

# **Migration of Academic Staff to and from the UK – an analysis of the HESA data**

**Higher Education Policy Institute**

**Tom Sastry**

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Higher Education Policy Institute

# International academic mobility from HESA data

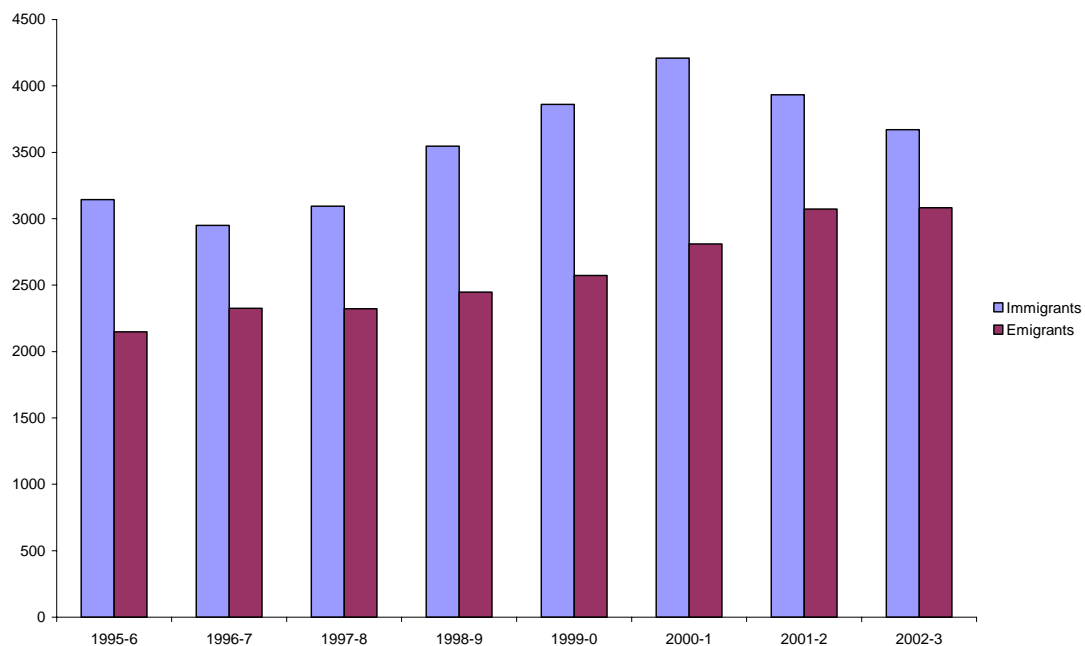
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1. This paper reports the results of analyses of the HESA staff record undertaken to inform the HEPI report Migration of Academic Staff to and from the UK. It is based upon estimates of immigration and emigration made using data from the HESA Individualised Staff Record supplied by HESA. Data tables, showing the estimates from which the charts and tables have been derived and a fuller account of the process used to produce the estimates are to be found in annex A.

## Immigration and Emigration

2. The period from 1995-96 to 2002-03 saw an increase in migration in both directions. There was a steady increase in the level of emigration throughout the period but the last two years of the period saw a fairly steep decline in immigration from the peak of 4209 hit in 2000-01. In 2002-03 there were an estimated 3671 immigrants and 3082 emigrants giving a net immigration of 589 (the lowest of the period studied).

Figure 1: Estimated immigration and emigration<sup>1</sup>



## Grade

3. Migration is overwhelmingly a phenomenon affecting junior staff. Staff on researcher grades account for roughly two thirds of migration in both directions. The absolute numbers of emigrants and immigrants at senior levels are not high.

<sup>1</sup> By immigration is meant staff joining UK HEIs from employment outside the UK; by emigration is meant staff leaving for employment outside the UK. The basis for the estimates is set out in annex A.

Table 2: Immigration and emigration (column percentages given in brackets)

|                                | Immigrants |                    | Emigrants |                    |
|--------------------------------|------------|--------------------|-----------|--------------------|
|                                | 2002-03    | 1995-96 to 2002-03 | 2002-03   | 1995-96 to 2002-03 |
| Professor                      | 114 (3)    | 1080 (4)           | 97 (3)    | 518 (2)            |
| Senior lecturer/<br>researcher | 121 (3)    | 1067 (4)           | 140 (5)   | 844 (4)            |
| Lecturer                       | 655 (18)   | 5911 (21)          | 463 (15)  | 3349 (16)          |
| Researchers                    | 2372 (65)  | 17339 (61)         | 2134 (69) | 13994 (67)         |
| Other                          | 409 (11)   | 3010 (11)          | 248 (8)   | 2077 (10)          |
| Total                          | 3671       | 28407              | 3082      | 20781              |

