



Academic and Administrative Staff: A comparative analysis of the largest Western European university systems

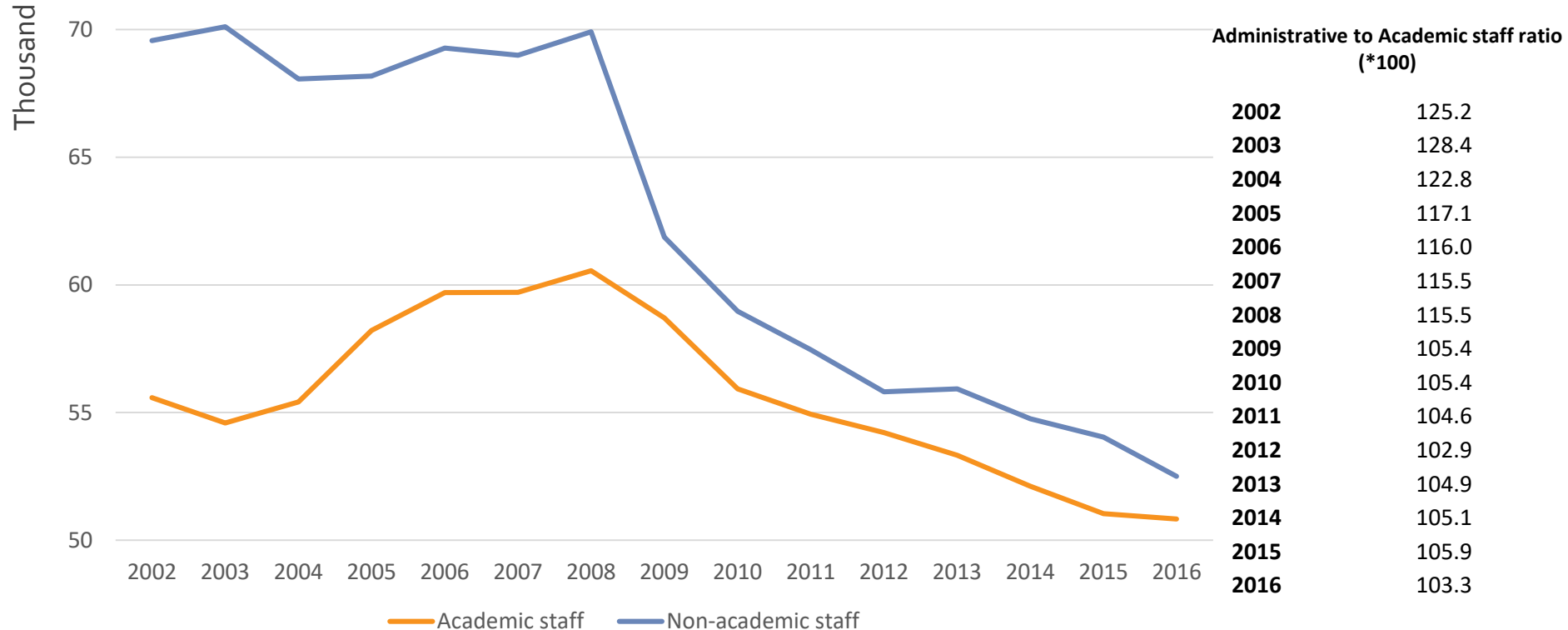
Fondazione CRUI

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Introduction and Warnings

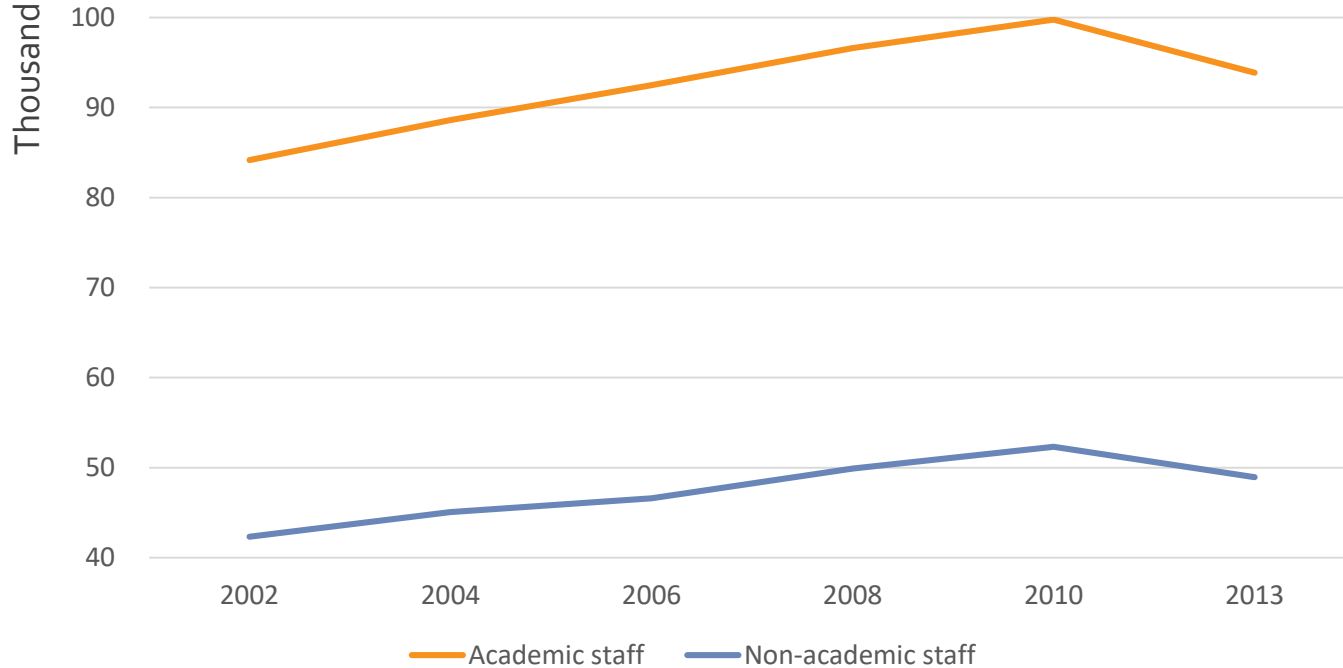
- The presentation compares the administrative to academic staff ratio in Europe
- The main challenge of the analysis concerns the comparability of cross-country data. In this regard, it should be noted that:
 - All data come from official sources, as mentioned in each slide
 - Doctoral students were not counted in the academic staff
 - Attention should be given to the fact that divergence in the typology of contractual arrangements has not been addressed (i.e. Personnel in “outsourcing” was not included in the available database)

