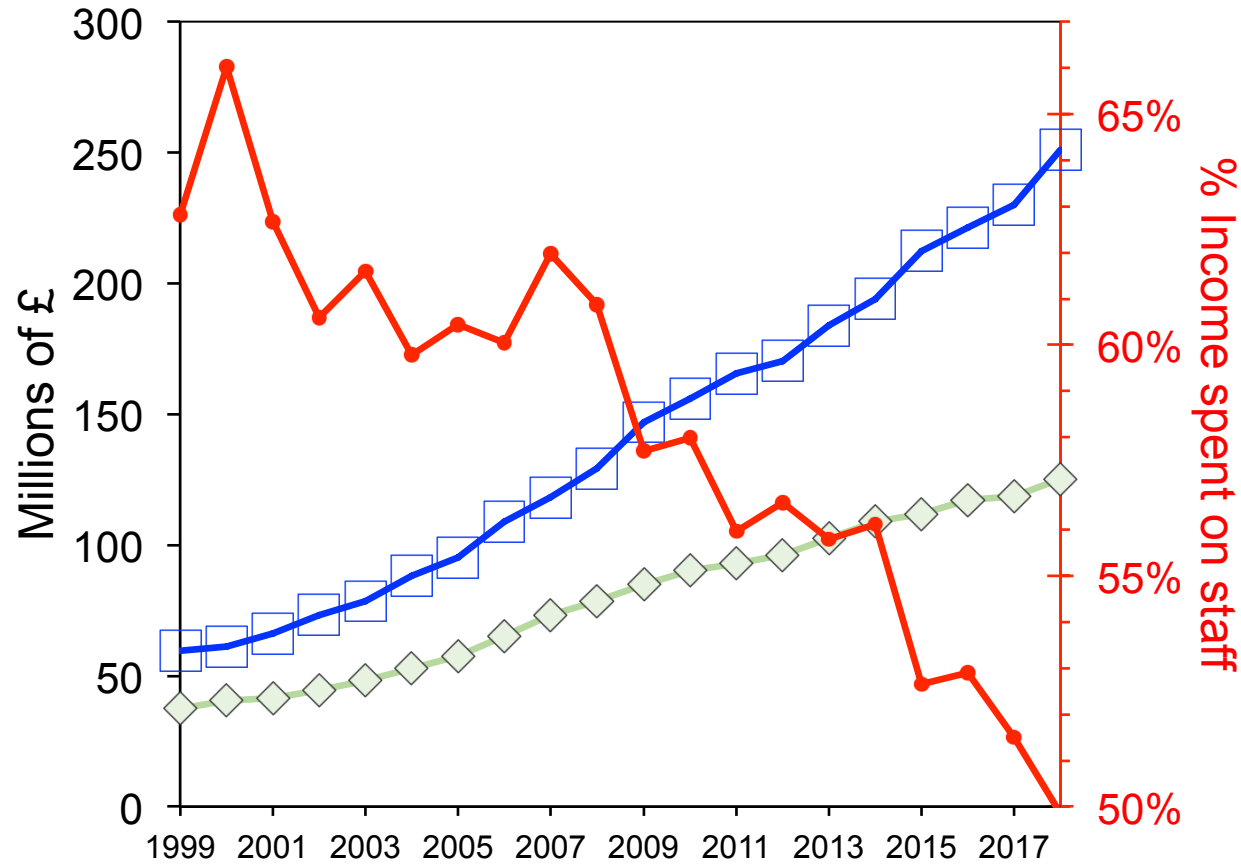


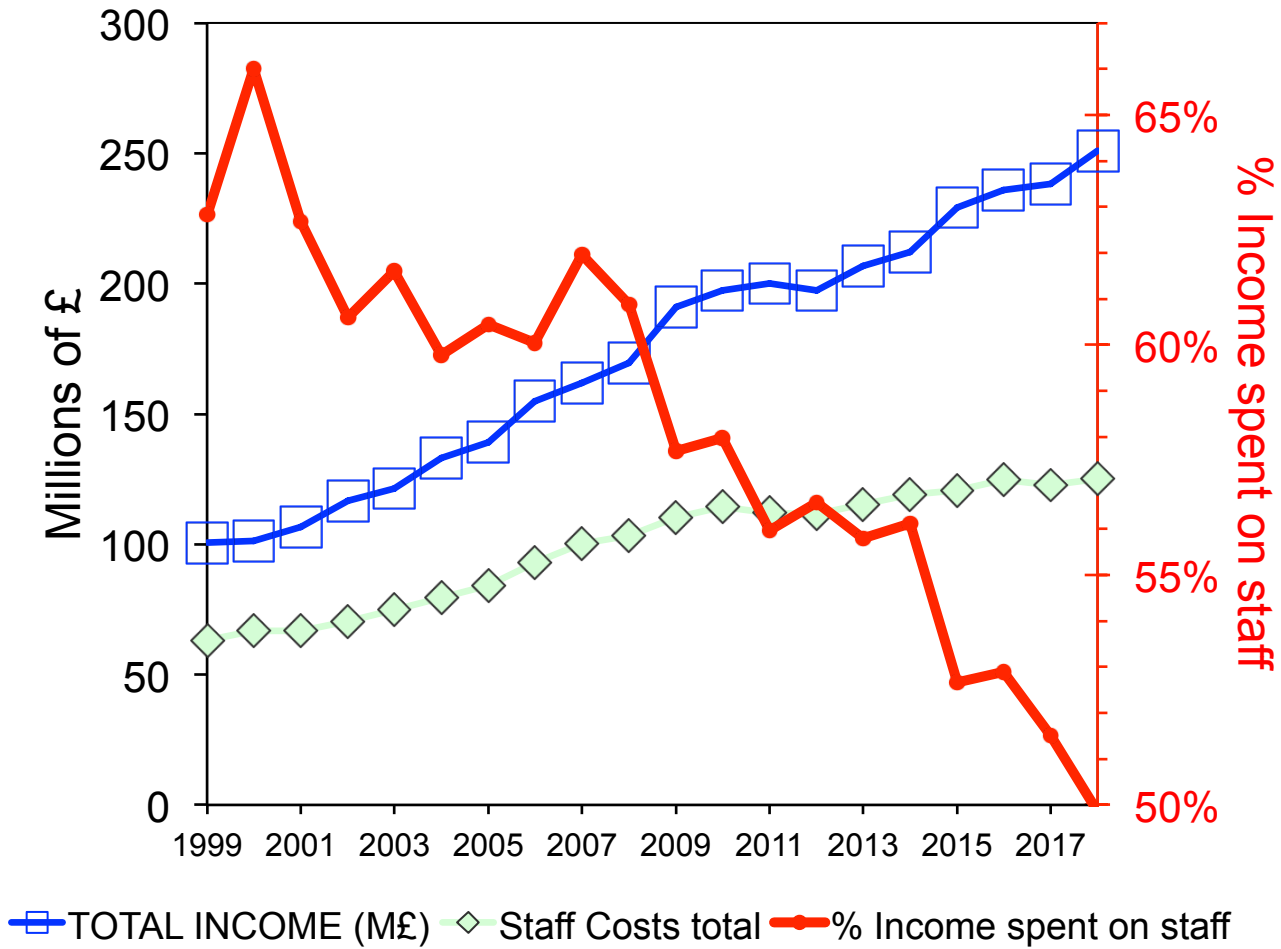
St Andrews Income spent on Staff



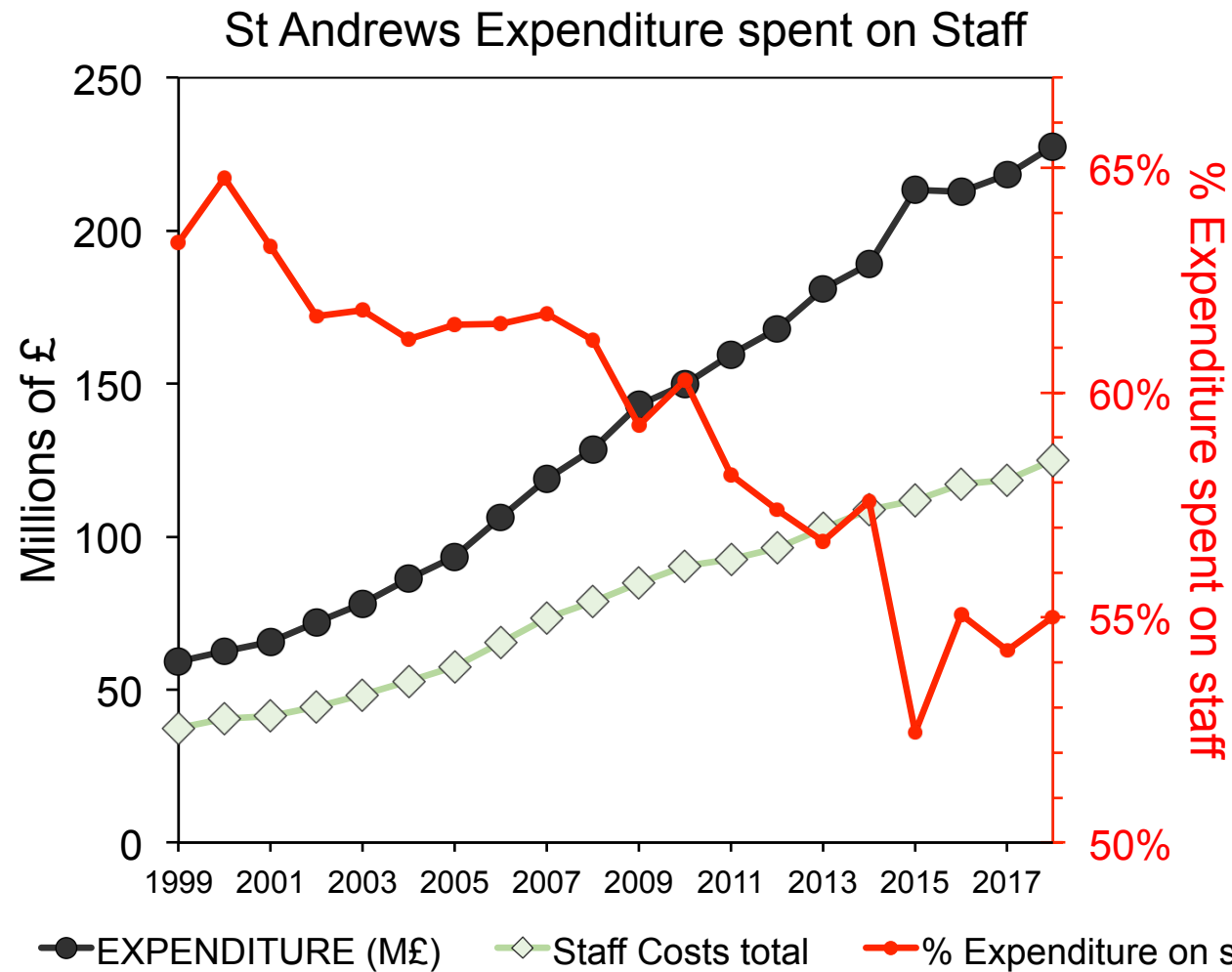
■ TOTAL INCOME (M£) ◆ Staff Costs total ● % Income spent on staff

As student fees and student numbers have grown, University income has increased substantially. Staff costs have grown, but not as quickly, so the % spent on staff has fallen.