Figure 3a Immigrants by grade 1995-96 to 2002-03

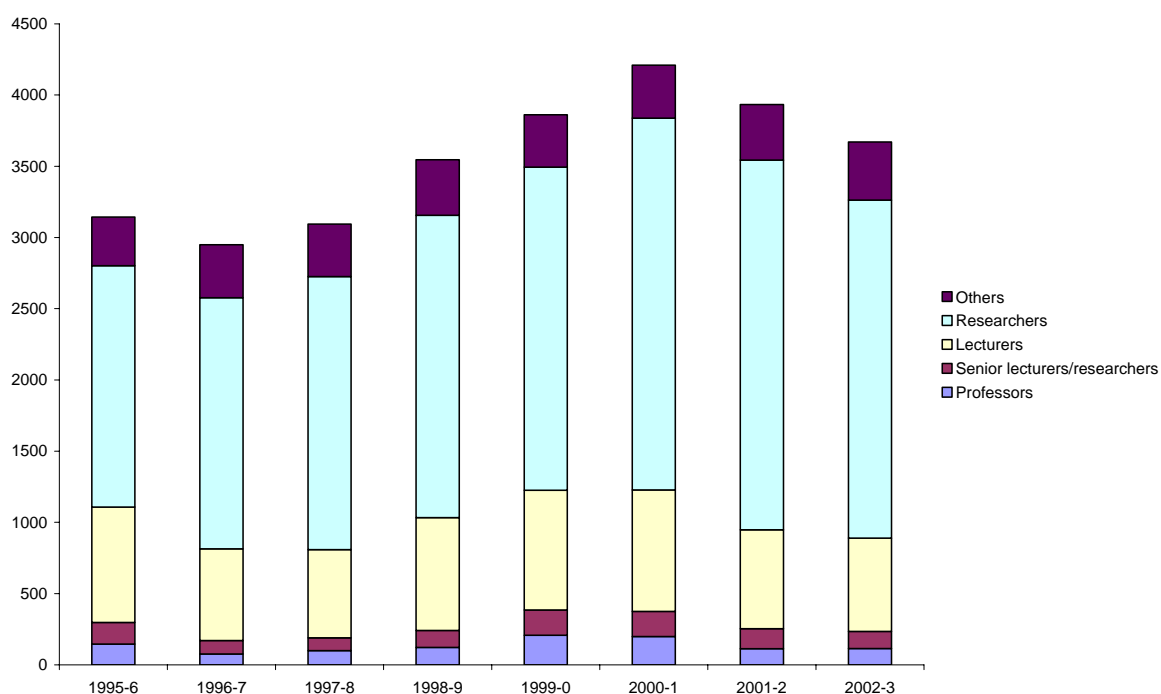
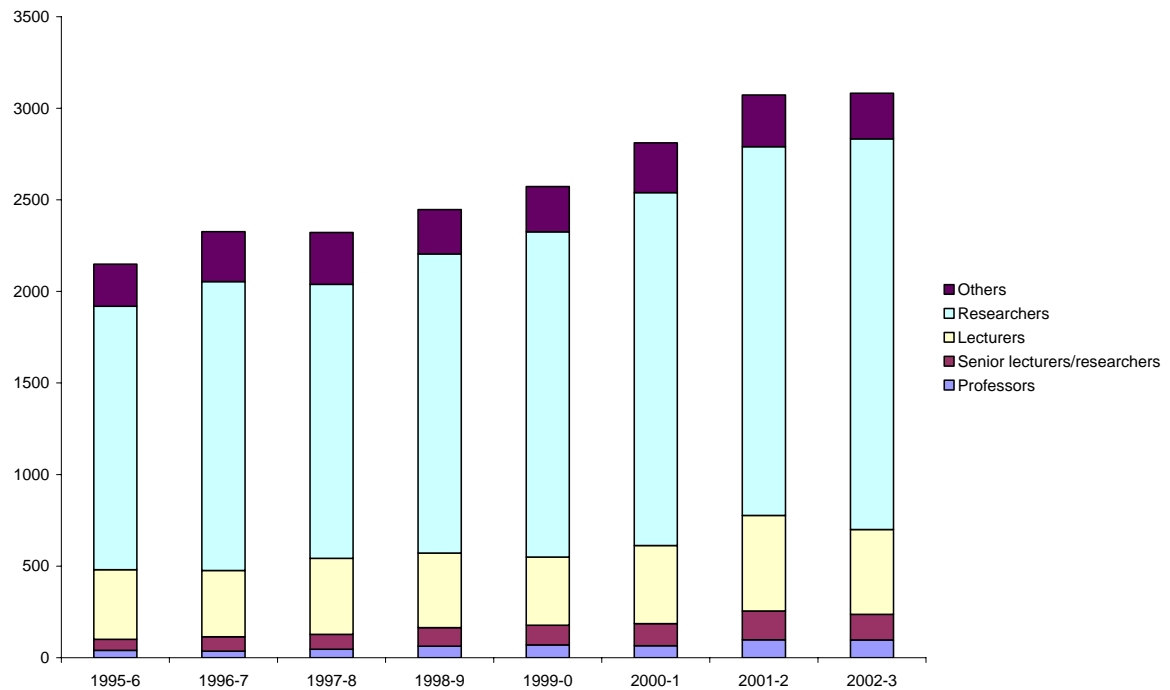


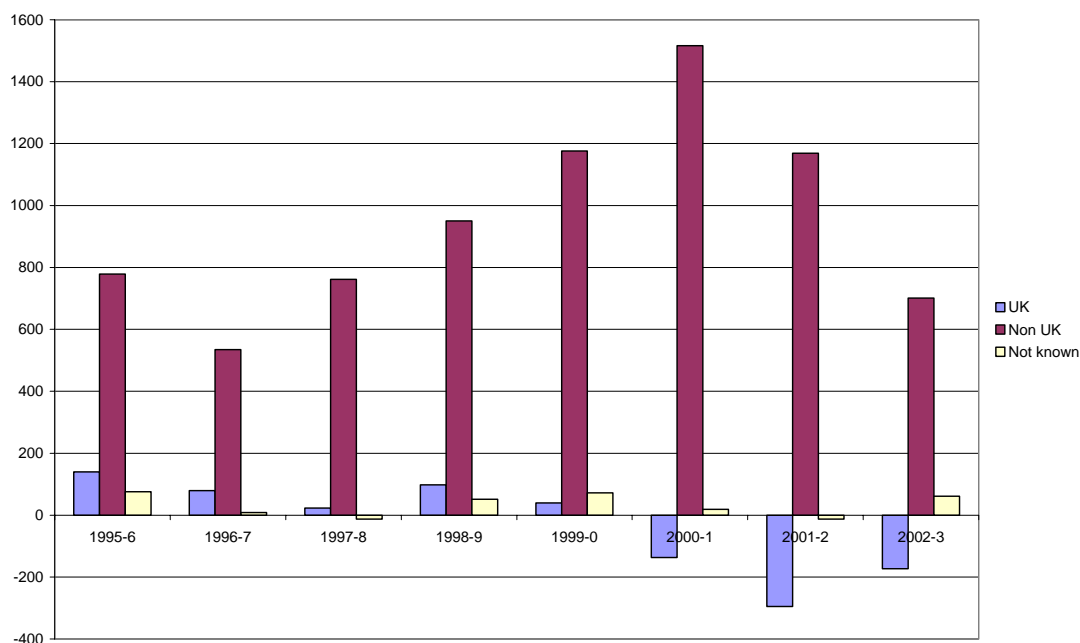
Figure 3b Emigrants by grade 1995-96 to 2002-03



#### Nationality

4. Whilst there is still substantial net immigration, it appears to be a downward trend. It is immediately noticeable that the two years after 2000-01 saw a marked decline in the UK's net inflow of non-UK nationals whilst there has been a net outflow of UK nationals since that year.