Italy



Source: HERe, reprocessing data from Statistica MIUR and CINECA

Spain

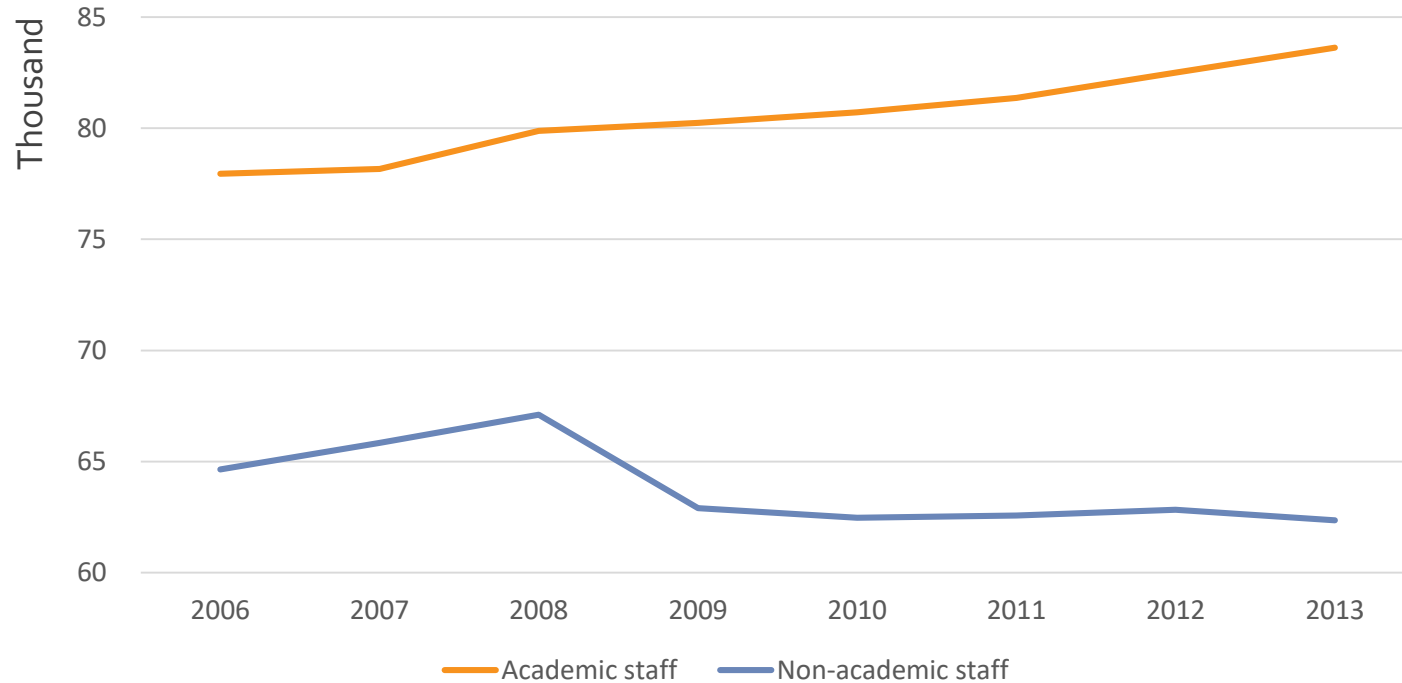


Administrative to Academic staff ratio (*100)

2002	50.3
2004	50.9