St Andrews Income spent on Staff - RPI adjusted

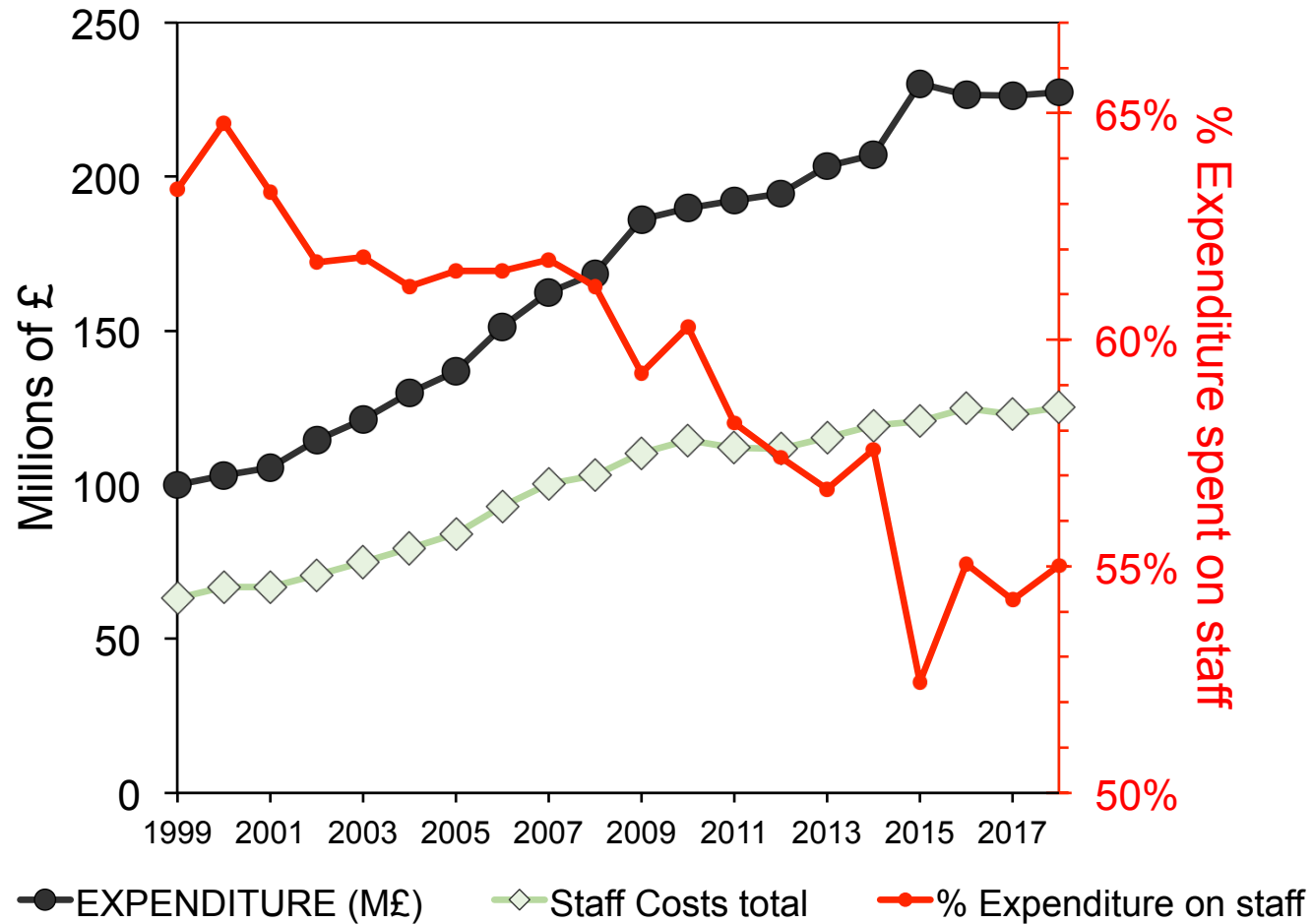


Inflation adjustment using RPI. As RPI increases more than any other measure of inflation (CPI, HCI, etc), this gives the biggest possible inflation correction. Note there is still a striking increase in university income.



