

IV. Academic Staff

With regard to staff members and assistant staff (full time) , the estimates are provided in Table 4 a and b, with associated Ratios for the academic year 2018-2019. These two tables show that females in the staff members and assistant staff counts are both slightly higher in females than males. Both estimates conform with the gender equality policy of Pharos University

Table 4.a Total count of Staff Members (Full Time) in each of the 11 Faculties classified as Males & Females and Associated Ratio

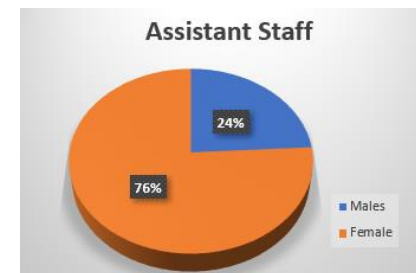
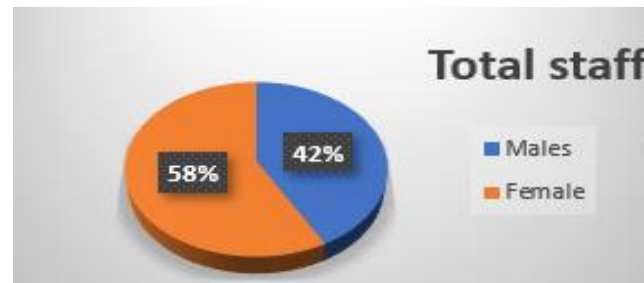
Faculty	Total Count	Male	Female	Ratio Male : Female
Pharmacy and Drug Manufacturing	54	10	44	1: 4.4
Dentistry	35	11	24	1: 2.18
Engineering	51	27	24	1: 0.88
Financial and Administrative	12	9	3	1: 0.33
Languages and Translation	12	4	8	1: 2
Legal Studies and International Relations	9	9	0	0
Tourism and Hotel Management	8	4	4	1: 1
Mass Communication	11	6	5	1: 0.83
Arts and Design	16	4	12	1: 3
Applied Health Sciences Technology	35	16	19	1: 1.18
Physical Therapy	14	5	9	1: 1.8
Total	257	105	152	1: 1.44



Table 4.b. Total Count of Assistant Staff (full Time) in each of the 11 Faculties classified as Males & Females and Associated Ratio

Faculty	Total count	Male	Female	Ratio (Males : Females)
Pharmacy and Drug Manufacturing	80	17	63	1: 3.70
Dentistry	87	28	59	1: 2.10
Engineering	66	23	43	1: 1.86
Financial and Administrative	19	2	17	1: 8.5
Languages and Translation	15	1	14	1: 14
Legal Studies and International Relations	8	2	6	1: 3
Tourism and Hotel Management	8	5	3	1: 0.6
Mass Communication	13	2	11	1: 5.5
Arts and Design	45	2	43	1: 21.5
Applied Health Sciences Technology	60	13	47	1: 3.61
Physical Therapy	47	13	34	1: 2.61
Total	448	108	340	1: 3.14

The total count of staff members and assistant staff is 705, with 213 males and 492 females. These accounts for the ratio (Male : female) of 1: 2.3.



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Table 4.c. The Count of Adjunct professors (Part time) staff members, Assistant Staff and Free Lancer members classified as Females and Males and Associated Ratio

Total Adjunct Staff = 337, of which 165 are Males, and 172 are females

	Staff members									Assistant Staff						Free Lancers		
	Professors			Assistant Professors			Lecturers PhD Holders			Assistant lecturers M.Sc. Holders			Demonstrators					
	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T	M	F	T
count	44	22	66	16	8	24	27	22	49	5	27	32	9	26	35	64	67	161
FTE	14.6	7.3	22	5.3	2.6	8	9	7.3	16.3	1.6	9	10.6	3	8.6	11.6	21.3	22.3	53.7
M:F Ratio (FTE)	1: 0.5			1: 0.5			1: 0.8			1: 5.6			1: 2.9			1:1.05		

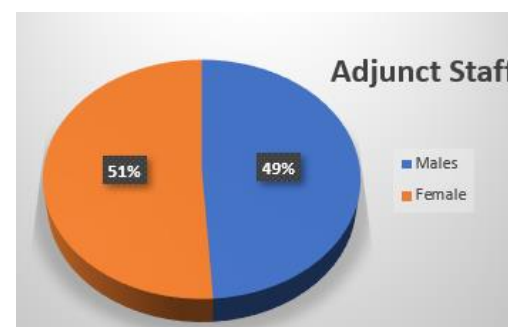


Table 5. a. below, shows the counts of staff Members of Superior positions in each of the 11 Faculty Councils Faculties classified as Males & Females. These counts include deans, head of Departments, professors and assistant professors. The total count satisfies the gender ratio (male to female) of 1: 0.9.

Table 5. a The Count of superior positions - Faculties level and associated Ratio

Faculty	Total Number	Males	Female	Rates
Pharmacy and Drug Manufacturing	13	3	10	1: 3.33
Tourism and Hotel Management	13	8	5	1: 0.65
Legal Studies and International Relations	4	4	0	0
Languages and Translation	18	7	11	1: 1.57
Financial and Administrative	11	8	3	1: 0.37
Engineering	44	25	19	1: 0.76
Dentistry	15	6	9	1: 1.5
Arts and Design	9	2	7	1; 3.5
Applied Health Sciences Technology	29	13	16	1: 1.23
Physical Therapy	7	3	4	1: 1.33
Mass Communication	19	10	9	1: 0.9
Total	182	89	93	1: 1.05



Table 5.b. shows the count of superior positions on the level of entire University level. The gender ratio (males to females) in this case is 1: 0.8

Table 5.b. The Count of superior positions - University level and Associated Ratio

Position	Males	Females	Total	Ratio
University President	1	0	1	0
Vice Presidents	2	1	3	1 : 0.5
Head of Central Quality Assurance Unit	0	1	1	1: 0
Advisors to the President	1	1	2	1: 1
Deans	6	5	11	1: 0.83
Total	10	8	18	1: 0.8