2006	50.4
2008	51.7
2010	52.4
2013	52.1

Source: HERe, reprocessing data from CRUE

France



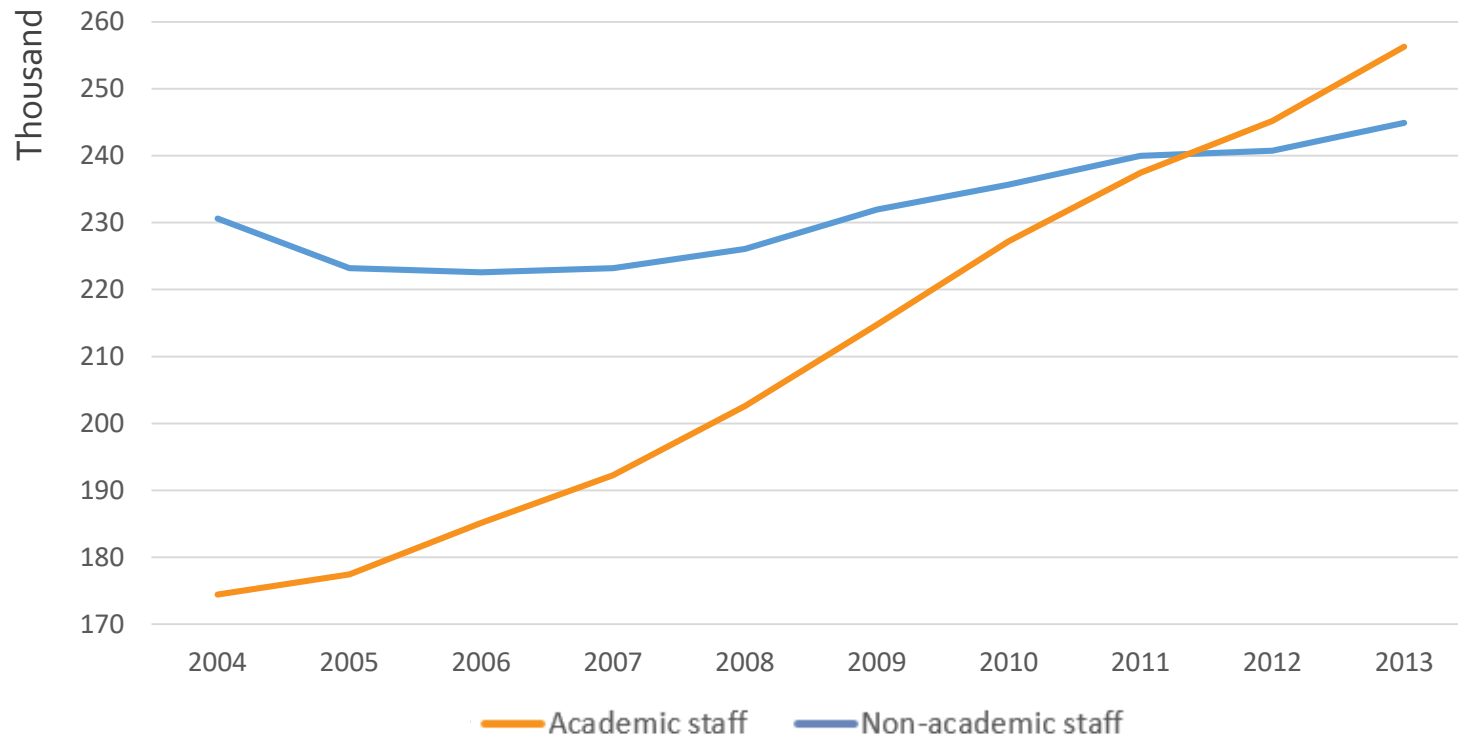
**Administrative to Academic staff* ratio
(*100)**