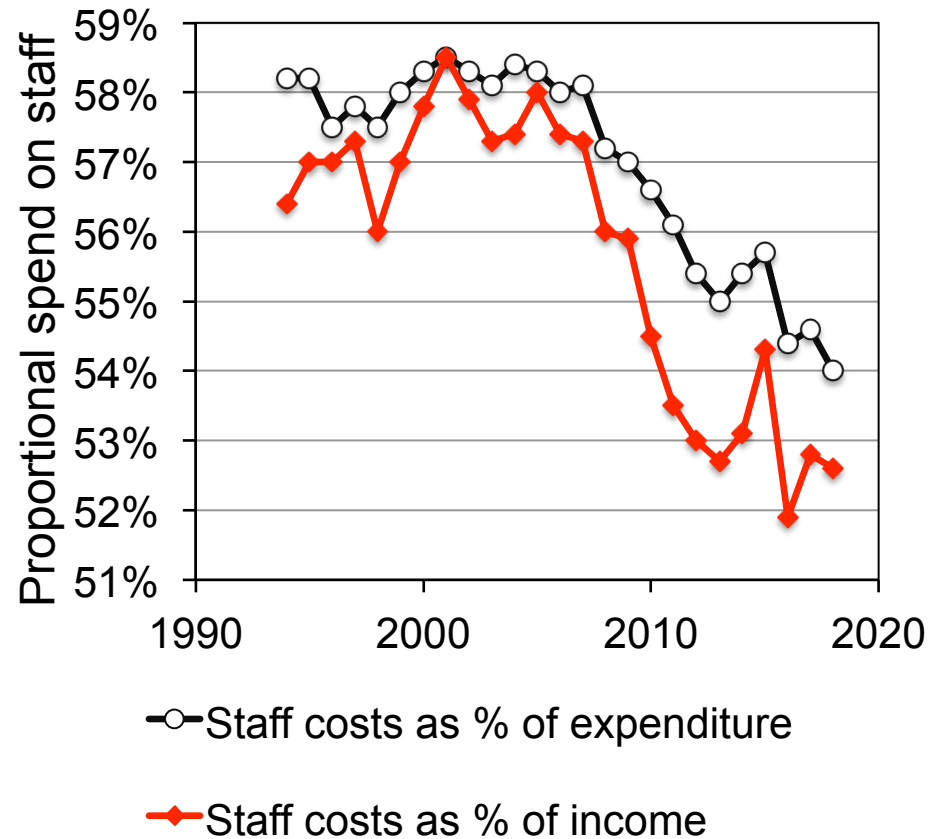
The same pattern of falling relative spend on staff is seen as a proportion of expenditure.
 (Differences compared to % of income arise in part due to 1-off donations in last few years)

St Andrews Expenditure spent on Staff - RPI adjusted



As before, the increase in total expenditure is so large that RPI adjustment doesn't substantially alter the picture.

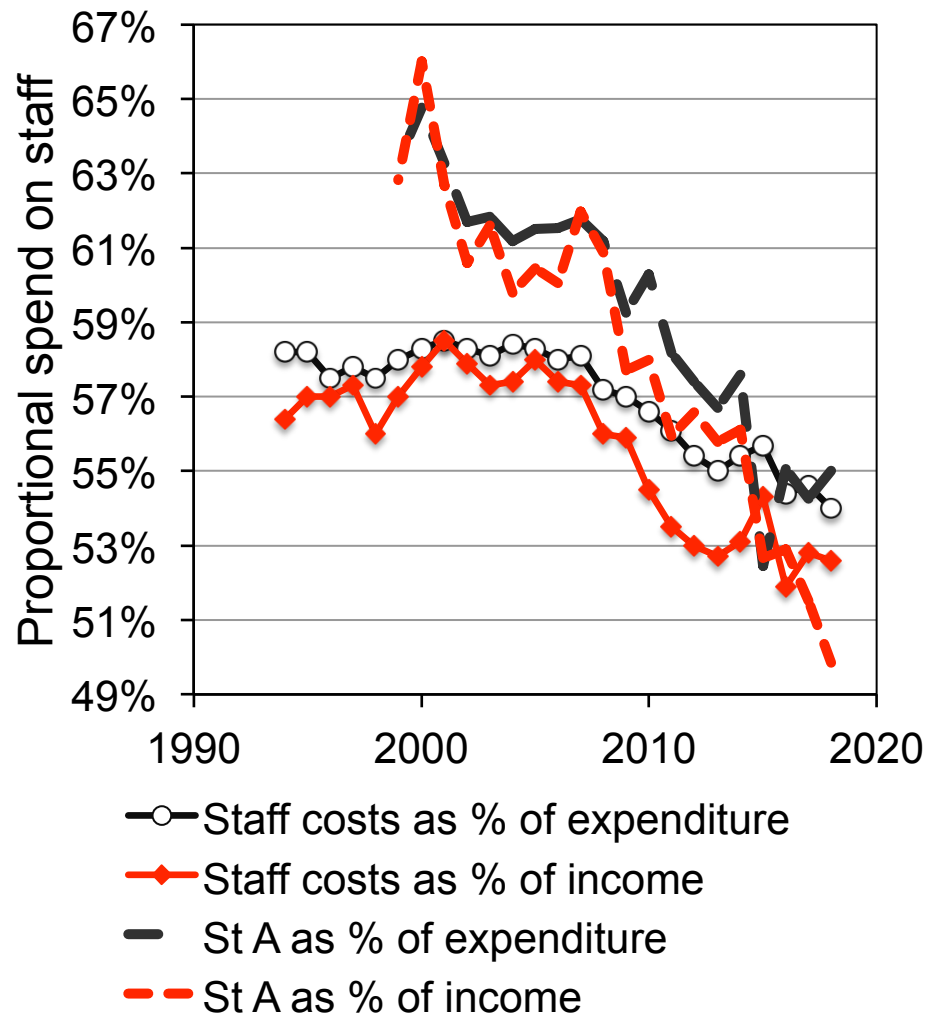
UK Universities



National context

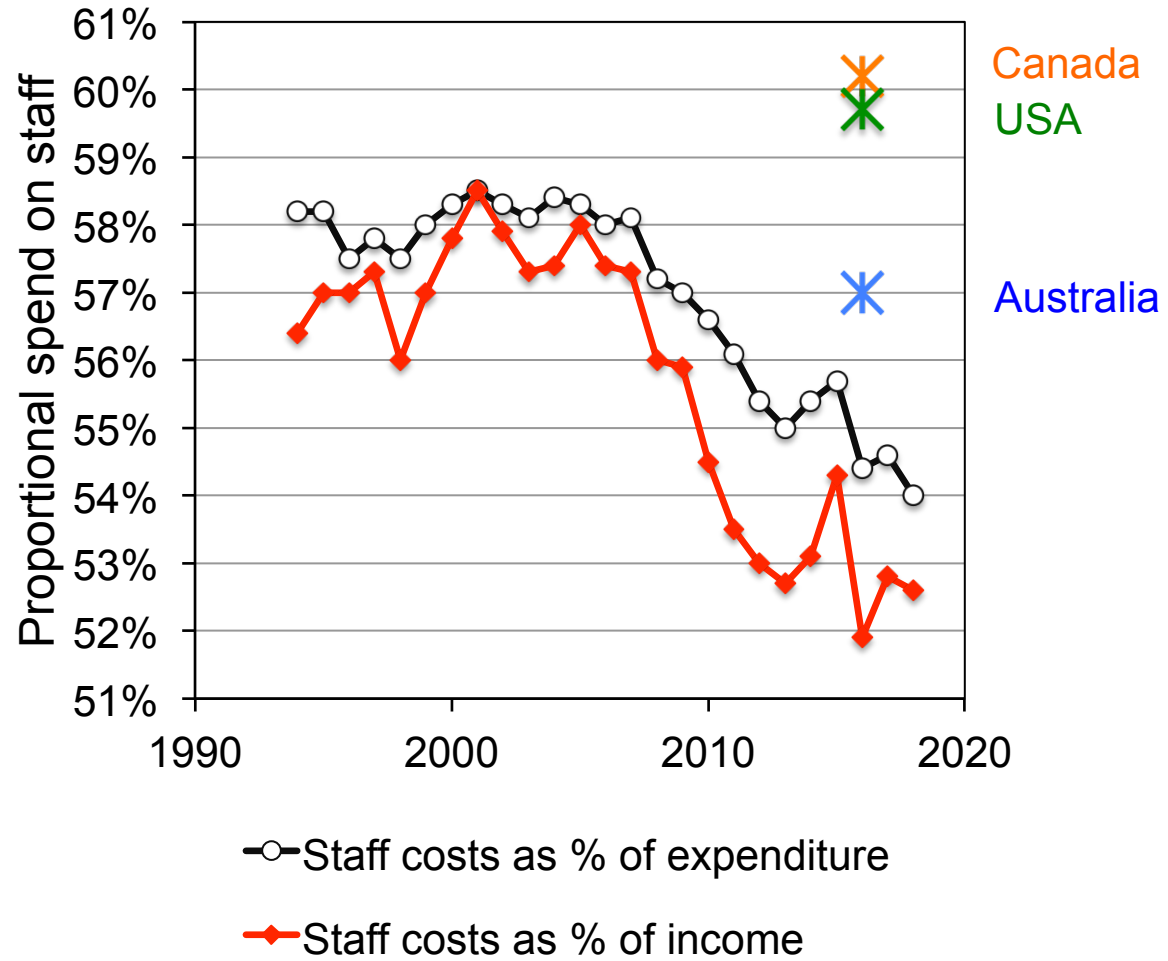
Reduced spending on staff as a proportion of income and expenditure is seen across the UK. Note that the difference between these lines also highlights increasing surplus (difference between income and expenditure).