Figure 4: Trends in net immigration by UK and non-UK nationals



#### Migration rates

5. As noted above, there are very low rates of migration amongst lecturers, senior lecturers and professors (emigration remains under 1% throughout the period). The immigration figures for these staff are generally a little higher and are more volatile. It is probable that the timing of senior appointments is affected by the RAE cycle and it is therefore difficult to draw firm conclusions about trends in academic immigration from a few years' data.

6. Both emigration and immigration rates for researchers are very much higher than for faculty grades. The most meaningful comparisons are between years at the same stage of each cycle: 1995-96 with 2000-01; 1996-7 with 2001-02 and 1997-98 with 2002-03. When these comparisons are made, it remains noticeable that the 1996-2001 RAE cycle was characterised by consistent growth in the number of researcher grade immigrants whereas the current cycle seems to be characterised by a decline.

Figure 5a: Immigration rates by grade and year

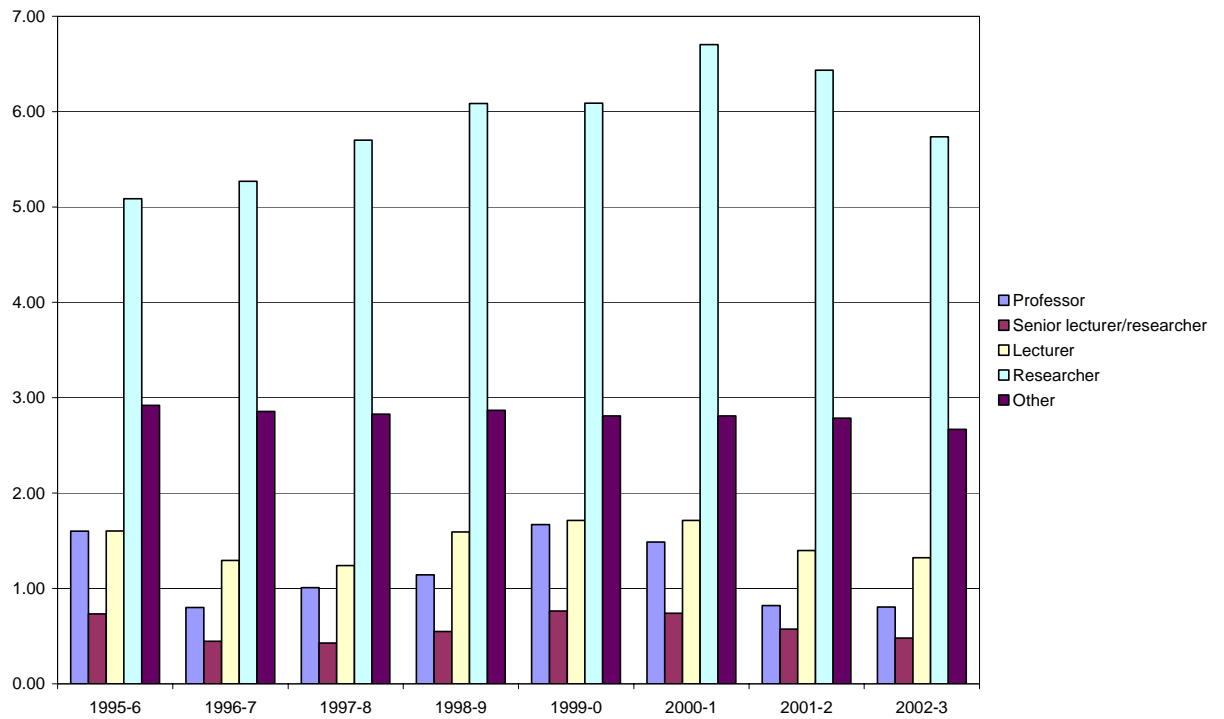
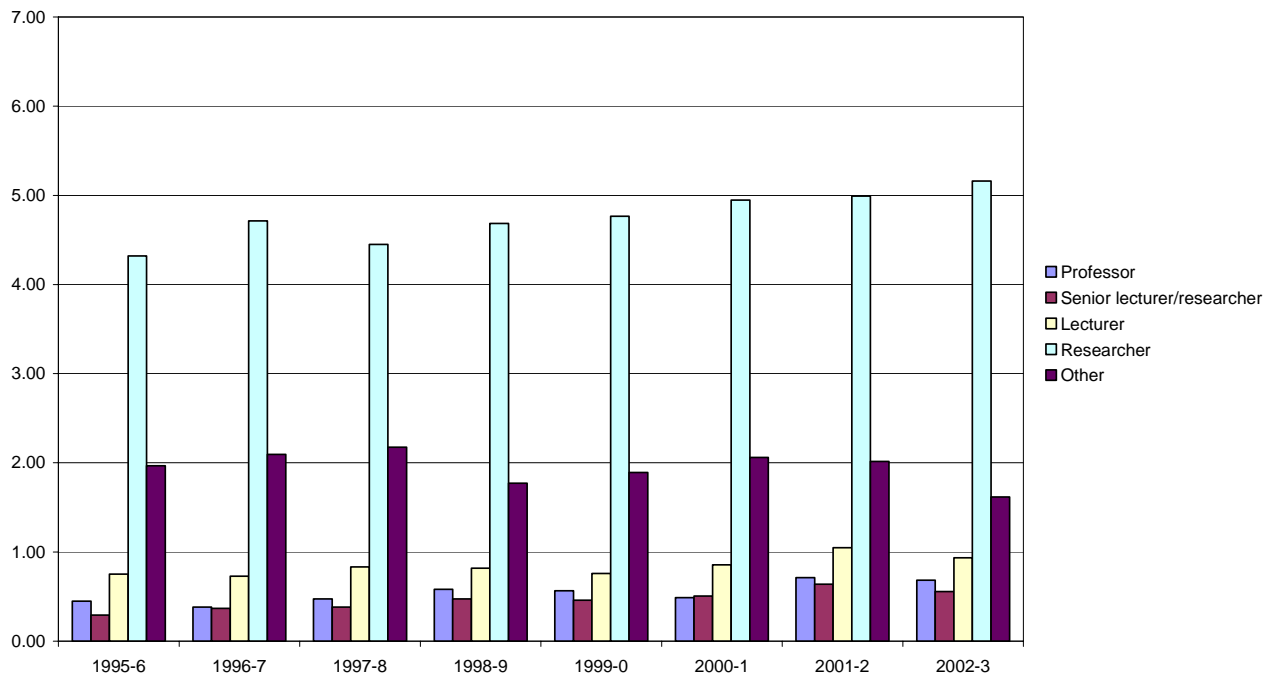


Figure 5b: Emigration rates by grade and year

Emigration rates by grade and year



## Who are the migrants?

### Where do they come from and where do they go?

7. The rest of the EU accounts for more than twice as much immigration and emigration as the US. On the basis of current trends, this is likely to continue: the number of staff leaving for the rest of the EU has increased by 71% over the eight years to 2002-03 and the number joining from the US has actually fallen. There is a steady increase in migration to and from the rest of the world but without examining country and/or regional breakdowns it is difficult to draw meaningful conclusions from this.

