissions	0.1	0.3	1.6	0.2	1.8	1.3	—	0.1	1.2	—	0.8	
University examining	1.2	1.0	2.5	1.4	3.3	1.3	1.5	0.1	0.2	—	1.7	
Study and research	21.9	30.0	29.1	25.5	21.7	28.8	32.6	33.7	25.3	33.3	27.3	
Learned societies and conferences	4.3	2.1	2.3	2.1	0.6	1.6	2.4	1.6	1.6	1.1	1.8	
Other professional work in Oxford	1.9	1.8	1.1	3.1	0.7	1.8	0.9	0.8	1.1	0.3	1.3	
External examining and lecturing	1.8	1.7	1.3	1.0	1.0	2.1	0.6	0.8	0.9	0.2	1.1	
Consulting	1.7	0.4	0.4	0.8	0.7	0.1	1.4	0.7	0.1	0.3	0.8	
Other external work	1.2	0.6	0.7	0.7	0.5	0.4	0.7	1.0	0.4	0.5	0.7	
All external work	3.5	2.8	2.2	2.4	1.6	2.1	1.9	1.5	0.8	0.5	1.9	
All above activities	40.3	40.9	46.5	41.2	35.5	42.5	45.8	41.8	27.1	37.6	40.2	

SOURCE: Academic Staff Survey.

**Table 317.** *Average hours of work in vacation by subject group, 1963-4*

OXFORD	HOURS				
Work in vacation (except teaching and regular administration) (hours per week)	Arts	Social studies	Science	Medicine	All subjects
Preparing teaching	5.2	3.0	1.9	0.8	3.0
Advising students	0.6	0.5	1.1	0.8	0.8
Administration	1.7	1.3	3.5	3.6	2.7
College admissions	1.3	0.5	0.6	0.1	0.8
University examining	2.6	1.3	1.2	0.3	1.7
Study and research	24.2	26.1	29.7	29.5	27.3
Learned societies and conferences	1.2	1.0	2.5	1.7	1.8
Other professional work in Oxford	1.0	0.3	1.3	4.1	1.3
External examining and lecturing	1.3	1.1	0.9	0.9	1.1
Consulting	0.4	2.3	0.7	0.6	0.8
Other external work	0.7	1.0	0.6	0.5	0.7
All external work	1.8	3.1	1.7	1.2	1.9
All above activities	38.7	37.6	42.1	38.6	40.2

SOURCE: Academic Staff Survey.

**Comparisons with other universities**

506. The above results from the Academic Staff Survey cannot be directly compared with publication rates at other universities. But a survey carried out by Mr. A. H. Halsey, Head of the Department of Social and Administrative Studies, gives a comparison of total publications at British universities. Table 330 gives details, together with the results of a similar survey carried out by Professor B. R. Clark at the University of California, Berkeley. Each of the distributions is based on total publications over each person's career. They need not have been written while at the particular university or university group shown, and the distributions will depend on the age distribution of staff. Thus the average number of publications at Oxford would be higher than at other universities in Great Britain even if the publication rate were the same since the average age at Oxford is higher. Table 330 shows that the pattern at Oxford is very similar to that at Cambridge, and that the average number of publications is higher at each than at other universities in Great Britain or at Berkeley.

507. The results of a comparison for certain science subjects in 1962-3 between Oxford, Manchester, and University College, London, are given

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Table 318. *Percentage of academic staff spending time on certain professional activities in vacation by post. 1963-4*

Work in vacation	OXFORD										PERCENTAGE		
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts		
Preparing teaching	63	56	79	85	86	75	24	43	100	39	68		
Advising students	70	63	67	62	67	50	36	32	39	34	54		
Administration (excluding regular administration)	86	79	86	68	60	50	76	45	33	11	61		
College administrations	9	32	95	20	94	80	8	16	61	8	49		
University examining	44	51	59	43	54	43	20	9	23	3	39		
Study and research	98	100	100	98	99	100	97	98	100	97	99		
Learned societies													
Other professional work and conferences	96	92	90	89	60	89	91	72	62	59	77		
Other professional work in Oxford	79	84	63	64	31	36	56	34	24	16	47		
External examining and lecturing	77	68	58	48	53	54	47	33	35	10	49		
Consulting	57	50	31	32	17	5	47	17	6	13	26		
Other external work	36	48	17	26	17	23	26	18	11	17	22		
All external work	91	67	63	61	52	55	58	29	29	19	51		

SOURCE: Academic Staff Survey.

NOTE: See note to Table 312.

**Table 319.** *Percentage of academic staff spending time on certain professional activities in vacation by subject group. 1963-4*

OXFORD	PERCENTAGE				
Work in vacation	Arts	Social studies	Science	Medicine	All subjects
Preparing teaching	82	67	64	41	68
Advising students	59	47	57	36	54
Administration (excluding regular administration)	53	42	69	73	61
College admissions	66	46	41	16	49
University examining	50	36	34	18	39
Study and research	99	98	99	98	99
Learned societies and conferences	69	61	87	89	77
Other professional work in Oxford	38	22	55	69	47
External examining and lecturing	56	49	43	47	49
Consulting	17	41	29	34	26
Other external work	25	28	19	20	22
All external work	51	60	50	44	51

SOURCE: Academic Staff Survey.

NOTE: See note to Table 312.

in Table 331. The table relates publications to staff at lecturer level and above, as listed in annual reports. The average number of publications at Oxford was 40-60 per cent. higher than in the other two institutions.

## LEAVE OF ABSENCE

508. The regulations for sabbatical leave are set out in full in *Statuta* 1965, pp. 45-47; but in brief they provide that professors, readers, lecturers, senior research officers, and holders of any other post approved by the Visitation Board and the General Board may apply for 1 term of leave for every 6 terms of service. The full stipend is normally paid for 2 terms of sabbatical leave in any period of 7 years, and for 3 terms where no stipend from another source is drawn. CUF lecturers are treated slightly differently because their university obligation is merely to carry on advanced study and research and to give 16 lectures or classes a year; their sabbatical entitlement is therefore expressed as being an entitlement to dispensation from up to 16 lectures or classes in any period of 7 years. The main effect of this distinction is that a CUF lecturer can be away from Oxford in practice as much as his college will allow; the University concerns itself only with the delivery of lectures or giving of classes.

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Table 320. *Time spent on preparing teaching, administration, etc., in vacation by post. 1963-4*

Preparing teaching, administration, etc., in vacation (hours per week)	OXFORD										PERCENTAGE		
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts		
None	3	4	—	7	—	7	11	34	—	45	13		
1-6	37	52	36	44	29	36	50	47	71	48	42		
7-12	17	30	24	23	34	29	14	10	21	3	21		
13-18	20	4	24	17	18	21	11	3	7	—	13		
19 and over	23	9	15	9	18	7	14	6	—	3	11		
All	100	100	100	100	100	100	100	100	100	100	100		

SOURCE: Academic Staff Survey.

NOTE: The activities included are: preparing teaching; advising students; administration (other than regular administration); college admissions; and internal examining.

**Table 321.** *Time spent on preparing teaching, administration, etc., in vacation by subject group. 1963-4*

OXFORD	PERCENTAGE				
Preparing teaching, administration, etc., in vacation (hours per week)	Arts	Social studies	Science	Medicine	All subjects
None	8	17	14	20	13
1-6	33	44	45	54	42
7-12	26	25	18	17	21
13-18	15	6	15	5	13
19 and over	19	8	9	5	11
All	100	100	100	100	100

SOURCE: Academic Staff Survey.

NOTE: The activities included are: preparing teaching; advising students; administration (other than regular administration); college admissions; and internal examining.

509. All applications for leave are treated as applications for sabbatical leave until the entitlement is exhausted. Applications for additional (i.e. special) leave are treated *ad hoc*.

510. The practice generally followed by the colleges is similar to that of the University.

511. Table 332 gives details of leave granted by the University and by colleges. The number of cases approved by the University during the academic years 1961-4 was 165 for sabbatical leave, and 63 for special leave; and the University expected 57 people to be on leave in Michaelmas Term 1964. However, many of the people concerned were also tutorial fellows and hence included in the returns from colleges. Table 332 shows the university figures broken down into university staff and university and college staff. The latter should also be included under colleges, and the total number of individuals was 241 for sabbatical leave and 93 for special leave in 1961-4, and 61 in Michaelmas Term 1964.

512. The discrepancy between leave by colleges and leave by the University to university and college staff (which might be expected to be very similar in view of the fact that practically all tutorial fellows also hold a university post) is probably explained by tutorial fellows continuing with their university work even when on leave from their college (e.g. a CUF lecturer

Table 322. Average number of publications during 1959-64 by post and subject group

Subject group	NUMBER											
	Average number published 1959-64 of:	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university grants staff	College post only: teaching	College post only: research	All posts
Arts	Articles and reviews	16.0	14.2	8.7	9.7	8.3	5.8	18.0	4.0	6.7	5.5	8.7
	Books	2.1	2.0	1.2	1.3	0.8	0.4	1.0	0.7	0.6	1.0	1.0
	Percentage with at least one book	84	88	57	48	44	13	100	35	25	40	48
Social studies	Articles and reviews	13.5	39.8	.	19.3	9.9	11.5	6.3	5.3	7.1	6.0	11.5
	Books	2.6	2.3	.	1.3	1.1	1.0	1.3	0.3	0.7	0.7	1.1
	Percentage with at least one book	89	100	.	78	50	50	75	25	42	38	53
Science	Articles and reviews	22.7	15.6	11.1	9.8	3.3	8.1	11.0	4.5	6.1	8.5	9.1
	Books	0.8	1.2	0.3	0.5	0.1	0.2	0.5	0.1	0.3	0.2	0.3
	Percentage with at least one book	43	52	24	32	9	17	30	7	27	13	22
Medicine	Articles and reviews	24.2	12.8	12.4	7.2	.	.	13.1	8.9	.	.	10.9
	Books	1.2	0.9	0.2	0.3	.	.	0.1	0.1	.	.	0.3
	Percentage with at least one book	50	55	20	16	.	.	10	10	.	.	20
All subjects	Articles and reviews	18.5	18.7	10.6	10.3	8.2	7.9	11.8	5.3	6.7	6.4	9.5
	Books	1.7	1.7	0.5	0.7	0.8	0.3	0.4	0.2	0.6	0.7	0.7
	Percentage with at least one book	70	69	31	37	43	19	30	13	30	33	36

SOURCE: Academic Staff Survey.

**Table 323.** *Average number of publications during 1959-64 by subject group and years in academic life*

OXFORD		NUMBER					
Subject group	Average number published 1959-64 of	Years in academic life					All
		None	1-5	6-10	11-20	21 and over	
Arts	Articles and reviews	3.2	3.0	9.1	9.6	12.6	8.7
	Books	0.2	0.3	0.8	1.2	1.6	1.0
	<i>Percentage with at least one book</i>	20	18	46	54	70	48
Social studies	Articles and reviews	0.7	4.9	13.8	13.4	20.6	11.5
	Books	—	0.4	1.1	1.6	1.8	1.1
	<i>Percentage with at least one book</i>	—	28	59	76	60	53
Science	Articles and reviews	2.1	5.9	10.7	12.1	12.9	9.1
	Books	—	0.1	0.3	0.6	0.7	0.3
	<i>Percentage with at least one book</i>	—	7	23	38	44	22
Medicine	Articles and reviews	7.8	6.6	11.1	13.2	16.6	10.9
	Books	0.2	—	0.1	0.4	1.0	0.3
	<i>Percentage with at least one book</i>	20	2	12	28	50	20
All subjects	Articles and reviews	2.6	5.1	10.8	11.2	14.0	9.5
	Books	0.1	0.2	0.6	1.0	1.3	0.7
	<i>Percentage with at least one book</i>	6	12	36	50	59	36

SOURCE: Academic Staff Survey.

will fairly commonly deliver his annual quota of lectures even though absent from his college for part of the year; or a scientist might wish to be relieved of his college duties in order to give him more time for his work in the department).

513. The figures in Table 332 do not permit a precise assessment of the extent to which the entitlement to leave is taken up, since the cases approved may have been for 1, 2, 3, or more terms. However, the average number of cases per year in 1961-4 was 110. Since the average period for which leave is granted is almost certainly less than a year, it appears that Michaelmas Term 1964 was not atypical. If the full entitlement had been taken about 160 persons would have been on leave. Thus only about 40

**Table 324.** *Average number of publications during 1959-64 by years in academic life and years at Oxford*

OXFORD							NUMBER
Years in academic life	Average number published 1959-64 of	Years in academic post at Oxford					All
		None	1-5	6-10	11-20	21 and over	
None	Articles and reviews	2.6	.	.	.	.	2.6
	Books	0.1	.	.	.	.	0.1
	<i>Percentage with at least one book</i>	6	.	.	.	.	6
1-5	Articles and reviews	8.5	4.7	.	.	.	5.1
	Books	0.6	0.1	.	.	.	0.2
	<i>Percentage with at least one book</i>	28	10	.	.	.	12
6-10	Articles and reviews	5.4	11.3	10.9	.	.	10.8
	Books	0.4	0.6	0.6	.	.	0.6
	<i>Percentage with at least one book</i>	43	34	37	.	.	36
11-20	Articles and reviews	11.8	12.5	13.9	10.4	.	11.2
	Books	1.0	1.3	1.2	0.9	.	1.0
	<i>Percentage with at least one book</i>	13	63	51	48	.	50
21 and over	Articles and reviews	6.0	25.0	15.2	16.3	12.1	14.0
	Books	1.0	1.1	0.8	1.6	1.3	1.3
	<i>Percentage with at least one book</i>	100	56	45	65	58	59
All	Articles and reviews	5.0	7.2	12.0	11.4	12.1	9.5
	Books	0.3	0.4	0.8	1.0	1.3	0.7
	<i>Percentage with at least one book</i>	17	22	42	51	58	36

SOURCE: Academic Staff Survey.

per cent. were taking their entitlement. This, coupled with the fact that in 1961-4 a large proportion of the cases were for special leave for individuals who had presumably exhausted their sabbatical entitlement, suggests that there is considerable dispersion in the amount of leave taken.

514. Evidence from Mr. Halsey's survey suggests that the academic staff at Oxford nevertheless have more leave of absence than academic staff at other universities, and are more likely to have paid or partly paid leave.

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Table 325. *Articles and reviews published during 1959-64 by post*

Number of articles and reviews published 1959-64	OXFORD										PERCENTAGE			
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts			
None	—	4	7	9	11	11	12	28	33	29	15			
1-2	5	7	7	8	24	11	5	23	12	17	15			
3-5	10	7	20	15	18	27	15	17	18	23	17			
6-10	21	22	21	34	22	16	22	18	12	15	22			
11-25	39	37	40	28	21	35	35	9	17	9	24			
26 and over	21	16	4	6	5	—	12	4	6	5	7			
Not ascertained	5	4	—	1	—	—	—	—	2	1	1			
All	100	100	100	100	100	100	100	100	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

**Table 326.** *Articles and reviews published during 1959-64 by subject group*

Number of articles and reviews published 1959-64	OXFORD					PERCENTAGE
	Arts	Social studies	Science	Medicine	All subjects	
None	15	17	15	15	15	
1-2	18	15	14	9	15	
3-5	17	17	18	12	17	
6-10	21	17	23	23	22	
11-25	21	25	24	32	24	
26 and over	7	9	6	10	7	
Not ascertained	1	2	—	—	1	
All	100	100	100	100	100	

SOURCE: Academic Staff Survey.

From Table 333, 58 per cent. at Oxford and Cambridge had had leave, compared with 27 per cent. at all universities. The 58 per cent. will not all have taken the leave while holding a post at Oxford or Cambridge, but it is likely that a high proportion did so. It is almost certain that very considerably more leave is taken at Oxford and Cambridge than at other universities in Great Britain. The average length of leave under Oxford and Cambridge was rather shorter than that for all British universities, and those taking it were more likely to have spent it at home. In each group only 8 per cent. spent leave elsewhere in Great Britain. For the Oxford and Cambridge group the ratio of paid or partly paid leave to unpaid leave was 3.1:1. For all universities it was 2.4:1.

#### EMOLUMENTS<sup>1</sup>

515. A consequence of the collegiate structure of Oxford is that many members of the academic staff receive a stipend both from the University and from a college. As well as the stipends for university posts, payments are also made by the University for a number of academic activities such as the supervision of postgraduates and university examining. There are also emoluments from colleges over and above fellowship stipends. There are therefore a number of different types of emoluments. The main purpose of this section is to set out the pattern of emoluments in 1964-5 and to make certain comparisons with national figures. First, however, the different types of emolument are described, and the amounts in 1964-5 are summarized in Table 334 below.

<sup>1</sup> Much of the information on emoluments was published before the Commission reported: *Gazette*, vol. cxv, pp. 1077-98.

**Table 327. Books published during 1959-64 by post**

Number of books published 1959-64	OXFORD										PERCENTAGE			
	Professor	Reader	University lecturer with tutorial fellowship	University lecturer without tutorial fellowship	CUF and special lecturer	Other university staff with tutorial fellowship	Other senior research staff	Other university and outside grants staff	College post only: teaching	College post only: research	All posts			
None	30	31	69	63	57	81	70	87	70	67	64			
1	24	30	24	21	25	14	20	8	15	16	20			
2	17	21	6	10	10	—	8	3	9	8	9			
3 and over	29	18	2	6	8	5	2	2	6	9	8			
All	100	100	100	100	100	100	100	100	100	100	100			

SOURCE: Academic Staff Survey.