UK Universities

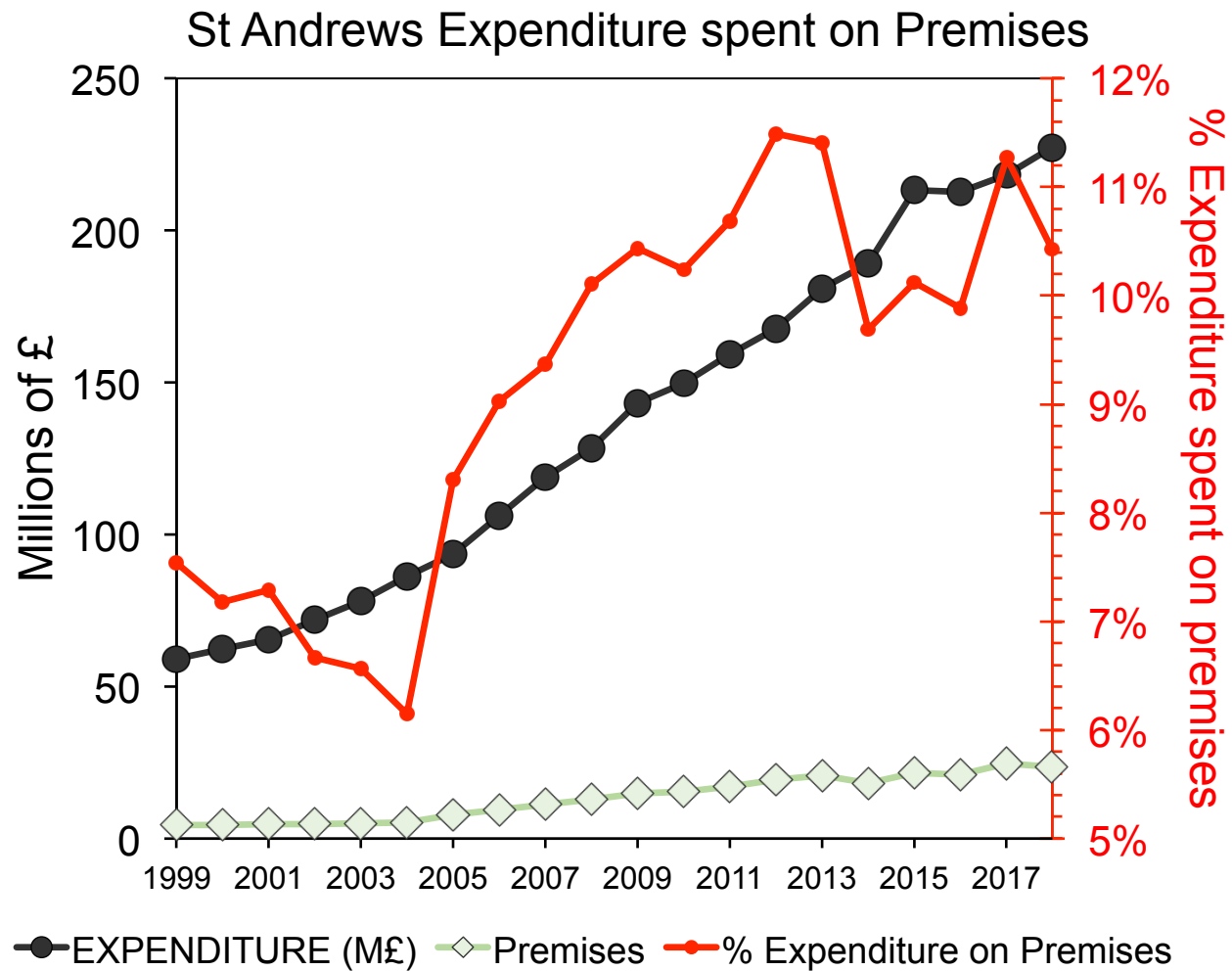


National context

UK Universities

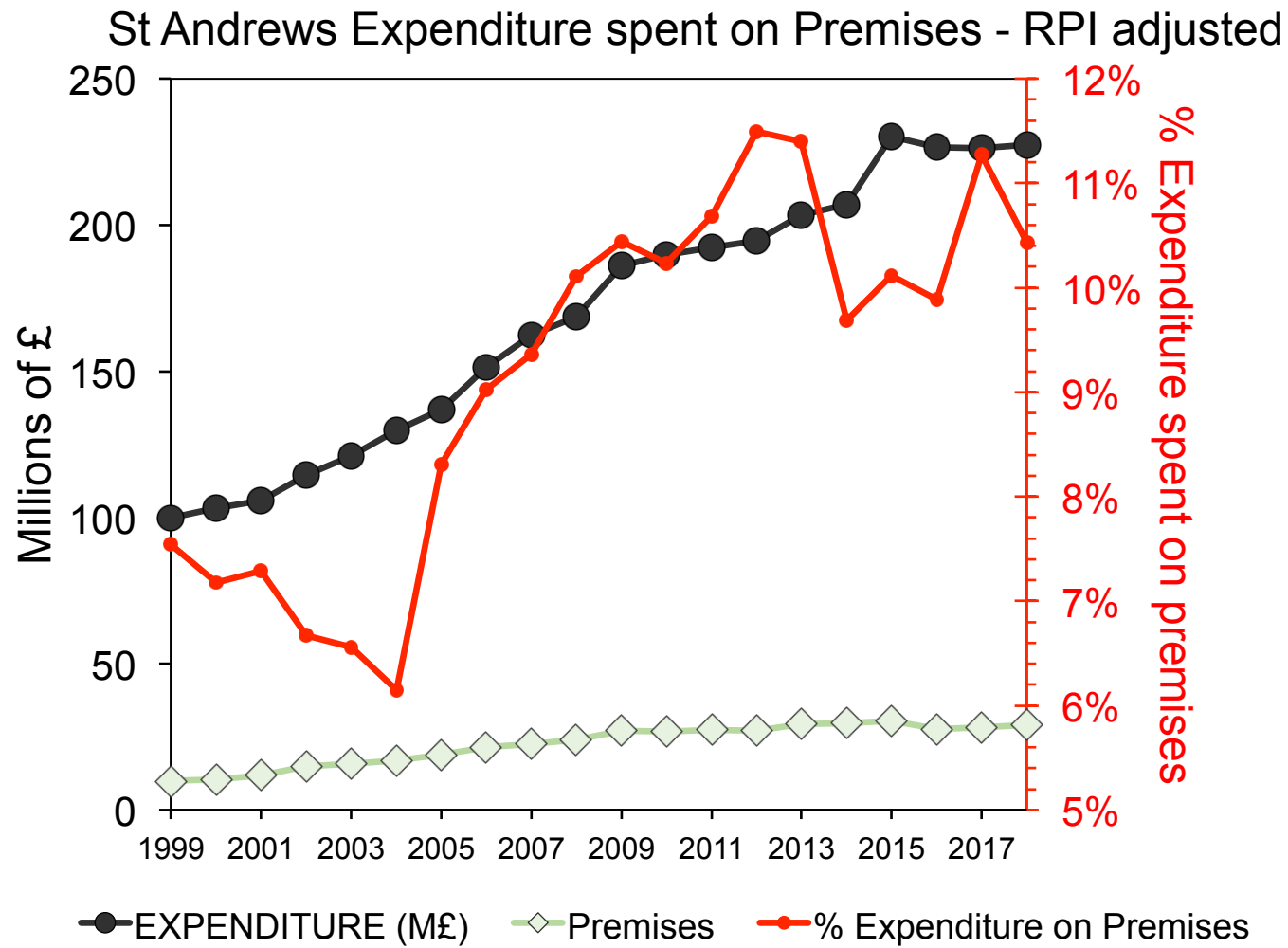


International context



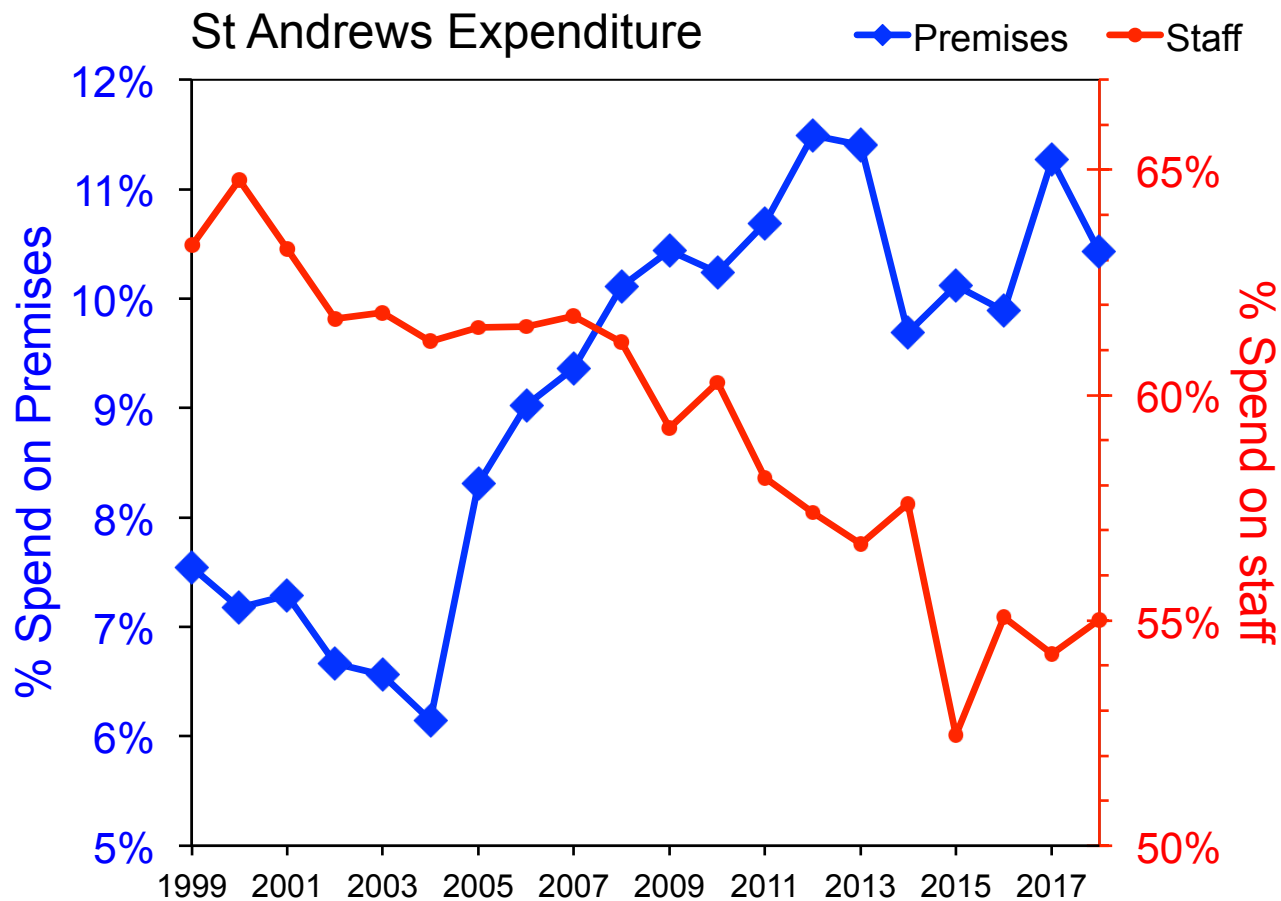
There has been a substantial increase in spend on premises in the last 20 years.