2006	82.9
2007	84.2
2008	84.0
2009	78.4
2010	77.4
2011	76.9
2012	76.1
2013	74.6

* Academic staff does not include the *Doctorants financés* so as to make the data comparable with Italy

Source: HERe, reprocessing data from '*L'état de l'emploi scientifique en France. Rapport 2016*'

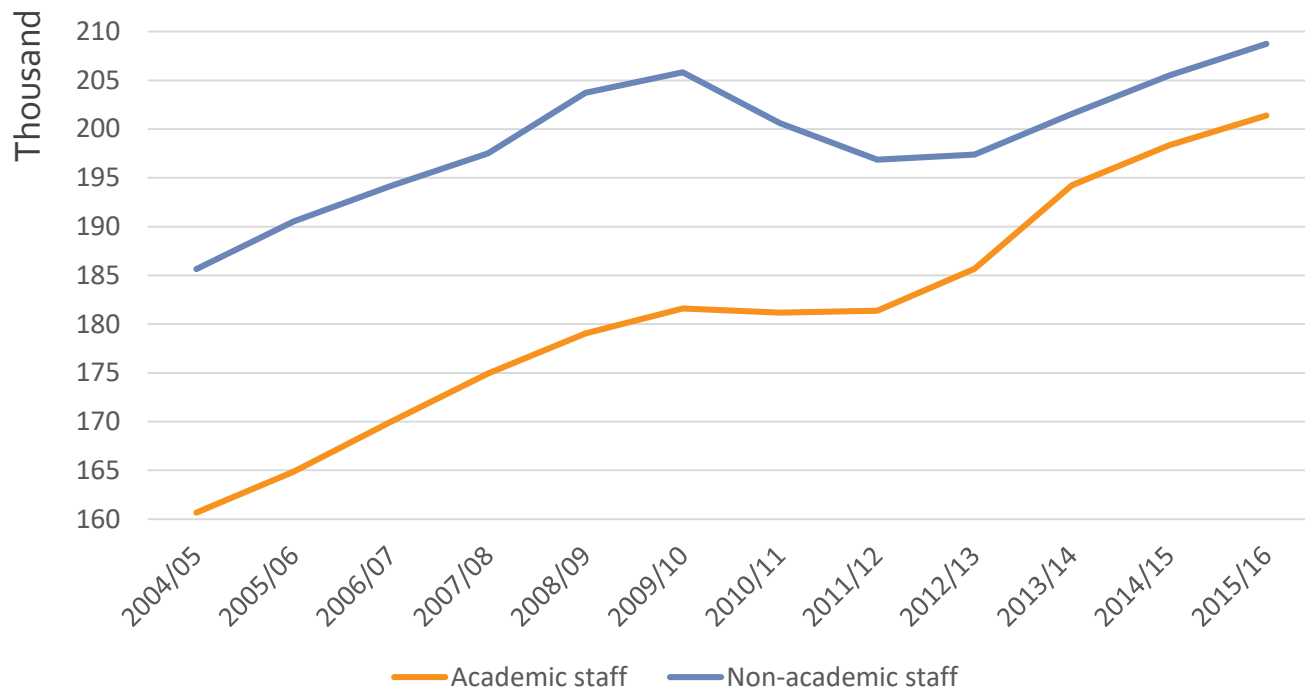
Germany



Administrative to Academic staff ratio (*100)