**Table 328.** *Books published during 1959-64 by subject group*

OXFORD		PERCENTAGE			
Number of books published 1959-64	Arts	Social studies	Science	Medicine	All subjects
None	52	47	78	80	64
1	22	25	16	15	20
2	12	16	4	3	9
3 and over	13	13	2	3	8
All	100	100	100	100	100

SOURCE: Academic Staff Survey.

**Table 329.** *Publications during 1959-64 by years in academic life*

Publications during 1959-64	OXFORD					PERCENTAGE
	Years in academic life					All
	None	1-5	6-10	11-20	21 and over	
<b>ARTICLES AND REVIEWS</b>						
None	56	23	8	8	8	15
1-2	23	23	13	10	12	15
3-5	5	20	20	15	15	17
6-10	10	19	21	26	23	22
11-25	5	11	29	32	28	24
26 and over	2	2	9	8	12	7
Not ascertained	—	1	—	1	3	1
All	100	100	100	100	100	100
<b>BOOKS</b>						
None	94	88	64	50	41	64
1	6	8	23	27	24	20
2	—	2	7	12	17	9
3 and over	—	1	6	10	18	8
All	100	100	100	100	100	100

SOURCE: Academic Staff Survey.

**Table 330. Publications by academic staff of certain universities**

	PERCENTAGE			
	Oxford 1963-4	Oxford and Cambridge 1963-4	All univer- sities in Great Britain 1963-4	University of California, Berkeley 1962-3
<b>NUMBER OF ACADEMIC ARTICLES PUBLISHED</b>				
None	9	8	7	14
1-4	17	16	22	22
5-10	10	14	23	} 64
11-20	25	23	20	
21 and over	40	39	28	
<b>NUMBER OF BOOKS PUBLISHED</b>				
None	40	45	65	60
1	} 60	23	18	18
2		12	7	7
3 and over		20	9	15
<b>WHETHER PREPARING A BOOK FOR PUBLICATION</b>				
Yes	66	67	50	52
No	34	33	50	46
No answer	—	—	—	2
All	100	100	100	100
<i>Number in sample</i>	78	162	1,403	286

SOURCE: Great Britain: A. H. Halsey.

University of California, Berkeley: Professor B. R. Clark.

## NOTES

1. The figures for Great Britain are from a survey (with a response rate of 53 per cent.) of those university teachers who responded to the inquiry by the Robbins Committee in 1961-2 (in which the response rate was 86 per cent.).
2. There were 2 per cent. at the University of California, Berkeley, who stated that they had published books but did not give the number. They have been included under 'one book'.

**Types of emolument**

516. *University stipend.* This is based on the annual rates at 1 January 1965; the amount in Table 334 differs from the aggregate of the stipends which were paid during the year because some will have received increments during the year. (University lecturers and senior research officers generally receive increments from the beginning of the quarter following that in which the qualifying age is attained. CUF lecturers receive them from the

**Table 331. Publications in certain science subjects by post and subject. Academic staff at lecturer level and above. 1962-3**

	Oxford			Manchester			University College, London		
	Staff	Publica- tions	Average	Staff	Publica- tions	Average	Staff	Publica- tions	Average
<b>POST</b>									
Professor	9	34	3.8	11	38	3.5	15	47	3.1
Reader	17	67	3.9	7	21	3.0	25	59	2.4
Senior lecturer	.	.	.	18	24	1.3	4	7	1.8
Lecturer	104	260	2.5	60	79	1.3	64	107	1.7
<b>SUBJECT</b>									
Physics	46	94	2.0	31	51	1.6	32	60	1.9
Chemistry	30	124	4.1	28	76	2.7	24	57	2.4
Biochemistry	17	66	3.9	No separate dept.			13	25	1.9
Physiology	14	28	2.0	7	3	0.4	13	29	2.2
Zoology	15	26	1.7	13	16	1.2	13	22	1.7
Botany	8	23	2.9	17	16	0.9	13	27	2.1
All	130	361	2.8	96	162	1.7	108	220	2.0

SOURCE: Oxford: Annual Report of the Delegates of the University Museum for the year ended 31 July 1963.

Manchester University and University College, London: Annual Reports.

**NOTES**

1. The number of staff in Physics at Oxford includes CUF lecturers.
2. The figure for staff in Botany at Oxford relate to 1963-4.
3. Senior research officers at Oxford (for whom the average number of publications was 2.4) are included with lecturers.
4. Some publications by junior staff who are not included in the staff figures may be included.

**Table 332. Leave of absence 1961-4 and Michaelmas Term 1964**

OXFORD	NUMBER			
	Leave of absence granted	Cases approved during 1961-4		Expected to be away in Michaelmas Term 1964
		Sabbatical	Special	
By colleges		147	45	34
By University to university staff		94	48	27
<b>Total persons</b>		<b>241</b>	<b>93</b>	<b>61</b>
By University to university/college staff		71	15	30

SOURCE: Registry; colleges.

Table 333. *Leave of absence*

	PERCENTAGE	
	Oxford and Cambridge	All universities in Great Britain
WHETHER HAD HAD A LEAVE OF ABSENCE FOR A TERM OR MORE WHILE ON THE STAFF OF ANY BRITISH UNIVERSITY (OR CAT)		
Yes	58	27
No	41	73
DURATION OF LEAVE (FOR THOSE HAVING HAD LEAVE)		
1 term or less	44	40
Between 1 and 3 terms	28	27
3 terms or more	28	33
WHERE LEAVE WAS SPENT (FOR THOSE HAVING HAD LEAVE)		
At home	20	13
Elsewhere in Great Britain	8	8
America	33	50
Elsewhere	39	29
TYPE OF LEAVE		
Paid or partly paid sabbatical leave	39	10
Unpaid leave of absence	14	8
Paid or partly paid leave of absence	5	9
No leave	41	73
All	100	100

SOURCE: A. H. Halsey (see Note 1 to Table 330).

beginning of the month following that in which the qualifying age is attained. Increments for other posts are generally paid from 1 October.) In common with all British universities, the University pays to those appointed before 1 January 1965 (and to those appointed before that date elsewhere who transfer to Oxford without promotion) children's allowances at the rate of £50 a year for each child who is below the age at which compulsory education ceases or being above that age is receiving full-time education; the allowances are not paid to CUF lecturers and are reduced to £25 for other holders of college fellowships with emoluments. These allowances are, however, excluded as they do not form part of stipend.

517. *College fellowship stipend.* This is based on the annual rates at 1 January 1965. The stipends of all fellowships held by the academic staff are included. As with university stipend actual payments were different

to the extent that increments were received during the year. Children's allowances are not included in Table 334 (but details are given in Table 348 of children's allowances paid to tutorial fellows). In three colleges part of the fellowship stipend is deemed an entertainment allowance, and this has been deducted in calculating the total for Table 334.

518. *College lecturership stipend or retaining fee.* College lecturers may be paid a fixed stipend in return for which they teach up to a stated number of hours per week. Alternatively they may receive a retaining fee, and be paid piece-rates for the tutorials they give. The stipends and retaining fees only are included under this head. The average given in Table 334 for those receiving these payments should not be regarded as a typical value. The retaining fees paid to non-stipendiary lecturers rarely exceed £50 a year.

519. *Supervision and other teaching for the University.* The University pays £10 per term for the supervision of postgraduates during their work for a higher degree. These payments account for the major part of this head. Payments are also made for certain tuition for which the University is responsible and for some lecturing and demonstrating where this is not covered by stipend. The amount for 1964-5 has been estimated as the total for 1963-4 revalued at the rates which were introduced in October 1964.

520. *College housing benefits.* It has been the practice of colleges since their foundation to provide their fellows with accommodation. At the present time bachelor tutorial fellows generally live in rooms in the college, while most married tutorial fellows either live in a house provided by the college or receive a housing allowance in lieu; all except five tutorial fellows received one or other of these benefits. Full details of the arrangements for tutorial fellows are given in Table 349. It is extremely difficult to assess the value to fellows of living in college, or in a college house rent free or at a beneficial rent. One approach would be to estimate the housing expenditure of those in otherwise similar circumstances who make their own provision for housing, but insufficient data are available to make this practicable. An alternative approach would be to estimate what a fellow would pay for his accommodation at market prices. This can be faulted on two grounds. First, the market rents of college houses cannot be estimated reliably, even with knowledge of their rateable values. (This is apparent from the details of the college replies on which Table 349 is based on the assumption that colleges do not give markedly better terms to some fellows than to others.) Secondly, a fellow would not necessarily buy or rent a house similar to his college house if he had a free choice and had to meet the total expense himself.

521. The method adopted for valuing college housing benefits has been to assume that colleges approximately equalize the different types of

benefit, and to take the average value within each college as equal to the cash housing allowance paid to those fellows making their own housing provision.<sup>1</sup> The entry in Table 334 thus comprises partly the actual allowances paid to those tutorial fellows (almost half) who receive them and partly a notional figure based on the assumption that the value of the housing benefits of the remaining fellows is equal to the allowances paid to their colleagues.

522. *Other college benefits.* These include college benefits which are available to at least a large proportion of tutorial fellows in a college. The Common Table, which is available to heads of houses and all fellows but which covers the cost of food and service only, is excluded because of the difficulty of estimating the number and value of the meals taken. Payments for college examining are excluded since the available information is incomplete, and the amounts are too small to have warranted a further inquiry. Allowances to cover expenses such as entertainment and books are also excluded from the amount shown in Table 334 (but details of allowances for tutorial fellows are given in Table 348). Three types of benefit are included. Payments for exercising tutorial responsibility are made by several colleges, and for those colleges where a majority of tutorial fellows receive such payments the total amount is included. For the remaining colleges, the payments are included under college offices. A number of colleges pay subscriptions to the British United Provident Association on behalf of fellows (and sometimes of their dependants); and three colleges have pension arrangements more favourable than the normal FSSU arrangement under which the employee contributes 5 per cent. of stipend and the employer a further 10 per cent. In calculating the benefit in these last two cases, account has been taken of income-tax, using the standard rate in force at 1 January 1965.

523. *University examining.* The total amount paid to the staff during 1963-4 is given in Table 334. The payments range from a relatively small number of large payments made to examiners in the major undergraduate Schools to a large number of small payments to examiners of theses.

524. *University offices and allowances.* There is a small number of university offices which are held by members of the academic staff, several of which are held by any individual for only a short time. The most prominent of these offices are the proctorships which are held for one year. Also included under this head are a small number of miscellaneous allowances and fees paid by the University which do not conveniently fall in any other category.

525. *College offices.* Colleges appoint their fellows to offices such as that of Senior Tutor or Dean to carry out academic and administrative duties

<sup>1</sup> One college has no cash allowance. An amount equal to the smallest allowance paid by other colleges has been imputed.

which are not normally part of a fellow's duties. The total payment at the rates in force on 1 January 1965 for such offices held by members of the academic staff is given. Particulars of the offices are given in Table 350.

526. *College piece-rate teaching.* College piece-rate teaching payments are made for any college teaching which is not covered by a college stipend; this is mainly teaching given out of college or by college non-stipendiary lecturers. The rates in 1964-5 for 8 hours' tuition (an hour a week for a term) were £14 for 1 pupil, £17. 10s. for a pair, and £21 for 3 pupils. For larger groups, £1 is added for each additional pupil.

527. These payments are the only emolument for which the estimates may contain significant errors. The total paid out by colleges in 1964 was £157,000. But an unknown amount of this was paid to persons other than those on the academic staff. Estimates of the distribution of tutorial teaching obtained from the Tutorial Organizers Survey during Michaelmas Term 1964 suggest that £104,000 was paid to the academic staff plus others who are employed on outside grants or who are college lecturers. But the rates were increased in October 1964. An allowance for this (assuming that 37 per cent. of a year's tutorials are given during Michaelmas Term; this figure is based on details supplied by three colleges) gives £115,000 as the corresponding figure for a year at the current rates. An estimated £10,000 is paid to those employed on outside grants and to college lecturers who have been regarded as part-time. This gives £105,000 as the estimate for payments to the academic staff during 1964-5 if the level of piece-rate teaching was the same as in 1964. The figure rests on a number of assumptions and should be regarded as only a rough estimate.

528. It is impossible with the available information to determine how many individuals received these payments, because there is no accurate means of telling how many of those with a stipendiary tutorial post also did piece-rate teaching. The amount of tutorial teaching reported by other members of the academic staff in the Academic Staff Survey would account for some £56,000 of the total.

#### **Total emoluments in 1964-5**

529. Table 334 gives estimated totals for the emoluments paid to the academic staff (excluding academic staff at the Permanent Private Halls) in 1964-5. The total number of staff concerned was 1,116. Because subsequent analyses are confined to academic staff other than those on clinical scales, two sets of figures are given in this table. (Column (1) includes those -46 in number—on clinical scales; the remainder of the table does not.)

530. The emoluments have been aggregated into three totals on the basis partly of regularity of receipt, and partly of reliability of the estimates. The

**Table 334.** *Sources of emoluments at Oxford, 1964-5 (estimated)*

OXFORD				
Emolument	All academic staff	Excluding those on clinical scales		
		Total amount	Average amount for those receiving	<i>Percentage receiving</i>
		(1)	(2)	(3)
University stipend	2,101,600	1,985,500	2,144	87
College fellowship stipend	731,000	729,300	1,141	60
College lecturership stipend or retaining fee	41,000	41,000	265	14
<b>Total salary</b>	<b>2,873,600</b>	<b>2,755,800</b>		
Supervision and other teaching for the University	36,300	36,000	72	47
College housing benefits	133,400	133,100	232	54
Other college benefits	12,800	12,800	36	34
<b>Regular emoluments</b>	<b>3,056,200</b>	<b>2,937,600</b>		
University examining University offices, allowances, and fees	34,500	34,000	65	49
College offices	7,000	6,800	251	3
College piece-rate teaching	31,500	31,200	179	16
	105,000	103,000	..	<i>at least 29</i>
<b>Total emoluments</b>	<b>3,234,100</b>	<b>3,112,600</b>		

SOURCE: Registry; Chest; colleges; Academic Staff Survey.

NOTE: Academic staff at Permanent Private Halls are excluded.

first total is salary. The second is termed regular emoluments, and the third, total emoluments. Regular emoluments include the items in addition to salary which those who receive them at all may expect to receive regularly. This is certainly true of college housing and other benefits. There is more fluctuation in supervision, but it might be expected that most of those supervising in one year also supervise in succeeding years. College piece-rate teaching is similar in this respect and would have been included were the estimate known to be fully reliable. Total emoluments are obtained by adding the remaining items. Payments for university examining are not treated as a regular emolument, although a large proportion receive them, since there is a considerable change in the individuals

taking part in examining from one year to the next, and particularly among those receiving large amounts from examining. Of the total salary, 73 per cent. was contributed by the University and 27 per cent. by the colleges. Regular emoluments were 6.4 per cent., and total emoluments 12.5 per cent., above salary. Apart from salary, the largest items were college housing benefits and college piece-rate teaching.

531. Table I of the Report gives the total expenditure on teaching and research staff in 1963-4 as £3,497,000. Table 334 shows total emoluments in 1964-5 as £3,234,000. Apart from the difference in date, Table I includes employers' FSSU, National Insurance, and Graduated Pension payments; child allowances; the cost of the Common Table; and payments for teaching made to persons other than the academic staff. Table 334 includes none of these, but includes payments for examining which are included under a different head in Table I. In addition, Table 334 includes some allowance for housing benefits in kind, whereas Table I does not, and salaries were adjusted in April 1964 as a result of the National Incomes Commission award. A very approximate reconciliation is as follows:

	£'000	£'000
Table 334		3,234
<i>Add</i>		
Employers' FSSU	280	
NI and Graduated Pension	55	
Child allowances	66	
Common Table	57	
Other teaching	60	
	<u>518</u>	
		3,752
<i>Deduct</i>		
Salary award	140	
Examining	35	
Housing in kind	80	
	<u>255</u>	
Table I		<u>3,497</u>

### The estimation of salary distributions for 1964-5

532. Distributions have been estimated of the 1,070 members of the academic staff, other than those on clinical scales (46 in number) and the 11 academic staff at Permanent Private Halls, by age and salary. Those on clinical scales are excluded since these are special scales which apply nationally.<sup>1</sup> The salary groups have been chosen to correspond with the ranges of the national scales for professors, readers and senior lecturers, lecturers, and assistant lecturers (except that the range for readers and senior lecturers is extended to £3,399 instead of £3,250).

<sup>1</sup> In pre-clinical medicine the Oxford salary structure is, in effect, the same as that in non-medical subjects. Pre-clinical staff are therefore included in the analyses.

533. The distribution for salary is given below in Table 335 while Table 336 gives comparable details for all universities in Great Britain. Table 337 shows the distributions within grades for Oxford and for all universities in Great Britain.

534. Table 336 gives an estimate of the distribution of all full-time academic staff (other than those in clinical medicine, dentistry, and veterinary science) by salary (using groups corresponding to the main grades) within age groups at all universities in Great Britain in October 1964.<sup>1</sup> Part of Table 337 shows, for all ages together, the distribution of these within the three principal salary ranges. These distributions are based on information supplied by the UGC. The information was collected from universities at the beginning of the academic year 1964-5 and will not reflect promotions during the academic year. In addition, the UGC did not collect information about the ages of professors, assistant lecturers, research staff, and 'others'; nor about the distribution of salaries for assistant lecturers, research, and 'other' staff. Finally, the salary groups used by the UGC for medicine were wider than those used for the other faculties and this creates some difficulties in incorporating pre-clinical medical staff in Table 337. In drawing up the tables a number of assumptions and approximations have consequently been made. Where information on age is not available it has been assumed that the age distribution was approximately the same as was found by the Association of University Teachers in their inquiry carried out in 1964-5.<sup>2</sup>

535. The only information on the salaries of research and 'other' staff is the average salary received during the academic year 1963-4. This was £1,004 and £1,416 respectively. The averages for these groups are thus unlikely to have exceeded £1,100 and £1,600 in 1964-5 at the revised salary rates. It seems likely, therefore, that only a very small proportion of research staff, and only a small proportion of 'other' staff, receive a salary above the maximum of the national scale for lecturers.<sup>3</sup> Estimates of the distribution of these persons by salary and estimates of their average salary by age groups must be regarded as very approximate.