NB. There is no clear statement in Uni financial statements of what this includes.



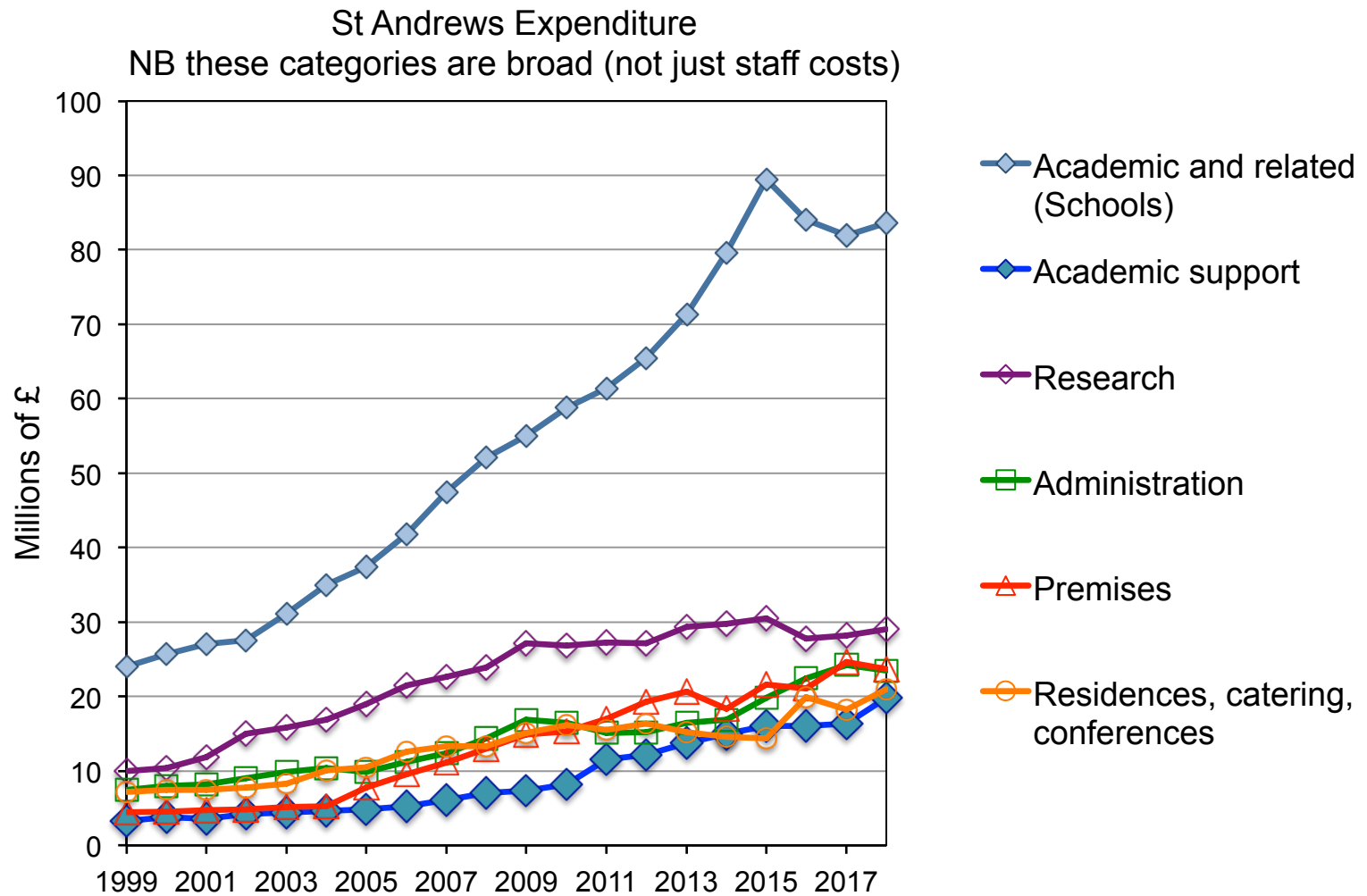
There has been a substantial increase in spend on premises in the last 20 years, also apparent when making the maximum adjustment for inflation.