Table 6: Immigrants and emigrants by world region

|                | Immigrants from...<br>(percentage change 1995-96<br>to 2002-03 in brackets) | Emigrants to... (percentage<br>change 1995-96 to 2002-03<br>in brackets) |
|----------------|---|--|
| EU 15 (not UK) | 1626 (20)   | 1322 (71)  |
| US             | 605 (-16)   | 633 (25)   |
| Other overseas | 1440 (35)   | 1127 (30)  |

### Nationality

8. Unsurprisingly, foreign nationals are strongly represented amongst both immigrants and emigrants. Taking only those whose nationality is known, over the period 1995-96 to 2002-03, 74% of immigrants and 63% of emigrants were non-UK nationals. Of particular interest are the numbers of foreign nationals amongst emigrants. In the context of overall net immigration, these figures suggest that many of those who leave the UK have previously entered the country in order to take up academic posts - which hardly supports the characterisation 'brain drain'.

9. Also of interest are the numbers of UK nationals coming into the UK from overseas. Between 1995-96 and 2002-03, 7027 immigrants (26% of the total whose nationality was known) were known<sup>2</sup> to be UK nationals although their numbers were 13% lower in 2002-03 than in 1998-99. This suggests that UK nationals resident overseas remain an important element in the UK's recruitment of academic staff from overseas and by extension in its ability to exploit ideas, techniques and networks developed overseas. Some of these people may have spent their entire academic careers overseas but it is reasonable to assume that a good many previously left the UK for the purpose of study or academic employment.

10. In 2002-03, 48% of the estimated emigrants and 53% of the estimated immigrants whose nationality was known were non-UK nationals on researcher grades. This strongly suggests that the overall figures for migration are heavily influenced by a large group of postdoctoral researchers who spend (and possibly intend to spend) only a limited time in the UK. Migration of this type would be unlikely to have disruptive effects upon UK academic departments as it would not involve staff the institution expected to retain. It is perhaps the most benign form of migration imaginable, offering the benefits of improved international contacts without the disbenefits caused by the loss of key staff at unpredictable moments. Therefore data which suggest that this may account for a high proportion of migration in and

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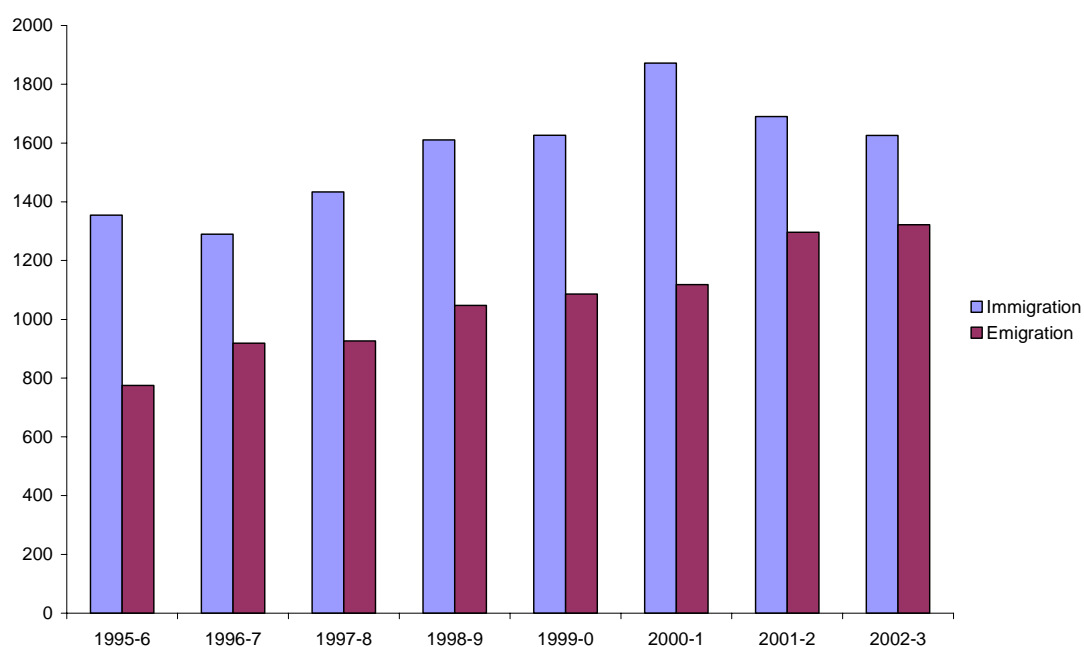
<sup>2</sup> Additionally, the nationality of 1192 immigrants was not known. Some of these may have been UK nationals.

out of the UK should make policymakers more sanguine about the effect of current levels of migration on the UK HE sector.

### Origins and destinations

11. The HESA data reveal that over the 1994-5 to 2002-03 period 44 per cent of immigrants arrived from elsewhere in the EU 15<sup>3</sup>, 19 per cent from the US and 37 per cent from the Rest of the World. Over the period the EU share of immigration was flat, the US share declined (in fact, immigration from the US ended the period lower than it began it in absolute as well as relative terms) whilst the rest of the world increased. Over the same period, 41 per cent of emigrants left for the EU, as against 23 per cent for the US and 36 per cent for the rest of the world. There was an increase in the absolute numbers of emigrants to all regions with emigrants heading to the EU increasing fastest.