536. The salary groups used by the UGC for medicine affect Table 337 but not Table 336. It has been necessary to allocate pre-clinical staff (who form 11 per cent. of readers and senior lecturers and 6 per cent. of lecturers) to one of two possible salary groups for most readers, senior lecturers, and lecturers. This is because the groupings used in medicine have roughly

<sup>1</sup> Full-time university staff at Oxford and Cambridge (and their university, but not their college, salaries) are included.

<sup>2</sup> *The remuneration of university teachers 1964-5*, AUT, 1965. This did not include research and other staff for whom the age distribution found by the Robbins Committee was used (Robbins Report, Appendix Three, Annex H, Table H. 2).

<sup>3</sup> For the assumptions made about this distribution see Note 1 to para. 542 below.

twice the range of those for other subjects. A small distortion between adjacent groups may be introduced in this way.

537. Some lecturers in pre-clinical medicine who should be included among lecturers on the basis of salary may have been included among readers and senior lecturers in the national distributions in Table 336. This is because some scales for pre-clinical medical lecturers have maxima above £2,505 and it is not possible to distinguish between those with a salary of £2,505 and those above that point from the information supplied by the UGC. All have therefore been assumed to have a salary exceeding £2,505. The number involved is small, however, and could not affect more than 0.7 per cent. of all staff.

538. The reader/senior lecturer scales overlap the lecturer scale at many universities in Great Britain. In Tables 336 and 337 staff are allocated to grades according to salary so far as possible. Thus any reader or senior lecturer with a salary of £2,505 or less is included among lecturers in the group £2,300–£2,504. (It is not possible to determine how many have a salary of £2,505, but if there is a significant number the percentage in this group will be understated.) There were 0.5 per cent. of all staff in this position.

#### **The Oxford and national salary distributions**

539. At Oxford 18 per cent. of the academic staff received salaries within the professorial range, though, as Table 337 shows, over a third within the range were only just in it. (Those with salaries of £3,400–£3,649 were mainly tutorial fellows receiving the joint maximum salary of £3,450; those in the range £3,650–£3,899 were mainly readers with tutorial fellowships who receive salaries of up to £3,675; and the remainder were professors.) Nationally there were 11 per cent. in the professorial range.

540. The proportion in the reader/senior lecturer range was 38 per cent. at Oxford and 18 per cent. nationally.<sup>1</sup> At Oxford this group consisted mainly of readers, tutorial fellows, and other university lecturers on one of the three points in the scale above the national maximum. It was more concentrated in the lower range of the scale (see Table 337), but it included some with salaries of £3,251–£3,399, above the maximum of the national reader/senior lecturer range.

541. The proportion receiving salaries less than £1,400 was 13 per cent. at Oxford. Nationally, there were 14 per cent. assistant lecturers, but in addition a large proportion of research and other staff would have had salaries less than £1,400. The proportion in the lecturer range was also lower at Oxford than nationally.

<sup>1</sup> The latter figure is probably a slight understatement since some among research and other staff are likely to have salaries in this range.



**Table 336. Salaries of academic staff at all universities in Great Britain by age. All academic staff except those in clinical medicine, dentistry, and veterinary science. October 1964 (estimated)**

Age	GREAT BRITAIN						PERCENTAGE			
	Salary group (where known) or grade							Number	Average salary (£, per annum)	Percentage of total
	Under £1,400	£1,400 to £2,505	£2,506 to £3,399	£3,400 to £4,750	Research staff	Others				
Under 30	48	36	—	—	—	11	4,108	1,287	26	
30-34	9	78	3	1	4	6	2,633	1,751	17	
35-39	2	61	19	9	5	5	2,585	2,370	16	
40-44	—	45	31	16	7	2	2,428	2,763	15	
45-49	—	35	33	22	2	2	1,345	2,966	8	
50 and over	—	26	37	31	2	2	2,734	3,213	17	
All	14	46	18	11	5	5	15,833	2,240	100	

SOURCE: UGC and AUT Remuneration Survey.

NOTE: For details of the construction of this table see paras. 534-8 and 542.

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Table 337. *The distribution of academic staff within salary ranges, 1964-5 (estimated)*

	LECTURER RANGE										All	Number	
	£1,400 to £1,484		£1,485 to £1,570		£1,571 to £1,656		£1,657 to £1,742		£1,743 to £1,828				£1,829 to £1,914
All universities in Great Britain: salary	9	19	15	11	11	13	23	23	26	26	100	7,352	
Oxford: salary	8	18	12	17	16	26	2	2	26	2	100	330	
	Lecturer range												
	£1,400 to £1,484	£1,485 to £1,570	£1,571 to £1,656	£1,657 to £1,742	£1,743 to £1,828	£1,829 to £1,914	£1,915 to £2,000	£2,001 to £2,086	£2,087 to £2,172	£2,173 to £2,258	£2,259 to £2,344	£2,345 to £2,430	
	9	19	15	11	11	13	23	23	26	26	100	7,352	
	8	18	12	17	16	26	2	2	26	2	100	330	
	Reader and senior lecturer range												
	£2,506 to £2,704	£2,705 to £2,899	£2,900 to £3,099	£3,100 to £3,299	£3,300 to £3,499	£3,500 to £3,699	£3,700 to £3,899	£3,900 to £4,099	£4,100 to £4,299	£4,300 to £4,499	£4,500 to £4,699	£4,700 to £4,899	
All universities in Great Britain: salary	16	19	24	41	100	2,773	5	12	42	26	15	100	1,761
Oxford: salary	14	37	15	34	100	409	37	9	41	4	8	100	191

SOURCE: Oxford: See source to Table 334.  
All universities: UGC.

NOTE: Research staff and others are not included in the distributions for all universities in Great Britain. For details of the construction of these distributions see paras. 532-8.

542. The estimate of average salary at Oxford was £2,575 compared with £2,240 nationally.<sup>1, 2</sup> The average age at Oxford is higher, however, and therefore a comparison of average salaries within age groups shows smaller differences between the Oxford and the national figures.

543. Holders of posts on outside grants are excluded from the analyses both for Oxford and for all universities in Great Britain. Of those at Oxford, over half were under 30 years, and a further quarter aged 30–34. Of those under 30 years, two-thirds had salaries in the assistant lecturer range; of those aged 30–34, four-fifths had salaries in the (national) lecturer range; of those aged 35 and over, one-half had salaries in the lecturer range and one-quarter in the senior lecturer range.

#### The effects of differences in age

544. It is possible to estimate the effect of the Oxford age distribution on the salary pattern by calculating either a distribution based on the national age pattern, but with the Oxford salary distribution within age groups; or a distribution based on the Oxford age pattern, but with the national salary distribution within age groups. The results are given in Table 338 and show that the proportion in the professorial range is close to the national figure when age differences are allowed for. The proportion in the reader/senior lecturer range is brought closer to the national figure, but a considerable difference remains. The proportion in the lecturer range is correspondingly lower for Oxford than in the national distribution, and the proportion in the assistant lecturer range is not very different from that in the national distribution (after allowing for those in this range among the category 'other'). The average for the reweighted national distribution based on the Oxford age pattern is £2,464. The average salary at Oxford is about 15 per cent. above the national average, but when allowance is made for the higher average age at Oxford, the average salary is only 4½ per cent. above the national average. Thus, over two-thirds of the difference in average salaries can be accounted for by the higher average age at Oxford. These figures only give the order of magnitude of the various quantities, and if a different grouping of the academic staff were to be taken (say, all non-medical staff) no doubt slightly different results would be obtained.

<sup>1</sup> The salaries for those in research and other posts are required for this calculation. The 11 per cent. in these categories were assumed to have salaries thus:

Under £1,400	6.4 per cent.
£1,400–£2,505	3.2
£2,506 and over	1.1

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<sup>2</sup> The AUT survey gave an average for all non-medical staff of £2,299, and £2,368 for all academic staff. The survey only included the main teaching grades (professor to assistant lecturer). If research and other staff are excluded from our data on all universities, an average of £2,340 is obtained for non-medical staff, and £2,347 for non-medical and pre-clinical staff. The discrepancy between £2,299 and £2,340 is probably largely accounted for by the inclusion of staff at Oxford and Cambridge in our data, but not in the AUT survey.

**Table 338.** *Salary distributions adjusted for age distributions. 1964-5 (estimated)*

	Salary group					PERCENTAGE	
	Under £1,400	£1,400 to £2,505	£2,506 to £3,399	£3,400 and over	Others	All	<i>Average salary (£)</i>
	<b>ASSUMING OXFORD AGE DISTRIBUTION</b>						
Oxford salaries	13	31	38	18	—	100	2,575
National salaries	9	45	22	15	9	100	2,464
<b>ASSUMING NATIONAL AGE DISTRIBUTION</b>							
Oxford salaries	20	35	32	13	—	100	2,338
National salaries	14	46	18	11	11	100	2,240

SOURCE: Tables 335 and 336.

NOTE: For the assumption made about the distribution by salary of those under 'others' in the national distribution see Note 1 to para. 542.

**Variability between other universities**

545. Table 336 gives the average salary distributions for all universities in Great Britain. But, as Table 241 shows, there are wide variations in the proportions of senior posts at different universities. It is not known to what extent average salaries vary as between universities. One of the larger London colleges has, however, supplied us with information which shows that its average salaries in 1964-5 were 8-9 per cent. above the national average. But the average age was also higher than nationally, though not to the same extent as at Oxford. If allowance is made for this, as described in the previous paragraph, salaries were 3 per cent. above the national figure.

**The distribution of regular and total emoluments**

546. Tables 339 and 340 give distributions for *Oxford* comparable with those in Table 335 but for regular emoluments and total emoluments respectively (see Table 334 and para. 530). Except for college piece-rate teaching, the amounts included in the distributions are the same as those given in Table 334. But, as explained in paras. 527-8, only £56,000 could reasonably be allocated for piece-rate teaching. It must be emphasized that Tables 339 and 340 are *estimates* of the distributions for 1964-5. In addition to the likely understatement of piece-rate teaching, the notional figure for college housing is used in some cases (as explained in para. 521) and the assumption is made that the pattern for supervision and examining was similar to that in 1963-4. Information is not available to enable comparable tables on a national basis to be prepared.

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**Table 339. Regular emoluments of Oxford academic staff by age. All academic staff except those on clinical scales. 1964-5 (estimated)**

Age	Regular emolument group				Number	Average regular emoluments (£)	Median regular emoluments (£)	Percentage of total
	OXFORD		PERCENTAGE					
	Under £1,400	£1,400 to £2,505	£2,506 to £3,399	£3,400 and over				
Under 30	58	41	1	164	1,345	1,300	15	
30-34	11	61	28	160	2,132	2,225	15	
35-39	3	33	57	170	2,691	2,708	16	
40-44	2	12	51	180	3,140	3,240	17	
45-49	3	5	41	111	3,308	3,400	10	
50 and over	1	5	40	285	3,460	3,540	27	
All	12	25	37	1,070	2,745	2,790	100	

SOURCE: See source to Table 334.

NOTE: See note to Table 334.

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**Table 340.** Total emoluments of Oxford academic staff by age. All academic staff except those on clinical scales, 1964-5 (estimated)

Age	OXFORD				Number	Average total emoluments (£)	Median total emoluments (£)	Percentage of total	
	Total emolument group								PERCENTAGE
	Under £1,400	£1,400 to £2,595	£2,596 to £3,399	£3,400 and over					
Under 30	48	51	1	—	164	1,450	1,419	15	
30-34	9	54	36	1	160	2,235	2,316	15	
35-39	3	21	59	18	170	2,853	2,876	16	
40-44	1	8	45	46	180	3,283	3,357	17	
45-49	2	5	37	56	111	3,445	3,606	10	
50 and over	1	5	34	60	285	3,551	3,613	27	
All	10	23	35	32	1,070	2,865	2,926	100	

SOURCE: See source to Table 334.

NOTE: See note to Table 334.

547. When total emoluments are included, there were 32 per cent. within the professorial range, and 35 per cent. within the reader/senior lecturer range.

#### **Differences between fellows and non-fellows**

548. No distinction is made in Tables 335, 339, and 340 between fellows and non-fellows, but the salary structure for tutorial fellows is different from that for university lecturers without a fellowship. There are altogether three groups to be considered. The first comprises tutorial fellows. The second comprises those with university posts but not college fellowships. The third is an intermediate group comprising those with non-tutorial fellowships. Comparisons are made between these three groups below, but it should not be inferred that the three groups are in all ways comparable. The sense in which comparability is attempted is that only those in the main 'career grades' are included in the analyses.

549. A tutorial fellowship is taken to be a career in itself, and all tutorial fellows are included, regardless of the university post held (if any). For the other two groups, only those with university posts of reader, full-time and part-time lecturer, and senior research officer and equivalent are included. Professors are excluded since the apex of a career in any of the three groups is taken to be a professorship. Other posts such as departmental demonstratorships and junior research fellowships, for instance, are excluded as being posts from which an individual may enter any one of the career groups.

550. The distinction between non-tutorial fellows and non-fellows is somewhat artificial and a brief description of non-tutorial fellows is necessary. Rather more than half held professorial, supernumerary, and other non-stipendiary fellowships. Twelve of these were fellows of Linacre College and most of the remainder were readers. Nearly all those receiving stipends held college research fellowships. But a few in the last category also held a lecturership at the same college as their fellowship, and the stipend may be paid for the lecturership. The numbers are given in Table 341.

551. Averages, by age group, for the three groups described are given for the three classes of emoluments in Table 342. The age distributions and the numbers in each age group are also given. It will be seen that the numbers of non-tutorial fellows in the two lowest age groups are small, and the corresponding averages may be affected by individuals with special circumstances.

552. Three points may be made about Table 342. First, it presents a static picture applying to 1 January 1965. It does not take account of the mobility

**Table 341.** *Non-tutorial fellows. 1 January 1965*

OXFORD	NUMBER		
	Stipendiary fellows	Non-stipendiary fellows	All
Readers	8	28	36
Others	27	19	46
All non-tutorial fellows	35	47	82

SOURCE: Colleges.

NOTE: Only non-tutorial fellows holding a university post as reader, lecturer, or equivalent are included.

**Table 342.** *Average emoluments for tutorial fellows, and for others who were readers, university lecturers (full-time or part-time), senior research officers, and equivalent. 1964-5 (estimated)*

OXFORD		£						
		Age						All
		Under 30	30-34	35-39	40-44	45-49	50 and over	
Salary	Tutorial fellows	1,566	2,153	2,594	3,019	3,162	3,144	2,695
	Non-tutorial fellows	1,711	2,373	2,855	2,877	2,900	3,178	2,886
	Non-fellows	1,516	1,800	2,354	2,653	2,758	2,859	2,465
Regular emoluments	Tutorial fellows	1,835	2,448	2,891	3,316	3,468	3,444	2,991
	Non-tutorial fellows	1,754	2,524	2,966	2,971	3,003	3,241	2,972
	Non-fellows	1,526	1,881	2,382	2,685	2,791	2,894	2,494
Total emoluments	Tutorial fellows	1,874	2,529	3,054	3,456	3,590	3,548	3,106
	Non-tutorial fellows	1,912	2,667	3,192	3,220	3,436	3,342	3,169
	Non-fellows	1,692	2,051	2,566	2,832	2,889	2,992	2,636
Percentage of total	Tutorial fellows	8.9	18.2	19.0	20.0	12.1	21.8	100.0
	Non-tutorial fellows	6.1	7.3	15.9	19.5	12.2	39.0	100.0
	Non-fellows	5.3	15.8	22.1	21.1	10.5	25.3	100.0
Number	Tutorial fellows	45	92	96	101	61	110	505
	Non-tutorial fellows	5	6	13	16	10	32	82
	Non-fellows	10	30	42	40	20	48	190

SOURCE: See source to Table 334.

NOTE: Those on clinical scales are excluded.

between groups, and particularly between non-fellows and non-tutorial fellows. The high average age of non-tutorial fellows (over half were age 45 and over) suggests that non-fellows tend to be elected to non-tutorial fellowships during their late thirties or forties. Furthermore, the position was changing particularly rapidly at the time. Secondly, a comparison between non-tutorial fellows and non-fellows is complicated by the distribution of readers. The proportion on the reader scale was 44 per cent. among non-tutorial fellows and 9 per cent. among non-fellows. A man who is promoted to reader is more likely to be elected to a non-tutorial fellowship. Thirdly, the table does not show the effect on an individual's emoluments of appointment to a non-tutorial fellowship. This is partly on account of the distribution of readers, and partly because some non-tutorial fellowships are non-stipendiary, and some fellowship stipends appear to replace college lecturership stipends or fees.