NB. There is no clear statement in Uni financial statements of what this includes.



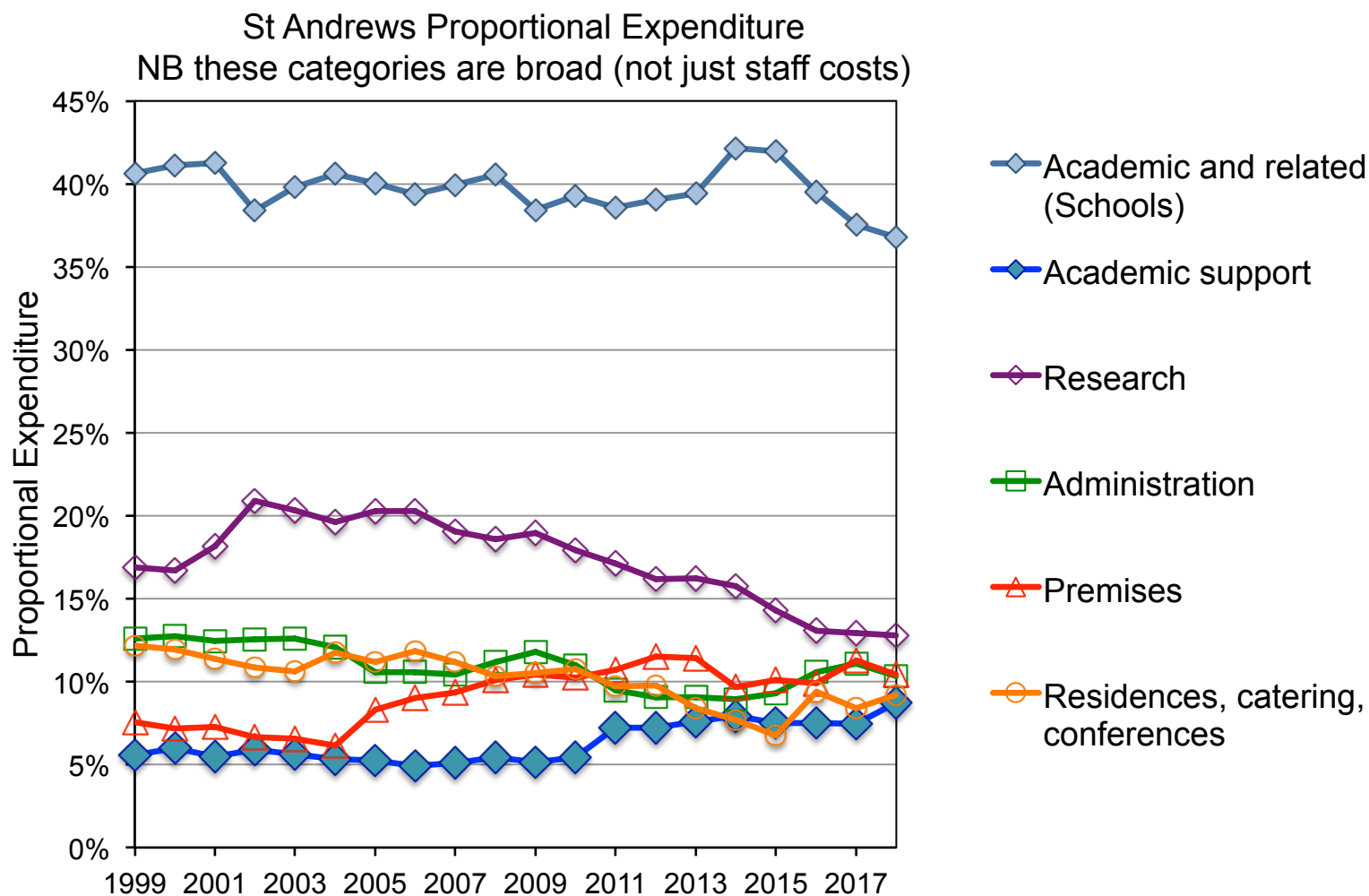
There appears to have been a shift in spending priorities from staff to buildings.

Note that these are somewhat offset in time and the fall in staff costs is larger than the increased spend on buildings. The way buildings are costed is also complex (grants, depreciation, etc.).