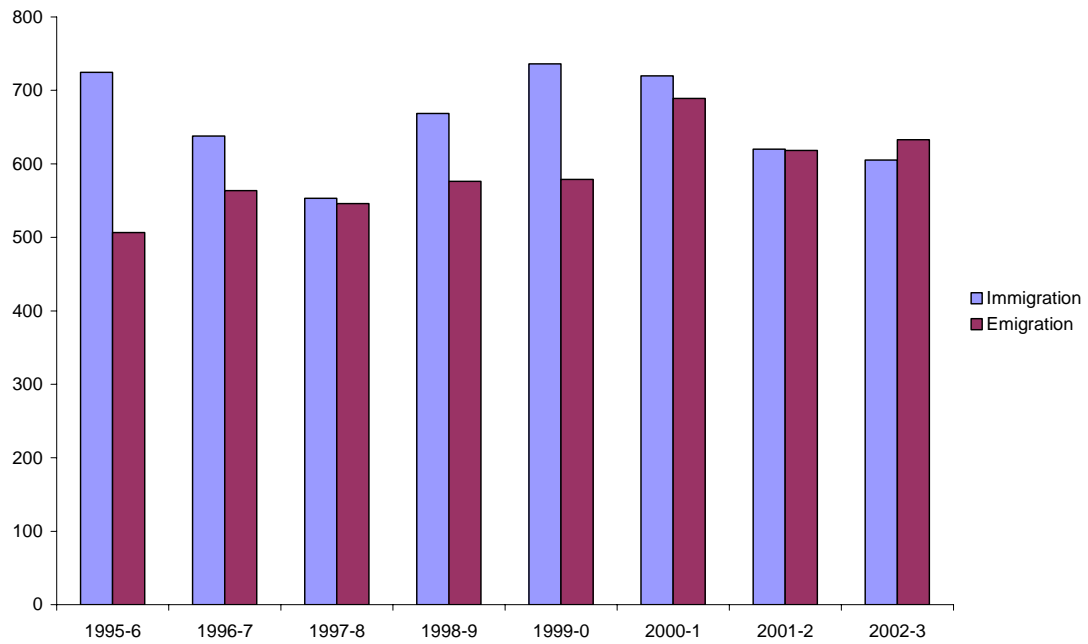
Table 7a Immigration from and emigration to other countries in the European Union (EU15)



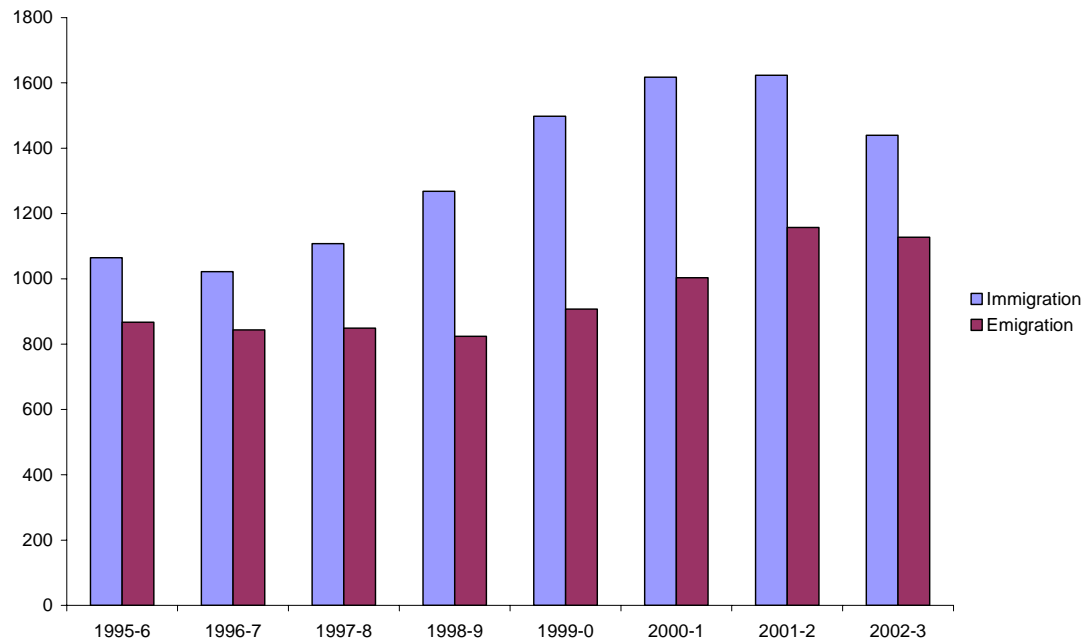
<sup>3</sup> The EU 15 comprises the following countries (excluding the UK): Austria, Belgium, Denmark, Finland, France, Germany, Greece, Republic of Ireland, Italy, Luxembourg, Netherlands, Portugal, Spain, Sweden



**Table 7b** Immigration from and emigration to the United States of America



**Table 7c** Immigration from and emigration to the Rest of the World



## **Institutions and subjects**

12. Immigration is concentrated in research-strong universities which see themselves recruiting and retaining staff in an international labour market. In 2002-03, four institutions were responsible for employing 31 per cent of academic immigrants and 12 for recruiting 50 per cent<sup>4</sup>

13. Academic mobility is concentrated in certain disciplines: 37 per cent of immigrants and 41 per cent of emigrants<sup>5</sup> in 2002-03 were in biological, mathematical and physical sciences – in short, the disciplines associated with high levels of grant funding. Only 19 per cent of staff as a whole are in these subjects. Given the prevalence of researcher grade staff in migration and the role of grant funding in creating opportunities for these staff, the prevalence of health disciplines and physical sciences in the migration statistics is perhaps predictable. What is surprising, given the level of grant funding in medical research is that medicine dentistry and health account for a smaller proportion of migrants (in both directions) than of staff in general. It is unlikely that this reflects immobility amongst laboratory academics in medical subjects but it may be that clinical and/or nursing academics have low levels of mobility which bring down the average.