**Table 343.** *Average emoluments for tutorial fellows (other than readers), and for others who were university lecturers (full-time or part-time), senior research officers, and equivalent. 1964-5 (estimated)*

		Age							£
		Under 30	30-34	35-39	40-44	45-49	50 and over	All	
Salary	Tutorial fellows	1,566	2,141	2,579	3,006	3,138	3,067	2,654	
	Non-tutorial fellows	1,439	2,287	2,541	2,825	2,596	2,888	2,587	
	Non-fellows	1,516	1,860	2,328	2,565	2,758	2,756	2,391	
Regular emoluments	Tutorial fellows	1,835	2,437	2,874	3,301	3,443	3,358	2,947	
	Non-tutorial fellows	1,480	2,468	2,635	2,916	2,641	2,940	2,669	
	Non-fellows	1,526	1,881	2,358	2,591	2,791	2,792	2,419	
Total emoluments	Tutorial fellows	1,874	2,519	3,040	3,443	3,567	3,472	3,065	
	Non-tutorial fellows	1,623	2,613	2,910	3,140	2,968	3,059	2,876	
	Non-fellows	1,692	2,051	2,544	2,751	2,889	2,902	2,569	
Percentage of total	Tutorial fellows	9.3	18.8	19.5	20.5	12.0	19.9	100.0	
	Non-tutorial fellows	8.7	10.9	15.2	30.4	13.0	21.7	100.0	
	Non-fellows	5.8	17.4	23.3	19.8	11.6	22.1	100.0	
Number	Tutorial fellows	45	91	94	99	58	96	483	
	Non-tutorial fellows	4	5	7	14	6	10	46	
	Non-fellows	10	30	40	34	20	38	172	

SOURCE: See source to Table 334.

NOTE: Those on clinical scales are excluded.

553. To meet the difficulties of comparison due to the distribution of readers, Table 343 gives the same details as Table 342 but with all those holding a university post on the reader scale excluded. Thus Table 342

shows the average emoluments received by all those in 'career' posts. Promotion to a readership is a possibility for non-fellows and such promotion has in the past increased an individual's chance of a non-tutorial fellowship. The comparison between non-tutorial fellows and non-fellows is thereby obscured and Table 343 gives comparisons for more homogeneous groups by excluding readers.

**Table 344.** *Emoluments of Oxford academic staff on clinical scales, 1964-5 (estimated)*

Type of emolument	Emolument group				All	PERCENTAGE	Average emoluments (£)
	Under £1,400	£1,400 to £2,505	£2,506 to £3,399	£3,400 and over			
Salary	7	52	15	26	100	2,562	
Regular emoluments	7	52	13	28	100	2,577	
Total emoluments	4	50	17	28	100	2,643	

SOURCE: See source to Table 334.

### Staff on clinical scales

554. The 46 members of the academic staff on clinical salary scales have been excluded above. Table 344 gives details of their emoluments.

### Details of college emoluments

555. Colleges were asked to give details of the emoluments of their academic staff,<sup>1</sup> and their replies are summarized in this section. Summaries of the information given by colleges and other societies are in Tables 345-52. That on heads of houses is given in Table 345, on tutorial fellows in Tables 346-9, and on college offices in Table 350. Details of payments for piece-rate teaching are given in Table 351, and of teaching norms for tutorial fellows in Table 352. In these tables colleges are referred to by number, and not by name. The numbering has been determined at random and three different orderings are used: one for heads of houses; one for tutorial fellows (and for piece-rate teaching payments); and one for college offices. The colleges are grouped thus:

	<i>Heads of houses</i>	<i>Tutorial fellows</i>	<i>College offices</i>
Men's colleges	101-23	1-23	201-23
Women's colleges	131-5	31-35	231-5
Graduate colleges	141-3	41-43	241-3
Permanent Private Halls	151-2	51-52	

<sup>1</sup> The Permanent Private Halls were invited to reply to the questionnaire sent to colleges and two availed themselves of this opportunity. The questionnaire is reproduced in the Annex to this Part.

556. The information in Tables 345-52 and in paras. 557-68 relates to the position at 1 January 1965 except where otherwise specified. All money amounts are in £ per annum. No definition of 'tutorial fellow' was given in the questionnaire. Most colleges have interpreted the term in the same kind of way, so as, in general, to include anyone who might be described as 'fellow and tutor' or 'fellow and lecturer'. In some colleges, however, the term is not in official use, while in others it has a rather special meaning. A very small number of fellows have been classified in a different way than that returned by their college in order to achieve consistency between colleges. Notes on the tables are given in paras. 557-65.

557. *Heads of houses* (Table 345). The estimates of the value of emoluments in kind given were made by the colleges concerned. They may, therefore, not all have been made on the same basis. The university posts held by heads of houses were as follows:

<i>Post</i>	<i>No. holding</i>	<i>Stipend £</i>
Vice-Chancellor	1	2,250
Pro-Vice-Chancellor	4	250
Clerk of Market	1	5
CUF lecturer	1	1,350
Special teaching	1	425

558. *Scales for tutorial fellows* (Tables 346 and 347). Scales are given for CUF lecturers and also for university lecturers for those colleges which have such scales. The combined college and university stipend is given. It should be noted that the University stipulates that the joint university plus college stipend for university lecturers may not exceed £3,450. The corresponding joint maximum for readers is £3,675.

559. In three colleges part of the stipend is deemed an entertainment allowance. Details are:

<i>College number</i>	<i>Amount (£)</i>
6	50
7	30
15	25

The scales in Table 346 are inclusive of these amounts.

560. Tutorial fellows holding university posts other than reader, lecturer or CUF lecturer, or holding no university post, generally receive a college stipend such that their total stipend is comparable with, or a little below, that of a CUF lecturer (in arts subjects) or a lecturer (in science subjects). Some colleges have more than one scale depending on the amount of teaching undertaken, and this is indicated in the table by the number of hours. The stipends of a number of tutorial fellows are fixed *ad personam*; for example, fellows with major college offices of a permanent or semi-permanent nature such as bursar often receive a lower college stipend and, correspondingly, reduced teaching hours.

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Table 345. Heads of houses. I January 1965

College number	Stipend	Expenses and entertainment allowance	Lodgings (provision by college)			Rates	Heat and light	Maintenance	Decorating	Furnishing	Gardening
			Service and/or establishment allowance	Rent	Rates						
101	3,050	300	150 app.	Yes	Yes	600 est.	Yes	Yes	No	Incl. in service	
102	3,280	400	250 (max.)	Yes	Yes	Up to 50	Yes	Yes	No	Incl. in service	
103	3,400	500	None	Yes	Yes	300 app.	Yes	Yes	No	† gardener	
104	3,000	500	1 scout free + 7s	Yes	Yes	150 (max.)	Yes	Yes	Some	220	
105	2,000	600	350 (max.)	Yes	Yes	400 est. (d)	Yes	Yes	Some		
106	2,000	500	750	Yes	Yes	378 (max.)	Yes	Yes	Some		
107	4,250	750	350	Yes	Yes	580 est.	Yes	Yes	Some		
108	4,750	400	400	Yes	Yes	200	Yes	Yes	Some		
109	3,000	400	1,280	Yes	Yes	Up to 250	Yes	Yes	Some		
110	3,000	500	800	Yes	Yes	80 est.	Incl. in rent	Yes	Some		
111	3,800	500	300 (max.)	Yes	Yes	375 est.	and rates	Yes	Some		
112	3,280	820	450	Yes	Yes	300 (max.)	Yes	Yes	Some		
113	2,445 (a)			Yes	Yes		Yes	Yes	Some		
114	3,600	750	300	Yes	Yes	Total less 75	Yes	Yes	2,000 (e)	Yes	
115	3,000 (b)	600 (max.) (d)	300	Yes	Yes	Incl. in exp.	Yes	External	Public rooms	No	
116	3,000	500 (max.)	300 (f)	Yes	Yes	300 (max.)	Yes	Public rooms	Public rooms	Yes	
117	3,750 (c)	600	950	Yes	Yes	400 - 1,200 (max.—never fully expended)	Yes	Public rooms	Public rooms	Yes	
118	3,750	600	950	Yes	Yes	400 app.	Yes	Once in 7 years	Some	Yes	
119	3,500	500	Yes	Yes	Yes	Yes	Yes	Some	Some		
120	3,850	500	Yes	Yes	Yes	Yes	Yes	Some	Some		
121	3,280	400	800	Yes	Yes	800 est.	Yes	Yes	Some		
122	3,500	400 (max.)	800	Yes	Yes	Central hearing	Yes	Public rooms	Some		
123	3,500	400 (max.)	800	Yes	Yes	prop. of elec.	Yes	Public rooms	Some		
131	2,600	500	202	Yes	Yes	1,400 app.	Yes	Public rooms	No		
132	3,000	500	202	Yes	Yes	1,100 est.	Yes	Public rooms	No		
133	3,000	650		Yes	Yes	500	Yes	Public rooms	No		
134	3,150	500	No	Yes	Yes	350	Yes	Public rooms	Some		
135	3,000	500	No	Yes	Yes	400	Yes	Public rooms	No		
141	2,800	700	400 app.	Yes	Yes	400 app.	Yes	Public rooms	No		
142	4,150	500	400 app.	Yes	Yes	70 app.	Yes	Public rooms	No		
143	3,000	650	400 app.	Yes	Yes	70 app.	Yes	Public rooms	No		
144	2,500	400	400 app.	Yes	Yes	70 app.	Yes	Public rooms	No		
145	2,598	410	400 app.	Yes	Yes	70 app.	Yes	Public rooms	No		

SOURCE: Colleges.

NOTES

- (a) The college states that 'The college is of the opinion that the salary of the Head should approximate that paid to a professor who is head of a department. The continued and insistent generosity of the present Head, who refuses to accept a stipend commensurate with his position, has relieved the college of the necessity of introducing such a scale.'
- (b) To be revised or reviewed.
- (c) £1,000 of this has been renounced.
- (d) Most of the lodgings is given over to undergraduate accommodation. The estimate given is for that part occupied by the head of house.
- (e) Initial allowance.
- (f) Excludes service.

£ PER ANNUM

Table 346. Scales for tutorial fellows by age. Combined college and university stipend. I January 1965

Age	College number and university post								£ PER ANNUM			
	2 CUF lect.	2 Univ. lect.	3 CUF lect.	3 Univ. lect.	4 CUF lect.	4 Univ. lect.	5 CUF lect. and univ. lect.	6 CUF lect. and univ. lect.		7 CUF lect.	7 Univ. lect.	8 CUF lect.
25	1,450		1,650	1,750	1,400	1,650	1,300 (a)	1,500	1,650	1,900	1,500	1,775
26	1,500		1,650	1,750	1,450	1,650	1,400	1,500	1,650	1,900	1,500	1,775
27	1,550	1,750	1,650	1,750	1,500	1,650	1,500	1,500	1,650	1,900	1,500	1,775
28	1,625	1,835	1,650	1,835	1,600	1,785	1,600	1,600	1,650	1,985	1,600	1,860
29	1,700	1,920	1,650	1,920	1,650	1,870	1,650	1,700	1,650	2,070	1,600	1,945
30	1,885	2,005	2,300	2,155	1,850	2,005	1,875	1,800	2,095	2,155	1,700	2,030
31	1,970	2,090	2,300	2,240	1,950	2,090	2,000	1,900	2,090	2,240	2,100	2,115
32	2,055	2,175	2,300	2,325	2,025	2,175	2,060	2,000	2,175	2,325	2,100	2,200
33	2,140	2,260	2,300	2,410	2,100	2,260	2,120	2,100	2,260	2,410	2,100	2,285
34	2,225	2,345	2,300	2,495	2,200	2,345	2,180	2,200	2,345	2,495	2,200	2,370
35	2,325	2,430	2,700	2,580	2,300	2,430	2,340	2,300	2,445	2,580	2,300	2,455
36	2,385	2,515	2,700	2,665	2,350	2,515	2,400	2,400	2,515	2,665	2,300	2,590
37	2,465	2,600	2,700	2,750	2,450	2,600	2,460	2,500	2,600	2,750	2,400	2,675
38	2,545	2,685	2,700	2,835	2,525	2,685	2,520	2,600	2,685	2,835	2,400	2,760
39	2,625	2,770	2,700	2,920	2,625	2,770	2,580	2,700	2,770	2,920	2,400	2,845
40	2,725	2,855	3,100	3,005	2,725	2,855	2,740	2,900	2,870	3,005	2,600	2,930
41	2,785	2,940	3,100	3,000	2,800	2,940	2,800	3,000	2,940	3,000	2,600	3,065
42	2,870	3,025	3,100	3,175	2,875	3,025	2,860	3,100	3,025	3,175	2,600	3,150
43	2,950	3,110	3,100	3,260	2,950	3,110	2,920	3,200	3,110	3,260	2,700	3,235
44	2,975	3,110	3,100	3,260	2,950	3,110	2,980	3,300	3,110	3,260	2,700	3,235
45	3,075	3,160	3,450	3,450	3,050	3,110	3,140	3,400	3,260	3,260	2,800	3,235
46							3,200				2,900	
47							3,260				2,900	
48							3,320				2,900	
49							3,380				3,000	
50 and over							3,450				3,000	

[continued]

NOTE: (a) £1,400 for university lecturers.

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Table 346. Scales for tutorial fellows by age. Combined college and university stipend. 1 January 1965 (continued)

Age	£ PER ANNUM															
	9		10		11		12		13		14		15		16	
College number and university post	CUF lect.	Univ. lect.	CUF lect.	Univ. lect.	CUF lect.	Univ. lect.	CUF lect.	Univ. lect.	CUF lect. and univ. lect. (b)	CUF lect. and univ. lect.	Univ. lect.	CUF lect. and univ. lect.	Univ. lect.	CUF lect. and univ. lect.	CUF lect. and univ. lect.	
25	1,410	1,650	1,450	1,800	1,650	1,775	1,450	1,650	1,500	1,600	1,760	1,300 (a)	1,760	1,400	1,400	
26	1,470	1,650	1,500	1,800	1,650	1,775	1,500	1,650	1,540	1,600	1,760	1,400	1,760	1,400	1,500	
27	1,530	1,650	1,550	1,800	1,650	1,775	1,550	1,650	1,580	1,600	1,760	1,500	1,760	1,500	1,550	
28	1,590	1,735	1,600	1,885	1,650	1,875	1,600	1,650	1,620	1,600	1,845	1,585	1,845	1,600	1,600	
29	1,650	1,820	1,650	1,970	1,650	1,980	1,650	1,650	1,660	1,600	1,930	1,670	1,930	1,650	1,650	
30	1,860	1,915	1,850	2,105	2,085		1,905	1,910	1,910	1,850	2,015	1,800	2,015	1,800	1,900	
31	1,970	2,010	2,070	2,190	2,190		1,990	2,060	2,060	1,850	2,100	1,850	2,100	1,850	2,150	
32	2,080	2,105	2,140	2,275	2,290		2,075	2,210	2,210	1,850	2,185	1,950	2,185	1,950	2,350	
33	2,190	2,200	2,210	2,360	2,395		2,160	2,360	2,360	1,850	2,270	2,100	2,270	2,100	2,550	
34	2,290	2,295	2,280	2,445	2,495		2,250	2,510	2,510	1,850	2,355	2,250	2,355	2,250	2,750	
35	2,390	2,390	2,430	2,580	2,605		2,350	2,610	2,610	2,200	2,440	2,400	2,440	2,400	2,850	
36	2,500	2,505	2,480	2,665	2,715		2,450	2,710	2,710	2,300	2,535	2,500	2,535	2,500	2,950	
37	2,610	2,620	2,550	2,750	2,825		2,550	2,810	2,810	2,300	2,610	2,600	2,610	2,600	3,050	
38	2,720	2,735	2,650	2,835	2,935		2,650	2,910	2,910	2,400	2,695	2,700	2,695	2,700	3,150	
39	2,830	2,850	2,750	2,920	3,040		2,750	3,010	3,010	2,400	2,780	2,800	2,780	2,800	3,250	
40	2,940	2,955	2,850	3,055	3,150		2,850	3,110	3,110	2,450	2,865	2,900	2,865	2,900	3,300	
41	3,040	3,060	2,950	3,140	3,260		2,950	3,170	3,170	2,450	2,950	2,950	2,950	2,950	3,350	
42	3,140	3,165	3,050	3,245	3,365		3,050	3,230	3,230	2,450	3,035	3,000	3,035	3,000	3,400	
43	3,240	3,270	3,150	3,350	3,450		3,150	3,290	3,290	2,450	3,120	3,050	3,120	3,050	3,450	
44	3,340	3,360	3,150	3,350	3,450		3,250	3,350	3,350	2,450	3,120	3,100	3,120	3,100	3,450	
45	3,450	3,450	3,250	3,350	3,450		3,350	3,450	3,450	2,825	3,120	3,150	3,120	3,150	3,450	
46																
47																
48																
49																
50 and over															3,250	

[continued]

NOTES

(a) £1,400 for university lecturers.

(b) For university lecturers the scale is not a strict age scale. The stipend is related to age, but also depends upon the duties of the fellowship.