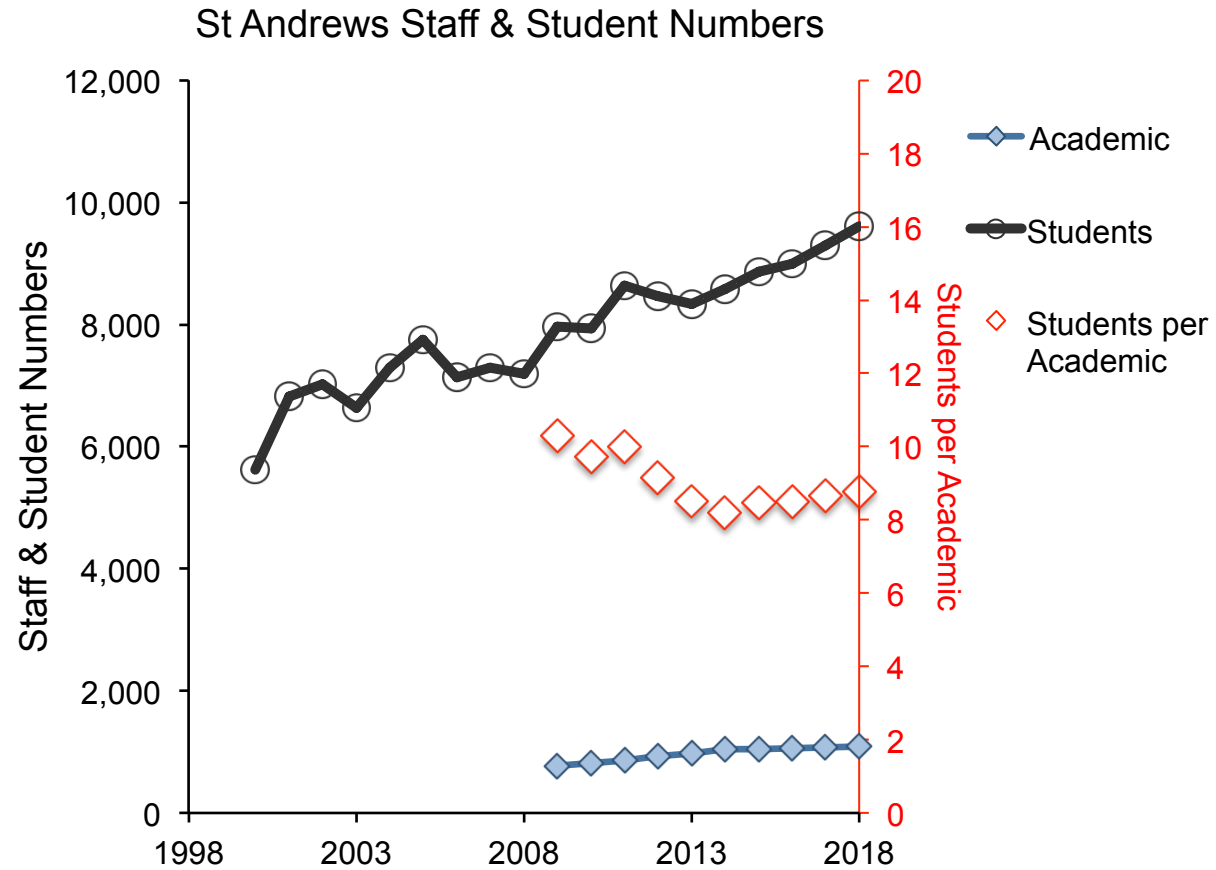


This shows University spend in broad categories. *NB I haven't found definitions of these AND specific data on spend on staff by category is not publicly available.*

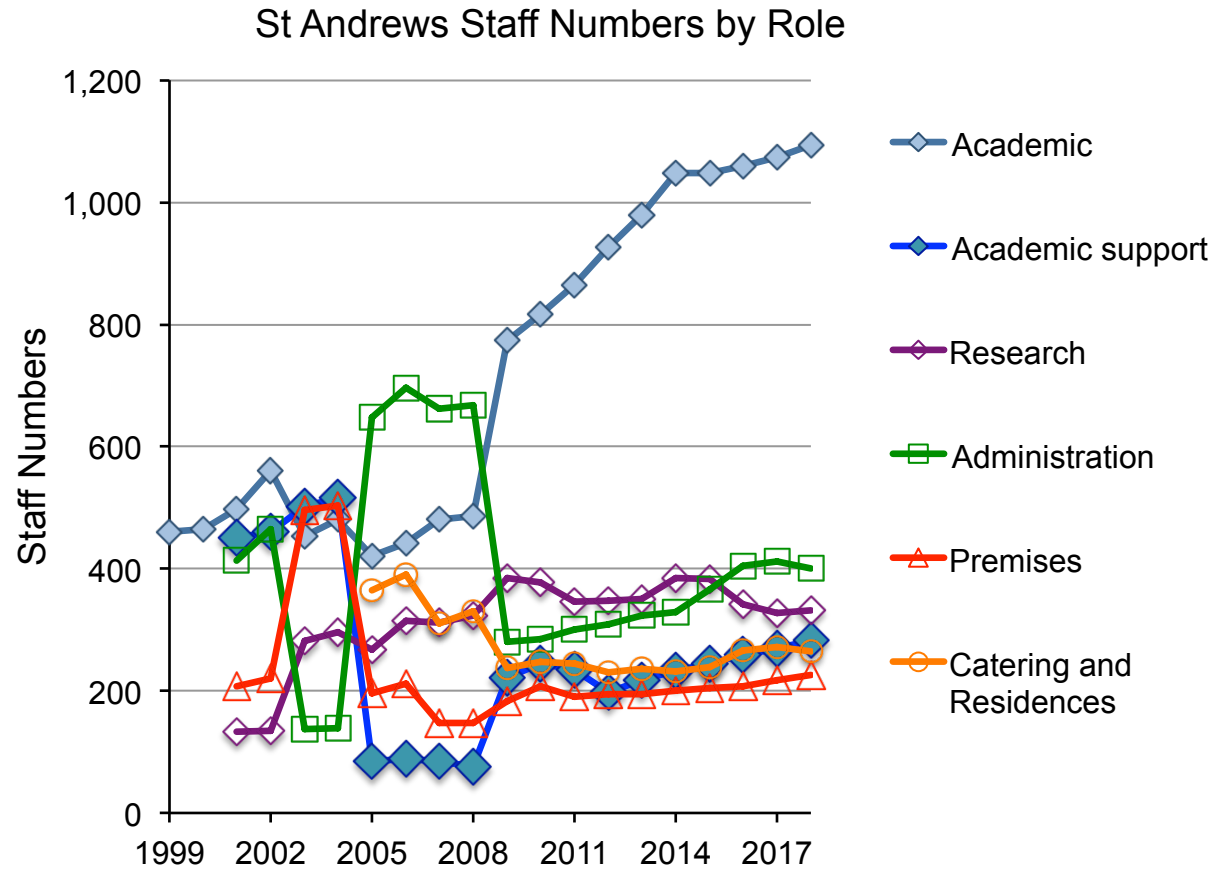
The changes in % spend on the following page are easier to read.



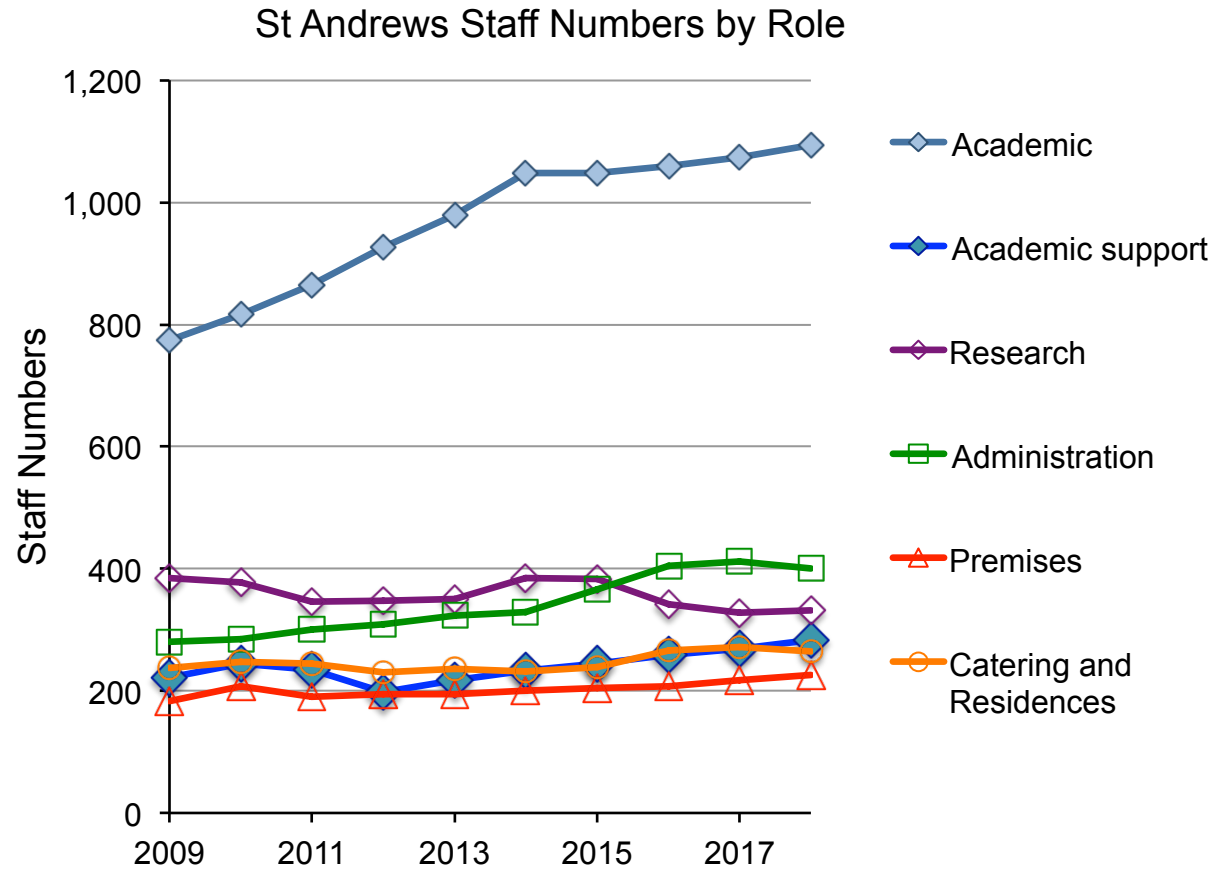
This shows University spend in broad categories. *NB I haven't found definitions of these AND specific data on spend on staff by category is not publicly available.* Increased % spend on Premises, increase % spend on Academic Support, decrease % spend on Research (which might be linked to decreases in research funding).