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<sup>4</sup> These analyses are produced on a slightly different basis to others in this report. They are based on those reported as having been employed overseas in the previous year without reference to estimates of the distribution of those whose previous employment is not known

<sup>5</sup> As footnote 4

Table 8: Percentage of emigrants, immigrants and all staff employed in each subject area (2002-03)

|  | Immigrants | Emigrants | Population |
|--|------------|-----------|------------|
| Medicine, Dentistry and Health                 | 23         | 21        | 26         |
| Agriculture, Forestry and Veterinary Science   | 2          | 2         | 2          |
| Biological, Mathematical and Physical Sciences | 37         | 41        | 19         |
| Engineering and Technology                     | 15         | 14        | 13         |
| Architecture and Planning                      | 1          | 0         | 2          |
| Administrative, Business and Social Studies    | 12         | 10        | 17         |
| Language Based Studies                         | 5          | 4         | 4          |
| Other Arts                                     | 4          | 4         | 9          |
| Education                                      | 2          | 2         | 6          |
| Other  | 0          | 0         | 1          |

### Description of the procedure used to estimate emigration and immigration

1. The Higher Education Statistics Agency (HESA) collects annually from all UK HEIs an individual staff record (ISR). For academic staff this records personal characteristics (age, gender etc) and employment (department, grade etc). It also records their previous or subsequent employment if they have arrived or left since last year. From this source HESA created for the study a dataset for the years 1994/95 to 2002/03 with the numbers of immigrant and emigrant academics distinguished by

Location (EU except UK, USA, Rest of the World)

Institution

Discipline (by 9 academic departments)

Gender

Nationality (UK, non-UK)

Grade (Professors, Senior Lecturers and Researchers, Lecturers,  
Researchers, Others)

Primary employment (teaching, research, teaching and research)

2. This data were analysed to provide aggregate data on inward and outward mobility over the 9 year period and to disaggregate the flows by location, discipline, institution, gender, grade and primary employment.
3. The quality of returns from institutions to HESA on staff movement is uneven. Over the nine years of the dataset the proportion of migrant staff for whom their previous or subsequent location abroad is not known is 20% for immigrants and 66% for emigrants. In order to allow proper analysis, the data were therefore reanalysed as described in Annex A

#### Estimating immigration

4. We received custom data from HESA from the staff record for the academic years 1995-6 to 2002-3.
5. For each year, the previous year's employment of recorded staff was broken down as follows:

Not changed institution  
UK employment  
EU employment  
USA employment  
Other overseas employment  
Other  
Not known

6. On the advice of HESA we treated 'other' staff as having joined the institution in the past year but assumed that they were not recruited from overseas. One consequence of this assumption is that our estimates are of staff recruited from employment overseas and do not include staff recruited from overseas but not previously in paid employment
7. Also on the advice of HESA we presumed that 'not known' staff had joined the institution in the previous year. Their numbers were distributed amongst the five categories of 'joiners' (UK employment, EU employment, USA employment, other overseas employment and other) in proportion to the numbers of staff known to fall in each category<sup>6</sup>.
8. If known immigrants and those whose previous employment was not known had very different characteristics, then allocating the numbers of the former to the latter on a pro rata basis could produce a misleading result. To ensure that proper account was taken of the distribution of UK and non UK nationals and of different staff grades amongst known immigrants and to allow a more detailed picture of immigrants to be constructed, the procedure described in paragraphs 3-4 was carried out *separately* for fifteen categories of staff (producing an estimate of the number of staff coming to work in UK HE from employment in the US, EU and other overseas location for each category and year). The categories were:

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<sup>6</sup> So for example, to calculate the level of academic immigration from employment in the EU we calculated what proportion of those recruits whose previous employment was known had come from the EU. This gave the share of the 'not knowns' to be assumed to have come from employment in the EU. This was multiplied by the total number of not knowns to give the absolute number of not knowns assumed to have come from EU and this was added to those already known to have come from employment in the EU.

In crude algebra, the procedure can be described thus:  $EU/(UK+EU+US+other\ overseas+other)*not\ known + EU$

Professors (UK nationals)  
Professors (non-UK nationals)  
Professors (nationality not known)  
Senior lecturers and researchers (UK nationals)  
Senior lecturers and researchers (non-UK nationals)  
Senior lecturers and researchers (nationality not known)  
Lecturers (UK nationals)  
Lecturers (non-UK nationals)  
Lecturers (nationality not known)  
Researchers (UK nationals)  
Researchers (non-UK nationals)  
Researchers (nationality not known)  
Others (UK nationals)  
Others (non-UK nationals)  
Others (nationality not known)

9. These estimates have been aggregated to produce estimates of total immigration (and of total immigration amongst different grade groups and amongst UK and non-UK nationals). This produces a more sophisticated estimate than simply distributing the staff whose previous employment is not known between the other the various groups of staff whose employment is known on a pro rata basis because it allows fully for any differences in the nationality and grade profile between known immigrants and staff whose previous employment is not known.

### Estimating emigration

10. We received data from HESA from the staff record for the academic years 1995-6 to 2002-3.

11. For each year the destination of recorded staff was broken down as follows:

Not left institution  
UK employment  
EU employment  
USA employment  
Other overseas employment  
Other  
Not known

12. These breakdowns are equivalent to those given for previous employment. We were able to estimate emigration using the same procedure used to estimate immigration (which is described above).

13. However, it is important to recognise that the proportion of staff whose previous employment is given as 'not known' and 'other' is much higher in the data on staff destinations than it is in the data for previous employment. Therefore, if the

assumptions used to allocate the numbers of these staff to other categories are flawed they have the potential to distort the figures for emigration to a greater degree than the analysis of immigration. However, the steps described above should minimise any distortion. They are unlikely to be accurate to a fine degree, but they are a reasonable approximation.

### **Data tables**

14. The tables attached give separate estimates for immigration and emigration for professors, senior lecturers and researchers, lecturers, researchers and other grades of UK, non-UK and unknown nationality. Each estimate has been produced by allocating numbers of staff whose previous employment was not known to other categories (including categories which are not shown such as 'UK employment') in proportion to the number of known staff. Each estimate is further broken down between those previously employed or moving to the EU, US and rest of the world.
15. These figures have been used to produce all of the figures in this report excepting those presented in paragraphs 11 and 12 and table 8, all of which are simple percentages based on those whose previous employment or destinations are known.