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Table 346. Scales for tutorial fellows by age. Combined college and university stipend. 1 January 1965 (continued)

Age	College number and university post										£ PER ANNUM		
	17 CUF lect.	17 Univ. lect.	18 CUF lect.	18 Univ. lect.	19 CUF lect.	19 Univ. lect.	20 CUF lect.	20 Univ. lect.	21 CUF lect. (c)	22 CUF lect. and univ. lect. Scale I (d)		22 CUF lect. and univ. lect. Scale II (d)	23 CUF lect.
25	2,550	2,680	2,580	2,855	2,600	2,580	2,500	2,165	1,630	1,550	1,450	1,450	1,650
26	2,640	2,765	2,665	2,915	2,650	2,665	2,500	2,240	1,650	1,575	1,500	1,500	1,650
27	2,730	2,850	2,750	2,965	2,730	2,750	2,600	2,325	1,650	1,550	1,550	1,550	1,650
28	2,820	2,935	2,835	3,020	2,830	2,850	2,700	2,410	1,650	1,625	1,600	1,600	1,735
29	2,910	3,020	2,920	3,075	2,930	2,950	2,800	2,495	1,650	1,650	1,650	1,650	1,820
30	3,000	3,105	3,055	3,130	3,100	3,055	2,850	2,165	1,650	2,000	2,000	2,000	1,905
31	3,100	3,190	3,140	3,185	3,150	3,140	2,950	2,440	1,650	2,125	2,125	2,125	2,000
32	3,180	3,275	3,225	3,265	3,200	3,225	3,000	2,325	1,650	2,350	2,350	2,350	2,100
33	3,270	3,355	3,300	3,340	3,250	3,300	3,100	2,410	1,650	2,450	2,450	2,450	2,200
34	3,350	3,450	3,350	3,450	3,350	3,400	3,200	2,495	1,650	2,550	2,550	2,550	2,300
35	3,450	3,450	3,450	3,450	3,450	3,450	3,250	2,580	1,650	2,600	2,600	2,600	2,400
36	3,500	3,500	3,500	3,500	3,500	3,500	3,300	2,665	1,650	2,700	2,700	2,700	2,500
37	3,550	3,550	3,550	3,550	3,550	3,550	3,350	2,750	1,650	2,800	2,800	2,800	2,600
38	3,600	3,600	3,600	3,600	3,600	3,600	3,400	2,835	1,650	2,900	2,900	2,900	2,700
39	3,650	3,650	3,650	3,650	3,650	3,650	3,450	2,920	1,650	3,000	3,000	3,000	2,800
40	3,700	3,700	3,700	3,700	3,700	3,700	3,500	3,005	1,650	3,100	3,100	3,100	2,900
41	3,750	3,750	3,750	3,750	3,750	3,750	3,550	3,090	1,650	3,200	3,200	3,200	3,000
42	3,800	3,800	3,800	3,800	3,800	3,800	3,600	3,175	1,650	3,300	3,300	3,300	3,085
43	3,850	3,850	3,850	3,850	3,850	3,850	3,650	3,260	1,650	3,400	3,400	3,400	3,170
44	3,900	3,900	3,900	3,900	3,900	3,900	3,700	3,345	1,650	3,500	3,500	3,500	3,170
45	3,950	3,950	3,950	3,950	3,950	3,950	3,750	3,430	1,650	3,600	3,600	3,600	3,250
46	4,000	4,000	4,000	4,000	4,000	4,000	3,800	3,515	1,650	3,700	3,700	3,700	3,300
47	4,050	4,050	4,050	4,050	4,050	4,050	3,850	3,600	1,650	3,800	3,800	3,800	3,350
48	4,100	4,100	4,100	4,100	4,100	4,100	3,900	3,685	1,650	3,900	3,900	3,900	3,400
49	4,150	4,150	4,150	4,150	4,150	4,150	3,950	3,770	1,650	4,000	4,000	4,000	3,450
50 and over	4,200	4,200	4,200	4,200	4,200	4,200	4,000	3,855	1,650	4,100	4,100	4,100	3,500

[continued]

## NOTES

- (c) The stipends of university lecturers are approximately £150 higher than those of CUF lecturers at each age.  
 (d) Only those fellows paid on Scale I are eligible for family allowances. Fellows elected before 1 January 1965 had a once-for-all option of scale. Fellows elected on and after 1 January 1965 are paid on Scale II.



**Table 347. Salary scales for tutorial fellows which are not age scales. 1 January 1965**

OXFORD

£ PER ANNUM

Age	College number and university post		Year	College number and university post			
	I CUF lecturer teaching 12-15 hours (see note)	I University lecturer teaching up to 9 hours (see note)		31 CUF lecturer	33 CUF lecturer Scale A 13 hours or more	33 CUF lecturer Scale B 11-12 hours	33 CUF lecturer Scale C 10 hours or less
25 and under	1,550	1,650	Probationary		450	315	225
26	1,575	1,650	1	450	510	375	285
27	1,600	1,650	2	450	545	410	320
28	1,625	1,735	3	500	580	445	355
29	1,650	1,820	4	560	615	480	390
30	2,010	2,005	5	620	675	540	450
31	2,085	2,090	6	680	710	575	485
32	2,160	2,175	7	740	745	610	520
33	2,235	2,260	8	800	780	645	555
34	2,310	2,345	9	860	815	680	590
35	2,485	2,480	10	920	850	715	625
36	2,560	2,565	11	980	885	750	660
37	2,635	2,650	12	1,040	945	810	720
38	2,710	2,735	13	1,100	1,005	870	780
39	2,785	2,820	14	1,160	1,065	930	840
40	2,960	2,955	15	1,220	1,125	990	900
41	3,040	3,040	16	1,280	1,185	1,050	960
42	3,120	3,125	17	1,340	1,245	1,110	1,020
43	3,200	3,210	18	1,400	1,305	1,170	1,080
44	3,200	3,210	19		1,365	1,230	1,140
45 and over	3,300	3,300	20		1,420	1,285	1,195

SOURCE: Colleges.

## NOTES

*College 1.* The college stipend is made up of a fellowship stipend and a tutorship. The former is based on length of service, and is £50 on election rising by quinquennial increments to £200. The tutorship is paid on one of three age scales according to the university post held. The scales for CUF lecturers and university lecturers (including the university stipend and the first £50 of the fellowship stipend) are given in the table. The total combined stipend is thus the amount given by the scales above, plus any quinquennial increments in fellowship stipend.

*College 31.* The college stipend for CUF lecturers is based on length of service and is given in the table. The college stipend is increased by £550 in the first two years if no CUF lecturership is held.

*College 33.* The college stipend for CUF lecturers is based on length of service and teaching hours. The stipend is supplemented by a research grant of the value of a CUF lecturership for the appropriate age group for fellows not holding a CUF lecturership or comparable university post. The three scales are given in the table.

*College 42.* Official fellows receive a stipend on the scale £350 × 50-700 × 25-800 × 50-1,750. Official fellows not holding a university post normally hold a college Ordinary Lecturership, the stipend of which is £200 × 50-400 × 100-900. A fellow is placed at a point on the scale which the governing body considers appropriate to his qualifications and experience.

561. With the exception of colleges 41 and 52, salary scales had been revised in the light of the National Incomes Commission award. With the exception of college 51, the new scales were in effect by 1 January 1965. The majority came into effect on 1 April (or 25 March) 1964. Exceptions are:

<i>Date</i>	<i>College</i>
1 January 1964	7
1 October 1964	4, 10, 14, 23, 31-35, 42
1 January 1965	9
1 April 1965	51

The age scales given in Table 346 for the undergraduate colleges are shown in Figs. 1 and 2.

562. *Allowances for tutorial fellows* (Table 348). The allowances mentioned in para. 522 are given in detail. College provision of office accommodation and telephone is not included since this is normally provided by universities for their staff. But in some cases it appears that fellows have to pay, at least in part, for the heating and lighting of their working rooms. It should be noted that all the colleges have agreed not to pay children's allowances to anyone appointed after 31 December 1964 (except to someone already entitled who transfers to Oxford without promotion); Council has also suggested to the colleges that they should restrict allowances, where payable, to £50, and it is understood that the majority of colleges have agreed to do so.

563. *College offices* (Table 350). All college offices are included. The majority are held by tutorial fellows. The principal offices are listed individually. Other offices are shown in one of three groups according to the value of the stipend. The offices which occur in these groups are as follows:

<i>Others (£0-49)</i>	<i>Others (£50-90)</i>	<i>Others (£100 and over)</i>
Camerarius	Appointments Committee	Building fellow
Decanal duties	representative	Clerk to college
Financial adviser and auditor	Camerarius	Curator of Pictures
Fire Officer	Editor of college journal	Junior Censor
Garden Master	Garden Master	Praefectus of Holywell Manor
Keeper of Archives	Keeper of Archives	Precentor
Keeper of Minutes	Keeper of Minutes	Secretary to Governing Body or college committees
Registrar	Science supervisor	
Secretary to Governing Body or college committees	Secretary to Governing Body or college committees	
Treasurer (JCR) or Senior Treasurer (clubs)	Treasurer (JCR) or Senior Treasurer (clubs)	

564. *Piece-rate teaching* (Table 351). Payments during 1964 for the teaching described in para. 526 are given. Not all the payments shown as being made to 'others' will have been made to members of the academic staff.

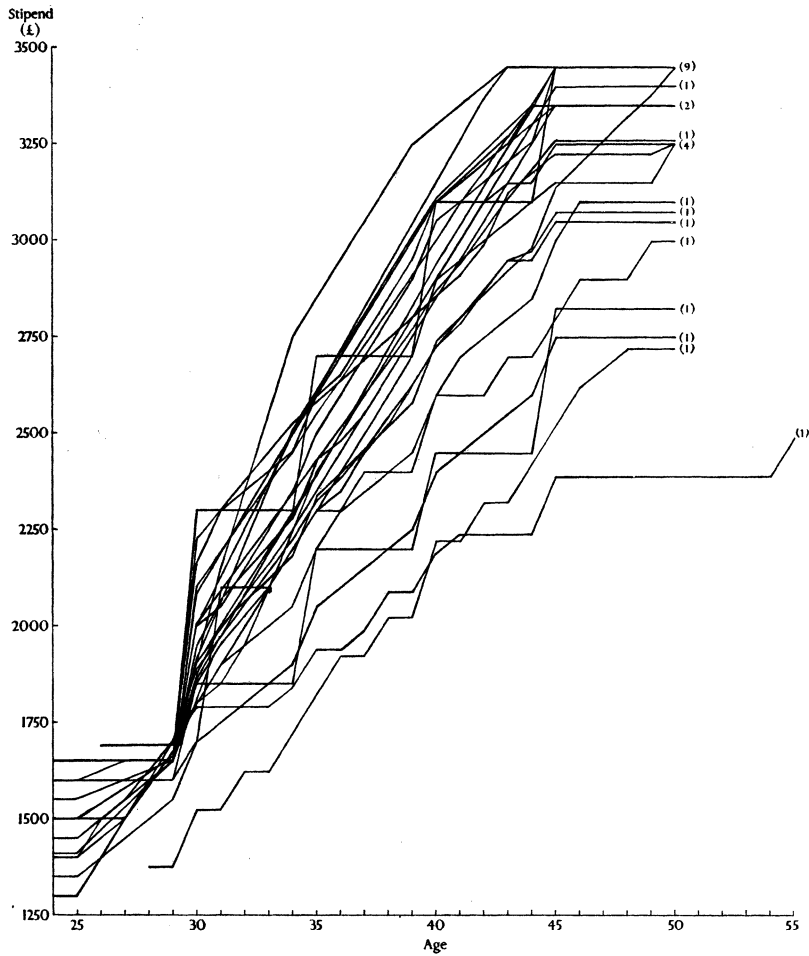


FIG. 1. Combined university and college stipend scales for CUF lecturers by age for 22 men's and 3 women's colleges.

- NOTES: (i) the number of colleges at each end point is shown in brackets;  
(ii) graduate colleges are not included;  
(iii) for college 22 Scale I is plotted;  
(iv) for college 34 Scale C is plotted;  
(v) for college 35 Scale A is plotted.

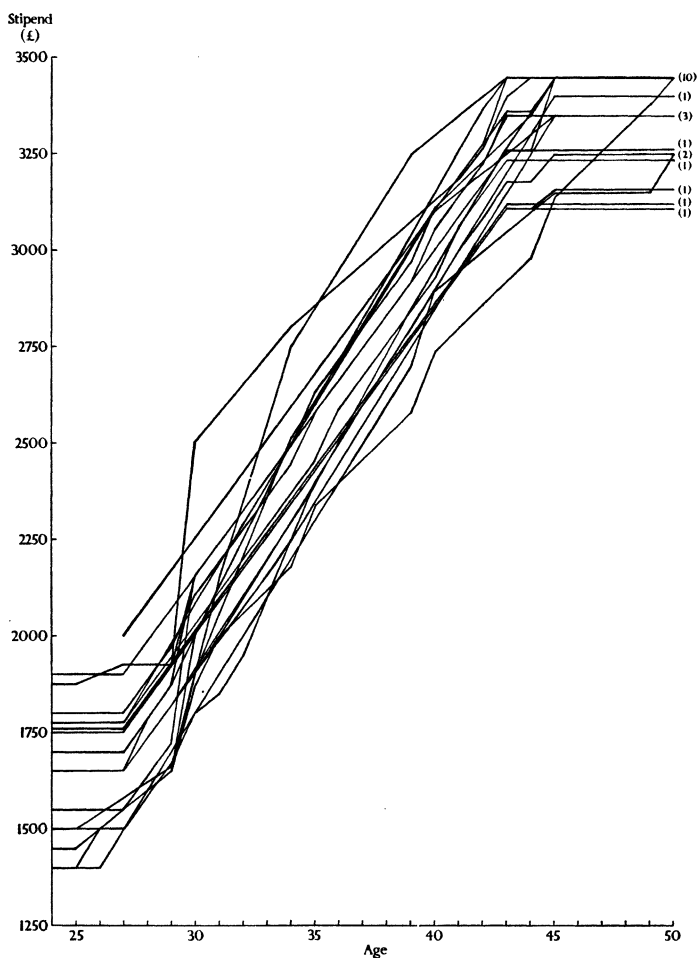


FIG. 2. Combined university and college stipend scales for university lecturers by age for 21 men's colleges.

- NOTES: (i) the number of colleges at each end point is shown in brackets;  
 (ii) graduate colleges are not included;  
 (iii) for college 22 Scale I is plotted.

## THE ACADEMIC STAFF

Table 348. Allowances (and other benefits) for tutorial fellows. I January 1965

College number	Tutorial responsibility (number receiving in brackets)	Children (per child) (if elected before 1 Jan. 1965)	Entertainment (maximum)	Books (maximum)	Meals	BUFA F—fellows D—dependants (total for 1964 in brackets)	FSSU college contribution other than £ (s)	College admissions and examining (number receiving in brackets)	Other	£ PER ANNUM
1	—	50	(f)	30 (x)	D + D	F (286)	—	—	—	£5 (£2 if resident for part of year), £10 to 9 senior tutorial fellows.
2	—	80 (c)	10 (g)(h)	30	D	F (237)	—	—	—	
4	—	50	20 (i)	10 (x)	L + D	—	—	—	—	11 garages rented to 9 fellows at half rent.
5	50 (7)	50 (d)	40 (j)	—	L or D	F + D (266)	—	10 (14)	—	
6	—	50	(k)(m)	10 (x)	L + D	(236)	—	25 (14)	—	
7	—	50	30 (n)	20 (x)	L + D	(235)	(2)	—	—	
8	—	50	30 (o)	—	L + D	—	—	—	—	
9	—	50 (e)	(f)	—	D	F (275)	—	10	—	Schools dinners—£2 per head allowance.
10	—	80	—	100 on commencing fellowship	L + D	F (216)	—	—	—	Free garaging for 4 bachelor fellows and 1 married fellow.
11	—	50	30 (p)	80 over first 2 years of fellowship	D	(280)	—	—	—	
12	—	50	—	—	L + D	(380)	—	—	—	
13	100 (16)	50 under age 12 100 age 12 and over	2 per pupil (q)	30 (x)	L + D	—	—	—	—	Trust fund yielding approx. £475 to facilitate travel.
14	—	75	15	15	L + D	—	—	5	—	Limited secretarial, duplicating, etc., services provided for fellows under 30 already receiving allowance.
15	—	50 up to 4 children	25 (g)(r)	—	L + D	(424)	—	—	—	Fellows under 30 already receiving allowance will continue to do so until they reach 30.
16	—	100	60 (g)	30 (x)	All	—	—	—	—	A variable amount (£25-£60 in recent years) to senior tutorial fellows (19 in 1964).
17	50 (6)(a)	75	45 (g)	—	D + part L	(454)	—	5-15	—	
18	—	80	30	—	L + D	(252)	—	30 (17)	—	
19	—	50	30	—	L + D	(522)	—	—	—	
20	70 (17)	50	20 (s)(t)	15 (x)	L + D	(141)	—	—	—	
21	—	50	20	—	L + D	(coll. pays †)	—	—	—	
22	—	80 up to age 10 130 over age 10	40	40 (x)	L + D	(270)	—	—	—	
23	—	50 up to 3 children	30	20	All	—	—	—	—	Vacation allowance of £100 per annum to unmarried fellows living in college since college is closed for part of vacation.

31	—	—	—	All	—	—	—	—	—	—	—	—
32	—	—	—	All	—	—	—	—	—	—	—	—
33	—	—	30	All	—	—	—	—	—	—	—	—
34	—	—	30	All in term; F (152)	—	—	—	—	—	—	—	—
	—	—	----- 25	All in term; B+(L or D) in vacation	—	—	—	—	—	—	—	—
35	—	—	30 (u)	All	—	—	—	—	—	—	—	—
41	—	—	50	L+D in full term	(120)	—	—	—	—	—	—	—
42	—	—	50	L+D	(163)	—	—	—	—	—	—	—
43	—	—	35 (w)	L+D	(163)	—	—	—	—	—	—	—
51	—	—	75	D	—	—	—	—	—	—	—	—
52	—	—	—	L+D if living out; all if living in	—	—	—	—	—	—	—	—

Typing allowance of £20.