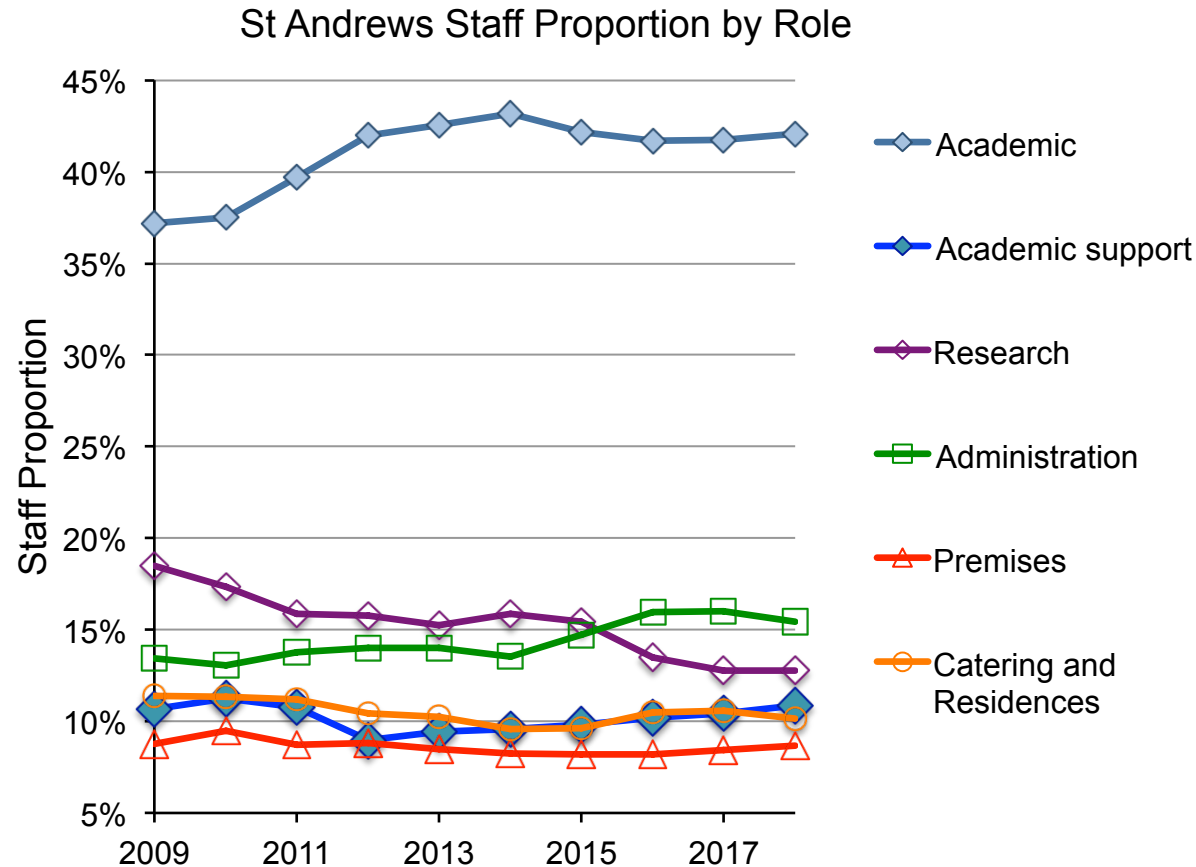
Student numbers have grown. Academic numbers have roughly kept pace (they outpace student numbers slightly till 2014, then show a slight relative decrease)



NB I have not been able to find definitions of these subdivisions, but they must exist. This would be interesting to investigate, as there is clearly some change in 2008/2009, which appears to switch staff from “Administration” to “Academic” (it also seems odd that there would have been more Admin than Academic staff from 2005 to 2008)

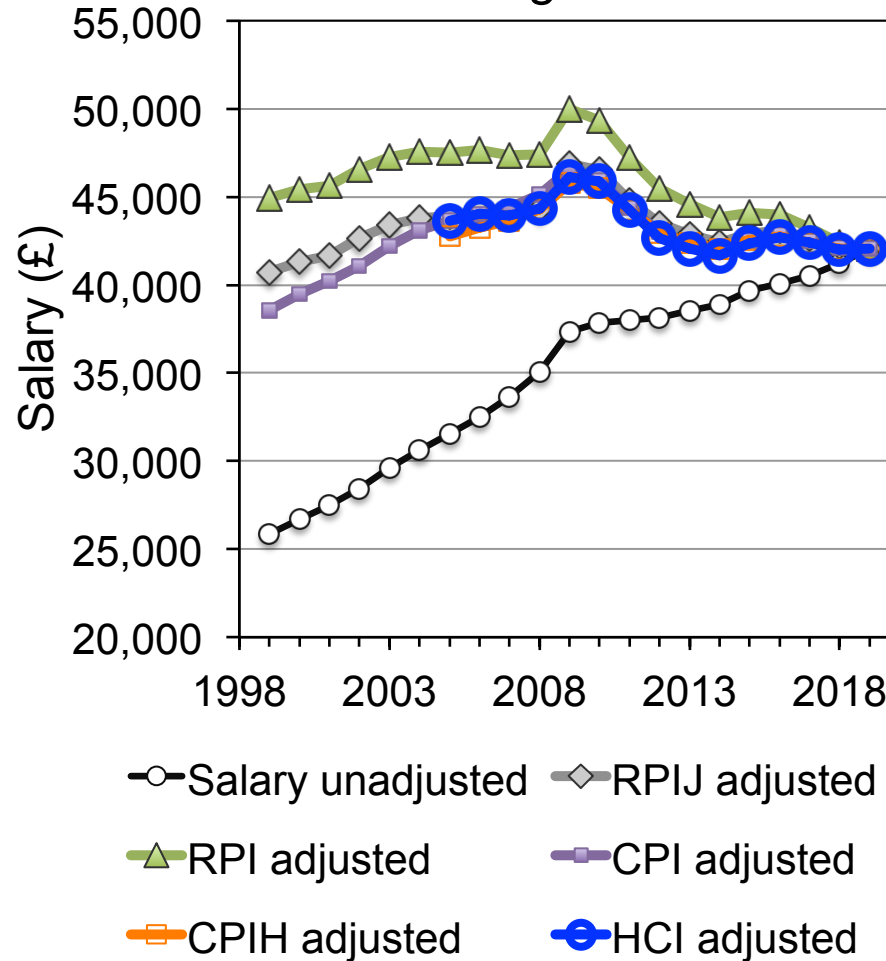


Focus on data from 2009, as this interval appears to have had stable category definitions (though these are hard to find).



Since 2012 the proportion of academic staff has been roughly constant. The proportion of research staff has fallen – which may help explain the sense that staff have less resource and time for research. The proportion of Admin and Academic support staff has increased since 2012, while Academic numbers stayed constant. Academic staff should thus be doing less admin and be better supported... but this doesn't feel like it's the case.

UK Academic Average Salary accounting for inflation



Fall in real-terms pay since 2005 by between 4 and 11 %. Would be good to get St A specific figures on the value of grade points over last 20 years. Note that UCU use of 2009 for calculating drop in real-terms pay is a bit cheeky - cherry-picking!