**Estimated immigrants** (HESA staff record. Figures include staff whose previous employment not known allocated to other categories on a pro rata basis)

| Nationality | Grade                      | Immigrants from | 1995-6 | 1996-7 | 1997-8 | 1998-9 | 1999-0 | 2000-1 | 2001-2 | 2002-3 | Total |
|-------------|----------------------------|-----------------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| UK          | Professor                  | EU              | 17     | 3      | 6      | 9      | 12     | 16     | 9      | 5      | 77    |
|             |                            | US              | 24     | 7      | 15     | 19     | 22     | 27     | 13     | 13     | 140   |
|             |                            | Other overseas  | 24     | 17     | 17     | 15     | 29     | 17     | 14     | 14     | 148   |
|             | Senior lecturer/researcher | EU              | 20     | 14     | 11     | 12     | 9      | 7      | 8      | 14     | 96    |
|             |                            | US              | 13     | 14     | 14     | 14     | 12     | 13     | 19     | 15     | 114   |
|             |                            | Other overseas  | 26     | 15     | 15     | 19     | 43     | 22     | 23     | 19     | 181   |
|             | Lecturer                   | EU              | 91     | 78     | 66     | 83     | 92     | 74     | 75     | 76     | 634   |
|             |                            | US              | 117    | 95     | 65     | 74     | 83     | 63     | 56     | 51     | 604   |
|             |                            | Other overseas  | 125    | 98     | 106    | 128    | 123    | 108    | 90     | 76     | 854   |
|             | Researcher                 | EU              | 145    | 147    | 149    | 165    | 136    | 162    | 155    | 162    | 1221  |
|             |                            | US              | 141    | 141    | 105    | 140    | 109    | 107    | 138    | 105    | 986   |
|             |                            | Other overseas  | 140    | 158    | 147    | 185    | 167    | 175    | 168    | 157    | 1297  |
| Other       | EU                         | 22              | 36     | 50     | 29     | 30     | 19     | 26     | 67     | 278    |       |
|             | US                         | 15              | 13     | 16     | 16     | 19     | 12     | 8      | 10     | 110    |       |
|             | Other overseas             | 34              | 37     | 36     | 49     | 32     | 26     | 23     | 50     | 287    |       |
| Non UK      | Professor                  | EU              | 24     | 3      | 20     | 18     | 53     | 42     | 22     | 20     | 203   |
|             |                            | US              | 32     | 15     | 18     | 37     | 40     | 45     | 23     | 34     | 245   |
|             |                            | Other overseas  | 19     | 27     | 18     | 20     | 40     | 45     | 27     | 20     | 217   |
|             | Senior lecturer/researcher | EU              | 29     | 20     | 15     | 31     | 43     | 59     | 35     | 30     | 262   |
|             |                            | US              | 16     | 14     | 14     | 18     | 27     | 34     | 22     | 20     | 164   |
|             |                            | Other overseas  | 30     | 16     | 17     | 19     | 40     | 36     | 30     | 20     | 209   |
|             | Lecturer                   | EU              | 154    | 101    | 138    | 187    | 211    | 232    | 159    | 162    | 1344  |
|             |                            | US              | 113    | 102    | 95     | 128    | 123    | 148    | 88     | 90     | 887   |
|             |                            | Other overseas  | 134    | 140    | 130    | 160    | 159    | 193    | 191    | 178    | 1284  |
|             | Researcher                 | EU              | 606    | 662    | 785    | 832    | 835    | 998    | 942    | 875    | 6535  |
|             |                            | US              | 194    | 183    | 165    | 197    | 235    | 222    | 210    | 226    | 1633  |
|             |                            | Other overseas  | 421    | 436    | 526    | 555    | 726    | 882    | 900    | 774    | 5219  |
| Other       | EU                         | 160             | 181    | 137    | 182    | 146    | 177    | 193    | 146    | 1321   |       |
|             | US                         | 28              | 22     | 25     | 13     | 24     | 20     | 15     | 21     | 168    |       |
|             | Other overseas             | 58              | 37     | 60     | 51     | 68     | 75     | 80     | 65     | 494    |       |



**Estimated immigrants** (continued from previous page)

| <b>Nationality</b>         | <b>Grade</b> | <b>Immigrants from</b> | 1995-6 | 1996-7 | 1997-8 | 1998-9 | 1999-0 | 2000-1 | 2001-2 | 2002-3 | Total |
|----------------------------|--------------|------------------------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| Nationality not known      | Professor    | EU                     | 2      | 1      | 0      | 0      | 1      | 4      | 3      | 1      | 12    |
|                            |              | US                     | 0      | 1      | 3      | 3      | 4      | 0      | 1      | 4      | 17    |
|                            |              | Other overseas         | 2      | 2      | 1      | 1      | 7      | 5      | 0      | 3      | 21    |
| Senior lecturer/researcher |              | EU                     | 0      | 0      | 2      | 0      | 0      | 3      | 0      | 1      | 6     |
|                            |              | US                     | 3      | 0      | 0      | 0      | 1      | 0      | 0      | 0      | 4     |
|                            |              | Other overseas         | 15     | 1      | 0      | 5      | 1      | 3      | 4      | 1      | 31    |
| Lecturer                   |              | EU                     | 35     | 11     | 8      | 17     | 20     | 19     | 14     | 5      | 129   |
|                            |              | US                     | 20     | 10     | 5      | 7      | 8      | 7      | 8      | 7      | 71    |
|                            |              | Other overseas         | 22     | 9      | 7      | 8      | 22     | 9      | 15     | 9      | 102   |
| Researcher                 |              | EU                     | 35     | 17     | 26     | 22     | 14     | 29     | 34     | 32     | 209   |
|                            |              | US                     | 3      | 6      | 6      | 2      | 16     | 13     | 11     | 8      | 65    |
|                            |              | Other overseas         | 8      | 14     | 8      | 24     | 29     | 23     | 37     | 32     | 174   |
| Other                      |              | EU                     | 15     | 15     | 19     | 22     | 24     | 32     | 15     | 29     | 170   |
|                            |              | US                     | 5      | 15     | 6      | 0      | 12     | 11     | 7      | 0      | 56    |
|                            |              | Other overseas         | 5      | 15     | 19     | 29     | 12     | 0      | 22     | 21     | 123   |
|                            |              |                        | 3143   | 2949   | 3094   | 3546   | 3861   | 4209   | 3933   | 3671   | 28407 |