Up to £100 over 3-year period for expenses of attendance at conferences.  
£20 for expenses of attendance at meetings.  
£5 for each Sunday sermon in college chapel.

SOURCE: Colleges.

NOTES

- (a) Departmental senior tutors.
- (b) Reduced by amount received in children's allowance from University unless otherwise specified.
- (c) Reduced by £50 if children's allowance is received from the University.
- (d) An allowance of £100 for children over 13 ceased on 31 December 1964, but continues for those children for whom it had already begun.
- (e) Only applies to children born before 1 October 1964.
- (f) Approved entertainment paid for by college.
- (g) Allowance off battels.
- (h) Up to £20 for Vicegerent, Senior Tutor, Dean, and Chaplain.
- (i) £50 for Chaplain.
- (j) £50 of stipend is deemed an entertainment allowance. The Dean receives an additional £50.
- (k) £30 of stipend is deemed an entertainment allowance.
- (m) Plus £50 for Dean and £25 for Chaplain.
- (n) Plus £1 per moral pupil other than those for whom a fellow is tutorially responsible (normally 6 per fellow).
- (o) £40 for Dean and Tutor for Graduates.
- (p) Paid to 16 moral tutors. In addition £40 is paid to the Dean and £60 to the Chaplain.
- (r) £25 of stipend is deemed an entertainment allowance.
- (s) Paid to 17 moral tutors.
- (t) £50 for Vicegerent and Tutor for Graduates.
- (u) £70 for Vicegerent.
- (v) For fellows who act as college supervisors. The Senior Tutor and some other Official Fellows receive £50.
- (w) Plus £15 for Dean of Degrees and £25 for Librarian.
- (x) Books remain property of college.
- (y) One college is not a member of the FSSU scheme for fellows and lecturers appointed before June 1963. It has its own scheme under which the college contributes four-fifths of the cost of providing for the pension of a tutorial fellow and two-thirds for the pension of a lecturer. One permanent private hall is not a member of the FSSU.
- (z) College pays full contribution for fellows elected before 1952.

**Table 349. Housing (tutorial fellows), 1 January 1965**

OXFORD

College number	Housing (or marriage) allowance for tutorial fellows living out of college (£ per annum)	College houses				Number assisted in buying and how—(also rec. marriage allowance)	Number recvg. housing of marr. allowance only	Number occupying college houses (k)	Rent paid or reduction in stipend (£ p.w.) (cents indicated where appropriate)	College responsibility for repairs and decoration	Responsibility for rates	Arrangements about capital improvements	Net rateable value (p) (unrated houses indicated by †) (£)
		Number living in college rent free	Number living in college	Number assisting in buying and how—(also rec. marriage allowance)	Number recvg. housing of marr. allowance only								
1	175	2	2	2 loans @ 6%	11	4	200, 336, 307, 372	External and structural	Added to reduction	College	Rent inc. by 6% of cost	122, 222, 214, 278	
2	200	2	2	13 loans @ 4%	4	—	Nil	External (internal by negotiation)	College	—	Has not arisen	138, 122, 122, 138, 142, 142, 126	
3	300 (a)	6	6	3 (†) int. free loans	—	7	—	—	—	—	—	—	
4	150	1	1	3 loans @ 1% over bank rate	10	—	328, 399, 400, 293	All	College	—	Has not arisen	—	
5	150 (b)	2	2	on balance not paid on migs.	6	—	—	—	—	—	—	126, 146, 186, 146	
6	200 (b)(c)	6	6	—(†)	1	10 (m)	332, 283, 325, 209, 378, 320, 220, 329, 212, 230	All	College	College	Rent inc. by int. charged at half market rate	388, 198, 372, 306, 266, 190, 234, 250, 150, 242	
7	200 (c)	1	1	1 loan of up to £1,000 overdraft	13	1	200	All	College	College	If any, paid by college	Not rated separately	
8	150 (a)	1	1	2 loans @ 4%	12	3	Nil (a), 50	External	1) college 2) part pd. by college 3) fellow	1) college 2) part pd. by college	If any, paid by college	174, 126, 178	
9	300	3	3	—	12	1	300	Added to reduction	Added to reduction	—	—	110	
10	150 (c)	5	5	—	6	—	285†, 105 (a), 92, 116, 117, 117, 43 (a), 150, 137, 77, 59, 73, 52	Maintenance	Fellow if rent paid; college otherwise	—	Rent inc. by 5% of cost	130†, 302 (a), 254, 250, 292, 208, 250 (a), 110, 242, 162, 194, 134, 182	
11	300 (d)	3	3	—	2	15	—	—	—	—	—	—	
12	200	4	4	1 loan @ 4½%	4	4	175, 315, 260, 150	Sums of £26, £30, £32, £16 added to reduction	College	College	6% int. and 1/15 of cap. added	150, 384, 298, not rated separately	
13	150 (a)	3	3	— (under consideration)	11	9	335, 274, 426, 243, 337, 309, 342, 395, 355	All	College	College	3% int. plus repairs added to reduction	194, 174, 276, 138, 184, 194, 222, 264, 230	
14	250 (a)	4	4	1 loan @ 3½%	9	2	Nil	External and structural	College	College	Normal landlord/tenant basis	190, 258	
15	350 (a)	8	8	—	2	8	Nil (A), 225, 155, 209, 345	All	Rent free: coll.; added to reduction otherwise (†)	—	Paid by college	306, 270, 294, 82, 258, 166, 242, 154	

[continued]

**Table 349. Housing (tutorial fellows). I. January 1965 (continued)**

OXFORD

College number	Housing (or marriage) allowance for fellows living out of college (£ per annum)	Number living in college rent free	Number assisted in buying and housing or mortgage allowances	Number on mar. advance only	Number occupying college houses (k)	College houses	Net rateable value (p) (rented houses indicated by †)
16	350 (a)(e)	3	—	4	19	Nil	451, 162, 250, 214, 146, 288, 146, 170, 358, 57, 178, 306, 388, 338, 178, 306, 166, 367, 146, not rated separately
17	100 (b) 150 (a)	3	—	11	11	470, 459, 437, 172, 357, 211, 668, 385, 416, 150†, 250†, 451, 257*, 233*, 348	313, 298, 388, 126, 286, 178, 218, 230, 306, 304, 198
18	300 (200 if *)	2	—	8	6	Normal repairs	202 (3), 154, 134
19	350 (a)	5	—	13	8	Nil (7), 160†	202, 226, 278, 388, 106, 298, 290, 146†
20	200	4 (f)	1 loan @ 4½%	5	12	310, 315, 300, 470, 213, 270, 300, 543, 430, 259, 335, 350	266, 262, 70, 158, 188, 176, 300 (2), 77, 56, 266
21	500 (a)	5	—	1	5	Nil	226, 322, 262, 214, 206
22	175 (b) 350 (a)	4	—	5	12	238, 178, 210, 397, 327, 175, 280, 220, 200, 150, 210, 189	246, 242, 218, 266, 210, 218, 272, 150, 198, 130, 162, 126
23	200 (a)	2 (g)	—	16	1	Nil	170
31	50 for 2 fellows with vested int. occupying college houses	10	—	—	5	200 (4), 60	178 (2), 186, 82, approx. 80
32	150	10	—	4	—	—	—
33	200	3	—	10	—	—	—

(continued)

**Table 349. Housing (tutorial fellows). I. January 1965 (continued)**

OXFORD

College number	Housing allowance for tutorial fellows living out of college (£ per annum)	Number living in college rent free	Number assisted in buying and how—(also rec. housing or marriage allowance)	Number receiving housing or marr. allowance only	College houses		Rent paid or reduction in stipend (rents indicated by †) (£ per annum)	College responsibility for repairs and decoration	Responsibility for rates	Arrangements about capital improvements	Net rateable value (p) (rented houses indicated by †) (£)
					Number living in college rent free	Number occupying college houses (h)					
34	By age: under 30 50 30-39 100 40-49 150 50 & over 200 150	5 (h)	—	9	3	200, 250, 275.	No arrangements	Added to reduced in two cases	No arrangements	118, 68, not known	
35	300 (a)	3	—	5	—	Nil	All	College	Has not arisen	64, 48, 134	
41	275	2	—	7	1	312	Repairs but not decoration	College	No arrangements	146	
43	—	1	—	—	2	Nil	All	College	Paid by college	194, 142	
51	—	1	—	—	1	Nil	External	College	Int. free loan	114	
52	—	2	—	—	—	—	—	—	—	—	

SOURCE: Colleges.

NOTES

- (a) Except those occupying a college house.
- (b) For those occupying a college house.
- (c) Marriage allowance.
- (d) Except those occupying a college house and suffering a reduction in stipend.
- (e) Fellows with a vested interest receive a marriage allowance.
- (f) One pays rent of £200 but receives a housing allowance.
- (g) One, resident part-week, receives the housing allowance.
- (h) Two pay £100 rent for an extra room. One, resident part-week, receives part of the housing allowance.
- (i) Includes one who is living in a college house and who does not receive the housing allowance.
- (j) College would loan at 1% below market rate.
- (k) In many cases fellows have tenancy agreements which oblige them to occupy the houses as one of the conditions of their employment, and the value of the accommodation is therefore not part of their taxable income.
- (m) Rents for those occupying college houses are equal to half market rent plus an allowance for internal decoration.
- (n) In one case the college pays one-third of the rates.
- (p) Houses are listed in the same order as under 'rent paid or reduction in stipend' wherever possible.

565. *College teaching norms* (Table 352). Included in the questionnaire about emoluments were questions on teaching norms (question 18) and on whether a tutorial fellow who does piece-rate teaching keeps the proceeds (question 19). The replies are summarized in Table 352.

566. There were also two questions on the placing of fellows in salary scales, and one on the provision of college accommodation for fellows and lecturers. The answers of the colleges (referred to by the numbers given in para. 555) are reproduced in the Annex to this Part, together with the questionnaire.

567. *Research fellows*. There are two broad classes of research fellow in the colleges. There are junior research fellows who are at the beginning of their academic career, and who form a fairly homogeneous group so far as their salary and other emoluments from colleges are concerned. And there are senior research fellows who are established academics, often holding a university post, and to whom a wide variety of college arrangements apply. These range from non-stipendiary fellowships to posts which are hardly distinguishable from tutorial fellowships. In the undergraduate colleges there were about 40 junior research fellows, and 40 senior research fellows of whom three-fifths also held a university post. In the graduate colleges the distinction between junior and senior research fellows is less clear-cut. In all, there were 43 research fellows at graduate colleges of whom 13 held a university post. The stipends of junior research fellows were normally non-incremental, and ranged between £600 and £1,000, except that the college stipend was reduced if another post was held. Most junior research fellows were entitled to rooms in college if unmarried, and many who were married received a housing allowance in the range £100–£250, the usual figure being £100 or £125. The stipends of senior research fellows not holding a university post were in the range £450–£2,050 at the undergraduate colleges, but included in this group are some whose fellowship was not full-time; at the graduate colleges the highest scale had a maximum of £2,750, and 9 research fellows had stipends above £2,000. Most of the salary arrangements at the undergraduate colleges were made *ad personam*; only one college had a salary scale for research fellows. The graduate colleges had a scale or scales for research fellows not holding a university post. Senior research fellows holding university posts received stipends ranging from £50 to £600, and some had non-stipendiary fellowships; most stipends were in the range £100–£450. The other emoluments of senior research fellows varied according to their college responsibilities. A majority received housing benefits similar to those of tutorial fellows.

568. *College lecturers*. There is a very wide range in the arrangements which colleges make with their lecturers, and in the duties involved. There are

Table 350. *Payments for college offices. I January 1965*

Holders are tutorial fellows unless otherwise specified

College number	OXFORD											£ PER ANNUM		
	Vicegerent	Senior Tutor (incl. Tuition Secretary and Senior Censor)	Bursar (incl. Estates, Finance, and Domestic Bursar)	Dean (incl. Principal of Post-masters and Junior Dean)	Dean of Degrees	Dean of Post-graduate Students	Tutor for Admissions	Chaplain	Librarian	Others (£0-49)	Others (£50-99)	Others (£100 and over)		
201	150 (j)(x)	200	300 350 (b)	50 200 (x)	60			100	20	50				
202		500 (e)				300		400 (f)			100 200 (z) 300			
203	Nil (x)	200		75 (a) 125 (x)	60	75		75	25					
204	50 (x)	300 (e)	500 (e)(x)	150	40	75		100 (y)	10 (y)					
205	400		200	10+ capita- tion fees				120	25					
206	150	150	330	110 (y) 200	105	80	150	110	11 16 30 (x)	55 55 (x) 55 (y) 75 75				
207	25 (x)	150	150 175 (g)(x)	50 100	75		125	Nil (g)	75					
208		200 (y)	250	150	150		150		200 (x)					
209	Nil	200		100 (z)	75									
210	50	50	1,450	75	50			Nil (y)	Nil (y)					
211		200		150 60	60 (x)			100						
212	100 (y)	350	Nil (g)	140 100	40 (z)		350	Nil	75					
213		200	600 (f)	175 200				80	300 (x)					
								100 (y)	Nil					
								200	60	90		120 (z)		

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214		200	250	200(ε)	80	200(ε)(x)	100(κ)	100	20	
215	Nil(x)	100(x)	250	100	Nil					
216		350	250	100	Nil	350	Nil		35	50(z)(x)
217	75(x)	250		125(β)	25			250(x)		50(y)
218	250(x)	350(x)	150(z)	250	125	100	100(y)	250(y)		50(y)
219	50	150(y)	1,250(z)	270(y)	50(x)	50	Nil(x)(ε)	75		150(a)
220	200	200	200	150	5 per ceremony	75		100		
221	150(x)	400(x)	600	150				100(ε)		
				150+5 per degree day				300		
222		175	400(ε)	200	15+3 per session after the first in a term	125		60		
223	200	300		50				250(β)		200
231	60(ε)	60		200				60		
232	100(j)			100	30(x)			60(x)(f)		
233	80		350(h)	75	20			75(ε)		
234				Nil(f)(x)					Nil(f)(x)	
235	30			40(ε)	30					200
				80						
241	75	75	400	(1) 50(a)	25(β)			75		50(a)
242		75 incl. post of Dean	450(z)	(2) see Sr. Tutor				100(β)	30	50
243	100(β)		1,100(a)					600(β)		
			1,150(β)							

SOURCE: Colleges.

NOTES

- (a) Research fellow.
- (b) Other non-tutorial fellow.
- (c) Stipendiary lecturer.
- (d) Reduction in duties permitted.
- (e) Teaching h.p.w. reduced to 6.
- (f) Teaching h.p.w. reduced to 9.
- (g) Teaching h.p.w. reduced to 8-11.
- (h) Teaching h.p.w. reduced to 12.
- (i) Temporary and exceptional.
- (j) Indicates offices held by the same individual for the time being.

Table 351. Piece-rate teaching payments in 1964

College number	Payments to				Total
	Fellows of college	Lecturers of college	Fellows of other colleges	Others	
1	166	375	979	1,127	2,647
2	1,188	117	1,304	6,572	9,181
3	379	444	1,154	2,157	4,134
4	575 (a)	1,243 (a)	932 (a)	3,067 (a)	5,817
5	474	1,477 (b)	1,145	2,065	5,161
6	280	1,115	430	1,658	3,483
7	—	452	—	4,797	5,249
8	538	884	1,633	4,384	7,439
9	93	839	1,312	2,568	4,812
10	1,048	1,100	770	3,877	6,795
11	222	657	523	2,280	3,682
12	255	396	851	1,520	3,022
13	605	—	456	3,887 (c)	4,948
14	—	—	—	3,500	3,500
15	678	147	890	2,840	4,555
16	544	—	—	3,949 (d)	4,493
17	213	833	701	3,929	5,676
18	137	1,482	—	2,280	3,899
19	1,857	1,033	681	2,505	6,076
20	28	1,568	1,123	2,839	5,558
21	1,252	1,452	1,152	1,337	5,193
22	542	526	1,606	3,080	5,754
23	—	350	1,700	3,700	5,750
31	—	1,310	2,204	3,040	6,554
32	932	925	3,743	3,653	9,253
33	108	810	1,425	3,550	5,893
34	925	2,570 (e)	—	5,401 (e)	8,896
35	60	908	3,169	2,858	6,995
41	—	—	—	—	—
42	—	—	—	60	60
43	—	—	—	—	—
51	—	—	—	669	669
52	—	—	—	1,564	1,564
Total	13,099	23,013	29,883	22,220	68,493
					156,708

SOURCE: Colleges.

## NOTES

- (a) Exceeds normal.  
 (b) Includes non-stipendiary fellows who are lecturers.  
 (c) Includes payments to Instructors.  
 (d) Includes retaining fees.  
 (e) Based on academic year 1963-4.

1. It has been assumed that retaining fees paid to non-stipendiary lecturers are *not* included, unless the answer stated otherwise.
2. Piece-rates for teaching were increased on 1 October 1964. Before that date the rates for eight hours' tuition were £12 for one pupil, £15 for a pair, and £18 for three pupils. For larger groups £1 is added for each additional pupil. For the rates from 1 October 1964 see para. 526.
3. Some of the payments to college fellows ('own' college or 'other' colleges) were made to emeritus and other non-stipendiary fellows.

two broad groups: stipendiary lecturers (defined as those brought into the FSSU) and non-stipendiary lecturers; but the distinction between the two groups is not clear-cut, as some lecturers appear to receive a stipend although they are not in the FSSU and others are paid a relatively large fee plus piece-rates for teaching over a given number of hours. Among stipendiary lecturers there was considerable variation in the salary for a given number of hours of teaching because of variations in responsibilities other than teaching (e.g. responsibilities for organizing teaching) and because colleges took account of other posts held. In many cases where the lecturer was a tutorial fellow of another college the payments were made to his college and not to the lecturer himself. The most usual rates were about £350 a year for 6 hours teaching a week during term; £800-£900 for 12 hours; and £1,000-£1,300 for 14-16 hours. About half the stipendiary lecturers lived in rooms in college or received a housing allowance. A few colleges paid child allowances to stipendiary lecturers in some cases. Non-stipendiary lecturers received a retaining fee of usually between £15 and £45 a year, and were, in addition, paid at piece-rates for the teaching they did. It is a common practice to allow lecturers to dine free of charge on one or two nights a week during term.