2004	132.2
2005	125.8
2006	120.2
2007	116.1
2008	111.6
2009	108.0
2010	103.7
2011	101.1
2012	98.2
2013	95.6

Source: HERe, reprocessing data from *Statistisches Bundesamt*



Administrative to Academic staff ratio (*100)

2004/05	115.6
2005/06	115.6
2006/07	114.2
2007/08	112.9
2008/09	113.8
2009/10	113.3
2010/11	110.7
2011/12	108.5
2012/13	106.3
2013/14	103.8
2014/15	103.6
2015/16	103.7

Source: HERe, reprocessing data from HESA Statistics

Academic staff

	Italy	Spain	France	Germany	UK
2002	55,582	84,168	n.a.	n.a.	n.a.
2003	54,595	n.a.	n.a.	n.a.	n.a.
2004	55,412	89,929	n.a.	174,423	160,655
2005	58,211	n.a.	n.a.	177,427	164,875
2006	59,696	93,880	77,949	185,138	169,995
2007	59,711	n.a.	78,172	192,258	174,945
2008	60,550	98,013	79,879	202,591	179,040
2009	58,706	n.a.	80,241	214,734	181,595
2010	55,924	101,186	80,713	227,195	181,185
2011	54,938	n.a.	81,365	237,450	181,385
2012	54,218	n.a.	82,505	245,203	185,670
2013	53,324	95,286	83,623	256,304	194,235
2014	52,122	n.a.	n.a.	n.a.	198,335
2015	51,045	n.a.	n.a.	n.a.	201,380
2016	50,837	n.a.	n.a.	n.a.	n.a.

Administrative staff

	Italy	Spain	France	Germany	UK
2002	69,568	42,334	n.a.	n.a.	n.a.
2003	70,111	n.a.	n.a.	n.a.	n.a.
2004	68,058	46,319	n.a.	230,599	185,650
2005	68,178	n.a.	n.a.	223,198	190,540
2006	69,277	47,937	64,639	222,597	194,170
2007	68,993	n.a.	65,840	223,192	197,515
2008	69,916	51,230	67,102	226,055	203,720
2009	61,873	n.a.	62,893	231,975	205,835
2010	58,966	53,922	62,463	235,671	200,605
2011	57,459	n.a.	62,573	239,996	196,860
2012	55,810	n.a.	62,821	240,736	197,375
2013	55,932	50,299	62,354	244,918	201,545
2014	54,756	n.a.	n.a.	n.a.	205,500
2015	54,037	n.a.	n.a.	n.a.	208,750
2016	52,504	n.a.	n.a.	n.a.	n.a.

Administrative to Academic staff ratio (*100)

	Italy	Spain	France	Germany	UK
2002	125.2	50.3	n.a.	n.a.	n.a.
2003	128.4	n.a.	n.a.	n.a.	n.a.
2004	122.8	50.9	n.a.	132.2	115.6
2005	117.1	n.a.	n.a.	125.8	115.6
2006	116.0	50.4	82.9	120.2	114.2
2007	115.5	n.a.	84.2	116.1	112.9
2008	115.5	51.7	84.0	111.6	113.8
2009	105.4	n.a.	78.4	108.0	113.3
2010	105.4	52.4	77.4	103.7	110.7
2011	104.6	n.a.	76.9	101.1	108.5
2012	102.9	n.a.	76.1	98.2	106.3
2013	104.9	52.1	74.6	95.6	103.8
2014	105.1	n.a.	n.a.	n.a.	103.6
2015	105.9	n.a.	n.a.	n.a.	103.7
2016	103.3	n.a.	n.a.	n.a.	n.a.

Conclusions

- The academic staff in the Italian university system is considerably lower than in the other systems considered.
- The Administrative to Academic staff ratio is declining particularly in the countries with higher ratio
- An in-depth analysis should also take into account the different typologies of contract arrangements in the higher education systems considered