**Estimated emigrants** (HESA staff record. Figures include staff whose destinations are not known allocated to other categories on a pro rata basis)

| Nationality | Grade                      | Emigrants to   | 1995-6 | 1996-7 | 1997-8 | 1998-9 | 1999-0 | 2000-1 | 2001-2 | 2002-3 | Total |
|-------------|----------------------------|----------------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| UK          | Professor                  | EU             | 7      | 3      | 7      | 11     | 4      | 6      | 17     | 5      | 59    |
|             |                            | US             | 4      | 5      | 5      | 3      | 14     | 10     | 16     | 25     | 82    |
|             |                            | Other overseas | 9      | 13     | 7      | 9      | 10     | 8      | 16     | 18     | 91    |
|             | Senior lecturer/researcher | EU             | 15     | 11     | 12     | 14     | 16     | 20     | 20     | 13     | 121   |
|             |                            | US             | 3      | 7      | 18     | 21     | 21     | 15     | 23     | 18     | 126   |
|             |                            | Other overseas | 16     | 22     | 15     | 21     | 24     | 36     | 41     | 47     | 223   |
|             | Lecturer                   | EU             | 39     | 42     | 47     | 71     | 43     | 67     | 74     | 51     | 435   |
|             |                            | US             | 34     | 24     | 26     | 33     | 47     | 62     | 60     | 51     | 337   |
|             |                            | Other overseas | 110    | 76     | 112    | 77     | 90     | 75     | 127    | 99     | 766   |
|             | Researcher                 | EU             | 143    | 158    | 187    | 205    | 203    | 177    | 200    | 225    | 1497  |
|             |                            | US             | 181    | 208    | 138    | 173    | 162    | 210    | 202    | 181    | 1455  |
|             |                            | Other overseas | 200    | 166    | 165    | 175    | 198    | 243    | 244    | 232    | 1623  |
| Other       | EU                         | 33             | 21     | 29     | 19     | 28     | 16     | 35     | 14     | 194    |       |
|             | US                         | 3              | 11     | 7      | 19     | 0      | 12     | 7      | 3      | 62     |       |
|             | Other overseas             | 20             | 26     | 20     | 9      | 18     | 28     | 38     | 21     | 180    |       |
| Non UK      | Professor                  | EU             | 5      | 2      | 7      | 5      | 11     | 9      | 10     | 17     | 67    |
|             |                            | US             | 13     | 8      | 12     | 28     | 17     | 17     | 21     | 22     | 138   |
|             |                            | Other overseas | 3      | 6      | 7      | 7      | 9      | 9      | 12     | 9      | 62    |
|             | Senior lecturer/researcher | EU             | 8      | 9      | 8      | 9      | 8      | 13     | 22     | 32     | 108   |
|             |                            | US             | 2      | 9      | 10     | 22     | 13     | 21     | 15     | 12     | 103   |
|             |                            | Other overseas | 14     | 17     | 8      | 13     | 18     | 13     | 23     | 15     | 121   |
|             | Lecturer                   | EU             | 62     | 69     | 47     | 96     | 66     | 95     | 100    | 109    | 644   |
|             |                            | US             | 32     | 38     | 39     | 34     | 49     | 51     | 31     | 48     | 321   |
|             |                            | Other overseas | 81     | 77     | 116    | 70     | 66     | 62     | 84     | 91     | 648   |
|             | Researcher                 | EU             | 348    | 428    | 413    | 474    | 538    | 575    | 617    | 685    | 4078  |
|             |                            | US             | 198    | 206    | 235    | 204    | 232    | 237    | 202    | 226    | 1740  |
|             |                            | Other overseas | 313    | 352    | 311    | 352    | 385    | 410    | 457    | 519    | 3099  |
| Other       | EU                         | 98             | 137    | 135    | 104    | 132    | 114    | 120    | 136    | 975    |       |
|             | US                         | 18             | 18     | 18     | 21     | 6      | 28     | 11     | 21     | 142    |       |
|             | Other overseas             | 46             | 47     | 35     | 60     | 45     | 35     | 44     | 42     | 354    |       |

**Estimated emigrants** (continued from previous page)

| Nationality                | Grade     | Emigrants to   | 1995-6 | 1996-7 | 1997-8 | 1998-9 | 1999-0 | 2000-1 | 2001-2 | 2002-3 | Total |
|----------------------------|-----------|----------------|--------|--------|--------|--------|--------|--------|--------|--------|-------|
| Nationality not known      | Professor | EU             | 0      | 0      | 0      | 0      | 3      | 0      | 0      | 0      | 3     |
|                            |           | US             | 0      | 0      | 0      | 0      | 1      | 6      | 0      | 2      | 9     |
|                            |           | Other overseas | 0      | 0      | 1      | 0      | 0      | 0      | 6      | 0      | 7     |
| Senior lecturer/researcher |           | EU             | 0      | 2      | 0      | 0      | 2      | 0      | 2      | 0      | 6     |
|                            |           | US             | 0      | 0      | 4      | 2      | 2      | 3      | 2      | 2      | 16    |
|                            |           | Other overseas | 4      | 0      | 2      | 0      | 4      | 0      | 7      | 2      | 19    |
| Lecturer                   |           | EU             | 7      | 17     | 0      | 8      | 5      | 0      | 20     | 0      | 57    |
|                            |           | US             | 7      | 8      | 11     | 0      | 3      | 3      | 13     | 0      | 45    |
|                            |           | Other overseas | 7      | 11     | 16     | 18     | 5      | 11     | 13     | 14     | 97    |
| Researcher                 |           | EU             | 11     | 15     | 13     | 21     | 19     | 18     | 41     | 25     | 163   |
|                            |           | US             | 11     | 15     | 22     | 17     | 11     | 14     | 16     | 22     | 128   |
|                            |           | Other overseas | 34     | 29     | 13     | 13     | 26     | 43     | 35     | 18     | 211   |
| Other                      |           | EU             | 0      | 6      | 20     | 10     | 9      | 10     | 19     | 10     | 84    |
|                            |           | US             | 0      | 6      | 0      | 0      | 0      | 0      | 0      | 0      | 6     |
|                            |           | Other overseas | 12     | 0      | 20     | 0      | 9      | 29     | 9      | 0      | 80    |
| Grand total                |           |                | 2149   | 2326   | 2322   | 2447   | 2572   | 2811   | 3072   | 3082   | 20781 |

**All staff** (HESA Staff record. Figures used to calculate migration rates)

|           | 1995-6 | 1996-7 | 1997-8 | 1998-9 | 1999-0 | 2000-1 | 2001-2 | 2002-3 | Total   |
|-----------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| UK        | 98810  | 101329 | 102038 | 103593 | 105937 | 107847 | 109116 | 111809 | 840479  |
| Non UK    | 16760  | 17338  | 18077  | 19489  | 21384  | 23747  | 25588  | 27758  | 170141  |
| Not known | 9859   | 8306   | 7345   | 7452   | 7715   | 7587   | 7695   | 5942   | 61901   |
|           | 125429 | 126973 | 127460 | 130534 | 135036 | 139181 | 142399 | 145509 | 1072521 |