## LOCATION OF RESIDENCE OF THE ACADEMIC STAFF

569. Analysis of the location of residence of the academic staff shows the extent to which colleges are able to ensure that their fellows live near the college through the provision of accommodation or of housing assistance. Tables 353-5 give distributions of the academic staff in the main grades in post at 1 January 1965 according to both the distance of their residence from their work-place (Tables 353 and 354), and the district in which they lived (Table 355). Table 356 gives some information on the age of tutorial fellows living in college.

570. Place of work has been taken as the college for all tutorial fellows. For other staff it has been taken as the university department or institution where appropriate; as the office or teaching room provided by the University where appropriate; as the college for others holding a fellowship; and as the Radcliffe Camera for others.

571. Residence has been taken mainly from the Michaelmas Term 1964 list of *Resident Members*, but other directories were used and the Registry and the Chest gave assistance.

572. The academic staff included are: professors; readers; university lecturers; senior research officers and equivalent; CUF and special lecturers; faculty lecturers; and any others who were tutorial fellows. Staff at the Permanent Private Halls are not included.

Table 352. *Teaching norms for tutorial fellows. 1 January 1965*

OXFORD

College number	Teaching norm (CUF lecturer) (hours per week)	Teaching norm (university lecturer)	Additional payments if norm exceeded	Deduction if norm not reached	Who keeps payments for piece-rate teaching for other colleges	Restrictions on teaching (hours per week)
1	12-15 (a)	9	Tutors—no Lecturers—yes	No (b)	Fellow (b)	None
2	15 (c)	6	Yes	No (b)	Fellow (b)	None
3	12	(d)	Yes	No	College	Max. of 20
4	At least 15	At least 4 or 5	Yes—univ. lect. No—CUF lect.	(e)	Fellow	Max. of 5 for other colleges
5	16 (f)	(d)	Yes	No	College	Max. of 20 (f)
6	12	8	No	No	Fellow	(g)
7	No norm	No norm	.	.	Fellow	None
8	12-14	6	Yes—univ. lect. No—CUF lect.	No	Fellow	None
9	14	9	No	No	Fellow (h)	None
10	14 (i)	6	Yes	No	Fellow	None
11	12	7-9	No	No	Fellow (h)	None
12	14	(d)	No	No	Fellow	None
13	10-14	(d)	No	No (j)	Fellow	Max. of 4 for other colleges
14	No norm	No norm	.	.	Fellow (h)	None
15	12 (k)	7½	No	No	College	None
16	14-15	(d)	No	No	Fellow	None (m)
17	12-16	9	No	No	Fellow	(g)
18	No norm	No norm	.	.	Fellow	None (m)
19	14	(d)	Yes	No	Fellow	None
20	15 (max.)	10 (s)	No	No	Fellow	None
21	12-15 (n)	7-11 (s)	No	No	Fellow (b)	(g)
22	12 (min.) 15 (max.) (p)	10 (arts) 6 (science)	(d)	(d)	Fellow (b)	None
23	No norm	No norm	.	.	Fellow	None
31	12-15 (f)	(d)	No	No	College	None
32	10-12	(d)	Yes	Yes	College	None (q)
33	Scale A: 13 or more Scale B: 11-12 Scale C: 10 or less	(d)	No	No	Fellow (b)	Max. of 18
34	Scale A: 6 Scale B: 10 Scale C: 12 Scale D: 15	(d)	Yes	No	College	Max. of 18
35	Scale A: 12-18 Scale B: 8-11	(d)	No	No	College	None (r)
41	.	.	.	.	.	.
42	.	.	.	.	Fellow	None
43	.	.	.	.	Fellow	Max. of 6 for other colleges
51	No norm	No norm	.	.	Fellow	None
52	No norm	No norm	.	.	Fellow	None

SOURCE: Colleges.

## NOTES

- (a) 12 for faculty lecturers.  
 (b) Piece-rate receipts paid to college until norm is reached.  
 (c) To be reduced to 12 from M.T. 1965. Given in terms of *tutorial hours* calculated thus:

1 hour with single pupil = 1 tutorial hour.  
 1 hour with two pupils = 1½ tutorial hours.  
 1 hour with three or more pupils = 1¾ tutorial hours.

[continued]

573. Tutorial fellows at the women's colleges are shown separately; those at the men's and graduate colleges are divided into three groups thus:

Group (1): tutorial fellows of colleges housing at least two-thirds of the tutorial fellows living out of college; i.e. colleges with code numbers 3, 6, 11, 15, 16, 20, 21, 22 for the purpose of the tables giving college emoluments (see para. 555).

Group (2): tutorial fellows not in groups (1) or (3).

Group (3): tutorial fellows of the four colleges with the lowest salary scales; i.e. colleges with code numbers 2, 4, 8, 14.

574. The districts within Oxford (i.e. within the proposed city boundaries) are defined thus:

- (i) Central: the area bounded by the Cherwell, Isis, South Parks Road, Keble Road, Little Clarendon Street, Walton Street, Worcester Street, Hythe Bridge Street, Oxpens Road;
- (ii) North-central: the area bounded by the Oxford Canal, St. Margaret's Road (not itself included), Woodstock Road (not itself included), and the Central area;
- (iii) North: the area bounded by the Oxford Canal, the city boundary, the Cherwell, and the North-central and Central areas;
- (iv) East: the part of the City east of Magdalen Bridge (and including Headington and Iffley);
- (v) West: the remainder of the City west of Magdalen Bridge (and including Cumnor Hill, North and South Hinksey, and Binsey).

continued]

- (d) Not stated.
  - (e) Has not arisen.
  - (f) Including lecturing.
  - (g) Permission required.
  - (h) Some fees are paid to the college by fellows voluntarily.
  - (i) 10 for faculty lecturers.
  - (j) But fellows can be asked to undertake additional work.
  - (k) A maximum of 15 including university teaching other than postgraduate supervision.
  - (m) Unless such teaching interfered with fellow's college duties.
  - (n) Including classes. For the purposes of Note (b) the norm is 12 hours.
  - (p) Including university undergraduate teaching.
  - (q) Tutors of less than five years' standing may not normally teach for more than 12 hours a week.
  - (r) But fellows are expected not to exceed the maximum number of hours of their scale.
  - (s) For scientists. There is no norm for other university lecturers.
1. The hours under restrictions on teaching are the maximum including teaching for the college unless specified otherwise.
  2. Outside tuition is often done on an exchange basis with no money changing hands.
  3. Only formal, or near-formal, restrictions are noted. In some colleges there may be an understanding that a fellow keeps his total teaching within a limit.

Table 353. *Distance of residence from work-place, 1964-5*

	Academic staff living							All	Number	PERCENTAGE
	In college	Within $\frac{1}{2}$ mile (but not in college)	$\frac{1}{4}$ mile to $\frac{1}{2}$ mile	$\frac{1}{4}$ mile to $\frac{1}{2}$ mile	Within Oxford but over 1 mile	Boars Hill and Hinksey Hill	Elsewhere outside Oxford			
Tutorial fellows, Group (1)	26	16	17	12	21	—	7	—	100	153
Tutorial fellows, Group (2)	19	6	2	10	44	4	15	—	100	217
Tutorial fellows, Group (3)	16	2	—	8	55	3	17	—	100	64
Tutorial fellows, men's and graduate colleges	21	9	7	11	38	2	13	—	100	434
Tutorial fellows, women's colleges	51	10	15	14	7	—	3	—	100	72
All tutorial fellows	25	9	8	11	33	2	11	—	100	506
Professors	12	8	4	14	43	6	13	—	100	104
Readers, lecturers, and equivalent other than tutorial fellows	3	4	4	12	44	4	28	2	100	305
All except tutorial fellows	5	5	4	13	44	4	24	1	100	409
All	16	7	6	12	38	3	17	1	100	915

SOURCE: Michaelmas Term 1964 list of *Resident Members*, local directories, and source to Table 235.

## NOTES

1. See para. 573 for the grouping of tutorial fellows.
2. Academic staff at the Permanent Private Halls and junior academic staff are excluded. See para. 572.
3. Academic staff in post at 1 January 1965 are included, but some of the addresses used may relate to an earlier date.

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Table 354. *Percentage of academic staff living within various distances from work-place, 1964-5*

	OXFORD										All	Number
	PERCENTAGE											
	Academic staff living											
	In college	Within ¼ mile	Within ½ mile	Within 1 mile	Within Oxford	Boars Hill and Hinksey Hill	Elsewhere outside Oxford	Not known				
Tutorial fellows, Group (1)	26	42	59	72	93	—	7	—	100	153		
Tutorial fellows, Group (2)	19	25	27	37	81	4	15	—	100	217		
Tutorial fellows, Group (3)	16	17	17	25	80	3	17	—	100	64		
Tutorial fellows, men's and graduate colleges												
	21	30	37	47	85	2	13	—	100	434		
Tutorial fellows, women's colleges												
	51	61	76	90	97	—	3	—	100	72		
All tutorial fellows												
	25	34	42	54	87	2	11	—	100	506		
Professors												
	12	20	24	38	82	6	13	—	100	104		
Readers, lecturers, and equivalent other than tutorial fellows												
	3	6	10	23	67	4	28	2	100	305		
All except tutorial fellows												
	5	10	14	27	71	4	24	1	100	409		
All												
	16	23	30	42	80	3	17	1	100	915		

SOURCE: See source to Table 353.

NOTE: See notes to Table 353.

Table 355. District in which academic staff live, 1964-5

	PERCENTAGE										All Number	
	District in which living											
	College	Central Oxford	North-central Oxford	North Oxford	East Oxford	West Oxford	Boars Hill and Hinskey Hill	Elsewhere outside Oxford	Address not known			
Tutorial fellows, Group (1)	26	32	1	25	5	3	—	7	—	—	100	153
Tutorial fellows, Group (2)	19	7	—	37	15	2	4	15	—	—	100	217
Tutorial fellows, Group (3)	16	2	—	36	16	11	3	17	—	—	100	64
Tutorial fellows, men's and graduate colleges	21	15	—	33	12	4	2	13	—	—	100	434
Tutorial fellows, women's colleges	51	8	3	31	4	—	—	3	—	—	100	72
All tutorial fellows	25	14	1	32	11	3	2	11	—	—	100	506
Professors	12	11	1	41	13	3	6	13	—	—	100	104
Readers, lecturers, and equivalent other than tutorial fellows	3	5	1	39	12	8	4	28	2	—	100	305
All except tutorial fellows	5	6	1	40	12	6	4	24	1	—	100	409
All	16	11	1	36	11	5	3	17	1	—	100	915

SOURCE: See source to Table 353.

NOTE: See notes to Table 353.

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Table 356. Age of tutorial fellows living in college and out of college, 1964-5

Age	PERCENTAGE											
	Men's and graduate colleges			Women's colleges			All colleges					
	Living in college	Living out of college	All	Those living in college as percentage of age group	Living in college	Living out of college	All	Those living in college as percentage of age group	Living in college	Living out of college	All	Those living in college as percentage of age group
Under 30	17	8	10	38	5	3	4	67	14	7	9	40
30-34	25	18	19	28	19	6	13	78	23	16	18	33
35-39	14	21	10	15	19	17	18	54	16	20	19	21
40-44	14	22	21	15	16	17	17	50	15	22	20	19
45-49	11	12	12	20	16	14	15	55	12	12	12	26
50 and over	18	20	20	20	24	43	33	38	20	22	22	24
All	100	100	100	21	100	100	100	51	100	100	100	25
Number	92	342	434		37	35	72		129	377	506	

SOURCE: See source to Table 353.

NOTES

1. Tutors at the Permanent Private Halls are not included.
2. See Note 3 to Table 353.

575. The great majority of tutorial fellows and of professors lived in Oxford. Among tutorial fellows two groups lived particularly close to their college; those in Group (1) and those at the women's colleges (half of whom lived in the college itself). Three-quarters of the former and 90 per cent. of the latter lived within one mile. The proportion living within one mile was substantially less for the other groups of tutorial fellows, and was only a quarter for Group (3).

576. The proportion of readers, lecturers, etc. (other than tutorial fellows), living within Oxford was considerably less than for the other groups (two-thirds against 80-95 per cent.). The main differences between this and other groups were in the proportions living in college and outside Oxford. A larger proportion lived out of college but within a mile of their work than did tutorial fellows in Group (2) or in Group (3).

577. The proportion of professors, readers, lecturers, etc. (other than tutorial fellows), living in college may be overstated since if the list of *Resident Members* gave a college address only, and no other address could be found, it has been assumed the person lived in college. A number of professors have a London address, and appear to live in college when in Oxford.

578. Most of those living in Oxford, but not in college, lived either in central Oxford, north Oxford, or east of Magdalen Bridge. A little over a third lived in north Oxford, the proportion not varying much between the different groups. 11 per cent. lived in central Oxford, but there was great variation between the groups of staff, with 32 per cent. of tutorial fellows in Group (1) living in this district. The majority of those living east of Magdalen Bridge lived in Headington (7 per cent.) with 2 per cent. in Iffley and 1 per cent. elsewhere.

579. Table 356 shows the age distribution of tutorial fellows living in college and living out of college, and the proportion of each age group living in college.

## ANNEX

580. The replies of colleges (referred to by the numbers given in para. 555) to questions 16, 17, and 24 of the questionnaire about emoluments and related matters, and the questionnaire itself are reproduced.

### 581. *Questions 16 and 17*

16. Where a scale is not a strict age scale, how is the position of a fellow or lecturer on a scale determined?
17. If there is more than one scale for tutorial fellows, what is the reason for this policy?

*College no. 1*

- Qu. 16.* Scales are either (a) age scales, or  
(b) length-of-service scales, or  
(c) fixed.

We wish to avoid any system of remuneration which is not automatically determined.

*Qu. 17.* Scale A applies to official fellows and tutors, being university lecturers who undertake to teach up to 9 hours a week (on average) for the college.

Scale B applies to official fellows and tutors, being CUF lecturers, who undertake college teaching of 12-15 hours per week (on average).

Scale B+ applies to official fellows and tutors with the same duties as those on Scale B, but holding no university appointment.

Scale C applies to official fellows and tutors, being faculty lecturers, who undertake to teach up to 12 hours a week (on average) for the college.

Scale D applies to an official fellow and tutor, being a university reader, who undertakes to teach up to 6 hours a week for the college.

Note: As the fellowship scale is a length-of-service scale, and the tutorship is an age scale, it has been necessary to state them separately.

*College no. 2*

*Qu. 16.* Not applicable. It is a strict age scale for fellows and there is no *scale* for lecturers.

*Qu. 17.* The college has felt itself unable to afford to pay the sums necessary to equate the salaries earned by the two groups of fellows.

*College no. 3*

*Qu. 16.* Not applicable, since all our scales are age scales.

*Qu. 17.* The reason is the differing payments made by the University to those with university appointments.

*College no. 4*

*Qu. 16.* Not applicable.

*Qu. 17.* The college would prefer to have one scale only of combined emoluments and this is its ultimate aim. In its latest revision of salary scales the previously existing differences between the two scales for university lecturers and CUF lecturers have been appreciably reduced. The new scales are a compromise in recognition of the fact that we cannot yet afford to pay any of our fellows on a scale which would bring their college and university salaries up to the joint maximum laid down by the University for a university lecturer who also holds a college post.

*College no. 5*

*Qu. 16.* All scales are age scales.

*Qu. 17.* No.

*College no. 6*

*Qu. 16.* There are no such scales.

*Qu. 17.* Special scales are necessary for tutors who are not yet CUF or university lecturers. The college usually pays a tutor in this position such sum as will

bring his combined college and university stipend to £100 p.a. less than a tutor/lecturer of the same age.

*College no. 7*

*Qu. 16.* Not applicable for fellows; for lecturers either by negotiation with other colleges with whom the lecturer is shared or by reference to the amount of teaching a lecturer undertakes.

*Qu. 17.* Differential between science and arts fellows, plus the fact that the former receive a larger proportion of their salaries from the University.

*College no. 8*

*Qu. 16.* Not applicable.

*Qu. 17.* Our Class A scale is for fellows who hold CUF lecturerships. Our Class B scale for fellows who hold university lecturerships. Our Class C scale is for fellows who hold university lecturerships and will normally do less than 6 hours' teaching for the college.

*College no. 9*

*Qu. 16.* The only scales are age scales.

*Qu. 17.* Scales A and B bring the total college and university stipend to the same level as far as possible with a smooth college scale. (Difference of age definition for various university posts have to be considered.)

*College no. 10*

*Qu. 16.* The only two stipend scales are strict age scales.

*Qu. 17.* Scale B provides a fellow holding a 'full-time' university post with what in the college's view is the minimum fellowship stipend which would make worth while his holding of a fellowship with its extra duties alongside his university appointment. The college singly could not afford to equate Scale A of which it contributes so much greater a share with Scale B. It is, however, content to acquiesce in a moderate discrepancy between Scale A and B in view of the difference between the obligations to the University of the tutorial fellow who is a full-time university lecturer and those of a tutorial fellow with a part-time university post.

*College no. 11*

*Qu. 16.* The only scales are strict age scales.

*Qu. 17.* Only one scale.

*College no. 12*

*Qu. 16.* Our scales for fellows are strictly by age. We have no scales for lecturers.

*Qu. 17.* The difference in our two scales, for university lecturers and for CUF, is due to our policy of producing the same combined salary.

*College no. 13*

*Qu. 16.* Not applicable.

*Qu. 17.* There is basically one combined scale, but there are divergences

from it according to university appointments held and the amount of college teaching done.

*College no. 14*

*Qu. 16.* Not applicable.

*Qu. 17.* Not applicable.

*College no. 15*

*Qu. 16.* Not applicable.

*Qu. 17.* Not applicable.

*College no. 16*

*Qu. 16.* Our scale for tutorial fellows is based strictly on age.

*Qu. 17.* We have only one scale.

*College no. 17*

*Qu. 16.* We have no such scales. Research lecturers receive a minimum of £650 plus a free set of rooms and dining rights.

*Qu. 17.* Only one scale with diminishing differences as between CUF and other university lecturers. *Object:* to get as even a scale as possible, bringing about a gradual approximation between joint total payments to CUF and other lecturers, and their ultimate equalization.

*College no. 18*

*Qu. 16.* Not applicable.

*Qu. 17.* We have two scales for tutorial fellows, one for those holding university lecturerships, mainly in the experimental sciences, and one for those holding CUF lecturerships, mainly in arts. This issue has been seriously considered and debated several times by the college in recent years. The present scheme is not universally supported, but has a substantial majority in favour of it. The majority agreed that the formal demands made upon fellows who hold university lecturerships in the experimental sciences are more substantial and more specific both during term and during vacation than those imposed on CUF lecturers. The latter have considerably greater choice of time in arranging for their vacation studies, etc. For this reason a higher combined scale has been accepted for science fellows.

*College no. 19*

*Qu. 16.* The college scales are strict age scales.

*Qu. 17.* The scale for tutorial fellows (CUF lecturers) differs from the scale for tutorial fellows (university lecturers) for the reason that the corresponding university scales are different. At present the college scales are so fixed that the total combined stipends of fellows on each scale are, at each age point, equal or nearly equal. The college is not, however, committed as a matter of principle to the policy of equating the total combined stipends of tutorial fellows (CUF), for whom there is no mandatory joint maximum, with the total combined stipends of university lecturers, for whom there is.

*College no. 20*

*Qu. 16.* Only in two cases (Groups A and C) can there be said to be salary 'scales': remuneration in the other cases is mostly fixed *ad hoc*.

[Group A comprises fellows teaching for 15 hours a week for the college and holding, or about to receive, a CUF lectureship; Group C comprises fellows teaching for 10 hours and holding a university lectureship.]

*Qu. 17.* The reason for the existence of a separate scale for university lecturers (Group C) is that these fellows receive a larger salary from the University than fellows holding CUF lectureships, and can do only 10 hours of college teaching a week, instead of 15.

*College no. 21*

*Qu. 16.* The only scales are age scales.

*Qu. 17.* All tutorial fellows are on the same tutorial and fellowship scales. However, a science tutor's stipend from the college is adjusted so that his total stipend is about £150 per annum more than that of an arts tutor of the same age.

*College no. 22*

*Qu. 16. (a)* Tutorial fellows are paid strictly according to the age scales in qu. 13 above.

*(b)* The stipends of research fellows and lecturers are fixed *ad hoc* by reference to such factors as:

- (i) The university stipend and research grants, if any, of the fellow or lecturer.
- (ii) The duties of the fellowship or lectureship.
- (iii) The funds available, particularly in the case of a research fellowship endowed by a trust fund.

*Qu. 17. (a)* The conditions governing the operation of the scales detailed in qu. 13 above are as follows:

- (i) Fellows be paid on Scale II only if they are not receiving children's allowances.
- (ii) Fellows elected before 31 December 1964 be given a once and for all option between the scales.
- (iii) Fellows, elected after 31 December, be paid on Scale II.
- (iv) The differential between the two scales be permanently maintained.

This scheme was adopted by the college to overcome the difficulties created by the ending of children's allowances.

*(b)* Any tutorial fellow who is a university reader or of equivalent rank be paid on Scale II with a supplement of £200 p.a.

*College no. 23*

*Qu. 16.* Does not arise.

*Qu. 17.* There are separate scales only in relation to different university appointments (i.e. CUF, faculty, or university lecturers); the scales are so arranged as to make the total emoluments (college plus university) as nearly as possible the same for each category.

*College no. 31*

*Qu. 16.* It is determined by age and experience.

*Qu. 17.* Not more than one. Any appointments not on the tutorial salary scale are made *ad hoc*. We have none at present.

*College no. 32*

*Qu. 16.* When a tutor is appointed her initial stipend may be fixed at any point on the scale, according to her experience. There is no college scale for lecturers.

*Qu. 17.* There is only one scale.

*College no. 33*

*Qu. 16.* In determining the position of a newly appointed fellow on the scale, the college takes into account the years of service in this or some other university previous to the appointment. If the new fellow comes from a lecturer's post in another university, an attempt is made to approximate her position on the college scale to her previous salary, bearing in mind that the college can offer full residence. If the new fellow has previously been a lecturer of the college, or a research fellow, these points are taken into consideration.

*Qu. 17.* We have three scales for tutorial fellows based on differences in hours of teaching. We consider it most important that fellows should have opportunities for doing their own research and wish them to feel free to make tutorial arrangements enabling them to do this without unfairness to the college.

*College no. 34*

*Qu. 16.* The salary scale for tutorial fellows is based on:

(i) fellowship stipend: age scale;

(ii) tutorial stipend: hourly option per week, i.e. A 6-hour (only allowed in certain circumstances), B 10-hour, C 12-hour, D 15-hour options.

*Qu. 17.* To allow flexibility in teaching hours according to the number of students in a given school and for tutorial fellows working on research.

*College no. 35*

*Qu. 16.* By reference to age and experience.

*Qu. 17.* Different hours.

*College no. 41*

*Qu. 16.* By reference to the date of his election to the particular fellowship.

*Qu. 17.* Not applicable.

*College no. 42*

*Qu. 16.* The college scale for official fellowships is not an age scale. A fellow is brought on to the scale at a point which the Governing Body considers suitable for his qualifications and experience.

*Qu. 17.* Fellows of this college are not appointed to CUF lecturerships unless they also hold lecturerships at undergraduate colleges. In order that the salaries of official fellows who do not hold CUF or other university lecturerships should bear comparison with the salaries of those fellows who do, official fellows are appointed to college lecturerships.

*College no. 43*

*Qu. 16.* Strict age scale.

*Qu. 17.* Only one scale. The reason for the difference in the scale between official and research fellows (housing allowance for the former, but not for the latter) is that official fellows carry general responsibility concerning the college.

*College no. 52*

*Qus. 16 and 17.* Salaries are fixed by College Salaries Committee, based on age, qualification, experience, and the financial position of the college. As the college finances improve, it is hoped to bring tutorial salaries up to the university level.

582. *Question 24*

24. Is accommodation [in houses of which the college is landlord] normally available for any fellow or lecturer wanting it? If not, on what basis is the accommodation allocated?

*College no. 1*

Such accommodation is only provided for official fellows. In principle the college is prepared to buy houses for the accommodation of married official fellows, but in recent years few such requests have been received. All fellows who have expressed a wish to be accommodated in a college house have in fact been provided with one. We are at present planning to build a house for a fellow, and should propose to meet any future needs by further building.

*College no. 2*

Not applicable. [College provides no housing accommodation.]

*College no. 3*

No. The college owns a certain number of houses which (so far as they are not required for college servants) are available to married tutorial fellows in order of seniority.

Owing to the age and character of the college houses, the tendency is for older married fellows to purchase their own houses. It was to encourage this tendency that the college decided to make loans available for house purchase, in the belief that it is the younger, newly elected fellow who derives most benefit from a college house or flat.

*College no. 4*

Not applicable. [College provides no housing accommodation.]

*College no. 5*

There is at present accommodation for 5 fellows and lecturers. The college considers the purchase of accommodation for lease to fellows who desire it.

*College no. 6*

The college has recently been able to provide a house for any fellow or lecturer provided reasonable notice is given. For certain houses priority is given to tutors.

*College no. 7*

The college possesses two houses and one flat suitable for fellows. When a vacancy occurs, fellows are invited to apply; preference would be given in order of seniority.

*College no. 8*

Accommodation is offered on the rare occasions when it becomes available. The college owns the lease of only two houses which are divided into flats.

*College no. 9*

No.

*College no. 10*

Not applicable. [College provides no housing accommodation.]

*College no. 11*

Normally available.

*College no. 12*

Accommodation is normally available to a tutorial fellow, but he may have to wait for it. The accommodation is allocated by decision of the Governing Body on an *ad hominem* basis. The college has recently acquired some flats, among the purposes of which is to provide temporary accommodation for newly elected fellows.

*College no. 13*

College houses or flats are normally available for any tutorial fellow but not for a lecturer.

*College no. 14*

No—if one of our few houses becomes available, the fellows normally have the choice in order of seniority unless the college should decide otherwise.

*College no. 15*

No—accommodation is limited; allocation made by seniority.

*College no. 16*

Accommodation is available to satisfy most requests by married tutorial fellows for occupation of a college house or flat. The allocation is in the complete discretion of the college, but consideration is given to the relative seniority of fellows seeking such accommodation. Requests for such accommodation made by fellows other than tutorial fellows or by lecturers can seldom be satisfied.

*College no. 17*

No. Thirteen houses are available for tutorial fellows and are offered to tutorial fellows who apply for them in order of seniority. Two of the houses available are momentarily vacant. There are no houses 'available' for other fellows or for lecturers.

*College no. 18*

No. The number of college houses available is considerably less than the number of married fellows. As and when a house falls vacant it is offered to fellows in order of seniority. Nevertheless, if the college so decides after consultation with its Finance Committee, a house may be purchased for a fellow and occupied by him at a strictly economic rent fixed by an independent valuer.

*College no. 19*

No. Applications for vacant accommodation are considered in the following order of preference:

- (i) Tutors, lecturers, and officers of the college, in order of seniority in the college.
- (ii) Other fellows, in order of seniority in the college.

*College no. 20*

For any fellow, yes. For lecturers who are not fellows, rarely, and not at present.

*College no. 21*

No fellow has a statutory entitlement to be accommodated. Normally a college house is available for a married tutor.

*College no. 22*

The policy of the college is, in the long-term, to make accommodation available for all tutorial fellows requiring it. As accommodation becomes free, the Bursar reports to the college. It is allocated according to seniority.

*College no. 23*

No. No fixed policy; each case determined *ad hoc*.

*College no. 31*

To date we have been able to make accommodation available to any fellow wanting it. We have no full-time lecturers and do not make accommodation available to part-time lecturers.

*College no. 32*

The question does not apply as the college has no houses.

*College no. 33*

No.

*College no. 34*

Yes.

*College no. 35*

No.

*College no. 41*

When a vacancy in a local college house occurs fellows are notified and may apply for tenancy. The property hitherto available is not city property and there is little demand for it.

*College no. 42*

No. Accommodation is allotted as available.

*College no. 43*

The college has 14 flats in north Oxford, mainly for married students, but several are available for married research fellows who, because of their short tenure, might find it difficult to obtain a house. Allocation is broadly by seniority and need.

*College no. 51*

Houses are supplied to all our tutors.

*College no. 52*

Yes.

583. *Questionnaire to the colleges*

On 19 November 1964 the Chairman of the Commission sent a letter to the heads of all colleges containing questions on the organization of Oxford. Many of the questions, and the replies to them, were reproduced in Part XIII of *Written Evidence*. The remainder dealt with emoluments and are reproduced here, together with the preamble to that section of the questionnaire.

## ARTICLES V (b) and (c)

- (b) whether the present position about the emoluments of persons holding university posts along with college fellowships on the one hand and of persons holding university posts without college fellowships on the other is satisfactory;
- (c) whether the present obscurity about the emoluments of college fellows and the disparity of these emoluments should be removed;

*Note.* In order to deal adequately with Articles V (b) and (c) of our terms of reference, it is necessary for us to have information about the present general practice; and we are asking questions now in order that we may have this information in time for our oral hearings over the next two terms. If your college has not yet revised its arrangements in the light of the new salaries for universities generally following from the recommendations made by the National Incomes Commission last spring, please indicate this clearly in your reply.

We shall have to come back at a later stage to those colleges which have not as yet completed their 'N.I.C. revision'. Until the replies to the present questions have been received and considered, it is impossible to say whether some of the complex and *ad hoc* arrangements with individuals (especially

those involving payment from several sources simultaneously) will make it necessary for us to come back to all colleges for some further help.

- (12) (a) What is the stipend of the head of the college?  
 (b) What allowances does he receive? Please specify, and estimate if possible the value of allowances in kind.  
 (c) What are the financial arrangements for his lodgings (other than those included under (b))?  
 (d) Does he hold a paid university appointment? Please specify.
- (13) What are the salary scales for  
 (a) tutorial fellows (if there is more than one scale, please make clear to which category of tutorial fellow each applies; if tutorial fellows receive separate salaries in respect of their fellowship and in respect of their tutorship, please combine these when answering this question);  
 (b) research fellows;  
 (c) other stipendiary fellows (excluding holders of full-time college administrative posts);  
 (d) stipendiary lecturers (i.e. lecturers brought into the FSSU)?
- For each scale in (a)-(d), please  
 (i) make clear whether or not the university element in a joint stipend is included;  
 (ii) give the date on which it came/will come into effect;  
 (iii) list each point separately and show against each point the number of fellows or lecturers on that point on 1 January 1965 and give for each fellow or lecturer
1. his age;
  2. the university (including departmental) post(s) he holds (if any);
  3. the appointment(s) he holds at other colleges (if any), making clear whether these are held under a joint arrangement or independently and whether the stipend shown is the total joint stipend or merely the contribution of the college towards it;
  4. the college office(s) he holds, together with the stipend of the office and whether any reduction is made in his fellowship or lecturership duties;
  5. (for non-tutorial fellows only) whether he holds a lecturership in the college, and if so the stipend of it;
  6. (for lecturers only) the duties for which the salary is paid.
- (14) What retaining fees (or non-pensionable stipends) does the college pay its non-stipendiary lecturers? For each fee or stipend please give where possible the details asked for under (13) (iii) above.
- (15) How much did the college pay for piece-rate teaching in 1964? If possible, please show separately the total amounts paid to  
 (a) fellows of the college;  
 (b) lecturers of the college;  
 (c) fellows of other colleges;  
 (d) others.

- (16) Where a scale is not a strict age scale, how is the position of a fellow or lecturer on a scale determined?
- (17) If there is more than one scale for tutorial fellows, what is the reason for this policy?
- (18) Is there a norm laid down by regulation or convention governing the hours of teaching covered by a tutorial fellow's salary? If so, what is the norm? Is additional payment made if the norm is exceeded? Is a deduction made if the norm is not reached?
- (19) If a tutorial fellow does piece-rate teaching for other colleges
- (a) does the fellow keep the payments;
  - (b) does the college keep the payments?
- In either case, is there any restriction on the amount that may be done?
- (20) What payments (over and above the scales quoted in (13)) are made to tutorial fellows
- (a) for exercising tutorial responsibilities other than teaching; please specify the duties and the numbers of tutorial fellows receiving each kind of payment;
  - (b) for marriage;
  - (c) for children;
  - (d) for entertainment;
  - (e) for books;
  - (f) for any other purpose (excluding housing—see (22) below)? Please specify.
- (21) Are any of the payments given in (20) made to
- (a) other classes of fellow, stipendiary or non-stipendiary (including professorial);
  - (b) lecturers?
- Please specify.
- (22) How many tutorial fellows
- (a) live in college rent free?
  - (b) live in college paying rents? Please state the rents paid.
  - (c) live in houses of which the college is landlord? Please state in each case
    - (i) the net rateable value;
    - (ii) *either* the rent paid (if any)
    - (iii) *or* the reduction made in salary;
    - (iv) the arrangements for repairs and decoration;
    - (v) the arrangements about the payment of rates;
    - (vi) the arrangements about capital improvements (e.g. the installation of central heating).
  - (d) are assisted by the college in buying their own house? Please describe the nature of the assistance.

- (e) receive a housing allowance
- (i) in addition to (a);
  - (ii) in addition to (b);
  - (iii) in addition to (c);
  - (iv) in addition to (d);
  - (v) instead of (a), (b), (c), or (d)?

In each case, please state the allowance made.

- (23) To what extent are the arrangements described in (22) extended to
- (a) other classes of fellow, stipendiary or non-stipendiary (including professorial);
  - (b) lecturers?
- Please specify.
- (24) Is accommodation under (22) (c) normally available for any fellow or lecturer wanting it? If not, on what basis is the accommodation allocated?
- (25) What other benefits are available to tutorial fellows?
- (a) to what free meals are they entitled?
  - (b) does the college pay a subscription to the British United Provident Association on behalf of tutorial fellows and their families? If so, what is the total subscription for tutorial fellows for 1964?
  - (c) does the college pay more than two-thirds of the FSSU contributions of tutorial fellows? If so, what proportion does it pay?
  - (d) any others? Please specify.
- (26) To what extent are the benefits described in (25) extended to
- (a) other classes of fellow, stipendiary or non-stipendiary (including professorial);
  - (b) lecturers?
- Please specify.